Labour statistics

Labour market dynamics in South Africa, 2018

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Labour Market Dynamics in South Africa, 2018

Statistics South Africa

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Statistician-General

Report No. 02-11-02 (2018)

Labour Market Dynamics in South Africa, 2018 / Statistics South Africa

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

Stats SA Library Cataloguing-in-Publication (CIP) Data
Labour Market Dynamics in South Africa, 2018 / Statistics South Africa. Pretoria: Statistics South Africa, 2020

Report 02-11-02 (2018)
190 pp

ISBN: 978-0-621-47894-5

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Foreword

As outlined in the National Development Plan, South Africa's main challenge has to do with rolling back poverty and inequality. The plan advocates for the living standards of the poor to be raised to the minimum level and for this to be achieved the country has to create jobs in order to have the majority of the people in employment, increase levels of income through productivity growth, a social wage and good-quality public services. The (NDP) has set out a goal of full employment by 2030. For this goal to be achieved, the official unemployment rate has to be at 6,5% and the labour force participation rate had to rises from 54% to 65%, requiring an average annual Gross Domestic Product (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 Quarterly Labour Force Survey (QLFS) as the source of labour market information, provides data on employment and unemployment as well as information of the inactive population.

This report provides information on labour market trends over the period 2013–2018, 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 2013–2018. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status. About 92,9% of those who were employed in 2013 and 94,0% in 2018 remained employed between the last two quarters (Q3 and Q4) of each year, while those who remained economically inactive were about 90,0% in 2013 and 90,1% in 2018. On the other hand, the unemployment retention rates increased over the period from 68,1% in 2013 to 71,8% in 2018.

Between 2013 and 2018, the South African working-age population increased from 34,8 million to 37,9 million, which accounts for 66,9% of the total population of the country. Over the same period, employment levels increased by 1,5 million from 14,9 million to 16,4 million and the number and level of unemployed persons increased by 1,2 million from 4,9 million in 2013 to 6,1 million in 2018. Both the unemployment rate (27,1%) and the absorption rate (43,2%) increased by 2,4 percentage points and 0,5 of a percentage point, respectively. The number of young people (15–34 years) in the working-age population increased from 19,4 million in 2013 to 20,3 million in 2018, and the number of unemployed and discouraged youth increased by 565 000 and 252 000, respectively.

The year 2018 marks the eleventh edition of this report since the inception of the QLFS in 2008. I invite you to read this report and hope that results presented here are useful and facilitate planning and policy formulation for the betterment of the lives of our people. I hope that it also paints a picture in terms of where we are as a country towards achieving the NDP targets as well as monitoring of the Sustainable Development Goals (SDGs) as we move towards 2030 with the aim of leaving no one behind.

Risenga Maluleke
Statistician-General

Highlights

Over the period 2013–2018, employment levels increased by 1,5 million from 14,9 million to 16,4 million. During the same period, both the unemployment rate (27,1%) and absorption rate (43,2%) increased by 2,4 percentage points and 0,5 of a percentage point, respectively. Economic growth has declined from a high of 2,5% in 2013 to 0,8% in 2018.

Labour market dynamics

- In 2018, approximately 94,0% of employed persons remained employed between quarter 3 and quarter 4 of 2018, while those who remained inactive were about 90,0% in 2013 and 90,1% in 2018. On the other hand, the unemployment retention rates increased over the period from 68,1% in 2013 to 71,8% in 2018. 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 96,9%, followed by KwaZulu-Natal (95,6%) and Gauteng (94,9%). Limpopo (90,0%) and Eastern Cape (90,1%) recorded the lowest employment retention rates in 2018. Employment retention rates increased in six of the nine provinces in the country, with the largest increase observed in KwaZulu-Natal (3,7 percentage points), followed by Mpumalanga (2,9 percentage points). Free State recorded the largest decline of 2,0 percentage points.

- During 2018, about 10,6% 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 16,4 million employed persons, the informal sector employed about 2,9 million; this is 17,9% of the total employed population in 2018. The informal sector serves as a point of entry to the formal sector; however, provincial disparities are evident. Between Q3 and Q4: 2018 nationally, 14,6% of informal sector workers found a formal sector job, while provincially this ranged from a high of 18,4% in Gauteng to a low of 10,6% in Free State. The panel data analysis also finds that the informal sector does not provide for stable employment; in North West, close to one in five (18,9%) 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 in 2018 were about three 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: 2018, the employment retention rate in the tertiary industries was 92,4%.

- 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 2018 provincial results show that the transition rates into employment amongst the unemployed with previous experience were highest in Limpopo (16,3%), North West (11,9%) and Free State (11,4%). In the same year, the transition rate into employment amongst the unemployed who had a tertiary qualification was 6,5% compared to 5,0% of those whose education levels were below matric.

The South African labour market

- The South African working-age population increased from 34,8 million to 37,9 million between 2013 and 2018. The share of the working-age population in the total population increased from 65,7% in 2013 to 66,9% in 2018. The employed accounted for the largest share of the working-age population. However, in terms of provincial comparisons, Eastern Cape, Limpopo and KwaZulu-Natal recorded the largest share of the other not economically active population in both 2013 and 2018.

- The employed also accounted for the largest share amongst the white population group; in 2018 their share of the working age who were employed was 62,7% compared to 40,3% amongst black Africans. Among those with tertiary education, the employed accounted for 78,8% in 2013 and 75,9% in 2018 while for those with matric qualifications, about 50,8% in 2013 and 48,9% in 2018 were employed.

- The number of employed persons increased from 14,9 million to 16,4 million and the number of unemployed increased by 1,2 million persons; this resulted in an increase in the unemployment rate by 2,4 percentage points from 24,7% in 2013 to 27,1% in 2018. In 2018, the absorption rate was 43,2% and the labour force participation rate of 59,3% was the second highest rate recorded since 2013.

- Provincial variations in labour market rates were observed over the period 2013 to 2018. The lowest unemployment rate was recorded in Limpopo and Western Cape in 2018. Amongst the seven provinces where the rate increased, the largest increase was in Eastern Cape (5,8 percentage points), Mpumalanga (4,5 percentage points) and Gauteng (4,3 percentage points).

- Over the period 2013 to 2018, absorption rates declined in four of the nine provinces, namely Gauteng (2,5 percentage points), Northern Cape (1,2 percentage points), KwaZulu-Natal (0,7 of a percentage point) and Mpumalanga (0,4 of a percentage point). While Limpopo had a low official unemployment rate, the absorption rate in this province recorded the largest increase of 6,2 percentage points, followed by Western Cape (2,6 percentage points).

- The labour force participation rate increased across all provinces except in Northern Cape over the period 2013 to 2018. The largest increase was observed in Limpopo (8,0 percentage points), followed by Eastern Cape (5,2 percentage points) and Mpumalanga (3,4 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 2013 to 2018, total employment increased by 1,5 million to 16,4 million. The rise in employment levels was supported by increases in nine of the ten industries, the largest of which was in Finance (484 000), Community and social services (343 000), and Construction (327 000). Manufacturing was the only industry that recorded employment losses between 2013 and 2018 with a decline of 40 000.

- In 2018, Community and social services accounted for the largest share in South African employment at 22,5%, followed by Trade at 20,0%. However, the share of the Trade industry in employment declined by 1,1 percentage points over the period 2013 to 2018. In 2018, 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 Elementary occupations (572 000), Sales occupations (504 000) and Craft occupations (293 000) supported the robust employment growth between the period 2013 and 2018. In 2018, women accounted for the largest share of employment in skilled occupations such as Clerical (72,6%) and Technicians (54,2%).

- Employment levels in the formal sector increased by 794 000 to 11,3 million between 2013 and 2018, while informal sector employment increased from 2,4 million in 2013 to 2,9 million in 2018.

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

- The number of underemployed increased from 615 000 in 2013 to 742 000 in 2018, accounting for 4,5% of the employed in 2018. Underemployment is more prevalent amongst women, black Africans and persons residing in Eastern Cape and Free State.

- While gender disparities remain in terms of access to benefits, the majority of employees were entitled to paid sick leave compared to other benefits. Between 2013 and 2018, the proportion of employees who were entitled to paid sick leave increased by 1,8 percentage points from 68,3% to 70,1%. Pension/retirement fund contributions decreased by 0,7 of a percentage point from 48,0% in 2013 to 47,3% in 2018. The proportions for men were higher relative to women. Over half of all employees (54,9%) indicated that their salary increment was negotiated by their employer only, and this was a 1,4 percentage points increase compared to 2013.

- Median monthly earnings of employees increased from R3 033 in 2013 to R3 500 in 2018. Gender, population group and age continue to be drivers of earnings inequalities.

- In 2018, the highest median monthly earnings were recorded among employees in the Utilities (R10 000) and Mining (R8 500) industries. The median monthly earnings increased in all industries except for Community and social services between the period 2013 and 2018. Among semi-skilled and low-skilled occupations, the highest earnings growth was recorded in Craft (R800) and Elementary (R700) while it only declined amongst those in Technical (R1 400) occupations.

- Median monthly earnings were highest in Gauteng (R4 500), North West (R3 500) and Mpumalanga (R3 500), while the largest increase over the period between 2013 and 2018 was in Limpopo (R1 000) and Northern Cape (R942).

- Median job tenure remained the same at 47 months between 2013 and 2017, and increased to 49 months in 2018. In 2018, the median job tenure for both men and women increased to 49 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 adults.

Government job creation programmes

- Women were more likely to participate in government job creation programmes than their male counterparts.

- The majority of persons who participated in Expanded Public Works Programmes and other government job creation programmes did not have matric (68,9% in 2013 and 73,7% in 2018).

- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.

Unemployment patterns and trends

- Over the period 2013–2018, 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 1,3 percentage points between 2013 and 2018. 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, those with less than a matric qualification, 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 35,4% in 2013 to 38,7% in 2018, while the adult unemployment rate increased from 15,2% in 2013 to 17,9% in 2018.
- 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 18,3% in 2013 to 18,8% in 2018. The share of those with a tertiary qualification who were looking for work also increased from 6,8% to 8,1%.
- Nationally, the proportion of youth who were discouraged increased from 8,0% in 2013 to 8,9% in 2018 (0,9 of a percentage point). Persons who possessed a matric qualification have the highest NEET rate, while those who have no matric have the lowest NEET rate.
- Between 2013 and 2018, the NEET rate for youth aged 15–24 years increased amongst Indian/Asian youth (4,4 percentage points) and white youth (1,6 percentage points). In 2018 the NEET rate for youth aged 15–24 was the highest amongst black African youth at 32,7%. In 2017, the NEET rate was highest in Northern Cape (36,7%) and lowest in Limpopo (27,0%), with the NEET rate increasing in Northern Cape, Eastern Cape and KwaZulu-Natal. The largest decline over the period was in Western Cape (3,7 percentage points).

Contents

List of tables

List of figures

Chapter 1: Introduction

Background

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by Statistics South Africa (Stats SA) that 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 2013–2018.

Data sources

Quarterly Labour Force Survey – 2013 to 2018 (average of the estimates 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 2013–2018, 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 2013–2018. 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 2013–2018 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 2013–2018. 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 2013–2018 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) (2013–2018).

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 2013 and 2018.

The results from the Labour market dynamics in South Africa, 2016 report that the persons employed were more likely to remain employed. In 2018, 94,0% 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 2013–2018.

[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 2013–2018. 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 2018, while the trends in transition and retention rates are analysed by comparing 2013 and 2018.

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 2013 and 2018 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, 2013 and 2018

	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
	Labour market status in Q4:2013			
Labour market status in Q3:2013	**Thousand**			
Employed	13 963	487	586	15 036
Unemployed	638	3 321	921	4 880
Not economically active	605	883	13 463	14 951
Working-age population	**15 207**	**4 691**	**14 970**	**34 868**
	Retention and transition rates by labour market status Q3 and Q4 2013			
Employed	92,9	3,2	3,9	100,0
Unemployed	13,1	68,1	18,9	100,0
Not economically active	4,0	5,9	90,0	100,0

	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
	Labour market status in Q4:2018			
Labour market status in Q3:2018	**Thousand**			
Employed	15 393	507	480	16 380
Unemployed	659	4 457	1 094	6 209
Not economically active	501	1 026	13 868	15 395
Working-age population	**16 553**	**5 990**	**15 442**	**37 985**
	Retention and transition rates by labour market status Q3 and Q4 2018			
Employed	94,0	3,1	2,9	100,0
Unemployed	10,6	71,8	17,6	100,0
Not economically active	3,3	6,7	90,1	100,0

Table 2.1 shows that 94,0% of persons who were employed in Q3: 2018 retained their jobs in the following quarter, while 3,1% moved into unemployment and 2,9% moved out of employment into inactivity. During the same quarter in 2013, the proportion of those who joined the unemployed was 3,2%, which was 0,1 of a percentage point higher compared to 2018. Of all the unemployed persons in Q3: 2018, 71,8% remained in this labour market status in Q4: 2018, while those who moved to employment decreased their share by 2,5 percentage points to 10,6% compared to 2013. In terms of the not economically active, 90,1% remained in the same labour market status while 3,3% moved into employment, which is an increase from 4,0% in 2013, while 6,7% moved into unemployment.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2013–2018

	2013	2014	2015	2016	2017	2018
Unemployed	13,1	13,0	12,7	12,7	11,6	10,6
Discouraged	10,9	9,6	10,6	8,3	7,8	7,8
Other NEA	3,0	2,7	2,5	2,6	2,5	2,4

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

Figure 2.1 shows that the transition to employment from other labour market statuses is more likely for those who are seeking work compared to the discouraged and other inactive population. Between 2013 and 2017, the transition rate into employment among the unemployed was higher relative to other groups, ranging from 13,1% in 2013 to 11,6% in 2017. In 2018, the transition rate into employment among those who were unemployed was 10,6%. The transition rate into employment among those who were unemployed decreased between 2013 and 2018; the inactive were the least likely to find a job, as their transition rate was the lowest at 2,4% in 2018.

Figure 2.2: Retention rates by labour market status, 2013 and 2018

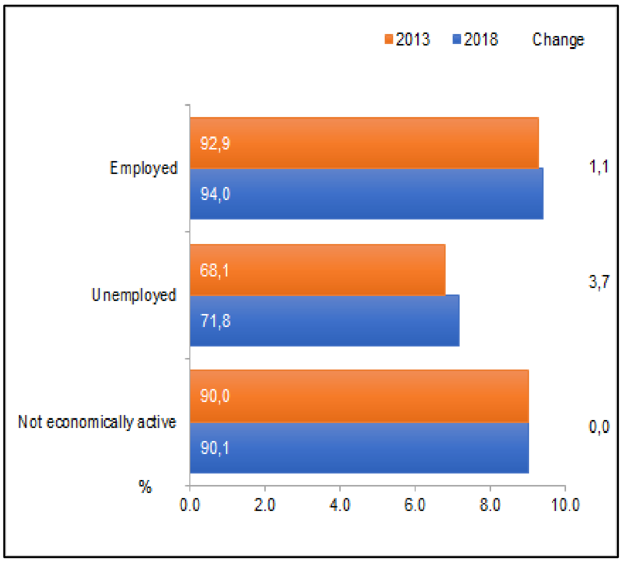
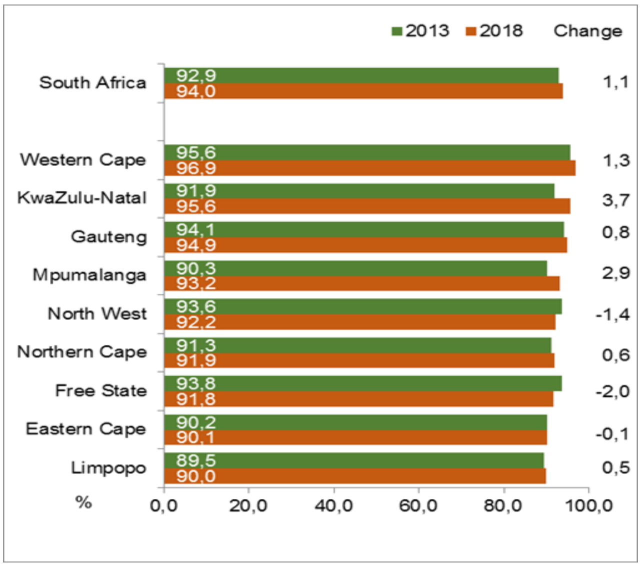


Figure 2.3: Provincial employment retention rates, 2013 and 2018

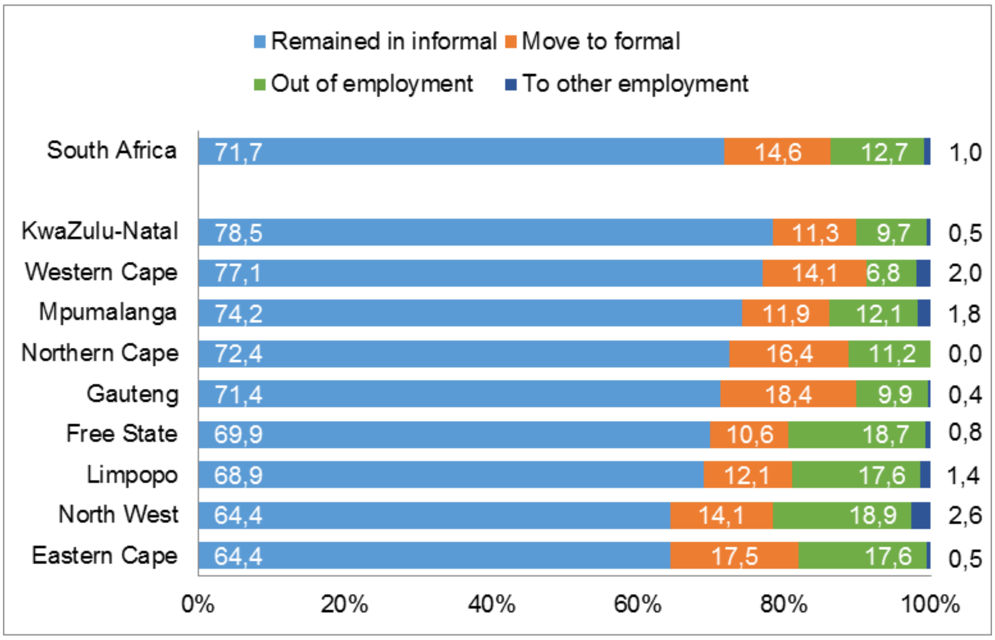


Note: Q3–Q4 for each year is analysed.

Although the unemployment retention rate was lower compared to the employed and inactivity in both 2013 and 2018 (68,1% and 71,8%, respectively), it was the only labour market status where the retention rate had the highest increase over the period (3,7 percentage points) (Figure 2.2).

Between 2013 and 2018, the provincial employment retention rates increased in six of the nine provinces in the country, with the largest increase observed in KwaZulu-Natal (3,7 percentage points), followed by Mpumalanga (2,9 percentage points). Free State recorded the largest decline of 2,0 percentage points. In both 2013 and 2018, Western Cape 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: 2018 – Q4: 2018



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 2018. Between the third and fourth quarters of 2018, the informal sector retention rate was highest in KwaZulu-Natal (78,5%), followed by the Western Cape (77,1%). Eastern Cape (64,4%) and North West (64,4%) recorded the lowest informal sector retention rates. None of the people who worked in the informal sector in Northern Cape in Q3: 2018 found employment in Agriculture or Private household sectors in Q4: 2018.

In South Africa, 71,7% of people who worked in the informal sector in Q3: 2018 retained their jobs in Q4: 2018, while 14,6% found a formal sector job and 1,0% found jobs in other sectors (Agriculture and Private households). Thus, the informal sector serves as a stepping-stone into the formal sector. In four 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 Gauteng (18,4%), while Free State (10,6%) recorded the lowest transition to the formal sector. The largest share of persons who moved out of employment was in North West (18,9%) of those employed in the informal sector in Q3: 2018.

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, 2013 and 2018

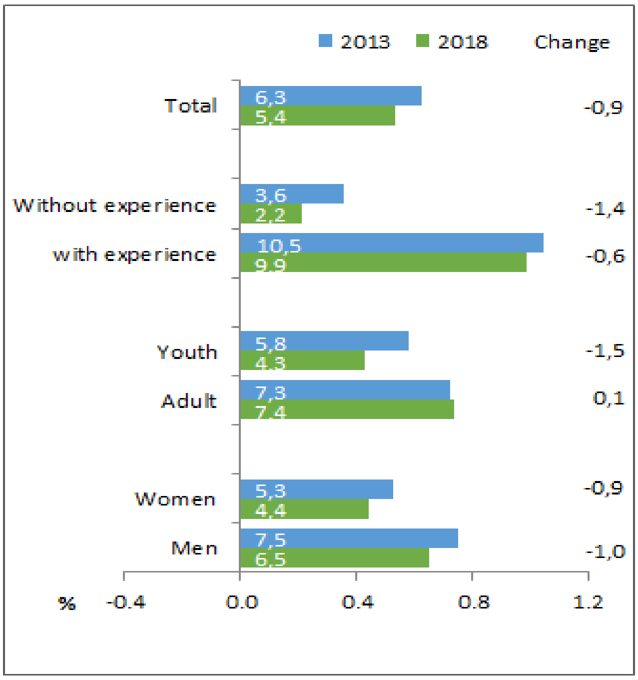
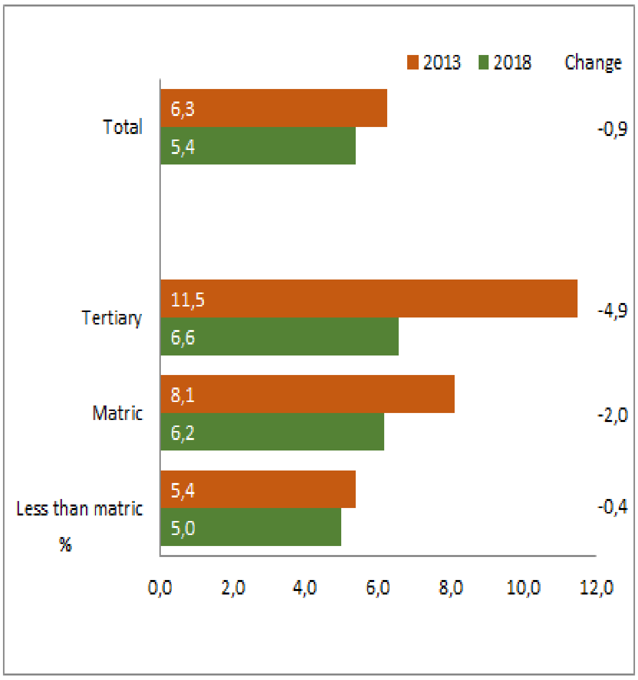


Figure 2.6: Transition into employment by level of education, 2013 and 2018



Note: Q3–Q4 for each year is analysed.

The transition rate into employment amongst those without a job decreased by 0,9 of a percentage point in 2018 compared to 2013. The transition rate to employment decreased for both men and women; men were more likely to find employment compared to women during this period. In addition, the analysis shows that adults had a higher transition rate (7,4%) into employment when compared with the youth (4,3%) in 2018, while the adult transition rate into employment increased between 2013 and 2018. Figure 2.5 also shows that prior work experience is important for the transition to employment among those without work. In 2018, those with work experience were 4,6 times more likely to find a job compared to those without work experience; 9,9% of those with experience found jobs compared to only 2,2% of those without work experience.

Between 2013 and 2018, the transition rate into employment among those without jobs decreased in all three education categories. The largest decrease was recorded among those with tertiary education (4,9 percentage points), followed by matric (2,0 percentage points). In 2018, 6,6% of people without a job who had a tertiary qualification found employment compared to 6,2% for those with matric and 5,0% 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 2013 and 2018.

Figure 2.7: Retention and transition rates by broad occupation groups and skills, 2013 and 2018

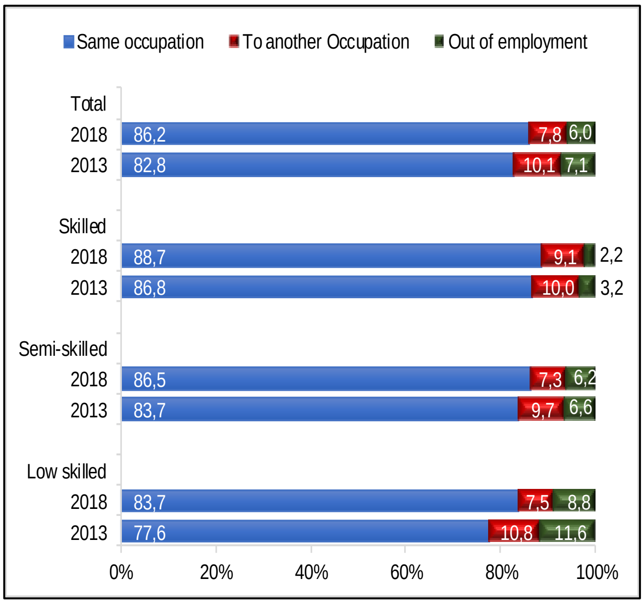
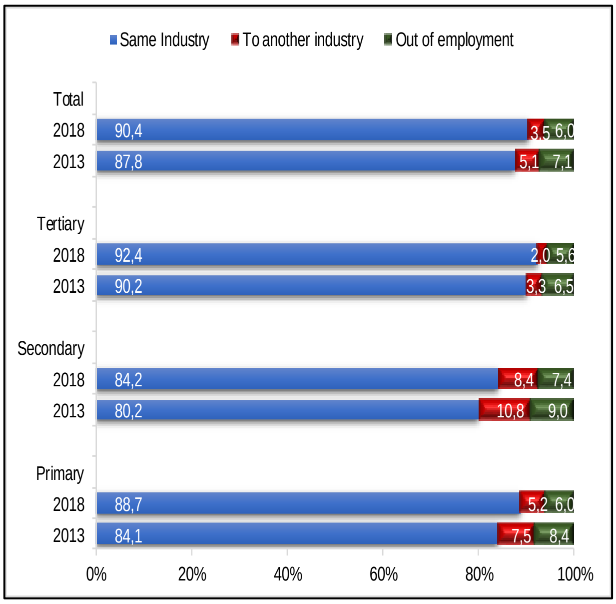


Figure 2.8: Retention and transition rates by broad industry and education level, 2013 and 2013



Note: Q3–Q4 for each year is analysed.

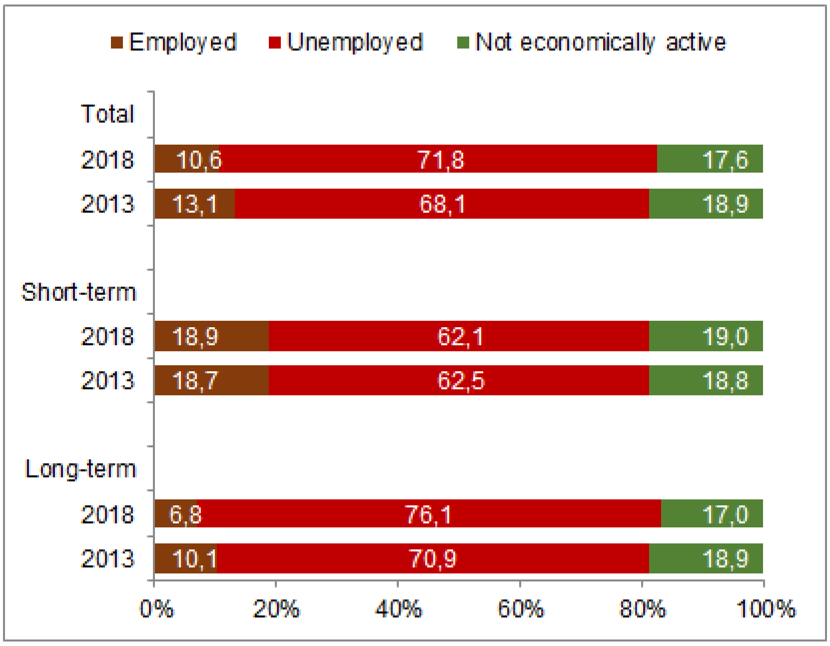
In both 2013 and 2018, the retention rate was highest among persons employed in skilled occupations when compared to those employed in semi-skilled and low-skilled occupations. Figure 2.7 shows that the transition out of employment was less likely to occur among persons employed in skilled occupations compared to the other occupation categories; only 2,2% of people employed in skilled occupations moved out of employment in 2018 compared to 8,8% of those employed in low-skilled occupations. Although the highest retention rate was recorded among those employed in skilled occupations in 2018, the group had the highest transition rate into other occupations (9,1%).

The industry retention rates in 2013 and 2018 were highest among those employed in tertiary industries (90,2% and 92,4%, 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 2018, 8,4% of persons who worked in the secondary industries moved to other industries, while 7,4% 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 2013 and 2018, 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, 2013 and 2018



Approximately 62,1% of those in short-term unemployment in 2018 remained unemployed (up from 62,5% in 2013), while amongst those in long-term unemployed, 76,1% were still unemployed in 2018 (up from 70,9% in 2013). 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; 18,7% of those who were in short-term unemployed in Q3: 2017 found employment in Q4: 2018, compared to only 6,8% amongst those who were in long-term unemployment in 2018. The difference in the transition rates into employment highlights the worrying 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 2018, 19,0% of the short-term unemployed became inactive compared to 17,0% 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 2013–2018. 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: 2018 – Q4: 2018

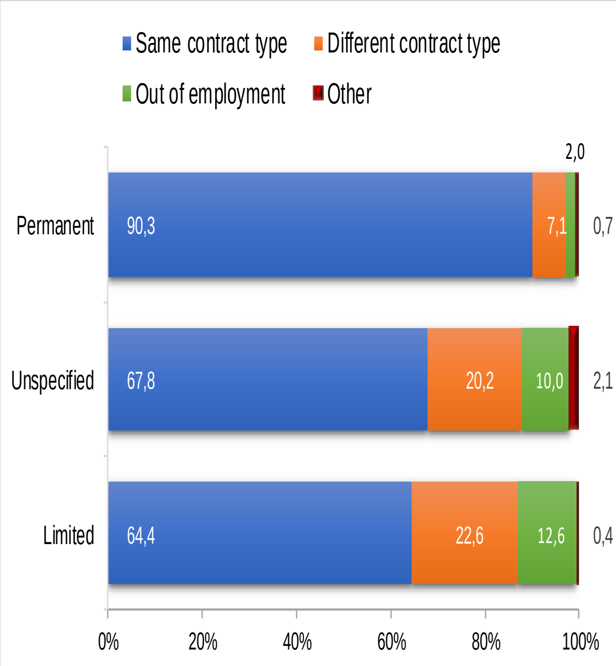
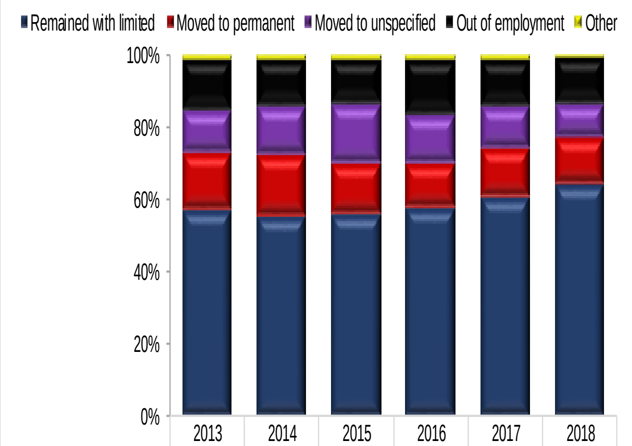


Figure 2.11: Retention and transition rates of employees with limited duration contracts, 2013–2018

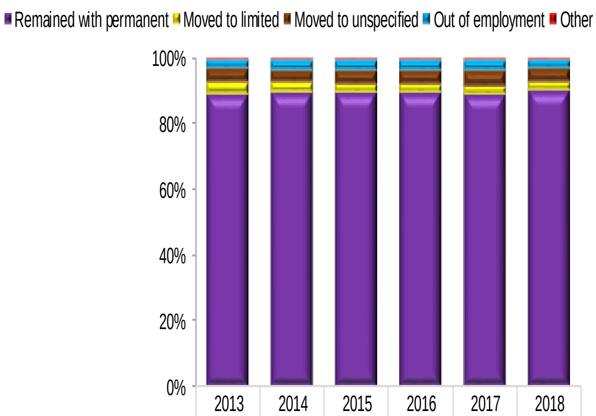


	2013	2014	2015	2016	2017	2018
Other	1,1	0,8	0,9	1,0	0,9	0,4
Out of employment	14,1	13,0	12,5	15,4	12,9	12,6
Moved to unspecified	11,6	13,8	16,2	13,4	12,0	9,8
Moved to permanent	16,2	16,8	14,5	12,6	13,4	12,9
Remained with limited	57,1	55,6	55,9	57,6	60,8	64,4

Note: "Other" refers to those who were employees in Q3: 2018 and became employers or own-account workers in Q4: 2018.

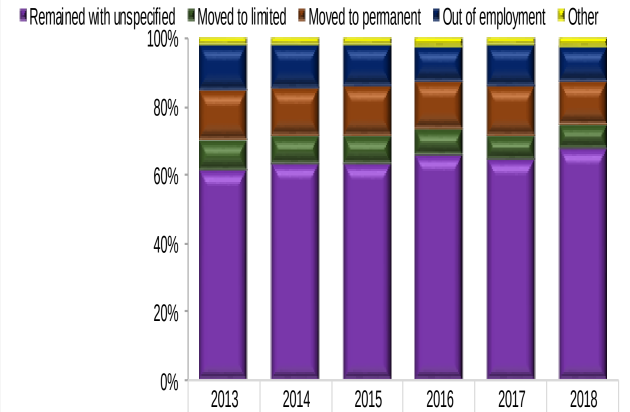
Amongst employees who were employed on a permanent contract in the third quarter of 2018, 90,3% retained the same contract in the next quarter. About 7,1% of those who were employed on a permanent basis moved to a different contract type. The results show that among those employed on a contract of limited or unspecified duration, 10,0% lost their jobs, whereas only 2,0% 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: 2018 – Q4: 2018. The percentage of those who moved from limited duration contracts to permanent contracts declined from a high of 16,2% in 2013 to 12,9% in 2018. 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 2013–2018.

Figure 2.12: Retention and transition rates of employees with permanent contracts, 2013–2018



	2013	2014	2015	2016	2017	2018
Other	0,4	0,7	0,7	0,7	0,7	0,7
Out of employment	2,4	2,8	2,6	2,6	2,7	2,0
Moved to unspecified	4,3	3,8	4,5	4,7	5,2	4,8
Moved to limited	3,4	3,1	2,2	2,4	2,0	2,3
Remained with permanent	89,4	89,7	89,9	89,6	89,3	90,3

Figure 2.13: Retention and transition rates of those with unspecified duration contracts, 2013–2018



	2013	2014	2015	2016	2017	2018
Other	1,9	1,9	1,9	2,5	1,6	2,1
Out of employment	12,9	12,5	11,6	10,2	12,2	10,0
Moved to permanent	14,9	13,9	14,5	13,7	14,4	13,0
Moved to limited	8,5	8,0	8,3	7,4	6,9	7,2
Remained with unspecified	61,7	63,7	63,8	66,3	64,9	67,8

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

Figure 2.13 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while 13,0% and more 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 2018 at 10,0%, while those who acquired a permanent contract accounted for 13,0% in 2018. In 2018, 90,3% of persons employed on a permanent contract retained their contracts while 7,1% moved to different contracts (limited or unspecified), and 2,0% 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 2013–2018. 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

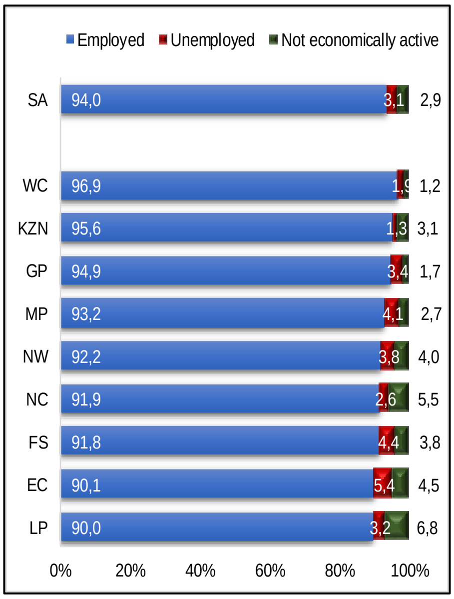


Figure 2.15: Unemployment retention and transition rates by province

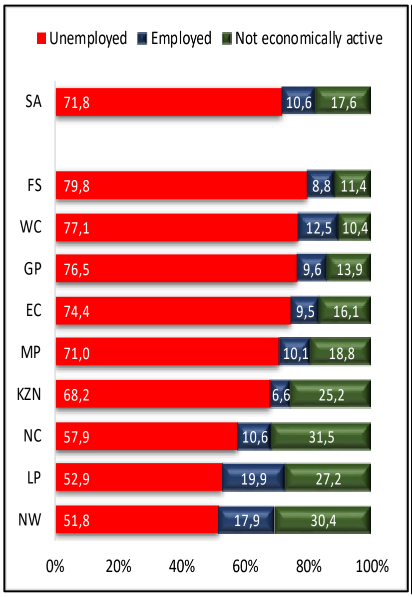
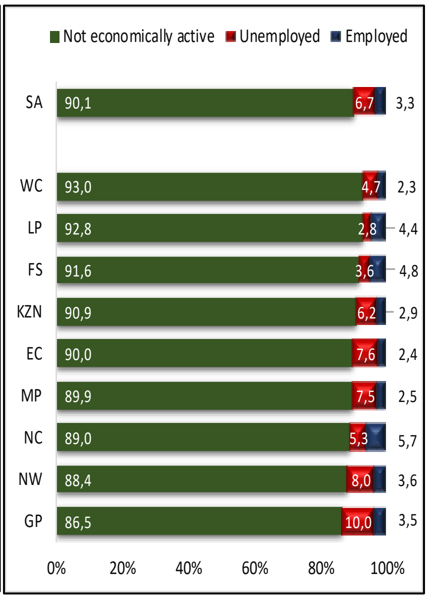


Figure 2.16: NEA retention and transition rates by province



Note: Data analysed over the period Q3: 2018 – Q4: 2018.

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: 2018 – Q4: 2018.

Western Cape (96,9%), KwaZulu-Natal (95,6%) and Gauteng (94,9%) recorded the highest employment retention rates between the third and fourth quarter of 2018. Limpopo (90,0%) and Eastern Cape (90,1%) 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 (19,9%), followed by North West (17,9%) and Western Cape (12,5%). Northern Cape recorded the highest transition rate into not economically active at 31,5%, followed by North West (30,4%), Limpopo (27,2%) and KwaZulu-Natal (25,2%). The retention rates among those who constituted the not economically active were highest in Western Cape (93,0%) and Limpopo (92,8%). 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 Northern Cape (5,7%), Free State (4,8%) and Limpopo (4,4%).

Figure 2.17: Provincial transition rates into employment among youth (15–34 years), 2013 and 2018

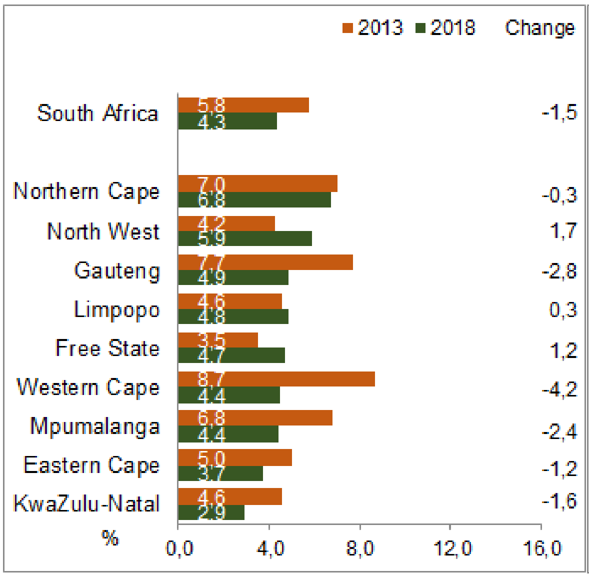
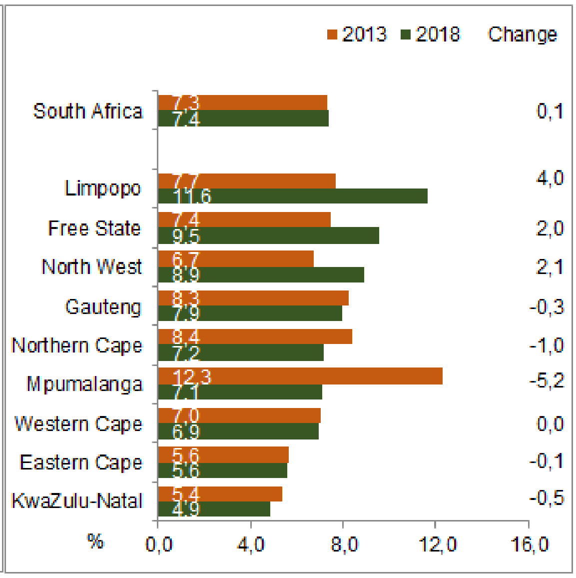


Figure 2.18: Provincial transition rates into employment among adults (35–64 years), 2013 and 2018



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 2013 and 2018. The youth transition rate into employment decreased by 1,5 percentage points (from 5,8% in 2013 to 4,3% in 2018), while the rate for adults increased by 0,1 of a percentage point to reach 7,4% in 2018. The transition rate into employment for youth decreased in six of the nine provinces; the provinces with an increase were North West (1,7 percentage points), Free State (1,2 percentage points) and Limpopo (0,3 of a percentage point). The largest decrease in the transition rate into employment for youth was observed in Western Cape (4,2 percentage points), followed by Gauteng (2,8 percentage points) and Mpumalanga (2,4 percentage points).

Among adults, the transition rate into employment declined in four of the nine provinces. The largest decline was observed in Mpumalanga (5,2 percentage points), while Limpopo recorded the largest increase of 4,0 percentage points, followed by North West (2,1 percentage points) and Free State (2,0 percentage points). In 2018, Limpopo reported the highest transition rate into employment of 11,6% among adults.

Figure 2.19: Provincial transition rates into employment among those with work experience, 2013 and 2018

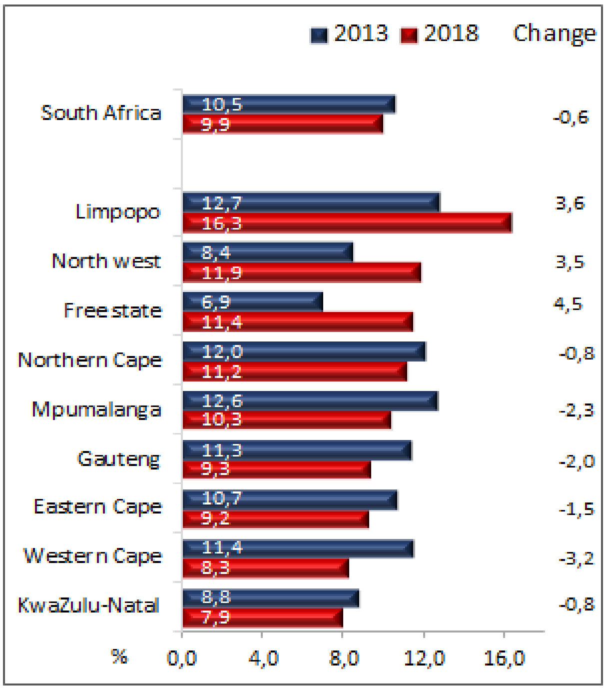
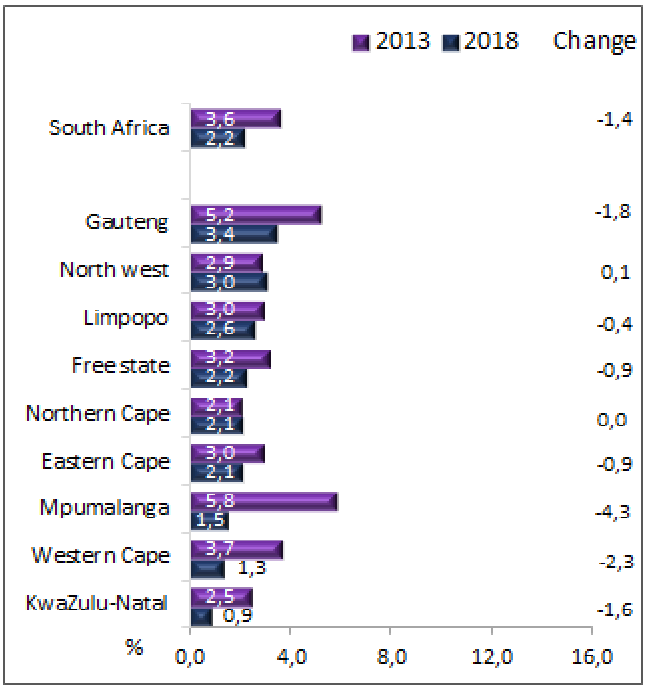


Figure 2.20: Provincial transition rates into employment among those without work experience, 2013 and 2018



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 2013 and 2018. Limpopo recorded the highest transition rates into employment for those without jobs but having work experience in both 2013 and 2018. Free State recorded the largest increase in the transition rate at 4,5 percentage points. The largest decline in the transition rate into employment was observed in Western Cape (3,2 percentage points), followed by Mpumalanga and Gauteng with a decrease of 2,3 percentage points and 2,0 percentage points, respectively. In 2018, the transition rate into employment for those without work experience ranged from as little as 0,9% in KwaZulu-Natal to as high as 3,4% in Gauteng. KwaZulu-Natal reflected the lowest transition rates into employment in both 2013 and 2018.

The transition rate into employment of those without experience increased in two of the nine provinces, namely Northern Cape (0,2 of a percentage point) and North West (0,1 of a percentage point). Mpumalanga and Western Cape recorded the largest decrease of 4,3 percentage points and 2,3 percentage points, respectively.

Figure 2.21: Provincial transition rates into employment among those with education levels below matric, 2013 and 2018

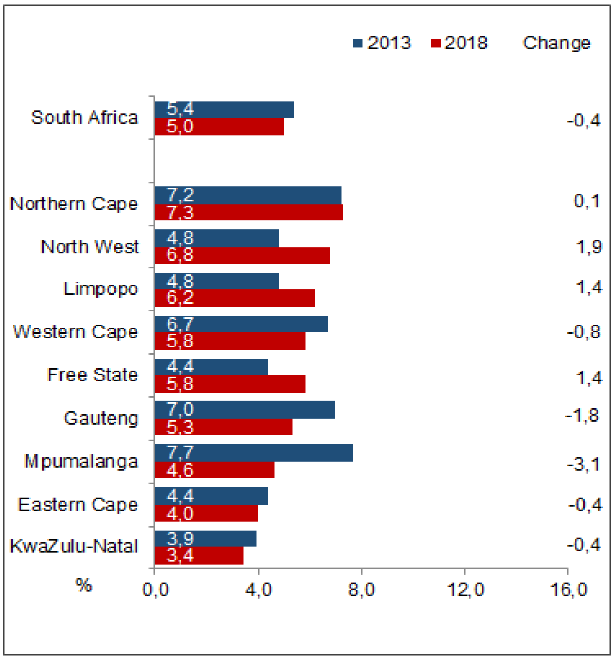
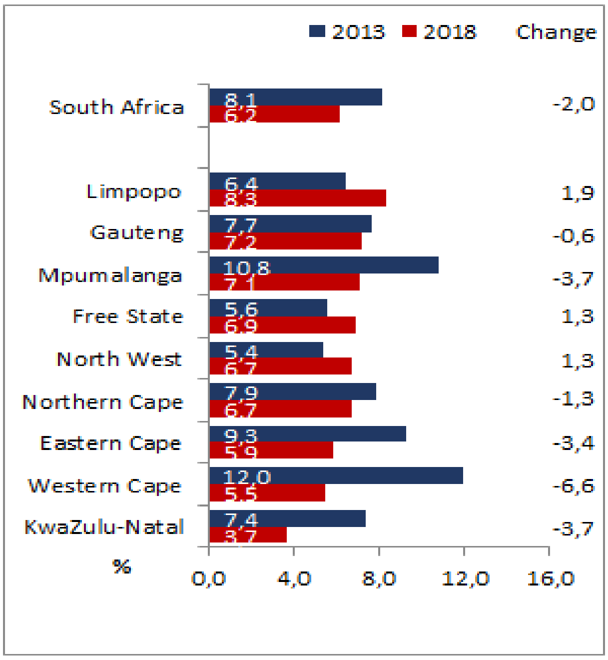


Figure 2.22: Provincial transition rates into employment among those with matric, 2013 and 2018

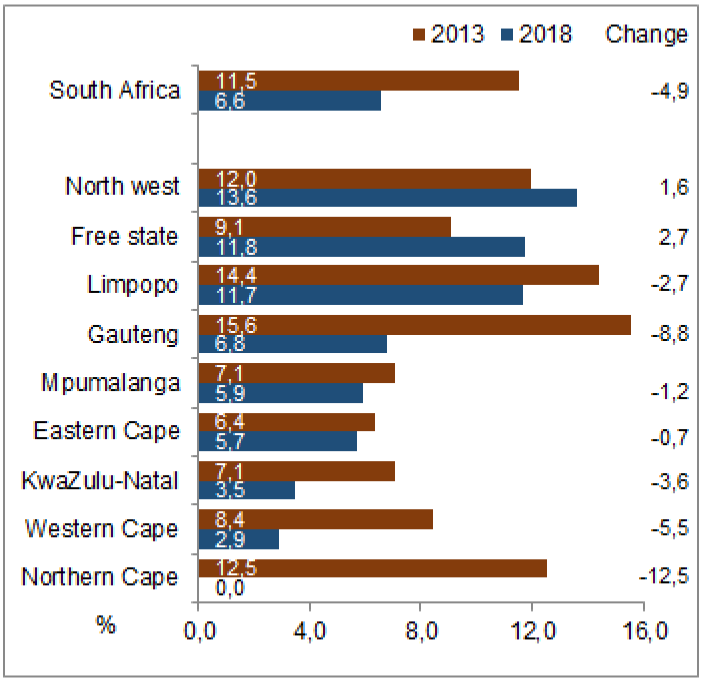


Note: Only Q3–Q4 for each year is analysed.

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 decreased by 0,4 of a percentage point (from 5,4% in 2013 to 5,0% in 2018). For those who completed matric, the rate decreased by 2,0 percentage points to 6,2% in 2018. In all provinces, with the exception of Northern Cape, North West, Limpopo and Free State, the transition rate into employment decreased among those with an educational level lower than matric. The largest decrease was observed in Mpumalanga at 3,1 percentage points, followed by Gauteng (1,8 percentage points), KwaZulu-Natal (0,4 of a percentage point) and Eastern Cape (0,4 of a percentage point).

Limpopo (8,3%), Gauteng (7,2%) and Mpumalanga (7,1%) recorded the highest transition rate into employment among those with matric. The largest increase was recorded in Limpopo (1,9 percentage points), followed by North West and Free State (1,3 percentage points each). KwaZulu-Natal recorded the lowest transition rate relative to other provinces at 3,7% in 2018 (Figure 2.22).

Figure 2.23: Provincial transition rates into employment among those with tertiary education levels, 2013 and 2018



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

The transition rate into employment for those with a tertiary education was highest in North West (13,6%), followed by Free State (11,8%) and Limpopo (11,7%). Free State recorded the highest increase of 2,9 percentage points of the transition rate into employment. Seven out of nine provinces registered a decline in the transition rate between 2013 and 2018: Northern Cape declined by 13,3 percentage points, followed by Gauteng, Western Cape, KwaZulu-Natal, Limpopo, Eastern Cape and Mpumalanga. In 2018, Northern Cape recorded no transition into employment among those with tertiary education levels.

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.
- 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 2013–2018 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 2013 to 2018, 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).

