



Research Update

INSETA-UCT Research Partnership
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Research Projects for 2020-2021

Four core projects

1. A profile of the insurance sector
2. Learning and career pathways in the insurance sector
3. Covid-19, jobs and skills development in the insurance sector
4. Job quality within the insurance sector

+ *Contribution to this year's Sector Skills Plan*

1. A Profile of the Insurance Sector

Research questions

1. How is the insurance sector best defined?
2. What types of firms form part of the insurance sector, and what are their primary activities?
3. Which are the key players in the insurance sector in terms of professional licensing, and what are their particular requirements?
4. What professional designations exist in the insurance sector, and what are the associated requirements?
5. What continuing professional development is occurring in the insurance sector?

1. A Profile of the Insurance Sector

Current status

- Research almost complete
- Presentations in April and earlier this month
- Currently finalising the report

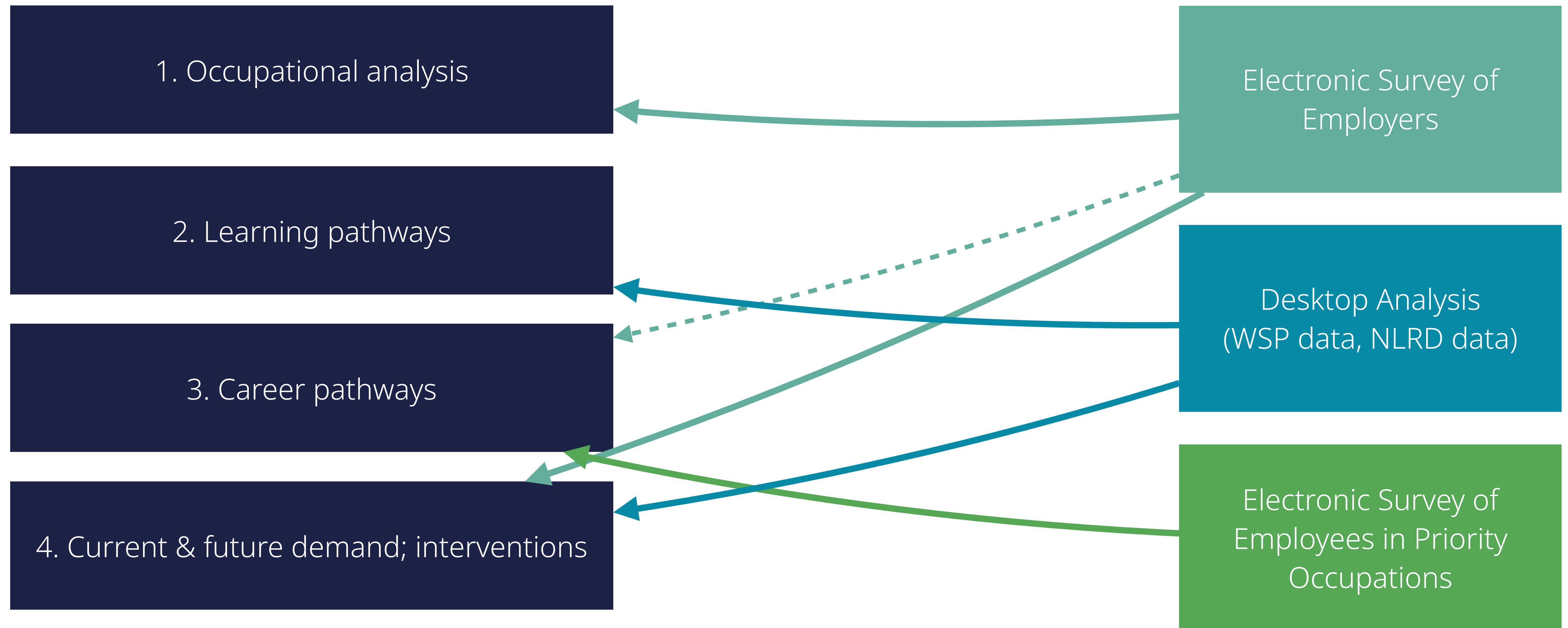
2. Learning and Career Pathways in the Insurance Sector

Research Questions

1. What are the key requirements, responsibilities, and necessary competences for each for the priority occupations? (“Occupational analysis”)
2. What are the available learning pathways that allow entry into each of these occupations, and which of these pathways are dominant? (“Learning pathways”)
3. What are the typical routes (career pathways/trajectories) followed into and out of each of these occupations? (“Career pathways”)
4. Given these learning and career pathways, what are the implications for meeting current and future demand for each of these occupations?

2. Learning and Career Pathways in the Insurance Sector

Proposed Approach



2. Learning and Career Pathways in the Insurance Sector

Current Status

- Survey of Employers + Survey of Employees + Desktop analysis
- Focus on four priority occupations: Actuary; Compliance Officer; Financial investment adviser; Insurance agent/broker
- Four working groups established, joint meeting held on 12 July to discuss questionnaires *(Please email tarquin.vollenhoven@uct.ac.za if you would still like to join any of these groups.)*
- Follow-up meetings with professional bodies on aspects of the questionnaires, with a view to finalise for ethics approval

3. Covid-19, Jobs and Skills Development

Proposed Research

- WSP submissions for 2019, 2020, and 2021:
 - Pre- and during Covid-19 pandemic, lockdowns, and remote working
 - Instead of aggregate level analysis, link WSP datasets at the employer level (“comparing like-for-like”) to begin to get a sense of impact on employment and skills development
- Desktop research

