Labour statistics

Labour market dynamics in South Africa, 2015

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Foreword

One of the first goals of the Agenda for Sustainable Development is to end poverty by 2030 “in all its forms everywhere”. The ILO report entitled “World Employment Social Outlook” finds that decent jobs is a critical pre-condition for ending poverty. However, high unemployment continues to undermine the progress towards the eradication of poverty. In 2015, the number of unemployed globally was 197,1 million and this is expected to increase to 199,4 million in 2016. Unemployment is most acute amongst the poor, youth and women. In South Africa, the number of unemployed people increased from 4,4 million 2009 to 5,3 million in 2015. This translated into an unemployment rate of 25,3% in 2015. Data further shows that from a multidimensional poverty perspective the main drivers of poverty are unemployment and educational attainment; accounting for 52% and 11% in 2016 respectively (South African Multidimensional poverty index (SAMPI), Community Survey 2016)

Analysis by the IMF in the working paper entitled “South Africa: labour market dynamics and inequality” confirms research undertaken by Stats SA using the QLFS panel regarding the importance of experience in improving the transition rates into employment from unemployment. However the paper finds that education plays a minor role in the job-finding rate, possibly due to perceptions around the quality of education presently experienced in the country. In addition to that, long-term unemployment decreases the job-finding rate, and also the fact that females have lower rates of entry into employment compared to men.

The year 2015 marks the eighth Labour Market Dynamics Report in South Africa since the inception of the Quarterly Labour Force Survey (QLFS) in 2008. In 2015, Stats SA introduced a new Master Sample which was based on the Census 2011 population estimates. A number of improvements took place with regard to this sample, including efforts to improve Mining estimates, through the inclusion of a Mining strata in provinces where employment in this industry accounted for more than 30% of total employment. In addition, estimates of labour market indicators at metro levels were also published for the first time, on a quarterly basis in Q1: 2015.

This report provides information on labour market trends over the period 2009–2015, with particular focus on labour market dynamics as provided for by QLFS panel data. The panel allows the tracking of individuals on a quarterly basis, identifying the factors that facilitate the movement into employment, as well as distinguishing in which sectors, industries, occupations, and provinces employment outcomes are better. In addition, data on transition and retention rates were analysed over the period 2010–2015. Between 2010 and 2015, panel data constructed from the Quarterly Labour Force Survey (QLFS) confirms that the employed are likely to remain in employment, with 93,3% remaining in this labour market state between Q3 and Q4: 2015. The transition rate into employment amongst the unemployed increased from 10,3% in 2010 to 12,7% in 2015. In line with the IMF results, the QLFS panel highlights that those without jobs but who had previous work experience were nearly 4 times more likely to find employment, while being male and an adult also increases the chances of transitioning into employment.

The analysis presented in this report complements the insights gained from a number of reports over the last two years, focusing on national and provincial labour market trends on the following topics:

- National and provincial labour market trends over the last decade, 2003-2013

- Youth
- Panel data
- Long-term unemployment
- The informal sector
- Job tenure

Over the period 2009 to 2015, the number of the employed increased from 14,2 million to 15,7 million, while the number of unemployed increased by 941 000 to 5,3 million in 2015. The rise in employment levels have however not kept pace with the increase in the working age population, and as such the absorption rate, at 43,7% in 2015 was still 2,2 percentage points below the 2008 pre-recessionary high.

The trends highlighted in the "Labour market dynamics in South Africa, 2015" should be seen in the context of the National Development Plan (NDP), which targets an unemployment rate of 6%, an absorption rate of 61%, and a labour force participation rate of 65% by 2030.

I sincerely hope that this report will form the basis for robust policy discourse on how reducing unemployment levels can assist in the reduction of poverty in South Africa.

Pali Lehohla
Statistician-General

Highlights

While employment levels increased over the period 2009–2015 from 14,2 million to 15,7 million, this rise however did not keep pace with the increase in the working age population and as such the absorption rate, at 43,7% in 2015 was still 2,2 percentage points below the 2008 pre-recessionary high. Since 2012, economic growth has slowed, declining from a high of 3,3% in 2011 to 1,3% in 2015.

Labour market dynamics

- Between 2010 and 2015, panel data constructed from the Quarterly Labour Force Survey (QLFS) over the two quarters (Q3 to Q4) indicate that the employed are more likely to remain in employment. In 2010, 93,9% remained in employment while in 2015, the retention rate was 93,3%. On the other hand, the unemployment retention rates increased over the period from 66,9% in 2010 to 67,5% in 2015.
- Provincial variations in employment retention rates are evident. In 2015, the best performing province in terms of employment retention rates continues to be the Western Cape at 96,2% (up by 2,2 percentage points since 2010); while the lowest retention rates was recorded in the Northern Cape (88,9%). Generally employment retention rates increased in four of the nine provinces, namely, Limpopo (2,7 percentage points), Western Cape (2,2 percentage points) Mpumalanga (1,6 percentage points) and KwaZulu-Natal (0,1 of a percentage point).
- In 2010, only 10,3% of the unemployed found employment between Q3 and Q4; however by 2015, this increased to 12,7%.
- The informal sector serves as a point of entry to the formal sector; however, provincial disparities are evident. Between Q3 and Q4: 2015 nationally, 17,1% of informal sector workers found a formal sector job, while provincially this ranged from a high of 26,3% in the Western Cape, to a low of 11,5% in Limpopo.
- The panel data analysis also finds that the informal sector does not provide for stable employment; in the North West and Northern Cape, more than one in five of those employed in the informal sector moved out of employment in the subsequent quarter.
- The analysis identifies that jobless women, youth and those who have no previous work experience are less likely to transition into employment.
- While the unemployed have a low transition rate into employment, the short-term unemployed are three times more likely to enter employment on a quarterly basis relative to the long-term unemployed.
- The type of contract a person is employed on can also point to vulnerabilities in the labour market; in particular, those employed on a contract of a limited and unspecified duration are less likely to retain employment on these contract types and are therefore more likely to move out of employment on a quarterly basis.
- Being employed in a skilled occupation and industries in the tertiary sector increases a person's chances of remaining in employment, as these occupations and industries are associated with higher retention rates. Between Q3 and Q4: 2015 the employment retention rate in skilled occupations was 87,0% compared to 82,7% in low-skilled occupations.
- Jobless adults were more likely to transition into employment compared to jobless youth. However in certain provinces, such as Northern Cape, Gauteng and Free State, while still disadvantaged, youth are better off than their counterparts in other provinces.

- Experience and education levels play an important role in improving the chances of finding a job. At provincial level, the transition rates into employment amongst the jobless with previous experience was highest in Limpopo (15,3%), Mpumalanga (13,0%) and the Free State (12,5%). In 2015 the transition rate into employment amongst the jobless who have a tertiary qualification was 8,0% compared to 5,5% of those without a job and whose education levels were below matric.

The South African labour market

- Between 2009 and 2015, the South African working age population increased from 32,4 million to 36,0 million. The number of young persons and children (0–14) years declined by 31 000 while there was a large increase over the period among older persons (65 years and above) (566 000). The share of the working age population in the total population increased from 64,4% in 2009 to 66,2% in 2015.
- The employed accounted for the largest share of the working age population in both 2009 and 2015 in all provinces, however in the following provinces the share of other NEA was higher than the share of employed, Limpopo (36,2% versus 43,7% in 2015), Eastern Cape (33,5% versus 42,9% in 2015) and KwaZulu-Natal (38,1% versus 43,0% in 2015).
- The employed also accounted for the largest share amongst the white population group; in 2015 their share of the working age who were employed was 63,7% amongst whites compared to 40,6% amongst black Africans.
- Among those aged 35–44 years, the employed accounted 63,8% while for persons in the working age population with a tertiary qualification, 76,5% were employed.
- The overall dependency ratio declined between 2009–2015 from 55,2% to 51,1%; reflecting the decline in the youth dependency ratio from 47,8% in 2009 to 42,9% in 2015.
- Between 2009 and 2015 the number of the employed increased from 14,2 million to 15,7 million; which when combined with an increase in the number of unemployed (941 000) resulted in an increase in the unemployment rate from 23,7% in 2009 to 25,3% in 2015. In 2015, the absorption rate of 43,7% and the labour force participation rate of 58,5% was the highest rates recorded since 2009.
- Provincial variations in labour market rates were observed over the period 2009 to 2015. In terms of the unemployment rate, the rate was lowest in Limpopo and this was also the province where the rate declined the most over the period (6,5 percentage points). The only other province where the rate also declined was the North West. Amongst the seven provinces where the rate increased, the largest increase was in Northern Cape (5,4 percentage points) and the Free State (4,8 percentage points).
- Over the period 2009 to 2015, absorption rates declined in six of the nine provinces, most notably in Gauteng (2,2 percentage points) and KwaZulu-Natal (1,7 percentage points). While a province such as Limpopo has a low official unemployment rate, the absorption rate in this province is the second lowest, however the rate increased between 2009 to 2015 (5,8 percentage points). Reflecting the changes in employment and unemployment over the period 2009–2015, the labour force participation increased in six of the nine provinces, the largest of which was in Limpopo (3,9 percentage points) although the province still ranked lowest.
- Regardless of race, unemployment rates are higher amongst black African women. However over the period the rise in unemployment rates amongst women of the other three population groups was of a higher magnitude.
- Young people continue to face higher unemployment rates and lower absorption and participation rates relative to adults. In particular, the unemployment rate is highest amongst youth aged 15–24 years (50,1% in 2015) while their absorption rate was only 13,3% in 2015.

- The unemployment rate increased amongst all age groups, most notably those aged 45–54 and 35–44 years (2,9 percentage points each). This increase was accompanied by a decline in the absorption rate across all age groups, the largest of which was for the age groups 15–24 and 25–34 years (1,2 and 1,4 percentage points respectively).

Employment patterns and trends

- Over the period 2009 to 2015 total employment increased by 1,5 million to 15,7 million in 2015. The rise in employment levels was supported by increases in eight of the ten industries, the largest of which was Community and Social Services (737 000), Finance (336 000) and Construction (216 000).
- In terms of the contribution to employment, in 2009, Trade accounted for the largest share in employment at 22,0%, but by 2015 Community and Social Services was ranked highest accounting for 22,6%. Between 2009 and 2015, seven out of ten industries reflected an increase in their share in total employment; the largest increase was in Community and Social Services (2,7 percentage points). Manufacturing reflected the largest decline in its share of employment over the period (2,6 percentage points).
- In 2015, at a provincial level, Community and Social Services accounted for the largest share of employment in all provinces, ranging between 20,1% in the Western Cape to 29,9% in the Northern Cape. Trade accounted for the second largest share with the contribution ranging from a low of 17,3% in the Northern Cape to a high of 21,7% in Limpopo. Utilities contributed the lowest proportion to employment across all provinces.
- Strong employment growth in occupations such as Elementary occupations (663 000), Sales (540 000) and Manager (178 000) supported the robust employment growth over the period 2009 to 2015.
- Between 2009 and 2015, employment levels in the formal sector increased by 968 000 to 10,9 million, while informal sector employment increased from 2,2 million in 2009 to 2,6 million in 2015.
- Over the period 2009 to 2015, the average weekly hours worked declined from 44 hours in 2009 to 43 hours in 2015. While men worked longer hours relative to women, for both groups monthly average hours declined; from 46 to 45 hours amongst men and from 42 to 41 hours amongst women.
- Hours worked are highest in Transport and Trade and lowest amongst people employed in Private households. By occupation, Sales workers and Operators work the longest hours, and Domestic workers the lowest.
- The number of underemployed increased from 669 000 in 2009 to 705 000 in 2015, accounting for 4,5% of the unemployed in 2015. Underemployment is more prevalent amongst women, black Africans and persons residing in Limpopo.
- While the share of employees working excessive hours declined, men were more likely to work excessive hours than women.
- The proportion of employees belonging to a trade union declined between 2011 and 2015, to reach 27,4% in 2015. While men were marginally more likely to be a member of a trade union, the decline in membership over the period was more pronounced amongst this sex. Over the period 2011 to 2015, membership of trade unions increased only amongst employees in Mining and Utilities.
- While gender disparities still remain in terms of access to benefits, access to paid sick leave is the most broadly accessed form of benefit amongst all employees (68,3% in 2015). The proportion of employees who were entitled to paid sick leave increased between 2011 and 2015, for both men

and women. Access to paid maternity leave and medical aid (the lowest coverage amongst employees) also declined among both genders.

- Pension/retirement fund contributions declined marginally between 2009 and 2015 from 46,4% to 46,1% and while declining amongst male employees, the access was still higher relative to female employees. In 2015, 55,4% of employees indicated that their salary increment was negotiated by their employer only; and this was a 7,4 percentage point increase since 2011 and the only salary negotiating category to show an increase over the period.
- Median monthly earnings of employees increased from R2 900 in 2010 to R3 100 in 2015.
- Gender, race and age continue to be drivers of the earnings inequalities.
- Between 2010 and 2015, employees in Mining and Utilities continued to be the top performing earners, with the largest increases in earnings also recorded for these two industries (R2 500 and R1 500 respectively) followed by Agriculture (R936). Over the period, monthly median earnings declined only in Community and Social Services (R1 000). Robust earnings growth was recorded for Managers (R6 000) and Professionals (R7 400) and declined only amongst Technicians (R1 900). Median monthly earnings remained unchanged in the Clerk and Skilled Agriculture occupational categories.
- At provincial level, across all years, median monthly earnings was highest in Gauteng (R4 500 in 2015) and the Western Cape (R3 250 in 2015), while the largest increase over the period 2010–2015 was in Gauteng (R1 000) and the Free State and Limpopo (R500 each).
- Median monthly job tenure increased from 39 months in 2009 to 44 months in 2015. In 2009, male median monthly job tenure was higher relative to women, but by 2015 this situation reversed. Job tenure is higher in the formal sector, amongst the white population group, highly skilled occupations and industries such as Utilities, Mining and Community and Social Services, in the provinces of Gauteng and the Western Cape and the older age categories.
- Between 2011 and 2015, fetching of water or collecting wood/dung was the main own-use activity undertaken by South Africans aged 15–64 years. This type of activity is not counted as employment in South Africa and is predominately undertaken by women, black Africans, those who have never married, young people between the ages of 15 and 34 years, the less educated, and persons residing in KwaZulu-Natal, Eastern Cape and Limpopo.
- Between 2011 and 2015, the number of persons engaged in own-use activities as a percentage of the working-age population declined from 16,1% to 15,9%, as the number of persons engaged in subsistence Agriculture declined.

Government job creation programmes

- The proportion of the working age population who have heard of the EPWP increased from 42,8% in 2011 to 52,4% in 2015. The proportion of women who participated in these types of programmes also increased from 59,3% in 2011 to 64,4% in 2015.
- Youth participation was higher in 2011 at 51,1% but in 2012 this trend reversed and in 2015, 55,1% of participants were between the ages of 35–64 years.
- In 2015, persons with below matric qualifications accounted for 70,7% of the participants in government job creation programmes.
- In 2015, participation rates were highest in the Eastern Cape (18,9%), KwaZulu-Natal (18,7%) and Gauteng (17,8%). KwaZulu-Natal and Gauteng also recorded the largest decline in participation rates since 2011 (8,1 and 7,4 percentage points respectively).
- In 2015, among those who participated in government job creation programmes; 69,2% were employed, up from 56,9% in 2011. In addition seven out of ten of those who participated in

government job creation programmes were employed in Tertiary industries and close to one in ten in skilled-occupations.

Unemployment patterns and trends

- Unemployment in South Africa is most acute amongst black Africans, and amongst those with less than a matric, the youth and women.
- Between 2009 and 2015 more than 50,0% of the unemployed indicated that they were working prior to becoming unemployed. While multiple job search methods can be used for looking for work, in 2015, the majority of job seekers (52,6%) amongst the unemployed preferred to enquire at a workplace. Over the period, the largest increase for a job search method was amongst those unemployed who searched the internet and job adverts (11,3 percentage points each).
- Over the period 2009 to 2015, the number of long-term unemployed persons increased by 828 000, accounting for 88,0% of the increase in the total number of the unemployed. Those who have been unemployed for more than 5 years increased from just over 1 million to 1,5 million over the period.
- Persons with less than a matric qualification accounted for 59,1% of the long-term unemployed in 2015, down from 62,4% in 2009. The share of persons with a Tertiary qualification amongst the long-term unemployed increased from 4,7% in 2009 to 7,0% in 2015.
- The incidence of long-term unemployment was highest in 2015 amongst those aged 55–64 years at 69,6%, this age group also reflected the largest increase over the period (13,3 percentage points). While the incidence is higher amongst women, the gender gap narrowed over the period. Similarly, the incidence of long-term unemployment is higher amongst black Africans, but the disparity relative to the white population group declined over the period.
- Provincial variations in the incidence of long-term unemployment is once again evident with the highest incidence in the Gauteng in 2015 (71,6%) and the lowest in the Northern Cape (53,6%).
- The incidence of long-term unemployment for those without prior work experience was higher compared to unemployed persons who had worked before. In addition, between 2009 and 2015, the incidence of long-term unemployment increased from 77,9% to 80,3% for those with no prior work experience.

Youth in the labour market

- The number of young people in the working age population increased from 18,5 million in 2009 to 19,8 million in 2015, as the number of unemployed and discouraged youth increased (371 000 and 470 000 respectively). The share of youth employed in the formal sector declined from 72,0% in 2009 to 70,3% in 2015, while the share of those employed in private households decreased (from 6,4% to 5,3%) and the share of those in the informal sector increased (from 16,4% to 17,9%).
- Youth unemployment rates remain elevated and were more than double the rates of adults. In 2015 the youth unemployment rate was 35,8% while amongst adults it was 16,3%.
- In 2015, close to a quarter of youth were employed in Trade (24,0%) followed by Community and Social Services (18,5%) and Finance (15,3%). In addition, 25,6% of youth were employed in Elementary occupations, 18,6% in Sales and 13,3% in Craft.
- The education profile of the employed youth improved over the period, as the share of youth with a tertiary qualification amongst the employed increased by 1,1 percentage points. Similarly among unemployed youth, however in 2015 youth with less than a matric qualification still accounted for 54,8% of all unemployed youth.

- Young women (aged 15–34 years) in the labour force are better educated than young men. Amongst employed young women, 22,8% had a tertiary qualification and 39,8% a matric, compared to 14,1% and 36,0% respectively among young employed men. The unemployment rate for youth with a tertiary qualification is more than half that of young persons with a qualification lower than matric. However the youth unemployment rate for those with a tertiary qualification increased by 5,0 percentage points to 20,3% in 2015, the largest increase amongst all the educational groupings.
- Nationally 50,9% of unemployed youth had no previous work experience and this ranged from a high of 56,5% in Gauteng to a low of 35,4% in the Northern Cape.
- In 2015, 66,8% of discouraged young work seekers possessed less than a matric qualification, however discouragement has increased amongst those with a tertiary and matric qualification over the period. A provincial analysis in 2015, shows that the share of discouragement, within provinces, was highest amongst youth in Limpopo and Easter Cape (12,0% each) and lowest for youth in the Western Cape (1,4%).
- Between 2013 and 2015, the NEET rate declined for those aged 19–24 years, but was highest in 2015 amongst the 24-year olds (51,2%).
- Between 2013 and 2015, the NEET rate for youth aged 15–24 years increased amongst only Indian/Asian youth (5,9 percentage points), but remained highest amongst black African youth at 31,7%. In 2015 the NEET rate was highest in the Northern Cape (36,5%) and lowest in Limpopo (27,3%), with the NEET rate increasing in the Northern Cape and Free State. The largest decline over the period was in the North West (5,1 percentage points).

Chapter 1
Introduction

Table of contents

Chapter 1: Introduction

Background

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by Statistics South Africa (Stats SA) which collects information about the labour market activities of individuals aged 15 years or older who live in South Africa. Prior to the introduction of the QLFS in 2008, the Labour Force Survey (LFS) was the major source of labour market information. The LFS was conducted in March and September each year over the period 2000–2007 and replaced the annual October Household Survey (OHS) as the principal vehicle for collecting labour market information.

This report is the eighth annual report produced by Stats SA on the labour market in South Africa. The report includes, for the fourth time, an analysis of labour market dynamics (discussed in Chapter 2). As in previous reports, annual historical data are included in a statistical appendix.

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2009 to 2015.

Data sources

Quarterly Labour Force Survey – 2009 to 2015 (average of the results for Quarters 1 to 4 of each year).

Cautionary note

Mining: Caution is required when making conclusions based on the industrial profile of employed persons since the clustered nature of the Mining industry means that it might not have been adequately captured by the QLFS sample. Alternative mining estimates are also included in the Quarterly Employment Statistics (QES).

2013 Master Sample: In 2015, Stats SA introduced a new master sample based on the Census 2011 data (2013 Master Sample). A number of improvements were introduced, including efforts to improve Mining estimates through the inclusion of Mining strata in provinces where employment in this industry was more than 30% of total employment. In addition, estimates of labour market indicators at a metro level was also published for the first time.

Layout of the remainder of the report

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008, which through its design tracks individuals from one quarter to the next, makes it possible to create and analyse panel data. The analysis in this chapter focuses on the national and provincial retention and transition rates as well as the distribution of those who found employment between two consecutive quarters. The trends in transition and retention rates are also analysed for the period 2010 to 2015, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter first analyses the working-age population in the context of the overall population and then focuses on dependency ratios over the period 2009 to 2015. The composition of the working-age population by socio-demographic characteristics such as age, population group, gender and level of education is then analysed. Summary labour market measures, including the unemployment, labour absorption and labour force participation rates shed light on the impact that the recent global financial crisis has had on various groups. When disaggregated by gender, population group, age, level of education and province, these measures underscore the vulnerability of several groups in the South African labour market.

Chapter 4: Employment and other forms of work

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2009 to 2015 with respect to the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. This is followed by a comparison of the formal sector employment results based on the Quarterly Labour Force Survey with those based on the Quarterly Employment Statistics. Subsequent sections of the chapter focus on other aspects of employment, such as: hours worked; earnings; decent work; job-tenure; government job creation programmes and other forms of work.

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on the demographic characteristics of the unemployed as well as their types of job-search activities. This is followed by a discussion of unemployment duration for the period 2009 to 2015. The incidence of long-term unemployment is then analysed in the context of sex, population group, age, educational attainment and province. The chapter concludes with an analysis of the job-search methods used by the unemployed.

Chapter 6: Youth in the South African labour market

This chapter focuses on the labour market situation of youth aged 15–34 years. The patterns and trends of key labour market indicators over the period 2009 to 2015 are analysed. The chapter then discusses the characteristics of employed, unemployed and discouraged youth as well as those that are Not in Employment, Education or Training (NEET) (2013–2015).

Appendices

Appendix 1: Technical notes
Appendix 2: Statistical tables
Appendix 3: Panel data results

Chapter 2
Labour market dynamics

Table of contents

Chapter 2: Labour market dynamics

What are panel data? Panel data are collected at different times for the same individuals or households. For example, collecting information about whether a person is employed or not for the same person on a quarterly basis over a number of years constitutes a panel.

The design of the QLFS enables the tracking of individuals across quarters. This means that, in principle, as many as three out of every four (75%) individuals in the sample can be tracked between two consecutive quarters. The results analysed in this chapter use data on matched individuals that were present in the sample between two consecutive quarters using the following variables: name, surname, gender, age, and population group.

The value of a panel: Tracking individuals over time provides a better understanding of how their movements into and out of employment, unemployment and inactivity change over time. One is also able to identify factors that can increase the chances of finding employment. "More importantly, panel data allow a researcher to analyse a number of important economic questions that cannot be addressed using cross-sectional or time series datasets."[1]

Transition matrices: Transition matrices are tables that help us to understand the labour market movements of matched individuals in a panel. In addition to looking at changes in the labour market status, movements between different sectors and industries can also be analysed. These movements are expressed in percentages. If 2,0% of employed persons in Q3: 2014 moved into unemployment in Q4: 2014, this percentage is referred to as the **rate of transition**.

Retention rate: Refers to individuals who did not change their labour market state between two consecutive quarters.

Background

Panel data have become widely available in both developed and developing countries. Such data are an important source of information for policymakers as it allows for the analyses of a number of important socio-demographic and economic variables across time. The Quarterly Labour Force Survey is a rotational panel dataset that allows for the tracking of individuals in the sample across quarters, making it possible to analyse labour market outcomes (employed, unemployed and inactive) of respondents on a quarterly basis.

The results from the "Labour market dynamics in South Africa, 2014" report indicated that the employed were more likely to remain employed. In 2014, 93,0% remained in employment. The analysis in the report identified that certain factors hinder the transition into employment for those without jobs; in particular lack of experience, being female as well as for young persons. For the purpose of this report, further analysis on these variables will be done to show trends over the period 2010 to 2015.

Introduction

This chapter examines changes in three labour market states (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2010 to 2015. The movement into and out of the three labour market states is regarded as transition, while a person can also remain in the same labour market state (retention). The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2015, while the trends in transition and retention rates are analysed over the period 2010 to 2015.

[1] *Analysis of Panel Data, second edition, Cheng Hsiao, 2003*

Selected retention and transition rates

The analysis of labour market retention and transition rates between various labour market states (employment, unemployment and inactivity) over the third and fourth quarters of 2010 and 2015 is undertaken in this section. The analysis tries to identify whether the transition rates into employment have improved after the economic crisis.

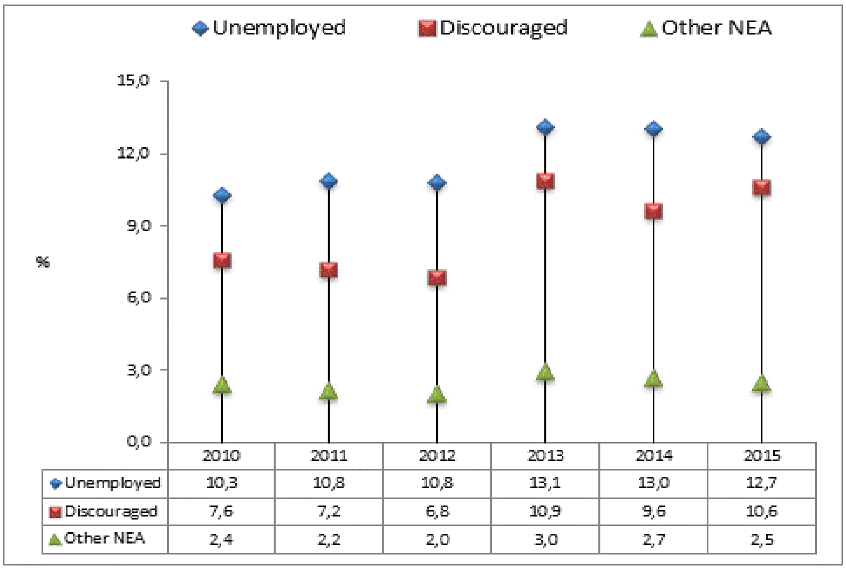
Table 2.1: Retention and transition rates by labour market status, 2010 and 2015

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4: 2010 Thousand			
Labour market status in Q3: 2010				
Employed	12 819	358	471	**13 648**
Unemployed	478	3 116	1 061	**4 655**
Not economically active	454	826	13 451	**14 731**
Working-age population	**13 752**	**4 300**	**14 982**	**33 033**
	Retention and transition rates by labour market status between Q3 and Q4: 2010			
Employed	93,9	2,6	3,5	100,0
Unemployed	10,3	66,9	22,8	100,0
Not economically active	3,1	5,6	91,3	100,0

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4: 2015 Thousand			
Labour market status in Q3: 2015				
Employed	14 763	504	561	**15 828**
Unemployed	688	3 656	1 074	**5 418**
Not economically active	538	871	13 459	**14 867**
Working-age population	**15 990**	**5 030**	**15 094**	**36 114**
	Retention and transition rates by labour market status between Q3 and Q4: 2015			
Employed	93,3	3,2	3,5	100,0
Unemployed	12,7	67,5	19,8	100,0
Not economically active	3,6	5,9	90,5	100,0

Table 2.1 shows that 93,3% of persons who were employed in Q3: 2015 retained their jobs in Q4: 2015 while 3,2% of those who were employed moved into unemployment. Among the employed, 3,5% moved into the not economically active population in both 2010 and 2015. In 2015, 67,5% of those who were unemployed remained without jobs, an increase from 66,9% in 2010, while 19,8% moved out of unemployment into inactivity, and 12,7% found jobs, which is an increase from the 10,3% recorded in 2010. In terms of the not economically active, 90,5% remained in the same labour market state, while 3,6% moved into employment, which is an increase from 3,1% in 2010, while 5,9% moved into unemployment.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2010–2015



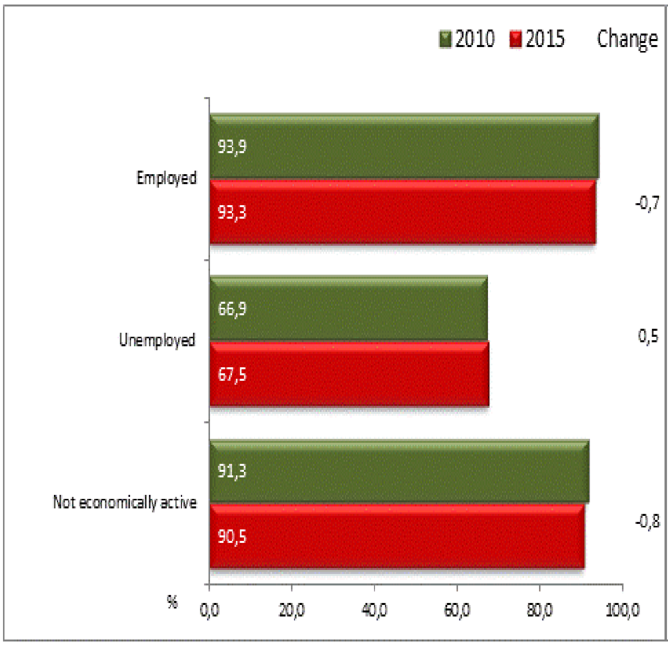
	2010	2011	2012	2013	2014	2015
Unemployed	10,3	10,8	10,8	13,1	13,0	12,7
Discouraged	7,6	7,2	6,8	10,9	9,6	10,6
Other NEA	2,4	2,2	2,0	3,0	2,7	2,5

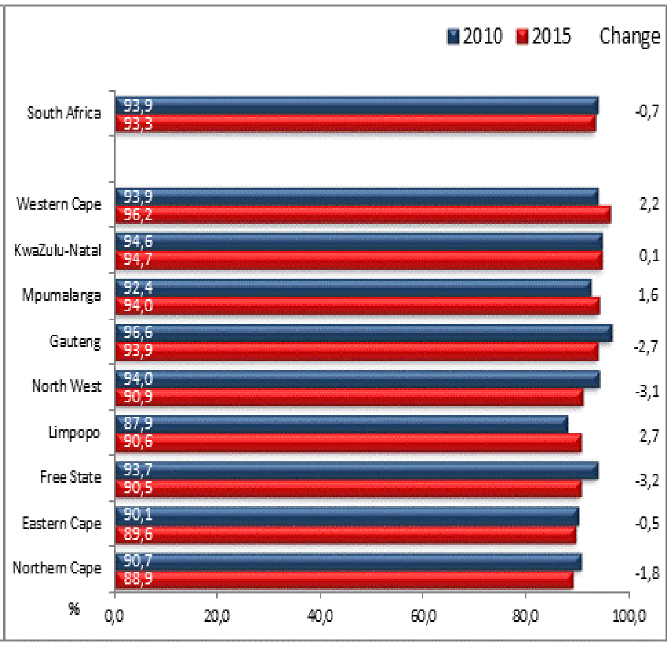
Note: Only Q3–Q4 for each year is analysed.

Over the period 2010–2015, among persons who did not have jobs, the unemployed had a better chance of finding employment when compared to those who were discouraged and inactive. The transition rate into employment among the unemployed was higher relative to other groups, ranging between 10,3% and 13,1%, and this finding was consistent throughout the years. While the transition rate into employment increased between 2010 and 2015 across all labour market statuses, the inactive were the less likely to find a job, as their transition rate was the lowest at 2,5% in 2015.

Figure 2.2: Retention rates by labour market status, 2010 and 2015

Figure 2.3: Provincial employment retention rates, 2010 and 2015



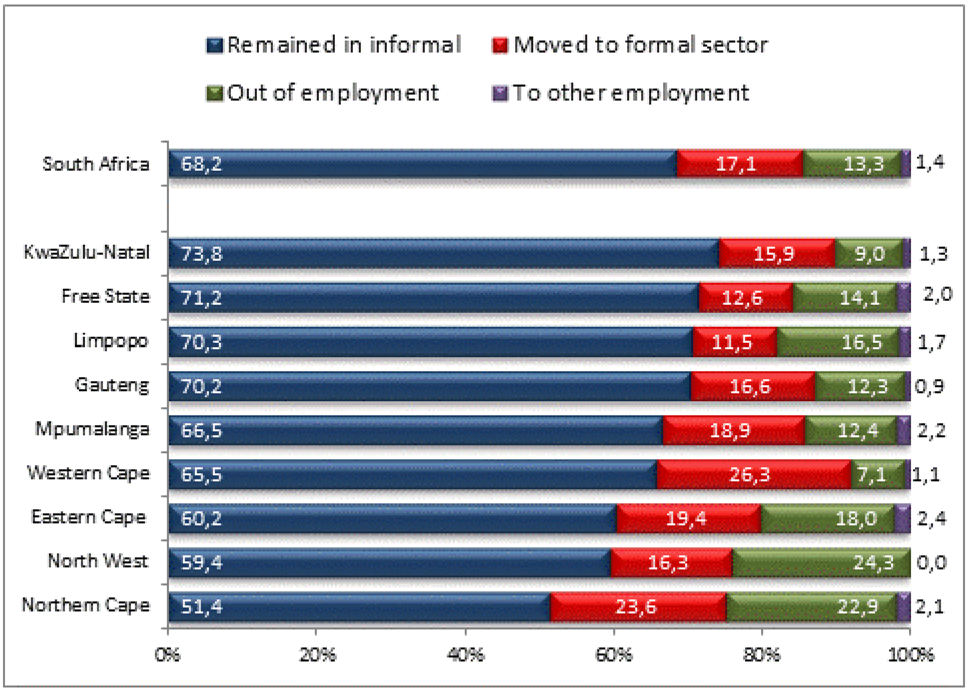


Note: Q3–Q4 for each year is analysed.

While the unemployment retention rate was lower compared to the employed and not economically active in both 2010 and 2015 (66,9% and 67,5% respectively), it was the only labour market state where the retention rate increased over the period (0,5 of a percentage point) (Figure 2.2).

Between 2010 and 2015, provincial employment retention rates increased in four of the nine provinces in the country, of which the largest increase was in the Limpopo (2,7 percentage points), while Free State recorded the largest decline of 3,2 percentage points. Although Limpopo recorded the largest increase in the retention rate between 2010 and 2015, the rate was below the national rate of 93,3% and the fourth lowest amongst all provinces. The Western Cape (96,2%), KwaZulu-Natal (94,7%) and Mpumalanga (94,0%) were the provinces where the employment retention rates increased over the period and the rates in 2015 were also higher than the national average.

Figure 2.4: Provincial retention and transition rates in the informal sector, Q3: 2015–Q4: 2015



Note: "Other employment" refers to Agriculture and Private households.

Figure 2.4 highlights the provincial variation in the retention and transition rates in the informal sector in 2015. Between Q3: 2015 and Q4: 2015, the informal sector retention rate was highest in KwaZulu-Natal at 73,8% followed by Free State (71,2%), while Northern Cape recorded the lowest retention rate (51,4%). In all provinces, with the exception of North West, those in the informal sector found jobs in the Agriculture or Private household sectors (other employment) in Q4: 2015.

In South Africa, 68,2% of people who worked in the informal sector in Q3: 2015 retained their jobs in Q4: 2015 while 17,1% found a formal-sector job and 1,4% found jobs in other employment (Agriculture or Private households). Thus, the informal sector serves as a stepping stone into the formal sector. In most provinces, the share of the informally employed who found a formal-sector job was higher than the share of those who moved out of employment or found employment in the Agriculture or Private household sectors. The highest transition rate to the formal sector was in Western Cape (26,3%) and the lowest in Limpopo (11,5%). The largest share of persons who moved out of employment was in North West; 24,3% of those employed in the informal sector in Q3: 2015 in North West became either unemployed or economically inactive in Q4: 2015.

Factors impacting on the speed of transition

Policymakers have increasingly placed emphasis on assisting the unemployed or those who are out of the labour force to find employment. However, there are a number of factors that can impede the process of finding a job. Unemployment is disproportionally higher amongst young people relative to the average working population. In addition, prior work experience and higher levels of education or training have consistently been associated with the successful transition into employment as they improve the chances of finding a job.

Figure 2.5: Transition into employment by various labour market groups, 2010 and 2015

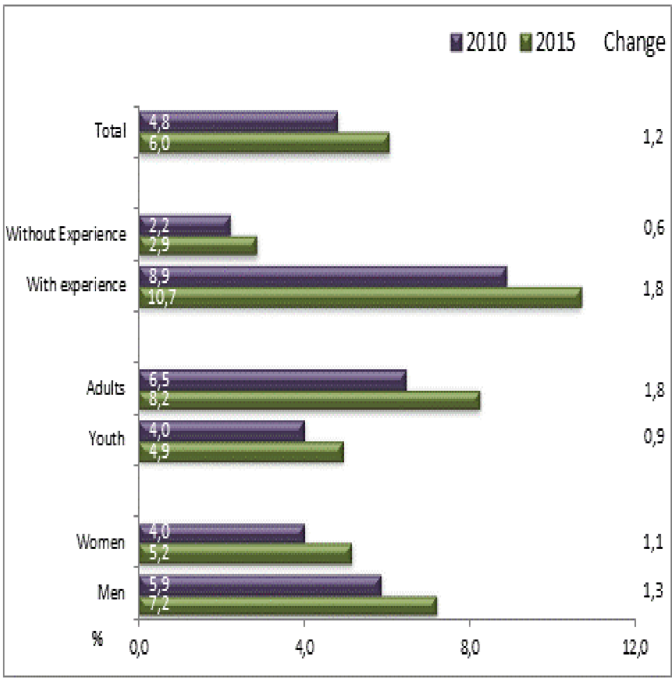
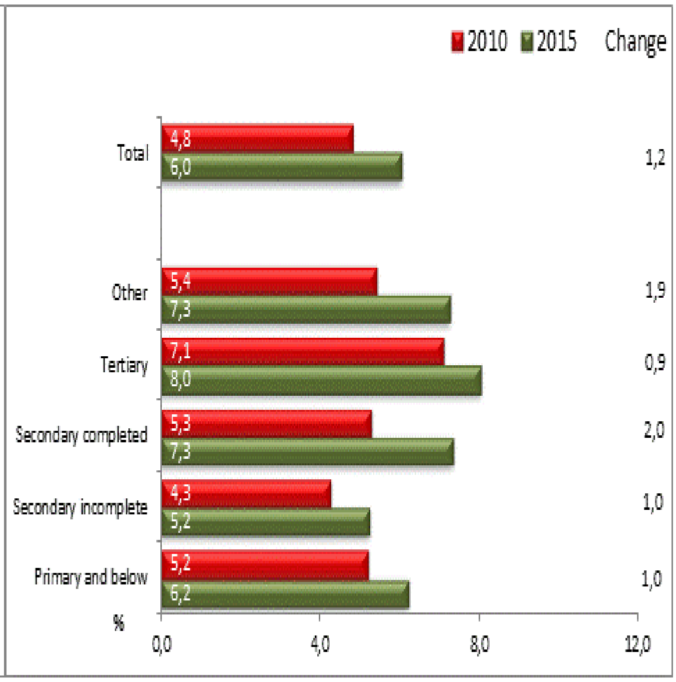


Figure 2.6: Transition into employment by level of education, 2010 and 2015



Note: Q3–Q4 for each year is analysed.

Between 2010 and 2015, the transition rate into employment amongst those without a job increased by 1,2 percentage points, as 6,0% of those who did not have job in Q3: 2015 found a job in Q4: 2015. For both men and women, the transition rate for those without jobs increased over the period. In 2015, a higher percentage of men (7,2%) found employment relative to women (5,2%), constituting an increase of 1,3 percentage points and 1,1 percentage points respectively. In addition, the analysis shows that in 2015, youth without a job (4,9%) had a lower transition rate into employment when compared with adults (8,2%), while for both groups the transition rate into employment increased between 2010 and 2015. Those without work experience are less likely to find a job compared to those with previous work experience; however, between 2010 and 2015, the transition rates increased for both groups. In 2015, those with work experience were more than three times more likely to find a job compared to those without work experience; 10,7% of those with experience found jobs compared to only 2,9% of those without work experience.

Figure 2.6 shows that those with a higher level of education have a better chance of finding employment when compared to those with a lower level of education. Between 2010 and 2015, the transition rate into employment for those without jobs increased across all education categories. The largest increase was recorded among those who completed their secondary education (2,0 percentage points), followed by persons with incomplete secondary and primary and below levels of education (0,9 and 1,0 percentage points, respectively). In 2015, 8,0% of people without a job who had a tertiary qualification found employment compared to 5,2% of those with an incomplete secondary education.

Retention and transition rates by occupation and industry, sector and type of employment contract

This section analyses the retention and transition rates by occupation, industry and type of employment contract over the period 2010 and 2015. Prior to 2015, caution is required when making conclusions based on the industrial profile of employed persons, as the clustered nature of the Mining industry means that it might not have been adequately captured by the QLFS sample. However, in the new master sample introduced in 2015, Mining was included as a stratification variable in six of the nine provinces.

Figure 2.7: Retention and transition rates by broad occupation groups, 2010 and 2015

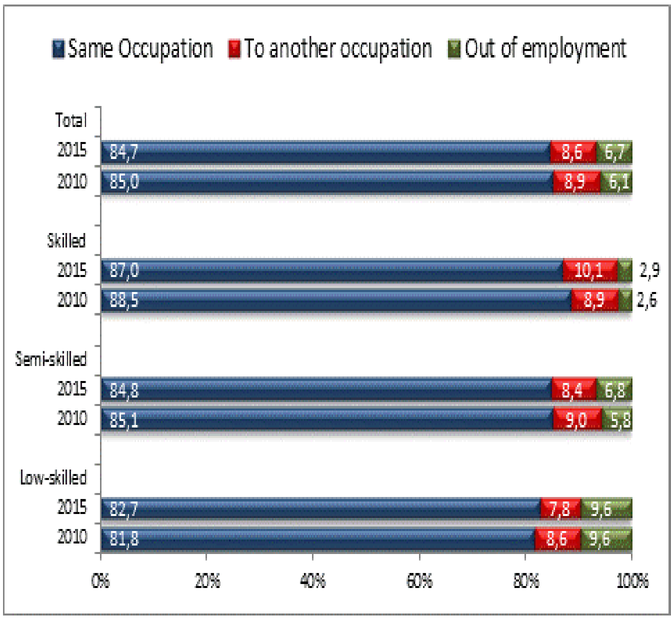
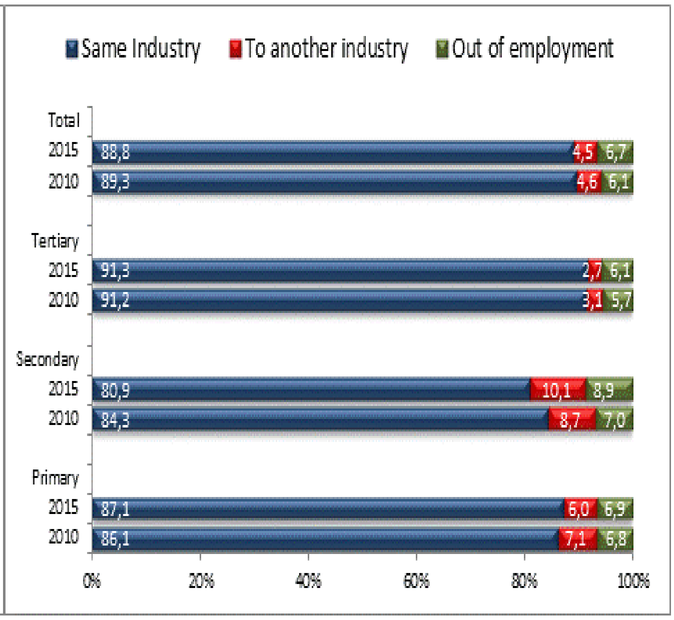


Figure 2.8: Retention and transition rates by broad industry, 2010 and 2015



Note: Q3–Q4 for each year is analysed.

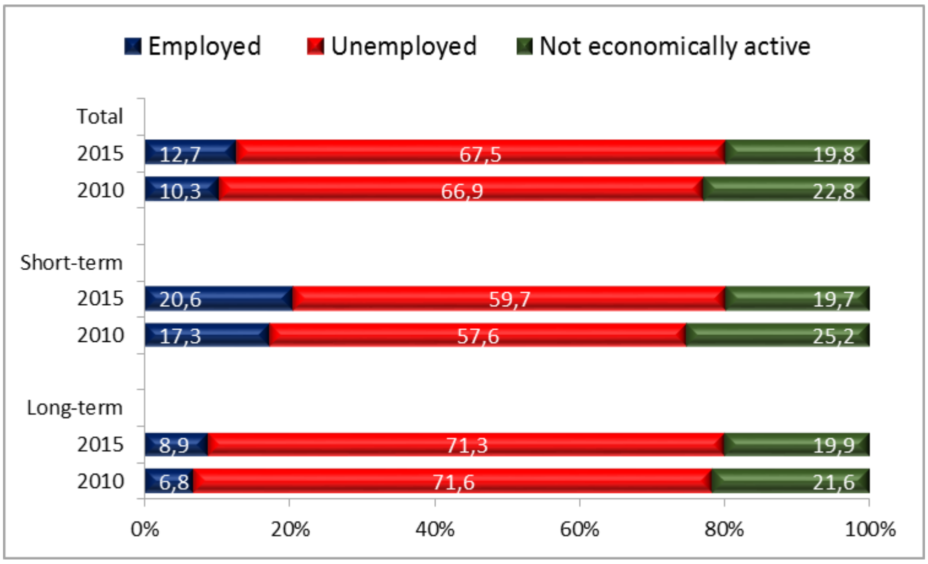
In both 2010 and 2015, the occupation retention rate were highest among persons employed in skilled occupations (88,5% and 87,0% respectively) when compared to those who were employed in semi-skilled and low-skilled occupations . Figure 2.7 shows that those who are employed in skilled occupations were less likely to move out of employment compared to those in semi-skilled and low-skilled occupations; only 2,9% of people employed in skilled occupations moved out of employment in 2015 compared to 9,6% of those employed in low-skilled occupations. Although the highest occupational retention rate was recorded among those employed in skilled occupations in 2015, the group also had the highest transition rate into other occupations (10,1%).

The industry retention rates in 2010 and 2015 were highest among those employed in tertiary industries (91,2% and 91,3%, respectively) when compared to secondary and primary industries. Although secondary industries had the lowest retention rates, these industries also accounted for the highest transition rates to other industries as well as the highest transition rates out of employment. Between the two quarters in 2015, 10,1% of persons who worked in the secondary industries moved to other industries, while 8,9% moved out of employment.

Unemployment duration

The analysis in this section focuses on the transition into various labour market states in relation to the unemployment duration over the period 2010 and 2015, particularly with respect to those in short-term unemployment (unemployed for less than a year) and those in long-term unemployment (unemployed for a year or longer).

Figure 2.9: Transition rates from long-term and short-term unemployment, 2010 and 2015



Between 2010 and 2015, the retention rate amongst short-term and long-term unemployment increased; 59,7% of those in the short-term unemployment in 2015 remained unemployed (up from 57,6% in 2010), while amongst the long term-unemployed, 71,3% were still unemployed in 2015 (down from 71,6% in 2010). The results further show that those in short-term unemployment had a better chance of finding employment when compared to those in the long-term unemployment; 20,6% of the short-term unemployed in Q3: 2015 found employment in Q4: 2015, compared to only 8,9% amongst the long-term unemployed. The difference in the transition rates into employment highlights the scarring effects associated with long-term unemployment, which negatively affect future employment probabilities. The differences in terms of the transition rate into inactivity were less pronounced between the two groups. In 2015, 19,7% of the short-term unemployed became inactive compared to 19,9% of the long-term unemployed.

Contract types

This section focuses on the retention and transition rates of employees by contract type over the period 2010 to 2015. Employees holding permanent contract types are more likely to remain on these contracts compared to those having limited or unspecified contracts of employment.

Figure 2.10: Retention and transition into employment of employees by contract duration, Q3: 2015 – Q4: 2015

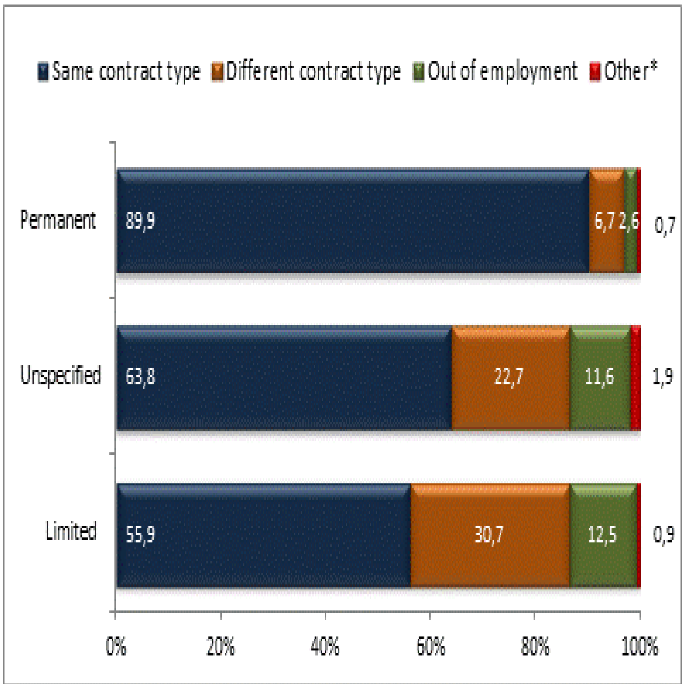
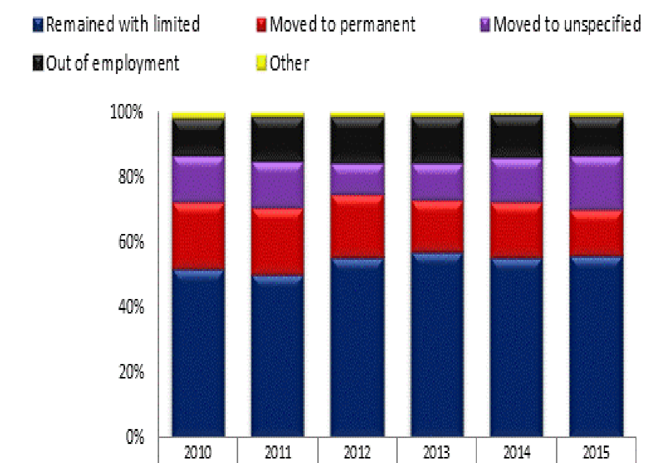


Figure 2.11: Retention and transition rates of employees with limited duration contracts, 2010–2015

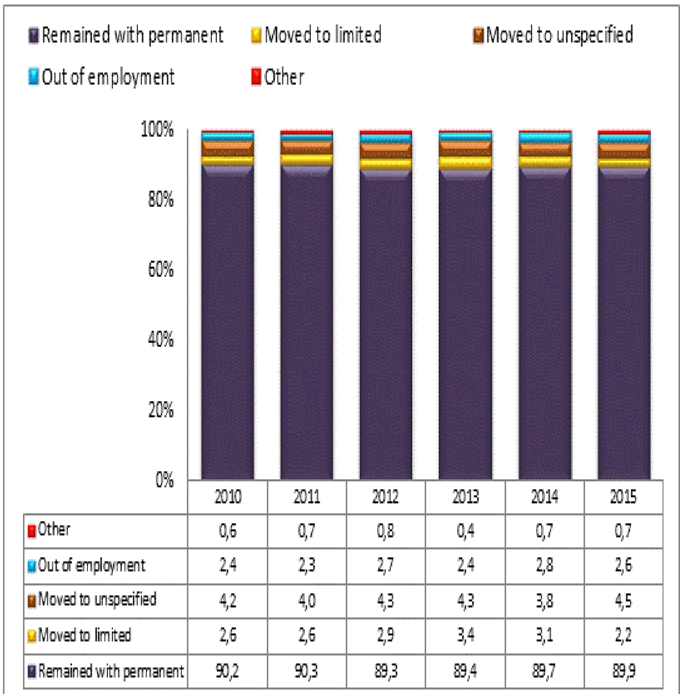


	2010	2011	2012	2013	2014	2015
Other	1,5	1,4	1,1	1,1	0,8	0,9
Out of employment	11,6	13,4	14,4	14,1	13,0	12,5
Moved to unspecified	14,1	14,5	9,6	11,6	13,8	16,2
Moved to permanent	20,8	20,3	19,5	16,2	16,8	14,5
Remained with limited	51,9	50,5	55,5	57,1	55,6	55,9

Note: "Other" refers to those who were employees in Q3: 2015 and became employers or own account workers in Q4: 2015.

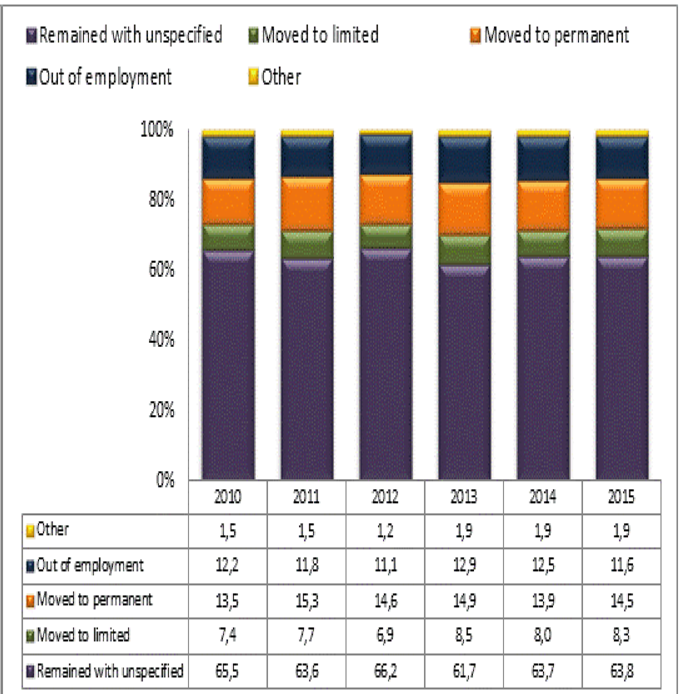
Figure 2.10 shows that people employed on a permanent basis were more likely to remain in this same type of employment in the subsequent quarter. Amongst employees who were employed on a permanent contract in the third quarter of 2015, almost 90% retained the same contract in the next quarter. Only 6,7% of those who were employed on a permanent basis moved to a different contract type. The results show that, among those employed on a contract of limited or unspecified duration, more than 10,0% of employees for each contract type lost their jobs, whereas only 2,6% of those who were employed on a permanent basis moved out of employment between the two quarters. The retention rates among those with limited duration contracts were more than 50% throughout the period 2010–2015. The percentage of those who moved from limited duration contracts to permanent contracts declined from a high of 20,8% in 2010 to 14,5% in 2015. On the other hand, those who were employed on a limited duration contract and moved out of employment in the subsequent quarter ranged between 11,0% and 15,0% over the period 2010 and 2015.

Figure 2.12: Retention and transition rates of employees with permanent contracts, 2010–2015



	2010	2011	2012	2013	2014	2015
Other	0,6	0,7	0,8	0,4	0,7	0,7
Out of employment	2,4	2,3	2,7	2,4	2,8	2,6
Moved to unspecified	4,2	4,0	4,3	4,3	3,8	4,5
Moved to limited	2,6	2,6	2,9	3,4	3,1	2,2
Remained with permanent	90,2	90,3	89,3	89,4	89,7	89,9

Figure 2.13: Retention and transition rates of those with unspecified duration contracts, 2010–2015



	2010	2011	2012	2013	2014	2015
Other	1,5	1,5	1,2	1,9	1,9	1,9
Out of employment	12,2	11,8	11,1	12,9	12,5	11,6
Moved to permanent	13,5	15,3	14,6	14,9	13,9	14,5
Moved to limited	7,4	7,7	6,9	8,5	8,0	8,3
Remained with unspecified	65,5	63,6	66,2	61,7	63,7	63,8

Notes: Only Q3–Q4 for each year is analysed.
"Other" refers to those who were employees in Q3 and became employers or own account workers in Q4 for each year.

Persons employed on permanent contracts were more likely to remain employed on such a contract (Figure 2.12). Retention rates for employees with permanent contracts ranged between 89,0% and 91,0% over the period 2010 and 2015. In 2015, 89,9% of persons employed on a permanent contract retained their contracts, while 6,7% moved to different contracts (limited or unspecified). In all years, less than 3,0% of employees with permanent contracts lost their jobs. Figure 2.13 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while more than 13,0% moved to a permanent contract in all years.

Provincial retention and transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2010 and 2015. The first part looks at the retention and transition rates within each labour market category, while the second part focuses on all persons who were without jobs, irrespective of whether or not they looked for employment. The analyses of the transition rates into employment for those without jobs (unemployed and inactive) were presented by age, work experience and level of education.

Figure 2.14: Employment retention and transition rates by province, 2015

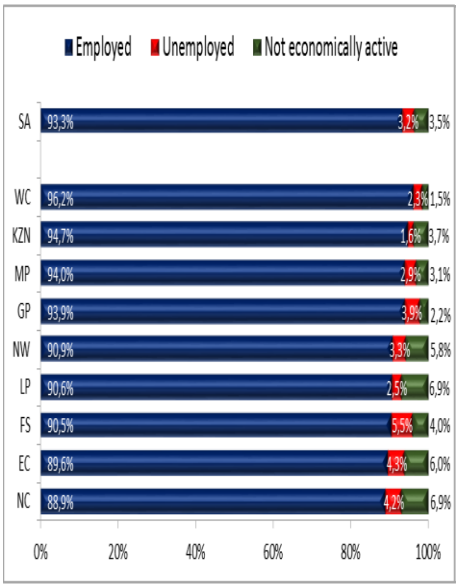


Figure 2.15: Unemployment retention and transition rates by province, 2015

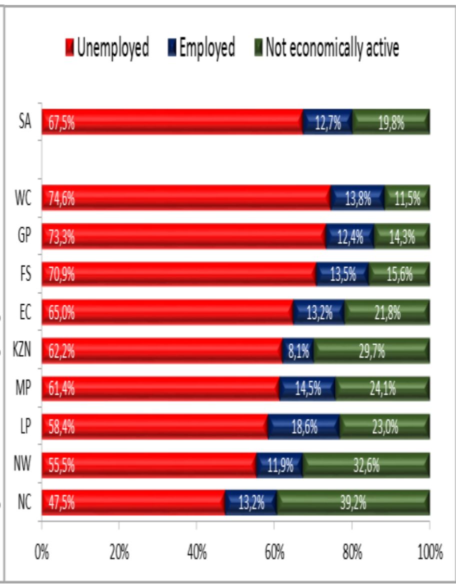
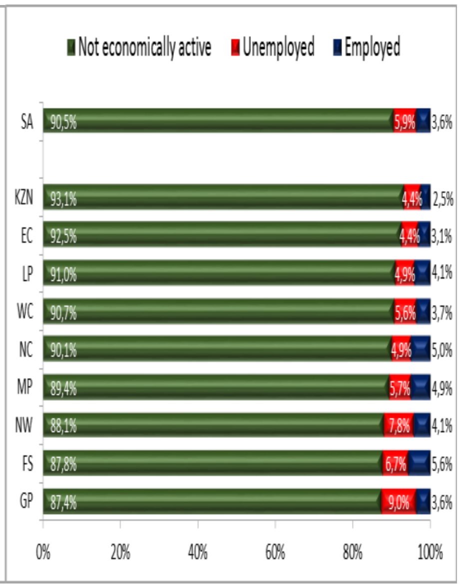


Figure 2.16: NEA retention and transition rates by province, 2015



Note: Data analysed over period Q3–Q4 2015.

Figure 2.14, Figure 2.15 and Figure 2.16 highlight the provincial variations in the retention rates for each labour market status for the period Q3: 2015–Q4: 2015. Between the third and fourth quarters of 2015, the highest employment retention rates were observed in Western Cape (96,2%), KwaZulu-Natal (94,7%) and Mpumalanga (94,0%). Eastern Cape (89,6%) and Northern Cape (88,9%) reflected the lowest employment retention rates. The unemployment retention rates across the provinces ranged from 47,5% in Northern Cape to 74,6% in Western Cape. Among the unemployed in Northern Cape, 39,2% became economically inactive in the fourth quarter, while 13,2% found jobs. The highest transition rate into employment for those who were unemployed was recorded in Limpopo (18,6%), followed by Mpumalanga (14,5%) and Western Cape (13,8%). The retention rates among those who constituted the economically inactive population were highest in KwaZulu-Natal (93,1%), Eastern Cape (92,5%) and Limpopo (91,0%). Among those who were economically inactive and found jobs in the fourth quarter, the transition rates into employment were highest in Free state (5,6%), followed by Northern Cape (5,0%) and Mpumalanga (4,9%).

Figure 2.17: Provincial transition rates into employment among youth (15–34 years), 2010 and 2015

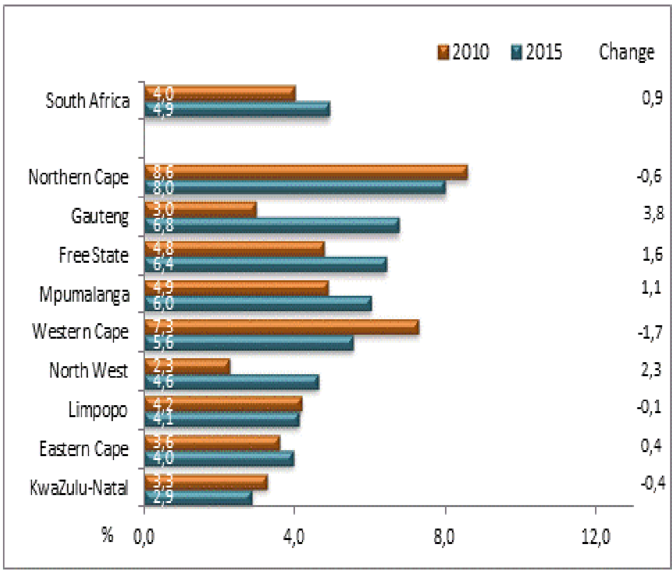
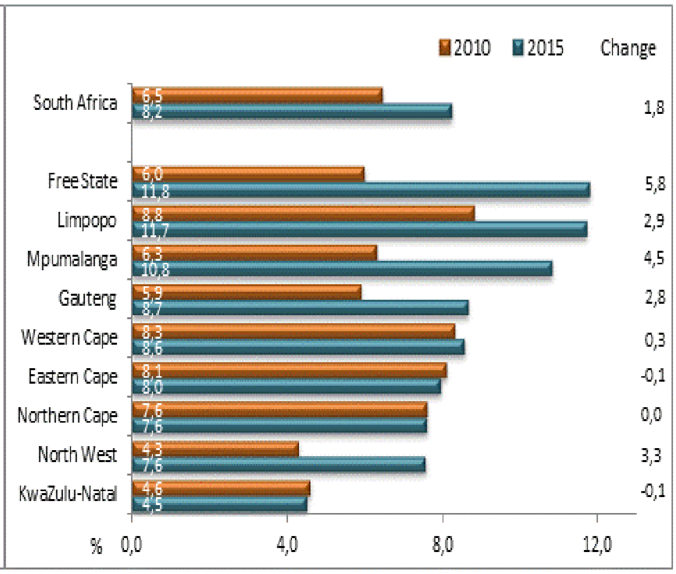


Figure 2.18: Provincial transition rates into employment among adults (35–64 years), 2010 and 2015



Note: Only Q3–Q4 for each year is analysed.

Figures 2.17 and 2.18 indicate that the national transition rate into employment for adults who were without jobs (unemployed and inactive) was higher than that of youth in both 2010 and 2015. The youth transition rate into employment increased by 0,9 of a percentage point (from 4,0% in 2010 to 4,9% in 2015), while the rate for adults increased by 1,8 percentage points to reach 8,2% in 2015. The transition rates into employment for adults increased in all provinces with the exception of KwaZulu-Natal, Eastern Cape and Northern Cape. The largest increase in the adult transition rate into employment was observed in Free State (5,8 percentage points), followed by Mpumalanga (4,5 percentage points) and North West (3,3 percentage points). The rate remained unchanged at 7,6% in Northern Cape, while KwaZulu-Natal and Eastern Cape declined by 0,1 of a percentage point each. Four out of nine provinces experienced a decline in the youth transition rate into employment (Figure 2.17). The largest decline was observed in Western Cape (1,7 percentage points), while in Northern Cape, KwaZulu-Natal and Limpopo the decline was less than a percentage point each. The largest increase in the youth transition rate into employment was in Gauteng, which ranked the province second highest in 2015.

Figure 2.19: Provincial transition rates into employment among those with work experience, 2010 and 2015

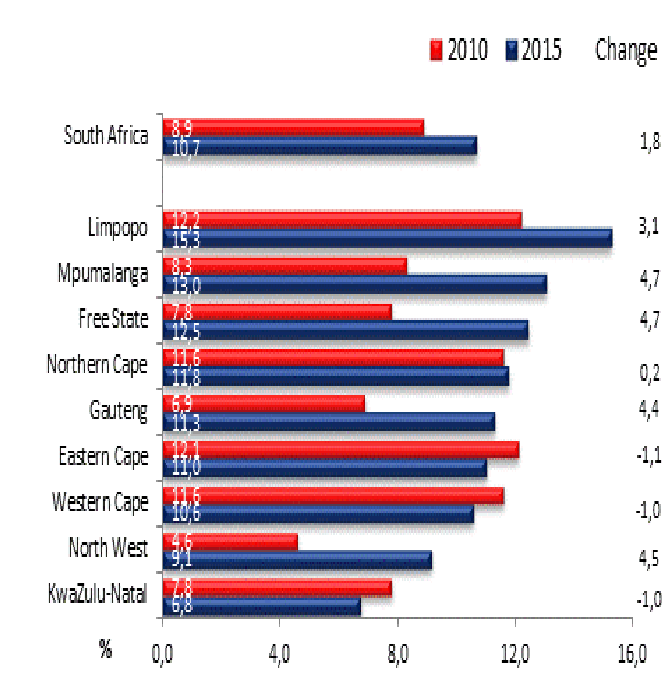
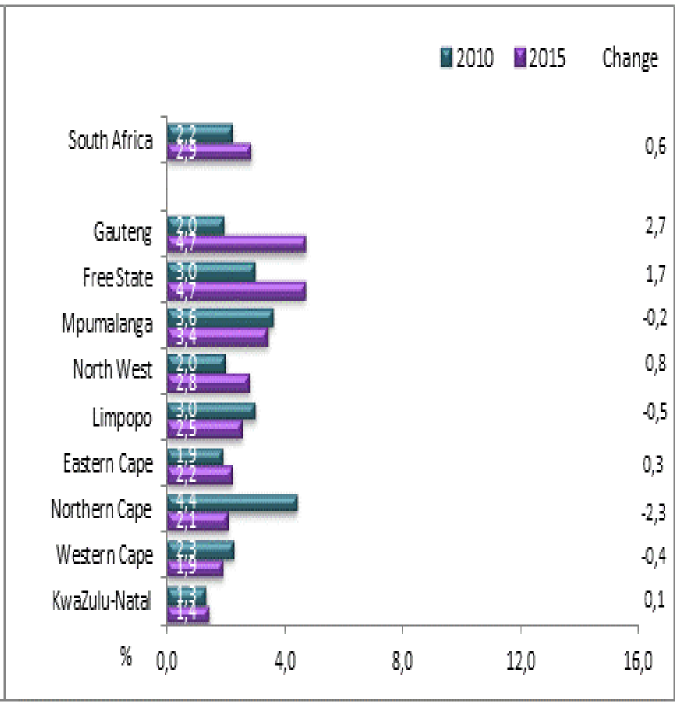


Figure 2.20: Provincial transition rates into employment among those without work experience, 2010 and 2015



Note: Only Q3–Q4 for each year is analysed.

