

Trade liberalisation and wages in South African manufacturing

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Abstract

There is a popular perception that recent trade liberalisation in South Africa has been bad for jobs. This paper examines this by investigating the relationship between tariffs, both levels and changes, and wages in the manufacturing sector. This is done through matching individual labour force data with industry level tariff data and estimating Mincerian earnings equations. The results suggest that an identical individual in a low tariff sector earns more than one in a high tariff sector. Furthermore, wages are higher in those sectors that have undergone greater liberalisation. These results are robust to controlling for sector characteristics as well as selectivity into manufacturing jobs. Contrary to popular perception, these results suggest that trade liberalisation is good for wages. Two possible explanations of this positive relationship are investigated. The first is that trade liberalisation has resulted in low wage job shedding among in those sectors that have liberalisation. Little conclusive evidence is found for this. The second is that wages in liberalising sectors have risen relative to sectors where tariffs have remained the same. This explanation has not yet been fully investigated.

This paper is work in progress - please do not quote without permission. We are indebted to Lawrence Edwards for providing us with the sector level tariff data. Naturally, all errors are our own.

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Section 1. Introduction

There is a popular perception in South Africa that trade liberalisation that has occurred since 1994 has hurt jobs. This perception is manifest in the recent planned introduction of tariffs on Chinese clothing imports. In the academic literature there is debate on the extent of trade liberalisation since 1994 (see Cassim and van Seventer, 2006, Edwards, 2006). Despite this, it is clear that both nominal and effective rates of protection in the South African manufacturing sector fell during the 1990s. Parallel to this debate on the extent of trade liberalisation has been the debate on the impact of trade liberalisation on the economy.¹ There is some evidence that trade has affected the returns to labour adversely when compared to capital (Behar and Edwards, 2005). However within labour, unskilled labour seems to have benefited relative to other skills groups. Furthermore, Abdi and Edwards (2002) find that “trade liberalisation has not negatively affected less skilled labour and thus cannot be responsible for the continued decline in employment among the less skilled.” In fact they suggest that trade liberalisation may have positively affected the less skilled. This paper investigates the relationship between tariffs, liberalisation and wages further but uses labour market data rather than aggregate or firm-level data.

Labour market data is matched with industry level data and tariff levels and changes at the 3-digit SIC level. This allows the links between wage levels and tariff levels and changes to be investigated. This also allows for individual worker characteristics, such as age, race and skills, to be controlled for. There are two robust results that emerge from this paper. First, that workers employed in industries with low tariff levels earn higher wages. This is not because these industries employ people with different skills or education since this is controlled for. Second, workers who remain employed in industries that have liberalised tariffs have higher wage levels than those in non-liberalising industries. There are two possible explanations for these findings. The first is that liberalisation is associated with relative increases in wages. The second is that liberalisation is associated with the shedding of low-wage jobs. These two explanations are examined in the paper.

The paper is structured as follows. The next section introduces the data to be used in the paper. Section 3 describes the methodology to be followed. The fourth section presents the results. Section 5 concludes.

¹ See for example Fedderke, Shin and Vaze (2003), Edwards (2005).

Section 2. Data

Data for the analysis comes from various sources. This study employs nationally representative household surveys conducted by Statistics South Africa (Stats SA). In particular, the 1996 and 1999 October Household Survey (OHS) and the 2001 and 2004 Labour Force Survey (LFS) are used. The OHS is an annual survey that ran from 1994 to 1999. In 2000, the OHS was replaced by the LFS. The LFS is conducted twice a year – the September survey is used in this paper since it is temporally more comparable to the OHS. Many of the key questions are asked the same way in each of the surveys, which facilitates comparisons. The surveys are based on a sample of 30 000 households, except for the 1996 OHS which was based on a sample of only 16 000 households.²

Earnings levels are most often reported as point values. However, in some cases respondents were allowed, and took, the option of responding in income brackets. These bracket responses were converted to point values using a similar approach to Posel and Casale's (2005) "actual average method". Actual earnings values are allocated to their respective brackets, but instead of using the mean of the point values, the median is used, given that the distribution of income is unknown. In order to adjust wages for inflation, CPI deflators provided by StatsSA are used. The earnings data are all converted to weekly figures.

Protection is measured using scheduled tariff rates classified according to the SIC 3-digit level³. The rates up until 1994 include the average surcharge rate, which was subsequently abolished in 1995. Details on the construction of the tariff database can be obtained from Edwards (2006). From the OHS and LFS, one can determine in which industry the individual works – tariff levels and changes are then matched with individuals at a sector level.

The analysis of the link between tariffs and wage levels uses only employed individuals who work in the manufacturing sector. The self employed are excluded from the study as several key variables are unavailable for this group. Moreover, workers with non-positive wages are omitted from the sample. This leaves a sample set of 2,344 employees in 2004, 2,636 in 2001, 2,329 in 1999 and 1,709 in 1996.

Figure 1 presents the simple unweighted average tariff rate for the manufacturing sector from 1990 to 2004. The graph reveals that tariffs dropped considerably between 1993 and 1998, after

² It would have been preferable to use the 1995 OHS instead, which is also based on a sample of 30 000 households. However, this is not possible as the industry classifications are not comparable to the other years and to the tariff data. Also, as noted by Wittenberg (2004), there are concerns about how sound the 1996 OHS could have been, given the demands of the census in that same year.

³ We are grateful to Lawrence Edwards for making this tariff data available to us.

which tariffs continued to fall, but at a slower rate. The average tariff rate fell from 22.5% in 1993 to 10.7% in 1998 and then to 8.5% in 2004.

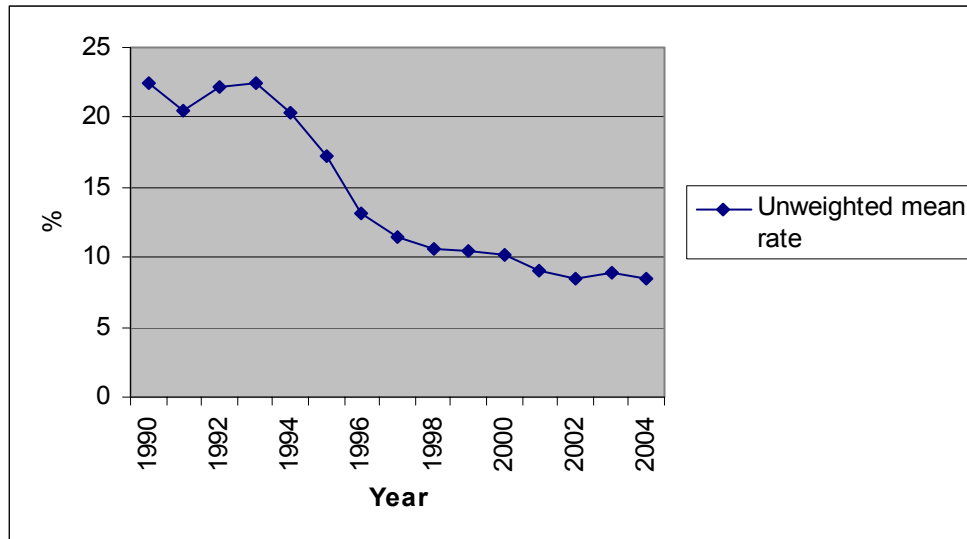


Figure 1: Average tariff rate for manufacturing

Appendix 1 contains a detailed list of tariffs for the manufacturing sector for 1993, 1996, 2001 and 2004. The table also presents the change in tariffs between 1993 and 2004. As noted by Edwards (2006), both the level and the change in protection vary across industries. Although South African has witnessed a significant liberalisation in trade, liberalisation has not been uniform across sectors. Small declines in protection were found in wood products, paper products and basic iron and steel sectors, while larger declines in protection were experienced in tobacco, wearing apparel, textiles, footwear, beverages and communication equipment. Despite the sizeable declines, tariffs in most of these sectors remain high.

Figure 2 presents the tariff rates for five of the industries found to be the most common in the manufacturing sample for all four years. These industries are the *Production, processing and preservation of meat, fish, fruit, vegetables, oils and fats* (301); *Manufacture of other food products* (304); *Manufacture of wearing apparel, except fur apparel* (314), *Manufacture of non-metallic products n.e.c.* (342); and the *Manufacture of basic iron and steel* (351).

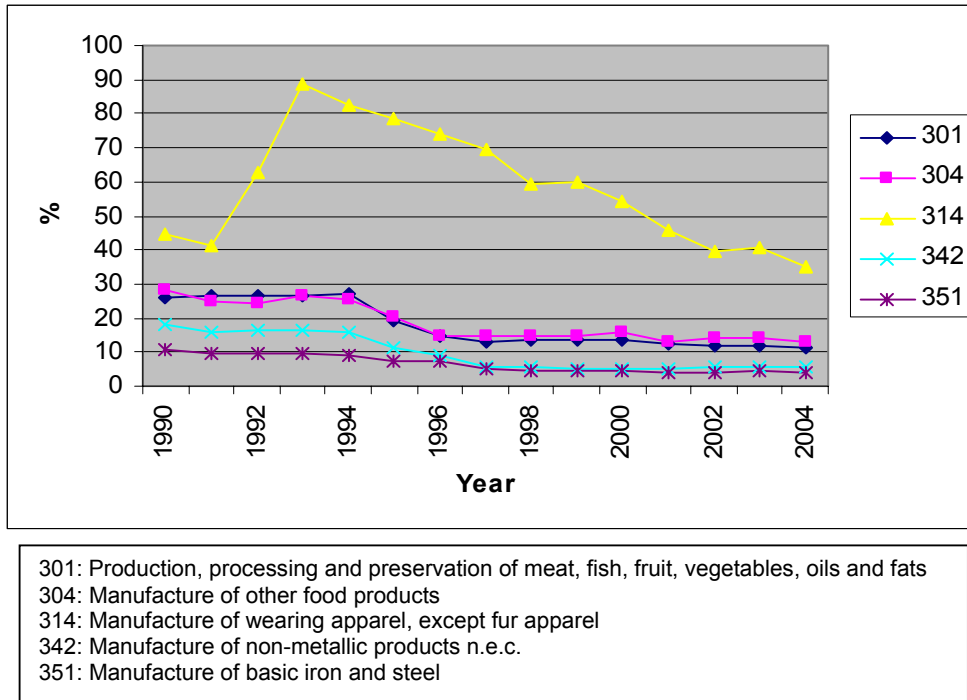


Figure 2: Tariff rates for selected industries

From the graph it is evident that even though there has been a large decrease in protection in the wearing apparel sector, this sector remains highly protected, with rates exceeding 35 per cent, which is well above the unweighted tariff average for 2004 of 8.5 per cent. For the remaining four sectors, rates were lowered between 1994 and 1998 and then remained largely unchanged thereafter. What is also evident is that the two food-related sectors had rates above average both in 1990 and 2004, while the *non-metallic products* and the *basic iron and steel* sectors had rates below average in 1990 and 2004. Most of the industries display similar patterns – those sectors that initially faced relatively high tariffs remain relatively more protected after liberalisation and *vice versa*.

Having briefly discussed the reduction in tariffs, we now consider the association between wages and tariffs. As a starting point, Figure 3 plots the mean weekly real earnings for all four years. For each year, the sample of individuals obtained either from the OHS or the LFS has been divided into two groups – those who worked in industries where there were low tariffs and those who work in industries that were highly protected. Low tariff sectors are defined as those industries where tariff rates are below the average tariff level for that particular year, while high tariff industries have tariff levels above average. A clear pattern emerges across all four years. The average weekly income of workers employed in industries that face low tariff levels is higher than the mean earnings of employees working in the industries that enjoy higher levels of protection.

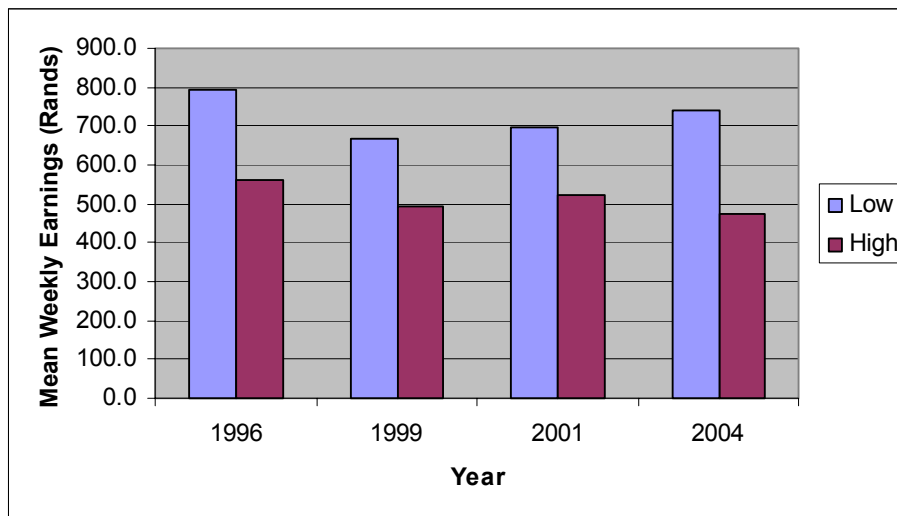


Figure 3: Real mean weekly earnings (2000 Rands) across tariff levels

Source: Estimations from 1996 and 1999 OHSs and 2001 and 2004 LFSs

Besides the level of tariffs, the extent to which tariffs have changed may also influence wages. Instead of splitting the sample of individuals according to tariff rates, Figure 4 uses the change in tariffs to classify the sectors. For each of the four years, the change in tariffs is calculated as the difference in tariffs between 1993 and the respective year. For each year, the average reduction in tariffs is taken as the benchmark from which to classify an industry as either experiencing large declines in tariffs or small declines in tariffs. Once again, for all four years, a clear pattern is evident – the mean weekly earnings of those workers employed in sectors that have experienced a large decline in tariffs is lower than the mean weekly earnings of those who are alternatively employed in sectors that did not drop tariffs substantially. However, it is likely that industries with higher initial levels of tariffs will have experienced higher absolute reductions in tariffs and that the results in Figure 4 may reflect this. In order to control for this, both the level and change in tariffs will be included in the econometric estimations.

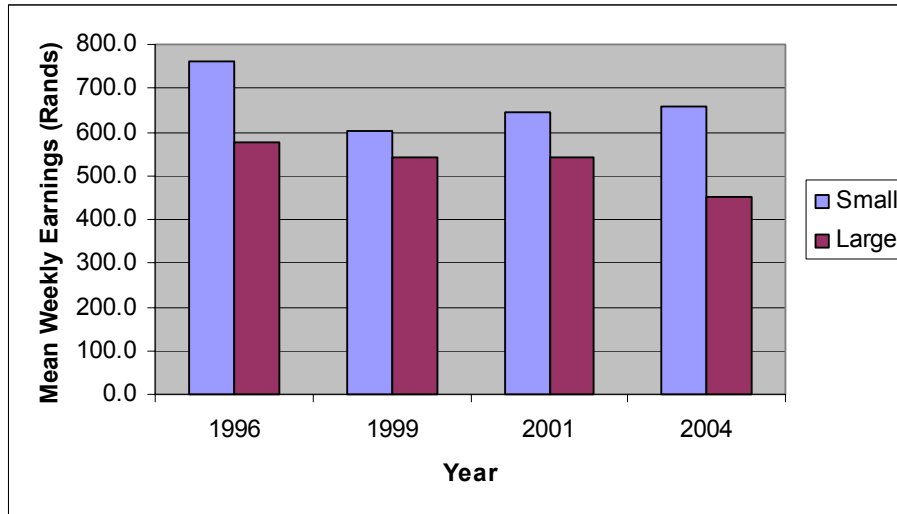


Figure 4: Real mean weekly earnings (2000 Rands) across tariff changes

Source: Estimations from 1996 and 1999 OHSs and 2001 and 2004 LFSs

Section 3. Methodology

In order to investigate the link between tariffs and wages a standard Mincerian (1974) earnings framework is used. Using ordinary least squares, semi-logarithmic wage functions are estimated separately for 1996, 1999, 2001 and 2004. The log of wages is explained by a combination of worker and industry variables, as follows:

$$\ln W_i = X_i' \beta_1 + I_i' \beta_2 + u_i, \quad (1)$$

where the i subscript denotes the individual, W_i is the hourly wage, X_i' is a vector of worker characteristics, I_i' is a vector of industry controls, β_1 and β_2 are the parameters to be estimated and u_i is the i.i.d. error term.

Demographic variables which are expected to determine the market wage in South Africa are included in the vector of worker characteristics. These include race and gender dummy variables as well as dummy variables for education. Age and a squared term for age are included in the regression specification to allow for non-linearities in earnings.

Variables linked to job characteristics are also included. A dummy for union membership is included as one would expect that unionised workers earn higher wages than non-unionised workers. To account for tenure, a continuous variable measuring years of tenure with the current employer is used. A squared term for tenure is also included to allow for the possibility that its influence on wages is non-linear. The earnings functions include dummies for occupational

categories, since wages are expected to vary substantially among occupations. These occupational categories are also closely related to the skills of individuals.

Controls for geographical location are included. A rural dummy variable is used to test whether workers in urban areas earn more than in rural areas.⁴ Dummies for South Africa's nine provinces are also included. These spatial dummy variables control for regional differences in the cost of living and in labour markets, which might affect wages. They also potentially control for measurement issues surrounding education as a proxy for human capital if there are differences in the quality of schooling across regions (Jolliffe and Campos, 2004).

In addition to these demographic controls, a vector of industry variables is included to control for potential differences across industries in the manufacturing sector. The choice of appropriate industry measures is made difficult since there is little empirical work to use as a guide. The baseline regression includes a set of industry dummies, which are excluded from the other regressions once tariffs and the other industry controls are included since industry level dummies are perfectly correlated with tariff levels. Industry characteristics assumed to be important and which are therefore included in the regressions are the export to output ratio and the capital to output ratio.⁵

In a further attempt to control for industry characteristics, industry concentration ratios are included in the regressions for 1996, 1999 and 2001, but are excluded from the 2004 sample as the indices are no longer available due to the discontinuation of the manufacturing census in South Africa.⁶ The concentration ratio employed is the C4, which indicates the amount of sales of the four largest firms in each sector as a proportion of all sales in that sector. For robustness, the C10, which includes the amount of sales and work done by the *ten* largest firms in each sector, is also used. Since results are qualitatively the same, only regressions in which the C4 is employed are reported.

Assuming that profits are higher in concentrated industries, there should be a positive association between wage levels and market concentration.⁷ Abnormal profits should result in higher wages because this gives labour more bargaining power. The presence of extra profits provides more leverage in wage negotiations for employers, while at the same time it increases the opportunity cost of industrial action for employers (Hattingh, D., J. Hodge and Rospabe, S., 2003). A second

⁴ The rural dummy is omitted from the 2004 regressions as the LFS 2004 did not provide the data for this variable

⁵ Sourced from South African Standardised Industry Database.

⁶ Concentration indices are sourced from StatsSA. StatSA did not officially publish the 2001 figures.

⁷ See Dickens and Katz (1987) for a review of this and other explanations for interindustry wage differences.

possible reason for the positive relationship between wages and higher profits is that firms that earn abnormally high profits will be more willing and able to pay efficiency wages, since shirking by the employees becomes more costly in terms of reduced profits (Hattingh et al., 2003).

