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## Statistical release

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# National and provincial labour market: Long-term unemployment

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## National and provincial labour market outcomes among the unemployed

The national labour market results mask variations at provincial level that can often be quite large. The nine provinces differ in population size, land mass, demographic profile, and economic structure.

These thematic reports will, in the first instance, report at national level, and then across the nine provinces. The intention is that users are able to understand how the provinces perform relative to one other and how they contribute to the national labour market picture. The results for each province will then be analysed as separate reports to provide an in-depth understanding of the impact that a particular aspect of the labour market has on provincial labour market outcomes.

Each report will focus on a different theme and the time frame of analysis will vary. Given that the QLFS series began in 2008, prior to which its predecessor, the Labour Force Survey (LFS), was conducted only in March and September each year, analysis based on the 10-year period will not be undertaken in every report.

Against this background, this report is the fourth in a quarterly series. It is based on QLFS labour market data using revised population benchmarks from the 2011 Population Census. The aim is to provide users with an analysis of various aspects of the South African labour market at provincial level, based on current labour market information. The report examines in detail various aspects of the unemployed with a particular focus on those in long-term unemployment. The analysis is based on the third quarter results of the QLFS of every year over the period 2008 to 2014.

The duration of unemployment is of particular interest as the longer a person is unemployed, the less likely they are to find employment, in addition skills deteriorate and future earnings may be negatively impacted. Against this background, the unemployment rate has been persistently high over the post economic recession period while labour absorption rates have remained below the levels reached prior to the recession. The results highlight that in 2014, as many as 1,5 million of the 5,1 million unemployed people were looking for a job for more than 5 years, up from 974 000 in 2008. And women suffer from a higher incidence of long-term unemployment compared with men, particularly in provinces such as Free State, Gauteng and Mpumalanga. The results also suggest that the incidence of long-term unemployment is highest among black Africans, those with a matric qualification and the long-term unemployed who have had no previous work experience.

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### 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.

The **labour force** comprises people that are employed plus those who are unemployed.

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 they 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).

**Graduates/Tertiary education** individuals who have qualifications categorised as 'higher' education are persons who have obtained an undergraduate or post-graduate degree or have completed secondary school and in addition obtained a certificate or diploma of at least six months' full-time duration.

**Youth:** In line with the national definition, youth are regarded as persons aged 15–34 years and **adults** are aged 35–64 years.

**Skilled occupations** are Managers; Professionals; and Technicians grouped. **Semi-skilled occupations** are Clerks; Sales; Skilled agriculture; Craft; and Machine operators grouped. **Low-skilled occupations** are Elementary and Domestic work.

**Primary industries** are Agriculture and Mining. **Secondary industries** are Manufacturing; Utilities; and Construction. **Tertiary industries** are Trade; Transport; Finance; Community and social services; and Private households.

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. Alternative mining estimates are included in the Quarterly Employment Statistics (QES) release.

### Unemployment duration

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

## Long-term unemployment in South Africa

The ILO notes that “Unemployment rates alone do not reveal the full picture of the state of labour markets. The duration of unemployment also matters, in particular in countries where well-developed social security systems provide alternative sources of income. In this respect, an increasing proportion of long-term unemployed is likely to reflect structural problems in the labour market, creating the risk that workers become less attached to labour markets and suffer from skills erosion and reduced employability. This, in turn, can have adverse effects on the broader economy, in the short run by sapping aggregate demand through reduced consumption, while also reducing trend growth in the long run<sup>1</sup>”.

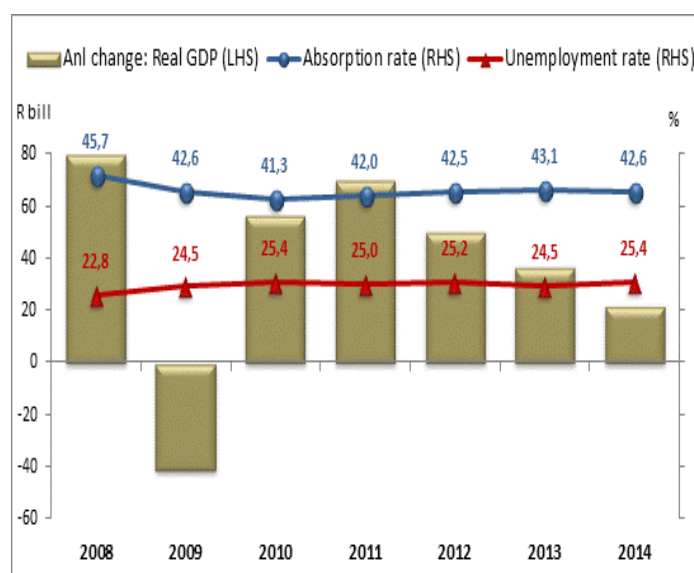
This report focuses on various aspects of those in long-term unemployment. In the first instance, the trends in key labour market indicators are analysed in conjunction with the economic performance of the economy over the period 2008 to 2014 to provide the context in which the duration of unemployment is discussed. Distributions of long and short-term unemployment by demographic characteristics (age, sex and population group) are then analysed followed by the incidence of long-term unemployment for various groups. Panel data from the QLFS forms the basis of the subsequent section which analyses transition rates from long and short-term unemployment into employment between Q1: 2014 and Q2: 2014. The report concludes with an analysis of the distribution of the long-term unemployed by the type of activity undertaken prior to becoming unemployed; the type of support received; and the job-search methods pursued in looking for work.

Except for the panel data, the analysis is based on the results of the QLFS undertaken in the third quarter of each year over the period 2008 to 2014. Caution must be exercised when interpreting the results for specific groups – especially at provincial level – because small numbers may render the conclusions unreliable. In addition, due to rounding, the totals may not always be exactly the sum of the constituent parts.

## Labour market indicators in South Africa

The analysis in this section provides the context for the more focused discussion regarding long-term unemployment presented in subsequent sections. The performance of the economy and key labour market indicators are discussed with particular emphasis on provincial labour market outcomes.

**Figure 1: Output and jobs, 2008–2014**



**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Thousand							
Employed	14 549	13 830	13 648	14 118	14 562	15 036	15 117
Unemployed	4 299	4 476	4 655	4 699	4 901	4 880	5 151
Discouraged	1 093	1 646	2 079	2 213	2 214	2 297	2 514
Other NEA	11 898	12 483	12 652	12 610	12 575	12 655	12 707
<b>Working age</b>	<b>31 839</b>	<b>32 435</b>	<b>33 033</b>	<b>33 640</b>	<b>34 253</b>	<b>34 868</b>	<b>35 489</b>
Annual changes							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	-719	-182	471	443	474	81	568
Unemployed	177	179	44	202	-21	271	852
Discouraged	553	433	134	2	83	217	1 421
Other NEA	585	169	-42	-34	80	52	809
<b>Working age</b>	<b>597</b>	<b>598</b>	<b>607</b>	<b>613</b>	<b>616</b>	<b>620</b>	<b>3 650</b>

In Figure 1, GDP data are for the 2nd quarter each year and the labour market rates for the 3<sup>rd</sup> quarter. In Table 2, NEA refers to the not economically active population.

Figure 1 shows that South Africa did not escape the impact of the global recession. The decline in real GDP in 2009 was accompanied by an increase in the unemployment rate and a decline in the labour absorption rate. The modest recovery in economic growth since 2010 has had little impact on labour market outcomes such that both the unemployment rate and the labour absorption rate have remained below the levels reached before the recession

<sup>1</sup> Global labour market trends and prospects. ILO, 2014 [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_202326.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_202326.pdf)

occurred. Table 1 shows that the stubbornly high unemployment rate over the period 2008–2014 is a consequence of steady increases in the number of people who became unemployed every year (except in 2013) as well as the decline in employment in the early period. Despite employment gains of 568 000 over the period as a whole, 852 000 people became unemployed, resulting in an increase in the unemployment rate by 2,6 percentage. In addition, the increase in employment over the period was not sufficient to keep pace with the expansion in the working age population such that the absorption rate in 2014 was 3,1 percentage points lower than in 2008.

**Figure 2: Key labour market indicators by province, 2008 and 2014**

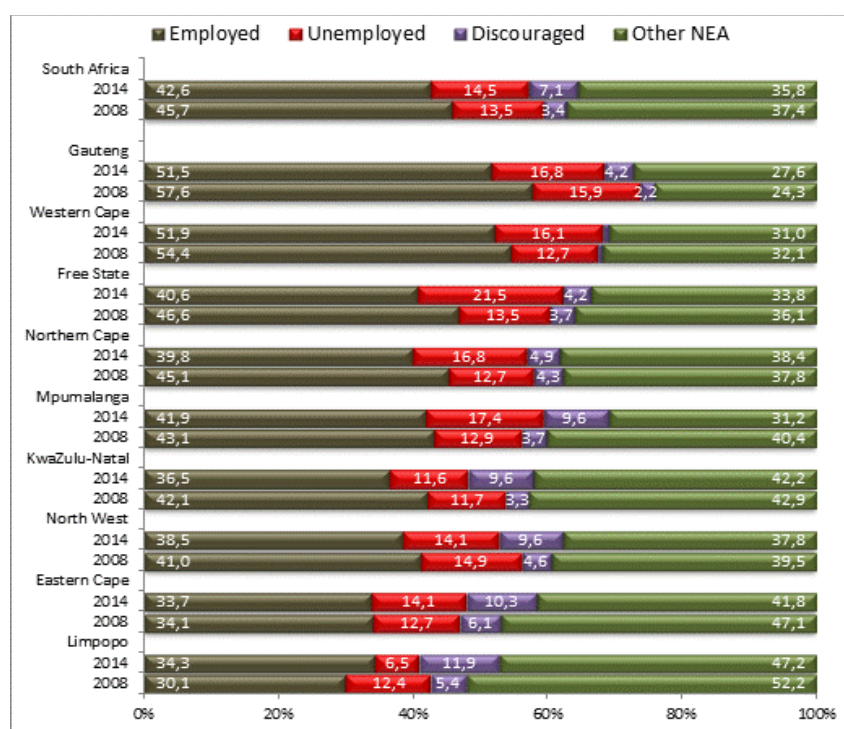


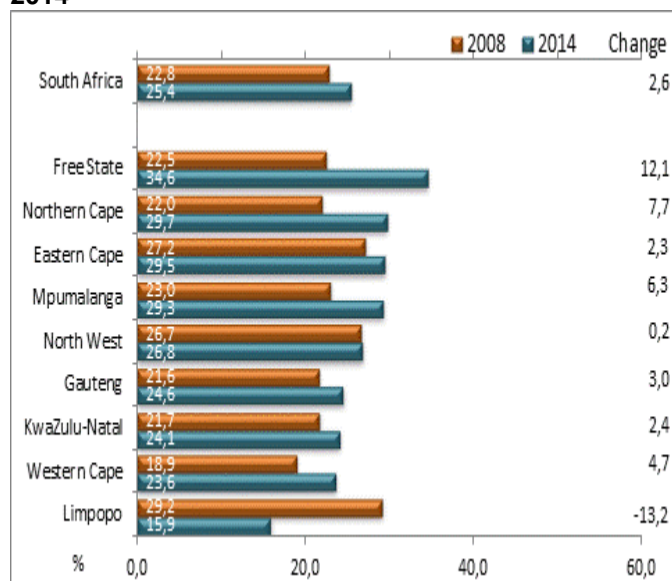
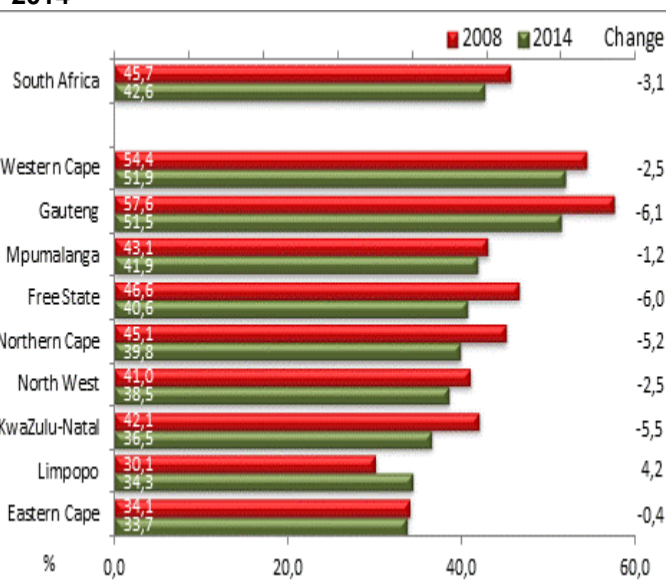
Figure 2 shows the share of the working age population in each labour market category. With regards unemployment, caution should be exercised in interpreting the percentages, since the numbers relate to the percentage of the working age population and not to the labour force (the latter comprises the employed plus the unemployed) which is the basis of calculating the unemployment rate (presented below at Figure 3). 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 below at Figure 4)

The notable feature of Figure 2 is the situation in Limpopo where over the period 2008–2014 the reduction in the share of the unemployed from 12,4% to 6,5% has been accompanied by a doubling in the percentage of the working-age population that have become discouraged from 5,4% to 11,9% over the period. The resulting low unemployment rate for Limpopo in 2014 (shown in Figure 3 and discussed on the next page), 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 has risen by 4,0–7,0 percentage points in five provinces including Limpopo where the increase of 6,6 percentage points was the largest, followed by KwaZulu-Natal (6,3 percentage points) and Mpumalanga (5,9 percentage points).

In contrast, in provinces such as Free State, and Northern Cape, over the period 2008–2014, there was an increase 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.

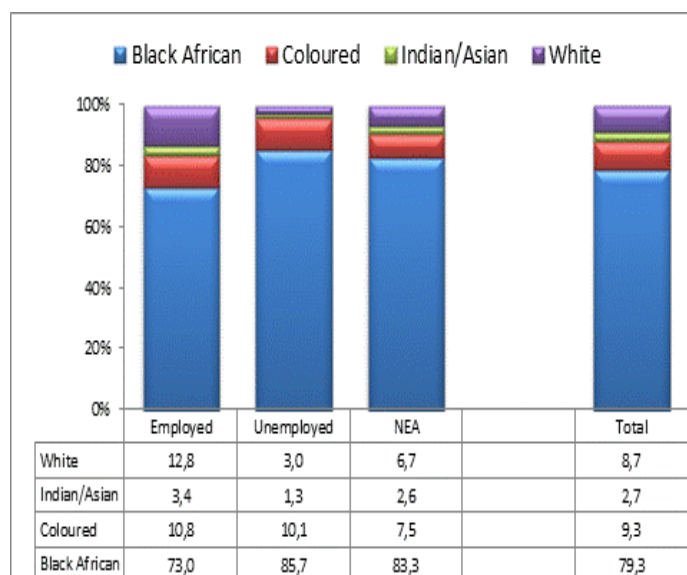


**Figure 3: Unemployment rate by province, 2008 and 2014****Figure 4: Labour absorption rate by province, 2008 and 2014**

The provincial trends shown in Figure 3 and Figure 4 conceal wide variation in the unemployment rate and the labour absorption rate across the provinces. In 2014, the difference between the highest and lowest unemployment and absorption rates exceeded 18,0 percentage points. In both 2008 and 2014, Western Cape and Gauteng had the highest labour absorption rates and below average unemployment rates – signalling the relatively better labour market conditions that prevail in these provinces. Nonetheless, Gauteng had the largest provincial decline in the labour absorption rate (6,1 percentage points) over the period 2008–2014. And in support of the earlier discussion regarding Limpopo, Figure 3 shows that Limpopo had the highest unemployment rate in 2008 but the lowest in 2014. As a result, it was the only province in which the unemployment rate declined over the period 2008–2014, as people lost hope of finding employment and became discouraged – thus exiting the labour force altogether. In terms of the province's ability to generate jobs, a gloomy picture emerges. In 2008 the labour absorption rate in Limpopo was the lowest of all the provinces and 7 years later in 2014 it was the second lowest in the country at 34,3% – only 0,6 of a percentage point higher than Eastern Cape which occupied the bottom position.

### Demographic characteristics of those in long- and short-term unemployment

The length of time spent unemployed can be used to assess whether certain groups of unemployed people face greater barriers to employment than others. Against this background this section analyses the distribution of people in long and short-term unemployment by various demographic characteristics (age, population group and sex).

**Figure 5: Labour market status by population group, 2014**

NEA refers to the not economically active population

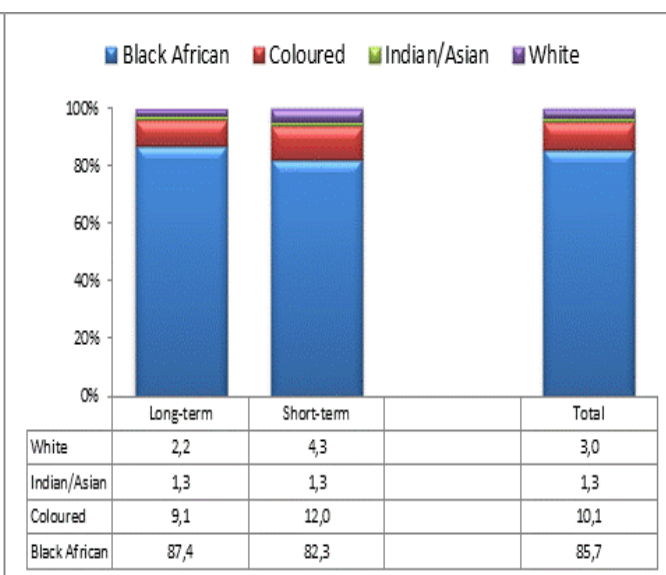
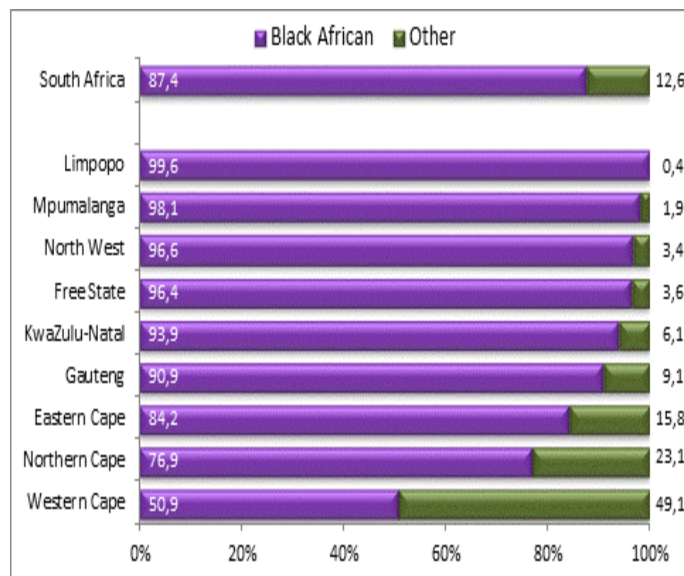
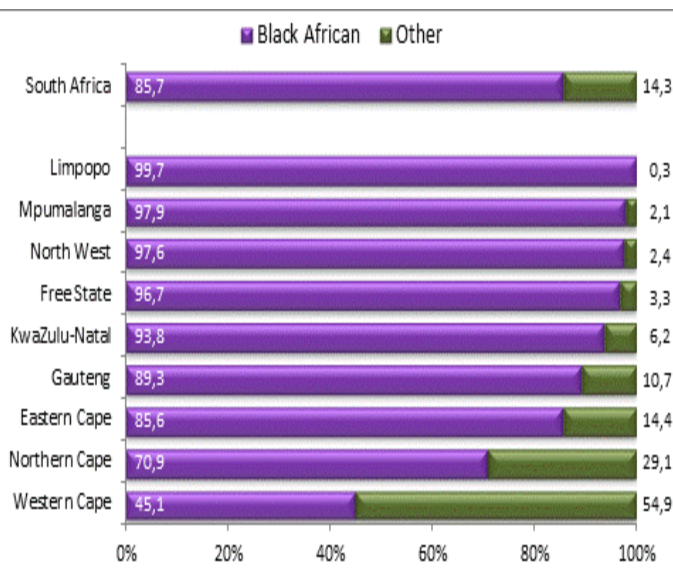
**Figure Distribution of long- and short-term unemployment by population group, 2014**

Figure 5 shows that in 2014, Black Africans account for 79,3% of the working age population but they are under-represented among the employed (73,0%) and over-represented among the unemployed (85,7%) and the not economically active population (83,3%). Compounding the dire labour market situation of Black Africans, is that an even larger percentage (87,4%) of those that are unemployed have been looking for work for one year or longer (Figure 6).

**Figure 7: Provincial distribution of long-term unemployment by population group, 2014**



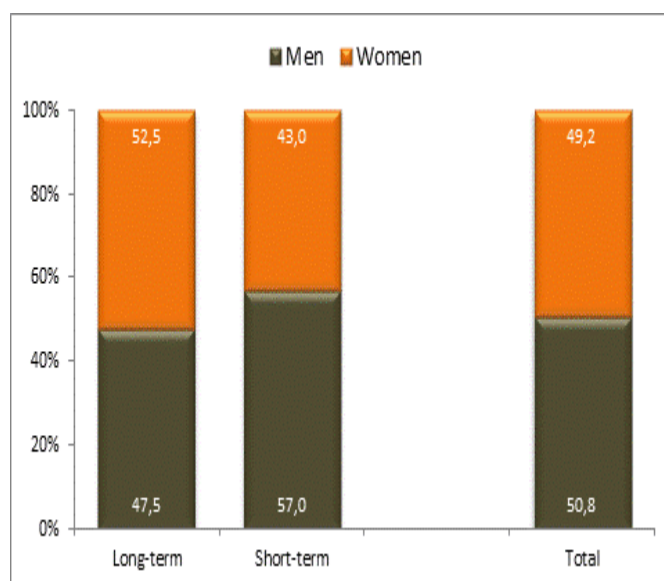
**Figure 8: Provincial distribution of total unemployment by population group, 2014**



Note: Other comprises the coloured, Indian/Asian and white population groups combined.

In 2014, the percentage of Black Africans who are in long-term unemployment within each province varies from 50,9% in Western Cape to over 95,0% in Free State, North West, Mpumalanga and Limpopo (Figure 7). And as shown in Figure 8, they are over-represented in long-term unemployment compared to their share of total unemployment in several provinces. In this regard, Western Cape and Northern Cape stand out as the provinces in which the share of Black Africans in long-term unemployment is substantially higher than their share in total unemployment – by 5,8 and 6,0 percentage points respectively.

**Figure 9: Distribution of long- and short-term unemployment by sex, 2014**



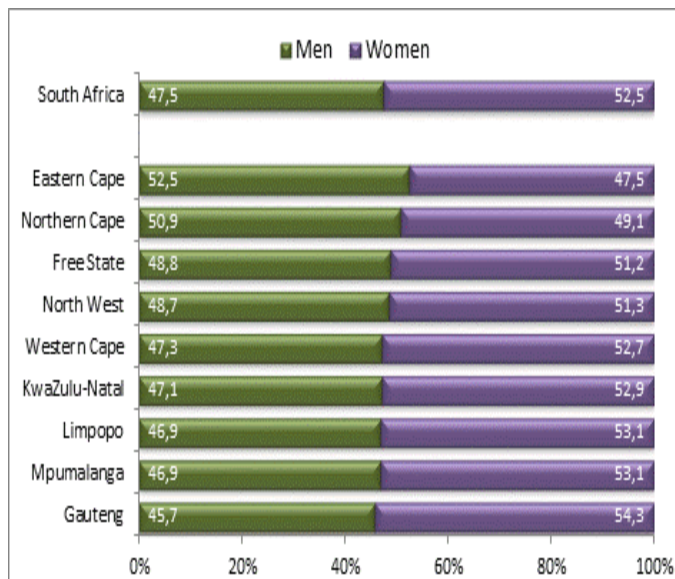
**Table 2: Distribution of long-term and total unemployment by sex, 2014**

	Men	Women	Total
<b>Long-term unemployed (%)</b>			
2008	45,1	54,9	100,0
2009	46,6	53,4	100,0
2010	48,7	51,3	100,0
2011	47,7	52,3	100,0
2012	48,2	51,8	100,0
2013	48,8	51,2	100,0
2014	47,5	52,5	100,0
<b>Total unemployed (%)</b>			
2008	49,2	50,8	100,0
2009	51,7	48,3	100,0
2010	51,3	48,7	100,0
2011	50,5	49,5	100,0
2012	51,2	48,8	100,0
2013	51,3	48,7	100,0
2014	50,8	49,2	100,0

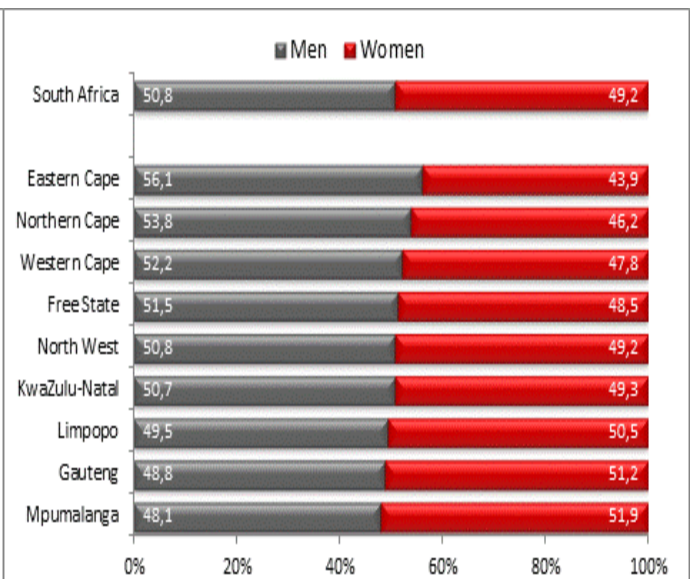
Figure 9 and Table 2 highlight the vulnerability of women in the South African labour market. In 2014 a larger percentage of those in long-term unemployment were women (52,5%) this percentage was 3,3 percentage points higher than the female share of total unemployment. Trends over the period 2008–2014, show that every year women

have been over-represented among the long-term unemployed compared with their share in total unemployment (Table 2).

**Figure 10: Provincial distribution of long-term unemployment by sex, 2014**



**Figure 11: Provincial distribution of total unemployment by sex, 2014**



There are marked provincial differences in the distribution of men and women in long-term unemployment (Figure 10) compared to their share in total unemployment (Figure 11). In every province, women are disproportionately represented among the long-term unemployed compared with their share of total unemployment. In provinces such as Eastern Cape, KwaZulu-Natal and Western Cape the situation is particularly acute with the share of women in long-term unemployment higher than their share in total unemployment by 3,6–4,9 percentage points

**Table 3: Distribution of long-term and total unemployment by age, 2008–2014**

	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs	Total
<b>Long-term unemployed (%)</b>						
2008	28,4	41,8	20,1	7,7	2,1	100,0
2009	25,3	41,6	21,6	9,6	1,9	100,0
2010	26,8	41,8	20,4	9,1	1,9	100,0
2011	25,8	42,6	20,8	9,1	1,7	100,0
2012	26,0	41,8	21,0	9,4	1,8	100,0
2013	24,7	41,1	22,3	9,9	1,9	100,0
2014	24,0	43,3	21,3	9,2	2,2	100,0
<b>Total unemployed (%)</b>						
2008	32,2	39,4	19,4	7,1	1,9	100,0
2009	28,6	41,1	19,8	8,7	1,8	100,0
2010	29,3	40,3	19,6	8,8	2,0	100,0
2011	28,0	41,0	20,8	8,6	1,7	100,0
2012	28,0	40,6	20,7	8,9	1,8	100,0
2013	27,3	39,6	21,8	9,2	2,0	100,0
2014	25,6	41,8	21,2	9,1	2,3	100,0

**Figure 12: Distribution of long- and short-term unemployment by age, 2014**

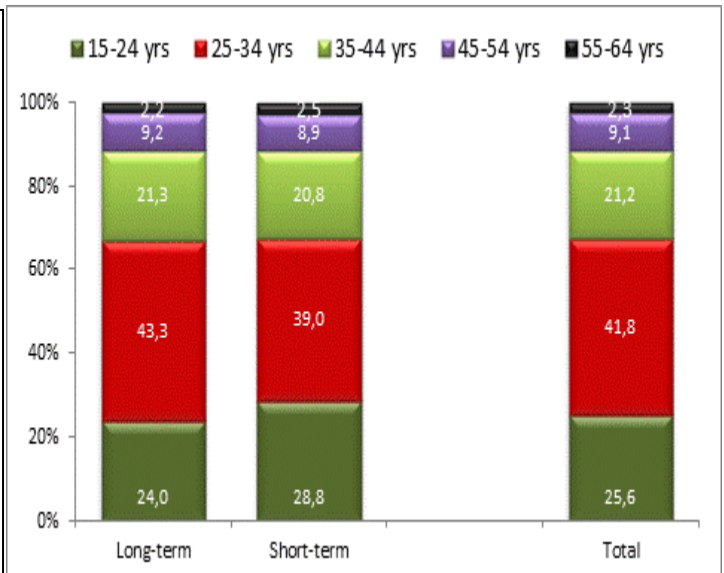
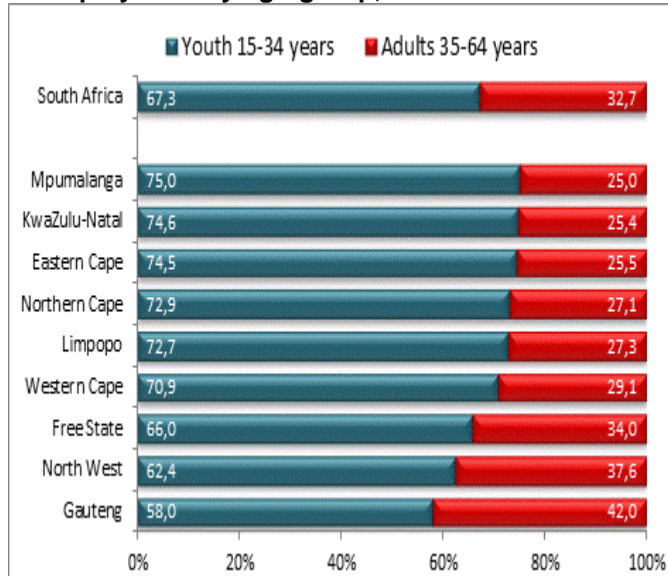
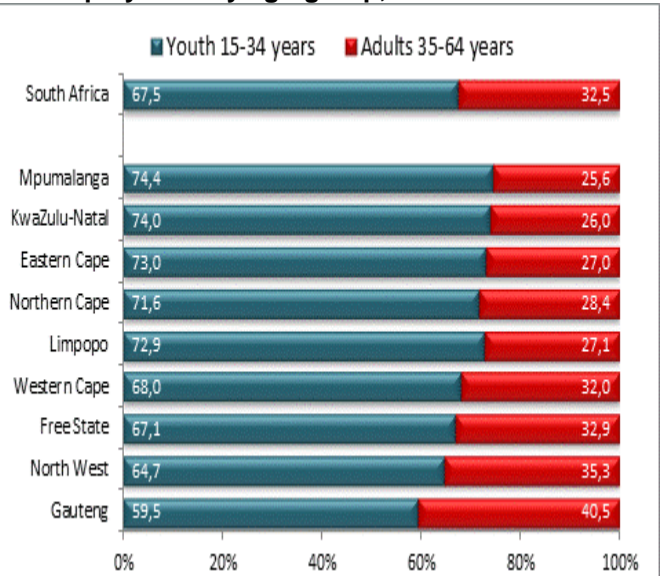


Table 3 shows that the share of unemployed people in the youngest age cohort (15-24 years) who were in long-term unemployment is lower than their share in total unemployment. And notably, in the prime working age groups (25–54 years) the reverse is true – with these age groups over-represented among the long-term unemployed.



**Figure 13: Provincial distribution of long-term unemployment by age-group, 2014****Figure 14: Provincial distribution of total unemployment by age-group, 2014**

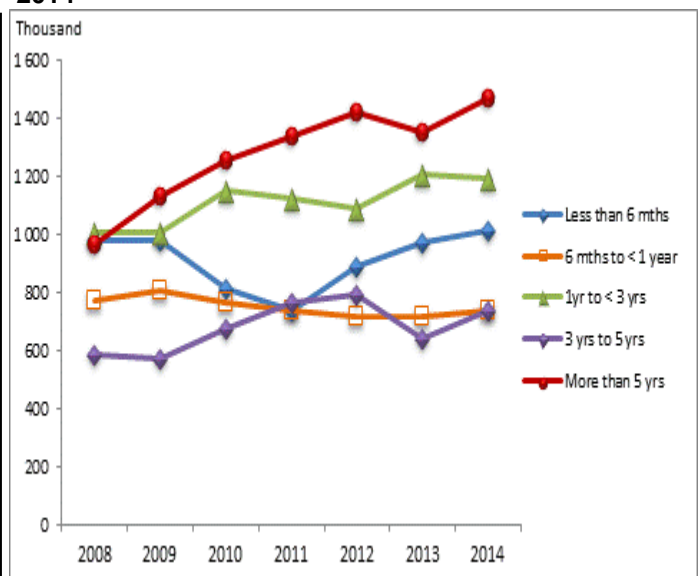
Compared to their share in total employment, young people aged 15-34 years are disproportionately represented among the long-term unemployed in provinces such as Northern Cape, Eastern Cape and Western Cape –where their share of the long-term unemployed is 1,0 to 2,9 percentage points higher than their share of total unemployment. In provinces such as KwaZulu-Natal and Mpumalanga the share of this age group among the long-term unemployed is also higher than their share in unemployment – but by a smaller margin (0,6 of a percentage point in each province). In contrast, in Gauteng, North West, Free State and to a lesser extent Limpopo, the share of youth in long-term unemployment is lower than their share in unemployment.

### Unemployment duration focusing on long-term unemployment

The analysis in this section focuses on the duration of unemployment – particularly with respect to those who have been unemployed for one year or longer. The trends and patterns in the incidence of long-term unemployment analysed in this section shed light on the large disparities which exist by population group, age, sex and level of education. The analysis also extends beyond demographic characteristics and focuses on the incidence of long-term unemployment by work experience and by the previous industry and occupation of those who worked before.

**Table 4: Unemployment duration, 2008–2014**

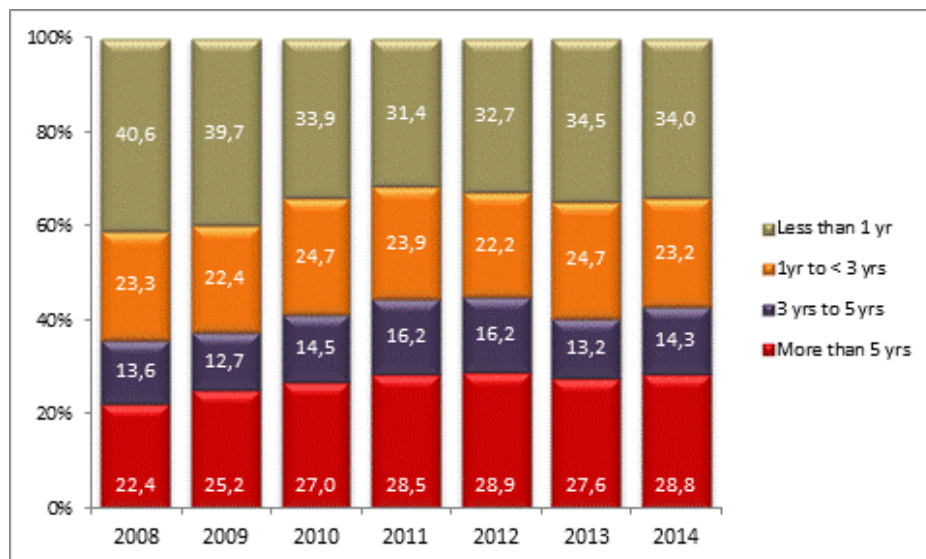
	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	<b>4 299</b>	<b>4 476</b>	<b>4 655</b>	<b>4 699</b>	<b>4 901</b>	<b>4 880</b>	<b>5 151</b>
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	553	545	455	416	561	611	637
3 mths < 6 mths	421	429	359	322	326	358	377
6 mths < 9 mths	392	456	383	397	376	355	365
9 mths < 1 year	381	347	379	339	341	362	374
<b>Total</b>	<b>1 747</b>	<b>1 777</b>	<b>1 575</b>	<b>1 475</b>	<b>1 604</b>	<b>1 686</b>	<b>1 753</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	1 003	1 003	1 148	1 124	1 087	1 205	1 193
3 years - 5 years	585	570	676	760	794	642	737
> 5 years	960	1 114	1 248	1 329	1 386	1 327	1 468
<b>Total</b>	<b>2 552</b>	<b>2 699</b>	<b>3 079</b>	<b>3 224</b>	<b>3 297</b>	<b>3 194</b>	<b>3 398</b>

**Figure 15: Unemployment duration trends, 2008–2014**

Movements into unemployment are influenced by the demand patterns of employers. Such movements do not occur in an instantaneous manner because labour needs time to adjust in terms of skills matching, wages etc.,. As a result, in any economy, some degree of unemployment is inevitable. Table 4 and Figure 15 show that in the South African

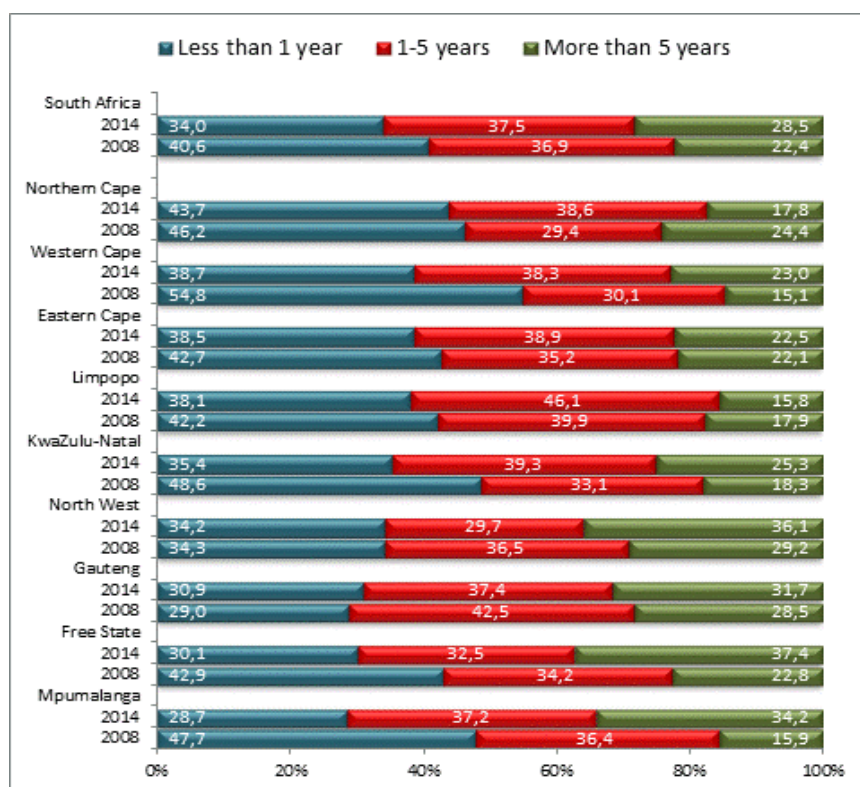
labour market, the number of people in short-term unemployment is substantially lower than those whose duration of unemployment is one year or longer. The structural nature of the unemployment problem is evidenced by the large number of people in long-term unemployment which rose from 2,6 million in 2008 to 3,4 million in 2014. Moreover, within this group those who were looking for work for more than five years increased by the largest amount - from 1,0 million to 1,5 million over the period.

**Figure 16: Incidence of unemployment by duration of job-search, 2008–2014**



The incidence of long-term unemployment peaked in 2011 with 28,5% of unemployed people looking for work for more than five years, an additional 16,2% engaging in job search for three to five years and a further 23,9% looking for work for one to three years. Reflecting the strong upward trend in long-term unemployment among those looking for work for five years or more over the period 2008–2014, Figure 16 shows that the incidence of unemployment is highest for this group and that it has increased steadily over the period. In 2008, as many as 22,4% of all unemployed persons were looking for work for more than five years and by 2014 the percentage had risen by 6,4 percentage points to 28,8%.

**Figure 17: Incidence of unemployment by province and duration of job search, 2008 and 2014**

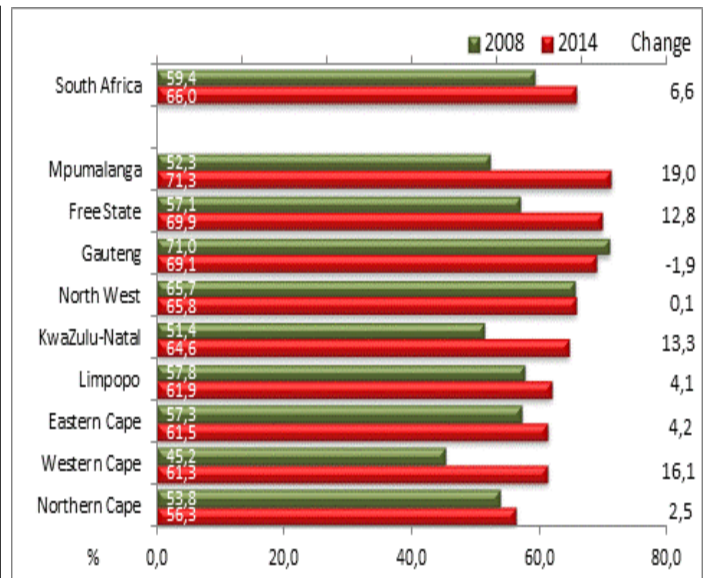


There are large provincial disparities in the incidence of unemployment by duration of job-search. Figure 17 shows that the long-term unemployment problem is more entrenched in Gauteng, Mpumalanga, North West, and Free State compared with the other provinces as result of the large percentage of persons that has been unemployed for five years or longer. In 2014, as many as 31,0%–38,0% of unemployed people in these provinces were looking for work for more than five years.

**Table 5: Trends in the incidence of long-term unemployment, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Western Cape	45,2	47,0	53,0	60,6	58,2	61,8	61,3
Eastern Cape	57,3	55,0	57,8	63,1	67,8	64,1	61,5
Northern Cape	53,8	56,0	57,8	58,9	60,2	55,9	56,3
Free State	57,1	51,2	57,6	58,7	71,6	66,4	69,9
KwaZulu-Natal	51,4	52,7	66,3	64,3	64,1	63,0	64,6
North West	65,7	62,9	69,5	72,3	64,6	59,2	65,8
Gauteng	71,0	73,1	75,0	76,6	72,9	69,5	69,1
Mpumalanga	52,3	56,4	70,9	68,5	73,0	68,4	71,3
Limpopo	57,8	55,1	58,4	63,4	56,9	64,9	61,9
<b>South Africa</b>	<b>59,4</b>	<b>60,3</b>	<b>66,2</b>	<b>68,6</b>	<b>67,3</b>	<b>65,5</b>	<b>66,0</b>

**Figure 18: Incidence of long-term unemployment by province, 2008 and 2014**

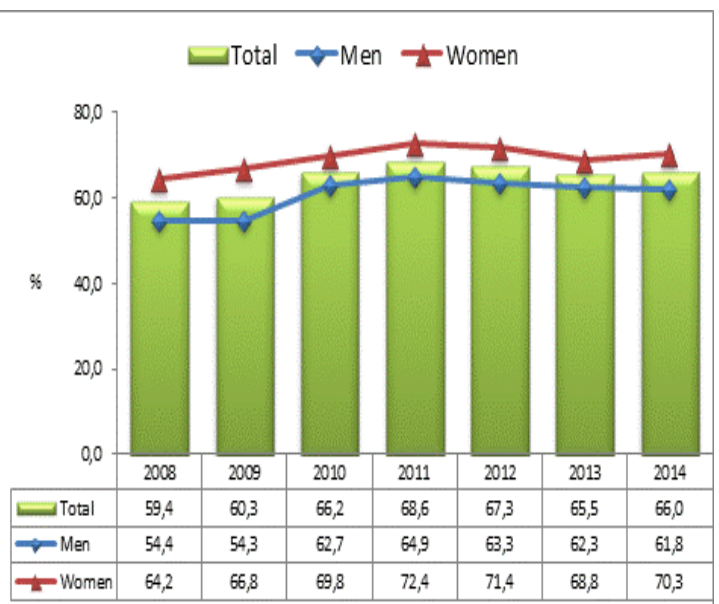


The impact of the global recession is reflected in the increase in the incidence of long-term unemployment at national and provincial level. By 2010, the incidence of long-term unemployment had risen by 6,8 percentage points to 66,2% from 59,4% in 2008. This upward trend was widespread across the nine provinces and by 2014 the incidence of long-term unemployment was higher than in 2008 in every province except Gauteng. The largest increases occurred in Mpumalanga (up 19,0 percentage points), Western Cape (up 16,1 percentage points) and KwaZulu-Natal (up 13,3 percentage points).

**Table 6: Unemployment duration by sex, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	965	1 059	891	833	920	944	999
Women	782	718	684	642	684	742	754
<b>Total</b>	<b>1 747</b>	<b>1 777</b>	<b>1 575</b>	<b>1 475</b>	<b>1 604</b>	<b>1 686</b>	<b>1 753</b>
<b>Long-term unemployment (Thousand)</b>							
Men	1 151	1 257	1 499	1 539	1 588	1 559	1 615
Women	1 401	1 442	1 580	1 685	1 709	1 635	1 782
<b>Total</b>	<b>2 552</b>	<b>2 699</b>	<b>3 079</b>	<b>3 224</b>	<b>3 297</b>	<b>3 194</b>	<b>3 398</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	93	-168	-58	87	24	55
Women	-	-64	-34	-43	42	58	12
<b>Total</b>	-	<b>30</b>	<b>-201</b>	<b>-100</b>	<b>129</b>	<b>82</b>	<b>67</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	106	242	40	49	-30	56
Women	-	41	138	105	24	-74	147
<b>Total</b>	-	<b>147</b>	<b>380</b>	<b>145</b>	<b>73</b>	<b>-103</b>	<b>203</b>

**Figure 19: Incidence of long-term unemployment by sex, 2008–2014**

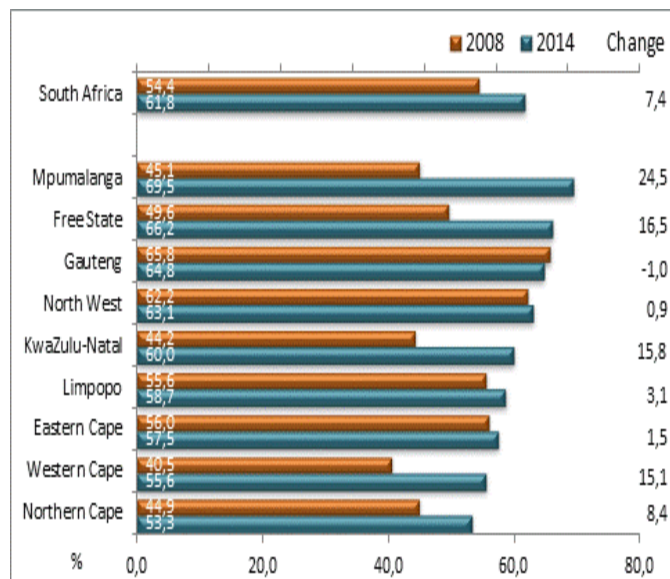


A larger number of women than men are affected by long-term unemployment although in 2010, the impact of the global recession resulted in a larger increase among men than women. Figure 19 shows the substantial gender bias in the incidence of long-term unemployment. The percentage of both men and women that were unemployed for one year or longer was highest in 2011 at 64,9% and 72,4% respectively. By 2014, the percentage of unemployed people

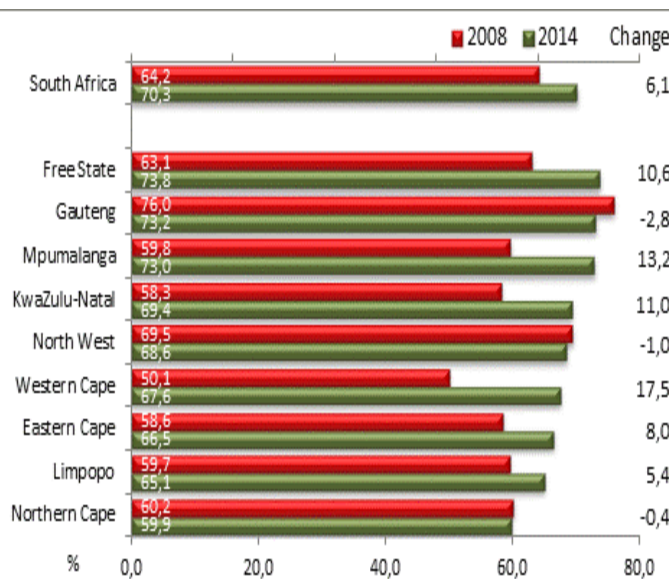


looking for work for one year or longer had fallen to 61,8% among men and 70,3% among women. But even at those levels, the structural nature of the unemployment problem in South Africa is still manifest.

**Figure 20: Incidence of long-term unemployment among men by province, 2008 and 2014**

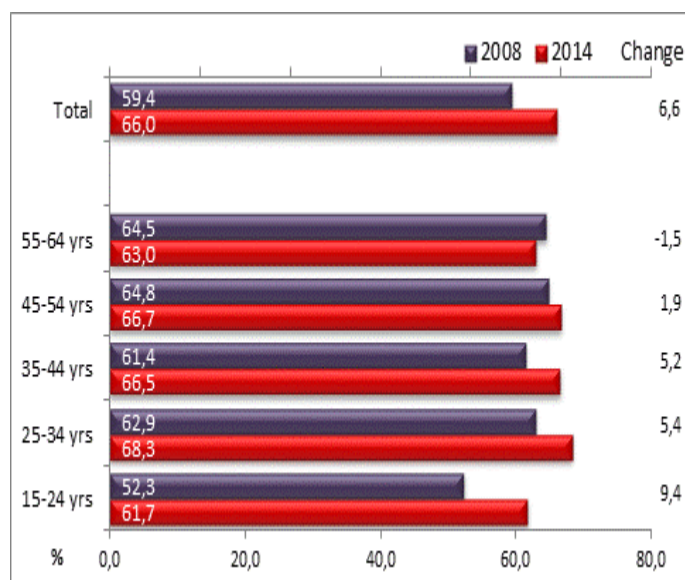


**Figure 21: Incidence of long-term unemployment among women by province, 2008 and 2014**



The gender gap in the incidence of long-term unemployment at provincial level provides an indication of the limited chances for women to find employment because of their geographical location. In every province the incidence of long-term unemployment was higher among women than among men, although over the period 2008–2014 there was a larger increase among men (by 7,4 percentage points) than among women (by 6,1 percentage points). Free State, Gauteng and Mpumalanga, stand out as the provinces where in 2014, the incidence of long-term unemployment was highest among both men and women. Apart from this, over the period 2008–2014, Free State and Mpumalanga were among the provinces with the largest increases in the incidence of long-term unemployment.

**Figure 22: Incidence of long-term unemployment by age group, 2008 and 2014**



**Table 7: Incidence of long-term unemployment by age-group, 2008-2014**

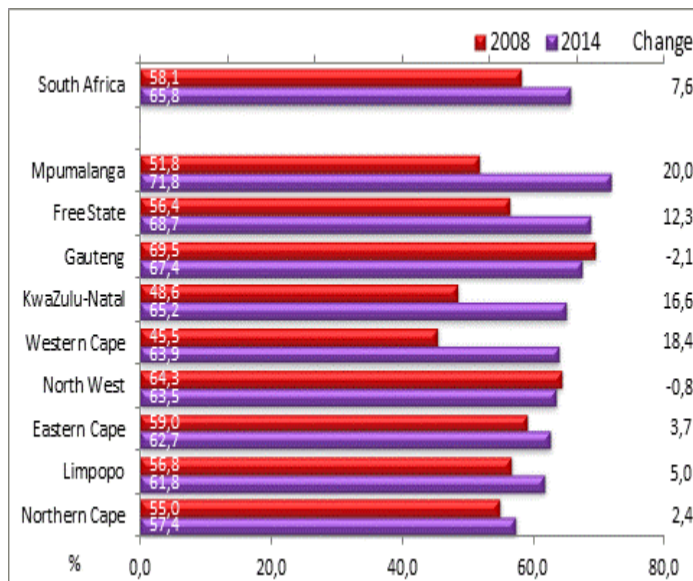
	2008	2009	2010	2011	2012	2013	2014
	Per cent						
15-24 years	52,3	53,4	60,6	63,3	62,4	59,2	61,7
25-34 years	62,9	61,1	68,6	71,3	69,4	68,0	68,3
35-44 years	61,4	66,0	68,9	68,7	68,3	66,8	66,5
45-54 years	64,8	66,1	68,0	72,6	70,8	70,2	66,7
55-64 years	64,5	60,8	62,3	69,3	66,2	63,8	63,0
Total	59,4	60,3	66,2	68,6	67,3	65,5	66,0

There is widespread recognition that the duration of job-search is often longer for older individuals because their skills may have become obsolete in an environment of rapid technological change. They may also have lower education levels, be discriminated against because of their age, or may have lower expectations for finding work. Such factors are also likely to feature prominently in the South African labour market, where the incidence of long-term unemployment is highest in the oldest age-groups. Over the period 2008–2014, except for the oldest group, the incidence of long-term unemployment increased across the age spectrum. Although the increase was largest among



those in the youngest cohort (by 9,4 percentage points) this group still had the lowest incidence of long-term unemployment by a relatively large margin. Trends over the period show that in the aftermath of the global recession, the incidence of long-term unemployment generally peaked in 2011 for all age groups.

**Figure 23: Incidence of long-term unemployment among youth (15–34 years) by province, 2008 and 2014**



**Figure 24: Incidence of long-term unemployment among adults (35–64 years) by province, 2008 and 2014**

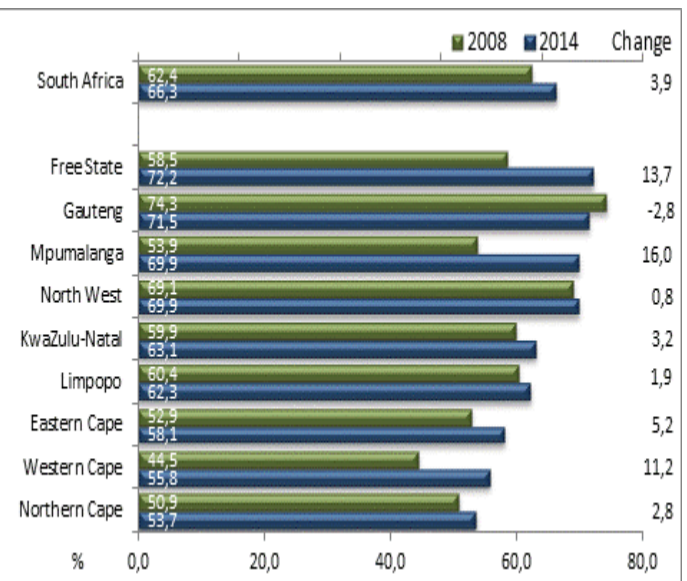
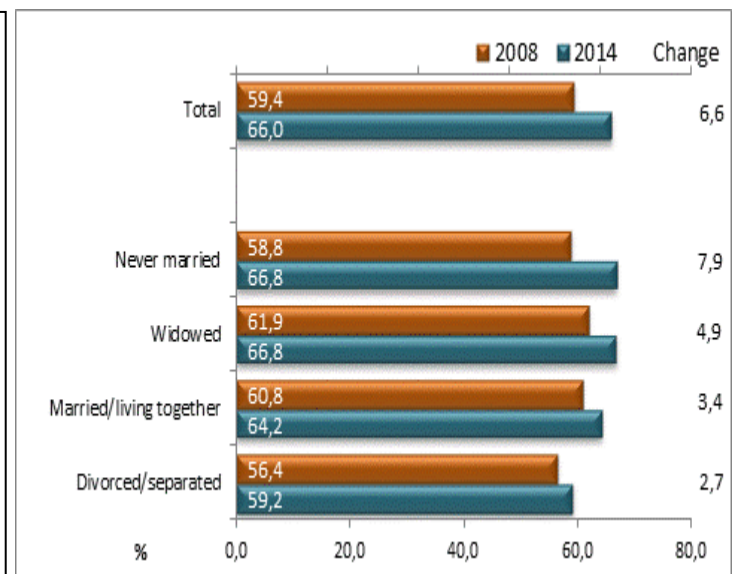


Figure 23 and Figure 24 show that across the provinces, older people (35–64 years) suffer more from long-term joblessness, while youth (15–34 years) are less affected. Similar to the outcome by gender, Mpumalanga, Free State and Gauteng also stand out as the provinces with the highest incidence of long-term unemployment among both youth and adults. And for both youth and adults, over the period 2008–2014, the incidence of long-term unemployment declined in Gauteng. There was also a modest decline of 0,8 of a percentage point in North West among youth who were unemployed for a year or longer but an equivalent increase in the incidence of long-term unemployment occurred among adults in that province.

