

# Morné Oosthuizen

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(Updated: November 7, 2023)

## RESEARCH INTERESTS

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Economic Demography; Labour Markets; Poverty and Inequality; Social Protection

## RESEARCH POSITIONS

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Chief Research Officer, Development Policy Research Unit, University of Cape Town, September 2021–present

Deputy Director, Development Policy Research Unit, University of Cape Town, April 2006–present

Senior Researcher, Development Policy Research Unit, University of Cape Town, March 2003–March 2006

Researcher, Development Policy Research Unit, University of Cape Town, February 2002–February 2003

Junior Lecturer (part-time), Department of Economics, University of Stellenbosch, January 1999–December 2001

## EDUCATION

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PhD (Economics), University of Cape Town. Graduated December 2019.

*Thesis: 'South Africa's Generational Economy', focussing on intergenerational resource flows in South Africa using the National Transfer Accounts methodology* ([link](#))

M.Comm. (Economics), University of Stellenbosch. Graduated *cum laude* December 2002.

B.Comm. Honours (Economics), University of Stellenbosch. Graduated *cum laude* March 1999.

B.Comm, University of Stellenbosch. Graduated December 1997.

## PUBLICATIONS

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### *Journal Articles*

Oosthuizen, M., forthcoming. Education and South Africa's Waning Demographic Dividend. *Journal of the Economics of Ageing*.

Mason, A., Lee, R., and Members of the NTA Network (including Oosthuizen, M.), 2022. Six ways population change will affect the global economy. *Population and Development Review*. DOI: 10.1111/padr.12469

Bhorat, H., Oosthuizen, M., and Stanwix, B., 2021. Social Assistance Amidst the Covid-19 Epidemic in South Africa: A Policy Assessment. *South African Journal of Economics* 89(1): 63-81, March. DOI: 10.1111/saje.12277.

Oosthuizen, M., 2015. Bonus or Mirage? South Africa's Demographic Dividend. *Journal of the Economics of Ageing* 5:14-22. April. DOI: 10.1016/j.jeoa.2014.08.007.

Lee, R., Mason, A., and Members of the NTA Network (including Oosthuizen, M.), 2014. Is low fertility really a problem? Population ageing, dependency and consumption. *Science* 346(6206):229–234. DOI: 10.1126/science.1250542. 10 October 2014.

Oosthuizen, M., 2012. Low Pay in South Africa. *International Labour Review* 151(3): 173–192. September. DOI: 10.1111/j.1564-913X.2012.00144.x.

Bhorat, H., Oosthuizen, M. and Van der Westhuizen, C., 2012. Estimating a Poverty Line: An application to free basic municipal service in South Africa. *Development Southern Africa* 29 (1): 77–96. DOI: 10.1080/0376835X.2012.645643.

Bhorat, H. and Oosthuizen, M., 2009. Determinants of Grade 12 Pass Rates in the Post-Apartheid South African Schooling System. *Journal of African Economies* 18 (4): 634–666. DOI: 10.1093/jae/ejn027.

Pauw, K., Oosthuizen, M. and Van der Westhuizen, C., 2008. Graduate Unemployment in the Face of Skills Shortages: A Labour Market Paradox. *South African Journal of Economics* 76 (1): 45–57. March. DOI: 10.1111/j.1813-6982.2008.00152.x.

Bhorat, H., and Oosthuizen, M., 2007. Young People and the Labour Market. *Africa Insight* 37 (3): 388–403. DOI: 10.4314/ai.v37i3.22498.

Oosthuizen, M. and Nieuwoudt, L., 2002. A Poverty Profile of the Western Cape Province of South Africa. *Journal for Studies in Economics and Econometrics* 27 (3): 69–90.

### Book Chapters

Bhorat, H., Lilenstein, K., Oosthuizen, M., and Thornton, A., 2023. South Africa: Employment and Inequality Trends. In: C. Gradín, P. Lewandowski, S. Schotte and K. Sen (ed.s), *Tasks, Skills, and Institutions: The Changing Nature of Work and Inequality*. Oxford University Press.

