Labour statistics

Labour market dynamics in South Africa, 2014

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Labour market dynamics in South Africa, 2014 / Statistics South Africa

Published by Statistics South Africa, Private Bag X44, Pretoria 0001

Stats SA Library Cataloguing-in-Publication (CIP) Data
Labour market dynamics in South Africa, 2014 / Statistics South Africa. Pretoria: Statistics South Africa, 2015

Report no. 02-11-02 (2014)
183pp

ISBN 978-0-621-42630-4

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Foreword

Events in recent times such as the "Arab Spring" have highlighted the central role youth can play in driving change especially in the context of a lack of access to decent jobs. As the United Nations Population Fund (UNFPA) publication entitled *State of the World Population, 2014* highlights: "Youth are a key asset in every country". Equipping them with the necessary skills needed in the labour market and providing them with the opportunities for integration into the world of work contributes not only to their own well-being, but also to the productive potential of the economy. The report highlights that never before in human history has there been so many young people as this current generation; thus, finding a way of meeting youth needs and assisting them to overcome the various labour market obstacles they face should be a priority for policymakers. In this respect "Education is critical. The skills and knowledge young people acquire must be relevant to the current economy and enable them to become innovators, thinkers and problem-solvers".

South Africa, with its growing working-age population relative to the non-working share of the population, falling fertility and mortality rates, is well placed to take advantage of a demographic transition which can yield a demographic dividend provided that skills development and education for young people to become productive citizens receive the necessary attention.

Young people in South Africa continue to face a number of obstacles; their unemployment rate is double that of adults, while they are more likely to have limited or no previous work experience, which reduces their chances of finding employment. In 2014, 51,7% of young people aged 15–34 had never worked before; in addition, 31,3% of young people were not in education, employment or training (NEET).

The year 2014 marks the seventh Labour Market Dynamics Report in South Africa since the inception of the Quarterly Labour Force Survey (QLFS) in 2008. The report provides information on labour market trends over the period 2008–2014, 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 can be analysed over the period 2010–2014. Between 2010 and 2014, panel data constructed from the Quarterly Labour Force Survey (QLFS) over the two quarters (Q3 to Q4) indicate that over the period under review, the employed are mostly likely to remain employed. In 2010, 93,9% remained in employment while in 2014, the percentage was 93,0%. Conditions for the unemployed improved marginally. In 2010, only 10,3% of the unemployed found employment between Q3 and Q4; however, by 2014, this had increased to 13,0%.

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

While labour market conditions have improved following the economic crisis as the number of employed persons increased between 2008 and 2014 from 14,6 million to 15,1 million, the number of unemployed persons increased from 4,3 million to 5,1 million, resulting in an increase in the unemployment rate from 22,5% in 2008 to 25,1% in 2014. In addition, the absorption rate in 2014 at 42,8% was still 3,1 percentage points below the peak reached in 2008.

The National Development Plan (NDP) should continue to steer the development of the South African economy to foster a “South Africa which belongs to all its peoples” and reach the aim of eliminating poverty and reducing inequality by 2030.

I sincerely hope that this report will form the basis for robust policy discourse on the role of the labour market in reaching the goals set out by the NDP.

Pali Lehohla
Statistician-General

Highlights

The effects of the 2008–2009 global financial crisis on the South African economy continued to linger in 2014. This, combined with factors such as constrained electricity supply and labour unrest, has negatively impacted on the performance of the economy. Slowing growth rates over the period 2010–2013 (averaging 2,7%), continued into 2014 owing to a protracted strike in the Mining industry in the first half of the year. While employment levels increased by 1,1 million since 2011, the unemployment rate continues to rise, while the absorption rate has not yet recovered to pre-recessionary levels.

Labour market dynamics

- Between 2010 and 2014, 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 employed. In 2010, 93,9% remained in employment while in 2014, the percentage was 93,0%.
- Provincial variation in employment retention rates is evident. In 2014, employment retention rates ranged from a high of 95,4% in Western Cape to 88,2% in Eastern Cape. Over the period 2010–2014, retention rates declined in all provinces with the exception of Western Cape (1,5 percentage points) and Limpopo (1,2 percentage points), where rates increased.
- In 2010, only 10,3% of the unemployed found employment between Q3 and Q4; however, by 2014, this increased to 13,0%.
- The informal sector serves as a point of entry to the formal sector; however, provincial disparities are evident. Between Q3 and Q4: 2014, 19,9% of individuals who worked in the informal sector in Western Cape found a job in the formal sector, in contrast to only 9,0% of informal sector workers in Limpopo who found a formal sector job.
- The informal sector does not provide for stable employment. Nationally, 15,1% of informal sector workers moved out of employment, while in Eastern Cape and Mpumalanga, more than one in five of those employed in the informal sector moved out of employment in the subsequent quarter.
- The analysis identifies that certain factors hinder the transition into employment for those without jobs; in particular, lack of experience, being female, and being a young person.
- 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 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.
- While young people are less likely to transition into employment compared to adults, in 2014 these transition rates were highest in provinces such as Western Cape (6,9%), Mpumalanga (6,4%) and Gauteng (6,1%).
- Experience and education levels play an important role in improving the chances of finding a job. At provincial level, the unemployed with no previous work experience have a very slim chance of finding employment in Western Cape, Northern Cape and KwaZulu-Natal. In 2014, a person without a job but with a tertiary-level education was nearly twice as likely to find employment on a quarterly basis compared to those without a job and less than a matric.

The South African labour market

- Over the period 2008–2014, the South African working-age population (WAP), increased by 3,6 million to 35,4 million in 2014, accompanied by a decline in young persons (0–14 years) and a modest rise in older persons over the age of 65 years. Consequently, the share of the working-age population in the total population increased from 64,1% in 2008 to 65,9% in 2014.

- In 2014, the employed accounted for the largest share of the working-age population in Gauteng and Western Cape, (51,7% and 52,4% respectively), while in Limpopo and Eastern Cape, other NEAs accounted for the largest share (47,8% and 42,6% respectively).
- The analysis found that employment accounted for a larger share of the working age population in both 2008 and 2014 amongst the white population group and those aged 35–44 years. In addition, eight out of ten of the working-age population with a tertiary qualification were employed compared to close to one in three for those with had a qualification less than matric.
- The overall dependency ratio, i.e. the percentage of young and old persons dependent on the working-age population, declined over the period from 56,0% to 51,7%, reflecting a downward trend in the child dependency ratio.
- Between 2008 and 2014, the number of employed persons increased from 14,6 million to 15,1 million; however, the number of unemployed persons increased from 4,3 million to 5,1 million, resulting in an increase in the unemployment rate from 22,5% in 2008 to 25,1% in 2014. In addition, the absorption rate in 2014 at 42,8% was still 3,1 percentage points below the peak reached in 2008.
- Labour market rates vary by province; with the exception of Limpopo, unemployment rates increased in all provinces, most notably by 10,5 percentage points in Free State and 7,1 percentage points in Northern Cape. The unemployment rate in Limpopo declined by 13,2 percentage points to 16,5% in 2014 due to a shift into discouragement.
- The absorption rate also declined in all provinces, and although it increased in Limpopo, this province had the second lowest rate in both 2008 and 2014. Reflecting the changes in employment and unemployment over the period 2008–2014, the labour force participation rate declined in five provinces, with Limpopo reflecting the lowest rate in both years.
- Irrespective of population group, female unemployment rates are higher compared to those of men, despite a narrowing of the gap between 2008 and 2014. In particular, black African women experience higher unemployment rates compared to men and women in other population groups.
- Young people experience higher unemployment rates and lower absorption rates relative to adults. In addition, the unemployment rate for young people aged 15–24 years increased from 45,6% in 2008 to 51,3% in 2014, constituting the largest increase among all age groups. Unemployment rates for persons with a qualification less than matric is close to three times that of persons with a tertiary qualification; the unemployment rate for this group also increased by the largest percentage over the period 2008–2014 (3,3 percentage points).

Employment patterns and trends

- Between 2008 and 2014, total employment increased by 561 000 jobs to 15,1 million in 2014. The largest increases in employment over the period were observed in Community and social services (717 000), Finance (248 000) and Transport (108 000).
- The Community and social services industry (23,1%) was the biggest employer in seven of the nine provinces, while the Trade industry (21,1%) remained the second largest contributor to employment in all provinces. However, in Western Cape and Mpumalanga, Trade was the biggest employer, while the Mining (2,8%) and Utilities (0,8%) industries remained the smallest employers.
- On an occupational basis, the decline in employment after the economic crisis of 2010 was largely driven by the Craft and related trade (144 000), Elementary (96 000), and Technician (92 000) occupations. When comparing 2008 and 2014, the gain in employment was mainly due to a rise in Sales (468 000), Manager (234 000) and Clerical (110 000) occupations.

- Over the period 2008 to 2014, employment levels in the formal sector increased by 739 000 to 10,8 million in 2014, while in the informal sector employment was virtually unchanged at 2,4 million (up 13 000 jobs since 2008)
- Between 2008 and 2014, the average weekly hours worked declined from 45 to 43 hours. Average hours worked by men were consistently higher compared to those of women. Between 2013 and 2014, hours worked by both men and women remained unchanged.
- The number of underemployed persons declined from 651 000 in 2008 to 602 000 in 2014 as the number of employed increased by 504 000 to 15,1 million in 2014. This resulted in a decline in the underemployment rate of 0,5 of a percentage point, from 4,5% in 2008 to 4,0% in 2014.
- While the share of employees working excessive hours declined, men were more likely to work excessive hours than women. The proportion of employees who were members of a trade union declined over the period 2008 to 2014, most notably in the Community and services industry, while the proportion of unionised employees increased in the Mining and Utilities.
- Gender disparities continue to exist in terms of access to benefits. Despite rising for both men and women, a higher proportion of male employees were entitled to paid sick leave. The proportion of employees who had access to pension/retirement fund contributions by their employer increased from 45,5% in 2008 to 48,9% in 2014, while access was higher among male employees relative to female employees. In 2014, more than 50% of employees indicated that their salary increment was negotiated by the employer only; it was also the only category to show an increase between 2011 and 2014.
- Median monthly earnings for employees increased from R2 900 in 2010 to R3 033 in 2014, however the level was unchanged from 2013. While gender disparities still remain, within-gender inequality increased over the period, in particular between the top and bottom of the income distribution. Earnings inequalities among population groups are evident; in 2014, an employee from the white population group earned close to four times the median earnings of a black African employee.
- Between 2010 and 2014, earnings levels increased in all industries, with the exception of Community and personals services (down R1 000). The largest increase in earnings was observed in Mining (R2 000), Utilities (R1 000) and Agriculture (R858). Earnings growth over the period was robust in skilled occupations, in particular Managers (R5 000) and Professionals (R4 400).
- At provincial level, median earnings in 2014 was highest in Gauteng and the Western Cape while earnings increased the most over the period 2010–2014 in Gauteng (R833), Free State (R500) and the Western Cape (R423).
- Between 2011 and 2014, 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 2010 and 2014, the number of persons engaged in own-use activities as a percentage of the working-age population declined from 16,1% to 14,3%, as the number of persons engaged in subsistence agriculture declined.

Government job creation programmes

- Awareness about the Expanded Public Works Programme and other government job creation programmes increased from 42,8% to 52,0% in 2014. Women are more likely to participate in these programmes, with the share of women among those who participated increasing from 59,3% in 2011 to 63,1% in 2014.

- In 2011, a larger proportion of youth participated (51,1%), but by 2014 this had reversed in favour of adults (54,4%). In both 2011 and 2014, participation in the Expanded Public Works Programme was dominated by persons with an educational qualification lower than matric (65,6% and 69,9%).
- In 2014, Eastern Cape accounted for 22,7% of those who participated in these programmes, followed by Gauteng (17,0%) and KwaZulu-Natal (14,9%).
- In 2014, seven out of ten of those who participated in the EPWP and other government job creation programmes were employed, up from 56,9% in 2014. Between 2011 and 2014, the proportion of those who participated in these programmes and who were employed in Tertiary industries increased from 58,1% to 75,1%. The proportion of those persons employed in low-skilled occupations also increased from 51,1% to 72,4% over the period.
- Four out of every five participants who were employed had a formal sector job – a trend that has been continuing since 2011.

Unemployment patterns and trends

- Unemployment in South Africa exhibits certain demographic characteristics, in particular, unemployment is concentrated amongst black Africans, the less educated, the youth, women and those without prior work experience. In 2014, individuals with less than a matric qualification accounted for 59,2% of the unemployed, down from 64,0% in 2008.
- Over the period 2008–2014, more than half of the unemployed indicated that they had a job prior to becoming unemployed. Search methods most utilised by the unemployed included enquiring at workplaces, with close to three out of five unemployed persons using this method. Between 2008 and 2014, the largest increase in a search method used was observed amongst unemployed persons answering job adverts or browsing the Internet for available jobs.
- Between 2008 and 2014, the number of long-term unemployed persons increased, with more than half of the unemployed looking for a job for more than a year. In 2014, those with a below-matric qualification accounted for 59,3% of the unemployed. The incidence of long-term unemployment was highest for those aged 45–54 years in both 2008 and 2014; however, the incidence increased most over the period for youth aged 15–24 years.
- A larger proportion of women compared to men were unemployed for a year or longer, while the black African population had the highest incidence of long-term unemployment among all population groups.
- The incidence of long-term unemployment for those without prior work experience was nearly double that of the unemployed who had worked before. In addition, between 2008 and 2011, the incidence of long-term unemployment increased from 74,5% to 81,8% for those with no prior work experience.

Youth in the labour market

- The number of young people in the working-age population increased from 18,3 million in 2008 to 19,4 million in 2014. Over this period, the number of employed youth declined by 467 000 to 6,0 million, while the number of unemployed increased by 319 000 to 3,4 million.
- Similarly to adults, a higher proportion of youth were employed in the formal sector. In 2008, 70,8% of young people were employed in the formal sector, and by 2014, this percentage had increased to 72,5%.
- In both 2008 and 2014, young people were more likely to be employed in Trade, followed Community and personal services and Finance, while at occupational level, 23,2% of young people were employed in Elementary occupations, followed by Sales (17,7%), and Clerks (13,9%) during 2014.

- Over the period 2008–2014, the education profile of young people improved; the share of young people with jobs who possessed a below-matric level of education declined by 5,3 percentage points, while those with a matric and tertiary-level education increased by 1,8 and 3,6 percentage points respectively. Despite this improvement, one in every two unemployed youth had an educational qualification below matric.
- Young women in the labour force are better educated than young men. Amongst employed young women, 22,4% had a tertiary qualification and 42,3% had matric, compared to 15,8% and 35,7% respectively among employed men aged 15–34 years. The unemployment rate for youth with a tertiary qualification is more than half that of a young persons with a qualification lower than matric.
- Amongst unemployed youth, nationally 48,3% had previous work experience; however, this percentage varied substantially by province. In Western Cape, 60,8% of young people had worked before while in Limpopo, only 41,2% had previous work experience.
- Combined with high unemployment rates, the elevated levels of discouragement highlight the vulnerability of youth in the labour market. In addition, the vast majority of youth had less than a matric qualification.
- The percentage of the working-age youth who were discouraged increased from 4,2% in 2008 to 8,1% in 2014. In 2014, discouragement among youth was highest in Limpopo (12,3%), followed by Eastern Cape (11,8%) and North West (11,6%).
- The NEET rate increases with age, with more than 50% of young people above the age of 22 years not in employment, education or training. The NEET rate of black Africans is more than twice that of a young white person, while at provincial level, the NEET rate is highest amongst youth in Northern Cape (36,4%), North West (35,1%), and Eastern Cape (33,5%).
- In 2014, young women (33,9%) were more likely to be NEET compared to young men (28,8%). In South Africa, the NEET rate for youth who completed secondary and tertiary-level education was among the highest, suggesting that even the better educated youth in this country may be vulnerable in the labour market. As many as 43,1% of youth who hold a matric qualification and more than three in ten youth aged 15–24 years with tertiary qualifications were not in education, employment or training in 2014 (35,8%).

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Introduction

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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 seventh annual report produced by Stats SA on the labour market in South Africa. The report includes, for the third 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 2008 to 2014.

Data sources

Quarterly Labour Force Survey – 2008 to 2014 (Average of the results for Quarters 1 to 4 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).

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 2014, 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 2008 to 2014. 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 2008 to 2014 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 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 2008 to 2014. 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 2008 to 2014 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).

Appendices

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Chapter 2
Labour market dynamics

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Chapter 2: Labour market dynamics

What is a panel data? Panel data are collected at different time periods 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 a period of 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 which 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 data sets.”[1]

Transition matrices: Transition matrices are tables which 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 allow for the analysis of labour market dynamics. Internationally this type of analysis has been undertaken for a number of years. In South Africa, labour market dynamics have also been undertaken in recent years based on the QLFS panel, which allows for the tracking of households in the sample on a quarterly basis. Employment outcomes are influenced by both socio-demographic and economic variables and affect the speed of transition between the three labour market states (employed, unemployed and inactive).

Results from the Stats SA publication entitled “National and provincial labour market dynamics, Q3: 2012–Q4: 2012” show that the transition rate into employment is higher for adults compared to youth; in addition, those with previous work experience were four times more likely to find employment compared to those with no work experience. The analysis also finds that firms with less than ten employees created the most jobs in all provinces, with 50,7% of all those who found employment nationally doing so in firms with less than ten employees.

Introduction

This chapter analyses movements into and out of the three labour market statuses namely employed, unemployed and not economically active, over the period 2010 to 2014. Over a three-month period an unemployed person can find a job or they could remain in unemployment or move into inactivity; similarly an employed person may lose their job and become unemployed or remain in employment or move into inactivity. Analysing and understanding these movements provide important insights into which factors affect the ease of movement between the three labour market states.

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

The analysis in this chapter focuses on the national and provincial retention and transition rates between two consecutive quarters. The trends in transition and retention rates are also analysed for the period 2010 to 2014, focusing on the results of the Q3–Q4 QLFS panel for each of these years.

Selected retention and transition rates

Panel data is particularly useful in analysing labour market dynamics during economic downturns. Analysing data from the Quarterly Labour Force Survey (QLFS) for the second quarters of 2008 and 2009, a study by Leung[2] concluded that over the first year of the crisis, the overall likelihood of being employed declined by 3,8 percentage points.

Table 2.1: Retention and transition rates by labour market status, 2010 and 2014

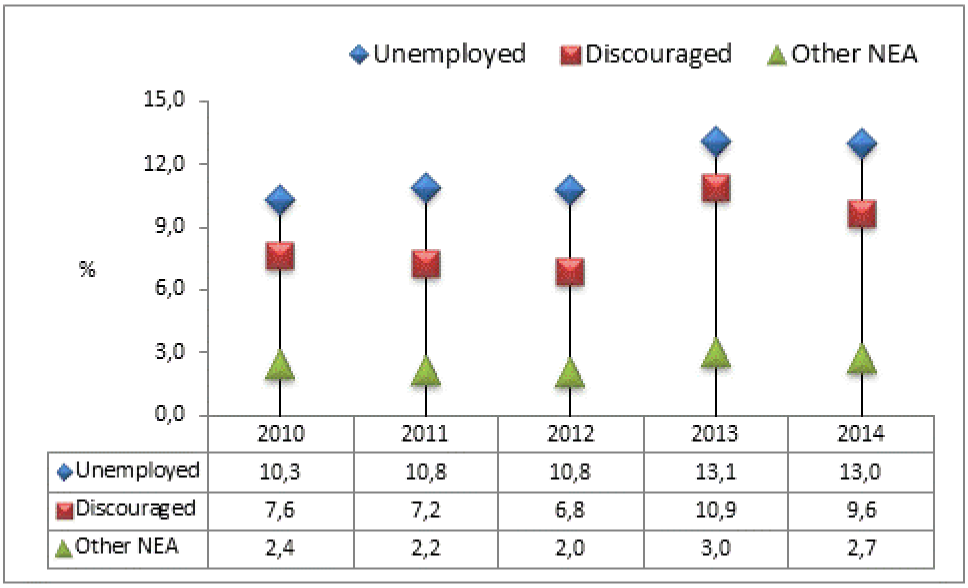
	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
	Labour market status in Q4: 2010			
Labour market status in Q3: 2010	**Thousand**			
Employed	12 819	358	471	**13 648**
Unemployed	478	3 116	1 061	**4 655**
Not economically active	454	826	13 451	**14 731**
Working-age population	**13 752**	**4 300**	**14 982**	**33 033**
	Retention and transition rates by labour market status in 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

	Labour market status in Q4: 2014			
Labour market status in Q3: 2014	**Thousand**			
Employed	14 052	470	595	15 117
Unemployed	670	3 372	1 109	5 151
Not economically active	567	838	13 816	15 221
Working-age population	**15 288**	**4 680**	**15 520**	**35 489**
	Retention and transition rates by labour market status in Q3: 2014			
Employed	93,0	3,1	3,9	100,0
Unemployed	13,0	65,5	21,5	100,0
Not economically active	3,7	5,5	90,8	100,0

Focusing on 2014, Table 2.1 shows that nine out of every ten (93,0%) persons who had a job in Q3: 2014 were still in employment in Q4: 2014. In addition, the transition rate from employment into unemployment and inactivity was 3,1% and 3,9% respectively. Of the unemployed in Q3: 2014, 65,5% remained without jobs in Q4: 2014 while as many as one in every five (21,5%) moved out of unemployment and into inactivity. Only 13,0% found jobs, an increase from 10,3% in 2010. Among the not economically active population, over 90% remained in that labour market state in both 2010 and 2014 while a larger percentage (5,6% in 2010 and 5,5% in 2014) moved into unemployment compared to those who moved into employment (3,1% and 3,7% in 2010 and 2014 respectively).

[2] *Does human capital protect workers against exogenous shocks? Evidence from panel data on South Africa during the 2008–2009 crisis, Ronald Leung, Marco Stampini, and Desire Vencatachellum, 2013*

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2010–2014



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

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

Figure 2.1 highlights that the unemployed were in a better position in finding employment compared to those who were discouraged and inactive. Over the period 2010–2014, the transition rate into employment among the unemployed ranged between 10,3% in 2010 and 13,1% in 2013. In contrast, only 2,0%–3,0% of those who were not economically active found a job.

Figure 2.2: Retention rates by labour market status, 2010 and 2014

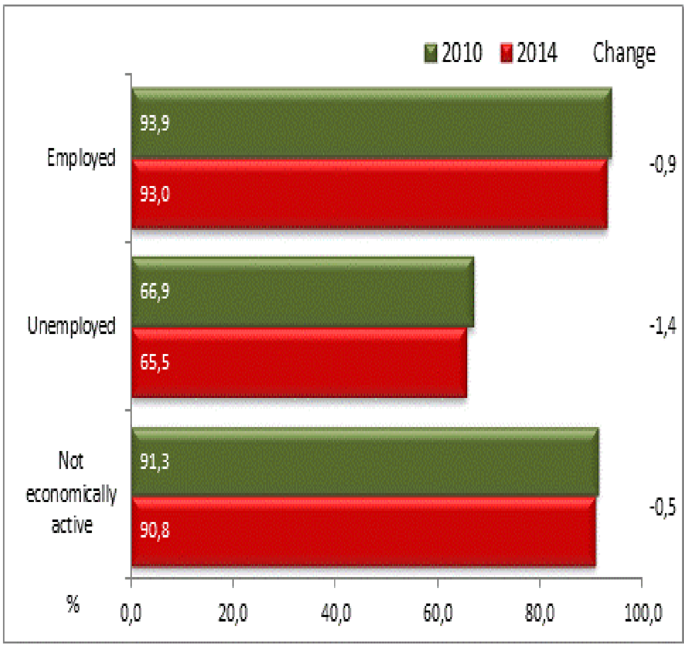
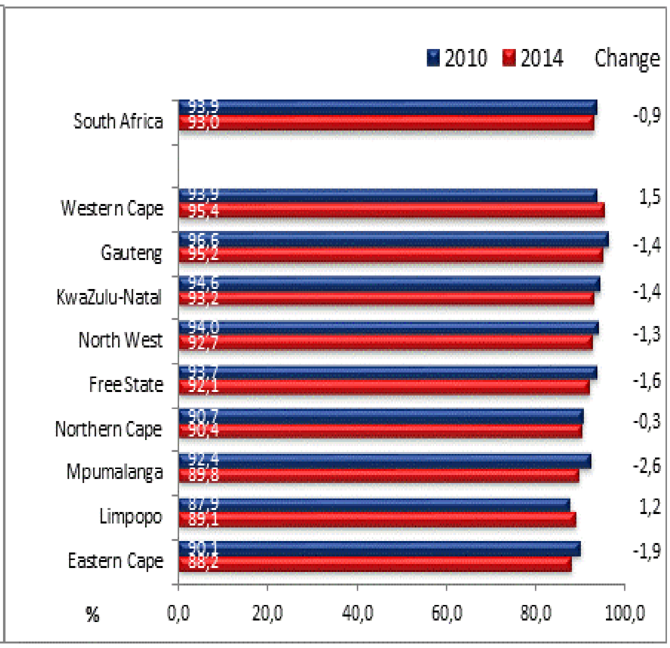


Figure 2.3: Provincial employment retention rates, 2010 and 2014

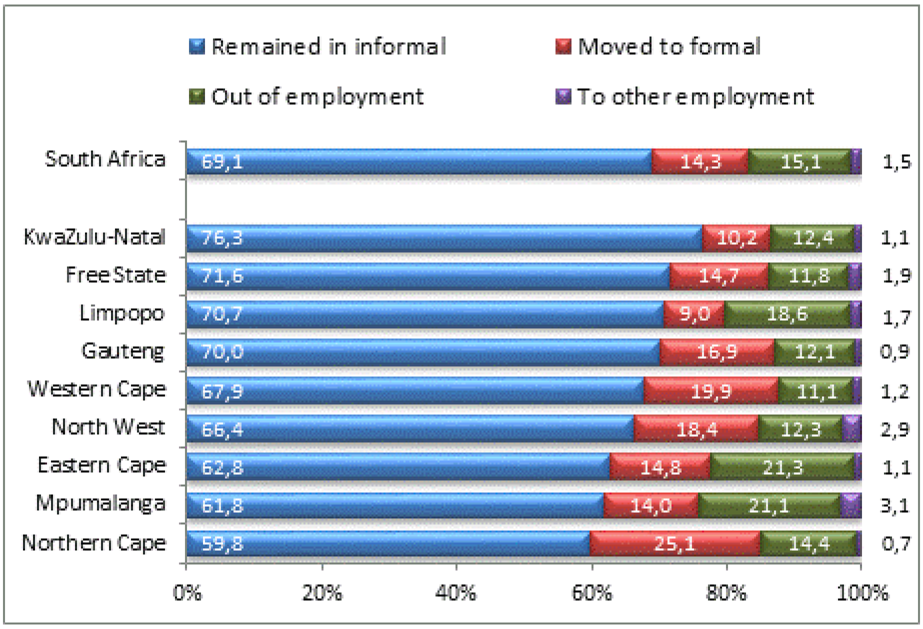


Note: Q3–Q4 for each year is analysed.

In both 2010 and 2014, the retention rate was higher among people who were employed and not economically active (Figure 2.2). Over the period 2010 to 2014, retention rates declined in every labour market status; the largest decline was among the unemployed (by 1,4 percentage points).

Provincial retention rates differ markedly (Figure 2.3). In 2014, the Western Cape (95,4%), Gauteng (95,2%) and KwaZulu-Natal (93,2%) had the highest employment retention rates and were above the national rate of 93,0%. In both 2010 and 2014 the lowest retention rate occurred in Eastern Cape and Limpopo (88,2% and 89,1% respectively in 2014). Between 2010 and 2014, employment retention rates declined in all provinces with the exception of Western Cape and Limpopo, with the largest decrease in Mpumalanga and Eastern Cape (2,6 and 1,9 percentage points respectively).

Figure 2.4: Provincial retention and transition rates in the informal sector, Q3–Q4: 2014



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

The highest retention rate for persons working in the informal sector was observed in KwaZulu-Natal (76,3%), Free State (71,6%) and Limpopo (70,7%) while Northern Cape had the lowest retention rate. Nationally, 69,1% of individuals who worked in the informal sector in Q3: 2014 retained their informal sector jobs in Q4: 2014, while 14,3% and 1,5% found jobs in the formal sector and either Agriculture or Private households. Between the two quarters, 15,1% moved out of employment and became either unemployed or economically inactive. Provincial transition rates out of informal sector jobs were generally much higher than the movement into the formal sector; in several provinces the informal sector provided an entry point into the formal sector. More than 20% of employed people in the informal sector in Northern Cape (25,1%) found jobs in the formal sector.

Factors impacting on the speed of transition

There are a number of factors that hinder the process of finding a job. It is widely recognised that factors such as the level of education, prior work experience, age as well as gender play an important role in improving the chances of finding a job.

Figure 2.5: Transition into employment by various labour market groups, 2010 and 2014

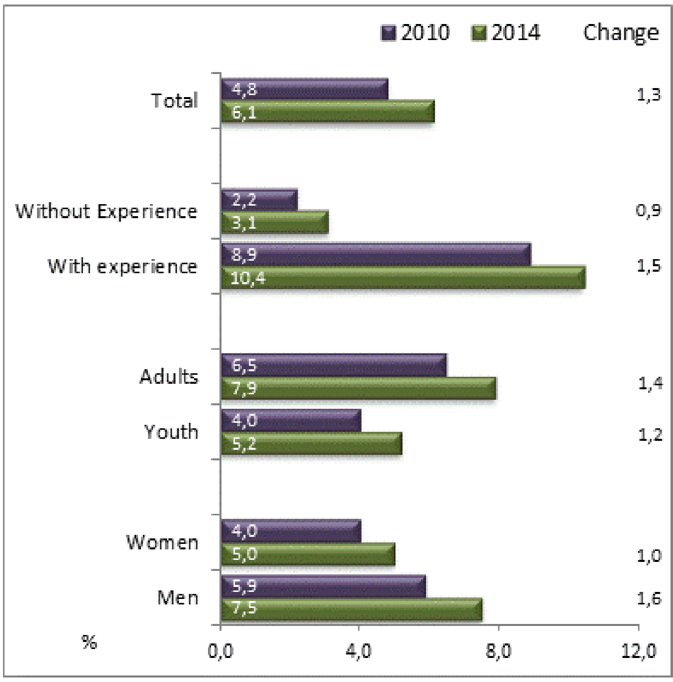
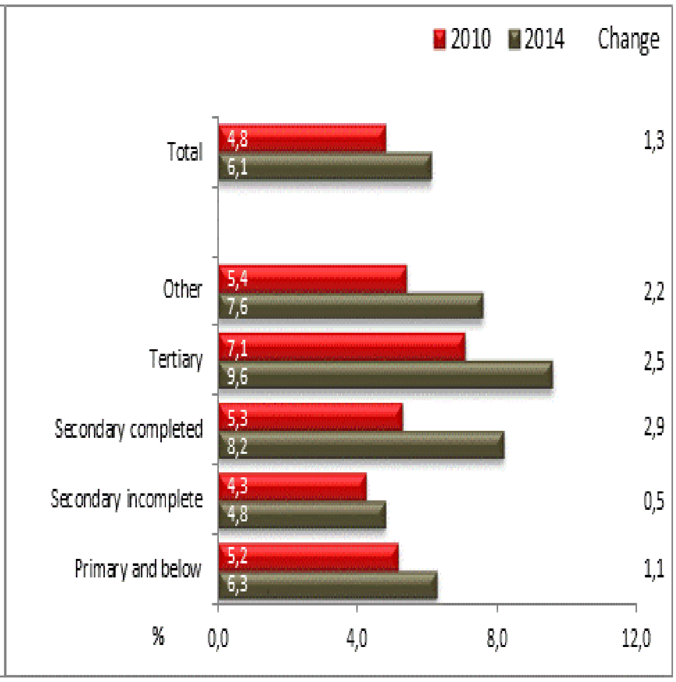


Figure 2.6: Transition into employment by level of education, 2010 and 2014



Note: Q3–Q4 for each year is analysed.

In Q3: 2014 among people without a job, 6,1% found work in Q4: 2014, an increase of 1,3 percentage points in the rate since 2010. Between 2010 and 2014, the transition rate into employment for those without a job increased for both men and women, youth and adults, for people with all levels of education and for both those with and without prior work-experience. A higher proportion of men than women found employment in both 2010 and 2014 with an increase of 1,6 percentage points in the rate for men and 1,0 percentage points for women. In addition, the analysis suggests that persons with prior work experience are more likely to find employment compared to persons with no prior work experience. In 2014, more than 10% of persons with work experience found a job compared to just 3,1% of those without work experience. In addition, the transition rate into employment for those with previous work experience increased by 1,5 percentage points over the period.

Higher levels of education are also associated with higher transition rates into employment. Figure 2.6 shows that in 2014, 9,6% of persons without a job who had a tertiary qualification found employment compared to only 4,8% of those with an incomplete secondary education. Between 2010 and 2014, the transition rate into employment for those without jobs who had completed their secondary education increased by 2,9 percentage points, while for those without jobs and a tertiary qualification the rate increased by 2,5 percentage points.

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. 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.

Figure 2.7: Retention and transition rates by broad occupation groups, 2010 and 2014

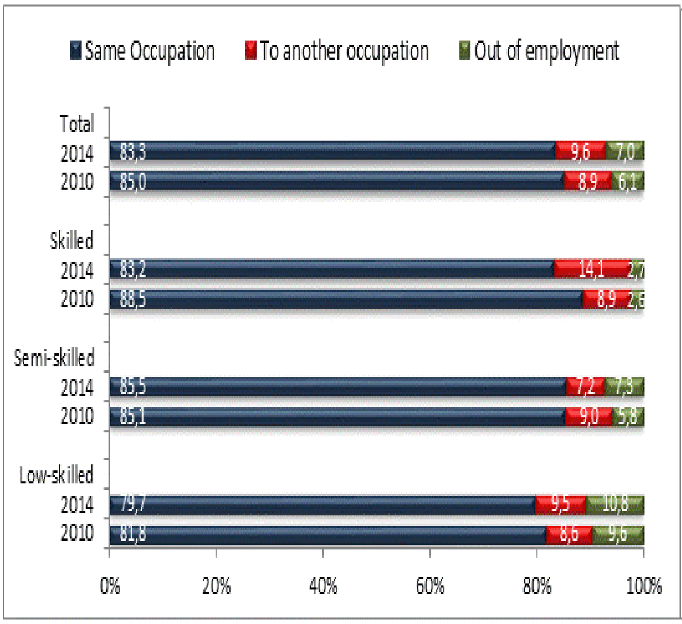
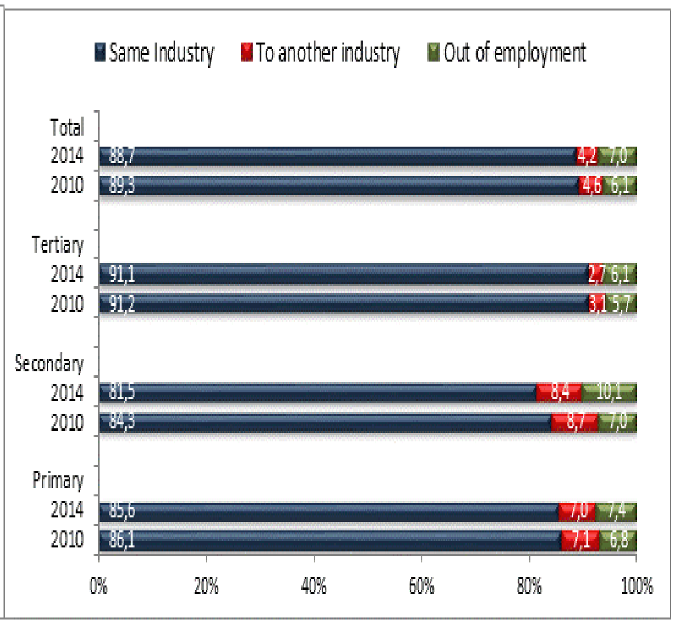


Figure 2.8: Retention and transition rates by broad industry, 2010 and 2014



Note: Q3–Q4 for each year is analysed.

The occupation retention rates in 2010 were highest among persons employed in skilled occupations (88,5%), however, by 2014 semi-skilled occupations had the highest retention rates at 85,5%. The lowest retention rates occurred among those in low-skilled occupations (81,8% and 79,7% respectively). In addition, individuals employed in low-skilled occupations were more likely to transition out of employment compared to those in skilled and semi-skilled occupations.

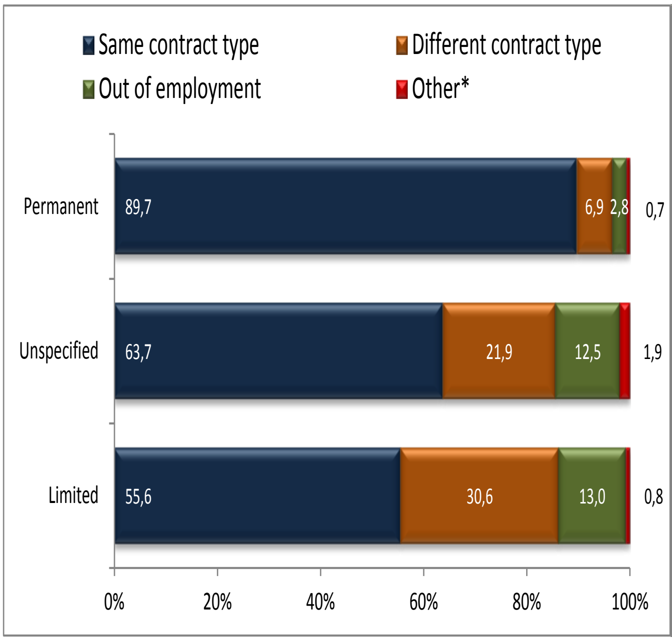
In both 2010 and 2014, industry retention rates were above 80% (Figure 2.8). Persons employed in Tertiary industries had the highest retention rates in both years while the Secondary industries accounted for the lowest retention rates (84,3% in 2010 and 81,5% in 2014). However, this industry grouping accounted for the highest transition rate to other industries as well as out of employment. Between Q3: 2014 and Q4: 2014, 8,4% of persons who worked in the Secondary industries moved to other industries, while 10,1% moved out of employment altogether and became either unemployed or not economically active.

Contract types

Essers[3] finds that in both the National Income Dynamics Study (NIDS) and the matched Quarterly Labour Force Survey (QLFS), the likelihood of continued employment, whether evaluated over a two-year period or from one quarter to the next, differs significantly between particular types of workers. The analysis also finds that younger and less-educated workers are more likely to transition out of employment. In addition, belonging to a trade union and being employed on the basis of a written and/or permanent contract significantly increase the chances of staying in regular wage work as well as formal sector employment.

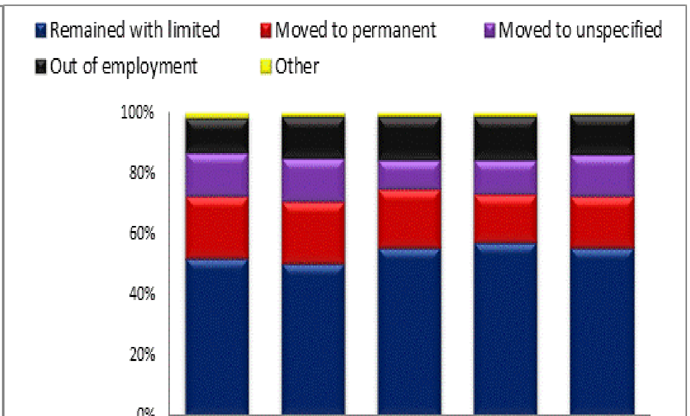
[3] *South African labour market transitions during the global financial and economic crisis: Micro-level evidence from the NIDS and matched QLFS cross-section, Dennis Essers, 2013*

Figure 2.9: Retention and transition into employment of employees by contract duration, Q3–Q4: 2014



Note: "Other" refers to those who were employees in Q3: 2014 and became employers or own account workers in Q4: 2014.

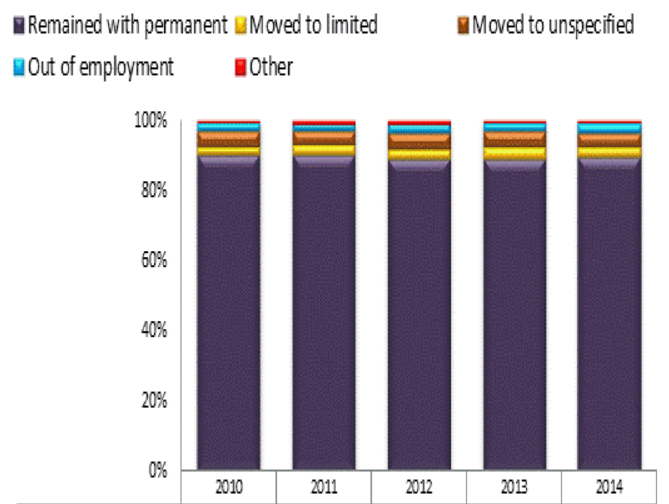
Figure 2.10: Retention and transition rates of employees with limited duration contracts, 2010–2014



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

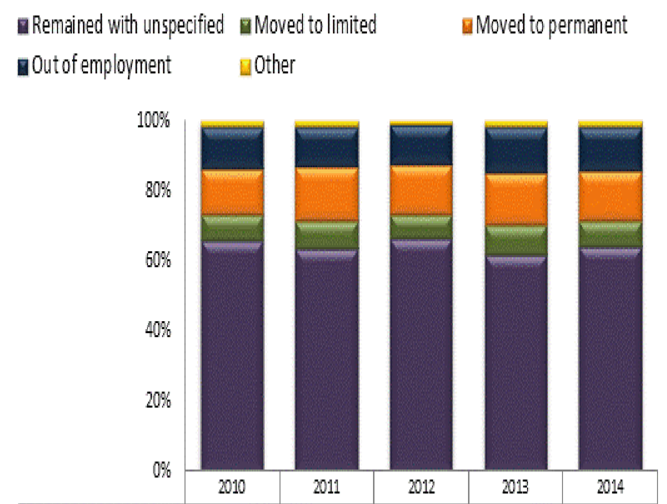
The type of employment contract that people have affects employment transition rates; Figure 2.9 shows that people employed on a permanent basis were more likely to retain this type of employment in the subsequent quarter. In contrast, more than one in four of those with contracts of a limited duration moved to other contract types between the two quarters. Half of all people (55,6%) who worked on contracts of a limited duration retained their jobs. Figure 2.10 shows that in 2010, one in every five people (20,8%) who had contracts of a limited duration found employment on a permanent basis. However, by 2014 this rate had declined to 16,8%. Similarly in 2014, 13,8% of persons who had a limited contract found employment on a contract of unspecified duration. Over the period 2010–2014, the transition rate of persons employed on a limited duration contract who moved out of employment increased from 11,6% to 13,0%. The retention rates among those with limited duration contracts were more than 50% throughout the period 2010–2014.

Figure 2.11: Retention and transition rates of employees with permanent contracts, 2010–2014



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

Figure 2.12: Retention and transition rates of those with unspecified duration contracts, 2010–2014



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

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.

Those employed on permanent contracts are more likely to remain employed on such a contract. Figure 2.11 shows that the retention rates among employees with a permanent contract was substantially higher than among employees with limited and unspecified contract duration, ranging between 89% and 90% over the period 2010 and 2014 (Figure 2.10 and 2.12 respectively). Figure 2.11 also highlights that in 2014, 89,7% of persons in permanent contracts retained their contracts, while only 2,8% moved out of employment. At least three out of every five employed persons with contract durations that were not specified remained in those contracts (Figure 2.12). In 2014 a higher proportion of those employed on this contract type, found employment of a permanent nature compared to those with limited duration contracts. At least one out of every ten persons employed on contracts of an unspecified duration moved out of employment.

Provincial transition rates into employment

This section focuses on the provincial transition rates into employment for those without a job (the unemployed and the not economically active) by age, prior work experience and education levels. The rates therefore include all persons who were without a job, irrespective of whether or not they looked for employment.

Figure 2.13: Provincial transition rates into employment among youth (15–34 years), 2010 and 2014

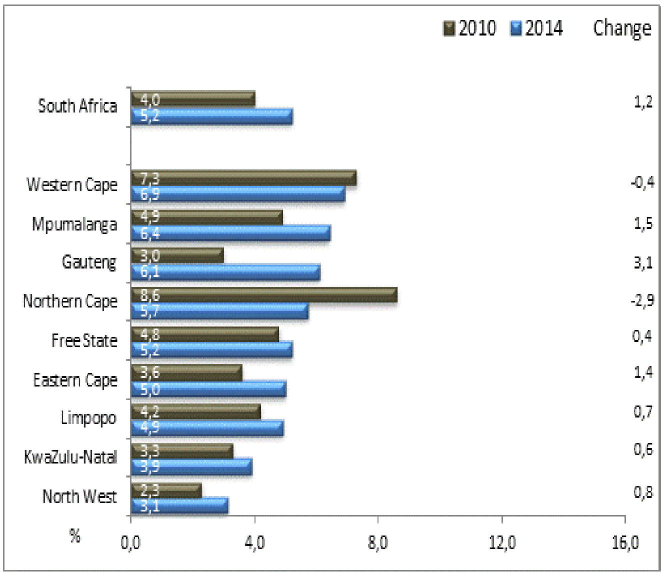
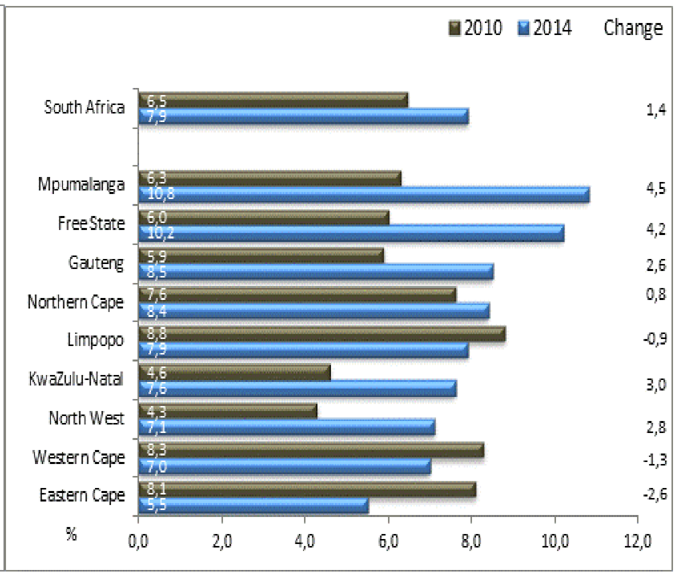


Figure 2.14: Provincial transition rates into employment among adults (35–64 years), 2010 and 2014



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

Figures 2.13 and 2.14 highlight that over the period 2010 to 2014, the transition rate into employment for adults was higher than that of youth. Nationally, the youth transition rate into employment increased by 1,2 of a percentage point from 4,0% in 2010 to 5,2% in 2014. A decline in youth transition rates into employment was observed in Western Cape (0,4 of a percentage point) and Northern Cape (2,9 percentage points) with the largest increases found in Gauteng (3,1 percentage points) and Mpumalanga (1,5 percentage points). Figure 2.14 shows that in 2014 the highest transition rate into employment among adults was observed in Mpumalanga (10,8%). And similar to youth, among adults, Mpumalanga had the largest increase in the transition rate into employment (up by 4,5 percentage points), followed by Free State (4,2 percentage points). The transition rate into employment among adults increased in all provinces except Eastern Cape (2,6%), Western Cape (1,3%) and Limpopo (0,9%).