In order to determine the effect of trade on wages, tariff levels are included in the earnings function. Thus, we estimate:

$$\ln W_i = X_i' \beta_1 + I_i' \beta_2 + \beta_3 T + u_i, \quad (2)$$

where T is the level of tariffs and β_3 is the parameter to be estimated. Depending on the sign and magnitude of the coefficient on tariffs, one can determine the extent to which tariffs impact on wages. This approach takes into account the static effect of trade protection on wages. In order to determine the effect of *changes* in protection on wages, changes in tariffs over different periods are included in several of the earnings equations instead of the level of tariffs. The following equation is therefore also estimated, where ΔT represents the change in tariffs:

$$\ln W_i = X_i' \beta_1 + I_i' \beta_2 + \beta_4 \Delta T + u_i \quad (3)$$

Finally, given that both the level of protection and the change in protection are most likely to be important, earnings equations that include both these variables are estimated as follows:

$$\ln W_i = X_i' \beta_1 + I_i' \beta_2 + \beta_3 T + \beta_4 \Delta T + u_i \quad (4)$$

Since people are self-selected into the category of wage earning employees, the use of ordinary least squares may yield biased results. A violation of classical assumptions occurs if one or more of the regressors are correlated with the regression residual. A potential cause of correlation is if individuals select in and out of the sample based on some characteristic that is correlated with a regressor (Jolliffe and Campos, 2004). The specifications discussed above do not take the problem of self-selection into account, which can lead to an overestimation of the effect of tariff levels and changes.

Sample-selection bias is normally overcome by using Heckman's two-step selection correction method (Heckman, 1979), which explicitly estimates a participation equation as the first step in estimating wage equations. Lee (1983) and Dubin and McFadden (1984) extend Heckman's two-step correction procedure to the case where selectivity is modelled as a multinomial logit. Bourguignon, Fournier and Gurgand (2004) survey the set of methods available in the literature

for selectivity bias correction, where selection is specified as a multinomial logit. They observe that the models differ in the assumptions imposed either on the covariance structure or on the linearity of the model error terms. Lee's approach is simple and requires the estimation of only one parameter in the correction term, but the simplicity comes at the cost of restrictive assumptions on covariances (Bourguignon *et al.*, p. 5). Unlike Lee, Dubin and McFadden do not make the same restrictive assumptions. Bourguignon *et al.* found that the Dubin-McFadden method generally outperformed the other methods in Monte-Carlo experiments. The Dubin-McFadden estimator is, however, sensitive to a normalization of the error terms and for this reason Bourguignon *et al.* propose a general alternative that relaxes the normalization constraint that Dubin and McFadden impose.

To correct for selectivity bias, this paper uses both Lee's method and the general alternative of the Dubin-McFadden procedure proposed by Bourguignon *et al.* (2004). In order to use these procedures, we must observe at least one variable that influences the decision to work in the wage sector, but does not theoretically explain the wage level. The OHS and LFS data sets provide us with additional variables that can be used in the participation equation and also contain observations for those individuals that are not in the wage market. The selection variables used are an individual's marital status and also whether or not the individual is head of the household (i.e. household status).

The wage regressions described above are for those workers who remain employed in the manufacturing sector, but trade liberalisation is expected to impact not only wages, but also the chances of remaining employed. Even though the LFSs do have a panel component, details of this have not yet been revealed. As such, we are currently unable to track the behaviour of individuals that were previously employed in the manufacturing sector but have subsequently become unemployed. In order to examine whether trade liberalisation is related to unemployment in the manufacturing sector, we investigate whether tariff levels and changes are related to unemployment. A probit model is therefore estimated – the dependent variable is a dichotomous variable where each economically active individual is either employed (1) in the manufacturing sector or unemployed (0). Only those who are unemployed, but were previously employed in manufacturing, are included. The LFS includes industry data for the unemployed, while the OHS does not. Hence, this section uses data from the LFS 2001 and 2004 only. The expanded definition of unemployment is used, which includes a larger number of unemployed than the official definition. The use of the broader unemployment definition over the official definition is justified in Kingdon and Knight (2000). Many of these unemployed individuals are long-term unemployed, whereas we are only interested in those that are transitory unemployed. For this reason, those who have been unemployed for longer than three years are excluded from

the sample. Unfortunately, this reduces the sample size considerably as most individuals who are unemployed report that they have been unemployed for longer than three years. Regressions for a narrower sample – those who have been unemployed for less than one year – were also run but these results are similar and are therefore not included here.

The explanatory variables that are assumed to impact the employment status include age and age squared and dummy variables for race, gender, education, province, marital status and household status (head of the household). Concentration indices, tariffs and the change in tariffs are also included. For the employed, these variables relate to the industry in which the individual is employed, whereas for the unemployed, these variables relate to the industry in which the individual was previously employed before being unemployed.

Section 4. Results

Wage Regressions

Several regressions were estimated separately for each of the four years. Regression 1 includes controls for personal characteristics, such as gender, race, age and education; job characteristics, such as union membership, tenure and occupation; and differences across regions. In addition, this regression contains a set of industry dummy variables to control for potential differences across industries in the manufacturing sector. Regression 2 drops the industry dummies, but adds the level of tariffs and other industry controls. Industry dummies are correlated with the other industry variables and therefore cannot be included. Regression 3 excludes the level of tariffs, but includes the change in tariffs over a four-year period. Regression 4 includes both the change and the level of tariffs. Thereafter, changes over different time periods are used to check the robustness of the results. Regressions 5 and 6 use changes over six years, again, firstly without including tariffs, and then with tariffs. Regressions 7 and 8 use changes over eight years, while regressions 9 and 10 include changes over a ten-year period. Since liberalisation started after 1994, regressions 9 and 10, which incorporate changes over a ten year period, were estimated for the 2004 sample only. Regressions 7 and 8 were estimated for both 2001 and 2004, while regressions 5 and 6 were estimated for 1999, 2001 and 2004. The regressions that include changes over a four-year period were estimated for all four years.

Tables 1 through 4⁸ report the results of the estimated earnings functions, together with the heteroscedasticity-consistent standard errors. Given that the earnings functions are in semilogarithmic form, the slope coefficients of the quantitative regressors give the semielasticity, that is, the percentage change in the dependent variable for a unit change in the independent variable.

⁸ These tables can be found in the appendix.

The personal and job characteristics have the expected sign across the models for all the years. The race dummies display the expected hierarchy – all else equal, Coloured, Asians and especially Whites earn significantly more than Africans, the reference group. The exception is found in 1996, where Asians did not earn significantly more than Africans. Females earn less than males across all years. Furthermore, the age earnings profile is concave – earnings increase at a decreasing rate. Tenure also displays positive and decreasing returns for all four years and is significant at the 1 per cent level.

As expected, earnings are positively related to the level of education. For all the years, the sizes on the education dummies display the expected order: all else equal, those with a degree earn substantially more than those without education (the reference group), followed by workers with a diploma, secondary education and then primary education. The primary school dummy enters in significantly for all the years except 1996. Looking at 2004 in particular, a worker with a degree earned, on average, 169 per cent more than a worker with no education, while those who had completed primary school only earned only 12 per cent more than the reference group.

Union membership has a positive influence on earnings. The coefficient on union membership is significant at the 1 percent level for all four years. Based on regression 1 for 2004, the coefficient indicates that union members earned 27 per cent more than non-unionised members. This result is consistent with other studies on the wage union premium in South Africa and is indicative of the strong bargaining power of unions in South Africa (Rospabe, 2001)

The coefficients for occupational skill categories also conform to a priori expectations. Using unskilled occupations as the reference, most other occupations enjoy higher incomes, this is especially so for the high-skilled end of workers. Salespeople do not earn significantly more than the reference group for all the years; however, the number of salespeople in the manufacturing sample is small. Artisans, classified as semi-skilled, earned less than unskilled individuals in 2004, which is surprising, although the coefficient is not statistically significant, even at the 10 per cent level. For all the other years, artisans earned more than unskilled labour, although the coefficient is only significant for 2001.

Geographical variation in earnings is evident. Rural location is associated with lower earnings for 1996, 1999 and 2001 (as noted already, the rural variable is unavailable for 2004). Also, several of the coefficients for individual provincial dummies are significant.

Besides the usual variables included in most Mincerian wage regressions, industry controls were also included here. By doing this, we are, at least to some extent, able to control for variation in wages due to industry characteristics. The concentration index (C4) is positive and significant in 1996, 1999 and 2001 (concentration indices were not available for 2004). This affirms the hypothesis that individuals who work in more concentrated industries earn higher wages. Furthermore, the magnitudes of the coefficients are relatively large for all three years. For example, in 2001, regression 2, we find that for a unit increase in the concentration index, wages increase by nearly 30 per cent. In order to check these results, the regressions were rerun using the C10 index instead of the C4 index. The results were similar in that the coefficient on C10 was significant, positive and large in magnitude for all three years.

The other two industry controls, the export to output ratio and the capital to output ratio, were included for all four years. The coefficient on the export ratio is positive and significant for 2004, 2001 and 1999. This suggests that those who work in industries that export a larger proportion of output earn higher wages. However, in 1996, the export ratio does not enter in significantly. The capital ratio, which was assumed to be an important determinant of wages, yields ambiguous results. The sign of the coefficient varies across the years and is not always significant. Data for both these industry controls is obtained from Quantech (2004). As noted by Dunne and Edwards (2006, p. 7), much debate surrounds the reliability of this statistical series. The Quantech data, which is compiled by combining a set of industry and national account indicators with a consistent input-output framework spanning three decades, is manipulated to ensure consistency with the national accounts data and the input-output structure of the Supply-Use tables prepared by Stats SA. Sector level data for the years between the available input-output tables are interpolated. This casts doubt on the accuracy of the data, particularly after 1996, when the last official manufacturing census was conducted.

The relationship between levels of tariffs and earnings is negative and significant and robust to including changes in tariff levels for all four years. This implies that individuals who work in industries that are more protected earn less than those who work in more liberalised industries, even after controlling for observable worker characteristics. Tariffs are significant at the one per cent level for 1999, 2001 and 2004. In 1996, tariffs are significant at the ten per cent level only. This is most likely due to the smaller sample size for 1996. The coefficient estimates from 2004 suggest an approximate one-to-one relationship between tariff levels and earnings. This suggests that an identical worker in an industry with tariffs that are 10 per cent lower than a second industry will earn wages that are approximately 10 per cent higher than someone employed in the second industry.

If only changes in tariffs are included in the earnings equations we find that for 2004, 2001 and 1999, the changes enter into the regressions negatively, regardless of which time period the change was taken over. The changes are mostly significant at the one per cent level for 2001 and 2004 and are significant at the five per cent level for 1999. For 1996, the change over the four year period is insignificant. Including tariff changes without controlling for the tariff level is, however, inappropriate, as the negative coefficient on the change is proxying the effect impact of high tariffs on wages because those industries that face high tariffs also tend to be those that have lowered tariffs the most. The regressions that include changes alone are therefore misspecified and controlling for the tariff level is necessary.

When the tariff level is included along with the change in tariffs, we do indeed obtain a different outcome. For 2004, the changes in tariffs become *positive* and significant. Thus, given that the absolute value of the changes was used, when controlling for the tariff level, those who worked in sectors that liberalised substantially earned higher wages. Once again, this result does not depend on the time period over which the change was taken, as all the changes are significant at the one per cent level, except for regression 4, where the change is insignificant. This is not surprising, as regression 4 uses changes over a four-year period and by 2000 most of the changes in tariffs had already taken place and thus the change in tariffs between 2000 and 2004 is marginal. In 2001 and 1999, the changes also become positive, except for regression 4, where the change remains negative, but insignificant. For the 1996 sample, we find that the change over the four year period becomes negative, but remains insignificant. The main point, to be noted, however, is that the estimated coefficient on the tariff level remains negative and significant and in some cases, the magnitude of the tariff coefficient becomes larger.

To sum, we find that those workers employed in industries that face relatively low tariffs earn higher wages. When we do not control for the level of tariffs, we find that individuals working in sectors that have experienced a substantial decline in tariffs earn lower wages. However, including the change in tariffs without the tariffs level is a misspecification of the model. The change reflects the negative effects of higher tariffs, as the sectors which face high tariffs are those that have reduced tariffs the most. Once we correct for this by controlling for tariff levels and we take the change in tariffs over a longer time horizon, from six years and longer, we find that those employed in sectors that liberalised the most in fact earn higher wages. These results suggest two things. First, identical workers in industries with different levels of tariffs will earn different wages. Those in industries with lower tariff levels will earn higher wages. This is even after controlling for the education, occupation and other observable individual and firm characteristics. Second, identical workers in industries with identical levels of tariffs will earn

different wages if these industries have a different history of liberalisation. Workers in industries that have liberalised earn higher wages than those in industries that have not, even if tariff levels are similar.

One important caveat to consider is the possibility that tariffs might be proxying for some industry, firm or individual characteristics that we have not controlled for. Controlling for industry level variables, such as concentration indices and export and capital ratios, does not change the result. Clearly, these are not perfect controls, especially since the integrity of the data used is questionable. At this stage we have not controlled for firm specific variables either. It is likely that firm size is an important determinant of wages. The LFSs contain information on firm-size which will be used as controls in future versions of this paper. There is also the possibility that some unobservable individual characteristic is associated with tariffs. However, without panel data this is very difficult to control for.

To develop a sense of what the results mean, we insert actual values for tariff levels and changes into the wage regressions for the five most common industries found in our sample and also for the average tariff level (unweighted). The tariff level used refers to the actual value for that year and the change used corresponds to the period which is the closest to having 1994 as the starting point⁹. Figure 5 displays the results. Given that our estimations are unweighted, reliable comparisons across the years cannot be made. The purpose of this exercise is therefore not to make precise statements about wage changes over time, but to rather illustrate the broader trends that have occurred and are reflected in the data.

⁹ Specifically, the 10 year change is used for the 2004 sample, the 8 year change for the 2001 sample, the 6 year change for the 1999 sample and the 4 year change for the 1996 sample.

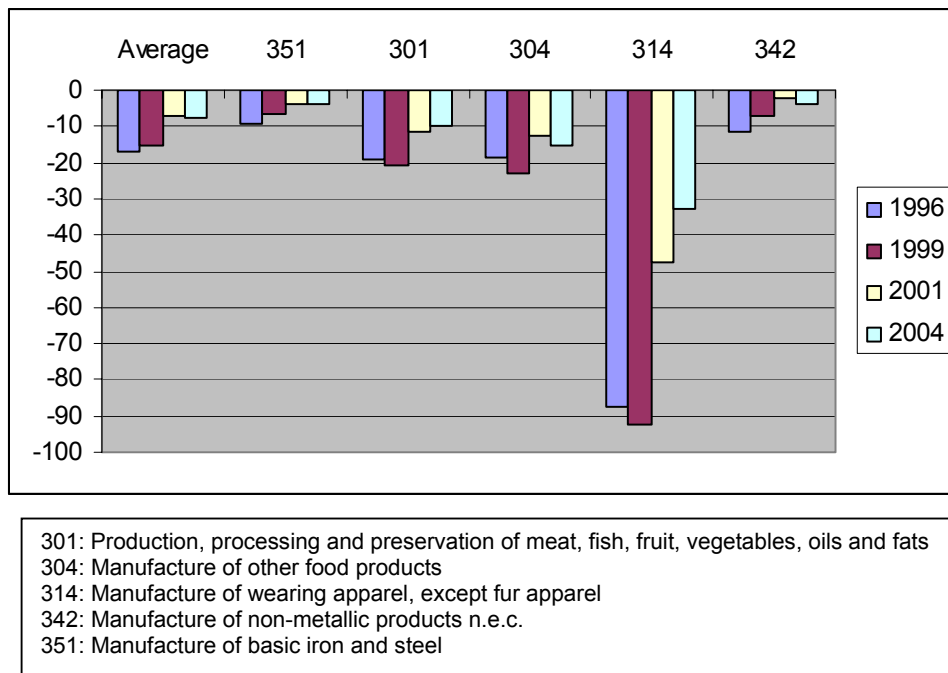


Figure 5: Wages relative to an industry with no protection and no change in tariffs

From Figure 5 it is clear that a consistent pattern emerges across the industries. For all the industries, wages are lower compared to the base case – an industry that has no protection and has experienced no change in tariffs. Moreover, comparing across the years, we note that the relative difference has declined over time, i.e. relative to the base case, wages were significantly lower in 1996 compared to 2004.

Selectivity corrected Wage Regressions

The results presented in the subsection above may be biased due to selectivity. To correct for this we estimate the Mincerian earnings equation using the Lee (1983) and the Dubin and McFadden (1984) procedure to correct for sample selection. The estimates are reported in Tables 5 to 8 and tables 9 through 12 respectively.

Turning to the estimations from the Lee procedure, we find that for 2004 and 2001, these estimates do not differ in substantive ways from those estimated without accounting for sample selection. The main differences are that for 2001 and 2004, the coefficient on the primary school dummy ceases to be significant in most regressions and in 2001, age and age squared are no longer significant. The variables of interest, the level of tariffs and the change in tariffs, are unaffected when controlling for selection, thus sample-selection bias does not appear to be an important source of wage distortion in 2004 and 2001. This is consistent with the fact that the

coefficient on $_m1$ ¹⁰, which estimates the covariance between the residual in the regressions and the residuals from the multinomial logit model, is never statistically significant in 2004 and only statistically significant at the ten per cent level for a few of the regressions in 2001.

For 1999 and 1996, the results indicate that selection is significant, as the coefficient on $_m1$ is significant at the five per cent level for both years. The impact of selection is more dramatic in 1996, as several key variables lose their significance once we control for selection. From Table 8, we note that the coefficients on female, Coloured, Asian, age, age squared, primary and secondary education are no longer significant. Once again, as was the case in 2001 and 2004, we find that the variables pertinent to this study, tariffs and the changes in tariffs, are unaffected in 1996 and 1999. Thus, even though selection appears to distort the results for these earlier years, it does not have an impact on tariffs and the change in tariffs. The conclusion drawn from the basic OLS regressions regarding the impact of tariffs on wages are therefore still valid.

Similar results are found using the Dubin and McFadden method. For 2004 and 2001, after controlling for selection, we find that the results do not change considerably. Once again, the coefficients on tariffs and the changes in tariffs remain unchanged. In contrast to Lee's method, the Dubin and McFadden method estimates five parameters in the correction term, labelled $_m1$ up to $_m5$, since there are five choices in the multinomial logit. We find that for almost all of these added variables, they are insignificant, again implying that selection does not significantly bias the results obtained from the wage regressions.

As was the case using the Lee procedure, we find that using the DMF method, selection plays a more dominant role in 1996 and 1999. Several of the coefficients on $_m1$ through $_m5$ are significant for both these years. After controlling for selection, we find that for 1996 and 1999, variables such as female, Coloured, Asian, age, age squared and the primary education dummy are no longer significant. Tariffs and the change in tariffs are unaffected by the correction for selectivity, confirming the conclusions drawn earlier, that selectivity-bias does not have a substantive impact on the results obtained from the wage regressions.¹¹

¹⁰ Not included in the tables for space considerations.