Bhorat, H., Lilenstein, K., Oosthuizen, M., Steenkamp, F., and Thornton, A., 2022. Economic growth, rising inequality, and de-industrialization: South Africa's Kuznetsian tension. In: A.S. Alisjahbana, K. Sen, A. Sumner, and A. Yusuf (ed.s), *The Developer's Dilemma*. Oxford University Press.

Bhorat, H., Oosthuizen, M., Kachingwe, N., and Yu, D., 2022. Understanding Growth-Income Inequality Interactions in Zambia. Chapter 5. Routledge. In: C. Cheelo, M. Hinfelaar, M. Ndulo (ed.s), *Inequality in Zambia*. Routledge.

Oosthuizen, M., 2022. The Economic Lifecycle and Africa's Demographic Dividend: Evidence from National Transfer Accounts. In: C. Odimegwu and Y. Adewoyin (ed.), *Routledge Handbook of African Demography*, Chapter 34. Routledge, New York.

Bhorat, H., Naidoo, K., Oosthuizen, M. and Pillay, K., 2016. Demographic, employment, and wage trends in South Africa. In: H. Bhorat and F. Tarp (ed.s), *Africa's Lions: Growth Traps and Opportunities for the Continent's Six Dominant Economies*. Washington, D.C.: Brookings Institution Press.

Leibbrandt, M., Finn, A. and Oosthuizen, M., 2016. Poverty, Inequality, and Prices in Post-Apartheid South Africa. In: C. Arndt, A. McKay and F. Tarp (eds.), *Growth and Poverty in Sub-Saharan Africa*: 393-417. Oxford, United Kingdom: Oxford University Press.

Oosthuizen, M., 2014. Capturing South Africa's demographic dividend. In: H. Bhorat, A. Hirsch, R. Kanbur, and M. Ncube (eds.), *Oxford Companion to the Economics of South Africa*: 231-235. Oxford, United Kingdom: Oxford University Press.

Oosthuizen, M., 2009. Investing in People: Education in Africa. *Accelerating Africa's Development Five Years into the 21st Century*: 89–116. Tunis: African Development Bank.

Bhorat, H. and Oosthuizen, M., 2008. Employment Shifts and the 'Jobless Growth' Debate in

South Africa. In: A. Kraak and K. Press (eds), *Human Resources Development Review*: 50–68. Cape Town: HSRC Press.

Bhorat, H. and Oosthuizen, M., 2006. Evolution of the Labour Market: 1995-2002. In: H. Bhorat and R. Kanbur (eds.), *Poverty and Policy in Post-Apartheid South Africa*: 143–200. Cape Town: HSRC Press.

#### *Working Papers and Other Papers*

Allen, C., Asmal, Z., Bhorat, H., Hill, R., Monnakgotla, J., Oosthuizen, M., and Rooney, C., 2021. 'Employment creation potential, labor skills requirements and skill gaps for young people: A South African case study'. *AGI Working Paper #26*. January. Africa Growth Initiative at Brookings.

Monnakgotla, J. and Oosthuizen, M., 2021. 'Job Quality in South Africa: A Proposed Index for Ongoing Monitoring of Job Quality'. *DPRU Working Paper 202103*. March. Development Policy Research Unit, University of Cape Town.

Bhorat, H., Köhler, T., Oosthuizen, M., Stanwix, B., Steenkamp, F., and Thornton, A., 2020. 'The Economics of Covid-19 in South Africa: Early Impressions'. *DPRU Working Paper 202004*. May. Development Policy Research Unit, University of Cape Town.

Bhorat, H., Lilenstein, K., Oosthuizen, M., and Thornton, A., 2020. 'Wage polarization in a high-inequality emerging economy: The case of South Africa'. *WIDER Working Paper Series 2020/55*. UNU-WIDER.

Bhorat, H., Lilenstein, K., Oosthuizen, M., and Thornton, A., 2020. 'Structural transformation, inequality, and inclusive growth in South Africa'. *WIDER Working Paper Series 2020/50*. UNU-WIDER.

Bhorat, H., and Oosthuizen, M., 2020. 'Jobs, Economic Growth, and Capacity Development for Youth in Africa'. *DPRU Working Paper 202005*. May. Development Policy Research Unit, University of Cape Town. (Also published as Working Paper Series No. 336, African Development Bank.)