Figure 2.15: Provincial transition rates into employment among those with work experience, 2010 and 2014

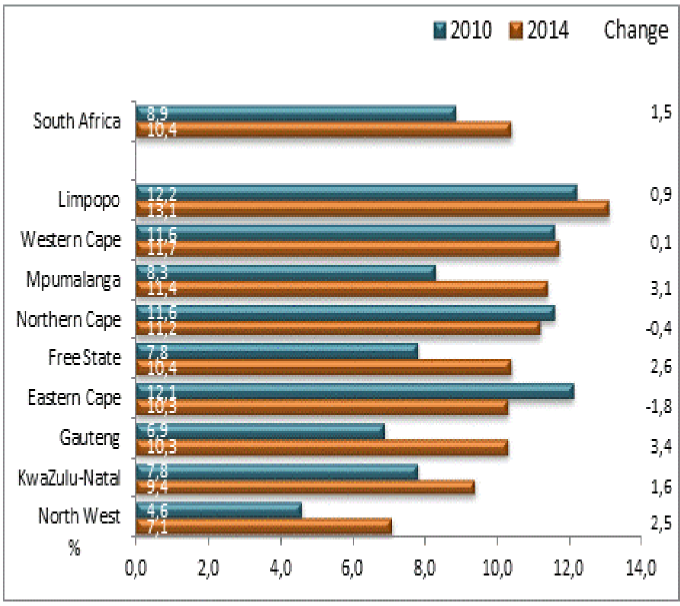
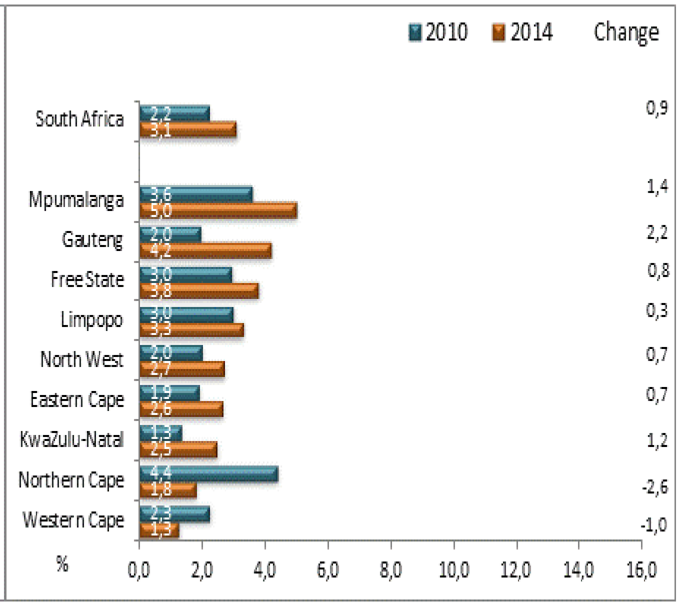


Figure 2.16: Provincial transition rates into employment among those without work experience, 2010 and 2014



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

Work experience improves the transition rate into employment for those without jobs. Figures 2.15 and 2.16 show that the transition rate into employment for persons with work experience is at least three times that of persons without prior work experience. In 2014, Mpumalanga had the highest transition rates into employment among those without prior work experience. Between 2010 and 2014, Figure 2.16 shows that the highest increase in the provincial transition rate among those persons without prior work experience was observed in Gauteng (2,2 percentage points). Over the same period, the declines in the rate among persons without work experience occurred in Northern Cape (2,6 percentage points) and Western Cape (1,0 percentage point).

Figure 2.17: Provincial transition rates into employment among those with education levels below matric, 2010 and 2014

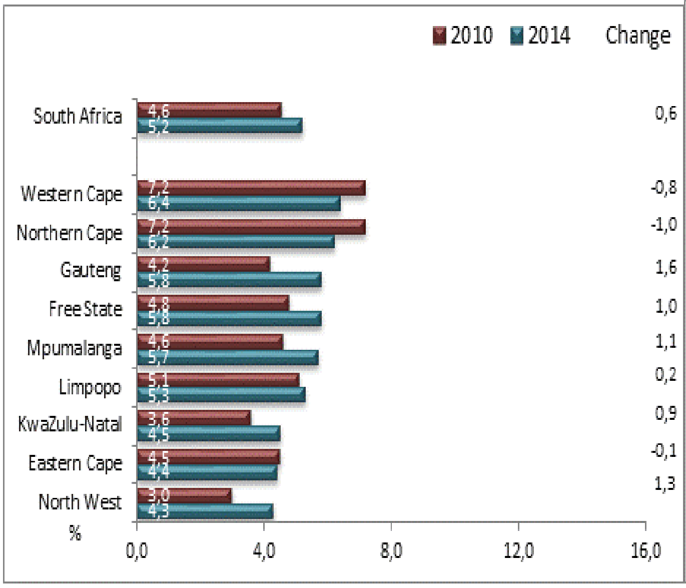
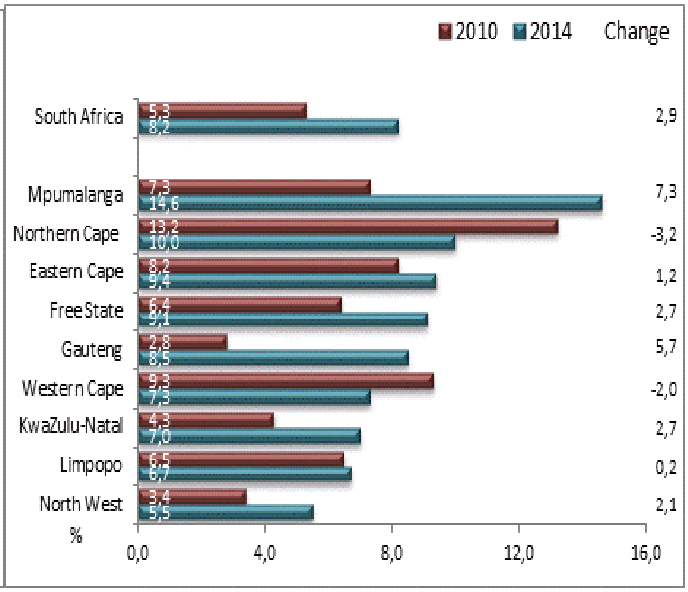


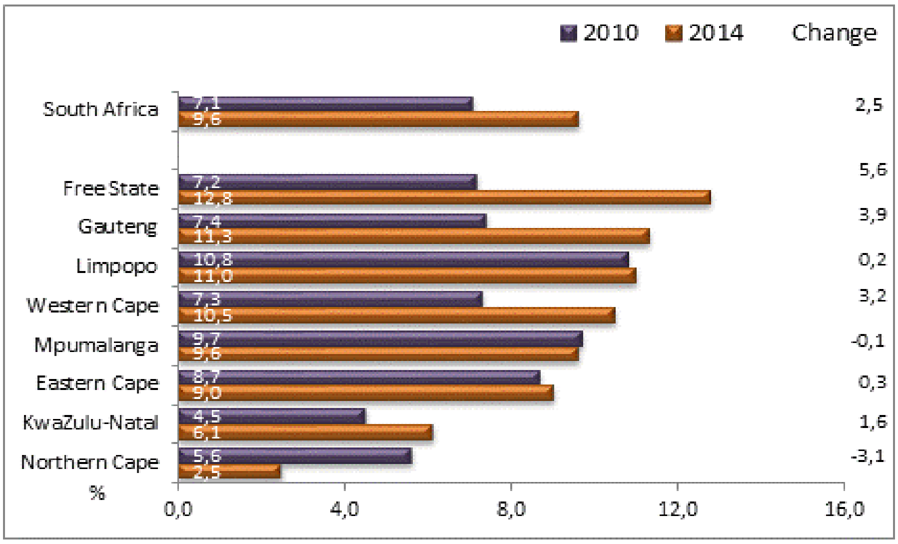
Figure 2.18: Provincial transition rates into employment among those with matric, 2010 and 2014



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

Education plays an important role in improving the chances of finding a job. Figures 2.17 and 2.18 indicate that among those without jobs, the better educated have a higher chance of moving from unemployment and inactivity to employment. Between 2010 and 2014, the transition rate into employment among people who did not have a job and only had less than a matric qualification increased by 0,6 of a percentage point to 5,2% in 2014. Among those with matric, the increase was 2,9 percentage points to 8,2% in 2014.

Figure 2.19: Provincial transition rates into employment among those with tertiary education levels, 2010 and 2014



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

Among those without a job, transition rates into employment were highest for those with a tertiary education and the rate increased by 2,5 percentage points to 9,6% in 2014. There has been a decline in the transition rate into employment in two of the nine province over the period, the largest occurring in Northern Cape (3,1 percentage points). Over the period 2010 to 2014, provincial transition rates into employment increased by 5,6 percentage points and 3,9 percentage points respectively in Free State and Gauteng.

Summary and conclusion

- Unemployed persons are better placed when it comes to finding a job compared to those who were discouraged and economically inactive.

- The transition rates into employment are higher for adults compared to youths in every province, but increased between 2010 and 2014 for youth in all provinces except Western and Northern Cape.

- Persons with prior work experience were more likely to find employment compared to those with no work experience. Nationally a person who has worked before is three times more likely to find a job compared to those without a job who had never worked before.

- Individuals employed in Tertiary industries were most likely to remain in these industries compared to those employed in Primary and Secondary industries. In terms of occupations, persons employed in skilled occupations were more likely to remain in these occupations compared to those in the semi-skilled and low-skilled occupations.

- The transition rates out of employment were substantially higher among those in the informal sector; however, the informal sector provided an entry point into the formal sector.

- Education plays a very important role in finding employment for those persons without a job; the better educated have a higher chance of moving from unemployment into employment between two consecutive quarters.

- Persons employed on a permanent contract were more likely to retain their contracts in the subsequent quarter. In 2010, a person employed on a limited duration contract had a higher transition rate into employment on a permanent contract relative to those employed on a contract of unspecified duration, a situation which was reversed in 2014.

Chapter 3
The South African labour market

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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** excludes the requirement to have taken 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 over the period 2008–2014 of the working-age population in the context of the total population and against the background of the recent global financial crisis which had far-reaching effects across the globe. 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 National Development Plan (NDP) acknowledges the urgent need for strategies to ensure that South Africa reaps the benefits associated with a growing working-age population. The United Nations Population Fund (UNFPA) State of the World Population 2014 report titled “The power of 1,8 billion Adolescents” stresses that “Policy makers should focus on improving access to quality health care and education, and providing opportunities for safe paid work. The current demographic dynamic of falling mortality and fertility rates will enable some countries to realise a demographic dividend as a larger working-age population and fewer dependents make rapid economic growth possible. However, to benefit from this dividend, policy makers in countries must focus on amongst others ‘strengthen human capital and pursue economic models that improve employment prospects.’ ”

Figure 3.1: Age profile of the population, 2014

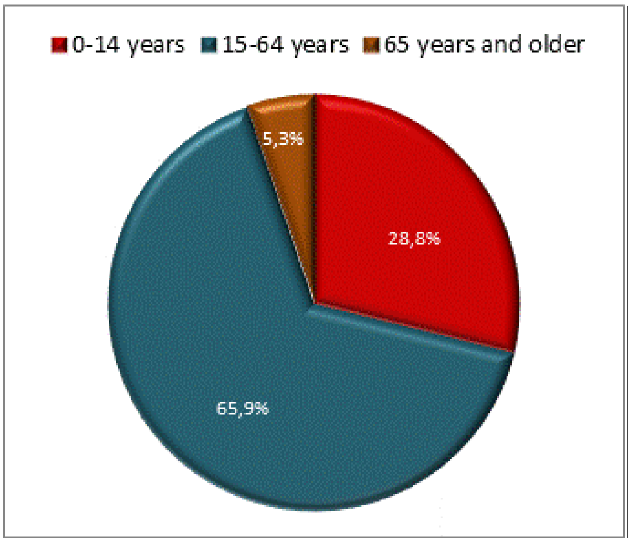


Table 3.1: Age profile of the population, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
				Thousand			
0-14 years	15 492	15 483	15 477	15 470	15 460	15 455	15 451
15-64 years (working-age)	31 765	32 360	32 958	33 563	34 175	34 790	35 410
65 plus years	2 304	2 381	2 461	2 547	2 640	2 738	2 840
Total	**49 562**	**50 224**	**50 896**	**51 580**	**52 275**	**52 982**	53 701
% Working-age	64,1	64,4	64,8	65,1	65,4	65,7	65,9
				Annual change (Thousand)			
	2009	**2010**	**2011**	**2012**	**2013**	**2014**	**Change 08-'14**
0-14 years	-9	-6	-8	-9	-6	- 3	- 41
15-64 years (working-age)	595	598	605	612	615	620	3 645
65 plus years	76	80	86	92	98	102	536
Total	662	673	684	695	707	719	4 140
				Annual change (Percentage points)			
% Working-age	0,3	0,3	0,3	0,3	0,3	0,3	1,8

Over the period 2008–2014, the working-age population – which comprises people aged 15–64 years – increased from 31,8 million to 35,4 million (by 3,6 million). This was accompanied by a decline among young people (0–14 years) and a modest increase 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 64,1% in 2008 to 65,9% in 2014. This trend poses as many challenges as it presents risks.

Figure 3.2: Working-age population as a percentage of the total population, 2008 and 2014

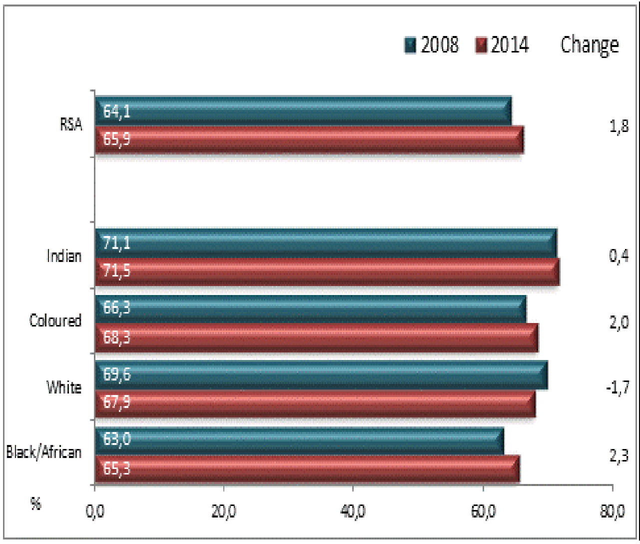


Table 3.2: Age dependency ratio, 2008–2014

	Child dependency ratio	Old age dependency ratio	Overall dependency ratio
	Per cent		
2008	48,8	7,3	**56,0**
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**

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

The national picture masks substantial variation by population group. Figure 3.2 shows that the largest increases in the share of the working-age population in the total population occurred among the black African and coloured population groups (up by 2,3 and 2,0 percentage points respectively over the period 2008–2014). As a result, every year, there has been a decline in the percentage of young and old people that are dependent on the working-age population (the overall dependency ratio). In large part, this reflects the downward trend in the child dependency ratio from 48,8% in 2008 to 43,6% in 2014.

The components of the working-age population

The analysis in this section first disaggregates the working-age population by sex and then by its three components (employed, unemployed and not economically active). This allows for a detailed examination of the factors which have an influence on the demand and supply of labour and improves our understanding of the challenges involved in putting all groups in the labour market to work.

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

	2008	2009	2010	2011	2012	2013	2014
	Thousand						
Men	15 432	15 758	16 087	16 419	16 753	17 088	17 424
Women	16 333	16 602	16 871	17 145	17 422	17 702	17 986
Working-age population	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
	Per cent						
Share of women in the working-age population	51,4	51,3	51,2	51,1	51,0	50,9	50,8

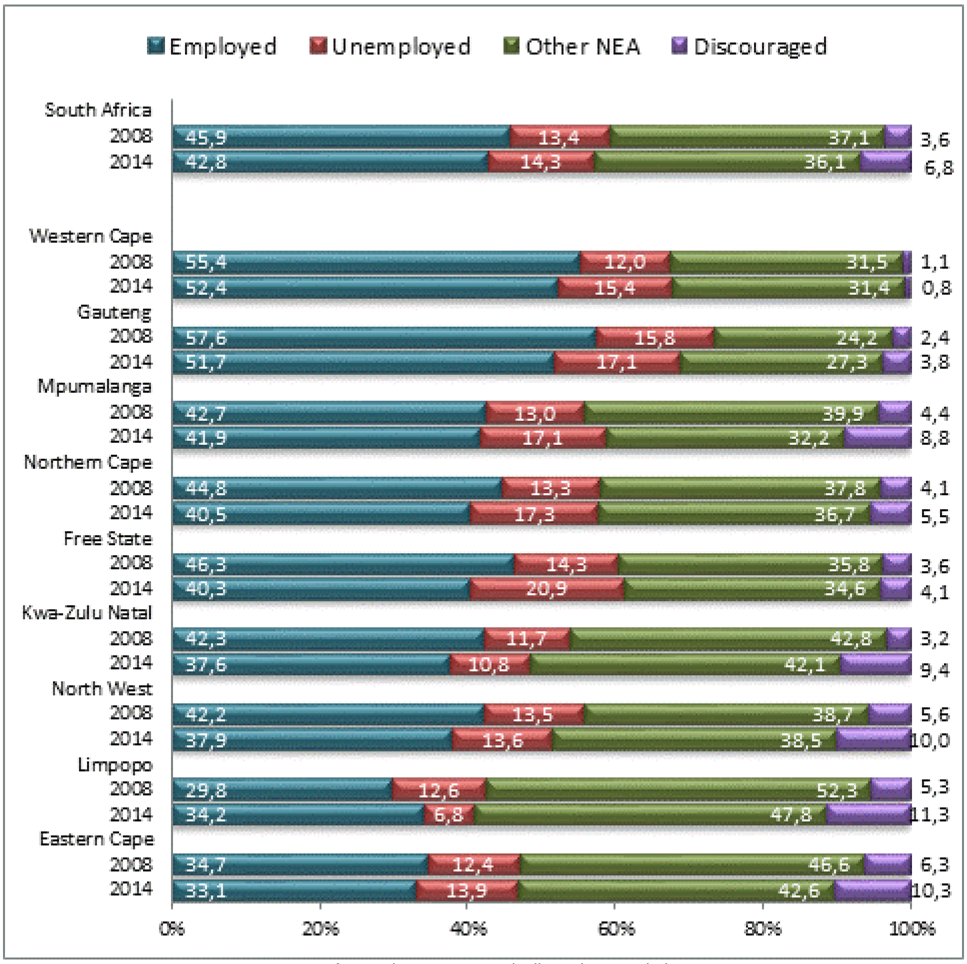
There has been a steady decline in the share of women in the working-age population over the period 2008–2014 such that by 2014, at 50,8%, their share was 0,6 of a percentage point lower than in 2008.

Table 3.4: Labour market status of the working-age population, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
				Thousand			
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	4 246	4 403	4 564	4 636	4 775	4 886	5 070
Discouraged	1 146	1 535	2 026	2 252	2 314	2 331	2 422
Other not economically active	11 788	12 228	12 579	12 605	12 661	12 708	12 771
Working-age population	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
				Annual change (Thousand)			
	2009	2010	2011	2012	2013	2014	Change '08- '14
Employed	-391	-406	282	355	441	281	561
Unemployed	157	161	72	139	111	184	824
Discouraged	389	491	226	62	17	92	1 276
Other not economically active	440	352	26	56	46	64	983
Working-age population	**595**	**598**	**605**	**612**	**615**	**620**	**3 645**

Table 3.4 shows that the impact of the global recession resulted in a decline in the number of employed people for two successive years in 2009 and 2010. This was accompanied by relatively large increases over the period in the number of people that were unemployed (up by 824 000) or discouraged (up by 1,3 million) as well as the not economically active group (up by 983 000).

Figure 3.3: Components of the working-age by province, 2008 and 2014



NEA refers to the Not Economically Active population.

Provincial differences in the share of each component of the working-age population are large. The notable feature of Figure 3.3 is the situation in Limpopo where over the period 2008–2014, the reduction in the share of the unemployed from 12,6% to 6,8% has been accompanied by a doubling in the percentage of the working-age population that have become discouraged, from 5,3% to 11,3% over the period. The resulting low unemployment rate for Limpopo in 2014 (shown in Figure 3.8 and discussed in the section that follows), therefore reflects the situation whereby people have lost hope of finding employment and become discouraged. When this high degree of labour market discouragement is considered in conjunction with the relatively low percentage of the working-age population that have a job in the province, the picture that emerges is one of extreme vulnerability for many groups in Limpopo's labour market.

Except for Western Cape, discouragement has also become more of a problem for the other provinces over the period 2008–2014. The share of the working-age population that is discouraged rose by 4,0–7,0 percentage points in five provinces. The largest increase occurred in KwaZulu-Natal (6,2 percentage points), followed by Limpopo (6,0 percentage points), then North West and Mpumalanga (4,4 percentage points each). In contrast, in provinces such as Free State and Northern Cape over the period 2008–2014, there was an increase of 4,0–7,0 percentage points in the percentage of the unemployed that were still actively looking for work and who would therefore be included in the calculation of the unemployment rate. In these provinces, there was only a marginal increase in the percentage of the working-age population that became discouraged.

Figure 3.4: Components of the working-age population by population group, 2008 and 2014

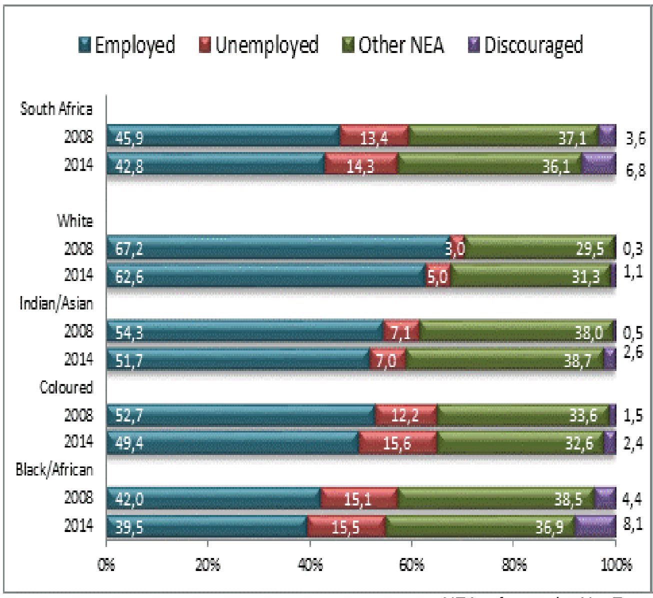
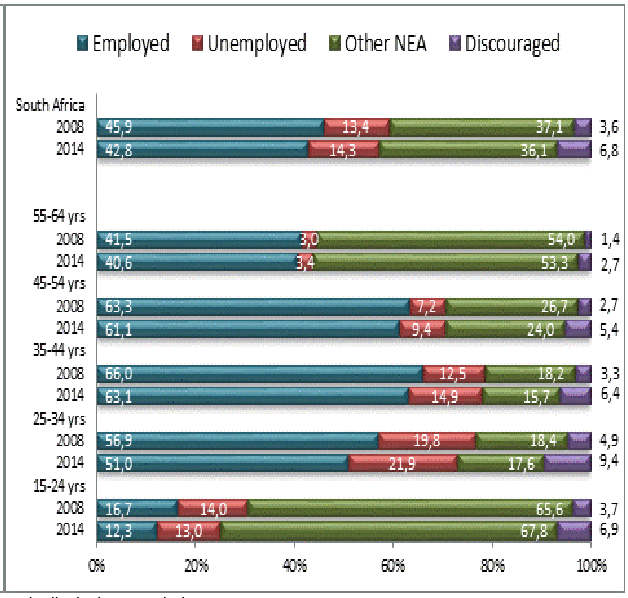


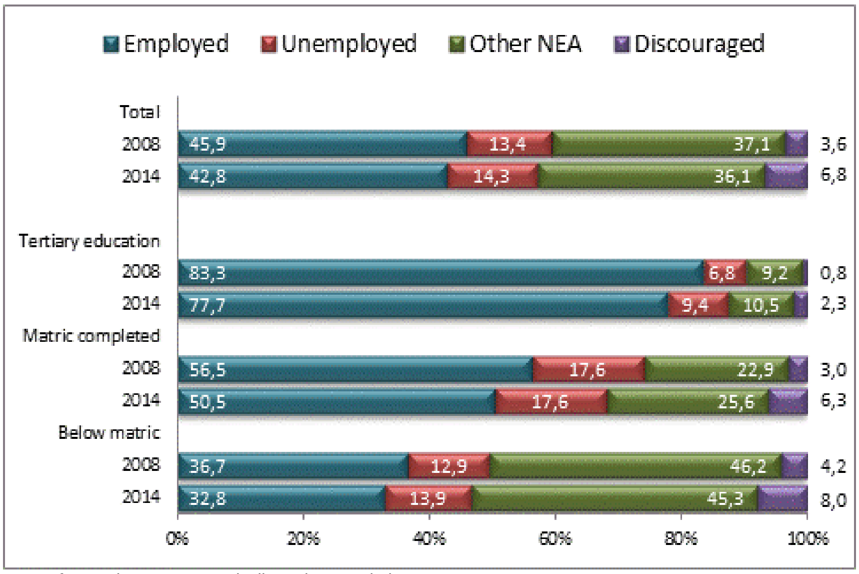
Figure 3.5: Components of the working-age population by age group, 2008 and 2014



NEA refers to the Not Economically Active population.

Discouragement has increased among all population groups over the period 2008–2014, with the largest increase among the black African group (3,7 percentage points). The percentage of the working-age population that is unemployed is substantially higher among the black African and coloured population groups compared with the Indian/Asian or white groups. This explains the wide variation in unemployment rates that will be discussed in the next section. Figure 3.5 shows that the largest increases in the percentage of the working-age population that was discouraged occurred in the two youngest age groups. This underscores the vulnerability of youth in the South African labour market and, as acknowledged in the National Development Plan (NDP), presents a major challenge to social stability.

Figure 3.6: Components of the working-age population by education level, 2008 and 2014



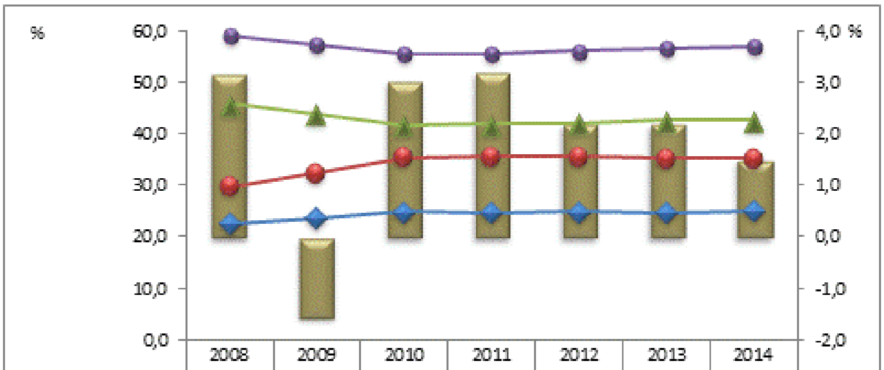
NEA refers to the Not Economically Active population.

Discouragement is more of a problem for those with the lowest levels of educational attainment. Whereas in 2008, 4,2% of working-age people with education levels below matric were discouraged, by 2014 the percentage had risen to 8,0%. In contrast, a relatively small proportion of working-age people with a tertiary education were discouraged (0,8% and 2,3% in 2008 and 2014 respectively).

Labour market rates

This section focuses on key labour market rates over the period 2008–2014 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 3.7: Labour market rates and annual change in GDP at constant prices, 2008–2014



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

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.

The recent financial crisis had an impact on countries across the globe. So too in South Africa where, as shown in Figure 3.7, the real value of goods and services produced in the country declined to minus 1,5% in 2009. In that year, there was an increase in both the official and the expanded unemployment rate as well as declines in the labour absorption and labour force participation rates. But the modest recovery in real GDP in the aftermath of the recession has not resulted in a substantial improvement in labour market rates, all of which remain at a worse level compared to 2008 prior to the recession.

Figure 3.8: Unemployment rate by province, 2008 and 2014

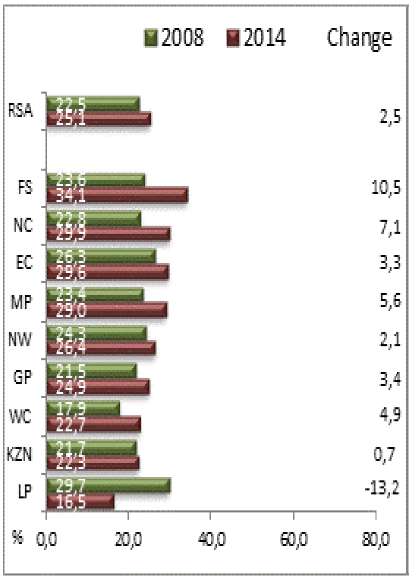


Figure 3.9: Absorption rate by province, 2008 and 2014

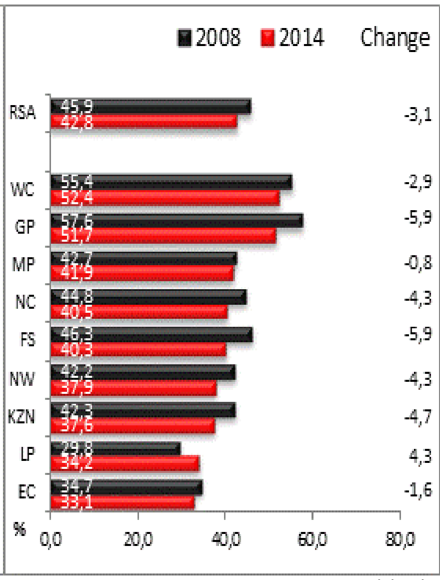
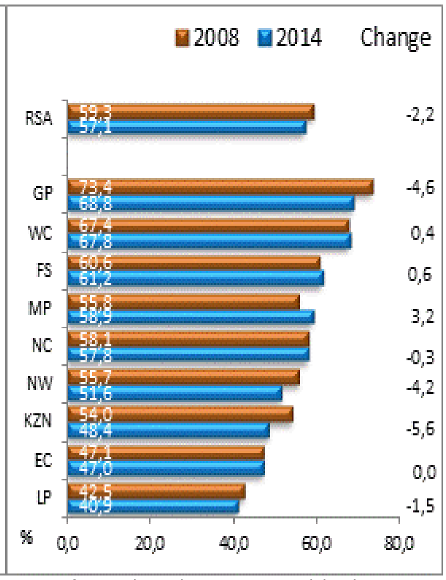


Figure 3.10: Participation rate by province, 2008 and 2014



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

Except for Limpopo, the unemployment rate (official) increased in every province – by as much as 10,5 percentage points in Free State and 7,1 percentage points in Northern Cape. In Limpopo, the rate decline of 13,2 percentage points over the period reflects the shift into discouragement as discussed earlier. Unemployed people in the province simply gave up hope of finding a job and exited the labour force altogether, as such they are not counted in the calculation of the unemployment rate. As a result, whereas in 2008 Limpopo had the highest unemployment rate in the country (29,7%), by 2014 it had the lowest rate of all the provinces (16,5%). The lack of employment opportunities in the province means that it had the lowest labour absorption rate in 2008 and the second lowest in 2014. In every province except Limpopo, the labour absorption rate declined over the period 2008–2014, ranging from 0,8 of a percentage point in Mpumalanga to 5,9 percentage points in Free State and Gauteng. Reflecting the changes in employment and unemployment over the period, the labour force participation rate declined in five provinces, with only modest increases occurring in three provinces.

Figure 3.11: Male labour market rates by population group, 2008 and 2014

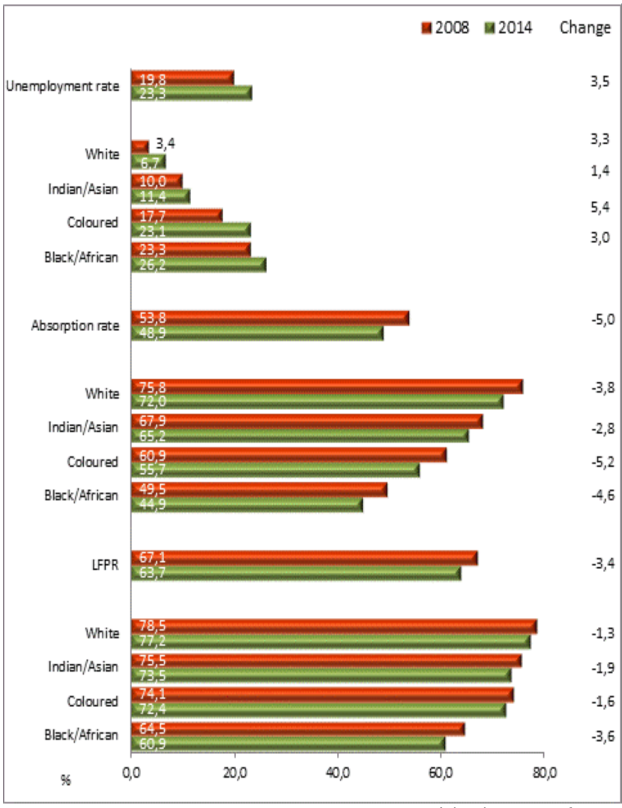
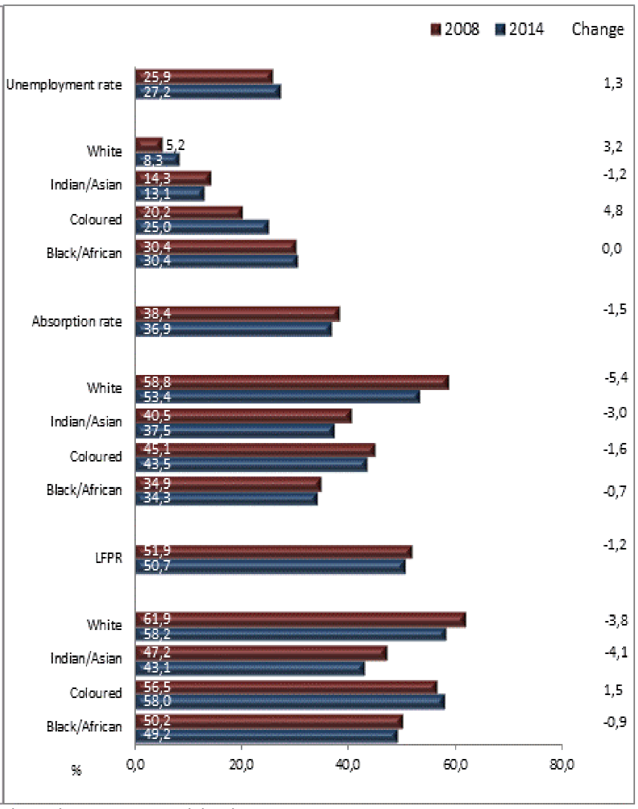


Figure 3.12: Female labour market rates by population group, 2008 and 2014



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

Figure 3.11 and Figure 3.12 show large disparities in key labour market rates by population group and sex. Irrespective of population group, female unemployment rates are higher than those of men, although the gap in favour of men has narrowed over the period. The rate for black African women at 30,4% in both 2008 and 2014 remains higher than that of men and women in the other population groups by a wide margin. Reflecting the vulnerability of women in the South African labour market, their labour absorption and labour force participation rates are also lower than those of men for all population groups.

Figure 3.13: Unemployment rate by age, 2008 and 2014

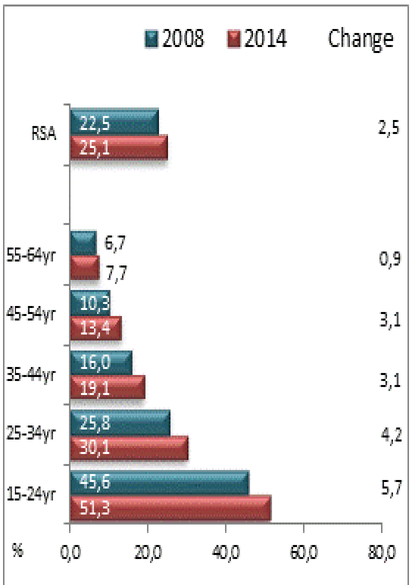


Figure 3.14: Absorption rate by age, 2008 and 2014

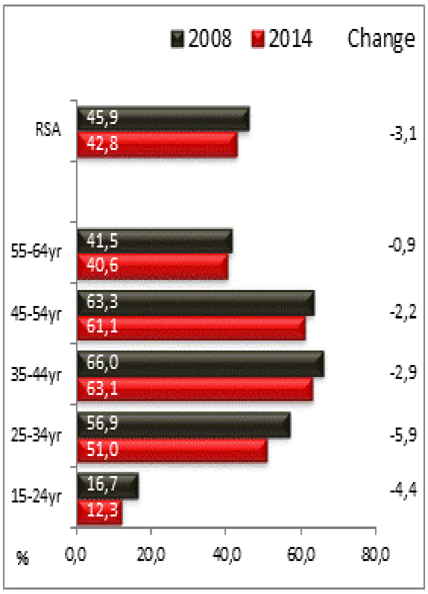
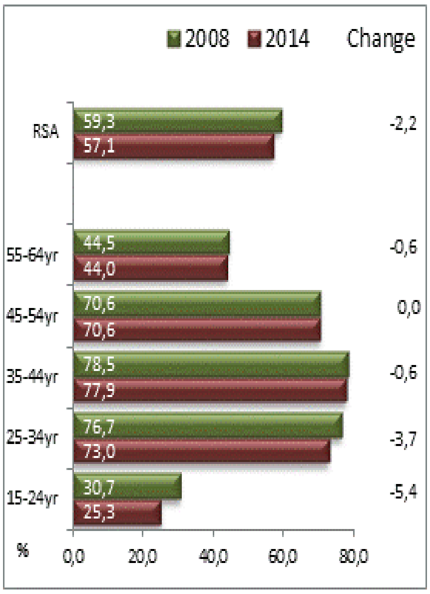
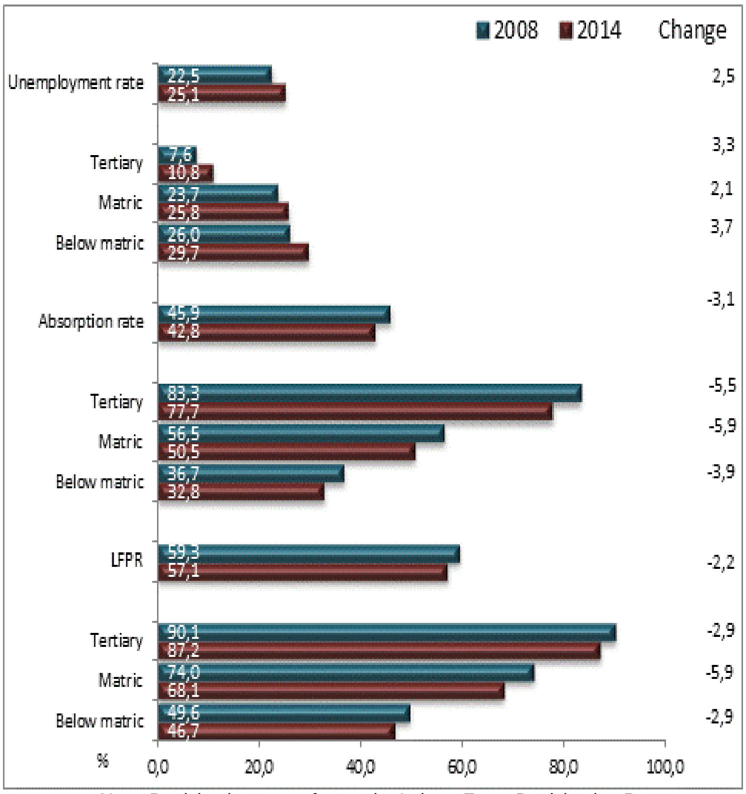


Figure 3.15: Participation rate by age, 2008 and 2014



Young people are another vulnerable group in the labour market. The unemployment rate of those aged 15–24 years and 25–34 years is substantially higher than that of the older age groups while their labour absorption rate is substantially lower. Over the period 2008–2014, the decline in the labour force participation rate was largest for the youngest age groups.

Figure 3.16: Labour market rates by education level, 2008 and 2014



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

Figure 3.16 shows that there is a strong association between the level of educational attainment and labour market outcomes. The unemployment rate declines as the level of education rises. It is lowest among those who have a tertiary education and highest among those with levels of education below matric. At 10,8% in 2014, the unemployment rate for those with a tertiary education was less than half the rate among those who had below matric (29,7%). Reflecting the poor chances of finding a job for those with low education levels, the labour absorption rate was lowest among working-age people who had below matric qualifications and their labour force participation rate was also the lowest. In contrast, both the labour absorption and labour force participation rate was highest among those with a tertiary education.

Summary and conclusion

- Over the period 2008–2014, the share of the working-age population (15–64 years) in total has increased from 64,1% to 65.9%. This presents as many opportunities as it does challenges. The biggest challenge is implementing programmes to provide jobs for those looking for work and those who have become discouraged and exited the labour force altogether.

- The share of the working-age population that is discourage increased from 3,6% in 2008 to 6,8% in 2014. In provinces such as Limpopo, Eastern Cape and North West the share of discouraged work-seekers was higher than in the other provinces – accounting for one in every ten of the working-age population in 2014.

- The global financial crisis had the largest impact on the South African economy in 2009 when the real value of the goods and services produced in the country declined to minus 1,5% and the increase in the unemployment rate was accompanied by a decline in both the labour absorption and labour force participation rates. Trends over the period 2008–2014 suggest that there has been little or no improvement in these key rates.

- The unemployment rate for vulnerable groups such as women, black Africans, young people and the least educated remain the highest in the country while the labour absorption rate for each group is the lowest. But over the period 2008–2014, there has been a narrowing of the gender gap in both the unemployment and labour absorption rates.
- There is a strong association between the level of educational attainment and labour market outcomes. The unemployment, labour absorption and labour force participation rates improve as the level of education rises.

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 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 "World of Work, 2014" publication highlights that unemployment levels remain elevated across the globe, and that improving the quality of jobs is essential as quality jobs serve as the drivers of development. In addition, “As workers in vulnerable employment are less likely than formal wage employees to have access to social protection coverage and more likely to live in poverty, expanding wage employment and reducing the incidence of vulnerable employment is a desirable goal from a social equity perspective". While job creation in manufacturing can assist in productivity gains, providing employment to the new entrants and those from the agricultural sector and services industry is important for increasing the available job opportunities.

Introduction

This chapter analyses employment outcomes in the South African labour market over the period 2008–2014. In addition to analysing trends, socio-demographic characteristics such as age, sex and population group are analysed while also focusing on provincial distributions and employment by sector, industry and occupation. The subsequent chapters focus on hours worked, earnings, decent work, job tenure, government job creation programmes (including the EPWP) and other forms of work.

Employment by industry and occupation

Table 4.1: Employment by industry, 2008–2014

Industry	2008	2009	2010	2011	2012	2013	2014
				Thousand			
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
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
Total	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**

Note: Total includes 'Other'

Table 4.2: Changes in employment by industry, 2009–2014

Industry	2009	2010	2011	2012	2013	2014	Change 2008-2014
				Thousand			
Agriculture	-104	-49	-21	52	44	-38	-117
Mining	-14	-13	7	41	36	17	74
Manufacturing	-137	-115	32	-54	-7	-50	-331
Utilities	1	-10	-4	11	27	-11	14
Construction	-26	-80	0	-18	55	103	34
Trade	-196	-47	74	-3	-13	70	-114
Transport	-24	16	-5	49	54	18	108
Finance	80	-114	70	84	93	35	248
Services	38	61	152	175	149	142	717
Private households	-12	-54	-24	18	4	-6	-73
Total	**-391**	**-406**	**282**	**355**	**441**	**281**	**561**

Note: Total includes 'Other'

Post the economic crisis of 2008 and 2009, employment declined by 406 000 in 2010, with 8 in 10 industries shedding jobs. In particular, job losses were concentrated in the Manufacturing (115 000), Finance (114 000), and Construction (80 000) industries. Between 2008 and 2014, total employment increased by 561 000 jobs to 15,1 million in 2014. The largest increases in employment were observed in Community and social services (717 000), Finance (248 000) and Transport (108 000).

