

WARWICK INSTITUTE *for*
EMPLOYMENT RESEARCH



HSRC

Developing a National Skills Forecasting Tool for South Africa

Annex D: Data Sources for National Skills Forecasting in South Africa: Strengths and Weaknesses - A Critical Assessment of Data Availability

Deborah Lee[†], Ingrid Woolard[†] and Rob Wilson^{*}

June 2004

^{*}Institute for Employment Research
University of Warwick
COVENTRY, CV4 7AL
R.A.Wilson@warwick.ac.uk
Tel: +44 2476-523530

[†]Human Sciences Research Council
Port Elizabeth
South Africa
iwoolard@iafrica.com
Tel: +27 82 464 3159

TABLE OF CONTENTS

CONTENTS	PAGES
1. SOURCES OF LABOUR MARKET INFORMATION	3
1.1 Enterprise Based Surveys	3
Firm Level Surveys of Employment and Earnings	3
Manpower Survey.....	5
SARS	7
1.2 Household Level Surveys	9
Household surveys.....	9
Labour Force Survey (and the previous October Household Survey)	10
1996 and 2001 Population census	11
1.3 Private Data Houses.....	14
1.4 Information from the SETAs	15
2. DATA ADEQUACY FOR SECTORAL FORECASTING	16
2.1 <i>SEE</i> vs <i>LFS</i>	16
2.2 <i>SEE</i> vs Manpower Survey	18
2.3 SARS	18
2.4 Census vs <i>LFS</i>	19
2.5 SASID vs <i>LFS</i>	20
3. DATA ADEQUACY FOR OCCUPATIONAL FORECASTING.....	21
3.1 <i>LFS</i> vs Census	21
3.2 Census 1996 vs Census 2001	22
4. DATA ADEQUACY FOR ESTIMATING REPLACEMENT DEMAND.....	26
4.1 Replacement demand.....	26
4.2 Retirements	26
4.3 Mortality	27
4.4 Migration and mobility.....	27
5. CONCLUDING REMARKS	30
REFERENCES	32
Separate annexes and reports connected to the present document.....	34
APPENDIX A: CONCORDANCE TABLE- MAPPING BETWEEN SETA AND SIC CODES.....	35

1. SOURCES OF LABOUR MARKET INFORMATION

Considerable confusion can arise when employment sources are directly compared, and found to be widely divergent. Different types of surveys measure different things and are useful for different purposes. They are not necessarily interchangeable as sources of information on employment. This section compares data from a variety of different sources.

1.1 Enterprise Based Surveys

One of the most common errors has been to report on total employment using establishment or firm-based surveys. Unless considerable care is taken with the design of both the sampling frame and the way that individual enterprises are selected, such surveys cannot be used to provide information on overall levels of employment although they can provide useful indicators of employment structure.

Firm Level Surveys of Employment and Earnings

Prior to 1998, Stats SA conducted 17 monthly or quarterly business surveys. In an effort to improve coverage and reliability and to reduce the respondent burden, in 1997 Stats SA consolidated and streamlined its firm surveys by replacing the various business surveys with:

1. The Survey of Total Employment and Earnings (*STEE*) which was later renamed the **Survey of Employment and Earnings** (*SEE*); and
2. The Survey of **Average Monthly Earnings** (*AME*).¹

The Survey of Employment and Earnings (*SEE*) is a quarterly survey covering a sample of 10,183 private and public enterprises in the formal non-agricultural business sector (those with a VAT turnover exceeding R300,000 per annum).

Prior to March 2003, Stats SA published the findings of the *SEE* as a “Discussion paper” (as opposed to a Release containing official data): it was aware that the survey had significant limitations because it did not collect information from the following industries:

- Agriculture, hunting, forestry and fishing;
- Restaurants and other eating and drinking places, boarding houses, caravan

¹ A Survey of Occupations by Race and Gender was also planned but never got beyond the piloting stage.

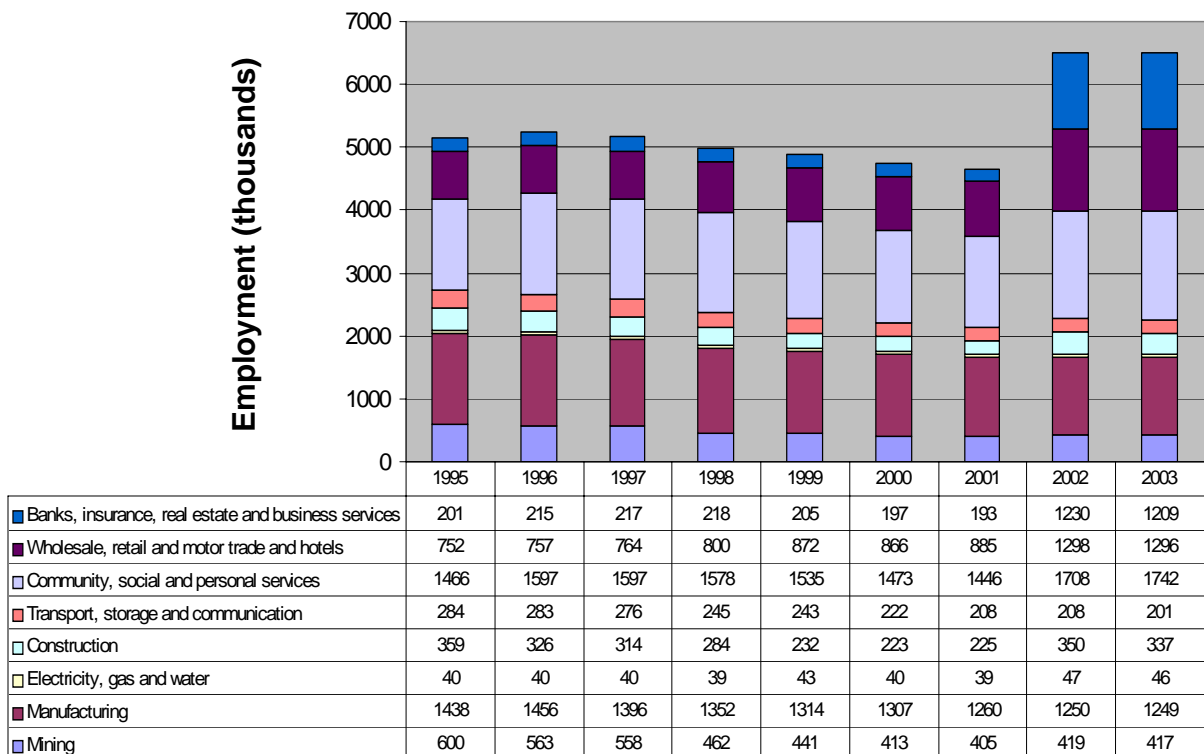
- parks and guest farms;
- Storage, water and air transport;
- Telecommunication services;
- Financial institutions other than banking institutions and insurance companies;
- Real estate and business services;
- Educational services;
- Medical, dental and other health services;
- Welfare organizations;
- Religious organizations; and
- Recreational and cultural services.

Given the limitations of the *SEE*, it is not surprising that any formal estimates of total employment are underestimated, as not all industries are covered.

Stats SA, in collaboration with the South African Revenue Services and the Departments of Trade and Industry and Labour, have now re-engineered the register of businesses and this now serves as the sampling frame (Stats SA, 2003). This new sample covers all the industries in the formal non-agricultural business sectors, i.e. all previously excluded industries mentioned above are now covered by the sample. Agriculture, domestic services and firms with a turnover of less than R300, 000 (which would include most of the informal sector) remain outside the ambit of the *SEE*. This also allows for a wider coverage of occupations within these industries.

Figure 1 shows the firm-level employment data broken down by sector for the period 1995 to 2003. The change to the sampling frame in 2002 led to a break in the series, with a leap in the measured employment in “banks, insurance, real estate and business services”, wholesale and retail, and to a lesser extent in community services and construction. The change in sampling frame brought about substantial improvements in coverage in these sectors. The difference in levels of employment between 2001 and 2002 cannot be used to measure employment change over this period.

Figure 1: Employment by sector, Stats SA firm-surveys



Source: 1995-2001 figures from Simkins 2003; 2002 figures from Stats SA P0275, August 2003; 2003 figures from Stats SA P0275, September 2003.

The Survey of Average Monthly Earnings (*AME*) is also a firm based survey and is run in conjunction with the Survey of Earnings and Employment (as discussed above). Its sample frame is similar to that of the *SEE* (prior to 2002) in that it only collects information from businesses in the formal non-agricultural business sector. This survey also does not collect any information from those industries mentioned above, i.e. the same industries that the *SEE* disregards prior to 2002. Any overall employment estimates from the *AME* will therefore underestimate the true total including those sectors not covered by the survey.

Manpower Survey

Since 1987, Stats SA has conducted the Manpower Survey on an annual basis. In 1996, the name of this survey changed to the Occupational Survey, which ran through to 1997. In 1998, it was replaced by the Survey of Occupations by Race and Gender, but this survey did not move beyond the initial piloting stage and was discontinued in 1998. The Manpower Survey (*MS*) was an enterprise-based survey covering private and public

enterprises in the formal non-agricultural business sector. It was conducted by mail and based on a sample of approximately 8,500 businesses/organizations. Agriculture, private households and the informal sector were excluded from the survey.

The *MS* covered enterprises in all eight non-agricultural major industrial groups and could be subdivided into further groups and sub groups according to the Standard Industrial Classification of all Economic Activities (SIC). This firm-based survey thus allowed for detailed desegregation by sector, yet accuracy and reliability of the data will drop as the 8 major industrial groups are examined in more detail. Estimates of occupational employment are also made for these industries, classified according to the International Standard Classification of Occupations (ISCO). This also allows for the desegregation of occupational employment by sector, yet once again the more disaggregated the analysis, the more unreliable the data become.

De Lange (1993: 53) disputed the accuracy of the Manpower Surveys, and claims that the “variability from one survey to the next is such that no useful trend information can be extracted for surveys after 1983”. This problem persists even when occupations are aggregated to a small number of major groups, “rendering these surveys essentially useless for establishing trends and making suspect any information extracted from a specific survey” (De Lange 1993: 64).

Whiteford *et al*, (1999), in their analysis of these data suggest that there were often inexplicable fluctuations in occupational employment that could have arisen from the following sources:

- **Respondents’ completing questionnaires incorrectly or interpreting the questionnaire differently over time.** This appears to be a particular problem in large corporations, such as Transnet and Telkom, where employment numbers in the *MS* seem to fluctuate considerably. For example, the 1983 *MS* reported that 309 electrical engineers were employed at Transnet during 1983. Two years later in 1985 the number decreased to 8 just to increase again in 1988 to 397. These figures, along with other questionable data contaminate the whole data set and render the analysis of trends over time extremely difficult.

- **Inadequate coverage of small enterprises.** The latter is a particular problem in the construction industry, where there has been a tendency for companies to reduce their employment complement and “contract in” skills in times of need. The *MS* indicated that there had been a consistent decline in the artisan share of employment in the construction sector, from 20,0 % in 1965 to 11,7 % in 1994. Rather than its being a reflection of a change in occupational composition, this was more probably a reflection of the fact that artisans were leaving existing construction companies and setting up their own businesses, which were not captured in the *MS*.
- **The exclusion of the TBVC2 states.** As these four homelands became independent, they were excluded from the *MS*. This could have had a significant impact on trends observed in the surveys, since the homelands had significant public service employment and substantial numbers of teachers and nurses, as well as other professionals, in their employ.

SARS

SARS refers to a database collected by the South African Revenue Service (SARS), and it consists of enterprises that are registered for tax purposes. This database is continually updated and downloads are created on a quarterly basis by SARS. This database collects information on both private and public sector enterprises, yet although there are some government enterprises registered, the data on these public enterprises are inadequate for analysis due to overly small sample sizes. (See Table 1 below).

² These were the independent homelands of Transkei, Bophuthatswana, Venda and Ciskei.

Table 1: SETA Information

SETA	NUMBER OF FIRMS
FASSET (1)	12,406
BANKSETA (2)	1,879
CHIETA (3)	3,638
CTFL (4)	4,697
CETA (5)	18,991
DIDETA (6)	80
ETDP SETA (7)	8,056
ESETA (8)	3,578
FOODBEV (9)	4,761
FIETA (10)	3,562
HWSETA (11)	22,407
ISETT (12)	7,987
INSETA (13)	6,193
LGWSETA (14)	1,806
MAPPP (15)	9,982
MQA (16)	3,362
MERSETA (17)	31,202
POSLEC SETA (19)	6,281
PAETA (20)	8,711
PSETA (21)	126
SETASA (22)	2,450
SERVICES (23)	57,224
THETA (25)	12,911
TETA (26)	8,573
W&RSETA (27)	33,320

Source: own calculations on SARS database of February 2003

The database supplied by SARS, as at February 2003 (the most recent readily available dataset at the time of writing), consisted of 274,183 establishments. It can be noted that this database is considered to be the most reliable indicator of the potential sampling frame of businesses that any other firm-level survey should attempt to cover.

1.2 Household Level Surveys

Household surveys

As a result of the unemployment debate of the mid-1970s, the Department of Statistics (which later became the Central Statistical Service and then Statistics SA) introduced the monthly Current Population Survey. For various reasons, not least the flaws in the sample design of the survey, this survey fell into disrepute and was abandoned in the late 1980s. After a gap of several years, the annual October Household Survey (*OHS*) came into existence in 1993, but excluded the TBVC states in the first year. The *OHS* had a detailed labour market module that covered a wide range of issues relating to formal and informal employment and unemployment. However, in order to fulfil the stringent reporting requirements of the IMF, in February 2000 Stats SA introduced a twice-yearly Labour Force Survey (*LFS*).