**Figure 8: Incidence of long-term unemployment by marital status, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Per cent							
Married/living together	60,8	59,9	63,4	66,8	67,9	63,8	64,2
Widow/Widower	61,9	67,4	62,7	64,7	67,9	70,3	66,8
Divorced or separated	56,4	61,7	61,9	66,4	65,4	67,2	59,2
Never married	58,8	60,3	67,4	69,5	67,1	66,0	66,8
<b>Total</b>	<b>59,4</b>	<b>60,3</b>	<b>66,2</b>	<b>68,6</b>	<b>67,3</b>	<b>65,5</b>	<b>66,0</b>

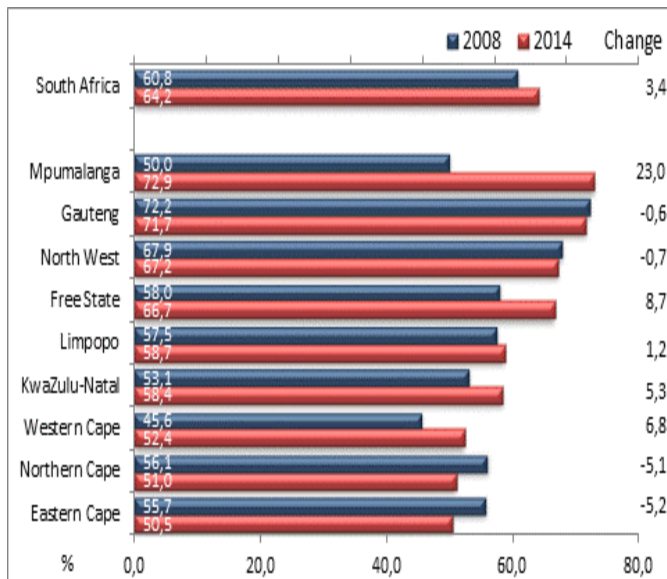
**Table 25: Incidence of long-term unemployment by marital status, 2008 and 2014**



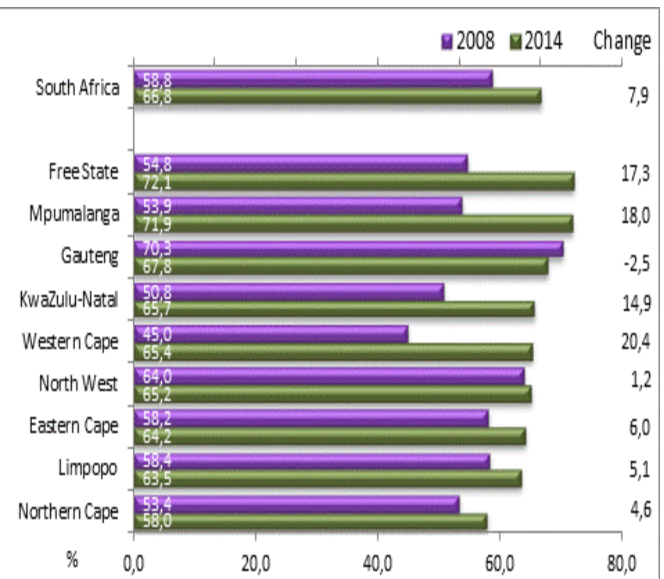
The incidence of long-term unemployment peaked at different times for the various marital status groups identified in Table 8. It was highest in 2011 among those that were never married at 69,5% but peaked in 2012 at 67,9% among those who were married or living together as man and wife. Among those who were widowed and those that were divorced or separated, the peak occurred in 2013. For every group, Figure 25 shows that there was an increase in

the incidence of long-term unemployment over the period 2008–2014 with the largest increase occurring among those that were never married (by 7,9 percentage points).

**Figure 26: Incidence of long-term unemployment among those married/living together, 2008 and 2014**

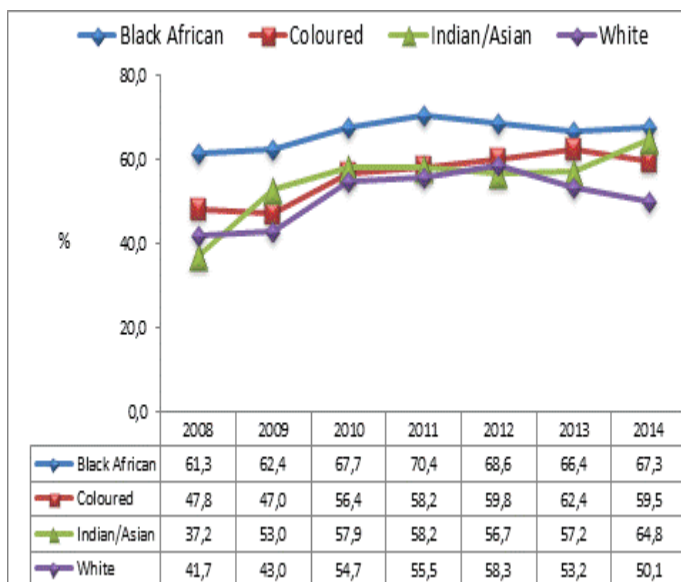


**Figure 27: Incidence of long-term unemployment among those who were never married, 2008 and 2014**



In provinces such as Eastern Cape, Northern Cape and to a lesser extent North West, the incidence of long-term unemployment among those married or living together as husband and wife declined over the period 2008–2014. In contrast, over the same period, in every province except Gauteng, there were increases in the incidence of long-term unemployment among those who were never married.

**Figure 28: Incidence of long-term unemployment by population group, 2008–2014**

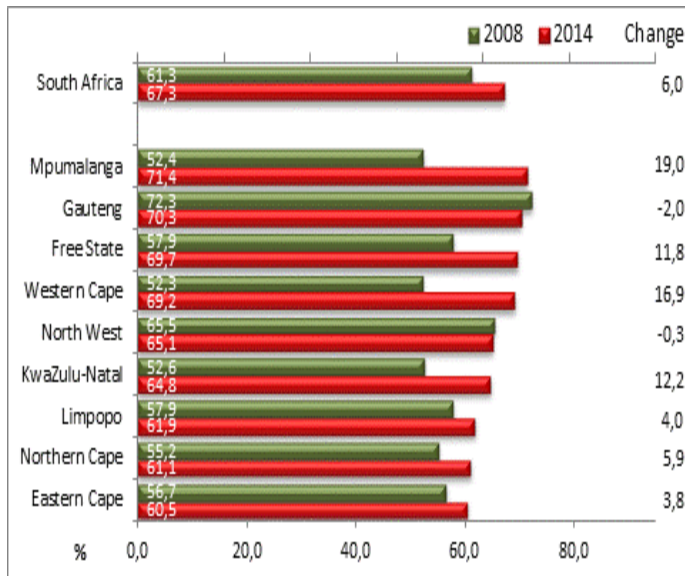


**Table 9: Trend in key labour market rates by population group, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Unemployment rate (%)</b>							
Black African	26,8	28,5	29,8	28,7	28,6	27,5	28,6
Coloured	19,0	21,6	22,7	23,9	24,7	24,5	24,1
Indian/Asian	11,3	12,6	8,2	10,8	11,5	11,5	11,5
White	4,1	4,8	5,2	5,6	6,0	6,7	7,3
<b>Total</b>	<b>22,8</b>	<b>24,5</b>	<b>25,4</b>	<b>25,0</b>	<b>25,2</b>	<b>24,5</b>	<b>25,4</b>
<b>Absorption rate (%)</b>							
Black African	41,7	38,5	37,0	38,1	39,0	39,7	39,2
Coloured	52,2	50,4	49,3	48,9	48,6	48,2	49,8
Indian/Asian	55,7	51,3	57,6	51,6	52,3	53,1	52,5
White	67,0	64,9	63,8	64,6	63,7	64,4	62,3
<b>Total</b>	<b>45,7</b>	<b>42,6</b>	<b>41,3</b>	<b>42,0</b>	<b>42,5</b>	<b>43,1</b>	<b>42,6</b>

Over the period 2008–2014, the incidence of long-term unemployment was highest among Black Africans with as many as 61,0%–71,0% of that group looking for work for one year or longer. Table 9 shows that the unemployment rate among the white population group - ranging between 4,1% in 2008 and 7,3% in 2014 - is the lowest of all the population groups by a large margin. Their better status in the labour market is also signalled by absorption rates that are substantially higher than the other groups.

**Figure 29: Incidence of long-term unemployment among Black Africans by province, 2008–2014**



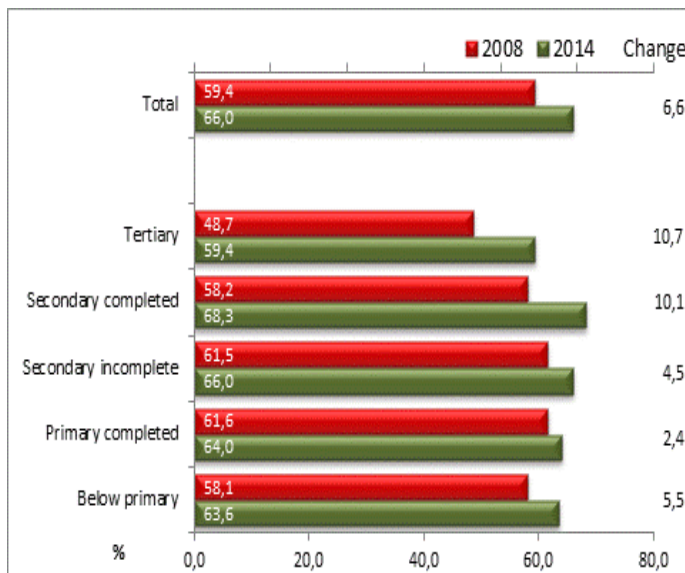
**Table 10: Incidence of long-term unemployment among other population groups by province, 2014**

	Long-term	Short-term	Total	Incidence of long-term
	Thousand			Per cent
Western Cape	203	167	370	54,8
Eastern Cape	56	27	83	67,2
Northern Cape	17	21	37	44,7
Free State	10	3	13	75,0
KwaZulu-Natal	30	18	48	62,8
North West	8	1	8	93,2
Gauteng	98	70	168	58,6
Mpumalanga	6	3	10	65,3
Limpopo	1	0	1	68,3
<b>South Africa</b>	<b>428</b>	<b>310</b>	<b>738</b>	<b>58,0</b>

Note: Other population groups refer to the Coloured, Asian/Indian and White groups combined.

Provincial differences in the incidence of long-term unemployment among Black Africans are marked – ranging from 60,5% in Eastern Cape to 71,4% in Mpumalanga and 70,3% in Gauteng in 2014. Compared with 2008, by 2014, in every province except Gauteng and North West, a higher percentage of unemployed Black Africans were looking for work for one year or longer. The largest increase in the incidence of long-term unemployment among Black Africans also occurred in Mpumalanga (up by 19,0 percentage points over the period) followed by Western Cape (up by 16,9 percentage points). Table 10 shows that the incidence of long-term unemployment among the other population groups combined is based on relatively small numbers for several provinces. As a result extreme caution is required when interpreting the results for provinces such as Free State, North West, Mpumalanga and Limpopo.

**Figure 30: Incidence of long-term unemployment by level of education, 2008 and 2014**



**Table 11: Percentage of the population with education below matric by labour market status, 2008–2014**

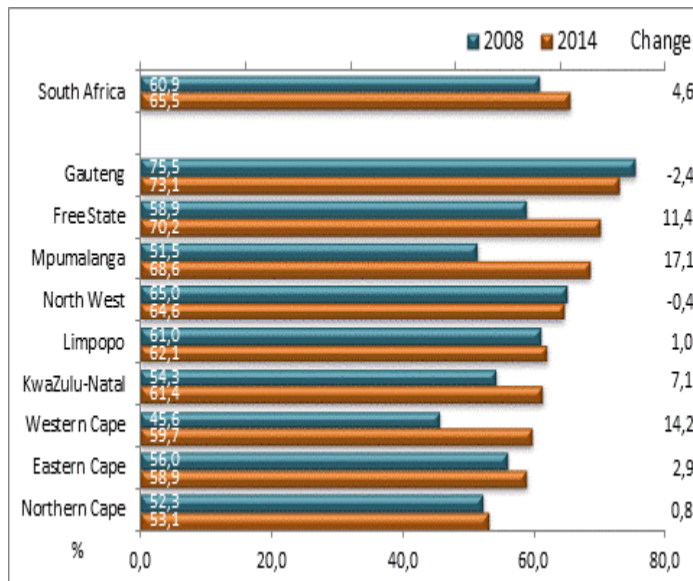
	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Employed	53,4	50,6	50,6	50,0	49,8	47,9	47,6
Unemployed	64,3	62,7	61,9	60,8	61,2	59,9	60,3
NEA	83,1	80,8	80,2	79,6	78,9	78,1	76,6
Labour force	55,9	53,6	53,5	52,7	52,7	50,8	50,8
Working age	67,0	65,5	65,4	64,6	64,0	62,5	61,9

Note: NEA refers to the not economically active

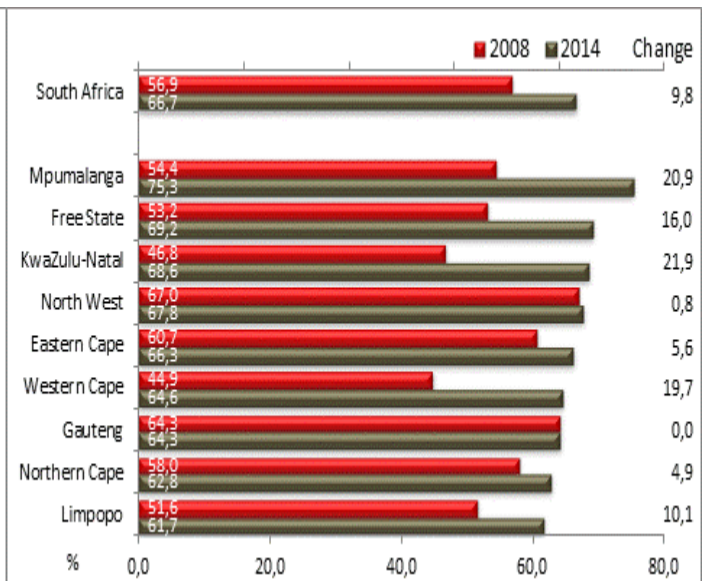
Figure 30 shows that in both 2008 and 2014, the incidence of long-term unemployment was lowest among those with tertiary education. Over the period 2008–2014, there were increases for every education level, but it was among those with tertiary education that the increase was largest (10,7 percentage points). Apart from this, Table 11 highlights that each year, more than half of the labour force had education levels below matric. And notably, three out of every five of those who were unemployed only had such levels of education.



**Figure 31: Incidence of long-term unemployment by province among those with education levels below matric, 2008 and 2014**

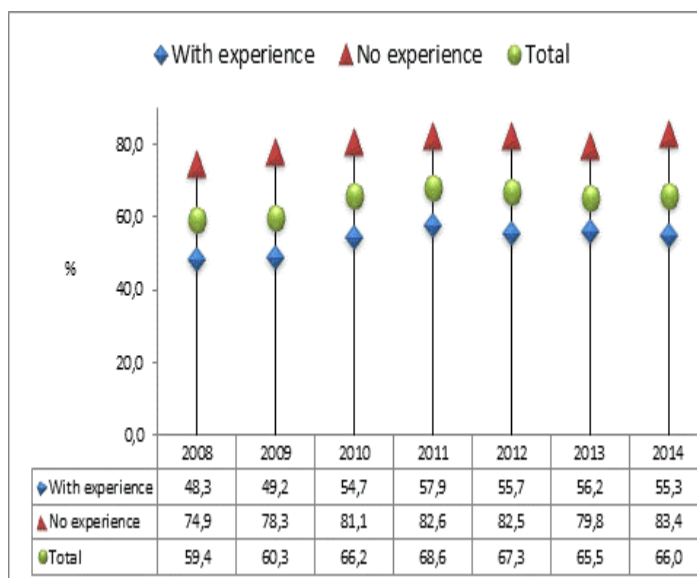


**Figure 32: Incidence of long-term unemployment by province among those with matric and higher education, 2008 and 2014**



Over the period 2008–2014, provincial trends in the incidence of long-term unemployment among those with education levels below matric reflect the national outcome. Only in Gauteng and to a lesser extent North West, was there a decline in the incidence of long-term unemployment for those with such a level of education. In contrast, in provinces such as Mpumalanga and Western Cape there were increases of 17,1 and 14,2 percentage points respectively. With regards the incidence of long-term unemployment among those with matric or higher qualifications, Mpumalanga also features prominently. It is the province in which the incidence of long-term unemployment is highest in 2014 and it is also the province in which the second largest increase occurred over the period 2008–2014.

**Figure 33: Incidence of long-term unemployment by work experience, 2008–2014**



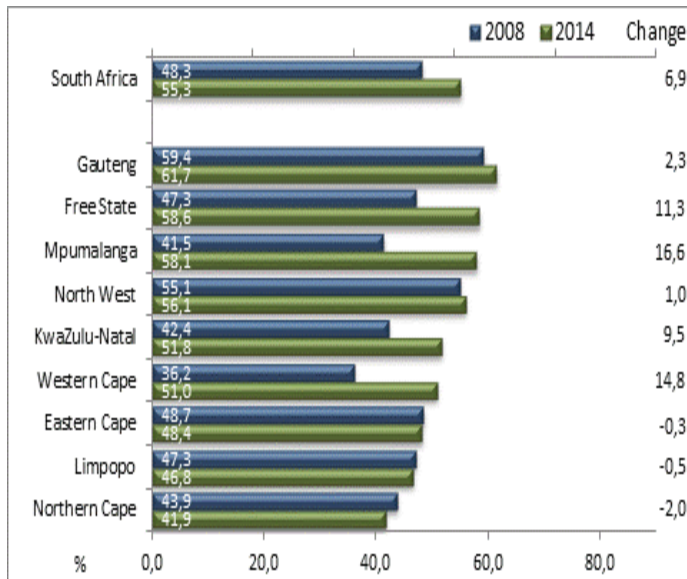
**Table 12: Trend in long-term unemployment by province and work experience, 2008–2014**

	2008	2010	2012	2014	2008	2010	2012	2014
	With experience (Thousand)				No experience (Thousand)			
WC	125	211	259	249	86	95	140	165
EC	144	133	179	168	135	137	175	186
NC	28	26	37	35	20	30	38	37
FS	73	95	113	143	65	91	128	135
KZN	182	137	167	231	181	233	239	265
NW	91	86	88	112	120	128	92	110
GP	407	576	523	621	513	650	611	463
MP	85	101	120	151	76	172	211	185
LP	81	74	67	56	141	106	109	85
RSA	1 215	1 437	1 554	1 767	1 338	1 642	1 744	1 631

In the post-recession period, since 2010 the incidence of long-term unemployment among those with work experience has been in the 54,0% to 58,0% range – up from 48,3% in 2008 before the recession occurred. For those with no prior work experience the situation is substantially worse. The incidence of long-term unemployment for this group ranges from 80,0%–83,4% - up from 74,9% in 2008. Provincial differences in the incidence of long-term unemployment for both groups need to be interpreted with caution since as shown in Table 12 the numbers are relatively small in several provinces.



**Figure 34: Incidence of long-term unemployment among those with work experience, 2008 and 2014**



**Figure 35: Incidence of long-term unemployment among those with no work experience, 2008 and 2014**

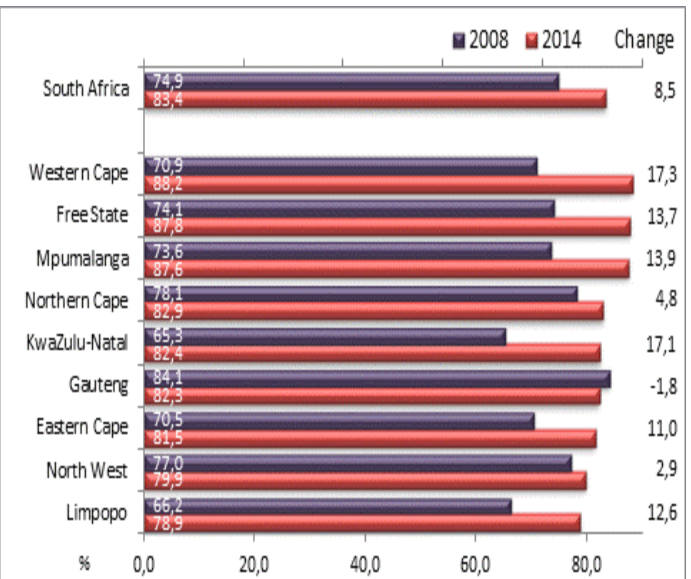
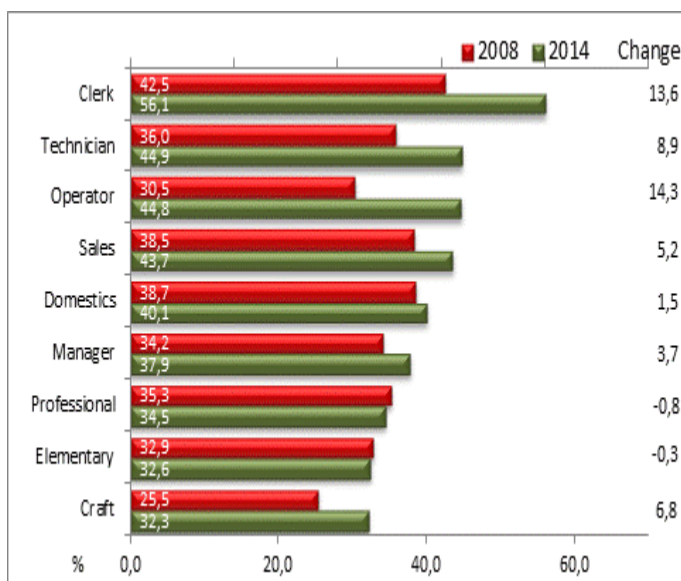


Figure 34 and Figure 35 highlight that in every province, the incidence of long-term unemployment among those with no previous work experience is substantially higher than among those lucky enough to have worked before. And whereas in 2014 Gauteng has the highest incidence of long-term unemployment among those who worked before (61,7%), Western Cape has the highest among those with no work experience (88,2%). In Free State and Mpumalanga the incidence of long-term unemployment is the second and third highest of all the provinces for both those with experience and those without such experience.

### Long-term unemployment among those who had previously worked by industry and occupation

The incidence of long-term unemployment by previous industry and occupation analysed in this section should be interpreted with caution due to small numbers. This is particularly relevant for the analysis at provincial level.

**Figure 36: Incidence of long-term unemployment by previous occupation, 2008 and 2014**



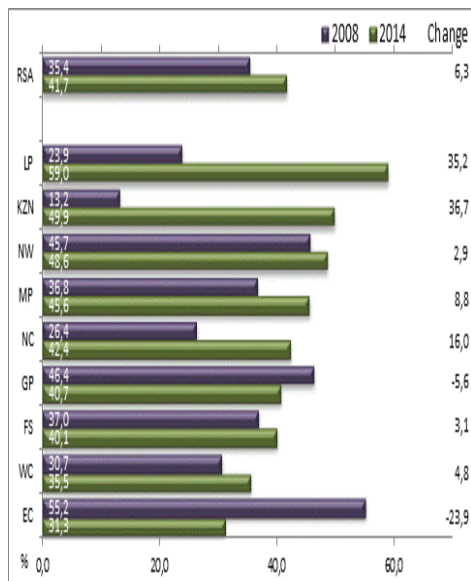
**Table 13: Distribution of those in long-term unemployment by previous occupation, 2014**

	Previous occupations grouped			
	Skilled	Semi-skilled	Low-skilled	Total long-term unemployed
	Thousand			
Western Cape	15	84	54	153
Eastern Cape	7	45	31	82
Northern Cape	2	13	8	22
Free State	3	28	30	61
KwaZulu-Natal	16	74	38	128
North West	6	22	19	46
Gauteng	45	176	81	301
Mpumalanga	6	47	25	78
Limpopo	7	16	12	35
<b>RSA</b>	<b>106</b>	<b>504</b>	<b>297</b>	<b>907</b>

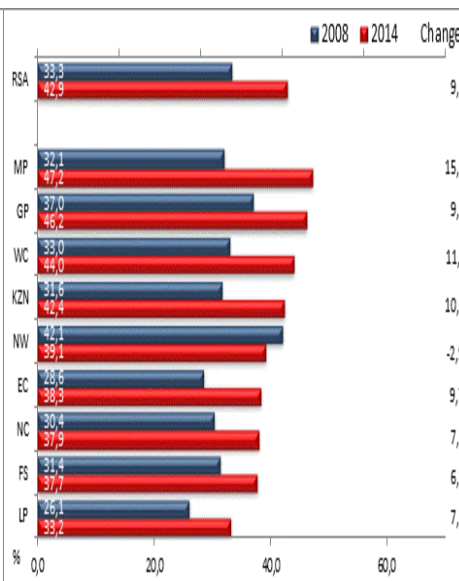
Figure 36 shows that in 2014 the incidence of long-term unemployment among those who had previously worked was highest among Clerks (56,1%), Technicians (44,9%) and Operators (44,8%) and lowest among Craft (32,3%) and Elementary (32,6%) workers. As noted earlier, caution should be exercised when interpreting the provincial incidence of long-term unemployment by previous occupation because of the relatively small numbers for several provinces

within the broad occupation groupings shown in Table 13 (Eastern Cape; Northern Cape; Free State; North West; Mpumalanga and Limpopo).

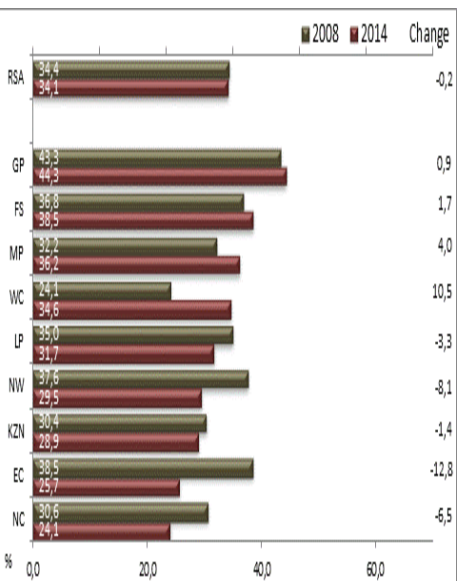
**Figure 37: Incidence of long-term unemployment - Skilled occupations**



**Figure 38: Incidence of long-term unemployment - Semi-skilled occupations**

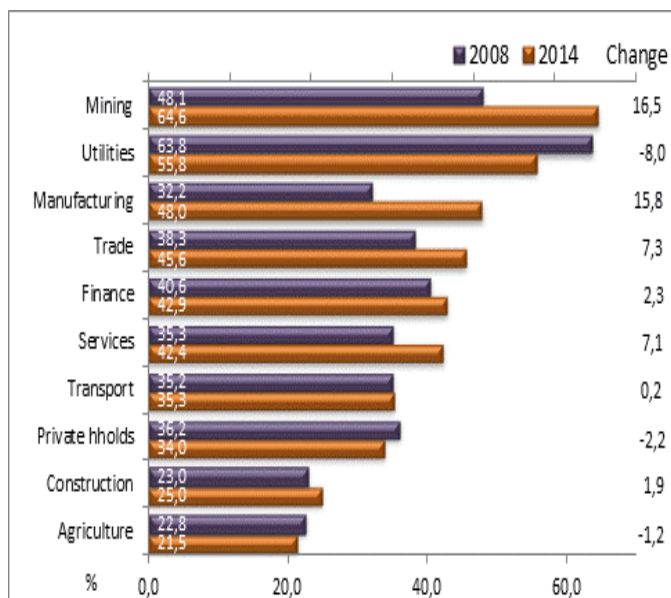


**Figure 39: Incidence of long-term unemployment - Low-skilled occupations**



At national level in 2014, the incidence of long-term unemployment is highest among those in Semi-skilled occupations (42,9%) followed by those in Skilled occupations (41,7%). Over the period 2008 to 2014, for those who had previously worked in the Skilled and Semi-skilled occupational groupings, Figure 37 to Figure 39 show that in most provinces there were increases in the incidence of long term employment.

**Figure 40: Incidence of long-term unemployment by previous industry, 2008 and 2014**



**Table 14: Incidence of long-term unemployment by previous industry, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Per cent							
Agriculture	22,8	25,0	28,3	25,4	30,3	24,4	21,5
Mining	48,1	33,1	61,3	67,3	41,1	39,9	64,6
Manufacturing	32,2	37,5	46,6	48,6	44,9	48,6	48,0
Utilities	63,8	34,6	26,2	67,1	26,4	56,1	55,8
Construction	23,0	25,4	25,9	35,1	26,4	29,4	25,0
Trade	38,3	37,9	49,9	48,2	42,5	42,2	45,6
Transport	35,2	31,9	40,5	43,3	33,0	35,0	35,3
Finance	40,6	42,0	42,0	46,0	42,3	43,7	42,9
Services	35,3	34,0	38,8	45,0	45,0	45,6	42,4
Private hholds	36,2	39,1	32,9	41,0	40,3	40,8	34,0
<b>Total</b>	<b>59,4</b>	<b>60,3</b>	<b>66,2</b>	<b>68,6</b>	<b>67,3</b>	<b>65,5</b>	<b>66,0</b>

In 2008, among those who had previously been working in the Utilities and Mining industries, the incidence of long term-term unemployment was highest (63,8% and 48,1% respectively). By 2014, these two industries had swapped positions but the incidence of long-term unemployment remained higher than the other industries. Mining also had the largest increase over the period (16,5 percentage points) followed by Manufacturing (15,8 percentage points) while Utilities recorded the largest decline (8,0 percentage points).

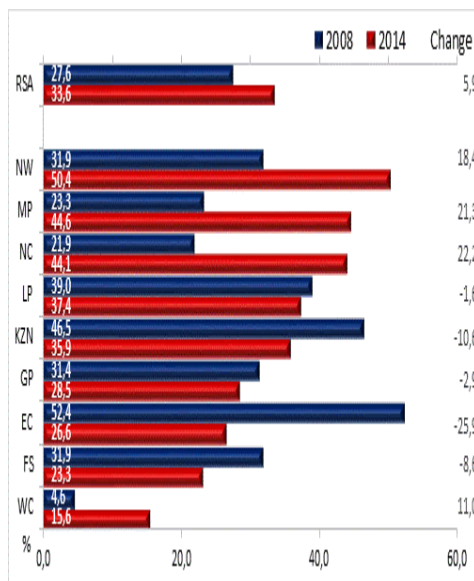
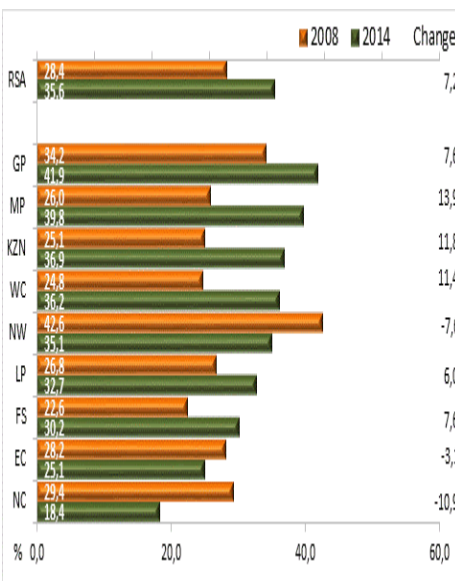
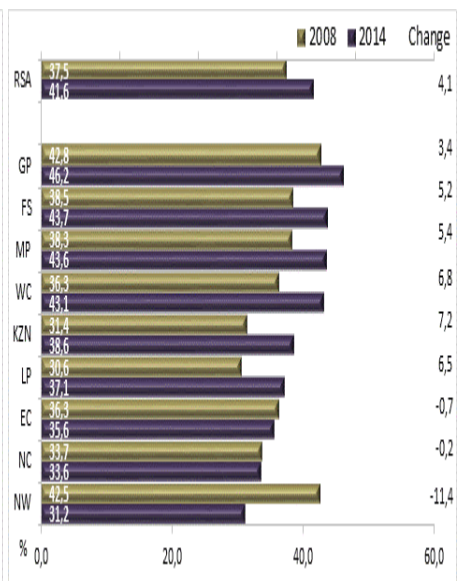
**Figure 41: Incidence of long-term unemployment–Primary industries, 2008 and 2014****Figure 42: Incidence of long-term unemployment–Secondary industries, 2008 and 2014****Figure 43: Incidence of long-term unemployment–Tertiary industries, 2008 and 2014**

Figure 41 to Figure 43 highlight marked provincial differences in the incidence of long-term unemployment by industry grouping. In 2014, Mpumalanga ranked in the top three in terms of the incidence of long-term unemployment among those who had previously worked in each industry grouping. In contrast the incidence of long-term unemployment in Eastern Cape was among the lowest. Trends over the period 2008 to 2014, show that the incidence of long-term unemployment increased nationally among all three industry groupings. But at provincial level there was large variation. Across the industry groupings, the increase in the incidence of long-term unemployment in Mpumalanga was among largest.

### Results based on the QLFS panel

The analysis in this section is based on the QLFS panel covering the period Q1: 2014 and Q2: 2014. The sample is such that three out of four individuals can be tracked between two consecutive quarters. Between two consecutive quarters, the percentage of individuals that remain in the same labour market state, is called the retention rate. In addition, individuals can change their labour market status from one quarter to the next. The percentage of the unemployed in one quarter who found a job in the subsequent quarter is referred to as the transition rate into employment. The value of a panel is that it provides a better understanding of how an individual's movements into and out of employment, unemployment and inactivity change over time. In addition, the factors that improve the chances of finding employment may also be analysed.

In the first instance, the analysis focuses on national and provincial transition rates of those in long- and short-term unemployment in Q1: 2014 who found employment in the following quarter. This is followed by an analysis of the role of experience in finding employment. Caution should be exercised in interpreting the rates for some provinces (Northern Cape, Eastern Cape, Limpopo and North West) since these are based on relatively small numbers.

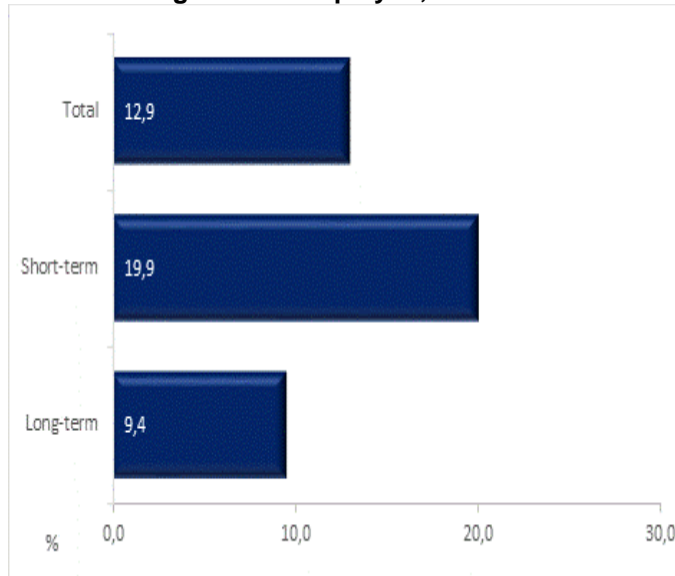
**Table 15: Movements into employment among the unemployed QLFS Panel data, Q1: 2014 to Q2: 2014**

	Unemployed in Q1: 2014 (Thousand)			Found employment in Q2: 2014 (Thousand)	
	Total	Long-term	Short-term	Long-term	Short-term
Western Cape	593	387	205	34	41
Eastern Cape	556	339	217	23	46
Northern Cape	126	66	60	4	12
Free State	384	267	117	25	21
KwaZulu-Natal	659	420	239	33	35
North West	333	215	118	14	23
Gauteng	1 669	1 185	484	133	104
Mpumalanga	492	354	138	41	23
Limpopo	256	139	117	13	33
<b>South Africa</b>	<b>5 067</b>	<b>3 373</b>	<b>1 694</b>	<b>318</b>	<b>337</b>

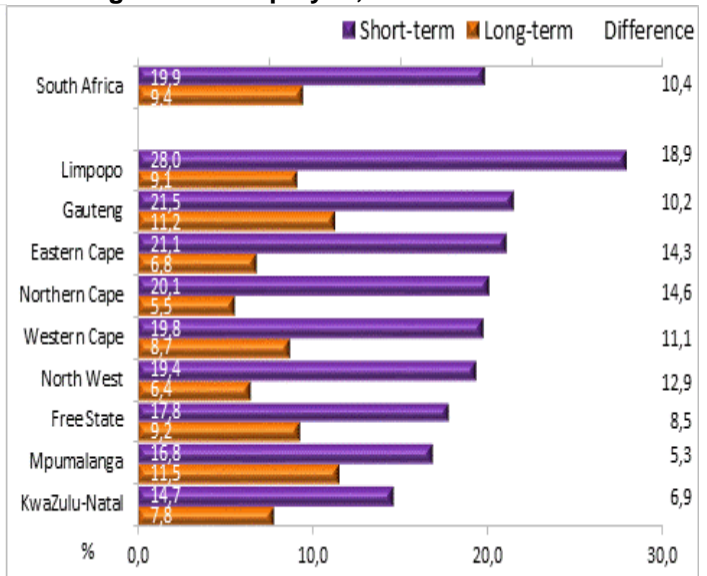


There were 5,0 million unemployed persons in South Africa in Q1: 2014 of which 3,3 million were long-term unemployed and 1,7 million short-term unemployed. Among those in long-term unemployment in Q1: 2014, 318 000 found a job the following quarter, while among the short-term unemployed, 337 000 found employment.

**Figure 44: Transition rate into employment for the short and long-term unemployed, Q1 to Q2: 2014**

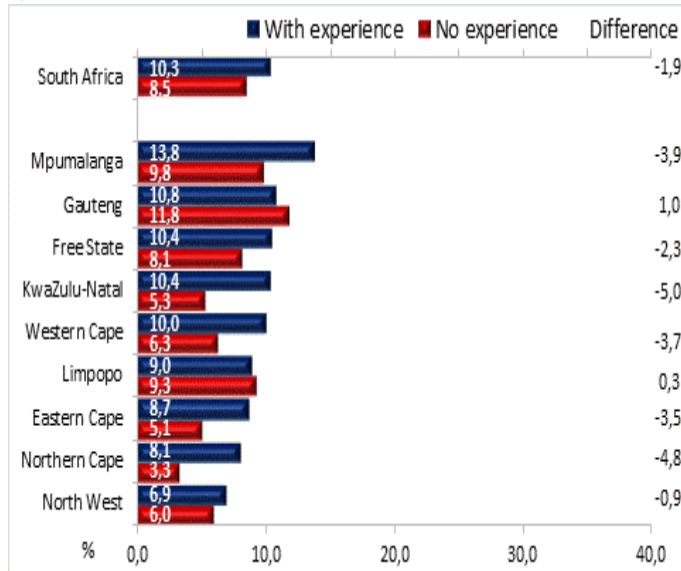


**Figure 45: Transition rate into employment for the short and long-term unemployed, Q1 to Q2: 2014**



The rate of transition into employment is heavily influenced by the duration of unemployment (Figure 44). Only 9,4% of the long-term unemployed found a job between Q1: 2014 and Q2: 2014 compared to almost one in five of the short-term unemployed (19,9%). The highest transition rate into employment for the short-term unemployed was in Limpopo (28,0%) while the lowest was in KwaZulu-Natal (14,7%). Only 6,4% of the long-term unemployed in the North West found a job over the period, while the long-term unemployed in Mpumalanga (11,5%) and Gauteng (11,2%) had the highest transition rate into employment of all the provinces.

**Figure 46: Transition rate into employment for the long-term unemployed by work experience, Q1 to Q2: 2014**



**Figure 47: Transition rate into employment for the short-term unemployed by work experience, Q1 to Q2: 2014**

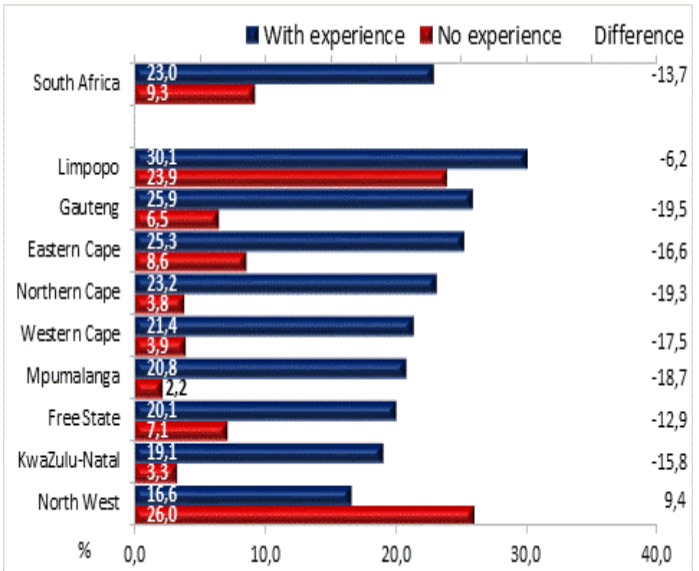


Figure 46 and 47 highlights that previous work experience can facilitate the ease of entry into employment for those who are unemployed, in particular, among those who have been in short-term unemployment. At national level, the short-term unemployed who had worked before are more than twice as likely to find a job compared to the long-term unemployed. At provincial level the same pattern is evident. Close to one in three of the short-term unemployed who had worked before in Limpopo found employment, while one in four in Gauteng found a job. The short-term unemployed with no previous work experience have transition rates into employment in excess of 20% in Limpopo (23,9%) and North West (26,0%) province. The long-term unemployed without experience are most vulnerable in the



Northern Cape and the Eastern Cape where only 3,3% and 5,1% found employment over the period. In contrast, the transition rate into employment among the long-term unemployed with no experience in Gauteng was 11,8%.

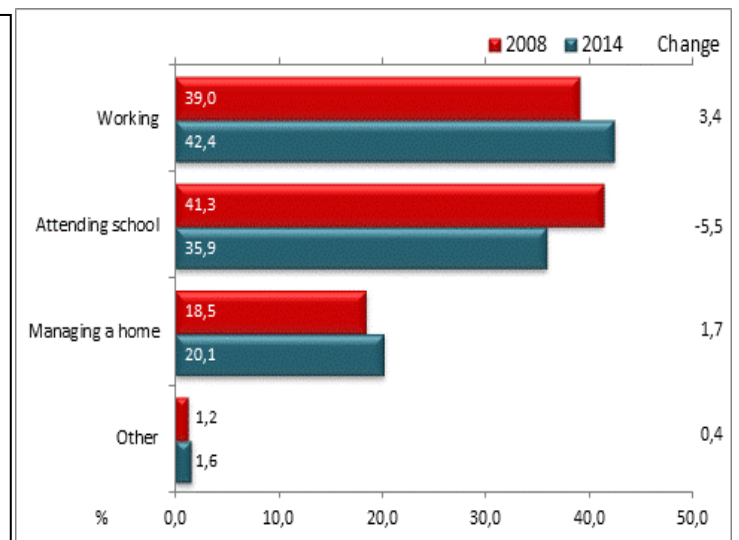
### Distribution of the long-term unemployed by other characteristics

This section analyses the share of those in long-term unemployment by the type of activity in which they were engaged prior to becoming unemployed; their support structures and the type of job search method the used to find employment.

**Table 16: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

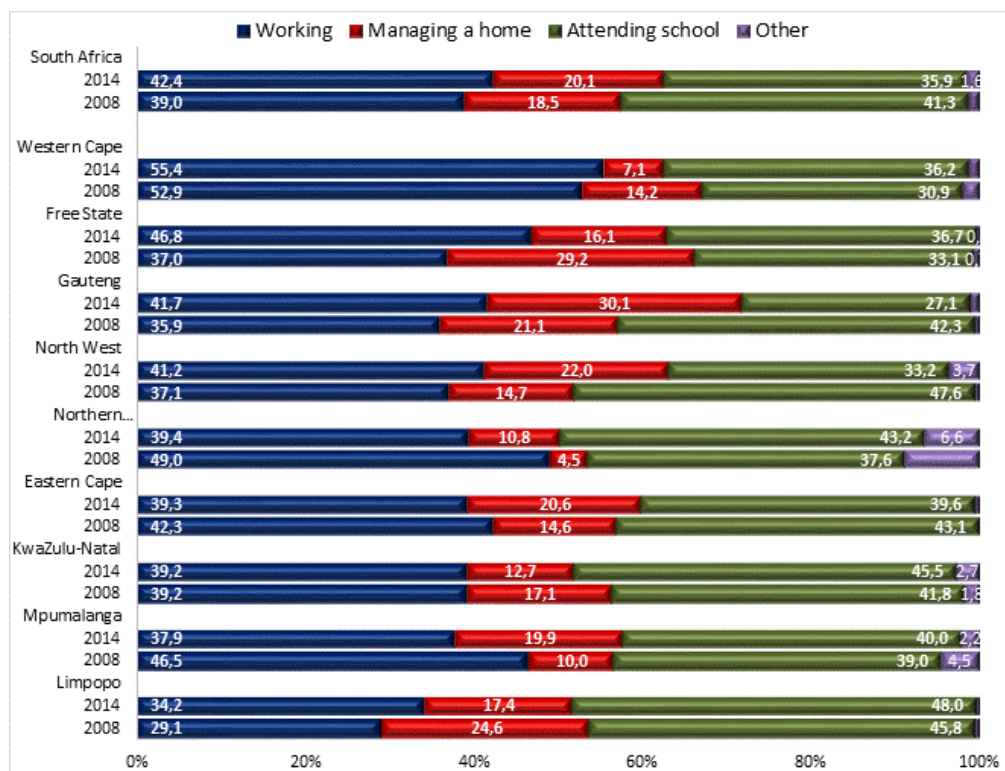
	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	39,0	41,4	39,5	39,9	40,3	41,9	42,4
Managing a home	18,5	19,1	18,0	20,2	19,7	20,3	20,1
Attending school	41,3	37,6	40,2	39,0	39,0	35,7	35,9
Other	1,2	1,9	2,2	0,8	0,9	2,1	1,6
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 48: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**



Among the long-term unemployed, working and attending school was their main activity prior to looking for a job (Table 16 and Figure 48). Between 2008 and 2014, nationally, the share of those who were working increased from 39,0% to 42,4%, while the share of those managing a home increased from 18,5% to 20,1%. In contrast, over the same period, the share of the long-term unemployed who were attending school prior to becoming long-term unemployed declined by 5,5 percentage points.

**Figure 49: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**



The share of the long-term unemployed who were working prior to becoming unemployed in both 2008 and 2014 was highest in the Western Cape while the share was lowest in Limpopo. The share among this group increased in five out of the nine provinces while in the Eastern Cape, Northern Cape and Mpumalanga the share declined over the period. For those who were attending school prior to becoming long-term unemployed, the largest declines occurred in North West and Gauteng.

**Table 17: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
Per cent				
Person in household	78,7	80,1	79,6	79,8
Person not in household	19,2	20,2	21,0	22,8
Child/foster care grant	14,6	14,0	15,3	16,8
Bursary/student loan	0,3	0,7	1,2	1,2
Saving/previous earnings	1,7	1,9	1,4	1,1
Pension/disability grant	0,6	0,4	0,7	0,7
Charity/church/welfare	0,5	0,4	1,0	0,2
Other social grants	0,2	0,1	0,1	0,8
Unemployment Insurance Fund	0,2	0,2	0,2	0,1

Note: Totals do not add up to a 100% as multiple types of support can be received

**Figure 50: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

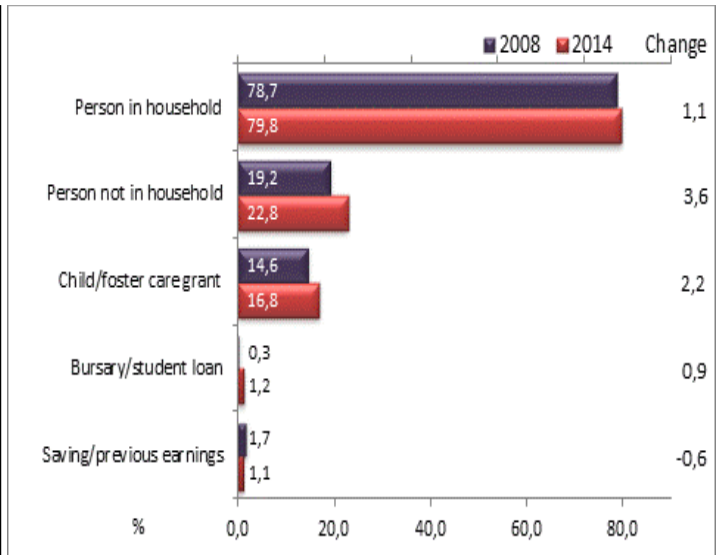
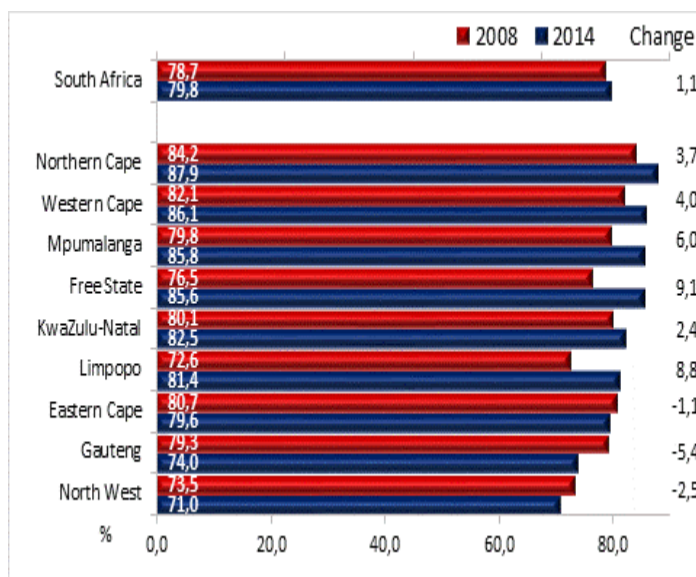
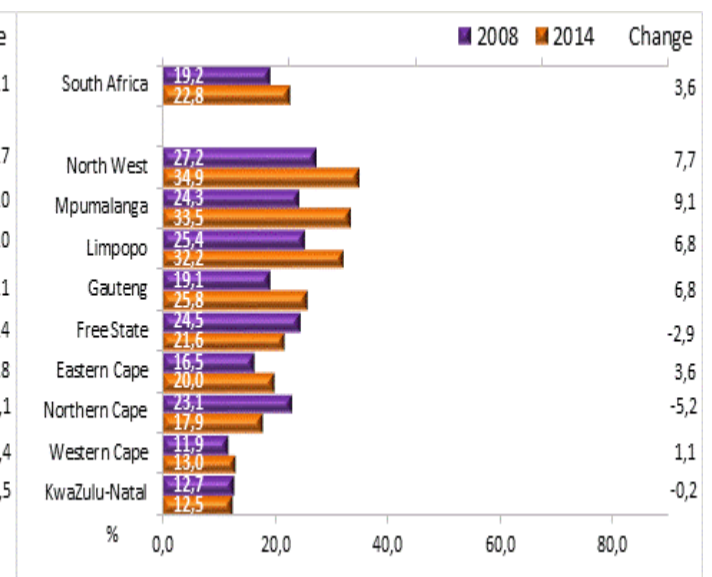


Table 17 highlights that support mechanisms for the unemployed are important. Assistance from persons in the household is the most common form of support for the long-term unemployed. In 2014 four out of five long-term unemployed were supported by persons in their household (79,8%) up from 78,7% in 2008. The second most important support structure for the long-term unemployed is persons not in the household (22,8% in 2014). This was also the support category which increased the most between 2008 and 2014. Social grants play an increasingly important role. The share of the long-term unemployed supported by a child/foster care grant increased from 14,6% in 2008 to 16,8% in 2014.

**Figure 51: Percentage of those in long-term unemployment who are supported by persons in the household, 2008 and 2014**



**Figure 52: Percentage of those in long-term unemployment who are supported by persons not in the household, 2008 and 2014**



Between 2008 and 2014 the reliance on support from persons outside the household increased in six of the nine provinces; the largest increase in the share was in the Free State (9,1%) and Limpopo (8,8%). In 2014, around four in

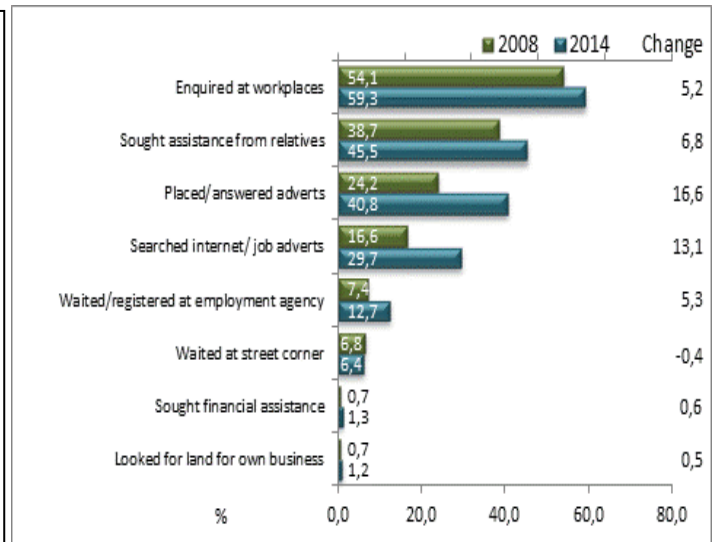
five of the long-term unemployed in all provinces except Gauteng and the North West relied on this type of support (Figure 51). Support for the long-term unemployed provided from persons not in the household increased in Mpumalanga (9,1 percentage points), the North West (7,7 percentage points) and Limpopo and Gauteng (6,8 percentage points respectively). In 2014, one in every three of the long-term unemployed in the North West (34,9%) were supported by persons outside the household. In the Eastern Cape, which is widely regarded as an outward migratory province that relies on remittance inflows, one in five long-term unemployed are supported by persons outside the household.

**Table 18: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
<b>Per cent</b>				
Waited/registered at employment agency	7,4	10,1	13,5	12,7
Enquired at workplaces	54,1	58,8	60,1	59,3
Placed/answered adverts	24,2	32,1	35,3	40,8
Searched internet/job adverts	16,6	21,9	24,9	29,7
Sought assistance from relatives	38,7	46,8	50,9	45,5
Looked for land to start own business	0,7	0,7	0,6	1,2
Waited at street corner	6,8	7,2	4,9	6,4
Sought financial assistance	0,7	0,5	0,7	1,3

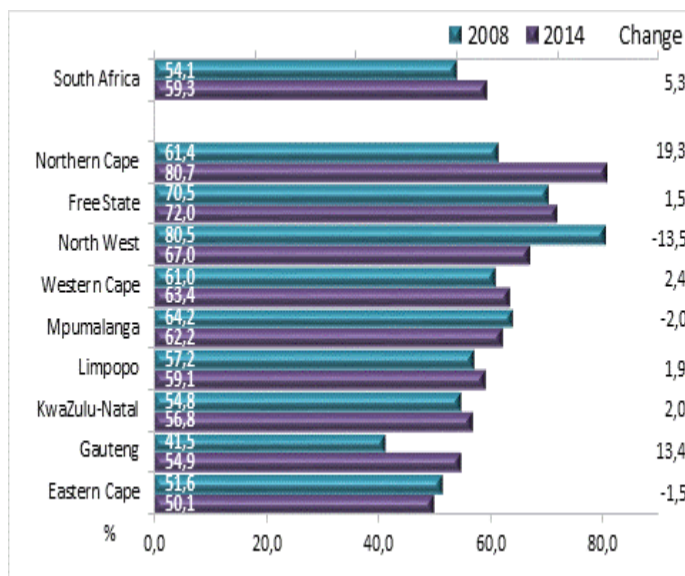
Note: Totals do not add up to a 100% as multiple job-search methods can be used

**Figure 53: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**

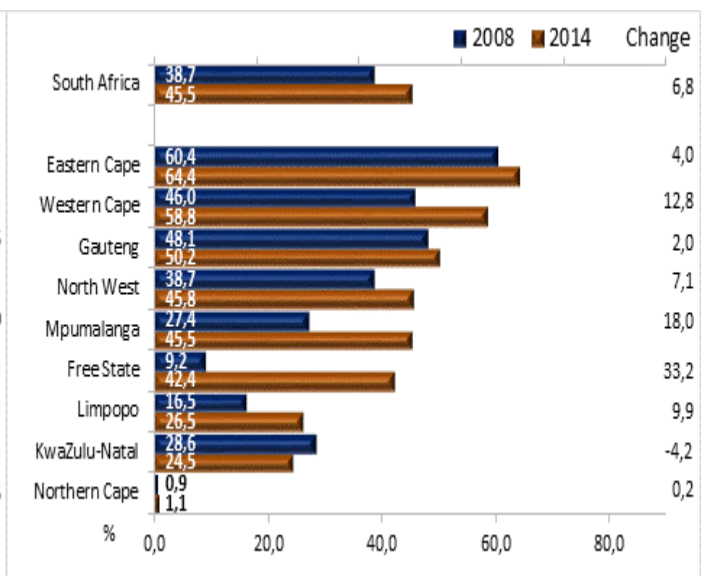


Enquiring at places of work is an important job search method among the long-term unemployed. In 2014, three out of five of the long-term unemployed (59,3%) utilised this method. Placing adverts and obtaining assistance from relatives increased in importance as a support mechanism for the long-term unemployed. The proportion of the long-term unemployed who placed adverts increased from 24,2% to 40,8% between 2008 and 2014, while asking friends and relatives increased from 38,7% to 45,5%. Searching the internet and job adverts also increased in prominence over the period, with 16,6% of the long-term unemployed using this search method in 2008 and close to 30,0% utilising it in 2014.

**Figure 54: Percentage of those in long-term unemployment that enquired at workplaces, 2008 and 2014**



**Figure 55: Percentage of those in long-term unemployment that sought assistance from relatives/friends, 2008 and 2014**



In 2014, enquiring at places of work was favoured by the long-term unemployed in the Northern Cape (80,7%), the Free State (72,0%) and the North West (67,0%) and least favoured in the Eastern Cape (50,1%) and Gauteng (54,9%) where only half of the long-term unemployed used this method. Between 2008 and 2014, a smaller percentage of the long-term unemployed in the North West used this search method (80,5% to 67,0%), while in the Northern Cape and Gauteng the share increased (61,4% to 80,7% and 41,5% to 54,9% respectively).

Figure 55 highlights that asking for assistance from friends and relatives increased in importance for the long-term unemployed in the Free State (9,2% to 42,4%) and in Mpumalanga (27,4% to 45,5%). In 2014, in the Eastern Cape, close to two thirds of the long-term unemployed (64,4%) used this search method - the highest among all provinces.

### Hard Facts

- Unemployment rates have been persistently high since the economic recession occurred.
- The duration of unemployment is of particular interest as the longer a person is unemployed, the less likely they are to find employment, in addition skills deteriorate and future earnings may be negatively impacted.
- Low unemployment rates can mask high rates of discouragement and inactivity such as in Limpopo province.
- In 2014, as many as 1,5 million of the 5,1 million people unemployed in South Africa were looking for a job for more than 5 years, up from 974 000 in 2008.
- Women suffer from a higher incidence of long-term unemployment compared with men, particularly in provinces such as Free State, Gauteng and Mpumalanga.
- The incidence of long-term unemployment increased for both youth and adults between 2008 and 2014.
- The incidence of long-term unemployment is highest among black Africans, those with a matric qualification and the long-term unemployed who have had no previous work experience.
- Four out of five of the long-term unemployed are supported by persons in the household.
- The short-term unemployed are twice as likely to find employment between two consecutive quarters compared to the long-term unemployed. And experience increases the chances of finding employment.



