

South African Labour Market Microdata Scoping Study

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List of Acronyms

| | |
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| BMR | Bureau of Market Research |
| CF | Compensation Fund |
| COGTA | Department of Cooperative Governance and Traditional Affairs |
| DBE | Department of Basic Education |
| DHA | Department of Home Affairs |
| DoH | Department of Housing |
| DOL | Department of Labour |
| DSD | Department of Social Development |
| ESSA | Employment Services of South Africa |
| FTP | File Transfer Protocol |
| HSRC | Human Sciences Research Council |
| ILO | International Labour Office |
| NESSTAR | Networked Social Science Tools and Resources |
| NISIS | National Integrated Social Information System |
| NSO | National Statistics Office |
| NSS | National Statistical System |
| SADA | South African Data Archive |
| SASSA | South African Social Security Agency |
| SDS | Secure Data Service |
| SP&CD | Social Protection and Community Development (SP&CD) |
| SPDS | School of Population and Development Studies |
| SSA | Statistics South Africa |
| UCT | University of Cape Town |
| UIF | Unemployment Insurance Fund |
| UKZN | University of KwaZulu-Natal |

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South African Labour Market Microdata Scoping Study

1. Introduction

This study investigates sources of data available for analysis of the South African labour market. It is a data discovery exercise to determine what data is available for policy research and to assist policy analysts to locate data sources relevant to their research needs. Therefore information is also provided on the means of accessing this data. Most of the microdata identified here is in the public domain, although some data sources are for research use only. The project elicits data sources from 1993 to February 2013.

1.1 Scope

The scope of the study is microdata², that is, unit record data, including data collected by government census and survey projects of the National Statistics Office (NSO), Statistics South Africa (SSA). Data from survey projects of research institutions also falls under the ambit of this research. The study also covers administrative data collected routinely by government departments in the course of their work, where this exists in a form that could be made publicly available.

Both survey microdata and administrative microdata are useful for providing empirical input to government decision-making to initiate policies and to monitor their effectiveness. Each data type has its advantages: Data at unit record level (microdata) provides a more accurate picture of the national economy of a country than can be obtained from analysis of only aggregated data. Surveys can also elicit citizen's attitudes and opinions not catered for in routine administrative data collection processes.

Detailed administrative data also has advantages as a policy analysis tool. Collection of this data is mandated by national legislation and thus permanent, government-funded - if not wholly adequate – infrastructures exist for its collection and collation. This makes it a cost-effective data source for research to support policy monitoring and evaluation. Unlike much

² Microdata are data about individual objects (such as persons, companies, events, transactions). Objects have properties which are often expressed as values of variables of the objects. Microdata represent observed or derived values of certain variables for certain objects. The data are collected at an individual, household, or institution level.

survey data, the data is often self-reported, and this can prevent incorrect details being recorded by third parties. This type of data is also collected continuously over long periods and so provides time-series data to compare changes over time

Its disadvantage over survey data is that data quality may be variable, as little independent review of such data occurs, and much of the facts collected are not checked against data from other sources. The accuracy which should be ensured by the first-hand nature of data input by respondents can be offset by deliberate falsification of records in some cases to elicit government resources. Lastly, changes in departmental policy may result in termination of a data series or a change in collection methods or definitions, compromising the comparability of the data over time.

This scoping study does not cover Macrodata (aggregated data) sources. This is commonly provided to the public as tables of aggregated data which summarise findings based on survey data or administrative data. Macrodata producers include government departments within the National Statistical System (NSS) in the country. SSA is included here, as the results of their surveys are routinely disseminated to the public in aggregated form. SSA also provides time-series data on a range of topics on their website

<http://www.statssa.gov.za/timeseriesdata/timeseriesdata.asp>. SSA time-series data is not included in this study, as the primary data upon which this is based is discussed in detail.

Macrodata is also available from databases compiled by commercial data brokers. Examples include the XtracT consumer information databases produced by Eighty20

http://www.eighty20.co.za/index_i.cgi?t=landing and the market indicators produced by Quantec <http://www.quantec.co.za/data/easydata-rsa-regional-indicators>. These data sources are excluded from this study for two reasons: (1) These databases are largely composed of primary data which is available free (and mostly online) from other sources: For example, 4 of the 9 sources cited by Eighty20 and 4 of the 6 cited by Quantec are SSA surveys; (2) The data mining and statistical methods employed to produce the final data products are opaque, and some of their data sources are not available to the research community for quality verification. Thus any in-depth policy research on the South African labour market would be better informed by the microdata sources listed here.

1.2 Data Quality Notes

Notes are included on the quality of the microdata available from the sources in this report. The quality of the data relates to its usability. Data quality assessments in this report are informed by the 6 now standard quality dimensions pertinent to data usage. These are data accessibility, relevance, accuracy, timeliness, comparability, and interpretability.

Data accessibility refers to how easy the data is to find and obtain. The technology used to curate the data is an important enabler for discovery and access. Data relevance is its ability to meet users' data needs. Comments on the accuracy of the data are judgements of how well data objects reflect the reality they represent. As with relevance, the accuracy of the data can

benefit from independent assessment by data users. Data timeliness is indicated by the amount of time between the reference period of the data and its availability to the public (if at all). Data collection dates are provided in the report for an assessment of this aspect of data usability. Data comparability is judged by whether data from the same source can be compared with similar data from other sources. Finally, data interpretability is the “user-friendly” element of the data files, which is often dependent on the availability of useful documentation from data producers.

Many of the data quality issues related to these dimensions have been identified from routine data checks carried out by DataFirst and from the more detailed quality-related work of researchers for DataFirst’s Data Quality Project. Further data quality notes are available in the metadata provided for each dataset on DataFirst’s data portal <http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog>

2. Survey Data Sources

National censuses and social surveys are important data sources for the analysis of social conditions for effective development planning, providing vital information on the state of the nation. Although not extensive, a microdata sharing infrastructure exists in South Africa. This includes statutory bodies which are data producers and data distributors, as well as organisations devoted to sharing official survey microdata with the wider research community.

Labour market indicators covered by South African survey microdata include, broadly: Access to social security, business constraints, casual/ part-time/temporary employment, education by field of study and education levels of the working population, employment by industry, occupation and sector, employment equity compliance (including employment of foreign workers), employment status of the working age population, extent of child labour and unpaid work, incomes, job seeking strategies, Labour costs, participation in job creation programmes, recruitment patterns, support for the unemployed, training undertaken, work in multiple jobs, working hours and other working conditions of the South African workforce.

Labour market survey microdata can be obtained from data producers or from dedicated data distributors. Data producers who also disseminate their data include Statistics South Africa and some university-based survey projects, as well as the Human Sciences Research Council (HRSC). The data from these producers is also available from the two dedicated data distributors in the country, the South African Data Archive (SADA) and DataFirst.

2.1 Data Distributors

National data distributors are part of data support networks in many countries. In these countries National Statistics Offices and research organisations provide the institutional capacity for national data management, including the sharing of national data for research

purposes. These include national Survey Data Archives and university-based Research Data Centres. For example, the European research support infrastructure includes a network of data archives. The National Statistics Office in Canada and the Census Bureau in the US have established Research Data Centres at major universities in their countries, which provide controlled environments for the reuse of official microdata.

2.1.1 South African Data Archive

Data archives are organisations that archive and disseminate data and promote and participate in the exchange of data and archival expertise regionally and internationally. Established in Pretoria in 1993, and now managed by the National Research Foundation, the South African Data Archive (SADA) is the only government funded data archive in Africa <http://sada.nrf.ac.za/index.asp>. SADA curates and disseminates microdata on a range of topics, including from market research surveys. SADA has 167 studies listed on their data portal: 53 of these are from the Human Sciences Research Council (HSRC) (all pre-2003) and 67 are Statistics South Africa surveys. Datasets are listed in the online catalogue by study number and the catalogue cannot be searched alphabetically. A keyword search will elicit surveys that cover the topic, listed by study number. The SADA data catalogue does not require registration. Researchers can search for a study on the catalogue and complete an online form and receive the data on disk by post or via an FTP server.

2.1.2 DataFirst

DataFirst is a data service at the University of Cape Town in South Africa, which disseminates microdata to researchers and provides online support for data usage. Microdata from a range of South African surveys are available from DataFirst's online data portal <http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog>. The portal provides extensive metadata to assist data discovery, and data quality notes to support data analysis. 176 datasets are listed on the portal, mostly South African datasets or data from international comparative surveys which include South Africa. Searches can be filtered by topic at survey and variable level. Variable-level searches elicit a list of relevant datasets plus the variables of interest with their literal question.

Researchers can read about the data on the site, and register on the site to complete an online data application and download data files and documentation. Data access types are colour coded to assist data users, and range from open access to research data centre access. All but 10 of the studies are available online from DataFirst or another data repository (The 10 restricted studies are available to researchers in DataFirst's Research Data Centre at the university, under agreement with depositors). Most of the microdata in this report is discoverable from this site, and can be downloaded directly from the site. Before they are made available to researchers the data files are checked and corrected by the service, in consultation with data producers. Updated files are versioned to track changes and data quality additions.

DataFirst is currently negotiating with government data producers to provide research access to data not currently in the public domain. This includes unit level records which have detailed spatial/locational attributes, for example firm or school-level data, which is regularly requested by data users. DataFirst has established a Secure Data Service (SDS), based on similar services in Europe and North America. Currently the SDS has an agreement in place to share detailed data from the National Income Dynamics Study conducted by UCT, and is negotiating with SSA and other government departments for their more sensitive data. Details of the service are available from support@data1st.org

2.2 Data Producers

Producers of South African survey microdata include the National Statistics Office (NSO), other government bodies, survey projects of South African and other universities and research institutes, and international donor organisations collecting data for project development and monitoring. Private sector organisations also conduct surveys, but these are undertaken for paying clients and the data is generally not available for reuse.

2.2.1 Statistics South Africa

Statistics South Africa (SSA) is the NSO in South Africa responsible for the collection of data through government censuses and surveys and the coordination of data collection within the NSS the NSO conducts a national population census every five years and several annual household surveys focusing on specific topics.

SSA distributes its microdata via its own online data portal, as well as through SADA and DataFirst. Customised datasets can also be requested from SSA. Microdata are available from population censuses conducted from 1970 to 2001, and from 11 other survey series. The NESSTAR server used by SSA provides for simple keyword searches, and searches of the metadata, at study and variable level. A basic keyword search of all fields yields results across studies. SSA Surveys containing labour market data include:

Community Survey 2007

General Household Survey 2002-2011

Income and Expenditure Survey 1990, 1995, 2000, 2005-2006, 2010-2011

Labour Force Survey 2000-2007 and the Quarterly Labour Force Survey 2008-2012

Labour Market Dynamics 2008-2011

Living Conditions Survey 2008-2009

Manpower Survey 1965-1994

October Household Surveys 1993-1999

Rural Survey 1997

South Africa Population Census 1996, 2001, 2011

Survey of Activities of Young People 1999, 2010

Survey of Employers and Self-Employed 2001, 2005, 2009

Time Use Survey 2000

The above surveys are in the public domain, available for repurposing by researchers. The Manpower Survey series is not available from Statistics South Africa. The data was acquired by DataFirst in a project to locate and share historical South African microdata, and is available from DataFirst's data portal. Another surveys series pertinent to labour market research is the Quarterly Employment Survey (QES). This survey has been conducted by SSA since 2003 and enumerates a sample of firms in SA's formal non-agricultural business sector. The survey collects data on the firm, the number of employees and gross salaries paid. The data from this labour market survey is currently not in the public domain, but has been made available to researchers on request. For example, researchers at the University of Cape Town have published using this data

http://www.saldru.uct.ac.za/home/index.php?option=com_docman&Itemid,32/
DataFirst is currently negotiating with SSA to make this data available to researchers through their Secure Data Service (SDS)

2.2.2 Other Government Departments

Other government departments within the National Statistical System also collect survey data related to the labour market. In 1999 the South african Department of Labour teamed up with the Norwegian Institute for Applied Social Science (Fafo) to undertake a dedicated labour market investigation, the Mesebetsi labour Force Survey to provide data to assist with policy formulation. The South African Department of Social Development (DSD) commissioned a set of socio-economic and demographic surveys in the 22 nodes that formed part of the DSD's Integrated Sustainable Rural Development Programme (ISRDP) and Urban Renewal Programme (URP). The baseline survey was conducted in 2006 and a follow-up survey in 2008 and both collected labour market data from households in the poverty nodes.

2.2.3 Universities and Research Institutes

Labour market data has also been collected by survey projects based at South African universities, and a national research institution, the Human Sciences Research Council (HSRC). The HSRC's Socio-Economic Surveys (SES) unit, a component of their Knowledge Systems (KS) unit, conducts surveys for public and private sector clients. Other HSRC departments conduct sub-national surveys to support their research. Older HSRC surveys are disseminated by SADA. However, the data from most of the HSRC's recent surveys is not in the public domain. Their HRD Data Warehouse, which disseminated aggregated data from HSRC research, is no longer maintained. The Research Use and Impact Assessment unit has undertaken work to curate and share data produced by the council's research units, based on the HSRC's data sharing policy which agrees to share most survey data 12-36 months after project completion. There are currently two datasets available from this unit <http://www.hsrc.ac.za/Page-150.phtml> but these are not labour market related. Data relevant for this research is the HSRC's South African Migration Survey, conducted in 2002-2003, which collected basic labour market data. This dataset is the only post 2000 HSRC dataset available from SADA.

The Southern Africa Labour and Development Research Unit (SALDRU) at the University of Cape Town have conducted surveys with other organisations which cover labour market topics. These include:

Cape Area Panel Study (CAPS) 2002-2009

Khayelitsha/Mitchell's Plain Survey (KMP) 2000

National Income Dynamics Study (NIDS) 2008, 2010-2011

Networks and Employment Transitions Study (NETS) 2002

Project for Statistics on Living Standards and Development (PSLSD) 1993

DataFirst has produced the Post- Apartheid Labour Market Series (PALMS) dataset, which is a comparable dataset based on the 22 cross-sectional surveys in the October Household Survey and Labour Force Survey series from 1994-2007. The SALDRU and DataFirst datasets are available from DataFirst's data portal.

The Bureau of Market Research, at the University of South Africa (UNISA), undertook a firm survey in Durban in KwaZulu-Natal in 2002-2003 which provides detailed labour market data for the city. The School of Population and Development Studies (SPDS), University of KwaZulu-Natal (UKZN) has produced a panel study, the Kwazulu-Natal Income Dynamics Study (KIDS) 1993, 1998, and 2004, based on a regional subset of SALDRU's PSLSD sample. The SPDS disseminates data for both the Durban Large Firm Survey <http://economicsnew.ukzn.ac.za/DataSet/Durban-Large-Firm-Manufacturing.aspx> and KIDS <http://sds.ukzn.ac.za/default.php?11,0,0,0,0>

2.2.4 International Organisations

Projects of international organisations also provide data on the South African labour market. The International Labour Organisation's (ILO) Peoples' Security Survey (PSS) is one such study. This is a multi-country survey managed by the ILO's InFocus Programme on Socio-Economic Security. The South African PSS was conducted in 2001. The survey tracks seven types of work-related security which define decent work to assess occupational vulnerability in different countries. The data is discoverable via DataFirst and accessible from the ILO.

The World Bank's Productivity and Investment Climate Survey (PICS) is a firm-level survey also conducted in several countries. PICS uses a standard questionnaire to collect comparable data on constraints to business in selected countries. The South African PICS was undertaken in 2004. The data is available in DataFirst's Research Data Centre.

2.2.1 Statistics South Africa Labour Market Data

| Data Source | Data Collection Date | Methodology | Survey Objective | Geographic Levels | Data Format | Access Conditions | URL/ Contact | Data Quality Notes |
|---------------------------------|----------------------|--|--|--|--------------------------|---|---|---|
| Community Survey | 2007 | Face to face interviews of household head/ other adult (in the household head's absence) using the Census 2001 enumeration areas to give full geographic coverage of the country. Since the data were required for each local municipality, each municipality was considered as an explicit stratum. | The Community Survey collected data on the extent of poverty of households in South Africa, and access to services, at national, provincial, and municipal level. | Province (Prv2005_Code) District Council (DC2005_Code) Municipality (Mun2005_Code) | R/SAS/S PSS/ Stata | The data is in the public domain, available from SADA and online from Statistics South Africa and DataFirst | http://interactive.statssa.gov.za:8282/webview/ ; http://sada.nrf.ac.za/ahdetails.asp?catalognumber=0149 ; http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/101 | While aggregated numbers at municipal level are reliable, SSA includes a cautionary note with the dataset indicating that unit record municipal data is not reliable, due to estimations of out-of-scope-areas (collective living quarters (institutions) and some households in EAs classified as recreational areas or institutions). Unemployment data is also higher and less reliable than data from the Labour Force Surveys |
| General Household Survey | 2002-2012 | Household survey with face-to-face interviews of household head/ other adult | The main purpose of the GHS is to collect data to measure government programmes in South Africa. The data provides national indicators on living conditions including levels of education and health, employment and access to services. | Province (Prov) GeoType (Urban formal, Urban informal, Tribal areas, Rural formal) | R/SAS/S PSS/ Stata | The data is in the public domain, available from SADA and online from SSA and DataFirst | http://sada.nrf.ac.za/ahlist.asp?SearchString=general+household+survey http://interactive.statssa.gov.za:8282/webview/ http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/ | During 2009, GHS data for 2002-2008 were recalibrated and reweighted. Data on entrepreneurship was collected for GHS 2011 but this data is not included in the dataset. The quality of the final data for this was compromised by an incorrect skip code in the questionnaire For data quality notes on each GHS dataset, refer to DataFirst's data portal http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/ |

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| Income and Expenditure Survey | 1995 – 2010 (see entries below) | Household Survey with face-to-face interviews of household head/ other adult. From 2000 the IES was based on the sample for the rotating panel of the twice yearly Labour force Survey (LFS). The IES is conducted every 5 years. | The survey collected data on the earnings and spending of South African households and the pattern of household consumption. The main purpose of the survey was to determine the average expenditure patterns of SA households. This data forms the basis for the determination of the "basket" of consumer goods and services used for the calculation of the country's Consumer Price Index. | Province, District (c1) and Enumerator Area (c2) | R/SAS/S PSS/ Stata | The data is in the public domain, available on CD from SSA and online from DataFirst | info@statssa.gov.za ; http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/264 | The 1995 IES and OHS were conducted together at the same households. See OHS 1995 data quality notes. |
| Income and Expenditure Survey | 2000 | Household Survey with face-to-face interviews of household head/ other adult. From 2000 the IES was based on the sample for the rotating panel of the twice yearly Labour force Survey (LFS). | The survey collected data to determine the average expenditure patterns of SA households used for the calculation of the "basket" of consumer goods and services to determine the country's Consumer Price Index. | Province [Prov] | R/SAS/S PSS/ Stata | The data is in the public domain, available on CD from SSA and online from DataFirst | info@statssa.gov.za ; http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/267 | The IES 2005-2006 was originally released without person-level data. Version 2 of the dataset contains the person-level data file. |
| Income and Expenditure Survey | 2005-2006 | Household Survey with face-to-face interviews of household head/ other adult. The 2005-2006 IES also made use of the diary method of recall for data collection | The survey collected data on the earnings and spending of South African households and the pattern of household consumption. The survey covered the metropolitan, urban, and rural areas of South Africa. The main purpose of the survey was to determine the average expenditure patterns of SA households. The data forms the basis for the calculation of the country's Consumer Price Index. | Province [Province] | R/SAS/S PSS/ Stata | The data is in the public domain, available on CD from SSA and online from DataFirst | info@statssa.gov.za ; http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/268 | The IES 2005-2006 was originally released without person-level data. Version 2 of the dataset contains the person-level data file. |

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|--------------------------------------|-----------|---|--|---------------------|--------------------|---|---|---|
| Income and Expenditure Survey | 2010-2011 | Household Survey with face-to-face interviews of household head/ other adult. From 2000 the IES was based on the sample for the rotating panel of the twice yearly Labour force Survey (LFS). The IES is conducted every 5 years. The 2005-2006 IES also made use of the diary method of recall for data collection | The survey collected data on the earnings and spending of South African households and the pattern of household consumption. The survey covered the metropolitan, urban, and rural areas of South Africa. The main purpose of the survey was to determine the average expenditure patterns of SA households. The data forms the basis for the determination of the "basket" of consumer goods and services used for the calculation of the country's Consumer Price Index. | Province [Province] | R/SAS/S PSS/ Stata | The data is in the public domain, available on CD from SSA and online from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/316 | |
| Labour Force Survey | 2002-2007 | Twice-yearly rotating panel household survey. | The LFS was designed to measure the dynamics of employment and unemployment in the country | Province (Prov) | R/SAS/S PSS/ Stata | The data is in the public domain, available from SADA and online from SSA and DataFirst | http://sada.nrf.ac.za/ahlist.asp?SearchString=labour+force+survey http://interactive.statssa.gov.za:8282/webview/ http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog | Data quality issues with the LFS data have been documented by DataFirst in "LFS 2000-2008 Collated Version Notes on the South African LFS" which can be downloaded from http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/154 |
| Labour Market Dynamics | 2008-2011 | Labour Market Dynamics is a derived dataset using selected QLFS data pooled from all four quarters of the QLFS in the year. It includes a number of extra variables (including income information) that are not available in the | The objective of creating the LMD dataset is to present annual data on important aspects of the labour market in South Africa | Province [Province] | R/SAS/S PSS/ Stata | The data is in the public domain, available from SSA and DataFirst | http://interactive.statssa.gov.za:8282/webview/ http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/ | Although earnings data was collected in the QLFS from 2010 onwards there is no income variable in the QLFS dataset from 2010 onwards (except for in the dataset for 2010 Q3. Annual income data from the QLFS is available in the Labour Market Dynamics Survey from 2010 onwards. |

