

# CURRICULUM VITAE

## HAROON BHORAT

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### ACADEMIC QUALIFICATIONS

2003 PhD (Economics), Stellenbosch University

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### EMPLOYMENT HISTORY

#### Current Positions

2000-Current Professor, School of Economics, University of Cape Town  
Director, Development Policy Research Unit, University of Cape Town

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### EDITORIAL AND ADVISORY BOARD MEMBERSHIP (SELECTED)

1. Current recipient of a highly prestigious national Research Chair under the theme of “Economic Growth, Poverty and Inequality: Exploring the Interactions for South Africa”
  2. Director on the Board of the Western Cape Tourism, Trade and Investment Promotion Agency (WESGRO)
  3. Nonresident Senior Fellow, affiliated to the Global Economy and Development programme, and the Africa Growth Initiative (AGI), Brookings Institution
  4. Member of the World Bank’s Advisory Board of the Commission on Global Poverty
  5. Research Fellow, IZA, Institute for the Study of Labour, Bonn
  6. Member of Expert Panel: Fiscal and Trade Instruments for Improving Population Health (University of the Witwatersrand)
  7. Head of Research, Secretariat to the High-Level Panel of Eminent Persons to the Post-2015 MDG Agenda, UNDP, New York
  8. Member: Expert Working Group 3, *Labour Rights & Legal Empowerment*, High Level Commission for Legal Empowerment of the Poor, United Nations
  9. Member and Developing Country Chair: Technical Advisory Group for Multi-Donor Trust Fund for *Labour Markets, Job Creation and Economic Growth*, The World Bank
  10. Member of Expert Selection Panel for the Growth and Labour Markets in Low Income Countries (LIC) Global Research Programme
  11. Former Economic Advisor to Presidents Thabo Mbeki and Kgalema Motlanthe, formally serving on the Presidential Economic Advisory Panel
  12. Former Economic Advisor to the Minister of Finance
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### AWARDS

- 2011: National Research Foundation (NRF) Re-Rating
  - 2009: Tier I Research Chair under the NRF: South African Research Chairs Initiative (SARChI) Specifically within the theme of *Economic Growth, Poverty and Inequality*
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### TEACHING

School of Economics, University of Cape Town

2007-Current ECO3022S: 3rd year – Advanced Labour Economics  
ECO40515S: Honours in Development Economics  
ECO4113S: Honours Labour Economics  
ECO5057S: Masters Course in Labour Economics

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Supervising a range of Honours, Masters and PhD students on an ongoing basis.

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## **SELECTED PUBLICATIONS**

### **BOOKS**

1. *Oxford Companion to the Economics of South Africa*. Oxford University Press. 2014. (Co-edited with Hirsch, A., Kanbur, R. and Ncube, M.)
  2. *Poverty and Policy in Post- Apartheid SA*. HSRC Press. 2006. (Co-edited with Kanbur, R.)
  3. *Fighting poverty – Labour Markets and Inequality in South Africa*. 2001. Cape Town: UCT Press. (Co-authored with Leibbrandt, M., Maziya, M., Van der Berg, S., and Woolard, I.)
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### **CHAPTERS IN BOOKS**

1. Africa's Jobs Challenge. In: *Africa at a Fork in the Road: Taking Off or Disappointment Once Again?*, e-book edited by E. Zedillo, O. Cattaneo and H. Wheeler. Published by the Yale Center for the Study of Globalization. Chapter 9, pp. 145-162. (Co-authored with Naidoo, K.)  
Available at: <http://www.ycsg.yale.edu/assets/downloads/africa.pdf>
  2. Trade Unions in an Emerging Economy: The Case of South Africa. In: *The Oxford Handbook of Africa and Economics*, 2014. Edited by Justin Lin & Celestin Monga. FORTHCOMING. (Co-authored with Naidoo, K. and Yu, D.)
  3. Growth, Employment Creation and Poverty Reduction: An Overview Evidence and Possible Applications to Africa. In: *Economic Growth and Poverty Reduction in Sub-Saharan Africa: Current and Emerging Issues*, Oxford University Press 2014. Edited by Erik Thorbecke and Andy McKay. FORTHCOMING.
  4. Economic policy in South Africa—past, present and future. In: *the Oxford Companion to the Economics of South Africa*, Oxford University Press, 2014. Edited by Haroon Borat, Alan Hirsch, Ravi Kanbur, and Mthuli Ncube. Chapter 1 pp: 1-25. (Co-authored with Hirsch, A., Kanbur, R. and Ncube, M.)
  5. True or False? Social grants have done little to change the lives of the poor (The Silent Successes of Public Assets and Social Assistance in Post-Apartheid South Africa). In: *SOUTH AFRICA @ 20: For Better or for Worse?* South Africa – The Good News, August 2013. (Co-authored with Cassim, A.)
  6. Labour Demand Trends, Inequality and Social Protection in South Africa: An Overview. In: *Aligning economic and social goals in emerging economies: employment and social protection in Brazil, China, India and South Africa*. 2013, Academic Foundation, New Delhi, Chapter 5, pp. 121-158 (Co-authored with Mayet, N. and Van Der Westhuizen, C.).
  7. A Nation in search of jobs: Challenges in Employment creation in the South African labour market and policy suggestions. In: *State of the Nation South Africa 2012-2013*. HSRC Press 2013 Chapter 9, pp. 273-300 (Co-authored with Mayet M.)
  8. An Emerging Market in an Emerging Continent: The Case of South Africa. In: *Oxford Companion to the Economics of Africa*. Oxford University Press, January 2012, pp. 576-583
  9. Poverty, Inequality and the Nature of Economic Growth in South Africa. In: Misra-Dexter, N., and February, J. *Testing Democracy: Which way is South Africa going?* March 2010 pp. 46-70 (Co-authored with Van der Westhuizen, C.)
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10. Student graduation, labour market destinations and employment earnings. In: Letseka M., Cossier M., Breier M., and Visser, M. *Student Retention & Graduate Destination: Higher education & labour market access & success*. Paul & Company Pub Consortium. Cape Town, South Africa: HSRC Press, 2010. pp. 97-123 (Co-authored with Mayet, N. and Visser, M.)
11. Higher Education and the Labor Market in Post-Apartheid South Africa. In: David L. Featherman, Martin Hall & Marvin Krislov (Eds), 2010, *The Next 25 Years: Affirmative Action in Higher Education in the United States and South Africa*, The University of Michigan Press. pp. 137-143
12. Employment shifts and the 'jobless growth' debate. In: Andre Kraak, Karen Press (Eds). *Human Resources Development Review 2008, Education, Employment and Skills in South Africa* (Co-authored with Oosthuizen, M.)
13. Skills Mismatch Crisis: Can We Stem the Tide? In: Ben Turok (Ed), *Wealth Doesn't Trickle Down: The Case for a Developmental State in South Africa*, Cape Town: New Agenda: South African Journal of Social and Economic Policy, 2008, pp. 183-191
14. Chapter Nine: The nine commandments – a South African case study identifies roles for applied research institutions. In: Elias T. Auk and Mohamed Ali Marouani (Eds), *The policy paradox in Africa: strengthening links between economic research and policymaking*, Africa World Press, Inc. International Development Research Centre, Canada. pp. 185-200
15. South African Market Labour Trends: An Analysis of 1995 and 1999 Labour Statistics. In: *Diversity in Africa the Coming of Age of a Continent*. Kurt April and Marylou Shockley (Eds). 2007. Hampshire, Palgrave Macmillan
16. Introduction: Poverty and Well-Being in South Africa. In: Haroon Borhat and Ravi Kanbur (Eds), *Poverty and Policy in Post Apartheid South Africa*. Cape Town, South Africa: HSRC Press, 2006. (Co-authored with Kanbur, R.) pp. 1-17
17. Evolution of the Labour Market: 1995-2002. In: Haroon Borhat and Ravi Kanbur (Eds), *Poverty and Policy in Post Apartheid South Africa*. Cape Town, South Africa: HSRC Press, 2006. (Co-authored with Oosthuizen, M.) pp. 143-200
18. Labour, Work and the Informal Economy: Labour Supply and Demand Constraints on Employment Creation: A Microeconomic Analysis. 2006. In: Vishnu Padayachee (Ed), *The Development Decade? Economic and Social Change in South Africa, 1994-2004*. Cape Town: HSRC Press. pp. 273-323. ISBN: 0-7969-2123-7
19. Links between Education and the Labour Market: Narrowing the Mismatch between Demand and Supply. 2005. In: Marcus Powell (ed.), *Skill Formation and Globalization*. United Kingdom, Ashgate Publishing Company pp. 145-160
20. Labour Market Trends. In: Trish Gibbon (Compiler), *Higher Education and Development: Reflecting on the Challenges*. 2005. Cape Town, CHET Publication Series
21. The Development Challenge in post-apartheid South African education. 2004. In: Linda Chisholm (ed.), *Changing Class: Education and Social Change in Post-Apartheid South Africa*. Cape Town, HSRC Press, pp. 31-55
22. Employment and Labour Market Trends. 2003. In: *Human Resources Development Review. Education, Employment and Skills in South Africa*. Research Programme on Human Resource Development, HSRC. Paarl, Paarl Print, pp. 112-141 (Co-authored with McCord, A.)
23. A Universal Income Grant Scheme for South Africa: An Empirical Assessment. 2003. In: G. Standing & M. Samson, *A Basic Income Grant for South Africa*. Cape Town, UCT Press, pp. 77-101
24. South Africa: Policy-Orientated Research on Labour Markets and Poverty. 2003. In: L.C. Phillips & D. Seck, *Fixing African Economies: Policy Research for Development*. Colorado, Lynne Rienner Publishers, pp. 183-207