# **Western Cape labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

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## Long-term unemployment in Western Cape

Long-term unemployment is defined as workers who have been unemployed for a period of one year or more. The long-term unemployed face an additional challenge of being less employable due to the period they spend out of employment as their skills-base deteriorates the longer they are unemployed. This report analyses the labour market trends of those who have been in long-term unemployment for the period Q3: 2008–Q3: 2014.

The report focuses on the following: trends in various labour market indicators, the demographic characteristics of the long-term unemployed, the duration of unemployment among those in long-term unemployment, the results of the QLFS panel and lastly, the distributions of the long-term unemployed by other characteristics. Caution should be exercised when interpreting the results because of the small numbers in several distributions. It should also be noted that due to rounding, totals may not add up to the constituent parts.

## Labour market indicators in Western Cape

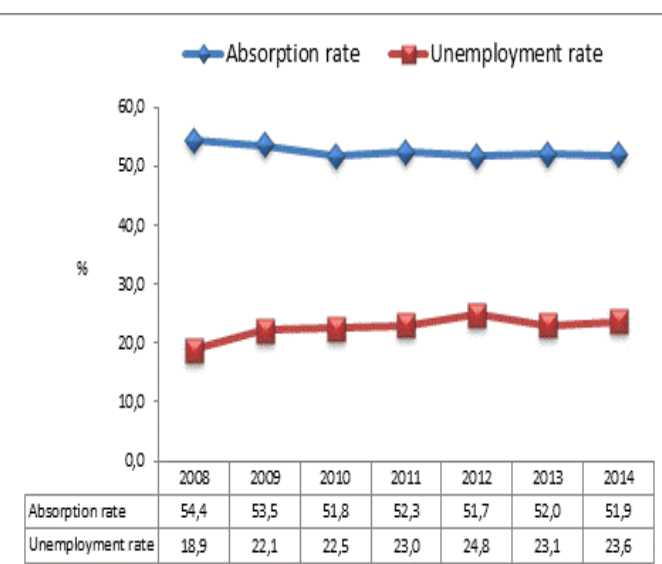
This section focuses on the number of people who were employed, unemployed, economically inactive and discouraged work-seekers in the Western Cape. Labour market rates such as the unemployment and absorption rate are also analysed.

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Thousand</b>							
Employed	2002	2012	1990	2056	2077	2138	2182
Unemployed	468	572	578	615	686	641	675
Discouraged	30	39	47	34	35	40	40
Other NEA	1180	1138	1229	1224	1220	1289	1303
<b>Working age</b>	<b>3681</b>	<b>3761</b>	<b>3844</b>	<b>3929</b>	<b>4017</b>	<b>4108</b>	<b>4200</b>
<b>Annual changes</b>							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	10	-22	66	21	61	44	179
Unemployed	104	6	37	71	-45	34	207
Discouraged	9	8	-13	1	6	0	10
Other NEA	-43	91	-5	-4	69	14	123
<b>Working age</b>	<b>80</b>	<b>82</b>	<b>86</b>	<b>88</b>	<b>90</b>	<b>92</b>	<b>519</b>

Note: NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**

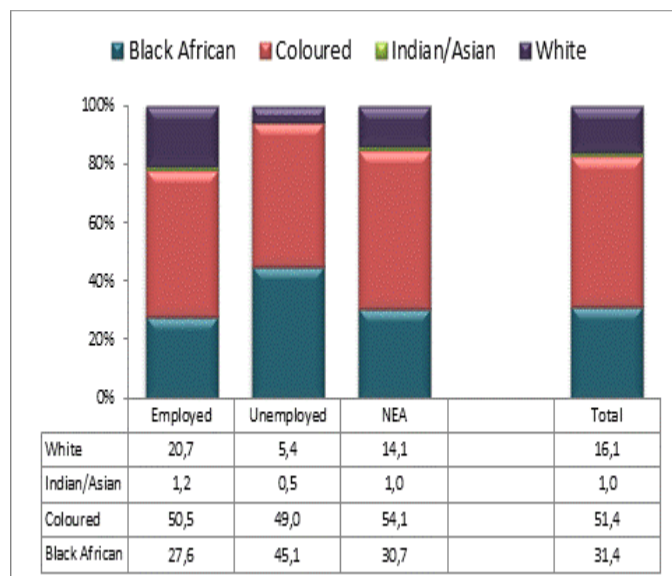


The number of persons employed increased throughout the period, except for a decline in 2010. Employment rose by 179 000 jobs, from 2,0 million in 2008 to a high of 2,2 million in 2014. However, during the same period, the number of unemployed increased by 207 000 to 675 000. As a result, the unemployment rate increased by 4,7 percentage points and the absorption rate declined by 2,5 percentage points from 54,4% to 51,9% (Figure 1).

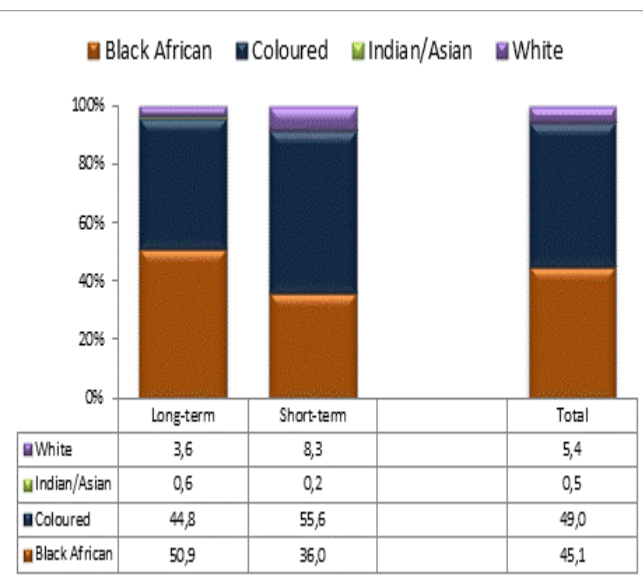
## Demographic characteristics of the short and long-term unemployed

This section focuses on the length of time that unemployed persons in Western Cape have been looking for work by demographic variables such as population group, sex and age.

**Figure 2: Labour market status by population group, 2014**



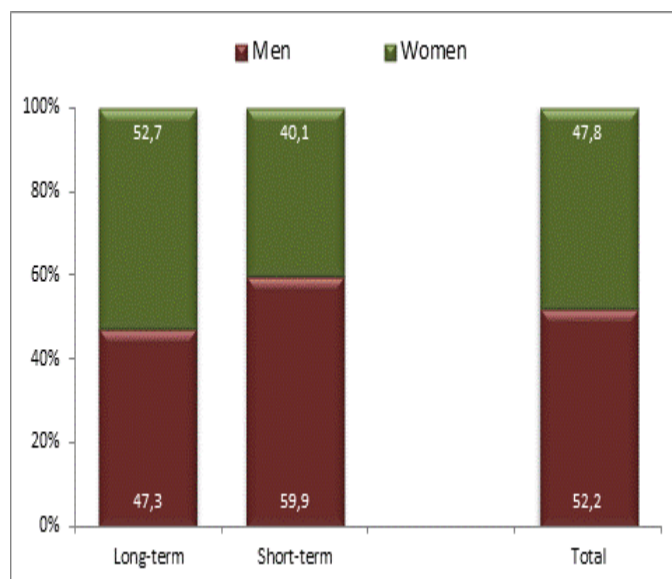
**Figure 3: Duration of unemployment by population group, 2014**



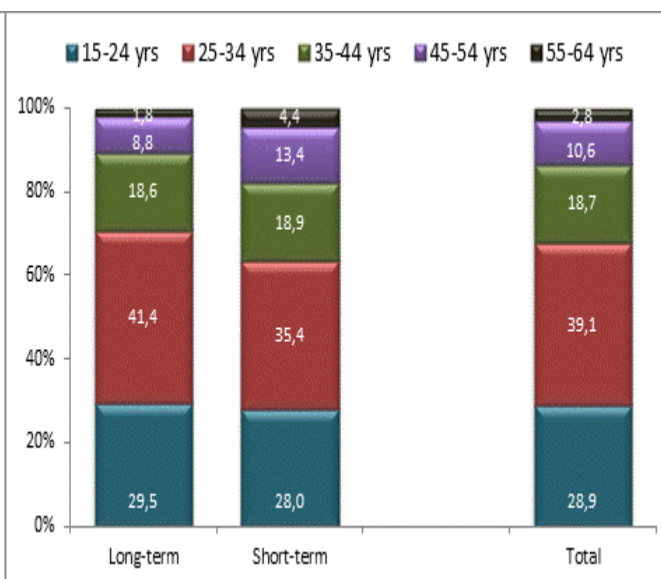
Note: The numbers of the Indian/Asian population group are too small for reliable estimates.

More than half of the working-age population in Western Cape consists of the coloured population group as compared to other population groups. Figure 2 shows that the coloured population group accounted for 51,4% of the working-age population, but 50,5% of the employed and 49,0% of the unemployed. However, this population group was over-represented among the not economically active (54,1%). In contrast, the white population group accounted for 16,1% of the working-age population in the province, but 20,7% of the employed and only 5,4% of the unemployed. Figure 3 shows that black Africans account for 45,1% of the unemployed, but 50,9% of the long-term unemployed. In contrast, the coloured population group was over-represented in short-term unemployment (55,6%) relative to their share in unemployment (49,0%). This is likely to reflect the seasonal demand for employment in the Agriculture industry.

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**



Women and youth are particularly vulnerable groups in the labour market. Figure 4 indicates that, while women account for 47,8% of the unemployed, they are over-represented among the long-term unemployed (52,7%). In terms

of youth, for both age groups 15–24 years and 25–34 years, their share in long-term unemployment is higher relative to their share in total unemployment.

### Unemployment duration focusing on long-term unemployment

The analysis in this section focuses on the duration of unemployment with particular focus on those who have been unemployed for a period of one year or longer. The trends in the incidence of long-term unemployment between 2008 and 2014 are also analysed. The incidence of long-term unemployment by demographic variables such as population group, age, sex and marital status are analysed. The section also focuses on the incidence of long-term unemployment by education level, work experience and the previous industry and occupation of those who had worked before.

**Table 2: Unemployment duration, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	<b>468</b>	<b>572</b>	<b>578</b>	<b>615</b>	<b>686</b>	<b>641</b>	<b>675</b>
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	81	90	95	49	91	69	102
3 mths < 6 mths	64	87	79	63	71	64	60
6 mths < 9 mths	60	76	61	74	68	62	54
9 mths < 1 year	51	50	36	55	57	50	44
<b>Total</b>	<b>256</b>	<b>303</b>	<b>271</b>	<b>242</b>	<b>287</b>	<b>244</b>	<b>261</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	105	127	166	172	148	172	175
3 years -5 years	36	64	53	87	103	65	83
> 5 years	71	78	88	113	149	159	155
<b>Total</b>	<b>212</b>	<b>269</b>	<b>306</b>	<b>373</b>	<b>399</b>	<b>396</b>	<b>414</b>

**Figure 6: Trends in the duration of unemployment, 2008–2014**

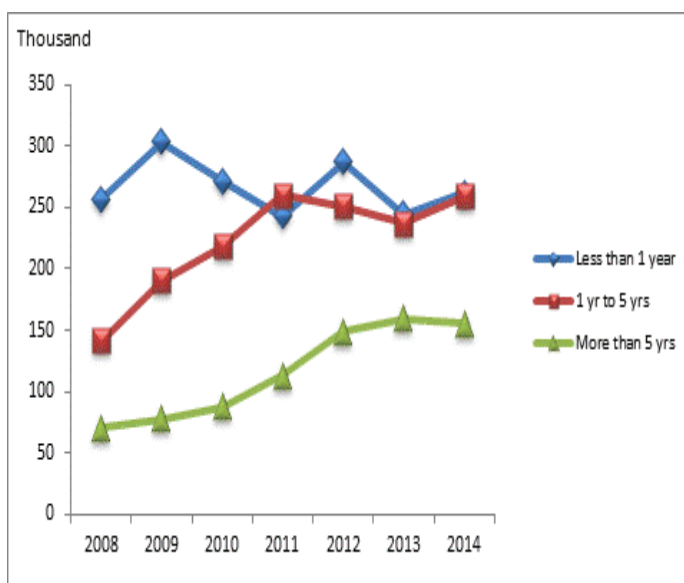


Table 2 shows that unemployment increased every year with the exception of 2013, when it declined modestly from 686 000 to 641 000. This increase was driven by an increase of 202 000 in long-term unemployment – particularly among those in long-term unemployment for more than five years. Over the period 2009–2014 the number of people in short-term unemployment has been volatile but increased from 256 000 in 2008 to 261 000 in 2014.

**Figure 7: Incidence of unemployment by duration, 2008–2014**

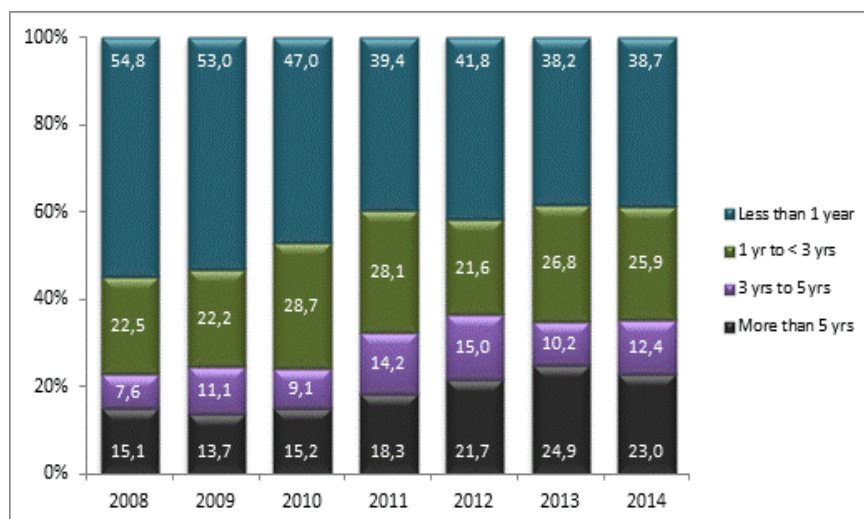


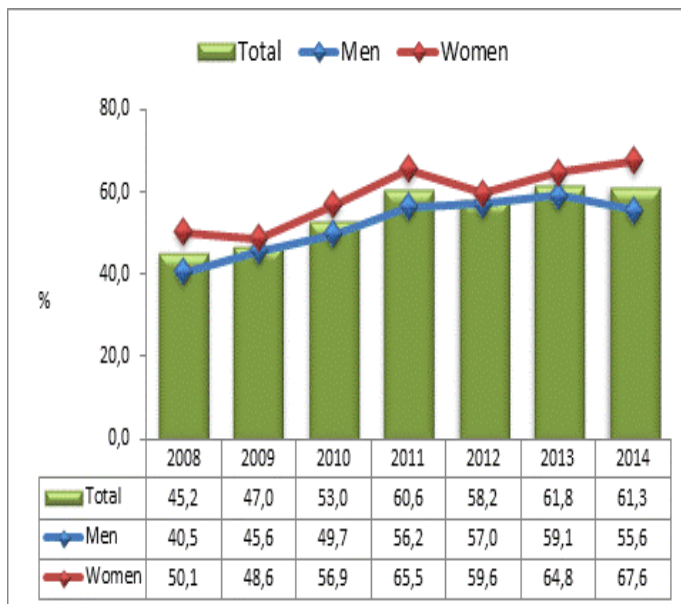


Figure 7 shows that compared to 2008 (15,1%) in the post-recession period, the incidence of unemployment increased to over 20,0% each year among those unemployed for more than five years. The incidence of unemployment among those who were unemployed for less than one year has declined from 54,8% in 2008 to 38,7% in 2014.

**Table 3: Unemployment duration by sex, 2008–2014**

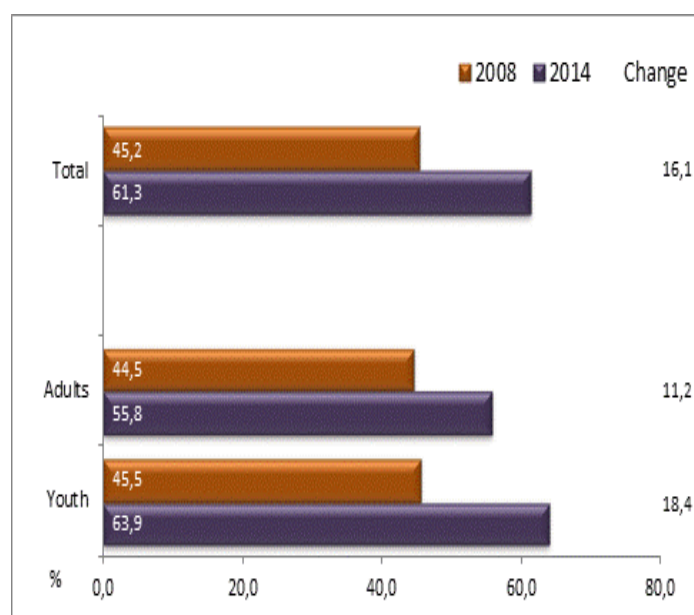
	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	141	168	158	143	158	136	156
Women	115	135	113	99	129	108	105
<b>Total</b>	<b>256</b>	<b>303</b>	<b>271</b>	<b>242</b>	<b>287</b>	<b>244</b>	<b>261</b>
<b>Long-term unemployment (Thousand)</b>							
Men	96	140	156	184	209	197	196
Women	115	128	150	189	190	199	218
<b>Total</b>	<b>212</b>	<b>269</b>	<b>306</b>	<b>373</b>	<b>399</b>	<b>396</b>	<b>414</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	26	-10	-15	15	-22	20
Women	-	21	-22	-14	30	-20	-4
<b>Total</b>	-	<b>47</b>	<b>-32</b>	<b>-29</b>	<b>44</b>	<b>-42</b>	<b>17</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	44	16	28	25	-12	-1
Women	-	13	21	39	1	9	19
<b>Total</b>	-	<b>57</b>	<b>37</b>	<b>66</b>	<b>27</b>	<b>-3</b>	<b>18</b>

**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

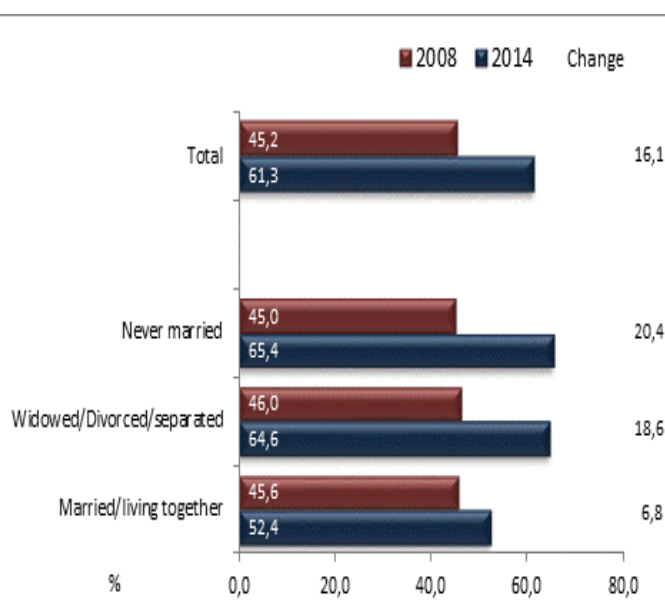


Between 2008 and 2014, in Western Cape, the number of long-term unemployed men and women increased, however, among the short-term unemployed the number of women decreased, while that of men increased (Table 3). Over the period the incidence of long-term unemployment increased by 16,1 percentage points from 45,2% in 2008 to 61,3% in 2014. It was higher throughout the period 2008–2014 among women compared to men. There was also a larger increase among women (17,5 percentage points) compared to men (15,1 percentage points).

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014**



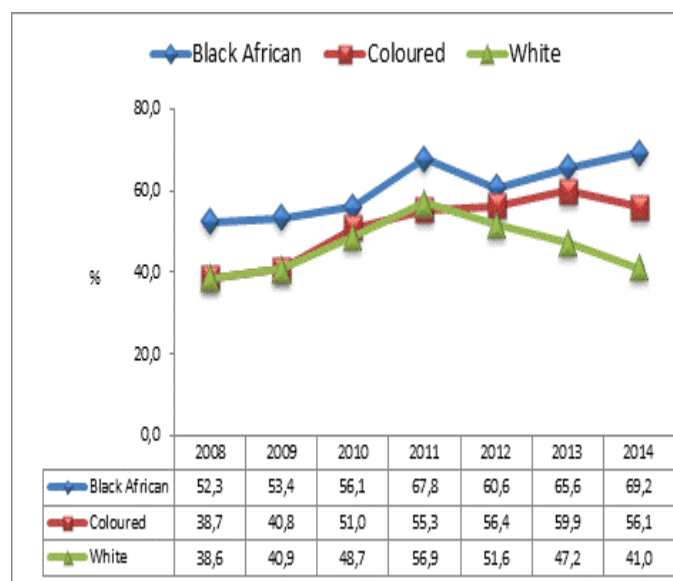
**Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**



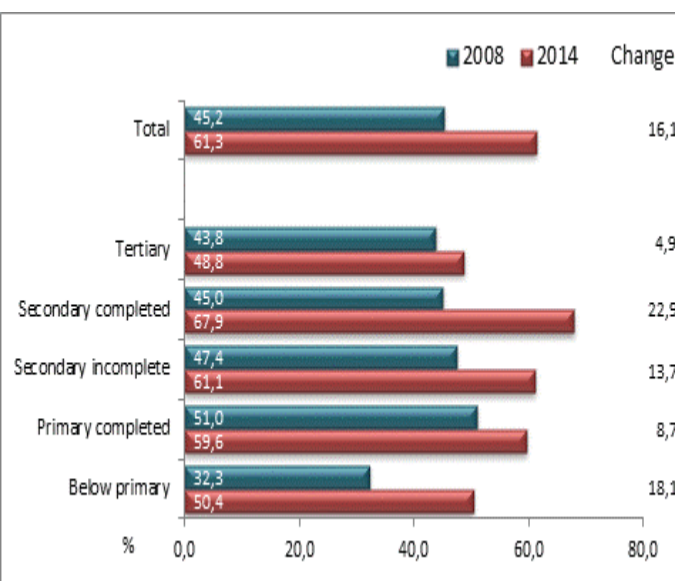
In both 2008 and 2014, the incidence of long-term unemployment was higher among youth (15–34 years) compared to adults (35–64 years). In addition, the largest increase occurred for this group (18,4 percentage points). Figure 10

highlights that over the same period, the largest increase in the incidence of long-term unemployment was among those that were never married (20,4 percentage points) while among those that were married/living together, the increase was the lowest (6,8 percentage points) over the period.

**Figure 11: Incidence of long-term unemployment by population group, 2008–2014**



**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

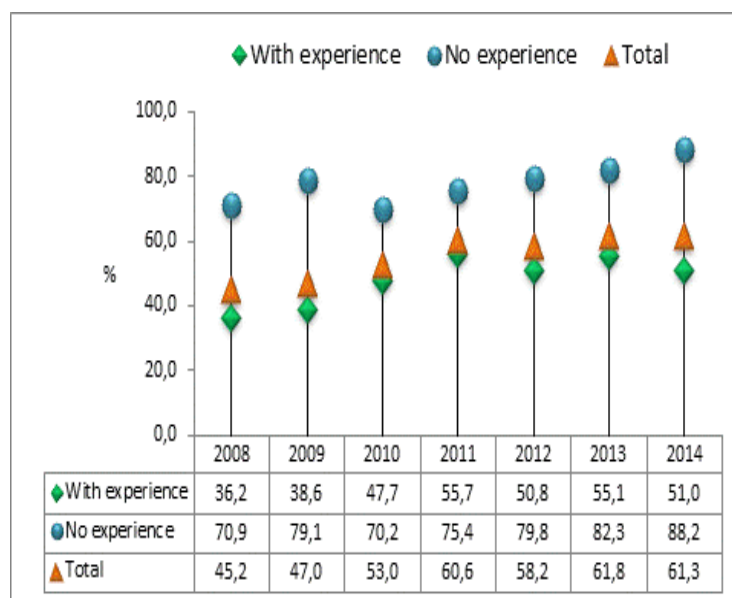


Note: The numbers of the Indian/Asian population group are too small for reliable estimates.

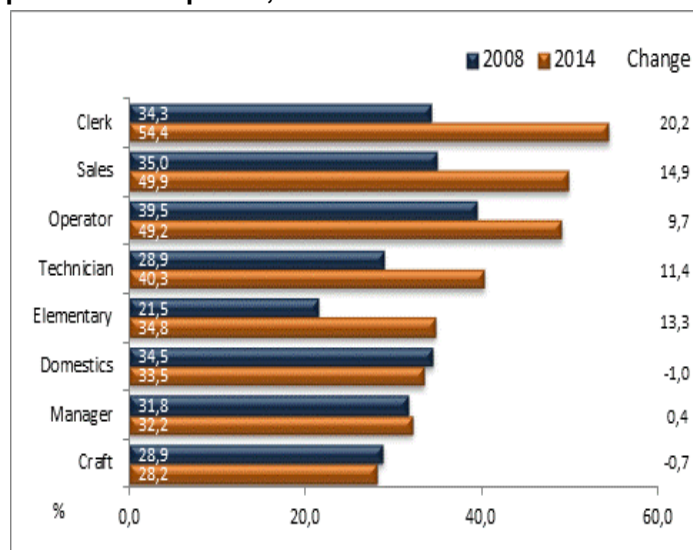
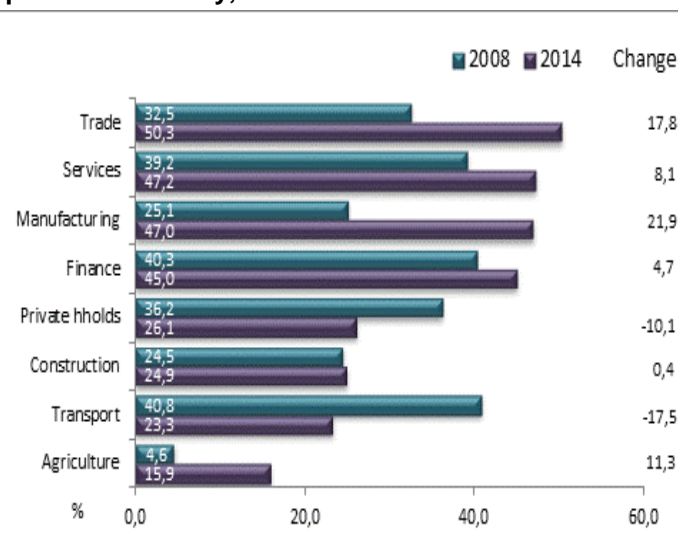
Over the period 2008–2014, the incidence of long-term unemployment was highest among black Africans ranging from 52,3% in 2008 to 69,2% in 2014. The lowest incidence of long-term unemployment has generally been among the white population group (Figure 11).

Figure 12 shows that in 2014 the incidence of long-term unemployment increases as the level of education increases – except among those with a tertiary education, where it is lowest. The largest increase occurred among those who had completed their secondary education (22,9 percentage points).

**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**



Long-term unemployment is more severe among those who have no prior work experience. The incidence of long-term unemployment among those with no work experience increased from 70,9% in 2008 to 88,2% in 2014 (up 17,3 percentage points). In contrast, for those with prior work experience it increased from 36,2% to 51,0% (14,8 percentage points) over the period.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014****Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**

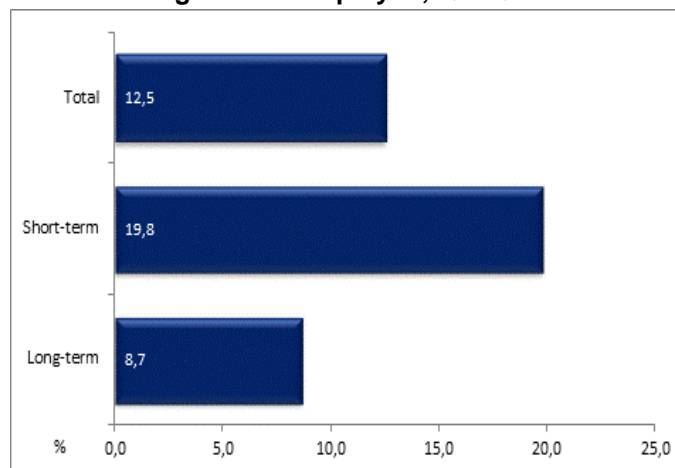
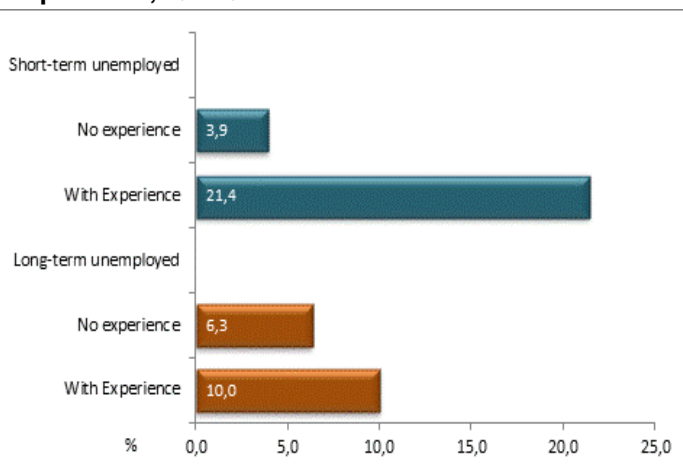
Note: The numbers of Professionals and Skilled agricultural workers (Figure 14) as well as those in the Mining and Utilities industries (Figure 15) are too small for reliable estimates.

Figure 14 shows that in 2014 the incidence of long-term unemployment was highest among those who had previously worked as Clerks (54,4%), Sales (49,9%) and Operators (49,2%) and was lowest among Craft (28,2%) and Managers (32,2%). Among those who had previously worked, in 2014, the incidence of long-term unemployment was highest for those who had worked in Trade (50,3%), Community and social services (47,2%) and Manufacturing (47,0%). In contrast, in 2008 the incidence was highest in the Transport (40,8%) and Finance (40,3%) industries. Over the period the largest increase in terms of occupations occurred amongst those who had previously worked as Clerks (20,2 percentage points) while in terms of industry, the largest increase was in Trade (17,8 percentage points).

### Results based on the QLFS panel

The analysis in this section is based on the QLFS panel covering the period Q1: 2014 and Q2: 2014. The sample is designed in such a way that 75% of individuals can be tracked between two consecutive quarters. Between two consecutive quarters, the percentage of individuals that remain in the same labour market status is called the retention rate while the percentage of those who changed their labour market status is called the transition rate.

The analysis focuses on Western Cape transition rates of those in long-term and short-term unemployment in Q1: 2014 who found employment in Q2: 2014. This is followed by an analysis of the role of work experience in finding employment.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1–Q2: 2014****Figure 17: Transition rate into employment by work experience, Q1–Q2: 2014**

The overall transition rate into employment in the Western Cape was 12,5%, which is 0,4 of a percentage point lower than the national transition rate of 12,9%. The duration of unemployment impacts on the transition into employment –



Figure 16 indicates that those in short-term unemployment were twice as likely (19,8%) to transition into employment compared to those in long-term (8,7%) unemployment. Prior work experience among the unemployed also influences the likelihood of finding another job. Figure 17 shows that among those in short-term unemployment in Q1: 2014, 21,4% of those who had prior work experience were able to find a job in the subsequent quarter compared to only 3,9% of those without work experience. Even among the long-term unemployed, 10,0% of those who had prior work experience were able to find a job in Q2: 2014 which is 11,4 percentage points lower than those in short-term unemployment.

### Distributions of the long-term unemployed by other characteristics

This section analyses the share of those in long-term unemployment by the type of activity in which they were engaged prior to becoming unemployed, their support structures and the type of job search method they used to find employment.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	52,9	59,3	62,6	62,4	58,8	60,6	55,4
Managing a home	14,2	5,7	4,4	7,6	9,7	4,1	7,1
Attending school	30,9	34,2	31,2	29,6	30,6	34,7	36,2
Other	2,0	0,8	1,8	0,4	1,0	0,6	1,2
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

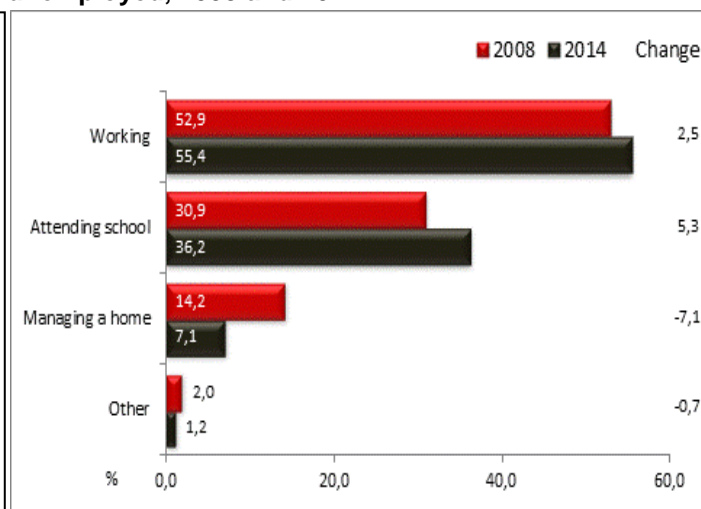


Table 4 shows that among those in long-term unemployment, working and attending school was their main activity prior to looking for a job. Figure 14 shows that between 2008 and 2014, the share of those who were working increased from 52,9% to 55,4%, while the share of those attending school increased by 5,3 percentage points from 30,9% to 36,2%. In contrast, over the same period, the share of the long-term unemployed who were managing a home prior to becoming long-term unemployed declined by 7,1 percentage points.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Persons in the household	82,1	85,5	82,5	86,1
Child support/foster care grants	14,8	11,7	11,9	15,3
Persons not in the household	11,9	14,1	18,6	13,0
Savings/previous earnings	2,4	2,6	2,7	1,5
Pension/disability grants	0,0	1,7	1,8	1,5
Other welfare grants	1,1	0,3	1,7	0,6
Charity, church, welfare	0,2	0,0	0,2	0,0
Unemployment Insurance Fund	0,4	0,0	0,4	0,0
Bursary/student loan	0,3	0,3	0,2	0,0

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

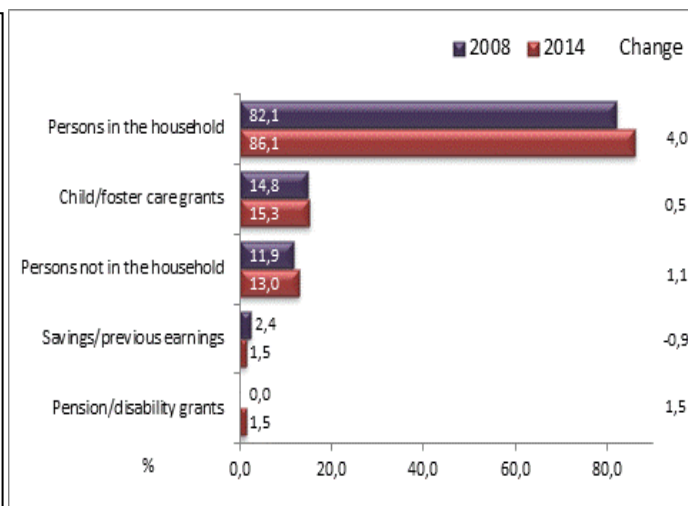


Table 5 indicates that in Western Cape, assistance from persons in the household is the most common form of support for those in long-term unemployment. Throughout the period under review, four out of five of those in long-term unemployment were supported by persons in the household. This increased from 82,1% in 2008 to 86,1% in 2014. In 2008 and 2014, the second most important support structure for the long-term unemployed was child support/foster care grants while in 2010 and 2014 it was persons not in the household. Between 2008 and 2014, the share of the long-term unemployed supported by the persons in the household increase by 4,0 percentage points while the share of those supported by persons not in the household and child support/foster care grants increased by 1,1 percentage points and 0,5 of a percentage point respectively (Figure 19).

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	9,3	13,7	16,9	21,3
Enquired at workplaces	61,0	70,5	64,0	63,4
Placed/answered adverts	30,6	47,1	42,1	59,6
Searched internet/job adverts	24,8	35,6	41,7	52,6
Sought assistance from relatives	46,0	64,7	62,3	58,8
Looked for land to start own business	0,7	1,8	0,7	0,8
Waited at street corner	4,2	5,4	2,3	1,4
Sought financial assistance	0,0	0,4	0,7	0,0

**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**

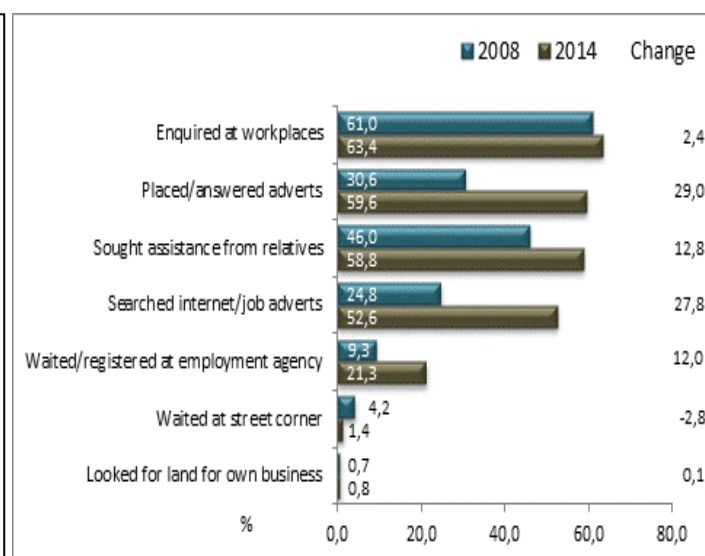


Table 6 highlights that the most used method of job-search among the long-term unemployed was enquiring at work places – over 60% of the long-term unemployed utilised this method in both 2008 and 2014. Job search methods such as placing or answering adverts, seeking assistance from relatives, searching internet/job adverts and waiting/registering at an employment agency were utilised more often in 2014 than they were utilised in 2008; the increase ranges from 12,0 to 29,0 percentage points. The proportion of the long-term unemployed who placed adverts increased from 30,6% to 59,6% between 2008 and 2014, while searching internet/job adverts increased from 24,8% to 52,6%.

## Hard facts

- Between 2008 and 2014 the number of unemployed persons increased by 207 000 persons, resulting in the increase in unemployment rate by 4,7 percentage points to reach 23,6% in 2014.
- Black Africans, women and youth (15–34 years) were over-represented in long-term unemployment relative to their share in unemployment.
- The incidence of long-term unemployment rose with level of education and in 2014 was lowest for those with tertiary level education.
- The QLFS panel analysis indicates that the short-term unemployed were more likely to find employment compared to those in long-term unemployment. It also shows that those with prior work experience had a higher chance of finding a job in the subsequent quarter compared to those without work experience.
- The long-term unemployed are mostly supported by persons in the household; in both 2008 and 2014 more than 80% of the long-term unemployed were supported by this group.
- The most utilised method of job search by those in long-term unemployment was enquiring at work places, with over 60% of the long-term unemployed using this method.

# **Eastern Cape labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

## Long-term unemployment in Eastern Cape

High unemployment levels are a problem facing South Africa at national and provincial level and for specific groups. Eastern Cape has the third highest unemployment rate compared to other provinces. The analysis of the duration of unemployment will shed light on the characteristics of persons who have been in long-term unemployment. Long-term unemployment is of particular concern due to the erosion of skills and decline in employability that these people experience due to the extended time taken to search for employment. Long-term unemployment is defined as people who have been searching for a job for more than one year. The report covers the period Q3: 2008 to Q3: 2014 while the analysis focuses on labour market indicators and demographic characteristics of those in long and short-term unemployment. In addition, the distributions of long-term unemployment by other characteristics is analysed, followed by the QLFS panel results.

## Labour market indicators in Eastern Cape

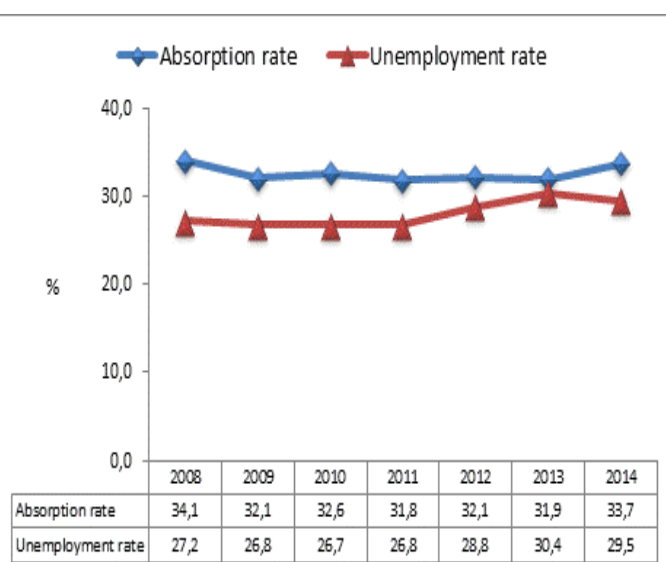
This section reports on the labour market status of the working-age population and labour market rates such as the absorption and unemployment rate in the province.

**Table 1: Trends in key labour market indicators, 2008–2014**

**Figure 1: Key labour market rates, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Thousand</b>							
Employed	1 304	1 244	1 280	1 263	1 289	1 293	1 377
Unemployed	486	455	467	461	522	565	576
Discouraged	231	322	334	371	384	376	422
Other NEA	1 802	1 855	1 844	1 874	1 818	1 814	1 706
<b>Working age</b>	<b>3 823</b>	<b>3 875</b>	<b>3 924</b>	<b>3 969</b>	<b>4 012</b>	<b>4 048</b>	<b>4 081</b>
<b>Annual changes</b>							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	-60	36	-17	26	4	84	73
Unemployed	-32	12	-5	61	43	10	89
Discouraged	90	12	37	12	-8	46	191
Other NEA	53	-11	30	-56	-3	-108	-95
<b>Working age</b>	<b>52</b>	<b>49</b>	<b>45</b>	<b>43</b>	<b>36</b>	<b>33</b>	<b>258</b>

Note: NEA refers to the not economically active population.



The working-age population in the Eastern Cape increased from 3,8 million in 2008 to 4,1 million in 2014 (Table 1). The province lost 60 000 jobs as employment declined from 1,3 million in 2008 to 1,2 million in 2009. Since 2008 employment levels have remained below 1,4 million. The number of unemployed persons has generally increased each year since 2012 to reach 576 000 in 2014. Over the period, there has also been an increase in discouragement (191 000).

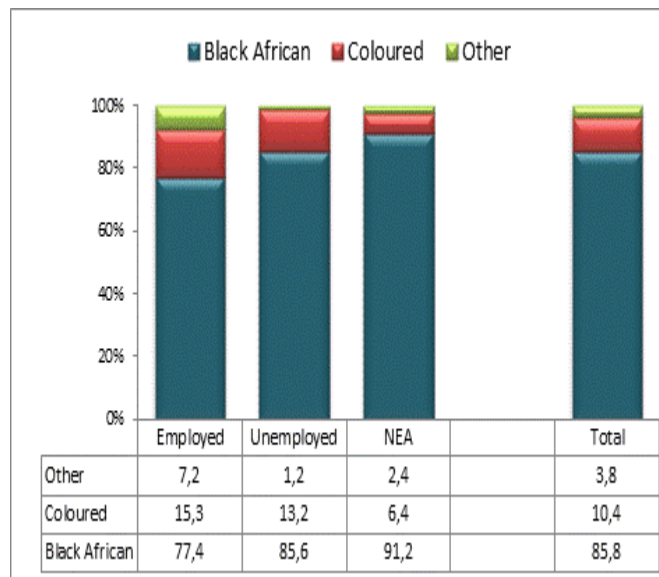
The absorption rate fluctuated over the period 2008 to 2014 and declined by 0,4 of a percentage point between 2008 and 2014 to reach 33,7%. The unemployment rate declined by 0,5 of a percentage point from 27,2% in 2008 to 26,7% in 2010, and then increased to a peak of 30,4% in 2013 with only a modest decline to 29,5% in 2014.



## Demographic characteristics of the short and long-term unemployed

This section focuses on the length of time that unemployed persons in the Eastern Cape have been looking for work by demographic variables such as population group, sex and age.

**Figure 2: Labour market status by population group, 2014**



**Figure 3: Duration of unemployment by population group, 2014**

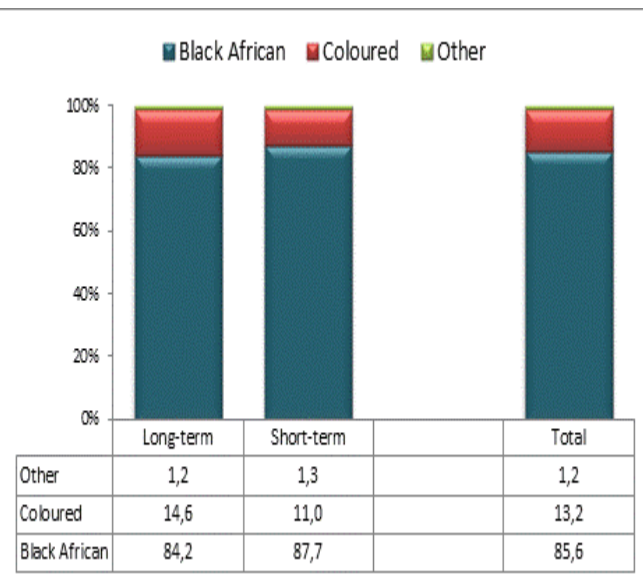
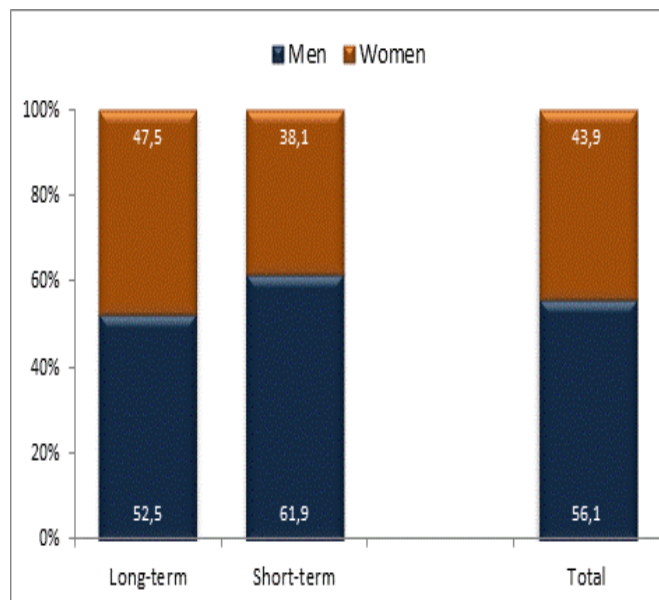
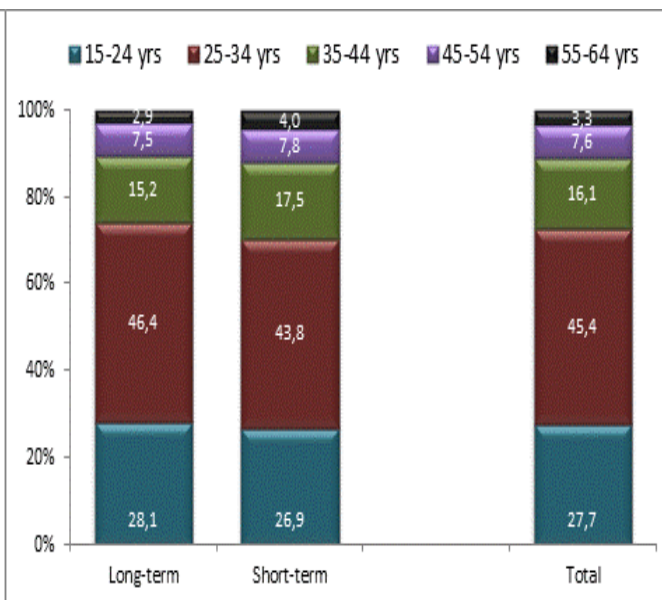


Figure 2 shows that black Africans accounted for 85,8% of the working-age population, however, they were under-represented in employment (77,4%) and over-represented among the unemployed (85,6%) and the not economically active (91,2%). Among the unemployed, black Africans accounted for 87,7% of the short-term unemployed and 84,2% of the long-term unemployed.

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**



In 2014, women accounted for 43,9% of the unemployed but a larger percentage of those were in long-term unemployment (47,5%). Figure 5 shows that in the youngest age groups, the proportions in long-term unemployment are higher than their share in total unemployment.

## Unemployment duration focusing on long-term unemployment

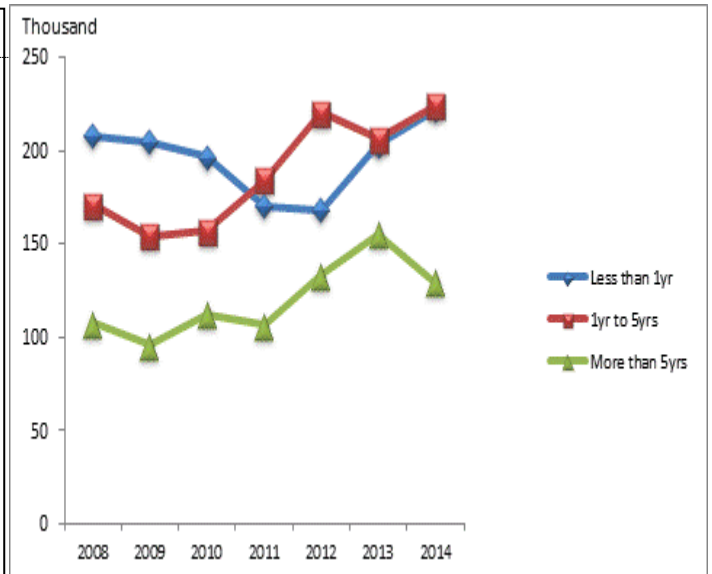
The main focus of this section is on persons who have been unemployed for one year or more. The analysis is based on the trends in the duration of unemployment and on the incidence of unemployment over the period 2008 to 2014.

The analysis focuses on the incidence of unemployment by variables such as sex, age, marital status, population group, educational status, work experience, previous occupation and industry worked in.

**Table 2: Unemployment duration, 2008–2014**

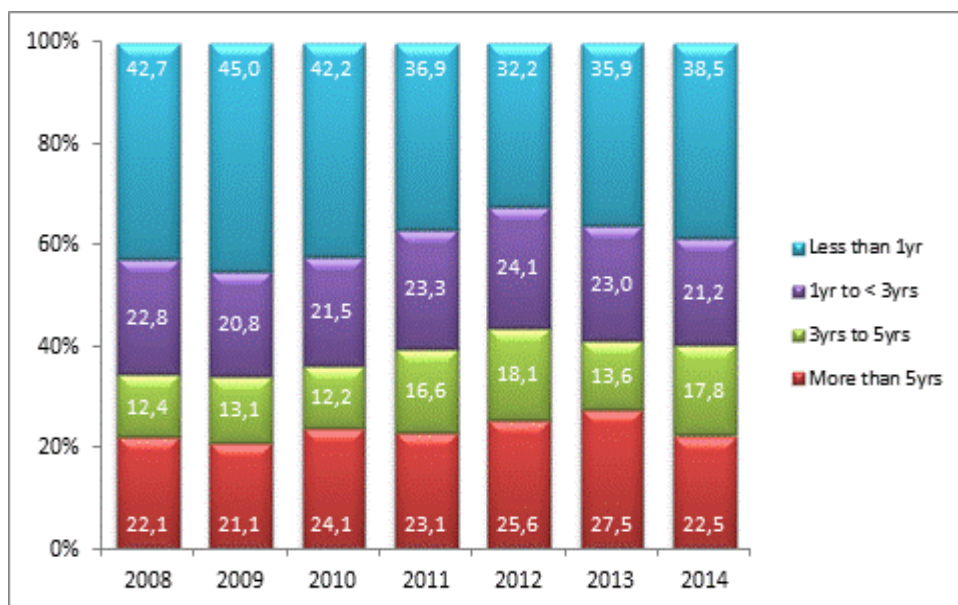
**Figure 6: Trends in the duration of unemployment, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	<b>486</b>	<b>455</b>	<b>467</b>	<b>461</b>	<b>522</b>	<b>565</b>	<b>576</b>
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	67	67	47	48	56	65	93
3 mths < 6 mths	47	45	50	32	32	41	37
6 mths < 9 mths	46	47	46	49	35	49	52
9 mths < 1 year	49	46	54	42	46	48	40
<b>Total</b>	<b>208</b>	<b>205</b>	<b>197</b>	<b>170</b>	<b>168</b>	<b>203</b>	<b>222</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	111	95	100	107	126	130	122
3 years -5 years	60	60	57	77	95	77	102
> 5 years	107	96	113	107	133	155	130
<b>Total</b>	<b>279</b>	<b>250</b>	<b>270</b>	<b>291</b>	<b>354</b>	<b>362</b>	<b>354</b>



The number of persons in short-term unemployment declined over the period 2008 to 2012, but increased in 2013 as indicated in Table 2 and Figure 6. The majority of the unemployed were looking for a job for one year or longer. In particular persons who were searching for more than five years increased from 107 000 in 2008 to 130 000 in 2014. The number of unemployed persons who were searching for more than five years reached a peak of 155 000 in 2013.

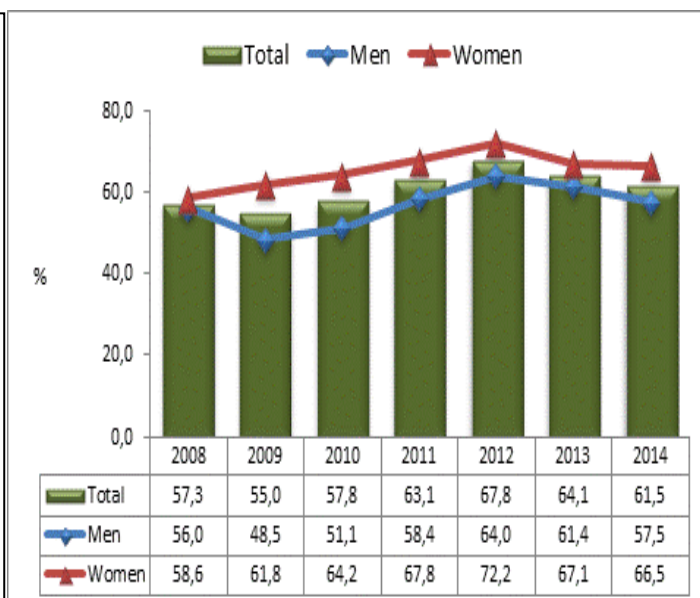
**Figure 7: Incidence of unemployment by duration, 2008–2014**



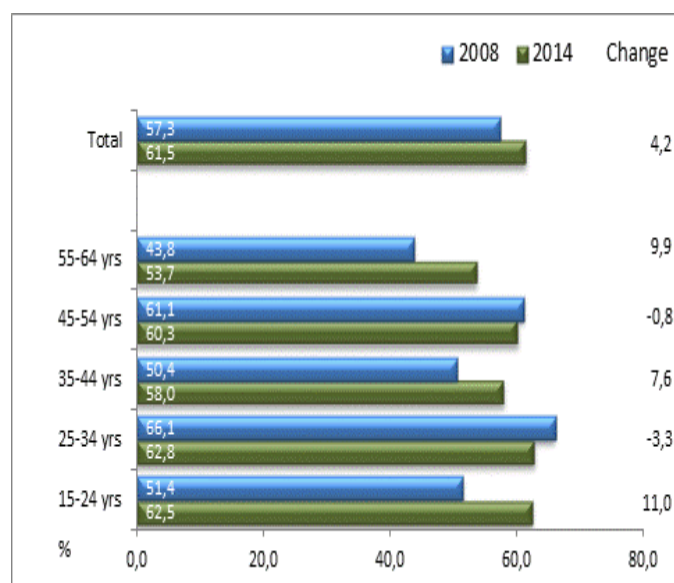
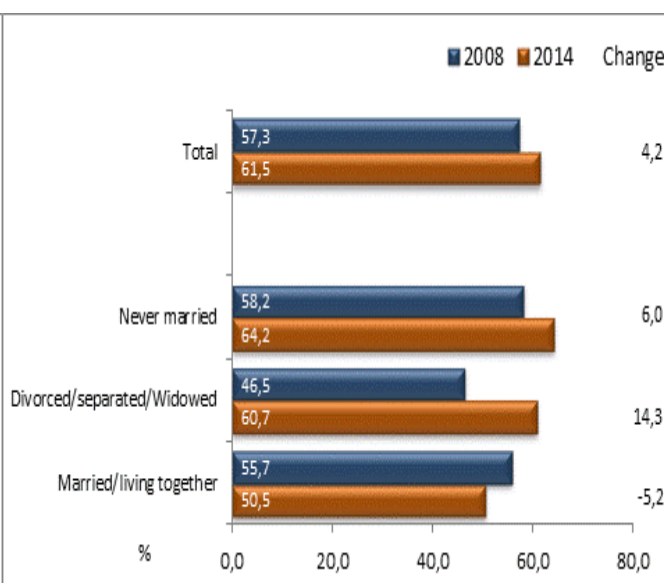
The incidence of unemployment was higher among persons in long-term unemployment. Every year more than 50% were in this duration category. The percentage of those in long-term unemployment reached a peak of 67,8% in 2012. In 2014, more than one in five unemployed were searching for a job for more than five years.