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|---------------------------------|-----------|--|--|---|--------------------|--|---|---|
| | | QLFS | | | | | | |
| Living Conditions Survey | 2008-2009 | The LCS used a combination of the diary and recall methods with the questionnaire to collect data. The household head/ other adult was required to complete their daily acquisitions in diaries provided by Stats SA for a period of a month as well as answer questions in a household questionnaire | The Living Conditions Survey collected data on living conditions and poverty in South Africa for monitoring levels of poverty over time. | Province [pr_code] | R/SAS/S PSS/ Stata | The data is in the public domain, available on CD from SSA and online from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/231 | Although community data was collected during the survey, using a community questionnaire, community level data is not provided in the current dataset. There are errors with some of the recorded imputed values in the Metadata and layout files for the household data file. SSA are releasing revised metadata for this dataset in March 2013 |
| Manpower Survey | 1965-1994 | The survey was conducted biennially by the Department of Labour from 1965 until 1985, and by the Central Statistical Service (now Statistics SA) from 1987 to 1994. The survey collected data from firms, which were classified into 9 industries. Contact details for firms in the sample are obtained from the Department of Labour's Compensation Fund and Unemployment | This was a firm-level survey collecting labour market data. | The survey had national coverage, but excluded the "independent " "homelands" of Bophuthatswana and Transkei (excluded from 1979) Venda (1981) and the Ciskei (1983). | Stata/SP SS/SAS | The data is in the public domain, available online from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/315 | The Manpower survey enables investigations of long-term changes in the occupational and racial division of labour during the period 1965-1994. It is the only data source for this period that distinguishes artisans and apprentices from other manual workers, which allows analysis of these occupations over time. However, the data is not reliable at disaggregated levels because of the following: (1) Both agriculture and the informal sector are excluded from the survey universe. These sectors are major employers in the South African economy. (2) Domestic workers in private households are also excluded from the sample. (3) The survey does not cover the |

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|--|---|--|--|--|--|--|
| | <p>Insurance Fund databases, and data from the SA Tourism Board. The questionnaire was a list of occupational categories which company managers would use to record the occupations of their employees, with number of workers in each category, and their gender and race group. Questionnaires were sent to company managers to complete and return. Where the firms consisted of more than one establishment in more than one sector the firm was classified according to the sector in which it was predominantly engaged. The survey included both public and private sector establishments. Firms in the informal sector and agricultural sector were excluded, as were domestic workers in private households.</p> | | | | | <p>unemployed and is therefore not representative of the economically active population.</p> <p>(4) Although this is an occupational survey, the information on occupations is derived from samples based on total employment within industries.</p> <p>(5) A new sample was drawn by the Central Statistical Service when they took over the Manpower Survey from the Department of Manpower in 1987, causing a break in the series.</p> <p>Finally, the variable <afdeling> ("section" in Afrikaans) in the data represents the sections of the questionnaire. However, this variable only has 3 values, which do not match the 5 sections in the DOL questionnaire or the 4 sections in the CSS version of the questionnaire (see the Questionnaires metadata for more on this) It is not clear how these 3 categories have been constructed from data from sections in the two different questionnaires.</p> |
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|------------------------------------|-----------|--|--|---|--------------------|---|--|---|
| October Household Survey | 1993-1999 | Annual household survey with a sample based on the 1991 Population Census enumerator areas | The purpose of the survey was primarily to fill the gap in labour market data that resulted from the suspension in 1990 1991 of the Current Population Survey (CPS) and a related survey on the informal sector. It was the first comprehensive household survey for the total SA population | Province [province] Magisterial District [district] | R/SAS/S PSS/ Stata | The data is in the public domain. Data from OHS 1993-1999 is available online from DataFirst and OHS 1995-1999 is available from SADA | http://sada.nrf.ac.za/ahlist.asp?SearchString=October+household+survey http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/ | Income data was collected differently in different years of the OHS. Incomes from both wage employment and self-employment were recorded if the respondent had two jobs. There is no consistent period of income earned across the OHSs. Questions on income from self-employment were not standardised across the surveys. Earnings period was not asked consistently across the OHS. Excessive working hours are recorded in some OHSs, particularly OHS 1996 |
| Quarterly Employment Survey | 2005-2011 | The survey covers a sample of firms in SA's formal business sector. The survey excludes the agricultural sector. The following types of employees are covered: Company Directors, executive, managerial, casual employees, employees paid a commission/ retainer/ wage/ salary, those not paid by the firm but who receive payment from the Compensation Fund and those working abroad but paid from South Africa. The questionnaire is completed by the firm and returned to SSA. | The survey collects data on the sector of the firm, and the number of employees (full- and part-time) and gross salaries paid. The data is used within government for labour market policymaking. | | | The data is not in the public domain, but DataFirst is currently negotiating with SSA to make this data available to researchers through their recently established Secure Data Service | support@datafirst.org | The data is at enterprise level, rather than at establishment level, i.e. it shows total employment across all businesses owned by the same enterprise. For details of the sampling for the QES see the SALDRU/DataFirst publication http://www.saldru.uct.ac.za/home/index.php?component?option=com_docman&Itemid.32/ |

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| Quarterly Labour Force Survey | 2008-2012 | The QLFS is a household-based sample survey conducted 4 times a year. The QLFS sample excludes institutions but includes workers' hostels and persons living in private dwelling units within institutions | The objective of the QLFS is to collect quarterly information about persons in the labour market. It was introduced in response to criticism of the LFS with regard to scope, timeliness, and frequency of the survey. | Province (Province), Metro [Metro_code Non_Metro] | R/SAS/S PSS/ Stata | The data is in the public domain, available from SADA and online from SSA and DataFirst | http://sada.nrf.ac.za/ahlist.asp?SearchString=Quarterly+labour+force+survey http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog | Income data was not collected in the 2008 and 2009 QLFS. Although earnings data was collected by the QLFS from 2010 there is no income variable in the QLFS datasets from 2008 onwards (except for in the dataset for 2010 Q3). Income data is available in the Labour Market Dynamics Survey from 2010 onwards. |
| Rural Survey | 1997 | Household survey with face-to-face interviews of household head/ other adult. The 1996 census sampling frame for selecting EAs was used for the 1997 rural survey but only for the former homeland areas | The 1997 rural survey collected data on farming and income-generating activities of rural households in the former homelands of South Africa. | Province of the homeland [provcode]. Magisterial district [distr1] | R/SAS/S PSS/ Stata | The data is in the public domain, available online from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/310 | The version of this dataset available from DataFirst has been labelled to assist its use |
| South African Population Census | 1996 | Face-to-face interviews of every person in households and institutions in South Africa on Census Night, 9-10 October 1996 | The aim of the census 1996 was to provide a count of all persons present within the territory of the Republic of South Africa at that time. The census collected household and individual level data | Province (province) Magisterial District (district) District Council (dccode) Transitional Local Council (newla) | R/SAS/S PSS/ Stata | The 10% sample of the data is in the public domain, available on CD from SADA and online from SSA and DataFirst | http://sada.nrf.ac.za/ahdetails.asp?catalognumber=0129 http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/255 | Data quality issues with the Census 1996 data have been documented by DataFirst in "South African Census 1996: Data Quality Comments" which can be downloaded from http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/255 |
| South African Population Census | 2001 | The census enumerated all households and each person present in the | The South African Census 2001 collected data on household characteristics and the characteristics of | Province (pr_code) District Council | R/SAS/S PSS/ Stata | The 10% sample of the data is in the public domain, | http://sada.nrf.ac.za/ahdetails.asp?catalognumber=0139 | Sometime after its release in 2004 and before 2011 the data for the Census 2001 was updated, with some variable names and missing responses changed. |

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| | | household using face-to-face interviews of household head/ other adult. Residents of hostels and the other types of collective living quarters was also enumerated, as well as individuals who spent census night in institutions and hotels | individuals, including employment status and employment activities | (dc_munic) Magisterial District (md_code) Municipality (munic_co) Enumerator area type variable indicating rural/urban area (ea_type) The census SuperCross database provides variables at Main Place, Sub-place and Ward levels | | available from SADA and online from SSA and DataFirst | http://interactive.statssa.gov.za:8282/webview/ http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/96 | Data users should download the latest version of this dataset from the SSA or DataFirst's website, to ensure the version they are working with incorporates these changes. |
| South African Population Census | 2011 | The census enumerated all households and each person present in the household using face-to-face interviews of household head/ other adult. Residents of collective living quarters and those in institutions and hotels were also enumerate | The South African Census 2001 collected data on household characteristics and the characteristics of individuals, including employment status and employment activities | | R/SAS/S PSS/ Stata | The data will be in the public domain, available online from SSA and DataFirst | Microdata for the 2011 Population Census will be released in March 2013 | |

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|--|------------------|--|--|---------------------|--------------------|---|--|--|
| Survey of Activities of Young People | 1999, 2010 | A Phase 1 questionnaire was used to enumerate a representative sample of households to identify those in which children were engaged in work-related activities. A phase 2 questionnaire was administered to an adult respondent and the child (5-17 years) concerned. Question recorded here are those addressed to the working child. | The survey was commissioned by the South African Department of Labour to collect data for policies related to the abolition of harmful child labour in SA. | Province [prov] | R/SAS/S PSS/ Stata | The data is in the public domain. The 1999 data is available on CD from SSA, and online from DataFirst. The 2010 data is available online from SSA and DataFirst | http://interactive.statssa.gov.za:8282/webview/http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/125 | There are duplicate households in the SAYP dataset. There are slight differences between the SAYP 2010 data files which can be downloaded from SSA's website and those on the CD available for purchase from SSA. Some of the variable names and weights are different and the "Not Applicable" response category is coded as missing on the CD but have numeric codes in the downloaded version |
| Survey of Employers and Self-employed | 2001, 2005, 2009 | As SSA has no sampling frame for the enumeration of small businesses in SA, the SESE was based on a household survey, the LFS, and later the QLFS. Those running small businesses were identified during enumeration for the LFS and QLFS, and re-interviewed for the SESE. The SESE definition of a small business was one not registered for Value Added Tax | The main aim of the SESA was to collect data on micro- and small businesses operating in South Africa | Province [province] | R/SAS/S PSS/ Stata | The data is in the public domain. The 2001 data is available from DataFirst. The 2005 data is available online from DataFirst. The 2009 data is available online from SSA and DataFirst | support@datafirst.org http://interactive.statssa.gov.za:8282/webview/http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/223 http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/180 | There is a sharp decline in numbers of self-employed between the 2001 and 2005 surveys, which may indicate a wrong interpretation of this category of workers from the 2001 LFS |

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|-------------------------------|-------------|---|---|------------------------|---------------------------|--|---|--|
| <p>Time Use Survey</p> | <p>2000</p> | <p>Household survey using a questionnaire and the diary method. Two people aged ten years or above in each household were asked what activities they had performed on the previous day. The study used a diary administered during face-to-face interviews to record activities. The diary was a 24-hour calendar, divided into half-hour slots to record these activities. In each slot, a maximum of three activities could be recorded. The fieldwork for the study was conducted in three rounds - in February, June, and October 2000 - to catch possible seasonal variations in time use.</p> | <p>The TUS was initiated to provide data on paid and unpaid labour undertaken by women and men, subsistence work, casual work and work in the informal sector</p> | <p>province [prov]</p> | <p>R/SAS/S PSS/ Stata</p> | <p>The data is in the public domain, available online from SSA and DataFirst</p> | <p>http://interactive.statssa.gov.za:8282/webview/ http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/116</p> | |
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2.2.2 Other Government Labour Market Data

| Data Producer | Data Source | Date | Methodology | Study Objective | Geographic Levels | Data Format | Access Conditions | URL/ Contact | Data Quality Notes |
|--|--|------------|--|---|--|--------------------|---|---|---|
| South African Department of Labour; Norwegian Institute for Applied Social Science (Fafu) | Mesebetsi Labour Force Survey | 1999-2000 | Sample survey with face-to-face interviews of household head/ other adult. A household questionnaire was used to collect household data. A RSI (Randomly Selected Individual) questionnaire was then administered to collect detailed labour data from a randomly selected individual in the household | The Mesebetsi labour Force Survey was undertaken to help fill some of the existing knowledge gaps with regard to the labour market in South Africa (Mesebetsi means "work" in Sesotho). | Magisterial District [ai1] | R/SAS/S PSS/ Stata | The data is in the public domain, available online from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/288 | 1. Question A4 on education levels refers to school class/std but has values for Bachelor's degree and other post-school qualifications. 2. This dataset provides labour market data at Magisterial district level, so is a valuable contribution to earlier labour market sources |
| South African Department of Social Development | Department of Social Development Nodal and Measurement Surveys | 2006, 2008 | Household survey employing face-to-face interviews of household head/ other adult in households in the poverty nodes. The surveys included a larger baseline study in 2006 and a smaller measurement survey in 2008. | Two surveys were commissioned by the Department of Social Development in the 22 nodes that make up the Integrated Sustainable Rural Development Programme (ISRDP) and Urban Renewal Programme (URP) established by the department to alleviate poverty in these areas of the country. | Province (q2), Node (q3), Local Municipality (lm), GPS Coordinates (gps1 gps2) | Stata/SP SS/SAS | The data is available online as licensed data (for research purposes only) from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/187 | This survey has only recently been made available through DataFirst. Basic data quality checks have been undertaken by DataFirst but possible data quality issues still need to be identified by data users |

2.2.3 University/ Research Institute Labour Market Data

| Data Producer | Data Source | Date | Methodology | Study Objective | Geographic Level | Data Format | Access Conditions | URL/ Contact | Data Quality Notes |
|---|---|-----------|--|---|---|--------------------------|---|---|---|
| Human Sciences Research Council (HSRC) | Migration in South Africa | 2001-2002 | Household survey with face-to-face interviews of household head/ other adult | The survey aimed to collect data on factors influencing migration trends | Province [prov]; Magisterial District [district]; Place Name (town/suburb) pl_name] | R/SAS/S PSS/ Stata | The data is in the public domain, available from SADA | http://sada.nrf.ac.za/ahdetails.asp?catalognumber=0138 | |
| University of Cape Town [DataFirst] | Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | Created by Andrew Kerr of DataFirst, PALMS is a stacked cross sectional dataset created using 22 surveys conducted by Statistics South Africa between 1994 and 2007. These include the October Household Surveys from 1994 to 1999 and the bi-annual Labour Force Surveys from 2000-2007, including the smaller LFS pilot survey from February 2000. | PALMS was designed to enable comparisons of labour market data in the post-Apartheid era using data collected from 1994 | District council/Metro [dc] | R/SAS/S PSS/ Stata | The data is in the public domain, available online from DataFirst | http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/263 | The dataset is important for tracking changes in the SA labour market over time. The LFS files provided with the PALMS data can be used to make almost all the LFS data consistent across all years Data quality issues with the OHS and LFS are clearly identified in the documentation and catered for in the final data product. The data is at individual level, but household level variables may be created using the household id variable uqnr. Detailed data quality notes relevant to PALMS are recorded in the document "Using the labour income data in PALMS" available at http://www.datafirst.uct.ac.za/catalogue3/index.php/catalog/263 |

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| <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>Khayelitsha/ Mitchell's Plain Survey</p> | <p>2000</p> | <p>Face-to-face interviews with selected adults (18 years of age and older) in households in the Mitchell's Plain Magisterial district of Cape Town</p> | <p>The KMP survey was designed to collect data on the labour market in the area as a precursor to a Cape Area Panel Study. The area was chosen because of its high unemployment rate</p> | <p>Place name [q1]</p> | <p>R/SAS/S PSS/ Stata</p> | <p>The data is in the public domain, available online from SALDRU and DataFirst</p> | <p>http://www.saldru.uct.ac.za/home/index.php?/KMP-Khayelitsha/Mitchell-s-Plain-Survey/kmp-khayelitshamitchells-plain-survey http://www.datafirst.uct.ac.za/catalogue/3/index.php/catalog/4</p> | |
| <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>National Income Dynamics Study (NIDS)</p> | <p>2008, 2010-2011</p> | <p>Panel survey following a cohort of people within their households and as they move out of their original households. The baseline survey was conducted in 2008, wave 2 in 2010-2011 and future waves are aimed for every 2 years</p> | <p>The NIDS survey is a national panel study collecting data on a sample of household members in South Africa and changes in their well-being.</p> | <p>Province [w1_hhprov] ; District council [w1_hhdc]</p> | <p>R/SAS/S PSS/ Stata</p> | <p>The data is in the public domain, available online from DataFirst. NIDS has recently signed a data deposit agreement with DataFirst to make the restricted access version (with detailed geography) available to researchers through DataFirst's Secure Data Service</p> | <p>http://www.datafirst.uct.ac.za/catalogue/3/index.php/catalog/175 ; http://www.datafirst.uct.ac.za/catalogue/3/index.php/catalog/174</p> | <p>This survey has immense value as a reliable source of recent labour market data. The panel study component adds to this usefulness. Data at more fine geographic aggregation may be accessed from NIDS via DataFirst's Secure Data Service (SDS) support@data1st.org</p> |

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|--|---|------------------|---|---|---------------------------------------|--------------------------|--|--|--|
| <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey]</p> | <p>1993</p> | <p>A countrywide household-based Living Standards Measurement Survey, with sponsorship and technical support from the World Bank. It covered approximately 9000 households, drawn from a representative sample of South African households.</p> | <p>The purpose of the survey was to collect data to support the post-Apartheid government's development planning</p> | <p>Province [newprov]</p> | <p>R/SAS/S PSS/Stata</p> | <p>The data is in the public domain, available on CD from SADA and online from DataFirst</p> | <p>http://sada.nrf.ac.za/ahdetails.asp?catalognumber=0037 http://www.datafirst.uct.ac.za/catalogue/3/index.php/catalog/5</p> | <p>The PSLSD provides extensive national household and person level data for the period immediately before SA's transition to democracy. The dataset is one of the World Bank's Living Standards Measurement Surveys conducted in several countries, and the data therefore has international comparisons.</p> |
| <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>Networks and Employment Transitions Study (NETS)</p> | <p>2002</p> | <p>This study, undertaken by SALDRU, resurveyed a sub-sample of households contained in the KIDS survey of 1998</p> | <p>The study investigated the role social networks play in employment and access to the labour market</p> | <p>KIDS survey area in KZN</p> | <p>R/SAS/S PSS/Stata</p> | <p>The data is in the public domain, available online from DataFirst</p> | <p>http://www.datafirst.uct.ac.za/catalogue/3/index.php/catalog/296</p> | |
| <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]; (CSSR)} and University of Michigan, [Institute for Social Research]</p> | <p>Cape Area Panel Study</p> | <p>2002-2009</p> | <p>Face-to-face interviews with youths and young adults in selected households. The initial wave collected data on people age 14-22 in randomly selected households, as well as data on all members of their households. They were re-interviewed in 2003 - 2006 (waves 2a and 2b, waves 3-5) and 2009 (wave 6)</p> | <p>The Cape Area Panel Study (CAPS) is a longitudinal study of youths and young adults in Metropolitan Cape Town, South Africa.</p> | <p>Magisterial District [magdist]</p> | <p>R/SAS/S PSS/Stata</p> | <p>The data is in the public domain, available as a public access dataset from the CAPS website and from DataFirst</p> | <p>http://www.caps.uct.ac.za/data.html ; http://www.datafirst.uct.ac.za/catalogue/3/index.php/catalog/266</p> | <p>The questionnaires are not identical across waves of the survey so it is not always possible to track responses across all waves.</p> |

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|--|--|-------------------------|---|---|--|---------------------------|---|--|---|
| <p>University of Kwazulu-Natal [School of Population & Development Studies], SA Department of Social Development; University of Wisconsin-Madison</p> | <p>Kwazulu-Natal Income Dynamics Study</p> | <p>1993, 1998, 2004</p> | <p>Household survey with face-to-face interviews of household head/ other adult. A regional subset of the 1993 Project for Statistics on Living Standards and Development (PSLSD) households re-surveyed in 1998 and 2004. Combining the three survey datasets yields a panel (or longitudinal) dataset in which the same individuals and households have been interviewed at three points in time.</p> | <p>The Kwazulu-Natal Income Dynamics Study. provides data to monitor changes in income patterns in the pre- and post-Apartheid eras</p> | <p>KZN Areas enumerated in the PSLSD</p> | <p>R/SAS/S PSS/ Stata</p> | <p>The data is in the public domain, available online from the School of Population and Development Studies at UKZN</p> | <p>http://sds.ukzn.ac.za/default.php?11,0,0,0,0</p> | <p>The data is only for Kwazulu-Natal, which restricts its usefulness. The panel data component is important though and pre-dates the NIDS income panel</p> |
| <p>University of South Africa [Bureau of Market Research (BMR)]</p> | <p>Durban Large Firm Survey</p> | <p>2002-2003</p> | <p>Firm level survey with interviews of owner/manager. The study was constructed to stratify industry by type, employment size group and geographic area, where this data was available</p> | <p>The Durban Unicity Council received World Bank and USAID support for a survey to collect firm data for planning purposes</p> | | <p>R/SAS/S PSS/ Stata</p> | <p>The data is in the public domain, available from UKZN School of development Studies</p> | <p>http://economicsw.ukzn.ac.za/DataSet/Durban-Large-Firm-Manufacturing.aspx</p> | |

2.2.4 International Organisations' Labour Market Data

| Data Producer | Data Source | Date | Methodology | Study Objective | Geographic Level | Data Format | Access Conditions | URL/ Contact | Data Quality Notes |
|--|--|------|---|---|---------------------|----------------|--|---|--|
| International Labour Organisation (ILO) | Peoples' Security Survey: South Africa | 2001 | Household survey with Face-to-face interviews of household head/ other adult conducted in Cape Town, and Durban and Matatiele in Kwazulu-Natal. | The PSS survey tracks seven forms of work-related security which define decent work to examine vulnerability and risk in the working environment in South Africa. | Metro/ town | Stata/SPSS/SAS | The data is in the public domain, available from the ILO's website | http://www.ilo.org/dyn/sesame/pss.pss_files | The survey is not nationally representative, only covering two Metros and one town, in three provinces of South Africa (Cape Town and Durban Metros and the town of Matatiele) |
| World Bank | Productivity and Investment Climate Survey: South Africa | 2004 | Firm-level survey using a standard core Productivity and Investment Climate Survey (PICS) questionnaire. 803 firms in 4 metropolitan areas were surveyed in the South African PICS. This included 603 in manufacturing sector and approx. 100 each in trade and construction. | The surveys provide a standardised way of measuring and comparing investment climate conditions in different countries. | Province [province] | Stata/SPSS/SAS | This is restricted access data available for use in DataFirst's Research Data Centre | support@data1st.org | The survey was carried out in 4 major metropolitan areas of South Africa: Gauteng (about 63 % of the sample), Western Cape (23%), KwaZulu-Natal (9 %), and Eastern Cape (5 %) so is not necessarily nationally representative. Although the PICS for SA collected data on 800 firms in different sectors, the dataset available from DataFirst includes only data from the 603 firms in the manufacturing sector |

3. Administrative Data Sources

Administrative data is collected by government departments and other entities in the course of their administrative functions. Within government these functions are often undertaken as a result of national laws or regulations and will generate all data necessary for the administrative process, including data on people, events, and transactions. Computerised administrative systems allow the automated collection and collation of these records at unit record level, and should expedite the sharing of this data within government and with academia. Governments of several countries now make detailed administrative records available to researchers for repurposing. In South Africa, however, this is not the norm. Aggregated data from administrative sources is published in the Annual Reports and other publications of government departments and on government websites. However, administrative data at micro level is not routinely shared among government entities or with researchers. Requests to government departments for data from administrative databases are either declined or handled on a case-by-case basis with these approaches justified by confidentiality concerns.