Persons with work experience are more likely to find jobs than those without experience. The transition rates into employment nationally amongst those without jobs (unemployed and inactive) but with experience was more than three times the rate for those without work experience and not in employment in both 2010 and 2015. Limpopo recorded the highest transition rates into employment for those without jobs but having work experience in both 2010 and 2015. However, the largest increase in the transition rate into employment for those without jobs was in Mpumalanga and Free State at 4,7 percentage points each. Over the period 2010 to 2015, a decline in the transition rate among persons with work experience was observed in Eastern Cape (1,1 percentage points), Western Cape (1,0 percentage point) and KwaZulu-Natal (1,0 percentage point). Figure 2.20 shows that in 2015, Gauteng and Free State had the highest transition rates into employment for those without work experience, while Western Cape and KwaZulu-Natal had rates below 2,0%. All provinces except Western Cape, Northern Cape, Limpopo and Mpumalanga experienced increase in the transition rate into employment among those without experience between 2010 and 2015. KwaZulu-Natal reflected the lowest transition rates into employment in both 2010 and 2015.

Figure 2.21: Provincial transition rates into employment among those with education levels below matric, 2010 and 2015

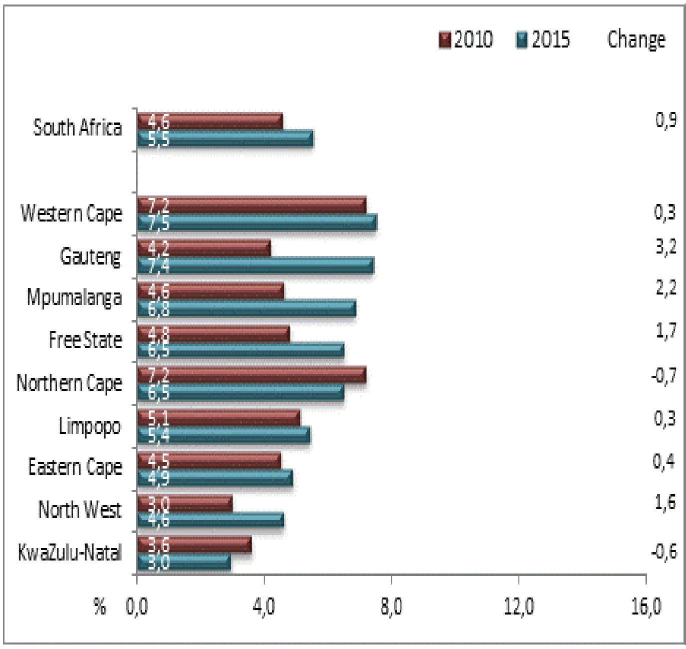
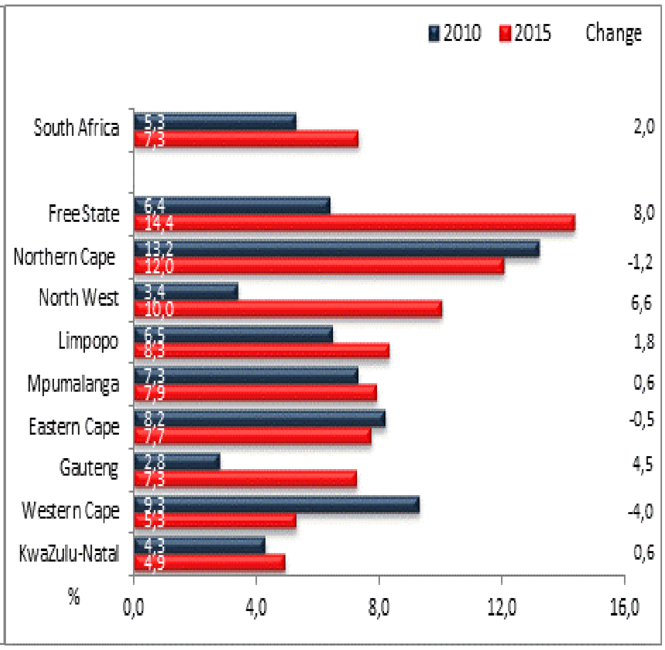


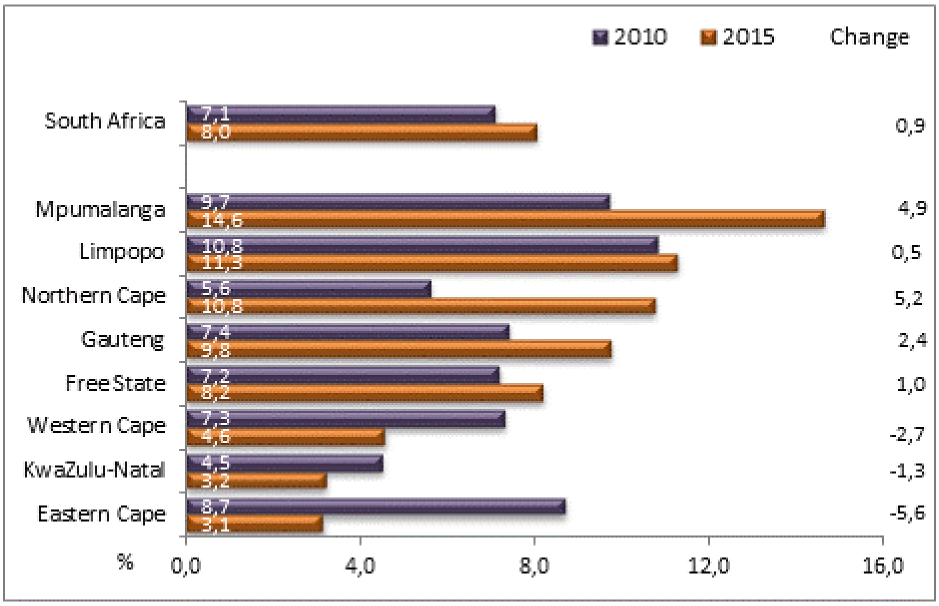
Figure 2.22: Provincial transition rates into employment among those with matric, 2010 and 2015



Note: Only Q3–Q4 for each year is analysed.

Education plays an important role in improving the chances of finding a job. Figures 2.21 and 2.22 indicate that among those without jobs (unemployed and inactive), the better educated have a higher chance of moving from unemployment and inactivity into employment. The transition rate into employment for those without jobs with levels of education below matric nationally increased from 4,6% in 2010 to 5,5% in 2015. In all provinces except Northern Cape and KwaZulu-Natal, the transition rates into employment increased among those with less than a matric education over the period 2010 and 2015. Among those with matric, the rate increased by 2,0 percentage points from 5,3% in 2010 to 7,3% in 2015. Free State, Northern Cape and North West reflected the highest transition rates into employment in 2015. The transition rates into employment for those without a job and who have a matric education declined only in Western Cape (4,0 percentage points), Northern Cape (1,2 percentage points) and Eastern Cape (0,5 of a percentage point). The largest increase in the rate was observed in Free State (8,0 percentage points), followed by North West (6,6 percentage points) and Gauteng (4,5 percentage points).

Figure 2.23: Provincial transition rates into employment among those with tertiary education levels, 2010 and 2015



Note: Only Q3–Q4 for each year is analysed. North West was dropped due to a small sample size for 2010.

In 2015, the transition rate into employment for those with a tertiary education was highest in Mpumalanga, followed by Limpopo and Northern Cape. Northern Cape (5,2 percentage points) and Mpumalanga (4,9 percentage points) reflected the largest increase in the transition rates over the period 2010 and 2015. The transition rate for those in Gauteng increased by 2,4 percentage points from 7,4% in 2010 to 9,8% in 2015. A decline in the transition rates was observed in Eastern Cape (5,6 percentage points), Western Cape (2,7 percentage points) and KwaZulu-Natal (1,3 percentage points).

Summary and conclusion

- Those who are unemployed are more likely to find employment when compared to those who were discouraged and economically inactive. A provincial comparison finds that the highest employment retention rates were in Western Cape followed by KwaZulu-Natal.
- Transition rates into employment are higher for men compared to women.
- Employees employed in skilled occupations were more likely to remain in the same occupation compared to those employed in semi-skilled and low-skilled occupation. Retention rates amongst those employed in tertiary industries were also higher relative to those employed in primary and secondary industries.
- The short-term unemployed are three times more likely to find employment on a quarterly basis compared to persons in long-term unemployment.
- Persons employed on permanent contracts were more likely to remain employed on such a contract compared to those with limited or an unspecified type of contract.
- The unemployed are less likely to remain in the same status relative to those who are employed and those who are economically inactive.
- The transition rates into employment for adults without jobs (unemployed or inactive) were higher than the rates for youth in all provinces except in Northern Cape. In both 2010 and 2015, Northern Cape recorded the highest transition rates into employment for youth who were without jobs relative to the rates for adults.
- Persons without jobs but having previous work experience are more likely to find employment than those without work experience.
- Education improves the chances of finding employment. Nationally, the transition rates into employment for those without jobs having tertiary education were higher, followed by those with a matric education.

Chapter 3
The South African labour market

Table of contents

Chapter 3: The South African labour market

Key labour market concepts

The **working-age population** comprises everyone aged 15–64 years who fall into each of the three labour market components (employed, unemployed, not economically active).

Employed persons are those who were engaged in market production activities in the week prior to the survey interview (even if only for one hour) as well as those who were temporarily absent from their activities. Market production employment refers to those who:

a) Worked for a wage, salary, commission or payment in kind.
b) Ran any kind of business, big or small, on their own, or with one or more partners.
c) Helped without being paid in a business run by another household member.

In order to be considered **unemployed based on the official definition**, three criteria must be met simultaneously: a person must be completely without work, currently available to work, and taking active steps to find work. The **expanded definition** relaxes the requirement to have taken active steps to find work.

If a person is working or trying to find work, he/she is in the **labour force**. Thus the number of people that are employed plus those who are unemployed constitute the labour force or economically active population.

A person who reaches working age may not necessarily enter the labour force. He/she may remain outside the labour force and would then be regarded as inactive **(not economically active)**. This inactivity can be voluntary – if the person prefers to stay at home or to begin or continue education – or involuntary, where the person would prefer to work but is **discouraged** and has given up hope of finding work.

Not economically active persons are those who did not work in the reference week because they either did not look for work or start a business in the four weeks preceding the survey or were not available to start work or a business in the reference week. The not economically active is composed of two groups: discouraged work-seekers and other (not economically active, as described above).

Discouraged work-seekers are persons who wanted to work but did not try to find work or start a business because they believed that there were no jobs available in their area, or were unable to find jobs requiring their skills, or they had lost hope of finding any kind of work. Discouraged work-seekers and other (not economically active) are counted as out of the labour force under international guidelines as they were not looking for work and were not available for work.

The **unemployment rate** measures the proportion of the labour force that is trying to find work.

The **labour force participation rate** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services (ILO, KILM 2013).

The **absorption rate** (employment-to-population ratio) measures the proportion of the working-age population that is employed.

Background

This chapter analyses the patterns and trends in the working-age population over the period 2009–2015 in the context of South Africa's youthful population and the benefits of a growing working age population which is educated and can repeat the benefits of a demographic dividend. Key labour market rates are analysed with respect to socio-demographic variables such as age, gender, population group and level of educational attainment.

Introduction

The ILO publication entitled "World Employment Social Outlook, 2016" highlights the fact that the projected slowdown in economic growth will complicate the task of meeting demographic challenges. Slowing growth particularly in sub-Saharan Africa and, in South Africa, places workers at risk. Globally, lower growth rates have resulted in the number of unemployed reaching 197,1 million in 2015, 27 million higher than the pre-crisis level. Working poverty is set to rise and a slowdown in the growth of the middle class may add to possible social unrest. The ILO recommends that policy focus be directed towards strengthening labour market institutions, to "ensure that social protection systems are well designed in order to prevent further increases in long-term unemployment, underemployment and working poverty".

Benefiting from a growing working age population without the necessary investments in quality education may prevent South Africa from achieving a "demographic dividend", a situation characterised by accelerated economic growth as fertility rates decline. The South African working age population is characterised by a youthful population, however labour market outcomes for the youth remain poor.

Figure 3.1: Age profile of the population, 2015

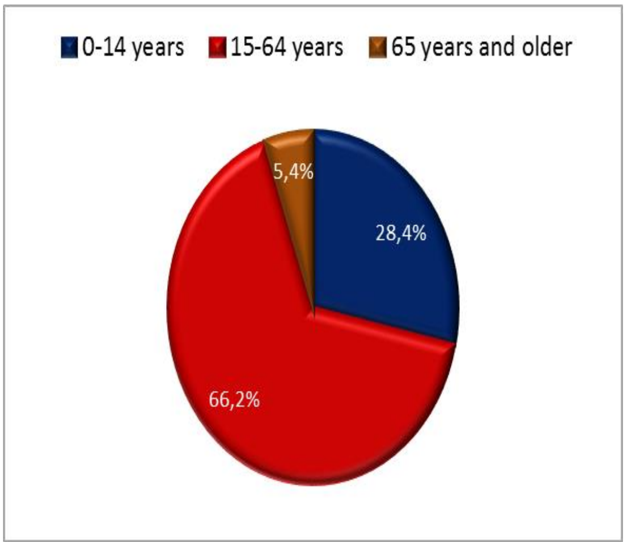


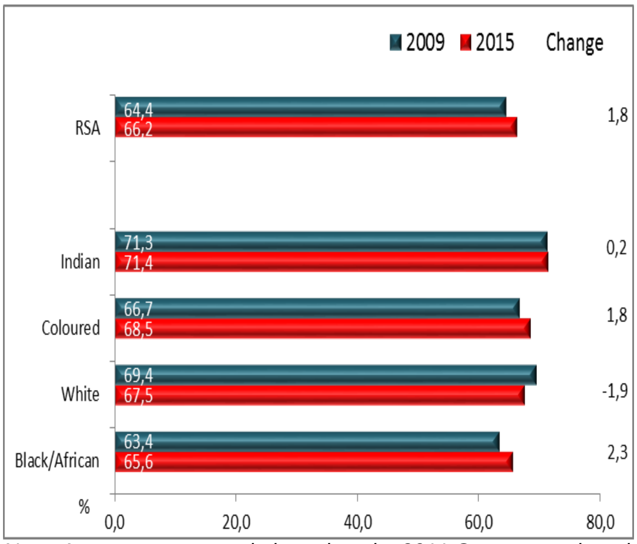
Table 3.1: Age profile of the population, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
				Thousand			
0-14 years	15 483	15 477	15 470	15 460	15 455	15 451	15 452
15-64 years (working-age)	32 360	32 958	33 563	34 175	34 790	35 410	36 035
65 plus years	2 381	2 461	2 547	2 640	2 738	2 840	2 946
Total	**50 224**	**50 896**	**51 580**	**52 275**	**52 982**	**53 701**	**54 433**
% Working-age	**64,4**	**64,8**	**65,1**	**65,4**	**65,7**	**65,9**	**66,2**
				Annual change (Thousand)			
	2010	**2011**	**2012**	**2013**	**2014**	**2015**	**Change 09-'15**
0-14 years	-6	-8	-9	-6	-3	0	-31
15-64 years (working-age)	598	605	612	615	620	625	3 675
65 plus years	80	86	92	98	102	106	566
Total	**673**	**684**	**695**	**707**	**719**	**731**	**4 209**
				Annual change (Percentage points)			
% Working-age	**0,3**	**0,3**	**0,3**	**0,3**	**0,3**	**0,3**	**1,8**

Note: A new master sample based on the 2011 Census was introduced in 2015

Over the period 2009–2015, the working-age population – which comprises people aged 15–64 years – increased from 32,4 million to 36,0 million (by 3,7 million people). This was accompanied by a decline among young people (0–14 years) and an increase of 566 000 among those aged 65 years or older. As a result, there was a steady increase in the share of the working-age population in the total population – from 64,4% in 2009 to 66,2% in 2015.

Figure 3.2: Working-age population as a percentage of the total population, 2009 and 2015



Note: A new master sample based on the 2011 Census was introduced in 2015

Table 3.2: Age dependency ratio, 2009–2015

	Child dependency ratio	Old age dependency ratio	Overall dependency ratio
	Per cent		
2009	47,8	7,4	**55,2**
2010	47,0	7,5	**54,4**
2011	46,1	7,6	**53,7**
2012	45,2	7,7	**53,0**
2013	44,4	7,9	**52,3**
2014	43,6	8,0	**51,7**
2015	42,9	8,2	**51,1**

Child refers to those aged 0 to 14 years and old age refers to those 65 years and older

Trends in the working age population varies by population group. In both 2009 and 2015, the working age population as a share of the total population was lowest amongst black Africans, however this share increased by 2,3 percentage points over the period 2009 to 2015 (Figure 3.2). The decline in the overall dependency rate has been supported by a decline in the child dependency rate from 47,8% in 2009 to 42,9% in 2015.

The components of the working-age population

An analysis of the components of the working age population (i.e. the employed, unemployed and not economically active) provides insights into the factors which drive the supply and demand of labour and the policies which can be developed to assist in increasing participation in the labour market.

The shares of the three groups in the working-age population reported in this section should be interpreted with caution. With regard to unemployment, caution should be exercised in interpreting the percentages, as the numbers relate to the percentage of the working-age population and not to the labour force (the latter comprises the employed plus the unemployed) which is the basis for calculating the unemployment rate (presented in the section that follows). And it should also be noted that the share of the working-age population that is employed is referred to as either the employment-to-population ratio or the absorption rate (also presented in the section that follows).

Table 3.3: Working-age population by sex, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
	Thousand						
Men	15 758	16 087	16 419	16 753	17 088	17 424	17 762
Women	16 602	16 871	17 145	17 422	17 702	17 986	18273
Working-age population	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
	Per cent						
Share of women in the working-age population	51,3	51,2	51,1	51,0	50,9	50,8	50,7

Note: A new master sample based on the 2011 Census was introduced in 2015

Over the period 2009 to 2015 the share of women in the working age population declined from 51,3% to 50,7%. The number of men in the working age population increased from 15,8 million in 2009 to reach 17,8 million in 2015.

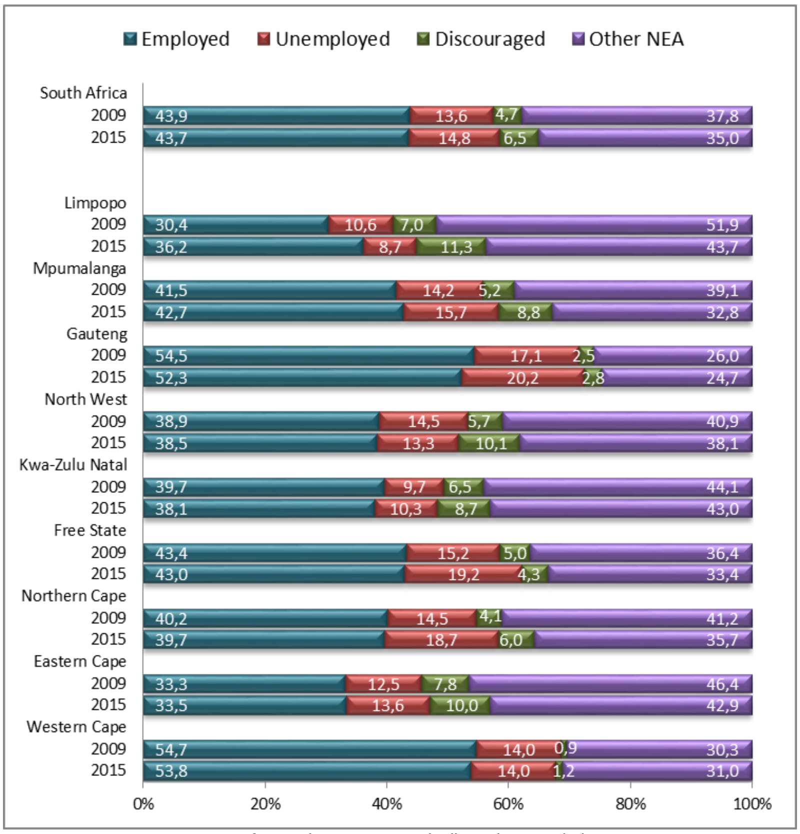
Table 3.4: Labour market status of the working-age population, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
				Thousand			
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	4 403	4 564	4 636	4 775	4 886	5 070	5 344
Discouraged	1 535	2 026	2 252	2 314	2 331	2 422	2 334
Other not economically active	12 228	12 579	12 605	12 661	12 708	12 771	12 616
Working-age population	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
				Annual change (Thousand)			
	2010	**2011**	**2012**	**2013**	**2014**	**2015**	**Change 2009- 2015**
Employed	-406	282	355	441	281	594	1 547
Unemployed	161	72	139	111	184	274	941
Discouraged	491	226	62	17	92	- 88	799
Other not economically active	352	26	56	46	64	- 155	388
Working-age population	**598**	**605**	**612**	**615**	**620**	**625**	**3 675**

Note: A new master sample based on the 2011 Census was introduced 2015

Since 2011, the number of employed persons increased on an annual basis. Over the period 2009 to 2015, the number of the employed increased by 1,5 million, outpacing the rise in the number of the unemployed (941 000), while the number of discouraged work seekers and the economically inactive increased by 799 000 and 388 000, respectively over the period) (Table 3.4)

Figure 3.3: Components of the working-age by province, 2009 and 2015



NEA refers to the Not Economically Active population.

Provincial variations can be observed in the share of the components of the working age over the period 2009 to 2015. Figure 3.3 highlights that the employed as a share of the working age population ranges from a high of 53,8% in 2015 in the Western Cape to a low of 33,5% in the Eastern Cape. Between 2009 and 2015, the share of the working age population who were inactive declined across all provinces, most notably in Limpopo and Mpumalanga (8,2 and 6,3 percentage points respectively). In 2015, the share of the working age who were economically inactive was highest in Limpopo (43,7%) and lowest in Gauteng (24,7%). The share of discouragement in the working age population also increased across all provinces, the largest increase was observed in Limpopo and the North West (4,3 and 4,4 percentage points, respectively).

Figure 3.4: Components of the working-age population by population group, 2009 and 2015

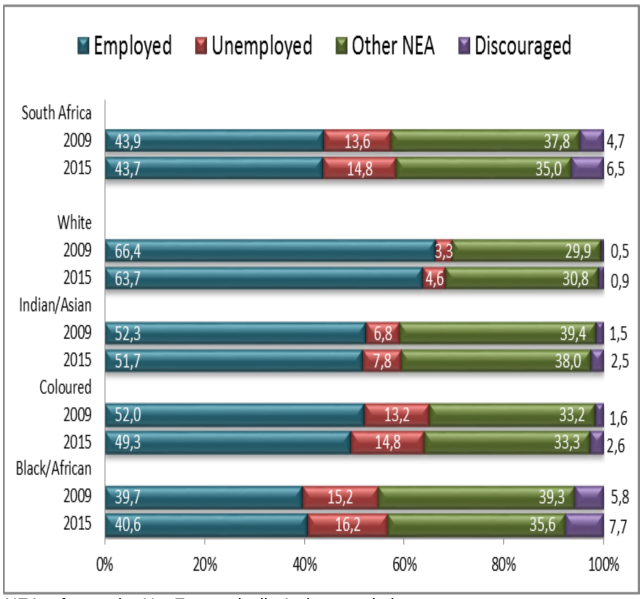
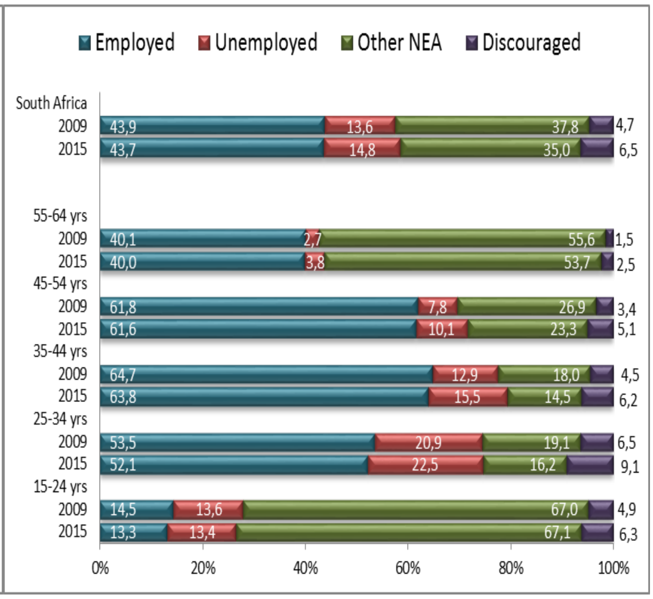


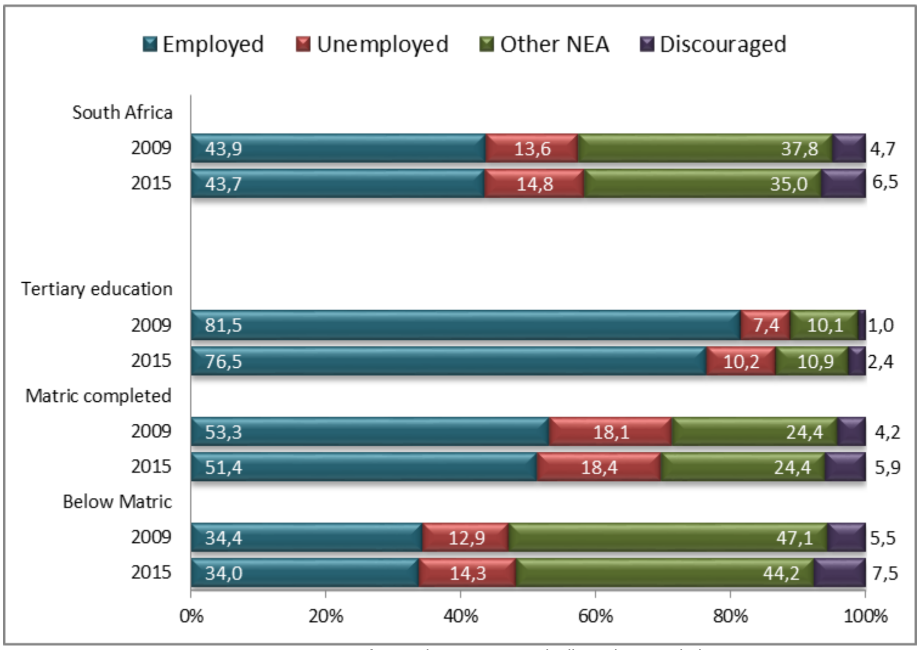
Figure 3.5: Components of the working-age population by age group, 2009 and 2015



NEA refers to the Not Economically Active population.

Figure 3.4 highlights that between 2009 and 2015 the share of the employed in the working age population increased only amongst the black African population group (from 39,7% to 40,6%), while declining amongst all other population groups. Over the period the share of the unemployment increased amongst all population groups, most notably amongst the coloured population group (1,6 percentage points). The share of discouragement amongst all population groups increased, particularly amongst black Africans (1,9 percentage points). The share of employment amongst the youth aged 15–24 years is low, while inactivity is high: in 2015; 13,3% of the working age youth (aged 15–24 years) were employed while 67,1% were inactive. The share of discouragement is the highest amongst those aged 25–34 years; reaching 9,1% in 2015, and in addition this age group also accounted for the largest increase of discouraged work seekers over the period (2,6 percentage points) (Figure 3.5).

Figure 3.6: Components of the working-age population by education level, 2009 and 2015

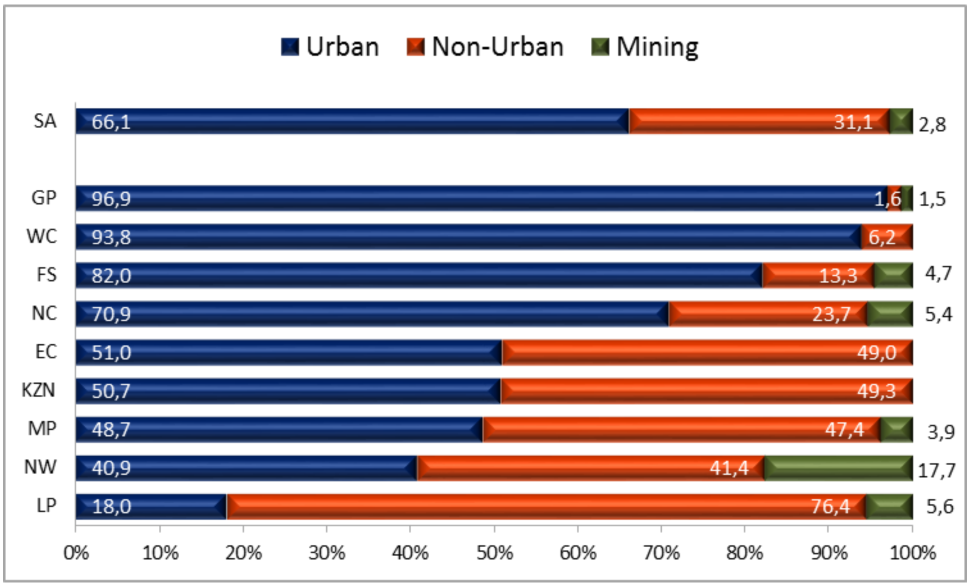


NEA refers to the Not Economically Active population.

The share of unemployment in the working age amongst those with a matric is close to double that of a person with a tertiary qualification. Between 2009 and 2015 the share of discouragement amongst all educational categories increased, most notably amongst those with attainment below a matric qualification (2,0 percentage points).

The share of employment in the working age declined amongst all the educational categories, the largest of which was amongst persons with a tertiary qualification (5,0 percentage points). This educational grouping also accounted for the largest increase in the share of unemployment over the period from 7,4% in 2009 to 10,2% in 2015.

Figure 3.7: Working-age population by province and geo-type, 2015



Non-urban refers to Traditional and Farming settlement characteristics.

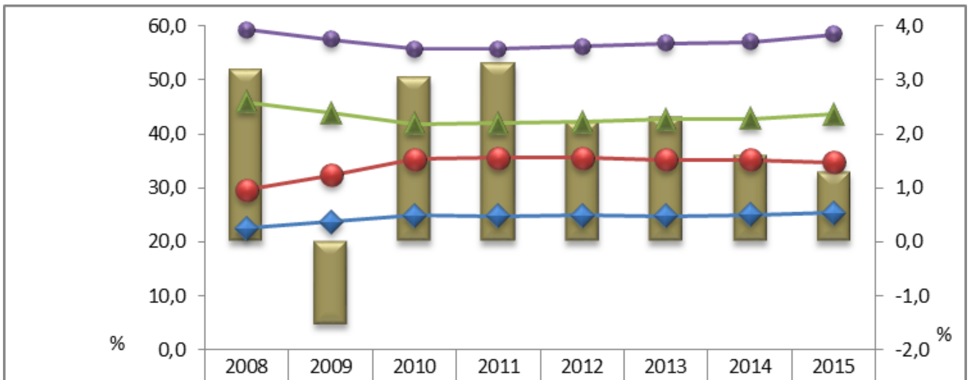
Mining in provinces where employment in Mining accounts for more than 30% of employment

Figure 3.7 highlights the variation in the distribution of the working age population in 2015 by province and geo-type. In Limpopo only 18,0% of the working age population reside in urban areas, while in the more urbanised provinces of Gauteng and the Western Cape, more than 90,0% of this group reside in these areas.

Labour market rates

This section focuses on key labour market rates over the period 2009–2015 by province, sex, age, population group and level of educational attainment. The analysis of the unemployment rate, the labour absorption rate and the labour force participation rate provides a comprehensive picture of labour market outcomes – particularly for vulnerable groups such as women, youth and the black African population.

Figure 3.8: Labour market rates and annual change in GDP at constant prices, 2008–2015



	2008	2009	2010	2011	2012	2013	2014	2015
GDP (RHS)	3,2	-1,5	3,0	3,3	2,2	2,3	1,6	1,3
URate off	22,5	23,7	24,9	24,8	24,9	24,7	25,1	25,3
URate exp	29,7	32,4	35,4	35,6	35,6	35,3	35,3	34,8
Absorption	45,9	43,9	41,8	41,9	42,2	42,7	42,8	43,7
LFPR	59,3	57,5	55,7	55,7	56,2	56,8	57,1	58,5

GDP refers to Gross Domestic Product (Right Hand Scale), URate off refers to the Official unemployment rate, URate exp refers to the Expanded unemployment rate. Absorption refers to the labour absorption rate, LFPR refers to the Labour Force Participation Rate.
Note: A new master sample based on the 2011 Census was introduced in 2015

The impact of the financial crisis was most pronounced in 2009 as economic growth contracted by 1,5% but gradually increased till 2013, however since 2014 growth started slowing down till it reached 1,3% in 2015 (Figure 3.8). This slowdown in GDP has been accompanied by a rise in the unemployment rate which increased from 24,8% in 2011 to 25,3% in 2015. In 2015, the expanded unemployment rate was 34,8%, which was 5,1 percentage points higher than the 2008 rate. While the absorption rate increased above its lowest of 41,8% in 2010, this rate at 43,7% in 2015 is still below the rate for 2008 of 45,9%; this was also a similar case for the labour force participation rate which was 58,5% in 2015; but still below its highest recorded for 2008 (which stood at 59,3%).

Figure 3.9: Unemployment rate by province, 2009 and 2015

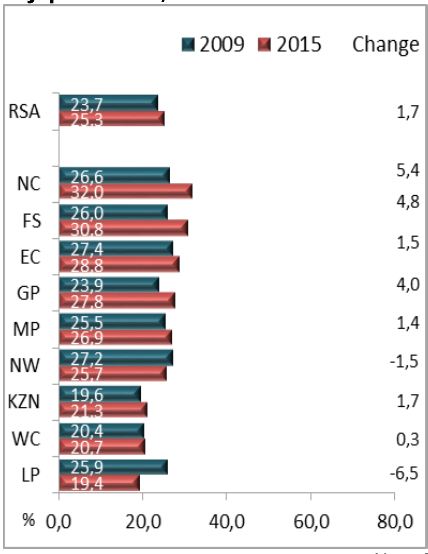


Figure 3.10: Absorption rate by province, 2009 and 2015

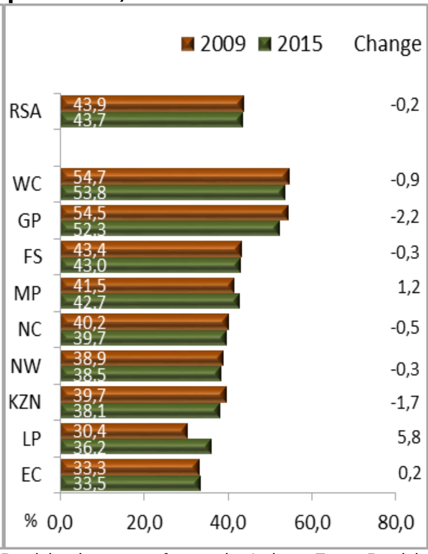
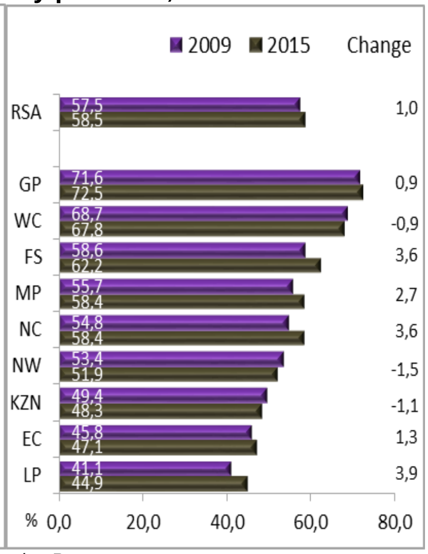


Figure 3.11: Participation rate by province, 2009 and 2015



Note: Participation rate refers to the Labour Force Participation Rate.

Figures 3.9 to 3.11 examine the unemployment rates, absorption rates and labour participation rates by province between 2009 and 2015.

Unemployment rates: Between 2009 and 2015, the official unemployment rates increased across all provinces with the exception of Limpopo (6,5 percentage points) and the North West (1,5 percentage points) (Figure 3.9). The largest increase in the unemployment rate over the period was in the Northern Cape (5,4 percentage points), and also in 2015 the unemployment rate was also the highest in this province.

Absorption rates: The provincial disparities in terms of employment can been seen by the range in the absorption rate; from a high in 2015 of 53,8% in the Western Cape to a low of 33,5% in the Eastern Cape. Limpopo, Mpumalanga and the Eastern Cape were the only three provinces where the absorption rates increased over the period (with Limpopo recording the highest increase in the rate at 5,8 percentage points, followed by Mpumalanga at 1,2 percentage points; and 0,2 percentage points in Eastern Cape). The largest decline in the absorption rate over the period was in Gauteng (2,2 percentage points) (Figure 3.10).

Participation rates: Participation rates declined in three of the nine provinces, North West, KwaZulu-Natal and the Western Cape. Between 2009 and 2015, the largest increases in the labour force participation rate was in Limpopo (3,9 percentage points), and the Northern Cape and Free State (3,6 percentage points respectively).

Figure 3.12: Male labour market rates by population group, 2009 and 2015

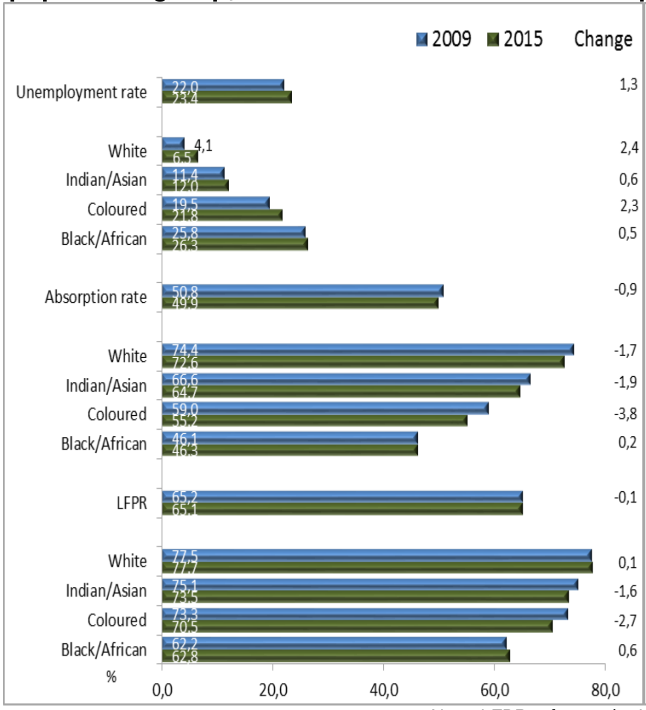
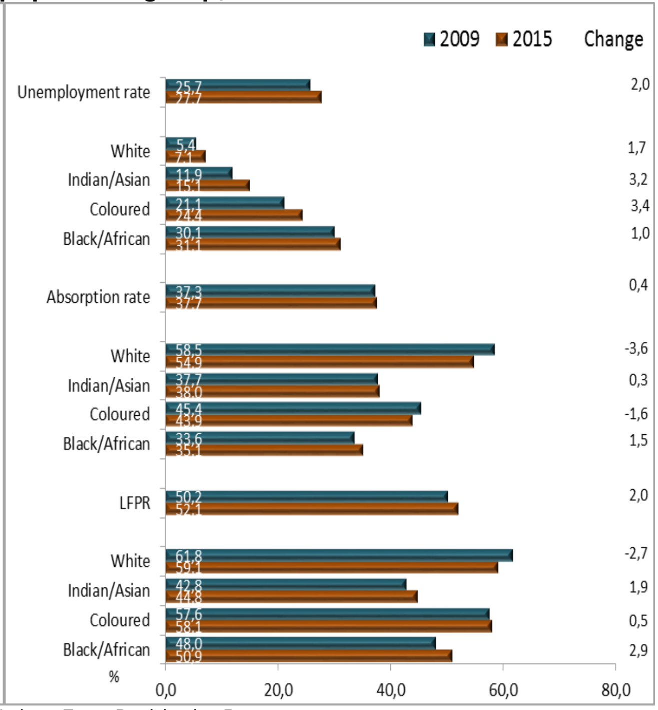


Figure 3.13: Female labour market rates by population group, 2009 and 2015



Note: LFPR refers to the Labour Force Participation Rate.

Figure 3.12 and Figure 3.13 highlight the fact that women, regardless of race, still face higher unemployment rates and lower absorption and participation rates relative to their male counter parts. In addition, both men and women from the white population group have the lowest unemployment rates and highest absorption and participation rates in both 2009 and 2015. Male participation rates increased amongst both black Africans and the white population group, while amongst females, the rate declined amongst the white population group (2,7 percentage points).

Male absorption rates declined amongst all population groups with the exception of black African population (0,2 percentage points), while amongst females, the absorption rates declined for both the white and coloured population groups (3,6 and 1,6 respectively). Between 2009 and 2015, male and female unemployment rates increased across all population groups, the largest increase was however observed amongst females, in particular among coloured and Indian females (3,4 and 3,2 percentage points respectively).

Figure 3.14: Unemployment rate by age, 2009 and 2015

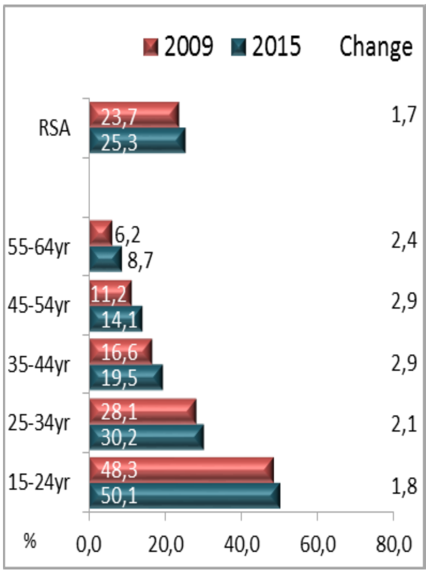


Figure 3.15: Absorption rate by age, 2009 and 2015

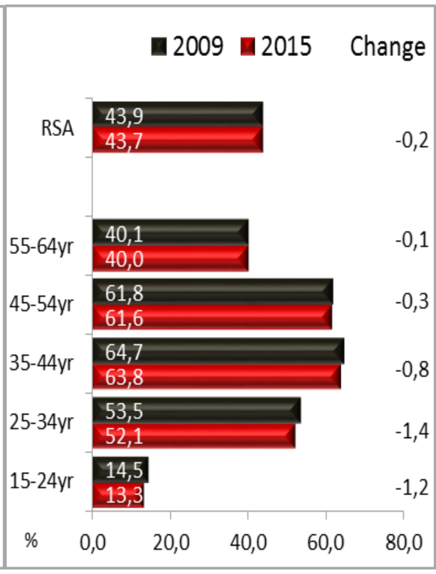
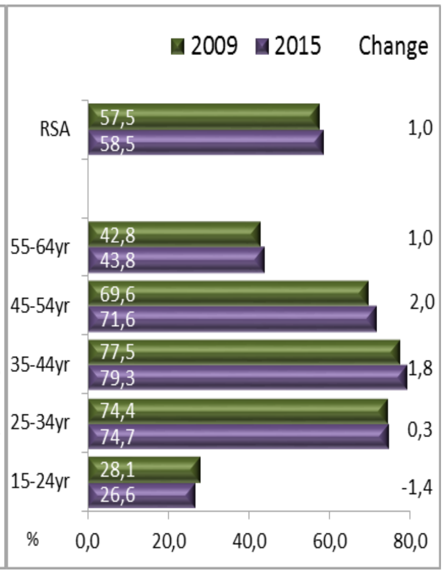
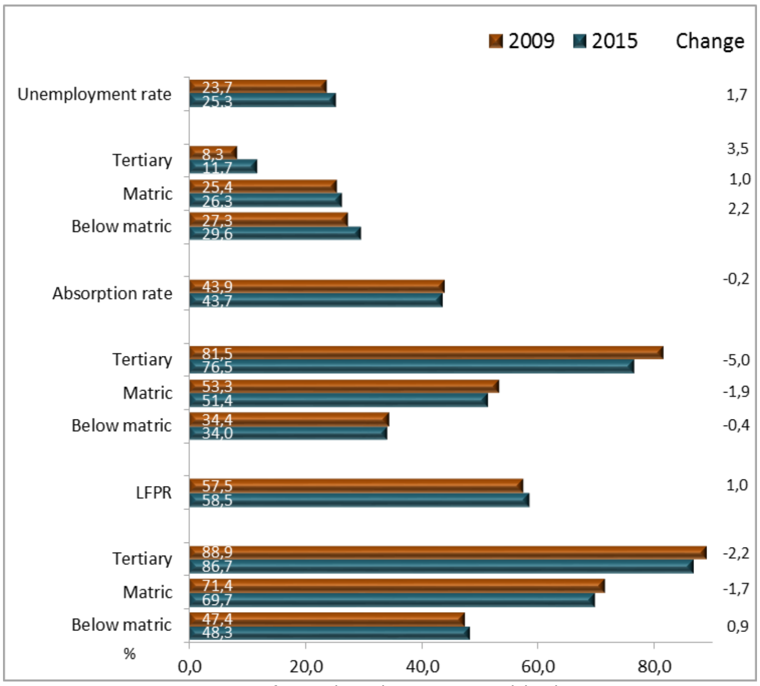


Figure 3.16: Participation rate by age, 2009 and 2015



Figures 314 to 3.16 highlight that young people face higher unemployment rates and lower absorption and participation rates relative to adults. In 2015, the unemployment rate of a young person aged 15–24 years was more than five times that of a person aged 55–64 years. However between 2009 and 2015 the unemployment rates increased amongst all age groups. The increase in unemployment rates was accompanied by a decline in the absorption rates across all age groups, particularly amongst the youth below the age of 34 years. Over the period 2009–2015, participation rates increased amongst all age groups with the exception of those aged 15–24 years (where it declined by 1,4 percentage points).

Figure 3.17: Labour market rates by education level, 2009 and 2015



Note: LFPR refers to the Labour Force Participation Rate.

Figure 3.17 highlights that higher levels of education are associated with lower unemployment and higher absorption and participation rates. Between 2009 and 2015, participation rates increased only amongst persons with a below matric educational attainment (0,9 of a percentage point). Absorption rates declined across all three educational groups, the largest of which was amongst those with a tertiary qualification (5,0 percentage points), the increase in the unemployment rate was also the largest amongst this educational grouping over the period (3,5 percentage points).

Summary and conclusion

- Over the period 2009–2015, the working age population increased by 3,7 million to reach 36,0 million in 2015, with the share of the working age population (15–64 years) in the total population increasing from 64,4% to 66,2% over the period.

- While the share of the working age population who were employed increased over the period (1,5 million), the number of unemployed and discouraged work seekers also increased (941 000 and 799 000 respectively). In line with the recommendation from the ILO, improving job prospects for the unemployed and encouraging re-entry into labour market for the discouraged work seekers should receive attention.

- The share of the working age who were discouraged increased from 4,7% in 2009 to 6,5% in 2015. In addition, there is some provincial variation in the share of discouragement with provinces such as Limpopo and the North West reflecting the largest increases amongst all provinces (4,3 and 4,4 percentage points respectively).

- Economic growth has slowed since 2012, reaching a 6-year low of 1,3% in 2015. This slowdown in economic activity has been accompanied by a rise in unemployment rates to 25,3% in 2015. While absorption and labour force participation rates have increased since 2010, rates have remained below pre-recessionary highs.

- Women, regardless of race, face higher unemployment and lower absorption and participation rates relative to males, while the gender gap remained prevalent over the period 2009 to 2016.

- Young people remain disadvantaged in the labour market; the unemployment rate for a young person aged 25–34 years in 2015 was 30,2%, more than twice the rate of someone aged 45–54 years.

- Education continues to be an important factor for improving labour market outcomes; unemployment rates fall and absorption and participation rates rise with higher levels of education.

Chapter 4
Employment and other forms of work

Table of contents

Chapter 4: Employment and other forms of work

4.1 A profile of the employed

Key labour market concepts

Persons are considered to be **employed** if they have engaged in any kind of economic activity for at least one hour in the reference period. Also included are persons who, during the reference period, were temporarily absent from work/business but definitely had a job/business to return to.

Economic activities are activities that contribute to the production of goods and services.

Market production activities refer to work that is done usually for pay or profit, whereas production for own final use refers to work that is done for the benefit of the household, e.g. subsistence farming (production of fruit/vegetables for own consumption). The QLFS collects information on both these activities.

Occupations[1] in this chapter have been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories is drawn from Bhorat, H & Oosthuizen, M in 'Employment shifts and the "jobless growth" debate' Chapter in 'Human Resource Development Review 2008, Education, Employment and Skills in South Africa', editors A. Kraak& K. Press, HSRC Press:

Skilled occupations classification: comprises managers, professionals and technicians.

Semi-skilled occupations classification: comprises clerks, sales and services, skilled agriculture, crafts and related trade, plant and machine operators

Low-skilled occupations classification: comprises elementary work

Domestic workers are classified separately

Industry classification is as follows:

Primary sector: Agriculture and Mining

Secondary sector: Manufacturing, Utilities and Construction

Tertiary sector: Trade, Transport, Finance, Social and personal services, and Private households

Employed persons may be described as **fully employed** if they do not want to work more hours than they currently do; or **underemployed** if they would like to work more hours than they currently do. In essence, time-related underemployment measures situations of partial lack of work and thus complements the statistics on unemployment.

The measurement of **hours worked**: The labour force framework gives priority to employment over unemployment and economically inactive. Thus, employment takes precedence over other activities, regardless of the amount of time devoted to it during the reference period, which in some cases may be only one hour (ILO). The QLFS would thus classify a person as employed when they have worked for only one hour during the reference week.

Caution is required when making conclusions based on the industrial profile of employed persons, since the clustered nature of the **Mining** industry means that it might not have been adequately captured by the QLFS sample. Alternative mining estimates are included in the Quarterly Employment Statistics (QES) release.

[1]Stats-SA classifies occupations as prescribed by the South African Standard Classification of Occupations (SASCO).

Background

The ILO publication entitled "World Employment Outlook, 2015" finds that employment levels in sub-Saharan Africa remain low with unemployment most acute amongst women and youth. High unemployment levels have also resulted in educated workers who used to work in medium skilled jobs having to compete for lower-skilled jobs[2]. The publication further finds that countries facing high youth unemployment levels are vulnerable to social unrest.

Introduction

This chapter includes five sections. The first section provides a profile of the employed in South Africa; the analysis focuses on employment by industry and occupation, hours worked and time-related underemployment. The second section provides an analysis of the monthly median earnings by certain demographic variables. The third section analyses the provision of decent work in terms of the standards and workers' rights at work, social protection and social dialogue. Section four analyses job tenure, and the last section presents trends in participation in government job creation programmes over the period 2011 to 2015. The analysis also focuses on the awareness about EPWP and the characteristics of the people who participated in these programmes.

Employment by industry and occupation

This section analyses the distribution of employment by industry and occupation over the period 2009 to 2015, by sex, population group and province.

Table 4.1: Employment by industry, 2009–2015

Industry	2009	2010	2011	2012	2013	2014	2015
				Thousand			
Agriculture	715	665	644	696	740	702	880
Mining	340	327	334	375	411	428	455
Manufacturing	1 954	1 839	1 871	1 817	1 810	1 760	1 762
Utilities	105	95	91	102	128	117	132
Construction	1 189	1 109	1 109	1 091	1 145	1 249	1 405
Trade	3 120	3 073	3 148	3 145	3 132	3 202	3 161
Transport	800	816	811	860	914	932	905
Finance	1 862	1 748	1 818	1 902	1 995	2 030	2 198
Services	2 814	2 875	3 027	3 202	3 351	3 493	3 551
Private households	1 291	1 237	1 214	1 232	1 236	1 230	1 288
Total	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**

Note: Total includes 'Other forms of industry'

[2] World Employment Outlook, 2015

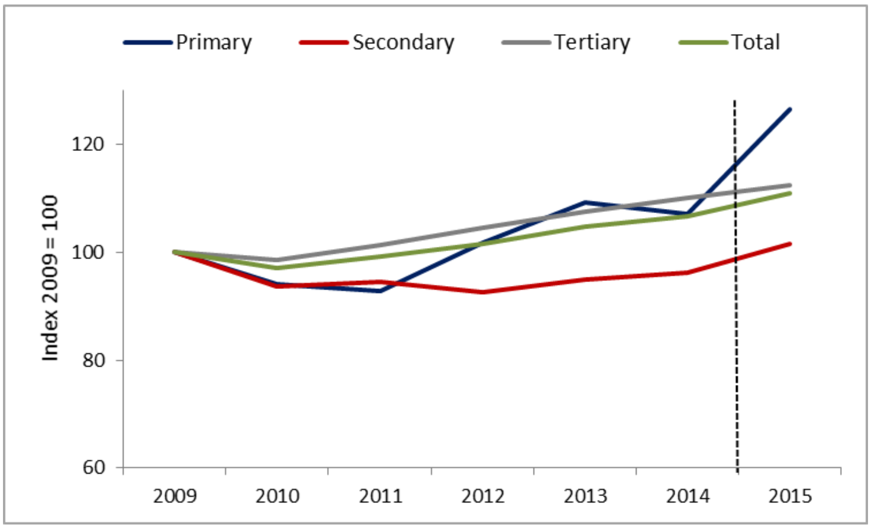
Table 4.2: Changes in employment by industry, 2010–2015

Industry	2010	2011	2012	2013	2014	2015	Change 2009-2015
				Thousand			
Agriculture	-49	-21	52	44	-38	178	165
Mining	-13	7	41	36	17	27	115
Manufacturing	-115	32	-54	-7	-50	2	-192
Utilities	-10	-4	11	27	-11	15	28
Construction	-80	-0	-18	55	103	156	216
Trade	-47	74	-3	-13	70	-41	41
Transport	16	-5	49	54	18	-27	105
Finance	-114	70	84	93	35	168	336
Services	61	152	175	149	142	58	737
Private households	-54	-24	18	4	-6	58	-3
Total	**-406**	**282**	**355**	**441**	**281**	**594**	**1 547**

Note: Total includes 'Other forms of industry'

Over the period 2009 to 2015, total employment increased by 1,5 million jobs as highlighted in Tables 4.1 and 4.2. All industries, except Manufacturing and Private Households, gained jobs over the same period. The largest increases in employment were observed in Community and social services (737 000), Finance (336 000) and Construction (216 000). Total employment increased in all the years except between 2009 and 2010 where a decline of 406 000 jobs was observed. Between 2014 and 2015, only Trade and Transport industries shed jobs (41 000 jobs and 27 000 jobs respectively).

Figure 4.1 Employment by industry, index 2009–2015



Note: Dotted line indicates introduction of new Master sample

Over the period 2009 to 2015, employment in secondary industries was marginally lower when compared to both primary and tertiary industries. In 2015, employment in all industries, with the exception of secondary industries was above their 2009 levels. After the introduction of the new Master Sample in 2015, employment in all industries increased but most notably in primary industries.

Figure 4.2: Employment shares by industry, 2009–2015

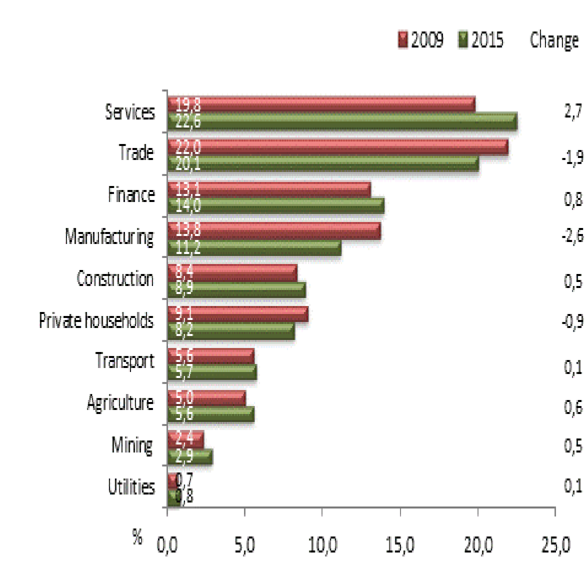
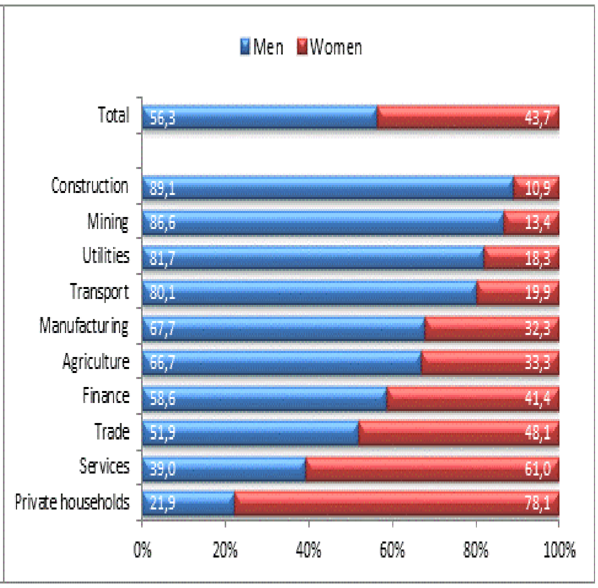


Figure 4.3: Employment shares by industry and sex, 2015



The industry employment shares declined in three of the ten industries between 2009 and 2015. Employment in Manufacturing, Trade and Private households declined by 2,6 percentage points, 1,9 percentage points and 0,9 of a percentage point respectively. Community and social services and Trade industries accounted for the largest shares of employment in both 2009 and 2015 while the lowest share of less than one per cent in both years was observed in Utilities. In 2015, men accounted for 56,3% of the total employment and they were more likely to work in all industries except Community and social services and Private households when compared to women. In 2015, women accounted 61,0% of the employment in Community and social services and 78,1% in the Private households. The employment shares for women in Construction, Mining, Utilities and Transport ranged between 10,0% and 20,0%.

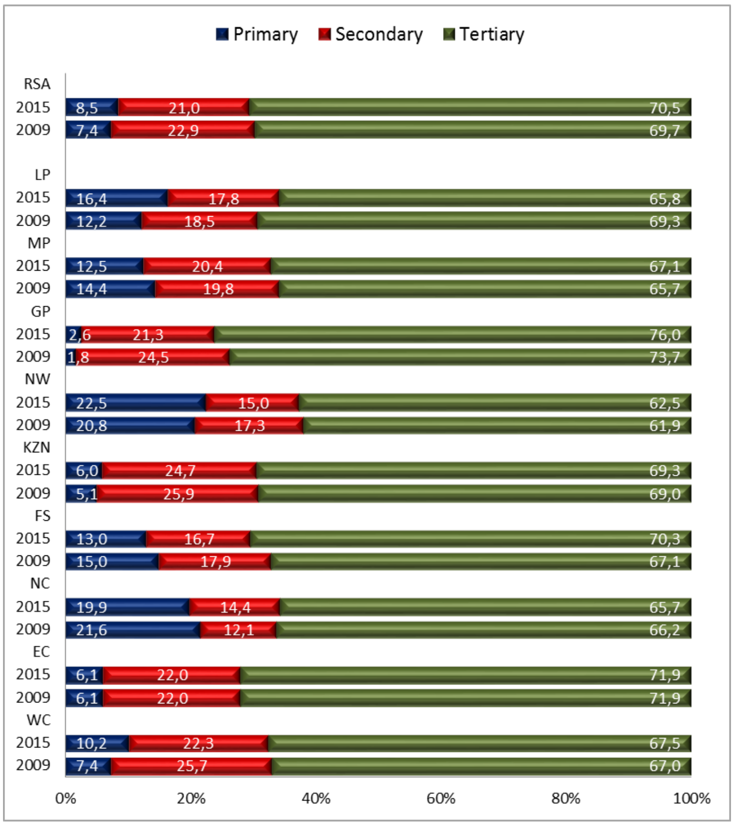
Table 4.3: Employment shares by industry and province, 2015

Industry	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Percent									
Agriculture	10,1	6,1	11,7	8,8	5,7	5,9	0,7	7,5	10,5	5,6
Mining	0,1	0,1	8,2	4,2	0,3	16,6	1,9	5,0	6,0	2,9
Manufacturing	12,9	9,5	3,6	8,4	13,6	7,7	13,1	9,0	5,6	11,2
Utilities	0,7	0,4	1,2	1,3	0,6	0,5	0,6	2,6	1,0	0,8
Construction	8,7	12,0	9,7	6,9	10,4	6,8	7,5	8,8	11,2	8,9
Trade	19,8	21,2	17,3	21,3	19,7	17,8	20,1	20,4	21,7	20,1
Transport	5,2	4,7	3,1	4,4	6,4	3,7	7,2	5,3	4,3	5,7
Finance	15,8	9,4	6,8	8,0	10,5	10,7	20,4	11,2	7,6	14,0
Services	20,1	28,1	29,9	25,9	24,5	21,6	20,5	21,5	23,2	22,6
Private households	6,7	8,6	8,6	10,6	8,3	8,7	7,9	8,6	9,0	8,2
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Note: Total includes 'Other'

Community and social services and Trade industries were the main contributors to employment in all provinces. In 2015, the shares of employment in the Community and social services ranged from 20,1% in Western Cape to 29,9% in Northern Cape, while for Trade, the shares ranged from 17,3% in Northern Cape to 21,7% in Limpopo. Finance was the second biggest industry contributor to employment in Gauteng after Community and social services, while Trade was ranked third.

Figure 4.4: Provincial employment in primary, secondary and tertiary industries, 2009 and 2015



The figure above reveals that in both 2009 and 2015, seven in every ten employed persons worked in tertiary industries. In addition, this industry grouping is the main contributor to total employment across all the provinces. In both 2009 and 2015, tertiary industries accounted for more than 70,0% of employment in Gauteng and the Eastern Cape. The shares of employment in the primary industries in Gauteng was lowest at 1,8% in 2009 which increased to 2,6% in 2015. The largest shares of employment in primary industries were observed in the North West and Northern Cape. In both 2009 and 2015, amongst all provinces, secondary industries accounted for the largest share of employment in KwaZulu-Natal, followed by Western Cape and Gauteng.

Table 4.4: Employment by occupation, 2009–2015

Occupation	2009	2010	2011	2012	2013	2014	2015
	Thousand						
Manager	1 097	1 099	1 194	1 161	1 224	1 331	1 274
Professional	755	764	800	842	925	842	776
Technician	1 626	1 534	1 561	1 639	1 645	1 552	1 456
Clerk	1 530	1 517	1 484	1 506	1 606	1 653	1 671
Sales	1 924	1 974	2 054	2 113	2 163	2 326	2 463
Skilled agriculture	94	92	73	68	70	76	96
Craft	1 826	1 682	1 722	1 734	1 730	1 813	1 946
Operator	1 255	1 195	1 200	1 200	1 274	1 277	1 312
Elementary	3 067	2 971	3 021	3 187	3 227	3 295	3 729
Domestic worker	1 022	959	961	975	1 002	981	1 017
Total	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**

Table 4.5: Changes in employment by occupation, 2010-2015

Occupation	2010	2011	2012	2013	2014	2015	Change 2009-2015
	Thousand						
Manager	2	95	-33	63	108	-57	178
Professional	9	36	42	83	-83	-67	21
Technician	-92	27	79	5	-93	-96	-169
Clerk	-13	-33	21	101	47	18	142
Sales	50	80	59	50	164	137	540
Skilled agriculture	-1	-20	-5	2	6	20	2
Craft	-144	40	12	-4	83	133	120
Operator	-59	4	0	74	3	35	57
Elementary	-96	51	165	40	68	435	663
Domestic worker	-62	2	14	27	-22	37	-4
Total	-406	282	355	441	281	594	1 547

Table 4.4 and Table 4.5 show that between 2009 and 2010, employment declined in all occupational categories except for people employed as Managers, Professionals and Sales workers which saw increases of 2 000 jobs, 9 000 jobs and 50 000 jobs respectively. Only skilled occupations (Manager, Professional and Technician) experienced a decline in employment between 2014 and 2015. Over the same period, employment gains were driven by increases in the Elementary workers' occupations which gained 435 000 jobs, followed by those in Sales (137 000) and Craft and related trade industries (133 000). Over the period 2009 to 2015, jobs were lost among Technicians (169 000) and Domestic workers (4 000) with large job gains in the following occupations; Elementary (663 000), Sales (540 000) and Managers (178 000).

Figure 4.5: Employment shares by occupation, 2009 and 2015

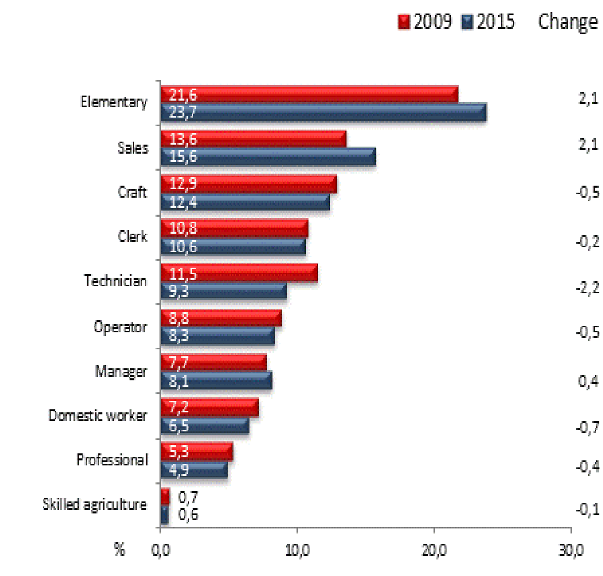
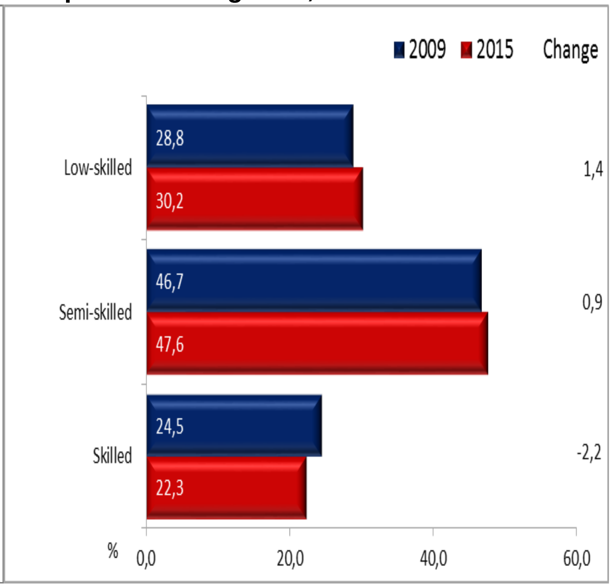
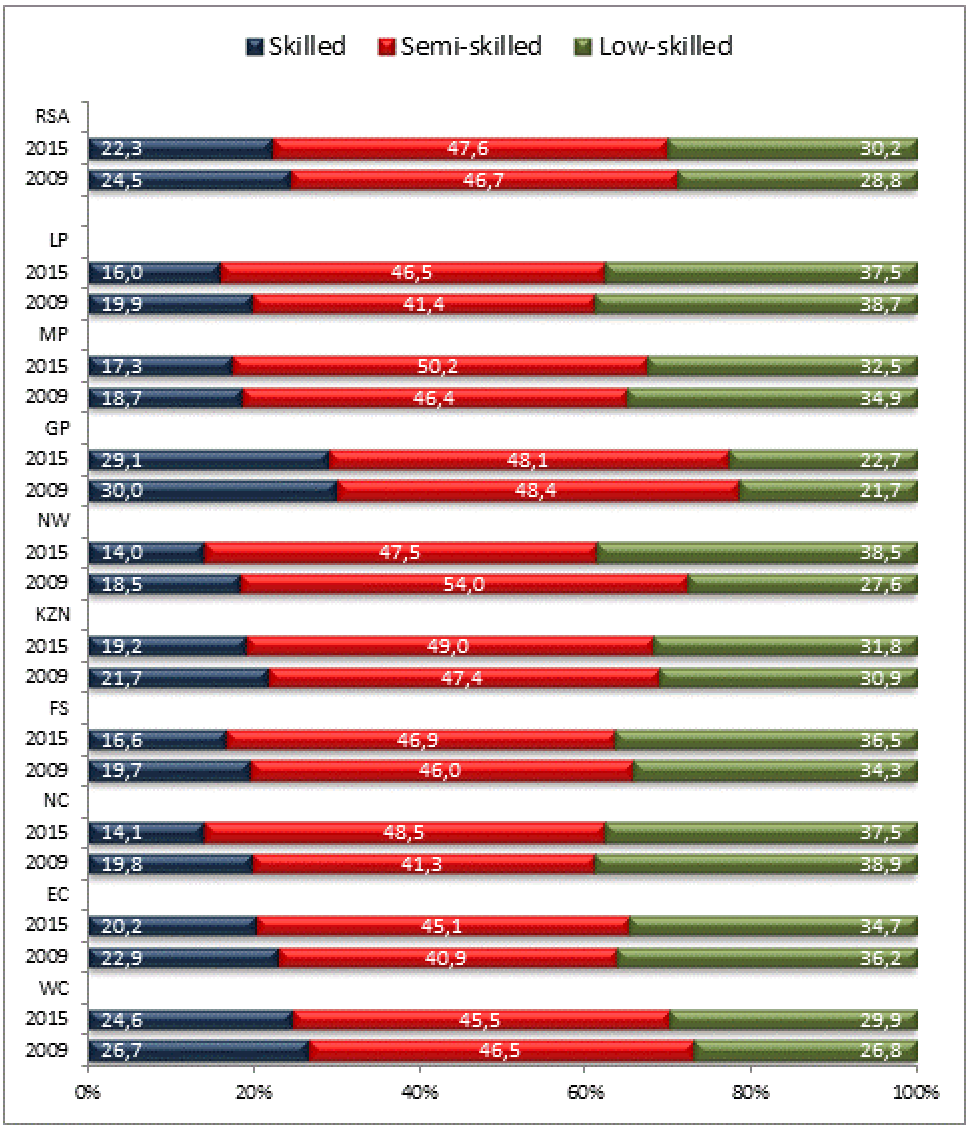


Figure 4.6: Employment shares by occupational categories, 2009 and 2015



The results in Figure 4.5 show that Elementary occupations contributed the largest share to employment in both 2009 and 2015. While Sales, and Craft and related trade occupations were among the top three contributors to total employment. Between 2009 and 2015, employment shares increased in three of the ten occupations; Elementary and Sales occupations gained 2,1 percentage points each while Managers' contribution increased by 0,4 of a percentage point. All other occupations, with the exception of Technicians, declined by less than a percentage point each. The lowest share of employment was among the Skilled agriculture occupations which reflected a contribution to employment of less than one per cent over the period 2009 to 2015. In both 2009 and 2015, semi-skilled occupations accounted for the largest share of employment (Figure 4.6), this skill category and low-skilled occupations share of total employment increased over the period, while high-skilled occupation's share declined by 2,2 percentage points.