The household surveys (*OHS & LFS*) have a sample size of 30,000 households. Every individual over the age of 10 in the household is questioned about his/her employment status. The samples for the household surveys are drawn so as to be representative of the provinces or the four population groups. These surveys are discussed in more detail in the next section.

Some of the debate on employment figures relates to wide variations or seemingly sudden increases or decreases in labour force participation or economic activity. Since 1999 the household surveys (*LFS*) have tightened up methodologically in terms of taking a far broader view of what constitutes “employment” and the questionnaires have probed far more deeply for information on economic activity. As a result, the dramatic increases in measured employment between 1998 and 1999 and again between 1999 and 2000 are at least in part the result of methodological changes. The earlier *OHS* relied on self-described labour market status. For example, if a person described herself as a homemaker, she would be classified as “not economically active”. In the *LFS*, a long list of questions is asked to determine whether an individual is engaged in any form of gainful economic activity in the 7 days prior to the interview. To continue the example, if this same individual who regards herself as a homemaker had spent an hour tending to her vegetable patch in the previous week she would be classified in the *LFS* as “employed”. This may seem implausible as she is unpaid and doing informal ‘work’, yet she is still considered “employed” based on the *LFS* employment definition.

This increase in measured employment also has an effect on the labour force participation rate since some people who would have described themselves as economically inactive in the *OHS* would be classified as working (and thus economically active) in the *LFS*. It cannot be sufficiently overemphasized that the *OHS* total employment figures should not be compared directly with the *LFS* figures.

Labour Force Survey (and the previous October Household Survey)

In February 2000, Stats SA introduced the Labour Force Survey (*LFS*), to replace the *OHS*. Like its predecessor, the *LFS* is a household-based survey. The *LFS* collects information, twice yearly, regarding employed and unemployed persons in the formal AND informal business sectors. This new survey provides more detailed but similar information to the *OHS*.

The *OHS* was officially recognised in 1994 (including TBVC areas) and ran until 1999 collecting individual level data and household level data on the dynamics of employment and unemployment in South Africa per year. The *LFS* continues this analysis twice yearly and looks at these dynamics in a more in-depth manner.

For the *LFS*, Stats SA uses a rotating panel methodology to collect labour force statistics from households, in order to get a clear picture of the movements in and out of the labour market over time. This involves visiting the same dwelling units on a number of occasions (5 at most), and after this panel is established, replacing a portion of these dwelling units each time (approximately 20%). Each time new dwelling units are added to replace the old. This allows for longitudinal and cross-sectional analysis.

The first *LFS* took place in February 2000, and it was based on a probability sample of 10,000 dwelling units. Because of this limited sample size this is not an ideal data set to use for measuring occupational structure within sectors. The sample size was increased to 30,000 dwelling units in September of 2000. This enables a more detailed examination of occupational structure within sectors to be carried out. These same dwelling units from the first and second rounds were used for the third round in February 2001, but they were subsequently changed in September 2001 when a new sample of 30,000 dwelling units were introduced. The fifth round took place in February 2002, and it was then that the rotating panel was introduced.

There has been much debate over the wide variations or sudden increases or decreases in economic activity that these two surveys (*OHS* & *LFS*) seem to generate over time. For example, there are vast differences for employment figures between 1999 and 2000. These differences cannot wholly be attributed to changes in economic activity, but should rather be attributed to changes in methodology whereby the questionnaires for the *OHS* and *LFS* have been expanded to allow for better analysis of economic conditions. As a result, any dramatic increases in measured employment are due to methodological changes and thus are unreliable as an accurate estimate of the **change** in employment levels for that period. This can be said for the sectoral breakdown of these employment data as well. Nevertheless they may still provide some useful measures of **structure** at a point in time.

The fact that the *LFS* has a much more in-depth approach to determining employment figures compared to the *OHS* implies that these two household surveys are not directly comparable. This poses a problem with regard to analysing employment change over time, whether sectoral or occupational. One way of dealing with the problem of small sample size is to pool the data from more than one round of the survey. This can enable a more detailed occupation by industry employment matrix to be constructed than would otherwise be possible.

The target population for the *LFS* is all private households and residents in workers' hostels. The survey does not cover institutions such as students' hostels, old age homes, hospitals, prisons and military barracks. All the *LFS* results are based on a cross-sectional analysis at a point in time.

1996 and 2001 Population census

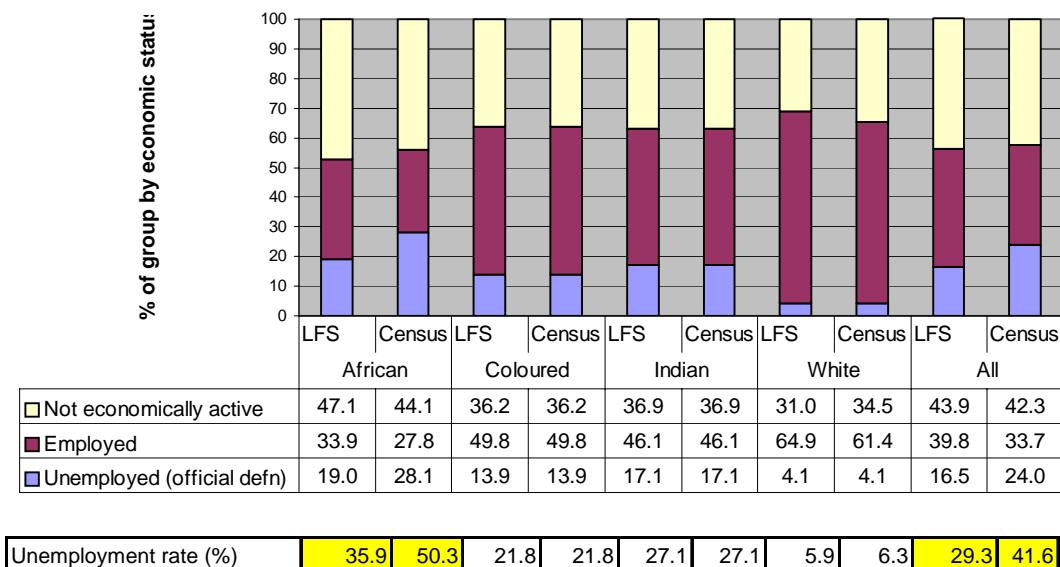
To date, there have only been two full population census of the whole of South Africa - in 1996 and 2001.³ These censuses asked a few simple questions about work status. Because only a small number of questions are asked, it is not possible to probe deeply for information about activities that might be regarded as "work" but which the respondent does not regard as such. Consequently one would expect a population census to underestimate employment.

³ The 1991 Census used a technique called "sweeping" to estimate the population size of some parts of the country such as Soweto.

This is important. It must be remembered that questions about work are not always clear. For example, a broad question like ‘do you work’ might be answered ‘no’ if the respondent does not consider what she does as ‘work’, possibly because in her mind it is too marginal. However, her economic activity may nevertheless fit with the official definition of employment. More significantly for the South African case, these are the first national surveys that ask people about their livelihoods – this requires some self-awareness, and also awareness by survey designers about the possible character of non-formal economic activity. The post-Apartheid period released people from oppressive legislation enabling greater economic participation, but at the same time the statistical agency had little experience in measuring non-formal economic activity, and respondents had little experience in describing their circumstances.

Figure 2 shows that there are indeed substantial differences in labour market status depending on whether use is made of the September 2001 *LFS* or the 2001 Population Census conducted a month later. It is clear that the self-description in the Census leads to far fewer people being classified as employed (and far more as unemployed) than the *LFS*. For example, the census and *LFS* finds unemployment rate of 41.6% and 29.3% respectively, almost wholly due to the variations amongst African respondents. It must be emphasized that Stats SA make it very clear that the *LFS* is the official source of labour market information.

Figure 2: Distribution of the working age population by labour market status and race, LFS September 2001 and Census 2001



Once all the counting was complete and analysis could take place, certain comments were made by the Statistics Council Census sub-committee. Preliminary independent demographic analyses of the census suggested that the final census figures probably represent the following:

- An underestimate of children under age five;
- An overestimate of children aged between ten and nineteen;
- An underestimate of men relative to women; and
- An underestimate of the white population;
- An overestimate of the extent of unemployment; and
- An underestimate of those who were only employed for a few hours per week.

Given these comments by the sub-committee, there are a few labour market issues that come into play with regard to comparability of the census data with the *LFS* data. The census produces lower estimates of labour force participation than the September 2001 *LFS*. There is also possible underreporting of employment in the informal and subsistence agriculture sectors, particularly among those who work only a few hours per week. The *LFS* questionnaire includes more prompts to clarify these issues, which is not possible during census enumeration. The UN and ILO thus note that the *LFS* is expected to produce more reliable estimates of labour market variables than censuses. Consider a labour market status comparison between the September 2001 *LFS* and Census 2001.

Table 2: Labour Market Status Comparisons (LFS September 2001 - Census 2001)

Labour Market Status	LFS September 2001	CENSUS 2001
Employed	39.8	33.7
Unemployed*	16.5	24.0
Not Economically Active	43.9	42.3
Unemployment Rate	29.3	41.6

Source: Census 2001, LFS September 2001

*Note: * Official or Strict definition of Unemployment. The percentage unemployed is not the unemployment rate, but rather the percentage unemployed of the entire working age population.*

In Table 2, the Census 2001 figures show lower overall employment, and higher unemployment based on the official definition, when compared to September 2001 *LFS*. Their representations of the non-economically active population seem to be quite similar.

The problem thus lies in the different methodologies used for each survey. The *LFS* is the one that uses a more in-depth questionnaire approach and thus would be more accurate to reference in this case.

It is also important to assess the comparability of the census data over time. A comparison can be carried out between the 1996 census and the 2001 census to determine what has happened over the past 5 years with respect to sectoral employment. Estimates are shown in Table 3 below.

Table 3: Sectoral Employment (Census96,01)

Industry	1996	2001	Increased by:
Agriculture, Hunting, Fishing & Forestry	834,499	960,487	125,988
Mining & Quarrying	531,755	383,495	-148,260
Manufacturing	1,132,141	1,206,842	74,701
Electricity, Gas & Water	108,494	71,630	-36,864
Construction	562,540	520,488	-42,052
Wholesale & Retail Trade	1,117,018	1,454,443	337,425
Transport, Storage & Communication	489,238	442,727	-46,511
Financial & Business Services	695,009	904,564	209,555
Community & Social Services	1,607,285	1,841,850	234,565
Private Households	1,083,917	940,326	-143,591
Total	8,161,896	8,726,852	564,956

According to the census data, the industries that grew the most over the past 5 years include the wholesale and retail sector, the financial services sector and the community services sector. There were, however, large drops in employment in mining and quarrying as well as in private households. These drops offset the overall growth in employment leading to a net increase of only 564,956 workers in that 5-year period. Keeping in mind that the estimates of employment are considered to be slightly lower for the census than in the *LFS* data, this increase seems plausible.

1.3 Private Data Houses

Private organizations such as Quantec and Global Insight produce their own employment series, which attempt to harmonise an array of labour market information sources. It

would appear, however, that they rely most heavily on the *SEE* – largely because this is the data series consistent with the National Accounts (thereby avoiding internal inconsistencies with other series produced by these companies). These databases are produced for profit and are not “official” sources of data, but could be the best current time-series data for trend analysis.

1.4 Information from the SETAs

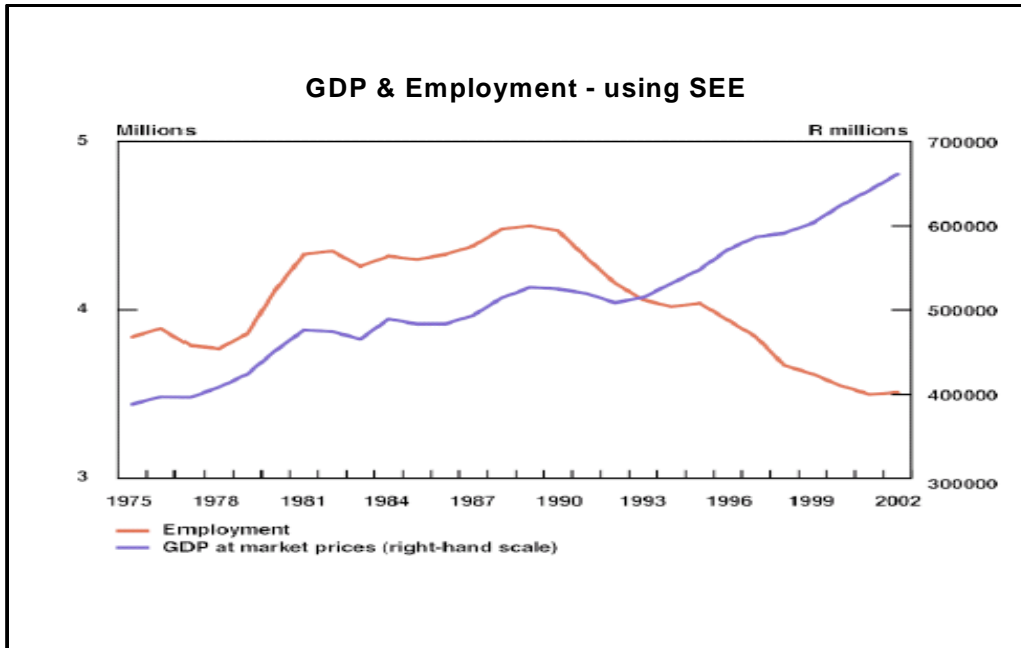
The SETAs collect limited information from employers, based on Workplace Skills Plans (WSPs). Only a small minority of employers have submitted WSPs to date. Consequently, this is not currently a useful source of employment information.