25. Introduction. 2001. In: Bhorat, H., Leibbrandt, M., Maziya, M., Van der Berg, S., and Woolard, I. *Fighting Poverty – Labour Markets and Inequality in South Africa*. Cape Town: UCT Press, pp. 1-20 (Co-authored with Leibbrandt, M., and Van der Berg, S.)
26. Understanding Contemporary Household Inequality. 2001. In: Bhorat, H., Leibbrandt, M., Maziya, M., Van der Berg, S., and Woolard, I. *Fighting Poverty – Labour Markets and Inequality in South Africa*. Cape Town: UCT Press, pp. 21-39 (Co-authored with Leibbrandt, M., and Van der Berg, S.)
27. Correlates of Vulnerability in the South African Labour Market. 2001. In: Bhorat, H., Leibbrandt, M., Maziya, M., Van der Berg, S., and Woolard, I. *Fighting Poverty – Labour Markets and Inequality in South Africa*. Cape Town: UCT Press, pp. 74-105 (Co-authored with Leibbrandt, M.)
28. Modelling Vulnerability and Low Earnings in the South African Labour Market. 2001. In: Bhorat, H., Leibbrandt, M., Maziya, M., Van der Berg, S., and Woolard, I. *Fighting Poverty – Labour Markets and Inequality in South Africa*. Cape Town: UCT Press, pp. 107-128 (Co-authored with Leibbrandt, M.)
29. Public Expenditure and Poverty Alleviation – Simulations for South Africa. 2001. In: Bhorat, H., Leibbrandt, M., Maziya, M., Van der Berg, S., and Woolard, I. *Fighting Poverty – Labour Markets and Inequality in South Africa*. Cape Town: UCT Press, pp. 155-170
30. Poverty and the Labour Market. 2000. In: May, J. (ed.) *Poverty and Inequality in South Africa: Meeting the Challenge*. Cape Town: David Philip, pp. 73-96. (Co-authored with Torres, L., Leibbrandt, M., and Cassim, F.)
31. Understanding South Africa's Inequality. 2000. In: Elbadawi, I. & Hartzenberg, T. (Eds), *Development issues in South Africa*. London: Macmillan, pp. 14-50. (Co-authored with Leibbrandt, M., and Woolard, I.)
32. Understanding Unemployment. 1996. In: Baskin, J. (Ed), *Against the Current: Labour and Economic Policy in South Africa*, Ravan Press, pp. 143-164. (Co-authored with Leibbrandt, M.)

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## REFEREED JOURNAL ARTICLES

1. Estimating the Impact of Minimum Wages on Employment, Wages, and Non-wage Benefits: The Case of Agriculture in South Africa. *American Journal of Agricultural Economics* (2014) October, 96(5): 1402–1419 (Co-authored with Kanbur, R. and Stanwix, B.)  
Available from: <http://ajae.oxfordjournals.org/cgi/content/full/aau049?ijkey=jvzqwu3ury2qTjI&keytype=ref>
2. Pro-poor growth and social protection in South Africa: Exploring the interactions", *Development Southern Africa*, Volume 31, Issue 2, 2014, pp. 219-240. Published online: 31 Jan 2014. (Co-authored with Tseng, D. and Stanwix, B.)  
Available from: <http://www.tandfonline.com/doi/full/10.1080/0376835X.2013.878242#.UvjAe4XMZky>
3. Non-monetary dimensions of well-being in South Africa, 1993–2004: A post-apartheid dividend? *Development Southern Africa*, Volume 30, Issue 3, pp.295-314. Published online: 24 Jul 2013. (Co-authored with Van der Westhuizen, C.)  
Available from: [http://www.tandfonline.com/doi/full/10.1080/0376835X.2013.817308#.Ufj\\_MW0I\\_mao](http://www.tandfonline.com/doi/full/10.1080/0376835X.2013.817308#.Ufj_MW0I_mao)
4. A Note on Measuring the Depth of Minimum Wage Violation. *Labour: Review of Labour Economics and Industrial Relations*. Volume 27, Issue 2, pp. 192–197, June 2013. (Co-authored with Kanbur, R., and Mayet, N.)  
Available from: <http://onlinelibrary.wiley.com/doi/10.1111/labr.12010/abstract>
5. The Gender Wage Gap in Post-Apartheid South Africa: A Re-examination. *Journal of African Economies*. Volume 22 Issue 2, March 2013. (Co-authored with Goga, S.)  
Available from <http://jae.oxfordjournals.org/content/early/2013/05/15/jae.ejt008.short?rss=1>

6. The Impact of Sectoral Minimum Wage Laws on Employment, Wages, and Hours of Work in South Africa. *IZA Journal of Labor and Development*, 2(1) January 2013. (Co-authored with Kanbur, R. and Mayet, N.) Available from <http://www.izajold.com/content/2/1/1/abstract>
7. Estimating the Causal Effect of Enforcement on Minimum Wage Compliance: The Case of South Africa. *Review of Development Economics (Special Issue: Informality, Illegality and Enforcement.)* 16(4):608-623. October 2012 (Co-authored with Kanbur, R., and Mayet, N.) Available from <http://onlinelibrary.wiley.com/doi/10.1111/rode.12007/abstract>
8. Institutional Wage Effects: Revisiting Union and Bargaining Council Wage Premia in South Africa. *South African Journal of Economics*, Volume 80, Issue 3, pp. 400-414, September 2012. (Co-authored with Goga, S., and Van der Westhuizen, C.) Available from <http://onlinelibrary.wiley.com/doi/10.1111/j.1813-6982.2011.01306.x/abstract>
9. Minimum Wage Violation in South Africa. *International Labour Review. (Special Issue: Low-Paid Work in Emerging Economies)*. 151(3):277-287. September 2012. (Co-authored with Kanbur, R., and Mayet, N.) Available from <http://onlinelibrary.wiley.com/doi/10.1111/j.1564-913X.2012.00149.x/abstract>
10. Estimating a Poverty Line: An application to free basic municipal service in South Africa. *Development Southern Africa*. 29 (1). February 2012. (Co-authored with Oosthuizen, M., and Van der Westhuizen, C.) Available from <http://www.tandfonline.com/doi/abs/10.1080/0376835X.2012.645643#UIKFCRD-XJ0>
11. The cost of “doing business” and labour regulation: The case of South Africa. *International Labour Review*, Vol. 149, No. 1 pp. 73-91, March 2010. (Co-authored with Benjamin, P., and Cheadle, H.)
12. Determinants of Grade 12 Pass Rates in the Post-Apartheid South African Schooling System. 2008, *Journal of African Economies*, Vol.18:4, pp. 634-666 (Co-authored with Oosthuizen, M.) Available from <http://www.jae.oxfordjournals.org/content/18/4/634>
13. Young People and the Labour Market. *Africa Insight* Vol. 37: 3, 2007. pp. 388-403 (Co-authored with Oosthuizen, M.) Available from <http://www.ajol.info/index.php/ai/article/view/22498>
14. ASGISA: Economic Growth is necessary but not sufficient. *New Agenda*. First Quarter 2007, pp. 35-36
15. Poverty, Trade and Growth in Sub-Saharan Africa: Introduction to the Special Issue. *In: Special Issue on Poverty, Trade and Growth in Africa, Journal of African Economies*, Vol. 15, No. 4, December 2006. (Co-authored with Kanbur, R., and Hanival, S.)
16. Poverty and Labour Market Markers of HIV Positive Households in South Africa: An Exploratory Methodological Analysis. 2005, *South African Journal of Economics*, Vol. 73: 4, pp. 578-599 Special Addition on HIV/AIDS. (Co-authored with Shaikh, N.).
17. Labour Market Challenges in the Post-apartheid South Africa. 2004, *South African Journal of Economics*, Vol. 72: 5, pp. 940-977
18. Employment, wages and skills development: Firm-specific effects – Evidence from a firm survey in South Africa. 2004, *South African Journal of Economics*, Vol. 72: 5, pp. 1022-1055. (Co-authored with Lundall, P.)
19. Household Inequality and the Labour Market in South Africa. 2001, *Contemporary Economic Policy*, Vol. 19: 1, pp. 73-86. (Co-Authored with Leibbrandt, M., and Woolard, I.)
20. Decomposing Shifts in Labour Demand in South Africa. 1999, *South African Journal of Economics*, Vol. 67: 3, pp. 348-380. (Co-authored with Hodge, J.)
21. The October Household Survey, Unemployment and the Informal Sector: A Note. 1999, *South African Journal of Economics*, Vol.67: 2, pp. 320-326.

