Labour market dynamics in South Africa 2011

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Foreword

The release of the fourth annual report marks another step forward towards strengthening the knowledge base of information on the South African labour market. The 2011 publication introduces for the first time new analysis on job tenure as well as two specialised features – one on the South African youth and the other on a comparison of South African labour market indicators with other countries within the SADC region.

Over the period 2003 to 2008, economic growth averaged at 4,6%, while the economy created approximately 1,9 million jobs. The 2008 global financial crisis interrupted a period of strong economic growth in South Africa, as the economy shed around 800 000 jobs between the peak and trough in employment (the peak in employment was in 2008 at 13,8 million and reached its lowest point in 2010 when 806 000 jobs were shed). The slow economic recovery from 2010 has also translated into a muted recovery in employment; this is evident in the increases observed in the levels of employment during the period ending December 2011, which are still below pre-recession levels. In fact, 2011 marked the first year since 2008 that an annual rise in employment was experienced.

Annual employment growth has been driven by the formal sector, where growth in industries such as Community and social services continued to support improvement in the labour market. Positive developments in the South African labour market include robust employment growth among black Africans for whom employment expanded on an annual basis by 259 000 or 2,9%. It has also been observed that the gender gap was narrowing, with women accounting for 54% of the 204 000 jobs created in 2011.

Notwithstanding the recent recovery, the South African labour market remains characterised by significant structural disparities resulting in widespread labour market outcomes driven by certain socio-demographic factors. For those who bore the brunt of job losses during the recession such as the youth and less educated, labour market conditions remain constrained. Employment for those aged 15–34 expanded by only 19 000 in 2011, compared to employment growth of 116 000 for those aged 35–44 years. More than 70% of those unemployed in 2011 were young people aged 15–34, and 63,9% of the unemployed had less than a matric qualification.

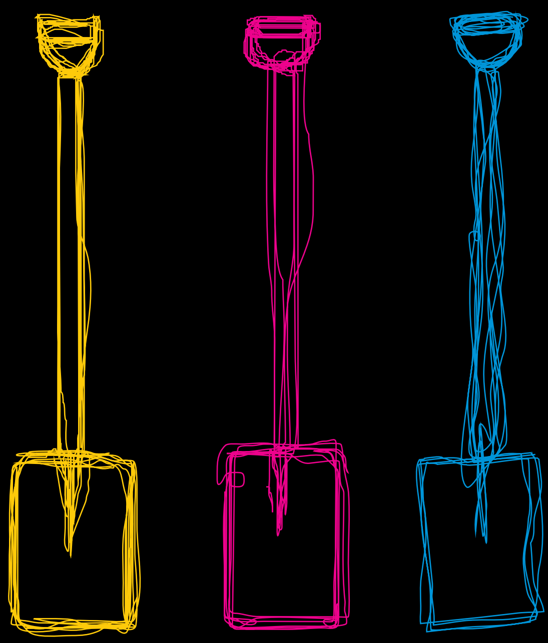
Understanding where we come from, while building on our successes, is an important element to understanding the performance of the South African labour market. I sincerely hope that this report will go a long way towards not only informing policy but also encouraging academic discourse on factors influencing or sustaining labour market trends in this country.

Pali Lehohla
Statistician-General

Highlights

- Employment increased by 204 000 jobs between 2010 and 2011 after contracting by 395 000 jobs during the period 2009 to 2010. The increase in employment was driven by the formal sector, which increased by 244 000 jobs in 2011.
- The increase in total employment in 2011 was also attributed to growth in industries such as Community and social services which grew by 4,5%, and Finance and other business services which increased by 3,3%. Other industries reporting annual growth rates were Trade (up by 2,3%), Mining (up by 2,2%) and Manufacturing (up by 1,5%). With a decline of 4,9%, Utilities suffered the most job losses, followed by Agriculture and Private households which contracted by 3,9% and 2,4% respectively.
- Employment in the formal sector increased by 2,7% or 244 000 jobs in 2011. Over the same period, informal sector employment grew by 0,6% or 12 000 jobs, rising for the second consecutive year since 2010 after contracting for the previous three years.
- Between 2006 and 2011, employment contracted amongst employers (5,8%) and own-account workers (5,4%), while growth in employment was experienced among employees and unpaid household members.
- Between 2010 and 2011, total hours worked rose marginally by 0,1 hours, driven by a rise in hours worked in Community and social services (0,6 hours), followed by Agriculture and Private households (0,3 hours each) and Manufacturing (0,1 hours). Women continued to work fewer hours than men.
- On an annual basis, all other industries reflected a decline in hours worked, in particular Mining (-0,9 hours), Utilities (-0,6 hours) and Finance where average hours worked declined by 0,4. Workers in the Transport sector have consistently worked the longest hours, while the shortest average hours have been worked in private households.
- In 2011, of the 13,2 million employed people in South Africa, 514 000 persons were underemployed, resulting in an incidence of underemployment of 3,9%. On an annual basis the incidence of underemployment declined by 0,3 percentage points.
- The highest incidence of underemployment was found amongst black Africans, women, the youth and the less educated. On a geographical basis, Eastern Cape and Free State had the highest prevalence of underemployment. Underemployment was also highest amongst low-skilled occupations as well as in private households (23,4%) and tertiary (21,5%) industries.
- With median earnings of R3000 in 2011, half of the employees in South Africa earned R100 more than the previous year. The median monthly earnings of white (R10 000) and Indian/Asian (R6 800) employees were substantially higher than those of their coloured and (R3 033) black African (R2 383) counterparts.
- Decent work indicators show that in 2011, 65,7% South African employees were entitled to paid leave benefits; 54,1% were entitled to maternity/paternity leave; 29% were members of a trade union; 47,5% worked for employers who contributed to a pension fund on their behalf; 31,7% were entitled to medical aid benefits from their employers; and 48,2% indicated that the employer determined the annual increment unilaterally.
- The number of unemployed persons increased by 65 000 between 2010 and 2011. Unemployment increased across all provinces except Limpopo and North West where levels of unemployment declined by 33 000 and 12 000 respectively. Provinces that suffered the most were Gauteng, Mpumalanga and Western Cape, where unemployment increased by 36 000, 24 000 and 20 000 respectively.
- Over the period 2006 to 2011, both youth and adult unemployment rates increased. In 2006, the youth's share in total unemployment was 75,5% (close to 3 times the share of adults); by 2011 however, this ratio had declined to 2,5 times that of adults.

Chapter 1
Introduction



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Chapter 1: Introduction

Background

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by Statistics South Africa (Stats SA). It collects data on the labour market activities of individuals aged 15 years or older who live in South Africa.

In 2005, Stats SA undertook a major revision of the Labour Force Survey (LFS) which had been conducted twice per year since 2000. This revision resulted in changes to the survey methodology, the survey questionnaire, the frequency of data collection and data releases, and the survey data capture and processing systems. The redesigned labour market survey, the QLFS, is now the principal vehicle for collecting labour market information on a quarterly basis.

This report is the fourth annual report produced by Stats SA on the labour market in South Africa. The 2011 annual report introduces for the first time an analysis on job tenure (discussed in Chapter 4: Employment) as well as two specialised features ï one on the South African youth in the labour market and the other on a comparison of South African labour Market indicators with other countries in the SADC region. Data analysis is based on annual labour market data from 2006 to 2011. The report also includes a statistical appendix with historical data dating back to 2006 on an annual basis.

Objective

The objective of this report is two-fold: first, to present annual labour market data backcast to 2006, and second, to analyse important aspects of the labour market in South Africa over the past five years.

Data sources

LFS ï 2006 to 2007 (March and September each year)
QLFS ï 2008 to 2011 (Quarters 1 to 4)

Data issues

Missing values

These were imputed in the QLFS but not in the LFS. As a result, some of the historically linked variables in the LFS may sometimes include an unspecified category. This category will always be included in the totals but, depending on the size, it may not necessarily be itemised separately.

Differences between the QLFS and LFS questionnaires

A detailed report on the differences pertaining to the questions and the structure of the questionnaire is available at www.statssa.gov.za/qLFS/index.asp

Breaks in series

As noted under the heading '**Linking the LFS and the QLFS**', many of the series published by the LFS have been adjusted to make them comparable to the QLFS data. However, not all series could be linked for two reasons:

- Any of the questions common to both the LFS and QLFS questionnaires had the potential to be linked; that is, the LFS series could be adjusted to make them comparable to their QLFS counterparts. However, the linkage methodology strictly limited the number of series that could be directly linked. Priority was given to linked series related to the employed, unemployed, not economically active, sector, industry, occupation, sex, population group, province, and age. Thus, while the not economically active were controlled to enable historical continuity with the LFS, its components were not ï hence the break in series for **discouraged work-seekers.**
- Other variables, including hours worked, formal/informal sector employment, and duration of unemployment, were not adjusted directly but are nevertheless available as LFS historically adjusted data. See '**Linking the LFS and the QLFS**' for more information on the distinction between directly and indirectly historically revised LFS data.

Technical notes

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

- LFS historically-revised data covering the period 2006ï 2007 are averages of the revised March and September LFS results each year.
- QLFS data covering the period 2008ï 2011 are averages of the results obtained for the four quarters of 2008 to 2011.

Rounding

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

Master sample design

The LFS and the QLFS are based on a master sample of which there have been three so far. The design of each is outlined below.

1999 master sample

For the LFSs of February 2000 to March 2004, a rotating panel sample design was used to allow for measurement of change in peopleôs employment situation over time. The same dwellings were visited on, at most, five different occasions. After this, new dwelling units were included for interviewing from the same PSU in the master sample. This means a rotation of 20% of dwelling units each time. The database of enumerator areas (EAs) established during the demarcation phase of Census 1996 constituted the sampling frame for selecting EAs for the LFS. Small EAs consisting of fewer than 100 dwelling units were combined with adjacent EAs to form primary sampling units (PSUs) of at least 100 dwelling units, to allow for repeated sampling of dwelling units within each PSU. The sampling procedure for the master sample involved explicit stratification by province and within each province, by urban and non-urban areas (using Census 1996 definitions). Independent samples of PSUs were drawn for each stratum within each province. The smaller provinces (in terms of population size) were given a disproportionately large number of PSUs compared to the bigger provinces. Simple random sampling was applied to select 10 dwelling units to visit in each PSU as ultimate sampling units. If more than one household was found in the same dwelling unit, all such households were interviewed.

2004 master sample

The 2004 master sample was used in the LFSs of September 2004 to September 2007. Enumeration areas (EAs) that had a household count of less than twenty-five were omitted from the census frame that was used to draw the sample of PSUs for the master sample. Other omissions from the frame included all institution EAs except workersô hostels, convents and monasteries. EAs in the census database that were found to have fewer than sixty dwelling units during listing were pooled. This master sample was a multi-stage stratified sample. The overall sample size of PSUs was 3 000. The explicit strata were the 53 district councils. The 3 000 PSUs were allocated to these strata using the power allocation method. The PSUs were then sampled using probability proportional to size principles. The measure of size used was the number of households in a PSU as counted in the census. The sampled PSUs were listed with the dwelling unit as the listing unit. From these listings, systematic samples of dwelling units per PSU were drawn. These samples of dwelling units formed clusters. The size of the clusters differed depending on the specific survey requirements. The LFS used one of the clusters that contained ten dwelling units.

Current master sample

The QLFS frame has been developed as a general-purpose household survey frame that can be used by all other household surveys irrespective of the sample size requirement of the survey. The sample size for the QLFS is roughly 30 000 dwellings per quarter.

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

The sample is designed to be representative at provincial level and within provinces at metro/non-metro level. Within the metros, the sample is further distributed by geography type. The four geography types are: urban formal, urban informal, farms and tribal. This implies, for example, that within a metropolitan area the sample is representative at the different geography types that may exist within that metro.

The current sample size is 3 080 PSUs. It is divided equally into four subgroups or panels called rotation groups. The rotation groups are designed in such a way that each of these groups has the same distribution pattern as that which is observed in the whole sample. They are numbered from one to four and these numbers also correspond to the quarters of the year in which the sample will be rotated for the particular group.

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

Each quarter, a ¼ of the sampled dwellings rotates out of the sample and is 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).

Linking the LFS and the QLFS

To preserve historical continuity with the QLFS, link factors were computed on the basis of an overlap of the QLFS and the LFS in March and September 2008. A detailed report on the methodology used to derive the link factors is available at www.statssa.gov.za/qLFS/indes.asp.

The historical adjustment methodology involved re-weighting the LFS unit record (micro data) files. In doing this re-weighting, a substantial number of variables were set as control totals. This was done using the QLFS/LFS ratios from the estimates for these variables for Q1:2008/March 2008 and Q3:2008/September 2008. These variables (employed, unemployed, not economically active, industry, occupation, etc.) can be said to have been adjusted directly.

However, it is possible to tabulate other variables on the LFS files. Because these variables did not enter directly into the revision process, less confidence can be put in the consistency of these data with the corresponding data from the QLFS.

In the case of variables with vastly different definitions in the LFS and QLFS, such as discouraged work-seekers, the indirect method of historical adjustment yields LFS data that are clearly inconsistent with the QLFS estimates.

Layout of the remainder of the report

Chapter 2: The South African labour market

This chapter first outlines important aspects of the three major groups which constitute the working-age population and discusses the relevance of age and population group to labour market outcomes in the South African economy over the period 2006 to 2011. The analysis then focuses on variations in the sex structure of the three groups and examines how these have been changing over time. Finally, the chapter highlights differences in the composition of the workforce by province and level of education, and signals the importance of the latter for the quality of the labour supply.

Chapter 3: Summary labour market measures

The discussion in this chapter focuses on summary labour market variables that are intrinsically linked: the unemployment rate, the labour force participation rate, and the employment-to-population ratio (absorption rate). In recognition that the trends and patterns of these labour market aggregates at national level often conceal wide variations for different groups, this chapter also explores other pertinent factors such as age, sex, population group, and location that contributed to the performance of the South African labour market over the period 2006 to 2011. Given the importance of education and training in determining labour market outcomes, the education profile of labour market groups is also examined.

Chapter 4: Employment

This chapter presents a detailed analysis of the levels and trends in employment over the period 2006 to 2011 in terms of age, sex, population group, province, and education. The analysis will first focus on employment trends followed by a discussion of various descriptors of employment. The industrial and occupational structure of the economy will be assessed, followed by an analysis of the status in employment of people with jobs in terms of whether or not they are employers, employees, own-account or unpaid household members. The analysis in this chapter will then focus on time-related underemployment.

Analysis of the formal and informal sectors, with specific emphasis on sex, age, population group, educational level, province, occupation and industry is also undertaken in this chapter. On a high level, all sector employment attributes will be presented, including agriculture and private households.

It is always good to know the earnings of those who are employed. The analysis in this chapter will also focus on relative earnings and earnings distributions. Median earnings are compared across socio-demographic groups: female to male earnings ratios, population group ratios, etc., as well as geographic location. Emphasis is also placed on the distribution of earnings by industry and occupation.

Given the importance that the South African government places on decent work, some selected decent work indicators will also be reported on in this chapter.

A new addition to the 'Labour Market Dynamics in South Africa 2011' is the analysis on job tenure. Job tenure is examined using socio-economic and demographic variables such as gender, age, population group, level of education as well as with reference to various descriptors of employment such as industrial, occupational and sectorial categories and union membership.

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on various demographic characteristics of the unemployed as well as their type of job-search activity. This is followed by a discussion of the profile of persons who fall into each of five categories: job-leavers, job-losers, new entrants, re-entrants and those who worked more than five years in the past, including (where relevant) their previous occupation and industry. Finally, the chapter provides insight into various aspects of unemployment duration and in that context discusses the long-term unemployment rate.

Chapter 6: A profile of the not economically active population

Given the importance of the not economically active population in the South African labour market, this chapter first analyses reasons for economical inactivity over the period 2006 to 2011. Two aspects of the economically inactive population, namely 'discouraged work-seekers' and 'other not economically active', will be discussed. In this analysis, the socio-economic variables such as gender, age, population group, educational background, and marital status will be examined. Province will be another variable to be discussed in concluding our analysis.

Chapter 7: Youth in the South African labour market

This special feature provides an analysis of the South African youth in the labour market. Understanding the labour market conditions faced by young people is essential for the formulation of policies to address high youth unemployment levels. Finding answers to questions such as 'What are the factors which inhibit the participation of the youth in the labour market?' and 'When young people participate in the labour market do they enter jobs which provide them with the experience and skills which would positively impact on their future employment prospects?' are important elements to this policy development process.

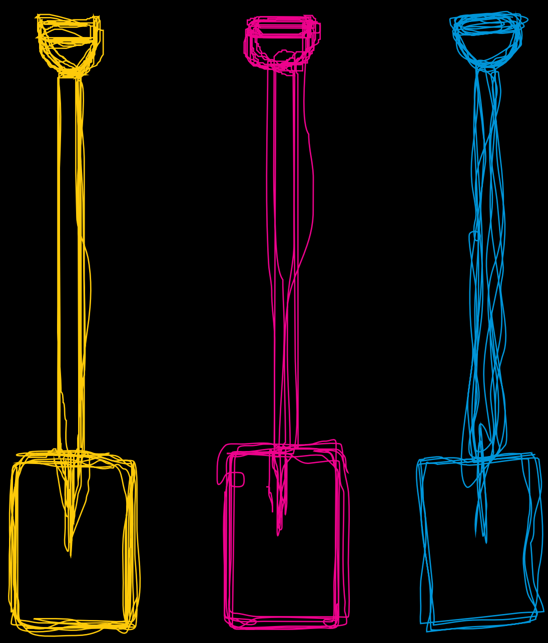
Chapter 8: Comparing the labour market indicators for the SADC countries

The focus of this chapter is on comparing South African labour market indicators with those of other countries within the SADC region. The comparisons presented highlight the incomparability of South African labour market data to its counterparts in the SADC region.

Statistical appendix

This appendix includes annual labour market indicators based on the historically revised LFS (2006ï 2007) and the QLFS (2008ï 2011).

Chapter 2
The South African labour market



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Chapter 2: The South African labour market

Key labour market concepts

The **working-age population** comprises everyone aged 15ï 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.

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

If a person is working or trying to find work, he/she is in the **labour force**. Thus the number of people that are employed or unemployed within an economy is 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 ï if the person prefers to stay at home or to begin or continue education ï or involuntary, where the person would prefer to work but is **discouraged** and has given up hope of finding work.

Background

Common to the situation associated with other markets, the labour market consists of a supply side and a demand side. The labour supply of the population, referred to as the economically active population or labour force, has two components: employed persons and unemployed persons. Labour demand can also be disaggregated into two components: jobs/filled posts and job vacancies/unfilled posts (Hussmanns, 2007[1]). The principal sources of labour demand are government and private firms.

Against this background, labour market information is the body of knowledge that describes employment, unemployment and the factors that relate to labour demand and supply. The analysis that follows focuses on these factors in the context of the labour market outcomes in the South African economy over the period 2006 to 2011. These labour market developments are the result of long-term demographic and socio-economic changes.

Introduction

This chapter first outlines important aspects of the three major groups which constitute the working-age population and discusses the relevance of age and population group to labour market outcomes in the South African economy over the period 2006 to 2011. The analysis then focuses on variations in the sex structure of the three groups and examines how these have been changing over time. Finally, the chapter concludes with an analysis of the differences in the composition of the workforce by level of education, and signals the importance of the latter for the quality of the labour supply.

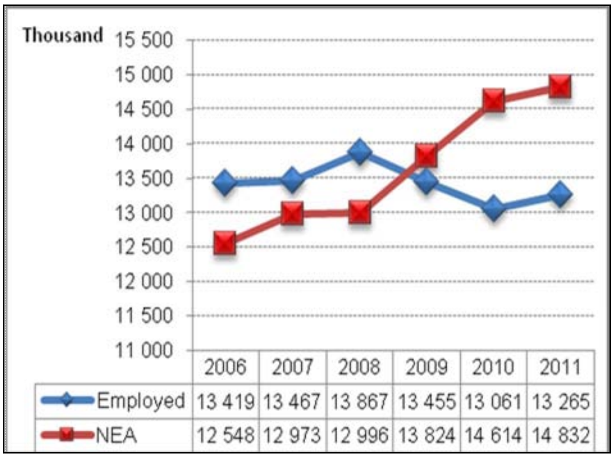
[1] Hussmanns, Ralf. Measurement of employment, unemployment and underemployment ï Current international standards and issues in their application, ILO Bureau of Statistics, Geneva

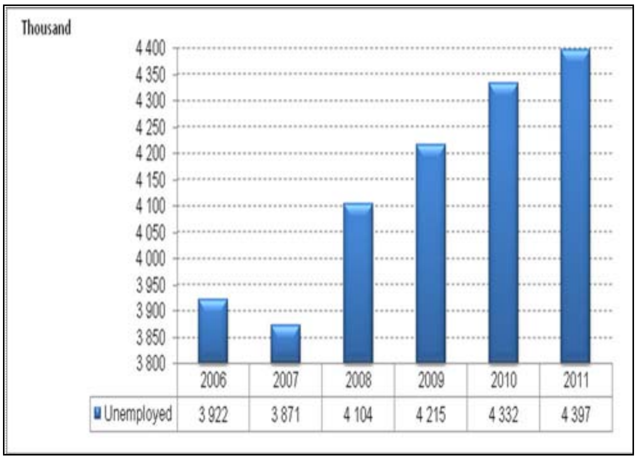
Components of the working-age population

Table 2.1: Key labour market indicators, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Employed	13 419	13 467	13 867	13 455	13 061	13 265
Unemployed	3 922	3 871	4 104	4 215	4 332	4 397
Not economically active	12 548	12 973	12 996	13 824	14 614	14 832
Labour force	17 340	17 338	17 971	17 670	17 393	17 662
Working age	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**

Figure 2.1: Trends in the components of the working-age population, 2006–2011





NEA: not economically active

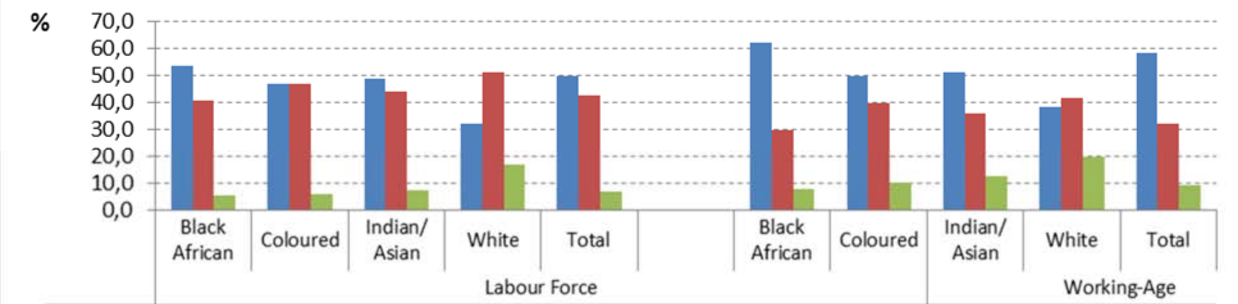
The South African working-age population includes people within the borders of the country who are between 15 and 64 years of age. The chapter also focuses on overall distribution and development of the working-age population which is made up of the labour force and the not economically active population. The labour force is further subdivided into the employed and unemployed population that will be further discussed in relevant chapters.

Table 2.1 and Figure 2.1 show that employment reached the highest level in 2008 (13 867) and the lowest in 2010 (13 061). Levels of the not economically active population started below that of employment pre-recession, but crossed over above employment post-recession. There appears to be a correlation between unemployment and the not economically active population in a sense that every time the unemployment population increases, the not economically active population also increases. This scenario is illustrated in Table 2.1.

The South African working-age population by age and population group

This section examines the distribution of age and population group of the working-age population in South Africa and how these demographic variables affect all components of the working-age population.

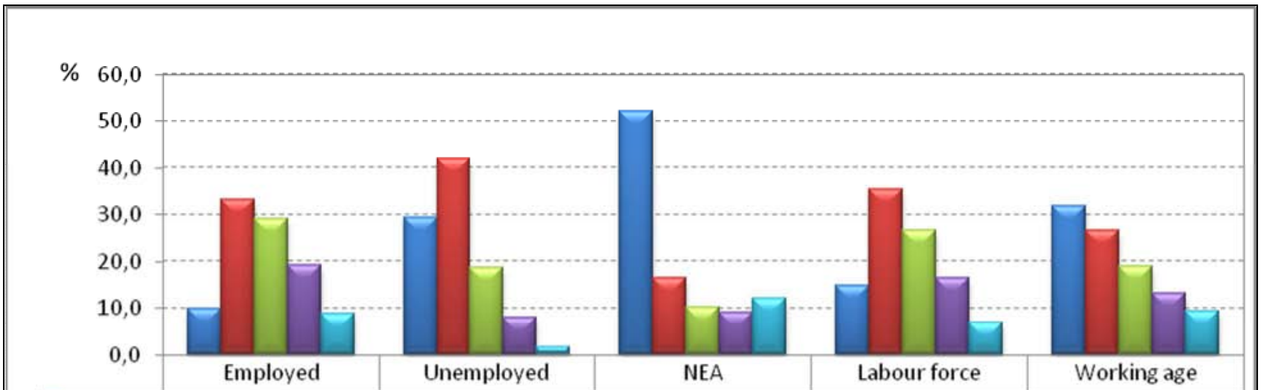
Figure 2.2: The age profile of persons in the working-age population and labour force, 2011



	Labour Force: Black African	Labour Force: Coloured	Labour Force: Indian/ Asian	Labour Force: White	Labour Force: Total		Working-Age: Black African	Working-Age: Coloured	Working-Age: Indian/ Asian	Working-Age: White	Working-Age: Total
15-34 yrs	53,5	47,0	49,0	32,1	50,1		62,2	50,1	51,2	38,6	58,5
35-54 yrs	41,0	46,9	43,9	51,2	42,9		29,9	39,6	36,0	41,7	32,1
55-64 yrs	5,5	6,1	7,1	16,7	7,0		7,9	10,3	12,8	19,7	9,4

Figure 2.2 shows that in 2011, the age group 15ï 34 years made up 58,5% of the working-age population, but accounted for only 50,1% of the labour force. On the other hand, those aged 35ï 54 years made up 32,1% of the working population but accounted for 42,9% of the labour force population. Individuals within the age group 55ï 64yrs, made the smallest contribution within both the working-age population and the labour force (i.e. 9,4% and 7,0% respectively). The same pattern is observed across all population groups except among the white population group where persons aged 35ï 54yrs constituted the largest contribution for both the working-age population and labour force, which was 41,7% and 51,2% respectively.

Figure 2.3: The age profile of persons in each component of the working-age population, 2011



	Employed	Unemployed	NEA	Labour force	Working age
15-24 yrs	9,8	29,5	52,0	14,7	31,8
25-34 yrs	33,1	42,0	16,5	35,4	26,7
35-44 yrs	29,1	18,8	10,1	26,5	19,0
45-54 yrs	19,2	8,0	9,2	16,4	13,1
55-64 yrs	8,7	1,7	12,2	7,0	9,4

Figure 2.3 and Table 2.2 highlight two important characteristics of the South African labour market:

- Almost one in every three working-age persons (31,8%) is 15ï 24 years old.
- More than three-quarters (78,3%) of the working-age population is black African.

In combination, the youthfulness of the population ï particularly the black African population ï and the relative size of this population group are important explanatory factors for the aggregate labour market outcomes in the South African economy discussed throughout this report.

Table 2.2: The population group of persons in the working-age population, 2011

	Employed	Unemployed	Not economically active	Working age
	Per cent			
Black African	70,2	86,1	83,2	78,3
Coloured	11,1	9,8	7,6	9,3
Indian/Asian	3,7	1,3	2,6	2,9
White	15,0	2,8	6,6	9,5
All population groups	**100,0**	**100,0**	**100,0**	**100,0**

A striking feature of the profile of persons in the labour market based on population group is that while 78,3% of the working-age group is black African, this group is under-represented among the employed (70,2%) and over-represented for both the unemployed (86,1%), and the not economically active (83,2%). On the other hand, the white population group accounts for 9,5% of the working-age population, but as much as 15,0% of total employment and only 2,8% of the unemployed (Table 2.2).

The South African working-age population by sex

This section first discusses overall developments for the three components of the working-age population, focusing on various aspects of female and male labour market indicators as well as the disparity between the two.

Table 2.3: Annual change in key labour market indicators, 2006–2011

	2007	2008	2009	2010	2011
	Thousand				
Employed	48	399	- 411	- 395	204
Unemployed	- 51	233	110	118	66
Not economically active	424	23	828	790	218
Labour force	- 2	633	- 301	- 277	269
Working age	422	656	528	513	486
	Percentage change				
Employed	0,4	3,0	-3,0	-2,9	1,6
Unemployed	-1,3	6,0	2,7	2,8	1,5
Not economically active	3,4	0,2	6,4	5,7	1,5
Labour force	0,0	3,6	-1,7	-1,6	1,5
Working age	1,4	2,2	1,7	1,6	1,5

In 2011, 204 000 more people were employed compared to 2010, an increase of 1,6%. The number of the unemployed population also increased by 1,5% (or 65 000), while the not economically active population grew by 1,5%. The labour force increased by 1,5% in 2011 after two years of successive declines.

Figure 2.4: Share of labour market indicator by sex, 2011

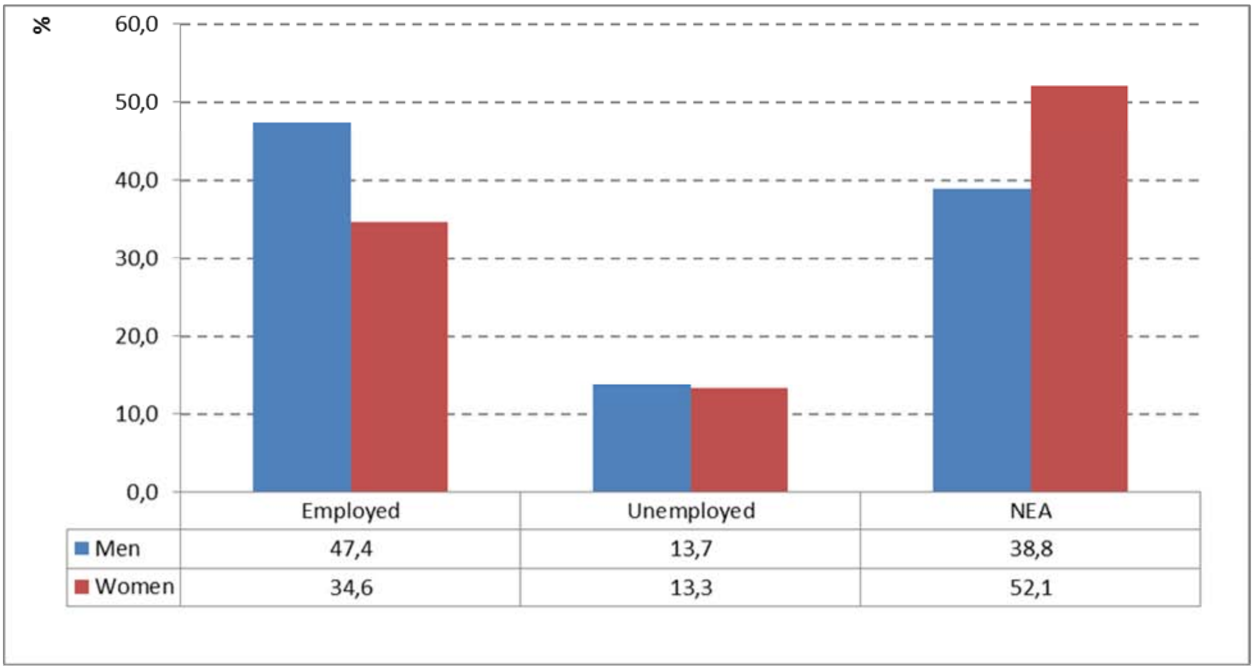


Table 2.4: Key labour market indicators by sex, 2006–2011

	2006	2007	2008	2009	2010	2011
Men	Thousand					
Employed	7 483	7 523	7 866	7 562	7 390	7 481
Unemployed	1 710	1 739	1 948	2 128	2 184	2 166
Not economically active	4 989	5 145	5 107	5 524	5 926	6 126
Labour force	9 193	9 262	9 815	9 689	9 574	9 647
Working age	**14 182**	**14 407**	**14 922**	**15 214**	**15 500**	**15 773**
Women						
Employed	5 936	5 944	6 000	5 894	5 671	5 783
Unemployed	2 212	2 132	2 156	2 087	2 148	2 231
Not economically active	7 559	7 828	7 888	8 300	8 688	8 706
Labour force	8 147	8 076	8 156	7 981	7 819	8 014
Working age	**15 706**	**15 904**	**16 045**	**16 280**	**16 507**	**16 721**

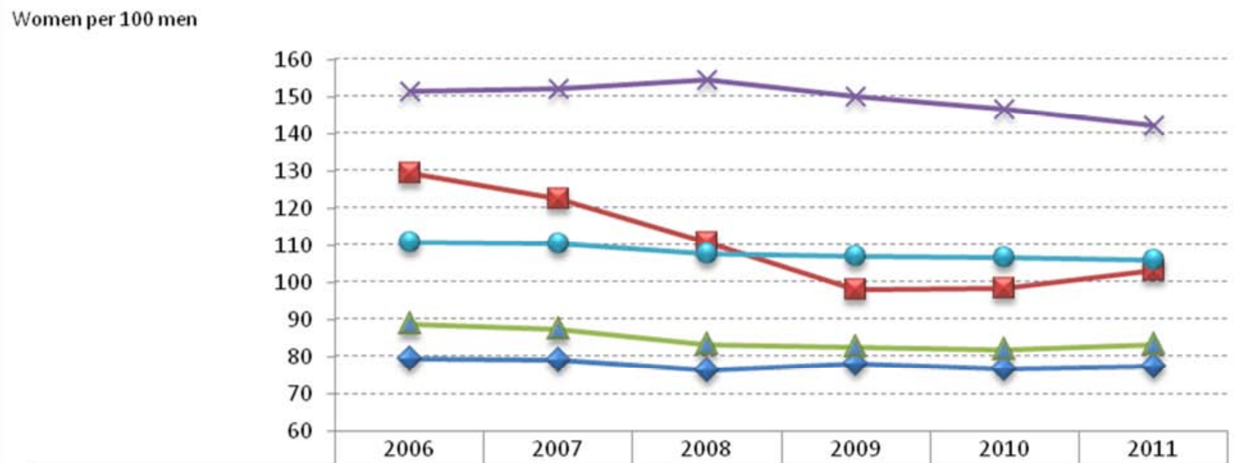
Figure 2.4 and Table 2.4 show that in the year ending December 2011, the share among employed males in the South African labour force was higher by 12,8% when compared to that among women. In contrast, an equal share among men and women were unemployed (13,7% and 13,3% respectively) in 2011. Among men, employed men contributed 47,4% to the working-age population, while among women, employed women contributed 34,6%. Men and women made up 38,8% and 52,1% respectively of the not economical active population.

Table 2.5: Annual percentage change in key labour market variables, 2006–2011

	2007	2008	2009	2010	2011
	Percentage change				
Men					
Employed	0,5	4,6	-3,9	-2,3	1,2
Unemployed	1,7	12,0	9,2	2,7	-0,8
Not economically active	3,1	-0,7	8,2	7,3	3,4
Labour force	0,8	6,0	-1,3	-1,2	0,8
Working age	**1,6**	**3,6**	**2,0**	**1,9**	**1,8**
Women					
Employed	0,1	0,9	-1,8	-3,8	2,0
Unemployed	-3,6	1,1	-3,2	2,9	3,9
Not economically active	3,6	0,8	5,2	4,7	0,2
Labour force	-0,9	1,0	-2,2	-2,0	2,5
Working age	**1,3**	**0,9**	**1,5**	**1,4**	**1,3**

Table 2.5 shows that in 2011, employment among men increased by 1,2%, while it increased by 2,0% among women. The increase in the number of employed men was accompanied by a decrease of 0,8% in unemployment levels, while the increase of 2,0% in the number of employed women was accompanied by an increase of 3,9% in unemployment levels.

Figure 2.5: Number of women per hundred men in the working-age population, 2006–2011

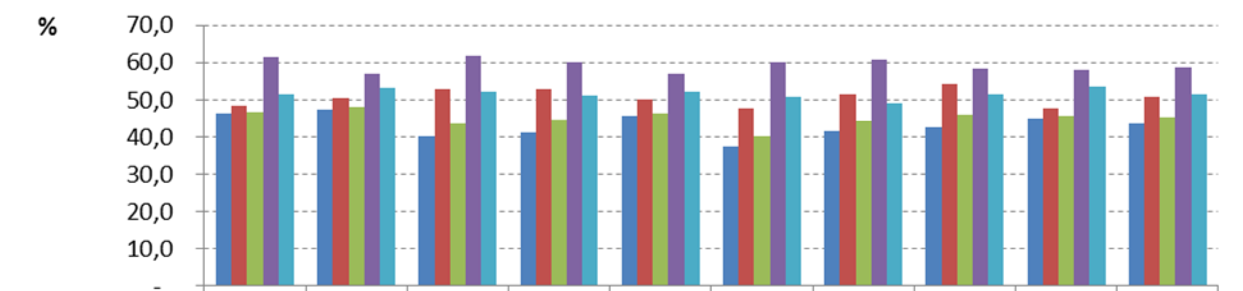


	2006	2007	2008	2009	2010	2011
Employed	79	79	76	78	77	77
Unemployed	129	123	111	98	98	103
Labour force	89	87	83	82	82	83
Not economically active	152	152	154	150	147	142
Working age	111	110	108	107	106	106

Another dimension of the scale of gender inequalities in the South African labour market is the number of women per 100 men in each labour market category. In 2008, for example, for every 100 employed men there were only 76 employed women; this ratio remained virtually unchanged in 2011 (77). In 2006 there were 129 unemployed women for every 100 unemployed men, but the growth in unemployment among men and a decline in unemployment among women brought the ratio of women to men at 103 in 2011, which constitutes 5 more women per 100 men when compared to the previous year. Among the not economically active, the gender gap remained wider ï 142 women per 100 not economically active men in 2011. Over the period 2006 to 2011, the number of women per 100 men was relatively unchanged for all labour market groups except the unemployed and the not economically active population (Figure 2.5).

The South African working-age population by province

Figure 2.6: Female share of the working-age population by province, 2011



	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Employed	46,4	47,3	40,0	41,2	45,6	37,3	41,6	42,5	45,0	43,6
Unemployed	48,4	50,3	52,9	52,9	50,1	47,7	51,5	54,3	47,6	50,7
Labour Force	46,8	48,1	43,7	44,5	46,5	40,1	44,3	46,0	45,5	45,4
NEA	61,6	57,0	61,9	60,2	57,1	60,0	60,9	58,5	57,9	58,7
Working-Age	51,6	53,2	52,2	51,1	52,2	50,7	49,2	51,6	53,4	51,5

NEA: not economically active

In 2011, women accounted for 37,3% of the employed in North West, which is the province with the smallest share of women in employment. The highest share of female employment was observed in Eastern Cape (47,3%). Mpumalanga had the biggest share of unemployed females (54,3%), followed by Free State and Northern Cape with 52,9% each (Figure 2.6).

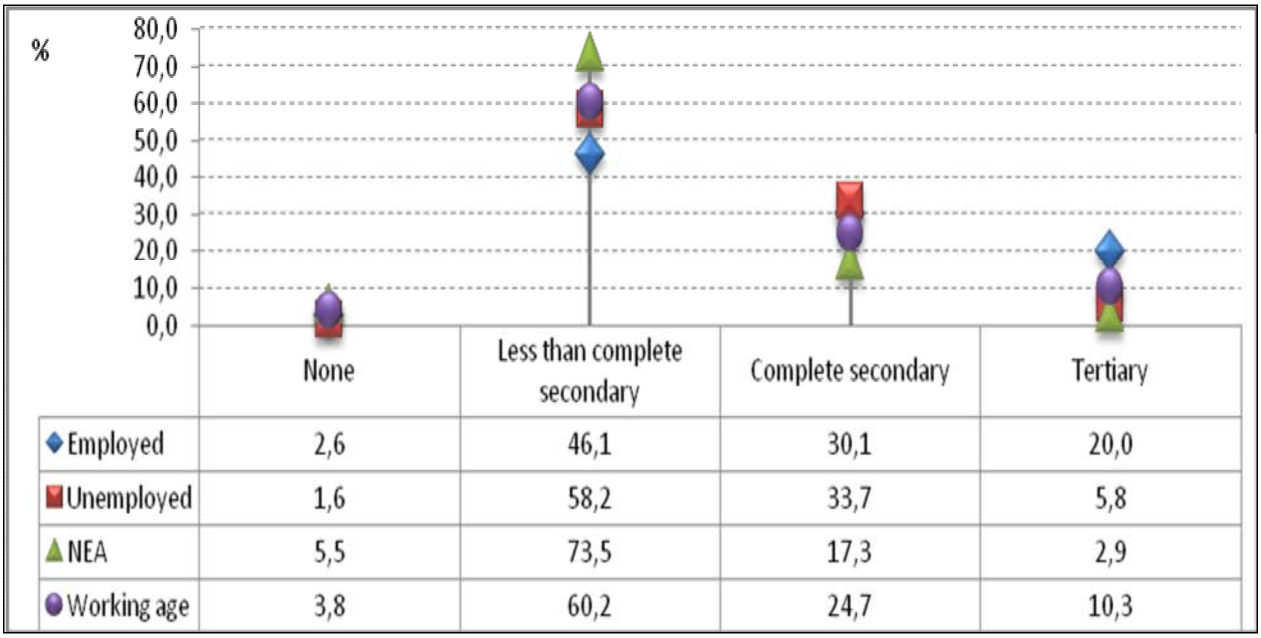
Level of educational attainment

The number of years of completed schooling and the highest level of education attained are the two most frequently used measures of human capital development. However, caution is required when analysing education outcomes because, as discussed by Palmer, 2008[2], such measures omit any on-the-job-training and say nothing about the kind of school (e.g. academic, vocational) where these years of schooling have been done, nor anything about the quality of schooling received. In addition, the number of years of schooling is correlated to family wealth; hence it is quite possible that it is this wealth, rather than the schooling, which contributes to future success.

In the South African context, the challenges posed by the education system are acknowledged by government: 'The most difficult aspects of the legacy of apartheid to unwind arise from its deliberately inferior system of education and irrational patterns of population settlement. In a period of growth it is evident that we lack sufficient skilled professionals, managers and artisans, and that the uneven quality of education remains a contributory factor. In addition, the price of labour of the poor is pushed up by the fact that many live a great distance from their places of work' (AsgiSA[3]). The irrational patterns of population settlement are also likely to affect the readiness of large segments of the unemployed black African population to engage in some of the job-search activities discussed in greater detail in Chapter 5, and contribute to the disproportionate share of black Africans among the discouraged work-seekers discussed in Chapter 6.

[2] Palmer, Robert, ILO. Employment Sector, Employment Working Paper No. 5, 2008
[3] Accelerated shared growth initiative for South Africa, Annual Report, 2008

Figure 2.7: Components of the working-age population by level of educational attainment, 2011

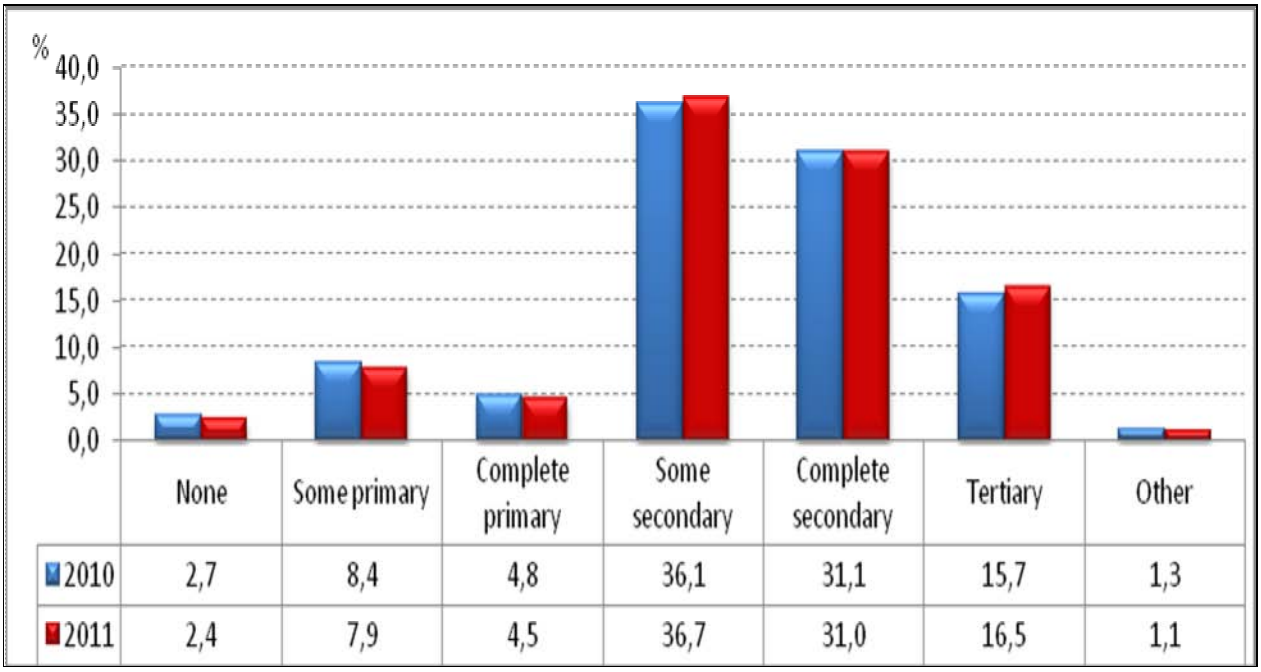


%	None	Less than complete secondary	Complete secondary	Tertiary
Employed	2,6	46,1	30,1	20,0
Unemployed	1,6	58,2	33,7	5,8
NEA	5,5	73,5	17,3	2,9
Working age	3,8	60,2	24,7	10,3

NEA: not economically active

Figure 2.7 shows that there are variations in the educational profile of the working-age population when each of the three components (employed, unemployed and not economically active) is considered. In 2011, a larger proportion of the unemployed (58,2%) than the employed (46,1%) had less than secondary education. While 20,0% of those with jobs had tertiary qualifications, as many as 5,8% of those without jobs and looking for work also had tertiary qualifications.

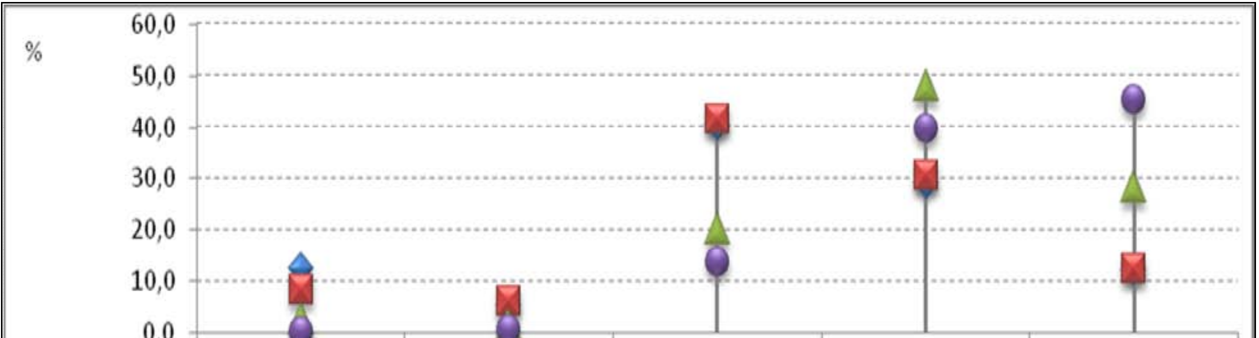
Figure 2.8: The labour force by level of educational attainment, 2010 and 2011



%	None	Some primary	Complete primary	Some secondary	Complete secondary	Tertiary	Other
2010	2,7	8,4	4,8	36,1	31,1	15,7	1,3
2011	2,4	7,9	4,5	36,7	31,0	16,5	1,1

Figure 2.8 shows that those who had tertiary qualifications increased their share of the labour force in the year ended December 2011 by 0,8 percentage points. On the other hand, those in lower education categories decreased their share of the labour force.

Figure 2.9: The labour force by level of educational attainment and population group, 2011



	Less than complete primary	Primary completed	Some secondary	Complete secondary	Tertiary
Black African	12,5	5,1	40,4	28,9	12,0
Coloured	8,3	6,0	41,6	30,6	12,2
Indian/Asian	2,4	1,2	20,0	48,0	27,9
White	0,1	0,3	13,5	39,8	45,3

Note: The lower education categories are collapsed because of small numbers.

The black African population in the labour force seems to have the worst educational attainment compared to other population groups, in the sense that at 12,5%, a higher proportion of the black African population did not complete a primary school education compared to their white (0,1%), coloured (8,3%) and Indian/Asian (2,4%) counterparts. The analysis of higher educational attainment also paints the same picture, with 45,3%, more white people managing to obtain tertiary level education compared to other population groups. Figure 2.9 also shows that most of the black African (40,4%) and coloured (41,6%) population did not complete secondary education.

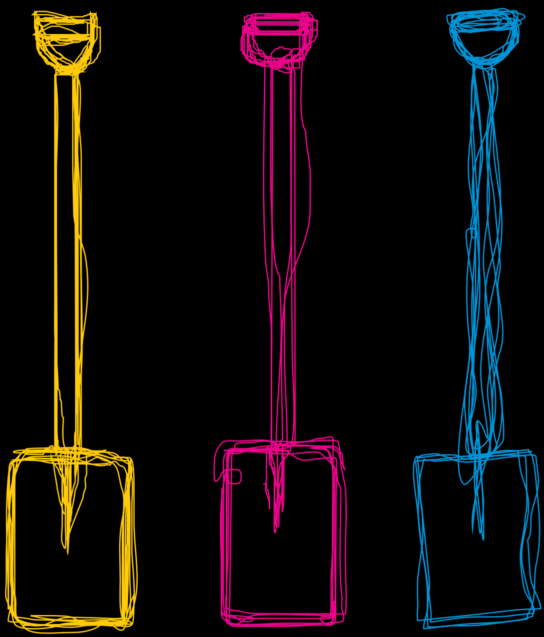
Summary and conclusion

The analysis in this chapter has shown that in the South African economy, variations in the age structure and the quality of labour supply by population group have been important explanatory factors in the labour market outcomes over the period 2006 to 2011. There are differences in the composition of the workforce by sex and province.

This is the first year since the economic recession that increases in employment are observed (an increase of 204 000 jobs in 2011) after contracting for two successive years (declined by 411 000 and 395 000 in 2009 and 2010 respectively).

In terms of educational attainment, the underlying differences among various population groups were still well entrenched in 2011. In this regard, 45,3% of the white labour force had tertiary education qualifications (either a degree or a certificate/diploma of at least six months' duration with matric) compared with 27,9% of the Indian/Asian labour force, 12,0% of the black African labour force and 12,2% of the coloured labour force. The dominance of black Africans in the working-age population, coupled with their educational outcomes, is likely to put a deterrent on the speed of labour market adjustment that is necessary to align supply to changing market demands.

Chapter 3
Summary labour market measures



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Chapter 3: Summary labour market measures

Key labour market concepts

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[4].

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

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

Background

The analysis in this chapter focuses on three important summary labour market measures that are intrinsically linked: the unemployment rate, the labour force participation rate, and the employment-to-population ratio (absorption rate). Each measure reflects a different perspective on the degree to which individuals of working age are represented in the labour market, and together they contribute to a better understanding of how the labour market functions (Lestrade-Jefferis, 2002[5]).

Introduction

An analysis of the trends and patterns in various labour market aggregates at national level often conceals wide variations for different groups. In light of this, the analysis in this chapter explores pertinent factors such as age, sex, population group, and marital status that contributed to the labour market outcome over the period 2006 to 2011.

Table 3.1: Summary labour market measures by sex, 2006–2011

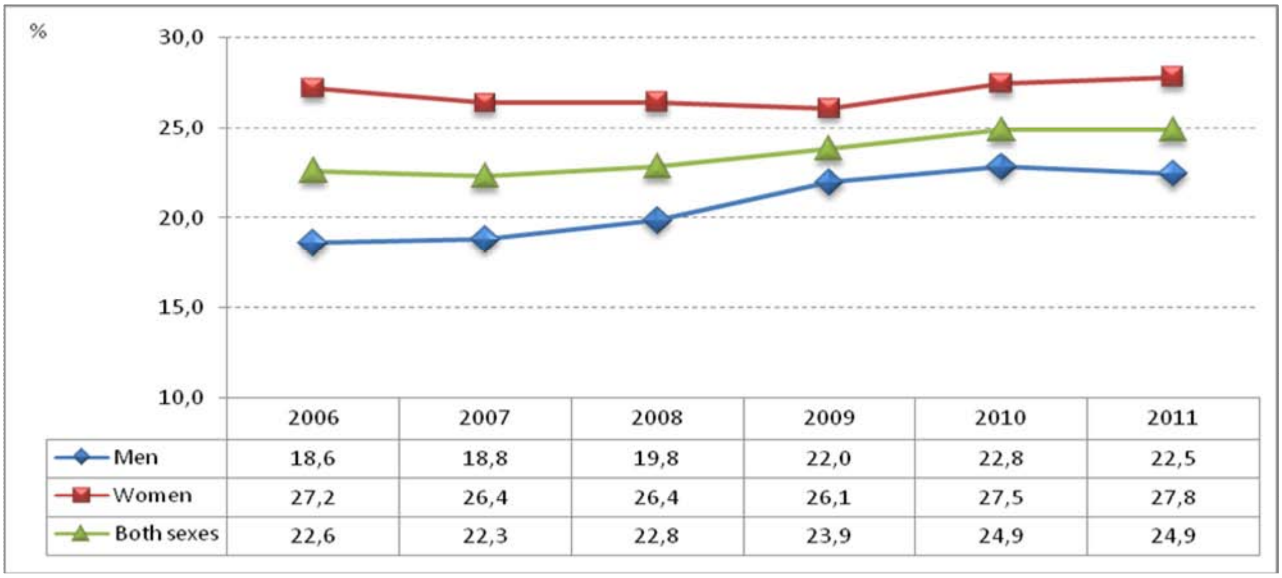
	2006	2007	2008	2009	2010	2011
Unemployment rate	**Per cent**					
Men	18,6	18,8	19,8	22,0	22,8	22,5
Women	27,2	26,4	26,4	26,1	27,5	27,8
Both sexes	**22,6**	**22,3**	**22,8**	**23,9**	**24,9**	**24,9**
Labour absorption rate						
Men	52,8	52,2	52,7	49,7	47,7	47,4
Women	37,8	37,4	37,4	36,2	34,4	34,6
Both sexes	**44,9**	**44,4**	**44,8**	**42,7**	**40,8**	**40,8**
Labour force participation rate						
Men	64,8	64,3	65,8	63,7	61,8	61,2
Women	51,9	50,8	50,8	49,0	47,4	47,9
Both sexes	**58,0**	**57,2**	**58,0**	**56,1**	**54,3**	**54,4**

South Africa has a steadily growing population. As a result, in order for the absorption rate (employment-to-population ratio) to just remain steady, employment must grow at the same rate as the working-age population. Even if there is an increase in employment, as long as the rate of increase is not the same as the rate at which the working age increases, then the absorption rate will decline. In order for the absorption rate to increase, employment has to grow faster than the population.

[4] Key Indicators of the Labour Market, ILO, Geneva 2005
[5] Lestrade-Jefferis JP. The South African Labour Market, Statistics South Africa, 2002

As noted at the beginning of this chapter, the labour force comprises all persons of working age who engage actively in the labour market (employed or unemployed). Because of the inclusion of the unemployed, the labour force participation rate will always be higher than the absorption rate.

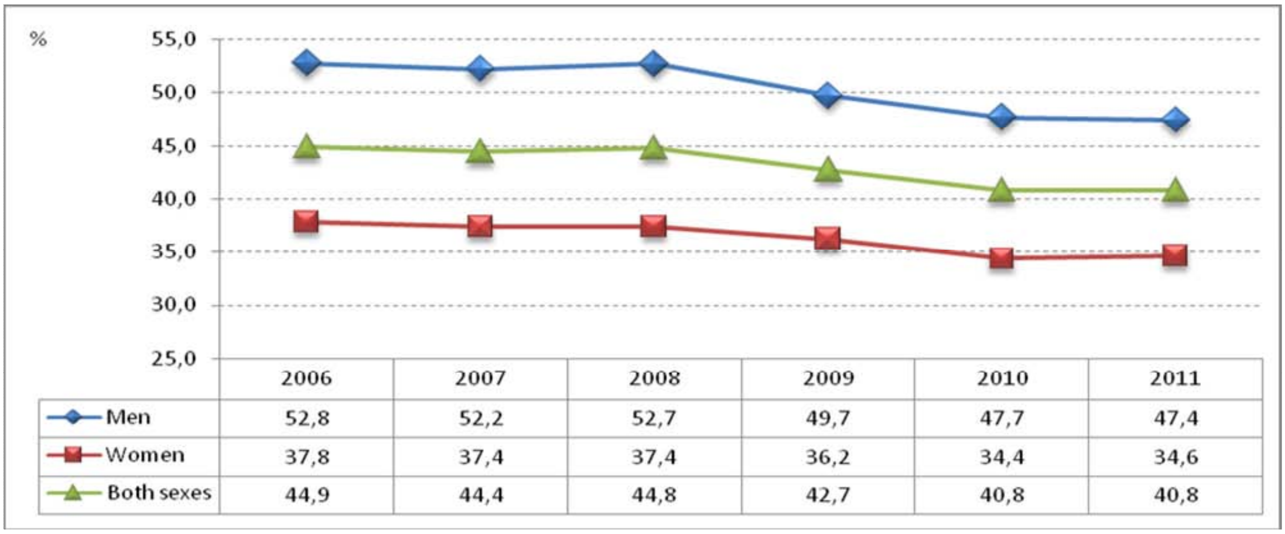
Figure 3.1: Unemployment rate by sex, 2006–2011



	2006	2007	2008	2009	2010	2011
Men	18,6	18,8	19,8	22,0	22,8	22,5
Women	27,2	26,4	26,4	26,1	27,5	27,8
Both sexes	22,6	22,3	22,8	23,9	24,9	24,9

Over the past 6 years, the unemployment rate for women has consistently exceeded that of men. This persistent pattern has be a cause of some concern, under the assumption that a female-to-male unemployment differential is undesirable. Figure 3.1 above indicates that since 2006, the unemployment rate at national level has been on the rise (from 22,6% in 2006 to 24,9% in 2011).

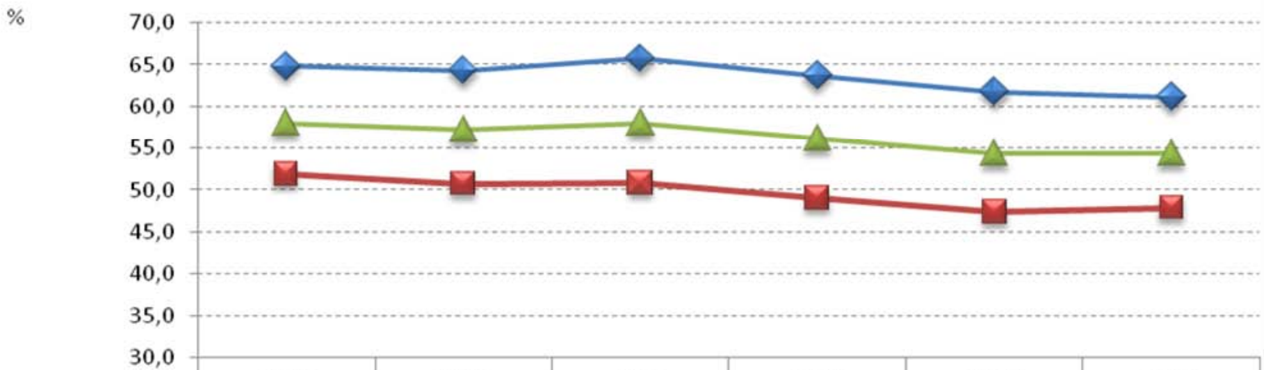
Figure 3.2: Labour absorption rate by sex, 2006–2011



	2006	2007	2008	2009	2010	2011
Men	52,8	52,2	52,7	49,7	47,7	47,4
Women	37,8	37,4	37,4	36,2	34,4	34,6
Both sexes	44,9	44,4	44,8	42,7	40,8	40,8

Absorption rate is one of the measures of economic dependency in society. Between 2006 and 2011, South Africa's working-age population grew by 8,7% but employment fell by 1,1%, which resulted in a decrease in the absorption rate by 4,1 percentage points (from 44,9% to 40,8%).

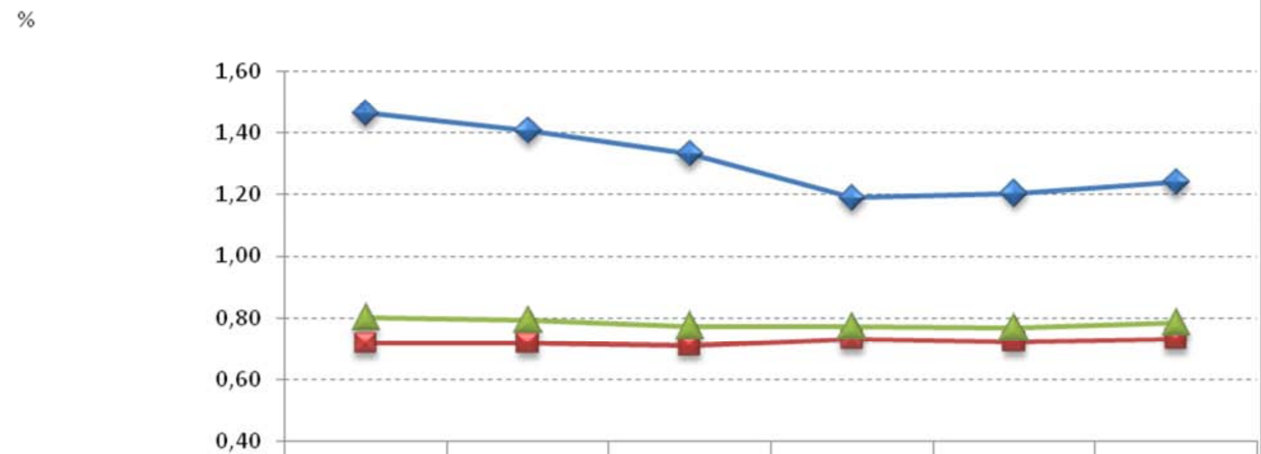
Figure 3.3: Labour force participation rate by sex, 2006–2011



	2006	2007	2008	2009	2010	2011
Men	64,8	64,3	65,8	63,7	61,8	61,2
Women	51,9	50,8	50,8	49,0	47,4	47,9
Both sexes	58,0	57,2	58,0	56,1	54,3	54,4

Overall, the proportion of individuals between the ages of 15 and 64 years who are in the labour force decreased from 58,0% in 2006 to 54,4% in 2011. In general, the labour force participation rate was higher among men than among women in all the years up to 2011.

Figure 3.4: The gender gap in key labour market variables, 2006–2011



	2006	2007	2008	2009	2010	2011
Unemployment rate	1,46	1,41	1,33	1,19	1,20	1,24
Labour absorption	0,72	0,72	0,71	0,73	0,72	0,73
LFPR	0,80	0,79	0,77	0,77	0,77	0,78

LFPR: labour force participation rate

The gender gap ï measured as the ratio of female to male rates for key labour market indicators ï highlights the disparities between men and women in the labour market. In 2006 and 2007, female unemployment rates were higher than male rates by an increasingly larger margin. Although the gap has narrowed since 2008, the unemployment rate among women was still higher than that of men in 2011. While female unemployment rates were higher than male unemployment rates, female labour absorption and labour force participation rates were lower than those of their male counterparts throughout the period under review (Figure 3.4).

Population group

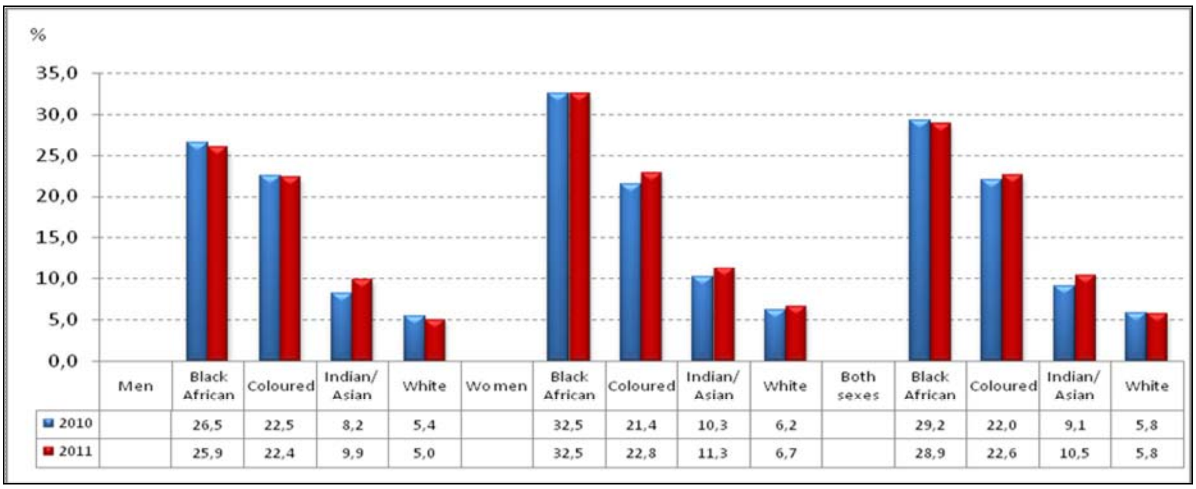
Population group is one of the key attributes that serve in defining and explaining high and low unemployment rates, absorption rate and labour force participation rates in South Africa. High levels of unemployment and low levels of employment among various population groups indicate that certain groups in the population are not able to effectively use their labour in order to better their living conditions or to positively contribute to the economy.

Table 3.2: Labour market variables by population group, 2006–2011

	2006	2007	2008	2009	2010	2011
Unemployment rate	Per cent					
Black African	26,3	25,8	27,0	28,1	29,2	28,9
Coloured	20,7	22,4	18,8	20,2	22,0	22,6
Indian/Asian	9,4	10,1	11,9	12,0	9,1	10,5
White	5,0	4,3	4,2	4,7	5,8	5,8
All population groups	**22,6**	**22,3**	**22,8**	**23,9**	**24,9**	**24,9**
Absorption rate						
Black African	40,9	40,5	40,5	38,3	36,3	36,6
Coloured	53,3	52,2	52,9	52,1	49,9	48,7
Indian/Asian	53,9	51,9	53,7	51,4	55,0	52,2
White	63,9	64,4	67,0	66,2	64,3	64,3
All population groups	**44,9**	**44,4**	**44,8**	**42,7**	**40,8**	**40,8**
Labour force participation rate						
Black African	55,6	54,6	55,5	53,2	51,2	51,5
Coloured	67,3	67,2	65,2	65,3	64,0	62,9
Indian/Asian	59,5	57,8	61,0	58,4	60,5	58,3
White	67,3	67,3	69,9	69,5	68,2	68,2
All population groups	**58,0**	**57,2**	**58,0**	**56,1**	**54,3**	**54,4**

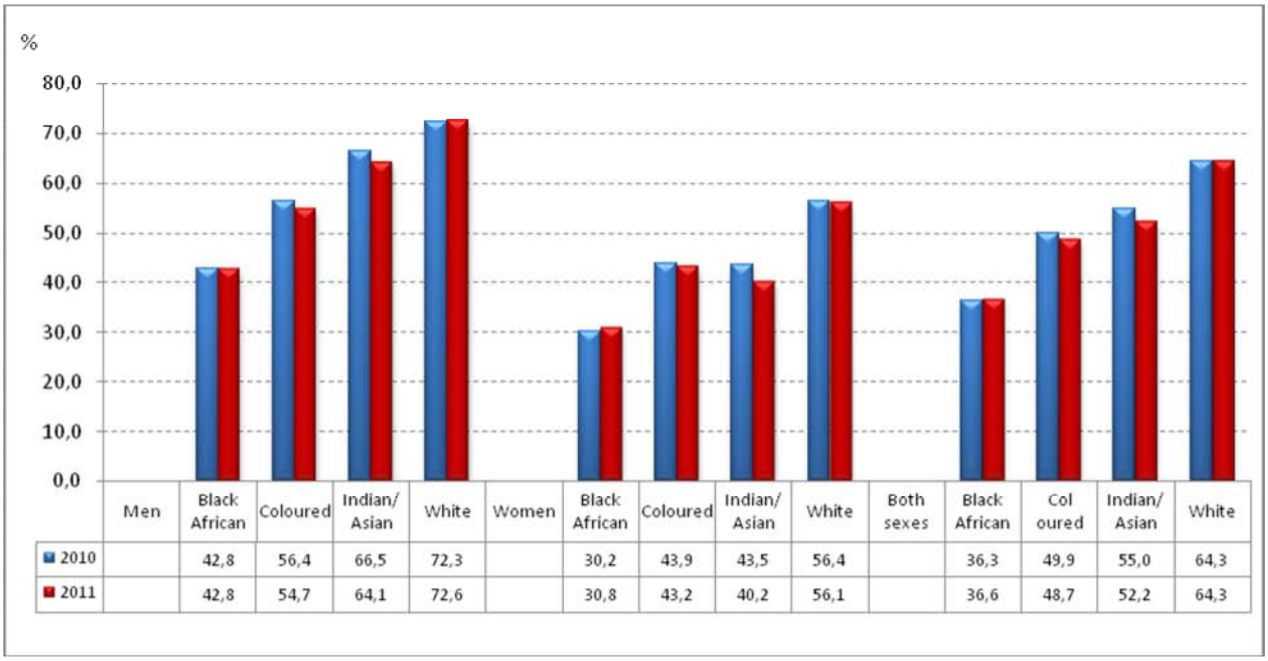
Table 3.2 shows that the unemployment rate was on a decline until 2007, when it increased slightly by 0,5 of a percentage point and then increased by 1,0 percentage point in 2010 and remained unchanged in 2011. There was an increase in the unemployment rate among all population groups between 2006 and 2011 (analysis focuses only on two points, i.e. 2006 and 2011), with the biggest increase observed among the black African population (up by 2,6 percentage points) followed by coloured persons with 1,1 percentage points.

Figure 3.5: Unemployment rate by sex and population group, 2010 and 2011



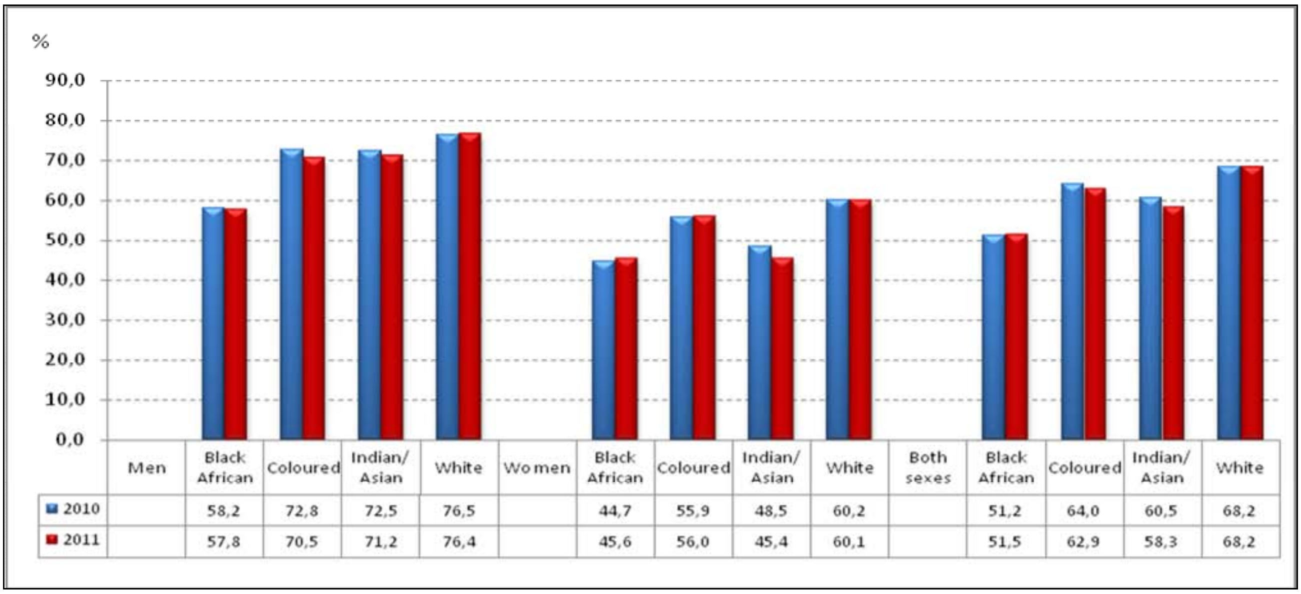
The increase in the unemployment rate over the period 2010 and 2011, was matched by a decline in the absorption rate and labour force participation rate among most population groups, except among the white population, where they both increased as a result of a decrease in the unemployment rate (Figures 3.5 and 3.6).