Figure 3.1: Age profile of the population, 2018

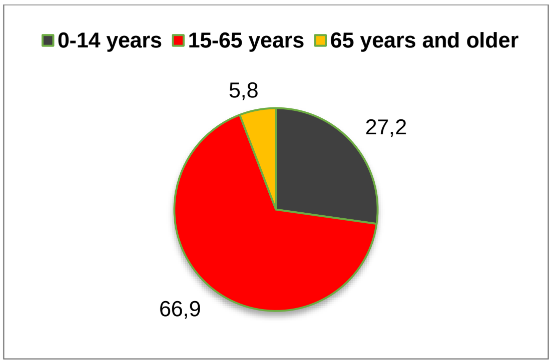


Table 3.1: Age profile of the population, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
0-14 years	15 455	15 451	15 452	15 448	15 439	15 427
15-64 years (working-age)	34 790	35 410	36 035	36 669	37 294	37 907
65 plus years	2 738	2 840	2 946	3 056	3 172	3 288
Total	**52 982**	**53 701**	**54 433**	**55 174**	**55 906**	**56 623**
% Working age	65,7	65,9	66,2	66,5	66,7	66,9
	2014	**2015**	**2016**	**2017**	**2018**	**Change 2013-'18**
0-14 years	-3	0	-3	-9	-12	-27
15-64 years (working-age)	620	625	634	625	613	3 117
65 plus years	102	106	110	116	116	551
Total	**719**	**731**	**741**	**732**	**717**	**3 641**
% Working age	0,3	0,3	0,3	0,2	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 35 million to 38 million (up by 3,1 million people). This was accompanied by a decrease of 27 000 among young people (0–14 years) and an increase of 551 000 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 65,7% to 66,9% during the same period.

Figure 3.2: Working-age population as a percentage of the total population, 2013 and 2018

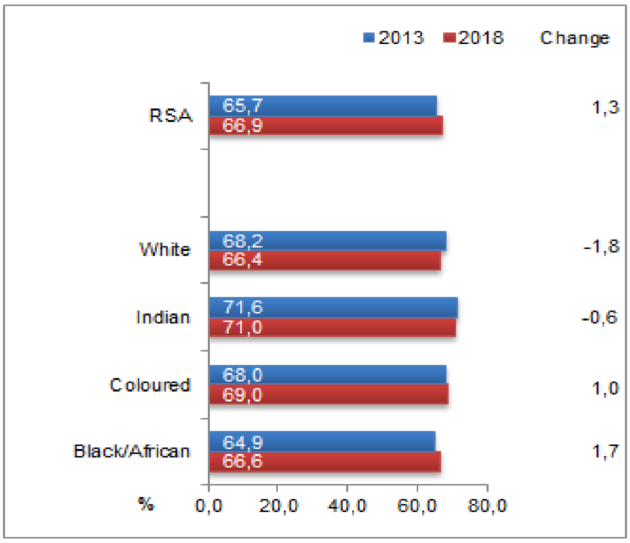


Table 3.2: Age dependency ratio, 2013–2018

	Child dependency ratio	Old age dependency ratio	Overall dependency ratio
		Per cent	
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
2018	40,7	8,7	49,4

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 2013 and 2018, 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 (1,7 and 1,0 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 2018, 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 that 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Men	17 088	17 424	17 762	18 102	18 429	18 749
Women	17 702	17 986	18 273	18 567	18 865	19 158
Working-age population	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
	Percent					
Share of w omen in the w orking-age population	50,9	50,8	50,7	50,6	50,6	50,5

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

Between 2013 and 2018, the working-age population increased by 3,1 million. Women recorded the highest number of people aged 15–64 (working-age population) years compared to men. There were 19,2 million women compared to 18,7 million men in the working-age population during the same period.

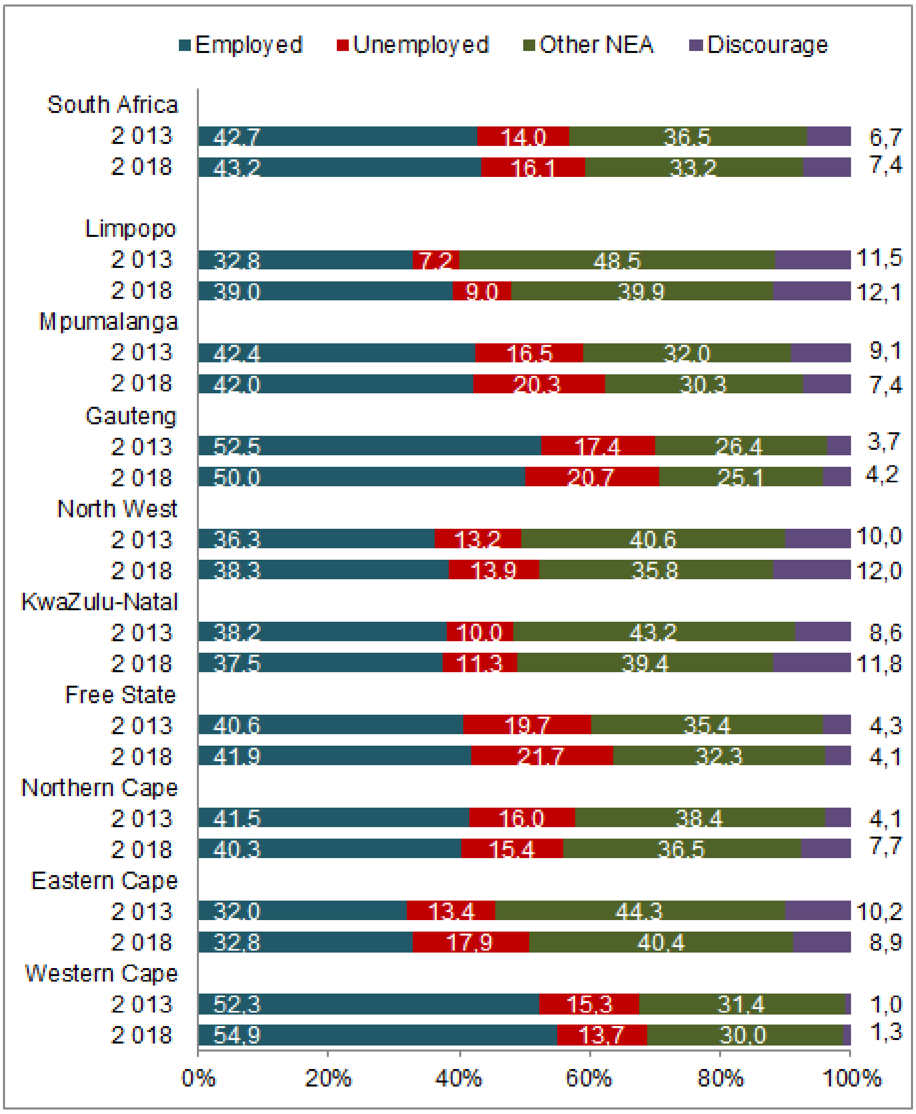
Table 3.4: Labour market status of the working-age population, 2013–2018

	2012	2013	2014	2015	2016	2017	2018
		Thousand					
Employed	14 425	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	4 775	4 886	5 070	5 344	5 753	6 120	6 103
Discouraged	2 314	2 331	2 422	2 334	2 386	2 403	2 806
Other not economically activ	12 661	12 708	12 771	12 616	12 750	12 602	12 604
Working-age population	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
	Annual change (Thousand)						
	2013	**2014**	**2015**	**2016**	**2017**	**2018**	**Change 2018-2013**
Employed	441	281	594	40	388	225	1 528
Unemployed	111	184	274	409	368	-17	1 217
Discouraged	17	92	-88	52	17	403	476
Other not economically activ	46	64	-155	134	-148	2	-103
Working-age population	**615**	**620**	**625**	**634**	**625**	**613**	**3 117**

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

The table above shows that in 2018, all the components of the working-age population increased except the unemployed, resulting in an increase in the working-age population. Between 2013 and 2018 the number of people employed increased by 1,5 million, followed by the number of people unemployed (1,2 million) and discouraged work-seekers (476 000).

Figure 3.3: Components of the working-age population by province, 2013 and 2018



NEA refers to the Not Economically Active population.

In 2018, 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 43,2%. 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 (54,9%) as a percentage of the working-age population, followed by Gauteng (50,0%), while Eastern Cape recorded the lowest number of the employed (32,8%) compared to other provinces in 2018. Between 2013 and 2018, the share of the unemployed in the working-age population increased in all provinces except in the Northern Cape and Western Cape, where it decreased to 15,4% and 13,7 respectively. The largest increase was observed in Eastern Cape (up by 4,5 percentage points). The share of the not economically active in the working-age population decreased in all provinces. In 2018, Limpopo recorded the highest share of discouraged work-seekers (12,1%), followed by North West (12,0%) and KwaZulu-Natal (11,8%).

Figure 3.4: Components of the working-age population by population group, 2013 and 2018

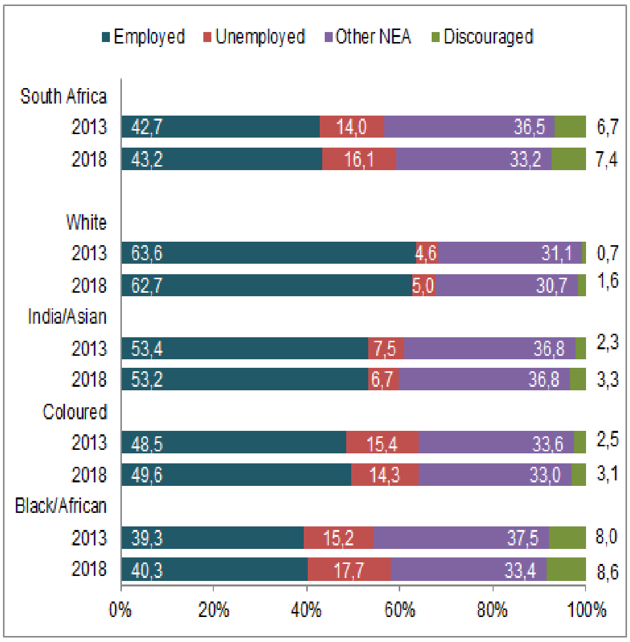
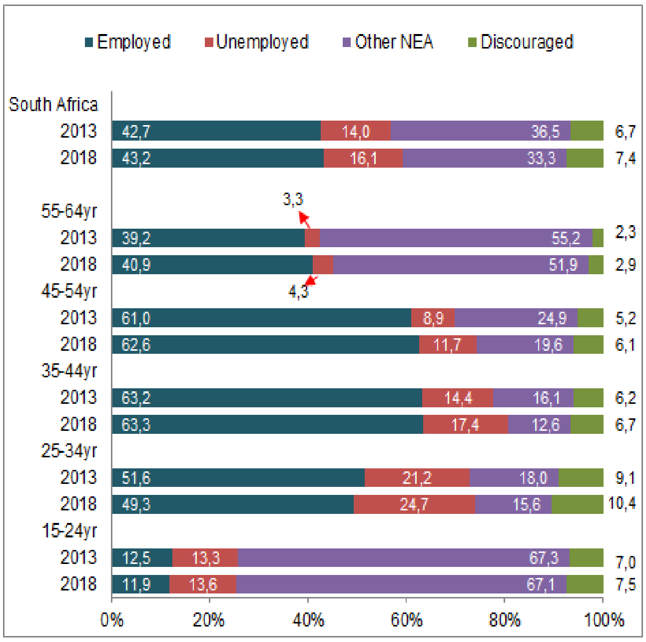


Figure 3.5: Components of the working-age population by age group, 2013 and 2018

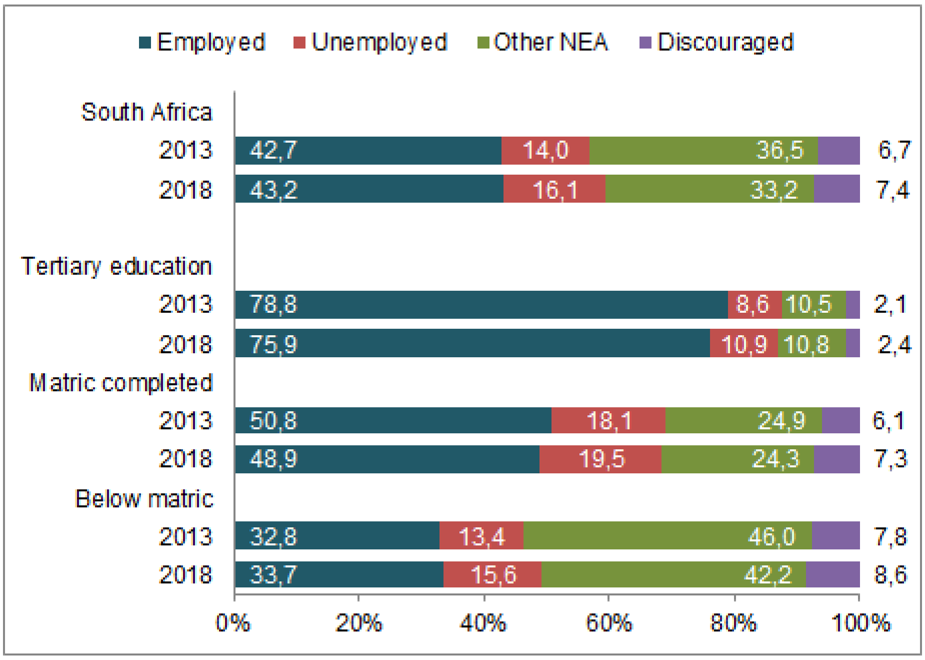


NEA refers to the Not Economically Active population.

The share of the working-age population that was employed decreased amongst the white and Indian/Asian population groups, and increased amongst the coloured and black African population groups. The white 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 decreased among Indian/Asian and coloured population groups, and increased in white and black African population groups. Black Africans recorded the largest increase (2,5 percentage points) of the unemployed in the working-age population. Discouraged work-seekers increased in all population groups between 2013 and 2018. The proportion of those who were not economically active decreased in all population groups except among the Indian/Asian population group, where it remained unchanged in 2018.

Those who were aged 35–44 years were more likely to be employed relative to other age groups. In 2018, the proportion of the working-age population that was unemployed was highest amongst those aged 25–34 years at 24,7%, accompanied by the highest share of those who were discouraged at 10,4%. Young people aged 15–24 years recorded the highest share among those who were other not economically active at 67,1% in 2018.

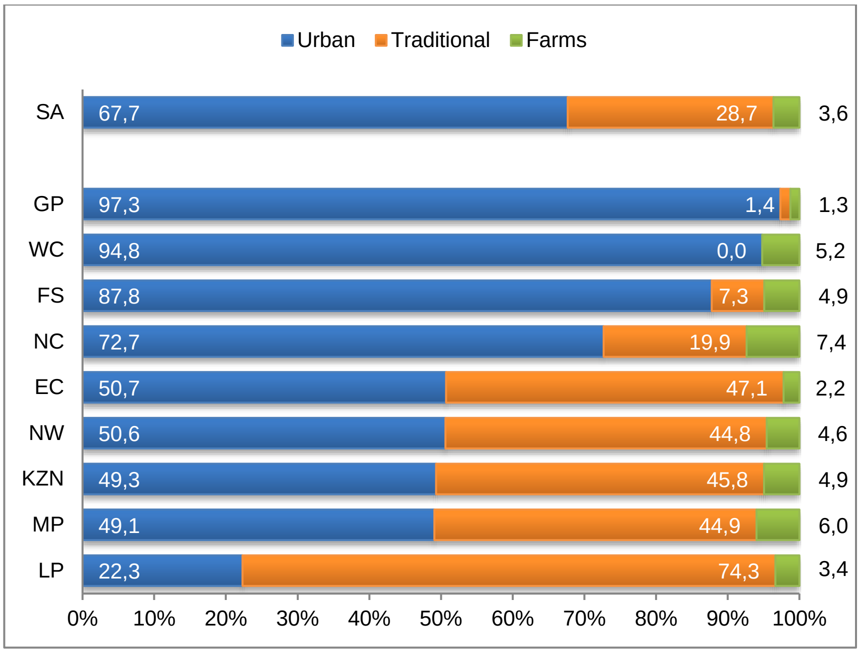
Figure 3.6: Components of the working-age population by education level, 2013 and 2018



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 2013 and 2018. Between 2013 and 2018, the proportion of the working-age population that was unemployed increased across all education categories. The share of employed persons with a tertiary qualification was more than double the share of those with below matric. The share of the unemployed was the highest among those with matric, at 19,5% in 2018 and 18,1% in 2013. 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. Among those with below matric and matric, the share of the other not economically active decreased by 3,8 percentage points and 0,6 of a percentage point, respectively in 2018.

Figure 3.7: Working-age population by province and geo-type, 2018

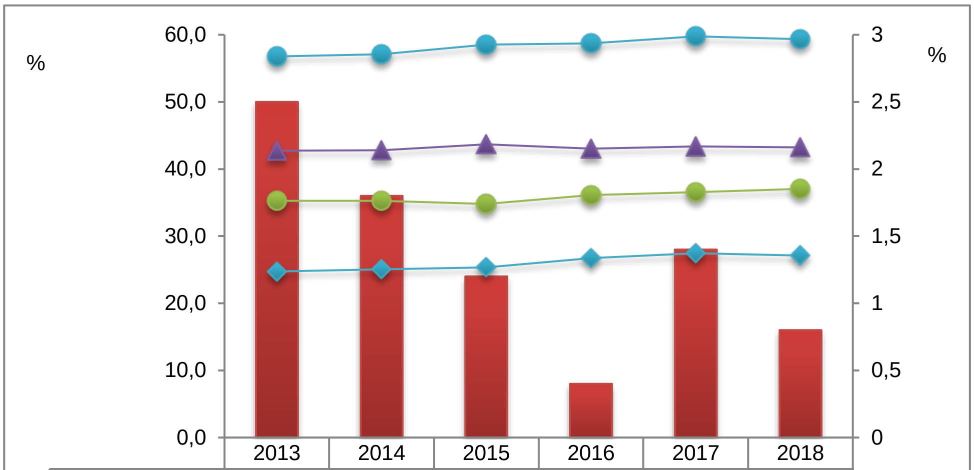


Nationally, 67,7% of the working-age population lived in urban areas, followed by traditional areas (28,7%) and only 3,6% on farm areas. About nine out of ten people of working age in Gauteng and Western Cape reside in urban areas. Limpopo recorded the lowest percentage of the working-age population that lived in urban areas (22,3%) in 2018.

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. The 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, 2013–2018



	2013	2014	2015	2016	2017	2018
GDP[RHS]	2,5	1,8	1,2	0,4	1,4	0,8
URate off	24,7	25,1	25,3	26,7	27,5	27,1
Urate exp	35,3	35,3	34,8	36,1	36,5	37,0
Absorption	42,7	42,8	43,7	43,0	43,4	43,2
LFPR	56,8	57,1	58,5	58,7	59,8	59,3

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.

The expanded unemployment rate increased by 0,5 of a percentage point and the official unemployment rate decreased by 0,4 of a percentage point between 2017 and 2018. The official unemployment rate was 27,1% in 2018, which was 2,4 percentage points higher than the 2013 unemployment rate. In 2018, the absorption rate increased to 43,2% and the labour force participation rate increased to 59,3%.

Figure 3.9: Unemployment rate by province, 2013 and 2018

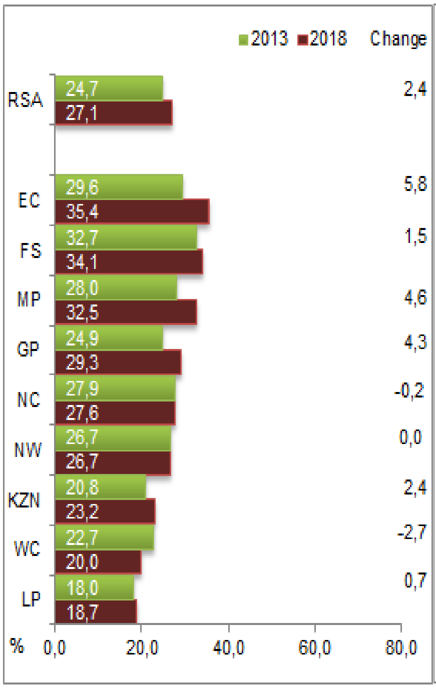


Figure 3.10: Absorption rate by province, 2013 and 2018

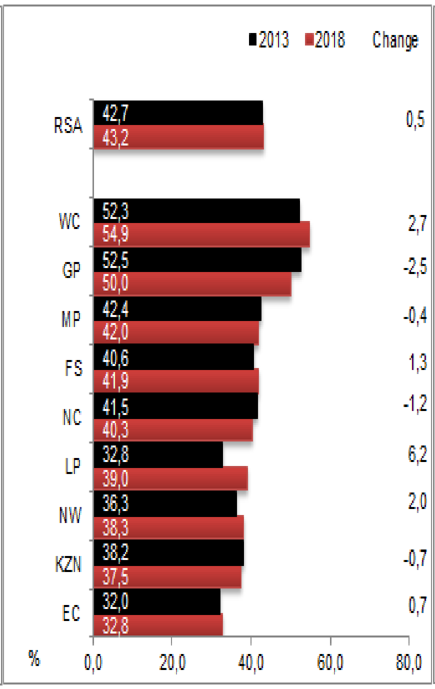
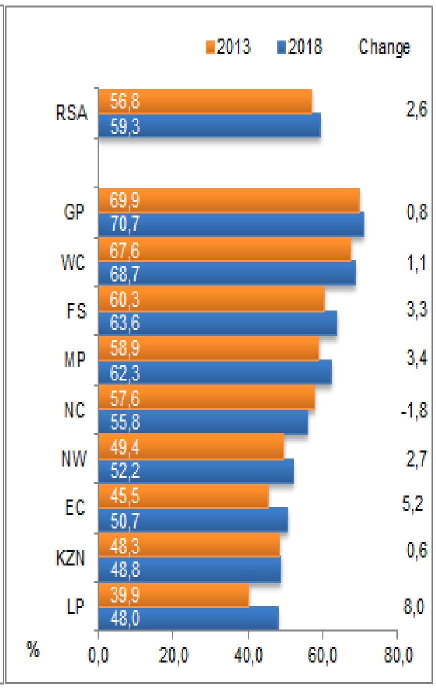


Figure 3.11: Participation rate by province, 2013 and 2018



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 2013 and 2018.

Unemployment rates: The unemployment rate increased in all provinces except in Western Cape and Northern Cape, where it declined by 2,7 percentage points and 0,2 of a percentage point, respectively. The largest increases were observed in Eastern Cape (up by 5,8 percentage points), followed by Mpumalanga (up by 4,6 percentage points) and Gauteng (up by 4,3 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 27,1% in 2018.

Labour absorption rates: The more industrialised provinces (Western Cape and Gauteng) recorded the highest absorption rates (54,9% and 50,0%, respectively), which were above the national average of 43,2% in 2018. Between 2013 and 2018, the absorption rate increased in five of the nine provinces. Limpopo recorded the largest increase (up by 6,2 percentage points), followed by Western Cape (up by 2,7 percentage points). However, the absorption rate declined in four provinces (Gauteng, Northern Cape, KwaZulu-Natal and Mpumalanga) during the same period.

Labour force participation rates: Between 2013 and 2018, the labour force participation rate increased across all provinces, except in Northern Cape. The largest increases were observed in Limpopo (up by 8,0 percentage points), followed by Eastern Cape (up by 5,2 percentage points), Mpumalanga (up by 3,4 percentage points) and Free State (up by 3,3 percentage points). In 2018, Gauteng and Western Cape recorded the highest labour force participation rates (70,7% and 68,7%, respectively), while Limpopo recorded the lowest labour force participation rate (48,0%) despite having the largest increase (8,0 percentage points).

Figure 3.12: Male labour market rates by population group, 2013 and 2018

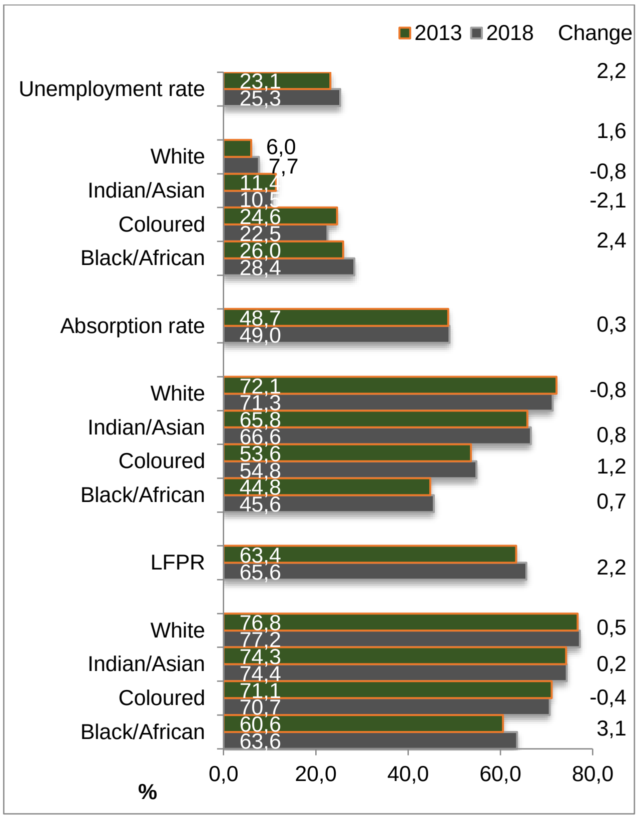
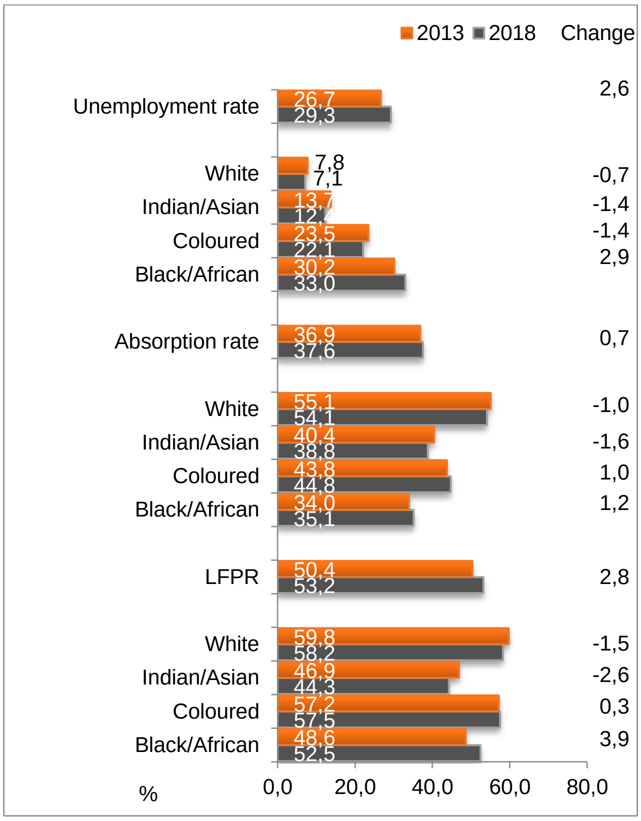


Figure 3.13: Female labour market rates by population group, 2013 and 2018



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 2013 and 2018, 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, Indian/Asian and white females. The labour force participation rate increased for all population groups, with the exception of coloured males and white and Indian/Asian females. 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 3,1 and 3,9 percentage points, respectively) in 2018.

Figure 3.14: Unemployment rate by age, 2013 and 2018

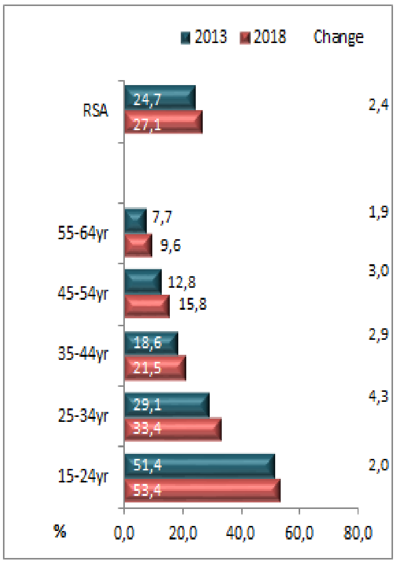


Figure 3.15: Absorption rate by age, 2013 and 2018

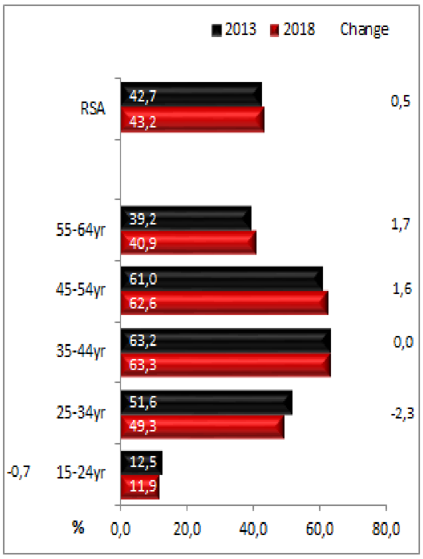
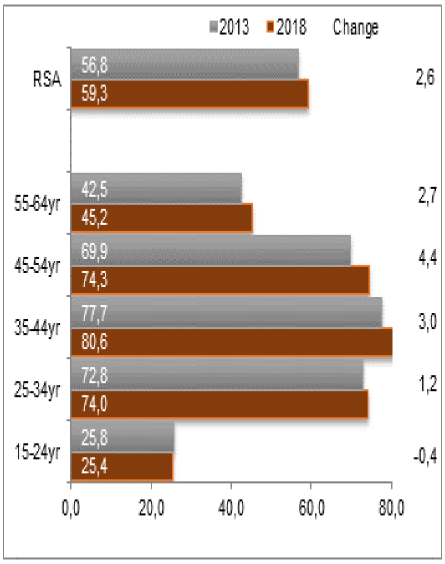
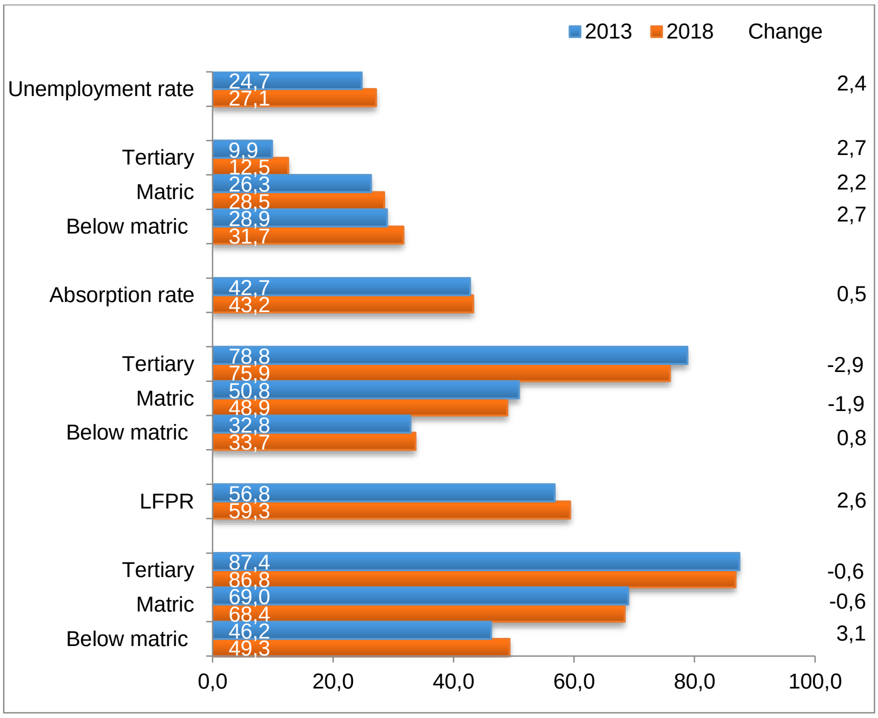


Figure 3.16: Participation rate by age, 2013 and 2018



Young people remain vulnerable in the labour force. The age group 15–24 years is associated with a higher unemployment rate, lower absorption and lower labour force participation rate. Between 2013 and 2018, the unemployment rate increased across all age groups. Those aged 25–34 years recorded the largest increase in unemployment rate, followed by those aged 45–54 years (up by 4,3 and 3,0 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 except the 15–24 years age group, and the largest increase was observed among those aged 45–54 years, followed by those aged 35–44 years (up by 4,4 and 3,0 percentage points, respectively).

Figure 3.17: Labour market rates by education level, 2013 and 2018



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 2013 and 2018, the unemployment rate increased irrespective of the level of education, with the largest increase observed among those with a tertiary and below matric level of education (up by 2,7 percentage points each). The absorption rate increased among those with below matric level of education by 0,8 of a percentage point, while it declined among those with tertiary education and matric by 2,9 and 1,9 percentage points, respectively). Generally, the labour force participation rate decreased across all education levels, with the exception of below matric level of education (up by 3,1 percentage points). Although tertiary education depicts better labour market rates, it recorded one of the highest increases 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 2013 and 2018, relatively large increases have occurred in the working-age population aged 15 to 64 years – particularly among the black African and coloured population groups.
- Between 2013 and 2018, the share of women in the working-age population declined from 50,9% to 50,5%, 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 period between 2013 and 2018, the absorption rate increased by 0,5 of a percentage point to 43,2%. The labour force participation rate has depicted a rising trend since 2013, although it was still below the pre-recession rate of 2008.
- Unemployment has become a cause for concern and those who have been hit particularly hard 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; 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 an 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 of 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; 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 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 looks at quarterly employment statistics, i.e. employment from 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 2013–2018 by sex, population group and province.

Table 4.1: Employment by industry, 2013–2018

Industry	2013	2014	2015	2016	2017	2018
	Thousand					
Agriculture	740	702	880	874	843	845
Mining	411	428	455	444	434	419
Manufacturing	1 810	1 760	1 762	1 692	1 782	1 769
Utilities	128	117	132	118	149	148
Construction	1 145	1 249	1 405	1 431	1 414	1 472
Trade	3 132	3 202	3 161	3 178	3 250	3 280
Transport	914	932	905	910	977	984
Finance	1 995	2 030	2 198	2 275	2 402	2 479
Services	3 351	3 493	3 551	3 571	3 609	3 694
Private households	1 236	1 230	1 288	1 283	1 303	1 292
Total	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**

Note: Total includes 'Other forms of industry'.

Table 4.2: Changes in employment by industry, 2013–2018

Industry	2014	2015	2016	2017	2018	Change 2018-2013
	Thousand					
Agriculture	-38	178	-6	-31	3	105
Mining	17	27	-10	-10	-15	8
Manufacturing	-50	2	-70	91	-13	-40
Utilities	-11	15	-15	31	-1	20
Construction	103	156	26	-17	58	327
Trade	70	-41	17	71	30	148
Transport	18	-27	5	67	7	70
Finance	35	168	77	128	76	484
Services	142	58	20	38	85	343
Private households	-6	58	-5	20	-11	57
Total	**281**	**594**	**40**	**388**	**225**	**1 528**

Note: Total includes 'Other forms of industry'.

Table 4.1 highlights that Services, Trade and Finance were the main contributors to total employment in 2018. The level of employment in Services was high at 3,7 million, followed by Trade (3,3 million) and Finance (2,5 million). Total employment increased by 1,5 million between 2013 and 2018. All industries, with the exception of Manufacturing, contributed positively to the increase in total employment over the period 2013–2018. Manufacturing shed 40 000 jobs over the same period as highlighted in Table 4.2. The largest increases in employment were observed in Finance (484 000), Community and social services (343 000), Construction (327 000) and Trade (148 000).

Figure 4.1: Employment shares by industry, 2013 and 2018

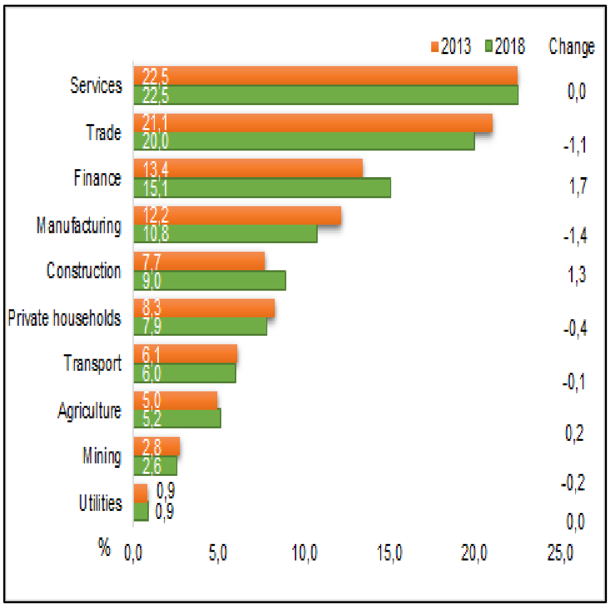


Figure 4.2: Employment shares by industry and sex, 2018

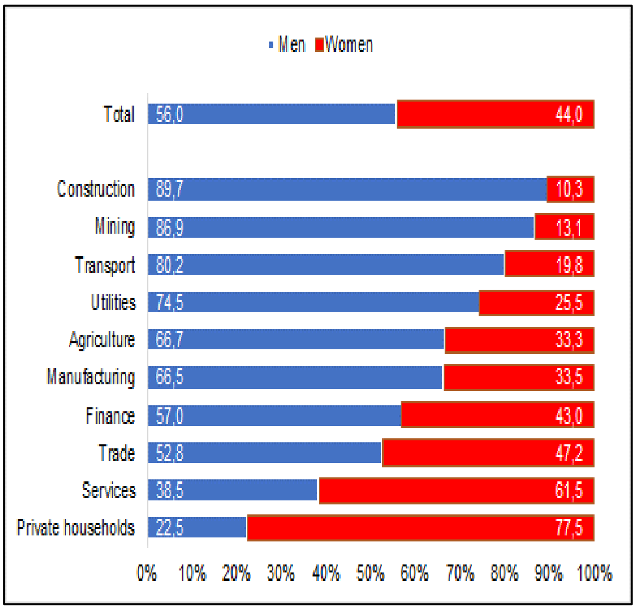


Figure 4.1 indicates that in 2018, the industry employment shares declined in five of the ten industries between 2013 and 2018. The largest decline was observed in Manufacturing (1,4 percentage points) and Trade (1,1 percentage points) while Private households, Mining and Transport decreased by less than a percentage point. In both 2013 and 2018, Community and social services and Trade industries accounted for the largest shares of employment of 20,0% and above, while Finance and Manufacturing highlighted shares between 10,0% and 16,0% in both years. The rest of the industries recorded shares of employment below 10,0% in both 2013 and 2018, with Utilities reflecting a share below 1,0% in both years.

Figure 4.2 indicates that in 2018, men accounted for more than 80% of the 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 77,5% 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 10,0% and 20,0% in 2018.

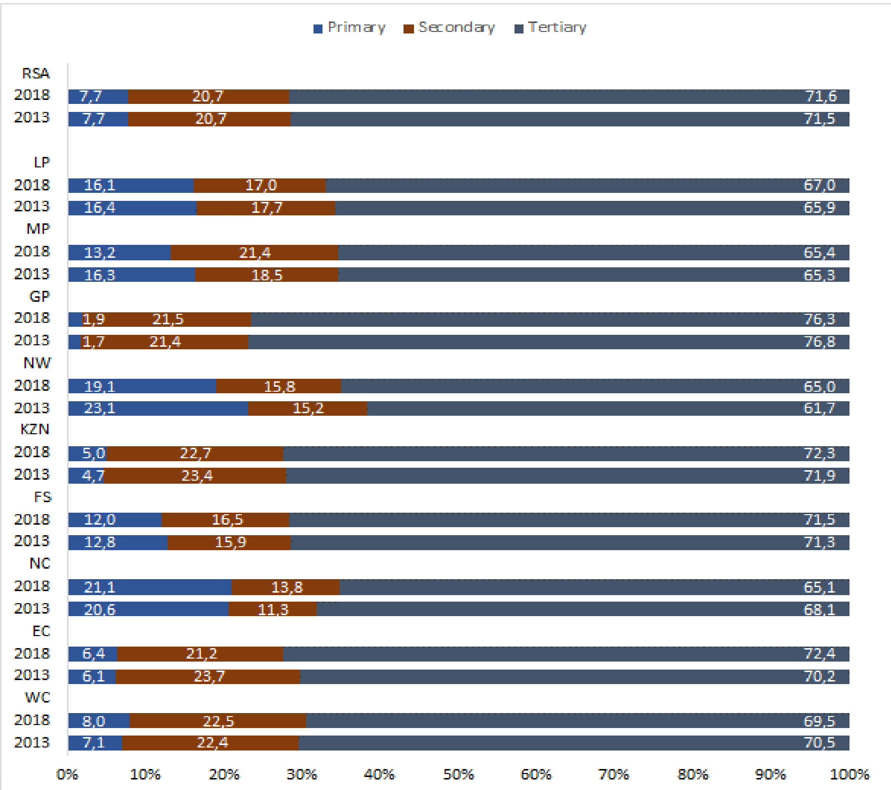
Table 4.3: Employment shares by industry and province, 2018

Industry	2018									
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	7,8	6,4	13,6	9,2	4,7	5,4	0,6	7,5	9,8	5,2
Mining	0,1	0,0	7,5	2,8	0,3	13,6	1,3	5,6	6,2	2,6
Manufacturing	13,1	9,2	4,3	7,9	13,4	5,9	12,4	9,1	5,8	10,8
Utilities	0,4	0,3	1,8	1,2	0,6	0,8	0,9	3,4	0,8	0,9
Construction	9,0	11,7	7,7	7,3	8,8	9,1	8,3	9,0	10,4	9,0
Trade	20,0	21,2	15,3	19,5	18,7	19,5	19,6	21,2	23,2	20,0
Transport	6,1	4,9	3,6	4,8	6,9	3,4	7,5	4,9	3,7	6,0
Finance	17,8	9,9	7,1	10,6	13,0	10,4	21,3	11,1	8,6	15,1
Services	19,4	28,5	31,5	25,7	25,2	23,9	20,4	19,4	23,0	22,5
Private households	6,2	7,9	7,5	11,0	8,6	7,8	7,5	8,8	8,5	7,9
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Note: Total includes 'Other'.

The main contributors to employment across all provinces were Community and social services and Trade industries. However, Finance (21,3%) followed by Community and social services (20,4%) and Trade (19,6%) were the main contributors to employment in Gauteng in 2018; Trade was the second largest contributor to the Northern Cape total employment with a share of 15,3%, followed by Agriculture at 13,6%. The share of employment in Community and social services was high in Northern Cape (31,5%), followed by Eastern Cape (28,5%) and Free State (25,7%). Gauteng is the only province that 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 7,1% in Northern Cape to 17,8% in Western Cape. North West recorded Mining (13,6%) as the third-largest share of employment in 2018.

Figure 4.3: Employment in primary, secondary and tertiary industries by province, 2013 and 2018



The figure above indicates that seven in every ten employed persons worked in tertiary industries in South Africa. In both 2013 and 2018, 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 2013 and 2018. Primary industries were the second largest contributor to employment in North West and

Northern Cape in both 2013 and 2018. In 2018, the share of employment in primary industries was 21,2% in Northern Cape and 19,1% in the North West. Gauteng recorded the lowest shares of employment in primary industries in both 2013 (1,7%) and 2018 (1,9%).

Table 4.4: Employment by occupation, 2013–2018

	2013	2014	2015	2016	2017	2018
Occupation	Thousand					
Manager	1 224	1 331	1 274	1 356	1 426	1 428
Professional	925	842	776	866	914	894
Technician	1 645	1 552	1 456	1 470	1 455	1 434
Clerk	1 606	1 653	1 671	1 642	1 734	1 711
Sales	2 163	2 326	2 463	2 481	2 523	2 667
Skilled agriculture	70	76	96	68	70	63
Craft	1 730	1 813	1 946	1 927	1 961	2 023
Operator	1 274	1 277	1 312	1 284	1 313	1 375
Elementary	3 227	3 295	3 729	3 681	3 740	3 798
Domestic worker	1 002	981	1 017	1 005	1 027	1 000
Total	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**

Note: Total includes 'Other'.

Table 4.5: Changes in employment by occupation, 2013–2018

	2014	2015	2016	2017	2018	Change 2018-2013
Occupation	**Thousand**					
Manager	108	-57	82	70	2	205
Professional	-83	-67	90	48	-20	-31
Technician	-93	-96	13	-15	-21	-211
Clerk	47	18	-29	92	-24	104
Sales	164	137	18	42	143	504
Skilled agriculture	6	20	-28	2	-7	-7
Craft	83	133	-19	33	62	293
Operator	3	35	-28	29	62	100
Elementary	68	435	-48	60	58	572
Domestic worker	-22	37	-12	22	-27	-2
Total	**281**	**594**	**40**	**388**	**225**	**1 528**

Note: Total includes 'Other'.

Between 2017 and 2018, employment increased in five of the ten occupational categories, with the largest increase among the Sales workers (143 000), Craft workers (62 000) and Operator occupations (62 000). The highest employment losses of 27 000 persons were recorded for Domestic workers. Between 2013 and 2018, employment among Elementary workers increased by 572 000, followed by Sales workers (504 000 jobs) and craft (293 000 jobs) occupations. In 2018, Elementary workers (3,8 million), Sales workers (2,7 million) and Craft (2,0 million) occupations recorded the highest level of employment while Skilled agriculture occupations recorded the lowest at 63 000 jobs, followed by Professional occupations (894 000 jobs).

Figure 4.4: Employment shares by occupation, 2013 and 2018

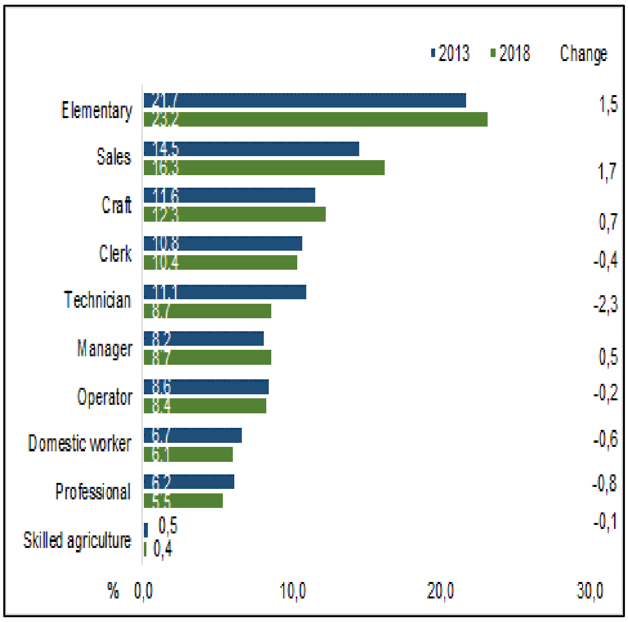
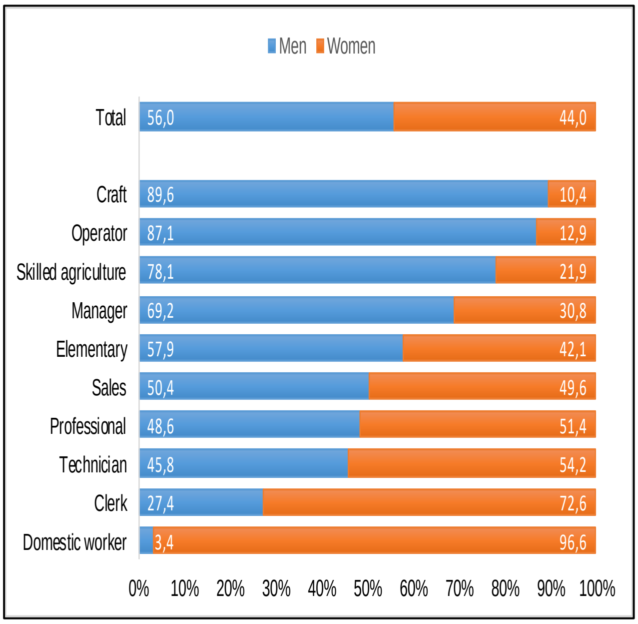
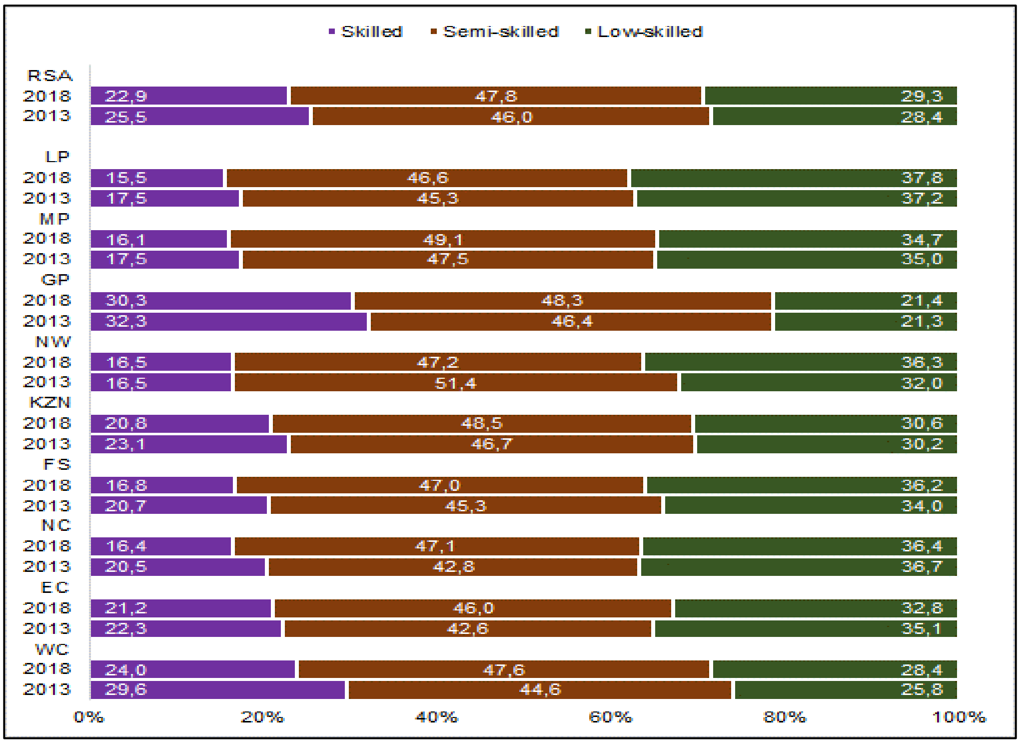


Figure 4.5: Employment shares by occupation and sex, 2018



Close to a third of all people employed in 2013 and 2018 were employed in elementary and domestic work occupations. Elementary, Sales, Craft, and related trade occupations were among the top three contributors to total employment in both years. The share of employment increased in four of the ten occupations between 2013 and 2018. Elementary and Sales occupations increased by 1,5 percentage points and 1,7 percentage points, respectively and technicians decreased by 2,3 percentage points over the period of 2013–2018. The results in Figure 4.5 show that about 69,2% of men were employed in Managerial occupations compared to 30,8% of women. Women were more likely to be employed as Domestic workers, Clerks, Technicians or Professionals 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, 2013 and 2018



Semi-skilled occupations accounted for the largest share of employment across all the provinces. The results for 2018 indicate that the highest share of employment in semi-skilled occupations was in Mpumalanga (49,1%), KwaZulu-Natal (48,5%) and Gauteng (48,3%). Gauteng, followed by Western Cape, recorded the highest shares of employment in skilled occupations in both 2013 and 2018 compared to other provinces. Gauteng reflected a 30,3% share of employment in skilled occupations in 2018 while Western Cape recorded 24,0%. The share of employment accounted for by low-skilled occupations in 2018 was highest in Limpopo (37,8%), followed by Northern Cape (36,4%), North West (36,3%) and Free State (36,2%). In both 2013 and 2018, 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Men						
Manager	854	914	879	924	966	989
Professional	522	469	382	421	462	435
Technician	733	680	647	661	669	657
Women						
Manager	370	418	395	432	460	440
Professional	403	374	394	445	452	459
Technician	912	872	809	808	786	777
Both sexes						
Manager	1 224	1 331	1 274	1 356	1 426	1 428
Professional	925	842	776	866	914	894
Technician	1 645	1 552	1 456	1 470	1 455	1 434
	% share of women					
Manager	30,2	31,4	31,0	31,9	32,2	30,8
Professional	43,6	44,4	50,7	51,4	49,5	51,4
Technician	55,4	56,2	55,5	55,0	54,0	54,2

Men accounted for larger shares of employment as Managers over the period 2013–2018. Women employed in skilled occupations were more likely to work as Technicians from 2013 to 2018 compared to Managers and Professionals. The share of women employed as Professionals increased by 7,8 percentage points from 43,6% in 2013 to 51,4% in 2018. The share of women employed in Managerial occupations increased by 0,6 of a percentage point from 30,2% in 2013 to 30,8% in 2018.

