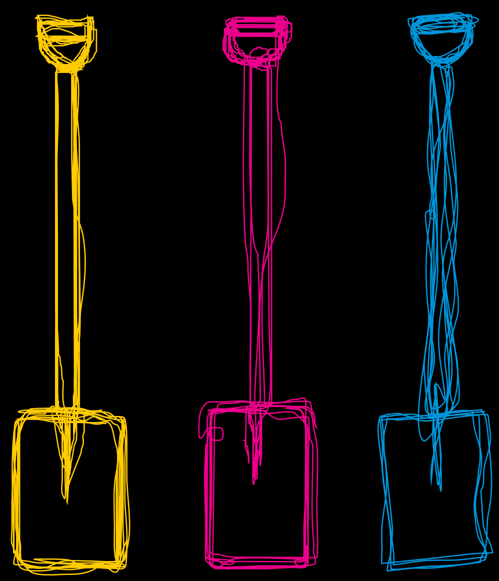
Labour Market Dynamics in South Africa, 2013



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Labour market dynamics in South Africa 2013

Pali Lehohla
Statistician-General

Statistics South Africa 2013

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Foreword

The Post-2015 development agenda focuses on Sustainable Development Goals (SDGs), and builds on the Millennium Development Goals, (MDGs) which are presently set to be achieved by 2015. In this agenda, the Secretary-General of the United Nations makes a poignant point of 'leaving no one behind' in the sense of spreading the development focus far and wide. Leaving no one behind means that all the vulnerable groups, such as women, the youth and the disabled must, through a deliberate process, be seen to benefit by transforming economies through sustainable jobs and growth, going forward. At 20 years, democratic South Africa remains confronted by a triple challenge of poverty, inequality and unemployment, and therefore the challenge of leaving no one behind and transforming economies through jobs and growth confronts a typical South African political and socio-economic situation. This report is the sixth since the Quarterly Labour Force Survey was introduced to diagnose the labour market trends and produce up-to-date information, and place policy in a strong position in knowing and understanding the size and nature of the problem of unemployment in South Africa. We have enhanced our diagnostics in that for the second time, we include a chapter that analyses movements into, and out of the three labour market states – using panel data derived from the QLFS. The panel allows us to track the same individuals over time and enriches our understanding of which people are the most successful in gaining employment, by recording information that states in which sectors, industries, occupations, and provinces those individuals are employed; and which methods of job-search are the most widely used in job searching. This then places policy in a much stronger position than before in addressing the structural labour market constraints in South Africa.

The report is tabled at the time when the African Ministers responsible for Finance, Planning and Economy met in Abuja, Nigeria recently. The theme of their session was Industrialisation for transformative and inclusive growth in Africa. The evidential base for such can only be found in scientific enquiry, amongst others, of the labour markets. This report is tabled against the backdrop of Nigeria having been reported to have surpassed South Africa as the biggest economy in Africa, worth almost twice what it has been known to be. Yet Nigeria experiences as high an unemployment rate as that of South Africa. The report is tabled only a mere four weeks before South Africa goes for a national election that is poised to introduce a fifth democratic government.

The fifth democratic government will be informed that over the period July to September of 2013 and October to December of the same year, 92,9% of the employed people kept their jobs. In contrast, only 13,1% of the over four million of the unemployed were able to find a job. The fifth democratic republic will be informed that work experience, whether short-term or long-term, increases the chances of finding a job amongst those who are unemployed. Across the provinces, people with education levels below Matric were less able to find jobs compared with those who had Matric and higher educational qualifications – this report tells the new government. In addition, in most provinces, adults were in a substantially better position than youth in finding employment.

The report casts its sights and focus back to the period 2008 to 2013 and reminds policy that South Africa did not escape the effects of the global economic recession. Back in 2008, the unemployment rate rose from 22,5% in to around 24,0% and stabilised around that figure for each of the next five following years. And despite the improvement in employment and real GDP in the post-recession period, the percentage of South Africans with jobs is still below the peak reached before the recession occurred.

On a more positive note, education levels have improved and the percentage of the country's labour supply with tertiary educational qualifications rose from 14,5% in 2008 to 17,1% in 2013. Access to several employment benefits has also improved for South African employees. Over the period 2008 to 2013, there was an increase in the percentage of employees who were entitled to pension and medical aid contributions from their employers – although men seemed to be benefitting more than women in this regard.

In the post-recession period, we have also seen some improvement in key labour market rates for specific groups. Since 2011, among women, for two successive years, the unemployment rate declined and the labour absorption rate increased. This has narrowed the gender gap in both rates. Other vulnerable groups such as youth, and in particular the black African population group in general have also benefited from the more favourable economic climate in the post-recession period. However, along with women, the unemployment rate for both youth and the black African population group remains substantially above the national average. Another outcome over the post-recession period is the trend in the incidence of long-term employment. After increasing steadily each year over the period 2008 to 2011, the incidence of long-term unemployment declined for the second successive year in 2013.

Among other developments highlighted in this year's report is the trend in earnings. After increasing in both 2011 and 2012, the median monthly earnings of all employees declined in 2013. This was on account of a decline in the earnings of the coloured population group. Median monthly earnings remained unchanged among employees in the black African and Indian/Asian population groups, but rose among the white population group. Compared with 2012, employee earnings were also lower in 2013 in Western Cape, Eastern Cape, KwaZulu-Natal, and North West. And in 2013, among both men and women there was also an annual increase in the proportions with monthly earnings below the threshold of two-thirds of median monthly earnings – with the proportion of women at 42,1% substantially higher than that of men (28,8%).

Another new area of importance has been added this year. In this regard, the report locates the labour market outcomes in the South African economy in an international context in order to provide a platform for the Post-2015 global agenda.

Among emerging market economies, South Africa had the highest unemployment rate at 24,7% in 2012; but in a wider global context, Mauritania and Macedonia (both with 31,0%), Reunion (28,3%), Bosnia and Herzegovina (28,2%), Lesotho (26,5%), and Spain (25,2%) had higher rates. Also, over the period 2008 to 2012, while in South Africa the unemployment rate increased by a modest 2,3 percentage points, in countries such as Greece and Spain the rate increased by16,6 and 13,7 percentage points respectively..

I sincerely hope that this report will contribute to policy formulation as well as encourage academic discourse on factors influencing or sustaining labour market trends in this country and provide better and detailed information on the Post-2015 Sustainable Development Goals.

Pali Lehohla
Statistician-General

Highlights

South Africa did not escape the effects of the global economic crisis of 2007–2009 which had far-reaching effects across the world. The pre-recession period was generally characterised by annual growth in employment, declines in unemployment, and GDP growth in excess of 4,0% each year. The global financial crisis had the biggest impact on the South African economy over the period 2008 to 2010. Since 2011, there has been a resumption in employment growth, but unemployment levels have also risen while the recovery of real GDP growth has been at a substantially slower pace than in the pre-recession period

Labour market dynamics

- Over the period Q3: 2013 to Q4: 2013, panel data constructed from the Quarterly Labour Force Survey (QLFS) highlights that the employed are most likely to stay employed. As many as 92,9% of those with jobs remained in employment. Only 13,1% of the unemployed found employment. The unemployed, discouraged work-seekers and other not economically active persons (as a group) are more likely to find employment in the formal sector but the informal sector serves as a point of entry into the formal sector.

- Gender disparities in employment transition rates are most pronounced in the North West and Northern Cape. And transition rates into employment are higher for adults compared to youths in every province except in Western Cape.

- Those with work experience are more likely to find employment compared to those who have never worked before.

- Domestic workers, Clerks and sales and service workers were most likely to remain in these occupations while skilled agricultural workers were least likely.

- In all provinces, formal sector retention rates were higher than in the informal sector. The highest formal sector retention rates were in the Western Cape, Free State and Gauteng, while the highest informal sector retention rates were in North West, Free State and Limpopo.

- Firms with less than 10 employees created the most jobs in all provinces, however, in Western Cape and KwaZulu-Natal firms with more than 50 employees created more than one in four of the jobs found in Q4: 2013.

Labour market rates

- Over the period 2008 to 2013, employment increased from 14,6 million to 14,9 million. But over the same period unemployment also increased - from 4,2 million to 4,9 million. This resulted in an increase in the unemployment rate from 22,5% in 2008 to 24,7% in 2013. The rate rose to 24,9% in 2010, declined to 24,8% the following year and rose again in 2012 to 24,9%. In 2013 there was a modest decline to 24,7%.

- For specific groups there has been some improvement in key rates over the post-recession period of 2011 to 2013 which is characterised as follows:
    - The unemployment rate among women and the black African population declined for two successive years, although the rate for both groups remains substantially higher than the national average.
    - The absorption rate among women rose steadily over the post-recession period (from 35,3% in 2010 to 36,9% in 2013) and among the black African population from 37,6% to 39,3% over the same period.
    - The unemployment rate among the youth rose from 32,0% in 2008 to a high of 35,8% in 2012 before declining slightly to 35,4% in 2013.

- o The absorption rate among youth declined steadily over the period 2008 to 2011 with only modest increases in the following two years.

Employment patterns and trends

- Employment by industry over the period 2008 to 2013 shows gains in Community and social services (575 000), Finance (213 000), Transport (91 000), Mining (57 000) and Utilities (25 000). In comparison, large employment losses were observed in Manufacturing (281 000), Trade (184 000), Agriculture (79 000) and Private households (67 000).

- In terms of occupations, between 2008 and 2013, the number of Sales and service workers increased by 304 000, followed by Managerial and Professional occupations up by 126 000 and 118 000 respectively. The largest declines in employment over the period was among workers in Craft and related trades (330 000) and those in Skilled agriculture (42 000).

- Employment in the formal sector increased from 10,1 million in 2008 to 10,5 million in 2013, while informal sector jobs remained virtually unchanged at 2,4 million.

- Trends in the number of hours per week spent by workers at their workplaces showed that women worked fewer hours on average (41–42 hours) compared with men (45–47 hours) over the period 2008 to 2013. Hours worked spent by workers according to industry type differ considerably, driven by factors such as the labour intensity of the sector and the experience of the workforce as determined by their education and skills levels. People employed in the Transport and Trade industries worked the longest hours while those working in Private households worked the least number of hours each week. Provincial trends over the period 2008 to 2013 show that in every province the length of the work week declined.

- Over the period 2008 to 2013, the incidence of underemployment declined among all population groups, with the largest decline occurring among Indians/Asians and black Africans. The decline was generally by a larger margin among women compared with men, and tended to be so in provinces such as KwaZulu-Natal and North West compared with the other provinces. The highest incidence of underemployment was among those working in Private households.

- Over the period 2008 to 2013, access to several benefits improved for South African employees; the number of employees who enjoyed the benefit of pension contributions from their employers increased from 45,5% to 48,0%; and those with medical aid increased from 28,7% to 31,6%. But access to benefits has remained consistently higher for men than for women. And in 2013 the proportion of women with monthly earnings below the threshold of two-thirds of median monthly earnings was substantially higher (42,1%) than men (28,8%).

- Median monthly earnings of employees declined from R3 115 in 2012 to R3 033 in 2013. And large disparities by population group are still evident. In 2013, the earnings of the white population group increased to R10 500, while among the coloured workers there was a decline. The earnings of the black African and Indian/Asian groups remained unchanged. At R2 600 in 2013 the earnings of black Africans amounted to barely 25% of white earnings.

- Fetching water/collecting wood and subsistence farming were the main types of activities undertaken for household consumption. This type of activity is not counted as employment in South Africa and it is predominantly undertaken by women, who are generally black Africans, and are younger people, and happen to be the less educated and those who mainly reside in KwaZulu-Natal, Eastern Cape and Limpopo.

- Over the period 2011 and 2013, the number of persons engaged in own-use activities expressed as a percentage of the working age population declined from 16,1% in 2011 to 15,0% in 2013. This trend is reflected in the distributions by sex, age and population group.

Government job creation programmes

- Awareness about Expanded Public Works Programmes and other government job creation programmes increased from 42,8% in 2011 to 49,7% in 2013 and more women than men participated in the programme. In 2011, a larger proportion of youth compared to adults participated in Expanded Public Works Programmes but this was reversed in 2013 when participation among adults was higher than among youth.

- Participation in government job creation programmes was also highest among the less educated, while the provinces of Gauteng and KwaZulu-Natal had the most people that had participated in those programmes (26,0% and 18,2% respectively).

- In 2013, three out of five participants in government job creation programmes (63,2%) that were employed had jobs in the tertiary industries, up from 58,1% in 2011 while four out of every five participants who were employed had jobs in the formal sector.

Unemployment patterns and trends

- Unemployment in South Africa is not uniformly distributed according to the demographics of the country. Since 2009, although fewer women than men were unemployed, the incidence of long-term unemployment is higher among women. It is also highest among the black African population group and lowest among the white group.

- In 2013 the incidence of long-term unemployment declined for all population groups with the largest decline occurring among the white population (3,3 percentage points) followed by the black African population group (1,9 percentage points).

- Job-search patterns among the unemployed were concentrated in a narrow range of activities. In 2013, more than one half of all unemployed persons enquired at workplaces/factories, etc., in search of work.

- Youth aged 15–34 years and persons with tertiary education are much more likely than other groups to search the internet when looking for work.

Youth in the labour market

- In 2013, youth accounted for 55,7% of the working age population aged 15–64 years yet they are disproportionately represented among the employed (40,4%); the unemployed (67,4%); the discouraged work-seekers (66,5%) and among others who are not economically active (67,0%).

- The type of contract on which a young person is employed impacts on their vulnerability in the labour market. Young people are almost twice as likely to be employed on a limited duration contract compared to adults. The youth are also less likely to be employed on a permanent contract, as well as receive benefits such as medical aid and pension contributions from their employers. A higher proportion of youth compared with adults do not receive regular salary increases while a smaller proportion have their salary increments negotiated through union affiliation and the employer.

- Levels of education also play an important role in the unemployment rates faced by young people. The rate for those with a tertiary qualification was the lowest among both adults and youth, yet among young people it was still more than three times that of adults. Gender disparities are also large. Unemployment rates are substantially higher among young women than among young men while absorption rates are lower among young women compared with young men. And among young people who are not in employment and not in education/training (NEET) the rate among young women is also substantially higher than the rate among their male counterparts.

International comparisons

- The unemployment rate in South Africa that was measured at 24,7% in 2012 was the highest among emerging market economies, but in a wider global context, in countries such as Mauritania and Macedonia (both with 31,0%), Reunion (28,3%), Bosnia and Herzegovina (28,2%), Lesotho (26,5%), and Spain (25,2%) the rate was higher than in South Africa. And over the period 2008 to 2012, while in South Africa there was a modest increase in the unemployment rate by 2,3 percentage points, in Greece and Spain the unemployment rate increased by 16,6 and 13,7 percentage points respectively.

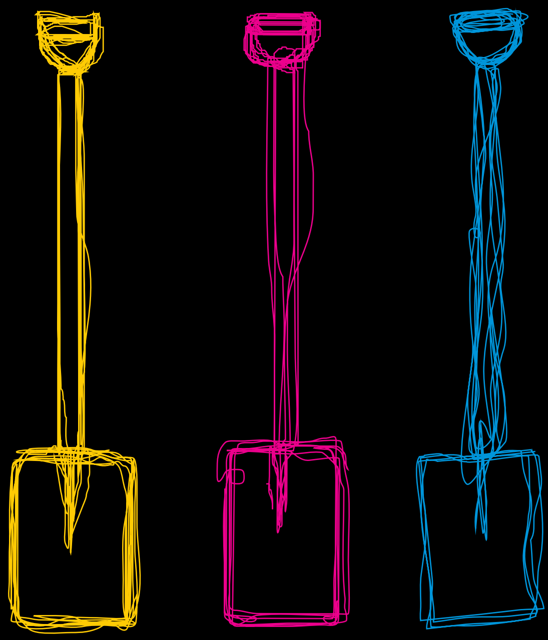
- Although South Africa had the highest unemployment rates among both men and women in 2012, the ratio of female to male rates at 1,19, is similar to that of Poland (1,16) and smaller than in nine of the seventeen emerging market economies for which data are available.

- Among emerging market economies, in 2012, South Africa had the highest incidence of long-term unemployment at 67,9%, followed by Chile at 59,7%.

- There is widespread acknowledgement (by the International Labour Organisation and others) that because of technological advances and the diversity of the manufacturing and modern services sectors, the level of education/training of the workforce needs to be scaled upwards. Yet the proportion of the labour force that have secondary or higher educational qualifications varies considerably among emerging market economies: 29%–40% in Turkey, Pakistan, Thailand and Indonesia; 45%–50% in South Africa and India; and as high as 80%–95% in the Russian Federation, Poland, Hungary and Malaysia.

- Available data for emerging market economies suggest that the informal sector accounts for less than 20,0% of non-agricultural employment in Ukraine, Russian Federation, South Africa and Philippines. In contrast, this sector provides jobs for more than 65,0% of the employed in Pakistan and in India.

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) which 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 capturing 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 sixth annual report produced by Stats SA on the labour market in South Africa. It is based largely on revised data for the period 2008 to 2013 from the QLFS that reflect new population benchmarks from the 2011 Population Census. The report includes, for the second time, an analysis of labour market dynamics (discussed in Chapter 2). A new area of interest has also been added which discusses key labour market outcomes in South Africa in a global context (Chapter 7). As in previous reports, annual historical data (revised) are included in a statistical appendix.

Objective

The objective of this report is two-fold: first, to analyse the patterns and trends in annual labour market results over the period 2008 to 2013, and second, to analyse important aspects of the labour market in South Africa in an international context.

Data sources

Quarterly Labour Force Survey – 2008 to 2013 (Quarters 1 to 4, based on revised data)
Quarterly Employment Statistics – 2008 to 2013 (Quarters 1 to 4)
International Labour Organisation, Key indicators of the labour market (KILM), 2013

Cautionary note

Data revisions: The revised labour market results used in this report may differ from those published in previous years.

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

Layout of the remainder of the report

Chapter 2: Labour market dynamics

This chapter first outlines the concepts and uses of panel data, while explaining how movements in and out (gross flows) of a labour market state can be interpreted. The analysis then focuses on the rates of outflow from employment, unemployment, discouragement and inactivity. Identifying in which sector and industries the unemployed, discouraged and inactive work-seekers will find employment on a quarterly basis. Factors which impact on the chances of finding employment are identified, including work experience and the duration of unemployment. The final section discusses the distribution of those who were not employed in the previous quarter but had found employment the following quarter.

Chapter 3: 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 over the period 2008 to 2013. The analysis 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. Summary measures, including the unemployment, absorption and labour force participation rates are also analysed. Finally, the profile of discouraged work-seekers is examined and the chapter ends with an analysis of the labour market outcomes based on the expanded definition of unemployment.