Figure 4.1: Employment shares by industry, 2008–2014

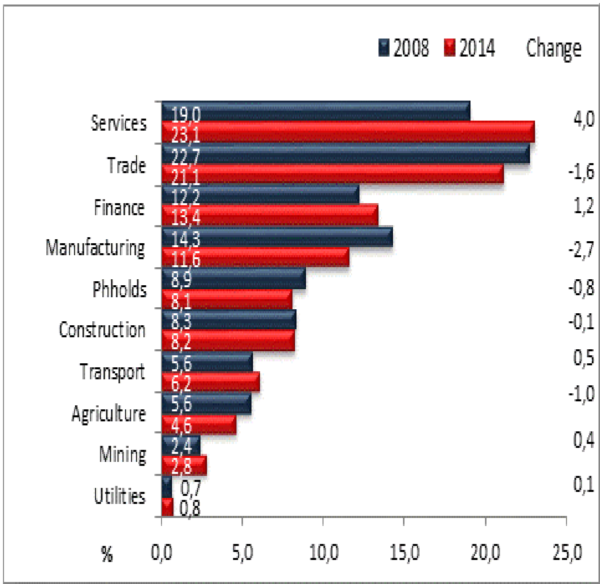


Figure 4.2: Employment shares by industry and sex, 2014

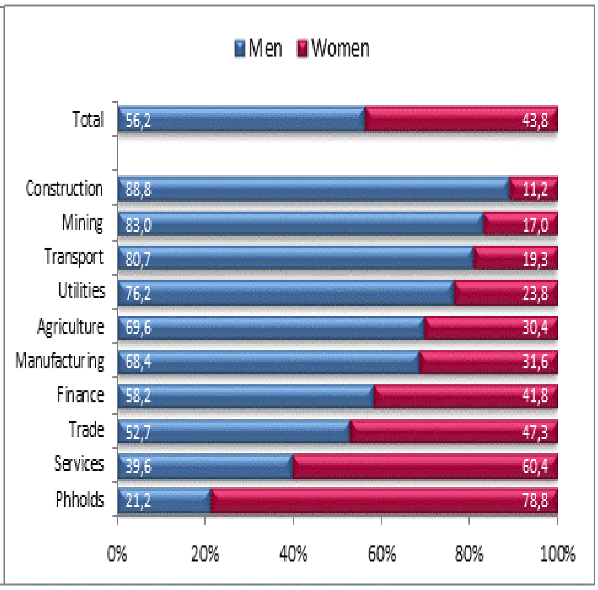


Figure 4.1 shows that between 2008 and 2014 industry employment shares increased in five of the ten industries. In 2008, the Trade industry (22,7%) accounted for the highest share in employment, followed by the Community and social services industry (19,0%), while Utilities (0,7%) had the lowest share. However, in 2014 the situation was reversed with the Community and social services industry accounting for 23,1% of total employment, followed by the Trade industry (21,1%). Men were more likely to be employed than women – men accounted for 56,2% of the employed in 2014. Figure 4.2 also highlights that two of the ten industries were dominated by women, namely Community and social services (60,4%) and Private households (78,8%).

Table 4.3: Employment shares by industry and province, 2014

	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Industry					**Percent**					
Agriculture	6,4	5,8	14,2	7,6	3,6	4,7	1,2	7,4	8,8	4,6
Mining	0,2	0,1	6,3	3,7	0,2	16,8	1,2	8,0	5,9	2,8
Manufacturing	14,0	10,3	3,2	9,2	14,0	7,7	13,1	8,9	7,1	11,6
Utilities	0,6	0,6	0,7	0,5	0,8	0,3	0,8	1,9	0,8	0,8
Construction	7,6	10,3	8,1	6,9	10,1	5,9	7,2	8,6	9,4	8,2
Trade	21,4	21,0	15,0	20,8	21,7	19,0	20,6	21,4	25,0	21,1
Transport	6,5	5,9	2,6	4,5	7,1	3,5	7,5	4,8	3,9	6,2
Finance	16,4	8,3	7,9	8,4	10,1	7,8	20,0	10,6	5,1	13,4
Services	20,5	29,0	32,1	28,1	23,4	25,2	20,9	19,8	25,0	23,1
Private households	6,3	8,7	9,8	10,4	8,9	9,2	7,4	8,6	9,0	8,1
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'

Table 4.3 shows that in 2014, the Community and social services industry (23,1%) was the biggest employer in seven of the nine provinces, while the Trade industry (21,1%) remained the second largest contributor to employment in all provinces. However, in Western Cape and Mpumalanga, the Trade industry was the biggest employer, while the Mining (2,8%) and Utilities (0,8%) industries remained the smallest employers.

Table 4.4: Employment by occupation, 2008–2014

Occupation	2008	2009	2010	2011	2012	2013	2014
	Thousand						
Manager	1 098	1 097	1 099	1 194	1 161	1 224	1 331
Professional	807	755	764	800	842	925	842
Technician	1 567	1 626	1 534	1 561	1 639	1 645	1 552
Clerk	1 543	1 530	1 517	1 484	1 506	1 606	1 653
Sales	1 858	1 924	1 974	2 054	2 113	2 163	2 326
Skilled agriculture	111	94	92	73	68	70	76
Craft	2 060	1 826	1 682	1 722	1 734	1 730	1 813
Operator	1 278	1 255	1 195	1 200	1 200	1 274	1 277
Elementary	3 232	3 067	2 971	3 021	3 187	3 227	3 295
Domestic worker	1 030	1 022	959	961	975	1 002	981
Total	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**

Table 4.5: Changes in employment by occupation, 2009-2014

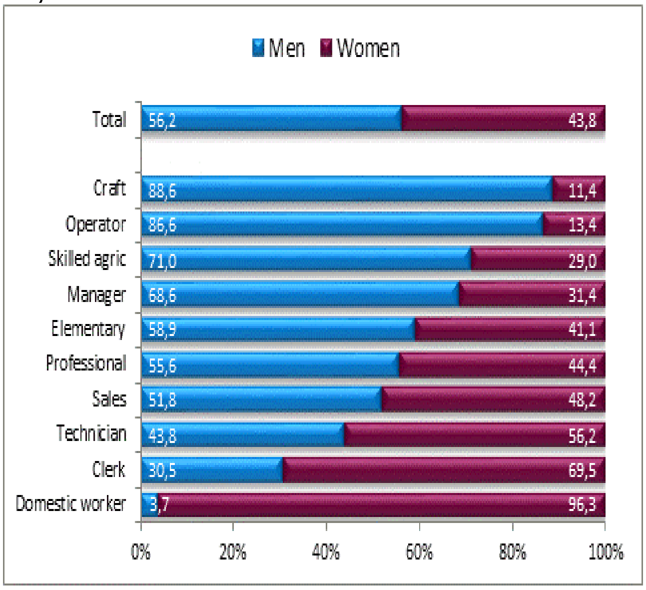
Occupation	2009	2010	2011	2012	2013	2014	Change 2008-2014
	Thousand						
Manager	-1	2	95	-33	63	108	234
Professional	-52	9	36	42	83	-83	35
Technician	59	-92	27	79	5	-93	-15
Clerk	-13	-13	-33	21	101	47	110
Sales	65	50	80	59	50	164	468
Skilled agriculture	-18	-1	-20	-5	2	6	-36
Craft	-234	-144	40	12	-4	83	-247
Operator	-23	-59	4	0	74	3	-1
Elementary	-165	-96	51	165	40	68	63
Domestic worker	-8	-62	2	14	27	-22	-50
Total	**-391**	**-406**	**282**	**355**	**441**	**281**	**561**

Table 4.4 and Table 4.5 show on an occupational basis that the decline in employment post the economic crisis in 2010 was largely driven by the Craft and related trade (144 000), Elementary (96 000), and Technician (92 000) occupations. When comparing 2008 and 2014, employment increased by 561 000 with Sales (468 000), Manager (234 000) and Clerical (110 000) occupations being the biggest contributors to this gain.

Table 4.6: Employment shares by occupation,2008–2014

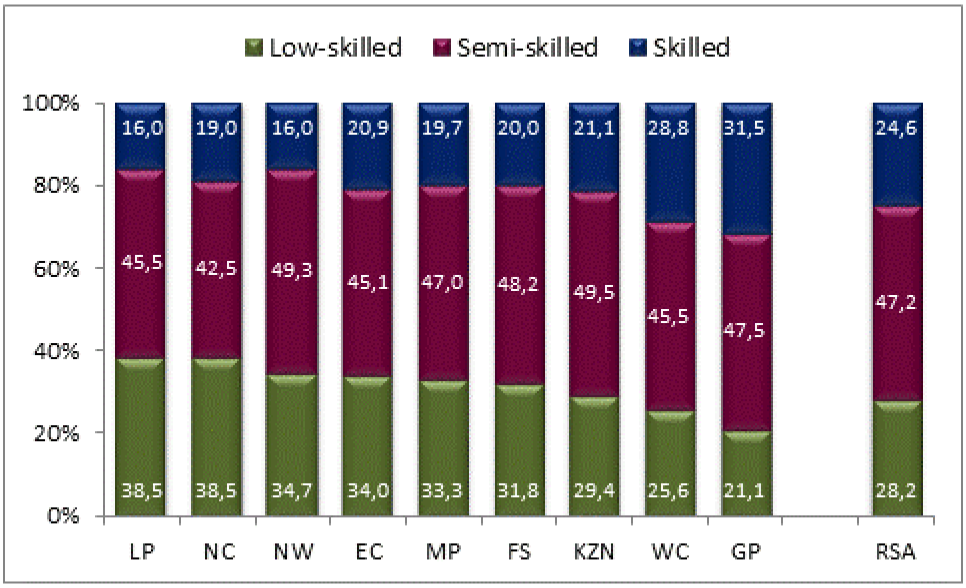
	2008	2010	2012	2014
		Per cent		
Manager	7,5	8,0	8,0	8,8
Professional	5,5	5,5	5,8	5,6
Technician	10,7	11,1	11,4	10,2
Clerk	10,6	11,0	10,4	10,9
Sales	12,7	14,3	14,6	15,4
Skilled agriculture	0,8	0,7	0,5	0,5
Craft	14,1	12,2	12,0	12,0
Operator	8,8	8,7	8,3	8,4
Elementary	22,2	21,5	22,1	21,8
Domestic worker	7,1	7,0	6,8	6,5
Total	**100,0**	**100,0**	**100,0**	**100,0**

Figure 4.3: Employment shares by occupation and sex, 2014



Over the period 2008 to 2014, Elementary occupations consistently contributed the most towards employment while Skilled agriculture was the lowest job contributor (Table 4.6). Although women were less likely to be employed compared to men, women were overrepresented in occupations such as Domestic worker, Clerks and Technician (Figure 4.3).

Figure 4.4: Employment share of occupations by province, 2014



In 2014, 47,2% of persons were employed in semi-skilled occupations, followed by those employed in low-skilled occupations (28,2%) while 24,6% were employed in skilled occupations. At provincial level, semi-skilled occupations contributed the most to the employment totals in all provinces, ranging from a low 42,5% in Northern Cape to a high of 49,5% in KwaZulu-Natal. The highest contribution to employment for skilled occupational categories was found in Gauteng (31,5%) and Western Cape (28,8%).

Table 4.7: Managers, professionals and technicians by sex, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
				Thousand			
Women							
Manager	328	330	327	373	364	370	418
Professional	370	347	345	370	367	403	374
Technician	851	865	840	871	905	912	872
Men							
Manager	770	766	772	821	797	854	914
Professional	437	408	419	430	475	522	469
Technician	716	760	694	690	735	733	680
Both sexes							
Manager	1 098	1 097	1 099	1 194	1 161	1 224	1 331
Professional	807	755	764	800	842	925	842
Technician	1 567	1 626	1 534	1 561	1 639	1 645	1 552
				% share of women			
Manager	29,8	30,1	29,8	31,2	31,4	30,2	31,4
Professional	45,9	45,9	45,1	46,2	43,6	43,6	44,4
Technician	54,3	53,2	54,7	55,8	55,2	55,4	56,2

The share of women employed in skilled occupations highlights gender disparities in these occupations; women were more likely to be employed as Technicians compared to Managers and Professionals, relative to men. While women accounted for more than half of employees in Technician occupations, only three in ten Managers and two in five Professionals were women (Table 4.7). Over the period the share of women employed as Managers and Technicians increased.

Figure 4.5: Employment by occupation and population group, 2008 and 2014

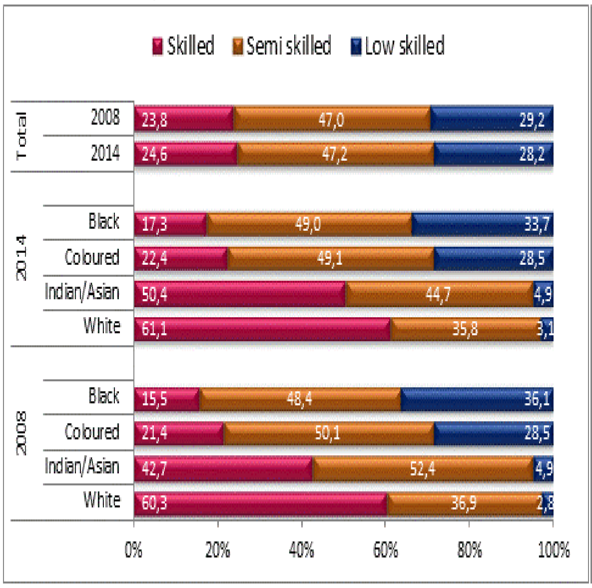
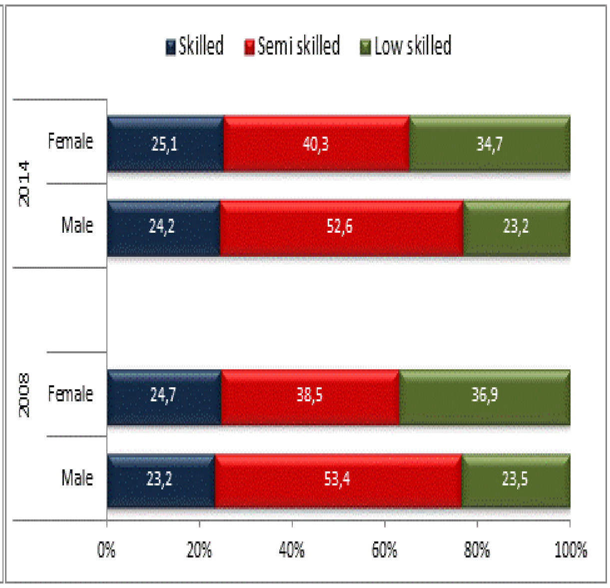


Figure 4.6: Share of skilled occupation by sex, 2008 and 2014



In both 2008 and 2014, workers in semi-skilled occupations accounted for close to 50% of the employed. The white and Indian/Asian population groups were more likely to work in skilled occupations, while the black African and coloured population groups were largely employed in semi-skilled and low-skilled occupations (Figure 4.5). Figure 4.6 reveals that in 2008 and 2014, 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.

Hours of work

The QLFS estimates of employment reflect the number of persons aged 15–64 years who worked for one or more hours in the reference week, or who were temporary absent from work. Thus, every employed person would not supply the same volume of work, and as such hours worked would differ. While the one-hour criterion is considered for employment, less than 1,0% of employed persons worked less than 10 hours in the reference week.

Table 4.8: Volume of hours and average weekly hours worked by sex, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
	Volume of hours worked (Thousand hours)						
Women	258 378	251 530	240 134	249 715	251 385	261 483	265 748
Men	382 300	362 437	352 681	360 326	365 587	370 874	377 705
Both sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**
Average weekly hours worked							
Women	42	42	41	42	41	41	41
Men	47	46	46	46	46	45	45
Both sexes	**45**	**44**	**44**	**44**	**44**	**43**	**43**

The volume of hours worked between 2008 and 2014 increased by 2,8 million hours. However, the average weekly hours worked declined over the same period from 45 to 43 hours. Average hours worked by men was consistently higher compared to those of women. Between 2013 and 2014, hours worked by both men and women remained unchanged.

Figure 4.7: Average weekly hours worked by sex, 2008 and 2014

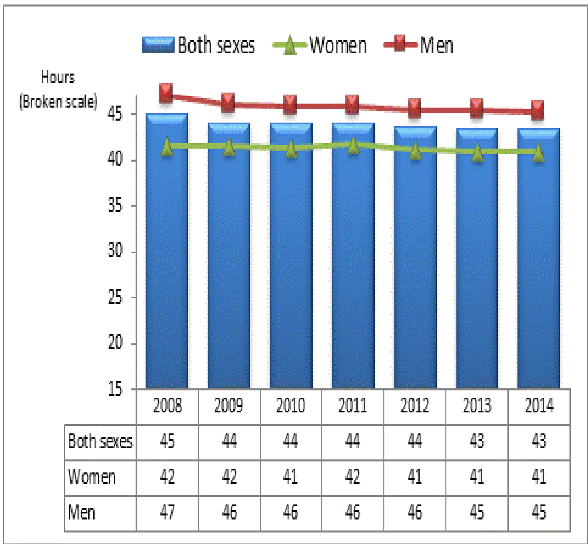


Figure 4.8: Average weekly hours worked by population group, 2008 and 2014

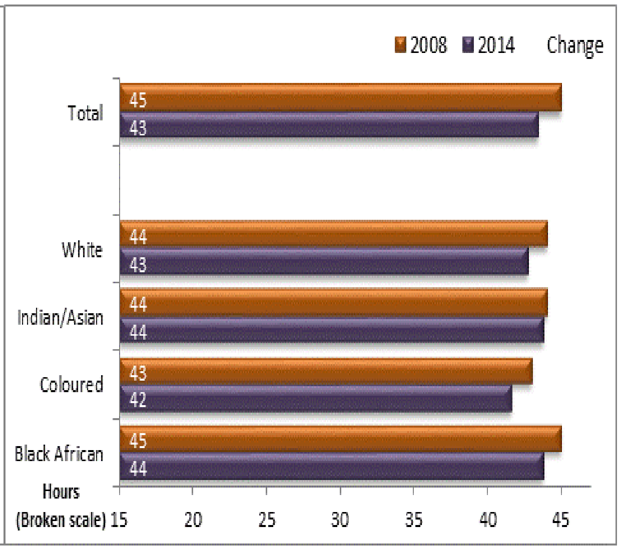


Figure 4.7 shows that over the period 2008–2014, men worked longer hours than women; however, hours worked over the same period declined by one hour for both sexes. Figure 4.8 reveals that in 2008 and 2014, black Africans worked longer hours compared to the other population groups.

Figure 4.9: Average weekly hours worked by industry, 2008 and 2014

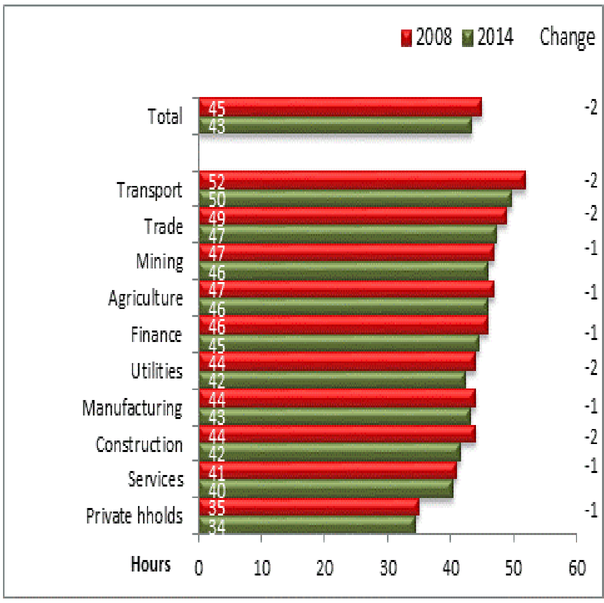


Figure 4.10: Average weekly hours worked by occupation, 2008 and 2014

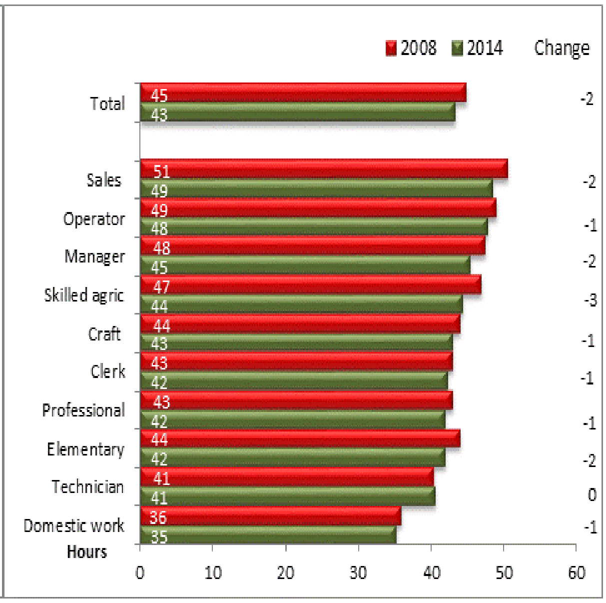
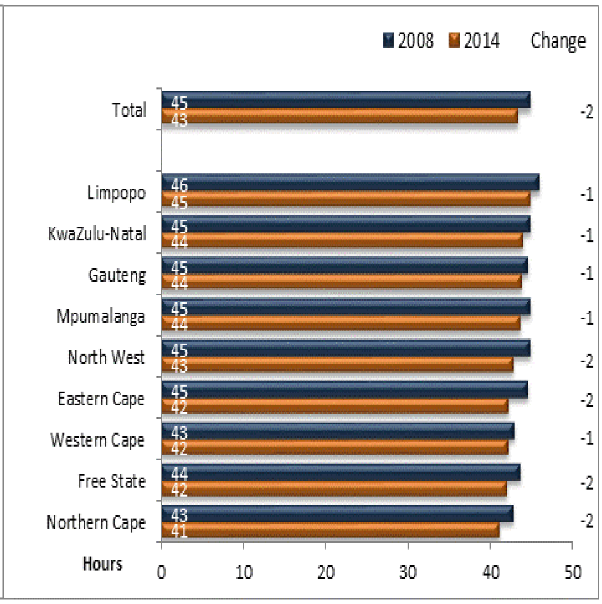


Figure 4.9 shows that, between 2008 and 2014, the average hours worked declined for all industries, with the longest hours worked in Transport, Trade and Mining. Similarly, Figure 4.10 shows that, between 2008 and 2014, average hours worked declined for all occupations, while persons in Sales and Operator occupations worked the longest weekly hours.

Figure 4.11: Average weekly hours worked by sector, 2008 and 2014

Figure 4.12: Average weekly hours worked by province, 2008 and 2014



On average, persons in the informal sector worked longer hours than those in the formal sector. Between 2008 and 2014, the average hours worked per week in both sectors declined (Figure 4.11). Nationally, between 2008 and 2014, average weekly hours worked declined by two hours (from 45 hours to 43 hours). All nine provinces recorded a decline in average worked hours per week, with four of the nine provinces reflecting decline of 2 hours (Figure 4.12).

Time-related underemployment

Time-related underemployment is one of the many labour market indicators used to measure the economic well-being of the 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; 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).

Nazir et al. (2009)[2] indicated that time-related underemployment was a severe problem prevailing in nearly all countries of the world. Underemployment not only affects the living standards of societies, but also elevates the magnitude and prevalence of corruption, poverty, crime and suicidal rates.

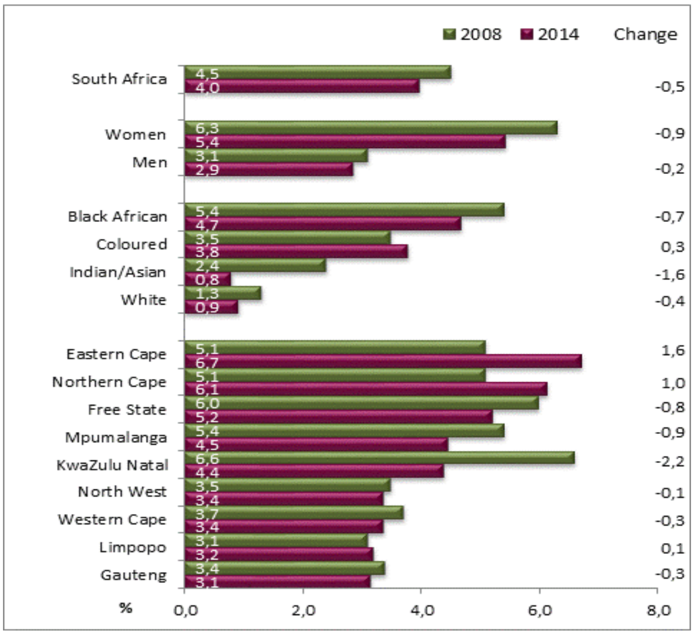
Table 4.9: Trends in underemployment

	Underemployed	Other employed	Total employed	% underemployed
		Thousands		
2008	651	13 934	14 585	4,5
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	602	14 486	15 089	4,0

The number of underemployed persons declined from 651 000 in 2008 to 602 000 in 2014 as the number of employed increased by 561 000 to 15,1 million in 2014. This resulted in a decline in the underemployment rate of 0,5 of a percentage point, from 4,5% in 2008 to 4,0% in 2014.

[2]Nazir, F., Cheema, M., Zafar, M., & Batool, Z. (2009). Socio-Economic impacts of unemployment in Urban Faisalabad, Pakistan. *Journal of Social Science, Vol. 18*(3), 183-188.

Figure 4.13: Underemployment by sex, race and province, 2008 and 2014



In both 2009 and 2014, the underemployment rate of women was higher compared to that of men. However, their rate also reflected the largest decline over the same period (–0,9 percentage points). A decline in the underemployment rate occurred in three of the four population groups, namely the black African, Indian/Asian and white population groups. The largest decline was observed amongst the Indian/Asian and black African population groups at 1,6 and 0,7 percentage points respectively. In 2014, Eastern Cape (6,7%) had the highest underemployment rate, followed by Northern Cape (6,1%), while the lowest rate was recorded for Gauteng and Limpopo (3,1% and 3,2% respectively). The largest decline in the underemployment rate over the period was recorded for KwaZulu-Natal (2,2 percentage points).

Figure 4.14: Underemployment by industry, 2008 and 2014

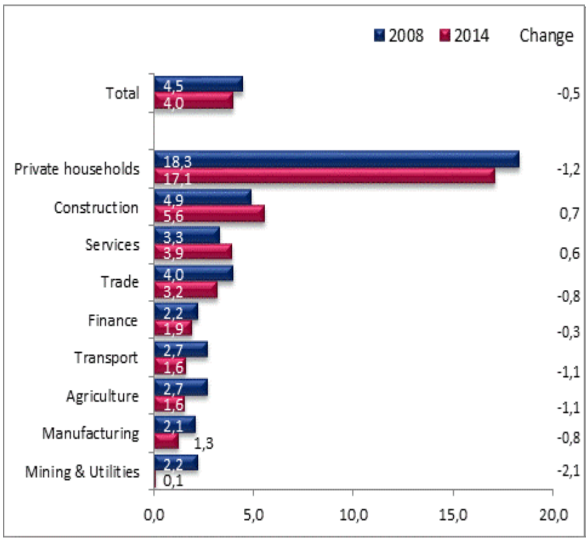
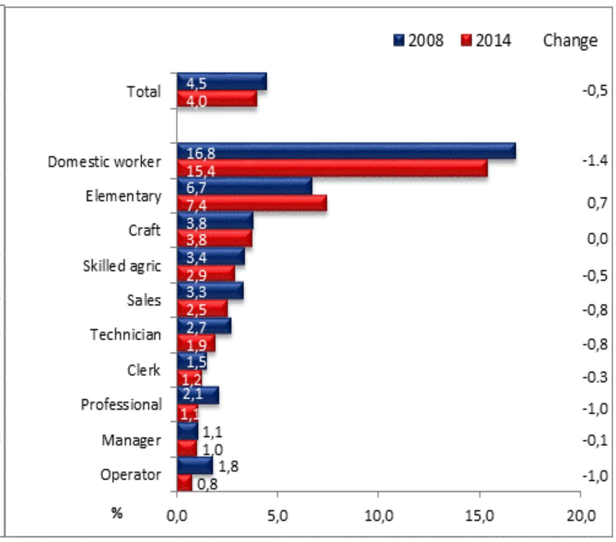


Figure 4.15: Underemployment by occupation, 2008 and 2014



In the both 2008 and 2014, the underemployment rate was highest for those employed in the Private households industry, this group also recorded the largest decline over the period (1,2 percentage points). In relation to occupation, domestic workers were also more likely to be underemployed. Between 2008 and 2014, the rate declined in all occupation categories, with the exception of the Craft category, where the underemployment rate remained unchanged.

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 who are not registered for either income tax or value-added tax.

Background

South Africa has a small informal sector compared to other developing countries (Maloney, 2004). However Kingdon and Knight (2004) highlight that unemployment in South Africa is involuntary and that informal work is preferred. South Africa's high involuntary unemployment and small informal sector is attributed to an underperforming formal sector and barriers-to-entry in the informal sector (Davies and Thurlow, 2009). While 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. The Stats SA publication entitled "National and provincial labour market: The Informal sector, Q2: 2008–Q2: 2014" finds that the informal sector makes an important contribution to employment in provinces such as Limpopo, Mpumalanga, KwaZulu-Natal and Eastern Cape. People employed in the informal sector have lower levels of education and are thus less likely to be employed in skilled occupations relative to those employed in the formal sector. Trade dominates informal sector employment, while entitlement to benefits such as pension, medical aid and paid leave for those working in this sector is lower relative to the formal sector.

Introduction

This section of the chapter examines various aspects of the informal sector compared to the formal sector. Demographic characteristics (sex, population group and education level) are analysed. Industry and occupational profiles of both sectors are investigated while provincial variation is also highlighted. The analysis is based on QLFS annual data for the period 2008–2014.

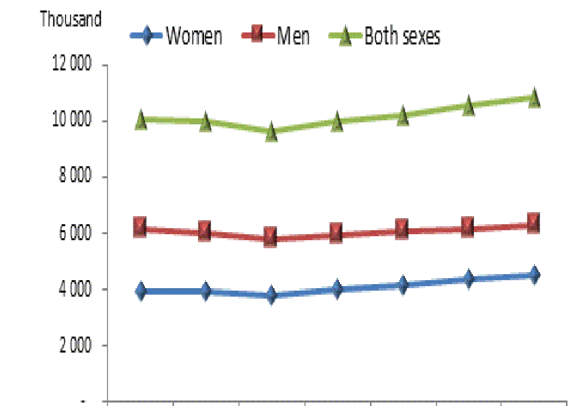
Table 4.10: Employment by sector, 2008-2014

	2008	2009	2010	2011	2012	2013	2014
Formal	10 083	9 967	9 627	9 942	10 222	10 524	10 822
Informal	2 380	2 221	2 259	2 270	2 275	2 366	2 393
Other*	2 122	2 006	1 903	1 858	1 928	1 976	1 931
Total	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
				Percent shares			
Formal	69,1	70,2	69,8	70,7	70,9	70,8	71,5
Informal	16,3	15,6	16,4	16,1	15,8	15,9	15,8
Other*	14,5	14,1	13,8	13,2	13,4	13,3	12,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
				Annual changes (Thousand)			
Formal		-116	-340	316	280	302	298
Informal		-159	38	11	5	91	27
Other*		-116	-103	-45	70	48	-44
Total		**-391**	**-406**	**282**	**355**	**441**	**281**

Note: 'Other' comprises Agriculture and Private households.

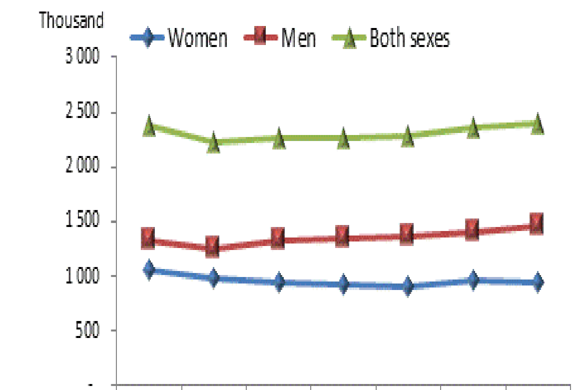
The formal sector created 281 000 jobs over the period 2013–2014, while employment in the informal sector expanded by 27 000.The formal sector has consistently accounted for close to 70,0% of the total employment since 2008.

Figure 4.16: Formal sector employment by sex,2008–2014



	2008	2009	2010	2011	2012	2013	2014
Women	3 939	3 971	3 827	4 021	4 173	4 369	4 514
Men	6 144	5 996	5 799	5 921	6 049	6 155	6 308
Both sexes	10 083	9 967	9 627	9 942	10 222	10 524	10 822

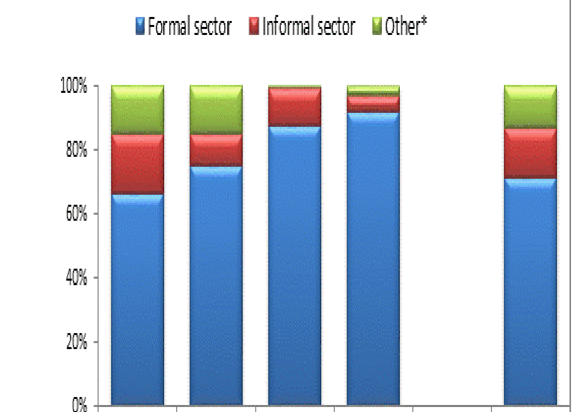
Figure 4.17: Informal sector employment by sex,2008–2014



	2008	2009	2010	2011	2012	2013	2014
Women	1 056	978	940	927	908	954	937
Men	1 324	1 243	1 319	1 343	1 367	1 412	1 455
Both sexes	2 380	2 221	2 259	2 270	2 275	2 366	2 393

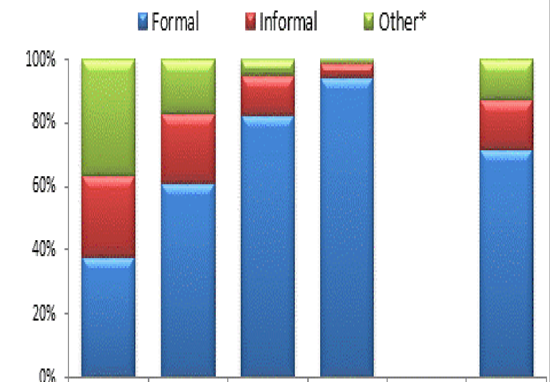
Over the period 2008–2014, while the number of males employed in the formal sector was higher than that of females, the gender gap narrowed. In 2008, 2,2 million more men than women were employed in this sector, and this number declined to 1,8 million in 2014. Figure 4.17 indicates that more men than women were employed in the informal sector. However, in the informal sector, the gender gap has increased as employment for women in the sector declined while increasing for men.

Figure 4.18: Employment by sector and population group, 2014



	Black/African	Coloured	Indian/Asians	Whites		South Africa
Other*	14,8	14,7	0,4	2,7		12,8
Informal sector	18,7	9,9	11,8	5,3		15,8
Formal sector	66,5	75,4	87,9	92,0		71,5

Figure 4.19: Employment by sector and education group, 2014



	Primary and below	Secondary incomplete	Secondary complete	Tertiary		South Africa
Other*	36,7	17,1	4,9	1,2		12,8
Informal	25,3	21,6	12,5	4,7		15,8
Formal	38,0	61,3	82,6	94,1		71,5

In 2014, close to one in five black Africans were employed in the informal sector, in contrast only 5,3% of the white population group who were employed in this sector. Figure 4.19 highlights that the less educated are more likely to be employed in the informal sector. One in every four persons with a below-primary-level education was employed in the informal sector, while 94,1% of persons with a tertiary qualification were employed in the formal sector.

Figure 4.20: Formal sector employment by province, 2008–2014

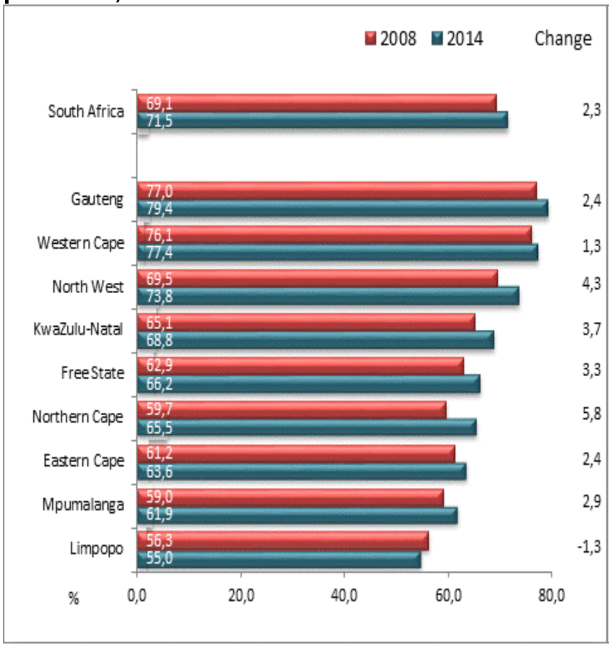
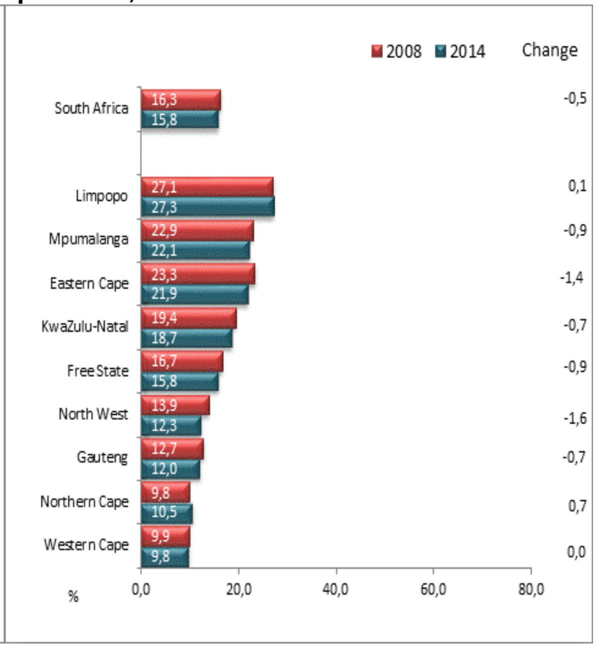


Figure 4.21: Informal sector employment by province, 2008–2014



Between 2008 and 2014, the proportion of persons employed in the formal sector increased in all provinces except Limpopo. In 2014, formal sector employment was highest in Gauteng (79,4%) and lowest in Limpopo (55,0%). In contrast, in both 2008 and 2014, informal sector employment was highest in Limpopo (27,1% and 27,3%). In 2008, the informal sector employment share was lowest in Northern Cape (9,8%) and in 2014, Western Cape recorded the lowest informal employment share (9,8%).

Figure 4.22: Formal sector employment by industry, 2008–2014

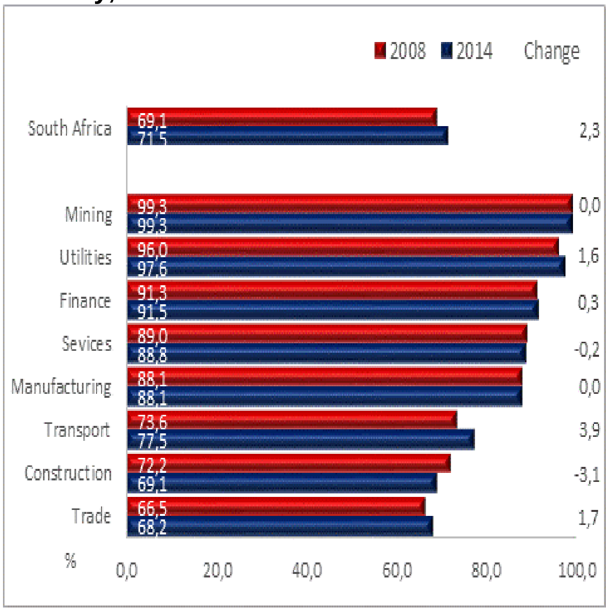


Figure 4.23: Informal sector employment by industry, 2008–2014

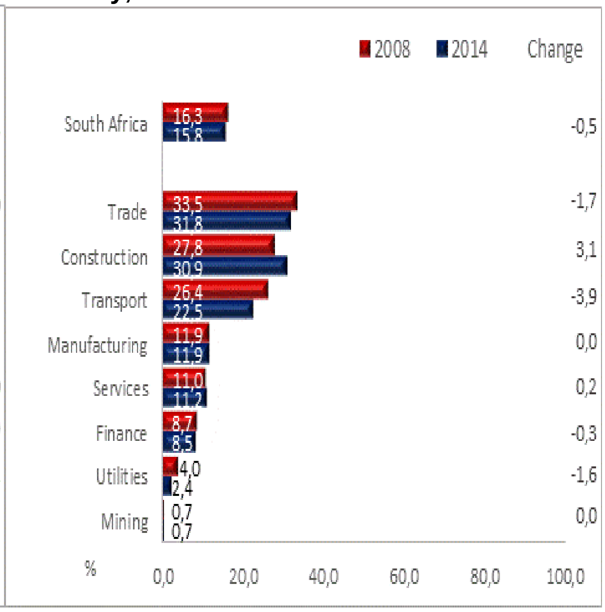


Figure 4.22 shows that the Mining and Utilities industries dominated employment opportunities in the formal sector in both 2008 and 2014. Trade, Construction and Transport industries were the most prevalent industries in the informal sector.

Figure 4.24: Formal sector employment by occupation, 2008–2014

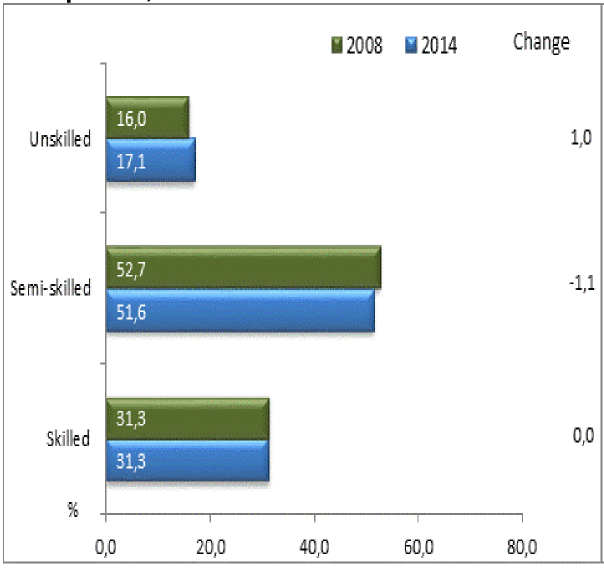
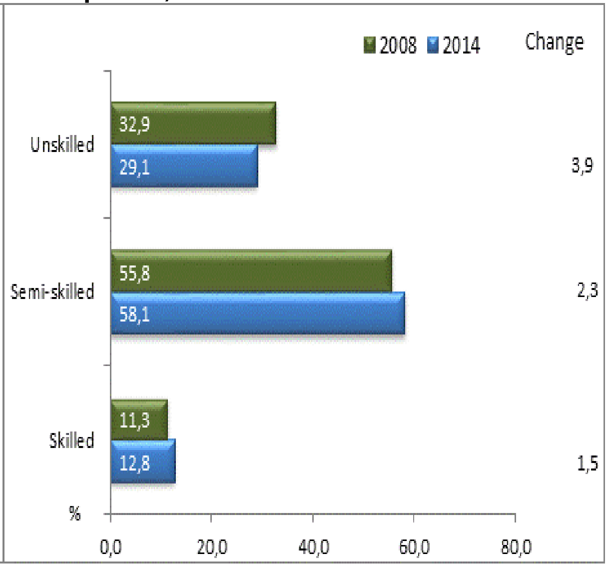


Figure 4.25: Informal sector employment by occupation, 2008–2014



Between 2008 and 2014, semi-skilled occupations accounted for more than 50,0% of employment in both sectors. While three in ten of those employed in the formal sector are employed in skilled occupations, only around 12,8% of those in the informal sector are employed in these occupations.

Summary and conclusion

- Over the period 2008–2014, men accounted for the highest number employed in both the formal and informal sector.
- Black Africans are less likely to be employed in the formal sector compared to the white population group.
- In 2014, formal sector employment was highest in Gauteng and lowest in Limpopo. In contrast, informal sector employment was highest in Limpopo.
- The Mining and Utilities industries dominated employment opportunities available in the formal sector in both 2008 and 2014, whereas Trade, Construction and Transport industries dominated in the informal sector.
- Semi-skilled occupations accounted for more than 50,0% in both sectors over the period 2008–2014.

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Maloney, W.F. 2004. “Informality revisited.” *World Development* 32(7): 1159-1178.

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Rodrik, D. 2008. “Understanding South Africa’s economic puzzles.” Economics of Transition 16(4): 769-797.

4.3 Monthly earnings in South Africa

Key labour market concepts

Distributions:

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

Bottom 5 (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 or 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, as is the case here, measured for individual employed persons.

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

Internationally, the gap between the earnings of male and female workers declined significantly over the past 30 years. The US Bureau of Labor Statistics (BLS) reports that in 1979, median weekly earnings of full-time female workers were 63,5% of male workers' earnings, implying a gap of 36,5%. The earnings gap dropped to 30% in 1989 and to 23,7% in 1999. By the second quarter of 2011, the gap reached a low of 16,5% (A. Kolesnikova and Yang Liu, 2011).

Many studies point out that differences in educational attainment, work experience and occupational choice contribute to the gender wage gap. Economists Francine Blau and Lawrence Kahn highlight that women's gains in education and work experience together accounted for one-third of the decline in the earnings gender gap in the 1980s and 1990s. As women become more educated, they have access to greater employment opportunities in occupations that require higher skills and are associated with higher wages (A. Kolesnikova and Yang Liu, 2011).

Introduction

The analysis in this section of the chapter is based on the monthly median earnings of employees. 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 sector by demographic variables such as race, sex, population group and age, as well as province, occupation, and industry. Medians are used for two main reasons – they are widely used measures that best describe the distribution of earnings, and they are more stable through time.

Table 4.11: Median monthly earnings by status in employment, 2010–2014

	2010	2011	2012	2013	2014	Change 2010–2014
	Rand					
Employees	2 900	3 000	3 115	3 033	3 033	133
Employer	7 916	9 100	7 583	6 066	6 500	1 416
Own-account workers	2 000	2 166	2 166	2 166	2 500	500
Total	**3 000**	**3 033**	**3 100**	**3 033**	**3 120**	**120**

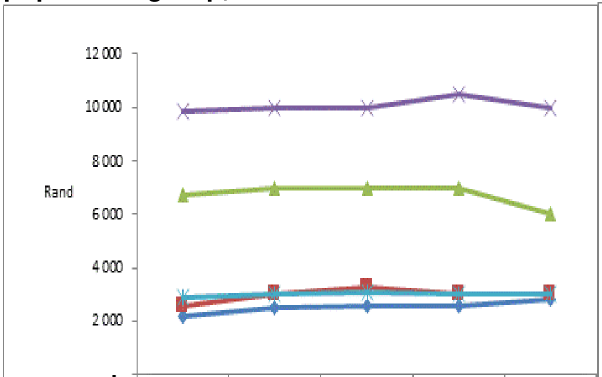
While total median earnings increased between 2010 and 2014, since 2013, median earnings for employees have remained unchanged at R3 033 per month. Disparities with regard to earnings between employers and employees are evident in Table 4.11. In 2014, employers (R6 500) earned more than twice the amount earned by employees (R3 033). Over the period 2010 to 2014, the lowest monthly median earnings were for own-account workers. Median monthly earnings over the period 2010 and 2014 increased by R1 416 for employers, R500 for own-account workers and R133 for employees.

