



# Occupational segregation in post-apartheid South Africa

*By race and gender*



# The South African labour market

- High unemployment
  - 27.7% in the first quarter of 2017
- High levels of inequality
  - Women face higher levels of unemployment than men (29,8% vs. 26,0%)
  - Black/Africans have the highest level of unemployment (31,4% vs. 6,6% for Whites)
- These inequalities exist along occupational lines as well

# The South African labour market

Figure 5: Share of employed men by occupation and population group, Q1: 2016 and Q1: 2017

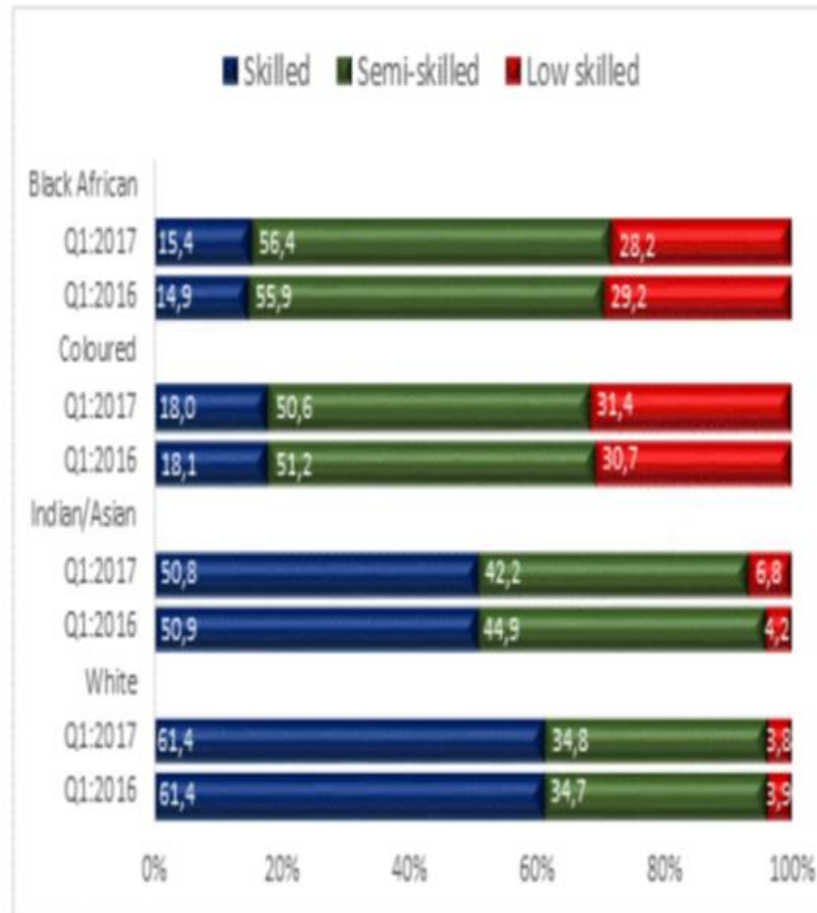
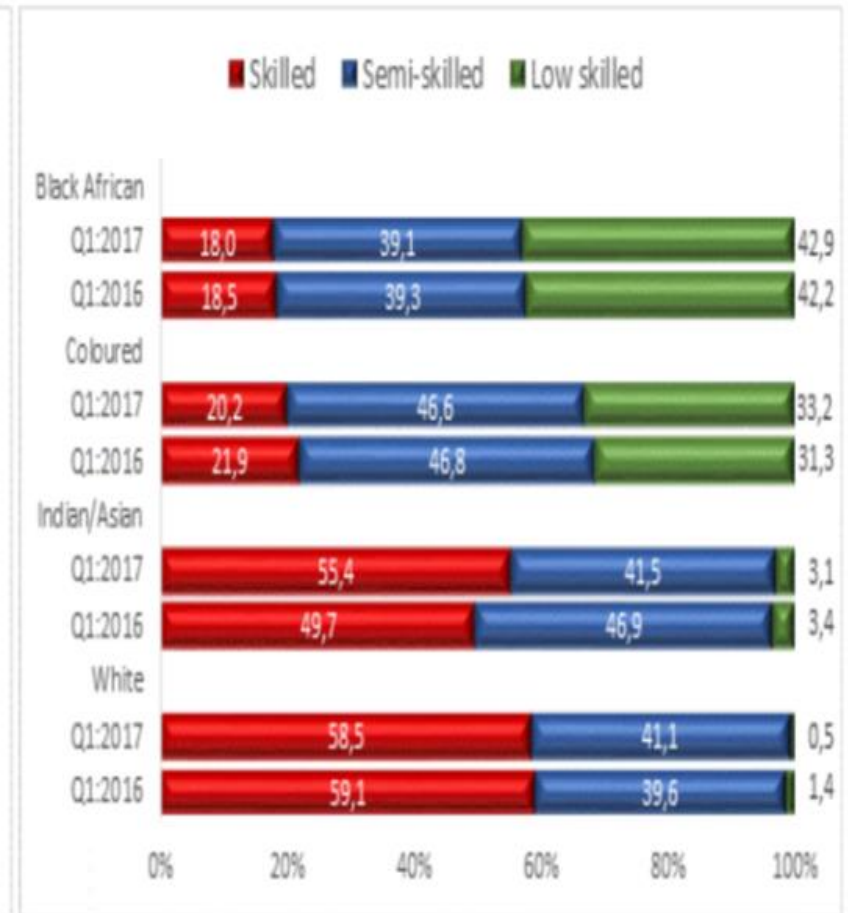