Figure 4.7: Employment by occupation and population group, 2013 and 2018

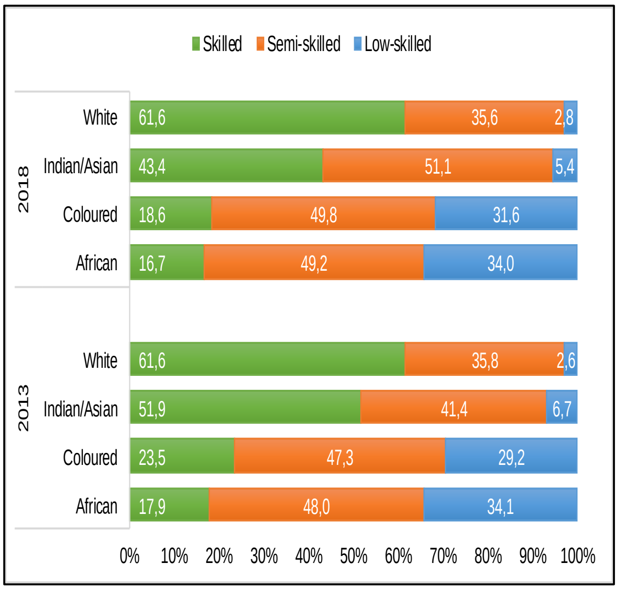
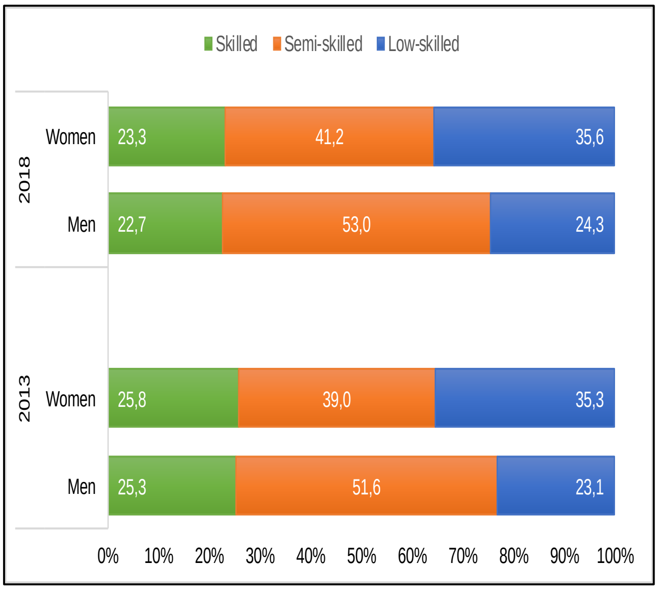


Figure 4.8: Employment by occupations and sex, 2013 and 2018



In both 2013 and 2018, black African and coloured population groups recorded the largest share of workers in 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 remained unchanged at 61,6% in 2013 and 2018. Black Africans reflected the lowest share of persons employed in skilled occupations compared to other population groups (17,9% in 2013 and 16,7% in 2018). The coloured population employed in skilled occupations accounted for 23,5% in 2013, but this declined to 18,6% in 2018. Figure 4.8 reveals that in both 2013 and 2018, 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 2013 and 2018. Over the period 2013–2018, both proportions for men and women employed in skilled occupations declined by 2,6 percentage points and 2,5 percentage points, respectively.

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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Volume of hours worked (Thousand hours)					
Men	370 874	377 705	396 888	399 309	401 200	406 042
Women	261 483	265 748	274 839	273 920	281 965	284 840
Both sexes	**632 357**	**643 453**	**671 727**	**673 229**	**683 165**	**690 882**
	Annual changes (Thousand hours)					
	2014	**2015**	**2016**	**2017**	**2018**	**Change 2018-2013**
Men	6 832	19 183	2 421	1 891	4 842	35 168
Women	4 264	9 091	-919	8 045	2 875	23 357
Both sexes	**11 096**	**28 274**	**1 501**	**9 936**	**7 717**	**58 525**

Over the period 2013–2018, the volume of hours worked were higher among men compared to women. The volume of hours worked between 2013 and 2018 increased by 58,5 million hours. The volume of hours worked increased across all years for both men and women, except in 2015 and 2016 where a decline of 919 000 hours was observed among women.

Figure 4.9: Average weekly hours worked by sex, 2013–2018

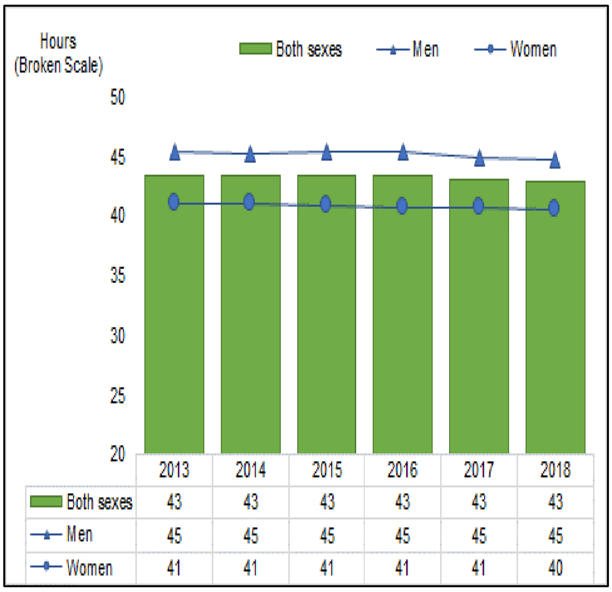


Figure 4.10: Average weekly hours worked by population group, 2013 and 2018

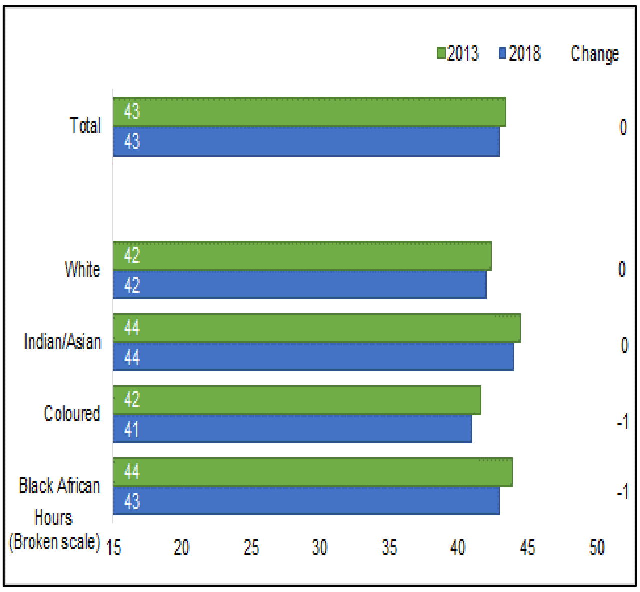


Figure 4.9 shows that over the period 2013–2018, men worked longer hours than women. Between 2013 and 2018 weekly hours worked by men remained unchanged at 45 hours. The weekly hours worked by women declined by 1 hour between 2017 and 2018. In 2018, the Indian/Asian population group worked longer hours (44 hours), while the coloured population group worked 41 hours per week.

Figure 4.11: Average weekly hours worked by industry, 2013 and 2018

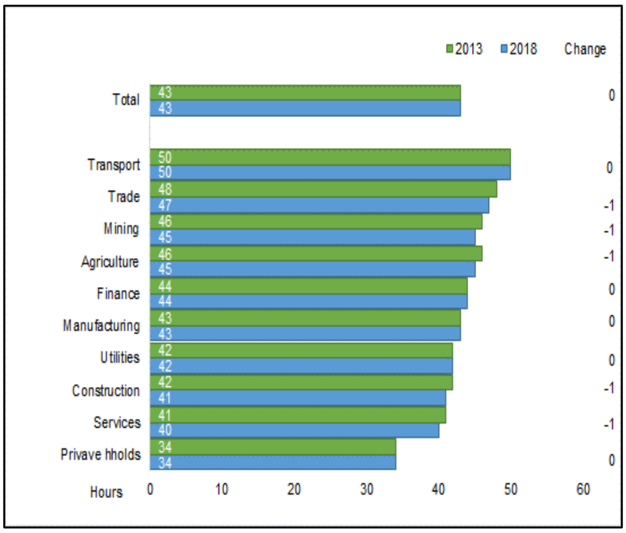
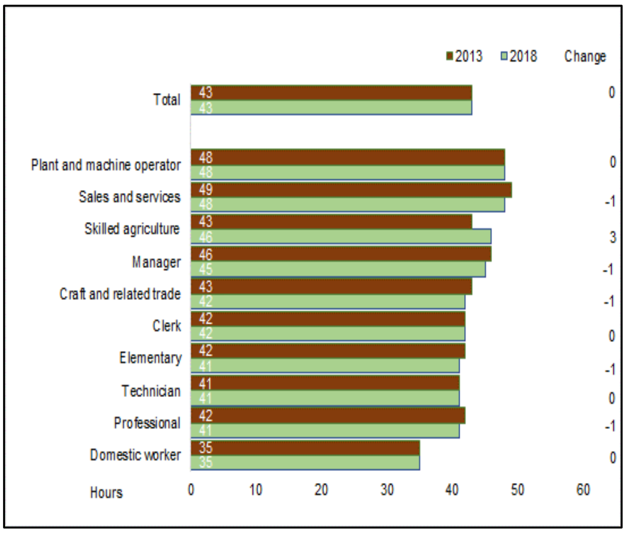


Figure 4.12: Average weekly hours worked by occupation, 2013 and 2018



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 2013 and 2018. All industries, with the exception of Private households, indicated average hours worked from 40 and above in both 2013 and 2018. Those in Private households worked 34 hours on average in both years. The average weekly hours worked increased only among the Skilled agricultural occupations over the period 2013 and 2018, while Sales and services, Managers, Elementary and Professional occupations experienced a decrease of one hour each. Between 2013 and 2018, the average hours per week worked remained unchanged in four of the ten occupations: Plant and machine operator, Clerical, Technician and Domestic worker.

Figure 4.13: Average weekly hours worked by sector, 2013–2018

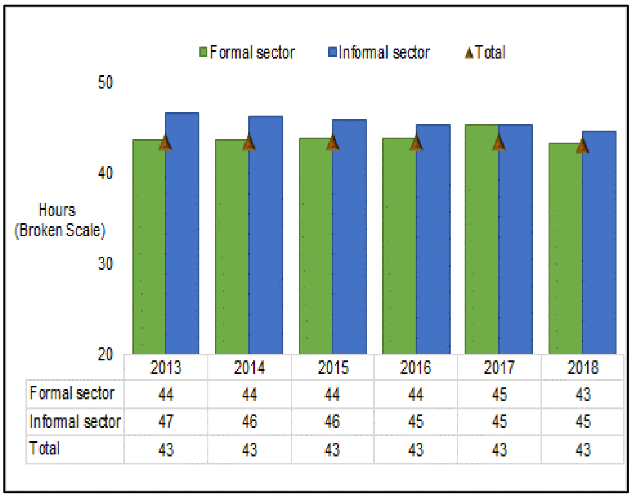


Figure 4.14: Average weekly hours worked by province, 2013 and 2018

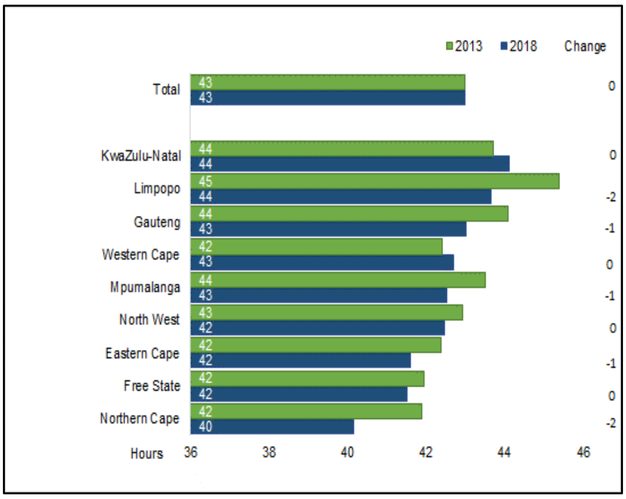


Figure 4.13 indicates that between 2017 and 2018, persons in the informal sector worked longer hours than those in the formal sector. Weekly hours worked by those in the formal sector remained constant at 44 hours over the period 2013–2016, increased to 45 hours in 2017, and then decreased to 43 hours in 2018. The average weekly hours for those in the informal sector remained constant at 45 hours between 2016 and 2018. Most of the provinces, except KwaZulu-Natal, Western Cape, North West and Free State, show a decline in average hours worked per week during this period. In 2018, Northern Cape recorded the lowest weekly hours of 40 hours while KwaZulu-Natal and Limpopo reported the highest number of hours at 44 hours each.

Time-related underemployment

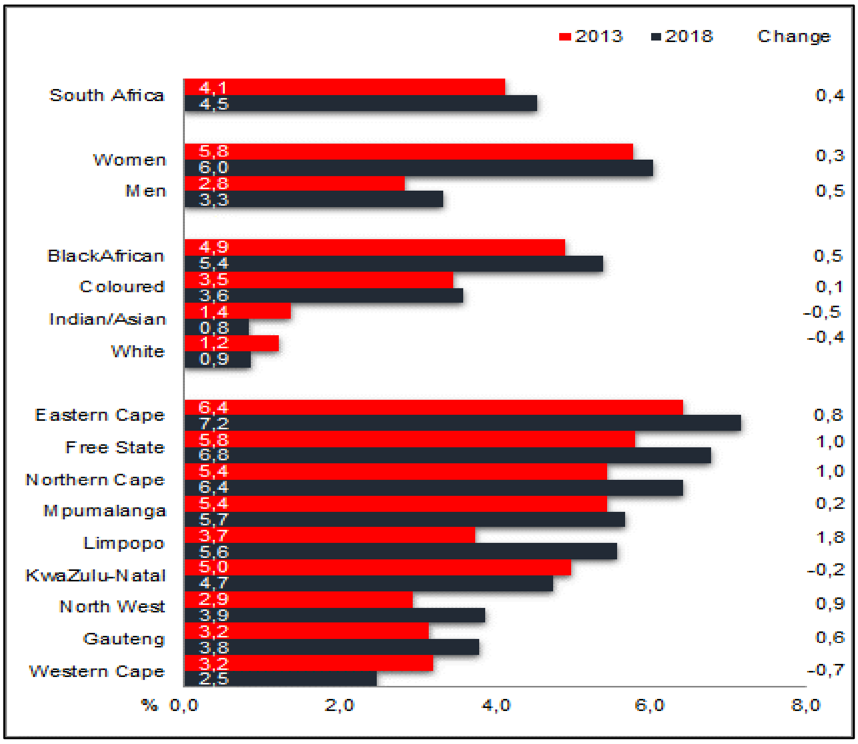
Time-related underemployment is one of the many labour market indicators used to measure the economic wellbeing of a country. According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work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

Table 4.8: Trends in underemployment

	Underemployment	Other employed	Total employed	Underemployment rate
	Thousand			Per cent
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
2018	742	15 651	16 394	4,5

The number of underemployed persons increased by 128 000 from 615 000 in 2013 to 742 000 in 2018. The lowest number of underemployed persons of 608 000 was recorded in 2014, which translated into an underemployment rate of 4,0%. The underemployment rate increased by 0,4 of a percentage point from 4,1% in 2013 to 4,5% in 2018 while between 2016 and 2017, the rate remained unchanged.

Figure 4.15: Underemployment by sex, population group and province, 2013 and 2018



The underemployment rate increased by less than a percentage point each for men and women over the period 2013–2018. In terms of the population group, black Africans and coloured persons recorded the highest rate of underemployment in both 2013 and 2018, while the Indian/Asian and whites population groups recorded an underemployment rate below 2,0% in both years. A decline in the underemployment rate was observed among the Indian/Asian population where the rate dropped by 0,5 of a percentage point from 1,4% in 2013 to 0,8% in 2018. The white population rate dropped by 0,4 of a percentage point from 1,2% in 2013 to 0,9% in 2018.

Provincial comparisons highlight that two out of the nine provinces (Western Cape and KwaZulu-Natal) recorded a decline in the underemployment rate between 2013 and 2018. The largest increases in the underemployment rate was observed in Limpopo (1,8 percentage points), Northern Cape (1,0 percentage points) and Free State (1,0 percentage points). In 2018, the highest underemployment rate was recorded in Eastern Cape (7,2%), Free State (6,8%), Northern Cape (6,4%), Mpumalanga (5,7%), and Limpopo (5,6%).

Figure 4.16: Underemployment by industry, 2013 and 2018

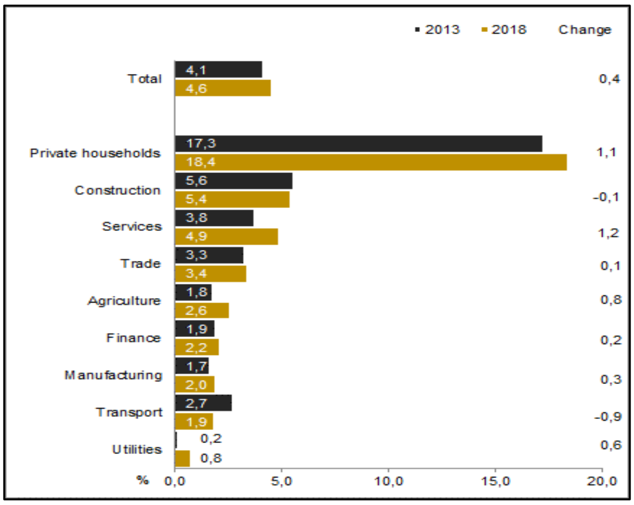
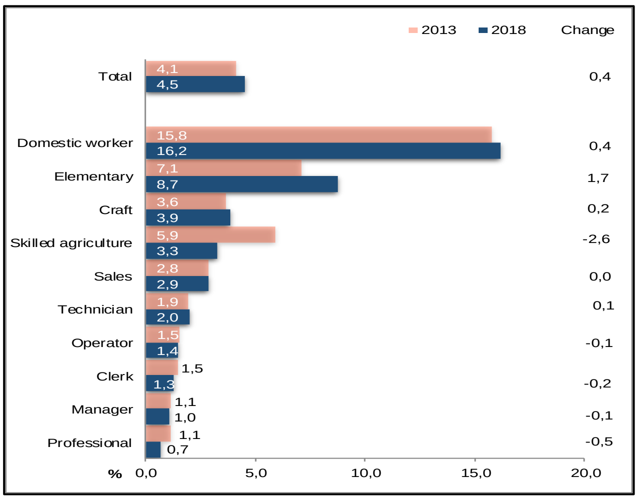


Figure 4.17: Underemployment by occupation, 2013 and 2018



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 17,3% in 2013 and 18,4% in 2018. The Construction industry recorded the second highest underemployment rate at 5,4% in 2013 and 5,6% in 2018. 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 1,7 percentage points among Elementary workers. It remained unchanged in one occupation and decreased in five occupations.

Summary and conclusion

- Nationally, the Community and social services, Trade, Finance and Manufacturing industries were the main contributors to employment.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,9% in 2013 and 76,5% in 2018. 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 (55,0%), semi-skilled occupations such as Clerks (71,8%), Professional (51,4%) and Domestic worker (95,1%). 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 2013–2018.
- The underemployment rate was higher in Eastern Cape at 7,2%, followed by Free State at 6,8%.
- Those employed in the 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 2013–2018.

Table 4.9: Employment by sector, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Formal sector	10 524	10 822	10 935	11 021	11 288	11 319
Informal sector	2 366	2 393	2 637	2 602	2 735	2 937
Other*	1 976	1 931	2 168	2 157	2 146	2 138
Total	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
	Per cent shares					
Formal sector	70,8	71,5	69,5	69,8	69,8	69,0
Informal sector	15,9	15,8	16,8	16,5	16,9	17,9
Other*	13,3	12,8	13,8	13,7	13,3	13,0
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector	302	298	113	86	267	31
Informal sector	91	27	245	-35	133	202
Other*	48	-44	237	-11	-11	-8
Total	**441**	**281**	**594**	**40**	**388**	**225**

Note: 'Other' comprises Agriculture and Private households.

The share of informal sector employment increased from 15,9% in 2013 to reach the highest of 17,9% in 2018. The formal sector's share of total employment decreased from 70,8% in 2013 to 69,0% in 2018. However, the share of the formal sector employment ranged from the highest of 71,5% in 2014 to the lowest of 69,0% in 2018. The share of formal sector employment remained unchanged between 2016 and 2017. 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 202 000 jobs between 2017 and 2018. Between 2017 and 2018, employment in the formal sector increased by 31 000 jobs, and that was the lowest increase since 2016.

Figure 4.18: Formal sector share of employment by sex, 2013–2018

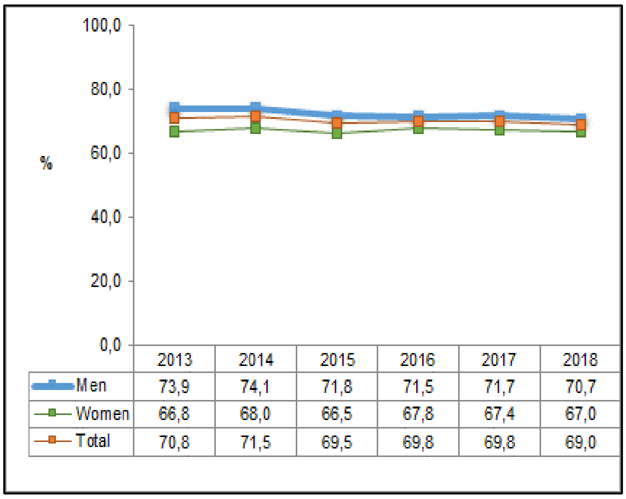


Figure 4.19: Informal sector share of employment by sex, 2013–2018

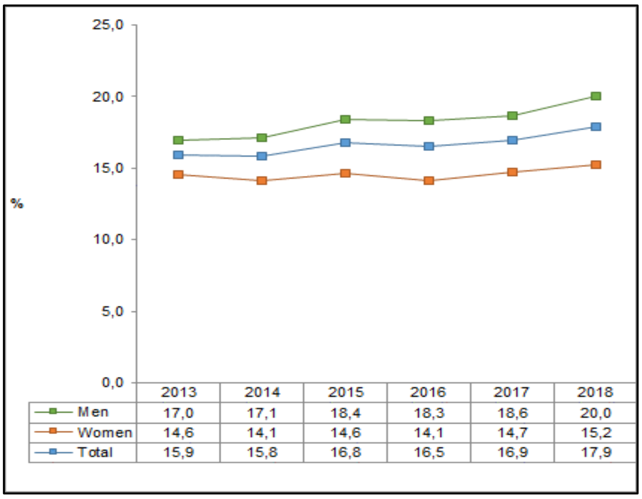


Figure 4.18 shows that, over the period 2013–2018, the formal sector accounted for a larger share of employment amongst men relative to women. However, over the period, the female formal sector share increased by 0,2 of a percentage point from 66,8% in 2013 to 67,0% in 2018, while among men the share declined by 3,2 percentage points from 73,9% in 2013 to 70,7% in 2018. In contrast, the informal sector's share of employment increased among men (from 17,0% in 2013 to 20,0% in 2018). The informal sector's share of employment slightly increased among women (from 14,6% in 2013 to 15,2% in 2018).

Figure 4.20: Employment by sector and population group, 2013 and 2018

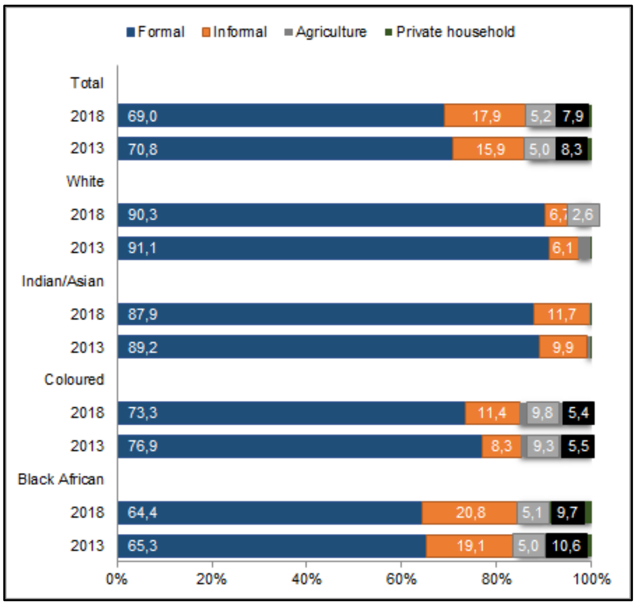
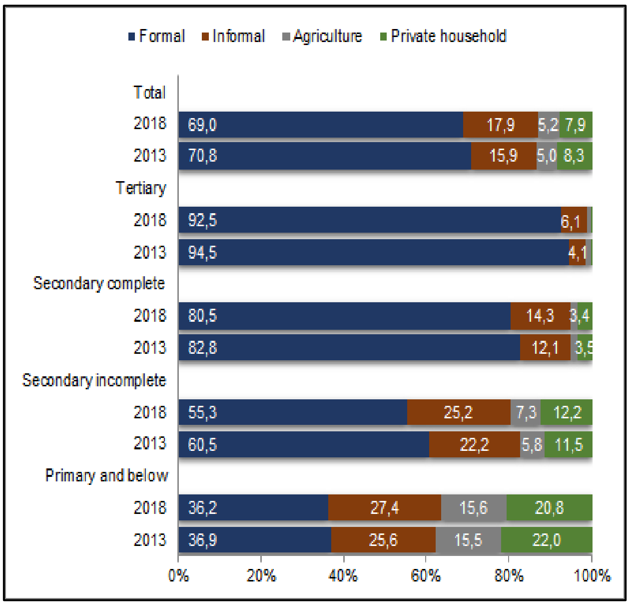


Figure 4.21: Employment by sector and education level, 2013 and 2018



In both 2013 and 2018, the formal sector accounts for more than 90,0% of employment among the white population group, while for black Africans the sector accounted for 65,3% in 2013 and 64,4% in 2018. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 19,1% of employment in 2013 and 20,8% in 2018. The lowest share of employment among the black African population was observed among those in agriculture; the share increased from 5,0% in 2013 to 5,1% in 2018. 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 9,3% in 2013 and 9,8% in 2018.

The proportion of those employed in the formal sector was highest amongst persons with tertiary education (above 90,0% in both 2013 and 2018), followed by those who completed secondary education (82,8% in 2013 and 80,5% in 2018). Amongst those whose educational attainment was primary education and below, the formal sector accounted for 36,9% of employment in 2013, which further declined by 0,7 of a percentage point to 36,2% in 2018. In both 2013 and 2018, 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 12,1% in 2013 and 14,3% in 2018, while those with tertiary education recorded proportions below 6,2% for those employed in the informal sector.

Figure 4.22: Formal sector employment share by province, 2013 and 2018

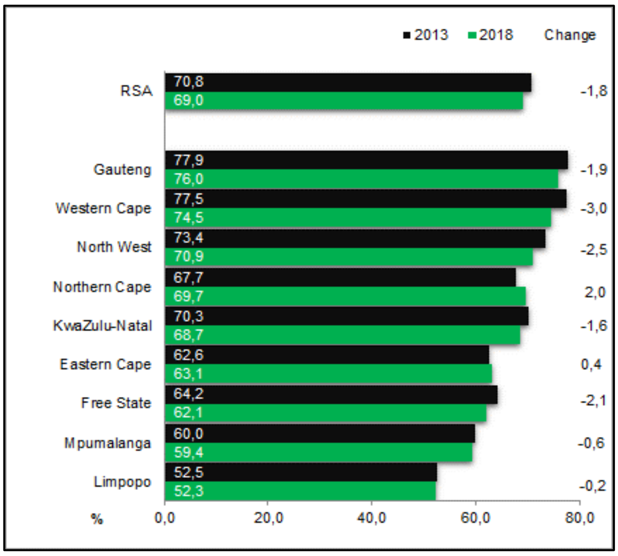
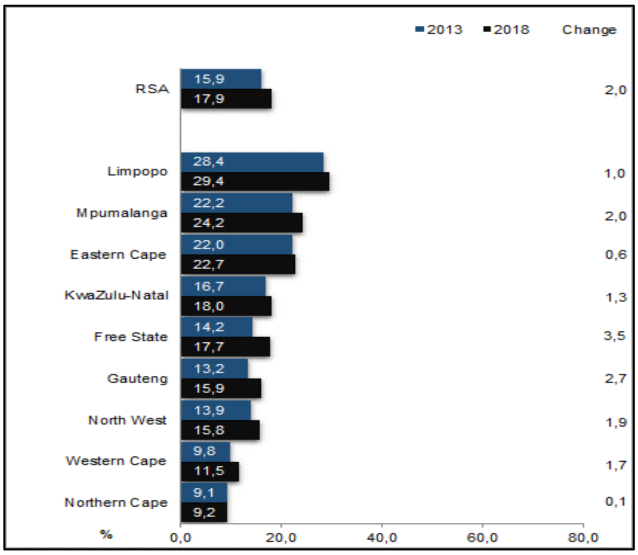


Figure 4.23: Informal sector employment share by province, 2013 and 2018



Between 2013 and 2018, the formal sector share of total employment nationally decreased by 1,8 percentage points from 70,8% to 69,0%. The informal sector increased by 2,0 percentage points, from 15,9% to 17,9%. Seven of the nine provinces recorded a decline in the share of formal sector employment; the largest decreases were observed in Western Cape (3,0 percentage points), followed by North West (2,5 percentage points) and Free State (2,1 percentage points). Northern Cape (2,0 percentage points), followed by Eastern Cape (0,4 of a percentage point), recorded increases in the formal sector share in employment.

Figure 4.23 highlights that the employed in the informal sector was highest in Limpopo at 29,4% in 2018 and lowest in Northern Cape at 9,2%, followed by Western Cape (11,5%). Even though Limpopo reported the highest shares in this sector for both 2013 (28,4%) and 2018 (29,4%), the province recorded the third-lowest increase of 1,0 percentage point between the two years. Over the period 2013–2018, the informal sector share in employment increased by the highest percentage in Free State at 3,5 percentage points, followed by that of Gauteng at 2,7 percentage points and 2,0 percentage points in Mpumalanga.

Figure 4.24: Formal sector employment share by industry, 2013 and 2018

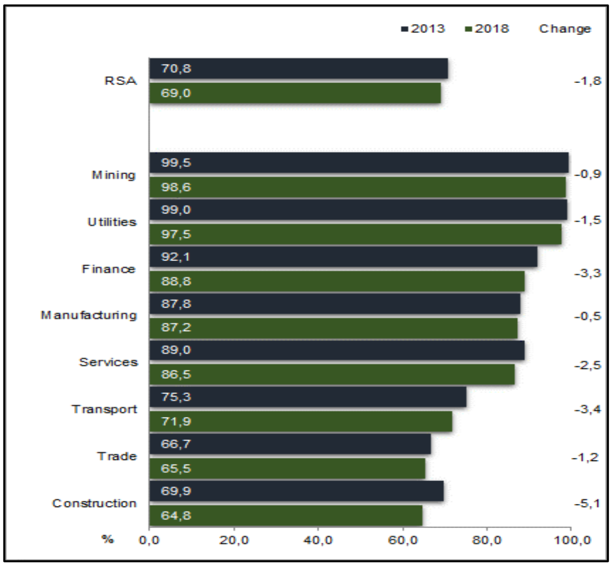
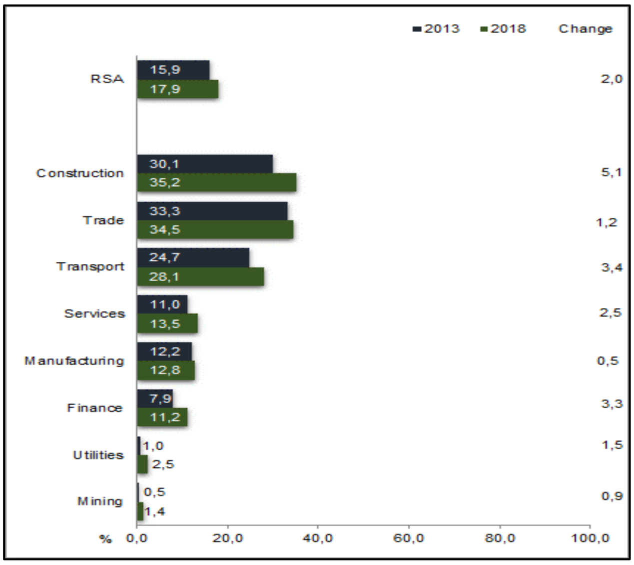


Figure 4.25: Informal sector employment share by industry, 2013 and 2018



The formal sector dominates employment across all industries, however, there are variations in the contribution by industry over the years. In 2018, the share of the formal sector in total employment ranged from the lowest of 64,8% in Construction to the highest of 98,6% in Mining. Formal sector employment across all industries declined between 2013 and 2018. The largest decline was recorded in Construction (5,1 percentage points) and Transport (3,4 percentage points) over the same period.

The share of informal sector employment increased across all industries between 2013 and 2018, and Construction recorded the largest share of employment in the informal sector in 2018 (35,2%). The largest increase in the informal sector share of employment was recorded in Construction (5,1 percentage points), Transport (3,4 percentage points) and Finance (3,3 percentage points). Utilities and Mining recorded the lowest shares of informal sector employment in both 2013 and 2018.

Figure 4.26: Formal sector employment by occupation, 2013 and 2018

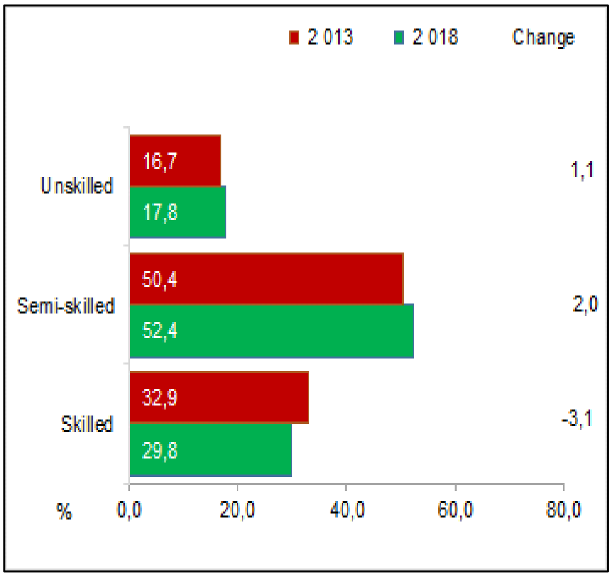
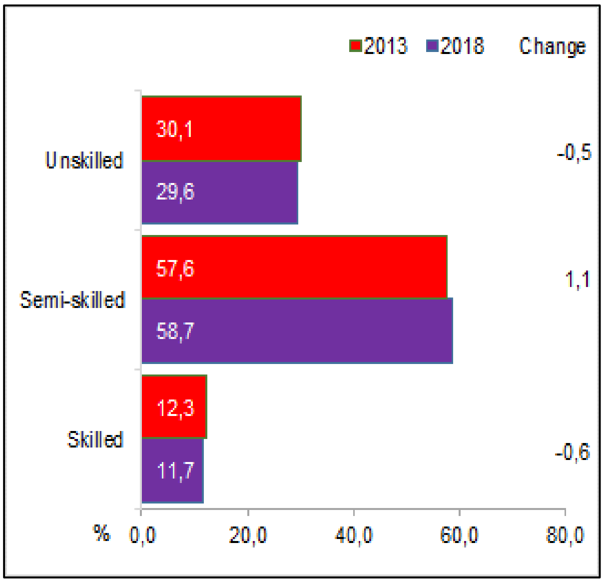


Figure 4.27: Informal sector employment by occupation, 2013 and 2018



Between 2013 and 2018, Figures 4.26 and 4.27 indicate that semi-skilled occupations dominate employment in both the formal sector and the informal sector. Between 2013 and 2018, the share of semi-skilled occupations in the formal sector increased by 2,0 percentage points from 50,4% in 2013 to 52,4% in 2018. The share of unskilled occupations also increased by 1,1 percentage points, from 16,7% to 17,8% in the same period. The share of skilled occupations in the formal sector decreased by 3,1 percentage points, from 32,9% in 2013 to 29,8% in 2018. Skilled occupations accounted for 12,3% in 2013 and 11,7% in 2018 of informal sector employment. In 2018, semi-skilled occupations accounted for 58,7% of informal sector employment, up from 57,6% in 2013.

Summary and conclusion

- Over the period 2013 and 2018, the formal sector's share in employment decreased slightly by 1,8 percentage points from 70,8% to 69,0%, while the informal sector's share in employment increased slightly by 2,0% percentage points from 15,9% to 17,9% 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 and women over the period 2017 and 2018.
- The informal sector accounted for 20,8% 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, 2013–2018

	2013	2014	2015	2016	2017	2018	Change 2013-2018
	Rand						
Employees	3 033	3 033	3 100	3 300	3 500	3 500	467
Employer	6 066	6 500	7 000	8 000	8 000	7 583	1 517
Own-account worker	2 166	2 500	2 816	3 033	3 033	3 033	867
Total	**3 033**	**3 120**	**3 200**	**3 466**	**3 500**	**3 500**	**467**

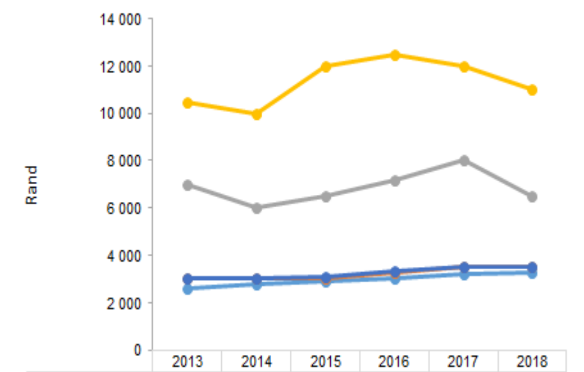
Between 2013 and 2018, the total median monthly earnings increased by R467 from R3 033 to R3 500. Over the same period, the largest increase in the median monthly earnings was observed among employers (R1 517), followed by own-account workers (R867) and employees (R467). The median monthly earnings for employers were higher across all years compared to that of employees and own-account workers. The median monthly earnings for employers increased from R6 066 in 2013 to reach a peak of R8 000 in 2016 and 2017, and then declined to R7 583 in 2018.

Table 4.11: Median monthly earnings of employees by sex, 2013 and 2018

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	6 998	500	866	1 820	3 500	8 800	18 000	26 000
Women	5 714	500	650	1 300	2 500	7 100	15 000	20 000
Both sexes 2013	**12 712**	**500**	**750**	**1 500**	**3 033**	**8 000**	**16 500**	**24 000**
Men	7 581	600	1 000	2 200	4 000	8 666	20 000	30 000
Women	6 333	600	738	1 600	3 033	7 300	18 000	25 000
Both sexes 2018	**13 914**	**600**	**800**	**2 000**	**3 500**	**8 000**	**19 000**	**27 000**

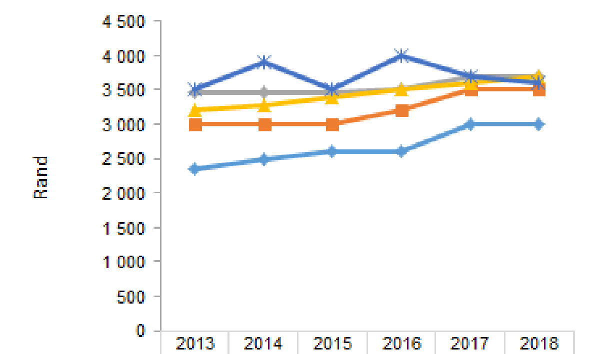
The monthly earnings for employees at the bottom 5% increased from R500 in 2013 to R600 in 2018. The increase of R100 was observed among men and women. A gender gap of R6 000 amongst the top 5% of earners was observed in 2013, and this gap decreased by R5 000 in 2018. Moreover, this category and the top 10% earners were the only ones that reflected a gender gap above R1 000 compared to other categories in 2013, while in 2018 a gender gap above the same amount was recorded among the top 25%, top 10% and top 5% earners.

Figure 4.28: Median monthly earnings by population group, 2013–2018



	2013	2014	2015	2016	2017	2018
Balck African	2 600	2 800	2 900	3 000	3 200	3 250
Coloured	3 000	3 033	3 000	3 250	3 500	3 500
Indian/Asian	7 000	6 000	6 500	7 200	8 000	6 500
White	10 500	10 000	12 000	12 500	12 000	11 000
Total	3 033	3 033	3 100	3 300	3 500	3 500

Figure 4.29: Median monthly earnings by age, 2013–2018



	2013	2014	2015	2016	2017	2018
15-24yrs	2 340	2 500	2 600	2 608	3 000	3 000
25-34yrs	3 000	3 000	3 006	3 200	3 500	3 500
35-44yrs	3 466	3 466	3 466	3 500	3 700	3 683
45-54yrs	3 204	3 271	3 400	3 500	3 600	3 700
55-64yrs	3 500	3 900	3 500	4 000	3 700	3 600

From 2013 to 2018, it is indicative that the white population group earned more, followed by the Indian/Asian population group. In 2018, median monthly earnings for the white population group was R11 000 compared to R6 500 for Indians/Asians, R3 500 for coloureds and R3 250 for black Africans. Between 2013 and 2018, the largest increase in median monthly earnings was among black Africans (R650), followed by the coloured and white population groups (R500 each). The Indian/Asian median monthly earnings decreased by R500 in the same period. Median monthly earnings were higher for employees aged 55–64 between 2013 and 2017 and the highest in 2018 for the age group 45–54 years as highlighted in Figure 4.29. Between 2017 and 2018, persons aged 45–54 recorded the only increase in median monthly earnings (R100).

Table 4.12: Median monthly earnings of employees by age and gender 2013–2018

	2013	2014	2015	2016	2017	2018	Change 2013-2018
Both Sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**467**
15-24yrs	2 340	2 500	2 600	2 608	3 000	3 000	660
25-34yrs	3 000	3 000	3 006	3 200	3 500	3 500	500
35-44yrs	3 466	3 466	3 466	3 500	3 700	3 683	217
45-54yrs	3 204	3 271	3 400	3 500	3 600	3 700	496
55-64yrs	3 500	3 900	3 500	4 000	3 700	3 600	100
Women	**2 500**	**2 060**	**2 700**	**2 900**	**3 000**	**3 033**	**533**
15-24yrs	2 400	2 500	2 500	2 600	3 000	2 900	500
25-34yrs	2 760	2 800	2 863	3 000	3 000	3 200	440
35-44yrs	2 500	2 700	2 800	3 000	3 000	3 200	700
45-54yrs	2 400	2 500	2 500	2 600	2 946	3 000	600
55-64yrs	2 500	2 850	2 600	2 800	3 000	3 000	500
Men	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**500**
15-24yrs	2 300	2 500	2 600	2 773	3 000	3 033	733
25-34yrs	3 250	3 250	3 250	3 466	3 683	3 600	350
35-44yrs	4 000	4 000	4 000	4 000	4 333	4 100	100
45-54yrs	4 342	4 333	4 300	4 500	5 000	4 900	558
55-64yrs	4 700	4 800	4 500	5 010	5 000	4 500	-200

The median monthly earnings for men have been higher than those for women. Over the period 2013 and 2018, the median monthly earnings for women in the working-age population increased more than that of men by R33. Between 2013 and 2018, amongst all age categories for women, median monthly earnings increased compared to that of men. Among men an increase was observed in all age groups except for those aged 55–64 years, which decreased by R200.

Figure 4.30: Median monthly earnings of employees by industry, 2013–2018

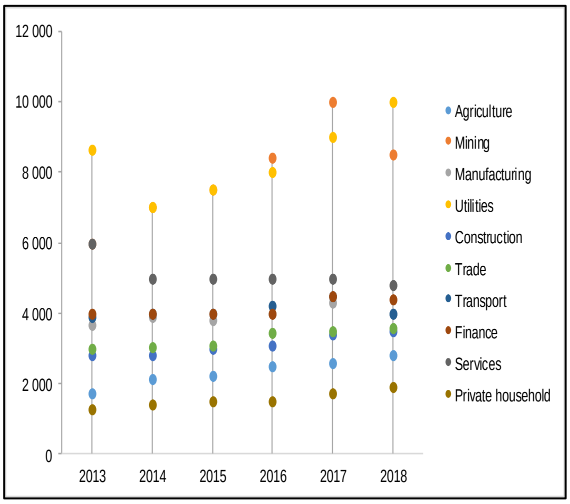


Table 4.13: Median monthly earnings of employees by industry, 2013–2018

	2013	2014	2015	2016	2017	2018
	Rand					
Agriculture	1 733	2 153	2 231	2 500	2 600	2 816
Mining	6 000	7 000	7 500	8 440	10 000	8 500
Manufacturing	3 672	3 900	3 800	4 000	4 333	4 000
Utilities	8 666	7 000	7 500	8 000	9 000	10 000
Construction	2 800	2 816	3 000	3 083	3 400	3 500
Trade	3 000	3 033	3 100	3 466	3 500	3 600
Transport	3 900	4 000	4 000	4 200	4 500	4 000
Finance	4 000	4 000	4 000	4 000	4 500	4 400
Services	6 000	5 000	5 000	5 000	5 000	4 800
Private household	1 300	1 400	1 500	1 500	1 733	1 900
Other	8 700	2 000	19 000	12 800	22 000	18 000
Total	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**

Over the period 2013–2018, the Mining, Utilities and Community and social services industries recorded the highest median monthly earnings of R4 800 or more. Between 2013 and 2018, 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 000 in 2013 to reach R4 800 in 2018. The largest increase in median monthly earnings was among employees in Mining (R2 500), followed by those in Utilities (R1 334) and Agriculture (R1 083). Between 2014 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, 2013–2018

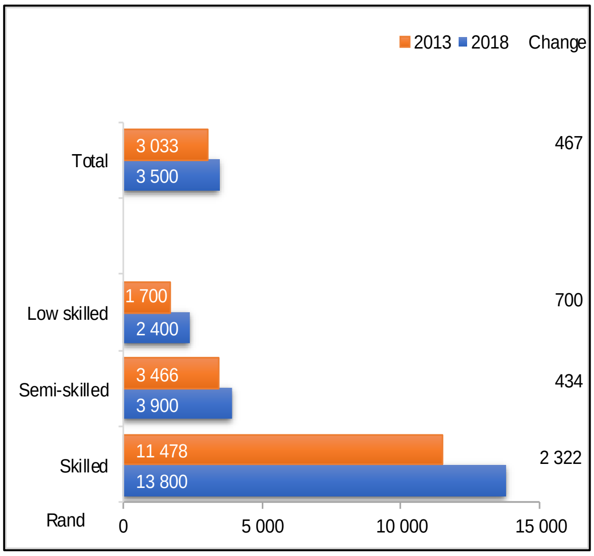


Table 4.14: Median monthly earnings of employees by occupation, 2013–2018

	2013	2014	2015	2016	2017	2018
	Rand					
Manager	14 083	16 000	17 000	18 500	18 000	18 000
Professional	15 000	15 000	18 000	18 500	19 400	20 000
Technician	8 400	6 000	6 000	7 000	6 500	7 000
Skilled	**11 478**	**11 000**	**12 400**	**14 000**	**14 000**	**13 800**
Clerk	4 700	4 800	4 500	5 000	5 000	4 800
Sales	2 860	3 000	3 080	3 466	3 500	3 500
Skilled Agriculture	1 920	2 200	1 950	2 166	2 166	2 000
Craft	3 300	3 466	3 500	3 500	4 000	4 100
Operators	3 466	3 500	3 500	3 600	4 000	3 900
Semi skilled	**3 466**	**3 500**	**3 500**	**3 683**	**4 000**	**3 900**
Elementary	1 900	2 100	2 200	2 500	2 500	2 600
Domestic worker	1 300	1 400	1 500	1 500	1 733	1 900
Low skilled	**1 700**	**1 841**	**2 000**	**2 166**	**2 200**	**2 400**

The highest earnings were among skilled occupations. Between 2013 and 2018, median monthly earnings for skilled employees increased by R2 322. For semi-skilled and low-skilled employees it increased by R434 and R700, respectively. In 2018, the median monthly earnings for skilled employees were R13 800 compared to R3 900 for semi-skilled employees and R2 400 for low-skilled employees. Professionals' and Managers' median monthly earnings were high at R20 000 and R18 000, respectively, which was more than double of what Technicians recorded (R7 000). The lowest median monthly earnings were observed among low-skilled occupations; Domestic workers' median monthly earnings ranged from the lowest at R1 300 in 2013 to R1 900 in 2018. Among those in Elementary occupations, median monthly earnings increased from R1 900 in 2013 to R2 600 in 2018.

Table 4.15: Median monthly earnings of employees by province, 2013–2018

	2013	2014	2015	2016	2017	2018
	Rand					
Western Cape	3 250	3 423	3 250	3 423	3 500	3 466
Eastern Cape	2 200	2 500	2 418	2 750	2 816	3 000
Northern Cape	2 058	2 200	2 383	2 773	3 000	3 000
Free State	2 400	2 500	2 500	2 700	3 000	3 120
KwaZulu-Natal	2 600	2 500	2 500	2 500	3 000	3 000
North West	3 380	3 000	3 000	3 250	3 250	3 500
Gauteng	4 300	4 333	4 500	4 600	5 000	4 500
Mpumalanga	2 700	3 000	3 000	3 000	3 400	3 500
Limpopo	2 000	2 166	2 300	2 600	2 900	3 000
South Africa	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**

Gauteng is the only province that recorded median monthly earnings above the national average across all years. The median monthly earnings for Gauteng ranged from R4 300 in 2013 to R4 500 in 2018, while Limpopo recorded median monthly earnings of R2 000 in 2013 and R3 000 in 2018, which is below the national average. All provinces highlighted increases in median monthly earnings between 2013 and 2018. The median monthly earnings for Northern Cape and KwaZulu-Natal remained unchanged at R3 000 between 2017 and 2018. The highest median monthly earnings were observed in Gauteng between 2013 and 2018. Between 2017 and 2018, the largest increase in median monthly earnings of R250 was observed in North West, followed by Eastern Cape (R184) and Free State (R120).

