



# Migrating for Work Research Consortium



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

## CALL FOR APPLICATIONS

### Consultant

– *Work Package 2* –

*Improving the quality of statistical data on foreign labour in South Africa*

- PHASE 2 -

## IN-DEPTH ANALYSIS OF QLFS MIGRATION MODULE

### 1. Framework of project:

1.1 Set in the framework of the Trade, Development and Cooperation (TDCA) Facility between the Republic of South African (SA) and the European Union (EU) (EuropeAid/132200/L/ACT/ZA), the Migrating for Work Research Consortium (MiWorc – [www.miworc.org.za](http://www.miworc.org.za)) is a research and policy programme focusing on the role of foreign labour in the South African labour market. Its goal is to strengthen the EU-SA policy dialogue and various pillars of the Strategic Partnership, and build the awareness and capacity of key departments in the South African government. This will be accomplished by mapping migration and labour policy frameworks in the Southern African context and the impact of regional policy trends, as well as by collecting new data to complement existing information.

1.2 This programme is coordinated by the African Centre for Migration & Society (ACMS) based at the University of the Witwatersrand, in partnership with the United Nations University – Centre for Regional Integration Studies (UNU-CRIS) and the UNESCO Chair on Regional Integration, Migration and Free Movement of People based at the University of Pretoria, and in association with the Department of Labour (DoL), the South African Local Government Association (SALGA) and the International Labour Organisation (ILO). Statistics South Africa is a key stakeholder and is more specifically associated to Work Package 2 (Data).

1.3 The duration of the programme is 1<sup>st</sup> March 2012 – 31 August 2014



## 2. Description of Work Package 2 (DATA)

### 2.1 Objectives

Based on the realisation that current statistical data collection mechanisms only provide limited and inadequate knowledge of foreign labour in South Africa, this work package will consist in coordinating primary and secondary research pursuing the following **two main objectives**:

1. Critically review and scope existing data sets & methodologies;
2. Design a sustainable (both scholarly & policy-oriented) strategy aimed at improving the quality and quantity of statistical data on foreign labour in comparison with domestic labour at both national and local levels in partnership with government departments and agencies;

### 2.2 The expected **outputs** of this work package are:

1. A critical review of existing data sets, methodologies and best practices sensitive to national and local levels of data collection and to gender disaggregation (Phase 1: Completed);
2. A report containing recommendations regarding the longer-term improvement (both scholarly and policy-oriented) of such data, including a detailed technical work plan offering the benefits of several options, and the scope for institutional harmonisation (Phase 1: Completed);
3. An in-depth analysis of the newly piloted Migration Module within Stats SA Quarterly Labour Force Survey (Q3 – 2012) (Phase 2: To be completed);
4. Skills transfer and skills improvement among Stats SA's Labour Market unit in charge of the QLFS (Phase 2: To be completed);
5. Local level surveys to be designed on the basis of municipal requests (Phase 3: To be completed).

### 2.3 Coordination

Work Package 2 is coordinated by ACMS under the guidance of an Advisory Committee (AC) composed of technical advisors from the Department of Labour, the South African Local Government Association, Statistics South Africa and the International Labour Organization (ILO).

## 3. Description of the advertised consultancy: Phase 2

### 3.1 Background:

On the basis of recommendations issued in MiWORC Reports 3, 4, and 5 (available for consultation at [www.miworc.org.za/outputs](http://www.miworc.org.za/outputs)), the consultant will be expected to complete Outputs 3 and 4 (In-depth analysis of Migration Module in QLFS, and skills transfer) of 2.2 above.

### 3.2 Detailed description of Output 3: In-depth analysis of Migration Module data from Statistics South Africa Quarterly Labour Force Survey (Q3 – 2012)

In close collaboration with Statistics South Africa, the consultant will be expected to undertake an in-depth analysis based on, but not limited to, the recommendations issued in MiWORC Report 4. In particular, this will entail:

#### **For full population:**

Disaggregation by place of birth (province for South African-born, and country and/or region for others)

- Full population of working age
- Employed, unemployed and not economically active (also derived labour force participation rates and unemployed rates)
- Employed, unemployed and not economically active (and derived rates) by broad education levels
- Employed by:
  - Status in employment (employee, employer, own account, etc)
  - Formal/informal sector
  - Formal/informal employment
  - Occupation
  - Industry
- Employees by:
  - Earnings (categories, mean and median) – disaggregated further by education and occupation if sample size is adequate
  - Access to benefits (Unemployment Insurance Fund, medical cover, leave, etc)
  - Trade union membership

Similar tables to those specified above for citizenship (South African and non-South African).

