Labour statistics

Labour market dynamics in South Africa, 2017

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Labour Market Dynamics in South Africa 2017

Report No. 02-11-02 (2017)

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Foreword

The NDP has set out a goal of full employment by 2030. This would mean the official unemployment rate falls to 6,5% and the labour force participation rate rises from 54% to 65%, requiring an average annual GDP growth rate of 5% and 11 million net new jobs created over a 20-year period. Economic growth that is vibrant will make it possible for more people to get employment in the South African labour market. For the country to track whether progress is made in terms of achieving this NDP goal, data is needed. This report, through the QLFS as the source of labour market information, provides data on employment and unemployment as well as information of the inactive population. For the second time since the inception of the QLFS, data on migration is included in this report.

2017 marks the tenth Labour Market Dynamics Report in South Africa since the inception of the Quarterly Labour Force Survey (QLFS) in 2008. This report provides information on labour market trends over the period 2012–2017, with a particular focus on labour market dynamics as provided for by the QLFS panel data. The panel allows the tracking of individuals on a quarterly basis, identifying the factors that facilitate the movement into employment, as well as distinguishing in which sectors, industries, occupations, and provinces employment outcomes are better or have improved.

Data on transition and retention rates were analysed over the period 2012–2017. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status. About 93,3% of those who were employed in 2012 and 93,1% in 2017 remained employed between the last two quarters (Q3 and Q4) of each year while those who remained economically inactive were about 91,4% in 2012 and 90,3% in 2017. On the other hand, the unemployment retention rates increased over the period from 66,8% in 2012 to 68,4% in 2017.

Between 2012 and 2017, the South African working-age population increased from 34,2 million to 37,3 million, which accounts for 66,7% of the total population of the country. Over the same period, employment levels increased by 1,7 million from 14,4 million to 16,2 million and the number and level of unemployed persons increased by 1,3 million from 4,8 million in 2012 to 6,1 million in 2017. Both the unemployment rate (27,5%) and the absorption rate (43,4%) increased by 2,6 percentage points and 1,2 percentage points respectively.

The number of young people (15–34 years) in the working age population increased from 19,1 million in 2012 to 20,1 million in 2017, and the number of unemployed and discouraged youth increased by 620 000 and 30 000 respectively.

I would like to encourage you to read this report and hope that results presented here can be used for planning purposes and policy formulation as well as monitoring of the progress made by South Africa on the NDP as well as the Sustainable Development Goals (SDGs) as we move towards 2030 with the aim of leaving no one behind.

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Risenga Maluleke
Statistician-General

Highlights

Over the period 2012–2017, employment levels increased by 1,7 million from 14,4 million to 16,2 million. During the same period, both the unemployment rate (27,5%) and absorption rate (43,0%) increased by 2,6 percentage points and 1,2 percentage points respectively. Economic growth has declined from a high of 2,2% in 2012 to 1,3% in 2017.

Labour market dynamics

- In 2017, approximately 93,1% of employed persons remained employed between quarter 3 and quarter 4 of 2017, while those who remained inactive were about 91,4% in 2012 and 90,3% in 2017. On the other hand, the unemployment retention rates increased over the period from 66,8% in 2012 to 68,4% in 2017. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status.

- Provinces that recorded the highest employment retention rates were Western Cape at 96,1% followed by KwaZulu-Natal (94,2%) and Mpumalanga (93,7%). Limpopo (90,5%) and Eastern Cape (90,7%) recorded the lowest employment retention rates in 2017. Employment retention rates increased in four of the nine provinces, namely, Limpopo (3,6 percentage points), Western Cape (0,7 of a percentage point), Mpumalanga (0,6 of a percentage point) and Eastern Cape (0,2 of a percentage point).

- During 2017, about 11,6% of the unemployed found employment between Q3 and Q4 while only 7,8% of those who were discouraged found employment in the same period.

- In terms of the informal sector's contribution to employment, out of the 16,2 million employed persons, the informal sector employed about 2,7 million; which is 16,9 per cent of the total employed population in 2017. The informal sector serves as a point of entry to the formal sector; however, provincial disparities are evident. Between Q3 and Q4: 2017 nationally, 13,7% of informal sector workers found a formal sector job, while provincially this ranged from a high of 19,8% in the Eastern Cape to a low of 6,9% in Limpopo. The panel data analysis also finds that the informal sector does not provide for stable employment; in North West, more than one in five of those employed in the informal sector moved out of employment in the subsequent quarter.

- The analysis identifies that unemployed women, youth and those who have no previous work experience are less likely to transition into employment. While the unemployed have a low transition rate into employment, those in short-term unemployment were about two times more likely to find employment in the following quarter relative to those in long-term unemployed.

- The type of contract a person is employed on can also point to vulnerabilities in the labour market; in particular, those employed on a contract of a limited and unspecified duration are less likely to retain employment on these contract types and were, therefore, more likely to move out of employment on a quarterly basis.

- Employees in skilled occupations were more likely to remain in the same occupation compared to those employed in semi-skilled and low-skilled occupations. Skilled occupations and tertiary industries are associated with higher employment retention rates. Between Q3 and Q4: 2017, the employment retention rate in the tertiary industries was 90,6%.

- While improving educational outcomes remains crucial to reducing unemployment, providing work experience (formal or informal) holds the key to lowering unemployment in the short run, (IMF Working paper, 2016)[1]. The 2017 provincial results show that the transition rates into employment amongst the unemployed with previous experience were highest in Limpopo (17,4%), Gauteng (12,3%) and North West (11,2%). In the same year, the transition rate into employment amongst the unemployed who had a tertiary qualification was 8,4% compared to 5,1% of those without a job and whose education levels were below matric.

The South African labour market

- The South African working-age population increased from 34,2 million to 37,3 million between 2012 and 2017. The share of the working age population in the total population increased from 65,4% in 2012 to 66,7% in 2017. The employed accounted for the largest share of the working age population. However, in terms of provincial comparisons, Limpopo, KwaZulu-Natal and Eastern Cape recorded the largest share of the other not economically active population in both 2012 and 2017.

- The employed also accounted for the largest share amongst the white population group; in 2017 their share of the working age who were employed was 63,7% compared to 40,3% amongst black Africans. Among those with tertiary education, the employed accounted for 79,3% in 2012 and 75,7% in 2017 while for those with matric qualifications, about 50,6% in 2012 and 50,3% in 2017 were employed.

- The number of employed persons increased from 14,4 million to 16,2 million and the number of unemployed increased by 1,3 million persons; this resulted in an increase in the unemployment rate by 2,6 percentage points from 24,9% in 2012 to 27,5% in 2017. In 2017, the absorption rate was 43,0% and the labour force participation rate of 59,8% were the highest rates recorded since 2012.

- Provincial variations in labour market rates were observed over the period 2012 to 2017. The lowest unemployment rate was recorded in Limpopo and Western Cape. Amongst the seven provinces where the rate increased, the largest increase was in Eastern Cape (5,6 percentage points), Gauteng (4,7 percentage points) and KwaZulu-Natal (4,2 percentage points).

- Over the period 2012 to 2017, absorption rates declined in three of the nine provinces, namely, Gauteng (1,8 percentage points), Northern Cape (1,4 percentage points) and KwaZulu-Natal (0,9 of a percentage point). While Limpopo had a low official unemployment rate, the absorption rate in this province recorded the largest increase of 6,0 percentage points followed by North West (3,5 percentage points).

- The labour force participation rate increased across all provinces except in Northern Cape over the period 2012 to 2017. The largest increase was observed in Eastern Cape (7,5 percentage points) followed by Limpopo (7,4 percentage points) and North West (5,3 percentage points).

- Young people remain vulnerable in the labour market; with high unemployment rates and low absorption and participation rates relative to adults.

Employment patterns and trends

- Over the period 2012 to 2017, total employment increased by 1,7 million to 16,2 million. The rise in employment levels was supported by increases in nine of the ten industries, the largest of which was in Finance (501 000), Community and Social Services (407 000), and Construction (323 000). Manufacturing was the only industry that recorded employment losses between 2012 and 2017 with a decline of 34 000.

- In 2017, Community and Social Services accounted for the largest share in employment at 22,3% followed by Trade at 20,1%. However, the share of the Trade industry in employment declined by 1,7 percentage points over the period 2012 to 2017. During the same period, Community and Social Services accounted for the largest share of employment in all provinces. Mining was ranked the third largest contributor to employment in North West while in most provinces this industry was recorded as the second lowest after Utilities.

- Strong employment growth in occupations such as Clerical occupations (92 000), Managerial occupations (70 000) and Elementary occupations (257 000) supported the robust employment growth over the period 2012 to 2017. In 2017, women accounted for the largest share of employment in skilled occupations such as Clerical (71,9%) and Technicians (54,0%).

- Employment levels in the formal sector increased by 1,1 million to 11,3 million, while informal sector employment increased from 2,3 million in 2012 to 2,7 million in 2017.

- Hours worked were highest in Transport and Trade industries but lowest amongst people employed in Private households. By occupation, those who worked in Sales and services and Plant and machine operators' occupations work the longest hours, while Domestic workers worked the lowest hours.

- The number of underemployed increased from 585 000 in 2012 to 737 000 in 2017, accounting for 4,6% of the employed in 2017. Underemployment is more prevalent amongst women, black Africans and persons residing in Eastern Cape and Free State.

- While gender disparities still remain in terms of access to benefits, the majority of employees were entitled to paid sick leave compared to other benefits. Between 2012 and 2017, the proportion of employees who were entitled to paid sick leave increased by 2,2 percentage points from 68,9% to 71,1%. Pension/retirement fund contributions decreased by 1,1 percentage points from 49,0% in 2012 to 48,0% in 2017. The proportions for men were higher relative to women. Over half of all employees (55,4%) indicated that their salary increment was negotiated by their employer only, and this was a 5,6 percentage points increase compared to 2012.

- Median monthly earnings of employees increased from R3 115 in 2012 to R3 500 in 2017. Gender, population group and age continue to be drivers of the earnings inequalities.

- In 2017, the highest median monthly earnings were recorded among employees in Mining (R10 000) and Utilities (R9 000) industries. The median monthly earnings increased in all industries except for Community and social services between the period 2012 and 2017. The highest earnings growth was recorded in Elementary (R750) and Sales and services (R700) while it declined amongst those in Technical (R1 500) occupation.

- Median monthly earnings were highest in Gauteng (R5 000) and the Western Cape (R3 500), while the largest increase over the period between 2012 and 2017 was in Gauteng and Northern Cape (both at R1 000) and Limpopo (R900).

- Median job tenure remained the same at 47 months between 2012 and 2017. In 2012 and 2017, the median job tenure for both men and women remained the same at 47 months. Job tenure was higher in the formal sector, amongst the white population group, highly skilled occupations and industries such as Utilities, Mining and Community and Social Services and among the adults.

Government job creation programmes

- Women were more likely to participate in government job creation programmes than their male counterpart.
- The majority of persons who participated in Expanded Public Works Programmes and other government job creation programmes did not have matric (71,2% in 2012 and 78,2% in 2017).
- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.

Unemployment patterns and trends

- Over the period 2012–2017, the highest proportions of the working-age population who were unemployed were recorded in Gauteng, Free State and Mpumalanga.

- The proportion of unemployed persons holding tertiary qualifications increased by 2,2 percentage points between 2012 and 2017. However, the level of unemployment is higher among persons whose level of education is below matric.

- About 50% of those in unemployment were persons who worked before becoming unemployed. The most popular methods of searching for jobs were to inquire at workplaces and to seek assistance from relatives or friends.

- Women are more likely to be in long-term unemployment than men. The incidence of long-term unemployment was higher among persons without previous work experience compared to those who had worked before.

- Unemployment in South Africa is most acute amongst black Africans and amongst those with less than a matric and the youth.

Youth in the labour market

- Youth continue to be more vulnerable when compared to adults, as their unemployment rate continues to be higher relative to adults while the absorption rate and labour force participation rate were lower.
- Over the years, the unemployment rate for the youth was more than double the rate for adults. The youth unemployment rate increased from 35,8% in 2012 to 38,7% in 2017, while the adult unemployment rate increased from 14,9% in 2012 to 18,2% in 2017.

- Trade, Community and social services and Finance industries provided more job opportunities for the youth when compared to other industries. In terms of occupation, the Elementary occupations industry contributed the highest share of youth employment.

- The results further show that the level of education among both employed and unemployed youth has improved. The share of young people with jobs who had a tertiary education increased from 17,0% in 2012 to 19,2% in 2017. The share of those with a tertiary qualification who were looking for work also increased from 6,5% to 8,8%.

- Nationally, the proportion of youth who were discouraged decreased from 8,0% in 2012 to 7,8% in 2017. Persons who completed tertiary education have the lowest NEET rate compared to those who completed matric.

- Between 2013 and 2017, the NEET rate for youth aged 15–24 years increased amongst Indian/Asian youth (1,6 percentage points) and coloured youth (0,1 of a percentage point). In 2017 the NEET rate for youth aged 15–24 remained highest amongst coloured youth at 33,9%. In 2017, the NEET rate was highest in Northern Cape (39,6%) and lowest in Limpopo (25,3%), with the NEET rate increasing in Northern Cape, North West, Eastern Cape and KwaZulu-Natal. The largest decline over the period was in Limpopo (2,0 percentage points).

Migration

- The foreign-born population in the working age increased by 651 000 from 1,3 million in 2012 to 2,0 million in 2017. Foreign-born persons in the country were more likely to be men than women.
- Unemployment rate for the South African-born persons continued to be higher. It increased from 25,7% in 2012 to 28,4% in 2017 while for the foreign-born the rate remained below 20,0% (15,6% in 2012 and 18,4% in 2017).
- The Trade industry provided the most employment opportunities for the foreign-born population compared to other industries. Elementary occupations contributed the largest share to employment for both the South African born and the foreign-born in 2012 and 2017.
- The results show that the main reasons the majority of persons who moved was to work or start a business.

Contents

Chapter 1: Introduction

Background

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

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

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2012–2017.

Data sources

Quarterly Labour Force Survey – 2012 to 2017 (average of the results for Quarters 1 to 4 of each year).

Cautionary note

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

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

The layout of the remainder of the report

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008, which through its design tracks individuals from one quarter to the next, makes it possible to create and analyse panel data. The analysis in this chapter focuses on the national and provincial retention and transition rates, as well as the distribution of those who found employment between two consecutive quarters. The trends in transition and retention rates are also analysed for the period 2012–2017, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter first analyses the working-age population in the context of the overall population and then focuses on dependency ratios over the period 2012–2017. The composition of the working-age population by socio-demographic characteristics such as age, population group, gender and level of education is then analysed. Summary labour market measures, including the unemployment, labour absorption and labour force participation rates, shed light on the impact that the recent global financial crisis has had on various groups. When disaggregated by gender, population group, age, level of education and province, these measures underscore the vulnerability of several groups in the South African labour market.

Chapter 4: Employment and other forms of work

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2012–2017 with respect to the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. Earnings and job tenure are also discussed. A subsequent section of the chapter focus on aspects of decent work indicators, government job creation programmes and other forms of work. The chapter concludes with results based on employment from the Quarterly Employment Statistics (QES).

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on the demographic characteristics of the unemployed as well as types of job-search activities. This is followed by a discussion of unemployment duration for the period 2012–2017. The incidence of long-term unemployment is then analysed in the context of sex, population group, age, educational attainment and province. The chapter concludes with an analysis of the job-search methods used by the unemployed.

Chapter 6: Youth in the South African labour market

This chapter focuses on the labour market situation of youth aged 15–34 years. The patterns and trends of key labour market indicators over the period of 2012–2017 are analysed. The chapter then discusses the characteristics of employed, unemployed and discouraged youth as well as those that are Not in Employment, Education or Training (NEET) (2013–2017).

Chapter 7: Migration

The chapter focuses on migration results obtained from the QLFS Q3: 2012 and Q3: 2017. The analysis compares South African born and foreign-born individuals in terms of their characteristics and their labour market outcomes. Inter-provincial migration is also examined based on those who migrated in the five years preceding the survey interview, reasons for moving to the current province of residence as well as reasons for moving from the previous place of residence are also established.

Appendices

Appendix 1: Technical notes
Appendix 2: Statistical tables – Quarterly Labour Force Survey
Appendix 3: Panel data tables
Appendix 4: Statistical tables – Quarterly Employment Statistics

Chapter 2: Labour market dynamics

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

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

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

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

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

Background

Panel data are an important source of information for policymakers, as it allows for the analyses of a number of important socio-demographic and economic variables across time. The Quarterly Labour Force Survey is a rotational panel dataset that allows for the tracking of individuals in the sample across quarters, making it possible to analyse labour market flows. This section of the report analyses labour market flows between quarter 3 and quarter 4 of 2012 and 2017.

The results from the *Labour market dynamics in South Africa, 2016* report that the persons employed were more likely to remain employed. In 2017, over 93,0% of employed persons remained in employment. The analysis in the report identified that certain factors hinder the transition to employment for those without jobs; in particular lack of experience, being female as well as for young persons. For the purpose of this report, further analysis of these variables will be done to show trends over the period 2012–2017.

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

Introduction

This chapter examines changes in three labour market states (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2012–2017. The movement into and out of the three labour market states is regarded as a transition, while a person can also remain in the same labour market state (retention). The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2017, while the trends in transition and retention rates are analysed by comparing 2012 and 2017.

Selected retention and transition rates

The analysis of labour market retention and transition rates between various labour market states (employment, unemployment and inactivity) over the third and fourth quarters of 2012 and 2017 is undertaken in this section. The analysis tries to identify whether the transition rates into employment have improved after the economic crisis.

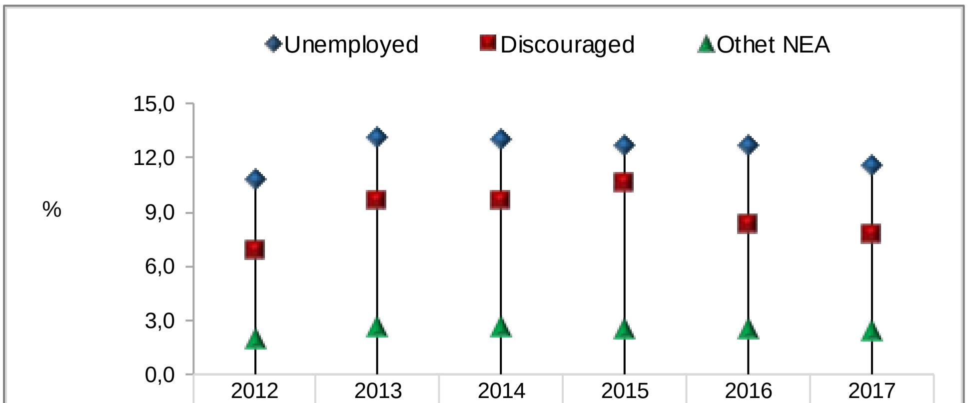
Table 2.1: Retention and transition rates by labour market status, 2012 and 2017

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4:2012			
Labour market status in Q3:2012	Thousand			
Employed	13 592	452	518	14 562
Unemployed	529	3 276	1 096	4 901
Not economically active	401	868	13 521	14 790
Working-age population	14 522	4 596	15 134	34 253
	Retention and transition rates by labour market status Q3 and Q4 2012			
Employed	93,3	3,1	3,6	100,0
Unemployed	10,8	66,8	22,4	100,0
Not economically active	2,7	5,9	91,4	100,0

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4:2017			
Labour market status in Q3:2017	Thousand			
Employed	15 081	572	538	16 192
Unemployed	721	4 248	1 241	6 210
Not economically active	494	956	13 523	14 971
Working-age population	**16 297**	**5 775**	**15 301**	**37 373**
	Retention and transition rates by labour market status Q3 and Q4 2017			
Employed	93,1	3,5	3,3	100,0
Unemployed	11,6	68,4	20,0	100,0
Not economically active	3,3	6,4	90,3	100,0

Table 2.1 shows that 93,1% of persons who were employed in Q3: 2017 retained their jobs in the following quarter, while 3,5% moved into unemployment and 3,3% moved out of employment into inactivity. During the same quarter in 2012, the proportion of those who joined the unemployed was 3,1%, which was 0,4 of a percentage point lower compared to 2017. Of all the unemployed persons in Q3: 2017, 68,4% remained in this labour market status in Q4: 2017, while those who moved to employment increased their share by 0,8 of a percentage point to 11,6% compared to 2012. In terms of the not economically active, 90,3% remained in the same labour market status, while 3,3% moved into employment, which is an increase from 2,7% in 2012, while 6,4% moved into unemployment.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2012–2017



	2012	2013	2014	2015	2016	2017
Unemployed	10,8	13,1	13,0	12,7	12,7	11,6
Discouraged	6,8	9,6	9,6	10,6	8,3	7,8
Othet NEA	2,0	2,7	2,7	2,5	2,6	2,5

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

Figure 2.1 shows that the transition to employment from other labour market status is more likely for those who are seeking work compared to the discouraged and other inactive population. Throughout the period, the transition rate into employment among the unemployed was higher relative to other groups, ranging from 10,8% in 2012 to the highest of 13,1% in 2013. In 2017, the transition rate into employment among those who were unemployed was 11,6%. The transition rate into employment increased between 2012 and 2017 across all labour market statuses, the inactive were the least likely to find a job, as their transition rate was the lowest at 2,5% in 2017.

Figure 2.2: Retention rates by labour market status, 2012 and 2017

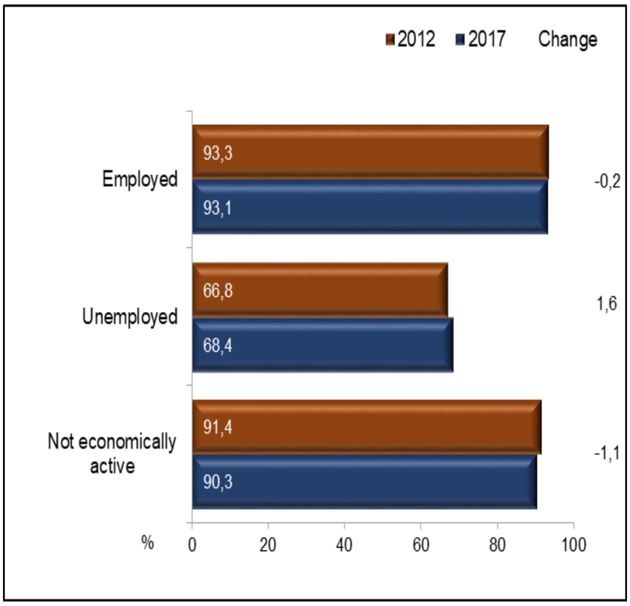
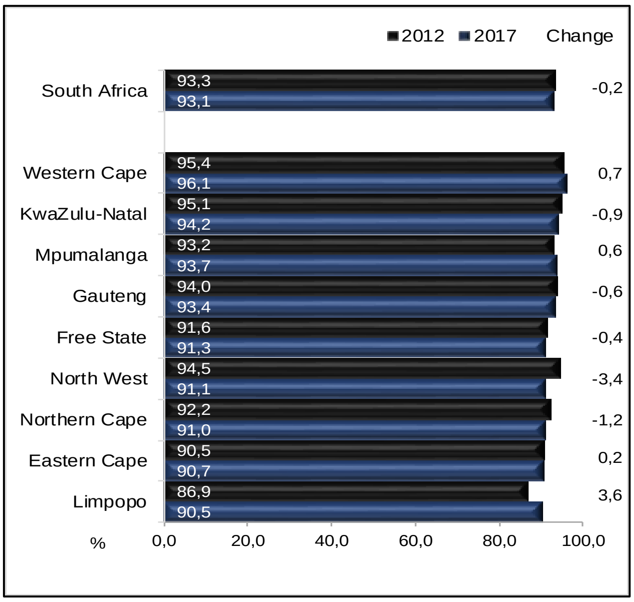


Figure 2.3: Provincial employment retention rates, 2012 and 2017

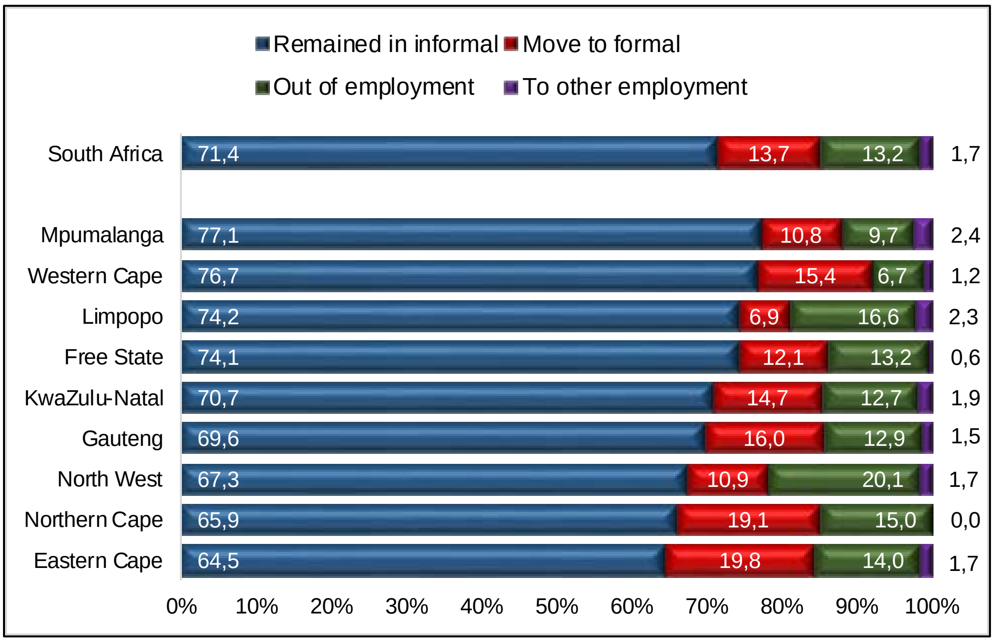


Note: Q3–Q4 for each year is analysed.

Although the unemployment retention rate was lower compared to the employed and inactivity in both 2012 and 2017 (66,8% and 68,4%, respectively), it was the only labour market status where the retention rate increased over the period (1,6 percentage points) (Figure 2.2).

Between 2012 and 2017, the provincial employment retention rates increased in four of the nine provinces in the country, with the largest increase observed in Limpopo (3,6 percentage points), followed by Western Cape (0,7 of a percentage point). North West recorded the largest decline of 3,4 percentage points and is ranked second lowest in terms of employment retention rates. In both 2012 and 2017, Western Cape and KwaZulu-Natal had the highest employment retention rates among the provinces, while Eastern Cape and Limpopo recorded the lowest retention rates.

Figure 2.4: Provincial retention and transition rates in the informal sector, Q3: 2017–Q4: 2017



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

Figure 2.4 highlights the provincial variation in the retention and transition rates in the informal sector in 2017. Between the third and fourth quarters of 2017, the informal sector retention rate was highest in Mpumalanga (77,1%), followed by the Western Cape (76,7%). Eastern Cape (64,5%) and Northern Cape (65,9%) recorded the lowest informal sector retention rates. None of the people who worked in the informal sector in Northern Cape in Q3: 2017 found employment in Agriculture or Private household sectors in Q4: 2017.

In South Africa, 71,4% of people who worked in the informal sector in Q3: 2017 retained their jobs in Q4: 2017, while 13,7% found a formal sector job and 1,7% found jobs in other sectors (Agriculture and Private households). Thus, the informal sector serves as a stepping-stone into the formal sector. In six of the nine provinces, the share of those employed in the informal sector who found a formal-sector job was higher than the share of those who moved out of employment or found employment in the Agriculture or Private household sectors. The highest transition rate to the formal sector was in Eastern Cape (19,8%), while Limpopo (6,9%) recorded the lowest transition to the formal sector. The largest share of persons who moved out of employment was in North West (20,1%) of those employed in the informal sector in Q3: 2017.

Factors impacting on the speed of transition

There are a number of factors that can impede the process of finding a job. Unemployment is disproportionally higher amongst young people relative to the average working population. In addition, prior work experience and higher levels of education or training have consistently been associated with the successful transition into employment, as they improve the chances of finding a job. While improving educational outcomes remains crucial to reducing unemployment, having work experience embraces the key to lowering unemployment.

Figure 2.5: Transition into employment by various labour market groups, work experience, age and sex, 2012 and 2017

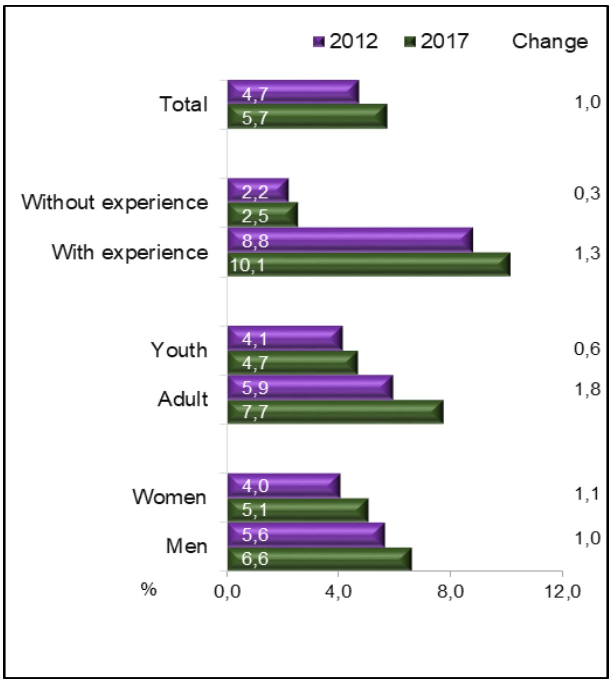
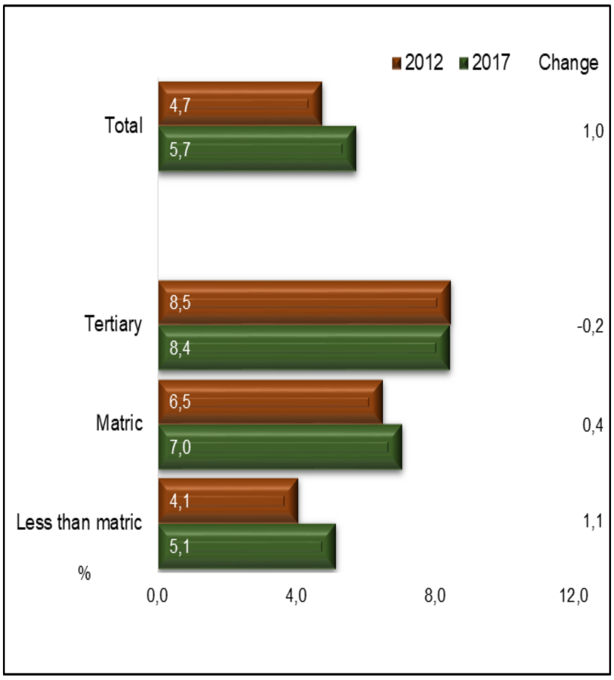


Figure 2.6: Transition into employment by level of education, 2012 and 2017



Note: Q3–Q4 for each year is analysed.

The transition rate into employment amongst those without a job increased by 1,0 percentage point in 2017 compared to 2012. Although the transition rate to employment increased for both men and women, men were more likely to find employment compared to women during this period. In addition, the analysis shows that the adults had a higher transition rate (7,7%) into employment when compared with the youth (4,7%), while for both groups the transition rate into employment increased between 2012 and 2017. Figure 2.5 also shows that prior work experience is important for the transition to employment among those without work. In 2017, those with work experience were 4,0 times more likely to find a job compared to those without work experience; 10,1% of those with experience found jobs compared to only 2,5% of those without work experience.

Between 2012 and 2017, the transition rate into employment among those without jobs increased in two education categories. The largest increase was recorded among those with less than matric (1,1 percentage points), followed by persons with a complete secondary education (0,4 of a percentage point). In 2017, 8,4% of people without a job who had a tertiary qualification found employment compared to 7,0% for those with matric and 5,1% for those with less than matric.

Rates by occupation and industry, sector and type of employment contract

This section analyses the retention and transition rates by occupation, industry and type of employment contract over the period between 2012 and 2017.

Figure 2.7: Retention and transition rates by broad occupation groups and skills, 2012 and 2017

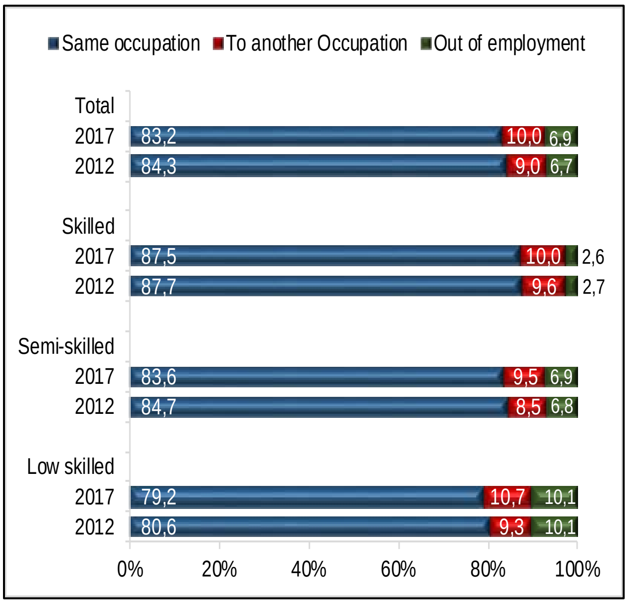
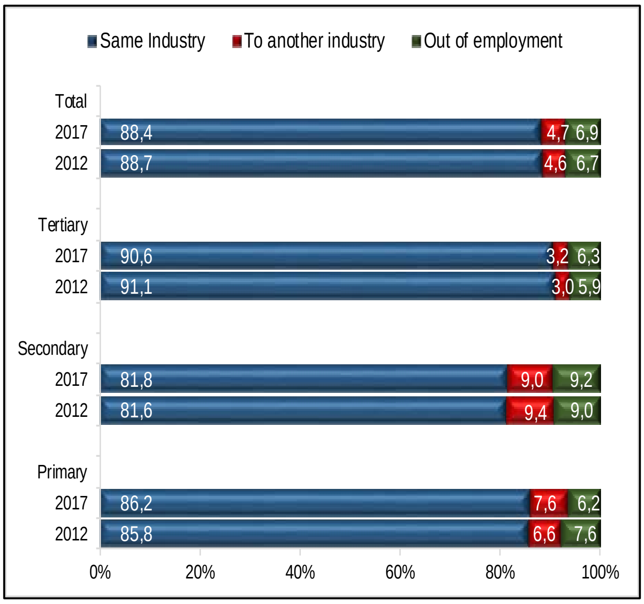


Figure 2.8: Retention and transition rates by broad industry and education level, 2012 and 2017



Note: Q3–Q4 for each year is analysed.

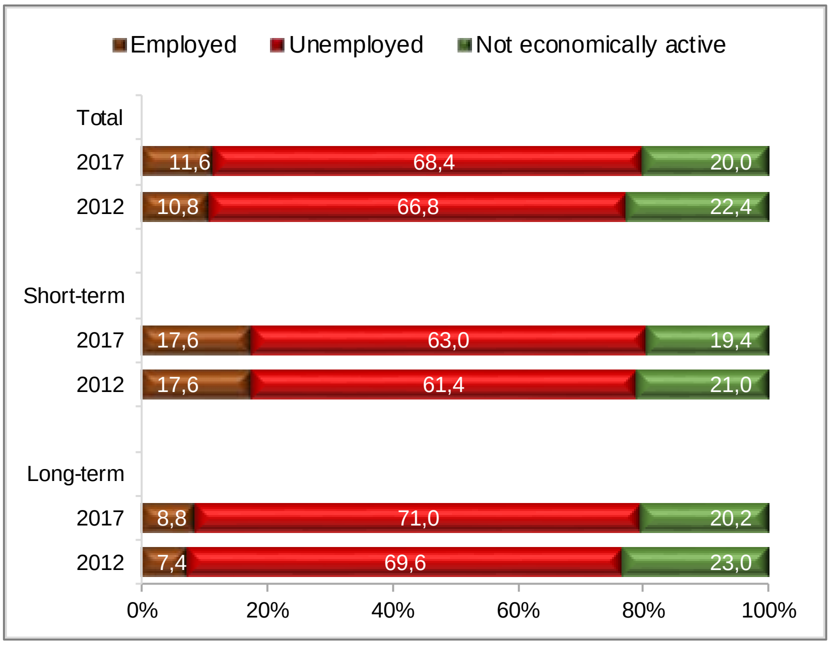
In both 2012 and 2017, the retention rate was highest among persons employed in skilled occupations when compared to those employed in semi-skilled and low skilled occupations. Figure 2.7 shows that the transition to out of employment was less likely to occur among persons employed in skilled occupations compared to the other occupation categories; only 2,6% of people employed in the skilled occupations moved out of employment in 2017 compared to 10,1% of those employed in low skilled occupations. Although the highest retention rate was recorded among those employed in skilled occupations in 2017, the group had the second highest transition rate into other occupations (10,0%).

The industry retention rates in 2012 and 2017 were highest among those employed in tertiary industries (91,1% and 90,6%, respectively) when compared to secondary and primary industries. Although secondary industries had the lowest retention rates, these industries also accounted for the highest transition rates to other industries as well as the highest transition rates out of employment. Between the two quarters in 2017, 9,0% of persons who worked in the secondary industries moved to other industries, while 9,2% moved out of employment.

Unemployment duration

The analysis in this section focuses on the transition into various labour market states in relation to the unemployment duration over the period 2012 and 2017, particularly with respect to those in short-term unemployment (i.e. those unemployed for less than a year) and those in long-term unemployment (unemployed for a year or longer).

Figure 2.9: Transition rates from long-term and short-term unemployment, 2012 and 2017



Approximately 63,0% of those in the short-term unemployment in 2017 remained unemployed (up from 61,4% in 2012), while amongst those long-term unemployed, 71,0% were still unemployed in 2017 (up from 69,6% in 2012). The results further show that those in short-term unemployment had a better chance of finding employment when compared to those in long-term unemployment; 17,6% of those who were in short-term unemployed in Q3: 2017 found employment in Q4: 2017, compared to only 8,8% amongst those who were in the long-term unemployed in 2017. The difference in the transition rates into employment highlights the scarring effects associated with long-term unemployment, which negatively affect future employment probabilities. The differences in terms of the transition rate into inactivity were less pronounced between the two groups. In 2017, 19,4% of the short-term unemployed became inactive compared to 20,2% of the long-term unemployed.

Employment Contract types

This section focuses on the retention and transition rates of employees by contract type over the period 2012–2017. Employees holding permanent contract types are more likely to remain on these contracts compared to those having limited or unspecified contracts of employment.

Figure 2.10: Retention and transition into the employment of employees by contract duration, Q3: 2017–Q4: 2017

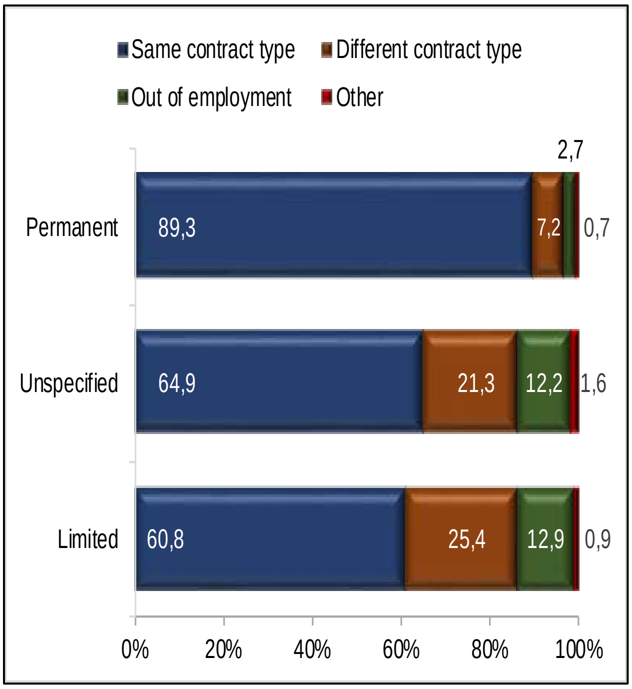
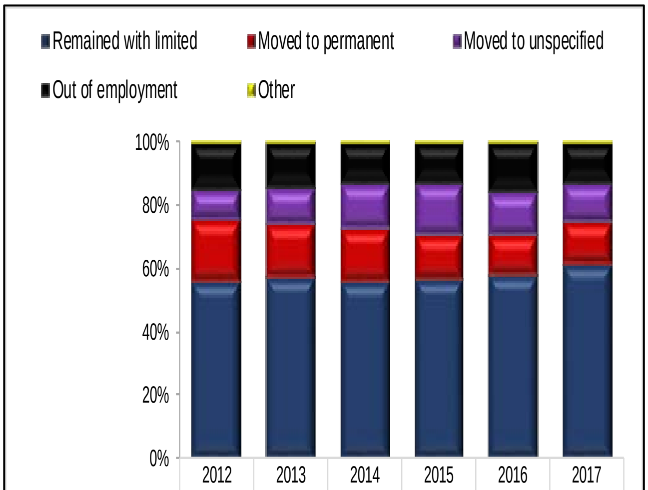


Figure 2.11: Retention and transition rates of employees with limited duration contracts, 2012–2017

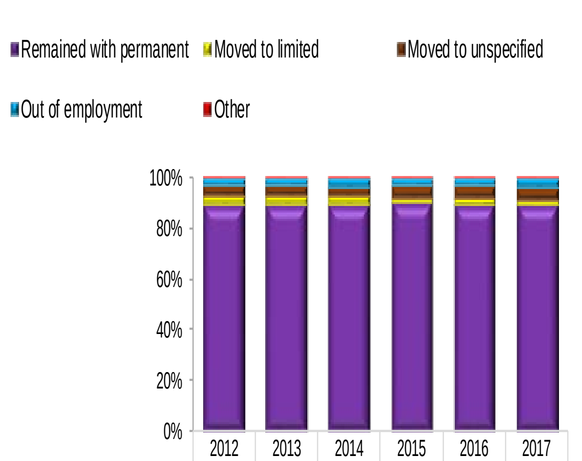


	2012	2013	2014	2015	2016	2017
Other	1,1	1,1	0,8	0,9	1,0	0,9
Out of employment	14,4	14,1	13,0	12,5	15,4	12,9
Moved to unspecified	9,6	11,6	13,8	16,2	13,4	12,0
Moved to permanent	19,5	16,2	16,8	14,5	12,6	13,4
Remained with limited	55,5	57,1	55,6	55,9	57,6	60,8

Note: "Other" refers to those who were employees in Q3: 2017 and became employers or own-account workers in Q4: 2017.

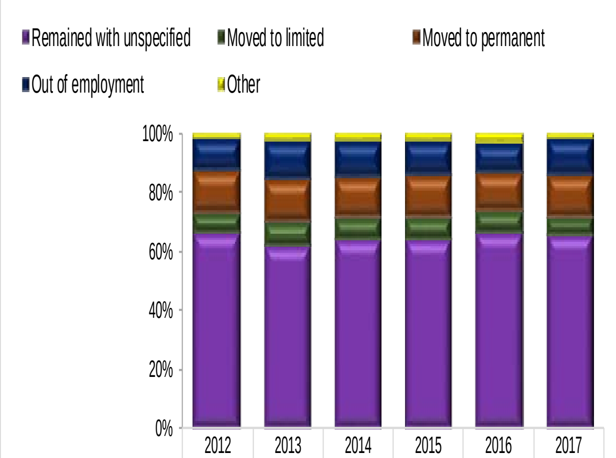
Amongst employees who were employed on a permanent contract in the third quarter of 2017, 89,3% retained the same contract in the next quarter. About 7,2% of those who were employed on a permanent basis moved to a different contract type. The results show that, among those employed on a contract of limited or unspecified duration, more than 10,0% lost their jobs, whereas only 2,7% of those who were employed on a permanent basis moved out of employment between the two quarters. The retention rates among those with limited duration contracts were more than 60% between Q3: 2017–Q4: 2017. The percentage of those who moved from limited duration contracts to permanent contracts declined from a high of 19,5% in 2012 to 13,4% in 2017. On the other hand, those who were employed on a limited duration contract and moved out of employment in the subsequent quarter ranged between 12,0% and 16,0% over the period 2012–2017.

Figure 2.12: Retention and transition rates of employees with permanent contracts, 2012–2017



	2012	2013	2014	2015	2016	2017
Other	0,4	0,4	0,7	0,7	0,7	0,7
Out of employment	2,7	2,4	2,8	2,6	2,6	2,7
Moved to unspecified	4,3	4,3	3,8	4,5	4,7	5,2
Moved to limited	2,9	3,4	3,1	2,2	2,4	2,0
Remained with permanent	89,3	89,4	89,7	89,9	89,6	89,3

Figure 2.13: Retention and transition rates of those with unspecified duration contracts, 2012–2017



	2012	2013	2014	2015	2016	2017
Other	1,2	1,9	1,9	1,9	2,5	1,6
Out of employment	11,1	12,9	12,5	11,6	10,2	12,2
Moved to permanent	14,6	14,9	13,9	14,5	13,7	14,4
Moved to limited	6,9	8,5	8,0	8,3	7,4	6,9
Remained with unspecified	66,2	61,7	63,7	63,8	66,3	64,9

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

Figure 2.13 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while more than 13,0% moved to a permanent contract in all years. The transition rate among those who had unspecified contracts and moved out of employment was highest in 2013 at 12,9% and lowest in 2016 at 10,2%, while those who acquired a permanent contract accounted for 14,4% in 2017. In 2017, 89,3% of persons employed on a permanent contract retained their contracts, while 7,2% moved to different contracts (limited or unspecified) and 2,7% moved out of employment. In all years, less than 3,0% of employees with permanent contracts lost their jobs (Figure 2.12).

Provincial transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2012–2017. The first part looks at the retention and transition rates within each labour market category, while the second part focuses on all persons who were without jobs, irrespective of whether or not they looked for employment. The analyses of the transition rates into employment for those without jobs (unemployed and inactive) were presented by age, work experience and level of education.

Figure 2.14: Employment retention and transition rates by province

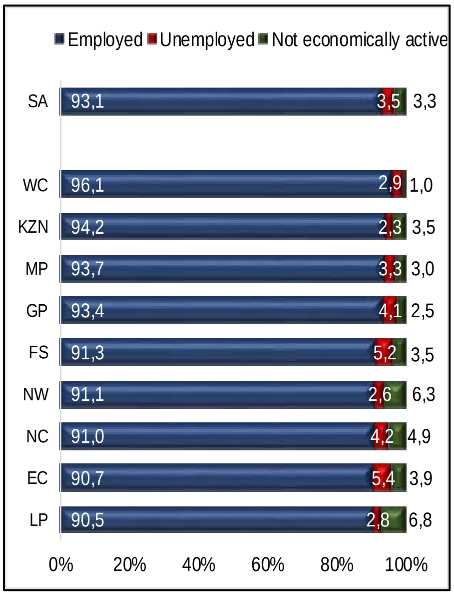


Figure 2.15: Unemployment retention and transition rates by province

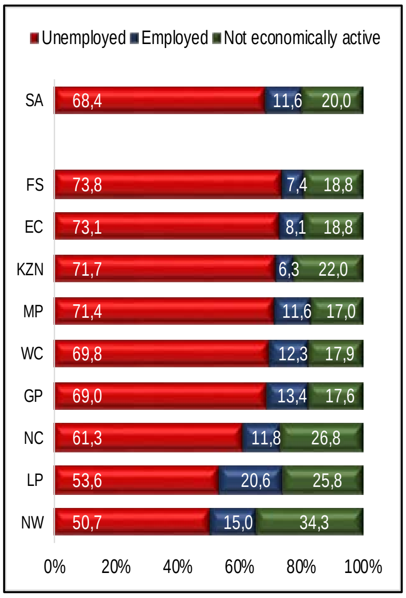
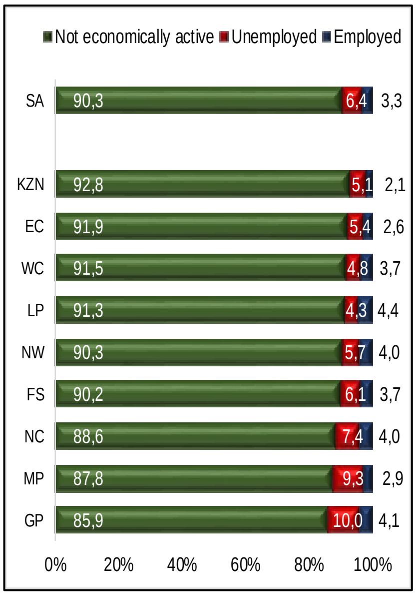


Figure 2.16: NEA retention and transition rates by province



Note: Data analysed over period Q3: 2017–Q4: 2017.

Figure 2.14, Figure 2.15 and Figure 2.16 highlight the provincial variations in the retention rates for each labour market status for the period Q3: 2017–Q4: 2017.

Western Cape (96,1%), KwaZulu-Natal (94,2%) and Mpumalanga (93,7%) recorded the highest retention rates between third quarter and fourth quarter of 2017. While Limpopo (90,5%) and Eastern Cape (90,7%) recorded the lowest employment retention rates and were the only provinces recording rates below 91,0%. Persons in North West and Limpopo were less likely to remain unemployed compared to other provinces

The transition rate into employment from unemployment was highest in Limpopo (20,6%), followed by North West (15,0%) and Gauteng (13,4%). North West recorded the highest transition rate into not economically active at 34,3%, followed by Northern Cape (26,8%), Limpopo (25,8%) and KwaZulu-Natal (22,0%). The retention rates among those who constituted the not economically active were highest in KwaZulu-Natal (92,8%) and Eastern Cape (91,9%). Among those who were not economically active and found jobs in the fourth quarter, the transition rates into employment were below 4,0% in all provinces with the exception of Limpopo (4,4%), North West (4,0%), Northern Cape (4,0%) and Gauteng (4,1%).

Figure 2.17: Provincial transition rates into employment among youth (15–34 years), 2012 and 2017

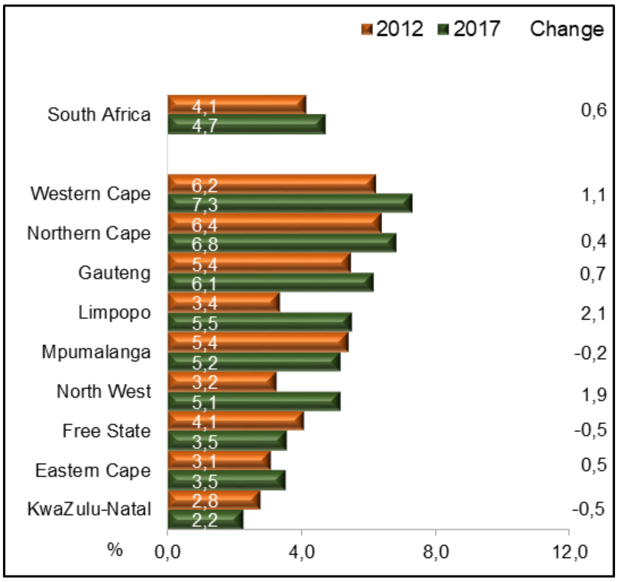
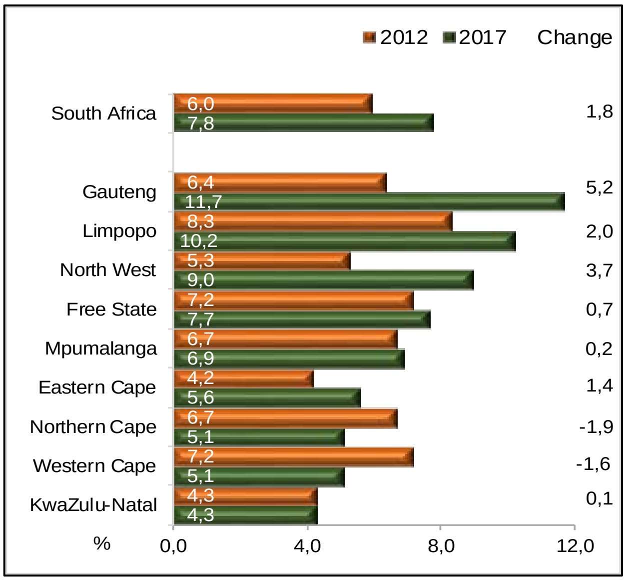


Figure 2.18: Provincial transition rates into employment among adults (35–64 years), 2012 and 2017



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

Figures 2.17 and 2.18 indicate that the national transition rate into employment for adults who were without jobs (unemployed and inactive) was higher than that for youth in both 2012 and 2017. The youth transition rate into employment increased by 0,6 of a percentage point (from 4,1% in 2012 to 4,7% in 2017), while the rate for adults increased by 1,8 percentage points to reach 7,8% in 2017. The transition rate into employment for youth increased in all provinces except Mpumalanga (0,2 of a percentage point), Free State (0,5 of a percentage point) and KwaZulu-Natal (0,5 of a percentage point). The largest increase in the transition rate into employment for youth was observed in Limpopo (2,1 percentage points), followed by North West (1,9 percentage points) and Western Cape (1,1 percentage points).

Among the adults, the transition rate into employment declined in two of the nine provinces. The largest decline was observed in Northern Cape (1,9 percentage points), while Gauteng recorded the largest increase of (5,2 percentage points), followed by North West (3,7 percentage points), Limpopo (2,0 percentage points) and Eastern Cape (1,4 percentage points). In 2017, Gauteng reported the highest transition rate into employment of 11,7% among adults. Western Cape and Northern Cape, recorded higher transition rates into employment among the youth compared to adults.

Figure 2.19: Provincial transition rates into employment among those with work experience, 2012 and 2017

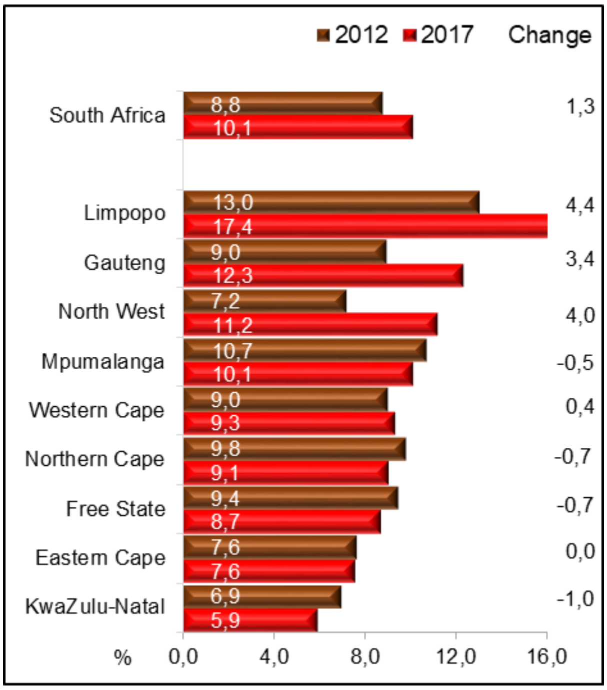
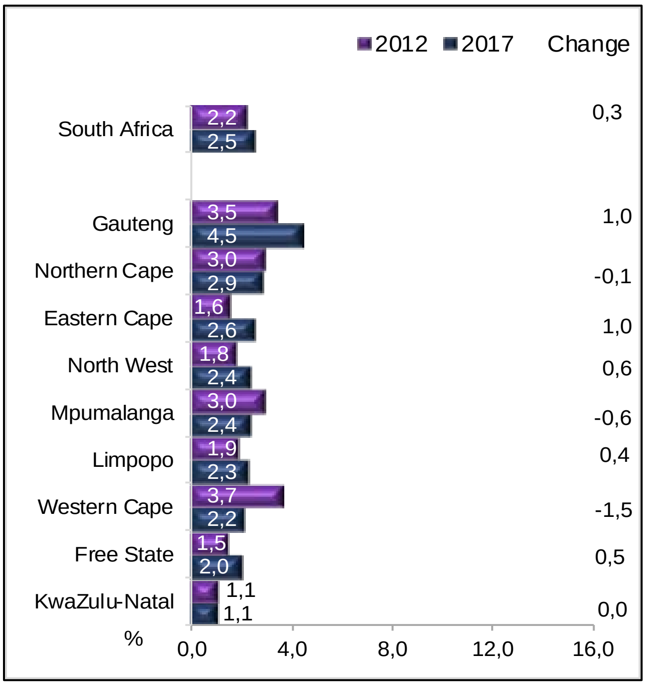


Figure 2.20: Provincial transition rates into employment among those without work experience, 2012 and 2017



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

People are more likely to be successful in their job hunt if they have some work experience. The transition rates into employment amongst those without jobs (unemployed and inactive) but with experience was more than three times the rate for those without work experience and not in employment in both 2012 and 2017. Limpopo recorded the highest transition rates into employment for those without jobs but having work experience in both 2012 and 2017. Limpopo also recorded the largest increase in the transition rate at 4,4 percentage points. The largest decline in the transition rate into employment was observed in KwaZulu-Natal (1,0 percentage point), followed by Northern Cape and Free State, with a decrease of 0,7 of a percentage point each. In 2017, the transition rate into employment for those without work experience ranged from as little as 1,1% in KwaZulu-Natal to as high as 4,5% in Gauteng. KwaZulu-Natal reflected the lowest transition rates into employment in both 2012 and 2017.

The transition rate into employment of those without experience declined in three of the nine provinces, namely Northern Cape (0,1 of a percentage point), Mpumalanga (0,6 of a percentage point) and Western Cape (1,5 percentage points). The transition rate into employment in KwaZulu-Natal remained unchanged at 1,1% between 2012 and 2017. Eastern Cape and Gauteng recorded the largest increase of 1,0 percentage point each, followed by North West (0,6 of a percentage point), Free State (0,5 of a percentage point) and Limpopo (0,4 of a percentage point).

Figure 2.21: Provincial transition rates into employment among those with education levels below matric, 2012 and 2017

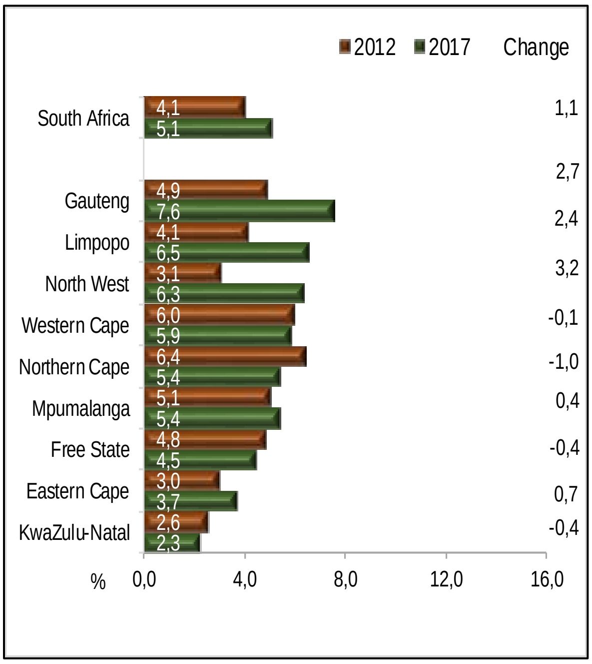
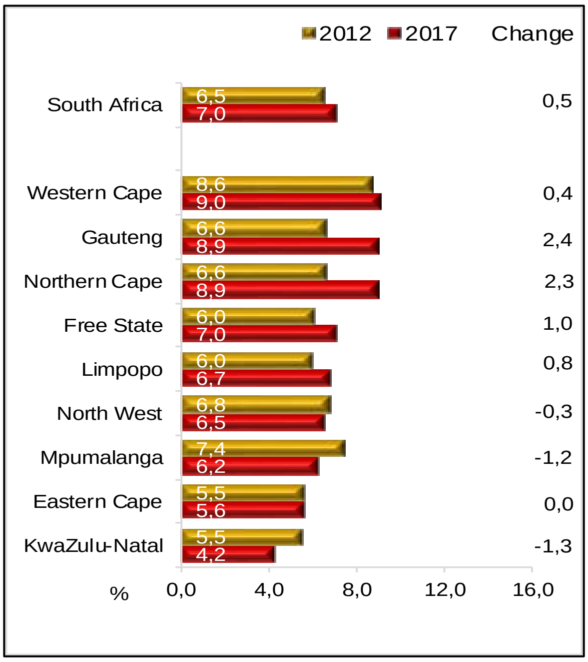


Figure 2.22: Provincial transition rates into employment among those with matric, 2012 and 2017

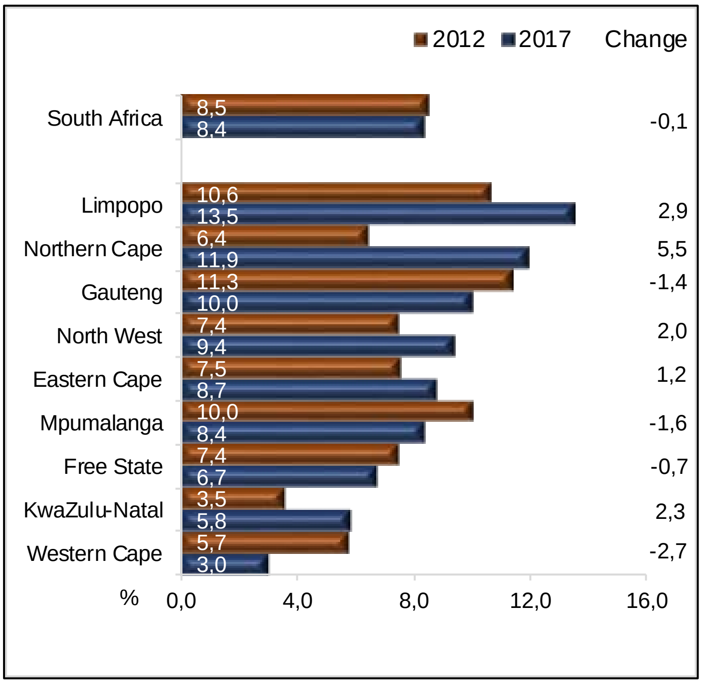


Note: Only Q3–Q4 for each year is analysed.

Education plays a key role in both finding and keeping a job. Figures 2.21 and 2.22 indicate that among those without jobs (unemployed and inactive), the better educated have a higher chance of moving from unemployment and inactivity into employment. The transition rate into employment for those without jobs with levels of education below matric nationally increased by 1,1 percentage point (from 4,1% in 2012 to 5,1% in 2017), while for those who completed matric, the rate increased by 0,5 of a percentage point to 7,0% in 2017. In all provinces, with the exception of Western Cape, Northern Cape, Free State and KwaZulu-Natal the transition rate into employment increased among those with an educational level lower than matric. The largest increase was observed in North West at 3,2 percentage points, followed by Gauteng (2,7 percentage points) and Limpopo (2,4 percentage points).

Western Cape (9,0%), Gauteng (8,9%) and Northern Cape (8,9%) recorded the highest transition rate into employment among those with matric. The largest increase was recorded in Gauteng (2,4 percentage points), followed by Northern Cape (2,3 percentage points) and Free State (1,0 percentage points). KwaZulu-Natal recorded the lowest transition rate relative to other provinces at 4,2% in 2017 (Figure 2.22).

Figure 2.23: Provincial transition rates into employment among those with tertiary education levels, 2012 and 2017



Note: Only Q3–Q4 for each year is analysed. North West was dropped due to a small sample size for 2012.

The transition rate into employment for those with a tertiary education was highest in Limpopo (13,5%), followed by Northern Cape (11,9%) and Gauteng (10,0%). Northern Cape recorded the highest increase of 5,5 percentage points of the transition rate into employment. Four out of nine provinces registered a decline in the transition rate between 2012 and 2017: Western Cape declined by 2,7 percentage points, followed by Mpumalanga, Gauteng and Free State. In 2017, Western Cape recorded the lowest transition rate into employment compared to other provinces.

Summary and conclusion

- Those who were unemployed were more likely to find employment compared to those who were discouraged and not economically active.
- Transition rates into employment were higher for men compared to women.
- Employees employed in skilled and semi-skilled occupations were less likely to remain in the same occupation compared to those employed in low-skilled occupations. Retention rates amongst those employed in tertiary industries were also higher relative to those employed in primary and secondary industries.
- Persons employed on permanent contracts were more likely to remain employed on such a contract compared to those with limited or an unspecified type of contract.
- The unemployed were less likely to remain in the same status relative to those who were employed and those who are economically inactive.
- The transition rates into employment for adults without jobs (unemployed or inactive) were higher than the rates for youth in all provinces except in Western Cape and Northern Cape. In 2017, Western Cape recorded the highest transition rates into employment for youth who were without jobs relative to the rates for adults.
- Persons without jobs but having previous work experience were more likely to find employment than those without work experience.
- Education improves the chances of finding employment. Nationally, the transition rates into employment for those without jobs but who had a tertiary education were higher, followed by those with a matric education.

Chapter 3: The South African labour market

Key labour market concepts

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

Employed persons are those who were engaged in market production activities in the week prior to the survey interview (even if only for one hour) as well as those who were temporarily absent from their activities. Market production employment refers to those who:
a) Worked for a wage, salary, commission or payment in kind.
b) Ran any kind of business, big or small, on their own, or with one or more partners.
c) Helped without being paid in a business run by another household member.

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

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

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

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

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

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

The **labour force participation rate** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services, relative to the population at working age. (ILO, KILM 2015).

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

Background

This chapter analyses the patterns and trends in the working-age population over the period 2012–2017 in South Africa. Key labour market rates are analysed with respect to socio-demographic variables such as age, gender, population group and level of educational attainment. The analysis in this chapter paints a relatively morbid picture of the South African labour market from 2012 to 2017, with the main concern being the inability of the economy to create employment at a rate at which the labour force is growing.

Introduction

The South African labour market has undergone considerable changes since 1994 due to the elimination of multiple statutory restrictions on labour market access and participation (UN, 2015). This has led to the rapid growth in the labour force which exceeded the growth in the working-age population. Although the growth in employment managed to keep up with the growth in the working age population, it was unable to keep up with the labour force, resulting in a rapid increase in the unemployment rate. When there is a shortage of decent jobs, more workers may give up looking for work. In 2015, the number of working-age individuals who did not participate in the labour market increased by 26 million to reach over 2 billion (ILO, 2015). The increase in unemployment levels and rates in 2017 will be driven by deteriorating labour market conditions in emerging countries (as the impacts of several deep recessions in 2016 continue to affect labour markets in 2017). In fact, the number of unemployed people in emerging countries is expected to increase by approximately 3,6 million between 2016 and 2017.

Figure 3.1: Age profile of the population, 2017

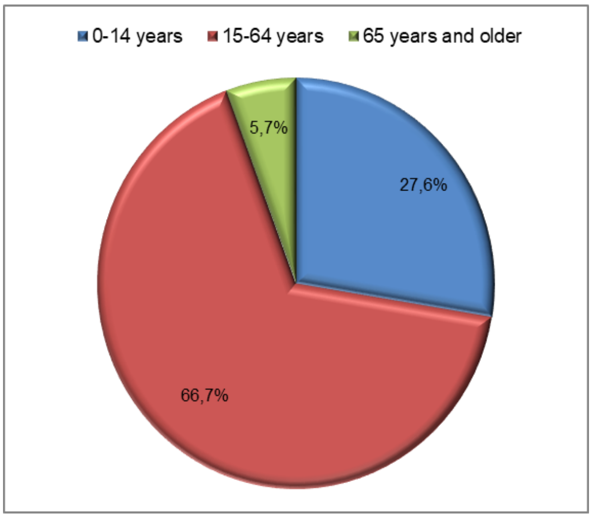


Table 3.1: Age profile of the population, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
0-14 years	15 460	15 455	15 451	15 452	15 448	15 439
15-64 years (working-age)	34 175	34 790	35 410	36 035	36 669	37 294
65 plus years	2 640	2 738	2 840	2 946	3 056	3 172
Total	**52 275**	**52 982**	**53 701**	**54 433**	**55 174**	**55 906**
% Working-age	**65,4**	**65,7**	**65,9**	**66,2**	**66,5**	**66,7**
	Annual change (Thousand)					
	2013	**2014**	**2015**	**2016**	**2017**	**Change 2012-2017**
0-14 years	-6	-3	0	-3	-9	-21
15-64 years (working-age)	615	620	625	634	625	3 119
65 plus years	98	102	106	110	116	533
Total	**707**	**719**	**731**	**741**	**732**	**3 630**
	Annual change (Percentage points)					
% Working-age	0,3	0,3	0,3	0,3	0,2	1,3

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Table 3.1 shows that the working-age population which comprises people aged 15–64 years increased from 34 million to 37 million (up by 3,1 million people). This was accompanied by a decrease of 21 000 among young people (0–14 years) and an increase of 533 000 among older people (65 years and older). As a result, there was a steady increase in the share of the working-age population in the total population, from 65,4% to 66,7% during the same period.

Figure 3.2: Working-age population as a percentage of the total population, 2012 and 2017

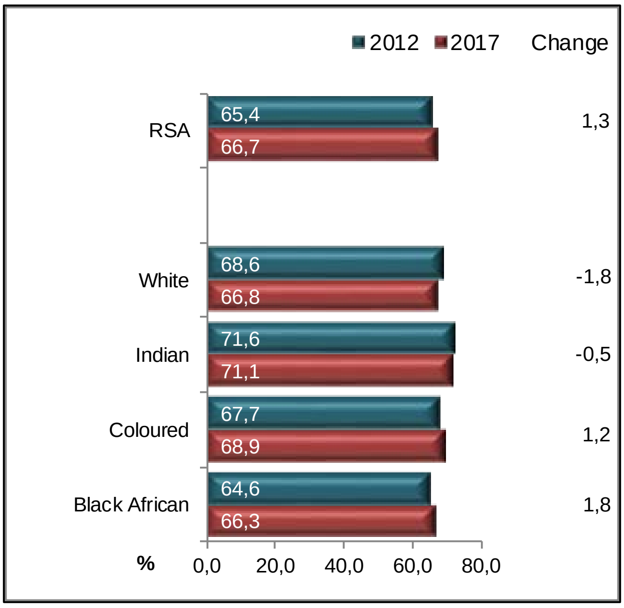


Table 3.2: Age dependency ratio, 2012–2017

	Child dependency ratio	Old age dependency ratio	Overall dependency ratio
	Per cent		
2012	45,2	7,7	53,0
2013	44,4	7,9	52,3
2014	43,6	8,0	51,7
2015	42,9	8,2	51,1
2016	42,1	8,3	50,5
2017	41,4	8,5	49,9

Child refers to persons aged 0–14 years and old age refer to those aged 65 years and older.

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Between 2012 and 2017, the working-age population as a percentage of the total population varies across population groups. The working-age population as a percentage of the total population increased among black African and coloured populations (1,8 and 1,2 percentage points, respectively). However, the share of the working-age population in the total population for white and Indian/Asian populations declined during the same period. In 2017, a decline in the child dependency ratio outweighed the increase in the old age dependency ratio, resulting in a decline in the overall dependency ratio.

The components of the working-age population

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

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

Table 3.3: Working-age population by sex, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Men	16 753	17 088	17 424	17 762	18 102	18 429
Women	17 422	17 702	17 986	18 273	18 567	18 865
Working-age population	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
	Percent					
Share of women in the working-age population	51,0	50,9	50,8	50,7	50,6	50,6

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Between 2012 and 2017, the working-age population increased by 3,1 million. However, the share of women in the working-age population was higher than that of men in all years. Women recorded the highest number of people aged 15–64 (working-age population) years compared to men. There were 18,9 million women compared to 18,4 million men in the working-age population during the same period.