The former stance wastes national resources by preventing reuse of data by researchers for policy analysis to aid better governance, or to provide innovative input for economic growth. The latter position can lead to onerous requirements for data access, again restricting usage and limiting the benefits of knowledge utilisation for South Africa. This approach also deprives monitoring and evaluation divisions within government of valuable data quality input from the research community. Reasons for the lack of data sharing policies within government include limited understanding among government decision-makers of the value of a data-rich research-policy interface to assist national planning. Government departments also suffer from time and human resource constraints limiting their capacity to adequately curate the data being collected in the course of their operations. This has led to a paucity of effective data management systems within government. Finally, South Africa still lacks a large enough cadre of researchers with the quantitative skills to analyse the data who could constitute a pressure group for data access.

Administrative data relevant to labour market research is collected by the Department of Social Development and the Department of Labour.

3.1 Department of Social Development

The South African Department of Social Development (DSD) administers two databases of social security records that could provide empirical input for research into unemployment and support for the unemployed. These are the National Integrated Social Information System (NISIS) database and the Social Security Pension System (SOCPEN) database.

3.1.1 National Integrated Social Information System Database

The DSD administers a database of vulnerable households and social welfare beneficiaries, the National Integrated Social Information System (NISIS)

http://www.dsd.gov.za/index.php?option=com_content&task=view&id=222&Itemid=137

Established: This database was established in 2006 by departments and entities that make up the government's Social Protection and Community Development (SP&CD) Cluster.

Managed by: The Department of Social Development. The database was established as an integrated data repository for data from the SP&CD cluster, which includes the Departments of Health (DoH), the Department of Basic Education (DBE), the South African Social Security Agency (SASSA), the Unemployment Insurance Fund (UIF), and the Department of Cooperative Governance and Traditional Affairs (COGTA).

Systems Information: The NISIS automates referrals for grants and produces reports on grant allocation. The system allows the consolidation of grant recipient data from 18 government departments (national, regional and local). The data is used for grant administration, as well as for monitoring and evaluation of social services provided by the DSD.

Type of data: The NISI database has baseline data on poor households related to their needs, such as assistance with income, employment, and services. The data for most households is geocoded to suburb level.

Data quality notes:

Accessibility: The data is for the use of the SP&CD entities to assist welfare delivery, and is currently not available to researchers.

Relevance: This linked data is highly relevant for labour market investigations, particularly where there are linkages with unemployment data

Comparability and linkages: Data from the DoH and SASSA is already available in this database, according to the latest DSD annual report, and thus linkage of data from these different government sources is possible. Good integration and sharing of data among contributors is the aim of the system

3.1.2 Social Security Pension System Database

The South African Social Security Agency (SASSA) administers and issues social grants for the DSD and has built up a database of social security beneficiaries, the Social Security Pension System (SOCPEN) database.

Established: The database was established in 1996

Legislation: The Social Assistance Act 2004 is the legislation that provides for the creation of SASSA to administer grants and establish a national social assistance database. The database was established prior to this, but SASSA took over its management once this entity was established.

Managed by: The South African Social Security Agency

Systems Information: Adabas/Natural database, with operating system ZOS and Complete. The database is on mainframe computers located at the premises of the South African Information Technology Agency (SITA). The SOCPEN software generates payment vouchers for beneficiaries each month. SASSA uses this data to calculate monthly grant payments.

Type of data: The database currently has 21 million records. Individual records of grants and beneficiaries are curated in the database. The number of beneficiaries recorded as accessing social grants at 31 January 2013 was 16,054,955. The database provides data on beneficiaries by region and grant type: Old Age grant (OAG), War Veteran's grant (WVG), Disability grant (DG), Grant in Aid (GIA), Child Support grant (CSG), Foster Child grant (FCG) and Care Dependency grant (CDG).

Data quality notes:

Accessibility: An anonymised subset of the records in this database was provided to researchers from the Centre for the Analysis of South African Social Policy (CASASP), University of Oxford, in 2007 but the data is not generally made available to researchers, and inquiries from DataFirst for data were met with a refusal.

Relevance: Data on social security recipients, particularly the unemployed, is useful for any labour market analyses

Accuracy: SASSA provide quality provisos on the data they collect. They reported in 2011 that the absence of key fields in the system has compromised data accuracy; making disaggregating the data by some variables unworkable, e.g. gender was not captured on records for some recipients.

Timeliness: Some data reconciliation on this system is still handled manually, and this has resulted in record backlogs, compromising the currency of the data.

Comparability and linkages: The SOCPEN data is linked to the National Integrated Social Information System (NISIS) of the DSD.

Interpretability: Documentation on the system is scant but may be available for those working with the data in SASSA.

3.2 Department of Labour

The South African Department of Labour (DOL) has 4 databases with data at detailed enough level to be useful for informing labour market research. These are the Compensation Fund (CF) database, the database of employer submissions for Employment Equity Compliance, the Employment Services for South Africa (ESSA) database and the Unemployment Insurance Fund (UIF) database.

3.2.1 Compensation Fund Database

Established: 1997

Legislation: Compensation for Occupational Injuries and Diseases Act, (No. 130 of 1993, Amended in 1997). A Compensation Fund was created under the terms of this Act. All employers must register with the Compensation Fund. Employees injured at work can claim from this fund. Privately employed domestic workers, and members of the South African National Defence Force and South African Police Service are excluded.

Managed by: Department of Labour

Purpose: An online system allows employers to register and record the required data on employees in the database. They can submit and monitor claims for financial compensation for occupational injuries or disabilities caused to them and their workers (full-time and casual).

Systems Info: Database software with a SAP Integrated Claims management system

Type of data: All employers are legally obliged to register with the Compensation Commissioner of the Compensation Fund and provide their business particulars. The Fund registered a total of 164, 532 claims (141, 432 e-claims) from 1 April 2011 to 31 March 2012. Data provided on registration includes: Address and owner details, date of employment of first employee, industry/sector type and business status. Employee data includes number of employees and earnings data (including value of in-kind-payment). Claims forms include details of injuries or diseases. These need to be completed by employers and accompanied by medical reports and reports on the use of protective clothing.

Data quality notes:

Accessibility: Currently a disclaimer on the DOL's site requires the data to be used only for the purposes of claims submission and claims checking.

Accuracy: The accuracy and completeness of records maintained by the Fund have been questioned and the entity received a qualified audit opinion from the Auditor General in 2011-2012.

Timeliness: The Fund had 600 000 claims in December 2012 and an increasing backlog of records.

Comparability and linkages: Employers provide their UIF reference number, so the data can be linked to data in the UIF database.

3.2.2 Employment Equity Submissions Database

Established: 2000

Legislation: Employment Equity Act No. 55 of 1998. This legislation requires Designated Employers (those with more than 50 employees) to submit Employment Equity documents to the DOL every year (150 or more employees) or every two years (fewer than 150 employees). The National Intelligence Agency and South African Secret Service are excluded from EE reporting. The National Defence Force is also excluded, except for its civilian employees.

Managed by: The Department of Labour.

Purpose: The submissions aim to foster equal opportunity and fair treatment in employment in South African entities. They are used to assess affirmative action implementation to redress the employment inequalities of the past. Designated groups for affirmative action are people in the “black” racial classification group (“Africans”, “Coloureds” and “Indians”), women, and people with disabilities. The DOL has been reporting on the EE situation in the country using this database since 2002. The department introduced an online EE reporting service for employers in 2006.

Type of Data: The DOL publishes an annual list of companies that have submitted EE reports in the Government Gazette, but the more detailed data submitted by firms for this database could be a valuable tool for an investigation of equity in the South African labour market. Data collected includes: Location of the business, industry/ sector (which is industry in this report’s classification scheme), and business type (e.g. private sector/ government/ educational institution/ NGO). Data on employees is collected by skill/occupational level, gender, race, and nationality. For large firms, the compliance forms also collect data on workforce recruitment, promotions, terminations and skills development and disciplinary action, according to these categories, as well as data on earnings differentials. Large firms also need to provide data on measures taken to inform and consult with stakeholders concerning employment equity, obstacles to fair employment and monitoring of affirmative action implementation.

Data Quality Notes:

Accessibility: The database is used for the administration of the Fund only, and is not available to researchers

Accuracy: According to DOL reports, EE reporting by large firms fell significantly between 2000 and 2001, which will affect any time-series analysis of the data. In 2007 the DOL reported that 75 percent of EE Reports submitted in KwaZulu-Natal contained errors. These errors and inconsistent reporting by some firms also compromises the quality of the data.

Comparability and data linkages: Employers provide their UIF reference number for this database, so linking to the UIF database is possible.

3.2.3 Employment Services of South Africa Database

Established: The database was established in 2006

Legislation: Skills development Act (No. 97 of 1998). This Act stipulates that the Director-General of the DOL should establish labour centres in his department to register work-seekers, job vacancies, employment opportunities and available employment services.

Managed by: The Department of Labour's Public Employment Services department. This department is responsible for the registration of work-seekers and available jobs on the Employment Services of South Africa (ESSA) database, as well as the referral and placement of job-seekers.

Purpose: Individuals looking for work or training opportunities and employers offering work can register on the ESSA database, which aims to assist people to find work and employers to match likely candidates to available positions. Work-seekers can register at labour centres around the country, or online at <https://essa.labour.gov.za/EssaOnline/WebBeans/>. Once they are registered they can search the database for available positions. DOL staff also assists with matching jobs and work-seekers. Research undertaken in 2011 showed that ESSA places around 5,000 people in jobs per year.

Systems Info: Oracle database

Type of Data: Province and date of registration, Name, gender, age, race, skills level, post-school field of study, disability, criminal status. Between April 2007 and November 2010 745,457 work-seekers and 251 748 job opportunities emanating from 251, 748 organisations were registered on the system.

Data Quality Notes:

Accessibility: Currently not accessible to researchers

Relevance: Absolutely pertinent for labour research because of the country's high unemployment rate. However, while work-seekers do register with the system, employers, particularly large companies, seldom register their vacancies on the database.

Accuracy: The accuracy of the data in the database is compromised by poor data capturing and lack of system controls. These lead to the use of non- standard coding in the system, and

abbreviations, truncations and spelling inconsistencies. Thus codes for jobs, matches, placements and occupations often do not match and duplicate records have been captured. This was meant as a self-help system in which work-seekers could input their details but data capturing at labour centres is usually done by labour centre staff, leading to errors. For example, provincial data, and labour centre details are sometimes omitted. Skills levels of unskilled registrants are also often not captured

Timeliness: The data can be outdated, as work-seekers often register only to receive UIF payments from the labour centres, and are apathetic about providing labour centre staff with updates on their employment situation or skills levels. Because of long queues of work-seekers / insufficient hardware labour centre staff often prefer to use the hard copy of the ESSA form and input the data later and this duplication of effort and lack of streamlining has led to data-capturing backlogs.

Comparability and data linkages: This is a stand-alone database, not linked to the DOL's UIF database or databases of other government departments. No verification of the data from these sources is possible and inconsistencies in data capturing limit comparability with other government data

Interpretability: This may be compromised by lack of standardised coding. The software does not provide for advanced searches, or regular reporting.

3.2.4 Unemployment Insurance Fund database

Established: 2002

Legislation: Unemployment Insurance Act (No. 63 of 2001), as amended by the Unemployment Insurance Amendment Act (No 32 of 2003). The Act provides for the establishment of an Unemployment Insurance fund as social protection for workers who become unemployed. This legislation applies to all employers and workers, including domestic and farm workers (included since 2003) but not to those working less than 24 hours a month, foreign workers on contract, or public servants.

Purpose: Employers are obliged to register with the UIF, and make contributions to the fund. Employees not working can claim benefits from the fund. Benefits include unemployment benefits, maternity, illness and adoption benefits. Death benefits claimed are paid to dependents.

Systems Info: The data, in an Oracle database, is updated in real time through the UIF's Siyaya operations administration system. The UIF developed the Siyaya system in 2005 to process the registration of employers, employees, claims, and payments. Online UIF declarations (employee data) and UIF payments were initiated in 2006-2007. ID numbers of registrants are linked to relevant data in the Population Register of the Department of Home Affairs (DHA).

Type of data: Businesses and employers in private households (for domestic workers) register with the UIF and provide their details and data on their employees. In March 2012 the database contained records of employment for more than 8 million workers. 722 528 claims were recorded in the 2011-2012 financial year, 555 969 for unemployment benefits. Employer data provided includes: Business location, industry and sector. Employee data provided includes gross remuneration, working hours, date of employment and termination, reason for termination. Employee UIF payment data is also collected, as well as reasons for their non-contribution (codes provided include, amongst others that the worker is a temporary employee/ foreign contract worker or public service employee).

Data quality notes:

Accessibility: The UIF provides data to other government departments on request. Researchers can apply for data access to the Unemployment Insurance Commissioner and Director General of the Department of Labour. The request needs to be through their organisation and should state clearly how the requested data will be used

Accuracy: The exclusion of informal sector workers, part-time and foreign contract workers, and the entire public service limits the value of the data for research on the South African labour market. The inclusion of domestic and farm workers will assist research in these spheres of the labour market. Completeness is further hampered by non-compliance with registrations in some sectors e.g. the taxi industry

Timeliness: There is a lack of timely employee information in the database which could lead to payment of claims to those in employment. This can also hamper accurate research.

Comparability and data linkages: Links to the CF and UIF databases the DHA Population Register and SA Receiver of Revenue data, provide for data checking and updating, and data comparisons.

4. Summary

There is a large amount of data available for labour market research. Much of the survey data is in the public domain, or available for research purposes and much of it is high-quality data which has been used extensively by researchers who have fed into data improvements in later iterations of the surveys. Departmental administrative databases contain a wealth of data. However, these data sources seem to be underused and of varying quality. Ultimately the quality of administrative data in South Africa depends on independent review based on intensive usage by those not responsible for the data collection. Thus government departments could benefit from exposing the contents of their administrative databases to researchers. Appropriate usage of this data by competent academics within South Africa's research-policy interface could provide the necessary feedback to government departments to foster better collection and curation methods for this type of data.

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Appendix A: Data Sources by Labour Market Indicator

1. Access to Social Security

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|------------|--|--|---|
| Community Survey | 2007 | Statistics SA | P-24 SOCIAL GRANT Does (the person) receive any social / government grant? P-25 TYPE OF SOCIAL GRANT What type(s) of social /government grant does (the person) receive? | P24_Any_Grant DER04_Social |
| Department of Social Development Nodal and Measurement Surveys | 2006, 2008 | South African Department of Social Development | 27 (25 in the 2008 survey): The Department of Social Development offers different grants. Please tell me if anyone in this household receives any of the following grants; and how many people receive those grants? " | q27a1 (2006) q27a1 (2006) q27a2 (2006) q27b12006 q27b2 (2006) q27c1 (2006) q27c2 (2006) q25a1 (2008) q25a1 (2008) q25a2 (2008) q25b1 (2008) q25b2 (2008) q25c1 (2008) q25c2 (2008) |

| | | | | |
|--------------------------------------|-----------|---------------|---|--|
| General Household Survey | 2002-2012 | Statistics SA | 1.32a Does anyone in this household receive a social grant, pension or social relief assistance from the Government? 1.32b If “Yes” in Q1.32a Does ... receive an? [list of grant types]. | Q132asg Q132boag Q132bdis Q132bcsg Q132bcar Q132bfos Q132bwvt Q132bgrn Q132bsoc |
| Income and Expenditure Survey | 2000 | Statistics SA | 7.3 SOCIAL PENSION(S) OR ALLOWANCES Old age and war pensions Disability grants Family and other allowances (including state maintenance grant and child grants) | P2401Q070301 P2401Q070302 P2401Q070303 |
| Income and Expenditure Survey | 2005-2006 | Statistics SA | 19.2.8 Receipts from pension, social welfare grants and other annuity funds c) Social pension(s) or allowances 1) Old age and war pensions 2) Disability grants 3) Family and other allowances (including state maintenance grants and child grants) | q11a09srcinc |
| Income and Expenditure Survey | 2005-2008 | Statistics SA | 19.1.8 Receipts from pension, social welfare grants and other annuity funds c) Social pension(s) or allowances | q11a08srcinc |
| Income and Expenditure Survey | 2010-2012 | Statistics SA | 1.6 Which sources of income does have? 1.9 Does receive any of the following welfare grants? | Q1609GRANTS Q19AOLDAGEPENSION Q19BDISABILITY Q19CCCHILDSUPPORT Q19DCAREDEPENDENCY Q19EFOSTERCARE Q19FGRANTINAID Q19GWARVETERAN Q19HOTHERASSISTANCE |

| | | | | |
|---------------------------------|-----------|-------------------------|---|---|
| Labour Force Survey | 2000-2007 | Statistics South Africa | 3.1 How does support him/herself? 5 = Unemployment Insurance Fund (UIF) 7 = Old age or disability pension | Q31UIFSU Q31Pensi |
| Living Conditions Survey | 2008-2009 | Statistics SA | 4.13 How do you support yourself? 6.1 Does receive any of the following welfare grants? 6.2 What kind of social relief does receive? 6.3 Who provides the social relief? 6.4 How often does the person/household receive the social relief? 6.5 What is the reason that receives social relief? | Q61AOLDAGEPENSION Q61BDISABILITY Q61CCHILDSUPPORT Q61CRECIPIENTCHILD Q61DCAREDEPENDENCY Q61DRECIPIENTCHILD Q61EFOSTERCARE Q61ERECIPIENTCHILD Q61FGRANTINAID Q61GWARVETERAN Q61HOTHERASSISTANCE Q61ISOCIALRELIEF Q621CASH Q622FOOD Q623BLANKETS Q624OTHERITEMS Q63WHOPROVIDES Q64HOWOFTENRECEIVE Q655RETRENCHMENT |
| Living Conditions Survey | 2008-2010 | Statistics SA | 26.1.8 Receipts from pension, social welfare grants and other annuity funds | Q11608REGPENSION Q11609SOCWELFGGRANTS |
| Living Conditions Survey | 2008-2010 | Statistics SA | 4.13 How do you support yourself? | Q413GPENSION Q413HCHILDSUP FOSTERCARE Q413IOTHERWELFARE |

| | | | | |
|---|-----------------|---|---|---|
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: F1: Individual income from non-employment sources | w1_a_incgovpen_v w1_a_incppen_v w1_a_incret_v w1_a_incretp_v w1_a_incuif_v w1_a_incwc_v w1_a_incdis_v w1_a_incchld_v w1_a_incfos_v w1_a_inccare_v w1_a_incint_v w1_a_incinh_v w1_a_incwar_v w1_a_incrnt_v w1_a_incretr_v w1_a_inclob_v w1_a_incgif_v w1_a_incloan_v w1_a_incsale_v w1_a_inco_v |
| National Integrated Social Information System (NISIS) Database | 2006- | South African Department of Social Development | Administrative data | Data on needs of poor households and social security grants accessed by household members in poor households |
| October Household Survey | 1994-1999 | Statistics SA | 2.28 Did ... make use of a social welfare service during the past year? indicate type of service | Q228A Q228B Q228C Q228D |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | H4a. Which of the following benefits, if any, are you entitled to? Are you entitled to ...? [State benefits] H9a. Are you aware of the government's poverty alleviation programme? H9b. In the last twelve months, have you applied for support from this? H9c. Have you received support from it? H9d. Are you receiving such support now? | q217a q217b q217c q217d q219a q219b q219c q219d q225 q226 q227 q228 |

| | | | | |
|---|-----------|---|---|---|
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | See questions for the OHS and LFS | hhpension hhdisablegrant hhchildsuppgrant hhcaredependgrant hhfostercaregrant incpension incdisabgrnt inctstmaint incdeprnt incfostcrgmt |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.7: Household Income from Non-Employment Sources: 1. Did any member of the household receive income or any money from any of the sources listed below? 2. How much was received by __ last month? | source_c1 amt_rec1 source_c2 amt_rec2 source_c3 amt_rec3 source_c4 amt_rec4 source_c5 amt_rec5 source_c6 amt_rec6 source_c7 amt_rec7 source_c8 amt_rec8 |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | 3.19 How do you support yourself? | Q319hGRANTS Q319iWELFARE |
| Social Security Pension System (SOCPEN) Database | 2004- | South African Social Security Agency (SASSA) | Administrative data | The database provides data on grant beneficiaries by region and grant type |
| Social Security Pension System (SOCPEN) database. | 1996 | South African Department of Social Development | Administrative data | Data on social assistance beneficiaries |