Figure 6: Share of employed women by occupation and population group, Q1: 2016 and Q1: 2017



# Literature

# Data

- Post-apartheid labour market series (PALMS)
- Stacked cross sectional dataset with microdata from 54 household surveys conducted by Statistics South Africa between 1994 and 2015.
- Individual level data.
- Currently over 120 variables in the dataset and over 5 million observations, including children and the elderly.

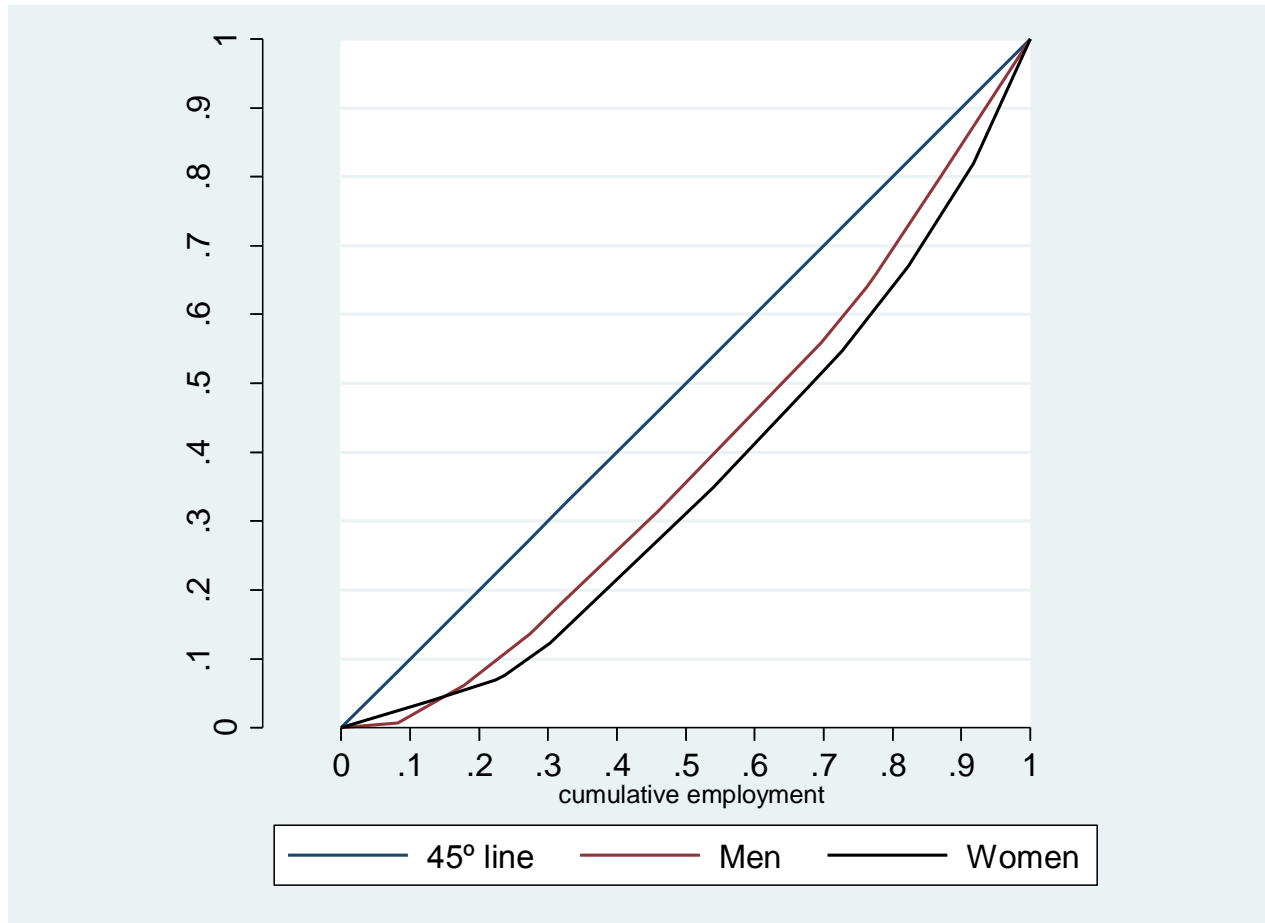
# Method

- Local segregation (Alonso-Villar & Del Rio, 2010)
  - Tests for segregation in a multi-group context
  - Compares the distribution of a target group across occupations with total employment in the economy
  - Curves similar to Lorenz curves are drawn and show the underrepresentation of target groups with regards to the structure of the economy
  - 45<sup>0</sup> line: where the target group is distributed across occupations in the same manner that total employment is distributed