¹¹ To check these results, Heckman's (1979) two-step procedure was also used. The first step considered those employed in manufacturing only versus those employed in non-manufacturing industries. Results obtained from the Heckman method were found to be consistent with those obtained from the Lee and DMF procedure. Only in 1996 and 1999 was selection significant, but once again, the coefficients on tariffs and the changes in tariffs were not significantly different from the regular OLS regressions.

The Probit Estimates

The higher average wages in those sectors that have liberalised may be because these sectors have shed low wage jobs. In this section we investigate whether this is the case by comparing individuals that are currently employed in manufacturing with those that are currently unemployed but were employed in manufacturing within the last three years. To do this we run a probit regression where each economically active individual is either employed (1) in the manufacturing sector or unemployed (0).

As in the Mincerian wage regressions, several regressions were estimated separately for 2004 and 2001 year. Regression 1 is the baseline regression and includes variables that are related to personal characteristics only. Regression 2 adds the level of tariffs for each industry and for the 2001 sample, concentration ratios are also included. Regression 3 excludes the level of tariffs, but includes the change in tariffs over a four-year period. Regression 4 incorporates both the change and the level of tariffs. Once again, changes over different time periods are used to check the robustness of the results. Regressions 5 and 6 use changes over six years, while regressions 7 and 8 include changes over an eight-year period.

Tables 13 and 14 report the probit estimates for the probability of being employed in the manufacturing sector for 2004 and 2001 respectively. The coefficients show the marginal effect (dF/dx) of each variable.

From the tables, it is evident that many of the variables that we would expect to be important in determining employment, such as education and gender, are found to be insignificant in these regressions. Age also has no influence on employment in 2001, but for 2004, there is a convex relationship between age and employment. This result goes against expectations, as we would expect employment to be low among the youngest, rise and then fall as workers approach retirement. Given the particular sample restrictions of this probit estimation, these outcomes are not surprising. The sample is limited to those who are either employed in manufacturing, or who are unemployed, but were previously employed in manufacturing. Thus, in order to be included in the sample, the individual must have been employed at some stage. The implication of this is that variables that are ordinarily considered as obstacles to becoming employed, such as low levels of education and being female, have already been overcome for the person to be employed in the first place. Once the individual becomes employed, these variables play an insignificant role as to whether the person remains employed or becomes unemployed.

Despite this, we still find that Whites and Asians have a significantly higher probability of being employed in manufacturing than Africans. This implies that once an individual becomes employed in manufacturing, Whites and Asians are more likely to retain their jobs compared to

their African counterparts. Variables linked to the person's family background are also found to be significant for both years. Being married or the head of the household increases the probability of being employed in manufacturing.

For 2001, three industry controls were included, the concentration ratio (C4), the export to output ratio and the capital to output ratio. Once again, the C4 index was omitted from the 2004 sample as it was unavailable. From table 13, we see that in 2001, these industry variables do not significantly affect the probability of being employed in manufacturing. For 2004, the capital to output ratio does not enter in significantly, but the export to output ratio does appear to have some influence on employment. The coefficient on this variable is negative, implying that in an industry that has a high export to output ratio, an individual has a lower probability of being employed in manufacturing.

Turning our attention to tariffs, in 2004, tariffs enter positively and significantly, except in regression 8, where the change in tariffs over the eight year period is included. For 2001, we find that while tariffs always enter positively, the coefficient is significant only in regression 2. This suggests that the probability of being employed in manufacturing increases as the level of protection increases. On the other hand, if a worker was employed in a more liberalised industry, the chances of becoming unemployed increases. However, the size of the tariff coefficients is small. For example, taking Regression 2 for 2004, we find that working in a similar industry with one percentage point higher tariffs increases the probability of being employed by 0.1 per cent only.

When looking at the changes in tariffs, we fail to find a consistent pattern across both years. In 2004, when the changes are included in the regressions without including the level of tariffs, they are positive, but insignificant. When the tariff level is also included, the changes enter in negative and significant, except in regression 8, where the change over eight years is negative but insignificant. For 2001, when the changes are included without including the level of tariffs, they are positive and significant. However, when we include the tariff level, the changes remain positive but are no longer significant. Once more, the magnitude of the coefficients on the changes is not large.

Given these varied results and the fact that the cross-sectional estimates do not vary substantially from 2001 to 2004, it was decided to pool the data. The advantage of this approach is that it increases the number of observations and should therefore provide a clearer picture. Also, by interacting the regressors with a dummy for 2004, we are able to tell if the effect of some of these variables differs between the two years.

Table 15 displays the results. Firstly, it is evident that the coefficients for most of the variables remain largely unchanged. Gender, age and education do not influence the probability of being employed, while race and marital and household status once again remain influential. None of the industry controls are significant.

Tariffs are significant only in regression 2, where they are included on their own. When the changes are included without including the level of tariffs, they are positive and significant, but become insignificant when we include the tariff level. The pooled results are therefore the same as the results for the 2001 sample.

Looking at the interaction between tariffs and the dummy variable for 2004 (*Tariff04*), we note that the coefficient is positive and significant in regressions 4 and 6. This implies that the influence of tariffs on the probability of being employed differs from 2001 to 2004. Compared to 2001, in 2004 an individual has a higher probability of being employed the higher the tariff level. The interaction of the 2004 dummy with the changes in tariffs (*Change404*, *Change604* and *Change804*) reveals that when changes are included without the tariff levels, these interaction terms are negative, but either insignificant or only significant at the ten per cent level. When the tariff levels are included, these interaction terms remain negative, but become significant. Thus, as was the case with the level of tariffs, the impact of the changes on tariffs also appears to differ between 2001 and 2004. However, without additional information, one must be cautious in interpreting these results. The fact that many of these interaction terms are significant does not necessarily imply that there has been a major shift in the impact of liberalisation from 2001 to 2005, but instead may rather reflect data inaccuracies.

To sum the results from these probit estimations, when tariffs are included in the regressions on their own, they are positive, suggesting that the higher the level of protection, the higher the probability of being employed in manufacturing. However, the impact is small and only significant for 2004. We have to be cautious in interpreting these probit results because these exclude those individuals that became unemployed, but were then subsequently rehired. This suggests that our results are likely to overestimate the impact of liberalisation on employment. We were also unable to correct for selectivity, which implies that our estimates may be biased. Furthermore, once the changes in tariffs are included, we are unable to find consistent results. The probit exercise has therefore provided limited insights into the impact of liberalisation of employment.

Section 5. Conclusions

This paper has investigated the relationship between tariffs and wages in the South African manufacturing sector by matching labour force data with industry level tariffs and changes in tariffs. Two robust results emerge. First, identical workers in industries with different levels of tariffs earn different wages. Those in industries with lower tariff levels earn higher wages. This result remains even after controlling for the education, occupation and other observable individual and firm characteristics. Second, identical workers in industries with identical levels of tariffs earn different wages if these industries have a different history of liberalisation. Workers in industries that have liberalised earn higher wages than those in industries that have not, even if tariff levels are similar. Both these results remain after controlling for selectivity. Taken together these suggest that tariff liberalisation is positively related to wages.

There are three possible explanations for why this may be so. The first is that industries that liberalise may shed low wage workers increasing the average wage. We investigate this explanation by examining whether the level and changes of tariffs are associated with being employed or recently employed in manufacturing. We find that higher tariff levels are associated with a higher probability of being employed versus unemployed, although this effect is small. However, we also find no robust relationship between changes in tariffs and recently leaving a manufacturing job. The inconclusiveness of these results suggests that we can neither reject or confirm the low wage job shedding hypothesis. The second explanation is that average wages in low tariff and/or liberalising sectors have increased. Sector level wage data is required to confirm this, and this will be done in further versions of the paper. The third explanation is that tariffs proxy for some industry level, firm-level or individual characteristics that are associated with earnings. We have attempted to control for industry level characteristics in the paper, and in future versions will control for firm characteristics such as size. If these results remain they would suggest that liberalisation is good for wages.

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Appendix.

MANUFACTURING	SIC 3	1993	1996	1999	2001	2004	Δ 1993- 2004
Production, processing and preservation of meat, fish, fruit, vegetables, oils and fats	301	26.5	14.8	13.7	12.5	11.1	-15.4
Manufacture of dairy products	302	15.0	23.9	25.8	18.7	21.1	6.1
Manufacture of grain mill products, starches and starch products and prepared animal feeds	303	9.7	5.9	6.6	6.9	6.1	-3.6
Manufacture of other food products	304	26.5	14.8	14.9	12.8	13.2	-13.3
Manufacture of beverages	305	36.0	15.0	13.9	15.3	12.3	-23.7
Manufacture of tobacco products	306	75.1	35.3	33.3	30.5	29.7	-45.4
Spinning, weaving and finishing of textiles	311	48.8	38.5	30.7	23.9	15.8	-33.0
Manufacture of other textiles	312	41.2	23.9	22.7	20.6	18.2	-23.0
Manufacture of knitted and crocheted fabrics and articles	313	62.2	42.5	34.4	27.1	19.7	-42.4
Manufacture of wearing apparel, except fur apparel	314	88.6	73.8	59.7	46.0	35.2	-53.4
Dressing and dyeing of fur; manufacture of articles of fur	315	34.7	18.3	18.3	17.0	18.7	-16.0
Tanning and dressing of leather; manufacture of luggage, handbag, saddlery and harness	316	25.5	15.2	13.1	12.9	11.4	-14.1
Manufacture of footwear	317	46.8	29.2	25.3	22.5	22.4	-24.4
Sawmilling and planing of wood	321	6.4	4.1	0.6	0.5	0.5	-5.9
Manufacture of products of wood, cork, straw and plaiting materials	322	20.3	13.6	11.4	10.9	11.1	-9.2
Manufacture of paper and paper products	323	12.4	7.7	7.1	6.5	6.6	-5.8
Publishing	324	17.1	7.3	3.1	2.9	2.8	-14.3
Printing and service activities related to printing	325	19.0	11.7	9.2	9.1	9.2	-9.8
Manufacture of coke oven products	331	10.0	10.0	10.0	9.2	9.0	-1.0
Petroleum refineries/synthesisers	332	15.0	10.8	4.9	3.9	3.5	-11.4
Processing of nuclear fuel	333	4.3	2.0	0.0	0.0	0.0	-4.3
Manufacture of basic chemicals	334	8.4	5.9	1.9	1.5	1.6	-6.8
Manufacture of other chemical products	335	17.7	10.4	4.9	4.0	4.2	-13.5
Manufacture of man-made fibres	336	8.5	8.2	7.8	7.5	6.9	-1.7
Manufacture of rubber products	337	21.1	15.0	12.5	11.8	10.6	-10.5
Manufacture of plastic products	338	22.6	16.2	12.0	9.7	9.6	-13.0
Manufacture of glass and glass products	341	19.1	12.0	9.7	8.8	9.0	-10.1
Manufacture of non-metallic mineral products n.e.c.	342	16.6	9.1	5.3	5.2	5.6	-11.0
Manufacture of basic iron and steel	351	9.7	7.5	4.3	4.2	3.9	-5.8
Manufacture of basic precious and non-ferrous metals	352	9.4	4.0	2.6	2.3	2.0	-7.4
Manufacture of structural metal products, tanks, reservoirs and steam generators	354	14.7	6.9	4.2	3.9	4.0	-10.6
Manufacture of other fabricated metal products; metalwork service activities	355	21.1	11.6	8.5	8.3	8.2	-12.8
Manufacture of general purpose machinery	356	13.7	7.9	4.4	3.8	3.6	-10.0
Manufacture of special purpose machinery	357	10.2	4.5	2.2	1.6	1.8	-8.4
Manufacture of household appliances n.e.c.	358	28.7	16.5	13.6	12.9	12.5	-16.1
Manufacture of office, accounting and computing machinery	359	6.5	0.0	0.0	0.0	0.0	-6.5
Manufacture of electric motors, generators and transformers	361	17.6	13.9	8.8	7.2	7.3	-10.3
Manufacture of electricity distribution and control apparatus	362	17.6	12.2	8.0	6.8	7.1	-10.5
Manufacture of insulated wire and cable	363	19.0	14.1	13.7	12.3	12.8	-6.2
Manufacture of accumulators, primary cells and primary batteries	364	32.2	10.9	8.3	6.4	7.4	-24.8
Manufacture of electric lamps and lighting equipment	365	28.3	17.0	11.6	11.1	10.7	-17.6
Manufacture of other electrical equipment n.e.c..	366	14.3	7.6	2.9	2.7	2.7	-11.6
Manufacture of electronic valves and tubes and other electronic components	371	6.8	2.7	2.4	2.2	2.2	-4.6

Manufacture of television and radio transmitters	372	11.7	4.3	5.9	4.7	4.6	-7.1
Manufacture of television and radio receivers	373	38.2	7.6	3.9	3.2	2.8	-35.4
Manufacture of medical appliances and instruments	374	9.4	2.3	0.4	0.4	0.4	-8.9
Manufacture of optical instruments and photographic equipment	375	15.4	2.0	0.5	0.4	0.5	-15.0
Manufacture of watches and clocks	376	24.5	6.8	0.0	0.0	0.0	-24.5
Manufacture of motor vehicles	381	44.6	27.6	21.2	17.4	15.5	-29.1
Manufacture of bodies for motor vehicles	382	20.0	18.5	18.4	15.9	15.6	-4.5
Manufacture of parts and accessories for motor vehicles and their engines	383	16.9	12.0	12.7	12.1	11.8	-5.1
Building and repairing of ships and boats	384	14.4	6.3	3.7	2.0	2.4	-12.0
Manufacture of railway and tramway locomotives and rolling stock	385	10.2	1.0	0.0	0.2	0.3	-9.9
Manufacture of aircraft and spacecraft	386	3.1	0.7	0.0	0.0	0.0	-3.1
Manufacture of transport n.e.c.	387	25.2	6.8	2.6	1.2	1.2	-24.0
Manufacture of furniture	391	32.5	21.1	17.6	17.3	17.4	-15.1
Manufacturing n.e.c.	392	32.5	12.1	8.7	8.1	8.0	-24.6
Recycling n.e.c.	395	2.6	3.1	1.9	1.4	1.2	-1.4
UNWEIGHTED AVERAGE		22.5	13.2	10.4	9.1	8.5	-14.0

Table 1: OLS wage regressions – 2004

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Industry	Tariff	Change4	Change4*	Change6	Change6*	Change8	Change8*	Change10	Change10*
Female	-0.293*** (0.030)	-0.309*** (0.030)	-0.319*** (0.030)	-0.312*** (0.030)	-0.320*** (0.030)	-0.317*** (0.030)	-0.326*** (0.030)	-0.319*** (0.030)	-0.339*** (0.030)	-0.321*** (0.030)
Coloured	0.215*** (0.045)	0.260*** (0.045)	0.255*** (0.045)	0.262*** (0.045)	0.255*** (0.045)	0.264*** (0.045)	0.254*** (0.045)	0.266*** (0.045)	0.259*** (0.045)	0.260*** (0.045)
Asian	0.435*** (0.054)	0.448*** (0.052)	0.439*** (0.053)	0.451*** (0.053)	0.442*** (0.053)	0.453*** (0.052)	0.443*** (0.053)	0.452*** (0.052)	0.448*** (0.053)	0.445*** (0.052)
White	0.697*** (0.056)	0.748*** (0.056)	0.753*** (0.057)	0.748*** (0.056)	0.754*** (0.057)	0.747*** (0.056)	0.754*** (0.057)	0.748*** (0.056)	0.754*** (0.057)	0.751*** (0.056)
Age	0.044*** (0.008)	0.044*** (0.008)	0.044*** (0.008)	0.044*** (0.008)	0.044*** (0.008)	0.044*** (0.008)	0.043*** (0.008)	0.044*** (0.008)	0.043*** (0.008)	0.044*** (0.008)
Age2	-0.048*** (0.010)	-0.048*** (0.010)	-0.048*** (0.010)	-0.049*** (0.010)	-0.048*** (0.010)	-0.049*** (0.010)	-0.047*** (0.010)	-0.049*** (0.010)	-0.048*** (0.010)	-0.049*** (0.010)
Primary	0.112** (0.057)	0.152** (0.062)	0.150** (0.062)	0.152** (0.062)	0.147** (0.062)	0.152** (0.062)	0.143** (0.062)	0.154** (0.063)	0.141** (0.062)	0.155** (0.063)
Secondary	0.325*** (0.056)	0.407*** (0.062)	0.401*** (0.061)	0.406*** (0.062)	0.400*** (0.061)	0.406*** (0.062)	0.395*** (0.061)	0.408*** (0.062)	0.392*** (0.061)	0.406*** (0.062)
Diploma	0.775*** (0.081)	0.887*** (0.086)	0.885*** (0.086)	0.886*** (0.086)	0.885*** (0.086)	0.885*** (0.086)	0.881*** (0.086)	0.886*** (0.086)	0.878*** (0.086)	0.888*** (0.086)
Degree	0.992*** (0.149)	1.158*** (0.148)	1.148*** (0.149)	1.159*** (0.148)	1.148*** (0.149)	1.160*** (0.149)	1.144*** (0.149)	1.161*** (0.149)	1.142*** (0.149)	1.158*** (0.148)
Union	0.237*** (0.027)	0.268*** (0.027)	0.267*** (0.027)	0.268*** (0.027)	0.268*** (0.027)	0.266*** (0.027)	0.267*** (0.027)	0.266*** (0.027)	0.265*** (0.027)	0.265*** (0.027)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Manager	0.814*** (0.077)	0.831*** (0.081)	0.832*** (0.081)	0.829*** (0.081)	0.833*** (0.081)	0.824*** (0.081)	0.833*** (0.081)	0.822*** (0.080)	0.825*** (0.081)	0.825*** (0.080)
Professional	0.761*** (0.173)	0.838*** (0.156)	0.844*** (0.156)	0.834*** (0.156)	0.844*** (0.156)	0.828*** (0.156)	0.841*** (0.155)	0.828*** (0.156)	0.828*** (0.155)	0.842*** (0.159)
Technician	0.414*** (0.064)	0.452*** (0.066)	0.451*** (0.066)	0.451*** (0.066)	0.450*** (0.066)	0.449*** (0.066)	0.448*** (0.066)	0.449*** (0.066)	0.444*** (0.067)	0.450*** (0.065)
Clerk	0.376***	0.406***	0.408***	0.406***	0.407***	0.408***	0.406***	0.409***	0.407***	0.412***