In addition, some SETAs have conducted employer surveys. The sampling frame for these surveys is typically the SARS database of skills levy-paying firms. It is possible to map the sectoral categories and SETA classifications. (This mapping has been included as an addendum to this report).

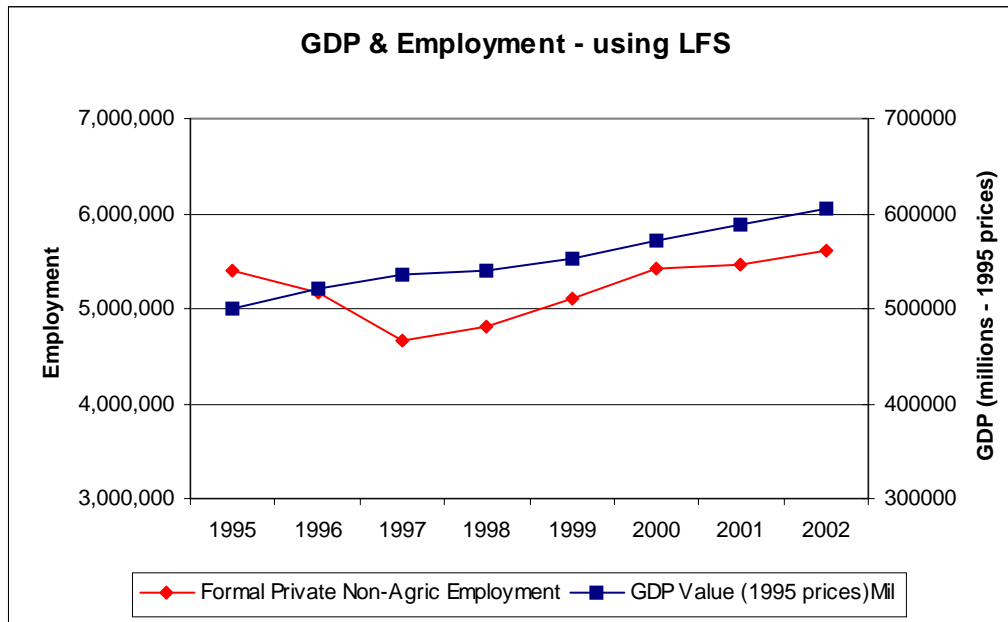
Unless such surveys are centrally co-ordinated they are unlikely to provide a consistent and comprehensive source of labour market information that can be used for anticipating general skill needs across all sectors.

2. DATA ADEQUACY FOR SECTORAL FORECASTING

2.1 *SEE* vs *LFS*



Source: SARB



Source: Own Calculations (OHS/LFS)

Figures 3 and 4 compare formal employment and GDP data between the *SEE* and the *OHS/LFS* surveys over time. Looking from 1995 onwards, one can see the discrepancy between employment data for the *SEE* compared to employment data from the *OHS/LFS* surveys. The *SEE* shows a downward trend, whereas the household surveys show on average an upward trend.

Table 6 below compares formal employment data taken from the *LFS* of September 2001 with estimates from the *SEE* of September 2001. The lower levels of total formal employment in the *SEE*, as shown below do not necessarily imply an equivalent increase in unemployment, but rather indicate the limitations of the *SEE* survey, since these other employed individuals (the difference between the values from September 2001 *LFS* and *SEE*) could be employed in industries or occupations not covered by the *SEE*.

Table 6: Formal Employment Comparison (*LFS* September 2001-*SEE*)

MAIN INDUSTRY	LFS-SEPTEMBER 2001	SEE-SEPTEMBER 2001
Agric, hunt, forest, fishing	666,000	NOT COVERED
Mining and Quarrying	484,000	404,000
Manufacturing	1,384,000	1,264,000
Elec, Gas & Water	93,000	39,000
Construction	319,000	219,000
Wholesale & Retail Trade	1,427,000	880,000
Transport, & Comm	429,000	209,000
Financial Intermediation	890,000	191,000
Community Services	1,812,000	1,441,000
Private Households*	37,000	NOT COVERED
Foreign Organisations	0	NOT COVERED
TOTAL (excl. agriculture & private households)	6,838,000 (2.2 million more than SEE)	4,647,000

Source: *LFS* September 2001, *SEE* September 2001

Note: * indicates private households which constitutes domestic workers.

Using the *SEE* survey as it stands up to now (1997 to 2002) to measure **total employment** is not a good idea (as employed individuals in sectors not covered would be missing and total employment- by sector and occupation- would be greatly

underestimated). However, it can provide a useful measure of occupational structure *within* those industries which are covered.

2.2 SEE vs Manpower Survey

Similar comments as mentioned above also apply to the Manpower survey (*MS*), although this survey does provide a somewhat broader sectoral coverage than the *SEE*.

“It should be noted that the results of the *MS* are not directly comparable with the results from the *SEE*. The *MS* collects information from enterprises in all industrial groups. Therefore, an enterprise may have one or more establishments, which may operate in different industries, e.g. mining and quarrying, manufacturing, agriculture and fishing.”
Stats SA, 1995.

The *SEE* collects information from enterprises in the construction, wholesale trade, retail trade and motor trade, transport, storage and communication, financial institutions and community, social and personal services industries. In the manufacturing and hotels industries, however, information is collected from establishments.

2.3 SARS

The *SARS* provides a comprehensive list of entities i.e. enterprises that are disaggregated by sector based on the 5 digit SIC sectoral codes. It does not, however, have any information regarding occupational segregation with respect to the employees in these registered enterprises. An analysis of the database indicates that 43% of the firms did not supply any information regarding their number of employees. The *SARS* database will therefore have limited use in verifying sectoral information obtained from the macro model, but might be useful in indicating sectoral change because the database is continuously updated.

Table 7: Number of Firms and Average Number of Employees by Sector (SARS)

1 DIGIT SIC CODES	NO OF FIRMS	AVG NO EMPLOYEES
Agriculture	8,779	41,62
Mining	2,472	419,67
Manufacturing	39,374	265,77
Electricity, Gas & Water	737	367,77
Construction	14,605	72,07
Wholesale / Resale Trade	53,427	94,65
Transport	10,602	25,33
Financial Services	67,066	83,39
Community Services	59,931	110,37
All	274,183*	114,10

Note: Own calculations based on SARS database, February 2003

** Column total may not add up due to missing values.*

Considering Table 7 above, if the average number of employees (based only on non-missing records) is correct, then the average firm in the database employs 114 workers, implying that estimated total employment from the SARS database is just over 3 million – well below other private formal sector employment estimates.

2.4 Census vs LFS

When considering employed individuals and the industries that they work in, one can observe lower employment estimates for the Census 2001 than for September 2001 LFS. Table 8 illustrates this with regard to employment in different economic industries.

Table 8: Industry Comparisons (LFS September 2001 – Census 2001)

Industry	LFS Sep ('000)	% of total	Census 2001 ('000)	% of total
Agriculture etc	1,051	9.7	960	11.0
Mining and Quarrying	487	4.5	383	4.4
Manufacturing	1,605	14.9	1,207	13.8
Electricity etc	95	0.9	72	0.8
Construction	594	5.5	520	6.0
Wholesale & Retail trade	2,397	22.2	1,454	16.7
Transport etc	543	5.0	443	5.1
Finance etc	975	9.0	904	10.4
Community services etc	1,998	18.5	1,841	21.1
Private households	1,055	9.8	940	10.8
Total	10,800	100	8,724	100

Source: Census 2001, LFS September 2001

In all industries the September 2001 LFS once again shows higher levels of employment. The shares of different sectors are, however, broadly similar.

2.5 SASID vs LFS

The table below contains a comparison of sectoral employment from the *LFS* and the South African Standard Industry Database (*SASID*), obtained from Quantec.

Table 9: Sectoral Employment, 2000

Total Employment	SASID		LFS	
	TOTAL	% Share	TOTAL	% Share
Agriculture, forestry and fishing	783,235	13.1%	686,200	9.1%
Mining and quarrying	416,270	6.9%	514,297	6.8%
Manufacturing	1,296,166	21.6%	1,320,234	17.6%
Electricity, gas and water	72,643	1.2%	79,450	1.1%
Construction (contractors)	222,420	3.7%	354,098	4.7%
Wholesale and retail trade, catering and accommodation	1,011,487	17%	1,453,916	19.4%
Transport, storage and communication	273,162	4.6%	432,231	5.7%
Financial int., insurance, real estate & business services	485,054	8.1%	866,810	11.5%
Community, social and personal services	1,415,785	24%	1,785,315	23.8%
TOTALS	5,976,222	100%	7,492,551	100%

Source: SASID, September 2000 LFS

The size of the sectors is broadly similar except with regard to Trade, Transport, Finance services and Community services. These employment estimates are higher in the *LFS* as this data set covers these sectors in more depth than *SASID* (remember *SASID* is based on *SEE*). With regard to shares of total employment, these values are similar across the sectors.

3. DATA ADEQUACY FOR OCCUPATIONAL FORECASTING

3.1 LFS vs Census

Table 10 shows a breakdown of occupations from the September 2001 *LFS* and the Census 2001. The percentage shares of total employment in each occupation are also given.

Table 10: Occupational Comparisons (LFS September 2001 – Census 2001)

Occupation	LFS Sep (‘000)	% of total	Census 2001 (‘000)	% of total
Legislators	661	6.1	515	5.8
Professionals	485	4.5	668	7.5
Technicians	1,146	10.6	920	10.3
Clerks	1,101	10.2	1,048	11.7
Service Workers	1,396	12.9	978	10.9
Skilled Agriculture	469	4.3	268	3.0
Craft Workers	1,434	13.3	1,165	13.0
Plant Operators	1,085	10.0	844	9.4
Elementary Occupations	2,115	19.6	2,539	28.4
Domestic Workers	916	8.5	*	
Total	10,808	100	8,945	100

Source: Census 2001, LFS September 2001

Note: * Domestic workers are included in Elementary occupations for Census 2001.

Although employment figures are higher for most occupations within the *LFS* data set, there are two occupations that show much higher employment with the Census 2001 data set. These occupations are Professionals and Elementary occupations. Elementary

occupations are quite large (in the Census data) due to the fact that domestic workers are included in this category. Once they are accounted for, elementary occupations show a lower level of employment for Census data than for *LFS* data. Focussing on percentage shares of the total, the patterns are broadly similar.

This information is disaggregated by occupation only. Table 11 illustrates the situation when it comes the data are further disaggregated, comparing percentage shares of total employment in each occupation by sector using Census 2001 and *LFS* data. The Census share is compared to a confidence interval share that is based on the occupational and sectoral employment matrix obtained from the *LFS* data. The values highlighted in italics are within the confidence intervals from the *LFS* September 2001 employment matrix. This implies that those particular values from the Census are comparable with the *LFS* values within that same employment matrix context. There are, however, only 27 comparable values in a sectoral and occupational employment matrix giving 90 different values. This does not necessarily imply that the Census is incorrect, as it may very well be the *LFS* that has partially incorrect employment figures and thus distorted confidence intervals. This table is only being shown to determine whether or not the *LFS* can be used in conjunction with the Census data to provide a more accurate employment matrix.

3.2 Census 1996 vs Census 2001

Another factor to consider with regard to whether or not the Census is the best option for sectoral and occupational forecasting, is what kind of changes have taken place over time within the Census and whether or not these changes are feasible given other time-series data.

Table 12 shows percentage shares of occupations within each sector for 1996. The values for Census 2001 are given in Table 11, along with their respective confidence intervals. Over this 5-year period, most of the shedding of employment has occurred in the craft occupations as well as the skilled agricultural occupations. These occupations' shares of total employment by sector have dropped since 1996. The overall share of total employment by sector has managed to stay broadly similar though, over this 5-year period.

One of the key questions, however, with regard to the scope of this project, is whether or not the Census data can be used in conjunction with other data to get a more accurate portrayal of the labour market over time. The Census data available for analysis consist of surveys done in 1996 and 2001, with the next Census survey being conducted in 2011. This leaves the years in between unaccounted for with respect to data for that time period, creating a need for another data series to be used to fill in the gaps. The question remains which data series is the most reliable option for using in the interim whilst 'waiting' for the next Census year. The review of the particular surveys as specified above, leads to the conclusion that, broadly speaking, the Census data are the more robust and as a result, would give the more accurate portrayal of the South African labour market at that particular moment in time. The *LFS* could be used as not only a benchmark, but also as a means to filling in the blanks with regard to the interlinking years which are not covered by the Census. It is important to remember that the focus in this project is on occupational and qualification employment structures, in aggregate and within industries.