**Table 3: Unemployment duration by sex, 2008–2014**

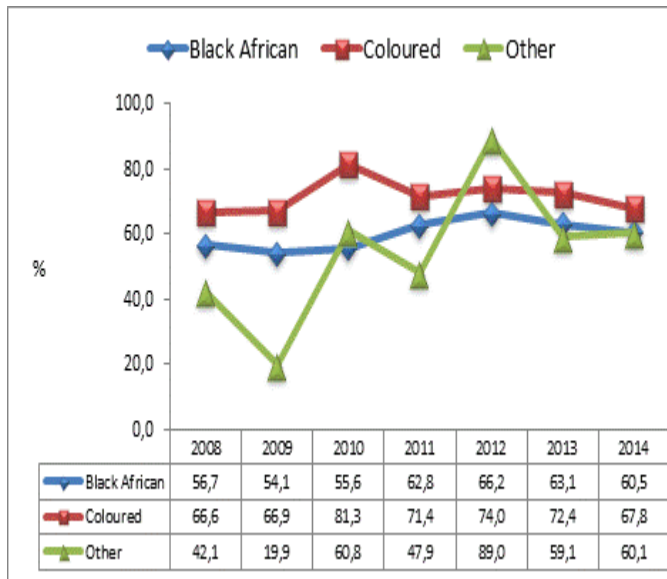
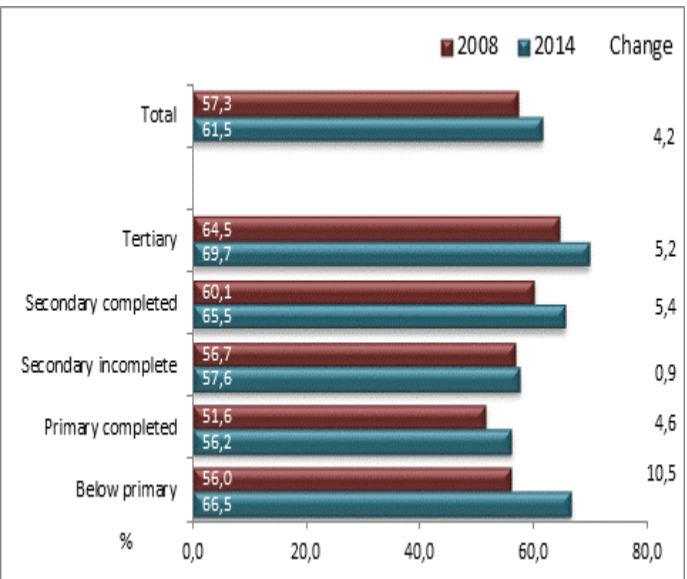
	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	109	121	112	96	101	117	137
Women	99	84	85	74	68	87	85
<b>Total</b>	<b>208</b>	<b>205</b>	<b>197</b>	<b>170</b>	<b>168</b>	<b>203</b>	<b>222</b>
<b>Long-term unemployment (Thousand)</b>							
Men	138	113	117	135	179	185	186
Women	140	137	153	156	175	177	168
<b>Total</b>	<b>279</b>	<b>250</b>	<b>270</b>	<b>291</b>	<b>354</b>	<b>362</b>	<b>354</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	12	-9	-15	4	16	21
Women	-	-15	1	-11	-6	19	-2
<b>Total</b>	-	<b>-3</b>	<b>-8</b>	<b>-27</b>	<b>-2</b>	<b>35</b>	<b>19</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	-25	3	18	44	6	0
Women	-	-3	16	3	19	2	-9
<b>Total</b>	-	<b>-29</b>	<b>20</b>	<b>21</b>	<b>63</b>	<b>8</b>	<b>-8</b>

**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

The number of people in short-term unemployment is lower than those in long-term unemployment. And trends over the period 2008 to 2014 show that whereas those in short-term unemployment increased from 208 000 in 2008 to 222 000 in 2014, the long-term unemployed increased from 279 000 to 354 000. Since 2012, a larger number of men compared to women have been looking for a job for one year or longer.

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014****Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**

The incidence of long-term unemployment in the province increased by 4,2 percentage points between 2008 and 2014. Increases occurred in all age groups except for those aged 45–54 and 25–34, which declined by 0,8 and 3,3 percentage points respectively. The largest increase was among youth (15–24 years). With regards to marital status over the period, the largest increase in the incidence of long-term unemployment was observed among persons who were divorced/separated/widowed (14,3 percentage points). In contrast, the incidence of long-term unemployment declined among those who were married/living together, from 55,7% in 2008 to 50,5% in 2014.

**Figure 11: Incidence of long-term unemployment by population group, 2008–2014****Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

Over the period 2008 to 2014, the coloured population had the highest incidence of long-term unemployment compared to other population groups in the province. This population group also saw their incidence decline by 4,6 percentage points between 2013 and 2014. Among black Africans, the incidence of long-term unemployment was the highest in 2012 at 66,2%. Figure 12 indicates that over the period 2008 to 2014, the incidence of long-term unemployment increased for all education categories. The largest increase occurred among those whose education level was below the primary level.

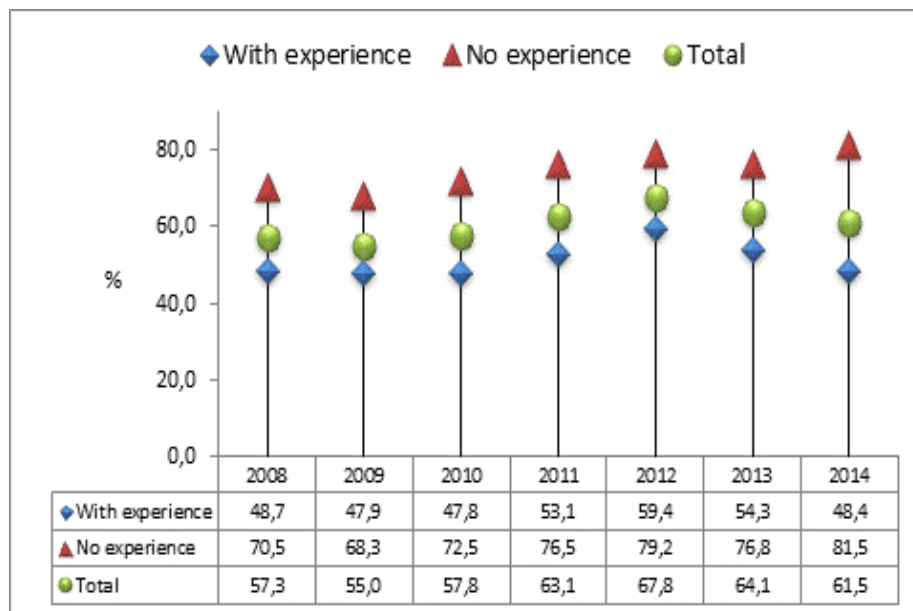
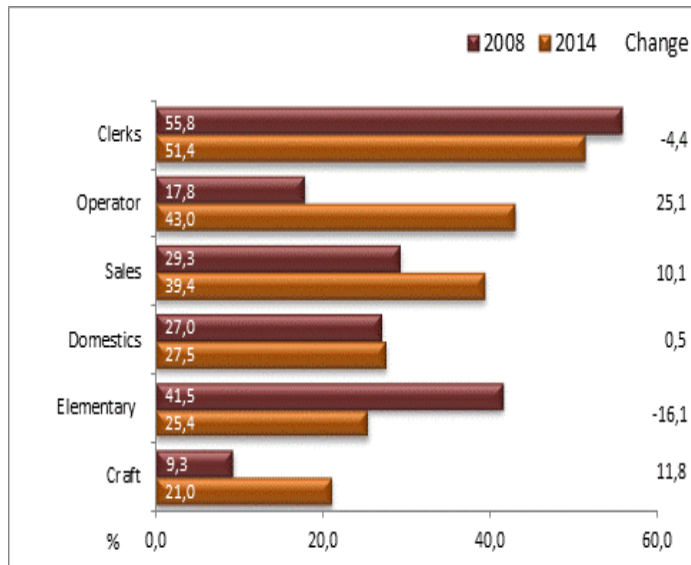
**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**

Figure 13 indicates that persons without work experience were more likely to remain unemployed for longer periods than those with work experience. The incidence of long-term unemployment among those with work experience declined by 0,3 of a percentage point between 2008 and 2014 (48,7% to 48,4%). Except in 2009, more than seven in every ten persons who did not have work experience were in long-term unemployment.

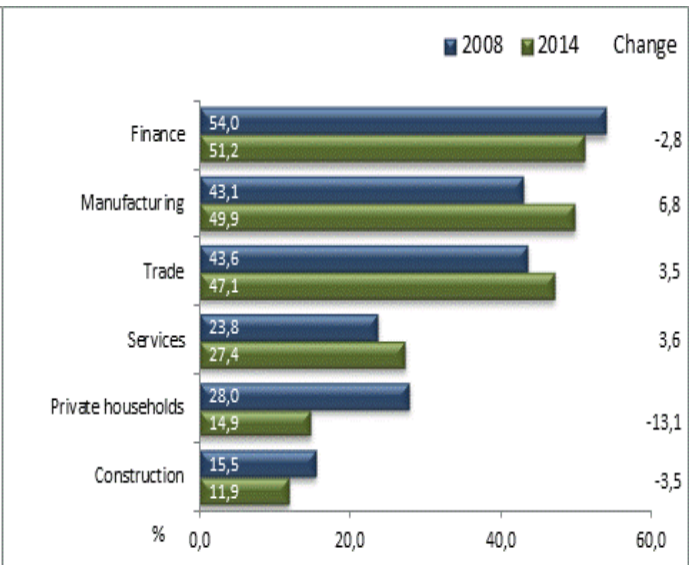


**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**



Note: Occupation categories such as Managers, Professionals and Skilled agriculture were excluded due to small sample sizes.

**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**



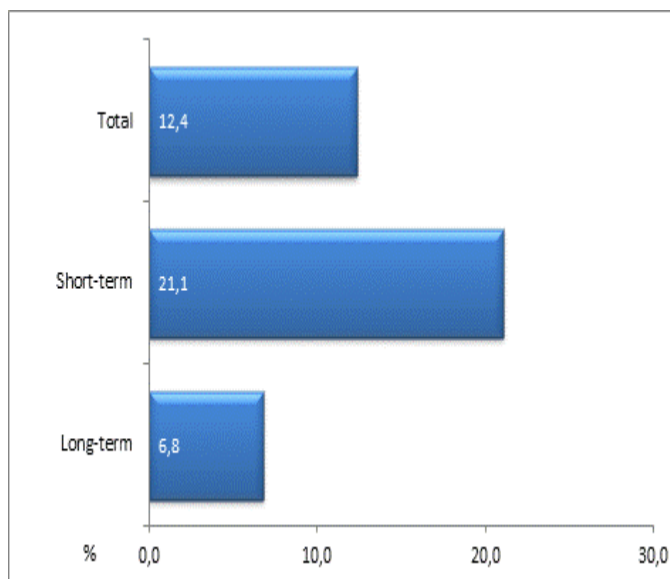
Note: Agriculture, Mining, Manufacturing and Utilities were excluded due to small sample sizes.

The incidence of long-term unemployment among those who had previously worked was highest among Clerks in both 2008 (55,8%) and 2014 (51,4%). Among those who worked as Operators, the incidence of long-term unemployment increased by 25,1 percentage points over the period, while among Elementary workers it declined 16,1 percentage points. Figure 15 shows that persons who previously worked in the Finance, Manufacturing and Trade industries were more likely to remain in long-term unemployment than those in other industries. The incidence of long-term unemployment was lowest in both 2008 and 2014 among those who had previously worked in the Construction, Private households and Community and social services industries.

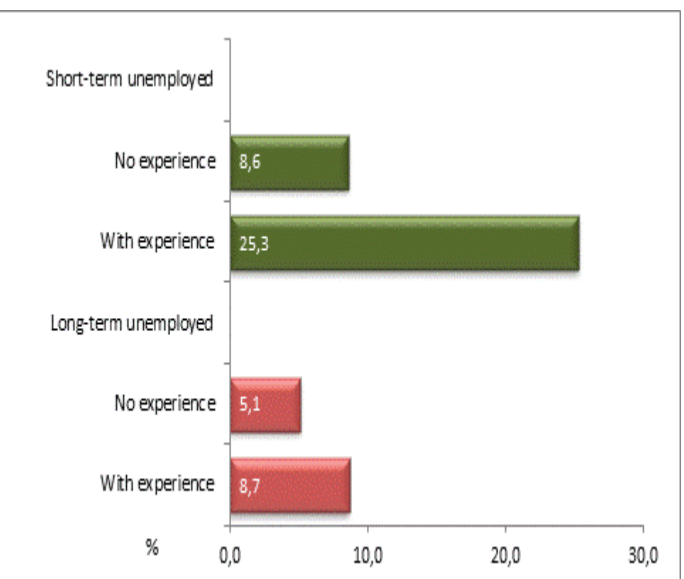
### Results based on the QLFS panel

Panel data allows for the labour market status of the same individuals to be observed across time. It thus provides an understanding of the quarterly changes in the levels of employment, unemployment, discouragement and other non-economic activity. The matched individuals can be tracked over time and changes in their labour market status can be analysed. This section analyses the transition rates into employment by the duration of unemployment and work experience for the period Q1: 2014 and Q2: 2014.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1–Q2: 2014**



**Figure 17: Transition rate into employment by work experience, Q1–Q2: 2014**



Persons in short-term unemployment were more likely to find employment in the next quarter than those in long-term unemployment. The transition rate from short-term unemployment into employment was 21,1% compared to 6,8% for those in long-term unemployment. The transition rate of those in long-term unemployment with experience was 8,7% while those without experience was lower at 5,1%. One in four people in short-term unemployment who had worked before found employment the following quarter.

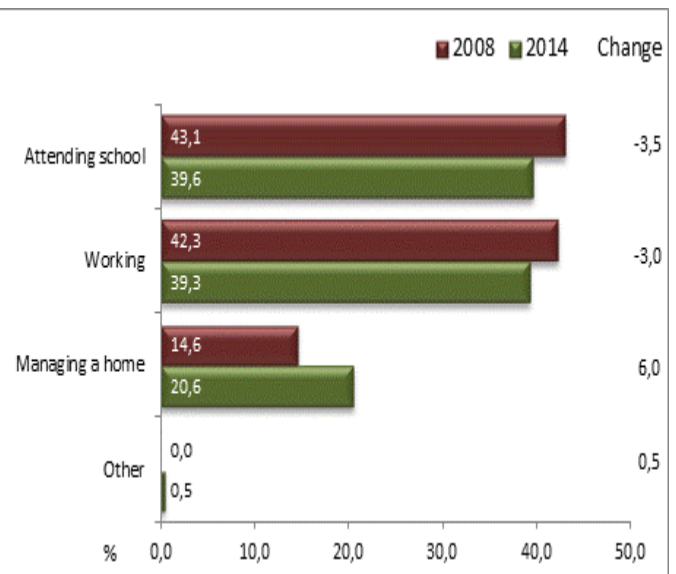
### Distributions of the long-term unemployed by other characteristics

The distribution of the long-term unemployed by other characteristics including main activity before becoming unemployed, type of support received and job-search activities is analysed in this section.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	42,3	49,1	40,2	41,8	46,1	39,8	39,3
Managing a home	14,6	14,5	18,9	15,1	14,7	19,5	20,6
Attending school	43,1	36,2	39,3	42,7	38,9	40,2	39,6
Other	0,0	0,2	1,6	0,5	0,3	0,5	0,5
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

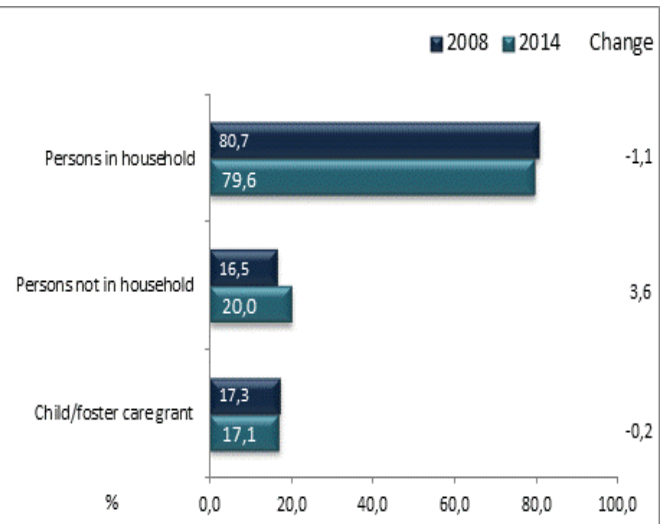


Attending school and working were the main activities undertaken by the long-term unemployed prior to searching for a job. Between 2008 and 2014 the share of the long-term unemployed who engaged in these activities declined by 3,5 percentage points and 3,0 percentage points respectively. The share of those in long-term unemployment who were managing a home ranged from 14,5% in 2009 to a high of 20,6% in 2014.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	80,7	81,3	76,9	79,6
Person not in household	16,5	15,3	18,5	20,0
Child/foster care grant	17,3	23,6	21,0	17,1

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

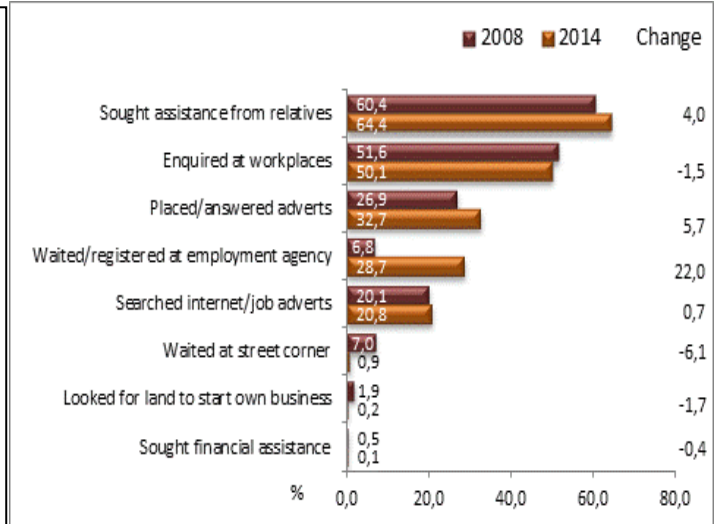


The majority of those in long-term unemployment indicated that they received support from other household members. Those who received support from persons not living in the same household increased by 3,6 percentage points from 16,5% in 2008 to 20,0% in 2014. The share of the long-term unemployed who depended on a child or foster care grant declined by 0,2 of a percentage point over the period.

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	6,8	2,1	24,0	28,7
Enquired at workplaces	51,6	37,8	44,9	50,1
Placed/answered adverts	26,9	34,4	23,1	32,7
Searched internet/job adverts	20,1	18,2	8,2	20,8
Sought assistance from relatives	60,4	52,9	54,9	64,4
Looked for land to start own business	1,9	0,9	0,5	0,2
Waited at street corner	7,0	4,1	0,6	0,9
Sought financial assistance	0,5	0,0	0,3	0,1

**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**



Seeking assistance from relatives and enquiring at work places were the most widely used search methods. In 2014, 64,4% of the long-term unemployed asked for assistance from friends and relatives, up from 60,4% in 2008. The share of the long-term unemployed who waited or registered at employment agencies increased by 22,0 percentage points between 2008 and 2014.

## Hard facts

- Between 2008 and 2014, the number of unemployed increased by 89 000 while the unemployment rate increased by 2,3 percentage points over the same period as employment levels increased by 73 000.
- In 2014, three out of five unemployed persons in the province were in long-term unemployment (61,5%).
- Women, adults and black Africans were over-represented in long-term unemployment relative to their share in total unemployment.
- The incidence of long-term unemployment increased across all the education categories between 2008 and 2014.
- Persons who previously worked in Finance, Manufacturing and Trade industries were more likely to remain in long-term unemployment.
- The transition rate from short-term unemployment into employment was 21,1% compared to 6,8% of those in long-term unemployment. Experience also improved the likelihood of finding a job.
- The long-term unemployed in the Eastern Cape are supported by persons in the household; in both 2008 and 2014 four out of five long-term unemployed were supported by persons in the household.

# **Northern Cape labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**



## Long-term unemployment in Northern Cape

The length of time spent in unemployment has an impact on socio-economic outcomes. The duration of unemployment is therefore an important policy issue. Understanding the characteristics of those in long-term unemployment will assist in designing relevant policies. The purpose of this report is to provide detailed information on the factors associated with long-term unemployment in Northern Cape based on the third quarter QLFS results of each year from 2008 to 2014. Caution should be exercised when making conclusions because of the relatively small numbers in the province.

## Labour market indicators in Northern Cape

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Thousand							
Employed	317	262	286	285	299	316	302
Unemployed	89	109	97	111	126	123	128
Discouraged	30	31	37	33	31	31	38
Other NEA	266	309	300	300	283	279	291
<b>Working age</b>	<b>702</b>	<b>711</b>	<b>719</b>	<b>729</b>	<b>739</b>	<b>749</b>	<b>759</b>
Annual changes							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	-55	24	-1	14	17	-14	-14
Unemployed	20	-12	14	15	-3	5	39
Discouraged	0	6	-4	-2	-1	7	7
Other NEA	43	-9	0	-17	-4	12	25
<b>Working age</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>57</b>

Note: NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**

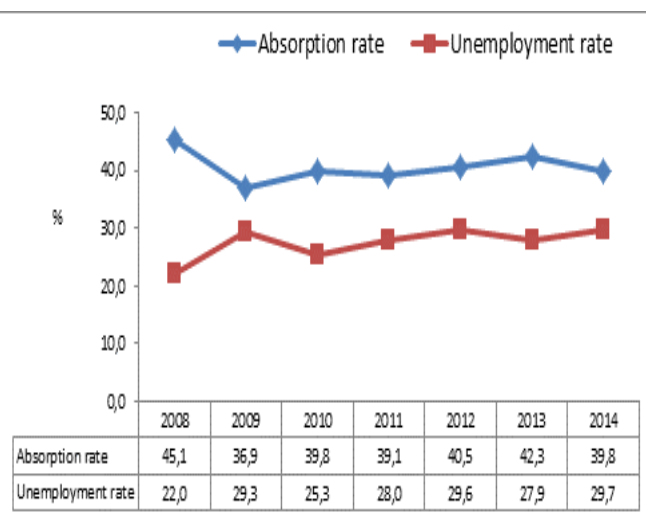
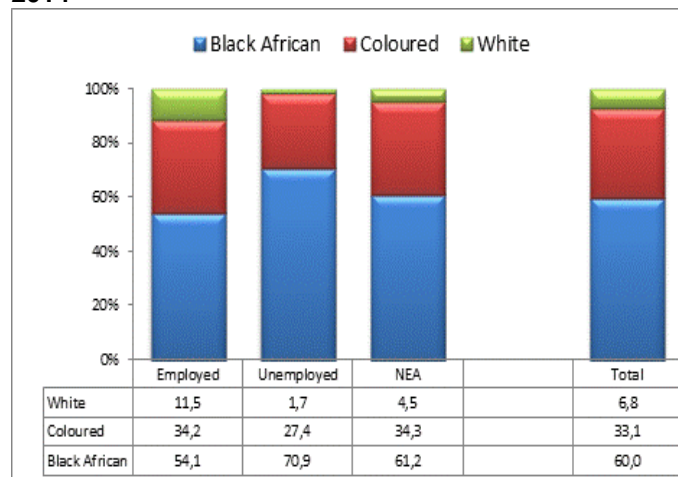


Table 1 shows that the working-age population increased from 702 000 in 2008 to 759 000 in 2014. The not economically active population and the employed population were the largest components of the working-age population over the period. As many as 55 000 jobs were lost during the recession in 2009, while there were increases in both the unemployed (by 20 000) and the not economically active population (by 43 000). As a result, trends over the period 2008–2014 show a decline in employment of 14 000, and increases of 39 000 and 25 000 in the number of people that were unemployed and not economically active respectively. Figure 1 shows that except in 2011, the percentage of working-age people that were employed (as measured by the absorption rate) increased every year over the period 2009 to 2013. The figure also shows that the unemployment rate increased from 22,0% in 2008 to a high of 29,7% in 2014.

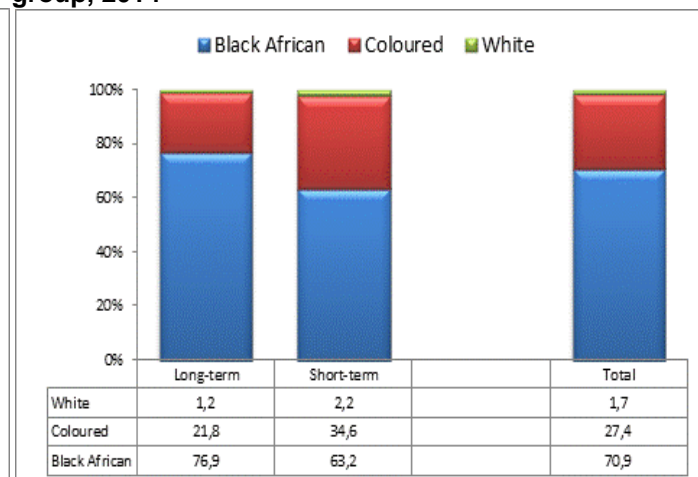
## Demographic characteristics of the short and long-term unemployed

This section focuses on the shares of those in short and long-term unemployment by population group, sex and age.

**Figure 2: Labour market status by population group, 2014**



**Figure 3: Duration of unemployment by population group, 2014**

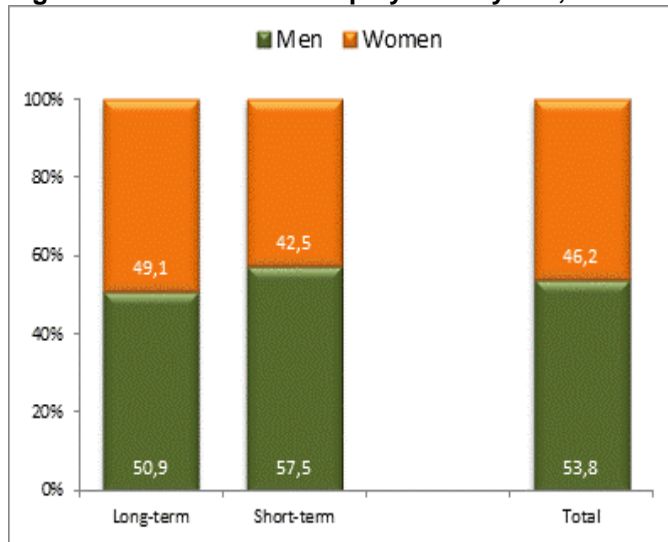


Note: The sample size for the Indian/Asian population group is too small for reliable estimates.

Figure 2 displays large disparities in the labour market status by population group. The black African population accounted for 60,3% of the working-age population, but only 54,1% of employment. Moreover, they are over-represented in unemployment (70,9%). In contrast, the white population group accounted for 6,8% of the working-age population, and they were over-represented among the employed (11,5%) and under-represented among the unemployed (1,7%).

With regard to the duration of unemployment, Figure 3 shows that the black African population group is over-represented among those who have been looking for a job for one year or longer (76,9%) compared to their share in total unemployment (70,9%).

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**

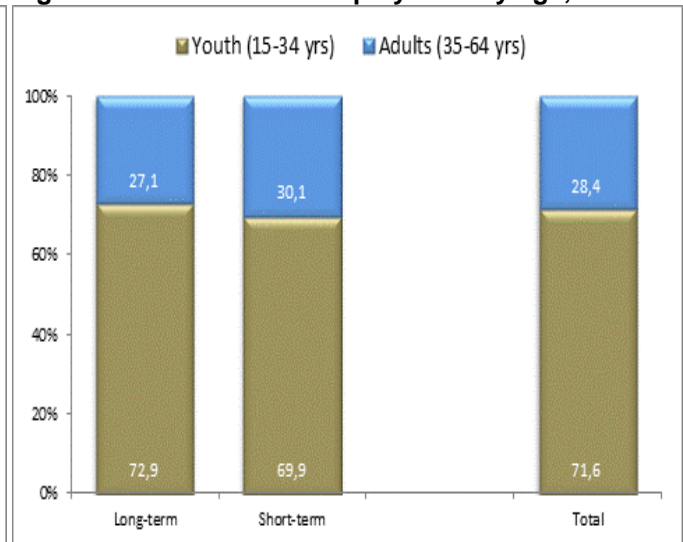


Figure 4 shows that women account for 46,2% of the total number of people that are unemployed, but they are over-represented among those in long-term unemployment (49,1%).

Figure 5 shows that youth aged 15–34 years account for 71,6% of total unemployment, and they are over-represented in long-term unemployment (72,9%).

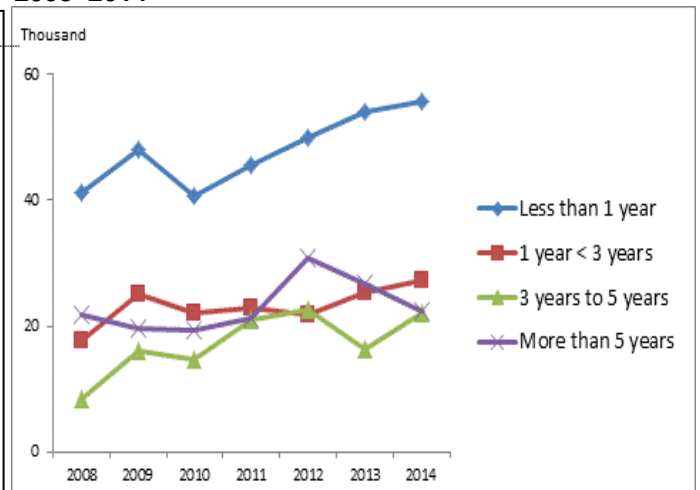
### Unemployment duration focusing on long-term unemployment

This section analyses the factors associated with long-term unemployment. Factors like education, age, population group, gender, marital status and work experience may have a serious impact on length of time spent unemployed.

**Table 2: Unemployment duration, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	89	109	97	111	126	123	128
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	14	16	14	22	20	25	23
3 mths < 6 mths	9	13	10	8	10	10	17
6 mths < 9 mths	9	8	11	9	11	12	10
9 mths < 1 year	9	11	6	7	9	6	7
<b>Total</b>	<b>41</b>	<b>48</b>	<b>41</b>	<b>45</b>	<b>50</b>	<b>54</b>	<b>56</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	18	25	22	23	22	25	27
3 years to 5 years	8	16	15	21	23	16	22
> 5 years	22	20	19	21	31	27	22
<b>Total</b>	<b>48</b>	<b>61</b>	<b>56</b>	<b>65</b>	<b>76</b>	<b>69</b>	<b>72</b>

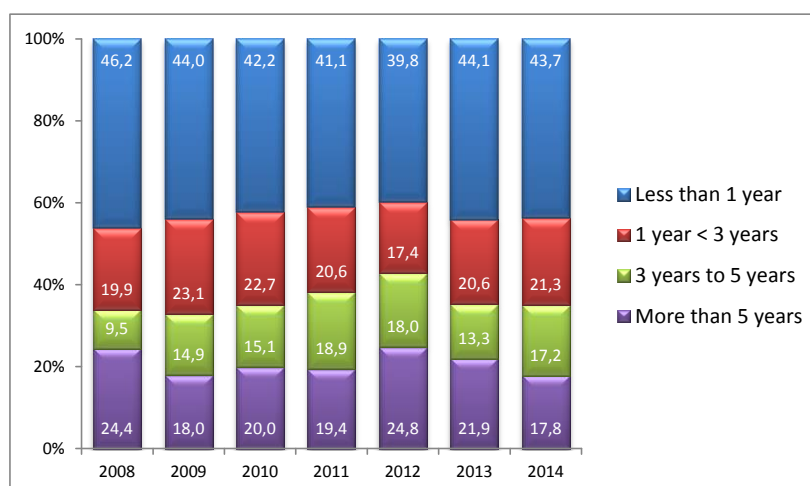
**Figure 6: Trends in the duration of unemployment, 2008–2014**



Reflecting the impact of the global economic crisis, the total number of the unemployed increased over the period 2008–2014, reaching 128 000 in 2014 (Table 2). Over the same period, the number of persons in long-term unemployment increased by 24 000, while those in short-term unemployment increased by 15 000.

The decline in the number of people who were unemployed for more than five years in 2009 is likely to be the result of people getting discouraged by the economic conditions and stopping job searching activities (Figure 6 and Table 2).

**Figure 7: Incidence of unemployment by duration, 2008–2014**



The incidence of unemployment was the highest among those in long-term unemployment, which peaked in 2012. During this period, 24,8% of unemployed people looked for work for more than five years, 18,0% engaged in job search for three to five years and 17,4% looked for work for one to three years. Between 2008 and 2014 the incidence of unemployment increased by the largest among those who were unemployed for three to five years (7,7 percentage points).

**Table 3: Unemployment duration by sex, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	21	26	20	29	28	32	32
Women	21	22	21	16	22	22	24
<b>Total</b>	<b>41</b>	<b>48</b>	<b>41</b>	<b>45</b>	<b>50</b>	<b>54</b>	<b>56</b>
<b>Long-term unemployment (Thousand)</b>							
Men	17	27	24	24	36	26	37
Women	31	34	32	41	40	42	35
<b>Total</b>	<b>48</b>	<b>61</b>	<b>56</b>	<b>65</b>	<b>76</b>	<b>69</b>	<b>72</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	6	-6	9	-1	4	0
Women	-	1	-1	-5	5	0	2
<b>Total</b>	-	7	-7	5	4	4	2
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	10	-3	0	11	-9	10
Women	-	3	-2	9	-1	2	-7
<b>Total</b>	-	13	-5	9	10	-7	3

**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

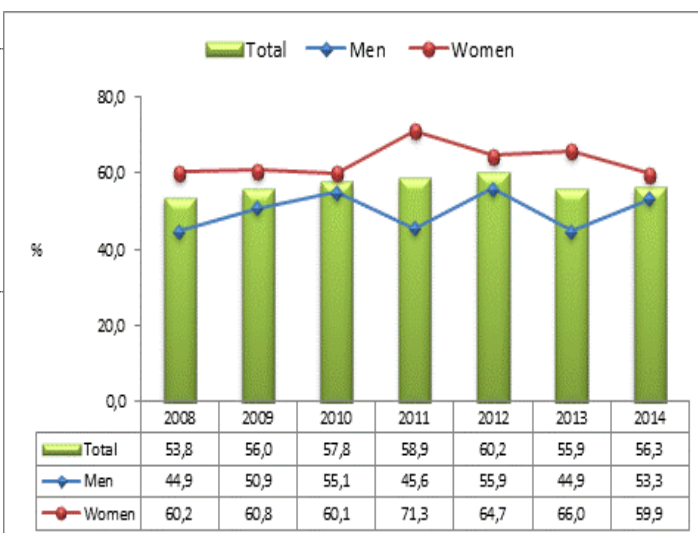
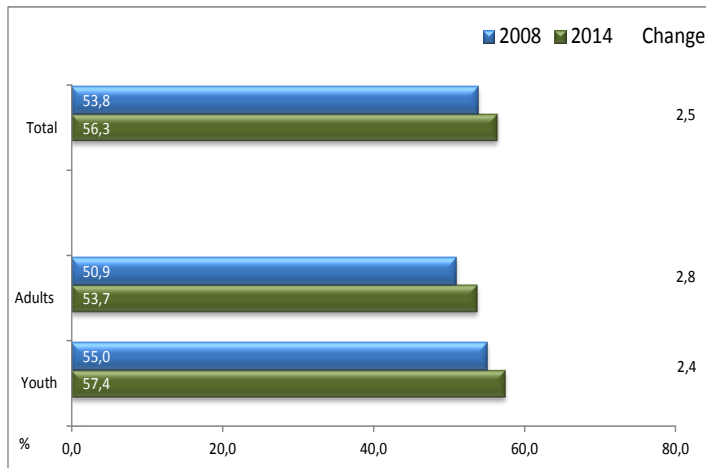


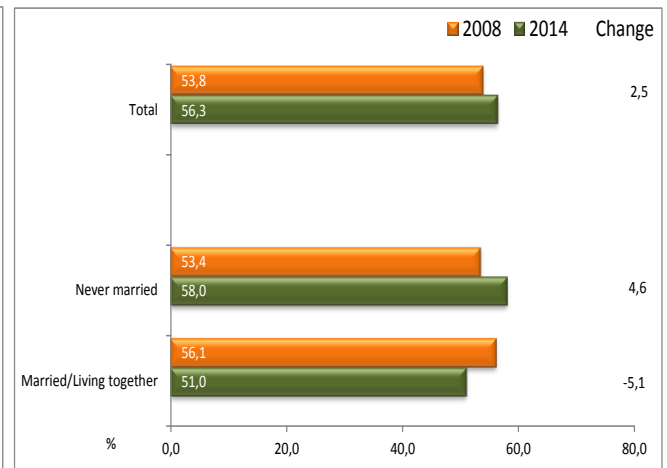
Table 3 and Figure 8 illustrate the vulnerability of women in the labour market. Over the period 2008 to 2013, long-term unemployment was dominated by women; however, in 2014 there were more men than women in long-term unemployment. The largest gender differences was observed in 2011, where the incidence of long-term unemployment for women was 25,7 percentage points higher than that of their male counterparts (Figure 8).

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014**



The incidence of long-term unemployment increased by 2,5 percentage points between 2008 and 2014. For both youth (15–34 years) and adults (35–64 years) the incidence of long-term unemployment increased – by 2,4 percentage points and 2,8 percentage points respectively (Figure 9).

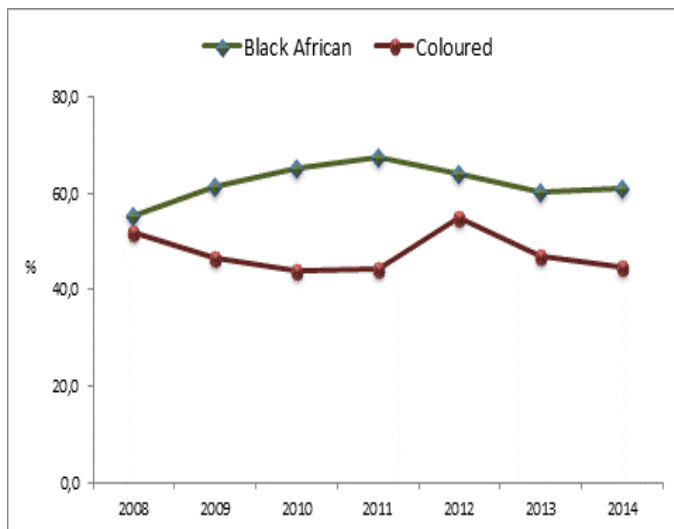
**Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**



*Note: Separated, divorced and widowed excluded due to small sample size.*

Figure 10 shows that the incidence of long-term unemployment increased among those who had never been married, while it decreased among those who were married or living together as husband and wife.

**Figure 11: Incidence of long-term unemployment by population group, 2008–2014**



*Note: the sample size for Indians/Asians and white population groups are too small for reliable estimates.*

**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

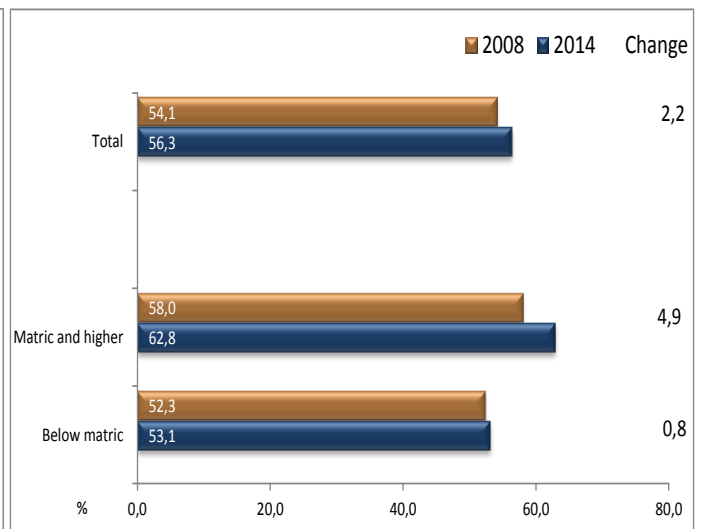
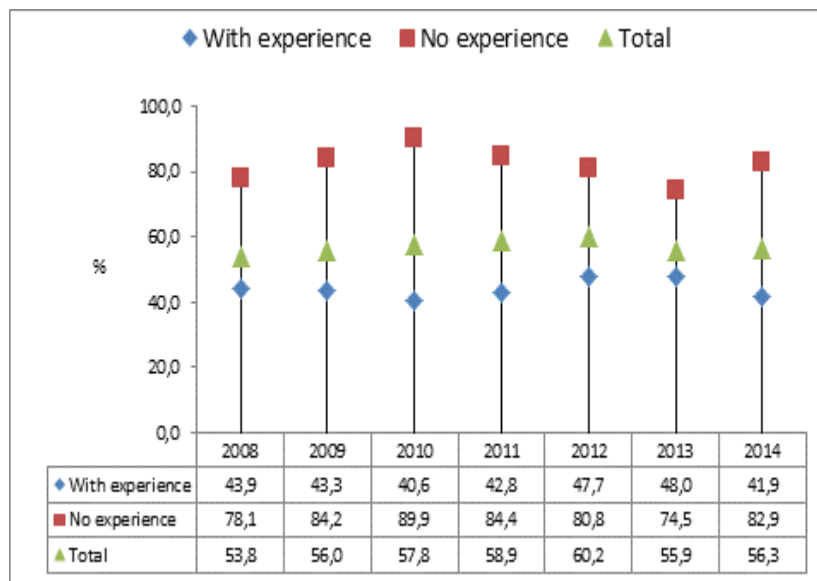


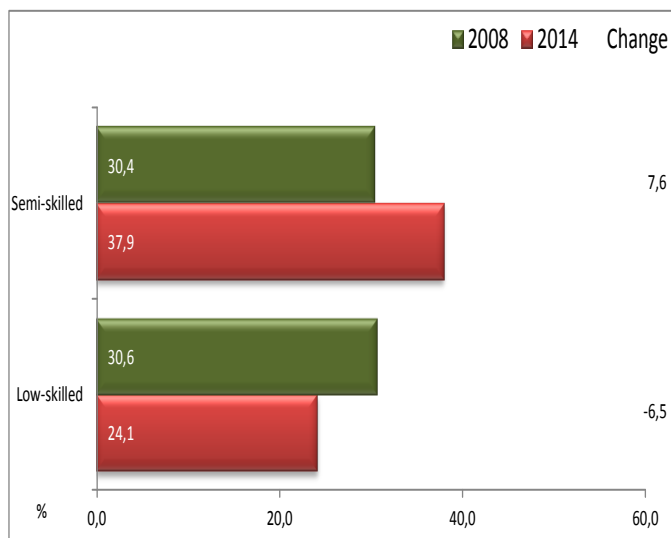
Figure 11 shows that the incidence of long-term unemployment is higher among the black African population group compared to the coloured group. Over the period 2008 and 2014, the incidence of long-term unemployment increased by 9,4 percentage points among the black African population, while it decreased by 6,9 percentage points among the coloured population.

With regard to the level of educational attainment, Figure 12 shows that the incidence of long-term unemployment was highest among those with matric and higher qualifications. Trends over the period 2008 and 2014 show that the incidence of long-term unemployment increased by the largest amount among those with matric and higher qualifications (4,9 percentage points).



**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**

Over the period 2008 to 2014, people with work experience were less likely to be in long-term unemployment compared to those without work experience. The highest incidence of long-term unemployment for those without work experience occurred in 2010 at 89,9%, and those with work experience recorded the lowest percentage in the same period (40,6%).

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**

Note: the sample size for those who worked in skilled occupations is too small for reliable estimates.

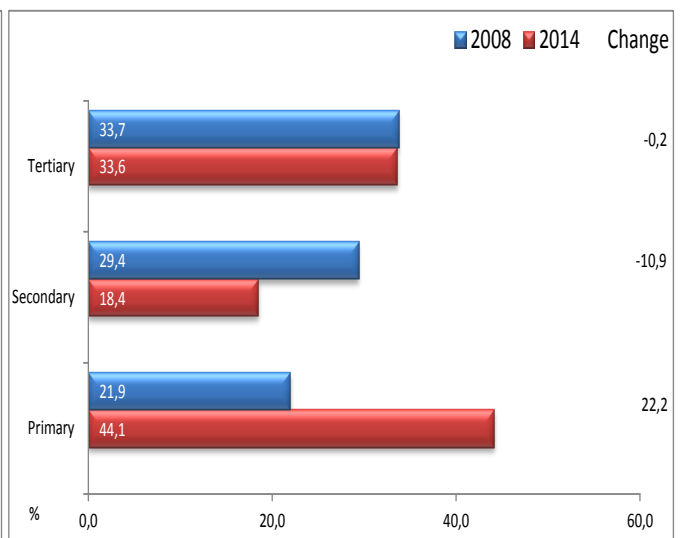
**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**

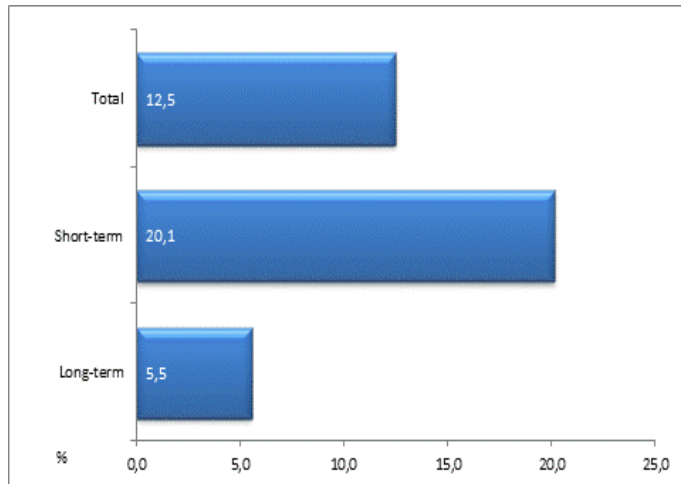
Figure 14 shows that the incidence of long-term unemployment among those who had previously worked in semi-skilled and low-skilled occupations was similar, at 30,4% and 30,6% respectively. Among those who had previously worked in semi-skilled occupations, the incidence increased by 7,6 percentage points to 37,9% in 2014 while a decrease of 6,5 percentage points occurred among those who had previously worked in low-skilled occupations.

In 2008, people who had previously worked in the primary industries had a lower incidence of long-term unemployment compared to those who had previously worked in the secondary and tertiary industries. Over the period 2008 and 2014, the incidence of long-term unemployment increased by 22,2 percentage points among those who previously worked in the primary industries, while it decreased among those who had previously worked in the secondary and tertiary industries.

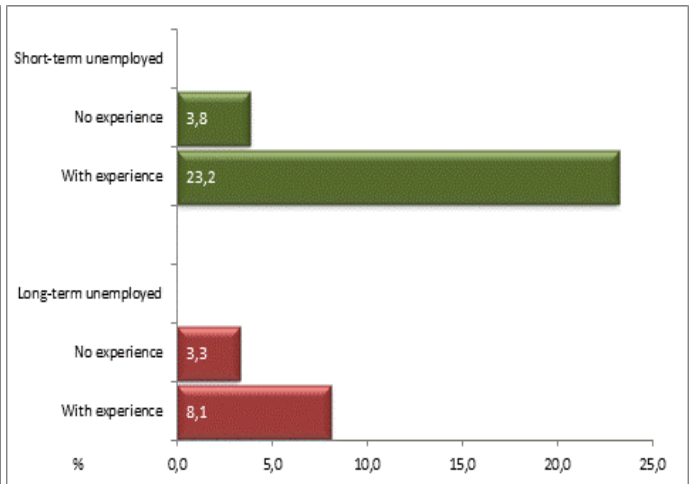
## Results based on the QLFS panel

Panel data tracks individuals between consecutive quarters and allows for a better understanding of their movement into and out of employment, unemployment and economic inactivity. This section is based on the results of the QLFS\_Q1–Q2: 2014 panel to determine people who transitioned from unemployment into employment by duration of unemployment and by work experience.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1–Q2: 2014**



**Figure 17: Transition rate into employment by work experience, Q1–Q2: 2014**



The rate at which people moved from unemployment to employment was 12,5% between Q1: 2014 and Q2: 2014. People who were unemployed for less than a year (short-term) were more likely to transition into employment compared to those who were unemployed for a year and longer (long-term). Figure 16 shows that those in short-term unemployment transitioned at a rate (20,1%) which was more than three times the rate of those who were in long-term unemployment (5,5%).

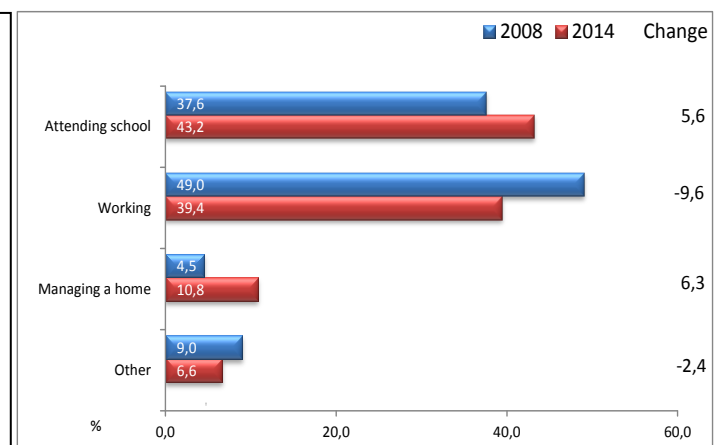
Work experience plays a critical role in securing employment. Between Q1: 2014 and Q2: 2014 the transition rate into employment of those with previous work experience was substantially higher among both the long-term (8,1%) and the short-term (23,2%) unemployed compared to those who had never worked before (Figure 17).

## Distributions of the long-term unemployed by other characteristics

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	49,0	43,9	37,3	36,2	41,7	46,6	39,4
Managing a home	4,5	6,8	10,1	4,5	9,2	9,2	10,8
Attending school	37,6	41,9	44,8	51,4	43,8	34,0	43,2
Other	9,0	7,5	7,8	7,9	5,3	10,2	6,6
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**



Long-term unemployment in Northern Cape is concentrated among those who were working and those who were attending school prior to searching for a job. In 2008 these two groups accounted for 86,6% of those in long-term unemployment, and in 2014 the proportion decreased to 82,6% (see Table 4 and Figure 18). Trends over the period show that the proportion of those in long-term unemployment decreased among those who were working prior to job

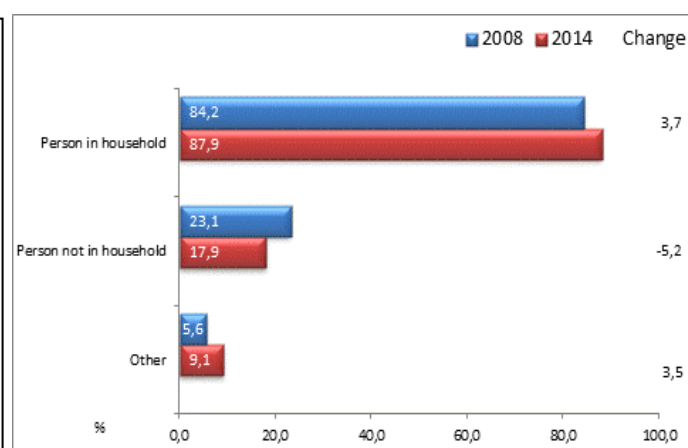
search (by 9,6 percentage points) while the share of those who were managing a home and those who were attending school increased.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	84,2	86,4	86,9	87,9
Person not in household	23,1	22,1	27,1	17,9
Other	5,6	5,9	17,0	9,1

Note: Figures do not add up to 100% because a person can have multiple support systems.

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**



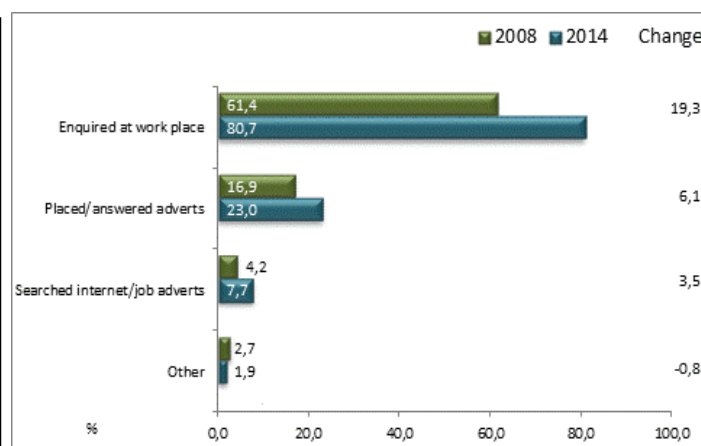
The most utilised means of support by those in long-term unemployment was other household members and people not living in the same household. As many as 84,2% of those in long-term unemployment indicated that they were supported by people in the same household in 2008, and the proportion increased to 87,9% in 2014. The proportion of those in long-term unemployment who indicated that they were supported by people in other households decreased by 5,2 percentage points between 2008 and 2014 (see Table 5 and Figure 19).

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Enquired at workplaces	61,4	61,9	72,1	80,7
Placed/answered adverts	16,9	21,0	25,9	23,0
Searched internet/job adverts	4,2	4,1	4,7	7,7
Other	2,7	12,8	2,7	1,9

Note: Figures do not add up to 100% because a person can use multiple job-search methods.

**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**



Job search activities by those in long-term unemployment were mostly focused on enquiring at work places, farms and factories. In 2008, 61,4% of those in long-term employment used this method when looking for employment; this increased to 80,7% in 2014. Between 2008 and 2014 the proportions of those who placed or answered job advertisements and those who searched the internet for jobs increased by 6,1 and 3,5 percentage points respectively.

## Hard facts

- The working-age population increased by 57 000 persons between 2008 and 2014. Over the same period, the number of unemployed people increased by 39 000, of which 24 000 were in long-term unemployment and 15 000 were in short term unemployment.
- The black African population group, women and those aged 15–34 years are over-represented in long-term unemployment.
- The incidence of long-term unemployment was highest among black Africans and among those with education qualifications of matric and higher.
- People with work experience transitioned into employment at higher rates irrespective of unemployment duration.
- People in long-term unemployment were mostly supported by persons in their household and persons in other households.



# **Free State labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

## Free State labour market outcomes among the unemployed

### 1. Long-term unemployment in Free State

Unemployment (or joblessness) occurs when people are without work and actively seeking work. Long-term unemployment occurs when unemployed individuals look for a job for a year and longer. In common with the situation in many countries, unemployment remains a concern for the government which seeks to put in place measures of mitigating it. It is a major policy concern and tends to have detrimental effects on individuals. The focus of this report is to analyse the situation of people in long-term unemployment using demographic variables, previous industry, previous occupation, duration of unemployment, marital status, method of job search, support received and their transition into and out of employment. The analysis is based on the third quarter results of the Quarterly Labour Force Survey (QLFS) for the years 2008 to 2014. Section 1 examines labour market indicators; section 2 analyses the duration of unemployment by age, sex and population group; section 3 focuses on the incidence of long-term unemployment; the results based on the QLFS panel are analysed in section 4; and section 5 reviews the distribution of the long-term unemployed by other characteristics.

#### 1.1 Labour market indicators in Free State

Persistently high unemployment is a characteristic feature of the South African labour market, particularly in the Free State. This may partly reflect an influx of people, often from other provinces, seeking employment in the province's cities and towns.

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Thousand							
Employed	834	755	762	822	730	737	755
Unemployed	242	295	322	274	338	374	399
Discouraged	67	87	85	101	85	78	78
Other NEA	645	660	639	623	679	656	627
<b>Working age</b>	<b>1788</b>	<b>1798</b>	<b>1808</b>	<b>1820</b>	<b>1832</b>	<b>1845</b>	<b>1858</b>
Annual changes							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	-78	7	60	-92	7	18	-79
Unemployed	53	27	-48	64	37	25	157
Discouraged	21	-2	15	-15	-8	0	11
Other NEA	15	-22	-16	55	-23	-28	-18
<b>Working age</b>	<b>10</b>	<b>10</b>	<b>12</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>71</b>

Note: NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**

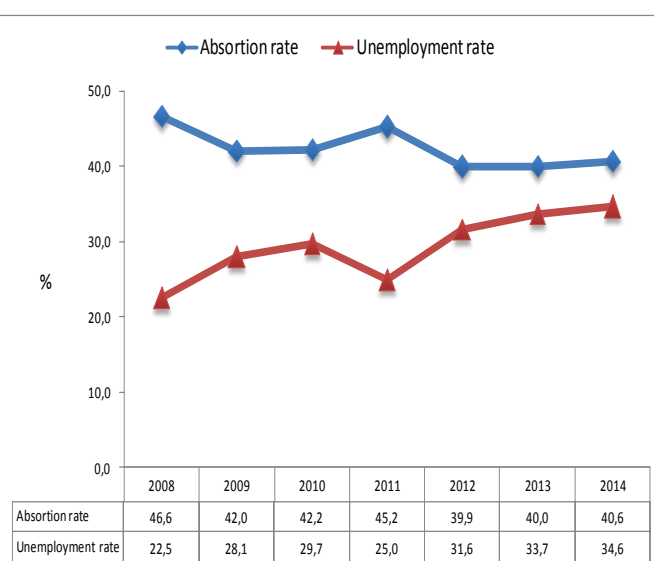
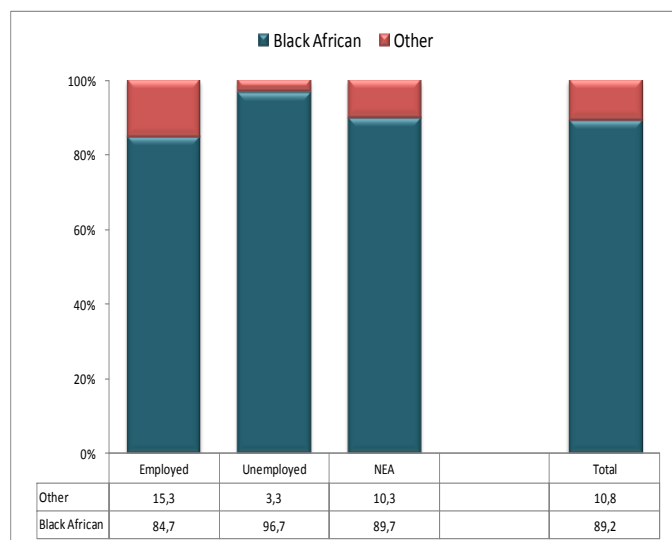
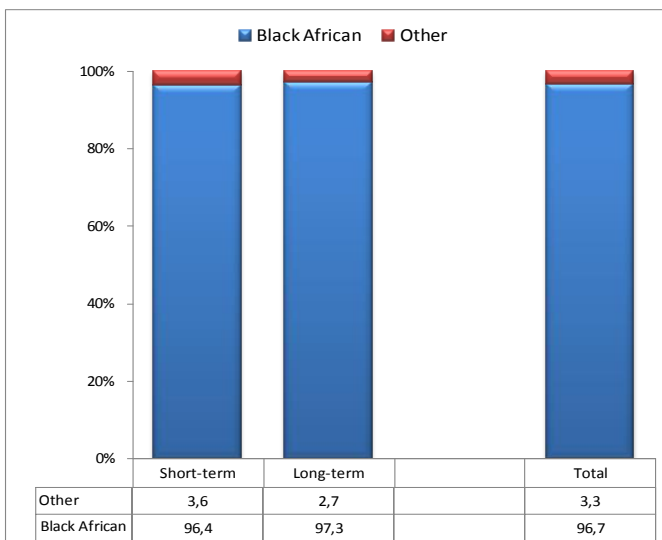


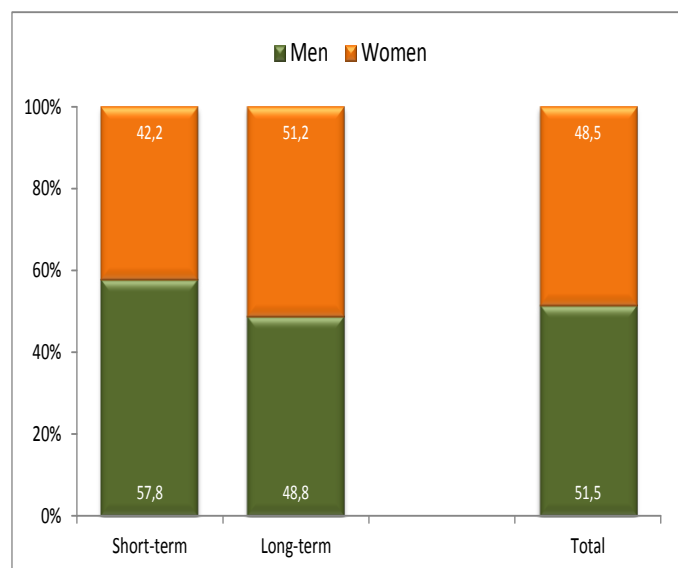
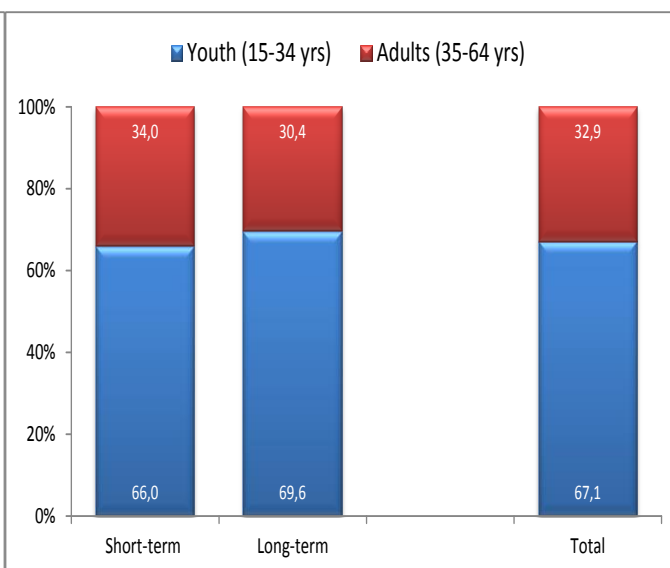
Table 1 shows that 79 000 jobs were lost over the period 2008–2014 and as a result, unemployment rose by 157 000 (2,4 percentage points) over the same period. The rate at which people get absorbed into the labour market declined by 6,0 percentage points from 46,6% in 2008 to 40,6% in 2014. Employment contracted over the period 2008–2014, while the number of the working-age population increased by 71 000.