2. Business Constraints

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|------|---|--|--|
| People's Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | <p>G18. In the last two years, have you had to make any type of payment to ... [options] to smooth your business?</p> <p>G19. In the last twelve months to what extent would you say the following issues have hindered your business? Have they caused a severe problem, a modest problem or no problem at all? What about ... [options]?</p> | q193a q193b q193c q195a q195b q195c q195d q195e q195f q195g q195h q195i q195j q195k q195l q195m |
| Productivity and Investment Climate Survey | 2004 | World Bank | 36. What are the three biggest obstacles to doing business in South Africa? | q36a q36b q36c |

3. Casual/ Part-Time/ Temporary Employment

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|------------------|---|--|---|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | A27 Was (NAME) working fulltime, part-time, on leave from full-time or part time work or not working in the last seven days? | w1h_a27 |
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | <p>I.1. Have you done any casual work to earn money in the past six months?</p> <p>I.6. What was your main form of casual work during the past six months?</p> <p>I.7. How did you find this work?</p> <p>I.11. Have you done any casual work in the past month?</p> <p>I.13. If yes, please indicate what this form of work was.</p> <p>I.14. How did you find this work?</p> <p>I.16. How many hours did you work in casual employment in the past month?</p> <p>I.19. Would you like to have more casual work?</p> <p>I.23. Have you done any casual work in the past two weeks?</p> <p>I.24. How many hours did you work (in casual employment) in the past two weeks?</p> <p>I.25. Have you done any casual work in the past week (seven days)?</p> <p>I.26. How many hours did you work (in casual employment) during the past seven days?</p> | <p>i1</p> <p>i6</p> <p>i6other</p> <p>i7</p> <p>i7other</p> <p>i11</p> <p>i13</p> <p>i13recode</p> <p>soci13</p> <p>sici13</p> <p>i13other</p> <p>i14</p> <p>i14other</p> <p>i16</p> <p>i19</p> <p>i23</p> <p>i24</p> <p>i25</p> <p>i26</p> |
| Kwazulu-Natal Income Dynamics Study | 1993, 1998, 2004 | University of Kwazulu-Natal [School of Population and Development Studies] | 2.3: Wage Work: Casual or Temporary employment: 3a. What does [...] do? About how many days did [...] work on this job in the last month? | q2_3_3a q2_3_n2 |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | B22. Is this job permanent or is it temporary, such as seasonal, casual, or contract? | b22 |

| | | | | |
|---|-----------------|---|---|---|
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: E40 Have you done any casual work to earn money in the past 30 days? E41 What was your main form of casual work during the past 30 days? | w1_a_emc w1_a_emctype_c |
| October Household Survey | 1994-1999 | Statistics SA | 3.3 How many hours did ... actually work during the last 7 days that he/she worked? 3.4 Would ... have liked to work more hours? | Q33 Q34A Q34B |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | C11. And, in the last month, how many days did you work in your second work? C10. In the last month, how many days did you work in your main work? C11. And, in the last month, how many days did you work in your second work? D3. How long have you been doing your current main work, (with the same firm, or employer or self-employment)? | q92 q104 q102 q103 q136 q137 q138 |
| Productivity and Investment Climate Survey | 2004 | World Bank | 66. The following table refers only to temporary workers of your plant: a. Average number of temporary workers employed: b. Of which, average number of female workers c. Average length of employment for each worker (months) | c263a02 c263a00 c263a01 c263b00 c263b01 c263b02 c263c00 c263c01 c263c02 |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.3: Wage Work: Casual or Temporary: 3a.What does ____ do? [second casual job] 3b. Who does ____ work for? 3c. In which economic sector is ____ employed? [second casual job] | occupatn_scj employer_scj sector_c_scj |
| South African Population Census 1996 | 1996 | Statistics SA | 19.1 (For the person who is working). Does (the person) carry out this activity full-time or part-time? | worktime |

| | | | | |
|--|------------------|---|--|--|
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | 50 In the last week, how many of these workers were: 1 = Full time workers (35 hours or more per week) 2 = Part-time workers (less than 35 hours per week) | Q501PdFulltime Q501UnPdfulltime Q502PdParttime Q502UnPdparttime |
| Unemployment Insurance Fund database | 2002 | South African Department of Labour | Administrative data | Reasons provided for non-contribution to the UIF include the worker being a temporary employee |
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | 6.10 If YES to question 6.9, rate for each reason why this establishment hires TEMPORARY WORKERS 6.9 Does this establishment hire temporary workers? | q6_10a q6_10b q6_10c q6_10d q6_9 |

4. Education by Field of Study

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|-------------|---|---|---|
| Employment Services of South Africa (ESSA) database | 2006 | South African Department of Labour | Administrative data | Data on post-school field of study |
| Labour Force Survey | 2002-2007 | Statistics SA | 1.3. b If diploma, certificate or degree (code 17 - 24 in Q 1.3.a): In what area of study was the highest diploma, certificate or degree? 1.6 In what field was the training the last time received this training? | Q13bArea |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: A5. What was the person's main field of study in that certificate, diploma or degree? | a5 |
| South African Population Census | 2001 | Statistics SA | (P-17a) In which field is (the person's) highest post-school qualification? | qp17a |
| South African Population Census | 2011 | Statistics SA | P-21 In which field is (name's) highest post-school qualification? | Microdata for the 2011 Population Census will be released in March 2013 |

| | | | | |
|-------------------------------------|-----------|---|--|---------------------------------------|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | C.1 What is the highest level of education you have successfully completed? A.16 What is (NAME)'s highest post-school qualification? [hhold questionnaire]" | w1h_higrd w1h_hiedlvl w1h_a45_2 |
| Community Survey | 2007 | Statistics SA | P-29 LEVEL OF EDUCATION What is the highest level of education that (the person) has completed? | P29_Level_Educ |
| General Household Survey | 2002-2012 | Statistics SA | 1.6 What is the highest level of education that has successfully completed? | Q16hiedu |
| Income and Expenditure Survey | 2005-2006 | Statistics SA | 1.5 What is the highest level of education that has successfully completed? | q15higheduc |
| Income and Expenditure Survey | 2010-2013 | Statistics SA | 2.1 What is the highest level of education that has successfully completed? | Q21HIGHESTLEVEL |
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | A.7. What was the highest grade/standard that you passed? A.22. Since leaving school, have you done any additional studying or formal training? A.26. Did you receive a degree or certificate? If yes, what? | a7 a22 a22other a26q5s2 |
| Labour Force Survey | 2002-2007 | Statistics SA | 1.3. at What is the highest level of education that has successfully completed? | Q13aHiEd |
| Living Conditions Survey | 2008-2009 | Statistics SA | 3.3 What is the highest level of education thathas successfully completed? | Q33HIGHESTLEVELED UC |
| Mosebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: A4. What is the highest school class or standard that ... has completed? | a4 |
| Migration in South Africa | 2001-2002 | Human Sciences Research Council (HSRC) | Highest educational attainment hs2a - Highest school class/standard passed hs2b - Post school qualification Respondent's level of education | hi_educ hs2a hs2b educat |

| | | | | |
|---|-----------------|---|--|---|
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: H1 What is the highest grade in school that you have successfully completed? H7 Have you successfully completed any diplomas, certificates or degrees outside of school? H8 If yes, what is the highest level of education you have successfully completed? H17 What subject or programme were you studying in [year before]? H22 What was the result of your schooling in [year before]? | w1_a_edschgrd w1_a_edter w1_a_edterlev w1_a_ed07sub w1_a_ed07res [Wave 2 2010-2011 variable names are the same, but have the prefix w2_] |
| Networks and Employment Transitions Study (NETS) | 2002 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | 1.2 Non-Household Members With Links 19. What is the highest education completed by [...] | q1_1_12 |
| October Household Survey | 1994-1999 | Statistics SA | 2.16 What is the highest school standard passed or education level obtained by ... | Q216 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | A6 Education levels: What is the highest level of education achieved by ...? | q26a q26b q26c q26d q26e q26f q26g q26h q26i q26j q26k q26l q26m |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | educhigh |

| | | | | |
|---|------------------|---|--|---|
| Productivity and Investment Climate Survey | 2004 | World Bank | 73a. What percent of the workforce at your establishment have the following education levels? a. Less than 6 years (“some elementary”) b. 6-9 years c. 10-12 years d. More than 12 years (some university or higher) 73b. Of those who did not complete primary school, what percent is female? 74. What is the highest level of education of the top manager? | c270a % c270b % 270c % c270d % c270a1 c271 |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 1: Household roster: 6. What is the highest educational qualification attained by ____? | educ_c |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | 1.7 What is the highest level of education that has successfully completed? | Q17EDUCATION |
| South African Population Census | 1996 | Statistics SA | 16.1 What is the highest school class/standard that (the person) has COMPLETED? 16.2 Does (the person) have a technical or artisan certificate, a diploma or degree, completed at an educational institution? (If “Yes”) What is the highest qualification he/she has? | school qualfld quallev deducode |
| South African Population Census | 2001 | Statistics SA | (P-17)What is the highest level of education that (the person) has completed? | qp17 p17_educ der27_ed |
| South African Population Census | 2011 | Statistics SA | P-20 What is the highest level of education that (name) has completed? | Microdata for the 2011 Population Census will be released in March 2013 |
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | 1.8 What is the highest level of education that has completed? | q18high |
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | The education level variable must from the LFS/QLFS but the variable is included in the SESE where relevant for the respondent. There is no such education question in the SESE questionnaire | Q17EDUCATION |
| Time Use Survey | 2000 | Statistics SA | 2.4 What is the highest school grade/class/standard that you passed? 2.5 Have you completed studies after leaving school? (Only include courses of at least six months duration) | highest study |

6. Employment by Industry

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|-----------|---|--|---|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | A.28b What is the main business at (NAME)'s place of work? What are its main functions? [hhhold q] D.7 What is/was the name of your employer? D.8 What is/was the main business of your place of work? What does/did it produce, sell or do? D.27 What was the name of your employer? D.28 What was the main business of your place of work? What does/did it produce, sell or do? | w1h_busdocode |
| Community Survey | 2007 | Statistics SA | P-39 INDUSTRY P-39a What is the name of (the person)'s place of work or company? P-39b What is the main business/function of the company that (the person) works for? (main economic activity) | Industry |
| Compensation Fund Database | 1997 | South African Department of Labour | Administrative data | Industry/sector type |
| Employment Equity Submissions Database | 2001 | South African Department of Labour | Administrative data | Data on industry of employer is collected |
| Income and Expenditure Survey | 2000 | Statistics SA | J What is the name of 's place of work? K What are the main goods and services produced at 's place of work? What are its main functions? | STCCode |

| | | | | |
|--|-----------------|---|--|--|
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | D.17. What products did your employer make, or what services did your employer provide? D.19. In which economic sector was your first job? D.34. Think about your most recent job (prior to your present job if you have one). What products did your employer make, or what services did your employer provide? D.36. In which economic sector was your most recent job (prior to your current job)? E.5. What does your employer produce, or what services does your employer provide? [current job] Section 2.2: Regular Employment 3b. Who does [...] work for? | d17 d19_sic d19 d19manspec d19private d19gov d19other d34 d36 e5 sice5 |
| Labour Force Survey | 2002-2007 | Statistics SA | 3.15. a What was the name of 's place of work? 3.15. b What were the main goods and services produced at 's place of work? 4.2. a What is the name of 's place of work? 4.2. b What are the main goods and services produced at 's place of work? What are its main functions? | Q315Indu Q42Indus |
| Manpower Survey | 1965-1994 | Statistics SA | The questionnaire is in the form of a list of occupational categories which company managers would use to record the occupations of their employees, with number of workers in each category, and their gender and race group. | sector |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: B20 What is the name of your workplace? B21. What are the main goods and services produced at your place of work? What are its main functions? | b21 b21ind1 |
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: E6 What is the name of your place of work? E7 What are the main goods and services produced at your place of work or what are its main functions? E22 What is the name of your place of work? [second job] E23 What are the main goods and services produced at your place of work or what are its main functions? [second job] | w1_a_em1prod_c w1_a_em2prod_c |

| | | | | |
|---|-----------|---|--|---|
| October Household Survey | 1994-1999 | Statistics SA | 3.10 What is/was the name of ... employer? 3.11 What is/was the main activity of ... employer? | Q311 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | C8. In what economic sector is your main work? C9. And in what economic sector is your second work? D2. What is the type of place where you usually do your main work? | q100 q101 q135 |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | jobindcode |
| Productivity and Investment Climate Survey | 2004 | World Bank | 68a. In 2002, how many new employees did your plant hire? 68b. In 2002, how many employees from your plant: 1. were dismissed or laid off? 2. left due to sickness or died? 3. left for other reasons? 69a. Within the last two years, how much time did it take to fill your most recent vacancy through external recruitment for [skilled/unskilled worker] | c265a (number) c265b1 (number) c265b2 (number) c265b3 (number) c2661 weeks N / A c2662 weeks N / A |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.1: Employment Status: 15b. Who was __ working for in the most recent job? 15c. In which economic sector was __ employed in the most recent job? 8.2. Regular Employment: 3b. Who does ____ work for? | Employer k_employr sector employer_scj |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | 3.16. a What was the name of your place of work? 3.16. b What were the main goods or services produced at your place of work or its main functions? 4.3. a What is the name of your place of work? 4.3. b What are the main goods or services produced at your place of work or its main functions? | Q316PREVINDUSTRY Previndus Q43INDUSTRY Indus |
| South African Population Census | 2001 | Statistics SA | (P-19b) What does the business do (main economic activity)? | p19b_ind |
| South African Population Census | 2011 | Statistics SA | P-29a INDUSTRY What is the name of (name's) place of work/organisation/company/business? P-29b MAIN GOODS OR SERVICES What are the main goods or services produced at (name's) place of work or its main functions? | Microdata for the 2011 Population Census will be released in March 2013 |

| | | | | |
|---|------------|------------------------------------|---|----------------------------------|
| South African Population Census 1996 | 1996 | Statistics SA | 18.3 Describe (the person's) main duty or activity that (he/she) used to do in this occupation in more detail. 19.7 What does the business do (main economic activity)? 19.5 What is the FULL name of the business/company or If the person works for him-/herself, and the business does not have a name, enter organisation for whom (the person) is working? | industr |
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | Q7.11 Industry of main activity..... Q7.11 Industry of second farming activity..... | Q711INDU |
| Time Use Survey | 2000 | Statistics SA | 2.19 What are/were the main goods and services produced by you (if self-employed) or your place of work? What are/were the main functions? | industry |
| Unemployment Insurance Fund database | 2002 | South African Department of Labour | Administrative data | Data on the industry of employer |

7. Employment by Occupation

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|-------------|--|--|--|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | A.28a What kind of work does (NAME) do in his/her main current job? [hhold q] D.6 What kind of work do/did you do in your current or most recent job or business? D.26 What kind of work did you do in your first job or business? | w1h_kindworkcode |
| Department of Social Development Nodal and Measurement Surveys | 2006, 2008 | South African Department of Social Development | 93 (78). How would you describe the job that you do? 97. What activities bring in any money into this household? | q93 (78) |
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council)] | 6.30 Approximately how many employees does this establishment have in each of the following occupational categories | q6.30a1m - q6.30h3m |
| Employment Equity Submissions Database | 2000 | South African Department of Labour | Administrative data | Data on employees is collected by skill/occupational level |

| | | | | |
|--|------------------|---|---|--|
| Income and Expenditure Survey | 1995 | Statistics SA | 2.1 PROFESSION: Please furnish information in respect of profession:2.1.3 Type of business or profession: State in which trade/industry your income is earned | b04f001 b04f002 b04f003 b04f004 b04f005 b04f006 b04f007 b04f008 b04f009 b04f010 |
| Income and Expenditure Survey | 2000 | Statistics SA | H What kind of work did do in his/her main job during the past seven days? I What were 's main tasks or duties in this job? | Worked JobCode |
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | D. 18. What was your occupation – i.e. what kind of work did you do – in your first job? D.35. What kind of work did you do in your most recent job (prior to your current job if you have one)? E.6. What kind of work do you do in this job? [current job] E.7. In which economic sector do you work? [current job] | d18_soc d18 d35_sic d35_soc e6 soce6 e7 e7recode |
| Kwazulu-Natal Income Dynamics Study | 1993, 1998, 2004 | University of Kwazulu-Natal [School of Population and Development Studies} | Section 2.2: Regular Employment 3a. What does [...] do? Section 10.2: Regular Employment 1a. Does [...] have a regular job for which he/she earned a salary or wage in the past week? Section 10.2: Regular Employment 1b. Does [...] earn his/her living as a doctor or a lawyer or through some other special training he/she has? 3a. What does [...] do? [TYPE OF JOB] | q2_2_3a |

| | | | | |
|--|-----------------|---|--|---|
| Labour Force Survey | 2002-2007 | Statistics SA | 3.14. a What kind of work did do in his/her last job? Give occupation or job title. 3.14. b What were 's main tasks or duties in this job? 4.1.a What kind of work did do in his/her main job during the last seven days (or usually does, even if he/she was absent in the last seven days)? Give occupation or job title. What were its main functions? 4.1. b What were 's main tasks or duties in this job? " | Q314Occu Q41Occup |
| Manpower Survey | 1965-1994 | Statistics SA | The questionnaire is in the form of a list of occupational categories which company managers would use to record the occupations of their employees, with number of workers in each category, and their gender and race group. | occupation |
| Mosebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: B18a. What kind of work did you do in your main job last week? B18b. What were your most important tasks or duties in this job? B19. In doing this work, were you: [type of work] | b18 b18occ1 b19 |
| Migration in South Africa | 2001-2002 | Human Sciences Research Council (HSRC) | q123a - Please describe in detail the type of work done (or done previously) q123b - Occupational category Respondent's occupational status (reverse-coded) | q123a q123b occ_stat |
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: E4 What kind of work do you usually do in this job? In other words, what is your occupation or job title? E5 What are your main tasks or duties in this work? E20 What kind of work do you usually do in this job? In other words, what is your occupation or job title? [second job] E21 What are your main tasks or duties in this work? [second job] E57 What was your main task when you helped with other people's business activities? E64 What kind of work did you usually do in this job? In other words, what was your occupation or job title? [last job] | w1_a_em1occ_c w1_a_em2occ_c w1_a_emhtsk_c w1_a_unemtyp_c |
| October Household Survey | 1994-1999 | Statistics SA | 3.15 What kind of work is/was ... doing at his/her ... main job? (Give full description). 3.19 Describe the work ... does/did for him-/her (own account). 3.31 Has ... ever worked in the past for pay, profit or family gain? 3.32 What was ... last occupation (nature of work)? | Q315 Q319OCC Q331 Q332 |

| | | | | |
|---|-----------|---|---|---|
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | C3a. And, in the last month, what work (for income or family gain), if any, did you mainly do? That is, what work did you spend the most time on? C4. In the last month is there any other work you did to earn or get money? C5. What was the second main work you did? C6. What is your occupation for your main work? C7. And what is your occupation for your second work? C17b. If you were to leave your present main work, how easy or difficult would it be to ...? [get other/similar work] | q90 q93 q96 q97 q113a q113b q113c q113d q113e |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | jobcccode |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.1: Employment Status: 4. What type of work does ____ do? 15a. Describe the work that ____ did in the most recent job. 8.2 Regular Employment: 3a. What does ____ do? | job_desc k_occ_c occupatn |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | 3.15. a What kind of work did you do in your last job/business? 3.15. b What were your main tasks or duties in this work? 4.2. a What kind of work do you usually do in the main job/business that you had during the last week? 4.2. b What are your main tasks or duties in this work? | Q315PREVOCCUPATIO N PrevOccup Q42OCCUPATION Occup |
| South African Population Census 1996 | 1996 | Statistics SA | 18.2 (For the unemployed person). Focus on the type of work (the person) used to do in his/her last occupation. Write "never worked" if no previous employment 19.3 Focus on the occupation of (the person). What would you call this occupation? 19.2 How can one best describe (the person's) activities? 19.4 Describe (the person's) main duty/activity in more detail. | Occupant lstwrk1 |

| | | | | |
|---|------------|---------------|---|--|
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | Q7.2 Activity spent most time on last 12 months Q7.3 Time activities are done..... Q7.4 Main reason do activities sometimes..... Q7.5a Main reason for engaging in activities ... Q7.6b What way is it for own use..... Q7.7 When do you usually do activities..... Q7.8 Activities cause problems in school..... Q7.9 Occupation..... | Q72MAINA Q73DOACT Q74RSNAC Q75ARSNW Q75BUSEO Q77DOACT Q78ACTAF Q79OCCCO INDUS OCCUP |
| Time Use Survey | 2000 | Statistics SA | 2.17 (If worked in the last seven days) What kind of work did you do in the last seven days? (If not working in last seven days) What kind of work did you do in your last work activity? 2.18 What were your main tasks or duties in this work activity? | occupati |
| South African Population Census | 2001 | Statistics SA | (P-19c) What is the main occupation of (the person) in this workplace? | p19c_occ |
| South African Population Census | 2011 | Statistics SA | P-30 MAIN TASK/DUTY What is (name's) main task or duty in this work? | Microdata for the 2011 Population Census will be released in March 2013 |
| Community Survey | 2007 | Statistics SA | P-36 WORK STATUS How can one describe (the person)'s main activity or work status best? P-38 OCCUPATION What is the main occupation of (the person) in this workplace? | Occupation Industry |