Table 4.12 Monthly earnings of employees by sex, 2010 and 2014

	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	6 375	500	820	1 950	3 500	8 233	18 000	26 000
Women	5 316	500	600	1 365	2 600	7 000	15 060	20 700
Both sexes 2014	**11 692**	**500**	**700**	**1 574**	**3 033**	**8 000**	**17 000**	**24 000**

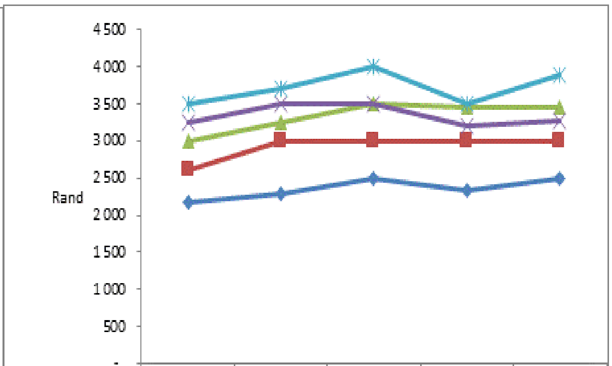
Between 2010 and 2014, the monthly median earnings increased for both men and women. Over this period, the monthly median earnings for men increased from R3 200 to R3 500, while those of women increased by R200 (from R2 400 to R2 600). In 2010, the top 5% earned almost 30 times more than the bottom 5% employees, and by 2014, this had increased to almost 50 times. At the median, the gap between the earnings of men and women remained stable, while the within-gender inequality increased over the period.

Figure 4.26: Median monthly earnings by population group, 2010–2014



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

Figure 4.27: Median monthly earnings by age, 2010–2014



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

Figure 4.26 shows that the median monthly earnings for all population groups increased over the period 2010–2014, except for the Indian/Asian population group. Over the period, earnings for the white population group has been consistently higher than those of other population groups. In 2010, the monthly median earnings of the white population were R9 850 and reached R10 000 in 2014. Moreover, the earnings of this population group were more than three times those of the black African population group. The median earnings of Indians/Asians (R7 000) remained unchanged over the period 2011–2013, but declined by R1 000 in 2014 to R6 000.

Figure 4.27 indicates that median monthly earnings (R3 900) were highest among older workers (55–64 years). In 2014, these employees earned almost twice as much as young workers aged 15–24 years. This is mainly a function of experience, job tenure and occupational profile of older workers which are associated with higher earnings. The median earnings of those aged 25–34 years remained unchanged over the period 2011–2014.

Table 4.13: Median monthly earnings of employees by age and gender 2010–2014

	2010	2011	2012	2013	2014	Change 2010–2014
	Rand					
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**133**
15–24 years	2 166	2 300	2 500	2 340	2 500	334
25–34 years	2 600	3 000	3 000	3 000	3 000	400
35–44 years	3 000	3 250	3 500	3 466	3 466	466
45–54 years	3 250	3 500	3 500	3 204	3 271	21
55–64 years	3 500	3 700	4 000	3 500	3 900	400
Female	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**200**
15–24 years	2 100	2 400	2 500	2 400	2 500	400
25–34 years	2 383	2 500	2 600	2 760	2 800	417
35–44 years	2 400	2 500	2 800	2 500	2 700	300
45–54 years	2 500	2 500	2 500	2 400	2 500	-
55–64 years	2 600	2 900	3 100	2 500	2 850	250
Male	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**300**
15–24 years	2 166	2 200	2 470	2 300	2 500	334
25–34 years	2 950	3 033	3 250	3 250	3 250	300
35–44 years	3 500	3 640	4 000	4 000	4 000	500
45–54 years	4 000	4 333	4 500	4 342	4 333	333
55–64 years	4 000	4 333	5 000	4 700	4 800	800

Table 4.13 disaggregates the median monthly earnings of employees by age and gender for the period 2010–2014. Male monthly median earnings have generally been higher than those of their female counterparts, except among the youngest age cohort (15–24 years). In 2014, both males and females in the oldest age group (55–64 years) were the highest paid. Between 2010 and 2014, the median monthly earnings of males and females increased by R300 and R200 respectively.

Figure 4.28:Median monthly earnings of employees by industry, 2010–2014

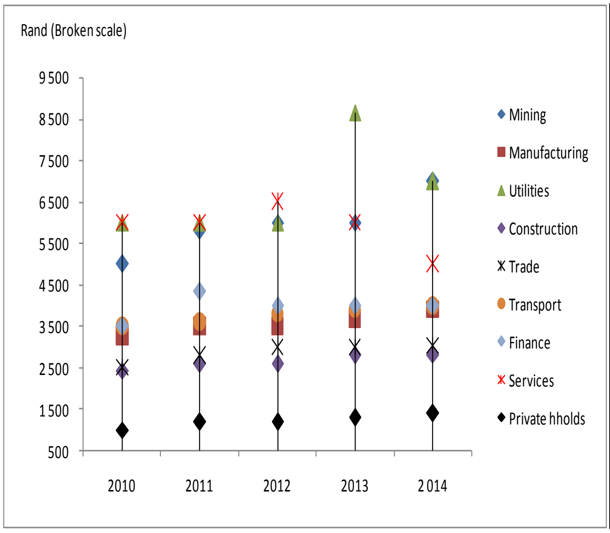


Table 4.14: Median monthly earnings of employees by industry, 2010–2014

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

Figure 4.28 indicates that the monthly median earnings of employees in Utilities were the highest for two consecutive years (2013–2014) and the lowest for Private households over the period 2010–2014. In 2014, the monthly median earnings were higher for employees employed in Utilities (R7 000), Mining (R7 000) and Services (R5 000) and lowest for employees engaged in Private households activities (R1 400). The highest increase in the monthly median earnings over the period 2010–2014 was observed in the Mining (R2 000) and Utilities (R1 000) sectors. Median earnings in Services declined by R1 000.

Figure 4.29: Median monthly earnings of employees by occupation, 2010–2104

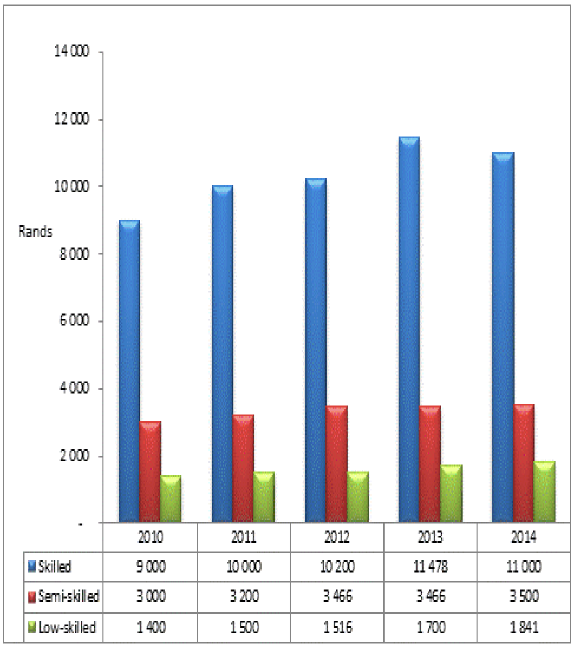


Table 4.15: Median monthly earnings of employees by occupation, 2010–2014

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

A large gap is evident between the monthly median earnings of skilled employees relative to semi-skilled or low-skilled employees (Figure 4.29). In 2014, the monthly median earnings of skilled workers was R11 000 compared to R3 500 and R1 841 earned by semi-skilled and low-skilled workers respectively. Over the period 2010–2014, the monthly median earnings of all the three skills categories increased.

Table 4.15 highlights the fact that over the period 2010–2014, within the skilled occupational category, median monthly earnings increased for Managers and Professionals but declined for Technicians. Between 2010 and 2014, median monthly earnings for Managers increased from R11 000 to R16 000. Amongst semi-skilled occupations, all occupations reflected an increase over this period, while in the low-skilled categories, median monthly earnings of Elementary and Domestic workers increased to R2 100 and R1 400 respectively in 2014.

Table 4.16 Median monthly earnings of employees by province, 2010–2014

	2010	2011	2012	2013	2014	Change 2010–2014
	Rand					
South Africa	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**133**
Western Cape	3 000	3 300	3 466	3 250	3 423	423
Eastern Cape	2 200	2 500	2 500	2 200	2 500	300
Northern Cape	2 058	2 166	2 000	2 058	2 200	142
Free State	2 000	2 100	2 166	2 400	2 500	500
KwaZulu-Natal	2 500	2 600	2 800	2 600	2 500	-
North West	3 000	3 250	3 500	3 380	3 000	-
Gauteng	3 500	3 960	4 000	4 300	4 333	833
Mpumalanga	2 800	2 400	2 505	2 700	3 000	200
Limpopo	1 800	1 800	2 000	2 000	2 166	366

A provincial distribution of earnings shows that, with the exception of KwaZulu-Natal and North West, median monthly earnings increased in all provinces. Over the period 2008–2014, earnings levels were highest in Gauteng and lowest in Limpopo, with the largest increase in earnings also observed in Gauteng (R833), followed by Free State (R500) and Western Cape (R423).

Summary and conclusion

- The median monthly earnings for men were higher than those of women in both 2010 and 2014. However, the gender gap narrowed over the period, particularly at the bottom of the distribution line.

- Median monthly earnings of the white population group have been consistently higher than those of other population groups. In 2010, the monthly median earnings of the white population were R9 850 and reached R10 000 in 2014.

- For two consecutive years (2013–2014), monthly median earnings of employees in the Utilities sector were the highest, while over the period 2010–2014, the lowest earnings were found for employees in the Private households sector.

- In both 2010 and 2014, median monthly earnings were highest in Gauteng and lowest in Limpopo.

- In 2014, the monthly median earnings of skilled employees were R11 000 compared to R3 500 and R1 841 for semi-skilled and low-skilled employees respectively. The earnings ratio between high-skilled and low-skilled workers increased between 2010 and 2013, from 6,4 to 6,8, but declined to 6,0 in 2014.

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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, organize 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 a 6-day working week of 8 hours a week.

Introduction

This section analyses the components of decent work that 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.

Figure 4.30: Entitlement of employees to paid sick leave, 2011 and 2014

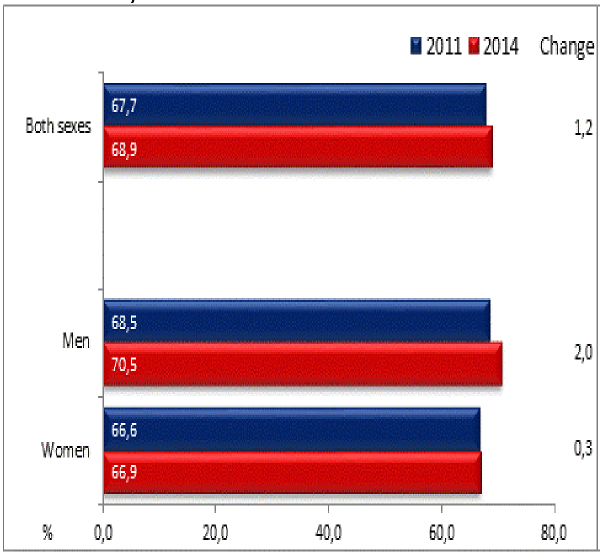
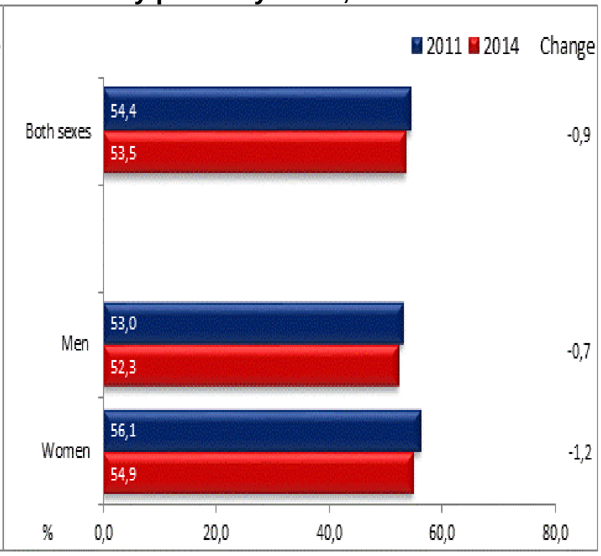


Figure 4.31: Entitlement of employees to maternity/paternity leave, 2011 and 2014



In both 2011 and 2014, a higher proportion of male employees were entitled to paid sick leave as compared to their female counterparts (Figure 4.30), resulting in a gender gap of 3,6 percentage points in 2014. The proportion of employees with access to paid sick leave increased between 2011 and 2014 for both men and women (2,0 and 0,3 percentage points respectively). On the other hand, Figure 4.31 shows that more women were entitled to maternity/paternity leave in both 2011 and 2014. In contrast to access to paid sick leave, the share of employees entitled to maternity/paternity leave decreased for both men and women.

Figure 4.32: Excessive hours worked (workers working more than 48 hours per week), 2011 and 2014

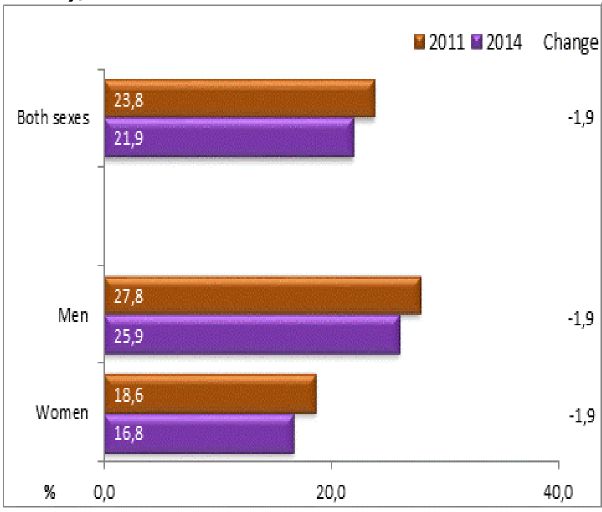


Figure 4.33: Proportion of employees who are members of a trade union, 2011 and 2014

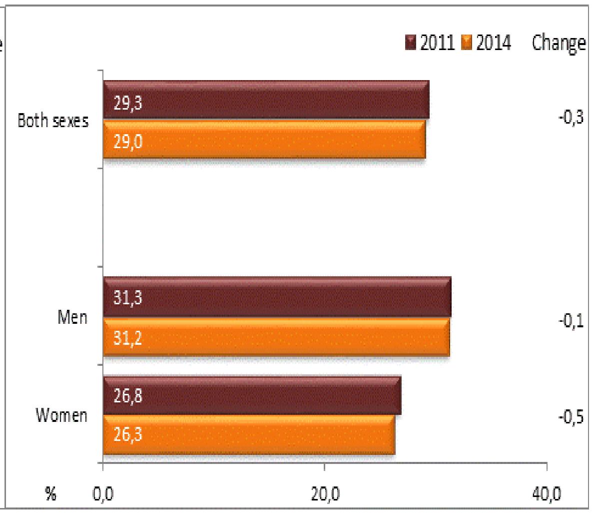
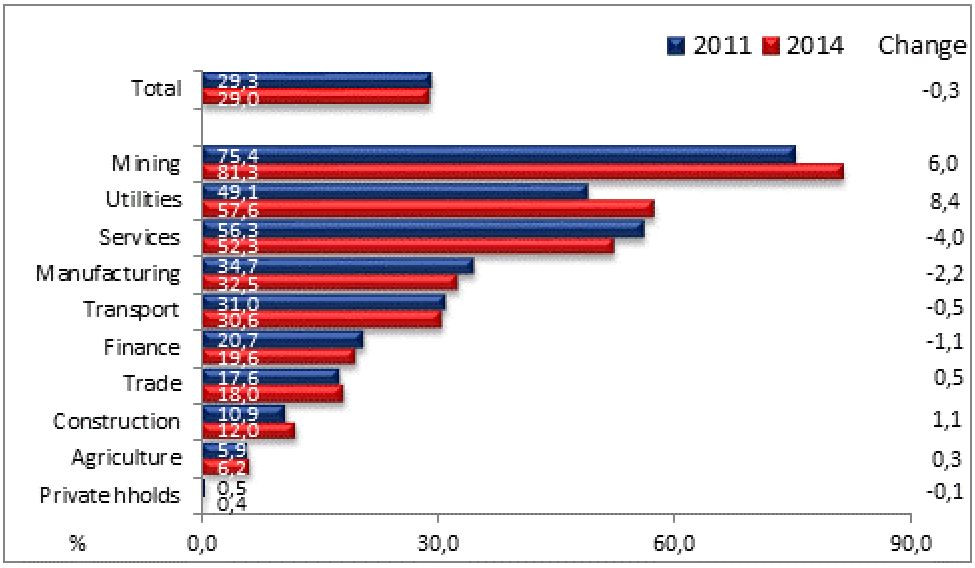


Figure 4.32 shows that between 2011 and 2014, a higher proportion of male employees worked excessive hours (more than 48 hours per week) as compared to female employees. However, over the period, the share of employees working excessive hours declined for both men and women (by 1,9 percentage points for both sexes). The proportion of employees who were members of a trade union was higher among men; in both 2011 and 2014, close to one in three male employees were members of a trade union. In addition, over the same period, the share of employees who were members of a trade union declined for both sexes (0,1 percentage points and 0,5 percentage points respectively).

Figure 4.34: Proportion of employees who are members of a trade union within industry, 2011 and 2014.



In both 2011 and 2014, close to one in three employees were members of a union, while the share declined by 0,3 of a percentage point over the same period. Mining, Utilities and Community and social services accounted for the largest proportion of employees who were members of a trade union, with the lowest shares found in Private households, Agriculture and Construction. The largest increase in the proportion of employees who were members of a trade union was observed in the Utilities industry at 8,4 percentage points and the Mining industry (6,0 percentage points), while the largest declines were observed in the Community and social services industry at 4,0 percentage points.

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
- 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 funds and medical aid benefits for employees between 2008 and 2014.

Figure 4.35: Pension/retirement fund contribution by employer, 2008 and 2014

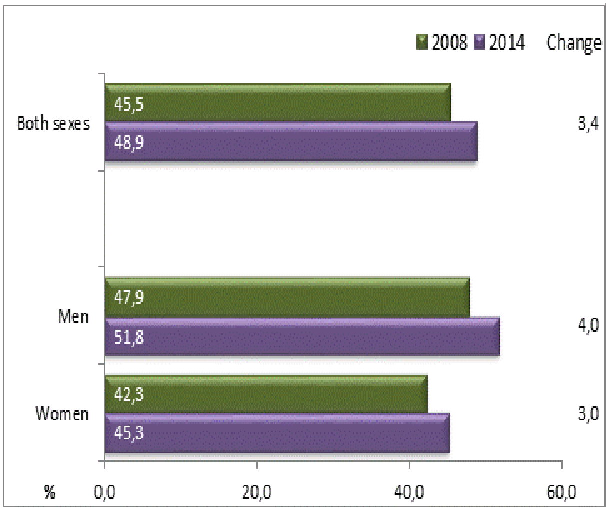
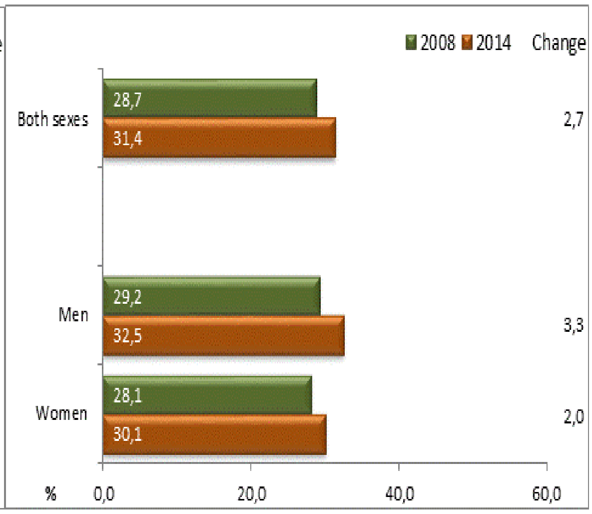
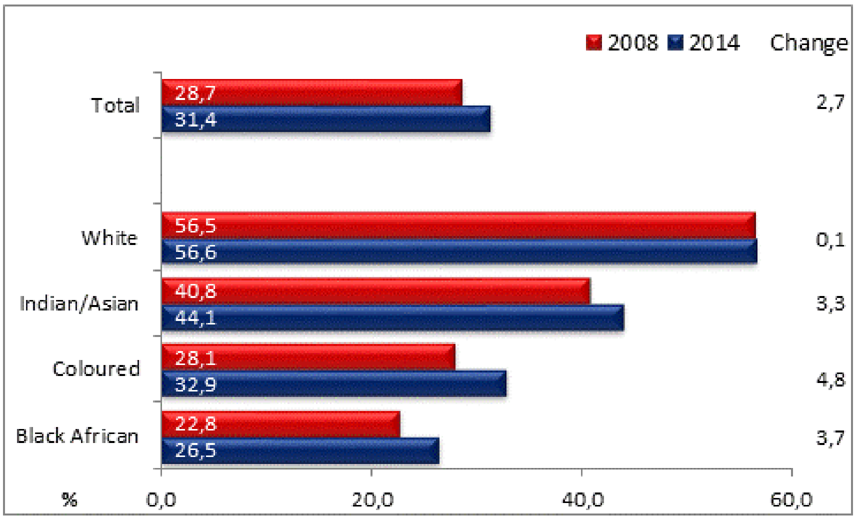


Figure 4.36: Entitlement to medical aid benefit from the employer, 2008 and 2014



The proportion of employees who had access to pension/retirement fund contributions by their employer increased from 45,5% in 2008 to 48,9% in 2014, with access higher among male employees relative to female employees. The gender gap was the lowest in relation to access to pension/retirement fund contributions amongst all the decent work indicators. Between 2008 and 2014, the proportion of employees who were entitled to medical aid benefits from their employer increased by 3,3 and 2,0 percentage points respectively for men and women.

Figure 4.37: Entitlement to medical aid by population group, 2008 and 2014

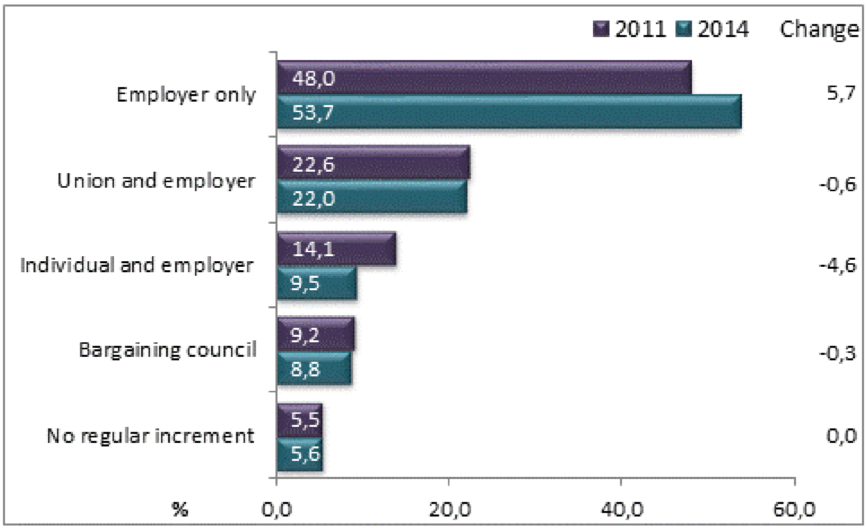


Between 2008 and 2014, the proportion of employees who were entitled to medical aid benefits from their employer increased by 2,7 percentage points nationally, and increased among all population groups. The entitlement to medical aid benefits from the employer was highest amongst the white population group, which was more than double the share amongst black African employees. The largest increase in the share between 2008 and 2014 was observed among the coloured population group (4,8 percentage points), followed by the black African and Indian/Asian population groups at 3,7 and 3,3 percentage points respectively.

Social dialogue

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

Figure 4.38: Annual salary increment by type of negotiation, 2011 and 2014



Since 2011, employees identified in the QLFS were asked on how their annual salary increment is negotiated. In 2014, more than 50% of employees indicated that their salary increment was negotiated by the employer only; it was also the only category that showed an increase between 2011 and 2014. The largest decline was observed amongst those employees who indicated that negotiations on salary increases occurred between themselves and the employer.

Summary and conclusion

- In both 2011 and 2014, a higher proportion of male employees were entitled to paid sick leave as compared to their female counterparts.
- While the share of employees working excessive hours declined, men were more likely to work excessive hours than women.
- The proportion of employees who were members of a trade union declined over the period 2008 to 2014, most notably in the Community and services industry. Between 2008 and 2014, the proportion of unionised employees increased in the Mining and Utilities.
- The proportion of employees who had access to pension/retirement fund contributions by their employer increased from 45,5% in 2008 to 48,9% in 2014, while access was higher among male employees relative to female employees.
- In 2014, more than 50% of employees indicated that their salary increment was negotiated by the employer only; it was also the only category to show an increase between 2011 and 2014.

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

Following the re-engineering of the biannual Labour Force Survey, the Quarterly Labour Force Survey was introduced in 2008, and included questions on the month and year in which the respondents started working for their current employers or started running their businesses. Since job tenure is a continuous measure, this section will report only on medians. Job tenure is an important indicator of the flexibility in the labour market, with higher job tenure normally associated with older workers, managerial positions as well as union membership.

Introduction

This section analyses the length of time an employee has worked for his or her current employer by socio-demographic variables such as gender, population group and sector. Trends in the analysis of job tenure will also be assessed with reference to various descriptors of employment such as industrial, occupational and provincial categories.

Table 4.17: Median monthly employee tenure by sex, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
Job tenure	**Months**						
Men	36	40	42	46	47	47	48
Women	35	39	41	45	47	46	47
Both sexes	**36**	**39**	**41**	**45**	**47**	**47**	**48**
	Thousand						
Number of employees	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**

Despite employment levels declining to 11,7 million in 2010 following the economic crisis, median job tenure continued to rise, from 36 months in 2008 to 41 months in 2010. Following the economic crisis, job tenure increased to 48 months in 2014. Table 4.22 shows that the median months worked by both males and females increased throughout the period 2008–2014, with the exception of women where median monthly job tenure declined in 2013.

Figure 4.39: Median monthly tenure of employees, 2008–2014

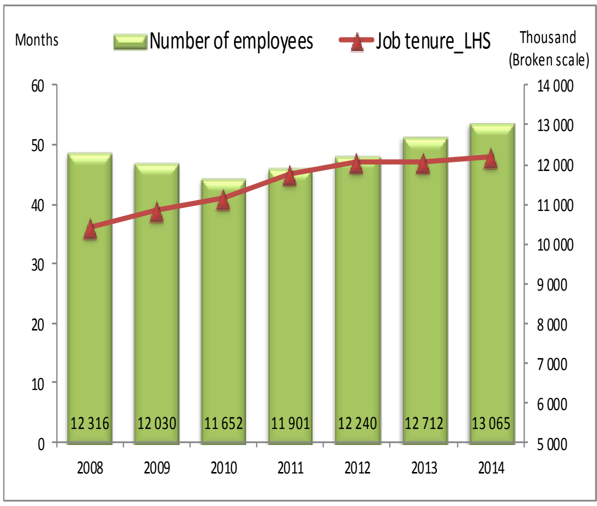
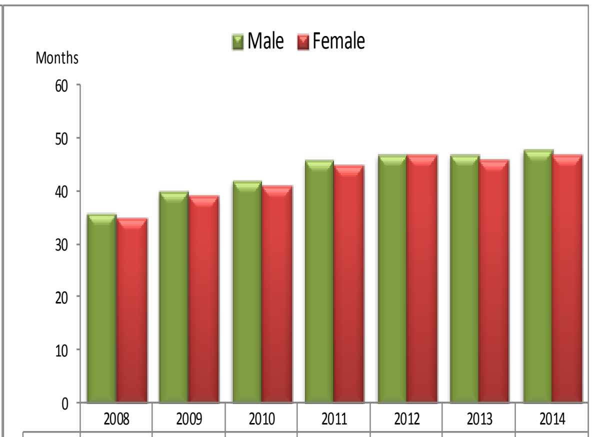


Figure 4.40: Median monthly tenure of employees by sex, 2008–2014

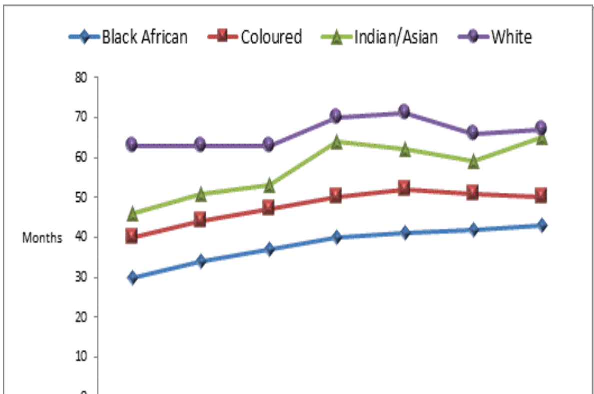


	2008	2009	2010	2011	2012	2013	2014
Male	36	40	42	46	47	47	48
Female	35	39	41	45	47	46	47

Note: LHS refers to left-hand scale.

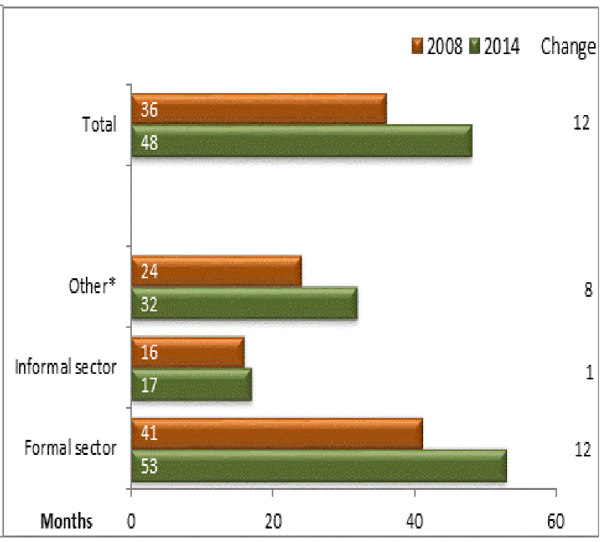
The number of employees increased between 2008 and 2014 from 12,3 million to 13,1 million (Figure 4.39), while the median job tenure of employees increased steadily, with the exception of 2012 and 2013, when it remained unchanged at 47 months. Figure 4.40 shows that over the period 2008–2014, the median months worked by male employees were higher than those of female employees, except for 2012 when they were equal at 47 months.

Figure 4.41: Median monthly employee tenure by population group, 2008–2014



	2008	2009	2010	2011	2012	2013	2014
Black African	30	34	37	40	41	42	43
Coloured	40	44	47	50	52	51	50
Indian/Asian	46	51	53	64	62	59	65
White	63	63	63	70	71	66	67

Figure 4.42: Median monthly employee tenure by sector, 2008 and 2014



Note: Other includes Agriculture and Private household.

Figure 4.41 shows the disparities in median job tenure among population groups. The black African population group had the lowest median job tenure over the period 2008–2014, followed by the coloured population group, with job tenure the highest among the white population group. The median monthly job tenure increased among all population groups, with the largest increase observed among the Indian/Asian population group at 19 months, and the smallest among the white population group (4 months). Between 2008 and 2014, median monthly job tenure was the highest in the formal sector relative to all other sectors, and this sector also reflected the largest increase over the period (Figure 4.42).

Figure 4.43: Median monthly employee tenure by occupation, 2008 and 2014

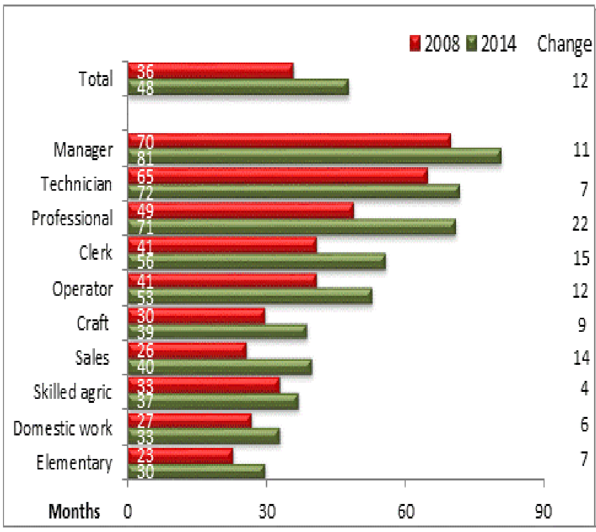


Figure 4.44: Median monthly employee tenure by industry, 2008 and 2014

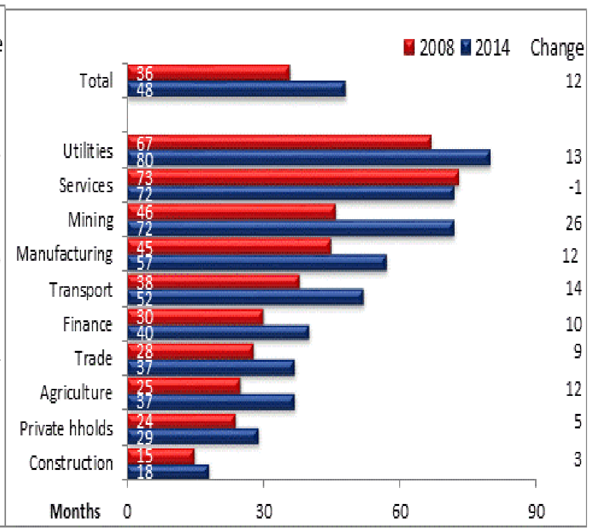


Figure 4.43 shows that median monthly job tenure was highest for skilled occupations (Managers, Technicians and Professionals), while the low-skilled occupations (Domestic worker and Elementary occupations) had the lowest median monthly job tenure. Between 2008 and 2014, in all occupations, median job tenure increased, with the highest rise recorded among Professionals at 22 months, followed by Clerks and Sales workers (15 and 14 months respectively). Between 2008 and 2014, median monthly job tenure was highest in the Community and social services, Utilities and Mining industries, while it was lowest in Agriculture, Private households and Construction industries (Figure 4.44). Median job tenure increased among all industries except for the Community and social services industry, where job tenure declined by 1 month.

Figure 4.45: Median monthly employee tenure by province, 2008 and 2014

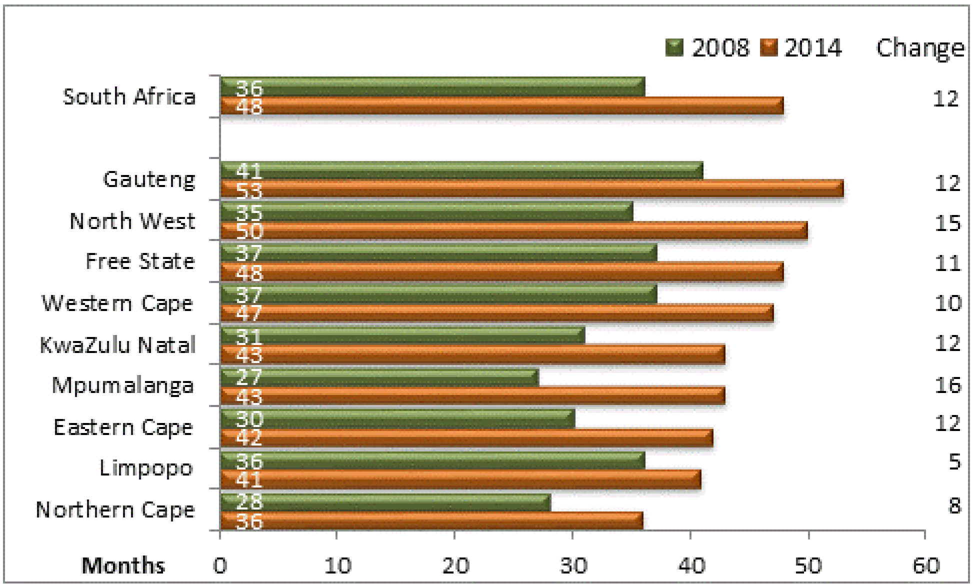
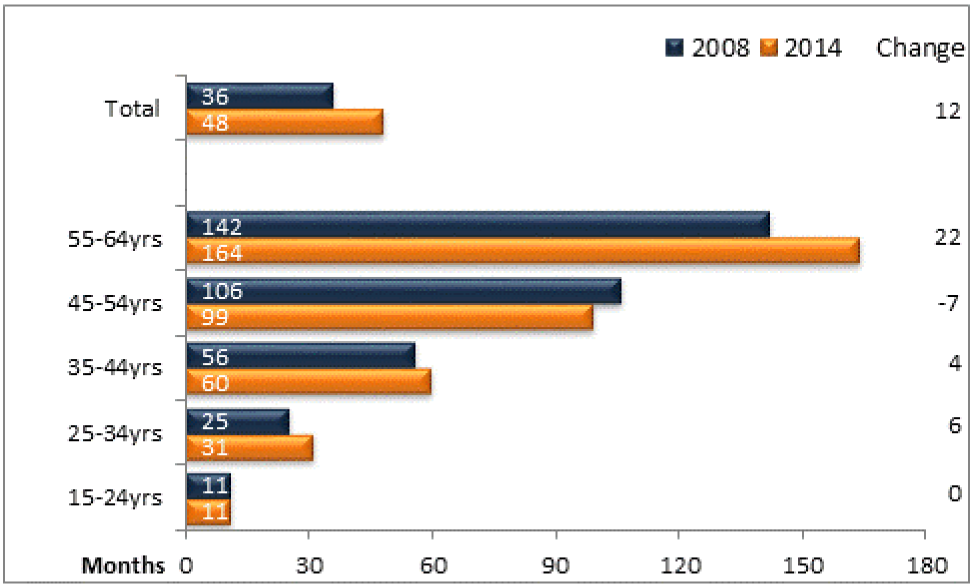


Figure 4.45 shows that median job tenure increased from 36 months in 2008 to 48 months in 2014. All provinces experienced an increase in median job tenure, with the largest increase observed in Mpumalanga (16 months) followed by North West (15 months). In both 2008 and 2014, median job tenure was highest in Gauteng.

Figure 4.46: Median monthly employee tenure by age, 2008 and 2014



Between 2008 and 2014, median monthly job tenure was higher for older employees. Figure 4.46 shows that over the period, median job tenure increased among all age groups except for the 45–54-year-old age group, which recorded a decrease of 7 months. The largest increase was observed among those aged 55–64 years, followed by the 25–34-year-old and 35–44 and groups respectively.

Summary and conclusion

- Despite employment levels declining to 11,7 million in 2010 following the economic crisis, median job tenure continued to rise, from 36 months in 2008 to 48 months in 2014.
- Disparities in median job tenure among population groups are prevalent. The black African population group had the lowest median job tenure over the period 2008–2014, followed by the coloured population group, with job tenure the highest among the white population group.
- Median monthly job tenure was highest for skilled occupations (i.e. Managers, Technicians and Professionals), while the low-skilled occupations (i.e. Domestic worker and Elementary occupations) recorded the lowest median monthly job tenure figures.

4.6 Government job creation programmes

Introduction

The analysis in this chapter focuses on the Expanded Public Works Programme (EPWP) and other government job creation programmes over the period 2011–2014 among persons aged 15–64 years. The chapter first establishes the awareness of respondents about the EPWP and then profiles those who participated in EPWP and other government job creation programmes. It concludes by identifying the industry, occupation and sectors in which those who participated in such programmes were employed. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.47: Awareness about EPWP

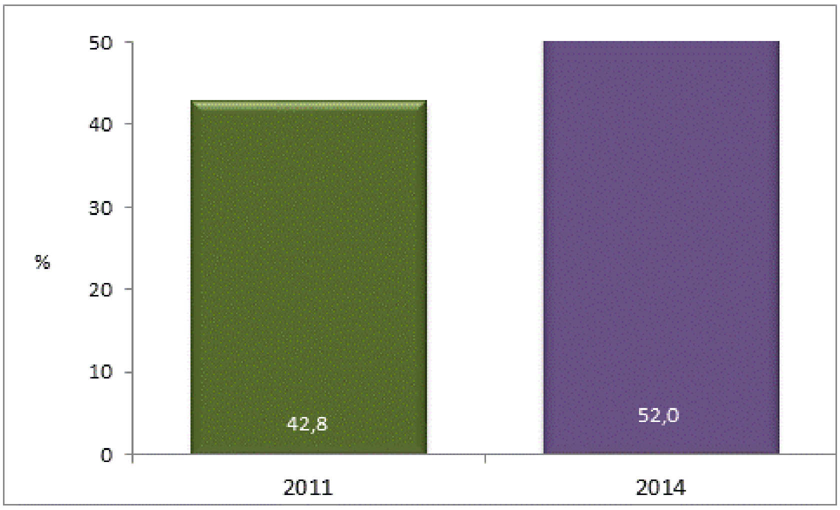
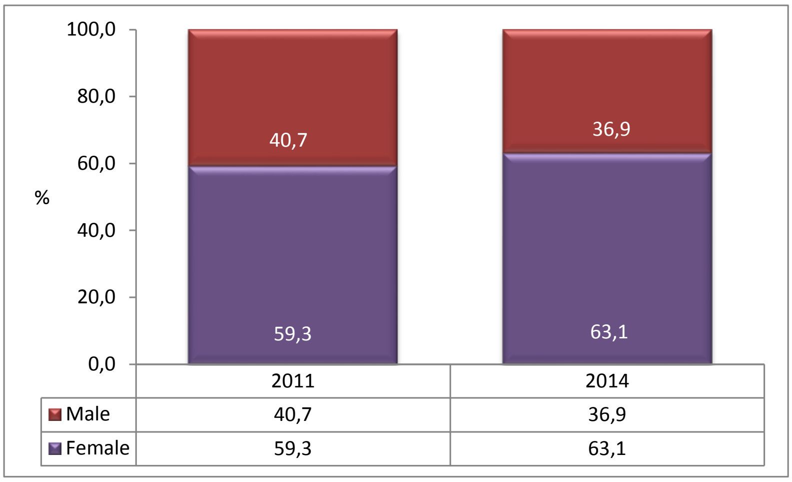


Figure 4.47 shows that 42,8% of the working-age population (15–64 years) had heard about EPWP in 2011. Three years later, this increased to 52,0%.

Characteristics of those who participated in government job creation programmes

Figure 4.48: Those who participated in government job creation programmes by sex



	2011	2014
Male	40,7	36,9
Female	59,3	63,1

Figure 4.49: Those who participated in government job creation programmes by age

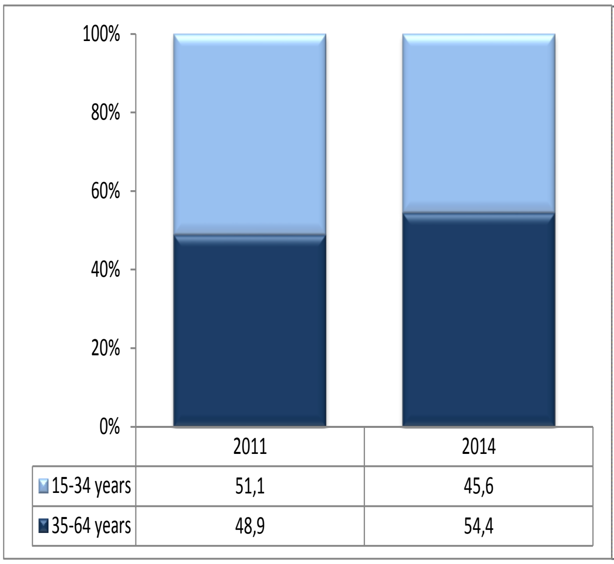
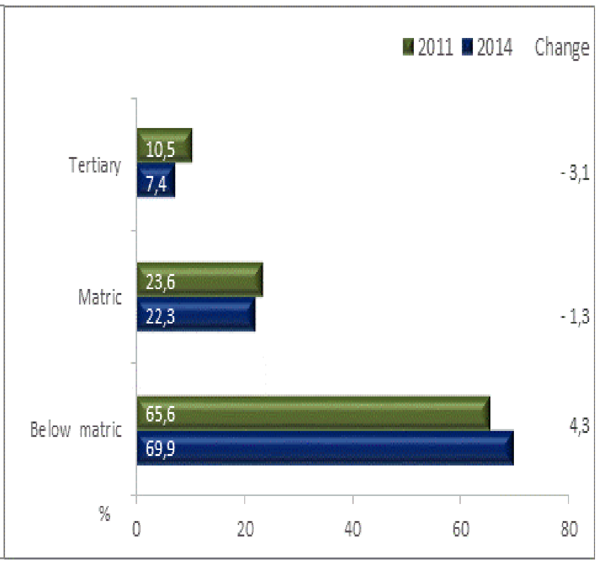


Figure 4.50: Those who participated in government job creation programmes by level of education



As depicted in Figures 4.48, 4.49 and 4.50, those who participated in EPWP and other government job creation programmes were mainly women (59,3% in 2001 and 63,1% in 2014). In 2011 and 2014, adults aged 35–64 years who had participated in government job creation programmes accounted for 48,9% and 54,4% respectively. In terms of the level of educational attainment, the majority of these participants did not have matric (65,6% in 2011 and 69,9% in 2014).