Summary and conclusion

- The total median monthly earnings increased by R467, from R3 033 in 2013 to R3 500 in 2018. The median monthly earnings for men have generally been higher than those of women.
- 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 500 in 2013 to R11 000 in 2018.
- Mining, Utilities, and Community and social services recorded 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.
- Between 2013 and 2018, 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 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, 2013 and 2018

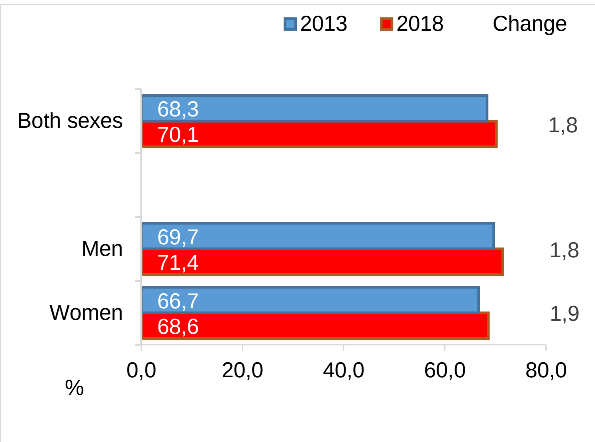
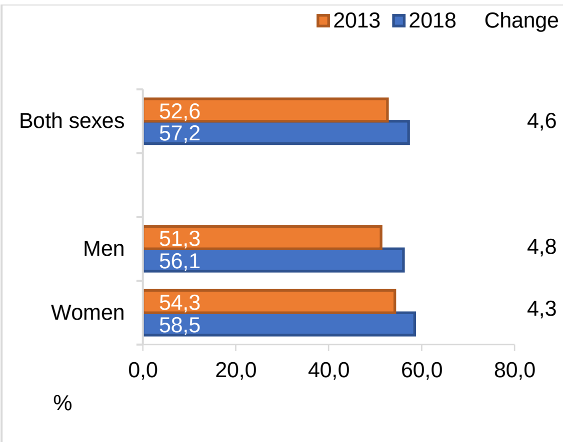


Figure 4.33: Entitlement of employees to maternity/paternity leave, 2013 and 2018



Between 2013 and 2018, the proportion of employees who were entitled to paid sick leave increased by 1,8 percentage points to 70,1% from 68,3%. In both 2013 and 2018, a higher proportion of employees who were entitled to paid sick leave was observed among men compared to women. The gender gap for this kind of leave was 3,0 percentage points in 2013 and 2,8 percentage points in 2018. On the other hand, Figure 4.33 shows that more women than men were entitled to maternity/paternity leave in both 2013 and 2018. Both men and women experienced an increase in terms of employees entitled to maternity/paternity leave between 2013 and 2018; the proportion of men increased by 4,8 percentage points and 4,3 percentage points for women.

Figure 4.34: Excessive hours worked (workers working more than 48 hours per week), 2013 and 2018

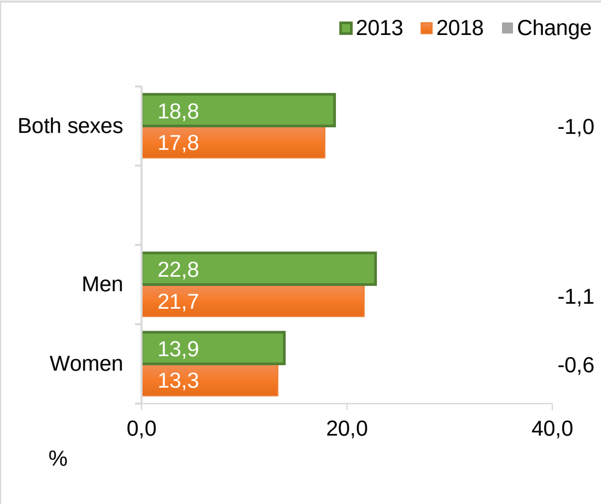
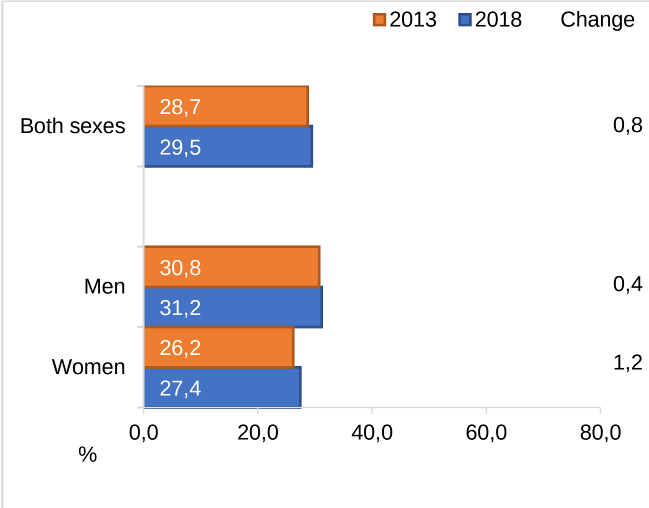
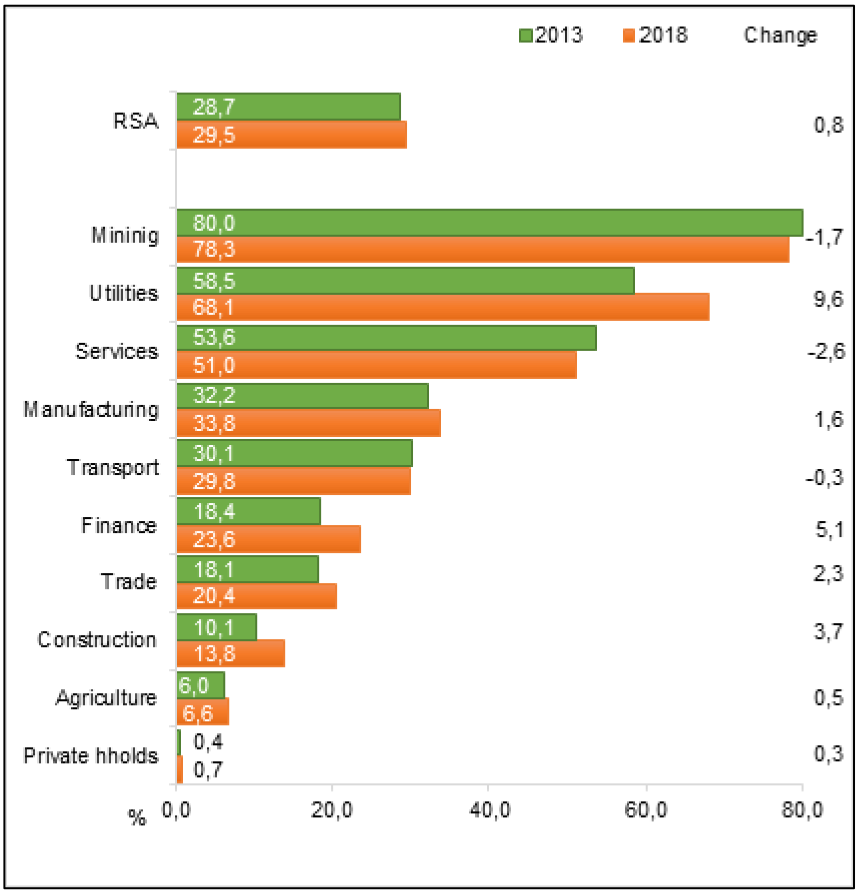


Figure 4.35: Proportion of employees who are members of a trade union, 2013 and 2018



The results in Figure 4.34 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 1,0 percentage point between 2013 and 2018. Higher proportions of male employees worked excessive hours compared to female employees. Both men and women experienced a decline in the proportions of employees who worked excessive hours between 2013 and 2018. Male employees were more likely to be members of a trade union relative to their female counterparts. The increase of 1,2 percentage points for women and 0,4 of a percentage point for men in the proportion of employees who were members of a trade union was observed between 2013 and 2018.

Figure 4.36: Proportion of employees who are members of a trade union within each industry, 2013 and 2018



The proportion of employees who were members of a trade union increased by 0,8 of a percentage point, from 28,7% in 2013 to 29,5% in 2018. In both 2013 and 2018, Mining recorded the highest proportion of employees who were members of a trade union. Employees in Utilities and Community and social services were among the top three in both years. Seven of the ten industries highlighted an increase in the proportion of employees who were members of a trade union between 2013 and 2018. The largest increase was observed among employees in Utilities (9,6 percentage points), followed by those in Finance (5,1 percentage points) and those in Construction (3,7 percentage points) while those in Agriculture and Private households increased by less than a percentage point. Community and social services recorded the largest decline of 2,6 percentage points, followed by Mining (1,7 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 vulnerable groups such 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 2013 and 2018. The results also compare the access to these benefits between men and women.

Figure 4.37: Pension/retirement fund contribution by employer, 2013 and 2018

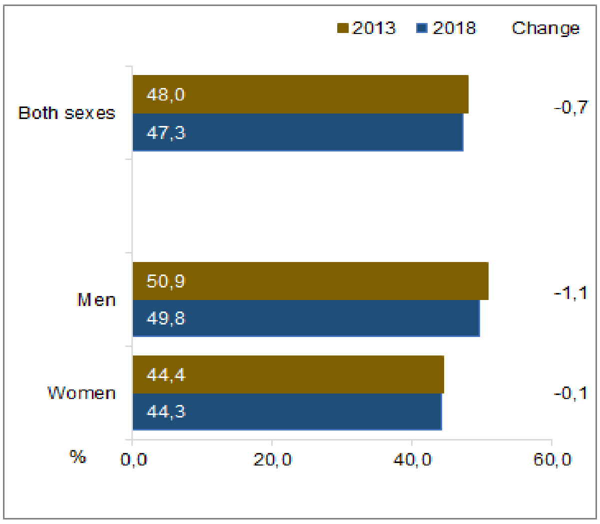


Figure 4.38: Entitlement to medical aid benefit from the employer, 2013 and 2018

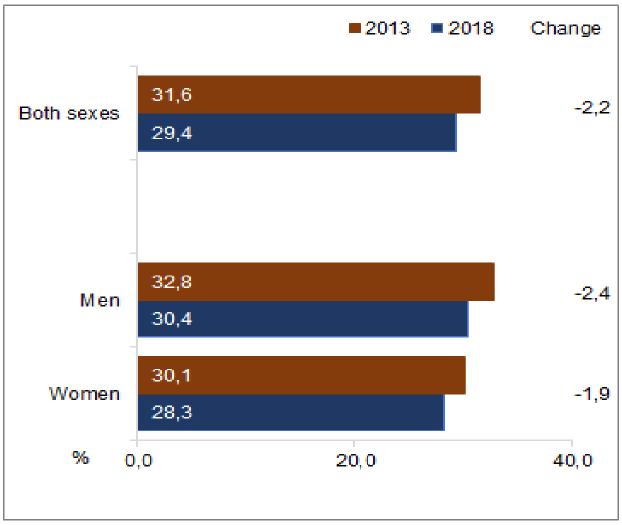
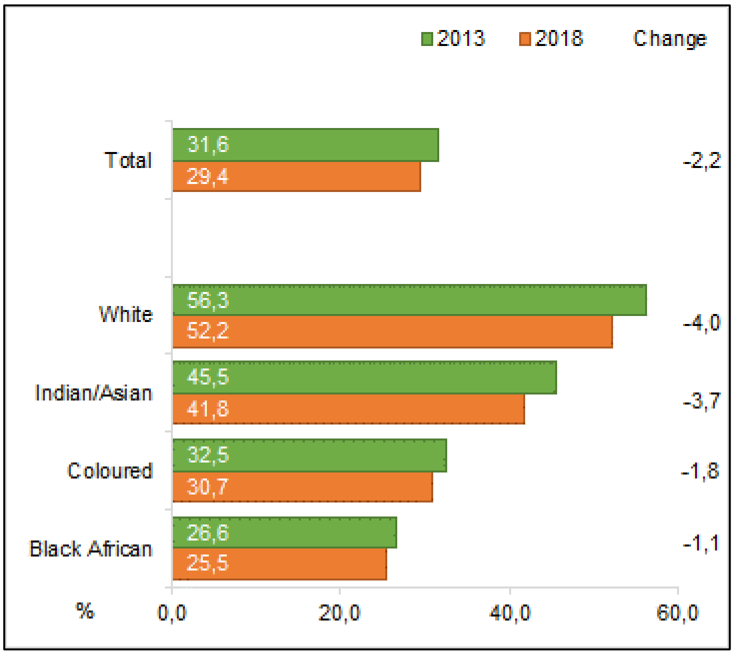


Figure 4.37 shows that there was a slight change in terms of the proportion of employees who had access to pension/retirement fund contributions by their employers between 2013 and 2018. The proportions of men who had access to pension/retirement fund contributions by their employers decreased by 1,1 percentage points and by 0,1 of a percentage point for women. The proportion of men was above 49,0% in both 2013 and 2018 while for women, it was 44,3% in 2013 and 44,4% in 2018. The proportion of employees who were entitled to medical aid benefits decreased by 2,2 percentage points, from 31,6% in 2013 to 29,4% in 2018. Both proportions for men and women decreased over the same period by 2,4 and 1,9 percentage points, respectively. The gender gap for women was lower in relation to those who were entitled to medical aid benefits. In 2018, the proportion of men entitled to medical aid benefits was 30,4%, while for women it was 28,3%.

Figure 4.39: Entitlement to medical aid by population group, 2013 and 2018

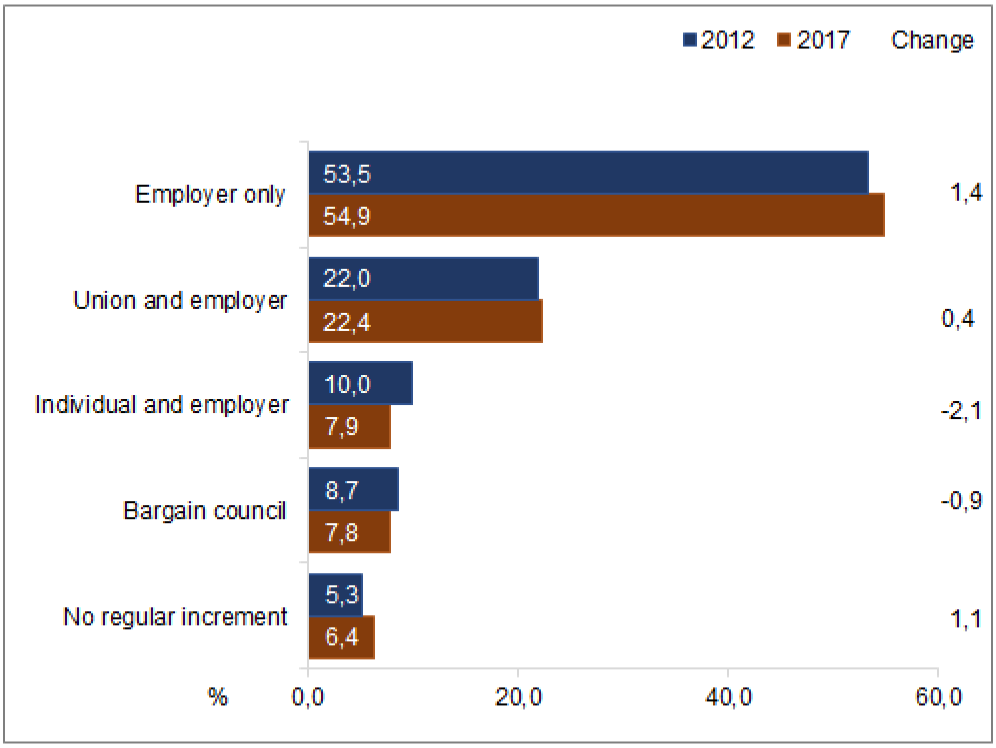


All population groups highlighted a decline in the proportion of employees receiving medical aid, with the largest decrease observed among the white population (4,0 percentage points), followed by Indians/Asians (3,7 percentage points) and coloureds (1,8 percentage points). The black African population recorded a decline of 1,1 percentage points. The white population group recorded the highest proportion of employees entitled to medical aid; it was 56,3% in 2013 and 52,2% in 2018. The black African population group recorded the lowest proportion in both years; it was 26,6% in 2013 and 25,5% in 2018.

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, 2013 and 2018



Employees who indicated that their annual salary increment was determined by the employer were only 53,5% in 2013, which increased by 1,4 percentage points to 54,9% in 2018. This group of employees recorded the largest shares in both 2013 and 2018 compared to other types of negotiations. Those whose salary increment was negotiated by a union and the employer recorded the second highest proportions of 22,0% in 2013, which increased by 0,4 of a percentage point to 22,4% in 2018. Employees who reported that they do not have regular increments recorded the lowest proportions compared to those in other methods of negotiation; 5,3% in 2013, which increased by 1,1 percentage points to 6,4%.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 1,8 percentage points to 70,1% in 2018 from 68,3% in 2013. More men than women were entitled to paid sick leave, with a gender gap of 2,8 percentage points in 2018.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined by 1,0 percentage point between 2013 and 2018. In both 2013 and 2018, 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 (9,6 percentage points), Finance (5,1 percentage points) and the Construction industry (3,7 percentage points). The largest declines were observed in the Community and social services industry at 2,6 percentage points.
- Employees indicating that their annual salary increment was negotiated by the employer only increased by 1,4 percentage points to 54,9% over the period 2013–2018, while those whose salary is negotiated by a union and the employer recorded 22,0% in 2013 and 22,4% in 2018.

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 that 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

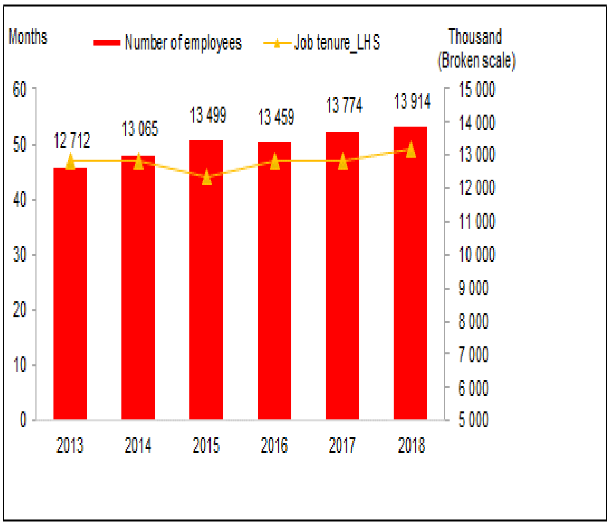
This section analyses the length of time an employee has worked for his or her current employer. Employee tenure is analysed with regard to socio-demographic variables such as age, gender and population group. Trends in job tenure will further be assessed with regard to industry, occupation and sector over the period 2013–2018.

Table 4.16: Median job tenure for employees by sex, 2013–2018

Job tenure	2013	2014	2015	2016	2017	2018
	Months					
Men	47	48	43	46	47	49
Women	46	47	44	47	47	49
Both sexes	**47**	**47**	**44**	**47**	**47**	**49**
Number of employees	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**

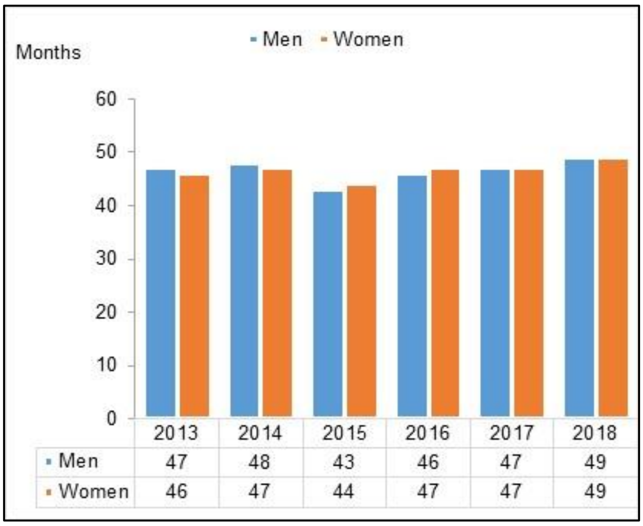
The number of employees increased in 2018 after a decline in 2016. Between 2017 and 2018, the number of employees increased by 140 000. The median job tenure increased from 47 months in 2017 to 49 months in 2018.

Figure 4.41: Median job tenure of employees, 2013–2018



Note: LHS refers to left-hand scale.

Figure 4.42: Median job tenure of employees by sex, 2013–2018



The number of employees increased for three consecutive years over the period 2013–2015, but declined in 2016 and then increased again in 2017 and 2018. Between 2013 and 2018 the number of employees increased from 12,7 million to 13,9 million, and the median job tenure for both years increased from 47 months to 49 months. Median months worked by both male and female employees increased from 47 months to 49 months between 2017 and 2018.

Figure 4.43: Median job tenure by population group, 2013 and 2018

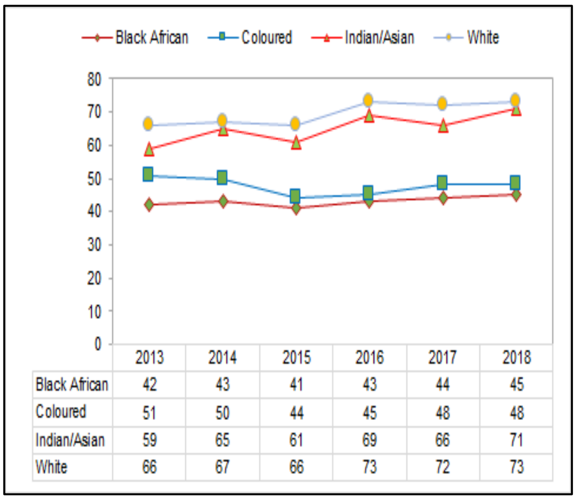


Figure 4.44: Median job tenure by sector, 2013 and 2018

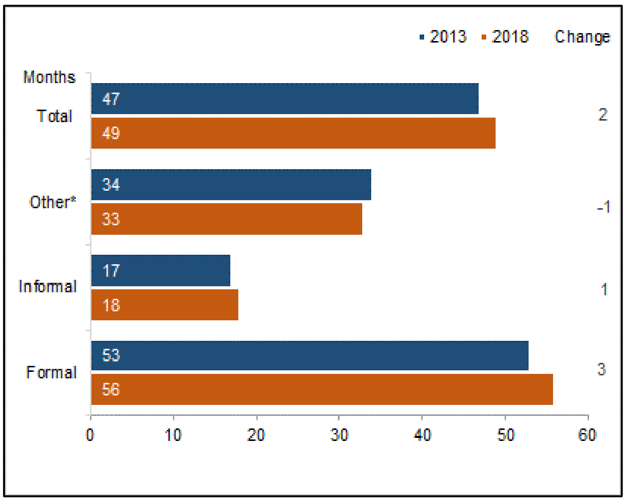


Figure 4.43 shows that the median job tenure varies by population group. The black African population group had the lowest median job tenure over the period 2013–2018, followed by the coloured population group, while job tenure was highest among the white population group across the years. In 2014, the coloured population group was the only group that had a decrease in job tenure (50 months), and it was the second-lowest median job tenure when compared to other population groups. Between 2013 and 2018, the largest increase in job tenure in months was observed among the Indian/Asian population group by 12 months, while a decline was only observed among the coloured population group by 3 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 2013 and 2018, the median job tenure for those employed in the formal sector reflected an increase of three months and the median job tenure for those employed in the informal sector increased by one month.

Figure 4.45: Median job tenure by occupation, 2013 and 2018

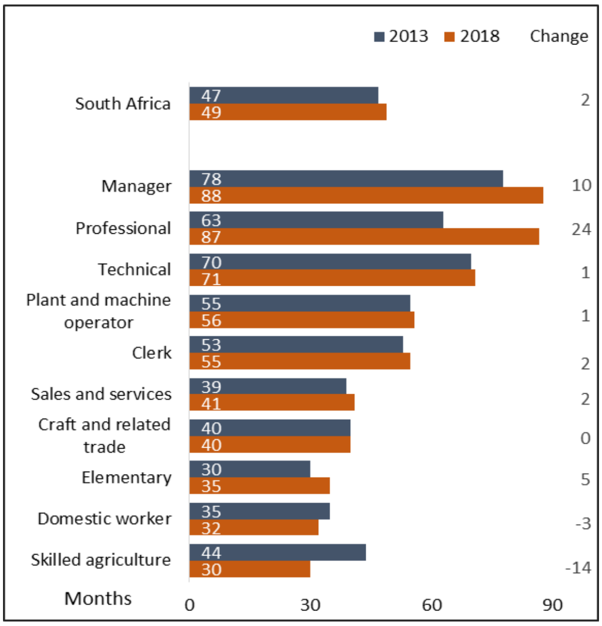


Figure 4.46: Median job tenure by industry, 2013 and 2018

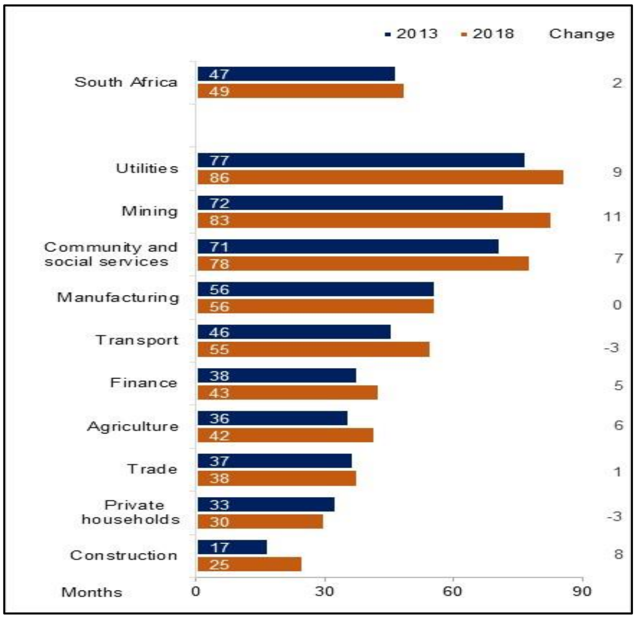


Figure 4.45 shows that skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure when compared to low-skilled occupations (Skilled agriculture and Elementary). Between 2013 and 2018, there was an increase in median job tenure for all occupations, with the exception of Skilled agriculture (declined by 14 months) and Domestic workers (declined by 3 months). The largest increase in job tenure was recorded among Professionals at 24 months and Managers at 10 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 seven of the ten industries between 2013 and 2018. The highest increase was recorded in Mining, followed by the Utilities industry (11 and 9 months, respectively). Decreases were recorded in Transport and Private households, with 3 months each.

Figure 4.47: Median job tenure by province, 2013 and 2018

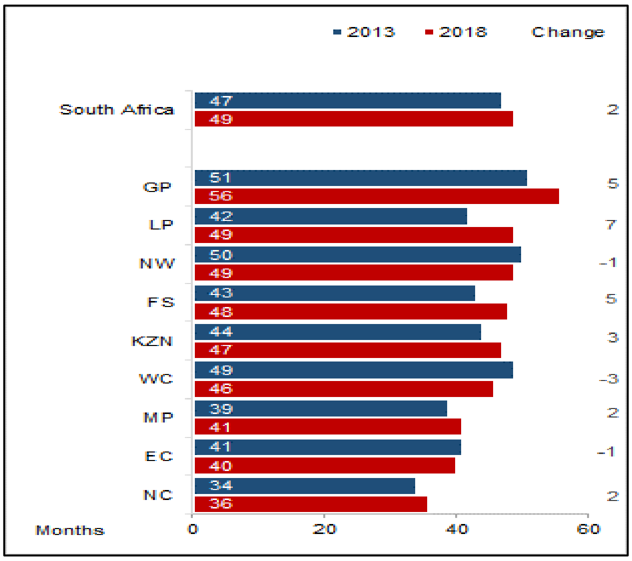
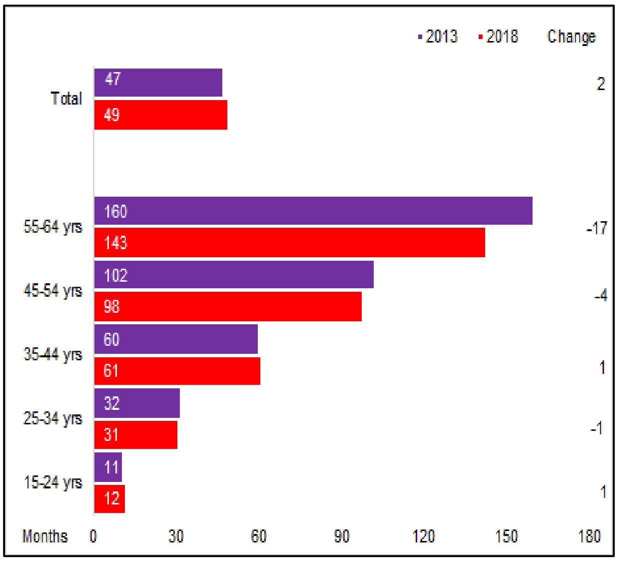
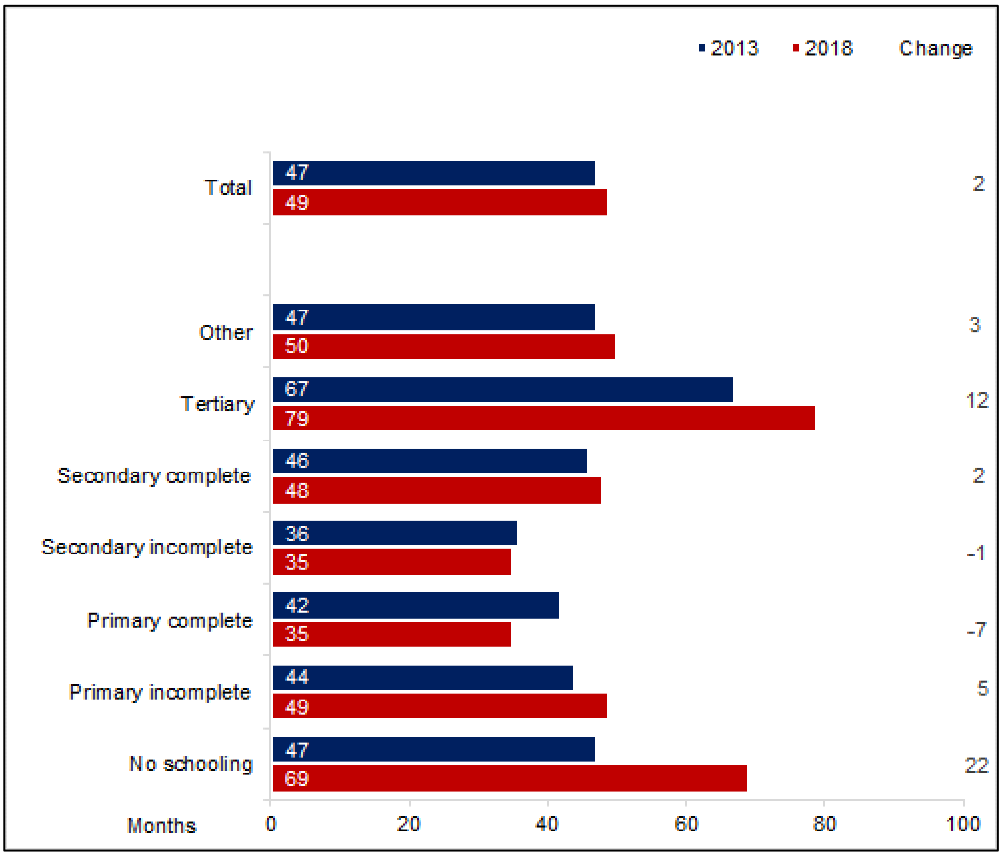


Figure 4.48: Median job tenure by age, 2013 and 2018



Job tenure was highest in Gauteng, Limpopo and North West and lowest in Northern Cape in 2018. Between 2013 and 2018, all provinces experienced an increase in median job tenure, with the exception Western Cape, Eastern Cape and North West. The largest increase over the period occurred in Limpopo by 7 months, and that was the province with the second highest job tenure in 2018. With regard to age groups, older employees had a higher median job tenure when compared to younger employees. Those aged 55–64 years had the highest median job tenure, and this age group reflected the largest decrease over the period (17 months). An increase in job tenure was only observed among those aged 35–44 years and 15–24 years (with one month each).

Figure 4.49: Median job tenure by the level of education of the employee, 2013 and 2018



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 (79 months), while those employees with incomplete secondary and primary complete level of education (35 months each) had the lowest median job tenure. Between 2013 and 2018, the largest increase in median job tenure was observed in employees with No schooling (22 months).

Summary and conclusion

- The median job tenure increased by 2 months between 2017 and 2018. The number of employees increased in 2017 and 2018 after a decline in 2016. Between 2017 and 2018, the number of employees increased by 140 000.
- In terms of population group, the black African population had the lowest median job tenure over the period 2013–2018, followed by the coloured population. 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 2013 and 2018, the formal sector reflected the largest increase in the median job tenure.
- 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 government's policy priorities in terms of decent work and sustainable livelihoods, education, health, rural development, food security and land reform, and the fight against crime and 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 2013–2018. 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 in various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sector 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, 2013–2018

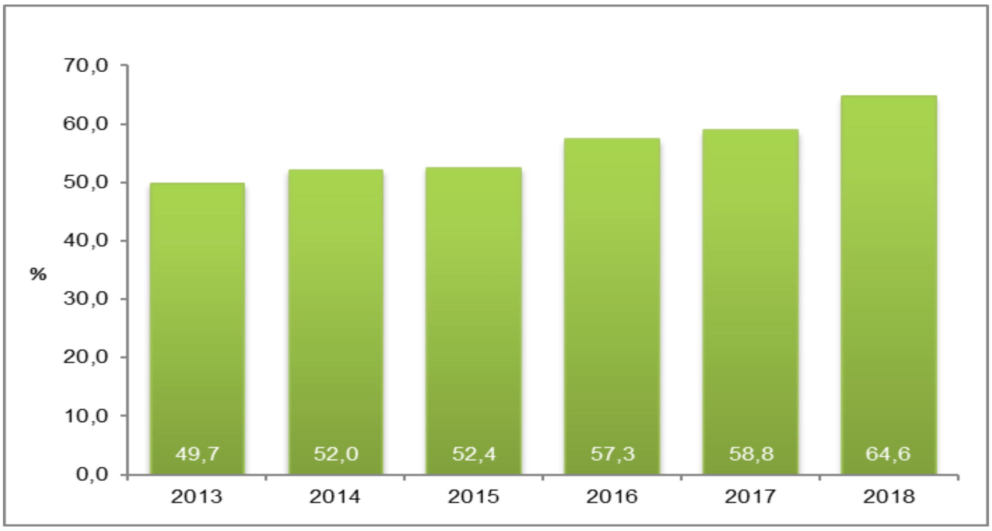
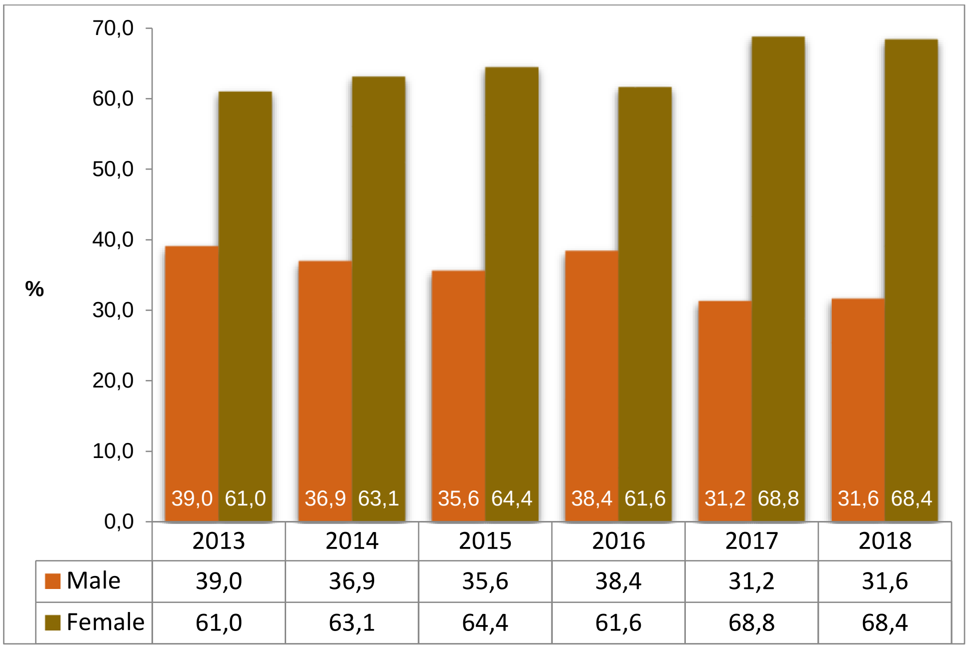


Figure 4.50 shows that there was an increase in the proportion of the working-age population (15–64 years) who had heard about the EPWP over the period 2013–2018. In 2013, 49,7,% of the working-age population had heard about EPWP. Five years later this increased to 64,6%.

Characteristics of those who participated in government job creation programmes

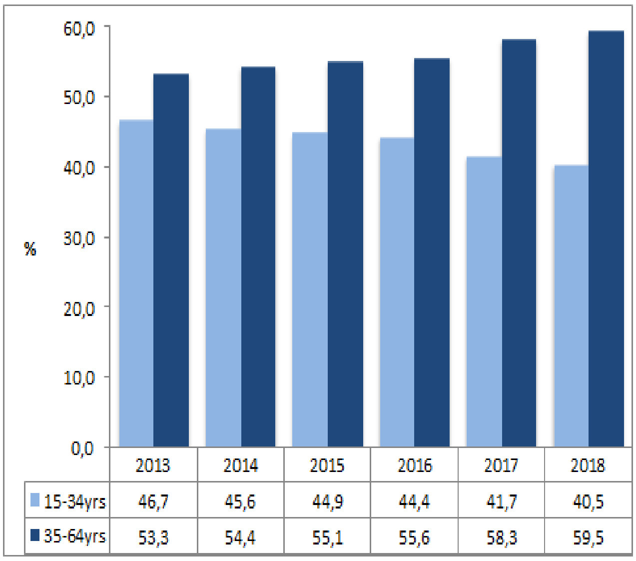
Figure 4.51: Proportion of those who participated in government job creation programmes by sex, 2013–2018



	2013	2014	2015	2016	2017	2018
Male	39,0	36,9	35,6	38,4	31,2	31,6
Female	61,0	63,1	64,4	61,6	68,8	68,4

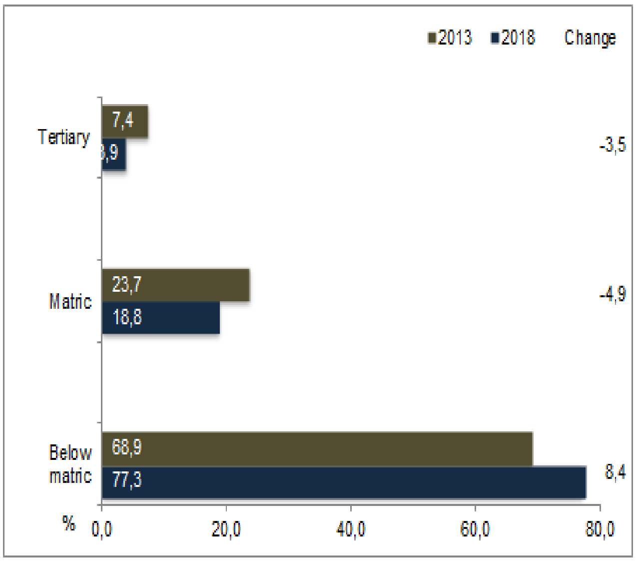
As illustrated in Figure 4.51, the majority of those who participated in EPWP and other government job creation programmes were women. Over the period 2017–2018, the proportion of men who participated in the EPWP and other government job creation programmes increased from 31,2% to 31,6% while women's participation decreased from 68,8% to 68,4%.

Figure 4.52: Share of those who participated in government job creation programmes by age, 2013–2018



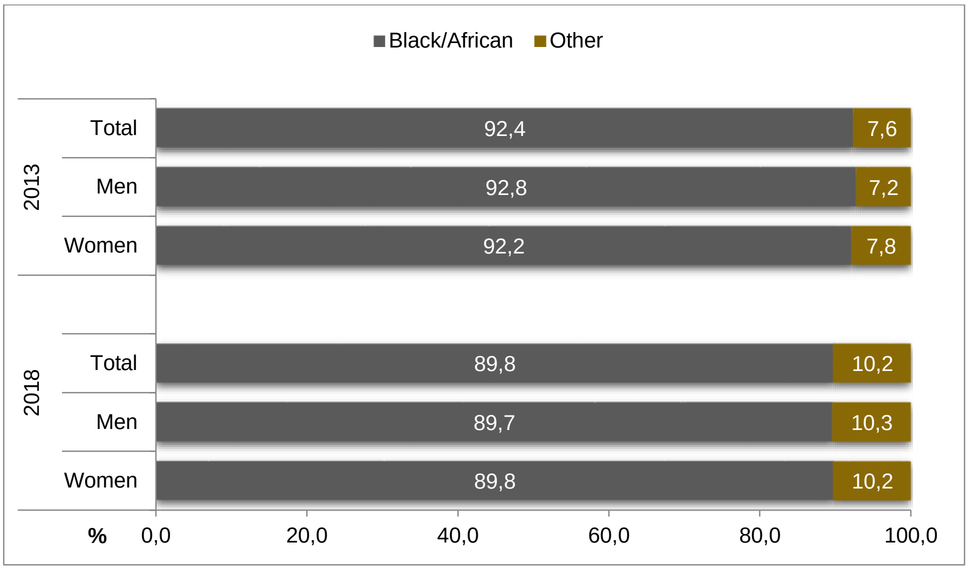
	2013	2014	2015	2016	2017	2018
15-34yrs	46,7	45,6	44,9	44,4	41,7	40,5
35-64yrs	53,3	54,4	55,1	55,6	58,3	59,5

Figure 4.53: Share of those who participated in government job creation programmes by level of education, 2013 and 2018



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2013–2018. 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 (68,9% in 2013 and 77,3% in 2018). Although those with tertiary qualifications accounted for the smallest proportion in terms of participation, a decline was only reflected in the 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, 2013 and 2018



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. In 2018, the share of black African women who participated in these government programmes was higher than that of their male counterparts. The share of women decreased to 89,8% in 2018 from 92,2% in 2013, and it also decreased from 92,8% in 2013 for men to 89,7% in 2018.

Figure 4.55: Proportion of those who participated in government job creation programmes by province, 2013 and 2018

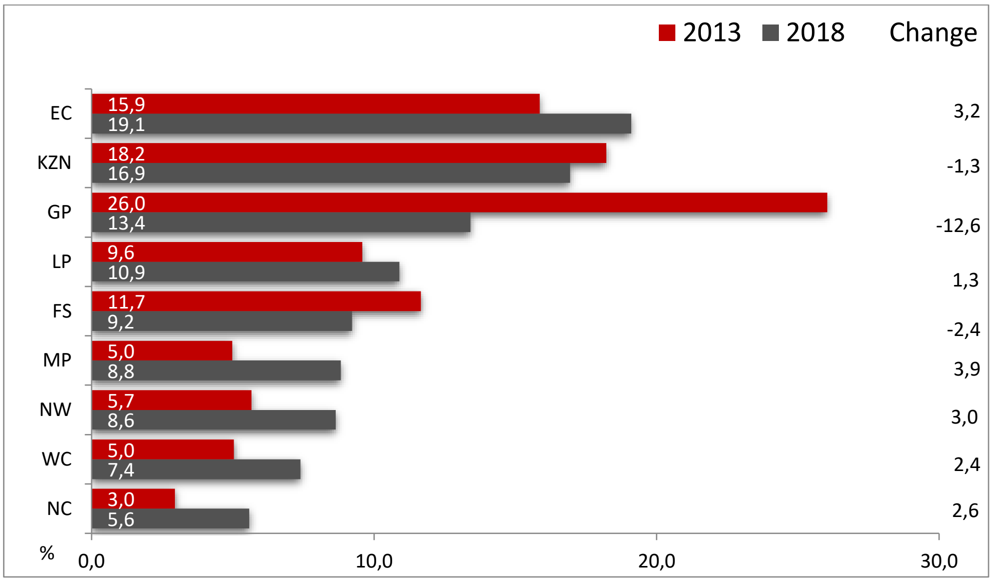
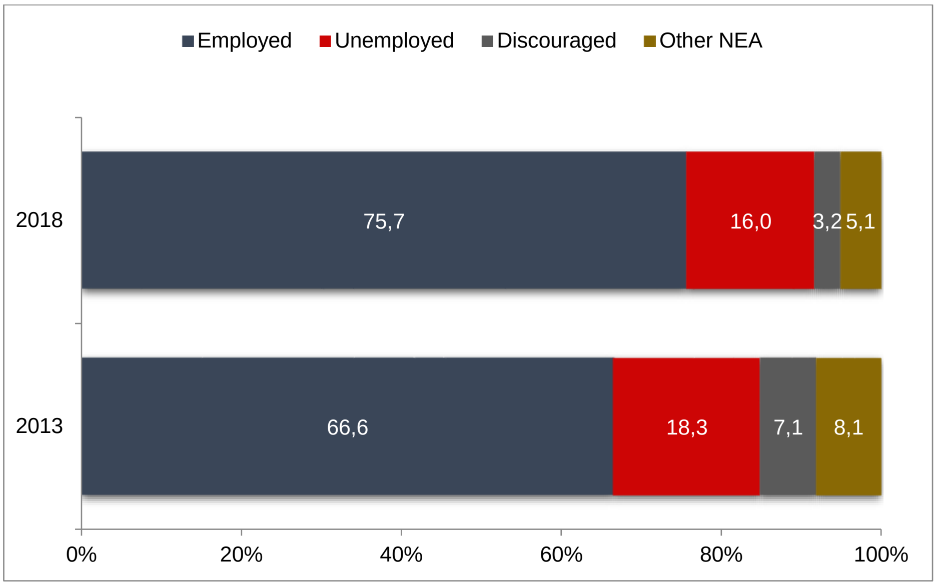


Figure 4.55 shows that in 2018, the majority of those who participated in EPWP and other government job creation programmes were residing in Eastern Cape (19,1%), followed by those who resided in KwaZulu-Natal (16,9%). Northern Cape had the lowest participation rate (5,6%). Between 2013 and 2018, participation declined in Gauteng (12,6 percentage points), Free State (2,4 percentage points) and KwaZulu-Natal (1,3 percentage points). The largest increase in the share of those who participated in these programmes was in Western Cape, where the participation rate increased by 3,9 percentage points in 2018.

Figure 4.56: Proportion of those who participated in government job creation programmes by labour market status, 2013 and 2018



Between 2013 and 2018, 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, 66,6% participated in the programme in 2013 and the share increased to 75,7% in 2018; it declined for discouraged work-seekers by 3,8 percentage points to 3,2% in 2018.

Employment by industry and occupation

Figure 4.57: Employment by industry, 2013 and 2018

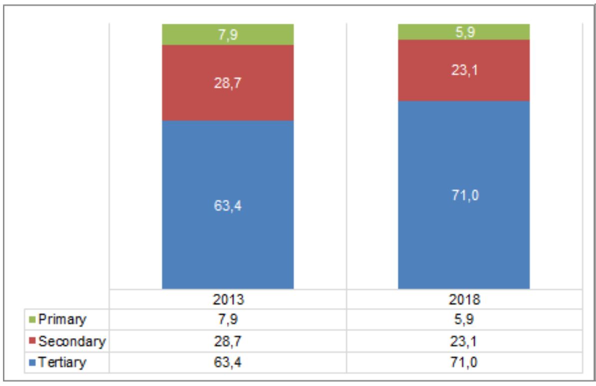
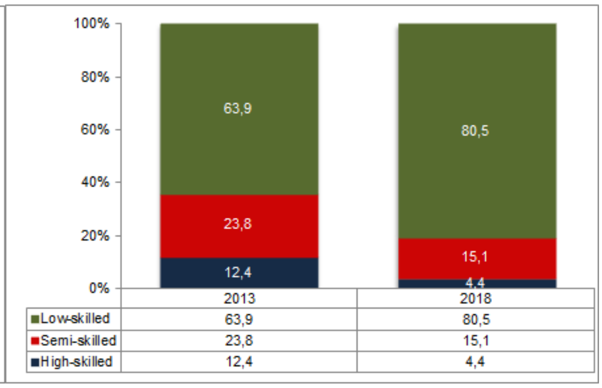
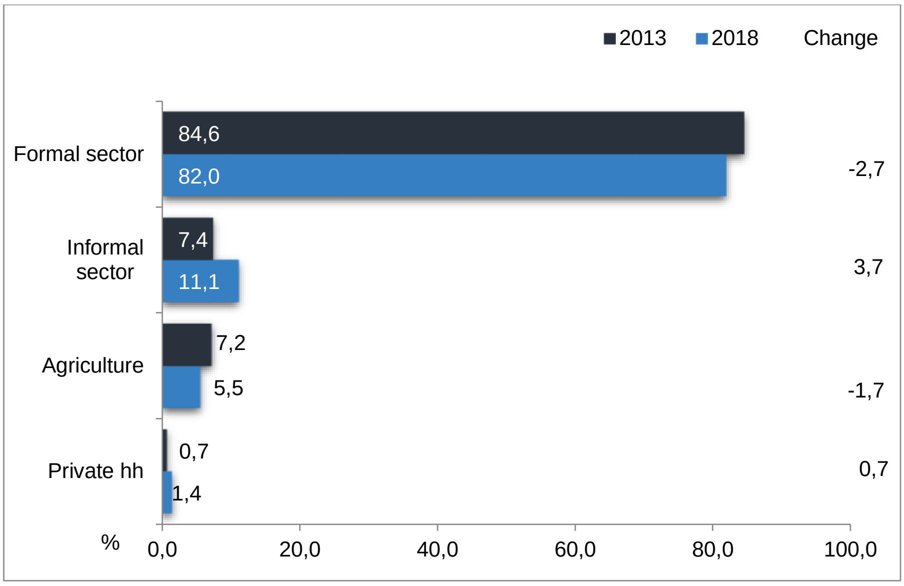


Figure 4.58: Employment by occupation, 2013 and 2018



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 2013 and 2018. The participation rate increased to 71,0% in 2018 from 63,4% in 2013 for the same industries, an increase of 7,6 percentage points. The decline over the same period was only reflected among those employed in the secondary and primary industries, by 5,6 and 2,0 percentage points, respectively. 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 occupations who participated in these programmes increased by 16,6 percentage points, from 63,9% in 2013 to 80,5% in 2018.

Figure 4.59: Employment by sector, 2013 and 2018



Between 2013 and 2018, 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 2,6 percentage points from 84,6% in 2013 to 82,0% in 2018. With regard to the informal sector, the share of participation increased by 3,7 percentage points from 7,4% in 2013 to 11,1% in 2018.

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 (68,9% in 2013 and 77,37% in 2018).
- 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 Eastern Cape compared to all other provinces in 2018.
- 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 older 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Subsistence farming	1 161	1 428	1 588	1 749	1 914	1 835
Fetching w ater or collecting w ood/dung	4 233	4 152	4 664	4 788	4 574	4 454
Produce other goods for household use	93	106	157	151	141	163
Construction or major repairs to ow n or household dw elling/structure	280	275	310	694	587	401
Hunting or fishing for household use	31	34	34	38	31	33
Involvment in at least one activity	**5 226**	**5 053**	**5 734**	**6 131**	**6 003**	**5 679**
	% of working age					
Subsistence farming	4,6	4,0	4,4	4,8	5,1	4,8
Fetching w ater or collecting w ood/dung	12,2	11,7	12,9	13,1	12,3	11,8
Produce other goods for household use	0,3	0,3	0,4	0,4	0,4	0,4
Construction or major repairs to ow n or household dw elling/structure	0,8	0,8	0,9	1,9	1,6	1,1
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvment in at least one activity	**15,0**	**14,3**	**15,9**	**16,7**	**16,1**	**15,0**

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 2013–2018. The proportion of the working-age population engaged in this activity decreased to 11,8% in 2018 from 12,2% in 2013. Hunting or fishing for household use was found to be the least undertaken activity by households for own use. The proportion of the working-age population engaged in this activity remained unchanged since 2013 at 0,1%. The number of household members who were engaged in activities for own use increased in all activities between 2013 and 2018.