# Method

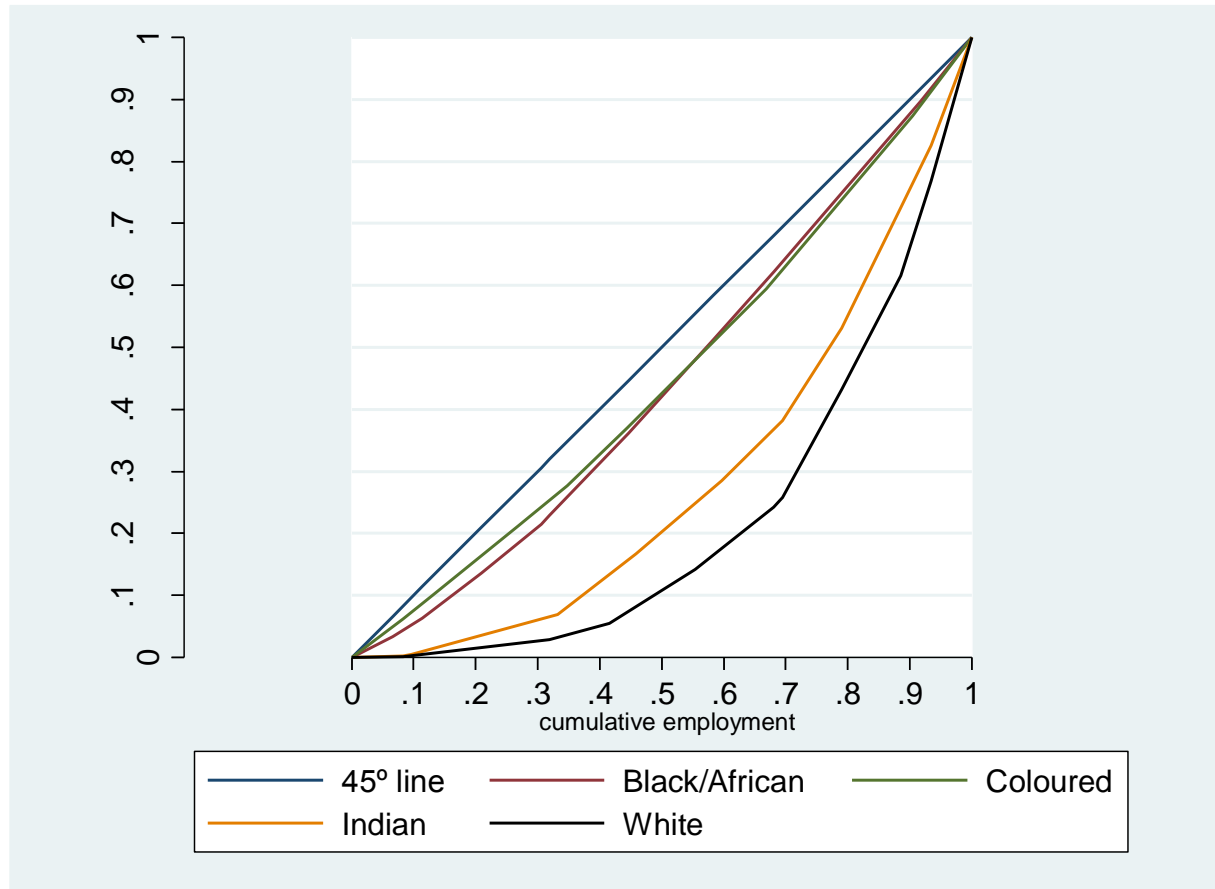
- Local segregation (Alonso-Villar & Del Rio, 2010)
  - Where Lorenz curves cross: Indices (Gini, Multigroup information & Dissimilarity)
  - Closer to 1: higher segregation