Bhorat, H., Oosthuizen, M., and Stanwix, B., 2020. 'Social Assistance Amidst the Covid-19 Epidemic in South Africa: An Impact Assessment'. *DPRU Working Paper 202006*. July. Development Policy Research Unit, University of Cape Town.

Bhorat, H., Thornton, A., Köhler, T., and Oosthuizen, M., 2020. 'Jobs and COVID-19: Measuring Work-Related Physical Interaction'. *DPRU Working Paper 202003*. April. Development Policy Research Unit, University of Cape Town.

Oosthuizen, M. and Köhler, T., 2020. *The Workplace Skills Plan and Annual Training Report: An Initial Review of the Data to Determine a Way Forward*. Labour Market Intelligence Research Programme, Department of Higher Education and Training.

Oosthuizen, M., 2019. 'Inequality and the generational economy: Race-disaggregated National Transfer Accounts for South Africa, 2015'. *WIDER Working Paper Series 2019/24*. UNU-WIDER.

Oosthuizen, M., 2018. 'Counting Women's Work in South Africa: Incorporating Unpaid Work into Estimates of the Economic Lifecycle in 2010'. *CWW Working Paper WP8*. September. Counting Women's Work Project.

Oosthuizen, M., 2018. 'Counting Women's Work in South Africa: Estimates of Household Production across the Lifecycle in 2000'. *CWW Working Paper WP6*. September. Counting Women's Work Project.

Oosthuizen, M. and Lilenstein, K., 2018. 'Counting Women's Work in Mauritius: Household Production across the Lifecycle in 2003'. *CWW Working Paper WP7*. October. Counting Women's Work Project.

Bhorat, H., Oosthuizen, M., Lilenstein, K. and Steenkamp, F., 2017. 'Firm-level determinants

- of earnings in the formal sector of the South African labour market'. *WIDER Working Paper Series* 2017/25. UNU-WIDER.
- Khan, S., Lilenstein, K., Oosthuizen, M., and Rooney, C., 2017. 'Correlates of ICTS and employment in Sub-Saharan Africa'. *DPRU Working Paper* 201703. March. Development Policy Research Unit, University of Cape Town.
- Bhorat, H., Lilenstein, K., Oosthuizen, M., and Thornton, A., 2016. 'Vulnerability in Employment: Evidence from South Africa'. *DPRU Working Paper* No. 201604.
- Bhorat, H., Naidoo, K., Oosthuizen, M. and Pillay, K., 2016. 'Demographic, employment, and wage trends in South Africa'. *Understanding the African Lions: Growth Traps and Opportunities in Six Dominant African Economies*. Africa Growth Initiative at Brookings, Washington D.C.
- Cassim, A., Lilenstein, K., Oosthuizen, M. and Steenkamp, F., 2016. 'Informality and Inclusive Growth in Sub-Saharan Africa'. *IDS Working Paper* 470. Institute of Development Studies. Also published as *DPRU Working Paper* 201602.
- Bhorat, H., Naidoo, K., Oosthuizen, M. and Pillay, K., 2015. 'Demographic, employment, and wage trends in South Africa'. *WIDER Working Paper Series* No. 141. UNU-WIDER.
- Finn, A., Leibbrandt, M., and Oosthuizen, M. 2014. 'Poverty, inequality, and prices in post-apartheid South Africa'. *WIDER Working Paper Series* 2014/127. UNU-WIDER.
- Oosthuizen, M., 2013. 'Inflation Inequality in South Africa'. *DPRU Working Paper* No. 13/158.
- Oosthuizen, M., 2013. 'Maximising South Africa's Demographic Dividend'. *DPRU Working Paper* No. 13/157. (Also published as *National Transfer Accounts Working Paper* No. 13-01.)
- Cichello, P.L., Mncube, L., Oosthuizen, M. and Poswell, L., 2011. 'Economists versus the Street: Comparative Viewpoints on Barriers to Self-Employment in Khayelitsha, South Africa'. *DPRU Working Paper* No. 11/144.
- Bhorat, H., Oosthuizen, M. and Van der Westhuizen, C., 2011. 'Estimating a Poverty Line: An Application to Free Basic Municipal Services in South Africa'. *DPRU Working Paper* No. 11/142. (Later version published in *Development Southern Africa*).
- Oosthuizen, M., 2007. 'Consumer Price Inflation Across the Income Distribution in South Africa'. *DPRU Working Paper* No. 07/129.
- Van der Westhuizen, C., Goga, S., and Oosthuizen, M., 2007. 'Women in the South African Labour Market: 1995-2005'. *DPRU Working Paper* No. 07/118.
- Oosthuizen, M., 2006. 'The Post-Apartheid Labour Market: 1995-2004'. *DPRU Working Paper* No. 06/103.
- Pauw, K., Bhorat, H., Goga, S., Ncube, L., Oosthuizen, M. and Van der Westhuizen, C., 2006. 'Graduate Unemployment in the Context of Skills Shortages, Education and Training: Findings from a Firm Survey'. *DPRU Working Paper* No. 06/115.
- Pauw, K., Oosthuizen, M. and Van der Westhuizen, C., 2006. 'Graduate Unemployment in the Face of Skills Shortages: A labour market paradox'. *DPRU Working Paper* No. 06/114. (Later version published in *South African Journal of Economics*).
- Oosthuizen, M. and Bhorat, H., 2005. 'The Post-Apartheid South African Labour Market'. *DPRU Working Paper* No. 05/93. (Also published as *Strategies and Analysis for Growth and Access (SAGA) Working Paper* No. 176, 2004).
- Oosthuizen, M., and Naidoo, P., 2004. 'Internal Migration to the Gauteng Province'. *DPRU Working Paper* No. 04/88.
- Oosthuizen, M., 2003. 'Expected Labour Demand in South Africa 1998-2003'. *DPRU Working Paper* No. 03/81.
- Oosthuizen, M. and Nieuwoudt, L., 2002. 'A Poverty Profile of the Western Cape Province of South Africa'. *Stellenbosch Economic Working Papers* No. 03/2002.