Figure 4.60a: Distribution of those engaged in at least one activity for own-use by sex, 2018

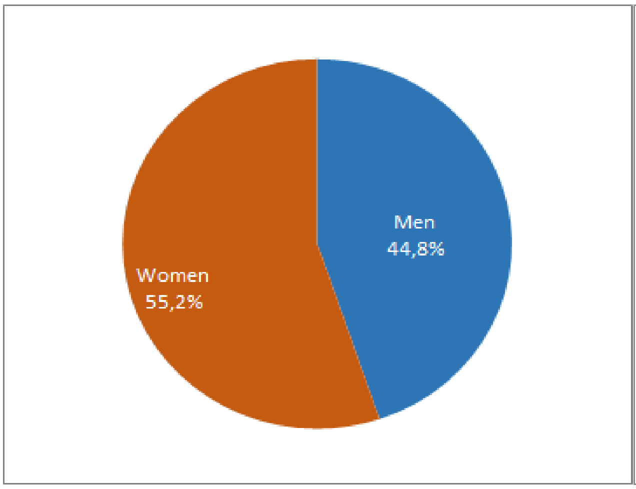
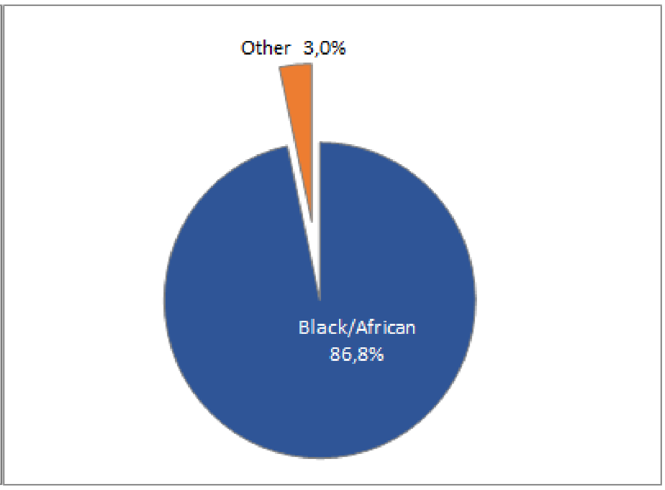


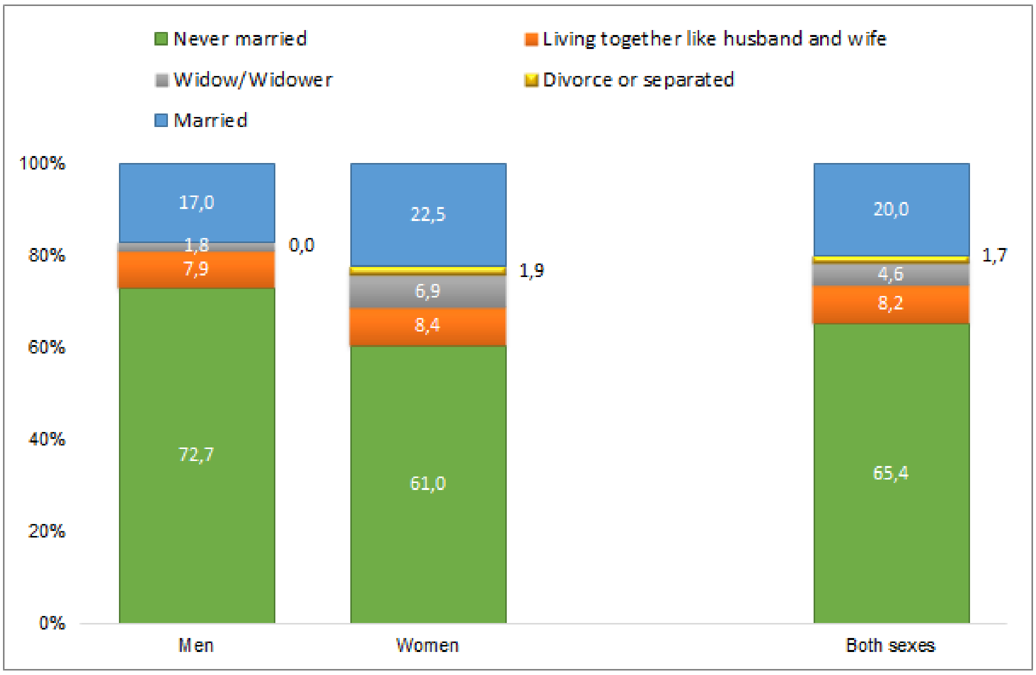
Figure 4.60b: Distribution of those engaged in at least one activity for own-use by population group, 2018



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

In 2018, the distribution of the working-age population engaged in at least one activity for own use revealed that women accounted for a larger share (55,2%) than men (44,8%). In terms of the population group, black Africans accounted for the largest share (96,7%) 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, 2018



With regard to marital status, the majority of those engaged in at least one activity for own-use were not married for both men (72,7%) 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 (17,0% for men and 22,5% for women). For men, widowed individuals accounted for the zero shares in terms of undertaking at least one own-use activity (0,0%) while for women, those who were divorced or separated accounted for the lowest share in terms of undertaking at least one own-use activity (1,9%).

Figure 4.60d: Distribution of those engaged in at least one activity for own-use activities by age, 2013 and 2018

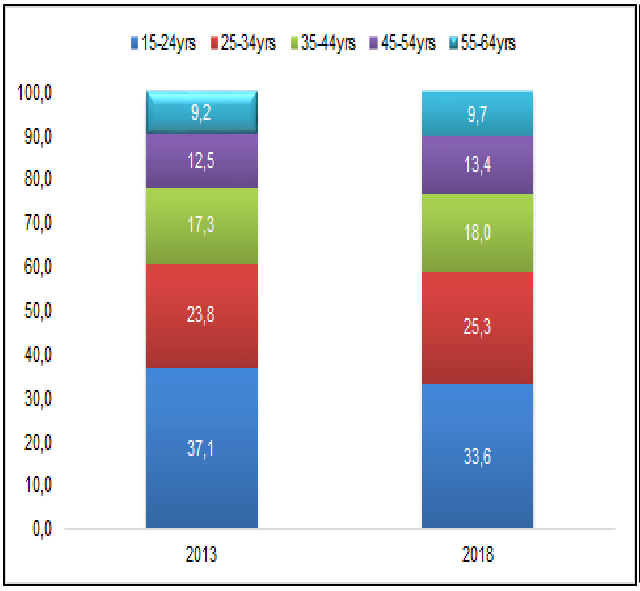


Figure 4.60e: Distribution of those engaged in at least one activity for own-use activities by the level of education, 2013 and 2018

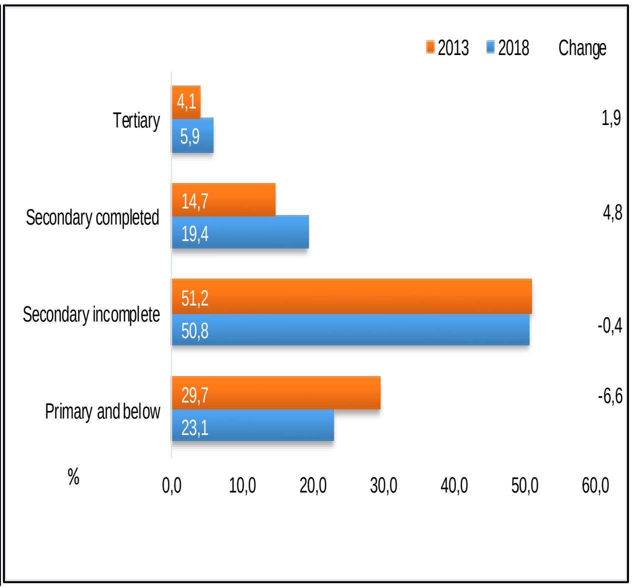


Figure 4.60d illustrates that young people are more likely to participate in at least one activity for own-use activities than adults. In 2018, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own use (33,6%), followed by those aged 25–34 years (25,3%). Adults aged 55–64 years (9,7%) 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 2013 and 2018 was reflected in this age category; a decrease of 3,5 percentage points. In terms of participation by the 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%); a decrease of 0,4 of a percentage point from 51,2% in 2013. Those with a tertiary qualification accounted for the lowest share of 5,9% in 2018, which increased from 4,1% in 2013. Across all education categories, the decline over the period was only reflected among persons with primary education and below the primary and secondary incomplete level of education by 6,6 and 0,4 percentage points, respectively.

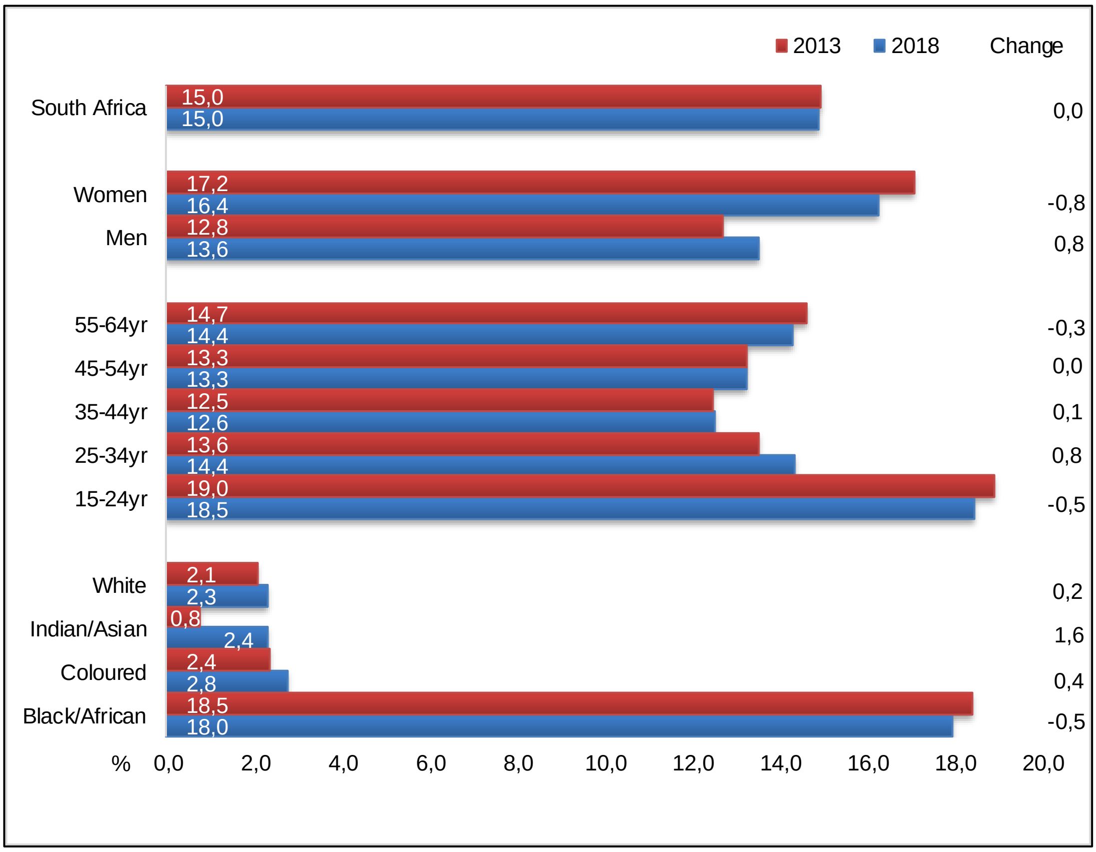
Table 4.18: Engagement in at least one own-use activity, 2013–2018

	2013	2014	2015	2016	2017	2018	2013-2018
	Thousand						
South Africa	**5 226**	**5 053**	**5 734**	**6 131**	**6 003**	**5 679**	**453**
Men	2 186	2 162	2 514	2 772	2 697	2 547	361
Women	3 040	2 890	3 219	3 359	3 306	3 133	93
Age groups							
15-24yr	1 938	1 791	2 041	2 168	2 036	1 909	-30
25-34yr	1 246	1 249	1 454	1 538	1 581	1 436	190
35-44yr	906	867	1 027	1 100	1 059	1 022	116
45-54yr	656	652	725	770	776	759	103
55-64yr	480	494	487	555	552	553	74
Population group							
Black/African	5 074	4 922	5 530	5 936	5 825	5 489	415
Coloured	78	58	89	73	73	96	18
Indian/Asian	7	8	34	42	36	24	16
White	66	65	81	80	68	70	4
Province							
Western Cape	44	45	59	37	68	126	82
Eastern Cape	1 359	1 350	1 414	1 317	1 256	1 321	-38
Northern Cape	100	60	94	111	115	106	5
Free State	133	129	115	160	157	147	14
KwaZulu-Natal	1 482	1 387	1 649	1 776	1 822	1 746	263
North West	391	389	450	496	448	517	126
Gauteng	76	80	305	473	440	188	112
Mpumalanga	468	462	516	612	639	521	53
Limpopo	1 172	1 149	1 131	1 148	1 059	1 008	-164

For both men and women, the number of persons who were engaged in at least one own-use activity increased between 2013 and 2018 (361 000 and 93 000, respectively). In terms of age group, there was an increase over the period across all age groups with the exception of the 15–24 years age group. The largest increase was observed among persons aged 25–34 years (190 000), followed by those aged 35–44 years (116 000). In terms of population group, the highest increase was observed among black Africans by 415 000. The number of persons who were engaged in at least one own-use activity declined only in two provinces, Limpopo (down by 164 000) and Eastern Cape (down by 38 000). Provinces that reflected the largest increase over the period were KwaZulu-Natal (up by 263 000), North West (up by 126 000) and Gauteng (up by 112 000).

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, 2013 and 2018



The proportion of the working-age population who engaged in at least one activity for own use remained unchanged at 15,0% between 2013 and 2018. Even though the proportion of women who were engaged in activities for own use only decreased by 0,8 of a percentage point between 2013 and 2018, the proportion was still higher than that of men. The proportion of men increased from 12,8% in 2013 to 13,6% in 2018. With regard to age groups, the largest increase was among those aged 25–34, which increased by 0,8 of a percentage point from 13,6% in 2013 to 14,4% in 2018. The proportion of the working-age population engaged in activities for own use was highest among black Africans in both years (18,5% in 2013 and 18,0% in 2018), while other population groups reported proportions below 3,0%.

Figure 4.62: Engagement in at least one own-use activity by province, 2013 and 2018

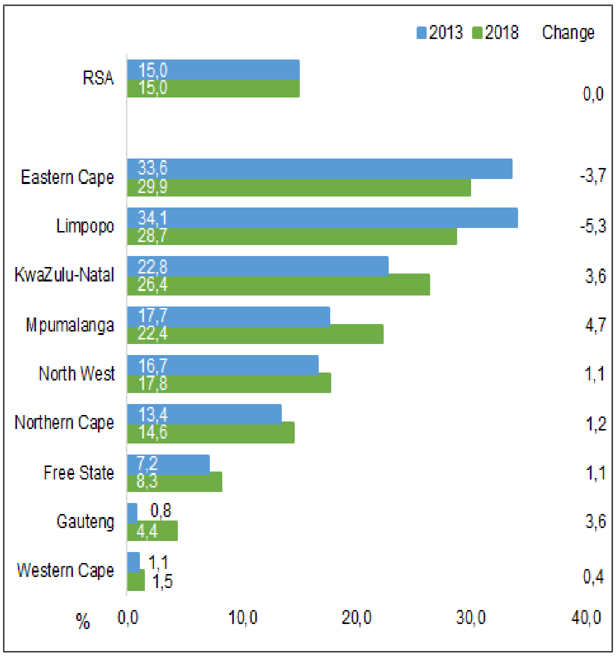
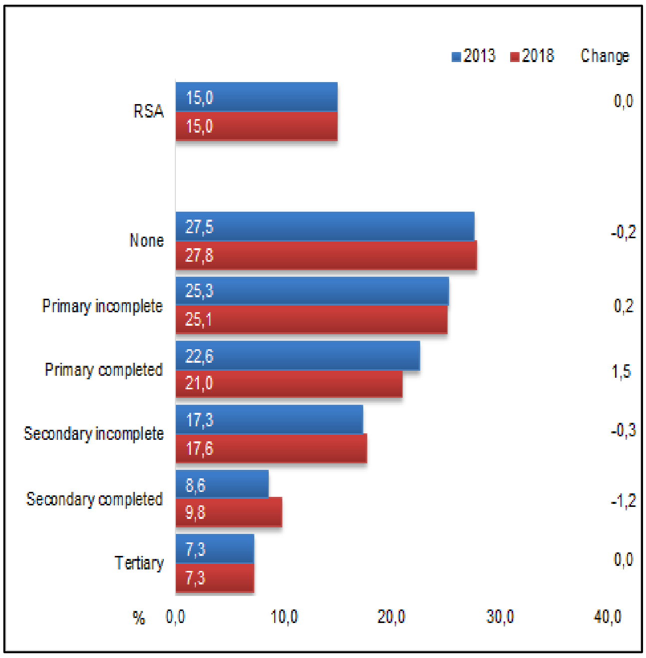


Figure 4.63: Engagement in at least one own-use activity by education, 2013 and 2018



Eastern Cape and Limpopo accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2013 and 2018, the proportion of persons engaged in at least one own-use activity decreased in two of the nine provinces. The largest decline was reflected in Limpopo by 5,3 percentage points, from 28,7% in 2013 to 34,1% in 2018. The proportion of the working-age population engaged in at least one own-use activity was lowest in the Western Cape (1,1% in 2013 and 1,5% in 2018). 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 2018, 27,8% of people with no education were engaged in these activities compared to 7,3% of those with a tertiary education level. The proportion declined by 0,2 of a percentage point in 2018 for those with no education while it remained unchanged at 7.3% for those with tertiary qualifications.

Summary and conclusion

- Over the period 2013 to 2018, 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 the construction or major repairs to own or household dwellings/structures, and hunting or fishing for household use.
- 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 the working-age population in KwaZulu-Natal, Eastern Cape and Limpopo.

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); and
- Community, social and personal services (Services).

Introduction

This chapter comprises three sections. The first section provides a profile of employment in South Africa from businesses; the 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 2013 to 2018.

Table 4.19: Employment by industry, 2013–2018

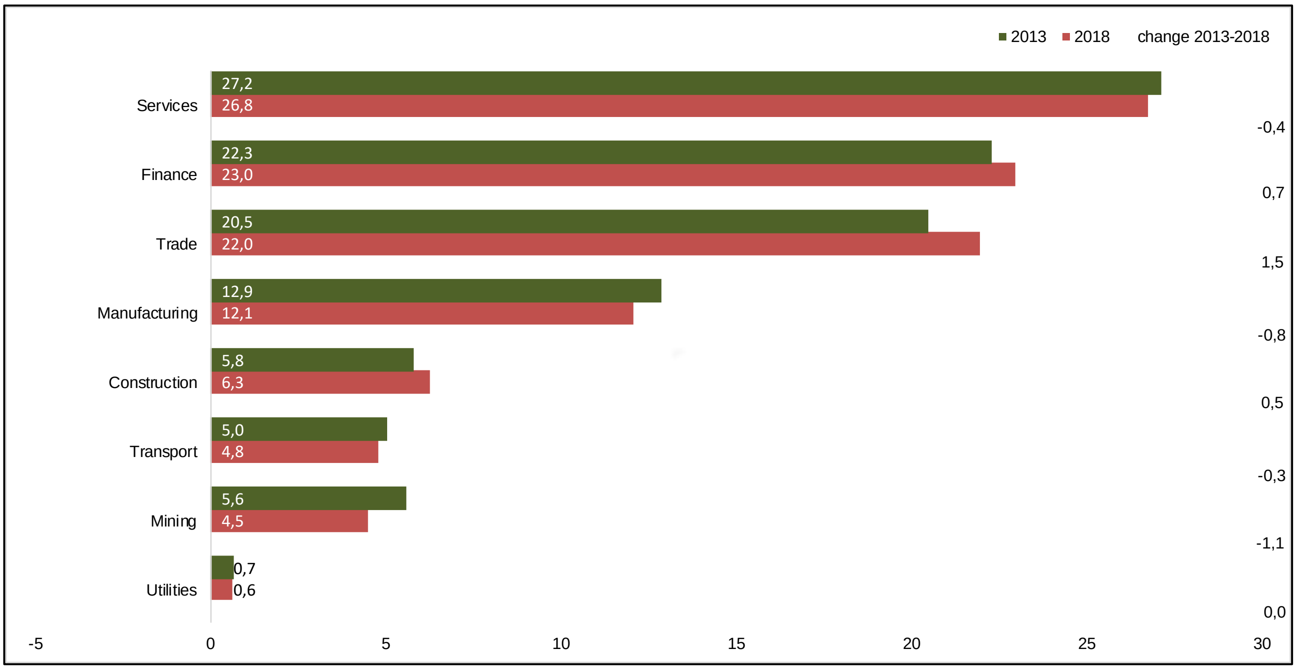
Industry	2013	2014	2015	2016	2017	2018
	Thousand					
Mining	508	493	479	458	463	455
Manufacturing	1 168	1 161	1 174	1 188	1 205	1 218
Utilities	59	59	60	62	63	62
Construction	528	552	569	615	631	634
Trade	1 860	1 893	1 968	2 074	2 141	2 216
Transport	457	461	468	468	475	483
Finance	2 022	2 053	2 121	2 198	2 249	2 318
Services	2 463	2 587	2 561	2 647	2 631	2 702
Total	**9 065**	**9 259**	**9 399**	**9 711**	**9 858**	**10 088**

Table 4.20: Year-on-year change in employment by industry, 2013–2018

Industry	2014	2015	2016	2017	2018	Change 2013-2018
	Thousand					
Mining	-15	-14	-21	5	-8	-53
Manufacturing	-7	13	14	17	13	50
Utilities	0	1	2	1	-1	3
Construction	24	17	46	16	3	106
Trade	33	75	106	67	75	356
Transport	4	7	0	7	8	26
Finance	31	68	77	51	69	296
Services	124	-26	86	-16	71	239
Total	**194**	**140**	**312**	**147**	**230**	**1023**

Over the period 2013–2018, employment increased in all industries, except Mining which lost 53 000 jobs. Table 4.20 shows that total employment increased by 1 023 000 between 2013 and 2018. The largest increases in employment were observed in Trade (356 000), Finance (296 000), Services (239 000) and Construction (106 000). Total employment increased in all the years between 2013 and 2018, with the highest increase observed in 2018. The Mining and Utilities industries shed jobs between 2017 and 2018.

Figure 4.64: Employment shares by industry, 2013 and 2018



Services, Finance, Trade and Manufacturing recorded the highest share of employment for the period 2013 to 2018. The Utilities industry recorded the lowest 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, 0,4 of a percentage point and 0,3 of a percentage point, respectively. The Utilities industry remained unchanged. Trade accounted for the highest change in employment between 2013 and 2018, with the lowest change of less than one percentage point observed in Finance and Construction.

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 other bonuses, and overtime payments for the three months of the reference quarter. This section analyses the distribution of earnings by industry from 2013 to 2018.

Table 4.21: Gross earnings by industry, 2013–2018

Industry	2013	2014	2015	2016	2017	2018
	Rand (billion)					
Mining	100	101	113	118	127	132
Manufacturing	207	217	231	248	264	280
Utilities	23	25	26	31	33	33
Construction	78	89	99	113	124	133
Trade	245	269	299	336	366	395
Transport	109	119	129	133	144	152
Finance	442	485	535	596	657	734
Services	553	608	656	731	802	872
Total	**1 758**	**1 914**	**2 088**	**2 307**	**2 517**	**2 732**

Table 4.22: Year-on-year change in gross earnings by industry, 2013–2018

Industry	2014	2015	2016	2017	2018	Change 2013-2018
	Rand (billion)					
Mining	1	12	5	9	5	32
Manufacturing	10	14	17	16	16	73
Utilities	2	1	5	2	0	10
Construction	11	10	14	11	9	55
Trade	24	30	37	30	29	150
Transport	10	10	4	11	8	43
Finance	43	50	61	61	77	292
Services	55	48	75	71	70	319
Total	**156**	**174**	**219**	**210**	**215**	**974**

For the period 2013–2018, gross earnings increased in all industries. Table 4.22 shows that total earnings increased by R974 billion. The largest increases in earnings were observed in Services (R319 billion), Finance (R292 billion) and Trade (R150 billion). Total earnings increased in all the years between 2013 and 2018, with the highest increase observed in 2018. Between 2017 and 2018, Utilities, Mining Transport and Construction recorded the lowest change in earnings compared to the other industries.

Average Monthly Earnings (AME) by industry

Average monthly earnings at current prices is 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 2013 to 2018.

Table 4.23: Average monthly earnings by industry, 2013–2018

Industry	2013	2014	2015	2016	2017	2018
	Rand					
Mining	16 330	16 923	19 509	21 863	22 764	24 129
Manufacturing	13 735	14 465	15 261	16 119	17 128	18 052
Utilities	29 901	31 984	34 259	36 693	39 167	41 258
Construction	11 581	12 415	13 209	13 535	15 551	16 524
Trade	10 241	11 009	11 576	12 293	13 012	13 592
Transport	18 568	20 165	21 050	21 845	23 345	24 269
Finance	16 425	17 210	18 276	19 432	21 740	23 178
Services	17 516	18 626	20 056	21 620	23 679	25 182
Total	**15 011**	**15 928**	**16 954**	**18 035**	**19 650**	**20 743**

Table 4.24: Year-on-year percentage change in average monthly earnings by industry, 2013–2018

Industry	2014	2015	2016	2017	2018
	Per cent				
Mining	3,6	15,3	12,1	4,1	6,0
Manufacturing	5,3	5,5	5,6	6,3	5,4
Utilities	7,0	7,1	7,1	6,7	5,3
Construction	7,2	6,4	2,5	14,9	6,3
Trade	7,5	5,2	6,2	5,8	4,5
Transport	8,6	4,4	3,8	6,9	4,0
Finance	4,8	6,2	6,3	11,9	6,6
Services	6,3	7,7	7,8	9,5	6,3
Total	**6,1**	**6,4**	**6,4**	**9,0**	**5,6**

Over the period 2013–2018, all industries recorded an increase in average monthly earnings. Average monthly earnings paid in the Utilities industry, as shown in Table 4.23, increased from R29 901 in 2013 to R41 258 in 2018. The least average monthly earnings were reported in the Trade industry from R10 241 in 2013 to R13 592 in 2018.

Table 4.24 shows that the Construction industry recorded a decrease of 8,6 percentage points, from 14,9% in 2017 to 6,3% in 2018. The lowest decrease was observed in the Manufacturing industry, where average monthly earnings decreased by 0,9 of a percentage point from 6,3% in 2017 to 5,4% in 2018. However, the Mining industry increased from 4,1% in 2017 to 6,0% in 2018, which is an increase of 1,9 percentage points in average monthly earnings.

Summary and conclusion

- Employment increased gradually over the last six years, with 2018 recording the most compared to the previous years.
- In 2018, Services, Finance, Trade and Manufacturing had high employment compared to other industries, while Utilities recorded the lowest employment.
- The Manufacturing industry maintained a steady increase in employment over the years 2015 to 2017, with a slight decrease observed in 2018. Trade recorded the highest change in employment between 2013 and 2018.
- All industries showed an increase in salaries over the period 2013 to 2018, with the highest recorded in Services, Finance and Trade.
- Over the period 2013–2018, the Utilities industry recorded the highest average monthly earnings. The Construction industry recorded a decrease of 8,6 percentage points, from 14,9% in 2017 to 6,3% in 2018.

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 years) according to the South African definition was 69,3% in 2018, increased from 66,0% in 2013. Unemployment levels in the country remain higher for women than for men, and 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)[4] 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 2013–2018. 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] 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Men	2 505	2 589	2 704	2 926	3 130	3 117
Women	2 381	2 482	2 640	2 827	2 990	2 986
Total	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
Black African	4 171	4 335	4 634	5 050	5 405	5 394
Coloured	499	512	492	489	508	492
Indian/Asian	71	68	76	71	71	67
White	146	156	142	143	137	150
Total	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
Western Cape	627	646	600	631	641	627
Eastern Cape	543	568	558	557	740	762
Northern Cape	120	131	143	126	128	122
Free State	363	388	358	398	400	412
KwaZulu-Natal	654	715	688	762	831	795
North West	309	325	324	361	345	356
Gauteng	1 587	1 599	1 928	2 078	2 134	2 105
Mpumalanga	436	461	433	499	544	589
Limpopo	247	237	311	341	357	335
South Africa	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**

The level of unemployment in the country has been increasing over the period 2013–2018. The number of unemployed increased by 1,2 million, from 4,9 million in 2013 to 6,1 million in 2018. 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 2013, except for 2015 which recorded 76 000. For whites, the levels ranged between 137 000 and 156 000 from 2013 to 2018. 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, except Western Cape, over the period between 2013 and 2018.

Table 5.2: Unemployment as a percentage of the working-age population by sex, population group and province, 2013–2018

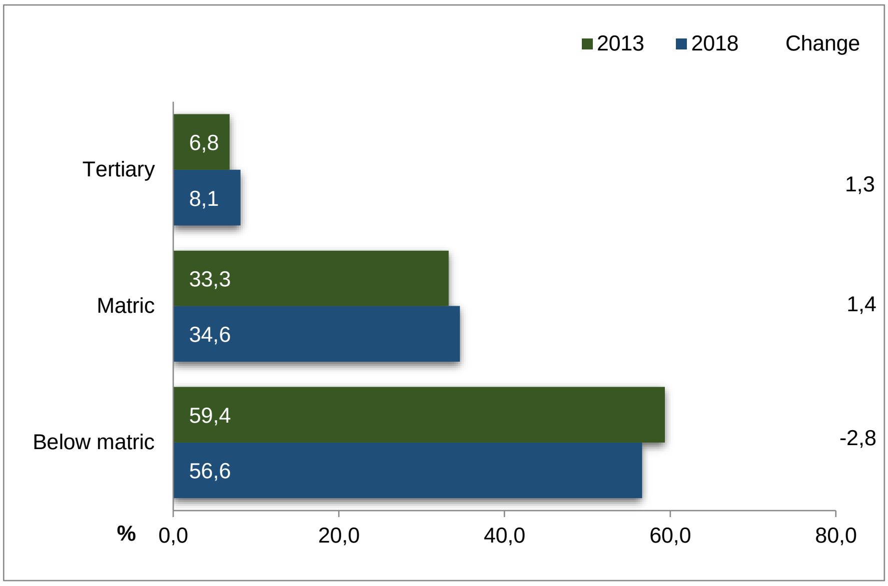
	2013	2014	2015	2016	2017	2018
	Thousand					
Men	14,7	14,9	15,2	16,2	17,0	16,6
Women	13,4	13,8	14,4	15,2	15,9	15,6
Total	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**
Black African	15,2	15,5	16,2	17,3	18,1	17,7
Coloured	15,4	15,6	14,8	14,5	14,9	14,3
Indian/Asian	7,5	7,0	7,8	7,2	7,1	6,7
White	4,6	5,0	4,6	4,7	4,5	5,0
Total	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**
Western Cape	15,3	15,4	14,0	14,4	14,3	13,7
Eastern Cape	13,4	13,9	13,6	13,4	17,6	17,9
Northern Cape	16,0	17,3	18,7	16,2	16,2	15,4
Free State	19,7	20,9	19,2	21,1	21,2	21,7
KwaZulu-Natal	10,0	10,8	10,3	11,2	12,0	11,3
North West	13,2	13,6	13,3	14,6	13,7	13,9
Gauteng	17,4	17,1	20,2	21,3	21,4	20,7
Mpumalanga	16,5	17,1	15,7	17,8	19,0	20,3
Limpopo	7,2	6,8	8,7	9,4	9,7	9,0
South Africa	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**

Over the period 2013–2018, 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 2018, Free State, Gauteng and Mpumalanga recorded the highest proportions of unemployed persons amongst the working-age population. Limpopo recorded the lowest unemployment proportions (less than 10,0%) over the period 2013–2018. 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 2013 to 16,1% in 2018.

Table 5.3: Distribution of the unemployed by level of education, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
No schooling	76	76	80	78	73	69
Primary incomplete	301	321	349	355	355	340
Primary completed	195	221	234	223	252	222
Secondary incomplete	2 329	2 382	2 473	2 725	2 868	2 825
Secondary completed	1 625	1 668	1 762	1 887	2 016	2 112
Tertiary	333	373	418	445	514	496
Other	27	29	27	39	42	40
Total unemployed	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**

Figure 5.1: Distribution of the unemployed by level of education, 2013 and 2018

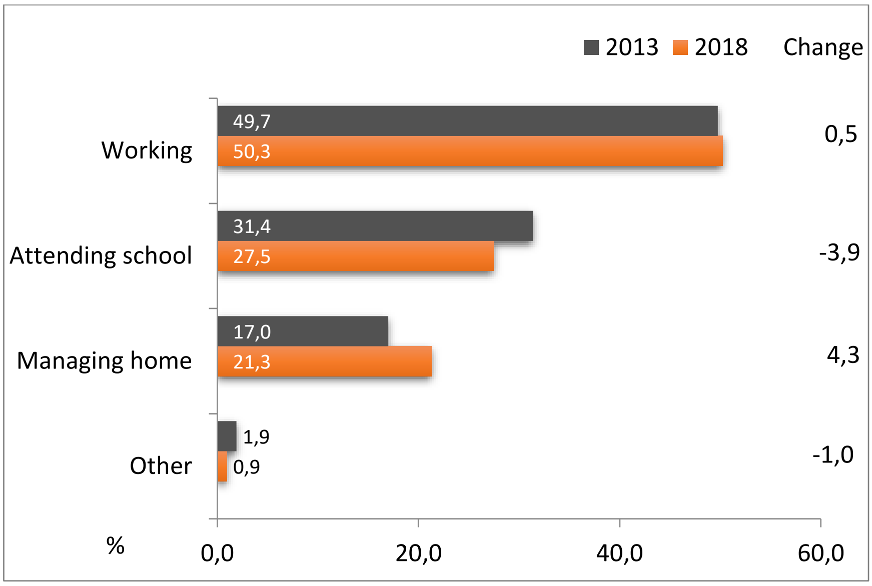


The number of unemployed persons was higher among those who did not complete secondary education and among those who completed matric over the period 2013–2018 (Table 5.3). Almost 50,0% (2,8 million) of the unemployed were those who did not complete secondary education in 2018. Between 2013 and 2018, the proportion of the unemployed increased by 1,3 percentage points only among those with tertiary education, while the proportions of those who completed matric increased by 1,4 percentage points and those who attained a qualification lower than matric declined by 2,8 percentage points (Figure 5.1). The proportion of unemployed persons with tertiary education in 2018 was 8,1%, which was lower than for those with matric (34,6%) and for those who attained an education level below matric (56,6%).

Table 5.4: Unemployment by main activity before becoming unemployed, 2013–2018

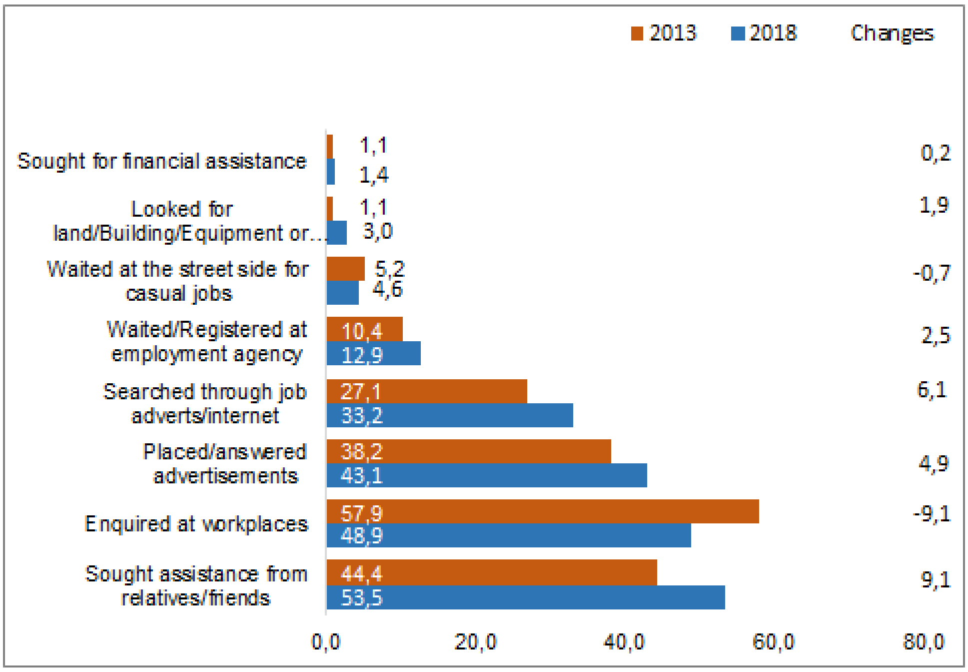
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2013	2 430	830	1 533	93	**4 886**
2014	2 618	874	1 511	68	**5 070**
2015	2 759	1 029	1 492	64	**5 344**
2016	2 882	1 202	1 618	51	**5 753**
2017	3 139	1 241	1 694	46	**6 120**
2018	3 065	1 299	1 674	57	**6 103**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2013 and 2018



Over the period 2013–2018, 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 2013 to 3,0 million in 2018. Among those who were attending school, the number increased from 1,5 million in 2013 to 1,6 million in 2018. For those who managed a home before becoming unemployed, the number increased by 470 000 (from 830 000 in 2013 to 1,3 million in 2018). Between 2013 and 2018, the proportion of the unemployed increased among those who were managing a home and working prior to becoming unemployed (4,3 percentage points and 0,5 of a percentage point, respectively). The proportion of those who were attending school before becoming unemployed declined by 3,9 percentage points.

Figure 5.3: Types of job search activities, 2013 and 2018



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 2013–2018, 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 9,0 percentage points (from 57,9% in 2013 to 48,9% in 2018). The largest increase was observed among those who sought assistance from relatives or friends (9,0 percentage points), followed by those who searched through job adverts or the internet (6,1 percentage points) and those who answered advertisements (4,8 percentage points).

The duration of unemployment

This section analyses the trends in the duration of unemployment over the period 2013–2018. 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Short-term	1 660	1 729	1 863	1 921	2 009	1 874
Long-term	3 226	3 341	3 481	3 832	4 111	4 229
Total	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
	2014	**2015**	**2016**	**2017**	**2018**	**Change: 2013-2018**
	Annual changes (Thousand)					
Short-term	70	133	58	88	-136	214
Long-term	114	141	350	279	118	1 003
Total	**184**	**274**	**409**	**368**	**-17**	**1 217**

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

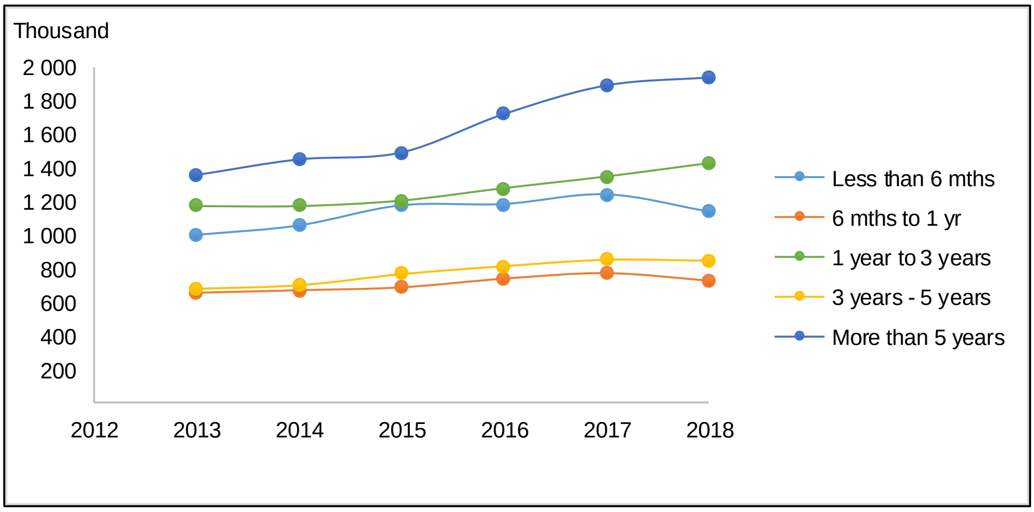
Table 5.5 indicates that long-term unemployment accounted for the largest share of the unemployed over the period 2013–2018. Persons in long-term unemployment increased by 1 000 000 from 3,2 million in 2013 to 4,2 million in 2018. Amongst those in short-term unemployment, the unemployed increased by 200 000. Over the period 2013–2018, the trend shows an increase in both short-term and long-term unemployment. 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Total unemployed (Thousand)					
	4 886	**5 070**	**5 344**	**5 753**	**6 120**	**6 096**
	Short-term unemployment (Thousand)					
Less than 3 mths	634	668	751	719	785	732
3 mths < 6 mths	369	390	424	463	453	406
6 mths < 9 mths	302	308	339	352	342	311
9 mths < 1 year	355	364	350	387	429	417
Total	**1 660**	**1 729**	**1 863**	**1 921**	**2 009**	**1 867**
	Long-term unemployment (Thousand)					
1 year < 3 years	1 173	1 173	1 205	1 278	1 345	1 423
3 years - 5 years	685	705	769	815	852	847
> 5 years	1 356	1 449	1 490	1 720	1 892	1 940
Total	**3 213**	**3 327**	**3 465**	**3 813**	**4 089**	**4 210**

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

Figure 5.4: Trends in the duration of unemployment, 2013–2018



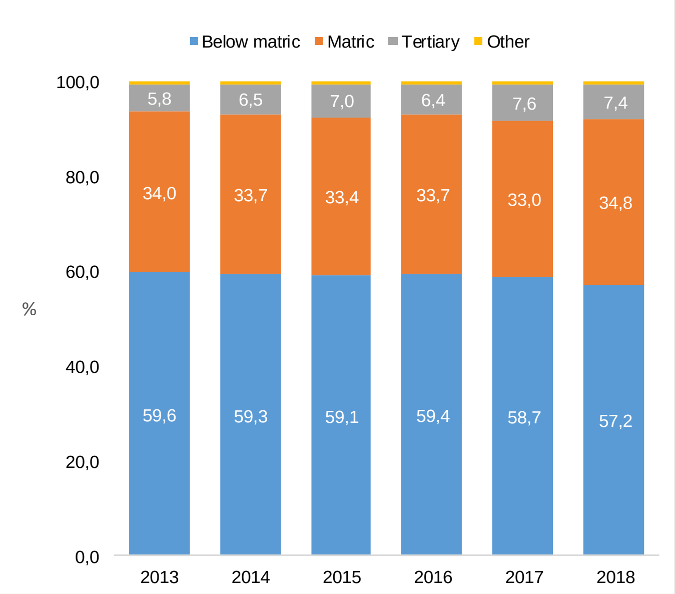
Mths means months.
Long-term unemployment excludes "Do not know".

Over the period 2013–2018, 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 634 000 in 2013 to the highest of 732 000 in 2018. Focusing on those in long-term unemployment, those who were unemployed for between three and five years recorded the lowest number, ranging from 685 000 in 2013 to 847 000 in 2018, 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 in unemployment for a duration of three years to five years (46 000), followed by those who were unemployed for one year and less than three years (72 000).

Table 5.7: Trends of the unemployed by level of education, 2013–2018

	Below matric	Matric	Tertiary	Other	Total
	Long-term (Thousand)				
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**
2018	2 421	1 470	312	26	**4 229**
	Short-term (Thousand)				
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**
2018	1 035	640	183	14	**1 867**

Figure 5.5: Share of long-term unemployment by level of education, 2013–2018

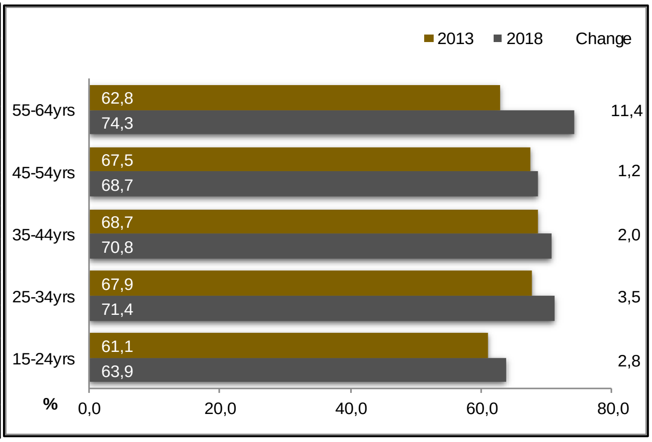


Persons who attained an educational level below matric, followed by those who attained a matric qualification, dominated both the short- and long-term unemployed figures. The number of people who were in long-term unemployment and who had qualifications below matric ranged from 1,9 million in 2013 to 2,4 million in 2018, while the number of those in short-term unemployment with the same qualifications ranged between 977 000 and 1,0 million. Persons in long-term unemployment who completed tertiary education increased from 188 000 in 2013 to 312 000 in 2018, while the number of those with the same level of education who are in short-term unemployment increased from 145 000 in 2013 to 183 000 in 2018. Over the period 2013–2018, 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 around 33,0% between 2013 and 2018. The number of long-term unemployed persons who had completed tertiary education accounted for the lowest share, but this number still increased by 1,6 percentage points – from 5,8% in 2013 to 7,4% in 2018.

Table 5.8: Incidence of long-term unemployment by age group, 2013–2018

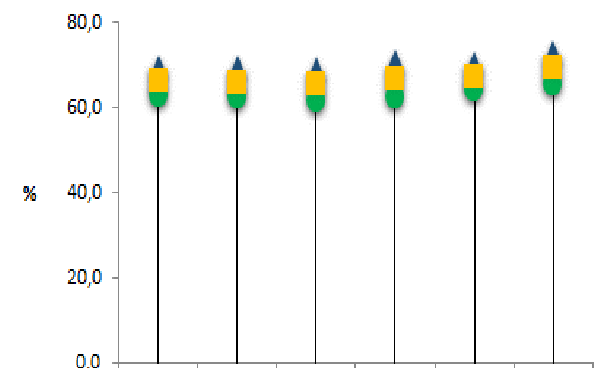
	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
			Per cent		
2013	61,1	67,9	68,7	67,5	62,8
2014	61,3	68,1	66,9	66,7	66,6
2015	60,7	66,0	66,7	68,5	69,6
2016	60,9	68,1	68,4	69,9	70,5
2017	61,1	68,3	69,4	71,2	69,4
2018	63,9	71,4	70,8	68,7	74,3

Figure 5.6: Incidence of long-term unemployment by age group, 2013 and 2018



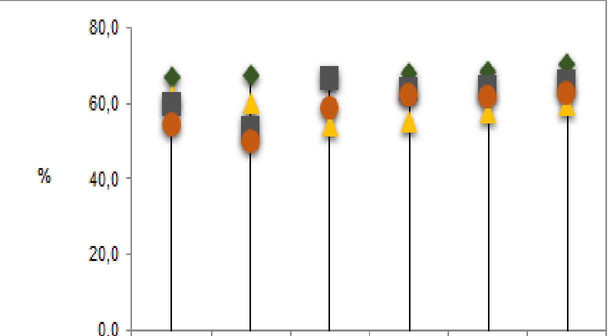
Over the period 2013–2018, the incidence of long-term unemployment was lower among persons aged 15–24 years compared to other age groups. In 2018, the highest incidence of long-term unemployment was recorded among those aged 55–64 years (74,3%), followed by those aged 25–34 years (71,4%) and 35–44 years (70,8%). Figure 5.6 shows that between 2013 and 2018, there were increases in the incidence of long-term unemployment among all age groups, the largest increase in the age group 55–64 years.

Figure 5.7: Incidence of long-term unemployment by sex, 2013–2018



	2013	2014	2015	2016	2017	2018
Men	62,5	62,4	61,3	62,5	64,1	65,5
Women	69,7	69,5	69,1	70,9	70,3	73,2
Total	66,0	65,9	65,1	66,6	67,2	69,3

Figure 5.8: Incidence of long-term unemployment by population group, 2013–2018



	2013	2014	2015	2016	2017	2018
Black African	67,1	67,4	66,5	67,9	68,3	70,4
Coloured	61,7	59,9	54,0	55,2	57,4	59,4
Indian/Asian	59,7	53,1	66,5	63,6	63,8	65,2
White	54,0	49,9	58,4	62,0	61,3	62,5

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 2018, the incidence of long-term unemployment for women was 7,7 percentage points higher compared with their male counterparts. In terms of 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 2018.

Figure 5.9: Incidence of long-term unemployment by province, 2013 and 2018

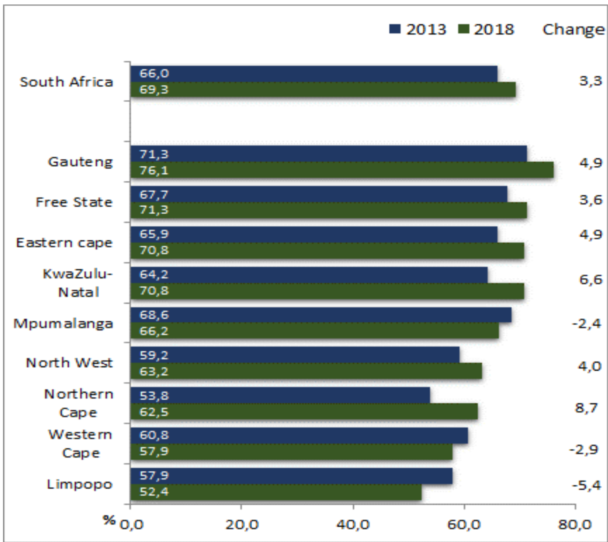
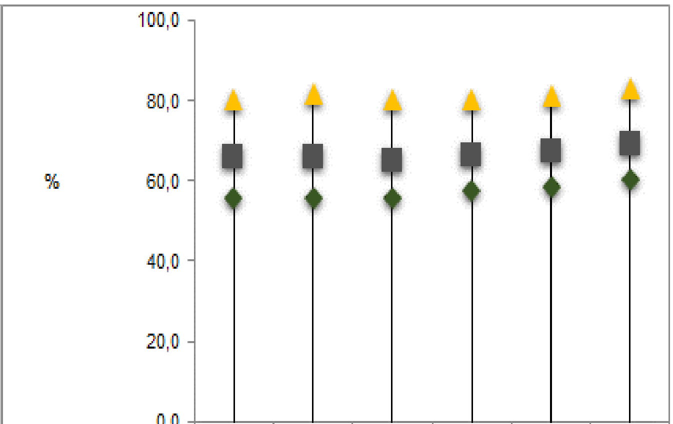


Figure 5.10: Incidence of long-term unemployment by work experience, 2013–2018



	2013	2014	2015	2016	2017	2018
With experience	55,8	55,9	55,5	57,5	58,3	60,2
Without experience	80,5	81,8	80,3	80,6	81,3	83,0
Total	66,0	65,9	65,1	66,6	67,2	69,3

The incidence of long-term unemployment in the country increased by 3,3 percentage points over the period 2013–2018 (Figure 5.9). In 2013 and 2018, Gauteng recorded the highest incidence of long-term unemployment compared to other provinces. Three out of nine provinces reflected a decline in the incidence of long-term unemployment. The largest decline was observed in Limpopo (5,4 percentage points), followed by Western Cape (2,9 percentage points). Northern Cape recorded the largest increase of 8,7 percentage points, from 53,8% in 2013 to 62,5% in 2018. 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 55,8% in 2013 to reach its highest level of 60,2% in 2018, while for those without work experience the incidence was above 80,0% across all years. Between 2013 and 2018, the incidence of long-term unemployment for those without work experience declined by 2,5%.

Summary and conclusion

- The level of unemployment in the country has been increasing over the period 2013–2018. The number of unemployed increased by 1,3 million from 4,8 million in 2013 to 6,1 million in 2018.
- The proportion of unemployed persons holding tertiary qualifications increased by 1,3 percentage points between 2013 and 2018. However, the level of unemployment is higher among persons whose level of education is below matric.
- In 2018 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 increased by 3,8 percentage points from 66,0% in 2013 to 69,8% in 2018.
- 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.[5]

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.[6] 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.[7] 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.

