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Many studies have estimated the size and extent of racial discrimination in the South African labour market. The findings indicate that this market inefficiency is an ever present in South Africa with little evidence that it is decreasing in size. In order to deepen this debate and to ascertain whether current labour market legislation is effective in promoting Black workers this study estimates the likelihood of being securely employed. The technique used allows employment likelihood to be considered first which has a significant impact on the model of whether securely employed or not. The findings reveal that racial group, broad occupational group, trade union status, industry and job tenure all play a significant role in the chances of being in a secure job. Provincial location and quantity of schooling play a significant role in employment likelihood only but play little role in whether securely employed. The study then attempts to test the hypothesis that older 'secure' Whites benefit more from unexplained (interpreted as discrimination) factors than younger Whites relative to Blacks since they benefited from apartheid era employment policies. The findings are largely inconclusive with further research required into testing the impact of apartheid era legislation on the current labour market.

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