22. Poverty and self-employment in South Africa. 1998, *Studies in Economics and Econometrics*, Vol. 22, Issue 3, pp. 25-41. (Co-authored with Leibbrandt, M.)
  23. The South African Social Safety Net: Past, Present and Future. 1995, *Development Southern Africa*, Vol. 12, No. 4, pp. 595-604.
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### NON-REFEREED JOURNAL ARTICLES

1. Compliance with minimum wage laws in developing countries, *IZA World of Labour*, August 2014.  
<http://wol.iza.org/articles/compliance-with-minimum-wage-laws-in-developing-countries>
  2. Consequences of the Global Economic Crisis: Early Reflections for South Africa. *The Thinker*, Volume 6/2009
  3. An Income Grant to All South Africans? *Poverty in Focus*. International Poverty Centre, United Nations Development Programme. June 2006, 9
  4. Impact of Inflation on the Poor. *Labour Markets and Social Frontiers*, Issue 2, pp. 1-4. Pretoria, South African Reserve Bank. 2002. (Co-authored with Oosthuizen, M.)
  5. Employment trends: Has the economy created jobs since GEAR? *South African Labour Bulletin*. Vol. 26, No. 1, pp. 38-40, 2002
  6. Is a universal income grant the answer? *South African Labour Bulletin*, Vol. 26, No. 2, pp. 19-24, 2002
  7. Price Effects and the Poor. The Case of the Maize Industry. *Trade & Industry Monitor*, Vol. 23, pp. 16-19, 2002. (Co-authored with Poswell, L.)
  8. Wage differences: Their origins and policy implications. *South African Labour Bulletin*, Vol. 25, No. 1, pp. 12-17, 2001
  9. Wage differences in the South African labour market. *South African Labour Bulletin*, 24, 2000
  10. Wage-Price Interactions and Inflation Dynamics in South Africa. *Trade & Industry Monitor*, Vol. 9, pp. 7-11, 1999. (Co-authored with Gelb, S.)
  11. The Clothing and Textile Industries in the Western Cape: Part II. *Trade & Industry Monitor*, Vol. 8, pp. 6-8, 1998
  12. The Clothing and Textile Industries in the Western Cape. *Trade & Industry Monitor*, Vol. 7, pp. 1-4, 1998
  13. The Impact of Structural and Production Method: Changes on Employment of Occupational Groups in South Africa. *Trade and Industry Monitor*, Vol. 6, pp. 11- 17, 1998. (Co-authored with Hodge, J., and Dieden, S.)
  14. Income and Price Elasticities in Manufacturing Exports. *Trade & Industry Monitor*, Vol. 5, pp. 9-13, 1998
  15. Trends and Shares in Manufacturing Exports. *Trade and Industry Monitor*, Vol. 3, pp. 8-12, 1997
  16. Public Sector Raises Core Labour Issues. *Budget Watch*, Vol. 3, No. 3, p. 3
  17. Macroeconomic Management and Export-Oriented Growth. *Trade Monitor*, Vol. 14, pp. 1-10, 1996
  18. South Africa's Mineral Commodity Sector: A Strategy for Industrialisation. *Trade Monitor*, Vol. 9, pp. 11-15, 1995 (Co-authored with Cassim, R.)
  19. International Integration and the Labour Market: A Review of the World Development Report. *Trade Monitor*, Vol. 10, pp. 21-23, 1995
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### COLLABORATIVE WORKING PAPERS

1. Nonincome welfare and inclusive growth in South Africa, Brookings Institution, Africa Growth Initiative Working Paper #18, March 2015 (Co-authored Stanwix, B. and Yu, D.).  
Available from: <http://www.brookings.edu/research/papers/2015/03/nonincome-welfare-inclusive-growth-south-africa-bhorat-stanwix-yu>
2. Policy co-ordination and growth traps in a middle-income country setting: The case of South Africa, UNU-WIDER Working Paper: WP/2014/155, (Co-authored with Cassim, A. and Hirsch, A.) Nov 2014  
Available from: [http://www.wider.unu.edu/publications/working-papers/2014/en\\_GB/wp2014-155/](http://www.wider.unu.edu/publications/working-papers/2014/en_GB/wp2014-155/)
3. Skills-biased labour demand and the pursuit of inclusive growth in South Africa, UNU-WIDER Working Paper: WP/2014/130, (Co-authored with Goga, S., and Stanwix, B.) Oct 2014  
Available from: [http://www.wider.unu.edu/publications/working-papers/2014/en\\_GB/wp2014-130/](http://www.wider.unu.edu/publications/working-papers/2014/en_GB/wp2014-130/)

4. Trade unions in an emerging economy: The case of South Africa, UNU-WIDER Working Paper, WP/2014/055 (Co-authored with Naidoo, K. and Yu, D.) March 2014.  
Available from: [http://www.wider.unu.edu/publications/working-papers/2014/en\\_GB/wp2014-055/](http://www.wider.unu.edu/publications/working-papers/2014/en_GB/wp2014-055/)
5. Economic Policy in South Africa: Past Present and Future, Cornell University Working Paper WP 2014-08. (Co-authored with Hirsch, A., Kanbur, R. and Ncube, M.) Jan 2014  
Available from: <http://dyson.cornell.edu/research/researchpdf/wp/2014/Cornell-Dyson-wp1408.pdf>
6. Unemployment Insurance in South Africa: A Descriptive Overview of Claimants and Claims, Brookings - Africa Growth Initiative Working Paper 8 (Co-authored with Goga, S., and Tseng, D.) Apr 2013  
Available from: <http://www.brookings.edu/research/papers/2013/04/unemployment-insurance-in-south-africa>
7. Do Industrial Disputes Reduce Employment? Evidence from South Africa, Brookings - Africa Growth Initiative Working Paper 6 (Co-authored with Jacobs, E., and Van Der Westhuizen C.) Feb 2013  
Available from: <http://www.brookings.edu/research/papers/2013/02/industrial-employment-south-africa>
8. The Impact of Sectoral Minimum Wage Laws on Employment, Wages and Hours of Work in South Africa, Cornell University Working Paper (Co-authored with Kanbur, R. and Mayet, N.) Nov 2012  
Available from: <http://kanbur.dyson.cornell.edu/papers/SectoralMinimumWagesSouthAfrica.pdf>
9. Estimating the Impact of Minimum Wages on Employment, Wages and Non-Wage Benefits: The Case of Agriculture in South Africa, Cornell University Working Paper (Co-authored with Kanbur, R. and Stanwix, B.) Jul 2012  
Available from: <http://kanbur.dyson.cornell.edu/papers/SectoralMinimumWagesSouthAfricaAgriculture.pdf>
10. A Note on Measuring the Depth of Minimum Wage Violation, Cornell University Working Paper WP 2011-03. (Co-authored with Kanbur, R., and Mayet, N.) Jan 2011  
Available from: <http://dyson.cornell.edu/research/researchpdf/wp/2011/Cornell-Dyson-wp1103.pdf>

## **DPRU WORKING PAPERS**

Available from: <http://www.dpru.uct.ac.za/working-papers>

1. The Real Exchange Rate and Sectoral Employment in South Africa. DPRU Working Paper WP 201404 (Co-authored with Tian, N. and Ellyne, M.)
2. The Silent Success: Delivery of Public Assets Since Democracy. DPRU Working Paper WP 201403 (Co-authored with Van Der Westhuizen, C. and Yu, D.)
3. Trade Unions In An Emerging Economy: The Case Of South Africa. DPRU Working Paper WP 201402 (Co-authored with Naidoo, K and Yu, D.)
4. Economic Policy in South Africa: Past Present and Future. DPRU Working Paper WP201401 (Co-authored with Hirsch, A., Kanbur, R. and Ncube, M.)
5. Do Industrial Disputes Reduce Employment? Evidence from South Africa. DPRU Working Paper WP 13/161 (Co-authored with Jacobs, E., and Van Der Westhuizen C.)
6. Unemployment Insurance In South Africa: A Descriptive Overview Of Claimants And Claims. DPRU Working Paper WP 13/160 (Co-authored with Goga, S., and Tseng, D.)
7. The Impact of Sectoral Minimum Wage Laws on Employment, Wages and Hours of Work in South Africa. DPRU Working Paper WP 12/154 (Co-authored with Kanbur, R. and Mayet, N.)