	(0.057)	(0.057)	(0.057)	(0.057)	(0.057)	(0.057)	(0.057)	(0.057)	(0.058)	(0.057)
Salesperson	0.047	0.059	0.053	0.061	0.055	0.063	0.057	0.061	0.057	0.063
	(0.100)	(0.096)	(0.097)	(0.095)	(0.097)	(0.095)	(0.096)	(0.095)	(0.095)	(0.096)
SkAgri	0.169	0.166	0.176	0.165	0.181	0.160	0.183	0.160	0.182	0.167
	(0.186)	(0.219)	(0.208)	(0.221)	(0.208)	(0.224)	(0.206)	(0.225)	(0.207)	(0.223)
Artisan	-0.018	-0.036	-0.047	-0.035	-0.046	-0.035	-0.047	-0.037	-0.051	-0.036
	(0.036)	(0.037)	(0.037)	(0.038)	(0.037)	(0.037)	(0.037)	(0.037)	(0.037)	(0.037)
Operator	0.148***	0.163***	0.158***	0.162***	0.156***	0.160***	0.152***	0.160***	0.142***	0.165***
	(0.031)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)
WCape	0.084	0.043	0.052	0.043	0.051	0.047	0.057	0.046	0.070	0.035
	(0.052)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)
ECape	-0.003	0.009	0.015	0.010	0.017	0.012	0.020	0.012	0.027	0.009
	(0.047)	(0.050)	(0.050)	(0.050)	(0.050)	(0.050)	(0.051)	(0.050)	(0.051)	(0.050)
NCape	-0.237***	-0.269***	-0.261***	-0.269***	-0.260***	-0.268***	-0.254***	-0.270***	-0.245***	-0.278***
	(0.085)	(0.082)	(0.082)	(0.082)	(0.082)	(0.082)	(0.082)	(0.082)	(0.082)	(0.083)
FState	-0.285***	-0.288***	-0.289***	-0.288***	-0.289***	-0.289***	-0.288***	-0.290***	-0.288***	-0.294***
	(0.052)	(0.054)	(0.054)	(0.054)	(0.054)	(0.054)	(0.054)	(0.054)	(0.054)	(0.054)
NWest	-0.049	-0.073	-0.073	-0.071	-0.074	-0.066	-0.072	-0.064	-0.066	-0.064
	(0.053)	(0.052)	(0.053)	(0.052)	(0.053)	(0.052)	(0.053)	(0.052)	(0.053)	(0.052)
Gauteng	0.142***	0.162***	0.172***	0.162***	0.174***	0.163***	0.179***	0.161***	0.186***	0.158***
	(0.042)	(0.042)	(0.042)	(0.042)	(0.042)	(0.042)	(0.042)	(0.042)	(0.042)	(0.042)
Mpumalanga	-0.123**	-0.049	-0.039	-0.050	-0.038	-0.051	-0.034	-0.052	-0.030	-0.053
	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)	(0.051)
Limpopo	-0.262***	-0.297***	-0.292***	-0.295***	-0.291***	-0.290***	-0.285***	-0.290***	-0.272***	-0.295***
	(0.080)	(0.079)	(0.079)	(0.079)	(0.078)	(0.079)	(0.078)	(0.079)	(0.078)	(0.079)
Export		0.005***	0.006***	0.005***	0.006***	0.005***	0.006***	0.005***	0.006***	0.005***
		(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Capratio		0.118**	0.176***	0.107*	0.178***	0.094*	0.195***	0.086	0.199***	0.089
		(0.055)	(0.052)	(0.056)	(0.052)	(0.056)	(0.051)	(0.056)	(0.051)	(0.056)
Tariff		-0.009***		-0.012***		-0.016***		-0.015***		-0.016***
		(0.002)		(0.003)		(0.004)		(0.003)		(0.003)
Change4			-0.011***	0.004						
			(0.002)	(0.005)						
Change6					-0.008***	0.008**				
					(0.002)	(0.004)				
Change8							-0.004***	0.005**		
							(0.001)	(0.002)		
Change10									-0.003***	0.005***
									(0.001)	(0.002)
Constant	4.159***	4.126***	4.035***	4.149***	4.028***	4.182***	4.027***	4.174***	4.039***	4.145***

	(0.160)	(0.158)	(0.157)	(0.159)	(0.157)	(0.159)	(0.158)	(0.158)	(0.158)	(0.158)
Observations	2344	2344	2344	2344	2344	2344	2344	2344	2344	2344
R-squared	0.62	0.59	0.59	0.59	0.59	0.59	0.58	0.59	0.58	0.59

Table 2: OLS wage regressions – 2001

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Industry	Tariff	Change4	Change4*	Change6	Change6*	Change8	Change8*
Female	-0.267*** (0.028)	-0.266*** (0.027)	-0.269*** (0.027)	-0.266*** (0.028)	-0.285*** (0.027)	-0.272*** (0.028)	-0.285*** (0.027)	-0.272*** (0.028)
Coloured	0.384*** (0.046)	0.391*** (0.046)	0.392*** (0.046)	0.391*** (0.046)	0.392*** (0.046)	0.392*** (0.046)	0.394*** (0.046)	0.389*** (0.046)
Asian	0.289*** (0.053)	0.290*** (0.052)	0.288*** (0.052)	0.290*** (0.052)	0.282*** (0.052)	0.288*** (0.052)	0.283*** (0.052)	0.287*** (0.052)
White	0.773*** (0.049)	0.786*** (0.048)	0.788*** (0.048)	0.786*** (0.048)	0.792*** (0.049)	0.790*** (0.048)	0.795*** (0.048)	0.784*** (0.049)
Age	0.030*** (0.007)	0.030*** (0.007)	0.030*** (0.007)	0.030*** (0.007)	0.030*** (0.007)	0.030*** (0.007)	0.030*** (0.007)	0.029*** (0.007)
Age2	-0.027*** (0.009)	-0.026*** (0.009)	-0.026*** (0.009)	-0.026*** (0.009)	-0.026*** (0.009)	-0.026*** (0.009)	-0.026*** (0.009)	-0.026*** (0.009)
Primary	0.112* (0.060)	0.158*** (0.061)	0.157*** (0.061)	0.158*** (0.061)	0.155** (0.061)	0.163*** (0.061)	0.154** (0.060)	0.163*** (0.061)
Secondary	0.311*** (0.059)	0.378*** (0.059)	0.378*** (0.059)	0.378*** (0.059)	0.374*** (0.059)	0.383*** (0.059)	0.373*** (0.059)	0.383*** (0.059)
Diploma	0.801*** (0.078)	0.891*** (0.078)	0.891*** (0.078)	0.891*** (0.078)	0.891*** (0.078)	0.891*** (0.078)	0.890*** (0.078)	0.891*** (0.078)
Degree	1.184*** (0.109)	1.283*** (0.109)	1.283*** (0.109)	1.283*** (0.109)	1.286*** (0.109)	1.282*** (0.109)	1.286*** (0.109)	1.282*** (0.110)
Union	0.152*** (0.026)	0.162*** (0.025)	0.161*** (0.025)	0.162*** (0.025)	0.161*** (0.025)	0.162*** (0.025)	0.162*** (0.025)	0.159*** (0.025)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Rural	-0.214*** (0.033)	-0.257*** (0.032)	-0.255*** (0.032)	-0.257*** (0.032)	-0.254*** (0.032)	-0.258*** (0.032)	-0.256*** (0.032)	-0.254*** (0.032)
Manager	0.787*** (0.075)	0.800*** (0.075)	0.800*** (0.075)	0.800*** (0.075)	0.798*** (0.075)	0.794*** (0.075)	0.796*** (0.075)	0.797*** (0.075)
Professional	0.499*** (0.121)	0.551*** (0.123)	0.553*** (0.123)	0.551*** (0.123)	0.544*** (0.123)	0.544*** (0.123)	0.543*** (0.123)	0.547*** (0.123)
Technician	0.442*** (0.059)	0.467*** (0.059)	0.470*** (0.059)	0.468*** (0.059)	0.466*** (0.059)	0.458*** (0.059)	0.465*** (0.059)	0.462*** (0.059)

Clerk	0.334*** (0.047)	0.354*** (0.046)	0.357*** (0.046)	0.354*** (0.046)	0.358*** (0.046)	0.348*** (0.046)	0.357*** (0.046)	0.353*** (0.046)
Salesperson	-0.027 (0.092)	0.023 (0.089)	0.022 (0.089)	0.024 (0.089)	0.015 (0.089)	0.014 (0.089)	0.015 (0.089)	0.015 (0.090)
SkAgri	-0.300 (0.494)	-0.262 (0.426)	-0.269 (0.429)	-0.264 (0.427)	-0.265 (0.425)	-0.253 (0.423)	-0.260 (0.423)	-0.265 (0.426)
Artisan	0.139*** (0.038)	0.150*** (0.036)	0.150*** (0.036)	0.150*** (0.037)	0.146*** (0.037)	0.145*** (0.036)	0.146*** (0.037)	0.145*** (0.036)
Operator	0.162*** (0.032)	0.186*** (0.031)	0.185*** (0.031)	0.186*** (0.031)	0.177*** (0.031)	0.185*** (0.031)	0.177*** (0.031)	0.184*** (0.031)
WCape	-0.084* (0.050)	-0.092* (0.050)	-0.096* (0.049)	-0.092* (0.050)	-0.091* (0.050)	-0.099** (0.050)	-0.094* (0.049)	-0.091* (0.049)
ECape	-0.232*** (0.051)	-0.239*** (0.050)	-0.240*** (0.050)	-0.240*** (0.050)	-0.240*** (0.051)	-0.234*** (0.050)	-0.237*** (0.051)	-0.240*** (0.050)
NCape	-0.505*** (0.086)	-0.484*** (0.084)	-0.486*** (0.083)	-0.485*** (0.084)	-0.479*** (0.084)	-0.489*** (0.084)	-0.484*** (0.084)	-0.479*** (0.083)
FState	-0.464*** (0.057)	-0.449*** (0.057)	-0.453*** (0.057)	-0.449*** (0.057)	-0.457*** (0.058)	-0.450*** (0.057)	-0.460*** (0.058)	-0.444*** (0.057)
NWest	0.007 (0.057)	0.032 (0.055)	0.030 (0.055)	0.031 (0.055)	0.039 (0.055)	0.034 (0.055)	0.041 (0.055)	0.030 (0.055)
Gauteng	0.045 (0.037)	0.031 (0.036)	0.032 (0.036)	0.031 (0.036)	0.042 (0.036)	0.028 (0.036)	0.041 (0.036)	0.032 (0.036)
Mpumalanga	-0.103* (0.054)	-0.080 (0.051)	-0.077 (0.051)	-0.080 (0.051)	-0.074 (0.051)	-0.079 (0.051)	-0.075 (0.051)	-0.075 (0.051)
Limpopo	-0.434*** (0.069)	-0.473*** (0.069)	-0.472*** (0.069)	-0.473*** (0.069)	-0.466*** (0.069)	-0.466*** (0.069)	-0.466*** (0.069)	-0.466*** (0.069)
Export		0.004*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.003*** (0.001)
Capratio		-0.053 (0.053)	-0.037 (0.052)	-0.051 (0.053)	-0.022 (0.052)	-0.074 (0.052)	-0.020 (0.051)	-0.070 (0.053)
C4		0.298*** (0.086)	0.286*** (0.086)	0.296*** (0.087)	0.313*** (0.086)	0.278*** (0.087)	0.286*** (0.088)	0.337*** (0.089)
Tariff		-0.004*** (0.001)		-0.004 (0.003)		-0.010*** (0.002)		-0.008*** (0.002)
Change4			-0.007*** (0.002)	-0.001 (0.005)				
Change6					-0.003** (0.001)	0.008*** (0.003)		
Change8							-0.003** (0.001)	0.005** (0.002)

Constant	4.558*** (0.149)	4.385*** (0.145)	4.349*** (0.146)	4.380*** (0.148)	4.350*** (0.144)	4.394*** (0.145)	4.362*** (0.144)	4.366*** (0.149)
Observations	2636	2636	2636	2636	2636	2636	2636	2636
R-squared	0.61	0.59	0.59	0.59	0.59	0.59	0.59	0.59

Table 3: OLS wage regressions – 1999

	(1)	(2)	(3)	(4)	(5)	(6)
	Industry	Tariff	Change4	Change4*	Change6	Change6*
Female	-0.262*** (0.037)	-0.267*** (0.034)	-0.289*** (0.032)	-0.267*** (0.034)	-0.291*** (0.033)	-0.268*** (0.034)
Coloured	0.157*** (0.049)	0.172*** (0.048)	0.172*** (0.048)	0.172*** (0.048)	0.175*** (0.048)	0.172*** (0.048)
Asian	0.281*** (0.074)	0.261*** (0.073)	0.261*** (0.073)	0.262*** (0.073)	0.259*** (0.074)	0.260*** (0.073)
White	0.773*** (0.058)	0.779*** (0.056)	0.783*** (0.056)	0.778*** (0.056)	0.787*** (0.056)	0.779*** (0.056)
Age	0.056*** (0.010)	0.058*** (0.010)	0.057*** (0.010)	0.058*** (0.010)	0.057*** (0.010)	0.058*** (0.010)
Age2	-0.060*** (0.012)	-0.062*** (0.012)	-0.062*** (0.012)	-0.062*** (0.012)	-0.061*** (0.012)	-0.062*** (0.012)
Primary	0.160** (0.068)	0.163** (0.068)	0.165** (0.068)	0.164** (0.068)	0.166** (0.068)	0.163** (0.068)
Secondary	0.365*** (0.068)	0.381*** (0.068)	0.381*** (0.068)	0.381*** (0.068)	0.383*** (0.068)	0.380*** (0.068)
Diploma	0.695*** (0.109)	0.710*** (0.108)	0.712*** (0.108)	0.711*** (0.108)	0.708*** (0.108)	0.710*** (0.108)
Degree	1.041*** (0.157)	1.075*** (0.155)	1.085*** (0.156)	1.076*** (0.155)	1.083*** (0.155)	1.074*** (0.155)
Union	0.108*** (0.030)	0.112*** (0.030)	0.107*** (0.031)	0.112*** (0.030)	0.108*** (0.031)	0.112*** (0.031)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Rural	-0.197*** (0.042)	-0.208*** (0.041)	-0.203*** (0.041)	-0.207*** (0.041)	-0.206*** (0.041)	-0.208*** (0.041)
Manager	0.560*** (0.093)	0.560*** (0.090)	0.551*** (0.091)	0.560*** (0.091)	0.551*** (0.091)	0.559*** (0.091)
Professional	0.618*** (0.150)	0.649*** (0.147)	0.646*** (0.148)	0.648*** (0.147)	0.648*** (0.147)	0.649*** (0.147)
Technician	0.309*** (0.071)	0.326*** (0.071)	0.313*** (0.071)	0.326*** (0.071)	0.312*** (0.071)	0.326*** (0.071)

Clerk	0.286*** (0.057)	0.301*** (0.056)	0.297*** (0.056)	0.301*** (0.056)	0.300*** (0.056)	0.301*** (0.056)
Salesperson	0.090 (0.084)	0.105 (0.082)	0.103 (0.082)	0.105 (0.082)	0.103 (0.081)	0.106 (0.082)
SkAgri	-0.686*** (0.197)	-0.803*** (0.177)	-0.797*** (0.173)	-0.804*** (0.177)	-0.791*** (0.173)	-0.802*** (0.177)
Artisan	0.031 (0.045)	0.035 (0.044)	0.025 (0.044)	0.034 (0.044)	0.026 (0.044)	0.034 (0.044)
Operator	0.108*** (0.039)	0.117*** (0.039)	0.104*** (0.038)	0.116*** (0.039)	0.104*** (0.038)	0.117*** (0.039)
WCape	0.188*** (0.060)	0.139** (0.058)	0.147** (0.058)	0.140** (0.058)	0.139** (0.058)	0.139** (0.058)
ECape	-0.266*** (0.073)	-0.275*** (0.070)	-0.269*** (0.070)	-0.275*** (0.070)	-0.263*** (0.070)	-0.276*** (0.070)
NCape	0.039 (0.153)	0.017 (0.152)	0.029 (0.153)	0.017 (0.152)	0.028 (0.153)	0.016 (0.152)
FState	-0.499*** (0.069)	-0.509*** (0.069)	-0.512*** (0.069)	-0.508*** (0.069)	-0.518*** (0.069)	-0.509*** (0.069)
NWest	0.049 (0.058)	0.051 (0.058)	0.065 (0.059)	0.051 (0.058)	0.066 (0.058)	0.051 (0.058)
Gauteng	0.022 (0.050)	0.014 (0.051)	0.029 (0.050)	0.014 (0.051)	0.029 (0.050)	0.014 (0.051)
Mpumalanga	-0.048 (0.074)	-0.068 (0.073)	-0.058 (0.073)	-0.068 (0.073)	-0.057 (0.073)	-0.067 (0.073)
Limpopo	-0.197** (0.087)	-0.218** (0.087)	-0.201** (0.087)	-0.218** (0.087)	-0.204** (0.087)	-0.218** (0.087)
Export		0.003*** (0.001)	0.003** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)
Capratio		-0.132** (0.056)	-0.110** (0.054)	-0.131** (0.055)	-0.103* (0.054)	-0.133** (0.056)
C4		0.246** (0.096)	0.297*** (0.096)	0.251*** (0.096)	0.237** (0.098)	0.251** (0.098)
Tariff		-0.003*** (0.001)		-0.003** (0.001)		-0.004*** (0.001)
Change4			-0.006** (0.003)	-0.001 (0.003)		
Change6					-0.004** (0.002)	0.001 (0.003)
Constant	3.871*** (0.211)	3.973*** (0.201)	3.965*** (0.201)	3.976*** (0.201)	3.980*** (0.203)	3.967*** (0.203)

Observations	2329	2329	2329	2329	2329	2329
R-squared	0.49	0.48	0.48	0.48	0.48	0.48

Table 4: OLS wage regressions – 1996

	(1)	(2)	(3)	(4)
	Industry	Tariff	Change4	Change4*
Female	-0.315*** (0.040)	-0.326*** (0.038)	-0.345*** (0.037)	-0.326*** (0.038)
Coloured	0.194*** (0.057)	0.189*** (0.056)	0.187*** (0.056)	0.190*** (0.056)
Asian	0.126** (0.062)	0.095 (0.061)	0.091 (0.061)	0.096 (0.061)
White	0.803*** (0.063)	0.798*** (0.060)	0.803*** (0.060)	0.798*** (0.060)
Age	0.062*** (0.010)	0.062*** (0.010)	0.062*** (0.010)	0.062*** (0.010)
Age2	-0.070*** (0.012)	-0.070*** (0.013)	-0.070*** (0.013)	-0.070*** (0.013)
Primary	0.029 (0.080)	0.023 (0.081)	0.027 (0.081)	0.023 (0.082)
Secondary	0.352*** (0.079)	0.358*** (0.079)	0.361*** (0.079)	0.359*** (0.080)
Diploma	0.773*** (0.104)	0.804*** (0.105)	0.810*** (0.105)	0.805*** (0.105)
Degree	0.927*** (0.145)	0.921*** (0.146)	0.919*** (0.146)	0.921*** (0.146)
Union	0.120*** (0.034)	0.113*** (0.034)	0.108*** (0.034)	0.114*** (0.034)
Tenure	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)
Tenure2	-0.000** (0.000)	-0.000** (0.000)	-0.000** (0.000)	-0.000** (0.000)
Rural	-0.141** (0.056)	-0.164*** (0.056)	-0.166*** (0.056)	-0.164*** (0.056)
Manager	0.550*** (0.084)	0.545*** (0.086)	0.544*** (0.086)	0.546*** (0.086)
Professional	0.679*** (0.139)	0.688*** (0.141)	0.690*** (0.141)	0.692*** (0.142)
Technician	0.400*** (0.071)	0.392*** (0.071)	0.390*** (0.071)	0.393*** (0.071)