Chapter 4: Employment and other forms of work

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2008 to 2013 with respect to the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. This is followed by a comparison of the formal sector employment results based on the Quarterly Labour Force Survey with those based on the Quarterly Employment Statistics. Subsequent sections of the chapter focus on other aspects of employment such as hours worked; earnings; decent work; job-tenure; Government job creation programmes and other forms of work.

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on various demographic characteristics of the unemployed as well as their types of job-search activities. This is followed by a discussion of unemployment duration for the period 2008 to 2013. The incidence of long-term unemployment is then analysed in the context of sex, population group, age, educational attainment and province. The chapter concludes with an analysis of the job-search methods used by the unemployed.

Chapter 6: Youth in the South African labour market

This chapter focuses on the labour market situation of youth aged 15–34 years and adults aged 35–64 years. The analysis is based on the trends in key labour market indicators over the period 2008 to 2013 by socio-demographic characteristics such as population group, sex and level of educational attainment. The industries and occupations in which the youth are employed as well as factors which increase their vulnerability are examined. In this regard, the focus of the analysis is on the differences in the duration of unemployment for adults and youth and how it relates to work experience. The chapter ends with an analysis of the youth who are Not in Employment, Education or Training (the NEET).

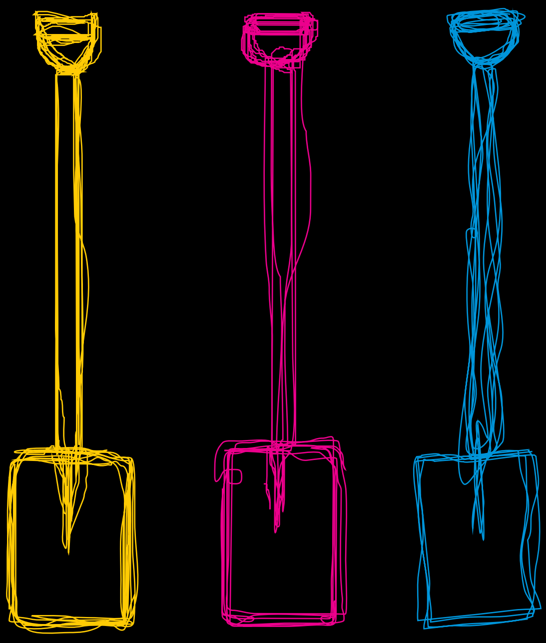
Chapter 7: International comparisons

The analysis in this chapter draws heavily on the recently published ILO publication entitled "Key indicators labour market" (KILM, Eighth edition, 2013) which is a collection of key labour market indicators for countries across the globe. The objective of this chapter is to analyse labour market outcomes in the South African labour market in the context of global developments. In this regard, the analysis is based largely on the group of countries regarded as emerging market economies. The initial focus is on the patterns and trends in the unemployment rate, the absorption rate and the labour force participation rate. The education profile of the labour force is then analysed to identify the countries in which the available supply of labour is better placed to access employment opportunities. In terms of employment, the chapter highlights differences in the distribution of the employed by broad industrial groupings (agriculture; industry and services). Participation in the informal sector is then analysed, followed by the distribution of those working for more than 50 hours per week across the selected countries. The chapter ends with a discussion of the challenges faced in comparing labour market indicators in the Southern African Development Community (SADC).

Appendices

Appendix 1: Technical notes
Appendix 2: Statistical tables

Chapter 2
Labour market dynamics



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Chapter 2: Labour market dynamics

Panel data and the QLFS

What is a panel? Panel data are collected at different time periods for the same individuals or households. For example, collecting information about whether a person is employed or not for the same person from quarter to quarter over a number of years, constitutes a panel.

The design of the QLFS enables the tracking of individuals across the quarters. This means that, in principle, as many as three out of every four individuals in the sample can be tracked between two consecutive quarters. In the fourth quarter, one in four individuals can be tracked. The results analysed in this chapter therefore match individuals that were present in the sample between two consecutive quarters using the following variables: name, surname, gender, age, and population group.

The value of a panel: Tracking individuals over a period provides a better understanding of how their movements into and out of employment, unemployment and inactivity change over time. One is also able to identify factors which can increase the chances of finding employment.

Stocks refer to labour market status, e.g. employed or unemployed at a particular point in time.
Flows refer to the movements in labour market status between two points in time. Flows change the level of stocks. The difference between flows into and out of labour market states is referred to as **net flows**. It is these net flows that are routinely reported by the QLFS.

Transition matrices: Transition matrices are tables which help us to understand the movements of the matched individuals in a panel. In addition to looking at changes in the labour market status of people in the panels, movements between different sectors and industries can also be analysed. These movements are expressed in percentages. If 4,0% of employed persons in Q3: 2013 moved into unemployment in Q4: 2013, this percentage is referred to as the rate of transition.

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

Background

A dynamic economy is characterised by a high degree of job churning whereby jobs are continuously being created and destroyed. It is a process which has an impact on employment outcomes both within and between industries, sectors and occupations. Demand patterns are at the core – since labour shed in one industry can be absorbed in another industry.

Introduction

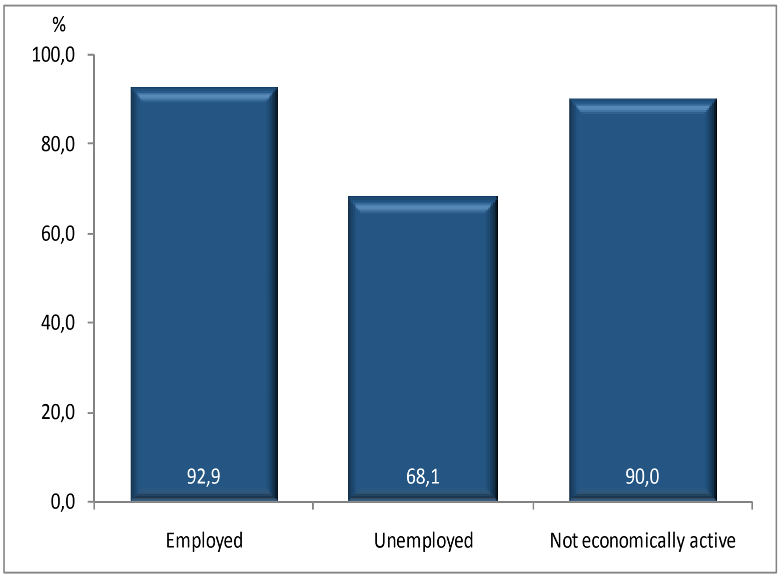
This chapter examines in detail the movements into and out of the three labour market states (employed, unemployed and not economically active). This is achieved through tracking the same individuals from one quarter to the next. The analysis is based solely on the results of the Quarterly Labour Force Survey (QLFS) conducted in the third and fourth quarters of 2013 (Q3: QLFS) and (Q4: QLFS). Historical results back to 2010 are included in the Statistical Appendix.

Table 2.1: Retention and transition rates by labour market status Q3: 2013 to Q4: 2013

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

Table 1 shows that the employment retention rate was 92,9%, which means that nine out of every ten persons with a job in Q3: 2013 were still in employment in Q4: 2013. The transition rate from employment into unemployment and inactivity was 3,2% and 3,9% respectively. In terms of the unemployed, over the same period, 68,1% remained without jobs while as many as 18,9% moved out of unemployment and into inactivity and only 13,1% found jobs. Among the not economically active population, 90,0% remained in that labour market state while a larger percentage (5,9%) moved into unemployment compared with those who moved into employment (4,0%).

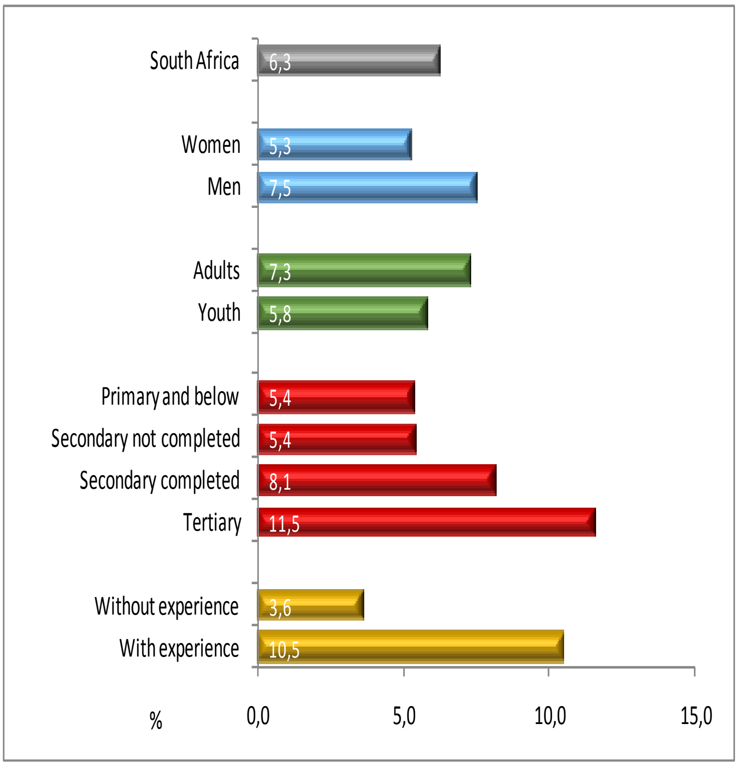
Figure 2.1: Retention rates by labour market status



Based on Q3: 2013 to Q4: 2013

The retention rate was highest among the employed (92,9%) and the not economically active (90,0%) and lowest among the unemployed (68,1%).

Figure 2.2: Transition into employment by various groups



Based on Q3: 2013 to Q4: 2013

Among people who did not have jobs in Q3: 2013 (the unemployed and the not economically active), in the subsequent quarter, 6,3% found employment.

There was a gender-specific dimension in people's ability to move from unemployment or inactivity into employment. Higher percentages of men (7,5%) than women (5,3%) found employment (Figure 2.2).

The lower transition rate into employment among the youth (5,8%) compared with adults (7,3%) underscores the challenges faced by young people in finding employment. This finding also raises the widely held concern that high and persistent joblessness among young people is often associated with negative social consequences such as drug abuse and crime.

In terms of education, Figure 2.2 also shows that the better educated were more able to find jobs compared with those in lower education categories. The growing complexity of organisations and the introduction of sophisticated technology now require relatively high levels of educational attainment to secure employment. In addition, as acknowledged by the ILO (2013)[1], gaps between the education curriculum and the needs of the labour market can be disadvantageous, especially in cases where people chose study fields that cannot provide for jobs in the long run.

In addition, people who had work experience were almost three times more likely to find a job compared with those who had never worked before, signalling the importance of programmes such as the Expanded Public Works Programme in providing people with their first job.

[1] *Gender dimensions of national employment policies: A 24-country study, Employment paper; 152, 1999-2939; 1999-2947 (web pdf)*

Figure2.3: Provincial transition rates into employment by sex

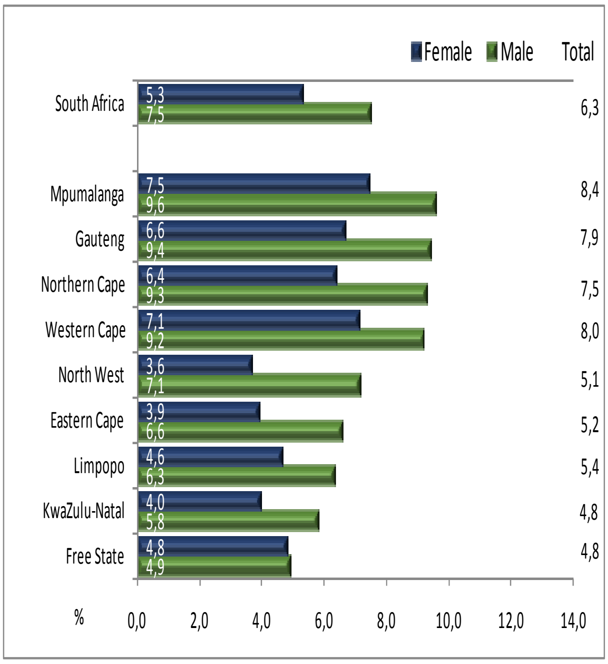
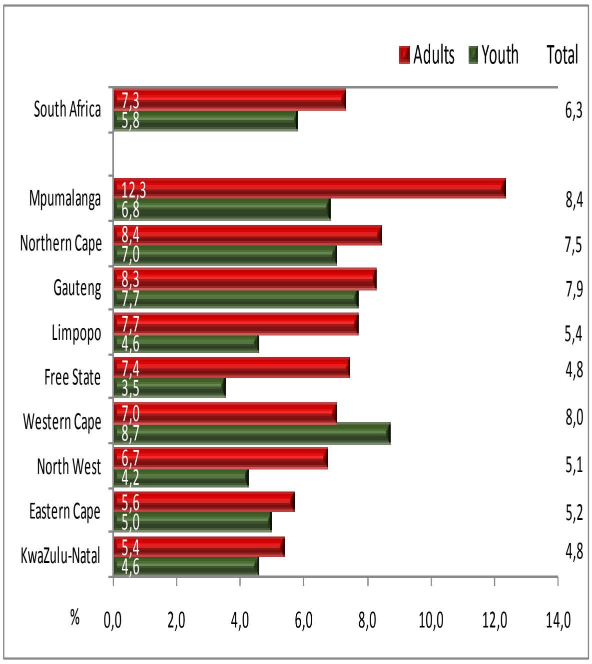


Figure 2.4: Provincial transition rates into employment by youth and adults



Based on Q3: 2013 to Q4: 2013

Male transition rates into employment were higher than female rates in every province. The largest gender differences occurred in North West, Northern Cape, and Gauteng. Gender differences in employment retention rates were smallest in Free State. In every province except Western Cape, adults (35–64 years) had better chances of finding employment than did the youth (15–34 years). Figure 2.4 shows that the transition rate into employment among jobless adults was highest in Mpumalanga (12,3%) and lowest in KwaZulu-Natal (5,4%). In contrast, the transition rate into employment among jobless youth was highest in Western Cape (8,7%) and lowest in Free State (3,5%).

Figure 2.5: Provincial transition rates into employment by education level

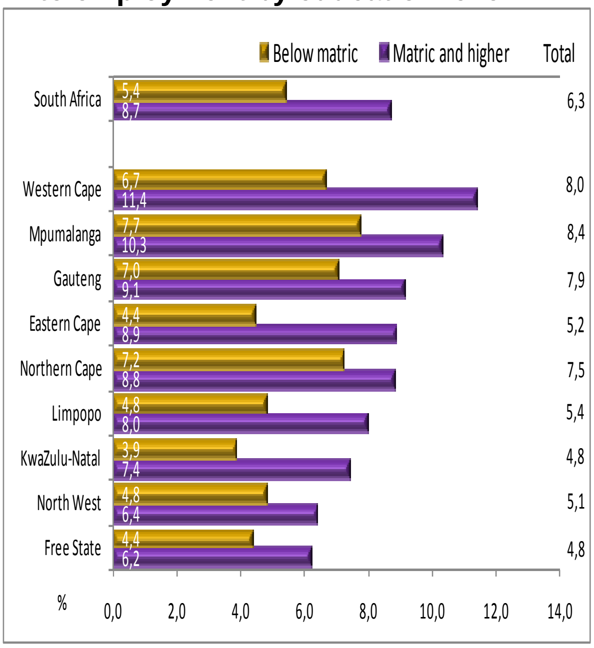
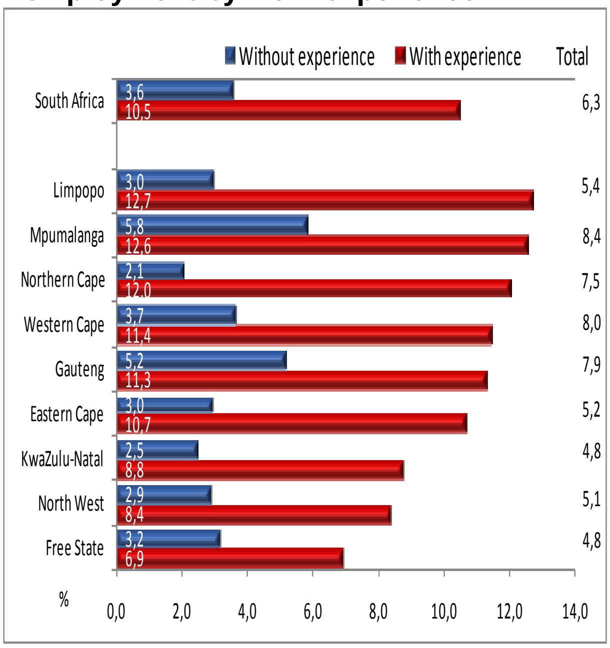


Figure 2.6: Provincial transition rates into employment by work experience



Based on Q3: 2013 to Q4: 2013

Among those without jobs in Q3: 2013, in every province, the transition rate into employment in Q4: 2013 was higher for the better educated (Matric and higher). In provinces such as Eastern Cape and KwaZulu-Natal, people with matric and higher qualifications were twice more likely to find employment than those with less than matric (Figure 2.5). Figure 2.6 suggests that having work experience also enhances the chances of finding employment. In every province, people who had worked before were much more likely to find employment. In Northern Cape, people with work experience were over five times more likely to find jobs than those who had never worked before.