Figure 3.6: Absorption rate by population group, 2010 and 2011



	Men	Black African	Coloured	Indian/ Asian	White	Women	Black African	Coloured	Indian/ Asian	White	Both sexes	Black African	Col oured	Indian/ Asian	White
2010		42,8	56,4	66,5	72,3		30,2	43,9	43,5	56,4		36,3	49,9	55,0	64,3
2011		42,8	54,7	64,1	72,6		30,8	43,2	40,2	56,1		36,6	48,7	52,2	64,3

Figure 3.7: Labour force participation rate by population group, 2010 and 2011



	Men	Black African	Coloured	Indian/ Asian	White	Women	Black African	Coloured	Indian/ Asian	White	Both sexes	Black African	Coloured	Indian/ Asian	White
2010		58,2	72,8	72,5	76,5		44,7	55,9	48,5	60,2		51,2	64,0	60,5	68,2
2011		57,8	70,5	71,2	76,4		45,6	56,0	45,4	60,1		51,5	62,9	58,3	68,2

Figures 3.5, 3.6 and 3.7 highlight important gender differences by population group as follows:

- Black African women had the highest unemployment rate (32,5% in 2011).
- White men had the lowest unemployment rate (5,0% in 2011).
- Absorption rates were highest among white men (72,6% in 2011) and lowest among black African women (30,8% in 2011).

- Absorption rates and labour force participation rates were higher among men than among women for all population groups.

Age and the labour market

It is widely recognised that young people are often at a disadvantage in labour markets because they lack the necessary education and training, work experience, job-search ability, and the requisite skills for the jobs that are available. As noted by Gallart, 2008[6], although young people now stay longer in the educational system than in the past, for many of them this does not guarantee mastery of the skills needed for employability or ensure a competitive place in the queue of people seeking their first job.

A similar picture emerges in the South African labour market where in 2011, youth aged 15ï 24 years accounted for one-third of all working-age persons. This indicates possible demand-side deficiencies in two respects: firstly, the inability of the economy to generate enough employment opportunities to absorb all the new entrants into the labour market, and secondly, the apparent preference by employers for older workers who often have the relevant work experience and training that better suit the employment opportunities that are available. However, it needs to be stated that the majority of those aged 15ï 24 years are still in school and this may prevent them from participating in the labour force.

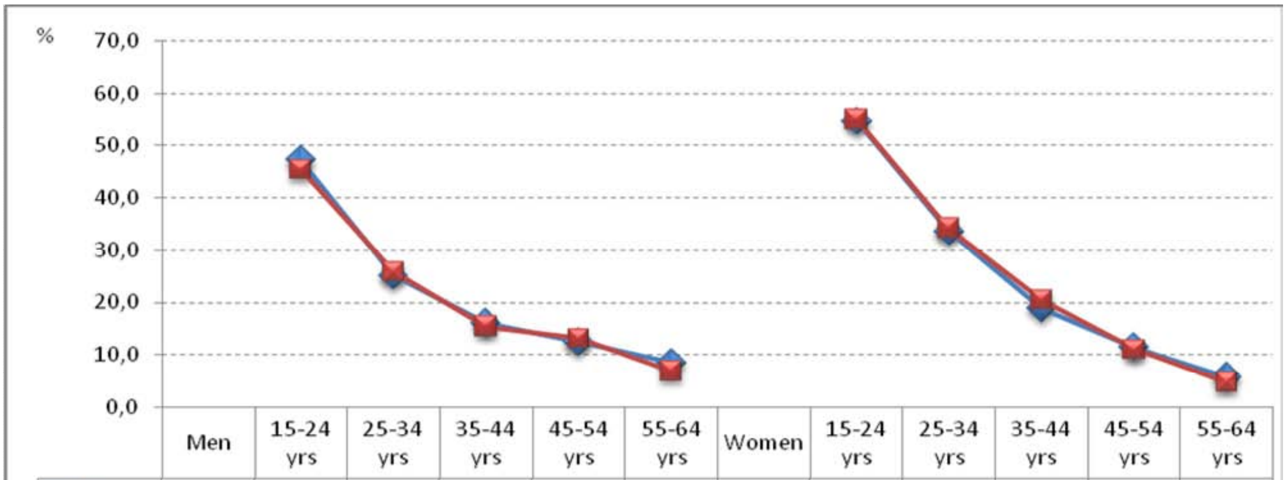
Table 3.3: Summary labour measures by age, 2006–2011

Unemployment rate	**2006**	**2007**	**2008**	**2009**	**2010**	**2011**
	Per cent					
15ï 24 yrs	46,7	46,5	45,5	48,1	50,5	49,8
25ï 34 yrs	26,0	26,0	26,0	27,9	28,9	29,6
35ï 44 yrs	14,7	13,5	15,7	16,2	17,4	17,7
45ï 54 yrs	10,0	10,4	10,0	10,8	12,0	12,1
55ï 64 yrs	5,2	5,6	6,8	6,3	7,3	6,0
All ages	**22,6**	**22,3**	**22,8**	**23,9**	**24,9**	**24,9**
Labour force participation rate						
15ï 24 yrs	30,0	29,3	30,4	27,8	25,9	25,2
25ï 34 yrs	75,5	74,6	76,2	73,9	71,8	71,9
35ï 44 yrs	78,2	77,8	78,3	77,2	75,6	75,8
45ï 54 yrs	71,3	70,1	69,9	69,0	67,6	68,0
55ï 64 yrs	46,0	44,8	43,9	41,9	40,2	40,5
All ages	**58,0**	**57,2**	**58,0**	**56,1**	**54,3**	**54,4**
Absorption rate						
15ï 24 yrs	16,0	15,7	16,5	14,4	12,8	12,7
25ï 34 yrs	55,9	55,2	56,4	53,3	51,1	50,6
35ï 44 yrs	66,7	67,3	66,0	64,7	62,4	62,4
45ï 54 yrs	64,2	62,8	63,0	61,5	59,6	59,8
55ï 64 yrs	43,6	42,2	40,9	39,2	37,3	38,0
All ages	**44,9**	**44,4**	**44,8**	**42,7**	**40,8**	**40,8**

Over the past 6 years, the proportion of people without jobs has risen faster for those aged 15 to 34 than for workers as a whole. The absorption rate among this age group was generally also on a downward trend. In the year ended December 2011, the unemployment rate increased among all age groups except for those aged 15ï 24 years and 55ï 64 years.

[6] Gallart, Maria Antonia, ILO/Cinterfor, 2008. Skills, Productivity and Employment Growth: The case of Latin America

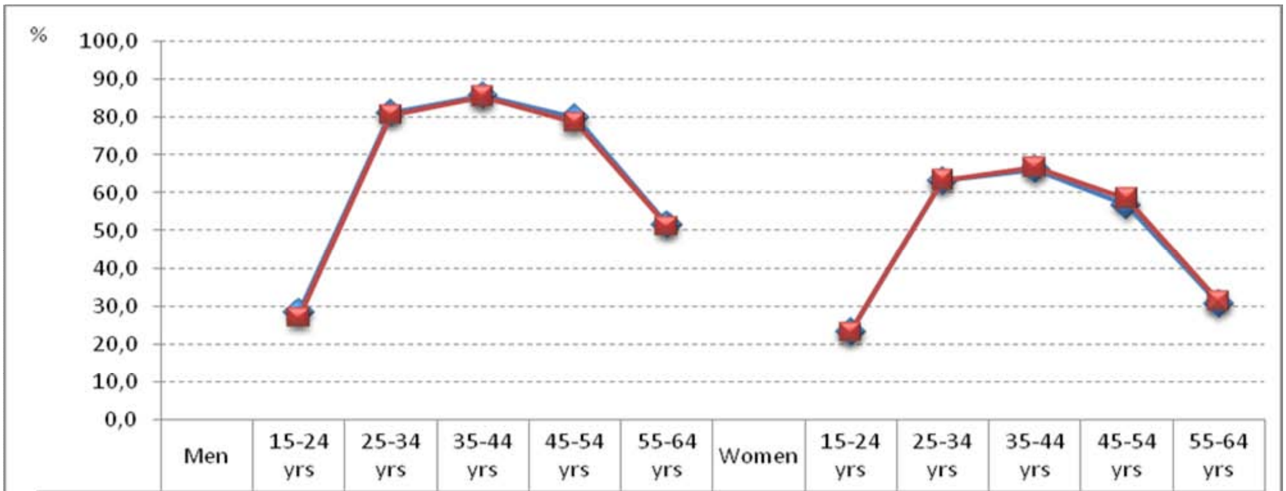
Figure 3.8: Unemployment rate by age and sex, 2010 and 2011



	Men	15-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	55-64 yrs	Women	15-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	55-64 yrs
2010		47,2	25,0	16,1	12,4	8,4		54,6	33,5	18,9	11,4	5,8
2011		45,4	25,8	15,4	13,1	6,9		55,0	34,1	20,4	11,0	4,7

The pattern of gender analysis of the unemployment rate by age remained the same between 2010 and 2011, i.e. the rate of unemployment was higher among younger individuals compared to the older group irrespective of gender. However, the unemployment rate among women was higher for those aged 15ï 44 years compared to men of the same age group. On the other hand, older women (45ï 64 years) were less likely to be unemployed compared to their male counterparts (Table 3.3 and Figure 3.8).

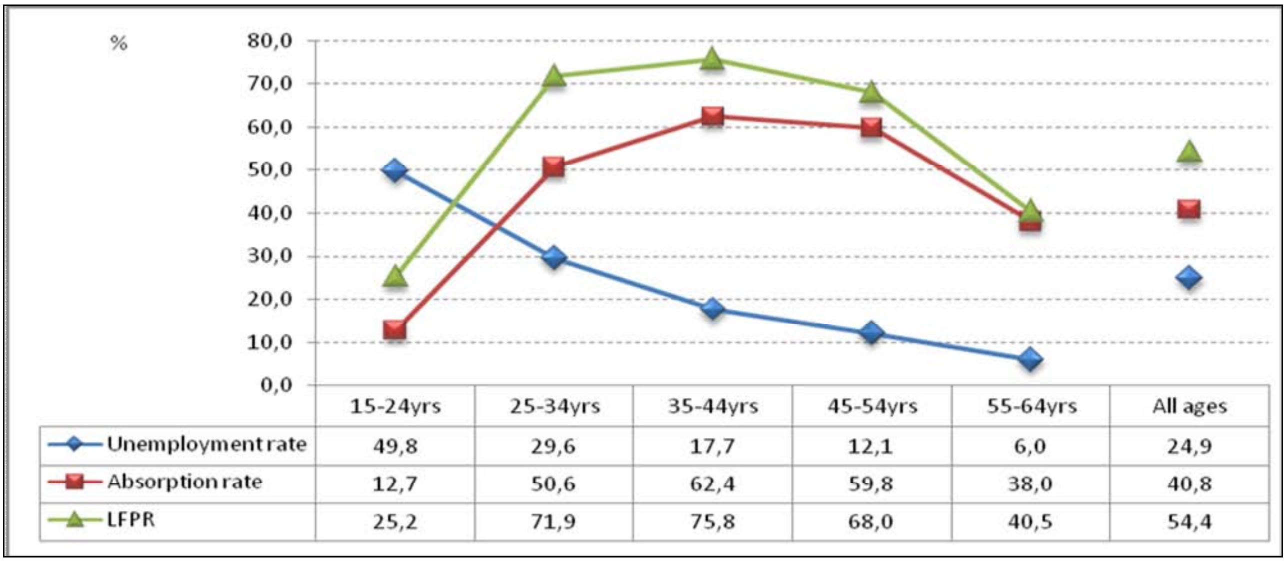
Figure 3.9: Labour force participation rate by age and sex, 2010 and 2011



	Men	15-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	55-64 yrs	Women	15-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	55-64 yrs
2010		28,5	81,1	85,7	80,0	51,6		23,3	63,1	66,2	56,7	30,8
2011		27,1	80,8	85,5	78,6	51,3		23,3	63,4	66,9	58,6	31,4

For the country as a whole in 2011, 47,9% of all working-age women were either looking for work or working ï which is what labour force participation measures. This was 0,5 of a percentage point lower than in 2010. Figure 3.9 shows that labour force participation for both men and women increased from the ages 15ï 34 years, reached its peak between 35ï 44 years and then gradually declined after the age of 44 years.

Figure 3.10: Key labour market rates by age, 2011



LFPR: labour force participation rate

Figure 3.10 shows that in 2011, the unemployment rate decreased with age and was lowest among those aged between 55 and 64 years. On the other hand, both the absorption and participation rates increased with age, reaching both their peaks at the age group 35ï 44 years and gradually declining after the age of 44 years.

Provincial labour market indicators

Provincial disparities in the South African labour market are large, as evidenced by the difference between the highest and lowest unemployment rates, absorption rates, and labour force participation rates across the nine provinces. These disparities arise from many sources ï some of which relate directly to the different economic circumstances facing each province. In this regard, differences in the industrial breakdown and the share of male and female-dominated industries as well as the level of urbanisation are likely to be important contributing factors to provincial labour market outcomes.

Figure 3.11: Unemployment rate by province, 2010 and 2011

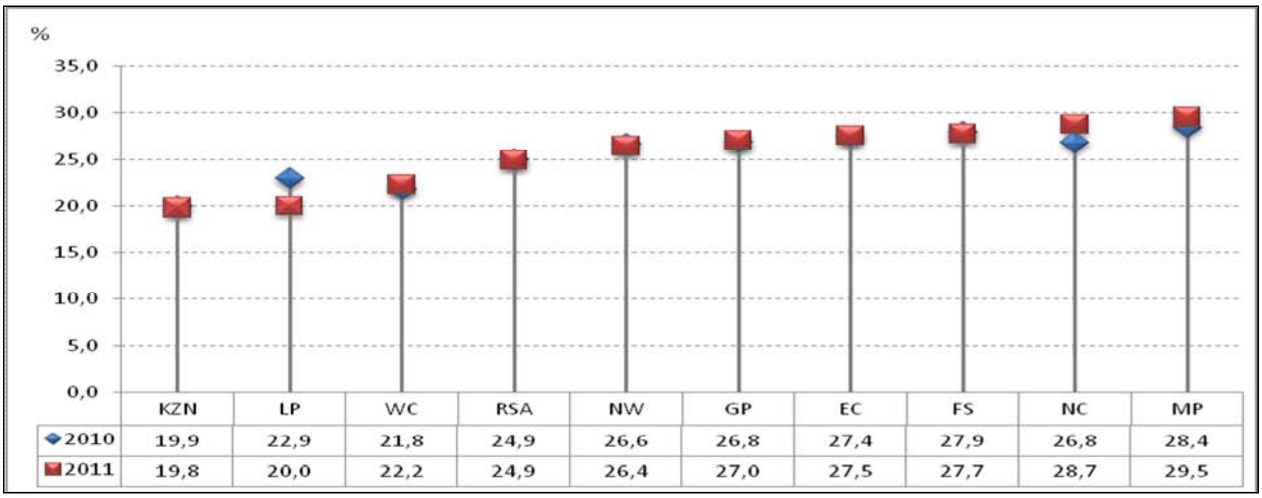
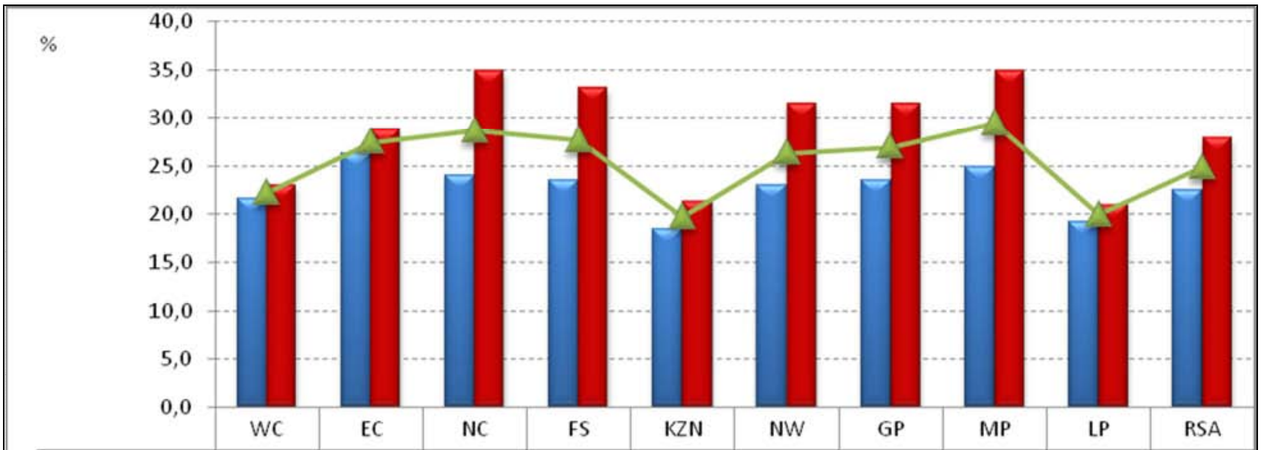


Figure 3.11 indicates that the unemployment rate in 2011 was lowest in KwaZulu-Natal and Limpopo and highest in Mpumalanga and Northern Cape. The biggest increase in the unemployment rate was observed in Northern Cape where the unemployment rate increased by

1,9 percentage points, while Limpopo recorded the biggest decline (down by 2,9 percentage points).

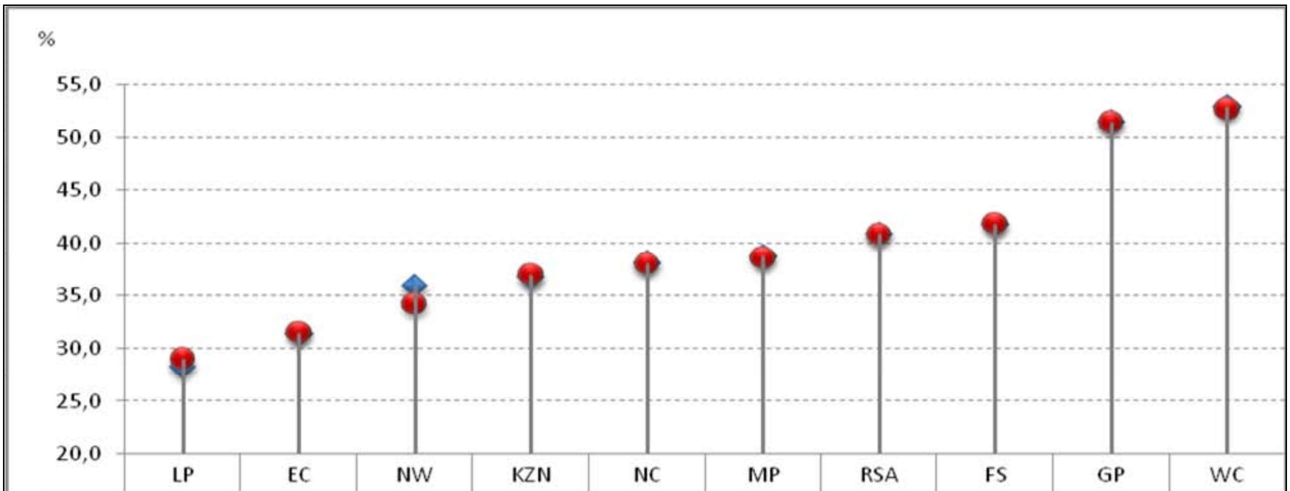
Figure 3.12: Unemployment rate by province and sex, 2011



	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Men	21,6	26,3	24,0	23,5	18,4	23,0	23,5	24,9	19,2	22,5
Women	23,0	28,8	34,8	33,0	21,3	31,4	31,4	34,9	20,9	27,8
Both sexes	22,2	27,5	28,7	27,7	19,8	26,4	27,0	29,5	20,0	24,9

In every province, the unemployment rate among women was higher than that of men in 2011 (Figure 3.12). The gap between male and female unemployment rates was highest in Northern Cape, Mpumalanga and Free State where the number of employed women per 100 employed men was lowest. The gender gap in unemployment was lower in Western Cape, Limpopo and Eastern Cape where the difference in the unemployment rates was less than 3 percentage points.

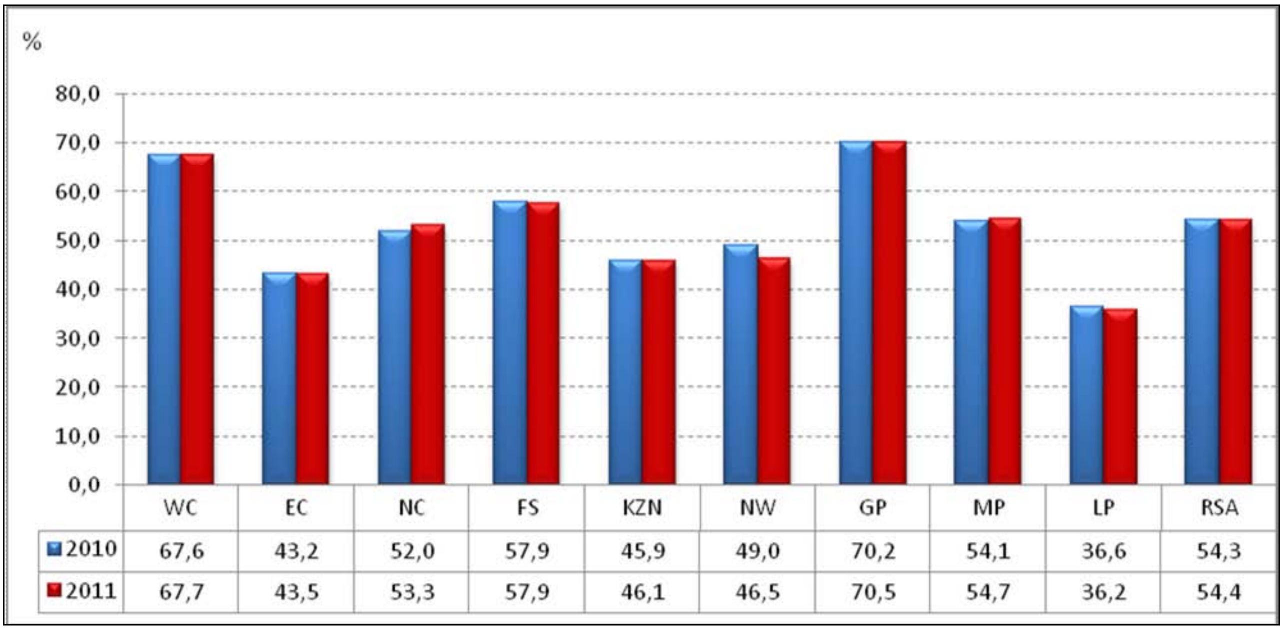
Figure 3.13: Absorption rate by province, 2010 and 2011



	LP	EC	NW	KZN	NC	MP	RSA	FS	GP	WC
2010	28,2	31,4	35,9	36,7	38,1	38,7	40,8	41,7	51,4	52,9
2011	29,0	31,5	34,2	37,0	38,0	38,6	40,8	41,8	51,4	52,6

Figure 3.13 indicates that absorption rates were virtually unchanged in 2011 compared to 2010 in all provinces except for North West. The highest reduction in the absorption rate was observed in North West where it declined by 1,7 percentage points between 2010 and 2011 on account of the reduction in employment opportunities during this period.

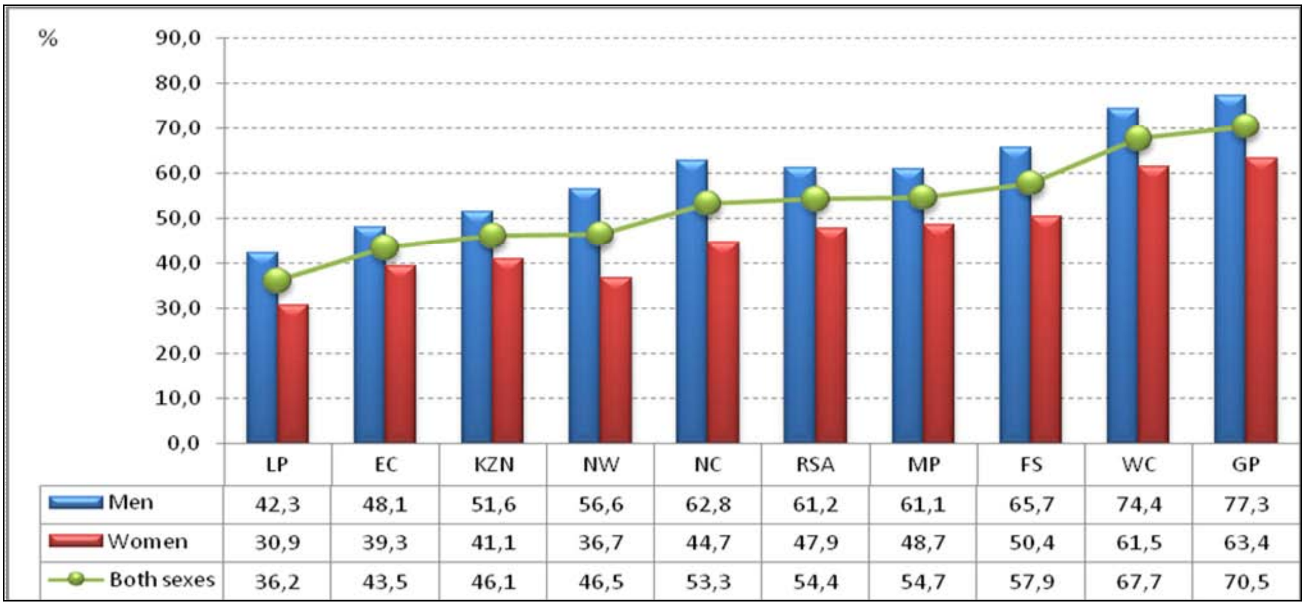
Figure 3.14: Labour force participation rate by province, 2010 and 2011



	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
2010	67,6	43,2	52,0	57,9	45,9	49,0	70,2	54,1	36,6	54,3
2011	67,7	43,5	53,3	57,9	46,1	46,5	70,5	54,7	36,2	54,4

The highest increase in the labour force participation rate between 2010 and 2011 was observed in Northern Cape (up by 1,3 percentage points), followed by Mpumalanga with an increase of 0,6 percentage points. North West and Limpopo were the only provinces recording a drop in the labour force participation rate (decreased by 2,5 and 0,4 percentage points respectively). Figure 3.14 further shows that five of the nine provinces had participation rates lower than the national average for the same period.

Figure 3.15: Labour force participation rate by province and sex, 2011



	LP	EC	KZN	NW	NC	RSA	MP	FS	WC	GP
Men	42,3	48,1	51,6	56,6	62,8	61,2	61,1	65,7	74,4	77,3
Women	30,9	39,3	41,1	36,7	44,7	47,9	48,7	50,4	61,5	63,4
Both sexes	36,2	43,5	46,1	46,5	53,3	54,4	54,7	57,9	67,7	70,5

Figure 3.15 shows that the highest labour force participation rate was observed in Gauteng (70,5%), followed by Western Cape (67,7%) and Free State (57,9%). In 2011, gender differences in the labour force participation rate were largest in North West and Northern Cape where male rates were 18 percentage points or higher than female rates.

Educational attainment

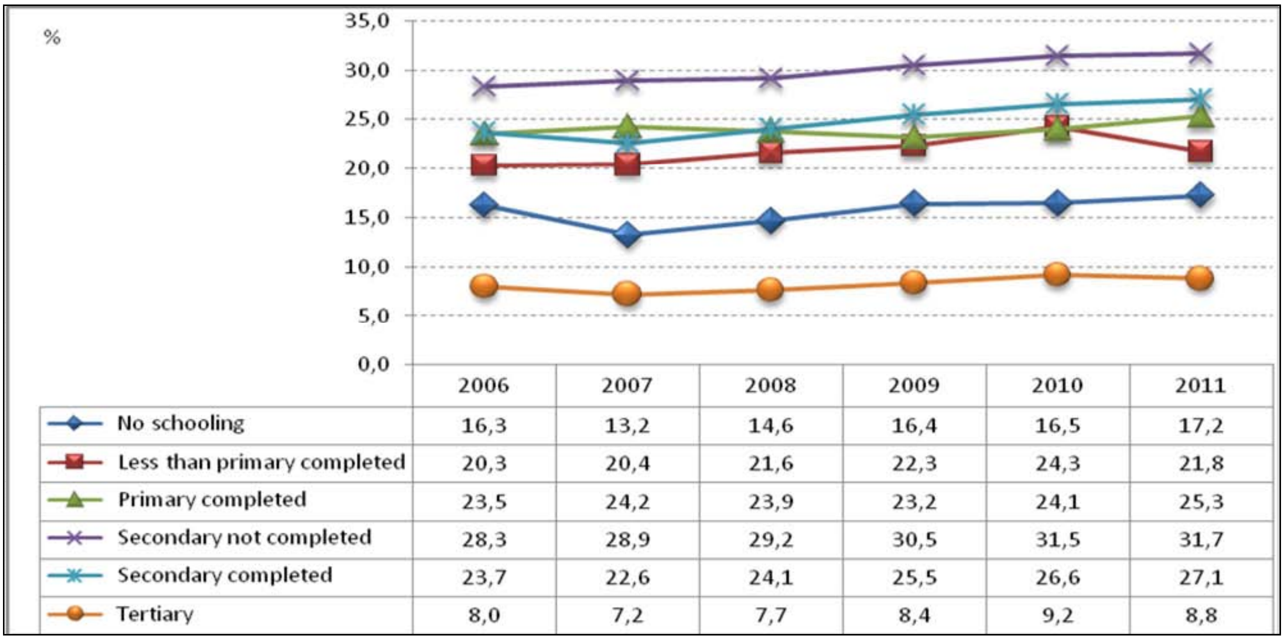
It is generally expected that the completion of higher levels of education improves job prospects. In South Africa, the unemployment rate was lower among people who had no education than among individuals in every other education category except those with higher educational qualifications (Table 3.4 and Figure 3.16). This perhaps unexpected outcome is explained by a closer examination of the profile of those without formal education.

People with no education or no formal education recorded the lowest unemployment rate; however, they also had the lowest labour force participation. This might suggest that they viewed the labour market in very stable terms.

Table 3.4: Summary measures by level of educational attainment, 2006–2011

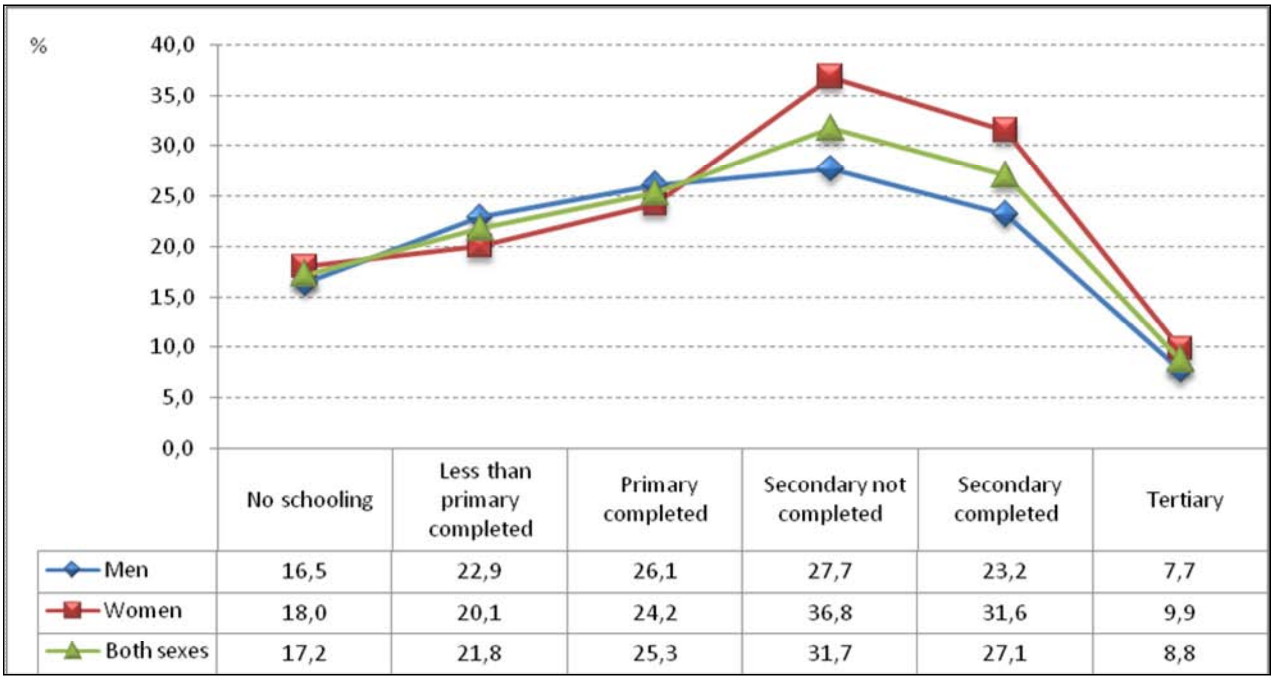
	2006	2007	2008	2009	2010	2011
	Per cent					
Unemployment rate						
No schooling	16,3	13,2	14,6	16,4	16,5	17,2
Less than primary completed	20,3	20,4	21,6	22,3	24,3	21,8
Primary completed	23,5	24,2	23,9	23,2	24,1	25,3
Secondary not completed	28,3	28,9	29,2	30,5	31,5	31,7
Secondary completed	23,7	22,6	24,1	25,5	26,6	27,1
Tertiary	8,0	7,2	7,7	8,4	9,2	8,8
RSA	**22,6**	**22,3**	**22,8**	**23,9**	**24,9**	**24,9**
Labour force participation rate						
No schooling	48,1	44,1	43,2	39,6	36,2	33,8
Less than primary completed	52,4	51,0	49,5	45,6	42,1	42,4
Primary completed	49,0	49,4	47,4	45,6	42,1	41,4
Secondary not completed	49,3	48,4	48,4	46,5	45,1	45,1
Secondary completed	72,2	71,7	73,6	70,8	68,6	68,1
Tertiary	87,7	88,3	89,9	88,7	87,1	87,2
RSA	**58,0**	**57,2**	**58,0**	**56,1**	**54,3**	**54,4**
Absorption rate						
No schooling	40,2	38,2	36,9	33,1	30,2	27,9
Less than primary completed	41,8	40,6	38,8	35,4	31,9	33,2
Primary completed	37,5	37,4	36,1	35,0	31,9	30,9
Secondary not completed	35,3	34,4	34,3	32,4	30,9	30,8
Secondary completed	55,1	55,5	55,9	52,7	50,3	49,6
Tertiary	80,6	82,0	83,0	81,3	79,1	79,6
RSA	**44,9**	**44,4**	**44,8**	**42,7**	**40,8**	**40,8**

Figure 3.16: Trend in unemployment rate by level of education, 2006–2011



	2006	2007	2008	2009	2010	2011
No schooling	16,3	13,2	14,6	16,4	16,5	17,2
Less than primary completed	20,3	20,4	21,6	22,3	24,3	21,8
Primary completed	23,5	24,2	23,9	23,2	24,1	25,3
Secondary not completed	28,3	28,9	29,2	30,5	31,5	31,7
Secondary completed	23,7	22,6	24,1	25,5	26,6	27,1
Tertiary	8,0	7,2	7,7	8,4	9,2	8,8

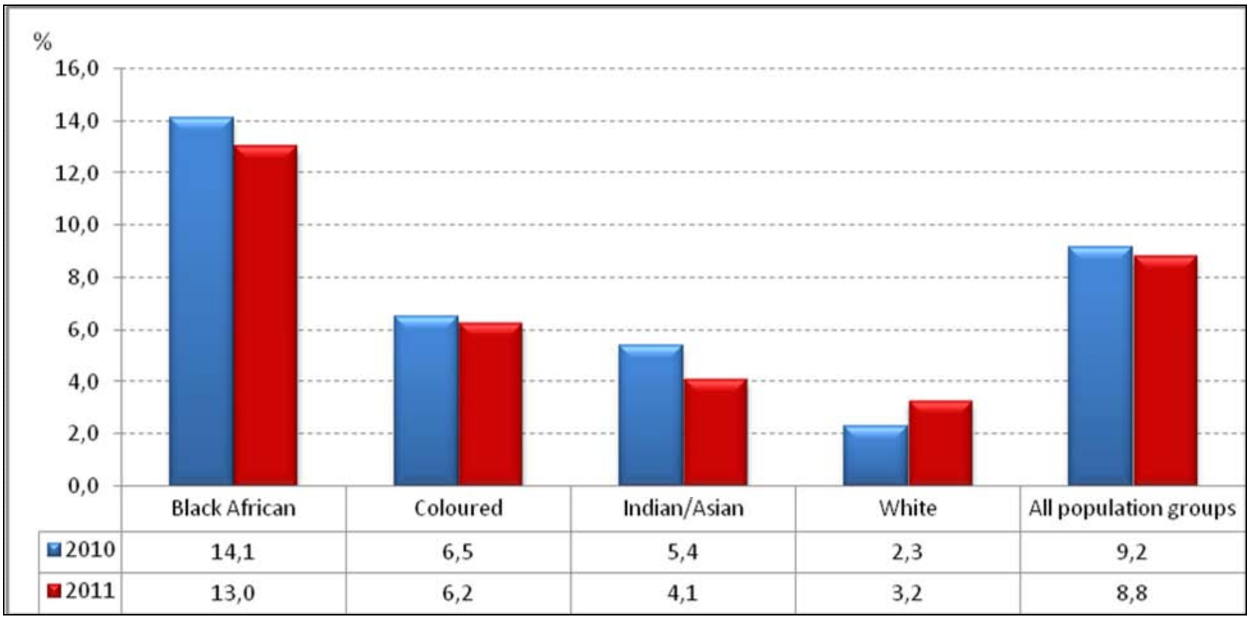
Figure 3.17: Unemployment rate by level of education and sex, 2011



	No schooling	Less than primary completed	Primary completed	Secondary not completed	Secondary completed	Tertiary
Men	16,5	22,9	26,1	27,7	23,2	7,7
Women	18,0	20,1	24,2	36,8	31,6	9,9
Both sexes	17,2	21,8	25,3	31,7	27,1	8,8

There is a gender-specific pattern in the unemployment rate by level of education (Figure 3.17). The unemployment rate was higher for women than for men at education levels higher than complete primary. The gender gap was largest among those with some secondary completed and among those with secondary education completed.

Figure 3.18: The graduate unemployment rate by population group, 2010 and 2011



There was a decrease in the unemployment rate among those with tertiary education (persons with degrees, or with matric and either a certificate or a diploma of at least six months' full-time duration) from 9,2% in 2010 to 8,8% in 2011, which reflected a decrease among all population groups except among the white population (Figure 3.18). But more importantly, in 2011 the unemployment rate among black African graduates was four times that of white graduates, suggesting that there was perhaps still a large mismatch between the educational outcomes of the four population groups and the labour market opportunities available to each group.

Summary and conclusion

In general, labour force participation and labour absorption rates were higher amongst men than among women in all the years up to 2011. In contrast, female unemployment rates were higher than male rates, although the gender gap in the unemployment rate has narrowed since 2008.

Between 2006 and 2011, there was an increase in the unemployment rate among all population groups except among white persons. The increase in the unemployment rate was matched by a decline in the absorption rate and labour force participation rate among most population groups except among the white population where both remained the same.

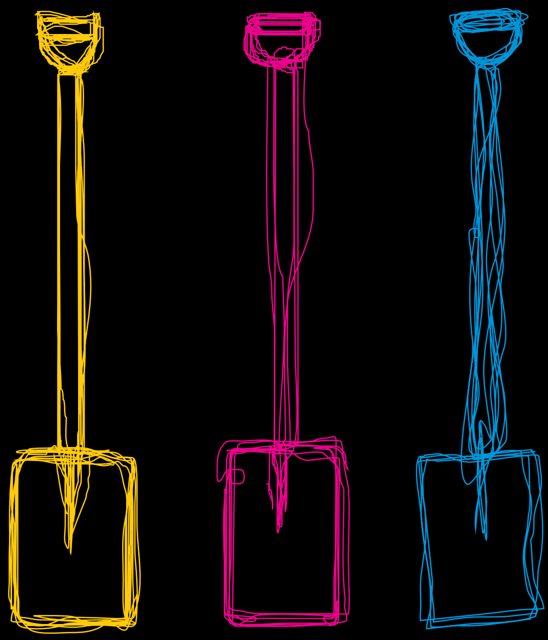
The unemployment rate among persons aged 15ï 24 years was substantially higher than that for older age groups, and as much as twice the national average, which is common in many other countries. In addition, absorption and participation rates among persons aged 15ï 24 years were considerably lower than those for older age groups, reflecting, in part, the high proportion of persons aged 15ï 24 years who were still in full-time education.

The unemployment rate was lowest in KwaZulu-Natal and Limpopo and highest in Mpumalanga and Northern Cape. In every province, the unemployment rate among women was higher than that of men in 2011. The gap between male and female unemployment rates was highest in Northern Cape, Mpumalanga and Free State where the number of employed women per 100 employed men was lowest. Labour force participation rates for both 2010 and 2011 were highest in Gauteng and Western Cape and lowest in Eastern Cape. In 2011, the largest gender differences in the labour force participation rate were observed in Northern Cape and North West where male rates were 18 percentage points or more higher than female rates.

There is a gender-specific pattern in the unemployment rate by level of education. The unemployment rate is higher for women than for men at education levels higher than complete primary. The gender gap is largest among those with some secondary completed and among those with secondary education completed. There was a decrease in the unemployment rate among those with tertiary education (persons with degrees, or with matric and either a certificate or a diploma of at least six months' full-time duration) from 9,2% in 2010 to 8,8% in 2011.

Unemployment has become a source of growing concern, in part because historically, those who have been particularly hard hit include women and young people. The unemployment rate among each of these groups is higher than among men and old people, and their jobs are highly vulnerable to adverse economic shocks. In light of this, bridging the gap in the demand and supply of youth and female employment will continue to be a key labour market challenge.

Chapter 4
Employment



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Chapter 4: Employment

4.1 A profile of the employed

Key labour market concepts

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

Only individuals that are engaged in ***market production activities*** and government services are considered to be employed.

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

Status in employment

There are four statuses in employment which, when added together, are equal to the employed.

Employee: A person who works for a public sector or private sector employer and receives remuneration in wages, salary, commission, tips, piece-rates or pay in kind.

Employer (employing one or more employees)**:** A person who operates his/her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.

Own-account worker (not employing any employees)**:** A person who operates his/her own economic enterprise or engages independently in a profession or trade, and hires no employees.

Unpaid in a household business: Because these workers are not paid, they are excluded from the earnings questions.

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

Occupations[7] in this chapter have been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories is drawn from Bhorat, H & Oostuizen, M in 'Employment shifts and the ŋjobless growthò debate' Chapter in 'Human Resource Development Review 2008, Education, Employment and Skills in South Africa', editors A. Kraak & K. Press, HSRC Press:

Skilled occupations classification: comprises managers, professionals and technicians.

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

Low-skilled occupations classification: comprises elementary work

Domestic workers are classified separately.

Industry classification is as follows:

Primary sector: Agriculture and Mining.

Secondary sector: Manufacturing, Utilities and Construction.

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

Employed persons may be described as **fully employed** if they do not want to work more hours than they currently do; or **underemployed** if they would like to work more hours than they currently do. This measure of time-related **underemployment** indicates that the hours of work of an employed person are less than what that person is willing and available to take. In essence, time-related underemployment measures situations of partial lack of work, and thus complements statistics on unemployment.

Underemployment in the QLFS is derived from four questions, namely total hours usually worked, for those respondents with one or multiple jobs, a question on whether the respondent would have liked to work more hours, provided that the extra hours had been paid and a question on availability to start extra work. Thus if the total hours worked per week are less than 35 hours and a person wants to work more hours and is available to start work in the next four weeks, they are classified as underemployed.

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 a person as employed when they have worked for only one hour during the reference week.

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

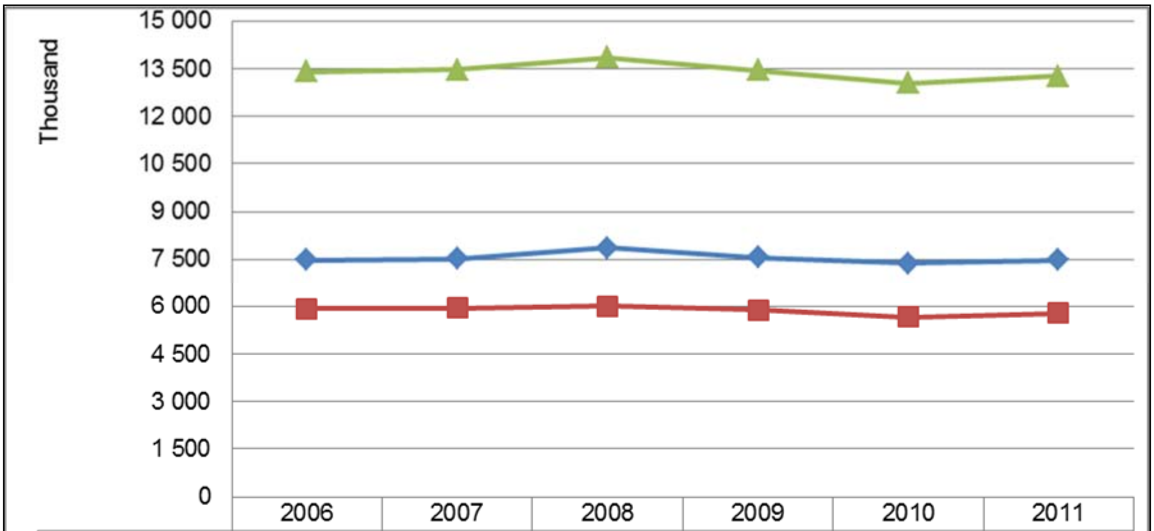
Background

In South Africa, as in most countries with labour force surveys, only individuals that are engaged in market production activities are considered to be employed (see QLFS Guide[8]).People counted as employed therefore are those who did one or more hours of work in the reference week (the week before the interview). Also the employed include those who were temporarily absent from a job or business to which they would definitely return.

Introduction

The objective of this chapter is to provide analysis of employed individuals in 2011. Furthermore, in order to ascertain how employment in the country has evolved, where applicable, the analysis will also examine trends in employment by making comparisons from 2006 to 2011. These trends are assessed with reference specifically to industry and occupational categories as well as by various other descriptors of employment. In addition, the analysis also includes demographic variables (age, sex and population group) and a geographic variable (province).

Figure 4.1: Employment trends by sex, 2006–2011



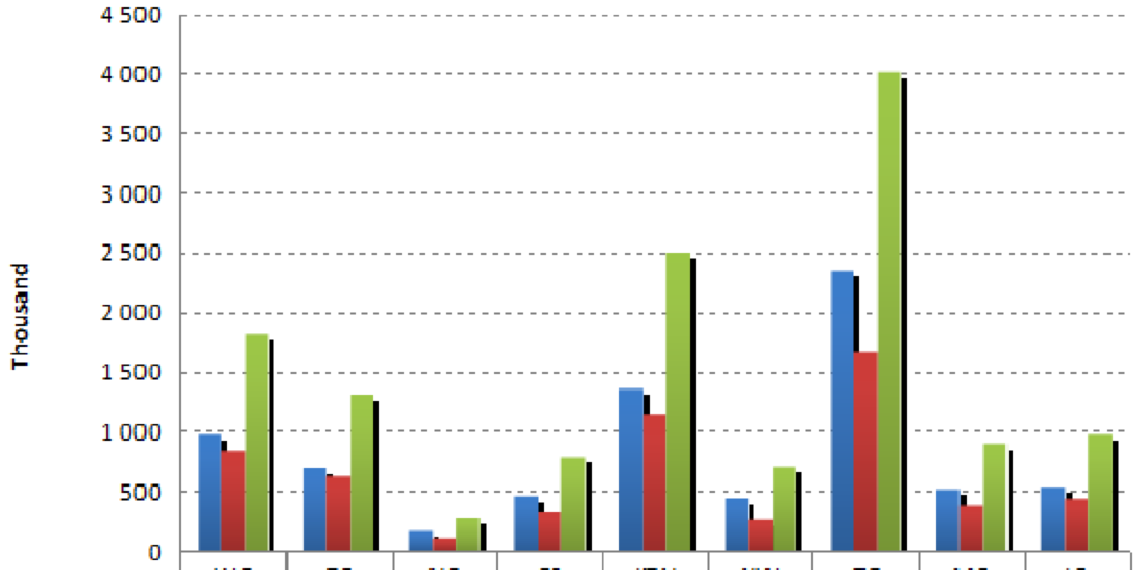
	2006	2007	2008	2009	2010	2011
Men	7 483	7 523	7 866	7 562	7 390	7 481
Women	5 936	5 944	6 000	5 894	5 671	5 783
Both Sexes	13 419	13 467	13 867	13 455	13 061	13 265

Figure 4.1 shows the trends of employed persons by sex between 2006 and 2011. The total number of employed persons in South Africa increased by 448 000 over the period 2006 to 2008, but declined over the next two years. In 2011, the number of employed persons increased by 204 000 on an annual basis. Similar patterns to the overall trend can be observed among both men and women. Between 2006 and 2008, men accounted for 85% of total employment creation over the period as employment expanded by 383 000. In contrast, employment among women increased by only 64 000. Between 2009 and 2010, as employment declined by 394 000 on a year-on-year basis, employment contracted by 223 000 for women, while employment among men declined by 172 000. However, since 2010, employment creation among women has accelerated as women accounted for 54% of the 204 000 jobs created in 2011.

The figure also illustrates the gap between men and women in terms of employment. The number of employed men has been higher compared to women since 2006. The gap between the number of men and women employed rose from around 1,5 million in 2006 to almost 1,7 million in 2011.

[8]See Report-02-11-01 ï Guide to the Quarterly Labour Force Survey (QLFS), August 2008. http://statssa-web:9999/publications/Report-02-11-01/Report-02-11-01August2008.pdf

Figure 4.2: Employment by province, 2011



	WC	EC	NC	FS	KZN	NW	GP	MP	LP
Men	970	693	164	460	1 360	438	2 345	517	534
Women	839	621	109	323	1 140	261	1 671	382	437
Both Sexes	1 809	1 314	274	783	2 500	698	4 015	899	972

Figure 4.2 reflects that the majority of employed persons reside in Gauteng (4,0 million persons) followed by KwaZulu-Natal and Western Cape with 2,5 million and 1,8 million employed persons respectively. The disparities between men and women in employment can be clearly seen from the provincial distribution of employment by gender, in particular Gauteng, where 674 000 more men than women are employed compared to Eastern Cape where 72 000 more men compared to women were employed.

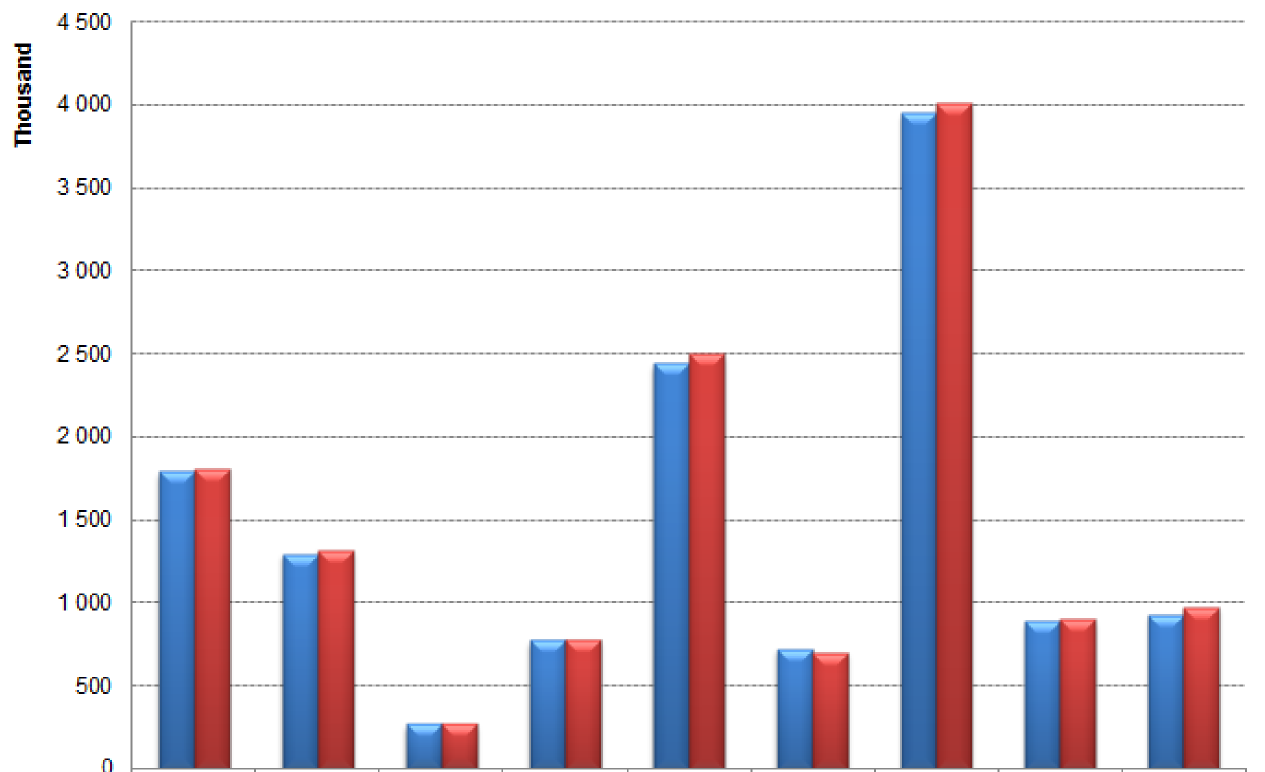
Table 4.1: Changes in employment by sex, age group, population group, level of education and province, 2010 and 2011

	2010	2011	Change	Percentage change
	Thousand			
Gender				
Men	7 390	7 481	92	1,2
Women	5 671	5 783	112	2,0
Total	**13 061**	**13 265**	**204**	**1,6**
Age				
15ï 24yrs	1 311	1 306	-4	-0,3
25ï 34yrs	4 373	4 396	23	0,5
35ï 44yrs	3 738	3 854	116	3,1
45ï 54yrs	2 530	2 549	19	0,8
55ï 64yrs	1 109	1 159	50	4,5
Total	**13 061**	**13 265**	**204**	**1,6**
Population group				
Black	9 054	9 313	259	2,9
Coloured	1 496	1 478	-18	-1,2
Indian	502	485	-17	-3,5
White	2 009	1 989	-20	-1,0
Total	**13 061**	**13 265**	**204**	**1,6**
Education status				
No schooling	395	344	-51	-12,8
Primary not completed	1 101	1 089	-12	-1,1
Primary completed	631	594	-37	-5,9
Secondary not completed	4 304	4 427	123	2,8
Secondary completed	3 974	3 991	17	0,4
Tertiary	2 473	2 655	182	7,4
Other	184	165	-18	-9,9
Total	**13 061**	**13 265**	**204**	**1,6**

Table 4.1 above highlights the change in employment between 2010 and 2011. Employment growth was higher amongst women than men over the period, increasing by 2,0% and 1,2% respectively. A distribution of employment by age finds that the expansion in employment was concentrated amongst those aged 35ï 44 years, who accounted for 57% of employment growth over the period. Young people between the ages of 15 and 24 reflected the only contraction in employment at 0,3% or 4 000 jobs.

Employment among black Africans grew by 259 000 or 2,9%, while all other population groups reflected a contraction in the levels of employment. Large employment gains were observed among those employed with a tertiary qualification (182 000 or 7,4%) followed by secondary not completed (123 000 or 2,8%). Secondary completed expanded by a marginal 0,4% while all other educational categories reflected a decline in employment in 2011.

Figure 4.3: Change in employment by province, 2010 and 2011



	WC	EC	NC	FS	KZN	NW	GP	MP	LP
2010	1 789	1 294	271	775	2 441	724	3 951	887	928
2011	1 809	1 314	274	783	2 500	698	4 015	899	972

Employment expanded across all provinces in 2011, except North West, where employment contracted by 26 000 year on year. Robust employment growth was recorded for Gauteng (64 000), KwaZulu-Natal (59 000) and Limpopo (46 000). In Northern Cape and Free State, more marginal gains in employment were observed as employment increased by 3 000 and 8 000 respectively.

Table 4.2: Annual rate of change in employment between 2006 and 2011

	Employed 2006	Employed 2011	Change in employment 2006-2011	Annual rate of change in 2006-2011
	Thousand			Per cent
Gender				
Men	7 483	7 481	-2	0,0
Women	5 936	5 783	-153	-0,5
Total	**13 419**	**13 265**	**-154**	**-0,2**
Age				
15ï 24yrs	1 554	1 306	-248	-3,2
25ï 34yrs	4 565	4 396	-169	-0,7
35ï 44yrs	3 526	3 854	328	1,9
45ï 54yrs	2 607	2 549	-58	-0,4
55ï 64yrs	1 167	1 159	-8	-0,1
Total	**13 419**	**13 265**	**-154**	**-0,2**
Population group				
Black African	9 426	9 313	-113	-0,2
Coloured	1 517	1 478	-39	-0,5
Indian/Asian	453	485	32	1,4
White	2 024	1 989	-35	-0,3
Total	**13 419**	**13 265**	**-154**	**-0,2**
Education status				
No schooling	691	344	-347	-10,0
Primary not completed	1 671	1 089	-582	-7,0
Primary completed	820	594	-226	-5,5
Secondary not completed	4 431	4 427	-4	0,0
Secondary completed	3 787	3 991	204	1,1
Tertiary	1 958	2 655	697	7,1
Total	**13 419**	**13 265**	**-154**	**-0,2**
Province				
Western Cape	1 857	1 809	-48	-0,5
Eastern Cape	1 423	1 314	-109	-1,5
Northern Cape	311	274	-37	-2,4
Free State	803	783	-20	-0,5
KwaZulu-Natal	2 549	2 500	-49	-0,4
North West	839	698	-141	-3,4
Gauteng	3 914	4 015	101	0,5
Mpumalanga	899	899	0	0,0
Limpopo	823	972	149	3,6
South Africa	**13 419**	**13 265**	**-154**	**-0,2**

Table 4.2 above reflects the distribution of employment by certain demographic variables, educational attainment as well as province. Over the period 2006 to 2011, employment among women declined by 0,5% while among men employment remained unchanged. Job losses were concentrated amongst young people as employment declined by 248 000 over the period or at an annualised rate of 3,2%. For those aged 25ï 34, employment declined by 0,7% on an annual average basis or by 169 000 jobs. Growth in employment was observed in age group 35ï 44 where employment expanded by 328 000 or 1,9%. Employment by population group indicates that among all population groups, employment declined between 2006 and 2011, with the exception of employment among the Indian/Asian population which reflected a rise in employment of 32 000 or an average annual growth of 1,4%.

Employment by educational status indicates that persons with no schooling bore the burden of job losses. Employment among persons with no schooling had contracted by 10,0% or 347 000. For those who did not complete primary, employment contracted by 7,0% or 582 000 while those who completed primary employment levels declined by 226 000 or 5,5%. As expected, employment expanded for those with a tertiary education (697 000 or 7,1%) while employment levels also grew among those with completed secondary education. Six out of the nine provinces in the country experienced job losses between 2006 and 2011. The provinces that experienced the majority of job losses were North West and Northern Cape where employment contracted by 3,4% and 2,4% respectively. Limpopo reflected an increase of 3,6% or 149 000 jobs, the largest gain in employment among all the provinces over the period.

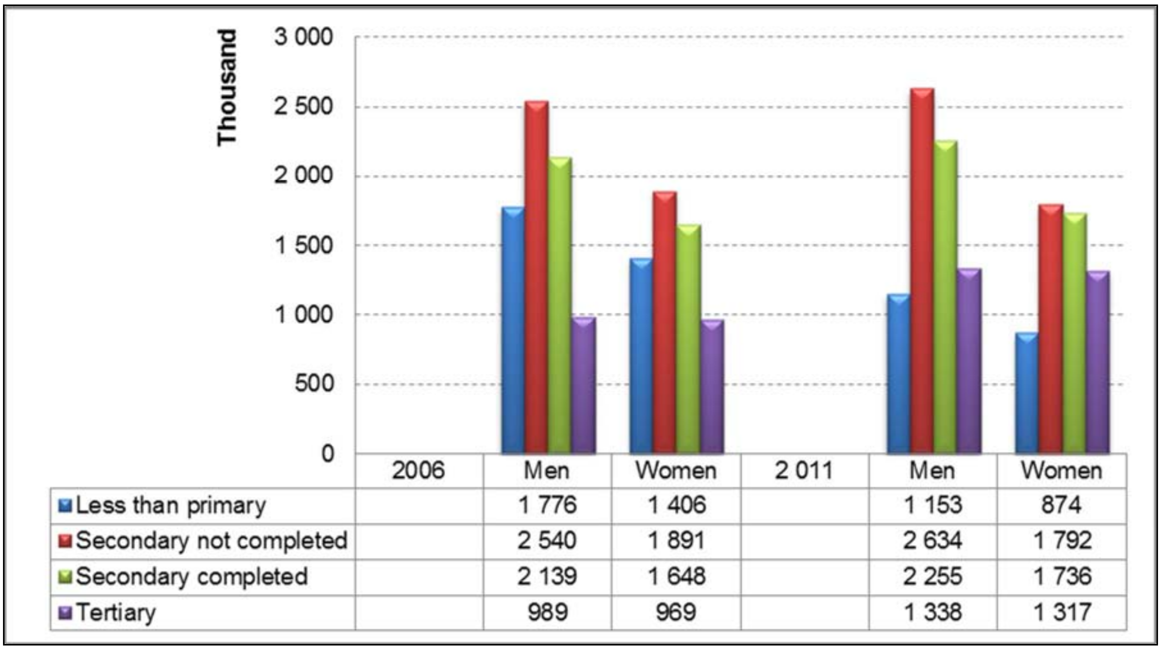
Table 4.3: Distribution of employed persons by sex and demographic characteristics, 2006-2011

	Men	Women	Both Sexes	Men	Women	Total
	Employment (Thousand)			Share of employment (%)		
	2006					
Age						
15ï 24yrs	885	668	1 554	57,0	43,0	100,0
25ï 34yrs	2 615	1 950	4 565	57,3	42,7	100,0
35ï 44yrs	1 916	1 610	3 526	54,3	45,7	100,0
45ï 54yrs	1 397	1 210	2 607	53,6	46,4	100,0
55ï 64yrs	669	498	1 167	57,4	42,6	100,0
Total	7 483	5 936	13 419	55,8	44,2	100,0
Population group						
Black African	5 253	4 172	9 426	55,7	44,3	100,0
Coloured	814	703	1 517	53,7	46,3	100,0
Indian/Asian	284	169	453	62,6	37,4	100,0
White	1 132	891	2 024	55,9	44,1	100,0
Total	7 483	5 936	13 419	55,8	44,2	100,0
	2011					
Age						
15ï 24yrs	768	538	1 306	58,8	41,2	100,0
25ï 34yrs	2 534	1 863	4 396	57,6	42,4	100,0
35ï 44yrs	2 145	1 708	3 854	55,7	44,3	100,0
45ï 54yrs	1 371	1 178	2 549	53,8	46,2	100,0
55ï 64yrs	663	496	1 159	57,2	42,8	100,0
Total	7 481	5 783	13 265	56,4	43,6	100,0
Population group						
Black African	5 275	4 039	9 313	56,6	43,4	100,0
Coloured	795	683	1 478	53,8	46,2	100,0
Indian/Asian	299	186	485	61,6	38,4	100,0
White	1 113	875	1 989	56,0	44,0	100,0
Total	7 481	5 783	13 265	56,4	43,6	100,0

Table 4.3 above describes the employment share by sex and demographic variables between 2006 and 2011. Overall, the share of male employment in total employment stood at 56,4% in 2011, with female shares at 43,6%. Male shares in total employment increased at the expense of female shares since 2006, when shares were 44,2% and 55,8% respectively. The employment distribution by age and gender reflects that in 2011, while men have a higher share in employment, across all age categories, the highest share of employment is found for women between the ages of 45 to 54 years of age at 46,2%. Womenõs share of employment in 2011 was the lowest in the age group 15 to 24 years at 41,2%, while in 2006, women in the age group 25 to 34 recorded the lowest share of employment (42,7%). This trend was unchanged from 2006.

Amongst population groups, female shares of employment in 2011 were the lowest among the Indian population groups at 38,4%, and highest among the coloured population group at 46,2%. A similar pattern was observed in 2006.

Figure 4.4: Employment trends by educational level, 2006–2011



Employment amongst women with 'Less than primary' education declined over the period 2006 to 2011, as 532 000 jobs were lost. However, this was less than the 623 000 jobs lost amongst men in this educational category, positively affecting the gender gap for women. However, amongst those with tertiary education, employment rose by 348 000. Over this period, the gender gap remained stable in the 'Secondary completed' category, while women with primary education or less as well as those with tertiary educational level increased their share in employment. In the 'Secondary not completed' category, employment shares for women declined at the expense of men.

For women who have not completed a secondary education or primary schooling, employment shares were low at 40,5% and 40,9% respectively. For better educated women, the share in total employment rose to 49,6%, but was also relatively high for those women with no schooling, with a share of 48,9%. In 2006, for women with 'Secondary not completed' education or primary schooling, employment shares were 44,2% and 42,7% respectively, while for those with 'Secondary completed' and 'Tertiary' education shares were 43,5% and 49,5% respectively.

Employment by industry and occupation

Between 2010 and 2011, employment increased in five of the ten industries (Table 4.4) as total employment expanded by 204 000 on an annual basis.

Table 4.4: Employment by industry, 2006–2011

	2006	2007	2008	2009	2010	2011
Industry	Thousand					
Agriculture	859	737	786	686	639	614
Mining	339	367	330	317	305	311
Manufacturing	1 922	1 960	1 990	1 853	1 739	1 766
Utilities	97	86	97	98	90	86
Construction	1 016	1 051	1 161	1 133	1 060	1 054
Trade	3 450	3 342	3 179	2 975	2 927	2 995
Transport	684	717	785	764	774	762
Finance and other business service	1 361	1 459	1 691	1 768	1 656	1 711
Community and social services	2 379	2 490	2 634	2 670	2 727	2 849
Private households	1 311	1 258	1 209	1 187	1 140	1 113
Total	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**

Employment in Trade increased from 2,9 million in 2010 to 3,0 million in 2011. In addition, Community and social services employment increased from 2,7 million in 2010 to 2,8 million in 2011, while employment in Finance and other business services and Manufacturing increased by 55 000 and 27 000 respectively. Moreover, employment in Mining expanded by 6 000 from 305 000 in 2011 to 311 000 in 2012. Utilities, which is an industry that employed the least number of people, contracted by 4 000 jobs. Over the period employment in Agriculture, Transport, Construction and Private households contracted (see Table 4.6 for the annual change rates).

Table 4.5: Employment by industry and education status, 2011

	No schooling	Less than primary completed	Primary completed	Secondary not completed	Secondary completed	Tertiary
	Thousands					
Agriculture	69	152	61	233	70	23
Mining	7	23	13	106	102	56
Manufacturing	31	124	72	670	591	254
Utilities	2	4	2	19	27	31
Construction	29	139	72	461	236	101
Trade	70	199	130	1 128	1 120	309
Transport	9	44	30	267	281	120
Finance	8	53	33	440	624	536
Community and social services	40	123	67	566	813	1 214
Private households	79	227	114	536	125	9
Total	**344**	**1 089**	**594**	**4 427**	**3 991**	**2 655**
	Percentage share					
Agriculture	11,3	25,0	10,0	38,3	11,5	3,8
Mining	2,3	7,5	4,2	34,5	33,2	18,2
Manufacturing	1,8	7,1	4,1	38,5	33,9	14,6
Utilities	2,4	4,7	2,4	22,4	31,8	36,5
Construction	2,8	13,4	6,9	44,4	22,7	9,7
Trade	2,4	6,7	4,4	38,2	37,9	10,5
Transport	1,2	5,9	4,0	35,6	37,4	16,0
Finance	0,5	3,1	1,9	26,0	36,8	31,6
Community and social services	1,4	4,4	2,4	20,0	28,8	43,0
Private households	7,2	20,8	10,5	49,2	11,5	0,8

Totals include ótherô

Table 4.5 indicates that in 2011, the largest share of employed persons with tertiary level education was found among those working in Community and social services (43,0%), followed by persons working in Utilities (36,5%) and in Finance (31,6%). In contrast to this, a much larger proportion of people working in Private households (49,2%) did not have matric. This group of employed persons was followed by those employed in the Construction (44,4%), Manufacturing (38,5%), Agriculture (38,3%) and Trade (38,2%) industries.

Table 4.6: Annual percentage change in employment by industry, 2006–2011

Industry	2006	2007	2008	2009	2010	2011
	Per cent					
Agriculture	..	-14,3	6,8	-12,7	-6,9	-3,9
Mining	..	8,0	-10,0	-4,0	-3,8	2,2
Manufacturing	..	2,0	1,5	-6,9	-6,2	1,5
Utilities	..	-11,2	12,7	1,1	-7,6	-4,9
Construction	..	3,5	10,4	-2,4	-6,4	-0,5
Trade	..	-3,1	-4,9	-6,4	-1,6	2,3
Transport	..	4,9	9,4	-2,7	1,3	-1,6
Finance and other business services	..	7,2	15,9	4,5	-6,3	3,3
Community and social services	..	4,7	5,8	1,4	2,1	4,5
Private households	..	-4,0	-3,9	-1,8	-4,0	-2,4
Total	..	**0,4**	**3,0**	**-3,0**	**-2,9**	**1,6**

The annual rate of change by industry from 2007 to 2011 is depicted in Table 4.6. Between 2010 and 2011, half of the ten industries shed jobs. These industries were Utilities (-4,9%), Agriculture (-3,9%), Private households (-2,4%), Transport (-1,6%) and Construction (-0,5%). In contrast, employment in Community and social services increased by 4,5% and by 3,3% in Finance and other business services. Furthermore, employment expanded by 2,3% in Trade, by 2,2% in Mining and by 1,5% in Manufacturing. Employment in Private households had been declining since 2007. Employment in the Trade sector contracted for four consecutive years on an annual basis since 2007, but in 2011 the sector expanded by 2,3% year on year.

Employment distribution by industry and province

Table 4.7: Employment by industry and province, 2011

	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Industry	Per cent									
Agriculture	5,9	4,9	18,5	8,5	4,0	4,7	1,1	8,3	7,8	4,6
Mining	0,2	0,1	4,1	2,7	0,5	16,6	0,7	6,8	6,0	2,3
Manufacturing	16,1	13,5	4,7	8,1	16,1	9,1	15,3	8,5	6,7	13,3
Utilities	0,5	0,4	0,8	0,4	0,5	0,4	0,6	2,2	0,7	0,6
Construction	7,1	8,9	6,1	8,5	9,3	6,5	6,9	8,1	9,7	7,9
Trade	22,1	22,6	14,3	22,2	23,1	20,0	22,6	24,4	24,7	22,6
Transport	5,8	5,4	4,1	4,3	6,8	3,3	6,8	4,3	3,6	5,7
Finance	15,1	10,4	8,1	9,3	11,0	8,4	18,0	9,1	6,8	12,9
Community and social services	20,9	25,3	29,7	25,1	20,2	22,2	19,7	18,4	25,1	21,5
Private households	6,3	8,6	9,7	10,9	8,3	8,9	8,2	9,8	8,9	8,4
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

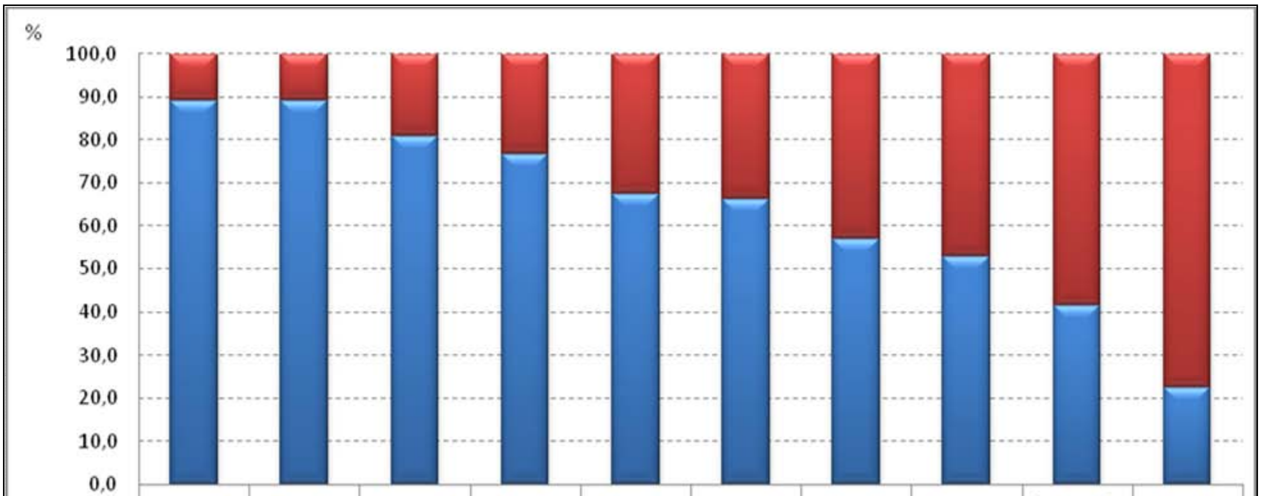
The results from Table 4.7 indicate that at 22,6%, the Trade industry was the largest contributor to total employment, and this was the case in four of the nine provinces. Trade is followed by Community and social services (21,5%). Community and social services however, contributed the highest share in five of the nine provinces.