Table 3.4: Labour market status of the working-age population, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	4 775	4 886	5 070	5 344	5 753	6 120
Discouraged	2 314	2 331	2 422	2 334	2 386	2 403
Other not economically active	12 661	12 708	12 771	12 616	12 750	12 602
Working-age population	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
	Annual change (Thousand)					
	2013	**2014**	**2015**	**2016**	**2017**	**Change 2012-2017**
Employed	441	281	594	40	388	1 744
Unemployed	111	184	274	409	368	1 345
Discouraged	17	92	-88	52	17	89
Other not economically active	46	64	-155	134	-148	-59
Working-age population	**615**	**620**	**625**	**634**	**625**	**3 119**

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

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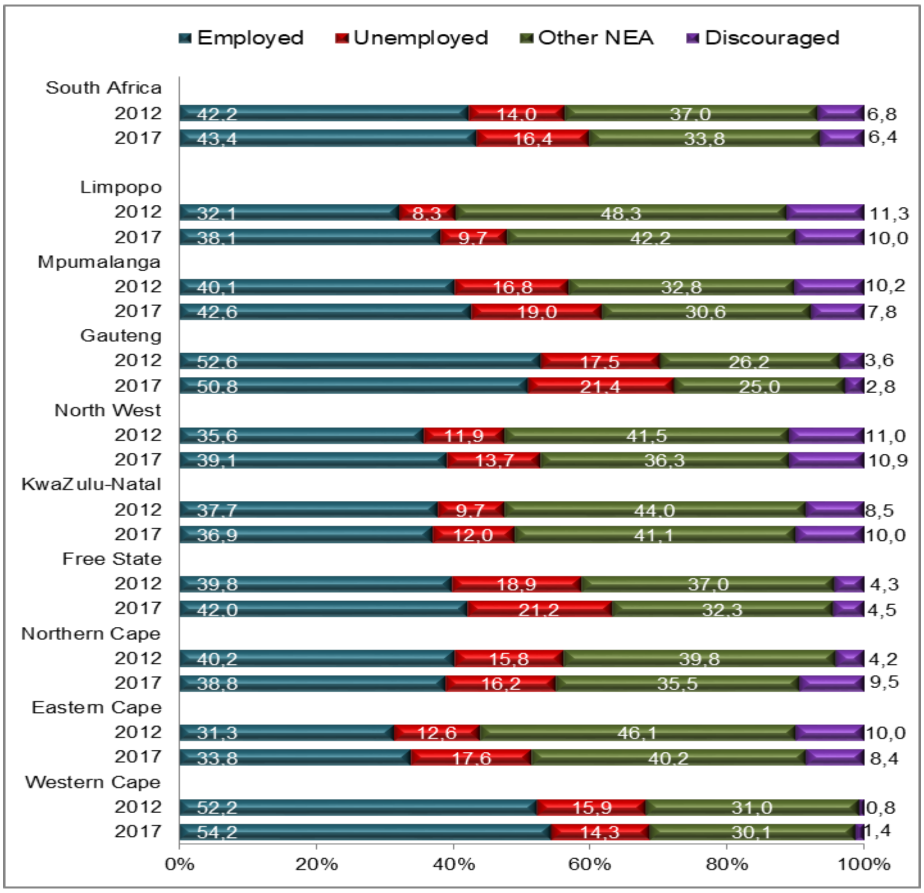
The table above shows that in 2017, all the components of the working-age population increased except other not economically active population, resulting in an increase in the working-age population. Between 2012 and 2017 the number of people employed increased by 1,7 million, followed by the number of people unemployed (1,3 million) and discouraged work-seekers (89 000).

Figure 3.3: Components of the working-age population by province, 2012 and 2017



NEA refers to the Not Economically Active population.

In 2017, Western Cape and Gauteng were the only provinces where the share of the employed in the working-age population was above the national average of 43,4%. Provincial disparities in each component of the working-age population were noticeable. Figure 3.3 shows that Western Cape recorded the highest number of persons employed (54,2%) as a percentage of the working-age population, followed by Gauteng (50,8%), while Eastern Cape recorded the lowest number of the employed (33,8%) compared to other provinces in 2017. The share of the unemployed in the working-age population increased in all provinces except in the Western Cape, where it decreased to 14,3%. The largest increase was observed in Eastern Cape (up by 5,0 percentage points). The share of the not economically active in the working-age population declined in all provinces except in Northern Cape. In 2017, North West recorded the highest share of discouraged work-seekers, followed by Limpopo and KwaZulu-Natal with 10,0% each.

Figure 3.4: Components of the working-age population by population group, 2012 and 2017

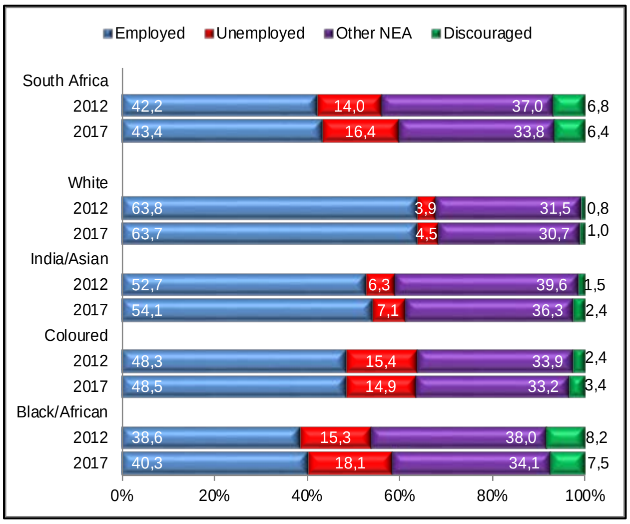
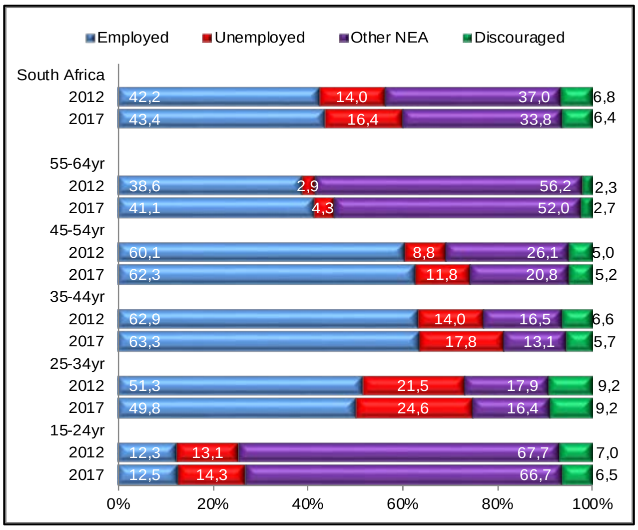


Figure 3.5: Components of the working-age population by age group, 2012 and 2017

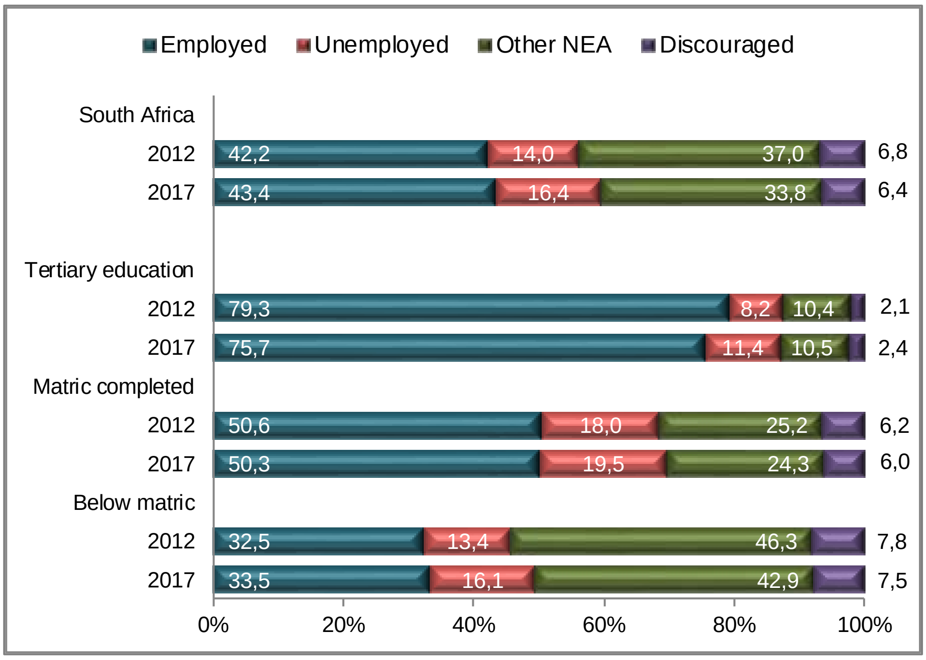


NEA refers to the Not Economically Active population.

While the share of the working-age population that was employed increased amongst all population groups except for the white population group; whites population recorded the highest proportion of the working-age population that was employed compared to other population groups. The share of the unemployed in the working-age population increased in all population groups except for coloureds, while black Africans recorded the largest increase (2,8 percentage points). Discouraged work-seekers increased in all population groups, except for the black African population group where it decreased by 0,7 of a percentage point between 2012 and 2017. The proportion of those who were not economically active decreased in all population groups except among the coloured population group in 2017.

Those who were aged 35–44 years were more likely to be employed relative to other age groups. In 2017, the proportion of the working-age population that was unemployed was highest amongst those aged 25–34 years at 24,6%, accompanied by the highest share of those who were discouraged at 9,2%. Young people aged 15–24 years recorded the highest share among those who were other not economically active at 67,7% in 2017.

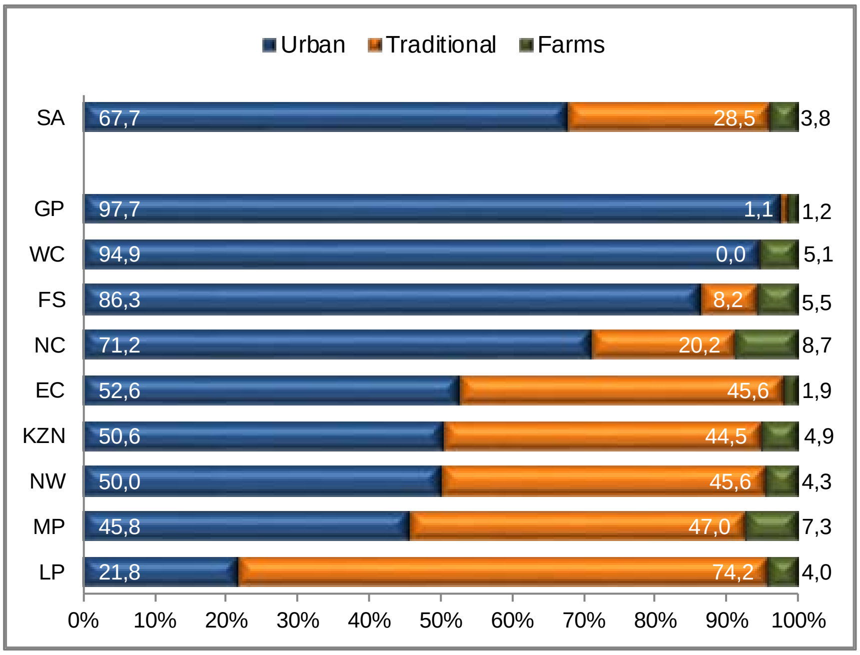
Figure 3.6: Components of the working-age population by education level, 2012 and 2017



NEA refers to the Not Economically Active population.

Those who obtained a tertiary education level were more likely to be employed than those with matric and below matric level of education over the period 2012 and 2017. Between 2012 and 2017, the proportion of the working-age population that was unemployed increased across all education categories. The share of the employed persons with a tertiary qualification was more than double the share of those with below matric level of education. While the share of the unemployed was more pronounced amongst those with matric level of education, 18,0% in 2012 and 19,5% in 2017. The share of the other not economically active in the working-age population was highest among those with below matric level of education, followed by those with matric level of education. However, among those with below matric and matric level of education the share of the other not economically active declined (3,4 percentage points and 0,9 of a percentage point, respectively) in 2017.

Figure 3.7: Working-age population by province and geo-type, 2017

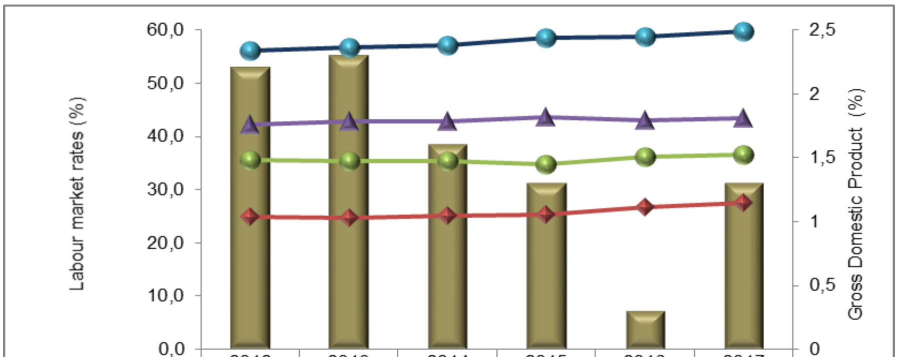


Nationally, 67,7% of the working-age population lived in urban areas, followed by traditional areas (28,5%) and only 3,8% in farm areas. About nine out of ten people of working age in Gauteng and Western Cape reside in urban areas. Limpopo recorded the lowest percentage of the working-age population that lived in urban areas (21,8%) in 2017.

Labour market rates

Labour market rates refer to the labour market indicators that are commonly used to measure the unemployment rate, absorption rate and labour force participation rate. The unemployment rate is computed as the proportion of the labour force that is unemployed. Absorption rate refers to the proportion of the working age population that is employed, while the labour force participation rate refers to the proportion of the working age population that is employed or unemployed.

Figure 3.8: Labour market rates, 2012–2017



	2012	2013	2014	2015	2016	2017
GDP[RHS]	2,2	2,3	1,6	1,3	0,3	1,3
Urate_off	24,9	24,7	25,1	25,3	26,7	27,5
Urate_exp	35,6	35,3	35,3	34,8	36,1	36,5
Absorption	42,2	42,7	42,8	43,7	43,0	43,4
LFPR	56,2	56,8	57,1	58,5	58,7	59,8

GDP refers to Gross Domestic Product (Right-Hand Scale), URate_off refers to the Official unemployment rate, URate_exp refers to the Expanded unemployment rate. Absorption refers to the labour absorption rate, LFPR refers to the Labour Force Participation Rate. Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Both official and expanded unemployment rates increased (by 0,8 and 0,4 of a percentage point, respectively) between 2016 and 2017. The official unemployment rate was 27,5% in 2017, which was 2,6 percentage points higher than the 2012 unemployment rate. In 2017, the absorption rate increased to 43,4% and the labour force participation rate increased to 59,8%.

Figure 3.9: Unemployment rate by province, 2012 and 2017

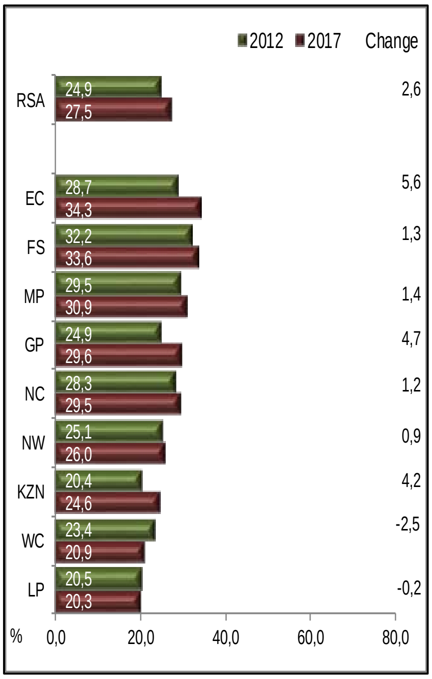


Figure 3.10: Absorption rate by province, 2012 and 2017

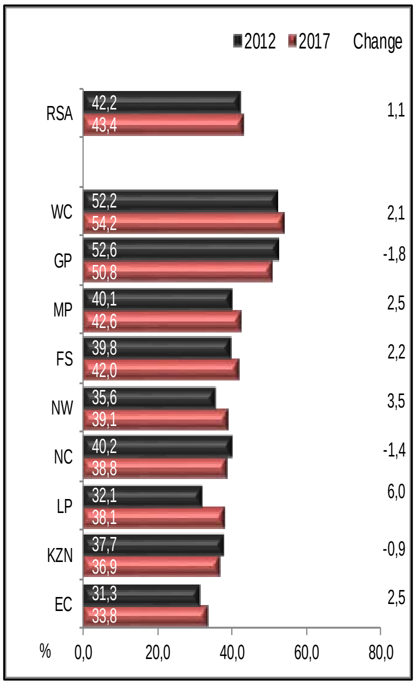
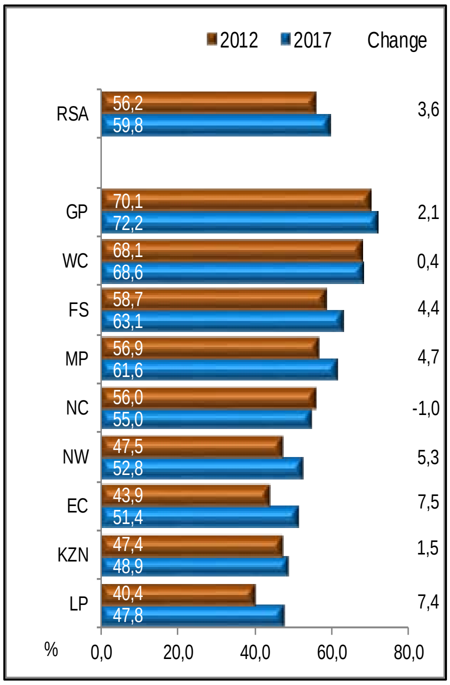


Figure 3.11: Participation rate by province, 2012 and 2017



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

Figures 3.9 to 3.11 depict unemployment rate, absorption rate and labour force participation rate by province between 2012 and 2017.

Unemployment rates: The unemployment rate increased in all provinces except in Western Cape and Limpopo, where it declined by 2,5 percentage points and 0,2 of a percentage point, respectively. The largest increases were observed in Eastern Cape (up by 5,6 percentage points), Gauteng (up by 4,7 percentage points) and KwaZulu-Natal (up by 4,2 percentage points). Eastern Cape, Free State and Mpumalanga were the only provinces where the unemployment rate reached 30% and was above the national average of 27,5% in 2017.

Labour Absorption rates: The more industrialised provinces (Western Cape and Gauteng) recorded the highest absorption rates (54,2% and 50,8%, respectively) which were above the national average of 43,4% in 2017. Between 2012 and 2017, the absorption rate increased in six of the nine provinces. Limpopo recorded the largest increase (up by 6,0 percentage points) followed by North West (up by 3,5 percentage points). However, the absorption rate declined in three provinces (KwaZulu-Natal, Northern Cape and Gauteng) during the same period.

Labour Force Participation rates: Between 2012 and 2017, the labour force participation rate increased across all provinces except in Northern Cape. The largest increases were observed in Eastern Cape (up by 7,5 percentage points), Limpopo (up by 7,4 percentage points) and North West (up by 5,3 percentage points). In 2017, Gauteng and Western Cape recorded the highest labour force participation rates (72,2% and 68,6%, respectively), while the lowest labour force participation rate was observed in Limpopo at 47,8%.

Figure 3.12: Male labour market rates by population group, 2012 and 2017

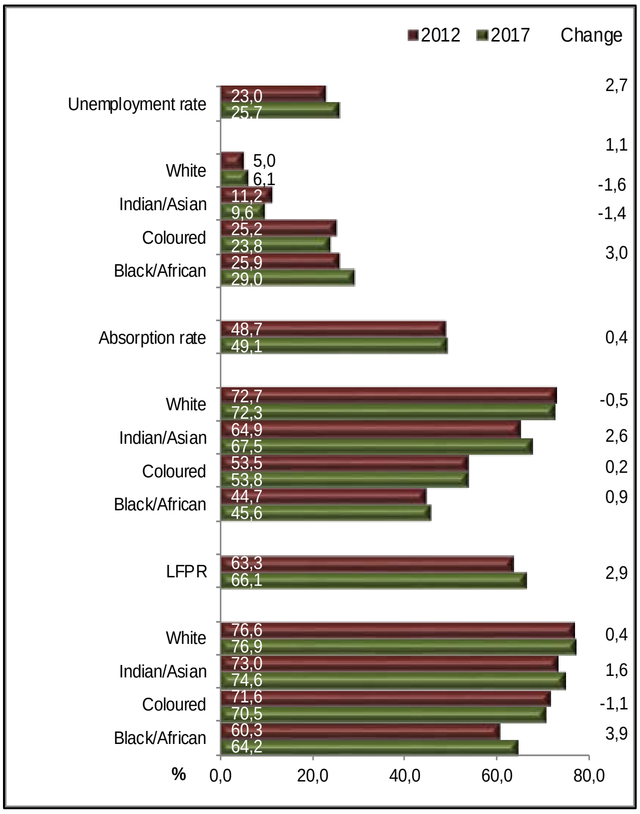
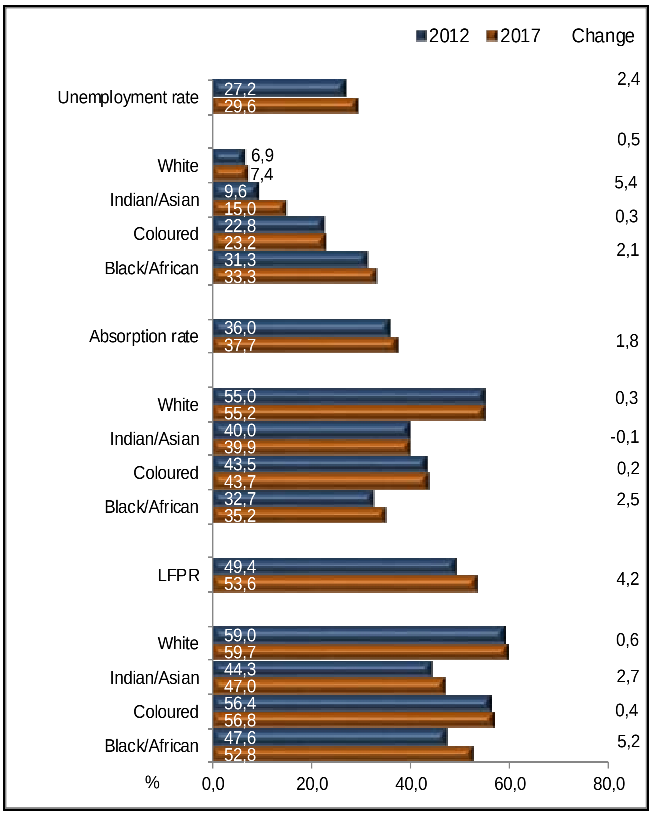


Figure 3.13: Female labour market rates by population group, 2012 and 2017



Note: LFPR refers to the Labour Force Participation Rate.

Irrespective of population group a gender gap still persists in the labour market. Women, recorded a higher unemployment rate, lower absorption rates and lower labour force participation rates compared to their male counterparts. Between 2012 and 2017, the unemployment rate was higher among the black African population group, irrespective of gender. Both white males and females recorded the lowest unemployment rate, the highest absorption rate and labour force participation rate relative to the other population groups. Male and female absorption rates increased for all population groups, with the exception of white males and Indian/Asian females, where it decreased by 0,5 and 0,1 of a percentage point, respectively. The labour force participation rate increased for all population groups, with the exception of coloured males. Although black African males and females recorded the lowest labour market rates, they recorded the highest increase in the labour force participation rate (up by 3,9 and 5,2 percentage points, respectively) in 2017.

Figure 3.14: Unemployment rate by age, 2012 and 2017

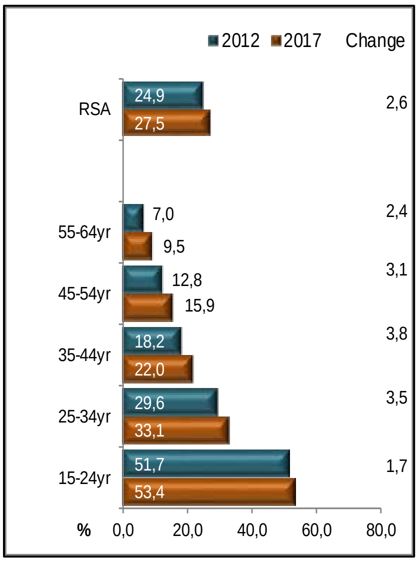


Figure 3.15: Absorption rate by age, 2012 and 2017

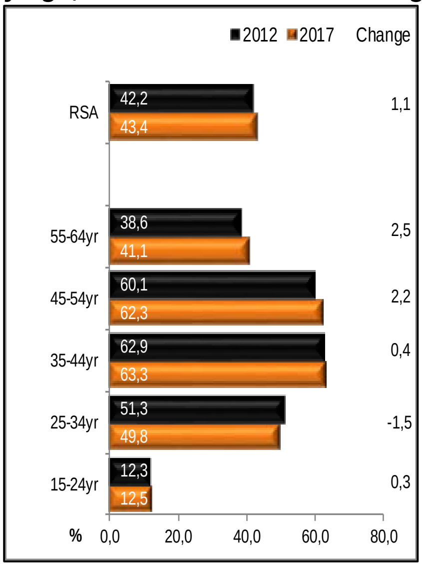
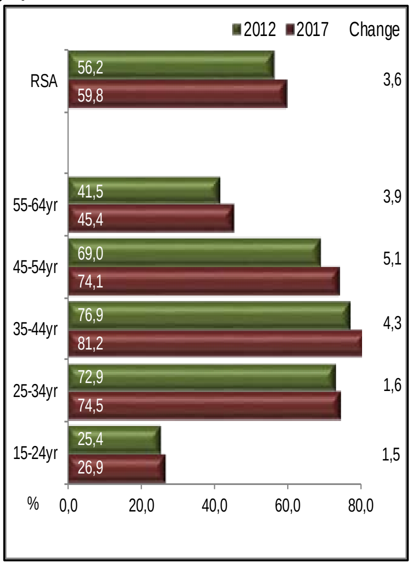
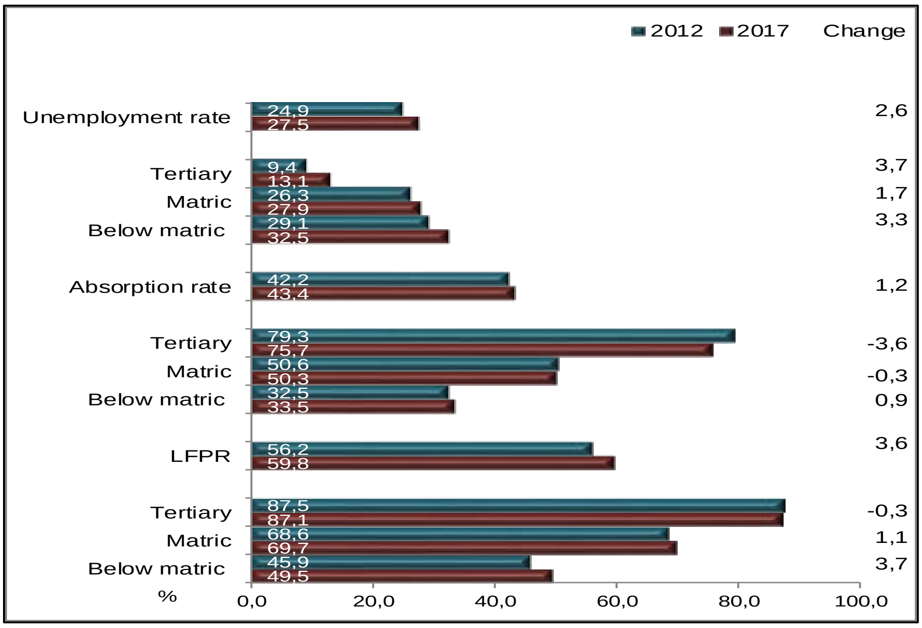


Figure 3.16: Participation rate by age, 2012 and 2017



Young people remain vulnerable in the labour. The age group 15–24 years is associated with a higher unemployment rate, lower absorption and lower labour force participation rate. Between 2012 and 2017, the unemployment rate increased across all age groups. Those aged 35–44 years recorded the largest increase, in unemployment rate followed by those aged 25–34 years (up by 3,8 and 3,5 percentage points, respectively). The absorption rate increased across all age groups except for those aged 25–34 years. The labour force participation rate increased across all age groups, and the largest increase was observed among those aged 45–54 years, followed by those aged 35–44 years (up by 5,1 and 4,3 percentage points, respectively).

Figure 3.17: Labour market rates by education level, 2012 and 2017



Note: LFPR refers to the Labour Force Participation Rate.

Labour market rates vary significantly depending on education level. The more educated a person is the more likely they are to find employment. Tertiary education is associated with a lower unemployment rate, higher absorption rate and higher labour force participation rate. Between 2012 and 2017, the unemployment rate increased irrespective of the level of education, with the largest increase observed among those with a tertiary level of education (up by 3,7 percentage points). The absorption rate increased among those with below matric level of education by 0,9 of a percentage point while it declined among those with tertiary education by (down by 3,6 percentage points). Generally, the labour force participation rate increased across all education levels, with the exception of tertiary education (down by 0,3 of a percentage point). Although tertiary education depicts better labour market rates, it has recorded the highest increase in the unemployment rate and the largest decrease in the absorption rate and labour force participation rate during the same period.

Summary and conclusion

- Over the period between 2012 and 2017, relatively large increases have occurred in the working age population aged 15 to 64 years – particularly among those in the youngest age groups and particularly among the black African and coloured population groups.

- The share of women in the working-age population declined from 51,0% to 50,6% but was still higher than the share of men. However, gender disparities were noticeable in the labour market as women were associated with a higher unemployment rate, lower absorption and labour force participation rates than men.

- Over the same period, the absorption rate increased by 0,4 of a percentage point to 43,4%. The labour force participation rate has depicted a rising trend since 2012, although it was still below the pre-recession rate of 2008.

- Unemployment has become a source of growing concern, in part because historically, those who have been particularly hard hit include women and young people. The unemployment rate among each of these groups is higher than among men and older persons.

- Education presents better opportunities in the labour market. Those with higher levels of education are characterised by improved labour market conditions. The unemployment rate has been lower among those with tertiary education over the years; while, it remained high among those without tertiary education.

Chapter 4: Employment and other forms of work

Key labour market concepts

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

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

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

Occupation[2] in this chapter has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories are drawn from Bhorat, H & Oosthuizen, M in 'Employment shifts and the "jobless growth" debate' Chapter in 'Human Resource Development Review 2008, Education, Employment and Skills in South Africa', editors A. Kraak & K. Press, HSRC Press:

Skilled occupations classification comprises managers, professionals and technicians.
Semi-skilled occupations classification: comprises clerks, sales and services, skilled Agriculture, crafts and related trade, plant and machine operators.
Low-skilled occupations classification: comprises elementary work
Domestic workers are classified separately.

Industry classification is as follows:

Primary sector: Agriculture and Mining
Secondary sector: Manufacturing, Utilities and Construction
Tertiary sector: Trade, Transport, Finance, Community, social and personal services, and Private households

Major division	Shortened industry name
1. Agriculture, hunting, forestry and fishing	Agriculture
2. Mining and quarrying	Mining
3. Manufacturing	Manufacturing
4. Electricity, gas and water supply	Utilities
5. Construction	Construction
6. Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	Trade
7. Transport, storage and communication	Transport
8. Financial intermediation, insurance, real estate and business services	Finance
9. Community, social and personal services	Services
0. Private households, exterritorial organisations, representatives of foreign governments and other activities not adequately defined	Private households

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

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

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

[2] Stats-SA classifies occupation as prescribed by the South African Standard Classification of Occupations (SASCO)

About the Chapter

There are two official sources of employment statistics: the Quarterly Employment Statistics (QES) which is establishment based and the Quarterly Labour Force Survey (QLFS) which is a household-based survey. Each survey has its strengths and limitations. For example, the QES cannot provide information on the following:

- Description of the employed, e.g. their demographic profile, education level, hours of work, etc.; and
- Unemployment and descriptors of the unemployed.

The QLFS is a survey of households that collects information from approximately 30 000 dwelling units and collects data on the labour market activities of individuals, whereas the QES is an enterprise-based survey that collects information from non-agricultural businesses and organisations from approximately 20 000 units. The numerous conceptual and methodological differences between the household- and enterprise-based surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the enterprise-based survey.
- The household survey is limited to workers 15 years of age and older. The enterprise-based survey is not limited by age.
- The household survey has no duplication of individuals because individuals are counted only once, even if they hold more than one job. In the enterprise-based survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.
- QLFS includes income tax, VAT and number of employees in determining the formal sector while QES uses only VAT with annual turnover greater than R300 000.
- QLFS allows for proxy responses (a household member responding on behalf of the other). This can introduce misclassification of items, e.g. formal/informal classification.

The last section of this chapter provides the analysis on employment from the Quarterly Employment Statistics (QES).

Background

"Achieving full employment, decent work and sustainable livelihoods is the only way to improve living standards and ensure a dignified existence for all South Africans. Rising employment, productivity and incomes are the surest long-term solution to reducing inequality. Similarly, active steps to broaden opportunity for people will make a significant impact on both the level of inequality and the efficiency of the economy." These are the central tenets of the National Development Plan 2030[1].

Introduction

This chapter includes eight sections. The first section provides a profile of the employed in South Africa; the analysis focuses on employment by industry, occupation, hours worked, and time-related underemployment. The second section provides an analysis of formal and informal sector employment; the third section looks at the monthly median earnings by certain demographic variables; while the fourth section analyses the provision of decent work in terms of the standards and workers' rights at work, social protection and social dialogue. Section five provides an analysis of job tenure and section six focuses on participation in government job creation programmes. The analysis also focuses on the awareness of the Expanded Public Works Programme (EPWP) and the characteristics of the people who participated in the programmes. Section seven focuses on other forms of work and the last section look at quarterly employment statistics, i.e. employment from the establishments' perspective.

4.1 A profile of the employed

Employment by industry and occupation

This section analyses the distribution of employment by industry and occupation over the period 2012–2017 by sex, population group and province.

Table 4.1: Employment by industry, 2012–2017

Industry	2012	2013	2014	2015	2016	2017
	Thousand					
Agriculture	696	740	702	880	874	843
Mining	375	411	428	455	444	434
Manufacturing	1 817	1 810	1 760	1 762	1 692	1 782
Utilities	102	128	117	132	118	149
Construction	1 091	1 145	1 249	1 405	1 431	1 414
Trade	3 145	3 132	3 202	3 161	3 178	3 250
Transport	860	914	932	905	910	977
Finance	1 902	1 995	2 030	2 198	2 275	2 402
Services	3 202	3 351	3 493	3 551	3 571	3 609
Private households	1 232	1 236	1 230	1 288	1 283	1 303
Total	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**

Note: Total includes 'Other forms of industry'.

Table 4.2: Changes in employment by industry, 2012–2017

Industry	2013	2014	2015	2016	2017	Change 2012-2017
	Thousand					
Agriculture	44	-38	178	-6	-31	146
Mining	36	17	27	-10	-10	59
Manufacturing	-7	-50	2	-70	91	-34
Utilities	27	-11	15	-15	31	47
Construction	55	103	156	26	-17	323
Trade	-13	70	-41	17	71	105
Transport	54	18	-27	5	67	117
Finance	93	35	168	77	128	501
Services	149	142	58	20	38	407
Private households	4	-6	58	-5	20	71
Total	**441**	**281**	**594**	**40**	**388**	**1 744**

Note: Total includes 'Other forms of industry'.

Table 4.1 highlights that Services, Trade and Finance were the main contributors to total employment in 2017; the level of employment in Services was high at 3,6 million, followed by Trade (3,3 million) and Finance (2,4 million). Total employment increased by 1,7 million between 2012 and 2017. All industries, with the exception of Manufacturing, contributed positively to the increase in total employment over the period 2012–2017. Manufacturing shed 34 000 jobs over the same period as highlighted in Table 4.2. The largest increases in employment were observed in Finance (501 000), Community and social services (407 000), Construction (323 000) and Agriculture (146 000). Total employment increased in all years over the period 2012–2017, with the largest increase of 594 000 jobs between 2014 and 2015. An increase of above 200 000 jobs in total employment was observed across all years except for 2016, where an increase of only 40 000 jobs was recorded.

Figure 4.1: Employment shares by industry, 2012–2017

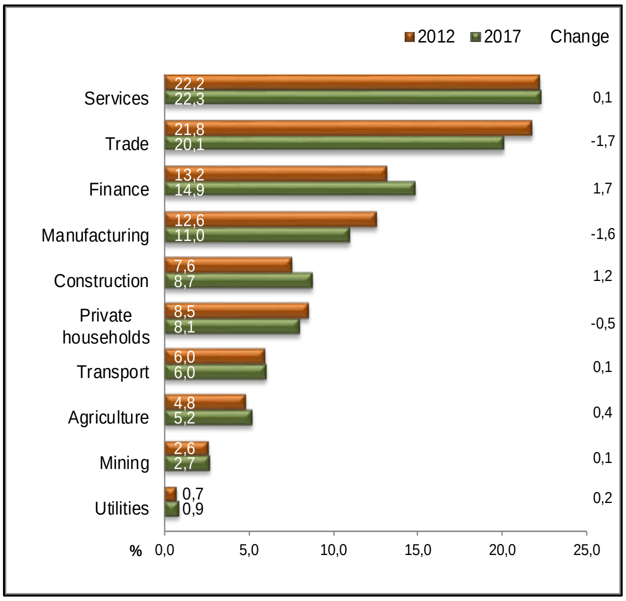


Figure 4.2: Employment shares by industry and sex, 2017

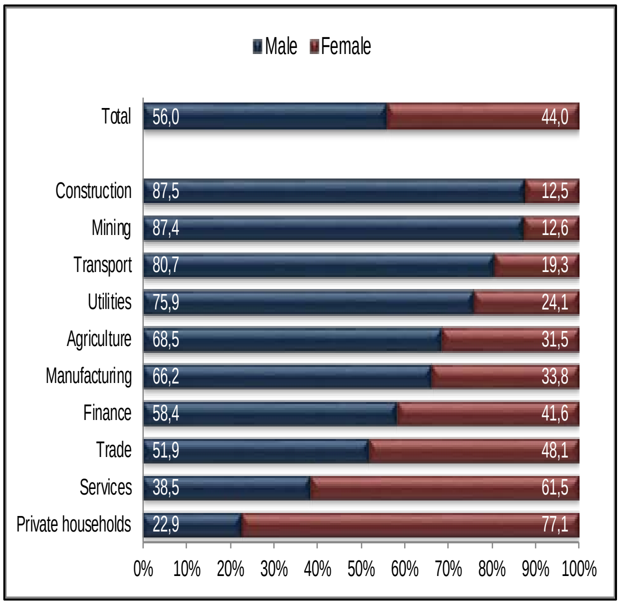


Figure 4.2 indicates that in 2017, the industry employment shares declined in three of the ten industries between 2012 and 2017. The largest decline was observed in Trade (1,7 percentage points) and Manufacturing (1,6 percentage points) while Private households decreased by less than a percentage point. In both 2012 and 2017, Community and social services and Trade industries accounted for the largest shares of employment above 20,0% while Finance and Manufacturing highlighted shares between 11,0% and 15,0% in both years. The rest of the industries recorded shares of employment below 9,0% in both 2012 and 2017, with Utilities reflecting a share below 1,0% in both years.

Figure 4.2 indicates that in 2017, men accounted for more than 80% of employment share in Construction, Mining and Transport. Men had a higher share of employment in all industries with the exception of Community and social services and Private households, compared to women. Women accounted for 77,1% of employment in Private households and 61,5% in Community and social services. The employment shares for women in Construction, Mining and Transport ranged between 12,0% and 20,0% in 2017.

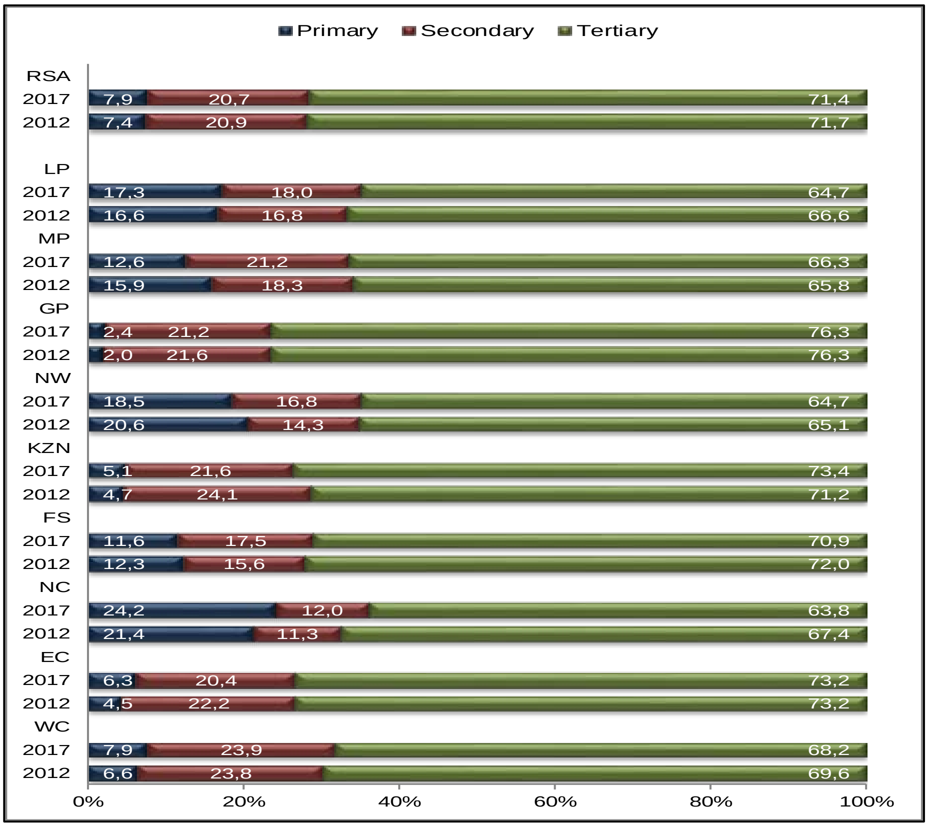
Table 4.3: Employment shares by industry and province, 2017

Note: Total includes 'Other'.

Industry	2017									
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	7,7	6,3	14,5	9,5	4,8	5,1	0,7	8,0	9,9	5,2
Mining	0,2	0,1	9,7	2,1	0,2	13,4	1,7	4,6	7,3	2,7
Manufacturing	14,0	9,2	3,0	7,8	12,6	8,0	12,7	8,9	6,4	11,0
Utilities	0,5	0,5	1,1	1,4	0,6	0,4	0,8	3,2	1,1	0,9
Construction	9,4	10,7	7,9	8,4	8,4	8,4	7,6	9,1	10,5	8,7
Trade	19,1	22,8	15,4	21,5	19,8	19,9	19,5	20,3	21,9	20,1
Transport	6,0	4,9	3,6	5,6	6,8	3,6	7,6	4,9	3,7	6,0
Finance	17,3	11,4	6,8	8,7	12,9	10,1	20,6	11,6	8,2	14,9
Services	19,5	26,1	29,9	24,1	24,6	22,9	21,0	20,5	22,4	22,3
Private households	6,3	7,9	8,1	11,1	9,2	8,3	7,5	8,9	8,4	8,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

The main contributors to employment in all provinces were Community and social services and Trade industries. However, Community and social services (21,0%) followed by Finance (20,6%) and Trade (19,5%) were the main contributors to employment in Gauteng in 2017; while Trade was the second largest contributor to the Northern Cape total employment with a share of 15,4%, followed by Agriculture at 14,5%. The share of employment in Community and social services was high in Northern Cape (29,9%), followed by Eastern Cape (26,1%) and KZN (24,6%). Gauteng is the only province which recorded a high share of employment above 20,0% in Finance, while the shares of employment in the same industry for other provinces range from 6,8% in Northern Cape to 17,3% in Western Cape. North West recorded Mining (13,4%) as the third largest share of employment in 2017.

Figure 4.3: Employment in primary, secondary and tertiary industries, 2012 and 2017



The figure above indicates that seven in every ten employed persons worked in tertiary industries in South Africa. In both 2012 and 2017, tertiary industries accounted for more than 70,0% of employment in Gauteng, KwaZulu-Natal, Free State and the Eastern Cape. Four out of nine provinces (Gauteng, KwaZulu-Natal, Eastern Cape and Western Cape) recorded shares of employment in secondary industries above 20,0% in both 2012 and 2017. Primary industries were the second largest contributor to employment in North West and Northern Cape in both 2012 and 2017. In 2017, the share of employment in primary industries was 24,2% in Northern Cape and 18,5% in North West. Gauteng recorded the lowest shares of employment in primary industries in both 2012 (2,0%) and 2017 (2,4%).

Table 4.4: Employment by occupation, 2012–2017

Occupation	2012	2013	2014	2015	2016	2017
	Thousand					
Manager	1 161	1 224	1 331	1 274	1 356	1 426
Professional	842	925	842	776	866	914
Technician	1 639	1 645	1 552	1 456	1 470	1 455
Clerk	1 506	1 606	1 653	1 671	1 642	1 734
Sales	2 113	2 163	2 326	2 463	2 481	2 523
Skilled agriculture	68	70	76	96	68	70
Craft	1 734	1 730	1 813	1 946	1 927	1 961
Operator	1 200	1 274	1 277	1 312	1 284	1 313
Elementary	3 187	3 227	3 295	3 729	3 681	3 740
Domestic worker	975	1 002	981	1 017	1 005	1 027
Total	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**

Note: Total includes 'Other'

Table 4.5: Changes in employment by occupation, 2012–2017

Occupation	2013	2014	2015	2016	2017	Change 2012-2017
	Thousnad					
Manager	63	108	-57	82	70	265
Professional	83	-83	-67	90	48	72
Technician	5	-93	-96	13	-15	-185
Clerk	101	47	18	-29	92	229
Sales	50	164	137	18	42	411
Skilled agriculture	2	6	20	-28	2	2
Craft	-4	83	133	-19	33	227
Operator	74	3	35	-28	29	113
Elementary	40	68	435	-48	60	554
Domestic worker	27	-22	37	-12	22	52
Total	**441**	**281**	**594**	**40**	**388**	**1744**

Note: Total includes 'Other'

Between 2016 and 2017, employment increased in nine of the ten occupational categories, with the largest increase among the Clerical (92 000), Managerial (70 000) and Elementary occupations (60 000). Employment losses of 15 000 persons were recorded in Technician occupations. Employment among Elementary workers increased by 554 000, followed by Sales workers (411 000 jobs) and Managerial occupations (265 000 jobs). In 2017, Elementary workers (3,7 million), Sales workers (2,5 million) and Craft (1,9 million) occupations reflected the highest level of employment while Skilled agriculture occupations recorded the lowest at 70 000 jobs, followed by Professional occupations (914 000 jobs).

Figure 4.4: Employment shares by occupation, 2012 and 2017

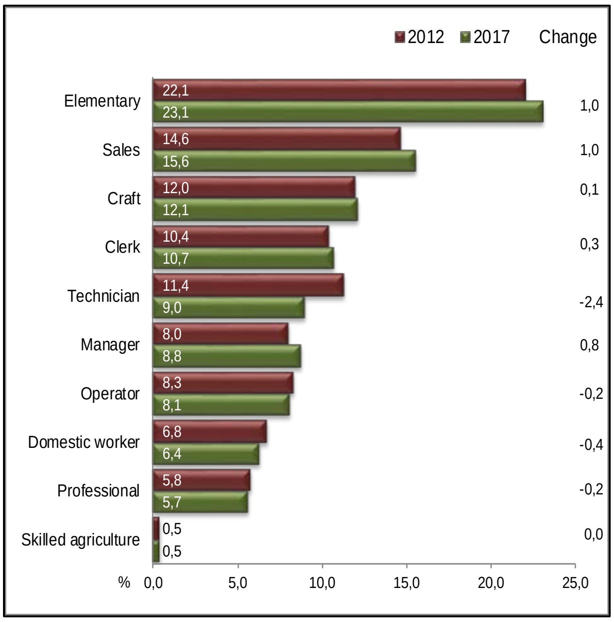
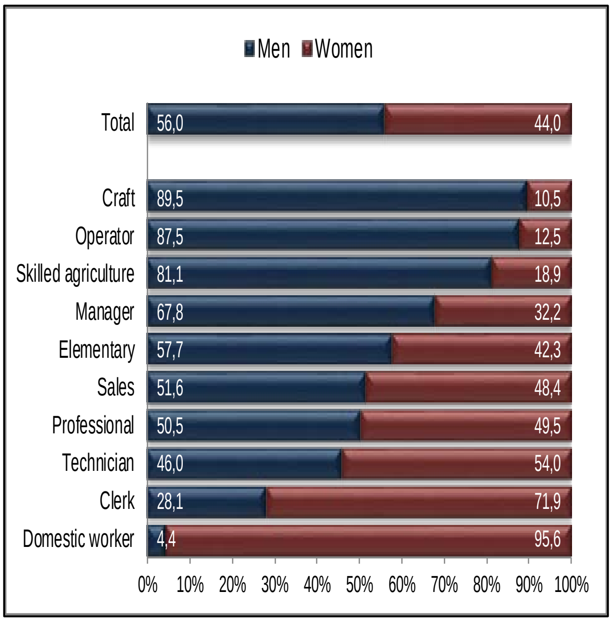
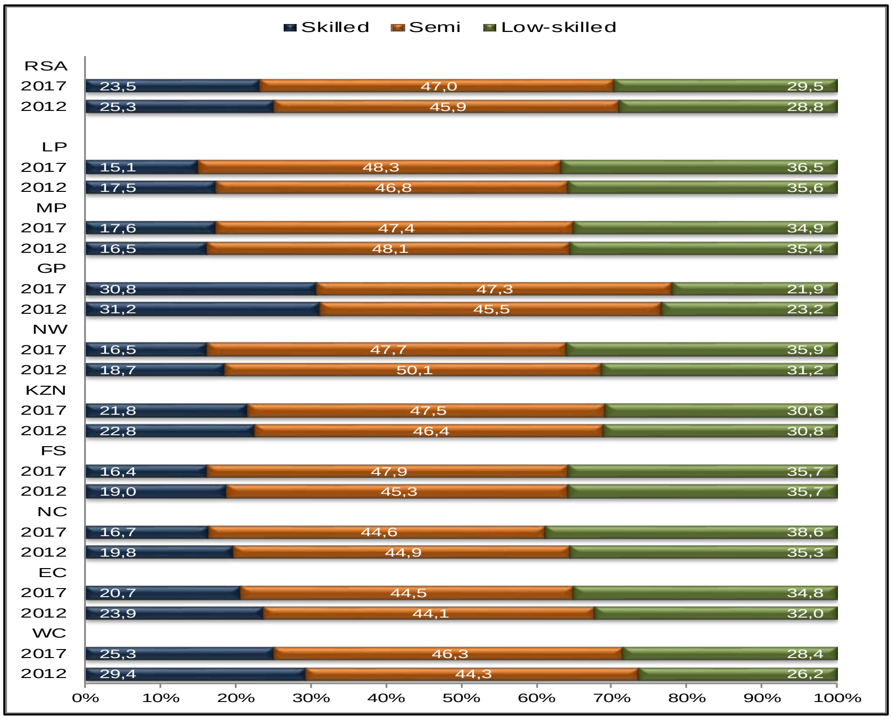


Figure 4.5: Employment shares by occupation and sex, 2017



Close to a third of all people employed in 2012 and 2017 were employed in elementary and domestic work occupations. Sales and Craft and related trade occupations were among the top three contributors to total employment in both years. The share of employment increased in five of the ten occupations between 2012 and 2017. Both Elementary and Sales occupations increased by 1,0 percentage points and Managers by 0,8 of a percentage point, while the share of employment in Skilled agriculture occupations remained unchanged over the period of 2012–2017. The results in Figure 4.5 show that about 67,8% of men were employed in Managerial occupations compared to 32,2% of women. Women were more likely to be employed as Domestic workers, Clerks or Technicians relative to men. Men were more likely to work in Craft and related trade, Machine operator and Skilled agriculture occupations.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations, 2012 and 2017



Semi-skilled occupations accounted for the largest share of employment across all the provinces. The results for 2017 indicate that the highest share of employment in semi-skilled occupations was in Limpopo (48,3%), Free State (47,9%), North West (47,7%), KwaZulu-Natal (47,5%), Mpumalanga (47,4%) and Gauteng (47,3%). Gauteng, followed by Western Cape, recorded the highest shares of employment in skilled occupations in both 2012 and 2017 compared to other provinces. Gauteng reflected a 30,8% share of employment in skilled occupations in 2017 while Western Cape recorded 25,3%. The share of employment accounted for by low-skilled occupations in 2017 and was highest in the Northern Cape (38,6%), followed by Limpopo (36,5%), North West (35,9%) and Free State (35,7%). In both 2012 and 2017, Gauteng recorded the lowest shares of employment in low-skilled occupations compared to other occupational categories.

Table 4.6: Number and percentage of persons employed as managers, professionals and technicians by sex, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Men						
Manager	797	854	914	879	924	966
Professional	475	522	469	382	421	462
Technician	735	733	680	647	661	669
women						
Manager	364	370	418	395	432	460
Professional	367	403	374	394	445	452
Technician	905	912	872	809	808	786
Both sexes						
Manager	1 161	1 224	1 331	1 274	1 356	1 426
Professional	842	925	842	776	866	914
Technician	1 639	1 645	1 552	1 456	1 470	1 455
	% share of Women					
Manager	31,4	30,2	31,4	31,0	31,9	32,2
Professional	43,6	43,6	44,4	50,7	51,4	49,5
Technician	55,2	55,4	56,2	55,5	55,0	54,0

Men accounted for larger shares of employment as Managers over the period 2012–2017. Women employed in skilled occupations were more likely to work as Technicians from 2012 to 2017 compared to Managers and Professionals. The share of women employed as Professionals increased by 5,9 percentage points from 43,6% in 2012 to 49,5% in 2017. The share of women employed in Managerial occupations increased by 0,9 of a percentage point from 31,4% in 2012 to 32,2% in 2017.

Figure 4.7: Employment by occupation and population group, 2012 and 2017

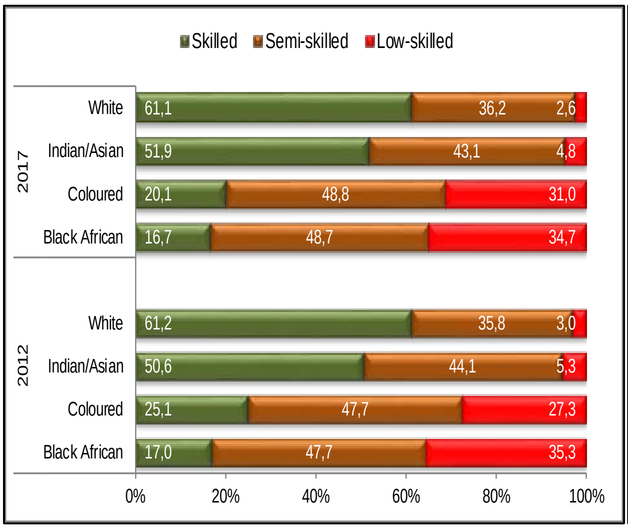
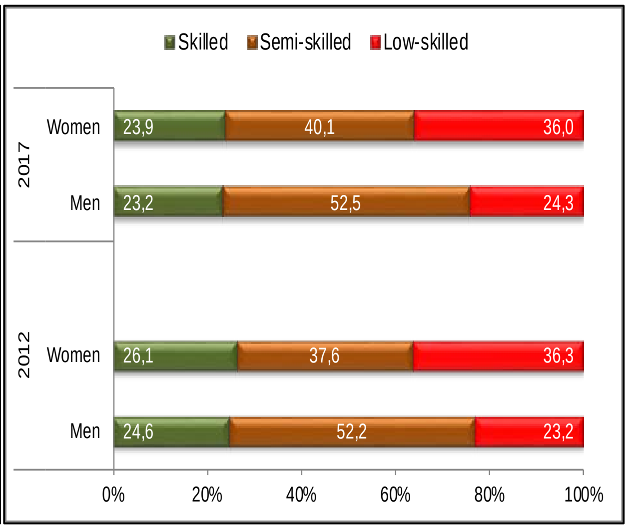


Figure 4.8: Employment by occupations and sex, 2012 and 2017



In both 2012 and 2017, black African and coloured population groups recorded the second largest share of workers in the semi-skilled occupations while the white and Indian/Asian population groups were less likely to work in low-skilled occupations. The share of the white population group employed in skilled occupations accounted for 61,2% in 2012, which decreased to 61,1% in 2017. Black Africans reflected the lowest share of persons employed in skilled occupations compared to other population groups (17,0% in 2012 and 16,7% in 2017). Coloured population employed in skilled occupations accounted for 25,1% in 2012, but this declined to 20,1% in 2017. Figure 4.8 reveals that in both 2012 and 2017, a higher percentage of women were employed in skilled and low-skilled occupations relative to men. In contrast, more than 50% of employed men were working in semi-skilled occupations in both 2012 and 2017. Over the period 2012–2017, both proportions for men and women employed in skilled occupations declined respectively by 1,4 percentage points and 2,2 percentage points.

Hours of work

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

Table 4.7: Volume of hours worked by sex, 2012–2017

	2012	2013	2014	2015	2016	2017
	Volume of hours worked (Thousand hours)					
Women	251 385	261 483	265 748	274 839	273 920	281 965
Men	365 587	370 874	377 705	396 888	399 309	401 200
Both sexes	**616 971**	**632 357**	**643 453**	**671 727**	**673 229**	**683 164**
	Annual changes (Thousand hours)					
	2013	**2014**	**2015**	**2016**	**2017**	**Change 2012-2017**
Women	1 670	10 098	4 265	9 091	-919	30 580
Men	5 261	5 287	6 831	19 183	2 421	35 613
Both sexes	**6 930**	**15 386**	**11 096**	**28 274**	**1 502**	**66 193**

Over the period 2012–2017, the volume of hours worked were higher among men compared to their women counterparts. The volume of hours worked between 2012 and 2017 increased by 66,2 million hours. The volume of hours worked increased across all years for both men and women, except between 2015 and 2016 where a decline of 919 000 hours was observed among women.

Figure 4.9: Average weekly hours worked by sex, 2012–2017

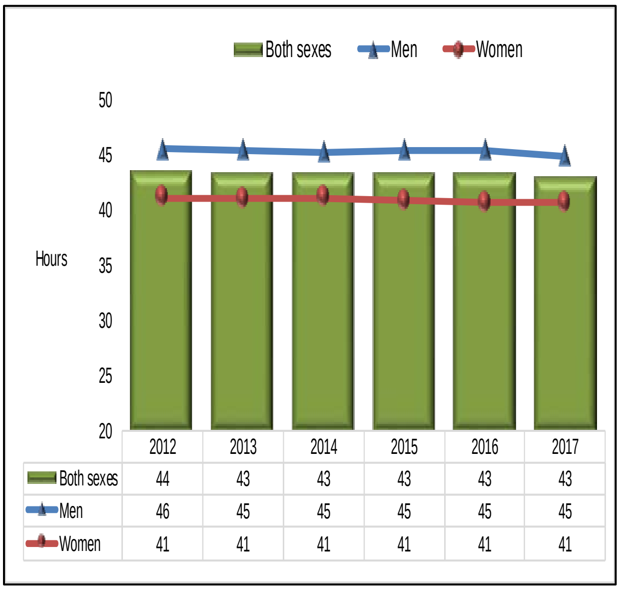


Figure 4.10: Average weekly hours worked by population group, 2012 and 2017

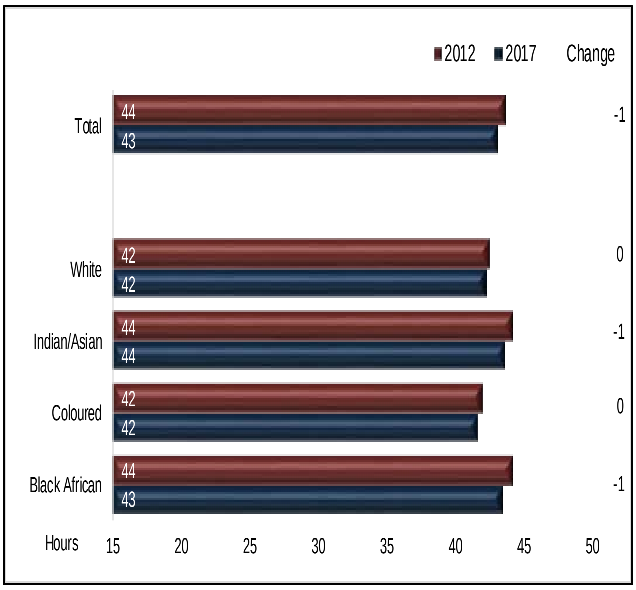


Figure 4.9 shows that over the period 2012–2017, men worked longer hours than women. Between 2012 and 2017 weekly hours worked by men remained unchanged at 45 hours except in 2012 where the average weekly hours worked was estimated at 46 hours. On the other hand, weekly hours worked by women remained constant at 41 hours across all years. In 2017, the Indian/Asian and black African population groups worked longer hours (44 hours), while white and coloured population groups worked 42 hours per week each.

Figure 4.11: Average weekly hours worked by industry, 2012 and 2017

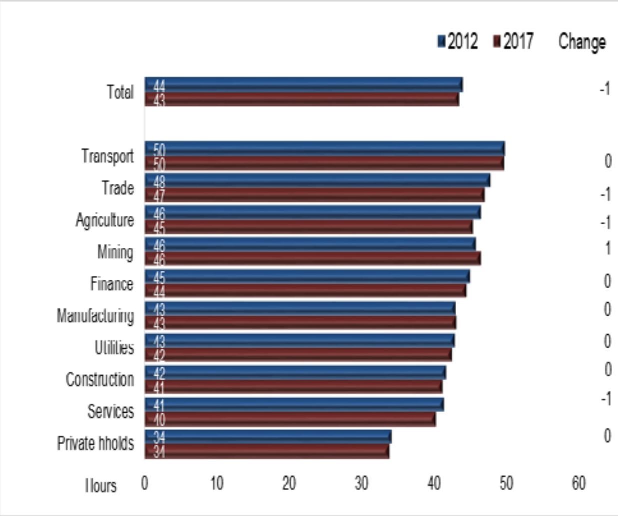
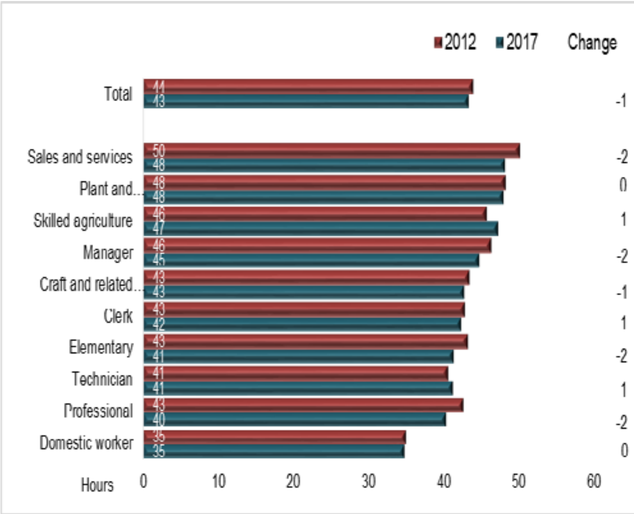


Figure 4.12: Average weekly hours worked by occupation, 2012 and 2017



Historically, persons employed in the Transport industry worked longer hours compared to those in other industries. The average hours worked in this industry was 50 hours in both 2012 and 2017. All industries, with the exception of Private households, indicated average hours worked from 40 and above in both 2012 and 2017. Those in Private households worked 34 hours on average in both years. The average weekly hours worked increased only among the Skilled agricultural occupations and Technicians over the period 2012 and 2017, while Sales and services, managers, Elementary and Professional occupations experienced a decrease of two hours each. Between 2012 and 2017, the average hours per week worked remained unchanged in two of the ten occupations: Plant and machine operator and Domestic worker.

Figure 4.13: Average weekly hours worked by sector, 2012–2017

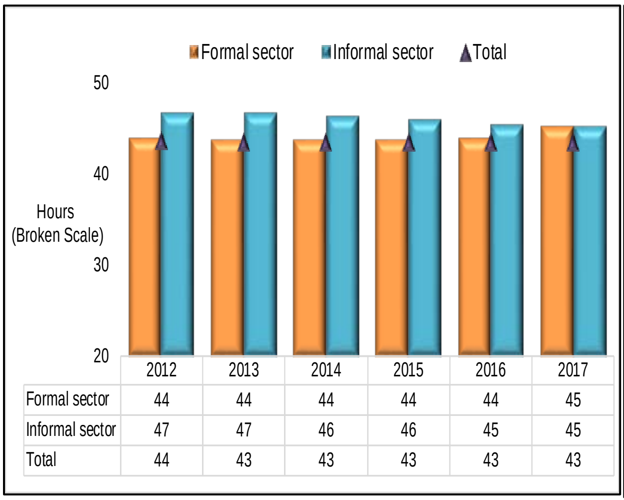


Figure 4.14: Average weekly hours worked by province, 2012 and 2017

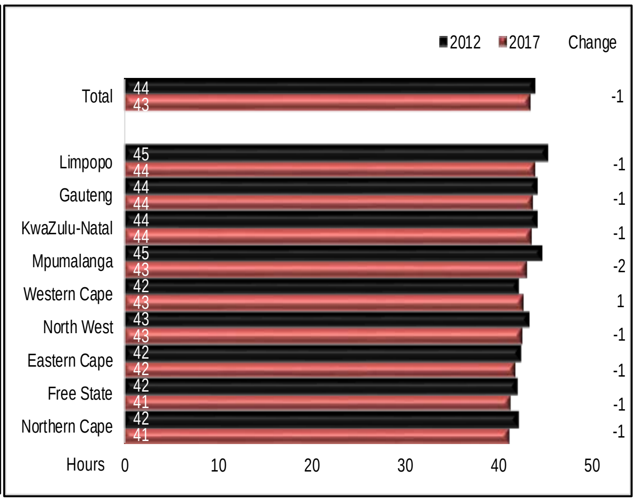


Figure 4.13 indicates that between 2012 and 2017, persons in the informal sector worked longer hours than those in the formal sector. Weekly hours worked by those in the formal sector remained constant at 44 hours over the period 2012–2016 and increased to 45 hours in 2017. The average weekly hours for those in the informal sector declined by two hours between 2012 and 2017. All nine provinces, except Western Cape,

reflected a decline in average hours worked per week during this period. In 2017, Northern Cape and Free State recorded the lowest weekly hours of 41 each while KwaZulu-Natal, Gauteng and Limpopo reported the highest number of hours at 44 hours each.

Time-related underemployment

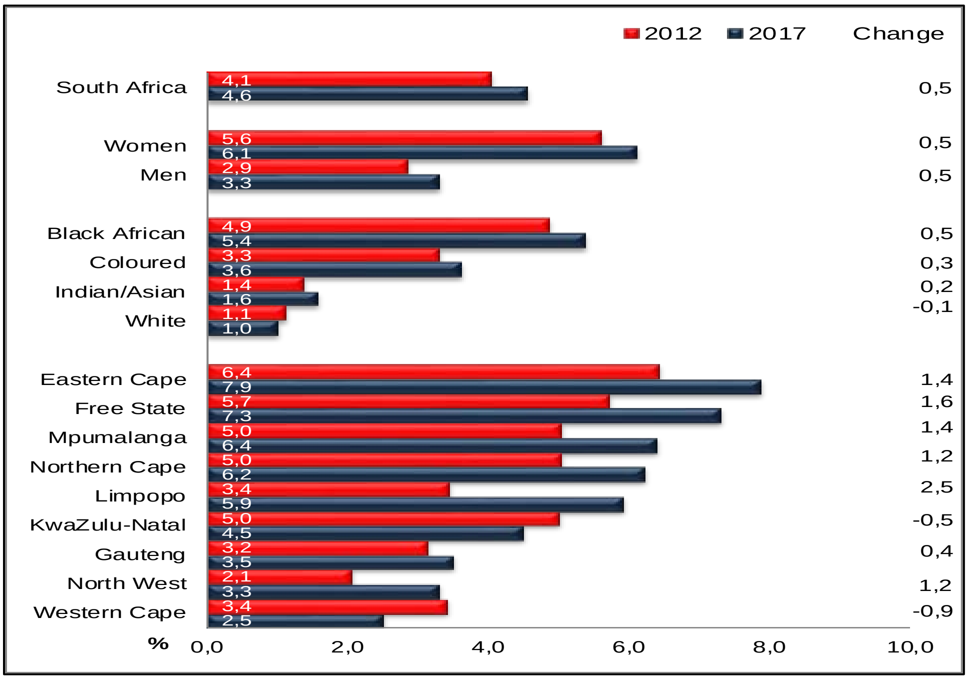
Time-related underemployment is one of the many labour market indicators used to measure the economic well-being of a country. According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work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

Table 4.8: Trends in underemployment

	Underemployment	Other employed	Total employed	Underemployment rate
	Thousand			Per cent
2012	585	13 840	14 425	4,1
2013	615	14 251	14 866	4,1
2014	608	14 539	15 146	4,0
2015	705	15 036	15 741	4,5
2016	721	15 060	15 780	4,6
2017	737	15 431	16 169	4,6

The number of underemployed persons increased by 152 000 from 585 000 in 2012 to 737 000 in 2017. The lowest number of underemployed persons of 585 000 was recorded in 2012, which translated into an underemployment rate of 4,1%. The underemployment rate increased by 0,5 of a percentage point from 4,1% in 2012 to 4,6% in 2017 while between 2016 and 2017, the rate remains unchanged.

Figure 4.15: Underemployment by sex, population group and province, 2012 and 2017



The underemployment rate increased by less than a percentage point each for men and women over the period 2012–2017. In terms of the population group, black Africans and coloured persons recorded the highest rate of underemployment in both 2012 and 2017 while Indian/Asian and whites population groups reflected an underemployment rate below 2,0% in both years. A decline in the underemployment rate was observed among the white population only where the rate dropped by 0,1 of a percentage point from 1,1% in 2012 to 1,0% in 2017.

Provincial comparisons highlight that two out of the nine provinces (Western Cape and KwaZulu-Natal) recorded a decline in the underemployment rate between 2012 and 2017. The largest increase in the underemployment rate was observed in Limpopo (2,5 percentage points) and Free State (1,6 percentage points). In 2017, the highest underemployment rate was recorded in Eastern Cape (7,9%), Free State (7,3%), Mpumalanga (6,4%), Northern Cape (6,2%) and Limpopo (5,9%).