Table 11: Occupational Breakdown by Sector (Census 2001: Total Employment)

(With confidence intervals for total employment from the LFS September 2001)

% SHARE OF TOTAL EMP	Agriculture, hunting; forestry and fishing	Mining and quarrying	Manufacturing	Electricity; gas and water supply	Construction	Wholesale and retail Trade	Transport storage and communication	Financial, insurance, real estate and business services	Community, social and personal services	Private Households
(Census) Legislators etc	2.2%	2.3%	6.2%	5.4%	4.2%	10.1%	9.2%	9.4%	4.5%	0.2%
<i>LFS4 confidence intervals</i>	(0.5% - 1.8%)	(1.7% - 4.2%)	(5.2% - 7.7%)	(7.3% - 18.6%)	(3.4% - 6.5%)	(7.5% - 9.6%)	(14.9% - 20.4%)	(11.6% - 15.9%)	(2.7% - 3.9%)	(0.0%)
(Census) Professionals	0.9%	5.6%	5.1%	8.8%	3.3%	3.3%	5.2%	16.1%	16.7%	0.1%
<i>LFS4 confidence intervals</i>	(0.4% - 0.6%)	(0.7% - 2.5%)	(2.1% - 3.6%)	(1.4% - 8.2%)	(0.4% - 2.1%)	(0.26% - 0.76%)	(0.7% - 2.6%)	(8.7% - 12.4%)	(13.9% - 16.9%)	(0.0%)
(Census) Associate Professionals	0.9%	2.6%	6.5%	8.5%	3.2%	5.2%	9.4%	12.1%	28.8%	0.2%
<i>LFS4 confidence intervals</i>	(0.2% - 0.6%)	(1.5% - 3.6%)	(6.6% - 9.1%)	(4.9% - 14.6%)	(1.1% - 2.9%)	(2.9% - 4.2%)	(5.9% - 9.5%)	(17.2% - 21.5%)	(32.1% - 35.6%)	(0.0% - 0.2%)
(Census) Clerks	1.9%	5.1%	10.7%	13.5%	5.0%	17.7%	16.2%	22.7%	13.3%	0.4%
<i>LFS4 confidence intervals</i>	(0.8% - 1.7%)	(4.7% - 7.7%)	(8.1% - 10.4%)	(8.4% - 17.2%)	(1.5% - 3.4%)	(10.4% - 12.5%)	(14.7% - 19.9%)	(21.9% - 26.8%)	(12.2% - 14.8%)	(0.0%)
(Census) Service Workers	2.1%	2.7%	4.7%	3.9%	2.5%	22.9%	5.6%	20.8%	14.2%	1.5%
<i>LFS4 confidence intervals</i>	(0.4% - 1.1%)	(1.4% - 3.5%)	(2.3% - 3.7%)	(2.2% - 3.6%)	(0.3% - 1.6%)	(30.1% - 33.2%)	(3.3% - 6.3%)	(15.8% - 20.4%)	(16.5% - 19.5%)	(0.4% - 1.2%)
(Census) Skilled Agric Workers	22.0%	0.5%	0.6%	0.7%	0.3%	0.6%	0.2%	0.3%	0.6%	1.3%
<i>LFS4 confidence intervals</i>	(27.0% - 33.3%)	(0.01% - 0.3%)	(0.04% - 0.36%)	(0.3% - 2.7%)	(0.0%)	(0.03% - 0.22%)	(0.0% - 0.4%)	(1.2% - 2.6%)	(1.1% - 2.1%)	(11.1% - 14.2%)
(Census) Craft Workers	3.1%	42.5%	23.9%	31.8%	51.6%	13.6%	5.9%	4.0%	2.9%	0.8%
<i>LFS4 confidence intervals</i>	(0.9% - 1.9%)	(31.4% - 39.5%)	(25.2% - 29.1%)	(18.9% - 33.1%)	(68.0% - 74.1%)	(10.2% - 12.2%)	(5.3% - 9.2%)	(1.1% - 2.6%)	(1.4% - 2.4%)	(0.0%)
(Census) Plant Operators	8.2%	23.2%	23.3%	10.4%	6.7%	5.7%	36.7%	2.3%	2.5%	0.6%
<i>LFS4 confidence intervals</i>	(8.5% - 11.3%)	(34.3% - 42.8%)	(25.6% - 29.6%)	(13.4% - 27.1%)	(2.5% - 5.0%)	(2.3% - 3.3%)	(31.7% - 38.3%)	(1.0% - 2.6%)	(1.3% - 2.1%)	(0.0% - 0.3%)
(Census) Elementary Occups	56.7%	13.2%	16.3%	14.5%	20.4%	18.3%	9.3%	9.4%	14.2%	92.5%
<i>LFS4 confidence intervals</i>	(51.7% - 58.0%)	(9.1% - 13.6%)	(14.6% - 17.6%)	(9.7% - 20.2%)	(12.9% - 17.3%)	(28.9% - 32.3%)	(8.2% - 12.1%)	(7.7% - 10.9%)	(9.9% - 12.1%)	(85.0% - 88.9%)

Note: Italics denotes acceptable values based on LFS data

Source: Own Calculations (lfs4) & Census 2001

Table 12: Occupational Breakdown by Sector (Census 1996: Total Employment)

% SHARE OF TOTAL EMP	Agriculture, hunting; forestry and fishing	Mining and quarrying	Manufacturing	Electricity; gas and water supply	Construction	Wholesale and retail Trade	Transport storage and communication	Financial, insurance, real estate and business services	Community, social and personal services	Private households
Occupation										
Legislators etc	1.3%	2.1%	4.9%	3.8%	1.7%	10.1%	5.3%	7.0%	3.0%	0.3%
Professionals	0.5%	3.8%	3.5%	6.0%	2.6%	1.7%	2.5%	13.5%	39.2%	0.2%
Associate Professionals	0.7%	1.9%	5.9%	7.4%	3.4%	5.6%	8.5%	17.4%	10.3%	0.4%
Clerks	1.0%	2.8%	6.5%	7.8%	1.9%	12.5%	11.6%	24.5%	8.7%	0.4%
Service workers	1.2%	2.8%	3.9%	3.0%	0.8%	25.6%	3.4%	18.2%	15.9%	1.5%
Skilled agricultural Workers	29.4%	0.4%	1.5%	0.5%	0.3%	0.6%	0.3%	0.4%	1.0%	5.6%
Craft workers	1.9%	37.1%	27.7%	47.6%	66.2%	14.9%	5.9%	3.2%	2.5%	1.3%
Plant and machine operators	4.9%	20.5%	18.2%	7.8%	3.3%	4.0%	45.5%	2.1%	1.9%	0.5%
Elementary occupation	54.9%	19.1%	14.5%	7.6%	14.9%	17.5%	7.9%	6.2%	11.4%	87.7%

Source: Census 1996

4. DATA ADEQUACY FOR ESTIMATING REPLACEMENT DEMAND

4.1 Replacement demand

In addition to changes in overall occupational employment levels it is important to consider replacement demand arising from retirements, net migration, movement into other occupations and in-service mortality.

Estimating replacement demand is not straightforward, especially in a country like South Africa where the data on the mortality effects of HIV/AIDS remain uncertain and controversial. To estimate replacement demand one ideally needs the following information:

- Data on the age and gender structure of occupational employment;
- Data on the rates of outflow due to:
 1. Retirement (and other reasons for leaving the workforce)
 2. Emigration;
 3. Inter-occupational mobility; and
 4. Mortality.

Information on the age and gender structure is required because many of the flows, especially retirements and mortality, are age and gender specific. Age structures vary significantly by occupation – for example, a higher proportion of managers than IT professionals are likely to be nearing retirement age. Differences in age structure across occupations will clearly influence exits, with older people retiring, but younger people changing occupations. Age structure also affects mortality – while older people are more likely to die of non-AIDS causes, younger people are more likely to succumb to AIDS.

From the household survey/population census data, it is possible to analyse the demographic composition of each occupation. This makes it possible to estimate specific rates of retirement and mortality for each occupational class.

4.2 Retirements

For the purposes of modelling retirements, a fraction of the occupational class that is aged 55 to 65 (say) in a given year can be assumed to retire each year. It is important to

choose a fairly wide age category, as the occupational samples are quite small in some cases. It might be possible to measure retirement flows over time, although this kind of approach could result in the sampling errors being too large. Nevertheless, some reasonably robust assumptions can be made that result in better estimates that simply ignoring the issue.

4.3 Mortality

To estimate replacement demand arising from deaths in each occupation it is possible to use the race-, age- and gender-specific mortality rates contained in the Actuarial Society of South Africa's "AIDS demographic model 2000". The ASSA model was developed by the ASSA AIDS Committee, which was set up in 1987 "to assist the actuarial profession (and later the wider public) in estimating the impact of the AIDS epidemic in South Africa". As part of this work, the Committee has produced various papers and monographs on the epidemic and constructed models (the ASSA500 model released in 1996, the ASSA600 model released in 1998 and most recently the ASSA2000 suite of models) to predict the impact of the epidemic at both the national and regional level (ASSA, 2002). It is expected that a new version of the ASSA model – based on the 2001 Census results - will be released in 2004.

Using the mortality assumptions of the ASSA model, it is possible to calculate the risk of dying for each member of an occupational class in the survey data and use this to arrive at the number of people that will be required to replace those dying over the forecast period.

4.4 Migration and mobility

The migration of skilled professionals from the country has also been an increasing source of concern over the past few years. Skills migration is clearly a reality and must also enter the model as these losses also impact the supply and demand for higher-level human resources.

The official source for skills migration data in South Africa is the annual reports published by Statistics South Africa. These sources are as a result of a joint effort between the Department of Home Affairs and Stats SA. It is the Department's responsibility to record who leaves and enters the country via any of the major airports in South Africa. When

individuals leave they are required to fill in a departure form, in which they state their reasons for leaving. Stats SA then captures the relevant emigration information from the departure forms. Immigration data are also gathered from records of individuals who have been granted permanent residence in the country (Bailey, 2003). These data are largely incomplete and inaccurate due to the following reasons outlined by Brown, Kaplan & Meyer (2001):

- a) The completion of departure forms is not always enforced and not all those individuals intending to emigrate permanently indicate as much (Stats SA, 2001).
- b) Only individuals leaving from the major South African airports are captured.
- c) Many South Africans leaving the country to travel, and who then stay abroad permanently are not captured.
- d) The system only recently started capturing disaggregated occupation data; therefore a trend analysis of skills leaving the country is limited at best.
- e) Stats SA categories have changed over the years, making it difficult to formulate trend analyses.

A study conducted by Meyer, Brown and Kaplan (2000) illustrated that the receiving countries data reported around three times as many skilled South Africans entering their borders in the decade prior to 1997 than did the Stats SA data. This shows that the official data show a severe undercount of emigration in South Africa. However,

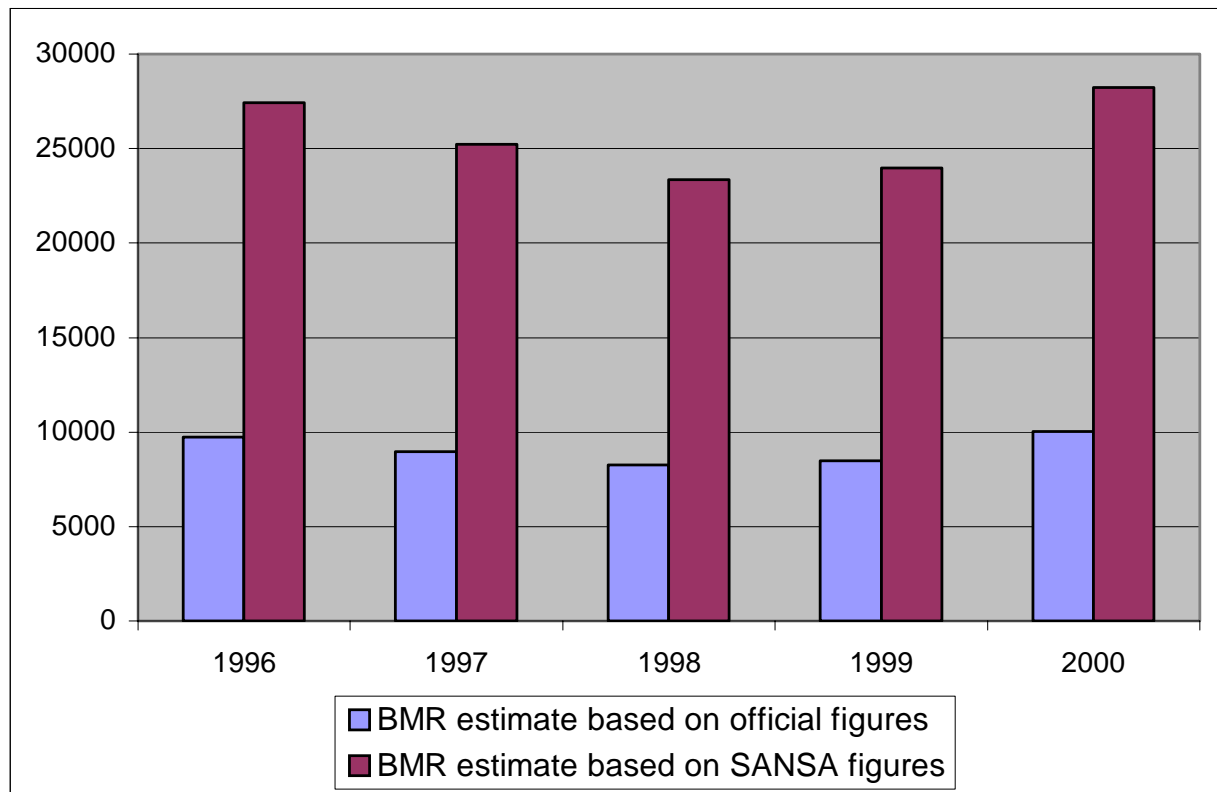
“There is no consensus on the number of highly skilled human resources leaving South Africa, and how many of them will be returning after a shorter or longer period abroad. With increasing globalisation and a relatively free flow of the factors of production (including workers, professionals and management), it is assumed that people are engaging in ‘return migration’ for certain periods to other destinations, with the implication that a large percentage of human resources leaving the country will probably return.” (van Aardt, 2001)

According to the official figures, only 8,487 people left South Africa during 1999, of which only 4,848 were economically active and only 1,831 of these were professionals. The loss of highly skilled people is therefore ostensibly relatively limited (Stats SA, 1999). Figures released by the South African Network of Skills Abroad (SANSA) are significantly higher than the official statistics and are serious cause for concern. Van Aardt (2001)

indicates that, should the SANSA figures be correct, the implication would be that South Africa is losing highly skilled professionals much faster to other countries than it is able to train such professionals. For eleven years from 1987 to 1997, the number of recorded South African emigrants to Australia, Canada, New Zealand, the United States and the United Kingdom was 233,609. This is compared with the figure of 82,811 declared, registered and officially recorded by Stats SA for the same period. This is 2.8 times higher than what the official figures show.