Selected retention and transition rates

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

Figure 2.7: Occupation retention and transition rates

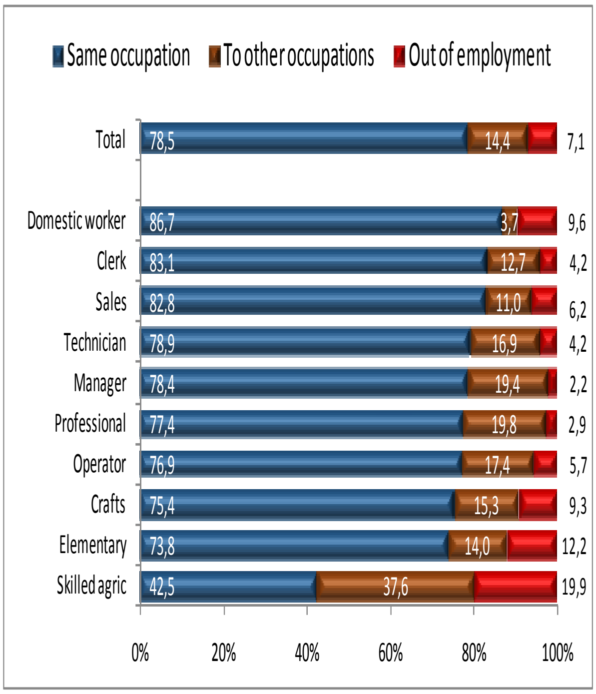
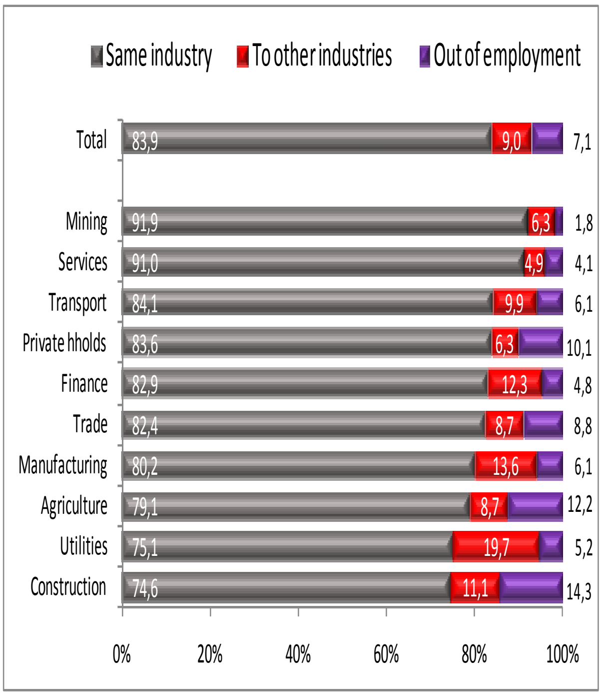


Figure 2.8: Industry retention and transition rates



Based on Q3: 2013 to Q4: 2013

In terms of occupations, Figure 2.7 shows that nationally, 78,5% of employed people remained in the same occupation between Q3: 2013 and Q4: 2013. One in every seven (14,4%) moved to another occupation while 7,1% lost their job and became either unemployed or not economically active. Differences in occupation retention rates are large, ranging from 42,5% among those employed as Skilled agricultural workers to 86,7% among Domestic workers.The highest transition rates out of employment occurred among Skilled agricultural workers (19,9%) and Elementary workers (12,2%), while Skilled agricultural workers (37,6%) and Professionals (19,8%) were more likely than other groups to move to another occupation.

In terms of industries, Figure 2.8 shows that the employment retention rate was highest in the Mining industry (91,9%) which also had the lowest transition rates out of employment (1,8%).More than one in every ten people who in Q3: 2013 were employed in the Utilities (19,7%), Manufacturing (13,6%) and Finance (12,3%) industries changed the industry in which they were employed in the subsequent quarter. Persons employed in Construction and Agriculture were the most likely to lose their jobs altogether.

Figure 2.9: Provincial retention and transition rates in the formal sector

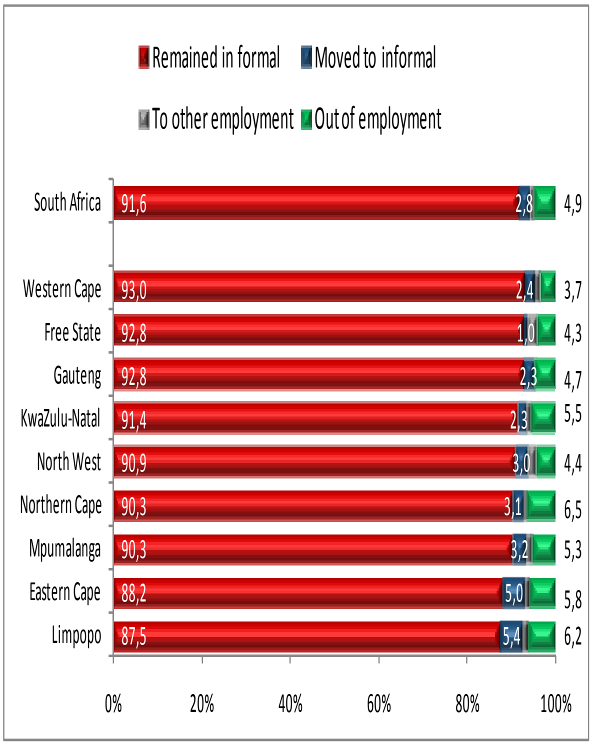
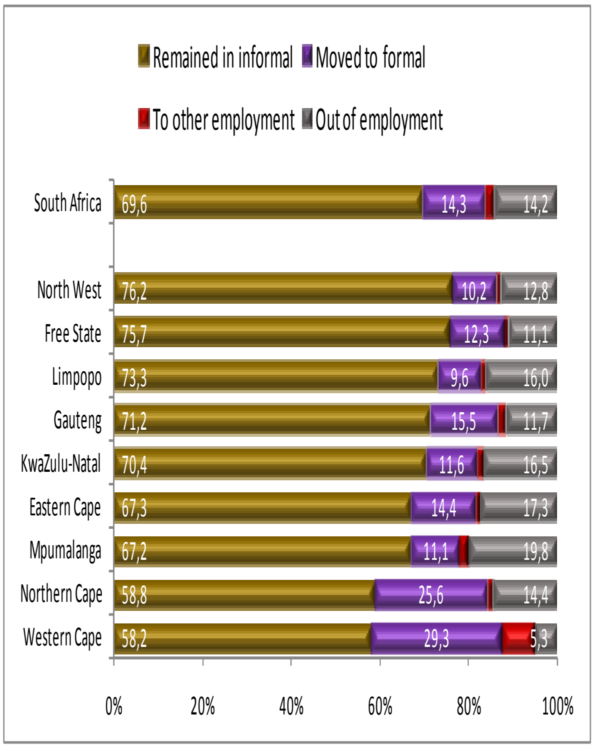


Figure 2.10: Provincial retention and transition rates in the informal sector

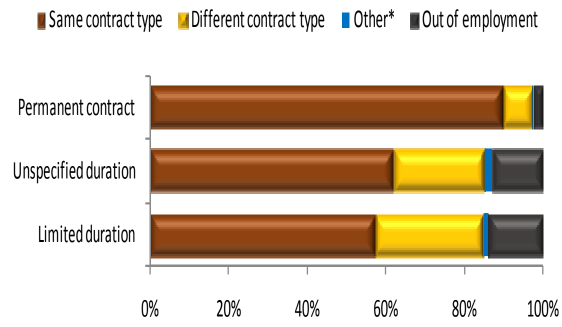


Based on Q3: 2013 to Q4: 2013. Note: In Figures 2.9 and 2.10, "Other employment" refers to Agriculture and Private households grouped.

Figure 2.9 and Figure 2.10 highlight some interesting patterns as follows:

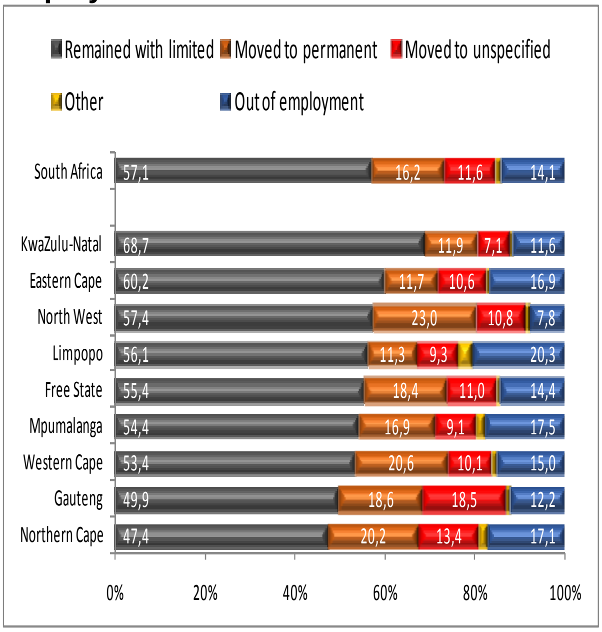
- People employed in the formal sector were more likely to keep their jobs than those employed in the informal sector.
- In every province except Eastern Cape and Limpopo, more than 90,0% of people who were employed in the formal sector in Q3: 2013 remained in that sector in the next quarter.
- With regard to the informal sector, retention rates were somewhat lower, ranging from 58,2% in Western Cape to 76,2%in North West.
- Figure 2.10 also shows that in every province, the informal sector provided an entry point into the formal sector.
- More than 20,0% of people employed in the informal sector in Western Cape (29,3%) and Northern Cape (25,6%)found jobs in the formal sector.
- In every province, transition rates out of employment were substantially higher in the informal sector than in the formal sector (Figure 2.9 and Figure 2.10).

Figure 2.11: Retention and transition rates of employees by type of contract



	Limited duration	Unspecified duration	Permanent contract
Same contract type	57,1	61,7	89,4
Different contract type	27,7	23,4	7,8
Other*	1,1	1,9	0,4
Out of employment	14,1	12,9	2,4

Figure 2.12: Retention and transition rates of employees with limited duration contracts



Note: "Other" refers to those who were employees in Q3: 2013 and became employers in Q4: 2013.

People with contracts of a limited duration were more likely to have different contractual arrangements in the subsequent quarter (Figure 2.11). One in every four employees (27,7%) who had contracts of a limited duration in Q3: 2013 changed their contractual arrangements the following quarter:16,2% became permanent and 11,6% secured contracts of an unspecified duration. Provincial retention rates for those with limited duration contracts were highest in KwaZulu-Natal (68,7%) and lowest in Northern Cape (47,4%). In provinces such as Western Cape (20,6%) and Northern Cape (20,2%) more than one in five persons who had a contract of limited duration in Q3: 2013 became permanent in Q4: 2013. And in every province except KwaZulu-Natal, Limpopo and Mpumalanga, more than 10,0% of people with limited duration contracts moved to contracts with an unspecified duration (Figure 2.12).

Figure 2.13: Retention and transition rates of employees with permanent contracts

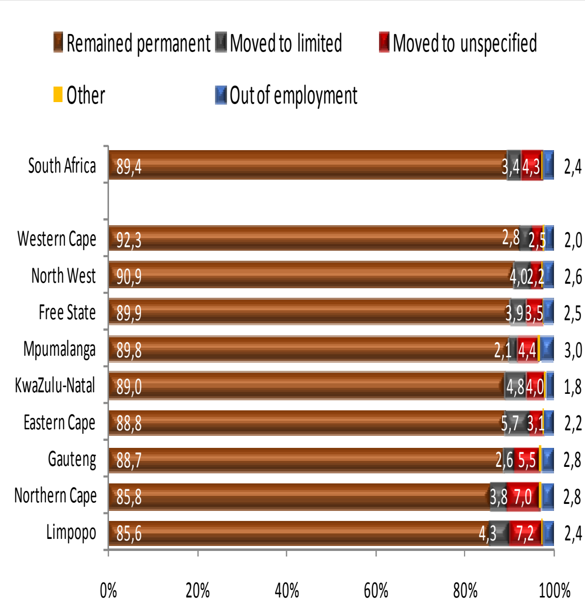
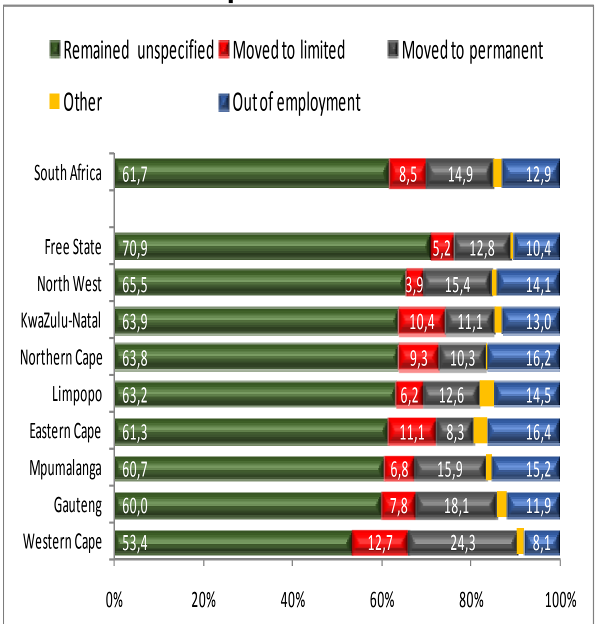


Figure 2.14: Retention and transition rates of those with unspecified duration contracts



Based on Q3: 2013 to Q4: 2013

Figure 2.13 shows that the retention rate among employees with a permanent contract was substantially higher at 89,4% than among employees with contracts of a limited duration (57,1%) or among those with contracts of an unspecified duration (61,7%).

Distribution of those who found employment by various attributes

The analysis in this section focuses on the distribution of persons who did not have a job (the unemployed and the inactive) in Q3: 2013, but who found employment in Q4: 2013. The distributions therefore include all persons who were jobless irrespective of whether or not they looked for employment.

Figure 2.15: Distribution of those who found employment by status in employment

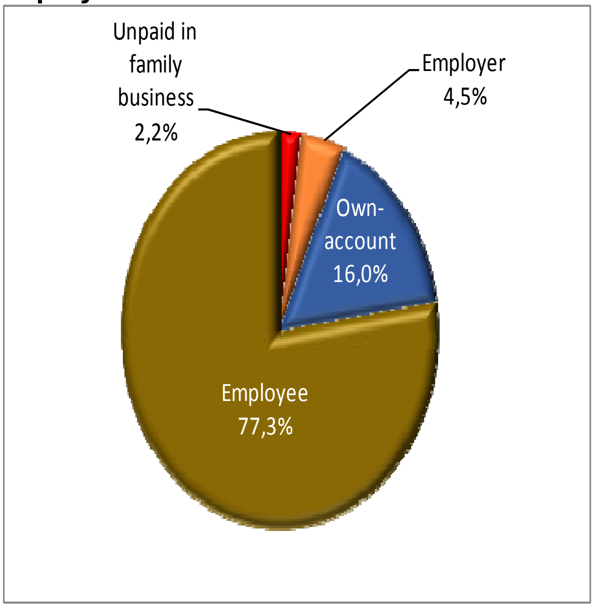
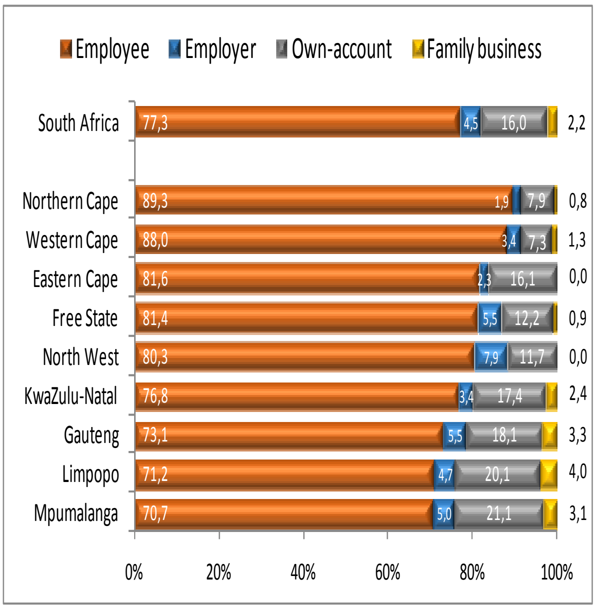


Figure 2.16: Provincial distribution by status in employment



Based on Q3: 2013 to Q4: 2013

Figure 2.15 and Figure 2.16 show some interesting patterns as follows:

- Nationally, three in every four (77,3%) of those who had been without work in Q3: 2013, found jobs as employees in Q4: 2013;16,0% became own-account workers;4,5% became employers; and the remainder (2,2%) helped unpaid in a family business (Figure 2.15).

- This finding signals the importance of entrepreneurship in making the transition from joblessness into employment – particularly in provinces such as Limpopo, Mpumalanga, Gauteng and KwaZulu-Natal. In these provinces, more than one in every five persons who found a job either worked on their own or became employers (Figure 2.16).

Figure 2.17: Distribution of those who found employment by firm size

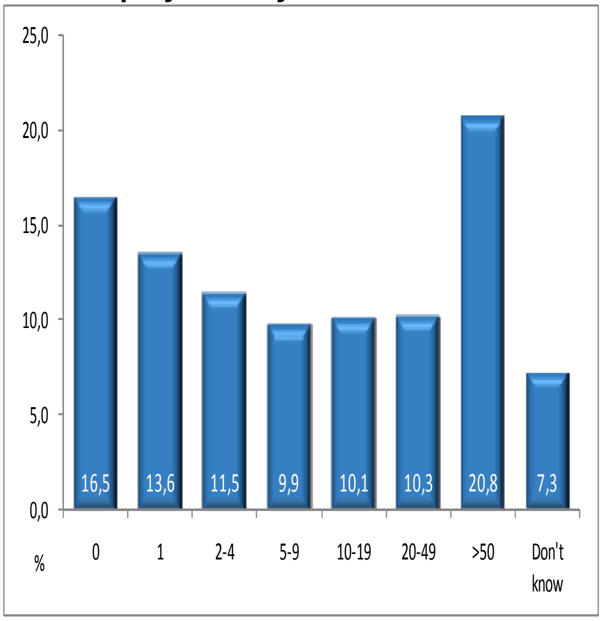
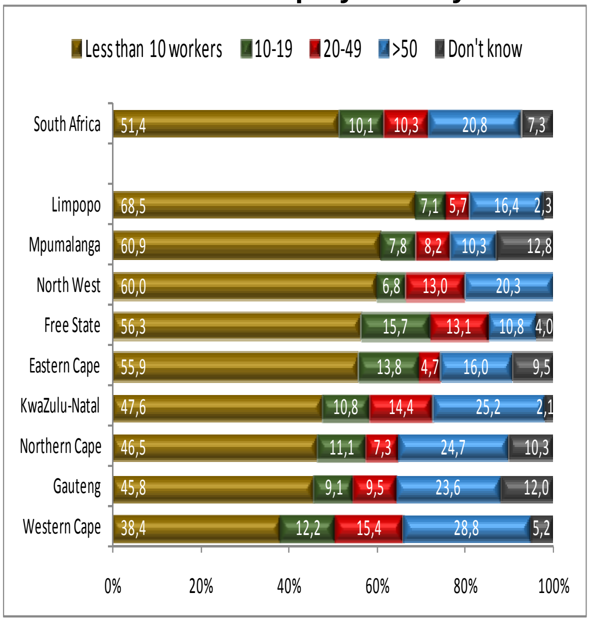


Figure 2.18: Provincial distribution of those who found employment by firm size



Note: In Figure 2.17 firms with "0" persons are those run by sole proprietors/own-account workers. Based on Q3: 2013 to Q4: 2013

Figure 2.17 shows that small firms create jobs. More than half (51,4%) of those who found employment did so in firms that employed fewer than ten workers. The provincial distributions of those who found employment by firm size vary enormously. In Western Cape, as few as 38,4% found jobs in firms with fewer than ten workers, while in Limpopo, Mpumalanga and North West the percentage was 68,5%, 60,9% and 60,0% respectively. In contrast, in Western Cape, Gauteng, Northern Cape and KwaZulu-Natal more than 20,0% found jobs in large firms that employed more than 50 workers, while in Mpumalanga only 10,3% found jobs in such firms (Figure 2.18).