8. Student Graduation, Labour Market Destinations and Employment Earnings. DPRU Working Paper WP 12/153 (Co-authored with Mayet, N. and Visser, M.)
9. Employment Outcomes and Returns to Earnings in Post-Apartheid South Africa. DPRU Working Paper WP 12/152 (Co-authored with Mayet, N.)
10. Poverty, Inequality and the Nature of Economic Growth in South Africa. DPRU Working Paper WP 12/151 (Co-authored with Van Der Westhuizen, C.)
11. A Nation in Search of Jobs: Six Possible Policy Suggestions for Employment Creation in South Africa. DPRU Working Paper WP 12/150.
12. Estimating the Impact of Minimum Wages on Employment, Wages and Non-wage Benefits: The Case of Agriculture in South Africa. DPRU Working Paper WP 12/149 (Co-authored with Kanbur, R. and Stanwix, B.)
13. The Gender Wage Gap in the Post-apartheid South African Labour Market. DPRU Working Paper WP 12/148 (Co-authored with Goga, S.)
14. The Newly Unemployed and the UIF Take-up Rate in the South African Labour Market. DPRU Working Paper WP 12/147 (Co-authored with Tseng, D.)
15. Institutional Wage Effects: Revisiting Union and Bargaining Council Wage Premia in South Africa. DPRU Working Paper WP 11/146 (Co-authored with Goga, S., and Van der Westhuizen, C.)
16. Estimating the Causal Effect of Enforcement on Minimum Wage Compliance: The Case of South Africa. DPRU Working Paper WP 11/145 (Co-authored with Kanbur, R. and Mayet, N.)
17. Minimum Wage Violation in South Africa. DPRU Working Paper WP 11/143 (Co-authored with Kanbur, R. and Mayet, N.)
18. Estimating a poverty line: An application to free basic municipal services in South Africa. DPRU Working Paper WP 11/142 (Co-authored with Oosthuizen, M. and Van der Westhuizen, C.)
19. Labour Reform in South Africa: Measuring Regulation and a Synthesis of Policy Suggestions. DPRU Working Paper 09/139 (Co-authored with Cheadle, H.)
20. Understanding the Efficiency and Effectiveness of the Dispute Resolution System in South Africa: An Analysis of CCMA Data. (Forthcoming) DPRU Working Paper 09/137 (Co-authored with Pauw, K., and Mncube, L.)
21. A Synthesis of Current Issues in the Labour Regulatory Environment. DPRU Working Paper 09/136 (Co-authored with Van der Westhuizen, C.)
22. Analysing Wage Formation in the South African Labour Market: The Role of Bargaining Councils. DPRU Working Paper 09/135 (Co-authored with Van der Westhuizen, C., and Goga, S.)
23. Welfare Shifts in the Post-apartheid South Africa: A Comprehensive Measurement of Changes. DPRU Working Paper 07/128 (Co-authored with Van der Westhuizen, C., and Goga, S.)
24. Graduate Unemployment in the Context of Skills Shortages, Education and Training: Finding from a Firm Survey. DPRU Working Paper 06/115 (Co-authored with Pauw, K., Goga, S., Ncube, L., and Van der Westhuizen, C.)
25. Poverty and Well-Being in Post-Apartheid South Africa: An Overview of Data, Outcomes and Policy. DPRU Working Paper 05/101 (Co-authored with Kanbur, R.)



26. The Post-Apartheid South African Labour Market. DPRU Working Paper 05/93 (Co-authored with Oosthuizen, M.)
  27. Poverty, Inequality and Labour Markets in Africa: A Descriptive Overview. DPRU Working Paper 05/92
  28. Poverty and Labour Market Markers of HIV+ Households: An Exploratory Methodological Analysis. DPRU Working Paper 04/83 (Co-authored with Shaikh, N.)
  29. Employment and Household Poverty: The Effects of Trade, Investment and Technology in South Africa. 2003. Overseas Development Group; Institute of Development Studies: Discussion Paper 14 (Co-authored with Poswell, L.)
  30. The Post-Apartheid Challenge: Labour Demand Trends in the South African Labour Market, 1995-1999. DPRU Working Paper 03/82
  31. Estimates for Poverty Alleviation in South Africa, with an Application to a Universal Income Grant. DPRU Working Paper 03/75
  32. Employment, Wages and Skills Development: Firm Specific Effects. Evidence from Two Firm Surveys in South Africa. DPRU Working Paper 02/68 (Co-authored with Lundall, P.)
  33. Correlates of Vulnerability in the South African Labour Market. DPRU Working Paper 99/27
  34. Public Expenditure and Poverty Alleviation in the SA Labour Market. DPRU Working Paper 99/26
  35. Understanding Contemporary Household Inequality in South Africa. DPRU Working Paper 99/25
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## **DPRU POLICY BRIEFS**

Available from: <http://www.dpru.uct.ac.za/policy-briefs>

1. Africa's Jobs Challenge, PB 13/30, Oct-2013 (Co-authored with Naidoo, K.)
  2. Minimum Wage Enforcement in the Developing World, PB 13/29, May-2013 (Co-authored with Stanwix, B.)
  3. Understanding the Efficiency and Effectiveness of the Dispute Resolution System in South Africa: An Analysis of CCMA Data, PB 10/28, Jun-2010 (Co-authored with Pauw, K. and Mncube, L.)
  4. Labour Reform in South Africa: Measuring Regulation and a Synthesis of Policy Suggestions, PB 10/27, February 2010 (Co-authored with Cheadle, H.)
  5. Income and Non-Income Inequality in Post-Apartheid South Africa: What are the Drivers and Possible Policy Interventions, PB 10/26, January 2010 (Co-authored with van der Westhuizen, C. and Jacobs, T.)
  6. Income and Non-Income Inequality in Post-Apartheid South Africa: What are the Drivers and Possible Policy Interventions, PB 10/26, January 2010 (Co-authored with van der Westhuizen, C. and Jacobs, T.)
  7. Analysing Wage Formation in the South African Labour Market: The Role of Bargaining Councils, PB 09/25, July 2009 (Co-authored with van der Westhuizen, C. and Goga, S.)
  8. A Synthesis of Current Issues in the Labour Regulatory Environment, PB 09/24, March 2009 (Co-authored with van der Westhuizen, C.)
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## **RESEARCH ARTICLES AND REPORTS**

1. Youth Employment Challenges in Zambia: A Statistical Profile, Current Policy Frameworks and Existing Interventions. Report produced for IDRC, June 2015.
2. Accelerating Progress Toward Achieving The MDGs: The Case Of Zambia Scaling Up Investments To Meet MDG 1: Eradicating Extreme Poverty. Report produced for the UNDP Office, Lusaka, June 2015.
3. South Africa: Perspectives on Divergence and Convergence, *Think Tank 20*, Growth Convergence, and Income Distribution: The Road from the Brisbane G-20 Summit. Brookings, pp. 161-168. November 2014. (Co-authored with Hirsch, A.)  
Available from: <http://www.brookings.edu/~media/Research/Files/Interactives/2014/thinktank20/chapters/tt20%20south%20af%20divergence%20convergence%20bhorat%20hirsch.pdf>
4. Higher Education, Employment, and Economic Growth: Exploring the interactions. LMIP Report 5 (2014). (Co-authored with Cassim, A. and Tseng, D.)  
Available from: <http://www.lmip.org.za/document/higher-education-employment-and-economic-growth-exploring-interactions>
5. Growth, employment and skills: The new growth path revisited. LMIP Report 3 (2014). (Co-authored with Tian, N.)  
Available from: [http://www.lmip.org.za/sites/default/files/documentfiles/HSRC%20LMIP%20Report%203%20Growth%20Employment%20and%20Skills\\_0.pdf](http://www.lmip.org.za/sites/default/files/documentfiles/HSRC%20LMIP%20Report%203%20Growth%20Employment%20and%20Skills_0.pdf)
6. Occupational Shifts and Skills Challenges Facing the South African Economy. LMIP Policy Brief #3 (2014). (Co-authored with Oosthuizen, M. and Cassim, A.)  
Available from: [http://www.lmip.org.za/sites/default/files/documentfiles/LMIP%20Policy%20Brief%203%20web%20final\\_0.pdf](http://www.lmip.org.za/sites/default/files/documentfiles/LMIP%20Policy%20Brief%203%20web%20final_0.pdf)
7. The Political Economy of Monetary Policy in *South Africa: Real Economy Outcomes in The G-20 and Central Banks in the New World of Unconventional Monetary Policy*, Brookings Institute, August 2013. (Co-authored with Hirsch, A.)  
Available from: <http://www.brookings.edu/research/reports/2013/08/g20-central-banks-monetary-policy>
8. Occupational Shifts and Shortages: Skills Challenges Facing the South African Economy. (2013) LMIP Report I. (Co-authored with Goga, S. and Stanwix, B.)  
Available from: <http://www.lmip.org.za/document/occupational-shifts-and-shortages-skills-challenges-facing-south-african-economy>
9. Temporary Employment Services in South Africa: A Brief Note, in *Background Paper For The World Development Report*. 2013. (Co-authored with Van der Westhuizen, C.)  
Available from: [http://siteresources.worldbank.org/EXTNWDR2013/Resources/8258024-1320950747192/8260293-1320956712276/8261091-1348683883703/WDR2013\\_bp\\_Temporary\\_Employment\\_Services\\_in\\_SA.pdf](http://siteresources.worldbank.org/EXTNWDR2013/Resources/8258024-1320950747192/8260293-1320956712276/8261091-1348683883703/WDR2013_bp_Temporary_Employment_Services_in_SA.pdf)
10. Studies of Selected Priority Sectors in the South African Labour Market: A Proposed Research Programme. (2012). (Co-authored with Oosthuizen, M.)  
Available from: <http://www.lmip.org.za/document/studies-selected-priority-sectors-south-african-labour-market-proposed-research-programme>
11. A Labor Market Overview of Zambia: A Multi-sector Model Approach. Report Produced for the World Bank Country Office, Lusaka, April 2012.
12. Growth- Employment Dynamics and the Search for an Alternative Growth Path, for the National Growth Path Report of the EDD, 2011.