Figure 4.7: Provincial employment in skilled, semi- and low-skilled occupations, 2009 and 2015



In both 2009 and 2015, semi-skilled occupations accounted for the largest share of employment across all the provinces. In 2015 the shares ranged from a low of 45,1% in Eastern Cape to a high of 50,2% in Mpumalanga. The low-skilled occupations were the second largest contributors to the total employment in all provinces, except in Gauteng where the skilled occupations accounted for the second largest contributor. The highest contribution to employment amongst skilled occupational categories was found in Gauteng (29,1%) and Western Cape (24,6%) which in 2015 were the only two provinces which recorded shares above the national average (22,3%). The contribution of skilled occupations to total employment declined across all the provinces over the period 2009 to 2015. The largest decline was observed in Northern Cape (5,7 percentage points), North West (4,5 percentage points) and Limpopo (3,9 percentage points). The share of employment accounted for by low-skilled occupations in 2015 was highest in the North West (38,5%) followed by Limpopo and Northern Cape with 37,5% each.

Table 4.6: Number and percentage of persons employed as managers, professionals and technicians by sex, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
			Thousand				
Women							
Manager	330	327	373	364	370	418	395
Professional	347	345	370	367	403	374	394
Technician	865	840	871	905	912	872	809
Men							
Manager	766	772	821	797	854	914	879
Professional	408	419	430	475	522	469	382
Technician	760	694	690	735	733	680	647
Both sexes							
Manager	1 097	1 099	1 194	1 161	1 224	1 331	1 274
Professional	755	764	800	842	925	842	776
Technician	1 626	1 534	1 561	1 639	1 645	1 552	1 456
			% share of women				
Manager	30,1	29,8	31,2	31,4	30,2	31,4	31,0
Professional	45,9	45,1	46,2	43,6	43,6	44,4	50,7
Technician	53,2	54,7	55,8	55,2	55,4	56,2	55,5

Men accounted for larger shares of employment as Managers and Professionals over the period 2009 to 2015, with the exception of 2015 amongst Professionals. Women employed in skilled occupations were more likely to work as Technicians compared to Managers and Professionals. The share of women employed as Technicians increased from 53,2% in 2009 to a high of 56,2% in 2014 and declined to 55,5% in 2015. However, in 2015, women accounted for 50,7% of those employed in Professional occupations. The largest gender gap in favour of men were observed amongst those who were employed as Managers throughout the period.

Figure 4.8: Employment by occupational categories and population group, 2009 and 2015

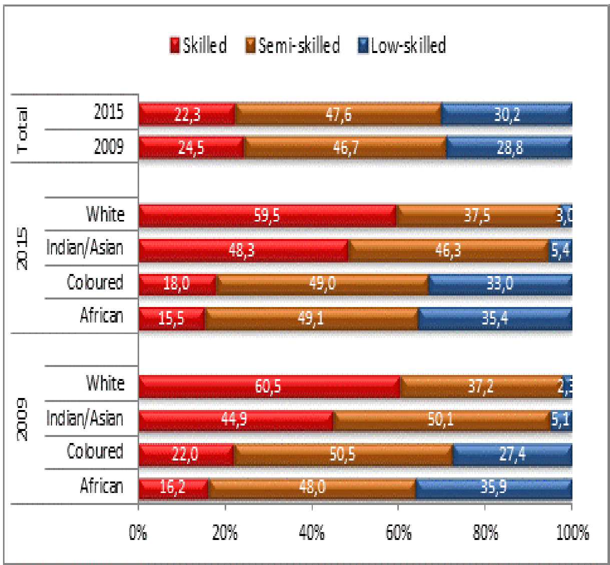


Figure 4.9: Employment by occupational categories and sex, 2009 and 2015

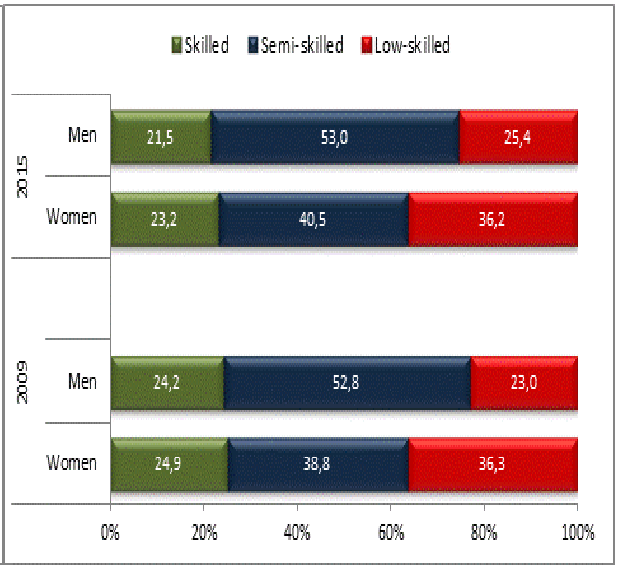


Figure 4.8 shows that the majority of workers were employed in semi-skilled occupations. In both 2009 and 2015, the white and Indian/Asian population groups were less likely to work in low-skilled occupations while black African and coloured population groups reflected the second largest share of workers in the same occupational category. In 2015, almost 60,0% of the employed among the white population group were employed in skilled occupations while the Indian/Asian population group accounted for 48,3%. Black Africans and coloured people employed in the skilled occupations were 15,5% and 18,0% respectively. Figure 4.9 reveals that in 2009 and 2015, a higher percentage of women were employed in skilled and low-skilled occupations relative to men. In contrast, more than 50% of employed men were working in semi-skilled occupations in both 2009 and 2015.

Hours of work

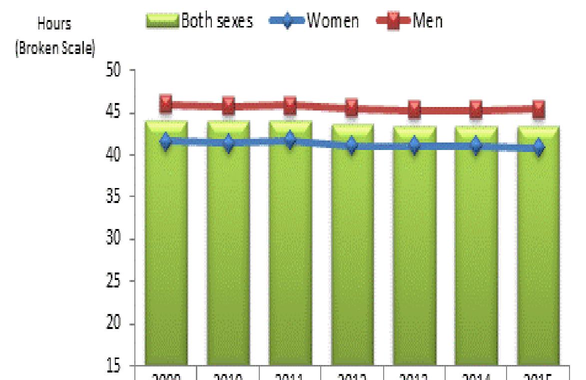
This section analyses the volume of hours and also the average weekly hours worked. The average weekly hours worked were analysed by sex, population group, industry, occupation, sector and province.

Table 4.7: Volume of hours and average weekly hours worked by sex, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
	Volume of hours worked (Thousand hours)						
Women	251 530	240 134	249 715	251 385	261 483	265 748	274 839
Men	362 437	352 681	360 326	365 587	370 874	377 705	396 888
Both sexes	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**671 727**

The volume of hours worked between 2009 and 2015 increased by 57,8 million hours. The largest increase in the volume of hours worked was among men (34,5 million hours) while for women it went up by 23,3 million hours between 2009 and 2015.

Figure 4.10: Average weekly hours worked by sex, 2009–2015



	2009	2010	2011	2012	2013	2014	2015
Both sexes	44	44	44	44	43	43	43
Women	42	41	42	41	41	41	41
Men	46	46	46	46	45	45	45

Figure 4.11: Average weekly hours worked by population group, 2009 and 2015

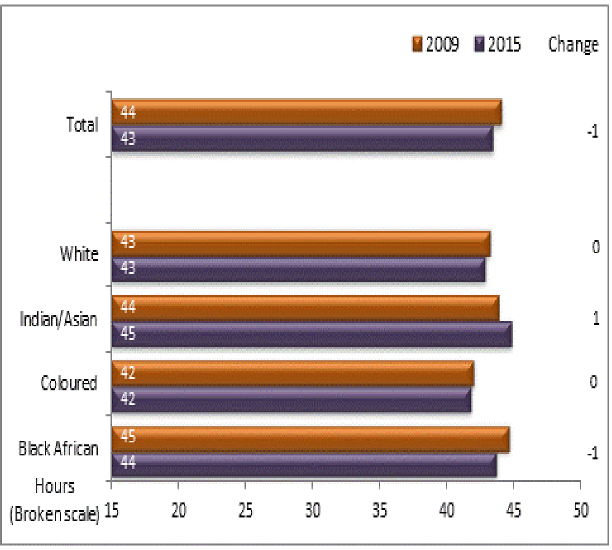


Figure 4.10 shows that over the period 2009–2015, men worked longer hours than women. Every year between 2009 and 2012, the weekly hours worked by men remained unchanged at 46 hours which declined to 45 hours in 2013 and did not change until 2015. On the other hand, weekly hours worked by women remained constant at 41 hours for four consecutive years since 2012. The highest number of hours worked by women on a weekly basis was 42 hours in 2009 and 2011. The hours of work recorded by the coloured population was the least hours of work compared to other population groups as reflected in Figure 4.11. Indians and black Africans worked longer hours compared to white and coloured workers.

Figure 4.12: Average weekly hours worked by industry, 2009 and 2015

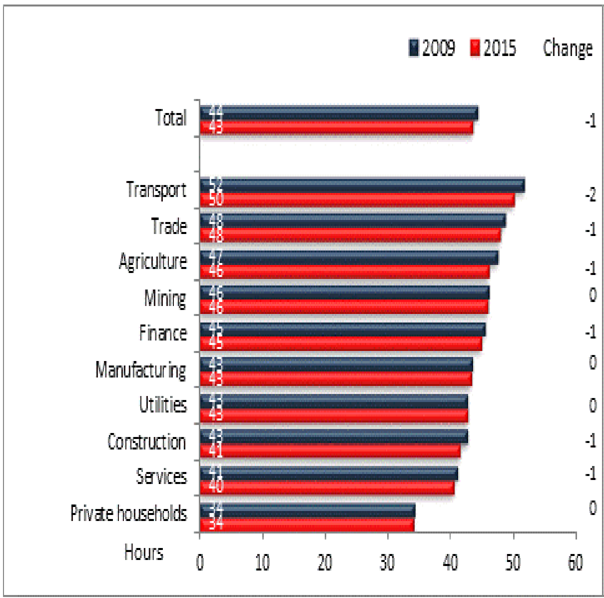
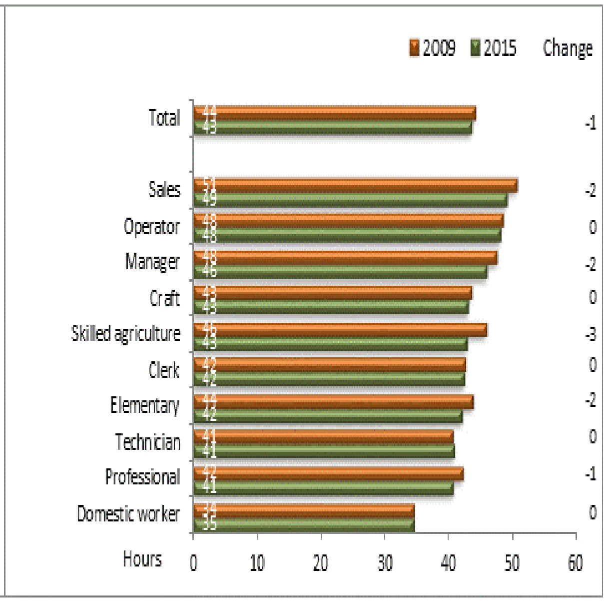
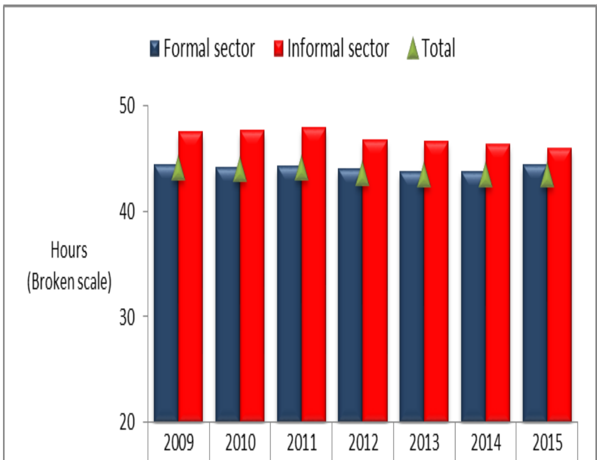


Figure 4.13: Average weekly hours worked by occupation, 2009 and 2015



Those employed in the Transport industry worked longer hours; in 2015 the average hours worked in this industry was 50 hours. In all other industries, except in Private households, the average hours worked in 2015 ranged from 40 hours for those employed in Community and social services to 48 hours for those employed in Trade industries. Those in Private households worked 34 hours on average in both 2009 and 2015. Between 2009 and 2015, the average hours per week worked remained unchanged in five of the ten occupations while for the remainder of the occupations the average weekly hours declined (Figure 4.13). The largest decline of three hours was observed among those who worked in Skilled Agricultural occupations. Persons employed in Sales and Operators occupations worked longer hours in a week compared to those in other occupations.

Figure 4.14: Average weekly hours worked by sector, 2009–2015



	2009	2010	2011	2012	2013	2014	2015
Formal sector	44	44	44	44	44	44	44
Informal sector	48	48	48	47	47	46	46
Total	44	44	44	44	43	43	43

Figure 4.15: Average weekly hours worked by province, 2009 and 2015

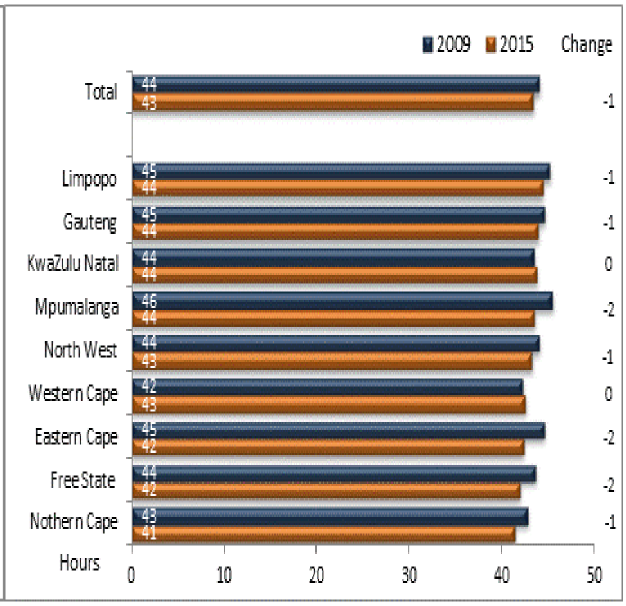


Figure 4.14 indicates that persons in the informal sector worked longer hours than those in the formal sector in all the years since 2009. Weekly hours worked by those in the formal sector remained constant at 44 hours over the period 2009 to 2015 while for those in the informal sector, the hours ranged from

46 hours to 48 hours. All provinces, except KwaZulu-Natal and Western Cape recorded a decline in average worked hours per week. Three out of nine provinces reflected a decline of 2 hours between 2009 and 2015 (Figure 4.15).

Time-related underemployment

Time-related underemployment is one of the many labour market indicators used to measure the economic well-being of a country. According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work additional hours.

Persons employed in market production activities are those aged 15–64 years who, during the reference week, even if it was for only one hour, did any of the following:

a) Worked for a wage, salary, commission or payment in kind (including paid domestic work);

b) Ran any kind of business, big or small, on their own or with one or more partners; and/or

c) Helped without being paid in a business run by another household member.

Persons helping unpaid in such businesses who were temporarily absent in the reference week are not considered as employed; so in the questionnaire they are routed eventually to questions on job search activities; their desire to work; and their availability to work – to determine whether they are unemployed or inactive (Statistics South Africa, 2008).

Table 4.8: Trends in underemployment

	Underemployed	Other employed	Total employed	% underemployed
		Thousands		
2009	669	13 525	14 194	4,7
2010	576	13 212	13 788	4,2
2011	540	13 530	14 070	3,8
2012	585	13 840	14 425	4,1
2013	615	14 251	14 866	4,1
2014	608	14 539	15 146	4,0
2015	705	15 036	15 741	4,5

The number of underemployed persons increased from 669 000 in 2009 to 705 000 in 2015. The lowest number of underemployed persons of 540 000 was recorded in 2011 which translated into an underemployment rate of 3,8%. The underemployment rate declined by 0,2 of a percentage point from 4,7% in 2009 to 4,5% in 2015 while between 2014 and 2015, the rate increased by 0,5 of a percentage point.

Figure 4.16: Underemployment by sex, race and province, 2009 and 2015

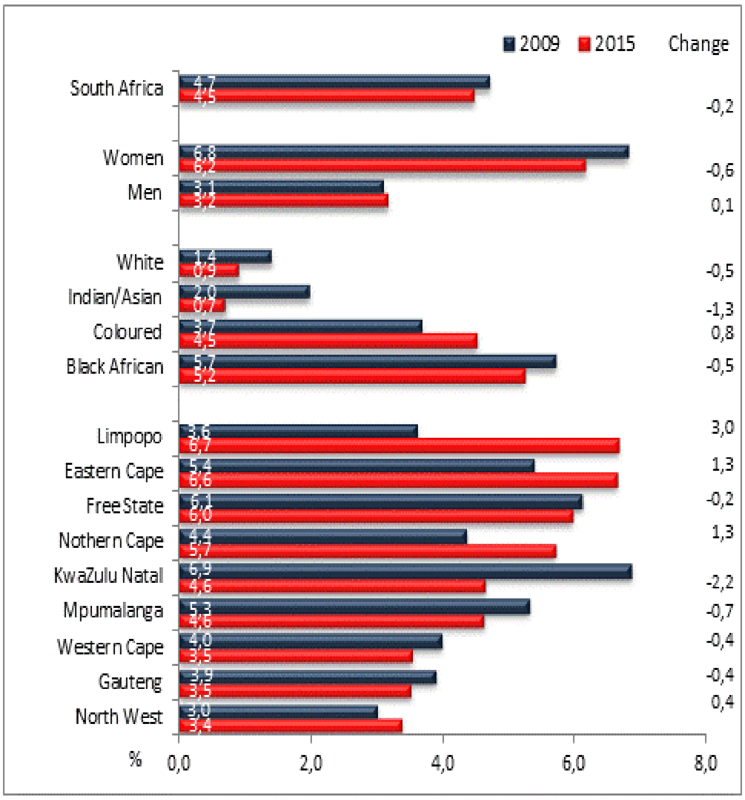


Figure 4.16 show that the underemployment rate was higher among women compared to men in both 2009 and 2015. In 2015, the rate for women was 3,0 percentage points higher than the male rate, down from a gender gap of 3,7 percentage points in 2009. In terms of population group, black Africans and coloured people recorded the highest rate of underemployment in both 2009 and 2015. A decline in the underemployment rate occurred in three of the four population groups, namely the black African, Indian/Asian and white population groups. However, the underemployment rate among the coloured population increased by 0,8 of a percentage point between 2009 and 2015. In 2015, the highest underemployment rate was recorded in Limpopo (6,7%) followed by Eastern Cape (6,6%) and Free State (6,0%) while the lowest rate was observed in North West (3,4%) and Gauteng (3,5%). Four out of nine provinces recorded increases in the underemployment rate between 2009 and 2015 with the largest increase in Limpopo (3,0 percentage points). The largest decline of 2,2 percentage points was observed in KwaZulu-Natal.

Figure 4.17: Underemployment by industry, 2009 and 2015

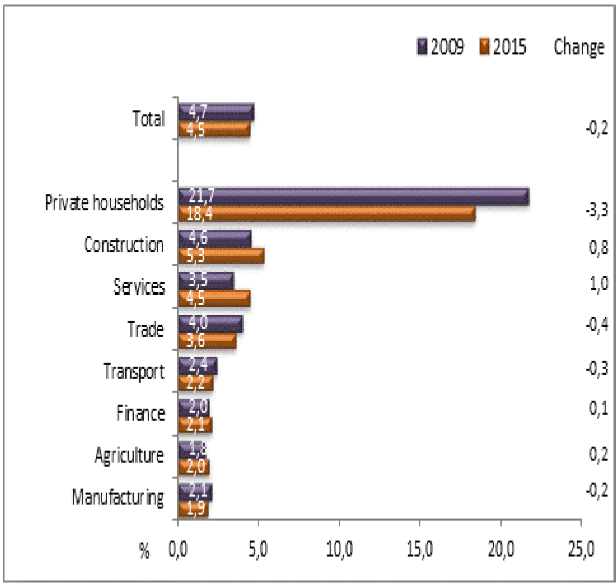
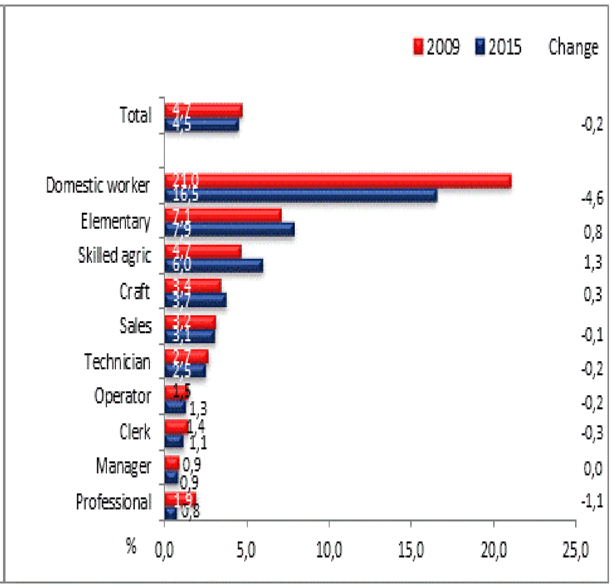


Figure 4.18: Underemployment by occupation, 2009 and 2015



The underemployment rate was highest for those employed in Private households (21,7% in 2009 and 18,4% in 2015); and this group also recorded the largest decline in underemployment over the period (3,3 percentage points). The 2015 results show that the rate for other industries ranged from 1,9% in Manufacturing to 5,3% in Construction while in 2009, the rate ranged from 1,8% in Agriculture to 4,6% in Construction. In relation to occupation, domestic workers were also more likely to be underemployed. Out of ten occupation categories, the underemployment rate increased among those employed as Skilled agriculture workers (1,3 percentage points), Elementary workers (0,8 of a percentage point) and Craft and related tradeworkers (0,3 of a percentage point). The rate for Managers remained unchanged at 0,9%.

Summary and conclusion

- Community and social services and Trade industries were the main contributors to employment in all provinces.
- The shares of employment in the primary industries in Gauteng was lowest at 1,8% in 2009 which increased to 2,6% in 2015.
- Over the period 2009 to 2015, men accounted for the largest share of employment in occupations such as Managers and Professionals. On the other hand, women employed in skilled occupations were more likely to work as Technicians compared to Managers and Professionals.
- People working in Transport industry worked longer hours of about 50 hours or more per week on average.
- The female underemployment rate was higher compared to men in both 2009 and 2015. In 2009, the rate for women was more than double the rate for men.

4.2 The formal and informal sector in South Africa

Key labour market concepts

Informal sector: The informal sector has the following two components:

- Employees working in establishments that employ fewer than five employees, who do not deduct income tax from their salaries/wages; and
- Employers, own-account workers and persons helping unpaid in their household business

Background

The relative small contribution of the informal sector to employment in South Africa has often been highlighted in the context of very high unemployment levels. However the informal sector is an important survival mechanism for the unemployed. The Survey of Employed and the Self Employed (SESE, 2013) finds that 70% of the people who start an informal business do so because they are unemployed and have no alternative source of income.

While in general the informal sector in South Africa is small and survivalist in nature, it serves as an important avenue for entry into employment for those who would otherwise be unemployed. It is important for policy makers to determine the factors which hinder the transition from unemployment to the informal sector as well as the movement from the informal to the formal sector. While trade industries dominate the informal sector employment, there is a wide variety of activities conducted in the sector, ranging from educare, traditional healers, and hair salons (Charman and Petersen).[3]

The Stats SA publication entitled “National and provincial labour market: The Informal sector, Q2: 2008–Q2: 2014” finds provincial variations in the contribution to employment by the sector; in provinces such as Limpopo, Mpumalanga, KwaZulu-Natal and Eastern Cape this sector contributed between 20% and 27% of employment, but only 9,5% in the Western Cape. Levels of education in the informal sector are lower compared to the formal sector and as such the number of people employed in skilled occupations in the informal sector is lower. Underemployment is also more prevalent in the informal sector, while access to benefits such as paid leave, medical aid and pension contributions by the employer is substantially lower relative to the formal sector.

Introduction

In this section of Chapter 4, demographic characteristics (sex, population group and education level) of the informal and formal sector are analysed. Industry and occupational profiles of both sectors are investigated while provincial variations are also highlighted. The analysis is based on QLFS annual data for the period 2009–2015.

[3] ‘Informal micro-enterprises in a township context, a spatial analysis of business dynamics in 5 Cape Town localities’ A. Charman & L. Petersen, REDI 3x3 Working Paper nr 5, November 2015.

Table 4.9: Employment by sector, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
Formal	9 967	9 627	9 942	10 222	10 524	10 822	10 935
Informal	2 221	2 259	2 270	2 275	2 366	2 393	2 637
Other*	2 006	1 903	1 858	1 928	1 976	1 931	2 168
Total	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
				Percent shares			
Formal	70,2	69,8	70,7	70,9	70,8	71,5	69,5
Informal	15,6	16,4	16,1	15,8	15,9	15,8	16,8
Other*	14,1	13,8	13,2	13,4	13,3	12,8	13,8
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
				Annual changes (Thousand)			
Formal		-340	316	280	302	298	113
Informal		38	11	5	91	27	245
Other*		-103	-45	70	48	-44	237
Total		**-406**	**282**	**355**	**441**	**281**	**594**

Note: 'Other' comprises Agriculture and Private households.

Over the period 2009 to 2015, the share of informal sector employment increased from 15,6% to 16,8%, while the formal sector's share of total employment declined (from 70,2% to 69,5%). Between 2014 and 2015 employment in the informal sector increased by 245 000 jobs, while formal sector employment expanded by 113 000 jobs, this resulted in the share of formal sector employment declining to 69,5% in 2015 from 71,5% in 2014, while the informal sector's share of employment increased from 15,8% to 16,8%.

Figure 4.19: Formal sector share of employment by sex, 2009–2015

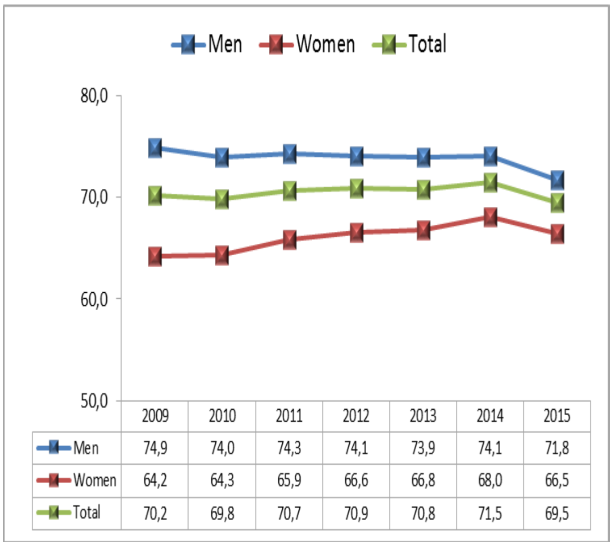
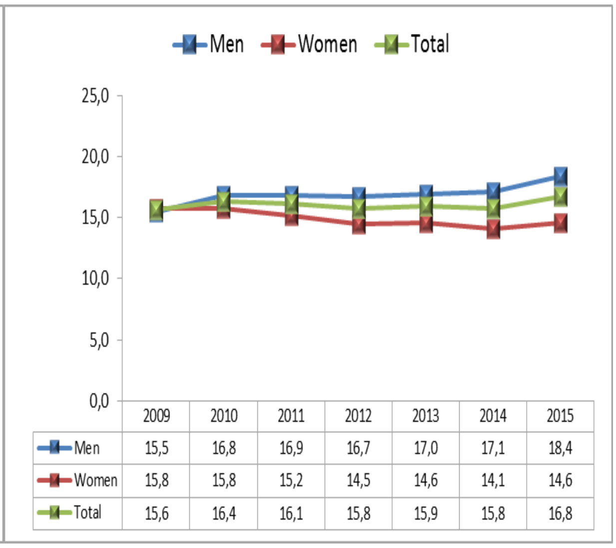


Figure 4.20: Informal sector share of employment by sex, 2009–2015



Over the period 2009–2015, the formal sector accounted for a larger share of employment amongst men relative to women. However, over the period, the female formal sector share increased from 64,2% in 2009 to 66,5% in 2015 while amongst men the share declined from 74,9% to 71,8%. A higher proportion of men were employed in the informal sector compared to women across all years with the exception of 2009. Between 2009 and 2015, the male informal sector share increased (from 15,5% to 18,4%) while that of women declined (from 15,8% to 14,6%).

Figure 4.21: Employment by sector and population group, 2009 and 2015

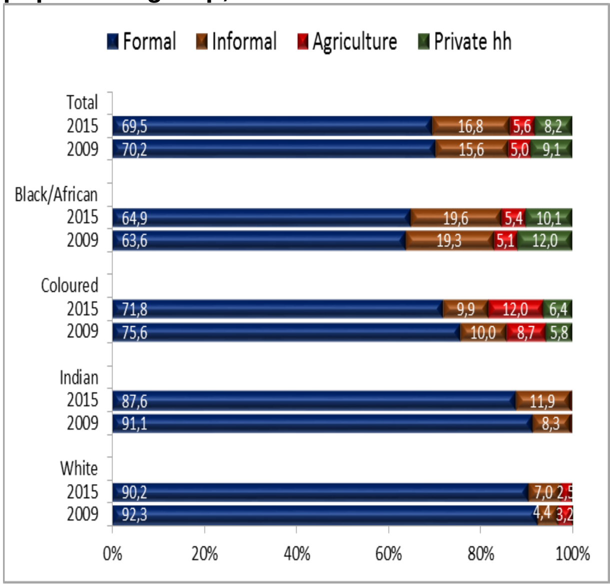
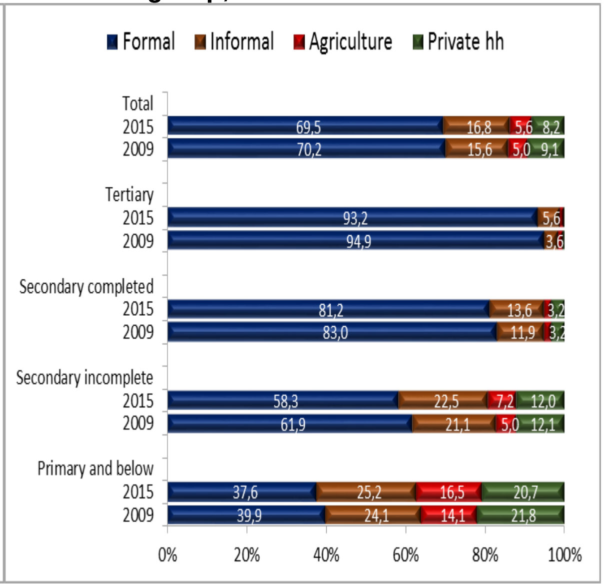


Figure 4.22: Employment by sector and education group, 2009 and 2015



Due to small contributions in certain population groups and education levels, Agriculture and Private hh contributions to employment may not reflect in the above graphs.

In both 2009 and 2015, employment amongst all population groups was dominated by the formal sector (Figure 4.21). However while the sector accounts for more than 90,0% of employment amongst the white population group, in 2015 the sector accounted for only 64,9% of employment amongst black Africans. Amongst black Africans, the share of the informal sector in total employment increased from 19,3% in 2009 to 19,6% in 2015, accounting for the highest share of this sector amongst all population groups; followed by employment in private households, which accounted for around 10% of total employment. The highest proportion of individuals employed in the agriculture sector was from the coloured population, and this proportion was higher relative to other population groups – accounting for 12,0% in 2015 – and less than 5,5% amongst other population groups.

Figure 4.22 highlights that amongst all educational categories attained by the employed, the proportion of those employed in the formal sector was highest, although even within educational attainment there were significant variations. This is evident from the fact that in 2015, amongst the employed, individuals with tertiary qualifications accounted for 93,2% of total employment in the formal sector, while amongst those with a primary or below primary education attainment were significantly low, accounting for only 37,6% of formal sector employment. The situation seemed to improve as the level of educational attainment increased; those with some secondary education accounted for the second highest proportion of persons employed in the formal sector (81,2%). Amongst the employed those with an incomplete secondary education and primary and below primary levels of education, were found to be employed in the informal sector, accounting for more than 20,0% of total employment

Figure 4.23: Formal sector employment share by province, 2009 and 2015

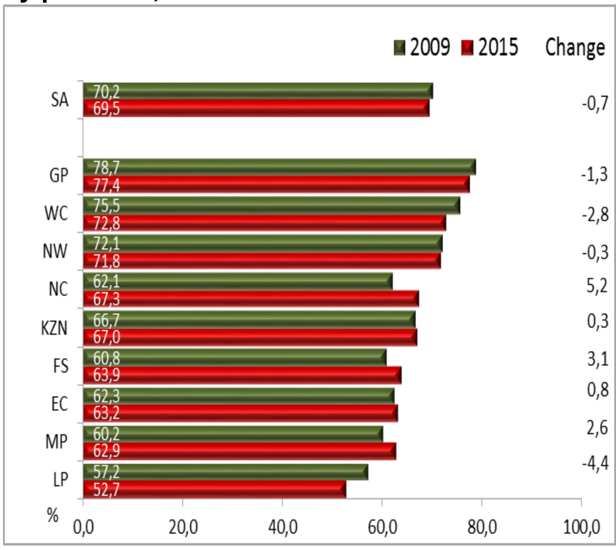
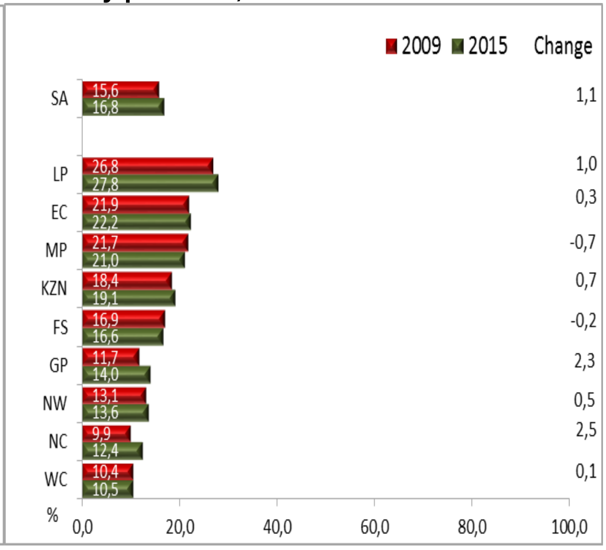


Figure 4.24: Informal sector employment share by province, 2009 and 2015



Between 2009 and 2015, the formal sector share of total employment nationally declined marginally by 0,7 of a percentage point to 69,5% (Figure 4.23). This was mainly due to the decline in four of the nine provinces, most notably in Limpopo (4,4 percentage points) and Western Cape (2,8 percentage points). The largest increases in the formal sector share in employment over the period was in the Northern Cape (5,2 percentage points) and Free State (3,1 percentage points). Figure 4.24 highlights that Limpopo accounted for the highest provincial employment share in the informal sector at 27,8%; while the lowest informal sector share was in Western Cape at 10,5%. Over the period 2009 to 2015 the informal sector's share in employment declined slightly in two provinces, namely Mpumalanga (0,7 of a percentage point) and Free State (0,2 of a percentage point).

Figure 4.25: Formal sector employment share by industry, 2009 and 2015

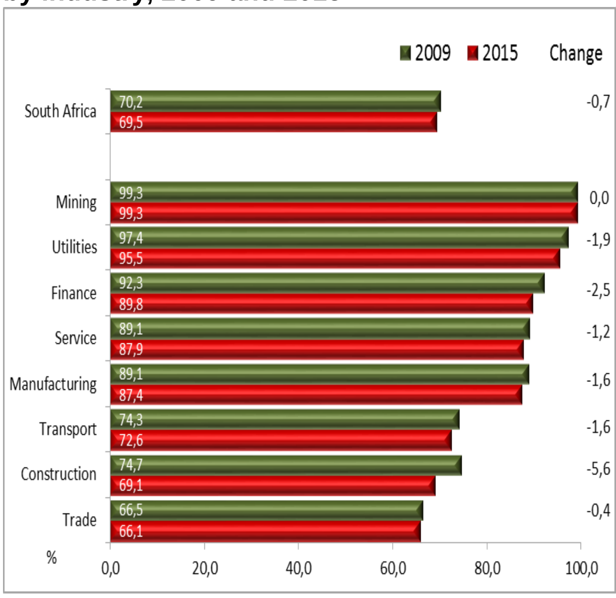


Figure 4.26: Informal sector employment share by industry, 2009 and 2015

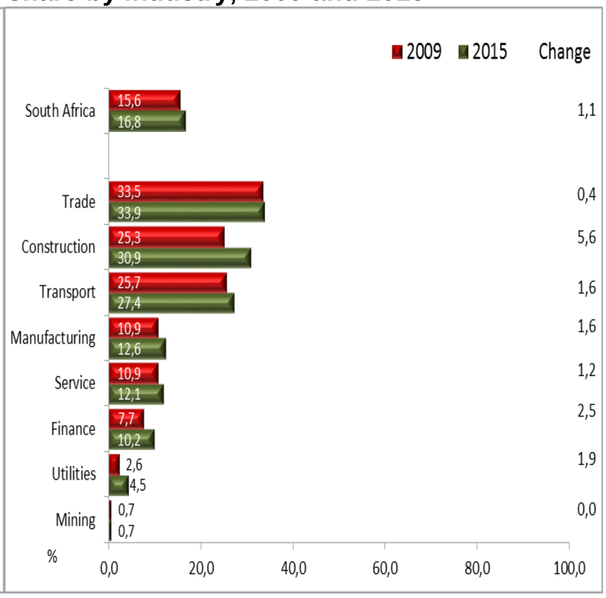


Figure 4.25 depicts that the formal sector dominates employment across all industries, however there are variations in the contribution by industry. In 2015 the share of the formal sector in total employment ranged from a low of 66,1% in Trade industries to a high of 99,3% in Mining. Notwithstanding this, however there was generally a decline in total formal sector employment across all industries between 2009 and 2015, the largest of which was in Construction (5,6 percentage points).

The declines experienced in the formal sector industry employment were offset by increases in employment in the informal sector industries. The results in Figure 4.26 highlight that over the period, and across all industries, the informal sector's share of total employment increased, with Construction reflecting the largest increase. Informal sector shares in excess of 20,0% were observed in Trade, Construction and Transport.

Figure 4.27: Formal sector employment by occupation, 2009 and 2015

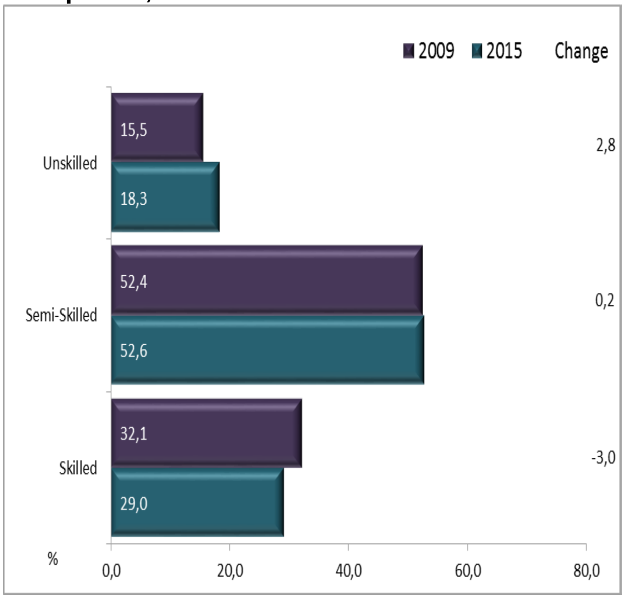
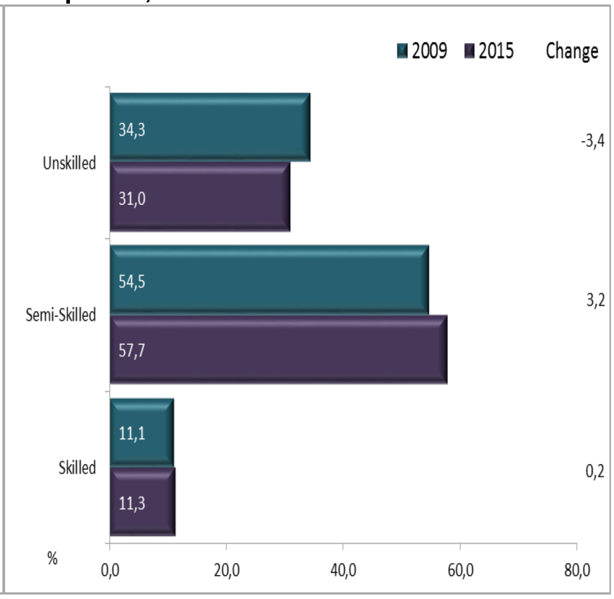


Figure 4.28: Informal sector employment by occupation, 2009 and 2015



Skilled and Semi-skilled occupations dominate employment in the formal sector (Figure 4.27). Between 2009 and 2015, the share of skilled occupations in the formal sector declined from 32,1% to 29,0%, while the share of unskilled occupations increased by 2,8 percentage points to 18,3% in 2015. Figure 4.28 shows that in 2015 semi-skilled occupations accounted for 57,7% of informal sector employment, up from 54,5% in 2009. In addition the share of unskilled occupation employed in the sector declined from 34,3% in 2009 to 31,0% in 2015.

Summary and conclusion

- The formal sector accounted for 69,5% of total employment in 2015, down from 70,2% in 2009, while the informal sector's share in employment increased from 15,6% to 16,8% over the same period.
- Men's employment share has been higher than that of women in both the formal and informal sector since 2010.
- Amongst black Africans the informal sector accounted for close to 20,0% of total employment.
- Amongst the employed with incomplete secondary education and primary and below primary levels of education, the informal sector accounted for more than 20,0% of employment.
- Informal sector employment is high in provinces such as Limpopo and the Eastern Cape while in the Western Cape and Gauteng the share of formal sector employment was the highest.

4.3 Monthly earnings in South Africa

Key labour market concepts

Distributions:

Top 5 percentage (or 10% or 25%): The earnings level at which 5% (or 10% or 25%) of all of the records have higher earnings.

Bottom 5 percentage (or 10% or 25%): The earnings level at which 5% (or 10% or 25%) of all the records have lower earnings.

Median: when the QLFS records are arranged from the one with the lowest earnings to the one with the highest, the median is the record where half the records have lower earnings than the median and half the records have higher earnings.

Distinguishing between earnings and incomes:

What the QLFS measures are the gross earnings of employees and the net earnings of employers and own-account workers. It is essential to distinguish this concept of earnings from the concept of income.

- Income is inclusive; it covers all sources of household revenue and includes not only earnings but also grants, other sources of revenue from government such as UIF, as well as investment income.
- Income is generally measured at household level (household income) while earnings are usually measured for individual employed persons, as is the case here.

The degree of inequality observed in earnings distributions is almost certain to be less than the degree of inequality observed in income distributions. There are two reasons for this:

- The entire population aged 15 years and over is included in the income statistics, not just the employed population. The not employed portion of the population (about 60% of the population) will generally have much lower incomes because they have no earnings.
- People at the high end of the earnings distribution are more likely to also have investment income.

It is appropriate to compare the degree of inequality between income and earnings distributions if the objective is to measure that difference. However, it is inappropriate to judge the validity of income data or earnings data by comparing the two.

Background

Stats SA added earnings questions to the QLFS questionnaire from the third quarter of 2009. This was done with the aim of producing relative earnings data and earnings distributions. Earnings are assessed using the median monthly income of employed people in both the formal and the informal sectors. Medians are used for two main reasons – they are widely used measures that best describe the distribution of earnings, as they are more stable over time. The ILO “Global Wage Report” highlighted that some emerging and developing economies concentrate more on wages as a key component of overall strategies to reduce poverty and inequality. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than three times the earnings of black Africans.

Introduction

This section of the chapter focuses on the median monthly earnings of employees. The first part analyses the median monthly earnings by employment status while the remainder of the section presents the earnings by demographic variables such as sex, population group, age, as well as industry, occupation and province.

Table 4.10: Median monthly earnings by status in employment, 2010–2015

	2010	2011	2012	2013	2014	2015	Change 2010-2015
	Rand						
Employees	2 900	3 000	3 115	3 033	3 033	3 100	200
Employer	7 916	9 100	7 583	6 066	6 500	7 000	-916
Own-account worker	2 000	2 166	2 166	2 166	2 500	2 816	816
Total	**3 000**	**3 033**	**3 100**	**3 033**	**3 120**	**3 200**	**200**

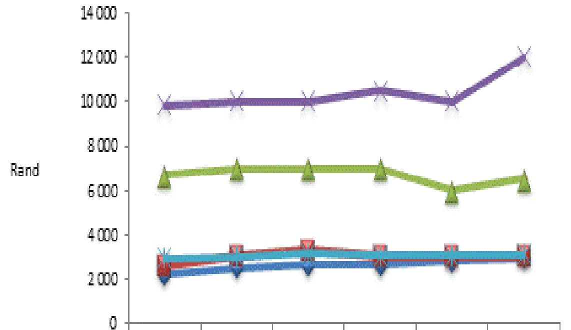
Between 2010 and 2015, total median monthly earnings increased by R200. Over the same period, an increase in the median monthly earnings was observed among own-account workers (R816) and employees (R200) while for employers earnings declined (R916). The highest monthly median earnings for own-account workers was observed in 2015 at R2 816 while for the employees, it was in 2012 at R3 115. Employers recorded the highest earnings of R9 100 in 2011 which declined by R2 100 between 2011 and 2015.

Table 4.11 Median monthly earnings of employees by sex, 2010 and 2015

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top25%	Top10%	Top5%
		Rand						
Men	6 545	780	1 083	1 733	3 200	7 000	14 000	20 000
Women	5 094	500	700	1 200	2 400	6 500	12 000	15 000
Both sexes 2010	**11 638**	**600**	**866**	**1 500**	**2 900**	**6 900**	**12 885**	**17 106**
Men	6 473	500	900	2 000	3 500	8 210	20 000	30 000
Women	5 386	500	700	1 500	2 700	7 000	16 100	22 000
Both sexes 2015	**11 860**	**500**	**800**	**1 700**	**3 100**	**8 000**	**18 000**	**26 000**

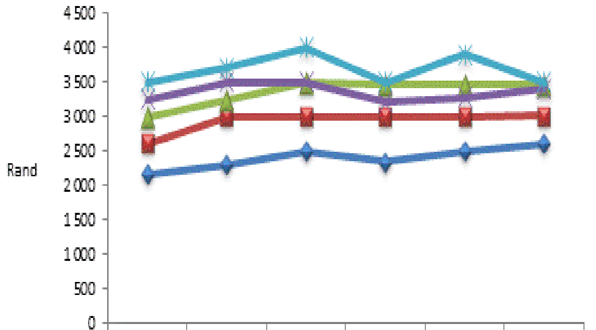
The median monthly earnings for women increased by R300 between 2010 and 2015, and this contributed to the increase of R200 for all employees. However, men earned more than women in both 2010 and 2015. Male median monthly earnings increased by R300 from R3 200 in 2010 to R3 500 in 2015. In 2010, the top 5% earned almost 30 times the earnings of the bottom 5% employees, and by 2015, this had increased to 52 times. The gender gap of R5 000 amongst the top 5% earners was observed in 2010 while the gap increased to R8 000 in 2015. Both men and women falling in the bottom 5% earned the same amount of R500 in 2015. However, between 2010 and 2015, the female median monthly earnings of the bottom 5% remained unchanged at R500, while among men earnings declined by R280.

Figure 4.29: Median monthly earnings by population group, 2010–2015



	2010	2011	2012	2013	2014	2015
Black African	2 200	2 491	2 600	2 600	2 800	2 900
Coloured	2 600	3 000	3 250	3 000	3 033	3 000
Indian/Asian	6 700	7 000	7 000	7 000	6 000	6 500
White	9 850	10 000	10 006	10 500	10 000	12 000
Total	2 900	3 000	3 115	3 033	3 033	3 100

Figure 4.30: Median monthly earnings by age, 2010–2015



	2010	2011	2012	2013	2014	2015
15-24yrs	2 166	2 300	2 500	2 340	2 500	2 600
25-34yrs	2 600	3 000	3 000	3 000	3 000	3 006
35-44yrs	3 000	3 250	3 500	3 466	3 466	3 466
45-54yrs	3 250	3 500	3 500	3 204	3 271	3 400
55-64yrs	3 500	3 700	4 000	3 500	3 900	3 500

Figure 4.29 shows that the median monthly earnings for all population groups increased over the period 2010 to 2015, except for the Indian/Asian population group for whom earnings decreased by R200. However, the median monthly earnings for the Indian/Asian population group was the second highest after the white population in all the years under consideration. The earnings for whites ranged from R9 850 in 2010 to R12 000 in 2015 while for black Africans, median monthly earnings ranged from a low of R2 200 in 2010 to R2 900 in 2015. In 2015, the median monthly earnings for the white population was four times that of the coloured population and more than four times those of black Africans. The median monthly earnings were higher for the employees aged 55–64 in all years and lowest amongst young people aged 15–24 years as highlighted in Figure 4.30. However, the median monthly earnings for those aged 55-64 years remained unchanged at R3 500 between 2010 and 2015.

Table 4.12: Median monthly earnings of employees by age and gender, 2010–2015

	2010	2011	2012	2013	2014	2015	Change 2010-2015
	Rand						
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**200**
15-24yrs	2 166	2 300	2 500	2 340	2 500	2 600	434
25-34yrs	2 600	3 000	3 000	3 000	3 000	3 006	406
35-44yrs	3 000	3 250	3 500	3 466	3 466	3 466	466
45-54yrs	3 250	3 500	3 500	3 204	3 271	3 400	150
55-64yrs	3 500	3 700	4 000	3 500	3 900	3 500	0
Women	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**300**
15-24yrs	2 100	2 400	2 500	2 400	2 500	2 500	400
25-34yrs	2 383	2 500	2 600	2 760	2 800	2 863	480
35-44yrs	2 400	2 500	2 800	2 500	2 700	2 800	400
45-54yrs	2 500	2 500	2 500	2 400	2 500	2 500	0
55-64yrs	2 600	2 900	3 100	2 500	2 850	2 600	0
Men	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**300**
15-24yrs	2 166	2 200	2 470	2 300	2 500	2 600	434
25-34yrs	2 950	3 033	3 250	3 250	3 250	3 250	300
35-44yrs	3 500	3 640	4 000	4 000	4 000	4 000	500
45-54yrs	4 000	4 333	4 500	4 342	4 333	4 300	300
55-64yrs	4 000	4 333	5 000	4 700	4 800	4 500	500

Table 4.12 shows the median monthly earnings of employees by age and gender for the period 2010 to 2015. Male median monthly earnings have generally been higher than those of their female counterparts, except among the youngest age cohort (15–24 years) in 2011, 2012 and 2013. In 2015, the highest median monthly earnings were amongst women aged 25–34 years at R2 863 while men in the oldest age group (55–64 years) earned more than others (R4 500). Between 2010 and 2015, amongst all age categories for both men and women median monthly earnings increased except for women aged 45–54 years and 55–64 years where for these age groups their earnings remained unchanged.

Figure 4.31:Median monthly earnings of employees by industry, 2010–2015

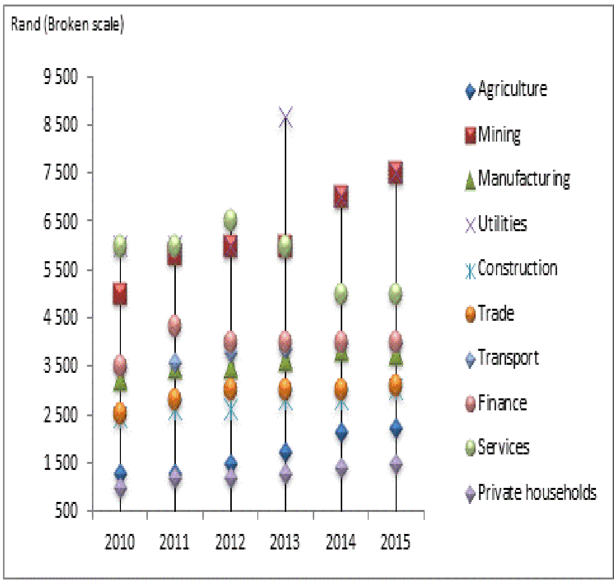


Table 4.13: Median monthly earnings of employees by industry, 2010–2015

	2010	2011	2012	2013	2014	2015
	Rand					
Agriculture	1 295	1 300	1 495	1 733	2 153	2 231
Mining	5 000	5 800	6 000	6 000	7 000	7 500
Manufacturing	3 250	3 500	3 500	3 672	3 900	3 800
Utilities	6 000	6 000	6 000	8 666	7 000	7 500
Construction	2 437	2 600	2 600	2 800	2 816	3 000
Trade	2 505	2 800	3 000	3 000	3 033	3 100
Transport	3 500	3 600	3 800	3 900	4 000	4 000
Finance	3 501	4 333	4 000	4 000	4 000	4 000
Services	6 000	6 000	6 500	6 000	5 000	5 000
Private households	1 000	1 200	1 200	1 300	1 400	1 500
Total	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**

The monthly median earnings of employees in Utilities remained unchanged at R6 000 over three consecutive years since 2010 and increased to the highest level of R8 666 in 2013 (Table 4.13). Employees in Utilities and Mining earned equal amounts of R7 000 in 2014 which increased by R500 to R7 500 in 2015; in 2014 and 2015, median monthly earnings in these two industries were the highest compared to that of other industries. The lowest median monthly earnings were observed in Private households and Agriculture. Over the period 2011 to 2015, employees in Agriculture earned more than R2 000 only in 2014 and 2015 while the highest median monthly earnings for those in Private households was R1 500 in 2015. Between 2010 and 2015 employee earnings increased across all industries, with the exception of Community and Social services, with the largest increase of R2 500 for employees in Mining followed by Utilities (R1 500). The lowest increase of R499 was observed among those who were employed in Finance.

Figure 4.32: Median monthly earnings of employees by occupation, 2010 and 2015

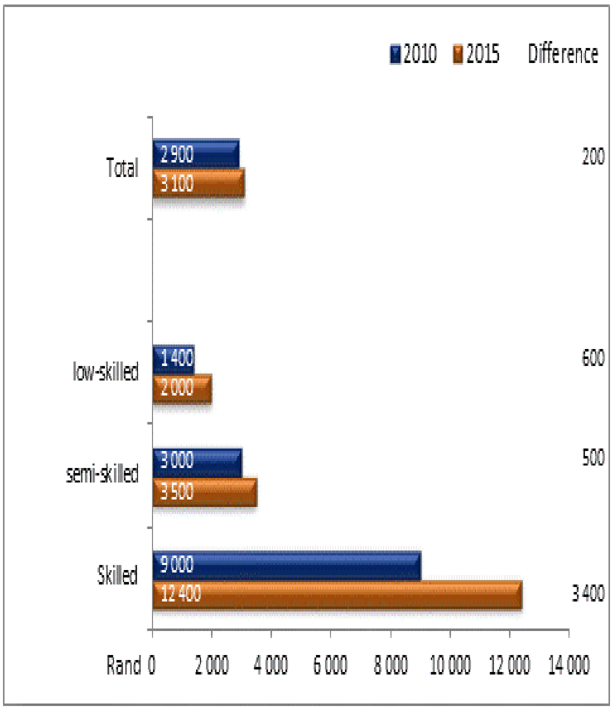


Table 4.14: Median monthly earnings of employees by occupation, 2010–2015

	2010	2011	2012	2013	2014	2015
	Rand					
Manager	11 000	13 000	12 800	14 083	16 000	17 000
Professional	10 600	13 000	13 000	15 000	15 000	18 000
Technician	7 900	8 000	8 000	8 400	6 000	6 000
Total skilled	**9 000**	**10 000**	**10 200**	**11 478**	**11 000**	**12 400**
Clerk	4 500	4 800	5 000	4 700	4 800	4 500
Sales	2 500	2 600	2 800	2 860	3 000	3 080
Skilled Agric.	1 950	1 200	1 500	1 920	2 200	1 950
Craft	3 000	3 033	3 466	3 300	3 466	3 500
Operator	3 000	3 000	3 100	3 466	3 500	3 500
Total semi-skilled	**3 000**	**3 200**	**3 466**	**3 466**	**3 500**	**3 500**
Elementary	1 516	1 600	1 750	1 900	2 100	2 200
Domestic worker	1 000	1 200	1 200	1 300	1 400	1 500
Total low-skilled	**1 400**	**1 500**	**1 516**	**1 700**	**1 841**	**2 000**
All occupations	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**

Figure 4.32 highlights that in both 2010 and 2015 the highest earnings were amongst skilled occupations. In 2015, the median monthly earnings of the skilled employees was R12 400 compared to R3 500 and R2 000 earned by the semi-skilled and the low-skilled employees respectively. Between 2010 and 2015, the median monthly earnings for skilled employees increased by R3 400 while for the semi-skilled and low-skilled it increased by R500 and R600 respectively. Table 4.14 highlights that over the period 2010 to 2015, within the skilled occupational category, median monthly earnings increased for Managers and Professionals but declined amongst Technicians. Both Managers and Professionals earned above R10 000 over the period 2010 to 2015 while for Technicians, the median monthly earnings ranged from R6 000 to R8 400. All the occupations within semi-skilled occupational category reflected an increase over the same period with the exception of Clerks and Skilled Agricultural employees.

Table 4.15 Median monthly earnings of employees by province, 2010–2015

	2010	**2011**	**2012**	**2013**	**2014**	**2015**	**Change 2010-2015**
	Rand						
South Africa	2 900	3 000	3 115	3 033	3 033	3 100	200
Western Cape	3 000	3 300	3 466	3 250	3 423	3 250	250
Eastern Cape	2 200	2 500	2 500	2 200	2 500	2 418	218
Northern Cape	2 058	2 166	2 000	2 058	2 200	2 383	325
Free State	2 000	2 100	2 166	2 400	2 500	2 500	500
KwaZulu-Natal	2 500	2 600	2 800	2 600	2 500	2 500	0
North West	3 000	3 250	3 500	3 380	3 000	3 000	0
Gauteng	3 500	3 960	4 000	4 300	4 333	4 500	1 000
Mpumalanga	2 800	2 400	2 505	2 700	3 000	3 000	200
Limpopo	1 800	1 800	2 000	2 000	2 166	2 300	500

Table 4.15 shows that median monthly earnings increased in all provinces except in KwaZulu-Natal and North West which remained unchanged over the period 2010 to 2015. The largest increase of R1 000 was observed in Gauteng, followed by Limpopo and Free State which recorded a rise of R500 each.

Employees in Gauteng earned more than those in other provinces. In 2015, the median monthly earnings were highest in Gauteng (R4 500) followed by Western Cape (R3 250), followed by North West and Mpumalanga with R3 000 each. Gauteng was the only province which recorded median monthly earnings of R4 000 or more between 2012 and 2015.

Summary and conclusion

- The median monthly earnings for both men and women increased by R300 between 2010 and 2015.
- The gender gap of R5 000 amongst the top 5% earners was observed in 2010 while the gap increased to R8 000 in 2015.
- The highest monthly median earnings for the own-account workers were observed in 2015 at R2 816 while for the employees, it was in 2012 at R3 115.
- Median monthly earnings of the white population group have been consistently higher than those of other population groups. The earnings for whites ranged from R9 850 in 2010 to R12 000 in 2015.
- In 2015, amongst women those aged 25–34 years recorded the highest median monthly earnings of R2 863 while men in the oldest age group (55–64 years) earned more than in other age categories.

4.4 Decent work

Key labour market concepts

According to the International Labour Organization (ILO), **decent work** involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

A 40–45 hour week is considered as the normal hours worked in a full-time job. Excessive hours are considered as a week in which more than 48 hours are worked, which equates to a 6-day working week of 8 hours per week.

Introduction

This section analyses the components of decent work which aims to measure whether different groups in the labour market have equal opportunities in employment and income, safety and security in the workplace, social protection, rights of association (union membership) and social dialogue.

Standards and rights at work

This section analyses the basic standards and rights of employees at the workplace. Key indicators that were used to measure these are paid sick leave, maternity/paternity leave, hours of work and trade union membership. These indicators were reported by sex of the employees.

Figure 4.33: Entitlement of employees to paid sick leave, 2011 and 2015

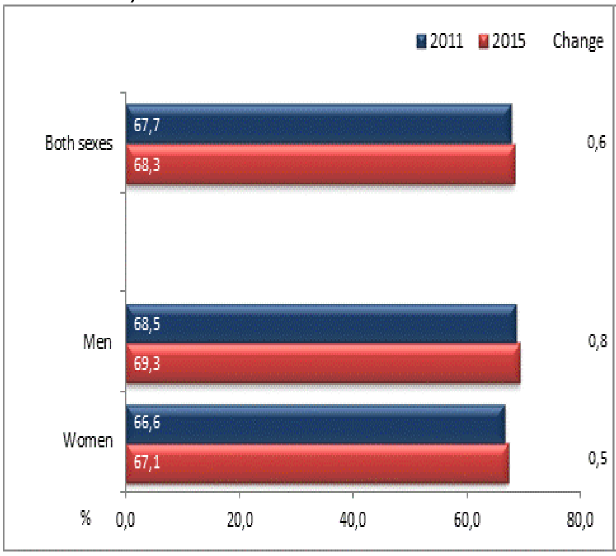
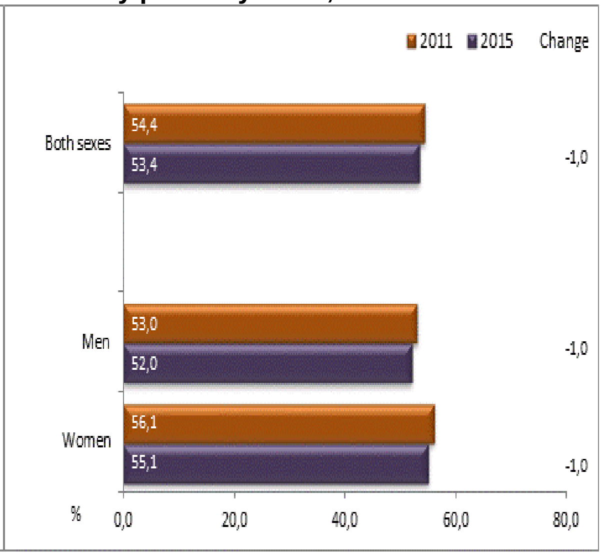


Figure 4.34: Entitlement of employees to maternity/paternity leave, 2011 and 2015



Between 2011 and 2015, the proportion of employees who were entitled to paid sick leave increased by 0,6 of a percentage point to 68,3%. A higher proportion of employees who were entitled to paid sick leave was observed among men as compared to women. The gender gap for this kind of leave was 1,9 percentage points in 2011 and 2,2 percentage points in 2015. On the other hand, Figure 4.34 shows that more women than men were entitled to maternity/paternity leave in both 2011 and 2015. Both men and women experienced a decline of 1,0 percentage point in terms of employees entitled to maternity/paternity leave.