Table 4.8: Employment by industry and sex, 2010 and 2011

	Men				Women			
	2010	2011	Change	% change	2010	2011	Change	% change
	Thousand			Per cent	Thousand			Per cent
Agriculture	422	413	- 8	-2,0	217	200	- 17	-7,6
Mining	269	278	9	3,3	36	34	- 2	-6,0
Manufacturing	1 159	1 171	12	1,0	580	595	15	2,6
Utilities	69	66	- 3	-5,0	21	20	- 1	-4,5
Construction	944	940	- 4	-0,4	116	114	- 2	-1,6
Trade	1 520	1 581	61	4,0	1 407	1 414	7	0,5
Transport	618	616	- 2	-0,3	156	146	- 10	-6,6
Finance	980	977	- 2	-0,2	676	733	57	8,5
Community and social services	1 147	1 187	40	3,5	1 580	1 662	82	5,2
Private households	261	250	- 11	-4,4	879	863	- 16	-1,8
Total	**7 390**	**7 481**	**92**	**1,2**	**5 671**	**5 783**	**112**	**2,0**

Table 4.8 depicts employment of men and women by industry for 2010 and 2011. The results show that employment in Agriculture declined for both men and women by 2,0% and 7,6% respectively. The results further show that employment also contracted in Private households for both men and women (4,4% and 1,8% respectively). The Utilities, Construction and Transport industries also shed jobs for both sexes. Employment in Finance contracted by 0,2% for males and expanded significantly for females (8,5%). Employment in the Community and social services sector increased by 3,5,% and 5,2% for males and females respectively.

Figure 4.5: Employment by industry and sex, 2011



	Mining	Construc tion	Transport	Utilities	Agriculture	Manufactu ring	Finance	Trade	Community and social services	Private households
Women	10,8	10,8	19,2	23,2	32,7	33,7	42,9	47,2	58,3	77,6
Men	89,2	89,2	80,8	76,8	67,3	66,3	57,1	52,8	41,7	22,4

The results from Figure 4.5 reveal that in 2011, employment figures remained higher for men in most industries except for Community and social services and Private households, which are traditionally considered more female-dominated industries. On the other hand, men dominated in Mining (89,2%), Construction (89,2%) and Transport (80,8%).

Table 4.9: Annual percentage change in employment by occupation, 2006–2011

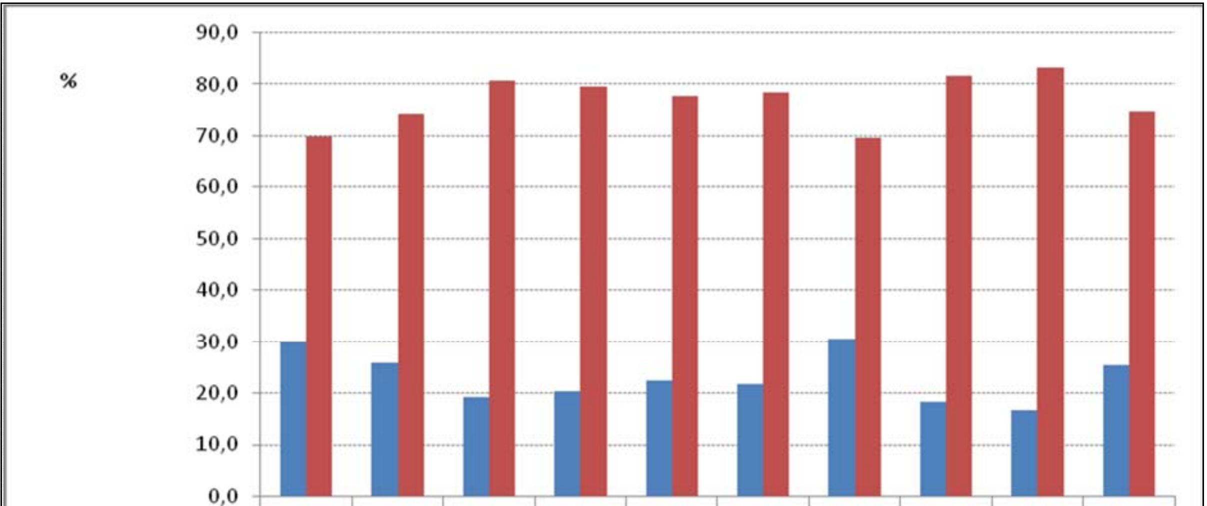
	2006	2007	2008	2009	2010	2011
	Annual rate of change					
Manager		7,5	7,3	-0,7	1,0	7,6
Professional		17,5	35,7	-6,3	1,9	3,5
Technician		0,7	3,4	3,4	-5,2	0,6
Clerk		2,7	6,9	-0,9	-1,1	-2,5
Sales and services		-1,3	1,6	3,0	1,7	4,1
Skilled agriculture		-27,1	3,2	-17,1	-1,8	-22,5
Craft and related trade		-1,2	-2,0	-11,4	-7,8	1,6
Plant and machine operator		5,1	2,5	-1,8	-5,7	0,3
Elementary		-3,9	0,8	-5,3	-3,3	1,6
Domestic worker		0,6	-6,4	-2,0	-5,8	-0,3
Total		**0,4**	**3,0**	**-3,0**	**-2,9**	**1,6**

The annual percentage change in employment by occupation for the period 2006 to 2011 is shown in Table 4.9, while figures for employment by occupations are shown in Table 4.10. Table 4.9 reveals that employment expanded in all occupational categories except Skilled agriculture, Clerical and Domestic work. Between 2010 and 2011, employment in Skilled agriculture contracted by 22,5%, followed by Clerical (2,5%) and Domestic work (0,3%). The results further indicate that employment growth for Managers grew robustly, rising from 1,0% in 2010 to 7,6% in 2011 (see Table 4.10 for absolute numbers).

Table 4.10: Employment by occupation, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Manager	908	976	1 048	1 041	1 051	1 130
Professional	479	563	764	716	730	755
Technician	1 429	1 439	1 488	1 538	1 459	1 467
Clerk	1 344	1 380	1 475	1 463	1 447	1 412
Sales and services	1 779	1 755	1 784	1 838	1 869	1 946
Skilled agriculture	144	105	108	90	88	68
Craft and related trade	2 020	1 995	1 956	1 732	1 597	1 622
Plant and machine operator	1 119	1 176	1 205	1 184	1 116	1 119
Elementary	3 183	3 059	3 083	2 920	2 824	2 868
Domestic worker	1 013	1 019	954	935	880	877
Total	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**

Figure 4.6: Employment by occupation and province, 2011

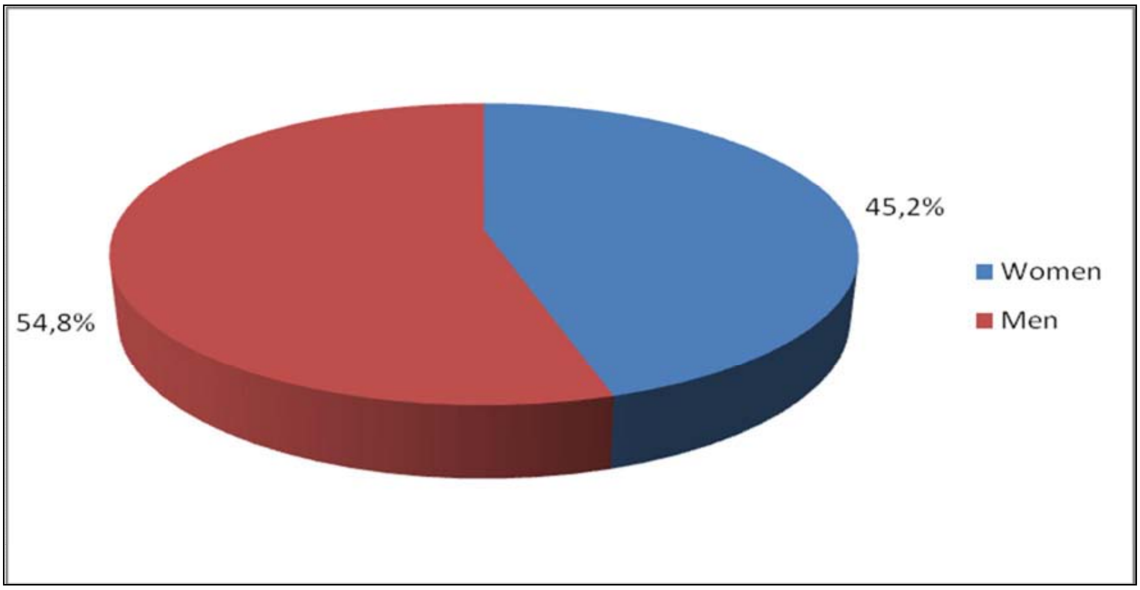


	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Skilled occupations	30,1	25,8	19,2	20,4	22,3	21,6	30,4	18,3	16,6	25,3
Other occupations	69,9	74,2	80,8	79,6	77,7	78,4	69,6	81,7	83,4	74,7

The results from Figure 4.6 show skilled occupations relative to other occupations. In 2011, a lower proportion of employees were employed in skilled occupations[9]. However, Gauteng (30,4%) and Western Cape (30,1%) recorded the highest proportion of skilled occupations when compared to other provinces. Limpopo had the lowest proportion of people employed in skilled occupations and the highest proportion of people employed in other occupations.

Occupation by sex, level of education, age and population group

Figure 4.7: Persons in skilled occupations by sex, 2011



In 2011, the proportion of men employed in skilled occupations was higher than that of women. Figure 4.7 shows that men accounted for 54,8% of all those employed in skilled occupations.

[9]More skilled occupations include Manager, Professional and Technician occupations.

Figure 4.8: Managers, professionals and technicians by sex, 2011

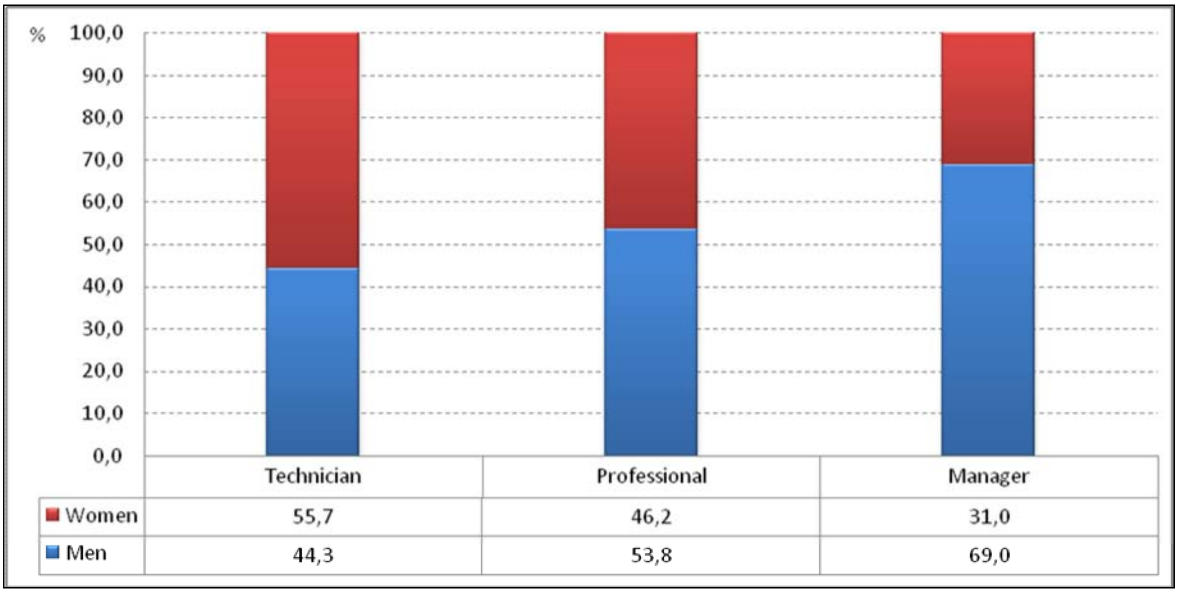


Figure 4.8 disaggregates skilled occupations by gender to highlight the gender biases which continue to occur in more skilled occupations. Of those employees classified as Managers, 69,0% were men while 53,8% of Professionals were men. In contrast, the majority of Technicians were women (55,7%) (see Table 4.11 for absolute numbers).

Table 4.11: Managers, professionals and technicians by sex, 2006–2011

	2006	2007	2008	2009	2010	2011
Women	Thousand					
Manager	280	309	311	314	312	351
Professional	230	284	353	331	332	349
Technician	768	791	813	823	802	817
Men						
Manager	628	667	736	727	738	779
Professional	249	279	411	385	398	406
Technician	661	648	676	716	657	650
All						
Manager	908	976	1 048	1 041	1 051	1 130
Professional	479	563	764	716	730	755
Technician	1 429	1 439	1 488	1 538	1 459	1 467
	Per cent					
Proportion of women						
Manager	30,9	31,7	29,7	30,2	29,7	31,0
Professional	48,1	50,4	46,2	46,2	45,4	46,2
Technician	53,7	55,0	54,6	53,5	55,0	55,7

Table 4.11 indicates that the proportion of female managers increased marginally by 0,1 percentage point between 2006 and 2011. Interestingly, women have consistently occupied a higher proportion of occupations in the Technician category, while among Professional occupations the distribution between men and women appeared more even.

Figure 4.9: Persons in skilled occupations by education and sex, 2011

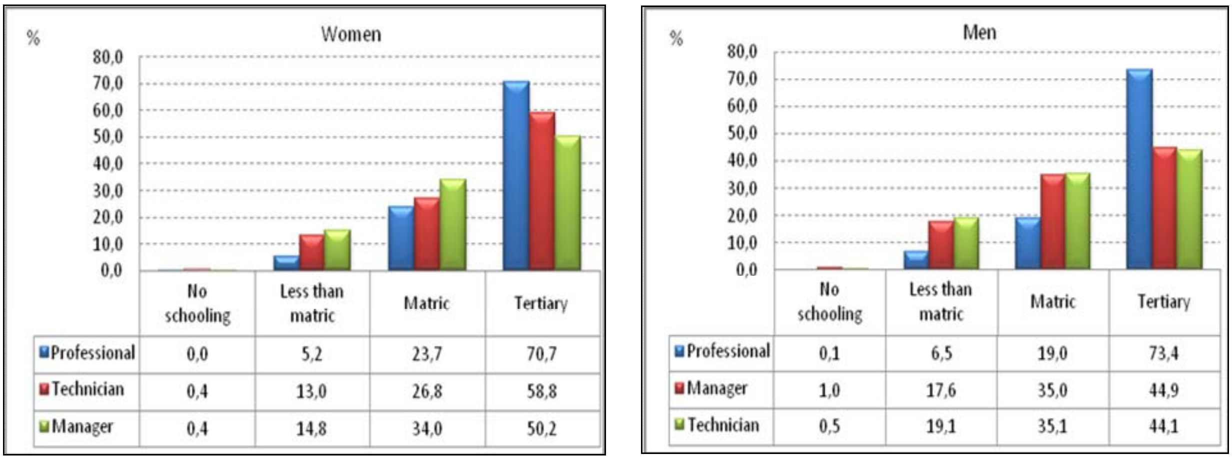


Figure 4.9 reflects the skills distribution among occupations for both men and women. While amongst professionals tertiary qualifications are above the 70% level for both men and women, for Technicians, women have a higher incidence of tertiary qualifications compared to men (58,8% compared to 44,9%). Female managers also appear to be better educated than their male counterparts, with 50,2% of female mangers in possession of a tertiary qualification compared to 44,1% of male managers.

Figure 4.10: Persons in skilled occupations with tertiary qualifications by age and sex, 2011

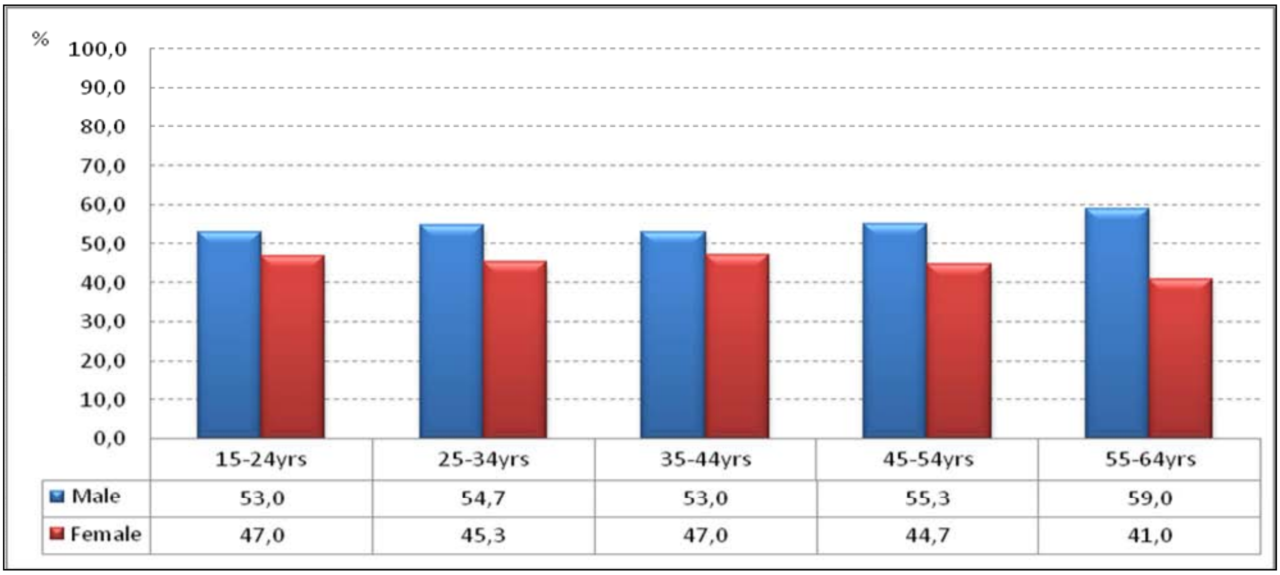
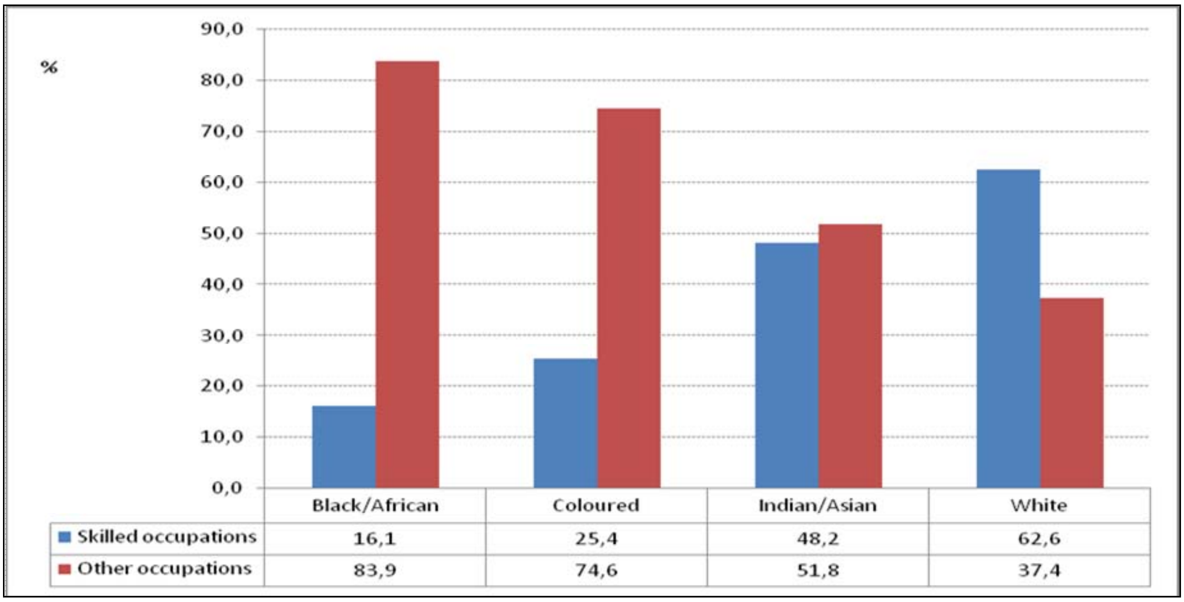


Figure 4.10 indicates that more males than females were employed in skilled occupations across all age groups. The gap widens between the ages 55ï 64 years. This could result from the difference in the ages at which males and females retire.

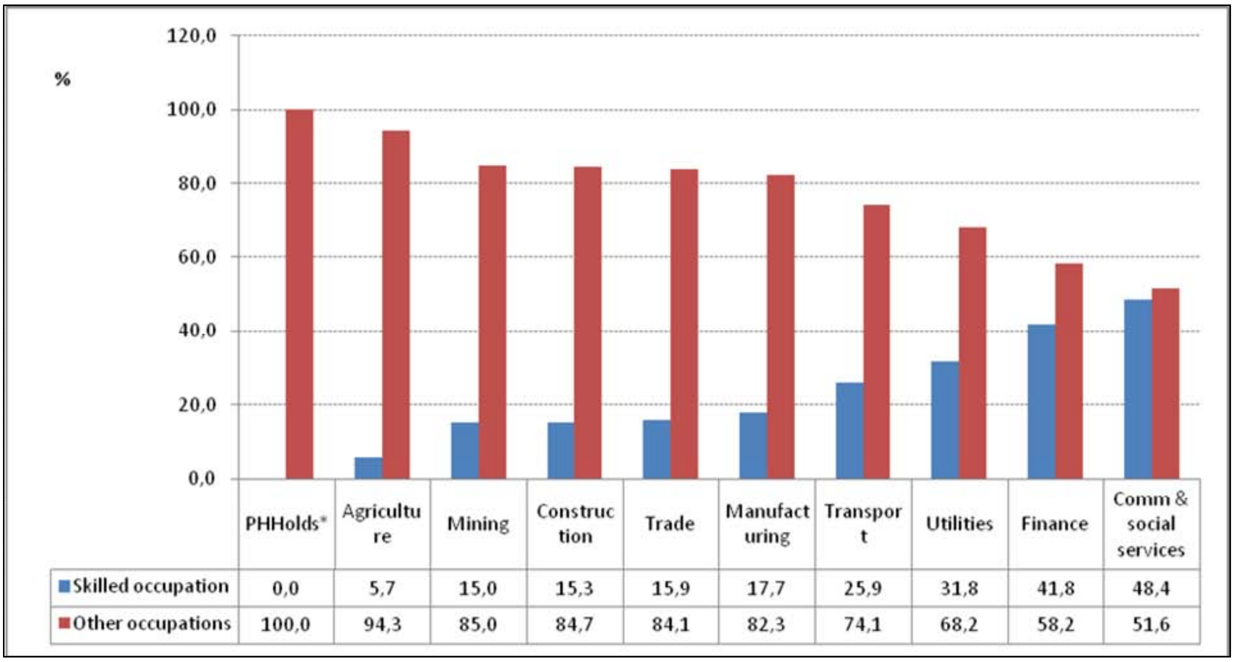
Figure 4.11: Employment by occupation and population group, 2011



	Black/African	Coloured	Indian/Asian	White
Skilled occupations	16,1	25,4	48,2	62,6
Other occupations	83,9	74,6	51,8	37,4

Employment by occupation and population group (Figure 4.11) shows that in 2011, the proportion of white persons employed in skilled occupation was higher than that of all other population groups (62,6%). Indian/Asian persons followed at 48,2% while the black African population was least likely to be employed in high-skilled occupations (16,1%).

Figure 4.12: Employment by occupation and industry, 2011



	PHHolds*	Agricultu re	Mining	Construc tion	Trade	Manufact uring	Transpor t	Utilities	Finance	Comm & social services
Skilled occupation	0,0	5,7	15,0	15,3	15,9	17,7	25,9	31,8	41,8	48,4
Other occupations	100,0	94,3	85,0	84,7	84,1	82,3	74,1	68,2	58,2	51,6

In 2011, skilled occupations dominated in the Community and social services industry (48,4%), followed by Finance (41,8%) and Utilities (31,8%). Skilled occupations were less likely to be found among those working in Private households (0,0%) and in Agriculture (5,7%).

Status in employment

Status in employment refers to the classification of the employed as employees, employers, own-account workers and unpaid household members.

Table 4.12: Status in employment by sex, 2010 and 2011

	2010	2011	Change	Percentage change
	Thousand			
Men				
Employee	6 174	6 238	64	1,0
Employer	552	561	9	1,6
Own-account worker	624	645	21	3,4
Unpaid household member	40	37	- 3	-7,6
Total	**7 390**	**7 481**	**92**	**1,2**
Women				
Employee	4 852	4 972	120	2,5
Employer	157	162	4	2,7
Own-account worker	592	583	- 9	-1,5
Unpaid household member	69	67	- 3	-4,0
Total	**5 671**	**5 783**	**112**	**2,0**
Both sexes				
Employee	11 026	11 210	184	1,7
Employer	709	723	13	1,9
Own-account worker	1 216	1 229	12	1,0
Unpaid household member	109	104	- 6	-5,3
Total	**13 061**	**13 265**	**204**	**1,6**

Table 4.12 (above) shows that between 2010 and 2011, the number of employees amongst both men and women increased. Employment of men and women employers grew by a rate of 1,6% and 2,7% respectively. In contrast, employment contracted by 1,5% for own-account women workers and by 4,0% among those who were employed as unpaid household members. Men gained employment as own-account workers (21 000 jobs or 3,4%) and lost jobs as unpaid household members (3 000 jobs or -7,6%). Overall, between 2010 and 2011, employment gains were observed for employees, employers and own-account workers while employment contracted in the unpaid household member category.

Figure 4.13: Status in employment by sex, 2011

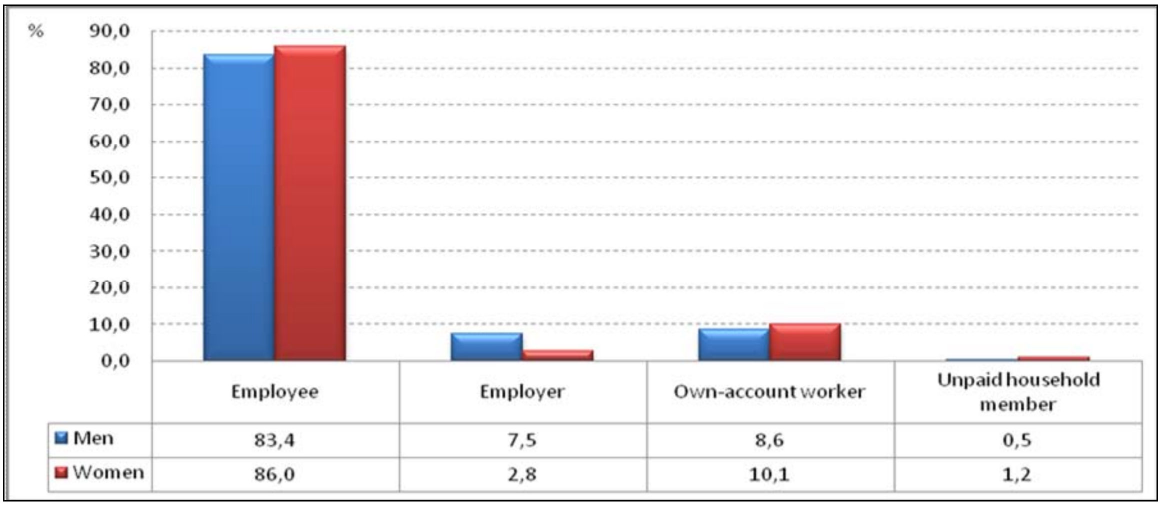


Figure 4.13 above shows that between 2010 and 2011, although a higher proportion of both men and women were predominantly employed as employees, the proportion of women employees (86,0%) was marginally higher compared to that of men at 83,4%. While men were more likely to be employers compared to women, the proportion of own-account women workers was higher than that of men at 10,1% compared to 8,6%.

Table: 4.13: Status in employment by population group

	Black African	Coloured	Indian/Asian	White	Total
	Thousand				
	2010				
Employee	7 605	1 402	415	1 604	**11 026**
Employer	310	42	55	302	**709**
Own-account worker	1 054	49	24	90	**1 216**
Unpaid household member	85	2	9	13	**109**
Total	**9 054**	**1 496**	**502**	**2 009**	**13 061**
	2011				
Employee	7 861	1 373	396	1 580	**11 210**
Employer	332	46	58	286	**723**
Own-account worker	1 042	54	20	112	**1 229**
Unpaid household member	79	5	10	10	**104**
Total	**9 313**	**1 478**	**485**	**1 989**	**13 265**
	Per cent				
	2010				
Employee	84,0	93,8	82,6	79,8	**84,4**
Employer	3,4	2,8	10,9	15,0	**5,4**
Own-account worker	11,6	3,3	4,7	4,5	**9,3**
Unpaid household member	0,9	0,1	1,8	0,6	**0,8**
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	2011				
Employee	84,4	92,9	81,7	79,4	**84,5**
Employer	3,6	3,1	12,1	14,4	**5,4**
Own-account worker	11,2	3,6	4,2	5,7	**9,3**
Unpaid household member	0,8	0,3	2,0	0,5	**0,8**
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Individuals from the black African population group accounted for around 70% of the employed which is in line with their share of the working-age population of 78,3% (Table 4.13). Between 2010 and 2011 the share of employers increased among all population groups except among white persons where it declined by 0,6 percentage points. In 2011, a higher proportion among the white (14,4%) and Indian (12,1%) population groups were employers, compared to the 3,6% amongst black Africans. In contrast, although the proportion among black African own-account workers declined by 0,4 percentage points between 2010 and 2011, a higher proportion among black Africans (11,2%) was more likely to be own-account workers compared to white, Indian/Asian and coloured people.

Table: 4.14: Annual rate of change in status in employment by province

	Employee	Employer	Own-account worker	Unpaid household member	Total
	Status in employment 2006				
Province	**Thousand**				
Western Cape	1 601	131	119	6	**1 857**
Eastern Cape	1 038	87	279	19	**1 423**
Northern Cape	275	18	17	1	**311**
Free State	655	61	82	5	**803**
KwaZulu-Natal	1 998	164	375	11	**2 549**
North West	702	52	78	7	**839**
Gauteng	3 172	354	371	17	**3 914**
Mpumalanga	710	49	134	5	**899**
Limpopo	587	56	167	12	**823**
RSA	**10 740**	**973**	**1 623**	**83**	**13 419**
	Status in employment 2011				
Western Cape	1 622	91	90	7	**1 809**
Eastern Cape	1 117	66	122	10	**1 314**
Northern Cape	250	13	9	1	**274**
Free State	669	43	63	7	**783**
KwaZulu-Natal	2 069	136	267	28	**2 500**
North West	603	34	56	4	**698**
Gauteng	3 368	248	372	28	**4 015**
Mpumalanga	740	46	103	11	**899**
Limpopo	771	45	147	8	**972**
RSA	**11 210**	**723**	**1 229**	**104**	**13 265**
	Annual rate of change (2006–2011)				
	Per cent				
Western Cape	0,3	-6,9	-5,5	1,4	**-0,5**
Eastern Cape	1,5	-5,5	-15,3	-11,9	**-1,6**
Northern Cape	-1,9	-6,5	-11,5	7,4	**-2,5**
Free State	0,4	-6,7	-5,0	7,6	**-0,5**
KwaZulu-Natal	0,7	-3,7	-6,6	20,1	**-0,4**
North West	-3,0	-8,0	-6,3	-7,5	**-3,6**
Gauteng	1,2	-6,8	0,0	10,0	**0,5**
Mpumalanga	0,8	-1,6	-5,2	15,5	**0,0**
Limpopo	5,6	-4,3	-2,6	-8,0	**3,4**
RSA	**0,9**	**-5,8**	**-5,4**	**4,5**	**-0,2**

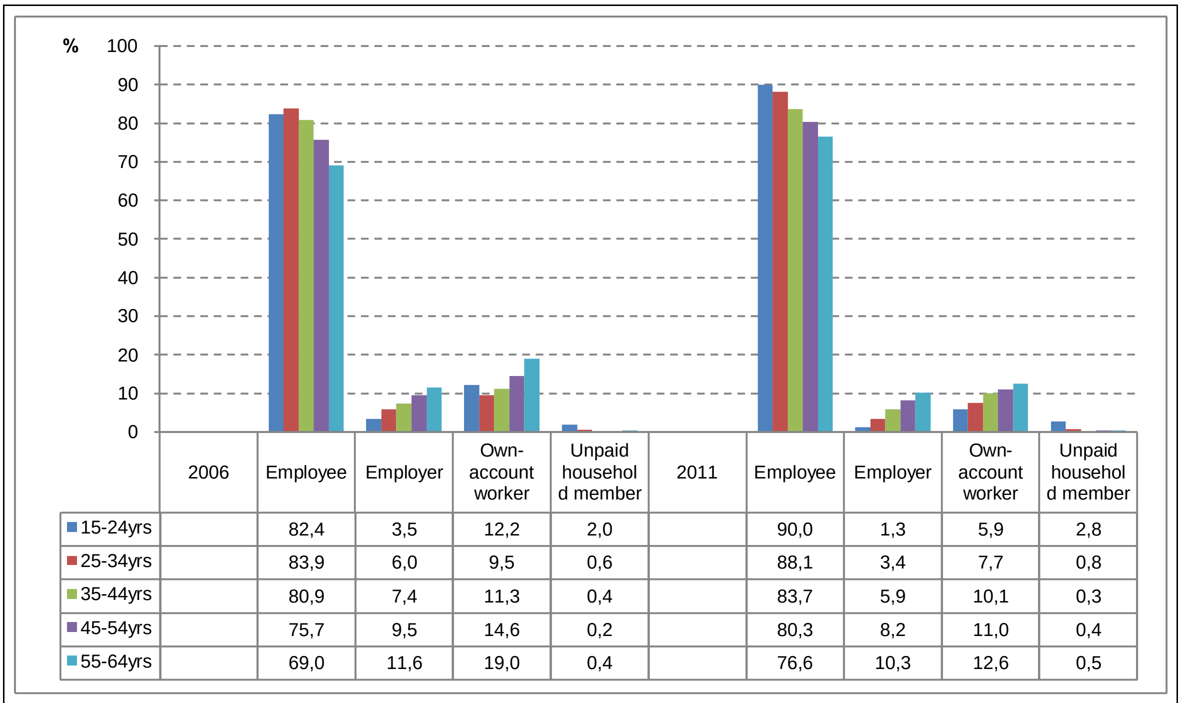
Table 4.14 reflects that between 2006 and 2011, the number of employees grew in 7 of the 9 provinces, with employment contracting in Northern Cape and North West. For unpaid household members robust annualised growth over the period was observed in KwaZulu-Natal (20,1%), Mpumalanga (15,5%) and Gauteng (10,0%). The total number of employers and own-account workers contracted by 5,8% and 5,4% respectively over the five-year period. This decline occurred virtually across all nine provinces. The biggest decline among employers was observed in North West which contracted by 8,0%, followed by Western Cape (-6,9%) and Gauteng with 6,8%. The 5,4% total decline in own-account workers was mostly driven by the decline in the number of own-account workers living in Eastern Cape (where own-account workers contracted by 15,3%) and Northern Cape (down by 11,5%).

Table: 4.15: Annual rate of change in status in employment by age (2006–2011)

	2006	2011	Annual rate of change
	Thousand		
Employee	10 740	11 210	0,9
Employer	973	723	-5,8
Own-account worker	1 623	1 229	-5,4
Unpaid household member	83	104	4,5
Total	**13 419**	**13 265**	**-0,2**

Table 4.15 reflects that between 2006 and 2011, employment contracted amongst employers (5,8%) and own-account workers (5,4%). Employment growth was experienced among employees (0,9%) and unpaid household members (4,5%) over the period 2006 and 2011.

Figure 4.14: Status in employment by age, 2006–2011



	2006	Employee	Employer	Own-account worker	Unpaid household member	2011	Employee	Employer	Own-account worker	Unpaid household member
15-24yrs		82,4	3,5	12,2	2,0		90,0	1,3	5,9	2,8
25-34yrs		83,9	6,0	9,5	0,6		88,1	3,4	7,7	0,8
35-44yrs		80,9	7,4	11,3	0,4		83,7	5,9	10,1	0,3
45-54yrs		75,7	9,5	14,6	0,2		80,3	8,2	11,0	0,4
55-64yrs		69,0	11,6	19,0	0,4		76,6	10,3	12,6	0,5

Figure 4.14 shows that between 2006 and 2011, the likelihood of being an employer increased with age. In 2006, a higher proportion of own-account workers was observed among persons aged 15ï 24 and 55ï 64. In 2011, the share of own-account workers declined among all age groups with the biggest decrease observed among those aged 55ï 64 years (down by 6,4 percentage points) and 15ï 24 years (down by 6,3 percentage points). This resulted in a significant decline in the share of young own-account workers between the ages of 15 and 24 years, so that the lowest proportion of own-account workers in the year 2011 was found among persons in that age group.

Hours of work

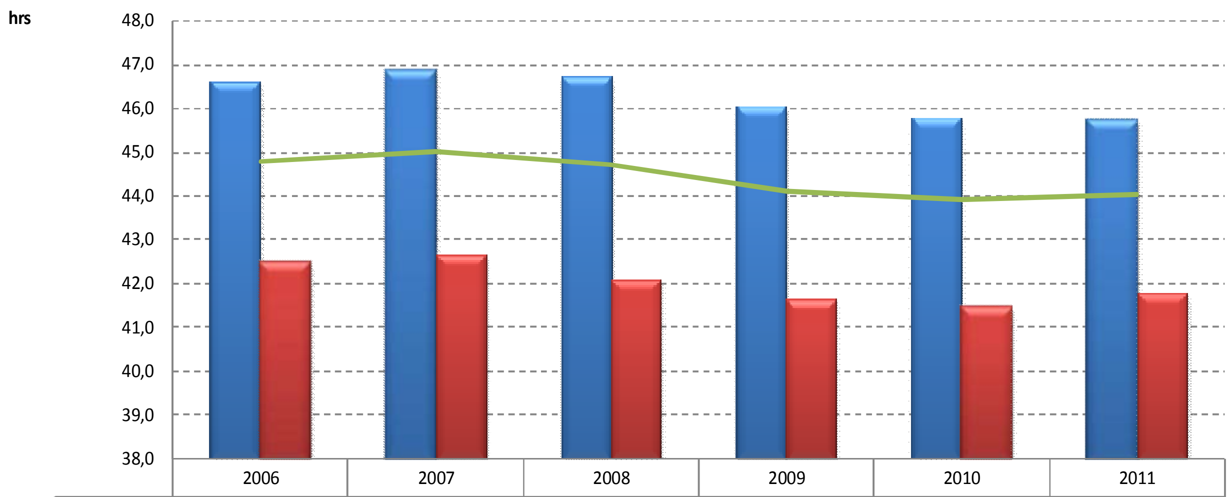
The routinely published employment estimates show the number of persons aged 15ï 64 years who worked for *one or more hours* in the reference week, or who were temporarily absent from work. As a result, every employed person does not supply the same volume of work to the South African economy as the hours of work vary, with some employed persons working 5 hours in the reference week and others 55 hours. Those temporarily absent from work do not contribute any hours at all. To measure the volume of work absorbed by the South African economy more precisely, it is necessary to consider the hours that people work. The QLFS measure for individual hours worked ranges from 0 (temporarily absent) to 124 per week. Thus in line with this measurement, individuals who worked for one hour in the reference week would be considered employed for purposes of the QLFS.

Table 4.16: Number of employees by actual hours worked, 2011

	2011	
Average actual hours worked in the reference week	**Number of employed persons**	**Percentage of total employment**
	Thousand	**Per cent**
Less than 1	1	0,01
Between 2 and 5 hours	11	0,10
Between 6 and 10	104	0,94
11ï 15 hours	87	0,79
16ï 20 hours	239	2,17
21ï 25 hours	304	2,76
26ï 30 hours	235	2,13
31ï 35 hours	583	5,29
36ï 40 hours	4 248	38,51
41ï 45 hours	2 130	19,31
46ï 50 hours	1 433	12,99
>50 hours	1 656	15,02

Table 4.16 above highlights that, despite the fact that one is classified as being employed, employees who have worked only 1 hour in the reference week account for less than 1% of total employment. Even if a an upper bound of employees working less than an average 15 hours per week is considered, the share of total employment only rises to 1,8%.

Figure 4.15: Average weekly hours worked by sex, 2006–2011

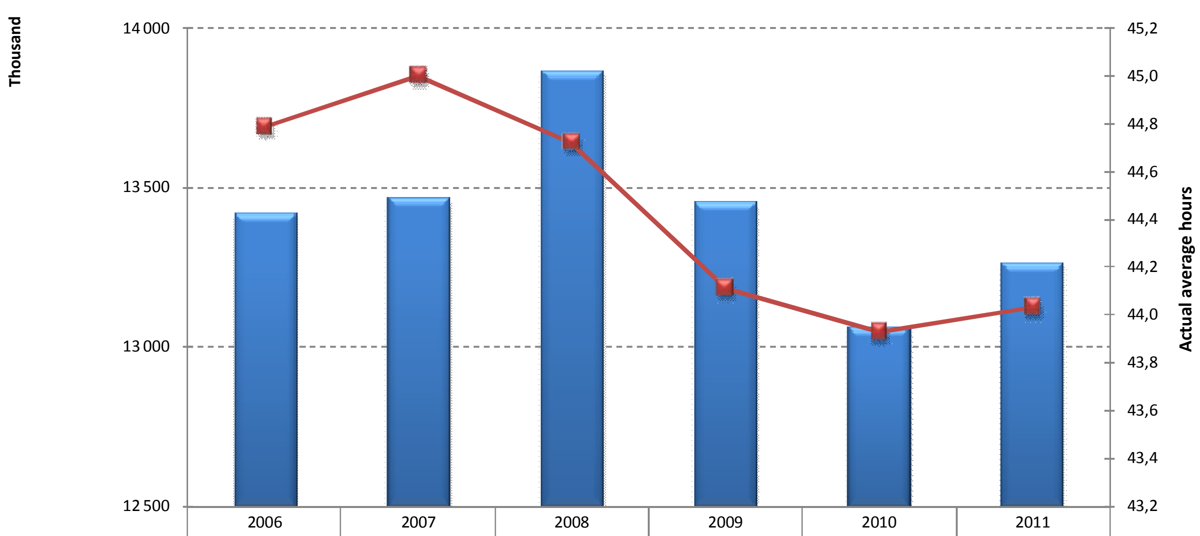


	2006	2007	2008	2009	2010	2011
Men	46,6	46,9	46,7	46,0	45,8	45,7
Women	42,5	42,6	42,1	41,6	41,5	41,8
Average	44,8	45,0	44,7	44,1	43,9	44,0

The data on average hours worked by gender in Figure 4.15 highlights that women work fewer hours than men. This may be related to the fact that women are more likely to be employed in part-time employment. While the gap between hours worked between men and women averaged 4,3 hours over the period 2006 to 2011, in 2008 the difference in the hours worked by men compared to women rose to 4,6 hours. Over the period 2006 to 2011, average hours declined by 0,8 hours, with the largest decline in average hours observed over the period 2008ï 2009, when hours declined by 0,6 hours.

Between 2010 and 2011, overall average hours worked increased by 0,1 of an hour (approximately 12 minutes). At the 2011 employment level of 13,3 million, this increase of 0,1 of an hour suggests a gain in 1 326 500 hours to the total hours supplied to the economy over the period and is equivalent to 33 163 more persons working a 40-hour week.

Figure 4.16: Total employment and average weekly hours worked, 2006–2011



	2006	2007	2008	2009	2010	2011
Employed	13 419	13 467	13 867	13 455	13 061	13 265
Average hours worked	44,8	45,0	44,7	44,1	43,9	44,0

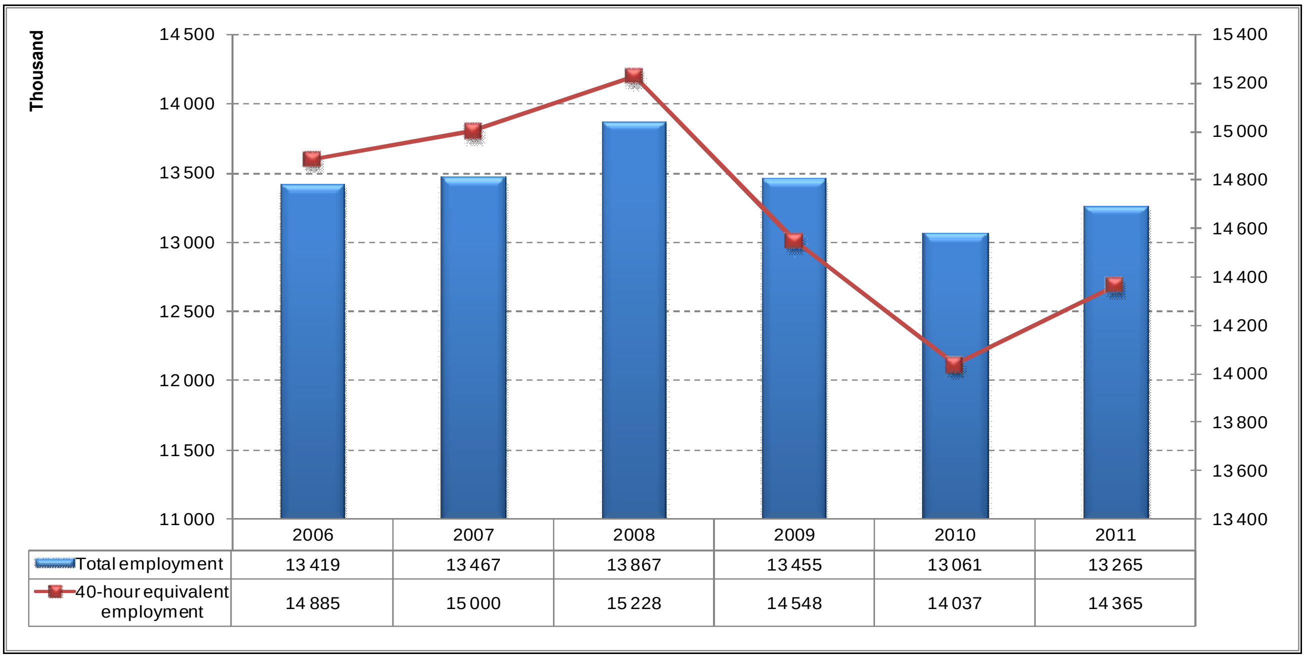
Over the period 2006 to 2008, a period of strong economic growth which coincided with robust employment growth, average hours remained around the 45ï hours-a-week mark. However, during the period 2008 to 2010, average hours declined by only 0,8 hours, coinciding with a decline in employment of 806 000, and suggesting that the reduction in hours worked was not adopted as a measure to counter the fall in employment.

Table 4.17: Employment, average weekly hours and volume of hours, levels and change in hours worked, 2006–2011

	2006	2007	2008	2009	2010	2011
Employment	13 419	13 467	13 867	13 455	13 061	13 265
Average hours	44,8	45,0	44,7	44,1	43,9	44,0
Total hours	**595 383**	**599 984**	**609 104**	**581 922**	**561 463**	**574 596**
	Percentage change					
		2006-2007	**2007-2008**	**2008-2009**	**2009-2010**	**2010-2011**
Employment		0,4	3,0	-3,0	-2,9	1,6
	Change in hours (%)					
Average hours		0,4	-0,7	-1,3	-0,5	0,2
Total hours		0,8	1,5	-4,5	-3,5	2,3

Table 4.17 also illustrates how changes in employment and average hours worked interact to determine changes in total labour input to the economy. Over the period 2007ï 2008, employment expanded by 3,0% year on year, while average hours worked declined by 0,7, which was less than the expansion in employment, resulting in total hours supplied to the economy expanding by a marginal 1,5%. In contrast, 2009ï 2010 saw both employment and average hours worked decline (by 2,9% and 0,5% respectively), resulting in a decline of 3,5 % in aggregate hours worked.

Figure 4.17: Total employment and 40-hour equivalent employment, 2006–2011



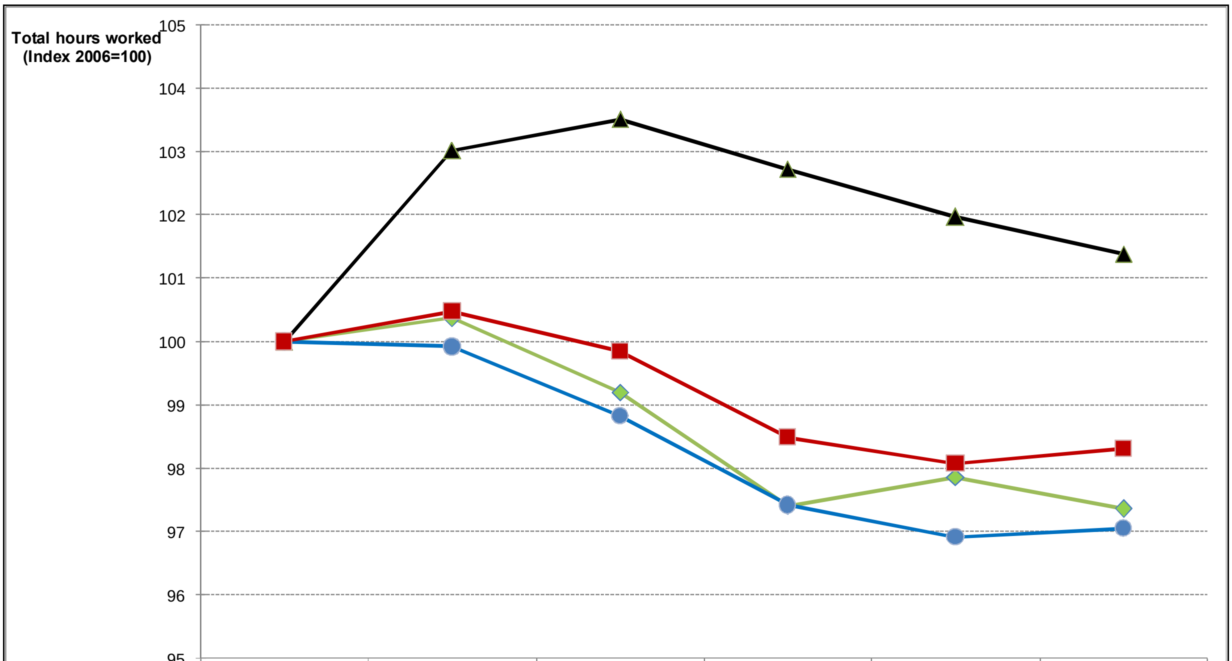
While total hours worked reflect labour input to the economy, interpreting these large numbers is a difficult undertaking. In order to provide for an improved measure of total annual hours worked, the annual hours worked are expressed in terms of an equivalent number of persons working a 40-hour week as shown in Figure 4.17 above.[10]

[10]The equivalent number of persons working a 40-hour week (40-hour equivalent employment level) is calculated by dividing the total annual hours worked by 40.

The gap between total employment and the 40-hour equivalent employment declined from 1,5 million in 2007 to a low 976 000 in 2010. During 2011, on average a total of 574 596 hours per week were worked or a 40-hour equivalent employment of 14,4 million, resulting in a gap of 1,1 million (Figure 4.17).

Hours worked by industry differ considerably, driven by factors such as the labour intensity of the sector and the experience of the workforce determined by their education and skills levels.

Figure 4.18: Average hours worked in a week by primary, secondary and tertiary industries, 2006–2011



	2006	2007	2008	2009	2010	2011
Primary	100,0	103,0	103,5	102,7	102,0	101,4
Secondary	100,0	100,4	99,2	97,4	97,9	97,4
Tertiary	100,0	99,9	98,8	97,4	96,9	97,1
Total	100,0	100,5	99,9	98,5	98,1	98,3

By constructing an index of hours worked by industry, a useful visual representation of the trends in average hours worked since 2006 can be obtained. Between 2007 and 2008, hours worked in the primary sector rose, declining steadily over the crisis period and into 2011. The secondary sector experienced large declines between 2008 and 2009 in average hours worked and by 2011 average hours worked was on par with the 2009 level. Average hours worked has been in decline since 2007 in the tertiary sector, and although some improvements were observed in 2011, it remains significantly below the 2006 level.

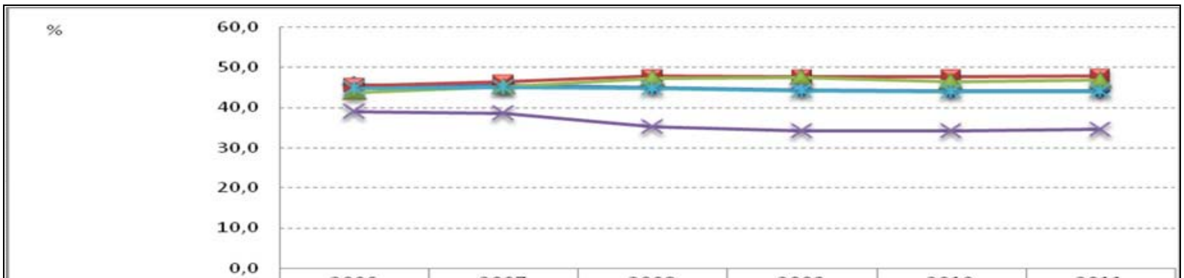
Table 4.18: Average hours worked in a week by industry, 2006–2011

Industry	2006	2007	2008	2009	2010	2011
	Average hours worked					
Agriculture	43,7	45,1	47,2	47,3	46,3	46,6
Mining	47,0	48,4	46,8	45,9	46,3	45,4
Manufacturing	44,6	44,6	43,9	43,3	43,3	43,4
Utilities	43,4	43,6	43,4	42,5	43,6	43,0
Construction	43,8	44,2	43,5	42,6	42,1	42,0
Trade	47,4	47,6	48,7	48,4	48,3	48,3
Transport	51,6	50,9	52,5	51,7	50,9	50,7
Finance	46,5	47,0	45,9	45,4	45,2	44,8
Community and social services	41,9	42,1	41,4	40,9	40,8	41,4
Private households	39,0	38,6	35,2	34,1	34,2	34,5
Total	**44,8**	**45,0**	**44,7**	**44,1**	**43,9**	**44,0**

Between 2010 and 2011, total hours worked rose marginally by 0,1 hours, driven by a rise in hours worked in the Community and social services (0,6 hours) industry, followed by the Agriculture and Private households (0,3 hours each) and Manufacturing (0,1 hours) industries. On an annual basis, all other industries reflected a decline in hours work, in particular Mining (-0,9 hours), Utilities (-0,6 hours) and Finance where average hours worked declined by 0,4 hours.

Since 2006, workers in the Transport industry have consistently worked the longest hours amongst all industries, while the shortest average hours have been worked in Private households. A person in the Transport industry in 2011 worked 1,5 times more hours than an individual employed in the Private households sector. In 2011, persons working in Trade worked an average 48,3-hour week, 46,6 hours in Agriculture and 45,4 hours in Mining. By 2011, only two out of the ten industries had reached the pre-2008 recession levels in average hours worked.

Figure 4.19: Average hours worked in a week by sector, 2006–2011



	2006	2007	2008	2009	2010	2011
Formal	45,6	45,6	45,0	44,4	44,1	44,2
Informal	45,4	46,3	47,7	47,5	47,6	47,7
Agriculture	43,7	45,1	47,2	47,3	46,3	46,6
Private households	39,0	38,6	35,2	34,1	34,2	34,5
Average	44,8	45,0	44,7	44,1	43,9	44,0

Between 2008 and 2010, a period characterised by weak labour market conditions, average weekly hours worked declined most significantly in Private household employment (1 hour), followed by the Formal and Agricultural sectors where average hours worked declined by 0,9 hours. In 2011, total average hours worked rose by 0,1 hours on an annual basis as Agriculture and Private households average hours worked rose by 0,3 and the Formal and Informal sector saw only marginal gains of 0,1 hours over the period. In 2011, a person in the Informal sector worked on average 1,1 hours more than a person in the Formal sector, and nearly 1,4 times more hours compared to a person employed in the Private household sector.

Table 4.19: Formal sector employment and average hours worked in a week by industry, 2010 and 2011

	Employment				Average hours worked		
	2010	2011	Change	Percentage change	2010	2011	Annual change in hrs worked
Mining	295	305	10	3,4	46,4	45,4	-1,0
Manufacturing	1 502	1 539	37	2,5	43,6	43,7	0,1
Utilities	87	84	-3	-3,4	43,5	43,0	-0,5
Construction	743	735	-8	-1,1	42,8	42,9	0,1
Trade	1 890	1 952	62	3,3	46,4	46,4	0,0
Transport	562	563	1	0,2	47,7	48,0	0,3
Finance	1 489	1 550	61	4,1	45,6	45,2	-0,4
Community and social services	2 361	2 476	115	4,9	41,0	41,4	0,4
Total	**8 933**	**9 207**	**274**	**3,1**	**44,1**	**44,2**	**0,0**

Table 4.20: Informal sector employment and average hours worked in a week by industry, 2010 and 2011

	Employment				Average hours worked		
	2010	2011	Change	Percentage change	2010	2011	Annual change in hrs worked
Mining	2	1	-1	-50,0	32,9	46,4	13,5
Manufacturing	201	209	8	4,1	41,2	41,8	0,6
Utilities	2	2	0	12,2	50,9	41,1	-9,8
Construction	280	296	16	5,7	40,3	39,7	-0,6
Trade	990	1 001	11	1,1	51,8	52,1	0,3
Transport	201	193	-8	-4,0	60,0	58,6	-1,4
Finance	142	139	-3	-2,1	40,4	40,0	-0,4
Community and social services	271	285	14	5,2	39,6	41,8	2,2
Total	**2 089**	**2 127**	**38**	**1,8**	**47,6**	**47,7**	**0,1**

Formal sector employment expanded by 3,1% on an annual basis while hours worked increased by only 0,1 hours, suggesting that employment gains may have been driven by a rise in part-time employment. Modest annual employment growth of 1,8% was recorded in the Informal sector while total average hours worked also rose by a marginal 0,1 hours. The complementarities between the Informal and Formal sector employment growth between 2010 and 2011 coincided with economic growth of 3,1% year on year, while marginal changes in hours worked were observed.

Table 4.21: Employment and average hours worked in a week by province, 2010 and 2011

	Employment				Average hours worked		
	2010	2011	Change	Percentage change	2010	2011	Annual change in hrs worked
Western Cape	1 789	1 809	20	1,1	41,5	42,0	0,5
Eastern Cape	1 294	1 314	20	1,5	42,3	41,5	-0,8
Northern Cape	271	274	3	1,1	41,1	40,6	-0,5
Free State	775	783	8	1,0	41,8	42,2	0,4
KwaZulu-Natal	2 441	2 500	59	2,4	42,8	43,8	1,0
North west	724	698	-26	-3,6	43,4	43,0	-0,4
Gauteng	3 951	4 015	64	1,6	43,8	44,3	0,5
Mpumalanga	887	899	12	1,4	44,8	44,3	-0,5
Limpopo	928	972	44	4,7	43,7	43,7	0,0
RSA	**13 061**	**13 265**	**204**	**1,6**	**43,0**	**43,3**	**0,3**

The provincial breakdown reflects decline across all provinces in hours worked, except in Western Cape, Free State, KwaZulu-Natal and Gauteng, which are the provinces that also accounted for 63% of employment creation over the period (Table 4.21).

Underemployment

Persons are classified as underemployed if they have worked less than 35 hours during the reference week and have reported that they were available to work more hours.

The statistical measurement of underemployment and inadequate employment focuses on two types of underemployment, namely time-related underemployment, which is due to insufficient hours of work, and inadequate employment situations, which are due to other limitations in the labour market which affect the performance and well-being of workers. Stats SA, like many other national statistical offices, measures only time-related underemployment (see Guide to QLFS[11]).

[11]Report-02-11-01 - Guide to the Quarterly Labour Force Survey (QLFS), August 2008. http://statssa-web:9999/publications/Report-02-11-01/Report-02-11-01August2008.pdf

Characteristics of the underemployed

Table 4.22: Underemployment, by gender, age, population group, education and province, 2010 and 2011

	Employed		Underemployed		Incidence of underemployment	
	Thousand				Per cent	
	2010	2011	2010	2011	2010	2011
Total	**13 061**	**13 265**	**544**	**514**	**4,2**	**3,9**
Gender						
Men	7 390	7 481	210	205	2,8	2,7
Women	5 671	5 783	334	308	5,9	5,3
Age						
15ï 24	1 311	1 306	65	57	5,0	4,4
25ï 34	4 373	4 396	180	163	4,1	3,7
35ï 44	3 738	3 854	155	154	4,1	4,0
45ï 54	2 530	2 549	108	103	4,3	4,0
55ï 64	1 109	1 159	37	37	3,3	3,2
Population group						
Black African	9 054	9 313	470	441	5,2	4,7
Coloured	1 496	1 478	53	49	3,5	3,3
Indian/Asian	502	485	6	3	1,2	0,6
White	2 009	1 989	15	21	0,7	1,1
Education level						
No schooling	395	344	29	24	7,3	7,0
Less than primary completed	1 101	1 089	87	85	7,9	7,8
Primary completed	631	594	48	44	7,6	7,4
Secondary not completed	4 304	4 427	231	233	5,4	5,3
Secondary completed	3 974	3 991	111	97	2,8	2,4
Tertiary	2 473	2 655	30	26	1,2	1,0
Other	184	165	8	5	4,3	3,0
Province						
Western Cape	1 789	1 809	62	50	3,5	2,8
Eastern Cape	1 294	1 314	69	76	5,3	5,8
Northern Cape	271	274	10	12	3,7	4,4
Free State	775	783	40	37	5,2	4,7
KwaZulu-Natal	2 441	2 500	119	101	4,9	4,0
North West	724	698	21	16	2,9	2,3
Gauteng	3 951	4 015	148	140	3,7	3,5
Mpumalanga	887	899	38	39	4,3	4,3
Limpopo	928	972	38	43	4,1	4,4

Note: Incidence of underemployment is calculated by dividing the number of persons who are underemployed by total employment.

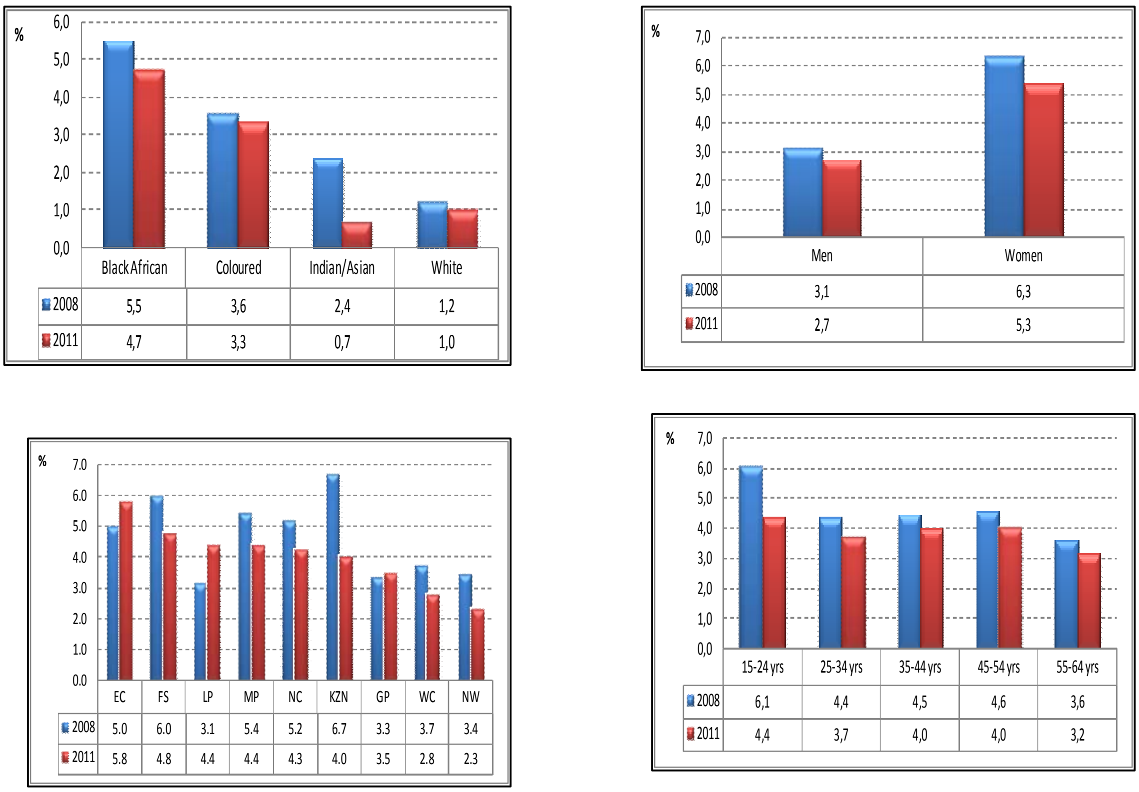
The highest incidence of underemployment is found amongst black Africans, women, the youth and the less educated. On a geographical basis, Eastern Cape and Free State had the highest prevalence of underemployment. The low incidence of underemployment observed in North West can be explained in the context of high unemployment levels as well as levels of discouragement.

In 2011, of the 13,2 million employed people in South Africa, 514 000 persons were underemployed, resulting in an incidence of underemployment at 3,9%. On an annual basis, the incidence of underemployment declined by 0,3 percentage points. While the incidence of underemployment amongst females was nearly double that of males, the annual decline in underemployment was higher amongst females (0,6 percentage points) compared to males (0,1 percentage points) over the period 2010ï 2011. The incidence of underemployment was highest amongst the youth 15ï 24 years of age; however, those between the ages of 25 and 44 made up almost 62% of all underemployed. On an annual basis the largest decline in the incidence of underemployment was observed in the 15ï 24-year-old age category (0,6 percentage points), followed by 25ï 34ï year-olds (0,4 percentage points). The incidence of underemployment is highest amongst black Africans, who also account for more than 85% of all underemployed. Over the period 2010ï 2011, underemployment declined amongst all racial groups but rose by 0,3 percentage points amongst the white population group.

Individuals with education levels less than completed primary school faced levels of underemployment close to 17%. However, those with secondary not completed accounted for around 45% of the total number of underemployed.

Eastern Cape and Free State both reflected high incidence levels, while Eastern Cape, Gauteng and KwaZulu-Natal accounted for over 60% of the total number of underemployed in 2011. On an annual basis, large declines in the incidence of underemployment were observed in KwaZulu-Natal (0,8 percentage points), Western Cape (0,7 percentage points) and North West (0,6 percentage points). Eastern Cape and Northern Cape saw their incidence levels increase between 2010 and 2011 by 0,5 and 0,7 percentage points respectively.

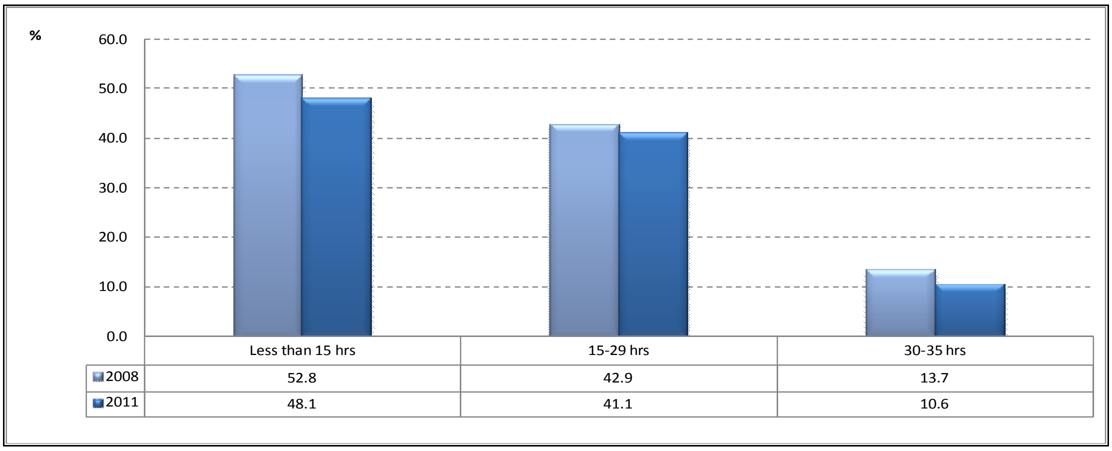
Figure 4.20: Underemployment by age, sex, population group and province, 2008 and 2011



Between 2008 and 2011, some interesting dynamics in terms of the incidence of underemployment can be observed. Amongst all populations, the incidence of underemployment declined, with the largest declines over the period observed amongst the Indian/Asian (1,7 percentage points) and black African (0,8 percentage points) populations. The incidence of underemployment for women declined by 1 percentage point over the period, while that of youth between the ages of 15 to 24 declined by 1,7 percentage points. On a provincial level, trends in underemployment were more varied; while Free State saw a decline of 1,2 percentage points in the incidence of underemployment, Limpopo province reflected a rise of 1,3 percentage points over the same period. Large declines were also observed in KwaZulu-Natal (2,7%), North West (1,1%), Western Cape (1,0%), Mpumalanga (1%), and Northern Cape (0,9%).

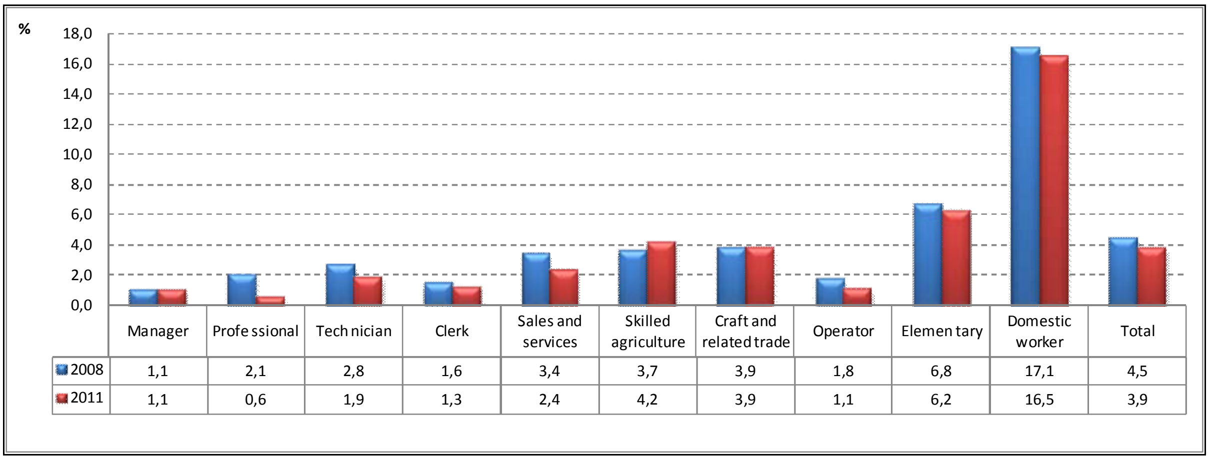
Underemployment and hours worked

Figure 4.21: Underemployment by hours worked per week, 2010 to 2011



The incidence of underemployment by hours worked declined on an annual basis across all categories of hours worked, most notably for those employees who worked less than 15 hours a week on average. In 2011, 48,1% of all underemployed workers worked less than 15 hours per week, while around 2 out of 5 worked between 15 and 29 hours a week. For those workers working 30 to 35 hours a week only 1 in 10 workers were underemployed.

Figure 4.22: Underemployment by occupation, 2010 and 2011



By occupational group, the incidence of underemployment in 2011 remained concentrated amongst lower skilled occupations such as Domestic worker (16,5%) and Elementary occupations (6,2%). Over the period 2008 to 2011, the incidence of underemployment declined amongst all occupational categories, except for Skilled agriculture which rose by 0,5 percentage points and Managers and Craft and related trades where the incidence of underemployment remained unchanged.

Table 4.23: Underemployment by occupation, 2010 and 2011

Occupation	2010			2011		
	Total employment	Underemployment		Total employment	Underemployment	
	Thousand	Thousand	Per cent	Thousand	Thousand	Per cent
Skilled occupations	**3 240**	**47**	**1,5**	**3 352**	**45**	**1,3**
Manager	1 051	8	0,8	1 130	13	1,2
Professional	730	9	1,2	755	5	0,7
Technician	1 459	30	2,1	1 467	28	1,9
Semi-skilled occupations	**6 117**	**159**	**2,6**	**6 168**	**145**	**2,4**
Clerk	1 447	23	1,6	1 412	18	1,3
Sales and services	1 869	63	3,4	1 946	47	2,4
Skilled agriculture	88	3	3,4	68	3	4,4
Craft and related trade	1 597	61	3,8	1 622	63	3,9
Plant and machine operator	1 116	9	0,8	1 119	13	1,2
Unskilled occupations	**2 868**	**179**	**6,2**	**2 868**	**179**	**6,2**
Elementary	2 824	185	6,6	2 868	179	6,2
Domestic worker	**880**	**154**	**17,5**	**877**	**145**	**16,5**
Total	**13 061**	**544**	**4,2**	**13 265**	**514**	**3,9**

Declines in the incidence of underemployment were observed across the skills spectrum between 2010 and 2011 with the largest declines recorded in the Domestic work (1 percentage point), Sales and services (1 percentage point) and the Professional occupations (0,6 percentage points) categories.

On an annual basis the incidence of underemployment rose amongst semi-skilled occupations. This was in particular applicable to workers employed in occupations such as Skilled agriculture (1,0 percentage point) and Plant and machine operators (0,4 percentage points) as well as skilled occupations such as Managers (0,4 percentage points).