SANSA also found that the number of professionals who left South Africa after 1994 was 56 % higher than during 1989, and that about 77 % of South African emigrants to the United States had a tertiary education. The implications of these findings are that the extent of emigration from South Africa and the educational profile of those who emigrate may be of such a nature that South Africa has been incurring extensive losses in human capital for quite some time, could be facing acute skills shortages and could be heading for a situation where the possibility of sustainable economic growth and development is threatened.

Figure 5: Estimates of the Number of Emigrants (1996-2000)



Sources: SAIRR (2001) and BMR estimates

Barker (1999) agrees that the impact of labour migration, especially of highly skilled human resources, on labour supply in South Africa has been considerable. Barker refers to data provided by Statistics South Africa and points out that by 1997, 41.2% of emigrants were professional, semi-professional and technical workers, while a further 13.9% were managerial and administrative workers. Updated statistics provided by Stats SA (1999) shows that about 54% of the emigrants who left South Africa during 1998 were economically active. Of these, about 44.3% were people with professional, semi-professional and technical skills, 15.2% were people with specialist managerial skills and 6.8% were artisans.

If these figures are used to estimate the number of emigrants with the above-mentioned skills during the period 1989 to 2000 (on the basis of the BMR's estimates derived from the SANSA data), a figure of about 167,326 economically active South African emigrants during the period in question is obtained, of whom 74,125 were people with professional, semi-professional and technical skills, 25,433 were people with specialist managerial skills, 11,378 were artisans and 10,951 were engineers or technologists.

5. CONCLUDING REMARKS

This review has considered a number of potentially important data sources, which might be used to develop a comprehensive national multi-sectoral occupational forecasting tool. Ideally, it should be possible to draw upon existing official statistics that are consistent with the National Accounts and as already used in existing macro and sectoral models. This does, however, presume that there is some consensus on such matters. This unfortunately is not always the case, and there are many discrepancies in the data that make trend analysis difficult. There are also comparability issues with regard to certain survey data sets at a particular point in time.

There is an ongoing debate over which survey data sets are the best to make use of for the purposes of multi-sectoral analysis. Therefore what needs to take place is a meeting whereby a decision on what sectoral and occupational employment data (and related indicators such as output and productivity) should be used for any new forecasting work. This should be agreed upon with the various interested parties. These various parties include:

- Stats SA as arbiters of the official view on the data;
- Macro modellers, such as Global Insight and ABSA, who have an interest in establishing robust and agreed estimates;
- The Department of Labour which has an overall responsibility for employment across all sectors and
- The SETAs, who will have strong views about those sectors (or parts thereof) falling within their remit.

This should be undertaken as part of the process of setting up a comprehensive multi-sectoral forecasting tool, (Module 1, as set out in the main report).

The sources that this Annex has covered are important for developing the other modules set out in the main report. These include Module 2, which deals with the occupational model within sectors, Module 3, which deals with the replacement demands, and lastly, Module 4, which deals with the implications for qualifications and other aspects of skills. With regard to the adequacy of the available data, it seems that the Labour Force Survey appears to be the most reliable when it comes to in-depth data collection methods and thus high levels of data quality. However, its sample size raises issues about how detailed a picture one can develop on changing occupational employment structure.

The Manpower Survey and the Survey of Earnings and Employment have both strengths and weakness, but potentially provide useful corroborative evidence to be set against the Labour Force Survey material.

The Census offers potentially much larger sample sizes, although there are issues to be resolved regarding the reliability and possible bias in the 2001 results and of comparability with previous Census results.

Two more data sources considered are the SARS data set and information obtained from the SETAs (currently very limited). The SARS is essentially a sample frame of tax paying businesses or establishments and thus as a result does not offer much with respect to the projects objectives of focussing on skills. The SETAs typically use the SARS database as the sampling frame for their own surveys, so the SETA data-sets will tend to have the same limitations as the SARS database.

Whilst sectoral trends will have to rely on national accounts and private data houses, as stated above, the occupational structure within sectors and replacement demand will have to come from a variety of different sources, these sources being chosen based on the review conducted in this Annex.

References

Bailey, T. 2003. Skills Migration, *Human Resources Development Review 2003: Education, Employment and Skills in South Africa*. Human Sciences Research Council. Cape Town: HSRC Press.

Barker, F. 1999. The South African Labour Market: Critical Issues for Renaissance. Third Edition. Pretoria: JL van Schaik.

Brown, M, Kaplan, D & Meyer, J-B. 2001. Counting Brains: Measuring Emigration in South Africa, *Migration Policy Brief*, No. 5. (Eds) J Crush & V Williams, Southern African Migration Project (SAMP).

Brown, M, Kaplan, D & Meyer, J-B. 2002. The Brain Drain: An Outline of Skilled Emigration from South Africa, *Destination Unknown: Perspectives on the Brain Drain in South Africa*. (Eds) D.A. McDonald & J Crush, African Century Publications Series No. 5, Pretoria: Africa Institute of South Africa and Southern African Migration Project.

De Lange, A. R. 1993. Occupation and Skill Structure of Manpower in South Africa: A Critical Analysis of Manpower Survey Data. *Journal for Studies in Economics and Econometrics* 17(3): 53-64. November.

South African Revenue Service. 2003. SARS Database, Pretoria.

South African Standard Industry Database. 2000.

- Statistics South Africa. 1995. October Household Survey, Pretoria.
- Statistics South Africa. 1995. Manpower Survey, Pretoria.
- Statistics South Africa. 1996. Population Census, Pretoria.
- Statistics South Africa. 1999. October Household Survey, Pretoria.
- Statistics South Africa. 2000. Labour Force Survey, September 2000, Pretoria.
- Statistics South Africa. 2000. Documented Migration 1999, Report No. 03-51-03 (1999), Pretoria.
- Statistics South Africa. 2001. Labour Force Survey, September 2001, Pretoria.
- Statistics South Africa. 2001. Documented Migration 2000, Report No. 03-51-03 (2000), Pretoria.
- Statistics South Africa. 2001. Population Census, Pretoria.
- Statistics South Africa. 2001. Survey of Employment and Earnings, Pretoria.
- Statistics South Africa. 2002. Labour Force Survey, September 2002, Pretoria.
- Statistics South Africa. 2003. Labour Force Survey, March 2003, Pretoria.
- Van Aardt, C. 2001. Key Skills Shortages and the Fast-Tracking of Skills Development. Pretoria: Bureau of Market Research, UNISA.
- Whiteford, A, Van Zyl, E, Simkins, C & Hall, E. 1999. South African Labour Market Trends and Future Workforce Needs, 1998 – 2003. Pretoria: HSRC.
- ASSA (Actuarial Society of South Africa). 2002. www.assa.org.za

Separate annexes and reports connected to the present document

Main Report:

Wilson, R. A, I. Woolard and D. Lee (2004). *Developing a National Skills Forecasting Tool for South Africa*. IER/HSRC/Department of Labour.

Separate Annexes:

- A: The Rationale for Conducting National Occupational Projections and how they are Typically Undertaken.
- B: Labour Market Projections: A Review of International Best Practice
- C: A Critical Review of Previous Work on Employment Projections in South Africa.
- D: Data Sources for National Skills Forecasting in South Africa: Strengths and Weaknesses - A Critical Assessment of Data Availability.

APPENDIX A: CONCORDANCE TABLE- MAPPING BETWEEN SETA AND SIC CODES

09001 SERVICES Marketing services
09000 StatsSA Other activities not adequately defined
09002 SERVICES Marketing communications
09000 StatsSA Other activities not adequately defined
09003 MAPPP Production of craft art
09000 StatsSA Other activities not adequately defined
09004 MAPPP Production of traditional art
09000 StatsSA Other activities not adequately defined
09005 MAPPP Production of designer goods
09000 StatsSA Other activities not adequately defined
09006 MAPPP Production of functional wares
09000 StatsSA Other activities not adequately defined
09007 MAPPP Production of souvenirs
09000 StatsSA Other activities not adequately defined
09008 SERVICES Direct marketing
09000 StatsSA Other activities not adequately defined
11140 SETASA Seed production and marketing
11000 StatsSA Agriculture, hunting and related services
11121 PAETA Growing of vegetables, horticultural specialties (including ornamental horticulture) and nursery products
11120 StatsSA Growing of vegetables, horticultural specialties and nursery products
11122 PAETA Sugar Plantation including sugar cane and sugar beet etc.
11120 StatsSA Growing of vegetables, horticultural specialties and nursery products
11221 PAETA Ostrich farming
11220 StatsSA Other animal farming; production of animal products n.e.c.
11222 PAETA Game Farming
11220 StatsSA Other animal farming; production of animal products n.e.c.
12101 FIETA Establishment
12100 StatsSA Forestry and related services
12102 FIETA Re-establishment

12100 StatsSA Forestry and related services
12103 FIETA Maintenance
12100 StatsSA Forestry and related services
12104 FIETA Fire protection, fire suppression, fire prevention
12100 StatsSA Forestry and related services
12105 FIETA Forest conservation
12100 StatsSA Forestry and related services
12106 FIETA Forest protection
12100 StatsSA Forestry and related services
12107 FIETA Forest management
12100 StatsSA Forestry and related services
12108 FIETA Forestry and tree nurseries for forests
12100 StatsSA Forestry and related services
12109 PAETA Growing of trees as second crop by farmers
12100 StatsSA Forestry and related services
12201 FIETA Harvesting
12200 StatsSA Logging and related services
12202 FIETA Road construction and maintenance
12200 StatsSA Logging and related services
12203 FIETA Transport (short haul and long haul)
12200 StatsSA Logging and related services
23001 MQA Thin tabular operations
23000 StatsSA Mining of gold and uranium ore
23002 MQA Thick tabular operations
23000 StatsSA Mining of gold and uranium ore
23003 MQA Massive mining operations
23000 StatsSA Mining of gold and uranium ore
25101 MQA Quarrying/dimension stone operations
25100 StatsSA Stone quarrying, clay and sandpits
25102 MQA Open cast/strip mining operations
25100 StatsSA Stone quarrying, clay and sandpits
25103 MQA Open pit operations
25100 StatsSA Stone quarrying, clay and sandpits
25201 MQA Marine mining operations
25200 StatsSA Mining of diamonds (including alluvial diamonds)

25202 MQA Coastal mining operations

25200 StatsSA Mining of diamonds (including alluvial diamonds)

30101 N/A Production, processing and preservation of meat products by local governments

30100 StatsSA Production, processing and preservation of meat, fish, fruit, vegetables, oils and fats

30114 SETASA Poultry and egg production

30110 StatsSA Production, processing and preserving of meat and meat products

30115 SETASA Production, sale and marketing of agricultural by-products (e.g. bones, hides)

30110 StatsSA Production, processing and preserving of meat and meat products

30116 PAETA Slaughtering, dressing and packing of livestock including poultry and small game for meat and processing of ostrich products

30110 StatsSA Production, processing and preserving of meat and meat products

3011A N/A Intensive production, slaughtering, de-boning and packaging of livestock (including small game and ostriches)

30110 StatsSA Production, processing and preserving of meat and meat products

30121 FOODBEV Manufacture of canned, preserved and processed fish, crustaceans and similar foods (except soups)

30120 StatsSA Processing and preserving of fish and fish products

30132 SETASA Fruit packed in cartons, fruit juice concentrate drummed and fruit juice in container ready for human consumption

30131 StatsSA Manufacture of canned, preserved, processed and dehydrated fruit and vegetables (except soups), incl. fruit juices, juice extracts and potato flour meal