# PALMS overall

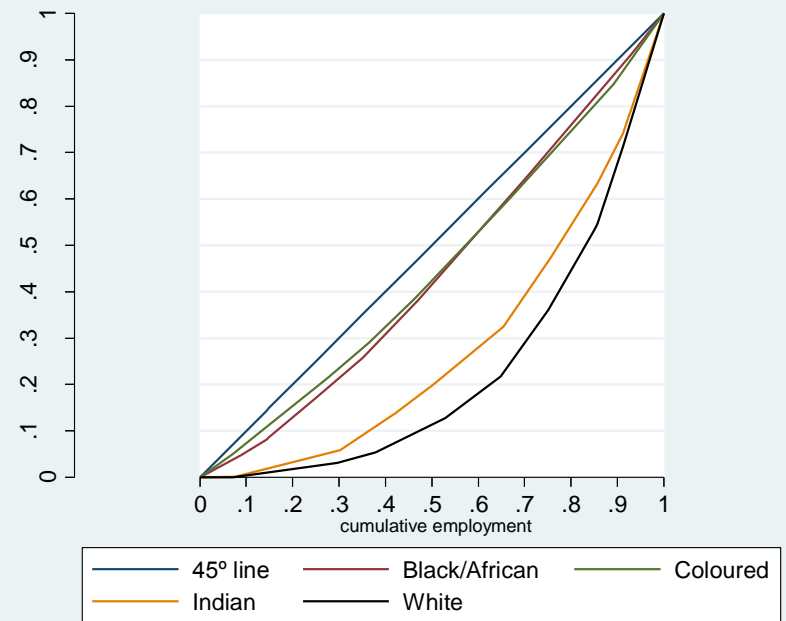
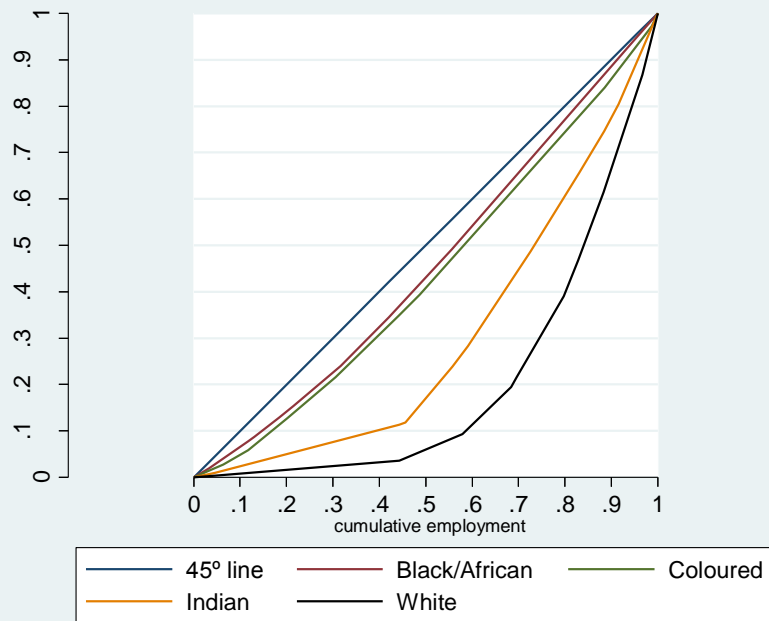