Figure 4.35: Excessive hours worked (workers working more than 48 hours per week), 2011 and 2015

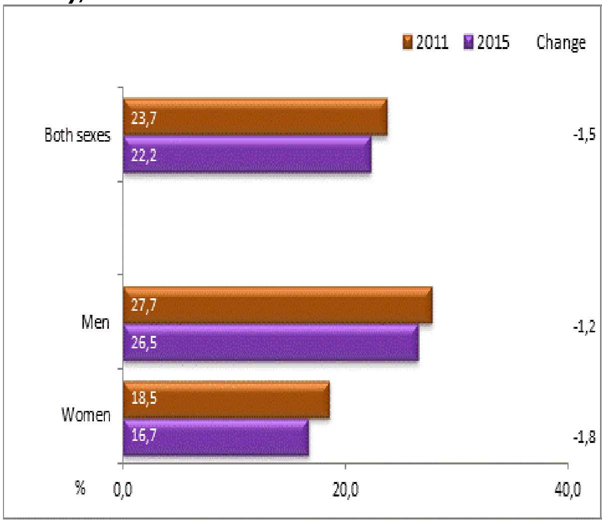
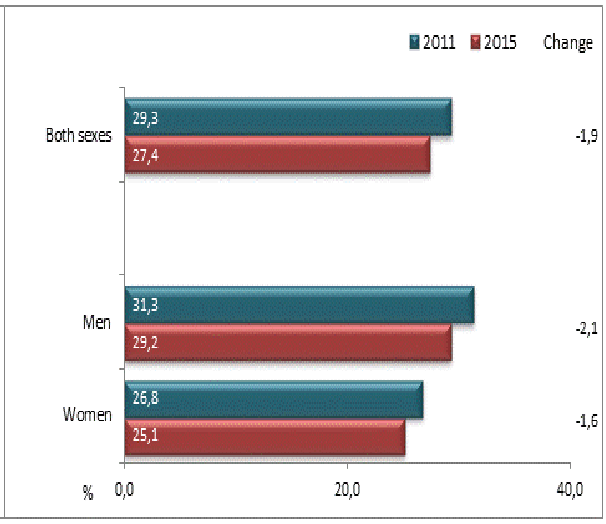
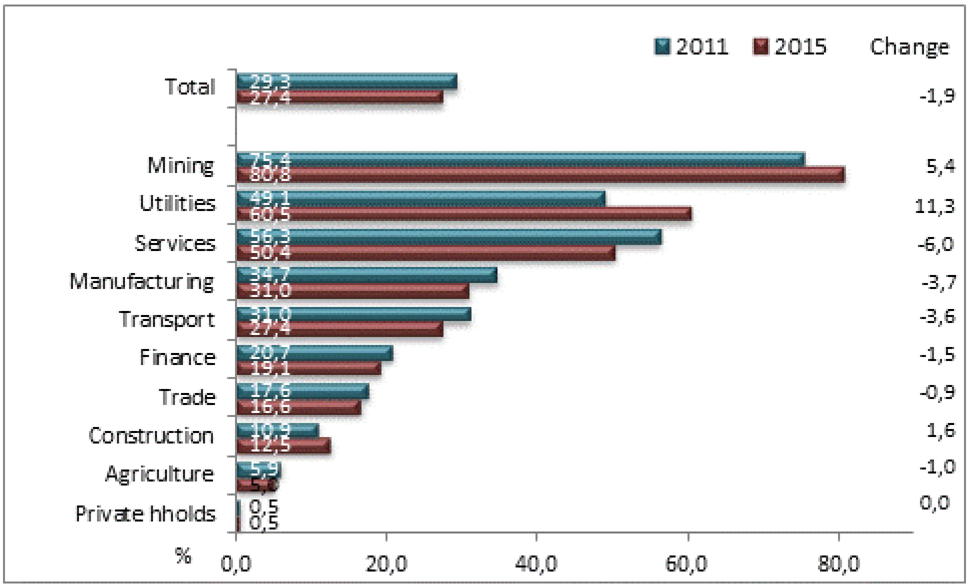


Figure 4.36: Proportion of employees who are members of a trade union, 2011 and 2015



The results in Figure 4.35 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 1,5 percentage points between 2011 and 2015. Higher proportions of male employees worked excessive hours compared to female employees. However, both men and women experienced a decline in the proportions of employees who worked excessive hours between 2011 and 2015. Male employees were more likely to be members of a trade union relative to their female counterparts. However, the proportion of employees who were members of a trade union declined for both men and women by 2,1 percentage points and 1,6 percentage points respectively.

Figure 4.37: Proportion of employees who are members of a trade union within each industry, 2011 and 2015



The proportion of employees who were members of a trade union decreased from 29,3% in 2011 to 27,4% in 2015 by 1,9 percentage points. The proportions of employees who were members of a trade union increased in three out of ten industries while the proportion unionised employees employed in Private households remained unchanged at 0,5%. The largest increase in the proportion of employees who were members of a trade union was observed in the Utilities industry (11,3 percentage points) and the Mining industry (5,4 percentage points), while the largest declines were observed in the Community and social services industry at 6,0 percentage points. Mining, Utilities and Community and social services accounted for the largest proportion of employees who were members of a trade union in both 2011 and 2015.

Social protection

Access to social protection is recognised by both the ILO and United Nations as a basic human right. It is one of the four strategic objectives of the ILO's Decent Work Agenda. The focus in terms of the ILO objectives relating to social protection includes:

- Extending the coverage and effectiveness of social security schemes;
- Promoting labour protection, which comprises decent conditions of work, including wages, working time and occupational safety and health as essential components of decent work; and
- Working through dedicated programmes and activities to protect such vulnerable groups as migrant workers and their families, and workers in the informal economy.

This section analysis changes in access to pension/retirement funds and medical aid benefits for employees between 2009 and 2015. The results also compare the access of these benefits between men and women.

Figure 4.38: Pension/retirement fund contribution by employer, 2009 and 2015

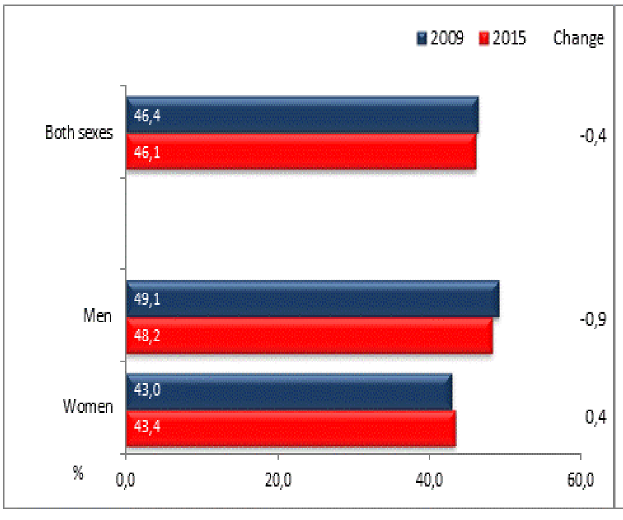


Figure 4.39: Entitlement to medical aid benefit from the employer, 2009 and 2015

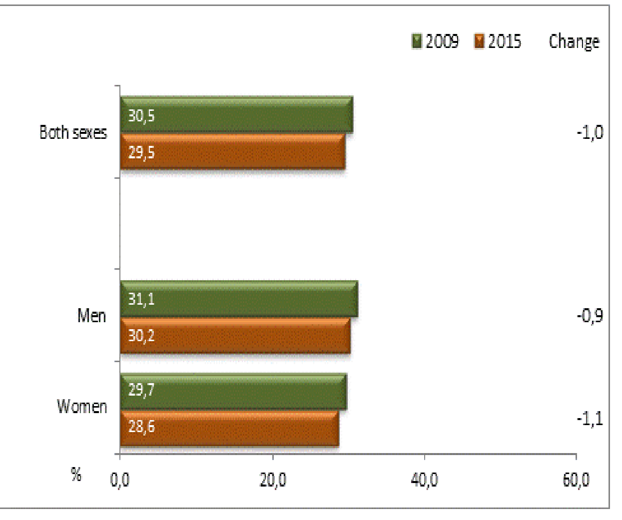
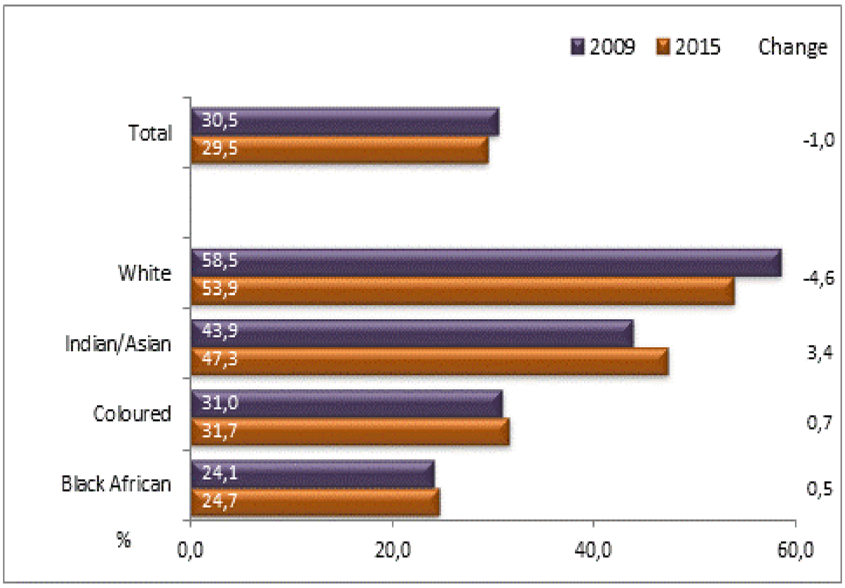


Figure 4.38 shows that there was a marginal change in terms of the proportion of employees who had access to pension/retirement fund contributions by their employers between 2009 and 2015. The proportions for men declined by 0,9 of a percentage point while for women, an increase of 0,4 of a percentage point was observed. The proportion of employees having access to medical aid benefits decreased by 1,0 percentage point from 30,5% in 2009 to 29,5% in 2015. The gender gap was lower in relation to those who were entitled to medical aid benefits. In 2015, the proportion of men entitled to medical aid benefit was 30,2% while for women it was 28,6%.

Figure 4.40: Entitlement to medical aid by population group, 2009 and 2015

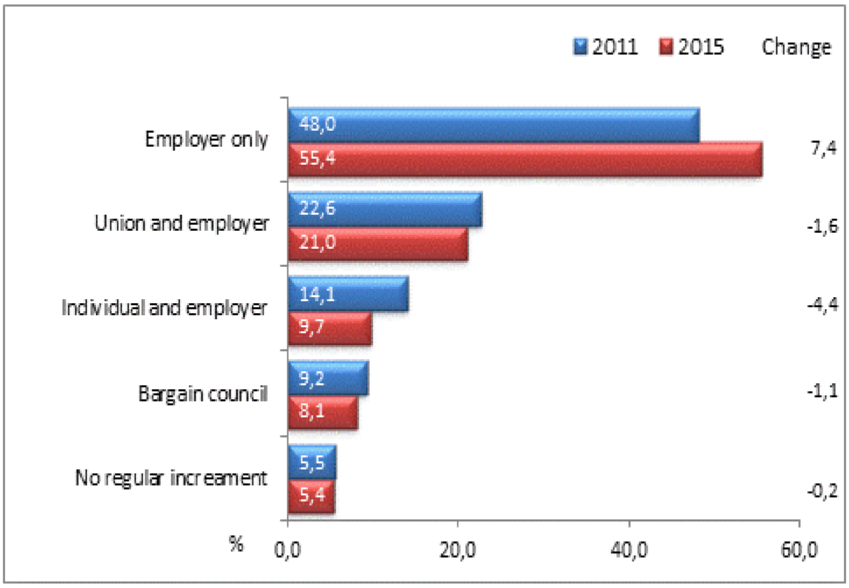


Between 2009 and 2015, the proportion of employees who were entitled to medical aid benefits from their employer declined by 1,0 percentage point nationally. In terms of population groups, the proportion of employees who were entitled to medical aid benefits only decreased among whites while for the coloured and black African population groups the proportions increased by less than a percentage point. The largest increase of 3,4 percentage points was among the Indian/Asian population group which increased from 43,9% in 2009 to 47,3% in 2015.

Social dialogue

Social dialogue plays an important role in advancing opportunities for decent work amongst men and women. It includes all forms of negotiation, consultation and exchanges of information amongst various role players in the labour market, including representatives of business, government, and trade unions.

Figure 4.41: Annual salary increment by type of negotiation, 2011 and 2015



In 2015, the proportion of employees indicating that their annual salary increment was negotiated by the employer only increased by 7,4 percentage points to 55,4%. This was the only category that reflected an increase between 2011 and 2015. All other types of negotiation for salary increments declined over the period 2011 to 2015 with the largest decline amongst those who indicated that the negotiation was between an individual and the employer (4,4 percentage points).

Summary and conclusion

- More men than women were entitled to paid sick leave with a gender gap of 2,2 percentage points in 2015.
- In both 2011 and 2015, the working of excessive hours was higher amongst men compared to women, in addition they were more likely to be members of trade unions.
- The largest increase in the proportion of employees who were members of a trade union was observed in the Utilities industry (11,3 percentage points) and the Mining industry (5,4 percentage points), while the largest declines were observed in the Community and social services industry at 6,0 percentage points.
- In 2015, the proportion of male employees entitled to medical aid benefits was 30,2% while for women it was 28,6%.
- Over the period 2011 to 2015, the proportion of employees indicating that their annual salary increment was negotiated by the employer only increased by 7,4 percentage points to 55,4%.

4.5 Job tenure

Key concepts

Job tenure is the length of time that employed persons have been with their current employer. It is measured as the length of time between two dates – the year and the month from the survey date and the year and month the employed person started with their current employer.

Interpretation of tenure data

Job tenure, like hours worked and earnings, is a continuous measure. Summary statistics are therefore used in this section to calculate job tenure.

Background

In order to measure job tenure in the labour market, a question on both the month and year in which the respondents started working for their current employer or started running their businesses were included since the inception of the Quarterly Labour Force Survey (QLFS: 2008). Job tenure is a continuous measure and is normally measured by successive monthly receipt of earnings from the same employer, and as such this section will only report on medians. There are a number of factors which can affect median tenure of workers, including changes in the age profile among workers, as well as changes in the number of hires and separations.

Introduction

This section analyses the length of time an employee has worked for his or her current employer. Employee tenure is analysed with respect to socio-demographic variables such as age, gender, population group. Trends in job tenure will further be assessed with regards to industry, occupation and sector over the period 2009 to 2015.

Table 4.16: Median monthly employee tenure by sex, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
Job tenure	**Months**						
Men	40	42	46	47	47	48	43
Women	39	41	45	47	46	47	44
Both sexes	**39**	**41**	**45**	**47**	**47**	**47**	**44**
	Thousand						
Number of employees	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**

Figure 4.42: Median monthly tenure of employees, 2009–2015

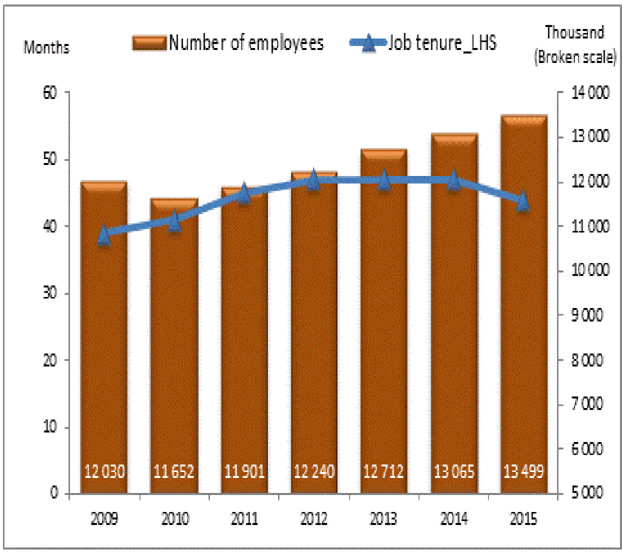
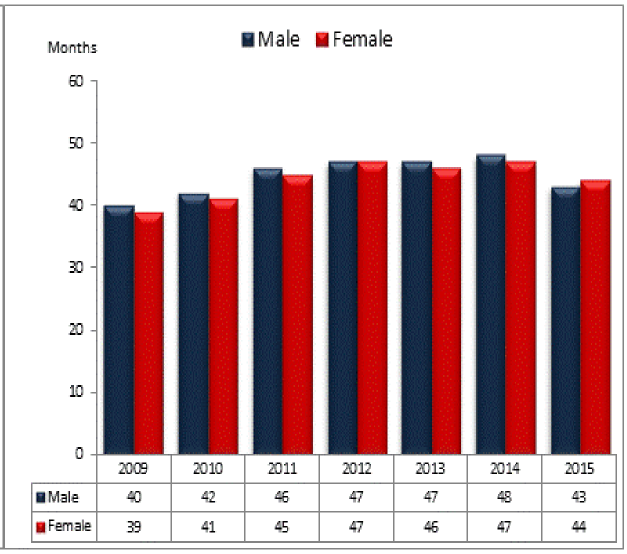


Figure 4.43: Median monthly tenure of employee by sex, 2009–2015



Note: LHS refers to left-hand scale.

Figure 4.42 shows that the median job tenure of employees increased over the period 2009 to 2011 before it remained constant at 47 months for three consecutive years and then declined to 44 months in 2015. Thus, between 2014 and 2015, the increase in the number of employees was accompanied by a decline in job tenure as potentially new labour market entrants found employment. After declining in 2010, the number of employees increased gradually until 2015, reaching 13,5 million. Although median monthly job tenure amongst men was higher relative women, job tenure increased amongst both groups over the same period. On an annual basis in 2015, job tenure declined amongst both men and women; from 48 months to 43 months for men and from 47 to 44 months among women.

Figure 4.44: Median monthly employee tenure by population group, 2009 and 2015

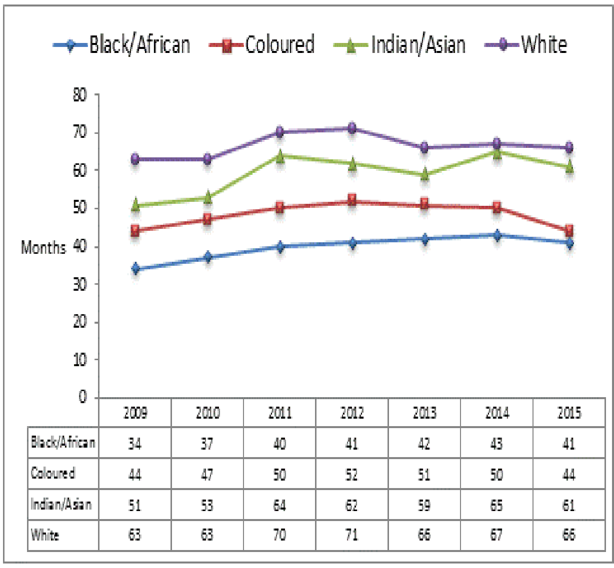
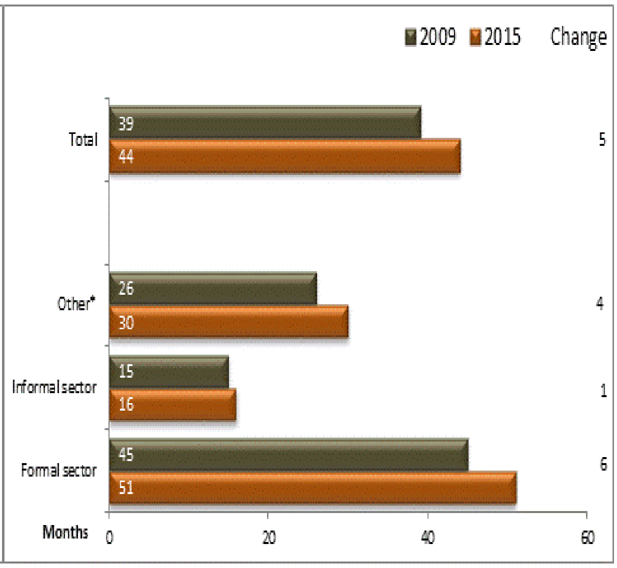


Figure 4.45: Median monthly tenure employee tenure by sector, 2009 and 2015



The median job tenure varies among population groups. Over the period 2009 to 2015, median job tenure was the highest amongst the white population group followed by Indian and coloured population groups, while job tenure was lowest among black Africans across the years. There was a decline in monthly job tenure for all population groups between 2014 and 2015, with the largest decline observed among the coloured population group at 6 months and the smallest among the white population group at one month.

Figure 4.45 indicates that in both 2009 and 2015, the median job tenure for those employed in the formal sector was higher than those employed in the informal sector. The largest increase over the period was in the formal sector where job tenure increased by 6 months from 45 months in 2009 to 51 months in 2015.

Figure 4.46: Median monthly employee tenure by occupation, 2009 and 2015

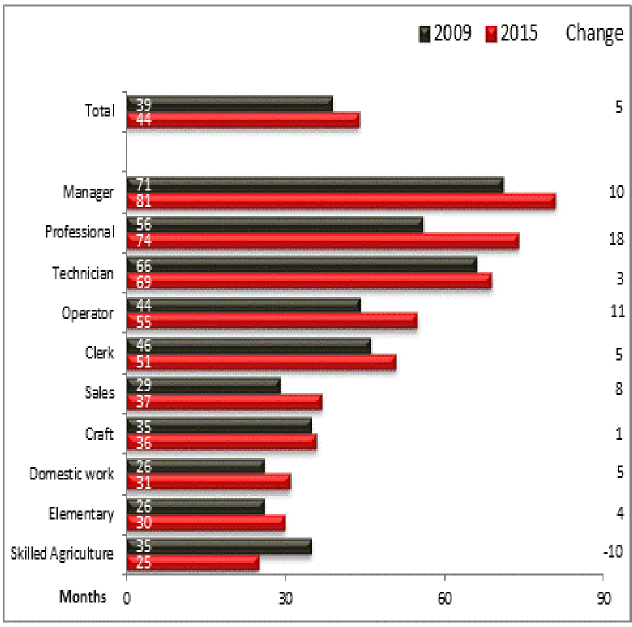
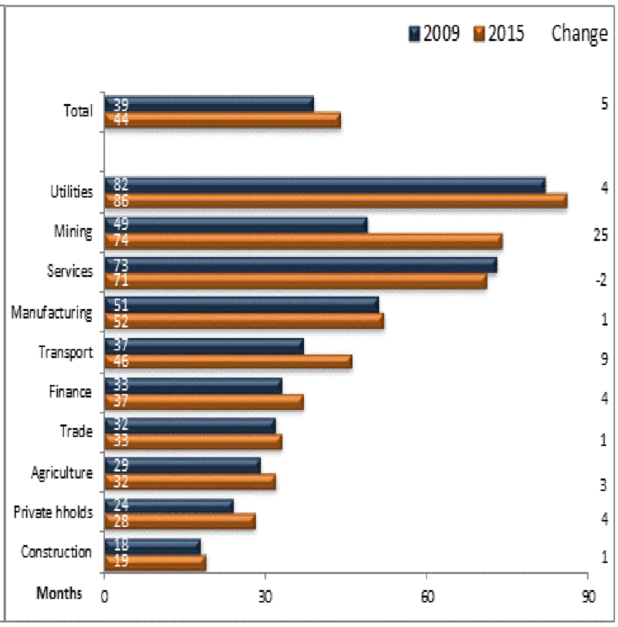


Figure 4.47: Median monthly employee tenure by industry, 2009 and 2015



Between 2009 and 2015, monthly job tenure was highest among Managers, Professionals and Technicians when compared with other occupations. There was an increase in monthly job tenure for all occupations, with the exception of skilled agriculture employees (declining by 10 months); and this occupation also had the lowest median job tenure in 2015. Among all occupations the largest increase in job tenure was recorded among Professionals at 18 months. Figure 4.47 shows that employees in Utilities, Mining and Community and social services had the longest job tenures when compared to other industries, while those in Construction were found to have the shortest monthly job tenure. Median job tenures increased across all industries between 2009 and 2015, with the exception of Community and social services, where job tenure declined by 2 months. The highest increase was recorded in the Mining industry (25 months).

Figure 4.48: Median monthly employee tenure by province, 2009 and 2015

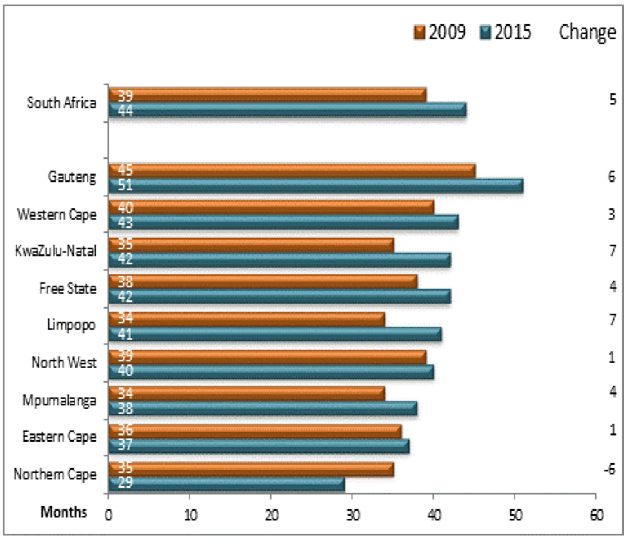
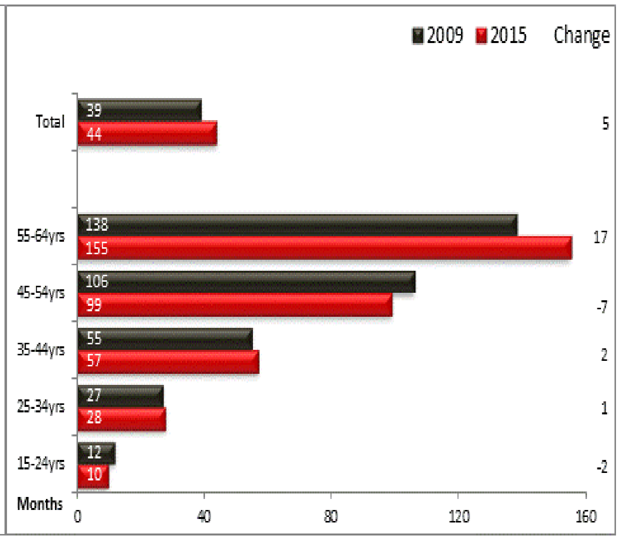


Figure 4.49: Median monthly employee tenure by age, 2009 and 2015



In both 2009 and 2015, job tenure was highest in Gauteng, Western Cape and KwaZulu-Natal and lowest in Northern Cape. The median job tenure increased in all provinces with the exception of the Northern Cape where monthly job tenure declined by 6 months. The largest increase over the period occurred in KwaZulu-Natal and Limpopo (with an increase of 7 months each respectively).

Figure 4.49 shows that monthly job tenure was higher among older employees than younger employees. Those aged 55–64 had the highest monthly job tenure and this age group reflected the largest increase over the period (17 months). The decrease in job tenure was observed among those aged 45–54 (7 months) and those aged 15–24 (2 months).

Figure 4.50: Median monthly employee tenure by level of education, 2009 and 2015

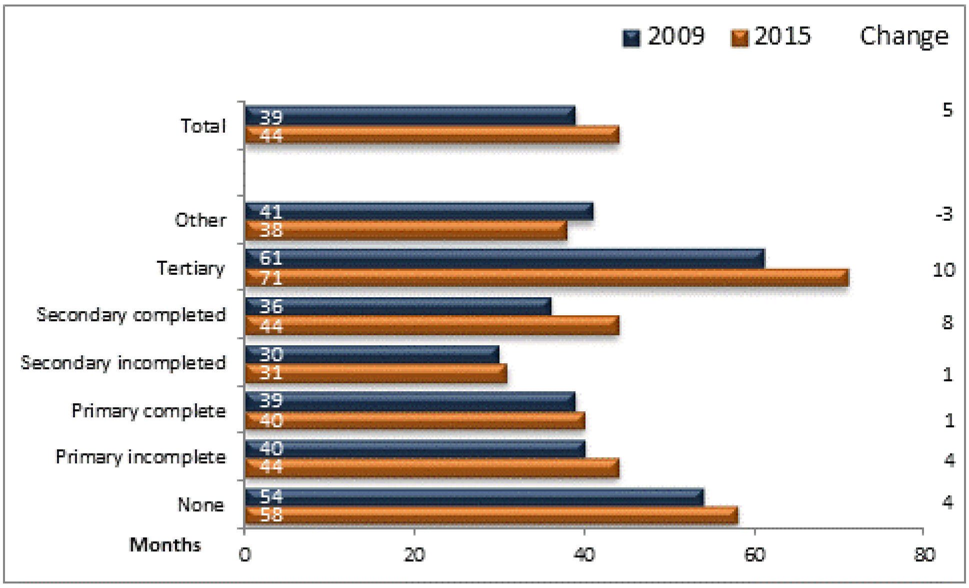


Figure 4.50 shows the disparities in median job tenure by level of education. Monthly job tenure was highest among the better educated employees. Job tenure was highest amongst employees with tertiary qualifications (as high as 71 months in 2015), followed by those with no education (58 months) while those employees with incomplete secondary education (31 months) had the lowest monthly job tenure. The median monthly job tenure increased among all education levels with the largest increase observed among employees with tertiary qualifications (10 months).

Summary and conclusion

- Although the median job tenure continued to increase from 39 months in 2009 to 47 months in 2014, the median months worked at the current employer was constant for three successive years (from 2012 to 2014) and declined to 44 months in 2015.
- Median job tenure was higher among men compared to women; however median job tenure increased for both sexes over the period 2009 to 2015. Over the period 2009 to 2015, the white population group had the highest median job tenure, followed by Indian and coloured employees while job tenure was the lowest among black African employees.
- Utilities, Mining and Community and social services had the longest job tenure when compared to other industries while Construction was found to be the industry with the lowest monthly job tenure.
- Monthly job tenure was higher among older employees relative to younger employees. Those aged 55–64 had the highest monthly job tenure and this age group reflected the largest increase over the period (17 months).
- Employees with higher levels of education had higher monthly job tenure than those with lower levels of education.

4.6 Government job creation programmes

Background

Unemployment and poverty are the two biggest challenges facing the country. To address these challenges, the South African government introduced several job creation programmes, including the Expanded Public Works Programme (EPWP) aimed at equipping unemployed youth with the necessary skills and experience needed in the labour market and creating jobs for those who cannot find work. The EPWP creates work opportunities in four sectors, namely, Infrastructure, Non-State sectors, Environment & Culture and Social. These programmes also aim to address service delivery challenges.

Introduction

This section focuses on the analyses of people aged 15–64 years (the working age population) participating in the EPWP and other government job creation programmes over the period 2011 to 2015. The section first identifies the proportion of people who were aware of the EPWP and government job creation programmes over the period and then presents the distribution of those who participated by various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sectors is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.51: Awareness about EPWP, proportion of the working age population (WAP) who have heard of the EPWP, 2011-2015

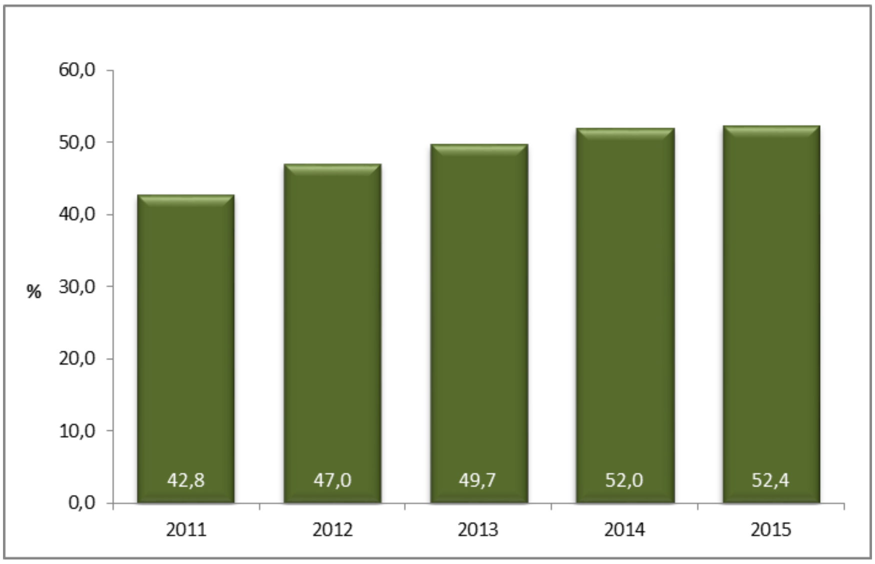
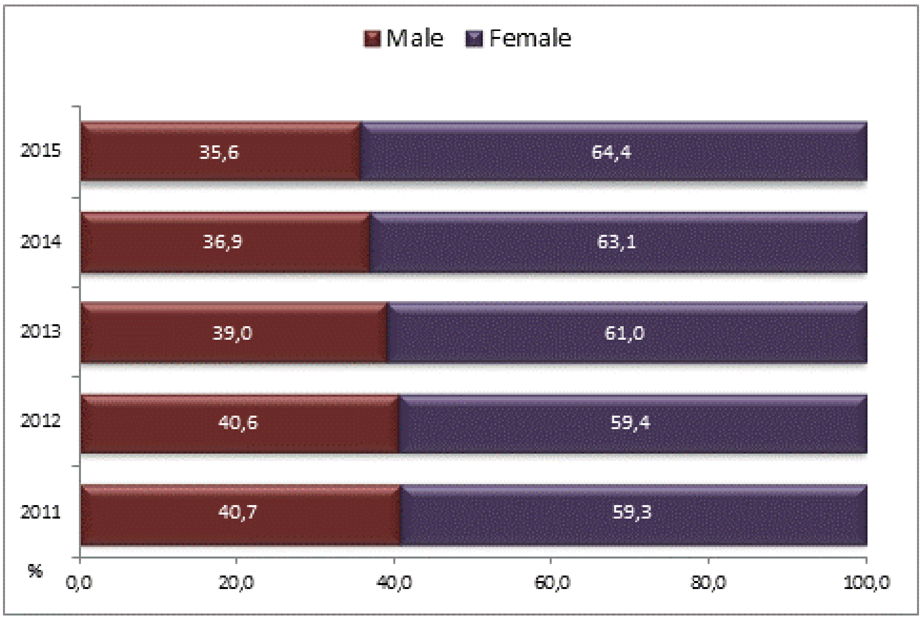


Figure 4.51 shows that the proportion of the working age population (15-64 years) who heard about the EPWP increased steadily over the period 2011 to 2015. In 2011, 42,8% of the working-age population had heard about EPWP and this increased to 52,4% in 2015.

Characteristics of those who participated in government job creation programmes

Figure 4.52: Proportion of those who participated in government job creation programmes by sex, 2011–2015



Over the period 2011 to 2015 more women participated in EPWP and other job creation programmes compared to men. The proportion of women who participated in EPWP increased over the years while men's participation decreased slightly over the same period. In 2015, 35,6% of men participated in EPWP and other government job creation programmes (down from 40,7% in 2011) while 64,4% of women participated in such programmes.

Figure 4.53: Share of those who participated in government job creation programmes by age, 2011–2015

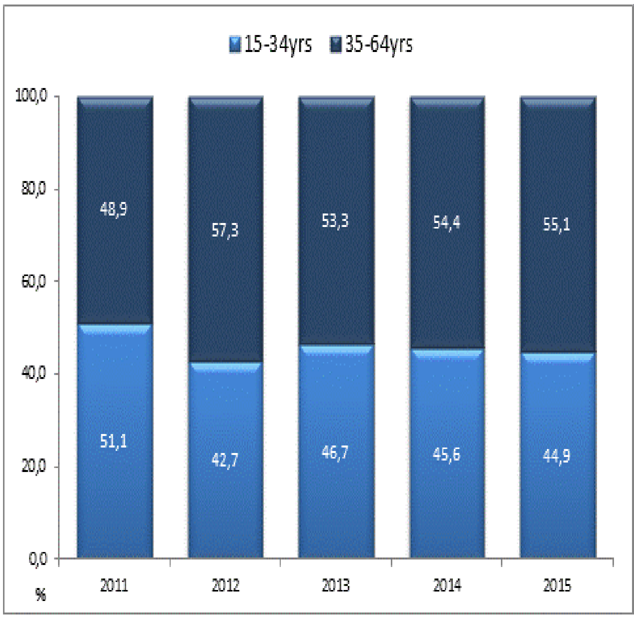
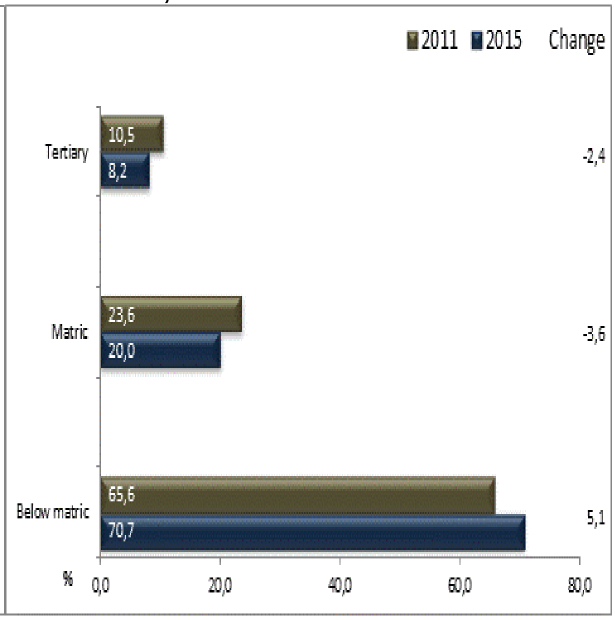
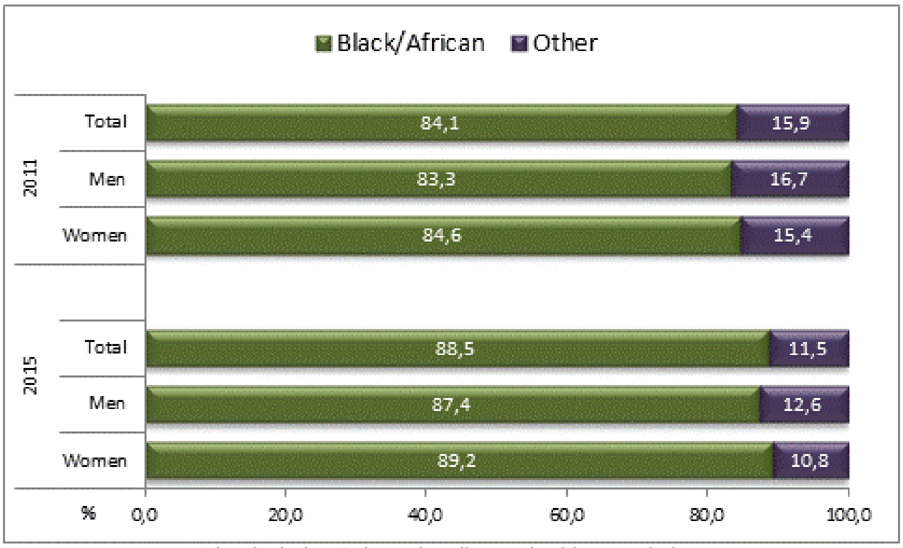


Figure 4.54: Share of those who participated in government job creation programmes by level of education, 2011 and 2015



Larger proportions of adults participated in EPWP and other such programmes compared to youth over the period 2011 to 2015, with the exception of 2011 where youth accounted for the largest proportion (51,1% youth compared to 48,9% adults). With regards to the level of education, the highest proportion of people who participated in EPWP had qualifications which were below matric in both 2011 and 2015. An increase in the proportion of those who participated in EPWP was only reflected among those with below matric qualifications (5,1 percentage points) while it decreased for both those participants with matric and tertiary qualifications (3,6 and 2,4 percentage points respectively).

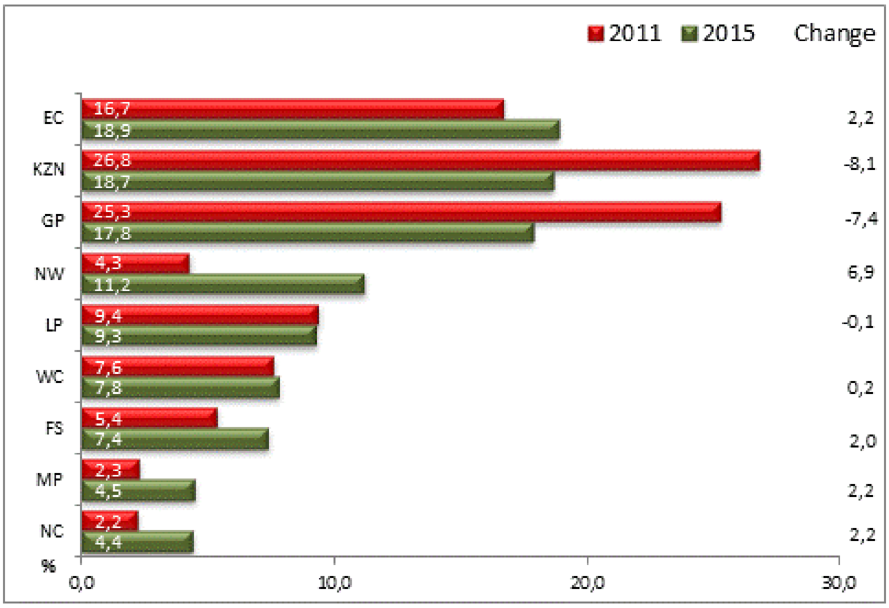
Figure 4.55: Proportion of those who participated in government job creation programmes by population group and sex, 2011 and 2015



Note: Other includes Coloured, Indian and White population groups

Figure 4.55 shows that black Africans were more likely to participate in government job creation programmes, irrespective of sex. The proportion of both black African men and women who participated in EPWP between 2011 and 2015 increased while amongst other population groups there was a decline among both sexes. In terms of gender disparities among the black African population group, women accounted for a higher share of those participating in the EPWP relative to men in both 2011 and 2015. The share of black African women participation was 84,6% in 2011 and this increased to 89,2% in 2015 while the share of men was 83,3% in 2011 and further increased to 87,4% in 2015.

Figure 4.56: Proportion of those who participated in government job creation programmes by province, 2011 and 2015



In 2015, the Eastern Cape accounted for the highest share of those who participated in EPWP and other government job creation programmes at 18,9%, followed by KwaZulu-Natal (18,7%) while Northern Cape had the lowest participation rate (4,4%). Between 2011 and 2015, participation declined in only three provinces, namely KwaZulu-Natal, Gauteng and Limpopo of which the largest decline occurred in KwaZulu-Natal (8,1 percentage points). The largest increase in the share of those who participated in these programmes was in the North West where the participation rate increased by 6,9 percentage points.

Figure 4.57: Proportion of those who participated in government job creation programmes by labour market status, 2011 and 2015

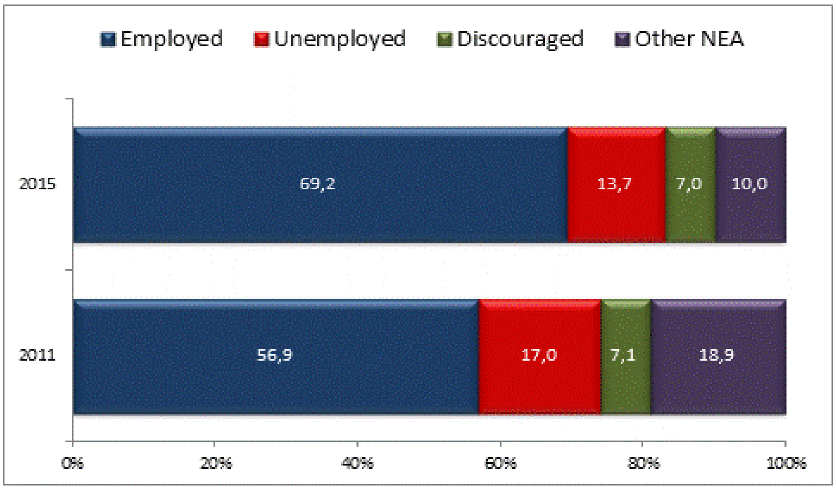


Figure 4.57 shows that in both 2011 and 2015, the majority of those who participated in EPWP and other government programmes were currently employed while those who were discouraged from looking for work accounted for the lowest share. Between 2011 and 2015, the share only increased among those who participated and were subsequently employed. The proportion increased from 56,9% in 2011 to 69,2% in 2015; an increase of 12,3 percentage points while the share amongst those who participated and were classified in the category “Other not economically active” declined by 8,9 percentage points; the largest decline over the period.

Employment by industry and occupation

Figure 4.58: Employment by industry, 2011 and 2015

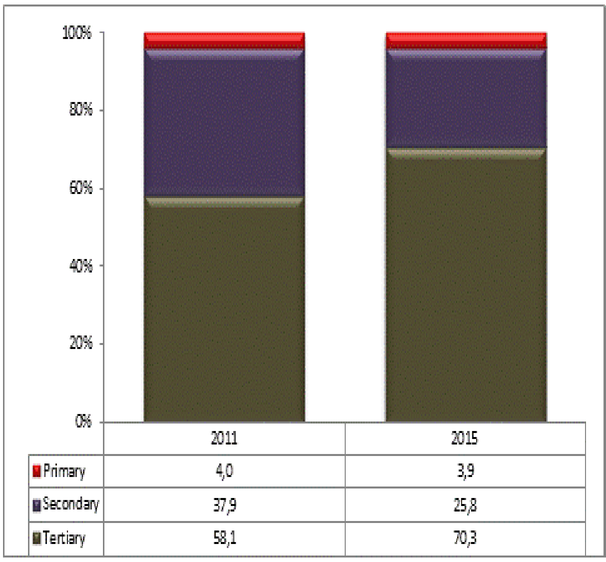
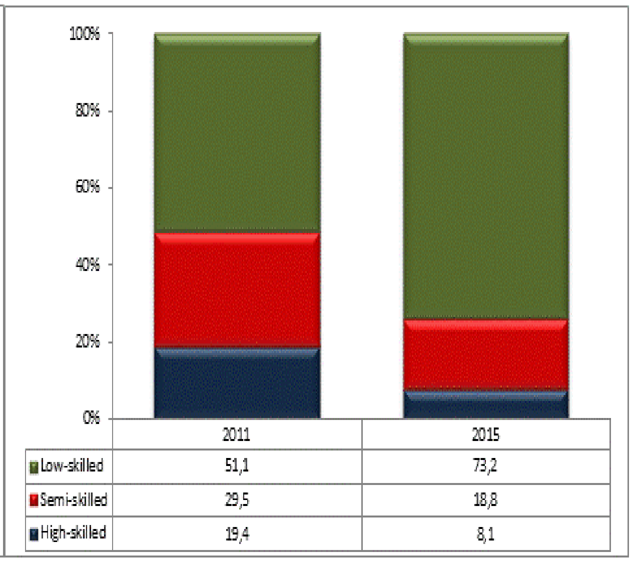
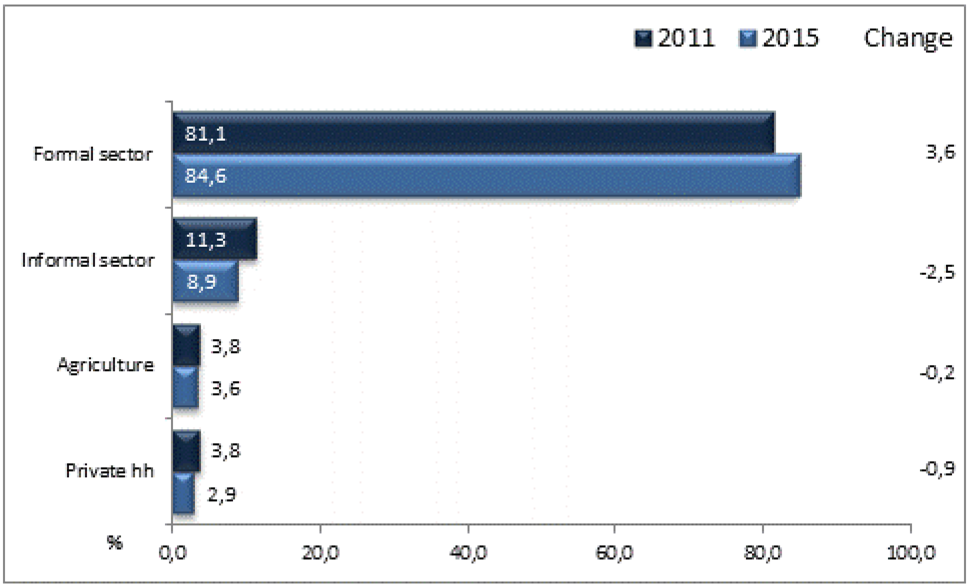


Figure 4.59: Employment by occupation, 2011 and 2015



In both 2011 and 2015, the highest proportion of those who were employed and participated in the EPWP and other government job creation programmes found a job in tertiary industries. In 2011, 58,1% of people employed in the tertiary industries participated in the EPWP and this increased to 70,3% in 2015; an increase of 12,2 percentage points over the period. The proportion of those employed in the primary and secondary industries declined over the same period. Figure 4.56 shows that the majority of those who participated in the EPWP were among those who were employed in low-skilled occupations. The proportion increased from 51,1% in 2011 to 73,2% in 2015. A smaller proportion of persons who participated in EPWP became employed in high-skilled occupations.

Figure 4.60: Employment by sector, 2011 and 2015



The proportion of those who participated in the EPWP or other government job creation programmes were higher among those who were employed in the formal sector. The share of those employed in the formal sector increased by 3,6 percentage points from 81,1% in 2011 to 84,6% in 2015 while there was a decline in the participation in all other sectors over the same period. The largest decline was among those who were employed in the informal sector (2,5 percentage points).

Summary and conclusion

- Women were more likley to participate in EPWP or other government job creation programmes.
- Over the period 2011 to 2015, a larger proportion of adults relative to youth participated in EPWP and other such programmes except in 2011 where youth accounted for the largest proportion at 51,1% compared to 48,9% of adults.
- With regards to the level of education, persons with lower levels of edcuation were more likely to particpate in these types of programmes.
- A higher proportion of the black African population participated in government job creation programmes, irrespective of sex.
- When comparing provinces, Eastern Cape had the highest number of people who participated in EPWP and other government job creation programmes at 18,9%, followed by KwaZulu-Natal (18,7%).
- The proportion of those who were employed in the formal sector, the participation in the EPWP was higher compared to other sectors.

4.7 Other forms of work

Background

The production of goods and services for own final use by household members is a significant part of total production in many countries and it plays an important role in improving and sustaining livelihoods. As measured by the QLFS in the South African context, this production of goods and services by household members for own final use includes activities such as subsistence farming, fetching water or collecting wood or dung, production of other goods for household use, construction or major repairs to own or household dwelling or structure and hunting or fishing for household use. In defining the production boundary, the 1993 SNA recommends that the production of a good for own final use should be measured when the amount produced is believed to be quantitatively important in relation to the total supply of the good in the country. This section will provide insight into other forms of work done by household members.

Introduction

It is on this basis that Statistics South Africa (Stats SA) collected information regarding own-use activities since the inception of the QLFS in 2008 and is asked of all persons aged 15 years and above. The analysis in this section is based on the QLFS results from 2011, to ensure that the information was collected from persons who engaged in both market and own-use activities. The question relating to own-use activities allows for multiple responses, as a result the distribution of such activities cannot be summed to measure the total number of persons involved in such activities.

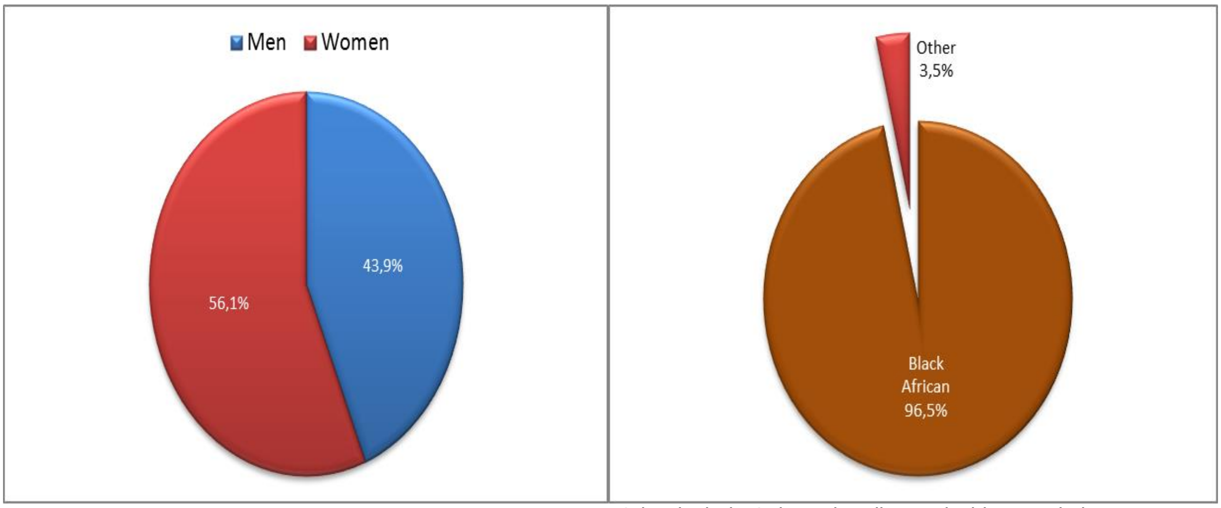
Table 4.17: Types of own-use activities, 2011–2015

	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
	Thousand					% of working age				
Subsistence farming	1 908	1 718	1 611	1 428	1 588	5,7	5,0	4,6	4,0	4,4
Fetching water or collecting wood/dung	4 148	4 085	4 233	4 152	4 664	12,4	12,0	12,2	11,7	12,9
Produce other goods for household use	254	121	93	106	157	0,8	0,4	0,3	0,3	0,4
Construction or major repairs to own or household dwelling/structure	367	267	280	275	310	1,1	0,8	0,8	0,8	0,9
Hunting or fishing for household use	112	37	31	34	34	0,3	0,1	0,1	0,1	0,1
Involvement in at least one activity	**5 413**	**5 120**	**5 226**	**5 053**	**5 734**	**16,1**	**15,0**	**15,0**	**14,3**	**15,9**

Note: The activities do not sum to the total since an individual could have undertaken more than one type of activity.

Over the period 2011 to 2015, fetching water or collecting wood was found to be the main type of activity undertaken by household members aged 15–64 years for own-use, followed by subsistence farming, while hunting or fishing for household use was the least prevalent activity undertaken by households for own-use. Between 2011 and 2015, the number of persons engaged in each type of activity declined except among those fetching water or collecting wood or dung. The proportion of the working age population engaged in this activity increased slightly to 12,9% in 2015 from 12,4% in 2011.

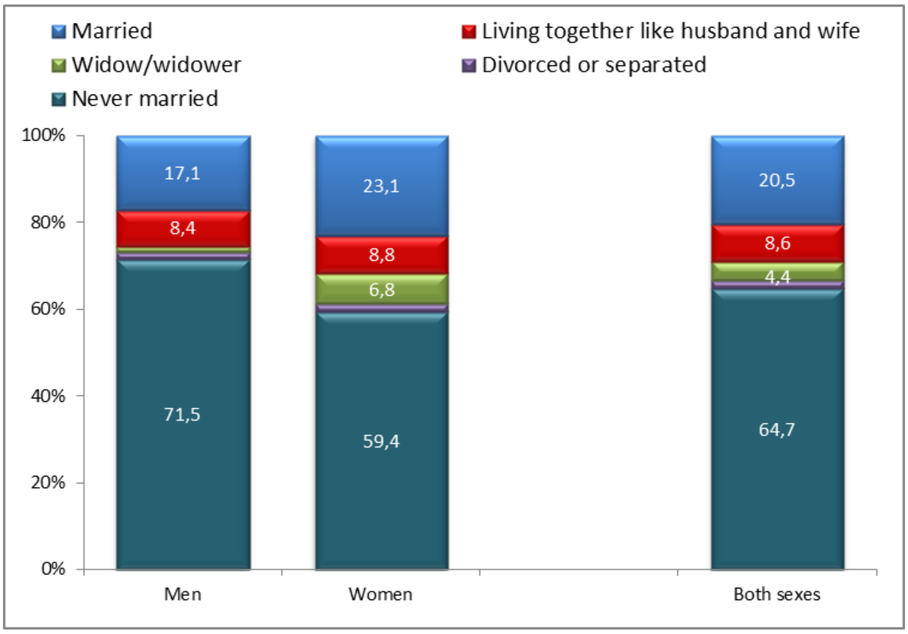
Figure 4.61a: Distribution of those engaged in at least one activity for own use by sex and population group, 2015



Other include Coloured, Indian and white population groups

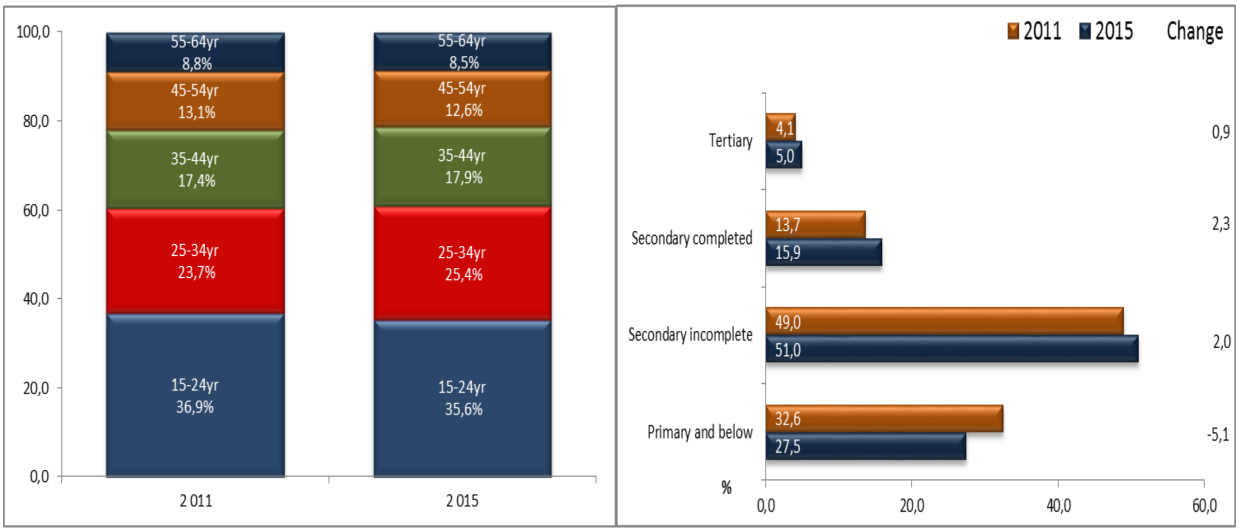
Figure 4.61a illustrates the distribution of the working-age population engaged in at least one activity for own use. The result shows that women accounted for a larger share of those involved in own-use activities (56,1%) than men (43,9%). With regards to population group, black Africans accounted for the largest share (96,5%) of involvement in own-use activity when compared to other population groups.

Figure 4.61b: Distribution of those engaged in at least one activity for own use by marital status and sex, 2015



Generally, persons who never married accounted for a larger share among those who engaged in own-use activities when compared to other marital statuses irrespective of sex, followed by those who are married. When comparing men and women according to their marital status, the majority of those who engaged in at least one own-use activity were not married for both men and women (71,5% and 59,4% respectively) followed by those who were married (17,1% and 23,1% respectively); although women accounted for the largest share in this category. For men, the widowed individuals accounted for the lowest share in terms of undertaking at least one own-use activity (1,3%) while for women, those who were divorced or separated accounted for the lowest share (1,9%).

Figure 4.61c: Distribution of those engaged in at least one activity for own use, by age and level of education, 2011 and 2015



Generally young people are more likely than adults to participate in at least one activity for own-use. Figure 4.61c shows that in 2011, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own-use (36,9%) followed by those aged 25–34 years, while adults aged 55–64 years accounted for the lowest share of those who were engaged in such activities. Although participation was highest among those aged 15–24 years, the decline in their participation rate over the period was the largest. The proportion decreased by 1,3 percentage points to 35,6% in 2015.

In terms of participation by level of education, those who had an incomplete secondary level of education accounted for the largest share of those engaged in own-use activities in 2011 (49,0%). The proportion increased to 51,0% in 2015; an increase of 2,0 percentage points. Those with a tertiary qualification accounted for the lowest share of 4,1% in 2011 which increased to 5,0% in 2015. Only among persons with a primary education and below primary level of education did the share decline (5,1 percentage points).

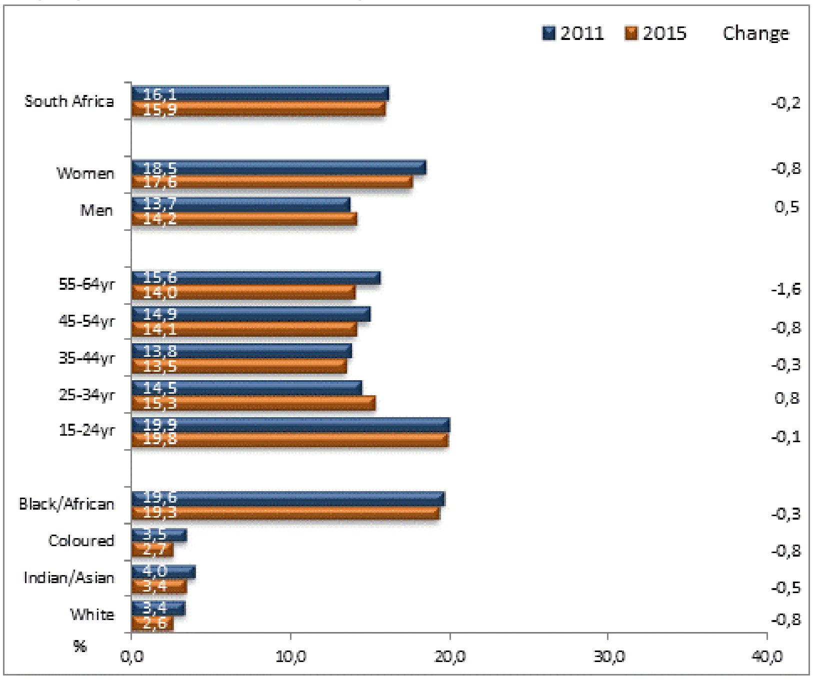
Table 4.18: Engagement in at least one own-use activity, 2011–2015

	2011	2012	2013	2014	2015	Change 2011–2015
		Thousand				
South Africa	**5 413**	**5 120**	**5 226**	**5 053**	**5 734**	**321**
Sex						
Men	2 248	2 116	2 186	2 162	2 514	266
Women	3 164	3 004	3 040	2 890	3 219	55
Age group						
15–24 yrs	1 997	1 920	1 938	1 791	2 041	43
25–34 yrs	1 285	1 224	1 246	1 249	1 454	169
35–44 yrs	944	887	906	867	1 027	83
45–54 yrs	710	648	656	652	725	15
55–64 yrs	477	440	480	494	487	10
Population group						
Black African	5 157	4 971	5 074	4 922	5 530	373
Coloured	109	64	78	58	89	-21
Indian/Asian	37	22	7	8	34	-3
White	109	62	66	65	81	-28
Province						
Western Cape	93	64	44	45	59	-35
Eastern Cape	1 224	1 275	1 359	1 350	1 414	190
Northern Cape	83	96	100	60	94	11
Free State	154	128	133	129	115	-39
KwaZulu-Natal	1 591	1 530	1 482	1 387	1 649	58
North West	375	310	391	389	450	75
Gauteng	224	103	76	80	305	81
Mpumalanga	440	443	468	462	516	76
Limpopo	1 228	1 171	1 172	1 149	1 131	-97

For both men and women, the number of persons who were engaged in at least one own-use activity increased between 2011 and 2015 (266 000 and 55 000 respectively). In terms of age group, there was an increase over the period across all age groups. The largest increase was observed among persons aged 25–34 years (169 000) followed by those aged 35–44 years (83 000). There was a decline amongst all population groups except among black Africans where the number of persons increased by 373 000. The number of persons who were engaged in at least one own-use activity declined in three of the nine provinces. The largest decline was observed in Limpopo (97 000), followed by Free State (39 000) while among those provinces where the number of persons engaged in own-use activity increased over this period, the largest increase being recorded in Eastern Cape (190 000), followed by Gauteng (81 000).

Own-use activities as a proportion of the working-age population

Figure 4.62: Involvement in at least one own-use activity as a proportion of the working-age population, by sex, age group and population group, 2011 and 2015



Although the female proportion of the working-age who were engaged in activities for own-use was higher than that of men, their share declined by 0,8 of a percentage point from 18,5% in 2011 to 17,6% in 2015 while the proportion of men increased by 0,5 of a percentage point. Over the period, there was a decline across all age groups except for those aged 25–34 years, where an increase of 0,8 of a percentage point was recorded. The proportion of the working-age population engaged in activities for own use declined across all population groups, with the largest decline observed among coloured and white population groups (0,8 of a percentage point each).

Figure 4.63: Engagement in at least one own-use activity by province, 2011 and 2015

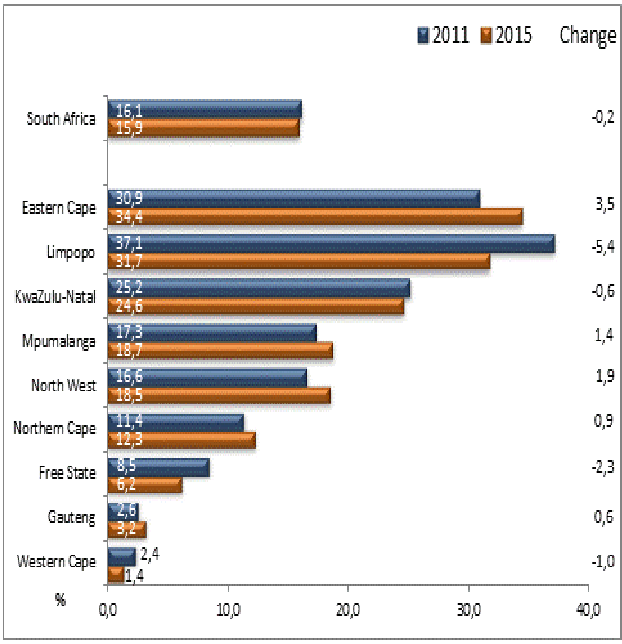
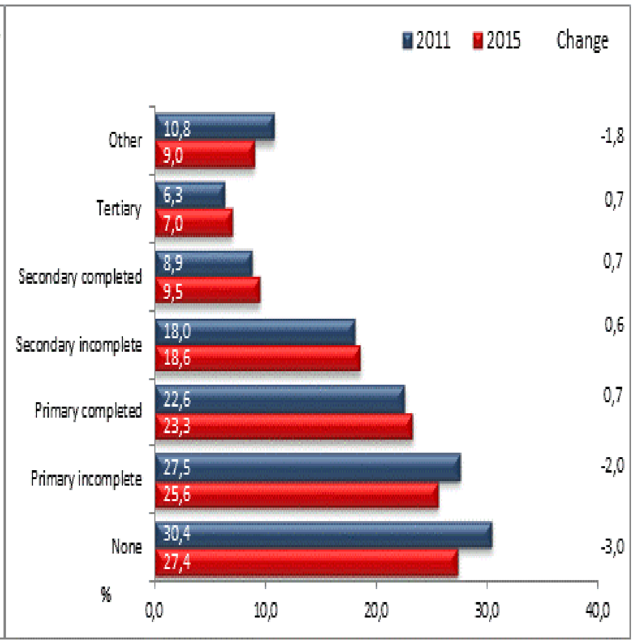


Figure 4.64: Engagement in at least one own-use activity by level of education, 2011 and 2015



The proportion of the working-age population engaged in at least one own-use activity was highest in the Eastern Cape and Limpopo and lowest in the Western Cape. Between 2011 and 2015, the proportion of persons engaged in at least one own-use activity decreased in four of the nine provinces. The largest decline was observed in Limpopo from 37,1% in 2011 to 31,7% in 2015 (5,4 percentage points). Figure 4.64 highlights that those with lower levels of education were more likely to be engaged in at least one own-use activity. In 2011, 30,4% of people with no education were engaged in these activities compared to 6,3% of those with a tertiary education level. The proportion declined by 3,0 percentage points in 2015 for those with no education while it increased by 0,7 of a percentage point for those with tertiary qualifications.

Summary and conclusion

The analysis in this section finds that between 2011 and 2015, women accounted for a larger share of persons engaged in at least one activity for own-use. Generally, those who are not married accounted for a larger share of those engaged in own-use activities when compared to other marital statuses, irrespective of sex of the household member. In terms of the age group, young people are more likely to participate in at least one activity for own-use relative to adults. With regards to population group, black Africans accounted for a larger share of engagement in own-use activities when compared to other population groups. The proportion of the working-age people engaged in at least one own-use activity was higher in Eastern Cape and Limpopo and lowest in the Western Cape. Persons with lower levels of edcuation were also more likley to engage in at least one activity for own-use.

References

“Measuring the non-observed economy: A handbook”, OECD publications, 2002.