Underemployed workers and industry

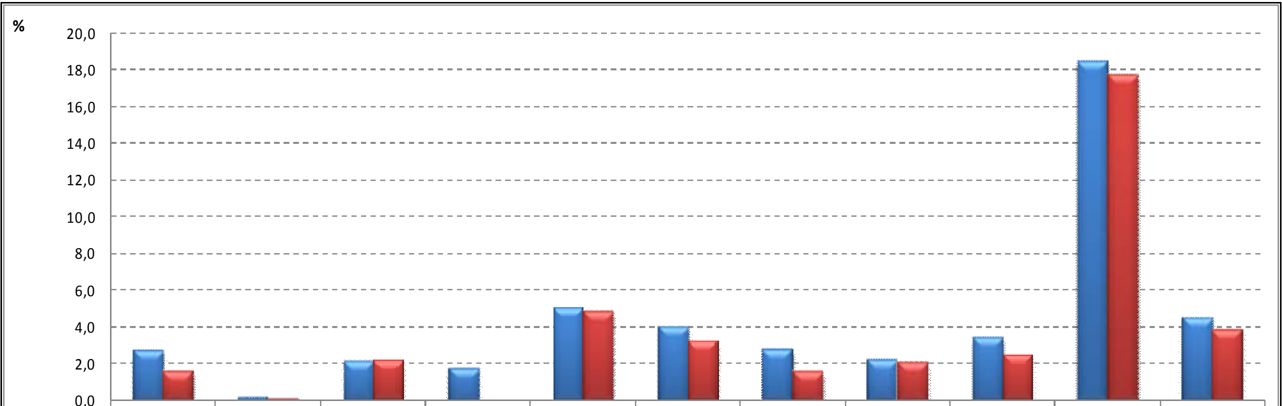
Underemployment may be prevalent in certain occupations and industries.

Table 4.24: Incidence of underemployment by industry and skills level, 2011

Industry	High skilled	Semi-skilled	Low-skilled	Domestic work
	Per cent			
Primary	0,4	2,8	1,8	
Secondary	1,7	7,9	11,9	
Tertiary	5,8	7,1	21,5	
Private households		5,6	23,4	16,6

As could be expected, the incidence of underemployment was highest amongst low-skilled occupations in the Secondary (11,9%) and Tertiary (21,5%) sectors as well as in employment in Private households (23,4%). In the Primary sector, levels of underemployment were low, especially amongst the high-skilled occupations.

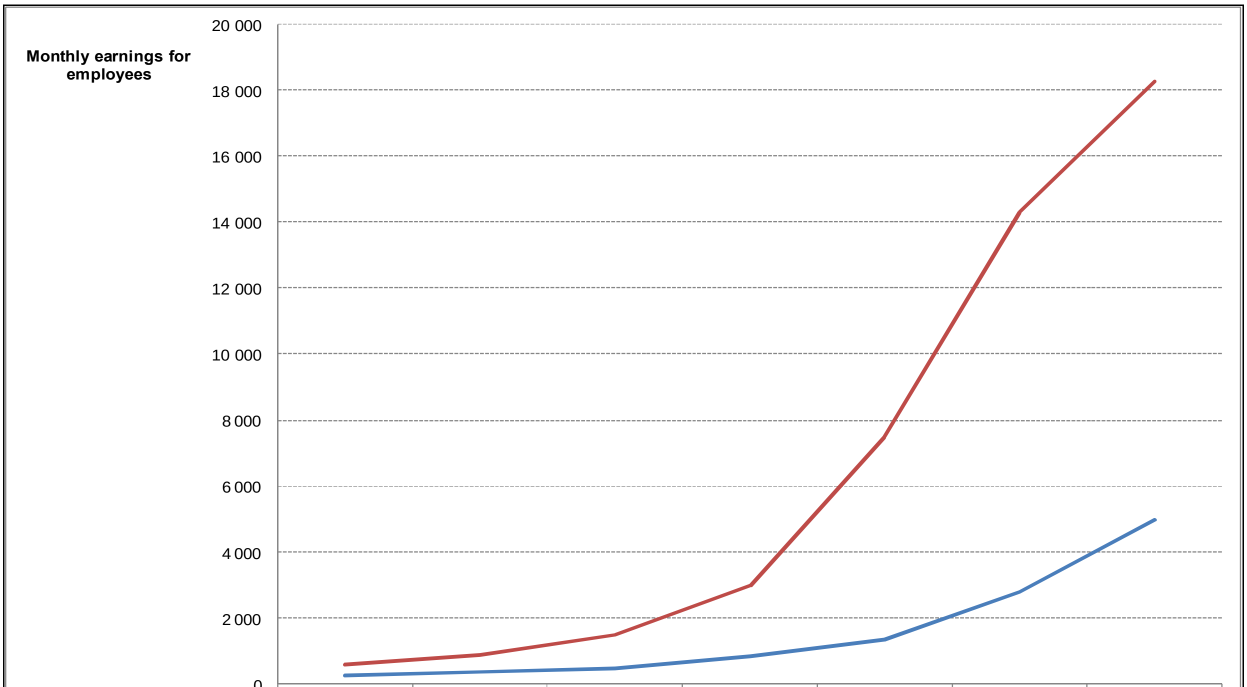
Figure 4.23: Underemployment by industry, 2008 and 2011



	Agriculture	Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Community & social services	Private households	Total
2008	2,7	0,2	2,1	1,8	5,0	4,0	2,8	2,2	3,5	18,5	4,5
2011	1,6	0,1	2,2	0,0	4,9	3,2	1,6	2,1	2,5	17,7	3,9

Between 2008 and 2011, the incidence of underemployment declined amongst all industries, in particular Utilities (1,8 percentage points), Transport (1,2 percentage points) and Agriculture (1,1 percentage points). The overall incidence of underemployment in South Africa declined by 0,6 percentage points to 3,9% in 2011.

Figure 4.24: Underemployment amongst employees by monthly income earned, 2011



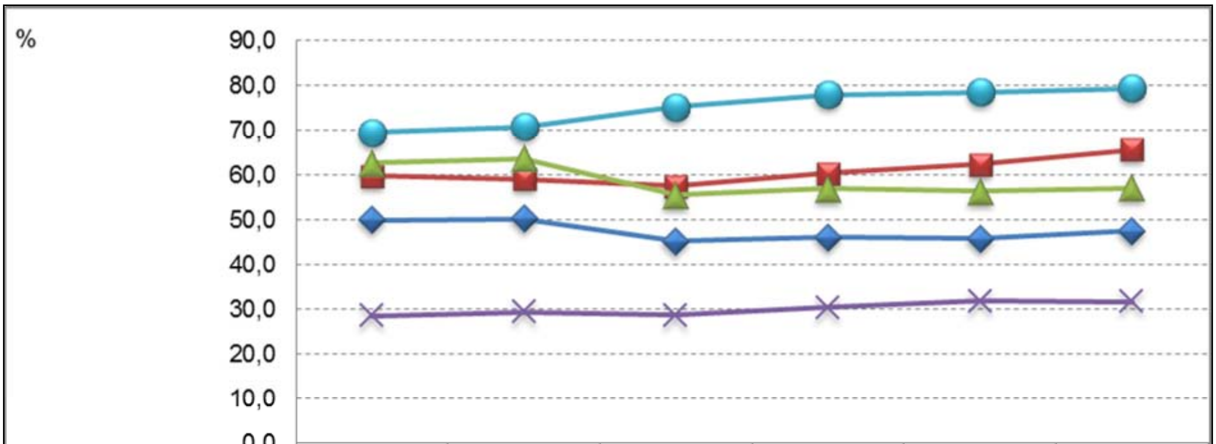
	5	10	25	50	75	90	95
Underemployed	281	393	500	866	1 386	2 814	5 000
Not underemployed	600	900	1 500	3 000	7 500	14 300	18 250

Figure 4.24 shows that in 2011, the top earners among the underemployed earned R5 000 or more compared to the R18 250 or more for persons who were not underemployed.

Employee benefits

The likelihood that an individual would have access to benefits is closely tied to the type of work they do, as well as the sector in which they are employed. This section presents findings on some of the benefits that South African employees are entitled to, namely pension fund contributions, UIF, medical aid and paid leave. The analysis identifies employee benefits by certain demographic variables such sex and age, and focuses on the relationship between access to benefits and the number of hours worked by employees. The section on employee benefits ends with the assessment of benefits in relation to an individualôs occupation and the industry in which they are employed.

Figure 4.25: Access to benefits, 2006–2011



	2006	2007	2008	2009	2010	2011
Pension	50,0	50,3	45,2	46,1	45,8	47,5
Paid Leave	59,7	59,1	57,6	60,4	62,4	65,7
UIF	62,7	63,6	55,5	57,0	56,3	57,1
Medical Aid	28,5	29,4	28,7	30,4	31,8	31,7
Written Contract	69,6	70,9	75,2	77,9	78,6	79,4

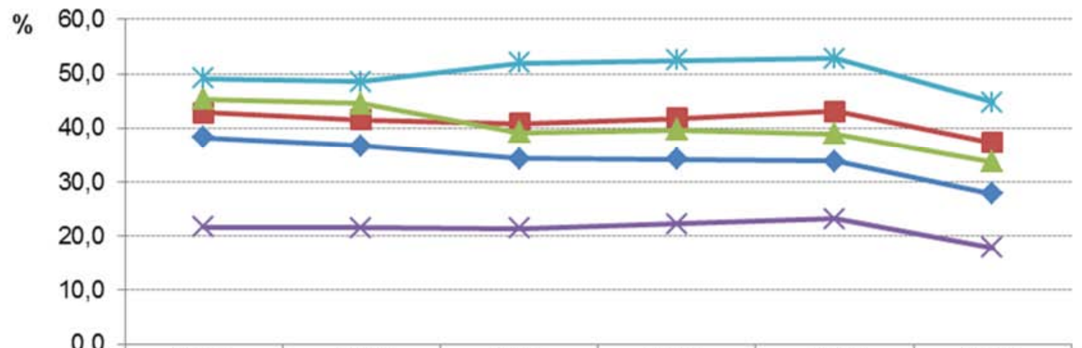
Note. The percentages only include those employees who have access to benefits

Figure 4.25 above shows that over the period 2006ï 2011, a written contract has been the most accessible benefit with coverage of nearly 80% in 2011, followed by paid leave and UIF. Medical aid has been the least accessible entitlement with only 31,7% of employees entitled to this benefit in 2011, rising from 28,5% in 2006. Over this period, the proportion of employees with access to paid leave, medical aid and written contracts increased. Written contract coverage increased by close to 10 percentage points and paid leave by 6 percentage points over the period while entitlements to pension and UIF have declined by 2,5 and 5,6 percentage points respectively.

On an annual basis, access to all benefits increased in 2011, with the exception of access to a medical aid which declined by a marginal 0,1 percentage points. The largest increase in terms of employee coverage was observed in paid leave benefits which increased by 3,3% year on year.

Employee benefits by sex, age, educational level and hours worked

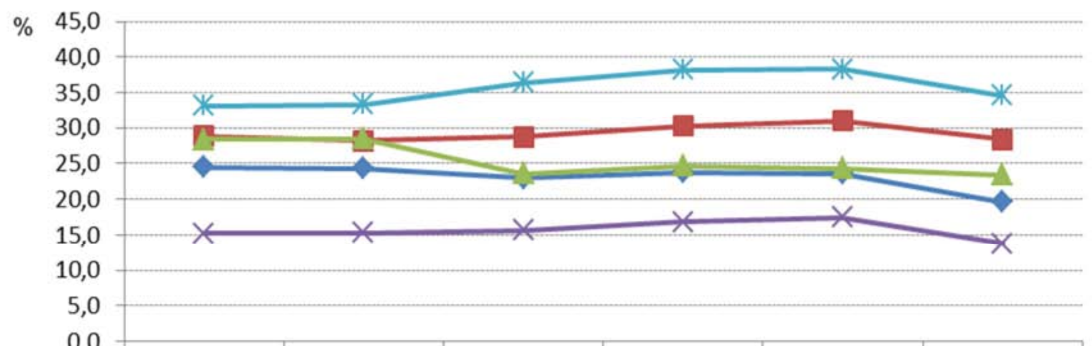
Figure 4.26: Proportion of male employees with access to benefits, 2006–2011 (formal sector excluding agriculture and private households)



	2006	2007	2008	2009	2010	2011
Pension	38,2	36,7	34,3	34,2	33,9	27,8
Paid Leave	42,8	41,5	40,8	41,8	43,1	37,3
UIF	45,4	44,5	39,2	39,6	39,0	33,7
Medical Aid	21,7	21,5	21,4	22,2	23,2	17,9
Written Contract	49,1	48,5	52,0	52,4	52,8	44,8

Note. The percentages only include those employees who have access to benefits

Figure 4.27: Proportion of female employees with access to benefits, 2006–2011 (formal sector excluding agriculture and private households)



	2006	2007	2008	2009	2010	2011
Pension	24,5	24,3	23,0	23,8	23,6	19,6
Paid Leave	28,8	28,2	28,7	30,3	31,0	28,4
UIF	28,4	28,5	23,6	24,7	24,3	23,4
Medical Aid	15,2	15,3	15,7	16,8	17,5	13,8
Written Contract	33,2	33,3	36,4	38,2	38,3	34,6

Note. The percentages only include those employees who have access to benefits

Figures 4.26 and 4.27 above highlight that over the period 2006 to 2011, the proportion of men with access to benefits remained consistently higher compared to women. Over the period, access to all benefits declined for both men and women; however, the proportion of women who were employed on the basis of a written contract increased by 1,4 percentage points to 34,6%.

In 2011, access to benefits declined for both men and women; however, the proportion of men with access to benefits as compared to women remained at elevated levels: pension (27,8% compared to 19,6%), paid leave (37,3% compared to 28,4%), UIF (33,7% compared to 23,4%), medical aid (17,9% compared to 13,8%) and written contracts (44,8% compared to 34,6%).

Table 4.25: Employees with benefits by educational level, 2006 and 2011

	Pension	Paid leave	UIF	Medical aid	Written contract
2006			**Per cent**		
No schooling	26,9	34,4	43,1	8,2	46,2
Less than primary completed	29,7	39,4	49,3	9,9	50,5
Primary completed	32	43,6	53,4	10,8	53,5
Secondary not completed	40,9	50,9	61,1	17,7	63
Secondary completed	58,2	69,1	72,8	34,4	79,7
Tertiary	81,8	88,6	65,9	66	90,7
2011			**Per cent**		
No schooling	19,7	37,9	42,5	8,5	51,8
Less than primary completed	23,7	41,6	45,4	10	55,7
Primary completed	26,1	45	47,6	10,3	58,7
Secondary not completed	32,7	52,3	56,6	14,4	69,6
Secondary completed	53,9	73,8	66,7	34,8	88,9
Tertiary	78,2	91,7	51,4	70,6	97,5

Note. The percentages only include those employees who have access to benefits

Employees with a secondary or lower educational level were less likely to have access to almost all benefits (except UIF) compared to employees with a tertiary education over the period 2006 to 2011 (Table 4.25). A decline in the number of employees with access to pension and UIF occurred across all education levels, while the proportion of employees with access to a written contract and paid leave increased for all educational levels. The proportion of employees with access to medical aid increased in the following educational attainment categories: 'No schooling' (0,3 of a percentage point); 'Less than primary completed' (0,1 of a percentage point); 'Secondary completed' (0,4 of a percentage point); and 'Tertiary completed' (4,6 percentage points). A decline in medical aid coverage was observed in the 'Primary completed' and 'Secondary not completed' categories (0,5 and 3,3 percentage points respectively).

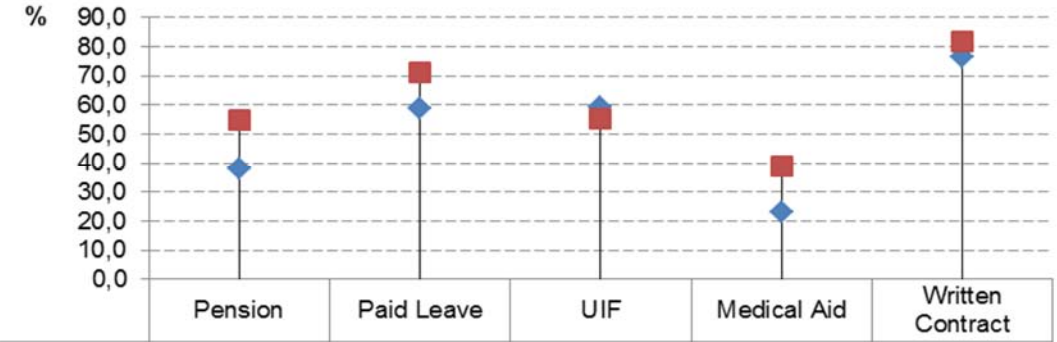
Table 4.26: Employees with benefits by hours worked, 2008 and 2011 (formal sector excluding agriculture and domestic work)

Hours worked per week	Pension	Paid leave	UIF	Medical aid	Written contract
			Per cent		
2008					
Less than 30 hrs	19,8	30,6	33,0	13,0	73,6
30ï 39 hrs	62,2	70,1	29,7	52,0	89,2
40ï 45 hrs	63,9	76,1	65,8	42,6	91,8
More than 45 hrs	47,1	59,9	66,7	25,4	83,2
Total	**57,4**	**69,5**	**62,7**	**40,6**	**88,5**
2011					
Less than 30 hrs	12,8	26,8	31,0	7,6	78,2
30ï 39 hrs	61,7	77,2	26,8	55,2	92,6
40ï 45 hrs	64,4	82,4	67,3	45,3	94,5
More than 45 hrs	51,0	71,1	68,1	28,9	86,3
Total	**59,1**	**77,3**	**63,9**	**40,4**	**91,7**

Note. The percentages only include those employees who have access to benefits

The types of benefits that employees are entitled to vary considerably by the number of hours they worked in a week. Table 4.26 indicates that between 2008 and 2011, there has been a decline in the proportion of employees with access to benefits who worked less than 30 total hours per week, with the exception of a written contract. For employees who worked 30 to 39 hours per week, benefit coverage increased (paid leave rose by 7,1%; medical aid by 3,2%; and written contract by 3,4%). Employees who worked between 40 to 45 hours per week saw an increase in the access to all benefits. For employees who worked more than 45 hours a week, access to all benefits rose over the period 2008 to 2011, most notably access to paid leave which increased by 11,2 percentage points over said period.

Figure 4.28: Employees with benefits by age, 2011 (formal sector non-agriculture)



	Pension	Paid Leave	UIF	Medical Aid	Written Contract
15-34 Yrs	38,2	58,9	59,2	23,1	76,4
35-64 Yrs	55,1	71,2	55,3	38,8	81,8

Note. The percentages only include those employees who have access to benefits

In 2011, older employees (aged 35 to 64 years), were more likely to be employed with benefits in comparison to younger employees. In particular, the proportion of older employees with access to pension was nearly 17% higher than that for the youth. While medical aid coverage was low across all age groups, older employee coverage was nearly 16% higher than that of employees between the ages of 15 to 34 years. With regard to UIF contributions paid by an employer, nearly 60% of employees aged 15 to 34 years had access to this benefit compared with 55,3% of older employees.

Access to benefits by occupation and industry

Table 4.27: Employees with benefits by occupation, 2006 and 2011 (formal sector non-agriculture)

	Skilled	Semi-skilled	Low-skilled	Domestic workers
2006		**Per cent**		
Pension	80,2	53,7	31,3	8,3
Paid leave	87,1	63,4	41,6	23,0
UIF	68,4	71,0	55,2	24,5
Medical aid	61,0	27,8	11,2	1,0
Written contract	90,6	74,9	56,3	26,7
2011		**Per cent**		
Pension	74,6	49,1	28,7	4,6
Paid leave	89,5	68,7	47,9	21,5
UIF	55,1	64,5	53,7	27,3
Medical aid	64,7	28,7	12,4	0,3
Written contract	97,1	84,0	69,7	22,8

Note. The percentages only include those employees who have access to benefits

Table 4.27 reflects benefits accessible in different skills levels between 2006 and 2011. Over this period, the proportion of employees with access to pension across all skills levels declined. Domestic workers' access to benefits declined for all benefits except UIF, which may be driven by the inclusion of this group of workers in the UIF Contributions Act since 1 April 2003. However, for skilled and semi-skilled employees, access to UIF benefits declined by 13,3 and 6,5 percentage points respectively, which could point to a rise in the number of employees in these skills categories which do not qualify for UIF, such as civil servants[12].

Table 4.28: Employees with benefits by industry, 2006 and 2011

	Primary	Secondary	Tertiary
2006		**Per cent**	
Pension	41,8	49,8	51,3
Paid leave	56,0	57,4	61,1
UIF	68,7	70,7	59,0
Medical aid	21,8	25,1	30,6
Written contract	65,9	70,4	69,8
2011		**Per cent**	
Pension	39,3	49	47,9
Paid leave	59,5	65,6	66,4
UIF	71,6	73,1	50,5
Medical aid	28,5	26,5	33,7
Written contract	74,4	81,8	79,2

Note. The percentages only include those employees who have access to benefits

Between 2006 and 2011, the proportion of employees with access to pension benefits in the tertiary, primary and secondary industries declined by 3,4 percentage points, 2,5 percentage points and 0,8 percentage points respectively (Table 4.28). Paid leave amongst all industries rose, most notably amongst the secondary sector where access increased by 8,2 percentage points. While UIF coverage increased for employees in the primary and secondary sector, a decline of 8,5 percentage points in the proportion of employees in the tertiary sector with access to UIF benefits was observed. Medical aid coverage increased across the sectors, while a written contract was the most prevalent benefit across all sectors with employees in the secondary sector benefiting most from gains in coverage by written contract.

In 2011, employees working in primary industries were least likely to have access to the spectrum of employee benefits, most notably medical aid benefits (28,5%). Those employed in secondary industries were more likely to have access to pension, UIF and a written contract than employees in primary and tertiary industries. Employees in the tertiary sector enjoyed high coverage of paid leave and medical aid relative to persons working in primary and secondary industries.

[12]There was an increase of 150 000 workers between 2006 and 2011 in semi-skilled occupations, while high and low-skilled rose by only 50 000 each.

4.2 The formal/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 less than five employees, who do not deduct income tax from their salaries/wages; and
- Employers, own-account workers and persons helping unpaid in their household business who are not registered for either income tax or value-added tax

Background

The formal sector has been dominant in the South African labour market. Informal sector employment on the other hand, is small and contributes 16,5% to total employment. The sector is survivalist in nature ï and according to Fryer and Vencatachellum (2004) is largely unskilled. The informal sector serves as an alternative entry to employment when formal sector jobs are hard to find (Blaauw, 2005). It also serves as an alternative for vulnerable groups including women, and those with little or no education who have lost hope of finding work in the formal sector. Although the South African informal sector is small relative to other countries of a similar developmental stage, it is important as it provides employment to the most vulnerable groups and may serve as a stepping stone into formal sector employment.[13]The sector is also included in the estimates of GDP as goods and services produced in this sector are regarded as completely legal and are aimed at providing employment and income (OECD, 2002).

Introduction

This section of the chapter presents the analysis of employment, with special focus on the formal and informal sectors. The analysis will be done by demographic characteristics (sex, age and population group) as well as by educational level and province. It concludes by analysing the industry in which people work by sector.

Employment by sector

Table 4.29: Employment by sector, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Formal	8 675	9 147	9 572	9 453	9 123	9 367
Informal	2 573	2 325	2 298	2 129	2 159	2 171
Agriculture	859	737	786	686	639	614
Private households	1 311	1 258	1 209	1 187	1 140	1 113
Total	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
	Annual change					
Formal		472	425	-119	-330	244
Informal		-247	-27	-170	30	12
Agriculture		-123	50	-100	-48	-25
Private households		-53	-49	-22	-47	-28
Total		**48**	**399**	**-411**	**-395**	**204**
	Annual rate of change (%)					
Formal		5,4	4,7	-1,2	-3,5	2,7
Informal		-9,6	-1,2	-7,4	1,4	0,6
Agriculture		-14,3	6,8	-12,7	-6,9	-3,9
Private households		-4,0	-3,9	-1,8	-4,0	-2,4
Total		**0,4**	**3,0**	**-3,0**	**-2,9**	**1,6**

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

[13]ïWhy has unemployment risen in the new South Africaò Banerjee et al, NBER Working paper 13167, June 2007. The authors find that around 12% of those initially working in the informal sector will transition to the formal sector within a 6 month period.

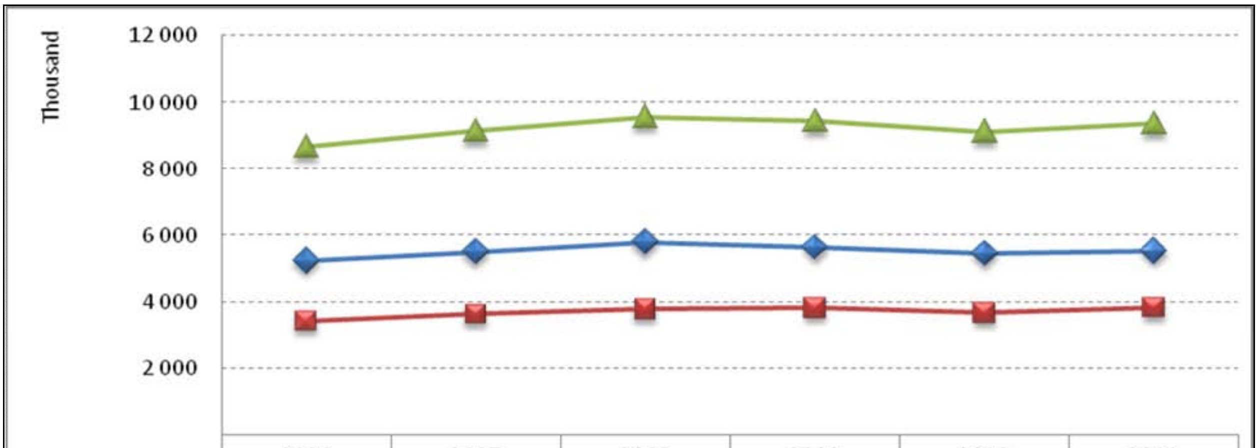
Employment in the formal sector increased by 2,7% or 244 000 jobs in 2011. Over the same period, informal sector employment grew by 0,6% or 12 000 jobs, rising for the second year after contracting for three successive years.

As at the end of December 2011, employment in private households contracted by 2,4% after four successive annual contractions.

Employment in agriculture also contracted by 3,9% in the year ended December 2011, following a contraction of 6,9% or 48 000 jobs for the year ended December 2010.

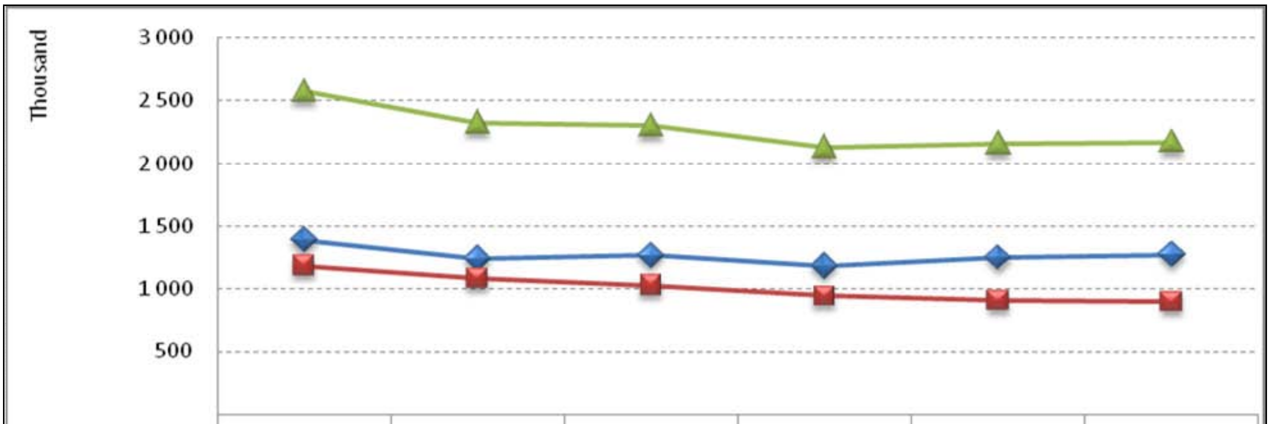
Employment by sector and sex

Figure 4.29: Formal sector employment by sex, 2006–2011



	2006	2007	2008	2009	2010	2011
Men	5 248	5 512	5 799	5 649	5 457	5 545
Women	3 427	3 635	3 773	3 804	3 666	3 822
Both sexes	8 675	9 147	9 572	9 453	9 123	9 367

Figure 4.30: Informal sector employment by sex, 2006–2011



	2006	2007	2008	2009	2010	2011
Men	1 388	1 244	1 268	1 184	1 250	1 273
Women	1 185	1 082	1 030	945	909	898
Both sexes	2 573	2 325	2 298	2 129	2 159	2 171

Figure 4.29 shows that after two successive years of decline in the formal sector, employment increased for both men and women in 2011. However, the number of men employed in the formal sector remained higher than that of women. The number of women employed in the formal sector rose from 3,4 million in 2006 to 3,8 million in 2011.

On the other hand, informal sector employment reached a peak for both men and women in 2006. However, informal sector employment for women declined by 24% or 287 000, while the decline for men was 8,3% or 115 000 over the period 2006 to 2011.

Table 4.30: Employment by sector and sex, 2010 and 2011

	Formal sector				Informal sector			
	2010	2011	Change	Percentage change	2010	2011	Change	Percentage change
	Thousand			Per cent	Thousand			Per cent
Men	5 457	5 545	88	1,6	1 250	1 273	23	1,9
Women	3 666	3 822	156	4,3	909	898	- 11	-1,2
Total	**9 123**	**9 367**	**244**	**2,7**	**2 159**	**2 171**	**12**	**0,6**

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

Between 2010 and 2011, formal sector employment among men increased by 1,6% or 88 000 jobs while that of women increased by 4,3% or 156 000 jobs.

In 2011, informal sector employment contracted amongst women by 1,2% on an annual basis but increased by 1,9% amongst men.

Formal and informal sector employment by education

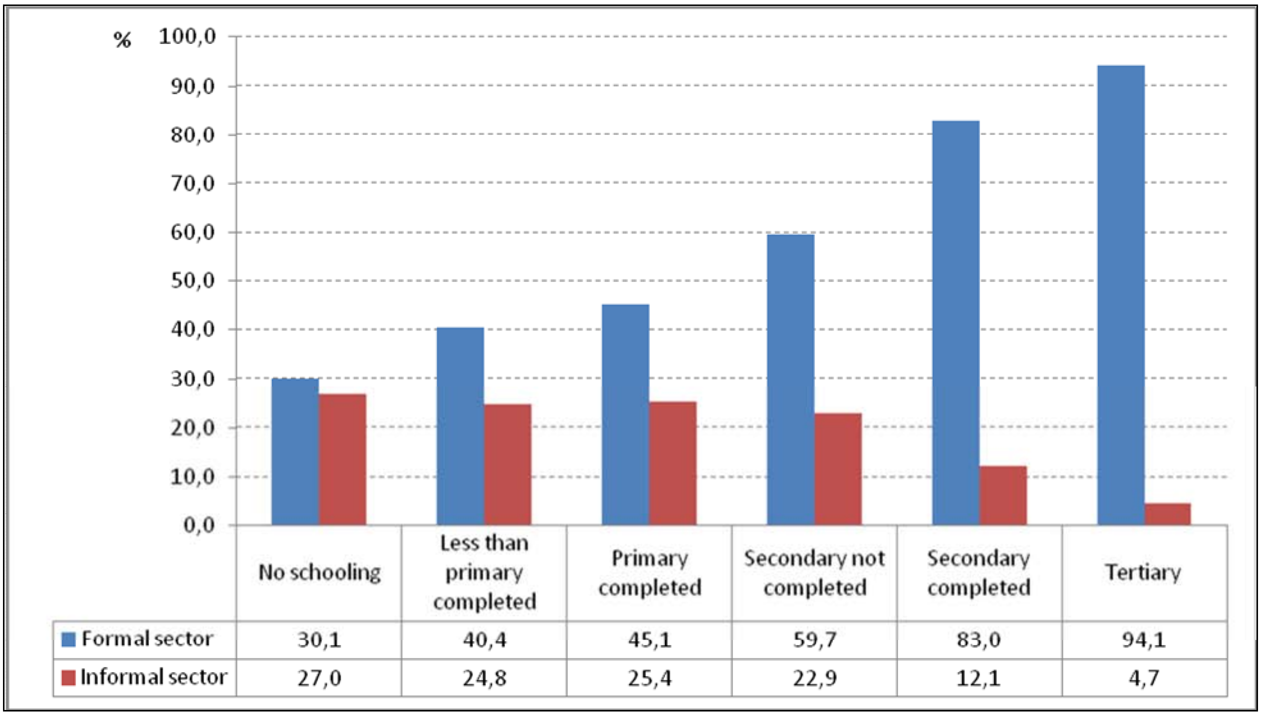
Table 4.31: Formal and informal sector employment (excluding agriculture and private households) by education, 2010 and 2011

	Formal sector			Informal sector		
	2010	2011	Percentage change	2010	2011	Percentage change
	Thousand		Per cent	Thousand		Per cent
No schooling	115	104	-9,8	109	93	-14,6
Less than primary completed	421	440	4,6	286	270	-5,7
Primary completed	265	268	1,1	175	151	-13,7
Secondary not completed	2 608	2 642	1,3	945	1 015	7,4
Secondary completed	3 273	3 312	1,2	488	483	-1,1
Tertiary	2 326	2 499	7,4	114	124	9,3
Total	**9 123**	**9 367**	**2,7**	**2 159**	**2 171**	**0,6**

Table 4.31 reflects that in 2011, formal sector employment increased among all levels of educational attainment except for the 'No schooling' category. In contrast, informal sector employment declined, with the exception of the 'Tertiary' and 'Secondary not completed' categories. The 'Tertiary' category increased by 9,3%, and the 'Secondary not completed' increased by 7,4% in 2011.

Individuals with no schooling had to bear the burden of employment losses in both the formal and informal sector, contracting by 9,8% in the formal sector and 14,6% in the informal sector. In contrast, the tertiary educational category experienced rise in both formal and informal sector employment between 2010 and 2011.

Figure 4.31: Formal and informal sector employment (excluding agriculture and private households) by education, 2011



Note: Percentages were calculated based on total employment, which includes agriculture and private households

Figure 4.31 reflects that among those with tertiary education, 94,1% were employed in the formal sector and only 4,7% were employed in the informal sector in 2011. As educational attainment increases, the likelihood of being in the formal sector increases, while the likelihood of being in the informal sector declines.

Informal sector employment by population group

Table 4.32: Formal and informal sector employment by population group, 2006–2011

	2006	2007	2008	2009	2010	2011
Formal sector	Thousand					
Black African	5 284	5 738	6 022	5 935	5 705	5 965
Coloured	1 125	1 136	1 172	1 167	1 118	1 125
Indian/Asian	406	398	429	420	453	438
White	1 859	1 874	1 950	1 931	1 847	1 839
Total	**8 675**	**9 147**	**9 572**	**9 453**	**9 123**	**9 367**
Informal sector						
Black African	2 280	2 065	2 007	1 848	1 864	1 881
Coloured	146	125	146	154	148	154
Indian/Asian	44	36	37	37	46	44
White	102	100	108	89	101	92
Total	**2 573**	**2 325**	**2 298**	**2 129**	**2 159**	**2 171**

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

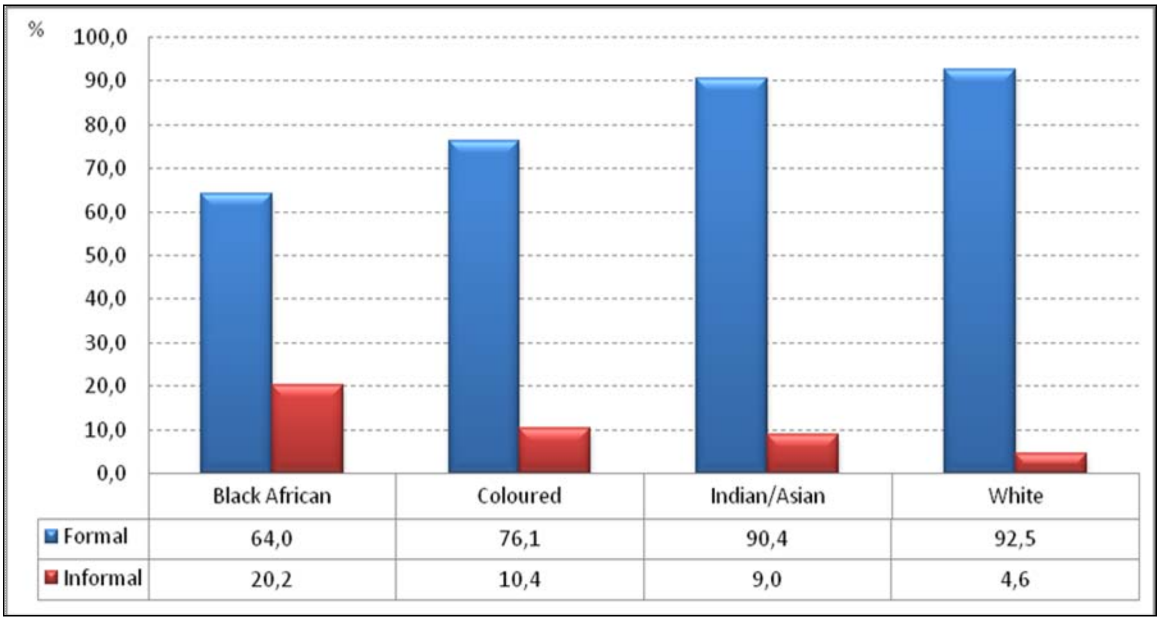
Table 4.33: Formal and informal sector employment by population group, 2006–2011

	2007	2008	2009	2010	2011
Formal sector	**Percentage change**				
Black African	8,6	4,9	-1,4	-3,9	4,6
Coloured	1,0	3,1	-0,4	-4,2	0,6
Indian/Asian	-2,0	7,8	-2,1	7,8	-3,1
White	0,8	4,0	-1,0	-4,3	-0,4
Total	5,4	4,7	-1,2	-3,5	2,7
Informal sector	**Percentage change**				
Black African	-9,5	-2,8	-7,9	0,9	0,9
Coloured	-14,8	16,8	5,7	-3,7	4,0
Indian/Asian	-18,2	3,1	0,3	23,4	-5,5
White	-2,0	8,0	-17,2	13,0	-8,9
Total	-9,6	-1,2	-7,4	1,4	0,6

Tables 4.32 and 4.33 reflect that formal sector employment among black Africans expanded by 681 000 to 6,0 million between 2006 and 2011. At the end of 2011, employment among black Africans in the formal sector increased by 4,6% or 260 000 jobs. Formal sector employment declined by 3,1% among the Indian/Asian population in 2011, while this population group's employment in the informal sector also decreased by 5,5% after increasing by 23,4% in 2010.[14]

Formal sector employment among the coloured population increased by 0,6% between 2010 and 2011, and their informal sector employment also increased by 4,0% over the same period, following a decline of 3,7% in the previous year.

Figure 4.32: Distribution of formal and informal sector employment by population group as a percentage of total employment, 2011



Note: Percentages were calculated based on total employment, and therefore the total includes agriculture and private households

The distribution of formal and informal sector employment by population group reflects that around 64,0% of the black Africans were working in the formal sector in 2011 whereas 20,2% were employed in the informal sector. On the other hand, only 4,6% of the employed white population were working in the informal sector, and 92,5% were employed in the formal sector.

[14] Large swings in the year-on-year changes for the Indian/Asian population group may result due to the small sample size.

Formal and informal sector employment by age

Table 4.34: Formal and informal sector employment by age, 2010 and 2011

	Formal				Informal			
	2010	2011	Change	Percentage change	2010	2011	Change	Percentage change
	Thousand			Per cent	Thousand			Per cent
15ï 24 yrs	899	888	- 11	-1,2	255	262	7	2,8
25ï 34 yrs	3 102	3 175	73	2,4	745	732	-13	-1,8
35ï 44 yrs	2 642	2 739	98	3,7	571	601	30	5,2
45ï 54 yrs	1 738	1 757	19	1,1	403	395	-8	-2,0
55ï 64 yrs	742	808	66	8,8	185	181	-4	-1,9
Total	**9 123**	**9 367**	**244**	**2,7**	**2 159**	**2 171**	**12**	**0,6**

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

Table 4.34 shows that the expansion in the formal sector employment of 244 000 jobs was driven by those aged between 25 and 44 years, accounting for close to 70% of formal sector employment growth between 2010 and 2011. The 15ï 24-years age category reflected the only decline in formal sector employment over the period. Formal sector employment among the 55ï 64-year age group showed the highest annual rate, increasing by 8,8%.

Informal sector employment expanded in the age category 35ï 44 years, as well as in young people aged 15 to 24, increasing by 5,2% and 2,8% respectively on a yearly basis. Unlike the formal sector, the 55ï 64-years age category for the informal sector employment declined by 1,9%.

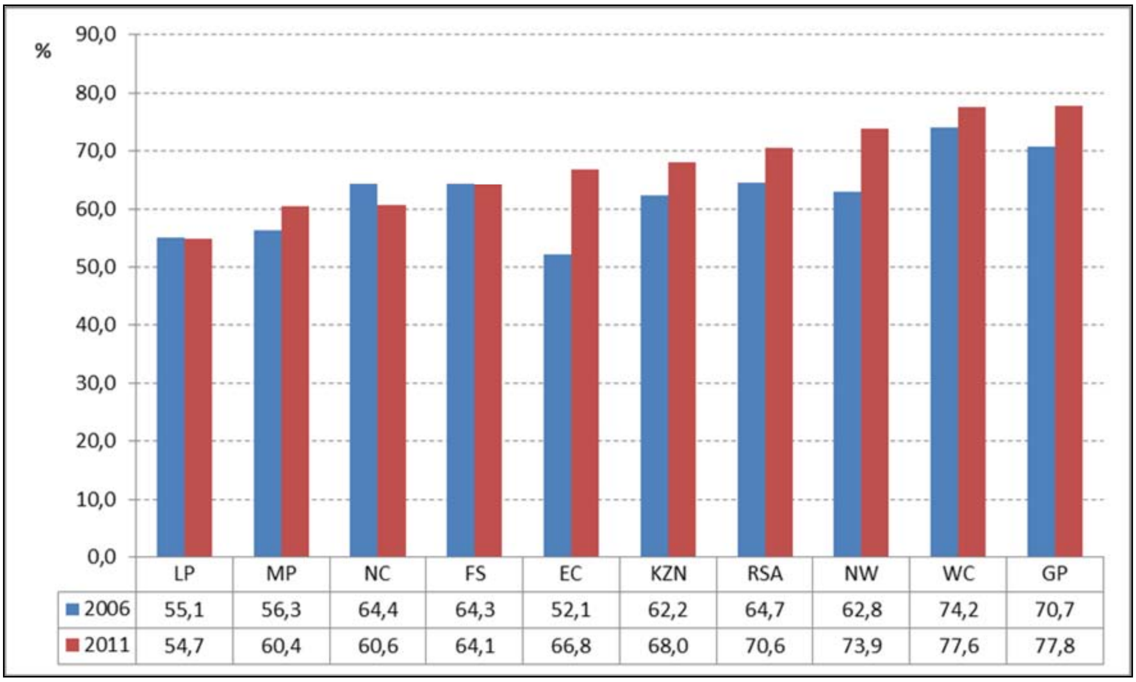
Formal and informal sector employment by province

Table 4.35: Formal and informal sector employment by province, 2010 and 2011

	Formal sector				Informal sector			
	2010	2011	Change	Percentage change	2010	2011	Change	Percentage change
	Thousand			Per cent	Thousand			Per cent
Western Cape	1 339	1 405	66	5,0	192	183	- 9	-4,6
Eastern Cape	819	878	59	7,2	287	259	- 28	-9,8
Northern Cape	170	166	- 4	-2,4	29	31	2	6,0
Free State	493	502	8	1,7	123	130	7	5,5
KwaZulu-Natal	1 679	1 701	22	1,3	425	491	66	15,4
North West	527	516	- 11	-2,1	95	88	- 7	-7,8
Gauteng	3 068	3 124	56	1,8	529	520	- 10	-1,9
Mpumalanga	545	543	- 2	-0,4	188	193	5	2,9
Limpopo	482	532	50	10,4	291	278	- 13	-4,6
South Africa	**9 123**	**9 367**	**244**	**2,7**	**2 159**	**2 171**	**12**	**0,6**

Formal sector employment increased in all provinces except in Northern Cape, North West and Mpumalanga, where employment declined by 2,4%, 2,1% and 0,4% respectively. The net growth of 244 000 or 2,7% in the formal sector was driven mostly by the employment growth in Limpopo, Eastern Cape and Western Cape.
The biggest contributor to employment growth in the informal sector was KwaZulu-Natal where employment expanded by 15,4% or 66 000 jobs. Five of the nine provinces experienced losses in informal sector employment between 2010 and 2011, with Eastern Cape recording the most significant decline (down by 28 000 jobs), followed by Limpopo (down by 13 000) and Gauteng (down by 10 000).

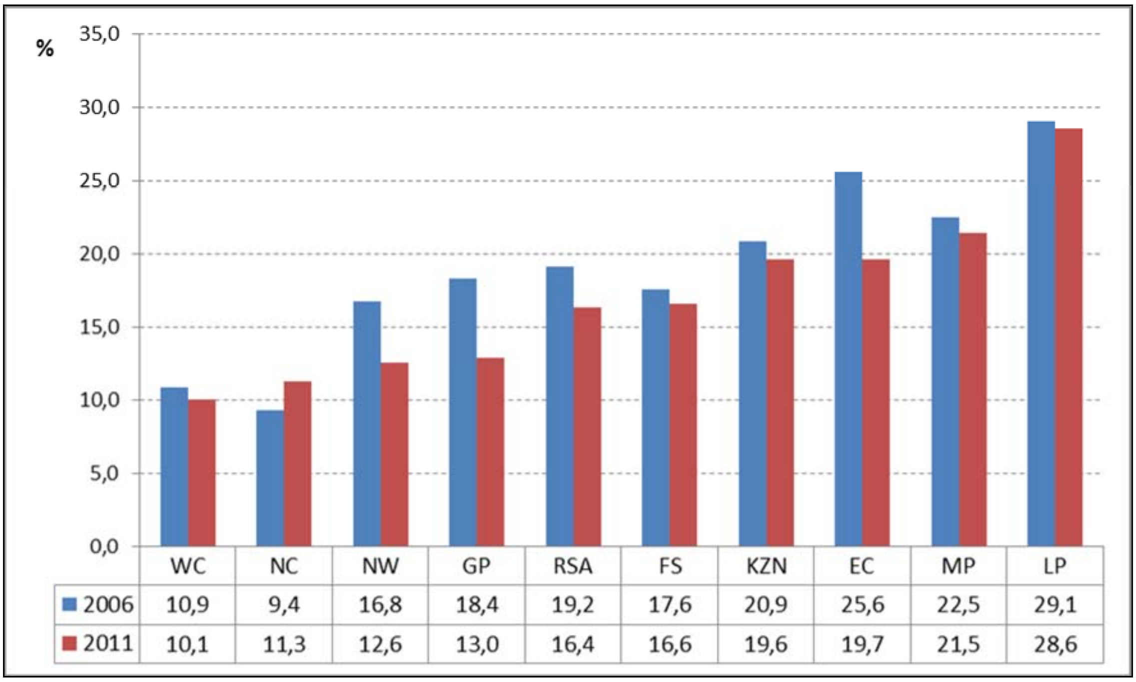
Figure 4.33: Formal sector employment by province, 2006 and 2011



	LP	MP	NC	FS	EC	KZN	RSA	NW	WC	GP
2006	55,1	56,3	64,4	64,3	52,1	62,2	64,7	62,8	74,2	70,7
2011	54,7	60,4	60,6	64,1	66,8	68,0	70,6	73,9	77,6	77,8

Figure 4.33 shows that the biggest share of formal sector employment was observed in Gauteng, Western Cape and North West. Between 2006 and 2011, formal sector employment increased in seven of the nine provinces with the biggest increase observed in Eastern Cape (up by 14,7 percentage points), and North West (up by 11,1 percentage points).

Figure 4.34: Informal sector employment by province, 2006 and 2011



	WC	NC	NW	GP	RSA	FS	KZN	EC	MP	LP
2006	10,9	9,4	16,8	18,4	19,2	17,6	20,9	25,6	22,5	29,1
2011	10,1	11,3	12,6	13,0	16,4	16,6	19,6	19,7	21,5	28,6

Figure 4.34 indicates that in both 2006 and 2011, the highest share of informal sector employment was observed in Limpopo, with Western Cape and Northern Cape having the least shares. Between 2006 and 2011, informal sector employment contracted in all provinces in Northern Cape where it increased by 1,9 percentage points. The biggest decreases in informal sector employment were observed in Eastern Cape, Gauteng and North West which all declined by more than 4 percentage points.

Formal and informal sector employment by industry

Table 4.36: Formal and informal sector employment by industry, 2010 and 2011

	Formal sector				Informal sector			
	2010	2011	Change	Percentage change	2010	2011	Change	Percentage change
	Thousand			Per cent	Thousand			Per cent
Mining	303	309	7	2,2	2	2	0	2,6
Manufacturing	1 527	1 553	26	1,7	212	213	1	0,6
Utilities	89	84	-5	-5,2	2	2	0	12,2
Construction	758	747	-11	-1,4	302	307	5	1,6
Trade	1 915	1 979	64	3,3	1 011	1 016	4	0,4
Transport	571	568	-4	-0,6	203	194	-9	-4,3
Finance and other business services	1 511	1 568	57	3,8	145	143	-2	-1,4
Community and social services	2 445	2 556	110	4,5	282	293	12	4,1
Total	**9 123**	**9 367**	**244**	**2,7**	**2 159**	**2 171**	**12**	**0,6**

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

Table 4.36 shows that in the year ending December 2011, formal sector employment increased across most industries, with the biggest increase observed in Community and social services (up by 4,5%), followed by Finance and other business services (3,8%) and Trade (3,3%). Construction and Transport were the only industries recording job losses in formal sector employment. Over the same period, the informal sector grew by a minimal 0,6%. This was driven by the growth in Community and social services (up by 4,1%).

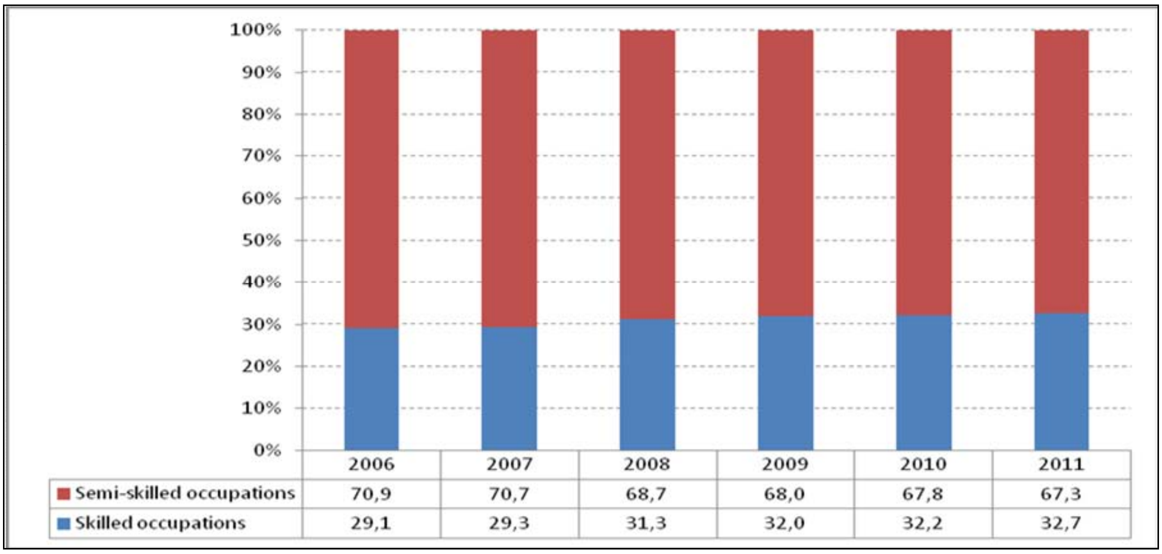
Formal and informal sector employment by occupation

Table 4.37: Formal and informal sector employment by occupation, 2010 and 2011

	Formal sector				Informal sector			
Occupation	2010	2011	Change	Percentage change	2010	2011	Change	Percentage change
	Thousand			Per cent	Thousand			Per cent
Skilled	2 934	3 061	127	4,3	271	256	-15	-5,7
Semi-skilled	6 189	6 306	117	1,9	1 888	1 915	27	1,4
Total	**9 123**	**9 367**	**244**	**2,7**	**2 159**	**2 171**	**12**	**0,6**

Table 4.37 shows that in formal sector employment, skilled occupations comprising managers, technicians and professionals, accounted for 33% of formal sector employment in 2011, and had the highest relative gain (4,3% or 127 00 jobs) between 2010 and 2011. Formal sector employment in semi-skilled occupations expanded by 1,9% (or 117 000 jobs) over the same period. In contrast, skilled occupations contracted by 5,7% (or 15 000 jobs) in informal sector employment between 2010 and 2011, while semi-skilled employment increased by 1,4% (or 27 000 jobs) on an annual basis. Semi-skilled occupations accounted for 88,2% of informal sector jobs in 2011.

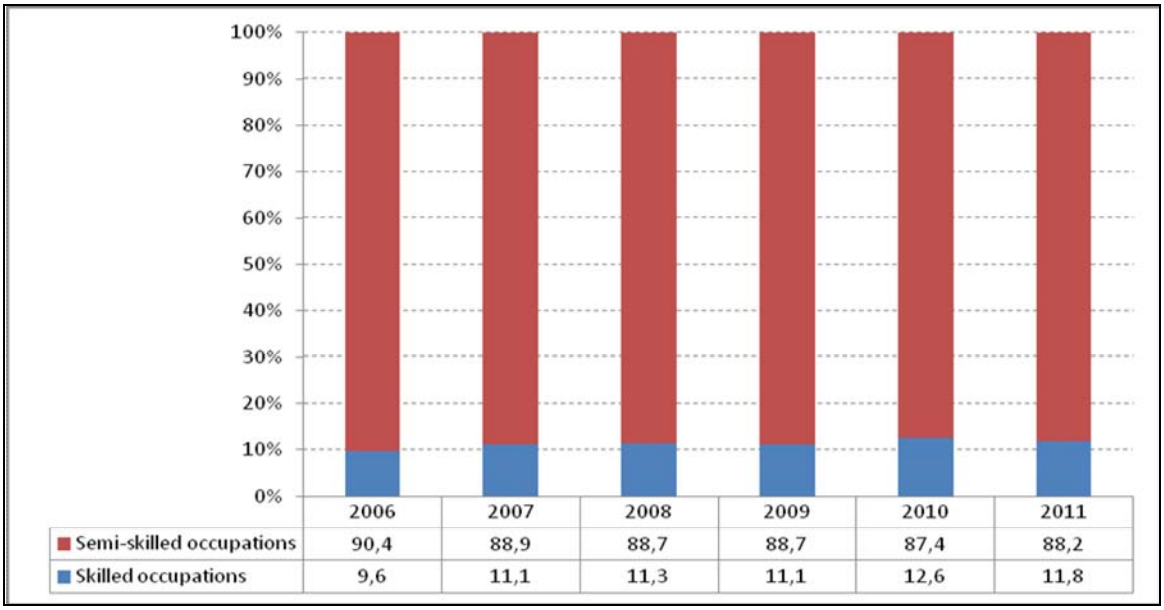
Figure 4.35: Formal sector employment (excluding agriculture and private households) by occupation, 2006–2011



	2006	2007	2008	2009	2010	2011
Semi-skilled occupations	70,9	70,7	68,7	68,0	67,8	67,3
Skilled occupations	29,1	29,3	31,3	32,0	32,2	32,7

Figure 4.35 indicates that while there had been a larger proportion of persons in semi-skilled occupations in the formal sector compared to those in skilled occupations, the share of individuals working in semi-skilled occuaptions in the formal sector declined between 2006 and 2011. The proportion of persons working in skilled occupations, on other other hand, has increased over the same period of reporting (between 2006 and 2011), rising from 29,1% in 2006 to 32,7% in 2011, suggesting that employment creation over the period has been concentrated in skilled occupations.

Figure 4.36: Informal sector employment (excluding agriculture and private households) by occupation, 2006–2011



	2006	2007	2008	2009	2010	2011
Semi-skilled occupations	90,4	88,9	88,7	88,7	87,4	88,2
Skilled occupations	9,6	11,1	11,3	11,1	12,6	11,8

Figure 4.36 shows that semi-skilled occupations accounted for over 88% of total informal sector employment. Skilled occupations accounted for around 10% of informal sector employment for the period 2006 to 2011. As with formal sector employment, employment in skilled occupations in the formal sector increased, rising from 9,6% in 2006 to 11,8% in 2011.

Summary

After two successive years of decline between 2009 to 2010, employment in the formal sector increased by 2,7% in 2011. Informal sector employment also rose by 0,6% between 2010 and 2011, the second consecutive rise, following three years of contraction in informal sector employment.

Men accounted for the largest portion of both formal and informal sector employment. The results further showed that individualsô chances of being employed in the formal sector increased with higher levels of education. Between 2010 and 2011, formal sector employment for those with a tertiary education increased by 7,4%, while informal sector employment increased by 9,3%. Among the Indian/Asian and white population groups, informal sector employment declined by 5,5% and 8,9% respectively, while informal sector employment for the black African and coloured population groups expanded in 2011.

Between 2010 and 2011, formal sector employment declined in North West, Free State and Northern Cape, and increased in all other provinces.

Formal sector employment expanded across all industries between 2010 and 2011, with the primary industries increasing by 2,2%. Employment in the secondary and tertiary industries expanded by a marginal rate in both the formal and informal sector.

There has been a larger proportion of persons in semi-skilled occupations in formal sector employment compared with skilled occupations over the period 2006 to 2011. However, the share of skilled occupations has risen in both the formal and informal sector at the expense of semi-skilled occupations.

4.3 Monthly earnings of South Africans

Key labour market concepts

Distributions:

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

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

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

Distinguishing between earnings and incomes:

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

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

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

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

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

Background

Stats SA added earnings questions to the QLFS questionnaire from the third quarter of 2009. This was done with the aim of producing relative earnings data and earnings distributions. Relative earnings relate to the comparisons of the earnings of one socio-demographic group with earnings of other groups, for example, female-to-male-earnings ratios, population group ratios, and so forth, while earnings distributions measure inequality in the earnings distribution of any socio-demographic group, for example, are the earnings of men more unequally distributed than the earnings of women, or how does earnings inequality vary by province?

Because of their superiority when describing the distribution of earnings, and because of their much greater stability through time, Stats SA will use only medians and other quintiles in published data.

Introduction

The analysis in this section of the chapter focuses on relative earnings and earnings distributions. The analysis will be done by demographic characteristics (sex, age and population group) as well as by industry, occupation and province.

Table 4.38: Distribution of monthly earnings by status in employment, 2011

	No. of employed	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
Total	**13 132**	**600**	**866**	**1 500**	**3 033**	**7 890**	**15 000**	**21 666**
Employees	11 198	600	900	1 500	3 000	7 500	15 000	20 000
Employers	713	1 000	1 516	3 033	9 100	20 000	42 000	66 666
Own-account workers	1 221	300	498	1 000	2 123	4 550	12 133	20 000

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

Table 4.38 shows that of the 13,1 million paid workers in 2011; approximately 11,2 million (or 85,3%) were employees, while own-account workers and employers accounted for 9,3% and 5,4% of total paid employment respectively. The median monthly earnings were highest for employers at R9 100, followed by employees with their median at R3 000, while the lowest median monthly earnings were observed among own-account workers at R2 123.

The analysis based on Table 4.38 has shown that the shapes of the distributions of employers and own-account workers differ substantially from those of employees. (The distributions of employers and own-account workers also differ substantially from each other.)

Analysis based on all the employed would therefore yield less informative information on the relationship between socio-demographic characteristics and earnings since these relationships are different for each status in employment. The analysis that follows will therefore be based on employees only.

Median earnings by sex

Table 4.39: Distribution of monthly earnings for employees by sex, 2010 and 2011

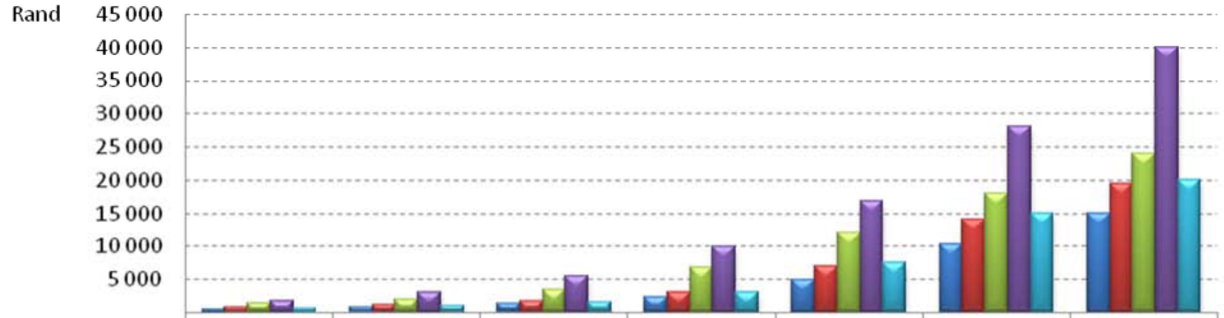
	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
2010								
Both sexes	**11 013**	**600**	**850**	**1 500**	**2 900**	**6 999**	**13 000**	**17 500**
Men	6 165	758	1 066	1 733	3 200	7 000	14 000	20 000
Women	4 848	500	650	1 200	2 400	6 500	12 000	15 000
2011								
Both sexes	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Men	6 230	800	1 083	1 733	3 466	7 945	15 700	22 000
Women	4 968	500	700	1 300	2 500	7 000	13 000	16 500

Table 4.39 shows that the median monthly earnings for men were higher than the median monthly earnings for women in both 2010 and 2011. The median earnings for men increased by R266 between 2010 and 2011 while those of women increased by R100 in the same period.

In 2011, men had a median earnings of R3 466 compared to that of women who had a median earnings of R2 500 .Women in paid employment earned 72,0% of what their males counterparts earned. In the bottom 10% women earn R700 or less per month while their male counterparts earn R1 083 or less. In the top 10% women earn R13 000 or more compared to men who earn R15 700 or more per month.

Median earnings by population group, employees

Figure 4.37: Distribution of monthly earnings for employees by population group, 2011

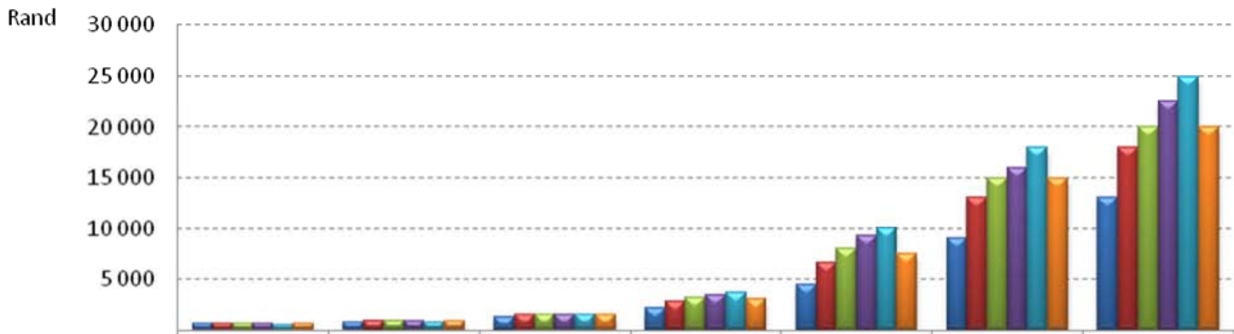


	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Black African	520	800	1 300	2 383	5 000	10 300	15 000
Coloured	800	1 100	1 700	3 033	7 000	14 000	19 500
Indian/Asian	1 400	2 000	3 500	6 800	12 000	18 000	24 000
White	1 750	3 033	5 500	10 000	16 800	28 000	40 000
RSA	600	900	1 500	3 000	7 500	15 000	20 000

Figure 4.37 indicates that the median monthly earnings of white (R10 000) and Indian/Asian (R6 800) employees were substantially higher than the median monthly earnings of their coloured (R3 033) and black African (R2 383) counterparts. Black Africans earned 23,8% of what the white population earned; 35,0% of what Indian/Asians earned; and 78,6% of what the coloured population earned. In the bottom 5%, black Africans earned R520 or less per month while the white population earned R1 750 or less per month. In the top 5%, black Africans earned R15 000 or more compared to the white population who earned R40 000 or more per month.

Median earnings by age, employees

Figure 4.38: Distribution of monthly earnings for employees by age, 2011



	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
15-24 yrs	600	800	1 300	2 200	4 500	9 000	13 000
25-34 yrs	650	975	1 516	2 860	6 666	12 990	18 000
35-44 yrs	640	970	1 516	3 250	8 000	15 000	20 000
45-54 yrs	600	866	1 500	3 500	9 200	16 000	22 500
55-64 yrs	520	800	1 500	3 700	10 000	18 000	25 000
RSA	600	900	1 500	3 000	7 500	15 000	20 000

Figure 4.38 indicates that the median monthly earnings for paid employees generally increased with age in 2011. The lowest median earnings was observed among employees aged 15ï 24 years (R2 200) and the highest was observed among employees aged 55ï 64 years (R3 700).

Employees in the prime age group (25ï 34 years) who were in the bottom 10% of the earnings scale earned R975 or less per month while those in the younger or older age groups earned R800 or less.

When comparing the youngest (15ï 24 years) and the oldest (55ï 64 years) employees, in the bottom 5% the younger employees earned more than the older employees, but in the top 5%, older employees earned more than the younger ones. Specifically, those aged 15ï 24 earned R13 000 per month while those aged 55ï 64 years earned R25 000 per month.

Distribution of earnings by province, employees

Table 4.40: Distribution of monthly earnings by province, 2011

	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
South Africa	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Western Cape	1 621	996	1 300	1 834	3 250	8 000	15 000	20 000
Eastern Cape	1 116	480	650	1 300	2 500	7 000	15 000	19 400
Northern Cape	250	580	800	1 290	2 166	5 800	12 000	16 000
Free State	669	460	650	1 200	2 100	5 300	12 000	16 000
KwaZulu-Natal	2 068	510	800	1 386	2 600	6 500	12 500	16 658
North West	603	600	850	1 500	3 250	7 100	13 000	17 000
Gauteng	3 363	950	1 200	2 030	4 000	9 100	17 000	24 000
Mpumalanga	739	600	800	1 300	2 426	6 300	13 000	17 000
Limpopo	770	500	600	1 000	1 800	5 000	12 000	15 000

Table 4.40 shows that the median monthly earnings was highest for employees in Gauteng at R4 000, followed by Western Cape and North West at R3 250 and Eastern Cape at R2 500. Employees in Limpopo had the lowest median earnings, at R1 800, followed by Free State at R2 100, and Northern Cape at R2 166.

Earnings by occupation, employees

Table 4.41: Distribution of monthly earnings by occupation, 2010 and 2011

	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Occupation	Thousand	Rand						
2010								
All occupations	**11 013**	**600**	**850**	**1 500**	**2 900**	**6 999**	**13 000**	**17 500**
Skilled occupation	2 608	1 300	2 000	4 500	9 000	14 000	22 000	31 000
Semi-skilled occupation	5 272	780	1 083	1 800	3 000	5 700	10 000	13 135
Low-skilled occupation	2 254	450	600	1 040	1 516	2 600	4 485	5 700
Domestic workers	879	300	411	650	1 000	1 500	2 000	2 500
2011								
All occupations	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Skilled occupation	2 679	1 400	2 000	5 000	10 000	16 000	25 000	35 000
Semi-skilled occupation	5 319	800	1 100	1 800	3 198	6 000	10 500	14 500
Low-skilled occupation	2 325	480	600	1 083	1 600	2 721	4 800	6 200
Domestic workers	875	390	500	780	1 100	1 600	2 383	3 000

Table 4.41 shows that the monthly earnings of individuals employed in more skilled occupations were substantially higher than the median earnings of those employed in less skilled occupations in 2010 and 2011. In 2011 employees in more skilled occupations had median monthly earnings of R10 000 while Domestic workers had median monthly earnings of R1 100 or 11% of the median monthly earnings of those in more skilled occupations.

Table 4.42: Median monthly earnings by occupation and sex, 2010 and 2011

	No. of employees (Thousand)		Median earnings (Rand)		Women-to-men ratio earnings
	Women	Men	Women	Men	
2010					
All occupations	**4 848**	**6 165**	**2 400**	**3 200**	**0,75**
Skilled occupation	1 269	1 339	8 000	10 000	0,80
Semi-skilled occupation	1 911	3 361	2 800	3 033	0,92
Low-skilled occupation	824	1 430	1 451	1 630	0,89
Domestic workers	844	35	1 000	996	1,00
2011					
All occupations	**4 968**	**6 230**	**2 500**	**3 466**	**0,72**
Skilled occupation	1 320	1 358	9 000	11 000	0,82
Semi-skilled occupation	1 923	3 396	3 000	3 250	0,92
Low-skilled occupation	884	1 441	1 500	1 733	0,87
Domestic workers	840	35	1 100	1 100	1,00

Table 4.42 shows that between 2010 and 2011, the earnings gap between women and men increased from 75% to 72%. The table also shows that the earnings gap increased among employees in low skilled occupation from 89% in 2010 to 87% in 2011. However the earnings gap remained the same for employees in semi-skilled occupation and domestic workers.

Earnings by industry, employees

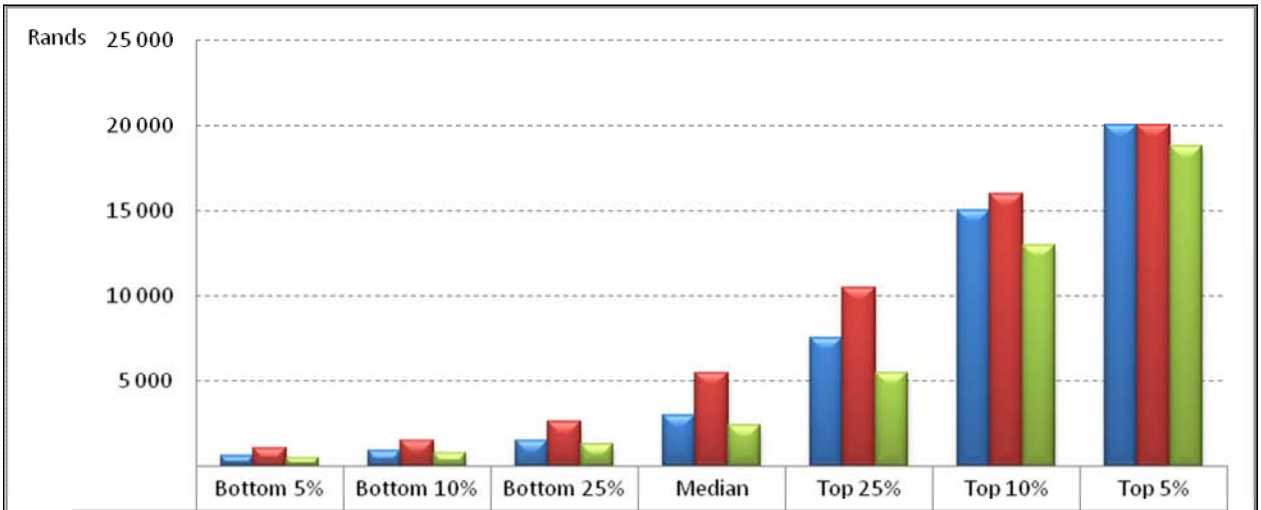
Table 4.43: Distribution of monthly earnings by industry, 2011

	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
All industries	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Agriculture	555	480	700	1 074	1 300	1 733	3 000	5 000
Mining	308	1 100	1 600	3 200	5 800	9 700	17 000	27 000
Manufacturing	1 561	866	1 200	1 863	3 500	6 800	14 000	19 000
Utilities	85	1 000	1 500	2 600	6 000	12 000	21 000	27 000
Construction	788	500	780	1 500	2 600	4 500	9 800	15 000
Trade	2 033	800	1 027	1 733	2 750	5 200	11 000	15 400
Transport	639	900	1 200	2 000	3 500	8 000	15 000	20 000
Finance	1 499	1 000	1 400	2 166	4 333	10 000	18 000	27 000
Community and social services	2 622	600	1 000	2 100	6 000	12 000	17 333	22 300
Private households	1 102	350	460	750	1 100	1 600	2 400	3 200

Table 4.43 shows that the median monthly earnings were highest for employees in Community and social services and Utilities (R6 000 each), followed by Mining at R5 800 and Finance at R4 333. The lowest median earnings were for employees in Private households (R1 100), followed by Agriculture at R1 300 and Construction at R2 600. In the bottom 5%, employees in Private households earned R350 or less while those in Mining earned R1 100 or less per month. In the top 5%, employees in Private households earned R3 200 or more compared to employees in Mining who earned R27 000 or more per month.