Figure 2.19: Distribution of those who found employment by industry

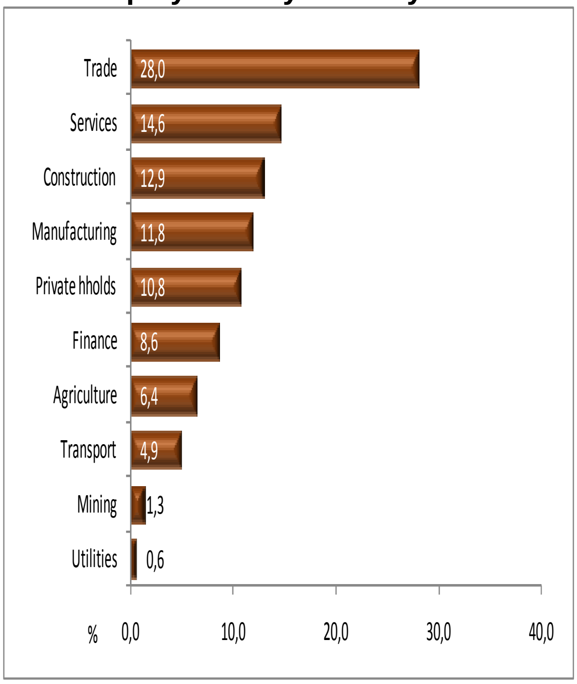
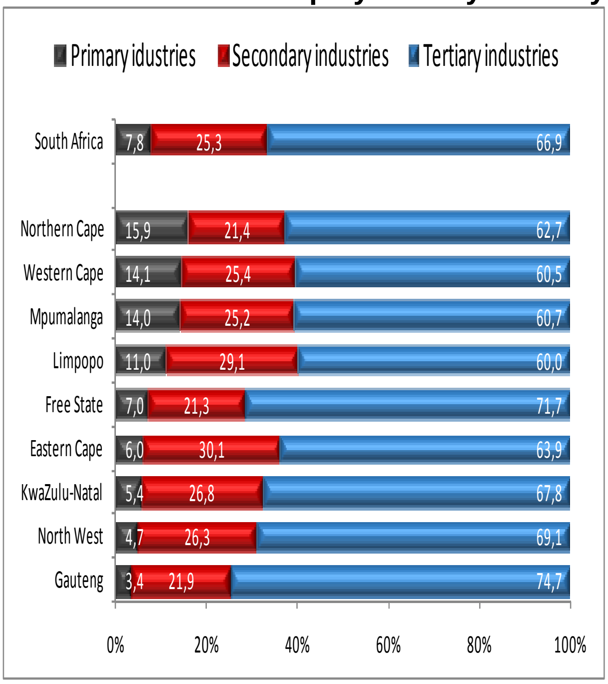


Figure 2.20: Provincial distribution of those who found employment by industry



Based on Q3: 2013 to Q4: 2013

The national and provincial distributions of those who were without a job in Q3: 2013 but who found employment in the subsequent quarter show interesting patterns as follows:

- The Trade industry provided the most employment opportunities for those who found jobs in Q4: 2013. One in every four people (28,0%) found employment in that industry, followed by one in seven (14,6%) who found a job in the Community and social services industry (Figure 2.19).

- The broad industry groupings shown in Figure 2.20 suggest large provincial variations – particularly with respect to those who found jobs in the primary and secondary industries.

- In Gauteng for example, the relatively small share of the primary industries in total employment resulted in only 3,4% of people getting a job in that industry, as against 21,9% who found jobs in the secondary industries.

- Across the country, the tertiary industries offered the best employment opportunities with more than 60,0% of those who found jobs able to secure employment in that industry in every province.

Figure 2.21: Distribution of those who found employment by occupation

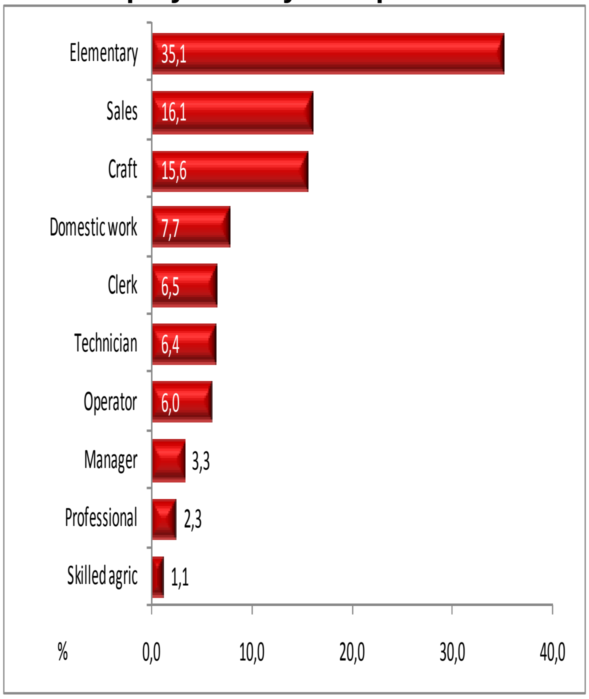
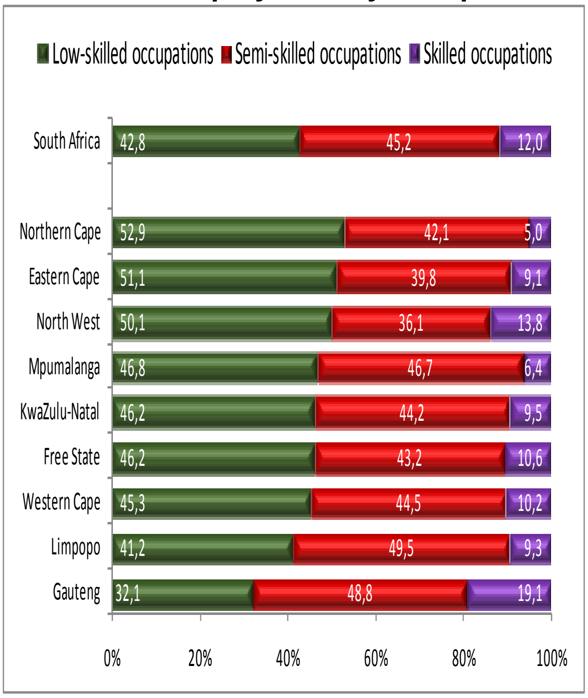


Figure 2.22: Provincial distribution of those who found employment by occupation



Based on Q3: 2013 to Q4: 2013

At national level, 35,1% of those who found jobs were only able to secure elementary positions (Figure 2.21). One in every seven found jobs as Sales and service personnel (16,1%), or as Craft workers (15,6%). Less than 5,0% found jobs in the two highest occupation categories (Managers and Professionals).

Figure 2.22 groups occupations into three broad categories, namely Managers, Professionals and Technicians, which are regarded as skilled occupations. Clerks, Sales personnel, Skilled agricultural workers, Craft workers, and Operators are regarded as having semi-skilled occupations, while low-skilled occupations include Domestic workers and persons engaged in Elementary work. The results shown in Figure 2.22 highlight that the best opportunities for finding skilled jobs occurred in Gauteng where more than 19,1% of jobs were found in the skilled occupation category. Over 45% of the jobs found in Gauteng, Limpopo and Mpumalanga occurred in semi-skilled occupations. In provinces such as Northern Cape, Eastern Cape and North West, more than 50% of all jobs secured were in low-skilled occupations.

Figure 2.23: Distribution of those who found employment by sector

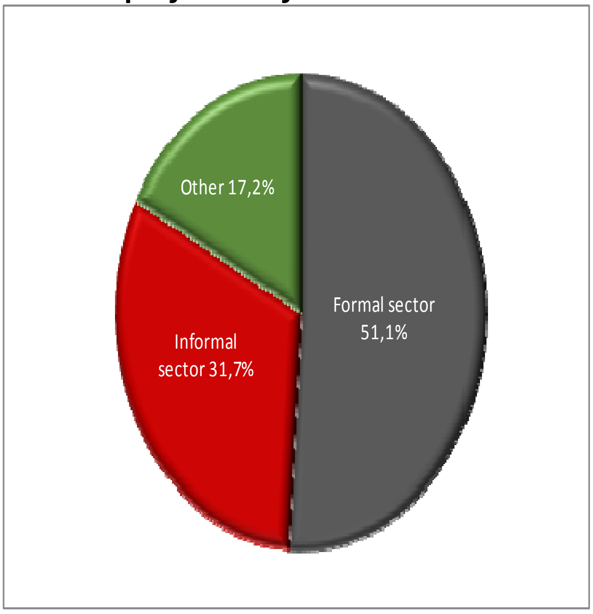
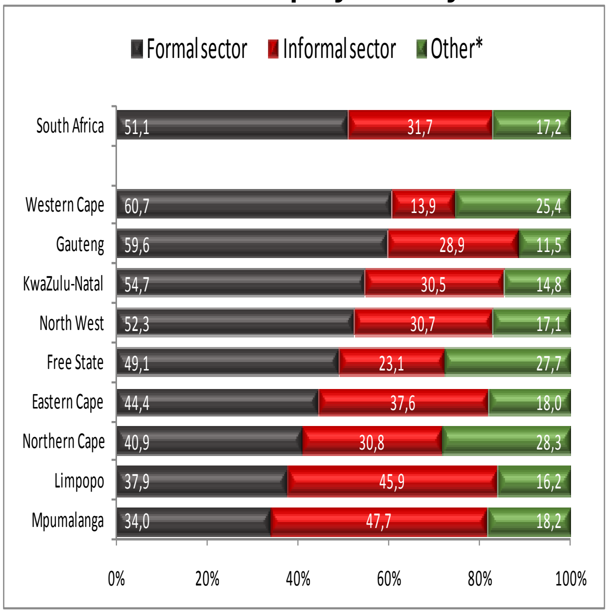


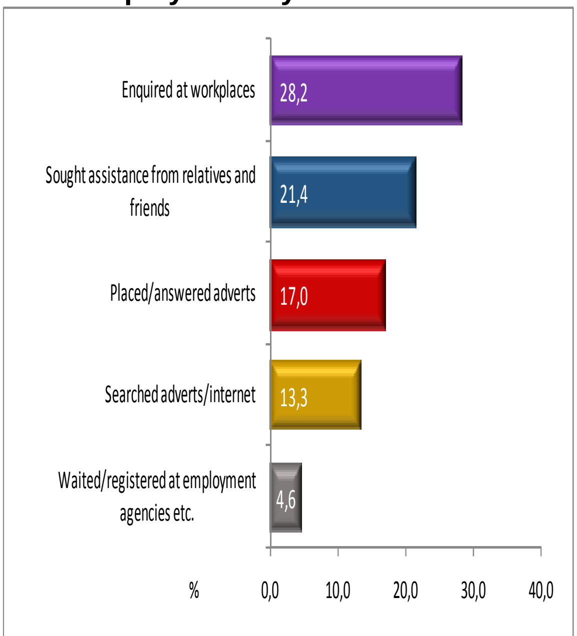
Figure 2.24: Provincial distribution of those who found employment by sector



Note:"Other" refers to the Agriculture and Private households groups. Based on Q3: 2013 to Q4: 2013.

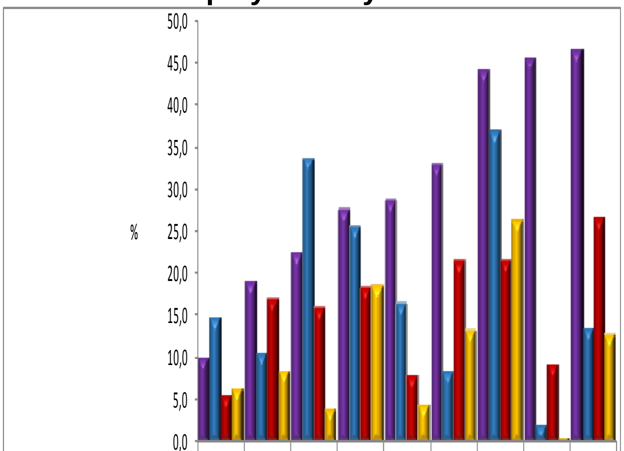
The formal sector accounted for the largest share of jobs found in Q4: 2013 (51,1%), while the informal sector provided the somewhat smaller share of 31,7% (Figure 2.23). A similar pattern occurred in every province except Limpopo and Mpumalanga, where the informal sector accounted for over 45,0% of all jobs found (Figure 2.24).

Figure 2.25: Distribution of those who found employment by search method



Note: The distributions by search method are independent of each other since an individual could have undertaken multiple search methods.

Figure 2.26: Provincial distribution of those who found employment by search method



	LP	KZN	EC	GP	NW	MP	WC	NC	FS
Enquired at workplaces	10,3	19,4	22,6	27,8	29,1	33,1	44,2	45,8	47,0
Sought assistance from relatives and friends	15,2	10,7	33,8	25,9	16,9	8,6	37,2	2,5	14,0
Placed/answered adverts	5,8	17,2	16,2	18,5	8,2	21,6	21,7	9,5	26,8
Searched adverts/internet	6,6	8,8	4,2	18,9	4,9	13,7	26,6	0,8	13,1

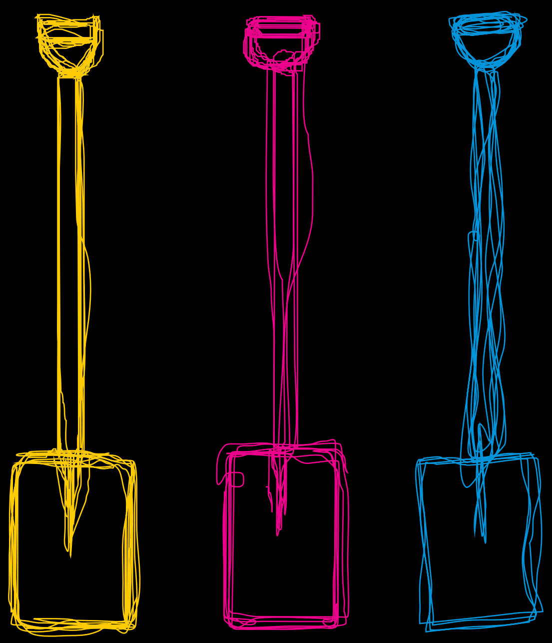
Based on Q3: 2013 to Q4: 2013.

Nationally, and in every province except Eastern Cape and Limpopo, enquiring at the workplace was the most widely used method of job search. Seeking the assistance of relatives and friends was the second most frequently used method nationally and in Western Cape, Gauteng and North West. Internet searches and looking for adverts were undertaken to a greater extent in provinces such as Western Cape, Gauteng and Mpumalanga.

Summary and conclusion

- Gender disparities in employment transition rates are most pronounced in North West and Northern Cape.
- The transition rates into employment are higher for adults compared to youths in every province except in Western Cape.
- Those with experience are more likely to find employment compared to those with no experience.
- Domestic workers, Clerks and Sales and service workers are most likely to remain in these occupations while skilled agricultural workers are least likely.
- In all provinces, formal sector retention rates are higher than informal sector retention rates.
- The highest formal sector retention rates are in Western Cape, Free State and Gauteng, while the highest informal sector retention rates are in North West, Free State and Limpopo.
- Firms with fewer than 10 employees created the most jobs in all provinces.
- In Western Cape and KwaZulu-Natal, firms with more than 50 employees created more than one in four of the jobs found.
- Nationally, and in every province except Eastern Cape and Limpopo, enquiring at the workplace was the most widely used method of job search.

Chapter 3
The South African labour market



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Chapter 3: The South African labour market

Key labour market concepts

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

Employed persons are those who were engaged in market production activities in the week prior to the survey interview (even if only for one hour) as well as those who were temporarily absent from their activities. Market production employment refers to those who:

a) Worked for a wage, salary, commission or payment in kind.
b) Ran any kind of business, big or small, on their own, or with one or more partners.
c) Helped without being paid in a business run by another household member.

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

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

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

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

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

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

The **labour force participation rate** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services (ILO, KILM 2013).

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

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

Production for own consumption includes subsistence farming, hunting, fishing, etc.

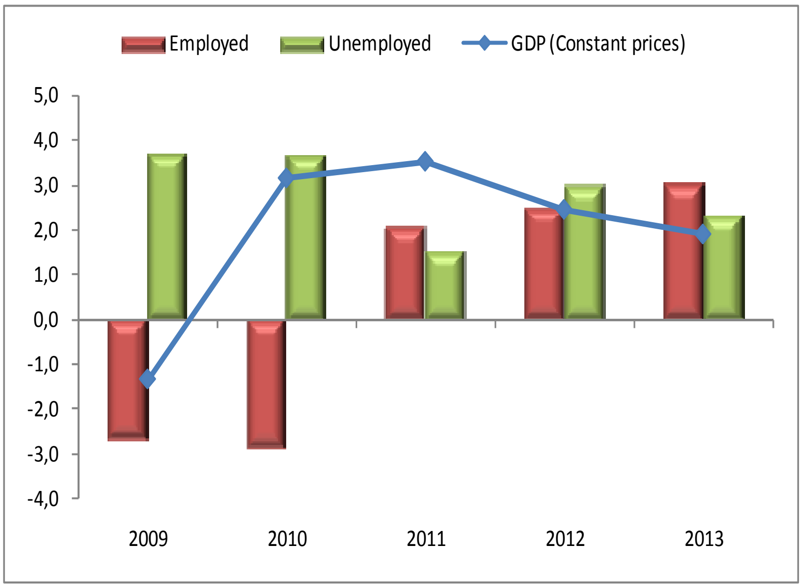
Background

Labour market information is the body of knowledge that "must be viewed as the cornerstone for developing integrated strategies to promote standards and fundamental principles and rights at work, productive employment, social protection and dialogue, as well as to address the cross-cutting themes of gender and development" (ILO KILM, 2013).