Chapter 5
A profile of the unemployed

Table of contents

Chapter 5: A profile of the unemployed

Key labour market concepts

In order to be considered **unemployed**, three criteria must be met simultaneously: the person must be completely without work, currently available to work, and taking active steps to find work.

Persons in **short-term unemployment** have been unemployed, available for work, and looking for a job for less than one year.

Persons in **long-term unemployment** have been unemployed, available for work, and looking for a job for one year or longer.

The **long-term unemployment rate** measures the proportion of the labour force that has been trying to find work for a period of one year or longer.

The **incidence of long-term unemployment** is the proportion of the unemployed that has been unemployed for one year or longer.

Background

Elevated levels of unemployment remain a problem, both globally and in South Africa. The ILO in the publication "World Employment Social Outlook, 2016" finds that globally the number of unemployed in 2015 was 197,1 million and this is expected to rise to 199,4 million in 2016. The problem of unemployment is most acute amongst the youth; in 2016, 71,0 million youth are expected to be unemployed across the world, accounting for 35,0% of the global unemployed while accounting for only 21,0% of the global WAP. Factors such as experience, gender, unemployment duration and education are important indicators for labour market success. Unemployment is also an important driver for the reduction of poverty levels; the International Monetary Fund (IMF[1]) estimates that a 10 percentage points reduction in the unemployment rate will lower South African's Gini coefficient by 3%.

Introduction

This chapter explores the levels of unemployment in the country over the period 2009 to 2015. The analysis focuses on the levels and rates of unemployment by population group, level of education and activities of the unemployed before they lost their jobs. The types of job search methods used by those without jobs and the duration of unemployment are also analysed.

Table 5.1: Unemployment levels by population group, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
				Thousand			
Black African	3 836	3 948	3 998	4 101	4 171	4 335	4 634
Coloured	400	438	453	491	499	512	492
Indian/Asian	61	48	58	59	71	68	76
White	106	130	128	125	146	156	142
Total	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**

Table 5.1 shows that between 2009 and 2015 the number of unemployed increased by 941 000, rising from 4,4 million in 2009 to a high of 5,3 million in 2015. Black Africans accounted for more than 85,0% of the unemployed population in all years. Over the period, unemployment levels were lowest among

[1] IMF Working paper, African Department, July 2016 "South Africa: Labour Market Dynamics and Inequality", Anand R, Kothari, S & Kumar, N.

Indians/Asians and whites. Between 2014 and 2015 the levels of unemployment declined among the coloured and the white population by 20 000 and 14 000 persons respectively.

Table 5.2: Unemployment as a percentage of the working-age population by population group, 2009–2015

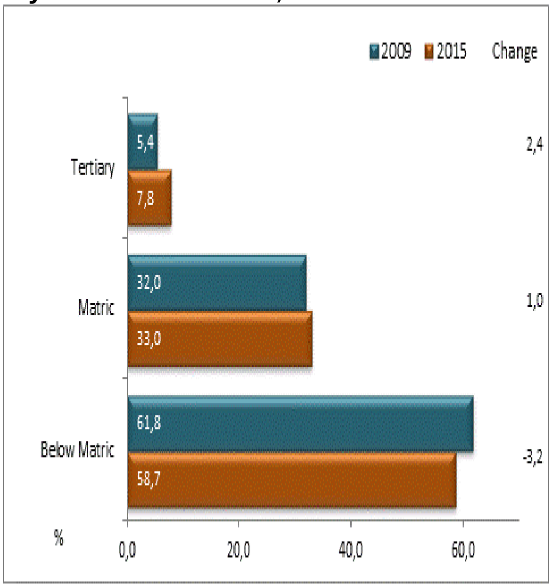
	2009	2010	2011	2012	2013	2014	2015
	Per cent						
Black African	15,2	15,3	15,2	15,3	15,2	15,5	16,2
Coloured	13,2	14,2	14,4	15,4	15,4	15,6	14,8
Indian/Asian	6,8	5,3	6,2	6,3	7,5	7,0	7,8
White	3,3	4,0	4,0	3,9	4,6	5,0	4,6
Total	**13,6**	**13,8**	**13,8**	**14,0**	**14,0**	**14,3**	**14,8**

Over the period 2009–2015, the proportions of the unemployed amongst the working-age population were highest among the black Africans and the coloureds, ranging from 13,2 % to 16,2% as highlighted in Table 5.2. In 2015, the proportion of the working-age population that was unemployed was lowest among the Indians/Asians and whites at 7,8% and 4,6% respectively.

Table 5.3: Distribution of the unemployed by level of education, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
	Thousands						
No schooling	103	83	78	75	76	76	80
Primary incomplete	385	374	325	334	301	321	349
Primary completed	223	214	216	214	195	221	234
Secondary incomplete	2 011	2 077	2 161	2 258	2 329	2 382	2 473
Secondary completed	1 408	1 513	1 555	1 572	1 625	1 668	1 762
Tertiary	239	264	272	295	333	373	418
Other	33	39	30	27	27	29	27
Total unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**

Figure 5.1: Distribution of the unemployed by level of education, 2009 and 2015

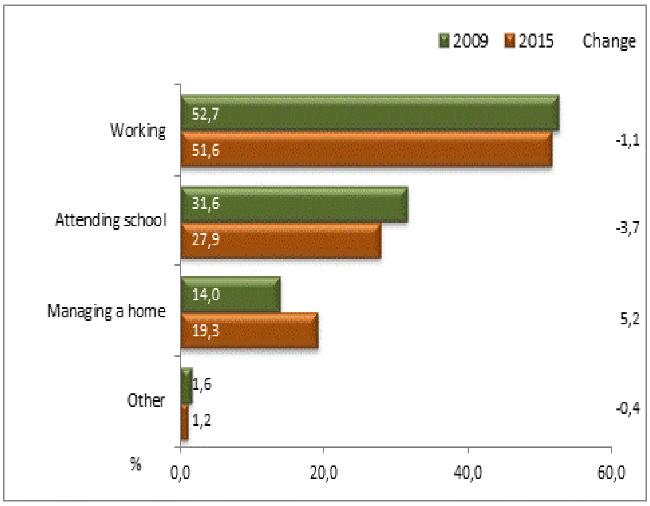


The number of unemployed persons was higher among those who did not complete secondary education and those who completed matric over the period 2009 and 2015 (Table 5.3). In 2015, the unemployed who did not complete secondary education amounted to 2,5 million while those who completed matric were 1,8 million. The number of persons with tertiary education who were unemployed increased from 239 000 in 2009 to 418 000 in 2015. Between 2009 and 2015, the share of unemployment accounted for by the better educated increased (Figure 5.1); the proportion of unemployed persons with tertiary education increased by 2,4 percentage points from 5,4% in 2009 to 7,8% in 2015. Those with a below matric education saw a decline of 3,2 percentage points in their share of unemployment over the period.

Table 5.4: Unemployment by main activity before becoming unemployed, 2009–2015

	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2009	2 320	617	1 393	72	**4 403**
2010	2 291	707	1 489	77	**4 564**
2011	2 245	789	1 546	56	**4 636**
2012	2 386	767	1 569	54	**4 775**
2013	2 430	830	1 533	93	**4 886**
2014	2 618	874	1 511	68	**5 070**
2015	2 759	1 029	1 492	64	**5 344**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2009 and 2015



Over the period 2009 to 2015, the majority of people currently unemployed were working prior to becoming unemployed, followed by those who were attending school. The number of those who worked before becoming unemployed increased from 2,3 million in 2009 to 2,8 million in 2015 while among those who were attending school, the number increased from 1,4 million in 2009 to reach a high of 1,6 million in 2012, declining to 1,5 million in 2015. Between 2009 and 2015, the proportion of the unemployed increased only among those who were managing a home previously (5,2 percentage points). The largest decline in the proportion of the unemployed was observed among those who were attending school previously (3,7 percentage points) followed by those who worked before (1,1 percentage points).

Figure 5.3: Types of job search activities, 2009 and 2015

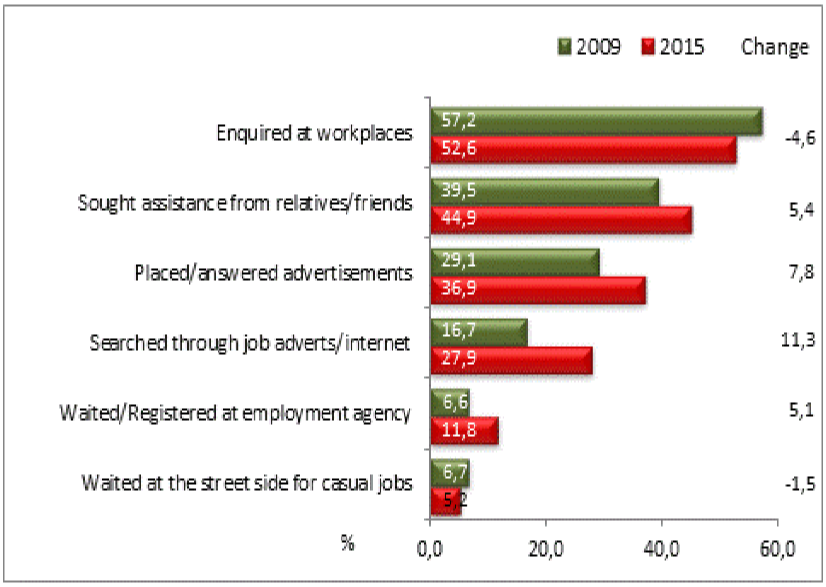


Figure 5.3 shows that enquiring at workplaces or sought assistance from relatives or friends were the most preferred methods for job search. The use of all job search methods increased over the period 2009 to 2015, with the exception of those who enquired at workplaces and among those who waited at the street side for casual jobs (4,6 percentage points and 1,5 percentage points respectively). The largest increase was observed among those who searched through job adverts or the internet (11,3 percentage points),

followed by those who answered advertisements (7,8 percentage points) and those who sought assistance from relatives or friends (5,4 percentage points).

The duration of unemployment

This section analyses the trends in the duration of unemployment over the period 2009 to 2015. The duration of unemployment is presented by the level of education, while the section concludes by analysing the incidence of long-term unemployment by age, sex, population group, province and work experience.

Table 5.5: Trends in duration of unemployment and annual changes, 2009–2015

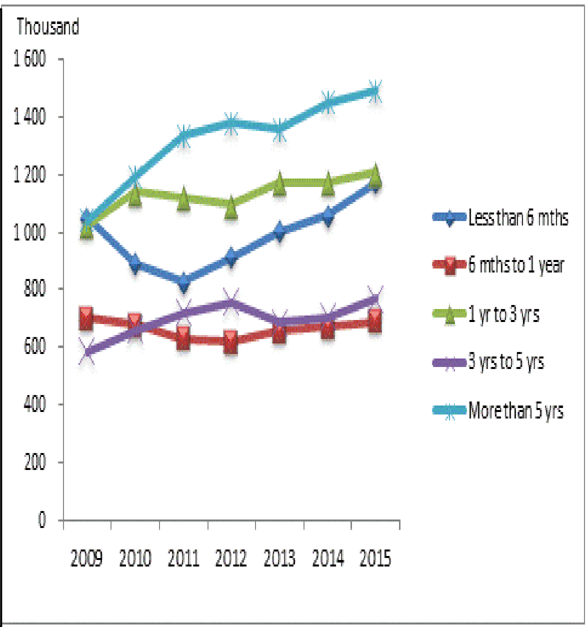
	2009	2010	2011	2012	2013	2014	2015
				Thousand			
Short-term	1 750	1 566	1 456	1 533	1 660	1 729	1 863
Long-term	2 653	2 998	3 180	3 242	3 226	3 341	3 481
Total	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
	2010	**2011**	**2012**	**2013**	**2014**	**2015**	**Change: 2009-2015**
				Annual changes (Thousand)			
Short-term	-184	-110	76	127	70	133	113
Long-term	345	182	63	-16	114	141	828
Total	**161**	**72**	**139**	**111**	**184**	**274**	**941**

The results in Table 5.5 show that unemployment has been increasing over the period 2009 to 2015. The long-term unemployed (unemployed for more than a year) accounted for the largest share of the unemployed. Persons in long-term unemployment increased by 828 000 from 2,7 million in 2009 to 3,5 million in 2015 while those in short-term unemployment increased by 113 000. Short-term unemployment declined only on an annual basis in 2010 and 2011 by 184 000 and 110 000 respectively while amongst those in long-term unemployment, increases were observed in all years except in 2013 (decline of 16 000). The largest increase among the long-term unemployment was observed between 2009 and 2010 (345 000) followed by an increase of 182 000 people between 2010 and 2011. Amongst those in short-term unemployment, the largest increase of 133 000 people was observed in 2014, followed by 127 000 people in 2012.

Table 5.6: Unemployment duration, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
	Total unemployed (Thousand)						
Unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
	Short-term unemployment (Thousand)						
Less than 3 mths	619	511	474	565	634	668	751
3 mths < 6 mths	432	378	352	349	369	390	424
6 mths < 9 mths	342	322	303	290	302	308	339
9 mths < 1 year	356	355	327	329	355	364	350
Total	**1 750**	**1 566**	**1 456**	**1 533**	**1 660**	**1 729**	**1 863**
	Long-term unemployment (Thousand)						
1 year < 3 years	1 023	1 141	1 122	1 096	1 173	1 173	1 205
3 years -5 years	584	659	717	755	685	705	769
> 5 years	1 040	1 193	1 334	1 378	1 356	1 449	1 490
Total	**2 647**	**2 993**	**3 173**	**3 229**	**3 213**	**3 327**	**3 465**

Figure 5.4: Trends in the duration of unemployment, 2009–2015

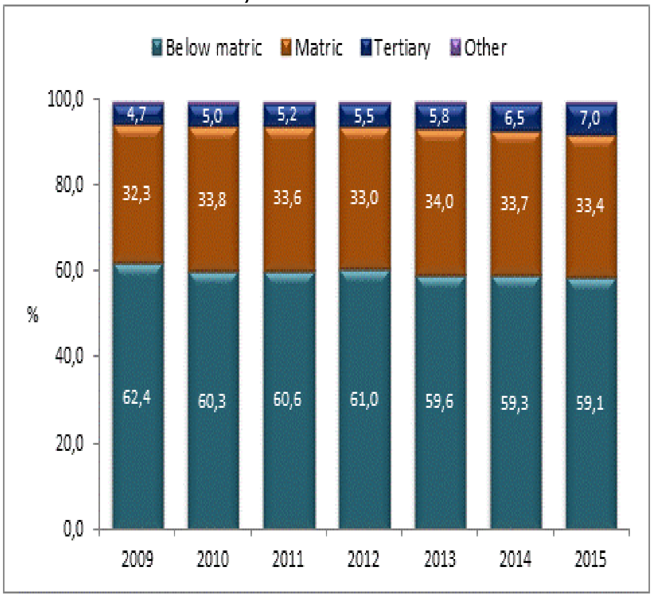


Unemployment increased over the period 2009 to 2015. The number of people in short-term unemployment increased from 1,8 million in 2009 to 1,9 million in 2015 while for those in long-term unemployment, the number increased from 2,6 million in 2009 to 3,5 million in 2015. Between 2009 and 2015, the majority of the long-term unemployed were without a job for more than 5 years. In addition the number of persons who were unemployed for more than 5 years increased from 1,0 million to 1,5 million. This is of concern as attachment to the labour market diminishes over time, as does human capital.

Table 5.7: Trends of the unemployed by level of education, 2009–2015

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
2009	1 654	857	125	17	**2 653**
2010	1 809	1 015	151	24	**2 998**
2011	1 928	1 070	166	16	**3 180**
2012	1 978	1 069	178	18	**3 242**
2013	1 924	1 096	188	18	**3 226**
2014	1 982	1 127	217	16	**3 342**
2015	2 057	1 164	245	16	**3 481**
		Short-term (Thousand)			
2009	1 068	552	115	15	**1 750**
2010	939	499	113	16	**1 566**
2011	852	485	106	13	**1 456**
2012	904	503	117	9	**1 533**
2013	977	529	145	9	**1 660**
2014	1 018	542	156	13	**1 729**
2015	1 079	599	173	11	**1 863**

Figure 5.5: Share of long-term unemployment by level of education, 2009–2015



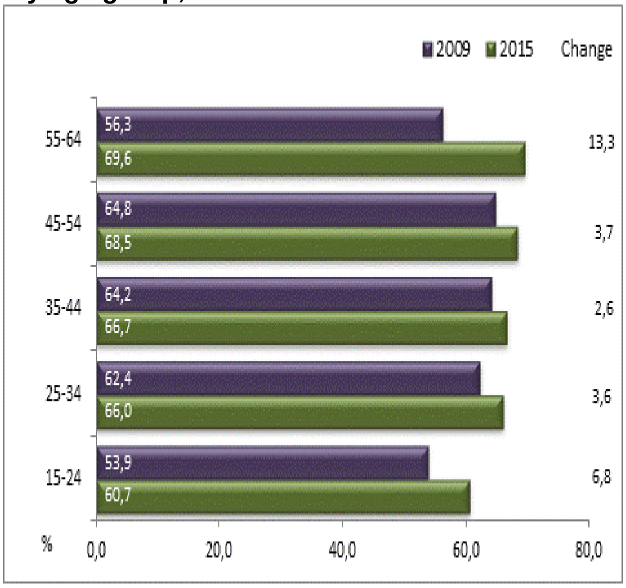
Both the short- and long-term unemployed were dominated by persons with a below matric level education. The number of people who were in long-term unemployment and had qualifications below matric ranged from 1,7 million in 2009 to 2,1 million in 2015, while the number for those in short-term unemployment with the same qualifications ranged between 850 000 and 1,1 million. In 2015, about 245 000 persons holding tertiary qualifications were in long-term unemployment, which increased from 125 000 in 2009. Figure 5.5

shows that persons with less than a matric education accounted for six out of every ten persons in long-term unemployment. The shares of those in long-term unemployment holding matric qualifications ranged from 32,3% in 2009 to 34,0% in 2013, declining to 33,4% in 2015. The long-term unemployed with a completed tertiary education accounted for the lowest share but increased from 4,7% in 2009 to 7,0% in 2015.

Table 5.8: Incidence of long-term unemployment by age group, 2009–2015

	15-24	25-34	35-44	45-54	55-64
			Per cent		
2009	53,9	62,4	64,2	64,8	56,3
2010	59,3	68,6	69,4	66,0	62,1
2011	62,9	71,1	69,8	71,4	71,4
2012	62,8	69,5	70,5	71,4	63,8
2013	61,1	67,9	68,7	67,5	62,8
2014	61,3	68,1	66,9	66,7	66,6
2015	60,7	66,0	66,7	68,5	69,6

Figure 5.6: Incidence of long-term unemployment by age group, 2009 and 2015

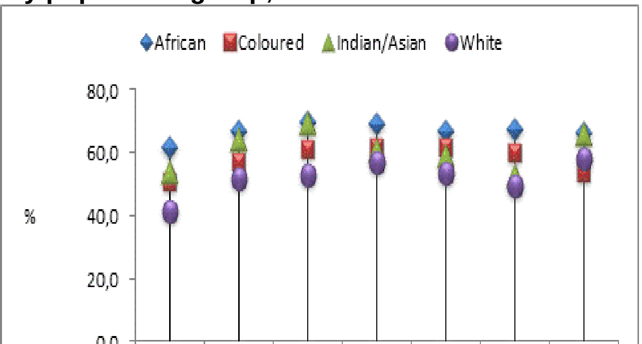


The incidence of long-term unemployment reached a peak in 2011 across all age groups except for those aged 35–44 years (70,5% in 2012) (Table 5.8). On the other hand, the incidence of long-term unemployment for those aged 45–54 years increased from 64,8% in 2009 to reach a high of 71,4% in 2011 and this incidence remained unchanged in 2012. Figure 5.6 highlights that there were increases in the incidence of long-term unemployment among all age groups between 2009 and 2015. The largest increase was observed among those aged 55–64 years (13,3 percentage points) followed by those aged 15–24 years (6,8 percentage points). The lowest increase of 2,6 percentage points was among those aged 35–44 years old.

Figure 5.7: Incidence of long-term unemployment by sex, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
Men	55,1	61,9	65,2	64,5	62,5	62,4	61,3
Women	65,8	69,7	72,0	71,4	69,7	69,5	69,1
Total	60,3	65,7	68,6	67,9	66,0	65,9	65,1

Figure 5.8: Incidence of long-term unemployment by population group, 2009–2015



	2009	2010	2011	2012	2013	2014	2015
African	61,8	67,1	69,9	69,0	67,1	67,4	66,5
Coloured	51,0	57,4	61,0	62,1	61,7	59,9	54,0
Indian/Asian	54,3	64,5	70,0	61,3	59,7	53,1	66,5
White	41,7	51,8	53,2	57,3	54,0	49,9	58,4

Figure 5.7 highlights that women are more likely to be in long-term unemployment than their male counterparts. The incidence of long-term unemployment reached a peak in 2011 for both men (65,2%) and women (72,0%). The results indicate that the incidence of long-term unemployment for men was lower than the national average over the period 2009 to 2015. In terms of population group, black Africans reflected higher incidences of long-term unemployment compared to other population groups while the lowest incidence was observed among the white population group. The incidence of long-term unemployment increased across all population groups between 2009 and 2015 with the largest increase observed amongst whites (16,7 percentage points) and Indians/Asians (12,2 percentage points).

Figure 5.9: Incidence of long-term unemployment by province, 2009 and 2015

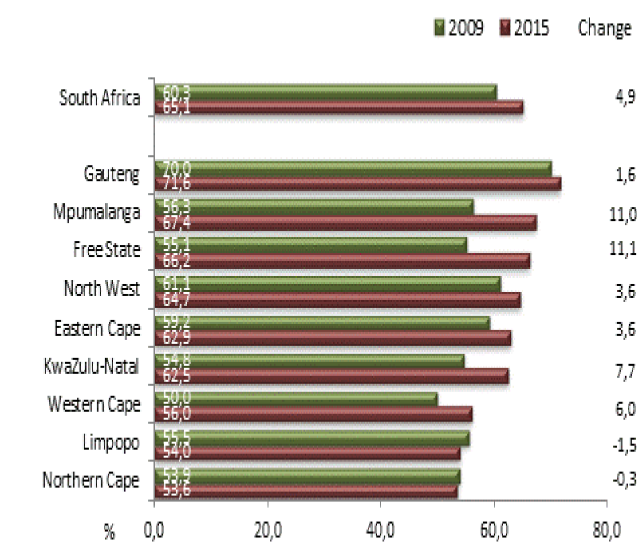
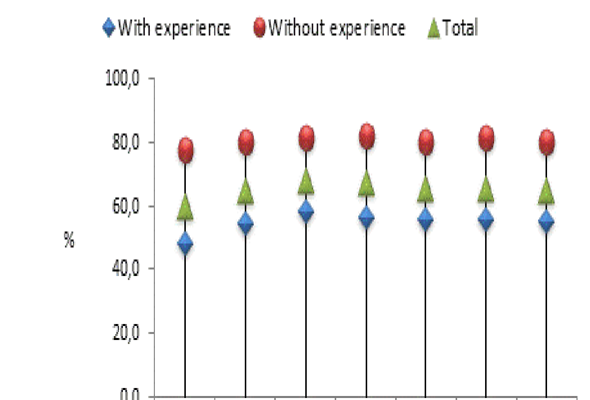


Figure 5.10: Incidence of long-term unemployment by work experience, 2009–2015



	2009	2010	2011	2012	2013	2014	2015
With experience	48,6	54,9	58,3	56,9	55,8	55,9	55,5
Without experience	77,9	80,8	82,0	82,8	80,5	81,8	80,3
Total	60,3	65,7	68,6	67,9	66,0	65,9	65,1

Nationally, the incidence of long-term unemployment increased by 4,9 percentage points over the period 2009 to 2015 (Figure 5.9). The incidence of unemployment increased in all provinces except in Limpopo and the Northern Cape (declined by 1,5 percentage points and 0,3 of a percentage point respectively). The largest provincial increase was in Free State (11,1 percentage points), Mpumalanga (11,0 percentage points) and KwaZulu-Natal (7,7 percentage points). Figure 5.10 shows that unemployed people without work experience have a higher incidence of long-term unemployment compared to those who have worked before. The incidence of long-term unemployment among those who had worked before ranged from 48,6% in 2009 to 55,9% in 2014 while for those without work experience the incidence, with the exception of 2009, was above 80,0%. The highest incidence of long-term unemployment amongst those without work experience was in 2011 at 82,8%.

Summary and conclusion

- Over the period 2009 to 2015, the highest proportions of the working-age population who were unemployed were amongst black Africans and coloureds.
- Persons with less than a matric education and those with matric qualifications recorded higher unemployment levels compared to those holding tertiary qualifications.
- The most popular methods of searching for jobs were to enquire at workplaces and to seek assistance from relatives or friends.
- The incidence of long-term unemployment is higher amongst older age cohorts.
- Women are more likely to be in long-term unemployment than men.
- The incidence of long-term unemployment was higher among persons without previous work experience compared to those who had worked before.

Chapter 6
Youth in the South African labour market

Table of contents

Chapter 6: Youth in the South African labour market

Key labour market concepts

Labour force: The labour force is the sum of employed and unemployed persons within the working-age population (WAP), i.e. persons between the ages of 15 and 64 years. Definitions of the employed, unemployed, discouraged and other non-economically active (NEA) are included in Chapter 4.

Definitions of youth vary considerably amongst countries. The United Nations defines the youth as those aged between 15 and 24 years[1].

The **South African definition of the youth** refers to persons aged **15–34 years**.

NEET refers to Not in Employment, Education or Training.

The **NEET rate** is the proportion of youth aged 15–24 years who are not in education, employment or training.

Background

Unemployment is a global problem and is most acute amongst the youth; young people aged 15–24 are three times more likely to be unemployed than are adults (ILO, 2006). The ILO publication entitled "World Employment Social Outlook, Trends for Youth, 2016" highlights that the global youth unemployment rate is expected to increase from 12,9% in 2015 to 13,1% in 2016 in line with the historic peak reached in 2013 (13,2%). The number of unemployed youth will reach 71 million in 2016. The vulnerability of the youth extends beyond unemployment to higher incidences of working poverty; the report finds that "37,7% of working youth are living in extreme or moderate poverty in 2016".

In South Africa, the National Development Plan (NDP) was developed by government in order to create an economy that is more inclusive and dynamic in meeting the needs of all citizens. One of the 2030 vision mentioned in the plan is to achieve full employment, decent work and sustainable livelihoods to improve living standards and to ensure a dignified existence for all South Africans[2]. In addition, the National Youth Policy (NYP) for 2015–2020 (NYP 2020) is focused on the development of young people in the country, with the aim of redressing the wrongs of the past and addressing the specific challenges and immediate needs of the country's youth[3].

High youth unemployment means young people are not acquiring the skills nor experience needed to drive the economy forward. This hinders the country's economic development and imposes a larger burden on the state to provide social assistance. The previous report entitled "*Labour market dynamics in South Africa, 2014*" highlighted that young people aged 15–34 years are vulnerable in the market as they are faced with unemployment rates double that of adults while they are more likely to have limited or no previous work experience, which reduces their future chances of finding employment.

Introduction

This chapter focuses on the labour market situation of youth aged 15–34 years. The analyses are based on the patterns and trends of key labour market indicators over the period 2009 to 2015. In addition the analyses are done with respect to socio-demographic variables such as age, gender, population group and level of education. Furthermore, the number of young people, aged 15–24 years, who are 'Not in Employment, Education or Training (NEET)' is analysed.

[1] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[2] National Development Plan, 11 November 2011
[3] National Youth Policy,(2015-2020)

Distribution of the working-age among youth and adults

Table 6.1: Trends in key labour market indicators among youth, 2009–2015

	2009	2010	2011	2012	2013	2014	2015
	Thousand						
Employed	6 052	5 739	5 771	5 868	6 008	6 021	6 312
Unemployed	3 141	3 180	3 205	3 271	3 295	3 377	3 512
Discouraged	1 042	1 360	1 523	1 537	1 549	1 584	1 511
Other not economically active	8 245	8 408	8 409	8 464	8 515	8 601	8 441
Working-age population	**18 480**	**18 687**	**18 909**	**19 140**	**19 367**	**19 583**	**19 777**
	Annual changes						
	2010	**2011**	**2012**	**2013**	**2014**	**2015**	**Change 2009-2015**
Employed	-313	32	96	140	13	291	260
Unemployed	39	25	66	24	82	136	371
Discouraged	318	164	14	12	35	-73	470
Other not economically active	163	1	55	51	85	-159	196
Working-age population	**207**	**222**	**231**	**228**	**216**	**194**	**1 297**

Over the period 2009 to 2015, the number of young people aged 15 to 34 years in the working age population increased for six successive years from 18,5 million in 2009 to 19,8 million in 2015; an increase of 1,3 million over the period. Between 2009 and 2015, the number of youth increased in all labour market statuses; the number of employed, unemployed and discouraged youth increased by 260 000, 371 000 and 470 000 respectively. In 2015, the discouraged and inactive youth decreased annually by 73 000 and 159 000 respectively, while the number of employed and unemployed youth increased (291 000 and 136 000 respectively).

Table 6.2: Employment among the youth and adults by sector, 2009 and 2015

	2009			2015		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 355	5 612	9 967	4 440	6 495	10 935
Informal sector	993	1 228	2 221	1 127	1 510	2 637
Agriculture	317	398	715	411	469	880
Private households	387	904	1 291	334	954	1 288
Total	**6 052**	**8 142**	**14 194**	**6 312**	**9 428**	**15 741**
	Per cent					
Formal sector	72,0	68,9	70,2	70,3	68,9	69,5
Informal sector	16,4	15,1	15,6	17,9	16,0	16,8
Agriculture	5,2	4,9	5,0	6,5	5,0	5,6
Private households	6,4	11,1	9,1	5,3	10,1	8,2
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Table 6.2 shows that employment in the formal sector is more stable and secure in nature; a higher proportion of both youth and adults were employed in this sector when compared to other sectors. In both 2009 and 2015, the number of adults employed in the formal sector was higher compared to youth. Over the period 2009 and 2015, formal sector jobs increased among both youth and adults (85 000 and 883 000 respectively); this was also the case for all other sectors among youth and adults except for the number of youth employed in private households which decreased by 53 000. Between 2009 and 2015, the share of adults who were employed in the formal sector remained constant at 68,9% while the share of young people decreased by 1,7 percentage points from 72,0% in 2009 to 70,3% in 2015. The share of young people and adults who were employed in the informal sector and Agriculture increased while declining among both groups employed in private households.

Figure 6.1: Labour market rates among the youth, 2009–2015

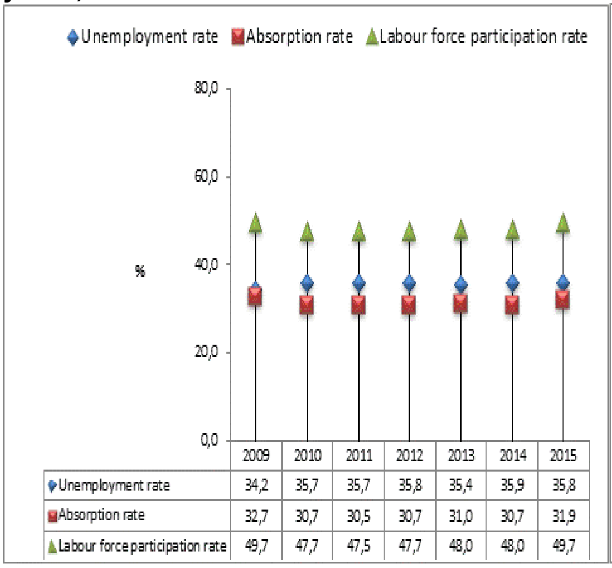
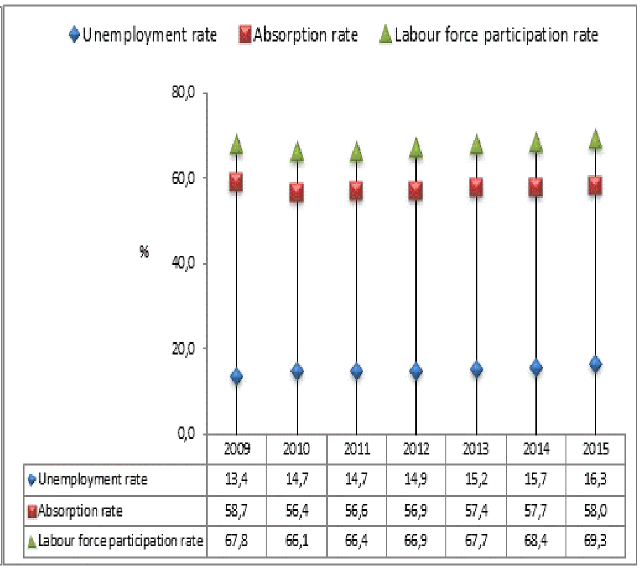


Figure 6.2: Labour market rates among adults, 2009–2015



Figures 6.1 and 6.2 show that between 2009 and 2015 the unemployment rate among youth was consistently higher than that of adults, while the absorption and labour force participation rates were also higher among adults. The unemployment rate for both youth and adults remained unchanged between 2010 and 2011 (35,7% and 14,7% respectively). Between 2009 and 2015 the unemployment rate for both groups increased; the youth unemployment rate increased from 34,2% in 2009 to 35,8% in 2015 while the adult unemployment rate increased from 13,4% in 2009 to 16,3% in 2015 (an increase by 1,6 percentage points and 2,9 percentage points respectively). Over the same period the absorption rate declined amongst both groups. The youth rate decreased from 32,7% in 2009 to 31,9% in 2015 while the adult rate decreased from 58,7% in 2009 to 58,0% in 2015.

Employment by industry and occupation among youth

The analysis in this section will focus on the employment of youth in different industries over the period 2009 and 2015 and also the employment share of the youth by occupational categories.

Figure 6.3: Employed youth by industry, 2009 and 2015

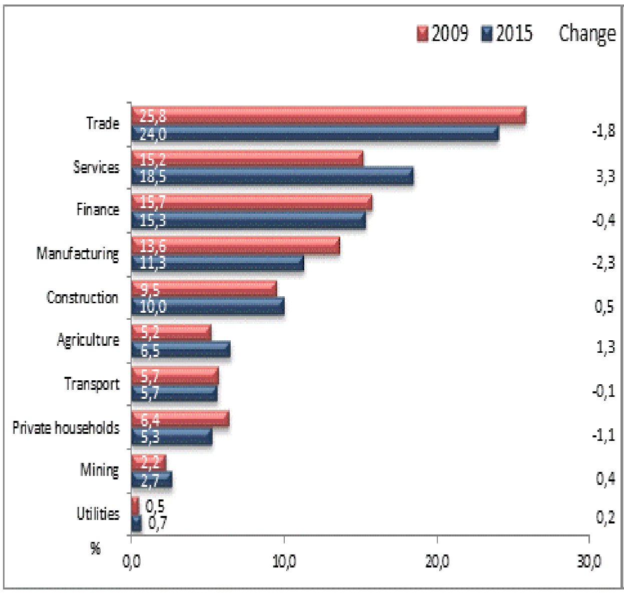
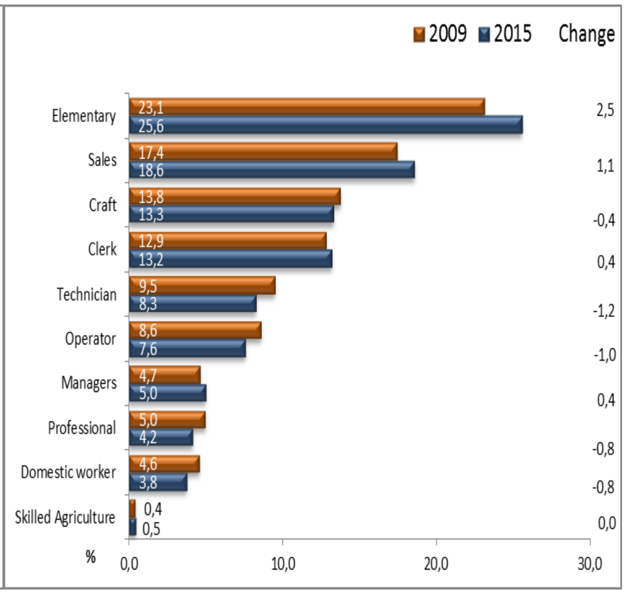


Figure 6.4: Employed youth by occupation, 2009 and 2015



Youth are predominately employed in Trade, Community and social services and Finance industries while the share of youth employed was lowest in Utilities and Mining. Between 2009 and 2015, there was a decline in the share of youth employed in five of the ten industries; namely Manufacturing, Trade, Private households, Transport and Finance. The largest decline was in Manufacturing (2,3 percentage points). For those industries where the share of youth employed increased over the period, the largest increase was in the Community and social services (3,3 percentage points). With regards to occupation, Elementary, Sales and Craft accounted for the largest share of youth employment while Skilled Agriculture and Domestic workers contributed the lowest share to youth employment. Over the period 2009 to 2015, the largest increase in the share of youth employment was in Elementary occupations which increased by 2,5 percentage points.

Access to benefits among youth and adults

In the labour market, employers often look for skills and experience as they regard unskilled, inexperienced job-seekers as a risky investment. Thus, accounting for the fact that young people are mostly unemployed while those young people who have a job are often employed on contracts of limited duration, which increases their vulnerability in the labour market. In addition, young people who are employed on these types of contracts are often excluded from the employment benefits offered by the employer, including paid sick leave or maternity/paternity leave.

Figure 6.5: Provincial access to medical aid among youth, 2009 and 2015

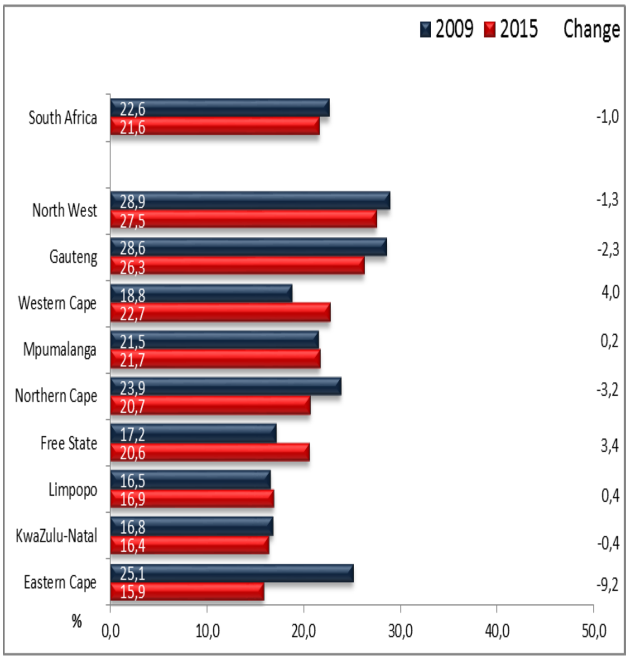
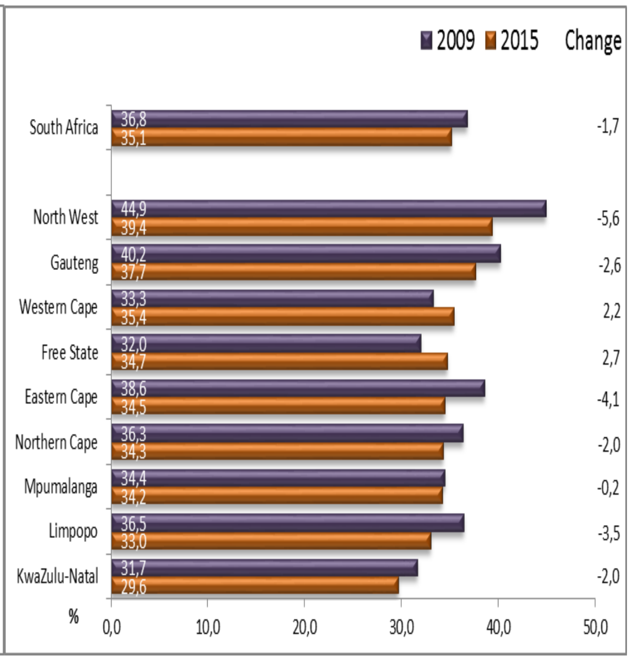


Figure 6.6: Provincial access to medical aid among adults, 2009 and 2015



Nationally access to medical aid benefits is higher among adults when compared to young people and this is also the finding across all provinces. Between 2009 and 2015, access to medical aid benefits declined among youth and adults. In 2009, 22,6% of youth had access to medical aid benefits and by 2015 this decreased to 21,6% while among adults, over the same period access decreased from 36,8% in 2009 to 35,1% in 2015. North West, Gauteng and Western Cape were found to be the provinces where access to medical aid benefits were higher for both youth and adults while medical aid benefits was less accessible for youth in the Eastern Cape and amongst adults in KwaZulu-Natal.

Figure 6.7: Provincial limited contract duration among youth, 2009 and 2015

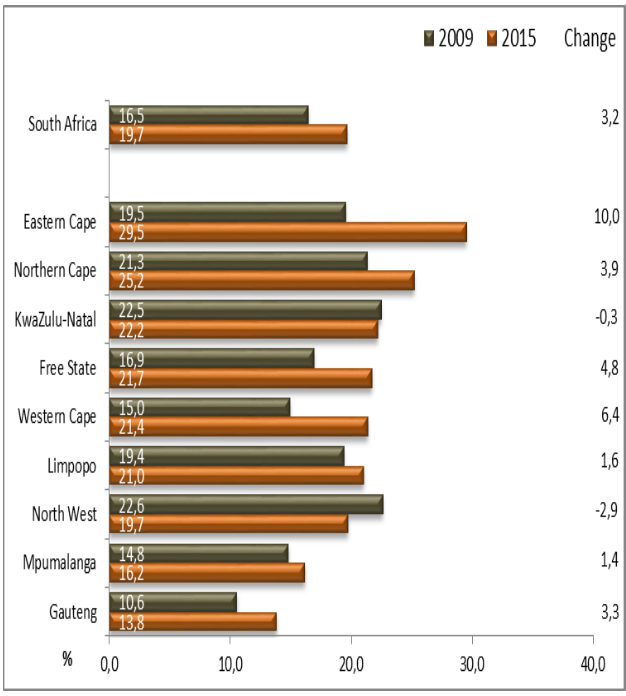
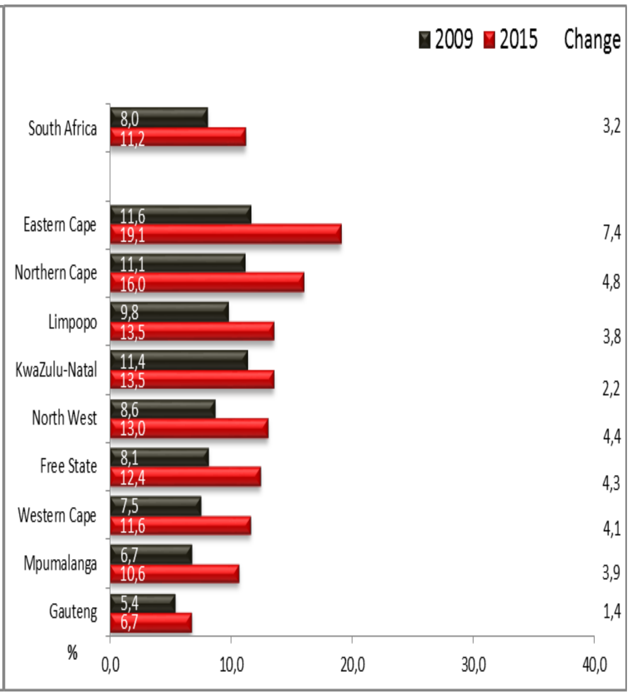


Figure 6.8: Provincial limited contract duration among adults, 2009 and 2015

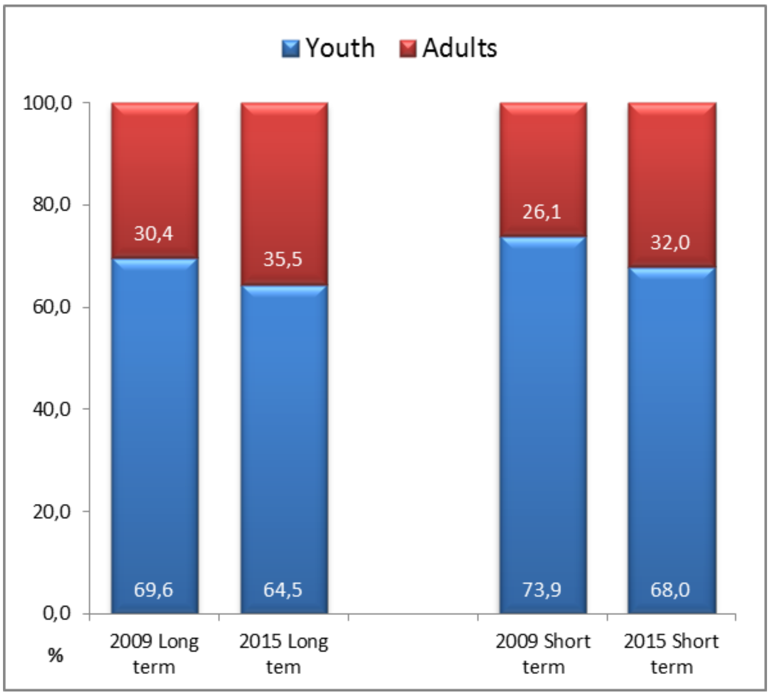


A permanent employment contract generally provides for a more stable working environment and better access to benefits when compared to a limited employment contract. In South Africa, youth are more likely to be employed on contractual basis of limited duration when compared to adults; this was also the case across all the provinces. Between 2009 and 2015, the proportion of those employed on limited contracts duration increased among both youth and adults (3,2 percentage points each). The share of youth employed on a limited contract increased from 16,5% in 2009 to 19,7% in 2015 while amongst adults the share increased from 8,0% in 2009 to 11,2% in 2015. The largest share of people who were employed on a limited-duration contract was in the Eastern Cape and the Northern Cape which may be an indication that permanent jobs are less common in these two provinces. Gauteng had the lowest share of people who were employed on limited-duration contract; and this was the case for both youth and adults.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2009 and 2015 in relation to unemployment duration, particularly with respect to those in short-term unemployment (i.e. unemployed for less than a year) and the long-term unemployed (unemployed for a year or longer).

Figure 6.9: Unemployment duration among youth and adults, 2009 and 2015



Young people aged 15–34 years accounted for the largest share of the long-term unemployment in both 2009 and 2015; a similar case was observed among those on short-term unemployment. Over the period, the share of youth in both long and short-term unemployment declined while the share of adults in both long and short-term unemployment increased. The share of youth in long-term unemployment decreased from 69,6% in 2009 to 64,5% in 2015 while the share of adults in long-term unemployment increased over the period from 30,4% to 35,5%.

Education profile of youth

Education is recognised in South Africa and globally as central for development and the improvement of the lives of young people. However, many education and training systems do not provide young people with the basic skills which are deemed necessary and required by employers. Education is also associated with more job opportunities, provides greater protection against job loss and improves the chances of finding employment during an economic slowdown.

Figure 6.10: Education level of youth in the labour force, 2009 and 2015

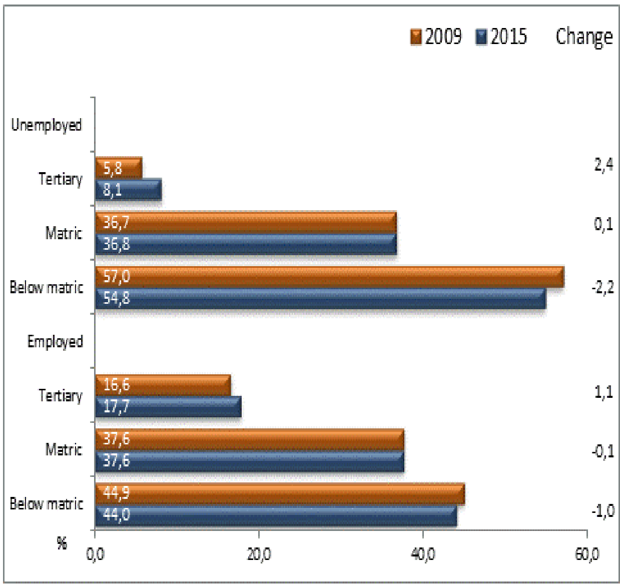
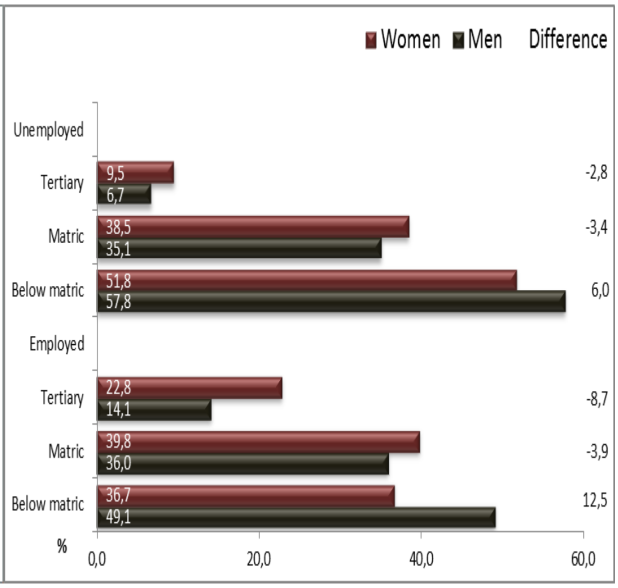


Figure 6.11: Education level of youth in the labour force by sex, 2015



Generally education is associated with improved employment prospects. Between 2009 and 2015, the level of education improved among both employed and unemployed youth. The share of employed and unemployed youth with a tertiary qualification increased from 16,6% to 17,7%; and from 5,8% to 8,1%; respectively in 2015. In contrast, the share of both the employed and unemployed youth with a below matric level of education declined over the period (by 1,0 percentage point and 2,2 percentage points respectively).

When comparing the education level of young women and men in the labour force, Figure 6.11 shows that the share of both employed and unemployed women across all educational levels was higher than that of men, with the exception amongst those with below matric level of education. Among employed young women, 22,8% had a tertiary qualification compared to 14,1% of young men while among the unemployed, 9,5% of young women had a tertiary qualification when compared to 6,7% of men.

Figure 6.12: Youth unemployment rate by level of education, 2009 and 2015

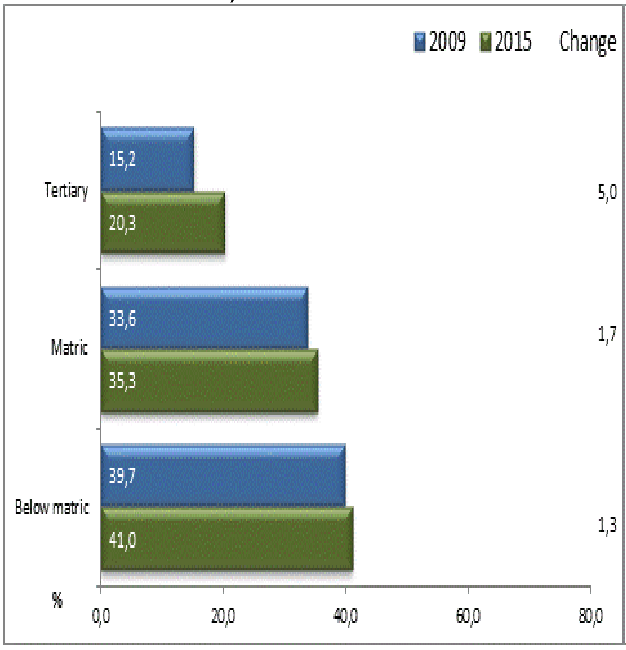


Figure 6.13: Unemployed youth by work experience and province, 2015

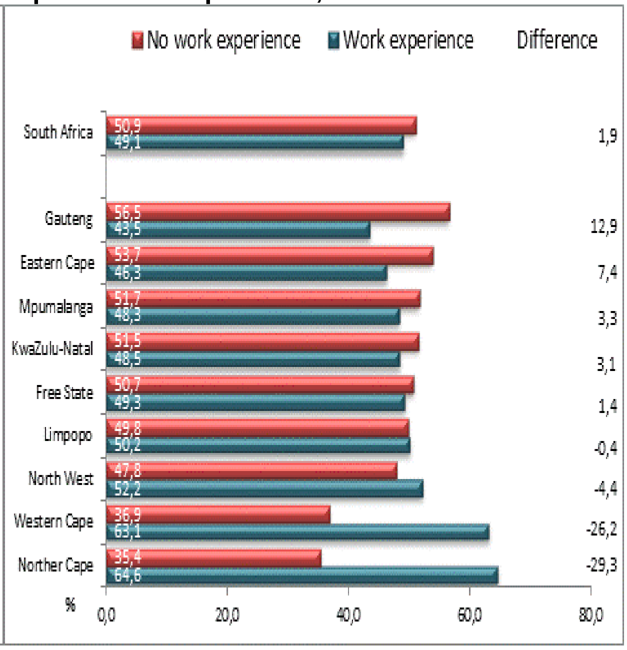


Figure 6.12 shows that higher levels of education are associated with lower youth unemployment rates. Between 2009 and 2015, youth unemployment rates increased across all education levels. The highest youth unemployment rate was among those with below matric and also increased from 39,7% in 2009 to 41,0% in 2015, the smallest increase over the period amongst all educational grouping (1,3 percentage points). Although the unemployment rate was lowest among youth with a tertiary education, the increase over the period was the largest (5,0 percentage points). Previous work experience increases the chances of getting a job. In South Africa, young people without prior work experience accounted for 50,9% of unemployed youth. This was the case for most of the provinces, where the youth with no previous work experience accounted for the largest share of the unemployed, except in the Northern Cape, Western Cape, North West and Limpopo where youth with prior work experience accounted for the largest share of the unemployed. In the Northern Cape, young people who had no previous work experience accounted for 35,4% of the unemployed compared to 56,5% in Gauteng.

Discouragement among young people

The economy demands highly-skilled labour therefore lower levels of education, no previous work experience or skills is associated with lower employment levels. Many young people are poorly educated; do not have prior work experience or skills which makes it difficult for them to find a job and as a result they end up losing hope in finding a job and enter the ranks of the discouraged.

Figure 6.14: Distribution of the discouraged youth by level of education, 2009 and 2015

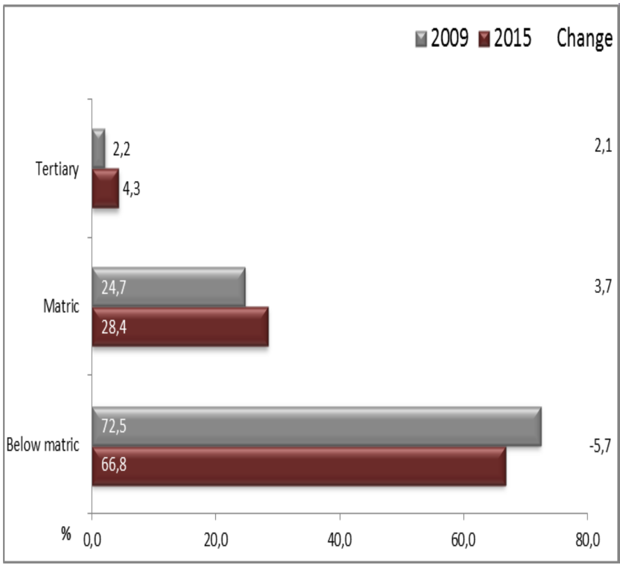


Figure 6.15: Distribution of the discouraged youth by sex, 2015

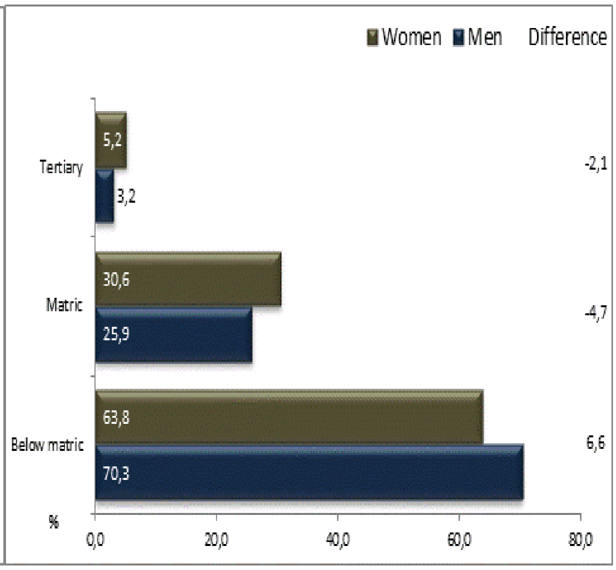
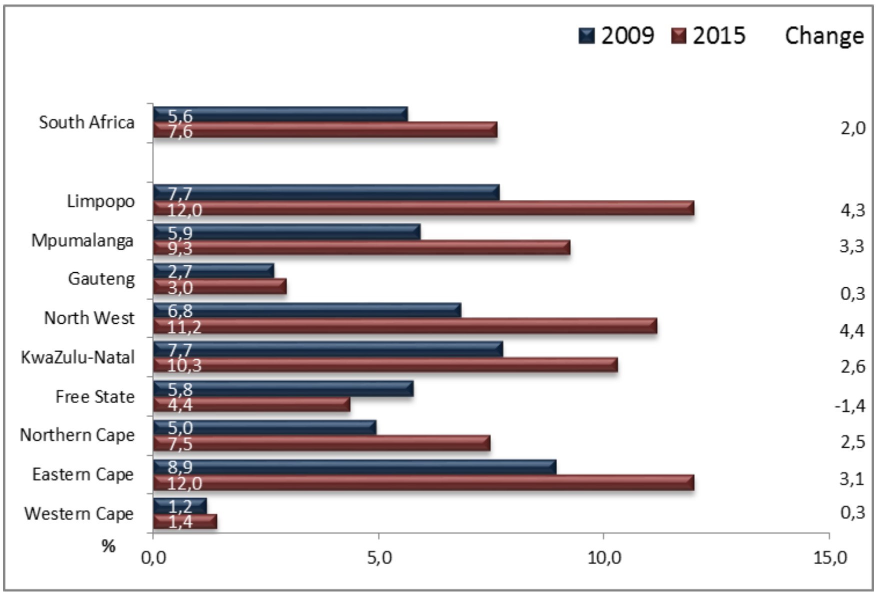


Figure 6.14 shows that the majority of young people who are discouraged are those with lower education levels, however this education category was the only group to reflect a decline in its share in discouragement over the period. Between 2009 and 2015, the share of young people with a below matric education qualification who were discouraged decreased from 72,5% to 66,8%; a decline of 5,7 percentage points. In terms of sex, women were more likely to be discouraged than men irrespective of level of education, except among those with a below matric level of education where a higher proportion of young men (70,3%) were discouraged relative to young women (63,8%).

Figure 6.16: Share of discouraged youth by province, 2009 and 2015



Between 2009 and 2015, the proportion of youth who were discouraged increased from 5,6% to 7,6%. An increase was observed across all provinces over the period with the exception of the Free State where the proportion declined by 1,4 percentage points. In 2015, discouragement among youth was highest in Limpopo and Eastern Cape (12,0% each). Between 2009 and 2015, the increase in the share of discouraged youth was highest in the North West (4,4 percentage points).

Youth who are Not in Employment, Education or Training (NEET)

The NEET indicator refers to young men and women between the ages 15 and 24 who are not in education, employment or training. The purpose of this indicator is to monitor labour market and social dynamics of young people touching on issues of unemployment, early school leaving and labour market discouragement. This indicator is used to address a broad array of vulnerabilities among youth. The ILO publication "World Employment Social Outlook, Trends for Youth, 2016" finds that "survey evidence for some 28 countries around the globe shows that roughly 25 per cent of the youth population aged between 15 and 29 years old are categorised as NEET".

Figure 6.17: NEET rate for youth aged 15–24 years in single years, 2013 and 2015

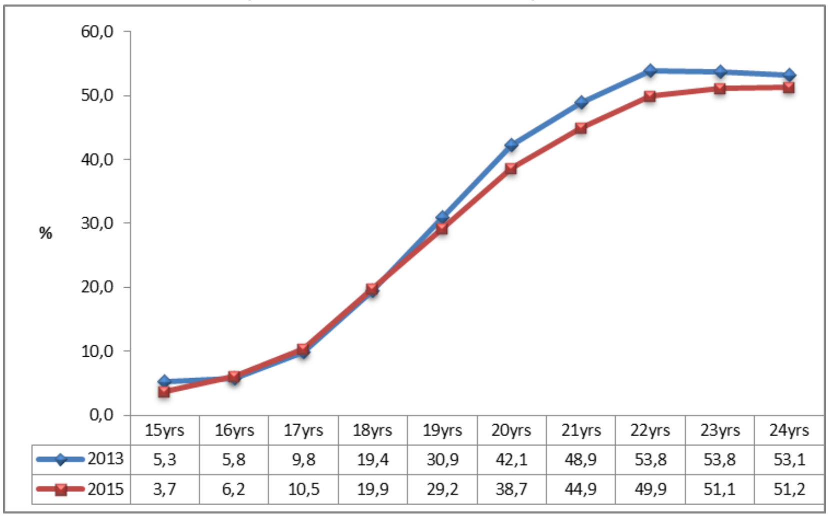


Figure 6.17 shows that the NEET rate increases with age. The pace at which the rate increases is rapid between the ages 19 and 24. Between 2013 and 2015, close to 50% or more of youth aged 22–24 years were classified as NEET. In 2015, young people aged 24 years were more than ten times more likely to be NEET compared to who were 15 years old.

Figure 6.18: NEET rate for youth aged 15–24 by population group, 2013 and 2015

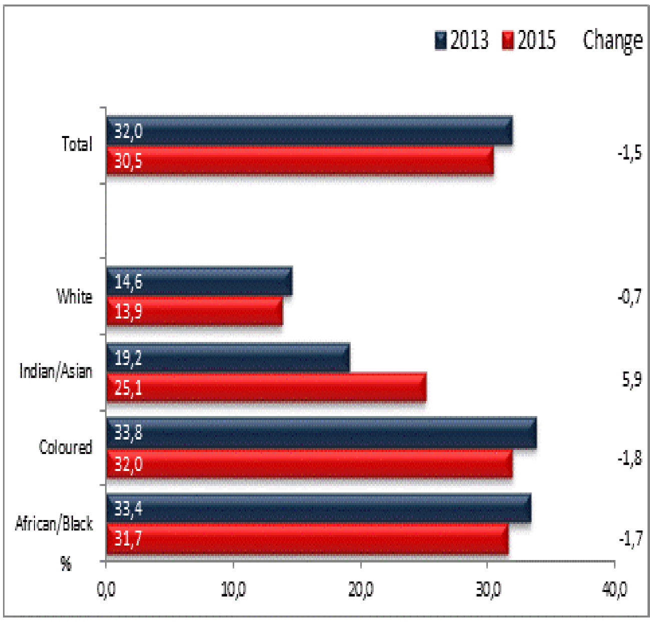
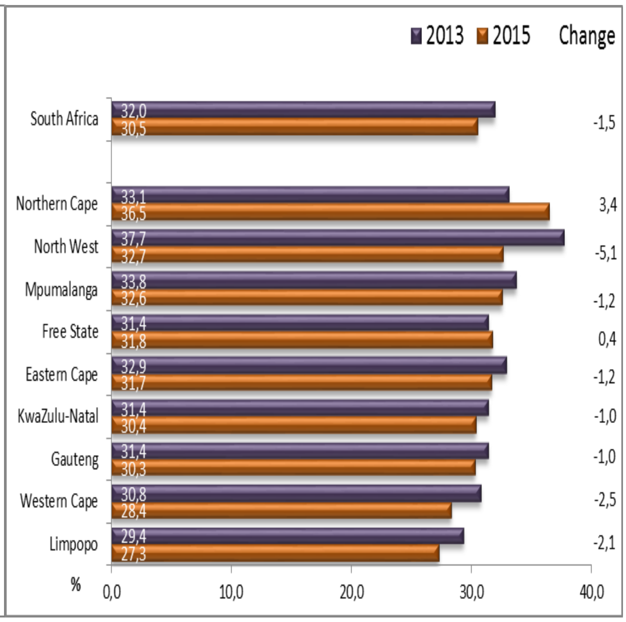


Figure 6.19: NEET rate for youth aged 15–24 by province, 2013 and 2015



Between 2013 and 2015, the NEET rate of young people in South Africa decreased by 1,5 percentage points from 32,0% to 30,5%. The NEET rate for young black Africans and coloured youth was higher than that of other population groups. In 2015, the rate for both Black Africans (31,7%) and coloured youth (32,0%) was more than double the rate of white youth (13,9%). Over the same period, the rate decreased across all provinces except in the Northern Cape and Free State. In 2015, the NEET rate was highest in the Northern Cape (36,5%) and the North West (32,7%) while the NEET rate was below the national average in KwaZulu-Natal, Gauteng, Western Cape and Limpopo.

Figure 6.20: NEET rate for youth aged 15–24 by sex, 2013 and 2015

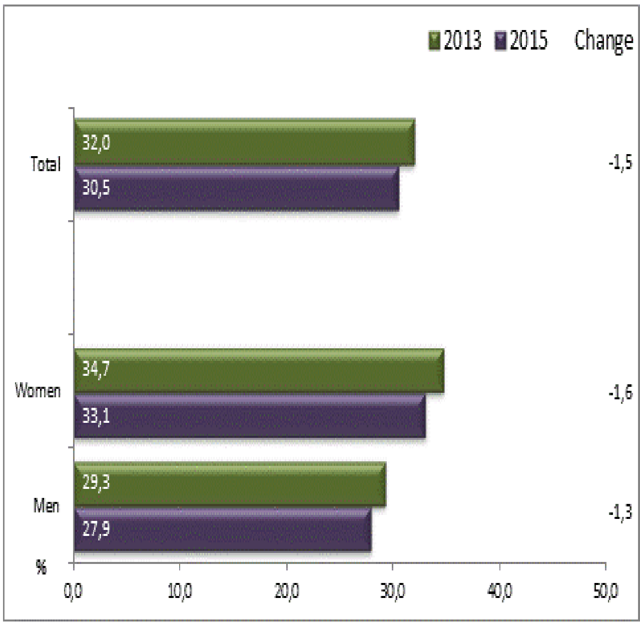


Figure 6.21: NEET rate for youth aged 15–24 by level of education, 2013 and 2015

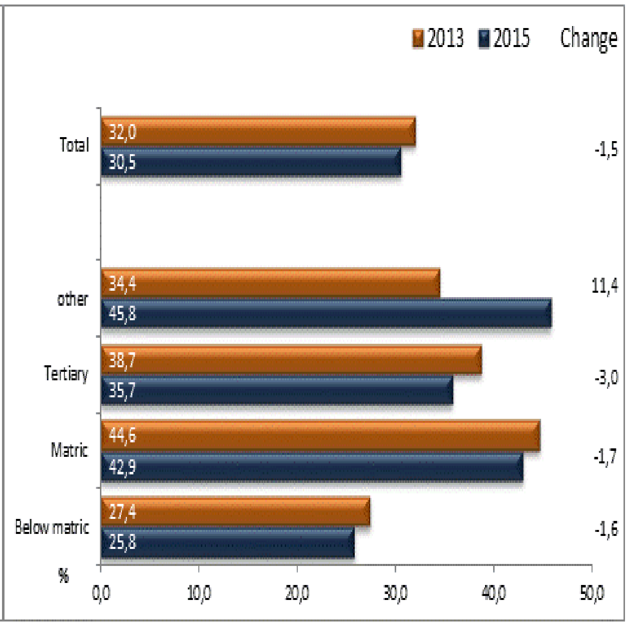


Figure 6.20 shows that in both 2013 and 2015 female NEET rates were higher than male rates. Between 2013 and 2015 the rate for both sexes declined; the rate among young women decreased from 34,7% to 33,1% while the rate for men decreased from 29,3% to 27,9%. In terms of education level, a higher NEET rate is often associated with lower education levels. This was not the case in South Africa as the NEET rate among youth with higher levels of education was higher than that of those with lower level of education. In 2015, the NEET rate for youth with a matric (42,9%) and tertiary (35,7%) qualification was higher than that of youth with below matric (25,8%). Although the rate was highest among those with tertiary education, the NEET rate declined the most over the period for this educational category (3,0 percentage points).