Earnings by union membership, employees

Figure 4.39: Distribution of monthly earnings by union membership, 2011



	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Total	600	900	1 500	3 000	7 500	15 000	20 000
Union	1 060	1 500	2 600	5 500	10 500	16 000	20 000
No union	510	800	1 300	2 400	5 500	13 000	18 750

Figure 4.39 shows that median monthly earnings of unionised employees are substantially higher than those of non-unionised employees. With median monthly earnings of R5 500, unionised employees earned more than twice than non-unionised employees (median monthly earnings of R2 400).

Summary

In 2010 and 2011, the monthly earnings for men were higher than those for women. In 2011, women in paid employment earned 72,0% of the median earnings of their male counterparts compared to 75% in 2010. The results further showed that median monthly earnings for white and Indian/Asian populations were higher than the median earnings of their coloured and black African counterparts in 2010 and 2011.

The analysis also showed that the median earnings for paid employees increased with age. The highest median earnings was observed among employees aged 55ï 64 years and the lowest was observed among employees aged 15ï 24 years.

The province with the highest median earnings for employees was Gauteng, followed by Western Cape, while Limpopo and Free State had the lowest median earnings.

The median earnings of unionised employees were higher than those of non-unionised employees.

4.4 Decent work

Key labour market concepts

According to the International Labour Organization (ILO), **Decent Work** involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men[15].

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

The Quarterly Labour Force Survey (QLFS) introduced for the first time, in 2008 indicators on decent work. Therefore, unlike in other sections, trend analysis examined in section is mostly based on comparisons from the year 2008 to 2011.

Background

Decent work as a concept was formulated by the ILO constituents. According to the ILO, decent work is based on the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for people, and economic growth that expands opportunities for productive jobs and enterprise development. Decent work has four broad components, namely;

- Equal employment and income opportunities
- Standards and rights at work
- Social protection
- Social dialogue

While several indicators have been proposed by ILO for the measurement of progress regarding decent work; only a few are presented in this report.

Equal employment and income opportunities

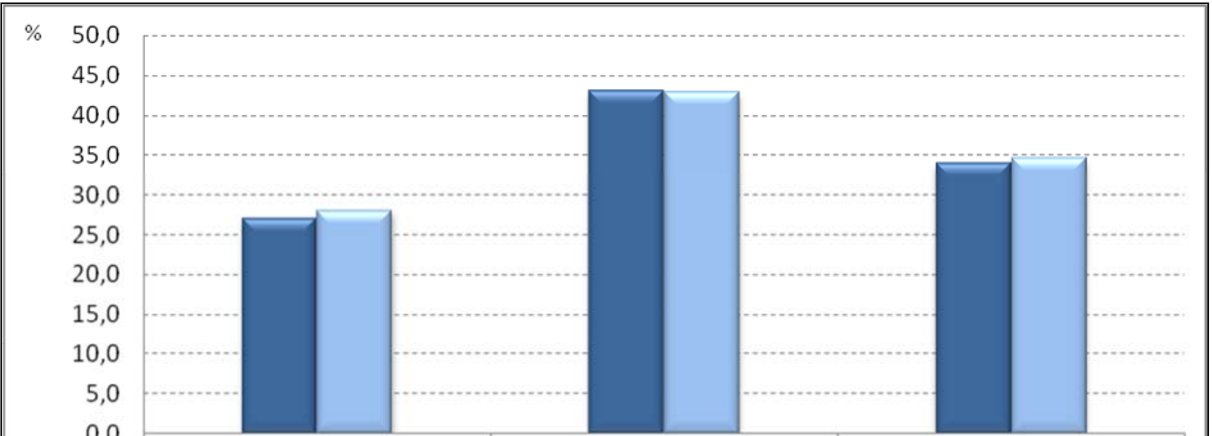
Employment and unemployment were discussed in Chapters 4 and 5 respectively. Disparities were evident in terms of gender, age and education. Those disparities are indicators of employment opportunities. For example:

- Employment is higher among men compared to women
- More than 70% of managers are men
- The labour force participation rate of women is lower than that of men
- The unemployment rate for women is higher than that for men
- Women in paid employment earn 75% of what men earn
- Unemployment is higher among black Africans than among other population groups
- Unemployment is highest among the youth (aged 15ï 34 years).

All the above measure whether different groups have equal employment and income opportunities, but these will not be repeated in this section of the chapter as they have already been covered elsewhere in the report.

[15]Report on the EU contribution to the promotion of decent work in the world, SEC 2184, Brussels, 2008

Figure 4.40: Proportion of workers with monthly earnings below ⅔ of median monthly earnings, excl. Agriculture, 2010 and 2011



	Men	Women	Both sexes
2010	27,0	43,0	34,0
2011	28,0	42,9	34,6

An important attribute of decent work is that workers should benefit from 'remunerative' employment, which is one element in the 'quality' of work. The determining figure that constitutes remunerative employment therefore mostly depends on each country's prevailing societal values and material prosperity[16]. However, for comparisons the ILO recommends the proportion of workers with monthly earnings below two-thirds (l) of median monthly earnings, excluding agriculture to be used to measure the adequacy of remuneration.

Figure 4.40 suggests that 34,6% of workers in the country earned below l of median monthly earnings (excluding agriculture) in 2011, which constitutes an increase of 0,6% on an annual basis. Again, gender disparities appear to be prominent with 4 out of every 10 women reporting earnings below l of the median monthly earnings compared to 3 out of 10 for men.

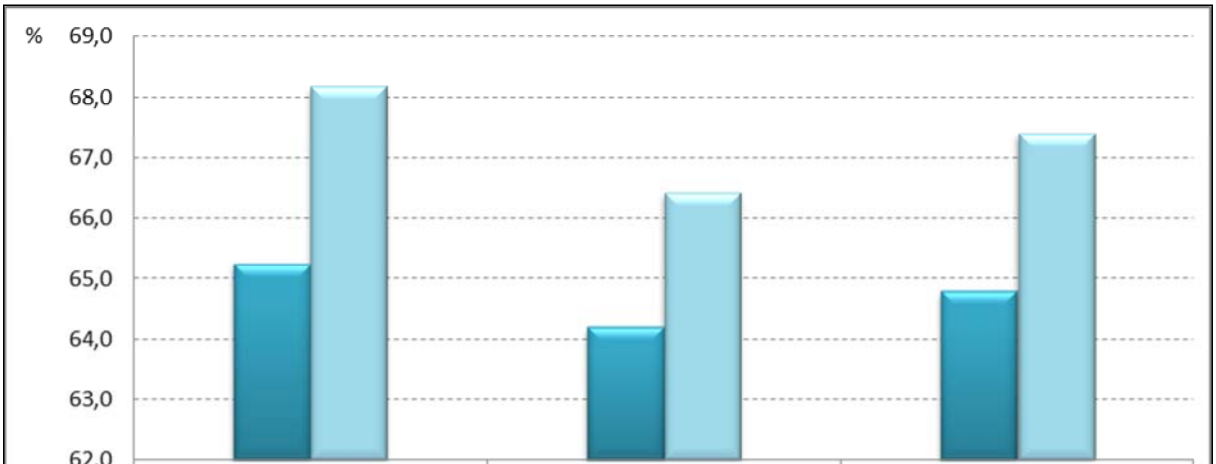
Rights and standards at work

According to the ILO, all workers, and in particular disadvantaged or poor workers, need representation, participation, and laws that work for their interests. Indicators which can be used to measure standards and rights at work include:

- Sick leave
- Maternity leave
- Hours of work
- Right of association (e.g. union membership)

[16]http://www.ilo.org/public/english/revue/download/pdf/ghai.pdf

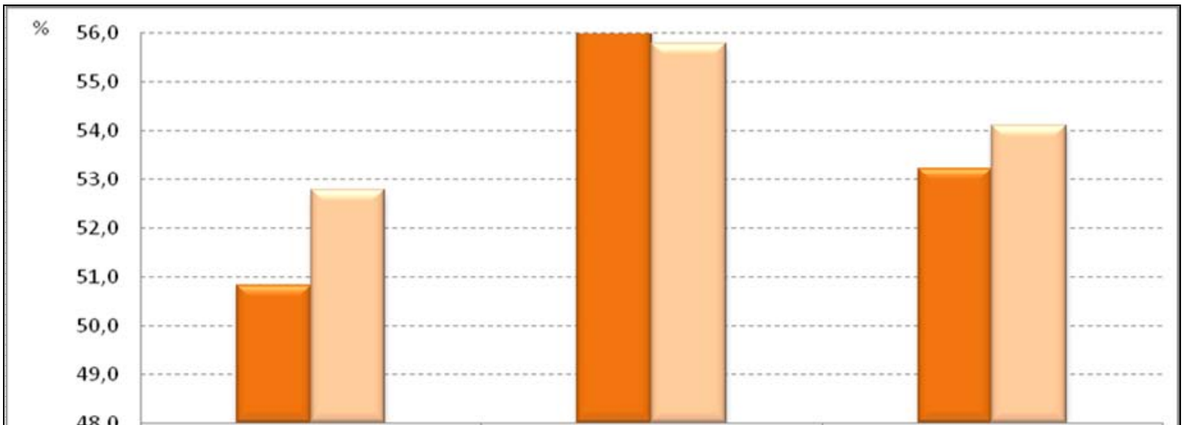
Figure 4.41: Proportion of employees who are entitled for paid sick leave, 2010 and 2011



	Men	Women	Both sexes
2010	65,3	64,2	64,8
2011	68,2	66,4	67,4

Employees were asked if they were entitled to paid sick leave. Figure 4.41 indicates that in 2011, as many as 67,4% South African employees were entitled to paid sick leave benefits, leaving 32,6% without this benefit. On a gender basis the shares of benefits reflect that women were less likely to be entitled to paid sick leave, and the disparity by gender has increased between 2010 and 2011.

Figure 4.42: Proportion of employees who are entitled to maternity/paternity leave, 2010 and 2011



	Men	Women	Both sexes
2010	50,8	56,3	53,2
2011	52,8	55,8	54,1

Studies on the impact of maternity leave on health have found that maternity leave was associated with increased breastfeeding, lower infant mortality, higher rates of immunisations and health visits for babies, and lower risk of postpartum depression[17]. Female employees without this benefit were most likely to return to work early or were at risk of losing their jobs when they fell pregnant. Figure 4.42 reflects that a little more than half (54,1%) of South African employees in 2011 were entitled to maternity/paternity leave. As expected, a higher proportion among women was entitled to maternity benefits compared to men who were entitled to paternity leave. However, this leaves 44,2% of women in jobs which have no provision for maternity leave.

[17] Source URL:http://www.hrw.org/news/2011/02/23/us-lack-paid-leave-harms-workers-children

Figure 4.43: Excessive hours (workers with more than 48 hours per week), 2010 and 2011

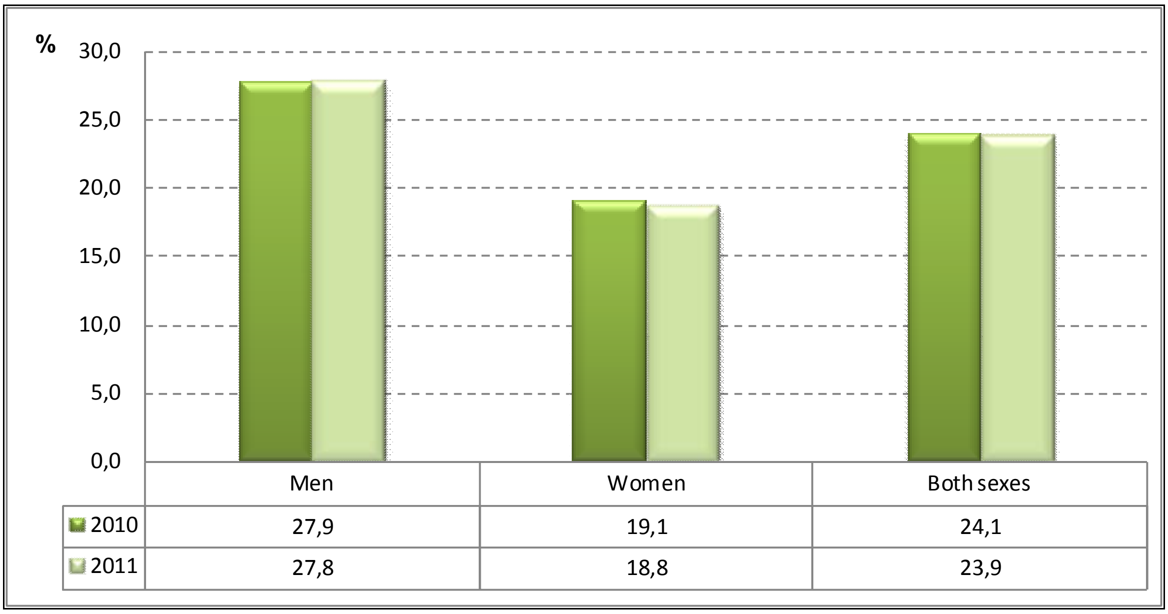
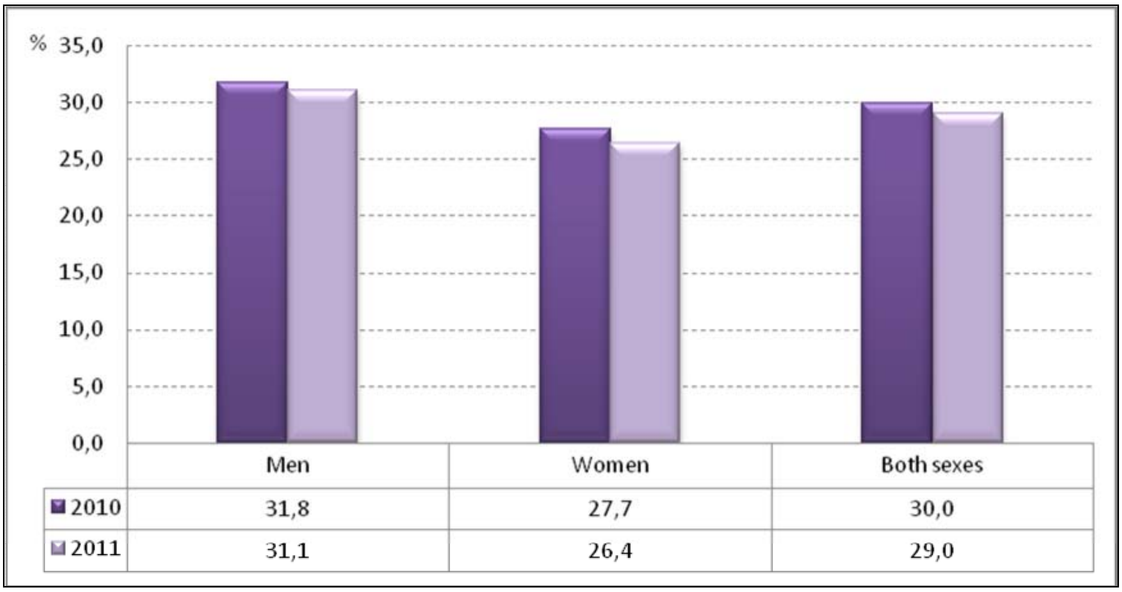


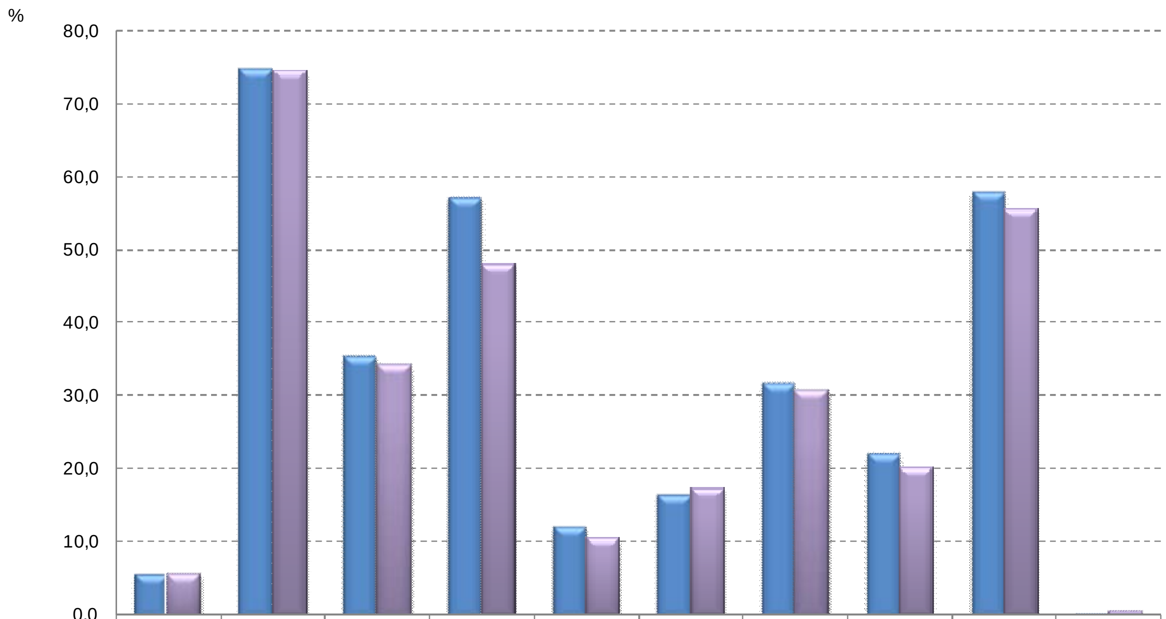
Figure 4.43 shows that in 2011, 23,9% of South African employees worked more than 48 hours per week. Male employees were 1,5 times more likley to work excessive hours comapared to women. While the incidence of excessive hours has declined amongst both men and women over the period 2010 to 2011, the decline was greater amongst women.

Figure 4.44: Proportion of employees who are members of a trade union, 2010 and 2011



The right to freedom of association is contained in the Labour Relations Act (Act No. 66 of 1995). On average, 29% of employees were members of a trade union in 2011. The proportion of women employees was lower than the proportion of men.

Figure 4.45: Proportion of employees who are members of a trade union within industry, 2010 and 2011



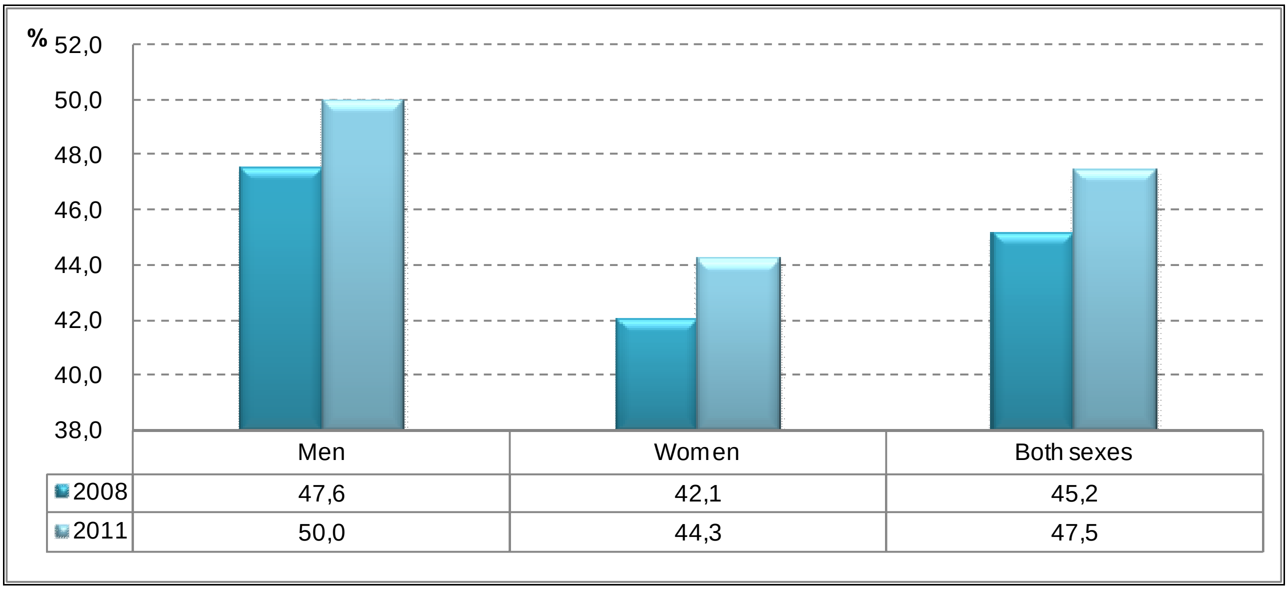
	Agriculture	Mining	Manufact	Utilities	Construction	Trade	Transport	Finance	Community	Private hh
2010	5,8	74,9	35,6	57,4	12,3	16,6	31,8	22,3	58,2	0,4
2011	5,7	74,6	34,3	48,1	10,6	17,3	30,8	20,2	55,5	0,6

Certain industries have a higher degree of unionisation than others. In 2011, the Mining sector had the highest incidence of unionisation with close to three-quarters of its employees reporting membership of a union, followed by the Community and social services (55,5%) and Utilities (48,1%) sectors. The lowest levels of unionisation were found amongst private household employees (0,6%) and the Agricultural sector (5,7%). Between 2010 and 2011, in most industries the level of unionisation remained constant but declines were observed in industries such as Agriculture, Manufacturing, Construction, and Community and social services sectors. Employment in the Trade and Private household industries reflected a rise in union density over this period.

Social protection

Social protection seeks the promotion of working conditions which are safe, provide for adequate compensation in case of lost or reduced income, and permits access to adequate healthcare. Indicators which can be used to measure the extent of social protection include: access to medical aid and contribution to a pension fund.

Figure 4.46: Proportion of employees whose employer contributes to a pension/retirement fund for them by sex, 2008 and 2011



In 2011, 47,5% of employees worked for employers who contributed to a pension fund on their behalf. While 44,3% of women had an employer who contributed to a pension fund, this proportion was close to 6 percentage points lower than the proportion of men who enjoyed the same benefit. Between 2008 and 2011, the proportion of men and women for whom employers contributed to pension and retirement increased by over 2 percentage points.

Figure 4.47: Proportion of employees who are entitled to medical aid benefit from the employer, 2008 and 2011

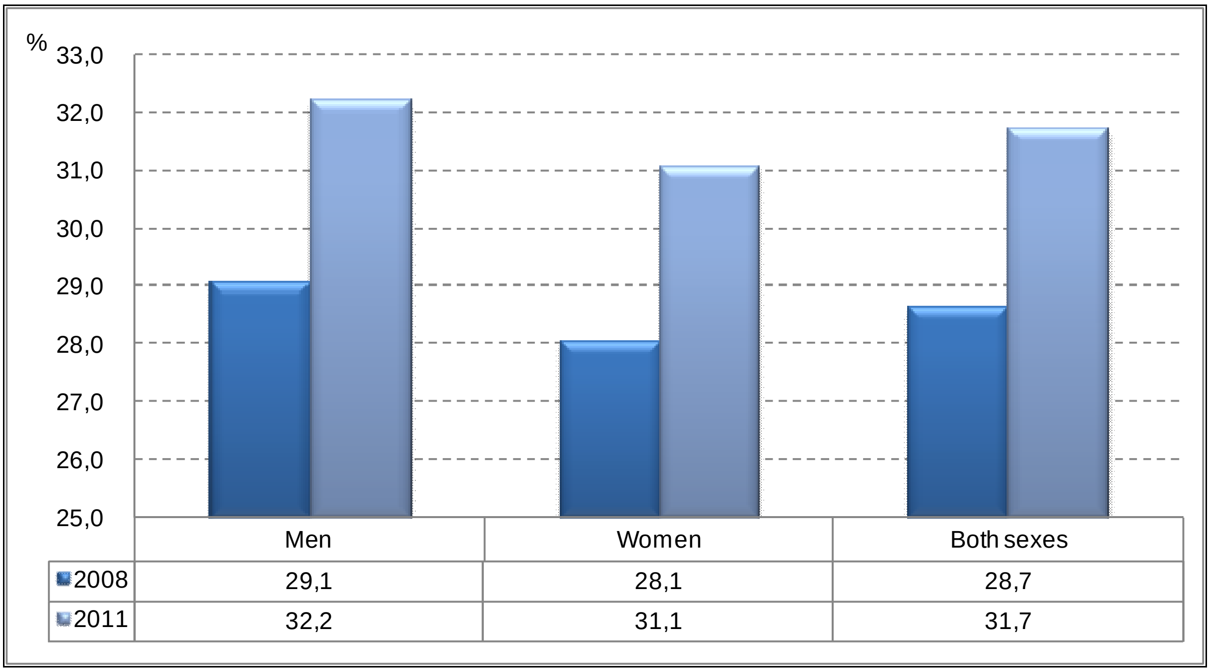
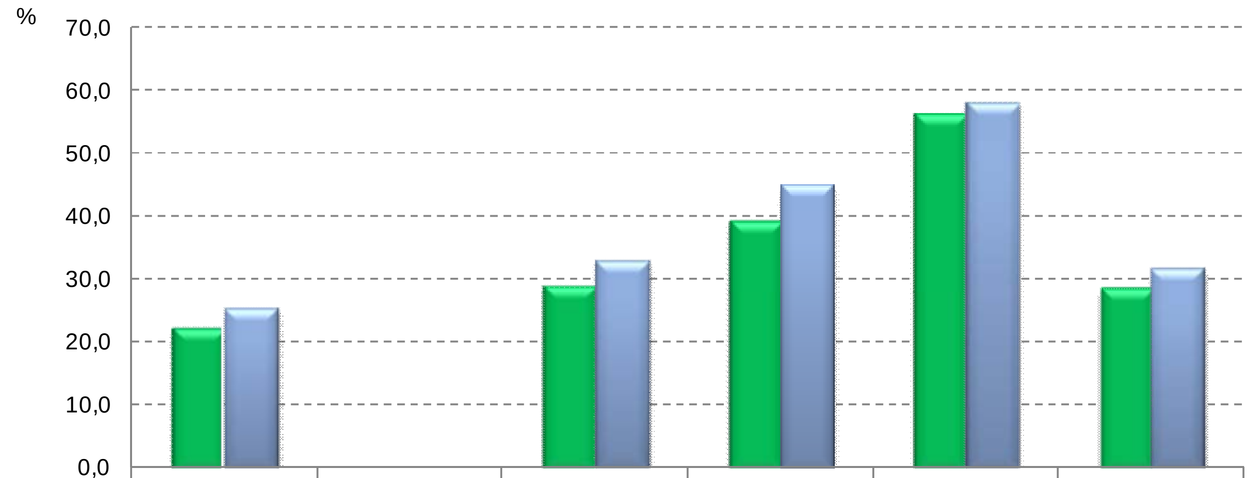


Figure 4.47 reflects that in 2011, 31,7% of employees reported that they were entitled to medical benefits from their employers. The proportion amongst women who were entitled to medical aid benefits was 1,1 percentage points lower than the proportion of men who had protection. Over the period 2008 to 2011, the proportion of employees who were entitled to medical aid benefit increased by 3 percentage points for both men and women.

Figure 4.48: Proportion of employees who are entitled to medical aid benefit from the employer by race, 2008 and 2011

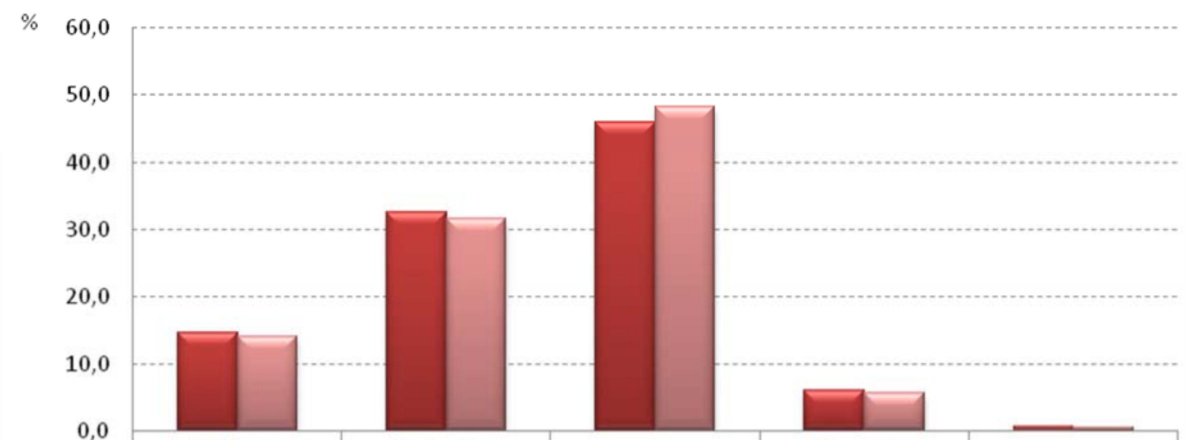


	Black/African		Coloured	Indian/Asian	White	Total
2008	22,4		29,1	39,4	56,5	28,7
2011	25,4		32,8	45,2	58,3	31,7

While overall employee coverage of medical aid was 31,7% in 2011, proportions differed within population groups, ranging from 25,4% of black African employees to 58,3% of white employees who had medical aid coverage. While medical aid coverage remained highest amongst white employees for both 2008 and 2011, the largest gain was observed among the Indian/Asian population group where coverage increased by 5,8 percentage points.

Social dialogue

Figure 4.49: Annual salary increment by type of negotiations, 2010 and 2011



	Individual and employer	Collective bargaining	Employer only	No regular increment	Other
2010	14,6	32,7	46,0	6,1	0,7
2011	14,1	31,6	48,2	5,6	0,5

All employees were asked how their annual salary increment was determined. Only 31,6% indicated that it was negotiated by either a union or other collective bargaining councils; 48,2% indicated that the employer determined the increment unilaterally; while 5,6% indicated that they did not receive regular increments.

Summary

The analysis in this section indicates that:

- A higher proportion of women reported monthly earnings below l of the median monthly earnings compared to men;
- 47,5% of employers contributed towards a pension fund;
- 34,3% of South African employees were without paid sick leave benefits;
- Only 31,7% of employees reported that they were entitled to medical benefits from their employers. Medical aid benefits were also lower amongst the African population (25,4%) and lower income groups.
- Almost 45% of women worked in jobs which made no provision for them to take maternity leave;
- 29,0% of employees were members of a trade union in 2011; with the highest level of unionisation being in the Mining sector (74,6%)
- Close to 50% of annual salary increment were negotiated exclusively by employers.

4.5 Job tenure

Key concepts

Job tenure is the length of time that currently employed persons have been with their current employer. It is measured as the length of time between two dates contained in the QLFS questionnaire ï the year and 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 the length of time that employees have been with their current employer.
- It is expected that job tenure is generally higher among older workers than younger ones ï particularly among the 15ï 24-year-old group. This is because those aged 15ï 24 years have been in the labour market too few years to have been able to accumulate long job tenure. Variations across groups in the proportion with short tenure therefore may simply reflect variations in the proportion of 15ï 24-year-olds.
- During recessions or economic downturn, the number of workers with long tenure could increase as a result of companies cutting costs by retaining workers with longer tenure at the expense of those with shorter tenure.

Background

In 2008, Stats SA included in its Quarterly Labour Force Survey (QLFS) questions on the month and year in which respondents started working for their employer or started running a business, i.e. 'job tenure'. However, this is the first time that analysis of job tenure is introduced in the 2011 annual report. The incidence of job tenure measures the duration of time that employees stay with one employer. Due to the greater stability of data achieved through time, the analysis of job tenure in this section is approached in a similar way as that used in the evaluation of earnings data. This means that medians and other quintiles of job tenure will be reported in this section.

Introduction

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

Figure 4.50: Median tenure with the current employer by number of employees, 2008–2011

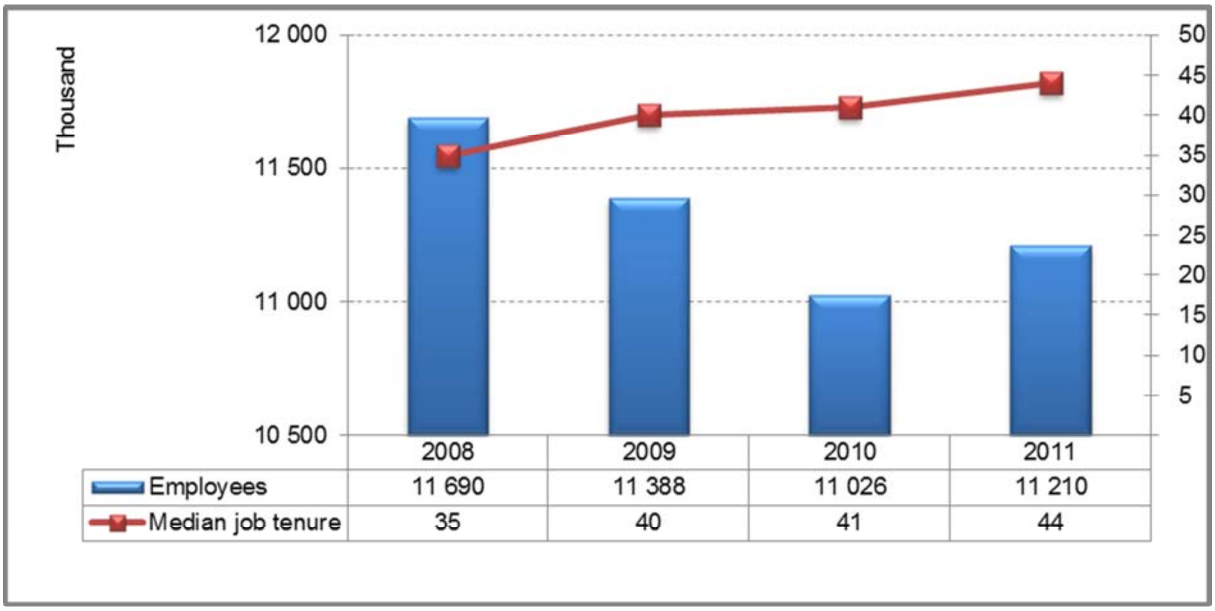


Figure 4.50 shows that between 2008 and 2011, there was a decline in the number of employees in South Africa. In contrast, the median job tenure for employees has consistently been on the rise since 2008, with the highest increase observed between 2008 and 2009 (5 months).

Figure 4.51: Median months of employee tenure with the current employer by sex, 2008–2011

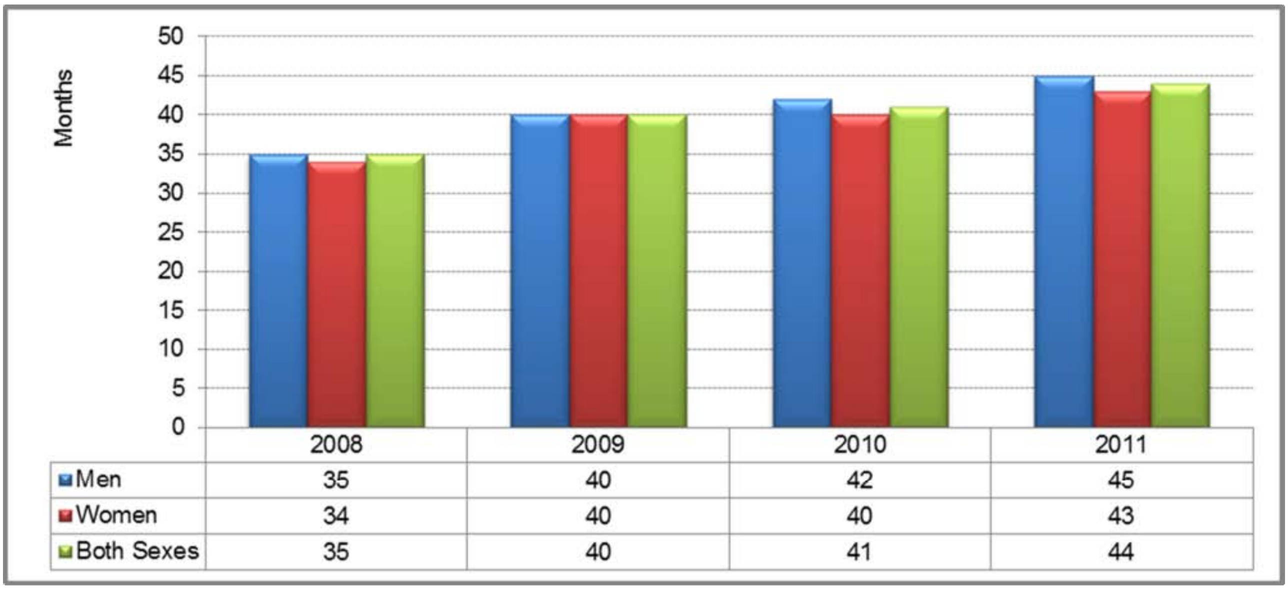


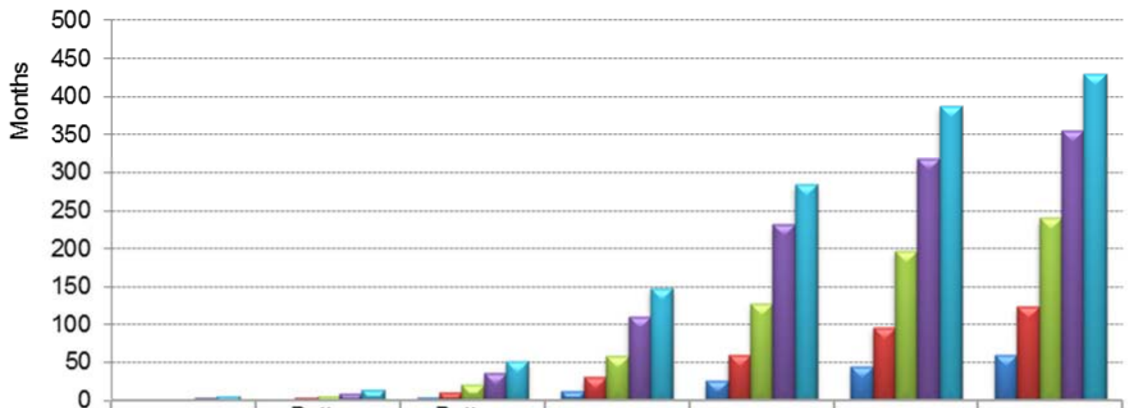
Figure 4.51 above presents the median number of months that employees had been with their current employer (median job tenure) by sex for the period 2008 to 2011. The results show that the median job tenure for both men and women has been increasing since 2008. Moreover, men's job tenure has consistently been higher than that of women since 2008. The highest increase in monthly job tenure for both sexes was observed between 2008 and 2009 (from 35 to 40 months).

Table 4.44: Distribution of monthly employee tenure with current employer by sex, 2011

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10 %	Top 5%
		Months						
Sex								
Men	6 238	2	4	14	45	118	230	298
Women	4 972	2	4	15	43	103	205	270
Total	**11 210**	**2**	**4**	**14**	**44**	**111**	**217**	**286**

Table 4.44 above indicates that the median months worked by male employees (45 months) was higher than that of female employees (43 months). There were no gender differences in terms of employee tenure with the current employer in the bottom 5% and bottom 10%. However, a different picture is observed in the higher quintiles. For instance, the number of months worked by male employees (118 months) was higher in the top 25% than that for women (103 months). The same picture is observed in the top 10% and the top 5%.

Figure 4.52: Distribution of monthly employee tenure with current employer by age, 2011



	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10 %	Top 5%
15-24	1	2	5	13	27	45	60
25-34	2	4	11	31	60	96	125
35-44	2	6	21	59	128	197	240
45-54	4	10	36	111	233	318	356
55-64	6	14	52	148	284	388	430

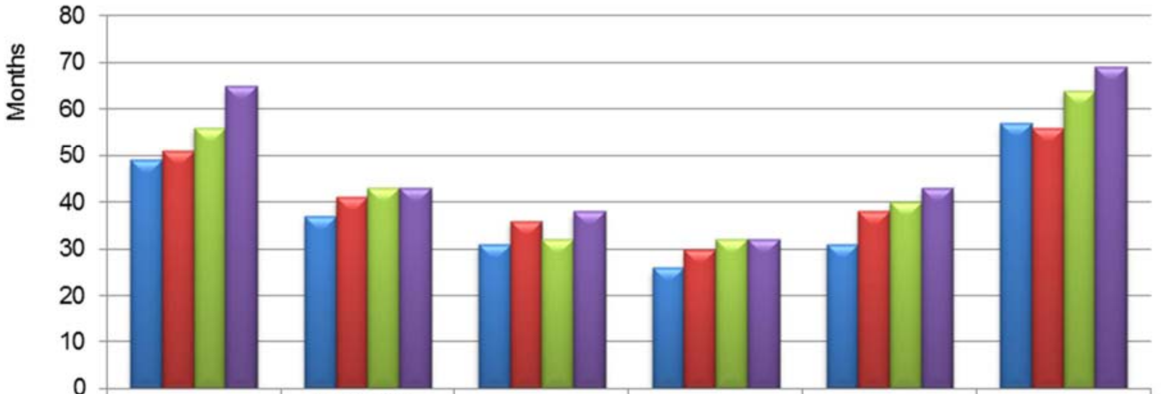
According to Figure 4.52, median employee tenure was generally higher among older workers than younger ones. For example, employees aged 55ï 64 years had a median tenure (148 months) that was almost 5 times the median tenure of those aged 25ï 34 years. Monthly tenure in the bottom 5% of workers aged 55ï 64 years (6 months) was three times that of workers aged 25ï 34 years (2 months). Older workers in the top 5% have been with their employer longer than younger workers. This could suggest that younger workers have not been in the labour force for long or that they changed employers more frequently than older workers.

Table 4.45: Distribution of monthly employee tenure with current employer by population group, 2011

Population group	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10 %	Top 5%
		Months						
Black African	7861	2	4	12	39	94	198	267
Coloured	1 373	2	4	15	50	125	238	302
Indian/Asian	396	5	9	25	61	133	233	287
White	1 580	5	10	30	70	154	265	345
Total	**1 1210**	**2**	**4**	**14**	**44**	**111**	**217**	**286**

Table 4.45 above shows the distribution of job tenure by population group. The median tenure for the white population (70 months) was the highest, followed by Indian/Asian (61 months) and coloured (50 months) persons. The black African and coloured population groups had the lowest job tenure in the bottom 5%, and bottom 10%. In the top 5%, white individuals had the highest job tenure (345 months), followed by the coloured (302 months) and Indian/Asian (287 months) population groups.

Figure 4.53: Median monthly employee tenure with current employer by level of education, 2008–2011



	No schooling	Less than primary completed	Primary completed	Secondary not completed	Secondary completed	Tertiary
2008	49	37	31	26	31	57
2009	51	41	36	30	38	56
2010	56	43	32	32	40	64
2011	65	43	38	32	43	69

In 2011, the highest tenure was observed among employees who had attained tertiary education (69 months), followed by those with no education (65 months), whilst workers who did not complete secondary education had the lowest job tenure (32 months). The median job tenure of workers who did not complete secondary education remained unchanged from 2010 to 2011 and has been the lowest compared to other levels of education since 2009. Between 2010 and 2011, the highest increase in median job tenure was observed among employees with no schooling (9 months).

Table 4.46: Median monthly employee tenure with current employer by occupation, 2008–2011

Occupation	Number of employees (2011)	2008	2009	2010	2011
		Median job tenure in months			
Manager	682	68	73	73	77
Professional	660	48	54	58	64
Technician	1 340	63	65	67	70
Clerk	1 385	39	45	46	49
Sales and services	1 608	26	29	33	35
Skilled agriculture	33	37	43	40	32
Craft and related trade	1 236	29	32	34	38
Plant and machine operator	1 064	41	43	47	52
Elementary	2 327	21	27	27	29
Domestic worker	876	25	26	25	28
Total	**11 210**	**35**	**40**	**41**	**44**

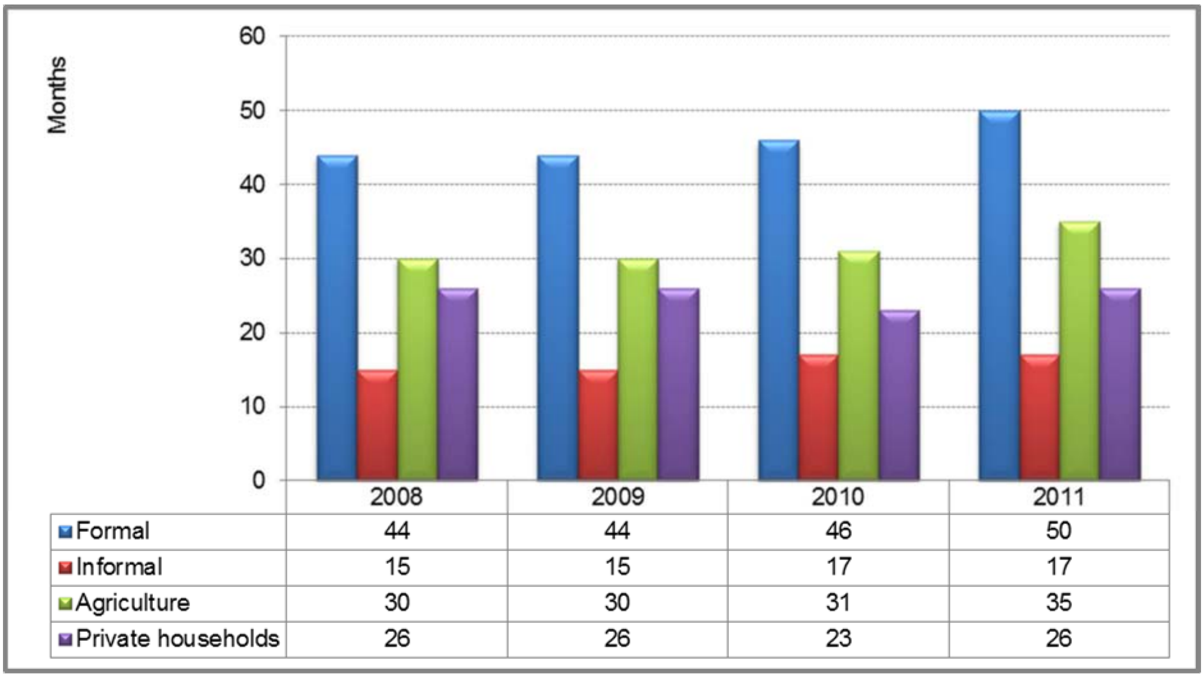
Table 4.46 shows that in 2011, workers in Managerial, Professional and Technical occupations had a higher median tenure than workers in other occupations (77, 64 and 70 months respectively). The results also show that the median tenure increased between 2010 and 2011 in all the occupations except Skilled agriculture. The highest increase was observed among Professionals (6 months). In contrast, workers in Elementary and Domestic work occupations had the lowest median tenure (29 and 28 months respectively).

Table 4.47: Median monthly employee tenure with current employer by occupation and sex, 2011

	Number of employees		Median	
	Men	Women	Men	Women
Occupation				
Manager	440	242	81	72
Professional	344	316	63	65
Technician	576	764	66	73
Clerk	422	962	53	47
Sales and services	937	670	38	31
Skilled agriculture	23	11	40	16
Craft and related trade	1 103	132	37	42
Plant and machine operator	915	150	53	49
Elementary	1 443	884	28	30
Domestic worker	35	841	22	28
Total	**6 238**	**4 972**	**45**	**43**

Gender disparities are evident in all occupational categories. For example, the median months of tenure with their current employer for male managers (81 months) were compared to female managers (72 months). However, among professionals, women had a higher median tenure. This is the same in lower occupation categories, i.e. Elementary and Domestic work (Table 4.47).

Figure 4.54: Median monthly employee tenure with current employer by sector, 2008–2011



The median tenure was found to be higher among employees in the formal sector than among those working in other sectors. The results show that the median tenure for employees in the formal sector increased from 44 months in 2008 to 50 months in 2011, while that of those in the informal sector increased from 15 months to 17 months for the same period. The median tenure for those employed in Private households remained unchanged in 2008, 2009 and 2011 (26 months). Between 2008 and 2011, the highest increase in median job tenure (6 months) was observed among employees in the Formal sector, followed by employees in the Agricultural sector (5 months).

Table 4.48: Median monthly employee tenure with current employer by industry, 2008–2011

Industry	Number of employees (2011)	2008	2009	2010	2011
		Median monthly job tenure			
Agriculture	556	24	30	31	35
Mining	308	47	48	54	64
Manufacturing	1 564	44	51	53	55
Utilities	85	70	92	56	59
Construction	788	14	18	20	20
Trade	2 037	26	31	33	35
Transport	639	38	40	42	42
Finance	1 500	29	31	34	38
Community and social services	2 623	71	68	70	72
Private households	1 103	22	26	23	26
Total	**11 210**	**35**	**40**	**41**	**44**

The results from Table 4.48 indicate that there has been an increase in job tenure from 2010 to 2011 in all industries except Construction and Transport. Job tenure for construction and transport workers remained unchanged for the same period (20 and 42 months respectively). Table 4.48 also shows that the median job tenure for employees in the Community and social services industry was the highest among all industries in 2008, 2010 and 2011. The lowest job tenure was observed among persons working in the Construction industry since 2008. The highest increase in job tenure was observed in the Mining industry (from 54 months in 2010 to 64 months in 2011). Industries with the lowest increase in the median job tenure were Community and social services and Manufacturing. Their median job tenure increased by a mere 2 months.

Table 4.49: Median monthly employee tenure with current employer by union membership, 2011

Age group	Number of employees	Union membership	
		Median	
		Yes	No
15ï 24 yrs	1 176	23	12
25ï 34 yrs	3 874	48	24
35ï 44 yrs	3 226	100	42
45ï 54 yrs	2 047	202	65
55ï 64 yrs	242	251	102
Total	**10 564**	**87**	**31**

Total number of employees excludes unspecified and donot know

Table 4.49 indicates a higher median tenure for employees with union membership compared to those without. These results were consistent regardless of age. In 2011, employees that belonged to a trade union were more than twice as likely to stay with their current employer compared to those without union membership.

Summary

The median employee tenure was slightly higher among men than among women. In 2011, men had a median tenure of 45 months whilst women had median tenure of 43 months.

The findings from this chapter also reveal that median tenure increased with age. Median employee tenure was higher among workers aged 55 to 64 years than among younger employees. Among the population groups, the median employee tenure was higher among the white and Indian/Asian population than among the black African and coloured population.

Generally, employees in Management, Professional and Technical occupations had a higher median tenure than employees in other occupations. Domestic workers and those in Elementary occupations had the lowest median tenure. Workers in Community and social services had the highest median tenure (72 months). Formal sector employees were found to have stayed longer with their current employers than workers in the informal sector, Agriculture and Private Households.

Members of trade unions had a higher median tenure than employees who were not members of the trade union. This could suggest that employees with union representation had more job security compared to those without.

Conclusion

Following robust employment growth between 2006 and 2008 during which 448 000 jobs were created, employment has since contracted by 602 000 jobs. The recovery in the labour market has been protracted; signs of a recovery were only observed in 2011 when 204 000 jobs were created; the first annual rise in employment in 3 years.

In terms of employment creation by population group, robust employment growth was observed among black Africans for whom employment expanded on an annual basis by 259 000 or 2,9%. For all other population groups employment contracted in 2011. A narrowing of the gender gap could be observed; however, men were still 1,3 times more likely to be employed compared to women. Despite the fact that job losses during the economic downturn were concentrated amongst women, employment creation has accelerated since 2010, with women accounting for 54% of the 204 000 jobs created in 2011.

For those who bore the brunt of the job losses during the recession such as the youth and less educated, labour market conditions remain constrained. Employment for those between the ages of 15 and 34 expanded by only 19 000 in 2011, compared to employment growth of 116 000 for those aged between 35 and 44 years. Employment declined by a 100 000 jobs on an annual basis in 2011 for those employed with 'Less primary completed' schooling compared to the 322 000 expansion in employment among those with 'Secondary not completed', 'Secondary completed' and 'Tertiary' education. These trends suggest that vulnerabilities continue to remain for the less educated and the young.

The period 2008 to 2010 reflected broad-based employment losses across all sectors with the exception of the Community and social services sector where employment expanded by 93 000 jobs. By 2011, job gains and losses were equally spread among the 10 industries (including employment in private households). Employment gains in major industries such as Manufacturing (27 000), Trade (68 000), Financial services (55 000) and Community and social services (122 000) are supportive of improved labour market conditions.

While job losses over the period 2008 to 2010 occurred across the whole of the skills spectrum, employment declines were concentrated among the low and semi-skilled occupations. In 2011, job gains were observed among all the skills categories, with the largest employment gains observed in the high skilled occupations, where employment expanded by 112 000 on an annual basis.

Employment by hours worked revealed that close on 1% of all employees worked less than 10 hours in a reference week, suggesting that the employment definition of including those who have worked only 1 hour impacts negligibly on employment in South Africa. Women continued to work fewer hours than men, driven in part by their higher propensity to work in part-time jobs (employment for less than 35 hours in the reference week). Over the period 2006 to 2011, average hours worked was highest in the primary sector, but hours worked has declined since 2008 relative to hours worked in 2006. The tertiary sector had the lowest hours worked over the period driven by low hours worked in Private households and the Community and social services sector. The incidence of underemployment was highest among black Africans, women, the youth and the less educated as well as the unskilled.

While access to benefits did not alter significantly on an annual basis, the chapter also focused on longer-term trends in the entitlements to pension fund contributions, UIF, medical aid and paid leave by employees. Over the period 2006 to 2011, a written contract was the most accessible benefit with 80% of employees having access to this benefit in 2011. In contrast, only 31,7% of employees were entitled to medical aid. Over the period 2006 to 2011, the entitlement to pension and UIF declined. Access to benefits were higher across all benefit types for better educated employees, the high skilled, and those aged between 35 and 64 years. Coverage for a particular benefit varied quite significantly by sector, such that medical aid coverage for the primary sector was at 21,8% in 2011, but for the secondary sector coverage was 70,4%, and 69,8% for the tertiary sector. Gender disparities were also apparent between employed men and women during the period 2006 to 2011; the proportion of employed men having consistently been higher than that of women.

A comparison of the formal and informal sector highlighted the size of the informal sector in South Africa relative to the formal sector. The informal sector contributed only 16,4% to total employment in 2011, which constitutes a decline from the 19,2% share in 2006. In line with formal sector employment, informal sector employment was dominated by men. It is interesting to note that reflectively better educated individuals engaged in informal sector employment such that those with a 'Secondary not completed' and 'Secondary completed' education accounted for close to 70% of informal sector employment. Informal sector employment was also dominated by black Africans, such that in 2011, this population group accounted for 86,6% of total informal employment compared to a share of 63,7% in formal employment. The share of the youth in formal and informal employment was similar; in 2011 young people between the ages of 15 and 34 accounted for 43,4% of formal employment and 45,8% of informal employment.

The median monthly earnings in South Africa in 2011 amounted to R3 033. The earnings of the top 5% of employees were 33 times that of the bottom 5%, highlighting the large inequality in earnings in the South African labour market. Earnings inequality can be highlighted both within and between earnings by race group. At the bottom of the earnings distribution a white employee earns 3,4 times that of a black African employee, while at the top of the distribution this gap narrows to 1,3 times. Within the black African population group, an employee in the top 5% earns 28,8 times that of a black African employee in the bottom 5% of the distribution; for white employees the gap is 33,3 times. A wage premium for union membership exists, such that at the bottom of the earnings distribution a unionised employee earns 2,1 times more than a non-unionised employee; at the median earnings this rises to 2,3 times, and even at high earning levels where union density is expected to be lower, unionised employees earn 1,1 times that of non-unionised employees.

A new addition to the 'Labour Market Dynamics in South Africa 2011' is an analysis of job tenure in the South African labour market. The median job tenure in South Africa in 2011 was 45 months. The results showed that the median job tenure for both men and women has been increasing since 2008 and that the job tenure of men has been consistently higher than that of women. The highest increase in monthly job tenure was observed in 2010 and 2011.

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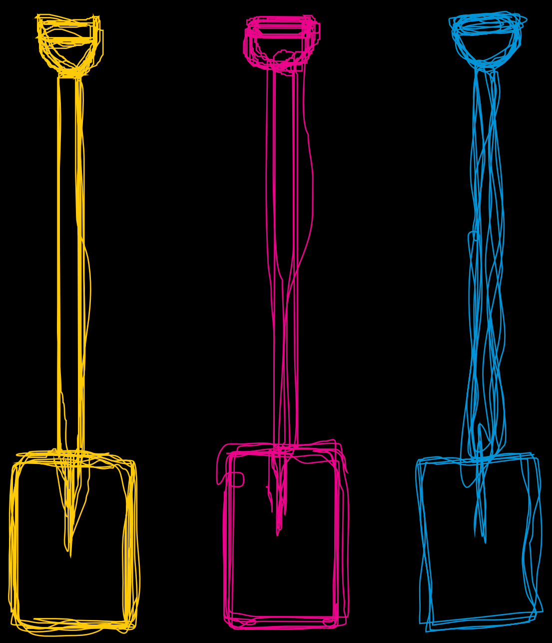
Chapter 5
A profile of the unemployed



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Chapter 5: A profile of the unemployed

Key labour market concepts

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

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

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

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

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

Less than matric includes: no schooling, less than primary completed, primary completed and secondary not completed

Background

One of the purposes of labour market statistics is to help in employment creation and poverty reduction. Unemployment in South Africa is considered to be the most salient economic problem facing the country. We use the unemployment rate as an indicator of labour market well-being and to measure the state of the economy in general.

To fully understand the meaning of the unemployment rate it should be interpreted in the context of other measures such as those presented in this report. For example, rising unemployment accompanied by rising employment and labour force participation describes a very different labour market than one where unemployment is rising but employment and the labour force are shrinking.

It is equally important to go beyond the single aggregate unemployment rate and to decompose it into all of the categories shown in this chapter. Something as simple as separating the overall unemployment rate into the rates for males and females provides relevant information not provided by the total.

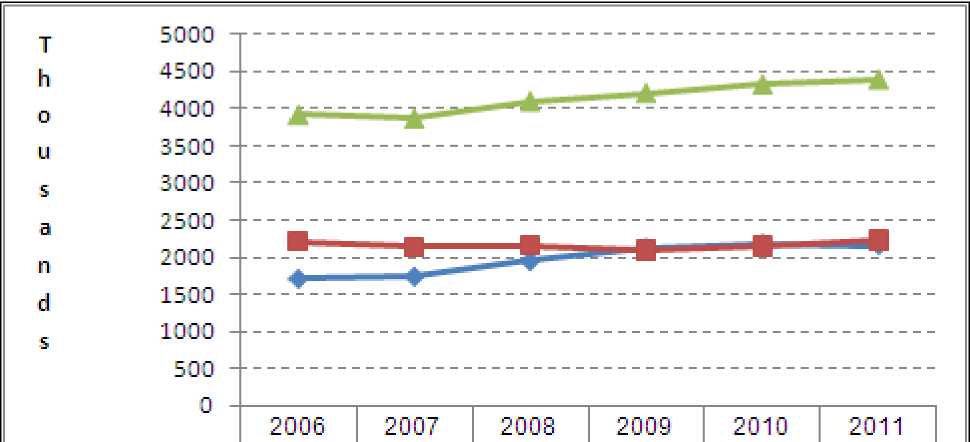
This chapter focuses on these decompositions of unemployment.

Introduction

The South African unemployment rate has been high (greater than 23%) ever since the early 2000s. This chapter focuses on the analysis of various demographic characteristics of the unemployed, characteristics of the unemployed by origin of unemployment, job-search activities of the unemployed and unemployment duration in 2011, including trend analysis from 2006 where necessary.

Demographic characteristics of the unemployed

Figure 5.1: Levels of unemployment levels, 2006-2011



	2006	2007	2008	2009	2010	2011
Men	1710	1739	1948	2128	2184	2166
Women	2212	2132	2156	2087	2148	2231
Both sexes	3922	3871	4104	4215	4332	4397

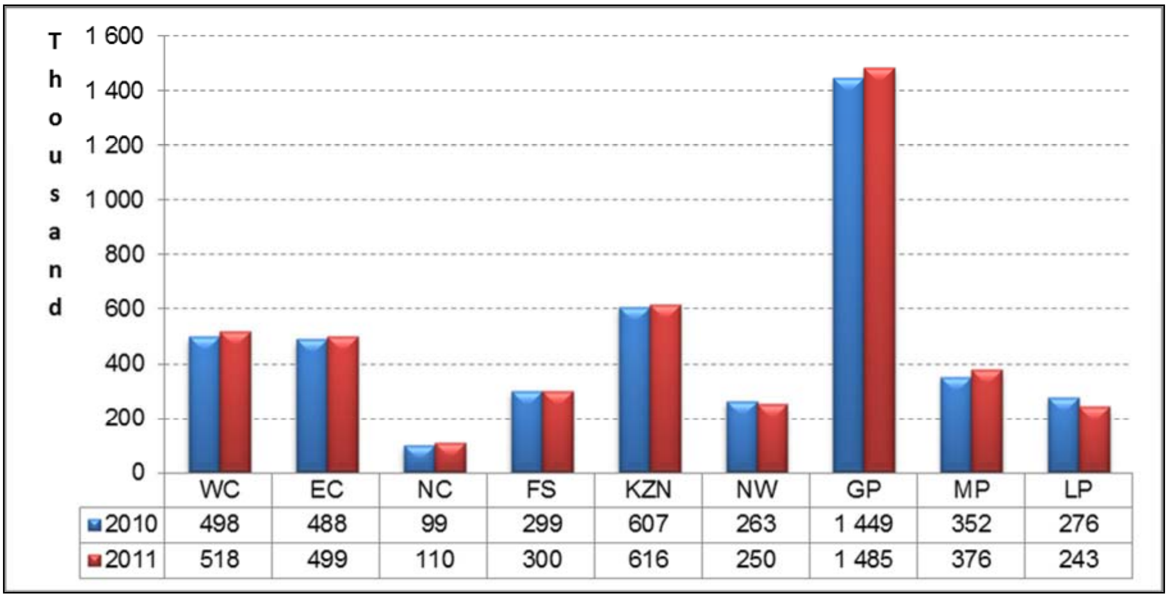
The number of unemployed South Africans continues to rise. Figure 5.1 shows a consistent increase in levels of unemployment since 2008. In 2011, there were around 65 000 more people who were unemployed compared to 2010.

Table 5.1: Unemployment by sex, 2006 and 2011

	2006	2011	Change	Average annual rate of change
	Thousand			Per cent
Men	1 710	2 166	456	4,0
Women	2 212	2 231	19	0,1
Total	**3 922**	**4 397**	**475**	**1,9**

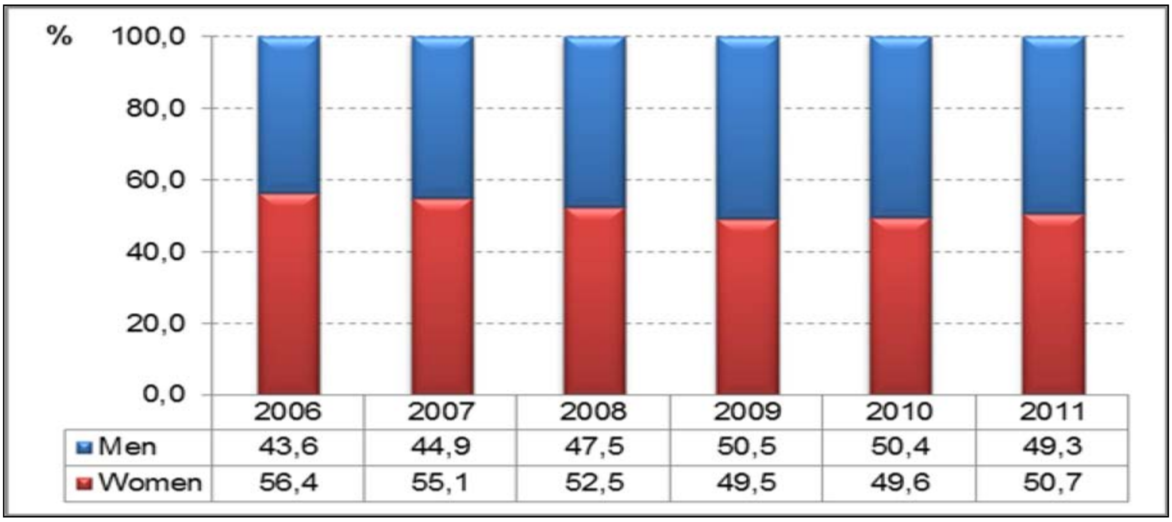
South African women are more affected by unemployment than men. According to Table 5.1, in 2006 there were 502 000 more unemployed women than men. However, the number had decreased to 65 000 in 2011. This is due to the difference in the rate of increase in unemployment for each sex. Over the period 2006 to 2011, the number of unemployed men increased by 456 000 or 4,0%, while the number of unemployed women increased by 19 000 or 0,1%.

Figure 5.2: Unemployment levels for 2010 and 2011 by province



The biggest increase in unemployment was observed in Gauteng (up by 36 000) followed by Mpumalanga with 24 000. Figure 5.2 further shows that unemployment levels declined in North West and Limpopo (down by 33 000 and 13 000 respectively).

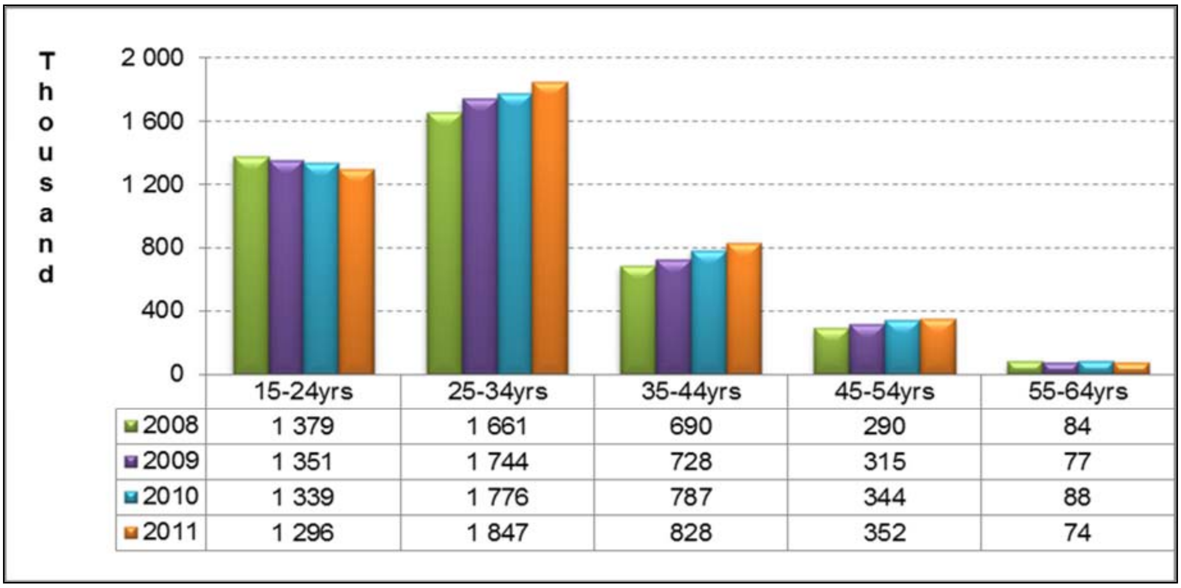
Figure 5.3: Share of the unemployed population by sex, 2006–2011



	2006	2007	2008	2009	2010	2011
Men	43,6	44,9	47,5	50,5	50,4	49,3
Women	56,4	55,1	52,5	49,5	49,6	50,7

Over the years 2006 to 2011, more women than men were unemployed. The gender gap in unemployment was highest in 2006 and narrowed over the next two successive years, i.e. 2007 and 2008. The pattern changed in 2009 and 2010 when a higher proportion of men were unemployed compared to women. This change was, however, not sustainable and in 2011, again more women were unemployed than men (Figure 5.3).

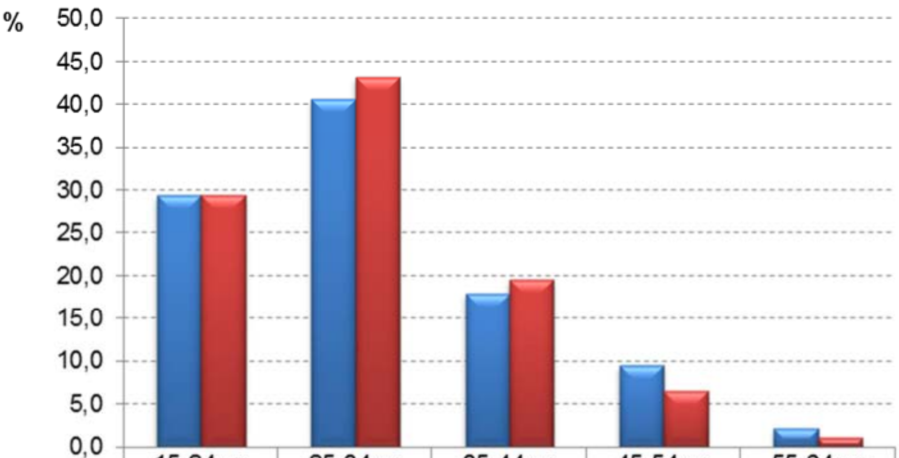
Figure 5.4: Unemployment by age, 2008-2011



	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
2008	1 379	1 661	690	290	84
2009	1 351	1 744	728	315	77
2010	1 339	1 776	787	344	88
2011	1 296	1 847	828	352	74

South African youth aged 15ï 34 are more vulnerable to unemployment than the older generation, especially among those aged 25ï 34 years. On the other hand, unemployment in South Africa is less among the older population. Since 2008, there has been a decrease in levels of unemployment within the population aged 15ï 24 years, while those aged, 25ï 54 years experienced an increase in unemployment over the same period (Figure 5.4).

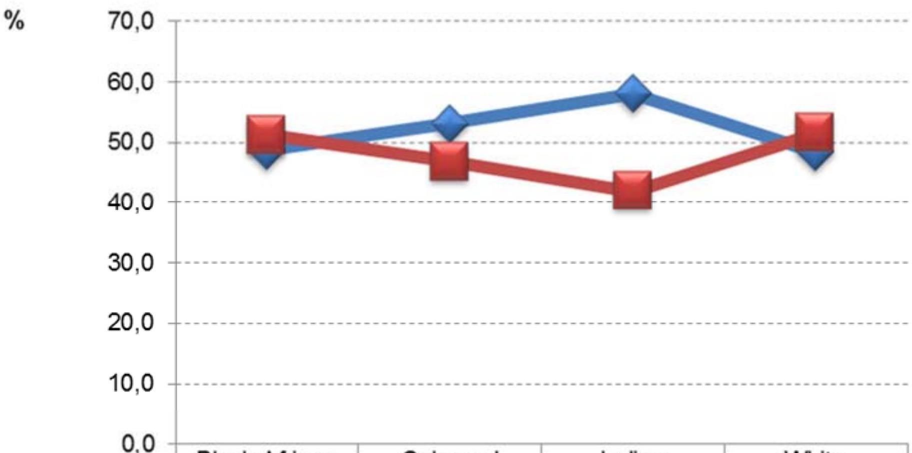
Figure 5.5: Proportion of unemployment by age and sex, 2011



	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
Men	29,5	40,7	18,0	9,5	2,3
Women	29,5	43,3	19,6	6,5	1,1

Figure 5.5 shows that gender differences among the unemployed are noticeable after the age of 24 years. In 2011, a higher proportion of women among persons aged 25ï 44 was unemployed compared to among men in the same age group. In contrast, more men among those aged 45 years and older were unemployed compared to their female counterparts.

Figure 5.6: Proportion of unemployment by population group and sex, 2011



	Black African	Coloured	Indian	White
Men	48,7	53,1	58,1	48,4
Women	51,3	46,9	41,9	51,6

Though women are more adversely affected by unemployment than men, this is not the case in all the population groups. In 2011, the proportion of unemployed women was higher among the black African and white population groups; however, there were disproportionately large proportions of unemployed men among the Indian and coloured population groups (Figure 5.6).

Figure 5.7: Unemployment by population group and level of education, 2011

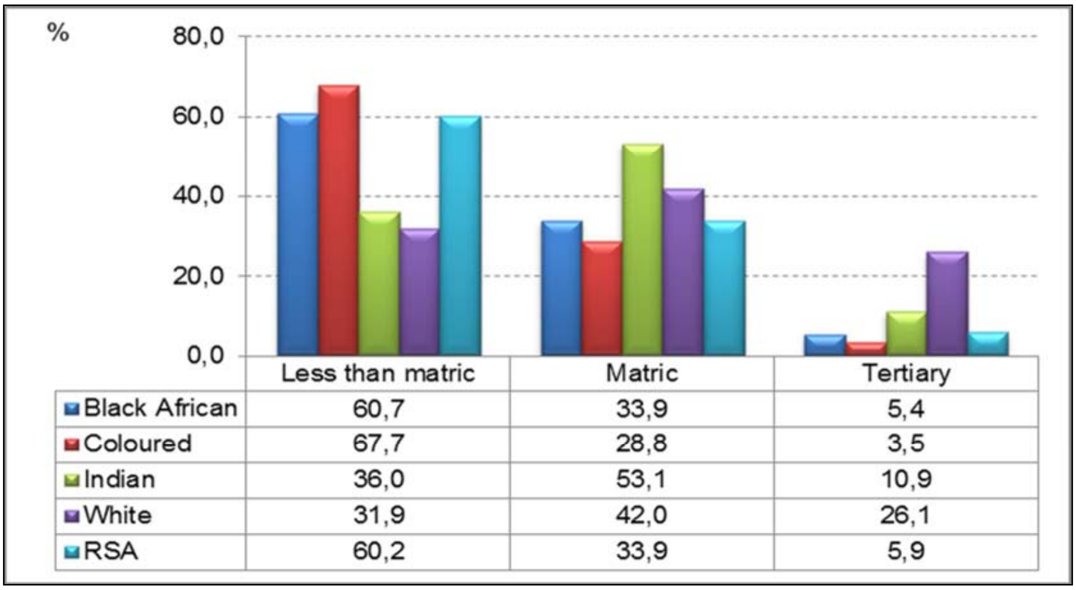


Figure 5.7 shows that in 2011, most unemployed persons in the black African and coloured population groups had not attained their matric (60,7% and 67,7% respectively), while unemployed persons in the Indian and white population groups had completed matric (53,1% and 42,0% respectively). In addition, there was a much smaller proportion of persons among the unemployed black African and coloured population who had a tertiary education.