Clerk	0.328*** (0.058)	0.317*** (0.057)	0.315*** (0.057)	0.318*** (0.057)
Salesperson	-0.059 (0.092)	-0.055 (0.093)	-0.063 (0.093)	-0.052 (0.093)
SkAgri	-0.264** (0.124)	-0.327*** (0.126)	-0.320** (0.124)	-0.332*** (0.126)
Artisan	0.061 (0.053)	0.045 (0.051)	0.031 (0.050)	0.047 (0.051)
Operator	0.125*** (0.046)	0.134*** (0.046)	0.130*** (0.046)	0.134*** (0.046)
WCape	-0.060 (0.076)	-0.100 (0.073)	-0.097 (0.073)	-0.101 (0.073)
ECape	-0.094 (0.069)	-0.144** (0.066)	-0.140** (0.066)	-0.141** (0.066)
NCape	-0.481*** (0.116)	-0.528*** (0.111)	-0.524*** (0.110)	-0.525*** (0.111)
FState	-0.312*** (0.114)	-0.361*** (0.114)	-0.356*** (0.114)	-0.366*** (0.114)
NWest	-0.009 (0.082)	-0.066 (0.077)	-0.057 (0.077)	-0.063 (0.077)
Gauteng	0.022 (0.056)	0.003 (0.054)	0.009 (0.054)	0.004 (0.054)
Mpumalanga	-0.156** (0.072)	-0.192*** (0.071)	-0.183*** (0.070)	-0.193*** (0.071)
Limpopo	-0.248** (0.102)	-0.271*** (0.100)	-0.263*** (0.099)	-0.274*** (0.100)
Export		-0.000 (0.001)	0.000 (0.001)	-0.000 (0.001)
Capratio		0.002 (0.034)	0.010 (0.035)	-0.006 (0.035)
C4		0.154* (0.092)	0.165* (0.092)	0.163* (0.092)
Tariff		-0.002* (0.001)		-0.002* (0.001)
Change4			0.000 (0.002)	-0.001 (0.002)
Constant	4.127*** (0.229)	4.190*** (0.225)	4.146*** (0.225)	4.204*** (0.227)
Observations	1709	1709	1709	1709
R-squared	0.50	0.48	0.48	0.48

Table 5: Selectivity corrected wage regressions (Lee) – 2004

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Industry	Tariff	Change4	Change4*	Change6	Change6*	Change8	Change8*	Change10	Change10*
Female	-0.229*** (0.040)	-0.255*** (0.042)	-0.262*** (0.044)	-0.257*** (0.049)	-0.261*** (0.047)	-0.263*** (0.045)	-0.264*** (0.045)	-0.265*** (0.049)	-0.274*** (0.046)	-0.268*** (0.058)
Coloured	0.190*** (0.047)	0.238*** (0.039)	0.233*** (0.045)	0.240*** (0.049)	0.232*** (0.056)	0.243*** (0.050)	0.230*** (0.043)	0.244*** (0.044)	0.233*** (0.043)	0.239*** (0.048)
Asian	0.373*** (0.062)	0.394*** (0.062)	0.384*** (0.055)	0.397*** (0.060)	0.384*** (0.067)	0.399*** (0.059)	0.382*** (0.059)	0.399*** (0.061)	0.384*** (0.063)	0.393*** (0.065)
White	0.681*** (0.054)	0.736*** (0.069)	0.740*** (0.052)	0.735*** (0.053)	0.740*** (0.056)	0.734*** (0.060)	0.739*** (0.047)	0.735*** (0.054)	0.739*** (0.054)	0.738*** (0.050)
Age	0.022 (0.014)	0.025** (0.012)	0.024 (0.015)	0.025* (0.013)	0.023 (0.016)	0.025** (0.013)	0.022 (0.015)	0.026** (0.012)	0.021 (0.013)	0.026* (0.015)
Age2	-0.021 (0.017)	-0.026* (0.015)	-0.024 (0.018)	-0.025 (0.016)	-0.023 (0.020)	-0.026* (0.015)	-0.022 (0.019)	-0.026* (0.015)	-0.020 (0.016)	-0.026 (0.017)
Primary	0.062 (0.075)	0.111* (0.062)	0.106 (0.081)	0.109 (0.075)	0.101 (0.065)	0.110 (0.071)	0.096 (0.069)	0.112* (0.067)	0.091 (0.069)	0.114 (0.078)
Secondary	0.236*** (0.087)	0.331*** (0.071)	0.321*** (0.090)	0.329*** (0.082)	0.316*** (0.073)	0.330*** (0.092)	0.309*** (0.078)	0.332*** (0.074)	0.302*** (0.080)	0.332*** (0.090)
Diploma	0.713*** (0.089)	0.835*** (0.090)	0.830*** (0.097)	0.834*** (0.093)	0.828*** (0.088)	0.833*** (0.090)	0.822*** (0.100)	0.834*** (0.101)	0.816*** (0.101)	0.837*** (0.102)
Degree	0.983*** (0.153)	1.150*** (0.160)	1.140*** (0.161)	1.152*** (0.164)	1.140*** (0.128)	1.152*** (0.146)	1.136*** (0.148)	1.153*** (0.174)	1.134*** (0.158)	1.151*** (0.158)
Union	0.235*** (0.024)	0.267*** (0.023)	0.266*** (0.029)	0.266*** (0.027)	0.267*** (0.029)	0.264*** (0.031)	0.265*** (0.026)	0.264*** (0.031)	0.263*** (0.025)	0.264*** (0.024)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.001)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Manager	0.815*** (0.075)	0.833*** (0.083)	0.834*** (0.096)	0.830*** (0.098)	0.835*** (0.076)	0.826*** (0.067)	0.834*** (0.098)	0.824*** (0.064)	0.827*** (0.075)	0.827*** (0.086)
Professional	0.758*** (0.186)	0.837*** (0.173)	0.843*** (0.178)	0.833*** (0.130)	0.842*** (0.196)	0.827*** (0.159)	0.840*** (0.140)	0.827*** (0.163)	0.826*** (0.151)	0.840*** (0.179)
Technician	0.411*** (0.061)	0.450*** (0.076)	0.449*** (0.060)	0.448*** (0.062)	0.448*** (0.070)	0.447*** (0.062)	0.446*** (0.076)	0.447*** (0.065)	0.442*** (0.065)	0.448*** (0.055)
Clerk	0.372*** (0.044)	0.404*** (0.053)	0.406*** (0.050)	0.404*** (0.054)	0.404*** (0.058)	0.405*** (0.070)	0.404*** (0.053)	0.407*** (0.063)	0.404*** (0.054)	0.410*** (0.053)

Salesperson	0.044 (0.134)	0.056 (0.099)	0.050 (0.088)	0.059 (0.098)	0.052 (0.088)	0.060 (0.091)	0.054 (0.099)	0.058 (0.102)	0.054 (0.106)	0.060 (0.107)
SkAgri	0.168 (0.164)	0.165 (0.259)	0.175 (0.231)	0.163 (0.226)	0.179 (0.233)	0.159 (0.167)	0.181 (0.256)	0.159 (0.238)	0.180 (0.211)	0.166 (0.254)
Artisan	-0.018 (0.043)	-0.036 (0.045)	-0.047 (0.039)	-0.035 (0.040)	-0.046 (0.035)	-0.035 (0.033)	-0.047 (0.045)	-0.037 (0.042)	-0.051 (0.037)	-0.036 (0.033)
Operator	0.145*** (0.030)	0.161*** (0.031)	0.155*** (0.031)	0.159*** (0.033)	0.154*** (0.035)	0.157*** (0.032)	0.149*** (0.034)	0.157*** (0.032)	0.140*** (0.033)	0.162*** (0.032)
WCape	0.086* (0.049)	0.046 (0.048)	0.055 (0.049)	0.046 (0.050)	0.054 (0.063)	0.049 (0.045)	0.060 (0.046)	0.048 (0.060)	0.072 (0.054)	0.037 (0.049)
ECape	0.016 (0.042)	0.025 (0.060)	0.031 (0.056)	0.027 (0.057)	0.034 (0.061)	0.028 (0.065)	0.038 (0.056)	0.028 (0.057)	0.046 (0.056)	0.024 (0.054)
NCape	-0.152* (0.088)	-0.196** (0.091)	-0.185** (0.086)	-0.195** (0.090)	-0.181** (0.089)	-0.194** (0.094)	-0.172* (0.093)	-0.197** (0.091)	-0.158* (0.095)	-0.207** (0.087)
FState	-0.251*** (0.052)	-0.260*** (0.054)	-0.259*** (0.064)	-0.260*** (0.061)	-0.258*** (0.059)	-0.260*** (0.059)	-0.256*** (0.052)	-0.262*** (0.055)	-0.254*** (0.052)	-0.266*** (0.065)
NWest	-0.009 (0.067)	-0.040 (0.050)	-0.037 (0.058)	-0.037 (0.050)	-0.037 (0.059)	-0.032 (0.063)	-0.033 (0.053)	-0.030 (0.059)	-0.025 (0.060)	-0.030 (0.062)
Gauteng	0.138*** (0.039)	0.159*** (0.046)	0.169*** (0.037)	0.159*** (0.047)	0.170*** (0.041)	0.159*** (0.041)	0.175*** (0.042)	0.158*** (0.037)	0.182*** (0.046)	0.155*** (0.040)
Mpumalanga	-0.135*** (0.042)	-0.058 (0.056)	-0.049 (0.053)	-0.059 (0.056)	-0.048 (0.050)	-0.060 (0.056)	-0.044 (0.052)	-0.062 (0.055)	-0.041 (0.058)	-0.062 (0.052)
Limpopo	-0.168 (0.107)	-0.218** (0.091)	-0.209** (0.102)	-0.214** (0.109)	-0.204** (0.083)	-0.210** (0.095)	-0.194** (0.077)	-0.211* (0.111)	-0.178* (0.097)	-0.217** (0.105)
Export		0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)
Capratio		0.119** (0.058)	0.175*** (0.057)	0.107* (0.058)	0.177*** (0.049)	0.095* (0.055)	0.194*** (0.056)	0.087 (0.060)	0.198*** (0.050)	0.090** (0.044)
Tariff		-0.009*** (0.001)		-0.012*** (0.004)		-0.015*** (0.004)		-0.015*** (0.003)		-0.015*** (0.003)
Change4			-0.011*** (0.003)	0.005 (0.005)						
Change6					-0.008*** (0.002)	0.008** (0.004)				
Change8							-0.004*** (0.001)	0.005** (0.002)		
Change10									-0.003*** (0.001)	0.005*** (0.001)
Constant	5.022*** (0.482)	4.855*** (0.374)	4.803*** (0.490)	4.888*** (0.493)	4.827*** (0.516)	4.915*** (0.490)	4.858*** (0.496)	4.900*** (0.458)	4.911*** (0.455)	4.860*** (0.532)

Observations	2344	2344	2344	2344	2344	2344	2344	2344	2344	2344
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Table 6: Selectivity corrected wage regressions (Lee) – 2001

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Industry	Tariff	Change4	Change4*	Change6	Change6*	Change8	Change8*
Female	-0.201*** (0.039)	-0.219*** (0.042)	-0.219*** (0.049)	-0.218*** (0.040)	-0.236*** (0.050)	-0.224*** (0.041)	-0.237*** (0.053)	-0.223*** (0.046)
Coloured	0.335*** (0.057)	0.355*** (0.052)	0.355*** (0.057)	0.355*** (0.048)	0.355*** (0.053)	0.356*** (0.042)	0.357*** (0.051)	0.352*** (0.053)
Asian	0.246*** (0.061)	0.258*** (0.038)	0.255*** (0.064)	0.258*** (0.062)	0.250*** (0.062)	0.256*** (0.061)	0.251*** (0.056)	0.254*** (0.062)
White	0.746*** (0.050)	0.767*** (0.047)	0.767*** (0.054)	0.767*** (0.050)	0.772*** (0.056)	0.770*** (0.059)	0.775*** (0.048)	0.763*** (0.055)
Age	0.008 (0.012)	0.014 (0.015)	0.013 (0.015)	0.014 (0.015)	0.013 (0.017)	0.013 (0.014)	0.013 (0.015)	0.012 (0.014)
Age2	0.000 (0.015)	-0.007 (0.018)	-0.006 (0.018)	-0.007 (0.018)	-0.006 (0.021)	-0.006 (0.017)	-0.006 (0.018)	-0.005 (0.017)
Primary	0.062 (0.069)	0.122** (0.055)	0.120* (0.065)	0.122* (0.065)	0.118* (0.062)	0.126* (0.070)	0.117* (0.070)	0.126* (0.066)
Secondary	0.227*** (0.073)	0.318*** (0.066)	0.315*** (0.072)	0.317*** (0.062)	0.311*** (0.073)	0.322*** (0.075)	0.311*** (0.080)	0.320*** (0.076)
Diploma	0.740*** (0.082)	0.848*** (0.080)	0.846*** (0.089)	0.847*** (0.077)	0.846*** (0.071)	0.846*** (0.087)	0.846*** (0.093)	0.846*** (0.088)
Degree	1.164*** (0.122)	1.270*** (0.112)	1.269*** (0.093)	1.270*** (0.101)	1.272*** (0.116)	1.269*** (0.097)	1.272*** (0.129)	1.268*** (0.096)
Union	0.150*** (0.028)	0.161*** (0.025)	0.159*** (0.026)	0.161*** (0.030)	0.160*** (0.024)	0.161*** (0.025)	0.161*** (0.030)	0.158*** (0.024)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Rural	-0.211*** (0.031)	-0.256*** (0.029)	-0.253*** (0.032)	-0.255*** (0.034)	-0.253*** (0.033)	-0.257*** (0.032)	-0.255*** (0.033)	-0.253*** (0.029)
Manager	0.784*** (0.078)	0.798*** (0.075)	0.798*** (0.088)	0.798*** (0.079)	0.795*** (0.070)	0.792*** (0.094)	0.794*** (0.081)	0.795*** (0.078)
Professional	0.496*** (0.130)	0.548*** (0.133)	0.551*** (0.129)	0.549*** (0.125)	0.542*** (0.112)	0.542*** (0.116)	0.541*** (0.143)	0.545*** (0.100)
Technician	0.440*** (0.055)	0.466*** (0.058)	0.469*** (0.062)	0.467*** (0.054)	0.465*** (0.061)	0.457*** (0.066)	0.463*** (0.045)	0.461*** (0.061)

Clerk	0.330*** (0.051)	0.350*** (0.045)	0.353*** (0.048)	0.351*** (0.050)	0.355*** (0.046)	0.345*** (0.049)	0.353*** (0.040)	0.349*** (0.053)
Salesperson	-0.029 (0.092)	0.023 (0.097)	0.022 (0.079)	0.023 (0.082)	0.014 (0.086)	0.013 (0.085)	0.014 (0.090)	0.014 (0.079)
SkAgri	-0.282 (0.532)	-0.249 (0.470)	-0.255 (0.489)	-0.250 (0.519)	-0.251 (0.467)	-0.240 (0.481)	-0.246 (0.399)	-0.251 (0.459)
Artisan	0.137*** (0.043)	0.148*** (0.038)	0.149*** (0.037)	0.149*** (0.037)	0.145*** (0.036)	0.143*** (0.039)	0.145*** (0.030)	0.144*** (0.035)
Operator	0.162*** (0.034)	0.186*** (0.031)	0.186*** (0.027)	0.186*** (0.024)	0.177*** (0.032)	0.185*** (0.030)	0.177*** (0.026)	0.183*** (0.031)
WCape	-0.057 (0.056)	-0.072 (0.051)	-0.075 (0.052)	-0.073 (0.062)	-0.070 (0.055)	-0.079* (0.045)	-0.074 (0.051)	-0.071 (0.047)
ECape	-0.186*** (0.055)	-0.206*** (0.054)	-0.205*** (0.058)	-0.206*** (0.060)	-0.205*** (0.057)	-0.200*** (0.062)	-0.203*** (0.058)	-0.205*** (0.054)
NCape	-0.394*** (0.102)	-0.405*** (0.105)	-0.402*** (0.110)	-0.404*** (0.115)	-0.396*** (0.118)	-0.408*** (0.085)	-0.401*** (0.106)	-0.395*** (0.113)
FState	-0.417*** (0.063)	-0.415*** (0.067)	-0.417*** (0.061)	-0.415*** (0.061)	-0.421*** (0.071)	-0.415*** (0.068)	-0.425*** (0.058)	-0.408*** (0.066)
NWest	0.063 (0.057)	0.073 (0.060)	0.073 (0.068)	0.073 (0.066)	0.082 (0.069)	0.076 (0.061)	0.083 (0.073)	0.074 (0.055)
Gauteng	0.051 (0.034)	0.036 (0.032)	0.037 (0.043)	0.036 (0.048)	0.046 (0.041)	0.033 (0.037)	0.045 (0.040)	0.037 (0.035)
Mpumalanga	-0.081 (0.053)	-0.063 (0.058)	-0.060 (0.063)	-0.063 (0.054)	-0.056 (0.055)	-0.062 (0.058)	-0.058 (0.054)	-0.058 (0.052)
Limpopo	-0.341*** (0.097)	-0.407*** (0.083)	-0.403*** (0.078)	-0.406*** (0.085)	-0.396*** (0.101)	-0.398*** (0.096)	-0.398*** (0.095)	-0.396*** (0.091)
Export		0.004*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.003*** (0.001)
Capratio		-0.052 (0.047)	-0.037 (0.052)	-0.050 (0.056)	-0.021 (0.046)	-0.073 (0.049)	-0.020 (0.050)	-0.069 (0.046)
C4		0.296*** (0.081)	0.284*** (0.091)	0.293*** (0.099)	0.311*** (0.081)	0.276*** (0.066)	0.285*** (0.086)	0.336*** (0.097)
Tariff		-0.004*** (0.001)		-0.003 (0.002)		-0.010*** (0.002)		-0.008*** (0.002)
Change4			-0.007*** (0.002)	-0.002 (0.004)				
Change6					-0.003** (0.002)	0.008*** (0.003)		
Change8							-0.002** (0.001)	0.005** (0.002)

Constant	5.425*** (0.390)	5.004*** (0.466)	5.001*** (0.515)	5.003*** (0.495)	4.997*** (0.562)	5.027*** (0.486)	5.001*** (0.513)	5.015*** (0.472)
Observations	2636	2636	2636	2636	2636	2636	2636	2636