*Other Articles, Blogs and Selected Media Mentions*

Counting Women's Work research for South Africa (2010) mentioned in opinion piece by B. Sibeko, 'South Africa needs feminist economics, now', *New Frame*, 29 June 2021.

Interviewed for the piece, 'Retirement? What retirement? Why we need to work into our twilight years—and how', by Catherine Del Monte, *Maverick Life*, 22 March 2021.

Research on South African generational economy mentioned in opinion piece by J. Boggenpoel and K. Morule, 'Lifting fintech funding will improve diversity in founder community', *Business Day*, 29 September 2020.

Bhorat, H., Stanwix, B., and Oosthuizen, M., 2020. *How grants eased the Covid pain*. Opinion piece in the *Financial Mail*, 20 August 2020.

Oosthuizen, M., 2016. *Why South Africa isn't cashing in on its demographic dividend*. [Blog] *The Conversation*. March.

Oosthuizen, M., 2014. The South African Generational Economy. *Poverty in Focus* No 30. International Policy Centre for Inclusive Growth, United Nations Development Programme: Brasilia.

Oosthuizen, M. and Cassim, A., 2014. The State of Youth Unemployment in South Africa. [Blog] *Africa in Focus*. August.

Oosthuizen, M., 2013. The Impact of South Africa's State Old-age Pension. *Poverty in Focus* No. 25, pp 12-14. International Policy Centre for Inclusive Growth, Poverty Practice, Bureau for Development Policy, UNDP.

Oosthuizen, M., 2013. Capturing South Africa's Demographic Dividend. *National Transfer Accounts Country Brief: South Africa*. East-West Center and the Center for the Economics and Demography of Aging, University of California at Berkeley. March.

Bhorat, H. and Oosthuizen, M., 2012. Is Marikana a forerunner of national labour market instability and disruption? *Econ3x3*. 19 November 2012.

Oosthuizen, M., 2006. Quality Jobs and Skills Still at a Premium. In: S. Brown (ed.), *2006 Transformation Audit: Money and Morality*. Cape Town: Institute for Justice and Reconciliation.