Unemployment by previous industry and occupation

Table 5.2: Unemployment by previous industry, 2010 and 2011

Industry	2010	2011	change	Percentage change
	Thousand			Per cent
Agriculture	100	92	-8	-8,0
Mining	33	28	-4	-13,6
Manufacturing	279	251	-28	-9,9
Utilities	8	10	2	20,7
Construction	308	275	-33	-10,9
Trade	465	431	-34	-7,4
Transport	82	91	9	10,8
Finance	220	223	4	1,7
Community and social services	175	196	22	12,3
Private household	190	200	11	5,6
Total	**1 859**	**1 798**	**-61**	**-3,3**

Table 5.3: Unemployment by previous occupation, 2010 and 2011

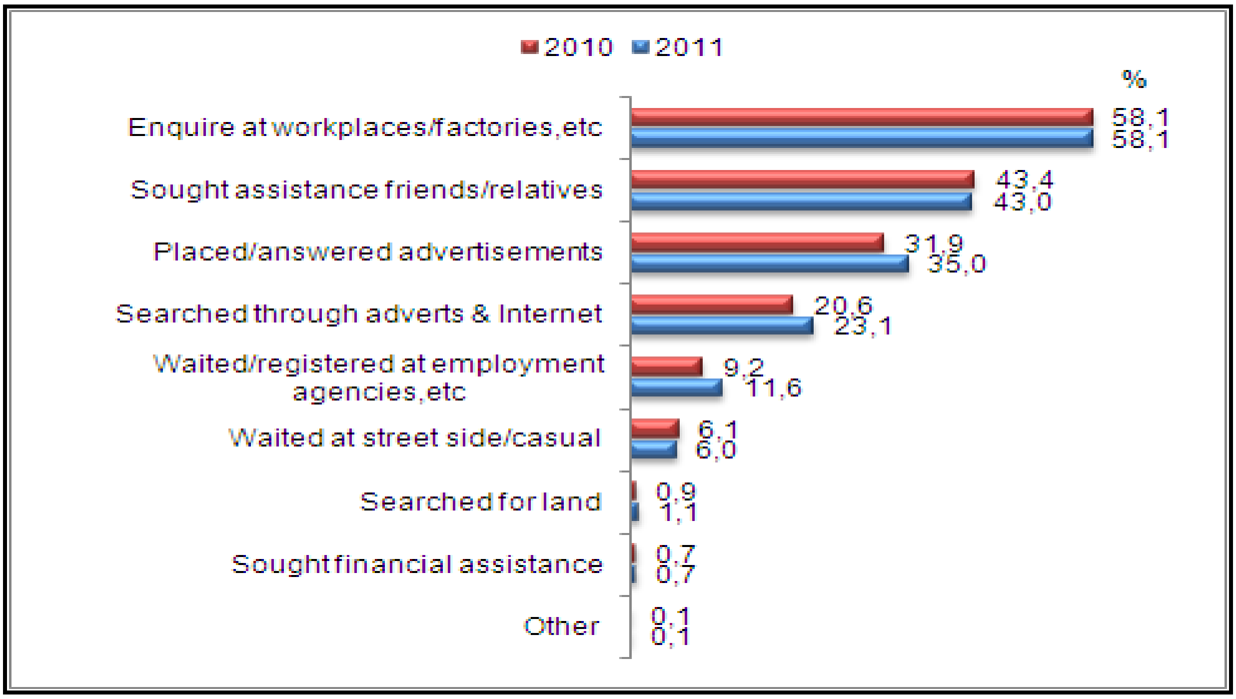
Occupation	2010	2011	Change	Percentage change
	Thousand			Per cent
Manager	41	42	1	2,4
Professional	26	37	11	39,7
Technician	99	91	-8	-7,8
Clerk	222	215	-8	-3,4
Sales and services	273	275	2	0,6
Skilled agriculture	9	8	-1	-6,8
Craft and related trade	352	300	-52	-14,6
Plant and machine operator	155	144	-11	-7,3
Elementary	532	534	1	0,3
Domestic worker	149	153	3	2,3
Total	**1 859**	**1 798**	**-61**	**-3,3**

About 40% of the unemployed population in 2010 and 2011 had worked before. Tables 5.2 and 5.3 above show that unemployment had decreased by 61 000 (or 3,3%) in 2011 among individuals who had worked before. The decreases were mainly among those who worked in trade (34 000), construction (33 000) and manufacturing (28 000). In terms of occupations, the decrease was mainly among those who were in craft and related trade occupations (52 000).

Job-search activities of the unemployed

Caution is required when interpreting the job-search patterns of unemployed persons, since an unemployed person may have undertaken several types of search activities in his/her quest for a job. In addition, the survey does not determine how many times each of the job-search methods was used in the four-week reference period. One unemployed person might have 'enquired at workplaces/factories, etc.' 12 times while another might have done that only once. In essence, one cannot use these data to measure the intensity of job search activities.

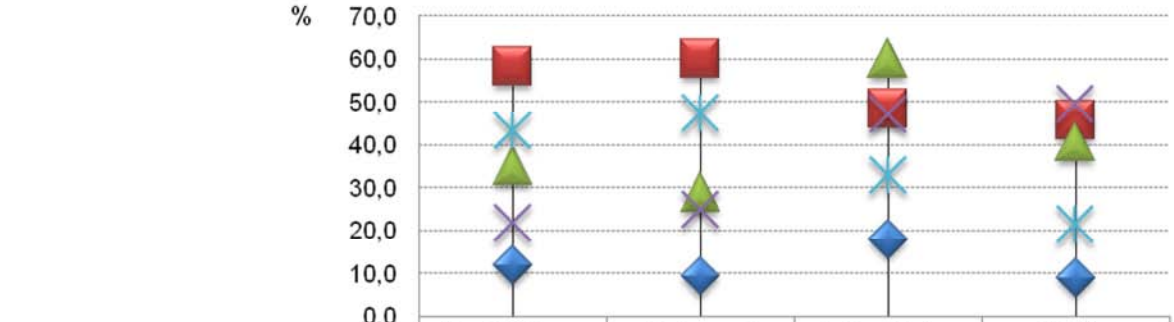
Figure 5.9: Types of job-search activities, 2010 and 2011



Note: Each job-search activity as a percentage of total unemployment

In 2011, more than half (58,1%) of all unemployed persons enquired at workplaces or factories, etc. in search of a job, and this remained consistent with 2010. Unemployed persons who sought the assistance of friends or relatives, made up 43,0% in 2011 and 43,4% in 2010, which showed no significant change in the frequency of this activity. Increases in job searches between the years 2010 and 2011 were observed within the following activities: Placed/answered advertisements (up by 3,1%); Searched through adverts and the Internet (up by 2,5%); and Waited/registered at employment agencies (up by 2,4%). The least used method remained 'Sought financial assistance' and 'Searched for land' in both years with a frequency of 0,7%.

Figure 5.10: Job-search activities by population group, 2011

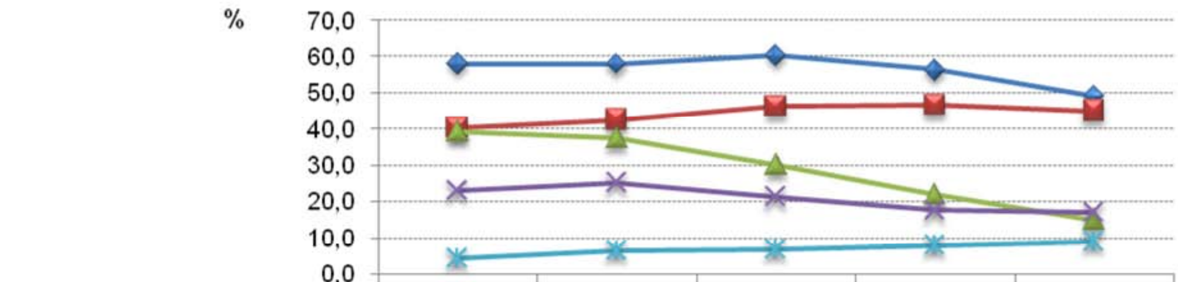


	Black/African	Coloured	Indian/Asian	White
Waited/registered at agencies,etc	11,9	9,3	18,0	9,1
Enquire at workplaces,etc	58,4	60,1	48,6	45,8
Placed/answered advertisements	35,1	28,9	60,1	40,7
Searched through adverts & Internet	21,7	24,9	47,1	49,5
Sought assistance friends/relatives	43,3	47,4	32,9	21,5

Note: Usage of each job-search activity as a percentage of total unemployment

The most often used job-search activity amongst the black African and coloured populations was to enquire at workplaces, farms and factories. Among the Indian population, the most frequently used job-search activity was to place or answer adverts, while among the white population it was to search through advertisements or the Internet.

Figure 5.11: Job-search activities by age, 2011



	15-24yrs	35-34yrs	35-44yrs	45-54yrs	55-64yrs
Enquire at workplaces,etc	58,0	57,9	60,3	56,3	49,1
Assistance friends/relatives	40,3	42,6	46,3	46,7	45,0
Placed/answered adverts	39,1	37,5	30,0	21,9	14,8
Searched adverts & Internet	23,0	25,3	21,4	17,6	17,0
Waited at street side/casual	4,3	6,4	6,8	8,0	9,0

Note: Usage of each job-search activity as a percentage of total unemployment

Irrespective of age, the type of job-search activity most often used was through enquiring at workplaces, farms and factories. Seeking assistance of friends/relatives was the second most common job-search activity across all ages. Searching through job advertisements and the Internet, as well as placing and answering advertisements was strongly associated with the age of the unemployed person. Young unemployed people below the age of 35 years were particularly keen on these types of search activities relative to those in older age groups. Waiting on the street side/casual increased with age.

Table 5.4: Job-search activities by province, 2011

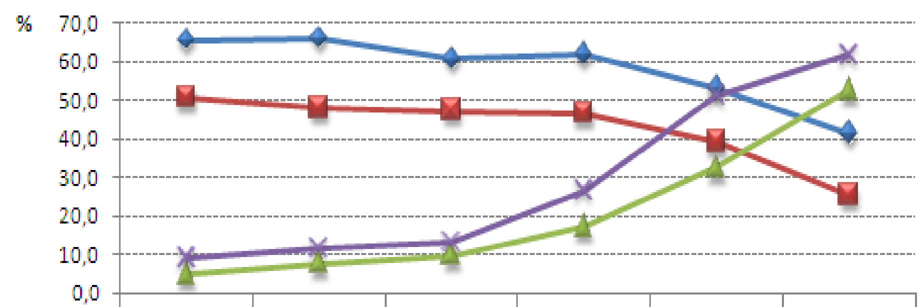
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Waited/registered at employment agency, etc.	22,0	16,5	3,5	8,9	8,1	7,7	10,9	13,7	0,8	11,6
Enquired at workplaces/factories, etc.	64,2	43,2	68,2	74,6	57,4	68,3	53,8	73,5	44,9	58,1
Placed/answered advertisements	38,9	24,0	25,1	36,6	40,8	19,0	38,7	41,5	20,3	35,0
Searched through adverts and the Internet	36,1	9,9	6,8	21,3	18,5	22,2	29,9	18,5	10,8	23,1
Sought assistance of friends/relatives	60,6	49,8	0,9	26,6	32,0	42,4	50,5	36,7	23,3	43,0
Searched for land for a business, etc.	1,0	0,6	0,1	1,0	1,1	1,3	1,6	0,8	0,4	1,1
Waited at street side for casual jobs	4,2	1,1	0,4	9,3	3,9	5,0	6,3	16,1	8,0	6,0
Sought financial assistance	0,4	0,3	0,3	0,6	0,5	0,9	0,7	2,0	0,9	0,7
Other	0,1	0,0	0,1	0,0	0,1	0,1	0,1	0,0	0,3	0,1

Note: Each job-search activity as a percentage of total unemployment

Two patterns emerge from the provincial distribution of job-search activities: firstly, except in Eastern Cape and Limpopo, more than 50% of all unemployed persons favoured enquiring at workplaces, farms and factories, or calling on other possible employers as their preferred job-search method. Most unemployed persons in Eastern Cape (49,8%) and Gauteng (50,5%) sought assistance of friends and relatives in search of jobs.

Searching through job advertisements and the Internet featured more prominently in Western Cape and Gauteng than elsewhere. Searching for land for a business and seeking financial assistance still remained the least popular job-search activities throughout all the provinces, signifying that the majority of unemployed persons preferred paid employment to pursuing business ventures.

Figure 5.12: Job-search activities by education, 2011



	None	Primary not completed	Primary completed	Secondary not completed	Secondary completed	Tertiary
Enquire at workplaces/factories,etc	65,7	66,2	60,8	61,9	53,2	41,4
Sought assistance friends/relatives	50,7	48,0	47,3	46,6	39,1	25,4
Searched through adverts & Internet	4,9	7,6	9,7	17,2	32,3	52,5
Placed/answered advertisements	9,1	11,7	13,3	26,5	51,1	61,7

Figure 5.12 shows a strong association between certain types of job-search activities and the level of educational attainment. The percentage of unemployed persons who either enquired at workplaces/factories, etc., or sought the assistance of friends and relatives, declined as their qualifications increased. In contrast, the percentage of unemployed persons who placed and answered advertisements as well as those who searched through job advertisements or looked for jobs on the Internet increased with the increase in level of educational attainment.

Unemployment duration

Short-term unemployment arises because there is some minimal rate of unemployment that occurs in any modern economy. This may be the result of time lags in a number of areas: between workers changing jobs and finding alternative employment; the closure of firms and the opening of others; as well as new workers entering the labour force at a faster rate than at which others leave (OECD, 1991[18]). On the other hand, long-term unemployment arises because of social and economic imbalances that do not facilitate job creation at a pace that is fast enough to absorb those already unemployed and those entering the labour market for the first time.

Long-term unemployment may also reflect a mismatch between the skills required by employers and those supplied by workers, or it could reflect a geographical mismatch between the locations of unemployed persons and where job vacancies occur (See: IMF 1999[19]; Barker, 1998[20]).

Caution must be exercised when interpreting the unemployment numbers and rates at sub-national levels and more so within unemployment categories (i.e. short-term and long-term) because of small numbers. As a result, more emphasis will be placed on the analysis of those in long-term unemployment, since this group is relatively larger and lower levels of disaggregation allow more robust analysis. Also, to the extent that short-term unemployment occurs in even the best performing economies, the bigger challenge is long-term unemployment.

Table 5.5: The incidence of unemployment, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Short-term	**1 575**	**1 754**	**1 691**	**1 700**	**1 503**	**1 405**
Less than 3 months	780	1030	620	604	493	455
Between 3ð 6 months	361	318	428	418	362	339
More than 6 months ð less than 1 year	434	407	644	678	649	611
Long-term	**2 347**	**2 117**	**2 406**	**2 508**	**2 824**	**2 986**
More than 1yrï less than 3 years	934	858	971	992	1 100	1 084
3 years and over	1 413	1 259	1 436	1 516	1 725	1 901
Total*	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**
	Per cent					
Short-term	40,2	45,3	41,2	40,3	34,7	32,0
Long-term	59,8	54,7	58,6	59,5	65,2	67,9

*Total includes 'Don't know' and 'Unspecified'

In the year ended December 2011, unemployment levels increased from approximately 4,3 million to 4,4 million (1,4%). The number of persons that were unemployed reflected an increase in those that were in long-term unemployment (up from 2,8 million in 2010 to 2,9 million in 2011). The

18 OECD Economic Survey, Paris, 1991

19 World Economic Outlook: International Financial Contagion, Chronic unemployment in the Euro area: Causes and Cures, IMF, May 1999

20 Barker. F S. The South African Labour Market, Critical Issues for reconstruction, Pretoria, 1995

incidence of long-term unemployment rose to 67,9% in 2011 from 65,2% in 2010 (Tables 5.5 and 5.6).

The number of persons that were in short-term unemployment decreased to 1,4 million (or 6,5 percentage points) in 2011 from 1,5 million in 2010. This decrease includes persons whose duration of employment has changed from short term to long term.

Table 5.6: Annual changes in the duration of unemployment, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Short-term	127	179	-63	9	-197	-98
Long-term	-203	-254	390	102	316	161
Total unemployment*	**-76**	**-75**	**327**	**111**	**119**	**63**

*Total includes 'Don't know' and 'Unspecified'

In 2011, the number of persons in long-term unemployment increased by 161 000. The increase was mainly driven by those who had been looking for work for a period of three years or longer.

Long-term unemployment by sex

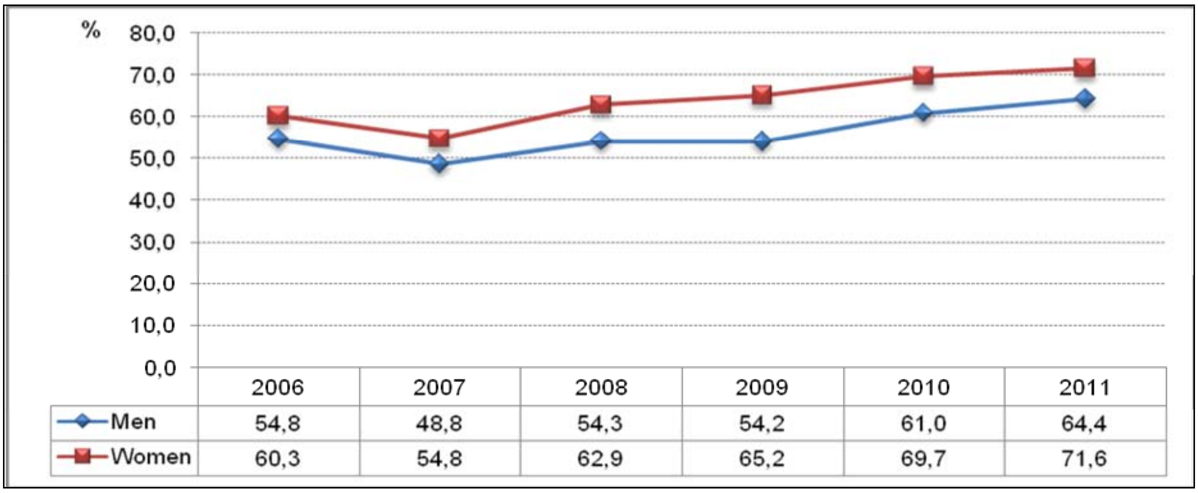
Table 5.7: The duration of unemployment by sex, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Men						
Short-term	737	840	891	974	852	771
Long-term	937	849	1054	1151	1329	1391
Total	**1 710**	**1 739**	**1 948**	**2 128**	**2 184**	**2 166**
Women						
Short-term	837	914	801	727	651	634
Long-term	1 334	1 168	1 352	1 358	1 495	1 595
Total	**2 212**	**2 132**	**2 ,156**	**2 087**	**2 148**	**2 231**
Both sexes						
Short-term	1 575	1 754	1 691	1 700	1 503	1 405
Long-term	2 271	2 016	2 406	2 508	2 824	2 986
Total	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**

*Total includes "Don't know" and "Unspecified"

Unlike in the previous two years, in 2011, more women than men were unemployed. Moreover, a higher proportion of women (71,6%) were unemployed for more than a year compared to the figures for men (64,4%) (see Table 5.7 and Figure 5.12).

Figure 5.13: Incidence of long-term unemployment by sex, 2011



Since 2008, the incidence of long-term unemployment has been on the rise for both men and women. Between 2010 and 2011, the incidence of long-term unemployment increased by 3,4 percentage points among men and by 1,9 percentage points among women.

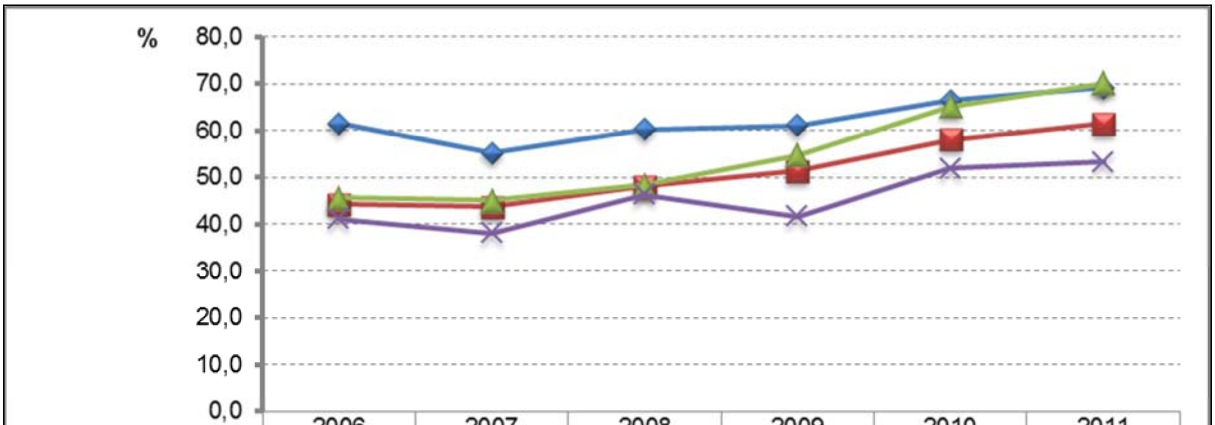
Long-term unemployment by population group

In 2011, black Africans accounted for 78,3% of persons aged 15ï 64years (the working-age population), but approximately 86% of the unemployed. Table 5.8 and Figure 5.14 show that in addition to being disproportionately represented among the unemployed by a large margin, the incidence of long-term unemployment amongst black Africans on average is higher than that of the other population groups.

Table 5.8: The duration of unemployment by population group, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Short-term	**1 574**	**1 755**	**1 692**	**1 700**	**1 503**	**1 405**
African	1 276	1 441	1 422	1 422	1 250	1 165
Coloured	216	234	186	190	177	166
Indian	25	28	33	28	17	17
White	57	52	51	60	59	57
Long-term	**2 271**	**2 016**	**2 408**	**2 509**	**2 825**	**2 992**
African	2 038	1 779	2 160	2 231	2 484	2 622
Coloured	172	182	173	201	245	265
Indian	21	23	31	34	32	40
White	40	32	44	43	64	65
Total	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**

Figure 5.14: Long-term unemployment by population group, 2006-2011



	2006	2007	2008	2009	2010	2011
Black/African	61,5	55,2	60,3	61,1	66,5	69,2
Coloured	44,3	43,8	48,2	51,4	58,1	61,5
Indian/Asian	45,7	45,1	48,4	54,8	65,3	70,2
White	41,2	38,1	46,3	41,7	52,0	53,3

Since 2008, the incidence of long-term unemployment has been on an upward trend for all population groups. For instance, the incidence of long-term unemployment increased from 60,3% in 2008 to 69,2% in 2011 among the black African population and from 46,3% to 53,3% among the white population.

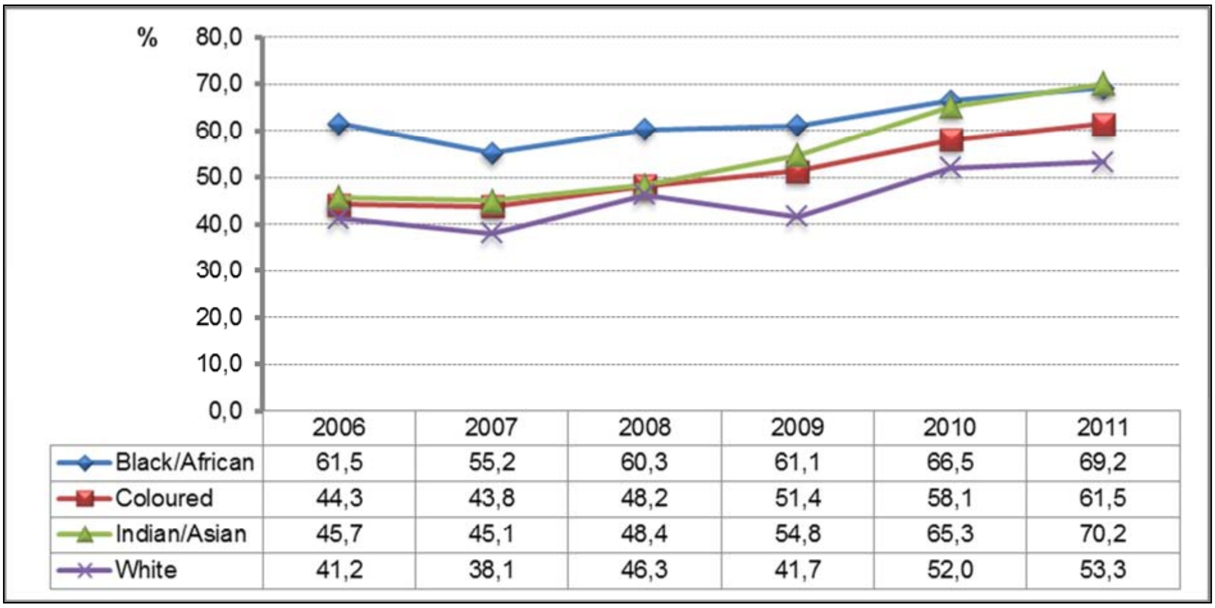
Long-term unemployment by age group

Table 5.9: The duration of unemployment by age group, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Short-term	**1 574**	**1 753**	**1 691**	**1 700**	**1 503**	**1 406**
15ï 24yrs	670	718	657	628	548	484
25ï 34yrs	564	690	638	660	562	542
35ï 44yrs	217	215	261	264	242	255
45ï 54yrs	99	105	104	114	118	103
55ï 64yrs	24	25	31	34	33	22
Long-term	**2 270**	**2 016**	**2 413**	**2 515**	**2 829**	**2 991**
15ï 24yrs	654	580	722	723	791	812
25ï 34yrs	1 012	869	1 023	1 084	1 214	1 305
35ï 44yrs	381	339	430	464	545	573
45ï 54yrs	185	185	186	201	225	249
55ï 64yrs	38	43	52	43	54	52
Total	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**

*Total includes 'Donôt know' and 'Unspecified'

Figure 5.15: Long-term unemployment by age group, 2006-2011



Trend analysis established in Figure 5.15 shows that, as expected, the incidence of long-term unemployment is lowest in the 15ï 24-year age group at 62,7%. Long-term unemployment is highest among 25ï 34-year-olds (who are part of the youth in South Africa) and among the 45ï 54-year-olds.

Noticeable increases in long-term unemployment among persons aged 15ï 24 years were observed from 2008 where the proportion of persons aged 15ï 24 years who were in long-term unemployment increased by 7,7 percentage points from 2007. Since then, the proportion of persons in long-term unemployment within this age group has been gradually increasing, although at a lower rate. Major changes in long-term unemployment among the 45-54-year group were observed from 2010 to 2011 where individuals within this age group who were in long-term unemployment increased by 5,1 percentage points.

Long-term unemployment by level of educational attainment

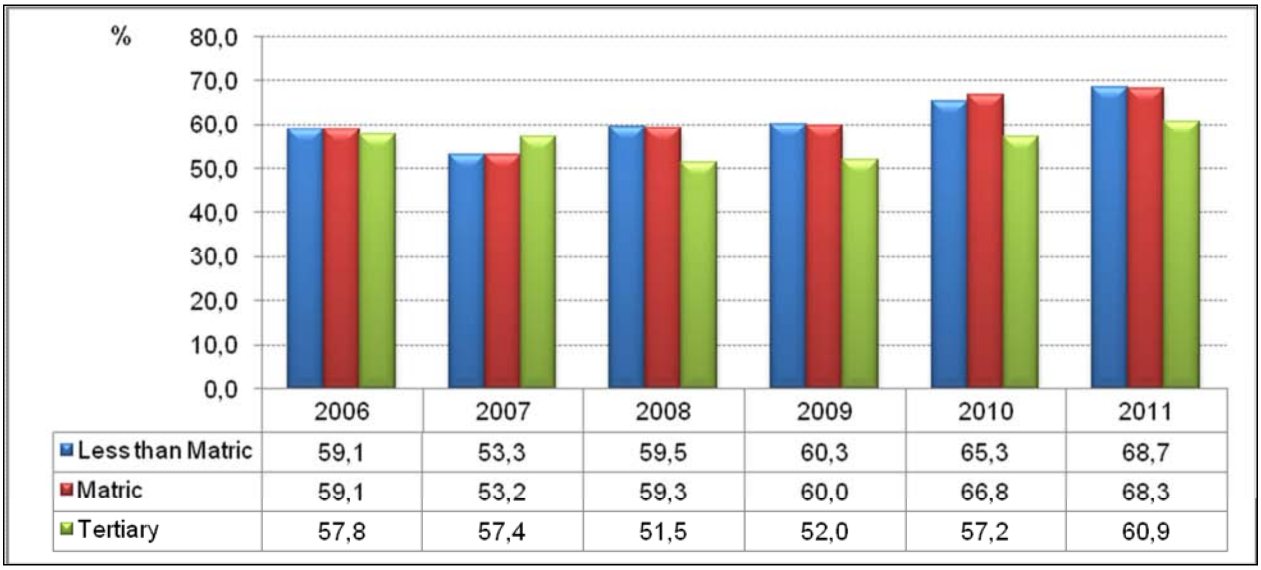
Qualifications may be viewed as an indication of the level of skills. As a result, peopleǿs educational attainment may also have an impact on their likelihood of becoming unemployed and the length of unemployment if they do become unemployed.

Table 5.10: The duration of unemployment by level of education, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Short-term	**1 570**	**1 752**	**1 685**	**1 687**	**1 491**	**1 396**
Less than Matric	1 028	1 180	1 064	1 034	906	824
Matric	472	506	526	543	478	471
Tertiary	70	66	95	110	107	101
Long-term	**2 265**	**2 011**	**2 401**	**2 504**	**2 811**	**2 981**
Less than Matric	1 488	1 346	1 566	1 570	1 705	1 811
Matric	681	576	734	815	963	1 013
Tertiary	96	89	101	119	143	157
Total	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**

*Total includes 'Donǿt know' and 'Unspecified'

Figure 5.16: Long-term unemployment by level of educational attainment, 2006-2011



The incidence of long-term unemployment averaged out from 2006 to 2011 gives 61,0%, 60,9%, and 56,1% for education levels; less than matric, matric and tertiary respectively. Throughout the period 2006 to 2011, the proportion of those in long-term unemployment has been almost the same for individuals with matric and those with less than matric. In 2007, the highest proportion of those in long-term unemployment was observed among individuals with tertiary level education. However, in 2011, individuals with tertiary education were least likely to be in long-term unemployment compared with lower levels of education.

Long-term unemployment by duration of unemployment

A number of factors influence the duration of unemployment with the passing of time. Technology progresses, skill mismatches arise, the loss of job skills occur, and eventually the will to seek employment is lost. Unfortunately the longer an individual stays unemployed, the more unemployable they become.

Figure 5.17: Long-term unemployment by duration of unemployment, 2006–2011

Figure 5.17 shows that in 2011, among those in long-term unemployment (36,3%) had been looking for work for a period between a year and 3 years, while the bulk of them (63,7%) had been looking for a job for 3 years or more. This pattern has remained the same since 2006.

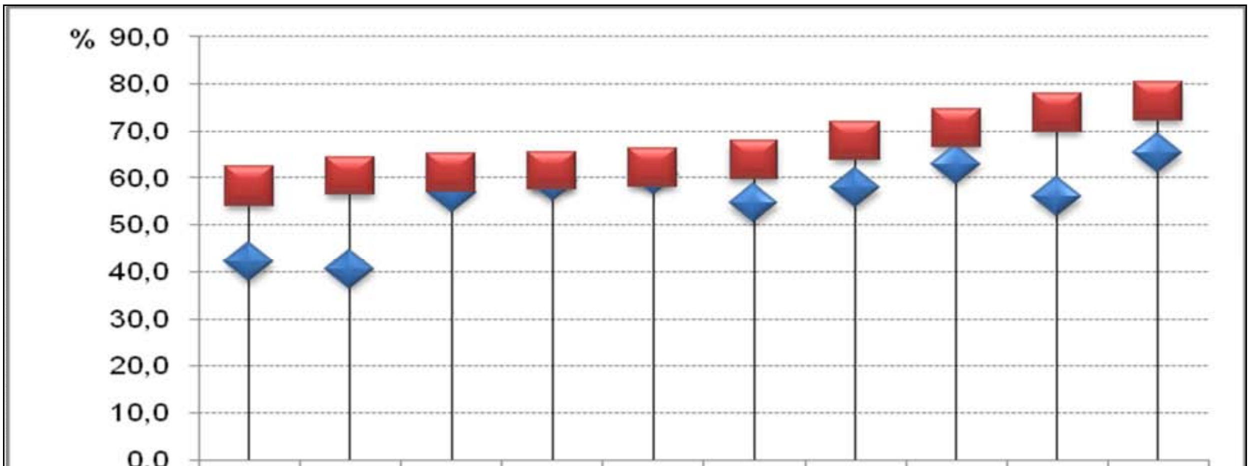
Long-term unemployment by province

Historically, the incidence of long-term unemployment has generally been higher in Gauteng than in other provinces. However the weakening of the labour market in 2011 was reflected in an increase in the incidence of long-term unemployment in all provinces except in KwaZulu-Natal where it declined slightly by 0,2 of a percentage point. Western Cape experienced the largest increase in the incidence of long-term unemployment between 2010 and 2011 (up by 5,8 percentage points).

Table 5.11: The incidence of long-term unemployment by province, 2006–2011

Province	2006	2007	2008	2009	2010	2011
	Per cent					
Western Cape	40,6	30,3	46,3	49,7	54,6	60,4
Eastern Cape	59,3	58,0	55,9	58,9	60,9	61,5
Northern Cape	42,1	49,6	57,2	54,0	57,7	58,2
Free State	56,9	56,7	56,1	55,1	58,4	61,0
KwaZulu-Natal	54,6	44,6	51,4	54,7	63,9	63,7
North West	62,9	56,4	62,7	60,8	67,3	70,6
Gauteng	65,2	60,2	70,8	69,3	73,4	76,3
Mpumalanga	56,0	48,0	51,5	55,8	68,1	72,4
Limpopo	60,8	59,5	58,3	55,4	58,1	62,2
South Africa	**57,9**	**52,1**	**58,8**	**59,7**	**65,3**	**68,0**

Figure 5.18: Incidence of long-term unemployment by province, 2006 and 2011



	NC	WC	FS	EC	LP	KZN	RSA	NW	MP	GP
2006	42,1	40,6	56,9	59,3	60,8	54,6	57,9	62,9	56,0	65,2
2011	58,2	60,4	61,0	61,5	62,2	63,7	68,0	70,6	74,0	76,3

Over a longer time frame (2006 to 2011), long-term unemployment incidence increased in six of the nine provinces with the largest increase observed in the Western Cape (19,8 percentage points), followed by Mpumalanga (18,0 percentage points) and Northern Cape with 16,1 percentage points respectively (Figure 5.18).

Summary and conclusion

Unemployment is a serious threat to social and political stability. It also has macro-economic implications such as reduction in output, reduction in tax revenue and rise in government expenditure; thus policies that would reduce unemployment in South Africa are a compelling need. This chapter has outlined the effect of demographics and the origin of unemployment on the overall unemployment scenario, which needs to be the basis of policy formulation.

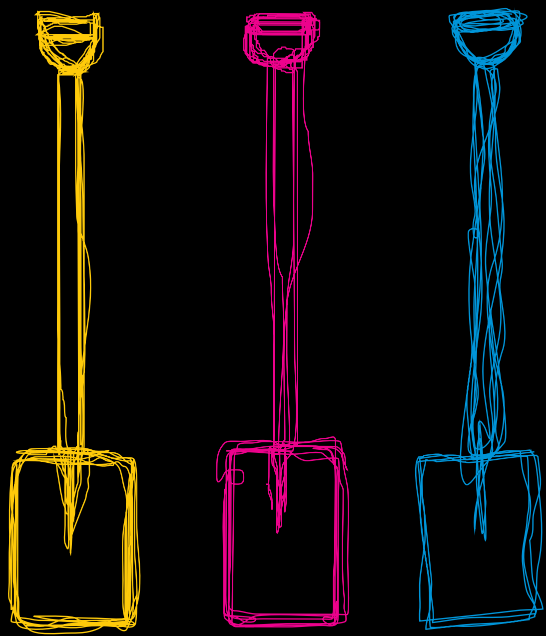
Unemployment in South Africa is uniformly distributed according to the demographics of the country; some groups are more likely to be in unemployment than others. In 2011, more women than men were unemployed; more black Africans were unemployed than persons from other population groups. Education and age had a great impact on the unemployment figures. South African youth had the highest figures of unemployment and those with secondary education not complete and secondary completed had the highest proportions of unemployment in all the population groups.

Job-search patterns among the unemployed were concentrated in a narrow range of activities. In 2011, more than one half of all unemployed persons enquired at workplaces/factories, etc., in search of work.

The long duration of unemployment among a high proportion (67,9%) of the unemployed suggest that the demand side of the labour market is responsible for a good part of the unemployed.

In addition to demographic variables such as age, race and sex, research has shown that asymmetries in the occupational structure are also associated with the duration of job searching among unemployed persons, because there is greater demand for some occupations than for others. Individuals who are in occupations that are in low demand have a difficult time finding a job.

Chapter 6
A profile of the not economically active population



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Chapter 6: A profile of the not economically active

Key labour market concepts

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.

Other (not economically active) are those who did not work and did not try to find work or start a business and were not available for work in the four weeks preceding the survey.

Discouraged work-seekers and other (not economically active) are counted as out of the labour force under international guidelines since they were not looking for work and were not available for work.

Background

The not economically active are those persons who, during the reference week, were neither employed nor unemployed. More specifically, they are those who did not have a job in the reference week, did not look for work or try to start a business in the four weeks ending with the reference week, or were not available to start work or a business in the reference week. The economically inactive is divided into 'discouraged work-seekers' and 'other not economically active'. Discouraged work-seekers want to work but are not looking for work because they believe that there are no available jobs in the area, they were unable to find work requiring their skills, or have lost hope in finding any job. As is the case in most other countries, this group is not included in the official unemployment rate, since the definitions of employment and unemployment are based on the standards of the International Labour Organization (ILO)[21].

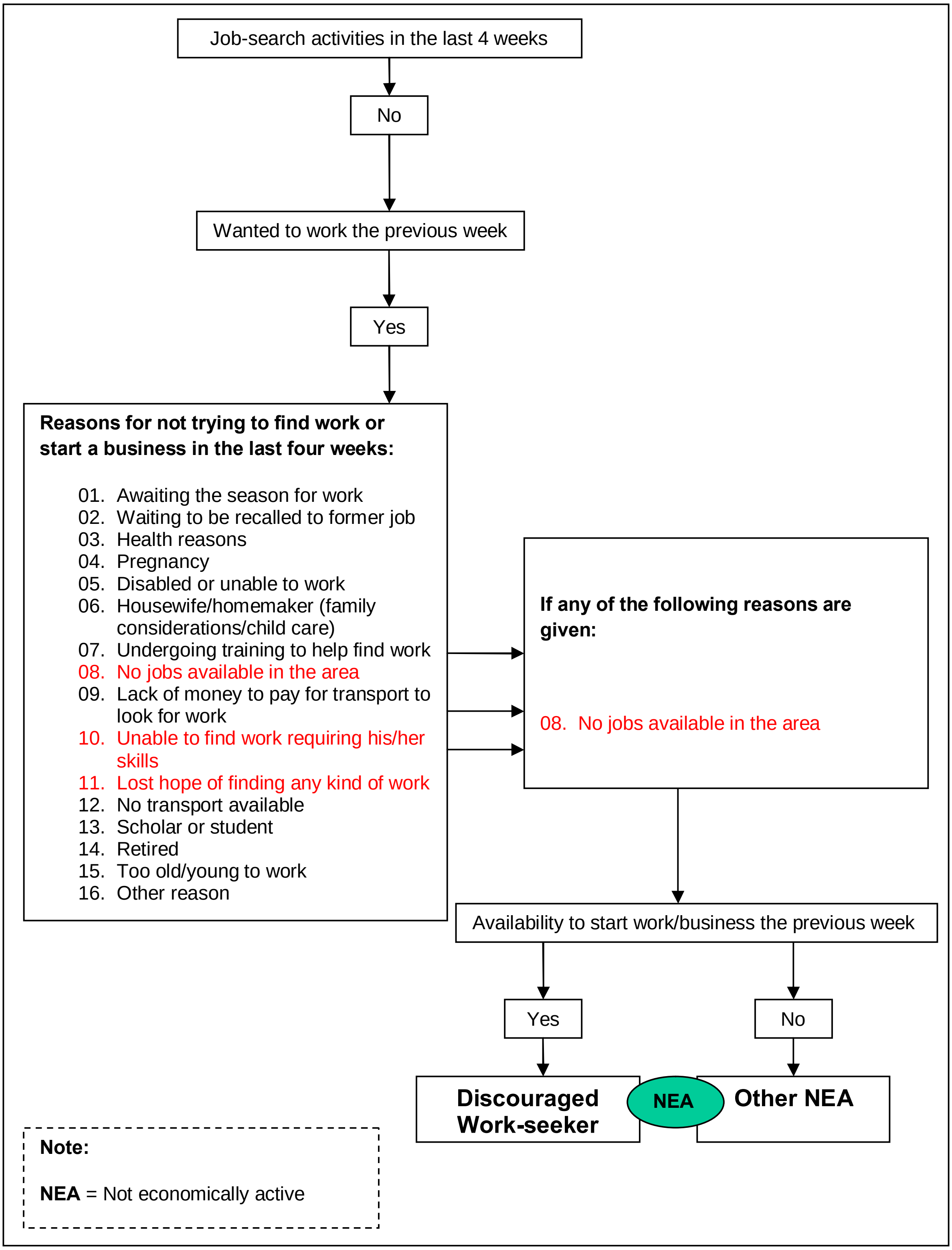
The South African government has set targets to reduce unemployment by half in 2014, and the unemployment rate has been used as the measure of unemployment. There will be a positive impact on the unemployment rate if government is successful in creating substantial and sustained employment growth. However, the impact of such growth on the unemployment rate depends entirely on the response of the not economically active (NEA) population. This is especially true of discouraged work-seekers, as they are near-term potential workers. If large portions of the NEA respond to improved job opportunities created by employment growth and start looking for work, then for every person who leaves unemployment by getting a job, someone else in the NEA population may be counted as unemployed because he/she has started to look for work. Because

[21] ILO, 13th Conference of Labour Statisticians, Geneva, 1982

some of today's NEA population will be tomorrow's labour force participants (as employed or unemployed), it is important to be aware of the past and current characteristics of this population.

On the other hand, the 'other not economically active' group comprises mainly students, homemakers, and persons who are too young or old to work, ill or disabled persons, etc. This group does not have much impact on the labour market as they are not available to work, but it still is an important aspect to consider as it gives predictive insight of the future. Students in particular form a group that has the ability to change the labour market in the future.

In the South African Quarterly Labour Force Survey (QLFS), the not economically active population is described by the following flow chart (Stats SA QLFS Guide[22]). The guide starts by identifying the job-search activities that household members had undertaken to find jobs.



[22] Guide to the Quarterly Labour Force Survey, P02-11-01, August 2008

Introduction

Given the role played by the not economically active population in the South African labour market, and in particular discouraged work-seekers, this chapter first analyses the NEA population in general by socio-economic variables such as gender and age. Inactivity rates are analysed for all age groups by province, and then prime-age (25ï 54 years) inactivity is examined. Analysis is also done on the reasons for inactivity. A special focus will then be given to discouraged work-seekers. Lastly, a comparison between discouraged work-seekers and other not economically active persons is done.

The not economically active population

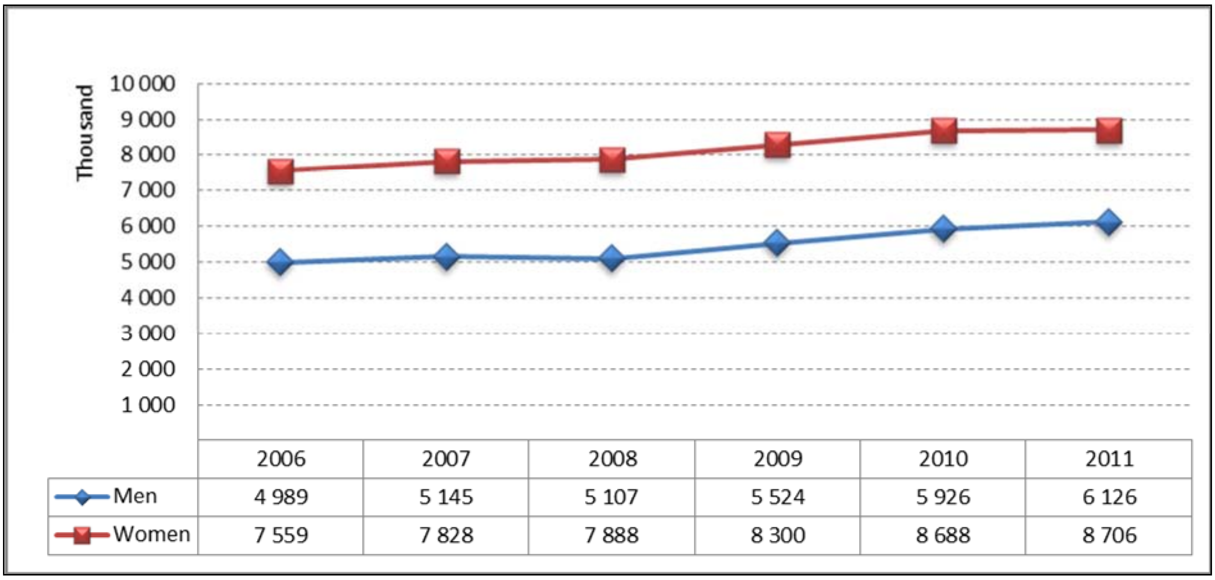
This section looks at the evolution of the not economically active group and seeks to analyse the trends over the period 2006ï 2011.

Not economically active population by sex, 2006–2011

Table 6.1: Not economically active population by sex, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
Men	4 989	5 145	5 107	5 524	5 926	6 126
Women	7 559	7 828	7 888	8 300	8 688	8 706
Total	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
	Percentage share					
Men	39,8	39,7	39,3	40,0	40,5	41,3
Women	60,2	60,3	60,7	60,0	59,5	58,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Figure 6.1: Distribution of the NEA population by sex, 2006–2011



The labour force plus the not economically active comprise the working-age population. For any given population, the more people there are in the labour force, the fewer not economically active people there will be.

Earlier chapters showed that more men than women are in the labour force and so, as the above chart shows (Figure 6.1), there are more women than men who are not economically active.

The number of the not economically active persons increased at a barely perceptible upward trend since 2006 in spite of the growth of the working-age population in that period. This is due to increasing proportions of both men and women in the labour force (participation rate). However, in the year 2009, the economically inactive population grew by 828 000 to approximately 13,8 million after remaining virtually unchanged in the previous year. This population further showed an upturn by 790 000 persons (5,7%) in 2010 to approximately 14,6 million and increased further by 218 000 persons (1,5%) in 2011 to 14,8 million ï figures less than the growth in 2009 of 6,4 %. This could have been due to the recession experienced in the country during this period.

Age profile of the not economically active population, 2006–2011

Table 6.2: Not economically active population by age, 2006–2011

	2006	2007	2008	2009	2010	2011
	Thousand					
15ï 34 yrs	8 785	9 025	8 936	9 511	10 000	10 160
35ï 64 yrs	3 764	3 947	4 059	4 313	4 615	4 671
Total	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
	Percentage share					
15ï 34 yrs	70,0	69,6	68,8	68,8	68,4	68,5
35ï 64 yrs	30,0	30,4	31,2	31,2	31,6	31,5

Figure 6.2: Distribution of the NEA population by age, 2006–2011

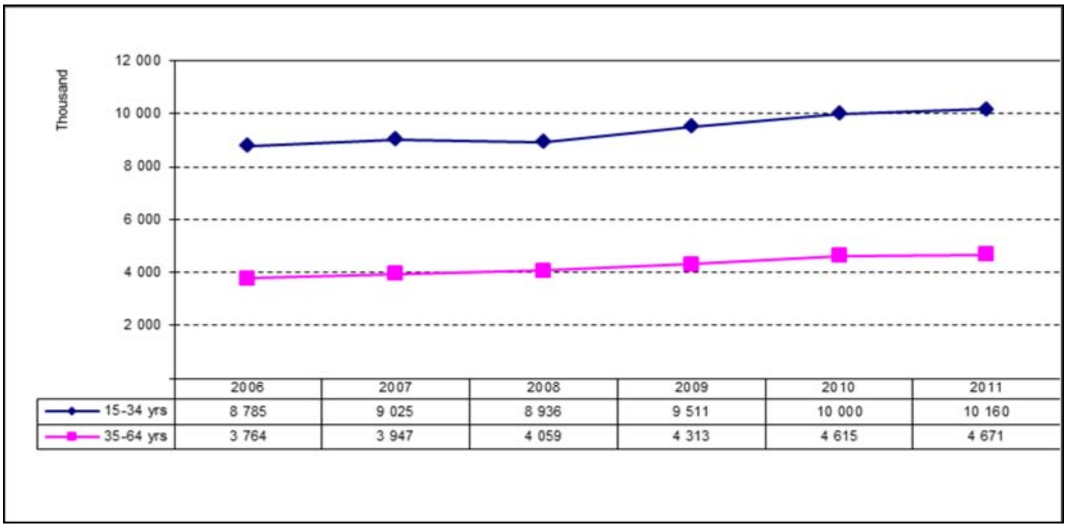


Table 6.2 and Figure 6.2 show that inactivity was highest among persons aged 15ï 34 years. The number of inactive persons aged 15ï 34 increased from 8,8 million in 2006 to 10,2 million in 2011. There was a persistent increase in the same age group since 2006. It is clear from Table 6.2 that the youth (15ï 34 years, in the South African context) in general were the most affected, although their share has slightly declined over the years (from 70,0% in 2006 to 68,5% in 2011).

Table 6.3: Annual rate of change in the not economically active population by age, 2006–2011

	2006	2007	2008	2009	2010	2011
				Rate of change (per cent)		
15ï 24 yrs		2,2	0,2	5,1	4,0	1,7
25ï 34 yrs		4,5	-4,8	11,1	9,0	1,4
35ï 44 yrs		4,0	1,7	8,4	10,9	1,9
45ï 54 yrs		5,8	1,6	4,2	5,1	-0,7
55ï 64 yrs		4,8	4,7	6,3	5,4	2,2
Total		**3,4**	**0,2**	**6,4**	**5,7**	**1,5**

Table 6.4: The not economically active population by population group, 2006–2011

	2006	2007	2008	2009	2010	2011
				Thousand		
Black African	10 239	10 638	10 679	11 459	12 181	12 337
Coloured	932	947	1 018	1 028	1 081	1 125
Indian/Asian	340	361	343	373	360	387
White	1 037	1 027	955	963	992	983
Total	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
				Percentage share		
Black African	81,6	82,0	82,2	82,9	83,4	83,2
Coloured	7,4	7,3	7,8	7,4	7,4	7,6
Indian/Asian	2,7	2,8	2,6	2,7	2,5	2,6
White	8,3	7,9	7,4	7	6,8	6,6
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

The inactivity rate has always been highest amongst the black African population as shown in Table 6.4. Each population group has respectively maintained relatively similar shares of the inactive population throughout the period 2006 to 2011. However, there was a noticeable decrease among white persons where their share of the inactive population dropped from 8,3% in 2006 to 6,6% in 2011 (see Table 6.4).

Inactivity rates

In this section the inactivity rates are discussed. It is useful to note the relationship between the inactivity rates and labour force participation rates. Both the participation rate and the inactivity rate have the same denominator, that is, the working-age population or some specific subgroup of the population. The labour force plus the not economically active add up to the working-age population. As a result, the labour force participation rate and the inactivity rate always add up to 100%. This in turn means that when the participation rate goes up, the inactivity rate goes down by exactly the same amount.

Inactivity for all working-age groups (15ï 64 years) will be examined, followed by an analysis of prime-age (25ï 54 years) inactivity. This prime-age group is seen as an important group, as persons in that group are expected to be working; therefore a deeper analysis of the level of inactivity within this group is important.

Inactivity rates for all age groups, 2006–2011

Inactivity rates for all age groups by province, 2006–2011

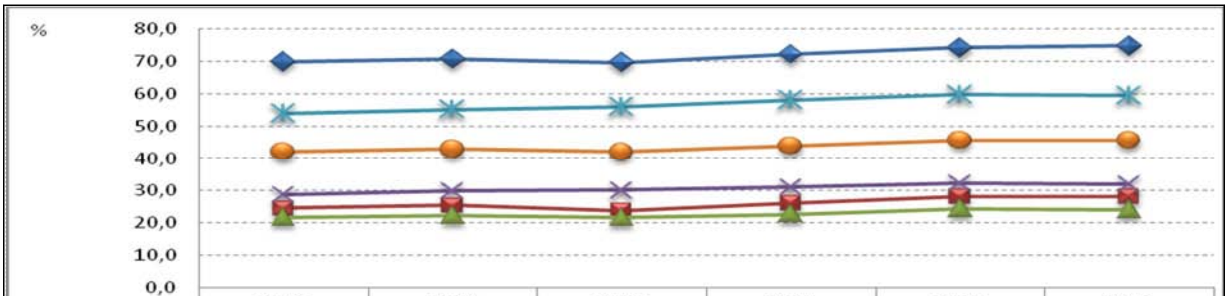
Table 6.5: Proportion of the not economically active population (working age) by province, 2006–2011

	2006	2007	2008	2009	2010	2011
	Inactivity rates (per cent)					
Western Cape	32,7	32,2	32,3	31,0	32,4	32,3
Eastern Cape	49,6	54,8	54,1	55,2	56,8	56,5
Northern Cape	42,2	42,6	42,5	45,9	48,0	46,7
Free State	42,4	41,7	40,3	42,4	42,1	42,1
KwaZulu-Natal	47,3	47,6	47,1	51,7	54,1	53,9
North West	45,2	46,0	45,2	47,3	51,1	53,5
Gauteng	28,0	28,9	26,9	28,8	29,8	29,5
Mpumalanga	44,4	46,5	44,8	44,7	46,0	45,3
Limpopo	60,2	57,6	58,6	60,3	63,4	63,8
South Africa	**42,0**	**42,8**	**42,0**	**43,9**	**45,7**	**45,6**

Since 2006, Limpopo and Eastern Cape had the highest inactivity rates, while Western Cape and Gauteng had the lowest rates (below national level). In 2009, the year that saw the country going through a period of recession, the inactivity rate went up by 1,9 percentage points and continued to increase proportionally at a similar rate in 2010. The period of recession experienced in 2009 also saw an increase in the inactivity rates among all provinces except Western Cape and Mpumalanga. Limpopo experienced the highest ever economic inactivity throughout the time series, reaching its highest peak of 63,8% in 2011 (Figure 6.3).

Inactivity rates for all age groups by age, 2006–2011

Figure 6.3: Inactivity rates by age, 2006–2011



	2006	2007	2008	2009	2010	2011
15-24 yrs	70,0	70,7	69,6	72,2	74,1	74,8
25-34 yrs	24,5	25,4	23,8	26,1	28,2	28,1
35-44 yrs	21,8	22,2	21,7	22,8	24,4	24,2
45-54 yrs	28,7	29,9	30,1	31,0	32,4	32,0
55-64 yrs	54,0	55,2	56,1	58,1	59,8	59,5
Total	42,0	42,8	42,0	43,9	45,7	45,6

In Figure 6.3, inactivity rates for all age groups are illustrated. This figure shows that the youngest age group (15ï 24 years) constituted a higher proportion of persons without work and not seeking work, followed by those aged between 54 and 64 years. The high inactivity rate for 15ï 24-year-olds reflects in part the fact that many people in this age group are in school, and so have not yet started looking for work. As for the 55ï 64-year-olds, many will already have entered retirement either voluntarily or involuntarily (e.g. due to illness or disability).

Those aged 25ï 44 are supposed to be highly active and indeed they have the lowest inactivity rates. There were slight decreases in the activity rate among all in 2011 except for those aged 15ï 24, which slightly increased. It suggests that the effects of the economic recession experienced in 2009 are starting to stabilise. As a result, the total inactivity rate remained the same in 2011 compared to 2010. Between 2006 and 2011, the inactivity rate increased by 3,6 percentage points at national level. This increase was observed among all age groups. The biggest increase in the inactivity rate was among the 55ï 64-year age group (up by 5,5 percentage points) and among those aged 15ï 24 years (up by 4,8 percentage points).

Prime-age (25–54 years) inactivity rates, 2006–2011

Prime-age inactivity rates by province, 2006–2011.

Figure 6.4: Provincial distribution of prime-age inactivity rates, 2006–2011

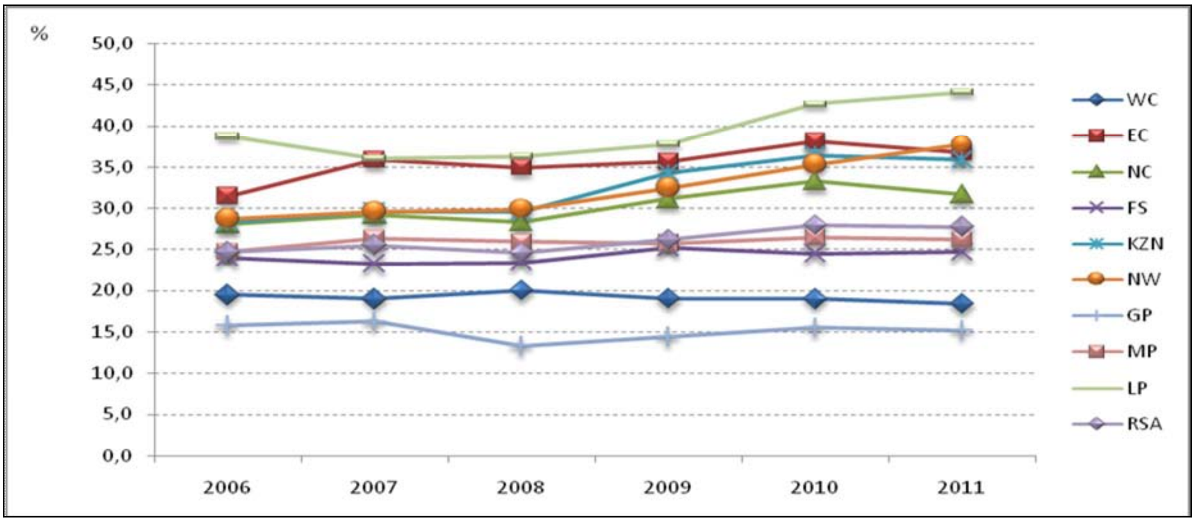
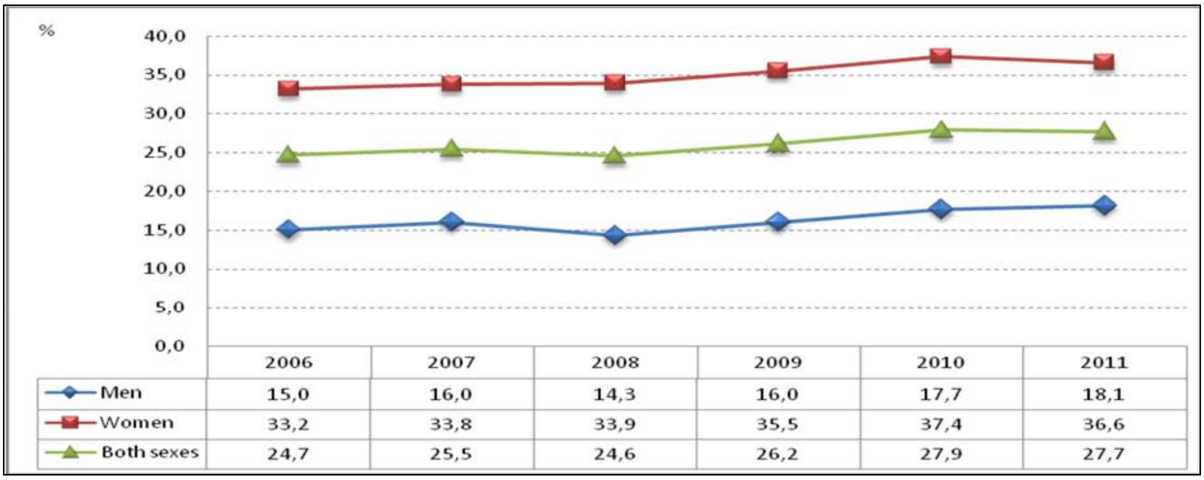


Figure 6.4 shows that Gauteng, Western Cape, Free State and Mpumalanga experienced lower than national inactivity rates for the prime-age group in 2011. Limpopo had the highest inactivity rate throughout the period under review compared to all the other provinces with over 35% (and almost 45% in 2011). The prime-age inactivity rate for North West has been steadily increasing over the review period (pre- and post-recession), even though most of the provinces are showing decline post recession.

In 2011, the national inactivity rate among the prime-age group decreased by 0,2 of a percentage point compared to 2010. The biggest increase in the inactivity rate was observed in North West (up by 2,4 percentage points) between 2010 and 2011. In the same period, the rate of inactivity in Limpopo increased by 1,4 percentage points (from 42,6% in 2010 to 44,0% in 2011). On the other hand, the inactivity rate among the prime-age group declined by 1,4 percentage points in Eastern Cape and remained virtually unchanged in Free State.

Prime-age inactivity rates by sex, 2006–2011

Figure 6.5: Prime-age inactivity rates by sex, 2006–2011



The same pattern of prime-age inactivity rates is observed for both men and women. Women who were not economically active accounted for about twice as much as the men who were not economically active over the period 2006ï 2011. The rate for men showed a down-turn in 2008 whilst that for women remained stable. In 2009, the opposite was realised when both men and women inactivity rates went up from the 2008 rates, i.e. men up by 1,7 percentage points to 16,0% and women up by 1,6 percentage points to 35,5%. All this happened during the recession period. However, in 2010 both men and women showed an upturn: men steadily up by 1,7 percentage points to 17,7% and women up by 1,9 percentage points to 37,4%. In 2011 the inactivity rate among men continued to rise with an increase of 0,4 of a percentage point compared to 2010. Figure 6.5 shows that inactivity rates among women dropped by 0,8 of a percentage point between 2010 and 2011 (from 37,4% in 2010 to 36,6% in 2011).

Prime-age inactivity rates by population group, 2006–2011

Figure 6.6: Proportion of the prime-age inactive population by population group, 2006–2011

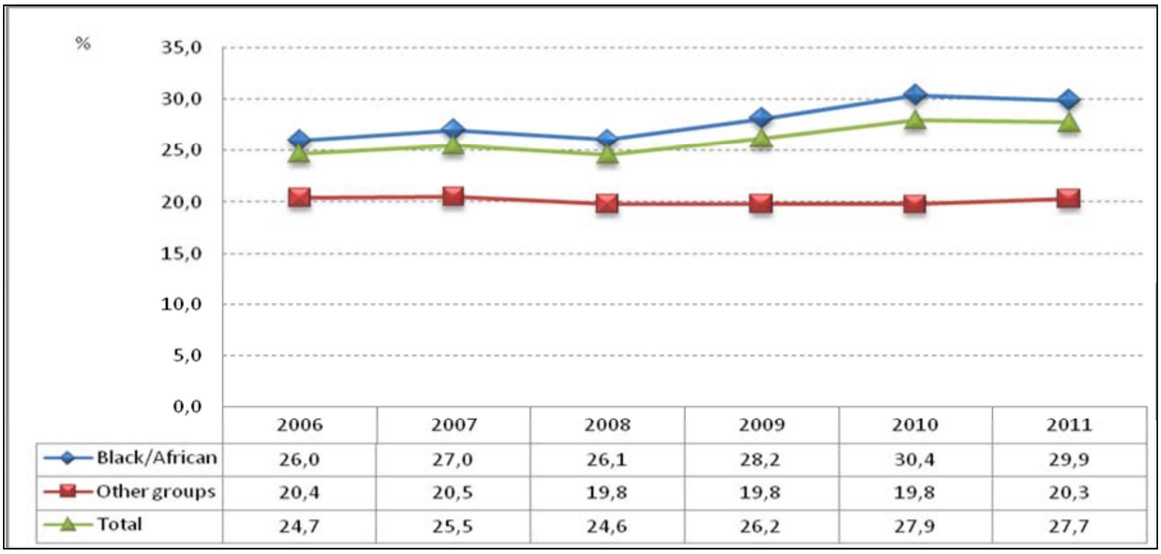
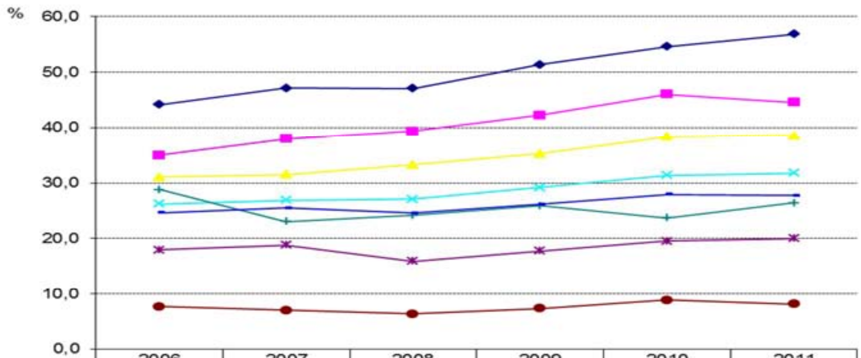


Figure 6.6 shows that other population groups had a smaller percentage of inactive persons, and this remained stable throughout the period under review. In 2011, the inactivity rate among black Africans of prime age decreased by 0,5 of a percentage point to 29,9%; while that of other population groups increased by 0,5 of a percentage point to 20,3%.

Prime-age inactivity rates by level of education, 2006–2011.

Figure 6.7: Proportion of the prime-age not economically active population by level of education, 2006–2011

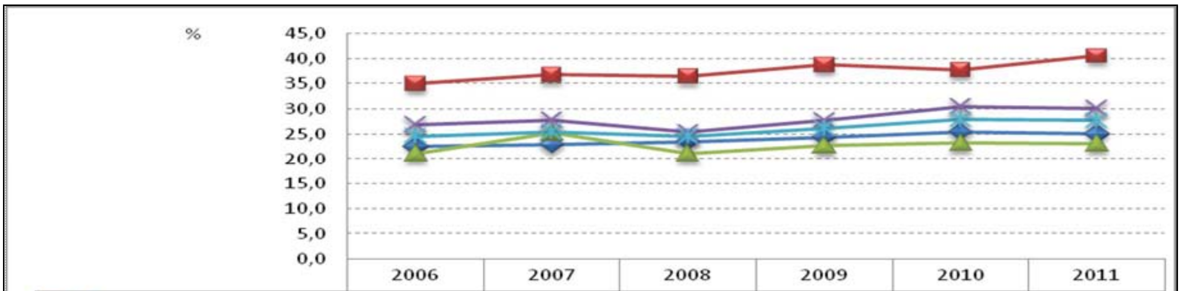


	2006	2007	2008	2009	2010	2011
No schooling	44,2	47,1	47,1	51,4	54,6	56,8
Less than primary completed	35,0	38,0	39,3	42,3	46,0	44,5
Primary completed	31,0	31,5	33,3	35,2	38,4	38,6
Secondary not completed	26,2	26,9	27,1	29,2	31,4	31,8
Secondary completed	17,9	18,8	16,0	17,8	19,5	20,0
Tertiary	7,7	7,0	6,3	7,4	8,9	8,2
Other	28,8	23,1	24,2	25,9	23,7	26,4
Total	24,7	25,5	24,6	26,2	27,9	27,7

Persons with higher qualifications recorded the lowest inactivity rates. This reflects the fact that education is positively correlated with labour force participation rates (see Chapter 3), and so is inversely correlated with inactivity. It was evident that persons without schooling constituted the highest rates of inactivity, which reflects in part that those with no schooling tend to be older and have lower participation rates, as expected. Different educational categories displayed similar trends over the period 2006ï 2011, with only those who had matric or tertiary education having inactivity rates lower than the average inactivity rate. However, a noticeable change is observed over the period 2006 to 2011, where inactivity increased irrespective of education level. For instance, the biggest increases in inactivity rates were observed among those with less than primary education and those with no schooling (12,6 percentage points and 9,5 percentage points respectively). Conversely, in 2011, although inactivity rates continued to rise among most education groups, slight decreases were noted among persons with less than primary and those with tertiary education.

Prime-age inactivity rates by marital status, 2006–2011

Figure 6.8: Proportion of the prime-age not economically active population by marital status, 2006–2011



	2006	2007	2008	2009	2010	2011
Married/Living together as husband and wife	22,4	22,9	23,4	24,3	25,4	25,0
Widowed/Widower	35,0	36,7	36,5	38,7	37,7	40,5
Divorced	21,1	25,2	21,2	22,6	23,2	23,2
Never married	26,9	27,8	25,4	27,8	30,5	30,1
Total*	24,7	25,5	24,6	26,2	27,9	27,7

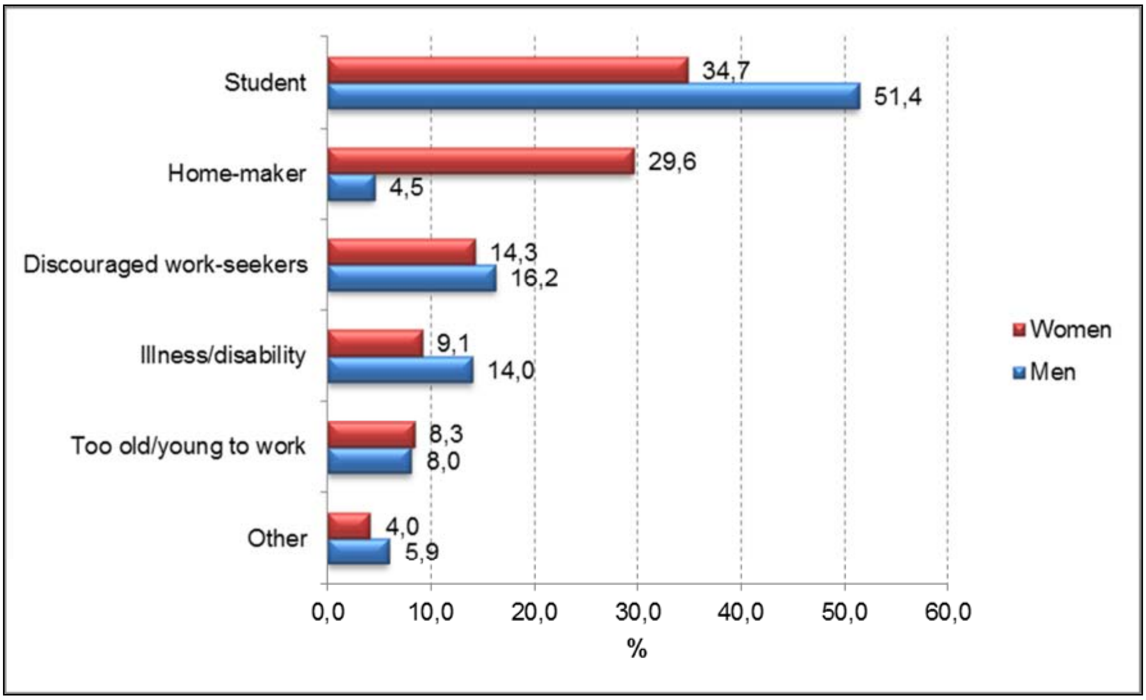
Figure 6.8 shows that among the not economically active persons, the highest inactivity rate was observed among widows and widowers. This largely reflects the fact that they are considerably older on average than the others. On the other hand, those who had separated from their spouses through divorce had the lowest inactivity rate, followed by those married or living together as husband and wife. Over the period 2006ï 2011, all marital classes evolved in the same pattern. In the year ended December 2011, the inactivity rate decreased at national level as well as among those married or living together as husband and wife, and those who never married, while it remained unchanged for divorced persons, but increased among the widowed (up by 2,8 percentage points) after decreasing in the previous year.