8. Employment by Sector

| Data Source | Date | Data Producer | Literal Question | Variable |
|--------------------------------------|-------------|---|---|--|
| Community Survey | 2007 | Statistics SA | P-37 BUSINESS TYPE Is the organisation / company / business / enterprise/branch where (the person) works, in the formal or informal sector? | Industry |
| Compensation Fund Database | 1997 | South African Department of Labour | Administrative data | Industry/sector type and business status |
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | revised sector | nsector |
| General Household Survey | 2002-2012 | Statistics SA | 2.5 Is the organization/business/branch where..... Works [formal/informal sector] | Q25sec |
| Income and Expenditure Survey | 2010-2014 | Statistics SA | 18.1 In the 12 months prior to the survey period did [work for someone else/self] | Q1811EMPLOYED Q1812SELFEMPLOYED |

| | | | | |
|--|------------------|---|--|---|
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | D.19. In which economic sector was your first job? D.36. In which economic sector was your most recent job (prior to your current job)? E.7. In which economic sector do you work? E.34. In which economic sector do you work? | d19_sic d19 d19manspec d19private d19gov d19other d36 d36manspec d36private d36gov e34 e34man e34private e34gov e34other |
| Kwazulu-Natal Income Dynamics Study | 1993, 1998, 2004 | University of Kwazulu-Natal [School of Population and Development Studies] | Section 2.2: Regular Employment 3b. Who does [...] work for? 3c. In which economic sector is [...] employed? | hhysemp q2_2_3b q2_2_3c k_sector |
| Labour Force Survey | 2002-2007 | Statistics SA | 4.14 Is the business or enterprise/branch where works 4.22 Is the organisation/ business/ enterprise/ branch where works [formal/informal sector] | Q414TypBb |
| Labour Force Survey | 2002-2007 | Statistics SA | 4.16 How many regular workers has the organisation/ business/ enterprise/ branch where works, including him/herself? 4.17 Is the organisation/ business/ enterprise/ branch where works a registered company or close corporation? 4.18 Is the organisation/ business/ enterprise/ branch where works deducting UIF contributions for him/her? 4.23 Where is the business/enterprise/branch whereworks located? | Q416NrWo Q417Regi Q418UIFC Q419MedA Q420VatR Q421Sect Q422Locaa |
| Living Conditions Survey | 2008-2009 | Statistics SA | 4.8 Is or was your place of work.... [sector] | Q48EMPLOYMENTSECTOR |
| Manpower Survey | 1965-1994 | Statistics SA | The questionnaire is in the form of a list of occupational categories which company managers would use to record the occupations of their employees, with number of workers in each category, and their gender and race group. | sector |

| | | | | |
|---|-----------------|---|---|--|
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: B24. How many regular employees are there at the place where you work? | b24 |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: B25. How many workers at this location are: [owners, others] B26. Is the place where you work (a) A registered or incorporated company? (b) Does the enterprise keep a complete set of accounts that is separate from the household budget? | b24 b25a b25b b25c b26a b26b b26c b27 |
| Migration in South Africa | 2001-2002 | Human Sciences Research Council (HSRC) | q124 - In what sector do you work (or in what sector did you work previously?) | q124 |
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: ADULT QUESTIONNAIRE: E28 Have you engaged in any self-employment activities during the last 30 days? E29 Describe your main self-employment activity E30 Do you do any other self-employment activities? E31 Please describe your other self-employment activities E32 For how many months out of the last twelve were you engaged in any self-employment activities? E37 Is the business registered for income tax and/or VAT? | w1_a_ems w1_a_emsatc_c w1_a_ems0th w1_a_emsmn w1_a_emstax |
| October Household Survey | 1994-1999 | Statistics SA | 3.9 Does/did ... work for him-/her (formal or informal) or does/did he/she work for someone else? 3.20 Now I would like to determine whether ... job/business is/was informal or formal (registered). 3.21 Does/did ... have a VAT number? | Q39 Q320 Q321 |
| October Household Survey | 1994-1999 | Statistics SA | 3.24 State number of persons working for ... | Q324TUNP Q324YUN Q324TPD Q324YPD Q324SAL Q324FAM1 Q324FAM2 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | D7. What is the size of the establishment that you work for? | q142 |

| | | | | |
|--|-----------|-------------------------------------|--|---|
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | selfformalreg wageformalreg formalreg publicemp [public sector employment] |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | businesstype1 businesstype2 |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | selfvatreg [vat registered] selfpaidemp [no. of paid workers] selfunpaidemp |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | employer employer1 |
| Productivity and Investment Climate Survey | 2004 | World Bank | 2. What is the current legal status of your firm? 3. What percentage of your firm is owned by...? a. Private Sector – domestic b. Private Sector – foreign c. Government/Stated. Other (specify): 4a. Was your firm previously owned by the government (the state)? 4b. IF YES: When was it privatised? 5a. What percentage of your firm is owned by the largest shareholder or owner? 5b. Which of the following best describes the largest shareholder or owner in your firm? 5c. Is this principal owner also the manager/director? 5d. Is the principal owner male? 5e. What is the ethnic origin of the principal/majority owners? 6a. How many establishments (separate operating facilities) does your firm have in this country? | C201 C202 c203a % c203b % c203c % c203dx c203d % c2041 c2042 c205a % c205b1-10 c205bx C205c C205d q5e q5e_x C206a C206b |

| | | | | |
|---|------|---|---|--|
| Productivity and Investment Climate Survey | 2004 | World Bank | 65. The following table refers only to permanent workers of your plant: a. Total [types of workers] 2. Ave. number of workers during fiscal year 2001 3. Ave. number of workers during fiscal year 2002 | c262a01 c262b01 c262c01 c262d01 c262e01 c262f01 c262a02 c262b02 c262c02 c262d02 c262e02 c262f02 c262a1 c262b1 c262c1 c262d1 c262e1 |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.1: Employment Status: 3c. In which economic sector is [...] employed? 8.2. Regular Employment: 3c. In which economic sector is ___ employed? | k_sector sector_c sector_c_scj |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.6: Other Forms of Self-Employment: 4. About how much time was devoted last month by all household members to ____? 5. How much in total did the household bring in last month as a result of ____? 7. On average what is the monthly profit from ____? | activ1_c1 grtime_11 profit_11 expen_11 [code for each activity/hhold member] |

| | | | | |
|--|------------------|---------------|--|---|
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | <p>3.17 In your last job/business, were you ...?</p> <p>4.5 In the job/business that you had during last week, were you</p> <p>4.13 Is your business (or household business where you work) registered for VAT?</p> <p>4.14 Is the business (or household business where you work) registered for income tax?</p> <p>4.15 Is your place of work ...?</p> <p>4.16 How many employees are there at your place of work?</p> <p>Derived variable for employment sector (excludes agriculture)</p> <p>Derived variable for employment sector (includes agriculture)</p> <p>Derived variable for informal employment</p> | <p>Q317WRK4WHOM</p> <p>Q45WRK4WHOM</p> <p>Q413VAT</p> <p>Q414TAX</p> <p>Q415TYPEBUSNS</p> <p>Q416NRWORKERS</p> <p>Sector1</p> <p>Sector2</p> <p>Infempl</p> |
| South African Population Census | 2011 | Statistics SA | P-31 Is (name's) place of work? [sector] | Microdata for the 2011 Population Census will be released in March 2013 |
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | <p>Q7.12 Characteristics of business/enterprise.</p> <p>Q7.13 Number of workers in business</p> <p>Q7.14 Location of business.</p> <p>Q7.15 Formal or informal business</p> <p>Q7.16 Products for own use or for sale</p> <p>Q7.17 Person paid employee or other</p> | <p>Q711OTHE</p> <p>Q712BUSI</p> <p>Q713NOWO</p> <p>Q714BUSI</p> <p>Q715BUSI</p> <p>Q716FARM</p> <p>Q717EMPL</p> |
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | <p>1 Do you run any kind of business, big or small, for yourself or with one or more partners? 9 In</p> <p>your business are you.....</p> <p>12 Is the business owned by you as a single owner?</p> <p>13 Is the business owned in partnership with other members of your household?</p> <p>14 How many household members, including you, are partners in the business?</p> <p>15 Are there any business partners living in other households?</p> <p>16 How many of those partners live in other households?</p> <p>17 Who is the main owner of this business?</p> | <p>Q9Ownertype</p> <p>Q12Ownership</p> <p>Q13HsePartners</p> <p>Q14NoPartners</p> <p>Q15OthrPartners</p> <p>Q16NoPartners</p> <p>Q17MainOwner</p> |

| | | | | |
|--|------------------|---|--|---|
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | 4 Is your business registered for VAT? (repeat for each business) 5 Is your business registered for income tax? (repeat for each business) 8 Is your business registered for Unemployment Insurance Fund, UIF? 10 What kinds of goods or services does the business provide? 11. What is the name of your business? | q4vat Q5incometax Q8UIFRegister Q10Industry |
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | 48 Does the business employ any people, paid or unpaid, to work in this business, including household members, but excluding you? 49 How many paid and unpaid workers (anyone working more than 1 hour per week) were there at this business, including other household members: 1 = At this time last year 2 = During the last calendar month 3 = During the last week | Q48Employer Q491Pdlstyear Q491Unpdlstyear Q492Pdlstmnth Q492Unpdlstmnth Q493Pdlstweek Q493Unpdlstweek |
| Time Use Survey | 2000 | Statistics SA | 2.21 How many other people besides you worked regularly in this business? Number of other people working in the business 2.22 Would you call this business formal or informal? | nremploy sector |
| Unemployment Insurance Fund database | 2002 | South African Department of Labour | Administrative data | Data on employer's business sector |
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | 6.14 If you do out-source/subcontract, do you give preference to PDI individuals/ firms? | q6_14 |

9. Employment Equity Compliance

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|-----------|---|---|---|
| Employment Equity Submissions Database | 2000 | South African Department of Labour | Administrative data | Data on workforce levels, recruitment, promotions according to gender, race and nationality |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | RSI QUESTIONNAIRE J17 Does your employer have an Employment Equity Plan or some other plan to level out past discrimination against blacks, women or the disabled? | j17 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | 30. When applying for or wanting to get work in this area, do you think there is strong discrimination, some discrimination or no discrimination against ...? | q131a q131b q131c q131d q131e q131f q131g |
| Productivity and Investment Climate Survey | 2004 | World Bank | 65. 4. of which: % female 75. What percent of the senior management is male? | c262f1 c272 |
| Productivity and Investment Climate Survey | 2004 | World Bank | 67. What percent of your permanent management, professional and skilled production workers are foreign nationals? 69b. On average, how long does it take to obtain permission from the government to hire an expatriate? 69c. On average, how much does it cost to obtain expat work permit or visa? 69d. Does your firm conduct this procedure itself or do you hire an agent to obtain expatriate permits? | c264 % q69b q69c q69d |

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|--|------------------|---------------|--|--|
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | 51 In the last week, how many of these workers were: 1 = Male 2 = Female 52 In the last week, how many of these workers were: 1 = African/Black 2 = Coloured 3 = Indian/Asian 5= Other, specify [paid/unpaid] | Q511PdMale Q511UnPdmale Q512PdFemale Q512UnpdFemale Q521PdBlack Q521UnPdBlack Q522PdCoulord Q522UnPdCoulord Q523PdIndian Q523UnPdIndian Q524PdWhite Q524UnPdWhite Q525PdOther Q525UnpdOther |
|--|------------------|---------------|--|--|

10. Employment Status

| Data Source | Date | Data Producer | Literal Question | Variable |
|------------------------------|-------------|---|---|---|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | D.1 During the past 12 months, did you do any work for pay or family gain, including payment in kind such as food or housing? D.2 How many weeks or months did you spend doing work in the past 12 months? D.3 Do you currently have a job, or do anything to earn money, or do any work to help your family or friends earn money? D.4 Have you ever done any work for pay or family gain, including payment in kind such as food or housing? D.5 Do you have a regular pay job for one employer, do regular work for several employers at the same time, do odd jobs, work for yourself, or work for a family business? | w1h_workyr w1y_b10 w1y_b12_never w1y_b12 w1y_Cwork w1h_workyr w1h_worknow |

| | | | | |
|---|------------|--|--|---------------------------|
| Community Survey | 2007 | Statistics SA | <p>P-30 EMPLOYMENT STATUS: P-30a In the last 7 days, did (the person) run or do any kind of business, big or small, for him/ her or with one or more partners even for only one hour?</p> <p>P-30b In the last 7 days did (the person) do any work for a wage, salary, commission or payment in kind (excluding domestic worker) even for only one hour?</p> <p>P-30c In the last 7 days did (the person) do any work as a domestic worker for a wage, salary or payment in kind even for only one hour?</p> <p>P-30d In the last 7 days, did (the person) help unpaid in a household business of any kind even for only one hour?</p> <p>P-30e In the last 7 days, did (the person) do any work on his/her own or the household's plot, farm, food garden, cattle post or kraal, or help in growing farm produce or in looking after animals for the household even for only one hour?</p> <p>P-30f In the last 7 days, did (the person) do any construction or major repair work on his/her own home, plot, cattle post or business even for only one hour?</p> <p>WORK STATUS P-36 How can one describe (the person)'s main activity or work status best?</p> | P36_Work_Status |
| Compensation Fund Database | 1997- | South African Department of Labour | Administrative data | Data on work status |
| Department of Social Development Nodal and Measurement Surveys | 2006, 2008 | South African Department of Social Development | 92 (77).What is your current employment status? | q92 (77) |
| Employment Services of South Africa (ESSA) database | 2006 | South African Department of Labour | Administrative data | Data on employment status |

| | | | | |
|---|------------------|--|--|---|
| <p>General Household Survey</p> | <p>2002-2012</p> | <p>Statistics SA</p> | <p>2.1a During the last calendar week (Sunday to Saturday) did ... work for a wage, salary, commission or any payment in kind (including paid domestic work), even if it was for only one hour? 2.1b During the last calendar week (Sunday to Saturday) did ... run or do any kind of business, big or small, for you or with one or more partners, even if it was for only one hour? 2.1c During the last calendar week (Sunday to Saturday) did ... help without being paid in any kind of business, even if it was for only one hour? 2.1d In the last calendar week (Sunday to Saturday), even though you did not do any work for pay or profit, do you have a job or business that you would definitely return to?</p> | <p>Q21awge Q21bbus Q21cvol Q21dret</p> |
| <p>Khayelitsha/Mitchell's Plain Survey</p> | <p>2000</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>D.2. What proportion of your weekdays since leaving school have you been working, looking for work, or doing domestic duties/child care or other things? D.3. Have you ever been self-employed? D.6. Has this form of self-employment been the only work you have ever had? D.12. Have you ever worked for a wage? D.32. Have you had any other jobs between your first job and your present job? E.1. Are you currently in wage employment? F.5. Do you currently work for a wage (full- time or part-time)?</p> | <p>d2_1 d2_2 d_2_3 d_2_4 d2_5 d2_6 d2_7 d2_8 d2_8specify d12 d3 d6 d32 e1 f5</p> |
| <p>Labour Force Survey</p> | <p>2002-2007</p> | <p>Statistics SA</p> | <p>2.1 In the last seven days, did do any of the following activities, even for only one hour? 2.2 Even though did not do any of these activities in the last seven days; does he/she have a job, business, or other economic or farming activity that he/she will definitely return to? 2.3 What was the main reason was absent from this activity in the last seven days? 2.4 When does intend to start working?"</p> | <p>Q21aOwnB Q21bPaid Q21cDome Q21dUnPd Q21eFarm Q21fCons Q22HaveW Q23Rsnab Q24Start</p> |

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|--|-----------------|---|--|--|
| Living Conditions Survey | 2008-2009 | Statistics SA | <p>4.9 In the last calendar week.... A Did you work for a wage, salary, commission or any payment in kind (including paid domestic work), even if it was for only one hour? B Did you run or do any kind of business, big or small, for yourself or with one or more partners, even if it was for only one hour? C Did you help without being paid in any kind of business run by your household, even if it was for only one hour? 4.10 In the last calendar week, even though you did not do any work for pay or profit or did not help without pay in a household business A Did you have a paid job that you would definitely return to? B Did you have a business that you would definitely return to? C Did you have an unpaid job in any kind of business run by your household that you would definitely return to? "</p> | <p>Q49AWORKFORWAGE Q49BRUNORDOBUSINESS Q49CHELPWITHOUTPAY Q410APAJDJOBTORETURNT Q410BBUSINESSTORETURNT Q410CUPAJDJOBTORETURNT</p> |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | <p>HOUSEHOLD QUESTIONNAIRE: In the last 7 days, did you do any of the following activities, even for one hour? B1. Did you run or do any kind of business, big or small? B2. Did you do any unpaid work in a family business of any kind? B3. Did you work on your own or on the family farm, garden, cattle post or kraal?</p> | <p>b1 b2 b3 b17 b35</p> |
| Migration in South Africa | 2001-2002 | Human Sciences Research Council (HSRC) | <p>Currently working for pay, profit or family gain? hs2d - Does the person work for pay, profit or family gain hs2e - If not, is he/she one of the following? [employment status] Proportion of adult EA population currently employed q121 - Do you currently work (for pay, profit or family gain?) q122 - [If "no" to 121]: are you one of the following? [employment status]</p> | <p>working hs2d hs2e prop_emp q121 q122</p> |
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | <p>ADULT QUESTIONNAIRE: E2 When did you start this job? E19 When did you start this job?[second job]</p> | <p>w1_a_em1strtm w1_a_em1strty w1_a_em2strtm w1_a_em2strty</p> |

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|---|-----------|---|---|--|
| Networks and Employment Transitions Study (NETS) | 2002 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 2.1 Employment Status 3. In the last week, did [...] do any of the following activities? [types of work] 4. Even though [...] did not work for pay in the last week; does he/she have a job, business, or other economic or farming activity that he/she will definitely return to? 5. What was the main reason [...] was absent from his/her job last week? | q2_1_3a q2_1_3b q2_1_4 |
| October Household Survey | 1994-1999 | Statistics SA | 3.1 What did ... do most during the last 7 days? 3.2 Did ... do any work (formal or informal) for pay, profit, or family gain during the past year? 3.25 Did ... do the formal or informal job as specified earlier during the last 7 days? 3.26 Even if ... did not work the past week for some reason, did he/she have a job or enterprise or an attachment to a job or enterprise such as a business, farm, etc.? | Q31 Q32A Q32B Q325 Q326 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | A7 Main activity: What is the main activity of ...? C2. In the last month, thinking of an ordinary day, besides sleeping and eating, what are the main things that you spent most of your time doing? B2. In the last three months, what were all the things that brought in money for yourself or any other members of this household? | q27a-q27m q89a-q89k q36a-q36j |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | empstat1 [strict definition] empstat2 [expanded definition] |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.1: Employment Status: 3. Is ___ currently employed? 14. Has ___ ever had a paid job for more than a month? | unempl_q |

| | | | | |
|--|-----------|---------------|---|---|
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | <p>2.4 In the last week... (a) Did you work for a wage, salary, commission or any payment in kind (including paid domestic work), even if it was for only one hour?</p> <p>2.4 In the last week... (b) Did you run or do any kind of business, big or small, for yourself or with one or more partners, even if it was for only one hour?</p> <p>2.4 In the last week (c) Did you help without being paid in any kind of business run by your household, even if it was for only one hour?</p> <p>2.5 In the last week, even though you did not do any work for pay, profit or did not help without pay in a household business, (a) Did you have a paid job that you would definitely return to?</p> <p>2.5 In the last week, even though you did not do any work for pay, profit or did not help without pay in a household business, (b) Did you have a business that you would definitely return to?"</p> <p>2.5 In the last week, even though you did not do any work for pay, profit or did not help without pay in a household business? (c) Did you have an unpaid job in any kind of business run by your household that you would definitely return to?</p> <p>Derived variable for employment status Derived variable for employment status (expanded definition)</p> | <p>Q24APDWRK Q24BOWNBUSNS Q24CUNPDWRK Q25APDWRK Q25BOWNBUSNS Q25CUNPDWRK Unempl_status Status_Exp</p> |
| South African Population Census | 1996 | Statistics SA | <p>17. Does (the person) work? (for pay, profit or family gain)</p> <p>18.1 (For the person who is not working). Is (the person) one of the following? [unemployed categories]</p> | <p>econactt wmployme</p> |
| South African Population Census | 2001 | Statistics SA | <p>(P-18) In the SEVEN DAYS before 10 October did (the person) do any work for PAY (in cash or in kind) PROFIT or FAMILY GAIN, for one hour or more?</p> <p>(P-19) If YES to P-18 How can one best describe (the person's) main activity or work status?</p> | <p>der10_em Employment status (official definition) der11_em Employment status (expanded definition) der57_em Employment status (derived)</p> |
| South African Population Census | 2011 | Statistics SA | <p>In the SEVEN DAYS before 10 October ... P-23a Did (name) work for a wage, salary, commission or any payment in kind (including paid domestic work), even if it was for only one hour?</p> <p>P-23b Did (name) run or do any kind of business, big or small, for herself/himself or with one or more partners, even if it was for only one hour?</p> <p>P-23c Did (name) help without being paid in any kind of business run by her/his household, even if it was for only one hour?</p> <p>P-24 did him/she have a paid job that he/she would definitely return to?</p> | <p>Microdata for the 2011 Population Census will be released in March 2013</p> |

| | | | | |
|---|------------|------------------------------------|---|--|
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | Q7.1a Any kind of business last 12 months..... Q7.1b Help in family business last 12 months Q7.1c Help on family plot last 12 months..... Q7.1d Catch any fish last 12 months..... Q7.1e Any work for wage last 12 months..... Q7.1f Beg for money or food last 12 months..... | Q71AOWNB Q71BUNPA Q71CFARM Q71DCATC Q71EPAID Q71FBEG |
| Time Use Survey | 2000 | Statistics SA | 2.11 In the last seven days, did you do any of the following activities? [list of work activities] 2.12 Do you have a job, business or other economic activity that you will definitely return to? 2.13 Do you want to do any of the activities that I asked you about? 2.20 Were you: 1 Working for private household/s as a paid domestic worker, gardener or security guard 2 Working for someone else for pay in cash or kind 3 Working for yourself or for your family in a business /household plot with only family workers 4 Working for yourself or for your family in a business/ household plot employing non-family workers | business unpaid farming fishing domestic anyworkp absent acceptjo status |
| Unemployment Insurance Fund database | 2002 | South African Department of Labour | Administrative data | Data on unemployed |