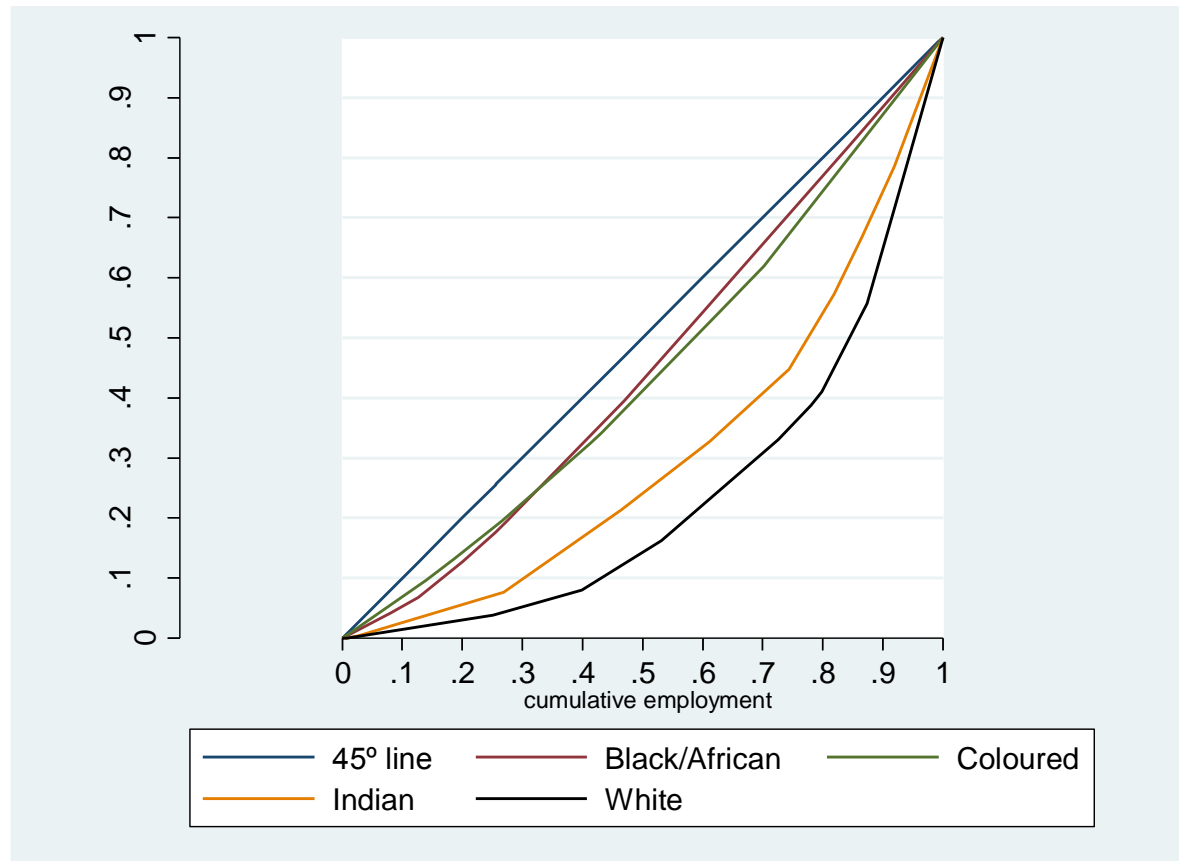
# PALMS by race



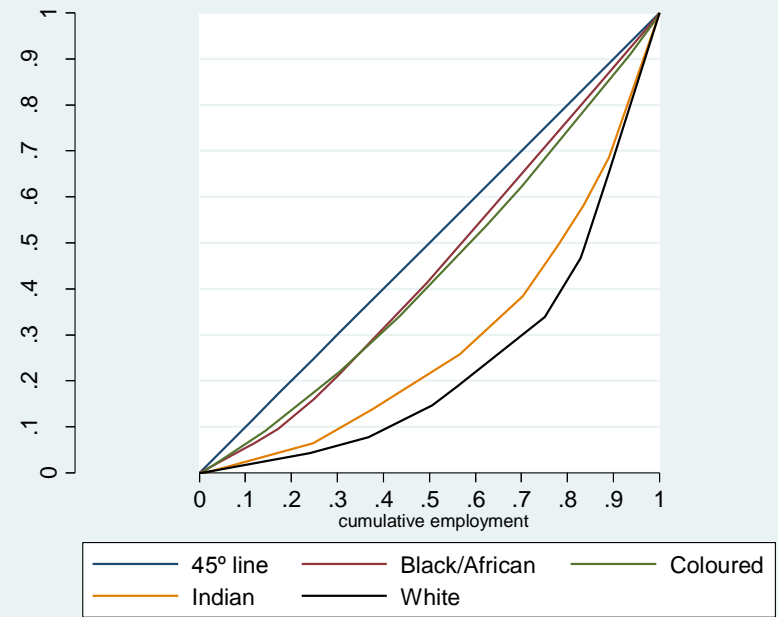
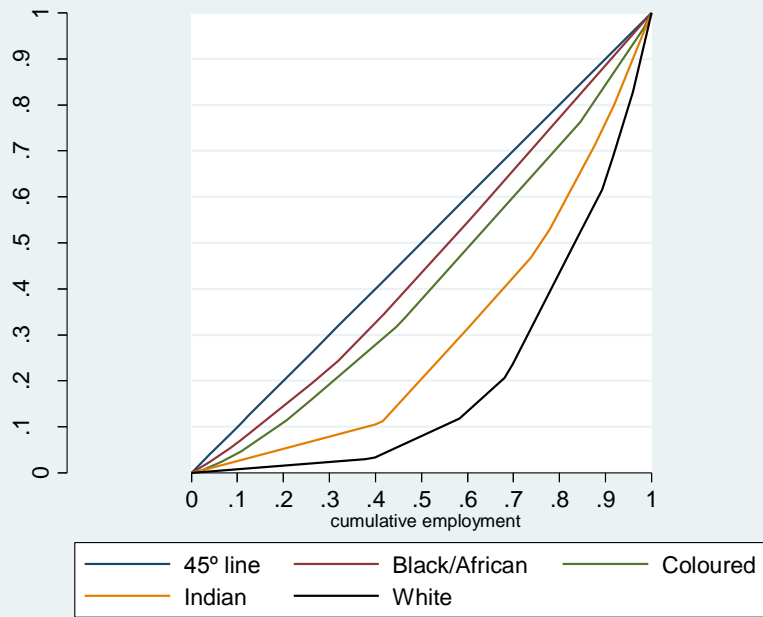
# PALMS by race: 1994 vs. 2014