[5] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[6] Department of Economic Development (2013) New Growth Path Accord 6: Youth Employment Accord. Pretoria: Department of Economic Development
[7] 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 2013–2018. 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, 2013–2018

	2013	2014	2015	2016	2017	2018
	Thousand					
Employed	6 008	6 021	6 312	6 174	6 175	6 125
Unemployed	3 295	3 377	3 512	3 725	3 891	3 860
Discouraged	1 549	1 584	1 511	1 557	1 567	1 801
Other not economically active	8 515	8 601	8 441	8 499	8 479	8 467
Working-age population	**19 367**	**19 583**	**19 777**	**19 955**	**20 113**	**20 253**
	Annual changes (Thousand)					
	2014	2015	2016	2017	2018	Change 2013-2018
Employed	13	291	-138	1	-50	117
Unemployed	82	136	213	166	-32	565
Discouraged	35	-73	46	10	234	252
Other not economically active	85	-159	57	-20	-12	-48
Working-age population	**216**	**194**	**178**	**157**	**141**	**886**

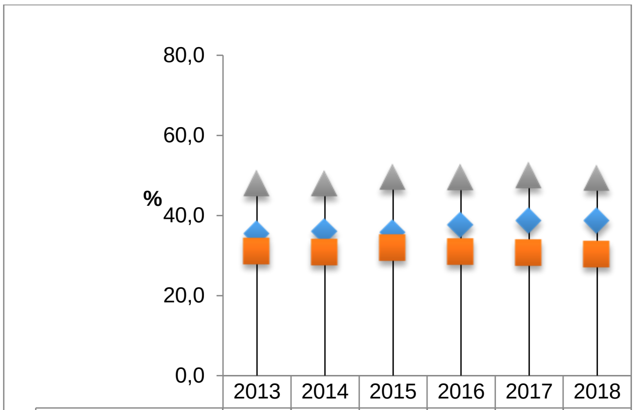
The number of young people aged 15–34 years in the working-age population increased consecutively over the period of five years; the number increased from 19,4 million in 2013 to almost 20,3 million in 2018 (an increase of 886 000). Similarly, the number of youth who are employed, unemployed and discouraged increased over the period by 117 000, 565 000 and 252 000, respectively. Between 2017 and 2018, the number of employed youth decreased by 50 000.

Table 6.2: Employment among youth and adults by sector, 2013 and 2018

	2013			2018		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 330	6 195	10 524	4 309	7 010	11 319
Informal sector	1 002	1 363	2 366	1 149	1 787	2 937
Agriculture	347	393	740	360	485	845
Private households	329	907	1 236	306	986	1 292
Total	**6 008**	**8 858**	**14 866**	**6 125**	**10 268**	**16 394**
	Per cent					
Formal sector	72,1	69,9	70,8	70,3	68,3	69,0
Informal sector	16,7	15,4	15,9	18,8	17,4	17,9
Agriculture	5,8	4,4	5,0	5,9	4,7	5,2
Private households	5,5	10,2	8,3	5,0	9,6	7,9
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

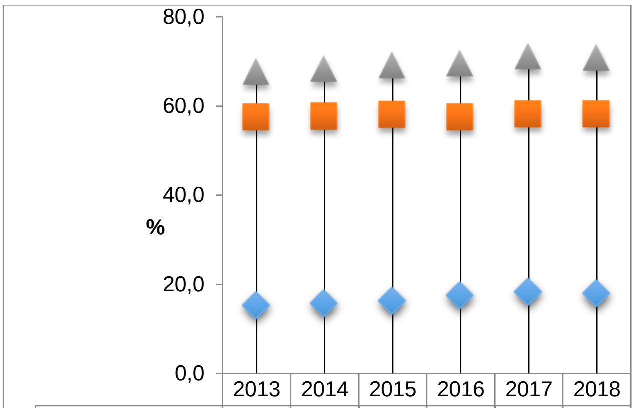
Formal sector employment is generally viewed as being more protected and stable, and with 69,0% of employment in the country being generated in this sector, a higher proportion of both youth and adults were working in the formal sector when compared to other sectors. Although the number of adults employed 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. With regard to the informal sector, the share of adults who were employed in this sector increased by 2,0 percentage points (from 15,4% in 2013 to 17,4% in 2018) and that of youth increased by 2,1 percentage points to 18,8% in 2018. In addition, the share of youth and adults who were employed in the Agricultural sector increased and decreased for youth and adults who work in Private households.

Figure 6.1: Labour market rates among the youth, 2013–2018



	2013	2014	2015	2016	2017	2018
Unemployment rate	35,4	35,9	35,8	37,6	38,7	38,7
Absorption rate	31,0	30,7	31,9	30,9	30,7	30,2
Labour force participation rate	48,0	48,0	49,7	49,6	50,1	49,3

Figure 6.2: Labour market rates among adults, 2013–2018



	2013	2014	2015	2016	2017	2018
Unemployment rate	15,2	15,7	16,3	17,4	18,2	17,9
Absorption rate	57,4	57,7	58,0	57,5	58,2	58,2
Labour force participation rate	67,7	68,4	69,3	69,6	71,1	70,9

Between 2013 and 2018, youth persisted to be more vulnerable in the labour market when compared to adults; 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 2013 and 2018; the youth unemployment rate increased from 35,4% in 2013 to 38,7% in 2018, while the adult unemployment rate increased from 15,2% in 2013 to 17,9% in 2018 (an increase of 3,3 percentage points and 2,7 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 2013 and 2018, and 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, 2013 and 2018

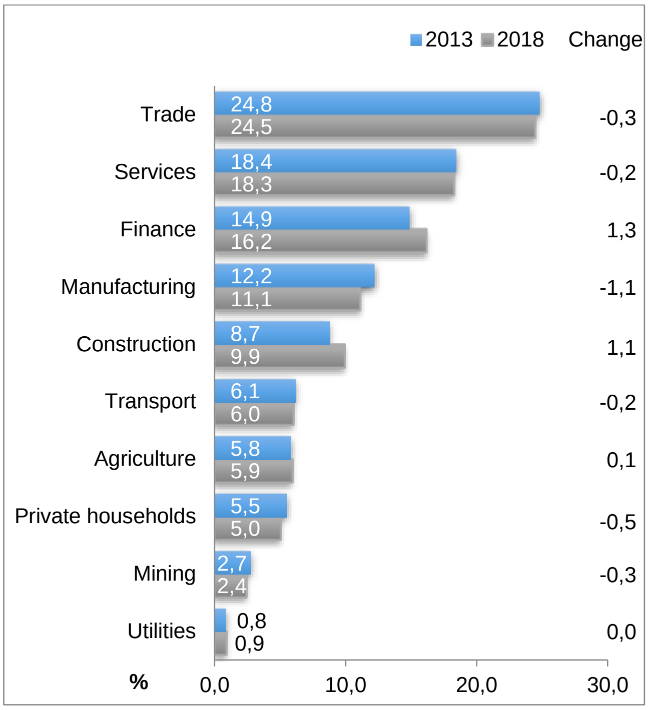


Figure 6.4: Employed youth by occupation, 2013 and 2018

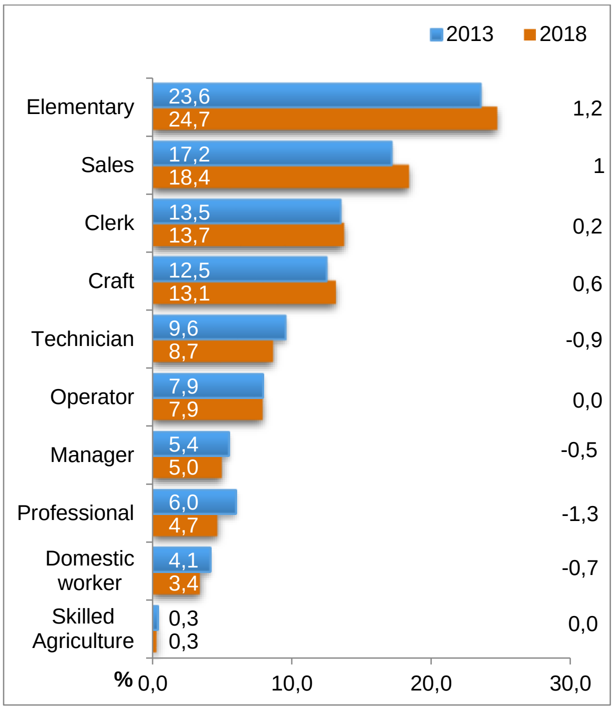


Figure 6.3 shows that the Trade, Community and social services, and Finance industries employed a higher proportion of youth (above 58%) when compared to other industries, while employment in the Utilities and Mining industries was the lowest. Although Trade was found to be the top employing industry, it was among the six industries where employment decreased between 2013 and 2018. In terms of occupation, young people were more employed in low-skilled and semi-skilled occupations. Between 2013 and 2018, Elementary occupations and Sales contributed the highest shares to youth employment with the highest increase of 1,2 percentage points, 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 that results 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, 2013 and 2018

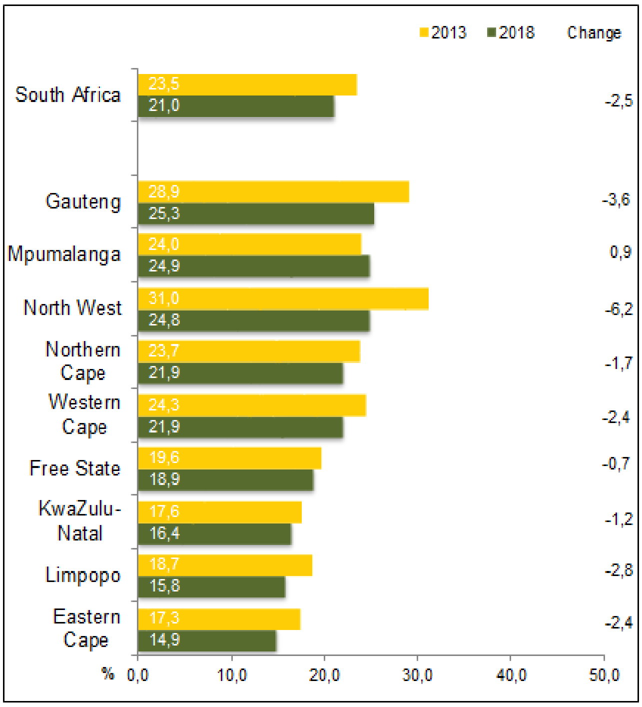
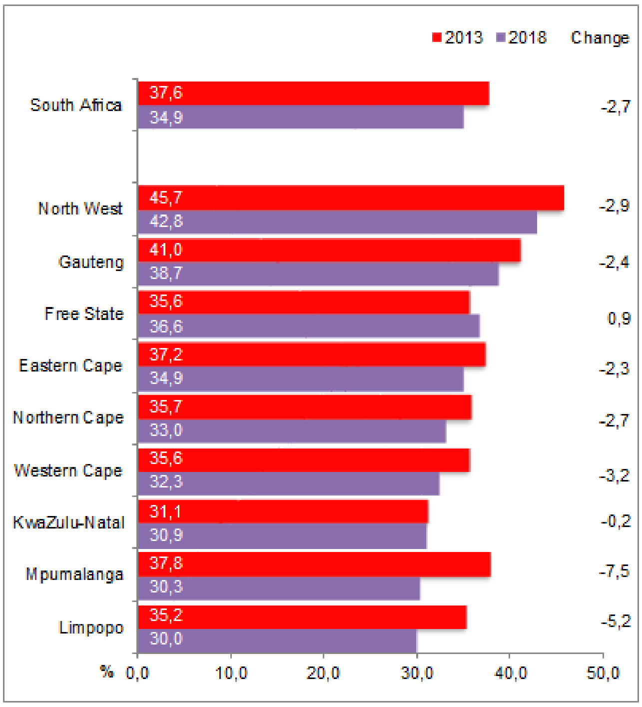


Figure 6.6: Provincial access to medical aid among adults, 2013 and 2018



Adults are more likely to have access to medical aid benefits than youth. This was also evident across provinces. Access to medical aid decreased for both groups between 2013 and 2018 in eight provinces. In 2013, 23,5% of youth and 37,6% of adults had access to medical aid benefits; however, by 2018 access decreased to 21,0% for youth and 34,9% for adults (a decline of 2,5 and 2,7 percentage points, respectively). When comparing the provinces, adults' access to medical aid benefits decreased in eight of the nine provinces between 2013 and 2018, while among youth, the access also decreased in eight of the nine provinces. In 2018, Mpumalanga was the only province where access to medical aid benefits was higher than 2013 for the youth (24,9%), while for adults, Free State was higher (36,6%) in 2018 when compared to 2013. In 2013, medical aid benefits were less accessible for youth in Eastern Cape (17,3%) and for adults in KwaZulu-Natal (31,1%), while in 2018 the highest medical aid benefits for youth were observed in Gauteng (25,3%) and for adults in North West (42,8%).

Figure 6.7: Provincial limited contract duration among youth, 2013 and 2018

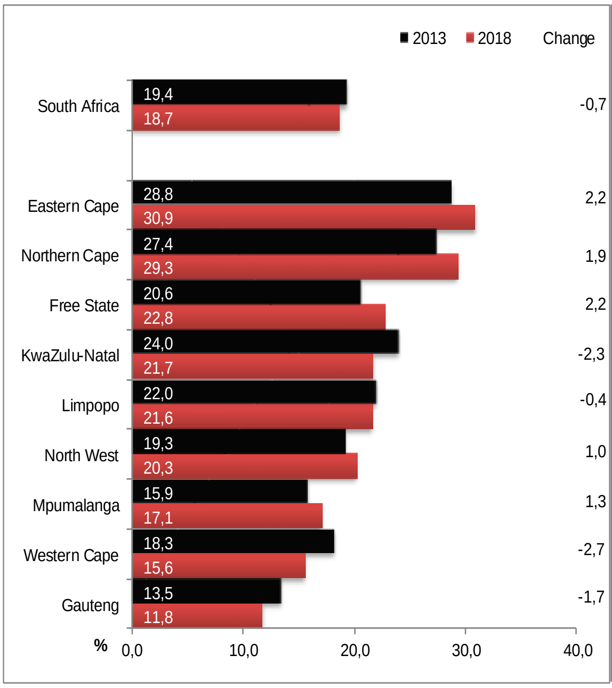
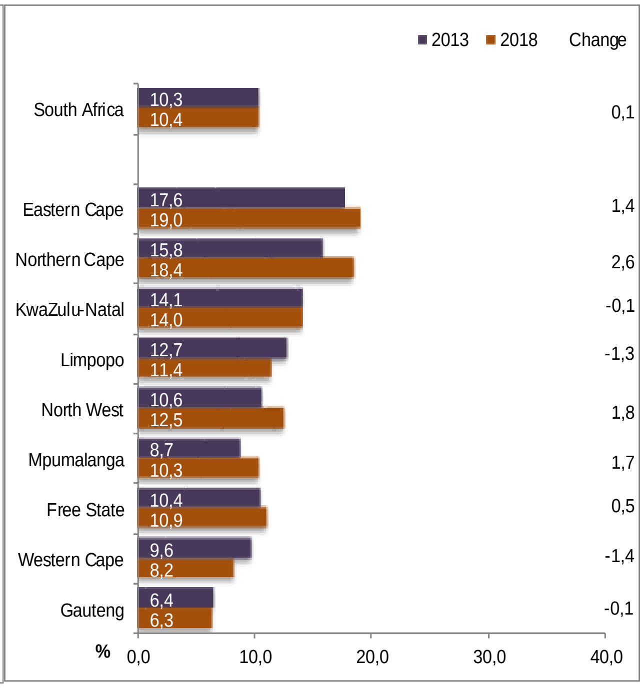


Figure 6.8: Provincial limited contract duration among adults, 2013 and 2018

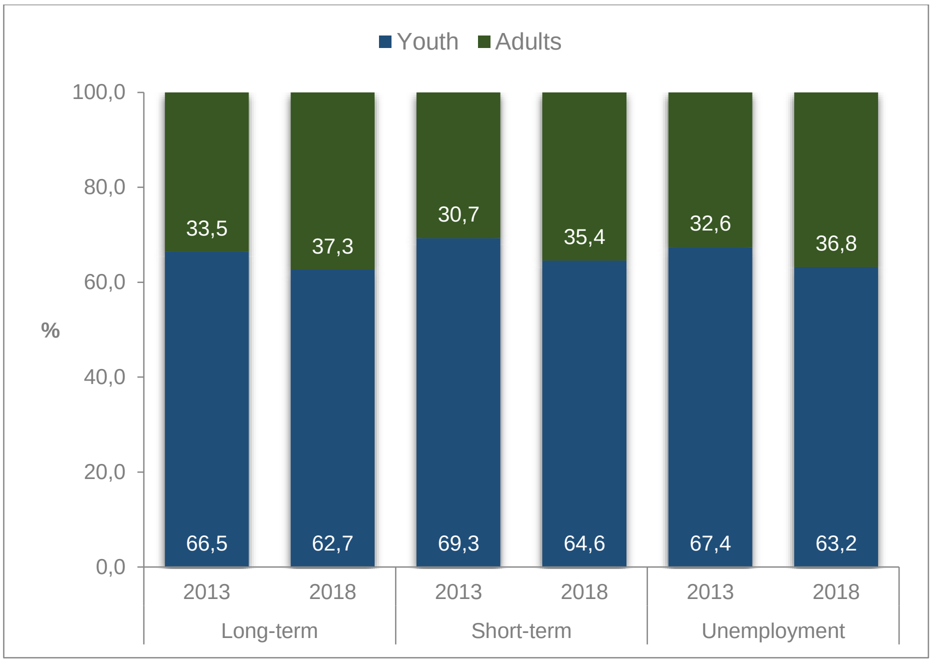


Nationally, youth are more likely to be employed on a contractual basis of limited duration when compared to adults, and this is the finding across all provinces. Between 2013 and 2018, the proportion of those employed on contracts of a limited duration decreased for youth by 0,7 of a percentage point and increased for adults by 0,1 of a percentage point. The share of youth employed on a limited contractual basis decreased from 19,4% in 2013 to 18,7% in 2018, while the share of adults increased from 10,3% in 2013 to 10,4% in 2018. At provincial level, the share of youth employed on contracts of a limited duration decreased in Western Cape, KwaZulu-Natal, Gauteng and Limpopo (2,7 percentage points, 2,3 percentage points, 1,7 percentage points, and 0,4 of a percentage point, respectively), while the share of adults decreased in Western Cape, Limpopo, KwaZulu-Natal and Gauteng (1,4 percentage points, 1,3 percentage points, 0,1 of a percentage point, and 0,1 of a percentage point, respectively). For youth, the largest share of people who were employed on a limited-duration contract was recorded in the Eastern Cape (30,9 percentage points), while for adults, the largest share was recorded in Eastern Cape (19,0 percentage points in 2018). Gauteng was found to be the province with the lowest share of people employed on this type of contract (11,8% and 6,3%, respectively) in 2018.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2013–2018 in relation to unemployment duration, particularly with respect to those in short-term unemployment (i.e. unemployed for less than a year) and long-term unemployed (unemployed for a year or longer).

Figure 6.9: Unemployment duration among youth and adults, 2013 and 2018



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 2013, youth accounted for 66,5% of the long-term unemployed, which declined to 62,7% in 2018. 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 69,3% in 2013 to 64,6% in 2018, while the share of adults in short-term unemployment increased over the same period, from 30,7% to 35,4%.

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 the 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[8] 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. The youth represents this particularly vulnerable group in South Africa, which is affected by these challenges.

[8] 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, 2013 and 2018

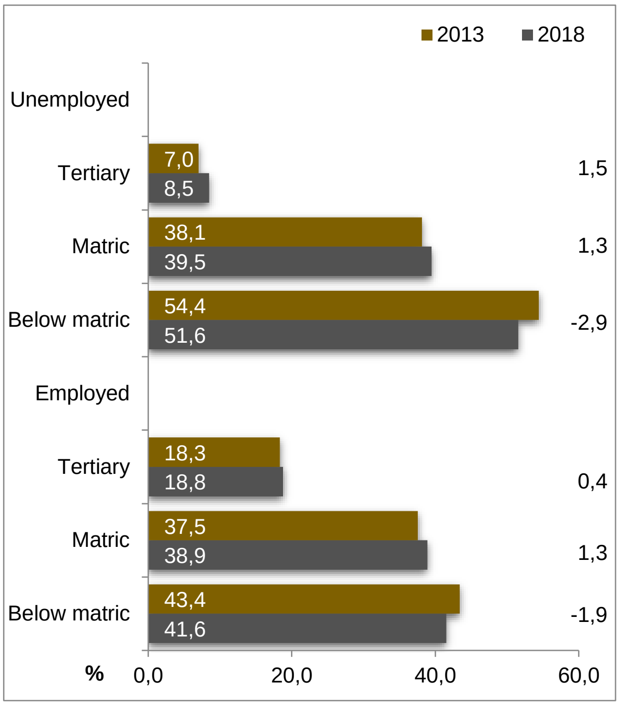


Figure 6.11: Education level of youth in the labour force by sex, 2018

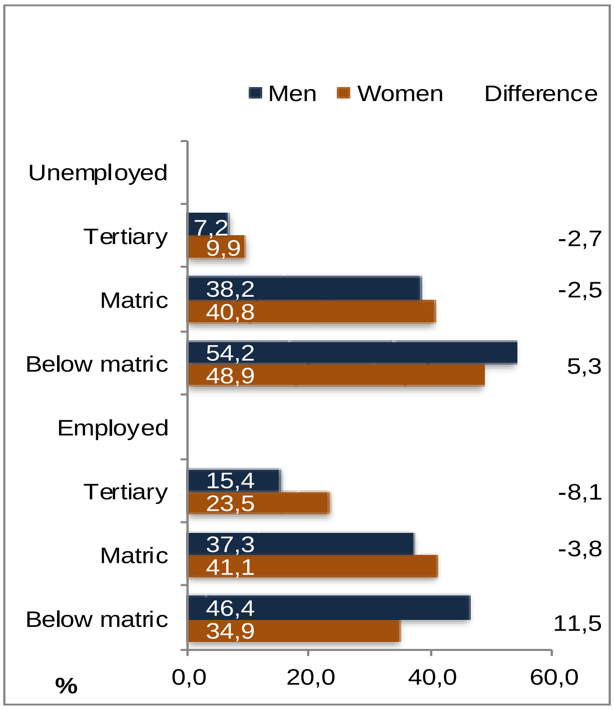


Figure 6.10 shows that the level of education among both employed and unemployed youth has improved between 2013 and 2018. The share of young people with jobs who had a tertiary education increased from 18,3% in 2013 to 18,8% in 2018, while for those who attained an educational level lower than matric the share declined from 43,4% in 2013 to 41,6% in 2018. The same trend was observed when analysing the figures of the youth who were looking for work. Between 2013 and 2018, there was an increase in the share of both the employed and unemployed youth who had attained matric (1,3 percentage points each) and a decrease for those (employed and unemployed) who had attained an educational level below matric (2,9 and 1,9 percentage points). 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 15,4% and 37,3%, respectively among employed men.

Figure 6.12: Youth unemployment rate by level of education, 2013 and 2018

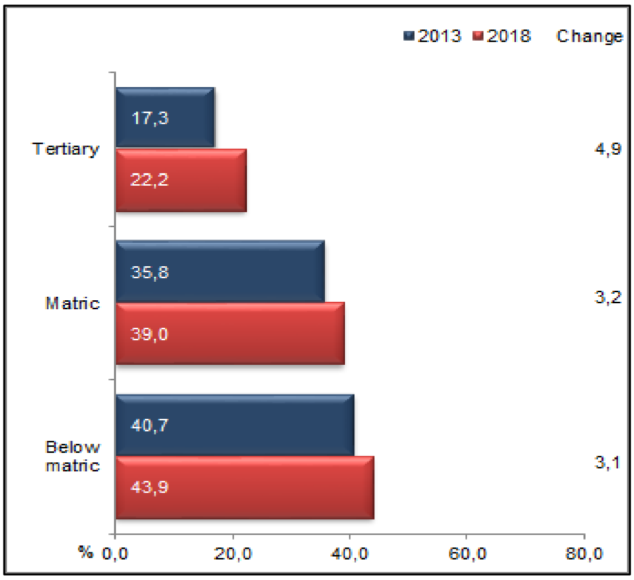


Figure 6.13: Unemployed youth by work experience and province, 2018

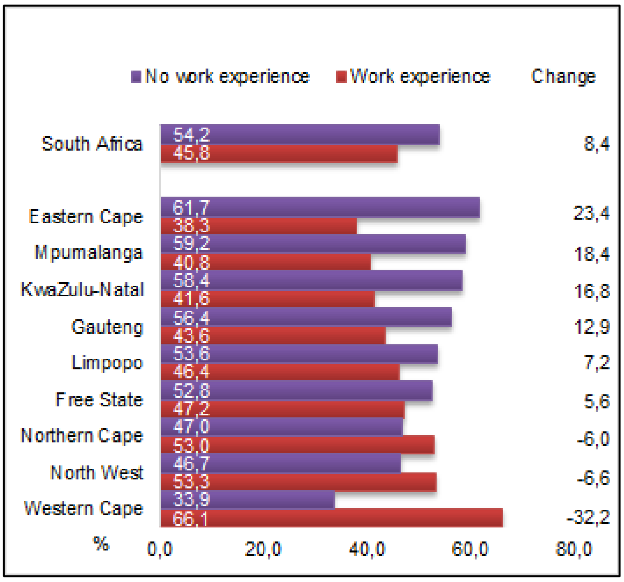


Figure 6.12 indicates that young people with a higher level of education are associated with a lower unemployment rate. However, between 2013 and 2018, youth unemployment rates increased for all education levels. Although the lowest unemployment rate was recorded among youth with tertiary qualifications, the largest increase over the period was also observed among this education category, where the rate increased from 17,3% in 2013 to 22,2% in 2018 (an increase of 4,9 percentage points). The lowest increase in the unemployment rate was among youth with below matric level of education (3,1 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 2018, 54,2% of unemployed youth in the country had no prior work experience. The situation varies substantially by province. In Western Cape, 66,1% of unemployed young people had previous work experience. In contrast to Western Cape, Eastern Cape recorded only 38,3% 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 discouraged youth by the level of education, 2013 and 2018

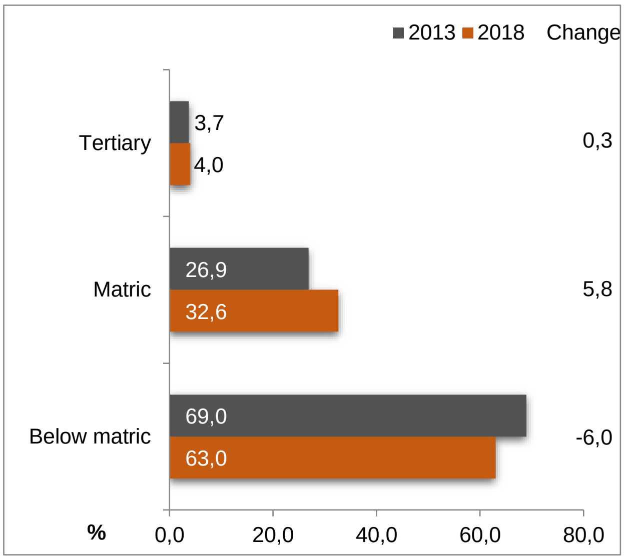


Figure 6.15: Distribution of discouraged youth by the level of education and sex, 2018

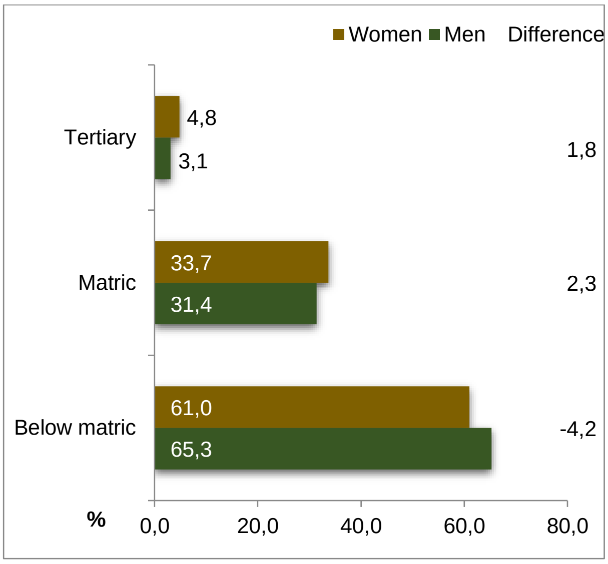
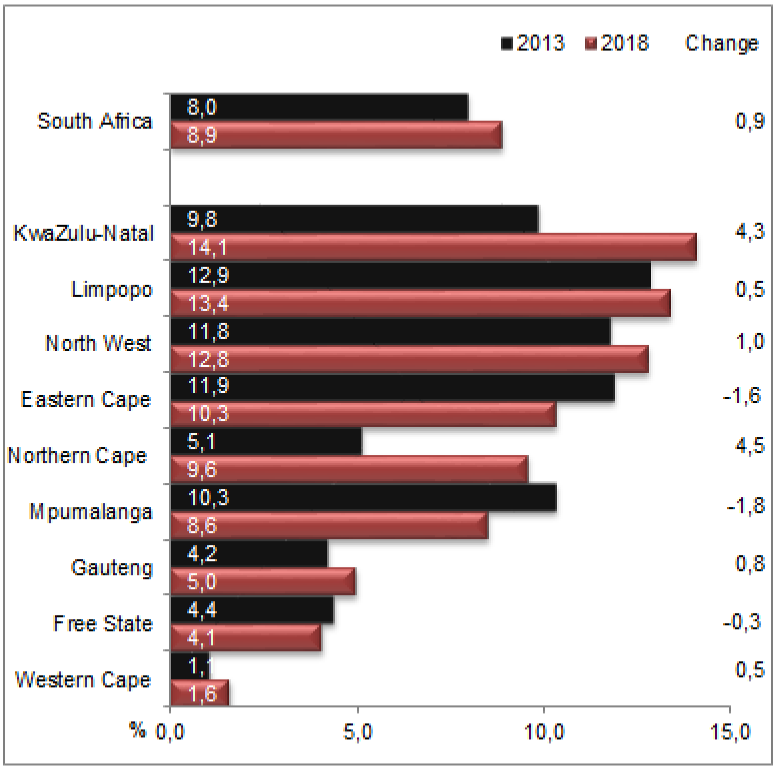


Figure 6.14 shows that the vast majority of young people who are discouraged were among those who had attained an educational level lower than matric. However, this was the only group to reflect a decline in its share relative to other education categories over the period. In 2018, youth with an educational qualification lower than matric was about 15 times more likely to be discouraged compared to those with a tertiary qualification. Between 2013 and 2018, the share of young people with an educational qualification lower than matric and who were discouraged decreased from 69,0% to 63,0% – a decline of 6,0 percentage points. A similar picture is evident by sex, where a higher proportion of discouraged young women and men (61,0% and 65,3%, respectively) possess an educational qualification lower than matric. However, men were less likely to be discouraged than women, irrespective of the level of education, except among those with an educational qualification lower than matric.

Figure 6.16: Share of discouraged youth by province, 2013 and 2018

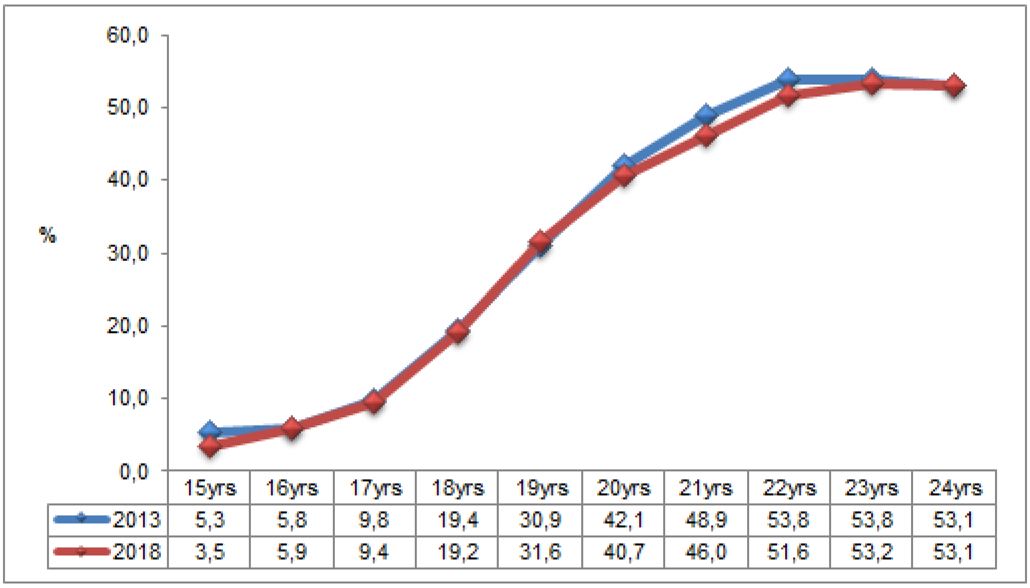


Nationally, the proportion of youth who were discouraged increased from 8,0% in 2013 to 8,9% in 2018 (0,9 of a percentage point). The change over this period varies from province to province, where six of the nine provinces reflected an increase. The highest increase was in the Northern Cape, where the proportion increased by 4,5 percentage points (from 5,1% in 2013 to 9,6% in 2018). Between 2013 and 2018, discouragement among youth was the lowest in the Western Cape, followed by Free State. KwaZulu-Natal 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 2018



	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
2018	3,5	5,9	9,4	19,2	31,6	40,7	46,0	51,6	53,2	53,1

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 2018, the NEET rate increased among youth aged 16 and 19 years, while it decreased among other ages, expect among youth aged 24 years, where it was unchanged.

Figure 6.18: NEET rate for youth aged 15–24 by population group, 2013 and 2018

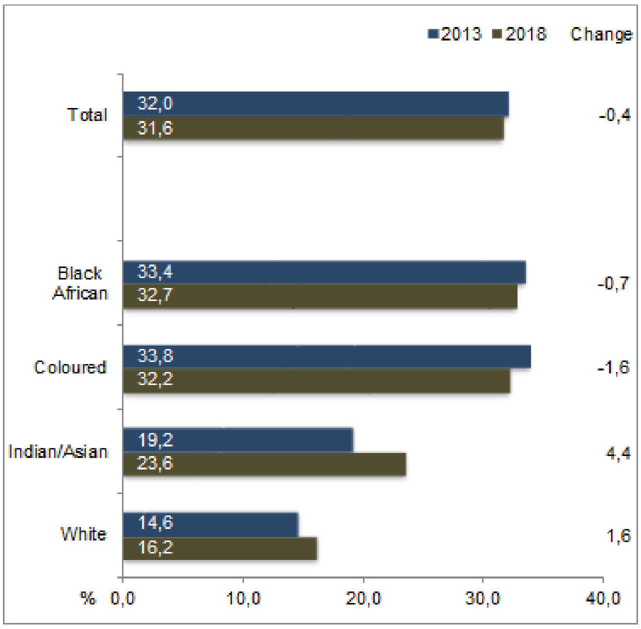
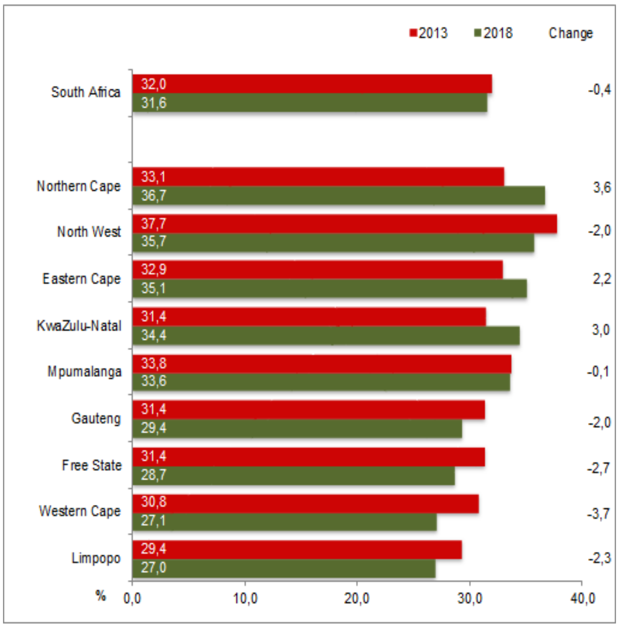


Figure 6.19: NEET rate for youth aged 15–24 by province, 2013 and 2018



In 2018, 31,6% of young people in South Africa were not in employment, education or training, although the rate decreased by 0,4 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 2018, the highest NEET rate increase was among Indian/Asian youth by 4,4 percentage points (from 19,2% in 2013 to 23,6% in 2018). The highest decline over the period was among the coloured youth, by 1,6 percentage points. The white population group recorded the lowest NEET rate compared to other population groups. Provincially, the highest NEET rate was recorded in Northern Cape (36,7%), followed by North West (35,7%). Gauteng, Free State, Western Cape and Limpopo were the four provinces that had a NEET rate below the national average (29,4%, 28,7%, 27,1% and 27,0%, respectively).

Figure 6.20: NEET rate for youth aged 15–24 by sex, 2013 and 2018

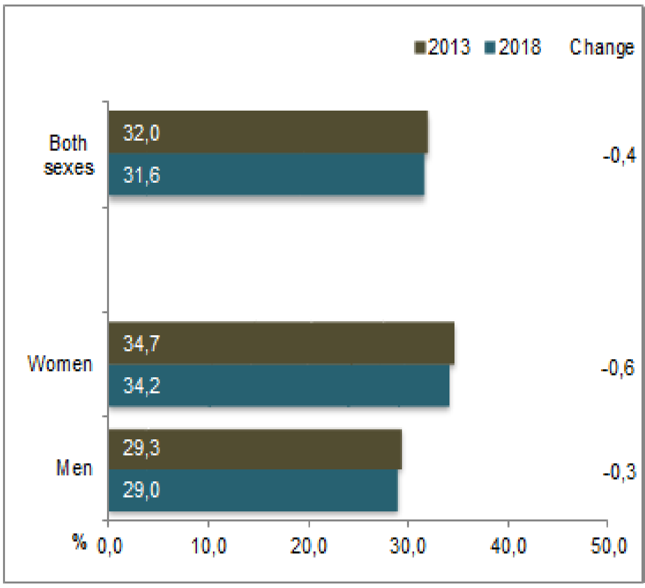


Figure 6.21: NEET rate for youth aged 15–24 by the level of education, 2013 and 2018

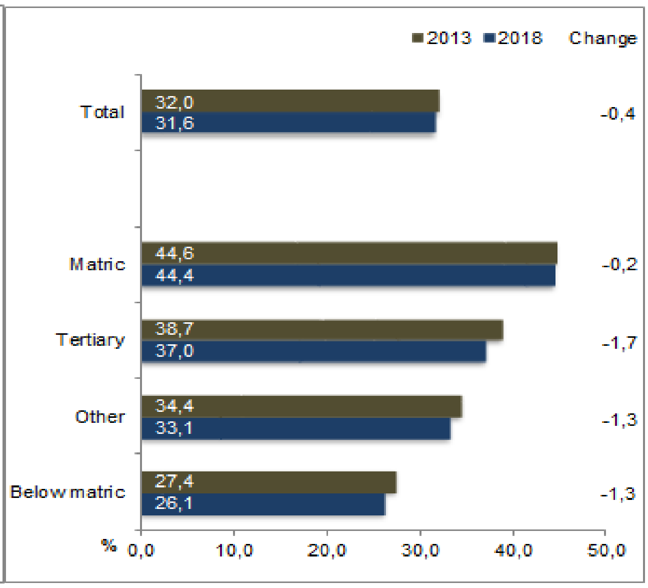


Figure 6.20 shows that in both 2013 and 2018, young women were more likely to be not in employment, education or training compared to young men. Although this was the case, the rate for both young men and women declined between 2013 and 2018. The rate among young women decreased from 34,7% to 34,2%, while the rate for young men decreased from 29,3% to 29,0%. 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 brunt 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 16,4 million people who were employed in 2018, youth accounted for only 37,4%.
- 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, Sales 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 2018, more than a third of young people aged 15–24 years were disengaged from employment, education or training.

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 2013–2018 are averages of the results obtained for the four quarters each year over the period 2013 to 2018.

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 that 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 stocks 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_tE_{t+1}	E_tU_{t+1}	E_tNEA_{t+1}
Unemployed	U_tE_{t+1}	U_tU_{t+1}	U_tNEA_{t+1}
Not Economically Active	NEA_tE_{t+1}	NEA_tU_{t+1}	NEA_tNEA_{t+1}

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

Constructing the QLFS panel for gross flow analysis

Gross flow analysis requires the linking of individuals who appear in two consecutive quarters in the QLFS sample. Seven variables are used as matching criteria, 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 $\mathrm{n_i^{(mat\_re)}}$ 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. The rotation group had three categories. The age group had two categories: 15–34 and 35–64. The race group had four categories: 1 = African/Black; 2 = Coloured; 3 = Indian/Asian; 4 = White. The gender group had two categories. This resulted in a total of 48 adjustment cells.

The panel adjusted base weight (W_b^p) illustrated in 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. This means 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:

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

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.

$$W_s^p = W_t^p \times Cal\_Factor_j \qquad (4)$$

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 initially 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)	The 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 1: Population of working age (15–64 years)						
	QLFS 2013	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**	**QLFS 2017**	**QLFS 2018**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Women	17 702	17 986	18 273	18 567	18 865	19 158
Men	17 088	17 424	17 762	18 102	18 429	18 749
Population groups	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Black/African	27 458	28 050	28 651	29 264	29 873	30 474
Coloured	3 241	3 287	3 331	3 371	3 410	3 447
Indian/Asian	951	964	975	986	995	1 004
White	3 139	3 109	3 078	3 048	3 016	2 983
South Africa	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Western Cape	4 096	4 188	4 281	4 377	4 471	4 563
Eastern Cape	4 044	4 077	4 111	4 149	4 197	4 246
Northern Cape	748	758	767	776	786	795
Free State	1 843	1 857	1 870	1 883	1 889	1 899
KwaZulu-Natal	6 514	6 608	6 703	6 802	6 908	7 015
North West	2 340	2 384	2 428	2 473	2 518	2 561
Gauteng	9 114	9 332	9 553	9 774	9 983	10 185
Mpumalanga	2 649	2 703	2 756	2 809	2 859	2 907
Limpopo	3 442	3 505	3 566	3 627	3 684	3 737

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

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour force	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Formal sector (Non-agricultural)	10 524	10 822	10 935	11 021	11 288	11 319
Informal sector (Non-agricultural)	2 366	2 393	2 637	2 602	2 735	2 937
Agriculture	740	702	880	874	843	845
Private households	1 236	1 230	1 288	1 283	1 303	1 292
Unemployed	4 886	5 070	5 344	5 753	6 120	6 103
Not economically active	15 038	15 194	14 950	15 136	15 005	15 411
Discouraged work-seekers	2 331	2 422	2 334	2 386	2 403	2 806
Other (not economically active)	12 708	12 771	12 616	12 750	12 602	12 604
Rates (%)						
Unemployment rate	24,7	25,1	25,3	26,7	27,5	27,1
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	56,8	57,1	58,5	58,7	59,8	59,3
Women						
Population 15-64 yrs	**17 702**	**17 986**	**18 273**	**18 567**	**18 865**	**19 158**
Labour Force	**8 920**	**9 115**	**9 522**	**9 701**	**10 104**	**10 193**
Employed	6 539	6 634	6 882	6 874	7 114	7 207
Formal sector (Non-agricultural)	4 369	4 514	4 577	4 657	4 797	4 827
Informal sector (Non-agricultural)	954	937	1 007	968	1 047	1 098
Agriculture	230	213	293	267	265	281
Private households	987	969	1 006	982	1 004	1 001
Unemployed	2 381	2 482	2 640	2 827	2 990	2 986
Not economically active	8 782	8 871	8 751	8 866	8 761	8 965
Discouraged work-seekers	1 270	1 285	1 309	1 316	1 323	1 564
Other (not economically active)	7 512	7 586	7 443	7 550	7 438	7 401
Rates (%)						
Unemployment rate	26,7	27,2	27,7	29,1	29,6	29,3
Employed / population ratio (Absorption)	36,9	36,9	37,7	37,0	37,7	37,6
Labour force participation rate	50,4	50,7	52,1	52,3	53,6	53,2
Men						
Population 15-64 yrs	**17 088**	**17 424**	**17 762**	**18 102**	**18 429**	**18 749**
Labour Force	**10 832**	**11 101**	**11 563**	**11 832**	**12 185**	**12 303**
Employed	8 327	8 513	8 859	8 906	9 055	9 186
Formal sector (Non-agricultural)	6 155	6 308	6 359	6 364	6 491	6 492
Informal sector (Non-agricultural)	1 412	1 455	1 630	1 634	1 688	1 839
Agriculture	510	488	587	607	577	564
Private households	249	261	283	301	299	291
Unemployed	2 505	2 589	2 704	2 926	3 130	3 117
Not economically active	6 256	6 323	6 199	6 270	6 245	6 446
Discouraged work-seekers	1 061	1 137	1 025	1 069	1 080	1 242
Other (not economically active)	5 195	5 186	5 174	5 201	5 165	5 204
Rates (%)						
Unemployment rate	23,1	23,3	23,4	24,7	25,7	25,3
Employed / population ratio (Absorption)	48,7	48,9	49,9	49,2	49,1	49,0
Labour force participation rate	63,4	63,7	65,1	65,4	66,1	65,6

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

Table 2.3: Labour force characteristics by population group

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour Force	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	4 886	5 070	5 344	5 753	6 120	6 103
Not economically active	15 038	15 194	14 950	15 136	15 005	15 411
Rates (%)						
Unemployment rate	24,7	25,1	25,3	26,7	27,5	27,1
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	56,8	57,1	58,5	58,7	59,8	59,3
Black/African						
Population 15-64 yrs	**27 458**	**28 050**	**28 651**	**29 264**	**29 873**	**30 474**
Labour Force	**14 960**	**15 413**	**16 267**	**16 746**	**17 458**	**17 674**
Employed	10 790	11 078	11 633	11 696	12 053	12 280
Unemployed	4 171	4 335	4 634	5 050	5 405	5 394
Not economically active	12 498	12 638	12 383	12 518	12 415	12 800
Rates (%)						
Unemployment rate	27,9	28,1	28,5	30,2	31,0	30,5
Employed / population ratio (Absorption)	39,3	39,5	40,6	40,0	40,3	40,3
Labour force participation rate	54,5	54,9	56,8	57,2	58,4	58,0
Coloured						
Population 15-64 yrs	**3 241**	**3 287**	**3 331**	**3 371**	**3 410**	**3 447**
Labour Force	**2 071**	**2 135**	**2 134**	**2 137**	**2 163**	**2 203**
Employed	1 572	1 623	1 643	1 648	1 655	1 711
Unemployed	499	512	492	489	508	492
Not economically active	1 170	1 152	1 196	1 234	1 247	1 244
Rates (%)						
Unemployment rate	24,1	24,0	23,0	22,9	23,5	22,3
Employed / population ratio (Absorption)	48,5	49,4	49,3	48,9	48,5	49,6
Labour force participation rate	63,9	65,0	64,1	63,4	63,4	63,9
Indian/Asian						
Population 15-64 yrs	**951**	**964**	**975**	**986**	**995**	**1 004**
Labour Force	**579**	**566**	**580**	**586**	**609**	**601**
Employed	508	498	504	515	539	534
Unemployed	71	68	76	71	71	67
Not economically active	373	398	395	401	386	403
Rates (%)						
Unemployment rate	12,3	12,0	13,1	12,0	11,6	11,2
Employed / population ratio (Absorption)	53,4	51,7	51,7	52,2	54,1	53,2
Labour force participation rate	60,8	58,7	59,5	59,4	61,2	59,9
White						
Population 15-64 yrs	**3 139**	**3 109**	**3 078**	**3 048**	**3 016**	**2 983**
Labour Force	**2 142**	**2 103**	**2 103**	**2 064**	**2 058**	**2 019**
Employed	1 996	1 947	1 961	1 921	1 922	1 869
Unemployed	146	156	142	143	137	150
Not economically active	998	1 006	975	983	957	964
Rates (%)						
Unemployment rate	6,8	7,4	6,8	6,9	6,7	7,4
Employed / population ratio (Absorption)	63,6	62,6	63,7	63,0	63,7	62,7
Labour force participation rate	68,2	67,6	68,3	67,7	68,3	67,7

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

Table 2.4: Labour force characteristics by age group

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
15-64 years						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour force	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	4 886	5 070	5 344	5 753	6 120	6 103
Not economically active	15 038	15 194	14 950	15 136	15 005	15 411
Rates (%)						
Unemployment rate	24,7	25,1	25,3	26,7	27,5	27,1
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	56,8	57,1	58,5	58,7	59,8	59,3
15-24 years						
Population 15-24 yrs	**10 201**	**10 257**	**10 291**	**10 310**	**10 315**	**10 309**
Labour Force	**2 629**	**2 593**	**2 741**	**2 724**	**2 772**	**2 621**
Employed	1 277	1 263	1 367	1 271	1 292	1 222
Unemployed	1 352	1 330	1 374	1 453	1 480	1 399
Not economically active	7 572	7 664	7 550	7 586	7 543	7 688
Rates (%)						
Unemployment rate	51,4	51,3	50,1	53,3	53,4	53,4
Employed / population ratio (Absorption)	12,5	12,3	13,3	12,3	12,5	11,9
Labour force participation rate	25,8	25,3	26,6	26,4	26,9	25,4
25-34 years						
Population 25-34 yrs	**9 166**	**9 326**	**9 486**	**9 646**	**9 798**	**9 945**
Labour force	**6 674**	**6 805**	**7 083**	**7 176**	**7 295**	**7 364**
Employed	4 731	4 758	4 945	4 903	4 884	4 903
Unemployed	1 943	2 047	2 138	2 272	2 411	2 461
Not economically active	2 492	2 521	2 402	2 470	2 503	2 581
Rates (%)						
Unemployment rate	29,1	30,1	30,2	31,7	33,1	33,4
Employed / population ratio (Absorption)	51,6	51,0	52,1	50,8	49,8	49,3
Labour force participation rate	72,8	73,0	74,7	74,4	74,5	74,0
35-44 years						
Population 35-44 yrs	**7 236**	**7 430**	**7 618**	**7 798**	**7 962**	**8 118**
Labour force	**5 622**	**5 790**	**6 041**	**6 213**	**6 462**	**6 546**
Employed	4 577	4 685	4 862	4 899	5 041	5 137
Unemployed	1 045	1 106	1 179	1 313	1 421	1 409
Not economically active	1 614	1 639	1 577	1 585	1 501	1 571
Rates (%)						
Unemployment rate	18,6	19,1	19,5	21,1	22,0	21,5
Employed / population ratio (Absorption)	63,2	63,1	63,8	62,8	63,3	63,3
Labour force participation rate	77,7	77,9	79,3	79,7	81,2	80,6

Table 2.4: Labour force characteristics by age group						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
45-54 years						
Population 45-54 yrs	**4 925**	**5 025**	**5 152**	**5 310**	**5 492**	**5 690**
Labour force	**3 442**	**3 545**	**3 691**	**3 856**	**4 069**	**4 227**
Employed	3 003	3 071	3 171	3 284	3 421	3 560
Unemployed	440	474	520	572	648	667
Not economically active	1 482	1 480	1 461	1 454	1 423	1 463
Rates (%)						
Unemployment rate	12,8	13,4	14,1	14,8	15,9	15,8
Employed / population ratio (Absorption)	61,0	61,1	61,6	61,8	62,3	62,6
Labour force participation rate	69,9	70,6	71,6	72,6	74,1	74,3
55-64 years						
Population 55-64 yrs	**3 262**	**3 373**	**3 487**	**3 606**	**3 727**	**3 846**
Labour force	**1 385**	**1 483**	**1 528**	**1 564**	**1 692**	**1 738**
Employed	1 278	1 369	1 395	1 423	1 531	1 571
Unemployed	107	113	133	141	161	167
Not economically active	1 877	1 890	1 959	2 041	2 035	2 107
Rates (%)						
Unemployment rate	7,7	7,7	8,7	9,0	9,5	9,6
Employed / population ratio (Absorption)	39,2	40,6	40,0	39,5	41,1	40,9
Labour force participation rate	42,5	44,0	43,8	43,4	45,4	45,2