Figure 4.51: Those who participated in government job creation programmes by population group and sex

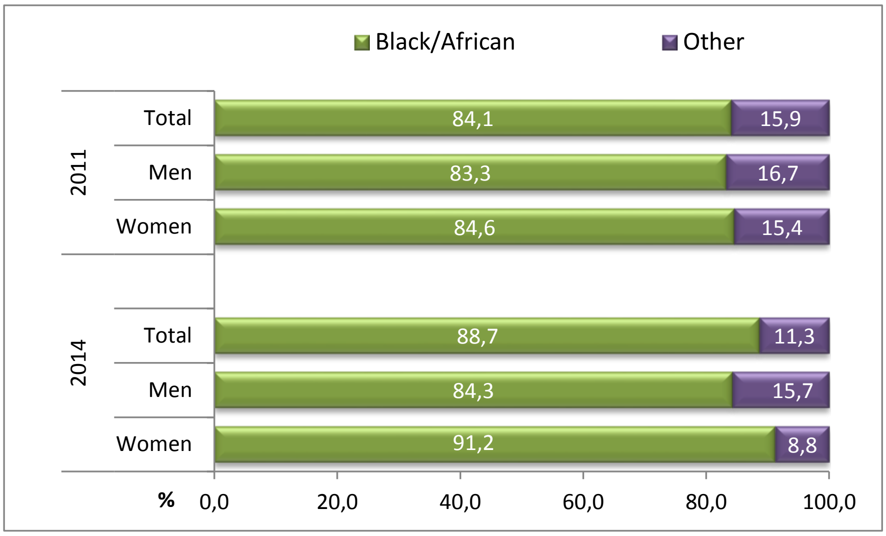


Figure 4.51 shows that the majority of those who participated in EPWP and other government job creation programmes were black Africans (more than 80,0%), irrespective of sex. However, the share of black African women (84,6% in 2011 and 91,2% in 2014) was higher than that of their male counterparts (83,3% in 2011 and 84,3% in 2014).

Figure 4.52: Those who participated in government job creation programmes by province

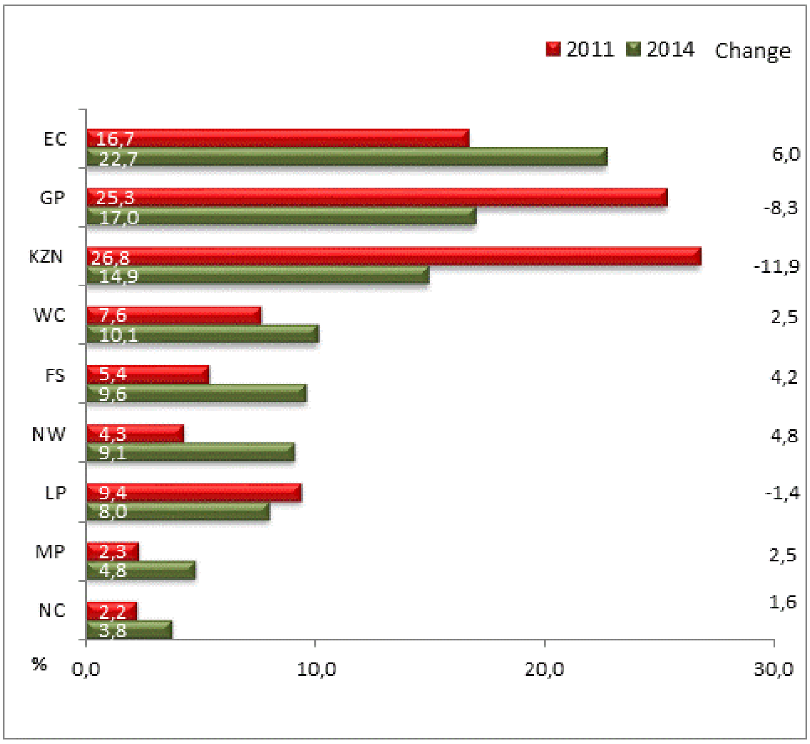
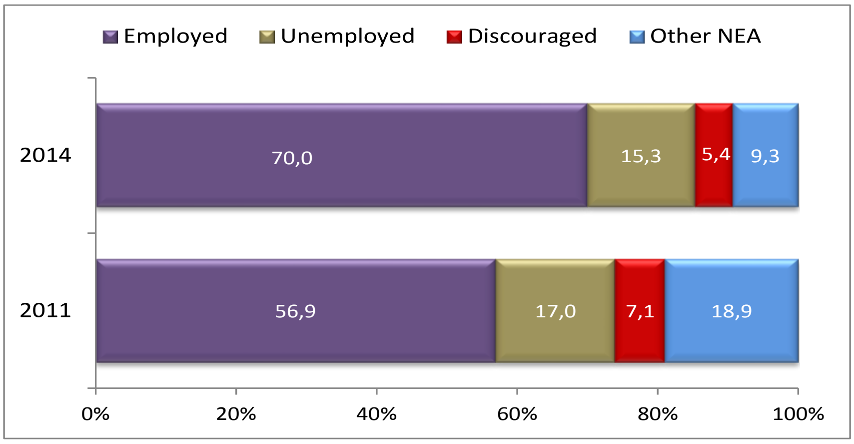


Figure 4.52 shows that, at the time of the survey in 2014, among those who participated in the programme, 22,7% resided in Eastern Cape, 17,0% resided in Gauteng and 14,9% resided in KwaZulu-Natal. Only 3,8% of the participants resided in Northern Cape (the smallest province in terms of population size). The proportion of those who participated in the programme who resided in Gauteng in 2014 was 8,3 percentage points lower than in 2011, while in KwaZulu-Natal the percentage who participated in these programmes declined by 11,9 percentage points.

Figure 4.53: Those who participated in government job creation programmes by labour market status



Of those who participated in the Expanded Public Works Programme (EPWP) or other government job creation programmes, the majority were in the labour force. Figure 4.53 shows that, of those who participated, 56,9% were employed in 2011, and in 2014 the share had increased to 70,0%. A sizable number were also in search of work (over 15% in both years). However, there were also those who were discouraged from looking for work (7,1% in 2011 and 5,4% in 2014)

Employment by industry and occupation

Figure 4.54: Employment by industry

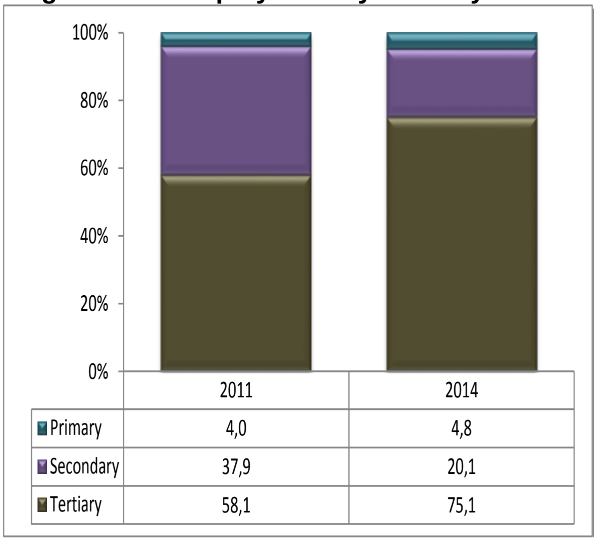
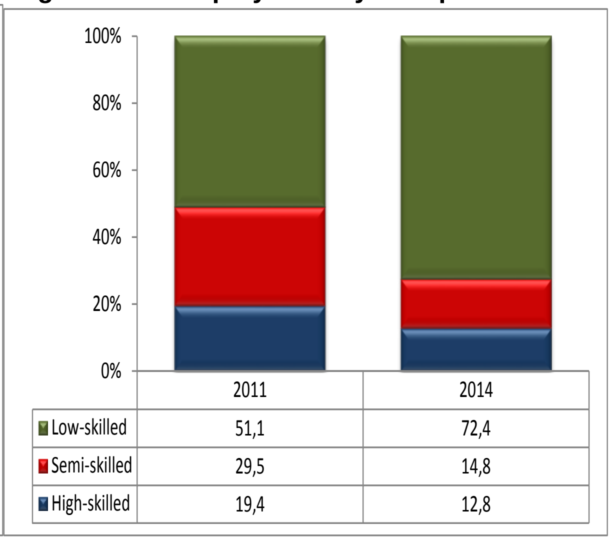


Figure 4.55: Employment by occupation



According to Figure 4.54 and Figure 4.55, in both 2011 and 2014, the majority of those who were employed and participated in the Expanded Public Works Programme or other government job creation programmes were in employed in the Tertiary industry (58,1% and 75,1% respectively), and in 2014, about seven in every ten were employed in low-skilled occupations.

Figure 4.56: Employment by sector

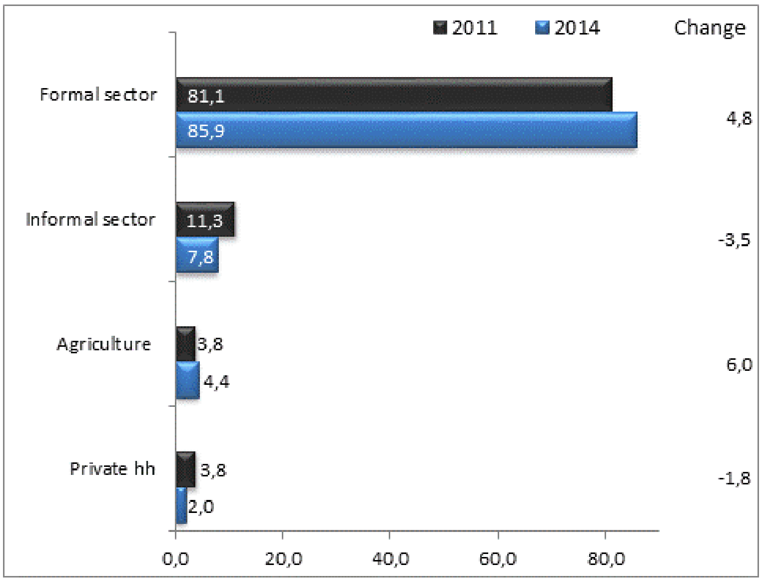


Figure 4.56 shows that the majority of those who participated in the Expanded Public Works Programme or other government job creation programmes and who were employed, had jobs in the formal sector (81,1% in 2011 and 85,9% in 2014). Compared to 2011, the share of informal-sectoremployment among those who participated in EPWP and other government job creation programmes decreased by 3,5 percentage points from 11,3% to 7,8% in 2014.

Summary and conclusion

To address concerns about poverty and unemployment, the South Africa 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.

The analysis in this chapter highlights the following:

- As many as 54,4% of those who participated in such programmes in 2014 were adults aged 35–64 years.
- Participation was dominated by women, black Africans, and persons with an education level below matric.
- Among those who participated in the programme, 22,7% resided in Eastern Cape in 2014.
- In 2014, 70% of those who participated were employed.
- Of those who were employed, the majority were employed in the Tertiary industry; they were engaged mainly in low-skilled occupations and employed in the formal sector.

4.7 Other forms of work

Background

The OECD (2002, p179) highlights that “in developing countries, especially in Africa, production for own final use may account for an important share of the primary and secondary sectors, insofar as they are actually measured. Second, many if not most of these activities are undertaken by women, they are undertaken as secondary activities and, in most cases, the corresponding labour input is not captured in labour force statistics. Thus, their measurement in the national accounts is important, and all the more so during economic crises or periods of structural adjustment when these activities may play a major role in maintaining living standards.”

It is in this context that Statistics South Africa (Stats SA) collected information regarding own-use activities since 2008; however, it was only in 2011 that the information was collected from persons who engaged in both market and own-use activities. Given that the questions posed allow for multiple responses, the distribution of such activities cannot be summed to measure the total number of persons involved in such activities.

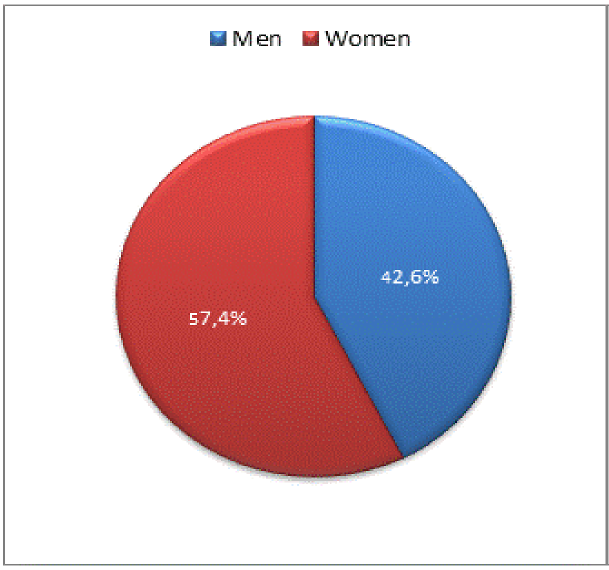
Table 4.18: Types of own-use activities, 2011–2014

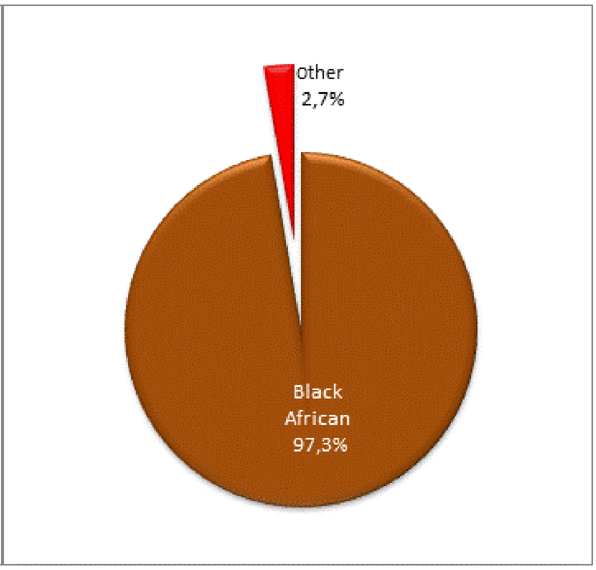
	2011	2012	2013	2014	2011	2012	2013	2014
	Thousand				% of working age			
Subsistence farming	1 908	1 718	1 611	1 428	5,7	5,0	4,6	4,0
Fetching water or collecting wood/dung	4 148	4 085	4 233	4 152	12,4	12,0	12,2	11,7
Produce other goods for household use	254	121	93	106	0,8	0,4	0,3	0,3
Construction or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

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

Between 2011 and 2014, fetching of water or collecting wood/dung was the main own-use activity undertaken by South Africans aged 15–64 years (Table 4.18). In 2011, 12,4% of the working-age population engaged in this activity; however, by 2014, the proportion declined to 11,7% . Subsistence farming was the second most undertaken activity, with the share declining from 5,7% in 2011 to 4,0%in 2014. The percentage of the working-age population involved in the construction of or major repairs to own/household dwellings or structures, and of those hunting or fishing for household use have remained relatively unchanged over the past three years (2012–2014) at 0,8% and 0,1% respectively.

Figure 4.57a: Distribution of those engaged in at least one activity for own use by sex and population group, 2014

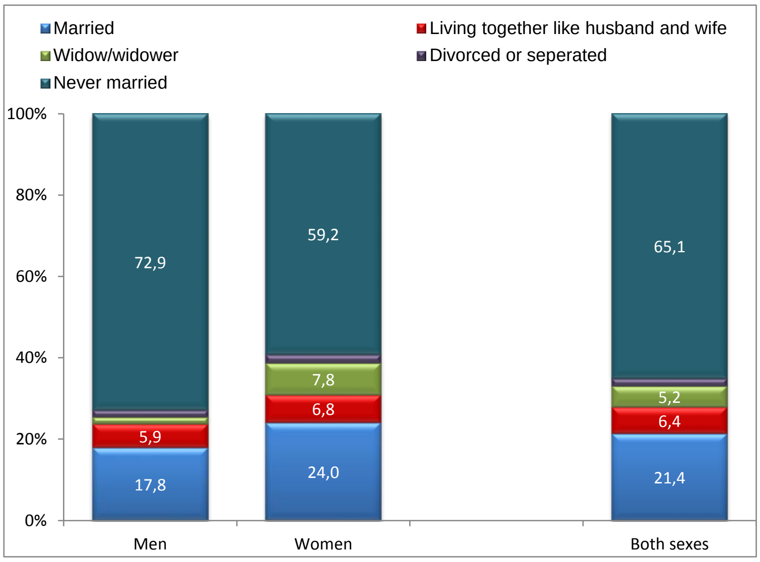




In 2014, the distribution of the working-age population engaged in at least one activity for own use (as illustrated by Figure 4.57a), finds that:

- More than 50% of those who engaged in at least one activity for home consumption were women (57,4%),
- Black Africans accounted for the majority (97,3%) of those who engaged in at least one own-use activity.

Figure 4.57b: Distribution of those engaged in at least one activity for own use by marital status, 2014



Among men, the majority of those who engaged in at least one own-use activity were not married (72,9%), followed by those who were married (17,8%) and those living together like husband and wife (5,9%). Among women who undertook at least one own-use activity, 59,2% were never married, followed by women who were married (24,0%)

Figure 4.57c: Distribution of those engaged in at least one activity for own use, by age and level of education, 2011 and 2014

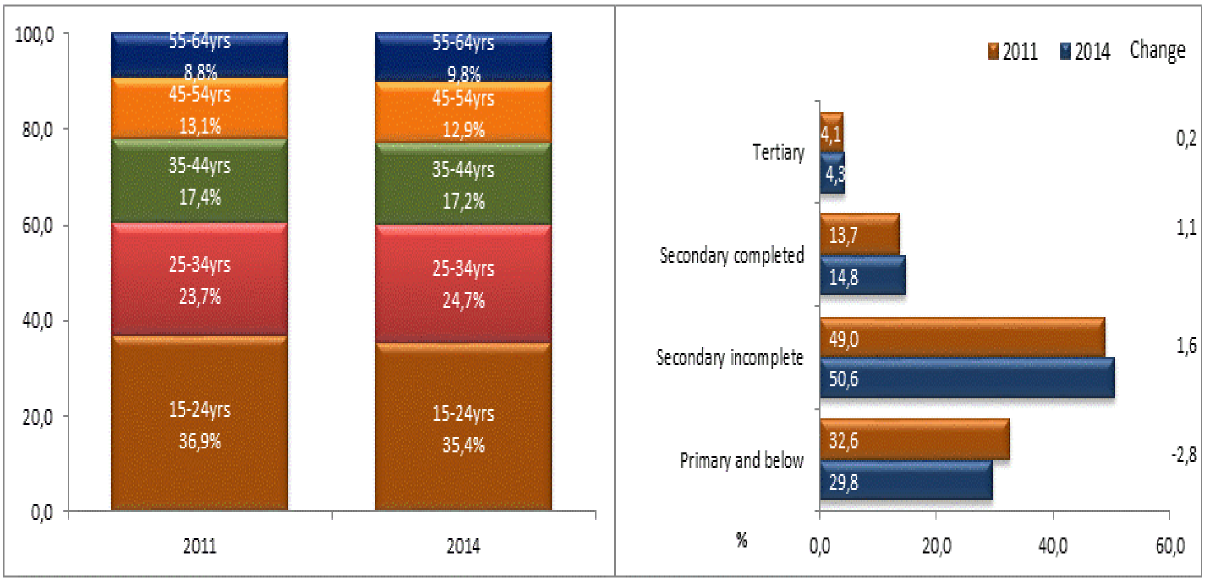


Figure 4.57c highlights how age is linked to the likelihood of engaging in activities for own-use. Of particular note is that older persons had lower participation rates in one own-use activity in both 2011 and 2014. Only one in ten persons aged 55–64 years was engaged in at least one own-use activity, while close to two in five of those aged 15–24 years participated in such activities. Lower levels of education are also associated with engagement in activities for own use. Close to 50% of those engaged in own-use activities only had a secondary incomplete level of education, while those with a tertiary qualification accounted for only 4,3% of those engaged in own-use activities in 2014. Between 2011 and 2014, the share of those with an educational attainment below primary level declined by 2,8 percentage points.

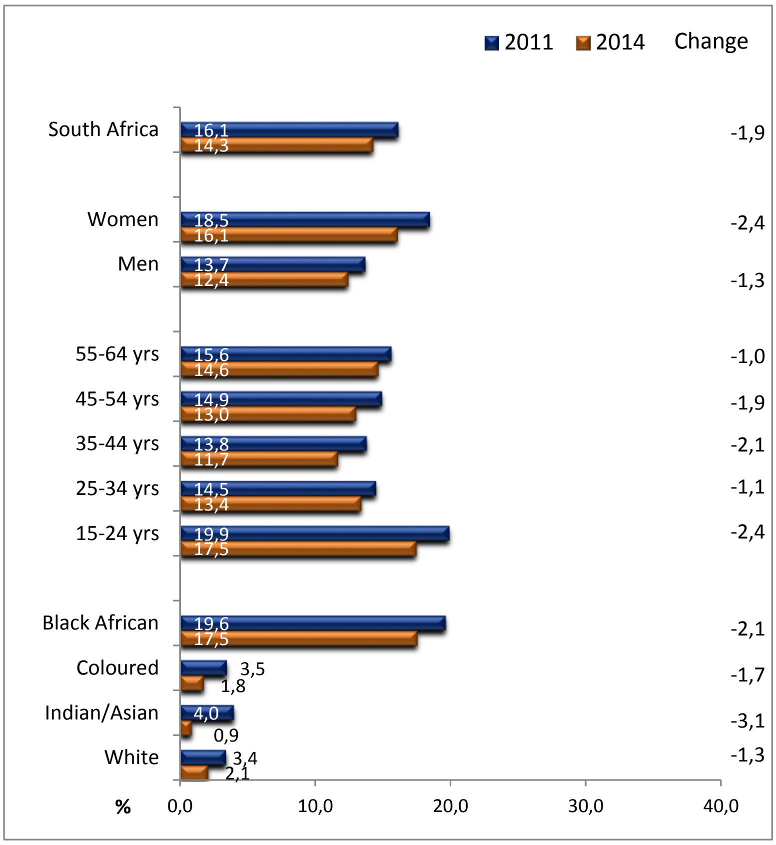
Table 4.19: Engagement in at least one own-use activity, 2011–2014

	2011	2012	2013	2014	Change 2011–2014
	Thousand				
South Africa	**5 413**	**5 120**	**5 226**	**5 053**	**-360**
Men	2 248	2 116	2 186	2 162	-86
Women	3 164	3 004	3 040	2 890	-274
15–24 yrs	1 997	1 920	1 938	1 791	-207
25–34 yrs	1 285	1 224	1 246	1 249	-36
35–44 yrs	944	887	906	867	-77
45–54 yrs	710	648	656	652	-57
55–64 yrs	477	440	480	494	17
Black African	5 157	4 971	5 074	4 922	-236
Coloured	109	64	78	58	-51
Indian/Asian	37	22	7	8	-29
White	109	62	66	65	-45
Western Cape	93	64	44	45	-48
Eastern Cape	1 224	1 275	1 359	1 350	126
Northern Cape	83	96	100	60	-23
Free State	154	128	133	129	-25
KwaZulu-Natal	1 591	1 530	1 482	1 387	-204
North West	375	310	391	389	14
Gauteng	224	103	76	80	-143
Mpumalanga	440	443	468	462	22
Limpopo	1 228	1 171	1 172	1 149	-79

Between 2011 and 2014, the number of persons who were engaged in at least one own-use activity declined by 360 000. This was driven by a decline the number of men and women who engaged in activity for own use (86 000 and 274 000 respectively). By age, the largest decline was observed for those aged 15–24 years (207 000), followed by those aged 35–44 years (77 000). Over the period 2011–2014, the number of people who were engaged in at least one own-use activity declined among all population groups, most notably amongst the black African population. In six of the nine provinces, the number of persons who participated in own-use activity also decreased. In contrast, Eastern Cape, Mpumalanga and North West experienced a rise in the number of those engaged in own-use activities (126 000, 22 000 and 14 000 respectively).

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

Figure 4.58: At least one own-use activity as a proportion of the working-age population, 2011 and 2014



The proportion of the working-age population who engaged in at least one activity for own use declined from 16,1% in 2011 to 14,3% in 2014. Although the proportion of working-age women engaged in activities for own use is still higher than that of men, the proportion of both groups declined by 2,4 and 1,3 percentage points respectively between 2001 and 2014. Across all age and population groups, the proportion of the working-age population engaged in activities for own use declined, with the largest decline observed for 15–24-year-olds (2,4 percentage points) and amongst the Indian/Asian population group (3,1 percentage points).

Figure 4.59: At least one own-use activity by province, 2011 and 2014

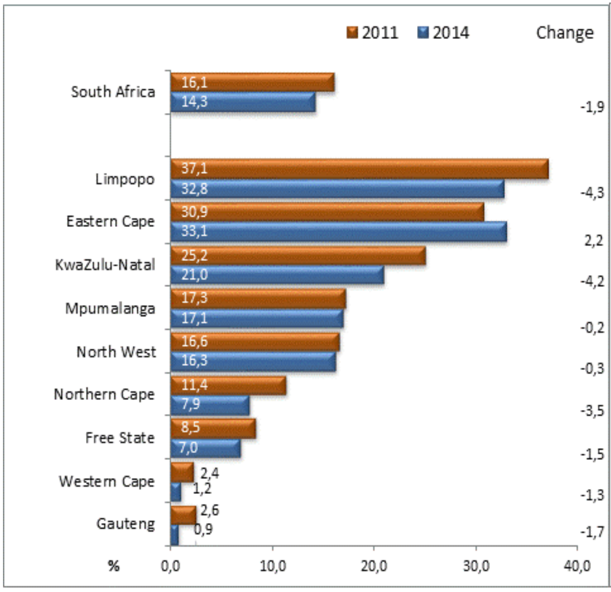


Figure 4.60: At least one own-use activity by education, 2011 and 2014

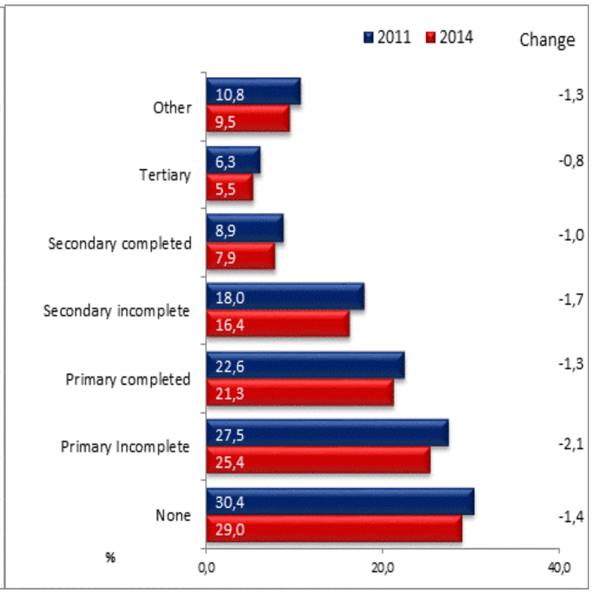


Figure 4.59 illustrates that in both 2011 and 2014, Limpopo and Eastern Cape accounted for the highest share of working-age persons engaged in at least one own-use activity, in excess of 30%. Over the period, the share declined in all provinces with the exception of Eastern Cape, where the proprotion increased by 2,2 percentage points. Figure 4.60 highlights that education is key in determining whether one would be involved in activites for own use. Close to 30% of the persons engaged in these activites had no education compared to between 5,5% and 6,3% of those with a tertiary level education.

Summary and conclusion

The measurement for own-use activities in the national accounts is important, especially in the context of African countries where such activities tend to account for an important part of the primary and secondary industries. It is also essential to note that during economic crises or periods of structural adjustment, these activities may play a major role in maintaining living standards.

Between 2001 and 2014, more South Africans were engaged in the fetching of water and collection of wood/dung for own-use production, when compared to subsistence farming. Women, young people, the less educated and black Africans were more likely to partake in own-use activities. Own-use activities were also predominant in Limpopo and Eastern Cape, where at least one in every three persons of working age was engaged in own-use activities.

References

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

Chapter 5
A profile of the unemployed

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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 on unemployment

South Africa has one of the highest unemployment rates internationally. This is the culmination of a long-term, yet steady, rise in unemployment that started as early as the 1970s (Seeking and Natrass 2006), but which has rapidly accelerated in the post-apartheid period. Almost 202 million people were unemployed in 2013 around the world, an increase of almost 5 million compared with the year before. In many countries the government has to pay the unemployed some benefits; the greater the number of the unemployed or the longer they are without work, the more money the government has to shell out.

Unemployment, especially long-term unemployment, often leads to discouragement and loss of human capital. It is associated with physical and mental ill-health, imposing continuing burdens on health and welfare systems and ultimately having a negative impact on growth.

Introduction

This chapter explores the levels of unemployment in the country by population group, level of education and the activities of the unemployed before they lost their jobs. The analysis also focuses on the proportion of the working-age population which is unemployed, the type of job search method used by those without jobs and the duration of unemployment by level of education. We conclude by analysing the incidence of long-term unemployment by sex, population group, province and work experience.

Table 5.1: Unemployment levels by population group, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
				Thousand			
Black African	3 722	3 836	3 948	3 998	4 101	4 171	4 335
Coloured	365	400	438	453	491	499	512
Indian/Asian	63	61	48	58	59	71	68
White	97	106	130	128	125	146	156
Total	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**

The number of unemployed people has increased from 4,3 million in 2008 to a high of 5,1 million in 2014. Black African unemployment levels accounted for more than 80% of the unemployed while the least affected group was Indians/Asians, with less than 2% of the unemployed over the period 2008–2014. The largest change in the number of unemployed people in 2014 compared with 2013 was among the black

African group; 164 000 more people became unemployed. The Indian/Asian group was the only group that had a decline in unemployment (3 000) in the same period.

Table 5.2: Unemployment as a percentage of the working-age population by population group, 2008–2014

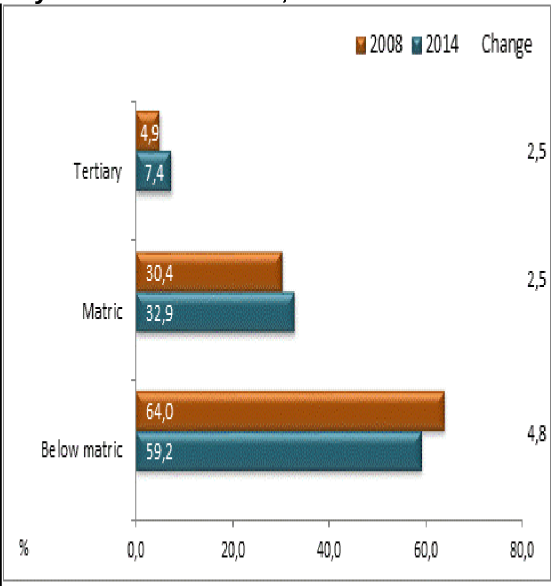
	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Black African	15,1	15,2	15,3	15,2	15,3	15,2	15,5
Coloured	12,2	13,2	14,2	14,4	15,4	15,4	15,6
Indian/Asian	7,1	6,8	5,3	6,2	6,3	7,5	7,0
White	3,0	3,3	4,0	4,0	3,9	4,6	5,0
Total	**13,4**	**13,6**	**13,8**	**13,8**	**14,0**	**14,0**	**14,3**

Table 2 shows that 13,4% of the working-age population were unemployed in 2008, and the proportion increased to 14,3% in 2014. Over the period 2008–2014, this proportion was highest among the black African and coloured population groups at 15,5% and 15,6% respectively. Trends over the period show that compared to 2008, in 2014 the proportion of the working-age population that was unemployed increased among all population groups except for the Indian/Asian population, where it remained virtually unchanged.

Table 5.3: Distribution of the unemployed by level of education, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
	Thousands						
No schooling	105	103	83	78	75	76	76
Primary incomplete	422	385	374	325	334	301	321
Primary completed	238	223	214	216	214	195	221
Secondary incomplete	1 951	2 011	2 077	2 161	2 258	2 329	2 382
Secondary completed	1 290	1 408	1 513	1 555	1 572	1 625	1 668
Tertiary	207	239	264	272	295	333	373
Other	33	33	39	30	27	27	29
Total unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**

Figure 5.1: Distribution of the unemployed by level of education, 2008 and 2014

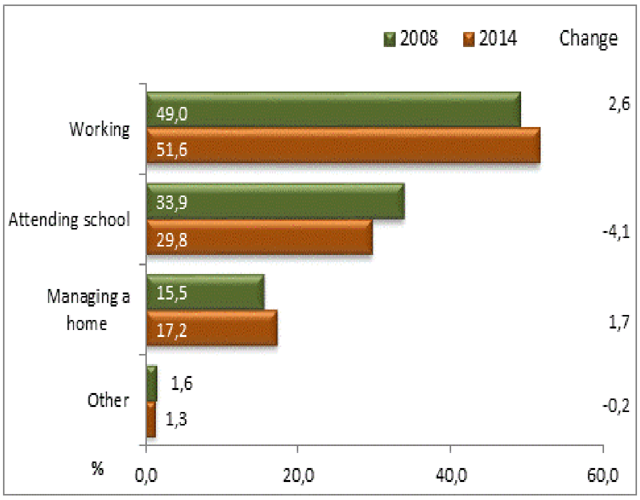


Over the period 2008–2014 among the unemployed, those who had not completed secondary education were the largest group. The second largest group were those who had completed matric (Table 3). Trends over the period show a steady increase each year for both of these groups. The number of unemployed people with a tertiary qualification has also been increasing since 2009, but relatively few people have such qualifications (373 000 in 2014 compared with 2,4 million and 1,7 million of those who did not complete their secondary education and those who did respectively). In 2014, people who did not complete their matric were 6,4 times more likely to be unemployed than those with tertiary qualifications. Figure 1 shows that almost two thirds of the unemployed had qualifications below matric level in 2008, but the proportion decreased by 4,8 percentage points to 59,2% in 2014. The proportion of unemployed people with matric and tertiary qualifications each increased by 2,5 percentage points in 2014 compared with 2008.

Table 5.4: Unemployment by main activity before becoming unemployed, 2008-2014

	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2008	2 082	658	1 439	67	**4 246**
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**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2008 and 2014



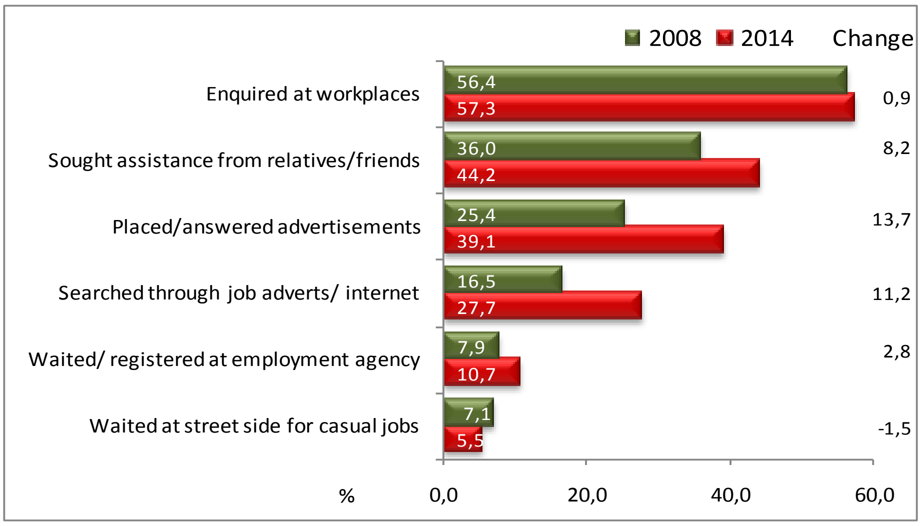
Throughout the period 2008–2014, the majority of unemployed people had jobs before becoming unemployed. More than half of those that were unemployed in 2014 stated that they had previously been working (Figure 2). In 2008, a third of unemployed people were previously attending school, but the proportion decreased by 4,1 percentage points to 29,8% in 2014.

The duration of unemployment

The average duration of unemployment has increased in many economies. Longer spells of unemployment can have persistent effects. As unemployment spells lengthen, labour market attachment tends to diminish and skills depreciate. The observed increase in the average unemployment duration in some countries can make job searches harder and unemployment more persistent (Shimer, 2008).

Long-term unemployment can plausibly affect individuals, families, and communities in direct ways. Long-term unemployment can also influence outcomes indirectly. While a worker is unemployed, that worker's family income falls due to the lack of earnings, and the loss of income (which becomes larger as the duration of unemployment gets longer) can affect the worker and the worker's household. The loss of income can reduce the quantity and quality of goods and services the worker's family can purchase.

Figure 5.3: Types of job search activities, 2008 and 2014



Enquiring at workplaces was the popular job search method in 2008 and 2014, and there was a slight increase of 0,9 of a percentage point for 2014 compared with 2008. Increases were observed in other job search methods in 2014 compared with 2008. The biggest increases were observed among those who answered job adverts or searched through the internet for available jobs (13,7 and 11,2 percentage points respectively), suggesting that more people preferred these job search methods in 2014 than they did in 2008. Searching for casual jobs and registering at employment agencies were the least preferred job search methods used by the unemployed.

Table 5.5: Trends of the unemployed by duration of unemployment and annual changes, 2008–2014

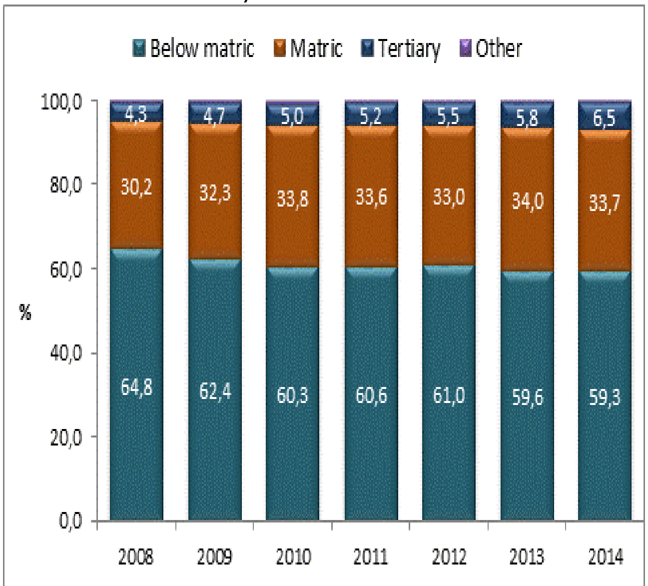
	2008	2009	2010	2011	2012	2013	2014
				Thousand			
Short-term	1 728	1 750	1 566	1 456	1 533	1 660	1 729
Long-term	2 518	2 653	2 998	3 180	3 242	3 226	3 341
Total	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
	2009	**2010**	**2011**	**2012**	**2013**	**2014**	**Change: 2008-2014**
			Annual changes (Thousand)				
Short-term	22	-184	-110	76	127	70	1
Long-term	135	345	182	63	-16	114	823
Total	**157**	**161**	**72**	**139**	**111**	**184**	**824**

More than half of the unemployed were looking for work for longer than a year (Table 5). It is widely recognised that the longer people are out of employment, the longer it takes for them to re-enter the job market. Over the period 2008–2014, 824 000 people were without jobs and 99,9% of them were in long-term unemployment. The situation is bleak, as there has been annual increases among this group for all years except in 2013, when 16 000 less people were in this category. The largest increase was observed in 2009, when 345 000 people were unemployed for longer than a year.

Table 5.6: Trends of the unemployed by level of education, 2008–2014

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
2008	1 631	760	109	18	**2 518**
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	1982	1127	217	16	**3 376**
		Short-term (Thousand)			
2008	1 085	530	98	15	**1 728**
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**

Figure 5.4: Share of long-term unemployment by level of education, 2008–2014

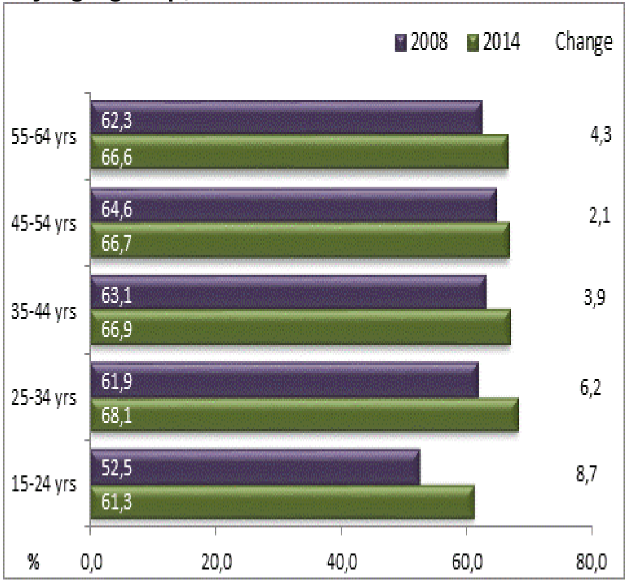


The majority of both the long-term and short-term unemployed had qualifications below matric level. The number of people who were in long-term unemployment and had qualifications below matric has been increasing since 2009, reaching a high of 2,0 million in 2014. Amongst the long-term unemployment those with a tertiary qualification accounted for only 217 000 in 2014, although increased from 109 000 in 2008. Figure 4 shows that the smallest proportion of the unemployed had completed tertiary education while the largest proportion had an education level below matric – but this proportion declined from 64,8% in 2008 to 59,3% in 2014.

Table 5.7: Incidence of long-term unemployment by age group, 2008–2014

	15-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	55-64 yrs
			Per cent		
2008	52,5	61,9	63,1	64,6	62,3
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

Figure 5.5: Incidence of long-term unemployment by age group, 2008 and 2014

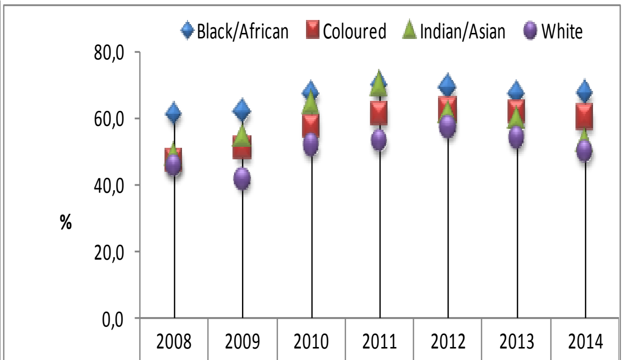


Over the period 2008–2014, the incidence of long-term unemployment was lowest amongst those aged 15–24 years and highest among those aged 45–54 years. Figure 5 shows that there were increases in the incidence of long-term unemployment among all age groups in 2014 compared with 2008, with the largest increase occurring among youth aged 15–24 years (by 8,7 percentage points) and 6,2 percentage points among those aged 25–34 years. The lowest increase was among the 45–54 year olds (by 2,1 percentage points).

Figure 5.6: Incidence of long-term unemployment by sex, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
Men	55,0	55,1	61,9	65,2	64,5	62,5	62,4
Women	63,4	65,8	69,7	72,0	71,4	69,7	69,5
Total	59,3	60,3	65,7	68,6	67,9	66,0	65,9

Figure 5.7: Incidence of long-term unemployment by population group, 2008–2014



	2008	2009	2010	2011	2012	2013	2014
Black/African	61,0	61,8	67,1	69,9	69,0	67,1	67,4
Coloured	47,1	51,0	57,4	61,0	62,1	61,7	59,9
Indian/Asian	48,8	54,3	64,5	70,0	61,3	59,7	53,1
White	45,5	41,7	51,8	53,2	57,3	54,0	49,9

A larger proportion of women than men were unemployed for a year or longer as shown in Figure 6. The incidence of long-term unemployment for men on the other hand was lower than the national average throughout the period 2008–2014. Figure 7 shows that the highest incidence of long-term unemployment occurred among black Africans, except in 2011 where the Indian/Asian group had the highest incidence. The white population group had the lowest incidence over the period 2008–2014. The largest annual decrease in the incidence of long-term unemployment was in 2012 among the Indian/Asian group (by 8,7 percentage points) while the highest increase was in 2010 among the white and Indian/Asian groups.

Figure 5.8: Incidence of long-term unemployment by province, 2008 and 2014

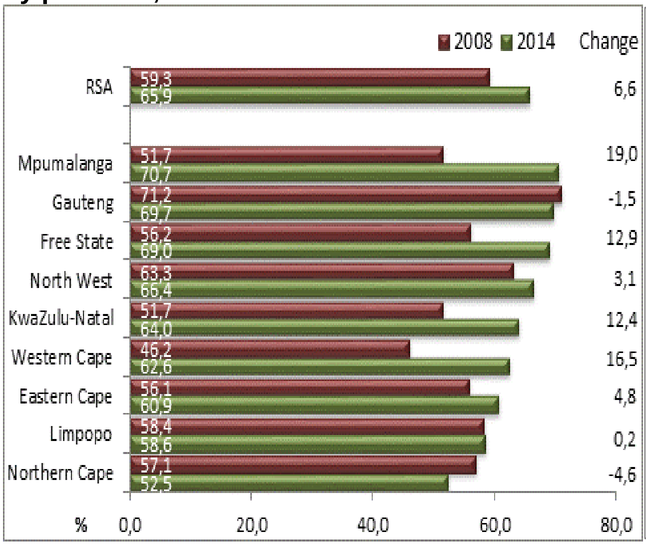
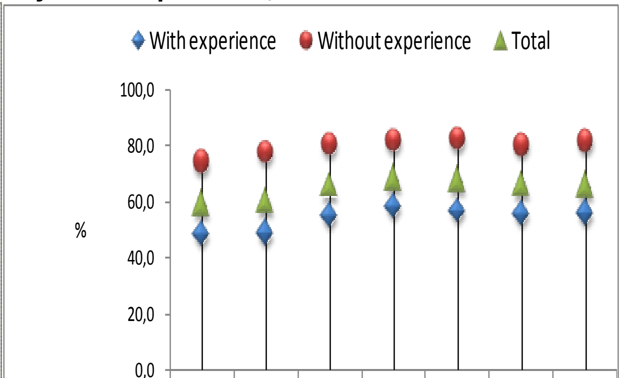


Figure 5.9: Incidence of long-term unemployment by work experience, 2008–2014



	2008	2009	2010	2011	2012	2013	2014
With experience	48,5	48,6	54,9	58,3	56,9	55,8	55,9
Without experience	74,5	77,9	80,8	82,0	82,8	80,5	81,8
Total	59,3	60,3	65,7	68,6	67,9	66,0	65,9

The incidence of long-term unemployment increased by 6,6 percentage points over the period 2008 to 2014. The largest provincial increase occurred in Mpumalanga (by 19,0 percentage points), Western Cape (by 16,5 percentage points), Free State (by 12,9 percentage points) and KwaZulu-Natal (by 12,4 percentage points). Decreases were observed in Northern Cape, Gauteng and Limpopo. Figure 9 shows that unemployed people without work experience have a higher incidence of long-term unemployment compared to those who had never worked before.