11. Extent of Child Labour

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|------------------|----------------------|--|--|
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | Q7.20 Age when first started these activities... | Q720AGES |
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | 53 In the last week, how many of these workers were: 1 = Aged 15 – 64 years 2 = Aged more than 64 years 3 = Under 15 years of age [paid/unpaid] | Q531PD15_64 Q531Unpd15_64 Q532PdMore64 Q532UnpdMore64 Q533PdUnder15 Q533UnpdUnder15 |

12. INCOMES

| Data Source | Date | Data Producer | Literal Question | Variable |
|----------------------------|-----------|--|--|--|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | <p>D.4 How much money does this household receive in a typical month from everybody (including all earnings, pensions, grants and so on)?</p> <p>D.5 Referring to the categories on the card, how much money does this household receive in a typical month</p> <p>A.26a In the last month, what was (NAME)'s total salary/pay per month from all work?</p> <p>A.26b [hhold q] Referring to the categories on the income card, what is (NAME)'s total salary/pay per month in all jobs? [hhold q]</p> <p>D.15 How much money do/did you earn from this work in a typical month? For any goods you make and sell, how much money are you able to take away and spend or save after paying expenses?</p> <p>D.16 Referring to the categories on the card, how much money do/did you earn from this work in a typical month? For any goods you make and sell, how much money are/were you able to take away and spend or save after paying expenses?</p> <p>D.34 How much money did you earn from this work in a typical month? For any goods you made and sold, how much money were you able to take away and spend or save after paying expenses?</p> <p>D.35. Referring to the categories on the income card, how much money did you earn from this work in a typical month? For any goods you made and sold, how much money were you able to take away and spend or save after paying expenses?</p> <p>D.38 What was the approximate value of the goods you earned in kind from your first work in a typical month?</p> | <p>w1h_totinc1</p> <p>w1h_totinc2</p> <p>w1h_indinc</p> <p>w1h_indinc</p> <p>w1h_a26b</p> <p>w1h_indvincbrac</p> <p>w1y_inkindearn</p> |
| Compensation Fund Database | 1997 | South African Department of Labour | Administrative data | Earnings data (including value of in-kind-payment) |

| | | | | |
|---|------------|--|--|--|
| Department of Social Development Nodal and Measurement Surveys | 2006, 2008 | South African Department of Social Development | 96 (81). Please tell me approximately how much money this household has as disposable income each month | q96 (81) |
| Employment Equity Submissions Database | 2000 | South African Department of Labour | Administrative data | Data on earnings differentials |
| General Household Survey | 2002-2012 | Statistics SA | <p>2.2a What is’s total salary/pay at his/her main job?</p> <p>2.2b Is this [time period]</p> <p>2.3 Only if “NONE”, “REFUSE” or “DO NOT KNOW” in Q 2.2a. Show prompt card 3 [income categories]</p> <p>4. 11a What are the sources of income for this household?</p> <p>4.11b Which one of the above income sources is the main source of income?</p> <p>4.12 If the household receives an income from remittances, please specify approximately how much they receive per month?</p> <p>4.13 If the household receives an income from pensions (do not include income from age old grants), please specify approximately how much they receive per month?</p> | <p>Q22asto</p> <p>Q22bsp</p> <p>Q23salc</p> <p>Q411aSal</p> <p>Q411aBus</p> <p>Q411aRem</p> <p>Q411aPen</p> <p>Q411aGrant</p> <p>Q411aAgric</p> <p>Q411aOth</p> <p>Q411aNon</p> <p>Q411bMain</p> <p>Q412Rem</p> <p>Q413Pen</p> |
| Income and Expenditure Survey | 1995 | Statistics SA | <p>SECTION 22 – PARTICULARS OF INCOME</p> <p>22.1 REGULAR INCOME</p> <p>22.2 – OTHER INCOME</p> <p>2.1.2 Nature of income: State whether your main source of income is a salary, wage, pension (including old-age, widow’s and disability pensions), drawings from own business, alimony, etc</p> | <p>ytype_hh [Main income source]</p> <p>b89f066</p> <p>b89f067</p> <p>b89f068</p> |
| Income and Expenditure Survey | 2000 | Statistics SA | <p>F What is’s main source of income?</p> <p>24 INCOME</p> <p>24.1 Regular income</p> <p>24.2 Other income</p> <p>TOTAL INCOME</p> | <p>IncomeSource</p> <p>P2401TOTAL</p> |

| | | | | |
|-------------------------------------|-----------|---|---|---|
| Income and Expenditure Survey | 2005-2006 | Statistics SA | 1.1. a Which sources of income does have? 1.1.b Which one is’s main income | q11a01srcinc q11a02srcinc q11a03srcinc q11a04srcinc q11a05srcinc q11a06srcinc q11a07srcinc q11a10srcinc q11a11srcinc q11a12srcinc q11a13srcinc q11bmaininc |
| Income and Expenditure Survey | 2010-2011 | Statistics SA | 1.6 Which sources of income does have? 1.7 Which is’s main source of income, i.e. that which brings in the most income to the household? 18.2 What is’s total salary/wages and/or income from business for the 12 months prior to the survey period? 18.3 a. Within which interval does’s total salary/wages or income from business lie? | Income IncomeDecile Value (regular income) Q1601SALARY Q17MAININCOME |
| Khayelitsha/Mitchell’s Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | 2.9 If they did some work, how much did they earn in the last month? D.5. How much money did you make in a month on average during your first year of self-employment? D8. How much were you making (on average) a month then? [last year of self-employment] D.20. Were you paid your wages each day, each week, each fortnight or each month? D.21. What was your starting wage? D.22. Was this wage before or after tax was deducted? D.23. If it was your wage before tax, what was your after-tax wage? D.29. What was your wage at the time your job ended? D.30. Was this wage before or after tax was deducted? [first job] D.31. If it was your wage before tax, what was your wage after tax? D.41. What was your wage at the time your job ended? D.42. Was this wage before or after tax was deducted? D.43. If it was your wage before tax, what was your wage after tax? E.8. Do you get paid every day, every week, every fortnight, or every month? [current job] E.9. What is your basic wage (i.e. excluding overtime payments)? E.10. Is this wage before or after tax is deducted? E.11. If it was your wage before tax, what was your wage after tax? [curr job] E.18. I now want to ask about bonus payments, piece-rate payments [options] E.19. Please fill in the following details about deductions [details] | q9s2 d5 d8 d20-d23 d29-d31 d41-d43 e8-e11 e18_1_1-e18_2_2 e18_4_1-e18_4_2 e18_3_1-e18_3_2 e18_5_1- e18_5_2spec e19_1- e19_10 |

| | | | | |
|--|------------------|--|--|--|
| Kwazulu-Natal Income Dynamics Study | 1993, 1998, 2004 | University of Kwazulu-Natal [School of Population and Development Studies] | <p>Section 10.2: Regular Employment 4c. On what basis is [...] paid?</p> <p>4d. What was [...]’s actual take-home pay AFTER DEDUCTIONS in his/her pay packet?</p> <p>4e. How much was deducted?</p> <p>4f. When you add all the amounts together, including tax and all other amounts, how much would [...] get? (Gross Pay)</p> <p>4g. How much, if anything was paid to [...] in the form of a bonus or share in profits in the last year?</p> <p>5c. How much does [...] get in the form of free or subsidised transport each [PAY PERIOD]?</p> <p>5d. How much does [...] get in the form of free or subsidised (cheap) food each [PAY PERIOD]?</p> <p>5e. How much does [...] get in the form of free or subsidised (cheap) housing each [PAY PERIOD]?</p> <p>TEMPORARY/CASUAL WORK: 4c. In the past month, what was [...] paid in cash for the work that he/she did?</p> <p>SELF-EMPLOYMENT 5. How much in total did the household bring in last month as a result of [...]?</p> | <p>nonlaby hhycas hhnwage flagyreg hhysemp totminc state private nonlaby hbcash hhinkd hhothr hhycas</p> |
| Labour Force Survey | 2002-2007 | Statistics SA | <p>4.15. a What is’s total salary/pay at his/her main job?</p> <p>4.15.b Is this [period of payment e.g. weekly]</p> <p>4.15.c Only if “REFUSE” or “DON’T KNOW” in 4.15.a Show the categories [income category]</p> | <p>Q415aSal Q415bSal Q415cSal</p> |
| Labour Market Dynamics | 2008-2011 | Statistics SA | <p>Uses data collected in the Quarterly Labour Force Survey using the QLFS questionnaire. From LMD 2010 this dataset has the income data collected by the QLFS but not provided in the QLFS datasets.</p> | <p>Q51WRK4WHOM Q52SALARYINTERVAL Q53TIPSCOMMISSION Q54ASALARYWAGE Q54a_Monthly Q56SALARYINTERVAL Q57ASALARYWAGE Q57a_Monthly Q58SALARYCATEGORY</p> |

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|--------------------------------------|-----------|---|--|--|
| Living Conditions Survey | 2008-2009 | Statistics SA | <p>1.16 Which sources of income does have? 26.1 REGULAR INCOME DURING THE SURVEY MONTH 26.1.1 Salaries and wages 26.1.2 Personal income taken from business or professional practice/activities 26.1.3 Income from subsistence farming 26.2 REGULAR INCOME FOR THE 11 MONTHS PRIOR TO THE SURVEY MONTH [same categories] 26.3 OTHER INCOME FOR THE PREVIOUS 12 MONTHS, INCL. SURVEY MONTH</p> <p>26.3.2 Income from side-lines and part-time activities26.3.6 Gratuities and other lump sum payments received from pension, provident and other insurance or from private persons</p> | <p>Income Q11601SALWAGES Q11602NETPROFIT Q11603SUBSFARM Q11611REGALLOWAN Q11612OTHERINCOM Q117MAININCOME</p> |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | <p>HOUSEHOLD QUESTIONNAIRE: B36. Besides income from work, what other kinds of income do you have?</p> <p>C3. HOUSEHOLD INCOME In the past month, how much income did household members receive from- [income sources]</p> <p>C4 Is the total household income of last month typical? Would you say that it is much higher, somewhat higher, about the same, somewhat lower or much lower than a typical month?</p> <p>C5 In the last 12 months, did your household have more, the same, or less income than in the year before that?</p> <p>RSI QUESTIONNAIRE: J1 a. What is your total wage or income in your main job, before taxes and other deductions? That includes tips, commissions and bonuses."</p> | <p>b36a b36b b36c c31_a c318 c4 c5</p> |
| Migration in South Africa | 2001-2002 | Human Sciences Research Council (HSRC) | <p>gh2 - Monthly total household income Respondent's personal income category Total household income category</p> | <p>gh2 pers_inc hh_inc</p> |

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|--|------------------------|--|---|---|
| <p>National Income Dynamics Study (NIDS)</p> | <p>2008, 2010-2011</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>HOUSEHOLD QUESTIONNAIRE: D34 Did anyone in this household receive income from employment or self-employment last month? D38 What was the total amount of income (after income tax) that this household received last month? D39 Please would you look at the show card and point out the most accurate earnings category for last month's household income? ADULT QUESTIONNAIRE E8 How much did you earn last month at your main job before any deductions for tax, medical aid or pension? E9 How much was your take-home pay? E10 Please would you look at the show card and point out the most accurate earnings category for last month's take home pay? E12.1.1 Did you get a 13th cheque or an annual bonus in the last 12 months? 12.2 .1 Did you get a share of profits in the last 12 months? E12.3.1 Did you get any other bonus payments in the last 12 months? E12.4.1 Did you get extra money on a piece rate basis in the last month? E24 How much did you earn last month at this job before any deductions for tax, medical aid or pension? [second job] How much was your take-home pay from this job? [second job] E26 Please would you look at the show card and point out the most accurate earnings category for last month's take home pay from this job? [second job] E33 In the last month, how much money did you keep for yourself after paying expenses out of all of your businesses? [self-employed] E34 Please would you look at the show card and point out the most accurate earnings category for the amount you kept for yourself last month? [self-employed]</p> | <p>w1_h_empl w1_h_tinc w1_h_tinc_show w1_a_em1inc w1_a_em1pay w1_a_em1inc_s w1_a_em1cheq w1_a_em1cheq_a w1_a_em1prf w1_a_em1prf_a w1_a_em1bon w1_a_em1bon_a w1_a_em1pct w1_a_em1pct_a w1_a_em1dedmed w1_a_em1dedpen w1_a_em1deduif w1_a_em2inc w1_a_em2inc_sh w1_a_emsincmn w1_a_emsinc_sh w1_a_emsincyr w1_a_eminc w1_a_eminc_sh [Wave 2 2010-2011 variable names are the same, but have the prefix w2_]</p> |
| <p>Networks and Employment Transitions Study (NETS)</p> | <p>2002</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>Section 2.2: Regular Employment: 4f. When you add all the amounts together, including tax and all other amounts, how much would [...] get? (Gross Pay) 4g. How much, if anything was paid to [...] in the form of a bonus or share in profits in the last 12 months? In the past month, what was [...] paid in cash for the work that he/she did? [casual employment]</p> | <p>q2_2_4f</p> |

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|--|------------------|--|--|---|
| <p>October Household Survey</p> | <p>1994-1999</p> | <p>Statistics SA</p> | <p>3.16 INCOME from main job: What is/was ... total salary/pay (including overtime) at main job (before deductions)? 3.17 What is/was the total amount deducted, if any? 3.22 What was ... gross income/turnover (before deducting expenses) for all own account activities? 3.23 How much money did ... spend on salaries/wages/commission and goods/materials, etc. in order to earn his/her gross income during the last month that ... worked?</p> | <p>Q316RAND Q316INCG Q316INT Q317RAND Q317INT Q322RAND Q322CODE Q322INT Q323</p> |
| <p>Peoples' Security Survey: South Africa</p> | <p>2001</p> | <p>International Labour Organisation (ILO)</p> | <p>H1a. In the last month what was the total amount of money you personally got from all sources, after paying tax and after any contributions were deducted? H1b. In the last month what was the total income you earned from your main work, after paying tax and after any contributions were deducted? H1c. In the last month in your main work, were there any deductions for? H1d. Were any of these deductions optional or obligatory? H1e. In the last month, what was the total income of all members of this household, including yourself, after tax? H1f. Was your personal income for the last month more, less or about the same as you earned monthly on average over the previous six months? H13. Over the last twelve months, has your personal monthly income from your main work been regular, fluctuating or very irregular? H14. In the last three months, have you received all the income to which you have been entitled from your main work? H15. What is the main method of payment in your main work? Is it ...? H16. Do you think the wage or salary you receive is ...? [fair/unfair]</p> | <p>q197 q199 q202 q236 q237 q238 q239 q307a q307b q307c q309a q309b q309c q343 q344 q345</p> |

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|--|-----------|-------------------------------------|--|---|
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | jobsalary jobsalcat [income category] earnecatmin earnecatmax wageempincome [gross wage employment income] wageempincome2 [1994 only] wageempincome3 empsalcat1 empsalcat2 empsalcat3 selfempincome selfempinccat1 selfempinccat2 selfempinccat3 selfempinccat4 selfearnecatmin selfearnecatmax wageearnecatmin wageearnecatmax |
| Productivity and Investment Climate Survey | 2004 | World Bank | PERMANENT WORKERS: 5. Ave. wage 6. Cost of taxes on labour 7. Total wages 8. Total compensation TEMPORARY WORKERS: d. Average wage of temporary workers e. Total compensation of all temporary workers (wages and benefits) | c262a2 c262b2 c262c2 c262d2 c262e2 c262f2 q66d02 q266d01 q66d00 c263d02 c263d01 c263d00 |

| | | | | |
|---|------------|---|---|---|
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | 8.2. Regular Employment: 4c. On what basis is ____ paid? 4d. What was ____'s actual take-home pay AFTER DEDUCTIONS in his/her pay packet? 4e. How much was deducted? 4f. When you add all the amounts together, including tax and all other amounts, how much would __ get? (Gross Pay) 4g. How much, if anything, was paid to ____ in the form of a bonus in the last year? 4h. And, how much, if anything, was paid to __ as a share of profits in the past year? Section 8.3: Wage Work: Casual or Temporary: 4c. In the past month, what was ____ paid in cash for the work that he/she did? 8.3.4 Second Casual or Temporary Job: 4c. In the past month, what was ____ paid in cash for the work that he/she did? | p_paytyp p_netpay p_deduct p_grossp p_bonus p_profit cash_pai_scj |
| South African Population Census | 2001 | Statistics SA | (P-22) What is the income category that best describes the gross income of (this person) before tax? | p22_incm |
| South African Population Census 1996 | 1996 | Statistics SA | Think of the past year (1 October 1995 to 30 September 1996) and the money each person received. 1.1 Think of any additional money that this household generates, and that has not been included in the previous section. | income addmon2 |
| South African Population Census 1996 | 1996 | Statistics SA | 1.2 If this household receives any remittances or payments (for example money sent back home by someone working or living elsewhere or alimony). Please indicate the total received during the past year. | payment2 |
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | Q8.9 Gross cash earnings for the last month Q8.14 Part or all cash earnings paid to adults | Q89GROSS Q814ADUL |
| Time Use Survey | 2000 | Statistics SA | 1.11 From which of the following sources does the household usually receive money? 1.12 Which one of the above sources usually provides the most money for the household? 1.13 What is the usual total monthly income of this household? 2.23 What is your personal main source of income or support to meet your daily needs? 2.24 What is your usual total monthly personal income from all sources? | q111wage q111earn q111gran q111pens q111uif q111inve q111remi q111priv q111othe q112sour q113inco sourcein totincom |
| Unemployment Insurance Fund database | 2002 | South African Department of Labour | Administrative data | Data on gross remuneration for employees |

13. Job-Seeking Strategies

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|-----------|--|---|---|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | <p>D.24 How did you get your current/most recent work?</p> <p>D.44 1. Have you looked for work in the last seven days (including looking for a new job if you already have one)?</p> <p>A.30 Did (NAME) look for work in the last month? [hhold q]</p> <p>D.46 Are/were you looking for full-time work, part-time work or any work? How long have you been or were you looking for work?</p> <p>D.50 If suitable part-time work were available, would you take it?</p> <p>D.52 When was the last time you looked for work?</p> <p>D.53 What have you done to look for work in the past month, or what did you do when you last looked for work?</p> <p>D.54 What do you think is a reasonable take-home monthly wage for a full-time job for a person of your age, with your education, and skills?</p> <p>D.55 What do you think are the chances that you will be working in December?</p> <p>D.56 What do you think are the chances that you will be working in March next year?</p> <p>D.57 What do you think are the chances that you will be working in 3 years' time?</p> <p>D.58 What do you think are the chances that you will ever get a job that pays well?</p> <p>D.59 What do you think are the chances that you will ever get a job you enjoy?</p> <p>D.60 What is the absolute lowest monthly take home wage that you would accept for any full-time work?</p> <p>D.61 What is the absolute lowest daily take home wage that you would accept for casual or daily work?</p> <p>D.62 How strongly do you want work now?</p> <p>D.63 How strongly do your parents or guardian want you to find work now?</p> | <p>w1h_lookwork30</p> <p>w1getjob_*</p> <p>w1y_lookwrk7</p> <p>w1y_lookwrk30</p> <p>w1lookwrktype</p> <p>w1y_lookwrk_days</p> <p>w1y_lookwrk_mnth</p> <p>w1y_wntwrknlook</p> <p>w1y_whyntlook_*</p> <p>w1y_takeptwrk</p> <p>w1y_takeftwrk</p> <p>w1y_lookwrk_*</p> <p>w1y_wrkdec</p> <p>w1y_wrkmarch</p> <p>w1y_wrkin3yrs</p> <p>w1y_wellpd</p> <p>w1y_enjoyjb</p> <p>w1y_lowmnthwage_ft</p> <p>w1y_lowdaywage_pt</p> <p>w1y_lowhourwage_pt</p> <p>w1y_wntwrknow</p> <p>w1y_parwntwrk</p> |
| Employment Services of South Africa (ESSA) database | 2007 | South African Department of Labour | Administrative data | Data on job searches |

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|--|------------------|--|--|---|
| <p>Khayelitsha/Mitchell's Plain Survey</p> | <p>2000</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>D.16. How did you get this job? E.4. How did you get this job? [current job] D.33. How did you get the last job (prior to the one you have now – if you have one)? F.1. How many people do you know who got jobs the following ways: F.2. What is the best way, for someone with your skills and experience to find a job? F.3. How much do you agree/disagree with each of the following statements? F.4. How useful, do you think, the following activities are for someone like you (i.e. with your skills and experience) when looking for work? F.18. Do you have any employed friends/family members who say that they may be able to find you work at their workplaces? F.19. Did you travel anywhere last week in search of work? F.23. If you get a job, how many hours per week would you desire to work? F.26. Would you be prepared to go elsewhere to look for a job? F.27. How far would you be willing to travel daily if you got a paid job? F.28. Some people respond to unemployment by becoming self-employed. Why have you decided not to go this route? F.29. When did you last do any of the following activities? [job seeking activities]</p> | <p>d16 d16other d33 d33other e4 e4other f1_1 - f1_12 f2 f2other f3_1 - f3_12 f4_1 - f4_11 f18 f19 f23 - f27 f28 -f29</p> |
| <p>Mesebetsi Labour Force Survey</p> | <p>1999-2000</p> | <p>South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo)</p> | <p>RSI QUESTIONNAIRE B13. What did you do to look for work? G8 What are the biggest obstacles you have faced in trying to find work? G9 What are the two most important factors you consider when looking for a job?</p> | <p>b13a b13b b13c g8_1 g8_2 g9_1 g9_2</p> |
| <p>Networks and Employment Transitions Study (NETS)</p> | <p>2002</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>Section 2.1 Employment Status 7. During the past month did [...] take any action to look for work or start a business? What has [..] done to look for work or start a business in the last month</p> | <p>q2_1_7</p> |
| <p>Quarterly Labour Force Survey</p> | <p>2008-2012</p> | <p>Statistics SA</p> | <p>3.2 In the last four weeks what have you done to search for work or to start a business?</p> | <p>Q3201REGISTER Q3202ENQUIRE Q3203JOBADS Q3204JOBSEARCH Q3205ASSISTANCE Q3207CASUAL Q3208FINASSIST Q3210NOTHING</p> |