Introduction

South Africa did not escape the effects of the global economic crisis of 2007–2009 which had far-reaching effects across the world. Thus, the analysis in this chapter first focuses on the annual changes in employment and unemployment relative to real value added (GDP) over the period. This is followed by an analysis of the patterns and trends of the working-age population and its three components (the employed, the unemployed and the not economically active) in terms of age composition, sex, population group, level of educational attainment and province. Key labour market indicators such as the unemployment rate, the labour absorption rate and the labour force participation rate will also be discussed.

Figure 3.1: Annual change in employment, unemployment and real GDP



The pre-recession period was generally characterised by annual growth in employment, declines in unemployment and GDP growth in excess of 4,0% each year. The global financial crisis had the biggest impact on the South African economy over the period 2008–2010. Since 2011, there has been a resumption in employment growth, but unemployment levels have also risen and the recovery of real GDP growth has been at a substantially slower pace than in the pre-recession period (Figure 3.1).

The working-age population

Disaggregating the working-age population into its components (employed, unemployed and not economically active) allows for a detailed examination of the factors which have an influence on the demand and supply of labour, and improves our understanding of the challenges faced in tackling the persistent unemployment problem.

Globally, the unemployment rate is often used as a measure of unutilised labour supply and it is also the most widely used indicator of labour market performance. Unemployment rates for specific groups, defined by age, sex, location, population group and level of education are also useful in identifying individuals that are most at risk in the labour market. In combination with the patterns and trends of other key labour market indicators such as the labour absorption rate (employment-to-population ratio) and the labour force participation rate, a comprehensive picture of labour market outcomes can be obtained.

Table 3.1: Key labour market indicators, 2008–2013

	Working age	Labour force	Employed	Unemployed	NEA*	Unemployment rate	Absorption rate	Labour force participation rate
	Thousand					Per cent		
2008	**31 765**	**18 831**	14 585	4 246	12 934	22,5	45,9	59,3
2009	**32 360**	**18 597**	14 194	4 403	13 763	23,7	43,9	57,5
2010	**32 958**	**18 352**	13 788	4 564	14 606	24,9	41,8	55,7
2011	**33 563**	**18 706**	14 070	4 636	14 857	24,8	41,9	55,7
2012	**34 175**	**19 200**	14 425	4 775	14 975	24,9	42,2	56,2
2013	**34 790**	**19 752**	14 866	4 886	15 038	24,7	42,7	56,8

Note: NEA refers to not economically active.*

Table 3.1 and Table 3.2 show that the working-age population increased steadily from 31,8 million in 2008 to 34,8 million in 2013. The recession resulted in labour force losses of 234 000 in 2009 and 245 000 the following year. This was largely due to the decline in employment (by 391 000 in 2009 and 406 000 in 2010). As a result, the unemployment rate increased by 1,1 percentage points in 2009 and 1,2 percentage points in 2010, and the labour force participation rate declined by 1,8 percentage points in both 2009 and 2010.

Table 3.2: Changes in key labour market indicators, 2008–2013

	Working age	Labour force	Employed	Unemployed	NEA*	Unemployment rate	Absorption rate	Labour force participation rate
	Thousand					Per cent		
2009	**595**	**-234**	-391	157	829	1,1	-2,1	-1,8
2010	**598**	**-245**	-406	161	843	1,2	-2,0	-1,8
2011	**605**	**354**	282	72	251	-0,1	0,1	0,1
2012	**612**	**494**	355	139	118	0,1	0,3	0,4
2013	**615**	**552**	441	111	63	-0,1	0,5	0,6

Note: NEA refers to not economically active.*

Despite modest increases in employment since 2011, the percentage of working-age South Africans with jobs (as measured by the labour absorption rate) is still below the levels reached during the pre-recession period. And reflecting the move into economic inactivity as some individuals became discouraged and exited the labour force altogether, there has been little improvement in the labour force participation rate which remained in the 56,0% to 57,0% range each year since 2010 (Figure 3.2 and Figure 3.3).

Figure 3.2: Levels and trends of key labour market indicators

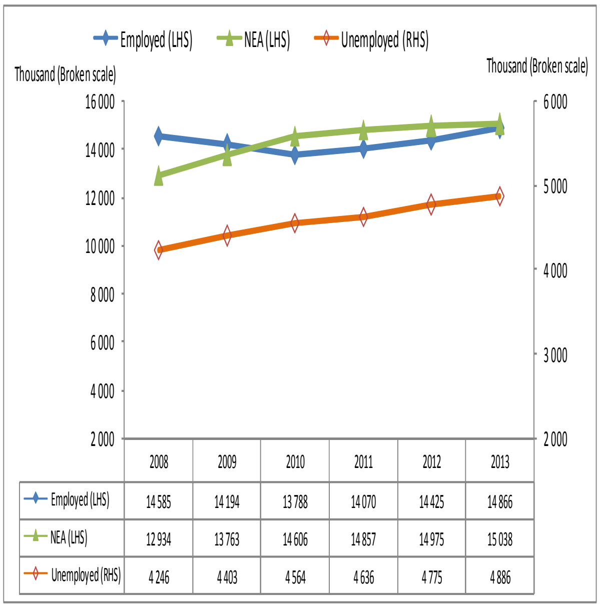
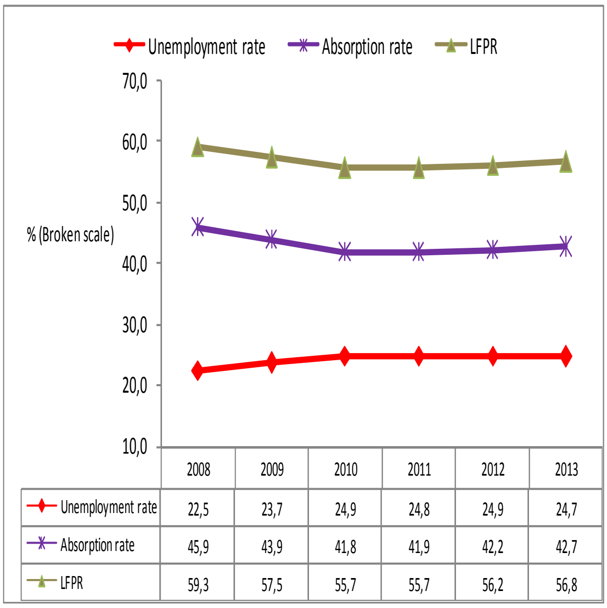


Figure 3.3: Summary labour market measures



Note: NEA refers to not economically active. LFPR refers to labour force participation rate. LHS and RHS refer to left- and right-hand scale.

Labour market outcomes by sex

The OECD (2012) notes that gender equality and a more efficient use of skills are essential towards achieving strong and sustainable growth.

Table 3.3: Key labour market indicators by sex, 2008–2013

	Women					Men				
	Working age	Labour force	Employed	Unemployed	NEA	Working age	Labour force	Employed	Unemployed	NEA
	Thousand					Thousand				
2008	**16 333**	**8 470**	6 277	2 193	7 863	**15 432**	**10 361**	8 308	2 053	5 071
2009	**16 602**	**8 327**	6 188	2 139	8 275	**15 758**	**10 270**	8 006	2 264	5 488
2010	**16 871**	**8 171**	5 950	2 221	8 700	**16 087**	**10 181**	7 838	2 343	5 906
2011	**17 145**	**8 404**	6 106	2 298	8 741	**16 419**	**10 303**	7 964	2 338	6 116
2012	**17 422**	**8 601**	6 264	2 337	8 821	**16 753**	**10 599**	8 161	2 438	6 154
2013	**17 702**	**8 920**	6 539	2 381	8 782	**17 088**	**10 832**	8 327	2 505	6 256

Note: NEA refers to not economically active.

Table 3.3 shows that the working-age population increased steadily among both men and women over the period 2008–2013, but that it comprises more women than men. The not economically active population is the largest component of the working-age population among women, whereas among men, the employed constitute the largest component.

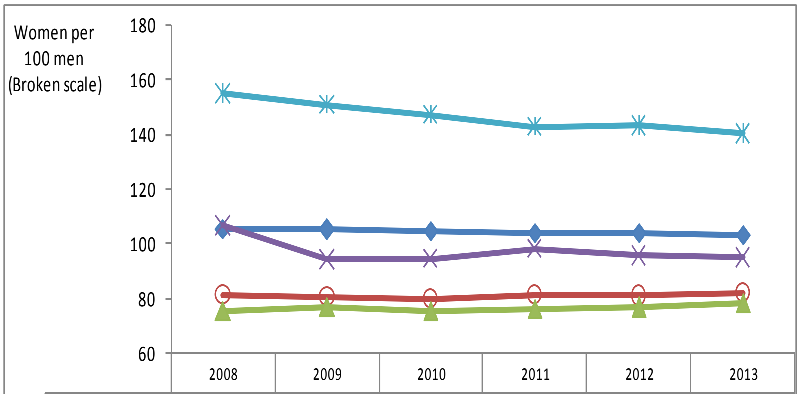
Table 3.4: Changes in key labour market indicators by sex, 2008–2013

	Women					Men				
	Working age	Labour force	Employed	Unemployed	NEA	Working age	Labour force	Employed	Unemployed	NEA
	Thousand					Thousand				
2009	**269**	**-143**	-89	-54	412	**326**	**-91**	-302	211	417
2010	**269**	**-156**	-238	82	425	**329**	**-89**	-168	79	418
2011	**274**	**233**	156	77	41	**332**	**122**	126	-5	210
2012	**277**	**197**	158	39	80	**334**	**296**	197	100	38
2013	**280**	**319**	275	44	-39	**335**	**233**	166	67	102
2008-2013	**1 369**	**450**	**262**	**188**	**919**	**1 656**	**471**	**19**	**452**	**1 185**

Note: NEA refers to not economically active.

At the height of the recession in 2009 and 2010, the labour force declined among both men and women. This was accompanied by relatively large increases in the not economically active population (by over 400 000 each year among both of the sexes) as individuals became increasingly discouraged in response to the adverse economic climate (Table 3.4). Over the period 2008–2013, female employment increased by 262 000 against an increase of only 19 000 among men, while the increase in unemployment among women at 188 000 was substantially smaller than the increase among men at 452 000.

Figure 3.4: Women per hundred men in the working-age population, 2008–2013

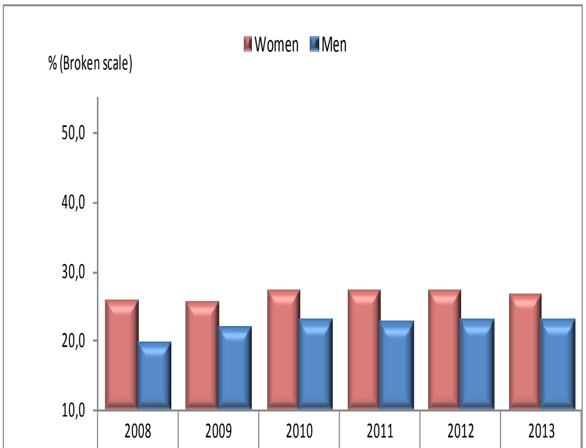


	2008	2009	2010	2011	2012	2013
Working age	106	105	105	104	104	104
Labour Force	82	81	80	82	81	82
Employed	76	77	76	77	77	79
Unemployed	107	94	95	98	96	95
NEA	155	151	147	143	143	140

Note: NEA refers to not economically active

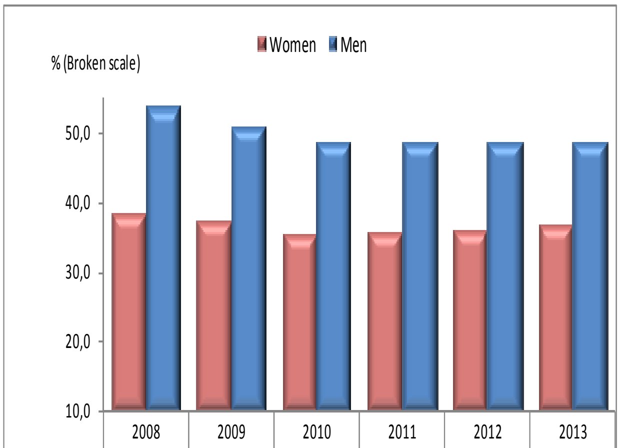
There has been some improvement over the decade in the ratio of women to men in the three components of the working age population, but large gender disparities persist. Among the employed, for every hundred men there are fewer women – ranging from 76 in 2008 and 2010 to 79 in 2013. Yet, within the working-age population there are more than one hundred women per hundred men. Figure 3.4 also shows that while women are under-represented among the employed, they are over-represented among the not economically active.

Figure 3.5: Unemployment rate by sex, 2008–2013



	2008	2009	2010	2011	2012	2013
Women	25,9	25,7	27,2	27,3	27,2	26,7
Men	19,8	22,0	23,0	22,7	23,0	23,1
Both sexes	22,5	23,7	24,9	24,8	24,9	24,7

Figure 3.6: Absorption rate by sex, 2008–2013



	2008	2009	2010	2011	2012	2013
Women	38,4	37,3	35,3	35,6	36,0	36,9
Men	53,8	50,8	48,7	48,5	48,7	48,7
Both sexes	45,9	43,9	41,8	41,9	42,2	42,7

Although female unemployment rates were higher than male unemployment rates over the period 2008–2013, since 2009, the gap has narrowed (Figure 3.5). Despite this, and signalling the challenges faced by women in finding jobs, each year the absorption rate among men was more than 10 percentage points higher than among women, but the gender gap has also narrowed over the period; from 15,4 percentage points in 2008 to 11,8 percentage points in 2013 (Figure 3.6).

Labour market outcomes by age

Very much like the situation in other developing countries, the youthfulness of the working-age population in South Africa has implications for the number of entrants into the labour force each year and the ability of the economy to absorb them into productive employment.

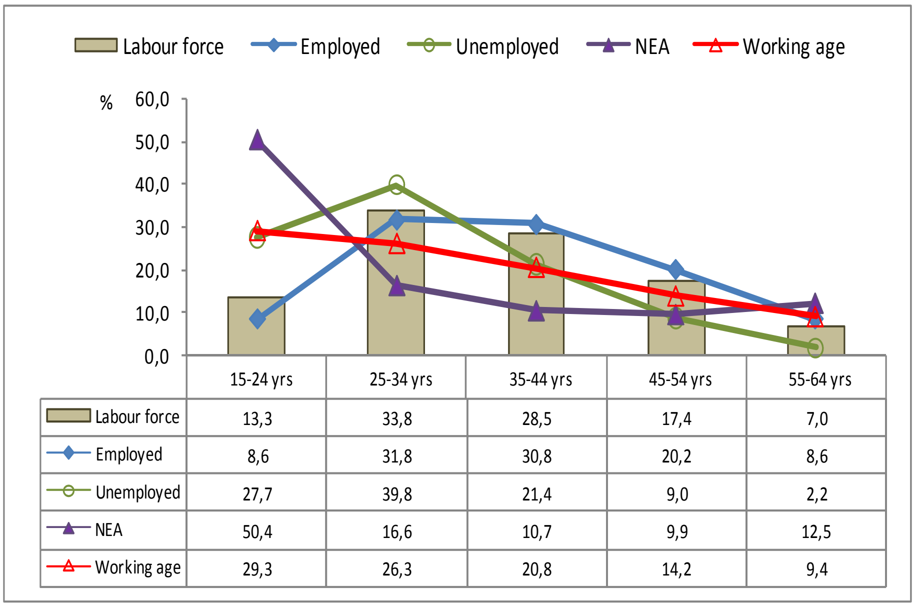
Table 3.5: Labour market outcomes by age, 2008 and 2013

	Employed		Unemployed		Not economically active		Labour force		Working age	
	2008	2013	2008	2013	2008	2013	2008	2013	2008	2013
	Thousand									
15–24 yrs	1 626	1 277	1 364	1 352	6 743	7 572	2 990	2 629	9 733	10 201
25–34 yrs	4 862	4 731	1 694	1 943	1 993	2 492	6 556	6 674	8 549	9 166
35–44 yrs	4 120	4 577	782	1 045	1 343	1 614	4 902	5 622	6 245	7 236
45–54 yrs	2 822	3 003	323	440	1 312	1 482	3 145	3 442	4 457	4 925
55–64 yrs	1 155	1 278	84	107	1 543	1 877	1 239	1 385	2 782	3 262
Total	**14 585**	**14 866**	**4 246**	**4 886**	**12 934**	**15 038**	**18 831**	**19 752**	**31 765**	**34 790**

Of the 34,8 million people of working age in 2013, as many as 10,2 million were aged 15–24years, while an additional 9,2 million were aged 25–34 years (Table 3.5).

Figure 3.7 shows that in 2013, young people aged 15–24 years constituted over 29,3% of the working-age population, 27,7% of the unemployed, and 50,4% of the not economically active, but only 8,6% of the employed. This in part reflects the situation where many have continued with their studies to improve their chances of obtaining more remunerative jobs which require high skill levels. Alternatively, as occurs elsewhere in the world, in an environment where jobs are scarce, young people often continue their studies in order to escape increasing youth unemployment.

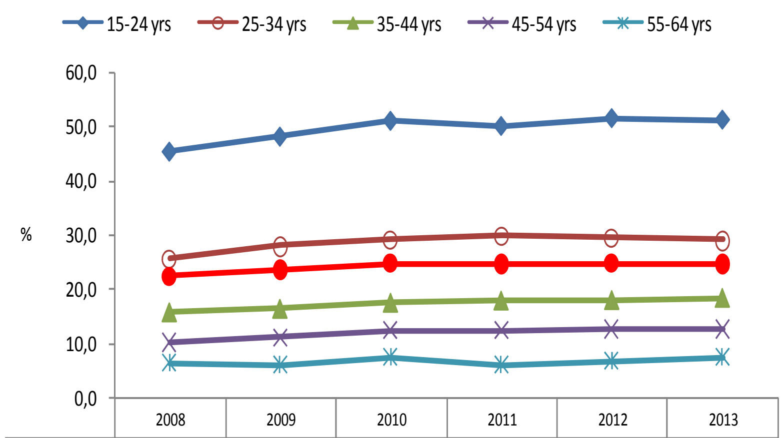
Figure 3.7: Components of the working-age population by age, 2013



Note: NEA refers to not economically active.

Figure 3.7 also shows that the percentage distribution of the not economically active population declined with increasing age up to age 45–54 years, after which there was an increase. In contrast, for the other labour market groups (the employed, unemployed and the labour force), the 25–34-year-old group accounted for the largest share of the working-age population, thereafter steadily declining as age increased.