Figure 4.16: Underemployment by industry, 2012 and 2017

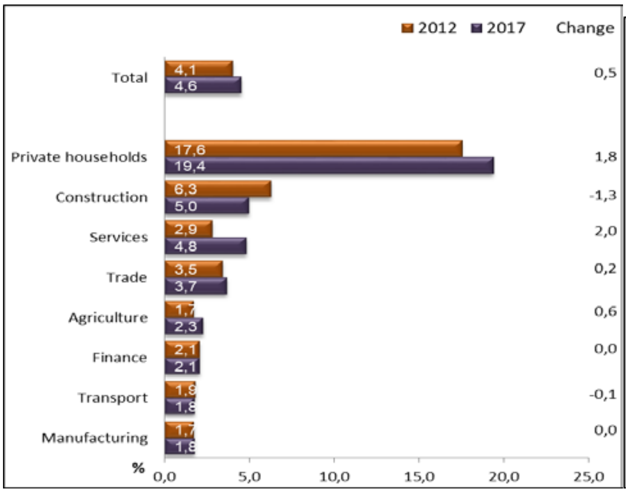
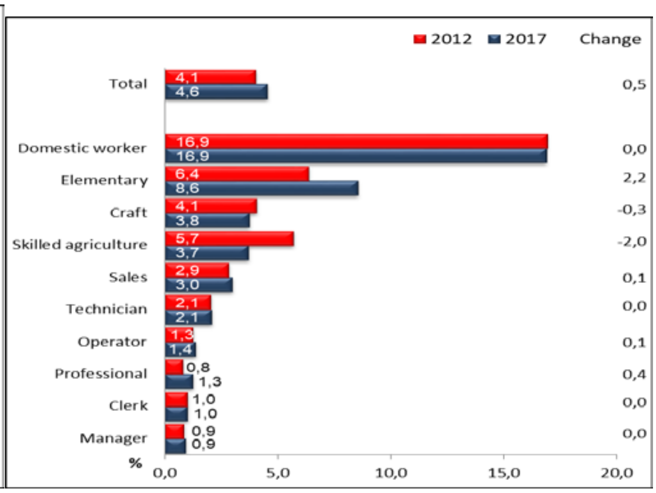


Figure 4.17: Underemployment by occupation, 2012 and 2017



Persons employed in Private households were more likely to be underemployed than those in other industries. The underemployment rate for those employed in Private households was 17,6% in 2012 and 19,4% in 2017. Construction industry recorded the second highest underemployment rate at 6,3% in 2012 and 5,0% in 2017, while the rate for Finance remained unchanged at 2,1% in both years. In relation to occupation, Domestic workers were also more likely to be underemployed. The underemployment rate increased in four of the ten occupational categories, with the largest increase of 2,2 percentage points among Elementary workers and remained unchanged in four occupations and decreased in two occupations.

Summary and conclusion

- Nationally, Community and social services, and Trade and Finance industries were the main contributors to employment.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,3% in both 2012 and 2017, Primary industries were the second largest contributor to employment in Northern Cape and North West.
- Women accounted for the largest share of employment in skilled occupations such as Technicians (54,0%) and semi-skilled occupations such as Clerks (71,9%). Men who were employed as Managers accounted for more than double the share of women in the same occupation.
- The white population group was more likely to work in skilled occupations compared to semi-skilled and low-skilled occupations.
- On average people working in the Transport industry worked longer hours of about 50 hours. Men worked 4 to 5 hours more compared to women over the period 2012–2017.
- The underemployment rate was higher in Eastern Cape at 7,9%, followed by Free State at 7,3%.
- Those employed in Private households industry and Domestic worker occupations recorded the highest underemployment rate.

4.2 The formal and informal sector in South Africa

Key labour market concepts

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

- Employees working in establishments that employ fewer than five employees, who do not deduct income tax from their salaries/wages; and
- Employers, own-account workers and persons helping unpaid in their household businesses who are not registered for either income tax or value-added tax.

Introduction

In this section, demographic characteristics (sex, population group and education level) of the informal and formal sectors are analysed. Industry and occupational profiles of both sectors are investigated while provincial variations are also highlighted. The analysis is based on QLFS annual data for the period 2012–2017.

Table 4.9: Employment by sector, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Formal sector	10 222	10 524	10 822	10 935	11 021	11 288
Informal sector	2 275	2 366	2 393	2 637	2 602	2 735
Other*	1 928	1 976	1 931	2 168	2 157	2 146
Total	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
	Per cent shares					
Formal sector	70,9	70,8	71,5	69,5	69,8	69,8
Informal sector	15,8	15,9	15,8	16,8	16,5	16,9
Other*	13,4	13,3	12,8	13,8	13,7	13,3
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector	280	302	298	113	86	267
Informal sector	5	91	27	245	-35	133
Other*	70	48	-44	237	-11	-11
Total	**355**	**441**	**281**	**594**	**40**	**388**

Note: 'Other' comprises Agriculture and Private households.

The share of informal sector employment increased from 15,8% in 2012 to reach the highest of 16,9% in 2017. The formal sector's share of total employment decreased from 70,9% in 2012 to 69,8% in 2017. However, the share of the formal sector employment ranged from the lowest of 69,5% in 2015 to the highest of 71,5% in 2014. Employment in the formal sector remains unchanged between 2016 and 2017. The informal sector, employment declined only between 2015 and 2016 by 35 000 jobs. The largest increase of 245 000 jobs in informal sector employment was observed between 2014 and 2015, followed by 133 000 jobs between 2016 and 2017. Between 2015 and 2016, employment in the formal sector increased by 86 000 jobs, and that was the lowest increase since 2012.

Figure 4.18: Formal sector share of employment by sex, 2012–2017

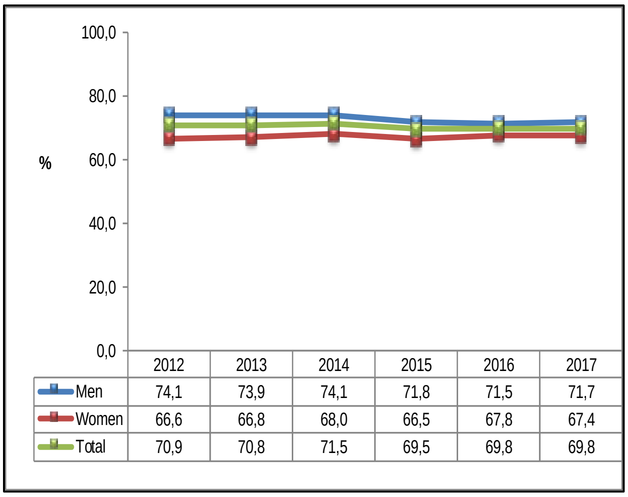


Figure 4.19: Informal sector share of employment by sex, 2012–2017

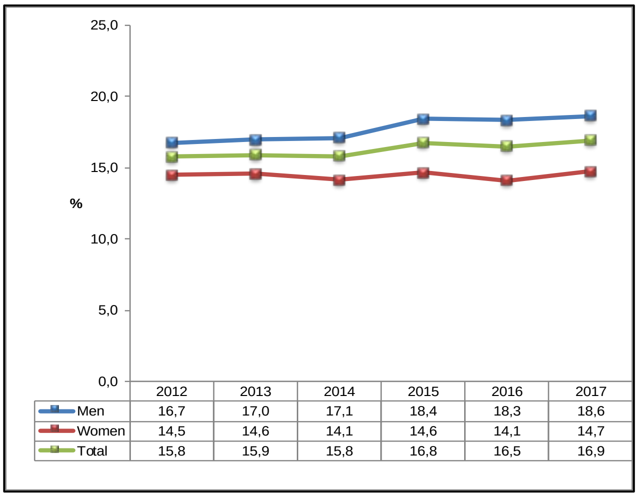


Figure 4.18 shows that, over the period 2012–2017, the formal sector accounted for a larger share of employment amongst men relative to women. However, over the period, the female formal sector share increased by 0,8 of a percentage point from 66,6% in 2012 to 67,4% in 2017, while among men the share declined by 2,4 percentage points from 74,1% in 2012 to 71,7% in 2017. In contrast, the informal sector's share of employment increased among men (from 16,7% in 2012 to 18,6% in 2017). The informal sector's share of employment slightly increased among women (from 14,5% in 2012 to 14,7% in 2017).

Figure 4.20: Employment by sector and population group, 2012 and 2017

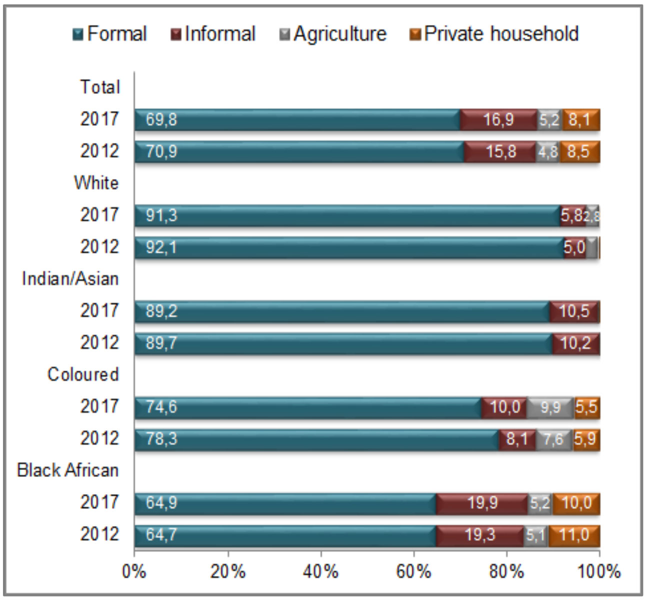
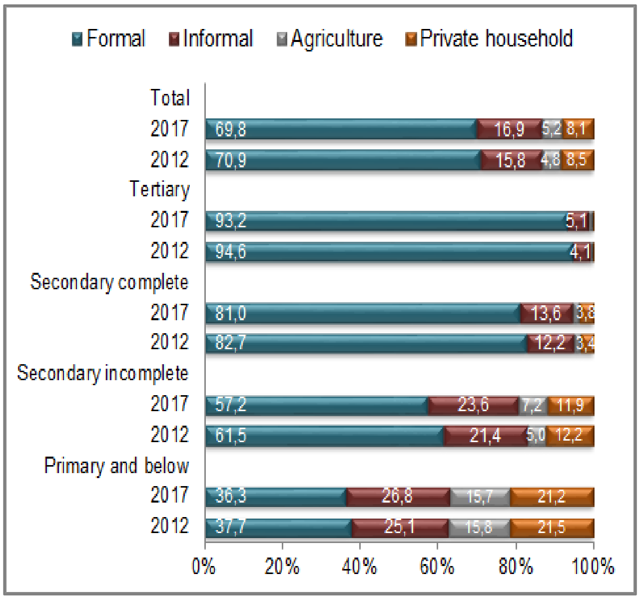


Figure 4.21: Employment by sector and education group, 2012 and 2017



In both 2012 and 2017, the formal sector accounts for more than 90,0% of employment among the white population group, while for black Africans the sector accounted for 64,7% in 2012 and 64,9% in 2017. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 19,3% of employment in 2012 and 19,9% in 2017. The lowest share of employment among the black African population was observed among those in agriculture; the share increased from 5,1% in 2012 to 5,2% in 2017. The highest proportion of individuals employed in the agriculture sector was from the coloured population, and this proportion was higher relative to other population groups – accounting for 7,6% in 2012 and 9,9% in 2017.

The proportion of those employed in the formal sector was highest amongst persons with tertiary education (above 90,0% in both 2012 and 2017), followed by those who completed secondary education (82,7% in 2012 and 81,0% in 2017). Amongst those whose educational attainment was primary and below education, the formal sector accounted for 37,7% of employment in 2012, which further declined by 1,4 percentage points to 36,3% in 2017. In both 2012 and 2017, persons with primary education and below and those who did not complete secondary education recorded the highest proportions of individuals employed in the informal sector at above 20,0% compared to persons with higher educational levels. Those who completed matric recorded 12,2% in 2012 and 13,6% in 2017, while those with tertiary education recorded proportions below 6,0% for those employed in the informal sector.

Figure 4.22: Formal sector employment share by province, 2012–2017

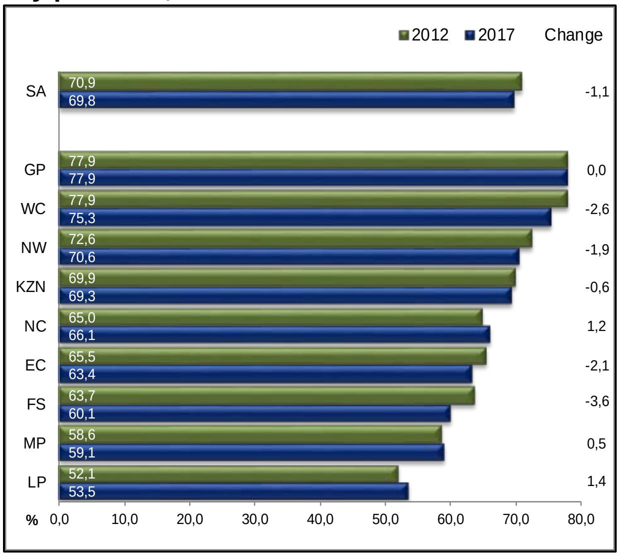
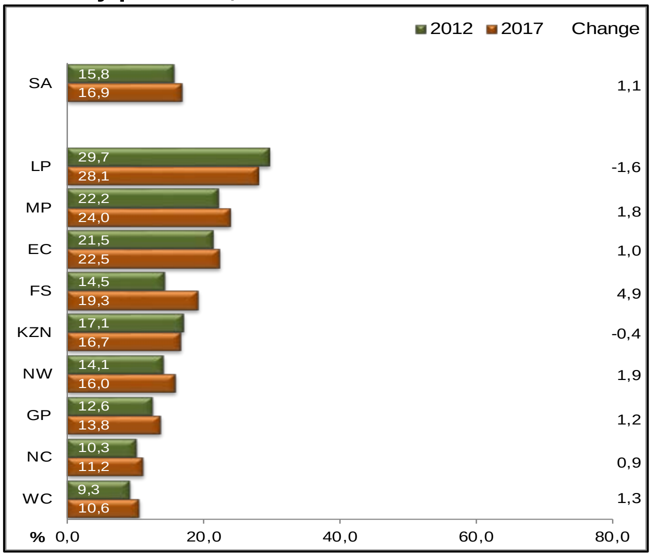


Figure 4.23: Informal sector employment share by province, 2012–2017



Between 2012 and 2017, the formal sector share of total employment nationally decreased by 1,1 percentage points from 70,9% to 69,8% while the informal sector increased by 1,1 percentage points from 15,8% to 16,9%. Five of the nine provinces recorded a decline in the share of formal sector employment; the largest decreases were observed in Free State (3,6 percentage points) followed by Western Cape (2,6 percentage points) and Eastern Cape (2,1 percentage points). Limpopo (1,4 percentage points), followed by Northern Cape (1,2 percentage points), recorded the largest increase in the formal sector share in employment while the share in Mpumalanga increased by less than a percentage point and Gauteng remained unchanged.

Figure 4.23 highlights that the employed in the informal sector was highest in Limpopo at 28,1% in 2017; those in this sector were lowest in Western Cape at 10,6%, followed by Northern Cape (11,2%). Even though Limpopo reported the highest shares in this sector for both 2012 (29,7%) and 2017 (28,1%), the province recorded the largest decline of 1,6 percentage points between the two years. Over the period 2012–2017, the informal sector share in employment increased by the highest percentage in Free State at 4,9 percentage points, followed by that of North West at 1,9 percentage points and 1,8 percentage points in Mpumalanga.

Figure 4.24: Formal sector employment share by industry, 2012–2017

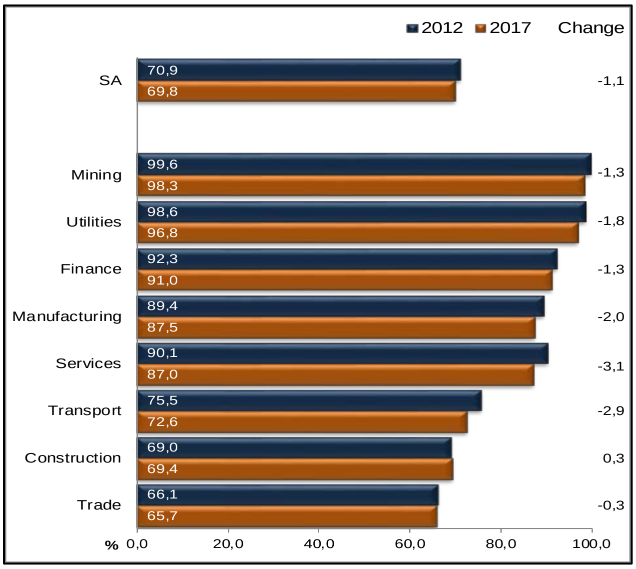
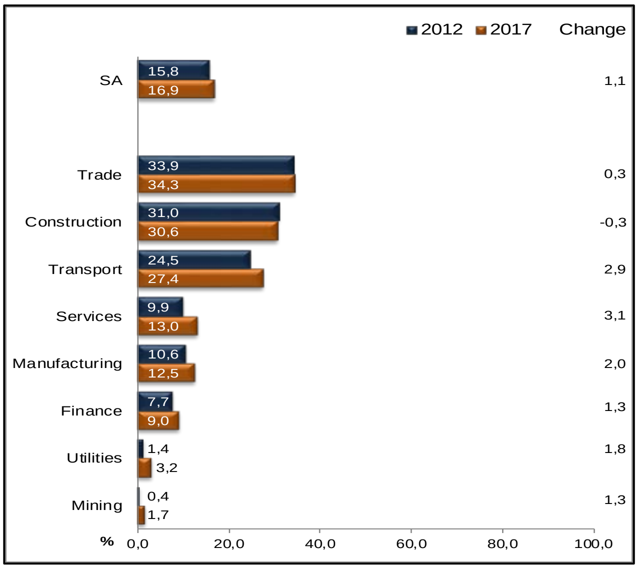


Figure 4.25: Informal sector employment share by industry, 2012–2017



The formal sector dominates employment across all industries, however, there are variations in the contribution by industry over the years. In 2017, the share of the formal sector in total employment ranged from a lowest of 65,7% in Trade industries to a highest of 98,3% in Mining. A decline in total formal sector employment across all industries, with the exception of Construction, was observed between 2012 and 2017. The largest decline was recorded in Community and social services (3,1 percentage points) and Transport (2,9 percentage points). Over the same period, Construction increased by 0,3 of a percentage point.

The share of informal sector employment increased across all industries except in Construction, which declined respectively by 0,3 of a percentage point. However, Trade recorded the largest share of employment in the informal sector in both 2012 (34,3%) and 2017 (33,9%). The largest increase in the informal sector share of employment was recorded in Community and social services (3,1 percentage points), Transport (2,9 percentage points) and Manufacturing (2,0 percentage points). Utilities and Mining recorded the lowest shares of informal sector employment in both 2012 and 2017.

Figure 4.26: Formal sector employment by occupation, 2012–2017

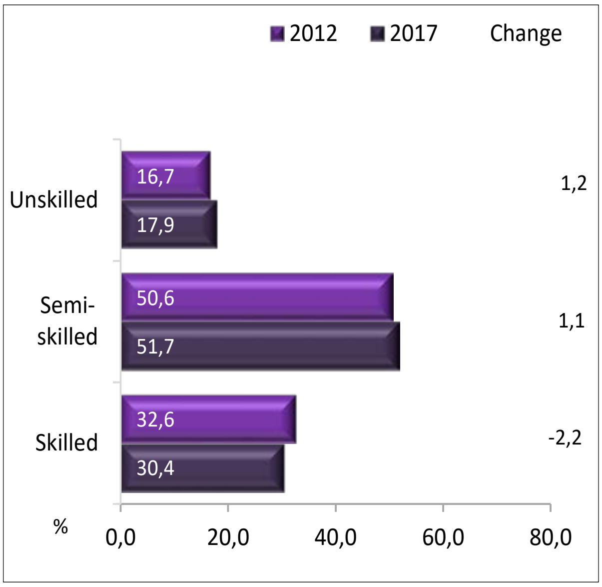


Figure 4.27: Informal sector employment by occupation, 2012–2017

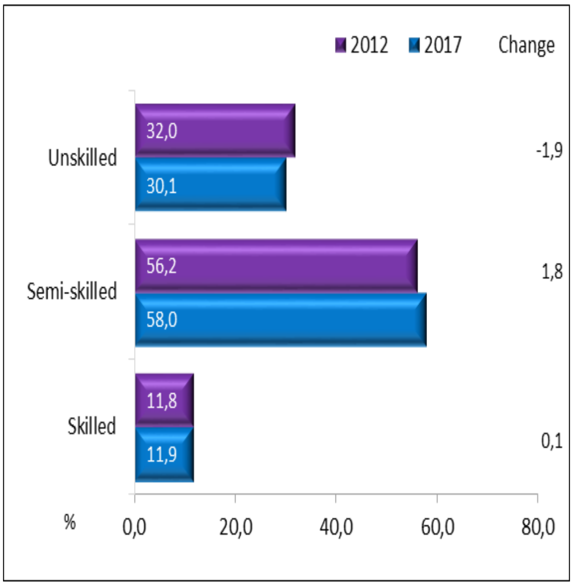


Figure 4.26 and 4.27 indicate that semi-skilled occupations dominate employment in both the formal sector and the informal sector. Between 2012 and 2017, the share of semi-skilled occupations in the formal sector increased by 1,1 percentage points from 50,6% to 51,7% and the share of unskilled occupations also increased by 1,2 percentage points from 16,7% to 17,9%. The share of skilled occupations in the formal sector decreased by 2,2 percentage points from 32,6% to 30,4%. Skilled occupations accounted for 11,8% in 2012 and 11,9% in 2017 of informal sector employment. In 2017, semi-skilled occupations accounted for 58,0% of informal sector employment, up from 56,2% in 2012.

Summary and conclusion

- Over the period 2012 and 2017, the formal sector's share in employment decreased slightly by 1,1 percentage points from 70,9% to 69,8%, while the informal sector's share in employment increased slightly by 1,1 percentage points from 15,8% to 16,9% over the same period.
- Men dominated in both formal and informal sectors relative to women across all years. The share of employment in the formal sector decreased among men over the period 2012–2017 in favour of women.
- The informal sector accounted for about 20,0% of total employment among black Africans.
- Persons with incomplete secondary education and those with primary and below levels of education employed in the informal sector accounted for more than 20,0% of total employment.
- Informal sector employment is high in provinces such as Limpopo, Mpumalanga and the Eastern Cape, while in Gauteng and Western Cape the share of formal sector employment was the highest.

4.3 Monthly earnings in South Africa

Key labour market concepts

Distributions:

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

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

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

Distinguishing between earnings and incomes:

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

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

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

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

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

Background

Earnings are assessed using the median monthly income of employed people in both the formal and informal sectors. Medians are widely-used measures that best describe the distribution of earnings, as they are more stable over time. The median earnings, rather than the mean earnings, more accurately represent actual earnings in an occupation. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than three times the earnings of black Africans.

Introduction

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

Table 4.10: Median monthly earnings by status in employment, 2012–2017

	2012	2013	2014	2015	2016	2017	Change 2012-2017
	Rand						
Employees	3 115	3 033	3 033	3 100	3 300	3 500	385
Employer	7 583	6 066	6 500	7 000	8 000	8 000	417
Own-account worker	2 166	2 166	2 500	2 816	3 033	3 033	867
Total	**3 100**	**3 033**	**3 120**	**3 200**	**3 466**	**3 500**	**400**

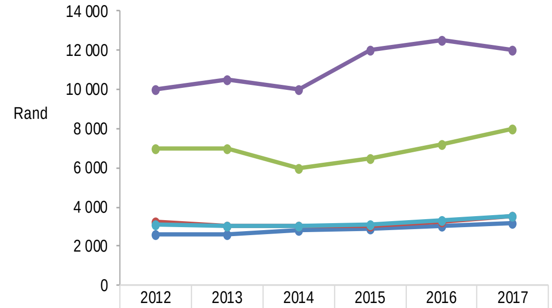
Between 2012 and 2017, the total median monthly earnings increased by R400 from R3 100 to R3 500. Over the same period, the largest increase in the median monthly earnings was observed among own-account workers (R867), followed by the employer (R417) and employees (R385). The median monthly earnings for employers were higher across all years compared to that of employees and own-account workers. However, the median monthly earnings for employers increased from R7 583 in 2012 to reach a peak of R8 000 in 2016 and 2017.

Table 4.11: Median monthly earnings of employees by sex, 2012 and 2017

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	6 784	700	1 083	1 900	3 500	8 000	16 000	22 230
Women	5 456	500	720	1 300	2 600	7 500	14 000	18 000
Both Sexes 2012	**12 240**	**600**	**884**	**1 550**	**3 115**	**8 000**	**15 000**	**20 000**
Men	7 547	600	1 000	2 275	4 000	9 500	20 000	30 000
Women	6 227	600	700	1 600	3 000	7 500	18 000	23 000
Both Sexes 2017	**13 774**	**600**	**866**	**2 000**	**3 500**	**8 500**	**19 000**	**26 800**

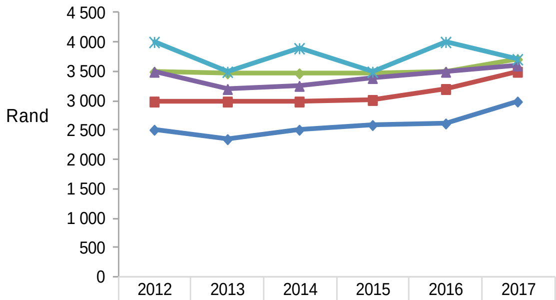
The monthly earnings for employees at the bottom 5% remained unchanged at R600 between 2012 and 2017. However, a decrease of R100 was observed among men, while women gained R100 over the same period. A gender gap of R4 230 amongst the top 5% of earners was observed in 2012, and this gap increased to R7 000 in 2017. Moreover, this category and the top 10% earners were the only ones which reflected a gender gap above R1 000 compared to other categories in 2012, while in 2017 a gender gap above the same amount was recorded among the top 25%, top 10% and top 5% earners. In 2017, men and women in the bottom 5% earned the same amount of R600 each.

Figure 4.28: Median monthly earnings by population group, 2012–2017



	2012	2013	2014	2015	2016	2017
Balck African	2 600	2 600	2 800	2 900	3 000	3 200
Coloured	3 250	3 000	3 033	3 000	3 250	3 500
Indian/Asian	7 000	7 000	6 000	6 500	7 200	8 000
White	10 006	10 500	10 000	12 000	12 500	12 000
Total	3 115	3 033	3 033	3 100	3 300	3 500

Figure 4.29: Median monthly earnings by age, 2012–2017



	2012	2013	2014	2015	2016	2017
15-24yrs	2 500	2 340	2 500	2 600	2 608	3 000
25-34yrs	3 000	3 000	3 000	3 006	3 200	3 500
35-44yrs	3 500	3 466	3 466	3 466	3 500	3 700
45-54yrs	3 500	3 204	3 271	3 400	3 500	3 600
55-64yrs	4 000	3 500	3 900	3 500	4 000	3 700

From 2012-2017, it is indicative that the white population group earned more, followed by the Indian/Asian population group. In 2017, median monthly earnings for the white population group was R12 000 compared to R8 000 for Indians/Asians, R3 500 for coloureds and R3 200 for black Africans. Between 2012 and 2017, the largest increase in median monthly earnings was among whites (R1 994), followed by Indians/Asians (R1 000), black Africans (R600) and coloured (R250) population groups. The median monthly earnings were higher for employees aged 55–64 between 2012 and 2016, as highlighted in Figure 4.29. Moreover, the median monthly earnings for this age group decreased by R300 compared to other age groups between 2016 and 2017. In 2017, persons aged 15–24 recorded the highest increase in median monthly earnings (R392) followed by persons aged 25–34 with an increase in median monthly earnings (R300).

Table 4.12: Median monthly earnings of employees by age and gender 2012–2017

	2012	2013	2014	2015	2016	2017	Change 2012-2017
	Rand						
Both Sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**385**
15-24yrs	2 500	2 340	2 500	2 600	2 608	3 000	500
25-34yrs	3 000	3 000	3 000	3 006	3 200	3 500	500
35-44yrs	3 500	3 466	3 466	3 466	3 500	3 700	200
45-54yrs	3 500	3 204	3 271	3 400	3 500	3 600	100
55-64yrs	4 000	3 500	3 900	3 500	4 000	3 700	-300
Women	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**400**
15-24yrs	2 500	2 400	2 500	2 500	2 600	3 000	500
25-34yrs	2 600	2 760	2 800	2 863	3 000	3 000	400
35-44yrs	2 800	2 500	2 700	2 800	3 000	3 000	200
45-54yrs	2 500	2 400	2 500	2 500	2 600	2 946	446
55-64yrs	3 100	2 500	2 850	2 600	2 800	3 000	-100
Men	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**500**
15-24yrs	2 470	2 300	2 500	2 600	2 773	3 000	530
25-34yrs	3 250	3 250	3 250	3 250	3 466	3 683	433
35-44yrs	4 000	4 000	4 000	4 000	4 000	4 333	333
45-54yrs	4 500	4 342	4 333	4 300	4 500	5 000	500
55-64yrs	5 000	4 700	4 800	4 500	5 010	5 000	0

The median monthly earnings for men have generally been higher than those of their women counterparts, except among the youngest age cohort (15–24 years). Over the period 2012 and 2017, the median monthly earnings for men of the working-age population increased more than that of women by R100. Between 2012 and 2017, amongst all age categories for both men and women, median monthly earnings increased except in the age group 55–64yrs.

Figure 4.30: Median monthly earnings of employees by industry, 2012–2017

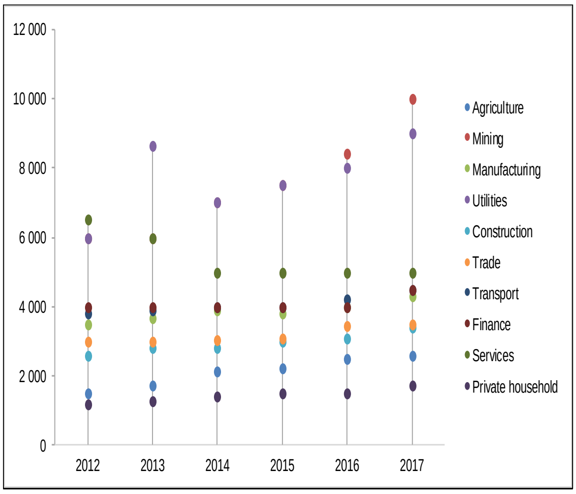


Table 4.13: Median monthly earnings of employees by industry, 2012–2017

	2012	2013	2014	2015	2016	2017
	Rand					
Agriculture	1 495	1 733	2 153	2 231	2 500	2 600
Mining	6 000	6 000	7 000	7 500	8 440	10 000
Manufacturing	3 500	3 672	3 900	3 800	4 000	4 333
Utilities	6 000	8 666	7 000	7 500	8 000	9 000
Construction	2 600	2 800	2 816	3 000	3 083	3 400
Trade	3 000	3 000	3 033	3 100	3 466	3 500
Transport	3 800	3 900	4 000	4 000	4 200	4 500
Finance	4 000	4 000	4 000	4 000	4 000	4 500
Services	6 500	6 000	5 000	5 000	5 000	5 000
Private househ	1 200	1 300	1 400	1 500	1 500	1 733
Other	7 000	8 700	2 000	19 000	12 800	22 000
Total	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**

Over the period 2012-2017, Mining, Utilities and Community and social services industries recorded the highest median monthly earnings of R5 000 or more. Between 2012 and 2017, the median monthly earnings increased in all industries, with the exception of Community and social services. The median monthly earnings for employees in Community and social services decreased from R6 500 in 2012 to reach R5 000 in 2017.

The largest increase in the median monthly earnings was among the employees in Mining (R1 560), followed by those in Utilities (R1 000) and those in Finance (R500). Between 2016 and 2017, the median monthly earnings for employees remained unchanged in Community and social services (R5 000).

Figure 4.31: Median monthly earnings of employees by occupation, 2012–2017

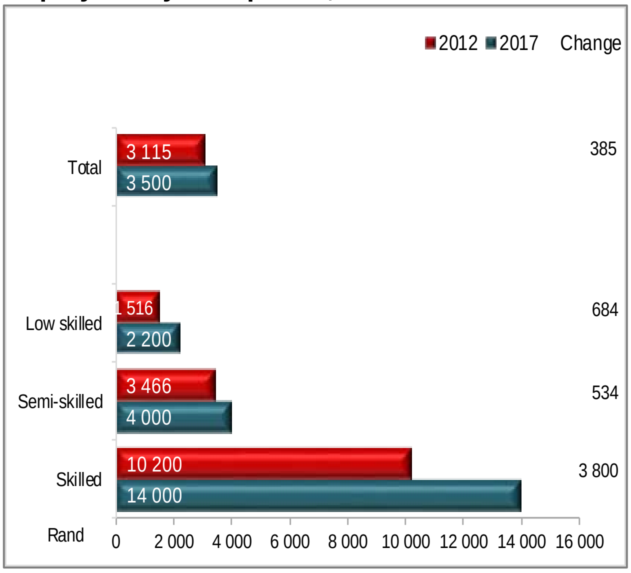


Table 4.14: Median monthly earnings of employees by occupation, 2012–2017

	2012	2013	2014	2015	2016	2017
	Rand					
Manager	12 800	14 083	16 000	17 000	18 500	18 000
Professional	13 000	15 000	15 000	18 000	18 500	19 400
Technical	8 000	8 400	6 000	6 000	7 000	6 500
Skilled	**10 200**	**11 478**	**11 000**	**12 400**	**14 000**	**14 000**
Clerk	5 000	4 700	4 800	4 500	5 000	5 000
Sales	2 800	2 860	3 000	3 080	3 466	3 500
Skilled-Agric	1 500	1 920	2 200	1 950	2 166	2 166
Craft	3 466	3 300	3 466	3 500	3 500	4 000
Operator	3 100	3 466	3 500	3 500	3 600	4 000
Semi-skilled	**3 466**	**3 466**	**3 500**	**3 500**	**3 683**	**4 000**
Elementary	1 750	1 900	2 100	2 200	2 500	2 500
Domestic worker	1 200	1 300	1 400	1 500	1 500	1 733
Low-skilled	**1 516**	**1 700**	**1 841**	**2 000**	**2 166**	**2 200**

As with previous reports, the highest earnings were among the skilled occupations. Between 2012 and 2017, the median monthly earnings for skilled employees increased by R3 800, while for the semi-skilled and low-skilled it increased by R534 and R684, respectively. In 2017, the median monthly earnings for skilled employees were R14 000 compared to R4 000 for semi-skilled employees and R2 200 for low-skilled employees. Professionals' and Managers' median monthly earnings were high at R19 400 and R18 000 respectively, which was more than double of what Technicians recorded (R6 500). The lowest median monthly earnings were observed among the low-skilled occupations; Domestic workers' median monthly earnings ranged from the lowest at R1 200 in 2012 to R1 733 in 2017. Among those in Elementary occupations, the median monthly earnings increased from R1 750 in 2012 to R2 500 in 2017.

Table 4.15: Median monthly earnings of employees by province, 2012–2017

	2012	2013	2014	2015	2016	2017
	Rand					
Western Cape	3 466	3 250	3 423	3 250	3 423	3 500
Eastern Cape	2 500	2 200	2 500	2 418	2 750	2 816
Northern Cape	2 000	2 058	2 200	2 383	2 773	3 000
Free state	2 166	2 400	2 500	2 500	2 700	3 000
KwaZulu-Natal	2 800	2 600	2 500	2 500	2 500	3 000
North west	3 500	3 380	3 000	3 000	3 250	3 250
Gauteng	4 000	4 300	4 333	4 500	4 600	5 000
Mpumalanga	2 505	2 700	3 000	3 000	3 000	3 400
Limpopo	2 000	2 000	2 166	2 300	2 600	2 900
South Africa	**3 115**	**3 033**	**3 033**	**3 100**	**3 466**	**3 500**

Gauteng and Western Cape were the only provinces that recorded median monthly earnings above or equal to the national average across all years. The median monthly earnings for Gauteng ranged from R4 000 in 2012 to R5 000 in 2017, while Western Cape recorded median monthly earnings of R3 466 in 2012 and R3 500 in 2017. All provinces, with the exception of North West, highlighted increases in the median monthly earnings between 2012 and 2017. The median monthly earnings for North West remained unchanged at R3 250 between 2016 and 2017. The highest median monthly earnings were observed in Gauteng between 2012 and

2017. Between 2016 and 2017, the largest increase in median monthly earnings of R500 was observed in KwaZulu-Natal, followed by Gauteng and Mpumalanga (R400) each; and Free State and Limpopo (300) each. However, Limpopo (R2 900) recorded the second lowest median monthly earnings after Eastern Cape (R2 816) in 2017.

Summary and conclusion

- The total median monthly earnings increased by R400 from R3 100 in 2012 to R3 500 in 2017. The median monthly earnings for men have generally been higher than those of their women counterparts,
- Median monthly earnings of the white population group have been consistently higher than those of other population groups. The earnings for whites ranged from R10 006 in 2012 to R12 000 in 2017.
- Mining, Utilities and Community and social services highlighted the highest median monthly earnings across all years.
- Persons in skilled occupations reflected median monthly earnings more than three times the earnings for those in semi-skilled occupations.
- In both 2016 and 2017, Gauteng was the only province that recorded medium monthly earnings above the national average.

4.4 Decent work

Key labour market concepts

The Sustainable Development Goals (SDGs) aim to encourage sustained economic growth by achieving higher levels of productivity and through technological innovation. Promoting policies that encourage entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.

Decent work is one of 17 Global Goals that make up the 2030 Agenda for Sustainable Development. An integrated approach is crucial for progress across the multiple goals.

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

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

Introduction

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

Standards and rights at work

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

Figure 4.32: Entitlement of employees to paid sick leave, 2012 and 2017

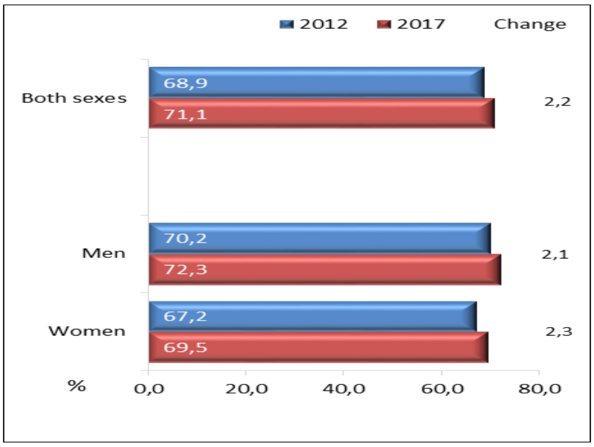
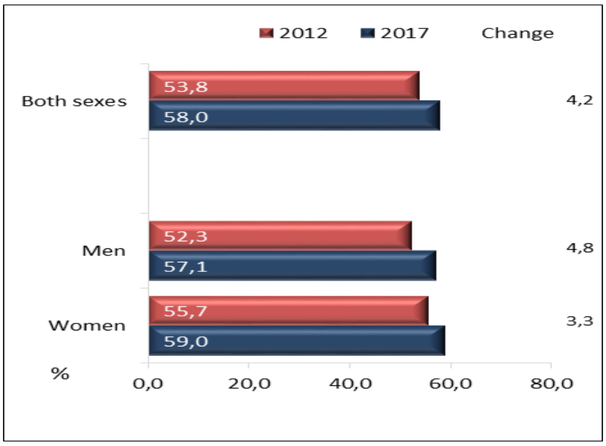


Figure 4.33: Entitlement of employees to maternity/paternity leave, 2012 and 2017



Between 2012 and 2017, the proportion of employees who were entitled to paid sick leave increased by 2,2 percentage points to 71,1% from 68,9%. In both 2012 and 2017, a higher proportion of employees who were entitled to paid sick leave was observed among men as compared to women. The gender gap for this kind of leave was 3,0 percentage points in 2012 and 2,8 percentage points in 2017. On the other hand, Figure 4.33 shows that more women than men were entitled to maternity/paternity leave in both 2012 and 2017. Both men and women experienced an increase in terms of employees entitled to maternity/paternity leave between 2012 and 2017; the proportion of men increased by 4,8 percentage points and 3,3 percentage points for women.

Figure 4.34: Excessive hours worked (workers working more than 48 hours per week), 2012 and 2017

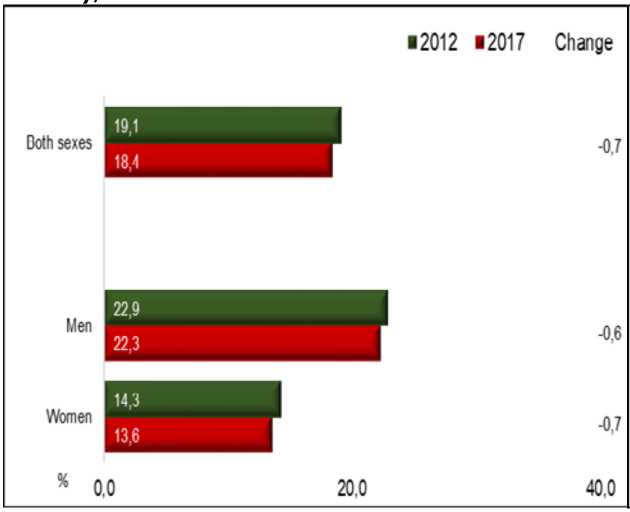
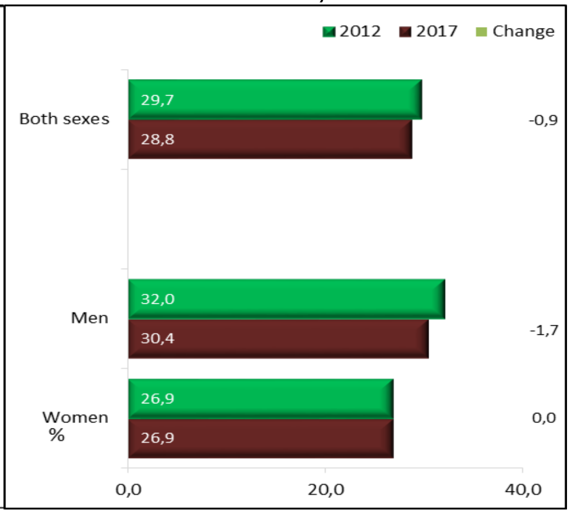
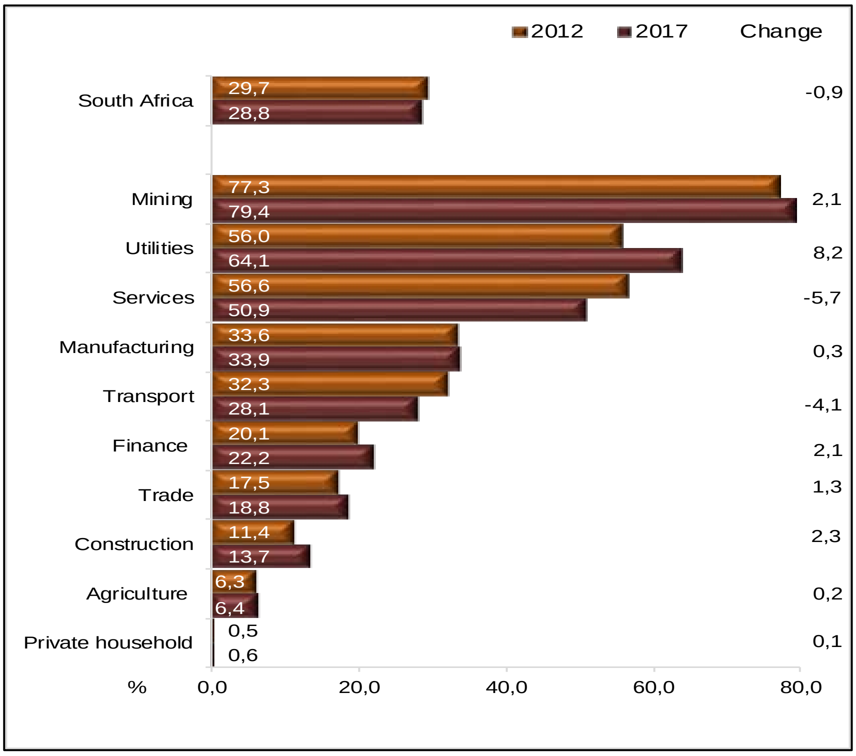


Figure 4.35: Proportion of employees who are members of a trade union, 2012 and 2017



The results in Figure 4.34 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 0,7 of a percentage point between 2012 and 2017. Higher proportions of male employees worked excessive hours compared to female employees. However, both men and women experienced a decline in the proportions of employees who worked excessive hours between 2012 and 2017. Male employees were more likely to be members of a trade union relative to their female counterparts. The decline of 1,7 percentage points in the proportion of employees who were members of a trade union was observed among men while for women it remained unchanged.

Figure 4.36: Proportion of employees who are members of a trade union within each industry, 2012 and 2017



The proportion of employees who were members of a trade union decreased from 29,7% in 2012 to 28,8% in 2017 by 0,9 of a percentage point. In both 2012 and 2017, Mining recorded the highest proportion of employees who were members of a trade union, while employees in Utilities and Community and social services were among the top three in both years. Eight of the ten industries highlighted an increase in the proportion of employees who were members of a trade union over the period of 2012–2017. The largest increase was observed among the employees in Utilities (8,2 percentage points), followed by those in Construction (2,3 percentage points) and those in Mining and Finance (2,1 percentage points each) while those in Manufacturing, Agriculture and Private households increased by less than a percentage point each. Community and social services recorded the largest decline of 5,7 percentage points, followed by Transport (4,1 percentage points). The proportion of employees who were members of a trade union who were working in Private households was less than 1,0% and about 6,0% for those in Agriculture in both years.

Social protection

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

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

This section analyses changes in access to pension/retirement funds and medical aid benefits for employees between 2012 and 2017. The results also compare the access to these benefits between men and women.

Figure 4.37: Pension/retirement fund contribution by employer, 2012 and 2017

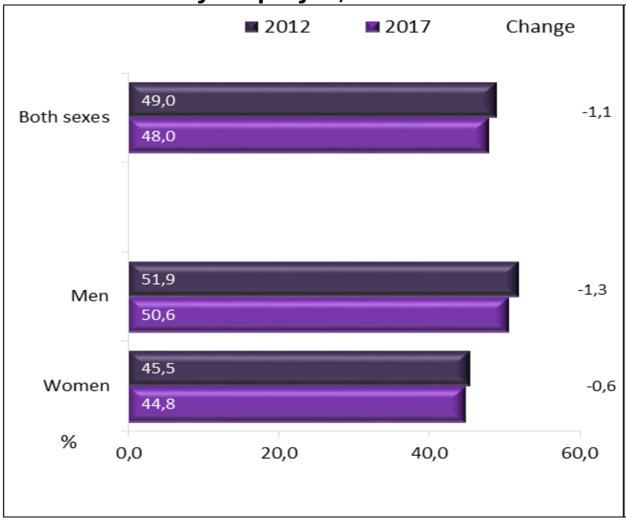


Figure 4.38: Entitlement to medical aid benefit from the employer, 2012 and 2017

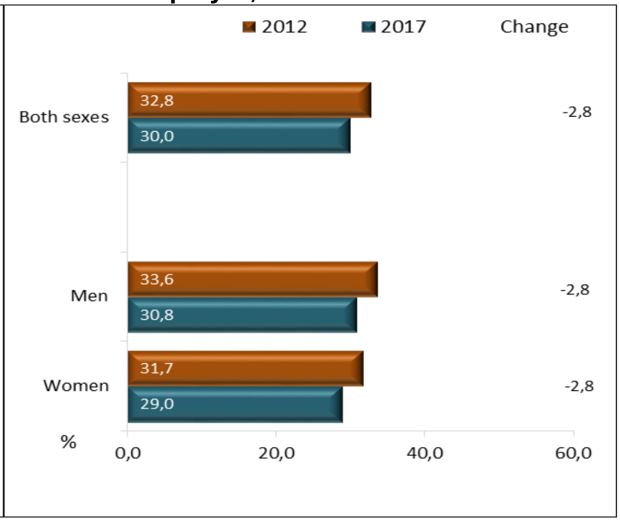
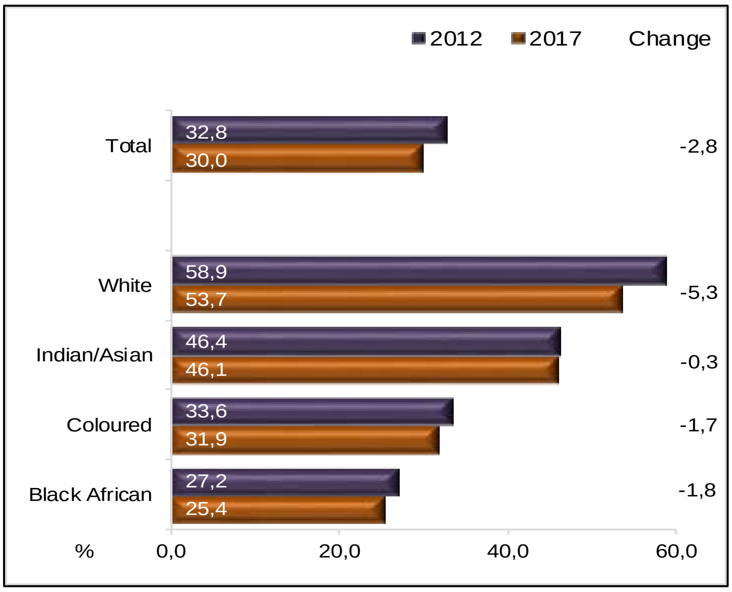


Figure 4.37 shows that there was a slight change in terms of the proportion of employees who had access to pension/retirement fund contributions by their employers between 2012 and 2017. The proportions of men who had access to pension/retirement fund contributions by their employers decreased by 1,3 percentage points and by 0,6 of a percentage point for women. The proportion of men was above 50,0% in both 2012 and 2017 while for women, it was 45,5% in 2012 and 44,8% in 2017. The proportion of employees who were entitled to medical aid benefits decreased by 2,8 percentage points from 32,8% in 2012 to 30,0% in 2017. Both proportions for men and women decreased over the same period by 2,8 percentage points each. The gender gap for women was lower in relation to those who were entitled to medical aid benefits. In 2017, the proportion of men entitled to medical aid benefits was 30,8%, while for women it was 29,0%.

Figure 4.39: Entitlement to medical aid by population group, 2012 and 2017

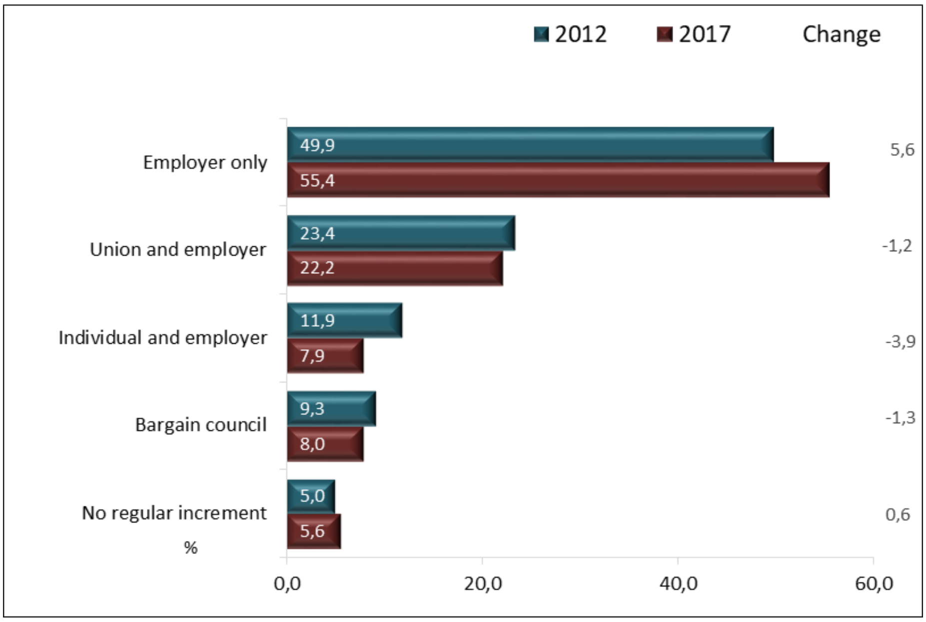


All population groups highlighted a decline in the proportion of employees receiving medical aid, with the largest decrease observed among the white population (5,3 percentage points), followed by black Africans (1,8 percentage points) and coloureds (1,7 percentage points) while Indians/Asians population recorded 0,3 of a percentage point. The white population group recorded the highest proportion of employees entitled to medical aid; it was 58,9% in 2012 and 53,7% in 2017. The black African population group recorded the lowest proportion in both years; it was 27,2% in 2012 and 25,4% in 2017.

Social dialogue

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

Figure 4.40: Annual salary increment by type of negotiation, 2012 and 2017



Employees who indicated that their annual salary increment was determined by the employer only were 49,9% in 2012, which increased by 5,6 percentage points to 55,4% in 2017. This group of employees highlighted the largest shares in both 2012 and 2017 compared to other types of negotiations. Those whose salary increment was negotiated by a union and the employer recorded the second highest proportions of 23,4% in 2012, which declined by 1,2 percentage points to 22,2% in 2017. Employees who reported that they do not have regular increments recorded the lowest proportions compared to those in other methods of negotiation; 5,0% in 2012, which increased slightly by 0,6 of a percentage point to 5,6%.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 2,2 percentage points to 71,1% from 68,9%. More men than women were entitled to paid sick leave, with a gender gap of 2,8 percentage points in 2017.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined by 0,7 of a percentage point between 2012 and 2017. In both 2012 and 2017, men worked more excessive hours per week compared to women, and they were more likely to be members of trade unions.
- The largest increase in the proportion of employees who were members of a trade union was observed in the Utilities industry (8,2 percentage points) and the Construction industry (2,3 percentage points), while the largest declines were observed in the Community and social services industry at 5,7 percentage points.
- Employees indicating that their annual salary increment was negotiated by the employer only increased by 5,6 percentage points to 55,4% over the period 2012–2017, while those whose salary is negotiated by a union and the employer recorded proportions around 20,0%.

•

4.5 Job tenure

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

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

Background

In order to measure job tenure in the labour market, a question on both the month and year in which the respondents started working for their current employer or started running their businesses was asked. Job tenure is a continuous measure and is normally measured by successive monthly receipt of earnings from the same employer, and as such, this section will only report on medians. There are a number of factors which can affect the median tenure of workers, including changes in the age profile among workers, as well as changes in the number of hirings and dismissals.

Introduction

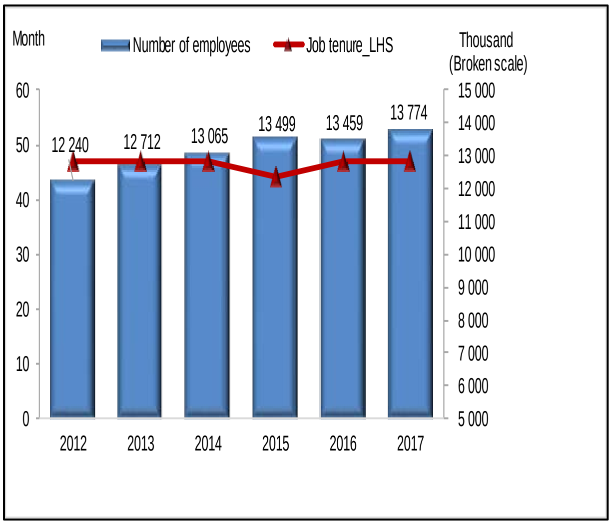
This section analyses the length of time an employee has worked for his or her current employer. Employee tenure is analysed with regard to socio-demographic variables such as age, gender and population group. Trends in job tenure will further be assessed with regard to industry, occupation and sector over the period 2012–2017.

Table 4.16: Median job tenure for employees by sex, 2012–2017

	2012	2013	2014	2015	2016	2017
Job tenure	**Months**					
Men	**47**	**47**	**48**	**43**	**46**	**47**
Women	**47**	**46**	**47**	**44**	**47**	**47**
Both sexes	**47**	**47**	**47**	**44**	**47**	**47**
	Thousand					
Number of employees	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**

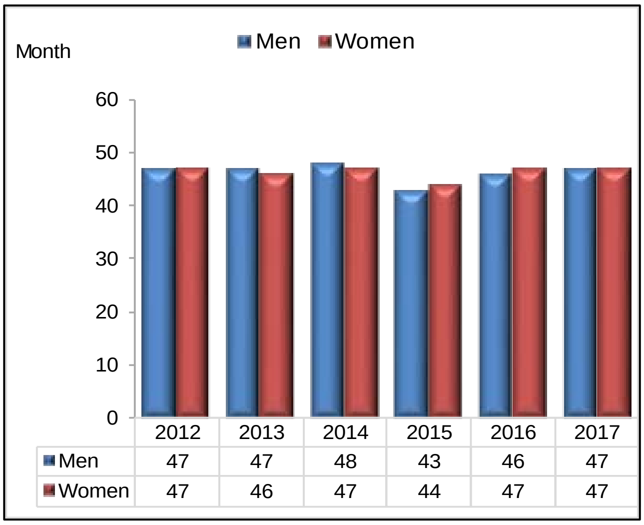
The number of employees increased in 2017 after a decline in 2016. Between 2016 and 2017, the number of employees increased by 315 000. The median job tenure remained unchanged between 2016 and 2017.

Figure 4.41: Median job tenure of employees, 2012–2017



Note: LHS refers to left-hand scale.

Figure 4.42: Median job tenure of employees by sex, 2012–2017



The number of employees increased for four consecutive years over the period 2012–2015, but declined in 2016 and then increased again in 2017. Between 2012 and 2017 the number of employees increased from 12,2 million to 13,8 million, although the median job tenure for both years remained unchanged at 47 months. Median months worked by male employees increased from 46 months to 47 months between 2016 and 2017 while for females it remains unchanged.

Figure 4.43: Median job tenure by population group, 2012 and 2017

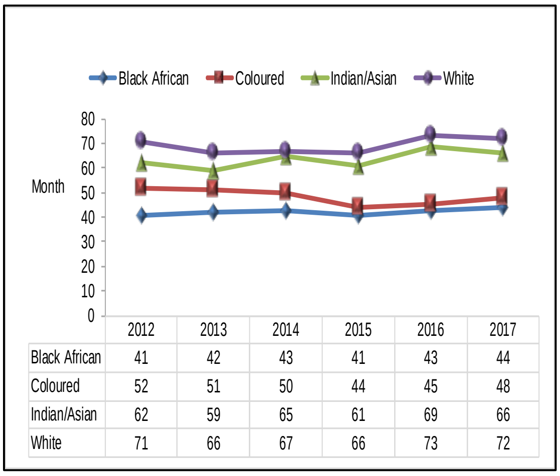


Figure 4.44: Median job tenure by sector, 2012 and 2017

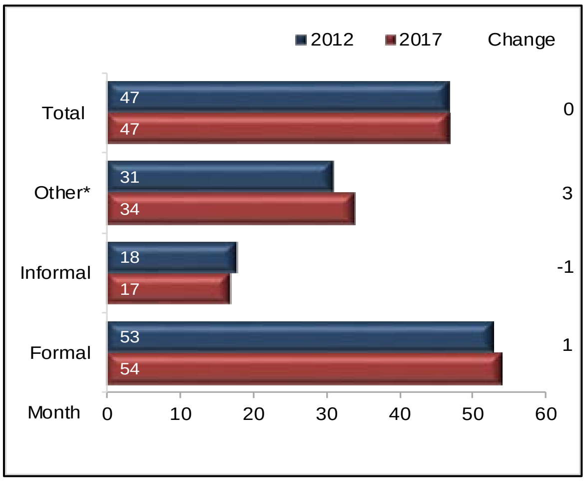


Figure 4.43 shows that the median job tenure varies by population group. The black African population group had the lowest median job tenure over the period 2012–2017 followed by the coloured population group, while job tenure was highest among the white population group across the years. In 2013, the black African population group was the only group which had an increase in job tenure (42 months), although it had the lowest median job tenure when compared to other population groups. Between 2012 and 2017, the largest increase in job tenure in months was observed among the Indian/Asian population group by 4 months, while a decline was only observed among the coloured population group by 4 months.

Figure 4.44 shows that the median job tenure for those employed in the formal sector was higher than those employed in the informal sector. Between 2012 and 2017, the median job tenure for those employed in the formal sector reflected the increase of one month while the median job tenure for those employed in the informal sector decreased by one month.

Figure 4.45: Median job tenure by occupation, 2012 and 2017

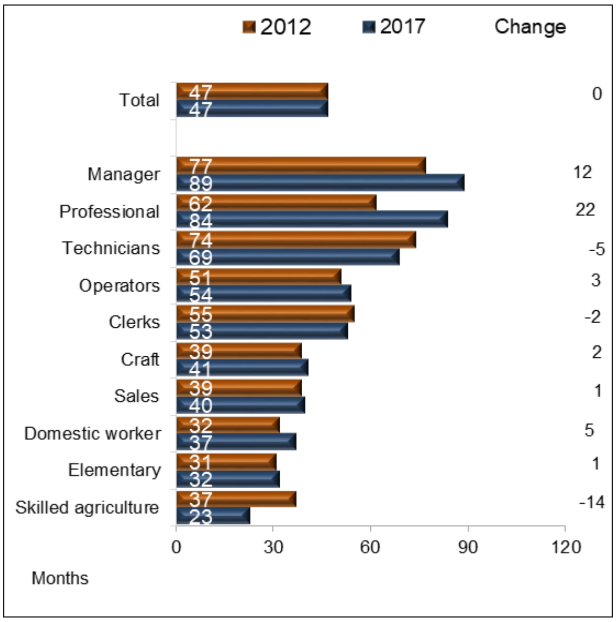


Figure 4.46: Median job tenure by industry, 2012 and 2017

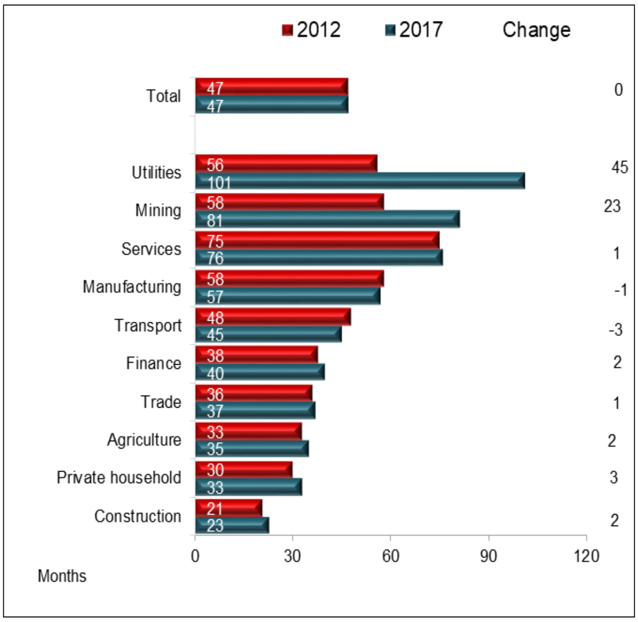


Figure 4.45 shows that skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure when compared to low-skilled occupations (Skilled agriculture and Elementary). Between 2012 and 2017, there was an increase in median job tenure for all occupations with the exception of skilled agriculture (declining by 14 months), technicians (declining by 5 months) and clerks (declining by 2 months). The largest increase in job tenure was recorded among Professionals at 22 months and Managers at 12 months. Figure 4.46 indicates that employees in Utilities and Mining had the longest job tenures when compared to other industries, while those in Construction were found to have the shortest median job tenure. Median job tenures increased in eight of the ten industries between 2012 and 2017. The highest increase was recorded in Utilities, followed by the Mining industry (45 and 23 months, respectively). The decreases were recorded in Transport, followed by the Manufacturing industry (3 months and one month, respectively).

Figure 4.47: Median job tenure by province, 2012 and 2017

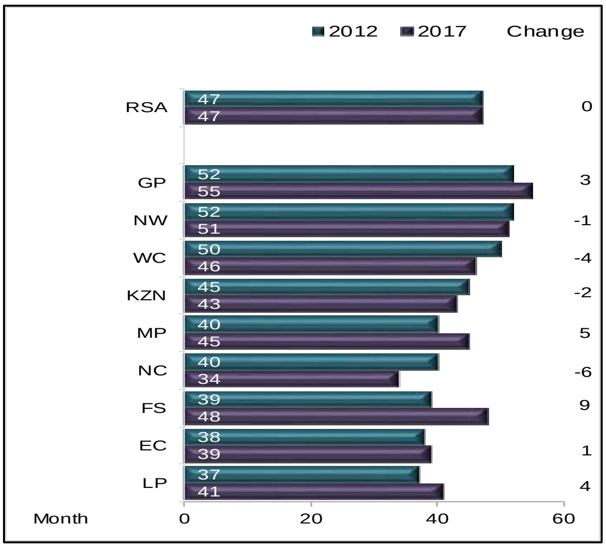
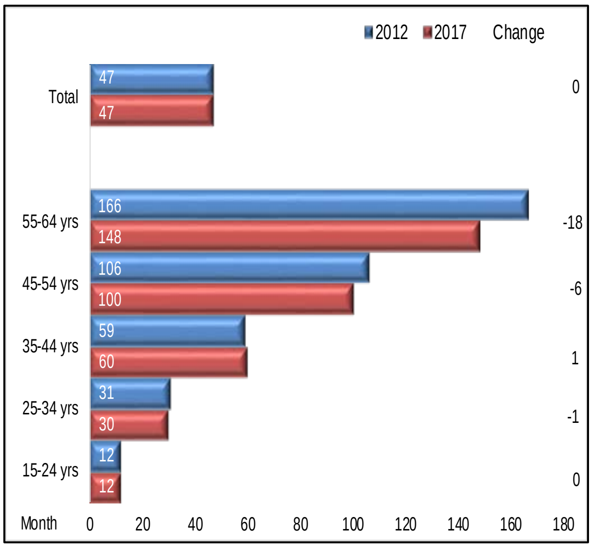


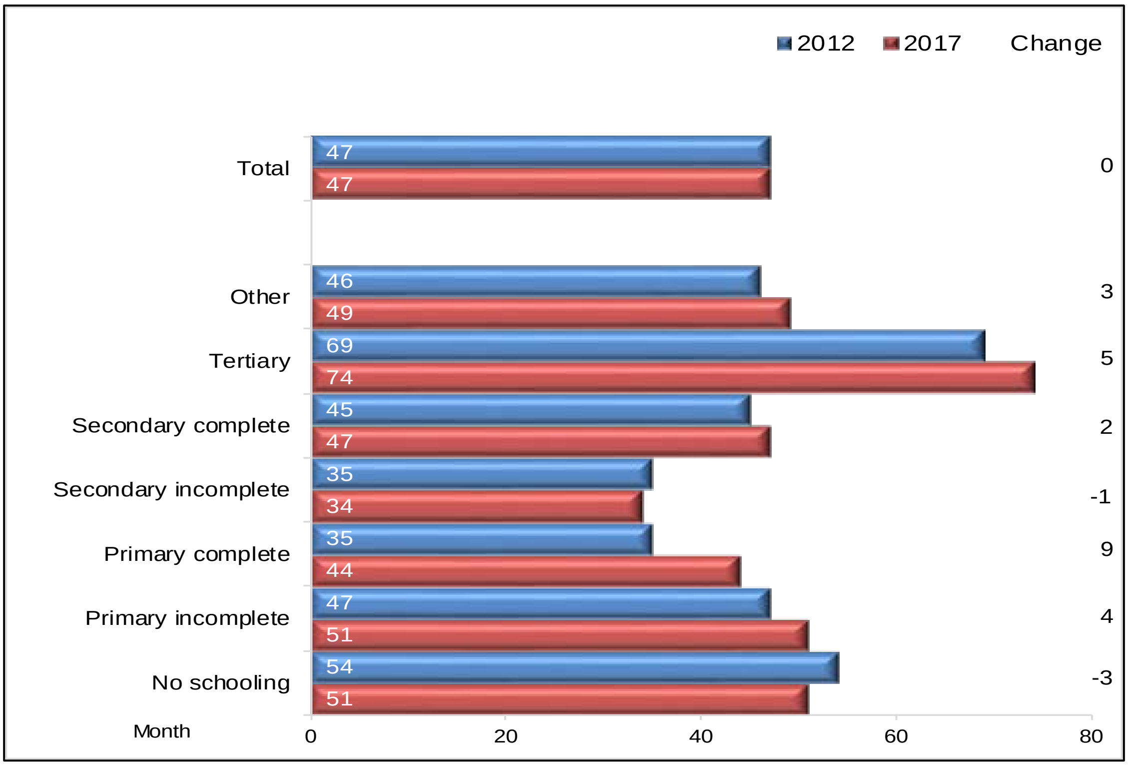
Figure 4.48: Median job tenure by age, 2012 and 2017



Job tenure was highest in Gauteng, North West and Free State and lowest in Northern Cape in 2017. Between 2012 and 2017, all provinces experienced an increase in median job tenure, with the exception of the Northern

Cape, Western Cape, KwaZulu-Natal and North West. The largest increase over the period occurred in Free State by 9 months, and that was the province with the third highest job tenure in 2017. With regard to age groups, older employees had a higher median job tenure when compared to younger employees. Those aged 55–64 had the highest median job tenure, and this age group reflected the largest decrease over the period (18 months). An increase in job tenure was only observed among those aged 35–44 (one month).

Figure 4.49: Median job tenure by the level of education of the employee, 2012 and 2017



Persons with a higher level of education had a higher median job tenure when compared to those with less education. Job tenure was highest amongst employees with tertiary qualifications (74 months), while those employees with incomplete secondary education (34 months) had the lowest median job tenure. Between 2012 and 2017, the largest increase in median job tenure was observed in employees with primary education (9 months).

Summary and conclusion

- The median job tenure remained unchanged between 2016 and 2017. The number of employees increased in 2017 after a decline in 2016. Between 2016 and 2017, the number of employees increased by 315 000.
- In terms of the population group, the black African population group had the lowest median job tenure over the period 2012–2017 followed by the coloured population group, while job tenure was highest among the white population group across the years.
- The median job tenure for those employed in the formal sector was higher than those employed in the informal sector. Between 2012 and 2017, the formal sector reflected the largest increase while the median job tenure for those employed in the informal sector decreased.
- Skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure when compared to low-skilled occupations (Skilled agriculture and Elementary).
- With regard to the level of education, those with a higher level of education had a higher median job tenure when compared to those with less education.

4.6 Government job creation programmes

Background

The Expanded Public Works Programme (EPWP) has its origins in the Growth and Development Summit (GDS) of 2003. At the Summit, four themes were adopted, one of which was ‘More jobs, better jobs, decent work for all’. The GDS agreed that public works programmes ‘can provide poverty and income relief through temporary work for the unemployed to carry out socially useful activities’. The Programme is a key government initiative, which contributes to Governments Policy Priorities in terms of decent work & sustainable livelihoods, education, health; rural development; food security & land reform and the fight against crime & corruption. EPWP subscribes to outcome 4 which states “Decent employment through inclusive economic growth.” (http://www.epwp.gov.za/).

The EPWP creates work opportunities in four sectors, namely Infrastructure, Non-state sectors, Environment and Culture and Social.