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

Table 2.5: Labour force characteristics by province

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour Force	**19 752**	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	4 886	5 070	5 344	5 753	6 120	6 103
Not economically active	15 038	15 194	14 950	15 136	15 005	15 411
Discouraged work-seekers	2 331	2 422	2 334	2 386	2 403	2 806
Other	12 708	12 771	12 616	12 750	12 602	12 604
Rates (%)						
Unemployment rate	24,7	25,1	25,3	26,7	27,5	27,1
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	56,8	57,1	58,5	58,7	59,8	59,3
Western Cape						
Population 15-64 yrs	**4 096**	**4 188**	**4 281**	**4 377**	**4 471**	**4 563**
Labour Force	**2 768**	**2 842**	**2 904**	**2 962**	**3 066**	**3 133**
Employed	2 141	2 195	2 304	2 331	2 425	2 506
Unemployed	627	646	600	631	641	627
Not economically active	1 328	1 346	1 377	1 415	1 405	1 430
Discouraged work-seekers	40	32	51	47	61	59
Other	1 288	1 315	1 326	1 368	1 345	1 371
Rates (%)						
Unemployment rate	22,7	22,7	20,7	21,3	20,9	20,0
Employed / population ratio (Absorption)	52,3	52,4	53,8	53,3	54,2	54,9
Labour force participation rate	67,6	67,8	67,8	67,7	68,6	68,7
Eastern Cape						
Population 15-64 yrs	**4 044**	**4 077**	**4 111**	**4 149**	**4 197**	**4 246**
Labour Force	**1 838**	**1 918**	**1 935**	**1 959**	**2 158**	**2 153**
Employed	1 295	1 350	1 377	1 402	1 417	1 391
Unemployed	543	568	558	557	740	762
Not economically active	2 205	2 159	2 176	2 190	2 039	2 094
Discouraged work-seekers	414	420	411	443	352	376
Other	1 792	1 739	1 764	1 746	1 686	1 718
Rates (%)						
Unemployment rate	29,6	29,6	28,8	28,4	34,3	35,4
Employed / population ratio (Absorption)	32,0	33,1	33,5	33,8	33,8	32,8
Labour force participation rate	45,5	47,0	47,1	47,2	51,4	50,7
Northern Cape						
Population 15-64 yrs	**748**	**758**	**767**	**776**	**786**	**795**
Labour Force	**430**	**438**	**448**	**431**	**432**	**443**
Employed	310	307	305	305	305	321
Unemployed	120	131	143	126	128	122
Not economically active	317	319	319	345	354	352
Discouraged work-seekers	30	42	46	58	75	62
Other	287	278	274	287	279	290
Rates (%)						
Unemployment rate	27,9	29,9	32,0	29,2	29,5	27,6
Employed / population ratio (Absorption)	41,5	40,5	39,7	39,3	38,8	40,3
Labour force participation rate	57,6	57,8	58,4	55,6	55,0	55,8
Free State						
Population 15-64 yrs	**1 843**	**1 857**	**1 870**	**1 883**	**1 889**	**1 899**
Labour Force	**1 111**	**1 136**	**1 163**	**1 179**	**1 193**	**1 208**
Employed	748	749	805	781	793	796
Unemployed	363	388	358	398	400	412
Not economically active	732	720	707	703	696	691
Discouraged work-seekers	79	77	81	78	85	77
Other	653	643	626	625	611	614
Rates (%)						
Unemployment rate	32,7	34,1	30,8	33,7	33,6	34,1
Employed / population ratio (Absorption)	40,6	40,3	43,0	41,5	42,0	41,9
Labour force participation rate	60,3	61,2	62,2	62,6	63,1	63,6

Table 2.5: Labour force characteristics by province (concluded)	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu Natal						
Population 15-64 yrs	**6 514**	**6 608**	**6 703**	**6 802**	**6 908**	**7 015**
Labour Force	**3 144**	**3 201**	**3 239**	**3 269**	**3 378**	**3 424**
Employed	2 490	2 487	2 551	2 508	2 547	2 630
Unemployed	654	715	688	762	831	795
Not economically active	3 371	3 406	3 463	3 533	3 530	3 591
Discouraged work-seekers	558	622	584	669	689	829
Other	2 813	2 784	2 880	2 864	2 841	2 761
Rates (%)						
Unemployment rate	20,8	22,3	21,3	23,3	24,6	23,2
Employed / population ratio (Absorption)	38,2	37,6	38,1	36,9	36,9	37,5
Labour force participation rate	48,3	48,4	48,3	48,1	48,9	48,8
North West						
Population 15-64 yrs	**2 340**	**2 384**	**2 428**	**2 473**	**2 518**	**2 561**
Labour Force	**1 157**	**1 229**	**1 260**	**1 285**	**1 329**	**1 337**
Employed	848	904	936	924	984	980
Unemployed	309	325	324	361	345	356
Not economically active	1 183	1 155	1 168	1 188	1 188	1 225
Discouraged work-seekers	234	238	245	243	275	308
Other	949	917	924	945	913	917
Rates (%)						
Unemployment rate	26,7	26,4	25,7	28,1	26,0	26,7
Employed / population ratio (Absorption)	36,3	37,9	38,5	37,4	39,1	38,3
Labour force participation rate	49,4	51,6	51,9	52,0	52,8	52,2
Gauteng						
Population 15-64 yrs	**9 114**	**9 332**	**9 553**	**9 774**	**9 983**	**10 185**
Labour Force	**6 369**	**6 423**	**6 923**	**7 082**	**7 210**	**7 196**
Employed	4 782	4 824	4 995	5 004	5 075	5 091
Unemployed	1 587	1 599	1 928	2 078	2 134	2 105
Not economically active	2 745	2 908	2 629	2 692	2 773	2 989
Discouraged work-seekers	337	357	271	255	276	427
Other	2 408	2 551	2 359	2 438	2 496	2 561
Rates (%)						
Unemployment rate	24,9	24,9	27,8	29,3	29,6	29,3
Employed / population ratio (Absorption)	52,5	51,7	52,3	51,2	50,8	50,0
Labour force participation rate	69,9	68,8	72,5	72,5	72,2	70,7
Mpumalanga						
Population 15-64 yrs	**2 649**	**2 703**	**2 756**	**2 809**	**2 859**	**2 907**
Labour Force	**1 559**	**1 593**	**1 611**	**1 665**	**1 762**	**1 810**
Employed	1 123	1 132	1 177	1 165	1 219	1 221
Unemployed	436	461	433	499	544	589
Not economically active	1 090	1 110	1 146	1 144	1 097	1 097
Discouraged work-seekers	242	239	242	231	223	216
Other	848	871	904	913	874	881
Rates (%)						
Unemployment rate	28,0	29,0	26,9	30,0	30,9	32,5
Employed / population ratio (Absorption)	42,4	41,9	42,7	41,5	42,6	42,0
Labour force participation rate	58,9	58,9	58,4	59,3	61,6	62,3
Limpopo						
Population 15-64 yrs	**3 442**	**3 505**	**3 566**	**3 627**	**3 684**	**3 737**
Labour Force	**1 375**	**1 435**	**1 602**	**1 701**	**1 761**	**1 793**
Employed	1 128	1 198	1 291	1 360	1 404	1 458
Unemployed	247	237	311	341	357	335
Not economically active	2 067	2 070	1 964	1 926	1 923	1 944
Discouraged work-seekers	397	396	404	362	367	452
Other	1 670	1 674	1 560	1 564	1 556	1 492
Rates (%)						
Unemployment rate	18,0	16,5	19,4	20,0	20,3	18,7
Employed / population ratio (Absorption)	32,8	34,2	36,2	37,5	38,1	39,0
Labour force participation rate	39,9	40,9	44,9	46,9	47,8	48,0

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour force	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Formal sector (Non-agricultural)	10 524	10 822	10 935	11 021	11 288	11 319
Informal sector (Non-agricultural)	2 366	2 393	2 637	2 602	2 735	2 937
Agriculture	740	702	880	874	843	845
Private households	1 236	1 230	1 288	1 283	1 303	1 292
Unemployed	8 101	8 255	8 401	8 928	9 308	9 645
Not economically active	11 824	12 009	11 893	11 961	11 817	11 869
Rates (%)						
Unemployment rate	35,3	35,3	34,8	36,1	36,5	37,0
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	66,0	66,1	67,0	67,4	68,3	68,7
Women						
Population 15-64 yrs	**17 702**	**17 986**	**18 273**	**18 567**	**18 865**	**19 158**
Labour force	**10 733**	**10 867**	**11 278**	**11 501**	**11 925**	**12 222**
Employed	6 539	6 634	6 882	6 874	7 114	7 207
Formal sector (Non-agricultural)	4 369	4 514	4 577	4 657	4 797	4 827
Informal sector (Non-agricultural)	954	937	1 007	968	1 047	1 098
Agriculture	230	213	293	267	265	281
Private households	987	969	1 006	982	1 004	1 001
Unemployed	4 194	4 233	4 396	4 626	4 811	5 015
Not economically active	6 969	7 119	6 995	7 066	6 940	6 936
Rates (%)						
Unemployment rate	39,1	39,0	39,0	40,2	40,3	41,0
Employed / population ratio (Absorption)	36,9	36,9	37,7	37,0	37,7	37,6
Labour force participation rate	60,6	60,4	61,7	61,9	63,2	63,8
Men						
Population 15-64 yrs	**17 088**	**17 424**	**17 762**	**18 102**	**18 429**	**18 749**
Labour force	**12 233**	**12 534**	**12 864**	**13 208**	**13 552**	**13 816**
Employed	8 327	8 513	8 859	8 906	9 055	9 186
Formal sector (Non-agricultural)	6 155	6 308	6 359	6 364	6 491	6 492
Informal sector (Non-agricultural)	1 412	1 455	1 630	1 634	1 688	1 839
Agriculture	510	488	587	607	577	564
Private households	249	261	283	301	299	291
Unemployed	3 907	4 022	4 005	4 302	4 498	4 630
Not economically active	4 855	4 890	4 898	4 894	4 877	4 933
Rates (%)						
Unemployment rate	31,9	32,1	31,1	32,6	33,2	33,5
Employed / population ratio (Absorption)	48,7	48,9	49,9	49,2	49,1	49,0
Labour force participation rate	71,6	71,9	72,4	73,0	73,5	73,7

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 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour Force	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	8 101	8 255	8 401	8 928	9 308	9 645
Not economically active	11 824	12 009	11 893	11 961	11 817	11 869
Rates (%)						
Unemployment rate	35,3	35,3	34,8	36,1	36,5	37,0
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	66,0	66,1	67,0	67,4	68,3	68,7
Black/African						
Population 15-64 yrs	**27 458**	**28 050**	**28 651**	**29 264**	**29 873**	**30 474**
Labour Force	**17 990**	**18 402**	**19 115**	**19 693**	**20 379**	**20 940**
Employed	10 790	11 078	11 633	11 696	12 053	12 280
Unemployed	7 200	7 324	7 482	7 996	8 326	8 660
Not economically active	9 468	9 648	9 536	9 571	9 494	9 534
Rates (%)						
Unemployment rate	40,0	39,8	39,1	40,6	40,9	41,4
Employed / population ratio (Absorption)	39,3	39,5	40,6	40,0	40,3	40,3
Labour force participation rate	65,5	65,6	66,7	67,3	68,2	68,7
Coloured						
Population 15-64 yrs	**3 241**	**3 287**	**3 331**	**3 371**	**3 410**	**3 447**
Labour Force	**2 187**	**2 254**	**2 271**	**2 286**	**2 347**	**2 368**
Employed	1 572	1 623	1 643	1 648	1 655	1 711
Unemployed	615	630	628	638	691	657
Not economically active	1 054	1 034	1 060	1 086	1 064	1 079
Rates (%)						
Unemployment rate	28,1	28,0	27,7	27,9	29,5	27,8
Employed / population ratio (Absorption)	48,5	49,4	49,3	48,9	48,5	49,6
Labour force participation rate	67,5	68,6	68,2	67,8	68,8	68,7
Indian/Asian						
Population 15-64 yrs	**951**	**964**	**975**	**986**	**995**	**1 004**
Labour Force	**610**	**599**	**614**	**618**	**645**	**647**
Employed	508	498	504	515	539	534
Unemployed	102	101	110	102	107	113
Not economically active	341	365	361	369	350	357
Rates (%)						
Unemployment rate	16,7	16,9	17,9	16,6	16,5	17,5
Employed / population ratio (Absorption)	53,4	51,7	51,7	52,2	54,1	53,2
Labour force participation rate	64,1	62,2	62,9	62,6	64,9	64,4
White						
Population 15-64 yrs	**3 139**	**3 109**	**3 078**	**3 048**	**3 016**	**2 983**
Labour Force	**2 179**	**2 147**	**2 142**	**2 112**	**2 106**	**2 084**
Employed	1 996	1 947	1 961	1 921	1 922	1 869
Unemployed	183	200	181	191	185	215
Not economically active	960	962	936	935	910	899
Rates (%)						
Unemployment rate	8,4	9,3	8,5	9,1	8,8	10,3
Employed / population ratio (Absorption)	63,6	62,6	63,7	63,0	63,7	62,7
Labour force participation rate	69,4	69,1	69,6	69,3	69,8	69,9

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

Table 2.8: Labour force characteristics by age group

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour Force	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	8 101	8 255	8 401	8 928	9 308	9 645
Not economically active	11 824	12 009	11 893	11 961	11 817	11 869
Rates (%)						
Unemployment rate	35,3	35,3	34,8	36,1	36,5	37,0
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	66,0	66,1	67,0	67,4	68,3	68,7
15-24 years						
Population 15-24 yrs	**10 201**	**10 257**	**10 291**	**10 310**	**10 315**	**10 309**
Labour Force	**3 697**	**3 610**	**3 677**	**3 707**	**3 732**	**3 661**
Employed	1 277	1 263	1 367	1 271	1 292	1 222
Unemployed	2 420	2 347	2 310	2 437	2 440	2 439
Not economically active	6 504	6 647	6 614	6 602	6 583	6 647
Rates (%)						
Unemployment rate	65,5	65,0	62,8	65,7	65,4	66,6
Employed / population ratio (Absorption)	12,5	12,3	13,3	12,3	12,5	11,9
Labour force participation rate	36,2	35,2	35,7	36,0	36,2	35,5
25-34 years						
Population 25-34 yrs	**9 166**	**9 326**	**9 486**	**9 646**	**9 798**	**9 945**
Labour Force	**7 780**	**7 897**	**8 157**	**8 275**	**8 416**	**8 609**
Employed	4 731	4 758	4 945	4 903	4 884	4 903
Unemployed	3 049	3 139	3 212	3 372	3 532	3 705
Not economically active	1 386	1 429	1 329	1 370	1 383	1 336
Rates (%)						
Unemployment rate	39,2	39,8	39,4	40,7	42,0	43,0
Employed / population ratio (Absorption)	51,6	51,0	52,1	50,8	49,8	49,3
Labour force participation rate	84,9	84,7	86,0	85,8	85,9	86,6
35-44 years						
Population 35-44 yrs	**7 236**	**7 430**	**7 618**	**7 798**	**7 962**	**8 118**
Labour Force	**6 212**	**6 384**	**6 637**	**6 805**	**7 051**	**7 216**
Employed	4 577	4 685	4 862	4 899	5 041	5 137
Unemployed	1 636	1 700	1 775	1 906	2 010	2 079
Not economically active	1 024	1 045	982	993	912	902
Rates (%)						
Unemployment rate	26,3	26,6	26,7	28,0	28,5	28,8
Employed / population ratio (Absorption)	63,2	63,1	63,8	62,8	63,3	63,3
Labour force participation rate	85,9	85,9	87,1	87,3	88,5	88,9
45-54 years						
Population 45-54 yrs	**4 925**	**5 025**	**5 152**	**5 310**	**5 492**	**5 690**
Labour Force	**3 781**	**3 898**	**4 022**	**4 218**	**4 446**	**4 664**
Employed	3 003	3 071	3 171	3 284	3 421	3 560
Unemployed	778	827	851	935	1 025	1 104
Not economically active	1 144	1 127	1 130	1 091	1 046	1 026
Rates (%)						
Unemployment rate	20,6	21,2	21,1	22,2	23,1	23,7
Employed / population ratio (Absorption)	61,0	61,1	61,6	61,8	62,3	62,6
Labour force participation rate	76,8	77,6	78,1	79,4	81,0	82,0
55-64 years						
Population 55-64 yrs	**3 262**	**3 373**	**3 487**	**3 606**	**3 727**	**3 846**
Labour Force	**1 495**	**1 612**	**1 649**	**1 702**	**1 833**	**1 889**
Employed	1 278	1 369	1 395	1 423	1 531	1 571
Unemployed	217	243	255	279	302	317
Not economically active	1 766	1 761	1 838	1 904	1 894	1 957
Rates (%)						
Unemployment rate	14,5	15,0	15,4	16,4	16,5	16,8
Employed / population ratio (Absorption)	39,2	40,6	40,0	39,5	41,1	40,9
Labour force participation rate	45,8	47,8	47,3	47,2	49,2	49,1

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

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**34 790**	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**
Labour Force	**22 966**	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**
Employed	14 866	15 146	15 741	15 780	16 169	16 394
Unemployed	8 101	8 255	8 401	8 928	9 308	9 645
Not economically active	11 824	12 009	11 893	11 961	11 817	11 869
Rates (%)						
Unemployment rate	35,3	35,3	34,8	36,1	36,5	37,0
Employed / population ratio (Absorption)	42,7	42,8	43,7	43,0	43,4	43,2
Labour force participation rate	66,0	66,1	67,0	67,4	68,3	68,7
Western Cape						
Population 15-64 yrs	**4 096**	**4 188**	**4 281**	**4 377**	**4 471**	**4 563**
Labour Force	**2 844**	**2 908**	**2 997**	**3 067**	**3 207**	**3 259**
Employed	2 141	2 195	2 304	2 331	2 425	2 506
Unemployed	704	713	693	736	782	753
Not economically active	1 252	1 280	1 284	1 310	1 264	1 303
Rates (%)						
Unemployment rate	24,7	24,5	23,1	24,0	24,4	23,1
Employed / population ratio (Absorption)	52,3	52,4	53,8	53,3	54,2	54,9
Labour force participation rate	69,4	69,4	70,0	70,1	71,7	71,4
Eastern Cape						
Population 15-64 yrs	**4 044**	**4 077**	**4 111**	**4 149**	**4 197**	**4 246**
Labour Force	**2 330**	**2 384**	**2 380**	**2 448**	**2 556**	**2 583**
Employed	1 295	1 350	1 377	1 402	1 417	1 391
Unemployed	1 036	1 034	1 003	1 046	1 139	1 192
Not economically active	1 713	1 694	1 730	1 701	1 640	1 663
Rates (%)						
Unemployment rate	44,4	43,4	42,2	42,7	44,6	46,1
Employed / population ratio (Absorption)	32,0	33,1	33,5	33,8	33,8	32,8
Labour force participation rate	57,6	58,5	57,9	59,0	60,9	60,8
Northern Cape						
Population 15-64 yrs	**748**	**758**	**767**	**776**	**786**	**795**
Labour Force	**482**	**510**	**519**	**517**	**536**	**540**
Employed	310	307	305	305	305	321
Unemployed	172	203	214	211	232	219
Not economically active	266	247	249	260	250	256
Rates (%)						
Unemployment rate	35,6	39,9	41,3	40,9	43,2	40,5
Employed / population ratio (Absorption)	41,5	40,5	39,7	39,3	38,8	40,3
Labour force participation rate	64,5	67,4	67,6	66,5	68,2	67,9
Free State						
Population 15-64 yrs	**1 843**	**1 857**	**1 870**	**1 883**	**1 889**	**1 899**
Labour Force	**1 245**	**1 265**	**1 295**	**1 296**	**1 320**	**1 323**
Employed	748	749	805	781	793	796
Unemployed	496	516	490	514	527	527
Not economically active	599	592	575	587	570	576
Rates (%)						
Unemployment rate	39,9	40,8	37,8	39,7	39,9	39,8
Employed / population ratio (Absorption)	40,6	40,3	43,0	41,5	42,0	41,9
Labour force participation rate	67,5	68,1	69,3	68,8	69,8	69,7

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

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu Natal						
Population 15-64 yrs	**6 514**	**6 608**	**6 703**	**6 802**	**6 908**	**7 015**
Labour Force	**3 997**	**4 074**	**4 033**	**4 174**	**4 304**	**4 458**
Employed	2 490	2 487	2 551	2 508	2 547	2 630
Unemployed	1 507	1 588	1 482	1 667	1 758	1 828
Not economically active	2 518	2 533	2 670	2 628	2 603	2 557
Rates (%)						
Unemployment rate	37,7	39,0	36,8	39,9	40,8	41,0
Employed / population ratio (Absorption)	38,2	37,6	38,1	36,9	36,9	37,5
Labour force participation rate	61,4	61,7	60,2	61,4	62,3	63,5
North West						
Population 15-64 yrs	**2 340**	**2 384**	**2 428**	**2 473**	**2 518**	**2 561**
Labour Force	**1 477**	**1 550**	**1 579**	**1 616**	**1 688**	**1 720**
Employed	848	904	936	924	984	980
Unemployed	628	646	643	692	704	740
Not economically active	863	833	849	857	830	841
Rates (%)						
Unemployment rate	42,6	41,7	40,7	42,8	41,7	43,0
Employed / population ratio (Absorption)	36,3	37,9	38,5	37,4	39,1	38,3
Labour force participation rate	63,1	65,0	65,0	65,4	67,0	67,2
Gauteng						
Population 15-64 yrs	**9 114**	**9 332**	**9 553**	**9 774**	**9 983**	**10 185**
Labour Force	**6 800**	**6 842**	**7 285**	**7 446**	**7 574**	**7 712**
Employed	4 782	4 824	4 995	5 004	5 075	5 091
Unemployed	2 018	2 018	2 289	2 442	2 498	2 621
Not economically active	2 314	2 490	2 268	2 328	2 409	2 473
Rates (%)						
Unemployment rate	29,7	29,5	31,4	32,8	33,0	34,0
Employed / population ratio (Absorption)	52,5	51,7	52,3	51,2	50,8	50,0
Labour force participation rate	74,6	73,3	76,3	76,2	75,9	75,7
Mpumalanga						
Population 15-64 yrs	**2 649**	**2 703**	**2 756**	**2 809**	**2 859**	**2 907**
Labour Force	**1 915**	**1 940**	**1 947**	**1 989**	**2 064**	**2 093**
Employed	1 123	1 132	1 177	1 165	1 219	1 221
Unemployed	792	808	770	824	846	872
Not economically active	734	763	809	820	795	814
Rates (%)						
Unemployment rate	41,3	41,6	39,5	41,4	41,0	41,6
Employed / population ratio (Absorption)	42,4	41,9	42,7	41,5	42,6	42,0
Labour force participation rate	72,3	71,8	70,7	70,8	72,2	72,0
Limpopo						
Population 15-64 yrs	**3 442**	**3 505**	**3 566**	**3 627**	**3 684**	**3 737**
Labour Force	**1 876**	**1 929**	**2 107**	**2 156**	**2 227**	**2 351**
Employed	1 128	1 198	1 291	1 360	1 404	1 458
Unemployed	748	731	816	795	823	893
Not economically active	1 566	1 576	1 459	1 471	1 457	1 386
Rates (%)						
Unemployment rate	39,9	37,9	38,7	36,9	37,0	38,0
Employed / population ratio (Absorption)	32,8	34,2	36,2	37,5	38,1	39,0
Labour force participation rate	54,5	55,0	59,1	59,4	60,5	62,9

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

Table 3.1: Employed by industry and sex - South Africa

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Agriculture	740	702	880	874	843	845
Mining	411	428	455	444	434	419
Manufacturing	1 810	1 760	1 762	1 692	1 782	1 769
Utilities	128	117	132	118	149	148
Construction	1 145	1 249	1 405	1 431	1 414	1 472
Trade	3 132	3 202	3 161	3 178	3 250	3 280
Transport	914	932	905	910	977	984
Finance	1 995	2 030	2 198	2 275	2 402	2 479
Community and social services	3 351	3 493	3 551	3 571	3 609	3 694
Private households	1 236	1 230	1 288	1 283	1 303	1 292
Other	3	4	4	4	6	10
Women	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**
Agriculture	230	213	293	267	265	281
Mining	54	73	61	60	55	55
Manufacturing	586	556	569	564	603	593
Utilities	35	28	24	33	36	38
Construction	135	140	153	159	176	152
Trade	1 528	1 514	1 519	1 512	1 563	1 548
Transport	177	180	180	172	189	195
Finance	820	849	910	948	999	1 066
Community and social services	1 986	2 109	2 165	2 173	2 219	2 273
Private households	987	969	1 006	982	1 004	1 001
Other	2	2	2	3	4	6
Men	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**
Agriculture	510	488	587	607	577	564
Mining	357	355	394	385	380	364
Manufacturing	1 224	1 203	1 193	1 127	1 179	1 176
Utilities	93	89	108	84	113	111
Construction	1 010	1 109	1 252	1 272	1 238	1 320
Trade	1 604	1 688	1 642	1 667	1 687	1 732
Transport	737	752	725	738	788	789
Finance	1 175	1 181	1 288	1 326	1 403	1 413
Community and social services	1 366	1 384	1 387	1 398	1 390	1 422
Private households	249	261	283	301	299	291
Other	1	2	2	1	1	4

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

Table 3.2: Employed by industry and province

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**740**	**702**	**880**	**874**	**843**	**845**
Western Cape	149	142	232	215	187	196
Eastern Cape	78	78	83	96	89	88
Northern Cape	44	44	36	48	44	44
Free State	72	57	71	65	76	73
Kw aZulu Natal	98	90	145	135	123	123
North West	39	42	55	49	50	53
Gauteng	47	59	34	41	37	32
Mpumalanga	98	84	89	97	97	92
Limpopo	114	106	135	129	139	143
Mining	**411**	**428**	**455**	**444**	**434**	**419**
Western Cape	3	4	3	3	4	4
Eastern Cape	1	2	1	2	1	1
Northern Cape	20	19	25	19	30	24
Free State	24	28	33	29	16	22
Kw aZulu Natal	19	6	8	6	6	7
North West	156	152	155	142	132	134
Gauteng	33	56	94	98	86	68
Mpumalanga	84	91	58	58	56	69
Limpopo	71	70	77	87	103	91
Manufacturing	**1 810**	**1 760**	**1 762**	**1 692**	**1 782**	**1 769**
Western Cape	306	308	297	306	339	328
Eastern Cape	158	139	131	135	130	128
Northern Cape	10	10	11	13	9	14
Free State	62	69	68	61	62	63
Kw aZulu Natal	349	349	348	317	320	351
North West	72	69	72	68	78	58
Gauteng	681	630	657	623	645	632
Mpumalanga	94	100	106	93	109	111
Limpopo	76	85	72	76	91	85
Utilities	**128**	**117**	**132**	**118**	**149**	**148**
Western Cape	16	13	16	8	13	9
Eastern Cape	8	9	6	7	7	3
Northern Cape	2	2	4	1	3	6
Free State	5	4	11	10	11	10
Kw aZulu Natal	10	19	16	7	14	15
North West	5	2	4	6	4	8
Gauteng	41	37	32	28	42	44
Mpumalanga	25	21	31	33	39	41
Limpopo	14	10	13	18	15	11
Construction	**1 145**	**1 249**	**1 405**	**1 431**	**1 414**	**1 472**
Western Cape	158	168	200	224	229	226
Eastern Cape	140	139	165	164	152	163
Northern Cape	23	25	29	29	24	25
Free State	51	52	56	56	66	58
Kw aZulu Natal	222	252	266	222	215	231
North West	52	54	64	72	83	89
Gauteng	303	349	376	391	387	420
Mpumalanga	88	98	104	113	111	109
Limpopo	110	113	144	161	148	151

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

Table 3.2: Employed by industry and province (concluded)

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 132**	**3 202**	**3 161**	**3 178**	**3 250**	**3 280**
Western Cape	456	469	455	441	463	502
Eastern Cape	268	284	291	298	324	294
Northern Cape	49	46	53	46	47	49
Free State	139	156	172	173	170	155
Kw aZulu Natal	520	540	502	535	505	491
North West	154	172	166	175	195	191
Gauteng	1 036	994	1 002	980	991	1 000
Mpumalanga	249	242	240	233	248	259
Limpopo	261	299	280	297	307	338
Transport	**914**	**932**	**905**	**910**	**977**	**984**
Western Cape	135	142	119	125	145	154
Eastern Cape	70	79	64	73	70	69
Northern Cape	15	8	10	14	11	12
Free State	35	33	36	36	44	38
Kw aZulu Natal	191	176	162	167	174	182
North West	30	32	35	35	35	33
Gauteng	350	361	361	353	385	384
Mpumalanga	48	54	62	58	60	59
Limpopo	40	47	56	49	52	54
Finance	**1 995**	**2 030**	**2 198**	**2 275**	**2 402**	**2 479**
Western Cape	352	361	364	388	420	446
Eastern Cape	109	112	129	128	162	138
Northern Cape	26	24	21	20	21	23
Free State	64	63	64	58	69	84
Kw aZulu Natal	287	252	268	284	329	341
North West	69	70	100	86	100	102
Gauteng	916	967	1 021	1 083	1 045	1 083
Mpumalanga	111	120	132	122	141	136
Limpopo	61	61	98	106	116	125
Community and social services	**3 351**	**3 493**	**3 551**	**3 571**	**3 609**	**3 694**
Western Cape	442	450	463	460	472	485
Eastern Cape	341	391	387	384	370	396
Northern Cape	94	99	91	87	91	101
Free State	207	210	209	197	191	204
Kw aZulu Natal	567	582	624	602	627	662
North West	201	228	202	213	225	234
Gauteng	996	1 009	1 022	1 050	1 068	1 039
Mpumalanga	223	224	254	258	250	237
Limpopo	279	300	299	320	315	335
Private households	**1 236**	**1 230**	**1 288**	**1 283**	**1 303**	**1 292**
Western Cape	124	139	154	159	154	155
Eastern Cape	121	117	118	115	112	110
Northern Cape	28	30	26	28	25	24
Free State	89	78	86	97	88	87
Kw aZulu Natal	225	220	211	233	234	226
North West	68	83	82	79	81	77
Gauteng	377	358	393	354	383	381
Mpumalanga	102	98	102	100	109	108
Limpopo	101	107	116	118	118	123

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 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Formal and informal sector (Non-agricultural)	**12 890**	**13 215**	**13 573**	**13 623**	**14 023**	**14 256**
Mining	411	428	455	444	434	419
Manufacturing	1 810	1 760	1 762	1 692	1 782	1 769
Utilities	128	117	132	118	149	148
Construction	1 145	1 249	1 405	1 431	1 414	1 472
Trade	3 132	3 202	3 161	3 178	3 250	3 280
Transport	914	932	905	910	977	984
Finance	1 995	2 030	2 198	2 275	2 402	2 479
Community and social services	3 351	3 493	3 551	3 571	3 609	3 694
Other	3	4	4	4	6	10
Formal sector (Non-agricultural)	**10 524**	**10 822**	**10 935**	**11 021**	**11 288**	**11 319**
Mining	409	425	451	439	427	413
Manufacturing	1 588	1 551	1 541	1 494	1 559	1 544
Utilities	127	115	126	112	144	145
Construction	801	863	971	976	981	955
Trade	2 090	2 183	2 088	2 128	2 136	2 150
Transport	688	722	657	669	709	708
Finance	1 837	1 858	1 975	2 066	2 187	2 201
Community and social services	2 981	3 102	3 121	3 132	3 140	3 194
Other	3	4	4	4	6	10
Informal sector (Non-agricultural)	**2 366**	**2 393**	**2 637**	**2 602**	**2 735**	**2 937**
Mining	2	3	3	6	7	6
Manufacturing	221	209	221	198	224	226
Utilities	1	3	6	6	5	4
Construction	345	386	434	455	433	518
Trade	1 042	1 019	1 073	1 050	1 114	1 130
Transport	226	210	248	241	268	276
Finance	158	172	223	208	215	277
Community and social services	370	391	430	439	469	500
Other	0	0		0		
Agriculture	**740**	**702**	**880**	**874**	**843**	**845**
Private households	**1 236**	**1 230**	**1 288**	**1 283**	**1 303**	**1 292**

Table 3.4: Employed by province and sector

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Formal sector (Non-agricultural)	10 524	10 822	10 935	11 021	11 288	11 319
Informal sector (Non-agricultural)	2 366	2 393	2 637	2 602	2 735	2 937
Agriculture	740	702	880	874	843	845
Private households	1 236	1 230	1 288	1 283	1 303	1 292
Western Cape	**2 141**	**2 195**	**2 304**	**2 331**	**2 425**	**2 506**
Formal sector (Non-agricultural)	1 659	1 699	1 676	1 720	1 827	1 867
Informal sector (Non-agricultural)	210	216	241	236	258	287
Agriculture	149	142	232	215	187	196
Private households	124	139	154	159	154	155
Eastern Cape	**1 295**	**1 350**	**1 377**	**1 402**	**1 417**	**1 391**
Formal sector (Non-agricultural)	811	859	869	880	898	877
Informal sector (Non-agricultural)	285	296	305	311	318	315
Agriculture	78	78	83	96	89	88
Private households	121	117	118	115	112	110
Northern Cape	**310**	**307**	**305**	**305**	**305**	**321**
Formal sector (Non-agricultural)	210	201	205	192	202	224
Informal sector (Non-agricultural)	28	32	38	38	34	30
Agriculture	44	44	36	48	44	44
Private households	28	30	26	28	25	24
Free State	**748**	**749**	**805**	**781**	**793**	**796**
Formal sector (Non-agricultural)	480	496	514	482	476	494
Informal sector (Non-agricultural)	107	118	134	137	153	141
Agriculture	72	57	71	65	76	73
Private households	89	78	86	97	88	87
KwaZulu Natal	**2 490**	**2 487**	**2 551**	**2 508**	**2 547**	**2 630**
Formal sector (Non-agricultural)	1 750	1 712	1 708	1 690	1 765	1 806
Informal sector (Non-agricultural)	417	464	487	450	424	474
Agriculture	98	90	145	135	123	123
Private households	225	220	211	233	234	226
North West	**848**	**904**	**936**	**924**	**984**	**980**
Formal sector (Non-agricultural)	623	668	672	665	695	695
Informal sector (Non-agricultural)	118	111	127	132	158	155
Agriculture	39	42	55	49	50	53
Private households	68	83	82	79	81	77
Gauteng	**4 782**	**4 824**	**4 995**	**5 004**	**5 075**	**5 091**
Formal sector (Non-agricultural)	3 726	3 829	3 869	3 920	3 953	3 868
Informal sector (Non-agricultural)	632	579	700	689	702	810
Agriculture	47	59	34	41	37	32
Private households	377	358	393	354	383	381
Mpumalanga	**1 123**	**1 132**	**1 177**	**1 165**	**1 219**	**1 221**
Formal sector (Non-agricultural)	674	701	740	721	720	725
Informal sector (Non-agricultural)	249	250	247	246	293	296
Agriculture	98	84	89	97	97	92
Private households	102	98	102	100	109	108
Limpopo	**1 128**	**1 198**	**1 291**	**1 360**	**1 404**	**1 458**
Formal sector (Non-agricultural)	592	658	681	751	751	762
Informal sector (Non-agricultural)	320	327	359	363	395	429
Agriculture	114	106	135	129	139	143
Private households	101	107	116	118	118	123

KwaZulu-Natal	**2 490**	**2 487**	**2 551**	**2 508**	**2 547**	**2 630**
Formal sector (Non-agricultural)	1 750	1 712	1 708	1 690	1 765	1 806
Informal sector (Non-agricultural)	417	464	487	450	424	474
Agriculture	98	90	145	135	123	123
Private households	225	220	211	233	234	226
North West	**848**	**904**	**936**	**924**	**984**	**980**
Formal sector (Non-agricultural)	623	668	672	665	695	695
Informal sector (Non-agricultural)	118	111	127	132	158	155
Agriculture	39	42	55	49	50	53
Private households	68	83	82	79	81	77
Gauteng	**4 782**	**4 824**	**4 995**	**5 004**	**5 075**	**5 091**
Formal sector (Non-agricultural)	3 726	3 829	3 869	3 920	3 953	3 868
Informal sector (Non-agricultural)	632	579	700	689	702	810
Agriculture	47	59	34	41	37	32
Private households	377	358	393	354	383	381
Mpumalanga	**1 123**	**1 132**	**1 177**	**1 165**	**1 219**	**1 221**
Formal sector (Non-agricultural)	674	701	740	721	720	725
Informal sector (Non-agricultural)	249	250	247	246	293	296
Agriculture	98	84	89	97	97	92
Private households	102	98	102	100	109	108
Limpopo	**1 128**	**1 198**	**1 291**	**1 360**	**1 404**	**1 458**
Formal sector (Non-agricultural)	592	658	681	751	751	762
Informal sector (Non-agricultural)	320	327	359	363	395	429
Agriculture	114	106	135	129	139	143
Private households	101	107	116	118	118	123

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 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Manager	1 224	1 331	1 274	1 356	1 426	1 428
Professional	925	842	776	866	914	894
Technician	1 645	1 552	1 456	1 470	1 455	1 434
Clerk	1 606	1 653	1 671	1 642	1 734	1 711
Sales and services	2 163	2 326	2 463	2 481	2 523	2 667
Skilled agriculture	70	76	96	68	70	63
Craft and related trade	1 730	1 813	1 946	1 927	1 961	2 023
Plant and machine operator	1 274	1 277	1 312	1 284	1 313	1 375
Elementary	3 227	3 295	3 729	3 681	3 740	3 798
Domestic w orker	1 002	981	1 017	1 005	1 027	1 000
Other		1			4	1
Women	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**
Manager	370	418	395	432	460	440
Professional	403	374	394	445	452	459
Technician	912	872	809	808	786	777
Clerk	1 134	1 148	1 216	1 178	1 247	1 242
Sales and services	1 032	1 122	1 176	1 190	1 222	1 324
Skilled agriculture	21	22	26	14	13	14
Craft and related trade	196	207	198	206	207	210
Plant and machine operator	166	171	173	161	164	178
Elementary	1 340	1 354	1 515	1 482	1 582	1 598
Domestic w orker	965	945	979	956	981	966
Other		1			1	
Men	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**
Manager	854	914	879	924	966	989
Professional	522	469	382	421	462	435
Technician	733	680	647	661	669	657
Clerk	472	505	455	464	488	468
Sales and services	1 131	1 204	1 287	1 291	1 302	1 343
Skilled agriculture	49	54	69	54	57	49
Craft and related trade	1 533	1 606	1 748	1 722	1 754	1 813
Plant and machine operator	1 109	1 106	1 139	1 123	1 149	1 197
Elementary	1 886	1 940	2 214	2 198	2 159	2 200
Domestic w orker	37	36	38	49	45	34
Other					3	1

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 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Employee	12 712	13 065	13 499	13 459	13 774	13 914
Employer	770	773	784	838	848	828
Own-account worker	1 290	1 227	1 372	1 407	1 463	1 567
Unpaid household member	94	82	87	77	84	85
Women	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**
Employee	5 714	5 874	6 071	6 047	6 227	6 333
Employer	166	161	152	173	181	159
Own-account worker	596	546	604	604	654	659
Unpaid household member	63	53	54	49	52	57
Men	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**
Employee	6 998	7 191	7 427	7 412	7 547	7 581
Employer	604	612	631	664	667	669
Own-account worker	694	681	768	802	809	908
Unpaid household member	30	28	33	27	32	28

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 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Working less than 15 hours per w eek	298	322	345	328	331	356
Working 15-29 hours per w eek	914	900	1 015	1 058	1 115	1 134
Working 30-39 hours per w eek	1 080	1 070	1 077	1 115	1 099	1 125
Working 40-45 hours per w eek	8 205	8 527	8 662	8 497	8 883	9 084
Working more than 45 hours per w eek	4 369	4 327	4 641	4 781	4 741	4 694
Women	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**
Working less than 15 hours per w eek	195	207	217	201	188	209
Working 15-29 hours per w eek	593	586	663	702	726	726
Working 30-39 hours per w eek	689	642	661	676	675	676
Working 40-45 hours per w eek	3 550	3 713	3 773	3 706	3 900	3 992
Working more than 45 hours per w eek	1 513	1 486	1 568	1 589	1 625	1 604
Men	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**
Working less than 15 hours per w eek	103	115	128	127	143	147
Working 15-29 hours per w eek	321	314	352	356	390	409
Working 30-39 hours per w eek	392	428	416	439	423	448
Working 40-45 hours per w eek	4 655	4 814	4 890	4 791	4 983	5 091
Working more than 45 hours per w eek	2 856	2 841	3 073	3 193	3 116	3 091

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 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	6 103	6 386	6 216	6 330	6 609	6 584
No	6 377	6 443	7 021	6 888	6 896	7 076
Don't know	231	235	262	242	270	254
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	2 539	2 661	2 635	2 690	2 793	2 807
No	3 071	3 119	3 333	3 261	3 327	3 417
Don't know	105	94	104	97	108	109
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	3 565	3 725	3 581	3 640	3 816	3 777
No	3 306	3 324	3 688	3 627	3 569	3 659
Don't know	127	142	158	145	162	145
Entitled to any paid leave						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	8 047	8 441	8 522	8 817	9 174	9 207
No	4 508	4 465	4 814	4 506	4 442	4 576
Don't know	156	159	163	137	158	131
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	3 508	3 671	3 747	3 860	4 039	4 085
No	2 140	2 138	2 263	2 137	2 124	2 192
Don't know	66	65	61	51	65	57
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	4 539	4 770	4 775	4 957	5 136	5 122
No	2 368	2 327	2 551	2 369	2 318	2 384
Don't know	90	94	102	86	93	74
Entitled to paid sick leave						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	8 687	9 001	9 223	9 423	9 787	9 761
No	4 025	4 063	4 276	4 036	3 987	4 153
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	3 811	3 931	4 074	4 155	4 330	4 344
No	1 903	1 943	1 997	1 892	1 897	1 989
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	4 876	5 071	5 148	5 268	5 457	5 416
No	2 122	2 120	2 279	2 144	2 090	2 164
Entitled to maternity/paternity leave						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	6 689	6 988	7 207	7 538	7 983	7 958
No	6 023	6 077	6 292	5 922	5 792	5 956
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	3 100	3 226	3 343	3 473	3 676	3 706
No	2 614	2 648	2 729	2 575	2 552	2 627
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	3 589	3 762	3 864	4 065	4 307	4 251
No	3 409	3 429	3 563	3 347	3 240	3 329

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

Table 3.8b: Conditions of employment - South Africa

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
UIF contribution						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	7 815	7 976	8 080	8 119	8 278	8 369
No	4 677	4 862	5 154	5 104	5 241	5 319
Don't know	220	227	264	236	255	225
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	3 227	3 269	3 356	3 365	3 453	3 545
No	2 376	2 501	2 602	2 576	2 661	2 689
Don't know	111	104	113	106	114	99
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	4 588	4 706	4 724	4 754	4 825	4 824
No	2 300	2 361	2 552	2 528	2 580	2 631
Don't know	109	123	152	130	142	126
Medical aid benefits						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	4 020	4 105	3 980	4 009	4 130	4 095
No	8 559	8 820	9 366	9 316	9 479	9 694
Don't know	133	139	153	135	165	125
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	1 722	1 769	1 737	1 769	1 804	1 790
No	3 929	4 053	4 269	4 227	4 361	4 491
Don't know	62	52	65	51	63	52
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	2 297	2 336	2 242	2 240	2 327	2 305
No	4 629	4 768	5 096	5 089	5 119	5 203
Don't know	71	87	89	83	102	73
Income tax (PAYE/ SITE) deduction						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	7 099	7 283	7 180	7 282	7 564	7 567
No	5 386	5 538	6 054	5 930	5 928	6 069
Don't know	227	244	265	247	282	278
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	2 973	3 019	3 031	3 100	3 216	3 223
No	2 650	2 756	2 933	2 855	2 905	2 996
Don't know	91	99	108	93	106	114
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	4 126	4 264	4 149	4 182	4 348	4 343
No	2 736	2 781	3 122	3 076	3 023	3 073
Don't know	136	145	156	154	176	165
Condition of employment						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Written contract	10 223	10 643	10 698	10 758	11 071	11 159
Verbal agreement	2 489	2 422	2 801	2 701	2 704	2 755
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Written contract	4 510	4 723	4 787	4 832	5 021	5 088
Verbal agreement	1 205	1 151	1 284	1 215	1 207	1 246
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Written contract	5 713	5 920	5 910	5 926	6 050	6 071
Verbal agreement	1 284	1 271	1 517	1 486	1 497	1 509

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

Table 3.8c: Conditions of employment - South Africa						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Limited duration	1 795	1 993	1 989	1 863	1 849	1 896
Permanent nature	8 010	8 185	8 233	8 295	8 482	8 458
Unspecified duration	2 908	2 886	3 276	3 301	3 443	3 561
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Limited duration	823	961	965	933	934	972
Permanent nature	3 498	3 549	3 615	3 618	3 707	3 734
Unspecified duration	1 394	1 365	1 491	1 496	1 586	1 627
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Limited duration	972	1 033	1 024	930	915	923
Permanent nature	4 512	4 636	4 618	4 677	4 775	4 724
Unspecified duration	1 514	1 522	1 785	1 806	1 857	1 933
Trade union membership (Both sexes)						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Yes	3 650	3 788	3 697	3 783	3 966	4 100
No	8 726	8 908	9 414	9 307	9 377	9 437
Don't know	336	369	387	370	432	378
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Yes	1 498	1 544	1 526	1 611	1 675	1 737
No	4 087	4 187	4 388	4 294	4 390	4 451
Don't know	129	143	158	142	163	146
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Yes	2 152	2 243	2 172	2 173	2 291	2 363
No	4 639	4 721	5 026	5 012	4 987	4 986
Don't know	207	227	229	227	269	232
How annual salary increment is negotiated						
Both sexes	**12 712**	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**
Individual and employer	1 276	1 235	1 307	1 098	1 095	1 103
Union and employer	2 794	2 877	2 833	2 956	3 058	3 118
Bargaining council	1 108	1 152	1 096	1 069	1 096	1 089
Employer only	6 799	7 018	7 481	7 548	7 637	7 642
No regular increment	669	727	724	728	777	886
Other	65	56	58	61	112	77
Women	**5 714**	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**
Individual and employer	548	551	571	475	484	473
Union and employer	1 064	1 090	1 098	1 197	1 254	1 263
Bargaining council	560	583	560	544	532	549
Employer only	3 208	3 292	3 490	3 456	3 554	3 592
No regular increment	311	336	331	351	363	425
Other	23	22	23	25	42	31
Men	**6 998**	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**
Individual and employer	728	684	736	623	611	630
Union and employer	1 730	1 787	1 735	1 759	1 804	1 855
Bargaining council	549	570	536	525	564	540
Employer only	3 591	3 726	3 992	4 092	4 083	4 049
No regular increment	358	391	393	377	415	461
Other	41	34	35	35	70	46

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

Table 3.9: Time-related underemployment - South Africa

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**615**	**608**	**705**	**721**	**737**	**742**
Women	377	359	424	425	436	435
Men	237	249	281	295	301	307
As percentage of the labour force (Both sexes)	**3,1**	**3,0**	**3,3**	**3,3**	**3,3**	**3,3**
Women	4,2	3,9	4,5	4,4	4,3	4,3
Men	2,2	2,2	2,4	2,5	2,5	2,5
As percentage of total employment (Both sexes)	**4,1**	**4,0**	**4,5**	**4,6**	**4,6**	**4,5**
Women	5,8	5,4	6,2	6,2	6,1	6,0
Men	2,8	2,9	3,2	3,3	3,3	3,3
Industry	**615**	**608**	**705**	**721**	**737**	**742**
Agriculture	13	11	18	28	19	22
Mining	0	0	0	1	1	0
Manufacturing	30	22	33	29	32	35
Utilities	0	0	1	2	0	1
Construction	64	70	75	82	71	80
Trade	104	102	114	118	120	112
Transport	25	15	20	17	17	18
Finance	38	39	46	48	50	53
Community and social services	127	137	161	164	174	182
Private households	213	211	237	232	253	238
Other		0				
Occupation	**615**	**608**	**705**	**721**	**737**	**742**
Manager	14	14	11	13	13	15
Professional	11	9	6	6	12	6
Technician	32	30	36	34	30	29
Clerk	24	20	19	19	18	22
Sales and services	62	59	76	81	76	77
Skilled agriculture	4	2	6	2	3	2
Craft and related trade	63	68	73	75	74	78
Plant and machine operator	20	10	17	18	18	20
Elementary	228	245	293	303	320	332
Domestic worker	158	151	168	170	173	162

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						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both sexes	**632 357**	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**
Agriculture	33 511	31 594	39 950	39 261	37 579	37 688
Mining	18 213	17 869	20 419	20 282	19 756	18 618
Manufacturing	76 365	74 900	75 200	72 125	75 529	74 719
Utilities	5 368	4 946	5 566	4 883	6 246	6 210
Construction	46 147	50 609	56 819	57 972	57 175	59 187
Trade	147 205	149 496	149 028	148 880	150 295	150 937
Transport	45 245	45 567	44 650	45 080	47 811	48 188
Finance	87 283	89 177	97 363	101 613	105 465	108 336
Community and social services	131 014	137 009	138 934	139 646	139 443	142 536
Private households	41 884	42 138	43 634	43 303	43 633	44 069
Other	122	149	164	184	232	396
Women	**261 483**	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**
Agriculture	9 745	8 912	12 579	11 121	10 987	11 720
Mining	2 211	2 949	2 616	2 564	2 312	2 305
Manufacturing	23 584	22 913	23 412	23 160	24 556	24 471
Utilities	1 406	1 048	970	1 353	1 422	1 535
Construction	4 640	4 820	4 997	5 347	5 896	4 778
Trade	69 993	68 251	68 478	67 965	69 991	68 253
Transport	7 374	7 594	7 456	7 203	8 005	8 079
Finance	33 237	34 803	37 606	39 609	41 149	43 868
Community and social services	75 195	80 300	81 978	81 899	82 766	84 601
Private households	34 040	34 086	34 658	33 561	34 710	34 985
Other	58	71	90	138	171	244
Men	**370 874**	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**
Agriculture	23 766	22 682	27 372	28 140	26 592	25 968
Mining	16 002	14 920	17 803	17 718	17 444	16 313
Manufacturing	52 781	51 987	51 788	48 965	50 973	50 248
Utilities	3 962	3 898	4 596	3 530	4 824	4 675
Construction	41 507	45 789	51 822	52 625	51 279	54 409
Trade	77 212	81 246	80 550	80 916	80 304	82 684
Transport	37 872	37 973	37 193	37 876	39 807	40 109
Finance	54 046	54 374	59 758	62 004	64 316	64 468
Community and social services	55 819	56 709	56 956	57 747	56 677	57 935
Private households	7 845	8 051	8 977	9 743	8 923	9 083
Other	64	78	74	46	61	151

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						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**
Agriculture	46	46	46	45	45	45
Mining	46	46	46	47	46	45
Manufacturing	43	43	43	43	43	43
Utilities	42	42	43	42	42	42
Construction	42	42	41	41	41	41
Trade	48	47	48	47	47	47
Transport	50	50	50	50	50	50
Finance	44	45	45	45	44	44
Community and social services	41	40	40	40	40	40
Private households	34	34	34	34	34	34
Other	42	38	42	42	41	41
Women	**41**	**41**	**41**	**41**	**41**	**40**
Agriculture	43	43	44	42	42	42
Mining	43	44	45	44	43	43
Manufacturing	42	42	42	42	42	42
Utilities	40	38	41	41	41	41
Construction	35	35	33	35	34	32
Trade	47	46	46	46	46	45
Transport	43	43	42	42	43	42
Finance	41	42	42	42	42	42
Community and social services	40	39	39	39	39	39
Private households	35	35	35	34	35	35
Other	38	36	40	41	42	40
Men	**45**	**45**	**45**	**45**	**45**	**45**
Agriculture	47	47	47	47	47	47
Mining	46	46	46	47	47	45
Manufacturing	44	44	44	44	44	43
Utilities	43	44	43	42	43	43
Construction	42	42	42	42	42	42
Trade	49	49	49	49	48	48
Transport	52	51	52	52	51	51
Finance	46	47	47	47	46	46
Community and social services	42	42	42	42	42	42
Private households	32	31	32	33	30	31
Other	47	40	44	47	41	43