#### 1.2 Demographic shares

The four population groups, men and women and various age groups are affected by long-term unemployment in different ways.

**Figure 2: Labour market status by population group, 2014****Figure 3: Duration of unemployment by population group, 2014**

In 2014, black Africans accounted for 89,2% of the working-age population, but were underrepresented in employment where they accounted for 84,7% of total employment. Moreover, they were over represented in unemployment where they accounted for 96,7% of the unemployed population. Black Africans represented 96,4% of the population who were in short-term unemployment and were overrepresented among those in long-term unemployment at 97,3%.

**Figure 4: Duration of unemployment by sex, 2014****Figure 5: Duration of unemployment by age, 2014**

In 2014, men accounted for 51,5% of the unemployed population and were underrepresented in long-term unemployment, where they accounted for 48,8% of the unemployed population. Youth represented 67,1% of the unemployed population. They were also overrepresented in long- and short-term unemployment (69,6% and 66,0% respectively).

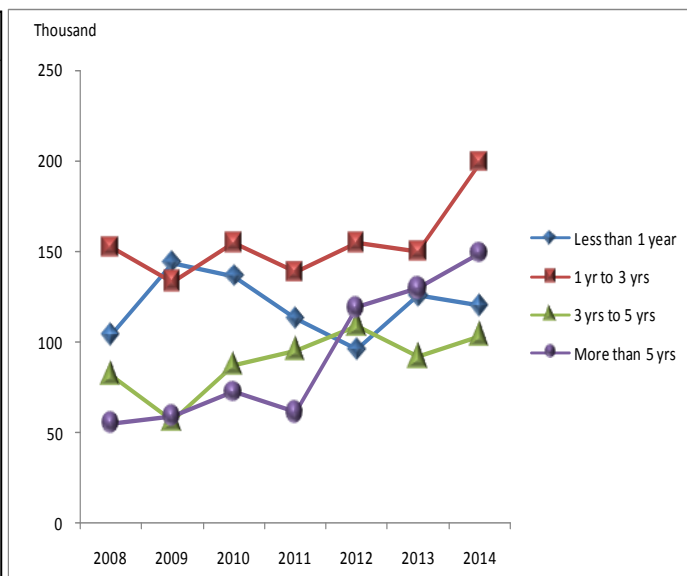
## 1.4 Unemployment duration focusing on long-term unemployment

This section focuses on the duration of long-term unemployment and the incidence of unemployment.

**Table 2: Unemployment duration, 2008–2014**

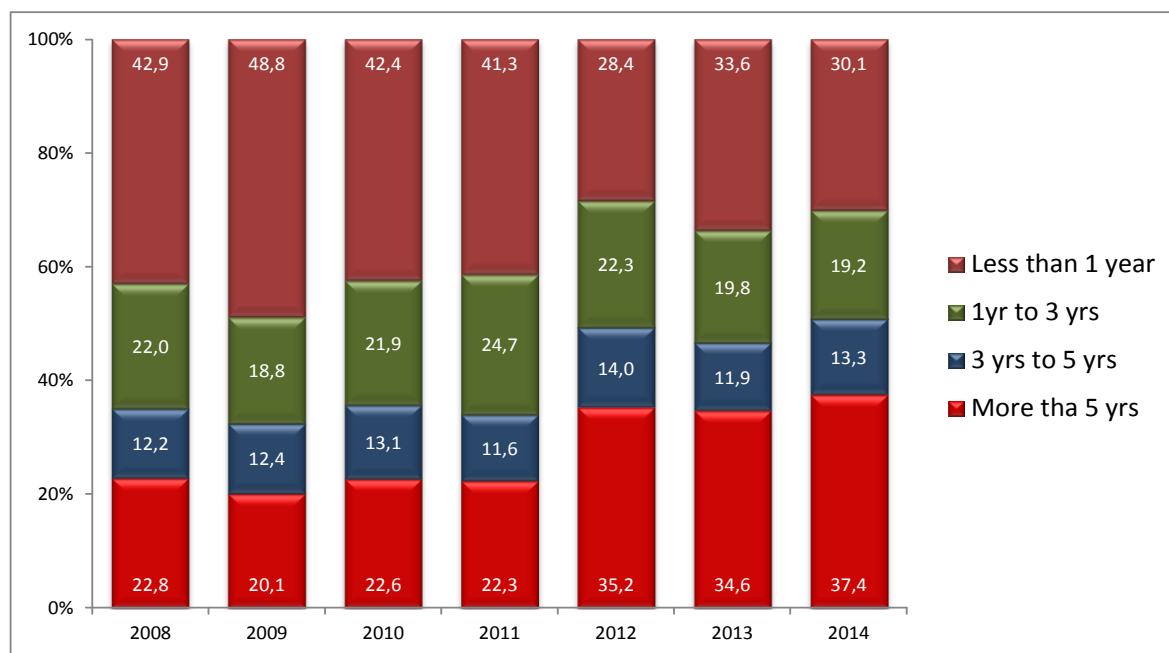
	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	<b>242</b>	<b>295</b>	<b>322</b>	<b>274</b>	<b>338</b>	<b>374</b>	<b>399</b>
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	42	54	41	34	32	39	39
3 mths < 6 mths	22	27	29	29	14	28	30
6 mths < 9 mths	19	34	31	29	27	32	26
9 mths < 1 year	22	28	35	21	23	27	26
<b>Total</b>	<b>104</b>	<b>144</b>	<b>136</b>	<b>113</b>	<b>96</b>	<b>126</b>	<b>120</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	53	55	70	68	75	74	76
3 years - 5 years	30	36	42	32	47	45	53
> 5 years	55	59	71	61	118	130	149
<b>Total</b>	<b>138</b>	<b>151</b>	<b>184</b>	<b>161</b>	<b>241</b>	<b>248</b>	<b>279</b>

**Figure 6: Trends in the duration of unemployment, 2008–2014**



The results in Table 2 and Figure 6 show that in Free State, the number of people who have been looking for employment for a longer period is higher than those who searched for work less than a year. There were 279 000 persons who have been looking for work for a year or more compared to 120 000 who have been looking for employment for less than one year in 2014.

**Figure 7: Incidence of unemployment by duration, 2008–2014**

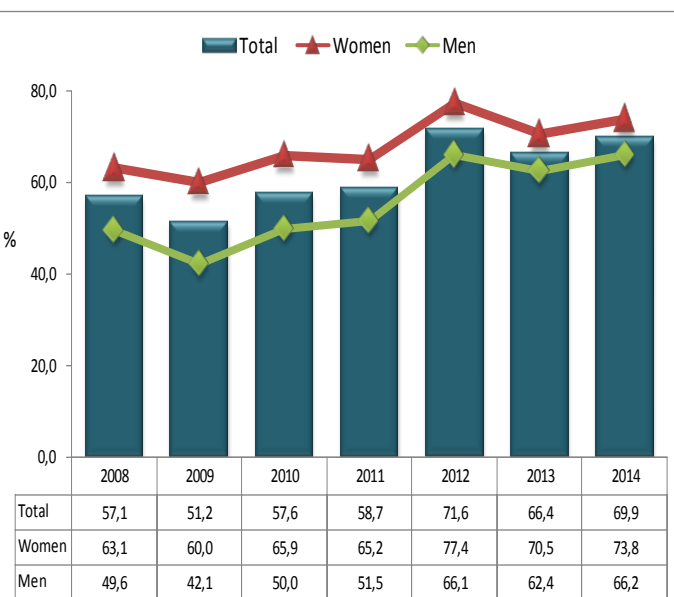


At 37,4% in 2014, the incidence of unemployment for persons searching for work for more than five years was at its highest, up by 14,6 percentage points from 22,8% in 2008(see Figure 7). In the aftermath of the recession, since 2011, more than one in every three unemployed persons in the province has been looking for work for five years or more.

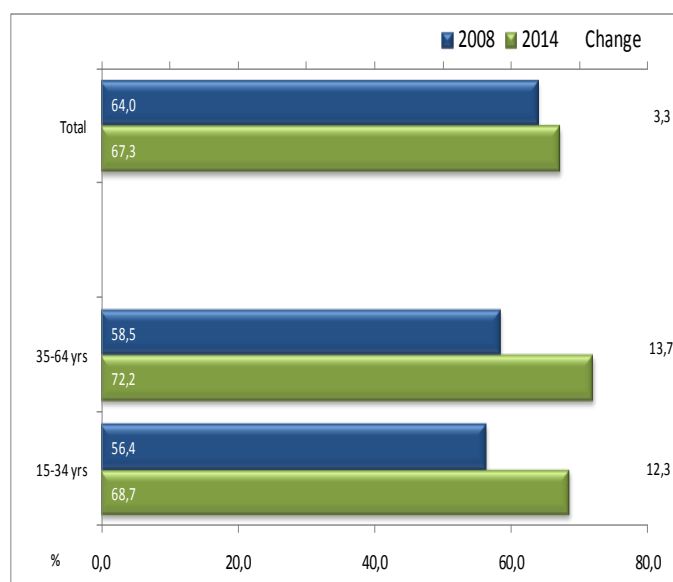
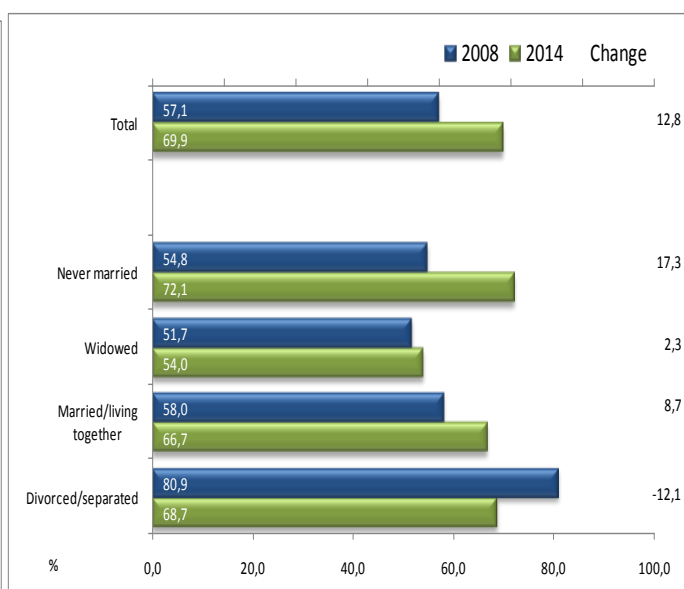


**Table 3: Unemployment duration by sex, 2008–2014**

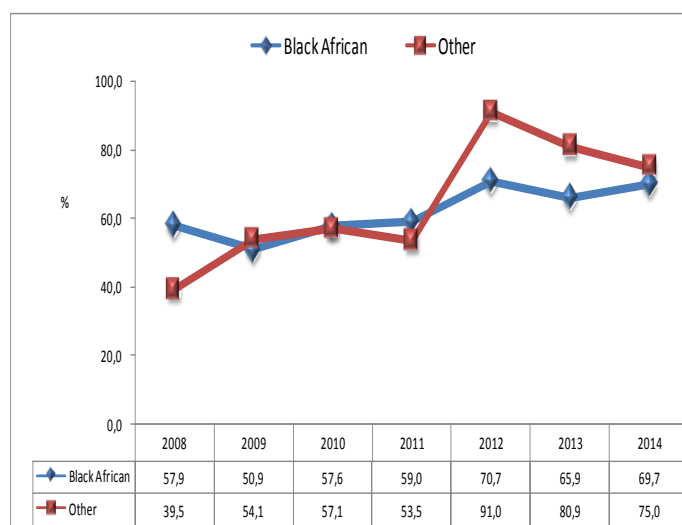
	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	55	84	84	63	59	72	69
Women	49	60	53	50	37	54	51
<b>Total</b>	<b>104</b>	<b>144</b>	<b>136</b>	<b>113</b>	<b>96</b>	<b>126</b>	<b>120</b>
<b>Long-term unemployment (Thousand)</b>							
Men	54	61	84	67	115	119	136
Women	84	90	101	93	127	129	143
<b>Total</b>	<b>138</b>	<b>151</b>	<b>185</b>	<b>161</b>	<b>242</b>	<b>248</b>	<b>279</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	29	0	-21	-4	13	-2
Women	-	11	-8	-3	-13	17	-3
<b>Total</b>	-	<b>40</b>	<b>-7</b>	<b>-23</b>	<b>-17</b>	<b>30</b>	<b>-6</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	7	23	-17	48	4	17
Women	-	6	11	-8	33	3	13
<b>Total</b>	-	<b>13</b>	<b>34</b>	<b>-25</b>	<b>81</b>	<b>7</b>	<b>30</b>

**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

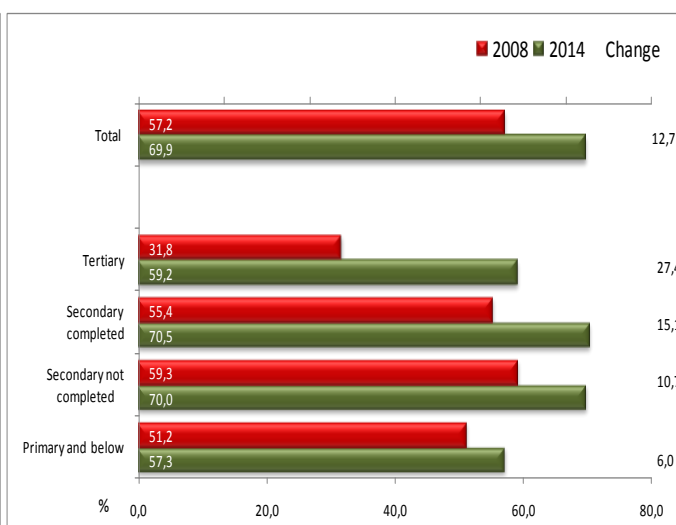
Over the period 2008–2014, more women than men were in long-term unemployment. Figure 8 shows that the proportion of persons who have been looking for work for one year or longer increased by 12,8 percentage points over 2008–2014. Moreover, the incidence of long-term unemployment is substantially higher among women compared to men.

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014****Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**

Over the period 2008–2014, the incidence of long-term unemployment increased across all age groups. The largest increase occurred among people aged 35–64 years (up by 13,7 percentage points). With regard to marital status, the incidence of long-term unemployment in 2008 had been highest among those who were divorced/separated (80,9%) and lowest among the widowed (51,7%). However, in 2014, the incidence was highest among those who were never married (72,1%) and lowest among the widowed (54,0%). The highest increase was observed among those who had never been married (17,3 percentage points) while those who were divorced/separated recorded the lowest decrease (12,1 percentage points).

**Figure 11: Incidence of long-term unemployment by population group, 2008–2014**

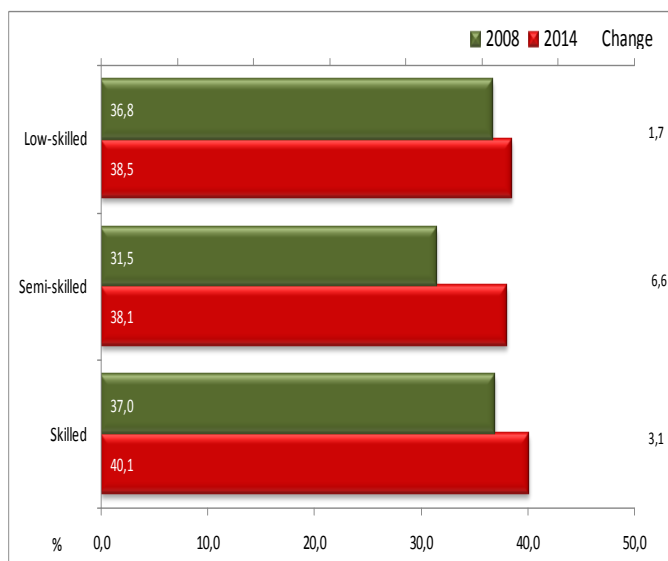
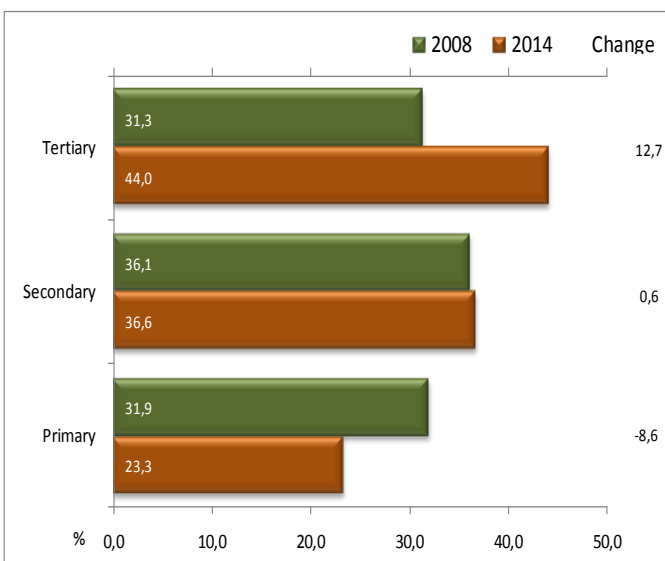
Note: "Other" refers to coloureds, Indians/Asians and whites.

**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

Over the period 2008–2011, the incidence of long-term unemployment was higher among black Africans relative to other population groups. In 2012, it was at its highest among black Africans at 70,7%. The incidence of long-term unemployment increased by 11,8% percentage points among black Africans over the period 2008–2014. Figure 12 indicates that over the same period, the incidence of long-term unemployment has been increasing for every level of education, but the change was lowest among those with primary education and below (6,0 percentage points). The largest increase was observed among those with tertiary education (by 27,4 percentage points).

**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**

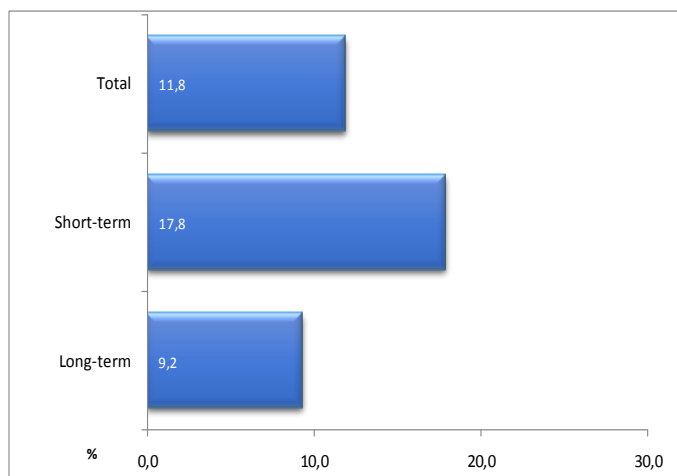
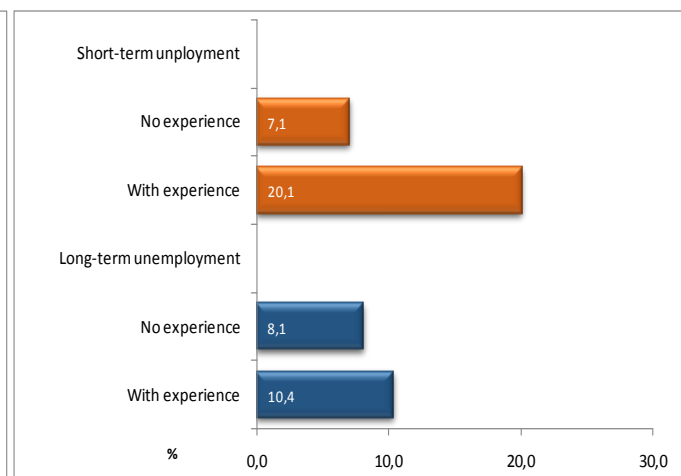
Over the period 2008–2014, the likelihood of being in long-term unemployment has been higher among persons who had no work experience compared to those with work experience. The incidence of long-term unemployment among those without work experience has consistently been higher than the total since 2008.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014****Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**

In 2014, the incidence of long-term unemployment was highest among those who had previously worked in Skilled occupations (40,1%). The lowest incidence were recorded among those who had previously worked in Semi-skilled occupations (38,1%). The highest increase in the incidence of long-term unemployment over the period 2008–2014 was observed among those who had worked in Semi-skilled occupations (6,6 percentage points) and the lowest increase was observed among those who had previously held Low-skilled occupations (1,7 percentage points). Figure 15 shows that in 2014, the incidence of long-term unemployment was highest among people who worked in the Tertiary industries (44,0%) and lowest among those who worked in the Primary industries (23,3%).

### 1.5 Results based on the QLFS panel

Panel data (also called longitudinal or cross-sectional time series data) allows for the same entities (panels) to be observed in multiple time points. This section analyses the changes in the labour market status of individuals aged 15–64 years in the Free State between Q1:2014 and Q2:2014. The analysis seeks to establish the transition from short and long-term unemployment into employment.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1–Q2: 2014****Figure 17: Transition rate into employment by work experience, Q1–Q2: 2014**

Only 9,2% of the long-term unemployed found a job between Q1: 2014 and Q2: 2014 compared to 17,8% of the short-term unemployed. Those who were unemployed but had work experience were more likely to transition into employment than those without work experience, regardless of the length of their unemployment spell. In 2014, the

transition rate from short-term employment to employment among individuals with previous work experience (20,1%) was more than two times that for people without work experience (7,1%).

## 1.6 Distributions of the long-term unemployed by other characteristics

This section analyses long-term unemployment by main activity before becoming unemployed, by type of support received and type of job-search method utilised.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	37,0	46,7	43,0	45,9	41,9	43,2	46,8
Managing a home	33,1	32,7	39,0	34,1	40,2	38,0	36,7
Attending school	29,2	20,1	16,6	19,0	16,9	17,6	16,1
Other	0,7	0,5	1,4	1,0	1,0	1,2	0,4
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

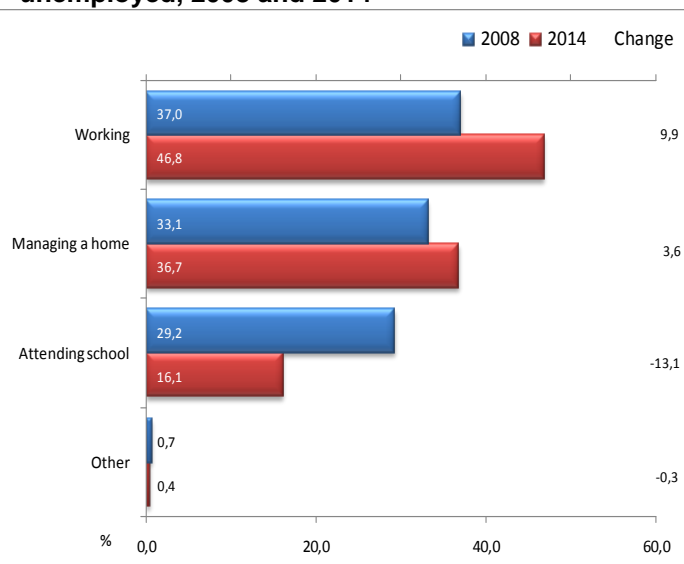


Table 4 shows that, from 2008 to 2014, the majority of those who were unemployed had previously either been working or managing a home before becoming unemployed. In 2008, 37,0% of persons in long-term unemployment had worked before and the percentage increased by 9,9 percentage points in 2014 to 46,8%. Most people who looked for work for a year and more cited working and managing a home as their main activity before becoming unemployed in 2014. The percentage of those who reported attending school declined from 29,2% in 2008 to 16,1% in 2014.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	76,5	89,3	85,9	85,6
Person not in household	24,5	21,4	23,6	21,6
Child/foster care grant	9,7	0,1	2,1	1,8
Other financial support	2,0	2,0	7,9	2,9

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

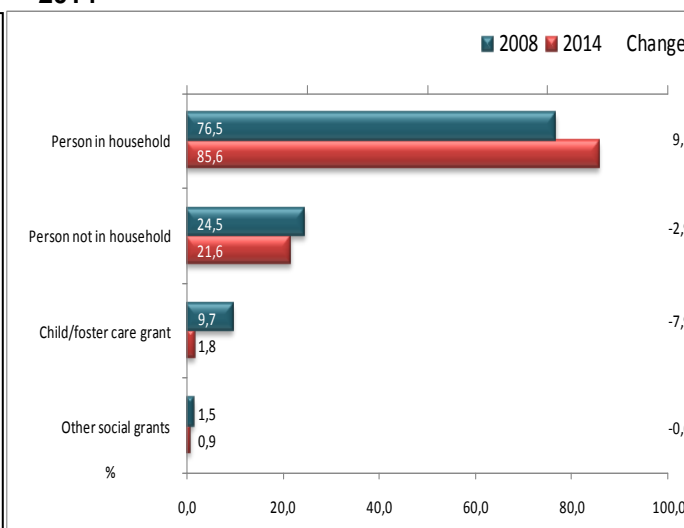


Table 5 shows that the population who were in long-term unemployment relied on various types of financial support for survival. In 2014 they were largely dependent on persons in the household (85,6%) and persons not in the household (21,6%). Additionally, Figure 19 shows that the persons who were dependent on a person in the



household for financial support increased by 9,1 percentage points over the period 2008–2014. The percentage of those who relied on child foster care grants declined by 7,9 percentage points over the same period.

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
Per cent				
Enquired at workplaces	70,5	81,8	77,0	72,0
Placed/answered adverts	28,4	34,9	43,1	47,7
Searched internet/job adverts	8,9	16,3	18,1	24,8
Waited/registered at employment agency	7,3	7,3	14,7	10,9
Sought assistance from relatives	9,2	22,6	42,0	42,4
Waited at street corner	7,6	8,2	7,3	10,7
Other	0,9	1,7	1,2	3,6

**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**

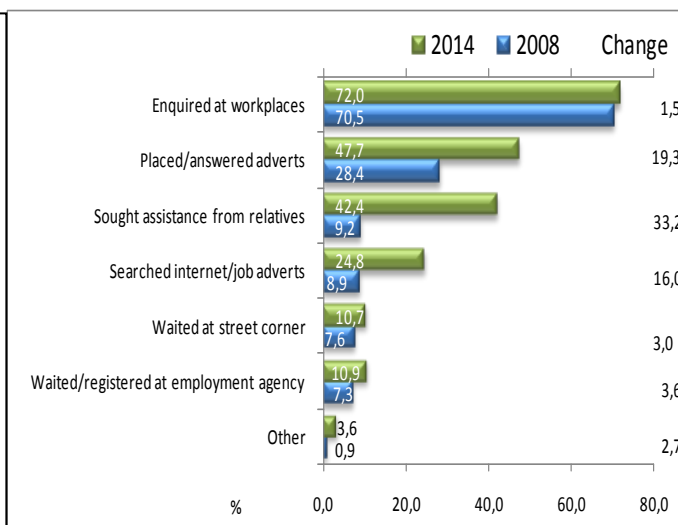


Table 6 shows that over the period 2008–2014, the majority of those who were unemployed for one year or longer searched for jobs by enquiring at workplaces– an increase of 1,5 percentage points. Figure 20 shows that the percentage of the people who sought assistance from the relatives increased marginally by 33,2 percentage points, while those who placed/answered advertisements increased by 19,3 percentage points over the period 2008–2014.

## Hard facts

- Black Africans in 2014 accounted for 89,2% of the working-age population, 84,7% of the employed persons and 96,7% of the unemployed population.
- In 2014, the unemployment rate peaked at 34,6%.
- In 2014, there were 279 000 persons who were looking for work for a year or more compared to 120 000 persons who have been looking for employment for less than one year.
- At 37,4% in 2014, the incidence of unemployment for people searching for work for more than five years was at its highest since 2008.
- Over the period 2008–2014 the highest increase in the incidence of long-term unemployment occurred among those who had never been married (17,3 percentage points), while those who were divorced/separated decreased by 12,1 percentage points.
- Only 9,2% of the long-term unemployed found a job between Q1: 2014 and Q2: 2014 compared to 17,8% of the short-term unemployed.
- The long-term unemployed were largely dependent on persons in the household (85,6%) and persons not in the household (21,6%) for financial support.

# **KwaZulu-Natal labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

## Long-term unemployment in KwaZulu-Natal

Long-term unemployment is defined as being unemployed, available for work and looking for work for longer than one year. The duration of unemployment differs by population group, gender, age and province. As job search duration increases, skills and networks fade, making it harder for the long-term unemployed to find work. Reducing the duration period of unemployment is a key element in strategies to reduce overall unemployment. The analysis is based on the 3<sup>rd</sup> quarter results of the QLFS over the period 2008 to 2014.

In this report, the analysis focuses on trends in key labour market indicators, the demographic characteristics of those in long and short-term unemployment, the incidence of long-term unemployment and the results based on QLFS panel. In conclusion, the type of support received by the long-term unemployed and the type of job search method used is analysed. In certain instances, the analysis is based on numbers that are too small for reliable conclusions to be drawn, and thus the results should be interpreted with caution. Due to rounding, the totals of some distributions do not always add up to the constituent parts.

## Labour market indicators in KwaZulu-Natal

This section focuses on trends of the working age population, the number of people employed, the number unemployed and inactive and annual changes over the period 2008-2014. Key labour market rates for KwaZulu-Natal such as the absorption rate and the unemployment rate are also discussed.

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Thousand						
Employed	2 541	2 433	2 296	2 417	2 441	2 569	2 419
Unemployed	705	546	558	556	632	666	768
Discouraged	201	463	527	508	534	541	638
Other(NEA)	2 592	2 697	2 857	2 855	2 825	2 750	2 794
<b>Working age</b>	<b>6 041</b>	<b>6 139</b>	<b>6 238</b>	<b>6 336</b>	<b>6 432</b>	<b>6 527</b>	<b>6 619</b>
	Annual changes (Thousand)						2008–2014
	2009	2010	2011	2012	2013	2014	
Employed	-109	-137	121	25	128	-150	-122
Unemployed	-159	11	-2	76	34	102	63
Discouraged	262	64	-19	26	7	97	437
Other(NEA)	105	160	-2	-30	-75	44	202
<b>Working age</b>	<b>99</b>	<b>98</b>	<b>98</b>	<b>97</b>	<b>94</b>	<b>93</b>	<b>579</b>

NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**

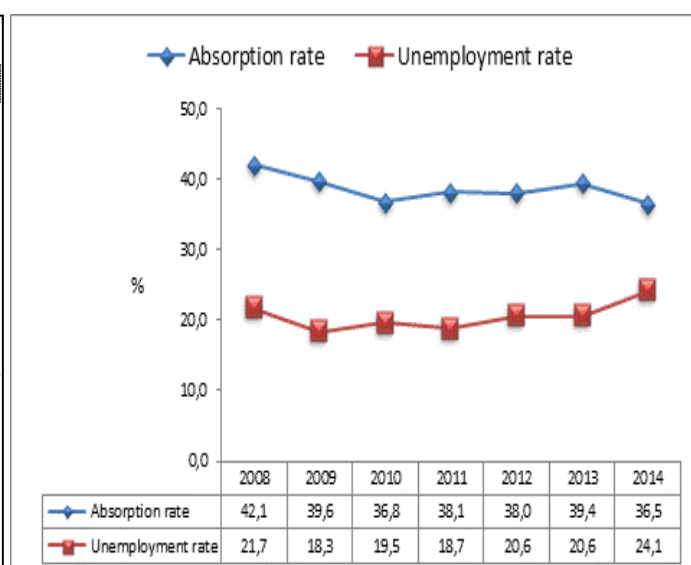
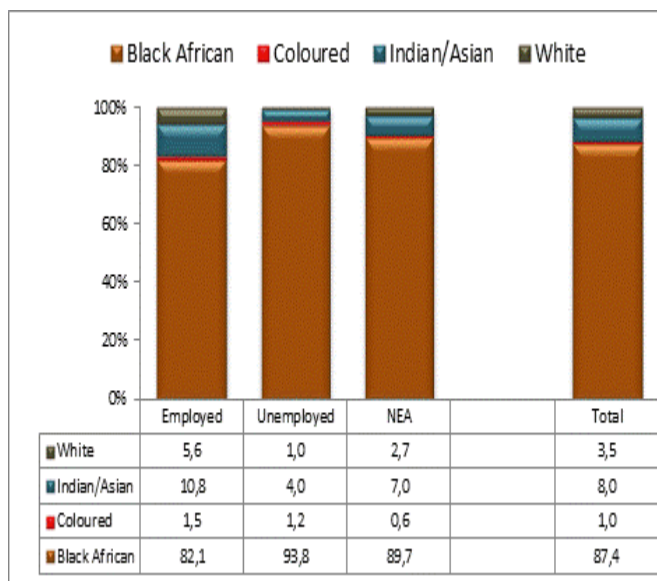


Table 1 shows that the working age population increased by 579 000 persons from 6,0 million in 2008 to 6,6 million in 2014. This was largely due to an increase in the number of discouraged work-seekers. The biggest annual increase among the unemployed was recorded in 2014 where 102 000 more people lost their jobs. As much as 122 000 jobs were shed over the period 2008-2014, resulting in an unemployment rate increase of 2,4 percentage points and a 5,5 percentage points decrease in the absorption rate. The current unemployment rate of 24,1% was the highest since 2008.

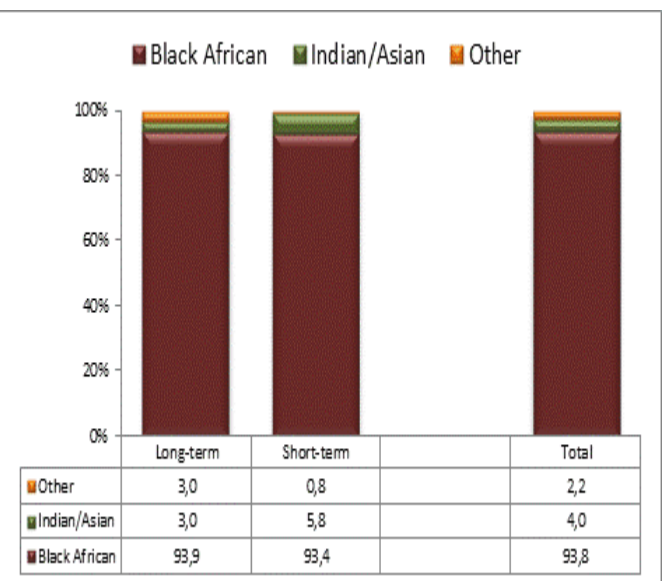
## Demographic characteristics of those in long and short-term unemployment

Labour market status by population group and the duration of unemployment are discussed in this section. We also analyse the distribution of those in long and short-term unemployment by population group, sex and age

**Figure 2: Labour market status by population group, 2014**

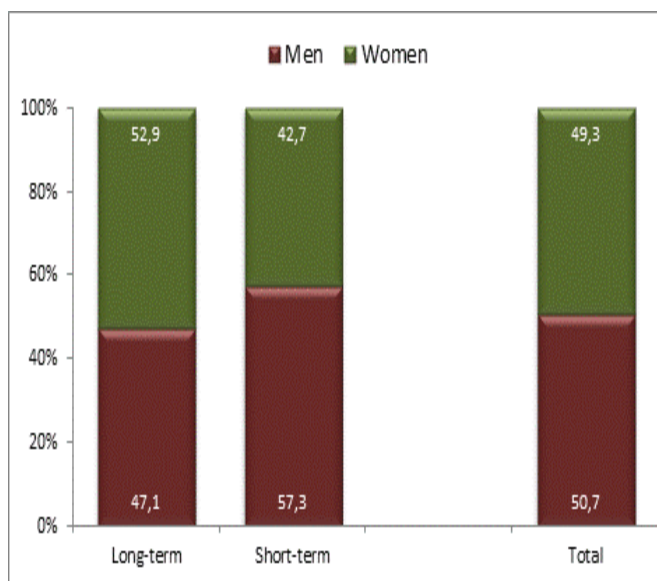


**Figure 3: Duration of unemployment by population group, 2014**

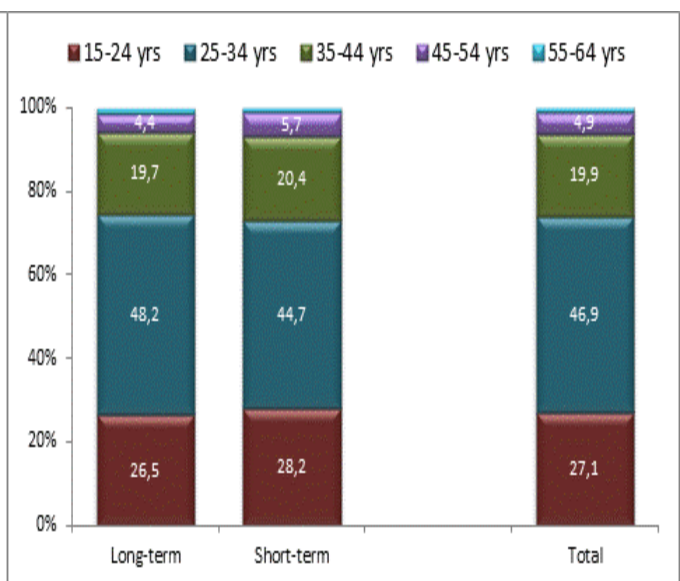


The black African population accounted for 87,4% of the working-age population but only 82,1% of the employed and as much as 99,8% of the unemployed. In contrast the white population group accounted for 3,5% of the working age population but 5,6% of the employed and only 1,0% of the unemployed. The percentage of Black Africans in long-term unemployment at 93,9% is similar to their share in total unemployment (93,8%).

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**



Women account for 49,3% of total unemployment and are over-represented among those in long-term unemployment (52,9%). And young people aged 25–34 years account for 46,9% of total unemployment but 48,2% of long-term unemployment.

### Unemployment duration focusing on long-term unemployment

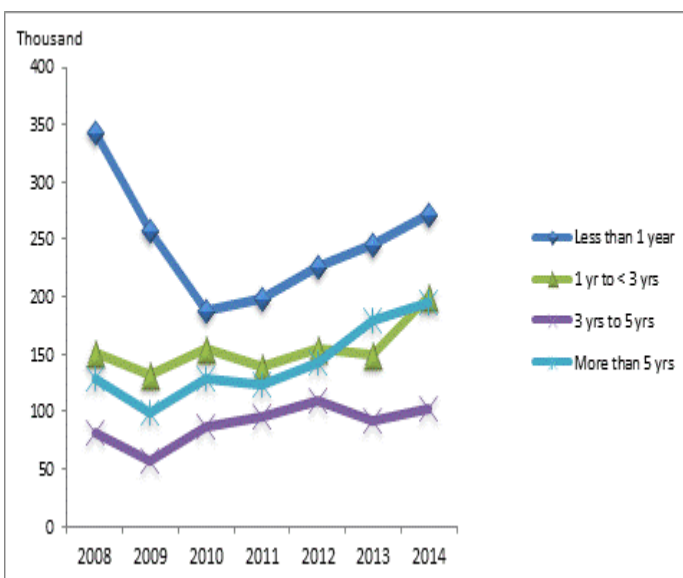
The duration which people take looking for work differs, with a higher proportion of job-seekers being in long-term unemployment. In this section we look at the trends of the unemployed (long-term and short-term) and incidence of long-term unemployment by sex, age group, marital status, population group and level of education.



**Table 2: Unemployment duration, 2008–2014**

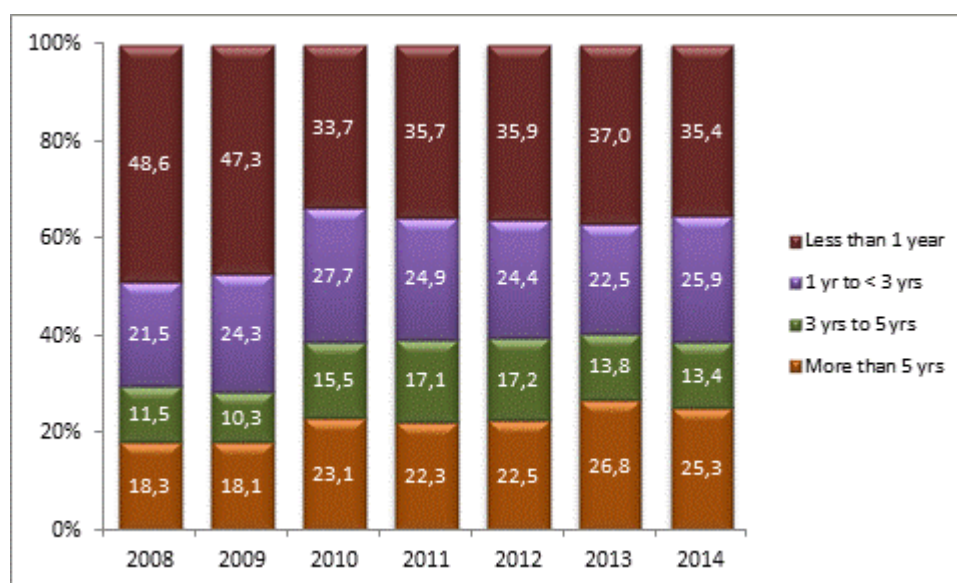
	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	<b>705</b>	<b>546</b>	<b>558</b>	<b>556</b>	<b>632</b>	<b>666</b>	<b>768</b>
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	116	81	57	66	91	123	133
3 mths < 6 mths	86	62	41	36	38	36	53
6 mths < 9 mths	72	65	44	55	47	48	39
9 mths < 1 year	69	51	47	41	51	39	46
<b>Total</b>	<b>343</b>	<b>258</b>	<b>188</b>	<b>199</b>	<b>227</b>	<b>246</b>	<b>272</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	152	133	154	138	154	150	199
3 years -5 years	81	56	87	95	109	92	103
> 5 years	129	99	129	124	143	179	194
<b>Total</b>	<b>362</b>	<b>288</b>	<b>370</b>	<b>358</b>	<b>406</b>	<b>420</b>	<b>496</b>

**Figure 6: Trends in the duration of unemployment, 2008–2014**



Unemployment was stable for the period 2009-2011 and increased steadily afterwards to reach a high of 768 000 in 2014. More than half of the unemployed were looking for work for one year or longer. Those who were unemployed for more than five years rose from 129 000 in 2008 to 194 000 in 2014.

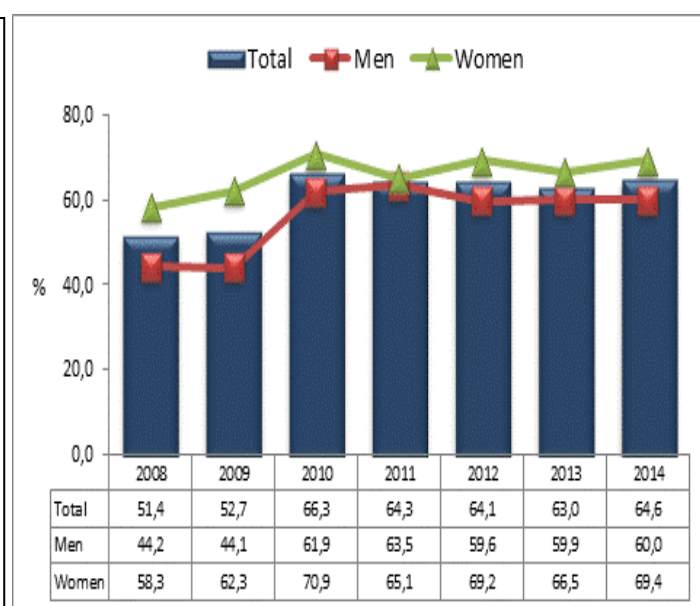
**Figure 7: Incidence of unemployment by duration of job search, 2008–2014**



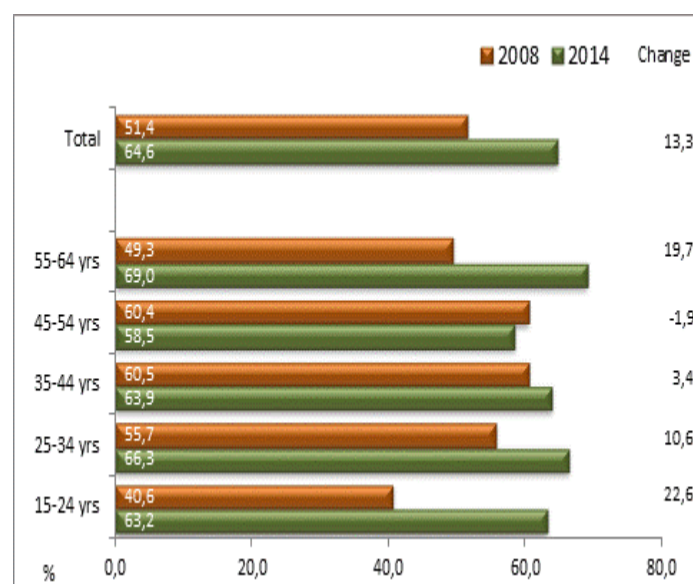
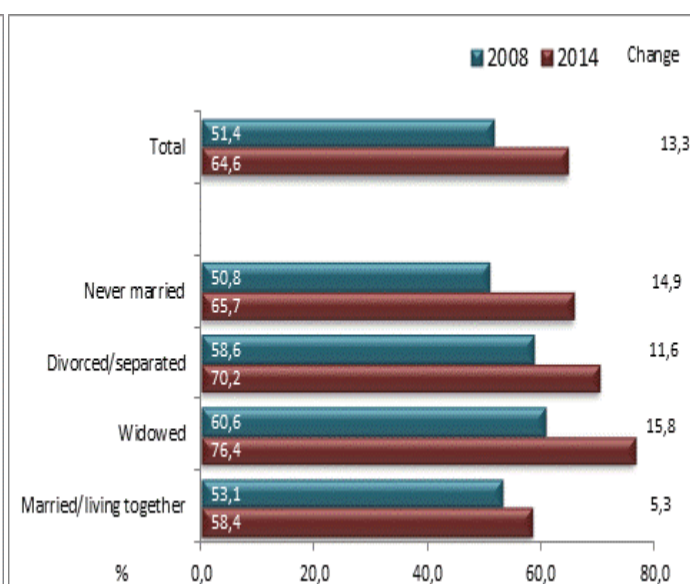
The incidence of unemployment was highest in 2008 at 48,6% for people who were unemployed for less than 1 year, and lowest in 2009 for those who have been unemployed for three to five years. Over the period 2008-2014, there was a 7,0 percentage points increase among people who have been unemployed for more than five years – from 18,3% in 2008 to 25,3% in 2014.

**Table 3: Unemployment duration by sex, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	195	160	109	104	134	140	156
Women	148	98	79	95	93	107	116
<b>Total</b>	<b>343</b>	<b>258</b>	<b>188</b>	<b>199</b>	<b>227</b>	<b>246</b>	<b>272</b>
<b>Long-term unemployment (Thousand)</b>							
Men	155	127	177	180	198	209	234
Women	208	161	193	177	207	211	263
<b>Total</b>	<b>362</b>	<b>288</b>	<b>370</b>	<b>358</b>	<b>406</b>	<b>420</b>	<b>496</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	-34	-52	-5	31	6	16
Women	-	-50	-19	16	-2	14	9
<b>Total</b>	-	<b>-85</b>	<b>-70</b>	<b>10</b>	<b>28</b>	<b>20</b>	<b>25</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	-28	50	3	18	10	25
Women	-	-46	31	-15	30	4	51
<b>Total</b>	-	<b>-74</b>	<b>82</b>	<b>-12</b>	<b>48</b>	<b>14</b>	<b>77</b>

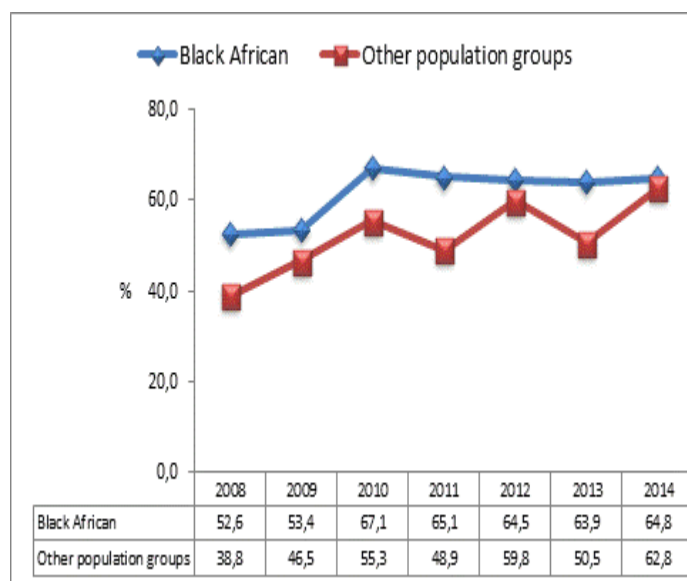
**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

Long-term unemployment has affected more women than men, but the largest increase was recorded in 2010 compared with 2009 where 50 000 more men were looking for work for more than a year. The highest increase for women who were in long-term unemployment was also in 2010 at 31 000. Women's incidence of long-term unemployment has been consistently higher than that of men and the provincial average. The highest incidence for the province was in 2010 at 66,3% while among women, the incidence was also highest in that year (70,9%).

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014****Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**

The incidence of long-term unemployment increased by 13,3 percentage points in 2014 compared with 2008. The highest increase was among those aged 15-24 years and 55-64 years (22,6 and 19,7 percentage points respectively). Only in the age group 45-54 years did the incidence of long-term unemployment decline. Figure 10 shows that in 2014, the lowest incidence of long-term unemployment was among those married/living together with their partners and the smallest increase between 2008 and 2014 occurred for this group. The highest incidence of long-term unemployment in 2014 was however among the widowed at 76,4%, and they also recorded the biggest change over the period (15,8 percentage points).

**Figure 11: Incidence of long-term unemployment by population group, 2008–2014**



Note: Other population group includes coloured, Indian/Asian and white

**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

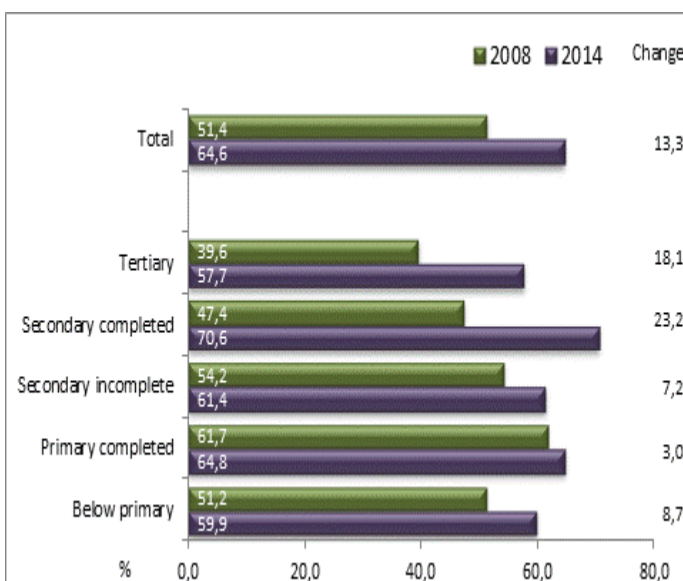
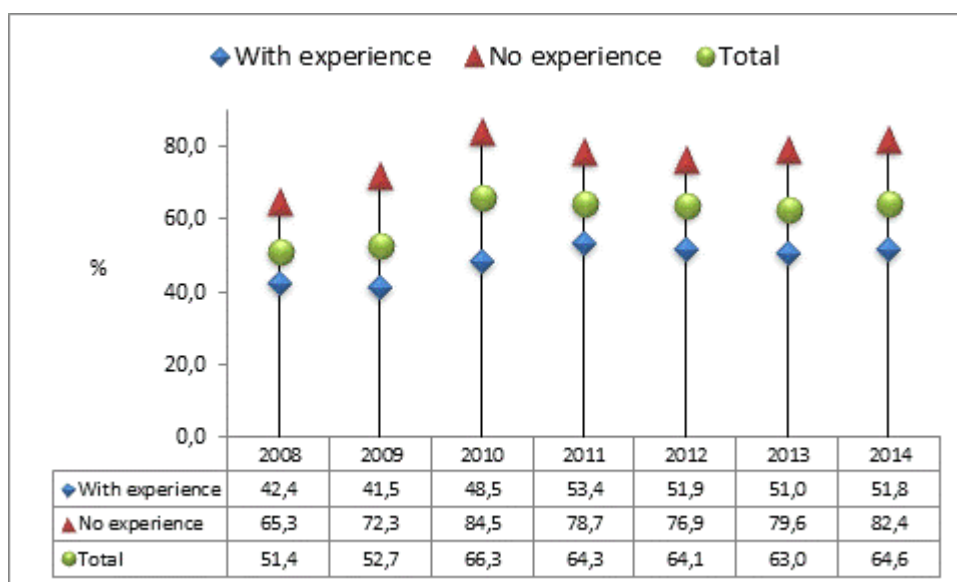
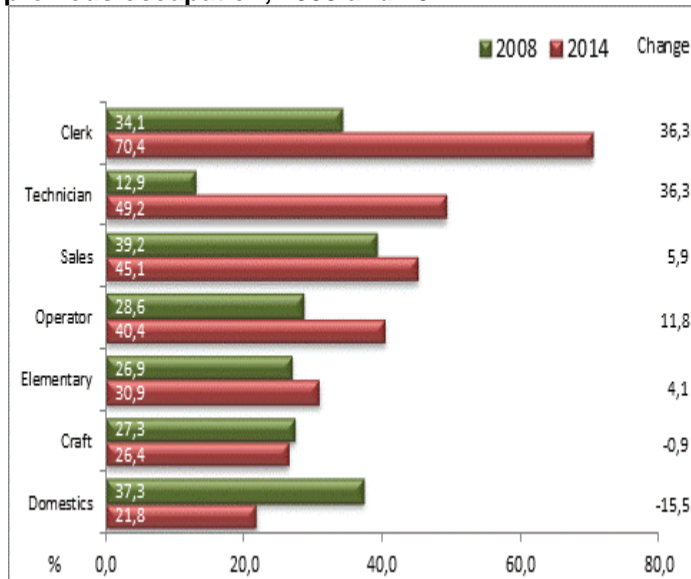


Figure 11 shows that over the period 2008 to 2014, the black African population experienced the highest incidence of long-term unemployment. Figure 12 shows that persons with tertiary education had the lowest incidence of long-term unemployment in both 2008 and 2014, compared to those with lower levels of education. People who completed their secondary education had the highest incidence of long-term unemployment in 2014 (70,6%), which increased by 23,2 percentage points for the period 2008-2014. Those with tertiary education also had the highest increase (18,1 percentage points) over the same period.

**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**



Individuals with work experience had lower incidence of long-term unemployment than those without experience as shown in Figure 13. Over the period 2008-2014 there has been an increase of about 9,5 percentage points from 42,4% in 2008 to 51,8% in 2014 among those with experience who were long-term unemployed, which was much lower than the 17,1 percentage points increase amongst those without work experience.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**

Note: Managers and Professionals were omitted because the numbers are too small for reliable estimates. The Agriculture, Mining and Utilities industries were also excluded for this reason.