Table 7: Selectivity corrected wage regressions (Lee) – 1999

	(1)	(2)	(3)	(4)	(5)	(6)
	Industry	Tariff	Change4	Change4*	Change6	Change6*
Female	-0.168*** (0.059)	-0.178*** (0.053)	-0.194*** (0.052)	-0.177*** (0.056)	-0.195*** (0.058)	-0.178*** (0.057)
Coloured	0.096* (0.054)	0.115* (0.063)	0.112** (0.057)	0.115** (0.055)	0.114** (0.050)	0.115** (0.049)
Asian	0.207** (0.096)	0.191*** (0.066)	0.188*** (0.070)	0.192*** (0.074)	0.186** (0.086)	0.190*** (0.071)
White	0.765*** (0.057)	0.771*** (0.064)	0.774*** (0.059)	0.770*** (0.056)	0.778*** (0.042)	0.771*** (0.057)
Age	0.021 (0.019)	0.025 (0.019)	0.023 (0.017)	0.025 (0.017)	0.022 (0.018)	0.025 (0.020)
Age2	-0.016 (0.024)	-0.021 (0.024)	-0.019 (0.021)	-0.021 (0.020)	-0.018 (0.022)	-0.021 (0.025)
Primary	0.082 (0.087)	0.089 (0.083)	0.087 (0.078)	0.089 (0.086)	0.088 (0.071)	0.088 (0.080)
Secondary	0.254*** (0.097)	0.275*** (0.096)	0.272*** (0.091)	0.276*** (0.092)	0.273*** (0.082)	0.275*** (0.091)
Diploma	0.640*** (0.140)	0.659*** (0.109)	0.658*** (0.102)	0.660*** (0.124)	0.654*** (0.118)	0.658*** (0.104)
Degree	1.037*** (0.195)	1.071*** (0.167)	1.080*** (0.177)	1.073*** (0.168)	1.078*** (0.179)	1.070*** (0.140)
Union	0.101*** (0.029)	0.104*** (0.030)	0.100*** (0.030)	0.104*** (0.039)	0.100*** (0.024)	0.104*** (0.034)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Rural	-0.192*** (0.044)	-0.203*** (0.037)	-0.199*** (0.045)	-0.203*** (0.043)	-0.202*** (0.039)	-0.203*** (0.042)
Manager	0.557*** (0.098)	0.557*** (0.087)	0.549*** (0.099)	0.557*** (0.100)	0.549*** (0.102)	0.557*** (0.074)
Professional	0.609*** (0.157)	0.642*** (0.136)	0.638*** (0.166)	0.641*** (0.142)	0.640*** (0.129)	0.642*** (0.143)
Technician	0.304*** (0.068)	0.322*** (0.074)	0.309*** (0.081)	0.321*** (0.079)	0.308*** (0.079)	0.322*** (0.068)

Clerk	0.282*** (0.053)	0.298*** (0.055)	0.295*** (0.060)	0.298*** (0.053)	0.297*** (0.056)	0.298*** (0.056)
Salesperson	0.091 (0.089)	0.107 (0.085)	0.104 (0.083)	0.106 (0.080)	0.105 (0.076)	0.107 (0.084)
SkAgri	-0.668*** (0.186)	-0.786*** (0.176)	-0.780*** (0.169)	-0.788*** (0.194)	-0.774*** (0.200)	-0.785*** (0.186)
Artisan	0.028 (0.046)	0.032 (0.047)	0.023 (0.044)	0.032 (0.037)	0.023 (0.042)	0.032 (0.042)
Operator	0.104*** (0.039)	0.113*** (0.037)	0.102** (0.043)	0.113*** (0.033)	0.102*** (0.037)	0.114*** (0.037)
WCape	0.201*** (0.050)	0.150** (0.060)	0.158** (0.063)	0.152*** (0.048)	0.152** (0.061)	0.150*** (0.048)
ECape	-0.169** (0.081)	-0.185** (0.073)	-0.176*** (0.066)	-0.185** (0.080)	-0.169** (0.078)	-0.186** (0.080)
NCape	0.253 (0.173)	0.219 (0.167)	0.239 (0.184)	0.220 (0.168)	0.240 (0.167)	0.218 (0.164)
FState	-0.441*** (0.080)	-0.454*** (0.069)	-0.454*** (0.071)	-0.453*** (0.065)	-0.460*** (0.073)	-0.454*** (0.077)
NWest	0.120* (0.067)	0.117* (0.065)	0.133** (0.056)	0.117** (0.057)	0.135** (0.062)	0.116* (0.060)
Gauteng	0.025 (0.048)	0.016 (0.047)	0.031 (0.046)	0.031 (0.042)	0.030 (0.054)	0.016 (0.049)
Mpumalanga	0.011 (0.071)	-0.011 (0.091)	0.000 (0.076)	-0.011 (0.063)	0.002 (0.071)	-0.011 (0.064)
Limpopo	-0.043 (0.113)	-0.072 (0.107)	-0.049 (0.114)	-0.071 (0.116)	-0.050 (0.098)	-0.072 (0.126)
Export		0.003** (0.001)	0.003** (0.001)	0.003** (0.001)	0.003*** (0.001)	0.003** (0.001)
Capratio		-0.133* (0.074)	-0.113** (0.057)	-0.132** (0.055)	-0.106** (0.052)	-0.135** (0.056)
C4		0.248** (0.104)	0.298*** (0.096)	0.254*** (0.097)	0.239** (0.100)	0.253** (0.103)
Tariff		-0.003*** (0.001)		-0.003** (0.001)		-0.003** (0.001)
Change4			-0.006*** (0.002)	-0.001 (0.003)		
Change6					-0.004** (0.002)	0.001 (0.003)
Constant	5.186*** (0.662)	5.220*** (0.584)	5.265*** (0.607)	5.225*** (0.580)	5.289*** (0.591)	5.214*** (0.679)

Observations	2329	2329	2329	2329	2329	2329
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Table 8: Selectivity corrected wage regressions (Lee) – 1996

	(1) Industry	(2) Tariff	(3) Change4	(4) Change4*
Female	-0.025 (0.096)	-0.058 (0.093)	-0.082 (0.103)	-0.057 (0.087)
Coloured	-0.002 (0.093)	0.008 (0.088)	0.008 (0.090)	0.008 (0.080)
Asian	-0.097 (0.092)	-0.110 (0.101)	-0.111 (0.092)	-0.111 (0.082)
White	0.740*** (0.073)	0.743*** (0.061)	0.748*** (0.065)	0.742*** (0.063)
Age	-0.019 (0.023)	-0.013 (0.026)	-0.012 (0.026)	-0.013 (0.026)
Age2	0.028 (0.028)	0.021 (0.032)	0.019 (0.032)	0.021 (0.032)
Primary	-0.054 (0.094)	-0.054 (0.080)	-0.049 (0.082)	-0.054 (0.071)
Secondary	0.175* (0.106)	0.192** (0.088)	0.198** (0.099)	0.193*** (0.068)
Diploma	0.706*** (0.118)	0.741*** (0.108)	0.749*** (0.112)	0.742*** (0.106)
Degree	0.837*** (0.155)	0.835*** (0.143)	0.833*** (0.141)	0.834*** (0.157)
Union	0.118*** (0.036)	0.111*** (0.042)	0.106*** (0.030)	0.112*** (0.033)
Tenure	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)
Tenure2	-0.000*** (0.000)	-0.000** (0.000)	-0.000** (0.000)	-0.000** (0.000)
Rural	-0.145*** (0.053)	-0.169*** (0.054)	-0.171*** (0.057)	-0.170*** (0.054)
Manager	0.543*** (0.079)	0.538*** (0.093)	0.537*** (0.090)	0.540*** (0.082)
Professional	0.641*** (0.133)	0.649*** (0.128)	0.652*** (0.147)	0.653*** (0.168)
Technician	0.390*** (0.075)	0.382*** (0.070)	0.381*** (0.065)	0.383*** (0.065)
Clerk	0.312*** (0.052)	0.304*** (0.057)	0.303*** (0.056)	0.305*** (0.061)

Salesperson	-0.063 (0.116)	-0.058 (0.091)	-0.066 (0.097)	-0.055 (0.081)
SkAgri	-0.258* (0.137)	-0.323** (0.133)	-0.316*** (0.118)	-0.329* (0.172)
Artisan	0.062 (0.053)	0.047 (0.044)	0.033 (0.041)	0.049 (0.055)
Operator	0.120** (0.048)	0.130*** (0.046)	0.126*** (0.047)	0.130*** (0.044)
WCape	-0.054 (0.074)	-0.095 (0.082)	-0.092 (0.081)	-0.096 (0.076)
ECape	0.016 (0.083)	-0.046 (0.087)	-0.043 (0.077)	-0.043 (0.066)
NCape	-0.233 (0.169)	-0.303** (0.132)	-0.302** (0.131)	-0.298** (0.121)
FState	-0.126 (0.141)	-0.189* (0.111)	-0.187 (0.124)	-0.194 (0.133)
NWest	0.075 (0.089)	0.009 (0.081)	0.017 (0.089)	0.012 (0.071)
Gauteng	0.003 (0.054)	-0.016 (0.060)	-0.010 (0.046)	-0.016 (0.056)
Mpumalanga	-0.130 (0.080)	-0.167** (0.073)	-0.158** (0.079)	-0.169* (0.089)
Limpopo	0.033 (0.123)	-0.012 (0.123)	-0.006 (0.138)	-0.013 (0.126)
Export		-0.000 (0.001)	-0.000 (0.001)	-0.001 (0.001)
Capratio		0.006 (0.034)	0.013 (0.036)	-0.003 (0.039)
C4		0.149* (0.087)	0.161* (0.092)	0.159* (0.086)
Tariff		-0.002* (0.001)		-0.002** (0.001)
Change4			0.000 (0.002)	-0.001 (0.002)
Constant	7.004*** (0.848)	6.858*** (0.855)	6.777*** (0.893)	6.890*** (0.810)
Observations	1709	1709	1709	1709

Table 9: Selectivity corrected wage regressions (DMF) – 2004

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Industry	Tariff	Change4	Change4*	Change6	Change6*	Change8	Change8*	Change10	Change10*
Female	-0.301*** (0.072)	-0.331*** (0.091)	-0.339*** (0.078)	-0.334*** (0.082)	-0.337*** (0.066)	-0.341*** (0.076)	-0.342*** (0.073)	-0.344*** (0.077)	-0.352*** (0.081)	-0.345*** (0.068)
Coloured	0.246*** (0.081)	0.309*** (0.090)	0.307*** (0.084)	0.310*** (0.068)	0.305*** (0.063)	0.314*** (0.079)	0.304*** (0.079)	0.316*** (0.074)	0.310*** (0.079)	0.308*** (0.071)
Asian	0.489*** (0.142)	0.491*** (0.151)	0.481*** (0.150)	0.494*** (0.122)	0.479*** (0.116)	0.498*** (0.137)	0.478*** (0.126)	0.498*** (0.137)	0.481*** (0.162)	0.493*** (0.114)
White	0.666*** (0.104)	0.680*** (0.083)	0.682*** (0.092)	0.680*** (0.069)	0.683*** (0.077)	0.678*** (0.077)	0.681*** (0.070)	0.680*** (0.080)	0.678*** (0.079)	0.685*** (0.072)
Age	0.042* (0.025)	0.060** (0.026)	0.060* (0.031)	0.060** (0.028)	0.059** (0.023)	0.061** (0.024)	0.058*** (0.020)	0.061** (0.027)	0.058** (0.024)	0.060** (0.026)
Age2	-0.048 (0.033)	-0.074** (0.033)	-0.073* (0.041)	-0.073** (0.036)	-0.071** (0.030)	-0.074** (0.033)	-0.071*** (0.026)	-0.075** (0.036)	-0.071** (0.031)	-0.073** (0.034)
Primary	0.171 (0.107)	0.234* (0.137)	0.229* (0.129)	0.233** (0.118)	0.224** (0.098)	0.236* (0.124)	0.220** (0.104)	0.238** (0.102)	0.216* (0.126)	0.239** (0.110)
Secondary	0.423** (0.166)	0.539** (0.220)	0.530*** (0.205)	0.539*** (0.183)	0.523*** (0.140)	0.542*** (0.176)	0.518*** (0.161)	0.544*** (0.173)	0.513** (0.203)	0.543*** (0.166)
Diploma	0.765*** (0.091)	0.914*** (0.126)	0.912*** (0.113)	0.912*** (0.108)	0.909*** (0.110)	0.913*** (0.110)	0.905*** (0.095)	0.915*** (0.108)	0.903*** (0.116)	0.915*** (0.085)
Degree	0.924*** (0.183)	1.100*** (0.184)	1.092*** (0.174)	1.101*** (0.187)	1.092*** (0.152)	1.101*** (0.168)	1.089*** (0.173)	1.103*** (0.167)	1.088*** (0.150)	1.100*** (0.182)
Union	0.234*** (0.028)	0.265*** (0.022)	0.264*** (0.029)	0.265*** (0.032)	0.265*** (0.027)	0.263*** (0.028)	0.264*** (0.023)	0.263*** (0.025)	0.262*** (0.027)	0.262*** (0.034)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.001)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.001)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Manager	0.811*** (0.074)	0.827*** (0.077)	0.829*** (0.075)	0.825*** (0.083)	0.829*** (0.079)	0.821*** (0.073)	0.829*** (0.088)	0.818*** (0.083)	0.822*** (0.083)	0.821*** (0.070)
Professional	0.756*** (0.174)	0.834*** (0.155)	0.839*** (0.143)	0.829*** (0.161)	0.839*** (0.171)	0.823*** (0.147)	0.836*** (0.145)	0.823*** (0.147)	0.824*** (0.167)	0.837*** (0.150)
Technician	0.407*** (0.058)	0.445*** (0.060)	0.444*** (0.062)	0.444*** (0.067)	0.443*** (0.071)	0.442*** (0.071)	0.441*** (0.060)	0.442*** (0.065)	0.437*** (0.062)	0.443*** (0.065)
Clerk	0.370*** (0.049)	0.400*** (0.060)	0.402*** (0.060)	0.400*** (0.048)	0.401*** (0.059)	0.402*** (0.058)	0.400*** (0.064)	0.403*** (0.052)	0.401*** (0.052)	0.406*** (0.051)

Salesperson	0.045 (0.107)	0.061 (0.100)	0.056 (0.116)	0.064 (0.071)	0.058 (0.096)	0.065 (0.101)	0.059 (0.093)	0.064 (0.095)	0.060 (0.109)	0.065 (0.093)
SkAgri	0.170 (0.203)	0.166 (0.295)	0.177 (0.218)	0.165 (0.319)	0.181 (0.189)	0.160 (0.245)	0.183 (0.236)	0.160 (0.241)	0.182 (0.234)	0.167 (0.223)
Artisan	-0.018 (0.033)	-0.036 (0.042)	-0.047 (0.037)	-0.034 (0.037)	-0.045 (0.039)	-0.035 (0.037)	-0.046 (0.036)	-0.036 (0.034)	-0.050 (0.042)	-0.036 (0.040)
Operator	0.144*** (0.030)	0.160*** (0.030)	0.154*** (0.032)	0.158*** (0.031)	0.152*** (0.030)	0.156*** (0.029)	0.148*** (0.035)	0.156*** (0.031)	0.139*** (0.029)	0.161*** (0.030)
WCape	0.041 (0.082)	0.008 (0.086)	0.019 (0.078)	0.008 (0.083)	0.019 (0.078)	0.010 (0.069)	0.025 (0.072)	0.010 (0.064)	0.038 (0.074)	-0.003 (0.074)
ECape	-0.027 (0.062)	-0.022 (0.084)	-0.016 (0.076)	-0.021 (0.055)	-0.013 (0.058)	-0.021 (0.069)	-0.010 (0.073)	-0.020 (0.055)	-0.002 (0.070)	-0.024 (0.064)
NCape	-0.346* (0.204)	-0.381 (0.239)	-0.367 (0.245)	-0.381** (0.192)	-0.361* (0.190)	-0.384* (0.205)	-0.353 (0.215)	-0.386** (0.193)	-0.340 (0.253)	-0.397* (0.205)
FState	-0.343*** (0.104)	-0.342*** (0.124)	-0.338*** (0.122)	-0.342*** (0.104)	-0.337*** (0.108)	-0.344*** (0.096)	-0.335*** (0.112)	-0.346*** (0.105)	-0.332*** (0.112)	-0.351*** (0.117)
NWest	-0.089 (0.109)	-0.113 (0.114)	-0.109 (0.116)	-0.111 (0.103)	-0.108 (0.088)	-0.107 (0.100)	-0.105 (0.108)	-0.105 (0.090)	-0.096 (0.113)	-0.106 (0.088)
Gauteng	0.122* (0.067)	0.160** (0.069)	0.173** (0.074)	0.159*** (0.052)	0.174*** (0.056)	0.160*** (0.050)	0.179*** (0.061)	0.159*** (0.052)	0.188*** (0.066)	0.154*** (0.056)
Mpumalanga	-0.137** (0.057)	-0.058 (0.050)	-0.048 (0.061)	-0.059 (0.061)	-0.047 (0.058)	-0.060 (0.054)	-0.043 (0.048)	-0.061 (0.060)	-0.040 (0.051)	-0.062 (0.055)
Limpopo	-0.366** (0.182)	-0.425* (0.227)	-0.416* (0.250)	-0.422** (0.177)	-0.409** (0.171)	-0.420* (0.217)	-0.400** (0.200)	-0.421* (0.228)	-0.386* (0.220)	-0.427** (0.196)
Export		0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)	0.006*** (0.001)	0.005*** (0.001)
Capratio		0.118* (0.062)	0.174*** (0.041)	0.106* (0.059)	0.175*** (0.052)	0.093 (0.073)	0.192*** (0.050)	0.085 (0.054)	0.196*** (0.044)	0.089* (0.049)
Tariff		-0.009*** (0.002)		-0.012*** (0.003)		-0.015*** (0.003)		-0.015*** (0.004)		-0.015*** (0.003)
Change4			-0.011*** (0.002)	0.005 (0.005)						
Change6					-0.008*** (0.002)	0.008** (0.004)				
Change8							-0.004*** (0.001)	0.005* (0.003)		
Change10									-0.003*** (0.001)	0.005*** (0.002)
Constant	3.486*** (1.204)	3.155* (1.634)	3.087** (1.488)	3.183** (1.411)	3.125*** (1.103)	3.182** (1.360)	3.137*** (1.184)	3.170** (1.339)	3.157** (1.521)	3.139** (1.280)

Observations	2344	2344	2344	2344	2344	2344	2344	2344	2344	2344
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Table 10: Selectivity corrected wage regressions (DMF) – 2001