14. Labour Costs

| Data Source | Date | Data Producer | Literal Question | Variable |
|---------------------------------------|------------------|---|---|---|
| Survey of Employers and Self-employed | 2001, 2005, 2009 | Statistics SA | <p>54 What were the total wages, salaries and other benefits paid to all the employees during the last calendar month? 1 = Wages and salaries, including overtime, bonuses, etc. Spent in kind (food, clothing, drinks, etc.). 3 = Refund of transport costs (Rands) 4 = Other, specify Remuneration for employers and own-account workers</p> <p>55 How much was withdrawn from the business by you during the last calendar month as ...1 = Wages and salaries, including overtime, bonuses, etc. for yourself? (Rands); 2 = Payment in kind (food, clothing, drinks, etc)? 3 = Refund of transport costs? 4 = Other, specify [paid/unpaid]</p> | <p>Q541Empl_Salary Q542Empl_Inkind Q543Empl_Transprt Q544Empl_Other Q551Own_Salary Q552Own_Inkind Q553Own_Transprt Q554Own_Other</p> |
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | <p>6.32 Costs related to the appointment of new entrants</p> <p>6.38 What was the total wage bill in 2000? 6.38 What was the total wage bill in 2001?</p> <p>6.39 What was the wage bill paid to production workers in 2000? 6.39 What was the wage bill paid to production workers in 2001?</p> | <p>q6.32a2 q6.32a3 q6.32a4 q6.32a5 q6.32a6 q6.32a7 q6.32a8 q6.32b1 q6.32b2 q6.32b3 q6.32b4 q6.32b5 q6.32b6 q6.32b7 q6.32b8 q6.32c1 - q6.32c8 q6.38a q6.38b q6.39a q6.39b</p> |

15. Multiple Jobs Worked

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|-----------------|---|--|---|
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | E.2. Do you have more than one wage job? | e2 |
| Living Conditions Survey | 2008-2009 | Statistics SA | 4.2 In the past 12 monthsDid you do more than one of these activities/jobs? | Q42DOMORETHANONE |
| Mosebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | RSI QUESTIONNAIRE H20 In addition to your main activity, do you have another job or business? H21 In this other activity are you working for someone else, self-employed in any kind of farm or business, or helping in a family business without pay?" | h20 h21 |
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit | ADULT QUESTIONNAIRE: E18 Do you currently have a second job where you are paid a wage or salary to work for an employer on a regular basis? | w1_a_em2 |
| October Household Survey | 1994-1999 | Statistics SA | 3.18 In addition to the main occupation did ... also do any other work for him-/herself (part-time or informal) for own account during the past year? | Q318 |
| Productivity and Investment Climate Survey | 2004 | World Bank | 9a. Do you have other income generating activities beyond these main business lines? 9b. What percent of your workers time is accounted for by [second job] | c209a c209ba c209bax c209b c209bb c209bbx c209bc c209bd c209be c209bex |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | 4.1 In the last week did you have more than one job/business? | Q41MULTIPLEJOBS |

16. Occupational Health and Safety Conditions

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|-----------|---|---|--|
| Compensation Fund Database | 1997 | South African Department of Labour | Administrative data | data on details of injuries or diseases from claims forms |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | RSI QUESTIONNAIRE: H8 In your main job, are you normally exposed to any of the following? [work hazards] H9 Do you regularly work: [unhealthy environments] H10 Do you have protective equipment or clothing available at work? H11 Do you actually use this protective equipment H12 If you were asked to perform a dangerous task at work, could you refuse to do it? H15 Do you normally feel exhausted or tired at the end of the day? J18 Do you have a health and safety representative or committee at work? | h8_1 - h8_8 h9_1 - h9_5 h10 h11 h12 h15 j18 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | G1. In the last twelve months how many days, if any, have you been off work due to ...? [ill health/injury/other] G13. In your main work, do you work with any of the following? [dangerous substances] G14. Do you use special protective equipment or clothes in your main work? G15. What is the main reason why you do not use special protective equipment or clothes? G16a. In general, do you think the safety and health conditions in your main work are ...? G16b. In your main work, is there a department or committee responsible for health and safety in the workplace? G17. Does your employer in your main work pay for any health insurance for yourself or any members of this household? G2. In the case of an absence from work due to ... [options], would you have received paid sick leave? G3. Over the last six months, at some time have you continued to go to work when you were ill or injured, or when you could have taken paid sick leave? G4. What was the main reason you continued? G5. In the last twelve months have you taken all the leave to which you have been entitled? | q169a q169b q169c q169d q169e q186a q186b q186c q186d q186e q187 q188 q189 q190 q191 q172a q172b q173 q174 q175 |

| | | | | |
|--|--|----------------------|--|---|
| <p>Survey of Activities of Young People</p> | | <p>Statistics SA</p> | <p>Q7.29 Ever injured while doing activities..... Q7.30 How many times injured last 12 months.... Q7.31a Injuries caused to stay in bed..... Q7.31b Injuries caused to get medical attention Q7.31c Injuries caused to have pain 1 week.... Q7.31d Injuries caused permanent disability.... Q7.31e Injuries caused other problem..... Q7.32 Major cause of most serious injury..... Q7.33 Type of work when seriously injured..... Q7.34 Illness stopped him/her doing activities. Q7.35 Illness caused by activities mentioned ... Q7.36 Illness made worse by activities..... Q7.37 Do heavy physical work..... Q7.38a Work is very tiring..... Q7.38b Work for long hours..... Q7.38c Work before sunrise or sunset..... Q7.38d Work environment too hot..... Q7.38e Work environment too cold..... Q7.38f Very dusty work..... Q7.38g Very noisy work..... Q7.38h Bad lighting..... Q7.38i Work with dangerous substances..... Q7.38j Work with dangerous machinery/tools.... Q7.38k Work with dangerous animals..... Q7.38l Fear a person may hurt him/her.....</p> | <p>Q729INJU Q730NOTI Q731ASTA Q731BSEE Q731CHAV Q731DDIS Q731EOTH Q732CAUS Q733TYPE Q734HADI Q735ILLN Q736ACTW Q737PHYS Q738ATIR Q738BLON Q738CSUN Q738DHOT Q738ECOL Q738FDUS Q738GNOI Q738HBAD Q738IDAN Q738JDAN Q738KDAN Q738LFEA</p> |
|--|--|----------------------|--|---|

17. Participation in Job Creation Programmes

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|-----------|---|--|--|
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit] | K.2. If a government public works programme came to the area (perhaps to cut Port Jackson trees on the sand dunes or the mountain) offering R33 a day, would you take a few days' work if you were unemployed at the time? | k2 |
| Living Conditions Survey | 2008-2009 | Statistics SA | 4.2 In the past five years, has there been any development by government in creating job opportunities in this community? 4.3 In the past five years, has there been any development by the private sector in creating job opportunities in this community? [Community questionnaire] 4.6 Is there any project of the Reconstruction Development Program (RDP) in this community (housing, public works, etc.)? [Community questionnaire] | [Community level data not yet available] |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | H8a. Are you aware of the government's public works programme? H8b. In the last twelve months, have you applied to work on such a scheme? H8c. Have you worked on such a scheme? H8d. Are you working on a public works scheme at the moment? | q221 q222 q223 q224 |

| | | | | |
|-----------------------------------|------------------|----------------------|--|--|
| <p>Labour Force Survey</p> | <p>2002-2007</p> | <p>Statistics SA</p> | <p>5.1 Has ever heard of the Expanded Public Works Programme (EPWP)? 5.2 Has participated in any EPWP programme or project during the past six (6) months? 5.3 Did work in any government job creation programme or project during the past six (6) months? 5.4 What is the name of the programme or project thatworked/participated in during the past six (6) months? 5.5 Where was/is the programme or project in whichworked/participated based? 5.6 Which of the following skills (if any) did acquire during participation in any of the programmes or project mentioned in 5.7 Is still working/participating in the programme or project? 5.8 What, if any, were/are the benefits of participating in the programme or project mentioned in Q5.4?</p> | <p>Q51Epwpk Q52Epwpt Q53Govjo Q54progn Q55aProvv Q55bTown Q56aCons Q56bHome Q56cChil Q56dFore Q56eAgri Q56fNume Q56gHiva Q56hCare Q56iBusn Q56jOthr Q57Still Q58aSust Q58bStar Q58cFurt Q58dTemp Q58eOthr</p> |
|-----------------------------------|------------------|----------------------|--|--|

18. Recruitment Practices

| Data Source | Date | Data Producer | Literal Question | Variable |
|---|-----------|---|---|----------------------------------|
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | <p>6.5 Which channels of recruitment does this establishment use most frequently for each of the employment categories?</p> <p>6.6 Recruitment of new entrants and vacancies</p> <p>6.7 Does this establishment give priority to family and friends of current workers when hiring a new worker?</p> <p>6.8 For the LARGEST CATEGORY OF PRODUCTION WORKERS, indicate the establishment's recruitment preferences.</p> | q5_5 - q6_8exp |
| Employment Equity Submissions Database | 2000- | Department of Labour | Administrative data | Recruitment data for large firms |
| Productivity and Investment Climate Survey | 2004 | World Bank | <p>68a. In 2002, how many new employees did your plant hire?</p> <p>69a. Within the last two years, how much time did it take to fill your most recent vacancy through external recruitment for a: [skilled/unskilled worker]</p> | c265a c2661 c2662 |

19. Support for the Unemployed

| Data Source | Date | Data Producer | Literal Question | Variable |
|-------------------------------|-----------|---|---|---|
| Living Conditions Survey | 2008-2009 | Statistics SA | 4.13 How do you support yourself? | Q413ADOODDJOB Q413BSUPPORTINHH Q413CSUPPORTNOTINH H Q413DSUPPORTBYCHA RITY Q413EMONEYFROMUIF Q413FSAVINGS Q413JOTHERSOURCES |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: B16. How do you support yourself? B26 (c) Does the enterprise deduct UIF contributions from your pay? | b16 b26c |
| October Household Survey | 1994-1999 | Statistics SA | 3.34 How does ... support him-/herself? | Q334A Q334B Q335C |

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|--|------------------|--|--|--|
| <p>Peoples' Security Survey: South Africa</p> | <p>2001</p> | <p>International Labour Organisation (ILO)</p> | <p>C29. What, if anything, did you do when unemployed? c3b. If "did not work" in C3a [sources of income] H12a. What main source of support, apart from relatives, would people like yourself look to in order to cope if an adult who earns money in this household loses a job or business? H12b. What main source of support, apart from relatives, would people like yourself look to in order to cope if an adult who earns money in this household became sick or injured?</p> | <p>q129a q129b q129c q129d q129e q129f q129g q129h q129i q129j q129k q129l q91 q234 q235</p> |
| <p>Quarterly Labour Force Survey</p> | <p>2008-2012</p> | <p>Statistics SA</p> | <p>3.19 How do you support yourself?</p> | <p>Q319bINHHPERS Q319cNOTHHPERS Q319dCHARITY Q319eUIF Q319fSAVINGS Q319gPENSION Q319jOTHR</p> |

20. Training Undertaken

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|-------------|--|---|---|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | B.6 Enrolled in school or training? | w1y_Cinsch |
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council)] | 6.15 Describe the establishment's training programs in 2001 6.16 What are the reason(s) for not training more workers than those reflected above? 6.17 How much did this establishment spend on training in 2001 6.18 For 2001, rate each outside training source. 6.19(a) Do you find the resignation of recently trained employees a problem? 6.19(b) Do you believe that newly trained employees mainly leave the establishment for better paying jobs outside training conducted | q6_15a1 - q6.15f9 q6_16a - q6_19b outrain |
| Employment Equity Submissions Database | 2000 | South African Department of Labour | Administrative data | Data on skills development |
| Employment Services of South Africa (ESSA) database | 2006 | South African Department of Labour | Administrative data | Data on skills acquired |

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|--|-----------|--|---|--|
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | A.27. Have you ever been on a training programme for unemployed people? A.28. If yes, what training did you receive? A.29. How long did the training course last? A.30. Was it a full-time or a part-time course? A.31. Did you ever get a job using the skills that you learned on that course? E.25. How long would it take to teach someone how to do your job? F.33. Are you aware of any training programmes for the unemployed? F.34. Would you be prepared to go on any of the following training programmes if they were offered free of charge in your area? F.35. If you would like a training programme not listed above, please let us know what it would be? | a27 a28 a29months a29weeks a30 a31 e25 e25other f33 f34_1 - f34_6 f35 |
| Labour Force Survey | 2002-2007 | Statistics SA | 1.4 Has been trained in skills that can be used for work, e.g. book-keeping, security guard training, welding, child-minding? 1.5 The last time received this type of training, how long did it last? | Q14SkITr |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | RSI QUESTIONNAIRE: D9 Have you received any training to improve your work skills or to learn a new job? [Include on-the-job training]. D10 Where did you receive this training? D11 Where did you get your most recent training? D12 In what year did you receive your most recent training? D13 For how many weeks or months did you take this training? D14 Who sponsored or paid for this training? D15 Were you paid during your training? D16 Did [does] this training lead to some kind of certification or diploma that would be accepted by other employers? D17 Sometimes training helps people and sometimes it doesn't. Has this training helped you to [new job/ promotion/money] | d10a d10b d10c d11 d12 d13d d13w d13m d14 d15 d16 d17_1 d17_2 d17_3 |

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|--|-------------|--|--|---|
| <p>Peoples' Security Survey: South Africa</p> | <p>2001</p> | <p>International Labour Organisation (ILO)</p> | <p>F10. Are the qualifications or skills you possess greater than, roughly adequate or insufficient for your main work? F1a. Apart from any schooling you may have had, what training for work, if any, have you received? F1b. For what type of work have you received the highest level of training? F2. If needed, could you obtain training or retraining at your main workplace or through your existing employment? F3. If needed, could you obtain training at an institution outside your main place of work? F4. If you wished to change the type of work you mainly do, would you need training? F5. Over the last five years, has ... [options] restricted your access to training? F6. In the last year have you ever wanted to get training in your main work? F7. Did you get this training? F8. What was the main reason for not getting the training? F9. To what extent, if any, does your main work enable you to use the skills and qualifications you have obtained? H10a. Are you aware of the government's training for the unemployed (TUPS) scheme? H10b. In the last twelve months have you applied for training for the unemployed (TUPS)? H10c. Have you received training for the unemployed (TUPS)? H10d. Are you receiving training for the unemployed (TUPS) now?</p> | <p>q167 q156a-q56f q157a-57an q158 q159 q160 q162a q162b q162c q162d q162e q162f q163 q164 q165 q166 q229 q230 q231 q232</p> |
| <p>Productivity and Investment Climate Survey</p> | <p>2004</p> | <p>World Bank</p> | <p>70a. Do you offer formal (beyond "on the job") training to your permanent employees? 70b. IF YES: What percentage of your total permanent employees received formal training in 2002? 70c. IF YES: What was the average number of weeks of training for each employee (in weeks)? 70d. IF NO: If no formal training was undertaken, what were the constraints to formal training? 76a. How many years of experience working in this sector did the top manager have before running this establishment? 76b. Of these, how many years were with a domestic firm? 76c. Of these, how many years were with a foreign firm?</p> | <p>c267a c267b1 c267b2 c267c1 c267c2 q70da - q70dk 1 2 c269c c273 c273a c273b c273c</p> |

21. Unemployment Levels

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|-----------|---|--|---|
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | 6.33 How many workers were retrenched in 2001 6.34 How much time did it take to retrench a worker during 2001 6.35 "Dismissal (retrenchment) costs are defined as costs of any negotiation expenses, severance pay, court cases, CCMA, etc. Using this definition, provide the following information [type of workers retrenched]" | q6.33 q6_34 q6_35a1 q6_35a2 q6_35a3 q6_35b1 q6.35b2 q6.35b3 q6.35b4 q6.35b5 q6.35b6 q6.35b7 q6.35b8 |
| Employment Services of South Africa (ESSA) database | 2007 | South African Department of Labour | Administrative data | Data of duration of period unemployed |

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|---|------------|--|---|--|
| Cape Area Panel Study | 2002-2009 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | D.21 How would you describe your situation before you started this current work? D.39 How would you describe your situation before you started your first job or business? D.25 Is this or was this your first work? D.43 How many jobs did you have between your first job and your current job? D.22 How long had you been unemployed? D.40 How long had you been unemployed? [before first job] D.23 How long had you been looking for work? D.41 How long had you been looking for work? [before first job] | w1longlookwrk |
| Community Survey | 2007 | Statistics SA | P-32 REASONS FOR NOT WORKING Why did (the person) not work during the past seven days? P-33 AVAILABILITY FOR WORK If a suitable job is offered, how soon can (the person) start work? P-34 ACTIVE STEPS SEEKING WORK During the past four weeks, has (the person) taken any action to look for any kind of work? P-35 ACTIVE STEPS SEEKING WORK During the past four weeks, has (the person) taken any action to start any kind of business? | P32_Why_Not P33_Availability |
| Department of Social Development Nodal and Measurement Surveys | 2006, 2008 | South African Department of Social Development | 94 (79). How long have you been unemployed? | q94 (79) |
| General Household Survey | 2002-2012 | Statistics SA | 2.6 What contributed most to.... being employed/ getting a job? 2.7a During the last four calendar weeks was..... looking for any kind of job or trying to start any type of business? 2.7b Would have liked to work during the last calendar week (Sunday to Saturday)? 2.7c What was the main reason for not trying to find work or starting a business during the past four calendar weeks? 2.7d If a suitable job had been offered or circumstances had allowed, would..... have been able to start work or a business in the last calendar week (Sunday to Saturday)? | Q26CONT Q27aLOOK Q27bSTART Q27cRNSW Q27dAccJob |

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|---|-------------|--|---|--|
| <p>Khayelitsha/Mitchell's Plain Survey</p> | <p>2000</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>2.10 Did ----- look for work during the last month? [hhold q] D.28. When did your first job end? E.24. If the boss said that times were hard and that he would have to shut down the business if wages were increased this year, would you [options] E.27. Were you unemployed (and wanting a job) before you got your current job? E.28. If yes, how long were you unemployed before starting your current job? F.7. Do you want a job (whether full or part-time wage employment or self-employment)? F.8. When are you available for work:? F.9. What kind of employment would you prefer? F.10. How long have you been wanting work (and been without any paid employment)? F.11. Did you turn down any job offers during this time period? F.12.1 When was this? F.12.2. What was the job? (Describe) F.13. What was the wage offered? F.14. Was this a take-home wage offer, or the wage before tax? F.15. State if this was a [wage period]. F.16. Why did you choose not to accept this job offer? F.17. We now want to ask you how long you think it will be before you get a job? F.30. If you were offered a suitable job, would you be able to start within a week? F.31. What kinds of jobs are you looking for?</p> | <p>q10s2 d28 e24 e24other e27 e28_1 e28_2 f7 f8_1 f8_ 2 f8_3 f9 f9other f10years f10months f11 - f16 f16other f17_1 f17_2 f17_3 f17_4 f28 f28other f29_1 - f29_11 f30 f31 f31other</p> |
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|--------------------------------------|-----------|---|--|---|
| Labour Force Survey | 2002-2007 | Statistics SA | <p>3.1 How does support him/herself? 3.2 Why did not work during the past seven days? 3.3 Hasbeen offered any job in the past 6 months and he/she turned it down? 3.4 Does know of any available work for whichhas the relevant qualification but is not willing to do? 3.5 Why wouldnot be willing to do this work? 3.6 If a suitable job is offered, will accept it? 3.7 How soon can start work? 3.8 During the past four weeks, has taken any action 3.9 In the past four weeks, what has done to look for work or to start a business?</p> | <p>Q31OddJO Q31inHHP Q31notHH Q31Chari Q31UIFSU Q31Savin Q31Pensi Q31Othrs Q32YnotW Q33JobOf Q34Wrk Q35whyno Q36Accep Q37WhnSt Q38LookW</p> |
| Living Conditions Survey | 2008-2009 | Statistics SA | <p>4.11 A In the last four weeks were you looking for any kind of job? B Were you trying to start any kind of business? 4.12 What was the main reason why you did not try to find work or start a business in the last four weeks? COMMUNITY QUESTIONNAIRE: 4.1 How serious a problem is unemployment for the following categories in this community? 4.4 Is it easier or more difficult for people in this community to find work now as compared to five years ago? 4.5 Do you think that life for people in this community (because of more and/or better jobs) is better or worse than five years ago?</p> | <p>Q411ALOOKFORJOB Q411BTRYSTARTBUSIN ESS Q412MAINREASON [Community level data not yet available]</p> |
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | <p>HOUSEHOLD QUESTIONNAIRE: B11. If suitable work were available, would you be able to start work in the next 4 weeks? B12. During the past 4 weeks, have you taken any action to look for some kind of work? B14. For how many weeks have you been looking for work? B15. What was your main activity in the past 7 days RSI QUESTIONNAIRE: G1 When was the last time you worked for one month or more for pay? That includes working for someone else, or in your own business, or in a family business. G2 What was the main reason you stopped working at that time? G7 In __[month], did you work the whole month, part of the month, or not at all? In ___[month] were you available for more work during most of days when you were not working? In ___[month] were you available for work during most of the month? G10 What is the minimum wage level at which you would accept a job?</p> | <p>b11 b12 b14 b15 g2 g7_1 - g7_12 g7ptyr1 - 7ptyr5 g7anywk g10_1 g10_2 g10month</p> |