Figure 3.8: Unemployment rate by age group, 2008–2013



	2008	2009	2010	2011	2012	2013
15-24 yrs	45,6	48,3	51,2	50,3	51,7	51,4
25-34 yrs	25,8	28,1	29,3	29,9	29,6	29,1
35-44 yrs	16,0	16,6	17,7	18,1	18,2	18,6
45-54 yrs	10,3	11,2	12,6	12,6	12,8	12,8
55-64 yrs	6,7	6,2	7,6	6,2	7,0	7,7
Total	22,5	23,7	24,9	24,8	24,9	24,7

Over the period 2008–2013, the unemployment rate among the youth aged 15–24 years has been consistently higher than among older age groups by a large margin. Among those aged 15–24 years, the rate was 45,6% in 2008, rising to 51,4% in 2013. The rate among the two oldest age groups (45–54 years and 55–64 years) remained the lowest in the country.

Labour market outcomes by population group

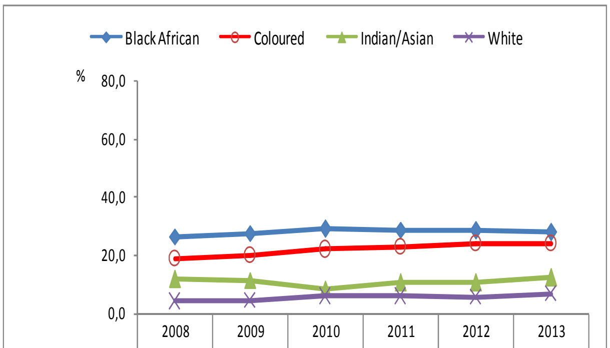
Disparities in the labour market outcomes among the four population groups continue to be an area of concern in South Africa.

Table 3.6: Population group by labour market status, 2013

	Employed	Unemployed	Not economically active	Working age
	Thousand			
Black African	10 790	4 171	12 498	27 458
Coloured	1 572	499	1 170	3 241
Indian/Asian	508	71	373	951
White	1 996	146	998	3 139
Total	**14 866**	**4 886**	**15 038**	**34 790**
	Per cent			
Black African	72,6	85,4	83,1	78,9
Coloured	10,6	10,2	7,8	9,3
Indian/Asian	3,4	1,5	2,5	2,7
White	13,4	3,0	6,6	9,0
Total	**100,0**	**100,0**	**100,0**	**100,0**

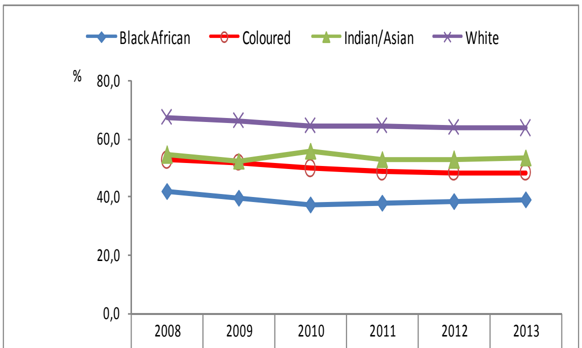
Table 3.6 shows that in 2013, the black African population group accounted for 78,9% of the working-age population; over 80,0% of both the unemployed and the not economically active, but only 72,6% of the employed.

Figure 3.9: Unemployment rate by population group, 2008–2013



	2008	2009	2010	2011	2012	2013
Black African	26,5	27,7	29,0	28,6	28,3	27,9
Coloured	18,8	20,2	22,2	22,9	24,1	24,1
Indian/Asian	11,6	11,6	8,7	10,5	10,6	12,3
White	4,2	4,7	5,9	5,8	5,8	6,8

Figure 3.10: Absorption rate by population group, 2008–2013



	2008	2009	2010	2011	2012	2013
Black African	42,0	39,7	37,6	38,0	38,6	39,3
Coloured	52,7	52,0	49,8	48,6	48,3	48,5
Indian/Asian	54,3	52,3	56,0	53,1	52,7	53,4
White	67,2	66,4	64,3	64,4	63,8	63,6

Over the period 2008–2013, the unemployment rate among black Africans was higher than the other groups while their labour absorption rate was the lowest. However, among the black African group there has been a modest improvement in both rates each year since 2011 – the unemployment rate has declined from 29,0% in 2010 to 27,9% in 2013, while the absorption rate has increased from 37,6% to 39,3% over the same period.

Labour market outcomes by level of education

The ILO (2013) acknowledges that "In all countries, human resources represent, directly or indirectly, the most valuable and productive resource. The advance of complex organizations and knowledge requirements, as well as the introduction of sophisticated machinery and technology, means that economic growth and improvements in welfare increasingly depend on the degree of literacy and educational attainment of the total population". The ILO (KILM 2013) also suggests that the levels and trends in educational attainment of the labour force provide an indication of the skill structure of those working and available to work, and the degree of inequality in the distribution of education resources between various groups.

Figure 3.11: Level of education of the labour force, 2008 and 2013

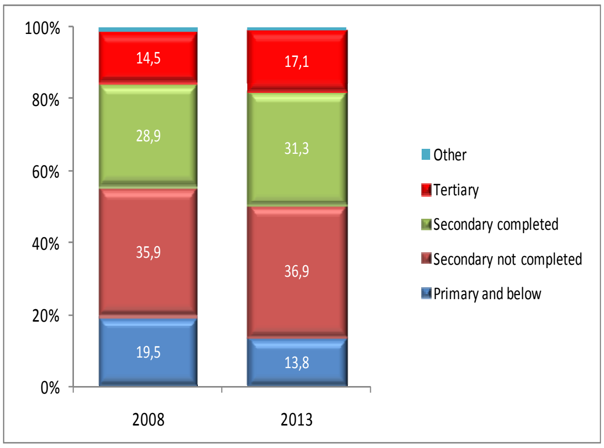
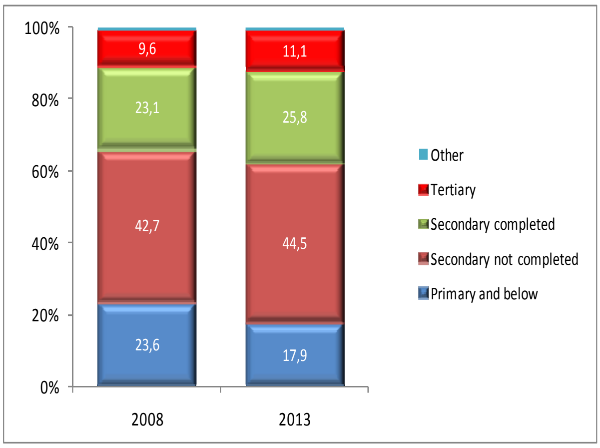


Figure 3.12: Level of education of the working-age population, 2008 and 2013



Over the period 2008–2013, there has been a marked improvement in the educational profile of both the labour force and the working-age population (Figure 3.11 and Figure 3.12). In 2013, the proportion of the labour force whose level of educational attainment was "Primary and below" was 5,7 percentage points lower than in 2008. This was accompanied by increases in the proportion of people in higher education categories over the period. A similar picture is evident in the working-age population (Figure 3.12).

Figure 3.13: Level of education of the employed, 2008 and 2013

Figure 3.14: Level of education of the unemployed, 2008 and 2013

Note: The distributions exclude small numbers of people whose level of education was "Other".

The trend over time in the educational attainment of the two groups that comprise the labour force (the employed and the unemployed) provides insight into the extent to which skill-based technological changes are likely to have had an impact on the labour market status of the two groups. A comparison of Figure 3.13 and Figure 3.14 shows that over the period 2008–2013, and reflecting the trends evident in the labour force, among both the employed and the unemployed there has also been a shift towards higher education levels. But although larger proportions of both groups improved their level of education over the period, in 2013 as many as 47,7% of the unemployed and 33,4% of the employed had not completed secondary education, while an additional 11,7% of the unemployed and 14,5% of the employed had only a primary or lower level of education.

Figure 3.15: Unemployment rate by educational level

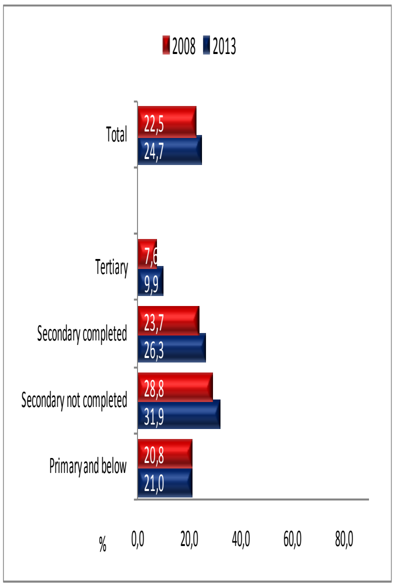


Figure 3.16: Absorption rate by educational level

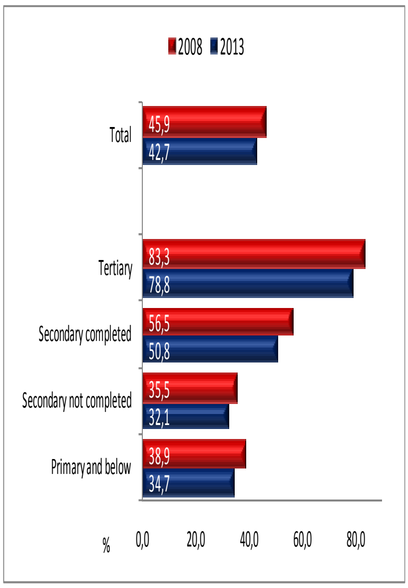
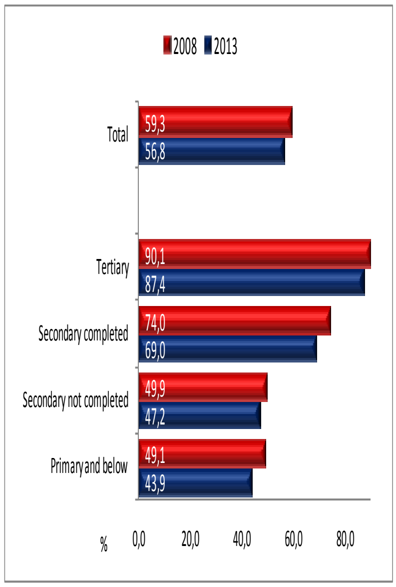


Figure 3.17: LFPR* by educational level



Note: LFPR refers to labour force participation rate. The distributions exclude small numbers of people whose level of education was "Other".

Figures 3.15; 3.16 and 3.17 show that over the period 2008–2013, the unemployment rate increased at each level of educational attainment while the absorption rate and labour force participation rate declined for every educational category.

Labour market outcomes by province

The national labour market results mask provincial variations which can often be quite large. Differences in the demographic profile and natural resource endowments across the provinces play a role, but other structural factors associated with the past policy of separate development are also important.

Figure 3.18: Unemployment rate by province

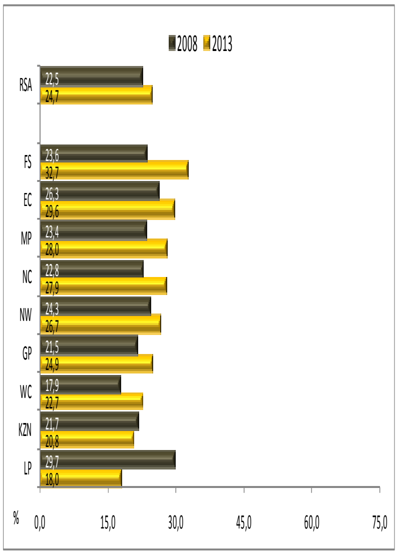


Figure 3.19: Absorption rate by province

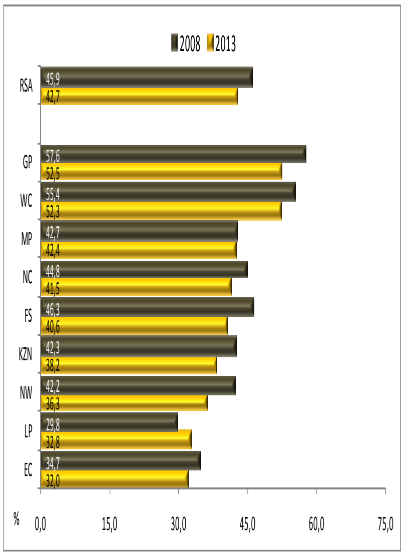
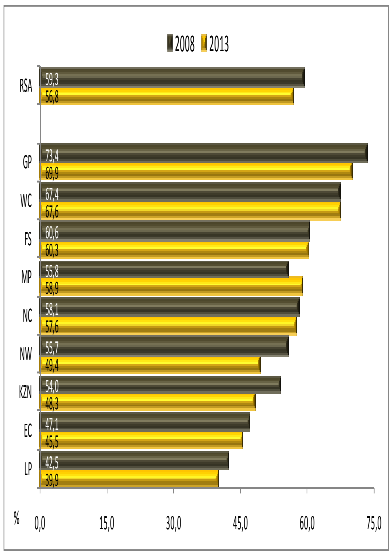


Figure 3.20: LFPR* by province



Note: LFPR refers to labour force participation rate.

Over the period 2008–2013, the unemployment rate increased in every province except Limpopo and KwaZulu-Natal, where the rate declined by 11,7 and 0,9 percentage points respectively. The absorption rate also declined in every province except Limpopo, and the largest declines occurred in North West, Free State and Gauteng (by over 5,0 percentage points). The decline in the labour force participation rate (except in Mpumalanga and Western Cape) over this period signalled a relatively large shift into economic inactivity in several provinces.

Discouraged work-seekers

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 they were unable to find jobs requiring their skills, or they had lost hope of finding any kind of work. It is important to note that a decline in the unemployment rate does not always signal improved labour market conditions if individuals have left the labour force because of discouragement.

Table 3.7: Discouraged work-seekers by sex, 2008–2013

	Women	Men	Total	Women	Men	Total
	Thousand			Per cent of NEA		
2008	685	461	1 146	8,7	9,1	8,9
2009	881	654	1 535	10,6	11,9	11,2
2010	1 131	895	2 026	13,0	15,2	13,9
2011	1 242	1 010	2 252	14,2	16,5	15,2
2012	1 294	1 020	2 314	14,7	16,6	15,5
2013	1 270	1 061	2 331	14,5	17,0	15,5

Note: NEA refers to not economically active.

Table 3.7 shows that more women than men are discouraged, but for both sexes the number has increased steadily over the period 2008–2012.In 2013, the number of discouraged men continued to increase, but among women there was a modest decline. As a result, discouraged work-seekers accounted for 15,5% of the not economically active population in 2013, compared with only 8,9% in 2008. Over the period 2008–2013, a larger percentage of men of the NEA population were discouraged compared with the percentage of women in the NEA population.

Figure 3.21: Discouraged work-seekers as a percentage of the not economically active population, 2008 and 2013

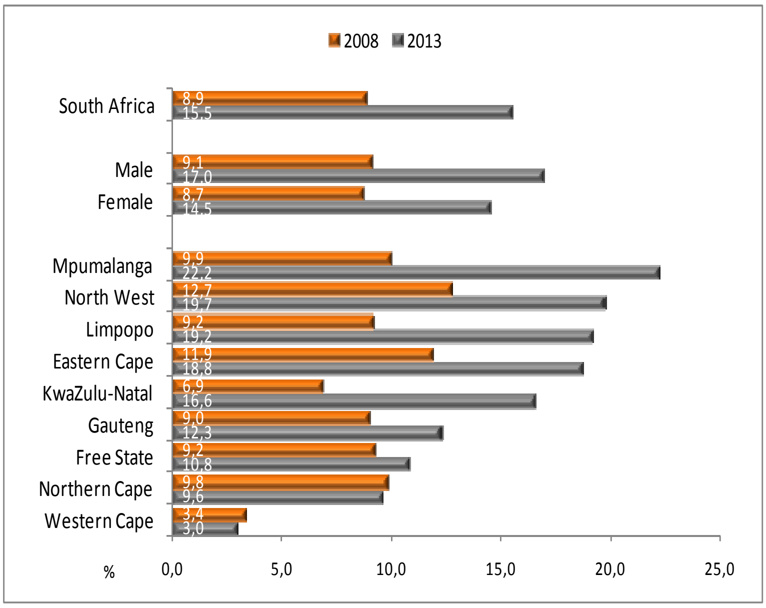


Figure 3.21 highlights a large variation in the degree of discouragement across the provinces. In both 2008 and 2013, Western Cape had the smallest percentage of the not economically active population that were discouraged, and that percentage remained relatively unchanged over the period at under 3,5%. In contrast, over the same period, the percentage of discouraged work-seekers in the not economically active population in Mpumalanga and Limpopo had risen by 12,3 and 10,0 percentage points respectively. Western Cape and Northern Cape were the only provinces in which there was a decline in discouraged work-seekers as a percentage of the not economically active population.

The expanded definition of unemployment

This section focuses on labour market outcomes based on the expanded definition of unemployment. This broad measure only requires that unemployed individuals are available to work. It thus differs from the official definition used elsewhere in this report which also requires unemployed persons to have actively looked for work.

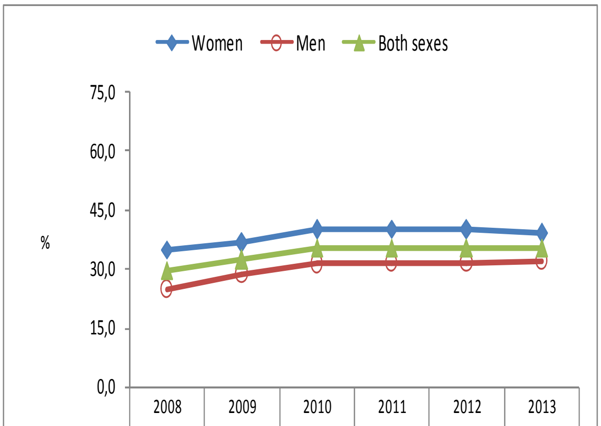
Table 3.8: Key labour market indicators (expanded definition), 2008–2013

	Working age	Labour force	Employed	Unemployed	NEA*	Unemployment rate	Absorption rate	Labour force participation rate
	Thousand					Per cent		
2008	**31 765**	**20 735**	14 585	6 150	11 030	29,7	45,9	65,3
2009	**32 360**	**20 988**	14 193	6 795	11 372	32,4	43,9	64,9
2010	**32 958**	**21 332**	13 788	7 544	11 626	35,4	41,8	64,7
2011	**33 563**	**21 845**	14 070	7 775	11 718	35,6	41,9	65,1
2012	**34 175**	**22 388**	14 425	7 964	11 787	35,6	42,2	65,5
2013	**34 790**	**22 966**	14 866	8 101	11 824	35,3	42,7	66,0

Note: NEA refers to not economically active.*

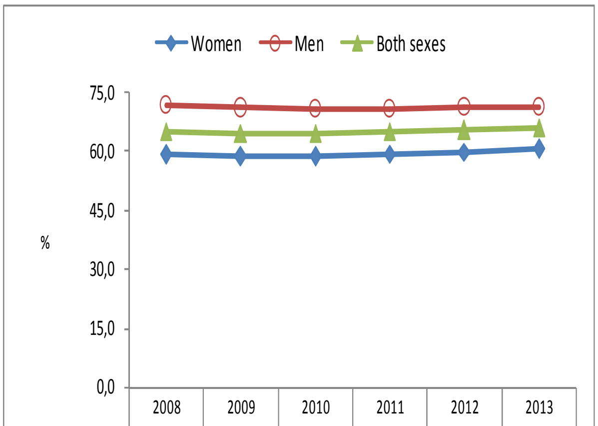
Since 2008, the number of unemployed persons that were available to work increased each year, reaching 8,1 million in 2013. Over the same period, the number of not economically active persons has also increased each year. Despite annual increases in the labour force each year, the labour force participation rate at 66,0% in 2013, was only 0,7 of a percentage point higher than in 2008 (Table 3.8).