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Industry	Tariff	Change4	Change4*	Change6	Change6*	Change8	Change8*
Female	-0.363*** (0.101)	-0.378*** (0.098)	-0.377*** (0.084)	-0.377*** (0.095)	-0.392*** (0.094)	-0.376*** (0.106)	-0.392*** (0.093)	-0.378*** (0.098)
Coloured	0.537*** (0.113)	0.553*** (0.138)	0.555*** (0.114)	0.554*** (0.134)	0.550*** (0.110)	0.539*** (0.126)	0.550*** (0.114)	0.539*** (0.135)
Asian	0.392*** (0.109)	0.396*** (0.101)	0.390*** (0.085)	0.395*** (0.101)	0.384*** (0.089)	0.389*** (0.117)	0.383*** (0.108)	0.389*** (0.117)
White	0.777*** (0.083)	0.788*** (0.076)	0.786*** (0.069)	0.787*** (0.071)	0.792*** (0.062)	0.792*** (0.071)	0.794*** (0.084)	0.786*** (0.090)
Age	0.068** (0.027)	0.076** (0.035)	0.077*** (0.028)	0.077*** (0.029)	0.075*** (0.026)	0.074*** (0.027)	0.075*** (0.025)	0.074*** (0.027)
Age2	-0.077** (0.034)	-0.088** (0.045)	-0.088** (0.037)	-0.088** (0.037)	-0.086*** (0.032)	-0.085** (0.035)	-0.086*** (0.032)	-0.085** (0.034)
Primary	0.250** (0.122)	0.311*** (0.112)	0.308*** (0.099)	0.311*** (0.121)	0.304*** (0.093)	0.309** (0.124)	0.302*** (0.106)	0.311*** (0.107)
Secondary	0.561*** (0.184)	0.653*** (0.182)	0.648*** (0.160)	0.652*** (0.187)	0.641*** (0.154)	0.644*** (0.193)	0.638*** (0.166)	0.647*** (0.169)
Diploma	0.855*** (0.119)	0.965*** (0.114)	0.965*** (0.102)	0.966*** (0.128)	0.962*** (0.092)	0.956*** (0.124)	0.962*** (0.110)	0.957*** (0.102)
Degree	1.040*** (0.135)	1.146*** (0.125)	1.146*** (0.121)	1.146*** (0.109)	1.150*** (0.106)	1.146*** (0.105)	1.152*** (0.133)	1.144*** (0.124)
Union	0.149*** (0.024)	0.161*** (0.026)	0.159*** (0.023)	0.160*** (0.026)	0.160*** (0.029)	0.161*** (0.027)	0.161*** (0.029)	0.158*** (0.029)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Rural	-0.212*** (0.035)	-0.257*** (0.035)	-0.255*** (0.034)	-0.256*** (0.033)	-0.254*** (0.033)	-0.258*** (0.032)	-0.256*** (0.029)	-0.254*** (0.028)
Manager	0.784*** (0.072)	0.798*** (0.059)	0.798*** (0.080)	0.798*** (0.078)	0.796*** (0.067)	0.792*** (0.080)	0.794*** (0.073)	0.795*** (0.063)
Professional	0.488*** (0.137)	0.543*** (0.119)	0.546*** (0.129)	0.544*** (0.118)	0.537*** (0.121)	0.536*** (0.098)	0.535*** (0.119)	0.539*** (0.113)
Technician	0.438*** (0.054)	0.464*** (0.060)	0.466*** (0.052)	0.465*** (0.063)	0.462*** (0.054)	0.455*** (0.052)	0.461*** (0.062)	0.458*** (0.053)

Clerk	0.328*** (0.050)	0.347*** (0.049)	0.349*** (0.042)	0.347*** (0.047)	0.351*** (0.050)	0.341*** (0.047)	0.349*** (0.041)	0.345*** (0.042)
Salesperson	-0.037 (0.089)	0.014 (0.094)	0.013 (0.100)	0.014 (0.087)	0.006 (0.083)	0.004 (0.084)	0.005 (0.084)	0.004 (0.071)
SkAgri	-0.260 (0.566)	-0.226 (0.398)	-0.231 (0.446)	-0.228 (0.513)	-0.229 (0.448)	-0.221 (0.462)	-0.225 (0.473)	-0.232 (0.556)
Artisan	0.131*** (0.042)	0.143*** (0.034)	0.143*** (0.037)	0.143*** (0.041)	0.139*** (0.039)	0.137*** (0.030)	0.139*** (0.034)	0.137*** (0.036)
Operator	0.158*** (0.030)	0.182*** (0.033)	0.181*** (0.028)	0.182*** (0.034)	0.173*** (0.030)	0.180*** (0.031)	0.172*** (0.031)	0.179*** (0.023)
WCape	-0.277** (0.109)	-0.291*** (0.113)	-0.293*** (0.104)	-0.292** (0.123)	-0.285*** (0.104)	-0.289*** (0.102)	-0.287** (0.112)	-0.284** (0.124)
ECape	-0.387*** (0.118)	-0.405*** (0.131)	-0.406*** (0.111)	-0.406*** (0.123)	-0.401*** (0.110)	-0.385*** (0.124)	-0.397*** (0.116)	-0.393*** (0.125)
NCape	-0.919*** (0.284)	-0.929*** (0.241)	-0.923*** (0.231)	-0.928*** (0.283)	-0.911*** (0.245)	-0.912*** (0.246)	-0.912*** (0.279)	-0.907*** (0.290)
FState	-0.692*** (0.159)	-0.689*** (0.144)	-0.689*** (0.133)	-0.689*** (0.140)	-0.691*** (0.124)	-0.681*** (0.129)	-0.693*** (0.146)	-0.678*** (0.162)
NWest	-0.213 (0.162)	-0.200 (0.148)	-0.198 (0.139)	-0.200 (0.168)	-0.186 (0.134)	-0.186 (0.142)	-0.182 (0.168)	-0.192 (0.167)
Gauteng	-0.037 (0.056)	-0.052 (0.056)	-0.050 (0.055)	-0.052 (0.059)	-0.039 (0.058)	-0.051 (0.057)	-0.039 (0.062)	-0.049 (0.066)
Mpumalanga	-0.234** (0.096)	-0.216** (0.099)	-0.213** (0.094)	-0.216** (0.090)	-0.206** (0.093)	-0.205** (0.097)	-0.207** (0.102)	-0.202* (0.105)
Limpopo	-0.763*** (0.218)	-0.826*** (0.241)	-0.822*** (0.203)	-0.827*** (0.238)	-0.809*** (0.207)	-0.797*** (0.228)	-0.806*** (0.241)	-0.800*** (0.259)
Export		0.004*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.003*** (0.001)
Capratio		-0.052 (0.050)	-0.036 (0.055)	-0.048 (0.048)	-0.020 (0.048)	-0.072 (0.049)	-0.018 (0.042)	-0.070 (0.048)
C4		0.283*** (0.086)	0.269*** (0.100)	0.278*** (0.085)	0.299*** (0.075)	0.263*** (0.082)	0.272*** (0.077)	0.325*** (0.069)
Tariff		-0.004*** (0.001)		-0.003 (0.003)		-0.010*** (0.002)		-0.009*** (0.002)
Change4			-0.007*** (0.002)	-0.002 (0.005)				
Change6					-0.003*** (0.001)	0.008*** (0.003)		
Change8							-0.003** (0.001)	0.005** (0.002)

Constant	2.395 (1.502)	2.005 (1.491)	2.000 (1.357)	1.998 (1.578)	2.045 (1.356)	2.145 (1.535)	2.074 (1.395)	2.085 (1.448)
Observations	2636	2636	2636	2636	2636	2636	2636	2636

Table 11: Selectivity corrected wage regressions (DMF) – 1999

	(1)	(2)	(3)	(4)	(5)	(6)
	Industry	Tariff	Change4	Change4*	Change6	Change6*
Female	-0.191** (0.091)	-0.212** (0.098)	-0.222*** (0.083)	-0.212** (0.090)	-0.219*** (0.079)	-0.213* (0.109)
Coloured	0.135 (0.112)	0.179 (0.118)	0.169** (0.086)	0.178* (0.094)	0.171* (0.096)	0.179* (0.099)
Asian	0.134 (0.107)	0.117 (0.133)	0.103 (0.116)	0.118 (0.120)	0.097 (0.113)	0.117 (0.150)
White	0.611*** (0.112)	0.581*** (0.099)	0.587*** (0.088)	0.579*** (0.119)	0.593*** (0.115)	0.581*** (0.103)
Age	0.070* (0.039)	0.084** (0.041)	0.081** (0.032)	0.084* (0.044)	0.079*** (0.029)	0.084** (0.042)
Age2	-0.084 (0.053)	-0.103* (0.054)	-0.099** (0.042)	-0.103* (0.057)	-0.097** (0.039)	-0.103* (0.055)
Primary	0.144 (0.162)	0.176 (0.158)	0.160 (0.160)	0.176 (0.171)	0.154 (0.151)	0.176 (0.215)
Secondary	0.327 (0.211)	0.379* (0.212)	0.357* (0.199)	0.380* (0.230)	0.348* (0.183)	0.379 (0.282)
Diploma	0.712*** (0.134)	0.744*** (0.134)	0.744*** (0.115)	0.745*** (0.131)	0.740*** (0.137)	0.743*** (0.126)
Degree	1.056*** (0.160)	1.084*** (0.159)	1.100*** (0.188)	1.085*** (0.180)	1.100*** (0.184)	1.083*** (0.184)
Union	0.099*** (0.034)	0.102*** (0.032)	0.098*** (0.029)	0.102*** (0.030)	0.098*** (0.031)	0.102*** (0.029)
Tenure	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.000)	0.003*** (0.001)	0.003*** (0.001)
Tenure2	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Rural	-0.193*** (0.039)	-0.205*** (0.038)	-0.200*** (0.041)	-0.204*** (0.050)	-0.203*** (0.039)	-0.204*** (0.041)
Manager	0.554*** (0.082)	0.554*** (0.078)	0.545*** (0.093)	0.554*** (0.101)	0.545*** (0.091)	0.553*** (0.086)
Professional	0.603*** (0.178)	0.636*** (0.144)	0.633*** (0.165)	0.635*** (0.128)	0.634*** (0.147)	0.636*** (0.130)
Technician	0.304*** (0.071)	0.322*** (0.069)	0.310*** (0.065)	0.322*** (0.082)	0.309*** (0.066)	0.322*** (0.072)

Clerk	0.278*** (0.057)	0.294*** (0.064)	0.290*** (0.048)	0.294*** (0.054)	0.293*** (0.065)	0.294*** (0.048)
Salesperson	0.095 (0.082)	0.111 (0.084)	0.109 (0.089)	0.110 (0.068)	0.109 (0.085)	0.111 (0.084)
SkAgri	-0.681*** (0.190)	-0.795*** (0.189)	-0.789*** (0.182)	-0.797*** (0.175)	-0.782*** (0.190)	-0.794*** (0.187)
Artisan	0.029 (0.047)	0.031 (0.044)	0.022 (0.038)	0.031 (0.047)	0.023 (0.042)	0.031 (0.038)
Operator	0.102*** (0.039)	0.112*** (0.036)	0.100*** (0.037)	0.111** (0.044)	0.100** (0.043)	0.112*** (0.037)
WCape	0.212* (0.109)	0.160 (0.114)	0.176* (0.107)	0.161 (0.131)	0.175* (0.098)	0.160 (0.138)
ECape	-0.197 (0.160)	-0.234 (0.170)	-0.212 (0.138)	-0.234 (0.180)	-0.199 (0.139)	-0.235 (0.197)
NCape	0.195 (0.464)	0.112 (0.438)	0.172 (0.405)	0.112 (0.453)	0.192 (0.325)	0.111 (0.511)
FState	-0.425*** (0.161)	-0.442** (0.184)	-0.429*** (0.140)	-0.441*** (0.164)	-0.427*** (0.132)	-0.442** (0.198)
NWest	0.147 (0.147)	0.139 (0.145)	0.167 (0.133)	0.139 (0.157)	0.176 (0.128)	0.139 (0.195)
Gauteng	0.074 (0.082)	0.074 (0.085)	0.093 (0.072)	0.075 (0.084)	0.095 (0.071)	0.074 (0.093)
Mpumalanga	-0.000 (0.146)	-0.036 (0.155)	-0.013 (0.152)	-0.037 (0.154)	-0.006 (0.123)	-0.036 (0.181)
Limpopo	-0.106 (0.275)	-0.174 (0.269)	-0.127 (0.259)	-0.173 (0.285)	-0.117 (0.219)	-0.174 (0.343)
Export		0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)
Capratio		-0.134*** (0.046)	-0.113** (0.055)	-0.133*** (0.048)	-0.106* (0.056)	-0.135*** (0.051)
C4		0.243** (0.095)	0.293*** (0.095)	0.250*** (0.095)	0.233** (0.111)	0.246** (0.111)
Tariff		-0.003*** (0.001)		-0.003* (0.002)		-0.003** (0.001)
Change4			-0.006** (0.003)	-0.001 (0.003)		
Change6					-0.004* (0.002)	0.000 (0.003)
Constant	4.282** (1.884)	3.985** (1.955)	4.185** (1.746)	3.989* (2.097)	4.294*** (1.487)	3.977 (2.432)

Observations	2329	2329	2329	2329	2329	2329
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Table 12: Selectivity corrected wage regressions (DMF) – 1996

	(1)	(2)	(3)	(4)
	Industry	Tariff	Change4	Change4*
Female	-0.111 (0.120)	-0.149 (0.136)	-0.172 (0.124)	-0.148 (0.095)
Coloured	-0.004 (0.109)	0.007 (0.115)	0.007 (0.093)	0.007 (0.080)
Asian	-0.036 (0.104)	-0.044 (0.142)	-0.044 (0.121)	-0.045 (0.104)
White	0.569*** (0.077)	0.560*** (0.079)	0.566*** (0.079)	0.561*** (0.097)
Age	0.009 (0.044)	0.017 (0.036)	0.018 (0.041)	0.016 (0.034)
Age2	-0.013 (0.054)	-0.022 (0.044)	-0.023 (0.051)	-0.022 (0.042)
Primary	0.029 (0.088)	0.032 (0.093)	0.037 (0.112)	0.032 (0.101)
Secondary	0.258** (0.114)	0.280** (0.124)	0.286** (0.122)	0.280** (0.116)
Diploma	0.505*** (0.168)	0.525*** (0.133)	0.531*** (0.153)	0.527*** (0.141)
Degree	0.682*** (0.207)	0.668*** (0.181)	0.665*** (0.161)	0.668*** (0.168)
Union	0.114*** (0.033)	0.107*** (0.035)	0.102*** (0.034)	0.108*** (0.033)
Tenure	0.003*** (0.000)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)
Tenure2	-0.000*** (0.000)	-0.000** (0.000)	-0.000** (0.000)	-0.000** (0.000)
Rural	-0.143** (0.061)	-0.168*** (0.053)	-0.170*** (0.065)	-0.168*** (0.057)
Manager	0.546*** (0.081)	0.540*** (0.085)	0.539*** (0.083)	0.541*** (0.076)
Professional	0.598*** (0.135)	0.606*** (0.168)	0.609*** (0.134)	0.610*** (0.133)
Technician	0.383***	0.377***	0.375***	0.378***

	(0.076)	(0.080)	(0.067)	(0.077)
Clerk	0.308***	0.302***	0.300***	0.303***
	(0.057)	(0.061)	(0.057)	(0.058)
Salesperson	-0.056	-0.050	-0.058	-0.047
	(0.085)	(0.104)	(0.097)	(0.099)
SkAgri	-0.245	-0.314**	-0.306*	-0.319*
	(0.156)	(0.146)	(0.161)	(0.167)
Artisan	0.059	0.046	0.031	0.047
	(0.047)	(0.046)	(0.046)	(0.056)
Operator	0.115***	0.126***	0.122**	0.126**
	(0.043)	(0.040)	(0.052)	(0.050)
WCape	-0.114	-0.161**	-0.157**	-0.161**
	(0.080)	(0.079)	(0.078)	(0.080)
ECape	0.043	-0.015	-0.012	-0.012
	(0.077)	(0.078)	(0.077)	(0.068)
NCape	-0.469***	-0.557***	-0.557***	-0.550***
	(0.177)	(0.208)	(0.198)	(0.178)
FState	-0.374**	-0.453**	-0.452**	-0.455***
	(0.175)	(0.201)	(0.194)	(0.168)
NWest	0.002	-0.067	-0.060	-0.064
	(0.103)	(0.091)	(0.105)	(0.085)
Gauteng	0.001	-0.018	-0.012	-0.017
	(0.071)	(0.065)	(0.058)	(0.066)
Mpumalanga	-0.239***	-0.285***	-0.277***	-0.286***
	(0.093)	(0.089)	(0.106)	(0.090)
Limpopo	-0.132	-0.187	-0.183	-0.188
	(0.152)	(0.189)	(0.162)	(0.139)
Export		-0.000	-0.000	-0.001
		(0.001)	(0.001)	(0.001)
Capratio		-0.001	0.008	-0.008
		(0.028)	(0.039)	(0.043)
C4		0.160*	0.172	0.170
		(0.091)	(0.110)	(0.108)
Tariff		-0.002*		-0.002**
		(0.001)		(0.001)
Change4			0.000	-0.001
			(0.002)	(0.002)
Constant	5.304***	5.078***	4.992***	5.113***
	(1.363)	(1.513)	(1.375)	(1.132)
Observations	1709	1709	1709	1709

Table 13: Probit Estimates – 2004

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		Tariff	ch4	ch4*	ch6	ch6*	ch8	ch8*	ch10	ch10*
Female	-0.003 (0.012)	-0.012 (0.013)	-0.006 (0.013)	-0.009 (0.013)	-0.008 (0.013)	-0.009 (0.013)	-0.009 (0.013)	-0.011 (0.013)	-0.012 (0.013)	-0.013 (0.013)
Age	-0.010*** (0.004)	-0.011*** (0.004)	-0.010*** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)
Age2	0.016*** (0.005)	0.017*** (0.005)	0.016*** (0.005)	0.017*** (0.005)	0.017*** (0.005)	0.017*** (0.005)	0.017*** (0.005)	0.017*** (0.005)	0.017*** (0.005)	0.017*** (0.005)
White	0.115*** (0.011)	0.116*** (0.011)	0.115*** (0.011)	0.116*** (0.011)	0.115*** (0.011)	0.116*** (0.011)	0.115*** (0.011)	0.116*** (0.011)	0.116*** (0.011)	0.116*** (0.011)
Coloured	-0.013 (0.021)	-0.011 (0.021)	-0.012 (0.021)	-0.014 (0.021)	-0.012 (0.021)	-0.013 (0.021)	-0.011 (0.021)	-0.012 (0.021)	-0.011 (0.021)	-0.011 (0.021)
Asian	0.080*** (0.018)	0.082*** (0.017)	0.081*** (0.018)	0.079*** (0.018)	0.081*** (0.018)	0.080*** (0.018)	0.081*** (0.018)	0.081*** (0.017)	0.081*** (0.018)	0.082*** (0.017)
WCape	0.002 (0.023)	0.008 (0.023)	0.004 (0.023)	0.007 (0.023)	0.005 (0.023)	0.006 (0.023)	0.006 (0.023)	0.007 (0.023)	0.006 (0.023)	0.007 (0.023)
ECape	0.007 (0.021)	0.010 (0.021)	0.008 (0.021)	0.008 (0.021)	0.009 (0.021)	0.009 (0.021)	0.009 (0.021)	0.010 (0.021)	0.010 (0.021)	0.010 (0.021)
NCape	-0.091** (0.042)	-0.084** (0.041)	-0.089** (0.042)	-0.085** (0.041)	-0.088** (0.042)	-0.085** (0.041)	-0.087** (0.041)	-0.084** (0.041)	-0.087** (0.041)	-0.085** (0.041)
FState	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)	-0.046 (0.028)
NWest	-0.054* (0.030)	-0.049 (0.030)	-0.052* (0.030)	-0.053* (0.030)	-0.051* (0.030)	-0.053* (0.030)	-0.049* (0.030)	-0.050* (0.030)	-0.047 (0.029)	-0.047 (0.029)
Gauteng	-0.010 (0.019)	-0.004 (0.019)	-0.008 (0.019)	-0.005 (0.019)	-0.007 (0.019)	-0.005 (0.019)	-0.006 (0.019)	-0.004 (0.019)	-0.005 (0.019)	-0.004 (0.019)
Mpumalanga	0.003 (0.021)	0.009 (0.020)	0.005 (0.021)	0.009 (0.020)	0.006 (0.021)	0.008 (0.020)	0.007 (0.021)	0.009 (0.020)	0.007 (0.021)	0.009 (0.020)
Limpopo	-0.035 (0.032)	-0.029 (0.031)	-0.033 (0.032)	-0.034 (0.032)	-0.031 (0.032)	-0.034 (0.032)	-0.029 (0.031)	-0.031 (0.031)	-0.029 (0.031)	-0.028 (0.031)
Married	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)	0.052*** (0.013)
Headhh	0.072***	0.073***	0.072***	0.073***	0.072***	0.073***	0.072***	0.073***	0.073***	0.073***