Summary and conclusion

- The number of young people aged 15 to 34 years in the working age population rose steadily over the period 2009 to 2015. Between 2009 and 2015, the number of youth increased for all labour market statuses.

- The results show that adults are more employable than youth across all sectors. Employment in the formal sector is considered to be more stable and secure relative to other sectors, hence a higher proportion of both youth and adults were employed in the formal sector.

- Youth are mostly employed in Trade, Community and social services and Finance industries while employment opportunities for youth was lowest in Utilities and Mining. Between 2009 and 2015, the largest decline in the share of youth employed by industry was in Manufacturing (2,3 percentage points).

- In terms of access to benefits, a higher proportion of adults have access to medical aid benefits when compared to young people nationally and across all provinces. A similar pattern was observed in terms of employment contracts; youth were more likely to be employed on a contract of limited duration.

- Between 2009 and 2015, the level of education improved among both the employed and unemployed youth. The share of both the employed and unemployed youth with a below matric level of education declined over the period (1,0 percentage point and 2,2 percentage points respectively).

- In South Africa the youth NEET rate is higher amongst the better educated youth; in 2015, the NEET rate for youth with matric (42,9%) and Tertiary (35,7%) qualification was higher than that of youth with below matric (25,8%).

Appendices

Appendix 1: Technical notes

Missing values

These were imputed in the QLFS.

The annual data presented in this report have been derived as follows:

- QLFS data covering the period 2009–2015 are averages of the results obtained for the four quarters each year over the period 2009 to 2015.

Rounding

Totals may sometimes differ from the sum of the constituent parts by small amounts due to rounding.

Master Sample design

The Quarterly Labour Force Survey (QLFS) is based on the 2013 Master Sample

Current master sample

The QLFS frame has been developed as a general-purpose household survey frame that can be used by all other household surveys irrespective of the sample size requirement of the survey. The sample size for the QLFS is roughly 33 000 dwellings per quarter.

The sample is based on information collected during the 2011 Population Census conducted by Stats SA. The sample is designed to be representative at provincial level and within provinces at metro/non-metro level. Within the metros, the sample is further distributed by geography type. The three geography types are: urban, traditional and farms. This implies, for example, that within a metropolitan area the sample is representative at the different geography types that may exist within that metro.

The current sample size is 3 324 PSUs. It is divided equally into four subgroups or panels called rotation groups. The rotation groups are designed in such a way that each of these groups has the same distribution pattern as that which is observed in the whole sample. They are numbered from one to four and these numbers also correspond to the quarters of the year in which the sample will be rotated for the particular group.

The sample for the redesigned labour force survey (i.e. the QLFS) is based on a stratified two-stage design with probability proportional to size (PPS) sampling of primary sampling units (PSUs) in the first stage, and sampling of dwelling units (DUs) with systematic sampling in the second stage.

Each quarter, a ¼ of the sampled dwellings rotate out of the sample and are replaced by new dwellings from the same PSU or the next PSU on the list. Thus, sampled dwellings will remain in the sample for four consecutive quarters. It should be noted that the sampling unit is the dwelling, and the unit of observation is the household. Therefore, if a household moves out of a dwelling after being in the sample for, say two quarters, and a new household moves in, then the new household will be enumerated for the next two quarters. If no household moves into the sampled dwelling, the dwelling will be classified as vacant (unoccupied).

Gross flows

All social and economic statistics can be expressed as either stock or flows. Stocks measure the quantities of a variable at a specific point in time while flows are the movements occurring between 2 points in time or an interval of time. Flows and stocks are linked as flows change the level of stocks.

When referring to gross and net flows, the relationship is as follows:

Gross flows in – Gross flows out = Net flows.

Surveys such as the QLFS produces net flow data, while panel data attempts to investigate gross flows underlying the net flows in the QLFS.

Gross flows matrix and interpretation

Transition matrix between period *t* and *t+1*

	Status in period t + 1		
Status in Period t	**Employed**	**Unemployed**	**Not Economically Active**
Employed	E_tE_{t+1}	E_tU_{t+1}	E_tNEA_{t+1}
Unemployed	U_tE_{t+1}	U_tU_{t+1}	U_tNEA_{t+1}
Not Economically Active	NEA_tE_{t+1}	NEA_tU_{t+1}	NEA_tNEA_{t+1}

Interpretation of flows	**Definition**
Inflows to	
Employment	*UE+NEAE*
Unemployment	*EU+NEAU*
Not Economically Active	*ENEA+UNEA*
Outflows from	
Employment	*EU+ENEA*
Unemployment	*UE+UNEA*
Not Economically Active	*NEAE+NEAU*

Constructing the QLFS panel for Gross flow analysis

Gross flow analysis requires the linking of individuals who appear in two consecutive quarters in the QLFS sample. Seven variables are used as matching criteria for the records namely:

- Name
- Surname
- Gender
- Age
- Year of birth
- Verified age
- Population group

The scoring model for gender and population groups requires an exact match between 2 quarters to assign a score of 0 otherwise a score of 1 is allocated. Name and surname are scored, using the SAS function Complev. Complev returns the Levenshtein edit distance between two strings. If the score is less or equal to 3 (ie the 2 names are more or less the same) the score becomes 0 If the score is higher than 3, the score becomes 1. For the variables regarding age, month, year of birth and verified age, the scoring model allows for a difference of 2 between the 2 strings. A perfect score of zero is assigned if the score for all 7 variables is 0.

Weighting methodology for the QLFS panel[1]

Adjustments

The Gross Flow Estimation was based on data of persons aged 15-64 years from only three overlapping panels from two consecutive quarters. The QLFS adjusted base weights from time T were therefore adjusted by a factor of $^4/_3$ to account for the non-overlapping panel.

A 'Person non-match' (also referred to as the panel non-response) adjustment factor was calculated based on whether the person records at time T were matched or not with a person record at time T+1 and the persons in labour force age at time T but were reported as younger than 15 years at time T+1.

The person records in the panel data were classified into the following response categories:

- Respondent: Persons that were matched in the panel data and were reported to be aged 15-64 years at both time T and T+1
- Non-Respondent: (a) Persons that were non-matched in the panel data and from the overlapping panels with age 15-64 years

[1] Please see appendix for details on matched records on a quarterly basis.

(b) Persons that were matched in the panel data and were reported to be aged 15-64 years at time T but were younger that 15 at time T+1. See Appendix 1

The adjustment factor was defined as follow:

$$Panel\_Non\_Resp\_Adj_i = \frac{n_i^{(mat\_re)} + n_i^{(non\_mat\_re)}}{n_i^{(mat\_re)}} \quad (1)$$

Where $n_i = n_i^{(Mat\_re)} + n_i^{(non\_mat\_re)}$ is the sum of the weights of the matched and non-matched persons including those with age younger than 15 at time T+1 in adjustment cell i and $\mathrm{n_i^{(mat\_re)}}$ is the sum of the weights of the persons matched between time T and T+1 with age older than 15 years.

The adjustment cells were defined by the rotation group and the demographic variables, i.e. Age, Gender and Race. Rotation group had three categories, Age had three categories: 15-34 and 35-64 Race had four categories: 1=African/Black, 2=Coloured, 3=Indian/Asian, 4=White and Gender had two categories; which resulted in a total of 48 adjustment cells. See Appendix 2 for the adjustment cells with the adjustment factors.

The panel adjusted base weight (W_b^p) was defined as the product of the adjusted base weight (W_b) and the adjustment factor discussed above. The non-respondent panel records were therefore excluded after applying the adjustment factor.

$$W_b^p = W_b \times Panel\_Non\_Resp\_Adj_i \quad (2)$$

Trimmed Panel Adjusted Base Weight

Extremely large weights, even if affecting only a small portion of sampled cases, can result in a substantial increase in the variance of survey estimates. Therefore, it is common practice to trim extreme weights to some maximum value, in order to limit the associated variation in the weights (thereby reducing the variance of survey estimates), and at the same time prevent a small number of sampled units from dominating the overall estimates. Weight trimming is most frequently used after the adjustment of weights for non-response.

Therefore, once the base weights had been calculated and adjusted to account for the imperfections discussed above, the distribution of the adjusted base weights were examined for possible extreme weights and were trimmed at the 99th percentile as the maximum cut-off value. Meaning that if the adjusted base weight for the sampled units were greater than the 99th percentile, the adjusted base weight for these cases was set equal to the 99th percentile. The trimmed adjusted base weight (W_t^p) is defined as:

$$W_t^p = \begin{cases} 99^{th} percentile\,, \ where\ W_b^p > 99^{th} percentile \\ W_b^p\,, \qquad\qquad\qquad\qquad other\ wise \end{cases} \qquad (3)$$

The adjustment factor was defined as follow:

$$Panel\_Non\_Resp\_Adj_i = \frac{n_i^{(mat\_re)} + n_i^{(non\_mat\_re)}}{n_i^{(mat\_re)}} \qquad (1)$$

Where $n_i = n_i^{(Mat\_re)} + n_i^{(non\_mat\_re)}$ is the sum of the weights of the matched and non-matched persons including those with age younger than 15 at time T+1 in adjustment cell i and $\mathrm{n_i^{(mat\_re)}}$ is the sum of the weights of the persons matched between time T and T+1 with age older than 15 years.

The adjustment cells were defined by the rotation group and the demographic variables, i.e. Age, Gender and Race. Rotation group had three categories, Age had three categories: 15-34 and 35-64 Race had four categories: 1=African/Black, 2=Coloured, 3=Indian/Asian, 4=White and Gender had two categories; which resulted in a total of 48 adjustment cells. See Appendix 2 for the adjustment cells with the adjustment factors.

The panel adjusted base weight (W_b^p) was defined as the product of the adjusted base weight (W_b) and the adjustment factor discussed above. The non-respondent panel records were therefore excluded after applying the adjustment factor.

$$W_b^p = W_b \times Panel\_Non\_Resp\_Adj_i \qquad (2)$$

Limitations

The calibrated weights provided should be used with caution to the following limitations:

1. The reference period for the Panel data analysis is time T.

2. The demographic variables at time T are assumed to be correct and should be used for the analysis.

3. For analysis purposes, the Calibrated weight is named *'GF_CALWGT'*.

4. Estimates at aggregate levels, such as the broad age groups, gender and labour force status only, will be comparable to the initial published estimates.

5. Estimation can only be done for ages 15-64.

Appendix 2: Statistical tables

Page

Table 2.1: Population of working age (15-64 years)

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Women	16 602	16 871	17 145	17 422	17 702	17 986	18 273
Men	15 758	16 087	16 419	16 753	17 088	17 424	17 762
Population groups	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Black/African	25 175	25 731	26 297	26 874	27 458	28 050	28 651
Coloured	3 040	3 092	3 144	3 193	3 241	3 287	3 331
Indian/Asian	897	911	925	939	951	964	975
White	3 248	3 223	3 198	3 169	3 139	3 109	3 078
South Africa	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Western Cape	3 751	3 833	3 918	4 006	4 096	4 188	4 281
Eastern Cape	3 869	3 918	3 964	4 007	4 044	4 077	4 111
Northern Cape	709	718	728	738	748	758	767
Free State	1 796	1 807	1 818	1 830	1 843	1 857	1 870
KwaZulu Natal	6 127	6 225	6 323	6 420	6 514	6 608	6 703
North West	2 179	2 216	2 256	2 297	2 340	2 384	2 428
Gauteng	8 321	8 509	8 703	8 904	9 114	9 332	9 553
Mpumalanga	2 443	2 493	2 543	2 596	2 649	2 703	2 756
Limpopo	3 165	3 239	3 310	3 377	3 442	3 505	3 566

Due to rounding, numbers do not necessarily add up to totals.

Table 2.2: Labour force characteristics by sex - All population groups

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Formal sector (Non-agricultural)	9 967	9 627	9 942	10 222	10 524	10 822	10 935
Informal sector (Non-agricultural)	2 221	2 259	2 270	2 275	2 366	2 393	2 637
Agriculture	715	665	644	696	740	702	880
Private households	1 291	1 237	1 214	1 232	1 236	1 230	1 288
Unemployed	4 403	4 564	4 636	4 775	4 886	5 070	5 344
Not economically active	13 763	14 606	14 857	14 975	15 038	15 194	14 950
Discouraged work-seekers	1 535	2 026	2 252	2 314	2 331	2 422	2 334
Other(not economically active)	12 228	12 579	12 605	12 661	12 708	12 771	12 616
Rates (%)							
Unemployment rate	23,7	24,9	24,8	24,9	24,7	25,1	25,3
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	57,5	55,7	55,7	56,2	56,8	57,1	58,5
Women							
Population 15-64 yrs	**16 602**	**16 871**	**17 145**	**17 422**	**17 702**	**17 986**	**18 273**
Labour Force	**8 327**	**8 171**	**8 404**	**8 601**	**8 920**	**9 115**	**9 522**
Employed	6 188	5 950	6 106	6 264	6 539	6 634	6 882
Formal sector (Non-agricultural)	3 971	3 827	4 021	4 173	4 369	4 514	4 577
Informal sector (Non-agricultural)	978	940	927	908	954	937	1 007
Agriculture	225	225	211	227	230	213	293
Private households	1 013	957	946	957	987	969	1 006
Unemployed	2 139	2 221	2 298	2 337	2 381	2 482	2 640
Not economically active	8 275	8 700	8 741	8 821	8 782	8 871	8 751
Discouraged work-seekers	881	1 131	1 242	1 294	1 270	1 285	1 309
Other(not economically active)	7 394	7 569	7 499	7 527	7 512	7 586	7 443
Rates (%)							
Unemployment rate	25,7	27,2	27,3	27,2	26,7	27,2	27,7
Employed / population ratio (Absorption)	37,3	35,3	35,6	36,0	36,9	36,9	37,7
Labour force participation rate	50,2	48,4	49,0	49,4	50,4	50,7	52,1
Men							
Population 15-64 yrs	**15 758**	**16 087**	**16 419**	**16 753**	**17 088**	**17 424**	**17 762**
Labour Force	**10 270**	**10 181**	**10 303**	**10 599**	**10 832**	**11 101**	**11 563**
Employed	8 006	7 838	7 964	8 161	8 327	8 513	8 859
Formal sector (Non-agricultural)	5 996	5 799	5 921	6 049	6 155	6 308	6 359
Informal sector (Non-agricultural)	1 243	1 319	1 343	1 367	1 412	1 455	1 630
Agriculture	489	440	433	470	510	488	587
Private households	278	280	268	275	249	261	283
Unemployed	2 264	2 343	2 338	2 438	2 505	2 589	2 704
Not economically active	5 488	5 906	6 116	6 154	6 256	6 323	6 199
Discouraged work-seekers	654	895	1 010	1 020	1 061	1 137	1 025
Other(not economically active)	4 833	5 011	5 106	5 135	5 195	5 186	5 174
Rates (%)	.	.	.	.	.	.	.
Unemployment rate	22,0	23,0	22,7	23,0	23,1	23,3	23,4
Employed / population ratio (Absorption)	50,8	48,7	48,5	48,7	48,7	48,9	49,9
Labour force participation rate	65,2	63,3	62,8	63,3	63,4	63,7	65,1

Due to rounding, numbers do not necessarily add up to totals.

Table 2.3: Labour force characteristics by population group

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	4 403	4 564	4 636	4 775	4 886	5 070	5 344
Not economically active	13 763	14 606	14 857	14 975	15 038	15 194	14 950
Rates (%)							
Unemployment rate	23,7	24,9	24,8	24,9	24,7	25,1	25,3
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	57,5	55,7	55,7	56,2	56,8	57,1	58,5
Black/African							
Population 15-64 yrs	**25 175**	**25 731**	**26 297**	**26 874**	**27 458**	**28 050**	**28 651**
Labour Force	**13 825**	**13 614**	**13 990**	**14 466**	**14 960**	**15 413**	**16 267**
Employed	9 990	9 666	9 992	10 365	10 790	11 078	11 633
Unemployed	3 836	3 948	3 998	4 101	4 171	4 335	4 634
Not economically active	11 349	12 117	12 307	12 408	12 498	12 638	12 383
Rates (%)							
Unemployment rate	27,7	29,0	28,6	28,3	27,9	28,1	28,5
Employed / population ratio (Absorption)	39,7	37,6	38,0	38,6	39,3	39,5	40,6
Labour force participation rate	54,9	52,9	53,2	53,8	54,5	54,9	56,8
Coloured							
Population 15-64 yrs	**3 040**	**3 092**	**3 144**	**3 193**	**3 241**	**3 287**	**3 331**
Labour Force	**1 980**	**1 977**	**1 981**	**2 035**	**2 071**	**2 135**	**2 134**
Employed	1 579	1 539	1 528	1 544	1 572	1 623	1 643
Unemployed	400	438	453	491	499	512	492
Not economically active	1 060	1 115	1 163	1 159	1 170	1 152	1 196
Rates (%)							
Unemployment rate	20,2	22,2	22,9	24,1	24,1	24,0	23,0
Employed / population ratio (Absorption)	52,0	49,8	48,6	48,3	48,5	49,4	49,3
Labour force participation rate	65,1	63,9	63,0	63,7	63,9	65,0	64,1
Indian/Asian							
Population 15-64 yrs	**897**	**911**	**925**	**939**	**951**	**964**	**975**
Labour Force	**531**	**558**	**549**	**553**	**579**	**566**	**580**
Employed	469	510	491	494	508	498	504
Unemployed	61	48	58	59	71	68	76
Not economically active	367	353	376	386	373	398	395
Rates (%)							
Unemployment rate	11,6	8,7	10,5	10,6	12,3	12,0	13,1
Employed / population ratio (Absorption)	52,3	56,0	53,1	52,7	53,4	51,7	51,7
Labour force participation rate	59,1	61,3	59,3	58,9	60,8	58,7	59,5
White							
Population 15-64 yrs	**3 248**	**3 223**	**3 198**	**3 169**	**3 139**	**3 109**	**3 078**
Labour Force	**2 261**	**2 203**	**2 187**	**2 147**	**2 142**	**2 103**	**2 103**
Employed	2 156	2 073	2 060	2 022	1 996	1 947	1 961
Unemployed	106	130	128	125	146	156	142
Not economically active	987	1 020	1 010	1 022	998	1 006	975
Rates (%)							
Unemployment rate	4,7	5,9	5,8	5,8	6,8	7,4	6,8
Employed / population ratio (Absorption)	66,4	64,3	64,4	63,8	63,6	62,6	63,7
Labour force participation rate	69,6	68,4	68,4	67,7	68,2	67,6	68,3

Due to rounding, numbers do not necessarily add up to totals.

Table 2.4: Labour force characteristics by age group

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	4 403	4 564	4 636	4 775	4 886	5 070	5 344
Not economically active	13 763	14 606	14 857	14 975	15 038	15 194	14 950
Rates (%)							
Unemployment rate	23,7	24,9	24,8	24,9	24,7	25,1	25,3
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	57,5	55,7	55,7	56,2	56,8	57,1	58,5
15-24 years							
Population 15-24 yrs	**9 837**	**9 938**	**10 038**	**10 128**	**10 201**	**10 257**	**10 291**
Labour Force	**2 762**	**2 597**	**2 558**	**2 571**	**2 629**	**2 593**	**2 741**
Employed	1 427	1 267	1 272	1 242	1 277	1 263	1 367
Unemployed	1 335	1 330	1 286	1 329	1 352	1 330	1 374
Not economically active	7 076	7 341	7 480	7 557	7 572	7 664	7 550
Rates (%)							
Unemployment rate	48,3	51,2	50,3	51,7	51,4	51,3	50,1
Employed / population ratio (Absorption)	14,5	12,8	12,7	12,3	12,5	12,3	13,3
Labour force participation rate	28,1	26,1	25,5	25,4	25,8	25,3	26,6
25-34 years							
Population 25-34 yrs	**8 642**	**8 749**	**8 871**	**9 011**	**9 166**	**9 326**	**9 486**
Labour Force	**6 431**	**6 322**	**6 419**	**6 568**	**6 674**	**6 805**	**7 083**
Employed	4 625	4 472	4 500	4 626	4 731	4 758	4 945
Unemployed	1 806	1 850	1 919	1 942	1 943	2 047	2 138
Not economically active	2 211	2 427	2 452	2 444	2 492	2 521	2 402
Rates (%)							
Unemployment rate	28,1	29,3	29,9	29,6	29,1	30,1	30,2
Employed / population ratio (Absorption)	53,5	51,1	50,7	51,3	51,6	51,0	52,1
Labour force participation rate	74,4	72,3	72,4	72,9	72,8	73,0	74,7
35-44 years							
Population 35-44 yrs	**6 445**	**6 645**	**6 843**	**7 040**	**7 236**	**7 430**	**7 618**
Labour Force	**4 995**	**5 035**	**5 202**	**5 413**	**5 622**	**5 790**	**6 041**
Employed	4 167	4 144	4 261	4 428	4 577	4 685	4 862
Unemployed	828	891	941	984	1 045	1 106	1 179
Not economically active	1 450	1 610	1 641	1 628	1 614	1 639	1 577
Rates (%)							
Unemployment rate	16,6	17,7	18,1	18,2	18,6	19,1	19,5
Employed / population ratio (Absorption)	64,7	62,4	62,3	62,9	63,2	63,1	63,8
Labour force participation rate	77,5	75,8	76,0	76,9	77,7	77,9	79,3
45-54 years							
Population 45-54 yrs	**4 568**	**4 670**	**4 759**	**4 841**	**4 925**	**5 025**	**5 152**
Labour Force	**3 181**	**3 184**	**3 268**	**3 338**	**3 442**	**3 545**	**3 691**
Employed	2 824	2 783	2 856	2 911	3 003	3 071	3 171
Unemployed	357	401	412	428	440	474	520
Not economically active	1 387	1 486	1 492	1 502	1 482	1 480	1 461
Rates (%)							
Unemployment rate	11,2	12,6	12,6	12,8	12,8	13,4	14,1
Employed / population ratio (Absorption)	61,8	59,6	60,0	60,1	61,0	61,1	61,6
Labour force participation rate	69,6	68,2	68,7	69,0	69,9	70,6	71,6

Table 2.4: Labour force characteristics by age group (concluded)

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
55-64 years							
Population 55-64 yrs	**2 867**	**2 956**	**3 052**	**3 154**	**3 262**	**3 373**	**3 487**
Labour Force	**1 227**	**1 214**	**1 260**	**1 310**	**1 385**	**1 483**	**1 528**
Employed	1 151	1 122	1 182	1 218	1 278	1 369	1 395
Unemployed	77	92	78	92	107	113	133
Not economically active	1 639	1 743	1 792	1 844	1 877	1 890	1 959
Rates (%)							
Unemployment rate	6,2	7,6	6,2	7,0	7,7	7,7	8,7
Employed / population ratio (Absorption)	40,1	37,9	38,7	38,6	39,2	40,6	40,0
Labour force participation rate	42,8	41,1	41,3	41,5	42,5	44,0	43,8

Due to rounding, numbers do not necessarily add up to totals.

Table 2.5: Labour force characteristics by province

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	4 403	4 564	4 636	4 775	4 886	5 070	5 344
Not economically active	13 763	14 606	14 857	14 975	15 038	15 194	14 950
Discouraged work-seekers	1 535	2 026	2 252	2 314	2 331	2 422	2 334
Other	12 228	12 579	12 605	12 661	12 708	12 771	12 616
Rates (%)							
Unemployment rate	23,7	24,9	24,8	24,9	24,7	25,1	25,3
Employed / population ratio	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	57,5	55,7	55,7	56,2	56,8	57,1	58,5
Western Cape							
Population 15-64 yrs	**3 751**	**3 833**	**3 918**	**4 006**	**4 096**	**4 188**	**4 281**
Labour Force	**2 577**	**2 575**	**2 636**	**2 730**	**2 768**	**2 842**	**2 904**
Employed	2 053	2 025	2 061	2 091	2 141	2 195	2 304
Unemployed	525	550	575	639	627	646	600
Not economically active	1 174	1 258	1 282	1 277	1 328	1 346	1 377
Discouraged work-seekers	35	47	37	34	40	32	51
Other	1 138	1 211	1 246	1 243	1 288	1 315	1 326
Rates (%)							
Unemployment rate	20,4	21,4	21,8	23,4	22,7	22,7	20,7
Employed / population ratio	54,7	52,8	52,6	52,2	52,3	52,4	53,8
Labour force participation rate	68,7	67,2	67,3	68,1	67,6	67,8	67,8
Eastern Cape							
Population 15-64 yrs	**3 869**	**3 918**	**3 964**	**4 007**	**4 044**	**4 077**	**4 111**
Labour Force	**1 772**	**1 729**	**1 755**	**1 759**	**1 838**	**1 918**	**1 935**
Employed	1 287	1 262	1 278	1 254	1 295	1 350	1 377
Unemployed	485	467	477	505	543	568	558
Not economically active	2 097	2 189	2 209	2 248	2 205	2 159	2 176
Discouraged work-seekers	302	353	360	403	414	420	411
Other	1 795	1 836	1 848	1 845	1 792	1 739	1 764
Rates (%)							
Unemployment rate	27,4	27,0	27,2	28,7	29,6	29,6	28,8
Employed / population ratio	33,3	32,2	32,2	31,3	32,0	33,1	33,5
Labour force participation rate	45,8	44,1	44,3	43,9	45,5	47,0	47,1
Northern Cape							
Population 15-64 yrs	**709**	**718**	**728**	**738**	**748**	**758**	**767**
Labour Force	**389**	**381**	**393**	**413**	**430**	**438**	**448**
Employed	285	281	281	296	310	307	305
Unemployed	103	101	112	117	120	131	143
Not economically active	321	337	335	324	317	319	319
Discouraged work-seekers	29	39	35	31	30	42	46
Other	292	298	300	294	287	278	274
Rates (%)							
Unemployment rate	26,6	26,4	28,4	28,3	27,9	29,9	32,0
Employed / population ratio	40,2	39,1	38,6	40,2	41,5	40,5	39,7
Labour force participation rate	54,8	53,1	54,0	56,0	57,6	57,8	58,4

Due to rounding, numbers do not necessarily add up to totals

Table 2.5: Labour force characteristics by province (continued)

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State							
Population 15-64 yrs	**1 796**	**1 807**	**1 818**	**1 830**	**1 843**	**1 857**	**1 870**
Labour Force	**1 053**	**1 063**	**1 069**	**1 075**	**1 111**	**1 136**	**1 163**
Employed	779	768	775	728	748	749	805
Unemployed	274	296	294	346	363	388	358
Not economically active	743	743	749	756	732	720	707
Discouraged work-seekers	89	87	90	78	79	77	81
Other	654	657	659	677	653	643	626
Rates (%)							
Unemployment rate	26,0	27,8	27,5	32,2	32,7	34,1	30,8
Employed / population ratio	43,4	42,5	42,6	39,8	40,6	40,3	43,0
Labour force participation rate	58,6	58,9	58,8	58,7	60,3	61,2	62,2
KwaZulu Natal							
Population 15-64 yrs	**6 127**	**6 225**	**6 323**	**6 420**	**6 514**	**6 608**	**6 703**
Labour Force	**3 028**	**2 913**	**2 984**	**3 046**	**3 144**	**3 201**	**3 239**
Employed	2 435	2 340	2 406	2 423	2 490	2 487	2 551
Unemployed	593	573	577	622	654	715	688
Not economically active	3 099	3 312	3 340	3 375	3 371	3 406	3 463
Discouraged work-seekers	398	494	529	548	558	622	584
Other	2 700	2 819	2 811	2 827	2 813	2 784	2 880
Rates (%)							
Unemployment rate	19,6	19,7	19,3	20,4	20,8	22,3	21,3
Employed / population ratio	39,7	37,6	38,1	37,7	38,2	37,6	38,1
Labour force participation rate	49,4	46,8	47,2	47,4	48,3	48,4	48,3
North West							
Population 15-64 yrs	**2 179**	**2 216**	**2 256**	**2 297**	**2 340**	**2 384**	**2 428**
Labour Force	**1 163**	**1 101**	**1 063**	**1 091**	**1 157**	**1 229**	**1 260**
Employed	846	810	784	817	848	904	936
Unemployed	317	291	279	274	309	325	324
Not economically active	1 015	1 115	1 192	1 206	1 183	1 155	1 168
Discouraged work-seekers	125	168	256	252	234	238	245
Other	890	947	937	954	949	917	924
Rates (%)							
Unemployment rate	27,2	26,5	26,2	25,1	26,7	26,4	25,7
Employed / population ratio	38,9	36,5	34,8	35,6	36,3	37,9	38,5
Labour force participation rate	53,4	49,7	47,1	47,5	49,4	51,6	51,9
Gauteng							
Population 15-64 yrs	**8 321**	**8 509**	**8 703**	**8 904**	**9 114**	**9 332**	**9 553**
Labour Force	**5 954**	**6 004**	**6 163**	**6 245**	**6 369**	**6 423**	**6 923**
Employed	4 531	4 377	4 494	4 687	4 782	4 824	4 995
Unemployed	1 423	1 627	1 669	1 557	1 587	1 599	1 928
Not economically active	2 367	2 504	2 540	2 659	2 745	2 908	2 629
Discouraged work-seekers	207	320	303	323	337	357	271
Other	2 160	2 184	2 237	2 336	2 408	2 551	2 359
Rates (%)							
Unemployment rate	23,9	27,1	27,1	24,9	24,9	24,9	27,8
Employed / population ratio	54,5	51,4	51,6	52,6	52,5	51,7	52,3
Labour force participation rate	71,6	70,6	70,8	70,1	69,9	68,8	72,5

Due to rounding, numbers do not necessarily add up to totals

Table 2.5: Labour force characteristics by province (concluded)							
	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 443**	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**	**2 756**
Labour Force	**1 361**	**1 355**	**1 402**	**1 477**	**1 559**	**1 593**	**1 611**
Employed	1 015	973	992	1 042	1 123	1 132	1 177
Unemployed	347	382	410	435	436	461	433
Not economically active	1 081	1 138	1 142	1 118	1 090	1 110	1 146
Discouraged work-seekers	127	205	230	266	242	239	242
Other	954	933	912	853	848	871	904
Rates (%)							
Unemployment rate	25,5	28,2	29,2	29,5	28,0	29,0	26,9
Employed / population ratio (Absorption)	41,5	39,0	39,0	40,1	42,4	41,9	42,7
Labour force participation rate	55,7	54,4	55,1	56,9	58,9	58,9	58,4
Limpopo							
Population 15-64 yrs	**3 165**	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**	**3 566**
Labour Force	**1 300**	**1 230**	**1 242**	**1 365**	**1 375**	**1 435**	**1 602**
Employed	963	953	999	1 085	1 128	1 198	1 291
Unemployed	337	277	244	279	247	237	311
Not economically active	1 865	2 009	2 067	2 013	2 067	2 070	1 964
Discouraged work-seekers	222	314	413	380	397	396	404
Other	1 643	1 695	1 655	1 633	1 670	1 674	1 560
Rates (%)							
Unemployment rate	25,9	22,5	19,6	20,5	18,0	16,5	19,4
Employed / population ratio (Absorption)	30,4	29,4	30,2	32,1	32,8	34,2	36,2
Labour force participation rate	41,1	38,0	37,5	40,4	39,9	40,9	44,9

Due to rounding, numbers do not necessarily add up to totals

Table 2.6: Labour force characteristics by sex - Expanded definition of unemployment

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Formal sector (Non-agricultural)	9 967	9 627	9 942	10 222	10 524	10 822	10 935
Informal sector (Non-agricultural)	2 221	2 259	2 270	2 275	2 366	2 393	2 637
Agriculture	715	665	644	696	740	702	880
Private households	1 291	1 237	1 214	1 232	1 236	1 230	1 288
Unemployed	6 795	7 544	7 775	7 964	8 101	8 255	8 401
Not economically active	11 372	11 626	11 718	11 787	11 824	12 009	11 893
Rates (%)							
Unemployment rate	32,4	35,4	35,6	35,6	35,3	35,3	34,8
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	64,9	64,7	65,1	65,5	66,0	66,1	67,0
Women							
Population 15-64 yrs	**16 602**	**16 871**	**17 145**	**17 422**	**17 702**	**17 986**	**18 273**
Labour Force	**9 762**	**9 918**	**10 209**	**10 438**	**10 733**	**10 867**	**11 278**
Employed	6 188	5 950	6 106	6 264	6 539	6 634	6 882
Formal sector (Non-agricultural)	3 971	3 827	4 021	4 173	4 369	4 514	4 577
Informal sector (Non-agricultural)	978	940	927	908	954	937	1 007
Agriculture	225	225	211	227	230	213	293
Private households	1 013	957	946	957	987	969	1 006
Unemployed	3 574	3 968	4 104	4 175	4 194	4 233	4 396
Not economically active	6 840	6 953	6 936	6 984	6 969	7 119	6 995
Rates (%)							
Unemployment rate	36,6	40,0	40,2	40,0	39,1	39,0	39,0
Employed / population ratio (Absorption)	37,3	35,3	35,6	36,0	36,9	36,9	37,7
Labour force participation rate	58,8	58,8	59,5	59,9	60,6	60,4	61,7
Men							
Population 15-64 yrs	**15 758**	**16 087**	**16 419**	**16 753**	**17 088**	**17 424**	**17 762**
Labour Force	**11 226**	**11 414**	**11 636**	**11 950**	**12 233**	**12 534**	**12 864**
Employed	8 006	7 838	7 964	8 161	8 327	8 513	8 859
Formal sector (Non-agricultural)	5 996	5 799	5 921	6 049	6 155	6 308	6 359
Informal sector (Non-agricultural)	1 243	1 319	1 343	1 367	1 412	1 455	1 630
Agriculture	489	440	433	470	510	488	587
Private households	278	280	268	275	249	261	283
Unemployed	3 220	3 576	3 671	3 789	3 907	4 022	4 005
Not economically active	4 532	4 672	4 783	4 803	4 855	4 890	4 898
Rates (%)							
Unemployment rate	28,7	31,3	31,6	31,7	31,9	32,1	31,1
Employed / population ratio (Absorption)	50,8	48,7	48,5	48,7	48,7	48,9	49,9
Labour force participation rate	71,2	71,0	70,9	71,3	71,6	71,9	72,4

Due to rounding, numbers do not necessarily add up to totals

Table 2.7: Labour force characteristics by population group - Expanded definition of unemployment

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	6 795	7 544	7 775	7 964	8 101	8 255	8 401
Not economically active	11 372	11 626	11 718	11 787	11 824	12 009	11 893
Rates (%)							
Unemployment rate	32,4	35,4	35,6	35,6	35,3	35,3	34,8
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	64,9	64,7	65,1	65,5	66,0	66,1	67,0
Black/African							
Population 15-64 yrs	**25 175**	**25 731**	**26 297**	**26 874**	**27 458**	**28 050**	**28 651**
Labour Force	**16 074**	**16 414**	**16 933**	**17 470**	**17 990**	**18 402**	**19 115**
Employed	9 989	9 666	9 992	10 365	10 790	11 078	11 633
Unemployed	6 085	6 748	6 941	7 105	7 200	7 324	7 482
Not economically active	9 100	9 317	9 364	9 404	9 468	9 648	9 536
Rates (%)							
Unemployment rate	37,9	41,1	41,0	40,7	40,0	39,8	39,1
Employed / population ratio (Absorption)	39,7	37,6	38,0	38,6	39,3	39,5	40,6
Labour force participation rate	63,9	63,8	64,4	65,0	65,5	65,6	66,7
Coloured							
Population 15-64 yrs	**3 040**	**3 092**	**3 144**	**3 193**	**3 241**	**3 287**	**3 331**
Labour Force	**2 060**	**2 089**	**2 103**	**2 148**	**2 187**	**2 254**	**2 271**
Employed	1 579	1 539	1 528	1 544	1 572	1 623	1 643
Unemployed	481	550	575	605	615	630	628
Not economically active	980	1 004	1 041	1 045	1 054	1 034	1 060
Rates (%)							
Unemployment rate	23,3	26,3	27,4	28,1	28,1	28,0	27,7
Employed / population ratio (Absorption)	52,0	49,8	48,6	48,3	48,5	49,4	49,3
Labour force participation rate	67,8	67,5	66,9	67,3	67,5	68,6	68,2
Indian/Asian							
Population 15-64 yrs	**897**	**911**	**925**	**939**	**951**	**964**	**975**
Labour Force	**560**	**579**	**573**	**578**	**610**	**599**	**614**
Employed	469	510	491	494	508	498	504
Unemployed	90	69	81	84	102	101	110
Not economically active	338	332	353	360	341	365	361
Rates (%)							
Unemployment rate	16,1	12,0	14,2	14,5	16,7	16,9	17,9
Employed / population ratio (Absorption)	52,3	56,0	53,1	52,7	53,4	51,7	51,7
Labour force participation rate	62,4	63,6	61,9	61,6	64,1	62,2	62,9
White							
Population 15-64 yrs	**3 248**	**3 223**	**3 198**	**3 169**	**3 139**	**3 109**	**3 078**
Labour Force	**2 294**	**2 250**	**2 237**	**2 192**	**2 179**	**2 147**	**2 142**
Employed	2 156	2 073	2 060	2 022	1 996	1 947	1 961
Unemployed	139	177	177	170	183	200	181
Not economically active	954	973	961	977	960	962	936
Rates (%)							
Unemployment rate	6,0	7,9	7,9	7,8	8,4	9,3	8,5
Employed / population ratio (Absorption)	66,4	64,3	64,4	63,8	63,6	62,6	63,7
Labour force participation rate	70,6	69,8	69,9	69,2	69,4	69,1	69,6

Due to rounding, numbers do not necessarily add up to totals

Table 2.8: Labour force characteristics by age group

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	6 795	7 544	7 775	7 964	8 101	8 255	8 401
Not economically active	11 372	11 626	11 718	11 787	11 824	12 009	11 893
Rates (%)							
Unemployment rate	32,4	35,4	35,6	35,6	35,3	35,3	34,8
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	64,9	64,7	65,1	65,5	66,0	66,1	67,0
15-24 years							
Population 15-24 yrs	**9 837**	**9 938**	**10 038**	**10 128**	**10 201**	**10 257**	**10 291**
Labour Force	**3 578**	**3 618**	**3 634**	**3 645**	**3 697**	**3 610**	**3 677**
Employed	1 427	1 267	1 272	1 242	1 277	1 263	1 367
Unemployed	2 151	2 350	2 362	2 403	2 420	2 347	2 310
Not economically active	6 260	6 321	6 404	6 483	6 504	6 647	6 614
Rates (%)							
Unemployment rate	60,1	65,0	65,0	65,9	65,5	65,0	62,8
Employed / population ratio (Absorption)	14,5	12,8	12,7	12,3	12,5	12,3	13,3
Labour force participation rate	36,4	36,4	36,2	36,0	36,2	35,2	35,7
25-34 years							
Population 25-34 yrs	**8 642**	**8 749**	**8 871**	**9 011**	**9 166**	**9 326**	**9 486**
Labour Force	**7 261**	**7 334**	**7 501**	**7 648**	**7 780**	**7 897**	**8 157**
Employed	4 625	4 472	4 500	4 626	4 731	4 758	4 945
Unemployed	2 636	2 862	3 002	3 023	3 049	3 139	3 212
Not economically active	1 381	1 415	1 370	1 363	1 386	1 429	1 329
Rates (%)							
Unemployment rate	36,3	39,0	40,0	39,5	39,2	39,8	39,4
Employed / population ratio (Absorption)	53,5	51,1	50,7	51,3	51,6	51,0	52,1
Labour force participation rate	84,0	83,8	84,6	84,9	84,9	84,7	86,0
35-44 years							
Population 35-44 yrs	**6 445**	**6 645**	**6 843**	**7 040**	**7 236**	**7 430**	**7 618**
Labour Force	**5 431**	**5 578**	**5 783**	**6 005**	**6 212**	**6 384**	**6 637**
Employed	4 167	4 144	4 261	4 428	4 577	4 685	4 862
Unemployed	1 264	1 434	1 522	1 576	1 636	1 700	1 775
Not economically active	1 014	1 067	1 060	1 036	1 024	1 045	982
Rates (%)							
Unemployment rate	23,3	25,7	26,3	26,3	26,3	26,6	26,7
Employed / population ratio (Absorption)	64,7	62,4	62,3	62,9	63,2	63,1	63,8
Labour force participation rate	84,3	83,9	84,5	85,3	85,9	85,9	87,1
45-54 years							
Population 45-54 yrs	**4 568**	**4 670**	**4 759**	**4 841**	**4 925**	**5 025**	**5 152**
Labour Force	**3 412**	**3 488**	**3 570**	**3 666**	**3 781**	**3 898**	**4 022**
Employed	2 824	2 783	2 856	2 911	3 003	3 071	3 171
Unemployed	588	705	714	755	778	827	851
Not economically active	1 156	1 182	1 189	1 175	1 144	1 127	1 130
Rates (%)							
Unemployment rate	17,2	20,2	20,0	20,6	20,6	21,2	21,1
Employed / population ratio (Absorption)	61,8	59,6	60,0	60,1	61,0	61,1	61,6
Labour force participation rate	74,7	74,7	75,0	75,7	76,8	77,6	78,1

Due to rounding, numbers do not necessarily add up to totals

Table 2.8: Labour force characteristics by age group (concluded)

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
55-64 years							
Population 55-64 yrs	**2 867**	**2 956**	**3 052**	**3 154**	**3 262**	**3 373**	**3 487**
Labour Force	**1 306**	**1 315**	**1 357**	**1 424**	**1 495**	**1 612**	**1 649**
Employed	1 151	1 122	1 182	1 218	1 278	1 369	1 395
Unemployed	155	194	175	206	217	243	255
Not economically active	1 561	1 641	1 695	1 730	1 766	1 761	1 838
Rates (%)							
Unemployment rate	11,9	14,7	12,9	14,5	14,5	15,0	15,4
Employed / population ratio (Absorption)	40,1	37,9	38,7	38,6	39,2	40,6	40,0
Labour force participation rate	45,6	44,5	44,5	45,2	45,8	47,8	47,3

Due to rounding, numbers do not necessarily add up to totals

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment							
	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**
Labour Force	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**
Employed	14 194	13 788	14 070	14 425	14 866	15 146	15 741
Unemployed	6 795	7 544	7 775	7 964	8 101	8 255	8 401
Not economically active	11 372	11 626	11 718	11 787	11 824	12 009	11 893
Rates (%)							
Unemployment rate	32,4	35,4	35,6	35,6	35,3	35,3	34,8
Employed / population ratio (Absorption)	43,9	41,8	41,9	42,2	42,7	42,8	43,7
Labour force participation rate	64,9	64,7	65,1	65,5	66,0	66,1	67,0
Western Cape							
Population 15-64 yrs	**3 751**	**3 833**	**3 918**	**4 006**	**4 096**	**4 188**	**4 281**
Labour Force	**2 651**	**2 662**	**2 701**	**2 792**	**2 844**	**2 908**	**2 997**
Employed	2 053	2 025	2 061	2 091	2 141	2 195	2 304
Unemployed	598	638	640	701	704	713	693
Not economically active	1 100	1 171	1 217	1 215	1 252	1 280	1 284
Rates (%)							
Unemployment rate	22,6	23,9	23,7	25,1	24,7	24,5	23,1
Employed / population ratio (Absorption)	54,7	52,8	52,6	52,2	52,3	52,4	53,8
Labour force participation rate	70,7	69,5	68,9	69,7	69,4	69,4	70,0
Eastern Cape							
Population 15-64 yrs	**3 869**	**3 918**	**3 964**	**4 007**	**4 044**	**4 077**	**4 111**
Labour Force	**2 121**	**2 143**	**2 177**	**2 220**	**2 330**	**2 384**	**2 380**
Employed	1 287	1 262	1 278	1 254	1 295	1 350	1 377
Unemployed	834	881	899	966	1 036	1 034	1 003
Not economically active	1 748	1 774	1 787	1 787	1 713	1 694	1 730
Rates (%)							
Unemployment rate	39,3	41,1	41,3	43,5	44,4	43,4	42,2
Employed / population ratio (Absorption)	33,3	32,2	32,2	31,3	32,0	33,1	33,5
Labour force participation rate	54,8	54,7	54,9	55,4	57,6	58,5	57,9
Northern Cape							
Population 15-64 yrs	**709**	**718**	**728**	**738**	**748**	**758**	**767**
Labour Force	**441**	**439**	**445**	**460**	**482**	**510**	**519**
Employed	285	281	281	296	310	307	305
Unemployed	156	158	164	163	172	203	214
Not economically active	268	279	283	278	266	247	249
Rates (%)							
Unemployment rate	35,3	36,1	36,8	35,5	35,6	39,9	41,3
Employed / population ratio (Absorption)	40,2	39,1	38,6	40,2	41,5	40,5	39,7
Labour force participation rate	62,2	61,1	61,1	62,3	64,5	67,4	67,6

Due to rounding, numbers do not necessarily add up to totals

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (continued)							
	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State							
Population 15-64 yrs	**1 796**	**1 807**	**1 818**	**1 830**	**1 843**	**1 857**	**1 870**
Labour Force	**1 196**	**1 202**	**1 206**	**1 198**	**1 245**	**1 265**	**1 295**
Employed	779	768	775	728	748	749	805
Unemployed	417	434	431	470	496	516	490
Not economically active	600	605	612	632	599	592	575
Rates (%)							
Unemployment rate	34,9	36,1	35,7	39,2	39,9	40,8	37,8
Employed / population ratio (Absorption)	43,4	42,5	42,6	39,8	40,6	40,3	43,0
Labour force participation rate	66,6	66,5	66,3	65,5	67,5	68,1	69,3
KwaZulu Natal							
Population 15-64 yrs	**6 127**	**6 225**	**6 323**	**6 420**	**6 514**	**6 608**	**6 703**
Labour Force	**3 679**	**3 732**	**3 836**	**3 931**	**3 997**	**4 074**	**4 033**
Employed	2 434	2 340	2 406	2 423	2 490	2 487	2 551
Unemployed	1 245	1 392	1 429	1 508	1 507	1 588	1 482
Not economically active	2 447	2 493	2 488	2 489	2 518	2 533	2 670
Rates (%)							
Unemployment rate	33,8	37,3	37,3	38,4	37,7	39,0	36,8
Employed / population ratio (Absorption)	39,7	37,6	38,1	37,7	38,2	37,6	38,1
Labour force participation rate	60,1	59,9	60,7	61,2	61,4	61,7	60,2
North West							
Population 15-64 yrs	**2 179**	**2 216**	**2 256**	**2 297**	**2 340**	**2 384**	**2 428**
Labour Force	**1 363**	**1 373**	**1 419**	**1 438**	**1 477**	**1 550**	**1 579**
Employed	846	810	784	817	848	904	936
Unemployed	516	563	634	621	628	646	643
Not economically active	816	843	837	859	863	833	849
Rates (%)							
Unemployment rate	37,9	41,0	44,7	43,2	42,6	41,7	40,7
Employed / population ratio (Absorption)	38,9	36,5	34,8	35,6	36,3	37,9	38,5
Labour force participation rate	62,6	61,9	62,9	62,6	63,1	65,0	65,0
Gauteng							
Population 15-64 yrs	**8 321**	**8 509**	**8 703**	**8 904**	**9 114**	**9 332**	**9 553**
Labour Force	**6 244**	**6 411**	**6 542**	**6 651**	**6 800**	**6 842**	**7 285**
Employed	4 531	4 377	4 494	4 687	4 782	4 824	4 995
Unemployed	1 713	2 034	2 048	1 963	2 018	2 018	2 289
Not economically active	2 076	2 097	2 161	2 253	2 314	2 490	2 268
Rates (%)							
Unemployment rate	27,4	31,7	31,3	29,5	29,7	29,5	31,4
Employed / population ratio (Absorption)	54,5	51,4	51,6	52,6	52,5	51,7	52,3
Labour force participation rate	75,0	75,4	75,2	74,7	74,6	73,3	76,3

Due to rounding, numbers do not necessarily add up to totals

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (concluded)	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 443**	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**	**2 756**
Labour Force	**1 631**	**1 703**	**1 751**	**1 860**	**1 915**	**1 940**	**1 947**
Employed	1 015	973	992	1 042	1 123	1 132	1 177
Unemployed	616	730	759	818	792	808	770
Not economically active	812	790	792	736	734	763	809
Rates (%)							
Unemployment rate	37,8	42,9	43,4	44,0	41,3	41,6	39,5
Employed / population ratio (Absorption)	41,5	39,0	39,0	40,1	42,4	41,9	42,7
Labour force participation rate	66,8	68,3	68,9	71,7	72,3	71,8	70,7
Limpopo							
Population 15-64 yrs	**3 165**	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**	**3 566**
Labour Force	**1 662**	**1 667**	**1 768**	**1 840**	**1 876**	**1 929**	**2 107**
Employed	963	953	999	1 085	1 128	1 198	1 291
Unemployed	699	714	770	755	748	731	816
Not economically active	1 504	1 572	1 541	1 538	1 566	1 576	1 459
Rates (%)							
Unemployment rate	42,0	42,8	43,5	41,0	39,9	37,9	38,7
Employed / population ratio (Absorption)	30,4	29,4	30,2	32,1	32,8	34,2	36,2
Labour force participation rate	52,5	51,5	53,4	54,5	54,5	55,0	59,1

Due to rounding, numbers do not necessarily add up to totals

Table 3.1: Employed by industry and sex - South Africa

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
Agriculture	819	715	665	644	696	740	702
Mining	354	340	327	334	375	411	428
Manufacturing	2 091	1 954	1 839	1 871	1 817	1 810	1 760
Utilities	103	105	95	91	102	128	117
Construction	1 215	1 189	1 109	1 109	1 091	1 145	1 249
Trade	3 316	3 120	3 073	3 148	3 145	3 132	3 202
Transport	823	800	816	811	860	914	932
Finance	1 782	1 862	1 748	1 818	1 902	1 995	2 030
Community and social services	2 776	2 814	2 875	3 027	3 202	3 351	3 493
Private households	1 303	1 291	1 237	1 214	1 232	1 236	1 230
Other	3	5	4	5	4	3	4
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**
Agriculture	265	225	225	211	227	230	213
Mining	37	42	38	37	51	54	73
Manufacturing	649	619	603	623	575	586	556
Utilities	27	23	21	21	21	35	28
Construction	114	131	116	115	126	135	140
Trade	1 627	1 510	1 460	1 466	1 475	1 528	1 514
Transport	160	168	161	155	167	177	180
Finance	780	810	703	767	790	820	849
Community and social services	1 598	1 644	1 661	1 762	1 875	1 986	2 109
Private households	1 018	1 013	957	946	957	987	969
Other	2	3	3	2	2	2	2
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**
Agriculture	554	489	440	433	470	510	488
Mining	316	297	288	297	324	357	355
Manufacturing	1 441	1 334	1 236	1 248	1 242	1 224	1 203
Utilities	76	82	73	70	81	93	89
Construction	1 101	1 058	993	994	965	1 010	1 109
Trade	1 689	1 610	1 613	1 681	1 670	1 604	1 688
Transport	663	631	655	656	692	737	752
Finance	1 002	1 053	1 045	1 050	1 112	1 175	1 181
Community and social services	1 178	1 171	1 214	1 265	1 328	1 366	1 384
Private households	285	278	280	268	275	249	261
Other	1	2	1	3	2	1	2

Due to rounding, numbers do not necessarily add up to totals

Table 3.2: Employed by industry and province

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**715**	**665**	**644**	**696**	**740**	**702**	**880**
Western Cape	149	161	120	135	149	142	232
Eastern Cape	77	65	63	55	78	78	83
Northern Cape	51	44	52	46	44	44	36
Free State	84	69	66	63	72	57	71
KwaZulu Natal	115	114	97	93	98	90	145
North West	44	40	36	36	39	42	55
Gauteng	47	35	50	64	47	59	34
Mpumalanga	83	79	82	98	98	84	89
Limpopo	65	58	79	106	114	106	135
Mining	**340**	**327**	**334**	**375**	**411**	**428**	**455**
Western Cape	3	3	4	3	3	4	3
Eastern Cape	2	1	1	1	1	2	1
Northern Cape	11	11	11	17	20	19	25
Free State	33	31	22	27	24	28	33
KwaZulu Natal	9	9	11	21	19	6	8
North West	132	130	129	132	156	152	155
Gauteng	34	29	30	31	33	56	94
Mpumalanga	64	61	66	68	84	91	58
Limpopo	52	53	60	75	71	70	77
Manufacturing	**1 954**	**1 839**	**1 871**	**1 817**	**1 810**	**1 760**	**1 762**
Western Cape	323	306	331	326	306	308	297
Eastern Cape	174	142	169	155	158	139	131
Northern Cape	13	12	13	12	10	10	11
Free State	77	67	63	60	62	69	68
KwaZulu Natal	392	369	390	365	349	349	348
North West	86	80	71	63	72	69	72
Gauteng	725	716	684	674	681	630	657
Mpumalanga	87	83	84	90	94	100	106
Limpopo	75	64	66	72	76	85	72
Utilities	**105**	**95**	**91**	**102**	**128**	**117**	**132**
Western Cape	8	10	11	10	16	13	16
Eastern Cape	3	4	6	5	8	9	6
Northern Cape	4	1	2	3	2	2	4
Free State	4	4	3	5	5	4	11
KwaZulu Natal	8	9	12	11	10	19	16
North West	4	3	3	6	5	2	4
Gauteng	49	38	26	29	41	37	32
Mpumalanga	18	18	21	24	25	21	31
Limpopo	8	8	7	10	14	10	13
Construction	**1 189**	**1 109**	**1 109**	**1 091**	**1 145**	**1 249**	**1 405**
Western Cape	196	162	146	161	158	168	200
Eastern Cape	105	115	115	119	140	139	165
Northern Cape	18	18	17	18	23	25	29
Free State	58	50	68	50	51	52	56
KwaZulu Natal	229	223	229	208	222	252	266
North West	56	48	51	49	52	54	64
Gauteng	334	313	310	310	303	349	376
Mpumalanga	96	76	79	77	88	98	104
Limpopo	96	103	96	100	110	113	144

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.2: Employed by industry and province (concluded)

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 120**	**3 073**	**3 148**	**3 145**	**3 132**	**3 202**	**3 161**
Western Cape	447	424	447	432	456	469	455
Eastern Cape	294	305	286	298	268	284	291
Northern Cape	44	44	39	46	49	46	53
Free State	165	168	171	151	139	156	172
KwaZulu Natal	506	494	552	506	520	540	502
North West	178	173	156	163	154	172	166
Gauteng	992	979	1 012	1 029	1 036	994	1 002
Mpumalanga	243	235	241	256	249	242	240
Limpopo	250	252	243	264	261	299	280
Transport	**800**	**816**	**811**	**860**	**914**	**932**	**905**
Western Cape	94	119	122	111	135	142	119
Eastern Cape	74	70	68	67	70	79	64
Northern Cape	12	10	12	10	15	8	10
Free State	40	39	33	29	35	33	36
KwaZulu Natal	171	167	163	185	191	176	162
North West	23	24	26	35	30	32	35
Gauteng	298	303	309	313	350	361	361
Mpumalanga	47	44	43	58	48	54	62
Limpopo	41	40	36	53	40	47	56
Finance	**1 862**	**1 748**	**1 818**	**1 902**	**1 995**	**2 030**	**2 198**
Western Cape	293	290	316	333	352	361	364
Eastern Cape	121	106	130	110	109	112	129
Northern Cape	21	23	22	26	26	24	21
Free State	61	68	71	69	64	63	64
KwaZulu Natal	283	270	260	276	287	252	268
North West	74	67	64	68	69	70	100
Gauteng	853	773	797	864	916	967	1 021
Mpumalanga	96	92	89	94	111	120	132
Limpopo	60	59	68	62	61	61	98
Community and social services	**2 814**	**2 875**	**3 027**	**3 202**	**3 351**	**3 493**	**3 551**
Western Cape	400	422	432	447	442	450	463
Eastern Cape	310	330	326	335	341	391	387
Northern Cape	82	87	84	91	94	99	91
Free State	166	182	195	180	207	210	209
KwaZulu Natal	472	471	486	537	567	582	624
North West	167	171	174	193	201	228	202
Gauteng	809	805	889	990	996	1 009	1 022
Mpumalanga	180	193	186	176	223	224	254
Limpopo	227	215	254	253	279	300	299
Private households	**1 291**	**1 237**	**1 214**	**1 232**	**1 236**	**1 230**	**1 288**
Western Cape	141	128	131	132	124	139	154
Eastern Cape	126	124	114	108	121	117	118
Northern Cape	29	31	28	27	28	30	26
Free State	90	90	85	96	89	78	86
KwaZulu Natal	248	213	207	222	225	220	211
North West	81	74	74	73	68	83	82
Gauteng	386	383	384	381	377	358	393
Mpumalanga	101	92	101	102	102	98	102
Limpopo	89	102	90	91	101	107	116

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Due to rounding, numbers do not necessarily add up to totals

Table 3.3: Employed by sector and industry - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
Formal and informal sector (Non-agricultural)	**12 188**	**11 885**	**12 212**	**12 497**	**12 890**	**13 215**	**13 573**
Mining	340	327	334	375	411	428	455
Manufacturing	1 954	1 839	1 871	1 817	1 810	1 760	1 762
Utilities	105	95	91	102	128	117	132
Construction	1 189	1 109	1 109	1 091	1 145	1 249	1 405
Trade	3 120	3 073	3 148	3 145	3 132	3 202	3 161
Transport	800	816	811	860	914	932	905
Finance	1 862	1 748	1 818	1 902	1 995	2 030	2 198
Community and social services	2 814	2 875	3 027	3 202	3 351	3 493	3 551
Other	5	4	5	4	3	4	4
Formal sector (Non-agricultural)	**9 967**	**9 627**	**9 942**	**10 222**	**10 524**	**10 822**	**10 935**
Mining	337	324	332	374	409	425	451
Manufacturing	1 740	1 616	1 645	1 625	1 588	1 551	1 541
Utilities	102	93	89	100	127	115	126
Construction	889	791	788	753	801	863	971
Trade	2 073	2 014	2 085	2 077	2 090	2 183	2 088
Transport	594	603	607	649	688	722	657
Finance	1 719	1 596	1 668	1 756	1 837	1 858	1 975
Community and social services	2 508	2 585	2 725	2 885	2 981	3 102	3 121
Other	5	4	4	4	3	4	4
Informal sector (Non-agricultural)	**2 221**	**2 259**	**2 270**	**2 275**	**2 366**	**2 393**	**2 637**
Mining	2	2	2	2	2	3	3
Manufacturing	213	223	226	192	221	209	221
Utilities	3	2	2	1	1	3	6
Construction	301	318	321	338	345	386	434
Trade	1 046	1 059	1 063	1 068	1 042	1 019	1 073
Transport	206	213	204	211	226	210	248
Finance	143	152	150	146	158	172	223
Community and social services	306	290	302	318	370	391	430
Other	.	.	0	.	0	0	.
Agriculture	**715**	**665**	**644**	**696**	**740**	**702**	**880**
Private households	**1 291**	**1 237**	**1 214**	**1 232**	**1 236**	**1 230**	**1 288**

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.4: Employed by province and sector

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
Formal sector (Non-agricultural)	9 967	9 627	9 942	10 222	10 524	10 822	10 935
Informal sector (Non-agricultural)	2 221	2 259	2 270	2 275	2 366	2 393	2 637
Agriculture	715	665	644	696	740	702	880
Private households	1 291	1 237	1 214	1 232	1 236	1 230	1 288
Western Cape	**2 053**	**2 025**	**2 061**	**2 091**	**2 141**	**2 195**	**2 304**
Formal sector (Non-agricultural)	1 550	1 518	1 606	1 629	1 659	1 699	1 676
Informal sector (Non-agricultural)	213	217	204	195	210	216	241
Agriculture	149	161	120	135	149	142	232
Private households	141	128	131	132	124	139	154
Eastern Cape	**1 287**	**1 262**	**1 278**	**1 254**	**1 295**	**1 350**	**1 377**
Formal sector (Non-agricultural)	802	790	845	822	811	859	869
Informal sector (Non-agricultural)	282	283	256	269	285	296	305
Agriculture	77	65	63	55	78	78	83
Private households	126	124	114	108	121	117	118
Northern Cape	**285**	**281**	**281**	**296**	**310**	**307**	**305**
Formal sector (Non-agricultural)	177	176	169	193	210	201	205
Informal sector (Non-agricultural)	28	30	31	31	28	32	38
Agriculture	51	44	52	46	44	44	36
Private households	29	31	28	27	28	30	26

Due to rounding, numbers do not necessarily add up to totals

Table 3.4: Employed by province and sector (concluded)	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State	**779**	**768**	**775**	**728**	**748**	**749**	**805**
Formal sector (Non-agricultural)	474	486	495	464	480	496	514
Informal sector (Non-agricultural)	131	123	130	105	107	118	134
Agriculture	84	69	66	63	72	57	71
Private households	90	90	85	96	89	78	86
KwaZulu Natal	**2 435**	**2 340**	**2 406**	**2 423**	**2 490**	**2 487**	**2 551**
Formal sector (Non-agricultural)	1 624	1 602	1 627	1 695	1 750	1 712	1 708
Informal sector (Non-agricultural)	447	411	476	413	417	464	487
Agriculture	115	114	97	93	98	90	145
Private households	248	213	207	222	225	220	211
North West	**846**	**810**	**784**	**817**	**848**	**904**	**936**
Formal sector (Non-agricultural)	610	590	576	593	623	668	672
Informal sector (Non-agricultural)	111	106	98	116	118	111	127
Agriculture	44	40	36	36	39	42	55
Private households	81	74	74	73	68	83	82
Gauteng	**4 531**	**4 377**	**4 494**	**4 687**	**4 782**	**4 824**	**4 995**
Formal sector (Non-agricultural)	3 567	3 373	3 479	3 650	3 726	3 829	3 869
Informal sector (Non-agricultural)	531	586	581	591	632	579	700
Agriculture	47	35	50	64	47	59	34
Private households	386	383	384	381	377	358	393
Mpumalanga	**1 015**	**973**	**992**	**1 042**	**1 123**	**1 132**	**1 177**
Formal sector (Non-agricultural)	611	595	596	611	674	701	740
Informal sector (Non-agricultural)	220	207	213	232	249	250	247
Agriculture	83	79	82	98	98	84	89
Private households	101	92	101	102	102	98	102
Limpopo	**963**	**953**	**999**	**1 085**	**1 128**	**1 198**	**1 291**
Formal sector (Non-agricultural)	551	498	550	566	592	658	681
Informal sector (Non-agricultural)	258	295	280	323	320	327	359
Agriculture	65	58	79	106	114	106	135
Private households	89	102	90	91	101	107	116

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Due to rounding, numbers do not necessarily add up to totals

Table 3.5: Employed by sex and occupation - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
Manager	1 097	1 099	1 194	1 161	1 224	1 331	1 274
Professional	755	764	800	842	925	842	776
Technician	1 626	1 534	1 561	1 639	1 645	1 552	1 456
Clerk	1 530	1 517	1 484	1 506	1 606	1 653	1 671
Sales and services	1 924	1 974	2 054	2 113	2 163	2 326	2 463
Skilled agriculture	94	92	73	68	70	76	96
Craft and related trade	1 826	1 682	1 722	1 734	1 730	1 813	1 946
Plant and machine operator	1 255	1 195	1 200	1 200	1 274	1 277	1 312
Elementary	3 067	2 971	3 021	3 187	3 227	3 295	3 729
Domestic worker	1 022	959	961	975	1 002	981	1 017
Other	0					1	
Women	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**
Manager	330	327	373	364	370	418	395
Professional	347	345	370	367	403	374	394
Technician	865	840	871	905	912	872	809
Clerk	1 063	1 034	1 020	1 043	1 134	1 148	1 216
Sales and services	909	873	886	957	1 032	1 122	1 176
Skilled agriculture	21	25	22	22	21	22	26
Craft and related trade	230	194	205	181	196	207	198
Plant and machine operator	178	163	177	154	166	171	173
Elementary	1 257	1 225	1 259	1 332	1 340	1 354	1 515
Domestic worker	987	923	924	939	965	945	979
Other						1	
Men	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**
Manager	766	772	821	797	854	914	879
Professional	408	419	430	475	522	469	382
Technician	760	694	690	735	733	680	647
Clerk	467	483	464	463	472	505	455
Sales and services	1 014	1 100	1 167	1 156	1 131	1 204	1 287
Skilled agriculture	73	67	51	46	49	54	69
Craft and related trade	1 596	1 488	1 517	1 553	1 533	1 606	1 748
Plant and machine operator	1 077	1 032	1 023	1 047	1 109	1 106	1 139
Elementary	1 810	1 746	1 762	1 855	1 886	1 940	2 214
Domestic worker	35	36	38	36	37	36	38
Other	0						

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.6: Employed by sex and status in employment - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
Employee	12 030	11 652	11 901	12 240	12 712	13 065	13 499
Employer	750	738	759	751	770	773	784
Own-account worker	1 293	1 282	1 303	1 339	1 290	1 227	1 372
Unpaid household member	121	117	107	95	94	82	87
Women	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**
Employee	5 301	5 098	5 253	5 456	5 714	5 874	6 071
Employer	156	162	171	150	166	161	152
Own-account worker	641	618	612	593	596	546	604
Unpaid household member	90	73	69	64	63	53	54
Men	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**
Employee	6 729	6 554	6 648	6 784	6 998	7 191	7 427
Employer	594	576	587	601	604	612	631
Own-account worker	652	664	691	745	694	681	768
Unpaid household member	32	44	38	31	30	28	33

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.7: Employed by sex and usual hours of work - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
Working less than 15 hours per week	280	251	240	253	298	322	345
Working 15-29 hours per week	864	816	798	847	914	900	1 015
Working 30-39 hours per week	1 043	1 018	1 004	1 032	1 080	1 070	1 077
Working 40-45 hours per week	7 575	7 526	7 759	7 958	8 205	8 527	8 662
Working more than 45 hours per week	4 431	4 177	4 269	4 336	4 369	4 327	4 641
Women	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**
Working less than 15 hours per week	177	149	142	166	195	207	217
Working 15-29 hours per week	577	537	514	559	593	586	663
Working 30-39 hours per week	656	636	619	645	689	642	661
Working 40-45 hours per week	3 222	3 200	3 371	3 416	3 550	3 713	3 773
Working more than 45 hours per week	1 556	1 428	1 459	1 479	1 513	1 486	1 568
Men	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**
Working less than 15 hours per week	103	102	98	87	103	115	128
Working 15-29 hours per week	287	279	284	288	321	314	352
Working 30-39 hours per week	386	382	385	387	392	428	416
Working 40-45 hours per week	4 354	4 327	4 388	4 543	4 655	4 814	4 890
Working more than 45 hours per week	2 875	2 748	2 810	2 856	2 856	2 841	3 073