30332 SETASA Manufacture of starches and starch products

30320 StatsSA Manufacture of starches and starch products

30331 SETASA Manufacture of pet foods

30330 StatsSA Manufacture of prepared animal feeds

30401 FOODBEV Manufacture of food preparation products

30400 StatsSA Manufacture of other food products

30493 SETASA Growing and marketing of coffee and tea

30490 StatsSA Manufacture of other food products n.e.c.

3011B SETASA Grading, ginning and packaging of wool and cotton raw material

31111 StatsSA Grading, ginning and packaging of wool and cotton raw material

31214 CTFL SETA Manufacture of made-up textile articles and fibres except apparel

31210 StatsSA Manufacture of made-up textile articles, except apparel

31291 CTFL SETA Manufacture of textiles, clothing, leather goods and other textiles
n.e.c.

31290 StatsSA Manufacture of other textiles n.e.c.

31292 CTFL SETA Fashion clothing, textiles and footwear manufacture and design

31290 StatsSA Manufacture of other textiles n.e.c.

31501 CTFL SETA Dressing and dyeing of fur; manufacture of artificial fur, fur apparel
and other art

31400 StatsSA Manufacture of wearing apparel, except fur apparel

31701 CTFL SETA Manufacture of footwear from material other than leather

31700 StatsSA Manufacture of footwear

32108 FIETA Mill maintenance

32100 StatsSA Sawmilling and planing of wood

32110 FIETA Charcoal

32100 StatsSA Sawmilling and planing of wood

32111 FIETA Wattle extract manufacturing

32100 StatsSA Sawmilling and planing of wood

32102 FIETA Saw doctoring

32101 StatsSA Sawmilling and preserving of timber

32103 FIETA Wet milling

32101 StatsSA Sawmilling and preserving of timber

32104 FIETA Lumber drying

32101 StatsSA Sawmilling and preserving of timber

32105 FIETA Lumber grading

32101 StatsSA Sawmilling and preserving of timber

32106 FIETA Dry milling

32101 StatsSA Sawmilling and preserving of timber

32107 FIETA Finger jointing and laminating

32101 StatsSA Sawmilling and preserving of timber

32211 FIETA Fibreboard and chipboard products

32210 StatsSA Manufacture of veneer sheets; manufacture of plywood, laminboard,
particle board another panels and boards

3010C FIETA Manufacture of wooden doors

32220 StatsSA Manufacture of wooden doors

32221 FIETA Truss manufacturing

32220 StatsSA Manufacture of wooden doors

32222 CETA Joinery and wood machining including manufacture and installation of timber and other building fixtures

32220 StatsSA Manufacture of wooden doors

32223 CETA Kitchen cabinet making for customized requirements on-site

32220 StatsSA Manufacture of wooden doors

32224 N/A Kitchen cabinet making for standardized production

32220 StatsSA Manufacture of wooden doors

32293 FIETA Match manufacturing

32220 StatsSA Manufacture of wooden doors

32294 FIETA Pallets and bulk bins

32220 StatsSA Manufacture of wooden doors

32311 FIETA Manufacture of Pulp, Paper, Paperboard, Tissue and Paper Recycling

32310 StatsSA Manufacture of pulp, paper and paperboard

32323 MAPPP Manufacture of packing material

32390 StatsSA Manufacture of packing material

32393 MAPPP Printing and embossing of stationery and labels

32391 StatsSA Stationery

32392 MAPPP Books and stationery

32399 StatsSA Books and stationery

33421 CHIETA Manufacture raw materials and chemical compounds used in agriculture

33420 StatsSA Manufacture of fertilizers and nitrogen compounds

33431 CHIETA Manufacture of plastic bags

33430 StatsSA Manufacture of plastics in primary form and of synthetic rubber

33501 CHIETA Chemically-based general household and personal care products

33500 StatsSA Manufacture of other chemical products

33502 CHIETA Manufacture, sale and/or distribution of diversified specialty chemicals for industrial use

33500 StatsSA Manufacture of other chemical products

33543 CHIETA Manufacture of beauty products

33542 StatsSA Manufacture of perfumes, cosmetics and other toilet preparations

33594 CHIETA Manufacture of chemicals for the mining industry

33590 StatsSA Manufacture of other chemical products n.e.c.

33791 MERSETA Calendaring

33790 StatsSA Manufacture of other rubber products

33792 MERSETA Compounding
33790 StatsSA Manufacture of other rubber products
33799 N/A Manufacture of other rubber products
33790 StatsSA Manufacture of other rubber products
33801 MERSETA Injection moulding
33800 StatsSA Manufacture of plastic products
33802 MERSETA Blow moulding
33800 StatsSA Manufacture of plastic products
33803 MERSETA Extrusion
33800 StatsSA Manufacture of plastic products
33804 MERSETA Plastics processes
33800 StatsSA Manufacture of plastic products
36301 N/A Rotational moulding
33800 StatsSA Manufacture of plastic products
39001 MERSETA Rotational moulding
33800 StatsSA Manufacture of plastic products
39003 MERSETA Compression moulding
33800 StatsSA Manufacture of plastic products
39004 MERSETA Cast moulding
33800 StatsSA Manufacture of plastic products
34211 CETA Manufacture of tiles and sanitary ware
34210 StatsSA Manufacture of non-structural non-refractory ceramic ware
34231 CETA Brickmaking
34230 StatsSA Manufacture of structural non-refractory clay and ceramic products
34232 CHIETA Pottery
34230 StatsSA Manufacture of structural non-refractory clay and ceramic products
34251 CETA Manufacture of articles of concrete, cement and plaster including pre-cast building and civil engineering products on-site and off-site
34250 StatsSA Manufacture of articles of concrete, cement and plaster
35412 MERSETA Manufacture of basic metals, fabricated metal products, machinery and equipment
35590 StatsSA Manufacture of basic metals, fabricated metal products, machinery and equipment
35780 MERSETA Manufacture and installation of pneumatic and hydraulic systems
35790 StatsSA Manufacture and installation of pneumatic and hydraulic systems

35791 ISETT Manufacture of alarm systems

35790 StatsSA Manufacture and installation of pneumatic and hydraulic systems

35691 MERSETA Air conditioning and refrigeration equipment, and its design and installation

36000 StatsSA Air conditioning and refrigeration equipment, and its design and installation

36504 MAPPP Graphic design, manufacture and display of illuminated signs and advertising displays and other graphic media outputs and products

36502 StatsSA Manufacture of illuminated signs and advertising displays

36601 MERSETA Manufacture of electrical machinery and apparatus n.e.c

36600 StatsSA Manufacture of other electrical equipment n.e.c.

87147 ISETT Electronics importation and product integration of pre-manufactured electronics IT and telecommunications equipment

36600 StatsSA Manufacture of other electrical equipment n.e.c.

87148 ISETT Telecommunications importation and product integration of pre-manufactured electronics IT and telecommunications equipment

36600 StatsSA Manufacture of other electrical equipment n.e.c.

37201 MERSETA Manufacture of television and radio transmitters and apparatus for line telephone and telegraphy and other communications equipment n.e.c.

37200 StatsSA Manufacture of television and radio transmitters and apparatus for line telephony and line telegraphy

37413 HWSETA Manufacture of medical precision and optical instruments

37410 StatsSA Manufacture of medical and surgical equipment and orthopedic appliances

37601 MQA Manufacture of watches, clocks and related articles

37600 StatsSA Manufacture of watches and clocks

38101 MERSETA Manufacture and assembly of motor vehicles

38100 StatsSA Manufacture of motor vehicles

39104 N/A Ship fitting

38420 StatsSA Building and repairing of pleasure and sporting boats

39105 FIETA Furnishing of ships

38420 StatsSA Building and repairing of pleasure and sporting boats

39005 CHIETA Powder coating and shelving

39002 StatsSA Dip coating

39106 FIETA Cane furniture

39100 StatsSA Manufacture of furniture
39107 FIETA Bedding
39100 StatsSA Manufacture of furniture
39108 FIETA Curtaining
39100 StatsSA Manufacture of furniture
39109 N/A Wooden utility items
39100 StatsSA Manufacture of furniture
3910A N/A Upholstery
39100 StatsSA Manufacture of furniture
3910B N/A Wooden furniture
39100 StatsSA Manufacture of furniture
39110 FIETA Caravan furniture
39100 StatsSA Manufacture of furniture
39521 MERSETA Recycling of plastic materials
39520 StatsSA Recycling of non-metal waste and scrap n.e.c.
41114 ESETA Generation of renewable energy
41111 StatsSA Generation of energy
41117 N/A Generation of electric energy by local governments
41111 StatsSA Generation of energy
41115 ESETA Transmission of energy
41112 StatsSA Distribution of purchased electric energy only
41118 ESETA Marketing of electricity
41112 StatsSA Distribution of purchased electric energy only
41116 ESETA Project management, maintenance and operation of electrical generation,
transmission and distribution, plants, networks and systems
41113 StatsSA Generation and/or distribution for own use
41210 CHIETA Manufacture of industrial gases in compressed, liquefied or solid forms
41200 StatsSA Manufacture of gas; distribution of gaseous fuels through mains
42001 LGWSETA Public water enterprises: Collection, purification and distribution of
water, including potable water supply, domestic waste and sewage systems,
refuse and sanitation services
42000 StatsSA Collection, purification and distribution of water
42002 LGWSETA Private water companies: Collection, purification and distribution of
water, including potable water supply, domestic waste and sewage services,
refuse and sanitation services

42000 StatsSA Collection, purification and distribution of water

42003 LGWSETA Irrigation boards: collection, purification and distribution of water, including potable water supply, domestic waste and sewage systems, refuse and sanitation services

42000 StatsSA Collection, purification and distribution of water

50001 CETA Contractor development

50000 StatsSA Construction

50101 CETA Excavation. earth moving and tunneling

50100 StatsSA Site preparation

50102 CETA Demolition of buildings and structures

50100 StatsSA Site preparation

50103 CETA Shoring and piling

50100 StatsSA Site preparation

50201 CETA Construction management and supervision

50200 StatsSA Building of complete constructions or parts thereof; civil engineering

50202 CETA Cutting, bending and fixing of reinforcing steel

50200 StatsSA Building of complete constructions or parts thereof; civil engineering

50203 CETA Manufacture and assembly of building related aluminium components and fixtures, including aluminium fenestration and skylight installation

50200 StatsSA Building of complete constructions or parts thereof; civil engineering

50212 CETA Building construction and project management

50210 StatsSA Construction of buildings

50213 CETA Timber construction

50219 StatsSA Timber construction

50221 CETA Construction and maintenance of water supply, sewage and storm water infrastructure

50220 StatsSA Construction of civil engineering structures

50222 ESETA Construction of pylons for electric transmission lines

50220 StatsSA Construction of civil engineering structures

50223 N/A Construction of pylons for electric transmission lines by local governments

50220 StatsSA Construction of civil engineering structures

50231 CETA Plant operation

50230 StatsSA Construction of other structures

50232 CETA Building installation, services and completion

50230 StatsSA Construction of other structures

50241 CETA Carpentry
50240 StatsSA Construction by specialist trade contractors
50242 CETA Ceiling and partition erection
50240 StatsSA Construction by specialist trade contractors
50243 CETA Conservation, restoration and refurbishment of buildings, structures etc.
50240 StatsSA Construction by specialist trade contractors
50244 CETA Shuttering
50240 StatsSA Construction by specialist trade contractors
50250 CETA Structural steel and cladding contracting
50240 StatsSA Construction by specialist trade contractors
50260 CETA Construction, maintenance and repair of roads, runways, bridges, tunnels
and related structures including draining and road services
50240 StatsSA Construction by specialist trade contractors
50261 CETA Road surfacing and repair; hot mix and cold mix asphalt manufacture; and
bituminous slurry, bituminous emulsion and modified bituminous binder
manufacture
50240 StatsSA Construction by specialist trade contractors
34261 CETA Dimensional stone trades
50390 StatsSA Dimensional stone trades
50340 CETA Bricklaying
50390 StatsSA Dimensional stone trades
50350 CETA Plastering, tiling and paving
50390 StatsSA Dimensional stone trades
50360 CETA Fencing
50390 StatsSA Dimensional stone trades
50370 CETA Glazing
50390 StatsSA Dimensional stone trades
50380 CETA Scaffolding
50390 StatsSA Dimensional stone trades
50391 CETA Fire suppression equipment installation and maintenance in buildings
50390 StatsSA Dimensional stone trades
50392 MERSETA Manufacture of fire sprinklers
50390 StatsSA Dimensional stone trades
34221 CETA Installation of refractory ceramic products
50490 StatsSA Installation of refractory ceramic products