Reasons for not being economically active

Table 6.6: Characteristics of the not economically active by sex, 2008–2011

	2008		2009		2010		2011	
	Thousand							
	Men	Women	Men	Women	Men	Women	Men	Women
Student	2 921	2 782	3 000	2 834	3 085	2 972	3 146	3 025
Homemaker	135	2 405	192	2 548	243	2 633	275	2 573
Illness/disability	877	926	876	916	908	891	856	789
Too old/young to work	332	658	391	689	444	704	493	727
Discouraged work-seekers	448	681	648	883	877	1 121	995	1 242
Other	394	437	417	429	369	367	361	350
Total	**5 107**	**7 888**	**5 524**	**8 300**	**5 926**	**8 688**	**6 126**	**8 706**

Figure 6.9: Characteristics of the NEA by sex, 2011



Students constituted more than 40,0% of the economically inactive group in 2011. Men (51,4%) accounted for a larger proportion of students than women (34,7%). Homemaking was the second reason cited by women for their inactivity; they accounted for 29,6% of all the not economically active women. The gender gap was small among discouraged work-seekers and among those who were too old or too young to work. The same pattern was observed in 2008, 2009 and in 2010. This further quantified that school attendance is the main reason for the low participation rate of persons aged 15ï 24, since students remained above 40,0% of the inactive group throughout the period (2008ï 2011) (see Table 6.6 and Figure 6.9).

Discouraged work-seekers, 2008ï 2011

Analysis in this section focuses on the number of discouraged work-seekers as a percentage of the total not economically active persons, from 2008 through to 2011. It should be noted that the period in this section has only four points (see breaks in series under Data issues in Chapter 1: Introduction).

Table 6.7: Discouraged work-seekers by sex and population group, 2008–2011

	2008		2009		2010		2011	
	Men	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
	Thousand							
Black African	427	644	612	839	821	1 060	935	1 168
Other groups	22	37	36	44	56	61	60	74
Total	**448**	**681**	**648**	**883**	**877**	**1 121**	**995**	**1 242**
	As a percentage of the not economically active							
Black African	9,9	10,1	13,1	12,4	16,3	14,9	18,0	16,4
Other groups	2,6	2,4	4,3	2,9	6,4	3,9	6,5	4,7
Total	**8,8**	**8,6**	**11,7**	**10,6**	**14,8**	**12,9**	**16,2**	**14,3**

Table 6.7 shows that the number of discouraged work-seekers has been on the rise since 2008. Men and women recorded almost the same proportions of discouraged work-seekers among both the black African and the other population groups in 2008. However, the period 2009 through to 2011 experienced gender disparity among all groups. Men had been the most discouraged of the two sexes irrespective of population group except in 2008.

Table 6.8: Discouraged work-seekers by province, 2008–2011

	2008		2009		2010		2011	
	Thousand	**As a percentage of NEA**	**Thousand**	**As a percentage of NEA**	**Thousand**	**As a percentage of NEA**	**Thousand**	**As a percentage of NEA**
Western Cape	34	3,2	32	3,2	41	3,8	33	2,9
Eastern Cape	247	11,4	313	14,0	365	15,6	372	15,8
Northern Cape	29	9,7	29	9,0	40	11,7	35	10,4
Free State	66	9,0	90	11,5	88	11,3	93	11,8
KwaZulu-Natal	202	6,7	425	12,6	528	14,7	573	15,7
North West	112	12,6	114	12,1	151	14,7	228	20,9
Gauteng	177	8,8	187	8,6	281	12,3	274	11,9
Mpumalanga	97	9,8	116	11,6	187	17,7	209	19,8
Limpopo	165	8,9	224	11,6	317	15,2	419	19,6
South Africa	**1 129**	**8,7**	**1 532**	**11,1**	**1 998**	**13,7**	**2 237**	**15,1**

Figure 6.10: Discouraged work-seekers as a percentage of NEA by province, 2008–2011

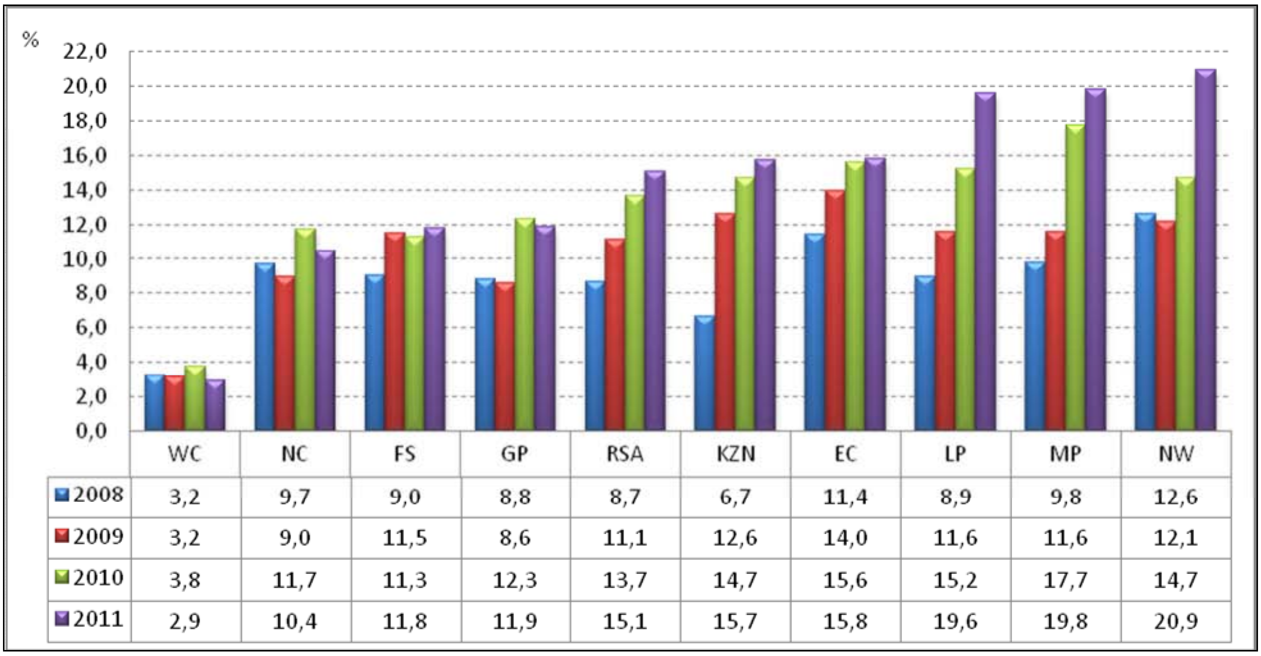


Figure 6.10 shows that in 2011, there was an upturn by 1,4 percentage points to 15,1% of discouraged work-seekers, of those who were not economically active following an increase by 2,7% in 2010 to 13,7%. In 2011, six provinces experienced increases in the discouraged work-seekers population. The shares of discouraged work-seekers decreased in Northern Cape, Western Cape and Gauteng (down by 1,3 percentage points, 0,9 of a percentage point and 0,4 of a percentage point respectively).

North West had the largest proportion of discouraged work-seekers from the total not economically active population in 2011, followed by Mpumalanga and Limpopo. Western Cape and Northern Cape had the lowest proportions which were also lower than the national average of 15,1% (see Table 6.8 and Figure 6.10).

Table 6.9: Discouraged work-seekers by age, 2008–2011

Age	2008	2009	2010	2011
	Thousand			
15ï 34	789	1 078	1 391	1 568
35ï 64	340	454	607	669
Total	**1 129**	**1 532**	**1 998**	**2 237**
	As a percentage of NEA			
15ï 34	8,8	11,3	13,9	15,4
35ï 64	8,4	10,5	13,2	14,3
Total	**8,7**	**11,1**	**13,7**	**15,1**

As previously stated, the number of discouraged work-seekers has been increasing since 2008. Discouraged work-seekers as a percentage of the NEA increased for both the youth and adults. For example, in 2011 compared to 2010, it increased by 1,5 percentage points among youth and by 1,1 percentage points among adults.

Summary and conclusion

Persons in the prime-age category (25ï 54 years) are seen as most likely to be in the labour force; as a result prime-age inactivity rates were observed by various characteristics. Another reason for focusing on those aged 25ï 54 years is that 15ï 24 and 55ï 64 are ages of transition. For the age group 15ï 24, many are still in school and others are making the transition from school to work. This clouds the meaning of NEA. For 55ï 64 years, the transitions are out of the labour force and into some form of retirement, or they have already made an age-related move out of the labour force. This means that the composition of the NEA group is not like that of younger groups. Therefore studying the inactivity patterns of those of prime age provides an understanding of where the labour market has failed what should be a successful group.

The situation for 25ï 54-year-olds is much more homogeneous across the component age groups. As a result, meaningful statements can be made about the whole group.

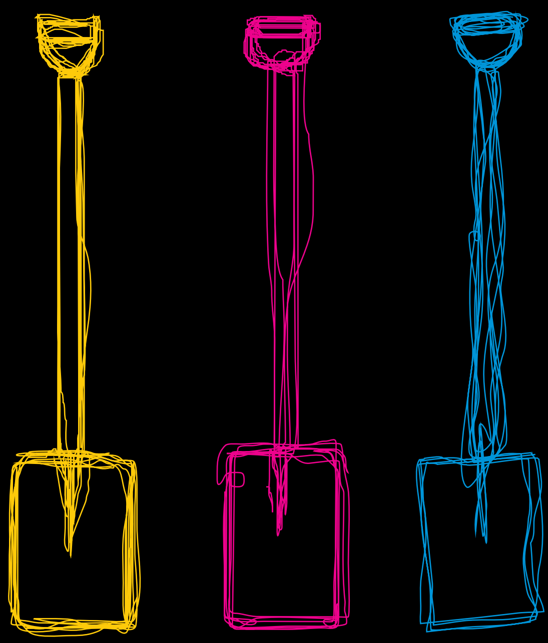
Analysis was also performed on discouraged work-seekers, as this group is characterised by potential workers who want to work but are not looking for work.

It was noted that women constituted larger numbers than men, and black Africans in particular made up almost the whole of the inactive population. This gives an indication that black Africans remain a disadvantaged population.

The youth accounted for high numbers of the not economically active population. Throughout the period 2008 to 2011, over 40% were inactive because they were attending school. Limpopo, Mpumalanga and North West were the provinces most affected by high rates of inactivity, while Gauteng and Western Cape had the lowest rate of inactivity. The not economically active widowed group aged 25ï 54 years had the highest inactivity rates.

Low educational qualifications explained the high rate of inactivity. An inverse relationship between the two was obvious. It was also established in Chapter 3, that education is positively correlated with labour force participation rates. This implies that labour force participation rates are inversely correlated with inactivity rates. Considering that the black African population make up almost all of the inactive population and they have a lower labour force participation rate among black Africans, this could suggest that educational attainment of black Africans is lower than that of other population groups.

Chapter 7
Youth in the South African labour Market



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Chapter 7: Youth in the South African labour market

Key labour market concepts

Labour force: The labour force is the sum of employed and unemployed persons within the working-age population (WAP), i.e. persons between the ages of 15 and 64 years of age. Please see definitions in Chapter 2 of the employed, unemployed, discouraged and other non-economically active (NEA).

Definitions of **youth** vary considerably amongst countries. The United Nations define the youth as those aged between **15 and 24 years**.[23] This age classification is used for international comparisons.

The **South African definition of the youth** is a broader definition and comprises young people between the ages of **15 to 34** years.[24]

Background

Understanding the labour market conditions faced by young people is essential for the formulation of policies to address high youth unemployment levels. Finding answers to questions such as 'What are the factors which inhibit the participation of the youth in the labour market?' and 'When young people participate in the labour market do they enter jobs which provide them with the experience and skills which would positively impact on their future employment prospects?' are important elements to this policy development process.

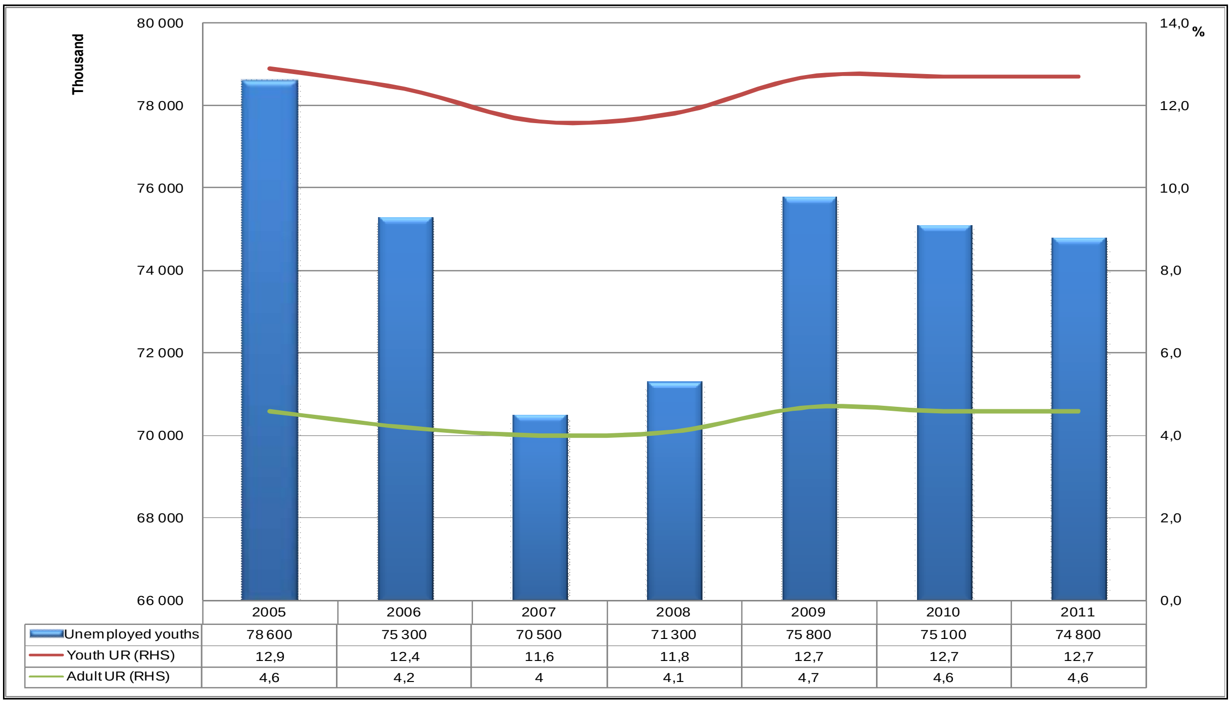
This chapter starts by placing the youth unemployment challenge faced in South Africa within the context of global youth unemployment. This provides for a useful starting point for analysis, while a demographic analysis provides detail on the characteristics which play an important role in ensuring successful labour market participation for young people. The analysis also aims to provide an improved understanding of those industries in which youth labour employment intensity is high, both in terms of skills levels and share of total employment. Finally, identifying the factors which increase youth vulnerabilities in the labour market can also provide useful insights to the challenges faced by South African youth when entering the labour market.

A global context to the youth labour market

The financial crisis of 2007 exacerbated an existing global phenomenon of elevated youth unemployment levels. In 2011, 74,8 million young people between the ages of 15 and 24 years were unemployed, which constitutes an increase of 4 million since the start of the crisis[25]. The youth unemployment rate has reached 12,7% – a level which is still one percentage point higher than the level prior the onset of the crisis. Young people are more severely affected by prolonged periods of unemployment due to the deterioration in human capital as well as the negative social consequences associated with young people being disengaged with the economy.

[23] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[24] According to the South African National Youth Commission Act of 1996, 'youth' is defined as all people between the ages of 14 and 35 years. http://www.polity.org.za/polity/govdocs/policy/intro.html. In order to correspond to the coverage of the Quarterly Labour Force Survey (QLFS) the bottom age limit is increased to 15 years.
25 ILO publication "Global employment trends for youth 2011 update" October 2011.

Figure 7.1: Global unemployment for youth vs. adults, 2005–2011



Source: ILO (2012) ñGlobal Employment Trends, preventing a deeper job crisisò Note: Unemployment rate is denoted by UR.

According to the ILO (2012)[26] young people are more than three times as likely as adults to be unemployed. Combined with high shares in total unemployment and elevated levels of discouragement, this places young people in a vulnerable position in the labour market. Globally around 6,4 million young people have given up hope of finding employment and have entered the ranks of the discouraged. If these discouraged young people were included in a broader measure of unemployment, the global unemployment rate would rise from 12,7% to 13,6%.

Table 7.1: Ratio of the youth-to-adult unemployment rate and the youth's share of total unemployment

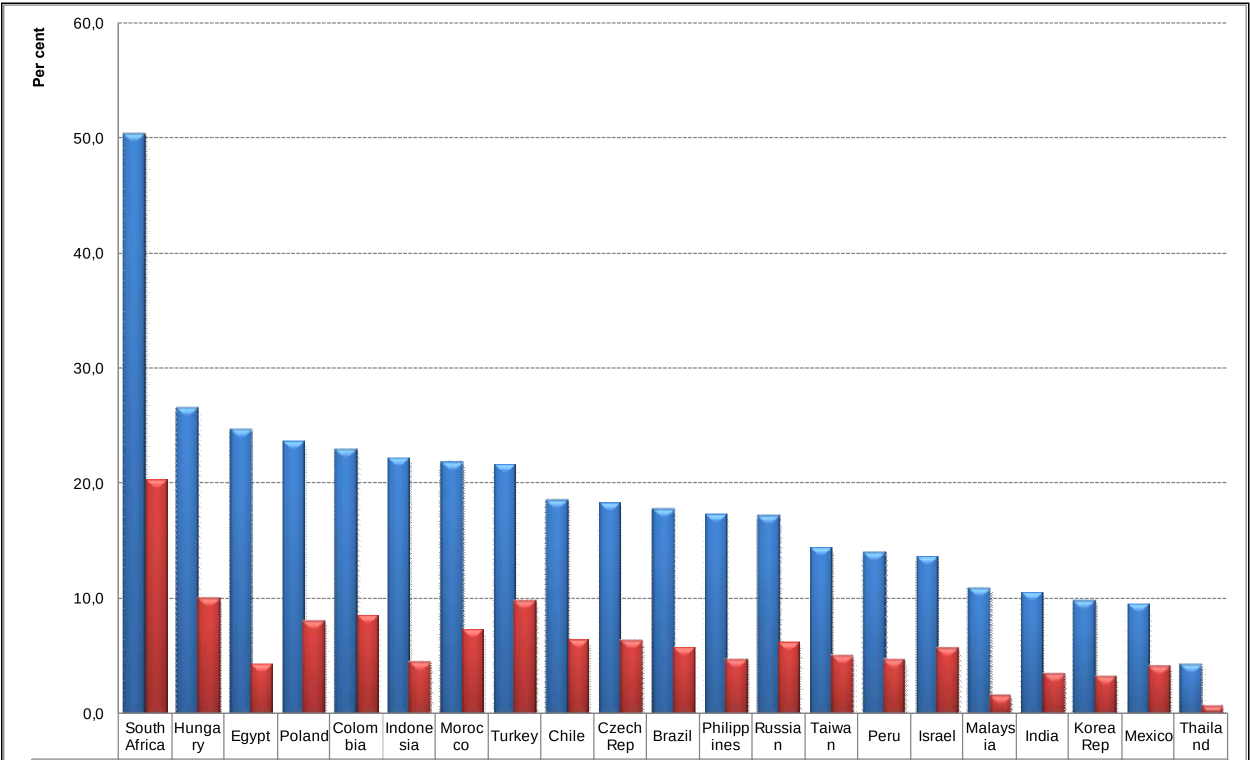
Country	Year	Ratio of youth unemployment rate to adult unemployment rate	Share of youth unemployed in total unemployed
		Per cent	
Brazil	2009	3,1	45,3
Chile	2010	2,9	32,1
Colombia	2008	2,7	40,3
Czech Republic	2010	2,9	19,1
Egypt	2007	5,8	62,9
Hungary	2010	2,7	16,7
India	2005	3,0	45,8
Indonesia	2009	4,9	53,8
Israel	2010	2,4	24,1
Korea, Republic of	2010	3,0	16,3
Malaysia	2008	7,0	62,2
Mexico	2010	2,3	37,1
Morocco	2009	3,0	40,9
Peru	2008	3,0	44,8
Philippines	2009	3,7	50,7
Poland	2010	2,9	24,3
Russian Federation	2010	2,8	27,5
South Africa	2010	2,5	30,9
Taiwan, China	2009	**2,8**	**19,9**
Thailand	2009	6,1	48,1
Turkey	2010	2,2	31,6

Source: ILO Key Indicators of the Labour Market (KILM) 7th edition, latest available data.

[26] ñGlobal Employment Trends, preventing a deeper job crisisò International Labour Office (ILO), Geneva (2012).

Table 7.1 shows that youth unemployment rates are high compared to those of adults across a sample of countries. In addition, the youth comprises a larger share of total unemployment in these countries.

Figure 7.2: Global unemployment rate for the youth (15–24 years) compared to adults (25 years and older), 2010



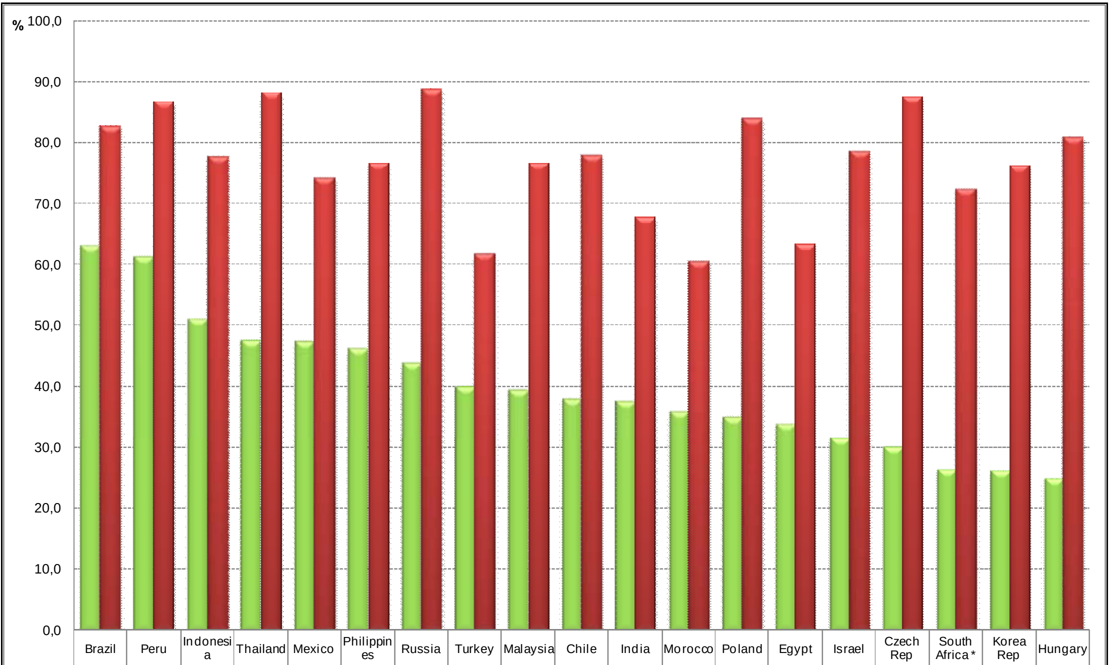
	South Africa	Hungary	Egypt	Poland	Colombia	Indonesia	Morocco	Turkey	Chile	Czech Rep	Brazil	Philippines	Russian	Taiwan	Peru	Israel	Malaysia	India	Korea Rep	Mexico	Thailand
Youth UR	50,5	26,6	24,8	23,7	23,0	22,2	21,9	21,7	18,6	18,3	17,8	17,4	17,2	14,5	14,0	13,7	10,9	10,5	9,8	9,5	4,3
Adult UR	20,3	10,0	4,3	8,1	8,5	4,5	7,3	9,8	6,4	6,4	5,7	4,7	6,2	5,1	4,7	5,7	1,6	3,5	3,3	4,2	0,7

Source: ILO Key Indicators of the Labour Market (KILM) 7th edition. Latest available data. Note: Unemployment rate is denoted by UR.

While the overall unemployment rate in South Africa is amongst the highest in the world, when focusing exclusively on the youth, even higher unemployment levels are observed. In 2010, the countryȏs youth unemployment rate of 50,5% (15ï 24 years) placed the country at the top of a list of emerging market countries.[27] By 2011 the youth unemployment rate declined somewhat, reaching 49,8% as overall employment expanded by 204 000 or 1,6% on an annual basis.

[27] The emerging markets chosen are from the MSCI Barra Emerging Market list, which includes Brazil, Chile, China, Colombia, Czech Republic, Egypt, Hungary, India, Indonesia, Israel, Korea, Malaysia, Mexico, Morocco, Peru, Philippines, Poland, Russia, South Africa, Taiwan, Thailand, and Turkey. http://www.mscibarra.com/products/indices/tools/index_country_membership/emerging_markets.html

Figure 7.3: Labour force participation rates, youth and adults, 2010

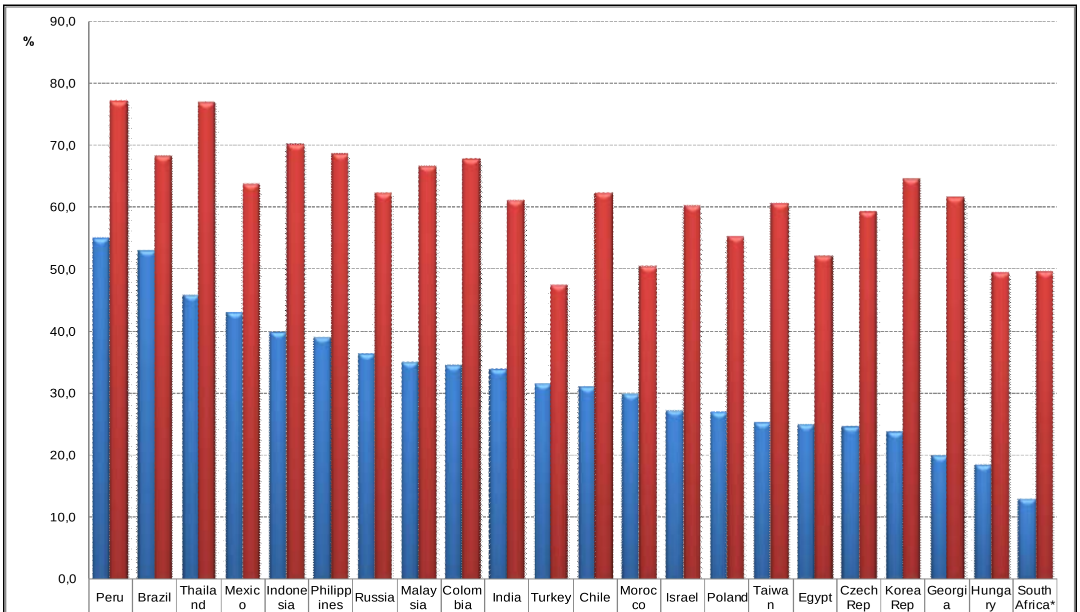


	Brazil	Peru	Indonesia	Thailand	Mexico	Philippines	Russia	Turkey	Malaysia	Chile	India	Morocco	Poland	Egypt	Israel	Czech Rep	South Africa*	Korea Rep	Hungary
15-24	63,3	61,3	51,2	47,8	47,6	46,4	44,0	40,1	39,5	38,1	37,7	36,0	35,2	34,0	31,6	30,1	26,5	26,3	25,0
25-54	82,8	86,8	77,7	88,3	74,2	76,6	88,9	61,8	76,6	77,9	67,7	60,5	84,1	63,4	78,7	87,6	72,5	76,3	81,0

Source: ILO Key Indicators of the Labour Market (KILM) 7th edition.

The labour force participation rate (LFPR) highlights the increase in inactivity levels amongst the youth, in particular the rise in the number of discouraged young people who have exited the labour force resulting in a decline in labour force participation rates (Figure 7.3). While the overall South African LFPR of 55,2% in 2010 is low compared to the average of the sample countries (64,7%), the youth LFPR rate of 26,3% is also lower than the average youth LFPR of 40,1% for this sample of countries.

Figure 7.4: Absorption rates among youth and adults, 2010



	Peru	Brazil	Thailand	Mexico	Indonesia	Philippines	Russia	Malaysia	Colombia	India	Turkey	Chile	Morocco	Israel	Poland	Taiwan	Egypt	Czech Rep	Korea Rep	Georgia	Hungary	South Africa*
15-24	55,1	53,1	45,9	43,1	39,9	39,1	36,4	35,1	34,5	33,9	31,6	31,0	29,9	27,3	27,0	25,3	25,0	24,6	23,8	20,0	18,4	13,0
25+	77,1	68,3	76,9	63,8	70,1	68,7	62,4	66,7	67,8	61,1	47,5	62,3	50,6	60,4	55,3	60,7	52,2	59,4	64,6	61,6	49,5	49,7

Source: ILO Key Indicators of the Labour Market (KILM) 7th edition.

When the absorption rates or the number of the employed as a share of the total working-age population is considered, the low levels of absorption amongst the youth finds that only one in 10 South African youth has a job compared to an average of nearly 1 in 3 based on the sample of emerging countries presented in Figure 7.4 above.

For the youth, the duration of unemployment and in particular reducing the incidence of long-term unemployment is particularly important to limit longer-term labour market scaring effects. This is due to the fact that the longer a person is unemployed, the more likely they are to remain unemployed, and this may negatively affect future employment prospects. In addition, the long-term consequences of youth unemployment include difficulties re-entering the labour market which may lead to complete discouragement and ultimately the deterioration in human capital. The long-term unemployed also experience lower hourly wages, face stigmas, are often underemployed, in low-quality jobs with little prospect of moving up the employment ladder, and experience repeated and increased periods of unemployment.[28]

Table 7.2: Incidence of long-term unemployment for youth and adults, 2010

Country	2010	
	15–24 yrs	25 yrs and older
	Per cent	
South Africa	59,1	68,1
Italy	44,4	49,6
Ireland	41,3	51,2
Spain	36,9	46,9
Greece	35,6	47,0
Portugal	30,5	56,4
United Kingdom	23,7	37,9
Turkey	22,9	31,2
United States	18,3	32,8
Poland	15,5	28,8
Mexico	1,2	3,2

Source: ILO Key Indicators of the Labour Market (KILM) 7th edition.

Table 7.2 above compares the incidence of long-term unemployment amongst a group of countries. While the comparison of South Africa with a sample of developed countries may not provide for a complete picture of unemployment relative to countries of a similar development stage; it is clear that the incidence of long-term unemployment in South Africa is high amongst the youth as well as among adults.

[28] Arulampalam, W. Gregg, P. & Gregory, M. "Unemployment Scarring", The Economic Journal, Volume 111, Number 475, November 2001.

The South African youth in 2011

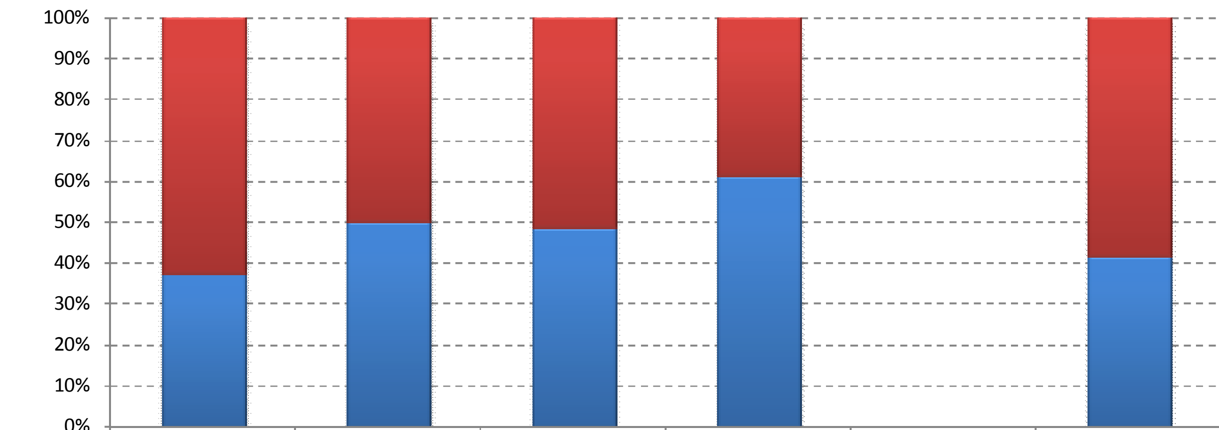
Snapshot of the Youth of South Africa in 2011

- 1 in 3 South African young people (aged 15ï 34 years) were unemployed.
- 17% of young people aged 15ï 34 years were unemployed compared to 9% of adults.
- 80% of the unemployed youth have never worked.
- 63,9% of young people in South Africa had less than a matric qualification.
- Young people accounted for 71,5% of the unemployed.
- Close to 1 in 10 young people had given up searching for work, accounting for 70% of the discouraged work-seekers in the South African labour market.

The South African working-age population

The working-age population comprises those aged 15ï 34 years. While the focus in this chapter is the youth aged 15ï 34 years, for comparative purposes, data on adults aged 35ï 64 years are also presented.

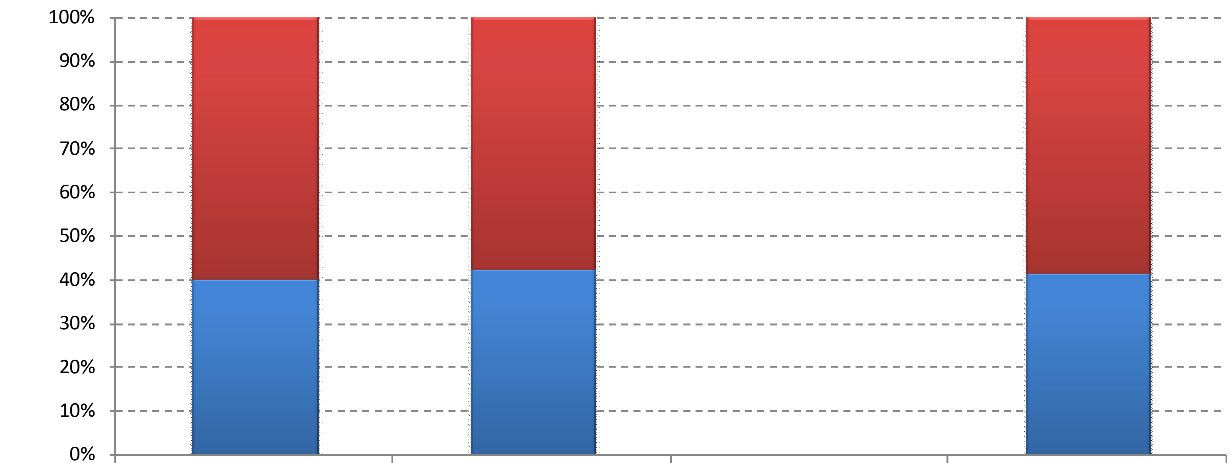
Figure 7.5: The age profile of youth and adults in the working-age population, 2011



	Black African	Coloured	Indian/ Asian	White		All population groups
15-34 yrs	62,2	50,1	51,2	38,6		58,5
35-64 yrs	37,8	49,9	48,8	61,4		41,5

South Africa has a young population, with 58,5% of the population aged 15ï 34 years. Amongst the population groups, the black African population age profile reflects a more youthful population ï such that 62,2% of individuals in this population group are aged 15ï 34 years. In contrast only 38,6% of the White population are aged 15ï 34 years with close to two thirds (61,4%) of this population group aged 35ï 64 years.

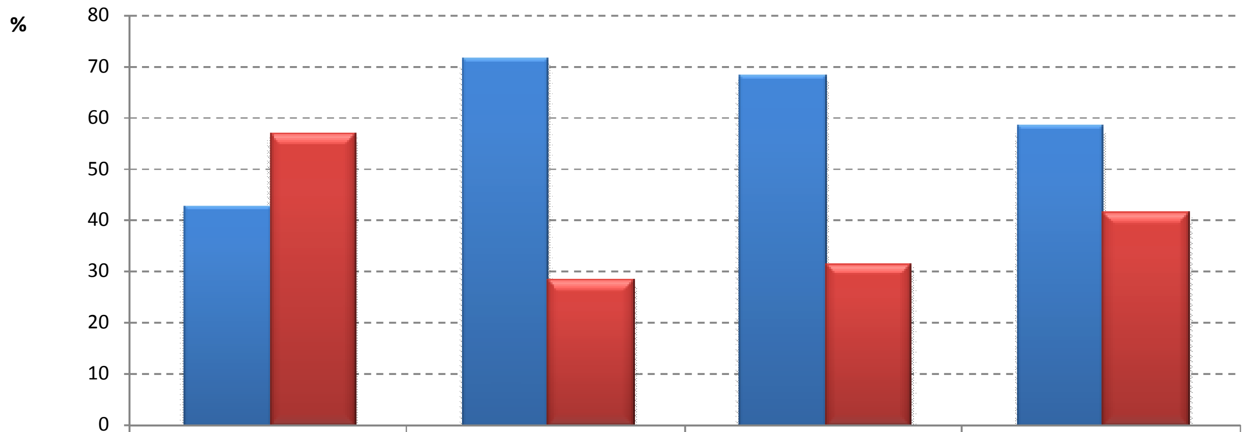
Figure 7.6: The age profile of adults and youths in the working-age population by sex, 2011



	Men	Women		All population groups
15-34 yrs	59,7	57,4		58,5
35-64 yrs	40,3	42,6		41,5

The composition of the working-age population by gender in 2011, finds similar age shares amongst men and women. However, men reflect a marginally younger profile: 59,7% of men are aged 15ï 34 years compared to 57,4% of females.

Figure 7.7: The age profile of adults and youths in each component of the working-age population, 2011



	Employed	Unemployed	NEA	Working age
15-34 yrs	43,0	71,5	68,5	58,5
35-64 yrs	57,0	28,5	31,5	41,5

While the youth accounted for 58,5% of the working-age population, they only accounted for 43% of the employed (under-represented), 71,5% of the unemployed (over-represented) and 68,5% of the not economically active population (over-represented). Adults, on the other hand, made up 41,5% of the working-age population and were over-represented in employment (57,0%) and under-represented in unemployment (28,5%) and the not economically active (31,5%) category.

Table 7.3: Annual change in labour market component for youths and adults, 2010 and 2011

Status	2010		2011		Change		Percent change	
	Thousand				Per cent			
	15–34 yrs	35–64 yrs	15–34 yrs	35–64 yrs	15–34 yrs	35–64 yrs	15–34 yrs	35–64 yrs
Employed	5 684	7 377	5 703	7 561	19	184	0,3	2,5
Unemployed	3 114	1 218	3 143	1 254	29	36	0,9	3,0
Discouraged	1 391	607	1 567	669	176	62	12,7	10,3
Other NEA	8 609	4 008	8 593	3 999	-16	-9	-0,2	-0,2
Total	**18 798**	**13 209**	**19 006**	**13 483**	**208**	**274**	**1,1**	**2,1**

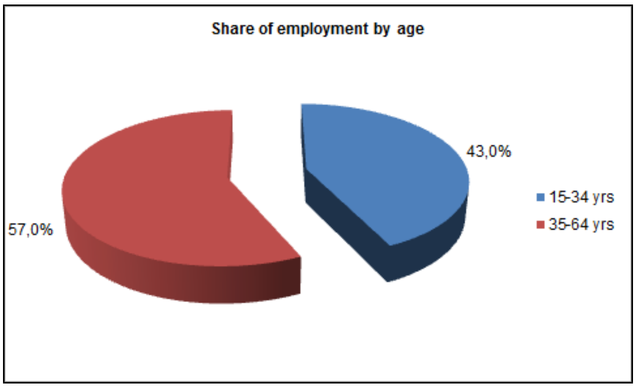
On an annual basis the number of employed youth increased by 19 000 or 0,3% compared to an increase of 184 000 (2,5%) among employed adults in 2011. Thus only 10% jobs created between 2010 and 2011 belonged to youth. The number of discouraged youth increased by 176 000 (12,7%) year-on-year; the number of discouraged youth in 2011 was 2,3 times more than the number of discouraged adults. The number of unemployed young people increased by about 29 000 or 0,9% between 2010 and 2011.

The South African youth labour force, 2011

Employment

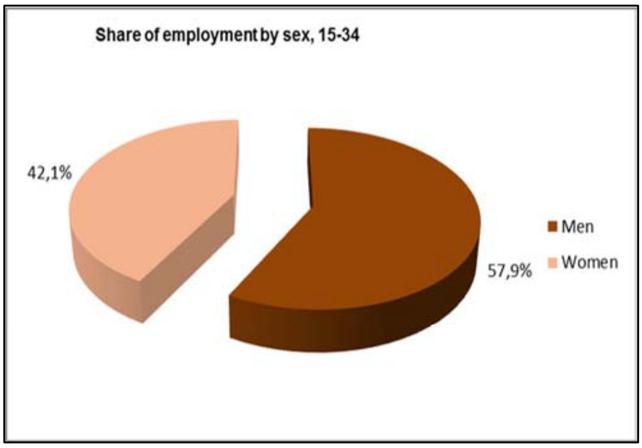
Employment in South Africa is dominated by adults. Of the employed, 57,0% were aged 35ï 64, while the remainder were aged 15ï 34 years.

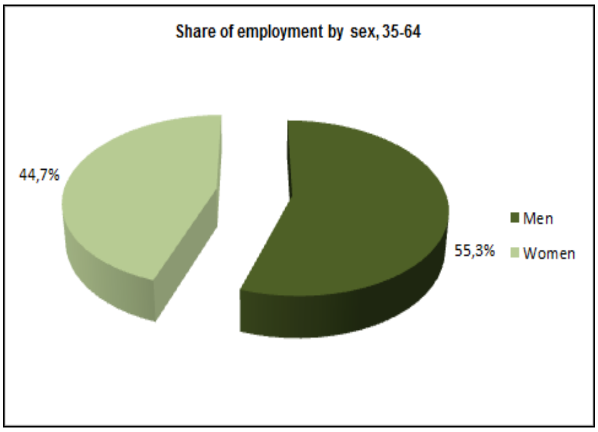
Figure 7.8: The age profile of persons employed by population group and gender



Share of employment within population group by age

Absorption rates	15-34	35-64
	Per cent	
Black African	26,9	52,6
Coloured	40,5	57,0
Indian/Asian	46,9	57,8
White	51,3	72,4
Total	30,0	56,1



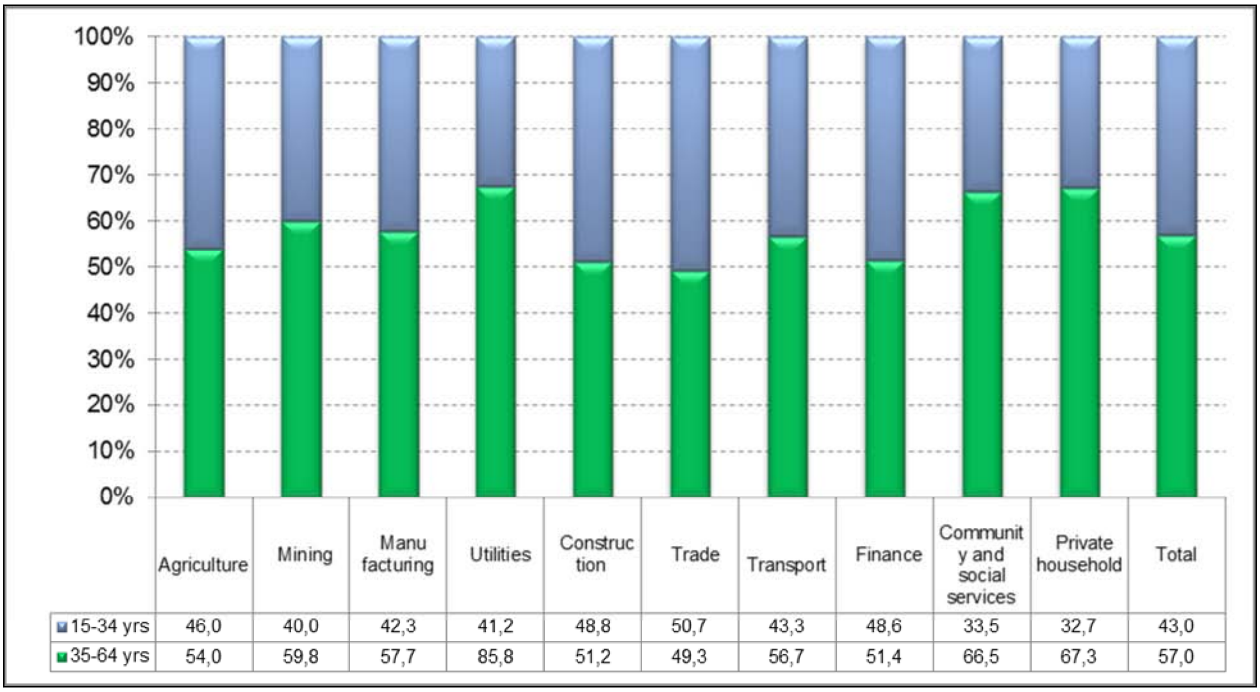


When comparing absorption rates for the youth amongst different population groups, we observe low rates for black Africa youths (26,9%) compared to all other population groups and in particular youths from the white population group (51,3%). Adults across population groups have higher absorption rates compared to young people. The share of males in employment is higher amongst both the youth and adults, but the share of young males between the ages of 15 and 34 in employment is nearly 16% higher than that of their female counterparts.

Youth industry and occupational employment

An analysis of the industries in which the youth are employed is provided to serve as an indication of the youth employment intensity of different industries.

Figure 7.9: The age profile of employment by industry, 2011

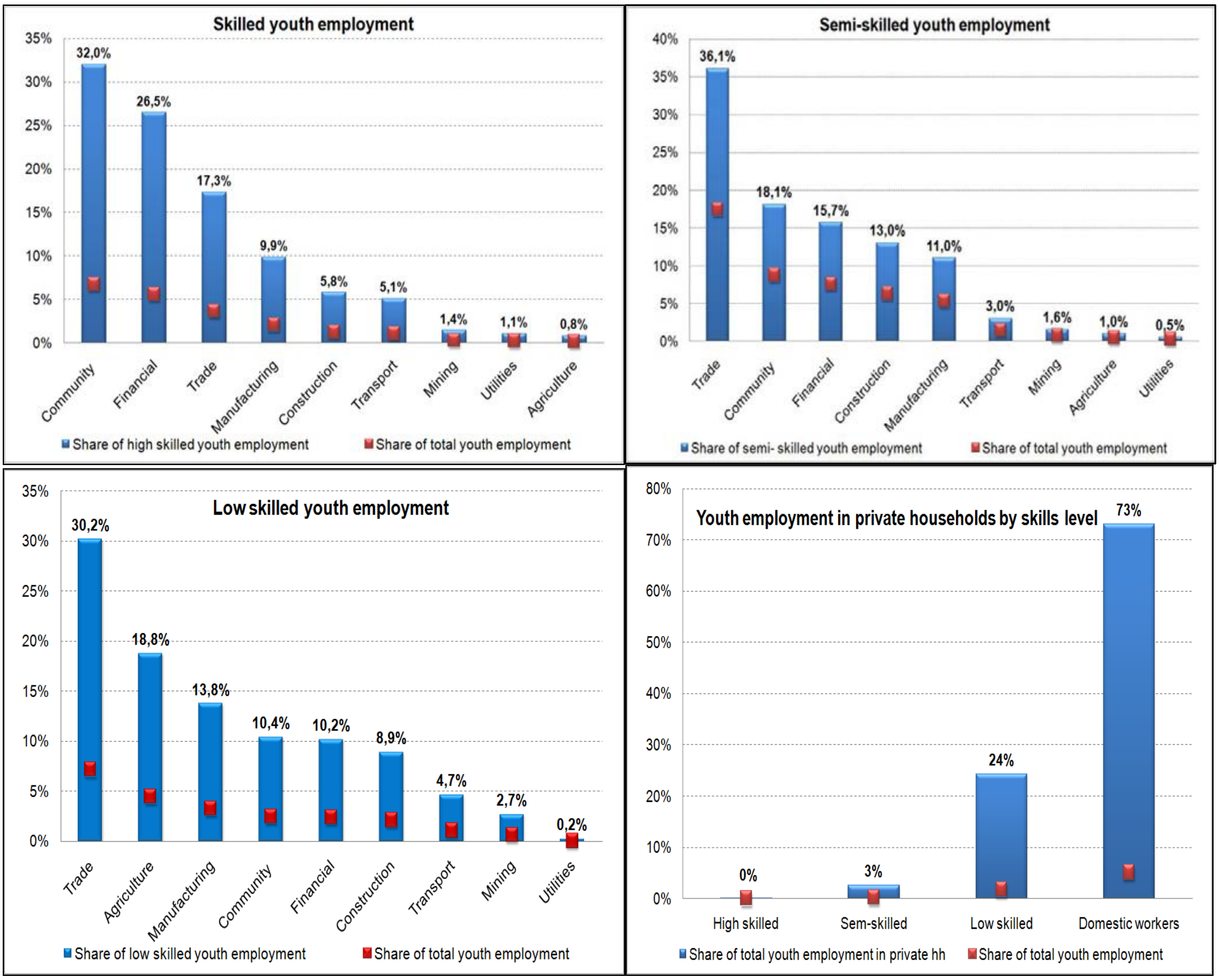


	Agriculture	Mining	Manu facturing	Utilities	Construc tion	Trade	Transport	Finance	Communit y and social services	Private household	Total
15-34 yrs	46,0	40,0	42,3	41,2	48,8	50,7	43,3	48,6	33,5	32,7	43,0
35-64 yrs	54,0	59,8	57,7	85,8	51,2	49,3	56,7	51,4	66,5	67,3	57,0

Trade is the only industry in which more young people than adults were employed. They accounted for 50,7% of the employed in this industry ï 1,4 percentage points higher than adults. In all the other industries, the youth accounted for less than 50% of the employed with the least share being in private households (32,7%).

Dynamics in the skills composition of an industry provides for a useful insight in the sectors where the youth are employed. Occupation was used as a proxy for skill level as set out at the beginning of Chapter 4 (Employment).

Figure 7.10: Youth employment by occupation and industry, 2011



In 2011, the top 3 industries in which high skilled young people aged 15ï 34 years were employed, were Community and social services (32,0%), followed by Finance (26,5%) and Trade (17,3%). Together these industries accounted for 76%.

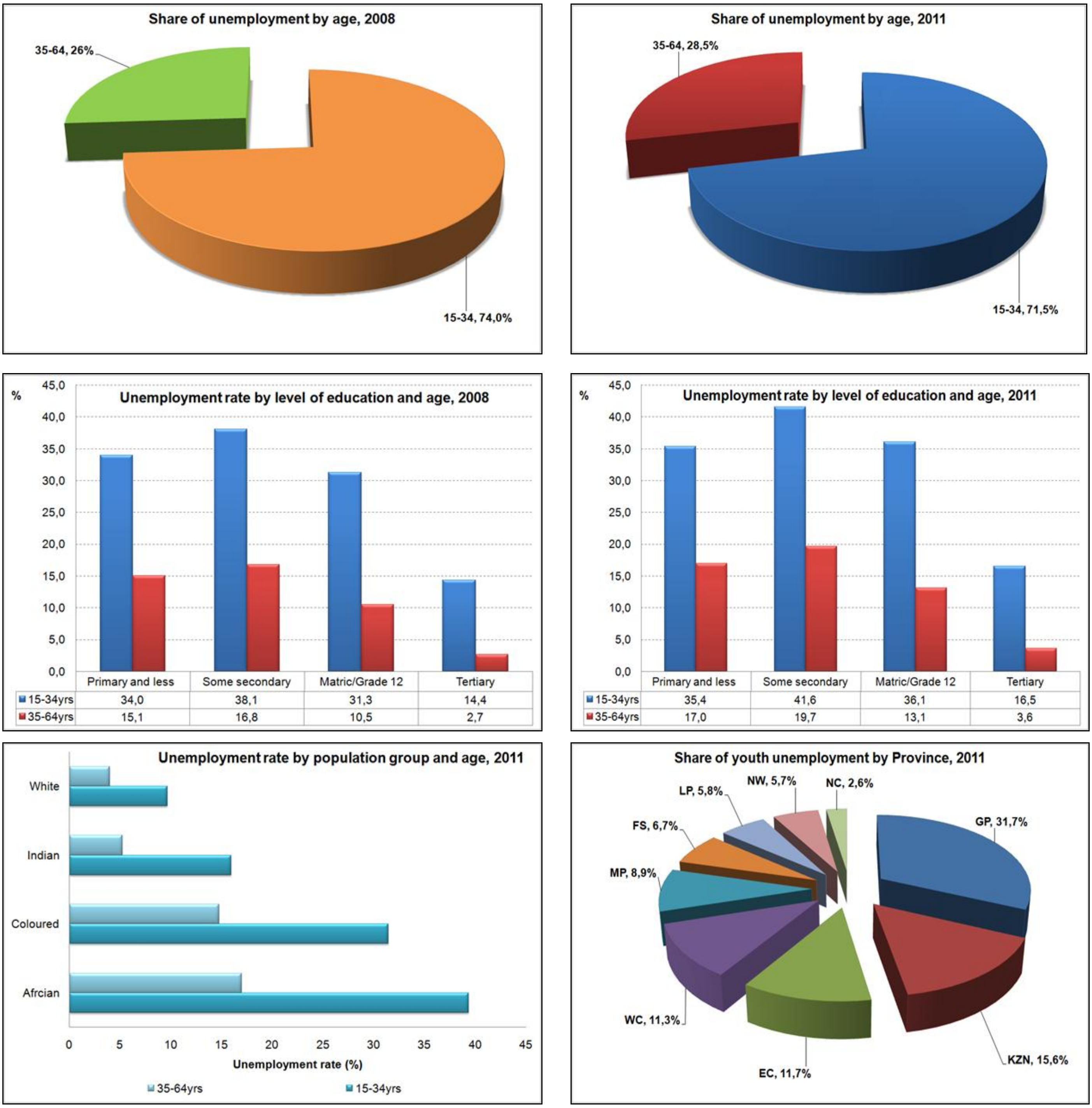
In the semi-skilled occupation category, youth employment was concentrated in Trade, with close to 1,0 million or 36,1% young people employed in this industry in 2011. Community and social services (18,1%), Financial (15,7%), Construction (13,0%) and Manufacturing (11,0%) were responsible for employment of another 1,5 million semi-skilled young people.

Low skilled employment for the youth was dominated by Trade (30,2%) and Agriculture (18,8%), followed by the Manufacturing (13,8%) industry. Trade, Agriculture and Manufacturing collectively accounted for nearly two-thirds of low skilled youth employment.

Unemployment

An analysis of unemployment by age highlights how the burden of unemployment falls amongst the youth; young people between the ages of 15 and 34 accounted for nearly 72% of total unemployment. This burden can also be demonstrated through the absorption rate. There is an inverse relationship between the unemployment rate and employment-to-population ratio or absorption rate, such that the absorption rate among the youth is very low, but this level rises with age, while the unemployment rate declines with age.

Figure 7.11: The unemployed by population group, education and province, 2008 and 2011



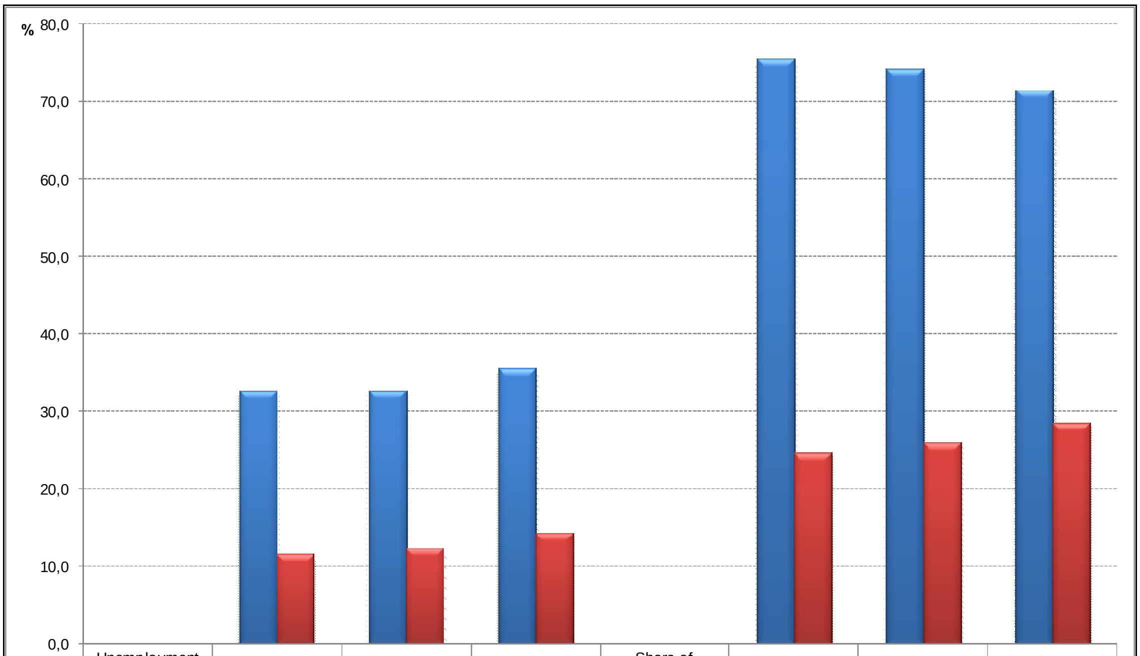
Levels of education also play an important role in the unemployment rates faced by young people. Youth with primary education but less than secondary (matric) had a higher unemployment rate (41,6%) compared to youth with a tertiary education (16,5%). Compared to 2008, in 2011 the unemployment rate increased irrespective of education level.

In 2011, the unemployment rate for black African young persons was more than 4 times that of young white persons. The provincial breakdown finds that youth in Gauteng account for nearly 32% of total youth unemployment, followed by KZN, Western Cape and Eastern Cape, which, combined, account for close to 40% of total youth unemployment.

Indicators of youth vulnerability in the labour market

The ILO publication "Global Employment Trends for Youth, 2011 Update"[29] highlights a number of factors which influence the levels of vulnerability amongst the youth, in particular those which have impacted post the financial crisis. These include lack of skills and work experience which reduces marketability of the youth during 'slack' labour market conditions.[30] Young people often also do not have the breadth of social networks from which their potential job offers can emanate due to limited previous work experience or the fact that many have never worked before. While active labour market policies such as the assistance in job searching is often targeted at the youth, many young people still lack the knowledge of how and where to look for employment. Access to financial resources may also limit the extent of job-search activities or further education of young people.

Figure 7.12: Unemployment rate and share of unemployment for youths and adults, 2006 and 2011



	Unemployment rate	2006	2008	2011	Share of unemployment	2006	2008	2011
15-34		32,6	32,6	35,5		75,5	74,1	71,5
35-64		11,6	12,4	14,3		24,5	25,9	28,5

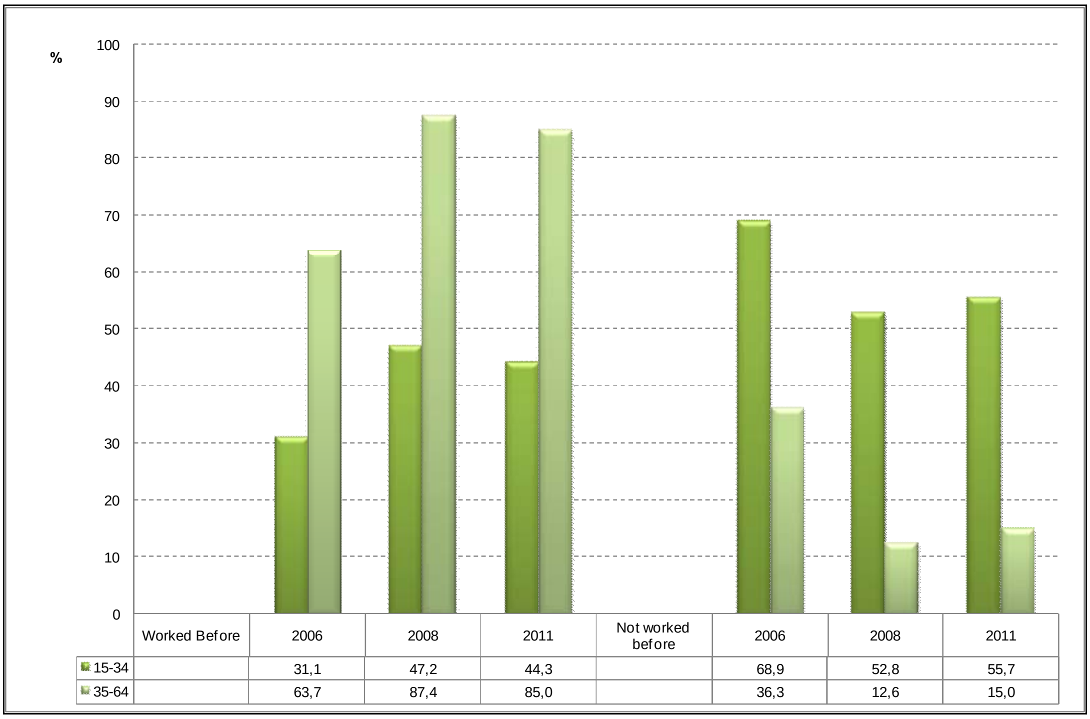
Over the period 2006 to 2011, both youth and adult unemployment rates increased. In 2006, the youth's share in total unemployment was 75,5% (close to 3 times the share of adults). By 2011, however, this ratio had declined to 2,5 times that of adults.

Which factors exacerbate poor labour market outcomes for the youth, in particular the high levels of unemployment they face? One such a factor is experience. Experience is gained from previous

[29] Publication can be found at http://www.ilo.org/empelm/pubs/WCMS_165455/lang--en/index.htm
[30] A tight labour market refers to conditions when the number of available jobs exceeds the number of job seekers or in economics terms, labour demand exceeds labour supply. A slack labour market refers to the converse in which there are more job seekers than job openings or labour supply exceeds labour demand.

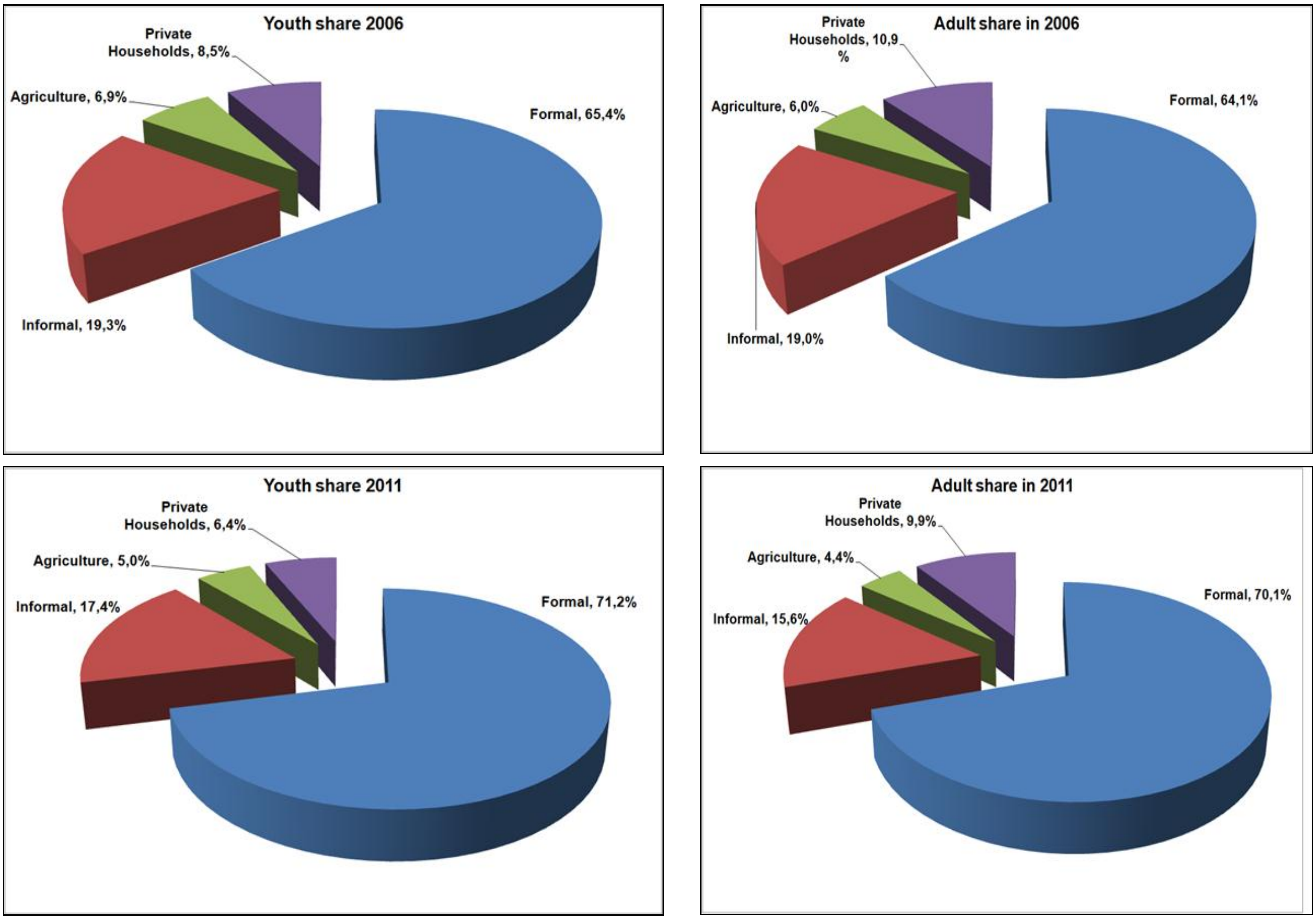
episodes of work and as mentioned, young people often have limited work experience or have never worked before.

Figure 7.13: Share of unemployed by age and whether person have worked before



While youth unemployment is high, the share of unemployment by age rises further for young people who have indicated that they have never worked for pay or profit or helped unpaid in a household business and thus have no previous work experience.

Figure 7.14: Employment by sector and age, 2006 and 2011



Vulnerabilities of the youth can also be exacerbated by the sectors in which they work, such that informal sector employment could be deemed more vulnerable as most workers in this sector do not have access to the conditions of employment and benefits available to those employed in the formal sector. A trend analysis over the period 2006 to 2011, finds that the share of formal sector employment for young people had increased while employment in the informal sector, agricultural and private household employment declined, suggestive of an improvement in the vulnerability of the youth. Similar trends were observed for adults aged between 35 and 64 years.

As mentioned, the length of unemployment impacts on future employment prospects especially for the youth.

Table 7.6: Share of unemployment by length of unemployment for adults and youth, 2006–2011

Duration of unemployment	2006		2007		2008		2009		2010		2011	
	Per cent											
	15-34	35-64	15-34	35-64	15-34	35-64	15-34	35-64	15-34	35-64	15-34	35-64
Less than 1 year	57,4	64,0	50,7	62,1	57,4	62,7	58,4	63,2	64,4	67,7	67,4	69,8
More than one year	42,6	36,0	49,3	37,9	42,6	37,3	41,6	36,8	35,6	32,3	32,6	30,2

As young people make up around 70% of the unemployed, it is expected that they would also account for the majority of the long and short-term unemployed. In 2006, 57,4% of young people were long term unemployed (unemployed for more than a year), compared to 64% of adults. By 2011, the incidence of long term unemployment had increased for both youth and adults; 67,4% of unemployed youths were long term unemployed compared to 69.8% for adults. However the increase in the incidence of long term unemployment over the period for the youth was almost double that of adults.

Summary and conclusion

Youth unemployment is a global phenomenon, with 74,8 million young people between the ages of 15 to 24 years unemployed in 2011 globally, an increase of 4 million since the start of the economic crisis. The global unemployment rate for youth is 12,7% ï a level which is still one percentage point higher than the level prior to the onset of the crisis.

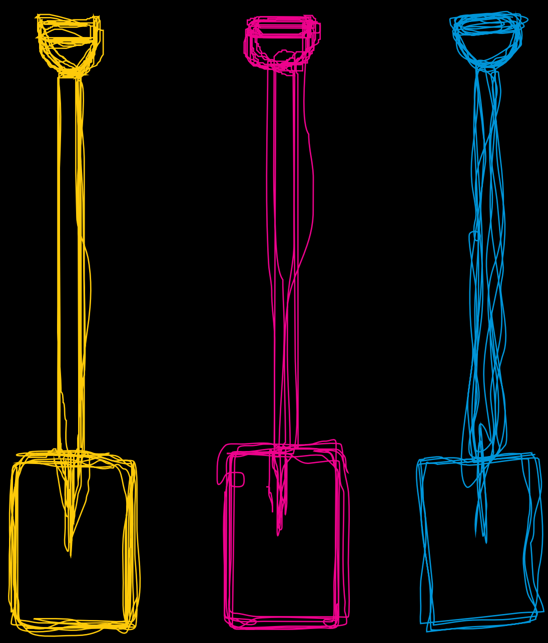
By providing a global context to youth unemployment in South Africa, the very serious nature of the problem is observed. While overall unemployment levels remain elevated, the current youth unemployment rate of 35,5% implies that 1 in every 3 young people in the labour force do not have a job. The burden of unemployment is also concentrated amongst these young people as they account for more than 70% of the total unemployed. It is even more concerning to note that 1 in 10 young people have given up looking for work and they make up more than two-thirds of the number of discouraged work-seekers in the South African labour market.

When young people are employed in the South African labour market, youth employment intensity is the highest amongst the Trade, Construction and Finance and other business services industries. Low and semi-skilled youth employment is concentrated in the Trade industry while high skilled youth employment is in Community and Finance and other business services industries.

Certain factors such as lack of experience and length of unemployment may increase the vulnerabilities of young people in the labour market.

Understanding these trends will assist policymakers in formulating interventions to best suit the needs of South Africaõs youth.

Chapter 8
Comparing labour market indicators for SADC countries



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Chapter 8: Comparing the labour market indicators for the SADC countries

Production for own consumption

Production for own consumption includes subsistence farming, hunting, fishing etc.

Definition of employment in South Africa

In South Africa employment includes only market production 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.

Caution to be taken when comparing different countries

Comparisons of key Labour market indicators across countries is complex in that, countries have different definitions of what constitutes employment. For example, production for own consumption e.g. subsistence farming, is important in most African countries because it contributes significantly to total household consumption. In these countries production for own consumption is regarded as employment while in South Africa it is not. Caution should thus be exercised when comparing levels of employment, unemployment and inactivity across countries as differences could be a reflection of the diverse methodological approaches in the estimation of labour market indicators. Secondly, data from other countries in the region is not readily available as labour force surveys are not conducted regularly and are not frequent. In light of this, in some cases countries have been compared using figures from different reference periods.

Background

This chapter compares South African labour market indicators with countries in the SADC region and explains differences found in the structure of labour market. The structure of economies in the SADC region differs and as such the composition of the labour market also differs, therefore, caution should be exercised when comparing labour market indicators. If comparisons are to be realised, then labour market definitions and indicators should be harmonised in the region. The purpose of this chapter is thus to highlight the incomparability of South African labour market data to its counterparts in the SADC region.

Key labour market indicators

Table 8.1: Key labour market indicators by country, 2010

Country	LFPR (15–64yrs)	Unemployment rate (15 yrs+)	Absorption rate (15 yr+)	Working age (15–64 yrs)
	Percent			Thousand
Angola	70,8	7,6	64,4	9 722
Botswana	78,9	17,2	63,4	1 273
Congo, Dem. Rep.	71,7	7,3	66,1	33 679
Lesotho	67,1	28,3	47,2	1 266
Malawi	82,6	7,6	76,8	7 613
Mauritius	64,3	7,6	54,9	925
Mozambique	84,9	7,6	78,3	12 305
Namibia	66,0	37,5	40,0	1 368
South Africa	54,3	24,7	38,3	32 007
Swaziland	58,0	22,9	43,7	691
Tanzania	90,6	11,6	78,9	23 384
Zambia	79,8	15,8	66,9	6 620
Zimbabwe	87,3	4,1	82,6	7 156

Source: ILO key indicators of the labour market (7th edition)

The unemployment rate among SADC countries ranges from 4,1% (Zimbabwe) to 37,5% (Namibia). Namibia recorded the highest unemployment rate (37,5%), followed by Lesotho with 28,3%, South Africa with 24,7% and Swaziland with 22,9%. Absorption rates within the region ranged from 40,0% (Namibia) to 82,6% (Zimbabwe). At 38,3%, the absorption rate of South Africa is comparable to that of Namibia and Swaziland.

The South African working-age population is among the highest in the region (32,0 million), along with Congo at 33, 7 million and Tanzania at 23,3 million. However, the labour force participation rate (LFPR) in South Africa is one of the lowest (54,3%) compared to the aforementioned countries which recorded labour force participation rates of 71,7% and 90,6% respectively in 2010.

Employment by industry

Table 8.2: Employment by industry

	Agriculture	Industrial (Manufacturing and Mining)	Services	Industry and service	Year
	%				
Angola	85,0	*	*	15,0	2003
Lesotho	86,0	*	*	14,0	2002
Malawi	90,0	*	*	10,0	2003
Mauritius	9,0	66,0	*	25,0	2007
Mozambique	81,0	6,0	*	13,0	1997
Namibia	16,3	22,4	61,3	*	2008
South Africa	9,0	26,0	65,0	*	2007
Swaziland	70,0	*	*	30,0	*
Tanzania	80,0	*	*	20,0	2002
Zambia	85,0	6,0	9,0	*	2004
Zimbabwe	66,0	10,0	24,0	*	1996

Source: Central Intelligence Agency.

* Figures not available

Table 8.2 shows how the structure of the economies in other SADC countries differs from South Africa. Agriculture contributes over 60% of total employment in most countries in the region, most of which is subsistence rather than commercial. South Africa and Mauritius presents a different picture where agriculture accounts for less than 10% of total employment. Countries where agriculture contributes a higher percentage to total employment generally reported lower unemployment rates, with the exception of Swaziland and Lesotho.