13. Growth, Poverty and Inequality Interactions in Zambia. Report Produced for the World Bank Country Office, Lusaka. May 2011
14. Labour Demand Trends and the Determinants of Unemployment in South Africa, for the South African Minister of Finance, 2011. (Co-authored with Mayet, N.)
15. Regulatory Impact Assessment of Selected Provisions of the LRA, BCEA, EEA and ESB of 2010. 2011 (Co-authored with Benjamin, P. and van der Westhuizen, C.)
16. Towards Economic Transformation and Growth: A Review of the South African Economy. 2011. (Co-authored with Goga, S., Oosthuizen, M. and Tseng, D.)
17. A Labour Market Position Paper for South Africa: Six Policy Suggestions, for the National Planning Commission (NPC). 2011.
18. Pro-poor Growth and Social Protection in South Africa: Exploring the Interactions, for the National Planning Commission (NPC). 2011. (Co-authored with van der Westhuizen, C.)
19. An Anatomy of a Crisis: The South African Labour Market Pre- and Post-Recession. Report for the International Labour Office (ILO) Employment Directorate, in Geneva. 2010. (Co-authored with Jacobs, T., Tseng, D., Mutasa, G. and Jacobs, E.)
20. Global Jobs Pact Country Pre- and Post-Recession and Fiscal Responses to the Recession. Report for the International Labour Office (ILO) Employment Directorate, in Geneva. 2010. (Co-authored with Goga, S.)
21. Development for Case Management Reporting and Statistics, for the *Commission for Conciliation, Mediation and Arbitration (CCMA)*. 2010. (Co-authored with van der Westhuizen, C. and Goga, S.)
22. Labour Demands Trends and the Determinants of Unemployment in South Africa. Report for the World Bank: Pretoria 2010. (Co-authored with Mayet, N.)
23. Understanding and Measuring the Enforcement of Minimum Wage Laws: The Case of South Africa. Report for the International Development Research Centre (IDRC) and the South Africa Minister of Labour. 2010. (Co-authored with Mayet, N.)
24. Estimating a Poverty Line: An Application to Free Municipal Services in South Africa. Report for the South African Local Government Association (SALGA): Pretoria. 2010. (Co-authored with van der Westhuizen, C.)
25. Fiscal Policy Responses in Times of Crisis: The case of South Africa. Report for the UNDP: New York City. 2010. (Co-authored Goga, S. and Tseng, D.)
26. Cornell-SEWA-WIEGO 2008 Dialogue: Compendium of Personal and Technical Notes. (Co-authored with Bali, N., Basu, K., Carre, F., Chen, M., Fields, G., Jhabvala, R., Kanbur, R., Lund, F., Unni, J., and Valodia, I.)
27. A Synthesis Report of Current Issues in the Labour Regulatory Environment. 2008. Report prepared for the Department of Labour (Co-authored with Van der Westhuizen, C.)
28. Employment Shifts and the 'Jobless Growth' Debate. In: Andre Kraak, Karen Press (Eds). *Human Resources Development Review 2008, Education, Employment and Skills in South Africa*. (Co-authored with Oosthuizen, M.)
29. Understanding the Efficiency and Effectiveness of the Dispute Resolution System in *South Africa: An Analysis of CCMA Data*. 2007. Report prepared for the Department of Labour (Co-authored with Pauw, K., and Mncube, L.)
30. Human Resource Development Review for the HSRC. 2007. (Co-authored with Oosthuizen, M.)

31. The Determinants of Labour Demand Shifts in South Africa: The Role of International Trade, Technology and Structural Change prepared for the International Centre for Trade and Sustainable Development (ICTSD). 2007. (Co-authored with Goga, S., and Van der Westhuizen, C.)
32. Shifts in Non-Income Welfare in South Africa: 1993-2004. DPRU Research Report for Conflict and Governance Facility (CAGE). April 2006 (Co-authored with Van der Westhuizen, C., and Naidoo, P.)
33. Graduate Unemployment in Post-Apartheid South Africa: Nature and Possible Policy Responses. March 2006. Research Report Compiled for Business Leadership South Africa. (Co-authored with Van der Westhuizen, C., Pauw, K., Oosthuizen, M., Poswell, L., Ncube, L., and Goga, S.)
34. Determinants of Grade 12 Pass Rates in the Post-Apartheid South African Schooling System. SISERA Working Paper Series 2006 / 6 (Co-authored with Oosthuizen, M.)
35. Educational Outcomes in South Africa: A Production Function Approach. SISERA Working Paper Series 2006 / 5 (Co-authored with Oosthuizen, M.)
36. What have we learned about the South African labour market? 2004. DPRU Research Report for National Treasury (Co-authored with Oosthuizen, M.)
37. The Post-Apartheid South African Labour Market. 2004. Saga Working Paper. (Co-authored with Oosthuizen, M.)
38. Dimensions of Poverty in Post-Apartheid South Africa, 1996-2001: A Poverty Status Report. 2004. Development Policy Research Unit, University of Cape Town. July. (Co-authored with Poswell, L., and Naidoo, P.)
39. Employment and Labour Market Effects of Globalisation: Selected Issues for Policy Management. 2004. *Employment Strategy Papers*, Employment Analysis Unit, Employment Strategy Department, International Labour Office, Geneva (Co-authored with Lundall, P.)
40. The Inflation Experience of Poor Urban South African Households, 1997-2002. DPRU Research Report for the South African Reserve Bank. 2003. (Co-authored with Oosthuizen, M.)
41. The South African Human Development Report. Part of Research Team. United Nations Development Programme (UNDP). 2003. Oxford University Press Southern Africa, ISBN 0 19 578 679 3
42. Socio-Economic Review. 2003. Western Cape and the Provincial Treasury.
43. The Linkages between Education and the Labour Market: Random Thoughts on Narrowing the Mismatch between Demand and Supply. 2003. *CHE Colloquium Report*. (Co-authored with Lundall, P.)
44. Analysis of Labour Market, Poverty and Inequality Trends in the Western Cape Province. 2003. Commissioned by the Western Cape Provincial Treasury. (Co-authored with Majeke, A.)
45. An Analysis of Labour Market, Poverty and Inequality Trends in the Eastern Cape Province. 2003. Commissioned by the HSRC for the Eastern Cape Government. (Co-authored with Majeke, A.)
46. The Challenge of Growth, Employment and Poverty in the South African Economy: A framework paper. 2003. A framework paper commissioned by the ILO for the South African Growth and Development Summit. (Co-authored with Cassim, R.)
47. Employment and Unemployment Trends in the Post-Apartheid South African Labour Market. 2003. Paper commissioned by the Presidency for the 10-year Cabinet Review process.

48. Employment and Labour Market Effects of Globalization: Selected Issues for Policy Management. 2003. DPRU Research Report prepared for the International Labour Organization. (Co-authored with Lundall, P.)
49. Employment for Development in Africa through Social Partnership and a Global Alliance. 2003. DPRU Research Report for the International Labour Organisation. (Co-authored with Oosthuizen, M., and Lundall, P.)
50. Skilled Labour Migration from Developing Countries: Study on South and Southern Africa. 2002. *International Migration Papers 52*. International Migration Programme. International Labour Office – Geneva (Co-authored with Meyer, J.B., and Mlatsheni, C.)
51. The Linkages between Education and the Labour Market: Random Thoughts on Narrowing the Mismatch between Demand and Supply. Paper prepared for the CHE Colloquium 27 & 28 June 2002 (Co-authored with Lundall, P.)
52. The South African Labour Market in a Globalising World: Economic and Legislative Considerations. DPRU Report prepared for the International Labour Organisation. Published as ILO Employment Paper 2002/32 (Co-authored with Lundall, P. and Rospabé, S.)
53. Inflation and the Role of Wages in South Africa: A Co-Integration Analysis. 2002. SEGA
54. Are Wage Adjustments an Effective Mechanism for Poverty Alleviation? 2002. SEGA
55. Wage Premia and Wage Differentials in the South African Labour Market. 2002. SEGA
56. Explaining Employment Trends in South Africa: 1993-1998. Johannesburg: Friedrich Ebert Stiftung. 2001.
57. Essays on the South African Labour Market. 2001. Development Policy Research Unit, University of Cape Town.
58. Employment, Wages and Skills Development: Firm Effects. Evidence from Two Firm Surveys in South Africa. 2001. DPRU Research Report. (Co-authored with Lundall, P.)
59. Globalisation and Poverty in the South African Labour Market. Centre for Policy Analysis, New School for Social Research, New York City, February 1999. (Co-authored with Leibbrandt, M., and Gelb, S.)
60. Promoting the Competitiveness of Textiles and Clothing Manufacture in South Africa. African Economic Policy Paper. Discussion Paper Number 32. September 1999. (Co-authored with Salinger, B.L., Flaherty, D.P., and Keswell, M.)
61. Industry and Trade Policy: Is it Job-Friendly? 1999. CPS Policy Forum No 4. Job Creation Series.
62. Income Transfers: A Viable Strategy? 1999. CPS Policy Forum No 3. Job Creation Series.
63. Income and Price Elasticities in Manufacturing Exports. 1998. DPRU Working Paper No 13.
64. South Africa: Study of Potential, Constraints and Comparative Advantage of the Textiles and Clothing Sub-Sectors. 1998. DPRU/EAGER Working Paper. (Co-authored with Salinger, B.L., Flaherty, D.P., and Keswell, M.)
65. Wage-Price Interactions and Inflation Dynamics in South Africa. 1998. HSRC Report. (Co-authored with Lundall, P.)
66. Commentary on the Budget, Guide to the Budget. M. Brey & Associates, Cape Town.
67. A Citizen's Guide to the 1995/96 City Council Budget. Cape City Council, November 1995.