50411 SERVICES Decorating business / Interior designers and decorators

50490 StatsSA Installation of refractory ceramic products

50420 CETA Roofing

50490 StatsSA Installation of refractory ceramic products

50430 CETA Floor covering

50490 StatsSA Installation of refractory ceramic products

50491 CETA Waterproof contracting

50490 StatsSA Installation of refractory ceramic products

50492 MERSETA Manufacture of waterproofing products

50490 StatsSA Installation of refractory ceramic products

50493 MERSETA Manufacture of resistant and insulation material

50490 StatsSA Installation of refractory ceramic products

30133 SETASA Fruit Exporters and importers

61221 StatsSA Fruit Exporters and importers

61421 SERVICES Import and Export of various metals

61420 StatsSA Wholesale trade in metal and metal ores

61502 SETASA Wholesale & retail trade in agricultural machinery

61509 StatsSA Wholesale & retail trade in agricultural machinery

62111 SETASA Sale and distribution of agricultural raw materials and other farming inputs

62110 StatsSA Retail trade in non-specialised stores with food, beverages and tobacco predominating

62112 SETASA Service for nut farmers and companies

62110 StatsSA Retail trade in non-specialised stores with food, beverages and tobacco predominating

62208 SETASA Processing and dispatching of tobacco

62209 StatsSA Processing and dispatching of tobacco

62311 W&RSETA Retail of non-prescribed medicines and pharmaceutical products other than by pharmacists

62310 StatsSA Retail trade in pharmaceutical and medical goods, cosmetic and toilet articles

62313 HWSETA Private sector pharmacy services

62310 StatsSA Retail trade in pharmaceutical and medical goods, cosmetic and toilet articles

62314 HWSETA Public sector pharmacy services

62310 StatsSA Retail trade in pharmaceutical and medical goods, cosmetic and toilet articles

62315 HWSETA Pharmacy management services

62310 StatsSA Retail trade in pharmaceutical and medical goods, cosmetic and toilet articles

65004 W&RSETA Retailing of beauty products

62310 StatsSA Retail trade in pharmaceutical and medical goods, cosmetic and toilet articles

65002 W&RSETA Retail of baby clothing

62320 StatsSA Retail trade in textiles, clothing, footwear and leather goods

65005 W&RSETA Sale of marine equipment and everything to do with boats

62323 StatsSA Retail trade by general outfitters and by dealers in piece goods, textiles, leather and travel accessories

65003 W&RSETA Selling of wooden doors

62340 StatsSA Retail trade in hardware, paints and glass

65006 W&RSETA Retail of packing materials

62399 StatsSA Retail trade by other specialised stores

86010 ISETT Consumer electronics repair and maintenance

62602 StatsSA Repair, servicing and installation of household and personal appliances

63001 N/A Sale, maintenance and repair of motor vehicles and cycles

63000 StatsSA Sale, maintenance and repair of motor vehicles and motor cycles; retail trade in automotive fuel

63205 MERSETA Sale, service, fitting, maintenance and repair of new and used cars

63200 StatsSA Maintenance and repair of motor vehicles

86012 ISETT Communication equipment repair and maintenance

63202 StatsSA Electrical repairs

86013 ISETT Other electronic and precision equipment repair and maintenance

63202 StatsSA Electrical repairs

86014 ISETT Repair and maintenance of electronic marine equipment

63202 StatsSA Electrical repairs

96133 ISETT Installation, Maintenance and repair of tracking devices for cars

63209 StatsSA Other maintenance and repairs n.e.c.

63312 MERSETA Sale, service and fitting of car accessories

63300 StatsSA Sale of motor vehicle parts and accessories

63314 MERSETA Sale fitting and service of new and used tyres

63311 StatsSA Sale of tyres

63313 MERSETA Sale of used parts and accessories from metal scrap yards

63320 StatsSA Sale of used parts and accessories from metal scrap yards

63401 N/A Sale of new and used motor cycles

63400 StatsSA Sale, maintenance and repair of motor cycles and related parts and accessories

63402 MERSETA Sale, service, fitting, maintenance and repair of new and used motor cycles

63400 StatsSA Sale, maintenance and repair of motor cycles and related parts and accessories

63002 W&RSETA Retail trade in automotive fuel

63500 StatsSA Retail trade in automotive fuel

64101 THETA Hotels, motels, boatels and inns not registered

64100 StatsSA Hotels, camping sites and other provision of short-stay accommodation

64104 THETA Hotels, motels, boatels and inns registered

64100 StatsSA Hotels, camping sites and other provision of short-stay accommodation

64105 THETA Bed and breakfast

64100 StatsSA Hotels, camping sites and other provision of short-stay accommodation

64106 THETA Management and operation of game lodges

64100 StatsSA Hotels, camping sites and other provision of short-stay accommodation

64206 THETA Fast food establishments

64200 StatsSA Restaurants, bars and canteens

64207 THETA Other catering services n.e.c. including pubs, taverns, night clubs

64202 StatsSA Restaurants or tearooms without liquor license

64205 THETA Take-away restaurants

64203 StatsSA Take-away counters

74111 TETA Transport of goods

71000 StatsSA Land transport; transport via pipelines

71201 TETA Land transport

71200 StatsSA Other land transport

71213 N/A Urban, suburban and inter-urban bus and coach passenger lines, operated by local government

71211 StatsSA Urban, suburban and inter-urban bus and coach passenger lines

71214 THETA Tour operators (inbound and outbound tour operators)

71220 StatsSA Tour operators (inbound and outbound tour operators)

71223 THETA Safaris and sightseeing trip operators
71220 StatsSA Tour operators (inbound and outbound tour operators)
74136 SETASA Transport of livestock as supporting activity
71239 StatsSA Other freight transport by road
73002 THETA Inbound international flights
73000 StatsSA Air transport
71232 TETA Freight forwarding and clearing
74110 StatsSA Freight forwarding and clearing
30313 SETASA Handling and storage of grain
74120 StatsSA Handling and storage of grain
74112 TETA Tow truck services
74132 StatsSA Tow truck services
73001 TETA Civil aviation
74134 StatsSA Civil aviation
75121 SERVICES Mail handling
75100 StatsSA Postal and related courier activities
75201 ISETT Wired telecommunication carriers
75200 StatsSA Telecommunication
75202 ISETT Television broadcasting
75200 StatsSA Telecommunication
75203 ISETT Cable networks and programme distribution
75200 StatsSA Telecommunication
75204 N/A Telephone and wired telecommunication carriers
75200 StatsSA Telecommunication
75205 ISETT Wireless telecommunication carriers except satellite
75200 StatsSA Telecommunication
75206 ISETT Radio Broadcasting
75200 StatsSA Telecommunication
75207 ISETT Radio networks
75200 StatsSA Telecommunication
75208 ISETT Radio stations
75200 StatsSA Telecommunication
75209 ISETT Television broadcasting
75200 StatsSA Telecommunication
75210 ISETT Telecommunications

75200 StatsSA Telecommunication
75211 ISETT Telecommunication and wired telecommunication carriers
75200 StatsSA Telecommunication
75212 ISETT Paging
75200 StatsSA Telecommunication
75213 ISETT Cellular and other wireless telecommunications
75200 StatsSA Telecommunication
75214 ISETT Satellite telecommunications
75200 StatsSA Telecommunication
75215 ISETT Other telecommunications
75200 StatsSA Telecommunication
75111 SERVICES Banking via post office
81900 StatsSA Banking via post office
81901 SERVICES Project financial management
81900 StatsSA Banking via post office
81903 N/A Asset management
81900 StatsSA Banking via post office
81904 FASSET Investment entities and trusts
81900 StatsSA Banking via post office
81905 BANKSETA Unit trusts
81900 StatsSA Banking via post office
88102 FASSET Asset portfolio management
81900 StatsSA Banking via post office
82132 HWSETA Medical aid schemes
82100 StatsSA Insurance and pension funding, except compulsory social security
82191 INSETA Short term insurance
82100 StatsSA Insurance and pension funding, except compulsory social security
82131 INSETA Health care benefits administration
82130 StatsSA Medical aid funding
82192 INSETA Funeral insurance
82190 StatsSA Other insurance n.e.c.
82193 INSETA Reinsurance
82190 StatsSA Other insurance n.e.c.
83101 BANKSETA Securities dealings by banks

83100 StatsSA Activities auxiliary to financial intermediation, except insurance and pension funds

83102 BANKSETA Activities ancillary to financial mediation

83100 StatsSA Activities auxiliary to financial intermediation, except insurance and pension funds

83121 FASSET Stock broking activities

83120 StatsSA Security dealing activities

83180 FASSET Development corporations and organizations

83120 StatsSA Security dealing activities

84111 THETA Time sharing

84130 StatsSA Time sharing

84202 SERVICES Property management services

84200 StatsSA Real estate activities on a fee or contract basis

84203 SERVICES Estate Agencies

84200 StatsSA Real estate activities on a fee or contract basis

84201 SERVICES Real estate valuation services

84210 StatsSA Real estate valuation services

85111 THETA Renting of land transport equipment including car rentals

85110 StatsSA Renting of land transport equipment

86005 ISETT Office machinery and equipment rental and leasing

85230 StatsSA Renting of office machinery and equipment (including computers)

85291 MQA Supply of mining equipment

85290 StatsSA Renting of other machinery and equipment n.e.c.

86001 ISETT Software publishers

86200 StatsSA Software publishers

86002 ISETT Computer systems design and related services

86200 StatsSA Software publishers

86006 ISETT Computer programming services

86200 StatsSA Software publishers

86009 ISETT Computer system design services and integrated solutions

86200 StatsSA Software publishers

86004 ISETT Electronic and precision equipment repair and maintenance

86500 StatsSA Electronic and precision equipment repair and maintenance

86011 ISETT Computer and office machine repair, maintenance and support services

86500 StatsSA Electronic and precision equipment repair and maintenance

86003 ISETT Computer facilities management services
86900 StatsSA Computer facilities management services
86007 ISETT Other computer related activities
86900 StatsSA Computer facilities management services
87141 ESETA Industrial research for electrical energy
87140 StatsSA Industrial research, e.g. fuel research
87142 ISETT Research and development of electronic equipment and systems
87140 StatsSA Industrial research, e.g. fuel research
87143 ISETT Information technology import and product integration of pre-manufactured
electronics IT and telecommunications equipment
87140 StatsSA Industrial research, e.g. fuel research
87144 FIETA Forest research
87140 StatsSA Industrial research, e.g. fuel research
87145 N/A Scientific research and development services
87140 StatsSA Industrial research, e.g. fuel research
87146 ISETT Research and development in the physical and engineering sciences
87140 StatsSA Industrial research, e.g. fuel research
87132 ETDP SETA Research and development
87190 StatsSA Research and development
87131 HWSETA SA medical Research council
87200 StatsSA SA medical Research council
9110E FASSET Departments of state expenditure and finance
88100 StatsSA Legal, accounting, bookkeeping and auditing activities; tax consultancy;
market research and public opinion research; business and management
consultancy
88101 FASSET Tax services
88120 StatsSA Tax services
91108 FASSET South African Revenue Service (SARS)
88120 StatsSA Tax services
81902 INSETA Risk management
88140 StatsSA Risk management
88103 FASSET Company secretary services
88140 StatsSA Risk management
88141 SERVICES General consulting services
88140 StatsSA Risk management

88201 MERSETA Precision engineering
88211 StatsSA Precision engineering
88217 N/A Roads
88211 StatsSA Precision engineering
88218 N/A Municipal public works functions (specifically assigned)
88211 StatsSA Precision engineering
88219 N/A Municipal fencing and fences
88211 StatsSA Precision engineering
8821A N/A Municipal roads
88211 StatsSA Precision engineering
8821B N/A Street lighting
88211 StatsSA Precision engineering
8821C CETA Earth crust drilling
88211 StatsSA Precision engineering
88221 HWSETA Biomedical engineering
88211 StatsSA Precision engineering
8821D CETA Landscape architecture
88212 StatsSA Architectural activities
88222 CETA Testing the strength of concrete
88220 StatsSA Technical testing and analysis
88229 N/A Other activities - engineering and other commercial research, developing and testing e.g. SABS
88220 StatsSA Technical testing and analysis
88313 MAPPP Commercial design
88312 StatsSA Sign writing and industrial and commercial artistry
86008 ISETT Call centre and customer relationship management system development
88900 StatsSA Call centre and customer relationship management system development
88913 CETA Labour only contracting for building and construction
88910 StatsSA Labour recruitment and provision of staff
88914 CETA Sub-contracting for building and construction
88910 StatsSA Labour recruitment and provision of staff
88915 HWSETA Health professionals' employment agencies
88912 StatsSA Hiring out of workers (labour-broking activities)
88916 SERVICES Private employment agencies & temporary employment services
88912 StatsSA Hiring out of workers (labour-broking activities)

88917 SERVICES Temporary employment services

88912 StatsSA Hiring out of workers (labour-broking activities)

88918 SERVICES Permanent Employment Agencies

88912 StatsSA Hiring out of workers (labour-broking activities)

88931 N/A Building and industrial plant cleansing activities

88930 StatsSA Building and industrial plant cleaning activities

8899A THETA Event and conference management

88999 StatsSA Other business activities n.e.c.

8899B MAPPP Duplicating / photocopying in copy shops

88999 StatsSA Other business activities n.e.c.

91106 DIDTETA Department of foreign affairs

91101 StatsSA Government departments

91107 DIDTETA Department of trade and industry

91101 StatsSA Government departments

9110A POSLECSETA Policing

91101 StatsSA Government departments

9110B POSLECSETA Correctional services

91101 StatsSA Government departments

9110C POSLECSETA Justice

91101 StatsSA Government departments

9110D DIDTETA Department of defence

91101 StatsSA Government departments

91104 DIDTETA NIA National Intelligence Agency

91109 StatsSA NIA National Intelligence Agency

91105 DIDTETA SASS South African Secret Services

91109 StatsSA NIA National Intelligence Agency

9110F PSETA Parastatals n.e.c.

91300 StatsSA Parastatals n.e.c.

91201 LGWSETA All functions, services and facilities provided by a metropolitan council as determined by 84(1); (2) and (3) of Act 117 of 1998 - Local Government Municipal Structure Act of 1998

91300 StatsSA Parastatals n.e.c.

91202 LGWSETA Category B municipalities: all functions, services and facilities provided by local council as determined by 84(1), (2) and (3) of Act 117 of 98

91300 StatsSA Parastatals n.e.c.

91203 LGWSETA Category C municipalities: all functions, services and facilities provided by a district council and district area management as per Act 117 as determined by 84(1), (2) and (3) of Act 117 of 1998 Local government Municipal Structures Act 1998

91300 StatsSA Parastatals n.e.c.

91204 LGWSETA Organized local government- any statutory or regulatory body assigned the function as per constitution of RSA, to deal with matters at and executive level within local government

91300 StatsSA Parastatals n.e.c.

91301 N/A Metro police

91300 StatsSA Parastatals n.e.c.

91302 N/A Traffic management / law enforcement

91300 StatsSA Parastatals n.e.c.

91303 N/A Air pollution

91300 StatsSA Parastatals n.e.c.

91304 N/A Municipal planning

91300 StatsSA Parastatals n.e.c.

91305 N/A Trading regulations

91300 StatsSA Parastatals n.e.c.

91306 N/A Billboards and the display of advertisements in public places

91300 StatsSA Parastatals n.e.c.

91307 N/A Control of public nuisances

91300 StatsSA Parastatals n.e.c.

91308 N/A Control of undertakings that sell liquor to the public

91300 StatsSA Parastatals n.e.c.

91309 N/A Licensing of dogs

91300 StatsSA Parastatals n.e.c.

9130A N/A Licensing and control of undertakings that sell food to the public

91300 StatsSA Parastatals n.e.c.

9130B N/A Noise pollution

91300 StatsSA Parastatals n.e.c.

9130C N/A Street trading

91300 StatsSA Parastatals n.e.c.

9130D N/A Management of parking lots, park meters and traffic lights

91300 StatsSA Parastatals n.e.c.

9130E CETA Town and regional planning
91300 StatsSA Parastatals n.e.c.
9130F N/A Land use planning
91300 StatsSA Parastatals n.e.c.
93101 HWSETA Universities, specialist pharmaceutical and drug information services
92007 StatsSA Education by universities
9200A ETDP SETA NGOs involved in education
92009 StatsSA Other educational services - own account teachers, motor vehicle driving schools/tutors and music, dancing and other art schools etc
9200B N/A Pre-primary education and activities of after school centres by local authorities
92009 StatsSA Other educational services - own account teachers, motor vehicle driving schools/tutors and music, dancing and other art schools etc
92010 ETDP SETA Examination and assessment bodies
92009 StatsSA Other educational services - own account teachers, motor vehicle driving schools/tutors and music, dancing and other art schools etc
93102 HWSETA Public and private rehabilitation
92009 StatsSA Other educational services - own account teachers, motor vehicle driving schools/tutors and music, dancing and other art schools etc
93104 HWSETA Ancillary health care services
93000 StatsSA Health and social work
93105 HWSETA Residential care facilities
93100 StatsSA Human health activities
93106 HWSETA Rehabilitation services
93100 StatsSA Human health activities
93107 HWSETA Environmental and occupational health and safety services
93100 StatsSA Human health activities
93108 HWSETA Health maintenance organizations
93100 StatsSA Human health activities
9311B HWSETA Private hospitals
93110 StatsSA Hospital activities
9311C HWSETA Mine hospitals
93110 StatsSA Hospital activities
9311D HWSETA Company owned hospitals
93110 StatsSA Hospital activities