Figure 3.22: Unemployment rate by sex (expanded definition), 2008–2013



	2008	2009	2010	2011	2012	2013
Women	35,0	36,6	40,0	40,2	40,0	39,1
Men	25,0	28,7	31,3	31,6	31,7	31,9
Both sexes	29,7	32,4	35,4	35,6	35,6	35,3

Figure 3.23: Labour force participation rate by sex (expanded definition), 2008–2013



	2008	2009	2010	2011	2012	2013
Women	59,1	58,8	58,8	59,5	59,9	60,6
Men	71,8	71,2	71,0	70,9	71,3	71,6
Both sexes	65,3	64,9	64,7	65,1	65,5	66,0

Although female unemployment and labour force participation rates remain above those of men, the gap has narrowed over the period 2008–2013. The male unemployment rate was 10,0 percentage points higher than that of women in 2008, and in 2013, the gap narrowed to 7,2 percentage points. Similarly, the gap between male and female labour force participation rates also narrowed from 12,7 percentage points in 2008 to 11,0 percentage points in 2013.

Figure 3.24: Unemployment rate by province (expanded definition)

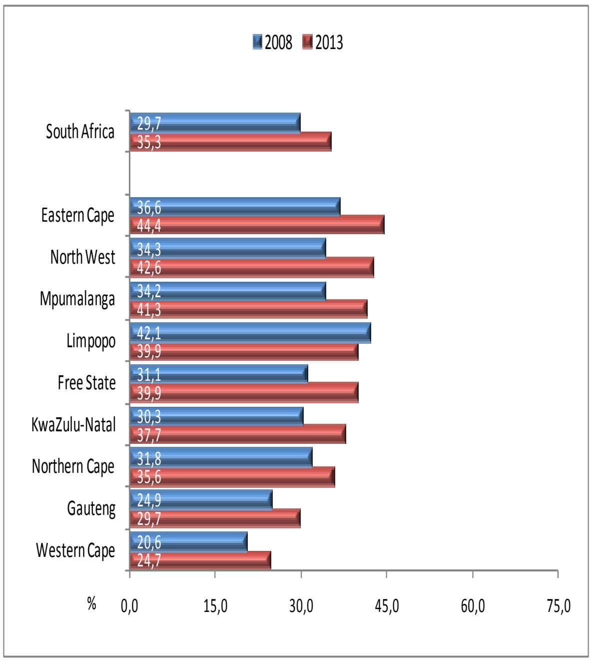
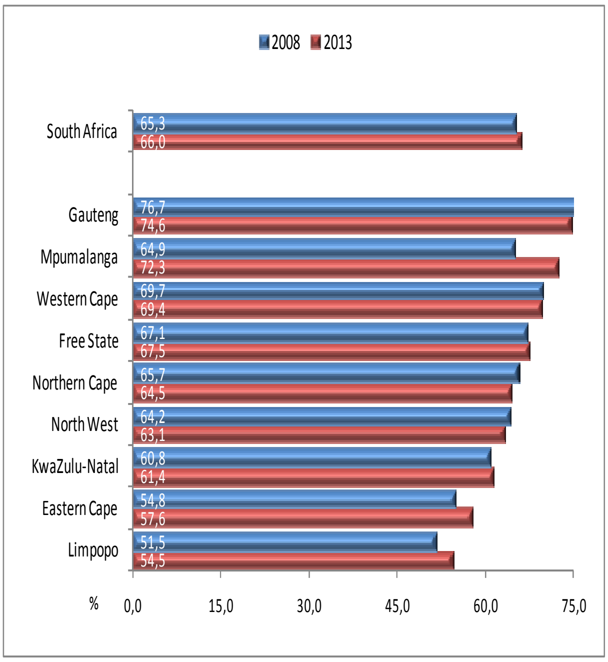


Figure 3.25: Labour force participation rate by province (expanded definition)



Based on the expanded definition, the unemployment rate increased over the period 2008–2013 in every province except Limpopo, where the rate declined by 2,2 percentage points. Over the same period, the trend in the labour force participation rate was mixed – it rose by 7,4 percentage points in Mpumalanga but declined by over 1,0 of a percentage point in Gauteng, North West and Northern Cape.

Summary and conclusion

- The global financial crisis had the biggest impact on the South African economy over the period 2008–2010. Since 2011, there has been resumption in employment growth, but unemployment levels have also risen and the recovery of real GDP growth has been at a substantially slower pace than in the pre-recession period.

- From a low of 22,5% in 2008, the post-recession period has been characterised by unemployment rates that have hovered around the 25,0% level. Despite modest increases in employment since 2011, the percentage of working-age South Africans with jobs (as measured by the labour absorption rate) is still below the levels reached during the pre-recession period.

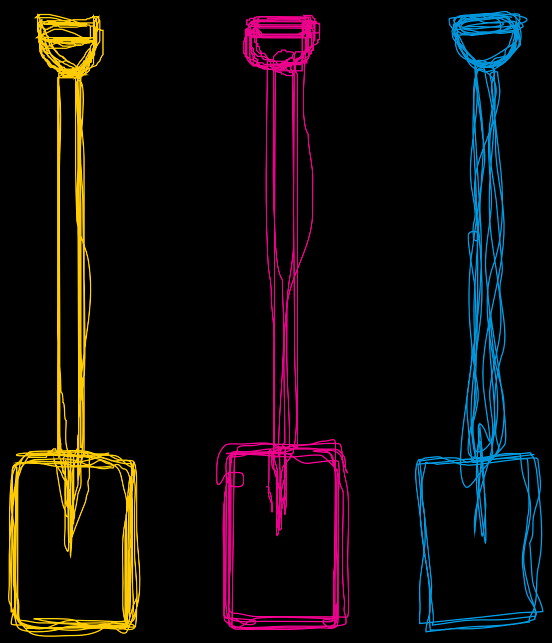
- However, in the post-recession period, among the black African population group there has been a modest improvement in both the unemployment and absorption rates each year since 2011. The unemployment rate among the black African group has declined steadily from 29,0% in 2010 to 27,9% in 2013, while the absorption rate has increased from 37,6% to 39,3% over the same period.

- Over the period 2008–2013, the unemployment rate among the youth aged 15–24 years has been consistently higher than among older age groups by a large margin. The rate among the two oldest age groups remained the lowest in the country.

- The unemployment rate was highest among women, black Africans and those with the lowest levels of education.

- In both 2008 and 2013, Western Cape had the smallest percentage of the not economically active population that were discouraged, and that percentage remained relatively unchanged over the period. In contrast, over the same period, the percentage of discouraged work-seekers in the not economically active population in Mpumalanga and Limpopo had risen by 12,3 and 10,0 percentage points respectively.

Chapter 4
Employment and other forms of work



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Chapter 4: Employment and other forms of work

4.1 A profile of the employed

Key labour market concepts

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

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

Occupations[1] in this chapter have been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories is drawn from Bhorat, H & Oosthuizen, M. in 'Employment shifts and the “jobless growth” debate' Chapter in 'Human Resource Development Review 2008, Education, Employment and Skills in South Africa', editors A. Kraak & K. Press, HSRC Press:

Skilled occupations classification: comprises managers, professionals and technicians.
Semi-skilled occupations classification: comprises clerks, sales and services, skilled agriculture, crafts and related trades, 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 are regarded as fully employed if they do not want to work more hours than they currently do; or **underemployed** if they would like to work more hours than they currently do. In essence, time-related underemployment measures situations of partial lack of work, and thus complements statistics on unemployment.

Underemployment 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 economical inactivity. Thus employment takes precedence over other activities, regardless of the amount of time devoted to it during the reference period, which in some cases may be only one hour (ILO). The QLFS would thus classify a person as employed when they have worked for only one hour during the reference week.

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

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

Background

"The serious lack of productive jobs is a problem that affects virtually all countries of the world" (ILO, 2013). South Africa is no exception. Very much like the situation faced by other developing countries, the youthfulness of the population poses additional constraints on the ability of the economy to create sufficient jobs to absorb them into the labour force.

Introduction

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2008–2013 with respect to the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. This is followed by a comparison of the formal sector employment results based on the QLFS with those based on the Quarterly Employment Survey (QES). Subsequent sections of the chapter focus on other aspects of employment such as hours worked; earnings; decent work; job-tenure; Government job creation programmes and other forms of work.

Employment by industry and occupation

Table 4.1: Employment by industry, 2008–2013

	2008	2009	2010	2011	2012	2013
	Thousand					
Agriculture	819	715	665	644	696	740
Mining	354	340	327	334	375	411
Manufacturing	2 091	1 954	1 839	1 871	1 817	1 810
Utilities	103	105	95	91	102	128
Construction	1 215	1 189	1 109	1 109	1 091	1 145
Trade	3 316	3 120	3 073	3 148	3 145	3 132
Transport	823	800	816	811	860	914
Finance	1 782	1 862	1 748	1 818	1 902	1 995
Services	2 776	2 814	2 875	3 027	3 202	3 351
Private households	1 303	1 291	1 237	1 214	1 232	1 236
Other	3	5	4	5	4	3
Total	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**

Table 4.2: Changes in employment by industry, 2008–2013

	2009	2010	2011	2012	2013	2008-2013
	Thousand					
Agriculture	-104	-50	-21	52	44	-79
Mining	-14	-13	7	41	36	57
Manufacturing	-137	-115	32	-54	-7	-281
Utilities	2	-10	-4	11	26	25
Construction	-26	-80	0	-18	54	-70
Trade	-196	-47	75	-3	-13	-184
Transport	-23	16	-5	49	54	91
Finance	80	-114	70	84	93	213
Services	38	61	152	175	149	575
Private households	-12	-54	-23	18	4	-67
Other	2	-1	1	-1	-1	0
Total	**-391**	**-406**	**282**	**355**	**441**	**281**

In 2009, job losses were widespread across most industries with the largest declines in employment occurring in Trade, Manufacturing and Agriculture. The following year, the Manufacturing, Finance and Construction industries suffered the highest losses. The rebound in employment since 2011 has been supported largely by relatively large job gains in the Community and social services industry. Over the 2008–2013 period as a whole, Manufacturing; Trade and Agriculture lost the most jobs, while the largest job gains occurred in Community and social services and Finance (Table 4.1 and Table 4.2).

Figure 4.1: Employment shares by industry, 2008 and 2013

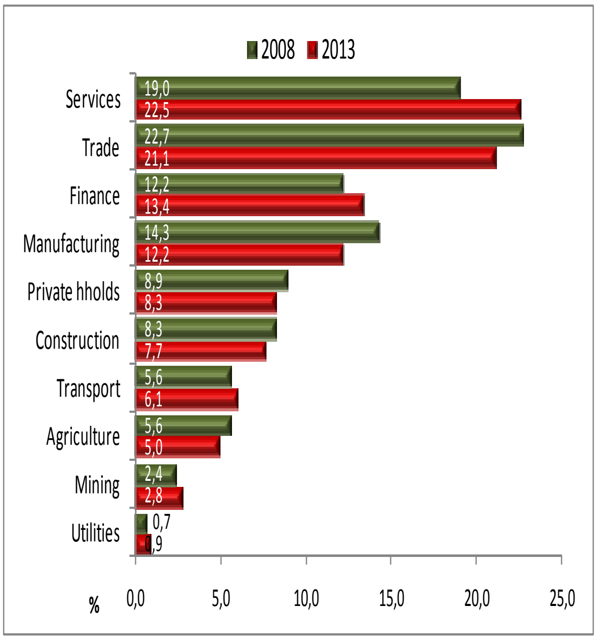
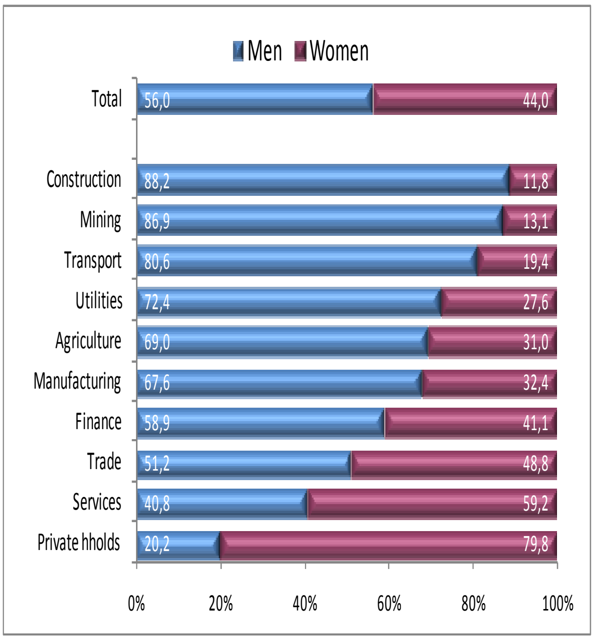


Figure 4.2: Employment by industry and sex, 2013



Over the period 2008–2013, employment shares increased the most in the Community and social services industry (by 3,5 percentage points). The largest decline occurred in Manufacturing (by 2,1 percentage points). Figure 4.2 shows that gender biases are large across the industries. In 2013, more than four out of every five of those employed in the Construction (88,2%), Mining (86,9%) and Transport (80,6%) industries were men, while over half of those employed in the Services and Private household industries were women.

Table 4.3: Share of employment by industry and province, 2013

Industry	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	6,9	6,0	14,3	9,6	3,9	4,6	1,0	8,7	10,1	5,0
Mining	0,1	0,1	6,3	3,2	0,8	18,4	0,7	7,5	6,3	2,8
Manufacturing	14,3	12,2	3,3	8,3	14,0	8,5	14,2	8,4	6,7	12,2
Utilities	0,8	0,6	0,7	0,7	0,4	0,6	0,9	2,2	1,3	0,9
Construction	7,4	10,8	7,3	6,8	8,9	6,1	6,3	7,8	9,7	7,7
Trade	21,3	20,7	15,7	18,6	20,9	18,2	21,7	22,2	23,1	21,1
Transport	6,3	5,4	4,8	4,7	7,7	3,5	7,3	4,3	3,6	6,1
Finance	16,4	8,4	8,5	8,5	11,5	8,2	19,1	9,9	5,4	13,4
Services	20,7	26,3	30,1	27,7	22,8	23,7	20,8	19,8	24,8	22,5
Private households	5,8	9,3	9,0	11,9	9,1	8,1	7,9	9,1	9,0	8,3
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Table 4.3 shows a large variation in the contribution of each industry to employment in the provinces. Trade dominates the employment opportunities in Western Cape, Gauteng and Mpumalanga, while the Community and social services industry accounts for the largest number of jobs in the other provinces.

Table 4.4: Employment by occupation, 2008–2013

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

Table 4.5: Changes in employment by occupation, 2008–2013

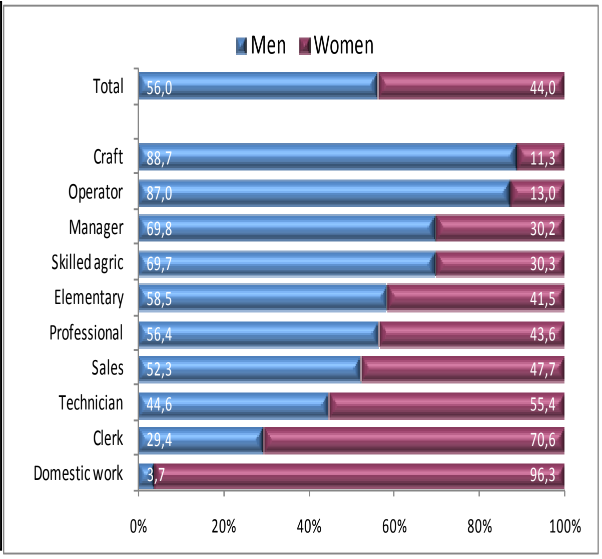
	2009	2010	2011	2012	2013	2008-2013
	Thousand					
Manager	-1	2	95	-33	63	126
Professional	-52	9	36	42	83	118
Technician	59	-92	27	79	5	78
Clerk	-13	-13	-33	21	101	63
Sales	65	50	80	59	50	304
Skilled agriculture	-18	-1	-20	-5	2	-42
Craft	-234	-144	40	12	-4	-330
Operator	-23	-59	4	0	74	-3
Elementary	-165	-96	51	165	40	-5
Domestic worker	-8	-62	2	14	27	-28
Total	**-390**	**-406**	**282**	**355**	**441**	**281**

In 2009, only Sales personnel and Technicians escaped the full impact of the recession with job gains of 65 000 and 59 000 respectively. The following year, in 2010, job losses were again widespread across most occupations, with the largest declines occurring among Craft workers, Elementary workers and Technicians (Table 4.4 and Table 4.5). Over the period 2008–2013, the largest job gains occurred among Sales and service workers (304 000), while Craft workers declined by the largest amount (330 000).