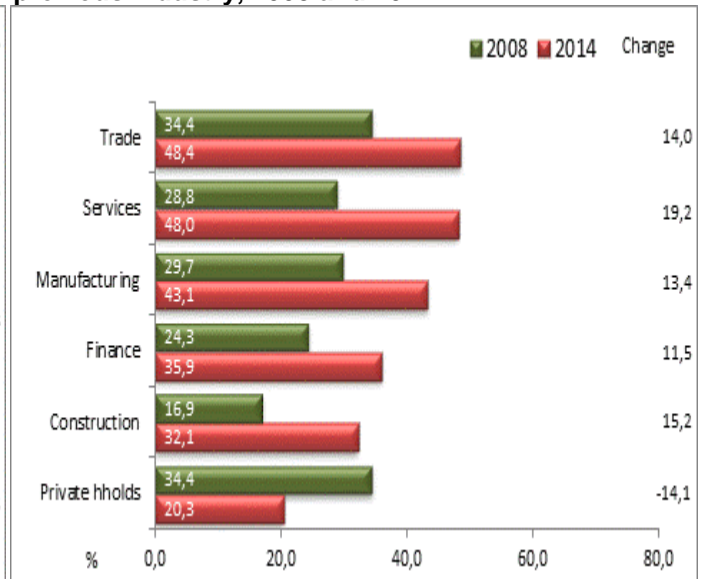
**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**

Figure 14 shows that in 2014 the incidence of long-term unemployment was highest among those who had previously worked as Clerks (70,4%) and as Technicians (49,2%). Even though Technicians had the highest incidence of long-term unemployment in 2014, their incidence was the lowest in 2008 at 12,9%; and this resulted in the highest change of 36,3 percentage points over the period 2008-2014. Clerks also had the same change of 36,3 percentage points increase in the incidence of long-term unemployment over the period, while domestic workers and craft workers had decreases (15,5 percentage points and 0,9 of a percentage point respectively). Workers previously employed in Trade, Community and social services and Manufacturing industries had higher incidence of long term unemployment in 2014 as shown in Figure 15. Private household was the only industry that had a decrease in the incidence of long-term unemployment in 2014 compared with 2008.

### Results based on the QLFS panel

Panel data analysis involves tracking the same individuals over time to see how their labour market status changes from one quarter to another. Individuals that were in the sample for two consecutive quarters are tracked using the variables name, surname, gender, age and population group. This section examines the transition from unemployment to employment among the short and long-term unemployed and is based on QLFS data for the first and second quarters of 2014.

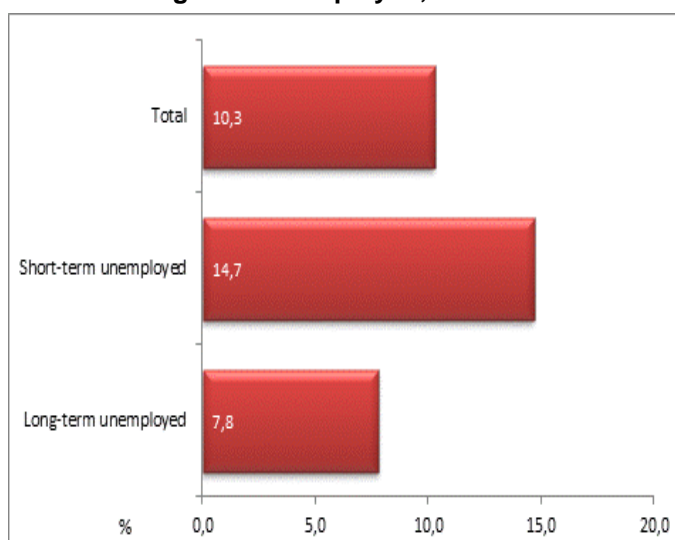
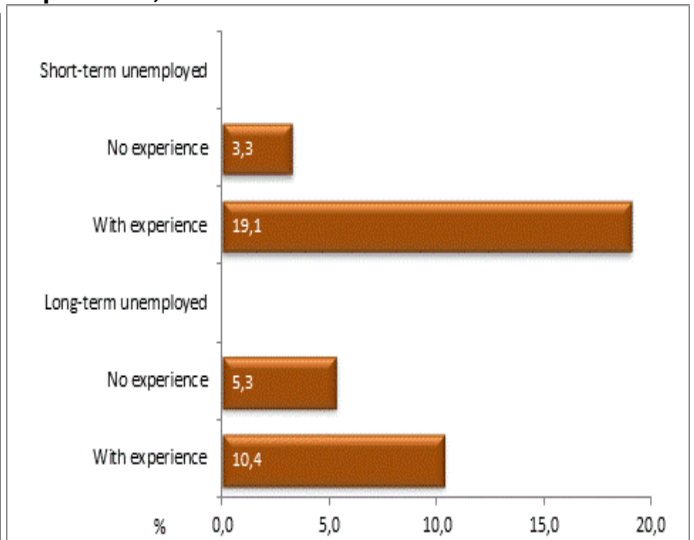
**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1 to Q2: 2014****Figure 17: Transition rate into employment by work experience, Q1 to Q2: 2014**



Figure 16 shows that among those that were unemployed in Q1: 2014, one in every ten (10,3%) found employment in the subsequent quarter. The transition into employment was highest among the short-term unemployed, with their rates almost double the rate of those who were long-term unemployed. The short-term unemployed who had some work experience had a higher transition rate into employment than the long-term unemployed as shown in Figure 17. However, for the people who had no work experience, the transition rate was higher among the long-term unemployed.

### Distributions of the long-term unemployed by other characteristics

This section focuses on those in long-term unemployment by their main activity before becoming unemployed. The analysis also considers the type of support the unemployed receive and the type of job search method used when looking for work.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	39,2	43,2	32,0	42,8	35,5	37,4	39,2
Managing a home	17,1	15,3	16,5	13,3	18,8	16,7	12,7
Attending school	41,8	38,5	45,9	43,2	44,3	39,4	45,5
Other	1,8	3,0	5,5	0,7	1,3	6,6	2,7
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

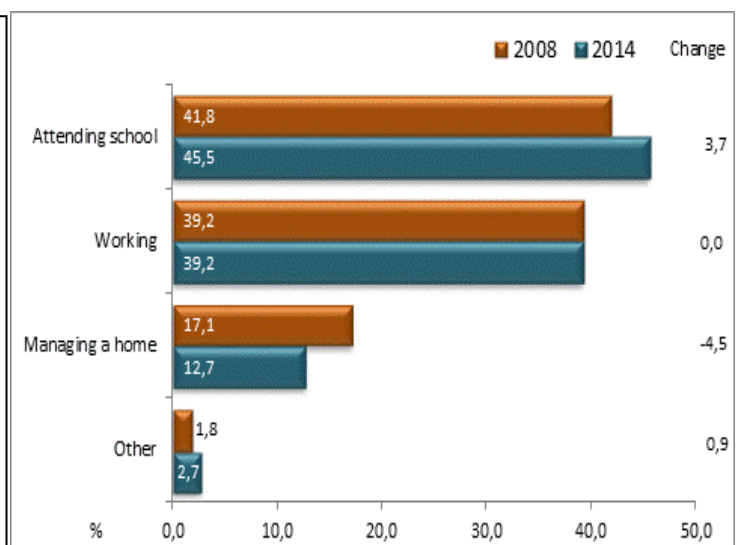
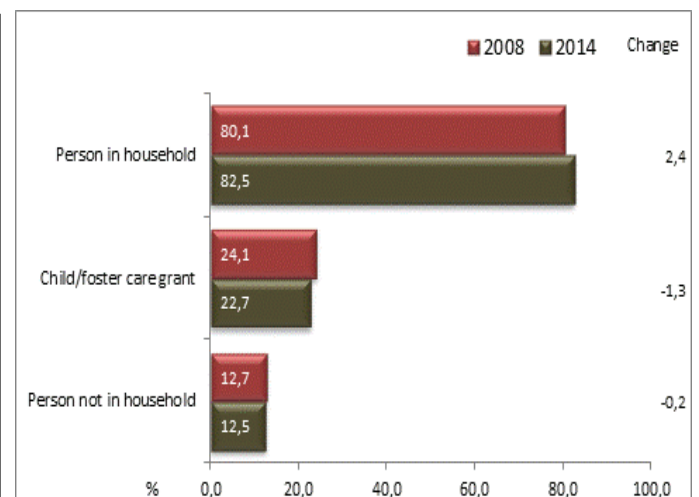


Table 4 shows that, among the long-term unemployed, the main activity before becoming unemployed was either attending school or working. A smaller proportion of unemployed people were managing their homes, with their share declining by 4,5 percentage points between 2008 and 2014. The share of the long-term unemployed who were attending school increased by 3,7 percentage points over the same period.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	80,1	79,2	78,8	82,5
Person not in household	12,7	12,9	12,2	12,5
Child/foster care grant	24,1	26,4	27,3	22,7

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

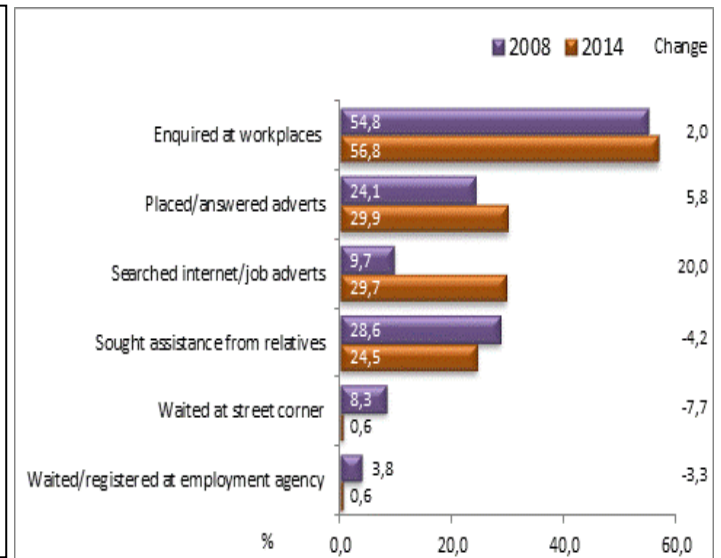


The largest proportion of those in long-term unemployment received support from persons living in the same household as them. The proportion was 2,4 percentage points higher in 2014 compared with 2008. Less support was received from people not living in the same household as the people who were unemployed.

**Table 6: Percentage of those in long-term unemployment by job search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	3,8	6,7	8,1	0,6
Enquired at workplaces	54,8	56,9	42,0	56,8
Placed/answered adverts	24,1	33,9	34,5	29,9
Searched internet/job adverts	9,7	10,0	25,2	29,7
Sought assistance from relatives	28,6	27,7	37,6	24,5
Waited at street corner	8,3	4,6	3,1	0,6

**Figure 20: Percentage of those in long-term unemployment by job search method, 2008 and 2014**



The job search method used most frequently by those in long-term unemployment was enquiring at workplaces, and the method least used was registering at employment agencies or waiting at street corners. More people used the internet to search for job adverts in 2014 compared with 2008, resulting in an increase of 20,0 percentage points. Looking for casual jobs by waiting at a street corner became a less used method in 2014, with a decline of 7,7 percentage points compared with 2008.

## Hard facts

- Over the period 2008-2014, unemployed and inactive population increased while employment decreased.
- A larger proportion of black Africans were both in short and long-term unemployment and women were more likely to be in long-term unemployment than men.
- There was a 7,0 percentage points increase for people who have been unemployed for more than five years over the period 2008-2014.
- Persons with work experience had relatively lower incidence of long-term unemployment than those without work experience.
- People with tertiary education had lower incidence of long-term unemployment in both 2008 and 2014, as compared to those with lower levels of education below tertiary.
- The short-term unemployed were more likely to find employment than the long-term unemployed.
- The short-term unemployed who had work experience were almost twice likely to find employment than the long-term unemployed.
- Majority of people's main activity before becoming unemployed was attending school or working.
- A larger proportion of those in long-term unemployment received support from persons living in the same household as them, and more people used the internet to search for job adverts in 2014 compared with 2008.

# **North West labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

## Long-term unemployment in North West

The longer an individual is unemployed, the less likely they are to find a job. This usually burdens the socio-economic situation of any economy. Reducing the duration of periods of unemployment therefore needs to be a key element in provincial labour market strategies. The duration of unemployment can be the result of various factors including workers changing jobs, a mismatch between skills supplied and those required, and persons located in areas where there are no vacant jobs or vacant jobs in areas where there are no persons looking for jobs. This report focuses mainly on long-term unemployment based on the 3<sup>rd</sup> quarter results of the Quarterly Labour Force Survey (QLFS) for the years 2008 to 2014. The first section of this report examines labour market indicators; section 2 analyses the demographic characteristics of those in long-term and short-term unemployment; section 3 focuses on the duration of unemployment and the incidence of long-term unemployment. The results based on the QLFS panel are analysed in section 4 while section 5 analyses the distribution of the long-term unemployed by other characteristics. Small numbers for some distributions mean that caution should be exercised in making firm conclusions. Also, it should be noted that due to rounding, the totals are not always the sum of the constituent parts.

## Labour market indicators in North West

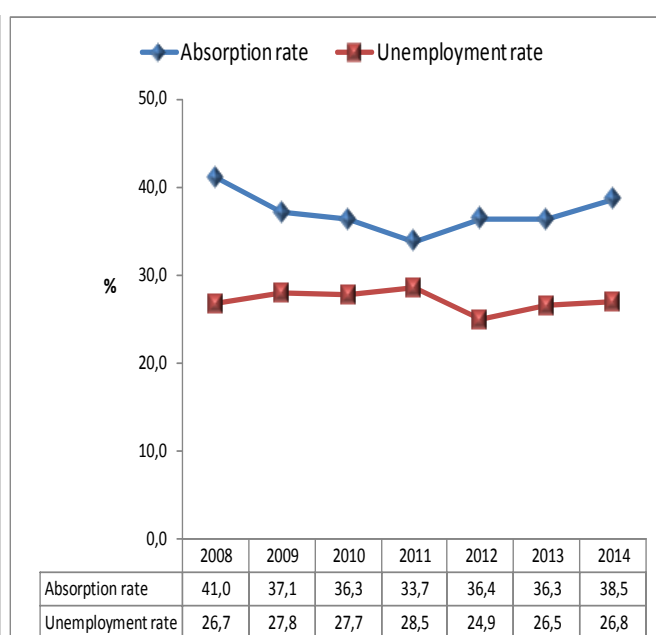
In order to assess the changes in labour market conditions, this section covers key labour market indicators. The analysis is based on the patterns and trends of employment, unemployment, the discouraged and those that are not economically active. Key labour market rates such as the absorption rate and the unemployment rate are also analysed.

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Thousand							
Employed	881	810	806	763	838	851	921
Unemployed	320	313	308	304	278	306	338
Discouraged	98	130	153	269	222	237	229
Other NEA	847	931	954	926	964	951	902
<b>Working age</b>	<b>2 147</b>	<b>2 183</b>	<b>2 221</b>	<b>2 261</b>	<b>2 303</b>	<b>2 345</b>	<b>2 389</b>
Annual changes							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	-71	-4	-43	76	13	69	39
Unemployed	-8	-4	-4	-25	28	31	17
Discouraged	32	23	116	-47	15	-8	131
Other NEA	83	23	-28	38	-13	-48	55
<b>Working age</b>	<b>36</b>	<b>38</b>	<b>40</b>	<b>42</b>	<b>43</b>	<b>44</b>	<b>242</b>

NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**



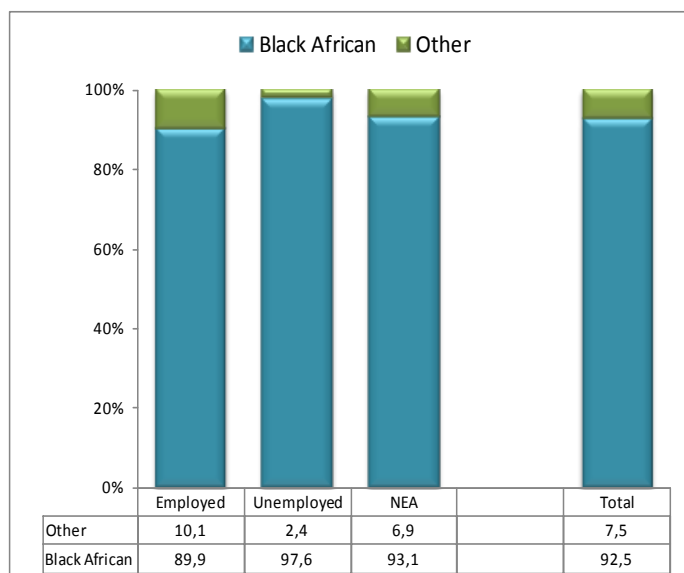
Over the period 2008 to 2014, the working age population increased from 2,1 million to 2,4 million and the majority of was either employed or not economically active. After falling to its lowest level 763 000 in 2011 the number of employed people increased by 158 000 to 921 000 in 2014. The number of unemployed persons declined steadily over the period 2008 to 2012 but increased for two years thereafter reaching 338 000 in 2014.

Figure 1 shows that the unemployment rate increased from 26,7% in 2008 to 28,5% in 2011. Then in 2014, it declined to close to its 2008 level (26,8%). The absorption rate also declined from a high of 41,0% in 2008 to its lowest point, 33,7% in 2011 as the working age population increased in an environment of declining employment levels. At 38,5% in 2014 the rate was 2,5 percentage points below the peak of 41,0% in 2008.

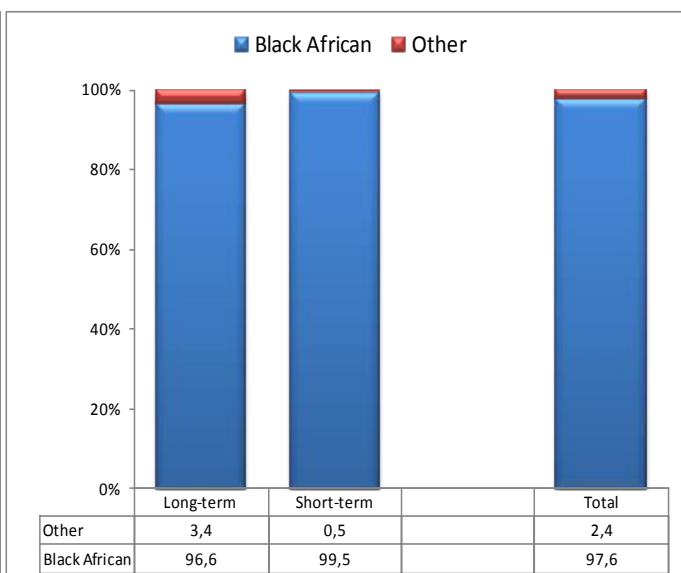
## Demographic characteristics of those in long- and short-term unemployment

North West province is home to different groups which are affected by long-term unemployment in diverse ways. This section examines the effects of long-term unemployment on the four population groups, men and women and various age-groups.

**Figure 2: Labour market status by population group, 2014**



**Figure 3: Duration of unemployment by population group, 2014**

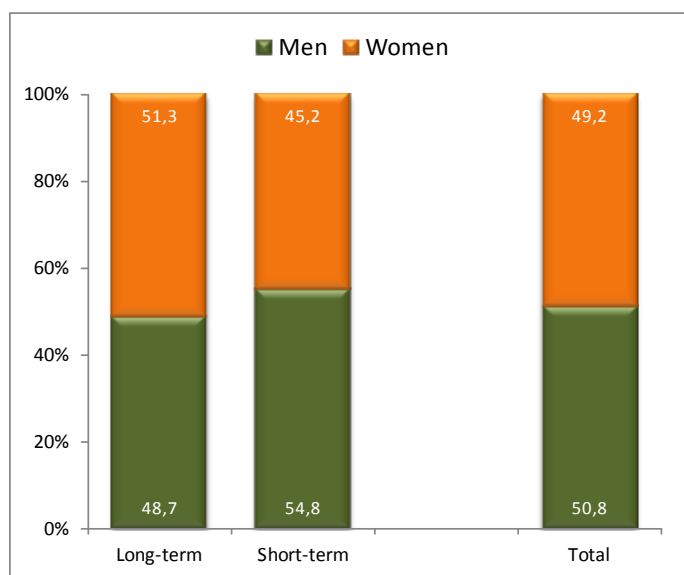


Note: NEA refers to the not economically active population.

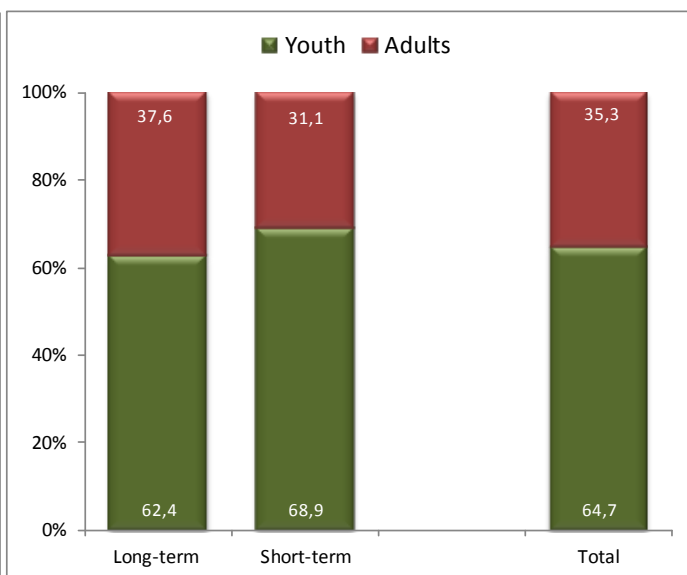
Note: Other refers to the white, coloured and Indian/Asian population groups.

The share of the population groups by labour market status in 2014 shows that Black Africans are the majority at around 90% in each labour market category (employed, unemployed and not economically active) identified. This means that at least 9 in every 10 employed, unemployed and non-economically active persons are Black Africans. However, Black Africans are over-represented in unemployment (97,6%) and under-represented in employment (89,9%) relative to their share in the working age population (92,5%).

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**



In 2014, women accounted for the largest percentage of long-term unemployed persons (51,3%) compared to men (48,7%). The overall total shows that there is a slight difference of 1,6 percentages points between men and women. Men are over-represented in long-term unemployment.



Figure 5 shows that among those in long term unemployment youth had a largest percentage share, accounting for more than 60%. In 2014 the youth (15 to 34 years old) accounted for 62,4% of the long-term unemployed population, while adults (35 to 64 years) accounted for 37,6%. Youth at 64,7% are over-represented in long-term unemployment compared to adults

### Unemployment duration focusing on long-term unemployment

This section analyses unemployment by duration. The long-term unemployment duration is split into three categories: those who have been unemployed for 1 year to less than 3 years, 3 years to less than 5 years and lastly, more than 5 years. This section also evaluates the incidence of long-term unemployment by different characteristics (sex, marital status and age group and level of education).

**Table 2: Unemployment duration, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Unemployed</b>	<b>320</b>	<b>313</b>	<b>308</b>	<b>304</b>	<b>278</b>	<b>306</b>	<b>338</b>
<b>Total unemployed (Thousand)</b>							
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	39	39	36	43	57	68	33
3 mths < 6 mths	19	24	21	12	15	24	34
6 mths < 9 mths	31	32	19	18	15	15	26
9 mths < 1 year	21	20	18	11	11	17	23
<b>Total</b>	<b>110</b>	<b>116</b>	<b>94</b>	<b>84</b>	<b>98</b>	<b>125</b>	<b>116</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	74	51	73	70	40	65	56
3 years -5 years	43	36	45	40	35	40	44
> 5 years	94	110	96	110	105	76	122
<b>Total</b>	<b>211</b>	<b>197</b>	<b>214</b>	<b>220</b>	<b>180</b>	<b>181</b>	<b>222</b>

**Figure 6: Trends in the duration of unemployment, 2008–2014**

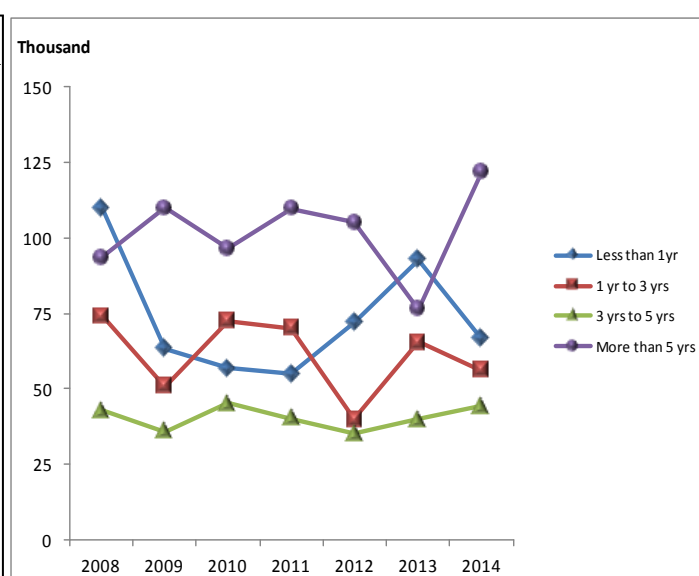


Table 2 and Figure 6 show that over the period 2008 to 2014, most unemployed people were in long-term rather than in short-term unemployment. The number of people in long term unemployment has fluctuated since 2008, increasing by 42 thousand, from 180 thousand in 2012 to 222 thousand in 2014. Figure 6 shows that although in most years the number of those who were unemployed for more than 5 years was generally higher than other unemployment durations, in 2013 it was surpassed by the number of those who were unemployed for less than a year. The rise in the number of the unemployed shows that both in the long-term and short-term unemployment from 2013 indicates an economy that is struggling to recuperate after the global economic crisis and also an increase in structural unemployment.

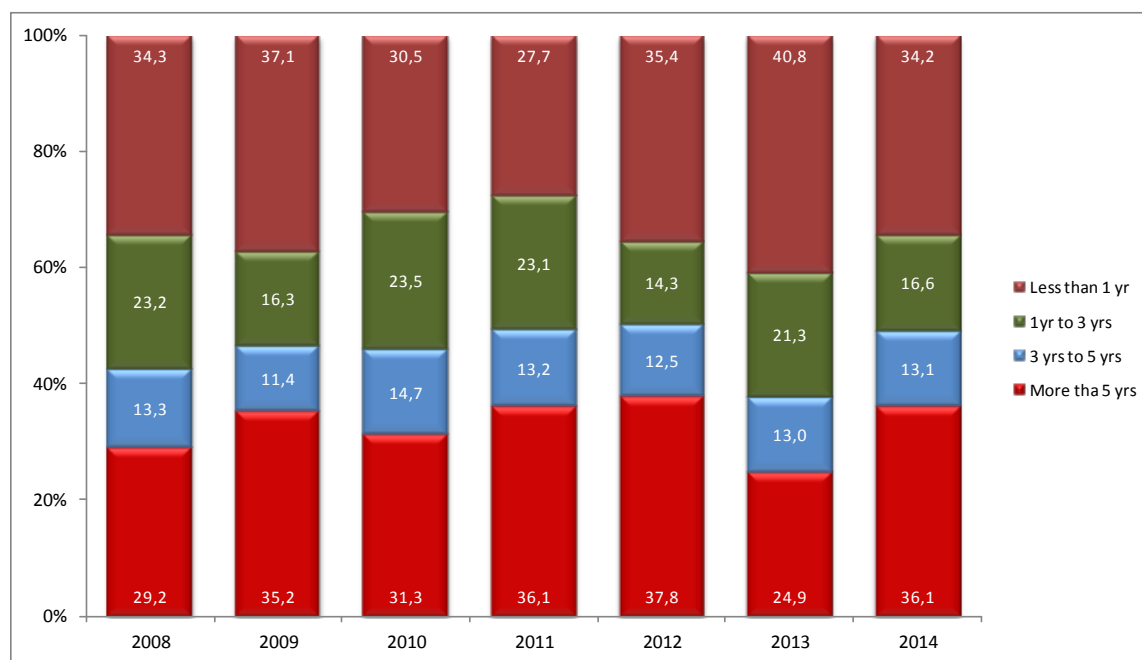
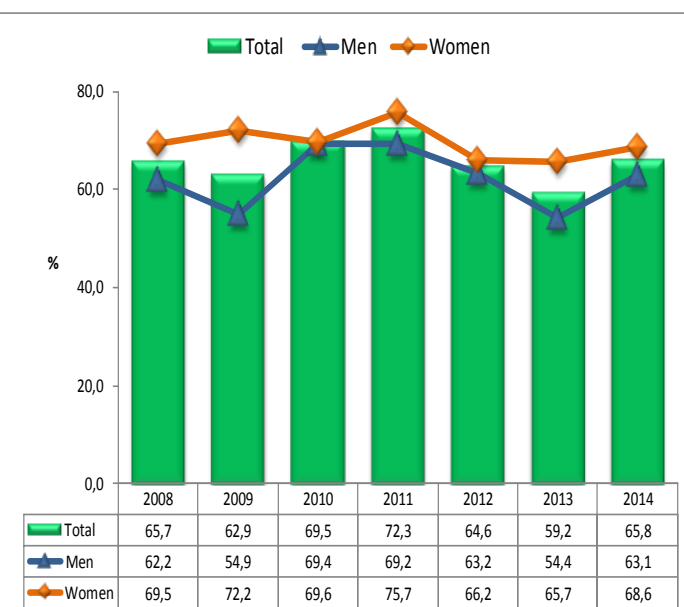
**Figure 7: Incidence of unemployment by duration, 2008–2014**

Figure 7 shows that the incidence of unemployment is highest among those unemployed for less than a year and among those unemployed for more than 5 years. In 2014, there was an increase of 11,2 percentage points in the incidence among those unemployed for more than 5 years to (36,1%), from 24,9% in 2013. The peak in the incidence of long-term unemployment among persons who were looking for work for one year to three years occurred in 2010 at 23,5% while for those searching for work for three to five years it peaked in 2010 at 14,7%

**Table 3: Unemployment duration by sex, 2008–2014****Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	63	76	54	49	54	80	63
Women	47	40	40	35	45	45	52
<b>Total</b>	<b>110</b>	<b>116</b>	<b>94</b>	<b>84</b>	<b>98</b>	<b>125</b>	<b>116</b>
<b>Long-term unemployment (Thousand)</b>							
Men	103	92	123	110	92	95	108
Women	107	104	92	110	88	86	114
<b>Total</b>	<b>211</b>	<b>197</b>	<b>214</b>	<b>220</b>	<b>180</b>	<b>181</b>	<b>222</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	13	-22	-5	5	26	-17
Women	-	-7	0	-5	10	0	7
<b>Total</b>	-	6	-22	-10	14	26	-9
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	-11	30	-13	-18	3	13
Women	-	-3	-13	18	-22	-2	28
<b>Total</b>	-	-14	18	6	-40	1	41

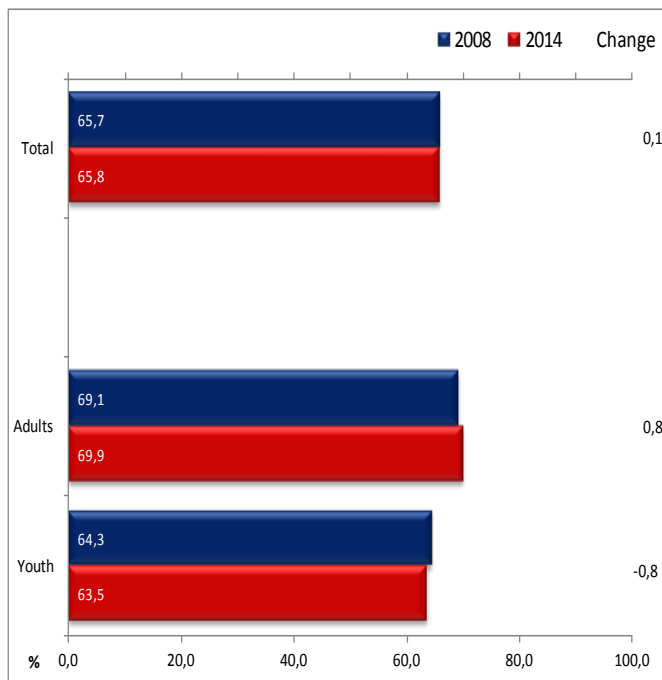


Over the period 2008 - 2014, there were more women than men in long-term unemployment. Of the 222 000 unemployed persons in 2014, more than half (51,0%) were women and the remainder were men. However, a look at the years individually shows that in 2008, 2009 and 2014, more women than men were unemployed for longer than a year.

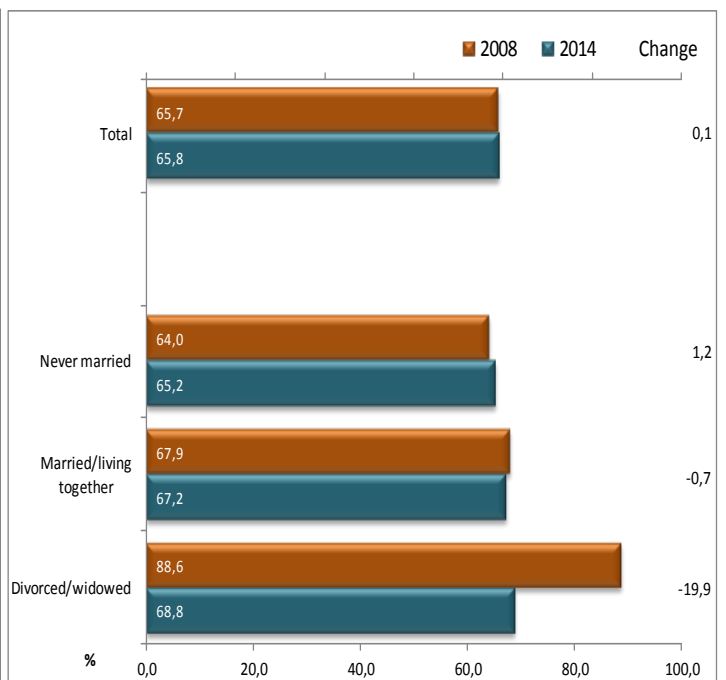
Over the period 2008–2014, the incidence of long-term unemployment for women ranged between 65,7% and 75,7% while the incidence for men was between 54,4% and 69,4%. Figure 8 illustrates, it peaked in 2011 for women at

75,7% while for men it peaked in 2010 at 69,4%. In 2014 the incidence for men increased by 8,7 percentage points to 63,1% and for women it increased by 2,9 percentage points to 68,6%.

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014**



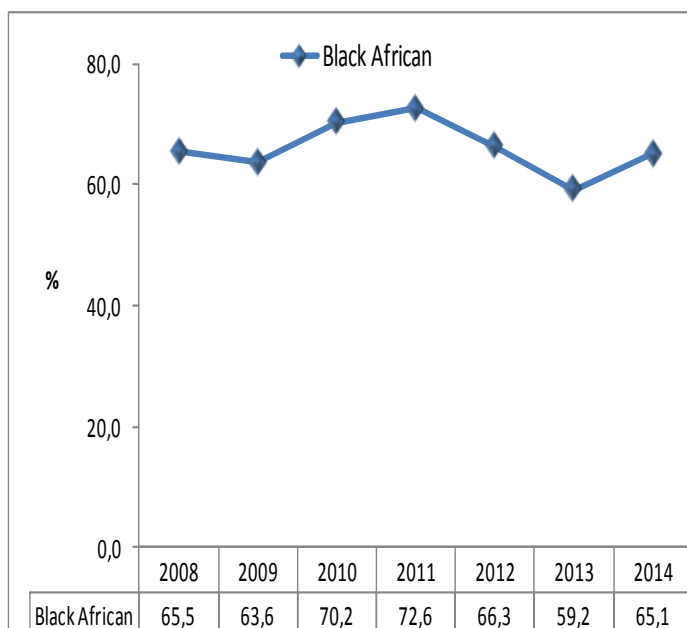
**Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**



*Note: Some categories within distributions are sometimes too small for reliable conclusions.*

Figures 9 and 10 shows that the incidence of long-term unemployment in 2014 at 65,8% increased by 0,1 percentage point from 65,7% in 2008. In Figure 9, although the incidence of long-term unemployment among the unemployed changed by the same margin of 0,8 percentage points for both youth and adults between 2008 and 2014, the direction of change was opposite between the two groups. Figure 10 shows that in 2014 there was an increase of 1,2 percentage points in the incidence of long-term unemployment among people who had never been married. While for the married/ living together and divorced/ widowed, the long-term unemployment incidence decreased in 2014. These figures should be treated with caution given the small sample sizes used in the analysis.

**Figure 11: Incidence of long-term unemployment among black Africans, 2008–2014**



**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**



*Note: Number for categories within distributions are sometimes too small for reliable conclusions*

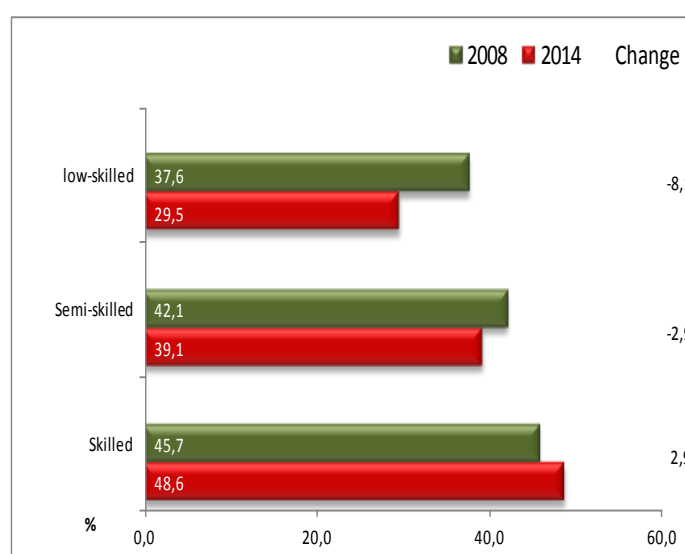
Over the period 2008 and 2014 the incidence of long-term unemployment among the Black African population group ranged between 59,2% and 72,6%. Figure 12 shows over the period 2008–2014, that the incidence of long-term unemployment declined substantially (by 33,6 percentage points) for those with a tertiary qualification, while it increased among those who had completed their secondary education by 6,3 percentage points. Over the same period, the incidence of long-term unemployment for those with primary and lower levels of education, declined by 5,8 percentage points.

**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**

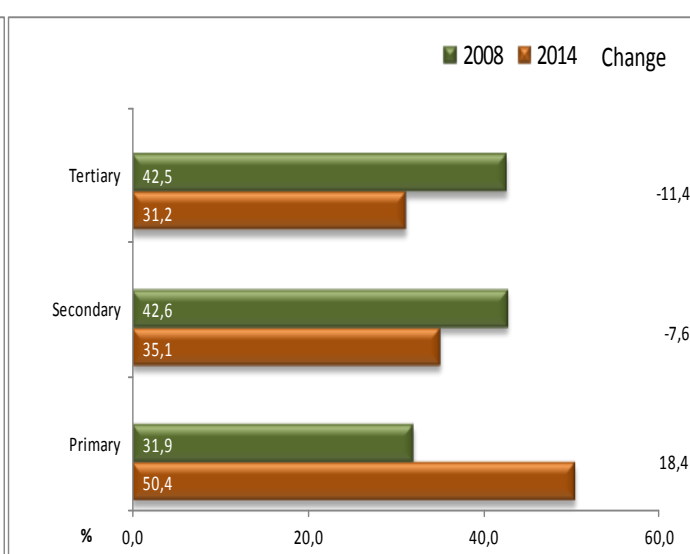


Work experience proves to be an important factor in finding employment. Figure 13 indicates that for each year over the period 2008 to 2014, the incidence of long-term unemployment for those with no work experience was higher than the incidence for those with work experience. In general, over the period 2008–2014, the incidence of long-term unemployment among those without work experience - (ranging between 70,5% and 85,1%) was substantially higher than among those who had such experience unemployment which ranged between 48,7% and 58,3%. In 2011 the incidence of long-term unemployment among those without work experience peaked at 85,1% indicating the impact of the global crisis on labour market outcomes.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**



**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**



*Note: Number for categories within distributions are sometimes too small for reliable conclusions*

Figure 14 shows that between 2008 and 2014 the incidence of long-term unemployment for those who were previously employed in skilled occupations increased by 2,9 percentage points. This indicates that the proportion of persons who were previously employed as Managers, Professionals and Technicians who are now unemployed increased over the period. On the other hand, the incidence of those in long-term unemployment who were

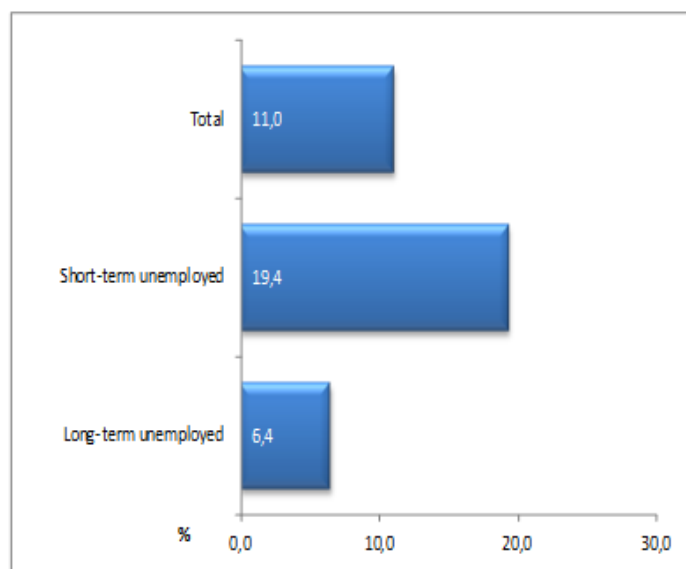
previously employed in semi-skilled occupations decreased by 2,9 percentage points. The incidence of those who were in low-skilled occupations before they were unemployed experienced the highest decrease (by 8,3 percentage points). Figure 15 shows that over the period 2008–2014 the incidence of long-term unemployment decreased across all industries, except for those who were previously employed in the primary industries which increased by 18,4 percentage points.

### Results based on the QLFS panel

This section is based on the results of the QLFS panel for the period Q1: 2014 and Q2: 2014.

Panel data provides the analysis in the change of status in the labour market indicators over two quarters and it provides a better understanding of how the movements into and out of employment, unemployment and inactivity change over time..

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1 to Q2: 2014**



**Figure 17: Transition rate into employment by work experience, Q1 to Q2: 2014**

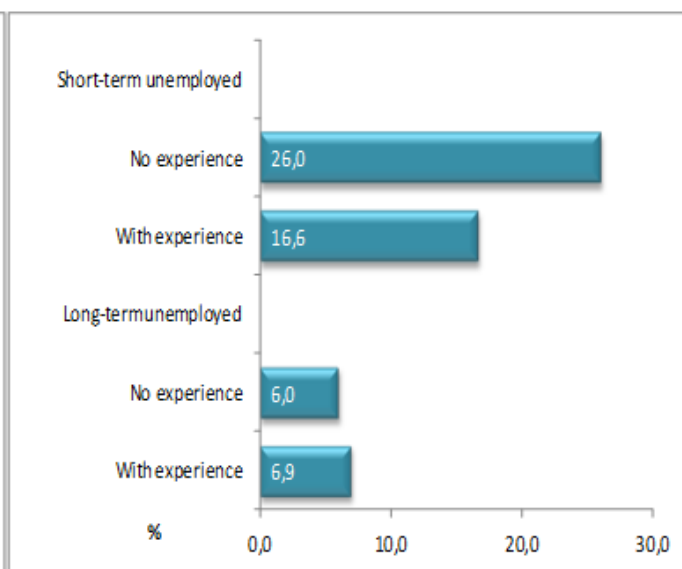


Figure 16 shows that 19,4% of persons in short-term unemployment who were unemployed in the first quarter of 2014 found jobs in the second quarter of 2014, and also 6,4% of persons in the long-term unemployment who were unemployed in Q1:2014 found employment in Q2:2014. Figure 17 shows that of those who were in short-term unemployment in the first quarter of 2014, one in every four (26,0%) who had no experience found jobs in the second quarter of 2014 while 16,6% of those with experience found jobs in the subsequent quarter. Only 6,0% of the long-term unemployed with no experience became employed in Q2:2014 and, only 6,9% of the long-term unemployed with experience were working in Q2:2014.



## Distributions of the Long-term unemployed by other characteristics

This section analyses long-term unemployment by the main activity before becoming unemployed, the type of support received and the type of job-search method pursued.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	37,1	36,8	35,1	34,8	42,2	35,5	41,2
Managing a home	14,7	17,6	13,5	16,0	15,4	30,6	22,0
Attending school	47,6	44,8	46,8	48,1	42,1	31,6	33,2
Other	0,6	0,8	4,5	1,1	0,3	2,4	3,7
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

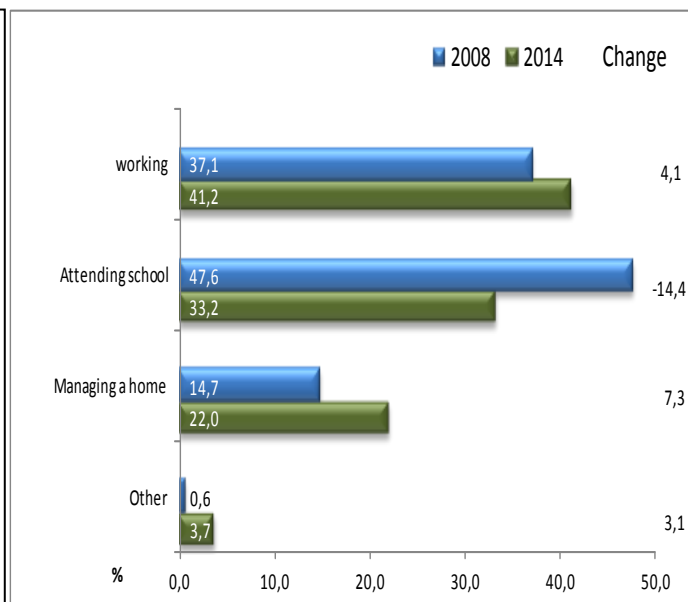
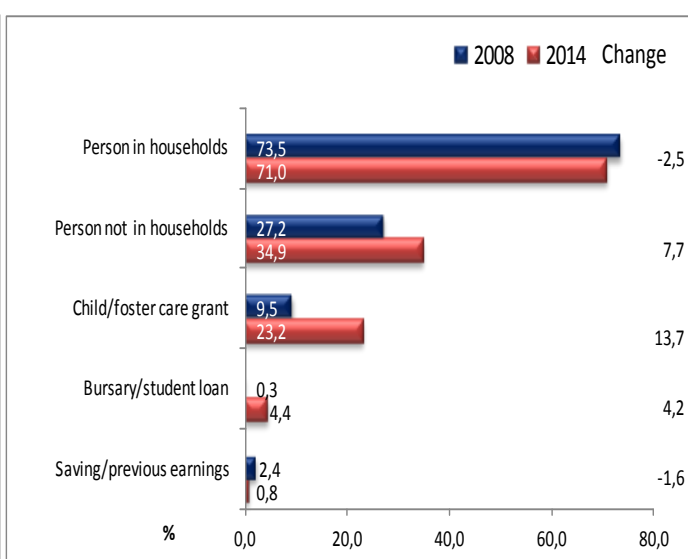


Table 4 shows that, from 2008 to 2014, the majority of those who were unemployed had previously either been working or attending school before becoming unemployed. In 2008, 37,1% of persons in long-term unemployment were working before becoming unemployed and the percentage increased by 4,1 percentage points in 2014 to 41,2%. In contrast, the percentage of individuals attending school decreased in 2014 to 33,2% from 47,6% in 2008 a decline of 14,4 percentage points. It was the highest change experienced when compared with the other activities undertaken before becoming unemployed. Over the same period, the shares of those who managed a home and those who were employed before becoming unemployed increased by 7,3 and 4,0 percentage points respectively.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	73,5	63,9	72,0	71,0
Person not in household	27,2	38,8	35,3	34,9
Child/foster care grant	9,5	16,1	17,0	23,2
Bursary/student loan	0,3	0,8	0,3	4,4
Saving/previous earnings	2,4	3,2	1,0	0,8
Pension/disability grant	1,7	0,0	9,8	0,0
Charity/church/welfare	0,1	0,9	0,0	0,2
Other social grants	0,0	0,0	0,6	0,0
Unemployment Insurance Fund	0,5	0,0	0,2	0,0

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**



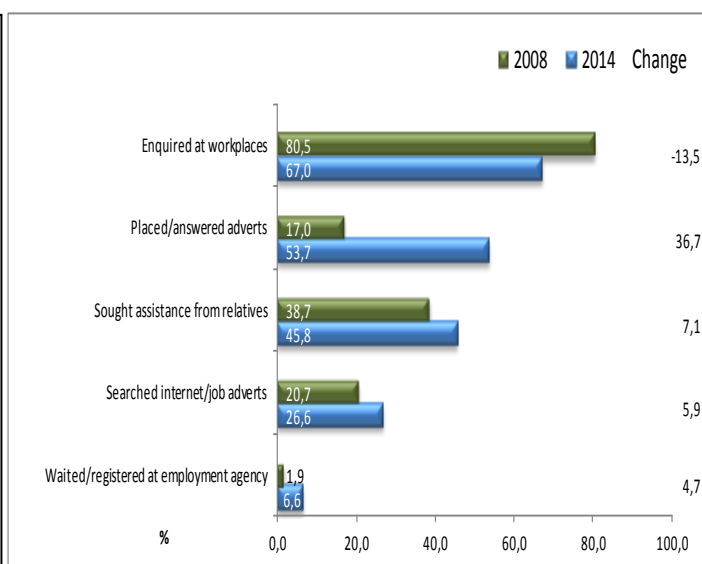
Note: Totals do not add up to a 100% as multiple types of support can be received

Table 5 and Figure 19 indicates how people in long term unemployment were being supported financially, income from persons in the household (over 60%) was key in supporting those in long term unemployment, although the percentage share decreased by 2,5 percentage points over the period 2008 and 2014. Income from persons not in the household was the second most important source of financial support for those who were in long-term unemployment. Child and foster grants were also an important source of income for those unemployed for one year or more.

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	1,9	10,1	8,8	6,6
Enquired at workplaces	80,5	79,2	74,1	67,0
Placed/answered adverts	17,0	18,5	29,8	53,7
Searched internet/job adverts	20,7	19,4	32,0	26,6
Sought assistance from relatives	38,7	56,9	42,0	45,8
Looked for land to start own business	1,0	0,7	0,0	1,6
Waited at street corner	4,6	1,0	2,7	1,1
Sought financial assistance	0,3	0,6	0,2	0,3

**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**



Note: Totals do not add up to a 100% as multiple types of job search methods can be used

Table 6 and Figure 20 show that over the period 2008–2014, the majority of those who were unemployed for one year or longer, searched for jobs by enquiring at workplaces, although the percentage share declined from 80,5% in 2008 to 67,0% in 2014 – a decrease of 13,5 percentage points. The percentage who placed or answered job adverts increased by 36,7 percentage points between 2008 and 2014, from 17% to 53,7%. Additionally, over the same period, there was an increase in the percentage share of long-term unemployed persons who sought assistance from relatives (by 7,1 percentage points) and those who searched the internet/ job adverts (by 5,9 percentage points). The percentage of individuals who searched for jobs through waiting at the street corner and those who sought financial assistance to start a business declined by a smaller amount.

## Hard facts

- The current unemployment rate has remained at around 26% since in the year 2008.
- Black Africans are over represented among the unemployed and under represented among the employed.
- Women accounted for the largest percentage share in the long-term unemployment as compared to men from 2008-2014
- The incidence of long-term unemployment for adults (35 to 64 years old) is the highest as compared to the youth (15 to 34 years old) in 2014.
- The number of long-term unemployed increased to 222 000 in 2014 from 211 000 in 2008.
- The incidence of long-term unemployment among Black Africans was higher than the other populations groups combined over the period.
- The incidence of long-term unemployment for those with no work experience is higher than the incidence for those with work experience.
- The majority of those who were unemployed for longer than a year searched for jobs by enquiring at workplaces.

# **Gauteng labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

## Long-term unemployment in Gauteng

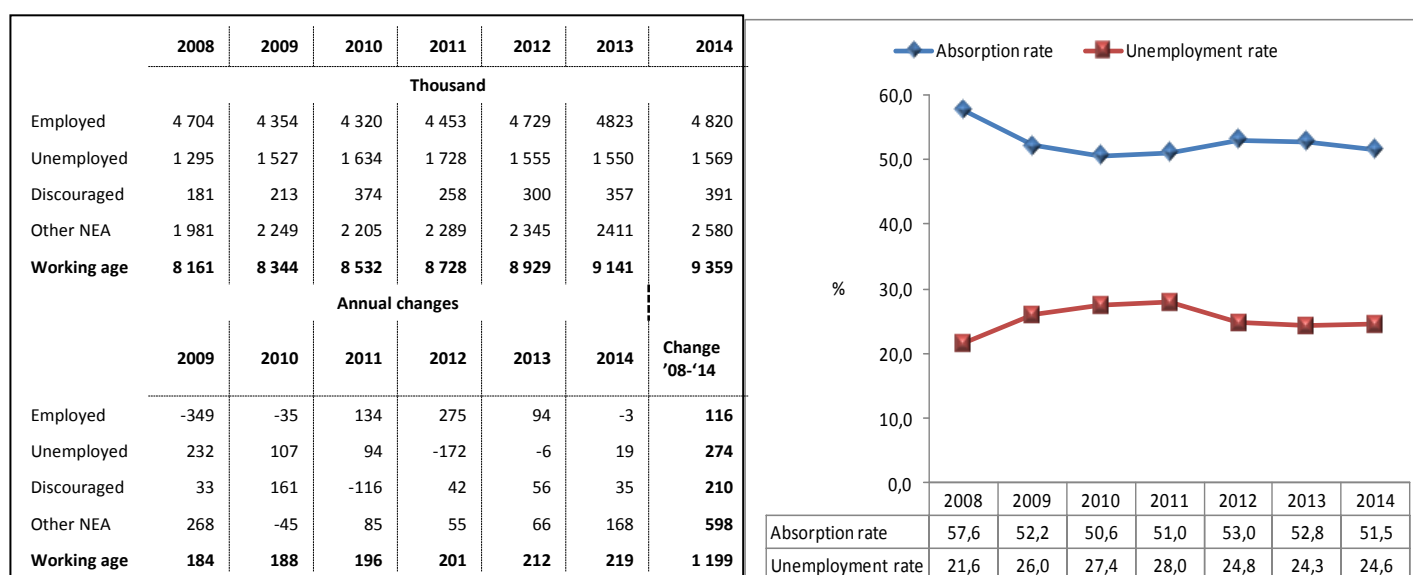
The unemployment rate on its own does not provide a comprehensive view of the unemployment situation. This report is therefore intended to fill the gap in our understanding of the effects of unemployment duration in the province with a major focus on long-term unemployment. Although Gauteng is the smallest province in terms of geographical size, it has the largest population and it is a major contributor to gross domestic product (GDP). As the economic hub of the country, large numbers of people migrate into this province in search of better opportunities and promise of a better life though not all of their expectations are met. For those who are unable to find employment, as the duration of time spent unemployed increases, it becomes even more difficult to find jobs. The analysis in this report is based on the third quarter results of the Quarterly Labour Force Survey for the years 2008 to 2014. The report analyses key labour market indicators, the demographic characteristics of those in long- and short-term unemployment, and the duration and incidence of unemployment. The results from the QLFS panel and the distribution of the long-term unemployment by main activity, source of support and type of job search are also analysed. Caution should be exercised in instances where the numbers are too small for reliable conclusions to be drawn. In addition, due to rounding, the totals may not always be exactly the sum of the constituent parts.

## Labour market indicators in Gauteng

This section analyses the trends in key labour market indicators. It assesses how the labour market of Gauteng has evolved over the period 2008 to 2014, and also how the working-age population is distributed among the unemployed, employed, discouraged and the not economically active (NEA) population.

**Table 1: Trends in key labour market indicators, 2008–2014**

**Figure 1: Key labour market rates, 2008–2014**



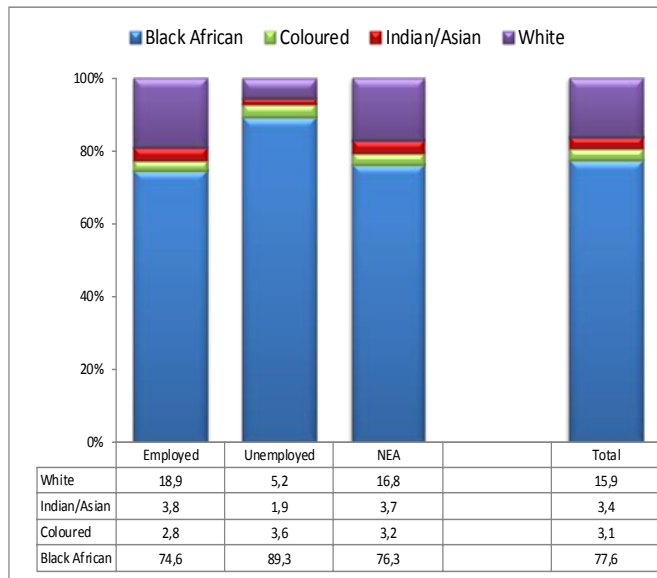
NEA refers to the not economically active population.

Table 1 shows that in 2014 the working age population of Gauteng increased from 8,2 million in 2008 to 9,4 million in 2014 of which 4,8 million were employed 1,6 million were unemployed 2,6 million were not economically active and 0,4 million were discouraged work seekers. The increase of 1,2 million working age people over the period reflects increases of 116 000 among the employed, 274 000 among the unemployed and 598 000 among the not economically active who were not discouraged work seekers. Figure 1 shows that the unemployment rate of the province has been hovering around 25% since 2012, stabilising at 24,6% in 2014. The lowest observed unemployment rate was in 2008 at 21,6% and the highest in 2011 at 28,0%. The highest absorption rate and lowest unemployment rate were observed in 2008 prior to the economic crisis at 57,6% and 21,6% respectively since then the economy has struggled to achieve its pre-crisis levels.

## Demographic characteristics of those in long- and short-term unemployment

This section analyses the impact of long-term unemployment based on the variables: age, sex and population group in an effort to understand the impact that each demographic variable has on long-term unemployment. The section starts by analysing the labour market status of the working age population followed by the duration of unemployment by population group, sex and age.