9319D HWSETA Public hospitals and clinics
93110 StatsSA Hospital activities
9319F HWSETA Private hospitals and clinics
93110 StatsSA Hospital activities
9319H N/A Municipal clinics
93110 StatsSA Hospital activities
9311A HWSETA Defence force hospitals
93119 StatsSA Other hospitals, n.e.c.
9311E HWSETA Hospice care facilities
93119 StatsSA Other hospitals, n.e.c.
9319E HWSETA Community services
93119 StatsSA Other hospitals, n.e.c.
9319G N/A Day clinics
93119 StatsSA Other hospitals, n.e.c.
9319I N/A Community care services
93119 StatsSA Other hospitals, n.e.c.
9312A HWSETA Public sector doctors
93120 StatsSA Medical and dental practice activities
9312B HWSETA Private sector doctors
93120 StatsSA Medical and dental practice activities
9312D HWSETA Industry based doctors
93120 StatsSA Medical and dental practice activities
9312E HWSETA Doctors in charitable organisations
93120 StatsSA Medical and dental practice activities
9312G HWSETA Public service dentists
93120 StatsSA Medical and dental practice activities
9312H HWSETA Private sector dentists
93120 StatsSA Medical and dental practice activities
9319J N/A Public sector clinicians and managers
93120 StatsSA Medical and dental practice activities
9312C HWSETA General and specialist practice
93121 StatsSA Medical practitioner and specialist activities
9312F HWSETA Pediatrics
93190 StatsSA Pediatrics
9312I HWSETA Oral hygienists

93190 StatsSA Pediatrics
9312J HWSETA Dental therapists
93190 StatsSA Pediatrics
9312K HWSETA Dental laboratories
93190 StatsSA Pediatrics
9319A HWSETA Public sector emergency services
93190 StatsSA Pediatrics
9319B N/A Local government services
93190 StatsSA Pediatrics
9319C HWSETA State services
93190 StatsSA Pediatrics
9319M HWSETA Optical and optometric services
93190 StatsSA Pediatrics
9319N HWSETA Dietetics and nutritional services
93190 StatsSA Pediatrics
9319P HWSETA Complementary health services
93190 StatsSA Pediatrics
9319Q HWSETA Laboratory services
93190 StatsSA Pediatrics
9319R N/A Laboratories
93190 StatsSA Pediatrics
9319K N/A Private sector nurses
93191 StatsSA Supplementary health services or paramedical staff (practitioners)
9319L N/A Local government nurses
93191 StatsSA Supplementary health services or paramedical staff (practitioners)
33531 HWSETA Traditional healing services
93199 StatsSA Traditional healing services
9319S HWSETA Ambulance services
93199 StatsSA Traditional healing services
9319T HWSETA Blood transfusion
93199 StatsSA Traditional healing services
9319U HWSETA Psychological and psychometric testing
93199 StatsSA Traditional healing services
9319V N/A Public and private laboratory services
93199 StatsSA Traditional healing services

93201 N/A State services
93199 StatsSA Traditional healing services
93202 N/A Local government
93300 StatsSA Local government
93301 HWSETA Public welfare sector
93300 StatsSA Local government
93302 HWSETA Private Welfare Sector
93300 StatsSA Local government
93303 HWSETA Development and social services
93300 StatsSA Local government
93304 N/A Social Work Activities within local government
93300 StatsSA Local government
9391W HWSETA NGO Welfare Sector
93300 StatsSA Local government
93103 HWSETA Other services including local government, mines and industry
94000 StatsSA Other services including local government, mines and industry
94002 N/A Health and community services
94000 StatsSA Other services including local government, mines and industry
94003 N/A Water and sanitation services (potable water supply, domestic waste water
and sewage systems)
94000 StatsSA Other services including local government, mines and industry
94004 TETA Waste management
94000 StatsSA Other services including local government, mines and industry
94005 N/A Other community, social and personal service activities provided by
municipalities
94000 StatsSA Other services including local government, mines and industry
94001 N/A Refuse and sanitation
94009 StatsSA Refuse and sanitation
95121 ETDP SETA Professional organizations in education
95120 StatsSA Activities of professional organisations
95122 SERVICES Professional bodies n.e.c.
95120 StatsSA Activities of professional organisations
95991 SERVICES Bargaining councils and dispute resolution
95200 StatsSA Activities of trade unions

95911 SERVICES Religious institutions, grief counseling, work with the dying e.g. Hospices, etc

95910 StatsSA Activities of religious organisations

95992 SERVICES Associations, federations and umbrella bodies

95990 StatsSA Activities of other membership organisations n.e.c.

96001 N/A Recreational, cultural and sporting facilities within local government

96000 StatsSA Recreational, cultural and sporting activities

96002 THETA Recreational, leisure and outdoor adventure activities incl. management and operation of facilities, government departments

96000 StatsSA Recreational, cultural and sporting activities

96113 MAPPP Film and video reproduction

96111 StatsSA Motion picture and video production and distribution

96123 MAPPP Bioscope cafes

96122 StatsSA Motion picture projections by drive-in cinemas

96131 ISETT Providing radio and television transmission signals

96130 StatsSA Radio and television activities

96132 MAPPP Production and broadcast of radio and television broadcast content

96130 StatsSA Radio and television activities

96141 MAPPP Activities of artists and entertainers

96140 StatsSA Dramatic arts, music and other arts activities

96142 MAPPP Activities of theatre and entertainment technicians

96140 StatsSA Dramatic arts, music and other arts activities

96143 MAPPP Production of 'live' theatrical and artistic events

96140 StatsSA Dramatic arts, music and other arts activities

96144 MAPPP Activities of arts councils and other related institutions

96140 StatsSA Dramatic arts, music and other arts activities

96191 N/A Beaches and amusement facilities and fairs

96190 StatsSA Other entertainment activities n.e.c.

96192 N/A Pounds

96190 StatsSA Other entertainment activities n.e.c.

96193 N/A Public places

96190 StatsSA Other entertainment activities n.e.c.

96194 N/A Amusement arcades

96190 StatsSA Other entertainment activities n.e.c.

96195 THETA Operation & management of convention centres

96190 StatsSA Other entertainment activities n.e.c.
96196 THETA Amusement Parks
96190 StatsSA Other entertainment activities n.e.c.
96311 ETDP SETA Provision and operation of libraries of all kinds
96310 StatsSA Library and archives activities
96321 N/A Museum activities and preservation of historical sites and buildings by local governments
96320 StatsSA Museum activities and preservation of historical sites and buildings
96331 N/A Parks and gardens under control of municipalities
96330 StatsSA Botanical and zoological gardens and nature reserve activities
96332 N/A Zoos
96330 StatsSA Botanical and zoological gardens and nature reserve activities
96333 THETA Game parks, reserves incl. but not limited to wildlife, parks, zoological or animal parks and botanical gardens
96330 StatsSA Botanical and zoological gardens and nature reserve activities
96334 THETA Activities of conservation bodies
96330 StatsSA Botanical and zoological gardens and nature reserve activities
96335 THETA Wildlife conservation incl. wildlife, game, parks, game reserves, zoological establishments, botanical gardens etc
96330 StatsSA Botanical and zoological gardens and nature reserve activities
96336 THETA Tourist info centres
96330 StatsSA Botanical and zoological gardens and nature reserve activities
93195 THETA Operation and management of health and well-being centres incl. but not limited to hydros, spas, fitness centres etc.
96400 StatsSA Operation and management of health and well-being centres incl. but not limited to hydros, spas, fitness centres etc.
96411 THETA Operation and management of sporting facilities and clubs
96410 StatsSA Sporting activities
96412 THETA Operation and management of sport academies
96410 StatsSA Sporting activities
96413 THETA Promotion and management of sporting events and activities
96410 StatsSA Sporting activities
96414 N/A Local sports facilities under control of municipalities
96410 StatsSA Sporting activities
96415 THETA Management and operation of non-motorized sporting activities

96410 StatsSA Sporting activities
96416 N/A Operation of golf courses and clubs
96410 StatsSA Sporting activities
96417 THETA Sporting activities incl. but not limited to sport federations etc.
96410 StatsSA Sporting activities
96418 THETA Management and operation of motorized sporting activities
96410 StatsSA Sporting activities
96419 THETA Operation and management of horse racing events and clubs and academies
96410 StatsSA Sporting activities
96491 THETA The operation and management of recreation parks and beaches, fairs and shows of a recreational nature and recreational transport activities
96490 StatsSA Other recreational activities
96492 MAPPP The activities of casting for motion pictures, television and theatre productions.
96490 StatsSA Other recreational activities
96493 N/A Municipal parks
96490 StatsSA Other recreational activities
96494 THETA Gambling, licensed casinos and the national lottery incl. but not limited to book makers, totalisators, casinos, bingo operators
96490 StatsSA Other recreational activities
99001 N/A Building regulations
99000 StatsSA Other service activities
99002 SERVICES General cleaning
99000 StatsSA Other service activities
99003 SETASA Pest control
99000 StatsSA Other service activities
99004 N/A Project Management Frameworks
99000 StatsSA Other service activities
99005 N/A Project management integration
99000 StatsSA Other service activities
99006 N/A Project scope management
99000 StatsSA Other service activities
99007 N/A Project time management
99000 StatsSA Other service activities

99008 N/A Project Risk Management
99000 StatsSA Other service activities
99009 N/A Project communication management
99000 StatsSA Other service activities
99011 N/A Project human resource management
99000 StatsSA Other service activities
99012 N/A Project procurement management
99000 StatsSA Other service activities
99013 N/A Project quality management
99000 StatsSA Other service activities
99014 SERVICES Quality management and related services
99000 StatsSA Other service activities
99015 SERVICES Non-financial business management and management consulting
99000 StatsSA Other service activities
99016 SERVICES NGO management and services
99000 StatsSA Other service activities
99017 SERVICES SETA Management
99000 StatsSA Other service activities
99018 SERVICES Cleaning of carpet and upholstery
99000 StatsSA Other service activities
99019 SERVICES Cleaning equipment and consumable supply
99000 StatsSA Other service activities
99025 SERVICES Dry cleaning and laundering
99000 StatsSA Other service activities
99026 SERVICES Garden maintenance services
99000 StatsSA Other service activities
99027 SERVICES Domestic services
99000 StatsSA Other service activities
99028 THETA Car Hire
99000 StatsSA Other service activities
99028 THETA Car Hire
99000 StatsSA Other service activities
99029 SERVICES Function and catering equipment hire
99000 StatsSA Other service activities
99031 N/A Cemeteries

99000 StatsSA Other service activities
99032 N/A Facilities for the accommodation, car and burial of animals
99000 StatsSA Other service activities
99033 SERVICES Coffin making by funeral enterprises
99000 StatsSA Other service activities
99034 SERVICES Manufacture of funeral and tombstones
99000 StatsSA Other service activities
99035 SERVICES Miscellaneous item hire
99000 StatsSA Other service activities
99036 SERVICES Truck Hire
99000 StatsSA Other service activities
99037 SERVICES Video Hire
99000 StatsSA Other service activities
99038 SERVICES Brand marketers
99000 StatsSA Other service activities
99039 SERVICES Generic project management
99000 StatsSA Other service activities
99039 SERVICES Generic project management
99000 StatsSA Other service activities
99040 N/A Call centres
99000 StatsSA Other service activities
99041 SERVICES Nail technology including nail technologist, nail technicians and distributors and agencies of nail products
99000 StatsSA Other service activities
99042 SERVICES Perfumery including aromatics, aromatic oils and related products, perfumery consultants, sales people and distributors of perfumes
99000 StatsSA Other service activities
99043 SERVICES Health and skin care incl. health and skin care therapists, stress therapists and somatologists, slimming salons and distributors of slimming products including slimming machines
99000 StatsSA Other service activities
99044 SERVICES Make-up artistry
99000 StatsSA Other service activities
99045 SERVICES Personal services agencies
99000 StatsSA Other service activities

99046 SERVICES Modelling agencies
99000 StatsSA Other service activities
99047 SERVICES Pet care
99000 StatsSA Other service activities
99048 THETA Tourism authorities incl. but not limited to tourism marketing, tourist
information centres, publicity associations
99000 StatsSA Other service activities
99049 THETA Guides incl. tourist river, mountain etc
99000 StatsSA Other service activities
99050 SERVICES Distributors of slimming products including slimming machines
99000 StatsSA Other service activities
99051 SERVICES Distributors of make-up products and related merchandise
99000 StatsSA Other service activities
99052 SERVICES Truck and plant hire
99000 StatsSA Other service activities
99053 SERVICES Valuers
99000 StatsSA Other service activities
99054 SERVICES Fashion design not related to clothing
99090 StatsSA Other service activities n.e.c.