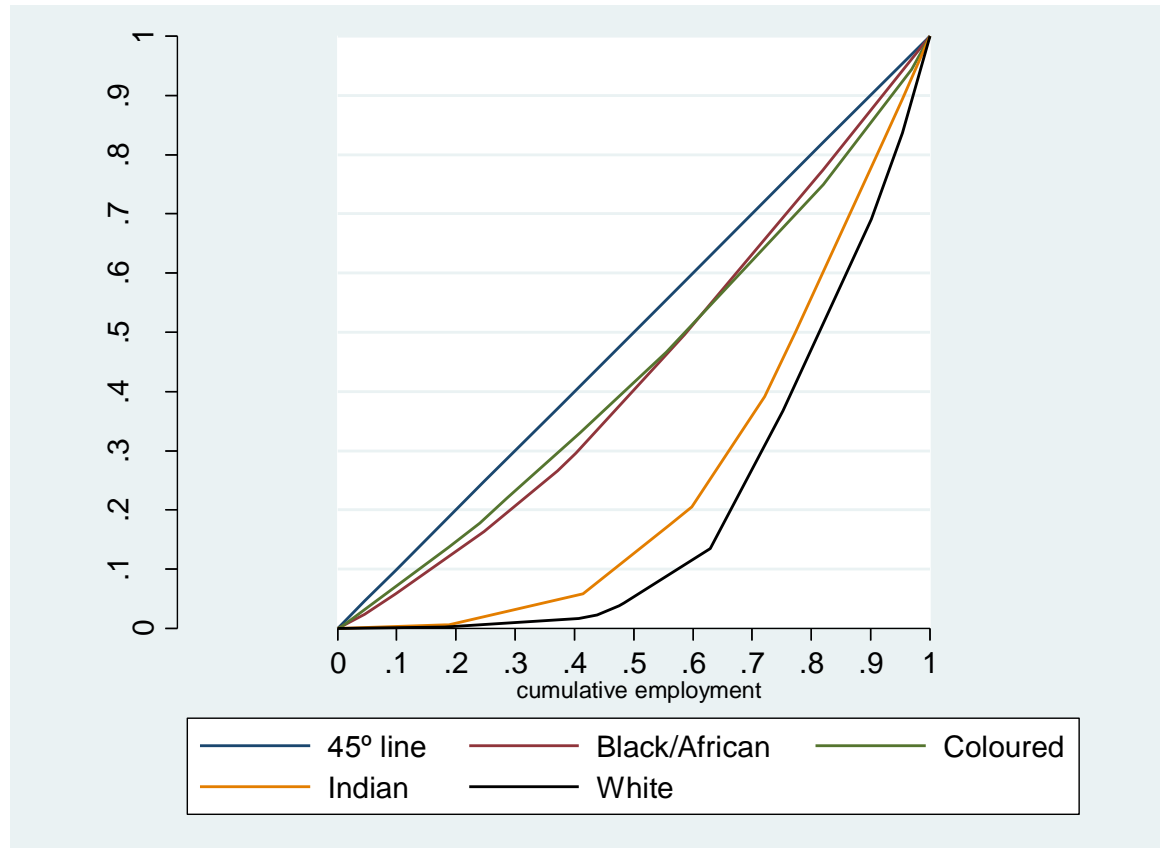
# PALMS by race & gender: Men



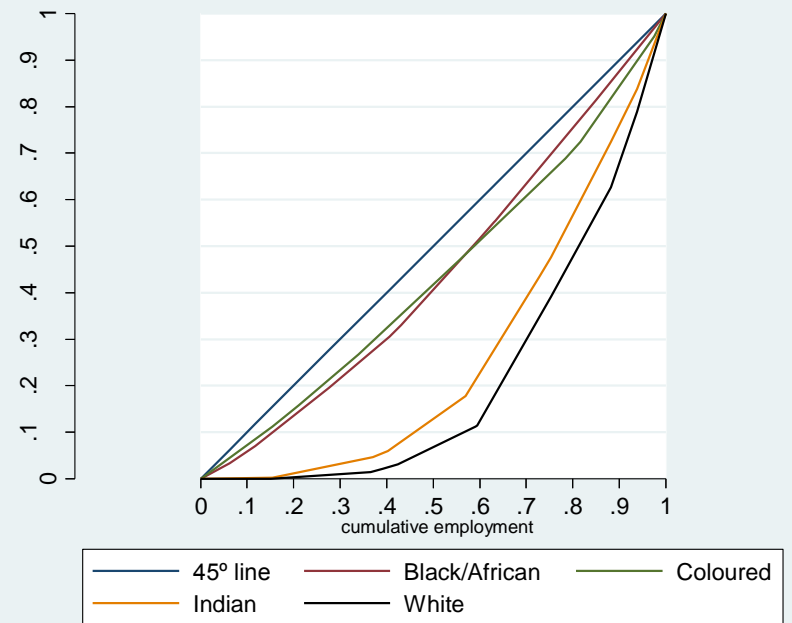
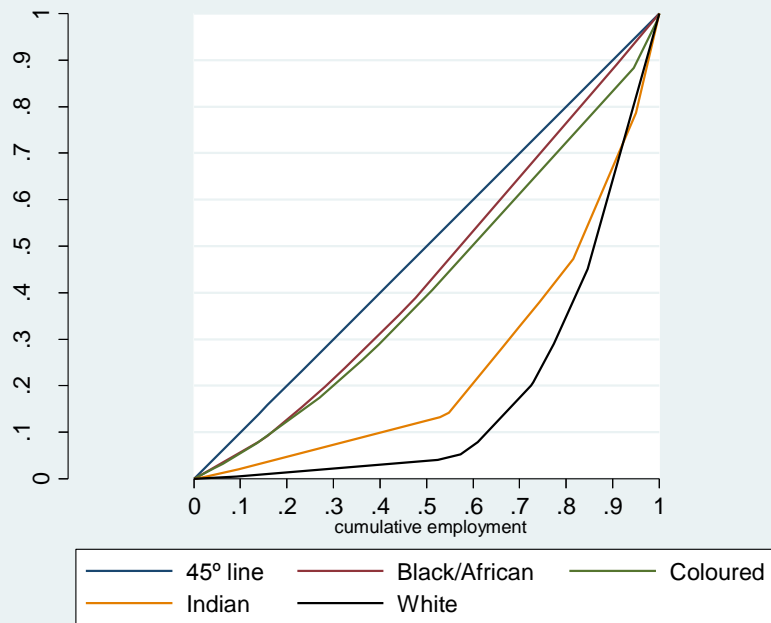
# Men: 1994 vs. 2014