3. Covid-19, Jobs and Skills Development

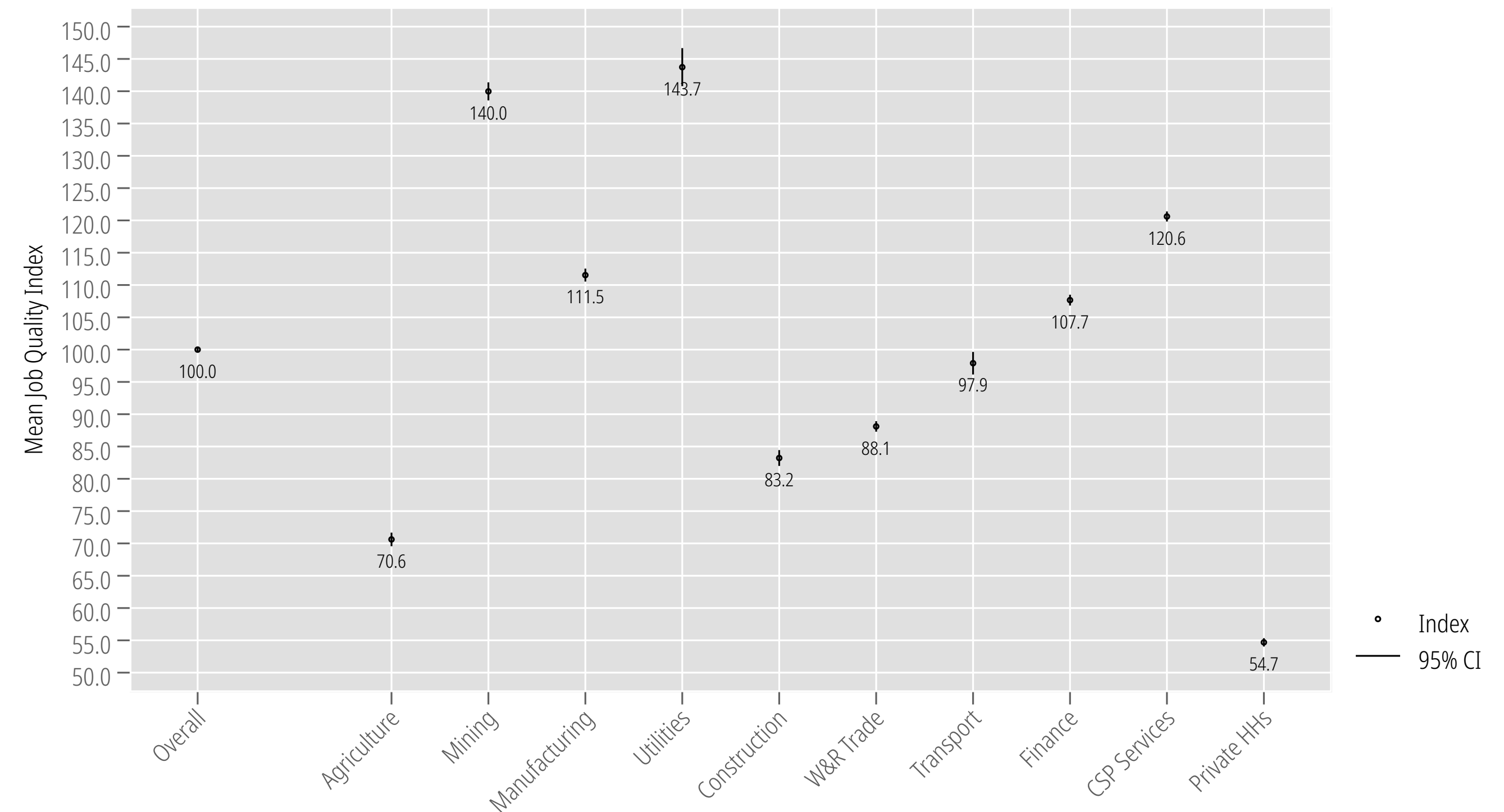
Research Questions

1. How have employment and training been impacted by Covid-19?
 - a. Changes in employment over time, in aggregate & at employer-level
 - b. Pattern of employment changes in 2020, across particular groups or occupations
 - c. More robust analysis of transformation i.t.o. changes in distribution of employment
 - d. Gap between planned and actual training, in 2020 relative to previous years, and across training types
2. What are the implications for the insurance sector of occupation-specific differences i.t.o. Covid-19 measures related to risk, remote working, and physical interaction?

4. Job Quality in the Insurance Sector

Ongoing work

- Six dimensions: wages; benefits and employment security; working time and work-life balance; working conditions; skills and career development; representation and voice
- But big gaps using national-level data



4. Job Quality in the Insurance Sector

Research Questions

1. How does the quality of jobs vary within the insurance sector by worker (e.g. gender, age, disability status) and employer characteristics (firm size, subsector, location)?
2. How is job quality related (or not) to workers' subjective experience of their jobs?
3. What are the key areas of success, or lack of success, in the provision of quality jobs in the sector?

4. Job Quality in the Insurance Sector

Current Status

- Finalising literature review
- Lit review will guide the development of a worker-level survey, starting during August
 - Requires consideration of the level of representivity (Workers? Employers?)
 - Survey to be compatible with *Quarterly Labour Force Survey* for benchmarking, but will extend into the key areas that the QLFS does not probe
- Construction of a measure of job quality (dimensions and indicators)
- Analysis with respect to worker and employer characteristics

Thank you

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