Introduction

This section focuses on the analyses of people aged 15–64 years (the working-age population) participating in the EPWP and other government job creation programmes over the period 2012–2017. The section first identifies the proportion of people who were aware of the EPWP and government job creation programmes over the period and then presents the distribution of those who participated by various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sectors is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.50: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2012–2017

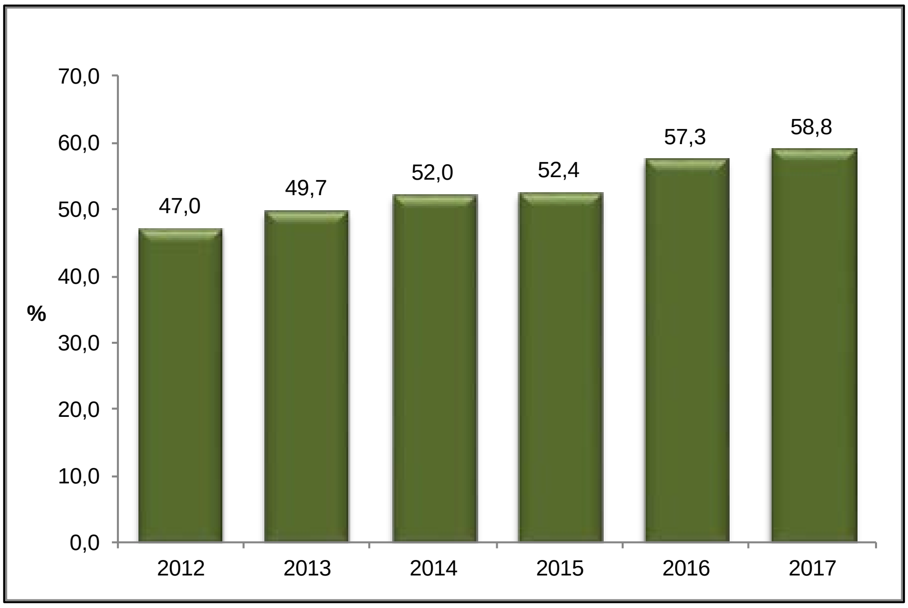
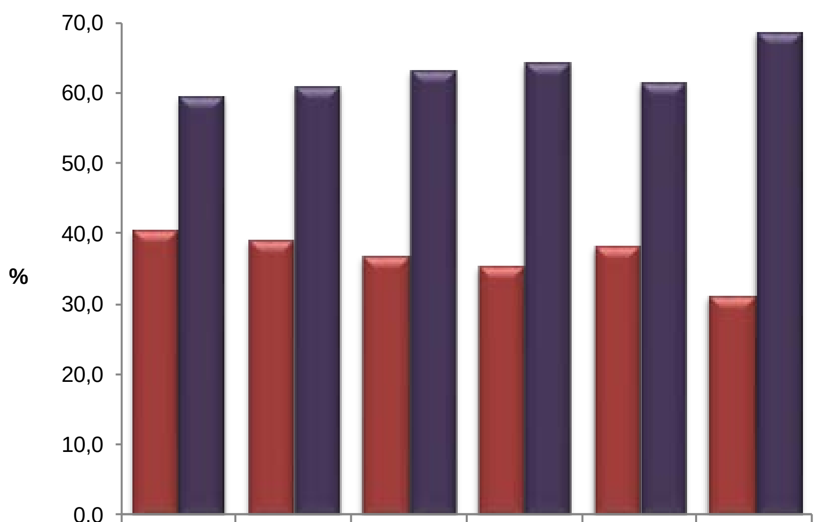


Figure 4.50 shows that there was an increase in the proportion of the working-age population (15–64 years) who had heard about the EPWP over the period 2012–2017. In 2012, 47,0% of the working-age population had heard about EPWP. Five years later this increased to 58,8%.

Characteristics of those who participated in government job creation programmes

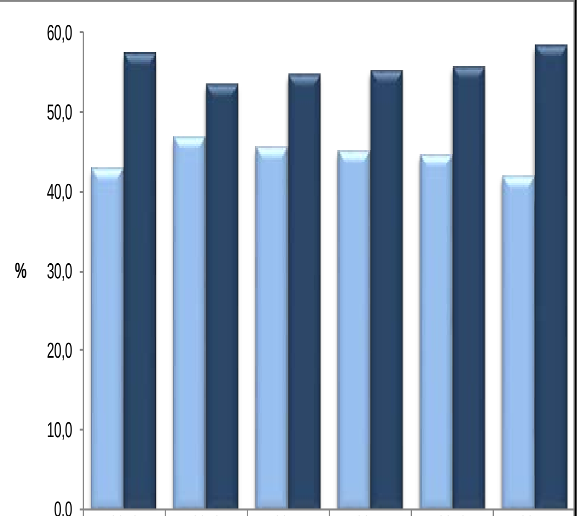
Figure 4.51: Proportion of those who participated in government job creation programmes by sex, 2012–2017



	2012	2013	2014	2015	2016	2017
Male	40,6	39,0	36,9	35,6	38,4	31,2
Female	59,4	61,0	63,1	64,4	61,6	68,8

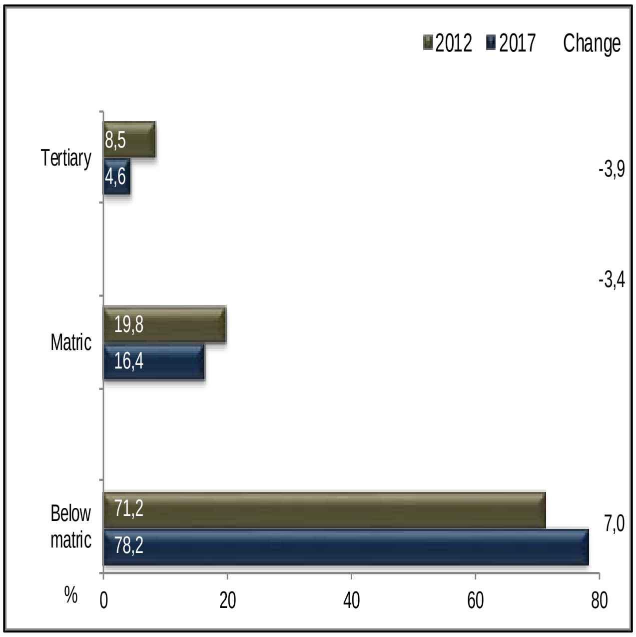
As illustrated in Figure 4.51, the majority of those who participated in EPWP and other government job creation programmes were women. Over the period 2016–2017, the proportion of men who participated in the EPWP and other government job creation programmes decreased from 38,4% to 31,2% while women's participation increased from 61,6% to 68,8%.

Figure 4.52: Share of those who participated in government job creation programmes by age, 2012–2017



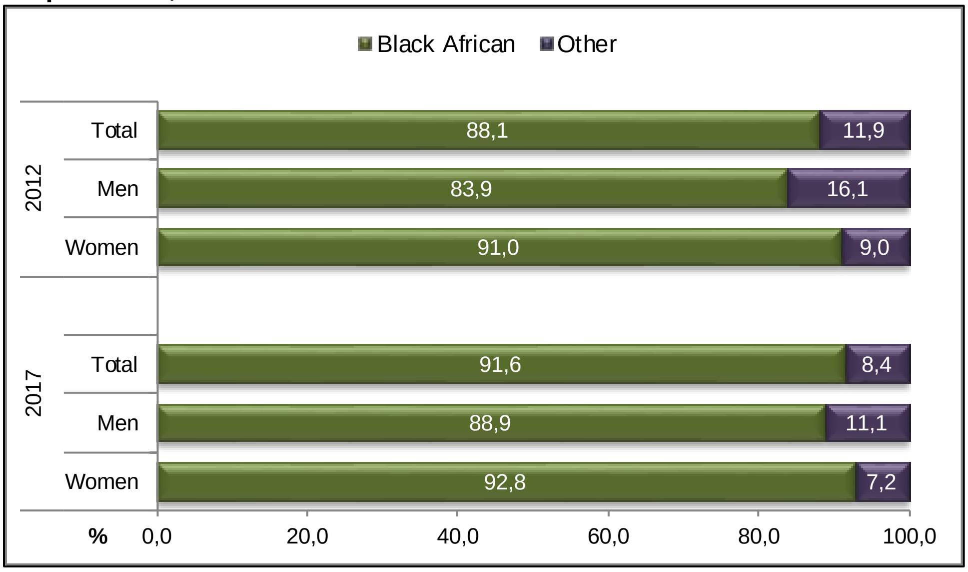
	2012	2013	2014	2015	2016	2017
15-34yrs	42,7	46,7	45,6	44,9	44,4	41,7
35-64yrs	57,3	53,3	54,4	55,1	55,6	58,3

Figure 4.53: Share of those who participated in government job creation programmes by the level of education, 2012 and 2017



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2012–2017. With regard to the level of educational attainment, the majority of those who participated in EPWP and other government job creation programmes did not have matric (71,2% in 2012 and 78,2% in 2017). Although those with tertiary qualifications accounted for the smallest proportion in terms of participation, a decline was only reflected in Tertiary and matric education category over the same period.

Figure 4.54: Proportion of those who participated in government job creation programmes by population group and sex, 2012 and 2017



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

Figure 4.54 shows that the majority of those who participated in EPWP and other government job creation programmes were black Africans, irrespective of sex. However, the share of black African women who participated in these government programmes was higher than that of their male counterparts. The share of women increased to 92,8% in 2017 from 91,0% in 2012, and it increased from 83,9% in 2012 for men to 88,9% in 2017.

Figure 4.55: Proportion of those who participated in government job creation programmes by province, 2012 and 2017

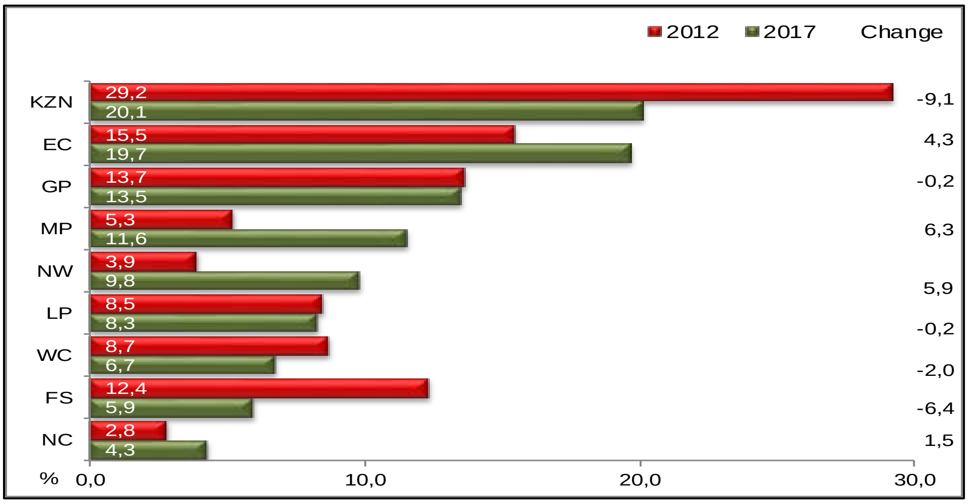
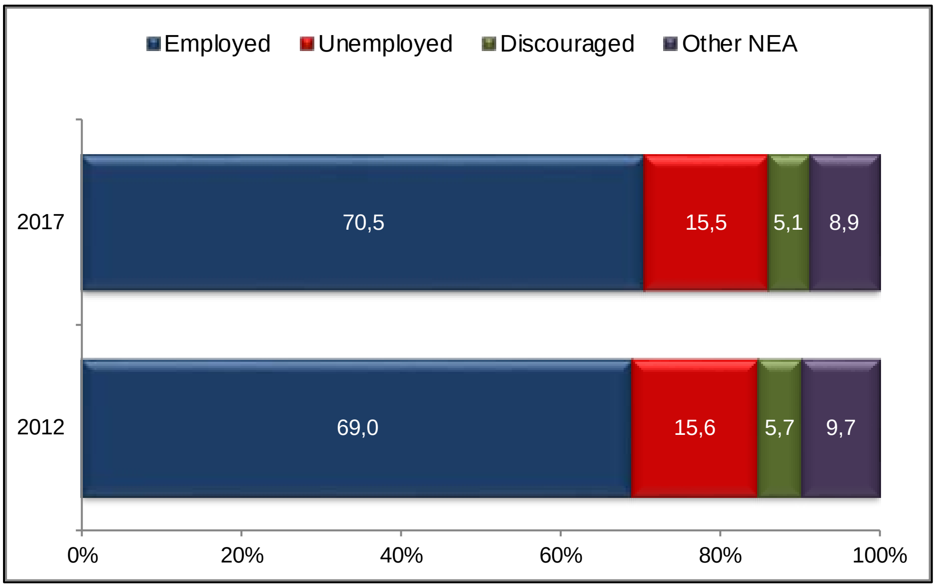


Figure 4.55 shows that in 2017, the majority of those who participated in EPWP and other government job creation programmes were residing in KwaZulu-Natal (20,1%) followed by those who resided in Eastern Cape (19,7%), while Northern Cape had the lowest participation rate (4,3%). Between 2012 and 2017, participation declined in KwaZulu-Natal (9,1 percentage points), Free State (6,4 percentage points), Western Cape (2,0 of

a percentage point) and Gauteng and Limpopo declined by 0,2 of a percentage point each. The largest increase in the share of those who participated in these programmes was in Mpumalanga, where the participation rate increased by 6,3 percentage points in 2017.

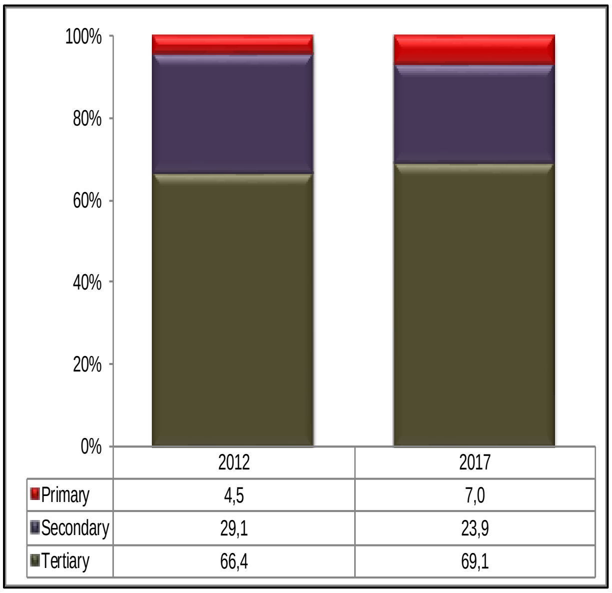
Figure 4.56: Proportion of those who participated in government job creation programmes by labour market status, 2012 and 2017



Between 2012 and 2017, those who were employed accounted for the largest share in terms of participation in EPWP and other government programmes, while those who were discouraged work-seekers accounted for the lowest share. Of those who were employed, 69,0% participated in the programme in 2012 and the share increased to 70,5% in 2017, while it declined for discouraged work-seekers by 0,6 a percentage point to 5,1% in 2017.

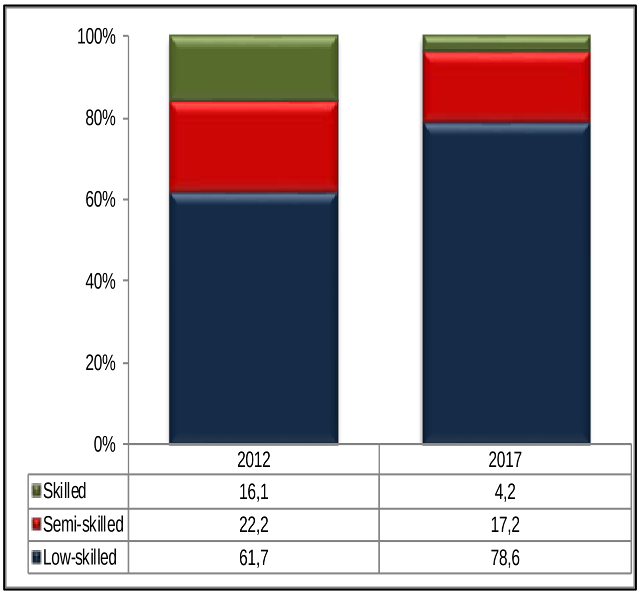
Employment by industry and occupation

Figure 4.57: Employment by industry, 2012 and 2017



	2012	2017
Primary	4,5	7,0
Secondary	29,1	23,9
Tertiary	66,4	69,1

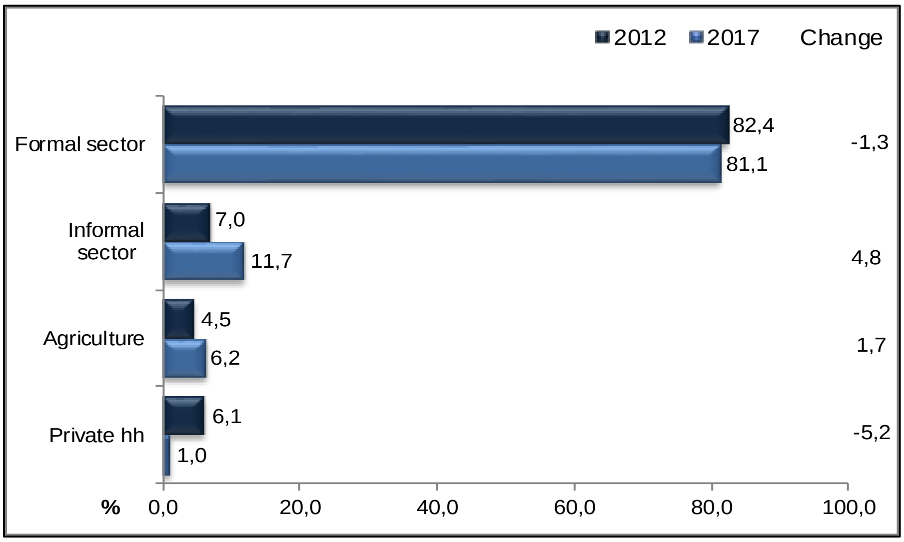
Figure 4.58: Employment by occupation, 2012 and 2017



	2012	2017
Skilled	16,1	4,2
Semi-skilled	22,2	17,2
Low-skilled	61,7	78,6

Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes when compared to other industries in both 2012 and 2017. The participation rate had increased to 69,1% in 2017 from 66,4% in 2012 for the same industries; an increase of 2,7 percentage points. The decline over the same period was only reflected among those employed in the secondary industry, by 5,2 percentage points. In terms of the occupation group, those in low-skilled occupations were more likely to participate in government job creation programmes. The percentage of persons in low skilled occupation who participated in these programmes increased by 16,9 percentage points from 61,7% in 2012 to 78,6% in 2017.

Figure 4.59: Employment by sector, 2012 and 2017



Between 2012 and 2017, the majority of those who participated in the EPWP or other government job creation programmes were employed in the formal sector, while those employed in private households accounted for the smallest share in terms of participation. The share in the formal sector declined by 1,3 percentage points from 82,4% in 2012 to 81,1% in 2017. With regard to the informal sector, the share of participation increased by 4,8 percentage points from 7,0% in 2012 to 11,7% in 2017.

Summary and conclusion

- Women were more likely to participate in government job creation programmes than their male counterparts.
- The majority of those who participated in EPWP and other government job creation programmes did not have matric (71,2% in 2012 and 78,2% in 2017).
- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.
- The highest proportion of people who participated in EPWP resided in KwaZulu-Natal compared to all other provinces in 2017.
- Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes when compared to other industries.

4.7 Other forms of work

Background

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

Introduction

All persons aged 15 years and above were asked if they engaged in activities for own use production by their households. The analysis in this report is based on those aged 15–64 years. The question relating to own-use activities allows for multiple responses; as a result, the distribution of such activities cannot be summed to measure the total number of persons involved in such activities.

Table 4.17: Types of own-use activities, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Subsistence farming	1 718	1 611	1 428	1 588	1 749	1 914
Fetching water or collecting wood/dung	4 085	4 233	4 152	4 664	4 788	4 574
Produce other goods for househols use	121	93	106	157	151	141
Construction or major repairs to own or household dwelling/structure	267	280	275	310	694	587
Hunting or fishing for household use	37	31	34	34	38	31
Involvement in at least one activity	**5 120**	**5 226**	**5 053**	**5 734**	**6 131**	**6 003**
	% of working age					
Subsistence farming	5,0	4,6	4,0	4,4	4,8	5,1
Fetching water or collecting wood/dung	12,0	12,2	11,7	12,9	13,1	12,3
Produce other goods for househols use	0,4	0,3	0,3	0,4	0,4	0,4
Construction or major repairs to own or household dwelling/structure	0,8	0,8	0,8	0,9	1,9	1,6
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**15,0**	**15,0**	**14,3**	**15,9**	**16,7**	**16,1**

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

Fetching water or collecting wood was the main type of activity undertaken by household members aged 15–64 years for own use over the period 2012–2017. The proportion of the working-age population engaged in this activity increased to 12,3% in 2017 from 12,0% in 2012. Hunting or fishing for household use was found to be the least activity undertaken by households for own use. The proportion of the working-age population engaged in this activity remained unchanged since 2012 at 0,1%. The number of household members who were engaged in activities for own use increased in all activities except hunting or fishing for household use between 2012 and 2017.

Figure 4.60a: Distribution of those engaged in at least one activity for own-use by sex, 2017

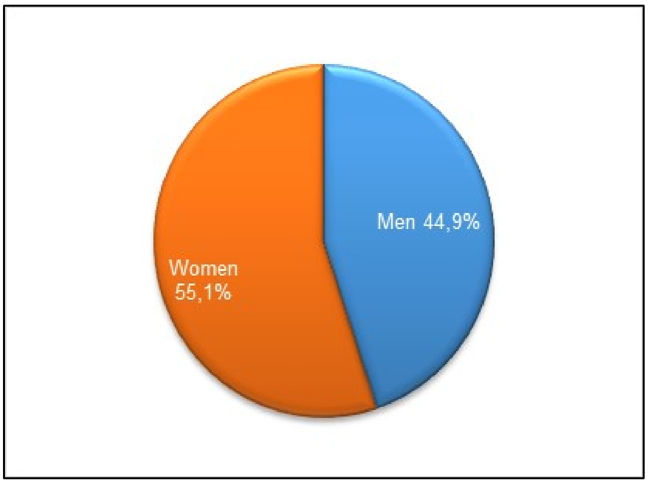
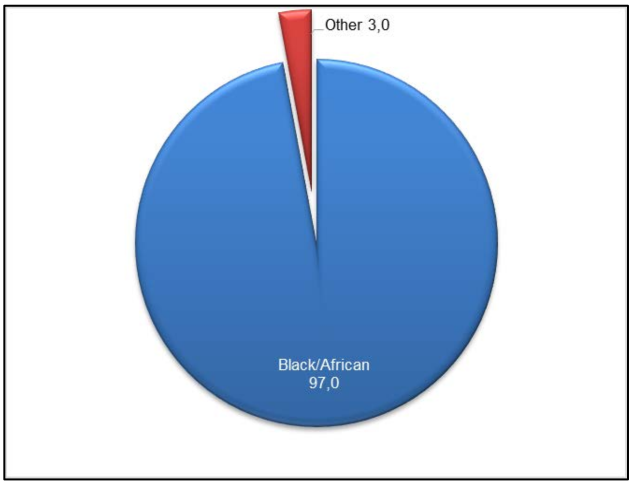


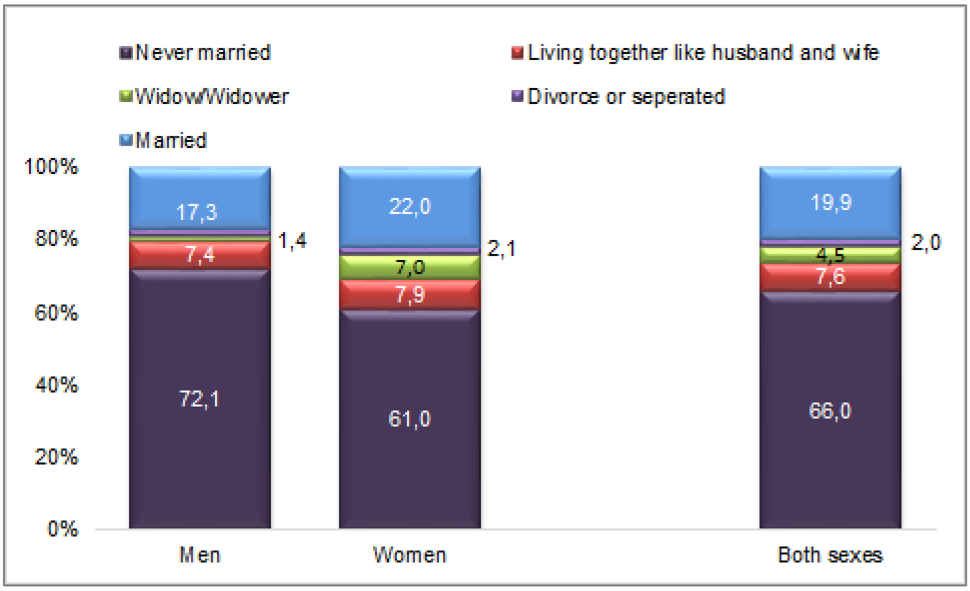
Figure 4.60b: Distribution of those engaged in at least one activity for own-use by population group, 2017



Other includes coloured, Indian/Asian and white population groups.

In 2017, the distribution of the working-age population engaged in at least one activity for own use revealed that women accounted for a larger share (55,1%) than men (44,9%). In terms of the population group, black Africans accounted for the largest share (97,0%) of involvement in own-use activities when compared to other population groups.

Figure 4.60c: Distribution of those engaged in at least one activity for own use by marital status and sex, 2017



With regard to marital status, the majority of those engaged in at least one activity for own-use were not married for both men (72,1%) and women (61,0%), although men accounted for the largest share in this category. Married women were more likely to be engaged in own-use production activities than married men (17,3% for men and 22,0% for women). For men, widowed individuals accounted for the lowest share in terms of undertaking at least one own-use activity (1,4%) while for women, those who were divorced or separated accounted for the lowest share in terms of undertaking at least one own-use activity (2,1%).

Figure 4.60d: Distribution of those engaged in at least one activity for own-use activities by age, 2012 and 2017

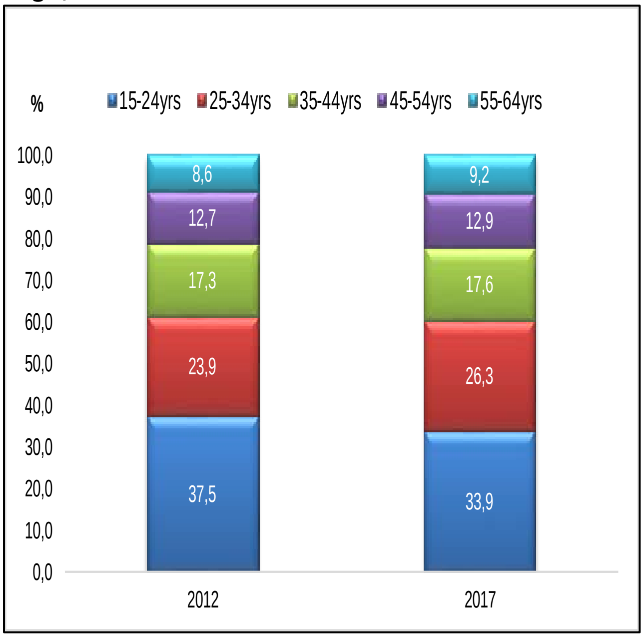


Figure 4.60e: Distribution of those engaged in at least one activity for own-use activities by level of education, 2012 and 2017

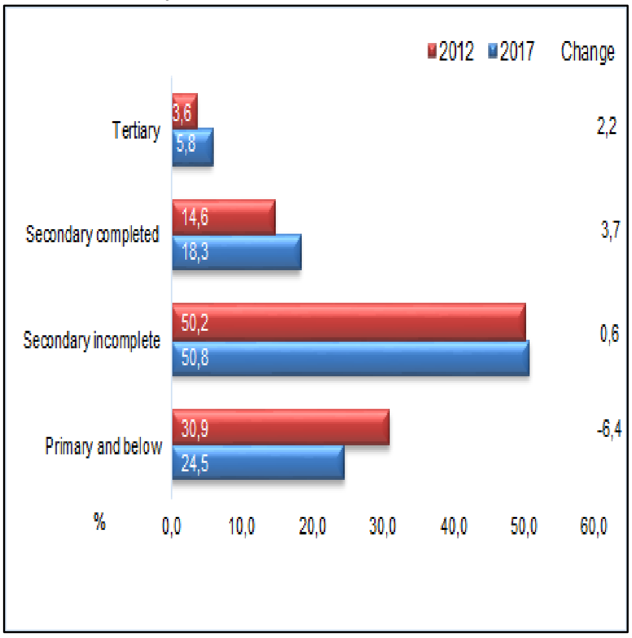


Figure 4.60d illustrates that young people are more likely to participate in at least one activity for own-use activities than adults. In 2017, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own use (33,9%), followed by those aged 25–34 years (26,3%), while adults aged 55–64 years (9,2%) accounted for the lowest share of those who were engaged in such activities. Although participation was highest among those aged 15–24 years, the largest decline in the participation rate between 2012 and 2017 was reflected in this age category; a decrease of 3,6 percentage points. In terms of participation by level of education, those who had an incomplete secondary level of education accounted for the largest share of those engaged in own-use activities in 2017 (50,8%); an increase of 0,6 of a percentage point from 50,2% in 2012. Those with a tertiary qualification accounted for the lowest share of 5,8% in 2017, which increased from 3,6% in 2012. Across all education categories, the decline over the period was only reflected among persons with a primary education and below the primary level of education by 6,4 percentage points.

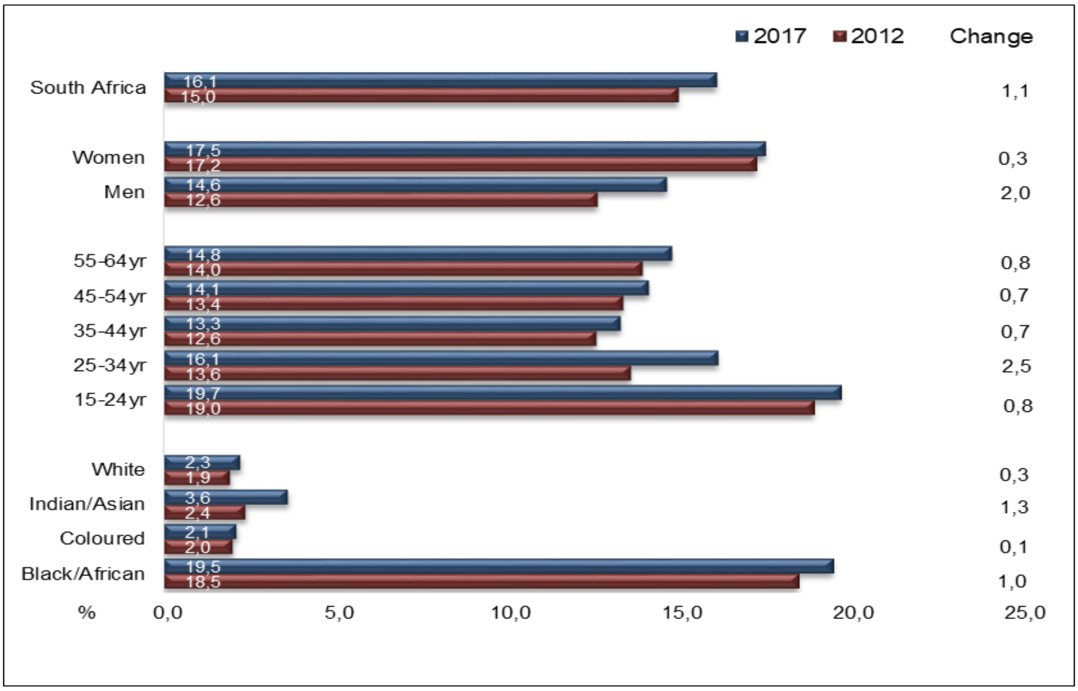
Table 4.18: Engagement in at least one own-use activity, 2012–2017

	2012	2013	2014	2015	2016	2017	Change 2012-2017
	Thousand						
South Africa	**5 120**	**5 226**	**5 053**	**5 734**	**6 131**	**6 003**	**883**
Men	2 116	2 186	2 162	2 514	2 772	2 697	581
Women	3 004	3 040	2 890	3 219	3 359	3 306	302
Age groups							
15-24yr	1 920	1 938	1 791	2 041	2 168	2 036	116
25-34yr	1 224	1 246	1 249	1 454	1 538	1 581	356
35-44yr	887	906	867	1 027	1 100	1 059	171
45-54yr	648	656	652	725	770	776	128
55-64yr	440	480	494	487	555	552	112
Population group							
Black/African	4 971	5 074	4 922	5 530	5 936	5 825	854
Coloured	64	78	58	89	73	73	9
Indian/Asian	22	7	8	34	42	36	14
White	62	66	65	81	80	68	6
Province							
Western Cape	64	44	45	59	37	68	4
Eastern cape	1 275	1 359	1 350	1 414	1 317	1 256	-19
Northern Cape	96	100	60	94	111	115	18
Free State	128	133	129	115	160	157	29
KwaZulu-Natal	1 530	1 482	1 387	1 649	1 776	1 822	292
North West	310	391	389	450	496	448	137
Gauteng	103	76	80	305	473	440	338
Mpumalanga	443	468	462	516	612	639	196
Limpopo	1 171	1 172	1 149	1 131	1 148	1 059	-113

For both men and women, the number of persons who were engaged in at least one own-use activity increased between 2012 and 2017 (581 000 and 302 000, respectively). In terms of age group, there was an increase over the period across all age groups. The largest increase was observed among persons aged 25–34 years (356 000), followed by those aged 35–44 years (171 000). In terms of a population group, the highest increase was observed among black Africans by 854 000. The number of persons who were engaged in at least one own-use activity declined only in two provinces, Limpopo (down by 113 000) and Eastern Cape (down by 19 000). Provinces which reflected the largest increase over the period were Gauteng (up by 338 000) and KwaZulu-Natal (up by 292 000).

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

Figure 4.61: Involvement in at least one own-use activity as a proportion of the working-age population by sex, age group and population group, 2012 and 2017



The proportion of the working-age population who engaged in at least one activity for own use increased by 1,1 percentage points from 15,0% in 2012 to 16,1% in 2017. Even though the proportion of women who were engaged in activities for own use only increased by 0,3 of a percentage point between 2012 and 2017, the proportion was still higher than that of men. The proportion of men increased from 12,6% in 2012 to 14,6% in 2017. With regard to age groups, the largest increase was among those aged 25–34 which increased by 2,5 percentage points, from 13,6% in 2012 to 16,1% in 2017. The proportion of the working-age population engaged in activities for own use was highest among black Africans in both years (18,5% in 2012 and 19,5% in 2017), while other population groups reported proportions below 4,0%.

Figure 4.62: Engagement in at least one own-use activity by province, 2012 and 2017

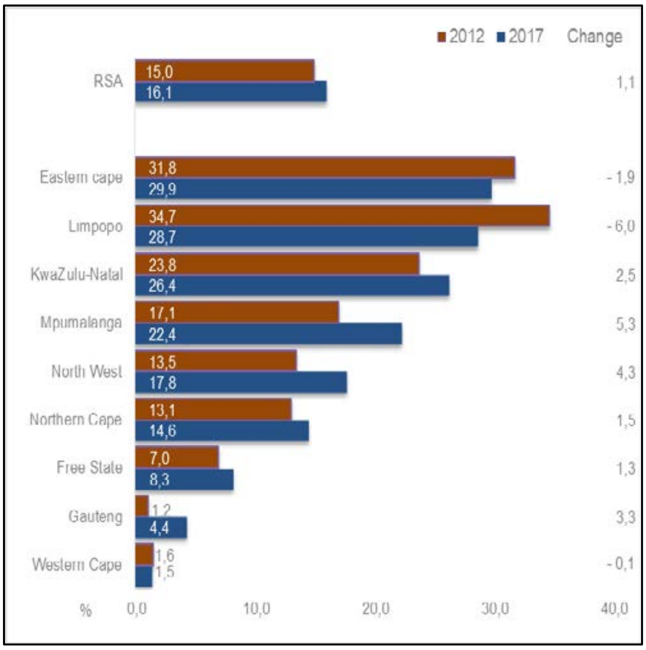
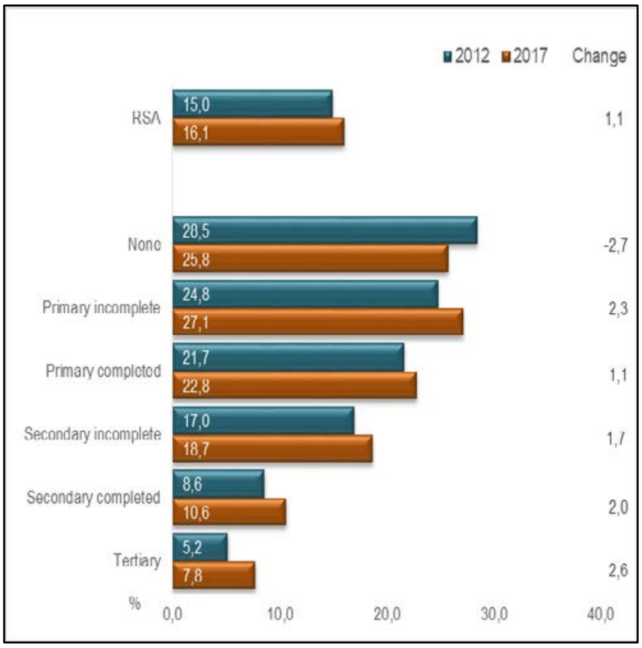


Figure 4.63: Engagement in at least one own-use activity by education, 2012 and 2017



Eastern Cape and Limpopo accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2012 and 2017, the proportion of persons engaged in at least one own-use activity decreased in three of the nine provinces. The largest decline was reflected in Limpopo by 6,0 percentage points, from 28,7% in 2012 to 34,7% in 2017. The proportion of the working-age population engaged in at least one own-use activity was lowest in the Western Cape (1,6% in 2012 and 1,5% in 2017). Figure 4.63 shows that those with lower levels of education were more likely to be engaged in at least one own-use activity. In 2017, 25,8% of people with no education were engaged in these activities compared to 7,8% of those with a tertiary education level. The proportion declined by 2,7 percentage points in 2017 for those with no education while it increased by 2,6 percentage points for those with tertiary qualifications.

Summary and conclusion

- Over the period 2012 and 2017, the number of persons engaged in activities for own-use increased only among those who fetched water or collected wood/dung, produced other goods for households use, those who did construction or major repairs to own or household dwellings/structures.

- Women, young people, those who had never been married, black Africans and persons with less education were more likely to engage in own-use activities, and a larger proportion of working-age population in Eastern Cape and Limpopo provinces.

4.8 Quarterly Employment Statistics

Background

The Quarterly Employment Statistics (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from formal non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities.

This survey covers employment and earnings statistics of the following industries:

- Mining and quarrying;
- Manufacturing;
- Electricity, gas and water supply (Utilities);
- Construction;
- Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; and hotels and restaurants (Trade);
- Transport, storage and communication (Transport);
- Financial intermediation, insurance, real estate and business services (Finance)
- Community, social and personal services (Services).

Introduction

This chapter comprises of three sections. The first section provides a profile of employment in South Africa form businesses; analysis focuses on employment by industry. The second section provides an analysis of the gross earnings by industry and the third section analyses the average monthly earnings of each industry.

Employment by industry

This section analyses the distribution of employment by industry over the period from 2012 to 2017.

Table 4.19: Employment by industry, 2012-2017

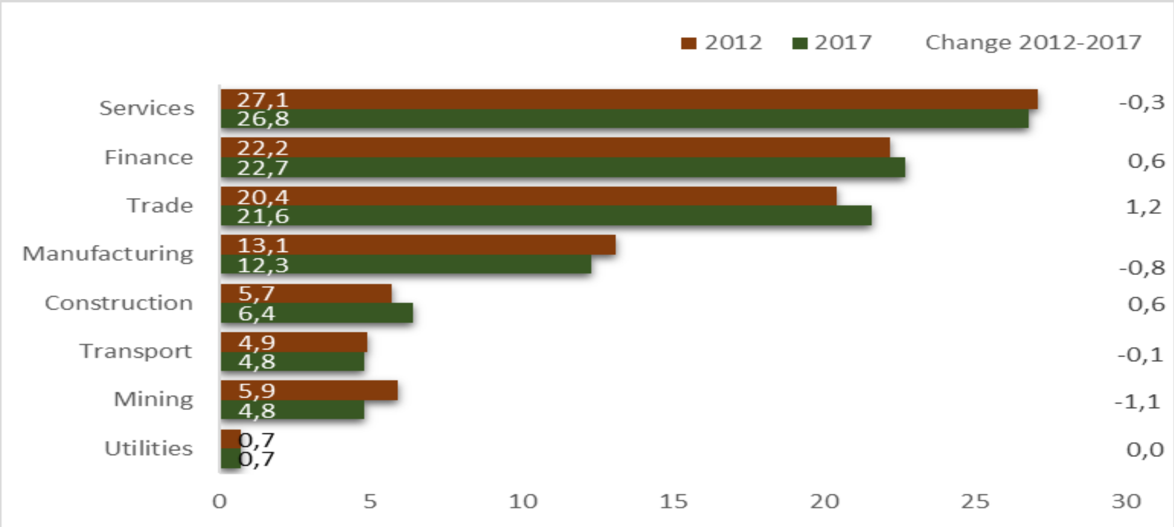
Industry	2012	2013	2014	2015	2016	2017
	Thousand					
Mining	523	508	493	479	458	465
Manufacturing	1 167	1 168	1 161	1 174	1 188	1 194
Utilities	59	59	59	60	62	64
Construction	511	528	552	569	615	621
Trade	1 821	1 860	1 893	1 968	2 074	2 105
Transport	439	457	461	468	468	469
Finance	1 974	2 022	2 053	2 121	2 198	2 216
Services	2 412	2 463	2 587	2 561	2 647	2 608
Total	**8 906**	**9 065**	**9 259**	**9 399**	**9 711**	**9 742**

Table 4.20: Year-on-year change in employment by industry, 2012-2017

Industry	2013	2014	2015	2016	2017	Change 2012-2017
	Thousand					
Mining	-15	-15	-14	-21	7	-58
Manufacturing	1	-7	13	14	6	27
Utilities	0	0	1	2	2	5
Construction	17	24	17	46	6	110
Trade	39	33	75	106	31	284
Transport	18	4	7	0	1	30
Finance	48	31	68	77	18	242
Services	51	124	-26	86	-39	196
Total	**159**	**194**	**141**	**310**	**32**	**836**

Over the period 2012-2017, employment increased in all industries, except Mining which lost 58 000 jobs. Table 4.20 shows that total employment increased by 836 thousand between 2012 and 2017. The largest increases in employment were observed in Trade (284 000), Finance (242 000), Services (196 000) and Construction (110 000). Total employment increased in all the years between 2012 and 2017, with the highest increase, observed in 2017. Between 2016 and 2017, only Services shed jobs.

Figure 4.64: Employment shares by industry, 2012 and 2017



Services, Finance, Trade and Manufacturing recorded the highest share of employment for the period 2012 and 2017. Utilities industry recorded the least share of employment for the same period. Employment in Mining, Manufacturing, Services and Transport declined by 1,1 percentage point, 0,8 of a percentage point, 0,3 of a percentage point and 0,1 of a percentage point respectively. Utilities industry remain unchanged. Trade accounted for the highest change in employment between 2012 and 2017, with the lowest change of less than one percentage point observed in Construction and Finance.

Gross earnings by industry

Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter. This section analyses the distribution of earnings by industry over the period from 2012 to 2017.

Table 4.21: Gross earnings by industry, 2012-2017

Industry	2012	2013	2 014	2015	2016	2017
	Rand (billion)					
Mining	93	100	101	113	118	127
Manufacturing	192	207	217	231	248	262
Utilities	22	23	25	26	31	34
Construction	69	78	89	99	113	118
Trade	217	245	269	299	336	361
Transport	99	109	119	129	133	142
Finance	409	442	485	535	657	663
Services	504	553	608	656	731	797
Total	**1 605**	**1 758**	**1 914**	**2 088**	**2 367**	**2 503**

Table 4.22: Year-on-year change in gross earnings by industry, 2012-2017

Industry	2013	2014	2015	2016	2017	Change 2012-2017
	Rand (billion)					
Mining	6	1	12	6	8	33
Manufacturing	15	10	14	17	14	70
Utilities	1	2	1	5	3	12
Construction	10	11	10	13	5	49
Trade	28	25	29	37	25	144
Transport	10	10	9	5	9	43
Finance	34	43	50	122	7	255
Services	49	55	48	75	65	293
All industries	**154**	**156**	**174**	**279**	**136**	**898**

For the period 2012-2017, gross earnings increased in all industries. Table 4.22 shows that total earnings increased by R 898 billion. All industries recorded an increase in gross earnings for the same period. The largest increases in earnings were observed in Services (293 billion), Finance (255 billion) and Trade (144 billion). Total earnings increased in all the years between 2012 and 2017, with the highest increase observed in 2017. Between 2016 and 2017, Utilities, Construction, Finance, Mining and Transport recorded the lowest change in earnings compared to the other industries.

Average Monthly Earnings (AME) by industry

Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month. This section analyses the distribution of average monthly earnings by industry over the period from 2012 to 2017.

Table 4.23: Average monthly earnings by industry, 2012-2017

Industry	2012	2013	2014	2015	2016	2017
	Rand					
Mining	14 901	16 330	16 923	19 509	21 863	22 766
Manufacturing	12 833	13 735	14 465	15 261	16 119	17 070
Utilities	28 270	29 901	31 984	34 259	36 693	39 950
Construction	10 707	11 581	12 415	13 209	13 535	15 106
Trade	9 415	10 241	11 009	11 576	12 293	13 014
Transport	17 269	18 568	20 165	21 050	21 845	23 214
Finance	16 134	16 425	17 210	18 276	19 432	21 439
Services	16 607	17 516	18 626	20 056	21 620	23 761
All industries	**14 194**	**15 011**	**15 928**	**16 954**	**18 035**	**19 571**

Table 4.24: Year-on-year percentage change in average monthly earnings by industry, 2012-2017

Industry	2013	2014	2015	2016	2017
	Per cent				
Mining	9,6	3,6	15,3	12,1	4,1
Manufacturing	7,0	5,3	5,5	5,6	5,9
Utilities	5,8	7,0	7,1	7,1	8,9
Construction	8,2	7,2	6,4	2,5	11,6
Trade	8,8	7,5	5,2	6,2	5,9
Transport	7,5	8,6	4,4	3,8	6,3
Finance	1,8	4,8	6,2	6,3	10,3
Services	5,5	6,3	7,7	7,8	9,9
All industries	**5,8**	**6,1**	**6,4**	**6,4**	**8,5**

Over the period of 2012-2017, all industries recorded an increase in average monthly earnings. Average monthly earnings paid in the Utilities industry, as shown in Table 4.23 above, increased from R28 270 in 2012 to R39 950 in 2017. The average monthly earnings in the Mining industry was R22 766 in 2017 up from R14 901 in 2012.

Table 4.24 shows that Construction industry recorded an increase of 9,1 percentage points from 2,5 per cent in 2016 to 11,6 per cent in 2017. Moderate increase was observed in the Manufacturing industry where average monthly earnings rose by 0,3 of a percentage point from 5,6 per cent in 2016 to 5,9 per cent in 2017. However, the Mining industry decreased from 12,1 per cent in 2016 to 4,1 per cent in 2017, which is a drop of 8,0 percentage points in average monthly earnings.

Summary and conclusion

- Employment increased gradually over the last six years with 2017 recording the most compared to the previous years.
- In 2017, Services, Finance and Trade had high employment compare to other industries, while Utility recorded the lowest employment.
- Mining was the only industry to maintain a steady decrease in employment over the years, with a peak observed in 2017 and Trade recorded the highest change in employment between 2012 and 2017.
- All industries showed an increase in salaries over the period 2012 to 2017, with the highest recorded in Services and Finance.
- Services, Finance and Trade remained the highest contributors even for gross earnings.
- In 2017, the Construction industry recorded an increase in the average monthly earnings of 9,1 percentage points from 2,5 per cent in 2016 to 11,6 per cent in 2017.

Chapter 5: A profile of the unemployed

Key labour market concepts

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

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

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

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

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

Background

Elevated levels of unemployment remain a problem, both globally and in South Africa. The 2017 edition of the OECD Employment Outlook highlighted that high unemployment rates and the lack of job opportunities lead to long-term unemployment. The results for 2015 indicate that about 57% of South Africans aged 15–74 were in long-term unemployment compared to the OECD average of 33,8%.[3] However, the proportion of those in long-term unemployment for those in the working-age population (15–64) according to the South African definition was 67,2% in 2017, declining from 67,9% in 2012.[4] Unemployment levels in the country remain higher for women than for men, and also higher for youth than for adults. Factors such as work experience, gender, unemployment duration and education are important indicators of labour market success. Unemployment is also an important driver for the reduction of poverty levels; the International Monetary Fund (IMF[5]) estimates that a 10-percentage-point reduction in the unemployment rate will lower South Africa's Gini coefficient by 3%.

Introduction

This chapter explores the levels of unemployment in the country over the period 2012–2017. The analysis focuses on the levels and rates of unemployment by population group, level of education and activities of the unemployed before they lost their jobs. The types of job search methods used by those without jobs and the duration of unemployment are also analysed.

[3] DOI: 10.1787/empl_outlook-2015-en
[4] Labour Market Dynamics in South Africa, 2017
[5] IMF Working Paper, African Department, July 2017 "South Africa: Labour Market Dynamics and Inequality", Anand R, Kothari S & Kumar N

Table 5.1: Unemployment levels by sex, population group and province, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Men	2 438	2 505	2 589	2 704	2 926	3 130
Women	2 337	2 381	2 482	2 640	2 827	2 990
Total	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
Black African	4 101	4 171	4 335	4 634	5 050	5 405
Coloured	491	499	512	492	489	508
Indian/Asian	59	71	68	76	71	71
White	125	146	156	142	143	137
Total	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
Western Cape	639	627	646	600	631	641
Eastern Cape	505	543	568	558	557	740
Northern Cape	117	120	131	143	126	128
Free State	346	363	388	358	398	400
KwaZulu-Natal	622	654	715	688	762	831
North West	274	309	325	324	361	345
Gauteng	1 557	1 587	1 599	1 928	2 078	2 134
Mpumalanga	435	436	461	433	499	544
Limpopo	279	247	237	311	341	357
South Africa	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**

The level of unemployment in the country has been increasing over the period 2012–2017. The number of unemployed increased by 1,3 million from 4,8 million in 2012 to 6,1 million in 2017. Black Africans accounted for more than 85,0% of the unemployed population in all years. The Indian/Asian population group reported levels of unemployment below 72 000 in all years since 2012, while for whites, the levels ranged from 125 000 in 2012 to 137 000 in 2017. When comparing the levels of unemployment provincially, Gauteng reported the highest levels – about 1,6 million and more across all years – while other provinces never reached 900 000. The level of unemployment increased across all the provinces over the period 2012–2017.

Table 5.2: Unemployment as a percentage of the working-age population by sex, population group and province, 2012–2017

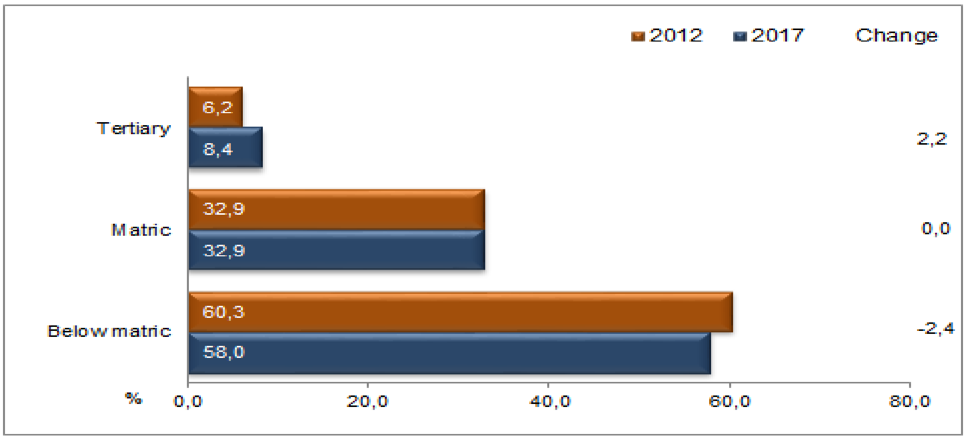
	2012	2013	2014	2015	2016	2017
	Per cent					
Men	14,6	14,7	14,9	15,2	16,2	17,0
Women	13,4	13,4	13,8	14,4	15,2	15,9
Total	**14,0**	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**
Black African	15,3	15,2	15,5	16,2	17,3	18,1
Coloured	15,4	15,4	15,6	14,8	14,5	14,9
Indian/Asian	6,3	7,5	7,0	7,8	7,2	7,1
White	3,9	4,6	5,0	4,6	4,7	4,5
Total	**14,0**	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**
Western Cape	15,9	15,3	15,4	14,0	14,4	14,3
Eastern Cape	12,6	13,4	13,9	13,6	13,4	17,6
Northern Cape	15,8	16,0	17,3	18,7	16,2	16,2
Free State	18,9	19,7	20,9	19,2	21,1	21,2
KwaZulu-Natal	9,7	10,0	10,8	10,3	11,2	12,0
North West	11,9	13,2	13,6	13,3	14,6	13,7
Gauteng	17,5	17,4	17,1	20,2	21,3	21,4
Mpumalanga	16,8	16,5	17,1	15,7	17,8	19,0
Limpopo	8,3	7,2	6,8	8,7	9,4	9,7
South Africa	**14,0**	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**

Over the period 2012–2017, the proportions of the unemployed amongst the working-age population were highest among men. However, the gender gap remained below 1,3 percentage points in all years. The white population group recorded the lowest proportions of the working-age population that were unemployed in all years, followed by the Indian/Asian population group. In 2017, Gauteng and Free State recorded the highest proportions of unemployed persons (above 21,0%) amongst the working-age population. Limpopo recorded the lowest unemployment proportions (less than 10,0%) over the period 2012–2017. The proportions of the unemployed in KwaZulu-Natal were ranked second lowest after Limpopo across all years. The national average of the unemployed proportions ranges from 14,0% in 2012 to 16,4% in 2017.

Table 5.3: Distribution of the unemployed by level of education, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
No schooling	75	76	76	80	78	73
Primary incomplete	334	301	321	349	355	355
Primary completed	214	195	221	234	223	252
Secondary incomplete	2 258	2 329	2 382	2 473	2 725	2 868
Secondary completed	1 572	1 625	1 668	1 762	1 887	2 016
Tertiary	295	333	373	418	445	514
Other	27	27	29	27	39	42
Total unemployed	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**

Figure 5.1: Distribution of the unemployed by level of education, 2012 and 2017

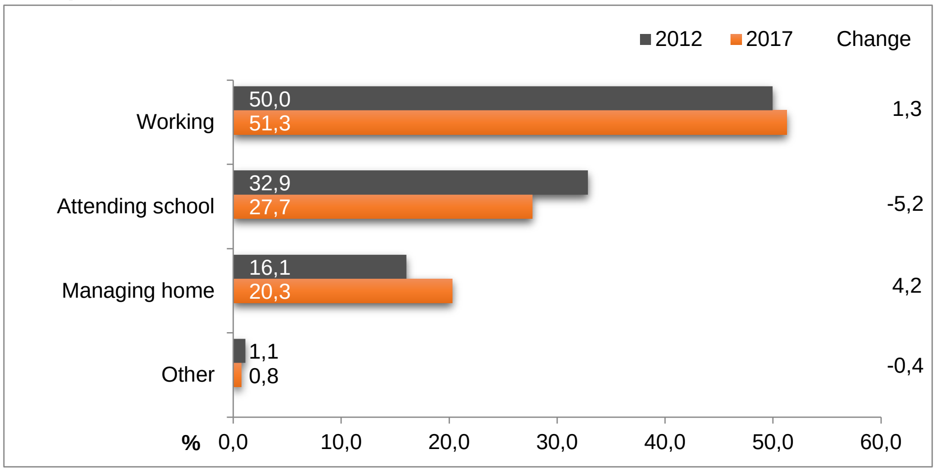


The number of unemployed persons was higher among those who did not complete secondary education and among those who completed matric over the period of 2012–2017 (Table 5.3). Almost 50,0% (2,9 million) of the unemployed were those who did not complete secondary education in 2017. Between 2012 and 2017, the proportion of the unemployed increased by 2,2 percentage points only among those with tertiary education, while the proportions of those who completed matric remained unchanged and those who attained a qualification lower than matric declined by 2,4 percentage points (Figure 5.1). The proportion of unemployed persons with tertiary education in 2017 was 8,4%, which was lower than for those with matric (32,9%) and for those who attained an education level below matric (58,0%).

Table 5.4: Unemployment by main activity before becoming unemployed, 2012–2017

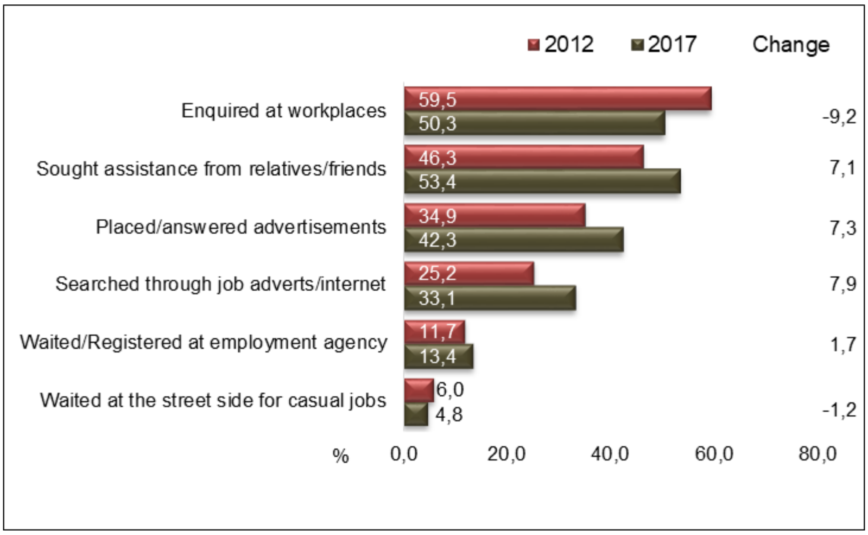
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2012	2 386	767	1 569	54	**4 775**
2013	2 430	830	1 533	93	**4 886**
2014	2 618	874	1 511	68	**5 070**
2015	2 759	1 029	1 492	64	**5 344**
2016	2 882	1 202	1 618	51	**5 753**
2017	3 139	1 241	1 694	46	**6 120**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2012 and 2017



Over the period 2012–2017, the majority of people currently unemployed were working prior to becoming unemployed, followed by those who were attending school. The number of those who worked before becoming unemployed increased from 2,4 million in 2012 to 3,1 million in 2017, while among those who were attending school, the number increased from 1,6 million in 2012 to 1,7 million in 2017. For those who managed a home before becoming unemployed, the number increased by 474 000 (from 767 000 in 2012 to 1,2 million in 2017). Between 2012 and 2017, the proportion of the unemployed increased among those who were managing a home and working prior to becoming unemployed (4,2 percentage points and 1,3 percentage points respectively). The proportion of those who were attending school before becoming unemployed declined by 5,2 percentage points.

Figure 5.3: Types of job search activities, 2012 and 2017



The results in Figure 5.3 show that enquiring at workplaces or seeking assistance from relatives or friends were the most preferred methods of job searching. The use of all job-searching methods increased over the period 2012–2017, with the exception of those who enquired at workplaces and those who waited at the street side for casual jobs. The proportion of those who used the method of enquiring at workplaces declined by 9,3 percentage points (from 59,5% in 2012 to 50,3% in 2017). The largest increase was observed among those who searched through job adverts or the internet (7,9 percentage points), followed by those who answered advertisements (7,3 percentage points) and those who sought assistance from relatives or friends (7,1 percentage points).

The duration of unemployment

This section analyses the trends in the duration of unemployment over the period 2012–2017. The duration of unemployment is presented by the level of education, while the section concludes by analysing the incidence of long-term unemployment by age, sex, population group, province, and work experience.

Table 5.5: Trends in the duration of unemployment and annual changes, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Short-term	1 533	1 660	1 729	1 863	1 921	2 009
Long-term	3 242	3 226	3 341	3 481	3 832	4 111
Total	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
	2013	**2014**	**2015**	**2016**	**2017**	**Change 2012-2017**
	Annual changes (Thousand)					Thousand
Short-term	127	70	133	58	88	476
Long-term	-16	114	141	350	279	869
Total	**111**	**184**	**274**	**409**	**368**	**1 345**

Note: Long-term unemployment includes "Do not Know"

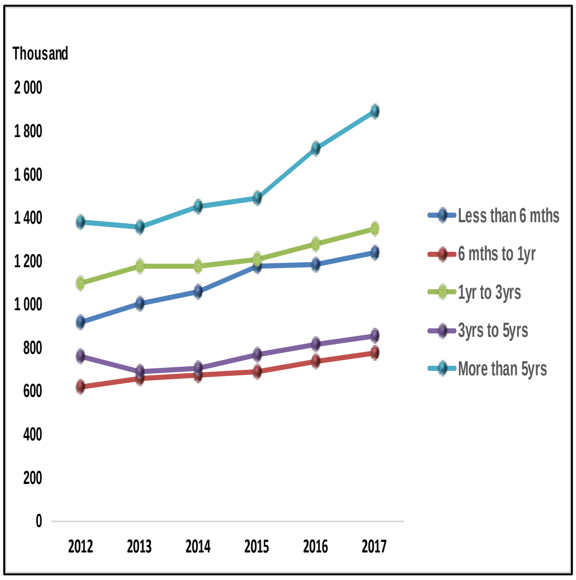
Table 5.5 indicates that long-term unemployment accounted for the largest share of the unemployed over the period of 2012–2017. Persons in long-term unemployment increased by 869 000 from 3,2 million in 2012 to 4,1 million in 2017. Amongst those in short-term unemployment, the unemployed increased by 476 000. Over the period 2012–2017, the trend shows an increase in short-term unemployment, while amongst those in long-term unemployment, the decline was observed in 2013 (by only 16 000). The largest increase in the long-term unemployment figures was observed in 2016 (350 000), followed by an increase of 279 000 people in 2017. Amongst those in short-term unemployment, the largest increase of 133 000 people was observed in 2015, followed by 88 000 people in 2017.

Table 5.6: Unemployment duration, 2012–2017

	2012	2013	2014	2015	2016	2017
	Total unemployed (Thousand)					
	4 775	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
	Short term unemployment (Thousand)					
Less than 3 mths	565	634	668	751	719	785
3 mths < 6 mths	349	369	390	424	463	453
6 mths < 9 mths	290	302	308	339	352	342
9 mths < 1 year	329	355	364	350	387	429
Total	**1 533**	**1 660**	**1 729**	**1 863**	**1 921**	**2 009**
	Long term unemployment (Thousand)					
1 year < 3 years	1 096	1 173	1 173	1 205	1 278	1 345
3 years – 5 years	755	685	705	769	815	852
> 5 years	1 378	1 356	1 449	1 490	1 720	1 892
Total	**3 229**	**3 213**	**3 327**	**3 465**	**3 813**	**4 089**

Mths means months.
Long-term unemployment excludes "Do not know"

Figure 5.4: Trends in the duration of unemployment, 2012–2017

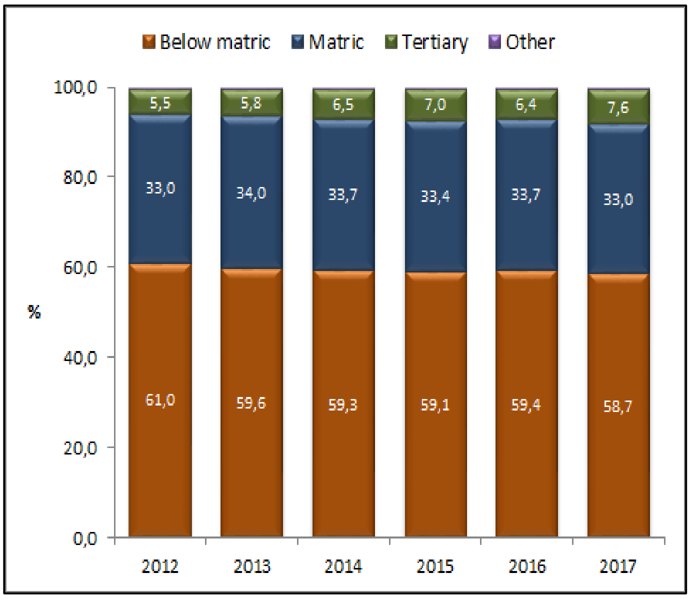


Over the period 2011–2017, the number of people in short-term unemployment was higher among those who were unemployed for less than three months, ranging from the lowest of 565 000 in 2012 to the highest of 785 000 in 2017. Focusing on those in long-term unemployment, those who were unemployed for between three and five years recorded the lowest number, ranging from 755 000 in 2012 to 852 000 in 2017, while other durations of long-term unemployment recorded numbers of unemployed persons above 1,0 million across all years. Between 2015 and 2016, the largest increase (230 000) was observed among those who were unemployed for more than 5 years. Over the same period, the lowest increase was among those who were unemployed for one year and less than three years (7 200), followed by those who were in unemployment for a duration of three years to five years (46 000).

Table 5.7: Trends of the unemployed by level of education, 2012–2017

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
2012	1 978	1 069	178	18	**3 242**
2013	1 924	1 096	188	18	**3 226**
2014	1 982	1 127	217	16	**3 341**
2015	2 057	1 164	245	16	**3 481**
2016	2 274	1 291	244	22	**3 832**
2017	2 414	1 357	313	72	**4 111**
		Short-term (Thousand)			
2012	904	503	117	9	**1 533**
2013	977	529	145	9	**1 660**
2014	1 018	542	156	13	**1 729**
2015	1 079	599	173	11	**1 863**
2016	1 107	596	200	17	**1 921**
2017	1 135	659	200	15	**2 009**

Figure 5.5: Share of long-term unemployment by level of education, 2012–2017

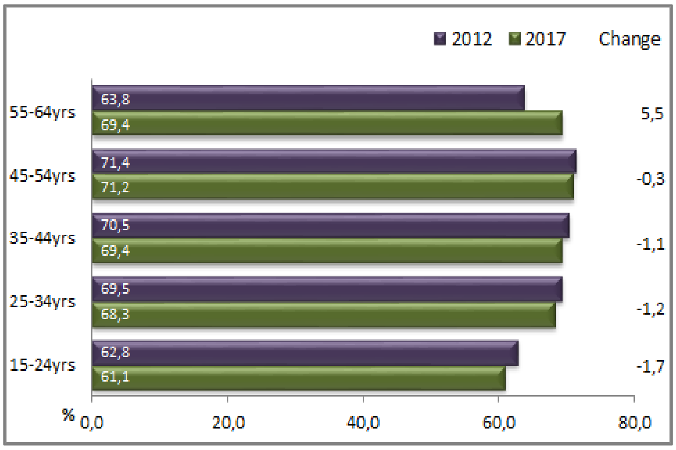


Persons who attained an educational level below matric, followed by those who attained a matric qualification, dominated both the short- and long-term unemployed figures. The number of people who were in long-term unemployment and who had qualifications below matric ranged from 2,0 million in 2012 to 2,4 million in 2017, while the number of those in short-term unemployment with the same qualifications ranged between 904 000 and 1,1 million. Persons in long-term unemployment who completed tertiary education increased from 178 000 in 2012 to 313 000 in 2017, while the number of those with the same level of education who are in short-term unemployment increased from 117 000 in 2012 to 200 000 in 2017. Over the period 2012–2017, the proportions of those in long-term unemployment who attained an educational level below matric remained at around 60,0%. Amongst those holding matric certificates, the shares remained the same at 33,0% between 2012 and 2017. The number of long-term unemployed persons who had completed tertiary education accounted for the lowest share, but this number still increased by 2,1 percentage points – from 5,5% in 2012 to 7,6% in 2017.

Table 5.8: Incidence of long-term unemployment by age group, 2012–2017

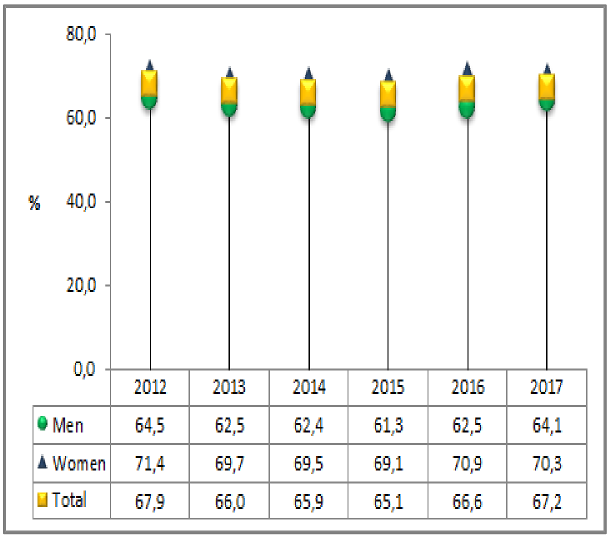
	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
			Per cent		
2012	62,8	69,5	70,5	71,4	63,8
2013	61,1	67,9	68,7	67,5	62,8
2014	61,3	68,1	66,9	66,7	66,6
2015	60,7	66,0	66,7	68,5	69,6
2016	60,9	68,1	68,4	69,9	70,5
2017	61,1	68,3	69,4	71,2	69,4

Figure 5.6: Incidence of long-term unemployment by age group, 2012 and 2017



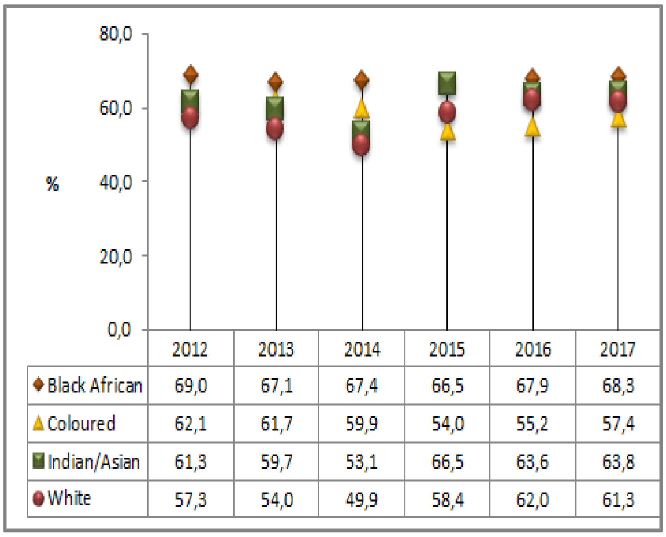
Over the period 2012–2017, the incidence of long-term unemployment was lower among persons aged 15–24 years compared to other age groups. In 2017, the highest incidence of long-term unemployment was recorded among those aged 45–54 years (71,2%), followed by those aged 35–44 years and 55–64 years both at (69,4%). Figure 5.6 shows that between 2012 and 2017, there were decreases in the incidence of long-term unemployment among all age groups except for those aged 55–64 years. The largest decrease of 1,7 percentage points was observed among those aged 15–24 years.