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.8a: Conditions of employment - South Africa	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes	5 584	5 365	5 696	6 001	6 103	6 386	6 216
No	6 309	6 118	6 040	6 031	6 377	6 443	7 021
Don't know	137	169	165	207	231	235	262
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes	2 279	2 203	2 346	2 481	2 539	2 661	2 635
No	2 966	2 831	2 838	2 887	3 071	3 119	3 333
Don't know	56	63	69	87	105	94	104
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes	3 305	3 161	3 349	3 520	3 565	3 725	3 581
No	3 342	3 287	3 202	3 144	3 306	3 324	3 688
Don't know	81	106	96	120	127	142	158
Entitled to any paid leave							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes	7 296	7 290	7 860	7 848	8 047	8 441	8 522
No	4 624	4 241	3 921	4 240	4 508	4 465	4 814
Don't know	110	121	120	152	156	159	163
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes	3 106	3 104	3 380	3 395	3 508	3 671	3 747
No	2 154	1 950	1 830	1 999	2 140	2 138	2 263
Don't know	42	44	44	62	66	65	61
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes	4 191	4 186	4 480	4 454	4 539	4 770	4 775
No	2 470	2 291	2 091	2 240	2 368	2 327	2 551
Don't know	68	77	77	90	90	94	102
Entitled to paid sick leave							
Both sexes		**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes		3 755	8 055	8 433	8 687	9 001	9 223
No		2 044	3 846	3 807	4 025	4 063	4 276
Women		**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes		1 625	3 500	3 668	3 811	3 931	4 074
No		903	1 753	1 788	1 903	1 943	1 997
Men		**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes		2 129	4 555	4 765	4 876	5 071	5 148
No		1 141	2 093	2 019	2 122	2 120	2 279
Entitled to maternity/paternity leave							
Both sexes		**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes		3 091	6 472	6 585	6 689	6 988	7 207
No		2 708	5 429	5 655	6 023	6 077	6 292
Women		**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes		1 438	2 946	3 038	3 100	3 226	3 343
No		1 090	2 307	2 418	2 614	2 648	2 729
Men		**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes		1 652	3 526	3 547	3 589	3 762	3 864
No		1 618	3 122	3 237	3 409	3 429	3 563

Due to rounding, numbers do not necessarily add up to totals

Table 3.8b: Conditions of employment - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
UIF contribution							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes	6 875	6 593	6 814	7 279	7 815	7 976	8 080
No	5 050	4 938	4 958	4 787	4 677	4 862	5 154
Don't know	105	121	129	174	220	227	264
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes	2 743	2 632	2 766	2 986	3 227	3 269	3 356
No	2 512	2 415	2 428	2 396	2 376	2 501	2 602
Don't know	46	51	59	74	111	104	113
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes	4 132	3 961	4 048	4 292	4 588	4 706	4 724
No	2 538	2 523	2 530	2 392	2 300	2 361	2 552
Don't know	58	69	70	100	109	123	152
Medical aid benefits							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes	3 667	3 715	3 799	4 013	4 020	4 105	3 980
No	8 285	7 856	8 013	8 110	8 559	8 820	9 366
Don't know	77	80	89	117	133	139	153
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes	1 574	1 593	1 645	1 731	1 722	1 769	1 737
No	3 694	3 472	3 569	3 672	3 929	4 053	4 269
Don't know	34	33	39	53	62	52	65
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes	2 094	2 122	2 153	2 281	2 297	2 336	2 242
No	4 591	4 384	4 444	4 438	4 629	4 768	5 096
Don't know	44	47	50	64	71	87	89
Income tax (PAYE/ SITE) deduction							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes	6 614	6 205	6 644	6 865	7 099	7 283	7 180
No	5 286	5 295	5 106	5 170	5 386	5 538	6 054
Don't know	130	151	151	205	227	244	265
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes	2 707	2 560	2 734	2 844	2 973	3 019	3 031
No	2 549	2 485	2 465	2 538	2 650	2 756	2 933
Don't know	45	53	55	74	91	99	108
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes	3 907	3 646	3 910	4 020	4 126	4 264	4 149
No	2 737	2 810	2 641	2 632	2 736	2 781	3 122
Don't know	85	98	96	131	136	145	156
Condition of employment							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Written contract	9 376	9 159	9 458	9 851	10 223	10 643	10 698
Verbal agreement	2 653	2 492	2 443	2 388	2 489	2 422	2 801
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Written contract	4 014	3 906	4 093	4 299	4 510	4 723	4 787
Verbal agreement	1 287	1 192	1 160	1 156	1 205	1 151	1 284
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Written contract	5 362	5 253	5 365	5 552	5 713	5 920	5 910
Verbal agreement	1 366	1 301	1 283	1 232	1 284	1 271	1 517

Due to rounding, numbers do not necessarily add up to totals

Table 3.8c: Conditions of employment - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)							
Both sexes	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Limited duration	1 418	1 391	1 448	1 615	1 795	1 993	1 989
Permanent nature	7 719	7 586	7 747	7 917	8 010	8 185	8 233
Unspecified duration	2 893	2 674	2 707	2 708	2 908	2 886	3 276
Women	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Limited duration	624	608	639	740	823	961	965
Permanent nature	3 286	3 220	3 333	3 415	3 498	3 549	3 615
Unspecified duration	1 391	1 271	1 282	1 300	1 394	1 365	1 491
Men	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Limited duration	793	784	809	875	972	1 033	1 024
Permanent nature	4 432	4 367	4 414	4 502	4 512	4 636	4 618
Unspecified duration	1 503	1 403	1 424	1 407	1 514	1 522	1 785
Trade union membership (Both sexes)							
Both sexes		**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Yes		1 746	3 488	3 640	3 650	3 788	3 697
No		3 888	8 171	8 310	8 726	8 908	9 414
Don't know		164	242	290	336	369	387
Women		**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Yes		699	1 405	1 468	1 498	1 544	1 526
No		1 767	3 754	3 874	4 087	4 187	4 388
Don't know		62	94	114	129	143	158
Men		**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Yes		1 047	2 082	2 172	2 152	2 243	2 172
No		2 121	4 417	4 436	4 639	4 721	5 026
Don't know		102	148	176	207	227	229
How annual salary increment is negotiated							
Both sexes		**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**
Individual and employer		839	1 675	1 454	1 276	1 235	1 307
Union and employer		1 350	2 691	2 864	2 794	2 877	2 833
Bargaining council		557	1 091	1 136	1 108	1 152	1 096
Employer only		2 602	5 718	6 102	6 799	7 018	7 481
No regular increment		402	660	616	669	727	724
Other		48	66	67	65	56	58
Women		**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**
Individual and employer		354	730	627	548	551	571
Union and employer		521	1 041	1 094	1 064	1 090	1 098
Bargaining council		254	513	544	560	583	560
Employer only		1 202	2 630	2 870	3 208	3 292	3 490
No regular increment		178	313	295	311	336	331
Other		20	26	25	23	22	23
Men		**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**
Individual and employer		486	945	826	728	684	736
Union and employer		829	1 650	1 770	1 730	1 787	1 735
Bargaining council		303	578	593	549	570	536
Employer only		1 400	3 088	3 232	3 591	3 726	3 992
No regular increment		224	347	321	358	391	393
Other		28	40	42	41	34	35

Due to rounding, numbers do not necessarily add up to totals

Table 3.9: Time-related underemployment - South Africa	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**669**	**576**	**540**	**585**	**615**	**608**	**705**
Women	421	352	323	351	377	359	424
Men	248	224	217	233	237	249	281
As percentage of the labour force (Both sexes)	**3,6**	**3,1**	**2,9**	**3,0**	**3,1**	**3,0**	**3,3**
Women	5,1	4,3	3,8	4,1	4,2	3,9	4,5
Men	2,4	2,2	2,1	2,2	2,2	2,2	2,4
As percentage of total employment (Both sexes)	**4,7**	**4,2**	**3,8**	**4,1**	**4,1**	**4,0**	**4,5**
Women	6,8	5,9	5,3	5,6	5,8	5,4	6,2
Men	3,1	2,9	2,7	2,9	2,8	2,9	3,2
Industry	**669**	**576**	**540**	**585**	**615**	**608**	**705**
Agriculture	13	10	10	12	13	11	18
Mining	.	0	0	0	0	0	0
Manufacturing	41	31	40	31	30	22	33
Utilities	0	0	.	0	0	0	1
Construction	54	57	52	69	64	70	75
Trade	126	116	103	109	104	102	114
Transport	20	16	13	16	25	15	20
Finance	37	29	38	40	38	39	46
Community and social services	98	86	75	91	127	137	161
Private households	280	230	209	216	213	211	237
Other						0	
Occupation	**669**	**576**	**540**	**585**	**615**	**608**	**705**
Manager	10	8	14	10	14	14	11
Professional	15	9	5	7	11	9	6
Technician	44	33	30	34	32	30	36
Clerk	22	23	19	16	24	20	19
Sales and services	61	64	48	60	62	59	76
Skilled agriculture	4	3	3	4	4	2	6
Craft and related trade	62	64	66	71	63	68	73
Plant and machine operator	18	10	14	15	20	10	17
Elementary	217	194	188	203	228	245	293
Domestic worker	215	169	153	165	158	151	168

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.10: Employed by industry and volume of hours worked - South Africa

Market production activities	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours
Both sexes	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**592 815**
Agriculture	33 496	30 329	29 801	31 913	33 511	31 594	30 329
Mining	15 204	14 715	14 900	16 656	18 213	17 869	14 715
Manufacturing	83 197	78 130	80 687	76 737	76 365	74 900	78 130
Utilities	4 414	4 051	3 882	4 327	5 368	4 946	4 051
Construction	49 667	45 137	45 679	44 162	46 147	50 609	45 137
Trade	148 569	146 018	150 108	147 790	147 205	149 496	146 018
Transport	40 665	40 987	40 770	42 256	45 245	45 567	40 987
Finance	83 489	77 901	80 595	83 960	87 283	89 177	77 901
Community and social services	111 284	113 485	121 805	127 288	131 014	137 009	113 485
Private households	43 803	41 898	41 618	41 725	41 884	42 138	41 898
Other	179	162	196	157	122	149	162
Women	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**	**240 134**
Agriculture	9 958	9 771	9 294	9 771	9 745	8 912	9 771
Mining	1 773	1 636	1 567	2 188	2 211	2 949	1 636
Manufacturing	25 278	24 666	26 142	23 596	23 584	22 913	24 666
Utilities	931	823	846	861	1 406	1 048	823
Construction	4 699	4 034	3 940	4 107	4 640	4 820	4 034
Trade	69 923	67 556	67 617	66 568	69 993	68 251	67 556
Transport	7 267	6 628	6 631	6 979	7 374	7 594	6 628
Finance	33 712	28 830	31 446	32 410	33 237	34 803	28 830
Community and social services	63 190	63 344	69 039	72 117	75 195	80 300	63 344
Private households	34 696	32 724	33 117	32 724	34 040	34 086	32 724
Other	102	122	75	64	58	71	122
Men	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**	**352 681**
Agriculture	23 539	20 558	20 507	22 142	23 766	22 682	20 558
Mining	13 431	13 079	13 333	14 468	16 002	14 920	13 079
Manufacturing	57 919	53 464	54 545	53 142	52 781	51 987	53 464
Utilities	3 482	3 228	3 036	3 466	3 962	3 898	3 228
Construction	44 969	41 104	41 739	40 054	41 507	45 789	41 104
Trade	78 645	78 462	82 491	81 221	77 212	81 246	78 462
Transport	33 398	34 359	34 140	35 277	37 872	37 973	34 359
Finance	49 777	49 071	49 149	51 551	54 046	54 374	49 071
Community and social services	48 094	50 141	52 766	55 172	55 819	56 709	50 141
Private households	9 107	9 174	8 501	9 001	7 845	8 051	9 174
Other	77	41	120	92	64	78	41

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.11: Employed by industry and average hours of work

Market production activities	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours
Both sexes	**44**	**44**	**44**	**44**	**43**	**43**	**44**
Agriculture	47	46	47	46	46	46	46
Mining	46	46	45	46	46	46	46
Manufacturing	43	43	44	43	43	43	43
Utilities	43	44	43	43	42	42	44
Construction	43	42	42	42	42	42	42
Trade	48	48	48	48	48	47	48
Transport	52	51	51	50	50	50	51
Finance	45	45	45	45	44	45	45
Community and social services	41	41	42	41	41	40	41
Private households	34	34	35	34	34	34	34
Other	40	41	42	45	42	38	41
Women	**42**	**41**	**42**	**41**	**41**	**41**	**41**
Agriculture	45	44	44	44	43	43	44
Mining	43	45	43	44	43	44	45
Manufacturing	42	42	43	42	42	42	42
Utilities	42	40	41	42	40	38	40
Construction	37	36	35	33	35	35	36
Trade	47	47	47	46	47	46	47
Transport	44	42	43	42	43	43	42
Finance	42	42	42	42	41	42	42
Community and social services	40	40	41	40	40	39	40
Private households	35	35	35	34	35	35	35
Other	39	40	43	42	38	36	40
Men	**46**	**46**	**46**	**46**	**45**	**45**	**46**
Agriculture	49	47	48	47	47	47	47
Mining	46	46	46	46	46	46	46
Manufacturing	44	44	44	43	44	44	44
Utilities	43	44	44	43	43	44	44
Construction	43	43	43	43	42	42	43
Trade	49	49	50	49	49	49	49
Transport	54	53	52	52	52	51	53
Finance	48	47	47	47	46	47	47
Community and social services	42	42	43	43	42	42	42
Private households	33	33	32	33	32	31	33
Other	40	44	42	47	47	40	44

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 3.12: Employed by occupation and volume of hours worked

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**592 815**
Manager	51 425	50 318	54 718	52 714	55 306	59 669	50 318
Professional	31 038	31 383	33 656	34 967	37 662	34 608	31 383
Technician	63 476	59 600	60 965	63 248	63 701	60 688	59 600
Clerk	64 008	63 189	62 607	62 765	66 635	68 608	63 189
Sales and services	95 451	96 771	101 745	102 824	104 829	111 141	96 771
Skilled agriculture	4 227	4 003	3 316	2 952	2 956	3 304	4 003
Craft and related trade	77 565	70 627	73 501	73 153	72 341	76 023	70 627
Plant and machine operator	59 695	57 155	57 369	56 390	60 432	59 555	57 155
Elementary	132 104	127 153	128 732	134 727	133 997	135 459	127 153
Domestic worker	34 973	32 616	33 432	33 233	34 498	34 371	32 616
Other						27	
Women	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**	**240 134**
Manager	14 381	14 108	16 165	15 408	15 809	17 770	14 108
Professional	13 793	13 691	15 285	14 859	16 011	14 978	13 691
Technician	32 651	31 455	33 310	33 907	34 055	32 968	31 455
Clerk	43 881	42 416	42 561	43 080	46 475	47 184	42 416
Sales and services	41 959	39 601	40 505	42 946	46 429	49 991	39 601
Skilled agriculture	773	1 002	943	903	807	854	1 002
Craft and related trade	9 177	7 768	8 497	7 238	8 043	8 432	7 768
Plant and machine operator	7 561	6 708	7 501	6 438	6 903	7 220	6 708
Elementary	53 616	52 005	52 748	54 522	53 713	53 225	52 005
Domestic worker	33 738	31 380	32 199	32 083	33 238	33 100	31 380
Other						27	
Men	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**	**352 681**
Manager	37 044	36 209	38 553	37 305	39 497	41 899	36 209
Professional	17 245	17 692	18 371	20 108	21 651	19 630	17 692
Technician	30 826	28 145	27 655	29 341	29 646	27 720	28 145
Clerk	20 127	20 773	20 046	19 684	20 159	21 424	20 773
Sales and services	53 492	57 170	61 240	59 878	58 400	61 150	57 170
Skilled agriculture	3 453	3 001	2 373	2 049	2 149	2 450	3 001
Craft and related trade	68 388	62 860	65 004	65 915	64 299	67 591	62 860
Plant and machine operator	52 134	50 447	49 868	49 952	53 529	52 336	50 447
Elementary	78 488	75 148	75 984	80 204	80 284	82 235	75 148
Domestic worker	1 236	1 236	1 233	1 150	1 260	1 271	1 236
Other							

Due to rounding, numbers do not necessarily add up to totals

Table 3.13: Employed by occupation and average hours of work

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**44**	**44**	**44**	**44**	**43**	**43**	**44**
Manager	48	47	46	46	46	45	47
Professional	42	42	43	42	42	42	42
Technician	41	40	41	40	41	41	40
Clerk	42	42	43	42	42	42	42
Sales and services	51	50	50	49	49	49	50
Skilled agriculture	46	44	46	45	43	44	44
Craft and related trade	43	43	43	43	43	43	43
Plant and machine operator	48	49	48	48	48	48	49
Elementary	44	44	43	43	42	42	44
Domestic worker	34	34	35	34	35	35	34
Other						45	
Women	**42**	**41**	**42**	**41**	**41**	**41**	**41**
Manager	44	44	44	43	44	43	44
Professional	41	41	42	41	41	41	41
Technician	39	39	40	40	40	40	39
Clerk	42	42	43	42	42	42	42
Sales and services	47	46	47	46	46	45	46
Skilled agriculture	38	40	43	42	39	40	40
Craft and related trade	41	42	43	41	42	42	42
Plant and machine operator	44	43	43	43	43	43	43
Elementary	44	44	43	42	41	40	44
Domestic worker	34	34	35	34	35	35	34
Other						45	
Men	**46**	**46**	**46**	**46**	**45**	**45**	**46**
Manager	49	47	47	47	47	46	47
Professional	43	43	43	43	42	43	43
Technician	42	42	41	41	42	42	42
Clerk	44	44	44	43	43	43	44
Sales and services	53	53	53	52	52	52	53
Skilled agriculture	48	46	47	47	45	46	46
Craft and related trade	44	43	44	43	43	43	43
Plant and machine operator	49	49	49	48	49	49	49
Elementary	44	44	44	44	43	43	44
Domestic worker	36	34	33	32	35	36	34
Other							

Table 3.14: Employed by sector and volume of hours worked

Market production activities	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours
Both Sexes	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**592 815**
Formal sector (Non-agricultural)	434 317	416 363	432 158	440 041	449 895	462 155	416 363
Informal sector (Non-agricultural)	102 351	104 225	106 464	103 292	107 067	107 566	104 225
Agriculture	33 496	30 329	29 801	31 913	33 511	31 594	30 329
Private households	43 803	41 898	41 618	41 725	41 884	42 138	41 898
Women	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**	**240 134**
Formal sector (Non-agricultural)	163 902	156 169	165 540	170 117	176 759	182 912	156 169
Informal sector (Non-agricultural)	42 974	41 469	41 764	38 773	40 940	39 837	41 469
Agriculture	9 958	9 771	9 294	9 771	9 745	8 912	9 771
Private households	34 696	32 724	33 117	32 724	34 040	34 086	32 724
Men	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**	**352 681**
Formal sector (Non-agricultural)	270 415	260 193	266 618	269 924	273 136	279 243	260 193
Informal sector (Non-agricultural)	59 377	62 756	64 700	64 519	66 127	67 730	62 756
Agriculture	23 539	20 558	20 507	22 142	23 766	22 682	20 558
Private households	9 107	9 174	8 501	9 001	7 845	8 051	9 174

Due to rounding, numbers do not necessarily add up to totals

Table 3.15: Employed by sector and average hours of work

Market production activities	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours
Both Sexes	**44**	**44**	**44**	**44**	**43**	**43**	**44**
Formal sector (Non-agricultural)	44	44	44	44	44	44	44
Informal sector (Non-agricultural)	48	48	48	47	47	46	48
Agriculture	47	46	47	46	46	46	46
Private households	34	34	35	34	34	34	34
Women	**42**	**41**	**42**	**41**	**41**	**41**	**41**
Formal sector (Non-agricultural)	42	42	42	42	42	42	42
Informal sector (Non-agricultural)	45	46	46	44	44	44	46
Agriculture	45	44	44	44	43	43	44
Private households	35	35	35	34	35	35	35
Men	**46**	**46**	**46**	**46**	**45**	**45**	**46**
Formal sector (Non-agricultural)	46	46	46	45	45	45	46
Informal sector (Non-agricultural)	49	49	49	48	48	48	49
Agriculture	49	47	48	47	47	47	47
Private households	33	33	32	33	32	31	33

Table 3.16: Employment by sex and province

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
Western Cape	2 032	2 053	2 025	2 061	2 091	2 141	2 195
Eastern Cape	1 324	1 287	1 262	1 278	1 254	1 295	1 350
Northern Cape	314	285	281	281	296	310	307
Free State	826	779	768	775	728	748	749
KwaZulu Natal	2 553	2 435	2 340	2 406	2 423	2 490	2 487
North West	904	846	810	784	817	848	904
Gauteng	4 688	4 531	4 377	4 494	4 687	4 782	4 824
Mpumalanga	1 021	1 015	973	992	1 042	1 123	1 132
Limpopo	922	963	953	999	1 085	1 128	1 198
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**
Western Cape	877	904	917	947	970	983	992
Eastern Cape	620	608	603	606	583	612	659
Northern Cape	127	124	128	113	130	134	132
Free State	353	335	330	317	308	334	321
KwaZulu Natal	1 149	1 129	1 064	1 085	1 088	1 154	1 122
North West	347	318	308	294	323	334	373
Gauteng	1 928	1 870	1 752	1 870	1 953	2 018	2 031
Mpumalanga	441	452	427	425	445	463	478
Limpopo	436	446	420	448	464	507	525
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**
Western Cape	1 155	1 149	1 107	1 114	1 121	1 157	1 203
Eastern Cape	705	679	659	672	671	683	691
Northern Cape	187	162	152	168	166	177	175
Free State	473	444	438	458	420	415	428
KwaZulu Natal	1 404	1 305	1 276	1 321	1 335	1 336	1 365
North West	557	528	502	490	494	514	531
Gauteng	2 760	2 661	2 625	2 624	2 735	2 764	2 793
Mpumalanga	581	563	546	567	597	661	654
Limpopo	486	517	533	550	621	620	673

Due to rounding, numbers do not necessarily add up to totals

Table 3.17: Distribution of monthly earnings for employees by selected population group and sex

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**
Black African	-	2 200	2 491	2 600	2 600	2 800	2 900
Coloured	-	2 600	3 000	3 250	3 000	3 033	3 000
Indian/Asian	-	6 700	7 000	7 000	7 000	6 000	6 500
White	-	9 850	10 000	10 006	10 500	10 000	12 000
Female	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**
Black African	-	1 800	1 950	2 000	2 100	2 300	2 500
Coloured	-	2 383	2 730	3 000	2 700	3 000	2 700
Indian/Asian	-	6 500	6 700	7 000	6 700	4 700	6 000
White	-	8 000	8 500	9 500	10 000	10 000	10 000
Male	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**
Black African	-	2 600	2 800	3 000	3 100	3 250	3 250
Coloured	-	3 033	3 300	3 500	3 060	3 250	3 028
Indian/Asian	-	7 000	7 000	7 000	7 400	6 000	7 000
White	-	12 000	12 000	12 000	12 000	11 853	13 100

Due to rounding, numbers do not necessarily add up to totals

Table 3.18: Distribution of monthly earnings for employees by age group and sex

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**
15-24 years	-	2 166	2 300	2 500	2 340	2 500	2 600
25-34 years	-	2 600	3 000	3 000	3 000	3 000	3 006
35-44 years	-	3 000	3 250	3 500	3 466	3 466	3 466
45-54 years	-	3 250	3 500	3 500	3 204	3 271	3 400
55-64 years	-	3 500	3 700	4 000	3 500	3 900	3 500
Female	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**
15-24 years	-	2 100	2 400	2 500	2 400	2 500	2 500
25-34 years	-	2 383	2 500	2 600	2 760	2 800	2 863
35-44 years	-	2 400	2 500	2 800	2 500	2 700	2 800
45-54 years	-	2 500	2 500	2 500	2 400	2 500	2 500
55-64 years	-	2 600	2 900	3 100	2 500	2 850	2 600
Male	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**
15-24 years	-	2 166	2 200	2 470	2 300	2 500	2 600
25-34 years	-	2 950	3 033	3 250	3 250	3 250	3 250
35-44 years	-	3 500	3 640	4 000	4 000	4 000	4 000
45-54 years	-	4 000	4 333	4 500	4 342	4 333	4 300
55-64 years	-	4 000	4 333	5 000	4 700	4 800	4 500

Due to rounding, numbers do not necessarily add up to totals

Table 3.19: Distribution of monthly earnings of employees by province and sex

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**
Western Cape	-	3 000	3300	3 466	3 250	3 423	3 250
Eastern Cape	-	2 200	2500	2 500	2 200	2 500	2 418
Northern Cape	-	2 058	2166	2 000	2 058	2 200	2 383
Free State	-	2 000	2100	2 166	2 400	2 500	2 500
KwaZulu-Natal	-	2 500	2600	2 800	2 600	2 500	2 500
North West	-	3 000	3250	3 500	3 380	3 000	3 000
Gauteng	-	3 500	3960	4 000	4 300	4 333	4 500
Mpumalanga	-	2 800	2400	2 505	2 700	3 000	3 000
Limpopo	-	1 800	1800	2 000	2 000	2 166	2 300
Women	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**
Western Cape	-	2 500	3 000	3 033	3 033	3 200	3 000
Eastern Cape	-	2 000	2 166	2 340	2 000	2 200	2 100
Northern Cape	-	1 733	1 900	1 625	1 800	2 000	2 000
Free State	-	1 650	1 800	1 800	1 850	2 100	2 166
KwaZulu-Natal	-	1 950	2 000	2 160	2 000	2 000	2 000
North West	-	2 100	2 200	2 500	2 383	2 246	2 400
Gauteng	-	3 200	3 500	3 500	3 500	3 800	4 000
Mpumalanga	-	2 000	1 950	2 000	2 000	2 300	2 500
Limpopo	-	1 200	1 300	1 500	1 500	1 800	1 800
Men	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**
Western Cape	-	3 206	3 500	3 600	3 500	3 500	3 500
Eastern Cape	-	2 400	2 600	2 600	2 500	2 600	2 600
Northern Cape	-	2 500	2 250	2 273	2 200	2 383	2 500
Free State	-	2 400	2 200	2 600	2 600	3 000	2 700
KwaZulu-Natal	-	2 816	3 000	3 100	3 200	3 000	2 816
North West	-	3 488	3 900	4 200	4 333	4 000	3 500
Gauteng	-	3 900	4 285	4 500	4 800	4 500	5 000
Mpumalanga	-	3 400	3 000	3 200	3 293	4 000	3 600
Limpopo	-	2 200	2 200	2 500	2 500	2 400	2 600

Due to rounding, numbers do not necessarily add up to totals

Table 3.20: Distribution of monthly earnings for employees by occupation and sex

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	-	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**
Manager	-	11 000	13 000	12 800	14 083	16 000	17 000
Professional	-	10 600	13 000	13 000	15 000	15 000	18 000
Technician	-	7 900	8 000	8 000	8 400	6 000	6 000
Clerk	-	4 500	4 800	5 000	4 700	4 800	4 500
Sales	-	2 500	2 600	2 800	2 860	3 000	3 080
Skilled agriculture	-	1 950	1 200	1 500	1 920	2 200	1 950
Craft	-	3 000	3 033	3 466	3 300	3 466	3 500
Operator	-	3 000	3 000	3 100	3 466	3 500	3 500
Elementary	-	1 516	1 600	1 750	1 900	2 100	2 200
Domestic worker	-	1 000	1 200	1 200	1 300	1 400	1 500
Women	-	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**
Manager	-	9 000	11 400	12 000	12 800	15 000	15 000
Professional	-	10 000	11 500	12 000	14 000	14 500	17 000
Technician	-	7 500	8 000	8 000	8 000	6 000	7 000
Clerk	-	4 000	4 550	4 506	4 500	4 500	4 333
Sales	-	2 000	2 166	2 300	2 300	2 500	2 686
Skilled agriculture	-	1 560	996	1 300	1 360	2 000	1 213
Craft	-	2 080	2 296	2 470	2 500	2 925	2 800
Operator	-	1 950	2 000	2 500	2 816	2 600	2 790
Elementary	-	1 500	1 500	1 600	1 733	1 900	2 000
Domestic worker	-	1 000	1 200	1 200	1 300	1 400	1 500
Men	-	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**
Manager	-	12 000	15 000	14 000	15 000	16 700	20 000
Professional	-	12 000	15 700	15 000	16 000	16 000	21 000
Technician	-	8 000	8 000	8 000	8 500	5 850	5 500
Clerk	-	5 000	5 000	5 200	5 000	5 000	4 900
Sales	-	2 800	3 000	3 200	3 250	3 500	3 500
Skilled agriculture	-	2 200	1 300	1 733	2 050	2 383	2 500
Craft	-	3 000	3 120	3 500	3 500	3 500	3 780
Operator	-	3 033	3 250	3 250	3 466	3 683	3 600
Elementary	-	1 700	1 733	1 921	2 000	2 200	2 400
Domestic worker	-	1 000	1 100	1 040	1 200	1 200	1 500

Due to rounding, numbers do not necessarily add up to totals

Table 3.21: Distribution of monthly earnings for employees by industry and sex

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**
Agriculture	-	1 295	1 300	1 495	1 733	2 153	2 231
Mining	-	5 000	5 800	6 000	6 000	7 000	7 500
Manufacturing	-	3 250	3 500	3 500	3 672	3 900	3 800
Utilities	-	6 000	6 000	6 000	8 666	7 000	7 500
Construction	-	2 437	2 600	2 600	2 800	2 816	3 000
Trade	-	2 505	2 800	3 000	3 000	3 033	3 100
Transport	-	3 500	3 600	3 800	3 900	4 000	4 000
Finance	-	3 501	4 333	4 000	4 000	4 000	4 000
Services	-	6 000	6 000	6 500	6 000	5 000	5 000
Private hholds	-	1 000	1 200	1 200	1 300	1 400	1 500
Women	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**
Agriculture	-	1 200	1 250	1 369	1 505	2 000	2 127
Mining	-	5 700	5 000	6 000	6 500	7 000	7 000
Manufacturing	-	2 500	2 652	2 946	3 000	3 033	3 033
Utilities	-	9 000	7 900	7 000	9 650	12 000	10 500
Construction	-	1 733	1 841	1 300	1 560	1 900	1 125
Trade	-	2 383	2 500	2 600	2 600	3 000	3 000
Transport	-	5 000	5 000	5 000	5 500	4 900	5 000
Finance	-	4 333	5 000	4 500	4 000	4 000	4 500
Services	-	5 500	5 400	6 000	5 500	4 000	4 000
Private hholds	-	1 000	1 200	1 200	1 300	1 400	1 500
Men	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**
Agriculture	-	1 300	1 400	1 500	1 800	2 166	2 400
Mining	-	5 000	5 800	6 000	6 000	7 000	7 500
Manufacturing	-	3 683	3 900	3 900	4 000	4 333	4 100
Utilities	-	5 200	5 400	5 200	8 000	7 000	7 000
Construction	-	2 500	2 600	2 800	3 000	3 000	3 120
Trade	-	2 800	3 000	3 250	3 250	3 466	3 500
Transport	-	3 466	3 500	3 500	3 600	3 900	4 000
Finance	-	3 466	3 800	3 900	4 000	4 000	4 000
Services	-	6 500	6 800	8 000	7 000	6 500	6 200
Private hholds	-	1 040	1 100	1 200	1 300	1 300	1 430

Due to rounding, numbers do not necessarily add up to totals

Table 3.22: Unemployment rate by level of education - South Africa

Decent Work Indicator	QLFS 2009 Per cent	QLFS 2010 Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent
Unemployment rate by level of education	**23,7**	**24,9**	**24,8**	**24,9**	**24,7**	**25,1**	**25,3**
None	16,9	16,6	17,4	16,7	16,8	16,9	17,1
Less than primary completed	22,2	24,3	21,9	22,8	20,9	22,9	22,8
Primary completed	23,2	24,1	25,5	25,0	23,4	26,5	26,1
Secondary not completed	30,2	31,3	31,5	31,7	31,9	32,1	32,1
Secondary completed	25,4	26,7	27,0	26,3	26,3	25,8	26,3
Tertiary	8,3	9,1	8,7	9,4	9,9	10,8	11,7
Other	17,2	16,8	14,3	14,7	15,6	14,4	12,5

Table 3.23: Adequate earnings and productive work - Low pay rate (below 2/3 of median monthly earning)

Decent Work Indicator	QLFS 2009 Percent	QLFS 2010 Percent	QLFS 2011 Percent	QLFS 2012 Percent	QLFS 2013 Percent	QLFS 2014 Percent	QLFS 2015 Percent
Median	**..**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**
2/3	**..**	**1 933**	**2 000**	**2 077**	**2 022**	**2 022**	**2 067**
Men	..	28,4	28,4	28,7	28,8	27,5	26,6
Women	..	42,6	40,7	42,1	42,1	39,5	38,8
Both sexes	**..**	**34,6**	**33,9**	**34,7**	**34,8**	**32,9**	**32,1**

Table 3.24: Proportion of employees who are entitled to paid sick leave

Decent Work Indicators	QLFS 2009 Percent	QLFS 2010 Percent	QLFS 2011 Percent	QLFS 2012 Percent	QLFS 2013 Percent	QLFS 2014 Percent	QLFS 2015 Percent
Both sexes	**..**	**..**	**67,7**	**68,9**	**68,3**	**68,9**	**68,3**
Male	..	..	68,5	70,2	69,7	70,5	69,3
Female	..	..	66,6	67,2	66,7	66,9	67,1

Table 3.25: Proportion of employees who are entitled to maternity/paternity leave

Decent Work Indicators	QLFS 2009 Percent	QLFS 2010 Percent	QLFS 2011 Percent	QLFS 2012 Percent	QLFS 2013 Percent	QLFS 2014 Percent	QLFS 2015 Percent
Both sexes	**..**	**..**	**54,4**	**53,8**	**52,6**	**53,5**	**53,4**
Male	..	..	53,0	52,3	51,3	52,3	52,0
Female	..	..	56,1	55,7	54,3	54,9	55,1

Table 3.26: Decent hours

Decent hours	QLFS 2009 Per cent	QLFS 2010 Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent
Excessive hours (workers with more than 48 hours per week)	**25,2**	**24,0**	**23,7**	**22,9**	**22,5**	**21,8**	**22,2**
Men	28,9	27,8	27,7	26,9	26,5	25,9	26,5
Women	20,3	19,0	18,5	17,7	17,4	16,7	16,7
Time-related underemployment rate	**4,7**	**4,2**	**3,8**	**4,1**	**4,1**	**4,0**	**4,5**
Men	3,1	2,9	2,7	2,9	2,8	2,9	3,2
Women	6,8	5,9	5,3	5,6	5,8	5,4	6,2
Rate of workers with decent hours	**70,1**	**71,9**	**72,4**	**73,0**	**73,4**	**74,1**	**73,3**
Men	68,0	69,4	69,6	70,2	70,6	71,2	70,4
Women	72,9	75,1	76,2	76,7	76,9	77,9	77,1

Table 3.27: Rights at work and social dialogue

Decent work Indicators	QLFS 2009 Per cent	QLFS 2010 Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent
Trade union members	..	..	**3 488**	**3 640**	**3 650**	**3 788**	**3 697**
Men	..	..	2 082	2 172	2 152	2 243	2 172
Women	..	..	1 405	1 468	1 498	1 544	1 526
Trade union density rate	..	..	**29,3**	**29,7**	**28,7**	**29,0**	**27,4**
Men	..	..	31,3	32,0	30,8	31,2	29,2
Women	..	..	26,8	26,9	26,2	26,3	25,1

Table 3.28: Proportion of employees whose employer contribute to a pension/retirement fund for them

	QLFS 2009 Per cent	QLFS 2010* Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent
Both sexes	**46,4**	**46,0**	**47,9**	**49,0**	**48,0**	**48,9**	**46,1**
Men	49,1	48,2	50,4	51,9	50,9	51,8	48,2
Women	43,0	43,2	44,7	45,5	44,4	45,3	43,4

Table 3.29: Proportion of employees who are entitled to medical aid benefit from the employer by sex

	QLFS 2009 Per cent	QLFS 2010* Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent
Both sexes	**30,5**	**31,9**	**31,9**	**32,8**	**31,6**	**31,4**	**29,5**
Men	31,1	32,4	32,4	33,6	32,8	32,5	30,2
Women	29,7	31,2	31,3	31,7	30,1	30,1	28,6

Table 3.30: Proportions of employees by how annual salary increment is negotiated

	QLFS 2009	QLFS 2010*	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Individual and employer	..	..	14,1	11,9	10,0	9,5	9,7
Collective bargaining	..	..	31,8	32,7	30,7	30,8	29,1
Employer only	..	..	48,0	49,9	53,5	53,7	55,4
No regular increment	..	..	5,5	5,0	5,3	5,6	5,4
Other	..	..	0,6	0,5	0,5	0,4	0,4

Table 4.1: Characteristics of the unemployed - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
Job losers	1 506	1 474	1 406	1 498	1 532	1 641	1 785
Job leavers	359	285	275	285	309	319	361
New entrants	1 751	1 905	2 006	2 035	2 017	1 952	2 074
Re-entrants	192	199	215	182	215	256	245
Other	595	702	735	776	813	903	878
Unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
Long-term unemployment (1 year and more)	2 653	2 998	3 180	3 242	3 226	3 341	3 481
Short-term unemployment (less than 1 year)	1 750	1 566	1 456	1 533	1 660	1 729	1 863
Long-term unemployment (%)							
Proportion of the labour force	14,3	16,3	17,0	16,9	16,3	16,5	16,5
Proportion of the unemployed	60,3	65,7	68,6	67,9	66,0	65,9	65,1
Those who have worked in the past 5 years							
Previous occupation	**2 057**	**1 958**	**1 896**	**1 964**	**2 057**	**2 216**	**2 391**
Manager	37	44	46	45	54	51	50
Professional	28	29	41	43	40	47	49
Technician	89	104	97	102	122	147	127
Clerk	202	237	227	249	268	252	271
Sales and services	293	287	286	298	307	346	372
Skilled agriculture	8	9	9	6	5	16	15
Craft and related trade	402	369	321	336	315	356	396
Plant and machine operator	182	164	152	158	172	181	187
Elementary	642	553	557	569	612	652	738
Domestic worker	175	160	160	157	160	167	187
Other	0	0	0	1	1	0	.
Previous industry	**2 057**	**1 958**	**1 896**	**1 964**	**2 057**	**2 216**	**2 391**
Agriculture	115	103	93	87	94	120	135
Mining	34	34	31	32	37	35	46
Manufacturing	321	289	263	264	256	274	287
Utilities	11	9	10	8	16	17	17
Construction	374	322	293	313	312	326	380
Trade	473	487	448	460	497	517	540
Transport	100	88	96	96	109	128	107
Finance	231	237	239	258	282	299	323
Community and social services	165	185	211	234	245	271	316
Private households	231	203	211	209	208	228	240
Other	1	1	1	1	1	0	.

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals

Table 4.2: Characteristics of the unemployed by province

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**2 653**	**2 998**	**3 180**	**3 242**	**3 226**	**3 341**	**3 481**
Western cape	262	297	347	384	382	405	336
Eastern Cape	287	285	293	330	358	346	351
Northern Cape	56	58	65	70	65	69	77
Free State	151	173	180	240	246	268	237
KwaZulu-Natal	325	368	368	406	420	458	430
North West	194	196	198	181	183	216	209
Gauteng	996	1 199	1 279	1 151	1 131	1 115	1 381
Mpumalanga	195	261	297	318	299	326	292
Limpopo	187	161	152	163	143	139	168
Long-term unemployment (%)	60,3	65,7	68,6	67,9	66,0	65,9	65,1
Western cape	50,0	54,0	60,4	60,1	60,8	62,6	56,0
Eastern Cape	59,2	60,9	61,5	65,4	65,9	60,9	62,9
Northern Cape	53,9	57,7	58,1	59,6	53,8	52,5	53,6
Free State	55,1	58,5	61,4	69,2	67,7	69,0	66,2
KwaZulu-Natal	54,8	64,2	63,7	65,3	64,2	64,0	62,5
North West	61,1	67,4	70,9	66,0	59,2	66,4	64,7
Gauteng	70,0	73,7	76,6	73,9	71,3	69,7	71,6
Mpumalanga	56,3	68,4	72,6	73,1	68,6	70,7	67,4
Limpopo	55,5	58,1	62,5	58,2	57,9	58,6	54,0
Short-term unemployment	**1 750**	**1 566**	**1 456**	**1 533**	**1 660**	**1 729**	**1 863**
Western cape	262	253	228	255	246	242	264
Eastern Cape	198	183	184	175	185	222	207
Northern Cape	48	43	47	47	55	62	66
Free State	123	123	113	107	117	120	121
KwaZulu-Natal	268	205	210	216	234	257	258
North West	123	95	81	93	126	109	114
Gauteng	426	429	390	406	456	484	547
Mpumalanga	151	121	112	117	137	135	141
Limpopo	150	116	92	117	104	98	143
Short-term unemployment (%)	39,7	34,3	31,4	32,1	34,0	34,1	34,9
Western cape	50,0	46,0	39,6	39,9	39,2	37,4	44,0
Eastern Cape	40,8	39,1	38,5	34,6	34,1	39,1	37,1
Northern Cape	46,1	42,3	41,9	40,4	46,2	47,5	46,4
Free State	44,9	41,5	38,6	30,8	32,3	31,0	33,8
KwaZulu-Natal	45,2	35,8	36,3	34,7	35,8	36,0	37,5
North West	38,9	32,6	29,1	34,0	40,8	33,6	35,3
Gauteng	30,0	26,3	23,4	26,1	28,7	30,3	28,4
Mpumalanga	43,7	31,6	27,4	26,9	31,4	29,3	32,6
Limpopo	44,5	41,9	37,5	41,8	42,1	41,4	46,0

Due to rounding, numbers do not necessarily add up to totals

Table 4.3: The duration of unemployment

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
Less than 3 moths	619	511	474	565	634	668	751
3 months less than 6 months	432	378	352	349	369	390	424
6 months less than 1 year	698	677	630	619	657	672	688
1 year less than 3 years	1 023	1 141	1 122	1 096	1 173	1 173	1 205
3 years and over	1 630	1 858	2 058	2 147	2 053	2 167	2 276
Women	**2 139**	**2 221**	**2 298**	**2 337**	**2 381**	**2 482**	**2 640**
Less than 3 moths	241	206	192	219	259	270	306
3 months less than 6 months	182	163	151	159	162	167	183
6 months less than 1 year	310	303	300	291	300	319	328
1 year less than 3 years	518	575	572	532	586	592	601
3 years and over	889	974	1 083	1 136	1 074	1 133	1 223
Men	**2 264**	**2 343**	**2 338**	**2 438**	**2 505**	**2 589**	**2 704**
Less than 3 moths	378	305	283	346	375	398	445
3 months less than 6 months	250	215	201	190	207	222	241
6 months less than 1 year	389	374	330	328	357	353	361
1 year less than 3 years	505	566	550	563	587	581	605
3 years and over	742	884	975	1 010	979	1 034	1 053

Due to rounding, numbers do not necessarily add up to totals

Table 5: Characteristics of the not economically active - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**
Student	5 706	5 906	6 041	6 137	6 111	**6 239**	6 214
Home-maker	2 747	2 909	2 892	2 821	2 852	2 849	2 618
Illness/disability	1 853	1 878	1 731	1 740	1 717	1 637	1 674
Too old/young to work	1 061	1 134	1 210	1 220	1 218	1 234	1 302
Discouraged work seekers	1 535	2 026	2 252	2 314	2 331	2 422	2 334
Other	861	753	730	743	809	812	809
Inactivity rate by age (Both sexes)	**42,5**	**44,3**	**44,3**	**43,8**	**43,2**	**42,9**	**41,5**
15-24 yrs	71,9	73,9	74,5	74,6	74,2	74,7	73,4
25-54 yrs	25,7	27,5	27,3	26,7	26,2	**25,9**	24,4
55-64 yrs	57,2	58,9	58,7	58,5	57,5	56,0	56,2
Inactivity rate by age (Women)	**49,8**	**51,6**	**51,0**	**50,6**	**49,6**	**49,3**	**47,9**
15-24 yrs	74,7	76,5	76,5	77,1	76,4	77,2	76,2
25-54 yrs	34,9	37,0	36,1	35,5	34,3	33,9	32,2
55-64 yrs	68,3	68,4	67,9	67,1	66,3	**64,6**	64,2
Inactivity rate by age (Men)	**34,8**	**36,7**	**37,2**	**36,7**	**36,6**	**36,3**	**34,9**
15-24 yrs	69,2	71,3	72,5	72,2	72,1	72,3	70,5
25-54 yrs	15,9	17,5	18,0	17,5	17,8	17,7	16,5
55-64 yrs	43,6	47,4	47,6	48,0	47,0	45,7	46,4

Due to rounding, numbers do not necessarily add up to totals

Table 6.1a: Socio-demographic characteristics - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
15-24 yrs	1 427	1 267	1 272	1 242	1 277	1 263	1 367
25-34 yrs	4 625	4 472	4 500	4 626	4 731	4 758	4 945
35-44 yrs	4 167	4 144	4 261	4 428	4 577	4 685	4 862
45-54 yrs	2 824	2 783	2 856	2 911	3 003	3 071	3 171
55-64 yrs	1 151	1 122	1 182	1 218	1 278	1 369	1 395
Age group of the unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
15-24 yrs	1 335	1 330	1 286	1 329	1 352	1 330	1 374
25-34 yrs	1 806	1 850	1 919	1 942	1 943	2 047	2 138
35-44 yrs	828	891	941	984	1 045	1 106	1 179
45-54 yrs	357	401	412	428	440	474	520
55-64 yrs	77	92	78	92	107	113	133
Age group of the not economically active	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**
15-24 yrs	7 076	7 341	7 480	7 557	7 572	7 664	7 550
25-34 yrs	2 211	2 427	2 452	2 444	2 492	2 521	2 402
35-44 yrs	1 450	1 610	1 641	1 628	1 614	1 639	1 577
45-54 yrs	1 387	1 486	1 492	1 502	1 482	1 480	1 461
55-64 yrs	1 639	1 743	1 792	1 844	1 877	1 890	1 959
Highest level of education of the employed	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
No schooling	506	418	369	374	375	373	388
Less than primary completed	1 348	1 164	1 160	1 129	1 143	1 078	1 180
Primary completed	741	674	634	641	640	614	664
Secondary not completed	4 643	4 556	4 696	4 865	4 965	5 043	5 239
Secondary completed	4 143	4 163	4 197	4 416	4 555	4 796	4 934
Tertiary	2 654	2 617	2 835	2 842	3 041	3 072	3 146
Other	158	196	179	157	148	171	190
Highest level of education of the unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
No schooling	103	83	78	75	76	76	80
Less than primary completed	385	374	325	334	301	321	349
Primary completed	223	214	216	214	195	221	234
Secondary not completed	2 011	2 077	2 161	2 258	2 329	2 382	2 473
Secondary completed	1 408	1 513	1 555	1 572	1 625	1 668	1 762
Tertiary	239	264	272	295	333	373	418
Other	33	39	30	27	27	29	27
Highest level of education of the not economically active	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**
No schooling	875	840	825	792	763	741	703
Less than primary completed	1 940	2 008	1 896	1 817	1 723	1 661	1 695
Primary completed	1 070	1 139	1 122	1 069	1 008	951	953
Secondary not completed	7 190	7 570	7 852	7 993	8 171	8 183	8 017
Secondary completed	2 224	2 509	2 595	2 739	2 779	3 028	2 905
Tertiary	361	412	441	449	485	507	548
Other	104	128	127	115	110	122	131

For all values of 10 000 or lower the sample size is too small for reliable estimates

Due to rounding, numbers do not necessarily add up to totals.

Table 6.1b: Socio-demographic characteristics - South Africa	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Employed	**-**	**-**	**-**	**7 271**	**14 866**	**15 146**	**15 741**
Attending educational institution	-	-	-	174	350	384	421
Not attending educational institution	-	-	-	7 097	14 515	14 762	15 319
Unemployed	**-**	**-**	**-**	**2 403**	**4 886**	**5 070**	**5 344**
Attending educational institution	-	-	-	49	102	95	131
Not attending educational institution	-	-	-	2 353	4 784	4 975	5 213
Not economically active	**-**	**-**	**-**	**7 490**	**15 038**	**15 194**	**14 950**
Attending educational institution	-	-	-	2 969	5 930	6 083	6 061
Not attending educational institution	-	-	-	4 521	9 108	9 111	8 889
Employed and attending by type of educational institution	**-**	**-**	**-**	**174**	**350**	**384**	**421**
Odinary school	-	-	-	14	30	28	38
Special school	-	-	-	0	3	1	1
Further education and training college (FET)	-	-	-	19	31	38	34
Other college	-	-	-	15	33	49	59
Higher education institution	-	-	-	120	242	254	273
Adult basic education and training centre(ABET CENTRE)	-	-	-	5	9	12	12
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	-	1	0	0	0
Home based education or home schooling	-	-	-	0	0	0	1
Unemployed and attending by type of educational institution	**-**	**-**	**-**	**49**	**102**	**95**	**131**
Odinary school	-	-	-	19	37	38	39
Special school	-	-	-	1	0	1	1
Further education and training college (FET)	-	-	-	9	21	13	27
Other college	-	-	-	5	12	15	17
Higher education institution	-	-	-	12	26	24	38
Adult basic education and training centre(ABET CENTRE)	-	-	-	4	5	4	7
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	-	-	-	-	-
Home based education or home schooling	-	-	-	-	-	0	0

For all values of 10 000 or lower the sample size is too small for reliable estimates

Due to rounding, numbers do not necessarily add up to totals.

Table 6.1c: Socio-demographic characteristics - South Africa

	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active and attending by type of educational institution	**-**	**-**	**-**	**2 969**	**5 930**	**6 083**	**6 061**
Odinary school	-	-	-	2 440	4 744	4 781	4 765
Special school	-	-	-	21	44	34	41
Further education and training college (FET)	-	-	-	139	372	422	435
Other college	-	-	-	58	157	186	184
Higher education institution	-	-	-	273	553	595	569
Adult basic education and training centre(ABET CENTRE)	-	-	-	17	33	36	31
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	-	2	1	1	2
Home based education or home schooling	-	-	-	1	2	3	4
Current marital status of the employed	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**
Married	5 930	5 841	5 923	6 116	6 086	6 064	6 258
Living together like husband and wife	1 709	1 632	1 617	1 647	1 712	1 766	1 897
Widow/widower	454	468	449	436	459	501	458
Divorced or separated	512	487	488	520	536	473	505
Never married	5 589	5 360	5 594	5 706	6 072	6 341	6 623
Current marital status of the unemployed	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**
Married	728	767	784	799	824	840	936
Living together like husband and wife	514	496	471	515	532	519	617
Widow/widower	59	54	59	63	75	75	63
Divorced or separated	71	81	83	86	84	91	97
Never married	3 030	3 166	3 239	3 313	3 371	3 546	3 632
Current marital status of the not economically active	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**
Married	2 865	2 965	3 009	3 020	2 940	2 930	2 819
Living together like husband and wife	756	807	738	748	750	777	806
Widow/widower	637	648	678	663	642	610	614
Divorced or separated	242	243	250	253	243	254	244
Never married	9 263	9 943	10 181	10 292	10 464	10 622	10 468

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals.

Table 7: Profile of those not in education and not in employment - South Africa							
	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes					**13 892**	**14 086**	**14 102**
Women					8 166	8 258	8 265
Men					5 726	5 827	5 837
Age group					**13 892**	**14 086**	**14 102**
15-24 yrs					3 261	3 212	3 139
25-34 yrs					4 133	4 235	4 203
35-44 yrs					2 608	2 697	2 705
45-54 yrs					1 910	1 945	1 969
55-64 yrs					1 981	1 998	2 086
Population groups					**13 892**	**14 086**	**14 102**
Black/African					11 557	11 707	11 754
Coloured					1 267	1 265	1 273
Indian/Asian					313	342	353
White					755	772	723
South Africa					**13 892**	**14 086**	**14 102**
Western Cape					1 433	1 462	1 423
Eastern Cape					1 893	1 884	1 854
Northern Cape					323	340	353
Free State					775	778	762
KwaZulu Natal					2 738	2 820	2 811
North West					1 102	1 072	1 092
Gauteng					3 109	3 173	3 312
Mpumalanga					1 058	1 107	1 081
Limpopo					1 461	1 450	1 415

For all values of 10 000 or lower the sample size is too small for reliable estimates
Due to rounding, numbers do not necessarily add up to totals.

Appendix 3: Panel data results

Table of Contents Page

Table A.1: Quarterly transition rates between different labour market states

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	92,7	3,4	1,3	2,6	100,0
Q2 2010	Q3 2010	93,4	3,2	1,1	2,4	100,0
Q3 2010	Q4 2010	93,9	2,6	1,0	2,5	100,0
Q4 2010	Q1 2011	93,5	2,8	1,2	2,5	100,0
Q1 2011	Q2 2011	93,2	3,2	1,1	2,5	100,0
Q2 2011	Q3 2011	93,6	3,1	1,2	2,2	100,0
Q3 2011	Q4 2011	93,7	2,9	1,1	2,3	100,0
Q4 2011	Q1 2012	93,0	3,4	1,1	2,5	100,0
Q1 2012	Q2 2012	93,4	2,9	1,3	2,4	100,0
Q2 2012	Q3 2012	93,8	3,1	0,9	2,1	100,0
Q3 2012	Q4 2012	93,3	3,1	1,0	2,5	100,0
Q4 2012	Q1 2013	93,2	3,3	1,1	2,3	100,0
Q1 2013	Q2 2013	93,1	3,4	1,6	2,0	100,0
Q2 2013	Q3 2013	92,4	3,5	1,4	2,7	100,0
Q3 2013	Q4 2013	92,9	3,2	1,3	2,6	100,0
Q4 2013	Q1 2014	91,7	4,0	1,6	2,7	100,0
Q1 2014	Q2 2014	92,3	3,6	1,4	2,8	100,0
Q2 2014	Q3 2014	92,1	3,9	1,6	2,4	100,0
Q3 2014	Q4 2014	93,0	3,1	1,5	2,5	100,0
Q1 2015	Q2 2015	91,4	4,3	1,5	2,8	100,0
Q2 2015	Q3 2015	91,2	4,6	1,5	2,7	100,0
Q3 2015	Q4 2015	93,3	3,2	1,2	2,3	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	11,9	66,8	7,0	14,4	100,0
Q2 2010	Q3 2010	10,7	65,7	7,9	15,7	100,0
Q3 2010	Q4 2010	10,3	66,9	8,3	14,5	100,0
Q4 2010	Q1 2011	11,1	68,9	6,6	13,3	100,0
Q1 2011	Q2 2011	10,0	70,0	6,6	13,4	100,0
Q2 2011	Q3 2011	10,3	67,4	7,5	14,9	100,0
Q3 2011	Q4 2011	10,8	67,5	7,5	14,2	100,0
Q4 2011	Q1 2012	10,5	67,5	8,1	13,9	100,0
Q1 2012	Q2 2012	10,3	68,9	7,2	13,6	100,0
Q2 2012	Q3 2012	12,7	68,9	7,0	11,5	100,0
Q3 2012	Q4 2012	10,8	66,8	7,0	15,3	100,0
Q4 2012	Q1 2013	11,4	65,7	8,2	14,6	100,0
Q1 2013	Q2 2013	11,0	68,9	7,5	12,6	100,0
Q2 2013	Q3 2013	13,3	66,5	7,6	12,6	100,0
Q3 2013	Q4 2013	13,1	68,1	5,9	13,0	100,0
Q4 2013	Q1 2014	12,0	67,9	7,0	13,1	100,0
Q1 2014	Q2 2014	12,9	65,3	7,3	14,5	100,0
Q2 2014	Q3 2014	12,9	66,0	7,7	13,5	100,0
Q3 2014	Q4 2014	13,0	65,5	7,2	14,3	100,0
Q1 2015	Q2 2015	14,9	61,9	8,3	14,9	100,0
Q2 2015	Q3 2015	14,1	65,7	8,2	12.0	100,0
Q3 2015	Q4 2015	12,7	67,5	7,0	12,8	100,0

Table A.1: Quarterly transition rates between different labour market states (concluded)

		t+1 status				
t status: Discouragement		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	9,2	16,5	50,4	23,8	100,0
Q2 2010	Q3 2010	7,9	16,2	54,1	21,8	100,0
Q3 2010	Q4 2010	7,6	13,3	57,7	21,3	100,0
Q4 2010	Q1 2011	8,3	13,1	58,4	20,2	100,0
Q1 2011	Q2 2011	8,7	16,6	51,8	22,8	100,0
Q2 2011	Q3 2011	7,5	13,4	56,7	22,4	100,0
Q3 2011	Q4 2011	7,2	15,6	59,0	18,2	100,0
Q4 2011	Q1 2012	7,1	14,7	57,3	20,9	100,0
Q1 2012	Q2 2012	8,2	14,5	58,2	19,1	100,0
Q2 2012	Q3 2012	8,3	15,5	56,1	20,0	100,0
Q3 2012	Q4 2012	6,8	15,2	55,7	22,2	100,0
Q4 2012	Q1 2013	7,3	14,6	58,1	20,0	100,0
Q1 2013	Q2 2013	7,3	14,6	58,4	19,6	100,0
Q2 2013	Q3 2013	10,7	15,2	54,3	19,7	100,0
Q3 2013	Q4 2013	10,9	15,1	52,3	21,8	100,0
Q4 2013	Q1 2014	9,9	15,3	56,4	18,5	100,0
Q1 2014	Q2 2014	8,8	13,4	57,2	20,5	100,0
Q2 2014	Q3 2014	9,8	12,3	58,7	19,2	100,0
Q3 2014	Q4 2014	9,6	13,0	57,1	20,3	100,0
Q1 2015	Q2 2015	11,7	15,7	50,9	21,6	100,0
Q2 2015	Q3 2015	9,2	18,3	51,9	20,5	100,0
Q3 2015	Q4 2015	10,6	14,3	58,4	16,7	100,0
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
Q1 2010	Q2 2010	2,7	5,6	3,6	88,1	100,0
Q2 2010	Q3 2010	2,6	5,0	3,7	88,7	100,0
Q3 2010	Q4 2010	2,4	4,5	3,7	89,4	100,0
Q4 2010	Q1 2011	2,5	5,3	4,3	87,9	100,0
Q1 2011	Q2 2011	2,5	5,2	3,9	88,4	100,0
Q2 2011	Q3 2011	2,3	5,0	3,5	89,1	100,0
Q3 2011	Q4 2011	2,2	4,7	3,9	89,2	100,0
Q4 2011	Q1 2012	2,5	5,8	4,3	87,4	100,0
Q1 2012	Q2 2012	2,3	5,1	4,0	88,7	100,0
Q2 2012	Q3 2012	2,6	5,3	3,4	88,7	100,0
Q3 2012	Q4 2012	2,0	4,4	3,4	90,2	100,0
Q4 2012	Q1 2013	2,6	5,7	4,0	87,7	100,0
Q1 2013	Q2 2013	2,4	5,5	3,8	88,2	100,0
Q2 2013	Q3 2013	3,0	4,7	3,6	88,7	100,0
Q3 2013	Q4 2013	3,0	4,5	3,6	89,0	100,0
Q4 2013	Q1 2014	2,9	5,4	4,1	87,5	100,0
Q1 2014	Q2 2014	3,1	5,8	3,5	87,6	100,0
Q2 2014	Q3 2014	2,8	4,9	3,5	88,8	100,0
Q3 2014	Q4 2014	2,9	5,4	4,1	87,5	100,0
Q1 2015	Q2 2015	3,1	5,8	4,2	86.9	100,0
Q2 2015	Q3 2015	3,2	5,7	3,5	87,6	100,0
Q3 2015	Q4 2015	2,5	4,5	2,9	90,1	100,0

Table A2: Quarterly transition rates between different sectors

		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Formal		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	95,8	3,5	0,5	0,2	100,0
Q2 2010	Q3 2010	96,3	2,9	0,5	0,3	100,0
Q3 2010	Q4 2010	96,5	2,9	0,3	0,3	100,0
Q4 2010	Q1 2011	96,7	2,7	0,3	0,3	100,0
Q1 2011	Q2 2011	96,2	3,4	0,3	0,2	100,0
Q2 2011	Q3 2011	96,7	2,7	0,3	0,3	100,0
Q3 2011	Q4 2011	96,4	2,8	0,5	0,2	100,0
Q4 2011	Q1 2012	96,3	3,0	0,3	0,3	100,0
Q1 2012	Q2 2012	96,4	2,9	0,4	0,3	100,0
Q2 2012	Q3 2012	96,7	2,7	0,4	0,2	100,0
Q3 2012	Q4 2012	96,4	3,1	0,3	0,2	100,0
Q4 2012	Q1 2013	96,5	2,8	0,3	0,4	100,0
Q1 2013	Q2 2013	96,6	2,9	0,3	0,2	100,0
Q2 2013	Q3 2013	96,1	3,2	0,5	0,3	100,0
Q3 2013	Q4 2013	96,3	2,9	0,5	0,3	100,0
Q4 2013	Q1 2014	96,0	3,4	0,4	0,3	100,0
Q1 2014	Q2 2014	96,2	3,1	0,3	0,3	100,0
Q2 2014	Q3 2014	96,2	3,3	0,3	0,2	100,0
Q3 2014	Q4 2014	96,0	3,4	0,3	0,3	100,0
Q1 2015	Q2 2015	94,4	4,8	0,5	0,3	100,0
Q2 2015	Q3 2015	94,9	4,3	0,5	0,4	100,0
Q3 2015	Q4 2015	95,5	3,8	0,5	0,2	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Informal		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	15,7	82,3	0,9	1,2	100,0
Q2 2010	Q3 2010	16,2	81,3	0,5	1,9	100,0
Q3 2010	Q4 2010	15,2	83,0	0,6	1,2	100,0
Q4 2010	Q1 2011	14,8	83,6	0,4	1,2	100,0
Q1 2011	Q2 2011	13,1	86,0	0,3	0,6	100,0
Q2 2011	Q3 2011	13,6	84,8	0,3	1,3	100,0
Q3 2011	Q4 2011	16,6	81,6	0,5	1,3	100,0
Q4 2011	Q1 2012	15,7	83,3	0,1	0,9	100,0
Q1 2012	Q2 2012	14,8	84,1	0,4	0,7	100,0
Q2 2012	Q3 2012	14,4	83,9	0,4	1,3	100,0
Q3 2012	Q4 2012	15,7	83,3	0,4	0,6	100,0
Q4 2012	Q1 2013	15,9	82,5	0,4	1,1	100,0
Q1 2013	Q2 2013	14,5	84,0	0,5	1,0	100,0
Q2 2013	Q3 2013	17,8	80,4	0,4	1,4	100,0
Q3 2013	Q4 2013	16,7	81,1	1,1	1,1	100,0
Q4 2013	Q1 2014	17,5	80,6	0,6	1,2	100,0
Q1 2014	Q2 2014	17,7	80,7	0,4	1,2	100,0
Q2 2014	Q3 2014	18,5	79,8	0,7	1,0	100,0
Q3 2014	Q4 2014	16,9	81,4	0,6	1,1	100,0
Q1 2015	Q2 2015	20,2	77,2	0,3	2,2	100,0
Q2 2015	Q3 2015	19,5	79,1	0,5	0,9	100,0
Q3 2015	Q4 2015	19,7	78,7	0,5	1,2	100,0

Table A2: Quarterly transition rates between different sectors (concluded)

t status: Agriculture		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	5,8	1,0	90,3	2,9	100,0
Q2 2010	Q3 2010	7,9	3,1	86,6	2,4	100,0
Q3 2010	Q4 2010	5,7	0,6	90,5	3,1	100,0
Q4 2010	Q1 2011	5,5	1,5	91,7	1,3	100,0
Q1 2011	Q2 2011	3,4	1,5	94,2	0,9	100,0
Q2 2011	Q3 2011	3,2	1,5	94,0	1,2	100,0
Q3 2011	Q4 2011	6,1	0,9	91,7	1,3	100,0
Q4 2011	Q1 2012	7,4	1,3	90,3	1,0	100,0
Q1 2012	Q2 2012	4,0	1,7	92,4	1,9	100,0
Q2 2012	Q3 2012	6,4	0,9	92,0	0,7	100,0
Q3 2012	Q4 2012	6,4	1,6	90,9	1,2	100,0
Q4 2012	Q1 2013	4,9	0,7	93,5	1,0	100,0
Q1 2013	Q2 2013	7,4	1,2	90,5	1,0	100,0
Q2 2013	Q3 2013	6,1	1,4	91,4	1,0	100,0
Q3 2013	Q4 2013	5,8	2,1	90,1	2,0	100,0
Q4 2013	Q1 2014	5,9	0,1	92,5	1,5	100,0
Q1 2014	Q2 2014	4,2	1,9	92,2	1,7	100,0
Q2 2014	Q3 2014	5,0	2,1	92,0	0,9	100,0
Q3 2014	Q4 2014	6,0	1,8	90,3	1,8	100,0
Q1 2011	Q2 2015	5,8	0,9	91,0	2,3	100,0
Q2 2015	Q3 2015	6,9	1,0	90,8	1,3	100,0
Q3 2015	Q4 2015	5,5	1,0	91,9	1,6	100,0
t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	2,5	2,5	0,9	94,1	100,0
Q2 2010	Q3 2010	2,1	2,9	2,0	93,0	100,0
Q3 2010	Q4 2010	1,9	1,8	0,7	95,6	100,0
Q4 2010	Q1 2011	2,7	1,7	0,9	94,6	100,0
Q1 2011	Q2 2011	2,8	3,1	1,0	93,1	100,0
Q2 2011	Q3 2011	2,5	2,5	1,2	93,8	100,0
Q3 2011	Q4 2011	1,8	1,0	0,8	96,4	100,0
Q4 2011	Q1 2012	2,2	1,8	0,5	95,5	100,0
Q1 2012	Q2 2012	2,3	1,9	0,7	95,1	100,0
Q2 2012	Q3 2012	1,4	2,1	1,0	95,5	100,0
Q3 2012	Q4 2012	2,4	2,6	1,0	94,1	100,0
Q4 2012	Q1 2013	2,6	1,8	0,3	95,3	100,0
Q1 2013	Q2 2013	2,5	2,5	0,8	94,3	100,0
Q2 2013	Q3 2013	3,4	2,1	0,9	93,7	100,0
Q3 2013	Q4 2013	2,9	3,1	1,0	93,0	100,0
Q4 2013	Q1 2014	2,3	2,3	1,3	94,1	100,0
Q1 2014	Q2 2014	2,6	1,7	0,5	95,2	100,0
Q2 2014	Q3 2014	2,8	2,4	1,1	93,7	100,0
Q3 2014	Q4 2014	1,8	2,6	0,9	94,7	100,0
Q1 2015	Q2 2015	3,1	2,4	1,3	93,0	100,0
Q2 2015	Q3 2015	2,5	2,7	1,4	93,4	100,0
Q3 2015	Q4 2015	2,1	1,7	0,7	95,5	100,0