**Figure 2: Labour market status by population group, 2014**



**Figure 3: Duration of unemployment by population group, 2014**

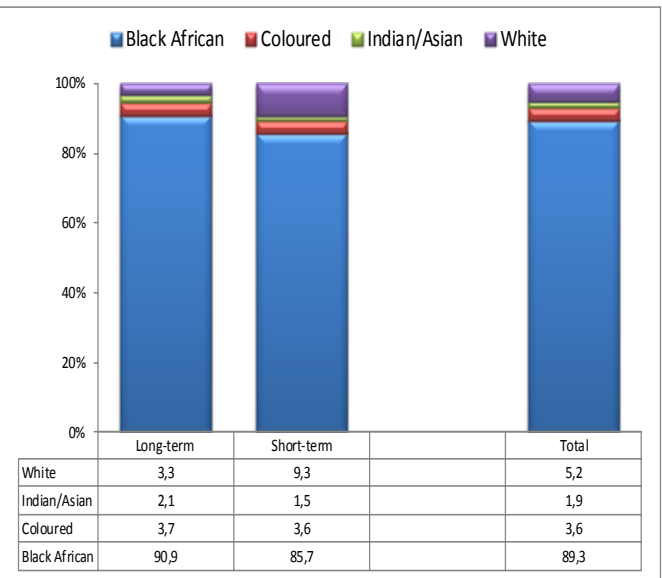
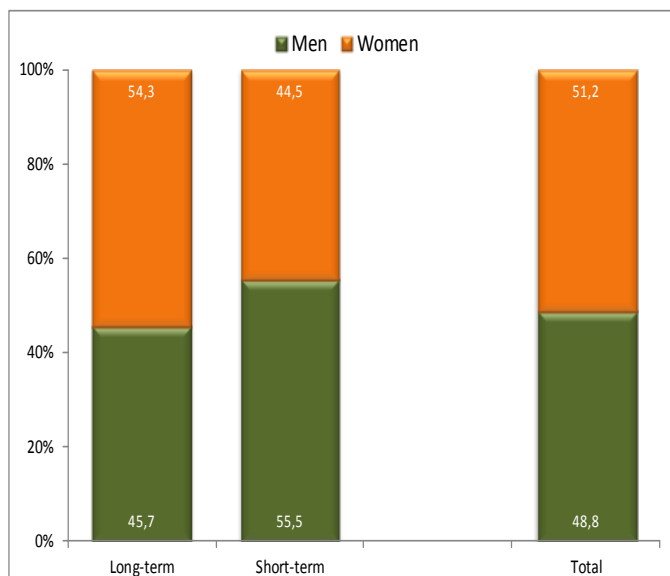


Figure 2 shows that in 2014, 77,6% of the working age population of Gauteng were black African, 15,9% were white, 3,4% were Indian/Asian and 3,1% were coloured. The white (18,9%) and Indian/Asian (3,8%) working-age population groups were over-represented in employment while the coloured (2,8%) and black African (74,6%) employed population groups were under-represented. In the case of the unemployed, black African and the coloured population groups were over-represented relative to their share in the working age population, accounting respectively for 89,3% and 3,6% of total unemployment. Figure 3 shows that compared to its share in total unemployment, the white population group with a 3,3% share in long-term unemployment, was the only population group under-represented in long-term employment while Indians/ Asians, Coloureds and Black Africans were over-represented.

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**

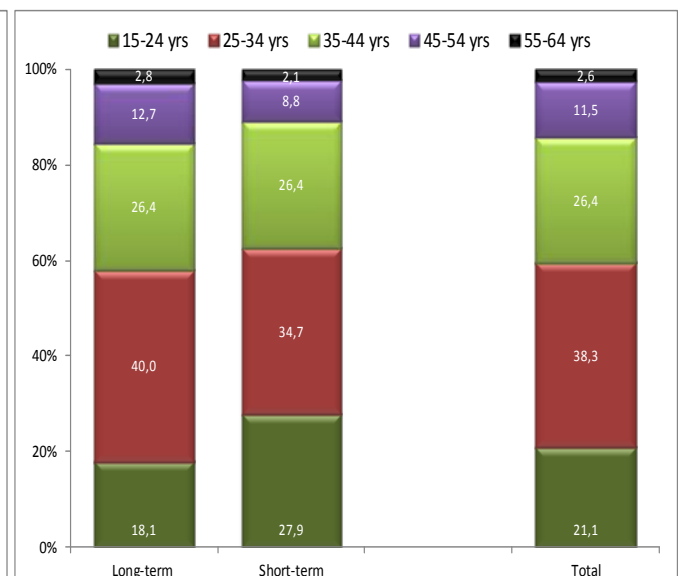




Figure 4 shows that 51,2% of women were unemployed compared to 48,8% of their male counterparts. Women at 54,3%, were over-represented in long-term unemployment. Figure 5 shows that those aged 25–34 years accounted for 38,3% of total unemployment but were over-represented among the long-term unemployed (40,0%). Those aged 15–24 years were the only ones under-represented in long-term unemployment, while the 35–44 year old age-group was equally represented at 26,4% in both forms of employment.

### Unemployment duration focusing on long-term unemployment

This section focuses on the duration of unemployment with emphasis on those who have been unemployed for one year or more. The analysis starts with the duration, number and trends of people who have been unemployed between 2008 and 2014, the incidence of unemployment by demographic variables, education level and marital status. This section concludes with the incidence of long-term unemployment by work experience, and the previous occupation and industry of unemployed people who had worked before.

**Table 2: Unemployment duration, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Total unemployed (Thousand)</b>							
<b>Unemployed</b>	<b>1 295</b>	<b>1 527</b>	<b>1 634</b>	<b>1 728</b>	<b>1 555</b>	<b>1 550</b>	<b>1 569</b>
<b>Short-term unemployment (Thousand)</b>							
Less than 3 mths	90	96	70	93	113	132	134
3 mths < 6 mths	97	109	82	93	98	112	106
6 mths < 9 mths	93	126	124	111	118	95	116
9 mths < 1 year	96	80	132	107	93	132	129
<b>Total</b>	<b>375</b>	<b>411</b>	<b>408</b>	<b>404</b>	<b>421</b>	<b>472</b>	<b>485</b>
<b>Long-term unemployment (Thousand)</b>							
1 year < 3 years	307	358	398	383	336	418	365
3 years -5 years	244	214	283	309	273	222	221
> 5 years	369	533	545	627	500	433	489
<b>Total</b>	<b>920</b>	<b>1 116</b>	<b>1 226</b>	<b>1 324</b>	<b>1 134</b>	<b>1 078</b>	<b>1 084</b>

**Figure 6: Trends in the duration of unemployment, 2008–2014**

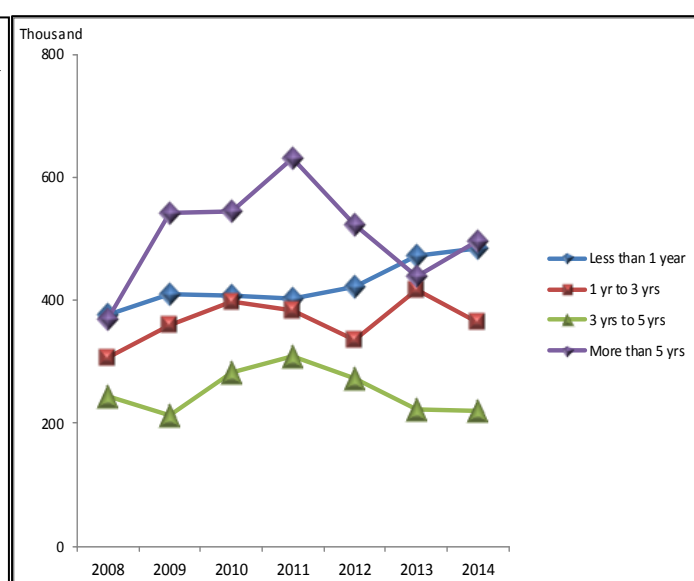
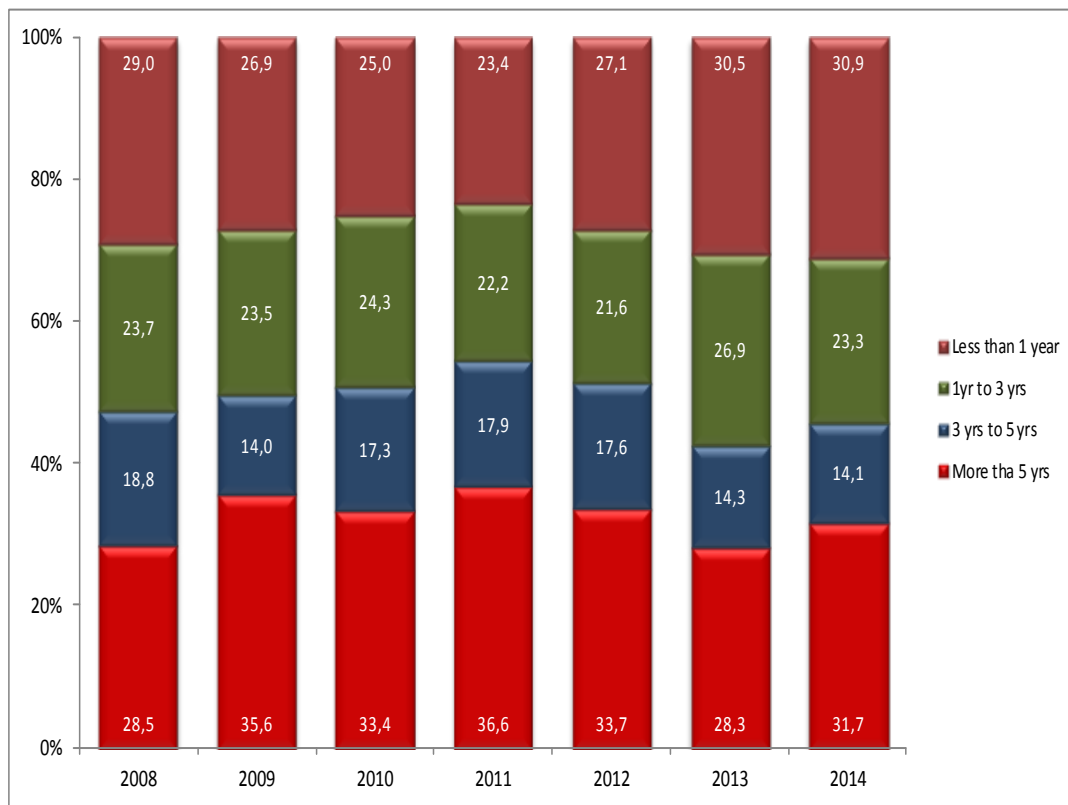


Table 2 and Figure 6, show that in 2014, there were 1,1 million people in long term unemployment and this figure was more than double the number of people in short-term unemployment at 485 000. Between 2008 and 2014 the number of those who had been looking for work for more than five years was higher than those looking for work for shorter durations. The number of those who were unemployed for more than five years reached its peak in 2011 at 627 000 and declined to 489 000 in 2014. Over the period 2008–2014, the numbers of those who were unemployed for three to five years decreased while for all other durations there was an increase.

**Figure 7: Incidence of unemployment by duration, 2008–2014**



Over the period 2008 and 2014, Figure 7 shows that in most years, the incidence of unemployment was highest for those who were unemployed for more than five years followed by those were looking for work for less than one year. The incidence of long-term unemployment for those who were unemployed for more than five years reached its peak in 2011 at 36,6%. Over the period 2008 and 2014 the incidence of long-term unemployment declined among those who were looking for work for one to three years and those whose duration of job-search was three to five years, (by 0,4 and 4,7 percentage points respectively).

**Table 3: Unemployment duration by sex, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	217	251	213	226	237	245	269
Women	159	160	195	177	184	227	216
<b>Total</b>	<b>375</b>	<b>411</b>	<b>408</b>	<b>404</b>	<b>421</b>	<b>472</b>	<b>485</b>
<b>Long-term unemployment (Thousand)</b>							
Men	417	532	598	655	544	533	496
Women	503	584	628	669	590	544	588
<b>Total</b>	<b>920</b>	<b>1 116</b>	<b>1 226</b>	<b>1 324</b>	<b>1 134</b>	<b>1 078</b>	<b>1 084</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	34	-38	13	11	8	24
Women	-	2	35	-18	7	43	-11
<b>Total</b>	-	<b>36</b>	<b>-3</b>	<b>-5</b>	<b>18</b>	<b>51</b>	<b>13</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	115	66	57	-111	-11	-38
Women	-	81	44	41	-79	-45	44
<b>Total</b>	-	<b>196</b>	<b>110</b>	<b>99</b>	<b>-190</b>	<b>-56</b>	<b>6</b>

**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

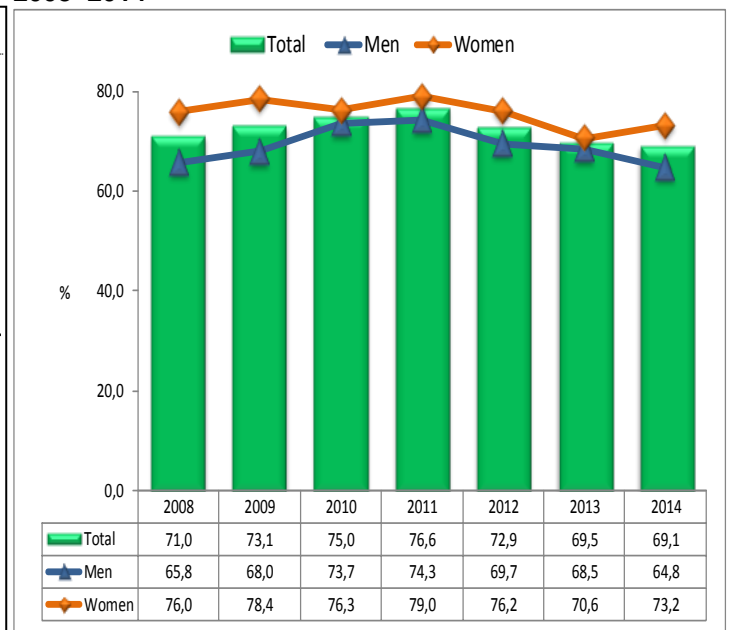
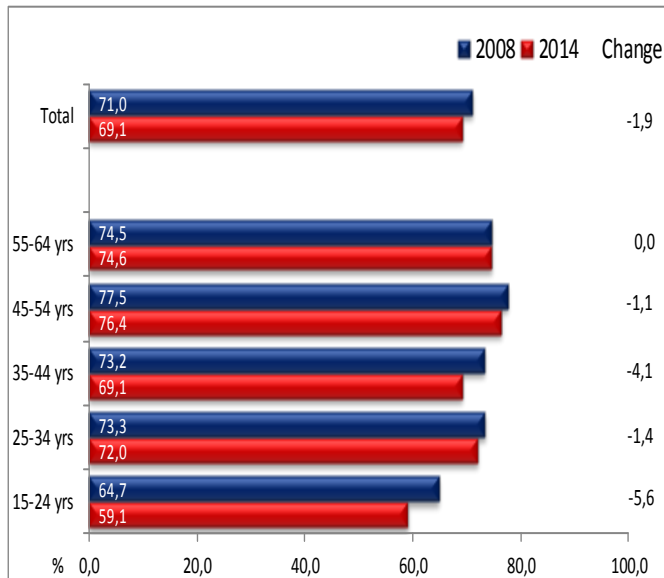


Table 3 shows that over the period 2008 to 2014, more women were in long-term unemployment compared to men. The annual changes indicate that in 2014 the number of women in long-term unemployment increased by 44 000; and this increase followed after two successive years of decline. On the other hand, for men there was a decline for the

third successive year in 2014. Every year over the period 2008 to 2014, the incidence of long-term unemployment was consistently higher among women than among men, and that the total incidence reached its peak in 2011 at 76,6%. In that year (i.e. 2011) it reached 79,0% among women and 74,3% among men. However since then, the incidence of long-term unemployment has fallen for both men and women reaching 64,8% and 73,2% respectively in 2014.

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014**



**Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**

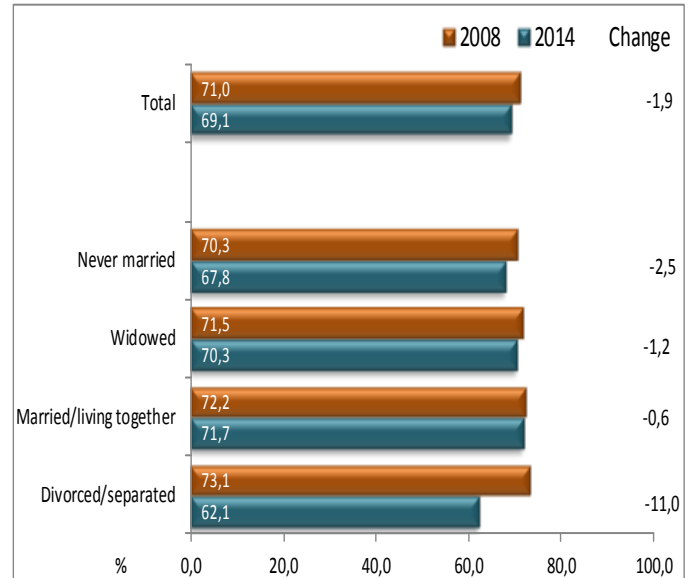
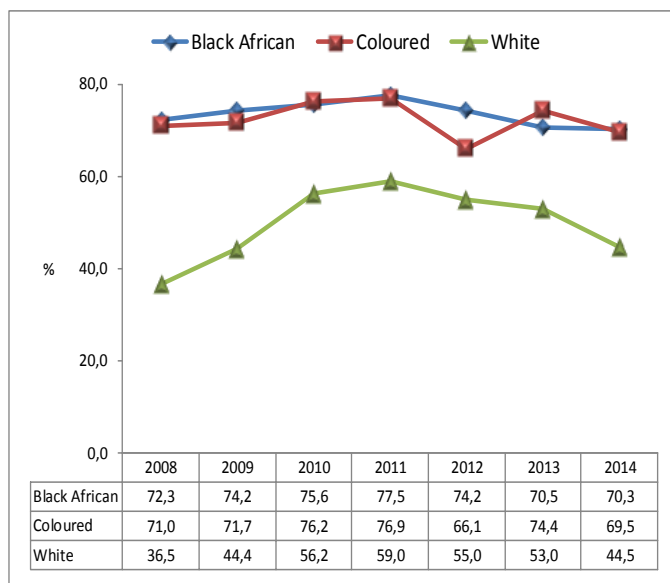


Figure 9 shows that between 2008 and 2014, the incidence of long-term unemployment has declined among all age groups except for those aged 55–64 years, where it remained unchanged. The biggest decline was among those aged 15–24 years (declining by 5,6 percentage points), followed by those aged 35–44 years (by 4,1 percentage points). The incidence also declined for all marital status groups with the largest decline recorded among those that were divorced/separated (by 11,0 percentage points) followed by those who had never been married before (2,5 percentage points), as shown in Figure 10.

**Figure 11: Incidence of long-term unemployment by population group, 2008–2014**



**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

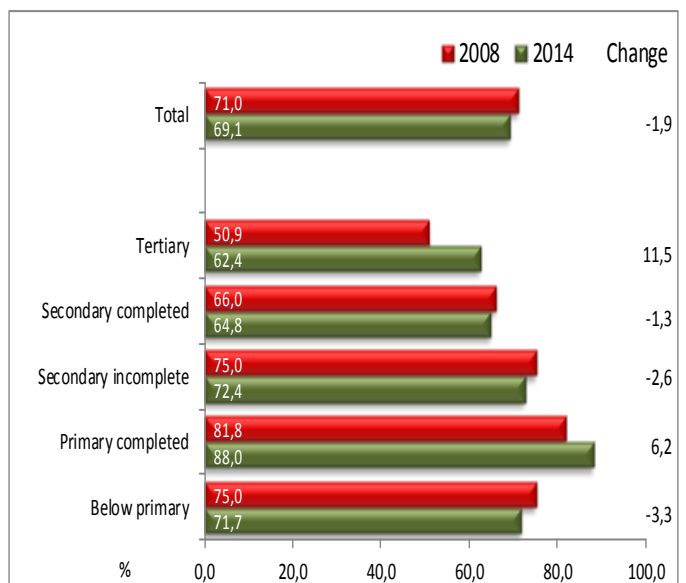


Figure 11 show that the black African and coloured population groups had the highest incidences of long-term unemployment between 2008 and 2013, while the white population group had the lowest incidence throughout the

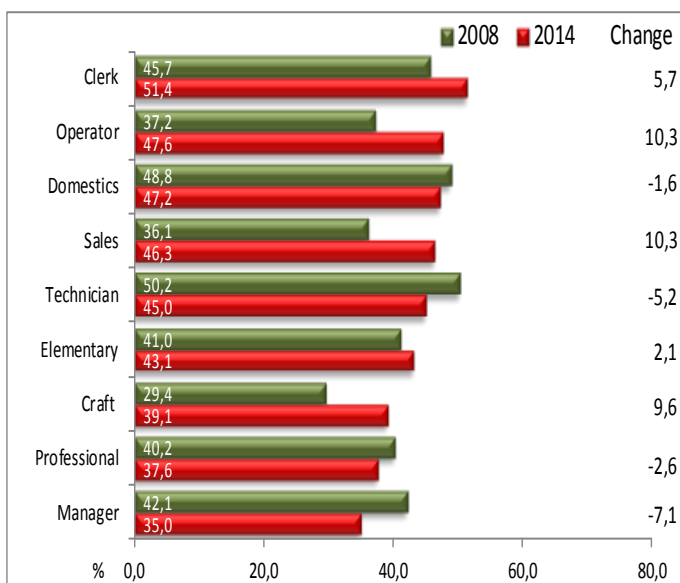
period. Figure 12 shows that between 2008 and 2014, the incidence of long-term unemployment increased among those with tertiary education (by 11,5 percentage points) and those who completed their primary school education (by 6,2 percentage points). For all other educational levels, the incidence decreased, resulting in a total decrease of 1,9 percentage points.

**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**



Figure 13 shows that over the period 2008 to 2014, the incidence of long-term unemployment has been higher for persons with no work experience compared to those who had some work experience and it decreased by 1,8 percentage points from 84,1% in 2008 to 82,3% in 2014 among those with no work experience. Notwithstanding the aforesaid, over the same period, there was a general increase in the incidence of unemployment among those with experience from 59,4% in 2008 to 61,7% in 2014, an increase of 2,3 percentage points.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**



**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**

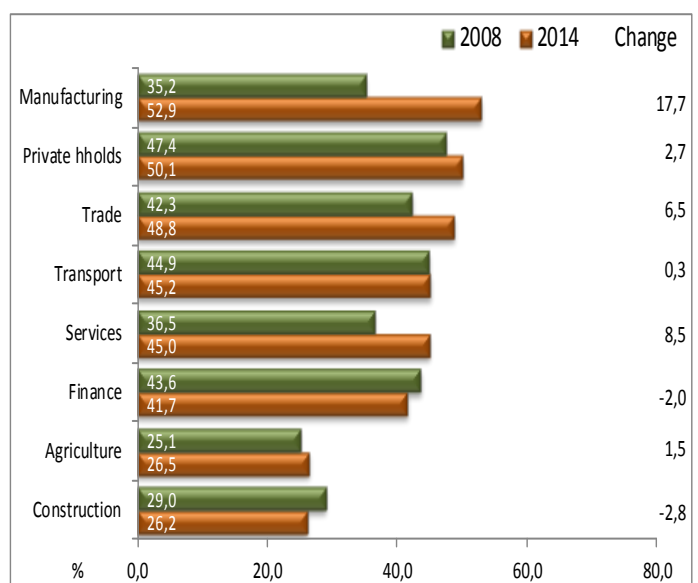


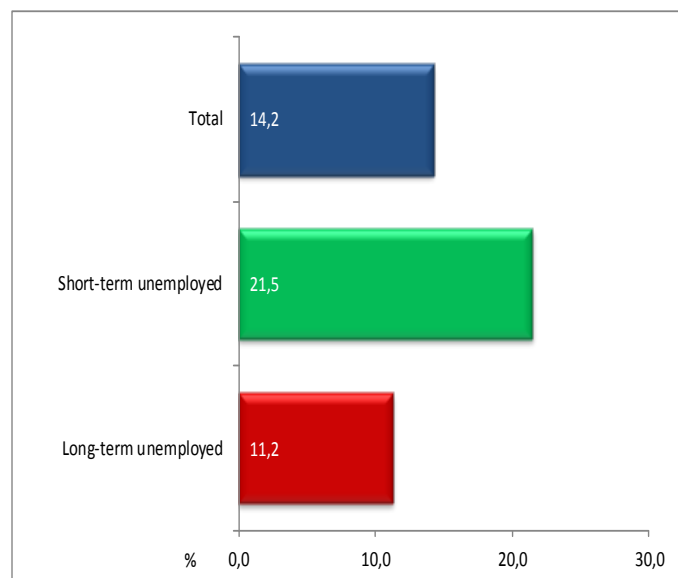
Figure 14 examines which occupational categories were affected by the incidence of long-term unemployment. It shows that over the period 2008 and 2014, the incidence of long-term unemployment increased among those who had previously worked in six occupational groupings. The largest increase occurred among those in machine

operators and sales (10,3 percentage points) occupations, followed by craft and related trade workers at 9,6 percentage points. The highest decrease occurred among managers (by 7,1 percentage points), followed by technicians and professionals (by 5,2 and 2,6 percentage points respectively). Figure 15 shows that the incidence of long-term unemployment by industry declined for people who had previously worked in the construction and finance industries by 2,8 and 2,4 percentage points respectively. The largest increase occurred in the manufacturing industry by 17,7 percentage points followed by workers in the community and social services (8,5 percentage points) and trade (6,5 percentage points) industries.

## Results based on the QLFS panel

The analysis in this section is based on the results of QLFS panel Q1: 2014 to Q2: 2014. The sample is designed in such a way that it contains 75% of the individuals present between the two quarters because 25% of the individuals are rotated in and out of the sample every quarter. The percentage of individuals that retained their labour market status between the two quarters is called the retention rate while the percentage that changed their status is called the transition rate. This report provides insight into the movement of unemployed individuals into employment by the duration of unemployment and their previous work experience.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1 to Q2: 2014**



**Figure 17: Transition rate into employment by work experience, Q1 to Q2: 2014**

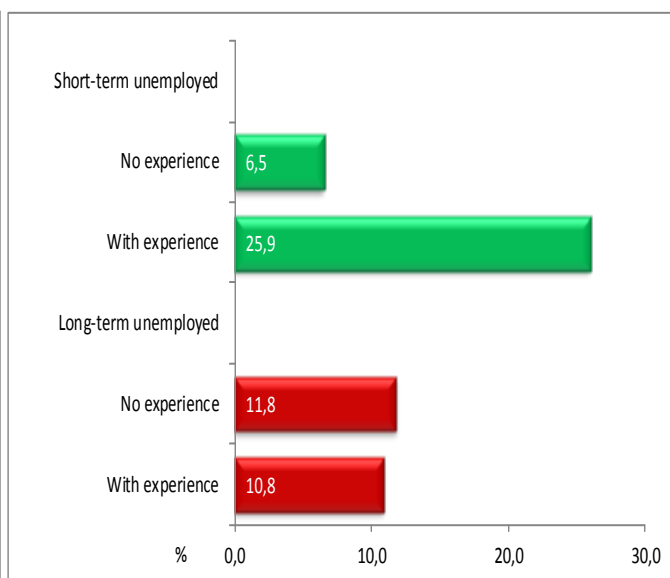


Figure 16 shows that 14,2% of the working age population in Gauteng who were unemployed and not economically active(inactive) in Q1: 2014 got employment in Q2: 2014, and of those who found employment, 21,5% were in short-term unemployment while 11,2% were unemployed for a year or more in the previous quarter. The proportion of those in the short-term unemployment who found work was higher among those with experience compared to those with no experience. Thus, those who were unemployed for less than year and had some work experience were more likely to move into employment in the subsequent quarter.

## Distribution of the long-term unemployed by other characteristics

This section analyses the distribution of individuals in long-term unemployment by the type of activity they were involved in before becoming unemployed. It also analyses how the long-term unemployed supported themselves and the methods they used to search for work or to start a business.



**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Per cent							
Working	35,9	35,5	38,9	35,7	37,2	40,5	41,7
Managing a home	42,3	36,1	38,0	35,8	35,6	31,5	27,1
Attending school	21,1	25,8	21,8	27,8	26,1	26,2	30,1
Other	0,6	2,6	1,3	0,7	1,1	1,7	1,1
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

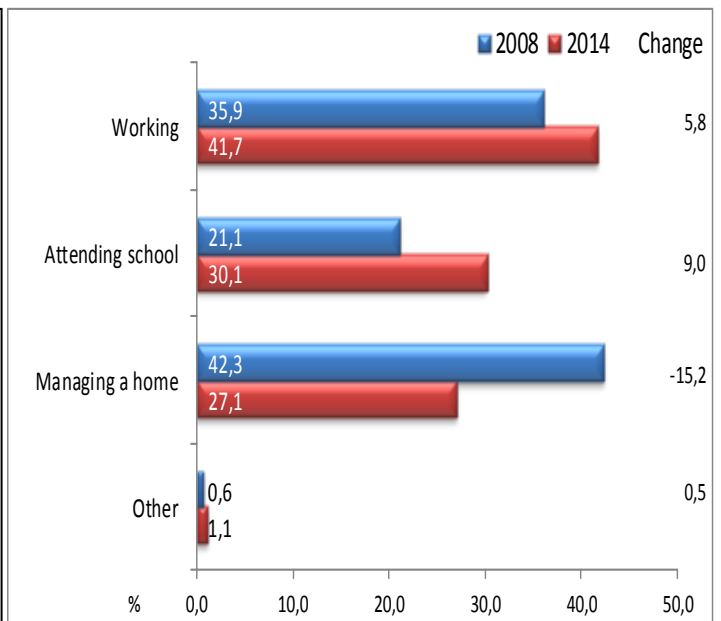
**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

Table 4 shows that the highest percentage of those in long-term unemployment were either working or managing a home before they became unemployed. Between 2008 and 2014, the percentage of those who were managing a home decreased by 15,2 percentage points while the largest increase occurred among those who were attending school (by 9,0 percentage points) followed by those who were working (by 5,8 percentage points).

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
Per cent				
Person in household	79,3	79,5	79,4	74,0
Person not in household	19,1	18,3	18,7	25,8
Child/foster care grant	9,4	10,2	11,4	14,9
Bursary/student loan	0,6	1,2	1,8	2,6
Saving/previous earnings	2,6	2,9	1,5	1,4
Pension/disability grant	0,3	0,0	0,6	0,6
Charity/church/welfare	0,2	0,0	0,1	0,2
Other social grants	0,2	0,5	1,5	1,5
Unemployment Insurance Fund	0,2	0,4	0,4	0,4

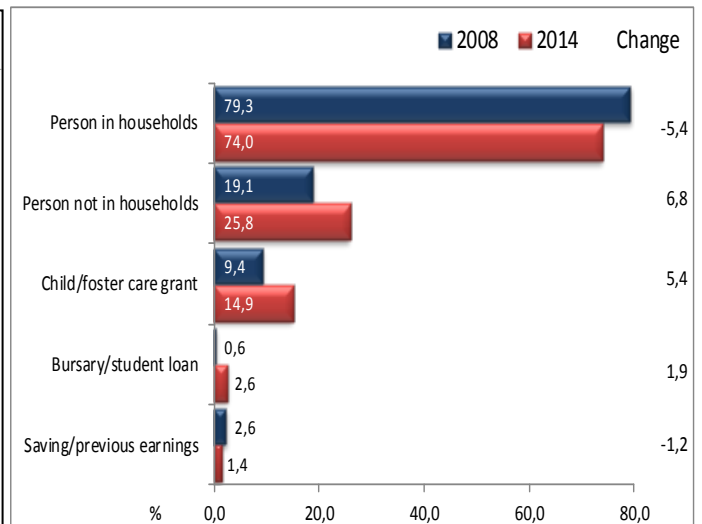
**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

Table 5 shows that between 2008 and 2014, the percentage of those who were supported by persons in the household decreased from 79,3% in 2008 to 74,0% in 2014. This is an indication of the importance which income from other household members play in sustaining the lives of those who are in long-term unemployment. The percentage of those who were supported by persons not in the household increased from 19,1% in 2008 to 25,8% in 2014, and this was the second most important source of support for the long-term unemployed. The next important source of support was from child/foster care grants followed by bursary/student loans which increased by 5,4 and 1,9 percentage points respectively (Figure 19).

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	11,0	14,0	10,7	9,9
Enquired at workplaces	41,5	50,9	57,6	54,9
Placed/answered adverts	24,2	29,5	38,5	35,9
Searched internet/job adverts	20,9	27,5	29,5	33,1
Sought assistance from relatives	48,1	55,4	63,3	50,2
Looked for land to start own business	0,5	0,6	0,7	1,9
Waited at street corner	7,3	7,3	3,9	7,4
Sought financial assistance	0,4	0,4	0,7	0,4

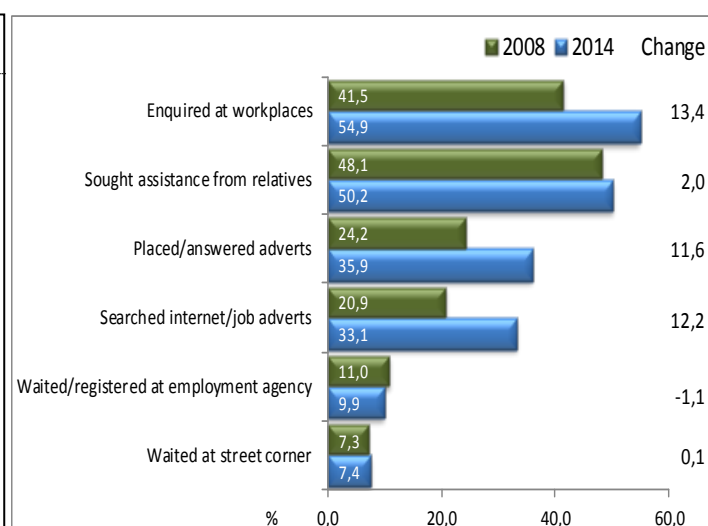
**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**

Table 6 and Figure 20 give information on the methods and means used to search for employment by those who were in long-term unemployment. Table 6 shows that the highest percentage (ranging between 48,1% and 63,3%) of those in long-term unemployment preferred to enquire at workplaces and sought assistance from relatives when searching for work. Figure 20 shows that between 2008 and 2014, the percentage of those in long-term unemployment who waited/registered at employment agencies declined by 1,1 percentage points but rose for every other job-search method. Interestingly, the percentage of those who searched the internet increased by 12,2 percentage points, highlighting the increase in advancement and accessibility of technology. Over the same period, those who searched for jobs by enquiring at work places experienced the largest increase (13,4 percentage points).

## Hard facts

- The working age population of Gauteng in 2014 was 9,4 million, of which 4,8 million were employed while 1,6 million were unemployed.
- A high proportion of people who were unemployed were in long-term unemployment.
- The incidence of long-term unemployment was higher among people with no work experience, compared to those with work experience.
- People who were unemployed for a short duration and those who had some work experience stood a better chance of moving into employment in the subsequent quarter.
- A high percentage of those in long-term unemployment were supported by persons in their households and they were most likely to enquire at places of work and seek assistance from relatives when looking for work.

# **Mpumalanga labour market:**

## **Long-term unemployment**

**Q3: 2008–Q3: 2014**

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## Long-term unemployment in Mpumalanga

Long-term unemployment is a phenomena occurring in all provinces of South Africa. People who are without work and trying to find a job or start a business for one year or more constitute the long-term unemployed. This report analyses labour market trends, the demographic characteristics, and transition into employment for the short and long-term unemployed.

## Labour market indicators in Mpumalanga

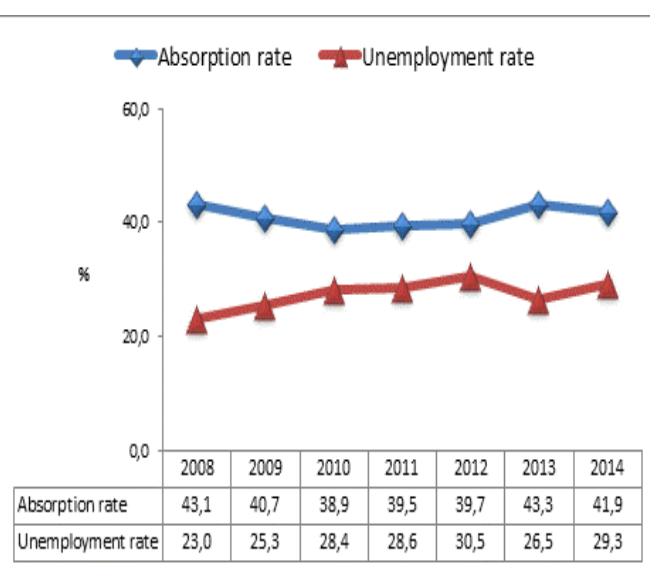
This section highlights the trends in the working-age population (employed, unemployed, and economically inactive) in Mpumalanga. It also identifies the trends in the unemployment and labour absorption rate between 2008 and 2014.

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Thousand							
Employed	1033	996	971	1007	1033	1149	1135
Unemployed	309	338	385	404	453	415	471
Discouraged	88	135	208	234	274	236	259
Other NEA	968	979	935	904	843	855	845
<b>Working age</b>	<b>2 398</b>	<b>2 449</b>	<b>2 499</b>	<b>2 550</b>	<b>2 602</b>	<b>2 656</b>	<b>2 710</b>
Annual changes							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	-37	-25	36	25	116	-14	102
Unemployed	29	47	20	49	-38	55	161
Discouraged	47	73	26	40	-37	23	171
Other NEA	12	-44	-31	-61	12	-10	-123
<b>Working age</b>	<b>51</b>	<b>50</b>	<b>51</b>	<b>53</b>	<b>53</b>	<b>54</b>	<b>312</b>

Note: NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**

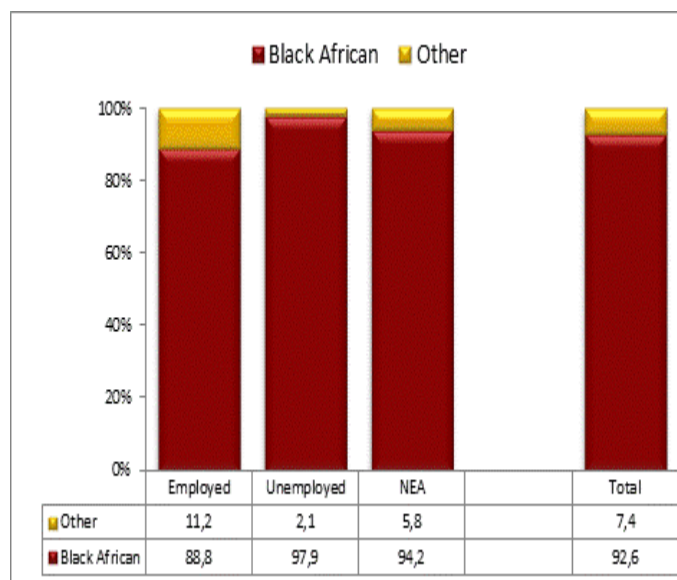


Over the period 2008 to 2014, the number of employed, unemployed, and discouraged persons increased, while the not economically active (NEA) population declined. This resulted in an increase of 312 000 persons in the working-age population (Table 1). Figure 1 shows that the increase in the number of unemployed persons was higher than the increase in employment levels, resulting in a decline in the absorption rate from 43,1% in 2008 to 41,9% in 2014, while the unemployment rate increased by 6,3 percentage points to 29,3% in 2014.

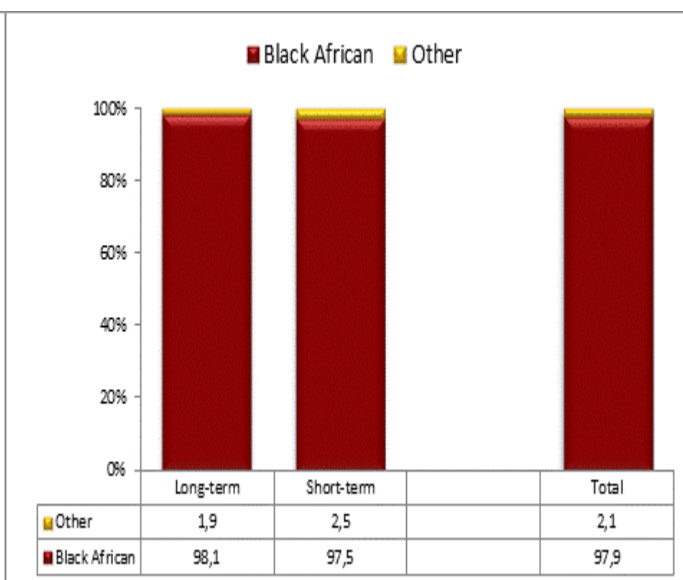
## Demographic characteristics of those in short and long-term unemployment

Across the globe, the length of time spent unemployed is an important indicator of the scale of the unemployment problem. This section therefore analyses the distribution of people in long and short-term unemployment by various demographic characteristics (age, population group and sex).

**Figure 2: Labour market status by population group, 2014**

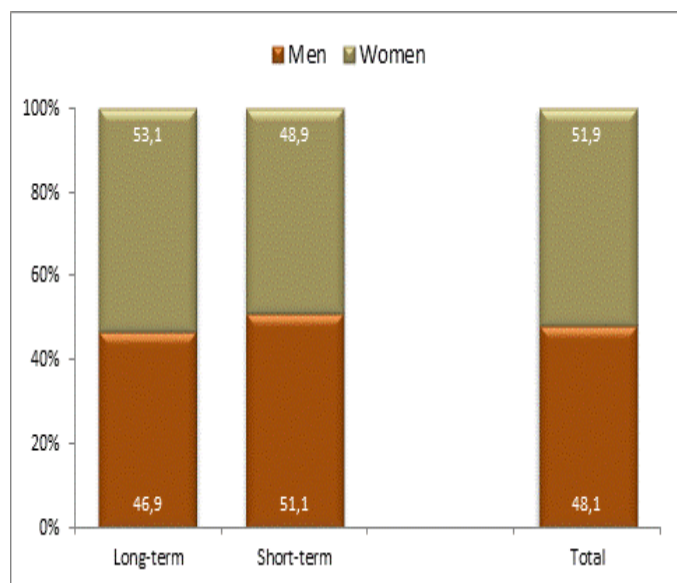


**Figure 3: Duration of unemployment by population group, 2014**

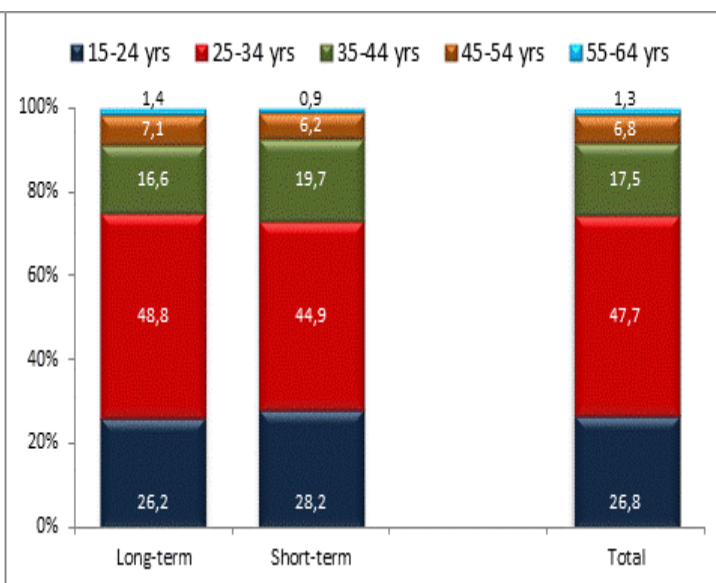


In 2014, black Africans accounted for 92,6% of the working-age population in Mpumalanga, but they were under-represented among the employed (88,8%) and over-represented among the unemployed (97,9%) and the not economically active population (94,2%). Moreover, Figure 3 shows that they are more likely to be in long-term unemployment.

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**



While women accounted for 51,9% of the unemployed, they were more likely to be in long-term unemployment (53,1%) compared to men (46,9%). Figure 5 shows that in 2014, youth aged 25–34 years accounted for 47,7% of the unemployed but were over-represented in long-term unemployment, accounting for 48,8% of this group.

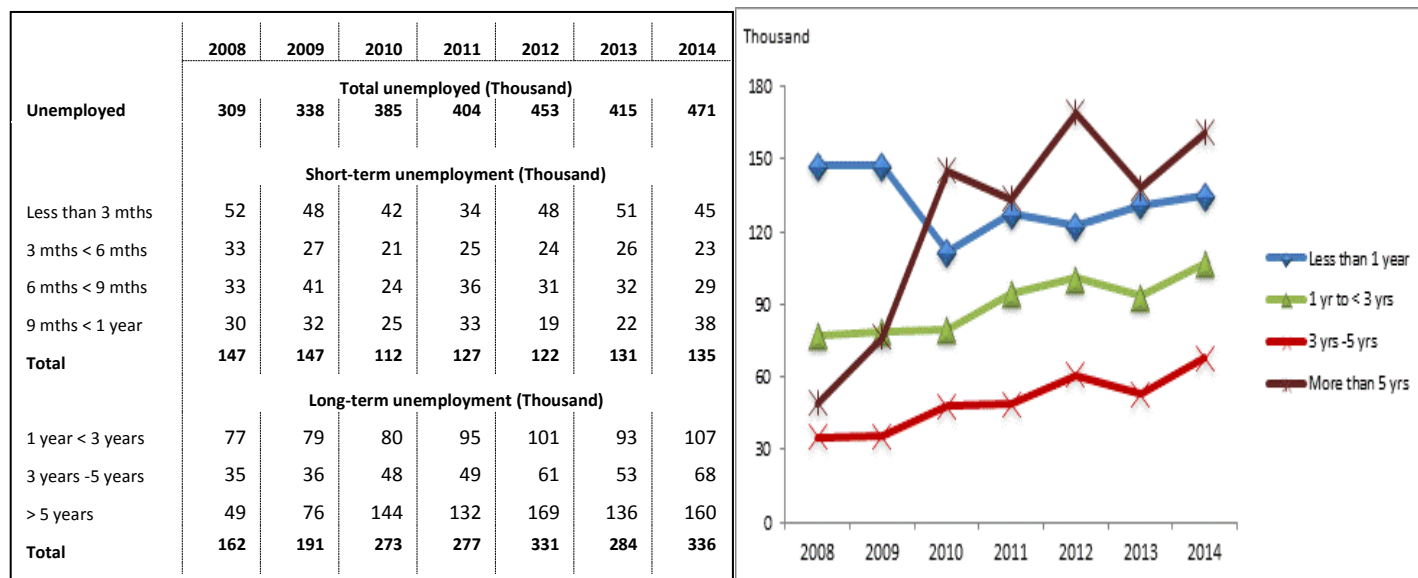


## Unemployment duration focusing on long-term unemployment

The major focus of this section is the incidence of long-term unemployment, which is the number of people who have been unemployed for a year or longer as a percentage of the total number unemployed.

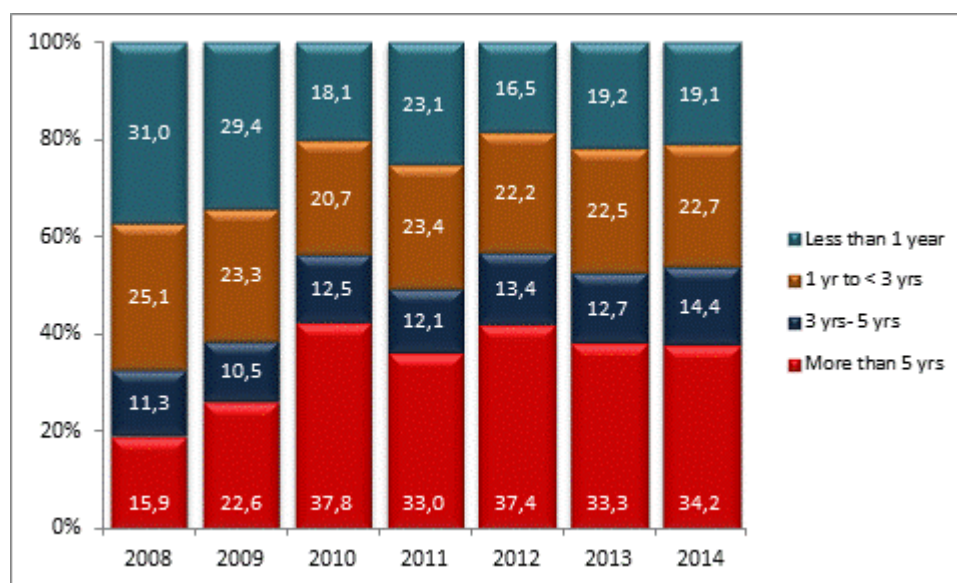
**Table 2: Unemployment duration, 2008–2014**

**Figure 6: Trends in the duration of unemployment, 2008–2014**



In the post-recession period, the number of persons in long-term unemployment was nearly twice that of persons in short-term unemployment. For persons in long-term unemployment, those unemployed for one year but less than three years accounted for the largest number in 2008 and 2009. Between 2010 and 2014, persons unemployed for more than five years accounted for the highest number of unemployed. Table 2 and Figure 6 show that this was also the category in which the largest increase occurred (from 49 000 in 2008 to 160 000 persons in 2014).

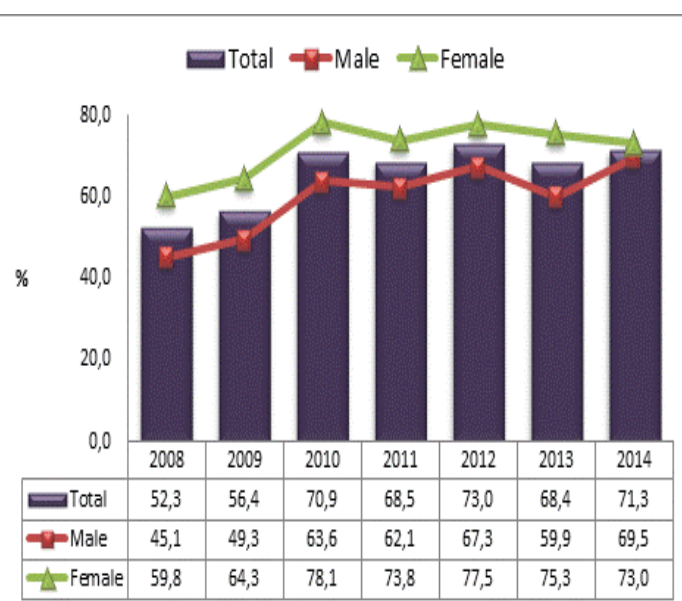
**Figure 7: Incidence of unemployment by duration, 2008–2014**



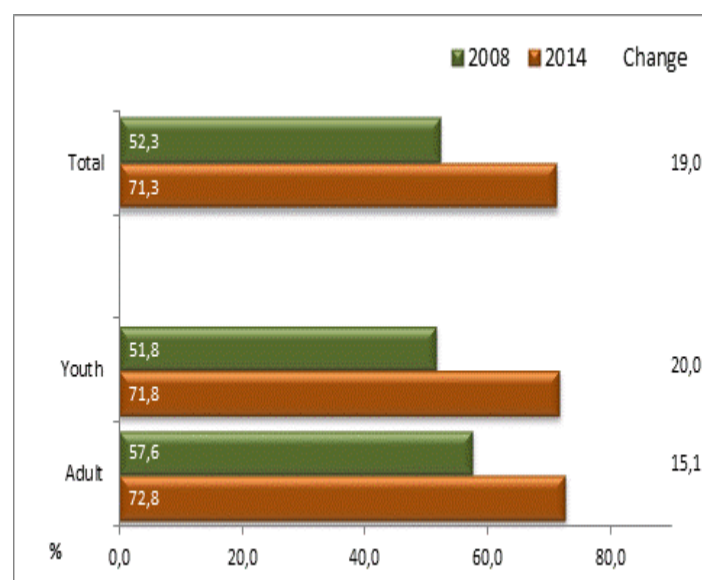
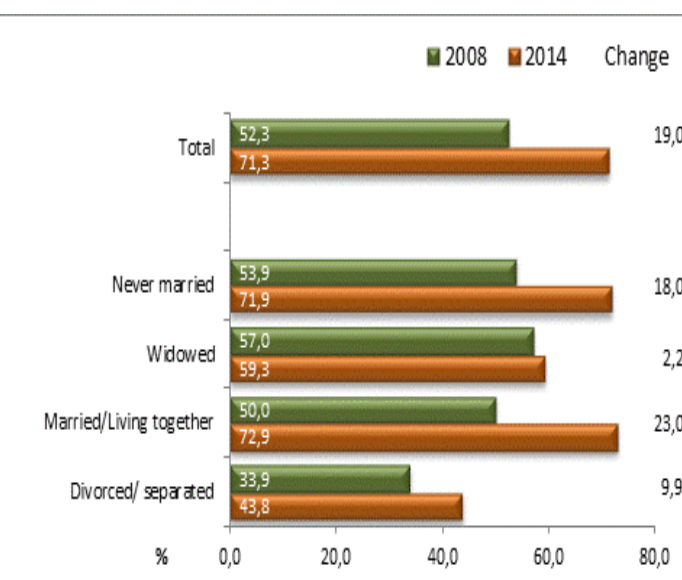
From 2009 to 2014, the incidence of unemployment was highest for persons who were unemployed for more than five years. Moreover, the incidence of long-term unemployment for this group increased from 15,9% in 2008 to 34,2% in 2014. This has serious implications for the employability of this group.

**Table 3: Unemployment duration by sex, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	86	90	69	69	65	74	69
Women	61	57	43	58	57	57	66
<b>Total</b>	<b>147</b>	<b>147</b>	<b>112</b>	<b>127</b>	<b>122</b>	<b>131</b>	<b>135</b>
<b>Long-term unemployment (Thousand)</b>							
Men	71	88	121	114	134	111	157
Women	91	103	152	164	196	173	178
<b>Total</b>	<b>162</b>	<b>191</b>	<b>273</b>	<b>277</b>	<b>331</b>	<b>284</b>	<b>336</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	4	-21	0	-4	9	-5
Women	-	-4	-15	16	-1	0	9
<b>Total</b>	-	<b>0</b>	<b>-35</b>	<b>16</b>	<b>-5</b>	<b>9</b>	<b>4</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	17	33	-8	21	-23	46
Women	-	12	49	12	33	-23	5
<b>Total</b>	-	<b>29</b>	<b>82</b>	<b>4</b>	<b>54</b>	<b>-47</b>	<b>51</b>

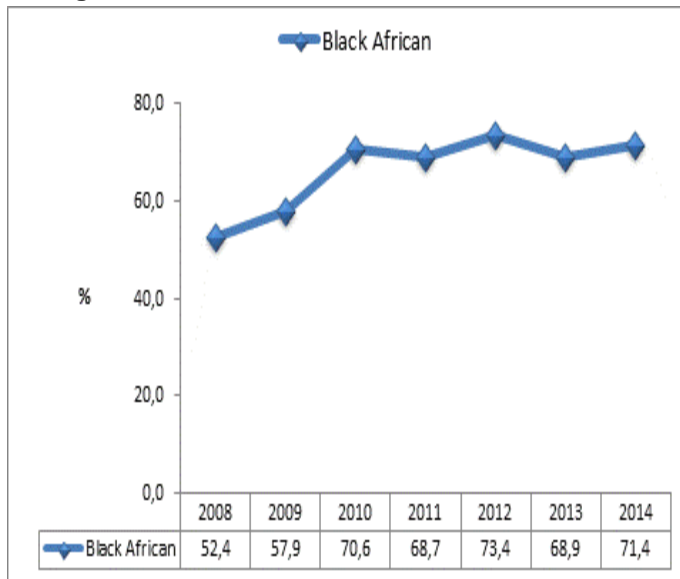
**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**

In 2014, the number of both men and women in long-term unemployment was twice as high as those in short-term unemployment (Table 3). Figure 8 shows that between 2008 to 2014, the incidence of long-term unemployment was higher among women compared to men, however, over the period the increase in the rate for men was close to double that of women.

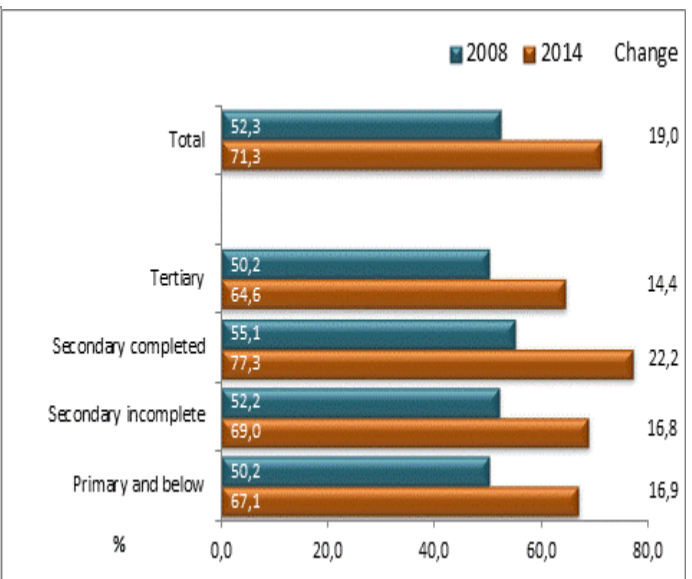
**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014****Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**

Figures 9 and 10 show that in Mpumalanga the incidence of long-term unemployment has increased by 19,0 percentage points between 2008 and 2014. It is highest among adults, however, over the period, the incidence increased more amongst youth. In 2014, the incidence was highest among those who are married or living together; this group also had the largest increase over the period.

**Figure 11: Incidence of long-term unemployment among black Africans, 2008–2014**



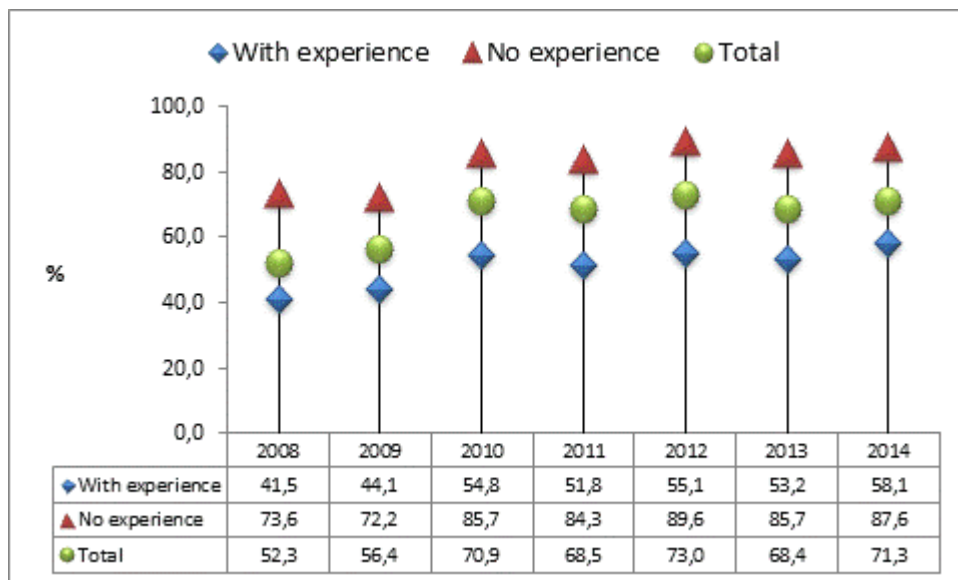
**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**



Note: The white, Indian/Asian and coloured population groups were excluded because of small numbers.