Figure 5.7: Incidence of long-term unemployment by sex, 2012–2017



	2012	2013	2014	2015	2016	2017
Men	64,5	62,5	62,4	61,3	62,5	64,1
Women	71,4	69,7	69,5	69,1	70,9	70,3
Total	67,9	66,0	65,9	65,1	66,6	67,2

Figure 5.8: Incidence of long-term unemployment by population group, 2012–2017



	2012	2013	2014	2015	2016	2017
Black African	69,0	67,1	67,4	66,5	67,9	68,3
Coloured	62,1	61,7	59,9	54,0	55,2	57,4
Indian/Asian	61,3	59,7	53,1	66,5	63,6	63,8
White	57,3	54,0	49,9	58,4	62,0	61,3

Figure 5.7 illustrates that women are more likely to be in long-term unemployment than their male counterparts. The results indicate that the incidence of long-term unemployment for men was lower than the national average, while the incidence of long-term unemployment for women was higher than the national average in all years. In 2017, the incidence of long-term unemployment for women was 6,2 percentage points higher compared with their male counterparts. In terms of a population group, black Africans reflected a higher incidence of long-term unemployment compared to other population groups, while the lowest incidence was observed among the white population group. The coloured population group recorded the lowest incidence of long-term unemployment from 2015 to 2017. The incidence of long-term unemployment increased only amongst whites (4,1 percentage points) and Indian/Asian (2,5 percentage points) between 2012 and 2017.

Figure 5.9: Incidence of long-term unemployment by province, 2012 and 2017

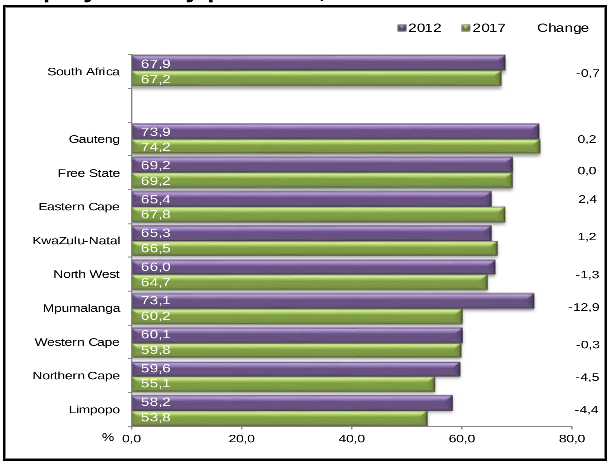
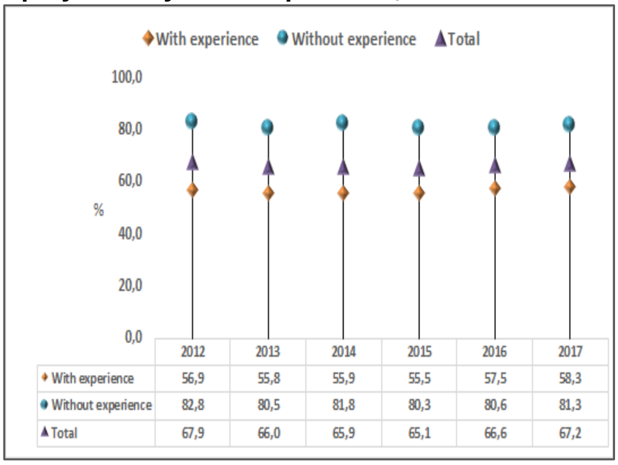


Figure 5.10: Incidence of long-term unemployment by work experience, 2012–2017



	2012	2013	2014	2015	2016	2017
With experience	56,9	55,8	55,9	55,5	57,5	58,3
Without experience	82,8	80,5	81,8	80,3	80,6	81,3
Total	67,9	66,0	65,9	65,1	66,6	67,2

The incidence of long-term unemployment in the country decreased by 0,7 of a percentage point over the period of 2012–2017 (Figure 5.9). In both 2012 and 2017, Gauteng recorded the highest incidence of long-term unemployment compared to other provinces. Five out of nine provinces reflected a decline in the incidence of long-term unemployment. The largest decline was observed in Mpumalanga (12,9 percentage points) followed by Northern Cape (4,5 percentage points). Eastern Cape recorded the largest increase of 2,4 percentage points from 65,4% in 2012 to 67,8% in 2017. Figure 5.10 shows that unemployed people without work experience have a higher incidence of long-term unemployment compared to those who have worked before. The incidence of long-term unemployment among those who had worked before increased from 56,9% in 2012 to reach its highest level of 58,3% in 2017, while for those without work experience the incidence was above 80,0% across all years. Between 2012 and 2017, the incidence of long-term unemployment for those without work experience declined by 1,5%.

Summary and conclusion

- The level of unemployment in the country has been increasing over the period 2012–2017. The number of unemployed increased by 1,3 million from 4,8 million in 2012 to 6,1 million in 2017.
- The proportion of unemployed persons holding tertiary qualifications increased by 2,2 percentage points between 2012 and 2017. However, the level of unemployment is higher among persons whose level of education is below matric.
- The most popular methods of searching for jobs were to inquire at workplaces and to seek assistance from relatives or friends.
- The incidence of long-term unemployment in the country decreased by 0,7 of a percentage point from 67,9% in 2012 to 67,2% in 2017.
- The incidence of long-term unemployment was higher among women and persons without previous work experience compared to those who had worked before.

Chapter 6: Youth in the South African labour market

Key labour market concepts

Definitions of youth vary considerably amongst countries. The United Nations defines the youth as those aged between 15 and 24 years.[6]

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

NEET refers to not in employment, education or training.

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

Background

Youth unemployment is a major national challenge and needs urgent and coordinated responses to address it. Above all, a comprehensive strategy for youth employment, as part of a broader focus on expanding employment in South Africa, is necessary.[7] Government and non-governmental organisations (NGOs) have played a significant role in developing policies, programmes and interventions to address the challenge of youth unemployment. Young people's integration into the labour market, their education and skills development are all crucial to the realisation of a prosperous, sustainable and equitable socio-economic environment worldwide (ILO, 2017). As a result, a number of policies and strategies have been developed to address and enhance youth economic participation. These include increasing youth employment targets; enhancing public employment schemes such as the National Youth Service, the Expanded Public Works Programme and the Community-Based Public Works Programme; supporting youth entrepreneurship and cooperative development; creating mechanisms for young people to be exposed to work, and enhancing skills development.

In addition, the National Youth Policy (NYP) for 2015–2020 (adopted in May 2015), proposes strategic policy interventions that will fill the gaps and failings of the previous policy and address the needs of the youth.[8] It will:

- Define new interventions;
- Consolidate the mainstreaming of youth development in programmes run by key role players, particularly those in government;
- Map the process through which progress in policy implementation will be assessed; and
- Specify the monitoring and evaluation mechanism for accountability and continuous improvement of interventions.

[6] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[7] Department of Economic Development (2013) New Growth Path Accord 6: Youth Employment Accord. Pretoria: Department of Economic Development
[8] National Youth Policy, (2015–2020)

Introduction

This chapter presents the labour market situation of youth aged 15–34 years. The patterns of key labour market indicators are analysed by socio-demographic characteristics such as age, population group, sex and level of educational attainment over the period 2012–2017. In addition, characteristics of youth who are employed, unemployed and discouraged as well as young people who are not in employment, education or training (NEET)' are analysed and discussed. Furthermore, the industries, as well as occupations in which the youth are employed, are presented.

Distribution of the working-age population among youth and adults

Table 6.1: Trends in key labour market indicators among youth, 2012–2017

	2012	2013	2014	2015	2016	2017
	Thousand					
Employed	5 868	6 008	6 021	6 312	6 174	6 175
Unemployed	3 271	3 295	3 377	3 512	3 725	3 891
Discouraged	1 537	1 549	1 584	1 511	1 557	1 567
Other not economically active	8 464	8 515	8 601	8 441	8 499	8 479
Working-age population	**19 140**	**19 367**	**19 583**	**19 777**	**19 955**	**20 113**
	Annual changes (Thousand)					
	2013	**2014**	**2015**	**2016**	**2017**	**Change 2012-2017**
Employed	140	13	291	-138	1	308
Unemployed	24	82	136	213	166	620
Discouraged	12	35	-73	46	10	30
Other not economically active	51	85	-159	57	-20	15
Working-age population	228	216	194	178	157	973

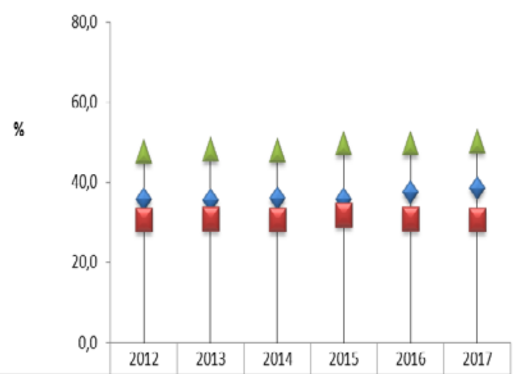
The number of young people aged 15–34 years in the working-age population increased consecutively over the period of six years; the number increased from 19,1 million in 2012 to almost 20,1 million in 2017 (an increase of 973 000). Similarly, the number of youth who are employed, unemployed and discouraged increased over the period increased by 308 000, 620 000 and 30 000, respectively. Between 2016 and 2017, the number of employed youth increased by 1 000.

Table 6.2: Employment among youth and adults by sector, 2012 and 2017

	2012			2017		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 210	6 012	10 222	4 389	6 900	11 288
Informal sector	977	1 298	2 275	1 103	1 632	2 735
Agriculture	308	389	696	376	466	843
Private households	373	858	1 232	307	996	1 303
Total	**5 868**	**8 557**	**14 425**	**6 175**	**9 993**	**16 169**
	Per cent					
Formal sector	71,7	70,3	70,9	71,1	69,0	69,8
Informal sector	16,6	15,2	15,8	17,9	16,3	16,9
Agriculture	5,2	4,5	4,8	6,1	4,7	5,2
Private households	6,4	10,0	8,5	5,0	10,0	8,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

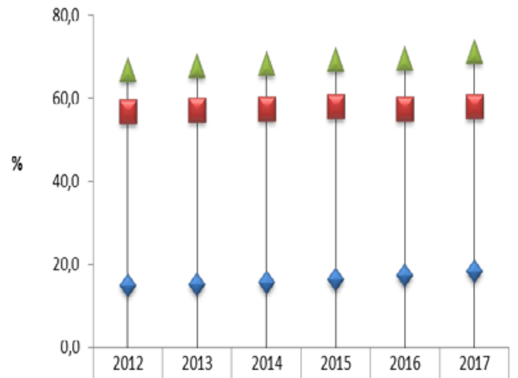
The formal sector employment is generally viewed as being more protected and stable, and with close to 70% of employment in the country being generated in this sector, a higher proportion of both youth and adults were working in the formal sector when compared to other sectors. Although the number of adults employed in this sector was higher compared to youth, the share of adults who were employed in the formal sector was lower than that of youth. However, with regard to the informal sector, the share of adults who were employed in this sector increased by 1,2 percentage points (from 15,2% in 2012 to 16,3% in 2017) and that of youth increased by 1,2 percentage points to 17,9% in 2017. In addition, the share of youth and adults who were employed in the Agricultural sector increased, but it decreased for youth who work in Private households.

Figure 6.1: Labour market rates among the youth, 2012–2017



	2012	2013	2014	2015	2016	2017
Unemployment rate	35,8	35,4	35,9	35,8	37,6	38,7
Absorption rate	30,7	31,0	30,7	31,9	30,9	30,7
Labour force participation rate	47,7	48,0	48,0	49,7	49,6	50,1

Figure 6.2: Labour market rates among adults, 2012–2017



	2012	2013	2014	2015	2016	2017
Unemployment rate	14,9	15,2	15,7	16,3	17,4	18,2
Absorption rate	56,9	57,4	57,7	58,0	57,5	58,2
Labour force participation rate	66,9	67,7	68,4	69,3	69,6	71,1

Between 2012 and 2017, youth persisted to be more vulnerable in the labour market when compared to adults; where the unemployment rate among youth continued to be higher relative to adults while the absorption rate and labour force participation rate was higher among adults. Over the period, the unemployment rate for youth was more than double the rate for adults. In addition, the unemployment rate for both youth and adults increased between 2012 and 2017; the youth unemployment rate increased from 35,8% in 2012 to 38,7% in 2017, while the adult unemployment rate increased from 14,9% in 2012 to 18,2% in 2017 (an increase of 2,9 percentage points and 3,3 percentage points, respectively). Over the same period, both the absorption rate and labour force participation rate for adults increased.

Employment by industry and occupation of youth and adults

The analysis in this section will focus on the employment of youth in different industries over the period 2012 and 2017, and also the employment share of the youth by occupational categories, which will provide insight into their access to jobs with various skill requirements.

Figure 6.3: Employed youth by industry, 2012 and 2017

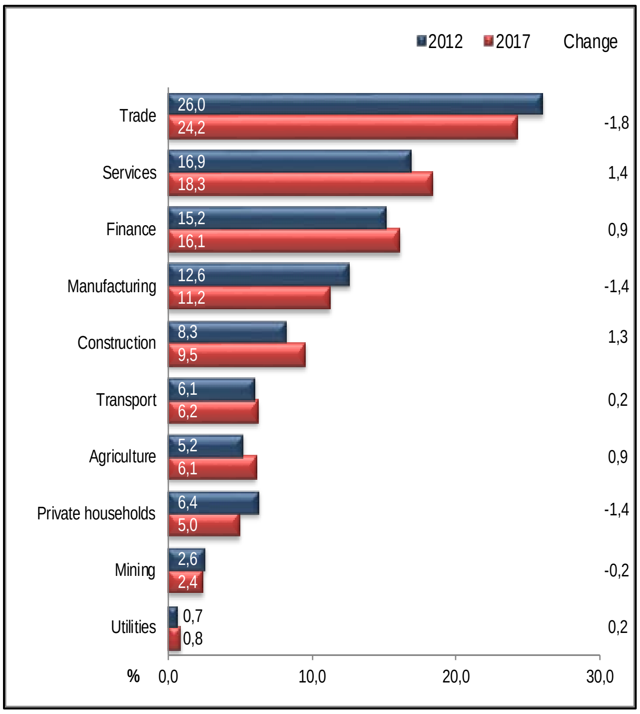


Figure 6.4: Employed youth by occupation, 2012 and 2017

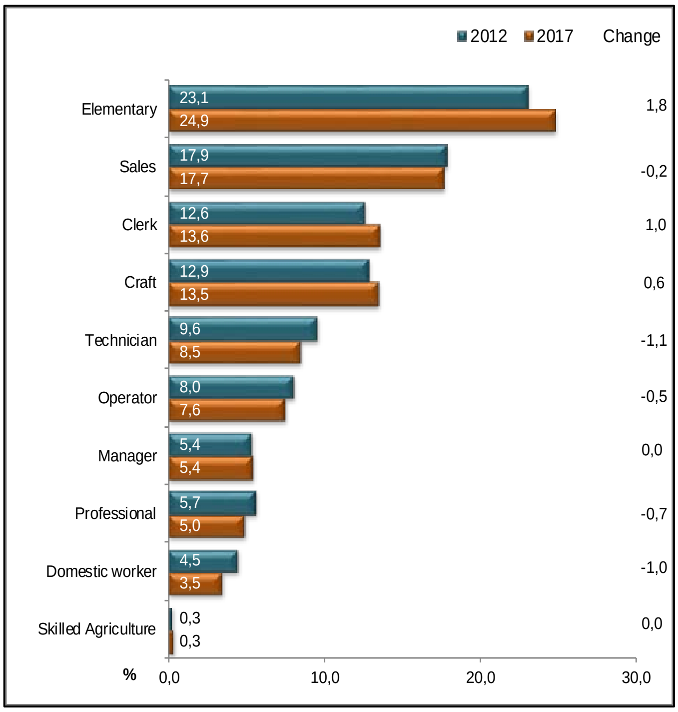


Figure 6.3 shows that the Trade, Community and social services and Finance industries employed a higher proportion of youth (above 58%) when compared to other industries, while employment in the Utilities and Mining industries was the lowest. Although Trade was found to be the top employing industry, it was among the four industries where employment decreased between 2012 and 2017. In terms of occupation, young people were more employed in low-skilled and semi-skilled occupations. Between 2012 and 2017, Elementary occupations contributed the highest share to youth employment with the highest increase of 1,8 percentage points, followed by Sales with a decrease of 0,2 of a percentage point, while Skilled agriculture accounted for the lowest share of youth employment.

Access to benefits among youth and adults

Education and prior work experience play an important role in the labour market. Most often employers prefer to employ those with previous work experience and a higher level of education. Unfortunately, for the youth, lack of work experience is a stumbling block, resulting in their finding it hard to secure employment. Those with jobs are often employed on unspecified or limited contract duration, and consequently do not have access to employee benefits such as medical aid, pension fund, paid sick leave and permanent employment.

Figure 6.5: Provincial access to medical aid among youth, 2012 and 2017

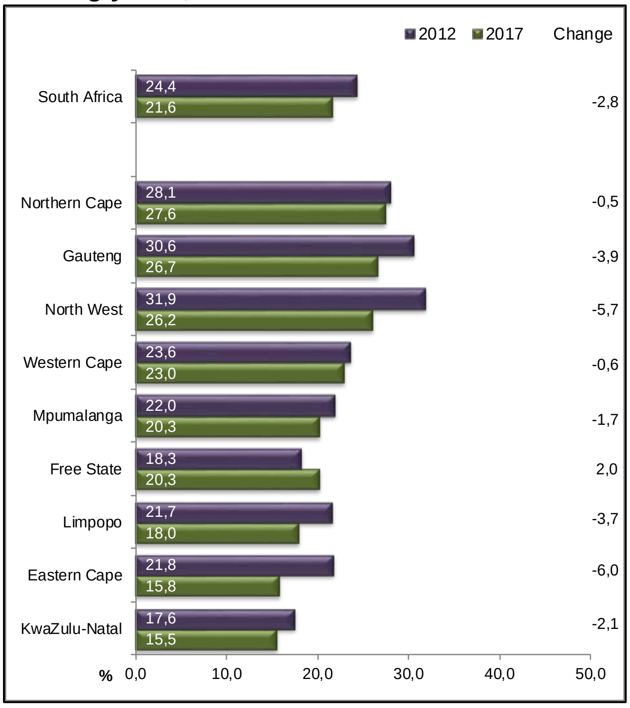
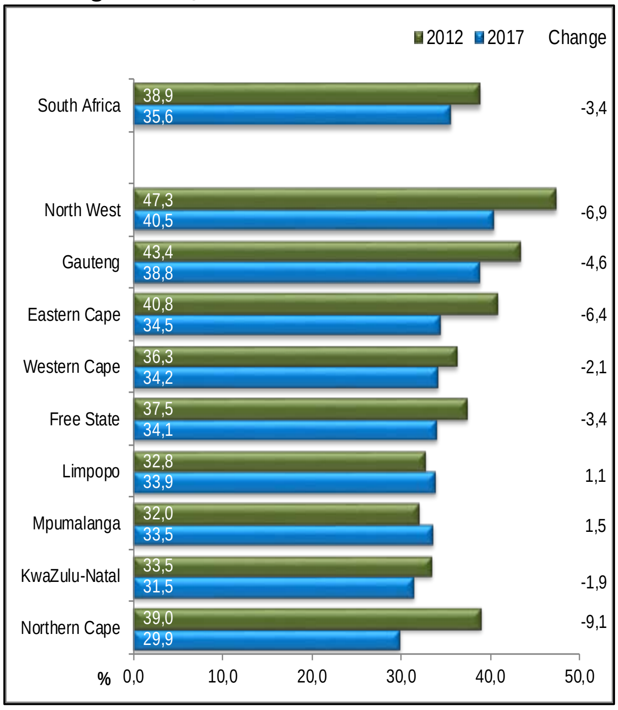


Figure 6.6: Provincial access to medical aid among adults, 2012 and 2017



Adults are more likely to have access to medical aid benefits than youth. This was also evident across provinces. However, access to medical aid decreased for both groups between 2012 and 2017. In 2012, 24,4% of youth and 38,9% of adults had access to medical aid benefits; however, by 2017 access decreased to 21,6% for youth and 35,6% for adults (a decline of 2,8 and 3,4 percentage points, respectively). When comparing the provinces, adults' access to medical aid benefits decreased in seven of the nine provinces between 2012 and 2017, while youth access decreased in eight of the nine provinces. In 2012 North West was the only province where access to medical aid benefits was higher for both adults and youth (47,3% and 31,9%, respectively) while medical aid benefits were less accessible in KwaZulu-Natal for youth and Mpumalanga for adults in 2012. In 2017 the highest medical aid benefits were observed for youth in Northern Cape (27,6%) and for adults in North West (40,5%).

Figure 6.7: Provincial limited contract duration among youth, 2012 and 2017

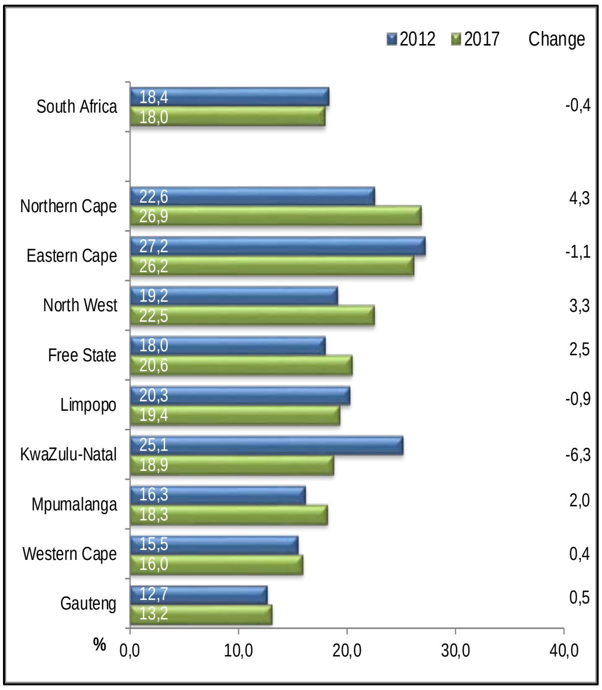
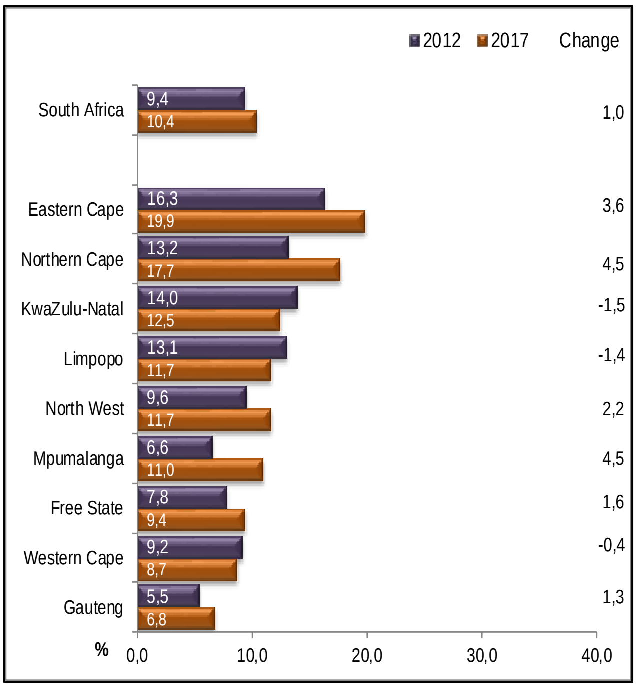


Figure 6.8: Provincial limited contract duration among adults, 2012 and 2017

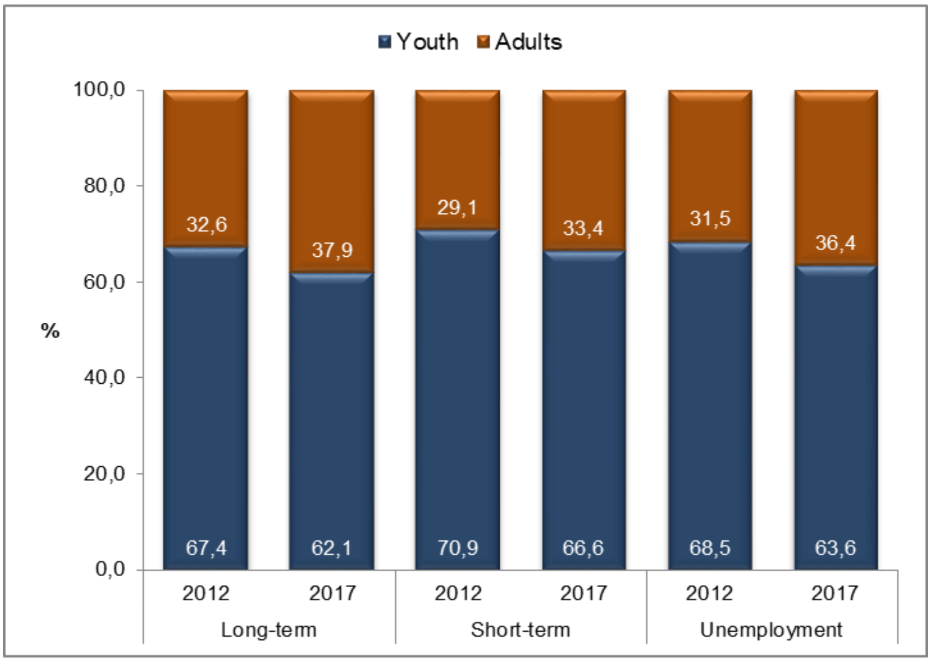


Nationally, youth are more likely to be employed on a contractual basis of limited duration when compared to adults, and this is also the finding across all provinces. Between 2012 and 2017, the proportion of those employed on contracts of a limited duration decreased for youth by (0,4 of a percentage point) and increased for adults by 1,0 percentage point. The share of youth employed on a limited contractual basis increased from 18,4% in 2012 to 18,0% in 2017, while the share of adults increased from 9,4% in 2012 to 10,4% in 2017. At provincial level, the share of youth employed on contracts of a limited duration decreased in Eastern Cape, Limpopo and KwaZulu-Natal (1,1 percentage points, 0,9 of a percentage point and 6,3 percentage points respectively), while the share of adults decreased in KwaZulu-Natal, Limpopo and Western Cape (1,5 percentage points, 1,4 percentage points and 0,4 of a percentage point respectively). For both youth and adults, the largest share of people who were employed on a limited-duration contract was recorded in the Northern Cape and Eastern Cape (26,9% and 19,9%), respectively in 2017. Gauteng was found to be the province with the lowest share of people employed on this type of contract (13,2% and 6,8%, respectively) in 2017.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2012–2017 in relation to unemployment duration, particularly with respect to those in short-term unemployment (i.e. unemployed for less than a year) and the long-term unemployed (unemployed for a year or longer).

Figure 6.9: Unemployment duration among youth and adults, 2012 and 2017



In the labour market, young people aged 15–34 years accounted for the largest share of persons who are unemployed, which was also the case when looking at the share of those in long-term and short-term unemployment. In 2012, youth accounted for 67,4% of the long-term unemployment which declined to 62,1% in 2017. Over the period, the share of youth in both long-term and short-term unemployment declined while the share of adults increased in both long-term and short-term unemployment. The share of youth in short-term unemployment decreased from 70,9% in 2012 to 66,6% in 2017, while the share of adults in short-term unemployment increased over the same period from 29,1% to 33,4%.

Education profile of youth

Education in South Africa and around the world is recognised as a key instrument in human capital development. The more educated people are, the more likely their chance to be employed and have jobs with good working conditions. Although youth in the labour market is more vulnerable, those with a tertiary level of education have better chances of being employed. The OECD Employment Outlook 2017[9] emphasises that although South Africa has achieved rapid progress in educational attainment, poor skills continue to hinder the school-to-work transition. High-school drop-out rates remain high, the quality of education low, and educational attainment is still highly polarised. Youth represent this particularly vulnerable group in South Africa which is affected by these challenges.

[9] OECD (2017), OECD Employment Outlook 2017, OECD Publishing, Paris. http://dx.doi.org/10.1787/empl_outlook-2017-en

Figure 6.10: Education level of youth in the labour force, 2012 and 2017

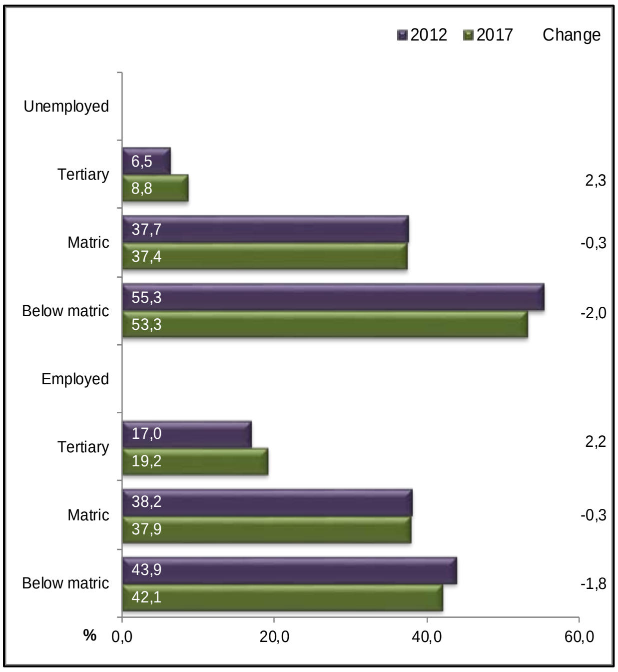


Figure 6.11: Education level of youth in the labour force by sex, 2017

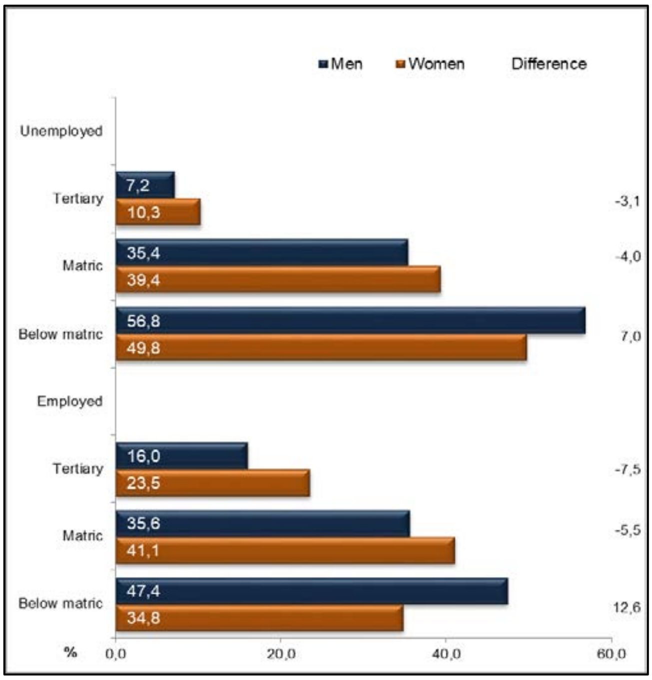


Figure 6.10 shows that the level of education among both employed and unemployed youth has improved between 2012 and 2017. The share of young people with jobs who had a tertiary education increased from 17,0% in 2012 to 19,2% in 2017, while for those who attained an educational level lower than matric, the share declined. The same trend was observed when analysing the figures of the youth who were looking for work. However, between 2012 and 2017, there was a decline in the share of both the employed and unemployed youth who had attained matric (0,3 of a percentage point each) and those (employed and unemployed) who had attained an educational level below matric (1,8 and 2,0 percentage points, respectively). With regard to gender disparities, Figure 6.11 shows that young women in the labour force had attained higher levels of education than young men. The share of both employed and unemployed women with higher levels of education was higher than that of men. Among employed women, 23,5% had a tertiary qualification and 41,1% had a matric qualification, compared to 16,0% and 35,6%, respectively, among employed men.

Figure 6.12: Youth unemployment rate by level of education, 2012 and 2017

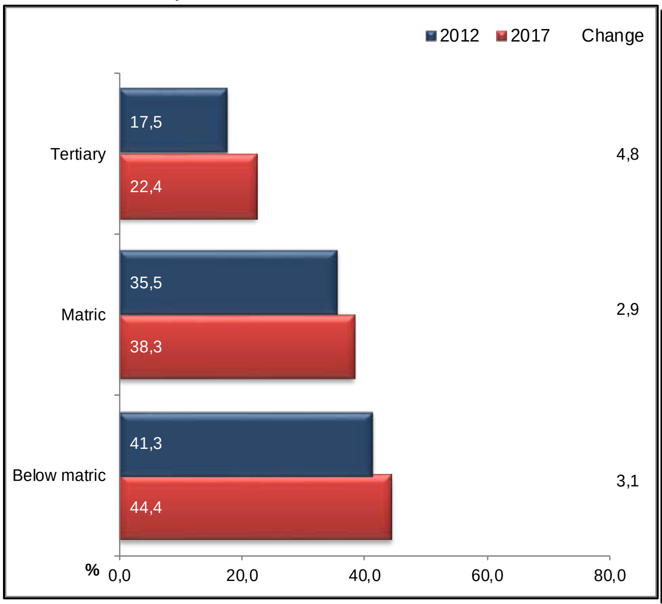


Figure 6.13: Unemployed youth by work experience and Province, 2017

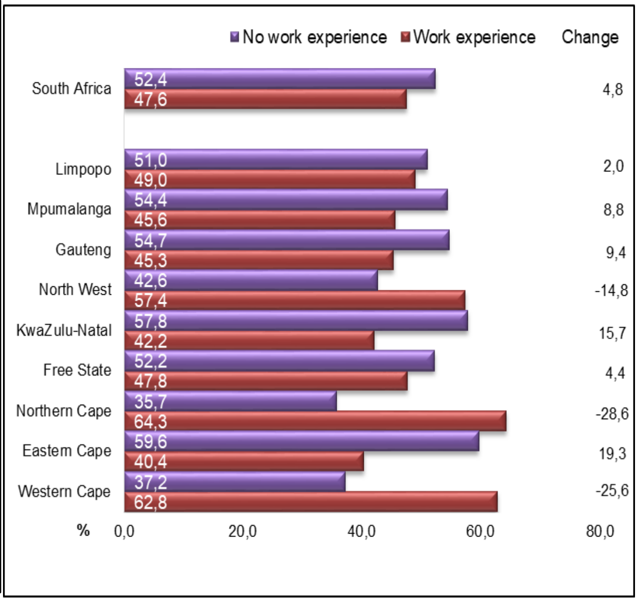


Figure 6.12 indicates that young people with a higher level of education are associated with a lower unemployment rate. However, between 2012 and 2017, youth unemployment rates increased for all education levels. Although the lowest unemployment rate was recorded among youth with tertiary qualifications, the largest increase over the period was also observed among this education category, where the rate increased from 17,5% in 2012 to 22,4% in 2017 (an increase of 4,8 percentage points). The lowest increase in the unemployment rate was among youth with a matric level of education (2,9 percentage points). In terms of previous work experience, Figure 6.13 shows that in South Africa, the chances of finding employment are more likely to increase with prior work experience. In 2017, 52,4% of unemployed youth in the country had no prior work experience. The situation varies substantially by province. In Northern Cape, 64,3% of unemployed young people had previous work experience. In contrast to Northern Cape, Gauteng recorded only 45,3% of young people who had previous work experience. In six of the nine provinces, the majority of the unemployed youth has never worked before.

Discouragement among young people

The persistently high youth unemployment rate has long been one of the most pressing socio-economic problems in South Africa. Some of the young work-seekers are not well educated and do not possess sufficient skills and previous work experience demanded by employers in the labour market. The economy demands skilled and experienced work-seekers, which makes it difficult and prolongs the chances for young people to find employment, and which ultimately results in some losing hope of ever finding a job (thereby becoming discouraged work-seekers).

Figure 6.14: Distribution of the discouraged youth by the level of education, 2012 and 2017

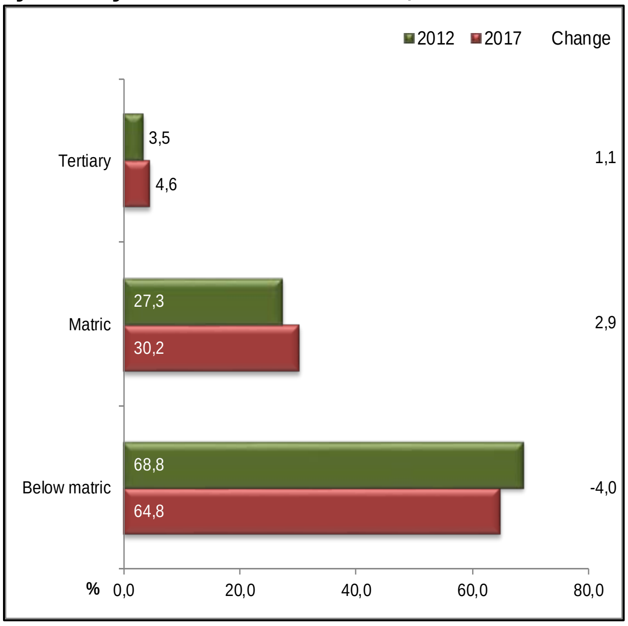


Figure 6.15: Distribution of the discouraged youth by sex, 2017

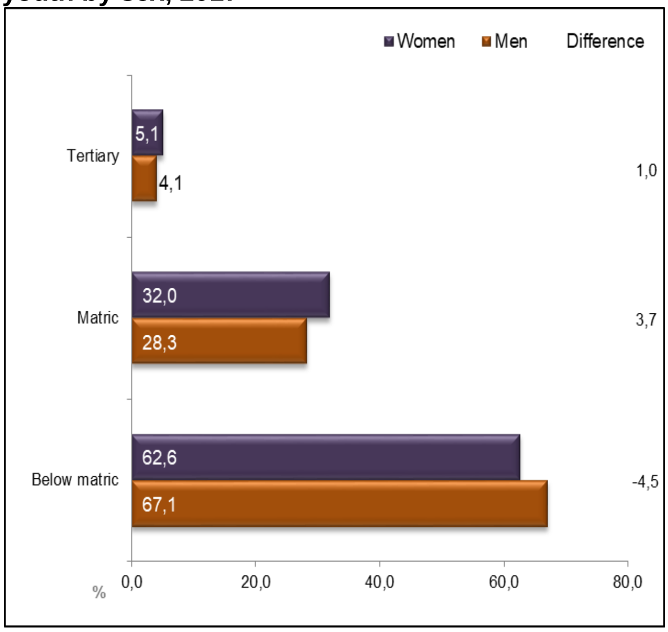
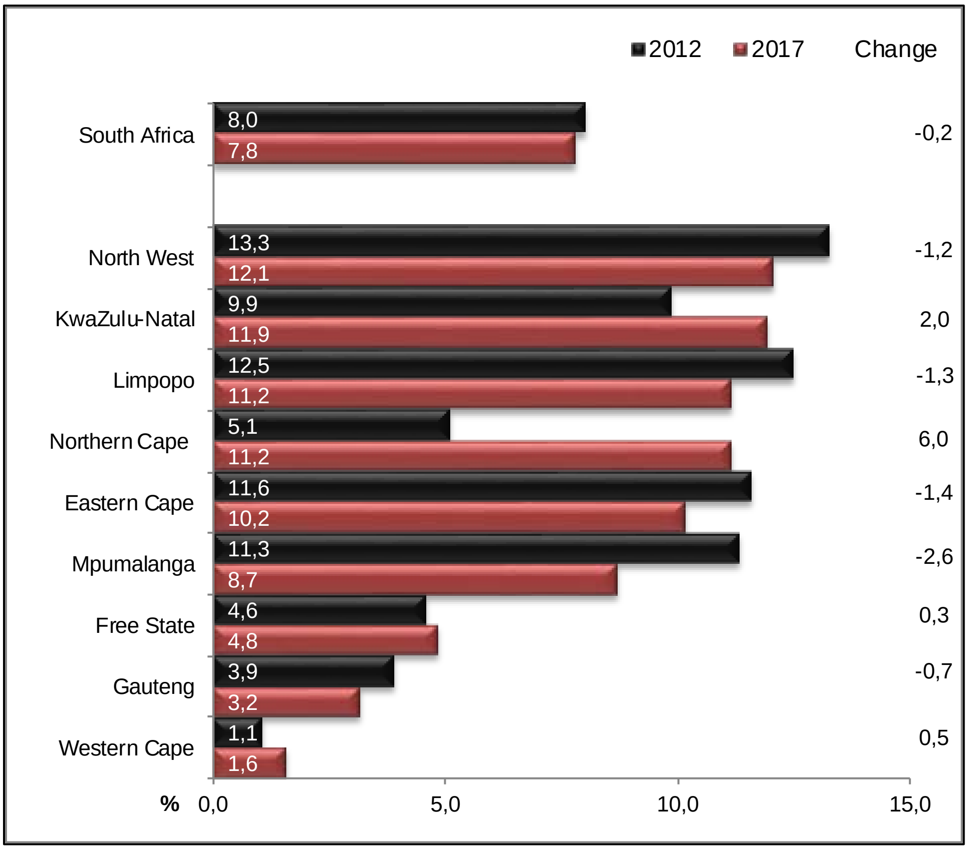


Figure 6.14 shows that the vast majority of young people who are discouraged were among those who had attained an educational level lower than matric. However, this was the only group to reflect a decline in its share relative to other education categories over the period. In 2017, youth with an educational qualification lower than matric were about 14 times more likely to be discouraged compared to those with a tertiary qualification. Between 2012 and 2017, the share of young people with an educational qualification lower than matric and who were discouraged decreased from 68,8% to 64,8% – a decline of 4,0 percentage points. A similar picture is evident by sex, where a higher proportion of discouraged young men and women (67,1% and 62,6%, respectively) possess an educational qualification lower than matric. However, women were more likely to be discouraged than men, irrespective of the level of education, except among those with an educational qualification lower than matric level.

Figure 6.16: Share of discouraged youth by province, 2012 and 2017

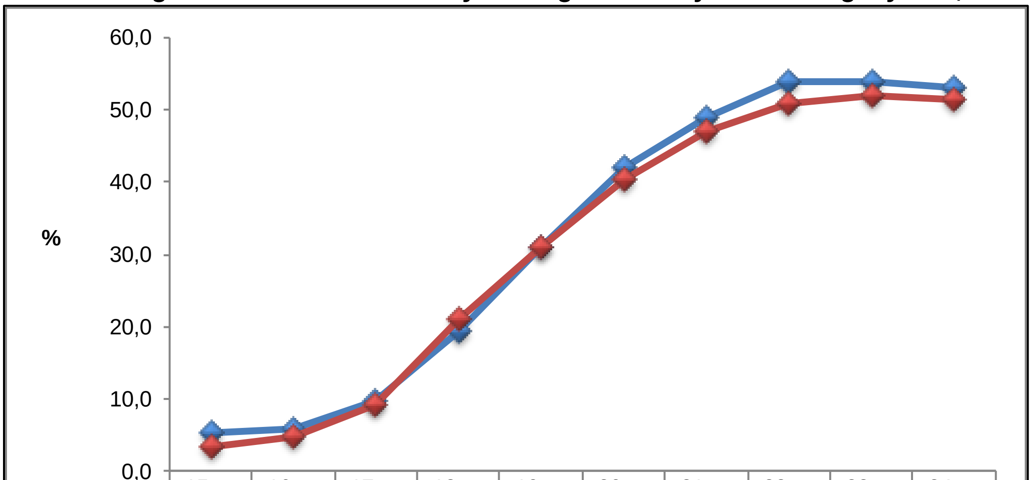


Nationally, the proportion of youth who were discouraged decreased from 8,0% in 2012 to 7,8% in 2017 by (0,2 of a percentage point). The change over this period varies from province to province, where five of the nine provinces reflected a decline. The highest increase was in the Northern Cape, where the proportion increased by 6,0 percentage points (from 5,1% in 2012 to 11,2% in 2017). Between 2012 and 2017, discouragement among youth was lowest in the Western Cape, followed by Gauteng, while North West recorded the highest proportion of discouraged youth.

Youth who are not in employment, education or training (NEET)

Young people who are neither employed nor in education or training (NEETs) risk being left permanently behind in the labour market. This is according to the OECD Employment Outlook 2017. This risk is high, especially for the relatively large share of low-skilled NEETs (i.e. those who have not finished upper secondary schooling). Effective policies are needed to reconnect members of this group with the labour market and improve their career prospects. The NEET is a useful indicator for monitoring the labour market and the social dynamics of young people aged 15–24. The previous report entitled *Labour market dynamics in South Africa, 2015* showed that 30,5% of youth aged 15–24 were disengaged from both work and education.

Figure 6.17: NEET rate for youth aged 15–24 years in single years, 2013 and 2017



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2013	5,3	5,8	9,8	19,4	30,9	42,1	48,9	53,8	53,8	53,1
2017	3,4	4,8	9,1	21,0	31,0	40,3	46,9	50,8	51,8	51,4

Figure 6.17 indicates that the NEET rate increases with age. In both years, over 50% of young people aged 22–24 were not in employment, education or training. Between 2013 and 2017, the NEET rate increased among youth aged 18, and 19 years, while it decreased among other ages.

Figure 6.18: NEET rate for youth aged 15–24 by population group, 2013 and 2017

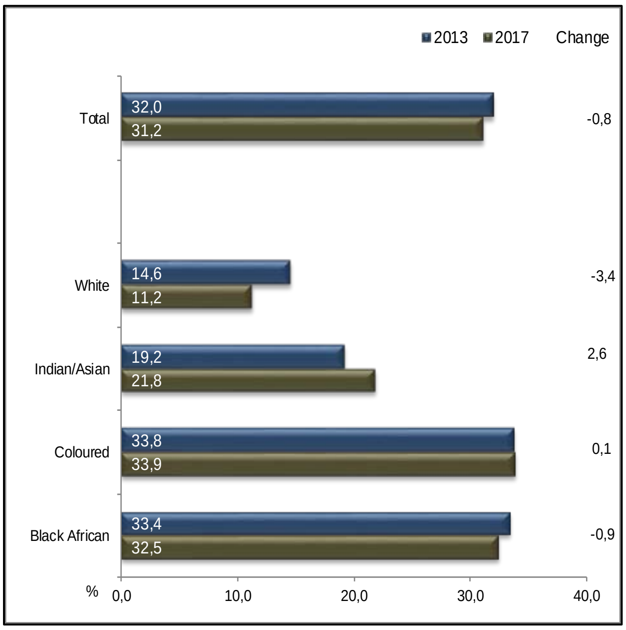
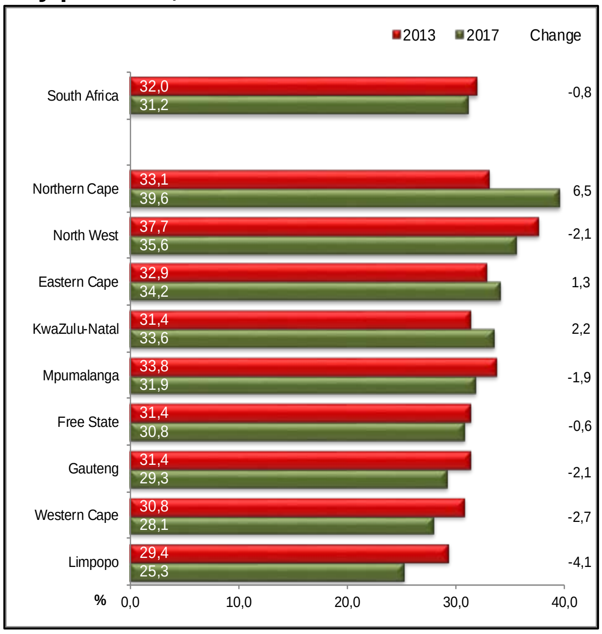


Figure 6.19: NEET rate for youth aged 15–24 by province, 2013 and 2017



In 2017, 31,2% of young people in South Africa were not in employment, education or training, although the rate decreased by 0,8 of a percentage point (from 32,0% in 2013). The NEET rate differs by population group; the rate for young black Africans and coloured youth was higher than that of the Indian/Asian and white population groups. Between 2013 and 2017, the highest NEET rate increased among Indian/Asian youth by 2,6 percentage points (from 19,2% in 2013 to 21,8% in 2017). The highest decline over the period was among the white youth, by 3,4 percentage points. The white population group also recorded the lowest NEET rate compared to other population groups. Provincially, the highest NEET rate was recorded in Northern Cape (39,6%), followed by North West (35,6%). Free State, Gauteng, Western Cape and Limpopo were the three provinces that had a NEET rate below the national average (30,8%, 29,3%, 28,1% and 25,3%, respectively).

Figure 6.20: NEET rate for youth aged 15–24 by sex, 2013 and 2017

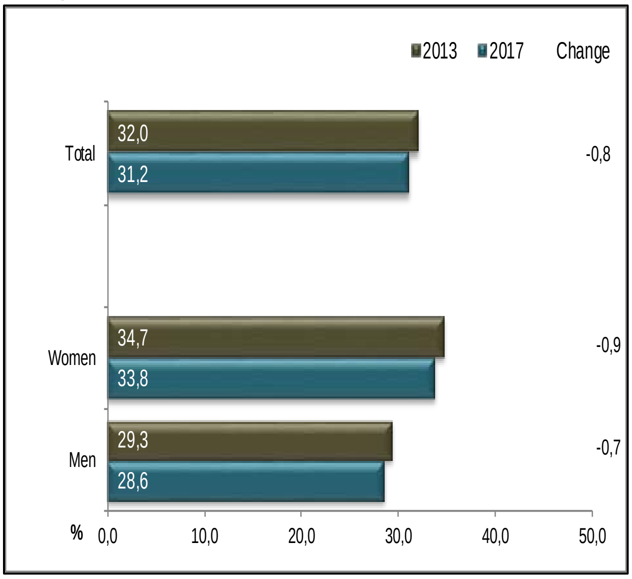


Figure 6.21: NEET rate for youth aged 15–24 by the level of education, 2013 and 2017

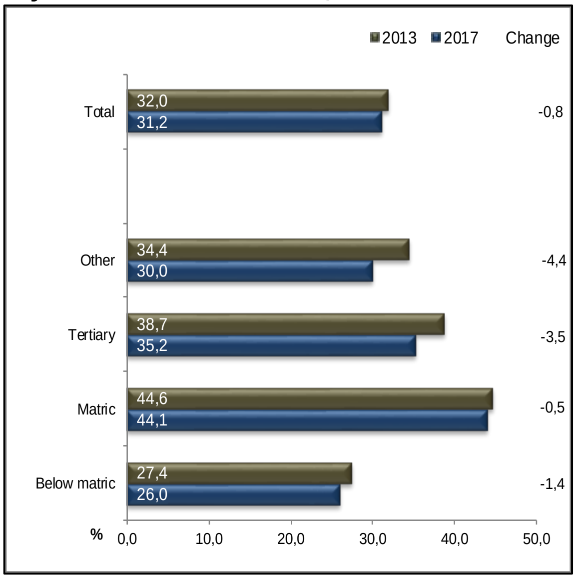


Figure 6.20 shows that in both 2013 and 2017, young women were more likely to be not in employment, education or training compared to young men. Although this was the case, the rate for both young men and women declined between 2013 and 2017. The rate among young women decreased from 34,7% to 33,8%, while the rate for young men decreased from 29,3% to 28,6%. Although a higher NEET rate is often associated with lower education levels, Figure 6.21 reflects an interesting picture for South Africa, as the NEET rate among youth with higher levels of education was higher than that of those with a lower level of education. The highest NEET rate was recorded among youth who possessed a matric qualification.

Summary and conclusion

- Young people (15-34 years) in the labour market are more vulnerable compared to adults, and they bear the brand of higher unemployment rates, low absorption and low participation rates.
- Throughout the period, the youth unemployment rate was more than double that of their adults' counterparts.
- Of the 16,2 million people who were employed in 2017, youth accounted for only 38,2%.
- The Trade, Community and social services and Finance industries provided more job opportunities for youth when compared to other industries.
- Two in every five employed youth, were in Elementary, Sale and Services and Domestic work occupations.
- The unemployment rate for youth without matric was more than twice that of youth with tertiary qualifications.
- The majority of youth who were unemployed had no prior work experience.
- Regardless of sex, more than 60% of discouraged youth possess below matric level of education.
- In both 2013 and 2017, more than a third of young people age 15-24 years were disengaged from employment, education or training

Chapter 7: Migration

Background

Movement of persons from one geographical area to another is one of the aspects that contributes to population change – like births and deaths, migration also shapes our changing population. Migration patterns are captured between provinces (inter-provincial migration) as well as between South Africa and other countries (international migration). Migration occurs for a range of reasons. People move from rural to urban areas, some move from one province to another, some even move to, and from other countries. The reasons for moving include economic, social, studies, housing, and career or business opportunities etc.

The first Migration module was conducted in 2012 and will take place every five years. Statistics South Africa included questions on migration in the Quarterly Labour Force Survey for the first time in the third quarter of 2012. The data of the second module was collected in the third quarter of 2017. The main purpose was to establish if the main reason for people to move was related to work or to look for work. The migration questions were posed to all persons aged 15 years and above.

Introduction

The analysis in this chapter focuses on comparing South African born and foreign-born individuals in terms of their demographic characteristics and their labour market outcomes. For those who migrated in the five years preceding the survey interview, reasons for moving to the current province of residence as well as reasons for moving from the previous place of residence are also established.

However, the survey may not cover all foreign-born individuals because of the clustering effect.

Place of birth

Table 7.1: Distribution of population aged 15–64 by place of birth, 2012 and 2017

Place of birth	2012	2017	Change
	Thousand		
Foreign-born	1 333	1 984	651
RSA born	32 920	35 387	2 467
Unspecified		2	2
Total	**34 253**	**37 373**	**3 121**
	Per cent		
Foreign-born	3,9	5,3	1,4
RSA born	96,1	94,7	-1,4
Unspecified		0,0	0,0
Total	**100,0**	**100,0**	**0,0**

The working-age population increased by 3,1 million from 34,3 million in 2012 to 37,4 million in 2017. In 2017 about 94,7% of the working-age population were born in South Africa and 5,3% were born outside of South Africa. The percentage of the foreign-born working-age population increased by 1,4 percentage points from 3,9% in 2012 to 5,3% in 2017.

Figure 7.1: Place of birth by sex, 2012 and 2017

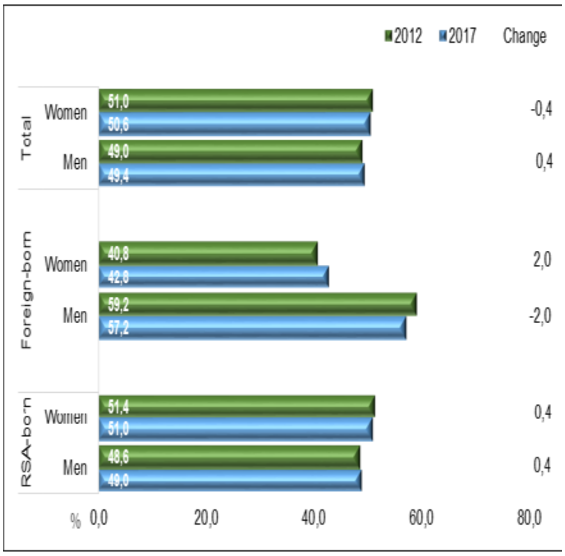
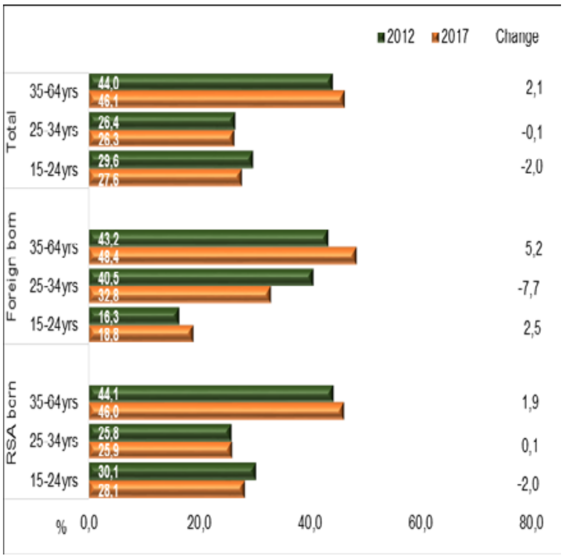
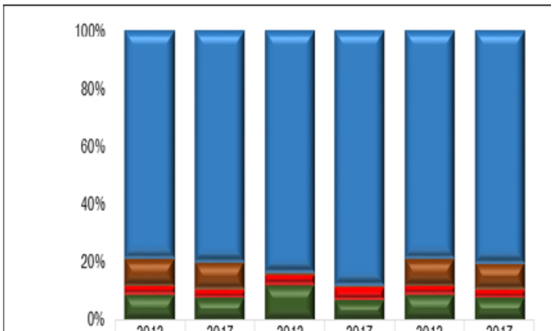


Figure 7.2: Place of birth by age, 2012 and 2017



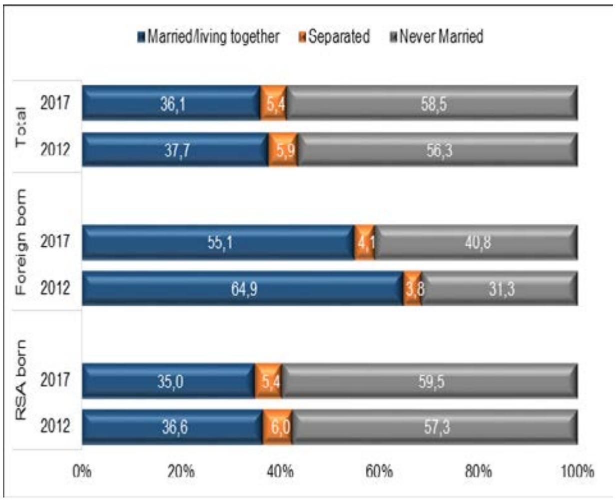
Foreign-born persons in the country were more likely to be men than women. In both 2012 and 2017, about three persons in every five foreign-born persons were men. Among those who were born in the country, women accounted for the largest shares in both years relative to their men counterparts. However, the share of women born in South Africa declined by 0,4 of a percentage point over the period 2012–2017. Among the foreign-born population, persons aged 35–64 accounted for the larger proportions compared to other age groups. Over the period 2012 to 2017, the proportions of the foreign-born aged 35–64 increased by 5,2 percentage points while it declined by 7,7 percentage points for those aged 25–34. Those foreign-born aged 15–24 accounted for 16,3% in 2012 and 18,8% in 2017. On the other hand, among those who were born in South Africa aged 15–24 accounted for 30,1% in 2012 and 28,1% in 2017.

Figure 7.3: Place of birth by population group, 2012 and 2017



	2012	2017	2012	2017	2012	2017
	RSA born		Foreign born		Total	
Black African	78,5	79,7	83,5	87,5	78,7	80,1
Coloured	9,7	9,6	0,6	1,2	9,3	9,1
Indian/Asian	2,7	2,6	3,8	4,3	2,7	2,7
White	9,1	8,1	12,2	7,0	9,2	8,1

Figure 7.4: Place of birth by marital status, 2012 and 2017

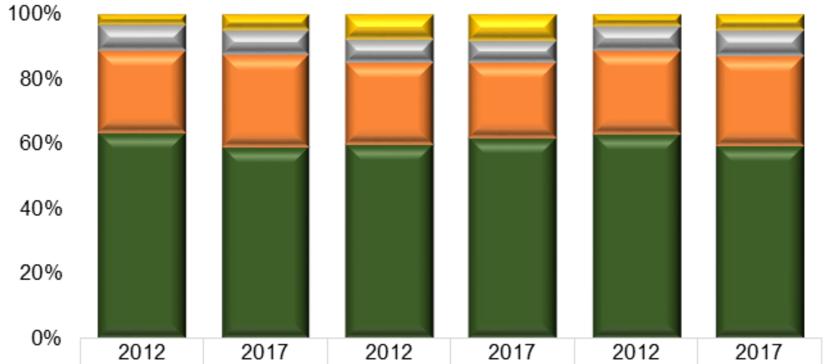


Note: Separated includes divorced and widow/widower

Irrespective of the place of birth, the majority of the working age population were black Africans. In both 2012 and 2017, the coloured population was the second largest population of working age followed by white and Indian/Asian population groups among persons born in South Africa. The proportions of these latter population groups were below 10,0% each. Among the foreign-born, the second largest population group was white followed by Indian/Asian while coloured population group accounted for 0,6% in 2012 and increased to 1,2% in 2017. However, the white population among the foreign-born declined from 12,2% in 2012 to 7,0% in 2017.

The majority of persons born outside South Africa were married while among those born in the country, the largest share was for those who had never been married. The proportion of the foreign-born population who were married declined from 64,9% in 2012 to 55,1% in 2017 compared to 36,6% (2012) and 35,0% (2017) for the South African born. The share of persons born in South Africa who were never married was 57,3% in 2012 and 59,5% in 2017 while for the foreign-born was 31,3% in 2012 and 40,8% in 2017.

Figure 7.5: Place of birth by the level of education, 2012 and 2017



	RSA born 2012	RSA born 2017	Foreign born 2012	Foreign born 2017	Total 2012	Total 2017
Graduates	3,2	4,6	7,2	7,4	3,3	4,8
Other tertiary	7,8	7,7	6,9	6,5	7,7	7,6
Matric	25,4	28,1	24,4	22,3	25,4	27,8
Below matric	63,1	58,9	57,7	59,3	62,9	58,9

Note: Total includes “Other”

The majority of the population aged 15–64, had an education level below matric irrespective of place of birth. In both 2012 and 2017, the proportions for the foreign-born graduates were higher than for the South African born by 4,0 and 2,8 percentage points respectively. In 2017, the South African born population reflected the lowest proportions for those with either tertiary or matric compared to those foreign-born.

Table 7.2: Labour market status by place of birth, 2012 and 2017

	Foreign			RSA born			Total		
	2012	2017	Change 2012-2017	2012	2017	Change 2012-2017	2012	2017	Change 2012-2017
	Thousand			Thousand			Thousand		
Employed	871	1 251	380	13 690	14 939	1 248	14 562	16 192	1 630
Unemployed	161	282	120	4 740	5 929	1 189	4 901	6 210	1 309
Discouraged work-seekers	36	73	37	2 178	2 363	184	2 214	2 436	221
Other NEA*	264	378	114	12 311	12 157	-154	12 575	12 536	-40
Total	**1 333**	**1 984**	**651**	**32 920**	**35 387**	**2 467**	**34 253**	**37 373**	**3 121**

**NEA refers to Not Economically Active population*

The foreign-born working-age population increased by 651 000 from 1,3 million in 2012 to 2,0 million in 2017. Both the employed and the unemployed among this group increased by 380 000 and 120 000, respectively; while for those born in the country employment and unemployment increased by about 1,2 million each. The discouraged work-seekers among those born in the country increased by 184 000 over the period.

Figure 7.6: Labour market rates by place of birth, 2012

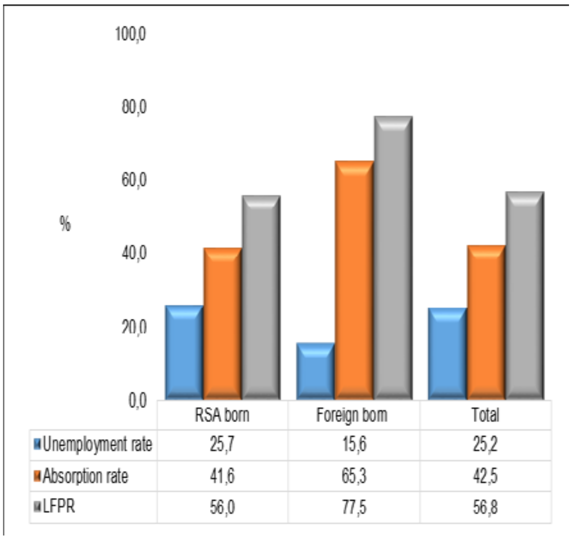
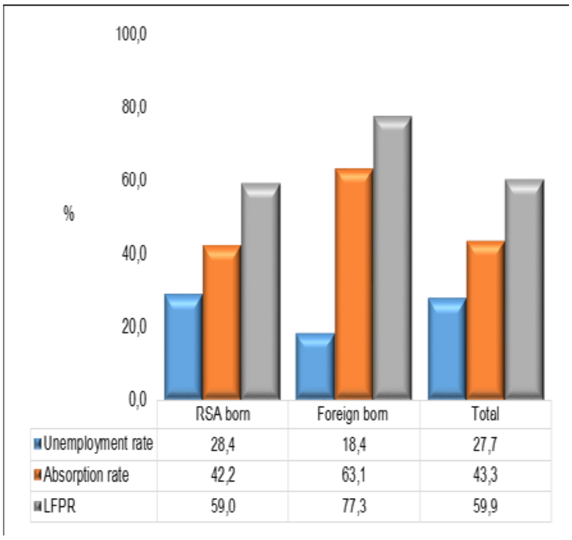
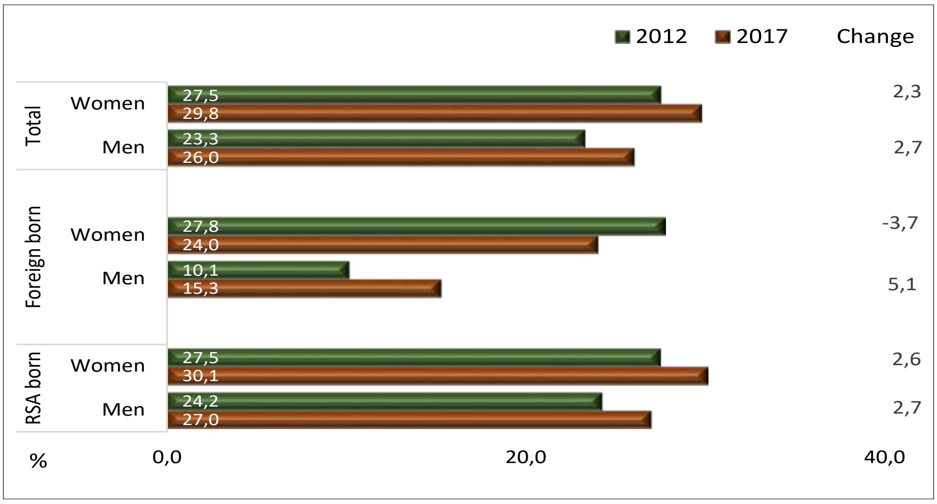


Figure 7.7: Labour market rates by place of birth, 2017



Unemployment rate for the South African born persons continues to be higher. It increased from 25,7% in 2012 to 28,4% in 2017 while for the foreign-born the rate remained below 20,0% (15,6% in 2012 and 18,4% in 2017). In terms of the absorption rate, the South African born reflected the lowest rates below the national average of 42,5% in 2012 and 43,3% in 2017. The foreign-born population recorded the absorption rate of 65,3% in 2012 and 63,1% in 2017; a decrease of 2,2 percentage points. The labour force participation rate among the foreign-born persons declined from 77,5% to 77,3% while for those born in the country, the rate was 56,0% in 2012 and 59,0% in 2017.

Figure 7.8: Unemployment rate by place of birth and sex, 2012 and 2017



Irrespective of the place of birth, women recorded higher unemployment rates compared to men. However, the unemployment rate for the foreign-born women declined by 3,7 percentage points over the period 2012–2017 while for the South African women, the rate increased by 2,6 percentage points. The unemployment rate for the foreign-born women was higher than the rate for the women born in the country by 0,3 of a percentage point in 2012 and was less by 6,1 percentage points in 2017. In both 2012 and 2017, the unemployment rate for the South African men was higher than the rate for the foreign-born men by more than 10,0 percentage points.

Figure 7.9: Employment shares for RSA-born population by industry, 2012 and 2017

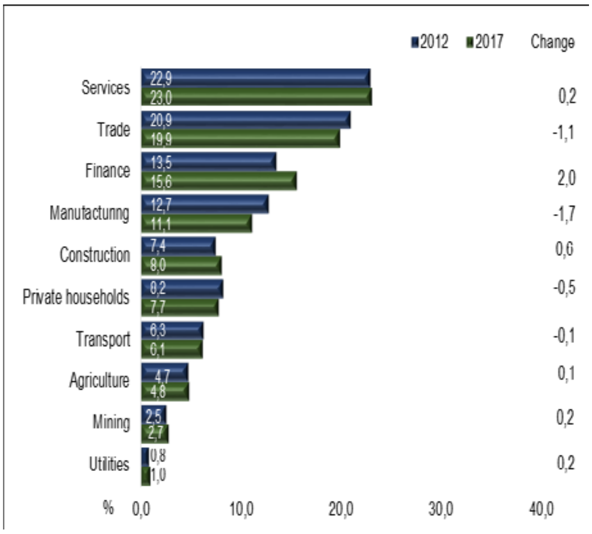
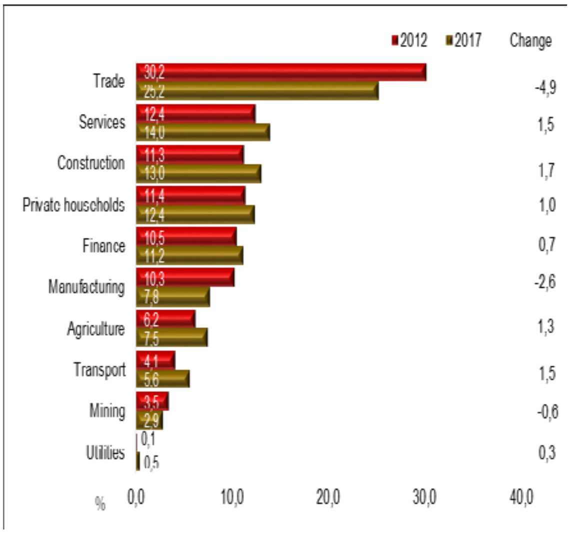


Figure 7.10: Employment shares for foreign-born population by industry, 2012 and 2017



Note: Total includes “Other”

The Trade industry provided the most employment opportunities for the foreign-born population compared to other industries. However, the share of those employed in this industry declined by 4,9 percentage points from 30,2% in 2012 to 25,2% in 2017. The majority of those born in South Africa worked in the Community and social services industry in both 2012 (22,9%) and 2017 (23,0%). The other industries that accounted for the largest proportions among the foreign-born persons than among those born in South Africa include Construction, Private households and Agriculture in both 2012 and 2017. Both Mining and Utilities industries reflected the lowest share of employment in both years irrespective of the place of birth.

Figure 7.11: Employment shares for RSA-born population by industry and sex, 2017

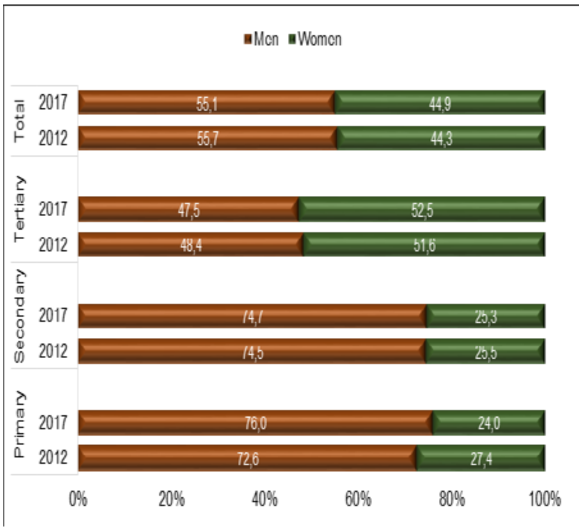


Figure 7.12: Employment shares for foreign-born population by industry and sex, 2017

In every ten foreign-born employed persons, more than six were men in both 2012 and 2017. In 2017, foreign-born men accounted for 85,7% in the secondary industries, 73,2% in the primary industries and 60,2% in the tertiary industry compared to 14,3%, 26,8% and 39,8% respectively for women. Among the South African born population, women were more likely to work in the tertiary industries relative to men. About 52,5% in the tertiary industries among those born in the country were women compared to 47,5% for men in 2017. In both 2012 and 2017, men born in South Africa accounted for the largest share of above 70,0% in the primary and secondary industries.