#### **For migrants (both internal and international) where migration is defined based on movement within the last five years:**

Disaggregated by internal/international

Further disaggregated by province and international region if numbers allow

- Reason for moving to current location by work status (employed, unemployed, not economically active)
- Whether job waiting when moved by work status
- Whether moved alone or together with close relative/s by reason for moving
- Whether moved alone or together with close relatives by work status

The above lists by no means exhaust the possibilities offered by the proposed questions. However, what is possible will ultimately be determined by the number and profile of migrants captured by the QLFS. All the analysis should be disaggregated by sex, unless the number of migrants is considered too small.

In addition to the above mentioned points, the consultant will be expected to supplement the analysis with 3 additional aspects:

- a. Compare the available Migration Module data to other existing data sets (Census 2011; NIDS) bearing in mind chronological gaps and their implications;
- b. Compare his / her main findings to at least 2 other countries with available data of comparable labour market size, one among OECD countries and one among developing countries. If possible, one SADC or African country would be appreciated.

The **expected format for this output** will be:

- A report of 10,000 to 15,000 words including an executive summary, a clear presentation of guiding research questions, a presentation of the methodology adopted, a detailed presentation and discussion of findings, all tables and charts, and a detailed bibliographical section;
- The data set of the in-depth analysis.

While it is not compulsory, the translation of the report into an article submitted to a peer-reviewed journal acknowledging MiWORC's support would be appreciated.

### 3.3 Detailed description of Output 4: Skills transfer and skills improvement among Stats SA's Labour Statistics Division in charge of the QLFS

Output 3 will be conceptualised and conducted in close partnership with Statistics South Africa's Labour Market Division. This will imply regular meetings and sharing of knowledge. The consultant will be expected to train designated staff to the methods used for the in-depth analysis in order to ensure that future in-depth analysis of the QLFS Migration Module can be conducted within the agency. Skills transfer will be measurable thanks to:

- The ability of designated staff to conceptualise, implement and analyse similar kinds of studies;
- The technical ability of designated staff to use specific software needed for the in-depth analysis.

## 4. Consultant profile

A seasoned researcher preferably at PhD level with a minimum of an advanced MA and 8 years experience in similar areas and a background in statistics, demography, and / or labour market analysis, the consultant will have a thorough knowledge of South African and international labour market and migration statistics. Strong writing skills and an ability to conceptualise critically the use

of data collection mechanisms for labour market policy and research purposes are also expected. Fine technical knowledge and practical experience of the most commonly used statistics software in the South African public service is necessary.

The consultant will be expected to interact regularly with ACMS, with Stats SA, and the programme AC and will be expected to give presentations of his/her work to the AC and Stats SA.

## 5. Role of ACMS and Statistics South Africa

5.1 ACMS' role will be to coordinate the work of the consultant and ensure communication between the consultant, the AC, Stats SA and other components of the programme.

5.2 ACMS will provide the consultant with the necessary information, guidance and logistical means to complete his/her mission.

5.3 Office space will be provided by Statistics South Africa at its Pretoria office.

## 6. Application process

Applicants should send:

- a motivation letter,
- a CV with 3 referees and examples of recent consultancies & publications relevant to this call,
- a one-page description of the proposed research project indicating its key research question, methodological approach, and expected results,
- and a provisional budget.

The full application should be sent to Dr Aurelia Segatti, WP2 coordinator, [Aurelia.wakabwe@wits.ac.za](mailto:Aurelia.wakabwe@wits.ac.za) in electronic format only **by 25 October 2013 5pm** South African time. WP2 Advisory Committee will review applications and selected applicants will be contacted within 2 weeks of the closure of the call. The duration of the consultancy is 14 weeks, planned between 15 November 2013 and 28 February 2014. Equity candidates are encouraged to apply.