68. Experience with Short Term Job Creation: A Bibliographical Survey. SALDRU Working Paper No. 86.
69. Measures and Determinants of Unemployment in South Africa. Paper commissioned by the UNDP. (Co-authored with Leibbrandt, M.)
70. Labour Market Challenges in the Post-Apartheid South Africa: A Country Profile. Paper commissioned by the International Labour Office.
71. A Universal Income Grant Scheme for South Africa: An Empirical Assessment. Paper commissioned by the International Labour Office.
72. Labour Markets and the Challenges of Poverty and Inequality in South Africa. German Agency for Technical Co-operation (GTZ, South Africa) publication. (Co-authored with Leibbrandt, M., Maziya, M., van der Berg, S., and Woolard, I.).
73. Socio-Economic Analysis. Western Cape Fiscal Policy 2003 - 2006. Western Cape Treasury.

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## CONFERENCES AND WORKSHOPS (SELECTED)

1. 16 July 2015: Presented at the *OECD - South Africa Policy Event* on “New Approaches to Economic Challenges” hosted by South African Institute of International Affairs (SAIIA), Johannesburg, South Africa.
2. 16-19 June 2015: Seminars: “The Impact of Minimum Wages in Developing Countries” and “Labour Regulation and Violation: Understanding Labour Market Outcomes in Developing Countries”. Also, a lecture: “Growth, Poverty and Inequality Interactions in Africa: An Overview of Key Issues”, all given at the Beijing Normal University (BNU), China.
3. 5 June 2015: Co-hosted the *African Lions Authors Drafts Workshop*, a Brookings Institution and UNU-WIDER project, in Arusha, Tanzania.
4. 27 January 2015: *LMIP Policy Roundtable*, Pretoria, South Africa.
5. 14 January 2015: Presented “South Africa’s Economic Growth Challenge: Convergence or Divergence?” at the planning workshop: *The Legislature and the National Development Plan*, Parliament, Cape Town.
6. 17-18 December 2014: Presented at the *Conference on Markets, Labor and Regulation*, supported by Columbia University, Cornell University, the United Kingdom Department for International Development, and the World Bank, in New Delhi, India.
7. 30 November 2014: Presented at the *AERC’s biannual research workshop* plenary for theme “Youth Employment in Africa: Opportunities and Challenges”.
8. 20-21 November 2014: Co-hosted the *China’s Impact on African Employment: What Do We Know and Where are the Gaps?*, a World Bank/DPRU/IEMS Jobs Knowledge Platform (JKP) 2014 Regional Event, Johannesburg, South Africa.
9. 18-19 October 2014: Co-organised and presented “Enforcement and Partial Minimum Wage Compliance in South African Agriculture” at the *Reforming Minimum Wage and Labor Regulation Policy in Developing and Transition Economies Conference*, Beijing Normal University, China.
10. 8-9 October 2014: Presented “Exogenous Policy Shocks in an Emerging Economy: The Case of Minimum Wages in South Africa” at the *2014 Conference on Dual Labour Markets, Minimum Wage and Inequalities conference*, hosted by the Institute for Structural Research (IBS), in Warsaw, Poland.

11. 18-19 September 2014: Presented “Challenges in the Pursuit of Inclusive Growth: The Case of Sub-Saharan Africa” at the *PEGNET Conference: Employment strategies in the Developing World - How to create sufficient, productive and decent jobs*, in Lusaka, Zambia.
12. 4 September 2014: Presented “Africa’s Economic Development Challenge for 2063: An Overview” at the *Agenda 2063: National Consultative Forum*, in Pretoria, South Africa.
13. 1 September 2014: Presented “South Africa’s Economic Growth Challenge: Convergence or Divergence?” at the *Second Jobs Fund Grantee Learning Forum Presentation: Understanding The Unemployment Problem*, in Johannesburg, South Africa.
14. 20 August 2014: Presented (with Ben Stanwix) “Estimating the Impact of Sectoral Minimum Wages in South Africa” to the *Portfolio Committee on Labour* in Parliament, Cape Town, South Africa.
15. 29-30 June 2014: Presented “Economic Growth and Labour Reform Dynamics in an Emerging Economy: The Case of South Africa” at the *UNU-WIDER International Development Conference* in collaboration with the Central Institute of Economic Management (CIEM), in Hanoi, Vietnam.
16. 19 June 2014: Presented “Do Industrial Disputes Reduce Employment? Evidence from South Africa” at the *15th Annual Global Development Conference: Structural Transformation in Africa and Beyond*, in Accra, Ghana.
17. 24 March 2014: Presented “Four Key Defining Features Of The South African Labour Market” to Merrill Lynch at the *15th Annual Sun City Conference: Macro Day*, in Johannesburg, South Africa.
18. 8-10 December 2013: Attended the *Oxford Handbook of Africa and Economics - Contributors Meeting*, in Beijing, China.
19. 5-6 December 2013: Presented “Skills Technology and Capital Intensity: Employment & Wage Shifts in post apartheid South Africa” at the *ILO Symposium for Employers on the Future of Work*, Geneva, Switzerland.
20. 20 November 2013: Presented the Keynote Address: “An overview of employment generating initiatives in South Africa” at the *Jobs Fund Grantees Learning Forum*, Johannesburg, South Africa.
21. 14 November 2013: Plenary presentation: “1. Skills, Technology and Capital Intensity: Employment and Wage Shifts in post-apartheid SA. 2. Growth, Employment and Skills: The New Growth Path Revisited” at the *DHET Strategic Planning Meeting*, Johannesburg, South Africa.
22. 11-12 November 2013: Presented “Do Industrial Disputes Reduce Employment? Evidence from South Africa”, at the *MASA Conference*, Durban, South Africa.
23. 24-25 October 2013: Attended the *World Bank’s Knowledge for Change Program Consultative Group Meeting of Donors*, Paris, France.
24. 21-22 October 2013: Presented at the *DGF Jobs and Development Network Meeting*, Washington, USA.
25. 7 November 2013: Plenary presentation: “South African Stories: The Good, the Bad & the Wrong? Minimum Wages: the Good (and the Bad), Employment and Jobs Lost, and How Strike Data Can Lie...” at the *CCMA Executive Committee meeting*, Johannesburg, South Africa.
26. 20-21 September 2013: Presented “Skills Technology and Capital Intensity: Employment & Wage Shifts in post apartheid South Africa” at the *UNU-WIDER conference on Inclusive Growth in Africa: Measurement, Causes, and Consequences*, Finland.
27. 13 September 2013: Delivered opening address and co-hosted the *African Perspectives on the post-2015 Development Agenda* workshop, with the United Nations Development Programme, and the Graduate School of Development Policy and Practice (University of Cape Town), in Cape Town, South Africa.

28. 12 September 2013: Delivered opening address and hosted the *Research Project on Employment, Income Distribution and Inclusive Growth (REDI): Pursuit of Inclusive Economic Growth* workshop, at the University of Cape Town, South Africa.
29. 13-16 August 2013: Co-hosted and attended the *Africa Growth Initiative Annual Partner Meeting and Communications Study Tour*, with the Brookings Institution, in Johannesburg, South Africa.
30. 17-19 June 2013: Plenary presentation: "Employment and decent work for all, social protection, youth, education and culture", at the Fourth Session Of The General Assembly Open Working Group On Sustainable Development Goals, USA.
31. 4 June 2013: Presented "Enforcing minimum wages in developing countries: challenges and opportunities (on VC)" at the IZA World of Labor Conference via video.
32. 9 May 2013: Plenary presentation: "Income, Poverty and Inequality: Poverty and Income Trends" at the *20 Year Review Workshop: Economy, Employment, Income, Poverty and Inequality*.
33. 28 March 2013: Plenary presentation at *BRICS Investing in Africa: Geopolitical and Economic Ramifications*, hosted by the Africa Growth Initiative at the Brookings Institution and the Congressional African Staff Association (CASA), in Washington DC.
34. 17-19 March 2013: Presenter at the CSAE 2013: Conference on Economic Development in Africa, St Catherine's College, Oxford.
35. 29 November 2012: Presented at the *National Treasury Growth Project Workshop*, Pretoria, South Africa.
36. 12-13 November 2012: Haroon Borat attended the *MASA Conference* in Durban, South Africa.
37. 7 November 2012: Presented "Understanding and Measuring the Enforcement of Minimum Wage Laws: the Case of South Africa", at an *IDRC Workshop* hosted by the India International Centre (IDC) in New Delhi, India.
38. 5-6 November 2012: Plenary presentation: "Estimating the Impact of Minimum Wages on Employment, Wages and Hours of Work: The Case of South Africa" at the 7<sup>th</sup> *IZA/World Bank Conference on Employment and Development*, New Delhi, India.
39. 11 October 2012: Convened and co-chaired *Roundtable on Youth Service Pathways to Sustainable Livelihoods, Assets and Social Entrepreneurship* (State of Research and Policy Implications) with South Africa National Youth Development Agency, in Cape Town, South Africa.
40. 10-13 September 2012: Attended the *Africa Growth Initiative Annual Partner Meeting* at the Brookings Institution, in Washington DC.
41. 6 September 2012: Haroon Borat convened the Panel Debate: "Labour Regulation", at the *Strategies to Overcome Poverty and Inequality: Towards Carnegie III Conference*, hosted by the University of Cape Town, in Cape Town, South Africa.
42. 4 September 2012: Chaired the session on "Minimum Wages and Regulation" at the *Strategies to Overcome Poverty and Inequality: Towards Carnegie III Conference*, at the University of Cape Town, in South Africa.
43. 15 June 2012: Attended the *Economic Roundtable* at the SA Reserve Bank, Pretoria, South Africa.
44. 12 June 2012: Presented 'Lessons from the Global Economic Crisis' at a high-level plenary panel at the *International Labour Conference*, Geneva, Switzerland. <http://www.youtube.com/watch?v=tQFIFsiU8K0>