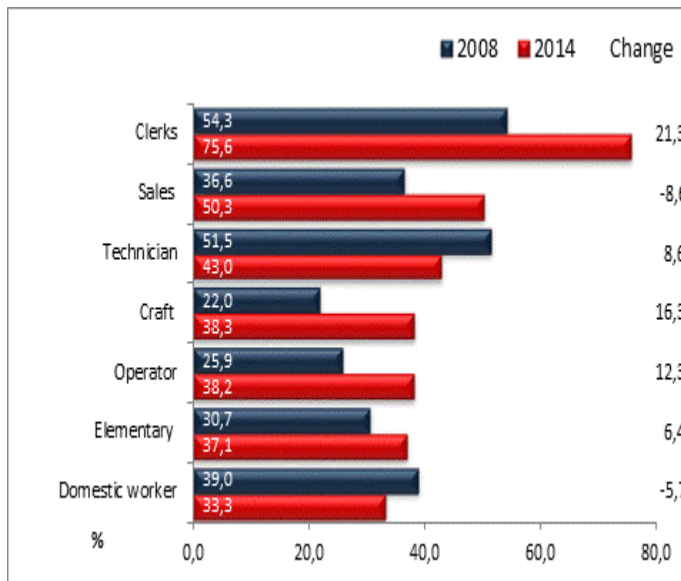
The incidence of long-term unemployment among black Africans increased by 19,0 percentage points from 52,4% in 2008 to 71,4% in 2014 (Figure 12). In both 2008 and 2014, the highest incidence of long-term unemployment in the province was found amongst persons who had completed their secondary education (from 55,1% in 2008 to 77,3% in 2014). There was an increase in the incidence of long-term unemployment for all levels of education, with the largest increase among those who had completed their secondary education (up by 22,2 percentage points).

**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**



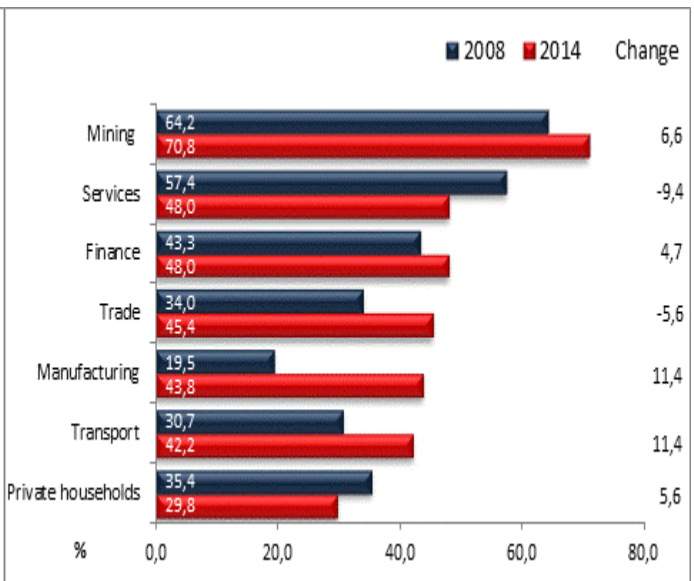
Persons without work experience are more likely to be in long-term unemployment than those with work experience. The province reflected the highest incidence of long-term unemployment in 2012 at 73,0%, declining to 71,3% in 2014. In 2014, the incidence of long-term unemployment was 29,5 percentage points higher for persons without work experience compared to those with work experience; this was a decline of 32,1 percentage points in 2008.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**



Note: Manager, Professional and Skilled agriculture occupations are excluded due to small sample sizes.

**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**



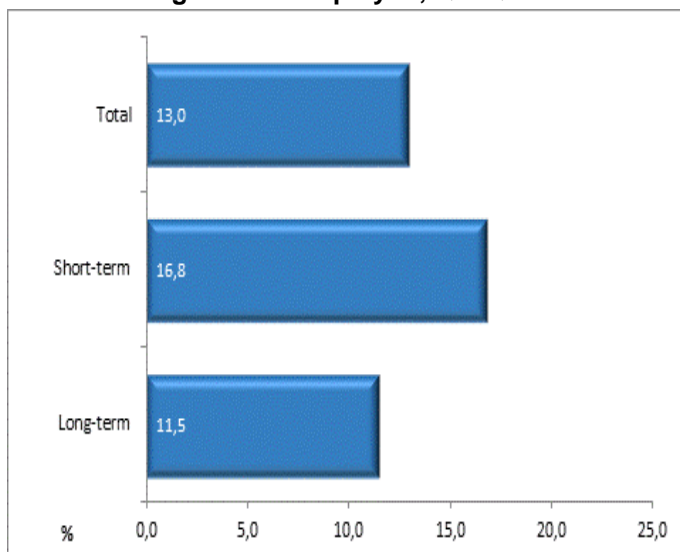
Note: Agriculture, Utilities and Construction industries are excluded due to small sample sizes.

Figure 14 shows that in both 2008 and 2014, the incidence of long-term unemployment was highest amongst persons who had previously worked as Clerks. In 2014, the incidence was lowest amongst persons who had previously worked as Domestic workers (33,3%), followed by those in Elementary occupations (37,1%). With regard to the previous industries of those in long-term unemployment, the incidence declined in Trade and Community and social services (5,6 and 9,4 percentage points respectively) but increased in the Manufacturing and Transport industries by the largest amount (11,4 percentage points each).

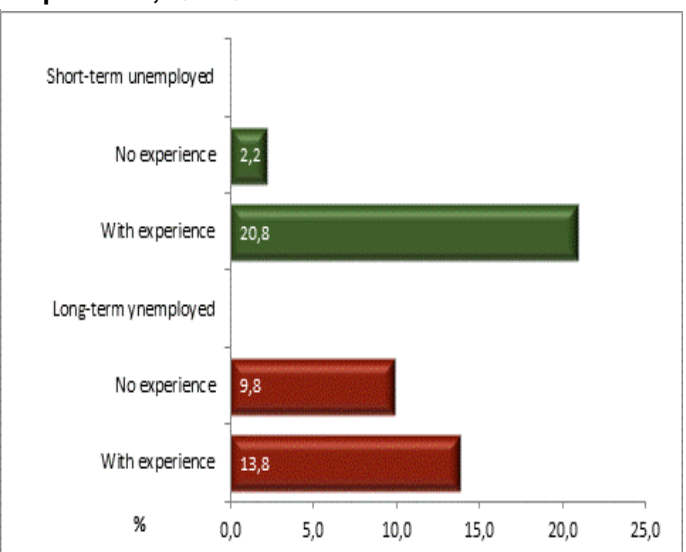
### Results based on the QLFS panel

This section analyses the transitions of the short and long-term unemployed into employment, and also focuses on the impact of previous work experience on transition rates into employment. The analysis is based on the results of the QLFS panel for Q1: 2014 and Q2: 2014.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1–Q2: 2014**



**Figure 17: Transition rate into employment by work experience, Q1–Q2: 2014**



In Mpumalanga the percentage of the unemployed in Q1: 2014 who found employment in Q2: 2014 (the transition rate) was 13,0%. Persons in short-term unemployment were more likely to find employment than those in long-term



unemployment – 16,8% compared to 11,5% (Figure 16). For both those in short-term and long-term unemployment, persons with work experience are more likely to find a job than those without work experience (Figure 17).

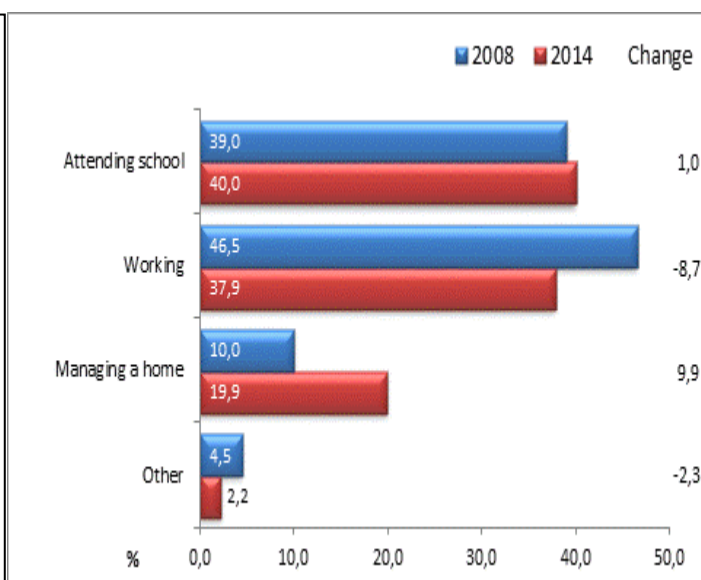
### Distributions of the LT unemployed by other characteristics

This section focuses on the share of persons in long-term unemployment by the kind of support received, activities done before being unemployed and the method used to search for work.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	46,5	39,9	29,7	31,6	30,4	34,3	37,9
Managing a home	10,0	15,2	24,9	19,7	22,5	20,9	19,9
Attending school	39,0	42,4	43,5	48,0	46,8	43,9	40,0
Other	4,5	2,5	1,8	0,7	0,3	0,9	2,2
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**



In 2008, persons who had worked before (46,5%) accounted for the highest proportion of those in long-term unemployment, followed by persons who had attended school (39,0%). Between 2008 and 2014 the percentage of the long-term unemployed that engaged in all types of activities increased. The largest decline occurred among those who had worked prior to becoming unemployed (8,7 percentage points).

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	79,8	84,0	79,9	85,8
Person not in household	24,3	32,9	32,1	33,5
Child/foster care grant	18,9	9,3	17,0	22,7
Saving/previous earnings	1,1	0,6	1,2	0,8
Pension/disability grants	0,4	0,3	0,2	0,3
Charity, welfare/church	0,2	0,1	0,0	0,6

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**

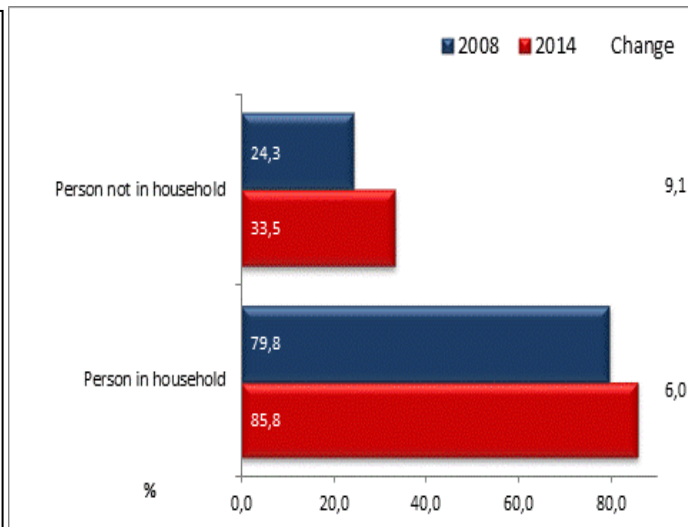


Table 5 shows that every year, the most important source of support to the long-term unemployed were persons within their household. In 2014, four out of five unemployed persons (79,8%) were supported by family members, while three out of ten (33,5%) were supported by persons living in other households. When comparing 2008 and

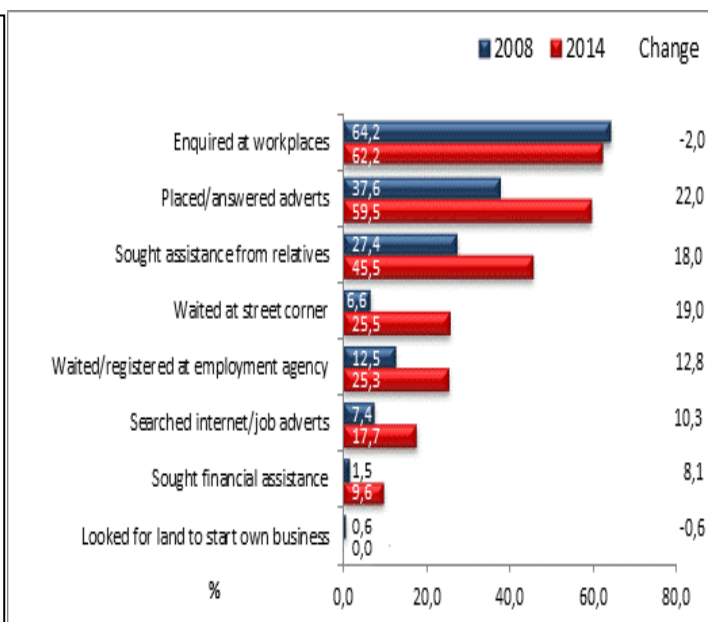


2014, the share of persons in long-term unemployment supported by persons not in their households increased by 9,1 percentage points while those supported by household members increased by 6,0 percentage points over the period (Figure 19).

**Table 6: Percentage of those in long-term unemployment by job-search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	12,5	9,2	25,6	25,3
Enquired at workplaces	64,2	77,4	84,1	62,2
Placed/answered adverts	37,6	40,1	41,5	59,5
Searched internet/job adverts	7,4	21,7	20,0	17,7
Sought assistance from relatives	27,4	43,3	42,1	45,5
Looked for land to start own business	0,6	0,7	0,7	0,0
Waited at street corner	6,6	21,0	19,1	25,5
Sought financial assistance	1,5	1,2	2,5	9,6

**Figure 20: Percentage of those in long-term unemployment by job-search method, 2008 and 2014**



Note: Percentages do not add up to 100% because more than one job search could have been used.

Table 6 shows that various methods are used when searching for a job. In Mpumalanga, the long-term unemployed enquired at work places, placed adverts and obtained assistance from friends and relatives most often when searching for employment. While enquiring at places of work was the most used search method, the largest increase occurred for the long-term unemployed placing adverts (22,0 percentage points), followed by waiting at a street corner (19,0 percentage points) and asking for assistance from friends and relatives (18,0%) (Figure 20).

## Hard facts

- Between 2008 and 2014, in Mpumalanga, the number of unemployed persons increased by 162 000 persons.
- The incidence of long-term unemployment increased by 19,0 percentage points over the same period.
- Black Africans, women and youth are over-represented in long-term unemployment.
- The majority of persons in unemployment have been unemployed for more than five years. The incidence of long-term unemployment in the province increased from 15,9% to 34,2% between 2008 and 2014.
- While the incidence of long-term unemployment increased with education, those with secondary education experienced a higher incidence compared to other educational levels.
- Having work experience reduces the chances of being in long-term unemployment.
- In both 2008 and 2014, the incidence of long-term unemployment was highest amongst persons who had previously worked as Clerks.
- Between 2008 and 2014, eight in ten persons who were in long-term unemployment were supported by persons in their household.

# **Limpopo labour market: Long-term unemployment**

**Q3: 2008–Q3: 2014**

## Long-term unemployment in Limpopo

Long-term unemployment is defined as being unemployed, available for work and looking for work longer than one year. Unemployment experiences differ across groups of people, with black Africans, women, youth and less-educated workers generally having higher incidences and longer durations of unemployment. As the job search drags on, skills and networks fade, making it harder for the long-term unemployed to find work. The indicators on long-term unemployment are concerned with the duration of unemployment, that is, the length of time that an unemployed person has been without work and looking for a job. Reducing the duration of periods of unemployment is a key element in many strategies to reduce overall unemployment. The analysis in this report is based on the third quarter results of the QLFS each year over the period 2008–2014.

In the first section, the analysis focuses on trends in key labour market indicators, and the demographic characteristics of those in long and short-term unemployment. Subsequent sections analyse the incidence of long-term unemployment for various groups and the movement into employment by the duration of unemployment based on the results of the QLFS panel. In conclusion, the type of support received by the long-term unemployed and the type of job search method they use are analysed. In some instances, the analysis is based on small sample numbers, and thus the results should be interpreted with caution. Due to the issue of rounding, the totals are not always the sum of the constituent parts.

## Labour market indicators in Limpopo

This section focuses on trends of the working-age population, the number of people employed, unemployed and inactive and the annual change over the period 2008–2014. Key labour market rates for Limpopo such as the absorption rate and the unemployment rate are also discussed.

**Table 1: Trends in key labour market indicators, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
Thousand							
Employed	932	962	936	1 052	1 125	1 159	1 206
Unemployed	384	322	308	246	311	240	229
Discouraged	166	226	314	405	350	401	419
Other NEA	1 616	1 665	1 690	1 615	1 600	1 650	1 659
<b>Working age</b>	<b>3 099</b>	<b>3 175</b>	<b>3 248</b>	<b>3 319</b>	<b>3 386</b>	<b>3 450</b>	<b>3 513</b>
Annual changes (Thousand)							
	2009	2010	2011	2012	2013	2014	Change '08-'14
Employed	30	-26	116	73	34	47	274
Unemployed	-62	-14	-61	64	-71	-11	-155
Discouraged	60	88	91	-56	52	18	253
Other NEA	49	25	-75	-15	50	9	43
<b>Working age</b>	<b>76</b>	<b>73</b>	<b>70</b>	<b>67</b>	<b>64</b>	<b>63</b>	<b>414</b>

Note: NEA refers to the not economically active population.

**Figure 1: Key labour market rates, 2008–2014**

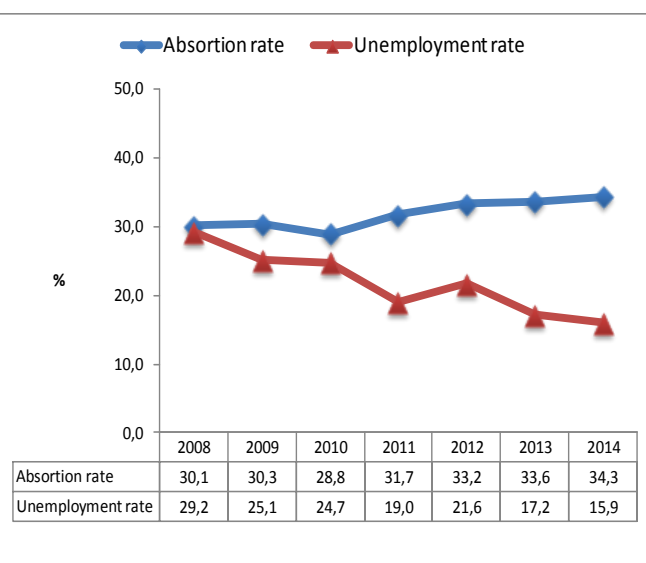
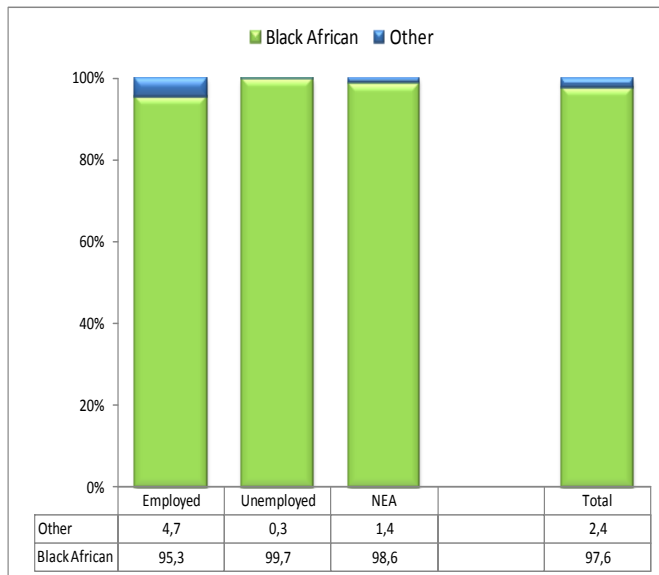


Table 1 shows that in Limpopo over the period 2010–2014, there was an increase in employment from 936 000 to 1,2 million. In 2014, there were 274 000 more people who were employed in Limpopo and 155 000 fewer people who were unemployed compared to 2008. However, the decline in unemployment was accompanied by an increase in the number of people who became discouraged (253 000) over the period. Figure 1 shows that the unemployment rate in Limpopo had been declining over time – from 29,2% in 2008 to 15,9% in 2014. But although Limpopo has the lowest unemployment rate compared to the other provinces, it also has the second lowest labour absorption rate. This signals the general lack of employment opportunities in the province relative to the other provinces. Nonetheless, and particularly since 2011, there has been a steady increase in the labour absorption rate such that by 2014 at 34,3% it was 4,2 percentage points higher than in 2008.

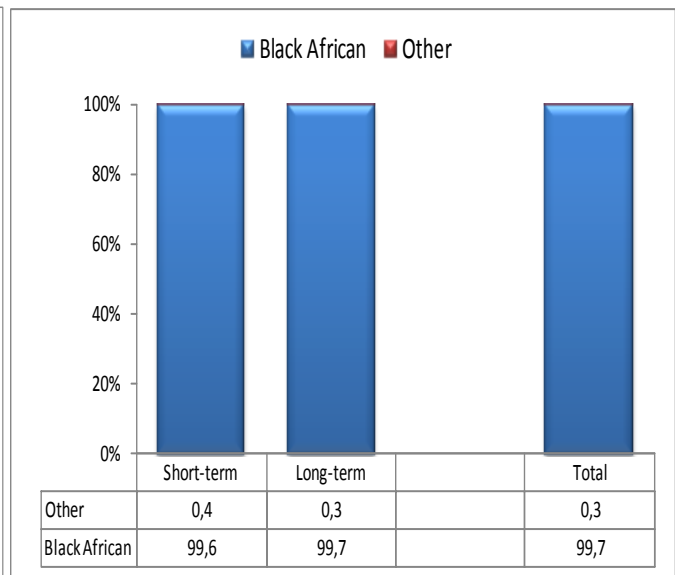
## Demographic characteristics of those in short and long-term unemployment

The labour market status by population group and the duration of unemployment are discussed in this section. The analysis also focuses on how the duration of unemployment affects other demographic groups (men/women and various age groups).

**Figure 2: Labour market status by population group, 2014**

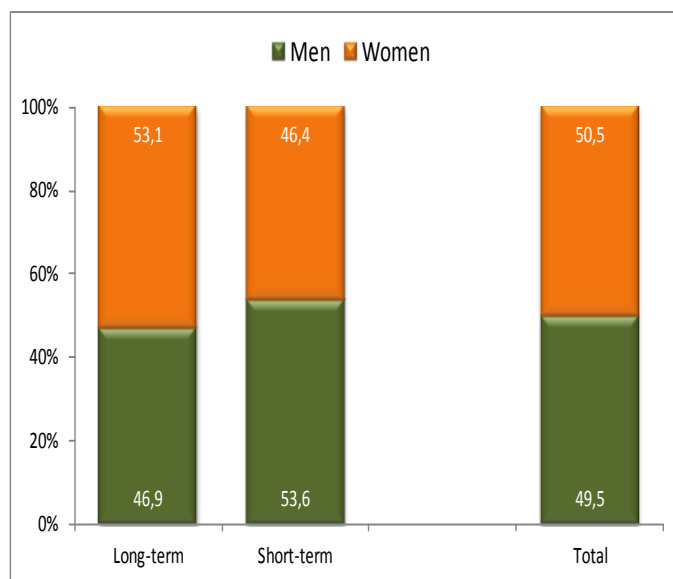


**Figure 3: Duration of unemployment by population group, 2014**



According to Figure 2, in 2014 black Africans accounted for 97,6% of the working-age population but among the employed they are under-represented as they account for 95,3% of total employment in the province; they are over-represented among the unemployed (99,7%) and among the not economically active population (98,6%). Figure 3 shows that among unemployed black Africans, 99,7% are in long-term unemployment – they have been looking for work for a period of a year or longer while a similar percentage (99,6%) are in short-term unemployment.

**Figure 4: Duration of unemployment by sex, 2014**



**Figure 5: Duration of unemployment by age, 2014**

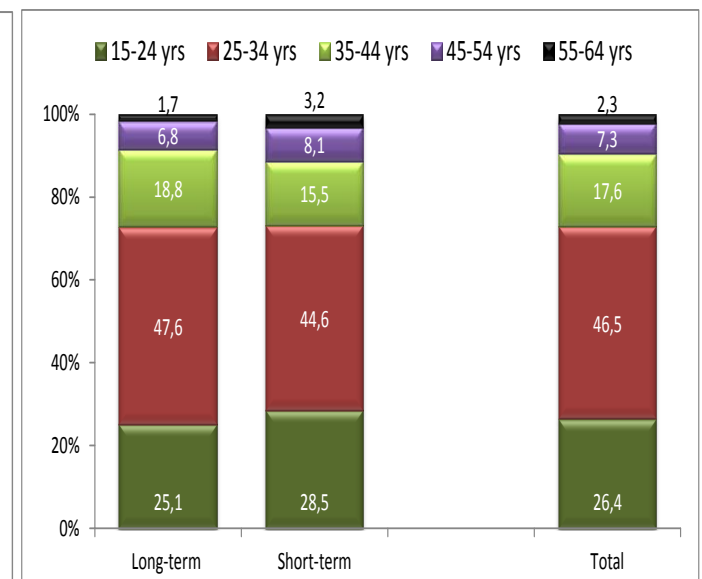


Figure 4 shows that in 2014 women account for 50,5% of the unemployed in Limpopo. Among those who are unemployed and have been looking for work for a year or longer, women account for an even larger percentage (53,1%) – indicating that they are over-represented in long-term unemployment. Figure 5 shows the substantial age group bias in the incidence of long-term unemployment. The share of those aged 25–34 years in total unemployment

was 46,5%, yet they accounted for 47,6% of those in long-term unemployment – 1,1 percentage points higher than the provincial incidence.

## Unemployment duration focusing on long-term unemployment

The time spent looking for work differs, with a higher proportion of job-seekers being in long-term unemployment. The analysis in this section focuses on trends in long-term and short-term unemployment and the incidence of long-term unemployment by sex, age group, marital status, population group and level of education.

**Table 2: Unemployment duration, 2008–2014**

**Figure 6: Trends in the duration of unemployment, 2008–2014**

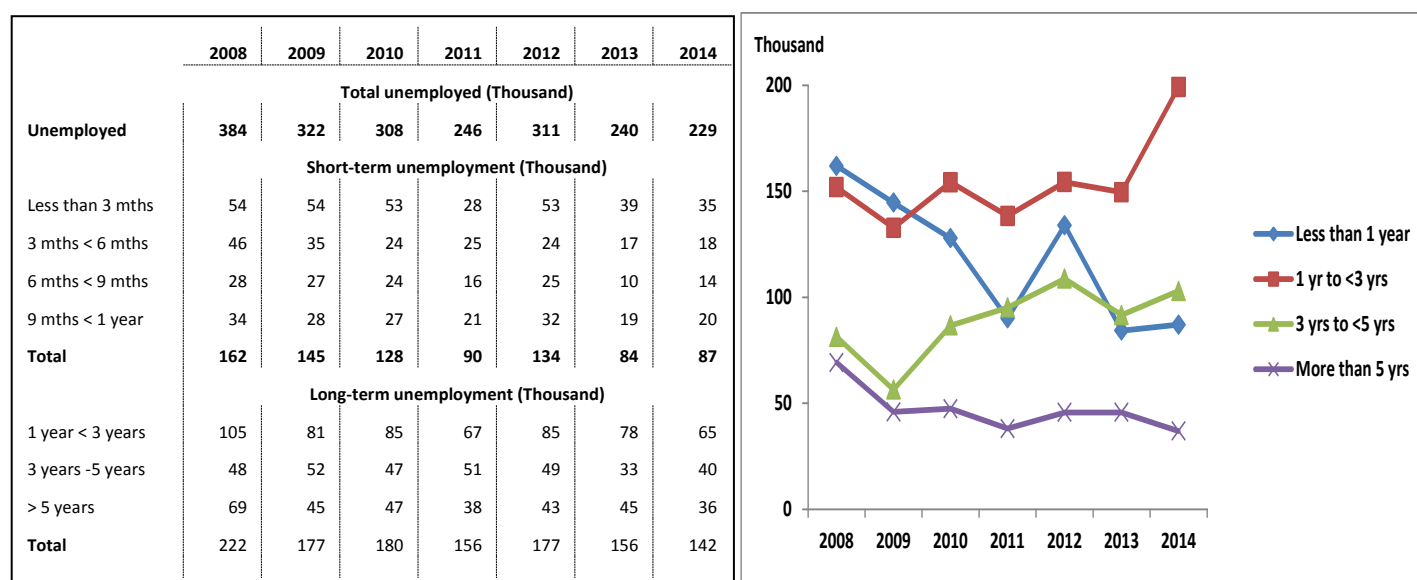
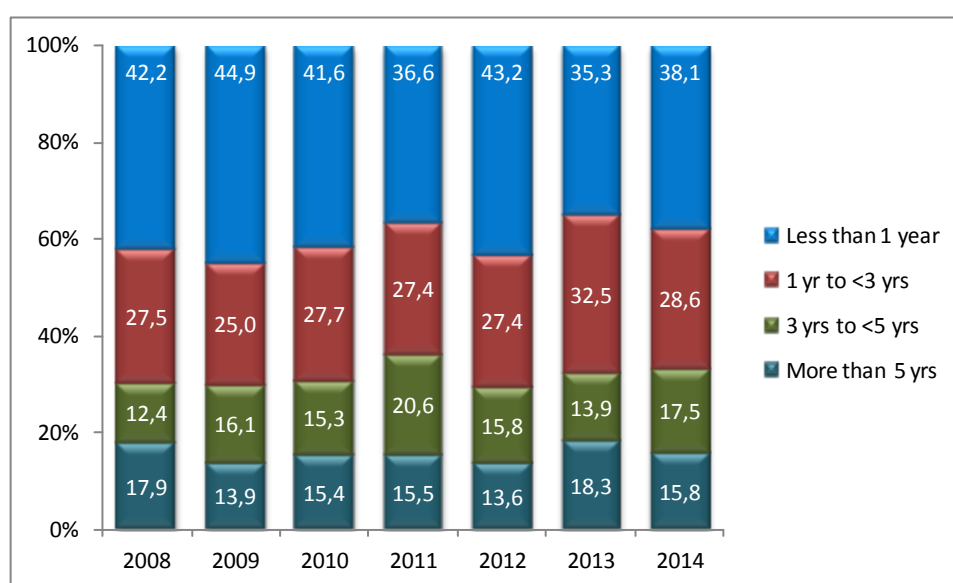


Table 2 and Figure 6 show that in Limpopo, the number of unemployed people decreased from 384 000 in 2008 to 229 000 in 2014. Those who were looking for work for a period of a year or longer accounted for 57,8% of the unemployed in 2008 and by 2014 this had increased to 62,0% – an increase of 4,2 percentage points. However, there was a decline in the number of those who were looking for work for more than five years (from 69 000 to 36 000) over the period 2008–2014.

**Figure 7: Incidence of unemployment by duration, 2008–2014**



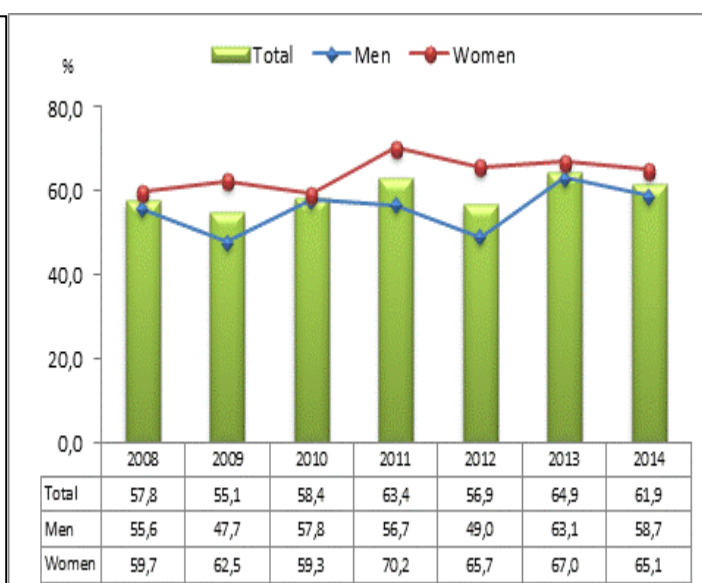
The incidence of long-term unemployment was highest in 2011 when 27,4% of unemployed people were looking for work for one to three years; 15,8% for three to five years; and 15,5% for more than five years.



**Table 3: Unemployment duration by sex, 2008–2014**

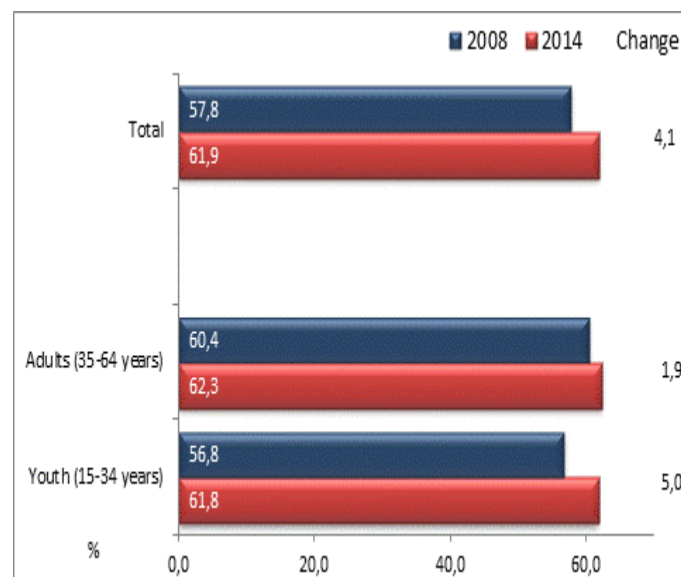
	2008	2009	2010	2011	2012	2013	2014
<b>Short-term unemployment (Thousand)</b>							
Men	79	84	73	54	84	48	47
Women	83	60	55	36	50	36	40
<b>Total</b>	<b>162</b>	<b>145</b>	<b>128</b>	<b>90</b>	<b>134</b>	<b>84</b>	<b>87</b>
<b>Long-term unemployment (Thousand)</b>							
Men	99	77	99	70	81	82	66
Women	123	101	80	86	96	73	75
<b>Total</b>	<b>222</b>	<b>177</b>	<b>180</b>	<b>156</b>	<b>177</b>	<b>156</b>	<b>142</b>
<b>Annual changes: Short-term unemployment (Thousand)</b>							
Men	-	5	-12	-19	30	-36	-1
Women	-	-23	-5	-19	14	-14	4
<b>Total</b>	-	<b>-17</b>	<b>-17</b>	<b>-38</b>	<b>44</b>	<b>-50</b>	<b>3</b>
<b>Annual changes: Long-term unemployment (Thousand)</b>							
Men	-	-22	23	-29	10	2	-16
Women	-	-22	-20	5	10	-23	2
<b>Total</b>	-	<b>-44</b>	<b>2</b>	<b>-24</b>	<b>20</b>	<b>-21</b>	<b>-14</b>

**Figure 8: Incidence of long-term unemployment by sex, 2008–2014**



Since 2012, long-term unemployment has affected more men than women, but the largest annual increase was recorded in 2012 when 30 000 more men and 14 000 more women were looking for work for more than a year. The largest annual increase in long-term unemployment was observed among both women and men in 2012 (by 10 000 for each). Figure 8 shows that the incidence of long-term unemployment among women has been consistently higher than that of men and also higher than the provincial average. The highest incidence of long-term unemployment for the province was 64,9% observed in 2013, while among women the incidence was highest in 2011 at 70,2% – 6,8 percentage points higher than the provincial average in the same year.

**Figure 9: Incidence of long-term unemployment by age group, 2008 and 2014**



**Figure 10: Incidence of long-term unemployment by marital status, 2008 and 2014**

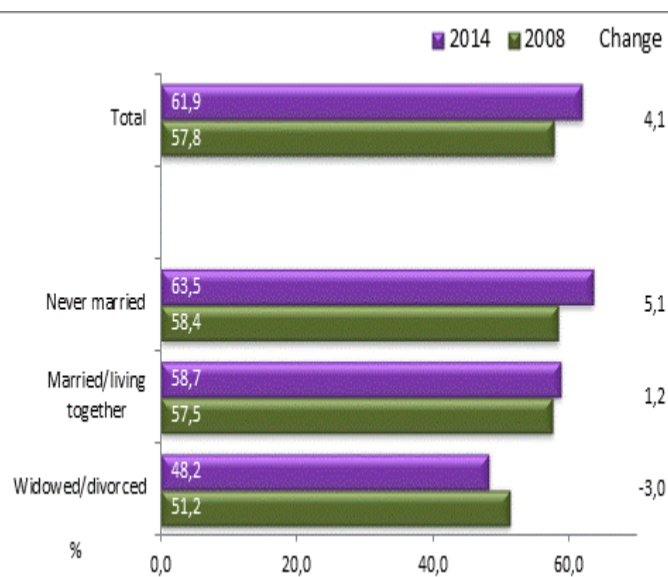
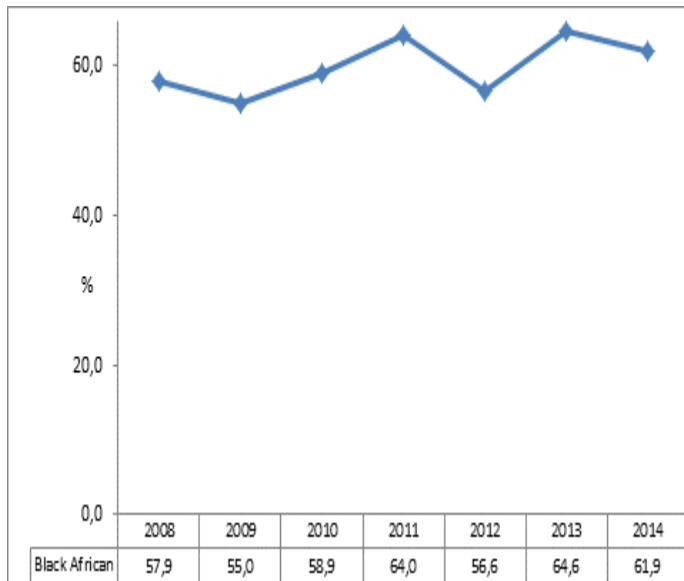


Figure 9 shows that over the period 2008–2014, the incidence of long-term unemployment increased among both youth and adults and the increase among youth (by 5,0 percentage points) was more than double that of adults (1,9 percentage points). With regards to marital status, the incidence of long-term unemployment increased by 5,1 percentage points among those who had never been married – an increase from 58,4% in 2008 to 63,5% in 2014. This was the biggest increase compared to those in other marital status groups with the incidence declining among the widowed/divorced by 3,0 percentage points.

**Figure 11: Incidence of long-term unemployment among black Africans, 2008–2014**

Note: The sample size is too small for other population groups.

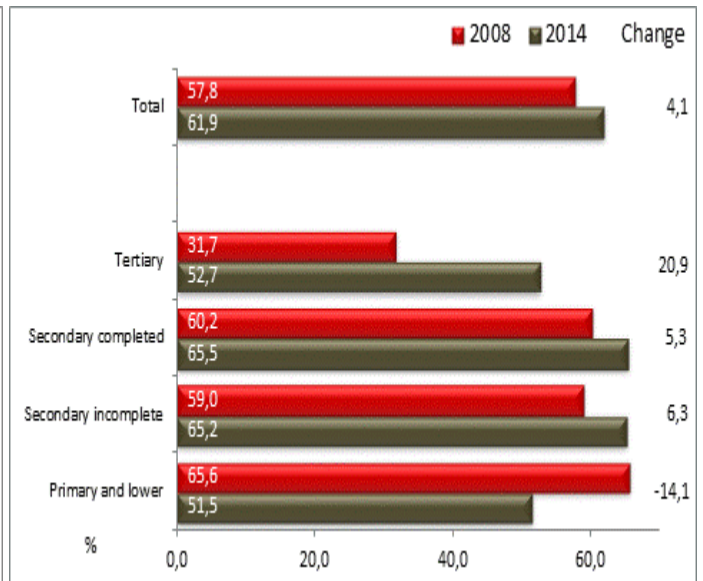
**Figure 12: Incidence of long-term unemployment by level of education, 2008 and 2014**

Figure 11 shows that over the period of 2008–2013, the incidence of long-term unemployment for black Africans increased from 57,9% to 61,9%. It was highest in 2013 at 64,6%. Over the period 2008–2014, Figure 12 shows that the incidence of long-term unemployment increased by the largest amount among those with tertiary education (20,9 percentage points). Only among those whose level of education was primary and lower did the incidence of long-term unemployment decline.

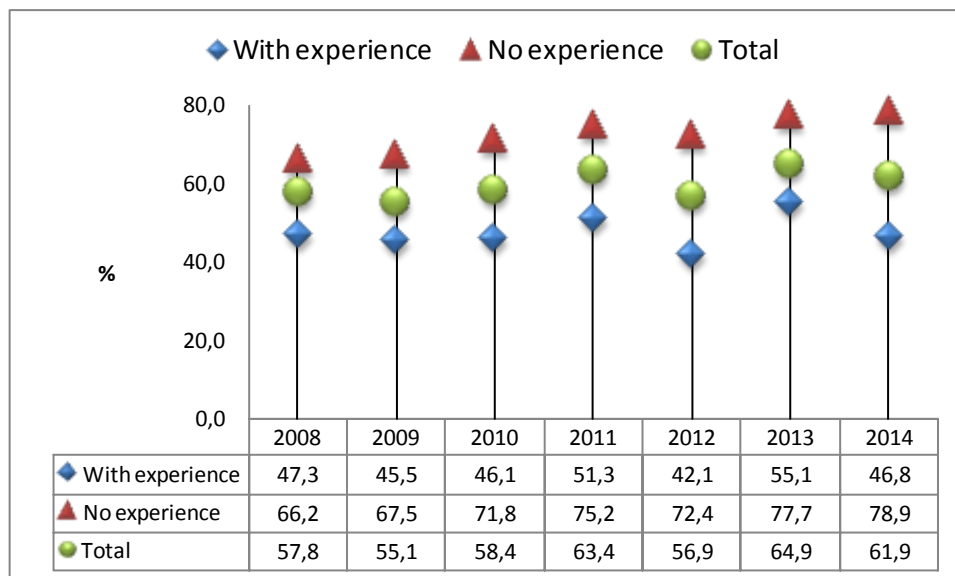
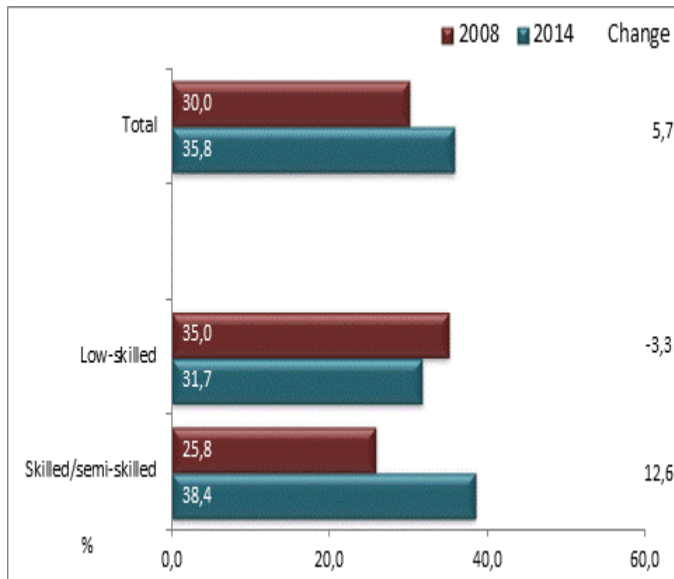
**Figure 13: Incidence of long-term unemployment by work experience, 2008–2014**

Figure 13 indicates that the incidence of long-term unemployment is highest among individuals with no work experience compared to those with work experience. Between 2008 and 2014, the incidence of long-term unemployment among individuals with no work experience increased by 12,7 percentage points from 66,2% to 78,9%, while it decreased by 0,5 of a percentage point (from 47,3% to 46,8%) among those with work experience.

**Figure 14: Incidence of long-term unemployment by previous occupation, 2008 and 2014**



Note: Skilled agriculture was omitted due to small figures.

**Figure 15: Incidence of long-term unemployment by previous industry, 2008 and 2014**

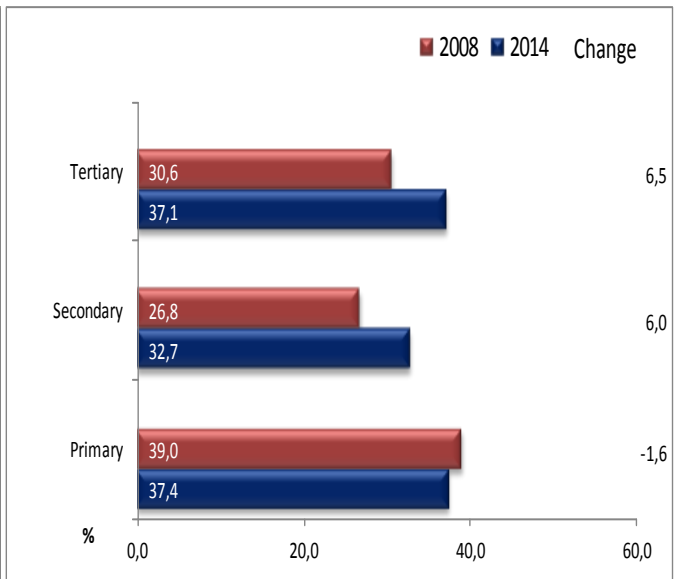
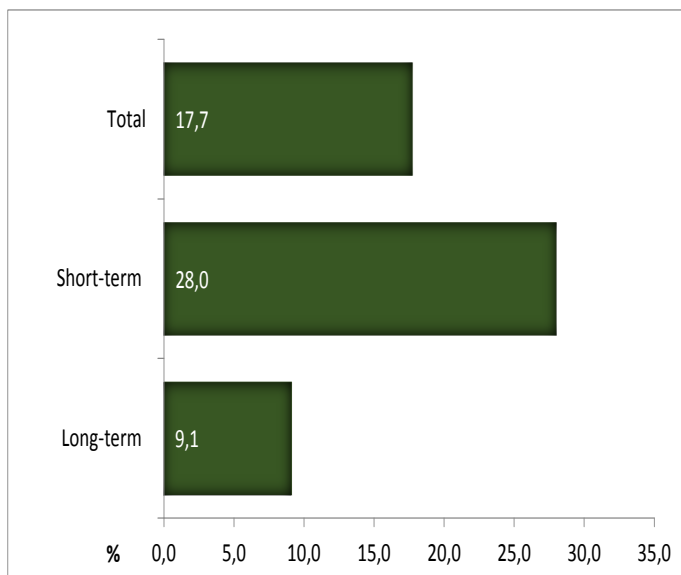


Figure 14 shows that in 2008 the incidence of long-term unemployment was lowest among those who had previously worked in skilled or semi-skilled occupations at 25,8%, but in 2014 this group had the highest incidence of long-term unemployment at 38,4%, representing an increase of 12,6 percentage points over the period. However, over the same period there was a decline among those previously employed in low-skilled occupations. The incidence of long-term unemployment was highest among those previously employed in the primary industries, both in 2008 and 2014 as depicted in Figure 15. Over the same period, the largest increase occurred among those previously employed in tertiary industries (up by 6,5 percentage points).

### Results based on the QLFS panel

Panel data enables the same individuals to be tracked over time to see how their labour market status changes from one quarter to the next. Individuals that were in the sample for two consecutive quarters are tracked using the variables name, surname, gender, age and population group. This section examines the transition from unemployment to employment among the short and long-term unemployed. It also discusses the impact of work experience on finding a job. The analysis is based on QLFS panel results for the first and second quarters of 2014.

**Figure 16: Transition rate into employment for the short and long-term unemployed, Q1–Q2: 2014**



**Figure 17: Transition rate into employment by work experience, Q1–Q2: 2014**

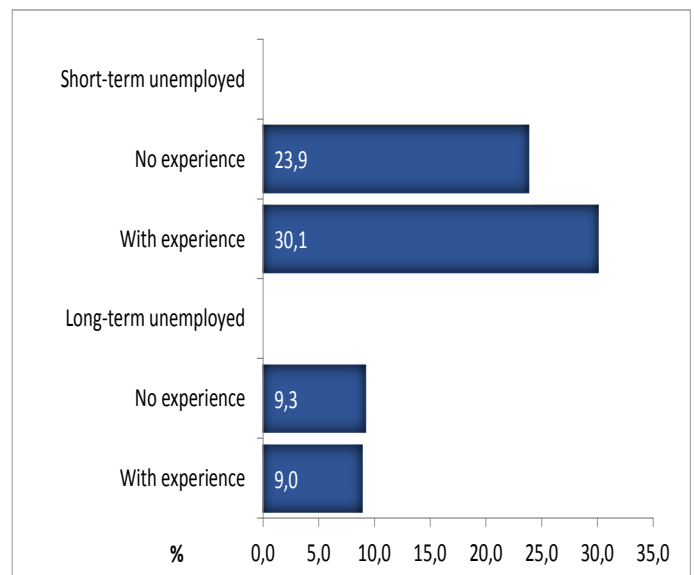


Figure 16 shows that 17,7% of those who were unemployed in Q1: 2014 found employment in Q2: 2014. However, individuals who were in short-term unemployment were more likely to transition into employment compared to those in long-term unemployment – 28,0% of those in short-term unemployment found a job whereas only 9,1% of individuals who were looking for work for a year or longer found employment between Q1: 2014 and Q2: 2014. Figure 17 suggests that even among those in short-term unemployment, work experience increases the chances of getting employment, as the transition rate among those with experience was 6,2 percentage points higher compared to those without experience. Among those in long-term unemployment, having experience did not improve the chances of finding a job.

### Distributions of the long-term unemployed by other characteristics

This section focuses on the main activity of those in long-term unemployment before they became unemployed, the type of support they received, as well as the job search method they used.

**Table 4: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008–2014**

	2008	2009	2010	2011	2012	2013	2014
	Per cent						
Working	29,1	38,6	36,2	29,7	32,5	38,6	34,2
Managing a home	24,6	18,5	16,6	26,0	20,7	27,7	17,4
Attending school	45,8	42,7	47,1	43,9	46,8	32,8	48,0
Other	0,5	0,3	0,2	0,5	0,0	0,9	0,3
<b>Total</b>	100,0	100,0	100,0	100,0	100,0	100,0	100,0

**Figure 18: Percentage of those in long-term unemployment by main activity before becoming unemployed, 2008 and 2014**

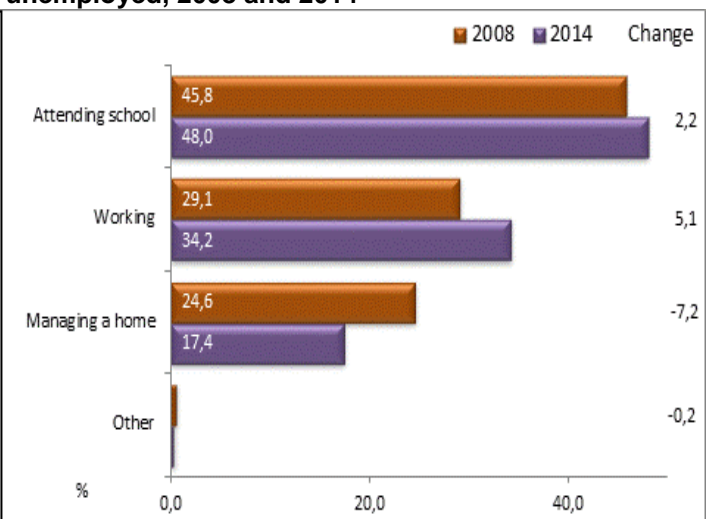
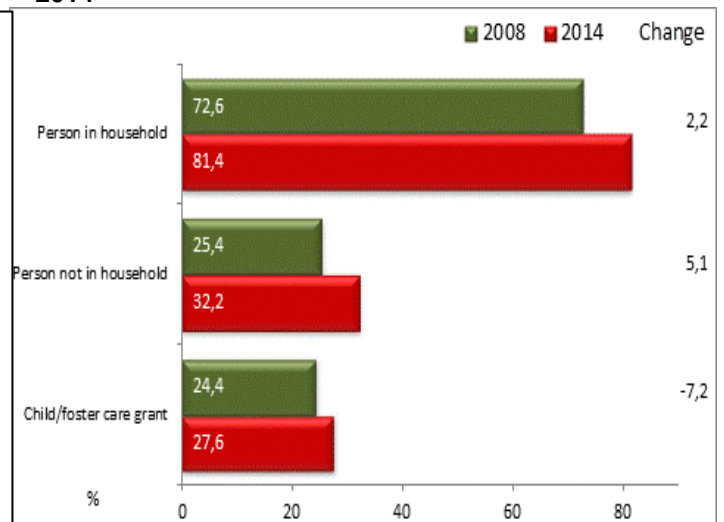


Table 4 and Figure 18 show that over the period 2008–2014, those in long-term unemployment were mainly attending school or working before they started looking for work. In 2008, those who were attending school accounted for 45,8% of the long-term unemployed and by 2014 the share had increased to 48,0% by 2,2 percentage points. Over the same period, the share for those who were working also increased – by 5,1 percentage points. In contrast, the share of those who were managing a home decreased by 7,2 percentage points.

**Table 5: Percentage of those in long-term unemployment by type of support received, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Person in household	72,6	77,8	76,7	81,4
Person not in household	25,4	22,3	25,5	32,2
Child/foster care grant	24,4	27,9	25,0	27,6
Bursary/student loan	0,3	0,5	0,2	0,3
Saving/previous earnings	0,6	0,8	2,0	0,5
Pension/disability grant	0,7	0,5	1,0	0,4
Charity/church/welfare	0,5	0,0	0,0	0,0
Other social grants	0,0	0,3	0,2	0,0

**Figure 19: Percentage of those in long-term unemployment by type of support received, 2008 and 2014**



Note: Totals do not add up to a 100% as multiple types of support can be received.

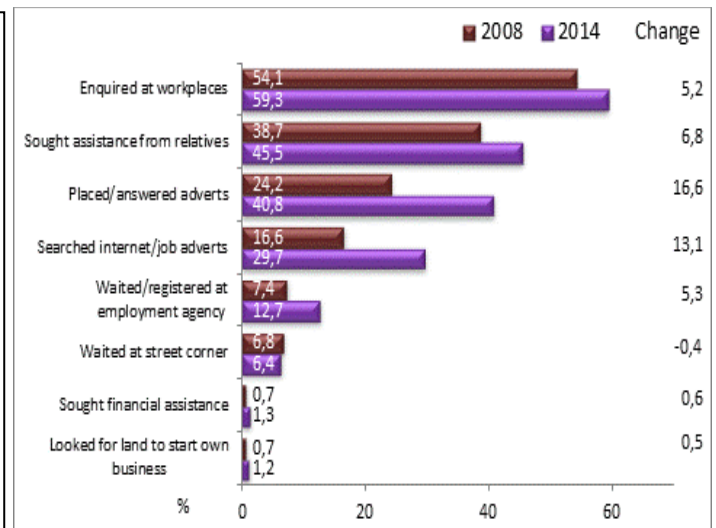
Those who are unemployed also need to survive and they rely on various types of support. Throughout the period 2008–2014, Table 5 and Figure 19 show that those who were in long-term unemployment indicated the main form of support received was assistance from persons who resided in the same household with them. In 2008, as many as 72,6% indicated this type of support and the proportion increased to 81,4% in 2014. Support from persons not in the household and child/foster care grants were the second and third most indicated means of support (32,2% and 27,6% respectively in 2014). There has been an increase in the proportion for these three types of support between 2008 and 2014.

**Table 6: Percentage of those in long-term unemployment by job search method, 2008–2014**

	2008	2010	2012	2014
	Per cent			
Waited/registered at employment agency	7,4	10,1	13,5	12,7
Enquired at workplaces	54,1	58,8	60,1	59,3
Placed/answered adverts	24,2	32,1	35,3	40,8
Searched internet/job adverts	16,6	21,9	24,9	29,7
Sought assistance from relatives	38,7	46,8	50,9	45,5
Looked for land to start own business	0,7	0,7	0,6	1,2
Waited at street corner	6,8	7,2	4,9	6,4
Sought financial assistance	0,7	0,5	0,7	1,3

Note: Totals do not add up to a 100% as multiple job-search methods can be used.

**Figure 20: Percentage of those in long-term unemployment by job search method, 2008 and 2014**



In 2014 more than half (59,3%) of those in long-term unemployment enquired at workplaces in search of a job compared to 54,1% in 2008. More than 40% of those in long-term unemployment sought the assistance of friends or relatives in 2014 compared to 38,7% in 2008. Over the period, there was an increase in the proportion of those in long-term unemployment who placed or answered adverts by 16,6 percentage points from 24,2% in 2008 to 40,8% in 2014. The least popular method of job search used by those in long-term unemployment was waiting at the street corner (6,8% in 2008 and 6,4% in 2014).

## Hard facts

- Over the period 2010–2014, there was an increase in employment from 936 000 to 1,2 million people employed in Limpopo. In 2014 there were 274 000 more people who were employed in Limpopo and 155 000 fewer people who were unemployed compared to 2008.
- In 2014 women were over-represented in long-term unemployment as they accounted for 53,1% of those in long-term unemployment, yet they accounted for 50,5% of the unemployed in Limpopo.
- The incidence of long-term unemployment increased by 4,1 percentage points between 2008 and 2014.
- The incidence of long-term unemployment was highest among those previously employed in the primary industries both in 2008 and 2014 compared to those in secondary and tertiary industries.
- Individuals who are in short-term unemployment are more likely to transition into employment compared to those in long-term unemployment
- Among those in short-term unemployment, work experience increases the chances of getting employment.
- Those in long-term unemployment were mainly attending school or working before they became unemployed.
- Assistance from household members was indicated as the main type of support received by those in long-term unemployment. Support from persons not in the household and child/foster care grants were second and third most indicated means of support by those in long-term unemployment.