Figure 7.13: Employment shares for RSA-born population by occupation, 2012 and 2017

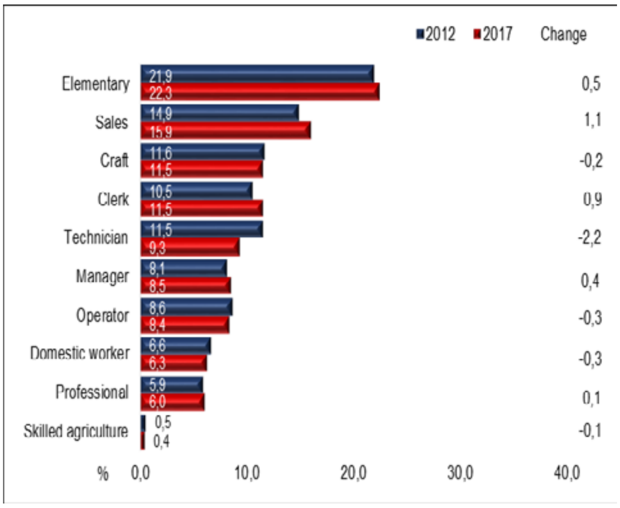
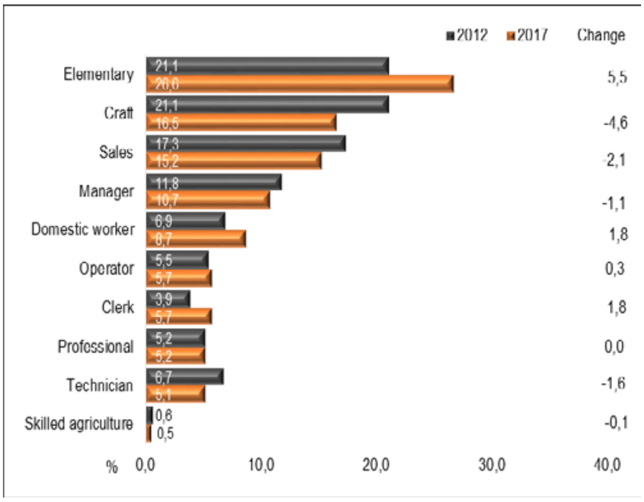


Figure 7.14: Employment shares for foreign-born population by occupation, 2012 and 2017

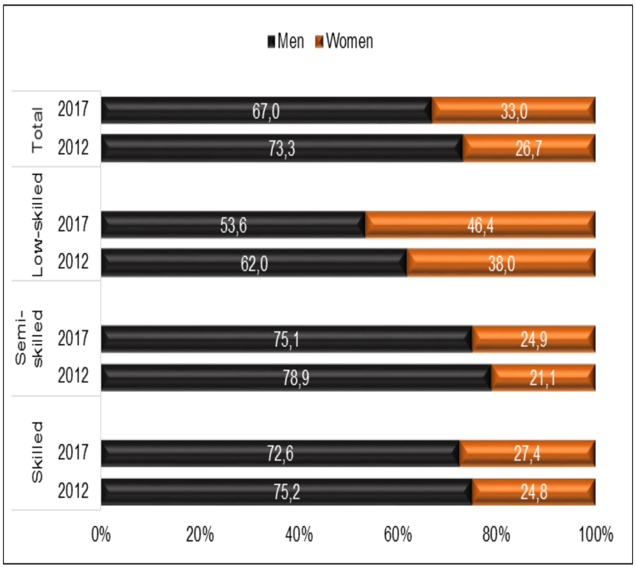


Note: Total includes "Other"

Elementary occupations contributed the largest share to employment for both the South African born and the foreign-born in 2012 and 2017. The foreign-born who were in Managerial positions accounted for 11,8% in 2012 and 10,7% in 2017 while those who were born in the country holding the same position were about 8,1% in 2012 and 8,5% in 2017. The lowest share of employment was among the Skilled agriculture occupations for both South African and the foreign-born. Between 2012 and 2017, employment shares for the foreign-born persons increased in four of the ten occupations; Elementary occupations gained 5,5 percentage points followed by Domestic worker and Clerical occupations recording 1,8 percentage points each and the machine Operator occupation (0,3 of a percentage point).

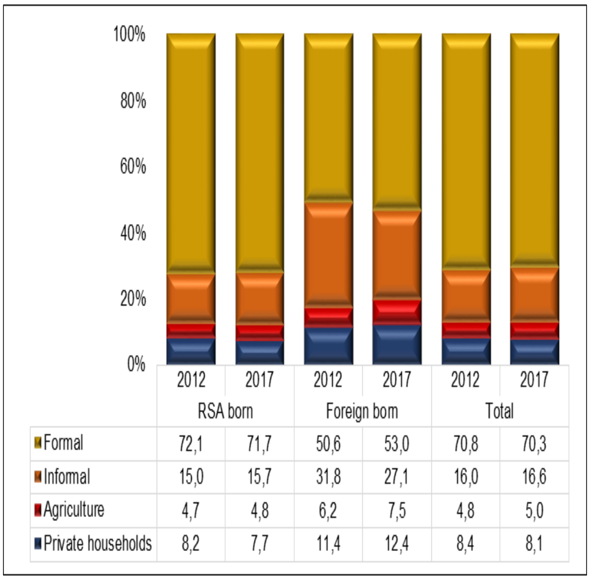
Figure 7.15: Employment shares for RSA born population by occupation and sex, 2017

Figure 7.16: Employment shares for foreign-born population by occupation and sex, 2017



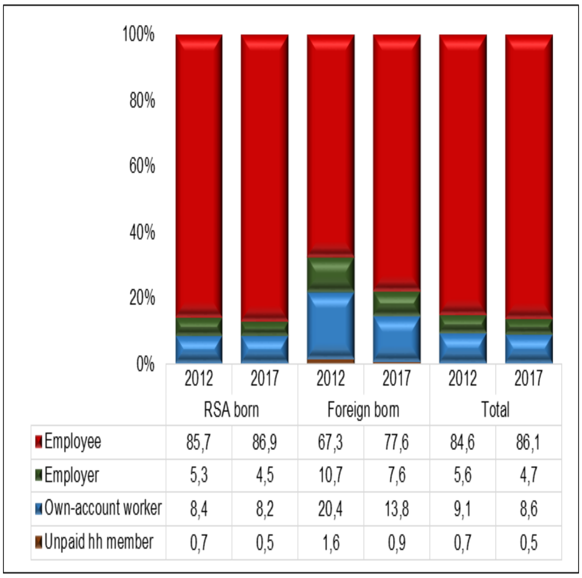
South African women are more likely to work in low skilled occupations relative to men. The semi-skilled and skilled occupations were dominated by men for those born in South Africa. Among the foreign-born persons, men dominated all occupational categories relative to women. In 2017, foreign men accounted for 72,6% in skilled, 75,1% in semi-skilled and 53,6% in the low skilled occupations. The proportion of foreign women was below that of South African women in all occupational categories.

Figure 7.17: Employment shares by place of birth and sector, 2012 and 2017



	RSA born 2012	RSA born 2017	Foreign born 2012	Foreign born 2017	Total 2012	Total 2017
Formal	72,1	71,7	50,6	53,0	70,8	70,3
Informal	15,0	15,7	31,8	27,1	16,0	16,6
Agriculture	4,7	4,8	6,2	7,5	4,8	5,0
Private households	8,2	7,7	11,4	12,4	8,4	8,1

Figure 7.18: Employment shares by place of birth and status in employment, 2012 and 2017



	RSA born 2012	RSA born 2017	Foreign born 2012	Foreign born 2017	Total 2012	Total 2017
Employee	85,7	86,9	67,3	77,6	84,6	86,1
Employer	5,3	4,5	10,7	7,6	5,6	4,7
Own-account worker	8,4	8,2	20,4	13,8	9,1	8,6
Unpaid hh member	0,7	0,5	1,6	0,9	0,7	0,5

The proportion of foreign-born persons in the formal sector was below the national average by more than 15,0% in both 2012 and 2017 as highlighted in Figure 7.17. The results further show that the proportion of foreign-born persons in the informal sector were more than that of those born in South Africa in both 2012 and 2017. The foreign-born in the informal sector accounted for 31,8% in 2012 and 27,1% in 2017. About seven in every ten employed persons born in South Africa were in the formal sector. The proportions of the foreign-born employed in Agriculture and Private households were higher than for those born in the country.

Figure 7.18 shows that a larger proportion of employed persons were employees irrespective of place of birth. In 2017, 86,9% among the South African born were employees while the proportion of 77,6% was for the foreign-born persons. The proportion of foreign-born employers, own-account workers and unpaid household members were higher compared to the same statuses for the South African born persons. The results highlighted that the proportion of foreign-born persons who were employers was 7,6% in 2017 compared to 4,5% for those born in South Africa; while on the other hand, the foreign-born who were own-account workers accounted for 20,4% in 2012 and 13,8% in 2017.

Figure 7.19: NEET rate for youth aged 15–24 by place of birth, 2012 and 2017

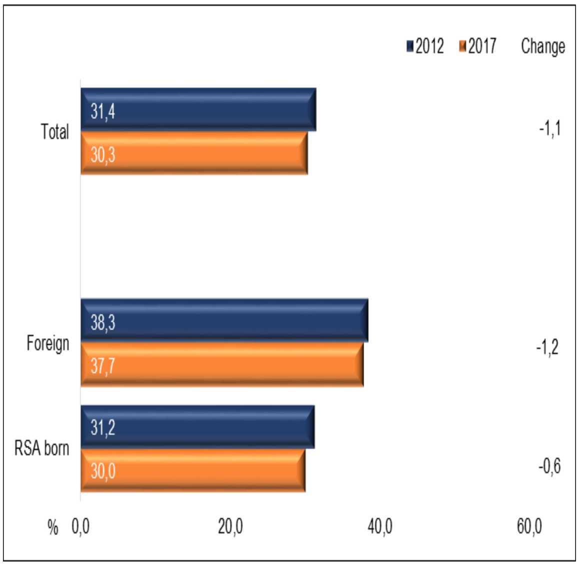


Figure 7.20: NEET rate for youth aged 15–24 by place of birth and sex, 2012 and 2017

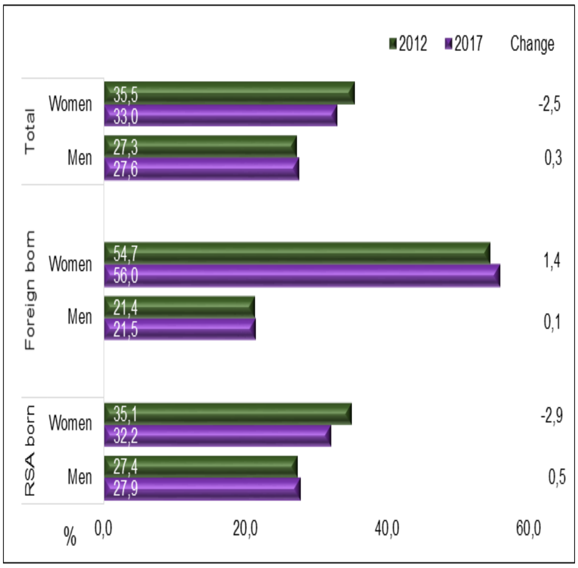


Figure 7.19 shows that in both 2012 and 2017 the NEET rate for foreign-born persons aged 15–24 were higher than the rate for the South African born persons in the same age group. Over the period 2012–2017 the NEET rate declined for both foreign-born persons and the South African born by 1,2 percentage points and 0,6 of a percentage point respectively. The huge gap in the NEET rate for the foreign-born women and the South African born women is reflected in Figure 7.20. The rate among young foreign-born women increased by 1,4 percentage points from 54,7% in 2012 to 56,0% in 2017 while the rate for the South African born women decreased by 2,9 percentage points from 35,1% in 2012 to 32,2% in 2017. The increase of 0,1 of a percentage point in the NEET rate for foreign-born men was observed over the period 2012–2017. The NEET rate for foreign-born men was lower than for the South African born men in both 2012 and 2017.

Movers

Figure 7.21: Movers by age and sex, 2012 and 2017

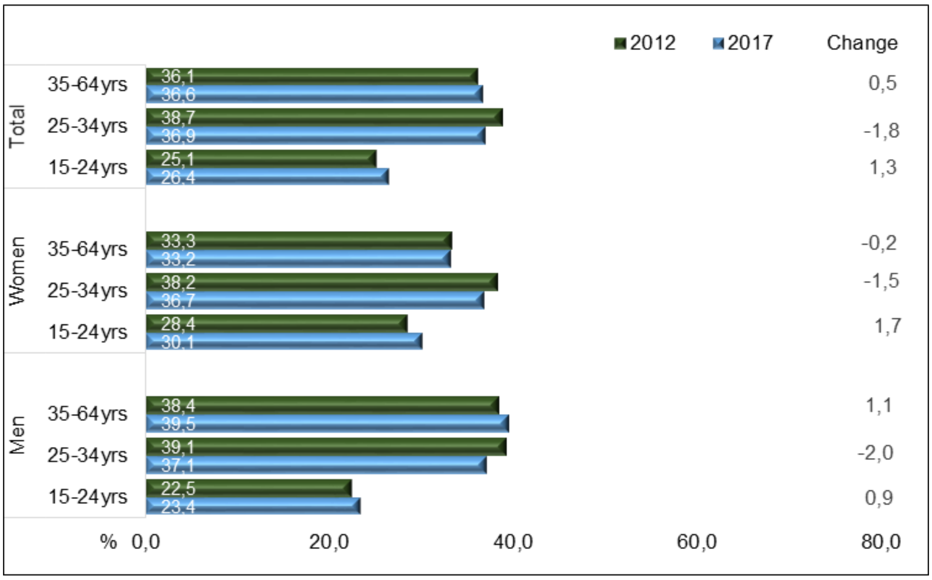


Figure 7.21 shows that men in age groups 25–34 and 35–64 years were more likely to change their province of residence relative to women in the same age groups. On the other hand, women aged 15–24 years who were likely to move from one province to the other accounted for 28,4% in 2012 and 30,1% in 2017; while men in the same age group recorded the lowest proportions of 22,5% in 2012 and 23,4% in 2017. The proportion among women who moved increased only for those aged 15–24 years by 1,7 percentage points; while for men in the same age group it decreased by 2,0 percentage points.

Figure 7.22: Movers by main reason for moving, 2012 and 2017

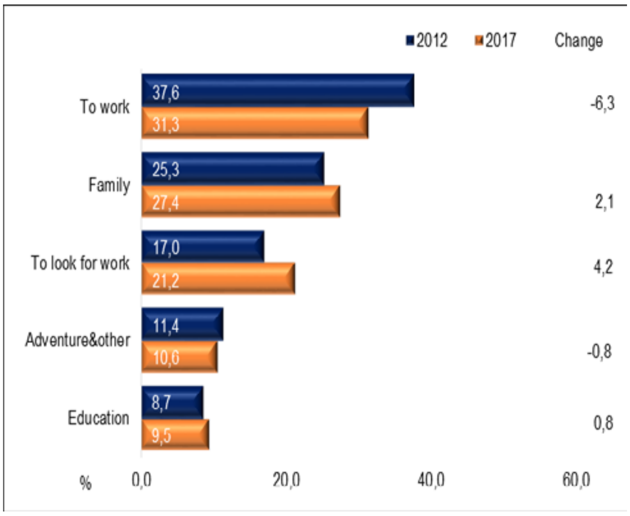
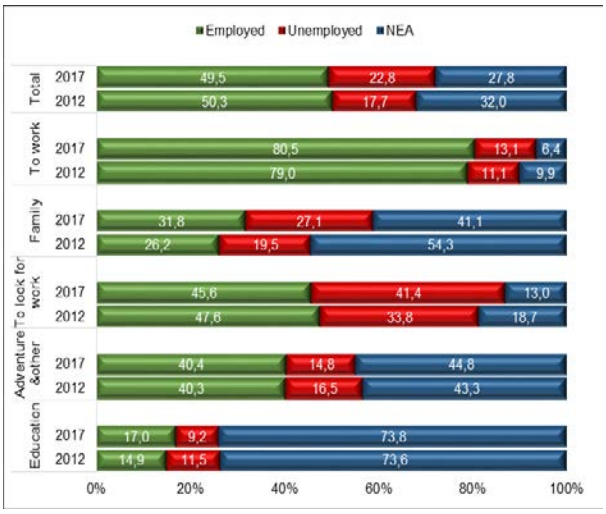
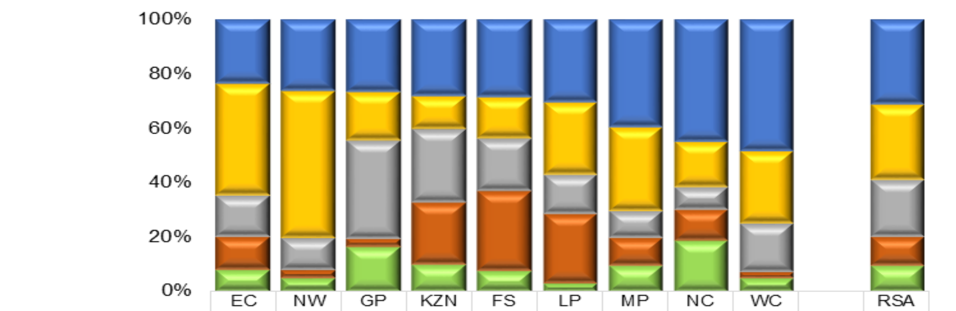


Figure 7.23: Movers by main reason for moving and labour market status, 2012 and 2017



The results show that the main reasons the majority of persons who moved was to work or start a business. However, those who moved for work declined by 6,3 percentage points from 37,6% in 2012 to 31,3% in 2017. An increase of 2,1 percentage points was observed among those who moved due to family reasons (25,3% in 2012 and 27,4% in 2017). About 22,8% of persons who moved were unemployed in 2017. Eight in every ten persons who moved to work or start a business were employed in both 2012 and 2017. Among those who moved to search for work, 47,6% in 2012 and 45,6% in 2017 were employed while those who were still looking for work accounted for 33,8% (2012) and 41,4% (2017). More than seven out of ten persons who indicated that they moved because of education purposes were not economically active in both years.

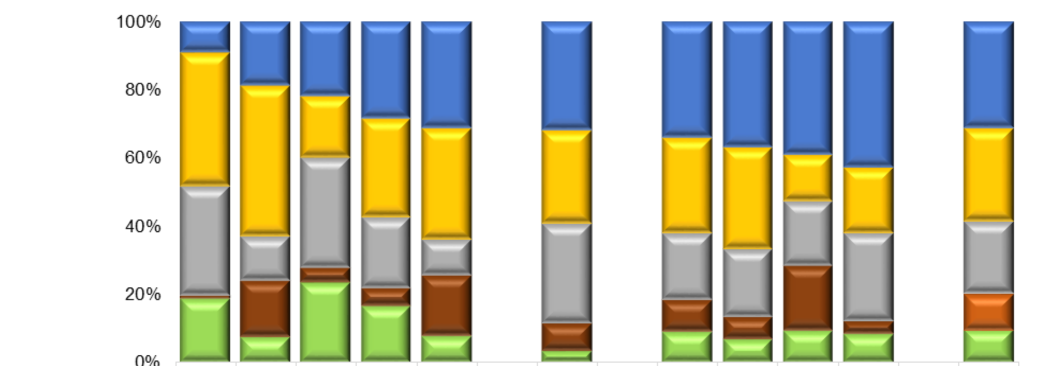
Figure 7.24: Main reason for moving to the province of residence, 2017



	EC	NW	GP	KZN	FS	LP	MP	NC	WC		RSA
To work	23,4	26,3	26,7	28,1	28,5	30,4	39,5	44,7	48,2		31,3
Family	41,2	53,9	17,8	12,1	15,2	26,5	30,7	16,9	26,6		27,4
To look for work	15,2	11,6	36,2	26,9	19,3	14,6	9,8	8,2	18,1		21,2
Adventure&other	12,0	3,1	2,9	22,9	29,5	25,5	10,5	11,5	2,0		10,6
Education	8,2	5,0	16,5	10,0	7,5	3,0	9,5	18,7	5,1		9,5

Over 40,0% of the persons who moved to Western Cape and Northern Cape did so for work reasons. The majority of persons who moved to their current provinces except in Eastern Cape, North West and Gauteng highlighted that the main reason for moving was to work. The largest proportion of those who moved due to family reasons were found in North West (53,9%), Eastern Cape (41,2%) and Mpumalanga (30,7%). The largest proportion of persons who moved to their provinces of residence due to educational reasons were found in Northern Cape (18,7%), Gauteng (16,5%) and KwaZulu-Natal (10,0%). While Free State (29,5%), Limpopo (25,5%) and KwaZulu-Natal (22,9%) recorded the largest proportions of those who moved for adventure and other reasons.

Figure 7.25: Main reason for moving from the previous province of residence, 2017



	NC	WC	LP	FS	GP		Outside RSA		NW	KZN	MP	EC		RSA
To work	9,2	18,9	22,0	28,4	31,1		31,8		34,1	36,8	38,9	42,7		31,3
Family	39,1	43,9	17,9	29,0	32,7		27,6		28,1	30,0	13,8	19,2		27,4
To look for work	32,1	13,3	32,4	21,0	10,9		29,2		19,4	19,9	19,0	26,0		21,2
Adventure&other	1,0	16,3	4,5	5,1	17,5		8,0		9,3	6,5	19,1	3,7		10,6
Education	18,6	7,5	23,2	16,5	7,8		3,4		9,1	6,8	9,2	8,4		9,5

The majority of persons in the country who moved from their previous province of residence indicated that the main reason was to work followed by family and looking for work. Of those who moved from other countries to South Africa; about 31,8% moved to South Africa mainly for reasons related to work, 27,6% moved for family reasons while 29,2% moved to search for work. The largest proportion of those who moved from their previous residence due to work reasons were observed in Eastern Cape (42,7 %) followed by Mpumalanga (38,9%) and KwaZulu-Natal (36,8%). Western Cape (43,9%) recorded the largest proportion of those who moved out of the province due to family reasons followed by Northern Cape (39,1%) and Gauteng (32,7%). Limpopo (23,2%), Northern Cape (18,6%) and Free State (16,5%) were the only three provinces that recorded the highest proportions of persons who moved due to educational reasons, followed by Mpumalanga (9,2) and North West (9,1%).

Summary and conclusion

- The foreign-born population in the working age increased by 651 000 from 1,3 million in 2012 to 2,0 million in 2017.
- Foreign-born persons in the country were more likely to be men than women
- Unemployment rate for the South African born persons continues to be higher. It increased from 25,7% in 2012 to 28,4% in 2017 while for the foreign-born the rate remained below 20,0% (15,6% in 2012 and 18,4% in 2017).
- The Trade industry provided the most employment opportunities for the foreign-born population compared to other industries.
- Elementary occupations contributed the largest share to employment for both the South African born and the foreign-born in 2012 and 2017.
- The results show that the main reasons the majority of persons who moved was to work or to look for work.

Appendix 1: Technical notes

Missing values

These were imputed in the QLFS.

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

- QLFS data covering the period 2012–2017 are averages of the results obtained for the four quarters each year over the period 2012 to 2017.

Rounding

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

Master sample design

Redesigning of a Master Sample is a process routinely undertaken by Statistical Agencies following a population Census. Stats SA redesigned the 2007 (old) Master Sample in 2013 using the 2011 census data. The 2011 Census showed that the structure of the underlying population had changed compared to the previous Census. The new Master Sample should improve the level of precision in the estimates produced.

The 2007 Master Sample was designed in 2007 using the 2001 Census data; this was the latest information available at the time. The sample was implemented in January 2008 to conduct the Quarterly Labour Force Survey (QLFS) and all other household surveys. The QLFS estimates for 2008 to 2014 resulted from the 2007 Master Sample.

From 2015, the Quarterly Labour Force Survey (QLFS) estimates were based on the new Master Sample which was designed in 2013.

Current master sample

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

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

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

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

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

Gross flows

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

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

Gross flows in – Gross flows out = Net flows.

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

Gross flows matrix and interpretation

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

	Status in period t + 1		
Status in Period t	Employed	Unemployed	Not Economically Active
Employed	$E_t E_{t+1}$	$E_t U_{t+1}$	$E_t NEA_{t+1}$
Unemployed	$U_t E_{t+1}$	$U_t U_{t+1}$	$U_t NEA_{t+1}$
Not Economically Active	$NEA_t E_{t+1}$	$NEA_t U_{t+1}$	$NEA_t NEA_{t+1}$

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

Constructing the QLFS panel for Gross flow analysis

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

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

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

Gross Flow Estimation Weighting Methodology
Adjustments
Non-Overlapping Panel Adjustment

The Gross Flow Estimation Weighting was based on data of persons aged 15–64 years from only three overlapping panels from two consecutive quarters. The QLFS adjusted base weights from time T were therefore adjusted by a factor of ${}^{4}/_{3}$ to account for the non-overlapping panel.

Panel Non-response Adjustment

The panel non-response adjustment factor was determined based on whether the person records at time T were matched or not with a person record at time T+1 and the person's age at time T and T+1.

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

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

The panel non-response adjustment factor was defined as follow:

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

Where n_i is the weighted number of matched and non-matched persons including those with age younger than 15 at time T+1 in adjustment cell i and $\mathrm{n}_{\mathrm{i}}^{(\mathrm{mat\_re})}$ is the weighted number of persons matched between time T and T+1 with age 15–64 years.

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

The panel adjusted base weight (W_b^p) illustrated on equation 2 below was defined as the product of the adjusted base weight (W_b), the factor of ${}^{4}/_{3}$ to account for the non-overlapping panel and the adjustment factor discussed above. The non-respondent panel records were therefore excluded after applying the adjustment factor.

$$W_b^p = W_b \times \frac{4}{3} \times Panel\_Non\_Resp\_Adj_i \qquad (2)$$

Trimming of the Panel Adjusted Base Weight

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

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

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

Calibration

In the final step of constructing the sample weights; the panel adjusted base weights were calibrated such that the aggregate totals matched with the estimated Labour Force population for various age, gender groups and Labour Force Status at the national level and individual metropolitan and non-metropolitan area levels within the provinces. The calibrated weights were constructed using the constraint that each person in the panel data has their unique calibrated weight, with a lower bound on the calibrated weights set at 50. This was implemented with the StatMx software from Statistics Canada.

Final Sample Weight

The final sample weights (W_s^p) are defined as the product of the trimmed panel adjusted base weight (W_t^p) and the calibration factor (Cal_Factor_j) calculated during the calibration process within StatMx for benchmarking the trimmed panel adjusted base weights to the estimated population of the labour force.

$$W_s^p = W_t^p \times Cal\_Factor_j \tag{4}$$

Limitations

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

1. The reference period for the Panel data analysis is time T.
2. The demographic variables at time T are assumed to be correct and should be used for the analysis.
3. For analysis purposes, the Calibrated weight is named *‘Cal_GF_wgt’*.
4. Estimates at aggregate levels, such as the broad age groups, gender and labour force status only, will be comparable to the initial published estimates at time T.
5. Estimation can only be done for persons aged 15–64 years.

Key differences between the QLFS and the QES

	QLFS	QES
Coverage	Private households and workers' hostels Non-institutional population (15 years and older) Total employment (including Informal sector, Private households, Agriculture and small businesses)	Payroll of VAT-registered businesses Employees only Formal sector, excluding Agriculture
Sample size	A quarterly sample of approximately 30 000 dwellings in which households reside	A quarterly sample of 20 000 non-agricultural formal-sector businesses
Reference period	One week prior to the interview	Payroll on the last day of the quarter
Standard Industrial Classification (SIC)	All industries	Excluding Agriculture and Private households
Formal sector definition (excluding Agriculture and Private households)	Employers and own-account workers registered for VAT or income tax Employees paying income tax and those not paying tax but working in firms with five or more workers	Employees on the payroll of VAT-registered businesses

Appendix 2: Statistical tables - Quarterly Labour Force Survey

Table 2.1: Population of working age (15–64 years)						
	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Women	17 422	17 702	17 986	18 273	18 567	18 865
Men	16 753	17 088	17 424	17 762	18 102	18 429
Population groups	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Black/African	26 874	27 458	28 050	28 651	29 264	29 873
Coloured	3 193	3 241	3 287	3 331	3 371	3 410
Indian/Asian	939	951	964	975	986	995
White	3 169	3 139	3 109	3 078	3 048	3 016
South Africa	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Western Cape	4 006	4 096	4 188	4 281	4 377	4 471
Eastern Cape	4 007	4 044	4 077	4 111	4 149	4 197
Northern Cape	738	748	758	767	776	786
Free State	1 830	1 843	1 857	1 870	1 883	1 889
KwaZulu–Natal	6 420	6 514	6 608	6 703	6 802	6 908
North West	2 297	2 340	2 384	2 428	2 473	2 518
Gauteng	8 904	9 114	9 332	9 553	9 774	9 983
Mpumalanga	2 596	2 649	2 703	2 756	2 809	2 859
Limpopo	3 377	3 442	3 505	3 566	3 627	3 684

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Formal sector (non–agricultural)	10 222	10 524	10 822	10 935	11 021	11 288
Informal sector (non–agricultural)	2 275	2 366	2 393	2 637	2 602	2 735
Agriculture	696	740	702	880	874	843
Private households	1 232	1 236	1 230	1 288	1 283	1 303
Unemployed	4 775	4 886	5 070	5 344	5 753	6 120
Not economically active	14 975	15 038	15 194	14 950	15 136	15 005
Discouraged work–seekers	2 314	2 331	2 422	2 334	2 386	2 403
Other(not economically active)	12 661	12 708	12 771	12 616	12 750	12 602
Rates (%)						
Unemployment rate	24,9	24,7	25,1	25,3	26,7	27,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	56,2	56,8	57,1	58,5	58,7	59,8
Women						
Population 15–64 yrs	**17 422**	**17 702**	**17 986**	**18 273**	**18 567**	**18 865**
Labour Force	**8 601**	**8 920**	**9 115**	**9 522**	**9 701**	**10 104**
Employed	6 264	6 539	6 634	6 882	6 874	7 114
Formal sector (non–agricultural)	4 173	4 369	4 514	4 577	4 657	4 797
Informal sector (non–agricultural)	908	954	937	1 007	968	1 047
Agriculture	227	230	213	293	267	265
Private households	957	987	969	1 006	982	1 004
Unemployed	2 337	2 381	2 482	2 640	2 827	2 990
Not economically active	8 821	8 782	8 871	8 751	8 866	8 761
Discouraged work–seekers	1 294	1 270	1 285	1 309	1 316	1 323
Other(not economically active)	7 527	7 512	7 586	7 443	7 550	7 438
Rates (%)						
Unemployment rate	27,2	26,7	27,2	27,7	29,1	29,6
Employed / population ratio (absorption)	36,0	36,9	36,9	37,7	37,0	37,7
Labour force participation rate	49,4	50,4	50,7	52,1	52,3	53,6
Men						
Population 15–64 yrs	**16 753**	**17 088**	**17 424**	**17 762**	**18 102**	**18 429**
Labour Force	**10 599**	**10 832**	**11 101**	**11 563**	**11 832**	**12 185**
Employed	8 161	8 327	8 513	8 859	8 906	9 055
Formal sector (non–agricultural)	6 049	6 155	6 308	6 359	6 364	6 491
Informal sector (non–agricultural)	1 367	1 412	1 455	1 630	1 634	1 688
Agriculture	470	510	488	587	607	577
Private households	275	249	261	283	301	299
Unemployed	2 438	2 505	2 589	2 704	2 926	3 130
Not economically active	6 154	6 256	6 323	6 199	6 270	6 245
Discouraged work–seekers	1 020	1 061	1 137	1 025	1 069	1 080
Other(not economically active)	5 135	5 195	5 186	5 174	5 201	5 165
Rates (%)						
Unemployment rate	23,0	23,1	23,3	23,4	24,7	25,7
Employed / population ratio (absorption)	48,7	48,7	48,9	49,9	49,2	49,1
Labour force participation rate	63,3	63,4	63,7	65,1	65,4	66,1

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

Table 2.3: Labour force characteristics by population group

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	4 775	4 886	5 070	5 344	5 753	6 120
Not economically active	14 975	15 038	15 194	14 950	15 136	15 005
Rates (%)						
Unemployment rate	24,9	24,7	25,1	25,3	26,7	27,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	56,2	56,8	57,1	58,5	58,7	59,8
Black/African						
Population 15–64 yrs	**26 874**	**27 458**	**28 050**	**28 651**	**29 264**	**29 873**
Labour Force	**14 466**	**14 960**	**15 413**	**16 267**	**16 746**	**17 458**
Employed	10 365	10 790	11 078	11 633	11 696	12 053
Unemployed	4 101	4 171	4 335	4 634	5 050	5 405
Not economically active	12 408	12 498	12 638	12 383	12 518	12 415
Rates (%)						
Unemployment rate	28,3	27,9	28,1	28,5	30,2	31,0
Employed / population ratio (absorption)	38,6	39,3	39,5	40,6	40,0	40,3
Labour force participation rate	53,8	54,5	54,9	56,8	57,2	58,4
Coloured						
Population 15–64 yrs	**3 193**	**3 241**	**3 287**	**3 331**	**3 371**	**3 410**
Labour Force	**2 035**	**2 071**	**2 135**	**2 134**	**2 137**	**2 163**
Employed	1 544	1 572	1 623	1 643	1 648	1 655
Unemployed	491	499	512	492	489	508
Not economically active	1 159	1 170	1 152	1 196	1 234	1 247
Rates (%)						
Unemployment rate	24,1	24,1	24,0	23,0	22,9	23,5
Employed / population ratio (absorption)	48,3	48,5	49,4	49,3	48,9	48,5
Labour force participation rate	63,7	63,9	65,0	64,1	63,4	63,4
Indian/Asian						
Population 15–64 yrs	**939**	**951**	**964**	**975**	**986**	**995**
Labour Force	**553**	**579**	**566**	**580**	**586**	**609**
Employed	494	508	498	504	515	539
Unemployed	59	71	68	76	71	71
Not economically active	386	373	398	395	401	386
Rates (%)						
Unemployment rate	10,6	12,3	12,0	13,1	12,0	11,6
Employed / population ratio (absorption)	52,7	53,4	51,7	51,7	52,2	54,1
Labour force participation rate	58,9	60,8	58,7	59,5	59,4	61,2
White						
Population 15–64 yrs	**3 169**	**3 139**	**3 109**	**3 078**	**3 048**	**3 016**
Labour Force	**2 147**	**2 142**	**2 103**	**2 103**	**2 064**	**2 058**
Employed	2 022	1 996	1 947	1 961	1 921	1 922
Unemployed	125	146	156	142	143	137
Not economically active	1 022	998	1 006	975	983	957
Rates (%)						
Unemployment rate	5,8	6,8	7,4	6,8	6,9	6,7
Employed / population ratio (absorption)	63,8	63,6	62,6	63,7	63,0	63,7
Labour force participation rate	67,7	68,2	67,6	68,3	67,7	68,3

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

Table 2.4: Labour force characteristics by age group						
	QLFS 2012	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**	**QLFS 2017**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
15–64 years						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	4 775	4 886	5 070	5 344	5 753	6 120
Not economically active	14 975	15 038	15 194	14 950	15 136	15 005
Rates (%)						
Unemployment rate	24,9	24,7	25,1	25,3	26,7	27,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	56,2	56,8	57,1	58,5	58,7	59,8
15–24 years						
Population 15–24 yrs	**10 128**	**10 201**	**10 257**	**10 291**	**10 310**	**10 315**
Labour Force	**2 571**	**2 629**	**2 593**	**2 741**	**2 724**	**2 772**
Employed	1 242	1 277	1 263	1 367	1 271	1 292
Unemployed	1 329	1 352	1 330	1 374	1 453	1 480
Not economically active	7 557	7 572	7 664	7 550	7 586	7 543
Rates (%)						
Unemployment rate	51,7	51,4	51,3	50,1	53,3	53,4
Employed / population ratio (absorption)	12,3	12,5	12,3	13,3	12,3	12,5
Labour force participation rate	25,4	25,8	25,3	26,6	26,4	26,9
25–34 years						
Population 25–34 yrs	**9 011**	**9 166**	**9 326**	**9 486**	**9 646**	**9 798**
Labour Force	**6 568**	**6 674**	**6 805**	**7 083**	**7 176**	**7 295**
Employed	4 626	4 731	4 758	4 945	4 903	4 884
Unemployed	1 942	1 943	2 047	2 138	2 272	2 411
Not economically active	2 444	2 492	2 521	2 402	2 470	2 503
Rates (%)						
Unemployment rate	29,6	29,1	30,1	30,2	31,7	33,1
Employed / population ratio (absorption)	51,3	51,6	51,0	52,1	50,8	49,8
Labour force participation rate	72,9	72,8	73,0	74,7	74,4	74,5
35–44 years						
Population 35–44 yrs	**7 040**	**7 236**	**7 430**	**7 618**	**7 798**	**7 962**
Labour Force	**5 413**	**5 622**	**5 790**	**6 041**	**6 213**	**6 462**
Employed	4 428	4 577	4 685	4 862	4 899	5 041
Unemployed	984	1 045	1 106	1 179	1 313	1 421
Not economically active	1 628	1 614	1 639	1 577	1 585	1 501
Rates (%)						
Unemployment rate	18,2	18,6	19,1	19,5	21,1	22,0
Employed / population ratio (absorption)	62,9	63,2	63,1	63,8	62,8	63,3
Labour force participation rate	76,9	77,7	77,9	79,3	79,7	81,2

Table 2.4: Labour force characteristics by age group

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
45–54 years						
Population 45–54 yrs	**4 841**	**4 925**	**5 025**	**5 152**	**5 310**	**5 492**
Labour Force	**3 338**	**3 442**	**3 545**	**3 691**	**3 856**	**4 069**
Employed	2 911	3 003	3 071	3 171	3 284	3 421
Unemployed	428	440	474	520	572	648
Not economically active	1 502	1 482	1 480	1 461	1 454	1 423
Rates (%)						
Unemployment rate	12,8	12,8	13,4	14,1	14,8	15,9
Employed / population ratio (absorption)	60,1	61,0	61,1	61,6	61,8	62,3
Labour force participation rate	69,0	69,9	70,6	71,6	72,6	74,1
55–64 years						
Population 55–64 yrs	**3 154**	**3 262**	**3 373**	**3 487**	**3 606**	**3 727**
Labour Force	**1 310**	**1 385**	**1 483**	**1 528**	**1 564**	**1 692**
Employed	1 218,0	1 278,1	1 369,3	1 394,9	1 423,0	1 531,3
Unemployed	92,2	106,6	113,5	132,8	141,5	160,5
Not economically active	1 844	1 877	1 890	1 959	2 041	2 035
Rates (%)						
Unemployment rate	7,0	7,7	7,7	8,7	9,0	9,5
Employed / population ratio (absorption)	38,6	39,2	40,6	40,0	39,5	41,1
Labour force participation rate	41,5	42,5	44,0	43,8	43,4	45,4

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

Table 2.5: Labour force characteristics by province

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	4 775	4 886	5 070	5 344	5 753	6 120
Not economically active	14 975	15 038	15 194	14 950	15 136	15 005
Discouraged work–seekers	2 314	2 331	2 422	2 334	2 386	2 403
Other	12 661	12 708	12 771	12 616	12 750	12 602
Rates (%)						
Unemployment rate	24,9	24,7	25,1	25,3	26,7	27,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	56,2	56,8	57,1	58,5	58,7	59,8
Western Cape						
Population 15–64 yrs	**4 006**	**4 096**	**4 188**	**4 281**	**4 377**	**4 471**
Labour Force	**2 730**	**2 768**	**2 842**	**2 904**	**2 962**	**3 066**
Employed	2 091	2 141	2 195	2 304	2 331	2 425
Unemployed	639	627	646	600	631	641
Not economically active	1 277	1 328	1 346	1 377	1 415	1 405
Discouraged work–seekers	34	40	32	51	47	61
Other	1 243	1 288	1 315	1 326	1 368	1 345
Rates (%)						
Unemployment rate	23,4	22,7	22,7	20,7	21,3	20,9
Employed / population ratio (absorption)	52,2	52,3	52,4	53,8	53,3	54,2
Labour force participation rate	68,1	67,6	67,8	67,8	67,7	68,6
Eastern Cape						
Population 15–64 yrs	**4 007**	**4 044**	**4 077**	**4 111**	**4 149**	**4 197**
Labour Force	**1 759**	**1 838**	**1 918**	**1 935**	**1 959**	**2 158**
Employed	1 254	1 295	1 350	1 377	1 402	1 417
Unemployed	505	543	568	558	557	740
Not economically active	2 248	2 205	2 159	2 176	2 190	2 039
Discouraged work–seekers	403	414	420	411	443	352
Other	1 845	1 792	1 739	1 764	1 746	1 686
Rates (%)						
Unemployment rate	28,7	29,6	29,6	28,8	28,4	34,3
Employed / population ratio (absorption)	31,3	32,0	33,1	33,5	33,8	33,8
Labour force participation rate	43,9	45,5	47,0	47,1	47,2	51,4
Northern Cape						
Population 15–64 yrs	**738**	**748**	**758**	**767**	**776**	**786**
Labour Force	**413**	**430**	**438**	**448**	**431**	**432**
Employed	296	310	307	305	305	305
Unemployed	117	120	131	143	126	128
Not economically active	324	317	319	319	345	354
Discouraged work–seekers	31	30	42	46	58	75
Other	294	287	278	274	287	279
Rates (%)						
Unemployment rate	28,3	27,9	29,9	32,0	29,2	29,5
Employed / population ratio (absorption)	40,2	41,5	40,5	39,7	39,3	38,8
Labour force participation rate	56,0	57,6	57,8	58,4	55,6	55,0
Free State						
Population 15–64 yrs	**1 830**	**1 843**	**1 857**	**1 870**	**1 883**	**1 889**
Labour Force	**1 075**	**1 111**	**1 136**	**1 163**	**1 179**	**1 193**
Employed	728	748	749	805	781	793
Unemployed	346	363	388	358	398	400
Not economically active	756	732	720	707	703	696
Discouraged work–seekers	78	79	77	81	78	85
Other	677	653	643	626	625	611
Rates (%)						
Unemployment rate	32,2	32,7	34,1	30,8	33,7	33,6
Employed / population ratio (absorption)	39,8	40,6	40,3	43,0	41,5	42,0
Labour force participation rate	58,7	60,3	61,2	62,2	62,6	63,1

Table 2.5: Labour force characteristics by province (concluded)

	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand
KwaZulu–Natal						
Population 15–64 yrs	**6 420**	**6 514**	**6 608**	**6 703**	**6 802**	**6 908**
Labour Force	**3 046**	**3 144**	**3 201**	**3 239**	**3 269**	**3 378**
Employed	2 423	2 490	2 487	2 551	2 508	2 547
Unemployed	622	654	715	688	762	831
Not economically active	3 375	3 371	3 406	3 463	3 533	3 530
Discouraged work–seekers	548	558	622	584	669	689
Other	2 827	2 813	2 784	2 880	2 864	2 841
Rates (%)						
Unemployment rate	20,4	20,8	22,3	21,3	23,3	24,6
Employed / population ratio (absorption)	37,7	38,2	37,6	38,1	36,9	36,9
Labour force participation rate	47,4	48,3	48,4	48,3	48,1	48,9
North West						
Population 15–64 yrs	**2 297**	**2 340**	**2 384**	**2 428**	**2 473**	**2 518**
Labour Force	**1 091**	**1 157**	**1 229**	**1 260**	**1 285**	**1 329**
Employed	817	848	904	936	924	984
Unemployed	274	309	325	324	361	345
Not economically active	1 206	1 183	1 155	1 168	1 188	1 188
Discouraged work–seekers	252	234	238	245	243	275
Other	954	949	917	924	945	913
Rates (%)						
Unemployment rate	25,1	26,7	26,4	25,7	28,1	26,0
Employed / population ratio (absorption)	35,6	36,3	37,9	38,5	37,4	39,1
Labour force participation rate	47,5	49,4	51,6	51,9	52,0	52,8
Gauteng						
Population 15–64 yrs	**8 904**	**9 114**	**9 332**	**9 553**	**9 774**	**9 983**
Labour Force	**6 245**	**6 369**	**6 423**	**6 923**	**7 082**	**7 210**
Employed	4 687	4 782	4 824	4 995	5 004	5 075
Unemployed	1 557	1 587	1 599	1 928	2 078	2 134
Not economically active	2 659	2 745	2 908	2 629	2 692	2 773
Discouraged work–seekers	323	337	357	271	255	276
Other	2 336	2 408	2 551	2 359	2 438	2 496
Rates (%)						
Unemployment rate	24,9	24,9	24,9	27,8	29,3	29,6
Employed / population ratio (absorption)	52,6	52,5	51,7	52,3	51,2	50,8
Labour force participation rate	70,1	69,9	68,8	72,5	72,5	72,2
Mpumalanga						
Population 15–64 yrs	**2 596**	**2 649**	**2 703**	**2 756**	**2 809**	**2 859**
Labour Force	**1 477**	**1 559**	**1 593**	**1 611**	**1 665**	**1 762**
Employed	1 042	1 123	1 132	1 177	1 165	1 219
Unemployed	435	436	461	433	499	544
Not economically active	1 118	1 090	1 110	1 146	1 144	1 097
Discouraged work–seekers	266	242	239	242	231	223
Other	853	848	871	904	913	874
Rates (%)						
Unemployment rate	29,5	28,0	29,0	26,9	30,0	30,9
Employed / population ratio (absorption)	40,1	42,4	41,9	42,7	41,5	42,6
Labour force participation rate	56,9	58,9	58,9	58,4	59,3	61,6
Limpopo						
Population 15–64 yrs	**3 377**	**3 442**	**3 505**	**3 566**	**3 627**	**3 684**
Labour Force	**1 365**	**1 375**	**1 435**	**1 602**	**1 701**	**1 761**
Employed	1 085	1 128	1 198	1 291	1 360	1 404
Unemployed	279	247	237	311	341	357
Not economically active	2 013	2 067	2 070	1 964	1 926	1 923
Discouraged work–seekers	380	397	396	404	362	367
Other	1 633	1 670	1 674	1 560	1 564	1 556
Rates (%)						
Unemployment rate	20,5	18,0	16,5	19,4	20,0	20,3
Employed / population ratio (absorption)	32,1	32,8	34,2	36,2	37,5	38,1
Labour force participation rate	40,4	39,9	40,9	44,9	46,9	47,8

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Formal sector (non–agricultural)	10 222	10 524	10 822	10 935	11 021	11 288
Informal sector (non–agricultural)	2 275	2 366	2 393	2 637	2 602	2 735
Agriculture	696	740	702	880	874	843
Private households	1 232	1 236	1 230	1 288	1 283	1 303
Unemployed	7 964	8 101	8 255	8 401	8 928	9 308
Not economically active	11 787	11 824	12 009	11 893	11 961	11 817
Rates (%)						
Unemployment rate	35,6	35,3	35,3	34,8	36,1	36,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	65,5	66,0	66,1	67,0	67,4	68,3
Women						
Population 15–64 yrs	**17 422**	**17 702**	**17 986**	**18 273**	**18 567**	**18 865**
Labour Force	**10 438**	**10 733**	**10 867**	**11 278**	**11 501**	**11 925**
Employed	6 264	6 539	6 634	6 882	6 874	7 114
Formal sector (non–agricultural)	4 173	4 369	4 514	4 577	4 657	4 797
Informal sector (non–agricultural)	908	954	937	1 007	968	1 047
Agriculture	227	230	213	293	267	265
Private households	957	987	969	1 006	982	1 004
Unemployed	4 175	4 194	4 233	4 396	4 626	4 811
Not economically active	6 984	6 969	7 119	6 995	7 066	6 940
Rates (%)						
Unemployment rate	40,0	39,1	39,0	39,0	40,2	40,3
Employed / population ratio (absorption)	36,0	36,9	36,9	37,7	37,0	37,7
Labour force participation rate	59,9	60,6	60,4	61,7	61,9	63,2
Men						
Population 15–64 yrs	**16 753**	**17 088**	**17 424**	**17 762**	**18 102**	**18 429**
Labour Force	**11 950**	**12 233**	**12 534**	**12 864**	**13 208**	**13 552**
Employed	8 161	8 327	8 513	8 859	8 906	9 055
Formal sector (non–agricultural)	6 049	6 155	6 308	6 359	6 364	6 491
Informal sector (non–agricultural)	1 367	1 412	1 455	1 630	1 634	1 688
Agriculture	470	510	488	587	607	577
Private households	275	249	261	283	301	299
Unemployed	3 789	3 907	4 022	4 005	4 302	4 498
Not economically active	4 803	4 855	4 890	4 898	4 894	4 877
Rates (%)						
Unemployment rate	31,7	31,9	32,1	31,1	32,6	33,2
Employed / population ratio (absorption)	48,7	48,7	48,9	49,9	49,2	49,1
Labour force participation rate	71,3	71,6	71,9	72,4	73,0	73,5

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	7 964	8 101	8 255	8 401	8 928	9 308
Not economically active	11 787	11 824	12 009	11 893	11 961	11 817
Rates (%)						
Unemployment rate	35,6	35,3	35,3	34,8	36,1	36,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	65,5	66,0	66,1	67,0	67,4	68,3
Black/African						
Population 15–64 yrs	**26 874**	**27 458**	**28 050**	**28 651**	**29 264**	**29 873**
Labour Force	**17 470**	**17 990**	**18 402**	**19 115**	**19 693**	**20 379**
Employed	10 365	10 790	11 078	11 633	11 696	12 053
Unemployed	7 105	7 200	7 324	7 482	7 996	8 326
Not economically active	9 404	9 468	9 648	9 536	9 571	9 494
Rates (%)						
Unemployment rate	40,7	40,0	39,8	39,1	40,6	40,9
Employed / population ratio (absorption)	38,6	39,3	39,5	40,6	40,0	40,3
Labour force participation rate	65,0	65,5	65,6	66,7	67,3	68,2
Coloured						
Population 15–64 yrs	**3 193**	**3 241**	**3 287**	**3 331**	**3 371**	**3 410**
Labour Force	**2 148**	**2 187**	**2 254**	**2 271**	**2 286**	**2 347**
Employed	1 544	1 572	1 623	1 643	1 648	1 655
Unemployed	605	615	630	628	638	691
Not economically active	1 045	1 054	1 034	1 060	1 086	1 064
Rates (%)						
Unemployment rate	28,1	28,1	28,0	27,7	27,9	29,5
Employed / population ratio (absorption)	48,3	48,5	49,4	49,3	48,9	48,5
Labour force participation rate	67,3	67,5	68,6	68,2	67,8	68,8
Indian/Asian						
Population 15–64 yrs	**939**	**951**	**964**	**975**	**986**	**995**
Labour Force	**578**	**610**	**599**	**614**	**618**	**645**
Employed	494	508	498	504	515	539
Unemployed	84	102	101	110	102	107
Not economically active	360	341	365	361	369	350
Rates (%)						
Unemployment rate	14,5	16,7	16,9	17,9	16,6	16,5
Employed / population ratio (absorption)	52,7	53,4	51,7	51,7	52,2	54,1
Labour force participation rate	61,6	64,1	62,2	62,9	62,6	64,9
White						
Population 15–64 yrs	**3 169**	**3 139**	**3 109**	**3 078**	**3 048**	**3 016**
Labour Force	**2 192**	**2 179**	**2 147**	**2 142**	**2 112**	**2 106**
Employed	2 022	1 996	1 947	1 961	1 921	1 922
Unemployed	170	183	200	181	191	185
Not economically active	977	960	962	936	935	910
Rates (%)						
Unemployment rate	7,8	8,4	9,3	8,5	9,1	8,8
Employed / population ratio (absorption)	63,8	63,6	62,6	63,7	63,0	63,7
Labour force participation rate	69,2	69,4	69,1	69,6	69,3	69,8

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

Table 2.8: Labour force characteristics by age group

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
15–64 years						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	7 964	8 101	8 255	8 401	8 928	9 308
Not economically active	11 787	11 824	12 009	11 893	11 961	11 817
Rates (%)						
Unemployment rate	35,6	35,3	35,3	34,8	36,1	36,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	65,5	66,0	66,1	67,0	67,4	68,3
15–24 years						
Population 15–24 yrs	**10 128**	**10 201**	**10 257**	**10 291**	**10 310**	**10 315**
Labour Force	**3 645**	**3 697**	**3 610**	**3 677**	**3 707**	**3 732**
Employed	1 242	1 277	1 263	1 367	1 271	1 292
Unemployed	2 403	2 420	2 347	2 310	2 437	2 440
Not economically active	6 483	6 504	6 647	6 614	6 602	6 583
Rates (%)						
Unemployment rate	65,9	65,5	65,0	62,8	65,7	65,4
Employed / population ratio (absorption)	12,3	12,5	12,3	13,3	12,3	12,5
Labour force participation rate	36,0	36,2	35,2	35,7	36,0	36,2
25–34 years						
Population 25–34 yrs	**9 011**	**9 166**	**9 326**	**9 486**	**9 646**	**9 798**
Labour Force	**7 648**	**7 780**	**7 897**	**8 157**	**8 275**	**8 416**
Employed	4 626	4 731	4 758	4 945	4 903	4 884
Unemployed	3 023	3 049	3 139	3 212	3 372	3 532
Not economically active	1 363	1 386	1 429	1 329	1 370	1 383
Rates (%)						
Unemployment rate	39,5	39,2	39,8	39,4	40,7	42,0
Employed / population ratio (absorption)	51,3	51,6	51,0	52,1	50,8	49,8
Labour force participation rate	84,9	84,9	84,7	86,0	85,8	85,9
35–44 years						
Population 35–44 yrs	**7 040**	**7 236**	**7 430**	**7 618**	**7 798**	**7 962**
Labour Force	**6 005**	**6 212**	**6 384**	**6 637**	**6 805**	**7 051**
Employed	4 428	4 577	4 685	4 862	4 899	5 041
Unemployed	1 576	1 636	1 700	1 775	1 906	2 010
Not economically active	1 036	1 024	1 045	982	993	912
Rates (%)						
Unemployment rate	26,3	26,3	26,6	26,7	28,0	28,5
Employed / population ratio (absorption)	62,9	63,2	63,1	63,8	62,8	63,3
Labour force participation rate	85,3	85,9	85,9	87,1	87,3	88,5

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
45–54 years						
Population 45–54 yrs	**4 759**	**4 841**	**4 925**	**5 025**	**5 152**	**5 310**
Labour Force	**3 570**	**3 666**	**3 781**	**3 898**	**4 022**	**4 218**
Employed	2 856	2 911	3 003	3 071	3 171	3 284
Unemployed	714	755	778	827	851	935
Not economically active	1 189	1 175	1 144	1 127	1 130	1 091
Rates (%)						
Unemployment rate	20,0	20,6	20,6	21,2	21,1	22,2
Employed / population ratio (absorption)	60,0	60,1	61,0	61,1	61,6	61,8
Labour force participation rate	75,0	75,7	76,8	77,6	78,1	79,4
55–64 years						
Population 55–64 yrs	**3 052**	**3 154**	**3 262**	**3 373**	**3 487**	**3 606**
Labour Force	**1 357**	**1 424**	**1 495**	**1 612**	**1 649**	**1 702**
Employed	1 182	1 218	1 278	1 369	1 395	1 423
Unemployed	175	206	217	243	255	279
Not economically active	1 695	1 730	1 766	1 761	1 838	1 904
Rates (%)						
Unemployment rate	12,9	14,5	14,5	15,0	15,4	16,4
Employed / population ratio (absorption)	38,7	38,6	39,2	40,6	40,0	39,5
Labour force participation rate	44,5	45,2	45,8	47,8	47,3	47,2

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15–64 yrs	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**
Labour Force	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**
Employed	14 425	14 866	15 146	15 741	15 780	16 169
Unemployed	7 964	8 101	8 255	8 401	8 928	9 308
Not economically active	11 787	11 824	12 009	11 893	11 961	11 817
Rates (%)						
Unemployment rate	35,6	35,3	35,3	34,8	36,1	36,5
Employed / population ratio (absorption)	42,2	42,7	42,8	43,7	43,0	43,4
Labour force participation rate	65,5	66,0	66,1	67,0	67,4	68,3
Western Cape						
Population 15–64 yrs	**4 006**	**4 096**	**4 188**	**4 281**	**4 377**	**4 471**
Labour Force	**2 792**	**2 844**	**2 908**	**2 997**	**3 067**	**3 207**
Employed	2 091	2 141	2 195	2 304	2 331	2 425
Unemployed	701	704	713	693	736	782
Not economically active	1 215	1 252	1 280	1 284	1 310	1 264
Rates (%)						
Unemployment rate	25,1	24,7	24,5	23,1	24,0	24,4
Employed / population ratio (absorption)	52,2	52,3	52,4	53,8	53,3	54,2
Labour force participation rate	69,7	69,4	69,4	70,0	70,1	71,7
Eastern Cape						
Population 15–64 yrs	**4 007**	**4 044**	**4 077**	**4 111**	**4 149**	**4 197**
Labour Force	**2 220**	**2 330**	**2 384**	**2 380**	**2 448**	**2 556**
Employed	1 254	1 295	1 350	1 377	1 402	1 417
Unemployed	966	1 036	1 034	1 003	1 046	1 139
Not economically active	1 787	1 713	1 694	1 730	1 701	1 640
Rates (%)						
Unemployment rate	43,5	44,4	43,4	42,2	42,7	44,6
Employed / population ratio (absorption)	31,3	32,0	33,1	33,5	33,8	33,8
Labour force participation rate	55,4	57,6	58,5	57,9	59,0	60,9
Northern Cape						
Population 15–64 yrs	**738**	**748**	**758**	**767**	**776**	**786**
Labour Force	**460**	**482**	**510**	**519**	**517**	**536**
Employed	296	310	307	305	305	305
Unemployed	163	172	203	214	211	232
Not economically active	278	266	247	249	260	250
Rates (%)						
Unemployment rate	35,5	35,6	39,9	41,3	40,9	43,2
Employed / population ratio (absorption)	40,2	41,5	40,5	39,7	39,3	38,8
Labour force participation rate	62,3	64,5	67,4	67,6	66,5	68,2
Free State						
Population 15–64 yrs	**1 830**	**1 843**	**1 857**	**1 870**	**1 883**	**1 889**
Labour Force	**1 198**	**1 245**	**1 265**	**1 295**	**1 296**	**1 320**
Employed	728	748	749	805	781	793
Unemployed	470	496	516	490	514	527
Not economically active	632	599	592	575	587	570
Rates (%)						
Unemployment rate	39,2	39,9	40,8	37,8	39,7	39,9
Employed / population ratio (absorption)	39,8	40,6	40,3	43,0	41,5	42,0
Labour force participation rate	65,5	67,5	68,1	69,3	68,8	69,8

Table 2.9: Labour force characteristics by province – Expanded definition of unemployment (concluded)						
	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu–Natal						
Population 15–64 yrs	**6 420**	**6 514**	**6 608**	**6 703**	**6 802**	**6 908**
Labour Force	**3 931**	**3 997**	**4 074**	**4 033**	**4 174**	**4 304**
Employed	2 423	2 490	2 487	2 551	2 508	2 547
Unemployed	1 508	1 507	1 588	1 482	1 667	1 758
Not economically active	2 489	2 518	2 533	2 670	2 628	2 603
Rates (%)						
Unemployment rate	38,4	37,7	39,0	36,8	39,9	40,8
Employed / population ratio (absorption)	37,7	38,2	37,6	38,1	36,9	36,9
Labour force participation rate	61,2	61,4	61,7	60,2	61,4	62,3
North West						
Population 15–64 yrs	**2 297**	**2 340**	**2 384**	**2 428**	**2 473**	**2 518**
Labour Force	**1 438**	**1 477**	**1 550**	**1 579**	**1 616**	**1 688**
Employed	817	848	904	936	924	984
Unemployed	621	628	646	643	692	704
Not economically active	859	863	833	849	857	830
Rates (%)						
Unemployment rate	43,2	42,6	41,7	40,7	42,8	41,7
Employed / population ratio (absorption)	35,6	36,3	37,9	38,5	37,4	39,1
Labour force participation rate	62,6	63,1	65,0	65,0	65,4	67,0
Gauteng						
Population 15–64 yrs	**8 904**	**9 114**	**9 332**	**9 553**	**9 774**	**9 983**
Labour Force	**6 651**	**6 800**	**6 842**	**7 285**	**7 446**	**7 574**
Employed	4 687	4 782	4 824	4 995	5 004	5 075
Unemployed	1 963	2 018	2 018	2 289	2 442	2 498
Not economically active	2 253	2 314	2 490	2 268	2 328	2 409
Rates (%)						
Unemployment rate	29,5	29,7	29,5	31,4	32,8	33,0
Employed / population ratio (absorption)	52,6	52,5	51,7	52,3	51,2	50,8
Labour force participation rate	74,7	74,6	73,3	76,3	76,2	75,9
Mpumalanga						
Population 15–64 yrs	**2 596**	**2 649**	**2 703**	**2 756**	**2 809**	**2 859**
Labour Force	**1 860**	**1 915**	**1 940**	**1 947**	**1 989**	**2 064**
Employed	1 042	1 123	1 132	1 177	1 165	1 219
Unemployed	818	792	808	770	824	846
Not economically active	736	734	763	809	820	795
Rates (%)						
Unemployment rate	44,0	41,3	41,6	39,5	41,4	41,0
Employed / population ratio (absorption)	40,1	42,4	41,9	42,7	41,5	42,6
Labour force participation rate	71,7	72,3	71,8	70,7	70,8	72,2
Limpopo						
Population 15–64 yrs	**3 377**	**3 442**	**3 505**	**3 566**	**3 627**	**3 684**
Labour Force	**1 840**	**1 876**	**1 929**	**2 107**	**2 156**	**2 227**
Employed	1 085	1 128	1 198	1 291	1 360	1 404
Unemployed	755	748	731	816	795	823
Not economically active	1 538	1 566	1 576	1 459	1 471	1 457
Rates (%)						
Unemployment rate	41,0	39,9	37,9	38,7	36,9	37,0
Employed / population ratio (absorption)	32,1	32,8	34,2	36,2	37,5	38,1
Labour force participation rate	54,5	54,5	55,0	59,1	59,4	60,5

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

Table 3.1: Employed by industry and sex – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Agriculture	696	740	702	880	874	843
Mining	375	411	428	455	444	434
Manufacturing	1 817	1 810	1 760	1 762	1 692	1 782
Utilities	102	128	117	132	118	149
Construction	1 091	1 145	1 249	1 405	1 431	1 414
Trade	3 145	3 132	3 202	3 161	3 178	3 250
Transport	860	914	932	905	910	977
Finance	1 902	1 995	2 030	2 198	2 275	2 402
Community and social services	3 202	3 351	3 493	3 551	3 571	3 609
Private households	1 232	1 236	1 230	1 288	1 283	1 303
Other	4	3	4	4	4	6
Women	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**
Agriculture	227	230	213	293	267	265
Mining	51	54	73	61	60	55
Manufacturing	575	586	556	569	564	603
Utilities	21	35	28	24	33	36
Construction	126	135	140	153	159	176
Trade	1 475	1 528	1 514	1 519	1 512	1 563
Transport	167	177	180	180	172	189
Finance	790	820	849	910	948	999
Community and social services	1 875	1 986	2 109	2 165	2 173	2 219
Private households	957	987	969	1 006	982	1 004
Other	2	2	2	2	3	4
Men	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**
Agriculture	470	510	488	587	607	577
Mining	324	357	355	394	385	380
Manufacturing	1 242	1 224	1 203	1 193	1 127	1 179
Utilities	81	93	89	108	84	113
Construction	965	1 010	1 109	1 252	1 272	1 238
Trade	1 670	1 604	1 688	1 642	1 667	1 687
Transport	692	737	752	725	738	788
Finance	1 112	1 175	1 181	1 288	1 326	1 403
Community and social services	1 328	1 366	1 384	1 387	1 398	1 390
Private households	275	249	261	283	301	299
Other	2	1	2	2	1	1

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

Table 3.2: Employed by industry and province

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Agriculture	**696**	**740**	**702**	**880**	**874**	**843**
Western Cape	135	149	142	232	215	187
Eastern Cape	55	78	78	83	96	89
Northern Cape	46	44	44	36	48	44
Free State	63	72	57	71	65	76
KwaZulu–Natal	93	98	90	145	135	123
North West	36	39	42	55	49	50
Gauteng	64	47	59	34	41	37
Mpumalanga	98	98	84	89	97	97
Limpopo	106	114	106	135	129	139
Mining	**375**	**411**	**428**	**455**	**444**	**434**
Western Cape	3	3	4	3	3	4
Eastern Cape	1	1	2	1	2	1
Northern Cape	17	20	19	25	19	30
Free State	27	24	28	33	29	16
KwaZulu–Natal	21	19	6	8	6	6
North West	132	156	152	155	142	132
Gauteng	31	33	56	94	98	86
Mpumalanga	68	84	91	58	58	56
Limpopo	75	71	70	77	87	103
Manufacturing	**1 817**	**1 810**	**1 760**	**1 762**	**1 692**	**1 782**
Western Cape	326	306	308	297	306	339
Eastern Cape	155	158	139	131	135	130
Northern Cape	12	10	10	11	13	9
Free State	60	62	69	68	61	62
KwaZulu–Natal	365	349	349	348	317	320
North West	63	72	69	72	68	78
Gauteng	674	681	630	657	623	645
Mpumalanga	90	94	100	106	93	109
Limpopo	72	76	85	72	76	91
Utilities	**102**	**128**	**117**	**132**	**118**	**149**
Western Cape	10	16	13	16	8	13
Eastern Cape	5	8	9	6	7	7
Northern Cape	3	2	2	4	1	3
Free State	5	5	4	11	10	11
KwaZulu–Natal	11	10	19	16	7	14
North West	6	5	2	4	6	4
Gauteng	29	41	37	32	28	42
Mpumalanga	24	25	21	31	33	39
Limpopo	10	14	10	13	18	15
Construction	**1 091**	**1 145**	**1 249**	**1 405**	**1 431**	**1 414**
Western Cape	161	158	168	200	224	229
Eastern Cape	119	140	139	165	164	152
Northern Cape	18	23	25	29	29	24
Free State	50	51	52	56	56	66
KwaZulu–Natal	208	222	252	266	222	215
North West	49	52	54	64	72	83
Gauteng	310	303	349	376	391	387
Mpumalanga	77	88	98	104	113	111
Limpopo	100	110	113	144	161	148

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

Table 3.2: Employed by industry and province (concluded)

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 145**	**3 132**	**3 202**	**3 161**	**3 178**	**3 250**
Western Cape	432	456	469	455	441	463
Eastern Cape	298	268	284	291	298	324
Northern Cape	46	49	46	53	46	47
Free State	151	139	156	172	173	170
KwaZulu–Natal	506	520	540	502	535	505
North West	163	154	172	166	175	195
Gauteng	1 029	1 036	994	1 002	980	991
Mpumalanga	256	249	242	240	233	248
Limpopo	264	261	299	280	297	307
Transport	**860**	**914**	**932**	**905**	**910**	**977**
Western Cape	111	135	142	119	125	145
Eastern Cape	67	70	79	64	73	70
Northern Cape	10	15	8	10	14	11
Free State	29	35	33	36	36	44
KwaZulu–Natal	185	191	176	162	167	174
North West	35	30	32	35	35	35
Gauteng	313	350	361	361	353	385
Mpumalanga	58	48	54	62	58	60
Limpopo	53	40	47	56	49	52
Finance	**1 902**	**1 995**	**2 030**	**2 198**	**2 275**	**2 402**
Western Cape	333	352	361	364	388	420
Eastern Cape	110	109	112	129	128	162
Northern Cape	26	26	24	21	20	21
Free State	69	64	63	64	58	69
KwaZulu–Natal	276	287	252	268	284	329
North West	68	69	70	100	86	100
Gauteng	864	916	967	1 021	1 083	1 045
Mpumalanga	94	111	120	132	122	141
Limpopo	62	61	61	98	106	116
Community and social services	**3 202**	**3 351**	**3 493**	**3 551**	**3 571**	**3 609**
Western Cape	447	442	450	463	460	472
Eastern Cape	335	341	391	387	384	370
Northern Cape	91	94	99	91	87	91
Free State	180	207	210	209	197	191
KwaZulu–Natal	537	567	582	624	602	627
North West	193	201	228	202	213	225
Gauteng	990	996	1 009	1 022	1 050	1 068
Mpumalanga	176	223	224	254	258	250
Limpopo	253	279	300	299	320	315
Private households	**1 232**	**1 236**	**1 230**	**1 288**	**1 283**	**1 303**
Western Cape	132	124	139	154	159	154
Eastern Cape	108	121	117	118	115	112
Northern Cape	27	28	30	26	28	25
Free State	96	89	78	86	97	88
KwaZulu–Natal	222	225	220	211	233	234
North West	73	68	83	82	79	81
Gauteng	381	377	358	393	354	383
Mpumalanga	102	102	98	102	100	109
Limpopo	91	101	107	116	118	118

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

Table 3.3: Employed by sector and industry – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Formal and informal sectors (non–agricultural)	**12 497**	**12 890**	**13 215**	**13 573**	**13 623**	**14 023**
Mining	375	411	428	455	444	434
Manufacturing	1 817	1 810	1 760	1 762	1 692	1 782
Utilities	102	128	117	132	118	149
Construction	1 091	1 145	1 249	1 405	1 431	1 414
Trade	3 145	3 132	3 202	3 161	3 178	3 250
Transport	860	914	932	905	910	977
Finance	1 902	1 995	2 030	2 198	2 275	2 402
Community and social services	3 202	3 351	3 493	3 551	3 571	3 609
Other	4	3	4	4	4	6
Formal sector (non–agricultural)	**10 222**	**10 524**	**10 822**	**10 935**	**11 021**	**11 288**
Mining	374	409	425	451	439	427
Manufacturing	1 625	1 588	1 551	1 541	1 494	1 559
Utilities	100	127	115	126	112	144
Construction	753	801	863	971	976	981
Trade	2 077	2 090	2 183	2 088	2 128	2 136
Transport	649	688	722	657	669	709
Finance	1 756	1 837	1 858	1 975	2 066	2 187
Community and social services	2 885	2 981	3 102	3 121	3 132	3 140
Other	4	3	4	4	4	6
Informal sector (non–agricultural)	**2 275**	**2 366**	**2 393**	**2 637**	**2 602**	**2 735**
Mining	2	2	3	3	6	7
Manufacturing	192	221	209	221	198	224
Utilities	1	1	3	6	6	5
Construction	338	345	386	434	455	433
Trade	1 068	1 042	1 019	1 073	1 050	1 114
Transport	211	226	210	248	241	268
Finance	146	158	172	223	208	215
Community and social services	318	370	391	430	439	469
Other		0	0		0	
Agriculture	**696**	**740**	**702**	**880**	**874**	**843**
Private households	**1 232**	**1 236**	**1 230**	**1 288**	**1 283**	**1 303**