Bhorat, H., and Oosthuizen, M., 2005. The Relative Inflation Experience of Poor Urban South African Households. *Labour Market Frontiers*. No. 7. September. Pretoria: South African Reserve Bank.

Bhorat, H., and Oosthuizen, M., 2002. Impact of Inflation on the Poor. *Labour Markets and Social Frontiers*. No. 2. October: 1–4. Pretoria: South African Reserve Bank.

Various issues of a series of fact sheets entitled *Monitoring the Performance of the South African Labour Market*, 2010-2013, 2016-2018.

*Selected Unpublished Papers and Published Research Reports*

Oosthuizen, M. and Martin, L., 2022. *Lesotho's Demographic Dividend in the Context of Health and Other Development Challenges*. UNFPA-ESARO and UNFPA Lesotho Country Office.

World Bank, 2021. *South Africa Social Assistance Programs and Systems Review*. Washington DC, World Bank Group. (link)

Oosthuizen, M., 2021. *The Financial Behaviour of South Africa's Social Assistance Beneficiaries*. World Bank.

Oosthuizen, M., and Magero, J., 2021. *Modelling the Demographic Dividend: A Review of Methodologies*. UNFPA-ESARO. Development Policy Research Unit, and African Institute for Development Policy (AFIDEP). (link)

Asmal, Z., Bhorat, H., Culligan, S., Hofmeyr, H., Monnakgotla, J., Oosthuizen, M., and Rooney,

- C., 2020. *Skills Supply and Demand in South Africa*. Labour Market Intelligence Research Programme, DHET. (link)
- Oosthuizen, M., 2020. *The Workplace Skills Plan and Annual Training Report: An Initial Review of the Data to Determine a Way Forward*. Labour Market Intelligence Research Programme, DHET. (link)
- Oosthuizen, M., Allen, C., and Hill, R., 2020. *Capitalising on Botswana's Young People*. UNFPA Botswana Country Office.
- Oosthuizen, M., Allen, C., and Hill, R., 2020. *Preparing for an Ageing Society in Botswana*. UNFPA Botswana Country Office.
- Allen, C., Bhorat, H., and Oosthuizen, M., 2019. *A Labour Demand Framework*. MercyCorps.
- Oosthuizen, M., 2019. *The Impact of Ageing on Public Spending in the Seychelles*. World Bank.
- Oosthuizen, M., 2018. *Female Labour Force Participation in Africa*. United Nations Economic Commission for Africa (UNECA).
- Oosthuizen, M., 2018. *The Impact of Ageing on Public Spending in Mauritius*. World Bank.
- Asmal, Z., Bhorat, H., Ewinyu, A., Hill, R., Khan, S., Kimani, M., Lilenstein, K., Monnakgotla, J., and Oosthuizen, M., 2018. *A Gender Analysis of the Department of Trade and Industry Services and Funding Processes*. Department of Women.
- Ewinyu, A., Kimani, M., Oosthuizen, M., Rooney, C., Steenkamp, F., and Yu, D., 2018. *How Many Jobs Does Africa Need to Create? Demographic Change and Youth Employment*. African Development Bank.
- Oosthuizen, M., 2017. *Social Assistance in South Africa*. World Bank.
- Bhorat, H., Kachingwe, N., Oosthuizen, M., and Yu, D., 2017. *Understanding Growth-Income Inequality Interactions in Zambia*. International Growth Centre. (link)
- Oosthuizen, M., Mudiriza, G., Khan, S., Rooney, C., and Thornton, A., 2017. *Analysis on the Impact and Effectiveness of the BCEA Earnings Threshold*. Department of Labour.
- Bhorat, H., Lilenstein, A., Lilenstein, K., and Oosthuizen, M., 2017. 'Youth Transitions from Higher Education into the Labour Market'. *LMIP Report 36*. Pretoria: Labour Market Intelligence Partnership.
- Oosthuizen, M., 2015. *Maximising South Africa's Demographic Dividend*. UNFPA-ESARO.
- Oosthuizen, M., 2015. *Public Spending and Demographic Change in Southern Africa, 2015*. Input Paper for World Bank study, "Forever Young? Social policies for a changing population in Southern Africa".
- Oosthuizen, M., Jourdan, B., Lilenstein, K., and Pillay, K., 2015. *Status of Women in the South African Economy*. Department of Women. Department of Women. (link)
- Labour Market Dynamics*. DPRU Input Paper as part of the "Western Cape Provincial Economic Review and Outlook", Western Cape Provincial Treasury, annually 2005-2007, 2009-2019 (with various co-authors).
- Social Protection and the Economic Lifecycle: National Transfer Accounts Estimates for South Africa*. DPRU Research Report for the International Development Research Centre (IDRC), 2012.
- Towards Economic Transformation and Growth: A Review of the South African Economy. DPRU Research Report for the African Centre for Economic Transformation (ACET), 2012.
- Assessing the Employment Impact of the State*. DPRU Research Report for the Employment Promotion Programme, the Presidency and the Economic Development Department, 2011.