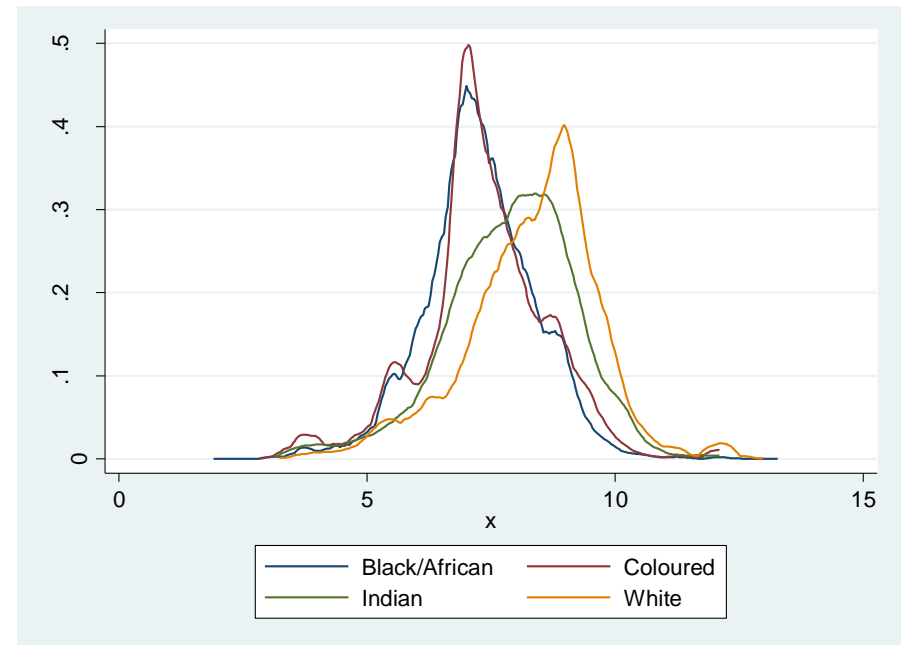
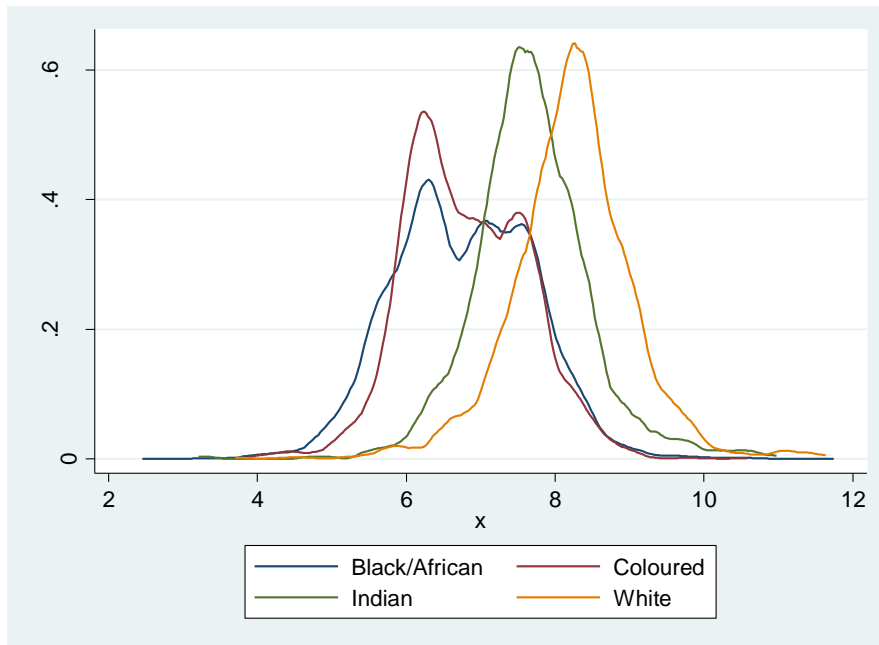
# PALMS by race & gender: Women