45. 15 May 2012: Presented at the *CCMA's 2012 Collective Bargaining Season Briefing for Commissioners*, Johannesburg, South Africa.
46. 14 May 2012: Attended the *Building Policy Coherence between Social Protection Floors and National Social and Economic Development Strategies*, at the *SADC Employment and Labour sector: Tripartite technical subcommittee on Social Protection* meeting in Johannesburg, South Africa.
47. 3 May 2012: Attended the *Labour Market Intelligence: Towards Credible Institutional Mechanisms for Skills planning workshop*, in Centurion, South Africa.
48. 13 April 2012: Attended a *Board-level Brainstorm on Future South African Work*, at STIAS, Stellenbosch, South Africa.
49. 18-20 March 2012: Presented "Estimating the Impact of Minimum Wages on Employment, Wages and Non-Wage Benefits: The Case of Agriculture in South Africa" at the *CSAE Conference 2012* in Oxford, London.
50. 16 March 2012: Presented at the *Joint Consultative Forum for Bargaining Councils and Statutory Councils on the The Economic and Labour Market Context*, Johannesburg, South Africa.
51. 27 February 2012: Attended the *Jobs Fund Internal Strategic Breakaway Session*, Midrand, South Africa.
52. 2 February 2012: Attended the *Jobs Fund Investment Committee Strategic Breakaway*, Sandton, South Africa.
53. 29-30 January 2012: Plenary presentation: "What Are The Most Important Research Questions On The Economics Of Growth And Labour Markets In Low-Income Countries?" at the DFID/IZA program on *Growth and Labour Markets in Low Income Countries*, via conference call with Paris, France
54. 23 January 2012: Attended *Roundtable discussion on Growth and Inequality*, in Pretoria, South Africa.
55. 18 January 2012: Presented progress report at *Alignment of HRD Strategy to New Growth Path*, hosted by HRDCSA, in Pretoria.
56. 29-30 November 2011: Plenary presentation: "Student Graduation, Labour Market Destinations and Earnings" to the *South African Graduate Recruiters Association National Conference*, Pretoria, South Africa.
57. 22 November 2011: Plenary presentation: "Key Challenges Facing the South African Labour Market" at the *Annual Bureau for Economic Research Conference: Planning for Jobs Amidst Pedestrian Growth and Political Uncertainty*, Somerset West, South Africa.
58. 21 September 2011: Attended *Social Protection, Economic Growth, Poverty and Inequality in South Africa: Lessons from the BRICS* workshop, hosted by the Department of Social Development (DSD) and the United Nations Development Program (UNDP) in Johannesburg, South Africa.
59. 4-13 September 2011: Attended the *Labor Standards Enforcement Workshop* at Cornell University, Ithaca and presented 'Understanding and Measuring the Enforcement of Minimum Wage Laws in South Africa' paper at Cornell-IDRC conference on *Enforcement of Labor Standards*.
60. August 2011: Presented "Applied Labour Economics: Understanding the South African Labour Market" to the South African Reserve Bank.
61. 5-8 July 2011: Presented "The Determinants of Minimum Wage Violation in South Africa" and "Inequality, Growth and the Labour Market: Exploring the Interactions" Plenary Presentation, at the International Labour Organisation's (ILO) *Conference on Regulating for Decent Work* in Geneva.
62. 11 May 2011: Co-hosted *The Pursuit of Inclusive Economic Growth: Equality of Human Opportunity and the Role of Public Expenditure, one day workshop*. Co-hosted with the World Bank, in Cape Town, South Africa.

63. May 2011: Presented “Pro-poor Growth and Social Protection in South Africa: Exploring the Interactions” at the *National Economic Development Department Conference*.
64. April 2011: Presented “Five Key Labour Market Challenges and the Labour Bills Response” to the *UBS Brokerage Division*, Cape Town, South Africa.
65. February 2011: Presented “Labour Demand Trends and the Determinants of Unemployment in South Africa” at the *Annual Commission for Conciliation, Mediation and Arbitration (CCMA) Conference*, Cape Town, South Africa.
66. 16-19 December 2010: Presented “Labour Demand Trends, Inequality and Social Protection in South Africa, An Overview” at the *52nd Annual Conference of the Indian Society of Labour Economists (ISLE) – Labour Markets and Social Protection in Emerging Economies: Experiences and Issues in Brazil, China, India and South Africa*, at Karnataka University, in Dharwad, India.
67. 9 November 2010: Presented “Labour Issues: Participation, Cost and Regulation” at the *UBS SA Economics Conference - How Will South Africa Grow?*
68. 27-29 October 2010: Hosted and presented “Minimum Wage Enforcement in South Africa: Measurements and Determinants”. National Conference hosted by DPRU, Trade and Industrial Policy Strategies (TIPS) and DFID’s Employment Promotion Programme (EPP): *The Global Economic Crisis and South Africa: Lessons for Long-Run Economic Growth and Development* at the Indaba Conference Centre, Johannesburg, South Africa.
69. 20-22 September 2010: Presented “The Role of Skills Development in Industrial Policy: Developing Country Experiences”; the International Growth Centre (IGC) - based jointly at the London School of Economics and Oxford University, and initiated by the Department for International Development - *Growth Week 2010*, Annual conference at the LSE.
70. 4-6 June 2010: Co-presented “Minimum Wage Enforcement in South Africa” (with Natasha Mayet) at *Enforcement, Evasion and Informality: Theory and Practice Conference*, hosted by Michigan University, and Cornell University, in Ann Arbor, Michigan.
71. 3-4 May 2010: Presented “The Cost of Doing Business and Labour Regulation: The Case of South Africa” at the fifth *IZA/World Bank Conference: Employment and Development*.
72. 28-30 April 2010: Presented “Understanding Labour Regulation in South Africa: Key Constraints and Concerns” (no formal paper submission) at the World Bank’s *Africa Regional Management Retreat* at Harbourtowne Conference Centre in St. Michaels, Maryland.
73. 27 April 2010: Presented “Yes Africa Can: Success Stories from a Dynamic Continent”. One day workshop in Washington DC.
74. 25-26 February 2010: Participation in two day workshop for the Africa Growth Initiative at the Brookings Institution, in Washington, DC.
75. 11-16 October 2009: Participation as part of a South African delegation from the South African Government’s Employment Condition Commission (ECC) to visit the *UK’s Low Pay Commission*. The programme of meetings for the Employment Conditions Committee and the Secretariat.
76. 4-6 May 2009: Participation at the 4<sup>th</sup> *IZA/World Bank Conference on Employment and Development: Germany, Bonn*.
77. 15-22 March 2009: Participation in the meetings organised by the Self-Employed Women’s Association (SEWA), Cornell University, and the Global network WIEGO, Mexico.