## RECENT PRESENTATIONS AND PANELS

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Panelist at ‘Data for Demographic Dividend(s)’, part of the Dialogues on Demographic Diversity and Dividends (4D), UNFPA, African Union, and the Government of Germany, 19 November 2020.

*Gender Gaps: Care work, market work and education.* Panelist at ‘Counting Women’s Work: Time Use, Policy, and Economic Growth’ webinar organised by the Population Reference Bureau (PRB), Washington DC, 7 April 2020.

*Employment Programmes.* Panelist at the Colloquium on Employment Promotion and Economic Growth in South Africa: Constraints and Opportunities, Pretoria, 10-11 March 2020.

*National Transfer Accounts: The Economic Lifecycle and Planning Government Social Policy.* Presentation at Southern Africa – Towards Inclusive Economic Development (SA-TIED) Policy Dialogue Workshop, Pretoria, 7 November 2019.

*Demographic Dividends and Policy: Evidence from South Africa.* NTA Africa Conference, Senegal, 28-30 October 2019.

*Race, Inequality, and the Generational Economy in South Africa.* NTA Africa Conference, Senegal, 28-30 October 2019.

*Economic Implications of Population Change in Southern Africa.* Invited presentation at “What’s Changed in Middle Income Countries’ Dialogue”, Windhoek, 11 September 2019.

*Race and the Economic Lifecycle in South Africa in 2015.* Presented at the 12th Global Meeting of the NTA Network, Mexico City, 23-27 July, 2018.

*Gender Dividends in Southern Africa: Botswana, Mauritius, Namibia, South Africa and Swaziland.* Presented at the 12th Global Meeting of the NTA Network, Mexico City, 23-27 July, 2018.

*South Africa’s Demographic Dividend. Lessons for Ethiopia.* Invited presentation at the 3rd Science Congress of the Ethiopian Academy of Sciences, Addis Ababa, 7 December 2017.

*Gender Specialisation in the Market and the Home in South Africa, 2000-2010.* Presented at the XXVIII IUSSP International Population Conference, Cape Town, 29 October - 4 November 2017.

*Investing for a Demographic Dividend.* Presented at the HEAIDS Conference, ‘Harnessing the Demographic Dividend’, Durban, 9-11 June 2017.

*Counting Women’s Work in South Africa.* Presented at the 38th International Association for Time Use Research Conference, Seoul, 19-22 July 2016.

## CONSULTING AND EXTERNAL COMMITTEES

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I have conducted consultancy work for various governmental and research institutions, including the World Bank, United Nations Population Fund (UNFPA), United Nations Economic Commission for Africa (UNECA), the Latin American and Caribbean Demographic Centre (CELADE, ECLAC), the African Institute for Development Policy (AFIDEP), Statistics South Africa, the National Business Institute (NBI), Genesis Analytics, merSETA, the Commission for Conciliation, Mediation and Arbitration (CCMA), the South African Qualifications Authority (SAQA), Trade and Industrial Policy Strategies (TIPS), and the Presidency.

Member of South African Law Reform Commission’s Advisory Committee on Project 142: Investigation into Legal Fees (2018-2021)

Member of the South African Qualification Authority’s (SAQA) Information and Information Technology Committee (2009-2020)

Former member of Statistics South Africa’s Consumer Price Index User Group.