Conclusion

The discussion above indicated that the structure of economies in the region is different. The unemployment rate in South Africa appears to be one of the highest in the region compared to other countries in the region. However, it is substance farming that drives employment in most countries in the region that report lower unemployment rates.

Statistical appendix

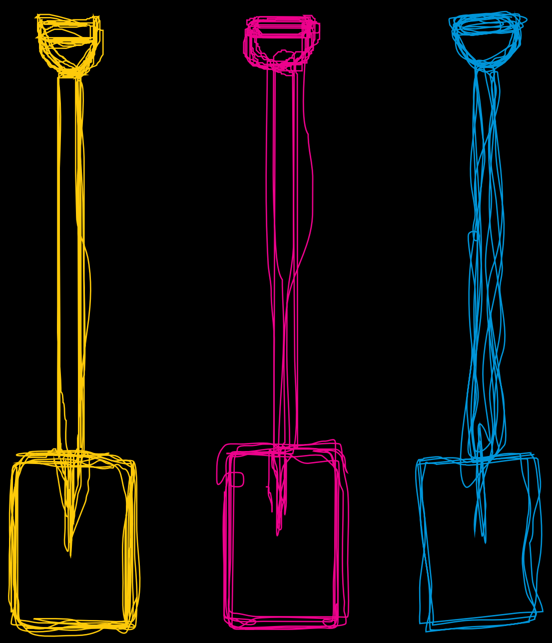

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Table 1: Population of working age (15-64 years)

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**
Women	15 706	15 904	16 045	16 280	16 507	16 721
Men	14 182	14 407	14 922	15 214	15 500	15 773
Population groups	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**
Black/African	23 036	23 423	23 985	24 483	24 973	25 438
Coloured	2 846	2 891	2 922	2 961	2 998	3 034
Indian/Asian	840	857	879	897	912	928
White	3 167	3 141	3 180	3 154	3 125	3 094
South Africa	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**
Western Cape	3 349	3 403	3 273	3 328	3 383	3 437
Eastern Cape	3 847	3 898	3 996	4 063	4 123	4 173
Northern Cape	692	698	695	705	712	720
Free State	1 826	1 841	1 821	1 843	1 858	1 872
KwaZulu Natal	6 084	6 180	6 411	6 528	6 649	6 761
North West	2 130	2 150	1 962	1 991	2 016	2 040
Gauteng	6 911	6 999	7 446	7 568	7 687	7 806
Mpumalanga	2 115	2 148	2 213	2 252	2 292	2 331
Limpopo	2 935	2 994	3 149	3 215	3 287	3 353

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

Table 2: Labour force characteristics by sex - All population groups						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15-64 yrs	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**
Labour Force	17 340	17 338	17 971	17 670	17 393	17 662
Employed	13 419	13 467	13 867	13 455	13 061	13 265
Formal sector (Non-agricultural)	8 675	9 147	9 572	9 453	9 123	9 367
Informal sector (Non-agricultural)	2 573	2 325	2 298	2 129	2 159	2 171
Agriculture	859	737	786	686	639	614
Private households	1 311	1 258	1 209	1 187	1 140	1 113
Unemployed	3 922	3 871	4 104	4 215	4 332	4 397
Not economically active	12 548	12 973	12 996	13 824	14 614	14 832
Discouraged work-seekers	2 331	2 557	1 129	1 532	1 998	2 237
Other(not economically active)	10 217	10 416	11 867	12 292	12 616	12 595
Rates (%)						
Unemployment rate	22,6	22,3	22,8	23,9	24,9	24,9
Employed / population ratio (Absorption)	44,9	44,4	44,8	42,7	40,8	40,8
Labour force participation rate	58,0	57,2	58,0	56,1	54,3	54,4
Women						
Population 15-64 yrs	**15 706**	**15 904**	**16 045**	**16 280**	**16 507**	**16 721**
Labour Force	8 147	8 076	8 156	7 981	7 819	8 014
Employed	5 936	5 944	6 000	5 894	5 671	5 783
Formal sector (Non-agricultural)	3 427	3 635	3 773	3 804	3 666	3 822
Informal sector (Non-agricultural)	1 185	1 082	1 030	945	909	898
Agriculture	310	269	256	219	217	200
Private households	1 013	959	941	926	879	863
Unemployed	2 212	2 132	2 156	2 087	2 148	2 231
Not economically active	7 559	7 828	7 888	8 300	8 688	8 706
Discouraged work-seekers	1 466	1 603	681	883	1 121	1 242
Other(not economically active)	6 093	6 225	7 208	7 416	7 568	7 464
Rates (%)						
Unemployment rate	27,2	26,4	26,4	26,1	27,5	27,8
Employed / population ratio (Absorption)	37,8	37,4	37,4	36,2	34,4	34,6
Labour force participation rate	51,9	50,8	50,8	49	47,4	47,9
Men						
Population 15-64 yrs	**14 182**	**14 407**	**14 922**	**15 214**	**15 500**	**15 773**
Labour Force	9 193	9 262	9 815	9 689	9 574	9 647
Employed	7 483	7 523	7 866	7 562	7 390	7 481
Formal sector (Non-agricultural)	5 248	5 512	5 799	5 649	5 457	5 545
Informal sector (Non-agricultural)	1 388	1 244	1 268	1 184	1 250	1 273
Agriculture	549	467	531	467	422	413
Private households	298	300	268	262	261	250
Unemployed	1 710	1 739	1 948	2 128	2 184	2 166
Not economically active	4 989	5 145	5 107	5 524	5 926	6 126
Discouraged work-seekers	865	954	448	648	877	995
Other(not economically active)	4 124	4 191	4 659	4 876	5 049	5 131
Rates (%)						
Unemployment rate	18,6	18,8	19,8	22,0	22,8	22,5
Employed / population ratio (Absorption)	52,8	52,2	52,7	49,7	47,7	47,4
Labour force participation rate	64,8	64,3	65,8	63,7	61,8	61,2

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

Table 2.1: Labour force characteristics by population group						
	LFS 2006	**LFS 2007**	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
South Africa						
Population 15-64 yrs	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**
Labour Force	17 340	17 338	17 971	17 670	17 393	17 662
Employed	13 419	13 467	13 867	13 455	13 061	13 265
Unemployed	3 922	3 871	4 104	4 215	4 332	4 397
Not economically active	12 548	12 973	12 996	13 824	14 614	14 832
Rates (%)						
Unemployment rate	22,6	22,3	22,8	23,9	24,9	24,9
Employed / population ratio (Absorption)	44,9	44,4	44,8	42,7	40,8	40,8
Labour force participation rate	58,0	57,2	58,0	56,1	54,3	54,4
Black/African						
Population 15-64 yrs	**23 036**	**23 423**	**23 985**	**24 483**	**24 973**	**25 438**
Labour Force	12 797	12 785	13 305	13 023	12 792	13 101
Employed	9 426	9 490	9 719	9 365	9 054	9 313
Unemployed	3 371	3 294	3 587	3 658	3 737	3 787
Not economically active	10 239	10 638	10 679	11 459	12 181	12 337
Rates (%)						
Unemployment rate	26,3	25,8	27,0	28,1	29,2	28,9
Employed / population ratio (Absorption)	40,9	40,5	40,5	38,3	36,3	36,6
Labour force participation rate	55,6	54,6	55,5	53,2	51,2	51,5
Coloured						
Population 15-64 yrs	**2 846**	**2 891**	**2 922**	**2 961**	**2 998**	**3 034**
Labour Force	1 914	1 944	1 904	1 933	1 917	1 909
Employed	1 517	1 508	1 546	1 542	1 496	1 478
Unemployed	397	436	359	391	422	431
Not economically active	932	947	1 018	1 028	1 081	1 125
Rates (%)						
Unemployment rate	20,7	22,4	18,8	20,2	22,0	22,6
Employed / population ratio (Absorption)	53,3	52,2	52,9	52,1	49,9	48,7
Labour force participation rate	67,3	67,2	65,2	65,3	64,0	62,9
Indian/Asian						
Population 15-64 yrs	**840**	**857**	**879**	**897**	**912**	**928**
Labour Force	500	495	536	523	552	542
Employed	453	445	472	461	502	485
Unemployed	47	50	64	63	50	57
Not economically active	340	361	343	373	360	387
Rates (%)						
Unemployment rate	9,4	10,1	11,9	12,0	9,1	10,5
Employed / population ratio (Absorption)	53,9	51,9	53,7	51,4	55,0	52,3
Labour force participation rate	59,5	57,8	61,0	58,4	60,5	58,4
White						
Population 15-64 yrs	**3 167**	**3 141**	**3 180**	**3 154**	**3 125**	**3 094**
Labour Force	2 130	2 114	2 225	2 191	2 132	2 111
Employed	2 024	2 024	2 130	2 088	2 009	1 989
Unemployed	107	90	94	103	123	122
Not economically active	1 037	1 027	955	963	992	983
Rates (%)						
Unemployment rate	5,0	4,3	4,2	4,7	5,8	5,8
Employed / population ratio (Absorption)	63,9	64,4	67,0	66,2	64,3	64,3
Labour force participation rate	67,3	67,3	69,9	69,5	68,2	68,2

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

Table 2.2: Labour force characteristics by province

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**29 889**	**30 311**	**30 967**	**31 494**	**32 007**	**32 494**
Labour Force	17 340	17 338	17 971	17 670	17 393	17 662
Employed	13 419	13 467	13 867	13 455	13 061	13 265
Unemployed	3 922	3 871	4 104	4 215	4 332	4 397
Not economically active	12 548	12 973	12 996	13 824	14 614	14 832
Discouraged work-seekers	2 331	2 557	1 129	1 532	1 998	2 237
Other	10 217	10 416	11 867	12 292	12 616	12 595
Rates (%)						
Unemployment rate	22,6	22,3	22,8	23,9	24,9	24,9
Employed / population ratio (Absorption)	44,9	44,4	44,8	42,7	40,8	40,8
Labour force participation rate	58,0	57,2	58,0	56,1	54,3	54,4
Western Cape						
Population 15-64 yrs	**3 349**	**3 403**	**3 273**	**3 328**	**3 383**	**3 437**
Labour Force	2 254	2 308	2 215	2 297	2 288	2 327
Employed	1 857	1 875	1 809	1 825	1 789	1 809
Unemployed	396	433	406	472	498	518
Not economically active	1 095	1 095	1 058	1 031	1 095	1 110
Discouraged work-seekers	109	138	34	32	41	33
Other	986	957	1 024	999	1 054	1 077
Rates (%)						
Unemployment rate	17,6	18,8	18,3	20,5	21,8	22,3
Employed / population ratio (Absorption)	55,4	55,1	55,3	54,8	52,9	52,6
Labour force participation rate	67,3	67,8	67,7	69	67,6	67,7
Eastern Cape						
Population 15-64 yrs	**3 847**	**3 898**	**3 996**	**4 063**	**4 123**	**4 173**
Labour Force	1 937	1 762	1 835	1 820	1 783	1 813
Employed	1 423	1 290	1 350	1 317	1 294	1 314
Unemployed	514	472	485	503	489	499
Not economically active	1 910	2 136	2 161	2 243	2 340	2 360
Discouraged work-seekers	305	402	247	313	365	372
Other	1 604	1 735	1 914	1 930	1 976	1 987
Rates (%)						
Unemployment rate	26,5	26,8	26,4	27,6	27,4	27,5
Employed / population ratio (Absorption)	37,0	33,1	33,8	32,4	31,4	31,5
Labour force participation rate	50,4	45,2	45,9	44,8	43,2	43,4
Northern Cape						
Population 15-64 yrs	**692**	**698**	**695**	**705**	**712**	**720**
Labour Force	400	400	400	381	371	384
Employed	311	309	307	279	271	274
Unemployed	89	91	92	102	99	110
Not economically active	292	297	295	323	342	336
Discouraged work-seekers	52	63	29	29	40	35
Other	240	234	267	294	302	301
Rates (%)						
Unemployment rate	22,3	22,8	23,1	26,8	26,8	28,6
Employed / population ratio (Absorption)	44,9	44,3	44,2	39,6	38,1	38,1
Labour force participation rate	57,8	57,3	57,4	54,0	52,0	53,3

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

Table 2.2: Labour force characteristics by province (continued)						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State						
Population 15-64 yrs	**1 826**	**1 841**	**1 821**	**1 843**	**1 858**	**1 872**
Labour Force	1 052	1 073	1 087	1 062	1 075	1 083
Employed	803	832	826	781	775	783
Unemployed	249	241	261	280	300	300
Not economically active	774	768	734	782	783	789
Discouraged work-seekers	140	134	66	90	88	93
Other	635	633	668	692	695	696
Rates (%)						
Unemployment rate	23,7	22,5	24,0	26,4	27,9	27,7
Employed / population ratio (Absorption)	44,0	45,2	45,4	42,4	41,7	41,8
Labour force participation rate	57,6	58,3	59,7	57,6	57,9	57,9
KwaZulu-Natal						
Population 15-64 yrs	**6 084**	**6 180**	**6 411**	**6 528**	**6 649**	**6 761**
Labour Force	3 208	3 239	3 392	3 153	3 049	3 116
Employed	2 549	2 512	2 645	2 522	2 441	2 500
Unemployed	660	727	747	630	608	616
Not economically active	2 876	2 942	3 019	3 375	3 600	3 645
Discouraged work-seekers	506	549	202	425	528	573
Other	2 370	2 393	2 817	2 950	3 072	3 072
Rates (%)						
Unemployment rate	20,6	22,4	22,0	20,0	19,9	19,8
Employed / population ratio (Absorption)	41,9	40,6	41,3	38,6	36,7	37,0
Labour force participation rate	52,7	52,4	52,9	48,3	45,9	46,1
North West						
Population 15-64 yrs	**2 130**	**2 150**	**1 962**	**1 991**	**2 016**	**2 040**
Labour Force	1 167	1 161	1 075	1 049	987	949
Employed	839	858	815	763	724	698
Unemployed	328	303	260	286	263	250
Not economically active	962	988	887	943	1 030	1 092
Discouraged work-seekers	179	199	112	114	151	228
Other	783	789	776	828	878	863
Rates (%)						
Unemployment rate	28,1	26,1	24,2	27,3	26,6	26,4
Employed / population ratio (Absorption)	39,4	39,9	41,5	38,3	35,9	34,2
Labour force participation rate	54,8	54,0	54,8	52,7	49,0	46,5
Gauteng						
Population 15-64 yrs	**6 911**	**6 999**	**7 446**	**7 568**	**7 687**	**7 806**
Labour Force	4 977	4 975	5 443	5 385	5 400	5 500
Employed	3 914	3 972	4 270	4 101	3 951	4 015
Unemployed	1 063	1 003	1 173	1 284	1 449	1 485
Not economically active	1 934	2 024	2 003	2 183	2 287	2 306
Discouraged work-seekers	436	445	177	187	281	274
Other	1 498	1 579	1 826	1 996	2 006	2 032
Rates (%)						
Unemployment rate	21,4	20,2	21,6	23,8	26,8	27,0
Employed / population ratio (Absorption)	56,6	56,8	57,3	54,2	51,4	51,4
Labour force participation rate	72,0	71,1	73,1	71,2	70,2	70,5

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

Table 2.2: Labour force characteristics by province (concluded)						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga						
Population 15-64 yrs	**2 115**	**2 148**	**2 213**	**2 252**	**2 292**	**2 331**
Labour Force	1 176	1 149	1 222	1 246	1 239	1 275
Employed	899	923	935	926	887	899
Unemployed	277	225	287	320	352	376
Not economically active	939	1 000	991	1 006	1 053	1 056
Discouraged work-seekers	158	208	97	116	187	209
Other	781	792	894	890	867	847
Rates (%)						
Unemployment rate	23,6	19,6	23,5	25,7	28,4	29,5
Employed / population ratio (Absorption)	42,5	43,0	42,3	41,1	38,7	38,6
Labour force participation rate	55,6	53,4	55,2	55,3	54,1	54,7
Limpopo						
Population 15-64 yrs	**2 935**	**2 994**	**3 149**	**3 215**	**3 287**	**3 353**
Labour Force	1 170	1 271	1 303	1 278	1 204	1 214
Employed	823	896	909	940	928	972
Unemployed	346	375	393	337	276	243
Not economically active	1 766	1 723	1 847	1 937	2 084	2 139
Discouraged work-seekers	447	419	165	224	317	419
Other	1 319	1 304	1 682	1 713	1 767	1 720
Rates (%)						
Unemployment rate	29,6	29,5	30,2	26,4	22,9	20,0
Employed / population ratio (Absorption)	28,0	29,9	28,9	29,2	28,2	29,0
Labour force participation rate	39,8	42,5	41,3	39,7	36,6	36,2

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

Table 3.1: Employed by industry and sex - South Africa						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Agriculture	859	737	786	686	639	614
Mining	339	367	330	317	305	311
Manufacturing	1 922	1 960	1 990	1 853	1 739	1 766
Utilities	97	86	97	98	90	86
Construction	1 016	1 051	1 161	1 133	1 060	1 054
Trade	3 450	3 342	3 179	2 975	2 927	2 995
Transport	684	717	785	764	774	762
Finance	1 361	1 459	1 691	1 768	1 656	1 711
Community and social services	2 379	2 490	2 634	2 670	2 727	2 849
Private households	1 311	1 258	1 209	1 187	1 140	1 113
Other			3	4	4	5
Women	**5 936**	**5 944**	**6 000**	**5 894**	**5 671**	**5 783**
Agriculture	310	269	256	219	217	200
Mining	18	23	36	39	36	34
Manufacturing	680	662	627	599	580	595
Utilities	23	23	25	21	21	20
Construction	113	114	113	128	116	114
Trade	1 730	1 690	1 576	1 451	1 407	1 414
Transport	120	146	153	162	156	146
Finance	577	612	749	779	676	733
Community and social services	1 351	1 446	1 523	1 567	1 580	1 662
Private households	1 013	959	941	926	879	863
Other			2	2	3	2
Men	**7 483**	**7 523**	**7 866**	**7 562**	**7 390**	**7 481**
Agriculture	549	467	531	467	422	413
Mining	321	344	294	277	269	278
Manufacturing	1 243	1 298	1 364	1 255	1 159	1 171
Utilities	73	63	71	77	69	66
Construction	903	937	1 048	1 004	944	940
Trade	1 720	1 652	1 603	1 524	1 520	1 581
Transport	564	572	632	602	618	616
Finance	783	847	942	989	980	977
Community and social services	1 029	1 045	1 111	1 103	1 147	1 187
Private households	298	300	268	262	261	250
Other	.	.	1	2	1	3

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

Table 3.2: Employed by industry and province

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**859**	**737**	**786**	**686**	**639**	**614**
Western Cape	135	132	143	133	145	107
Eastern Cape	183	84	79	78	65	64
Northern Cape	48	44	59	49	43	51
Free State	51	54	80	84	70	66
KwaZulu Natal	190	177	156	118	119	100
North West	54	50	54	40	36	33
Gauteng	48	44	67	43	31	43
Mpumalanga	88	88	80	77	73	75
Limpopo	62	62	69	64	57	76
Mining	**339**	**367**	**330**	**317**	**305**	**311**
Western Cape	1	4	1	3	2	4
Eastern Cape	1	2	2	2	1	1
Northern Cape	19	21	15	11	10	11
Free State	61	61	27	33	32	21
KwaZulu Natal	6	12	8	9	9	12
North West	132	131	138	118	115	116
Gauteng	34	40	31	31	27	27
Mpumalanga	34	40	62	59	56	61
Limpopo	51	54	45	51	52	58
Manufacturing	**1 922**	**1 960**	**1 990**	**1 853**	**1 739**	**1 766**
Western Cape	327	287	318	290	273	291
Eastern Cape	179	174	189	182	149	178
Northern Cape	19	18	14	13	12	13
Free State	82	85	87	78	68	63
KwaZulu Natal	419	434	424	406	383	403
North West	63	82	74	78	71	64
Gauteng	664	712	728	652	644	613
Mpumalanga	109	106	84	81	78	76
Limpopo	60	62	71	73	63	65
Utilities	**97**	**86**	**97**	**98**	**90**	**86**
Western Cape	11	13	11	7	9	10
Eastern Cape	7	6	3	3	4	6
Northern Cape	2	2	1	4	1	2
Free State	2	3	5	4	4	3
KwaZulu Natal	14	13	14	9	10	13
North West	2	4	5	3	2	3
Gauteng	39	28	33	44	36	23
Mpumalanga	16	12	17	17	17	20
Limpopo	3	6	7	7	8	7
Construction	**1 016**	**1 051**	**1 161**	**1 133**	**1 060**	**1 054**
Western Cape	145	160	177	172	142	129
Eastern Cape	136	131	113	106	118	117
Northern Cape	19	23	20	18	18	17
Free State	55	58	60	59	50	67
KwaZulu Natal	187	168	230	238	234	234
North West	50	51	55	51	44	45
Gauteng	303	301	327	305	283	279
Mpumalanga	73	92	87	89	70	73
Limpopo	49	66	91	94	101	94

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

Table 3.2: Employed by industry and province (concluded)						
Market production activities	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 450**	**3 342**	**3 179**	**2 975**	**2 927**	**2 995**
Western Cape	465	464	390	402	383	399
Eastern Cape	359	332	321	304	314	296
Northern Cape	71	65	55	44	43	39
Free State	192	188	193	165	169	173
KwaZulu Natal	660	616	608	530	518	578
North West	187	183	173	162	154	140
Gauteng	1 018	975	963	899	882	909
Mpumalanga	232	243	247	222	214	220
Limpopo	267	275	229	247	247	240
Transport	**684**	**717**	**785**	**764**	**774**	**762**
Western Cape	83	94	87	84	103	105
Eastern Cape	64	68	74	76	71	70
Northern Cape	13	14	11	11	10	11
Free State	35	36	40	41	40	34
KwaZulu Natal	153	137	177	176	176	171
North West	27	30	27	21	22	23
Gauteng	235	265	283	272	272	274
Mpumalanga	46	47	44	43	40	38
Limpopo	29	25	41	40	40	35
Finance	**1 361**	**1 459**	**1 691**	**1 768**	**1 656**	**1 711**
Western Cape	235	245	246	260	252	274
Eastern Cape	88	101	118	125	111	137
Northern Cape	17	19	24	21	22	22
Free State	54	63	66	63	71	73
KwaZulu Natal	214	236	284	298	283	274
North West	57	67	66	67	61	59
Gauteng	588	607	748	787	714	723
Mpumalanga	64	71	83	89	85	82
Limpopo	44	50	56	59	57	66
Community and social services	**2 379**	**2 490**	**2 634**	**2 670**	**2 727**	**2 849**
Western Cape	313	326	325	351	366	377
Eastern Cape	271	276	326	316	338	332
Northern Cape	70	72	75	81	83	81
Free State	178	191	178	166	182	196
KwaZulu Natal	464	490	491	490	491	506
North West	152	155	141	151	152	155
Gauteng	604	643	733	735	736	791
Mpumalanga	135	131	144	160	172	166
Limpopo	191	206	220	219	206	244
Private households	**1 311**	**1 258**	**1 209**	**1 187**	**1 140**	**1 113**
Western Cape	142	148	110	124	113	114
Eastern Cape	134	114	122	123	123	113
Northern Cape	34	30	32	28	29	26
Free State	94	93	89	88	89	85
KwaZulu Natal	240	228	252	248	219	209
North West	116	106	81	70	66	62
Gauteng	381	357	354	330	323	329
Mpumalanga	102	93	86	90	81	88
Limpopo	68	90	82	85	98	86

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

Table 3.3: Employed by sector and industry - South Africa

	LFS 2006 Thousand	LFS 2007 Thousand	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand
Total employed	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Formal and informal sector (Non-agricultural)	**11 248**	**11 472**	**11 871**	**11 582**	**11 282**	**11 539**
Mining	339	367	330	317	305	311
Manufacturing	1 922	1 960	1 990	1 853	1 739	1 766
Utilities	97	86	97	98	90	86
Construction	1 016	1 051	1 161	1 133	1 060	1 054
Trade	3 450	3 342	3 179	2 975	2 927	2 995
Transport	684	717	785	764	774	762
Finance	1 361	1 459	1 691	1 768	1 656	1 711
Community and social services	2 379	2 490	2 634	2 670	2 727	2 849
Other			3	4	4	5
Formal sector (Non-agricultural)	**8 675**	**9 147**	**9 572**	**9 453**	**9 123**	**9 367**
Mining	337	364	328	315	303	309
Manufacturing	1 638	1 675	1 753	1 652	1 527	1 553
Utilities	94	80	93	95	89	84
Construction	589	674	837	847	758	747
Trade	2 143	2 195	2 105	1 975	1 915	1 979
Transport	504	562	575	566	571	568
Finance	1 256	1 383	1 542	1 629	1 511	1 568
Community and social services	2 114	2 215	2 337	2 370	2 445	2 556
Other			3	4	4	4
Informal sector (Non-agricultural)	**2 573**	**2 325**	**2 298**	**2 129**	**2 159**	**2 171**
Mining	3	2	2	2	2	2
Manufacturing	285	285	237	202	212	213
Utilities	2	6	4	3	2	2
Construction	426	378	324	285	302	307
Trade	1 307	1 146	1 074	999	1 011	1 016
Transport	180	155	210	199	203	194
Finance	105	76	149	139	145	143
Community and social services	265	276	298	300	282	293
Agriculture	**859**	**737**	**786**	**686**	**639**	**614**
Private households	**1 311**	**1 258**	**1 209**	**1 187**	**1 140**	**1 113**

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

Table 3.4: Employed by province and sector

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Formal sector (Non-agricultural)	8 675	9 147	9 572	9 453	9 123	9 367
Informal sector (Non-agricultural)	2 573	2 325	2 298	2 129	2 159	2 171
Agriculture	859	737	786	686	639	614
Private households	1 311	1 258	1 209	1 187	1 140	1 113
Western Cape	**1 857**	**1 875**	**1 809**	**1 825**	**1 789**	**1 809**
Formal sector (Non-agricultural)	1 378	1 406	1 377	1 384	1 339	1 405
Informal sector (Non-agricultural)	203	188	178	185	192	183
Agriculture	135	132	143	133	145	107
Private households	142	148	110	124	113	114
Eastern Cape	**1 423**	**1 290**	**1 350**	**1 317**	**1 294**	**1 314**
Formal sector (Non-agricultural)	741	777	834	830	819	878
Informal sector (Non-agricultural)	365	315	315	286	287	259
Agriculture	183	84	79	78	65	64
Private households	134	114	122	123	123	113
Northern Cape	**311**	**309**	**307**	**279**	**271**	**274**
Formal sector (Non-agricultural)	200	210	186	174	170	166
Informal sector (Non-agricultural)	29	25	30	28	29	31
Agriculture	48	44	59	49	43	51
Private households	34	30	32	28	29	26
Free State	**803**	**832**	**826**	**781**	**775**	**783**
Formal sector (Non-agricultural)	516	555	518	478	493	502
Informal sector (Non-agricultural)	141	129	138	131	123	130
Agriculture	51	54	80	84	70	66
Private households	94	93	89	88	89	85
KwaZulu Natal	**2 549**	**2 512**	**2 645**	**2 522**	**2 441**	**2 500**
Formal sector (Non-agricultural)	1 586	1 661	1 722	1 692	1 679	1 701
Informal sector (Non-agricultural)	533	446	515	464	425	491
Agriculture	190	177	156	118	119	100
Private households	240	228	252	248	219	209
North West	**839**	**858**	**815**	**763**	**724**	**698**
Formal sector (Non-agricultural)	527	561	566	551	527	516
Informal sector (Non-agricultural)	141	142	114	101	95	88
Agriculture	54	50	54	40	36	33
Private households	116	106	81	70	66	62
Gauteng	**3 914**	**3 972**	**4 270**	**4 101**	**3 951**	**4 015**
Formal sector (Non-agricultural)	2 766	2 931	3 303	3 247	3 068	3 124
Informal sector (Non-agricultural)	719	640	546	480	529	520
Agriculture	48	44	67	43	31	43
Private households	381	357	354	330	323	329
Mpumalanga	**899**	**923**	**935**	**926**	**887**	**899**
Formal sector (Non-agricultural)	506	548	556	560	545	543
Informal sector (Non-agricultural)	203	195	213	199	188	193
Agriculture	88	88	80	77	73	75
Private households	102	93	86	90	81	88
Limpopo	**823**	**896**	**909**	**940**	**928**	**972**
Formal sector (Non-agricultural)	454	499	510	536	482	532
Informal sector (Non-agricultural)	240	245	249	255	291	278
Agriculture	62	62	69	64	57	76

Private households	68	90	82	85	98	86

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

Table 3.5: Employed by sex and occupation - South Africa

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Manager	908	976	1 048	1 041	1 051	1 130
Professional	479	563	764	716	730	755
Technician	1 429	1 439	1 488	1 538	1 459	1 467
Clerk	1 344	1 380	1 475	1 463	1 447	1 412
Sales and services	1 779	1 755	1 784	1 838	1 869	1 946
Skilled agriculture	144	105	108	90	88	68
Craft and related trade	2 020	1 995	1 956	1 732	1 597	1 622
Plant and machine operator	1 119	1 176	1 205	1 184	1 116	1 119
Elementary	3 183	3 059	3 083	2 920	2 824	2 868
Domestic worker	1 013	1 019	954	935	880	877
Other			1			
Women	**5 936**	**5 944**	**6 000**	**5 894**	**5 671**	**5 783**
Manager	280	309	311	314	312	351
Professional	230	284	353	331	332	349
Technician	768	791	813	823	802	817
Clerk	910	952	1 010	1 025	996	982
Sales and services	825	793	843	884	841	857
Skilled agriculture	83	52	29	20	25	20
Craft and related trade	327	337	285	222	185	192
Plant and machine operator	166	184	171	171	156	169
Elementary	1 347	1 296	1 270	1 203	1 175	1 205
Domestic worker	1 000	945	916	902	846	842
Other						
Men	**7 483**	**7 523**	**7 866**	**7 562**	**7 390**	**7 481**
Manager	628	667	736	727	738	779
Professional	249	279	411	385	398	406
Technician	661	648	676	716	657	650
Clerk	434	428	466	438	451	430
Sales and services	954	962	941	954	1 028	1 088
Skilled agriculture	61	53	80	69	64	48
Craft and related trade	1 693	1 657	1 671	1 510	1 412	1 431
Plant and machine operator	953	992	1 034	1 013	960	950
Elementary	1 836	1 763	1 813	1 717	1 648	1 663
Domestic worker	13	74	38	33	35	35
Other			1			

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

Table 3.7: Employed by sex and status in employment - South Africa

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Employee	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Employer	10 740	11 038	11 690	11 388	11 026	11 210
Own-account worker	973	917	772	719	709	723
Unpaid household member	1 623	1 452	1 282	1 232	1 216	1 229
Unspecified	83	59	123	118	109	104
		1				
Women						
Employee	**5 936**	**5 944**	**6 000**	**5 894**	**5 671**	**5 783**
Employer	4 653	4 786	5 050	5 045	4 852	4 972
Own-account worker	293	278	182	149	157	162
Unpaid household member	933	843	680	613	592	583
Unspecified	56	35	88	87	69	67
		1				
Men						
Employee	**7 483**	**7 523**	**7 866**	**7 562**	**7 390**	**7 481**
Employer	6 086	6 252	6 640	6 343	6 174	6 238
Own-account worker	679	639	590	570	552	561
Unpaid household member	691	608	602	618	624	645
Unspecified	27	24	34	31	40	37

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

Table 3.8: Employed by sex and usual hours of work - South Africa

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Working less than 15 hours per week	459	358	311	272	240	230
Working 15-29 hours per week	750	709	796	823	780	766
Working 30-39 hours per week	1 123	985	1 039	984	959	943
Working 40-45 hours per week	6 232	6 861	7 011	7 168	7 117	7 289
Working more than 45 hours per week	4 854	4 554	4 709	4 208	3 964	4 037
Women	**5 936**	**5 944**	**6 000**	**5 894**	**5 671**	**5 783**
Working less than 15 hours per week	287	233	195	171	143	136
Working 15-29 hours per week	489	471	528	548	515	492
Working 30-39 hours per week	659	594	640	619	600	577
Working 40-45 hours per week	2 692	2 995	2 974	3 069	3 042	3 180
Working more than 45 hours per week	1 810	1 652	1 663	1 487	1 371	1 397
Men	**7 483**	**7 523**	**7 866**	**7 562**	**7 390**	**7 481**
Working less than 15 hours per week	172	126	116	101	97	94
Working 15-29 hours per week	261	238	268	275	265	274
Working 30-39 hours per week	464	391	399	365	360	366
Working 40-45 hours per week	3 541	3 866	4 037	4 099	4 075	4 109
Working more than 45 hours per week	3 045	2 902	3 047	2 721	2 593	2 640

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

Table 3.9: Time-related underemployment - South Africa						
	LFS 2006 Thousand	LFS 2007 Thousand	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand
Both sexes	**468**	**380**	**626**	**637**	**544**	**514**
Women	272	225	380	400	334	308
Men	195	155	247	238	210	205
As percentage of the labour force (Both sexes)	**2,7**	**2,2**	**3,5**	**3,6**	**3,1**	**2,9**
Women	3,3	2,8	4,7	5,0	4,3	3,8
Men	2,1	1,7	2,5	2,5	2,2	2,1
As percentage of total employment (Both sexes)	**3,5**	**2,8**	**4,5**	**4,7**	**4,2**	**3,9**
Women	4,6	3,8	6,3	6,8	5,9	5,3
Men	2,6	2,1	3,1	3,1	2,8	2,7
Industry	**468**	**380**	**626**	**637**	**544**	**514**
Agriculture	19	16	21	13	10	10
Mining		0	1		0	0
Manufacturing	40	25	43	40	30	38
Utilities	1		2	0	0	
Construction	39	37	58	53	56	51
Trade	135	103	128	122	110	97
Transport	12	16	22	19	15	12
Finance	18	13	38	35	28	36
Community and social services	55	51	91	96	83	72
Private households	149	120	223	260	211	197
Occupation	**468**	**380**	**626**	**637**	**544**	**514**
Manager	6	7	12	9	8	13
Professional	5	3	16	14	9	5
Technician	30	26	41	42	30	28
Clerk	16	19	23	21	23	18
Sales and services	49	38	61	60	63	47
Skilled agriculture	13	8	4	4	3	3
Craft and related trade	68	53	76	59	61	63
Plant and machine operator	15	17	22	19	9	13
Elementary	162	126	208	208	185	179
Domestic worker	105	83	163	199	154	145
Other			0			

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

Table 3.10: Employed by industry and volume of hours worked - South Africa						
Market production activities	**LFS 2006**	**LFS 2007**	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**595 383**	**599 984**	**609 104**	**581 922**	**561 463**	**574 596**
Agriculture	37 242	32 862	36 559	32 120	29 114	28 397
Mining	15 810	17 614	15 098	14 171	13 745	13 887
Manufacturing	85 135	86 508	85 987	78 902	73 820	75 911
Utilities	4 198	3 726	4 136	4 116	3 869	3 671
Construction	43 851	45 966	49 363	47 267	43 071	43 332
Trade	161 906	157 132	152 021	141 465	139 007	142 706
Transport	35 008	36 263	40 772	38 924	38 880	38 365
Finance	62 662	67 820	76 603	79 184	73 698	75 631
Community and social services	98 830	103 844	106 350	105 403	107 509	114 409
Private households	50 741	48 248	42 086	40 200	38 605	38 097
Women	**249 280**	**250 526**	**247 090**	**239 583**	**229 058**	**236 619**
Agriculture	11 883	11 015	11 075	9 683	9 409	8 806
Mining	800	1 025	1 531	1 648	1 539	1 434
Manufacturing	28 410	27 334	25 770	24 452	23 729	25 045
Utilities	974	919	1 011	867	809	807
Construction	3 852	4 046	4 066	4 580	4 003	3 878
Trade	79 190	78 066	73 502	67 100	65 100	65 222
Transport	5 430	6 173	6 601	6 992	6 446	6 243
Finance	24 568	26 263	31 113	32 468	27 726	29 982
Community and social services	54 496	58 502	59 337	60 041	60 145	64 962
Private households	39 676	37 184	33 021	31 658	30 046	30 169
Men	**346 103**	**349 458**	**362 014**	**342 339**	**332 405**	**337 977**
Agriculture	25 359	21 848	25 484	22 437	19 705	19 591
Mining	15 010	16 589	13 567	12 522	12 206	12 453
Manufacturing	56 725	59 174	60 217	54 450	50 092	50 866
Utilities	3 224	2 807	3 125	3 250	3 059	2 863
Construction	39 999	41 919	45 297	42 687	39 067	39 455
Trade	82 716	79 066	78 519	74 365	73 907	77 485
Transport	29 578	30 090	34 171	31 932	32 434	32 122
Finance	38 093	41 557	45 490	46 717	45 972	45 649
Community and social services	44 334	45 343	47 013	45 362	47 364	49 448
Private households	11 065	11 065	9 065	8 543	8 559	7 928

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

Table 3.11: Employed by industry and average hours of work						
Market production activities	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**45**	**45**	**45**	**44**	**44**	**44**
Agriculture	44	45	47	47	46	47
Mining	47	48	47	46	46	45
Manufacturing	45	45	44	43	43	43
Utilities	43	44	43	43	44	43
Construction	44	44	44	43	42	42
Trade	47	48	49	48	48	48
Transport	52	51	53	52	51	51
Finance	47	47	46	45	45	45
Community and social services	42	42	41	41	41	41
Private households	39	39	35	34	34	34
Women	**43**	**43**	**42**	**42**	**41**	**42**
Agriculture	39	42	44	45	44	44
Mining	45	45	43	43	45	43
Manufacturing	42	42	42	42	42	43
Utilities	42	41	41	42	40	41
Construction	35	36	37	37	35	35
Trade	46	47	48	47	47	47
Transport	45	43	44	44	42	43
Finance	43	44	42	42	42	42
Community and social services	41	41	40	40	40	41
Private households	40	39	35	35	35	35
Men	**47**	**47**	**47**	**46**	**46**	**46**
Agriculture	46	47	49	49	47	48
Mining	47	49	47	46	46	46
Manufacturing	46	46	45	44	44	44
Utilities	44	45	44	43	45	44
Construction	45	45	44	43	43	43
Trade	48	48	50	49	49	49
Transport	53	53	55	54	53	53
Finance	49	50	49	48	47	47
Community and social services	43	44	43	42	42	43
Private households	37	37	34	33	33	32

Table 3.12: Employed by occupation and volume of hours worked	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**595 383**	**599 984**	**609 104**	**581 922**	**561 463**	**574 596**
Manager	43 021	46 553	49 328	48 810	48 085	51 792
Professional	19 953	23 805	32 303	29 394	29 936	31 737
Technician	59 679	59 911	59 087	59 930	56 680	57 180
Clerk	57 865	59 136	62 842	61 196	60 239	59 503
Sales and services	88 296	88 116	90 195	91 010	91 404	96 058
Skilled agriculture	3 113	2 731	5 007	4 017	3 822	3 094
Craft and related trade	88 183	86 894	83 593	73 507	67 060	69 163
Plant and machine operator	55 426	57 431	58 850	56 394	53 435	53 329
Elementary	140 202	135 871	134 417	125 723	120 898	122 289
Domestic worker	39 645	39 536	33 452	31 937	29 904	30 451
Women	**249 280**	**250 526**	**247 090**	**239 583**	**229 058**	**236 619**
Manager	12 816	13 682	13 785	13 665	13 446	15 223
Professional	9 144	11 505	14 137	13 124	13 149	14 395
Technician	31 409	31 961	30 900	30 956	30 076	31 159
Clerk	38 511	40 233	42 275	42 323	40 856	40 944
Sales and services	38 624	37 848	39 777	40 676	38 059	39 052
Skilled agriculture	1 588	1 118	1 164	753	984	858
Craft and related trade	12 229	13 046	11 186	8 855	7 438	7 919
Plant and machine operator	7 548	8 158	7 375	7 263	6 451	7 210
Elementary	58 285	56 333	54 442	51 200	49 879	50 555
Domestic worker	39 127	36 642	32 044	30 767	28 721	29 303
Men	**346 103**	**349 458**	**362 014**	**342 339**	**332 405**	**337 977**
Manager	30 205	32 871	35 543	35 145	34 638	36 569
Professional	10 809	12 300	18 166	16 269	16 788	17 342
Technician	28 271	27 950	28 187	28 974	26 605	26 020
Clerk	19 354	18 904	20 567	18 873	19 383	18 559
Sales and services	49 673	50 268	50 418	50 334	53 345	57 007
Skilled agriculture	1 525	1 613	3 843	3 264	2 838	2 236
Craft and related trade	75 953	73 847	72 407	64 652	59 622	61 244
Plant and machine operator	47 878	49 273	51 476	49 130	46 984	46 119
Elementary	81 917	79 538	79 975	74 523	71 019	71 735
Domestic worker	518	2 893	1 408	1 170	1 183	1 148

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

Table 3.13: Employed by occupation and average hours of work						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**45**	**45**	**45**	**44**	**44**	**44**
Manager	48	48	48	48	47	46
Professional	42	42	43	42	42	43
Technician	42	42	41	40	40	41
Clerk	43	43	43	42	42	43
Sales and services	50	51	52	51	50	50
Skilled agriculture	22	27	47	45	45	46
Craft and related trade	44	44	44	43	43	43
Plant and machine operator	50	49	49	49	49	48
Elementary	45	45	44	44	44	43
Domestic worker	39	39	35	34	34	35
Women	**43**	**43**	**42**	**42**	**41**	**42**
Manager	46	45	45	44	44	44
Professional	40	41	41	41	41	42
Technician	41	41	39	39	39	40
Clerk	43	43	43	42	42	43
Sales and services	48	49	48	47	46	46
Skilled agriculture	20	22	41	38	41	43
Craft and related trade	38	39	41	41	42	43
Plant and machine operator	46	45	44	44	43	43
Elementary	44	44	44	44	44	43
Domestic worker	39	39	35	34	34	35
Men	**47**	**47**	**47**	**46**	**46**	**46**
Manager	48	50	49	49	47	47
Professional	44	44	45	43	43	43
Technician	43	43	43	42	42	41
Clerk	45	44	45	44	44	44
Sales and services	52	53	54	53	53	53
Skilled agriculture	25	31	49	48	46	47
Craft and related trade	45	45	44	44	43	43
Plant and machine operator	51	50	50	49	50	49
Elementary	45	46	45	44	44	44
Domestic worker	40	39	37	36	34	33

Table 3.14: Employed by sector and volume of hours worked

Market production activities	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**595 383**	**599 984**	**609 104**	**581 922**	**561 463**	**574 596**
Formal sector (Non-agricultural)	392 431	413 299	424 006	411 695	394 271	406 540
Informal sector (Non-agricultural)	114 969	105 574	106 453	97 907	99 474	101 562
Agriculture	37 242	32 862	36 559	32 120	29 114	28 397
Private households	50 741	48 248	42 086	40 200	38 605	38 097
Women	**249 280**	**250 526**	**247 090**	**239 583**	**229 058**	**236 619**
Formal sector (Non-agricultural)	147 348	154 901	157 656	156 869	149 513	157 299
Informal sector (Non-agricultural)	50 373	47 427	45 338	41 373	40 090	40 345
Agriculture	11 883	11 015	11 075	9 683	9 409	8 806
Private households	39 676	37 184	33 021	31 658	30 046	30 169
Men	**346 103**	**349 458**	**362 014**	**342 339**	**332 405**	**337 977**
Formal sector (Non-agricultural)	245 083	258 398	266 350	254 826	244 758	249 242
Informal sector (Non-agricultural)	64 596	58 147	61 115	56 534	59 383	61 217
Agriculture	25 359	21 848	25 484	22 437	19 705	19 591
Private households	11 065	11 065	9 065	8 543	8 559	7 928

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	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**45**	**45**	**45**	**44**	**44**	**44**
Formal sector (Non-agricultural)	46	46	45	44	44	44
Informal sector (Non-agricultural)	45	46	48	47	48	48
Agriculture	44	45	47	47	46	47
Private households	39	39	35	34	34	34
Women	**43**	**43**	**42**	**42**	**41**	**42**
Formal sector (Non-agricultural)	43	43	43	42	42	42
Informal sector (Non-agricultural)	43	45	46	45	46	46
Agriculture	39	42	44	45	44	44
Private households	40	39	35	35	35	35
Men	**47**	**47**	**47**	**46**	**46**	**46**
Formal sector (Non-agricultural)	47	47	47	46	46	45
Informal sector (Non-agricultural)	47	48	49	49	49	49
Agriculture	46	47	49	49	47	48
Private households	37	37	34	33	33	32

Table 3.16: Employment by sex and province

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Western Cape	1 857	1 875	1 809	1 825	1 789	1 809
Eastern Cape	1 423	1 290	1 350	1 317	1 294	1 314
Northern Cape	311	309	307	279	271	274
Free Sate	803	832	826	781	775	783
KwaZulu-Natal	2 549	2 512	2 645	2 522	2 441	2 500
North West	839	858	815	763	724	698
Gauteng	3 914	3 972	4 270	4 101	3 951	4 015
Mpumalanga	899	923	935	926	887	899
Limpopo	823	896	909	940	928	972
Women	**5 936**	**5 944**	**6 000**	**5 894**	**5 671**	**5 783**
Western Cape	873	867	793	814	821	839
Eastern Cape	688	626	629	621	621	621
Northern Cape	132	123	124	120	123	109
Free Sate	351	360	352	338	333	323
KwaZulu-Natal	1 219	1 179	1 197	1 177	1 121	1 140
North West	323	337	311	285	274	261
Gauteng	1 571	1 605	1 762	1 694	1 583	1 671
Mpumalanga	382	397	400	409	385	382
Limpopo	397	451	432	436	410	437
Men	**7 483**	**7 523**	**7 866**	**7 562**	**7 390**	**7 481**
Western Cape	984	1 008	1 016	1 012	968	970
Eastern Cape	735	664	721	696	672	693
Northern Cape	179	186	183	159	148	164
Free Sate	452	472	474	444	443	460
KwaZulu-Natal	1 330	1 333	1 448	1 345	1 320	1 360
North West	516	521	504	478	450	438
Gauteng	2 343	2 367	2 508	2 407	2 369	2 345
Mpumalanga	517	527	536	517	502	517
Limpopo	426	445	478	504	518	534

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

Table 3.17: Employees Access to benefits by sex						
	LFS 2006	**LFS 2007**	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes						
Pension	5 372	5 552	5 284	5 253	5 047	5 322
Paid Leave	6 416	6 526	6 729	6 873	6 877	7 364
UIF	6 730	7 019	6 483	6 492	6 212	6 399
Medical Aid	3 057	3 241	3 350	3 465	3 511	3 557
Written Contract	7 470	7 822	8 789	8 872	8 661	8 899
Women						
Pension	2 141	2 255	2 126	2 159	2 084	2 201
Paid Leave	2 669	2 736	2 838	2 944	2 946	3 186
UIF	2 695	2 860	2 564	2 612	2 500	2 619
Medical Aid	1 265	1 354	1 418	1 494	1 511	1 546
Written Contract	3 122	3 309	3 718	3 830	3 725	3 879
Men						
Pension	3 231	3 298	3 158	3 094	2 963	3 122
Paid Leave	3 748	3 791	3 891	3 929	3 931	4 178
UIF	4 035	4 159	3 919	3 879	3 712	3 780
Medical Aid	1 792	1 887	1 932	1 971	2 000	2 011
Written Contract	4 347	4 513	5 071	5 041	4 936	5 019

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

Table 3.18: Time-related underemployment by population group						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Population group	**468**	**380**	**626**	**637**	**544**	**514**
Black African	414	318	534	543	470	441
Coloured	36	39	55	58	53	49
Indian/Asian	5	6	11	9	6	3
White	12	16	26	27	15	21
As a percentage of the labour force (Both population group)	**2,7**	**2,2**	**3,5**	**3,6**	**3,1**	**2,9**
Black African	3,2	2,5	4,0	4,2	3,7	3,4
Coloured	1,9	2,0	2,9	3,0	2,8	2,6
Indian/Asian	1,0	1,2	2,1	1,7	1,1	0,6
White	0,6	0,8	1,2	1,2	0,7	1,0
As a percentage of total employment (Both population group)	**3,5**	**2,8**	**4,5**	**4,7**	**4,2**	**3,9**
Black African	4,4	3,4	5,5	5,8	5,2	4,7
Coloured	2,4	2,6	3,6	3,8	3,5	3,3
Indian/Asian	1,1	1,3	2,3	2,0	1,2	0,6
White	0,6	0,8	1,2	1,3	0,7	1,1

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

Table 3.19: Distribution of monthly earnings for employees by selected demographic variables						
	R0- R500	R501-R1 00	R1001-R4 500	R4 501-R8 000	R8 001 or more	Total
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Sex	**429**	**1 075**	**5 532**	**1 633**	**2 528**	**11 198**
Male	159	408	3 218	980	1 465	6 230
Female	270	667	2 314	653	1 063	4 968
Population group	**429**	**1 075**	**5 532**	**1 633**	**2 528**	**11 198**
Black/African	388	962	4 370	993	1 143	7 857
Coloured	31	81	773	200	287	1 372
Indian/Asian	2	8	133	87	164	395
White	8	24	256	353	934	1 574
Age group	**429**	**1 075**	**5 532**	**1 633**	**2 528**	**11 198**
15-24 yrs	48	145	692	152	135	1 173
25-34 yrs	134	344	2 073	544	779	3 873
35-44 yrs	114	293	1 549	475	793	3 223
45-54 yrs	91	201	865	323	563	2 043
55-64 yrs	43	93	353	140	258	886

Table 3.20: Distribution of monthly earnings for employees by selected population group and sex								
	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Both sexes	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Black African	7 857	520	800	1 300	2 383	5 000	10 300	15 000
Coloured	1 372	800	1 100	1 700	3 033	7 000	14 000	19 500
Indian/Asian	395	1 400	2 000	3 500	6 800	12 000	18 000	24 000
White	1 574	1 750	3 033	5 500	10 000	16 800	28 000	40 000
Women	**4 968**	**500**	**700**	**1 300**	**2 500**	**7 000**	**13 000**	**16 500**
Black African	3 411	480	600	1 040	1 900	4 500	11 000	14 000
Coloured	653	693	1 000	1 500	2 800	6 000	12 000	16 000
Indian/Asian	162	1 500	2 058	3 500	6 500	12 000	18 000	19 000
White	741	1 700	2 946	5 000	8 200	14 000	18 000	25 000
Men	**6 230**	**800**	**1 083**	**1 733**	**3 466**	**7 945**	**15 700**	**22 000**
Black African	4 445	693	1 000	1 516	2 700	5 200	10 000	15 000
Coloured	719	975	1 300	1 800	3 466	7 600	15 200	20 000
Indian/Asian	232	1 400	2 000	3 500	7 000	12 000	20 000	28 650
White	834	1 950	3 466	6 800	12 000	20 000	32 000	50 000

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

	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Both sexes	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Western Cape	1 621	996	1 300	1 834	3 250	8 000	15 000	20 000
Eastern Cape	1 116	480	650	1 300	2 500	7 000	15 000	19 400
Northern Cape	250	580	800	1 290	2 166	5 800	12 000	16 000
Free State	669	460	650	1 200	2 100	5 300	12 000	16 000
KwaZulu-Natal	2 068	510	800	1 386	2 600	6 500	12 500	16 658
North West	603	600	850	1 500	3 250	7 100	13 000	17 000
Gauteng	3 363	950	1 200	2 030	4 000	9 100	17 000	24 000
Mpumalanga	739	600	800	1 300	2 426	6 300	13 000	17 000
Limpopo	770	500	600	1 000	1 800	5 000	12 000	15 000
Women	**4 968**	**500**	**700**	**1 300**	**2 500**	**7 000**	**13 000**	**16 500**
Western Cape	765	800	1 083	1 603	3 000	7 000	13 500	17 000
Eastern Cape	535	480	600	1 000	2 184	7 500	14 000	17 000
Northern Cape	102	498	650	1 100	1 950	6 000	12 200	16 000
Free State	275	400	500	1 000	1 850	5 000	11 666	15 000
KwaZulu-Natal	952	480	600	1 083	2 166	6 000	12 000	15 200
North West	232	433	640	1 200	2 260	6 100	12 000	15 000
Gauteng	1 454	720	1 000	1 800	3 500	9 000	15 000	18 000
Mpumalanga	303	500	640	1 191	1 950	4 500	11 000	15 000
Limpopo	350	433	600	800	1 300	3 800	12 600	15 000
Men	**6 230**	**800**	**1 083**	**1 733**	**3 466**	**7 945**	**15 700**	**22 000**
Western Cape	856	1 083	1 473	2 080	3 500	9 000	18 000	26 000
Eastern Cape	582	480	780	1 380	2 600	7 000	15 000	22 000
Northern Cape	148	650	964	1 300	2 300	5 500	12 000	17 000
Free State	395	480	800	1 260	2 200	5 500	12 600	18 000
KwaZulu-Natal	1 116	780	1 040	1 700	3 000	7 000	13 866	18 000
North West	371	800	1 083	1 950	3 900	8 000	14 000	19 000
Gauteng	1 909	1 083	1 473	2 383	4 333	9 500	18 000	27 000
Mpumalanga	436	758	1 000	1 500	3 000	7 000	14 000	20 127
Limpopo	420	600	800	1 300	2 166	6 000	12 000	15 400

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

	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Both sexes	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Manager	680	2 000	4 000	7 500	13 070	21 500	35 000	45 000
Professional	660	1 950	3 500	7 200	13 000	20 000	31 000	44 000
Technician	1 339	1 083	1 600	3 500	8 000	12 675	16 000	19 000
Clerk	1 384	1 000	1 500	2 500	4 766	8 500	12 500	15 000
Sales and services	1 605	600	1 000	1 600	2 600	5 000	10 000	13 000
Skilled agriculture	33	400	500	800	1 200	1 993	4 000	7 000
Craft and related trade	1 233	850	1 200	1 800	3 033	5 500	10 790	15 500
Plant and machine operator	1 063	850	1 083	1 733	3 000	5 000	8 000	10 000
Elementary	2 325	480	600	1 083	1 600	2 721	4 800	6 200
Domestic worker	875	390	500	780	1 100	1 600	2 383	3 000
Women	**4 968**	**500**	**700**	**1 300**	**2 500**	**7 000**	**13 000**	**16 500**
Manager	241	1 600	3 000	6 000	11 400	18 000	26 000	35 000
Professional	316	1 500	2 600	6 000	11 500	18 000	25 000	31 798
Technician	764	1 000	1 500	3 500	8 000	12 000	15 361	18 000
Clerk	962	1 000	1 500	2 500	4 500	8 083	12 000	15 000
Sales and services	670	500	640	1 200	2 166	4 000	8 200	11 000
Skilled agriculture	11	130	400	750	996	1 500	3 100	6 200
Craft and related trade	132	600	866	1 500	2 200	3 800	7 900	10 500
Plant and machine operator	149	650	866	1 300	2 000	3 250	5 300	8 172
Elementary	884	480	500	1 000	1 500	2 350	3 900	5 000
Domestic worker	840	400	500	780	1 100	1 600	2 383	3 000
Men	**6 230**	**800**	**1 083**	**1 733**	**3 466**	**7 945**	**15 700**	**22 000**
Manager	439	2 500	4 680	8 500	15 000	25 000	40 000	54 166
Professional	344	2 500	4 500	9 000	15 700	25 000	40 000	50 000
Technician	575	1 300	1 841	3 500	8 000	13 500	17 333	21 000
Clerk	422	1 300	1 733	2 600	5 000	9 000	14 000	17 000
Sales and services	936	1 000	1 208	1 950	3 000	6 000	10 800	15 000
Skilled agriculture	23	400	500	1 000	1 300	2 085	4 500	7 000
Craft and related trade	1 101	866	1 200	1 900	3 120	5 800	11 000	16 000
Plant and machine operator	914	900	1 200	1 800	3 200	5 200	8 000	10 500
Elementary	1 441	480	693	1 200	1 733	3 033	5 200	7 000
Domestic worker	35	250	390	800	1 100	1 516	2 383	3 000

Table 3.23: Distribution of monthly earnings for employees by industry and sex

	No. of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
Both sexes	**11 198**	**600**	**900**	**1 500**	**3 000**	**7 500**	**15 000**	**20 000**
Agriculture	555	480	700	1 074	1 300	1 733	3 000	5 000
Mining	308	1 100	1 600	3 200	5 800	9 700	17 000	27 000
Manufacturing	1 561	866	1 200	1 863	3 500	6 800	14 000	19 000
Utilities	85	1 000	1 500	2 600	6 000	12 000	21 000	27 000
Construction	788	500	780	1 500	2 600	4 500	9 800	15 000
Trade	2 033	800	1 027	1 733	2 750	5 200	11 000	15 400
Transport	639	900	1 200	2 000	3 500	8 000	15 000	20 000
Finance	1 499	1 000	1 400	2 166	4 333	10 000	18 000	27 000
Community and social services	2 622	600	1 000	2 100	6 000	12 000	17 333	22 300
Private household	1 102	350	460	750	1 100	1 600	2 400	3 200
Other	4	3 300	4500	9060	13000	25000	35000	35000
Women	**4 968**	**500**	**700**	**1 300**	**2 500**	**7 000**	**13 000**	**16 500**
Agriculture	184	480	600	914	1 200	1 500	2 000	3 000
Mining	34	800	1 300	3 100	5 500	10 000	16 000	24 000
Manufacturing	493	780	1 000	1 500	2 600	5 500	11 400	15 000
Utilities	20	866	1 473	3 800	8 000	14 000	18 000	28 000
Construction	100	450	460	500	1 733	4 766	9 610	12 100
Trade	936	650	950	1 516	2 500	4 500	9 500	12 500
Transport	130	800	1 128	2 200	5 000	10 000	15 000	18 000
Finance	674	800	1 200	2 000	5 000	10 000	16 000	20 000
Community and social services	1 537	600	866	1 900	5 300	11 000	16 000	19 000
Private household	860	390	500	758	1 100	1 600	2 400	3 000
Other	2	4 500	4500	13600	16000	35000	35000	35000
Men	**6 230**	**800**	**1 083**	**1 733**	**3 466**	**7 945**	**15 700**	**22 000**
Agriculture	372	500	800	1 100	1 400	1 841	3 466	6 500
Mining	275	1 200	1 700	3 200	5 800	9 700	17 000	27 000
Manufacturing	1 068	1 000	1 300	2 166	3 900	7 050	15 000	20 000
Utilities	65	1 083	1 500	2 454	5 182	11 000	21 000	27 000
Construction	689	650	1 000	1 516	2 600	4 500	9 800	15 000
Trade	1 098	900	1 200	1 800	3 000	6 000	12 500	18 000
Transport	508	900	1 280	2 000	3 466	7 200	14 500	20 000
Finance	826	1 200	1 500	2 200	3 800	10 000	20 000	30 000
Community and social services	1 085	866	1 300	2 600	6 541	13 000	20 000	28 166
Private household	243	300	433	700	1 100	1 600	2 500	3 600
Other	3	2 600	3300	9060	11000	18000	25000	25000

Table 3.24: Employment Opportunities

Decent Work Indicators	2007	2008	2009	2010	2011
	Per cent	Per cent	Per cent	Per cent	Per cent
Unemployment rate by level of education	**22,3**	**22,8**	**23,9**	**24,9**	**24,9**
None	13,2	14,6	16,4	16,5	17,2
Less than primary completed	20,4	21,6	22,3	24,3	21,8
Primary completed	24,2	23,9	23,2	24,1	25,3
Secondary not completed	28,9	29,2	30,5	31,5	31,7
Secondary completed	22,6	24,1	25,5	26,6	27,1
Tertiary	7,2	7,7	8,4	9,2	8,8
Other	9,8	15,4	16,8	16,5	14,6

Table 3.25: Adequate earnings and productive work – Low pay rate (below 2/3 of median monthly earnings)

Decent Work Indicators	2007	2008	2009*	2010	2011
			Per cent	Per cent	Per cent
Low pay rate (proportion of workers with monthly earnings below 2/3 of median monthly earnings, excl. agriculture)					
All workers	..	..	**32,5**	**34,0**	**34,6**
Male	..	..	25,7	27,0	28,0
Female	..	..	41,1	43,0	42,9

*Quarter 4 2009

Table 3.26: Proportion of employees who are entitled to paid sick leave

Decent Work Indicators	2007	2008	2009	2010*	2011
				Per cent	Per cent
Both sexes	..	..	..	**64,8**	**67,4**
Male	..	..	..	65,3	68,2
Female	..	..	..	64,2	66,4

*Quarter 4 2010

Table 3.27: Proportion of employees who are entitled to maternity/paternity leave

Decent Work Indicators	2007	2008	2009*	2010*	2011
				Per cent	Per cent
Both sexes	..	..	..	**53,2**	**54,1**
Male	..	..	..	50,8	52,8
Female	..	..	..	56,3	55,8

*Quarter 4 2010

Table 3.28: Decent hours					
Decent Work Indicators	**2007**	**2008**	**2009**	**2010**	**2011**
	Per cent	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Excessive hours (workers with more than 48 hours per week)	**27,2**	**28,0**	**25,5**	**24,1**	**23,9**
Male	31,1	32,0	29,3	27,9	27,8
Female	22,2	22,7	20,5	19,1	18,8
Time-related underemployment	**2,8**	**4,5**	**4,7**	**4,2**	**3,9**
Male	2,1	3,1	3,1	2,8	2,7
Female	3,8	6,3	6,8	5,9	5,3
Rate of workers with decent hours	**70,0**	**67,5**	**69,9**	**71,7**	**72,2**
Male	66,8	64,8	67,7	69,3	69,3
Female	74,0	71,0	72,8	75,0	75,8

Table 3.29:Rights at work and social dialogue					
Decent Work Indicators	**2007**	**2008**	**2009**	**2010***	**2011**
	Per cent			**Per cent**	**Per cent**
Trade union members	**3 347**	**..**	**..**	**3 311**	**3 252**
Male	2 026	..	..	1 966	1 938
Female	1 321	..	..	1 345	1 314
Trade union density rate	**30,3**	**..**	**..**	**30,0**	**29,0**
Male	32,4	..	..	31,8	31,1
Female	27,6	..	..	27,7	26,4

*Quarter 4 2010

Table 3.30: Proportion of employees whose employer contributes to a pension/retirement fund for them					
Decent Work Indicators	**2007**	**2008**	**2009**	**2010***	**2011**
		Per cent	**Per cent**	**Per cent**	**Per cent**
Both sexes	**..**	**45,2**	**46,1**	**45,8**	**47,5**
Male	..	47,6	48,8	48,0	50,0
Female	..	42,1	42,8	43,0	44,3

Table 3.31: Proportion of employees who are entitled to medical aid benefit from their employer by sex					
Decent Work Indicators	**2007**	**2008**	**2009**	**2010***	**2011**
		Per cent	**Per cent**	**Per cent**	**Per cent**
Both sexes	**..**	**28,7**	**30,4**	**31,8**	**31,7**
Male	..	29,1	31,1	32,4	32,2
Female	..	28,1	29,6	31,1	31,1

Table 3.32: Proportion of employees by how their salary is negotiated

Decent Work Indicators	2007	2008	2009	2010*	2011
				Per cent	Per cent
Individual and employer	..	..	..	**14,6**	**14,1**
Collective bargaining	..	..	..	32,7	31,6
Employer only	..	..	..	46,0	48,2
No regular increment	..	..	..	6,1	5,6
Other	..	..	..	0,7	0,5

*Quarter 4 2010

Table 4: Characteristics of the unemployed - South Africa

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Unemployed	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**
Short-term unemployment (less than 1 year)	1 575	1 754	1 691	1 700	1 503	1 405
Long-term unemployment (1 year and more)	**2 271**	**2 016**	**2 413**	**2 515**	**2 829**	**2 992**
1year less than 3years	934	858	971	992	1 100	1 084
3years and over	1 337	1 159	1 436	1 516	1 725	1 901
Long-term unemployment (%)						
Proportion of the labour force	13,1	11,6	13,4	14,2	16,3	16,9
Proportion of the unemployed	57,9	52,1	58,8	59,7	65,3	68,0

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

Table 4.1: Characteristics of the unemployed by province						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**2 271**	**2 016**	**2 413**	**2 515**	**2 829**	**2 992**
Western cape	161	131	188	235	**272**	313
Eastern Cape	305	274	271	296	298	307
Northern Cape	37	45	53	55	57	64
Free State	142	137	146	154	175	183
KwaZulu-Natal	360	324	384	345	388	392
North West	207	171	163	174	177	177
Gauteng	693	603	831	890	1 063	1 132
Mpumalanga	155	108	148	178	239	272
Limpopo	211	223	229	187	160	151
Long-term unemployment (%)	**57,9**	**52,1**	**58,8**	**59,7**	**65,3**	**68,0**
Western cape	40,6	30,3	46,3	49,7	54,6	60,4
Eastern Cape	59,3	58,0	55,9	58,9	60,9	61,5
Northern Cape	42,1	49,6	57,2	54,0	57,7	58,2
Free State	56,9	56,7	56,1	55,1	58,4	61,0
KwaZulu-Natal	54,6	44,6	51,4	54,7	63,9	63,7
North West	62,9	56,4	62,7	60,8	67,3	70,6
Gauteng	65,2	60,2	70,8	69,3	73,4	76,3
Mpumalanga	56,0	48,0	51,5	55,8	68,1	72,4
Limpopo	60,8	59,5	58,3	55,4	58,1	62,2
Short-term unemployment	**1 575**	**1 754**	**1 691**	**1 700**	**1 503**	1 405
Western cape	220	276	218	237	226	205
Eastern Cape	203	187	214	207	191	192
Northern Cape	50	44	40	47	42	46
Free State	103	100	115	126	125	117
KwaZulu-Natal	286	381	363	285	219	224
North West	116	126	97	112	86	73
Gauteng	350	385	342	394	386	352
Mpumalanga	117	108	139	141	112	104
Limpopo	129	146	164	151	116	92
Short-term unemployment (%)	**40,2**	**45,3**	**41,2**	**40,3**	**34,7**	**32,0**
Western cape	55,6	63,8	53,7	50,3	45,4	39,6
Eastern Cape	39,5	39,7	44,1	41,1	39,1	38,5
Northern Cape	55,9	48,1	42,8	46,0	42,3	41,8
Free State	41,5	41,6	43,9	44,9	41,6	39,0
KwaZulu-Natal	43,3	52,4	48,6	45,3	36,1	36,3
North West	35,5	41,5	37,3	39,2	32,7	29,4
Gauteng	33,0	38,4	29,2	30,7	26,6	23,7
Mpumalanga	42,2	47,8	48,5	44,2	31,9	27,6
Limpopo	37,4	39,0	41,7	44,6	41,9	37,8

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

Totals include the ódonôt know and óotherô

Table 4.2: The duration of unemployment						
	LFS 2006	**LFS 2007**	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both Sexes	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**
Less than 3 months	780	1 030	620	604	493	**455**
3 months less than 6 months	361	318	428	418	362	**339**
6 months less than 1 year	434	407	644	678	649	**611**
1 year less than 3 years	934	858	971	992	1 100	**1 084**
3 years and over	1 337	1 159	1 436	1 516	1 725	**1 901**
Women	**2 212**	**2 132**	**2 156**	**2 087**	**2 148**	**2 231**
Less than 3 moths	414	547	265	240	200	**187**
3 months less than 6 months	199	161	204	179	157	**149**
6 months less than 1 year	224	206	332	307	294	**298**
1 year less than 3 years	533	482	532	513	567	**564**
3 years and over	801	686	820	844	928	**1 031**
Men	**1 710**	**1 739**	**1 948**	**2 128**	**2 184**	**2 166**
Less than 3 moths	366	482	355	364	292	**268**
3 months less than 6 months	161	157	224	239	205	**190**
6 months less than 1 year	210	201	312	371	355	**313**
1 year less than 3 years	401	376	439	479	533	**520**
3 years and over	536	473	615	672	797	**871**

Due to rounding, numbers do not necessarily add up to totals.
Totals include the ódonôt know and óotherô

Table 5: Characteristics of the not economically active - South Africa						
	LFS 2006	**LFS 2007**	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Not economically active	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
Student	5 065	5 178	5 702	5 834	6 057	6 171
Home-maker	1 196	1 178	2 539	2 740	2 876	2 848
Illness/disability	1 338	1 411	1 803	1 792	1 799	1 645
Too old/young to work	1 072	1 035	991	1 080	1 148	1 219
Discouraged work seekers	2 331	2 557	1 129	1 532	1 998	2 237
Other	1 547	1 614	831	845	736	711
Inactivity rate by age (Both sexes)	**42,0**	**42,8**	**42,0**	**43,9**	**45,7**	**45,6**
15-24 yrs	70,0	70,7	69,6	72,2	74,1	74,8
25-54 yrs	24,7	25,5	24,6	26,2	27,9	27,7
55-64 yrs	54,0	55,3	56,1	58,1	59,8	59,5
Inactivity rate by age (Women)	**48,1**	**49,2**	**49,2**	**51,0**	**52,6**	**52,1**
15-24 yrs	71,4	73,4	72,5	74,9	76,7	76,7
25-54 yrs	33,2	33,8	33,9	35,5	37,4	36,6
55-64 yrs	65,1	66,7	67,3	69,2	69,2	68,6
Inactivity rate by age (Men)	**35,2**	**35,7**	**34,2**	**36,3**	**38,2**	**38,8**
15-24 yrs	68,4	68,0	66,7	69,5	71,5	72,9
25-54 yrs	15,0	16,0	14,3	16,0	17,7	18,1
55-64 yrs	40,1	40,9	42,7	44,9	48,4	48,8

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

Table 6: Socio-demographic characteristics - South Africa

	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
15-24 yrs	1 554	1 538	1 650	1 460	1 311	1 306
25-34 yrs	4 565	4 547	4 728	4 513	4 373	4 396
35-44 yrs	3 526	3 633	3 707	3 753	3 738	3 854
45-54 yrs	2 607	2 592	2 625	2 593	2 530	2 549
55-64 yrs	1 167	1 158	1 157	1 137	1 109	1 159
Age group of the unemployed	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**
15-24 yrs	1 359	1 336	1 379	1 351	1 339	1 296
25-34 yrs	1 600	1 598	1 661	1 744	1 776	1 847
35-44 yrs	609	568	690	728	787	828
45-54 yrs	289	300	290	315	344	352
55-64 yrs	64	69	84	77	88	74
Age group of the not economically active	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
15-24 yrs	6 783	6 933	6 945	7 299	7 588	7 715
25-34 yrs	2 002	2 093	1 992	2 212	2 412	2 445
35-44 yrs	1 152	1 198	1 219	1 320	1 464	1 492
45-54 yrs	1 167	1 235	1 254	1 307	1 374	1 364
55-64 yrs	1 445	1 515	1 586	1 686	1 777	1 815
Highest level of education of the employed	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
No schooling	691	627	574	480	395	344
Less than primary completed	1 671	1 598	1 455	1 267	1 101	1 089
Primary completed	820	793	734	696	631	594
Secondary not completed	4 431	4 501	4 585	4 402	4 304	4 427
Secondary completed	3 787	3 814	3 964	3 960	3 974	3 991
Tertiary	1 958	2 054	2 385	2 503	2 473	2 655
Other	62	80	169	148	184	165
Highest level of education of the unemployed	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**
No schooling	134	96	98	94	78	72
Less than primary completed	425	409	401	364	353	303
Primary completed	252	254	230	210	200	201
Secondary not completed	1 753	1 833	1 890	1 931	1 975	2 055
Secondary completed	1 176	1 112	1 256	1 358	1 441	1 483
Tertiary	171	159	198	228	250	256
Other	10	9	31	30	36	28
Highest level of education of the not economically active	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
No schooling	892	918	883	875	835	816
Less than primary completed	1 905	1 925	1 893	1 949	2 000	1 893
Primary completed	1 117	1 074	1 068	1 083	1 144	1 127
Secondary not completed	6 365	6 759	6 893	7 273	7 630	7 886
Secondary completed	1 913	1 944	1 870	2 197	2 480	2 565
Tertiary	300	293	291	346	403	426
Other	57	60	99	102	123	118
Current marital status of the employed	**13 419**	**13 467**	**13 867**	**13 455**	**13 061**	**13 265**
Married or living together like husband and wife	7 300	7 275	7 333	7 199	7 022	7 054
Widow/widower	538	492	464	431	449	425
Divorced or separated	474	447	499	477	453	452
Never married	5 106	5 248	5 571	5 349	5 137	5 334
Unspecified	1	5	.	.	.	.

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

Table 6: Socio-demographic characteristics - South Africa (concluded)						
	LFS 2006	LFS 2007	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Current marital status of the unemployed	**3 922**	**3 871**	**4 104**	**4 215**	**4 332**	**4 397**
Married or living together like husband and wife	1 033	1 047	1 144	1 164	1 168	1 156
Widow/widower	71	66	62	57	51	56
Divorced or separated	69	61	77	66	74	78
Never married	2 750	2 696	2 822	2 928	3 039	3 107
Unspecified						
Current marital status of the not economically active	**12 548**	**12 973**	**12 996**	**13 824**	**14 614**	**14 832**
Married or living together like husband and wife	3 167	3 244	3 472	3 589	3 698	3 656
Widow/widower	567	592	593	623	631	661
Divorced or separated	209	235	233	231	230	236
Never married	8 605	8 892	8 697	9 381	10 055	10 279
Unspecified	1	10	.	.	.	.

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