Summary and conclusion

Globally, high levels of unemployment have been a serious issue and the situation has been worsening. The more people that become unemployed, the more government needs to spend on social grants and the less tax revenue is collected.

Unemployment increased from 2009 to its highest level in 2014 (5,1 million). Black Africans were the hardest hit as more than 80% were unemployed throughout the period 2008–2014. Education remains an important explanatory factor, as those with tertiary education had lower levels of unemployment compared to the other groups.

The unemployed preferred enquiring at workplaces when they searched for jobs and the proportions of those using the internet and answering job adverts increased in 2014 compared with 2008. Over the period 2008–2014, the majority of the unemployed had been looking for work for one year or longer. The number of people with qualifications below matric who were in long-term unemployment has been increasing since 2009, reaching its highest level in 2014 (2,0 million).

Over the period 2008–2014, increases in the incidence of long-term unemployment occurred among all age groups, with the largest increase among youth and the lowest increase among those aged 45–54 years. The incidence of long-term unemployment was higher among women than among men and higher among black Africans compared with the other population groups. In 2014, Mpumalanga, Gauteng and Free State had the highest incidence of long-term unemployment, while Northern Cape and Limpopo had the lowest. The incidence of long-term unemployment among those with no work experience was higher than among those who had never worked, by a large margin.

Chapter 6
Youth in the South African labour market

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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 define 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

Economic participation among youth is one of the priorities that South Africa's National Youth Policy (2009–2014)[2] aims to achieve. The policy stresses that investing in young people is essential because "young people can claim their right to health, education and decent working conditions; they become a powerful force for economic development and positive change".

The population of South Africa is largely made up of young people; persons aged below 35 years constitute about 66% of the total population. The report entitled "National and provincial labour market: Youth, Q1: 2008 to Q1: 2014"[3] published by Statistics South Africa highlights that young people face low absorption rates, with very few young people employed, while being over-represented in unemployment relative to adults. The report indicated that the educational attainment among the youth improved over the period 2008 to 2014, but their labour market prospects have generally deteriorated. Even among those who were employed, access to benefits for youth was lower compared to employed adults. In addition, youth were more likely to be employed on a contract of limited duration than on a contract of a permanent nature. A gender bias was also present as young women aged 15–34 years had higher unemployment rates compared to men over the period 2008 to 2014[4].

Introduction

This chapter presents the labour market situation of youth aged 15–34 years, focusing on the patterns and trends in the key labour market indicators over the period 2008 to 2014. In addition, the characteristics of youth who are employed, unemployed and discouraged as well as young people who are Not in Employment, Education or Training (NEET) are discussed.

[1] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[2] National Youth Policy 2009–2014
[3] http://beta2.statssa.gov.za/publications/P02114.2/P02114.22014.pdf
[4] National and provincial labour market: Youth, Statistics South Africa, 2014

Table 6.1: Trends in key labour market indicators among youth, 2008–2014

	2008	2009	2010	2011	2012	2013	2014
	Thousand						
Employed	6 488	6 052	5 739	5 771	5 868	6 008	6 021
Unemployed	3 058	3 141	3 180	3 205	3 271	3 295	3 377
Discouraged	776	1 042	1 360	1 523	1 537	1 549	1 584
Other not economically active	7 960	8 245	8 408	8 409	8 464	8 515	8 601
Working-age population	**18 281**	**18 480**	**18 687**	**18 909**	**19 140**	**19 367**	**19 583**
	Annual changes						
	2009	2010	2011	2012	2013	2014	Change 2008-2014
Employed	-436	-313	32	96	140	13	-467
Unemployed	83	39	25	66	24	82	319
Discouraged	265	318	164	14	12	35	808
Other not economically active	285	163	1	55	51	85	641
Working-age population	**199**	**207**	**222**	**231**	**228**	**216**	**1 302**

The number of young people aged 15 to 34 years in the working-age population (WAP) increased from 18,3 million in 2008 to 19,6 million in 2014 (an increase of 1,3 million). Over the period 2008 to 2014, the number of employed youth declined by 467 000 to 6 million in 2014. In contrast, the number of unemployed and the discouraged youth increased over the period, by 319 000 and 808 000 respectively. This reflects the impact of the economic recession. A discussion paper addressing youth unemployment by the National Treasury (2011)[5] highlighted a number of reasons that may explain why young people are unemployed. The paper indicated that employers look for skills and experience when hiring and thus they regard unskilled, inexperienced job-seekers as a risky investment.

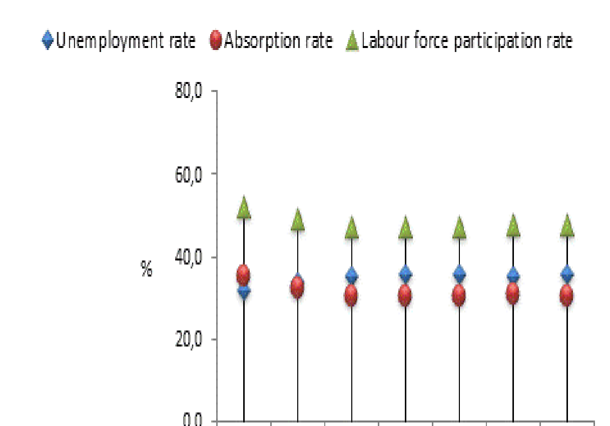
Table 6.2: Employment among youth and adults by sector, 2008 and 2014

	2008			2014		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 595	5 488	10 083	4 362	6 460	10 822
Informal sector	1 094	1 286	2 380	1 027	1 366	2 393
Agriculture	383	435	819	303	399	702
Private households	416	888	1 303	329	901	1 230
Total	**6 488**	**8 097**	**14 585**	**6 021**	**9 125**	**15 146**
	Per cent					
Formal sector	70,8	67,8	69,1	72,5	70,8	71,5
Informal sector	16,9	15,9	16,3	17,1	15,0	15,9
Agriculture	5,9	5,4	5,6	5,0	4,4	4,6
Private households	6,4	11,0	8,9	5,5	9,9	8,2
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

In both 2008 and 2014, a higher proportion of youth and adults were employed in the formal sector. More than seven out of ten young people were employed in this sector in both years, a share marginally higher compared to adults. Over the same period, formal sector jobs among youth declined by 233 000 while among adults it increased by 972 000. With regard to the informal sector, while the share of adults who were employed in this sector declined from 15,9% in 2008 to 15,0% in 2014, the share of young people increased from 16,9% to 17,1%. In addition, youth were more likely to work in Agriculture and less likely to work in Private households compared to adults.

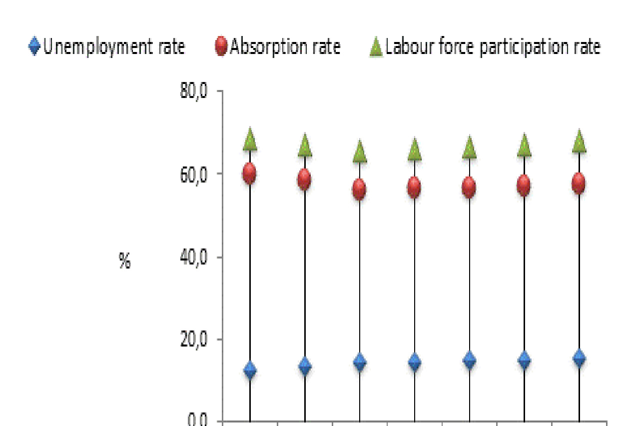
[5] “Confronting youth unemployment: Policy options for South Africa.” Discussion paper for public comment, National Treasury, February 2011 http://www.treasury.gov.za/documents/national%20budget/2011/Confronting%20youth%20unemployment%20-%20Policy%20options.pdf

Figure 6.1: Labour market rates among youth, 2008–2014



	2008	2009	2010	2011	2012	2013	2014
Unemployment rate	32,0	34,2	35,7	35,7	35,8	35,4	35,9
Absorption rate	35,5	32,7	30,7	30,5	30,7	31,0	30,7
Labour force participation rate	52,2	49,7	47,7	47,5	47,7	48,0	48,0

Figure 6.2: Labour market rates among adults, 2008–2014



	2008	2009	2010	2011	2012	2013	2014
Unemployment rate	12,8	13,4	14,7	14,7	14,9	15,2	15,7
Absorption rate	60,1	58,7	56,4	56,6	56,9	57,4	57,7
Labour force participation rate	68,9	67,8	66,1	66,4	66,9	67,7	68,4

Figures 6.1 and 6.2 show that youth experience low absorption rates and high unemployment rates relative to adults. Between 2008 and 2014 the youth unemployment rate was more than double the rate for adults. In addition, youth unemployment rates were above 30% every year and the rate increased by 3,9 percentage points over the period. Both the labour absorption and labour force participation rates for youth declined between 2008 and 2014 (by 4,8 percentage points and 4,2 percentage points respectively).

Figure 6.3: Employed youth by industry, 2008 and 2014

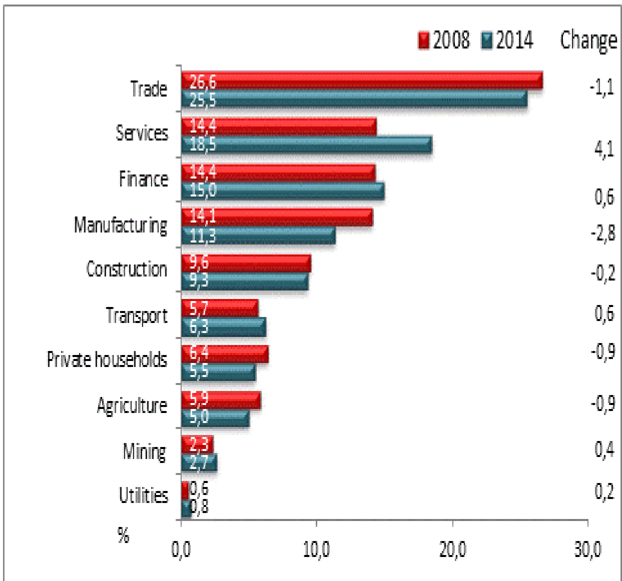
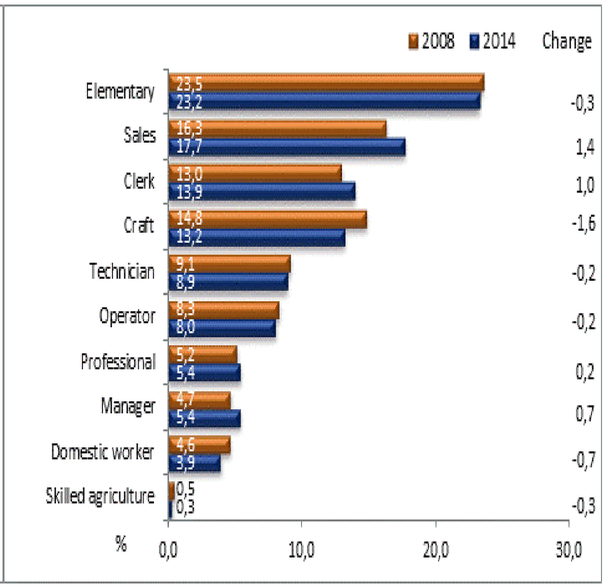


Figure 6.4: Employed youth by occupation, 2008 and 2014



Youth are more likely to be employed in Trade, Community and social services and Finance and least likely to be employed in Mining and Utilities (Figure 6.3). In both years, Trade accounted for more than 25% of youth employment while Utilities and Mining accounted for less than three per cent. The largest increase over the period occurred in Community and social services which increased by 4,1 percentage points. In term of occupations, Elementary jobs account for the largest share of youth employment – more than one in five young people have such jobs. Sales and Clerical occupations account for the second and third largest shares of youth employment. Youth were less likely to work in Skilled agricultural and as Domestic workers, while only 5% of young people were employed as Professionals and Managers.

Education profile of youth

Mlatsheni (2012)[6] emphasises that youth must aim to acquire as much education as possible in order to improve their chances of finding decent employment, as education plays an important role not only in finding employment, but also employment creation through entrepreneurship. The author highlights that the 2006 Global Entrepreneurship Monitor reported that in South Africa, the potential of tertiary-educated adults to create employment is two and a half times greater than those who completed secondary education, and 11 times greater than those who did not complete secondary education. The importance of education is also highlighted in the National Development Plan for South Africa which sets out a vision for reducing poverty and inequality in the country by 2030. The plan also identifies that too few people work and highlights the poor quality of education as challenges facing the country.

Figure 6.5: Education level of youth in the labour force, 2008 and 2014

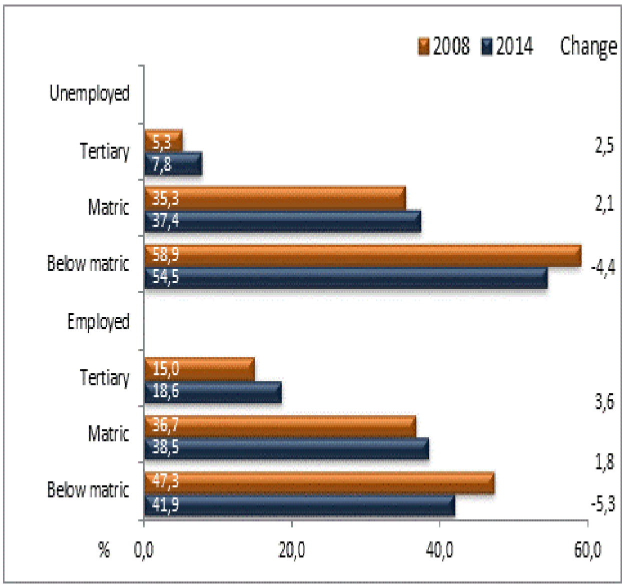
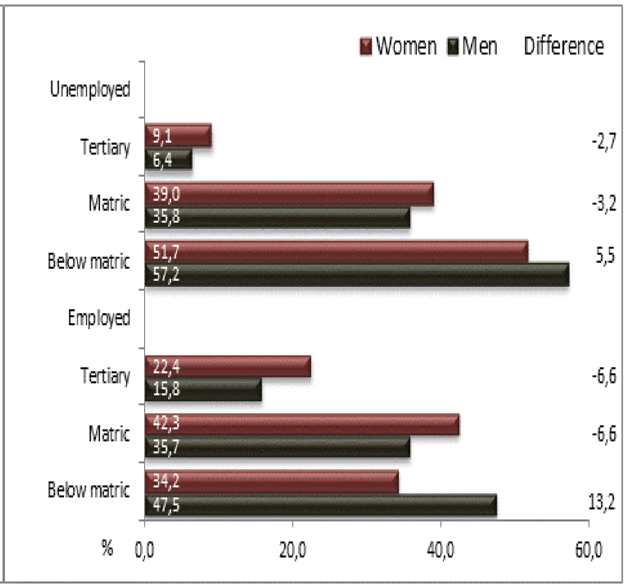


Figure 6.6: Education level of youth in the labour force by sex, 2014



It is widely recognised that there is a strong link between education and labour market outcomes. Between 2008 and 2014, Figure 6.5 indicates that the education profile of employed youth improved. The share of young people with jobs who possessed a below matric level of education declined by 5,3 percentage points, while those with tertiary education increased by 3,6 percentage points and those with a matric qualification increased by 1,8 percentage points. Despite this improvement, in 2014 as many as one in every two unemployed young people (54,5%) who were looking for work had a level of education below matric. And among those who did have a job, as many as 41,9% had that level of education.

When gender is considered, Figure 6.6 shows that young women in the labour force were better educated than young men. Amongst employed young women, 22,4% had a tertiary qualification and 42,3% matric, compared to 15,8% and 35,7% respectively among employed men aged 15 to 34 years.

[6] Chet.org.za/download/file/fid/519

Figure 6.7: Youth unemployment rate by level of education, 2008 and 2014

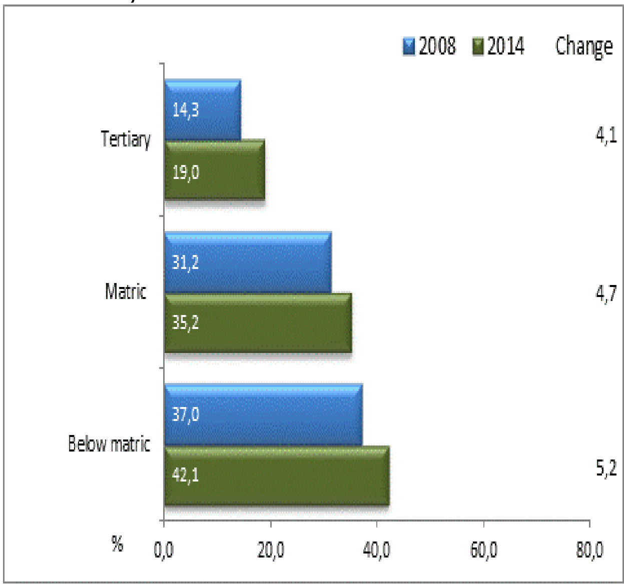
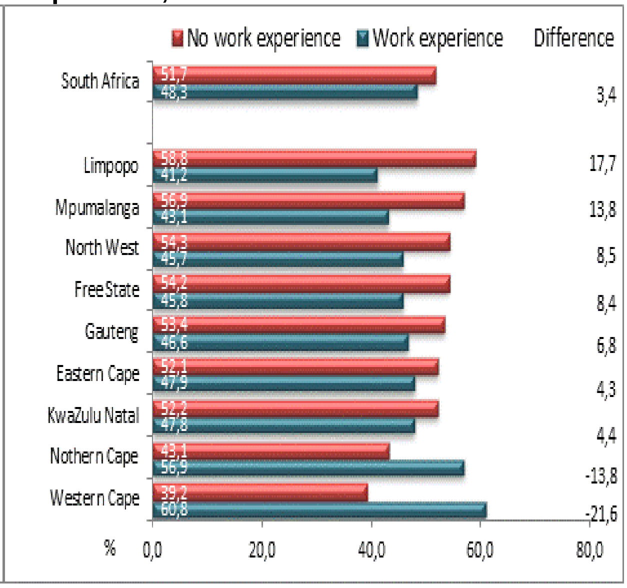


Figure 6.8: Unemployed youth by work experience, 2014



Youth unemployment rates decline as education levels rise. Figure 6.7 shows that over the period 2008 to 2014, youth unemployment rates increased for all education levels. The highest unemployment rate for young people was among those with below matric which increased to 42,1% in 2014 from 37,0% in 2008, and this was also the largest increase in the rate over the period (5,2 percentage points). In this regard, issues of quality and the relevance of the field of study pursued are likely to have played a major role. It is widely recognised that prior work experience increases the chances of finding employment. Figure 6.8 shows that nationally, 48,3% of young people had previous work experience and this percentage varies substantially by province. In Western Cape as many as 60,8% of young people had worked before. In contrast, in Limpopo only 41,2% of young people had worked before.

Discouragement among young people

Young people who are discouraged have exited the labour market because they have lost hope of finding a job. Combined with the pattern and trends in the unemployment rate discussed earlier, this underscores their vulnerability in the labour market.

Figure 6.9: Distribution of the discouraged youth by level of education, 2008 and 2014

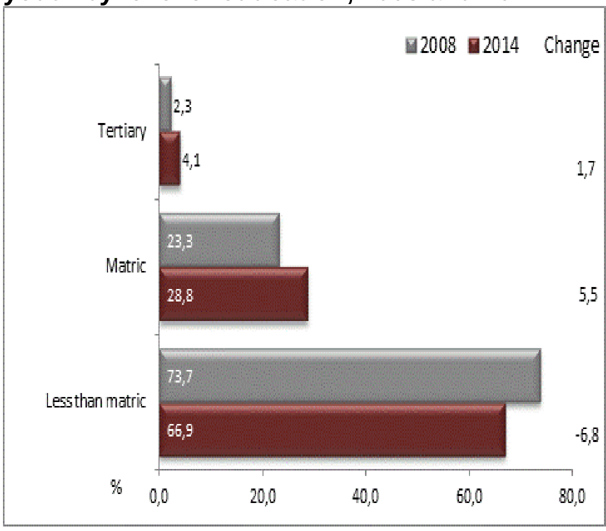


Figure 6.10: Distribution of the discouraged youth by sex, 2014

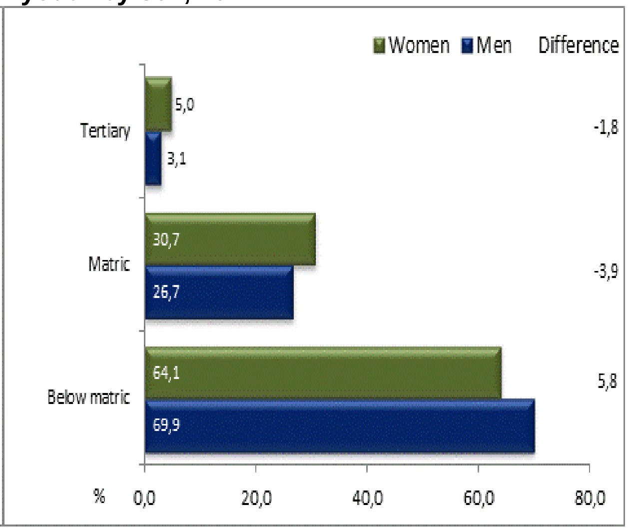
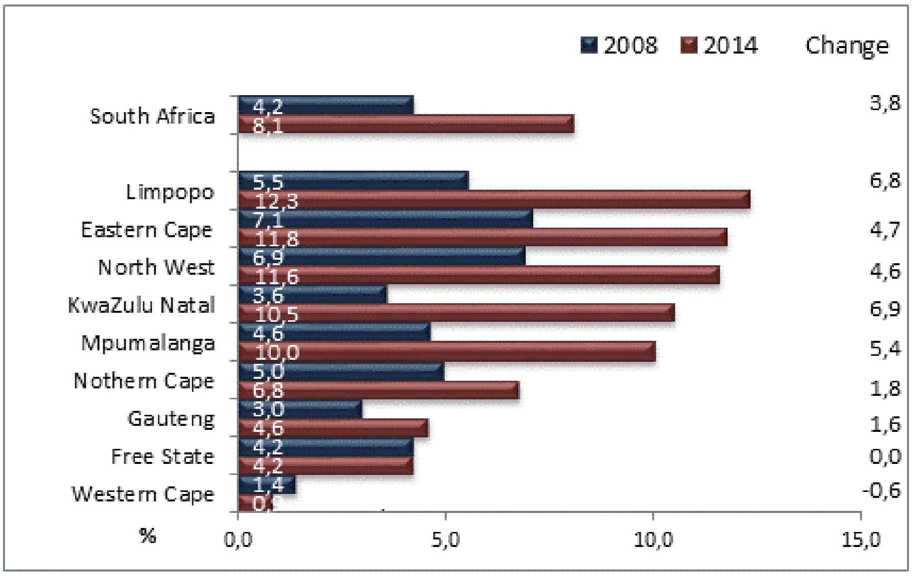


Figure 6.9 highlights that in 2014, the vast majority of discouraged youth had less than a matric qualification (66,9%). A similar picture is evident by sex. However, Figure 6.10 suggests that a higher proportion of discouraged young men (69,9%) possess that level of education compared to young women (64,1%).

Figure 6.11: Share of discouraged youth by province, 2008 and 2014

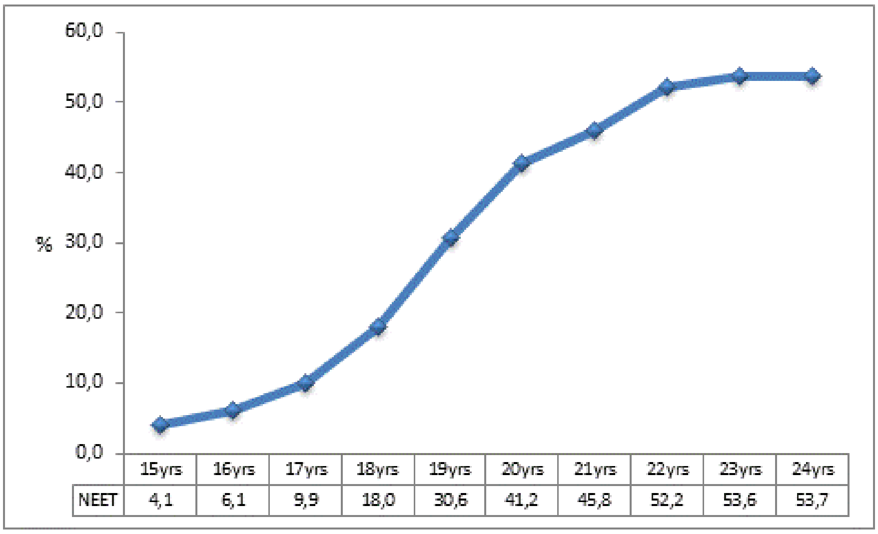


Over the period 2008 to 2014, the percentage of working-age youth that were discouraged increased from 4,2% in 2008 to 8,1% in 2014. In 2014, discouragement among youth was highest in Limpopo (12,3%). Limpopo and KwaZulu-Natal stand out as the provinces in which discouragement among young people increased the most (by 6,8 and 6,9 percentage points respectively).

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

The International Labour Organization (ILO,2014[7]) finds that high and/or rising NEET rates are of concern to policy-makers as this group is neither engaged in employment, nor investing in skills development and are thus at very high risk of disengagement. NEET is a useful indicator for monitoring the labour market and the social dynamics of young people.

Figure 6.12: NEET rate for youth aged 15–24 years in single years, 2014



[7] Global employment trends, ILO, 2014

Figure 6.12 shows that the NEET rate increases with age. In 2014, more than 50% of youth aged 22–24 years were in NEET. In addition, those aged 24 are 13 times more likely to not be in education, employment or training compared to young people who are 15 years old.

Figure 6.13: NEET rate for youth aged 15–24 by population group, 2014

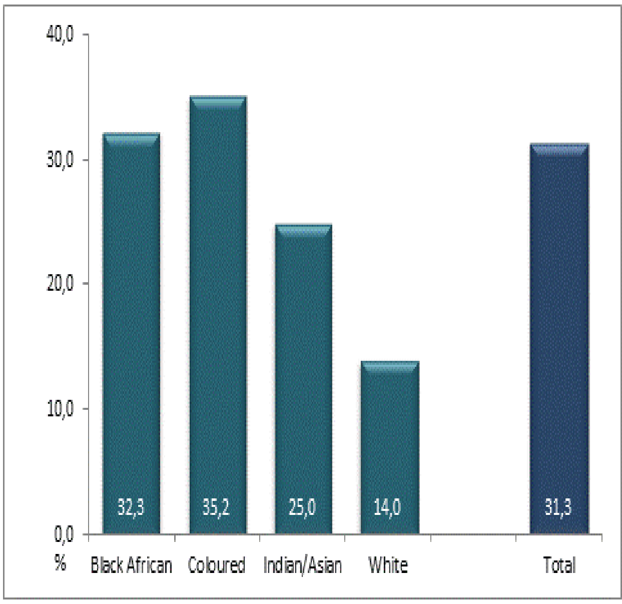
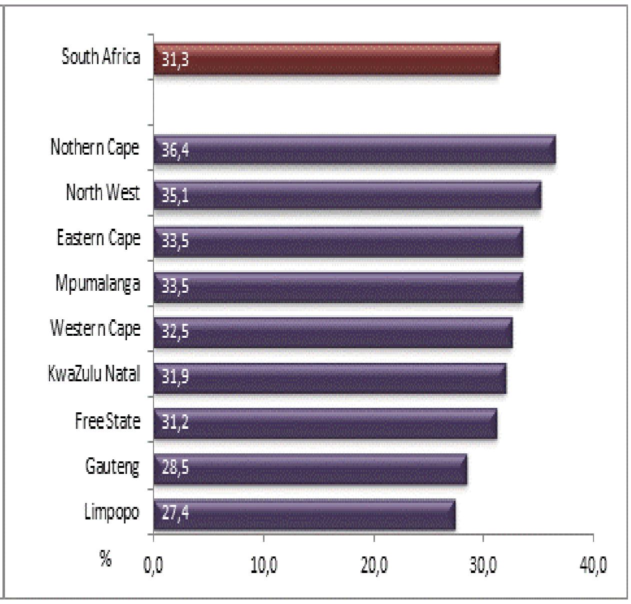


Figure 6.14: NEET rate for youth aged 15–24 by province, 2014



In 2014, nationally, 31,3% of young people were not in education, employment or training. The NEET rate differs substantially by population group; the rate for black African (32,3%) and coloured (35,2%) youth was above thirty per cent but only 14,0% for youth from the white population group (Figure 6.13). By province, the highest NEET rate was in Northern Cape (36,4%), followed by North West (35,1%), Eastern Cape (33,5%) and Mpumalanga (33,5%). Limpopo and Gauteng are the only two provinces which have a NEET rate below the national average (27,4% and 28,5% respectively).

Figure 6.15: NEET rate for youth aged 15–24 by sex, 2014

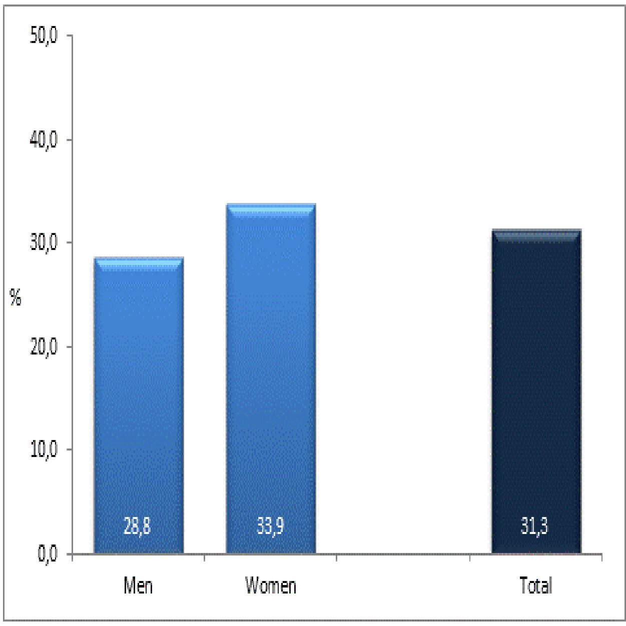
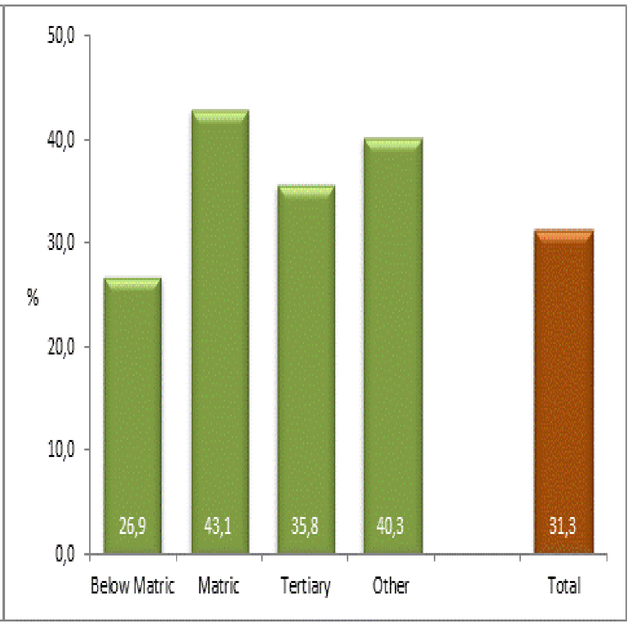


Figure 6.16: NEET rate for youth aged 15–24 by level of education, 2014



In 2014, young women (33,9%) were more likely to be NEET compared to young men (28,8%). According to Eurofound[8] some young people are at greater risk of being NEET than others. In particular, those with low levels of education are three times more likely to be NEET compared to those with tertiary education. In South Africa the NEET rate for youth who completed secondary and tertiary education was among the highest, suggesting that even the better educated youth in this country may be vulnerable in the labour market. As many as 43,1% of youth who hold a matric qualification and more than three in ten youth aged 15–24 years with tertiary qualifications (35,8%) were not in education, employment or training in 2014.

Summary and conclusion

- Young people are vulnerable in the labour market; they face unemployment rates double that of adults while they are more likely to have limited or no previous work experience, which reduces their chances of finding employment. In 2014, 51,7% of young people aged 15–34 had never worked before, with close to three out of five young people in Limpopo (58,8%) never having worked before.

- Youth remain vulnerable across the world; investing in quality education and decent jobs will assist young people to reach their full potential.

- Young people in South Africa are over-represented in unemployment and under-represented in employment relative to their share in the working-age population. Young people are most likely to be employed in Trade, Community and social services, and Finances industry and least likely to work in Mining and Utilities. Unemployed youth are more likely to have less than a matric qualification. Youth are also more likely to be discouraged, especially in provinces such as KwaZulu-Natal, Eastern Cape and Limpopo.

- The NEET rate is higher for older youth; the NEET rate for youth aged between 22 and 24 years in 2014 was above 50%. Black African and coloured youth are more likely to be NEET, in addition youth who live in the Northern Cape and North West, young women and youth who a have a matric qualification are also more likely to experience a high NEET rate.

[8] Eurofound (2012), NEEts – Young people not in employment, education or training: Characteristics, costs and policy responses in Europe, Publications Office of the European Union, Luxembourg.

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 2008–2014 are averages of the results obtained for the four quarters each year over the period 2008 to 2014.

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 a master sample of which there have been three so far. The design of the current master sample is as follows:

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 30 000 dwellings per quarter.

The sample is based on information collected during the 2001 Population Census conducted by Stats SA. In preparation for Census 2001, the country was divided into 80 787 enumeration areas (EAs). Stats SA's household-based surveys use a master sample of primary sampling units (PSUs) which comprise EAs that are drawn from across the country.

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 four geography types are: urban formal, urban informal, farms and tribal. 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 3 080 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]

The Gross Flow Estimation was based on only data from the three overlapping panels. The QLFS final full weights ('full_wgt') were therefore adjusted by a factor of $^4/_3$ to account for the non-overlapping panel.

A 'Person non-match' 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. The adjustment factor was defined as follow:

$$(Person\_NonMat\_Adj)_i = \frac{n_i^{(match)} + n_i^{(non\_match)}}{n_i^{(match)}} \qquad (2.1)$$

Where $n_i = n_i^{(Match)} + n_i^{(non-match)}$ is the sum of the weights of the matched and non-matched persons in adjustment cell *i* and $\mathrm{n}_\mathrm{i}^{(\mathrm{match})}$ is the sum of the weights of the persons matched between time T and T+1.

After excluding the non-matched person records at time T from the data file; the QLFS final full weights were further adjusted by applying the 'person non-match' adjustment factor within the respective adjustment cells.

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

The adjustment cells were defined by the rotation group as well the demographic variables Age, Gender and Race. Rotation group had three categories, Age had three categories: 15-34 years, 35-64 years and 65 years and above, 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 72 adjustment cells.

Finally, the adjusted weights were calibrated to the known population estimates used at time T as control totals for persons aged 15 years and above.

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 final Calibrated weight is 'FULL_CALWGT'

4. Estimates at aggregate levels, such as Total Number of Unemployed Persons, will not be comparable to the initial published estimates.

Appendix 2: Statistical tables

Page

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

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
Both sexes	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Women	16 333	16 602	16 871	17 145	17 422	17 702	17 986
Men	15 432	15 758	16 087	16 419	16 753	17 088	17 424
Population groups	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Black/African	24 625	25 175	25 731	26 297	26 874	27 458	28 050
Coloured	2 987	3 040	3 092	3 144	3 193	3 241	3 287
Indian/Asian	883	897	911	925	939	951	964
White	3 270	3 248	3 223	3 198	3 169	3 139	3 109
South Africa	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Western Cape	3 671	3 751	3 833	3 918	4 006	4 096	4 188
Eastern Cape	3 817	3 869	3 918	3 964	4 007	4 044	4 077
Northern Cape	701	709	718	728	738	748	758
Free State	1 786	1 796	1 807	1 818	1 830	1 843	1 857
KwaZulu Natal	6 029	6 127	6 225	6 323	6 420	6 514	6 608
North West	2 143	2 179	2 216	2 256	2 297	2 340	2 384
Gauteng	8 138	8 321	8 509	8 703	8 904	9 114	9 332
Mpumalanga	2 392	2 443	2 493	2 543	2 596	2 649	2 703
Limpopo	3 089	3 165	3 239	3 310	3 377	3 442	3 505

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

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

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
Both sexes							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**18 831**	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**
Employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
Formal sector (Non-agricultural)	10 083	9 967	9 627	9 942	10 222	10 524	10 822
Informal sector (Non-agricultural)	2 380	2 221	2 259	2 270	2 275	2 366	2 393
Agriculture	819	715	665	644	696	740	702
Private households	1 303	1 291	1 237	1 214	1 232	1 236	1 230
Unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
Not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**
Discouraged work-seekers	1 146	1 535	2 026	2 252	2 314	2 331	2 422
Other(not economically active)	11 788	12 228	12 579	12 605	12 661	12 708	12 771
Rates (%)							
Unemployment rate	22,5	23,7	24,9	24,8	24,9	24,7	25,1
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	59,3	57,5	55,7	55,7	56,2	56,8	57,1
Women							
Population 15-64 yrs	**16 333**	**16 602**	**16 871**	**17 145**	**17 422**	**17 702**	**17 986**
Labour Force	**8 470**	**8 327**	**8 171**	**8 404**	**8 601**	**8 920**	**9 115**
Employed	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**
Formal sector (Non-agricultural)	3 939	3 971	3 827	4 021	4 173	4 369	4 514
Informal sector (Non-agricultural)	1 056	978	940	927	908	954	937
Agriculture	265	225	225	211	227	230	213
Private households	1 018	1 013	957	946	957	987	969
Unemployed	**2 193**	**2 139**	**2 221**	**2 298**	**2 337**	**2 381**	**2 482**
Not economically active	**7 863**	**8 275**	**8 700**	**8 741**	**8 821**	**8 782**	**8 871**
Discouraged work-seekers	685	881	1 131	1 242	1 294	1 270	1 285
Other(not economically active)	7 177	7 394	7 569	7 499	7 527	7 512	7 586
Rates (%)							
Unemployment rate	25,9	25,7	27,2	27,3	27,2	26,7	27,2
Employed / population ratio (Absorption)	38,4	37,3	35,3	35,6	36,0	36,9	36,9
Labour force participation rate	51,9	50,2	48,4	49,0	49,4	50,4	50,7
Men							
Population 15-64 yrs	**15 432**	**15 758**	**16 087**	**16 419**	**16 753**	**17 088**	**17 424**
Labour Force	**10 361**	**10 270**	**10 181**	**10 303**	**10 599**	**10 832**	**11 101**
Employed	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**
Formal sector (Non-agricultural)	6 144	5 996	5 799	5 921	6 049	6 155	6 308
Informal sector (Non-agricultural)	1 324	1 243	1 319	1 343	1 367	1 412	1 455
Agriculture	554	489	440	433	470	510	488
Private households	285	278	280	268	275	249	261
Unemployed	**2 053**	**2 264**	**2 343**	**2 338**	**2 438**	**2 505**	**2 589**
Not economically active	**5 071**	**5 488**	**5 906**	**6 116**	**6 154**	**6 256**	**6 323**
Discouraged work-seekers	461	654	895	1 010	1 020	1 061	1 137
Other(not economically active)	4 611	4 833	5 011	5 106	5 135	5 195	5 186
Rates (%)							
Unemployment rate	19,8	22,0	23,0	22,7	23,0	23,1	23,3
Employed / population ratio (Absorption)	53,8	50,8	48,7	48,5	48,7	48,7	48,9
Labour force participation rate	67,1	65,2	63,3	62,8	63,3	63,4	63,7

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

Table 2.3: Labour force characteristics by population group

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**18 831**	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	4 246	4 403	4 564	4 636	4 775	4 886	5 070
Not economically active	12 934	13 763	14 606	14 857	14 975	15 038	15 194
Rates (%)							
Unemployment rate	22,5	23,7	24,9	24,8	24,9	24,7	25,1
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	59,3	57,5	55,7	55,7	56,2	56,8	57,1
Black/African							
Population 15-64 yrs	**24 625**	**25 175**	**25 731**	**26 297**	**26 874**	**27 458**	**28 050**
Labour Force	**14 055**	**13 825**	**13 614**	**13 990**	**14 466**	**14 960**	**15 413**
Employed	10 334	9 990	9 666	9 992	10 365	10 790	11 078
Unemployed	3 722	3 836	3 948	3 998	4 101	4 171	4 335
Not economically active	10 570	11 349	12 117	12 307	12 408	12 498	12 638
Rates (%)							
Unemployment rate	26,5	27,7	29,0	28,6	28,3	27,9	28,1
Employed / population ratio (Absorption)	42,0	39,7	37,6	38,0	38,6	39,3	39,5
Labour force participation rate	57,1	54,9	52,9	53,2	53,8	54,5	54,9
Coloured							
Population 15-64 yrs	**2 987**	**3 040**	**3 092**	**3 144**	**3 193**	**3 241**	**3 287**
Labour Force	**1 939**	**1 980**	**1 977**	**1 981**	**2 035**	**2 071**	**2 135**
Employed	1 574	1 579	1 539	1 528	1 544	1 572	1 623
Unemployed	365	400	438	453	491	499	512
Not economically active	1 048	1 060	1 115	1 163	1 159	1 170	1 152
Rates (%)							
Unemployment rate	18,8	20,2	22,2	22,9	24,1	24,1	24,0
Employed / population ratio (Absorption)	52,7	52,0	49,8	48,6	48,3	48,5	49,4
Labour force participation rate	64,9	65,1	63,9	63,0	63,7	63,9	65,0
Indian/Asian							
Population 15-64 yrs	**883**	**897**	**911**	**925**	**939**	**951**	**964**
Labour Force	**542**	**531**	**558**	**549**	**553**	**579**	**566**
Employed	479	469	510	491	494	508	498
Unemployed	63	61	48	58	59	71	68
Not economically active	340	367	353	376	386	373	398
Rates (%)							
Unemployment rate	11,6	11,6	8,7	10,5	10,6	12,3	12,0
Employed / population ratio (Absorption)	54,3	52,3	56,0	53,1	52,7	53,4	51,7
Labour force participation rate	61,5	59,1	61,3	59,3	58,9	60,8	58,7
White							
Population 15-64 yrs	**3 270**	**3 248**	**3 223**	**3 198**	**3 169**	**3 139**	**3 109**
Labour Force	**2 294**	**2 261**	**2 203**	**2 187**	**2 147**	**2 142**	**2 103**
Employed	2 198	2 156	2 073	2 060	2 022	1 996	1 947
Unemployed	97	106	130	128	125	146	156
Not economically active	976	987	1 020	1 010	1 022	998	1 006
Rates (%)							
Unemployment rate	4,2	4,7	5,9	5,8	5,8	6,8	7,4
Employed / population ratio (Absorption)	67,2	66,4	64,3	64,4	63,8	63,6	62,6
Labour force participation rate	70,2	69,6	68,4	68,4	67,7	68,2	67,6

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

Table 2.4: Labour force characteristics by age group

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
15-64 years							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**18 831**	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	4 246	4 403	4 564	4 636	4 775	4 886	5 070
Not economically active	12 934	13 763	14 606	14 857	14 975	15 038	15 194
Rates (%)							
Unemployment rate	22,5	23,7	24,9	24,8	24,9	24,7	25,1
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	59,3	57,5	55,7	55,7	56,2	56,8	57,1
15-24 years							
Population 15-24 yrs	**9 733**	**9 837**	**9 938**	**10 038**	**10 128**	**10 201**	**10 257**
Labour Force	**2 990**	**2 762**	**2 597**	**2 558**	**2 571**	**2 629**	**2 593**
Employed	1 626	1 427	1 267	1 272	1 242	1 277	1 263
Unemployed	1 364	1 335	1 330	1 286	1 329	1 352	1 330
Not economically active	6 743	7 076	7 341	7 480	7 557	7 572	7 664
Rates (%)							
Unemployment rate	45,6	48,3	51,2	50,3	51,7	51,4	51,3
Employed / population ratio (Absorption)	16,7	14,5	12,8	12,7	12,3	12,5	12,3
Labour force participation rate	30,7	28,1	26,1	25,5	25,4	25,8	25,3
25-34 years							
Population 25-34 yrs	**8 549**	**8 642**	**8 749**	**8 871**	**9 011**	**9 166**	**9 326**
Labour Force	**6 556**	**6 431**	**6 322**	**6 419**	**6 568**	**6 674**	**6 805**
Employed	4 862	4 625	4 472	4 500	4 626	4 731	4 758
Unemployed	1 694	1 806	1 850	1 919	1 942	1 943	2 047
Not economically active	1 993	2 211	2 427	2 452	2 444	2 492	2 521
Rates (%)							
Unemployment rate	25,8	28,1	29,3	29,9	29,6	29,1	30,1
Employed / population ratio (Absorption)	56,9	53,5	51,1	50,7	51,3	51,6	51,0
Labour force participation rate	76,7	74,4	72,3	72,4	72,9	72,8	73,0
35-44 years							
Population 35-44 yrs	**6 245**	**6 445**	**6 645**	**6 843**	**7 040**	**7 236**	**7 430**
Labour Force	**4 902**	**4 995**	**5 035**	**5 202**	**5 413**	**5 622**	**5 790**
Employed	4 120	4 167	4 144	4 261	4 428	4 577	4 685
Unemployed	782	828	891	941	984	1 045	1 106
Not economically active	1 343	1 450	1 610	1 641	1 628	1 614	1 639
Rates (%)							
Unemployment rate	16,0	16,6	17,7	18,1	18,2	18,6	19,1
Employed / population ratio (Absorption)	66,0	64,7	62,4	62,3	62,9	63,2	63,1
Labour force participation rate	78,5	77,5	75,8	76,0	76,9	77,7	77,9
45-54 years							
Population 45-54 yrs	**4 457**	**4 568**	**4 670**	**4 759**	**4 841**	**4 925**	**5 025**
Labour Force	**3 145**	**3 181**	**3 184**	**3 268**	**3 338**	**3 442**	**3 545**
Employed	2 822	2 824	2 783	2 856	2 911	3 003	3 071
Unemployed	323	357	401	412	428	440	474
Not economically active	1 312	1 387	1 486	1 492	1 502	1 482	1 480
Rates (%)							
Unemployment rate	10,3	11,2	12,6	12,6	12,8	12,8	13,4
Employed / population ratio (Absorption)	63,3	61,8	59,6	60,0	60,1	61,0	61,1
Labour force participation rate	70,6	69,6	68,2	68,7	69,0	69,9	70,6