Degree	(0.013) 0.033 (0.062)	(0.013) 0.030 (0.063)	(0.013) 0.032 (0.062)	(0.013) 0.030 (0.063)	(0.013) 0.031 (0.062)	(0.013) 0.030 (0.063)	(0.013) 0.031 (0.063)	(0.013) 0.030 (0.063)	(0.013) 0.030 (0.063)	(0.013) 0.030 (0.063)
Diploma	0.037 (0.032)	0.034 (0.032)	0.036 (0.032)	0.037 (0.031)	0.035 (0.032)	0.037 (0.032)	0.035 (0.032)	0.035 (0.032)	0.035 (0.032)	0.035 (0.032)
Secondary	0.000 (0.029)	-0.003 (0.029)	-0.001 (0.029)	0.000 (0.029)	-0.002 (0.029)	-0.001 (0.029)	-0.002 (0.029)	-0.003 (0.029)	-0.002 (0.029)	-0.003 (0.029)
Primary	0.003 (0.029)	-0.000 (0.029)	0.002 (0.029)	0.003 (0.029)	0.001 (0.029)	0.002 (0.029)	0.001 (0.029)	0.000 (0.029)	0.001 (0.029)	-0.000 (0.029)
Export	-0.001*** (0.001)	-0.001** (0.001)	-0.001** (0.001)	-0.001* (0.001)	-0.001** (0.001)	-0.001 (0.001)	-0.001** (0.001)	-0.001* (0.001)	-0.001** (0.001)	-0.001** (0.001)
Capratio	0.016 (0.023)	0.037 (0.026)	0.020 (0.025)	0.055** (0.027)	0.023 (0.025)	0.048* (0.026)	0.024 (0.025)	0.041 (0.027)	0.027 (0.025)	0.034 (0.027)
Tariff		0.001** (0.001)		0.006*** (0.002)		0.004*** (0.002)		0.002 (0.001)		0.001 (0.001)
Change10									0.001** (0.000)	0.001 (0.001)
Change8							0.001 (0.000)	-0.001 (0.001)		
Change6					0.001 (0.001)	-0.004** (0.002)				
Change4			0.001 (0.001)	-0.007*** (0.002)						
Observations	3559	3559	3559	3559	3559	3559	3559	3559	3559	3559

Table 14: Probit Estimates – 2001

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Basic2001	Tariff	ch4	ch4*	ch6	ch6*	ch8	ch8*	ch10	ch10*
Female	-0.002 (0.014)	-0.023 (0.015)	-0.022 (0.015)	-0.023 (0.015)	-0.022 (0.015)	-0.023 (0.015)	-0.022 (0.015)	-0.023 (0.015)	-0.011 (0.014)	-0.023 (0.015)
Age	0.002 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)	0.001 (0.004)
Age2	-0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)	0.000 (0.005)
White	0.130*** (0.016)	0.135*** (0.015)	0.134*** (0.015)	0.135*** (0.015)	0.135*** (0.015)	0.135*** (0.015)	0.134*** (0.015)	0.135*** (0.015)	0.132*** (0.015)	0.135*** (0.015)
Coloured	0.022 (0.022)	0.024 (0.022)	0.024 (0.022)	0.024 (0.022)	0.025 (0.022)	0.024 (0.022)	0.023 (0.022)	0.024 (0.022)	0.022 (0.022)	0.023 (0.022)
Asian	0.053** (0.026)	0.050* (0.026)	0.051* (0.026)	0.051* (0.026)	0.050* (0.026)	0.050* (0.026)	0.049* (0.026)	0.050* (0.026)	0.055** (0.026)	0.052** (0.026)
Rural	-0.004 (0.016)	-0.004 (0.016)	-0.005 (0.016)	-0.005 (0.016)	-0.004 (0.016)	-0.004 (0.016)	-0.003 (0.016)	-0.004 (0.016)	-0.005 (0.016)	-0.005 (0.016)
WCape	-0.019 (0.028)	-0.016 (0.028)	-0.015 (0.027)	-0.016 (0.027)	-0.020 (0.028)	-0.019 (0.028)	-0.017 (0.027)	-0.016 (0.027)	-0.016 (0.028)	-0.016 (0.027)
ECape	0.002 (0.025)	0.007 (0.025)	0.008 (0.025)	0.008 (0.025)	0.008 (0.025)	0.008 (0.025)	0.006 (0.025)	0.007 (0.025)	0.010 (0.025)	0.009 (0.025)
NCape	-0.079 (0.052)	-0.075 (0.052)	-0.074 (0.052)	-0.074 (0.052)	-0.078 (0.053)	-0.077 (0.052)	-0.071 (0.052)	-0.073 (0.052)	-0.080 (0.052)	-0.076 (0.052)
FState	-0.032 (0.029)	-0.038 (0.029)	-0.037 (0.029)	-0.037 (0.029)	-0.039 (0.029)	-0.039 (0.029)	-0.035 (0.029)	-0.037 (0.029)	-0.036 (0.029)	-0.039 (0.029)
NWest	-0.015 (0.027)	-0.004 (0.027)	-0.003 (0.026)	-0.003 (0.026)	-0.005 (0.027)	-0.004 (0.027)	-0.006 (0.027)	-0.004 (0.027)	-0.006 (0.027)	-0.002 (0.026)
Gauteng	-0.003 (0.020)	0.009 (0.020)	0.008 (0.020)	0.009 (0.020)	0.006 (0.020)	0.008 (0.020)	0.008 (0.020)	0.009 (0.020)	0.002 (0.020)	0.009 (0.020)
Mpumalanga	0.037 (0.024)	0.044* (0.023)	0.043* (0.023)	0.044* (0.023)	0.043* (0.023)	0.044* (0.023)	0.045** (0.023)	0.045** (0.023)	0.038 (0.023)	0.043* (0.023)
Limpopo	-0.033 (0.032)	-0.021 (0.031)	-0.021 (0.031)	-0.021 (0.031)	-0.023 (0.031)	-0.022 (0.031)	-0.022 (0.031)	-0.021 (0.031)	-0.027 (0.032)	-0.021 (0.031)
Married	0.071***	0.071***	0.070***	0.070***	0.070***	0.070***	0.071***	0.071***	0.070***	0.071***

	(0.014)	(0.014)	(0.014)	(0.014)	(0.014)	(0.014)	(0.014)	(0.014)	(0.014)	(0.014)
Headhh	0.106***	0.107***	0.107***	0.107***	0.108***	0.107***	0.108***	0.107***	0.106***	0.107***
	(0.015)	(0.015)	(0.015)	(0.015)	(0.015)	(0.015)	(0.015)	(0.015)	(0.015)	(0.015)
Degree	0.042	0.035	0.035	0.035	0.032	0.033	0.034	0.034	0.038	0.035
	(0.054)	(0.056)	(0.056)	(0.056)	(0.057)	(0.057)	(0.056)	(0.056)	(0.055)	(0.056)
Diploma	0.007	0.003	0.001	0.002	0.002	0.002	0.003	0.003	0.006	0.003
	(0.043)	(0.044)	(0.044)	(0.044)	(0.044)	(0.044)	(0.043)	(0.044)	(0.043)	(0.044)
Secondary	-0.030	-0.036	-0.037	-0.037	-0.035	-0.036	-0.034	-0.035	-0.034	-0.037
	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)	(0.032)
Primary	-0.037	-0.042	-0.042	-0.042	-0.041	-0.041	-0.039	-0.041	-0.040	-0.042
	(0.036)	(0.037)	(0.037)	(0.037)	(0.036)	(0.037)	(0.036)	(0.037)	(0.037)	(0.037)
C4	-0.078*	-0.061	-0.053	-0.055	-0.069	-0.065	-0.042	-0.052	-0.039	-0.049
	(0.044)	(0.044)	(0.045)	(0.045)	(0.044)	(0.044)	(0.045)	(0.045)	(0.047)	(0.046)
Export	0.000	0.000	-0.000	-0.000	-0.000	-0.000	-0.000	0.000	-0.000	-0.000
	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Capratio	0.009	0.036	0.029	0.031	0.028	0.032	0.024	0.032	-0.003	0.027
	(0.023)	(0.025)	(0.025)	(0.025)	(0.024)	(0.025)	(0.024)	(0.025)	(0.024)	(0.027)
Tariff		0.002***		0.001		0.001		0.001		0.002***
		(0.001)		(0.002)		(0.001)		(0.001)		(0.001)
Change10									-0.002***	-0.001
									(0.001)	(0.001)
Change8							0.002***	0.001		
							(0.001)	(0.001)		
Change6					0.003***	0.002				
					(0.001)	(0.002)				
Change4			0.004***	0.003						
			(0.001)	(0.003)						
Observations	3976	3976	3976	3976	3976	3976	3976	3976	3976	3976

Table 15: Probit Estimates – Pooled Sample

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Basic	Tariff	ch4	ch4*	ch6	ch6*	ch8	ch8*	ch10	ch10*
Female	0.001 (0.012)	-0.019 (0.013)	-0.019 (0.013)	-0.019 (0.013)	-0.018 (0.013)	-0.019 (0.013)	-0.019 (0.013)	-0.020 (0.013)	-0.010 (0.013)	-0.019 (0.013)
Age	0.001 (0.003)	-0.004 (0.003)	-0.004 (0.003)	-0.003 (0.003)	-0.004 (0.003)	-0.003 (0.003)	-0.004 (0.003)	-0.004 (0.003)	-0.003 (0.003)	-0.003 (0.003)
Age2	0.001 (0.004)	0.006 (0.004)	0.006 (0.004)	0.005 (0.004)	0.006* (0.004)	0.005 (0.004)	0.007* (0.004)	0.006 (0.004)	0.005 (0.004)	0.006 (0.004)
White	0.114*** (0.014)	0.119*** (0.013)	0.119*** (0.013)	0.119*** (0.013)	0.119*** (0.013)	0.119*** (0.013)	0.119*** (0.013)	0.119*** (0.013)	0.118*** (0.014)	0.119*** (0.013)
Coloured	0.018 (0.019)	0.017 (0.019)	0.018 (0.019)	0.018 (0.019)	0.018 (0.019)	0.018 (0.019)	0.017 (0.019)	0.017 (0.019)	0.017 (0.019)	0.017 (0.019)
Asian	0.043* (0.023)	0.039* (0.024)	0.039 (0.024)	0.039* (0.024)	0.038 (0.024)	0.039 (0.024)	0.037 (0.024)	0.038 (0.024)	0.044* (0.023)	0.042* (0.023)
WCape	-0.021 (0.024)	-0.021 (0.024)	-0.022 (0.024)	-0.021 (0.024)	-0.025 (0.024)	-0.023 (0.024)	-0.023 (0.024)	-0.022 (0.024)	-0.021 (0.024)	-0.021 (0.024)
ECape	0.001 (0.017)	0.005 (0.017)	0.005 (0.017)	0.005 (0.017)	0.005 (0.017)	0.005 (0.017)	0.004 (0.017)	0.005 (0.017)	0.007 (0.017)	0.008 (0.017)
NCape	-0.091*** (0.034)	-0.086** (0.034)	-0.088*** (0.034)	-0.085** (0.034)	-0.090*** (0.034)	-0.087** (0.034)	-0.087** (0.034)	-0.084** (0.034)	-0.090*** (0.034)	-0.086** (0.034)
FState	-0.041** (0.021)	-0.044** (0.021)	-0.044** (0.021)	-0.044** (0.021)	-0.045** (0.021)	-0.045** (0.021)	-0.043** (0.021)	-0.044** (0.021)	-0.043** (0.021)	-0.044** (0.021)
NWest	-0.035* (0.020)	-0.027 (0.020)	-0.028 (0.020)	-0.028 (0.020)	-0.030 (0.020)	-0.030 (0.020)	-0.029 (0.020)	-0.029 (0.020)	-0.027 (0.020)	-0.026 (0.020)
Gauteng	-0.006 (0.014)	0.002 (0.014)	-0.000 (0.014)	0.002 (0.014)	-0.001 (0.014)	0.001 (0.014)	-0.000 (0.014)	0.002 (0.014)	-0.002 (0.014)	0.002 (0.014)
Mpumalanga	0.019 (0.016)	0.024 (0.016)	0.022 (0.016)	0.024 (0.016)	0.022 (0.016)	0.024 (0.016)	0.023 (0.016)	0.025 (0.016)	0.020 (0.016)	0.024 (0.016)
Limpopo	-0.035 (0.023)	-0.027 (0.022)	-0.029 (0.022)	-0.029 (0.022)	-0.029 (0.022)	-0.030 (0.022)	-0.028 (0.022)	-0.028 (0.022)	-0.031 (0.022)	-0.027 (0.022)
Married	0.065*** (0.013)	0.070*** (0.013)	0.069*** (0.013)	0.068*** (0.013)	0.069*** (0.013)	0.068*** (0.013)	0.070*** (0.013)	0.069*** (0.013)	0.068*** (0.013)	0.069*** (0.013)
Headhh	0.097*** (0.014)	0.101*** (0.014)	0.100*** (0.014)	0.100*** (0.014)	0.101*** (0.014)	0.100*** (0.014)	0.101*** (0.014)	0.101*** (0.014)	0.099*** (0.014)	0.100*** (0.014)

Degree	0.048 (0.043)	0.041 (0.045)	0.043 (0.045)	0.043 (0.044)	0.038 (0.046)	0.040 (0.046)	0.040 (0.045)	0.041 (0.045)	0.046 (0.044)	0.042 (0.045)
Diploma	0.019 (0.032)	0.012 (0.033)	0.013 (0.033)	0.014 (0.033)	0.012 (0.033)	0.013 (0.033)	0.012 (0.033)	0.013 (0.033)	0.017 (0.033)	0.014 (0.033)
Secondary	-0.011 (0.023)	-0.021 (0.023)	-0.020 (0.023)	-0.019 (0.023)	-0.020 (0.023)	-0.019 (0.023)	-0.019 (0.023)	-0.020 (0.023)	-0.018 (0.023)	-0.021 (0.023)
Primary	-0.013 (0.024)	-0.019 (0.024)	-0.017 (0.024)	-0.017 (0.024)	-0.017 (0.024)	-0.017 (0.024)	-0.017 (0.024)	-0.017 (0.024)	-0.016 (0.024)	-0.018 (0.024)
Export	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.001)
Capratio	-0.011 (0.018)	0.013 (0.019)	0.010 (0.019)	0.010 (0.020)	0.004 (0.019)	0.009 (0.020)	0.007 (0.019)	0.012 (0.019)	-0.015 (0.018)	0.005 (0.020)
Export04	-0.002** (0.001)	-0.001 (0.001)	-0.001* (0.001)	-0.001 (0.001)	-0.001* (0.001)	-0.001 (0.001)	-0.002* (0.001)	-0.001 (0.001)	-0.001 (0.001)	-0.001 (0.001)
Capratio04	0.045 (0.034)	0.054 (0.039)	0.034 (0.037)	0.078** (0.039)	0.045 (0.037)	0.072* (0.039)	0.041 (0.037)	0.065* (0.039)	0.066* (0.036)	0.062 (0.039)
Female04	0.007 (0.019)	0.016 (0.020)	0.025 (0.020)	0.020 (0.020)	0.022 (0.020)	0.020 (0.020)	0.021 (0.020)	0.020 (0.020)	0.010 (0.020)	0.016 (0.020)
Age04	-0.014** (0.006)	-0.000 (0.002)	0.000 (0.002)	-0.004* (0.002)	0.001 (0.002)	-0.003 (0.002)	0.001 (0.002)	-0.001 (0.002)	-0.003 (0.002)	-0.002 (0.002)
Age204	0.020*** (0.007)	0.004 (0.003)	0.003 (0.003)	0.008** (0.003)	0.002 (0.003)	0.006* (0.003)	0.002 (0.003)	0.004 (0.003)	0.006* (0.003)	0.005 (0.003)
Coloured04	-0.022 (0.035)	-0.015 (0.034)	-0.018 (0.034)	-0.021 (0.035)	-0.017 (0.034)	-0.019 (0.035)	-0.016 (0.034)	-0.017 (0.034)	-0.017 (0.034)	-0.016 (0.034)
Asian04	0.067** (0.032)	0.074** (0.030)	0.074** (0.030)	0.070** (0.031)	0.074** (0.030)	0.073** (0.030)	0.075** (0.030)	0.074** (0.030)	0.069** (0.031)	0.073** (0.031)
White04	0.047 (0.035)	0.042 (0.037)	0.040 (0.037)	0.044 (0.036)	0.040 (0.037)	0.042 (0.037)	0.042 (0.037)	0.042 (0.037)	0.045 (0.036)	0.042 (0.037)
Secondary04	0.010 (0.021)	0.020 (0.020)	0.021 (0.020)	0.020 (0.020)	0.021 (0.020)	0.020 (0.020)	0.021 (0.020)	0.020 (0.020)	0.019 (0.020)	0.020 (0.020)
Diploma04	0.041 (0.039)	0.048 (0.037)	0.048 (0.037)	0.049 (0.037)	0.049 (0.037)	0.049 (0.037)	0.049 (0.037)	0.049 (0.037)	0.045 (0.038)	0.046 (0.038)
Degree04	-0.067 (0.127)	-0.061 (0.124)	-0.063 (0.125)	-0.066 (0.127)	-0.056 (0.122)	-0.060 (0.125)	-0.058 (0.123)	-0.060 (0.124)	-0.067 (0.126)	-0.063 (0.125)
Married04	-0.008 (0.020)	-0.020 (0.020)	-0.019 (0.020)	-0.015 (0.020)	-0.020 (0.020)	-0.017 (0.020)	-0.021 (0.020)	-0.019 (0.020)	-0.017 (0.020)	-0.018 (0.020)
headhh04	-0.007 (0.021)	-0.013 (0.021)	-0.014 (0.021)	-0.011 (0.021)	-0.014 (0.021)	-0.011 (0.021)	-0.015 (0.021)	-0.012 (0.021)	-0.011 (0.021)	-0.012 (0.021)
yr2004	0.247*** (0.090)									

Tariff		0.002***	-0.000	0.001	0.001	0.001**			
		(0.000)	(0.001)	(0.001)	(0.001)	(0.001)			
Tariff04		-0.000	0.007***	0.005**	0.003	0.000			
		(0.001)	(0.002)	(0.002)	(0.002)	(0.002)			
Change10							-0.002***	-0.001*	
							(0.001)	(0.001)	
Change1004							0.003***	0.001	
							(0.001)	(0.001)	
Change8					0.002***	0.001			
					(0.001)	(0.001)			
Change804					-0.001*	-0.003*			
					(0.001)	(0.002)			
Change6				0.003***	0.002				
				(0.001)	(0.001)				
Change604				-0.002	-0.007***				
				(0.001)	(0.003)				
Change4		0.003***	0.003						
		(0.001)	(0.002)						
Change404		-0.003*	-0.012***						
		(0.001)	(0.004)						
Observations	6927	6927	6927	6927	6927	6927	6927	6927	6927