Table 3.4: Employed by province and sector

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Formal sector (non–agricultural)	10 222	10 524	10 822	10 935	11 021	11 288
Informal sector (non–agricultural)	2 275	2 366	2 393	2 637	2 602	2 735
Agriculture	696	740	702	880	874	843
Private households	1 232	1 236	1 230	1 288	1 283	1 303
Western Cape	**2 091**	**2 141**	**2 195**	**2 304**	**2 331**	**2 425**
Formal sector (non–agricultural)	1 629	1 659	1 699	1 676	1 720	1 827
Informal sector (non–agricultural)	195	210	216	241	236	258
Agriculture	135	149	142	232	215	187
Private households	132	124	139	154	159	154
Eastern Cape	**1 254**	**1 295**	**1 350**	**1 377**	**1 402**	**1 417**
Formal sector (non–agricultural)	822	811	859	869	880	898
Informal sector (non–agricultural)	269	285	296	305	311	318
Agriculture	55	78	78	83	96	89
Private households	108	121	117	118	115	112
Northern Cape	**296**	**310**	**307**	**305**	**305**	**305**
Formal sector (non–agricultural)	193	210	201	205	192	202
Informal sector (non–agricultural)	31	28	32	38	38	34
Agriculture	46	44	44	36	48	44
Private households	27	28	30	26	28	25
Free State	**728**	**748**	**749**	**805**	**781**	**793**
Formal sector (non–agricultural)	464	480	496	514	482	476
Informal sector (non–agricultural)	105	107	118	134	137	153
Agriculture	63	72	57	71	65	76
Private households	96	89	78	86	97	88

Table 3.4: Employed by province and sector (concluded)

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu–Natal	**2 406**	**2 423**	**2 490**	**2 487**	**2 551**	**2 508**
Formal sector (non-agricultural)	1 627	1 695	1 750	1 712	1 708	1 690
Informal sector (non-agricultural)	476	413	417	464	487	450
Agriculture	97	93	98	90	145	135
Private households	207	222	225	220	211	233
North West	**784**	**817**	**848**	**904**	**936**	**924**
Formal sector (non-agricultural)	576	593	623	668	672	665
Informal sector (non-agricultural)	98	116	118	111	127	132
Agriculture	36	36	39	42	55	49
Private households	74	73	68	83	82	79
Gauteng	**4 494**	**4 687**	**4 782**	**4 824**	**4 995**	**5 004**
Formal sector (non-agricultural)	3 479	3 650	3 726	3 829	3 869	3 920
Informal sector (non-agricultural)	581	591	632	579	700	689
Agriculture	50	64	47	59	34	41
Private households	384	381	377	358	393	354
Mpumalanga	**992**	**1 042**	**1 123**	**1 132**	**1 177**	**1 165**
Formal sector (non-agricultural)	596	611	674	701	740	721
Informal sector (non-agricultural)	213	232	249	250	247	246
Agriculture	82	98	98	84	89	97
Private households	101	102	102	98	102	100
Limpopo	**999**	**1 085**	**1 128**	**1 198**	**1 291**	**1 360**
Formal sector (non-agricultural)	550	566	592	658	681	751
Informal sector (non-agricultural)	280	323	320	327	359	363
Agriculture	79	106	114	106	135	129
Private households	90	91	101	107	116	118

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

Table 3.5: Employed by sex and occupation – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Manager	1 161	1 224	1 331	1 274	1 356	1 426
Professional	842	925	842	776	866	914
Technician	1 639	1 645	1 552	1 456	1 470	1 455
Clerk	1 506	1 606	1 653	1 671	1 642	1 734
Sales and services	2 113	2 163	2 326	2 463	2 481	2 523
Skilled agriculture	68	70	76	96	68	70
Craft and related trade	1 734	1 730	1 813	1 946	1 927	1 961
Plant and machine operator	1 200	1 274	1 277	1 312	1 284	1 313
Elementary	3 187	3 227	3 295	3 729	3 681	3 740
Domestic worker	975	1 002	981	1 017	1 005	1 027
Other			1			4
Women	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**
Manager	364	370	418	395	432	460
Professional	367	403	374	394	445	452
Technician	905	912	872	809	808	786
Clerk	1 043	1 134	1 148	1 216	1 178	1 247
Sales and services	957	1 032	1 122	1 176	1 190	1 222
Skilled agriculture	22	21	22	26	14	13
Craft and related trade	181	196	207	198	206	207
Plant and machine operator	154	166	171	173	161	164
Elementary	1 332	1 340	1 354	1 515	1 482	1 582
Domestic worker	939	965	945	979	956	981
Other			1			1
Men	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**
Manager	797	854	914	879	924	966
Professional	475	522	469	382	421	462
Technician	735	733	680	647	661	669
Clerk	463	472	505	455	464	488
Sales and services	1 156	1 131	1 204	1 287	1 291	1 302
Skilled agriculture	46	49	54	69	54	57
Craft and related trade	1 553	1 533	1 606	1 748	1 722	1 754
Plant and machine operator	1 047	1 109	1 106	1 139	1 123	1 149
Elementary	1 855	1 886	1 940	2 214	2 198	2 159
Domestic worker	36	37	36	38	49	45
Other						3

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Employee	12 240	12 712	13 065	13 499	13 459	13 774
Employer	751	770	773	784	838	848
Own–account worker	1 339	1 290	1 227	1 372	1 407	1 463
Unpaid household member	95	94	82	87	77	84
Women	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**
Employee	5 456	5 714	5 874	6 071	6 047	6 227
Employer	150	166	161	152	173	181
Own–account worker	593	596	546	604	604	654
Unpaid household member	64	63	53	54	49	52
Men	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**
Employee	6 784	6 998	7 191	7 427	7 412	7 547
Employer	601	604	612	631	664	667
Own–account worker	745	694	681	768	802	809
Unpaid household member	31	30	28	33	27	32

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Working less than 15 hours per week	253	298	322	345	328	331
Working 15–29 hours per week	847	914	900	1 015	1 058	1 115
Working 30–39 hours per week	1 032	1 080	1 070	1 077	1 115	1 099
Working 40–45 hours per week	7 958	8 205	8 527	8 662	8 497	8 883
Working more than 45 hours per week	4 336	4 369	4 327	4 641	4 781	4 741
Women	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**
Working less than 15 hours per week	166	195	207	217	201	188
Working 15–29 hours per week	559	593	586	663	702	726
Working 30–39 hours per week	645	689	642	661	676	675
Working 40–45 hours per week	3 416	3 550	3 713	3 773	3 706	3 900
Working more than 45 hours per week	1 479	1 513	1 486	1 568	1 589	1 625
Men	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**
Working less than 15 hours per week	87	103	115	128	127	143
Working 15–29 hours per week	288	321	314	352	356	390
Working 30–39 hours per week	387	392	428	416	439	423
Working 40–45 hours per week	4 543	4 655	4 814	4 890	4 791	4 983
Working more than 45 hours per week	2 856	2 856	2 841	3 073	3 193	3 116

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

Table 3.8: Conditions of employment – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	6 001	6 103	6 386	6 216	6 330	6 609
No	6 031	6 377	6 443	7 021	6 888	6 896
Don't know	207	231	235	262	242	270
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	2 481	2 539	2 661	2 635	2 690	2 793
No	2 887	3 071	3 119	3 333	3 261	3 327
Don't know	87	105	94	104	97	108
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	3 520	3 565	3 725	3 581	3 640	3 816
No	3 144	3 306	3 324	3 688	3 627	3 569
Don't know	120	127	142	158	145	162
Entitled to any paid leave						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	7 848	8 047	8 441	8 522	8 817	9 174
No	4 240	4 508	4 465	4 814	4 506	4 442
Don't know	152	156	159	163	137	158
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	3 395	3 508	3 671	3 747	3 860	4 039
No	1 999	2 140	2 138	2 263	2 137	2 124
Don't know	62	66	65	61	51	65
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	4 454	4 539	4 770	4 775	4 957	5 136
No	2 240	2 368	2 327	2 551	2 369	2 318
Don't know	90	90	94	102	86	93
Entitled to paid sick leave						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	8 433	8 687	9 001	9 223	9 423	9 787
No	3 807	4 025	4 063	4 276	4 036	3 987
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	3 668	3 811	3 931	4 074	4 155	4 330
No	1 788	1 903	1 943	1 997	1 892	1 897
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	4 765	4 876	5 071	5 148	5 268	5 457
No	2 019	2 122	2 120	2 279	2 144	2 090
Entitled to maternity/paternity leave						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	6 585	6 689	6 988	7 207	7 538	7 983
No	5 655	6 023	6 077	6 292	5 922	5 792
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	3 038	3 100	3 226	3 343	3 473	3 676
No	2 418	2 614	2 648	2 729	2 575	2 552
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	3 547	3 589	3 762	3 864	4 065	4 307
No	3 237	3 409	3 429	3 563	3 347	3 240

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

Table 3.8b: Conditions of employment – South Africa	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
UIF contribution						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	7 279	7 815	7 976	8 080	8 119	8 278
No	4 787	4 677	4 862	5 154	5 104	5 241
Don't know	174	220	227	264	236	255
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	2 986	3 227	3 269	3 356	3 365	3 453
No	2 396	2 376	2 501	2 602	2 576	2 661
Don't know	74	111	104	113	106	114
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	4 292	4 588	4 706	4 724	4 754	4 825
No	2 392	2 300	2 361	2 552	2 528	2 580
Don't know	100	109	123	152	130	142
Medical aid benefits						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	4 013	4 020	4 105	3 980	4 009	4 130
No	8 110	8 559	8 820	9 366	9 316	9 479
Don't know	117	133	139	153	135	165
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	1 731	1 722	1 769	1 737	1 769	1 804
No	3 672	3 929	4 053	4 269	4 227	4 361
Don't know	53	62	52	65	51	63
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	2 281	2 297	2 336	2 242	2 240	2 327
No	4 438	4 629	4 768	5 096	5 089	5 119
Don't know	64	71	87	89	83	102
Income tax (PAYE/ SITE) deduction						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	6 865	7 099	7 283	7 180	7 282	7 564
No	5 170	5 386	5 538	6 054	5 930	5 928
Don't know	205	227	244	265	247	282
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	2 844	2 973	3 019	3 031	3 100	3 216
No	2 538	2 650	2 756	2 933	2 855	2 905
Don't know	74	91	99	108	93	106
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	4 020	4 126	4 264	4 149	4 182	4 348
No	2 632	2 736	2 781	3 122	3 076	3 023
Don't know	131	136	145	156	154	176
Condition of employment						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Written contract	9 851	10 223	10 643	10 698	10 758	11 071
Verbal agreement	2 388	2 489	2 422	2 801	2 701	2 704
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Written contract	4 299	4 510	4 723	4 787	4 832	5 021
Verbal agreement	1 156	1 205	1 151	1 284	1 215	1 207
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Written contract	5 552	5 713	5 920	5 910	5 926	6 050
Verbal agreement	1 232	1 284	1 271	1 517	1 486	1 497

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

Table 3.8c: Conditions of employment – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Limited duration	1 615	1 795	1 993	1 989	1 863	1 849
Permanent nature	7 917	8 010	8 185	8 233	8 295	8 482
Unspecified duration	2 708	2 908	2 886	3 276	3 301	3 443
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Limited duration	740	823	961	965	933	934
Permanent nature	3 415	3 498	3 549	3 615	3 618	3 707
Unspecified duration	1 300	1 394	1 365	1 491	1 496	1 586
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Limited duration	875	972	1 033	1 024	930	915
Permanent nature	4 502	4 512	4 636	4 618	4 677	4 775
Unspecified duration	1 407	1 514	1 522	1 785	1 806	1 857
Trade union membership (Both sexes)						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Yes	3 640	3 650	3 788	3 697	3 783	3 966
No	8 310	8 726	8 908	9 414	9 307	9 377
Don't know	290	336	369	387	370	432
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Yes	1 468	1 498	1 544	1 526	1 611	1 675
No	3 874	4 087	4 187	4 388	4 294	4 390
Don't know	114	129	143	158	142	163
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Yes	2 172	2 152	2 243	2 172	2 173	2 291
No	4 436	4 639	4 721	5 026	5 012	4 987
Don't know	176	207	227	229	227	269
How annual salary increment is negotiated						
Both sexes	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**
Individual and employer	1 454	1 276	1 235	1 307	1 098	1 095
Union and employer	2 864	2 794	2 877	2 833	2 956	3 058
Bargaining council	1 136	1 108	1 152	1 096	1 069	1 096
Employer only	6 102	6 799	7 018	7 481	7 548	7 637
No regular increment	616	669	727	724	728	777
Other	67	65	56	58	61	112
Women	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**
Individual and employer	627	548	551	571	475	484
Union and employer	1 094	1 064	1 090	1 098	1 197	1 254
Bargaining council	544	560	583	560	544	532
Employer only	2 870	3 208	3 292	3 490	3 456	3 554
No regular increment	295	311	336	331	351	363
Other	25	23	22	23	25	42
Men	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**
Individual and employer	826	728	684	736	623	611
Union and employer	1 770	1 730	1 787	1 735	1 759	1 804
Bargaining council	593	549	570	536	525	564
Employer only	3 232	3 591	3 726	3 992	4 092	4 083
No regular increment	321	358	391	393	377	415
Other	42	41	34	35	35	70

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

Table 3.9: Time–related underemployment – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**585**	**615**	**608**	**705**	**721**	**737**
Women	351	377	359	424	425	436
Men	233	237	249	281	295	301
As percentage of the labour force (Both sexes)	**3,0**	**3,1**	**3,0**	**3,3**	**3,3**	**3,3**
Women	4,1	4,2	3,9	4,5	4,4	4,3
Men	2,2	2,2	2,2	2,4	2,5	2,5
As percentage of total employment (Both sexes)	**4,1**	**4,1**	**4,0**	**4,5**	**4,6**	**4,6**
Women	5,6	5,8	5,4	6,2	6,2	6,1
Men	2,9	2,8	2,9	3,2	3,3	3,3
Industry	**585**	**615**	**608**	**705**	**721**	**737**
Agriculture	12	13	11	18	28	19
Mining	0	0	0	0	1	1
Manufacturing	31	30	22	33	29	32
Utilities	0	0	0	1	2	0
Construction	69	64	70	75	82	71
Trade	109	104	102	114	118	120
Transport	16	25	15	20	17	17
Finance	40	38	39	46	48	50
Community and social services	91	127	137	161	164	174
Private households	216	213	211	237	232	253
Other			0			
Occupation	**585**	**615**	**608**	**705**	**721**	**737**
Manager	10	14	14	11	13	13
Professional	7	11	9	6	6	12
Technician	34	32	30	36	34	30
Clerk	16	24	20	19	19	18
Sales and services	60	62	59	76	81	76
Skilled agriculture	4	4	2	6	2	3
Craft and related trade	71	63	68	73	75	74
Plant and machine operator	15	20	10	17	18	18
Elementary	203	228	245	293	303	320
Domestic worker	165	158	151	168	170	173

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

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

Market production activities	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours
Both sexes	**616 971**	**632 357**	**643 453**	**592 815**	**673 229**	**683 164**
Agriculture	31 913	33 511	31 594	30 329	39 261	37 579
Mining	16 656	18 213	17 869	14 715	20 282	19 756
Manufacturing	76 737	76 365	74 900	78 130	72 125	75 529
Utilities	4 327	5 368	4 946	4 051	4 883	6 246
Construction	44 162	46 147	50 609	45 137	57 972	57 175
Trade	147 790	147 205	149 496	146 018	148 880	150 295
Transport	42 256	45 245	45 567	40 987	45 080	47 811
Finance	83 960	87 283	89 177	77 901	101 613	105 465
Community and social services	127 288	131 014	137 009	113 485	139 646	139 443
Private households	41 725	41 884	42 138	41 898	43 303	43 633
Other	157	122	149	162	184	232
Women	**251 385**	**261 483**	**265 748**	**240 134**	**273 920**	**281 965**
Agriculture	9 771	9 745	8 912	9 771	11 121	10 987
Mining	2 188	2 211	2 949	1 636	2 564	2 312
Manufacturing	23 596	23 584	22 913	24 666	23 160	24 556
Utilities	861	1 406	1 048	823	1 353	1 422
Construction	4 107	4 640	4 820	4 034	5 347	5 896
Trade	66 568	69 993	68 251	67 556	67 965	69 991
Transport	6 979	7 374	7 594	6 628	7 203	8 005
Finance	32 410	33 237	34 803	28 830	39 609	41 149
Community and social services	72 117	75 195	80 300	63 344	81 899	82 766
Private households	32 724	34 040	34 086	32 724	33 561	34 710
Other	64	58	71	122	138	171
Men	**365 587**	**370 874**	**377 705**	**352 681**	**399 309**	**401 200**
Agriculture	22 142	23 766	22 682	20 558	28 140	26 592
Mining	14 468	16 002	14 920	13 079	17 718	17 444
Manufacturing	53 142	52 781	51 987	53 464	48 965	50 973
Utilities	3 466	3 962	3 898	3 228	3 530	4 824
Construction	40 054	41 507	45 789	41 104	52 625	51 279
Trade	81 221	77 212	81 246	78 462	80 916	80 304
Transport	35 277	37 872	37 973	34 359	37 876	39 807
Finance	51 551	54 046	54 374	49 071	62 004	64 316
Community and social services	55 172	55 819	56 709	50 141	57 747	56 677
Private households	9 001	7 845	8 051	9 174	9 743	8 923
Other	92	64	78	41	46	61

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

Table 3.11: Employed by industry and average hours of work per week

Market production activities	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours
Both sexes	**44**	**43**	**43**	**44**	**43**	**43**
Agriculture	46	46	46	46	45	45
Mining	46	46	46	46	47	46
Manufacturing	43	43	43	43	43	43
Utilities	43	42	42	44	42	42
Construction	42	42	42	42	41	41
Trade	48	48	47	48	47	47
Transport	50	50	50	51	50	50
Finance	45	44	45	45	45	44
Community and social services	41	41	40	41	40	40
Private households	34	34	34	34	34	34
Other	45	42	38	41	42	41
Women	**41**	**41**	**41**	**41**	**41**	**41**
Agriculture	44	43	43	44	42	42
Mining	44	43	44	45	44	43
Manufacturing	42	42	42	42	42	42
Utilities	42	40	38	40	41	41
Construction	33	35	35	36	35	34
Trade	46	47	46	47	46	46
Transport	42	43	43	42	42	43
Finance	42	41	42	42	42	42
Community and social services	40	40	39	40	39	39
Private households	34	35	35	35	34	35
Other	42	38	36	40	41	42
Men	**46**	**45**	**45**	**46**	**45**	**45**
Agriculture	47	47	47	47	47	47
Mining	46	46	46	46	47	47
Manufacturing	43	44	44	44	44	44
Utilities	43	43	44	44	42	43
Construction	43	42	42	43	42	42
Trade	49	49	49	49	49	48
Transport	52	52	51	53	52	51
Finance	47	46	47	47	47	46
Community and social services	43	42	42	42	42	42
Private households	33	32	31	33	33	30
Other	47	47	40	44	47	41

Table 3.12: Employed by occupation and volume of hours worked

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**616 971**	**632 357**	**643 453**	**592 815**	**673 229**	**683 164**
Manager	52 714	55 306	59 669	50 318	60 965	62 927
Professional	34 967	37 662	34 608	31 383	33 730	35 751
Technician	63 248	63 701	60 688	59 600	58 517	57 856
Clerk	62 765	66 635	68 608	63 189	69 311	72 475
Sales and services	102 824	104 829	111 141	96 771	119 236	119 063
Skilled agriculture	2 952	2 956	3 304	4 003	3 013	3 229
Craft and related trade	73 153	72 341	76 023	70 627	81 533	82 235
Plant and machine operator	56 390	60 432	59 555	57 155	61 184	62 067
Elementary	134 727	133 997	135 459	127 153	151 472	151 966
Domestic worker	33 233	34 498	34 371	32 616	34 268	35 406
Other			27			190
Women	**251 385**	**261 483**	**265 748**	**240 134**	**273 920**	**281 965**
Manager	15 408	15 809	17 770	14 108	17 972	18 822
Professional	14 859	16 011	14 978	13 691	16 648	16 997
Technician	33 907	34 055	32 968	31 455	31 534	30 270
Clerk	43 080	46 475	47 184	42 416	49 312	51 744
Sales and services	42 946	46 429	49 991	39 601	52 737	53 614
Skilled agriculture	903	807	854	1 002	577	458
Craft and related trade	7 238	8 043	8 432	7 768	8 356	8 292
Plant and machine operator	6 438	6 903	7 220	6 708	6 843	6 910
Elementary	54 522	53 713	53 225	52 005	57 420	60 929
Domestic worker	32 083	33 238	33 100	31 380	32 519	33 877
Other			27			53
Men	**365 587**	**370 874**	**377 705**	**352 681**	**399 309**	**401 200**
Manager	37 305	39 497	41 899	36 209	42 993	44 105
Professional	20 108	21 651	19 630	17 692	17 081	18 754
Technician	29 341	29 646	27 720	28 145	26 983	27 586
Clerk	19 684	20 159	21 424	20 773	19 999	20 731
Sales and services	59 878	58 400	61 150	57 170	66 499	65 449
Skilled agriculture	2 049	2 149	2 450	3 001	2 436	2 771
Craft and related trade	65 915	64 299	67 591	62 860	73 176	73 943
Plant and machine operator	49 952	53 529	52 336	50 447	54 341	55 158
Elementary	80 204	80 284	82 235	75 148	94 053	91 037
Domestic worker	1 150	1 260	1 271	1 236	1 749	1 528
Other						137

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

Table 3.13: Employed by occupation and average hours of work per week

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**44**	**43**	**43**	**44**	**43**	**43**
Manager	46	46	45	47	45	45
Professional	42	42	42	42	40	40
Technician	40	41	41	40	41	41
Clerk	42	42	42	42	43	42
Sales and services	49	49	49	50	49	48
Skilled agriculture	45	43	44	44	46	47
Craft and related trade	43	43	43	43	43	43
Plant and machine operator	48	48	48	49	48	48
Elementary	43	42	42	44	42	41
Domestic worker	34	35	35	34	34	35
Other			45			42
Women	**41**	**41**	**41**	**41**	**41**	**41**
Manager	43	44	43	44	42	42
Professional	41	41	41	41	39	39
Technician	40	40	40	39	40	41
Clerk	42	42	42	42	42	42
Sales and services	46	46	45	46	45	45
Skilled agriculture	42	39	40	40	41	37
Craft and related trade	41	42	42	42	41	41
Plant and machine operator	43	43	43	43	43	43
Elementary	42	41	40	44	40	39
Domestic worker	34	35	35	34	34	35
Other			45			43
Men	**46**	**45**	**45**	**46**	**45**	**45**
Manager	47	47	46	47	47	46
Professional	43	42	43	43	42	41
Technician	41	42	42	42	42	42
Clerk	43	43	43	44	43	43
Sales and services	52	52	52	53	52	51
Skilled agriculture	47	45	46	46	47	49
Craft and related trade	43	43	43	43	43	43
Plant and machine operator	48	49	49	49	49	49
Elementary	44	43	43	44	43	43
Domestic worker	32	35	36	34	36	34
Other						42

Table 3.14: Employed by sector and volume of hours worked

Market production activities	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours
Both Sexes	**616 971**	**632 357**	**643 453**	**592 815**	**673 229**	**683 164**
Formal sector (non–agricultural)	440 041	449 895	462 155	416 363	475 276	481 047
Informal sector (non–agricultural)	103 292	107 067	107 566	104 225	115 388	120 904
Agriculture	31 913	33 511	31 594	30 329	39 261	37 579
Private households	41 725	41 884	42 138	41 898	43 303	43 633
Women	**251 385**	**261 483**	**265 748**	**240 134**	**273 920**	**281 965**
Formal sector (non–agricultural)	170 117	176 759	182 912	156 169	189 389	192 942
Informal sector (non–agricultural)	38 773	40 940	39 837	41 469	39 850	43 326
Agriculture	9 771	9 745	8 912	9 771	11 121	10 987
Private households	32 724	34 040	34 086	32 724	33 561	34 710
Men	**365 587**	**370 874**	**377 705**	**352 681**	**399 309**	**401 200**
Formal sector (non–agricultural)	269 924	273 136	279 243	260 193	285 888	288 105
Informal sector (non–agricultural)	64 519	66 127	67 730	62 756	75 539	77 579
Agriculture	22 142	23 766	22 682	20 558	28 140	26 592
Private households	9 001	7 845	8 051	9 174	9 743	8 923

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

Table 3.15: Employed by sector and average hours of work per week

Market production activities	QLFS 2012 Hours	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours
Both Sexes	**44**	**43**	**43**	**44**	**43**	**43**
Formal sector (non–agricultural)	44	44	44	44	44	45
Informal sector (non–agricultural)	47	47	46	48	45	45
Agriculture	46	46	46	46	45	34
Private households	34	34	34	34	34	43
Women	**41**	**41**	**41**	**41**	**41**	**41**
Formal sector (non–agricultural)	42	42	42	42	42	43
Informal sector (non–agricultural)	44	44	44	46	42	42
Agriculture	44	43	43	44	42	35
Private households	34	35	35	35	34	41
Men	**46**	**45**	**45**	**46**	**45**	**45**
Formal sector (non–agricultural)	45	45	45	46	45	47
Informal sector (non–agricultural)	48	48	48	49	47	47
Agriculture	47	47	47	47	47	30
Private households	33	32	31	33	33	45

Table 3.16: Employment by sex and province

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Western Cape	2 091	2 141	2 195	2 304	2 331	2 425
Eastern Cape	1 254	1 295	1 350	1 377	1 402	1 417
Northern Cape	296	310	307	305	305	305
Free State	728	748	749	805	781	793
KwaZulu–Natal	2 423	2 490	2 487	2 551	2 508	2 547
North West	817	848	904	936	924	984
Gauteng	4 687	4 782	4 824	4 995	5 004	5 075
Mpumalanga	1 042	1 123	1 132	1 177	1 165	1 219
Limpopo	1 085	1 128	1 198	1 291	1 360	1 404
Women	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**
Western Cape	970	983	992	1 043	1 027	1 065
Eastern Cape	583	612	659	660	672	689
Northern Cape	130	134	132	131	128	133
Free State	308	334	321	340	327	324
KwaZulu–Natal	1 088	1 154	1 122	1 180	1 170	1 223
North West	323	334	373	354	357	388
Gauteng	1 953	2 018	2 031	2 114	2 122	2 183
Mpumalanga	445	463	478	499	494	511
Limpopo	464	507	525	561	578	598
Men	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**
Western Cape	1 121	1 157	1 203	1 261	1 304	1 360
Eastern Cape	671	683	691	717	729	728
Northern Cape	166	177	175	174	177	172
Free State	420	415	428	465	455	468
KwaZulu–Natal	1 335	1 336	1 365	1 371	1 338	1 324
North West	494	514	531	582	567	596
Gauteng	2 735	2 764	2 793	2 881	2 882	2 893
Mpumalanga	597	661	654	678	672	707
Limpopo	621	620	673	730	783	806

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
Black African	2 600	2 600	2 800	2 900	3 000	3 200
Coloured	3 250	3 000	3 033	3 000	3 250	3 500
Indian/Asian	7 000	7 000	6 000	6 500	7 200	8 000
White	10 006	10 500	10 000	12 000	12 500	12 000
Female	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**
Black African	2 000	2 100	2 300	2 500	2 500	2 700
Coloured	3 000	2 700	3 000	2 700	3 000	3 167
Indian/Asian	7 000	6 700	4 700	6 000	7 000	8 000
White	9 500	10 000	10 000	10 000	10 200	10 833
Male	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**
Black African	3 000	3 100	3 250	3 250	3 500	3 683
Coloured	3 500	3 060	3 250	3 028	3 466	3 900
Indian/Asian	7 000	7 400	6 000	7 000	7 400	8 000
White	12 000	12 000	11 853	13 100	15 000	13 000

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
15–24 years	2 500	2 340	2 500	2 600	2 608	3 000
25–34 years	3 000	3 000	3 000	3 006	3 200	3 500
35–44 years	3 500	3 466	3 466	3 466	3 500	3 700
45–54 years	3 500	3 204	3 271	3 400	3 500	3 600
55–64 years	4 000	3 500	3 900	3 500	4 000	3 700
Female	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**
15–24 years	2 500	2 400	2 500	2 500	2 600	3 000
25–34 years	2 600	2 760	2 800	2 863	3 000	3 000
35–44 years	2 800	2 500	2 700	2 800	3 000	3 000
45–54 years	2 500	2 400	2 500	2 500	2 600	2 946
55–64 years	3 100	2 500	2 850	2 600	2 800	3 000
Male	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**
15–24 years	2 470	2 300	2 500	2 600	2 773	3 000
25–34 years	3 250	3 250	3 250	3 250	3 466	3 683
35–44 years	4 000	4 000	4 000	4 000	4 000	4 333
45–54 years	4 500	4 342	4 333	4 300	4 500	5 000
55–64 years	5 000	4 700	4 800	4 500	5 010	5 000

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
Western Cape	3 466	3 250	3 423	3 250	3 423	3 500
Eastern Cape	2 500	2 200	2 500	2 418	2 750	2 816
Northern Cape	2 000	2 058	2 200	2 383	2 773	3 000
Free State	2 166	2 400	2 500	2 500	2 700	3 000
KwaZulu–Natal	2 800	2 600	2 500	2 500	2 500	3 000
North West	3 500	3 380	3 000	3 000	3 250	3 250
Gauteng	4 000	4 300	4 333	4 500	4 600	5 000
Mpumalanga	2 505	2 700	3 000	3 000	3 000	3 400
Limpopo	2 000	2 000	2 166	2 300	2 600	2 900
Women	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**
Western Cape	3 033	3 033	3 200	3 000	3 200	3 206
Eastern Cape	2 340	2 000	2 200	2 100	2 500	2 500
Northern Cape	1 625	1 800	2 000	2 000	2 253	2 500
Free State	1 800	1 850	2 100	2 166	2 300	2 500
KwaZulu–Natal	2 160	2 000	2 000	2 000	2 000	2 500
North West	2 500	2 383	2 246	2 400	2 500	2 500
Gauteng	3 500	3 500	3 800	4 000	4 000	4 000
Mpumalanga	2 000	2 000	2 300	2 500	2 500	2 600
Limpopo	1 500	1 500	1 800	1 800	2 000	2 100
Men	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**
Western Cape	3 600	3 500	3 500	3 500	3 466	3 700
Eastern Cape	2 600	2 500	2 600	2 600	3 000	3 033
Northern Cape	2 273	2 200	2 383	2 500	3 250	3 500
Free State	2 600	2 600	3 000	2 700	3 000	3 200
KwaZulu–Natal	3 100	3 200	3 000	2 816	3 000	3 500
North West	4 200	4 333	4 000	3 500	4 000	4 000
Gauteng	4 500	4 800	4 500	5 000	5 000	5 200
Mpumalanga	3 200	3 293	4 000	3 600	3 700	3 900
Limpopo	2 500	2 500	2 400	2 600	3 000	3 600

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
Manager	12 800	14 083	16 000	17 000	18 500	18 000
Professional	13 000	15 000	15 000	18 000	18 500	19 400
Technician	8 000	8 400	6 000	6 000	7 000	6 500
Clerk	5 000	4 700	4 800	4 500	5 000	5 000
Sales	2 800	2 860	3 000	3 080	3 466	3 500
Skilled agriculture	1 500	1 920	2 200	1 950	2 166	2 166
Craft	3 466	3 300	3 466	3 500	3 500	4 000
Operator	3 100	3 466	3 500	3 500	3 600	4 000
Elementary	1 750	1 900	2 100	2 200	2 500	2 500
Domestic worker	1 200	1 300	1 400	1 500	1 500	1 733
Women	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**
Manager	12 000	12 800	15 000	15 000	17 000	17 000
Professional	12 000	14 000	14 500	17 000	18 000	18 600
Technician	8 000	8 000	6 000	7 000	7 000	6 000
Clerk	4 506	4 500	4 500	4 333	4 500	5 000
Sales	2 300	2 300	2 500	2 686	2 800	2 900
Skilled agriculture	1 300	1 360	2 000	1 213	2 000	1 200
Craft	2 470	2 500	2 925	2 800	3 200	3 076
Operator	2 500	2 816	2 600	2 790	2 800	3 250
Elementary	1 600	1 733	1 900	2 000	2 100	2 166
Domestic worker	1 200	1 300	1 400	1 500	1 500	1 733
Men	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**
Manager	14 000	15 000	16 700	20 000	19 000	19 000
Professional	15 000	16 000	16 000	21 000	20 000	20 000
Technician	8 000	8 500	5 850	5 500	7 500	7 000
Clerk	5 200	5 000	5 000	4 900	5 430	6 000
Sales	3 200	3 250	3 500	3 500	3 800	3 900
Skilled agriculture	1 733	2 050	2 383	2 500	2 200	2 200
Craft	3 500	3 500	3 500	3 780	3 683	4 300
Operator	3 250	3 466	3 683	3 600	3 900	4 116
Elementary	1 921	2 000	2 200	2 400	2 600	2 700
Domestic worker	1 040	1 200	1 200	1 500	1 500	1 700

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
Agriculture	1 495	1 733	2 153	2 231	2 500	2 600
Mining	6 000	6 000	7 000	7 500	8 440	10 000
Manufacturing	3 500	3 672	3 900	3 800	4 000	4 333
Utilities	6 000	8 666	7 000	7 500	8 000	9 000
Construction	2 600	2 800	2 816	3 000	3 083	3 400
Trade	3 000	3 000	3 033	3 100	3 466	3 500
Transport	3 800	3 900	4 000	4 000	4 200	4 500
Finance	4 000	4 000	4 000	4 000	4 000	4 500
Services	6 500	6 000	5 000	5 000	5 000	5 000
Private hholds	1 200	1 300	1 400	1 500	1 500	1 733
Women	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**
Agriculture	1 369	1 505	2 000	2 127	2 275	2 500
Mining	6 000	6 500	7 000	7 000	8 000	10 000
Manufacturing	2 946	3 000	3 033	3 033	3 466	3 660
Utilities	7 000	9 650	12 000	10 500	13 000	8 000
Construction	1 300	1 560	1 900	1 125	1 733	1 800
Trade	2 600	2 600	3 000	3 000	3 033	3 200
Transport	5 000	5 500	4 900	5 000	5 633	6 500
Finance	4 500	4 000	4 000	4 500	4 500	4 500
Services	6 000	5 500	4 000	4 000	4 000	3 800
Private hholds	1 200	1 300	1 400	1 500	1 500	1 733
Men	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**
Agriculture	1 500	1 800	2 166	2 400	2 500	2 782
Mining	6 000	6 000	7 000	7 500	8 500	10 000
Manufacturing	3 900	4 000	4 333	4 100	4 333	4 800
Utilities	5 200	8 000	7 000	7 000	7 000	9 000
Construction	2 800	3 000	3 000	3 120	3 250	3 500
Trade	3 250	3 250	3 466	3 500	3 700	3 726
Transport	3 500	3 600	3 900	4 000	4 000	4 200
Finance	3 900	4 000	4 000	4 000	4 000	4 333
Services	8 000	7 000	6 500	6 200	7 000	7 000
Private hholds	1 200	1 300	1 300	1 430	1 500	1 600

Table 3.22: Distribution of median monthly earnings for employees by education and sex

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
No schooling	1 300	1 408	1 500	1 733	1 800	1 950
Less than primary completed	1 500	1 516	1 841	2 000	2 000	2 000
Primary completed	1 603	1 733	2 000	2 166	2 200	2 500
Secondary not completed	2 166	2 200	2 500	2 500	2 700	2 816
Secondary completed	4 000	3 800	3 800	3 800	4 000	4 200
Tertiary	12 000	12 500	10 800	11 500	12 800	12 300
Other	2 100	2 580	2 500	2 600	2 600	3 000
Women	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**
No schooling	1 120	1 170	1 000	1 200	1 400	1 450
Less than primary completed	1 200	1 200	1 300	1 300	1 400	1 500
Primary completed	1 300	1 300	1 500	1 600	1 500	1 800
Secondary not completed	1 733	1 800	2 000	2 000	2 166	2 200
Secondary completed	3 466	3 293	3 200	3 400	3 500	3 500
Tertiary	11 000	11 000	10 000	10 500	12 000	11 200
Other	1 500	1 800	1 800	2 000	2 200	2 600
Men	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**
No schooling	1 400	1 733	2 025	2 275	2 166	2 500
Less than primary completed	1 800	2 000	2 275	2 491	2 500	2 500
Primary completed	2 000	2 166	2 500	2 500	2 773	2 816
Secondary not completed	2 600	2 600	3 000	3 000	3 070	3 250
Secondary completed	4 333	4 200	4 000	4 200	4 500	5 000
Tertiary	13 000	15 000	12 500	13 000	15 000	14 000
Other	2 500	3 466	3 400	3 001	3 500	3 500

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

Decent Work Indicator	QLFS 2012 Percent	QLFS 2013 Percent	QLFS 2014 Percent	QLFS 2015 Percent	QLFS 2016 Percent	QLFS 2017 Percent
Median	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**
2/3	2 077	2 022	2 022	2 067	2 200	2 333
Both sexes	**34,7**	**34,8**	**32,9**	**32,1**	**32,0**	**31,0**
Men	28,7	28,8	27,5	26,6	26,9	25,4
Women	42,1	42,1	39,5	38,8	38,3	37,7

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

Decent Work Indicators	QLFS 2012 Percent	QLFS 2013 Percent	QLFS 2014 Percent	QLFS 2015 Percent	QLFS 2016 Percent	QLFS 2017 Percent
Both sexes	**68,9**	**68,3**	**68,9**	**68,3**	**70,0**	**71,1**
Male	70,2	69,7	70,5	69,3	71,1	72,3
Female	67,2	66,7	66,9	67,1	68,7	69,5

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

Decent Work Indicators	QLFS 2012 Percent	QLFS 2013 Percent	QLFS 2014 Percent	QLFS 2015 Percent	QLFS 2016 Percent	QLFS 2017 Percent
Both sexes	**53,8**	**52,6**	**53,5**	**53,4**	**56,0**	**58,0**
Male	52,3	51,3	52,3	52,0	54,8	57,1
Female	55,7	54,3	54,9	55,1	57,4	59,0

Table 3 26: Decent hours

Decent hours	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent
Excessive hours (workers with more than 48 hours per week)	**22,9**	**22,5**	**21,8**	**22,2**	**22,4**	**21,8**
Men	26,9	26,5	25,9	26,5	26,7	26,0
Women	17,7	17,4	16,7	16,7	16,7	16,5
Time–related underemployment rate	**4,1**	**4,1**	**4,0**	**4,5**	**4,6**	**4,6**
Men	2,9	2,8	2,9	3,2	3,3	3,3
Women	5,6	5,8	5,4	6,2	6,2	6,1
Rate of workers with decent hours	**73,0**	**73,4**	**74,1**	**73,3**	**73,1**	**73,6**
Men	70,2	70,6	71,2	70,4	70,0	70,7
Women	76,7	76,9	77,9	77,1	77,1	77,4

Table 3 27: Rights at work and social dialogue

Decent work Indicators	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent
Trade union members	**3 640**	**3 650**	**3 788**	**3 697**	**3 783**	**3 966**
Men	2 172	2 152	2 243	2 172	2 173	2 291
Women	1 468	1 498	1 544	1 526	1 611	1 675
Trade union density rate	**29,7**	**28,7**	**29,0**	**27,4**	**28,1**	**28,8**
Men	32,0	30,8	31,2	29,2	29,3	30,4
Women	26,9	26,2	26,3	25,1	26,6	26,9

Table 3 28: Proportion of employees whose employer contribute to a pension/retirement fund for them

	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent
Both sexes	**49,0**	**48,0**	**48,9**	**46,1**	**47,0**	**48,0**
Men	51,9	50,9	51,8	48,2	49,1	50,6
Women	45,5	44,4	45,3	43,4	44,5	44,8

Table 3 29: Proportion of employees who are entitled to medical aid benefit from the employer by sex

	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent
Both sexes	**32,8**	**31,6**	**31,4**	**29,5**	**29,8**	**30,0**
Men	33,6	32,8	32,5	30,2	30,2	30,8
Women	31,7	30,1	30,1	28,6	29,3	29,0

Table 3 30: Proportion of employees by how annual salary increment is negotiated

	QLFS 2012 Per cent	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent
Individual and employer	11,9	10,0	9,5	9,7	8,2	7,9
Collective bargaining	32,7	30,7	30,8	29,1	29,9	30,2
Employer only	49,9	53,5	53,7	55,4	56,1	55,4
No regular increment	5,0	5,3	5,6	5,4	5,4	5,6
Other	0,5	0,5	0,4	0,4	0,5	0,8

Table 4: Characteristics of the unemployed – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Unemployed	**4 775**	**4 886**	**5 070**	**5 344**	**5 454**	**6 120**
Job losers	1 498	1 532	1 641	1 785	1 822	1 975
Job leavers	285	309	319	361	328	346
New entrants	2 035	2 017	1 952	2 074	732	2 355
Re–entrants	182	215	256	245	2 272	301
Other	776	813	903	878	300	1 143
Unemployed	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
Long–term unemployment (1 year and more)	3 242	3 226	3 341	3 481	3 832	4 111
Short–term unemployment (less than 1 year)	1 533	1 660	1 729	1 863	1 921	2 009
Long-term unemployment (%)						
Proportion of the labour force	16,9	16,3	16,5	16,5	17,8	18,4
Proportion of the unemployed	67,9	66,0	65,9	65,1	66,6	67,2
Those who have worked in the past 5 years						
Previous occupation	**1 964**	**2 057**	**2 216**	**2 391**	**2 450**	**2 622**
Manager	45	54	51	50	53	64
Professional	43	40	47	49	47	55
Technician	102	122	147	127	136	149
Clerk	249	268	252	271	278	286
Sales and services	298	307	346	372	385	410
Skilled agriculture	6	5	16	15	7	6
Craft and related trade	336	315	356	396	406	445
Plant and machine operator	158	172	181	187	202	187
Elementary	569	612	652	738	756	829
Domestic worker	157	160	167	187	180	191
Other	1	1	0			1
Previous industry	**1 964**	**2 057**	**2 216**	**2 391**	**2 450**	**2 622**
Agriculture	87	94	120	135	136	148
Mining	32	37	35	46	59	50
Manufacturing	264	256	274	287	292	284
Utilities	8	16	17	17	12	16
Construction	313	312	326	380	407	440
Trade	460	497	517	540	536	576
Transport	96	109	128	107	119	132
Finance	258	282	299	323	326	356
Community and social services	234	245	271	316	325	365
Private households	209	208	228	240	238	254
Other	1	1	0		0	0

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

Table 4.2: Characteristics of the unemployed by province

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long–term unemployment	**3 242**	**3 226**	**3 341**	**3 481**	**3 832**	**4 111**
Western cape	384	382	405	336	367	383
Eastern Cape	330	358	346	351	348	502
Northern Cape	70	65	69	77	60	70
Free State	240	246	268	237	265	277
KwaZulu–Natal	406	420	458	430	506	553
North West	181	183	216	209	227	223
Gauteng	1 151	1 131	1 115	1 381	1 562	1 583
Mpumalanga	318	299	326	292	319	327
Limpopo	163	143	139	168	177	192
Long–term unemployment (%)	**67,9**	**66,0**	**65,9**	**65,1**	**66,6**	**67,2**
Western cape	60,1	60,8	62,6	56,0	58,2	59,8
Eastern Cape	65,4	65,9	60,9	62,9	62,4	67,8
Northern Cape	59,6	53,8	52,5	53,6	47,9	55,1
Free State	69,2	67,7	69,0	66,2	66,5	69,2
KwaZulu–Natal	65,3	64,2	64,0	62,5	66,4	66,5
North West	66,0	59,2	66,4	64,7	63,0	64,7
Gauteng	73,9	71,3	69,7	71,6	75,2	74,2
Mpumalanga	73,1	68,6	70,7	67,4	63,9	60,2
Limpopo	58,2	57,9	58,6	54,0	52,1	53,8
Short–term unemployment	**1 533**	**1 660**	**1 729**	**1 863**	**1 921**	**2 009**
Western cape	255	246	242	264	264	258
Eastern Cape	175	185	222	207	210	238
Northern Cape	47	55	62	66	66	57
Free State	107	117	120	121	133	123
KwaZulu–Natal	216	234	257	258	256	278
North West	93	126	109	114	134	122
Gauteng	406	456	484	547	515	551
Mpumalanga	117	137	135	141	180	217
Limpopo	117	104	98	143	163	165
Short–term unemployment (%)	**32,1**	**34,0**	**34,1**	**34,9**	**33,4**	**32,8**
Western cape	39,9	39,2	37,4	44,0	41,8	40,2
Eastern Cape	34,6	34,1	39,1	37,1	37,6	32,2
Northern Cape	40,4	46,2	47,5	46,4	52,1	44,9
Free State	30,8	32,3	31,0	33,8	33,5	30,8
KwaZulu–Natal	34,7	35,8	36,0	37,5	33,6	33,5
North West	34,0	40,8	33,6	35,3	37,0	35,3
Gauteng	26,1	28,7	30,3	28,4	24,8	25,8
Mpumalanga	26,9	31,4	29,3	32,6	36,1	39,8
Limpopo	41,8	42,1	41,4	46,0	47,9	46,2

Table 4.3: The duration of unemployment

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both Sexes	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
Less than 3 moths	565	634	668	751	719	785
3 months less than 6 months	349	369	390	424	463	453
6 months less than 1 year	619	657	672	688	739	771
1 year less than 3 years	1 096	1 173	1 173	1 205	1 278	1 345
3 years and over	2 147	2 053	2 167	2 276	2 554	2 766
Women	**2 337**	**2 381**	**2 482**	**2 640**	**2 827**	**2 990**
Less than 3 moths	219	259	270	306	290	317
3 months less than 6 months	159	162	167	183	198	205
6 months less than 1 year	291	300	319	328	334	364
1 year less than 3 years	532	586	592	601	658	694
3 years and over	1 136	1 074	1 133	1 223	1 347	1 409
Men	**2 438**	**2 505**	**2 589**	**2 704**	**2 926**	**3 130**
Less than 3 moths	346	375	398	445	429	467
3 months less than 6 months	190	207	222	241	265	248
6 months less than 1 year	328	357	353	361	405	407
1 year less than 3 years	563	587	581	605	620	651
3 years and over	1 010	979	1 034	1 053	1 207	1 357

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

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

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Not economically active	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**
Student	6 137	6 111	6 239	6 214	6 234	6 189
Home–maker	2 821	2 852	2 849	2 618	2 705	2 605
Illness/disability	1 740	1 717	1 637	1 674	1 643	1 588
Too old/young to work	1 220	1 218	1 234	1 302	1 373	1 390
Discouraged work seekers	2 314	2 331	2 422	2 334	2 386	2 403
Other	743	809	812	809	796	830
Inactivity rate by age (Both sexes)	**43,8**	**43,2**	**42,9**	**41,5**	**41,3**	**40,2**
15–24 yrs	74,6	74,2	74,7	73,4	73,6	73,1
25–54 yrs	26,7	26,2	25,9	24,4	24,2	23,3
55–64 yrs	58,5	57,5	56,0	56,2	56,6	54,6
Inactivity rate by age (Women)	**50,6**	**49,6**	**49,3**	**47,9**	**47,7**	**46,4**
15–24 yrs	77,1	76,4	77,2	76,2	76,4	75,6
25–54 yrs	35,5	34,3	33,9	32,2	32,0	30,7
55–64 yrs	67,1	66,3	64,6	64,2	64,7	62,9
Inactivity rate by age (Men)	**36,7**	**36,6**	**36,3**	**34,9**	**34,6**	**33,9**
15–24 yrs	72,2	72,1	72,3	70,5	70,7	70,6
25–54 yrs	17,5	17,8	17,7	16,5	16,4	15,9
55–64 yrs	48,0	47,0	45,7	46,4	46,8	44,5

Table 6: Socio-demographic characteristics – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
15–24 yrs	1 242	1 277	1 263	1 367	1 271	1 292
25–34 yrs	4 626	4 731	4 758	4 945	4 903	4 884
35–44 yrs	4 428	4 577	4 685	4 862	4 899	5 041
45–54 yrs	2 911	3 003	3 071	3 171	3 284	3 421
55–64 yrs	1 218	1 278	1 369	1 395	1 423	1 531
Age group of the unemployed	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
15–24 yrs	1 329	1 352	1 330	1 374	1 453	1 480
25–34 yrs	1 942	1 943	2 047	2 138	2 272	2 411
35–44 yrs	984	1 045	1 106	1 179	1 313	1 421
45–54 yrs	428	440	474	520	572	648
55–64 yrs	92	107	113	133	141	161
Age group of the not economically active	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**
15–24 yrs	7 557	7 572	7 664	7 550	7 586	7 543
25–34 yrs	2 444	2 492	2 521	2 402	2 470	2 503
35–44 yrs	1 628	1 614	1 639	1 577	1 585	1 501
45–54 yrs	1 502	1 482	1 480	1 461	1 454	1 423
55–64 yrs	1 844	1 877	1 890	1 959	2 041	2 035
Highest level of education of the employed	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
No schooling	374	375	373	388	335	339
Less than primary completed	1 129	1 143	1 078	1 180	1 126	1 070
Primary completed	641	640	614	664	661	591
Secondary not completed	4 865	4 965	5 043	5 239	5 323	5 385
Secondary completed	4 416	4 555	4 796	4 934	5 037	5 201
Tertiary	2 842	3 041	3 072	3 146	3 130	3 402
Other	157	148	171	190	168	180
Highest level of education of the unemployed	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
No schooling	75	76	76	80	78	73
Less than primary completed	334	301	321	349	355	355
Primary completed	214	195	221	234	223	252
Secondary not completed	2 258	2 329	2 382	2 473	2 725	2 868
Secondary completed	1 572	1 625	1 668	1 762	1 887	2 016
Tertiary	295	333	373	418	445	514
Other	27	27	29	27	39	42
Highest level of education of the not economically active	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**
No schooling	792	763	741	703	675	636
Less than primary completed	1 817	1 723	1 661	1 695	1 625	1 494
Primary completed	1 069	1 008	951	953	984	961
Secondary not completed	7 993	8 171	8 183	8 017	8 148	8 050
Secondary completed	2 739	2 779	3 028	2 905	2 987	3 130
Tertiary	449	485	507	548	558	579
Other	115	110	122	131	159	154

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

Table 6b: Socio-demographic characteristics – South Africa	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand
Employed	**7 271**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Attending educational institution	174	350	384	421	369	363
Not attending educational institution	7 097	14 515	14 762	15 319	15 411	15 806
Unemployed	**2 403**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
Attending educational institution	49	102	95	131	113	114
Not attending educational institution	2 353	4 784	4 975	5 213	5 639	6 006
Not economically active	**7 490**	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**
Attending educational institution	2 969	5 930	6 083	6 061	6 122	6 120
Not attending educational institution	4 521	9 108	9 111	8 889	9 014	8 885
Current marital status of the employed	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**
Married	6 116	6 086	6 064	6 258	6 175	6 329
Living together like husband and wife	1 647	1 712	1 766	1 897	1 989	1 985
Widow/widower	436	459	501	458	467	500
Divorced or separated	520	536	473	505	485	515
Never married	5 706	6 072	6 341	6 623	6 664	6 839
Current marital status of the unemployed	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**
Married	799	824	840	936	926	1 001
Living together like husband and wife	515	532	519	617	667	666
Widow/widower	63	75	75	63	83	74
Divorced or separated	86	84	91	97	104	102
Never married	3 313	3 371	3 546	3 632	3 972	4 277
Current marital status of the not economically active	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**
Married	3 020	2 940	2 930	2 819	2 821	2 711
Living together like husband and wife	748	750	777	806	802	775
Widow/widower	663	642	610	614	601	591
Divorced or separated	253	243	254	244	259	240
Never married	10 292	10 464	10 622	10 468	10 654	10 689

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

Table 7: Profile of those not in employment, education or training – South Africa

	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**
Women	4 117	8 166	8 258	8 265	8 546	8 606
Men	2 757	5 726	5 827	5 837	6 107	6 285
Age group	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**
15–24 yrs	1 590	3 261	3 212	3 139	3 219	3 213
25–34 yrs	2 073	4 133	4 235	4 203	4 384	4 551
35–44 yrs	1 278	2 608	2 697	2 705	2 856	2 873
45–54 yrs	966	1 910	1 945	1 969	2 014	2 058
55–64 yrs	968	1 981	1 998	2 086	2 180	2 195
Population groups	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**
Black/African	5 715	11 557	11 707	11 754	12 293	12 511
Coloured	619	1 267	1 265	1 273	1 310	1 350
Indian/Asian	167	313	342	353	343	334
White	373	755	772	723	708	695
South Africa	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**
Western Cape	721	1 433	1 462	1 423	1 479	1 486
Eastern Cape	938	1 893	1 884	1 854	1 871	1 960
Northern Cape	161	323	340	353	359	377
Free State	395	775	778	762	782	769
KwaZulu–Natal	1 379	2 738	2 820	2 811	2 959	3 029
North West	533	1 102	1 072	1 092	1 157	1 131
Gauteng	1 514	3 109	3 173	3 312	3 484	3 552
Mpumalanga	542	1 058	1 107	1 081	1 137	1 145
Limpopo	693	1 461	1 450	1 415	1 424	1 443

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

Appendix 3: Panel data tables

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	93,0	3,4	1,1	2,5	100,0
Q1 2012	Q2 2012	93,4	2,9	1,3	2,4	100,0
Q2 2012	Q3 2012	93,8	3,1	0,9	2,1	100,0
Q3 2012	Q4 2012	93,3	3,1	1,0	2,5	100,0
Q4 2012	Q1 2013	93,2	3,3	1,1	2,3	100,0
Q1 2013	Q2 2013	93,1	3,4	1,6	2,0	100,0
Q2 2013	Q3 2013	92,4	3,5	1,4	2,7	100,0
Q3 2013	Q4 2013	92,9	3,2	1,3	2,6	100,0
Q4 2013	Q1 2014	91,7	4,0	1,6	2,7	100,0
Q1 2014	Q2 2014	92,3	3,6	1,4	2,8	100,0
Q2 2014	Q3 2014	92,1	3,9	1,6	2,4	100,0
Q3 2014	Q4 2014	93,0	3,1	1,5	2,5	100,0
Q1 2015	Q2 2015	91,4	4,3	1,5	2,8	100,0
Q2 2015	Q3 2015	91,2	4,6	1,5	2,7	100,0
Q3 2015	Q4 2015	93,3	3,2	1,2	2,3	100,0
Q1 2016	Q2 2016	92,9	3,6	1,4	2,2	100,0
Q2 2016	Q3 2016	93,4	3,7	0,9	2,0	100,0
Q3 2016	Q4 2016	93,3	3,6	1,0	2,1	100,0
Q4 2016	Q1 2017	92,5	4,2	1,2	2,1	100,0
Q1 2017	Q2 2017	92,4	4,1	1,2	2,3	100,0
Q2 2017	Q3 2017	93,1	3,6	1,2	2,1	100,0
Q3 2017	Q4 2017	93,1	3,5	1,3	2,0	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q1 2012	Q2 2012	10,3	68,9	7,2	13,6	100,0
Q2 2012	Q3 2012	12,7	68,9	7,0	11,5	100,0
Q3 2012	Q4 2012	10,8	66,8	7,0	15,3	100,0
Q4 2012	Q1 2013	11,4	65,7	8,2	14,6	100,0
Q1 2013	Q2 2013	11,0	68,9	7,5	12,6	100,0
Q2 2013	Q3 2013	13,3	66,5	7,6	12,6	100,0
Q3 2013	Q4 2013	13,1	68,1	5,9	13,0	100,0
Q4 2013	Q1 2014	12,0	67,9	7,0	13,1	100,0
Q1 2014	Q2 2014	12,9	65,3	7,3	14,5	100,0
Q2 2014	Q3 2014	12,9	66,0	7,7	13,5	100,0
Q3 2014	Q4 2014	13,0	65,5	7,2	14,3	100,0
Q1 2015	Q2 2015	14,9	61,9	8,3	14,9	100,0
Q2 2015	Q3 2015	14,1	65,7	8,2	12,0	100,0
Q3 2015	Q4 2015	12,7	67,5	7,0	12,8	100,0
Q1 2016	Q2 2016	12,7	67,2	7,4	12,7	100,0
Q2 2016	Q3 2016	12,3	70,0	7,1	10,6	100,0
Q3 2016	Q4 2016	12,7	69,6	7,1	10,5	100,0
Q4 2016	Q1 2017	12,4	69,9	6,7	11,0	100,0
Q1 2017	Q2 2017	10,4	71,4	6,4	11,8	100,0
Q2 2017	Q3 2017	11,6	72,3	6,8	9,2	100,0
Q3 2017	Q4 2017	11,6	68,4	7,4	12,6	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	7,1	14,7	57,3	20,9	100,0
Q1 2012	Q2 2012	8,2	14,5	58,2	19,1	100,0
Q2 2012	Q3 2012	8,3	15,5	56,1	20,0	100,0
Q3 2012	Q4 2012	6,8	15,2	55,7	22,2	100,0
Q4 2012	Q1 2013	7,3	14,6	58,1	20,0	100,0
Q1 2013	Q2 2013	7,3	14,6	58,4	19,6	100,0
Q2 2013	Q3 2013	10,7	15,2	54,3	19,7	100,0
Q3 2013	Q4 2013	10,9	15,1	52,3	21,8	100,0
Q4 2013	Q1 2014	9,9	15,3	56,4	18,5	100,0
Q1 2014	Q2 2014	8,8	13,4	57,2	20,5	100,0
Q2 2014	Q3 2014	9,8	12,3	58,7	19,2	100,0
Q3 2014	Q4 2014	9,6	13,0	57,1	20,3	100,0
Q1 2015	Q2 2015	11,7	15,7	50,9	21,6	100,0
Q2 2015	Q3 2015	9,2	18,3	51,9	20,5	100,0
Q3 2015	Q4 2015	10,6	14,3	58,4	16,7	100,0
Q1 2016	Q2 2016	7,1	14,7	60,3	17,9	100,0
Q2 2016	Q3 2016	7,7	21,1	51,7	19,5	100,0
Q3 2016	Q4 2016	8,3	15,6	53,9	22,3	100,0
Q4 2016	Q1 2017	9,4	18,4	52,3	19,9	100,0
Q1 2017	Q2 2017	9,0	17,5	52,1	21,5	100
Q2 2017	Q3 2017	8,8	14,4	58,0	18,8	100,0
Q3 2017	Q4 2017	7,8	15,8	56,1	20,3	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA		Per cent				
Q4 2011	Q1 2012	2,5	5,8	4,3	87,4	100,0
Q1 2012	Q2 2012	2,3	5,1	4,0	88,7	100,0
Q2 2012	Q3 2012	2,6	5,3	3,4	88,7	100,0
Q3 2012	Q4 2012	2,0	4,4	3,4	90,2	100,0
Q4 2012	Q1 2013	2,6	5,7	4,0	87,7	100,0
Q1 2013	Q2 2013	2,4	5,5	3,8	88,2	100,0
Q2 2013	Q3 2013	3,0	4,7	3,6	88,7	100,0
Q3 2013	Q4 2013	3,0	4,5	3,6	89,0	100,0
Q4 2013	Q1 2014	2,9	5,4	4,1	87,5	100,0
Q1 2014	Q2 2014	3,1	5,8	3,5	87,6	100,0
Q2 2014	Q3 2014	2,8	4,9	3,5	88,8	100,0
Q3 2014	Q4 2014	2,9	5,4	4,1	87,5	100,0
Q1 2015	Q2 2015	3,1	5,8	4,2	86.9	100,0
Q2 2015	Q3 2015	3,2	5,7	3,5	87,6	100,0
Q3 2015	Q4 2015	2,5	4,5	2,9	90,1	100,0
Q1 2016	Q2 2016	2,3	5,3	3,7	88,6	100,0
Q2 2016	Q3 2016	2,5	5,0	4,2	88,3	100,0
Q3 2016	Q4 2016	2,6	5,1	3,7	88,6	100,0
Q4 2016	Q1 2017	2,6	6,9	4,0	86,5	100,0
Q1 2017	Q2 2017	2,1	5,6	3,8	88,6	100,0
Q2 2017	Q3 2017	2,5	4,9	3,7	88,9	100,0
Q3 2017	Q4 2017	2,5	4,7	3,2	89,6	100,0

Table A2: Quarterly transition rates between different sectors

		t+1 status				
		Formal	**Informal**	**Agriculture**	**Private hh**	**Total**
t status: Formal		**Per cent**				
t quarter	**t+1 quarter**					
Q4 2011	**Q1 2012**	96,3	3,0	0,3	0,3	100,0
Q1 2012	**Q2 2012**	96,4	2,9	0,4	0,3	100,0
Q2 2012	**Q3 2012**	96,7	2,7	0,4	0,2	100,0
Q3 2012	**Q4 2012**	96,4	3,1	0,3	0,2	100,0
Q4 2012	**Q1 2013**	96,5	2,8	0,3	0,4	100,0
Q1 2013	**Q2 2013**	96,6	2,9	0,3	0,2	100,0
Q2 2013	**Q3 2013**	96,1	3,2	0,5	0,3	100,0
Q3 2013	**Q4 2013**	96,3	2,9	0,5	0,3	100,0
Q4 2013	**Q1 2014**	96,0	3,4	0,4	0,3	100,0
Q1 2014	**Q2 2014**	96,2	3,1	0,3	0,3	100,0
Q2 2014	**Q3 2014**	96,2	3,3	0,3	0,2	100,0
Q3 2014	**Q4 2014**	96,0	3,4	0,3	0,3	100,0
Q1 2015	**Q2 2015**	94,4	4,8	0,5	0,3	100,0
Q2 2015	**Q3 2015**	94,9	4,3	0,5	0,4	100,0
Q3 2015	**Q4 2015**	95,5	3,8	0,5	0,2	100,0
Q1 2016	**Q2 2016**	96,6	3,4	0,3	0,3	100,0
Q2 2016	**Q3 2016**	95,6	3,7	0,4	0,2	100,0
Q3 2016	**Q4 2016**	95,8	3,5	0,5	0,2	100,0
Q4 2016	**Q1 2017**	96,1	3,2	0,5	0,1	100
Q1 2017	**Q2 2017**	96,0	3,4	0,4	0,3	100,0
Q2 2017	**Q3 2017**	96,0	3,4	0,4	0,2	100,0
Q3 2017	**Q4 2017**	95,7	3,4	0,5	0,4	100,0
		Formal	**Informal**	**Agriculture**	**Private hh**	**Total**
t status: Informal		**Per cent**				
t quarter	**t+1 quarter**					
Q4 2011	**Q1 2012**	15,7	83,3	0,1	0,9	100,0
Q1 2012	**Q2 2012**	14,8	84,1	0,4	0,7	100,0
Q2 2012	**Q3 2012**	14,4	83,9	0,4	1,3	100,0
Q3 2012	**Q4 2012**	15,7	83,3	0,4	0,6	100,0
Q4 2012	**Q1 2013**	15,9	82,5	0,4	1,1	100,0
Q1 2013	**Q2 2013**	14,5	84,0	0,5	1,0	100,0
Q2 2013	**Q3 2013**	17,8	80,4	0,4	1,4	100,0
Q3 2013	**Q4 2013**	16,7	81,1	1,1	1,1	100,0
Q4 2013	**Q1 2014**	17,5	80,6	0,6	1,2	100,0
Q1 2014	**Q2 2014**	17,7	80,7	0,4	1,2	100,0
Q2 2014	**Q3 2014**	18,5	79,8	0,7	1,0	100,0
Q3 2014	**Q4 2014**	16,9	81,4	0,6	1,1	100,0
Q1 2015	**Q2 2015**	20,2	77,2	0,3	2,2	100,0
Q2 2015	**Q3 2015**	19,5	79,1	0,5	0,9	100,0
Q3 2015	**Q4 2015**	19,7	78,7	0,5	1,2	100,0
Q1 2016	**Q2 2016**	17,4	81,4	0,5	0,7	100,0
Q2 2016	**Q3 2016**	16,1	83,0	0,3	0,6	100,0
Q3 2016	**Q4 2016**	16,0	82,3	0,6	1,1	100,0
Q4 2016	**Q1 2017**	16,4	81,5	0,8	1,3	100
Q1 2017	**Q2 2017**	15,6	82,8	0,6	1,0	100,0
Q2 2017	**Q3 2017**	16,9	81,5	0,4	1,2	100,0
Q3 2017	**Q4 2017**	15,8	82,2	0,8	1,2	100,0

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

t status: Agriculture		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	7,4	1,3	90,3	1,0	100,0
Q1 2012	Q2 2012	4,0	1,7	92,4	1,9	100,0
Q2 2012	Q3 2012	6,4	0,9	92,0	0,7	100,0
Q3 2012	Q4 2012	6,4	1,6	90,9	1,2	100,0
Q4 2012	Q1 2013	4,9	0,7	93,5	1,0	100,0
Q1 2013	Q2 2013	7,4	1,2	90,5	1,0	100,0
Q2 2013	Q3 2013	6,1	1,4	91,4	1,0	100,0
Q3 2013	Q4 2013	5,8	2,1	90,1	2,0	100,0
Q4 2013	Q1 2014	5,9	0,1	92,5	1,5	100,0
Q1 2014	Q2 2014	4,2	1,9	92,2	1,7	100,0
Q2 2014	Q3 2014	5,0	2,1	92,0	0,9	100,0
Q3 2014	Q4 2014	6,0	1,8	90,3	1,8	100,0
Q1 2015	Q2 2015	5,8	0,9	91,0	2,3	100,0
Q2 2015	Q3 2015	6,9	1,0	90,8	1,3	100,0
Q3 2015	Q4 2015	5,5	1,0	91,9	1,6	100,0
Q1 2016	Q2 2016	5,4	1,6	90,3	2,8	100,0
Q2 2016	Q3 2016	5,7	0,8	92,4	1,2	100,0
Q3 2016	Q4 2016	5,8	1,5	91,6	1,1	100,0
Q4 2016	Q1 2017	6,6	1,0	91,0	1,3	100,0
Q1 2017	Q2 2017	5,8	1,5	91,5	1,2	100,0
Q2 2017	Q3 2017	4,5	2,9	91,4	1,2	100,0
Q3 2017	Q4 2017	6,6	1,3	90,7	1,4	100,0
t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	2,2	1,8	0,5	95,5	100,0
Q1 2012	Q2 2012	2,3	1,9	0,7	95,1	100,0
Q2 2012	Q3 2012	1,4	2,1	1,0	95,5	100,0
Q3 2012	Q4 2012	2,4	2,6	1,0	94,1	100,0
Q4 2012	Q1 2013	2,6	1,8	0,3	95,3	100,0
Q1 2013	Q2 2013	2,5	2,5	0,8	94,3	100,0
Q2 2013	Q3 2013	3,4	2,1	0,9	93,7	100,0
Q3 2013	Q4 2013	2,9	3,1	1,0	93,0	100,0
Q4 2013	Q1 2014	2,3	2,3	1,3	94,1	100,0
Q1 2014	Q2 2014	2,6	1,7	0,5	95,2	100,0
Q2 2014	Q3 2014	2,8	2,4	1,1	93,7	100,0
Q3 2014	Q4 2014	1,8	2,6	0,9	94,7	100,0
Q1 2015	Q2 2015	3,1	2,4	1,3	93,0	100,0
Q2 2015	Q3 2015	2,5	2,7	1,4	93,4	100,0
Q3 2015	Q4 2015	2,1	1,7	0,7	95,5	100,0
Q1 2016	Q2 2016	1,9	1,7	0,6	95,8	100,0
Q2 2016	Q3 2016	3,7	2,5	0,5	93,3	100,0
Q3 2016	Q4 2016	2,1	1,8	1,7	94,5	100,0
Q4 2016	Q1 2017	1,9	2,5	0,8	94,8	100,0
Q1 2017	Q2 2017	2,1	2,8	0,9	94,1	100,0
Q2 2017	Q3 2017	2,1	2,7	1,1	94,1	100,0
Q3 2017	Q4 2017	3,4	1,9	0,9	93,8	100,0

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

		t+1 status				
t status: Employed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	90,2	3,8	1,7	4,3	100,0
Q1 2012	Q2 2012	90,4	3,0	2,3	4,3	100,0
Q2 2012	Q3 2012	91,6	3,1	1,7	3,7	100,0
Q3 2012	Q4 2012	90,5	3,7	1,7	4,2	100,0
Q4 2012	Q1 2013	89,4	4,1	2,1	4,4	100,0
Q1 2013	Q2 2013	90,5	3,4	3,0	3,0	100,0
Q2 2013	Q3 2013	88,7	3,1	2,9	5,3	100,0
Q3 2013	Q4 2013	89,2	3,3	2,5	5,0	100,0
Q4 2013	Q1 2014	89,1	4,0	2,1	4,8	100,0
Q1 2014	Q2 2014	88,7	3,7	2,6	5,0	100,0
Q2 2014	Q3 2014	88,1	4,9	2,5	4,5	100,0
Q3 2014	Q4 2014	88,2	3,7	3,0	5,1	100,0
Q1 2015	Q2 2015	87,4	5,2	3,0	4,5	100,0
Q2 2015	Q3 2015	87,7	4,7	2,5	5,0	100,0
Q3 2015	Q4 2015	90,0	3,6	2,2	4,2	100,0
Q1 2016	Q2 2016	89,3	4,3	2,5	4,0	100,0
Q2 2016	Q3 2016	89,1	5,5	1,6	3,8	100,0
Q3 2016	Q4 2016	90,4	4,0	1,9	3,7	100,0
Q4 2016	Q1 2017	87,9	6,0	2,4	3,8	100,0
Q1 2017	Q2 2017	88,7	5,3	2,1	3,9	100,0
Q2 2017	Q3 2017	89,3	4,2	2,9	3,6	100,0
Q3 2017	Q4 2017	90,0	3,8	2,6	3,6	100,0
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	12,7	60,0	11,0	16,3	100,0
Q1 2012	Q2 2012	11,9	63,2	9,2	15,7	100,0
Q2 2012	Q3 2012	12,7	64,4	7,6	15,3	100,0
Q3 2012	Q4 2012	11,6	59,6	9,2	19,5	100,0
Q4 2012	Q1 2013	14,1	57,5	10,6	17,8	100,0
Q1 2013	Q2 2013	16,6	61,2	7,0	15,2	100,0
Q2 2013	Q3 2013	19,0	58,3	9,2	13,6	100,0
Q3 2013	Q4 2013	13,4	57,8	7,7	21,0	100,0
Q4 2013	Q1 2014	15,5	59,3	6,7	18,5	100,0
Q1 2014	Q2 2014	16,8	56,4	10,1	16,6	100,0
Q2 2014	Q3 2014	14,5	59,3	7,2	19,1	100,0
Q3 2014	Q4 2014	17,5	55,3	9,0	18,2	100,0
Q1 2015	Q2 2015	18,4	52,4	10,0	19,2	100,0
Q2 2015	Q3 2015	20,0	52,7	11,4	15,9	100,0
Q3 2015	Q4 2015	16,4	58,7	8,5	16,4	100,0
Q1 2016	Q2 2016	15,7	62,8	6,6	14,9	100,0
Q2 2016	Q3 2016	16,5	60,0	8,7	14,9	100,0
Q3 2016	Q4 2016	17,4	61,7	7,6	13,3	100,0
Q4 2016	Q1 2017	16,1	62,9	8,7	12,3	100
Q1 2017	Q2 2017	12,7	65,2	7,7	14,3	100,0
Q2 2017	Q3 2017	17,6	61,5	9,0	11,9	100,0
Q3 2017	Q4 2017	13,3	61,1	6,1	19,5	100,0