78. 12-14 March 2007: *Making Labour Markets Work for the Poor in Southern and Eastern Africa Regulation: Creating the Enabling Framework for Pro-Poor Market Development*. Paper: "Making Labour Markets Work for the Poor in South Africa".
  79. 2-5 November 2006: Conference on *Labour Market Analysis and the Trade Union Movement* hosted by the Cornell University and Harvard University (WIEGO).
  80. 15-16 November 2006: Two day *Workshop on Labour and Growth: Better Jobs under Globalisation*, hosted by the IDRC and NPSIA in Ottawa Canada.
  81. 23-24 October 2006: *Working Group Meeting on Labour Rights* hosted by the Commission on Legal Empowerment of the Poor, ILO offices, Geneva.
  82. 8-9 May 2006: *United Nations DESA Forum on Productive Employment and Decent Work*. Discussant of the Forum on Panel 3: Labour market flexibility and decent work.
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## **SOCIAL MEDIA & IMPACT (SELECTED)**

### **BLOGS**

1. Foresight Africa 2015: The Pursuit of Inclusive Growth in South Africa—Constraints and Opportunities. (Co-authored with Oosthuizen, M.) 29 Jan 2015.  
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2. Obstacles to Convergence in South Africa (co-authored with Aalia Cassim and Alan Hirsch) 3rd December 2014  
<http://www.brookings.edu/blogs/africa-in-focus/posts/2014/12/02-obstacles-convergence-south-africa-bhorat>
3. Sub-Saharan Africa's Twin Jobs Challenge (co-authored with Karmen Naidoo) 27th June 2014.  
<http://www.dpru.uct.ac.za/news/sub-saharan-africa%E2%80%99s-twin-jobs-challenge>
4. South Africa's Strike Data Revisited (co-authored with David Tseng) 2nd April 2014  
<http://www.brookings.edu/blogs/africa-in-focus/posts/2014/03/31-south-africa-strikes-bhorat>
5. South Africa's Welfare Success Story II: Poverty-Reducing Social Grants (co-authored with Aalia Cassim) 27th January 2014.  
<http://www.brookings.edu/blogs/africa-in-focus/posts/2014/01/27-south-africa-welfare-poverty-bhorat#>
6. South Africa's Welfare Success Story I: A Rapid Asset Delivery Program (co-authored with Aalia Cassim) 24th January 2014  
<http://www.brookings.edu/blogs/africa-in-focus/posts/2014/01/24-south-africa-welfare-success-bhorat-cassim#sthash.eZYc9Qk9.dpuf>
7. A Tale of Two Impacts: Minimum Wage Outcomes in South Africa, 10th December 2013  
<http://blogs.worldbank.org/futuredevelopment/tale-two-impacts-minimum-wage-outcomes-south-africa>
8. Hamba Kahle Madiba: Remembering Nelson Mandela, 6th December 2013  
<http://www.brookings.edu/blogs/africa-in-focus/posts/2013/12/06-nelson-mandela-madiba-bhorat>
9. African Perspectives: President Obama's Trip to Africa, The Visit of U.S. President Obama to South Africa: South Africa's New Challenge, 28th June 2013  
<http://www.brookings.edu/blogs/up-front/posts/2013/06/28-obama-trip-african-perspectives-kamau>
10. Econ3x3 article: "The Impact of Sectoral Minimum Wage Laws in South Africa" (co-authored with Natasha Mayet) 10th June 2013  
<http://www.econ3x3.org/article/impact-sectoral-minimum-wage-laws-south-africa>
11. Econ3x3 article: "How much do unions and bargaining councils elevate wages?" (co-authored with Carlene van der Westhuizen and Sumayya Goga) 28th May 2013  
<http://www.econ3x3.org/article/how-much-do-unions-and-bargaining-councils-elevate-wages>
12. Econ3x3 article: "Is Marikana a forerunner of national labour market instability and disruption?" (co-authored with Morne Oosthuizen) 19th November 2012  
<http://www.econ3x3.org/article/marikana-forerunner-national-labour-market-instability-and-disruption>

## NEWSPAPER ARTICLES:

1. Without real inclusivity, there can be no growth, Business Day Live, 29th June 2015  
<http://www.bdlive.co.za/business/financial/2015/06/29/without-real-inclusivity-there-can-be-no-growth>
2. Connecting with Survivors report unpacks the power of the informal market, BizCommunity.com, 22nd June 2015  
<http://www.bizcommunity.com/Article/196/19/130290.html>
3. Manufacturers make needs known at metals indaba, Business Day Live, 29th May 2015  
<http://www.bdlive.co.za/business/industrials/2015/05/29/manufacturers-make-needs-known-at-metals-indaba>
4. Rich getting richer, poor getting poorer? Africa's inequality struggle, CNN (Africa View), 12th May 2015  
<http://edition.cnn.com/2015/05/12/africa/africa-inequality/index.html>
5. CCMA contributes to economy by saving over 100 000 jobs in five years, Business Report, IOL.co.za, 1st April 2015  
<http://www.iol.co.za/business/news/ccma-contributes-to-economy-by-saving-over-100-000-jobs-in-five-years-1.1839726#.VSOCLfmUdyc>
6. Radical economic transformation remains a pipedream, Mail & Guardian Opinion, 19th March 2015  
<http://mg.co.za/article/2015-03-19-radical-economic-transformation-remains-a-pipedream>
7. South Africa: Non-Income Poverty Levels Drop in Democratic South Africa, All Africa, 19th March 2015  
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8. Non-income poverty levels drop in democratic South Africa, SouthAfrica.info, 18th March 2015  
<http://www.southafrica.info/about/social/nonincome-poverty-180315.htm>
9. South Africa now more unequal than under apartheid: report, My Broadband.co.za, 11th December 2014  
<http://mybroadband.co.za/news/internet/115625-south-africa-now-more-unequal-than-under-apartheid-report.html>
10. National Minimum Wage will improve lives of millions - Zwelinzima Vavi speech, Politicsweb, 4th December 2014  
<http://www.politicsweb.co.za/politicsweb/view/politicsweb/en/page71654?oid=850204&sn=Detail&pid=7161>
11. GroundUp Op-Ed: What is at issue in the minimum wage debate?, Daily Maverick, 27th November 2014  
<http://www.dailymaverick.co.za/article/2014-11-27-groundup-op-ed-what-is-at-issue-in-the-minimum-wage-debate/#.VKqP4yuUdyc>
12. Labour brokers – friend or foe? Cape Business News, 17th November 2014  
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13. The downward spiral of SA unions, Mail & Guardian (Business), 14<sup>th</sup> November 2014  
<http://mg.co.za/article/2014-11-13-the-downward-spiral-of-sa-unions>
14. It's not a minimum wage that cuts jobs IOL Business Report, 15th October 2014  
<http://www.iol.co.za/business/opinion/it-s-not-a-minimum-wage-that-cuts-jobs-1.1765082#.VD-d2PmSxns>
15. Farmers are mechanising and consolidating Giles' Files, 19th September 2014  
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16. Higher minimum wage 'might hit farming jobs' Business Day, 18th September 2014  
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17. Minimum wage, maximum debate Mail & Guardian, 12th September 2014  
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18. Treasury's Jobs Fund plans 'next funding level' Business Day, 2nd September 2014  
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29. Cut costs but not bonuses, state told. Unions rail against the plan to cut bonuses at the government's 'model of excellence' – the treasury, Mail & Guardian, 16th August 2013  
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30. Economic Inequality Is a Major Obstacle, The New York Times (Opinion Pages), 28th July 2013  
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31. No balance of payments, Financial Mail, 16 May 2013  
<http://www.fm.co.za/fm/Features/2013/05/16/no-balance-of-payments>
32. NDP based on Cape land reform - Zille, Business Day, 25 February 2013  
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33. Minister reveals new minimum wage for farm workers, Business Day, 4 February 2013  
<http://www.bdlive.co.za/national/labour/2013/02/04/minister-reveals-new-minimum-wage-for-farm-workers>
34. New study shows 70% of SA consumers live on the edge, Moneyweb, 23 October 2012  
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35. Self-Inflicted Harm: Labour Productivity, Financial Mail by Claire Bissek, 5 September 2012  
<http://www.fm.co.za/fm/2012/09/05/self---inflicted-harm>
36. Labour law amendments will jeopardise jobs, SABC by Sejamothopo Motau, DA, 5 August 2012  
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37. Labour law changes will destroy jobs, by Deon de Lange, IOL News, 25 July 2012  
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38. Young, jobless and desperate – Degrees with no guarantees, City Press, 16 June 2012  
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39. Cutting labour costs not the answer, Mail & Guardian by Doron Isaacs and Ilan Strauss, 8 June 2012  
<http://mg.co.za/article/2012-06-07-cutting-labour-costs-not-the-answer>
40. Over Half Of Youth Unemployed In South Africa by Anders Kelto on National Public Radio, 28 May 2012  
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41. Stop quibbling, fix unemployment Business Report by Joel Netshitenzhe, 23 April 2012  
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42. Labour law amendments Unintended consequences, Financial Mail by Claire Bissek, 5 April 2012
43. Research Fundamentals Panel Discussion, 14 March 2012  
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44. Labour Watch, Tuesday, Leadership Online, 14 February 2012
45. Global socialism needed to solve crises, Cosatu tells union conference, Business Day, 10 February 2012  
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46. Going for broke: Is Cosatu missing the point?, Mail & Guardian, 7 February 2012  
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47. Pay gap still starts in schools by Jabulani Sikhakhane, Independent Online News, January 5 2012  
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48. Labour broking - Job creation - Laws need to limber up by Claire Bissek, Financial Mail, 1 December 2011
49. Europe recession shouldn't affect SA employment. Paul Vecchiatto, BusinessLIVE, 22 November 2011
50. Special Report: How does the South African media report on the economy? by SACSIS, 27 May 2011  
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51. Leaked labour report to hit govt, Jan de Lange, Fin24, 17 January 2011.  
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