Table A3: Quarterly transition rates between different labour market states, by education

		t+1 status				
t status: Employed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	87,9	3,7	2,7	5,7	100,0
Q2 2010	Q3 2010	89,3	3,6	2,0	5,0	100,0
Q3 2010	Q4 2010	90,9	3,1	1,8	4,2	100,0
Q4 2010	Q1 2011	88,4	4,1	2,4	5,0	100,0
Q1 2011	Q2 2011	87,5	4,6	2,3	5,6	100,0
Q2 2011	Q3 2011	90,3	3,2	1,9	4,6	100,0
Q3 2011	Q4 2011	91,2	3,1	1,5	4,2	100,0
Q4 2011	Q1 2012	90,2	3,8	1,7	4,3	100,0
Q1 2012	Q2 2012	90,4	3,0	2,3	4,3	100,0
Q2 2012	Q3 2012	91,6	3,1	1,7	3,7	100,0
Q3 2012	Q4 2012	90,5	3,7	1,7	4,2	100,0
Q4 2012	Q1 2013	89,4	4,1	2,1	4,4	100,0
Q1 2013	Q2 2013	90,5	3,4	3,0	3,0	100,0
Q2 2013	Q3 2013	88,7	3,1	2,9	5,3	100,0
Q3 2013	Q4 2013	89,2	3,3	2,5	5,0	100,0
Q4 2013	Q1 2014	89,1	4,0	2,1	4,8	100,0
Q1 2014	Q2 2014	88,7	3,7	2,6	5,0	100,0
Q2 2014	Q3 2014	88,1	4,9	2,5	4,5	100,0
Q3 2014	Q4 2014	88,2	3,7	3,0	5,1	100,0
Q1 2015	Q2 2015	87,4	5,2	3,0	4,5	100,0
Q2 2015	Q3 2015	87,7	4,7	2,5	5,0	100,0
Q3 2015	Q4 2015	90,0	3,6	2,2	4,2	100,0
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	17,8	57,6	7,7	16,8	100,0
Q2 2010	Q3 2010	14,6	56,1	7,8	21,5	100,0
Q3 2010	Q4 2010	14,6	58,6	9,6	17,2	100,0
Q4 2010	Q1 2011	15,1	60,4	6,7	17,8	100,0
Q1 2011	Q2 2011	12,9	62,9	7,3	16,9	100,0
Q2 2011	Q3 2011	12,4	59,8	9,6	18,2	100,0
Q3 2011	Q4 2011	10,1	61,6	6,8	21,5	100,0
Q4 2011	Q1 2012	12,7	60,0	11,0	16,3	100,0
Q1 2012	Q2 2012	11,9	63,2	9,2	15,7	100,0
Q2 2012	Q3 2012	12,7	64,4	7,6	15,3	100,0
Q3 2012	Q4 2012	11,6	59,6	9,2	19,5	100,0
Q4 2012	Q1 2013	14,1	57,5	10,6	17,8	100,0
Q1 2013	Q2 2013	16,6	61,2	7,0	15,2	100,0
Q2 2013	Q3 2013	19,0	58,3	9,2	13,6	100,0
Q3 2013	Q4 2013	13,4	57,8	7,7	21,0	100,0
Q4 2013	Q1 2014	15,5	59,3	6,7	18,5	100,0
Q1 2014	Q2 2014	16,8	56,4	10,1	16,6	100,0
Q2 2014	Q3 2014	14,5	59,3	7,2	19,1	100,0
Q3 2014	Q4 2014	17,5	55,3	9,0	18,2	100,0
Q1 2015	Q2 2015	18,4	52,4	10,0	19,2	100,0
Q2 2015	Q3 2015	20,0	52,7	11,4	15,9	100,0
Q3 2015	Q4 2015	16,4	58,7	8,5	16,4	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

		t+1 status				
t status: Discouragement: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	9,9	10,5	51,6	28,0	100,0
Q2 2010	Q3 2010	7,9	11,6	55,9	24,7	100,0
Q3 2010	Q4 2010	8,5	7,3	59,3	24,9	100,0
Q4 2010	Q1 2011	9,5	10,3	52,5	27,7	100,0
Q1 2011	Q2 2011	9,1	9,0	55,7	26,2	100,0
Q2 2011	Q3 2011	8,1	7,5	55,2	29,1	100,0
Q3 2011	Q4 2011	8,3	10,7	59,1	21,9	100,0
Q4 2011	Q1 2012	6,4	8,1	56,3	29,2	100,0
Q1 2012	Q2 2012	8,5	9,8	57,3	24,4	100,0
Q2 2012	Q3 2012	10,2	9,1	57,4	23,3	100,0
Q3 2012	Q4 2012	8,7	9,5	53,9	27,9	100,0
Q4 2012	Q1 2013	7,0	9,2	58,9	24,8	100,0
Q1 2013	Q2 2013	8,8	9,9	60,4	20,9	100,0
Q2 2013	Q3 2013	12,5	11,5	51,8	24,2	100,0
Q3 2013	Q4 2013	12,7	5,4	53,4	28,5	100,0
Q4 2013	Q1 2014	12,3	10,4	54,1	23,1	100,0
Q1 2014	Q2 2014	12,1	9,7	54,1	24,2	100,0
Q2 2014	Q3 2014	11,0	8,8	56,3	23,9	100,0
Q3 2014	Q4 2014	11,4	10,9	51,1	26,6	100,0
Q1 2015	Q2 2015	11,6	9,4	52,2	26,3	100,0
Q2 2015	Q3 2015	11,1	13,8	50,4	24,7	100,0
Q3 2015	Q4 2015	14,7	7,9	55,7	21,7	100,0
		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	3,2	3,2	3,7	89,9	100,0
Q2 2010	Q3 2010	3,2	3,1	3,8	89,9	100,0
Q3 2010	Q4 2010	2,9	2,9	3,7	90,5	100,0
Q4 2010	Q1 2011	3,1	2,9	4,0	90,0	100,0
Q1 2011	Q2 2011	2,8	2,8	3,9	90,5	100,0
Q2 2011	Q3 2011	2,8	3,3	3,7	90,2	100,0
Q3 2011	Q4 2011	2,0	3,2	3,7	91,1	100,0
Q4 2011	Q1 2012	2,8	3,1	4,0	90,0	100,0
Q1 2012	Q2 2012	2,5	2,7	4,4	90,3	100,0
Q2 2012	Q3 2012	3,0	3,1	4,1	89,8	100,0
Q3 2012	Q4 2012	2,1	2,8	3,6	91,6	100,0
Q4 2012	Q1 2013	2,7	2,6	4,4	90,2	100,0
Q1 2013	Q2 2013	3,1	3,1	3,7	90,1	100,0
Q2 2013	Q3 2013	3,3	3,0	3,4	90,3	100,0
Q3 2013	Q4 2013	2,9	2,2	3,4	91,5	100,0
Q4 2013	Q1 2014	3,1	3,2	4,0	89,7	100,0
Q1 2014	Q2 2014	3,9	3,9	4,1	88,1	100,0
Q2 2014	Q3 2014	3,9	3,0	3,5	89,6	100,0
Q3 2014	Q4 2014	3,1	2,7	3,1	91,2	100,0
Q1 2015	Q2 2015	4,0	3,6	4,5	87,8	100,0
Q2 2015	Q3 2015	3,6	3,0	3,3	90,1	100,0
Q3 2015	Q4 2015	2,8	2,7	3,5	90,9	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

		t+1 status				
t status: Employed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	90,4	5,2	1,7	2,7	100,0
Q2 2010	Q3 2010	91,3	4,6	1,4	2,8	100,0
Q3 2010	Q4 2010	92,2	3,3	1,4	3,1	100,0
Q4 2010	Q1 2011	91,5	3,7	1,7	3,1	100,0
Q1 2011	Q2 2011	91,0	4,2	1,6	3,2	100,0
Q2 2011	Q3 2011	91,3	4,3	1,8	2,6	100,0
Q3 2011	Q4 2011	91,5	4,2	1,6	2,7	100,0
Q4 2011	Q1 2012	90,9	4,6	1,6	3,0	100,0
Q1 2012	Q2 2012	90,1	5,0	1,9	3,0	100,0
Q2 2012	Q3 2012	91,4	4,7	1,4	2,4	100,0
Q3 2012	Q4 2012	91,0	4,4	1,4	3,3	100,0
Q4 2012	Q1 2013	91,2	4,5	1,7	2,7	100,0
Q1 2013	Q2 2013	90,4	5,1	1,8	2,7	100,0
Q2 2013	Q3 2013	90,1	4,9	2,0	3,0	100,0
Q3 2013	Q4 2013	90,3	4,5	2,0	3,2	100,0
Q4 2013	Q1 2014	88,7	5,6	2,6	3,2	100,0
Q1 2014	Q2 2014	89,6	5,0	2,1	3,3	100,0
Q2 2014	Q3 2014	89,9	5,7	2,1	2,4	100,0
Q3 2014	Q4 2014	90,2	4,8	2,0	3,1	100,0
Q1 2015	Q2 2015	88,4	6,0	2,4	3,2	100,0
Q2 2015	Q3 2015	88,9	6,1	2,1	2,9	100,0
Q3 2015	Q4 2015	91,3	4,2	1,7	2,9	100,0
		t+1 status				
t status: Unemployed : less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	10,7	67,3	7,4	14,6	100,0
Q2 2010	Q3 2010	10,7	65,3	8,6	15,4	100,0
Q3 2010	Q4 2010	10,7	66,8	7,3	15,1	100,0
Q4 2010	Q1 2011	10,8	69,4	6,8	13,0	100,0
Q1 2011	Q2 2011	10,1	68,4	7,5	14,1	100,0
Q2 2011	Q3 2011	10,3	67,8	7,4	14,5	100,0
Q3 2011	Q4 2011	10,9	67,7	8,1	13,3	100,0
Q4 2011	Q1 2012	11,0	68,1	7,9	13,0	100,0
Q1 2012	Q2 2012	10,4	69,3	7,1	13,3	100,0
Q2 2012	Q3 2012	12,9	70,7	6,4	10,0	100,0
Q3 2012	Q4 2012	10,4	67,6	6,6	15,5	100,0
Q4 2012	Q1 2013	11,8	64,8	8,3	15,1	100,0
Q1 2013	Q2 2013	10,8	69,0	7,7	12,5	100,0
Q2 2013	Q3 2013	12,8	67,9	7,2	12,1	100,0
Q3 2013	Q4 2013	12,5	69,2	5,6	12,7	100,0
Q4 2013	Q1 2014	12,0	68,6	7,7	11,6	100,0
Q1 2014	Q2 2014	12,3	67,2	7,0	13,4	100,0
Q2 2014	Q3 2014	12,5	67,0	7,9	12,6	100,0
Q3 2014	Q4 2014	11,7	66,7	7,3	14,3	100,0
Q1 2015	Q2 2015	15,8	63,0	8,0	13,0	100,0
Q2 2015	Q3 2015	13,4	66,2	8,9	11,5	100,0
Q3 2015	Q4 2015	12,8	66,1	7,7	13,3	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

		t+1 status				
t status: Discouragement: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	8,9	15,1	49,8	26,2	100,0
Q2 2010	Q3 2010	7,6	15,4	54,6	22,4	100,0
Q3 2010	Q4 2010	7,5	14,2	55,0	23,3	100,0
Q4 2010	Q1 2011	8,4	11,4	61,2	19,0	100,0
Q1 2011	Q2 2011	10,6	15,5	52,0	22,0	100,0
Q2 2011	Q3 2011	7,9	12,7	58,1	21,3	100,0
Q3 2011	Q4 2011	7,4	14,9	58,8	18,8	100,0
Q4 2011	Q1 2012	7,6	14,5	57,4	20,4	100,0
Q1 2012	Q2 2012	8,5	13,5	59,8	18,3	100,0
Q2 2012	Q3 2012	7,7	15,2	56,4	20,6	100,0
Q3 2012	Q4 2012	6,2	15,1	55,8	22,9	100,0
Q4 2012	Q1 2013	7,0	15,1	58,2	19,8	100,0
Q1 2013	Q2 2013	7,2	13,5	58,1	21,3	100,0
Q2 2013	Q3 2013	11,5	13,1	55,3	20,1	100,0
Q3 2013	Q4 2013	10,9	14,8	52,6	21,7	100,0
Q4 2013	Q1 2014	9,3	15,7	56,6	18,4	100,0
Q1 2014	Q2 2014	7,9	12,1	58,6	21,4	100,0
Q2 2014	Q3 2014	9,6	11,0	59,5	19,8	100,0
Q3 2014	Q4 2014	8,3	13,0	59,9	18,9	100,0
Q1 2015	Q2 2015	12,0	14,4	51,3	22,4	100,0
Q2 2015	Q3 2015	7,9	16,5	55,1	20,5	100,0
Q3 2015	Q4 2015	9,7	14,2	58,1	18,0	100,0
		t+1 status				
t status: Other NEA: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	2,1	4,7	3,3	89,9	100,0
Q2 2010	Q3 2010	1,9	4,8	3,6	89,7	100,0
Q3 2010	Q4 2010	1,8	4,0	3,2	90,9	100,0
Q4 2010	Q1 2011	2,1	5,0	4,5	88,4	100,0
Q1 2011	Q2 2011	2,1	4,6	3,7	89,6	100,0
Q2 2011	Q3 2011	1,8	4,6	3,2	90,4	100,0
Q3 2011	Q4 2011	1,6	4,1	3,7	90,5	100,0
Q4 2011	Q1 2012	1,7	5,6	4,5	88,1	100,0
Q1 2012	Q2 2012	1,7	4,3	3,8	90,2	100,0
Q2 2012	Q3 2012	1,9	4,5	3,2	90,5	100,0
Q3 2012	Q4 2012	1,5	3,7	3,4	91,4	100,0
Q4 2012	Q1 2013	2,2	5,5	3,9	88,4	100,0
Q1 2013	Q2 2013	1,7	4,9	3,7	89,7	100,0
Q2 2013	Q3 2013	2,3	4,3	3,4	90,1	100,0
Q3 2013	Q4 2013	2,4	3,7	3,6	90,3	100,0
Q4 2013	Q1 2014	2,2	5,2	4,6	88,0	100,0
Q1 2014	Q2 2014	2,3	5,1	3,1	89,6	100,0
Q2 2014	Q3 2014	1,8	4,1	3,2	90,9	100,0
Q3 2014	Q4 2014	1,9	3,4	3,1	91,6	100,0
Q1 2015	Q2 2015	2,2	5,0	3,7	89,0	100,0
Q2 2015	Q3 2015	2,6	4,8	3,2	89,3	100,0
Q3 2015	Q4 2015	1,9	3,7	2,6	91,8	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

		t+1 status				
t status: Employed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	94,9	2,5	0,8	1,8	100,0
Q2 2010	Q3 2010	95,2	2,5	0,8	1,5	100,0
Q3 2010	Q4 2010	94,7	2,7	0,6	1,9	100,0
Q4 2010	Q1 2011	95,0	2,5	0,7	1,9	100,0
Q1 2011	Q2 2011	94,8	3,1	0,7	1,4	100,0
Q2 2011	Q3 2011	95,0	3,0	0,8	1,1	100,0
Q3 2011	Q4 2011	94,5	2,7	1,0	1,8	100,0
Q4 2011	Q1 2012	93,9	3,3	0,8	2,0	100,0
Q1 2012	Q2 2012	94,9	2,4	0,9	1,8	100,0
Q2 2012	Q3 2012	94,9	2,7	0,6	1,8	100,0
Q3 2012	Q4 2012	94,3	2,7	0,9	2,1	100,0
Q4 2012	Q1 2013	94,0	3,2	0,7	2,1	100,0
Q1 2013	Q2 2013	93,8	3,3	1,5	1,5	100,0
Q2 2013	Q3 2013	93,4	3,6	1,0	2,0	100,0
Q3 2013	Q4 2013	94,3	3,2	0,6	1,8	100,0
Q4 2013	Q1 2014	93,0	3,8	1,1	2,2	100,0
Q1 2014	Q2 2014	94,0	3,5	0,8	1,7	100,0
Q2 2014	Q3 2014	93,0	3,5	1,3	2,2	100,0
Q3 2014	Q4 2014	94,5	2,8	1,0	1,7	100,0
Q1 2015	Q2 2015	93,4	3,6	0,7	2,3	100,0
Q2 2015	Q3 2014	92,6	4,6	0,9	1,8	100,0
Q3 2015	Q4 2105	94,6	2,9	0,8	1,7	100,0
		t+1 status				
t status: Unemployed : Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	10,2	69,9	6,1	13,7	100,0
Q2 2010	Q3 2010	9,4	69,2	6,9	14,5	100,0
Q3 2010	Q4 2010	7,6	71,7	8,0	12,7	100,0
Q4 2010	Q1 2011	9,8	71,7	6,1	12,4	100,0
Q1 2011	Q2 2011	7,8	75,3	5,0	11,8	100,0
Q2 2011	Q3 2011	8,9	68,9	7,1	15,1	100,0
Q3 2011	Q4 2011	10,5	68,2	7,2	14,1	100,0
Q4 2011	Q1 2012	8,2	69,7	7,2	14,9	100,0
Q1 2012	Q2 2012	9,6	70,4	6,6	13,3	100,0
Q2 2012	Q3 2012	12,4	68,9	7,2	11,6	100,0
Q3 2012	Q4 2012	10,9	68,3	6,7	14,1	100,0
Q4 2012	Q1 2013	9,9	70,3	6,6	13,1	100,0
Q1 2013	Q2 2013	9,8	71,3	6,8	12,1	100,0
Q2 2013	Q3 2013	11,4	67,1	8,1	13,4	100,0
Q3 2013	Q4 2013	12,6	70,7	5,8	10,9	100,0
Q4 2013	Q1 2014	10,6	69,3	6,1	14,0	100,0
Q1 2014	Q2 2014	11,5	66,2	6,6	15,7	100,0
Q2 2014	Q3 2014	12,7	65,6	7,7	14,0	100,0
Q3 2014	Q4 2014	12,8	67,4	5,9	13,9	100,0
Q1 2015	Q2 2015	12,0	64,4	7,7	15,9	100,0
Q2 2015	Q3 2015	12,4	69,3	6,4	11,9	100,0
Q3 2015	Q4 2015	11,1	72,2	5,7	11,0	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

		t+1 status				
t status: Discouragement: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	9,9	26,3	49,4	14,4	100,0
Q2 2010	Q3 2010	8,6	22,0	52,2	17,2	100,0
Q3 2010	Q4 2010	6,5	17,1	62,0	14,4	100,0
Q4 2010	Q1 2011	6,8	19,0	59,7	14,5	100,0
Q1 2011	Q2 2011	4,6	25,0	47,9	22,4	100,0
Q2 2011	Q3 2011	6,1	19,9	57,0	16,9	100,0
Q3 2011	Q4 2011	4,8	20,9	59,5	14,8	100,0
Q4 2011	Q1 2012	6,9	20,2	56,8	16,1	100,0
Q1 2012	Q2 2012	7,3	18,4	58,1	16,3	100,0
Q2 2012	Q3 2012	7,5	21,0	55,9	15,6	100,0
Q3 2012	Q4 2012	6,5	21,1	58,0	14,3	100,0
Q4 2012	Q1 2013	8,6	17,2	57,9	16,2	100,0
Q1 2013	Q2 2013	6,0	20,8	57,0	16,2	100,0
Q2 2013	Q3 2013	8,4	19,1	56,6	16,0	100,0
Q3 2013	Q4 2013	8,8	22,5	52,9	15,8	100,0
Q4 2013	Q1 2014	8,1	16,8	60,7	14,4	100,0
Q1 2014	Q2 2014	6,9	18,7	58,2	16,2	100,0
Q2 2014	Q3 2014	8,8	17,1	59,5	14,7	100,0
Q3 2014	Q4 2014	10,6	13,2	57,9	18,3	100,0
Q1 2015	Q2 2015	11,0	21,0	50,9	17,1	100,0
Q2 2015	Q3 2015	8,4	24,2	49,5	18,0	100,0
Q3 2015	Q4 2015	9,5	17,2	61,7	11,5	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	3,1	11,7	4,8	80,4	100,0
Q2 2010	Q3 2010	3,9	8,9	4,2	83,0	100,0
Q3 2010	Q4 2010	3,1	8,8	5,2	82,9	100,0
Q4 2010	Q1 2011	2,8	11,0	4,2	82,0	100,0
Q1 2011	Q2 2011	2,9	10,9	4,7	81,5	100,0
Q2 2011	Q3 2011	3,1	9,1	4,2	83,5	100,0
Q3 2011	Q4 2011	3,3	9,0	5,1	82,6	100,0
Q4 2011	Q1 2012	4,2	10,9	4,4	80,6	100,0
Q1 2012	Q2 2012	2,9	10,6	4,3	82,2	100,0
Q2 2012	Q3 2012	3,9	11,3	3,5	81,4	100,0
Q3 2012	Q4 2012	3,0	8,9	3,4	84,8	100,0
Q4 2012	Q1 2013	3,6	10,9	3,5	82,0	100,0
Q1 2013	Q2 2013	3,6	10,9	4,5	80,9	100,0
Q2 2013	Q3 2013	4,1	8,5	5,0	82,5	100,0
Q3 2013	Q4 2013	4,4	9,4	4,0	82,2	100,0
Q4 2013	Q1 2014	4,4	9,5	3,0	83,0	100,0
Q1 2014	Q2 2014	4,0	10,6	4,1	81,3	100,0
Q2 2014	Q3 2014	3,8	9,4	4,5	82,3	100,0
Q3 2014	Q4 2014	4,2	8,3	3,8	83,6	100,0
Q1 2015	Q2 2015	4,3	10,0	5,0	80,7	100,0
Q2 2015	Q3 2015	4,3	12,2	4,4	79,1	100,0
Q3 2015	Q4 2015	3,7	8,7	3,3	84,3	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

t status: Employed: Tertiary		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	97,6	1,4	0,2	0,8	100,0
Q2 2010	Q3 2010	98,2	1,1	0,2	0,6	100,0
Q3 2010	Q4 2010	98,3	0,8	0,2	0,7	100,0
Q4 2010	Q1 2011	98,6	0,6	0,1	0,6	100,0
Q1 2011	Q2 2011	98,3	0,8	0,1	0,8	100,0
Q2 2011	Q3 2011	97,6	1,0	0,2	1,1	100,0
Q3 2011	Q4 2011	98,0	0,9	0,3	0,8	100,0
Q4 2011	Q1 2012	97,1	1,6	0,2	1,2	100,0
Q1 2012	Q2 2012	98,5	0,4	0,1	1,0	100,0
Q2 2012	Q3 2012	98,1	1,1	0,1	0,7	100,0
Q3 2012	Q4 2012	98,1	1,1	0,1	0,7	100,0
Q4 2012	Q1 2013	98,1	0,9	0,2	0,8	100,0
Q1 2013	Q2 2013	97,7	0,8	0,3	1,1	100,0
Q2 2013	Q3 2013	97,2	1,4	0,2	1,3	100,0
Q3 2013	Q4 2013	97,5	1,2	0,3	1,0	100,0
Q4 2013	Q1 2014	96,6	1,8	0,4	1,2	100,0
Q1 2014	Q2 2014	96,8	1,2	0,3	1,7	100,0
Q2 2014	Q3 2014	96,8	1,3	0,6	1,3	100,0
Q3 2014	Q4 2014	98,2	0,6	0,4	0,8	100,0
Q1 2015	Q2 2015	96,2	1,9	0,2	1,7	100,0
Q2 2015	Q3 2015	96,3	1,9	0,3	1,5	100,0
Q3 2015	Q4 2015	96,8	1,7	0,3	1,2	100,0
		t+1 status				
t status: Unemployed : Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	13,3	69,0	6,4	11,2	100,0
Q2 2010	Q3 2010	8,5	71,8	8,3	11,4	100,0
Q3 2010	Q4 2010	9,8	64,3	13,0	12,9	100,0
Q4 2010	Q1 2011	11,7	68,8	9,0	10,5	100,0
Q1 2011	Q2 2011	12,4	69,4	8,2	10,0	100,0
Q2 2011	Q3 2011	12,9	71,2	5,5	10,5	100,0
Q3 2011	Q4 2011	13,7	73,8	5,3	7,2	100,0
Q4 2011	Q1 2012	11,3	69,7	9,0	10,0	100,0
Q1 2012	Q2 2012	9,9	70,5	6,6	13,0	100,0
Q2 2012	Q3 2012	11,9	65,7	8,4	14,1	100,0
Q3 2012	Q4 2012	12,2	68,4	7,3	12,1	100,0
Q4 2012	Q1 2013	11,5	67,3	10,0	11,2	100,0
Q1 2013	Q2 2013	8,1	69,8	10,9	11,2	100,0
Q2 2013	Q3 2013	15,9	67,7	5,8	10,7	100,0
Q3 2013	Q4 2013	17,7	64,6	5,4	12,2	100,0
Q4 2013	Q1 2014	12,7	71,9	6,0	9,5	100,0
Q1 2014	Q2 2014	17,1	63,3	6,8	12,8	100,0
Q2 2014	Q3 2014	12,6	72,4	7,3	7,7	100,0
Q3 2014	Q4 2014	14,2	67,0	9,3	9,6	100,0
Q1 2015	Q2 2015	17,1	60,6	7,9	15,1	100,0
Q2 2015	Q3 2015	14,3	69,5	6,8	9,3	100,0
Q3 2015	Q4 2015	12,7	69,7	6,3	11,3	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)

		t+1 status				
t status: Discouragement: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	4,3	28,7	52,2	14,8	100,0
Q2 2010	Q3 2010	5,7	30,3	47,2	16,8	100,0
Q3 2010	Q4 2010	7,5	23,3	60,3	8,9	100,0
Q4 2010	Q1 2011	7,7	22,1	58,4	11,8	100,0
Q1 2011	Q2 2011	9,4	27,0	48,4	15,1	100,0
Q2 2011	Q3 2011	7,1	26,6	48,9	17,3	100,0
Q3 2011	Q4 2011	9,0	23,8	58,3	8,9	100,0
Q4 2011	Q1 2012	5,2	20,8	69,0	4,9	100,0
Q1 2012	Q2 2012	7,0	38,9	45,9	8,2	100,0
Q2 2012	Q3 2012	6,9	34,4	45,1	13,6	100,0
Q3 2012	Q4 2012	2,9	23,1	51,7	22,4	100,0
Q4 2012	Q1 2013	6,4	29,6	51,2	12,8	100,0
Q1 2013	Q2 2013	9,2	21,1	61,3	8,4	100,0
Q2 2013	Q3 2013	6,0	33,2	44,4	16,4	100,0
Q3 2013	Q4 2013	9,8	33,4	41,1	15,7	100,0
Q4 2013	Q1 2014	8,2	26,9	50,0	14,9	100,0
Q1 2014	Q2 2014	13,3	24,8	52,1	9,8	100,0
Q2 2014	Q3 2014	8,2	22,6	58,8	10,3	100,0
Q3 2014	Q4 2014	8,9	23,3	50,8	17,0	100,0
Q1 2015	Q2 2015	11,3	34,4	40,4	14,0	100,0
Q2 2015	Q3 2015	14,1	30,8	44,9	10,3	100,0
Q3 2015	Q4 2015	2,9	35,4	54,3	7,4	100,0

		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	5,5	8,3	3,0	83,2	100,0
Q2 2010	Q3 2010	3,8	7,5	1,4	87,3	100,0
Q3 2010	Q4 2010	5,0	9,0	4,7	81,4	100,0
Q4 2010	Q1 2011	4,9	7,4	2,9	84,8	100,0
Q1 2011	Q2 2011	4,0	6,9	2,9	86,2	100,0
Q2 2011	Q3 2011	3,9	7,3	3,0	85,9	100,0
Q3 2011	Q4 2011	7,4	8,1	2,8	81,7	100,0
Q4 2011	Q1 2012	5,1	8,5	2,6	83,8	100,0
Q1 2012	Q2 2012	6,0	7,3	2,9	83,8	100,0
Q2 2012	Q3 2012	6,6	6,3	3,1	84,0	100,0
Q3 2012	Q4 2012	6,4	7,5	2,9	83,2	100,0
Q4 2012	Q1 2013	4,9	7,9	4,4	82,8	100,0
Q1 2013	Q2 2013	4,4	7,2	1,7	86,6	100,0
Q2 2013	Q3 2013	7,1	6,8	1,6	84,5	100,0
Q3 2013	Q4 2013	6,8	8,4	2,1	82,7	100,0
Q4 2013	Q1 2014	7,4	7,7	2,9	82,0	100,0
Q1 2014	Q2 2014	6,6	5,1	2,3	86,0	100,0
Q2 2014	Q3 2014	5,0	6,7	4,0	84,3	100,0
Q3 2014	Q4 2014	5,8	7,2	0,9	86,1	100,0
Q1 2015	Q2 2015	6,1	13,5	3,2	77,2	100,0
Q2 2015	Q3 2015	14,3	11,3	2,1	82,3	100,0
Q3 2015	Q4 2015	4,9	9,3	1,0	84,8	100,0

Table A4: Quarterly transition rates between different labour market states and sectors

		t+1 status				
t status: Employed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	71,5	14,7	5,0	8,7	100,0
Q2 2010	Q3 2010	71,4	15,3	4,6	8,7	100,0
Q3 2010	Q4 2010	72,0	14,9	4,7	8,4	100,0
Q4 2010	Q1 2011	72,2	14,9	4,8	8,1	100,0
Q1 2011	Q2 2011	72,1	15,2	4,7	8,0	100,0
Q2 2011	Q3 2011	72,1	15,2	4,4	8,2	100,0
Q3 2011	Q4 2011	72,9	14,2	4,8	8,1	100,0
Q4 2011	Q1 2012	72,9	14,1	4,7	8,3	100,0
Q1 2012	Q2 2012	73,1	13,7	4,8	8,5	100,0
Q2 2012	Q3 2012	72,2	14,4	4,9	8,5	100,0
Q3 2012	Q4 2012	72,8	14,7	4,6	8,0	100,0
Q4 2012	Q1 2013	72,5	14,9	4,7	8,0	100,0
Q1 2013	Q2 2013	72,6	14,5	4,8	8,1	100,0
Q2 2013	Q3 2013	73,0	13,9	5,1	8,0	100,0
Q3 2013	Q4 2013	73,0	14,2	4,7	8,0	100,0
Q4 2013	Q1 2014	73,2	14,4	4,6	7,7	100,0
Q1 2014	Q2 2014	73,4	14,1	4,3	8,2	100,0
Q2 2014	Q3 2014	73,4	14,6	4,5	7,6	100,0
Q3 2014	Q4 2014	73,6	14,8	4,2	7,4	100,0
Q1 2015	Q2 2015	71,5	15,3	5,4	7,8	100,0
Q2 2015	Q3 2015	69,8	16,0	5,7	8,5	100,0
Q3 2015	Q4 2015	71,7	15,4	5,1	7,8	100,0
		t+1 status				
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	47,2	28,8	7,5	16,6	100,0
Q2 2010	Q3 2010	47,0	32,9	3,8	16,3	100,0
Q3 2010	Q4 2010	48,4	32,9	4,4	14,2	100,0
Q4 2010	Q1 2011	51,2	29,2	4,8	14,7	100,0
Q1 2011	Q2 2011	55,5	26,7	3,5	14,4	100,0
Q2 2011	Q3 2011	52,5	28,4	5,6	13,5	100,0
Q3 2011	Q4 2011	54,1	29,0	4,1	12,7	100,0
Q4 2011	Q1 2012	54,5	28,4	4,4	12,7	100,0
Q1 2012	Q2 2012	58,5	23,5	4,6	13,3	100,0
Q2 2012	Q3 2012	56,7	28,5	3,2	11,6	100,0
Q3 2012	Q4 2012	55,8	28,3	5,7	10,2	100,0
Q4 2012	Q1 2013	51,9	29,2	5,6	13,3	100,0
Q1 2013	Q2 2013	56,9	29,2	3,2	10,7	100,0
Q2 2013	Q3 2013	54,7	27,7	5,6	12,0	100,0
Q3 2013	Q4 2013	56,8	25,4	5,8	12,0	100,0
Q4 2013	Q1 2014	56,2	27,4	4,6	11,8	100,0
Q1 2014	Q2 2014	52,9	30,5	4,9	11,7	100,0
Q2 2014	Q3 2014	51,7	30,8	4,1	13,5	100,0
Q3 2014	Q4 2014	51,1	31,4	5,8	11,8	100,0
Q1 2015	Q2 2015	52,3	31,7	4,0	12,0	100,0
Q2 2015	Q3 2015	47,0	34,0	6,3	12,7	100,0
Q3 2015	Q4 2015	52,0	30,1	5,9	12,0	100,0

Table A4: Quarterly transition rates between different labour market states and sectors

		t+1 status				
t status: Discouragement		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	34,4	41,0	7,5	17,2	100,0
Q2 2010	Q3 2010	34,3	40,7	10,9	14,2	100,0
Q3 2010	Q4 2010	32,0	47,8	6,9	13,3	100,0
Q4 2010	Q1 2011	39,4	36,7	7,3	16,6	100,0
Q1 2011	Q2 2011	34,8	43,4	10,4	11,5	100,0
Q2 2011	Q3 2011	40,3	37,8	6,5	15,4	100,0
Q3 2011	Q4 2011	41,9	37,5	8,6	12,1	100,0
Q4 2011	Q1 2012	37,5	35,1	11,1	16,4	100,0
Q1 2012	Q2 2012	38,7	37,3	9,3	14,7	100,0
Q2 2012	Q3 2012	38,9	42,1	4,3	14,7	100,0
Q3 2012	Q4 2012	38,2	39,2	9,1	13,4	100,0
Q4 2012	Q1 2013	47,8	31,2	10,2	10,8	100,0
Q1 2013	Q2 2013	36,9	42,4	7,4	13,3	100,0
Q2 2013	Q3 2013	38,8	39,4	12,7	9,1	100,0
Q3 2013	Q4 2013	41,7	38,9	10,3	9,1	100,0
Q4 2013	Q1 2014	35,1	38,8	13,5	12,6	100,0
Q1 2014	Q2 2014	35,3	39,4	10,9	14,4	100,0
Q2 2014	Q3 2014	35,9	42,2	6,8	15,0	100,0
Q3 2014	Q4 2014	44,6	35,4	9,7	10,2	100,0
Q1 2015	Q2 2015	36,1	45,5	6,8	11,6	100,0
Q2 2015	Q3 2015	32,6	44,2	7,7	15,5	100,0
Q3 2015	Q4 2015	37,4	42,8	10,5	9,2	100,0
		t+1 status				
t status: Other NEA		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	41,7	36,6	5,1	16,7	100,0
Q2 2010	Q3 2010	42,6	32,6	8,8	16,1	100,0
Q3 2010	Q4 2010	38,3	38,2	7,3	16,2	100,0
Q4 2010	Q1 2011	37,2	32,6	5,7	24,5	100,0
Q1 2011	Q2 2011	41,2	38,3	6,6	13,9	100,0
Q2 2011	Q3 2011	45,3	34,8	4,4	15,4	100,0
Q3 2011	Q4 2011	43,9	34,5	7,5	14,1	100,0
Q4 2011	Q1 2012	44,5	35,3	4,4	15,8	100,0
Q1 2012	Q2 2012	39,1	38,1	6,6	16,2	100,0
Q2 2012	Q3 2012	41,9	37,9	5,2	15,0	100,0
Q3 2012	Q4 2012	41,4	34,9	10,5	13,1	100,0
Q4 2012	Q1 2013	46,7	31,4	5,9	16,0	100,0
Q1 2013	Q2 2013	42,1	36,6	6,3	15,0	100,0
Q2 2013	Q3 2013	38,1	40,0	8,7	13,1	100,0
Q3 2013	Q4 2013	47,1	38,1	5,2	9,7	100,0
Q4 2013	Q1 2014	49,5	29,6	8,5	12,5	100,0
Q1 2014	Q2 2014	46,5	31,4	8,2	13,9	100,0
Q2 2014	Q3 2014	43,0	33,7	8,7	14,6	100,0
Q3 2014	Q4 2014	48,3	31,2	5,9	14,6	100,0
Q1 2015	Q2 2015	40,7	37,1	6,6	15,5	100,0
Q2 2015	Q3 2015	41,0	33,2	8,1	17,6	100,0
Q3 2015	Q4 2015	45,0	35,4	5,9	13,7	100,0

Table A5: Quarterly transition rates between different labour market states, for youths (15-34 yrs) and adults (35-64 yrs)

		t+1 status				
t status: Employed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	90,1	5,0	2,0	2,9	100,0
Q2 2010	Q3 2010	91,6	4,7	1,3	2,3	100,0
Q3 2010	Q4 2010	91,9	4,2	1,4	2,5	100,0
Q4 2010	Q1 2011	91,6	4,1	1,7	2,6	100,0
Q1 2011	Q2 2011	91,2	4,7	1,6	2,6	100,0
Q2 2011	Q3 2011	91,6	4,5	1,8	2,2	100,0
Q3 2011	Q4 2011	91,6	4,4	1,6	2,4	100,0
Q4 2011	Q1 2012	90,7	4,9	1,5	2,8	100,0
Q1 2012	Q2 2012	91,3	4,5	1,8	2,3	100,0
Q2 2012	Q3 2012	92,1	4,4	1,3	2,2	100,0
Q3 2012	Q4 2012	90,8	5,0	1,6	2,6	100,0
Q4 2012	Q1 2013	90,9	5,0	1,6	2,6	100,0
Q1 2013	Q2 2013	90,5	5,4	2,2	2,0	100,0
Q2 2013	Q3 2013	90,0	5,3	2,1	2,7	100,0
Q3 2013	Q4 2013	90,6	4,9	1,9	2,6	100,0
Q4 2013	Q1 2014	88,4	6,1	2,5	3,1	100,0
Q1 2014	Q2 2014	90,1	5,4	2,0	2,6	100,0
Q2 2014	Q3 2014	89,5	6,1	2,3	2,2	100,0
Q3 2014	Q4 2014	90,6	4,8	2,0	2,5	100,0
Q1 2015	Q2 2015	88,7	6,5	2,2	2,6	100,0
Q2 2015	Q3 2015	89,5	6,7	1,9	1,9	100,0
Q3 2015	Q4 2015	91,4	4,8	1,5	2,3	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	10,6	67,9	7,4	14,1	100,0
Q2 2010	Q3 2010	9,8	66,5	8,5	15,2	100,0
Q3 2010	Q4 2010	9,3	67,9	8,8	13,9	100,0
Q4 2010	Q1 2011	10,2	70,2	6,7	12,8	100,0
Q1 2011	Q2 2011	9,0	70,9	6,9	13,1	100,0
Q2 2011	Q3 2011	9,6	68,5	7,3	14,5	100,0
Q3 2011	Q4 2011	9,6	69,5	7,7	13,2	100,0
Q4 2011	Q1 2012	9,2	68,5	8,2	14,1	100,0
Q1 2012	Q2 2012	9,3	69,5	7,7	13,5	100,0
Q2 2012	Q3 2012	11,6	70,4	7,0	11,0	100,0
Q3 2012	Q4 2012	10,1	68,7	6,8	14,4	100,0
Q4 2012	Q1 2013	10,4	66,2	8,8	14,6	100,0
Q1 2013	Q2 2013	9,5	70,2	7,8	12,4	100,0
Q2 2013	Q3 2013	12,0	68,0	8,1	12,0	100,0
Q3 2013	Q4 2013	12,9	68,5	6,3	12,2	100,0
Q4 2013	Q1 2014	10,9	68,8	7,0	13,3	100,0
Q1 2014	Q2 2014	12,6	65,6	7,4	14,5	100,0
Q2 2014	Q3 2014	11,2	68,1	7,6	13,0	100,0
Q3 2014	Q4 2014	11,9	67,4	7,2	13,4	100,0
Q1 2015	Q2 2015	13,6	64,2	8,0	14,3	100,0
Q2 2015	Q3 2015	13,1	67,1	8,5	11,4	100,0
Q3 2015	Q4 2015	11,6	68,7	7,6	12,1	100,0

Table A5: Quarterly transition rates between different labour market states, for youths (15-34 yrs) and adults (35-64 yrs)

t status: Discouragement Youth		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	8,2	18,9	50,7	22,2	100,0
Q2 2010	Q3 2010	7,5	18,2	53,8	20,5	100,0
Q3 2010	Q4 2010	6,9	15,1	57,9	20,2	100,0
Q4 2010	Q1 2011	7,6	14,4	59,7	18,3	100,0
Q1 2011	Q2 2011	7,6	18,1	53,1	21,3	100,0
Q2 2011	Q3 2011	6,0	15,1	58,0	20,9	100,0
Q3 2011	Q4 2011	6,3	16,5	59,1	18,1	100,0
Q4 2011	Q1 2012	6,2	15,3	58,0	20,5	100,0
Q1 2012	Q2 2012	7,0	15,1	59,1	18,8	100,0
Q2 2012	Q3 2012	7,8	17,0	56,0	19,2	100,0
Q3 2012	Q4 2012	5,9	17,4	57,0	19,8	100,0
Q4 2012	Q1 2013	6,9	15,2	59,5	18,4	100,0
Q1 2013	Q2 2013	6,3	15,3	59,5	18,9	100,0
Q2 2013	Q3 2013	9,7	15,8	56,5	18,0	100,0
Q3 2013	Q4 2013	10,1	16,4	53,2	20,3	100,0
Q4 2013	Q1 2014	8,0	16,0	59,3	16,7	100,0
Q1 2014	Q2 2014	7,9	14,4	60,3	17,4	100,0
Q2 2014	Q3 2014	9,1	12,3	61,5	17,0	100,0
Q3 2014	Q4 2014	8,4	13,4	59,9	18,3	100,0
Q1 2015	Q2 2015	9,7	18,0	51,4	20,9	100,0
Q2 2015	Q3 2015	7,5	19,3	55,4	17,7	100,0
Q3 2015	Q4 2015	8,5	16,4	59,4	15,6	100,0
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	1,9	6,4	3,7	88,1	100,0
Q2 2010	Q3 2010	2,0	5,5	3,7	88,8	100,0
Q3 2010	Q4 2010	1,6	4,7	3,8	90,0	100,0
Q4 2010	Q1 2011	2,1	5,9	4,4	87,6	100,0
Q1 2011	Q2 2011	1,7	5,8	4,1	88,4	100,0
Q2 2011	Q3 2011	1,8	5,5	3,6	89,1	100,0
Q3 2011	Q4 2011	1,6	5,3	4,0	89,2	100,0
Q4 2011	Q1 2012	1,8	6,8	4,6	86,8	100,0
Q1 2012	Q2 2012	1,6	5,7	4,0	88,6	100,0
Q2 2012	Q3 2012	1,9	5,7	3,2	89,2	100,0
Q3 2012	Q4 2012	1,5	4,6	3,4	90,5	100,0
Q4 2012	Q1 2013	1,8	6,6	4,0	87,7	100,0
Q1 2013	Q2 2013	1,9	6,2	3,7	88,2	100,0
Q2 2013	Q3 2013	2,2	4,9	3,6	89,3	100,0
Q3 2013	Q4 2013	2,4	4,6	3,5	89,5	100,0
Q4 2013	Q1 2014	2,4	5,9	4,1	87,6	100,0
Q1 2014	Q2 2014	2,1	6,1	3,3	88,4	100,0
Q2 2014	Q3 2014	1,9	5,3	3,3	89,5	100,0
Q3 2014	Q4 2014	1,9	4,3	3,1	90,7	100,0
Q1 2015	Q2 2015	2,2	6,0	4,2	87,6	100,0
Q2 2015	Q3 2015	2,1	6,1	3,2	88,6	100,0
Q3 2015	Q4 2015	1,6	4,7	2,7	91,0	100,0

Table A5: Quarterly transition rates between different labour market states, for youths (15-34 yrs) and adults (35-64 yrs)

		t+1 status				
t status: Employed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	94,6	2,2	0,8	2,4	100,0
Q2 2010	Q3 2010	94,6	2,0	0,9	2,5	100,0
Q3 2010	Q4 2010	95,4	1,5	0,7	2,4	100,0
Q4 2010	Q1 2011	94,8	1,8	0,9	2,5	100,0
Q1 2011	Q2 2011	94,5	2,2	0,8	2,5	100,0
Q2 2011	Q3 2011	94,9	2,1	0,8	2,2	100,0
Q3 2011	Q4 2011	95,2	1,9	0,7	2,2	100,0
Q4 2011	Q1 2012	94,6	2,4	0,8	2,3	100,0
Q1 2012	Q2 2012	94,8	1,8	0,9	2,5	100,0
Q2 2012	Q3 2012	95,1	2,2	0,7	2,1	100,0
Q3 2012	Q4 2012	95,1	1,8	0,6	2,5	100,0
Q4 2012	Q1 2013	94,7	2,2	0,8	2,2	100,0
Q1 2013	Q2 2013	94,8	2,0	1,1	2,0	100,0
Q2 2013	Q3 2013	94,1	2,2	1,0	2,7	100,0
Q3 2013	Q4 2013	94,4	2,1	0,9	2,6	100,0
Q4 2013	Q1 2014	94,0	2,6	0,9	2,4	100,0
Q1 2014	Q2 2014	93,8	2,4	1,0	2,8	100,0
Q2 2014	Q3 2014	93,8	2,5	1,2	2,5	100,0
Q3 2014	Q4 2014	94,5	2,0	1,1	2,4	100,0
Q1 2015	Q2 2015	93,3	2,8	1,1	2,9	100,0
Q2 2015	Q3 2015	92,3	3,3	1,2	3,2	100,0
Q3 2015	Q4 2015	94,5	2,1	1,1	2,4	100,0
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	14,9	64,1	6,0	15,0	100,0
Q2 2010	Q3 2010	12,6	64,0	6,5	16,9	100,0
Q3 2010	Q4 2010	12,5	64,6	7,1	15,8	100,0
Q4 2010	Q1 2011	13,2	65,9	6,4	14,5	100,0
Q1 2011	Q2 2011	12,2	68,0	5,9	13,9	100,0
Q2 2011	Q3 2011	11,7	64,9	7,8	15,7	100,0
Q3 2011	Q4 2011	13,5	63,0	7,0	16,5	100,0
Q4 2011	Q1 2012	13,3	65,2	8,0	13,5	100,0
Q1 2012	Q2 2012	12,4	67,4	6,2	14,0	100,0
Q2 2012	Q3 2012	15,0	65,5	7,0	12,5	100,0
Q3 2012	Q4 2012	12,4	62,8	7,5	17,3	100,0
Q4 2012	Q1 2013	13,8	64,7	7,0	14,5	100,0
Q1 2013	Q2 2013	14,1	66,1	6,9	12,9	100,0
Q2 2013	Q3 2013	16,1	63,3	6,6	14,0	100,0
Q3 2013	Q4 2013	13,4	67,1	5,1	14,4	100,0
Q4 2013	Q1 2014	14,3	66,2	7,0	12,6	100,0
Q1 2014	Q2 2014	13,6	64,8	7,1	14,4	100,0
Q2 2014	Q3 2014	16,0	61,9	7,7	14,5	100,0
Q3 2014	Q4 2014	15,2	61,4	7,2	16,2	100,0
Q1 2015	Q2 2015	17,5	57,5	8,9	16,1	100,0
Q2 2015	Q3 2015	16,0	62,9	7,7	13,4	100,0
Q3 2015	Q4 2015	14,7	65,2	6,0	14,1	100,0

Table A5: Quarterly transition rates between different labour market states, for youths (15-34 yrs) and adults (35-64 yrs)

t status: Discouragement Adults		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	11,4	11,8	49,8	27,0	100,0
Q2 2010	Q3 2010	8,7	12,1	54,6	24,5	100,0
Q3 2010	Q4 2010	8,9	10,1	57,5	23,5	100,0
Q4 2010	Q1 2011	9,6	10,7	55,9	23,9	100,0
Q1 2011	Q2 2011	11,1	13,6	49,2	26,1	100,0
Q2 2011	Q3 2011	10,7	9,9	53,9	25,4	100,0
Q3 2011	Q4 2011	9,2	13,5	58,8	18,5	100,0
Q4 2011	Q1 2012	9,1	13,3	56,0	21,6	100,0
Q1 2012	Q2 2012	10,9	13,1	56,4	19,7	100,0
Q2 2012	Q3 2012	9,5	12,6	56,3	21,6	100,0
Q3 2012	Q4 2012	8,6	11,2	53,3	26,8	100,0
Q4 2012	Q1 2013	8,0	13,4	55,4	23,2	100,0
Q1 2013	Q2 2013	9,5	13,2	56,0	21,2	100,0
Q2 2013	Q3 2013	12,6	14,1	50,3	23,0	100,0
Q3 2013	Q4 2013	12,5	12,4	50,3	24,8	100,0
Q4 2013	Q1 2014	13,4	13,9	50,7	22,0	100,0
Q1 2014	Q2 2014	10,7	11,5	51,3	26,5	100,0
Q2 2014	Q3 2014	11,0	12,2	53,5	23,2	100,0
Q3 2014	Q4 2014	11,8	12,3	51,7	24,2	100,0
Q1 2015	Q2 2015	15,4	11,8	50,1	22,8	100,0
Q2 2015	Q3 2015	11,7	16,9	47,0	24,4	100,0
Q3 2015	Q4 2015	14,5	10,2	56,3	18,9	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	4,4	3,9	3,6	88,1	100,0
Q2 2010	Q3 2010	3,8	3,9	3,8	88,5	100,0
Q3 2010	Q4 2010	4,1	4,1	3,5	88,3	100,0
Q4 2010	Q1 2011	3,5	4,1	4,0	88,4	100,0
Q1 2011	Q2 2011	4,0	4,0	3,5	88,5	100,0
Q2 2011	Q3 2011	3,4	3,9	3,4	89,2	100,0
Q3 2011	Q4 2011	3,4	3,6	3,7	89,3	100,0
Q4 2011	Q1 2012	3,8	4,0	3,7	88,5	100,0
Q1 2012	Q2 2012	3,5	4,0	3,8	88,7	100,0
Q2 2012	Q3 2012	4,1	4,4	3,8	87,7	100,0
Q3 2012	Q4 2012	3,1	3,8	3,5	89,6	100,0
Q4 2012	Q1 2013	4,3	3,9	3,9	87,9	100,0
Q1 2013	Q2 2013	3,5	4,2	3,8	88,4	100,0
Q2 2013	Q3 2013	4,5	4,5	3,6	87,4	100,0
Q3 2013	Q4 2013	4,1	4,3	3,7	87,9	100,0
Q4 2013	Q1 2014	4,0	4,5	4,2	87,2	100,0
Q1 2014	Q2 2014	5,2	5,3	3,7	85,9	100,0
Q2 2014	Q3 2014	4,5	4,0	4,1	87,3	100,0
Q3 2014	Q4 2014	4,3	3,9	3,3	88,5	100,0
Q1 2015	Q2 2015	5,0	5,6	4,1	85,3	100,0
Q2 2015	Q3 2015	5,1	5,1	3,9	85,9	100,0
Q3 2015	Q4 2015	4,4	4,2	3,2	88,2	100,0

Table A6: Quarterly transition rates between different labour market states, by experience

t status: Unemployed: With experience		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	15,5	65,3	6,5	12,6	100,0
Q2 2010	Q3 2010	14,7	63,9	7,3	14,0	100,0
Q3 2010	Q4 2010	13,9	64,7	7,9	13,5	100,0
Q4 2010	Q1 2011	14,2	67,5	6,2	12,1	100,0
Q1 2011	Q2 2011	14,0	68,6	6,5	11,0	100,0
Q2 2011	Q3 2011	14,0	65,3	7,7	13,0	100,0
Q3 2011	Q4 2011	14,1	64,8	7,9	13,1	100,0
Q4 2011	Q1 2012	14,3	66,2	7,8	11,8	100,0
Q1 2012	Q2 2012	13,3	68,2	6,9	11,6	100,0
Q2 2012	Q3 2012	16,1	66,4	7,1	10,5	100,0
Q3 2012	Q4 2012	14,2	66,9	6,4	12,5	100,0
Q4 2012	Q1 2013	15,0	63,5	8,0	13,4	100,0
Q1 2013	Q2 2013	14,6	67,5	6,9	11,0	100,0
Q2 2013	Q3 2013	16,3	65,7	7,4	10,7	100,0
Q3 2013	Q4 2013	15,6	66,5	6,0	11,9	100,0
Q4 2013	Q1 2014	15,4	66,0	7,3	11,4	100,0
Q1 2014	Q2 2014	15,8	64,2	7,9	12,1	100,0
Q2 2014	Q3 2014	15,9	64,8	7,5	11,8	100,0
Q3 2014	Q4 2014	16,1	63,6	7,5	12,9	100,0
Q1 2015	Q2 2015	18,2	61,3	7,7	12,8	100,0
Q2 2015	Q3 2015	17,0	63,9	8,2	11,0	100,0
Q3 2015	Q4 2015	15,6	65,2	7,1	12,1	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	6,8	68,8	7,6	16,8	100,0
Q2 2010	Q3 2010	5,1	68,2	8,8	17,9	100,0
Q3 2010	Q4 2010	5,7	69,8	8,8	15,8	100,0
Q4 2010	Q1 2011	6,9	70,9	7,2	15,0	100,0
Q1 2011	Q2 2011	4,6	72,0	6,8	16,6	100,0
Q2 2011	Q3 2011	5,5	70,0	7,2	17,2	100,0
Q3 2011	Q4 2011	6,6	70,9	6,9	15,6	100,0
Q4 2011	Q1 2012	5,6	69,1	8,6	16,6	100,0
Q1 2012	Q2 2012	6,3	69,8	7,6	16,3	100,0
Q2 2012	Q3 2012	7,9	72,4	6,8	12,9	100,0
Q3 2012	Q4 2012	6,3	66,8	7,9	19,1	100,0
Q4 2012	Q1 2013	6,5	68,8	8,5	16,3	100,0
Q1 2013	Q2 2013	6,0	70,8	8,4	14,7	100,0
Q2 2013	Q3 2013	9,2	67,6	8,0	15,2	100,0
Q3 2013	Q4 2013	9,1	70,5	5,8	14,6	100,0
Q4 2013	Q1 2014	7,1	70,7	6,6	15,6	100,0
Q1 2014	Q2 2014	8,6	67,0	6,3	18,0	100,0
Q2 2014	Q3 2014	7,9	67,9	7,9	16,3	100,0
Q3 2014	Q4 2014	7,8	68,6	6,8	16,8	100,0
Q1 2015	Q2 2015	9,2	62,8	9,3	18,6	100,0
Q2 2015	Q3 2015	9,2	68,7	8,3	13,8	100,0
Q3 2015	Q4 2015	8,2	71,0	6,8	13,9	100,0

Table A7: Quarterly transition rates between different labour market states, by length of unemployment

t status: Long term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	8,2	70,6	6,9	14,4	100,0
Q2 2010	Q3 2010	7,6	69,2	7,2	16,0	100,0
Q3 2010	Q4 2010	6,8	71,6	7,5	14,1	100,0
Q4 2010	Q1 2011	8,3	72,6	6,3	12,8	100,0
Q1 2011	Q2 2011	6,7	73,2	6,7	13,4	100,0
Q2 2011	Q3 2011	8,2	70,8	6,8	14,2	100,0
Q3 2011	Q4 2011	8,1	70,7	6,7	14,5	100,0
Q4 2011	Q1 2012	7,0	72,3	7,3	13,5	100,0
Q1 2012	Q2 2012	7,5	72,0	6,7	13,7	100,0
Q2 2012	Q3 2012	9,6	72,4	6,4	11,5	100,0
Q3 2012	Q4 2012	7,4	69,6	6,9	16,2	100,0
Q4 2012	Q1 2013	9,2	67,4	7,9	15,4	100,0
Q1 2013	Q2 2013	7,6	71,8	7,4	13,2	100,0
Q2 2013	Q3 2013	10,1	68,9	7,5	13,5	100,0
Q3 2013	Q4 2013	10,1	70,9	5,3	13,6	100,0
Q4 2013	Q1 2014	9,1	71,7	6,7	12,5	100,0
Q1 2014	Q2 2014	9,4	68,9	7,0	14,6	100,0
Q2 2014	Q3 2014	9,1	70,0	7,4	13,4	100,0
Q3 2014	Q4 2014	9,1	69,0	7,1	14,8	100,0
Q1 2015	Q2 2015	12,3	63,1	8,3	16,3	100,0
Q2 2015	Q3 2015	10,1	69,0	8,4	12,6	100,0
Q3 2015	Q4 2015	8,9	71,3	6,6	13,3	100,0
		t+1 status				
t status: Short term unemployed		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	18,7	59,8	7,2	14,4	100,0
Q2 2010	Q3 2010	15,9	59,8	9,3	15,1	100,0
Q3 2010	Q4 2010	17,3	57,6	9,9	15,3	100,0
Q4 2010	Q1 2011	17,1	61,2	7,2	14,5	100,0
Q1 2011	Q2 2011	17,4	62,9	6,4	13,3	100,0
Q2 2011	Q3 2011	14,8	59,9	9,0	16,4	100,0
Q3 2011	Q4 2011	16,7	60,4	9,3	13,6	100,0
Q4 2011	Q1 2012	18,1	57,1	10,0	14,8	100,0
Q1 2012	Q2 2012	16,0	62,4	8,2	13,4	100,0
Q2 2012	Q3 2012	19,1	61,5	8,1	11,4	100,0
Q3 2012	Q4 2012	17,6	61,4	7,4	13,6	100,0
Q4 2012	Q1 2013	16,1	62,3	8,8	12,8	100,0
Q1 2013	Q2 2013	17,5	63,4	7,8	11,4	100,0
Q2 2013	Q3 2013	19,4	61,9	7,9	10,8	100,0
Q3 2013	Q4 2013	18,7	62,5	7,1	11,7	100,0
Q4 2013	Q1 2014	17,8	60,3	7,7	14,2	100,0
Q1 2014	Q2 2014	19,9	58,1	7,9	14,1	100,0
Q2 2014	Q3 2014	20,0	58,3	8,0	13,6	100,0
Q3 2014	Q4 2014	20,3	58,8	7,5	13,5	100,0
Q1 2015	Q2 2015	19,6	59,8	8,2	12,5	100,0
Q2 2015	Q3 2015	21,4	59,6	7,9	11,1	100,0
Q3 2015	Q4 2015	20,6	59,7	7,9	11,8	100,0

Table A8: Quarterly distribution of those who found employment by sector					
	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private hh**	**Total**
Quarter	Per cent				
Q2 2010	43,4	33,2	6,7	16,7	100,0
Q3 2010	43,6	33,9	6,5	15,9	100,0
Q4 2010	42,5	37,0	5,8	14,7	100,0
Q1 2011	44,6	31,6	5,5	18,3	100,0
Q2 2011	46,9	33,7	5,8	13,7	100,0
Q3 2011	48,3	31,9	5,4	14,4	100,0
Q4 2011	49,2	32,0	5,8	13,0	100,0
Q1 2012	48,3	31,8	5,5	14,4	100,0
Q2 2012	49,0	30,5	6,1	14,5	100,0
Q3 2012	49,4	33,5	4,0	13,1	100,0
Q4 2012	49,1	31,8	7,6	11,5	100,0
Q1 2013	49,6	30,2	6,4	13,8	100,0
Q2 2013	49,1	33,6	4,8	12,4	100,0
Q3 2013	46,9	33,5	7,8	11,8	100,0
Q4 2013	51,1	31,7	6,4	10,8	100,0
Q1 2014	50,4	30,0	7,4	12,2	100,0
Q2 2014	48,1	32,2	6,9	12,8	100,0
Q3 2014	46,4	33,6	5,9	14,1	100,0
Q4 2015	49,2	32,0	6,5	12,3	100,0
Q1 2015					
Q2 2015	46,3	35,6	5,2	12,8	100,0
Q3 2015	42,7	35,4	7,1	14,7	100,0
Q4 2015	47,6	33,7	6,7	12,0	100,0

Table A9: Quarterly distribution of those who found employment by sector and level of education

Employed with Primary and less education	Sector			
	Formal	Informal	Agriculture &	Total
	Per cent			
Quarter				
Q2 2010	23,2	39,1	37,7	100,0
Q3 2010	21,4	42,3	36,3	100,0
Q4 2010	23,1	42,6	34,2	100,0
Q1 2011	26,1	32,7	41,2	100,0
Q2 2011	30,0	38,6	31,4	100,0
Q3 2011	33,3	39,8	26,9	100,0
Q4 2011	22,8	37,8	39,4	100,0
Q1 2012	28,4	40,1	31,5	100,0
Q2 2012	22,7	42,1	35,2	100,0
Q3 2012	26,2	40,2	33,6	100,0
Q4 2012	25,6	42,7	31,6	100,0
Q1 2013	21,9	40,7	37,4	100,0
Q2 2013	29,2	43,3	27,5	100,0
Q3 2013	22,6	40,5	36,9	100,0
Q4 2013	26,8	41,3	31,9	100,0
Q1 2014	26,6	31,3	42,1	100,0
Q2 2014	22,8	38,6	38,6	100,0
Q3 2014	25,1	43,3	31,6	100,0
Q4 2014	21,4	41,4	37,2	100,0
Q1 2015				
Q2 2015	25,6	38,2	36,2	100,0
Q3 2015	26,8	37,7	35,4	100,0
Q4 2015	27,3	39,3	33,4	100,0

Employed with Secondary not completed	Sector			
	Formal	Informal	Agriculture&	Total
	Per cent			
Quarter				
Q2 2010	42,2	35,7	22,1	100,0
Q3 2010	44,4	35,6	20,0	100,0
Q4 2010	42,1	39,9	18,0	100,0
Q1 2011	41,8	35,3	22,9	100,0
Q2 2011	39,3	38,8	21,9	100,0
Q3 2011	44,5	31,1	24,4	100,0
Q4 2011	41,8	38,2	20,0	100,0
Q1 2012	45,0	33,3	21,8	100,0
Q2 2012	49,4	28,8	21,8	100,0
Q3 2012	46,1	35,5	18,4	100,0
Q4 2012	46,0	32,5	21,5	100,0
Q1 2013	50,4	30,2	19,5	100,0
Q2 2013	45,6	35,0	19,4	100,0
Q3 2013	42,6	37,4	20,0	100,0
Q4 2013	47,3	32,5	20,2	100,0
Q1 2014	49,8	32,3	17,8	100,0
Q2 2014	45,2	33,1	21,7	100,0
Q3 2014	41,5	36,0	22,5	100,0
Q4 2014	44,5	36,8	18,7	100,0
Q1 2015				
Q2 2015	43,4	39,1	17,5	100,0
Q3 2015	40,1	36,0	24,0	100,0
Q4 2015	49,9	34,3	21,7	100,0

Table A9: Quarterly distribution of those who found employment by sector and level of education

Employed with Secondary completed	Sector			
	Formal	Informal	Agriculture&	Total
	Per cent			
Quarter				
Q2 2010	61,9	24,8	13,3	100,0
Q3 2010	58,4	26,5	15,2	100,0
Q4 2010	62,7	25,2	12,1	100,0
Q1 2011	64,6	26,2	9,2	100,0
Q2 2011	71,5	22,0	6,4	100,0
Q3 2011	64,1	27,0	8,9	100,0
Q4 2011	71,5	21,0	7,5	100,0
Q1 2012	68,3	22,9	8,7	100,0
Q2 2012	63,2	24,9	12,0	100,0
Q3 2012	65,3	27,8	7,0	100,0
Q4 2012	67,3	23,1	9,6	100,0
Q1 2013	64,7	25,2	10,1	100,0
Q2 2013	67,4	24,8	7,8	100,0
Q3 2013	66,3	25,5	8,3	100,0
Q4 2013	65,0	28,1	6,9	100,0
Q1 2014	66,4	25,4	8,2	100,0
Q2 2014	63,2	30,6	6,2	100,0
Q3 2014	64,4	25,0	10,6	100,0
Q4 2014	71,1	19,4	9,4	100,0
Q1 2015				
Q2 2015	58,9	31,7	9,3	100,0
Q3 2015	57,5	33,3	9,2	100,0
Q4 2015	62,5	31,5	6,1	100,0

Employed with Tertiary	Sector			
	Formal	Informal	Agriculture &	Total
	Per cent			
Quarter				
Q2 2010	67,4	24,0	8,7	100,0
Q3 2010	82,9	14,3	2,8	100,0
Q4 2010	64,1	30,9	4,9	100,0
Q1 2011	72,6	17,7	9,7	100,0
Q2 2011	87,8	12,2	0,0	100,0
Q3 2011	68,2	31,1	0,8	100,0
Q4 2011	78,7	14,9	6,4	100,0
Q1 2012	73,0	22,8	4,2	100,0
Q2 2012	80,3	19,7	0,0	100,0
Q3 2012	78,7	18,9	2,4	100,0
Q4 2012	68,1	27,6	4,3	100,0
Q1 2013	83,0	12,5	4,5	100,0
Q2 2013	78,8	18,8	2,4	100,0
Q3 2013	82,5	12,5	4,9	100,0
Q4 2013	83,2	15,6	1,1	100,0
Q1 2014	73,4	25,6	1,0	100,0
Q2 2014	83,8	16,0	0,3	100,0
Q3 2014	74,9	22,9	2,2	100,0
Q4 2014	75,5	23,7	0,8	100,0
Q1 2015				
Q2 2015	75,7	21,1	3,1	100,0
Q3 2015	70,8	29,2	0,0	100,0
Q4 2015	84,2	15,8	0,0	100,0

Table A10: Quarterly distribution of those who found employment by sector and age

	Sector			
	Formal	Informal	Agriculture &	Total
Employed Youth	Per cent			
Quarter				
Q2 2010	49,9	29,7	20,4	100,0
Q3 2010	50,8	29,9	19,3	100,0
Q4 2010	49,7	35,6	14,7	100,0
Q1 2011	51,3	29,1	19,6	100,0
Q2 2011	55,5	27,9	16,6	100,0
Q3 2011	53,1	30,7	16,2	100,0
Q4 2011	57,6	27,6	14,8	100,0
Q1 2012	56,7	28,5	14,9	100,0
Q2 2012	54,4	25,6	20,0	100,0
Q3 2012	55,7	31,1	13,2	100,0
Q4 2012	54,3	30,1	15,6	100,0
Q1 2013	57,0	25,2	17,8	100,0
Q2 2013	57,0	28,0	15,0	100,0
Q3 2013	54,9	31,0	14,1	100,0
Q4 2013	59,1	26,4	14,5	100,0
Q1 2014	60,6	25,9	13,5	100,0
Q2 2014	55,8	29,0	15,2	100,0
Q3 2014	55,3	29,5	15,2	100,0
Q4 2014	58,0	28,0	14,0	100,0
Q1 2015				
Q2 2015	52,7	33,2	14,1	100,0
Q3 2015	50,3	33,3	16,3	100,0
Q4 2015	52,8	32,5	14,7	100,0
	Sector			
	Formal	Informal	Agriculture &	Total
Employed Adults	Per cent			
Quarter				
Q2 2010	35,0	37,8	27,2	100,0
Q3 2010	33,0	39,8	27,2	100,0
Q4 2010	33,4	38,7	27,9	100,0
Q1 2011	34,3	35,4	30,3	100,0
Q2 2011	35,5	41,2	23,2	100,0
Q3 2011	41,4	33,6	25,0	100,0
Q4 2011	37,9	37,8	24,3	100,0
Q1 2012	37,7	36,1	26,1	100,0
Q2 2012	41,7	37,0	21,3	100,0
Q3 2012	40,5	37,0	22,5	100,0
Q4 2012	41,6	34,3	24,1	100,0
Q1 2013	39,9	36,9	23,3	100,0
Q2 2013	38,8	41,0	20,3	100,0
Q3 2013	35,9	36,9	27,1	100,0
Q4 2013	38,0	40,4	21,6	100,0
Q1 2014	36,9	35,6	27,6	100,0
Q2 2014	37,3	36,6	26,0	100,0
Q3 2014	35,5	38,7	25,8	100,0
Q4 2014	37,5	37,4	25,2	100,0
Q1 2015				
Q2 2015	38,5	38,5	23,0	100,0
Q3 2015	34,1	37,8	28,1	100,0
Q4 2015	41,1	35,1	23,5	100,0

Table A11: Quarterly distribution of those who found employment by size of firm

	Firm size				
	0-9 employees	10-49 employees	>50 employees	Don't know	Total
Employed	Per cent				
Quarter					
Q2 2010	58,7	17,7	19,1	4,5	100,0
Q3 2010	60,0	19,7	15,8	4,6	100,0
Q4 2010	60,6	18,3	17,0	4,1	100,0
Q1 2011	57,4	20,0	17,6	5,0	100,0
Q2 2011	56,7	21,0	17,6	4,8	100,0
Q3 2011	55,2	19,7	19,5	5,6	100,0
Q4 2011	54,5	21,6	18,4	5,4	100,0
Q1 2012	53,8	20,3	22,0	3,9	100,0
Q2 2012	54,7	21,6	19,8	3,9	100,0
Q3 2012	54,0	19,9	18,3	7,8	100,0
Q4 2012	50,7	22,5	21,2	5,6	100,0
Q1 2013	51,6	23,4	20,3	4,6	100,0
Q2 2013	51,5	24,5	18,3	5,7	100,0
Q3 2013	52,0	23,7	18,2	6,1	100,0
Q4 2013	51,4	20,4	20,8	7,3	100,0
Q1 2014	49,5	22,3	20,0	8,2	100,0
Q2 2014	51,5	21,7	19,5	7,3	100,0
Q3 2014	55,5	18,9	17,3	8,3	100,0
Q4 2014	51,3	22,3	20,9	5,6	100,0
Q1 2015					
Q2 2015	53,2	20,4	18,8	7,7	100,0
Q3 2015	56,3	20,9	15,0	7,9	100,0
Q4 2015	52,6	21,5	18,7	7,3	100,0