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

		t+1 status				
t status: Discouragement: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	6,4	8,1	56,3	29,2	100,0
Q1 2012	Q2 2012	8,5	9,8	57,3	24,4	100,0
Q2 2012	Q3 2012	10,2	9,1	57,4	23,3	100,0
Q3 2012	Q4 2012	8,7	9,5	53,9	27,9	100,0
Q4 2012	Q1 2013	7,0	9,2	58,9	24,8	100,0
Q1 2013	Q2 2013	8,8	9,9	60,4	20,9	100,0
Q2 2013	Q3 2013	12,5	11,5	51,8	24,2	100,0
Q3 2013	Q4 2013	12,7	5,4	53,4	28,5	100,0
Q4 2013	Q1 2014	12,3	10,4	54,1	23,1	100,0
Q1 2014	Q2 2014	12,1	9,7	54,1	24,2	100,0
Q2 2014	Q3 2014	11,0	8,8	56,3	23,9	100,0
Q3 2014	Q4 2014	11,4	10,9	51,1	26,6	100,0
Q1 2015	Q2 2015	11,6	9,4	52,2	26,3	100,0
Q2 2015	Q3 2015	11,1	13,8	50,4	24,7	100,0
Q3 2015	Q4 2015	14,7	7,9	55,7	21,7	100,0
Q1 2016	Q2 2016	8,1	9,5	60,7	21,7	100,0
Q2 2016	Q3 2016	10,3	12,3	52,9	24,5	100,0
Q3 2016	Q4 2016	8,2	12,5	53,7	25,7	100,0
Q4 2016	Q1 2017	12,1	12,4	50,4	25,0	100,0
Q1 2017	Q2 2017	11,7	15,0	49,4	23,9	100,0
Q2 2017	Q3 2017	11,0	11,5	56,0	21,5	100,0
Q3 2017	Q4 2017	8,9	12,2	56,0	22,9	100,0
		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	2,8	3,1	4,0	90,0	100,0
Q1 2012	Q2 2012	2,5	2,7	4,4	90,3	100,0
Q2 2012	Q3 2012	3,0	3,1	4,1	89,8	100,0
Q3 2012	Q4 2012	2,1	2,8	3,6	91,6	100,0
Q4 2012	Q1 2013	2,7	2,6	4,4	90,2	100,0
Q1 2013	Q2 2013	3,1	3,1	3,7	90,1	100,0
Q2 2013	Q3 2013	3,3	3,0	3,4	90,3	100,0
Q3 2013	Q4 2013	2,9	2,2	3,4	91,5	100,0
Q4 2013	Q1 2014	3,1	3,2	4,0	89,7	100,0
Q1 2014	Q2 2014	3,9	3,9	4,1	88,1	100,0
Q2 2014	Q3 2014	3,9	3,0	3,5	89,6	100,0
Q3 2014	Q4 2014	3,1	2,7	3,1	91,2	100,0
Q1 2015	Q2 2015	4,0	3,6	4,5	87,8	100,0
Q2 2015	Q3 2015	3,6	3,0	3,3	90,1	100,0
Q3 2015	Q4 2015	2,8	2,7	3,5	90,9	100,0
Q1 2016	Q2 2016	2,9	3,1	4,0	90,1	100,0
Q2 2016	Q3 2016	3,0	3,1	4,9	88,9	100,0
Q3 2016	Q4 2016	3,1	2,5		90,7	100,0
Q4 2016	Q1 2017	2,6	4,0	3,9	89,5	100,0
Q1 2017	Q2 2017	2,3	3,4	4,1	90,3	100,0
Q2 2017	Q3 2017	2,9	3,3	3,9	89,9	100,0
Q3 2017	Q4 2017	2,7	2,4	2,9	91,9	100,0

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

		t+1 status				
t status: Employed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	90,9	4,6	1,6	3,0	100,0
Q1 2012	Q2 2012	90,1	5,0	1,9	3,0	100,0
Q2 2012	Q3 2012	91,4	4,7	1,4	2,4	100,0
Q3 2012	Q4 2012	91,0	4,4	1,4	3,3	100,0
Q4 2012	Q1 2013	91,2	4,5	1,7	2,7	100,0
Q1 2013	Q2 2013	90,4	5,1	1,8	2,7	100,0
Q2 2013	Q3 2013	90,1	4,9	2,0	3,0	100,0
Q3 2013	Q4 2013	90,3	4,5	2,0	3,2	100,0
Q4 2013	Q1 2014	88,7	5,6	2,6	3,2	100,0
Q1 2014	Q2 2014	89,6	5,0	2,1	3,3	100,0
Q2 2014	Q3 2014	89,9	5,7	2,1	2,4	100,0
Q3 2014	Q4 2014	90,2	4,8	2,0	3,1	100,0
Q1 2015	Q2 2015	88,4	6,0	2,4	3,2	100,0
Q2 2015	Q3 2015	88,9	6,1	2,1	2,9	100,0
Q3 2015	Q4 2015	91,3	4,2	1,7	2,9	100,0
Q1 2016	Q2 2016	90,9	4,9	2,1	2,1	100,0
Q2 2016	Q3 2016	92,0	4,7	1,3	2,0	100,0
Q3 2016	Q4 2016	91,4	4,9	1,3	2,4	100,0
Q4 2016	Q1 2017	90,3	5,5	1,8	2,4	100,0
Q1 2017	Q2 2017	89,7	5,6	1,7	3,0	100,0
Q2 2017	Q3 2017	91,1	4,8	1,6	2,6	100,0
Q3 2017	Q4 2017	90,3	5,4	1,8	2,4	100,0
		t+1 status				
t status: Unemployed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	11,0	68,1	7,9	13,0	100,0
Q1 2012	Q2 2012	10,4	69,3	7,1	13,3	100,0
Q2 2012	Q3 2012	12,9	70,7	6,4	10,0	100,0
Q3 2012	Q4 2012	10,4	67,6	6,6	15,5	100,0
Q4 2012	Q1 2013	11,8	64,8	8,3	15,1	100,0
Q1 2013	Q2 2013	10,8	69,0	7,7	12,5	100,0
Q2 2013	Q3 2013	12,8	67,9	7,2	12,1	100,0
Q3 2013	Q4 2013	12,5	69,2	5,6	12,7	100,0
Q4 2013	Q1 2014	12,0	68,6	7,7	11,6	100,0
Q1 2014	Q2 2014	12,3	67,2	7,0	13,4	100,0
Q2 2014	Q3 2014	12,5	67,0	7,9	12,6	100,0
Q3 2014	Q4 2014	11,7	66,7	7,3	14,3	100,0
Q1 2015	Q2 2015	15,8	63,0	8,0	13,0	100,0
Q2 2015	Q3 2015	13,4	66,2	8,9	11,5	100,0
Q3 2015	Q4 2015	12,8	66,1	7,7	13,3	100,0
Q1 2016	Q2 2016	12,2	67,1	7,8	12,8	100,0
Q2 2016	Q3 2016	11,8	71,4	7,5	9,3	100,0
Q3 2016	Q4 2016	12,1	70,5	7,0	10,4	100,0
Q4 2016	Q1 2017	11,7	71,5	6,6	10,2	100,0
Q1 2017	Q2 2017	10,3	71,3	6,9	11,5	100,0
Q2 2017	Q3 2017	11,8	72,9	7,1	8,2	100,0
Q3 2017	Q4 2017	12,0	68,0	8,0	12,0	100,0

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

		t+1 status				
t status: Discouragement: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	7,6	14,5	57,4	20,4	100,0
Q1 2012	Q2 2012	8,5	13,5	59,8	18,3	100,0
Q2 2012	Q3 2012	7,7	15,2	56,4	20,6	100,0
Q3 2012	Q4 2012	6,2	15,1	55,8	22,9	100,0
Q4 2012	Q1 2013	7,0	15,1	58,2	19,8	100,0
Q1 2013	Q2 2013	7,2	13,5	58,1	21,3	100,0
Q2 2013	Q3 2013	11,5	13,1	55,3	20,1	100,0
Q3 2013	Q4 2013	10,9	14,8	52,6	21,7	100,0
Q4 2013	Q1 2014	9,3	15,7	56,6	18,4	100,0
Q1 2014	Q2 2014	7,9	12,1	58,6	21,4	100,0
Q2 2014	Q3 2014	9,6	11,0	59,5	19,8	100,0
Q3 2014	Q4 2014	8,3	13,0	59,9	18,9	100,0
Q1 2015	Q2 2015	12,0	14,4	51,3	22,4	100,0
Q2 2015	Q3 2015	7,9	16,5	55,1	20,5	100,0
Q3 2015	Q4 2015	9,7	14,2	58,1	18,0	100,0
Q1 2016	Q2 2016	7,5	14,2	61,2	17,2	100,0
Q2 2016	Q3 2016	7,4	20,9	52,9	18,8	100,0
Q3 2016	Q4 2016	7,5	15,2	54,7	22,6	100,0
Q4 2016	Q1 2017	8,1	18,8	52,5	20,6	100,0
Q1 2017	Q2 2017	9,5	15,7	52,8	22,0	100,0
Q2 2017	Q3 2017	8,4	14,1	57,8	19,7	100,0
Q3 2017	Q4 2017	7,4	15,2	55,5	21,8	100,0
		t+1 status				
t status: Other NEA: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	1,7	5,6	4,5	88,1	100,0
Q1 2012	Q2 2012	1,7	4,3	3,8	90,2	100,0
Q2 2012	Q3 2012	1,9	4,5	3,2	90,5	100,0
Q3 2012	Q4 2012	1,5	3,7	3,4	91,4	100,0
Q4 2012	Q1 2013	2,2	5,5	3,9	88,4	100,0
Q1 2013	Q2 2013	1,7	4,9	3,7	89,7	100,0
Q2 2013	Q3 2013	2,3	4,3	3,4	90,1	100,0
Q3 2013	Q4 2013	2,4	3,7	3,6	90,3	100,0
Q4 2013	Q1 2014	2,2	5,2	4,6	88,0	100,0
Q1 2014	Q2 2014	2,3	5,1	3,1	89,6	100,0
Q2 2014	Q3 2014	1,8	4,1	3,2	90,9	100,0
Q3 2014	Q4 2014	1,9	3,4	3,1	91,6	100,0
Q1 2015	Q2 2015	2,2	5,0	3,7	89,0	100,0
Q2 2015	Q3 2015	2,6	4,8	3,2	89,3	100,0
Q3 2015	Q4 2015	1,9	3,7	2,6	91,8	100,0
Q1 2016	Q2 2016	1,9	4,4	3,8	89,9	100,0
Q2 2016	Q3 2016	1,9	4,5	3,7	89,9	100,0
Q3 2016	Q4 2016	1,6	4,4	3,5	90,5	100,0
Q4 2016	Q1 2017	1,9	6,7	4,2	87,2	100,0
Q1 2017	Q2 2017	1,6	4,5	3,3	90,6	100,0
Q2 2017	Q3 2017	2,2	4,0	3,2	90,7	100,0
Q3 2017	Q4 2017	1,8	4,1	3,3	90,8	100,0

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

		t+1 status				
t status: Employed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	93,9	3,3	0,8	2,0	100,0
Q1 2012	Q2 2012	94,9	2,4	0,9	1,8	100,0
Q2 2012	Q3 2012	94,9	2,7	0,6	1,8	100,0
Q3 2012	Q4 2012	94,3	2,7	0,9	2,1	100,0
Q4 2012	Q1 2013	94,0	3,2	0,7	2,1	100,0
Q1 2013	Q2 2013	93,8	3,3	1,5	1,5	100,0
Q2 2013	Q3 2013	93,4	3,6	1,0	2,0	100,0
Q3 2013	Q4 2013	94,3	3,2	0,6	1,8	100,0
Q4 2013	Q1 2014	93,0	3,8	1,1	2,2	100,0
Q1 2014	Q2 2014	94,0	3,5	0,8	1,7	100,0
Q2 2014	Q3 2014	93,0	3,5	1,3	2,2	100,0
Q3 2014	Q4 2014	94,5	2,8	1,0	1,7	100,0
Q1 2015	Q2 2015	93,4	3,6	0,7	2,3	100,0
Q2 2015	Q3 2015	92,6	4,6	0,9	1,8	100,0
Q3 2015	Q4 2015	94,6	2,9	0,8	1,7	100,0
Q1 2016	Q2 2016	93,9	3,3	0,8	2,0	100,0
Q2 2016	Q3 2016	94,8	3,1	0,6	1,5	100,0
Q3 2016	Q4 2016	94,0	3,5	0,9	1,6	100,0
Q4 2016	Q1 2017	94,1	3,7	0,4	1,7	100,0
Q1 2017	Q2 2017	93,7	3,7	0,9	1,7	100,0
Q2 2017	Q3 2017	94,4	3,4	0,6	1,6	100,0
Q3 2017	Q4 2017	94,4	3,0	1,1	1,5	100,0

		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	8,2	69,7	7,2	14,9	100,0
Q1 2012	Q2 2012	9,6	70,4	6,6	13,3	100,0
Q2 2012	Q3 2012	12,4	68,9	7,2	11,6	100,0
Q3 2012	Q4 2012	10,9	68,3	6,7	14,1	100,0
Q4 2012	Q1 2013	9,9	70,3	6,6	13,1	100,0
Q1 2013	Q2 2013	9,8	71,3	6,8	12,1	100,0
Q2 2013	Q3 2013	11,4	67,1	8,1	13,4	100,0
Q3 2013	Q4 2013	12,6	70,7	5,8	10,9	100,0
Q4 2013	Q1 2014	10,6	69,3	6,1	14,0	100,0
Q1 2014	Q2 2014	11,5	66,2	6,6	15,7	100,0
Q2 2014	Q3 2014	12,7	65,6	7,7	14,0	100,0
Q3 2014	Q4 2014	12,8	67,4	5,9	13,9	100,0
Q1 2015	Q2 2015	12,0	64,4	7,7	15,9	100,0
Q2 2015	Q3 2015	12,4	69,3	6,4	11,9	100,0
Q3 2015	Q4 2015	11,1	72,2	5,7	11,0	100,0
Q1 2016	Q2 2016	11,7	67,9	7,7	12,7	100,0
Q2 2016	Q3 2016	11,7	70,4	6,4	11,6	100,0
Q3 2016	Q4 2016	11,3	71,3	7,7	9,6	100,0
Q4 2016	Q1 2017	11,8	69,9	6,2	12,1	100,0
Q1 2017	Q2 2017	9,2	73,6	5,9	11,3	100,0
Q2 2017	Q3 2017	9,4	75,0	5,9	9,7	100,0
Q3 2017	Q4 2017	10,8	69,9	7,5	11,8	100,0

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

		t+1 status				
t status: Discouragement: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	6,9	20,2	56,8	16,1	100,0
Q1 2012	Q2 2012	7,3	18,4	58,1	16,3	100,0
Q2 2012	Q3 2012	7,5	21,0	55,9	15,6	100,0
Q3 2012	Q4 2012	6,5	21,1	58,0	14,3	100,0
Q4 2012	Q1 2013	8,6	17,2	57,9	16,2	100,0
Q1 2013	Q2 2013	6,0	20,8	57,0	16,2	100,0
Q2 2013	Q3 2013	8,4	19,1	56,6	16,0	100,0
Q3 2013	Q4 2013	8,8	22,5	52,9	15,8	100,0
Q4 2013	Q1 2014	8,1	16,8	60,7	14,4	100,0
Q1 2014	Q2 2014	6,9	18,7	58,2	16,2	100,0
Q2 2014	Q3 2014	8,8	17,1	59,5	14,7	100,0
Q3 2014	Q4 2014	10,6	13,2	57,9	18,3	100,0
Q1 2015	Q2 2015	11,0	21,0	50,9	17,1	100,0
Q2 2015	Q3 2015	8,4	24,2	49,5	18,0	100,0
Q3 2015	Q4 2015	9,5	17,2	61,7	11,5	100,0
Q1 2016	Q2 2016	5,1	19,4	58,0	17,5	100,0
Q2 2016	Q3 2016	5,4	25,0	53,0	16,7	100,0
Q3 2016	Q4 2016	9,3	17,2	53,7	19,8	100,0
Q4 2016	Q1 2017	9,4	20,6	55,0	15,0	100,0
Q1 2017	Q2 2017	5,9	21,5	54,1	18,4	100,0
Q2 2017	Q3 2017	7,5	16,6	60,8	15,1	100,0
Q3 2017	Q4 2017	6,9	18,6	56,8	17,7	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	4,2	10,9	4,4	80,6	100,0
Q1 2012	Q2 2012	2,9	10,6	4,3	82,2	100,0
Q2 2012	Q3 2012	3,9	11,3	3,5	81,4	100,0
Q3 2012	Q4 2012	3,0	8,9	3,4	84,8	100,0
Q4 2012	Q1 2013	3,6	10,9	3,5	82,0	100,0
Q1 2013	Q2 2013	3,6	10,9	4,5	80,9	100,0
Q2 2013	Q3 2013	4,1	8,5	5,0	82,5	100,0
Q3 2013	Q4 2013	4,4	9,4	4,0	82,2	100,0
Q4 2013	Q1 2014	4,4	9,5	3,0	83,0	100,0
Q1 2014	Q2 2014	4,0	10,6	4,1	81,3	100,0
Q2 2014	Q3 2014	3,8	9,4	4,5	82,3	100,0
Q3 2014	Q4 2014	4,2	8,3	3,8	83,6	100,0
Q1 2015	Q2 2015	4,3	10,0	5,0	80,7	100,0
Q2 2015	Q3 2015	4,3	12,2	4,4	79,1	100,0
Q3 2015	Q4 2015	3,7	8,7	3,3	84,3	100,0
Q1 2016	Q2 2016	3,3	10,0	3,7	83,0	100,0
Q2 2016	Q3 2016	3,6	9,0	4,9	82,5	100,0
Q3 2016	Q4 2016	1,9	4,5	3,7	89,9	100,0
Q4 2016	Q1 2017	3,4	10,5	4,0	82,1	100,0
Q1 2017	Q2 2017	3,2	10,6	4,7	81,5	100,0
Q2 2017	Q3 2017	2,9	8,8	5,1	83,2	100,0
Q3 2017	Q4 2017	3,7	8,8	3,5	83,9	100,0

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

		t+1 status				
t status: Employed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	97,1	1,6	0,2	1,2	100,0
Q1 2012	Q2 2012	98,5	0,4	0,1	1,0	100,0
Q2 2012	Q3 2012	98,1	1,1	0,1	0,7	100,0
Q3 2012	Q4 2012	98,1	1,1	0,1	0,7	100,0
Q4 2012	Q1 2013	98,1	0,9	0,2	0,8	100,0
Q1 2013	Q2 2013	97,7	0,8	0,3	1,1	100,0
Q2 2013	Q3 2013	97,2	1,4	0,2	1,3	100,0
Q3 2013	Q4 2013	97,5	1,2	0,3	1,0	100,0
Q4 2013	Q1 2014	96,6	1,8	0,4	1,2	100,0
Q1 2014	Q2 2014	96,8	1,2	0,3	1,7	100,0
Q2 2014	Q3 2014	96,8	1,3	0,6	1,3	100,0
Q3 2014	Q4 2014	98,2	0,6	0,4	0,8	100,0
Q1 2015	Q2 2015	96,2	1,9	0,2	1,7	100,0
Q2 2015	Q3 2015	96,3	1,9	0,3	1,5	100,0
Q3 2015	Q4 2015	96,8	1,7	0,3	1,2	100,0
Q1 2016	Q2 2016	97,0	1,5	0,4	1,1	100,0
Q2 2016	Q3 2016	97,0	1,5	0,2	1,3	100,0
Q3 2016	Q4 2016	97,3	1,3	0,1	1,3	100,0
Q4 2016	Q1 2017	96,6	1,7	0,6	1,2	96,6
Q1 2017	Q2 2017	96,9	1,6	0,2	1,2	100,0
Q2 2017	Q3 2017	96,7	1,7	0,3	1,3	100,0
Q3 2017	Q4 2017	97,7	1,3	0,1	0,9	100,0
						t+1 status
t status: Unemployed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	11,3	69,7	9,0	10,0	100,0
Q1 2012	Q2 2012	9,9	70,5	6,6	13,0	100,0
Q2 2012	Q3 2012	11,9	65,7	8,4	14,1	100,0
Q3 2012	Q4 2012	12,2	68,4	7,3	12,1	100,0
Q4 2012	Q1 2013	11,5	67,3	10,0	11,2	100,0
Q1 2013	Q2 2013	8,1	69,8	10,9	11,2	100,0
Q2 2013	Q3 2013	15,9	67,7	5,8	10,7	100,0
Q3 2013	Q4 2013	17,7	64,6	5,4	12,2	100,0
Q4 2013	Q1 2014	12,7	71,9	6,0	9,5	100,0
Q1 2014	Q2 2014	17,1	63,3	6,8	12,8	100,0
Q2 2014	Q3 2014	12,6	72,4	7,3	7,7	100,0
Q3 2014	Q4 2014	14,2	67,0	9,3	9,6	100,0
Q1 2015	Q2 2015	17,1	60,6	7,9	15,1	100,0
Q2 2015	Q3 2015	14,3	69,5	6,8	9,3	100,0
Q3 2015	Q4 2015	12,7	69,7	6,3	11,3	100,0
Q1 2016	Q2 2016	12,7	72,9	5,4	9,0	100,0
Q2 2016	Q3 2016	11,0	76,7	5,3	7,0	100,0
Q3 2016	Q4 2016	14,6	70,4	5,1	9,9	100,0
Q4 2016	Q1 2017	13,8	70,3	6,5	9,5	100
Q1 2017	Q2 2017	11,2	73,2	4,0	11,6	100,0
Q2 2017	Q3 2017	10,4	75,2	5,7	8,7	100,0
Q3 2017	Q4 2017	10,1	74,0	6,0	9,9	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)`						
		t+1 status				
t status: Discouragement: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	5,2	20,8	69,0	4,9	100,0
Q1 2012	Q2 2012	7,0	38,9	45,9	8,2	100,0
Q2 2012	Q3 2012	6,9	34,4	45,1	13,6	100,0
Q3 2012	Q4 2012	2,9	23,1	51,7	22,4	100,0
Q4 2012	Q1 2013	6,4	29,6	51,2	12,8	100,0
Q1 2013	Q2 2013	9,2	21,1	61,3	8,4	100,0
Q2 2013	Q3 2013	6,0	33,2	44,4	16,4	100,0
Q3 2013	Q4 2013	9,8	33,4	41,1	15,7	100,0
Q4 2013	Q1 2014	8,2	26,9	50,0	14,9	100,0
Q1 2014	Q2 2014	13,3	24,8	52,1	9,8	100,0
Q2 2014	Q3 2014	8,2	22,6	58,8	10,3	100,0
Q3 2014	Q4 2014	8,9	23,3	50,8	17,0	100,0
Q1 2015	Q2 2015	11,3	34,4	40,4	14,0	100,0
Q2 2015	Q3 2015	14,1	30,8	44,9	10,3	100,0
Q3 2015	Q4 2015	2,9	35,4	54,3	7,4	100,0
Q1 2016	Q2 2016	9,7	20,3	61,2	8,8	100,0
Q2 2016	Q3 2016	9,2	41,9	34,1	14,9	100,0
Q3 2016	Q4 2016	13,5	24,6	45,7	16,2	100,0
Q4 2016	Q1 2017	10,0	37,1	43,6	9,4	100,0
Q1 2017	Q2 2017	6,3	32,7	44,7	16,3	100,0
Q2 2017	Q3 2017	8,6	19,4	54,9	17,0	100,0
Q3 2017	Q4 2017	10,5	22,5	57,2	9,9	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	5,1	8,5	2,6	83,8	100,0
Q1 2012	Q2 2012	6,0	7,3	2,9	83,8	100,0
Q2 2012	Q3 2012	6,6	6,3	3,1	84,0	100,0
Q3 2012	Q4 2012	6,4	7,5	2,9	83,2	100,0
Q4 2012	Q1 2013	4,9	7,9	4,4	82,8	100,0
Q1 2013	Q2 2013	4,4	7,2	1,7	86,6	100,0
Q2 2013	Q3 2013	7,1	6,8	1,6	84,5	100,0
Q3 2013	Q4 2013	6,8	8,4	2,1	82,7	100,0
Q4 2013	Q1 2014	7,4	7,7	2,9	82,0	100,0
Q1 2014	Q2 2014	6,6	5,1	2,3	86,0	100,0
Q2 2014	Q3 2014	5,0	6,7	4,0	84,3	100,0
Q3 2014	Q4 2014	5,8	7,2	0,9	86,1	100,0
Q1 2015	Q2 2015	6,1	13,5	3,2	77,2	100,0
Q2 2015	Q3 2015	14,3	11,3	2,1	82,3	100,0
Q3 2015	Q4 2015	4,9	9,3	1,0	84,8	100,0
Q1 2016	Q2 2016	5,0	9,1	4,8	81,1	100,0
Q2 2016	Q3 2016	3,3	6,9	2,8	87,0	100,0
Q3 2016	Q4 2016	3,8	7,3	3,0	85,9	100,0
Q4 2016	Q1 2017	8,9	13,2	1,5	76,4	100,0
Q1 2017	Q2 2017	2,3	8,6	3,4	85,6	100,0
Q2 2017	Q3 2017	4,0	8,2	2,3	85,5	100,0
Q3 2017	Q4 2017	5,9	6,9	2,2	85,0	100,0

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

		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Employed		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	72,9	14,1	4,7	8,3	100,0
Q1 2012	Q2 2012	73,1	13,7	4,8	8,5	100,0
Q2 2012	Q3 2012	72,2	14,4	4,9	8,5	100,0
Q3 2012	Q4 2012	72,8	14,7	4,6	8,0	100,0
Q4 2012	Q1 2013	72,5	14,9	4,7	8,0	100,0
Q1 2013	Q2 2013	72,6	14,5	4,8	8,1	100,0
Q2 2013	Q3 2013	73,0	13,9	5,1	8,0	100,0
Q3 2013	Q4 2013	73,0	14,2	4,7	8,0	100,0
Q4 2013	Q1 2014	73,2	14,4	4,6	7,7	100,0
Q1 2014	Q2 2014	73,4	14,1	4,3	8,2	100,0
Q2 2014	Q3 2014	73,4	14,6	4,5	7,6	100,0
Q3 2014	Q4 2014	73,6	14,8	4,2	7,4	100,0
Q1 2015	Q2 2015	71,5	15,3	5,4	7,8	100,0
Q2 2015	Q3 2015	69,8	16,0	5,7	8,5	100,0
Q3 2015	Q4 2015	71,7	15,4	5,1	7,8	100,0
Q1 2016	Q2 2016	71,9	15,0	5,2	7,9	100,0
Q2 2016	Q3 2016	70,9	15,6	5,5	7,9	100,0
Q3 2016	Q4 2016	71,2	15,6	5,5	7,8	100,0
Q4 2016	Q1 2017	71,6	15,6	5,1	7,7	100,0
Q1 2017	Q2 2017	71,5	15,4	5,5	7,7	100,0
Q2 2017	Q3 2017	71,9	15,4	4,8	7,9	100,0
Q3 2017	Q4 2017	71,2	15,7	5,3	7,8	100,0
			t+1 status			
		Formal	Informal	Agriculture	Private hh	Total
t status: Unemployed		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	54,5	28,4	4,4	12,7	100,0
Q1 2012	Q2 2012	58,5	23,5	4,6	13,3	100,0
Q2 2012	Q3 2012	56,7	28,5	3,2	11,6	100,0
Q3 2012	Q4 2012	55,8	28,3	5,7	10,2	100,0
Q4 2012	Q1 2013	51,9	29,2	5,6	13,3	100,0
Q1 2013	Q2 2013	56,9	29,2	3,2	10,7	100,0
Q2 2013	Q3 2013	54,7	27,7	5,6	12,0	100,0
Q3 2013	Q4 2013	56,8	25,4	5,8	12,0	100,0
Q4 2013	Q1 2014	56,2	27,4	4,6	11,8	100,0
Q1 2014	Q2 2014	52,9	30,5	4,9	11,7	100,0
Q2 2014	Q3 2014	51,7	30,8	4,1	13,5	100,0
Q3 2014	Q4 2014	51,1	31,4	5,8	11,8	100,0
Q1 2015	Q2 2015	52,3	31,7	4,0	12,0	100,0
Q2 2015	Q3 2015	47,0	34,0	6,3	12,7	100,0
Q3 2015	Q4 2015	52,0	30,1	5,9	12,0	100,0
Q1 2016	Q2 2016	53,0	30,2	4,4	12,3	100,0
Q2 2016	Q3 2016	51,8	29,8	7,2	11,2	100,0
Q3 2016	Q4 2016	51,3	28,4	9,1	11,2	100,0
Q4 2016	Q1 2017	51,9	29,1	3,8	15,2	100,0
Q1 2017	Q2 2017	53,0	32,1	4,7	10,2	100,0
Q2 2017	Q3 2017	48,3	34,2	5,5	12,0	100,0
Q3 2017	Q4 2017	51,0	31,8	5,0	12,2	100,0

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

		t+1 status				
		Formal	Informal	Agriculture	Private	Total
t status: Discouragement		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	37,5	35,1	11,1	16,4	100,0
Q1 2012	Q2 2012	38,7	37,3	9,3	14,7	100,0
Q2 2012	Q3 2012	38,9	42,1	4,3	14,7	100,0
Q3 2012	Q4 2012	38,2	39,2	9,1	13,4	100,0
Q4 2012	Q1 2013	47,8	31,2	10,2	10,8	100,0
Q1 2013	Q2 2013	36,9	42,4	7,4	13,3	100,0
Q2 2013	Q3 2013	38,8	39,4	12,7	9,1	100,0
Q3 2013	Q4 2013	41,7	38,9	10,3	9,1	100,0
Q4 2013	Q1 2014	35,1	38,8	13,5	12,6	100,0
Q1 2014	Q2 2014	35,3	39,4	10,9	14,4	100,0
Q2 2014	Q3 2014	35,9	42,2	6,8	15,0	100,0
Q3 2014	Q4 2014	44,6	35,4	9,7	10,2	100,0
Q1 2015	Q2 2015	36,1	45,5	6,8	11,6	100,0
Q2 2015	Q3 2015	32,6	44,2	7,7	15,5	100,0
Q3 2015	Q4 2015	37,4	42,8	10,5	9,2	100,0
Q1 2016	Q2 2016	42,2	36,2	10,7	10,9	100,0
Q2 2016	Q3 2016	35,2	41,6	8,7	14,4	100,0
Q3 2016	Q4 2016	38,4	43,6	7,5	10,5	100,0
Q4 2016	Q1 2017	27,8	37,5	19,6	15,1	100,0
Q1 2017	Q2 2017	35,4	43,0	9,5	12,1	100,0
Q2 2017	Q3 2017	30,0	47,7	10,2	12,2	100,0
Q3 2017	Q4 2017	39,8	39,4	8,2	12,6	100,0
				t+1 status		
		Formal	Informal	Agriculture	Private	Total
t status: Other NEA		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	44,5	35,3	4,4	15,8	100,0
Q1 2012	Q2 2012	39,1	38,1	6,6	16,2	100,0
Q2 2012	Q3 2012	41,9	37,9	5,2	15,0	100,0
Q3 2012	Q4 2012	41,4	34,9	10,5	13,1	100,0
Q4 2012	Q1 2013	46,7	31,4	5,9	16,0	100,0
Q1 2013	Q2 2013	42,1	36,6	6,3	15,0	100,0
Q2 2013	Q3 2013	38,1	40,0	8,7	13,1	100,0
Q3 2013	Q4 2013	47,1	38,1	5,2	9,7	100,0
Q4 2013	Q1 2014	49,5	29,6	8,5	12,5	100,0
Q1 2014	Q2 2014	46,5	31,4	8,2	13,9	100,0
Q2 2014	Q3 2014	43,0	33,7	8,7	14,6	100,0
Q3 2014	Q4 2014	48,3	31,2	5,9	14,6	100,0
Q1 2015	Q2 2015	40,7	37,1	6,6	15,5	100,0
Q2 2015	Q3 2015	41,0	33,2	8,1	17,6	100,0
Q3 2015	Q4 2015	45,0	35,4	5,9	13,7	100,0
Q1 2016	Q2 2016	46,0	28,4	7,8	17,7	100,0
Q2 2016	Q3 2016	52,2	31,5	6,9	9,5	100,0
Q3 2016	Q4 2016	41,9	36,3	8,9	12,8	100,0
Q4 2016	Q1 2017	43,9	32,4	8,6	15,1	100,0
Q1 2017	Q2 2017	41,7	34,1	8,6	15,6	100,0
Q2 2017	Q3 2017	42,5	36,0	8,1	13,5	100,0
Q3 2017	Q4 2017	46,6	32,8	8,5	12,0	100,0

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

		t+1 status				
t status: Employed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	90,7	4,9	1,5	2,8	100,0
Q1 2012	Q2 2012	91,3	4,5	1,8	2,3	100,0
Q2 2012	Q3 2012	92,1	4,4	1,3	2,2	100,0
Q3 2012	Q4 2012	90,8	5,0	1,6	2,6	100,0
Q4 2012	Q1 2013	90,9	5,0	1,6	2,6	100,0
Q1 2013	Q2 2013	90,5	5,4	2,2	2,0	100,0
Q2 2013	Q3 2013	90,0	5,3	2,1	2,7	100,0
Q3 2013	Q4 2013	90,6	4,9	1,9	2,6	100,0
Q4 2013	Q1 2014	88,4	6,1	2,5	3,1	100,0
Q1 2014	Q2 2014	90,1	5,4	2,0	2,6	100,0
Q2 2014	Q3 2014	89,5	6,1	2,3	2,2	100,0
Q3 2014	Q4 2014	90,6	4,8	2,0	2,5	100,0
Q1 2015	Q2 2015	88,7	6,5	2,2	2,6	100,0
Q2 2015	Q3 2015	89,5	6,7	1,9	1,9	100,0
Q3 2015	Q4 2015	91,4	4,8	1,5	2,3	100,0
Q1 2016	Q2 2016	91,1	5,2	1,9	1,8	100,0
Q2 2016	Q3 2016	91,8	5,1	1,3	1,7	100,0
Q3 2016	Q4 2016	90,9	5,5	1,6	2,0	100,0
Q4 2016	Q1 2017	89,4	6,3	1,9	2,4	100,0
Q1 2017	Q2 2017	89,8	6,1	1,6	2,4	100,0
Q2 2017	Q3 2017	91,5	4,9	1,6	2,0	100,0
Q3 2017	Q4 2017	90,9	5,4	1,6	2,1	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	9,2	68,5	8,2	14,1	100,0
Q1 2012	Q2 2012	9,3	69,5	7,7	13,5	100,0
Q2 2012	Q3 2012	11,6	70,4	7,0	11,0	100,0
Q3 2012	Q4 2012	10,1	68,7	6,8	14,4	100,0
Q4 2012	Q1 2013	10,4	66,2	8,8	14,6	100,0
Q1 2013	Q2 2013	9,5	70,2	7,8	12,4	100,0
Q2 2013	Q3 2013	12,0	68,0	8,1	12,0	100,0
Q3 2013	Q4 2013	12,9	68,5	6,3	12,2	100,0
Q4 2013	Q1 2014	10,9	68,8	7,0	13,3	100,0
Q1 2014	Q2 2014	12,6	65,6	7,4	14,5	100,0
Q2 2014	Q3 2014	11,2	68,1	7,6	13,0	100,0
Q3 2014	Q4 2014	11,9	67,4	7,2	13,4	100,0
Q1 2015	Q2 2015	13,6	64,2	8,0	14,3	100,0
Q2 2015	Q3 2015	13,1	67,1	8,5	11,4	100,0
Q3 2015	Q4 2015	11,6	68,7	7,6	12,1	100,0
Q1 2016	Q2 2016	10,9	69,4	7,4	12,3	100,0
Q2 2016	Q3 2016	11,6	71,4	6,7	10,3	100,0
Q3 2016	Q4 2016	12,5	69,8	7,5	10,2	100,0
Q4 2016	Q1 2017	11,7	70,0	6,5	11,7	100,0
Q1 2017	Q2 2017	8,6	72,4	7,0	12,0	100,0
Q2 2017	Q3 2017	10,9	72,9	6,6	9,7	100,0
Q3 2017	Q4 2017	10,1	70,5	7,4	12,1	100,0

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

		t+1 status				
t status: Discouragement Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	6,2	15,3	58,0	20,5	100,0
Q1 2012	Q2 2012	7,0	15,1	59,1	18,8	100,0
Q2 2012	Q3 2012	7,8	17,0	56,0	19,2	100,0
Q3 2012	Q4 2012	5,9	17,4	57,0	19,8	100,0
Q4 2012	Q1 2013	6,9	15,2	59,5	18,4	100,0
Q1 2013	Q2 2013	6,3	15,3	59,5	18,9	100,0
Q2 2013	Q3 2013	9,7	15,8	56,5	18,0	100,0
Q3 2013	Q4 2013	10,1	16,4	53,2	20,3	100,0
Q4 2013	Q1 2014	8,0	16,0	59,3	16,7	100,0
Q1 2014	Q2 2014	7,9	14,4	60,3	17,4	100,0
Q2 2014	Q3 2014	9,1	12,3	61,5	17,0	100,0
Q3 2014	Q4 2014	8,4	13,4	59,9	18,3	100,0
Q1 2015	Q2 2015	9,7	18,0	51,4	20,9	100,0
Q2 2015	Q3 2015	7,5	19,3	55,4	17,7	100,0
Q3 2015	Q4 2015	8,5	16,4	59,4	15,6	100,0
Q1 2016	Q2 2016	6,1	15,3	61,9	16,7	100,0
Q2 2016	Q3 2016	6,0	22,7	53,2	18,1	100,0
Q3 2016	Q4 2016	8,5	16,0	56,0	19,5	100,0
Q4 2016	Q1 2017	8,1	19,2	53,3	19,4	100,0
Q1 2017	Q2 2017	8,1	18,0	53,6	20,3	100,0
Q2 2017	Q3 2017	7,2	14,7	60,1	18,0	100,0
Q3 2017	Q4 2017	7,4	16,7	57,2	18,6	100,0
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	1,8	6,8	4,6	86,8	100,0
Q1 2012	Q2 2012	1,6	5,7	4,0	88,6	100,0
Q2 2012	Q3 2012	1,9	5,7	3,2	89,2	100,0
Q3 2012	Q4 2012	1,5	4,6	3,4	90,5	100,0
Q4 2012	Q1 2013	1,8	6,6	4,0	87,7	100,0
Q1 2013	Q2 2013	1,9	6,2	3,7	88,2	100,0
Q2 2013	Q3 2013	2,2	4,9	3,6	89,3	100,0
Q3 2013	Q4 2013	2,4	4,6	3,5	89,5	100,0
Q4 2013	Q1 2014	2,4	5,9	4,1	87,6	100,0
Q1 2014	Q2 2014	2,1	6,1	3,3	88,4	100,0
Q2 2014	Q3 2014	1,9	5,3	3,3	89,5	100,0
Q3 2014	Q4 2014	1,9	4,3	3,1	90,7	100,0
Q1 2015	Q2 2015	2,2	6,0	4,2	87,6	100,0
Q2 2015	Q3 2015	2,1	6,1	3,2	88,6	100,0
Q3 2015	Q4 2015	1,6	4,7	2,7	91,0	100,0
Q1 2016	Q2 2016	1,6	5,8	3,7	88,9	100,0
Q2 2016	Q3 2016	1,7	5,3	3,9	89,2	100,0
Q3 2016	Q4 2016	2,0	5,4	3,7	88,8	100,0
Q4 2016	Q1 2017	1,6	7,3	4,2	86,9	100,0
Q1 2017	Q2 2017	1,6	6,0	3,9	88,6	100,0
Q2 2017	Q3 2017	1,8	4,8	3,7	89,7	100,0
Q3 2017	Q4 2017	1,7	4,7	3,0	90,5	100,0

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

		t+1 status				
t status: Employed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	94,6	2,4	0,8	2,3	100,0
Q1 2012	Q2 2012	94,8	1,8	0,9	2,5	100,0
Q2 2012	Q3 2012	95,1	2,2	0,7	2,1	100,0
Q3 2012	Q4 2012	95,1	1,8	0,6	2,5	100,0
Q4 2012	Q1 2013	94,7	2,2	0,8	2,2	100,0
Q1 2013	Q2 2013	94,8	2,0	1,1	2,0	100,0
Q2 2013	Q3 2013	94,1	2,2	1,0	2,7	100,0
Q3 2013	Q4 2013	94,4	2,1	0,9	2,6	100,0
Q4 2013	Q1 2014	94,0	2,6	0,9	2,4	100,0
Q1 2014	Q2 2014	93,8	2,4	1,0	2,8	100,0
Q2 2014	Q3 2014	93,8	2,5	1,2	2,5	100,0
Q3 2014	Q4 2014	94,5	2,0	1,1	2,4	100,0
Q1 2015	Q2 2015	93,3	2,8	1,1	2,9	100,0
Q2 2015	Q3 2015	92,3	3,3	1,2	3,2	100,0
Q3 2015	Q4 2015	94,5	2,1	1,1	2,4	100,0
Q1 2016	Q2 2016	94,0	2,6	1,0	2,4	100,0
Q2 2016	Q3 2016	94,4	2,8	0,7	2,2	100,0
Q3 2016	Q4 2016	94,8	2,3	0,7	2,2	100,0
Q4 2016	Q1 2017	94,5	2,9	0,7	1,9	100
Q1 2017	Q2 2017	94,0	2,8	0,9	2,2	100,0
Q2 2017	Q3 2017	94,1	2,8	0,9	2,2	100,0
Q3 2017	Q4 2017	94,6	2,4	1,2	1,9	100,0
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q4 2011	Q1 2012	13,3	65,2	8,0	13,5	100,0
Q1 2012	Q2 2012	12,4	67,4	6,2	14,0	100,0
Q2 2012	Q3 2012	15,0	65,5	7,0	12,5	100,0
Q3 2012	Q4 2012	12,4	62,8	7,5	17,3	100,0
Q4 2012	Q1 2013	13,8	64,7	7,0	14,5	100,0
Q1 2013	Q2 2013	14,1	66,1	6,9	12,9	100,0
Q2 2013	Q3 2013	16,1	63,3	6,6	14,0	100,0
Q3 2013	Q4 2013	13,4	67,1	5,1	14,4	100,0
Q4 2013	Q1 2014	14,3	66,2	7,0	12,6	100,0
Q1 2014	Q2 2014	13,6	64,8	7,1	14,4	100,0
Q2 2014	Q3 2014	16,0	61,9	7,7	14,5	100,0
Q3 2014	Q4 2014	15,2	61,4	7,2	16,2	100,0
Q1 2015	Q2 2015	17,5	57,5	8,9	16,1	100,0
Q2 2015	Q3 2015	16,0	62,9	7,7	13,4	100,0
Q3 2015	Q4 2015	14,7	65,2	6,0	14,1	100,0
Q1 2016	Q2 2016	16,1	63,0	7,4	13,5	100,0
Q2 2016	Q3 2016	13,5	67,5	7,9	11,0	100,0
Q3 2016	Q4 2016	13,0	69,3	6,5	11,2	100,0
Q4 2016	Q1 2017	13,6	69,6	7,0	9,8	100
Q1 2017	Q2 2017	13,5	69,6	5,3	11,6	100,0
Q2 2017	Q3 2017	13,0	71,4	7,3	8,3	100,0
Q3 2017	Q4 2017	14,2	64,9	7,5	13,4	100,0

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

		t+1 status				
t status: Discouragement Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	9,1	13,3	56,0	21,6	100,0
Q1 2012	Q2 2012	10,9	13,1	56,4	19,7	100,0
Q2 2012	Q3 2012	9,5	12,6	56,3	21,6	100,0
Q3 2012	Q4 2012	8,6	11,2	53,3	26,8	100,0
Q4 2012	Q1 2013	8,0	13,4	55,4	23,2	100,0
Q1 2013	Q2 2013	9,5	13,2	56,0	21,2	100,0
Q2 2013	Q3 2013	12,6	14,1	50,3	23,0	100,0
Q3 2013	Q4 2013	12,5	12,4	50,3	24,8	100,0
Q4 2013	Q1 2014	13,4	13,9	50,7	22,0	100,0
Q1 2014	Q2 2014	10,7	11,5	51,3	26,5	100,0
Q2 2014	Q3 2014	11,0	12,2	53,5	23,2	100,0
Q3 2014	Q4 2014	11,8	12,3	51,7	24,2	100,0
Q1 2015	Q2 2015	15,4	11,8	50,1	22,8	100,0
Q2 2015	Q3 2015	11,7	16,9	47,0	24,4	100,0
Q3 2015	Q4 2015	14,5	10,2	56,3	18,9	100,0
Q1 2016	Q2 2016	9,1	13,3	57,3	20,3	100,0
Q2 2016	Q3 2016	10,7	18,0	49,0	22,2	100,0
Q3 2016	Q4 2016	7,9	14,9	50,0	27,1	100,0
Q4 2016	Q1 2017	11,7	17,0	50,4	20,9	100,0
Q1 2017	Q2 2017	10,8	16,4	48,9	23,8	100,0
Q2 2017	Q3 2017	11,9	13,9	53,5	20,6	100,0
Q3 2017	Q4 2017	8,4	14,1	53,8	23,7	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	3,8	4,0	3,7	88,5	100,0
Q1 2012	Q2 2012	3,5	4,0	3,8	88,7	100,0
Q2 2012	Q3 2012	4,1	4,4	3,8	87,7	100,0
Q3 2012	Q4 2012	3,1	3,8	3,5	89,6	100,0
Q4 2012	Q1 2013	4,3	3,9	3,9	87,9	100,0
Q1 2013	Q2 2013	3,5	4,2	3,8	88,4	100,0
Q2 2013	Q3 2013	4,5	4,5	3,6	87,4	100,0
Q3 2013	Q4 2013	4,1	4,3	3,7	87,9	100,0
Q4 2013	Q1 2014	4,0	4,5	4,2	87,2	100,0
Q1 2014	Q2 2014	5,2	5,3	3,7	85,9	100,0
Q2 2014	Q3 2014	4,5	4,0	4,1	87,3	100,0
Q3 2014	Q4 2014	4,3	3,9	3,3	88,5	100,0
Q1 2015	Q2 2015	5,0	5,6	4,1	85,3	100,0
Q2 2015	Q3 2015	5,1	5,1	3,9	85,9	100,0
Q3 2015	Q4 2015	4,4	4,2	3,2	88,2	100,0
Q1 2016	Q2 2016	3,8	4,4	3,7	88,1	100,0
Q2 2016	Q3 2016	4,3	4,5	4,7	86,5	100,0
Q3 2016	Q4 2016	3,7	4,5	3,6	88,2	100,0
Q4 2016	Q1 2017	4,5	6,1	3,6	85,8	100,0
Q1 2017	Q2 2017	3,1	4,7	3,6	88,6	100,0
Q2 2017	Q3 2017	3,9	5,1	3,8	87,2	100,0
Q3 2017	Q4 2017	4,1	4,5	3,6	87,8	100,0

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

		t+1 status				
t status: Unemployed: With experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	14,3	66,2	7,8	11,8	100,0
Q1 2012	Q2 2012	13,3	68,2	6,9	11,6	100,0
Q2 2012	Q3 2012	16,1	66,4	7,1	10,5	100,0
Q3 2012	Q4 2012	14,2	66,9	6,4	12,5	100,0
Q4 2012	Q1 2013	15,0	63,5	8,0	13,4	100,0
Q1 2013	Q2 2013	14,6	67,5	6,9	11,0	100,0
Q2 2013	Q3 2013	16,3	65,7	7,4	10,7	100,0
Q3 2013	Q4 2013	15,6	66,5	6,0	11,9	100,0
Q4 2013	Q1 2014	15,4	66,0	7,3	11,4	100,0
Q1 2014	Q2 2014	15,8	64,2	7,9	12,1	100,0
Q2 2014	Q3 2014	15,9	64,8	7,5	11,8	100,0
Q3 2014	Q4 2014	16,1	63,6	7,5	12,9	100,0
Q1 2015	Q2 2015	18,2	61,3	7,7	12,8	100,0
Q2 2015	Q3 2015	17,0	63,9	8,2	11,0	100,0
Q3 2015	Q4 2015	15,6	65,2	7,1	12,1	100,0
Q1 2016	Q2 2016	16,1	65,0	7,9	10,9	100,0
Q2 2016	Q3 2016	14,5	67,9	8,1	9,6	100,0
Q3 2016	Q4 2016	15,8	68,0	7,1	9,2	100,0
Q4 2016	Q1 2017	14,6	69,5	7,0	8,9	100,0
Q1 2017	Q2 2017	14,1	68,8	6,7	10,5	100,0
Q2 2017	Q3 2017	14,6	70,7	7,0	7,7	100,0
Q3 2017	Q4 2017	14,8	65,8	7,7	11,7	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	5,6	69,1	8,6	16,6	100,0
Q1 2012	Q2 2012	6,3	69,8	7,6	16,3	100,0
Q2 2012	Q3 2012	7,9	72,4	6,8	12,9	100,0
Q3 2012	Q4 2012	6,3	66,8	7,9	19,1	100,0
Q4 2012	Q1 2013	6,5	68,8	8,5	16,3	100,0
Q1 2013	Q2 2013	6,0	70,8	8,4	14,7	100,0
Q2 2013	Q3 2013	9,2	67,6	8,0	15,2	100,0
Q3 2013	Q4 2013	9,1	70,5	5,8	14,6	100,0
Q4 2013	Q1 2014	7,1	70,7	6,6	15,6	100,0
Q1 2014	Q2 2014	8,6	67,0	6,3	18,0	100,0
Q2 2014	Q3 2014	7,9	67,9	7,9	16,3	100,0
Q3 2014	Q4 2014	7,8	68,6	6,8	16,8	100,0
Q1 2015	Q2 2015	9,2	62,8	9,3	18,6	100,0
Q2 2015	Q3 2015	9,2	68,7	8,3	13,8	100,0
Q3 2015	Q4 2015	8,2	71,0	6,8	13,9	100,0
Q1 2016	Q2 2016	7,7	70,4	6,7	15,3	100,0
Q2 2016	Q3 2016	9,0	73,3	5,7	12,1	100,0
Q3 2016	Q4 2016	7,9	72,2	7,2	12,7	100,0
Q4 2016	Q1 2017	8,4	70,6	6,1	14,9	100,0
Q1 2017	Q2 2017	4,4	75,6	6,0	14,0	100,0
Q2 2017	Q3 2017	6,8	75,0	6,6	11,6	100,0
Q3 2017	Q4 2017	6,1	72,8	7,0	14,1	100,0

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

		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Long-term unemployed		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	7,0	72,3	7,3	13,5	100,0
Q1 2012	Q2 2012	7,5	72,0	6,7	13,7	100,0
Q2 2012	Q3 2012	9,6	72,4	6,4	11,5	100,0
Q3 2012	Q4 2012	7,4	69,6	6,9	16,2	100,0
Q4 2012	Q1 2013	9,2	67,4	7,9	15,4	100,0
Q1 2013	Q2 2013	7,6	71,8	7,4	13,2	100,0
Q2 2013	Q3 2013	10,1	68,9	7,5	13,5	100,0
Q3 2013	Q4 2013	10,1	70,9	5,3	13,6	100,0
Q4 2013	Q1 2014	9,1	71,7	6,7	12,5	100,0
Q1 2014	Q2 2014	9,4	68,9	7,0	14,6	100,0
Q2 2014	Q3 2014	9,1	70,0	7,4	13,4	100,0
Q3 2014	Q4 2014	9,1	69,0	7,1	14,8	100,0
Q1 2015	Q2 2015	12,3	63,1	8,3	16,3	100,0
Q2 2015	Q3 2015	10,1	69,0	8,4	12,6	100,0
Q3 2015	Q4 2015	8,9	71,3	6,6	13,3	100,0
Q1 2016	Q2 2016	9,8	70,6	6,8	12,8	100,0
Q2 2016	Q3 2016	9,3	73,0	6,9	10,8	100,0
Q3 2016	Q4 2016	8,8	74,4	6,2	10,6	100,0
Q4 2016	Q1 2017	9,5	73,1	6,4	11,0	100,0
Q1 2017	Q2 2017	7,1	75,6	6,1	11,2	100,0
Q2 2017	Q3 2017	8,7	75,7	7,0	8,6	100,0
Q3 2017	Q4 2017	8,8	71,0	7,0	13,2	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other	Total
t status: Short-term unemployed		Per cent				
t quarter	t+1 quarter					
Q4 2011	Q1 2012	18,1	57,1	10,0	14,8	100,0
Q1 2012	Q2 2012	16,0	62,4	8,2	13,4	100,0
Q2 2012	Q3 2012	19,1	61,5	8,1	11,4	100,0
Q3 2012	Q4 2012	17,6	61,4	7,4	13,6	100,0
Q4 2012	Q1 2013	16,1	62,3	8,8	12,8	100,0
Q1 2013	Q2 2013	17,5	63,4	7,8	11,4	100,0
Q2 2013	Q3 2013	19,4	61,9	7,9	10,8	100,0
Q3 2013	Q4 2013	18,7	62,5	7,1	11,7	100,0
Q4 2013	Q1 2014	17,8	60,3	7,7	14,2	100,0
Q1 2014	Q2 2014	19,9	58,1	7,9	14,1	100,0
Q2 2014	Q3 2014	20,0	58,3	8,0	13,6	100,0
Q3 2014	Q4 2014	20,3	58,8	7,5	13,5	100,0
Q1 2015	Q2 2015	19,6	59,8	8,2	12,5	100,0
Q2 2015	Q3 2015	21,4	59,6	7,9	11,1	100,0
Q3 2015	Q4 2015	20,6	59,7	7,9	11,8	100,0
Q1 2016	Q2 2016	18,1	60,8	8,6	12,5	100,0
Q2 2016	Q3 2016	18,3	64,0	7,6	10,1	100,0
Q3 2016	Q4 2016	20,6	59,9	9,0	10,5	100,0
Q4 2016	Q1 2017	18,6	63,1	7,4	11,0	100,0
Q1 2017	Q2 2017	16,8	63,1	7,0	13,0	100,0
Q2 2017	Q3 2017	17,7	65,4	6,5	10,4	100,0
Q3 2017	Q4 2017	17,6	63,0	8,2	11,3	100,0

Table A8: Quarterly distribution of those who found employment by sector

	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private household**	**Total**
Quarter	**Per cent**				
Q1 2012	48,3	31,8	5,5	14,4	100,0
Q2 2012	49,0	30,5	6,1	14,5	100,0
Q3 2012	49,4	33,5	4,0	13,1	100,0
Q4 2012	49,1	31,8	7,6	11,5	100,0
Q1 2013	49,6	30,2	6,4	13,8	100,0
Q2 2013	49,1	33,6	4,8	12,4	100,0
Q3 2013	46,9	33,5	7,8	11,8	100,0
Q4 2013	51,1	31,7	6,4	10,8	100,0
Q1 2014	50,4	30,0	7,4	12,2	100,0
Q2 2014	48,1	32,2	6,9	12,8	100,0
Q3 2014	46,4	33,6	5,9	14,1	100,0
Q4 2015	49,2	32,0	6,5	12,3	100,0
Q1 2015					
Q2 2015	46,3	35,6	5,2	12,8	100,0
Q3 2015	42,7	35,4	7,1	14,7	100,0
Q4 2015	47,6	33,7	6,7	12,0	100,0
Q1 2016					
Q2 2016	49,8	30,6	6,1	13,5	100,0
Q3 2016	49,3	32,2	7,3	11,2	100,0
Q4 2016	47,0	32,6	8,8	11,5	100,0
Q1 2017	45,9	31,4	7,7	15,1	100,0
Q2 2017	47,3	34,4	6,4	11,8	100,0
Q3 2017	43,8	36,8	6,9	12,4	100,0
Q4 2017	48,2	33,2	6,4	12,2	100,0

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

Employed with Primary and less education	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q1 2012	28,4	40,1	31,5	100,0
Q2 2012	22,7	42,1	35,2	100,0
Q3 2012	26,2	40,2	33,6	100,0
Q4 2012	25,6	42,7	31,6	100,0
Q1 2013	21,9	40,7	37,4	100,0
Q2 2013	29,2	43,3	27,5	100,0
Q3 2013	22,6	40,5	36,9	100,0
Q4 2013	26,8	41,3	31,9	100,0
Q1 2014	26,6	31,3	42,1	100,0
Q2 2014	22,8	38,6	38,6	100,0
Q3 2014	25,1	43,3	31,6	100,0
Q4 2014	21,4	41,4	37,2	100,0
Q1 2015				
Q2 2015	25,6	38,2	36,2	100,0
Q3 2015	26,8	37,7	35,4	100,0
Q4 2015	27,3	39,3	33,4	100,0
Q1 2016				
Q2 2016	26,5	35,9	37,6	100,0
Q3 2016	26,0	39,0	35,1	100,0
Q4 2016	22,0	39,0	39,0	100,0
Q1 2017	19,4	40,8	39,8	100,0
Q2 2017	27,8	37,6	34,6	100,0
Q3 2017	21,6	43,4	35,0	100,0
Q4 2017	26,9	35,3	37,8	100,0

Employed with Secondary not completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q1 2012	45,0	33,3	21,8	100,0
Q2 2012	49,4	28,8	21,8	100,0
Q3 2012	46,1	35,5	18,4	100,0
Q4 2012	46,0	32,5	21,5	100,0
Q1 2013	50,4	30,2	19,5	100,0
Q2 2013	45,6	35,0	19,4	100,0
Q3 2013	42,6	37,4	20,0	100,0
Q4 2013	47,3	32,5	20,2	100,0
Q1 2014	49,8	32,3	17,8	100,0
Q2 2014	45,2	33,1	21,7	100,0
Q3 2014	41,5	36,0	22,5	100,0
Q4 2014	44,5	36,8	18,7	100,0
Q1 2015				
Q2 2015	43,4	39,1	17,5	100,0
Q3 2015	40,1	36,0	24,0	100,0
Q4 2015	49,9	34,3	21,7	100,0
Q1 2016				
Q2 2016	47,0	31,2	53,3	100,0
Q3 2016	44,9	34,4	20,7	100,0
Q4 2016	42,3	34,2	23,5	100,0
Q1 2017	45,3	30,5	24,2	100,0
Q2 2017	41,1	37,1	21,8	100,0
Q3 2017	41,7	38,6	19,8	100,0
Q4 2017	42,3	36,5	21,2	100,0

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

Employed with Secondary completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q1 2012	68,3	22,9	8,7	100,0
Q2 2012	63,2	24,9	12,0	100,0
Q3 2012	65,3	27,8	7,0	100,0
Q4 2012	67,3	23,1	9,6	100,0
Q1 2013	64,7	25,2	10,1	100,0
Q2 2013	67,4	24,8	7,8	100,0
Q3 2013	66,3	25,5	8,3	100,0
Q4 2013	65,0	28,1	6,9	100,0
Q1 2014	66,4	25,4	8,2	100,0
Q2 2014	63,2	30,6	6,2	100,0
Q3 2014	64,4	25,0	10,6	100,0
Q4 2014	71,1	19,4	9,4	100,0
Q1 2015				
Q2 2015	58,9	31,7	9,3	100,0
Q3 2015	57,5	33,3	9,2	100,0
Q4 2015	62,5	31,5	6,1	100,0
Q1 2016				
Q2 2016	65,9	26,0	8,1	100,0
Q3 2016	66,6	24,9	8,5	100,0
Q4 2016	65,1	27,4	7,5	100,0
Q1 2017	56,6	29,4	14,0	100,0
Q2 2017	66,1	28,7	5,1	100,0
Q3 2017	61,2	29,5	9,4	100,0
Q4 2017	66,6	25,9	7,5	100,0

Employed with Tertiary	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q1 2012	73,0	22,8	4,2	100,0
Q2 2012	80,3	19,7	0,0	100,0
Q3 2012	78,7	18,9	2,4	100,0
Q4 2012	68,1	27,6	4,3	100,0
Q1 2013	83,0	12,5	4,5	100,0
Q2 2013	78,8	18,8	2,4	100,0
Q3 2013	82,5	12,5	4,9	100,0
Q4 2013	83,2	15,6	1,1	100,0
Q1 2014	73,4	25,6	1,0	100,0
Q2 2014	83,8	16,0	0,3	100,0
Q3 2014	74,9	22,9	2,2	100,0
Q4 2014	75,5	23,7	0,8	100,0
Q1 2015				
Q2 2015	75,7	21,1	3,1	100,0
Q3 2015	70,8	29,2	0,0	100,0
Q4 2015	84,2	15,8	0,0	100,0
Q1 2016				
Q2 2016	65,1	29,8	5,1	100,0
Q3 2016	71,0	22,2	6,8	100,0
Q4 2016	72,9	26,1	1,0	100,0
Q1 2017	74,1	22,2	3,7	100,0
Q2 2017	75,2	24,8	0,0	100,0
Q3 2017	70,2	26,5	3,3	100,0
Q4 2017	61,0	36,2	2,7	100,0

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

	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed Youth	Per cent			
Quarter				
Q1 2012	56,7	28,5	14,9	100,0
Q2 2012	54,4	25,6	20,0	100,0
Q3 2012	55,7	31,1	13,2	100,0
Q4 2012	54,3	30,1	15,6	100,0
Q1 2013	57,0	25,2	17,8	100,0
Q2 2013	57,0	28,0	15,0	100,0
Q3 2013	54,9	31,0	14,1	100,0
Q4 2013	59,1	26,4	14,5	100,0
Q1 2014	60,6	25,9	13,5	100,0
Q2 2014	55,8	29,0	15,2	100,0
Q3 2014	55,3	29,5	15,2	100,0
Q4 2014	58,0	28,0	14,0	100,0
Q1 2015				
Q2 2015	52,7	33,2	14,1	100,0
Q3 2015	50,3	33,3	16,3	100,0
Q4 2015	52,8	32,5	14,7	100,0
Q1 2016				
Q2 2016	57,4	26,9	15,8	100,0
Q3 2016	56,1	27,0	16,9	100,0
Q4 2016	53,2	29,0	17,9	100,0
Q1 2017	51,7	27,5	20,8	100,0
Q2 2017	53,7	31,1	15,2	100,0
Q3 2017	50,1	35,2	14,7	100,0
Q4 2017	54,4	28,7	16,9	100,0

	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed Adults	Per cent			
Quarter				
Q1 2012	37,7	36,1	26,1	100,0
Q2 2012	41,7	37,0	21,3	100,0
Q3 2012	40,5	37,0	22,5	100,0
Q4 2012	41,6	34,3	24,1	100,0
Q1 2013	39,9	36,9	23,3	100,0
Q2 2013	38,8	41,0	20,3	100,0
Q3 2013	35,9	36,9	27,1	100,0
Q4 2013	38,0	40,4	21,6	100,0
Q1 2014	36,9	35,6	27,6	100,0
Q2 2014	37,3	36,6	26,0	100,0
Q3 2014	35,5	38,7	25,8	100,0
Q4 2014	37,5	37,4	25,2	100,0
Q1 2015				
Q2 2015	38,5	38,5	23,0	100,0
Q3 2015	34,1	37,8	28,1	100,0
Q4 2015	41,1	35,1	23,5	100,0
Q1 2016				
Q2 2016	41,1	34,8	24,1	100,0
Q3 2016	38,9	38,3	22,8	100,0
Q4 2016	37,3	38,5	24,2	100,0
Q1 2017	38,7	36,1	25,3	100,0
Q2 2017	39,8	38,4	21,8	100,0
Q3 2017	35,7	38,9	25,3	100,0
Q4 2017	41,0	38,4	20,6	100,0

Table A11: Quarterly distribution of those who found employment by size of the firm					
	Firm size				
	0-9 employees	10-49 employees	>50 employees	Don't know	Total
Employed	Per cent				
Quarter					
Q1 2012	53,8	20,3	22,0	3,9	100,0
Q2 2012	54,7	21,6	19,8	3,9	100,0
Q3 2012	54,0	19,9	18,3	7,8	100,0
Q4 2012	50,7	22,5	21,2	5,6	100,0
Q1 2013	51,6	23,4	20,3	4,6	100,0
Q2 2013	51,5	24,5	18,3	5,7	100,0
Q3 2013	52,0	23,7	18,2	6,1	100,0
Q4 2013	51,4	20,4	20,8	7,3	100,0
Q1 2014	49,5	22,3	20,0	8,2	100,0
Q2 2014	51,5	21,7	19,5	7,3	100,0
Q3 2014	55,5	18,9	17,3	8,3	100,0
Q4 2014	51,3	22,3	20,9	5,6	100,0
Q1 2015					
Q2 2015	53,2	20,4	18,8	7,7	100,0
Q3 2015	56,3	20,9	15,0	7,9	100,0
Q4 2015	52,6	21,5	18,7	7,3	100,0
Q1 2016					
Q2 2016	53,6	23,3	17,5	5,6	100,0
Q3 2016	50,9	22,3	19,4	7,4	100,0
Q4 2016	51,4	22,4	17,4	8,7	100,0
Q1 2017	53,5	20,8	18,0	7,8	100,0
Q2 2017	51,8	20,3	19,0	7,8	100,0
Q3 2017	56,0	18,0	18,7	7,3	100,0
Q4 2017	52,5	20,3	18,8	8,4	100,0

Appendix 4: Statistical tables - Quarterly Employment Statistics

Table 1: Employment series by industry, 2012-2017

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2012	Jan-Mar	523	1 173	59	501	1 792	425	1 955	2 380	8 807
	Apr-Jun	534	1 161	59	509	1 812	436	1 967	2 410	8 889
	Jul-Sep	518	1 166	60	518	1 825	439	1 980	2 433	8 939
	Oct-Dec	515	1 166	59	516	1 855	457	1 995	2 426	8 989
2013	Jan-Mar	515	1 167	59	529	1 844	458	2 005	2 463	9 040
	Apr-Jun	511	1 162	60	524	1 844	453	2 010	2 447	9 010
	Jul-Sep	507	1 167	59	529	1 854	457	2 032	2 461	9 067
	Oct-Dec	499	1 176	59	530	1 897	459	2 043	2 479	9 143
2014	Jan-Mar	491	1 168	60	542	1 858	461	2 050	2 530	9 161
	Apr-Jun	491	1 160	59	554	1 889	460	2 038	2 715	9 366
	Jul-Sep	498	1 154	60	555	1 893	459	2 045	2 547	9 210
	Oct-Dec	491	1 160	60	557	1 933	464	2 079	2 554	9 297
2015	Jan-Mar	490	1 170	60	558	1 918	468	2 093	2 538	9 295
	Apr-Jun	489	1 164	60	556	1 926	464	2 089	2 545	9 293
	Jul-Sep	476	1 177	60	576	1 967	467	2 121	2 566	9 409
	Oct-Dec	459	1 185	61	585	2 062	472	2 181	2 595	9 600
2016	Jan-Mar	458	1 191	62	614	2 057	474	2 187	2 659	9 702
	Apr-Jun	458	1 182	62	614	2 051	464	2 189	2 614	9 634
	Jul-Sep	458	1 183	62	620	2 056	466	2 186	2 698	9 731
	Oct-Dec	456	1 197	63	612	2 131	469	2 232	2 619	9 778
2017	Jan-Mar	464	1 203	63	631	2 103	470	2 220	2 610	9 765
	Apr-Jun	472	1 191	64	617	2 105	466	2 213	2 607	9 735
	Jul-Sep	460	1 189	64	620	2 098	471	2 211	2 605	9 717
	Oct-Dec	463	1 193	64	616	2 115	469	2 219	2 611	9 750

Table 2: Gross earnings by industry, 2012-2017

Year	Period	Salaries, Rand (million)								
		Industries								Total
		Mining	Manufacturing	Utilties	Construction	Trade	Transport	Finance	Services	
2012	Jan-Mar	22 051	45 131	4 683	15 310	50 630	21 823	101 048	118 152	378 829
	Apr-Jun	23 272	45 888	4 833	16 459	51 537	24 425	99 139	119 599	385 153
	Jul-Sep	23 793	47 229	6 330	17 333	53 999	25 743	101 516	131 604	407 547
	Oct-Dec	24 159	53 324	6 247	19 733	60 860	27 305	106 985	134 450	433 063
2013	Jan-Mar	24 405	48 788	5 214	17 929	56 708	25 450	109 808	131 194	419 496
	Apr-Jun	24 013	50 059	5 332	18 785	59 044	26 456	106 594	137 039	427 323
	Jul-Sep	25 243	50 762	6 282	19 095	61 036	27 644	110 020	139 927	440 009
	Oct-Dec	26 047	57 405	6 424	22 661	67 938	29 941	116 076	145 117	471 610
2014	Jan-Mar	23 237	51 442	5 551	20 014	64 281	27 549	125 646	142 839	460 559
	Apr-Jun	22 615	52 337	5 613	21 249	64 650	29 458	112 838	150 085	458 844
	Jul-Sep	27 390	52 875	6 713	22 244	66 694	29 677	118 387	155 469	479 448
	Oct-Dec	27 921	60 339	7 031	25 592	73 729	32 808	128 418	159 684	515 523
2015	Jan-Mar	27 334	54 766	6 010	22 480	69 535	30 152	130 099	154 971	495 346
	Apr-Jun	27 465	55 164	6 055	23 169	70 812	31 522	125 688	160 060	499 934
	Jul-Sep	28 908	57 475	6 280	24 667	73 232	31 992	133 761	167 056	523 371
	Oct-Dec	29 168	64 053	7 642	29 016	85 227	34 985	145 331	174 045	569 466
2016	Jan-Mar	28 248	58 176	6 584	25 567	79 669	31 558	152 305	172 447	554 555
	Apr-Jun	29 084	59 192	6 735	26 946	80 411	33 025	157 077	181 127	573 596
	Jul-Sep	30 180	61 176	8 715	28 124	83 196	32 628	171 102	185 474	600 596
	Oct-Dec	30 987	69 487	8 643	32 065	92 453	36 042	176 080	192 326	638 083
2017	Jan-Mar	30 954	62 836	7 481	27 987	86 772	33 335	188 155	188 578	626 099
	Apr-Jun	31 208	62 860	7 519	28 521	87 643	35 518	149 877	196 721	599 867
	Jul-Sep	31 972	63 924	9 702	28 593	88 073	35 380	158 771	201 432	617 846
	Oct-Dec	32 437	71 950	9 287	32 463	98 561	37 894	166 388	209 917	658 897

Table 3: Average monthly earnings by industry, 2012-2017

Industry	**2012**	**2013**	**2 014**	**2015**	**2016**	**2017**
	Rand					
Mining	14 901	16 330	16 923	19 509	21 863	22 766
Manufacturing	12 833	13 735	14 465	15 261	16 119	17 070
Utilities	28 270	29 901	31 984	34 259	36 693	39 950
Construction	10 707	11 581	12 415	13 209	13 535	15 106
Trade	9 415	10 241	11 009	11 576	12 293	13 014
Transport	17 269	18 568	20 165	21 050	21 845	23 214
Finance	16 134	16 425	17 210	18 276	19 432	21 439
Services	16 607	17 516	18 626	20 056	21 620	23 761
All industries	**14 194**	**15 011**	**15 928**	**16 954**	**18 035**	**19 571**

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