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

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
55-64 years							
Population 55-64 yrs	**2 782**	**2 867**	**2 956**	**3 052**	**3 154**	**3 262**	**3 373**
Labour Force	**1 239**	**1 227**	**1 214**	**1 260**	**1 310**	**1 385**	**1 483**
Employed	1 155	1 151	1 122	1 182	1 218	1 278	1 369
Unemployed	84	77	92	78	92	107	113
Not economically active	1 543	1 639	1 743	1 792	1 844	1 877	1 890
Rates (%)							
Unemployment rate	6,7	6,2	7,6	6,2	7,0	7,7	7,7
Employed / population ratio (Absorption)	41,5	40,1	37,9	38,7	38,6	39,2	40,6
Labour force participation rate	44,5	42,8	41,1	41,3	41,5	42,5	44,0

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

Table 2.5: Labour force characteristics by province

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**18 831**	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	4 246	4 403	4 564	4 636	4 775	4 886	5 070
Not economically active	12 934	13 763	14 606	14 857	14 975	15 038	15 194
Discouraged work-seekers	1 146	1 535	2 026	2 252	2 314	2 331	2 422
Other	11 788	12 228	12 579	12 605	12 661	12 708	12 771
Rates (%)							
Unemployment rate	22,5	23,7	24,9	24,8	24,9	24,7	25,1
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	59,3	57,5	55,7	55,7	56,2	56,8	57,1
Western Cape							
Population 15-64 yrs	**3 671**	**3 751**	**3 833**	**3 918**	**4 006**	**4 096**	**4 188**
Labour Force	**2 474**	**2 577**	**2 575**	**2 636**	**2 730**	**2 768**	**2 842**
Employed	2 032	2 053	2 025	2 061	2 091	2 141	2 195
Unemployed	442	525	550	575	639	627	646
Not economically active	1 197	1 174	1 258	1 282	1 277	1 328	1 346
Discouraged work-seekers	40	35	47	37	34	40	32
Other	1 156	1 138	1 211	1 246	1 243	1 288	1 315
Rates (%)							
Unemployment rate	17,9	20,4	21,4	21,8	23,4	22,7	22,7
Employed / population ratio (Absorption)	55,4	54,7	52,8	52,6	52,2	52,3	52,4
Labour force participation rate	67,4	68,7	67,2	67,3	68,1	67,6	67,8
Eastern Cape							
Population 15-64 yrs	**3 817**	**3 869**	**3 918**	**3 964**	**4 007**	**4 044**	**4 077**
Labour Force	**1 797**	**1 772**	**1 729**	**1 755**	**1 759**	**1 838**	**1 918**
Employed	1 324	1 287	1 262	1 278	1 254	1 295	1 350
Unemployed	473	485	467	477	505	543	568
Not economically active	2 020	2 097	2 189	2 209	2 248	2 205	2 159
Discouraged work-seekers	240	302	353	360	403	414	420
Other	1 780	1 795	1 836	1 848	1 845	1 792	1 739
Rates (%)							
Unemployment rate	26,3	27,4	27,0	27,2	28,7	29,6	29,6
Employed / population ratio (Absorption)	34,7	33,3	32,2	32,2	31,3	32,0	33,1
Labour force participation rate	47,1	45,8	44,1	44,3	43,9	45,5	47,0
Northern Cape							
Population 15-64 yrs	**701**	**709**	**718**	**728**	**738**	**748**	**758**
Labour Force	**407**	**389**	**381**	**393**	**413**	**430**	**438**
Employed	314	285	281	281	296	310	307
Unemployed	93	103	101	112	117	120	131
Not economically active	294	321	337	335	324	317	319
Discouraged work-seekers	29	29	39	35	31	30	42
Other	265	292	298	300	294	287	278
Rates (%)							
Unemployment rate	22,8	26,6	26,4	28,4	28,3	27,9	29,9
Employed / population ratio (Absorption)	44,8	40,2	39,1	38,6	40,2	41,5	40,5
Labour force participation rate	58,1	54,8	53,1	54,0	56,0	57,6	57,8

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

Table 2.5: Labour force characteristics by province (continued)

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
Free State							
Population 15-64 yrs	**1 786**	**1 796**	**1 807**	**1 818**	**1 830**	**1 843**	**1 857**
Labour Force	**1 082**	**1 053**	**1 063**	**1 069**	**1 075**	**1 111**	**1 136**
Employed	826	779	768	775	728	748	749
Unemployed	256	274	296	294	346	363	388
Not economically active	704	743	743	749	756	732	720
Discouraged work-seekers	65	89	87	90	78	79	77
Other	639	654	657	659	677	653	643
Rates (%)							
Unemployment rate	23,6	26,0	27,8	27,5	32,2	32,7	34,1
Employed / population ratio (Absorption)	46,3	43,4	42,5	42,6	39,8	40,6	40,3
Labour force participation rate	60,6	58,6	58,9	58,8	58,7	60,3	61,2
KwaZulu Natal							
Population 15-64 yrs	**6 029**	**6 127**	**6 225**	**6 323**	**6 420**	**6 514**	**6 608**
Labour Force	**3 258**	**3 028**	**2 913**	**2 984**	**3 046**	**3 144**	**3 201**
Employed	2 553	2 435	2 340	2 406	2 423	2 490	2 487
Unemployed	706	593	573	577	622	654	715
Not economically active	2 770	3 099	3 312	3 340	3 375	3 371	3 406
Discouraged work-seekers	190	398	494	529	548	558	622
Other	2 580	2 700	2 819	2 811	2 827	2 813	2 784
Rates (%)							
Unemployment rate	21,7	19,6	19,7	19,3	20,4	20,8	22,3
Employed / population ratio (Absorption)	42,3	39,7	37,6	38,1	37,7	38,2	37,6
Labour force participation rate	54,0	49,4	46,8	47,2	47,4	48,3	48,4
North West							
Population 15-64 yrs	**2 143**	**2 179**	**2 216**	**2 256**	**2 297**	**2 340**	**2 384**
Labour Force	**1 194**	**1 163**	**1 101**	**1 063**	**1 091**	**1 157**	**1 229**
Employed	904	846	810	784	817	848	904
Unemployed	290	317	291	279	274	309	325
Not economically active	948	1 015	1 115	1 192	1 206	1 183	1 155
Discouraged work-seekers	120	125	168	256	252	234	238
Other	828	890	947	937	954	949	917
Rates (%)							
Unemployment rate	24,3	27,2	26,5	26,2	25,1	26,7	26,4
Employed / population ratio (Absorption)	42,2	38,9	36,5	34,8	35,6	36,3	37,9
Labour force participation rate	55,7	53,4	49,7	47,1	47,5	49,4	51,6
Gauteng							
Population 15-64 yrs	**8 138**	**8 321**	**8 509**	**8 703**	**8 904**	**9 114**	**9 332**
Labour Force	**5 972**	**5 954**	**6 004**	**6 163**	**6 245**	**6 369**	**6 423**
Employed	4 688	4 531	4 377	4 494	4 687	4 782	4 824
Unemployed	1 285	1 423	1 627	1 669	1 557	1 587	1 599
Not economically active	2 165	2 367	2 504	2 540	2 659	2 745	2 908
Discouraged work-seekers	194	207	320	303	323	337	357
Other	1 972	2 160	2 184	2 237	2 336	2 408	2 551
Rates (%)							
Unemployment rate	21,5	23,9	27,1	27,1	24,9	24,9	24,9
Employed / population ratio (Absorption)	57,6	54,5	51,4	51,6	52,6	52,5	51,7
Labour force participation rate	73,4	71,6	70,6	70,8	70,1	69,9	68,8

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

Table 2.5: Labour force characteristics by province (concluded)	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 392**	**2 443**	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**
Labour Force	**1 333**	**1 361**	**1 355**	**1 402**	**1 477**	**1 559**	**1 593**
Employed	1 021	1 015	973	992	1 042	1 123	1 132
Unemployed	312	347	382	410	435	436	461
Not economically active	1 058	1 081	1 138	1 142	1 118	1 090	1 110
Discouraged work-seekers	105	127	205	230	266	242	239
Other	953	954	933	912	853	848	871
Rates (%)							
Unemployment rate	23,4	25,5	28,2	29,2	29,5	28,0	29,0
Employed / population ratio (Absorption)	42,7	41,5	39,0	39,0	40,1	42,4	41,9
Labour force participation rate	55,8	55,7	54,4	55,1	56,9	58,9	58,9
Limpopo							
Population 15-64 yrs	**3 089**	**3 165**	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**
Labour Force	**1 312**	**1 300**	**1 230**	**1 242**	**1 365**	**1 375**	**1 435**
Employed	922	963	953	999	1 085	1 128	1 198
Unemployed	390	337	277	244	279	247	237
Not economically active	1 777	1 865	2 009	2 067	2 013	2 067	2 070
Discouraged work-seekers	163	222	314	413	380	397	396
Other	1 614	1 643	1 695	1 655	1 633	1 670	1 674
Rates (%)							
Unemployment rate	29,7	25,9	22,5	19,6	20,5	18,0	16,5
Employed / population ratio (Absorption)	29,8	30,4	29,4	30,2	32,1	32,8	34,2
Labour force participation rate	42,5	41,1	38,0	37,5	40,4	39,9	40,9

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

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

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**20 735**	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Formal sector (Non-agricultural)	10 083	9 967	9 627	9 942	10 222	10 524	10 822
Informal sector (Non-agricultural)	2 380	2 221	2 259	2 270	2 275	2 366	2 393
Agriculture	819	715	665	644	696	740	702
Private households	1 303	1 291	1 237	1 214	1 232	1 236	1 230
Unemployed	6 150	6 795	7 544	7 775	7 964	8 101	8 255
Not economically active	11 030	11 372	11 626	11 718	11 787	11 824	12 009
Rates (%)							
Unemployment rate	29,7	32,4	35,4	35,6	35,6	35,3	35,3
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	65,3	64,9	64,7	65,1	65,5	66,0	66,1
Women							
Population 15-64 yrs	**16 333**	**16 602**	**16 871**	**17 145**	**17 422**	**17 702**	**17 986**
Labour Force	**9 659**	**9 762**	**9 918**	**10 209**	**10 438**	**10 733**	**10 867**
Employed	6 277	6 188	5 950	6 106	6 264	6 539	6 634
Formal sector (Non-agricultural)	3 939	3 971	3 827	4 021	4 173	4 369	4 514
Informal sector (Non-agricultural)	1 056	978	940	927	908	954	937
Agriculture	265	225	225	211	227	230	213
Private households	1 018	1 013	957	946	957	987	969
Unemployed	3 382	3 574	3 968	4 104	4 175	4 194	4 233
Not economically active	6 674	6 840	6 953	6 936	6 984	6 969	7 119
Rates (%)							
Unemployment rate	35,0	36,6	40,0	40,2	40,0	39,1	39,0
Employed / population ratio (Absorption)	38,4	37,3	35,3	35,6	36,0	36,9	36,9
Labour force participation rate	59,1	58,8	58,8	59,5	59,9	60,6	60,4
Men							
Population 15-64 yrs	**15 432**	**15 758**	**16 087**	**16 419**	**16 753**	**17 088**	**17 424**
Labour Force	**11 076**	**11 226**	**11 414**	**11 636**	**11 950**	**12 233**	**12 534**
Employed	8 308	8 006	7 838	7 964	8 161	8 327	8 513
Formal sector (Non-agricultural)	6 144	5 996	5 799	5 921	6 049	6 155	6 308
Informal sector (Non-agricultural)	1 324	1 243	1 319	1 343	1 367	1 412	1 455
Agriculture	554	489	440	433	470	510	488
Private households	285	278	280	268	275	249	261
Unemployed	2 768	3 220	3 576	3 671	3 789	3 907	4 022
Not economically active	4 356	4 532	4 672	4 783	4 803	4 855	4 890
Rates (%)							
Unemployment rate	25,0	28,7	31,3	31,6	31,7	31,9	32,1
Employed / population ratio (Absorption)	53,8	50,8	48,7	48,5	48,7	48,7	48,9
Labour force participation rate	71,8	71,2	71,0	70,9	71,3	71,6	71,9

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 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
South Africa							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**20 735**	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	6 150	6 795	7 544	7 775	7 964	8 101	8 255
Not economically active	11 030	11 372	11 626	11 718	11 787	11 824	12 009
Rates (%)							
Unemployment rate	29,7	32,4	35,4	35,6	35,6	35,3	35,3
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	65,3	64,9	64,7	65,1	65,5	66,0	66,1
Black/African							
Population 15-64 yrs	**24 625**	**25 175**	**25 731**	**26 297**	**26 874**	**27 458**	**28 050**
Labour Force	**15 835**	**16 074**	**16 414**	**16 933**	**17 470**	**17 990**	**18 402**
Employed	10 334	9 989	9 666	9 992	10 365	10 790	11 078
Unemployed	5 501	6 085	6 748	6 941	7 105	7 200	7 324
Not economically active	8 791	9 100	9 317	9 364	9 404	9 468	9 648
Rates (%)							
Unemployment rate	34,7	37,9	41,1	41,0	40,7	40,0	39,8
Employed / population ratio (Absorption)	42,0	39,7	37,6	38,0	38,6	39,3	39,5
Labour force participation rate	64,3	63,9	63,8	64,4	65,0	65,5	65,6
Coloured							
Population 15-64 yrs	**2 987**	**3 040**	**3 092**	**3 144**	**3 193**	**3 241**	**3 287**
Labour Force	**2 018**	**2 060**	**2 089**	**2 103**	**2 148**	**2 187**	**2 254**
Employed	1 574	1 579	1 539	1 528	1 544	1 572	1 623
Unemployed	444	481	550	575	605	615	630
Not economically active	969	980	1 004	1 041	1 045	1 054	1 034
Rates (%)							
Unemployment rate	22,0	23,3	26,3	27,4	28,1	28,1	28,0
Employed / population ratio (Absorption)	52,7	52,0	49,8	48,6	48,3	48,5	49,4
Labour force participation rate	67,5	67,8	67,5	66,9	67,3	67,5	68,6
Indian/Asian							
Population 15-64 yrs	**883**	**897**	**911**	**925**	**939**	**951**	**964**
Labour Force	**557**	**560**	**579**	**573**	**578**	**610**	**599**
Employed	479	469	510	491	494	508	498
Unemployed	78	90	69	81	84	102	101
Not economically active	325	338	332	353	360	341	365
Rates (%)							
Unemployment rate	14,0	16,1	12,0	14,2	14,5	16,7	16,9
Employed / population ratio (Absorption)	54,3	52,3	56,0	53,1	52,7	53,4	51,7
Labour force participation rate	63,1	62,4	63,6	61,9	61,6	64,1	62,2
White							
Population 15-64 yrs	**3 270**	**3 248**	**3 223**	**3 198**	**3 169**	**3 139**	**3 109**
Labour Force	**2 325**	**2 294**	**2 250**	**2 237**	**2 192**	**2 179**	**2 147**
Employed	2 198	2 156	2 073	2 060	2 022	1 996	1 947
Unemployed	128	139	177	177	170	183	200
Not economically active	945	954	973	961	977	960	962
Rates (%)							
Unemployment rate	5,5	6,0	7,9	7,9	7,8	8,4	9,3
Employed / population ratio (Absorption)	67,2	66,4	64,3	64,4	63,8	63,6	62,6
Labour force participation rate	71,1	70,6	69,8	69,9	69,2	69,4	69,1

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

Table 2.8: Labour force characteristics by age group

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**20 735**	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	6 150	6 795	7 544	7 775	7 964	8 101	8 255
Not economically active	11 030	11 372	11 626	11 718	11 787	11 824	12 009
Rates (%)							
Unemployment rate	29,7	32,4	35,4	35,6	35,6	35,3	35,3
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	65,3	64,9	64,7	65,1	65,5	66,0	66,1
15-24 years							
Population 15-24 yrs	**9 733**	**9 837**	**9 938**	**10 038**	**10 128**	**10 201**	**10 257**
Labour Force	**3 646**	**3 578**	**3 618**	**3 634**	**3 645**	**3 697**	**3 610**
Employed	1 626	1 427	1 267	1 272	1 242	1 277	1 263
Unemployed	2 020	2 151	2 350	2 362	2 403	2 420	2 347
Not economically active	6 087	6 260	6 321	6 404	6 483	6 504	6 647
Rates (%)							
Unemployment rate	55,4	60,1	65,0	65,0	65,9	65,5	65,0
Employed / population ratio (Absorption)	16,7	14,5	12,8	12,7	12,3	12,5	12,3
Labour force participation rate	37,5	36,4	36,4	36,2	36,0	36,2	35,2
25-34 years							
Population 25-34 yrs	**8 549**	**8 642**	**8 749**	**8 871**	**9 011**	**9 166**	**9 326**
Labour Force	**7 211**	**7 261**	**7 334**	**7 501**	**7 648**	**7 780**	**7 897**
Employed	4 862	4 625	4 472	4 500	4 626	4 731	4 758
Unemployed	2 350	2 636	2 862	3 002	3 023	3 049	3 139
Not economically active	1 337	1 381	1 415	1 370	1 363	1 386	1 429
Rates (%)							
Unemployment rate	32,6	36,3	39,0	40,0	39,5	39,2	39,8
Employed / population ratio (Absorption)	56,9	53,5	51,1	50,7	51,3	51,6	51,0
Labour force participation rate	84,4	84,0	83,8	84,6	84,9	84,9	84,7
35-44 years							
Population 35-44 yrs	**6 245**	**6 445**	**6 645**	**6 843**	**7 040**	**7 236**	**7 430**
Labour Force	**5 236**	**5 431**	**5 578**	**5 783**	**6 005**	**6 212**	**6 384**
Employed	4 120	4 167	4 144	4 261	4 428	4 577	4 685
Unemployed	1 117	1 264	1 434	1 522	1 576	1 636	1 700
Not economically active	1 008	1 014	1 067	1 060	1 036	1 024	1 045
Rates (%)							
Unemployment rate	21,3	23,3	25,7	26,3	26,3	26,3	26,6
Employed / population ratio (Absorption)	66,0	64,7	62,4	62,3	62,9	63,2	63,1
Labour force participation rate	83,9	84,3	83,9	84,5	85,3	85,9	85,9
45-54 years							
Population 45-54 yrs	**4 457**	**4 568**	**4 670**	**4 759**	**4 841**	**4 925**	**5 025**
Labour Force	**3 334**	**3 412**	**3 488**	**3 570**	**3 666**	**3 781**	**3 898**
Employed	2 822	2 824	2 783	2 856	2 911	3 003	3 071
Unemployed	512	588	705	714	755	778	827
Not economically active	1 123	1 156	1 182	1 189	1 175	1 144	1 127
Rates (%)							
Unemployment rate	15,3	17,2	20,2	20,0	20,6	20,6	21,2
Employed / population ratio (Absorption)	63,3	61,8	59,6	60,0	60,1	61,0	61,1
Labour force participation rate	74,8	74,7	74,7	75,0	75,7	76,8	77,6

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

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

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
55-64 years							
Population 55-64 yrs	**2 782**	**2 867**	**2 956**	**3 052**	**3 154**	**3 262**	**3 373**
Labour Force	**1 307**	**1 306**	**1 315**	**1 357**	**1 424**	**1 495**	**1 612**
Employed	1 155	1 151	1 122	1 182	1 218	1 278	1 369
Unemployed	152	155	194	175	206	217	243
Not economically active	1 475	1 561	1 641	1 695	1 730	1 766	1 761
Rates (%)							
Unemployment rate	11,6	11,9	14,7	12,9	14,5	14,5	15,0
Employed / population ratio (Absorption)	41,5	40,1	37,9	38,7	38,6	39,2	40,6
Labour force participation rate	47,0	45,6	44,5	44,5	45,2	45,8	47,8

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

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**
Labour Force	**20 735**	**20 988**	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**
Employed	14 585	14 194	13 788	14 070	14 425	14 866	15 146
Unemployed	6 150	6 795	7 544	7 775	7 964	8 101	8 255
Not economically active	11 030	11 372	11 626	11 718	11 787	11 824	12 009
Rates (%)							
Unemployment rate	29,7	32,4	35,4	35,6	35,6	35,3	35,3
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7	42,8
Labour force participation rate	65,3	64,9	64,7	65,1	65,5	66,0	66,1
Western Cape							
Population 15-64 yrs	**3 671**	**3 751**	**3 833**	**3 918**	**4 006**	**4 096**	**4 188**
Labour Force	**2 560**	**2 651**	**2 662**	**2 701**	**2 792**	**2 844**	**2 908**
Employed	2 032	2 053	2 025	2 061	2 091	2 141	2 195
Unemployed	528	598	638	640	701	704	713
Not economically active	1 111	1 100	1 171	1 217	1 215	1 252	1 280
Rates (%)							
Unemployment rate	20,6	22,6	23,9	23,7	25,1	24,7	24,5
Employed / population ratio (Absorption)	55,4	54,7	52,8	52,6	52,2	52,3	52,4
Labour force participation rate	69,7	70,7	69,5	68,9	69,7	69,4	69,4
Eastern Cape							
Population 15-64 yrs	**3 817**	**3 869**	**3 918**	**3 964**	**4 007**	**4 044**	**4 077**
Labour Force	**2 090**	**2 121**	**2 143**	**2 177**	**2 220**	**2 330**	**2 384**
Employed	1 324	1 287	1 262	1 278	1 254	1 295	1 350
Unemployed	766	834	881	899	966	1 036	1 034
Not economically active	1 727	1 748	1 774	1 787	1 787	1 713	1 694
Rates (%)							
Unemployment rate	36,6	39,3	41,1	41,3	43,5	44,4	43,4
Employed / population ratio (Absorption)	34,7	33,3	32,2	32,2	31,3	32,0	33,1
Labour force participation rate	54,8	54,8	54,7	54,9	55,4	57,6	58,5
Northern Cape							
Population 15-64 yrs	**701**	**709**	**718**	**728**	**738**	**748**	**758**
Labour Force	**460**	**441**	**439**	**445**	**460**	**482**	**510**
Employed	314	285	281	281	296	310	307
Unemployed	146	156	158	164	163	172	203
Not economically active	240	268	279	283	278	266	247
Rates (%)							
Unemployment rate	31,8	35,3	36,1	36,8	35,5	35,6	39,9
Employed / population ratio (Absorption)	44,8	40,2	39,1	38,6	40,2	41,5	40,5
Labour force participation rate	65,7	62,2	61,1	61,1	62,3	64,5	67,4

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State							
Population 15-64 yrs	**1 786**	**1 796**	**1 807**	**1 818**	**1 830**	**1 843**	**1 857**
Labour Force	**1 199**	**1 196**	**1 202**	**1 206**	**1 198**	**1 245**	**1 265**
Employed	826	779	768	775	728	748	749
Unemployed	372	417	434	431	470	496	516
Not economically active	588	600	605	612	632	599	592
Rates (%)							
Unemployment rate	31,1	34,9	36,1	35,7	39,2	39,9	40,8
Employed / population ratio (Absorption)	46,3	43,4	42,5	42,6	39,8	40,6	40,3
Labour force participation rate	67,1	66,6	66,5	66,3	65,5	67,5	68,1
KwaZulu Natal							
Population 15-64 yrs	**6 029**	**6 127**	**6 225**	**6 323**	**6 420**	**6 514**	**6 608**
Labour Force	**3 665**	**3 679**	**3 732**	**3 836**	**3 931**	**3 997**	**4 074**
Employed	2 553	2 434	2 340	2 406	2 423	2 490	2 487
Unemployed	1 112	1 245	1 392	1 429	1 508	1 507	1 588
Not economically active	2 364	2 447	2 493	2 488	2 489	2 518	2 533
Rates (%)							
Unemployment rate	30,3	33,8	37,3	37,3	38,4	37,7	39,0
Employed / population ratio (Absorption)	42,3	39,7	37,6	38,1	37,7	38,2	37,6
Labour force participation rate	60,8	60,1	59,9	60,7	61,2	61,4	61,7
North West							
Population 15-64 yrs	**2 143**	**2 179**	**2 216**	**2 256**	**2 297**	**2 340**	**2 384**
Labour Force	**1 376**	**1 363**	**1 373**	**1 419**	**1 438**	**1 477**	**1 550**
Employed	904	846	810	784	817	848	904
Unemployed	472	516	563	634	621	628	646
Not economically active	767	816	843	837	859	863	833
Rates (%)							
Unemployment rate	34,3	37,9	41,0	44,7	43,2	42,6	41,7
Employed / population ratio (Absorption)	42,2	38,9	36,5	34,8	35,6	36,3	37,9
Labour force participation rate	64,2	62,6	61,9	62,9	62,6	63,1	65,0
Gauteng							
Population 15-64 yrs	**8 138**	**8 321**	**8 509**	**8 703**	**8 904**	**9 114**	**9 332**
Labour Force	**6 241**	**6 244**	**6 411**	**6 542**	**6 651**	**6 800**	**6 842**
Employed	4 688	4 531	4 377	4 494	4 687	4 782	4 824
Unemployed	1 553	1 713	2 034	2 048	1 963	2 018	2 018
Not economically active	1 897	2 076	2 097	2 161	2 253	2 314	2 490
Rates (%)							
Unemployment rate	24,9	27,4	31,7	31,3	29,5	29,7	29,5
Employed / population ratio (Absorption)	57,6	54,5	51,4	51,6	52,6	52,5	51,7
Labour force participation rate	76,7	75,0	75,4	75,2	74,7	74,6	73,3

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 392**	**2 443**	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**
Labour Force	**1 553**	**1 631**	**1 703**	**1 751**	**1 860**	**1 915**	**1 940**
Employed	1 021	1 015	973	992	1 042	1 123	1 132
Unemployed	532	616	730	759	818	792	808
Not economically active	838	812	790	792	736	734	763
Rates (%)							
Unemployment rate	34,2	37,8	42,9	43,4	44,0	41,3	41,6
Employed / population ratio (Absorption)	42,7	41,5	39,0	39,0	40,1	42,4	41,9
Labour force participation rate	64,9	66,8	68,3	68,9	71,7	72,3	71,8
Limpopo							
Population 15-64 yrs	**3 089**	**3 165**	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**
Labour Force	**1 591**	**1 662**	**1 667**	**1 768**	**1 840**	**1 876**	**1 929**
Employed	922	963	953	999	1 085	1 128	1 198
Unemployed	669	699	714	770	755	748	731
Not economically active	1 498	1 504	1 572	1 541	1 538	1 566	1 576
Rates (%)							
Unemployment rate	42,1	42,0	42,8	43,5	41,0	39,9	37,9
Employed / population ratio (Absorption)	29,8	30,4	29,4	30,2	32,1	32,8	34,2
Labour force participation rate	51,5	52,5	51,5	53,4	54,5	54,5	55,0

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 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
Agriculture	**819**	**715**	**665**	**644**	**696**	**740**	**702**
Western Cape	160	149	161	120	135	149	142
Eastern Cape	80	77	65	63	55	78	78
Northern Cape	62	51	44	52	46	44	44
Free State	78	84	69	66	63	72	57
KwaZulu Natal	150	115	114	97	93	98	90
North West	59	44	40	36	36	39	42
Gauteng	73	47	35	50	64	47	59
Mpumalanga	88	83	79	82	98	98	84
Limpopo	69	65	58	79	106	114	106
Mining	**354**	**340**	**327**	**334**	**375**	**411**	**428**
Western Cape	2	3	3	4	3	3	4
Eastern Cape	2	2	1	1	1	1	2
Northern Cape	15	11	11	11	17	20	19
Free State	27	33	31	22	27	24	28
KwaZulu Natal	8	9	9	11	21	19	6
North West	154	132	130	129	132	156	152
Gauteng	34	34	29	30	31	33	56
Mpumalanga	67	64	61	66	68	84	91
Limpopo	44	52	53	60	75	71	70
Manufacturing	**2 091**	**1 954**	**1 839**	**1 871**	**1 817**	**1 810**	**1 760**
Western Cape	352	323	306	331	326	306	308
Eastern Cape	184	174	142	169	155	158	139
Northern Cape	14	13	12	13	12	10	10
Free State	86	77	67	63	60	62	69
KwaZulu Natal	408	392	369	390	365	349	349
North West	84	86	80	71	63	72	69
Gauteng	801	725	716	684	674	681	630
Mpumalanga	91	87	83	84	90	94	100
Limpopo	71	75	64	66	72	76	85
Utilities	**103**	**105**	**95**	**91**	**102**	**128**	**117**
Western Cape	12	8	10	11	10	16	13
Eastern Cape	3	3	4	6	5	8	9
Northern Cape	1	4	1	2	3	2	2
Free State	5	4	4	3	5	5	4
KwaZulu Natal	13	8	9	12	11	10	19
North West	6	4	3	3	6	5	2
Gauteng	37	49	38	26	29	41	37
Mpumalanga	18	18	18	21	24	25	21
Limpopo	7	8	8	7	10	14	10
Construction	**1 215**	**1 189**	**1 109**	**1 109**	**1 091**	**1 145**	**1 249**
Western Cape	200	196	162	146	161	158	168
Eastern Cape	111	105	115	115	119	140	139
Northern Cape	21	18	18	17	18	23	25
Free State	60	58	50	68	50	51	52
KwaZulu Natal	220	229	223	229	208	222	252
North West	61	56	48	51	49	52	54
Gauteng	358	334	313	310	310	303	349
Mpumalanga	95	96	76	79	77	88	98
Limpopo	91	96	103	96	100	110	113

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 316**	**3 120**	**3 073**	**3 148**	**3 145**	**3 132**	**3 202**
Western Cape	436	447	424	447	432	456	469
Eastern Cape	312	294	305	286	298	268	284
Northern Cape	56	44	44	39	46	49	46
Free State	192	165	168	171	151	139	156
KwaZulu Natal	583	506	494	552	506	520	540
North West	190	178	173	156	163	154	172
Gauteng	1 049	992	979	1 012	1 029	1 036	994
Mpumalanga	268	243	235	241	256	249	242
Limpopo	230	250	252	243	264	261	299
Transport	**823**	**800**	**816**	**811**	**860**	**914**	**932**
Western Cape	98	94	119	122	111	135	142
Eastern Cape	73	74	70	68	67	70	79
Northern Cape	11	12	10	12	10	15	8
Free State	41	40	39	33	29	35	33
KwaZulu Natal	170	171	167	163	185	191	176
North West	30	23	24	26	35	30	32
Gauteng	309	298	303	309	313	350	361
Mpumalanga	48	47	44	43	58	48	54
Limpopo	42	41	40	36	53	40	47
Finance	**1 782**	**1 862**	**1 748**	**1 818**	**1 902**	**1 995**	**2 030**
Western Cape	277	293	290	316	333	352	361
Eastern Cape	113	121	106	130	110	109	112
Northern Cape	24	21	23	22	26	26	24
Free State	66	61	68	71	69	64	63
KwaZulu Natal	275	283	270	260	276	287	252
North West	73	74	67	64	68	69	70
Gauteng	809	853	773	797	864	916	967
Mpumalanga	89	96	92	89	94	111	120
Limpopo	57	60	59	68	62	61	61
Community and social services	**2 776**	**2 814**	**2 875**	**3 027**	**3 202**	**3 351**	**3 493**
Western Cape	371	400	422	432	447	442	450
Eastern Cape	322	310	330	326	335	341	391
Northern Cape	76	82	87	84	91	94	99
Free State	180	166	182	195	180	207	210
KwaZulu Natal	479	472	471	486	537	567	582
North West	157	167	171	174	193	201	228
Gauteng	804	809	805	889	990	996	1 009
Mpumalanga	161	180	193	186	176	223	224
Limpopo	226	227	215	254	253	279	300
Private households	**1 303**	**1 291**	**1 237**	**1 214**	**1 232**	**1 236**	**1 230**
Western Cape	126	141	128	131	132	124	139
Eastern Cape	125	126	124	114	108	121	117
Northern Cape	34	29	31	28	27	28	30
Free State	90	90	90	85	96	89	78
KwaZulu Natal	247	248	213	207	222	225	220
North West	91	81	74	74	73	68	83
Gauteng	409	386	383	384	381	377	358
Mpumalanga	97	101	92	101	102	102	98
Limpopo	84	89	102	90	91	101	107

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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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
Formal and informal sector (Non-agricultural)	**12 463**	**12 188**	**11 885**	**12 212**	**12 497**	**12 890**	**13 215**
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
Other	3	5	4	5	4	3	4
Formal sector (Non-agricultural)	**10 083**	**9 967**	**9 627**	**9 942**	**10 222**	**10 524**	**10 822**
Mining	351	337	324	332	374	409	425
Manufacturing	1 843	1 740	1 616	1 645	1 625	1 588	1 551
Utilities	99	102	93	89	100	127	115
Construction	877	889	791	788	753	801	863
Trade	2 205	2 073	2 014	2 085	2 077	2 090	2 183
Transport	606	594	603	607	649	688	722
Finance	1 627	1 719	1 596	1 668	1 756	1 837	1 858
Community and social services	2 471	2 508	2 585	2 725	2 885	2 981	3 102
Other	3	5	4	4	4	3	4
Informal sector (Non-agricultural)	**2 380**	**2 221**	**2 259**	**2 270**	**2 275**	**2 366**	**2 393**
Mining	2	2	2	2	2	2	3
Manufacturing	248	213	223	226	192	221	209
Utilities	4	3	2	2	1	1	3
Construction	337	301	318	321	338	345	386
Trade	1 111	1 046	1 059	1 063	1 068	1 042	1 019
Transport	218	206	213	204	211	226	210
Finance	156	143	152	150	146	158	172
Community and social services	304	306	290	302	318	370	391
Other	0	.	.	0	.	0	0
Agriculture	**819**	**715**	**665**	**644**	**696**	**740**	**702**
Private households	**1 303**	**1 291**	**1 237**	**1 214**	**1 232**	**1 236**	**1 230**

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 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
South Africa	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
Formal sector (Non-agricultural)	10 083	9 967	9 627	9 942	10 222	10 524	10 822
Informal sector (Non-agricultural)	2 380	2 221	2 259	2 270	2 275	2 366	2 393
Agriculture	819	715	665	644	696	740	702
Private households	1 303	1 291	1 237	1 214	1 232	1 236	1 230
Western Cape	**2 032**	**2 053**	**2 025**	**2 061**	**2 091**	**2 141**	**2 195**
Formal sector (Non-agricultural)	1 546	1 550	1 518	1 606	1 629	1 659	1 699
Informal sector (Non-agricultural)	200	213	217	204	195	210	216
Agriculture	160	149	161	120	135	149	142
Private households	126	141	128	131	132	124	139
Eastern Cape	**1 324**	**1 287**	**1 262**	**1 278**	**1 254**	**1 295**	**1 350**
Formal sector (Non-agricultural)	811	802	790	845	822	811	859
Informal sector (Non-agricultural)	309	282	283	256	269	285	296
Agriculture	80	77	65	63	55	78	78
Private households	125	126	124	114	108	121	117
Northern Cape	**314**	**285**	**281**	**281**	**296**	**310**	**307**
Formal sector (Non-agricultural)	188	177	176	169	193	210	201
Informal sector (Non-agricultural)	31	28	30	31	31	28	32
Agriculture	62	51	44	52	46	44	44
Private households	34	29	31	28	27	28	30
Free State	**826**	**779**	**768**	**775**	**728**	**748**	**749**
Formal sector (Non-agricultural)	520	474	486	495	464	480	496
Informal sector (Non-agricultural)	138	131	123	130	105	107	118
Agriculture	78	84	69	66	63	72	57
Private households	90	90	90	85	96	89	78

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

Table 3.4: Employed by province and sector (concluded)

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu Natal	**2 553**	**2 435**	**2 340**	**2 406**	**2 423**	**2 490**	**2 487**
Formal sector (Non-agricultural)	1 662	1 624	1 602	1 627	1 695	1 750	1 712
Informal sector (Non-agricultural)	495	447	411	476	413	417	464
Agriculture	150	115	114	97	93	98	90
Private households	247	248	213	207	222	225	220
North West	**904**	**846**	**810**	**784**	**817**	**848**	**904**
Formal sector (Non-agricultural)	628	610	590	576	593	623	668
Informal sector (Non-agricultural)	126	111	106	98	116	118	111
Agriculture	59	44	40	36	36	39	42
Private households	91	81	74	74	73	68	83
Gauteng	**4 688**	**4 531**	**4 377**	**4 494**	**4 687**	**4 782**	**4 824**
Formal sector (Non-agricultural)	3 608	3 567	3 373	3 479	3 650	3 726	3 829
Informal sector (Non-agricultural)	597	531	586	581	591	632	579
Agriculture	73	47	35	50	64	47	59
Private households	409	386	383	384	381	377	358
Mpumalanga	**1 021**	**1 015**	**973**	**992**	**1 042**	**1 123**	**1 132**
Formal sector (Non-agricultural)	603	611	595	596	611	674	701
Informal sector (Non-agricultural)	234	220	207	213	232	249	250
Agriculture	88	83	79	82	98	98	84
Private households	97	101	92	101	102	102	98
Limpopo	**922**	**963**	**953**	**999**	**1 085**	**1 128**	**1 198**
Formal sector (Non-agricultural)	519	551	498	550	566	592	658
Informal sector (Non-agricultural)	250	258	295	280	323	320	327
Agriculture	69	65	58	79	106	114	106
Private households	84	89	102	90	91	101	107

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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 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**
Manager	1 098	1 097	1 099	1 194	1 161	1 224	1 331
Professional	807	755	764	800	842	925	842
Technician	1 567	1 626	1 534	1 561	1 639	1 645	1 552
Clerk	1 543	1 530	1 517	1 484	1 506	1 606	1 653
Sales and services	1 858	1 924	1 974	2 054	2 113	2 163	2 326
Skilled agriculture	111	94	92	73	68	70	76
Craft and related trade	2 060	1 826	1 682	1 722	1 734	1 730	1 813
Plant and machine operator	1 278	1 255	1 195	1 200	1 200	1 274	1 277
Elementary	3 232	3 067	2 971	3 021	3 187	3 227	3 295
Domestic worker	1 030	1 022	959	961	975	1 002	981
Other	1		.	.	.	.	1
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**
Manager	328	330	327	373	364	370	418
Professional	370	347	345	370	367	403	374
Technician	851	865	840	871	905	912	872
Clerk	1 048	1 063	1 034	1 020	1 043	1 134	1 148
Sales and services	865	909	873	886	957	1 032	1 122
Skilled agriculture	29	21	25	22	22	21	22
Craft and related trade	295	230	194	205	181	196	207
Plant and machine operator	178	178	163	177	154	166	171
Elementary	1 322	1 257	1 225	1 259	1 332	1 340	1 354
Domestic worker	991	987	923	924	939	965	945
Other		.	.	.	.	.	1
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**
Manager	770	766	772	821	797	854	914
Professional	437	408	419	430	475	522	469
Technician	716	760	694	690	735	733	680
Clerk	495	467	483	464	463	472	505
Sales and services	993	1 014	1 100	1 167	1 156	1 131	1 204
Skilled agriculture	83	73	67	51	46	49	54
Craft and related trade	1 765	1 596	1 488	1 517	1 553	1 533	1 606
Plant and machine operator	1 099	1 077	1 032	1 023	1 047	1 109	1 106
Elementary	1 909	1 810	1 746	1 762	1 855	1 886	1 940
Domestic worker	39	35	36	38	36	37	36
Other	1		.	.	.	.	.