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|---|------------------------|--|--|--|
| <p>National Income Dynamics Study (NIDS)</p> | <p>2008, 2010-2011</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>ADULT QUESTIONNAIRE: E16 Were you unemployed and wanting a job before you got your current job? E17 If yes, for how long were you unemployed before starting your current job? E63 How long ago was it since you last worked? E65 What was the main reason you stopped working in your last job/business? E66 In the last 4 weeks, would you have liked to work for pay, profit or family gain? E67 How long have you been wanting work and been without any paid employment? E69 What was the main reason you chose not to accept this job offer? E70.1 Do you think there is a realistic possibility that you will get a job in the next month? E70.2 Do you think there is a realistic possibility that you will get a job in the next 6 months? E70.3 Do you think there is a realistic possibility that you will get a job in the next year? E70.4 Do you think there is a realistic possibility that you will get a job in the next 2 years? E71 In the last four weeks, what are all the things that have you done to search for work or to start a business? E72 How much did you spend on travel costs associated with looking for work last week? E73 Where did the money for travel come from? E74 If a suitable job had been offered to you, would you have been able to start work in the last four weeks? E75 If you were to find a job, what do you think would be a reasonable take-home monthly wage for you, given your age, education and skills? E76 What is the main reason you were not available to work in the last four weeks? E77 Have you ever looked for a job?</p> | <p>w1_a_em1prv w1_a_em1prv_dy w1_a_em1prv_dm w1_a_unemdc w1_a_unemex w1_a_unemwnt w1_a_unemwnt_dy w1_a_unemwnt_dm w1_a_unemrj w1_a_unemrjex w1_a_unemmn w1_a_unenl6mn w1_a_unemyr w1_a_unem2yr w1_a_unems1 w1_a_unems2 w1_a_unems3 w1_a_unems4 w1_a_unems5 w1_a_unems6 w1_a_unems7 w1_a_unems8 w1_a_unems9 w1_a_unems10 w1_a_unemsrcst w1_a_unemsrcsr w1_a_unemava w1_a_unemavaexp w1_a_noemex w1_a_noemsr w1_a_noemsr yr w1_a_noemsr ex</p> |
|---|------------------------|--|--|--|

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|---|-----------|--|--|--|
| Networks and Employment Transitions Study (NETS) | 2002 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 2.1 Employment Status 6. Why did [..] not work for pay during the past week? 7. During the past month did [..] take any action to look for work or start a business? What has [..] done to look for work or start a business in the last month 9. How long has it been since [..] did any kind of work for pay | q2_1_6a q2_1_7 q2_1_8 q2_1_9 |
| October Household Survey | 1994-1999 | Statistics SA | 3.27 Why did ... not work the past week? | Q327 |
| October Household Survey | 1994-1999 | Statistics SA | 3.28 If a suitable job is offered to ... will he/she accept it? 3.29 How long has ... been seeking work? 3.30 In the past 4 weeks, what has ... done to find work? 3.33 Why did ... not work during the last 7 days? | Q328 Q329 Q330A Q330B Q330C |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | C18. Over the last twelve months, for how many weeks or months were you unemployed? [months] C18. Over the last twelve months, for how many weeks or months were you unemployed? [weeks] C19. Are you currently unemployed? C20. Have you been looking for work in the last month? C21. Over the last twelve months, when you were unemployed, were you entitled to unemployment insurance benefits? c22. Did you apply for UIF benefits? C23. Did you receive unemployment insurance benefits? C24. What was the main reason why you did not receive unemployment insurance benefits? C25. How did you become unemployed on the last occasion? C26. How much notice, if any, were you given? C27. Did you receive any severance pay? C28. Did you receive your last pay? | q115 q114 q116 q117 q118 q119 q120 q121 q122 q123 q124 q125 q126 q127 q128 |

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|--|------------------|--|--|---|
| <p>Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey]</p> | <p>1993</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>Section 8.1: Employment Status: 7. Did _ look for more work or for a job in the last week? 8. If NO, why did __ not look for work? 10. What was the most important method by which __ looked for work? 11. About how many hours did __ devote to looking for work last week? 12. What is the lowest wage in rand per day that ___ would accept for a casual or day job ? 13. What is the lowest wage in rand per month that ___ would accept for a permanent job?</p> | <p>unempl_1 look_wor reason_n jobseek_ time_spe</p> |
| <p>Quarterly Labour Force Survey</p> | <p>2008-2012</p> | <p>Statistics SA</p> | <p>2.7 What was the main reason you were absent from your job/business in the last week? 3.1 In the last four weeks, a) Were you looking for any kind of work? 3.1 In the last four weeks, b) Were you trying to start any kind of business? 3.3 Was this because you had already arranged to take up a job or to start a business at some later date? 3.4 Would you have liked to work last week? 3.5 What was the main reason you did not want to work last week? 3.6 For how long have you been without work and trying to find a job or start a business? 3.7 What was your main activity before you started looking for work? 3.8 What was the main reason why you did not try to find work or start a business in the last four weeks? 3.9 If a suitable job had been offered, would you have been able to start work last week? 3.11 What was the main reason why you were not available for work last week? 3.12 Have you ever worked for pay or profit or helped unpaid in a household business? 3.13 How long ago was it since you last worked? 3.14 What was the main reason you stopped working in your last job/business? Derived variable for long term unemployment Derived variable for underemployment Derived variable for reason for inactivity 5.9 In the last week,(a1) Did you do any work on your own or the household's plot, farm, food garden, cattle post or kraal or help in growing farm produce or in looking after animals for the household's own consumption?</p> | <p>Q27RSNABSENT Q31ALOOKWRK Q31BSTARTBUSNS Q33HAVEJOB Q34WANTTOWRK Q35YNOTWRK Q36TIMESEEK Q37ACTPRIORJOBSEEK Q38RSNNOTSEEK Q39JOBOFFER Q311RSNNOTAVAILAB LE Q312EVERWRK Q313TIMEUNEMPLOY Q314RSNSTOPWRK long_term_unempl underempl InactReason</p> |

| | | | | |
|---------------------------------|------|---------------|---|--|
| South African Population Census | 2001 | Statistics SA | <p>REASON WHY NOT WORKING (P-18a) P-18 What is the main reason why (the person) did not have work in the seven days before 10 October?</p> <p>ACTIVE STEPS (P-18b) In the PAST FOUR WEEKS before 10 October has (the person) taken active steps to find employment?</p> <p>AVAILABILITY (P-18c) If offered work, how soon could (the person) start?</p> | <p>p18a_wno p18b_wst p18c_wav</p> |
| South African Population Census | 2011 | Statistics SA | <p>P-25 In the four weeks before 10 October was (name) looking for any kind of job or trying to start any kind of business? What was the main reason for not trying to find work or starting a business in the last four weeks before 10 October? P-26 Would (name) have liked to work in the SEVEN DAYS before 10 October? P-27 What was the main reason for not trying to find work or starting a business in the last four weeks before 10 October? P-28 If a suitable job had been offered or circumstances had allowed, would (name) have been able to start work or a business in the SEVEN DAYS before 10 October?</p> | <p>Microdata for the 2011 Population Census will be released in March 2013</p> |
| Time Use Survey | 2000 | Statistics SA | <p>2.14 If the work or activity were available, when would you be able to start?</p> <p>2.15 In the last four weeks have you taken any action to look for any of the types of work or start a business?</p> <p>2.16 What was your main reason for not looking for work?</p> | <p>startjob seekjob notlooki</p> |

22. Unpaid Work

| Data Source | Date | Data Producer | Literal Question | Variable |
|-------------------------------|-----------|---------------|--|--|
| General Household Survey | | Statistics SA | 2.10 Has.... volunteered to work (without any remuneration) in any community projects over the past six months? | Q210VOLW |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | <p>5.9 In the last week,(a1) Did you do any work on your own or the household's plot, farm, food garden, cattle post or kraal or help in growing farm produce or in looking after animals for the household's own consumption?</p> <p>(a2) If YES, for how many hours?</p> <p>(b1) Did you fetch water or collect wood/dung for household use?</p> <p>(b2) If YES, for how many hours?</p> <p>(c1) Did you produce any other goods for household use?</p> <p>(c2) If YES, for how many hours?</p> <p>(d1) Did you do any construction or major repair work on your own home, plot, cattle post or business or those of the household?</p> <p>(d2) If YES, for how many hours?</p> <p>(e1) Did you catch any fish, prawns, shells, wild animals or other food for household consumption?</p> <p>Derived variable for involvement in at least one non-market activity</p> | <p>Q59AFARMWRK Q59ATIME Q59BFETCHWATER Q59BTIME Q59CPRODHHGOODS Q59CTIME Q59DCONSTRUC Q59DTIME Q59ECATCHFOOD At_least_1</p> |

23. Working Conditions

| Data Source | Date | Data Producer | Literal Question | Variable |
|---------------------------------|-----------|---|--|--|
| Durban Large Firm Survey | 2002-2003 | University of South Africa [Bureau of Market Research (BMR)(for the Durban Unicity Council) | 2.11 What kind of labour shift did production workers in this establishment predominantly follow? 6.13 Rate the reason(s) why this establishment OUT-SOURCES/SUBCONTRACTS part of its production process. | q2_11a1-q2_11b1 q6_13a q6_13b q6_13c q6_13d q6_13e q6_13f q6_13g |
| Labour Force Survey | 2002-2007 | Statistics SA | 4.3 In 's main work was he/she [working for someone/self-employed] 4.4 Does work for [number of employers] 4.5 When did start working with the (main) employer mentioned above (firm, institution or private individual)? Give year and month. 4.6 Is 's work [fixed/temp] 4.8 Does have a written contract with the employer? 4.9 Does anyone directly supervise the work does or does he/she work independently? 4.11 Does 's employer contribute to any pension/ retirement fund? 4.12 Does get any paid leave? 4.19 Does the organisation/business/ enterprise where works provide contributions towards membership of a medical aid fund or health insurance for him/her? | Q43Mwork Q44NrEmp Q45Years Q45MnthS Q46LengJ Q48WrtnC Q49Super Q411Pens Q412Leav |
| Living Conditions Survey | 2008-2009 | Statistics SA | 4.6 Are or where you employed on the basis of...[type of contract] 4.7 Is or was your contract/agreement of a[duration] | q46employmentbasis q47contractduration |

| | | | | |
|---|------------------------|--|---|---|
| <p>Mesebetsi Labour Force Survey</p> | <p>1999-2000</p> | <p>South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo)</p> | <p>J2 When you started this job, did you sign a written work contract with the employer? J3 Is your contract with the employer for a fixed period of time, or is it for a permanent position with no end date? J4 In this job are you covered by some form of collective bargaining agreement, such as a union or employee association contract, or a Bargaining Council? J5 Work contracts cover different things. Are any of these things regulated through your individual contract or the collective agreement J6 In this job do you have a written job description? J7 Are your tasks mostly the same as in the job description, or are they often quite different?</p> | <p>j2 j3 j4 j5_1 - j5_7 j6 j7</p> |
| <p>Mesebetsi Labour Force Survey</p> | <p>1999-2000</p> | <p>South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo)</p> | <p>RSI QUESTIONNAIRE: H1 By what means did you get this job? H2 When did you begin working for this employer, or in this business? H3 In your job interview or when you were first hired, did your employer ever ask for information about...[personal information] H4 In this job, are you eligible for- [shares, etc] H5 In this job, do you have access to --[types of leave/overtime] H6 Are you entitled to any other fringe benefits from this job, such as...? H13 I will now read a list of some common working conditions. Please say if they apply to your work often, sometimes or never? H14 During the past year have you been subjected to any of the following in your job? [violence/harassment/crime] H16 To what extent can you decide yourself how to perform your job or tasks? Is it H17 How often do you have the chance to acquire new skills or new knowledge in your work? Is it . . H18 Do you think you might lose your job during the next two years, due to closures, retrenchments or for some other reason? J16 To what extent do you feel that you have influence over the management's decisions at work? J26 Would you be willing to work harder in your job if:[better conditions]</p> | <p>h1 h2m h2y h3_1 h3_2 h3_3 h4_1 - h4_4 h5_1 - h5_8 h6_1 - h6_12 h14_1 h14_2 h14_3 h14_4</p> |
| <p>National Income Dynamics Study (NIDS)</p> | <p>2008, 2010-2011</p> | <p>University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)]</p> | <p>ADULT QUESTIONNAIRE: E12.5 Is anything deducted from your salary for medical aid? E12.6 Is anything deducted from your salary for pension/provident fund contributions? E13.1 Are you employed on the basis of a written contract or a verbal agreement? E13.2 Is the contract/agreement of a limited duration or unspecified duration or is it permanent?</p> | <p>w1_a_em1dedmed w1_a_em1dedpen w1_a_em1contr w1_a_em1contr_d</p> |

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|---|-----------|---|--|--|
| October Household Survey | 1994-1999 | Statistics SA | 3.12 When did ... start working with the employer mentioned above?3.14 Is ... entitled to a paid maternity or paternity leave? | Q312 Q314 |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | <p>D4. What type of contract do you have in your main work?</p> <p>D5. Is the contract directly with your employer or is it with a contractor?</p> <p>E2. Thinking of the next twelve months how likely is it that your main work will stay the same, improve or decline in terms of ... ?</p> <p>E4. What type of work, if any, is available locally that that you regard as below your dignity?</p> <p>E5a. In general, how would you classify your degree of satisfaction with your current main job/work (earning activity) in terms of ... ?</p> <p>E6a. In 1994, at the end of apartheid, did you expect your opportunities for improving your income to increase, decrease or stay about the same?</p> <p>E6b. What was the main reason for this expectation?</p> <p>E7. How confident are you that you will be able to keep your present main job/earning activity for the next twelve months if you wanted to?</p> <p>G10. Was this voluntary, paid overtime or part of your main work, or an obligation without compensation?</p> <p>G11. In the last twelve months have you experienced ... [harassment] in your main work?</p> <p>G12a. During the last twelve months at your main work, did you experience any sexual harassment at your workplace because you are a woman, with verbal abuse, taunting, physical touching, demand for sexual favours at work, threat of dismissal, etc?</p> <p>G12b. Do you know of female workers who have experienced any of these kinds of sexual harassment at your workplace, during the last twelve months?</p> <p>G6. Do you usually work a rotating shift in your main work that is, working sometimes in the day and sometimes at night?</p> <p>G7. Can you choose the number of hours per day that you work in your main work?</p> <p>H4a. Which of the following benefits, if any, are you entitled to? Are you entitled to ... ? [employment benefits]</p> | <p>q139</p> <p>q140</p> <p>q141</p> <p>q143</p> <p>q145a-q145c</p> <p>q147a-q147c</p> <p>q148</p> <p>q149a-q149y</p> <p>q151a-q151g</p> <p>q152</p> <p>q153</p> <p>q154</p> <p>q155</p> <p>q180</p> <p>q182a-q182i</p> <p>q183a-q183e</p> <p>q184a-q184e</p> <p>q176</p> <p>q177</p> <p>q178</p> <p>q179</p> <p>q233</p> <p>q212a-q212j</p> <p>q214a-q214i</p> |
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | 8.2.1 Regular Employment:4i Does ___'s employer contribute to a pension fund on his/her behalf? | p_pensio |

| | | | | |
|--|-------------------|----------------------|---|---|
| <p>Quarterly Labour Force Survey</p> | <p>2008-2012</p> | <p>Statistics SA</p> | <p>4.7 Are you entitled to any paid leave? 4.7.b Are you entitled to any ...[sick leave] 4.7.b Are you entitled to any ...[maternity leave] 4.8 Does your employer pay UIF contributions for you? 4.9 Are you entitled to medical aid benefits from your employer? 4.10 Does your employer deduct income tax (PAYE / SITE) from your salary/wage? 4.11 Are you employed on the basis of ...[contract type] 4.12 Is the contract/agreement of a [duration] 4.12.c Who determines your annual salary increase? 4.6 Does your employer contribute to any pension/retirement fund for you?</p> | <p>Q47PDLEAVE Q47B1PDSICK Q47B2Maternity Q48UIF Q49MEDICAL Q410INCOMETAX Q411CONTRACTTYPE Q412CONTRDURATION Q412CSALINCREMENT Q46PENSION</p> |
| <p>Survey of Activities of Young People</p> | <p>1999, 2010</p> | <p>Statistics SA</p> | <p>Q7.18a Unwanted sexual remarks Q7.18b Unwanted sexual touching Q7.18c Rape Q7.19 Who committed the abuse against you</p> | <p>Q718ASEX Q718BSEX Q718CRAP Q719ABUS</p> |

24. Working Hours

| Data Source | Date | Data Producer | Literal Question | Variable |
|--|-----------|--|--|---|
| Khayelitsha/Mitchell's Plain Survey | 2000 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | D.24. How many hours a week did you work for this wage? E.12. How many hours a week are you required working for your basic wage? [current job] E.13. Do you ever work overtime? E.14. How often do you work overtime? E.15. When you are working overtime, how many hours do you usually work overtime in a week? E.16. What do you get paid (before tax) per hour of over-time? E.17. How many hours over-time did you work last month? E.21. Would you like to work more hours at your current wage (not the over-time rate) in order to increase your earnings? E.22. If yes, how many more hours would you like to work a week? | d24 e12 e13 e14 e15 e16 e17 e21 e22 |
| Labour Force Survey | 2002-2007 | Statistics SA | 4.24 How many hours, including overtime, did work during the last seven days 4.25 How many hours per week, including overtime, does usually work 4.26 Can decide on the number of hours per week during which he/she works, or are these fixed by the employer? 4.27 Do/Does want to work longer hours? 4.28 If extra work was available, would be able to start such work in the next four weeks? 4.29 During the past four weeks, has taken any action to look for or prepare for any extra work? 4.30 What activities did do to look or prepare for extra work? 4.31 Was mostly looking for [type of work] | Q424aHrs Q424bHrs Q424cHrs Q425Fixe Q426More Q427Star Q428look Q429Seekk Q430TypX |

| | | | | |
|---|-----------------|---|--|--|
| Mesebetsi Labour Force Survey | 1999-2000 | South african Department of Labour; Norwegian Institute for Applied Social Science (Fafo) | HOUSEHOLD QUESTIONNAIRE: B28. How many hours per week do you usually work? B29. How many hours per week did you actually work last week? B30. In the main job, how many hours of paid overtime did you work last week? B31. Do you want to work more hours, or to do a different kind of work? B32. If more work or different work were available, would you be able start work in the next 4 weeks? B33. In the past 4 weeks, have you taken any action to look for more work or a different kind of work? B34. Are you mostly looking for --[type of work] | b28a b28b b28c b29a b29b b29c b30 b31 b32 b33 b34 |
| National Income Dynamics Study (NIDS) | 2008, 2010-2011 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | ADULT QUESTIONNAIRE: B17. Yesterday, how many hours did you spend on unpaid domestic work? B35. Yesterday, how many hours did you spend on unpaid domestic work? E11 How many hours do you work at this job in a typical week? E27 How many hours do you work at this job in a typical week? [second job] E36 How many hours do you spend doing all these self-employment activities in a typical week?[self-employed] E44 How many hours did you work in casual employment in the last 30 days? | w1_a_em1hrs w1_a_em2hrs w1_a_emshrs w1_a_emchrs |
| Networks and Employment Transitions Study (NETS) | 2002 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 2.2: Regular Employment: 3d. About how many hours, not counting travel time, does [..] work on an average day? 3e. How many hours of paid overtime, if any, did [..] work in the past week? About how many hours, not counting travel time, does [..] work on an average day? [casual work] | q2_3_3d |
| Peoples' Security Survey: South Africa | 2001 | International Labour Organisation (ILO) | C12. In the last month, on average, how many hours per day did you work in your main work? C13. In the last month, on average, how many hours per day did you work in your second work? C17a. At the current rate of pay, would you like to work more, fewer, or the same number of hours | q105 q106 q111 |
| Post-Apartheid Labour Market Series (PALMS) | 1994-2007 | University of Cape Town [DataFirst] | Labour market questions in the OHS and LFS questionnaires | hrslstwk [hours worked previous week] earnperiod [earning period] earnperiodaddjob [period for those with more than one job] |

| | | | | |
|---|------------|---|---|---|
| Project for Statistics on Living Standards and Development (PSLSD) [South African integrated household survey] | 1993 | University of Cape Town [Southern Africa Labour and Development Research Unit (SALDRU)] | Section 8.1: Employment Status: 5. How many hours did ___ work last week? 6. Would ___ have preferred more work? 8.2.1 Regular Employment:3d. About how many hours, not counting travel time, does ___ work on an average day? 3e. How many hours of paid overtime, if any, did ___ work in the past week? 3d. About how many hours, not counting travel time, does ____ work on an average day? 3e. How many hours of paid overtime, if any, did ____ work in the past week? 8.3.4 Second Casual or Temporary Job: 3d. About how many hours, not counting travel time, does __ work on an average day? 3e. How many hours of paid overtime, if any, did ____ work in the past week? | hours_wo more_wor k_hours k_overti hours_v hours_ot hours_v_scj hours_ot_scj |
| Quarterly Labour Force Survey | 2008-2012 | Statistics SA | 4.19 Thinking of each day last week, how many hours did you actually workTotal hours actually worked 4.20 How many hours do you usually work each week....Total hours for all jobs/businesses 4.21 Thinking of each day last week, how many hours did you actually work Total hours 4.22 Last week, would you have liked to work more hours than you actually worked, provided the extra hours had been paid? 4.23 How many additional hours could you have worked last week? 4.24 Do you want to work more hours at your current rate of pay? 4.25 If extra work became available, would you be able to start such work in the next four weeks? Derived variable for hours worked | Q419TOTALHRS Q420TOTALHRSWRK Q4211TOTALHRS Q422MOREHRS Q423ADDHRS Q424WRKXHRS Q425STARTXWRK Hrswrk |
| South African Population Census | 2001 | Statistics SA | (P-19d) If YES to P-18 How many hours did (the person) work in the seven days before 10 October? | p19d_hrs |
| Survey of Activities of Young People | 1999, 2010 | Statistics SA | Q7.21a Hours per week spent on all activities Q7.21b Want more work of any type | Q721AHOU Q721BWAN |
| Time Use Survey | 2000 | Statistics SA | Activities recorded in TUS diaries for respondents | timeper |
| Unemployment Insurance Fund database | 2002 | South African Department of Labour | Administrative data | Data on working hours of employees |