Table 3.12: Employed by occupation and volume of hours worked						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**632 357**	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**
Manager	55 306	59 669	57 826	60 965	62 927	63 356
Professional	37 662	34 608	30 520	33 730	35 751	35 244
Technician	63 701	60 688	57 413	58 517	57 856	56 344
Clerk	66 635	68 608	69 767	69 311	72 475	70 899
Sales and services	104 829	111 141	118 591	119 236	119 063	124 544
Skilled agriculture	2 956	3 304	4 014	3 013	3 229	2 778
Craft and related trade	72 341	76 023	81 803	81 533	82 235	83 823
Plant and machine operator	60 432	59 555	62 248	61 184	62 067	65 343
Elementary	133 997	135 459	154 664	151 472	151 966	153 811
Domestic w orker	34 498	34 371	34 881	34 268	35 406	34 689
Other		27			190	53
Women	**261 483**	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**
Manager	15 809	17 770	16 729	17 972	18 822	18 111
Professional	16 011	14 978	14 643	16 648	16 997	17 434
Technician	34 055	32 968	31 141	31 534	30 270	29 856
Clerk	46 475	47 184	50 200	49 312	51 744	51 009
Sales and services	46 429	49 991	52 250	52 737	53 614	57 012
Skilled agriculture	807	854	963	577	458	449
Craft and related trade	8 043	8 432	8 000	8 356	8 292	8 340
Plant and machine operator	6 903	7 220	7 340	6 843	6 910	7 690
Elementary	53 713	53 225	59 951	57 420	60 929	61 352
Domestic w orker	33 238	33 100	33 622	32 519	33 877	33 586
Other		27			53	
Men	**370 874**	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**
Manager	39 497	41 899	41 097	42 993	44 105	45 245
Professional	21 651	19 630	15 877	17 081	18 754	17 810
Technician	29 646	27 720	26 271	26 983	27 586	26 487
Clerk	20 159	21 424	19 566	19 999	20 731	19 890
Sales and services	58 400	61 150	66 342	66 499	65 449	67 532
Skilled agriculture	2 149	2 450	3 051	2 436	2 771	2 329
Craft and related trade	64 299	67 591	73 804	73 176	73 943	75 482
Plant and machine operator	53 529	52 336	54 907	54 341	55 158	57 652
Elementary	80 284	82 235	94 714	94 053	91 037	92 460
Domestic w orker	1 260	1 271	1 259	1 749	1 528	1 102
Other					137	53

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

Table 3.13: Employed by occupation and average hours of work						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**
Manager	46	45	46	45	45	45
Professional	42	42	41	40	40	41
Technician	41	41	41	41	41	41
Clerk	42	42	42	43	42	42
Sales and services	49	49	49	49	48	48
Skilled agriculture	43	44	43	46	47	46
Craft and related trade	43	43	43	43	43	42
Plant and machine operator	48	48	48	48	48	48
Elementary	42	42	42	42	41	41
Domestic w orker	35	35	35	34	35	35
Other		45			42	41
Women	**41**	**41**	**41**	**41**	**41**	**40**
Manager	44	43	43	42	42	42
Professional	41	41	39	39	39	40
Technician	40	40	40	40	41	40
Clerk	42	42	42	42	42	42
Sales and services	46	45	46	45	45	44
Skilled agriculture	39	40	38	41	37	36
Craft and related trade	42	42	42	41	41	41
Plant and machine operator	43	43	43	43	43	44
Elementary	41	40	40	40	39	39
Domestic w orker	35	35	35	34	35	35
Other		45			43	
Men	**45**	**45**	**45**	**45**	**45**	**45**
Manager	47	46	47	47	46	46
Professional	42	43	42	42	41	42
Technician	42	42	42	42	42	41
Clerk	43	43	44	43	43	43
Sales and services	52	52	52	52	51	51
Skilled agriculture	45	46	45	47	49	48
Craft and related trade	43	43	43	43	43	42
Plant and machine operator	49	49	49	49	49	49
Elementary	43	43	43	43	43	43
Domestic w orker	35	36	34	36	34	32
Other					42	41

Table 3.14: Employed by sector and volume of hours worked

Market production activities	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours
Both sexes	**632 357**	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**
Formal sector (Non-agricultural)	449 895	462 155	470 214	475 276	481 047	480 773
Informal sector (Non-agricultural)	107 067	107 566	117 929	115 388	120 904	128 353
Agriculture	33 511	31 594	39 950	39 261	37 579	37 688
Private households	41 884	42 138	43 634	43 303	43 633	44 069
Women	**261 483**	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**
Formal sector (Non-agricultural)	176 759	182 912	185 244	189 389	192 942	193 733
Informal sector (Non-agricultural)	40 940	39 837	42 358	39 850	43 326	44 402
Agriculture	9 745	8 912	12 579	11 121	10 987	11 720
Private households	34 040	34 086	34 658	33 561	34 710	34 985
Men	**370 874**	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**
Formal sector (Non-agricultural)	273 136	279 243	284 969	285 888	288 105	287 041
Informal sector (Non-agricultural)	66 127	67 730	75 571	75 539	77 579	83 951
Agriculture	23 766	22 682	27 372	28 140	26 592	25 968
Private households	7 845	8 051	8 977	9 743	8 923	9 083

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

Table 3.15: Employed by sector and average hours of work

Market production activities	QLFS 2013 Hours	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**
Formal sector (Non-agricultural)	44	44	44	44	45	43
Informal sector (Non-agricultural)	47	46	46	45	45	45
Agriculture	46	46	46	45	34	45
Private households	34	34	34	34	43	34
Women	**41**	**41**	**41**	**41**	**41**	**40**
Formal sector (Non-agricultural)	42	42	42	42	43	41
Informal sector (Non-agricultural)	44	44	43	42	42	42
Agriculture	43	43	44	42	35	42
Private households	35	35	35	34	41	35
Men	**45**	**45**	**45**	**45**	**45**	**45**
Formal sector (Non-agricultural)	45	45	45	45	47	45
Informal sector (Non-agricultural)	48	48	48	47	47	46
Agriculture	47	47	47	47	30	47
Private households	32	31	32	33	45	31

Table 3.16: Employment by sex and province

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Western Cape	2 141	2 195	2 304	2 331	2 425	2 506
Eastern Cape	1 295	1 350	1 377	1 402	1 417	1 391
Northern Cape	310	307	305	305	305	321
Free State	748	749	805	781	793	796
KwaZulu-Natal	2 490	2 487	2 551	2 508	2 547	2 630
North West	848	904	936	924	984	980
Gauteng	4 782	4 824	4 995	5 004	5 075	5 091
Mpumalanga	1 123	1 132	1 177	1 165	1 219	1 221
Limpopo	1 128	1 198	1 291	1 360	1 404	1 458
Women	**6 539**	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**
Western Cape	983	992	1 043	1 027	1 065	1 113
Eastern Cape	612	659	660	672	689	699
Northern Cape	134	132	131	128	133	142
Free State	334	321	340	327	324	348
KwaZulu-Natal	1 154	1 122	1 180	1 170	1 223	1 246
North West	334	373	354	357	388	381
Gauteng	2 018	2 031	2 114	2 122	2 183	2 152
Mpumalanga	463	478	499	494	511	514
Limpopo	507	525	561	578	598	613
Men	**8 327**	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**
Western Cape	1 157	1 203	1 261	1 304	1 360	1 393
Eastern Cape	683	691	717	729	728	692
Northern Cape	177	175	174	177	172	179
Free State	415	428	465	455	468	447
KwaZulu-Natal	1 336	1 365	1 371	1 338	1 324	1 383
North West	514	531	582	567	596	600
Gauteng	2 764	2 793	2 881	2 882	2 893	2 939
Mpumalanga	661	654	678	672	707	707
Limpopo	620	673	730	783	806	845

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

Table 3.17: Distribution of monthly earnings for employees by selected population group and sex						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
Black African	2 600	2 800	2 900	3 000	3 200	3 250
Coloured	3 000	3 033	3 000	3 250	3 500	3 500
Indian/Asian	7 000	6 000	6 500	7 200	8 000	6 500
White	10 500	10 000	12 000	12 500	12 000	11 000
Female	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**
Black African	2 100	2 300	2 500	2 500	2 700	2 800
Coloured	2 700	3 000	2 700	3 000	3 167	3 250
Indian/Asian	6 700	4 700	6 000	7 000	8 000	6 506
White	10 000	10 000	10 000	10 200	10 833	10 500
Male	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**
Black African	3 100	3 250	3 250	3 500	3 683	3 683
Coloured	3 060	3 250	3 028	3 466	3 900	3 856
Indian/Asian	7 400	6 000	7 000	7 400	8 000	6 500
White	12 000	11 853	13 100	15 000	13 000	11 200

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
15-24 years	2 340	2 500	2 600	2 608	3 000	3 000
25-34 years	3 000	3 000	3 006	3 200	3 500	3 500
35-44 years	3 466	3 466	3 466	3 500	3 700	3 683
45-54 years	3 204	3 271	3 400	3 500	3 600	3 700
55-64 years	3 500	3 900	3 500	4 000	3 700	3 600
Female	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**
15-24 years	2 400	2 500	2 500	2 600	3 000	2 900
25-34 years	2 760	2 800	2 863	3 000	3 000	3 200
35-44 years	2 500	2 700	2 800	3 000	3 000	3 200
45-54 years	2 400	2 500	2 500	2 600	2 946	3 000
55-64 years	2 500	2 850	2 600	2 800	3 000	3 000
Male	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**
15-24 years	2 300	2 500	2 600	2 773	3 000	3 033
25-34 years	3 250	3 250	3 250	3 466	3 683	3 600
35-44 years	4 000	4 000	4 000	4 000	4 333	4 100
45-54 years	4 342	4 333	4 300	4 500	5 000	4 900
55-64 years	4 700	4 800	4 500	5 010	5 000	4 500

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Rand	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**
Both sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
Western Cape	3 250	3 423	3 250	3 423	3 500	3 466
Eastern Cape	2 200	2 500	2 418	2 750	2 816	3 000
Northern Cape	2 058	2 200	2 383	2 773	3 000	3 000
Free State	2 400	2 500	2 500	2 700	3 000	3 120
KwaZulu-Natal	2 600	2 500	2 500	2 500	3 000	3 000
North West	3 380	3 000	3 000	3 250	3 250	3 500
Gauteng	4 300	4 333	4 500	4 600	5 000	4 500
Mpumalanga	2 700	3 000	3 000	3 000	3 400	3 500
Limpopo	2 000	2 166	2 300	2 600	2 900	3 000
Women	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**
Western Cape	3 033	3 200	3 000	3 200	3 206	3 200
Eastern Cape	2 000	2 200	2 100	2 500	2 500	2 600
Northern Cape	1 800	2 000	2 000	2 253	2 500	2 500
Free State	1 850	2 100	2 166	2 300	2 500	2 600
KwaZulu-Natal	2 000	2 000	2 000	2 000	2 500	2 500
North West	2 383	2 246	2 400	2 500	2 500	3 000
Gauteng	3 500	3 800	4 000	4 000	4 000	4 000
Mpumalanga	2 000	2 300	2 500	2 500	2 600	3 000
Limpopo	1 500	1 800	1 800	2 000	2 100	2 318
Men	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**
Western Cape	3 500	3 500	3 500	3 466	3 700	3 683
Eastern Cape	2 500	2 600	2 600	3 000	3 033	3 033
Northern Cape	2 200	2 383	2 500	3 250	3 500	3 500
Free State	2 600	3 000	2 700	3 000	3 200	3 500
KwaZulu-Natal	3 200	3 000	2 816	3 000	3 500	3 500
North West	4 333	4 000	3 500	4 000	4 000	4 000
Gauteng	4 800	4 500	5 000	5 000	5 200	4 900
Mpumalanga	3 293	4 000	3 600	3 700	3 900	4 000
Limpopo	2 500	2 400	2 600	3 000	3 600	3 500

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
Manager	14 083	16 000	17 000	18 500	18 000	18 000
Professional	15 000	15 000	18 000	18 500	19 400	20 000
Technician	8 400	6 000	6 000	7 000	6 500	7 000
Clerk	4 700	4 800	4 500	5 000	5 000	4 800
Sales	2 860	3 000	3 080	3 466	3 500	3 500
Skilled agriculture	1 920	2 200	1 950	2 166	2 166	2 000
Craft	3 300	3 466	3 500	3 500	4 000	4 100
Operator	3 466	3 500	3 500	3 600	4 000	3 900
Elementary	1 900	2 100	2 200	2 500	2 500	2 600
Domestic worker	1 300	1 400	1 500	1 500	1 733	1 900
Women	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**
Manager	12 800	15 000	15 000	17 000	17 000	19 000
Professional	14 000	14 500	17 000	18 000	18 600	19 000
Technician	8 000	6 000	7 000	7 000	6 000	7 000
Clerk	4 500	4 500	4 333	4 500	5 000	4 700
Sales	2 300	2 500	2 686	2 800	2 900	3 000
Skilled agriculture	1 360	2 000	1 213	2 000	1 200	1 800
Craft	2 500	2 925	2 800	3 200	3 076	3 500
Operator	2 816	2 600	2 790	2 800	3 250	3 033
Elementary	1 733	1 900	2 000	2 100	2 166	2 200
Domestic worker	1 300	1 400	1 500	1 500	1 733	1 950
Men	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**
Manager	15 000	16 700	20 000	19 000	19 000	17 500
Professional	16 000	16 000	21 000	20 000	20 000	21 000
Technician	8 500	5 850	5 500	7 500	7 000	7 000
Clerk	5 000	5 000	4 900	5 430	6 000	5 000
Sales	3 250	3 500	3 500	3 800	3 900	4 000
Skilled agriculture	2 050	2 383	2 500	2 200	2 200	2 426
Craft	3 500	3 500	3 780	3 683	4 300	4 222
Operator	3 466	3 683	3 600	3 900	4 116	4 000
Elementary	2 000	2 200	2 400	2 600	2 700	2 800
Domestic worker	1 200	1 200	1 500	1 500	1 700	1 500

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
Agriculture	1 733	2 153	2 231	2 500	2 600	2 816
Mining	6 000	7 000	7 500	8 440	10 000	8 500
Manufacturing	3 672	3 900	3 800	4 000	4 333	4 000
Utilities	8 666	7 000	7 500	8 000	9 000	10 000
Construction	2 800	2 816	3 000	3 083	3 400	3 500
Trade	3 000	3 033	3 100	3 466	3 500	3 600
Transport	3 900	4 000	4 000	4 200	4 500	4 000
Finance	4 000	4 000	4 000	4 000	4 500	4 400
Services	6 000	5 000	5 000	5 000	5 000	4 800
Private hholds	1 300	1 400	1 500	1 500	1 733	1 900
Women	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**
Agriculture	1 505	2 000	2 127	2 275	2 500	2 600
Mining	6 500	7 000	7 000	8 000	10 000	7 000
Manufacturing	3 000	3 033	3 033	3 466	3 660	3 553
Utilities	9 650	12 000	10 500	13 000	8 000	9 000
Construction	1 560	1 900	1 125	1 733	1 800	1 500
Trade	2 600	3 000	3 000	3 033	3 200	3 500
Transport	5 500	4 900	5 000	5 633	6 500	5 200
Finance	4 000	4 000	4 500	4 500	4 500	4 500
Services	5 500	4 000	4 000	4 000	3 800	4 000
Private hholds	1 300	1 400	1 500	1 500	1 733	1 950
Men	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**
Agriculture	1 800	2 166	2 400	2 500	2 782	3 000
Mining	6 000	7 000	7 500	8 500	10 000	9 000
Manufacturing	4 000	4 333	4 100	4 333	4 800	4 333
Utilities	8 000	7 000	7 000	7 000	9 000	11 000
Construction	3 000	3 000	3 120	3 250	3 500	3 683
Trade	3 250	3 466	3 500	3 700	3 726	4 000
Transport	3 600	3 900	4 000	4 000	4 200	3 700
Finance	4 000	4 000	4 000	4 000	4 333	4 200
Services	7 000	6 500	6 200	7 000	7 000	6 400
Private hholds	1 300	1 300	1 430	1 500	1 600	1 733

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
No schooling	1 408	1 500	1 733	1 800	1 950	2 000
Less than primary completed	1 516	1 841	2 000	2 000	2 000	2 200
Primary completed	1 733	2 000	2 166	2 200	2 500	2 500
Secondary not completed	2 200	2 500	2 500	2 700	2 816	3 000
Secondary completed	3 800	3 800	3 800	4 000	4 200	4 000
Tertiary	12 500	10 800	11 500	12 800	12 300	12 000
Other	2 580	2 500	2 600	2 600	3 000	3 250
Women	**2 500**	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**
No schooling	1 170	1 000	1 200	1 400	1 450	1 500
Less than primary completed	1 200	1 300	1 300	1 400	1 500	1 600
Primary completed	1 300	1 500	1 600	1 500	1 800	1 733
Secondary not completed	1 800	2 000	2 000	2 166	2 200	2 500
Secondary completed	3 293	3 200	3 400	3 500	3 500	3 500
Tertiary	11 000	10 000	10 500	12 000	11 200	12 000
Other	1 800	1 800	2 000	2 200	2 600	2 500
Men	**3 500**	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**
No schooling	1 733	2 025	2 275	2 166	2 500	2 650
Less than primary completed	2 000	2 275	2 491	2 500	2 500	3 000
Primary completed	2 166	2 500	2 500	2 773	2 816	3 000
Secondary not completed	2 600	3 000	3 000	3 070	3 250	3 400
Secondary completed	4 200	4 000	4 200	4 500	5 000	4 500
Tertiary	15 000	12 500	13 000	15 000	14 000	13 000
Other	3 466	3 400	3 001	3 500	3 500	3 600

Table 3.23: Adequate earnings and productive work – Low pay rate (below 2/3 of median monthly earning)						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
Decent Work Indicator	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Median	**3 033**	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**
2/3	2 022	2 022	2 067	2 200	2 333	2 333
Both sexes	**34,8**	**32,9**	**32,1**	**32,0**	**31,0**	**30,5**
Men	28,8	27,5	26,6	26,9	25,4	25,7
Women	42,1	39,5	38,8	38,3	37,7	36,2

Table 3.24: Proportion of employees who are entitled to paid sick leave						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
Decent Work Indicators	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Both sexes	**68,3**	**68,9**	**68,3**	**70,0**	**71,1**	**70,1**
Male	69,7	70,5	69,3	71,1	72,3	71,4
Female	66,7	66,9	67,1	68,7	69,5	68,6

Table 3.25: Proportion of employees who are entitled to maternity/paternity leave						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
Decent Work Indicators	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Both sexes	**52,6**	**53,5**	**53,4**	**56,0**	**58,0**	**57,2**
Male	51,3	52,3	52,0	54,8	57,1	56,1
Female	54,3	54,9	55,1	57,4	59,0	58,5

Table 3.26: Decent hours						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
Decent hours	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Excessive hours (workers with more than 48 hours per week)	**22,5**	**21,8**	**22,2**	**22,4**	**21,8**	**21,3**
Men	26,5	25,9	26,5	26,7	26,0	25,4
Women	17,4	16,7	16,7	16,7	16,5	16,0
Time-related underemployment rate	**4,1**	**4,0**	**4,5**	**4,6**	**4,6**	**4,5**
Men	2,8	2,9	3,2	3,3	3,3	3,3
Women	5,8	5,4	6,2	6,2	6,1	6,0
Rate of workers with decent hours	**73,4**	**74,1**	**73,3**	**73,1**	**73,6**	**74,2**
Men	70,6	71,2	70,4	70,0	70,7	71,2
Women	76,9	77,9	77,1	77,1	77,4	77,9

Table 3.27: Rights at work and social dialogue

Decent Work Indicators	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent	QLFS 2018 Per cent
Trade union members	**3 650**	**3 788**	**3 697**	**3 783**	**3 966**	**4 100**
Men	2 152	2 243	2 172	2 173	2 291	2 363
Women	1 498	1 544	1 526	1 611	1 675	1 737
Trade union density rate	**28,7**	**29,0**	**27,4**	**28,1**	**28,8**	**29,5**
Men	30,8	31,2	29,2	29,3	30,4	31,2
Women	26,2	26,3	25,1	26,6	26,9	27,4

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

	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent	QLFS 2018 Per cent
Both sexes	**48,0**	**48,9**	**46,1**	**47,0**	**48,0**	**47,3**
Men	50,9	51,8	48,2	49,1	50,6	49,8
Women	44,4	45,3	43,4	44,5	44,8	44,3

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

	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent	QLFS 2018 Per cent
Both sexes	**31,6**	**31,4**	**29,5**	**29,8**	**30,0**	**29,4**
Men	32,8	32,5	30,2	30,2	30,8	30,4
Women	30,1	30,1	28,6	29,3	29,0	28,3

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

	QLFS 2013 Per cent	QLFS 2014 Per cent	QLFS 2015 Per cent	QLFS 2016 Per cent	QLFS 2017 Per cent	QLFS 2018 Per cent
Individual and employer	10,0	9,5	9,7	8,2	7,9	7,9
Collective bargaining	30,7	30,8	29,1	29,9	30,2	30,2
Employer only	53,5	53,7	55,4	56,1	55,4	54,9
No regular increment	5,3	5,6	5,4	5,4	5,6	6,4
Other	0,5	0,4	0,4	0,5	0,8	0,6

Table 4: Characteristics of the unemployed - South Africa	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Unemployed	**4 886**	**5 070**	**5 344**	**5 454**	**6 120**	**6 103**
Job losers	1 532	1 641	1 785	1 822	1 975	1 917
Job leavers	309	319	361	328	346	298
New entrants	2 017	1 952	2 074	732	2 355	2 435
Re-entrants	215	256	245	2 272	301	264
Other	813	903	878	300	1 143	1 189
Unemployed	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
Long-term unemployment (1 year and more)	3 226	3 341	3 481	3 832	4 111	4 229
Short-term unemployment (less than 1 year)	1 660	1 729	1 863	1 921	2 009	1 874
Long-term unemployment(%)						
Proportion of the labour force	16,3	16,5	16,5	17,8	18,4	18,8
Proportion of the unemployed	66,0	65,9	65,1	66,6	67,2	69,3
Those who have worked in the past 5 years						
Previous occupation	**2 057**	**2 216**	**2 391**	**2 450**	**2 622**	**2 479**
Manager	54	51	50	53	64	63
Professional	40	47	49	47	55	47
Technician	122	147	127	136	149	126
Clerk	268	252	271	278	286	269
Sales and services	307	346	372	385	410	429
Skilled agriculture	5	16	15	7	6	6
Craft and related trade	315	356	396	406	445	414
Plant and machine operator	172	181	187	202	187	185
Elementary	612	652	738	756	829	765
Domestic worker	160	167	187	180	191	173
Other	1	0	.	.	1	2
Previous industry	**2 057**	**2 216**	**2 391**	**2 450**	**2 622**	**2 479**
Agriculture	94	120	135	136	148	135
Mining	37	35	46	59	50	49
Manufacturing	256	274	287	292	284	252
Utilities	16	17	17	12	16	18
Construction	312	326	380	407	440	426
Trade	497	517	540	536	576	572
Transport	109	128	107	119	132	115
Finance	282	299	323	326	356	354
Community and social services	245	271	316	325	365	331
Private households	208	228	240	238	254	226
Other	1	0	.	0	0	1

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

Table 4.2: Characteristics of the unemployed by province						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**3 226**	**3 341**	**3 481**	**3 832**	**4 111**	**4 229**
Western Cape	382	405	336	367	383	363
Eastern Cape	358	346	351	348	502	540
Northern Cape	65	69	77	60	70	77
Free State	246	268	237	265	277	294
KwaZulu-Natal	420	458	430	506	553	563
North West	183	216	209	227	223	225
Gauteng	1 131	1 115	1 381	1 562	1 583	1 603
Mpumalanga	299	326	292	319	327	390
Limpopo	143	139	168	177	192	176
Long-term unemployment (%)	**66,0**	**65,9**	**65,1**	**66,6**	**67,2**	**69,3**
Western Cape	60,8	62,6	56,0	58,2	59,8	57,9
Eastern Cape	65,9	60,9	62,9	62,4	67,8	70,8
Northern Cape	53,8	52,5	53,6	47,9	55,1	62,5
Free State	67,7	69,0	66,2	66,5	69,2	71,3
KwaZulu-Natal	64,2	64,0	62,5	66,4	66,5	70,8
North West	59,2	66,4	64,7	63,0	64,7	63,2
Gauteng	71,3	69,7	71,6	75,2	74,2	76,1
Mpumalanga	68,6	70,7	67,4	63,9	60,2	66,2
Limpopo	57,9	58,6	54,0	52,1	53,8	52,4
Short-term unemployment	**1 660**	**1 729**	**1 863**	**1 921**	**2 009**	**1 874**
Western Cape	246	242	264	264	258	264
Eastern Cape	185	222	207	210	238	222
Northern Cape	55	62	66	66	57	46
Free State	117	120	121	133	123	118
KwaZulu-Natal	234	257	258	256	278	232
North West	126	109	114	134	122	131
Gauteng	456	484	547	515	551	502
Mpumalanga	137	135	141	180	217	199
Limpopo	104	98	143	163	165	159
Short-term unemployment (%)	**34,0**	**34,1**	**34,9**	**33,4**	**32,8**	**30,7**
Western Cape	39,2	37,4	44,0	41,8	40,2	42,1
Eastern Cape	34,1	39,1	37,1	37,6	32,2	29,2
Northern Cape	46,2	47,5	46,4	52,1	44,9	37,5
Free State	32,3	31,0	33,8	33,5	30,8	28,7
KwaZulu-Natal	35,8	36,0	37,5	33,6	33,5	29,2
North West	40,8	33,6	35,3	37,0	35,3	36,8
Gauteng	28,7	30,3	28,4	24,8	25,8	23,9
Mpumalanga	31,4	29,3	32,6	36,1	39,8	33,8
Limpopo	42,1	41,4	46,0	47,9	46,2	47,6

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

Table 4.3: The duration of unemployment

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
Less than 3 months	634	668	751	719	785	732
3 months less than 6 months	369	390	424	463	453	406
6 months less than 1 year	657	672	688	739	771	728
1 year less than 3 years	1 173	1 173	1 205	1 278	1 345	1 423
3 years and over	2 053	2 167	2 276	2 554	2 766	2 814
Women	**2 381**	**2 482**	**2 640**	**2 827**	**2 990**	**2 986**
Less than 3 months	259	270	306	290	317	289
3 months less than 6 months	162	167	183	198	205	174
6 months less than 1 year	300	319	328	334	364	333
1 year less than 3 years	586	592	601	658	694	725
3 years and over	1 074	1 133	1 223	1 347	1 409	1 464
Men	**2 505**	**2 589**	**2 704**	**2 926**	**3 130**	**3 117**
Less than 3 months	375	398	445	429	467	443
3 months less than 6 months	207	222	241	265	248	232
6 months less than 1 year	357	353	361	405	407	395
1 year less than 3 years	587	581	605	620	651	697
3 years and over	979	1 034	1 053	1 207	1 357	1 350

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

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**
Student	6 111	6 239	6 214	6 234	6 189	6 223
Home-maker	2 852	2 849	2 618	2 705	2 605	2 550
Illness/disability	1 717	1 637	1 674	1 643	1 588	1 552
Too old/young to work	1 218	1 234	1 302	1 373	1 390	1 440
Discouraged work-seekers	2 331	2 422	2 334	2 386	2 403	2 806
Other	809	812	809	796	830	839
Inactivity rate by age (Both sexes)	**43,2**	**42,9**	**41,5**	**41,3**	**40,2**	**40,7**
15-24 yrs	74,2	74,7	73,4	73,6	73,1	74,6
25-54 yrs	26,2	25,9	24,4	24,2	23,3	23,6
55-64 yrs	57,5	56,0	56,2	56,6	54,6	54,8
Inactivity rate by age (Women)	**49,6**	**49,3**	**47,9**	**47,7**	**46,4**	**46,8**
15-24 yrs	76,4	77,2	76,2	76,4	75,6	77,4
25-54 yrs	34,3	33,9	32,2	32,0	30,7	30,8
55-64 yrs	66,3	64,6	64,2	64,7	62,9	62,4
Inactivity rate by age (Men)	**36,6**	**36,3**	**34,9**	**34,6**	**33,9**	**34,4**
15-24 yrs	72,1	72,3	70,5	70,7	70,6	71,8
25-54 yrs	17,8	17,7	16,5	16,4	15,9	16,5
55-64 yrs	47,0	45,7	46,4	46,8	44,5	45,4

Table 6: Socio-demographic characteristics - South Africa						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
15-24 yrs	1 277	1 263	1 367	1 271	1 292	1 222
25-34 yrs	4 731	4 758	4 945	4 903	4 884	4 903
35-44 yrs	4 577	4 685	4 862	4 899	5 041	5 137
45-54 yrs	3 003	3 071	3 171	3 284	3 421	3 560
55-64 yrs	1 278	1 369	1 395	1 423	1 531	1 571
Age group of the unemployed	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
15-24 yrs	1 352	1 330	1 374	1 453	1 480	1 399
25-34 yrs	1 943	2 047	2 138	2 272	2 411	2 461
35-44 yrs	1 045	1 106	1 179	1 313	1 421	1 409
45-54 yrs	440	474	520	572	648	667
55-64 yrs	107	113	133	141	161	167
Age group of the not economically active	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**
15-24 yrs	7 572	7 664	7 550	7 586	7 543	7 688
25-34 yrs	2 492	2 521	2 402	2 470	2 503	2 581
35-44 yrs	1 614	1 639	1 577	1 585	1 501	1 571
45-54 yrs	1 482	1 480	1 461	1 454	1 423	1 463
55-64 yrs	1 877	1 890	1 959	2 041	2 035	2 107
Highest level of education of the employed	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
No schooling	375	373	388	335	339	297
Less than primary completed	1 143	1 078	1 180	1 126	1 070	992
Primary completed	640	614	664	661	591	618
Secondary not completed	4 965	5 043	5 239	5 323	5 385	5 547
Secondary completed	4 555	4 796	4 934	5 037	5 201	5 305
Tertiary	3 041	3 072	3 146	3 130	3 402	3 455
Other	148	171	190	168	180	180
Highest level of education of the unemployed	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
No schooling	76	76	80	78	73	69
Less than primary completed	301	321	349	355	355	340
Primary completed	195	221	234	223	252	222
Secondary not completed	2 329	2 382	2 473	2 725	2 868	2 825
Secondary completed	1 625	1 668	1 762	1 887	2 016	2 112
Tertiary	333	373	418	445	514	496
Other	27	29	27	39	42	40
Highest level of education of the not economically active	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**
No schooling	763	741	703	675	636	605
Less than primary completed	1 723	1 661	1 695	1 625	1 494	1 488
Primary completed	1 008	951	953	984	961	929
Secondary not completed	8 171	8 183	8 017	8 148	8 050	8 206
Secondary completed	2 779	3 028	2 905	2 987	3 130	3 428
Tertiary	485	507	548	558	579	601
Other	110	122	131	159	154	155

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

Table 6b: Socio-demographic characteristics - South Africa

	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Employed	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Attending educational institution	350	384	421	369	363	341
Not attending educational institution	14 515	14 762	15 319	15 411	15 806	16 052
Unemployed	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
Attending educational institution	102	95	131	113	114	115
Not attending educational institution	4 784	4 975	5 213	5 639	6 006	5 988
Not economically active	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**
Attending educational institution	5 930	6 083	6 061	6 122	6 120	6 135
Not attending educational institution	9 108	9 111	8 889	9 014	8 885	9 276
Current marital status of the employed	**14 866**	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**
Married	6 086	6 064	6 258	6 175	6 329	6 282
Living together like husband and wife	1 712	1 766	1 897	1 989	1 985	2 071
Widow/widower	459	501	458	467	500	482
Divorced or separated	536	473	505	485	515	503
Never married	6 072	6 341	6 623	6 664	6 839	7 055
Current marital status of the unemployed	**4 886**	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**
Married	824	840	936	926	1 001	923
Living together like husband and wife	532	519	617	667	666	686
Widow/widower	75	75	63	83	74	80
Divorced or separated	84	91	97	104	102	99
Never married	3 371	3 546	3 632	3 972	4 277	4 315
Current marital status of the not economically active	**15 038**	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**
Married	2 940	2 930	2 819	2 821	2 711	2 750
Living together like husband and wife	750	777	806	802	775	841
Widow/widower	642	610	614	601	591	630
Divorced or separated	243	254	244	259	240	232
Never married	10 464	10 622	10 468	10 654	10 689	10 958

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

Table 7: Profile of those not in education and not in employment – South Africa						
	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**
Women	8 166	8 258	8 265	8 546	8 606	8 813
Men	5 726	5 827	5 837	6 107	6 285	6 451
Age group	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**
15-24 yrs	3 261	3 212	3 139	3 219	3 213	3 254
25-34 yrs	4 133	4 235	4 203	4 384	4 551	4 683
35-44 yrs	2 608	2 697	2 705	2 856	2 873	2 933
45-54 yrs	1 910	1 945	1 969	2 014	2 058	2 123
55-64 yrs	1 981	1 998	2 086	2 180	2 195	2 271
Population groups	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**
Black/African	11 557	11 707	11 754	12 293	12 511	12 847
Coloured	1 267	1 265	1 273	1 310	1 350	1 324
Indian/Asian	313	342	353	343	334	350
White	755	772	723	708	695	743
South Africa	**13 892**	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**
Western Cape	1 433	1 462	1 423	1 479	1 486	1 474
Eastern Cape	1 893	1 884	1 854	1 871	1 960	2 054
Northern Cape	323	340	353	359	377	372
Free State	775	778	762	782	769	762
KwaZulu-Natal	2 738	2 820	2 811	2 959	3 029	3 083
North West	1 102	1 072	1 092	1 157	1 131	1 164
Gauteng	3 109	3 173	3 312	3 484	3 552	3 710
Mpumalanga	1 058	1 107	1 081	1 137	1 145	1 180
Limpopo	1 461	1 450	1 415	1 424	1 443	1 465

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 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
Q4 2017	Q1 2018	92,6	4,0	1,5	1,9	100,0
Q1 2018	Q2 2018	93,7	3,1	1,1	2,1	100,0
Q2 2018	Q3 2018	93,5	3,6	1,1	1,8	100,0
Q3 2018	Q4 2018	94,0	3,1	1,3	1,7	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	11,6	69,1	8,4	10,8	100,0
Q1 2018	Q2 2018	9,5	72,5	7,7	10,3	100,0
Q2 2018	Q3 2018	11,0	71,1	7,7	10,2	100,0
Q3 2018	Q4 2018	10,6	71,8	7,9	9,7	100,0

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

		t+1 status				
t status: Discouragement		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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	100,0
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
Q4 2017	Q1 2018	9,1	14,4	59,8	16,8	100,0
Q1 2018	Q2 2018	7,3	15,6	59,4	17,8	100,0
Q2 2018	Q3 2018	8,0	16,8	58,1	17,2	100,0
Q3 2018	Q4 2018	7,8	15,9	60,0	16,3	100,0
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
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
Q4 2017	Q1 2018	2,4	6,2	4,9	86,5	100,0
Q1 2018	Q2 2018	1,8	5,1	4,1	89,0	100,0
Q2 2018	Q3 2018	2,4	4,9	4,1	88,6	100,0
Q3 2018	Q4 2018	2,4	4,8	3,7	89,1	100,0

Table A2: Quarterly transition rates between different sectors

		t+1 status				
t status: Formal		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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	100,0
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
Q4 2017	Q1 2018	95,8	3,7	0,3	0,2	100,0
Q1 2018	Q2 2018	96,0	3,5	0,3	0,3	100,0
Q2 2018	Q3 2018	95,8	3,8	0,3	0,2	100,0
Q3 2018	Q4 2018	95,7	3,8	0,3	0,3	100,0
t status: Informal		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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	100,0
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
Q4 2017	Q1 2018	15,4	83,3	0,5	0,8	100,0
Q1 2018	Q2 2018	15,1	83,4	0,5	0,9	100,0
Q2 2018	Q3 2018	16,8	81,9	0,5	0,8	100,0
Q3 2018	Q4 2018	16,7	82,2	0,2	1,0	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 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
Q4 2017	Q1 2018					
Q1 2018	Q2 2018					
Q2 2018	Q3 2018					
Q3 2018	Q4 2018					
t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	3,7	0,8	93,6	1,9	100,0
Q1 2018	Q2 2018	6,1	0,9	91,7	1,3	100,0
Q2 2018	Q3 2018	5,8	2,1	91,3	0,8	100,0
Q3 2018	Q4 2018	3,7	0,8	93,6	1,9	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 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
Q4 2017	Q1 2018	88,9	4,7	2,7	3,7	100,0
Q1 2018	Q2 2018	89,7	3,6	2,2	4,5	100,0
Q2 2018	Q3 2018	90,2	4,0	2,1	3,7	100,0
Q3 2018	Q4 2018	91,4	2,9	2,1	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 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
Q4 2017	Q1 2018	15,6	61,9	9,1	13,4	100,0
Q1 2018	Q2 2018	11,8	69,3	8,3	10,7	100,0
Q2 2018	Q3 2018	13,1	60,9	10,3	15,7	100,0
Q3 2018	Q4 2018	14,1	67,7	6,8	11,4	100,0

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

		t+1 status				
t status: Discouragement: Primary and less		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
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
Q4 2017	**Q1 2018**	10,5	12,3	58,5	18,7	100,0
Q1 2018	**Q2 2018**	7,4	10,8	59,9	21,9	100,0
Q2 2018	**Q3 2018**	8,8	12,1	55,6	23,5	100,0
Q3 2018	**Q4 2018**	9,2	12,1	55,7	23,1	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 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
Q4 2017	**Q1 2018**	2,5	3,9	3,8	89,7	100,0
Q1 2018	**Q2 2018**	2,4	2,3	4,3	90,9	100,0
Q2 2018	**Q3 2018**	3,3	2,7	4,7	89,4	100,0
Q3 2018	**Q4 2018**	2,7	3,0	3,8	90,5	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 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
Q4 2017	Q1 2018	90,4	5,2	2,3	2,1	100,0
Q1 2018	Q2 2018	90,7	5,1	1,9	2,4	100,0
Q2 2018	Q3 2018	91,2	4,8	1,6	2,3	100,0
Q3 2018	Q4 2018	92,0	4,5	1,8	1,8	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 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
Q4 2017	Q1 2018	12,2	69,4	8,8	9,6	100,0
Q1 2018	Q2 2018	9,0	73,6	7,9	9,4	100,0
Q2 2018	Q3 2018	11,5	71,3	7,9	9,3	100,0
Q3 2018	Q4 2018	10,6	71,8	7,7	9,9	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 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
Q4 2017	Q1 2018	8,6	13,4	61,1	16,9	100,0
Q1 2018	Q2 2018	6,8	15,1	60,3	17,7	100,0
Q2 2018	Q3 2018	8,7	16,1	58,6	16,7	100,0
Q3 2018	Q4 2018	8,4	15,9	59,3	16,4	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 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
Q4 2017	Q1 2018	1,9	5,3	5,4	87,4	100,0
Q1 2018	Q2 2018	1,2	4,5	3,7	90,7	100,0
Q2 2018	Q3 2018	1,8	4,1	3,6	90,6	100,0
Q3 2018	Q4 2018	1,9	4,3	3,5	90,2	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 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
Q4 2017	Q1 2018	93,3	3,9	1,1	1,7	100,0
Q1 2018	Q2 2018	95,4	2,3	0,6	1,8	100,0
Q2 2018	Q3 2018	93,9	3,8	0,9	1,4	100,0
Q3 2018	Q4 2018	94,6	3,0	1,0	1,4	100,0
		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	10,1	70,3	7,5	12,1	100,0
Q1 2018	Q2 2018	9,0	72,2	7,4	11,4	100,0
Q2 2018	Q3 2018	10,0	72,5	7,1	10,4	100,0
Q3 2018	Q4 2018	9,6	73,0	7,9	9,6	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 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
Q4 2017	Q1 2018	9,2	14,6	59,5	16,7	100,0
Q1 2018	Q2 2018	7,7	18,9	58,5	14,9	100,0
Q2 2018	Q3 2018	6,2	18,3	61,6	13,9	100,0
Q3 2018	Q4 2018	6,3	17,3	65,4	11,0	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2017	Q1 2018	3,2	11,1	5,3	80,3	100,0
Q1 2018	Q2 2018	2,7	8,5	5,2	83,6	100,0
Q2 2018	Q3 2018	3,2	9,3	5,0	82,6	100,0
Q3 2018	Q4 2018	3,0	8,5	4,6	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 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
Q4 2017	Q1 2018	97,5	1,5	0,3	0,8	100,0
Q1 2018	Q2 2018	98,2	1,0	0,2	0,7	100,0
Q2 2018	Q3 2018	98,5	0,8	0,2	0,5	100,0
Q3 2018	Q4 2018	97,6	1,1	0,5	0,8	100,0
						t+1 status
t status: Unemployed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2017	Q1 2018	10,0	71,7	9,2	9,1	100,0
Q1 2018	Q2 2018	10,9	72,8	6,8	9,5	100,0
Q2 2018	Q3 2018	9,5	77,4	5,8	7,3	100,0
Q3 2018	Q4 2018	9,9	71,8	11,5	6,9	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 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
Q4 2017	Q1 2018	6,7	28,3	55,9	9,2	100,0
Q1 2018	Q2 2018	10,2	19,1	51,0	19,8	100,0
Q2 2018	Q3 2018	6,3	38,8	41,8	13,2	100,0
Q3 2018	Q4 2018	5,3	26,9	56,3	11,5	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA: Tertiary		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	6,0	10,3	1,4	82,4	100,0
Q1 2018	Q2 2018	3,0	11,5	2,5	83,0	100,0
Q2 2018	Q3 2018	2,9	7,2	4,3	85,6	100,0
Q3 2018	Q4 2018	3,3	4,5	2,2	89,9	100,0

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

		t+1 status				
t status: Employed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
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
Q4 2017	Q1 2018	70,9	16,4	4,9	7,8	100,0
Q1 2018	Q2 2018	71,0	16,2	5,2	7,6	100,0
Q2 2018	Q3 2018	70,3	16,5	4,8	7,6	100,0
Q3 2018	Q4 2018	70,3	16,7	5,2	7,7	100,0
			t+1 status			
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
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
Q4 2017	Q1 2018	47,4	34,9	7,4	10,4	100,0
Q1 2018	Q2 2018	47,5	35,4	6,1	11,0	100,0
Q2 2018	Q3 2018	58,0	41,7	5,4	12,2	100,0
Q3 2018	Q4 2018	47,6	36,7	5,9	9,8	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 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
Q4 2017	Q1 2018	35,0	39,7	10,7	14,6	100,0
Q1 2018	Q2 2018	37,3	39,2	9,0	14,4	100,0
Q2 2018	Q3 2018	34,4	55,0	12,8	11,9	100,0
Q3 2018	Q4 2018	33,4	46,0	7,0	13,6	100,0
				t+1 status		
		Formal	Informal	Agriculture	Private	Total
t status: Other NEA		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	35,2	40,2	13,5	11,2	100,0
Q1 2018	Q2 2018	43,9	33,7	7,2	15,2	100,0
Q2 2018	Q3 2018	50,4	56,4	9,6	17,5	100,0
Q3 2018	Q4 2018	40,8	35,8	11,0	12,4	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: Employed Youth		Employed	Unemployed	Discourage	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2017	Q1 2018	89,1	6,3	2,5	2,2	100,0
Q1 2018	Q2 2018	91,5	4,5	1,6	2,4	100,0
Q2 2018	Q3 2018	91,0	5,3	1,6	2,1	100,0
Q3 2018	Q4 2018	91,6	4,7	1,8	1,9	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discourage	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2017	Q1 2018	10,1	70,0	8,5	11,4	100,0
Q1 2018	Q2 2018	8,7	73,5	7,9	9,9	100,0
Q2 2018	Q3 2018	10,2	72,0	7,7	10,1	100,0
Q3 2018	Q4 2018	9,6	72,3	8,7	9,5	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				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement Youth		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	8,4	14,3	60,7	16,6	100,0
Q1 2018	Q2 2018	6,5	17,3	58,7	17,5	100,0
Q2 2018	Q3 2018	6,9	17,5	59,8	15,8	100,0
Q3 2018	Q4 2018	6,8	16,7	62,3	14,2	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Youth		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	1,8	6,5	5,2	86,5	100,0
Q1 2018	Q2 2018	1,3	5,2	3,9	89,5	100,0
Q2 2018	Q3 2018	1,7	4,9	3,8	89,6	100,0
Q3 2018	Q4 2018	1,4	4,8	3,6	90,2	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				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed Adults		Per cent				
t quarter	t+1					
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	100,0
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
Q4 2017	Q1 2018	94,7	2,6	0,9	1,8	100,0
Q1 2018	Q2 2018	94,9	2,4	0,8	1,9	100,0
Q2 2018	Q3 2018	94,9	2,6	0,8	1,7	100,0
Q3 2018	Q4 2018	95,4	2,1	0,9	1,6	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed Adults		Per cent				
t quarter	t+1					
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	100,0
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
Q4 2017	Q1 2018	14,4	67,5	8,4	9,7	100,0
Q1 2018	Q2 2018	11,0	70,8	7,2	11,0	100,0
Q2 2018	Q3 2018	12,4	69,4	7,7	10,5	100,0
Q3 2018	Q4 2018	12,3	70,9	6,7	10,0	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				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement Adults		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	10,3	14,4	58,0	17,3	100,0
Q1 2018	Q2 2018	8,8	12,5	60,5	18,2	100,0
Q2 2018	Q3 2018	10,0	15,4	55,0	19,6	100,0
Q3 2018	Q4 2018	9,6	14,6	55,8	20,0	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Adults		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	3,6	5,5	4,3	86,6	100,0
Q1 2018	Q2 2018	2,8	4,9	4,4	87,9	100,0
Q2 2018	Q3 2018	4,0	4,9	4,5	86,6	100,0
Q3 2018	Q4 2018	4,2	4,8	4,0	87,0	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 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
Q4 2017	Q1 2018	14,9	68,0	8,8	8,3	100,0
Q1 2018	Q2 2018	12,3	71,2	8,0	8,5	100,0
Q2 2018	Q3 2018	13,7	69,9	7,9	8,5	100,0
Q3 2018	Q4 2018	14,2	69,8	7,8	8,2	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
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
Q4 2017	Q1 2018	6,6	70,8	7,8	14,7	100,0
Q1 2018	Q2 2018	5,0	74,7	7,0	13,3	100,0
Q2 2018	Q3 2018	6,6	73,0	7,3	13,1	100,0
Q3 2018	Q4 2018	5,2	74,7	8,2	11,9	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 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
Q4 2017	Q1 2018	8,9	72,6	8,1	10,3	100,0
Q1 2018	Q2 2018	6,6	75,9	7,3	10,2	100,0
Q2 2018	Q3 2018	8,4	73,8	7,8	10,1	100,0
Q3 2018	Q4 2018	6,8	76,1	7,4	9,6	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other	Total
t status: Short-term unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2017	Q1 2018	17,5	61,7	9,1	11,8	100,0
Q1 2018	Q2 2018	15,9	65,2	8,5	10,4	100,0
Q2 2018	Q3 2018	16,8	65,1	7,6	10,6	100,0
Q3 2018	Q4 2018	18,9	62,1	9,2	9,8	100,0

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

	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private household**	**Total**
Quarter	**Per cent**				
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
Q1 2018	42,0	37,1	9,6	11,4	100,0
Q2 2018	44,7	35,7	6,9	12,6	100,0
Q3 2018	43,8	36,8	6,9	12,4	100,0
Q4 2018	43,4	38,1	7,4	11,1	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				
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
Q1 2018	19,9	35,5	44,6	100,0
Q2 2018	19,3	38,3	42,4	100,0
Q3 2018	23,4	43,9	32,7	100,0
Q4 2018	20,8	42,7	36,5	100,0
Employed with Secondary not completed	**Sector**			
	Formal	**Informal**	**Agriculture& Private household**	**Total**
	Per cent			
Quarter				
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
Q1 2018	38,2	40,4	21,4	100,0
Q2 2018	38,2	41,9	19,9	100,0
Q3 2018	37,9	43,5	18,6	100,0
Q4 2018	38,3	42,3	19,3	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				
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
Q1 2018	57,4	32,9	9,7	100,0
Q2 2018	61,8	27,8	10,4	100,0
Q3 2018	59,4	33,0	7,6	100,0
Q4 2018	62,0	30,0	8,0	100,0
Employed with Tertiary	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
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
Q1 2018	68,7	31,3	0,0'	100,0
Q2 2018	70,2	26,7	3,1	100,0
Q3 2018	68,6	21,5	9,9	100,0
Q4 2018	69,2	30,8	0,0	100,0

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

Employed Youth	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
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
Q1 2018	47,4	34,3	18,3	100,0
Q2 2018	51,5	33,8	14,8	100,0
Q3 2018	54,8	38,2	15,0	100,0
Q4 2018	50,1	34,1	15,8	100,0
Employed Adults	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
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
Q1 2018	35,4	40,5	24,1	100,0
Q2 2018	36,2	38,2	25,6	100,0
Q3 2018	33,2	44,7	22,1	100,0
Q4 2018	36,0	42,5	21,5	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					
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
Q1 2018	55,7	17,9	19,4	7,0	100,0
Q2 2018	51,5	19,0	19,9	9,5	100,0
Q3 2018	56,3	19,7	16,3	7,7	100,0
Q4 2018	55,1	18,9	17,7	8,3	100,0

Appendix 4: Statistical tables – Quarterly Employment Statistics

Table 1: Employment series by industry, 2013–2018

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufactur	Utilities	Construction	Trade	Transport	Finance	Services	
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	1 199	64	627	2 122	470	2 233	2 621	**9 807**
	Jul-Sep	460	1 203	63	641	2 132	479	2 250	2 632	**9 861**
	Oct-Dec	457	1 214	63	627	2 206	481	2 291	2 661	**9 999**
2018	Jan-Mar	454	1 224	62	641	2 191	481	2 300	2 751	**10 104**
	Apr-Jun	459	1 210	62	641	2 194	479	2 305	2 681	**10 032**
	Jul-Sep	456	1 216	62	636	2 212	483	2 315	2 684	**10 065**
	Oct-Dec	453	1 223	61	619	2 267	487	2 351	2 692	**10 152**

Table 2: Gross earnings by industry, 2013–2018

Year	Period	Salaries (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
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	139 046	181 127	**555 566**
	Jul-Sep	30 180	61 176	8 715	28 124	83 196	32 628	148 863	185 474	**578 357**
	Oct-Dec	30 987	69 487	8 643	32 065	92 453	36 042	156 223	192 326	**618 227**
2017	Jan-Mar	30 954	62 836	7 481	27 987	86 772	33 335	162 484	188 578	**600 428**
	Apr-Jun	31 208	63 294	7 489	29 548	88 392	35 851	153 009	197 716	**606 507**
	Jul-Sep	31 972	64 813	9 255	30 644	89 567	36 083	165 444	203 445	**631 224**
	Oct-Dec	32 437	73 449	8 791	36 242	100 994	39 000	176 132	211 907	**678 953**
2018	Jan-Mar	32 198	66 753	7 807	31 517	94 864	35 517	189 734	205 204	**663 594**
	Apr-Jun	31 902	67 457	7 924	32 874	95 087	37 663	172 616	208 995	**654 517**
	Jul-Sep	33 754	68 615	8 112	32 128	96 986	38 129	181 471	226 048	**685 241**
	Oct-Dec	34 427	77 438	9 591	35 987	108 260	40 942	189 687	232 017	**728 349**

Table 3: Average monthly earnings by industry, 2013–2018

Industry	2013	2014	2015	2016	2017	2018
	Rand					
Mining	16 330	16 923	19 509	21 863	22 764	24 129
Manufacturing	13 735	14 465	15 261	16 119	17 128	18 052
Utilities	29 901	31 984	34 259	36 693	39 167	41 258
Construction	11 581	12 415	13 209	13 535	15 551	16 524
Trade	10 241	11 009	11 576	12 293	13 012	13 592
Transport	18 568	20 165	21 050	21 845	23 345	24 269
Finance	16 425	17 210	18 276	19 432	21 740	23 178
Services	17 516	18 626	20 056	21 620	23 679	25 182
Total	**15 011**	**15 928**	**16 954**	**18 035**	**19 650**	**20 743**

ISBN: 978-0-621-47894-5

Report number: 02-11-02 (2018)