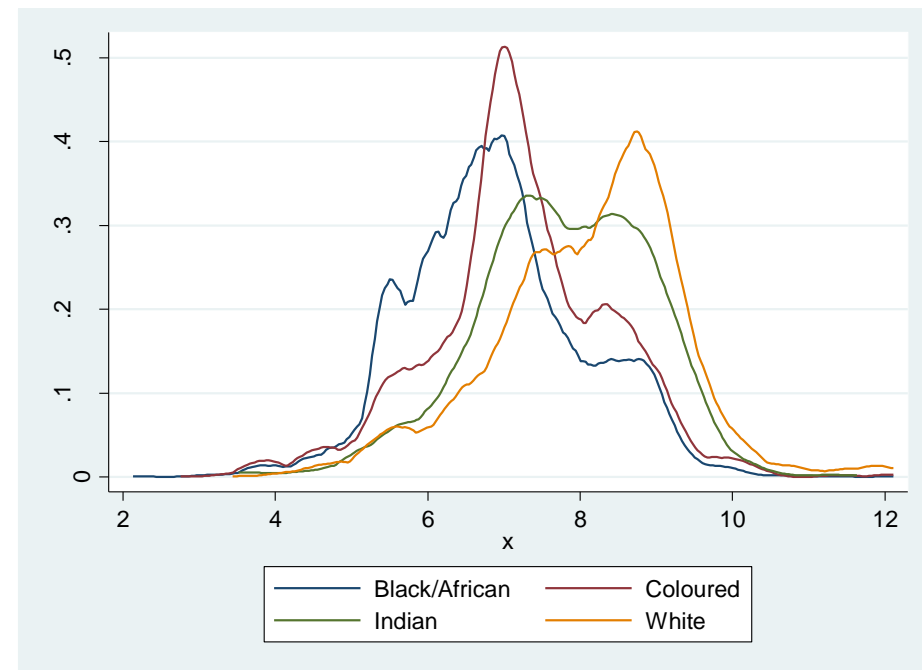
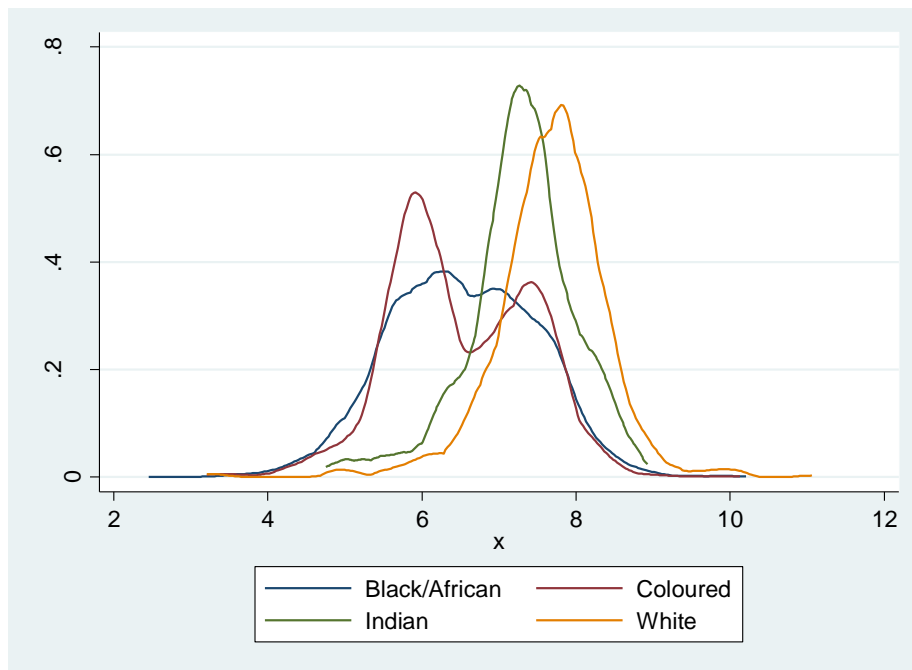
# Women: 1994 vs. 2014



# Men: Incomes 1994 vs. 2014



# Women: Incomes 1994 vs. 2014





# Concentration in occupations

Group	1994	2014
Black women	Elementary (52%)	Elementary (27%) & domestic (18%)
Black men	Elementary (46%)	Elementary (28%) & Craft and trade (19%)
Coloured women	Elementary (55%)	Elementary (20%) & Clerks (20%)
Coloured men	Elementary (52%)	Elementary (29%) & Craft and trade (19%)
Indian women	Clerks (35%)	Clerks (27%) & Technical professionals (22%)
Indian men	Plant & machine operators (18%)	Legislators, senior officials & managers (31%)
White women	Clerks (45%)	Clerks (29%) & Technical professionals (22%)
White men	Craft and trade workers (24%)	Legislators, senior officials & managers (34%)