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 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**
Employee	12 316	12 030	11 652	11 901	12 240	12 712	13 065
Employer	809	750	738	759	751	770	773
Own-account worker	1 337	1 293	1 282	1 303	1 339	1 290	1 227
Unpaid household member	124	121	117	107	95	94	82
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**
Employee	5 295	5 301	5 098	5 253	5 456	5 714	5 874
Employer	190	156	162	171	150	166	161
Own-account worker	702	641	618	612	593	596	546
Unpaid household member	90	90	73	69	64	63	53
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**
Employee	7 020	6 729	6 554	6 648	6 784	6 998	7 191
Employer	618	594	576	587	601	604	612
Own-account worker	635	652	664	691	745	694	681
Unpaid household member	34	32	44	38	31	30	28

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 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**
Working less than 15 hours per week	323	280	251	240	253	298	322
Working 15-29 hours per week	833	864	816	798	847	914	900
Working 30-39 hours per week	1 094	1 043	1 018	1 004	1 032	1 080	1 070
Working 40-45 hours per week	7 407	7 575	7 526	7 759	7 958	8 205	8 527
Working more than 45 hours per week	4 928	4 431	4 177	4 269	4 336	4 369	4 327
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**
Working less than 15 hours per week	203	177	149	142	166	195	207
Working 15-29 hours per week	552	577	537	514	559	593	586
Working 30-39 hours per week	673	656	636	619	645	689	642
Working 40-45 hours per week	3 124	3 222	3 200	3 371	3 416	3 550	3 713
Working more than 45 hours per week	1 726	1 556	1 428	1 459	1 479	1 513	1 486
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**
Working less than 15 hours per week	120	103	102	98	87	103	115
Working 15-29 hours per week	281	287	279	284	288	321	314
Working 30-39 hours per week	421	386	382	385	387	392	428
Working 40-45 hours per week	4 283	4 354	4 327	4 388	4 543	4 655	4 814
Working more than 45 hours per week	3 203	2 875	2 748	2 810	2 856	2 856	2 841

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 3.8: Conditions of employment - South Africa

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
Pension/retirement fund contribution							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Yes	5 599	5 584	5 365	5 696	6 001	6 103	6 386
No	6 555	6 309	6 118	6 040	6 031	6 377	6 443
Don't know	162	137	169	165	207	231	235
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Yes	2 240	2 279	2 203	2 346	2 481	2 539	2 661
No	2 994	2 966	2 831	2 838	2 887	3 071	3 119
Don't know	61	56	63	69	87	105	94
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Yes	3 360	3 305	3 161	3 349	3 520	3 565	3 725
No	3 560	3 342	3 287	3 202	3 144	3 306	3 324
Don't know	100	81	106	96	120	127	142
Entitled to any paid leave							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Yes	7 129	7 296	7 290	7 860	7 848	8 047	8 441
No	5 055	4 624	4 241	3 921	4 240	4 508	4 465
Don't know	132	110	121	120	152	156	159
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Yes	2 990	3 106	3 104	3 380	3 395	3 508	3 671
No	2 256	2 154	1 950	1 830	1 999	2 140	2 138
Don't know	49	42	44	44	62	66	65
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Yes	4 139	4 191	4 186	4 480	4 454	4 539	4 770
No	2 799	2 470	2 291	2 091	2 240	2 368	2 327
Don't know	82	68	77	77	90	90	94
Entitled to paid sick leave							
Both sexes			**5 799**	**11 901**	**12 240**	**12 712**	**13 065**
Yes			3 755	8 055	8 433	8 687	9 001
No			2 044	3 846	3 807	4 025	4 063
Women			**2 529**	**5 253**	**5 456**	**5 714**	**5 874**
Yes			1 625	3 500	3 668	3 811	3 931
No			903	1 753	1 788	1 903	1 943
Men			**3 270**	**6 648**	**6 784**	**6 998**	**7 191**
Yes			2 129	4 555	4 765	4 876	5 071
No			1 141	2 093	2 019	2 122	2 120
Entitled to maternity/paternity leave							
Both sexes			**5 799**	**11 901**	**12 240**	**12 712**	**13 065**
Yes			3 091	6 472	6 585	6 689	6 988
No			2 708	5 429	5 655	6 023	6 077
Women			**2 529**	**5 253**	**5 456**	**5 714**	**5 874**
Yes			1 438	2 946	3 038	3 100	3 226
No			1 090	2 307	2 418	2 614	2 648
Men			**3 270**	**6 648**	**6 784**	**6 998**	**7 191**
Yes			1 652	3 526	3 547	3 589	3 762
No			1 618	3 122	3 237	3 409	3 429

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

Table 3.8: Conditions of employment - South Africa (continued)

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand
UIF contribution							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Yes	6 858	6 875	6 593	6 814	7 279	7 815	7 976
No	5 325	5 050	4 938	4 958	4 787	4 677	4 862
Don't know	132	105	121	129	174	220	227
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Yes	2 694	2 743	2 632	2 766	2 986	3 227	3 269
No	2 549	2 512	2 415	2 428	2 396	2 376	2 501
Don't know	52	46	51	59	74	111	104
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Yes	4 164	4 132	3 961	4 048	4 292	4 588	4 706
No	2 777	2 538	2 523	2 530	2 392	2 300	2 361
Don't know	80	58	69	70	100	109	123
Medical aid benefits							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Yes	3 539	3 667	3 715	3 799	4 013	4 020	4 105
No	8 699	8 285	7 856	8 013	8 110	8 559	8 820
Don't know	78	77	80	89	117	133	139
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Yes	1 490	1 574	1 593	1 645	1 731	1 722	1 769
No	3 775	3 694	3 472	3 569	3 672	3 929	4 053
Don't know	29	34	33	39	53	62	52
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Yes	2 049	2 094	2 122	2 153	2 281	2 297	2 336
No	4 923	4 591	4 384	4 444	4 438	4 629	4 768
Don't know	49	44	47	50	64	71	87
Income tax (PAYE/ SITE) deduction							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Yes	6 672	6 614	6 205	6 644	6 865	7 099	7 283
No	5 494	5 286	5 295	5 106	5 170	5 386	5 538
Don't know	150	130	151	151	205	227	244
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Yes	2 670	2 707	2 560	2 734	2 844	2 973	3 019
No	2 575	2 549	2 485	2 465	2 538	2 650	2 756
Don't know	50	45	53	55	74	91	99
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Yes	4 002	3 907	3 646	3 910	4 020	4 126	4 264
No	2 919	2 737	2 810	2 641	2 632	2 736	2 781
Don't know	100	85	98	96	131	136	145
Condition of employment							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Written contract	9 279	9 376	9 159	9 458	9 851	10 223	10 643
Verbal agreement	3 037	2 653	2 492	2 443	2 388	2 489	2 422
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Written contract	3 898	4 014	3 906	4 093	4 299	4 510	4 723
Verbal agreement	1 397	1 287	1 192	1 160	1 156	1 205	1 151
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Written contract	5 381	5 362	5 253	5 365	5 552	5 713	5 920
Verbal agreement	1 640	1 366	1 301	1 283	1 232	1 284	1 271

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

Table 3.8: Conditions of employment - South Africa (concluded)

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)							
Both sexes	**12 316**	**12 030**	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**
Limited duration	1 417	1 418	1 391	1 448	1 615	1 795	1 993
Permanent nature	7 727	7 719	7 586	7 747	7 917	8 010	8 185
Unspecified duration	3 172	2 893	2 674	2 707	2 708	2 908	2 886
Women	**5 295**	**5 301**	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**
Limited duration	594	624	608	639	740	823	961
Permanent nature	3 238	3 286	3 220	3 333	3 415	3 498	3 549
Unspecified duration	1 464	1 391	1 271	1 282	1 300	1 394	1 365
Men	**7 020**	**6 729**	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**
Limited duration	823	793	784	809	875	972	1 033
Permanent nature	4 489	4 432	4 367	4 414	4 502	4 512	4 636
Unspecified duration	1 708	1 503	1 403	1 424	1 407	1 514	1 522
Trade union membership (Both sexes)							
Both sexes				**11 901**	**12 240**	**12 712**	**13 065**
Yes				3 488	3 640	3 650	3 788
No				8 171	8 310	8 726	8 908
Don't know				242	290	336	369
Women				**5 253**	**5 456**	**5 714**	**5 874**
Yes				1 405	1 468	1 498	1 544
No				3 754	3 874	4 087	4 187
Don't know				94	114	129	143
Men				**6 648**	**6 784**	**6 998**	**7 191**
Yes				2 082	2 172	2 152	2 243
No				4 417	4 436	4 639	4 721
Don't know				148	176	207	227
How annual salary increment is negotiated							
Both sexes				**11 901**	**12 240**	**12 712**	**13 065**
Individual and employer				1 675	1 454	1 276	1 235
Union and employer				2 691	2 864	2 794	2 877
Bargaining council				1 091	1 136	1 108	1 152
Employer only				5 718	6 102	6 799	7 018
No regular increment				660	616	669	727
Other				66	67	65	56
Women				**5 253**	**5 456**	**5 714**	**5 874**
Individual and employer				730	627	548	551
Union and employer				1 041	1 094	1 064	1 090
Bargaining council				513	544	560	583
Employer only				2 630	2 870	3 208	3 292
No regular increment				313	295	311	336
Other				26	25	23	22
Men				**6 648**	**6 784**	**6 998**	**7 191**
Individual and employer				945	826	728	684
Union and employer				1 650	1 770	1 730	1 787
Bargaining council				578	593	549	570
Employer only				3 088	3 232	3 591	3 726
No regular increment				347	321	358	391
Other				40	42	41	34

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

Table 3.9: Time-related underemployment - 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	**651**	**669**	**576**	**540**	**585**	**615**	**608**
Women	393	421	352	323	351	377	359
Men	258	248	224	217	233	237	249
As percentage of the labour force (Both sexes)	**3,5**	**3,6**	**3,1**	**2,9**	**3,0**	**3,1**	**3,0**
Women	4,6	5,1	4,3	3,8	4,1	4,2	3,9
Men	2,5	2,4	2,2	2,1	2,2	2,2	2,2
As percentage of total employment (Both sexes)	**4,5**	**4,7**	**4,2**	**3,8**	**4,1**	**4,1**	**4,0**
Women	6,3	6,8	5,9	5,3	5,6	5,8	5,4
Men	3,1	3,1	2,9	2,7	2,9	2,8	2,9
Industry	**651**	**669**	**576**	**540**	**585**	**615**	**608**
Agriculture	22	13	10	10	12	13	11
Mining	1		0	0	0	0	0
Manufacturing	44	41	31	40	31	30	22
Utilities	2	0	0		0	0	0
Construction	59	54	57	52	69	64	70
Trade	132	126	116	103	109	104	102
Transport	22	20	16	13	16	25	15
Finance	39	37	29	38	40	38	39
Community and social services	92	98	86	75	91	127	137
Private households	238	280	230	209	216	213	211
Other							0
Occupation	**651**	**669**	**576**	**540**	**585**	**615**	**608**
Manager	12	10	8	14	10	14	14
Professional	17	15	9	5	7	11	9
Technician	43	44	33	30	34	32	30
Clerk	24	22	23	19	16	24	20
Sales and services	62	61	64	48	60	62	59
Skilled agriculture	4	4	3	3	4	4	2
Craft and related trade	79	62	64	66	71	63	68
Plant and machine operator	23	18	10	14	15	20	10
Elementary	216	217	194	188	203	228	245
Domestic worker	173	215	169	153	165	158	151
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 3.10: Employed by industry and volume of hours worked - South Africa

Market production activities	QLFS 2008 Hours	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours
Both sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**
Agriculture	38 005	33 496	30 329	29 801	31 913	33 511	31 594
Mining	16 206	15 204	14 715	14 900	16 656	18 213	17 869
Manufacturing	90 434	83 197	78 130	80 687	76 737	76 365	74 900
Utilities	4 428	4 414	4 051	3 882	4 327	5 368	4 946
Construction	51 796	49 667	45 137	45 679	44 162	46 147	50 609
Trade	158 448	148 569	146 018	150 108	147 790	147 205	149 496
Transport	42 721	40 665	40 987	40 770	42 256	45 245	45 567
Finance	80 833	83 489	77 901	80 595	83 960	87 283	89 177
Community and social services	112 221	111 284	113 485	121 805	127 288	131 014	137 009
Private households	45 451	43 803	41 898	41 618	41 725	41 884	42 138
Other	135	179	162	196	157	122	149
Women	**258 378**	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**
Agriculture	11 466	9 958	9 771	9 294	9 771	9 745	8 912
Mining	1 601	1 773	1 636	1 567	2 188	2 211	2 949
Manufacturing	26 750	25 278	24 666	26 142	23 596	23 584	22 913
Utilities	1 081	931	823	846	861	1 406	1 048
Construction	4 170	4 699	4 034	3 940	4 107	4 640	4 820
Trade	75 739	69 923	67 556	67 617	66 568	69 993	68 251
Transport	6 919	7 267	6 628	6 631	6 979	7 374	7 594
Finance	32 418	33 712	28 830	31 446	32 410	33 237	34 803
Community and social services	62 346	63 190	63 344	69 039	72 117	75 195	80 300
Private households	35 821	34 696	32 724	33 117	32 724	34 040	34 086
Other	67	102	122	75	64	58	71
Men	**382 300**	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**
Agriculture	26 540	23 539	20 558	20 507	22 142	23 766	22 682
Mining	14 604	13 431	13 079	13 333	14 468	16 002	14 920
Manufacturing	63 685	57 919	53 464	54 545	53 142	52 781	51 987
Utilities	3 346	3 482	3 228	3 036	3 466	3 962	3 898
Construction	47 626	44 969	41 104	41 739	40 054	41 507	45 789
Trade	82 708	78 645	78 462	82 491	81 221	77 212	81 246
Transport	35 802	33 398	34 359	34 140	35 277	37 872	37 973
Finance	48 415	49 777	49 071	49 149	51 551	54 046	54 374
Community and social services	49 874	48 094	50 141	52 766	55 172	55 819	56 709
Private households	9 630	9 107	9 174	8 501	9 001	7 845	8 051
Other	68	77	41	120	92	64	78

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 2008 Hours	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours
Both sexes	**45**	**44**	**44**	**44**	**44**	**43**	**43**
Agriculture	47	47	46	47	46	46	46
Mining	47	46	46	45	46	46	46
Manufacturing	44	43	43	44	43	43	43
Utilities	44	43	44	43	43	42	42
Construction	44	43	42	42	42	42	42
Trade	49	48	48	48	48	48	47
Transport	52	52	51	51	50	50	50
Finance	46	45	45	45	45	44	45
Community and social services	41	41	41	42	41	41	40
Private households	35	34	34	35	34	34	34
Other	40	40	41	42	45	42	38
Women	**42**	**42**	**41**	**42**	**41**	**41**	**41**
Agriculture	44	45	44	44	44	43	43
Mining	43	43	45	43	44	43	44
Manufacturing	42	42	42	43	42	42	42
Utilities	41	42	40	41	42	40	38
Construction	38	37	36	35	33	35	35
Trade	48	47	47	47	46	47	46
Transport	44	44	42	43	42	43	43
Finance	42	42	42	42	42	41	42
Community and social services	40	40	40	41	40	40	39
Private households	36	35	35	35	34	35	35
Other	36	39	40	43	42	38	36
Men	**47**	**46**	**46**	**46**	**46**	**45**	**45**
Agriculture	49	49	47	48	47	47	47
Mining	47	46	46	46	46	46	46
Manufacturing	45	44	44	44	43	44	44
Utilities	44	43	44	44	43	43	44
Construction	44	43	43	43	43	42	42
Trade	50	49	49	50	49	49	49
Transport	54	54	53	52	52	52	51
Finance	49	48	47	47	47	46	47
Community and social services	43	42	42	43	43	42	42
Private households	34	33	33	32	33	32	31
Other	46	40	44	42	47	47	40

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**
Manager	51 718	51 425	50 318	54 718	52 714	55 306	59 669
Professional	34 188	31 038	31 383	33 656	34 967	37 662	34 608
Technician	62 286	63 476	59 600	60 965	63 248	63 701	60 688
Clerk	65 704	64 008	63 189	62 607	62 765	66 635	68 608
Sales and services	93 971	95 451	96 771	101 745	102 824	104 829	111 141
Skilled agriculture	5 154	4 227	4 003	3 316	2 952	2 956	3 304
Craft and related trade	88 210	77 565	70 627	73 501	73 153	72 341	76 023
Plant and machine operator	62 336	59 695	57 155	57 369	56 390	60 432	59 555
Elementary	140 841	132 104	127 153	128 732	134 727	133 997	135 459
Domestic worker	36 238	34 973	32 616	33 432	33 233	34 498	34 371
							27
Women	**258 378**	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**
Manager	14 520	14 381	14 108	16 165	15 408	15 809	17 770
Professional	14 872	13 793	13 691	15 285	14 859	16 011	14 978
Technician	32 357	32 651	31 455	33 310	33 907	34 055	32 968
Clerk	43 874	43 881	42 416	42 561	43 080	46 475	47 184
Sales and services	40 790	41 959	39 601	40 505	42 946	46 429	49 991
Skilled agriculture	1 156	773	1 002	943	903	807	854
Craft and related trade	11 643	9 177	7 768	8 497	7 238	8 043	8 432
Plant and machine operator	7 660	7 561	6 708	7 501	6 438	6 903	7 220
Elementary	56 705	53 616	52 005	52 748	54 522	53 713	53 225
Domestic worker	34 795	33 738	31 380	32 199	32 083	33 238	33 100
							27
Men	**382 300**	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**
Manager	37 198	37 044	36 209	38 553	37 305	39 497	41 899
Professional	19 316	17 245	17 692	18 371	20 108	21 651	19 630
Technician	29 929	30 826	28 145	27 655	29 341	29 646	27 720
Clerk	21 830	20 127	20 773	20 046	19 684	20 159	21 424
Sales and services	53 181	53 492	57 170	61 240	59 878	58 400	61 150
Skilled agriculture	3 998	3 453	3 001	2 373	2 049	2 149	2 450
Craft and related trade	76 567	68 388	62 860	65 004	65 915	64 299	67 591
Plant and machine operator	54 677	52 134	50 447	49 868	49 952	53 529	52 336
Elementary	84 136	78 488	75 148	75 984	80 204	80 284	82 235
Domestic worker	1 443	1 236	1 236	1 233	1 150	1 260	1 271

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

Table 3.13: Employed by occupation and average hours of work

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**45**	**44**	**44**	**44**	**44**	**43**	**43**
Manager	48	48	47	46	46	46	45
Professional	43	42	42	43	42	42	42
Technician	41	41	40	41	40	41	41
Clerk	43	42	42	43	42	42	42
Sales and services	51	51	50	50	49	49	49
Skilled agriculture	47	46	44	46	45	43	44
Craft and related trade	44	43	43	43	43	43	43
Plant and machine operator	49	48	49	48	48	48	48
Elementary	44	44	44	43	43	42	42
Domestic worker	36	34	34	35	34	35	35
							45
Women	**42**	**42**	**41**	**42**	**41**	**41**	**41**
Manager	45	44	44	44	43	44	43
Professional	41	41	41	42	41	41	41
Technician	39	39	39	40	40	40	40
Clerk	43	42	42	43	42	42	42
Sales and services	48	47	46	47	46	46	45
Skilled agriculture	41	38	40	43	42	39	40
Craft and related trade	41	41	42	43	41	42	42
Plant and machine operator	44	44	43	43	43	43	43
Elementary	44	44	44	43	42	41	40
Domestic worker	35	34	34	35	34	35	35
							45
Men	**47**	**46**	**46**	**46**	**46**	**45**	**45**
Manager	49	49	47	47	47	47	46
Professional	45	43	43	43	43	42	43
Technician	43	42	42	41	41	42	42
Clerk	45	44	44	44	43	43	43
Sales and services	54	53	53	53	52	52	52
Skilled agriculture	49	48	46	47	47	45	46
Craft and related trade	44	44	43	44	43	43	43
Plant and machine operator	50	49	49	49	48	49	49
Elementary	45	44	44	44	44	43	43
Domestic worker	37	36	34	33	32	35	36

Table 3.14: Employed by sector and volume of hours worked

Market production activities	QLFS 2008 Hours	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours
Both Sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**
Formal sector (Non-agricultural)	446 819	434 317	416 363	432 158	440 041	449 895	462 155
Informal sector (Non-agricultural)	110 403	102 351	104 225	106 464	103 292	107 067	107 566
Agriculture	38 005	33 496	30 329	29 801	31 913	33 511	31 594
Private households	45 451	43 803	41 898	41 618	41 725	41 884	42 138
Women	**258 378**	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**
Formal sector (Non-agricultural)	164 612	163 902	156 169	165 540	170 117	176 759	182 912
Informal sector (Non-agricultural)	46 479	42 974	41 469	41 764	38 773	40 940	39 837
Agriculture	11 466	9 958	9 771	9 294	9 771	9 745	8 912
Private households	35 821	34 696	32 724	33 117	32 724	34 040	34 086
Men	**382 300**	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**
Formal sector (Non-agricultural)	282 206	270 415	260 193	266 618	269 924	273 136	279 243
Informal sector (Non-agricultural)	63 924	59 377	62 756	64 700	64 519	66 127	67 730
Agriculture	26 540	23 539	20 558	20 507	22 142	23 766	22 682
Private households	9 630	9 107	9 174	8 501	9 001	7 845	8 051

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 2008 Hours	QLFS 2009 Hours	QLFS 2010 Hours	QLFS 2011 Hours	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours
Both Sexes	**45**	**44**	**44**	**44**	**44**	**43**	**43**
Formal sector (Non-agricultural)	45	44	44	44	44	44	44
Informal sector (Non-agricultural)	48	48	48	48	47	47	46
Agriculture	47	47	46	47	46	46	46
Private households	35	34	34	35	34	34	34
Women	**42**	**42**	**41**	**42**	**41**	**41**	**41**
Formal sector (Non-agricultural)	43	42	42	42	42	42	42
Informal sector (Non-agricultural)	46	45	46	46	44	44	44
Agriculture	44	45	44	44	44	43	43
Private households	36	35	35	35	34	35	35
Men	**47**	**46**	**46**	**46**	**46**	**45**	**45**
Formal sector (Non-agricultural)	47	46	46	46	45	45	45
Informal sector (Non-agricultural)	49	49	49	49	48	48	48
Agriculture	49	49	47	48	47	47	47
Private households	34	33	33	32	33	32	31

Table 3.16: Employment by sex and province

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**
Black African	-	-	2 200	2 491	2 600	2 600	2 800
Coloured	-	-	2 600	3 000	3 250	3 000	3 033
Indian/Asian	-	-	6 700	7 000	7 000	7 000	6 000
White	-	-	9 850	10 000	10 006	10 500	10 000
Female	**-**	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**
Black African	-	-	1 800	1 950	2 000	2 100	2 300
Coloured	-	-	2 383	2 730	3 000	2 700	3 000
Indian/Asian	-	-	6 500	6 700	7 000	6 700	4 700
White	-	-	8 000	8 500	9 500	10 000	10 000
Male	**-**	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**
Black African	-	-	2 600	2 800	3 000	3 100	**3 250**
Coloured	-	-	3 033	3 300	3 500	3 060	3 250
Indian/Asian	-	-	7 000	7 000	7 000	7 400	6 000
White	-	-	12 000	12 000	12 000	12 000	11 853

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**
15-24 years	-	-	2 166	2 300	2 500	2 340	2 500
25-34 years	-	-	2 600	3 000	3 000	3 000	3 000
35-44 years	-	-	3 000	3 250	3 500	3 466	3 466
45-54 years	-	-	3 250	3 500	3 500	3 204	3 271
55-64 years	-	-	3 500	3 700	4 000	3 500	3 900
Female	**-**	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**
15-24 years	-	-	2 100	2 400	2 500	2 400	2 500
25-34 years	-	-	2 383	2 500	2 600	2 760	2 800
35-44 years	-	-	2 400	2 500	2 800	2 500	2 700
45-54 years	-	-	2 500	2 500	2 500	2 400	2 500
55-64 years	-	-	2 600	2 900	3 100	2 500	2 850
Male	**-**	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**
15-24 years	-	-	2 166	2 200	2 470	2 300	2 500
25-34 years	-	-	2 950	3 033	3 250	3 250	3 250
35-44 years	-	-	3 500	3 640	4 000	4 000	4 000
45-54 years	-	-	4 000	4 333	4 500	4 342	4 333
55-64 years	-	-	4 000	4 333	5 000	4 700	4 800

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**
Western Cape	-	-	3 000	3300	3 466	3 250	3 423
Eastern Cape	-	-	2 200	2500	2 500	2 200	2 500
Northern Cape	-	-	2 058	2166	2 000	2 058	2 200
Free State	-	-	2 000	2100	2 166	2 400	2 500
KwaZulu-Natal	-	-	2 500	2600	2 800	2 600	2 500
North West	-	-	3 000	3250	3 500	3 380	3 000
Gauteng	-	-	3 500	3960	4 000	4 300	4 333
Mpumalanga	-	-	2 800	2400	2 505	2 700	3 000
Limpopo	-	-	1 800	1800	2 000	2 000	2 166
Women	**-**	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**
Western Cape	-	-	2 500	3 000	3 033	3 033	3 200
Eastern Cape	-	-	2 000	2 166	2 340	2 000	2 200
Northern Cape	-	-	1 733	1 900	1 625	1 800	2 000
Free State	-	-	1 650	1 800	1 800	1 850	2 100
KwaZulu-Natal	-	-	1 950	2 000	2 160	2 000	2 000
North West	-	-	2 100	2 200	2 500	2 383	2 246
Gauteng	-	-	3 200	3 500	3 500	3 500	3 800
Mpumalanga	-	-	2 000	1 950	2 000	2 000	2 300
Limpopo	-	-	1 200	1 300	1 500	1 500	1 800
Men	**-**	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**
Western Cape	-	-	3 206	3 500	3 600	3 500	3 500
Eastern Cape	-	-	2 400	2 600	2 600	2 500	2 600
Northern Cape	-	-	2 500	2 250	2 273	2 200	2 383
Free State	-	-	2 400	2 200	2 600	2 600	3 000
KwaZulu-Natal	-	-	2 816	3 000	3 100	3 200	3 000
North West	-	-	3 488	3 900	4 200	4 333	4 000
Gauteng	-	-	3 900	4 285	4 500	4 800	4 500
Mpumalanga	-	-	3 400	3 000	3 200	3 293	4 000
Limpopo	-	-	2 200	2 200	2 500	2 500	2 400

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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**-**	**-**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**
Manager	-	-	11 000	13 000	12 800	14 083	16 000
Professional	-	-	10 600	13 000	13 000	15 000	15 000
Technician	-	-	7 900	8 000	8 000	8 400	6 000
Clerk	-	-	4 500	4 800	5 000	4 700	4 800
Sales	-	-	2 500	2 600	2 800	2 860	3 000
Skilled agriculture	-	-	1 950	1 200	1 500	1 920	2 200
Craft	-	-	3 000	3 033	3 466	3 300	3 466
Operator	-	-	3 000	3 000	3 100	3 466	3 500
Elementary	-	-	1 516	1 600	1 750	1 900	2 100
Domestic worker	-	-	1 000	1 200	1 200	1 300	1 400
Women	**-**	**-**	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**
Manager	-	-	9 000	11 400	12 000	12 800	15 000
Professional	-	-	10 000	11 500	12 000	14 000	14 500
Technician	-	-	7 500	8 000	8 000	8 000	6 000
Clerk	-	-	4 000	4 550	4 506	4 500	4 500
Sales	-	-	2 000	2 166	2 300	2 300	2 500
Skilled agriculture	-	-	1 560	996	1 300	1 360	2 000
Craft	-	-	2 080	2 296	2 470	2 500	2 925
Operator	-	-	1 950	2 000	2 500	2 816	2 600
Elementary	-	-	1 500	1 500	1 600	1 733	1 900
Domestic worker	-	-	1 000	1 200	1 200	1 300	1 400
Men	**-**	**-**	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**
Manager	-	-	12 000	15 000	14 000	15 000	16 700
Professional	-	-	12 000	15 700	15 000	16 000	16 000
Technician	-	-	8 000	8 000	8 000	8 500	5 850
Clerk	-	-	5 000	5 000	5 200	5 000	5 000
Sales	-	-	2 800	3 000	3 200	3 250	3 500
Skilled agriculture	-	-	2 200	1 300	1 733	2 050	2 383
Craft	-	-	3 000	3 120	3 500	3 500	3 500
Operator	-	-	3 033	3 250	3 250	3 466	3 683
Elementary	-	-	1 700	1 733	1 921	2 000	2 200
Domestic worker	-	-	1 000	1 100	1 040	1 200	1 200

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

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

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	-	-	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**
Agriculture	-	-	1 295	1 300	1 495	1 733	2 153
Mining	-	-	5 000	5 800	6 000	6 000	7 000
Manufacturing	-	-	3 250	3 500	3 500	3 672	3 900
Utilities	-	-	6 000	6 000	6 000	8 666	7 000
Construction	-	-	2 437	2 600	2 600	2 800	2 816
Trade	-	-	2 505	2 800	3 000	3 000	3 033
Transport	-	-	3 500	3 600	3 800	3 900	4 000
Finance	-	-	3 501	4 333	4 000	4 000	4 000
Services	-	-	6 000	6 000	6 500	6 000	5 000
Private hholds	-	-	1 000	1 200	1 200	1 300	1 400
Women	-	-	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**
Agriculture	-	-	1 200	1 250	1 369	1 505	2 000
Mining	-	-	5 700	5 000	6 000	6 500	7 000
Manufacturing	-	-	2 500	2 652	2 946	3 000	3 033
Utilities	-	-	9 000	7 900	7 000	9 650	12 000
Construction	-	-	1 733	1 841	1 300	1 560	1 900
Trade	-	-	2 383	2 500	2 600	2 600	3 000
Transport	-	-	5 000	5 000	5 000	5 500	4 900
Finance	-	-	4 333	5 000	4 500	4 000	4 000
Services	-	-	5 500	5 400	6 000	5 500	4 000
Private hholds	-	-	1 000	1 200	1 200	1 300	1 400
Men	-	-	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**
Agriculture	-	-	1 300	1 400	1 500	1 800	2 166
Mining	-	-	5 000	5 800	6 000	6 000	7 000
Manufacturing	-	-	3 683	3 900	3 900	4 000	4 333
Utilities	-	-	5 200	5 400	5 200	8 000	7 000
Construction	-	-	2 500	2 600	2 800	3 000	3 000
Trade	-	-	2 800	3 000	3 250	3 250	3 466
Transport	-	-	3 466	3 500	3 500	3 600	3 900
Finance	-	-	3 466	3 800	3 900	4 000	4 000
Services	-	-	6 500	6 800	8 000	7 000	6 500
Private hholds	-	-	1 040	1 100	1 200	1 300	1 300

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

Table 3.22: Unemployment rate by level of education - South Africa							
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
Decent Work Indicator	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Unemployment rate by level of education	**22,5**	**23,7**	**24,9**	**24,8**	**24,9**	**24,7**	**25,1**
None	15,0	16,9	16,6	17,4	16,7	16,8	16,9
Less than primary completed	21,6	22,2	24,3	21,9	22,8	20,9	22,9
Primary completed	23,4	23,2	24,1	25,5	25,0	23,4	26,5
Secondary not completed	28,8	30,2	31,3	31,5	31,7	31,9	32,1
Secondary completed	23,7	25,4	26,7	27,0	26,3	26,3	25,8
Tertiary	7,6	8,3	9,1	8,7	9,4	9,9	10,8
Other	15,4	17,2	16,8	14,3	14,7	15,6	14,4

Table 3.23: Adequate earnings and productive work - Low pay rate (below 2/3 of median monthly earning)							
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
Decent Work Indicator	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Median	**..**	**..**	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**
2/3	**..**	**..**	**1 933**	**2 000**	**2 077**	**2 022**	**2 022**
Men	..	..	28,4	28,4	28,7	28,8	27,5
Women	..	..	42,6	40,7	42,1	42,1	39,5
Both sexes	**..**	**..**	**34,6**	**33,9**	**34,7**	**34,8**	**32,9**

Table 3.24: Proportion of employees who are entitled to paid sick leave							
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
Decent Work Indicators	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Both sexes	**..**	**..**	**..**	**67,7**	**68,9**	**68,3**	**68,9**
Male	..	..	..	68,5	70,2	69,7	70,5
Female	..	..	..	66,6	67,2	66,7	66,9

Table 3.25: Proportion of employees who are entitled to maternity/paternity leave							
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
Decent Work Indicators	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Both sexes	**..**	**..**	**..**	**54,4**	**53,8**	**52,6**	**53,5**
Male	..	..	..	53,0	52,3	51,3	52,3
Female	..	..	..	56,1	55,7	54,3	54,9

Table 3.26: Decent hours

Decent hours	QLFS 2008 Per cent	QLFS 2009 Per cent	QLFS 2010 Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent
Excessive hours (workers with more than 48 hours per week)	**27,7**	**25,2**	**24,0**	**23,7**	**22,9**	**22,5**	**21,8**
Men	31,7	28,9	27,8	27,7	26,9	26,5	25,9
Women	22,4	20,3	19,0	18,5	17,7	17,4	16,7
Time-related underemployment rate	**4,5**	**4,7**	**4,2**	**3,8**	**4,1**	**4,1**	**4,0**
Men	3,1	3,1	2,9	2,7	2,9	2,8	2,9
Women	6,3	6,8	5,9	5,3	5,6	5,8	5,4
Rate of workers with decent hours	**67,8**	**70,1**	**71,9**	**72,4**	**73,0**	**73,4**	**74,1**
Men	65,1	68,0	69,4	69,6	70,2	70,6	71,2
Women	71,3	72,9	75,1	76,2	76,7	76,9	77,9

Table 3.27: Rights at work and social dialogue

Decent work Indicators	QLFS 2008 Per cent	QLFS 2009 Per cent	QLFS 2010 Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent
Trade union members	..	..	..	**3 488**	**3 640**	**3 650**	**3 788**
Men	..	..	..	2 082	2 172	2 152	2 243
Women	..	..	..	1 405	1 468	1 498	1 544
Trade union density rate	..	..	..	**29,3**	**29,7**	**28,7**	**29,0**
Men	..	..	..	31,3	32,0	30,8	31,2
Women	..	..	..	26,8	26,9	26,2	26,3

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

	QLFS 2008 Per cent	QLFS 2009 Per cent	QLFS 2010* Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent
Both sexes	**45,5**	**46,4**	**46,0**	**47,9**	**49,0**	**48,0**	**48,9**
Men	47,9	49,1	48,2	50,4	51,9	50,9	51,8
Women	42,3	43,0	43,2	44,7	45,5	44,4	45,3

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

	QLFS 2008 Per cent	QLFS 2009 Per cent	QLFS 2010* Per cent	QLFS 2011 Per cent	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent
Both sexes	**28,7**	**30,5**	**31,9**	**31,9**	**32,8**	**31,6**	**31,4**
Men	29,2	31,1	32,4	32,4	33,6	32,8	32,5
Women	28,1	29,7	31,2	31,3	31,7	30,1	30,1

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

	QLFS 2008	QLFS 2009	QLFS 2010*	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	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
Collective bargaining	..	..	..	31,8	32,7	30,7	30,8
Employer only	..	..	..	48,0	49,9	53,5	53,7
No regular increment	..	..	..	5,5	5,0	5,3	5,6
Other	..	..	..	0,6	0,5	0,5	0,4

Table 4.1: Characteristics of the unemployed - South Africa

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
Job losers	1 278	1 506	1 474	1 406	1 498	1 532	1 641
Job leavers	389	359	285	275	285	309	319
New entrants	1 764	1 751	1 905	2 006	2 035	2 017	1 952
Re-entrants	229	192	199	215	182	215	256
Other	585	595	702	735	776	813	903
Unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
Long-term unemployment (1 year and more)	2 518	2 653	2 998	3 180	3 242	3 226	3 341
Short-term unemployment (less than 1 year)	1 728	1 750	1 566	1 456	1 533	1 660	1 729
Long-term unemployment (%)							
Proportion of the labour force	13,4	14,3	16,3	17,0	16,9	16,3	16,5
Proportion of the unemployed	59,3	60,3	65,7	68,6	67,9	66,0	65,9
Those who have worked in the past 5 years							
Previous occupation	**1 897**	**2 057**	**1 958**	**1 896**	**1 964**	**2 057**	**2 216**
Manager	35	37	44	46	45	54	51
Professional	33	28	29	41	43	40	47
Technician	86	89	104	97	102	122	147
Clerk	191	202	237	227	249	268	252
Sales and services	274	293	287	286	298	307	346
Skilled agriculture	7	8	9	9	6	5	16
Craft and related trade	339	402	369	321	336	315	356
Plant and machine operator	142	182	164	152	158	172	181
Elementary	593	642	553	557	569	612	652
Domestic worker	198	175	160	160	157	160	167
Other	0	0	0	0	1	1	0
Previous industry	**1 897**	**2 057**	**1 958**	**1 896**	**1 964**	**2 057**	**2 216**
Agriculture	113	115	103	93	87	94	120
Mining	30	34	34	31	32	37	35
Manufacturing	260	321	289	263	264	256	274
Utilities	11	11	9	10	8	16	17
Construction	300	374	322	293	313	312	326
Trade	471	473	487	448	460	497	517
Transport	91	100	88	96	96	109	128
Finance	194	231	237	239	258	282	299
Community and social services	181	165	185	211	234	245	271
Private households	245	231	203	211	209	208	228
Other	1	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 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**2 518**	**2 653**	**2 998**	**3 180**	**3 242**	**3 226**	**3 341**
Western cape	204	262	297	347	384	382	405
Eastern Cape	265	287	285	293	330	358	346
Northern Cape	53	56	58	65	70	65	69
Free State	144	151	173	180	240	246	268
KwaZulu-Natal	365	325	368	368	406	420	458
North West	184	194	196	198	181	183	216
Gauteng	914	996	1 199	1 279	1 151	1 131	1 115
Mpumalanga	161	195	261	297	318	299	326
Limpopo	228	187	161	152	163	143	139
Long-term unemployment (%)	59,3	60,3	65,7	68,6	67,9	66,0	65,9
Western cape	46,2	50,0	54,0	60,4	60,1	60,8	62,6
Eastern Cape	56,1	59,2	60,9	61,5	65,4	65,9	60,9
Northern Cape	57,1	53,9	57,7	58,1	59,6	53,8	52,5
Free State	56,2	55,1	58,5	61,4	69,2	67,7	69,0
KwaZulu-Natal	51,7	54,8	64,2	63,7	65,3	64,2	64,0
North West	63,3	61,1	67,4	70,9	66,0	59,2	66,4
Gauteng	71,2	70,0	73,7	76,6	73,9	71,3	69,7
Mpumalanga	51,7	56,3	68,4	72,6	73,1	68,6	70,7
Limpopo	58,4	55,5	58,1	62,5	58,2	57,9	58,6
Short-term unemployment	**1 728**	**1 750**	**1 566**	**1 456**	**1 533**	**1 660**	**1 729**
Western cape	238	262	253	228	255	246	242
Eastern Cape	208	198	183	184	175	185	222
Northern Cape	40	48	43	47	47	55	62
Free State	112	123	123	113	107	117	120
KwaZulu-Natal	341	268	205	210	216	234	257
North West	106	123	95	81	93	126	109
Gauteng	370	426	429	390	406	456	484
Mpumalanga	151	151	121	112	117	137	135
Limpopo	162	150	116	92	117	104	98
Short-term unemployment (%)	40,7	39,7	34,3	31,4	32,1	34,0	34,1
Western cape	53,8	50,0	46,0	39,6	39,9	39,2	37,4
Eastern Cape	43,9	40,8	39,1	38,5	34,6	34,1	39,1
Northern Cape	42,9	46,1	42,3	41,9	40,4	46,2	47,5
Free State	43,8	44,9	41,5	38,6	30,8	32,3	31,0
KwaZulu-Natal	48,3	45,2	35,8	36,3	34,7	35,8	36,0
North West	36,7	38,9	32,6	29,1	34,0	40,8	33,6
Gauteng	28,8	30,0	26,3	23,4	26,1	28,7	30,3
Mpumalanga	48,3	43,7	31,6	27,4	26,9	31,4	29,3
Limpopo	41,6	44,5	41,9	37,5	41,8	42,1	41,4

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

Table 4.3: The duration of unemployment

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
Less than 3 moths	636	619	511	474	565	634	668
3 months less than 6 months	436	432	378	352	349	369	390
6 months less than 1 year	656	698	677	630	619	657	672
1 year less than 3 years	991	1 023	1 141	1 122	1 096	1 173	1 173
3 years and over	1 527	1 630	1 858	2 058	2 147	2 053	2 167
Women	**2 193**	**2 139**	**2 221**	**2 298**	**2 337**	**2 381**	**2 482**
Less than 3 moths	268	241	206	192	219	259	270
3 months less than 6 months	203	182	163	151	159	162	167
6 months less than 1 year	333	310	303	300	291	300	319
1 year less than 3 years	535	518	575	572	532	586	592
3 years and over	855	889	974	1 083	1 136	1 074	1 133
Men	**2 053**	**2 264**	**2 343**	**2 338**	**2 438**	**2 505**	**2 589**
Less than 3 moths	369	378	305	283	346	375	398
3 months less than 6 months	233	250	215	201	190	207	222
6 months less than 1 year	323	389	374	330	328	357	353
1 year less than 3 years	456	505	566	550	563	587	581
3 years and over	672	742	884	975	1 010	979	1 034

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

Table 5.1: Characteristics of the not economically active - South Africa	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 194**
Student	5 566	5 706	5 906	6 041	6 137	6 239
Home-maker	2 545	2 747	2 909	2 892	2 821	2 849
Illness/disability	1 861	1 853	1 878	1 731	1 740	1 637
Too old/young to work	974	1 061	1 134	1 210	1 220	1 234
Discouraged work seekers	1 146	1 535	2 026	2 252	2 314	2 422
Other	842	861	753	730	743	812
Inactivity rate by age (Both sexes)	**41**	**43**	**44**	**44**	**44**	**43**
15-24 yrs	69	72	74	75	75	75
25-54 yrs	24,1	25,7	27,5	27,3	26,7	25,9
55-64 yrs	55,5	57,2	58,9	58,7	58,5	56,0
Inactivity rate by age (Women)	**48,1**	**49,8**	**51,6**	**51,0**	**50,6**	**49,3**
15-24 yrs	72,2	74,7	76,5	76,5	77,1	77,2
25-54 yrs	33,5	34,9	37,0	36,1	35,5	33,9
55-64 yrs	66,5	68,3	68,4	67,9	67,1	64,6
Inactivity rate by age (Men)	**32,9**	**34,8**	**36,7**	**37,2**	**36,7**	**36,3**
15-24 yrs	66,3	69,2	71,3	72,5	72,2	72,3
25-54 yrs	14,2	15,9	17,5	18,0	17,5	17,7
55-64 yrs	41,8	43,6	47,4	47,6	48,0	45,7

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

Table 6.1: Socio-demographic characteristics - South Africa

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
15-24 yrs	1 626	1 427	1 267	1 272	1 242	1 277	1 263
25-34 yrs	4 862	4 625	4 472	4 500	4 626	4 731	4 758
35-44 yrs	4 120	4 167	4 144	4 261	4 428	4 577	4 685
45-54 yrs	2 822	2 824	2 783	2 856	2 911	3 003	3 071
55-64 yrs	1 155	1 151	1 122	1 182	1 218	1 278	1 369
Age group of the unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
15-24 yrs	1 364	1 335	1 330	1 286	1 329	1 352	1 330
25-34 yrs	1 694	1 806	1 850	1 919	1 942	1 943	2 047
35-44 yrs	782	828	891	941	984	1 045	1 106
45-54 yrs	323	357	401	412	428	440	474
55-64 yrs	84	77	92	78	92	107	113
Age group of the not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**
15-24 yrs	6 743	7 076	7 341	7 480	7 557	7 572	7 664
25-34 yrs	1 993	2 211	2 427	2 452	2 444	2 492	2 521
35-44 yrs	1 343	1 450	1 610	1 641	1 628	1 614	1 639
45-54 yrs	1 312	1 387	1 486	1 492	1 502	1 482	1 480
55-64 yrs	1 543	1 639	1 743	1 792	1 844	1 877	1 890
Highest level of education of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
No schooling	597	506	418	369	374	375	373
Less than primary completed	1 534	1 348	1 164	1 160	1 129	1 143	1 078
Primary completed	780	741	674	634	641	640	614
Secondary not completed	4 818	4 643	4 556	4 696	4 865	4 965	5 043
Secondary completed	4 146	4 143	4 163	4 197	4 416	4 555	4 796
Tertiary	2 528	2 654	2 617	2 835	2 842	3 041	3 072
Other	181	158	196	179	157	148	171
Highest level of education of the unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
No schooling	105	103	83	78	75	76	76
Less than primary completed	422	385	374	325	334	301	321
Primary completed	238	223	214	216	214	195	221
Secondary not completed	1 951	2 011	2 077	2 161	2 258	2 329	2 382
Secondary completed	1 290	1 408	1 513	1 555	1 572	1 625	1 668
Tertiary	207	239	264	272	295	333	373
Other	33	33	39	30	27	27	29
Highest level of education of the not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**
No schooling	880	875	840	825	792	763	741
Less than primary completed	1 883	1 940	2 008	1 896	1 817	1 723	1 661
Primary completed	1 052	1 070	1 139	1 122	1 069	1 008	951
Secondary not completed	6 804	7 190	7 570	7 852	7 993	8 171	8 183
Secondary completed	1 908	2 224	2 509	2 595	2 739	2 779	3 028
Tertiary	302	361	412	441	449	485	507
Other	105	104	128	127	115	110	122

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 6.1: Socio-demographic characteristics - South Africa (continued)							
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Employed	**-**	**-**	**-**	**-**	**-**	**14 866**	**15 146**
Attending educational institution	-	-	-	-	-	350	384
Not attending educational institution	-	-	-	-	-	14 515	14 762
Unemployed	**-**	**-**	**-**	**-**	**-**	**4 886**	**5 070**
Attending educational institution	-	-	-	-	-	102	95
Not attending educational institution	-	-	-	-	-	4 784	4 975
Not economically active	**-**	**-**	**-**	**-**	**-**	**15 038**	**15 194**
Attending educational institution	-	-	-	-	-	5 930	6 083
Not attending educational institution	-	-	-	-	-	9 108	9 111
Employed and attending by type of educational institution	**-**	**-**	**-**	**-**	**-**	**350**	**384**
Ordinary school	-	-	-	-	-	30	28
Special school	-	-	-	-	-	3	1
Further education and training college (FET)	-	-	-	-	-	31	38
Other college	-	-	-	-	-	33	49
Higher education institution	-	-	-	-	-	242	254
Adult basic education and training centre(ABET CENTRE)	-	-	-	-	-	9	12
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	-	-	-	0	0
Home based education or home schooling	-	-	-	-	-	0	0
Unemployed and attending by type of educational institution	**-**	**-**	**-**	**-**	**-**	**102**	**95**
Ordinary school	-	-	-	-	-	37	38
Special school	-	-	-	-	-	0	1
Further education and training college (FET)	-	-	-	-	-	21	13
Other college	-	-	-	-	-	12	15
Higher education institution	-	-	-	-	-	26	24
Adult basic education and training centre(ABET CENTRE)	-	-	-	-	-	5	4
Home based education or home schooling	-	-	-	-	-	-	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 6.1: Socio-demographic characteristics - South Africa (concluded)

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active and attending by type of educational institution	**-**	**-**	**-**	**-**	**-**	**5 930**	**6 083**
Ordinary school	-	-	-	-	-	4 744	4 781
Special school	-	-	-	-	-	44	34
Further education and training college (FET)	-	-	-	-	-	372	422
Other college	-	-	-	-	-	157	186
Higher education institution	-	-	-	-	-	553	595
Adult basic education and training centre(ABET CENTRE)	-	-	-	-	-	33	36
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	-	-	-	1	1
Home based education or home schooling	-	-	-	-	-	2	3
Current marital status of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**
Married	6 038	5 930	5 841	5 923	6 116	6 086	6 064
Living together like husband and wife	1 717	1 709	1 632	1 617	1 647	1 712	1 766
Widow/widower	485	454	468	449	436	459	501
Divorced or separated	529	512	487	488	520	536	473
Never married	5 816	5 589	5 360	5 594	5 706	6 072	6 341
Current marital status of the unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**
Married	730	728	767	784	799	824	840
Living together like husband and wife	482	514	496	471	515	532	519
Widow/widower	65	59	54	59	63	75	75
Divorced or separated	83	71	81	83	86	84	91
Never married	2 887	3 030	3 166	3 239	3 313	3 371	3 546
Current marital status of the not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**
Married	2 753	2 865	2 965	3 009	3 020	2 940	2 930
Living together like husband and wife	745	756	807	738	748	750	777
Widow/widower	606	637	648	678	663	642	610
Divorced or separated	244	242	243	250	253	243	254
Never married	8 585	9 263	9 943	10 181	10 292	10 464	10 622

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

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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
		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

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
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

Table A2: Quarterly transition rates between different sectors

		t+1 status				
t status: Formal		Formal	Informal	Agriculture	Private hh	Total
		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
t status: Informal		Formal	Informal	Agriculture	Private hh	Total
		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

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

		Formal	Informal	Agriculture	Private hh	Total
t status: Agriculture		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
		Formal	Informal	Agriculture	Private hh	Total
t status: Private hh		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

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
		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

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
		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

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
		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

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 quarter					
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
		t+1 status				
t status: Other NEA: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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 quarter					
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
Q42013	Q12014	93,0	3,8	1,1	2,2	100,0
Q12014	Q22014	94,0	3,5	0,8	1,7	100,0
Q22014	Q32014	93,0	3,5	1,3	2,2	100,0
Q32014	Q42104	94,5	2,8	1,0	1,7	100,0
		t+1 status				
t status: Unemployed : Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q42013	Q12014	10,6	69,3	6,1	14,0	100,0
Q12014	Q22014	11,5	66,2	6,6	15,7	100,0
Q22014	Q32014	12,7	65,6	7,7	14,0	100,0
Q32014	Q42014	12,8	67,4	5,9	13,9	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 quarter					
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
Q42013	**Q12014**	8,1	16,8	60,7	14,4	100,0
Q12014	**Q22014**	6,9	18,7	58,2	16,2	100,0
Q22014	**Q32014**	8,8	17,1	59,5	14,7	100,0
Q32014	**Q42014**	10,6	13,2	57,9	18,3	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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

		t+1 status				
t status: Employed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q42013	Q12014	96,6	1,8	0,4	1,2	100,0
Q12014	Q22014	96,8	1,2	0,3	1,7	100,0
Q22014	Q32014	96,8	1,3	0,6	1,3	100,0
Q32014	Q42014	98,2	0,6	0,4	0,8	100,0
		t+1 status				
t status: Unemployed : Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q42013	Q12014	12,7	71,9	6,0	9,5	100,0
Q12014	Q22014	17,1	63,3	6,8	12,8	100,0
Q22014	Q32014	12,6	72,4	7,3	7,7	100,0
Q32014	Q42014	14,2	67,0	9,3	9,6	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 quarter					
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
Q42013	Q12014	8,2	26,9	50,0	14,9	100,0
Q12014	Q22014	13,3	24,8	52,1	9,8	100,0
Q22014	Q32014	8,2	22,6	58,8	10,3	100,0
Q32014	Q42014	8,9	23,3	50,8	17,0	100,0

		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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 quarter					
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
		t+1 status				
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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

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 quarter					
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
		t+1 status				
t status: Other NEA		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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

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
		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

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: Discouragement Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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 quarter					
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
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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 quarter					
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
t status: Other NEA Adults		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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

		t+1 status				
t status: Unemployed: With experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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 quarter					
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
		t+1 status				
t status: Short term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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

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 2014	49,2	32,0	6,5	12,3	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 & Private hh	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
Employed with Secondary not completed	**Sector**			
	Formal	**Informal**	**Agriculture**	**Private hh**
	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

Table A9: Quarterly distribution of those who found employment by sector and level of education				
	Sector			
Employed with Secondary completed	Formal	Informal	Agriculture	Private hh
	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
	Sector			
	Formal	Informal	Agriculture	Private hh
Employed with Tertiary	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

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

	Sector			
	Formal	Informal	Agriculture & Private hh	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
	Sector			
	Formal	Informal	Agriculture & Private hh	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

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