Table 4.6: Employment shares by occupation, 2008 and 2013

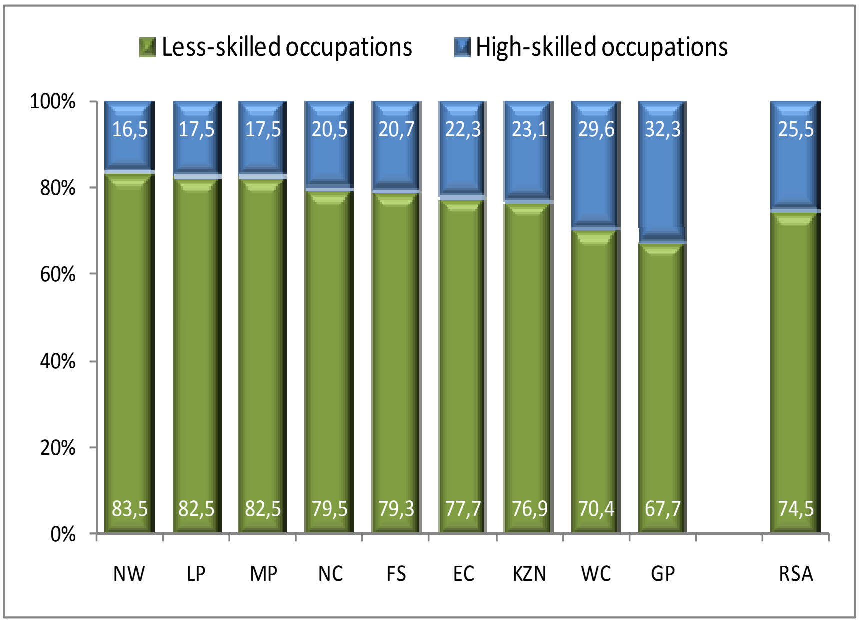
	2008	2013
Manager	7,5	8,2
Professional	5,5	6,2
Technician	10,7	11,1
Clerk	10,6	10,8
Sales	12,7	14,5
Skilled agriculture	0,8	0,5
Craft	14,1	11,6
Operator	8,8	8,6
Elementary	22,2	21,7
Domestic worker	7,1	6,7
Total	**100,0**	**100,0**

Figure 4.3: Employment shares by occupation, 2013



Compared with 2008, employment shares by occupation remained virtually unchanged for most occupations in 2013 (Table 4.6). But the occupational profile of people with jobs was also markedly different for men and women (Figure 4.3). Larger percentages of women than men were engaged in domestic work, and as Clerks and Technicians. In the two highest occupation categories, Managers and Professionals, men accounted for a larger share of those employed at 69,8% and 56,4% respectively.

Figure 4.4: Employment share of occupations by province, 2013



Note: High-skilled occupations are Managers; Professionals and Technicians grouped. Less-skilled occupations are Clerks; Sales; Skilled agriculture; Craft; Operators; Elementary and Domestic workers grouped.

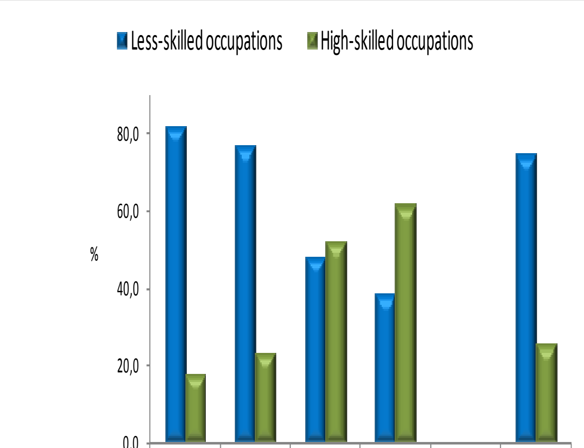
In 2013, Gauteng, Western Cape and KwaZulu-Natal offered the best opportunities for high-skilled personnel (23,0–33,0%), while relatively few jobs in North West (16,5%), Limpopo and Mpumalanga (both with 17,5%) fell into that occupation category.

Table 4.7: Managers, professionals and technicians by sex, 2008–2013

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

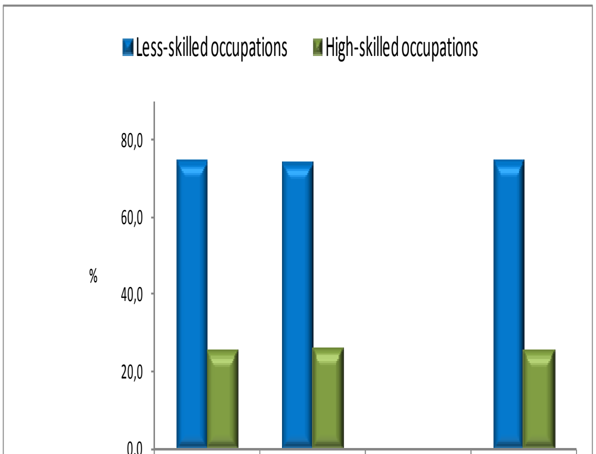
Women accounted for more than one in every two jobs at technician level, but for only three out of every ten jobs at managerial level over the period 2008–2013 (Table 4.7).

Figure 4.5: Employment by occupation and population group, 2013



	Black African	Coloured	Indian/Asian	White		Total
Less-skilled occupations	82,1	76,5	48,1	38,4		74,5
High-skilled occupations	17,9	23,5	51,9	61,6		25,5

Figure 4.6:Female share of skilled occupations, 2013



	Male	Female		Total
Less-skilled occupations	74,7	74,2		74,5
High-skilled occupations	25,3	25,8		25,5

Note: High-skilled occupations are Managers; Professionals and Technicians grouped. Less-skilled occupations are Clerks; Sales; Skilled agriculture; Craft; Operators; Elementary and Domestic workers grouped.

Less-skilled occupations dominate the employment opportunities available in the South African labour market with three out of every four jobs (74,5%) falling into that category in 2013. There are also large disparities by population group. In this regard, the black African population is over twice more likely (82,1%) to occupy such positions compared with the white group (38,4%). Male/female disparities are less pronounced with 74,7% of men and 74,2% of women holding low-skilled positions.

Hours of work

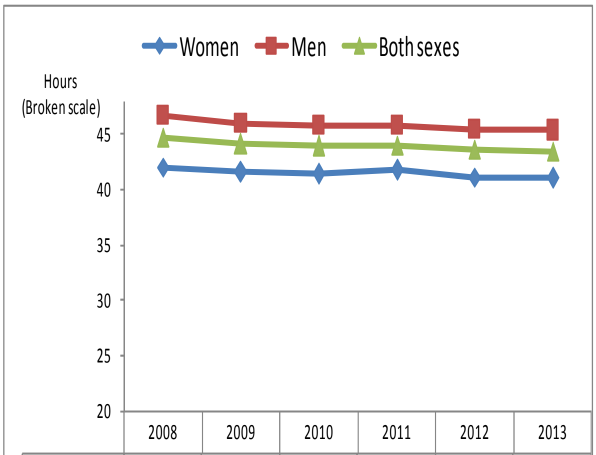
The routinely published QLFS employment estimates show the number of persons aged 15–64 years who worked for *one or more hours* in the reference week, or who were temporarily absent from work. Thus, every employed person does not supply the same volume of work to the South African economy since the number of hours worked 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 hours per week. Thus, in line with this measurement, individuals who worked for one hour in the reference week would be considered employed. Although the one-hour criterion has been the subject of much controversy internationally, in South Africa, the distribution of employed persons by hours worked shows that less than 1,0% actually worked for ten hours or less during the reference week.

Table 4.8: Volume of hours and average weekly hours worked by sex, 2008–2013

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

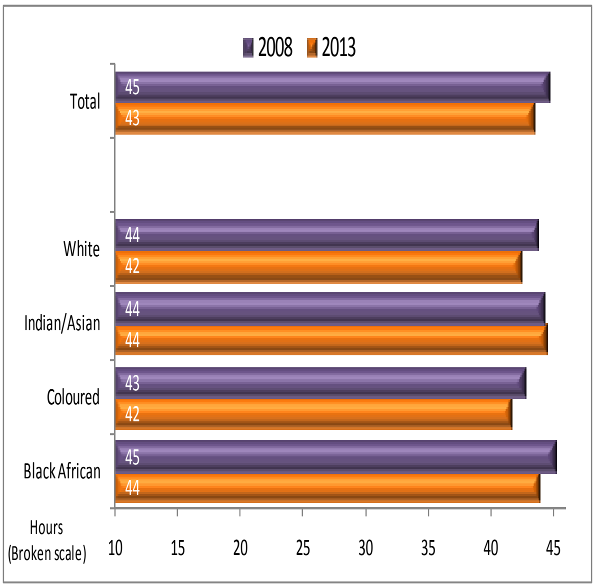
Table 4.8 shows that over the period 2008–2013, the volume of hours worked by women at 240–262 million each year was substantially lower than those worked by men (350–383 million). As a result, as shown in Figure 4.7, each week women worked fewer hours on average (41–42 hours) compared with men (45–47 hours).

Figure 4.7: Average weekly hours worked by sex, 2008–2013



	2008	2009	2010	2011	2012	2013
Women	42	42	41	42	41	41
Men	47	46	46	46	46	45
Both sexes	45	44	44	44	44	43

Figure 4.8: Average weekly hours worked by population group, 2008and 2013



In 2013, the black African and Indian/Asian population groups had the longest work-week (44 hours) compared with the 42 hours worked among the white and coloured groups. Over the period 2008–2013, the average weekly hours worked declined for all groups except the Indian/Asian group.

Table 4.9: Average weekly hours worked by industry, 2008–2013

	2008	2009	2010	2011	2012	2013
	Hours					
Agriculture	47	47	46	47	46	46
Mining	47	46	46	45	46	46
Manufacturing	44	43	43	44	43	43
Utilities	44	43	44	43	43	42
Construction	44	43	42	42	42	42
Trade	49	48	48	48	48	48
Transport	52	52	51	51	50	50
Finance	46	45	45	45	45	44
Services	41	41	41	42	41	41
Private households	35	34	34	35	34	34
Total	**45**	**44**	**44**	**44**	**44**	**43**

Hours worked by industry differ considerably, driven by factors such as the labour intensity of the sector and the experience of the workforce as determined by their education and skills levels. Table 4.9 and Figure 4.9 show that people employed in the Transport and Trade industries worked the longest hours. Those working in Private households and Community and social services worked the least number of hours each week.

Figure 4.9: Average weekly hours worked by industry, 2008 and 2013

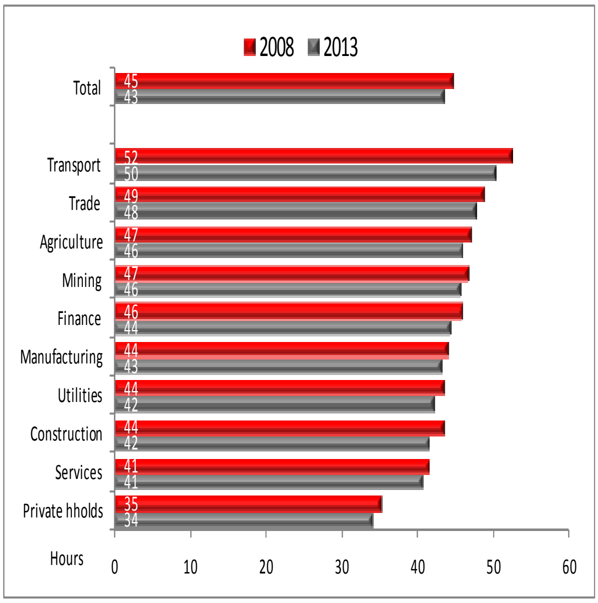
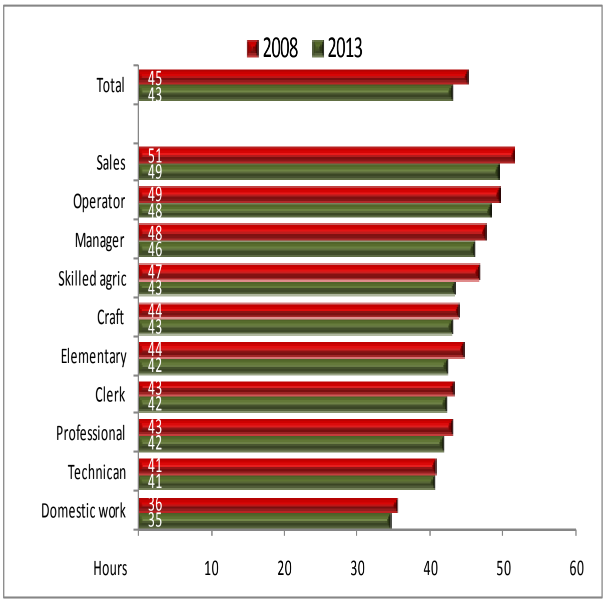
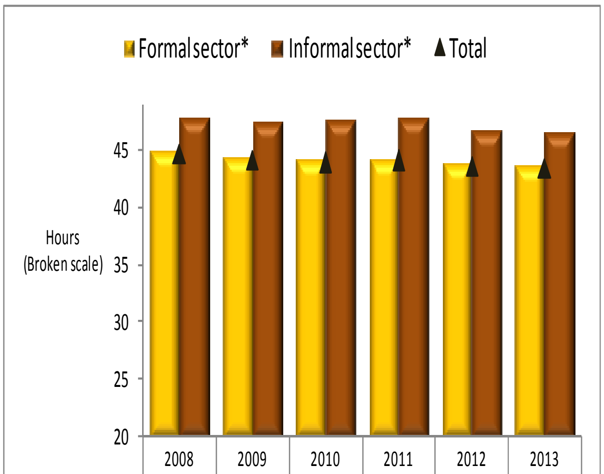


Figure 4.10: Average weekly hours worked by occupation, 2008 and 2013



Over the period 2008–2013, the average weekly hours worked declined in every industry. The largest declines occurred in Construction, Finance, Utilities and Transport (by 2 hours).

Figure 4.11: Average weekly hours worked by sector, 2008 and 2013



	2008	2009	2010	2011	2012	2013
Formal sector*	45	44	44	44	44	44
Informal sector*	48	48	48	48	47	47
Total	45	44	44	44	44	43

*Note: * Excludes Agriculture and Private households.*

Figure 4.12: Average weekly hours worked by province, 2008 and 2013

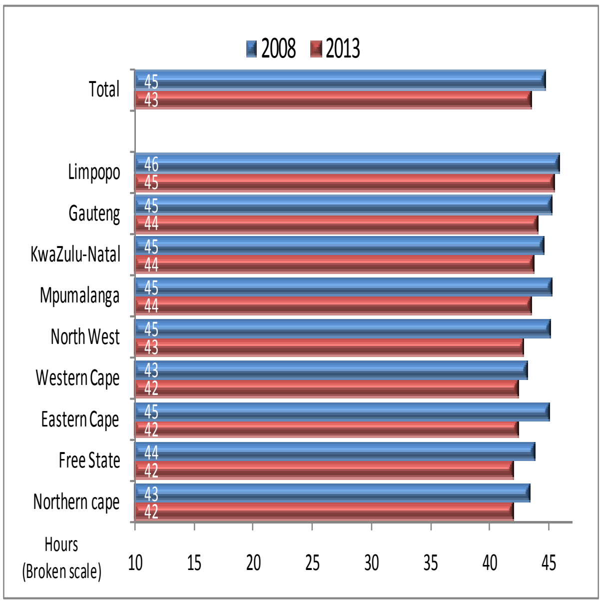


Figure 4.11 shows that people employed in the informal sector work longer hours on average each week compared with those employed in the formal sector. Trends over the period 2008–2013 suggest that the work-week declined by one hour among informal sector workers to 47 hours in 2012, and among workers in the formal sector by a similar amount in 2009. Over the period 2008–2013, the average hours worked each week declined in every province, with the largest decline occurring in Eastern Cape (by 3 hours).

Underemployment

The statistical measurement of underemployment and inadequate employment focuses on two types of underemployment. The first measure is time-related underemployment, which is due to insufficient hours of work. The second measure focuses on inadequate employment situations 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[2]).

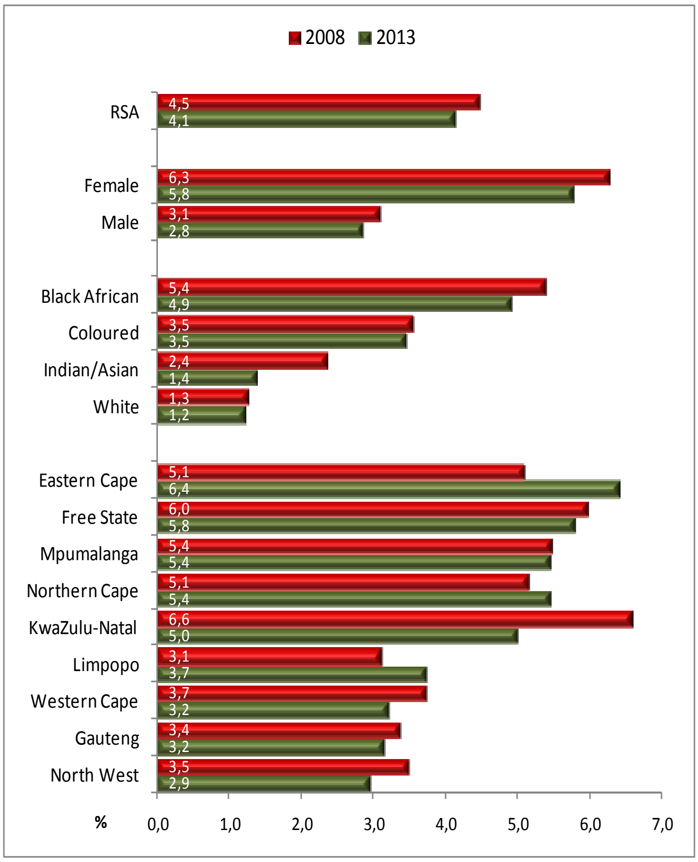
Persons are classified as underemployed if they worked less than 35 hours during the reference week and reported that they were available to work more hours.

Table 4.10: Trends in underemployment

	Underemployed	Other employed	Total employed	% underemployed
	Thousand			
2008	651	13 934	14 585	4,5
2009	669	13 525	14 194	4,7
2010	576	13 212	13 788	4,2
2011	540	13 530	14 070	3,8
2012	585	13 840	14 425	4,1
2013	615	14 251	14 866	4,1

The proportion of employed people who were available to work more hours was highest In 2008 and 2009 at 4,5% and 4,7% respectively. As discussed in Chapter 3, this was a period characterised by generally weak labour market conditions. The proportion of underemployed persons declined to 3,8% in 2011 but increased to 4,1% in subsequent years.

Figure 4.13: Underemployment by sex, race, province, 2008 and 2013



[2]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

Figure 4.13 shows that women and the black African population group were the most likely to be underemployed. With regard to the provinces, in 2013, Eastern Cape and Free State had the highest proportion of employed persons that were underemployed, while North West, Gauteng and Western Cape had the lowest.

Trends over the period 2008 and 2013 show that the proportion that was underemployed declined for both men and women as well as in every population group except coloureds. Across the provinces the outcome was mixed. The proportion remained unchanged in Mpumalanga, while it declined in KwaZulu-Natal (by the largest amount), North West, Western Cape, Gauteng and Free State, but rose in the other provinces.

Figure 4.14: Underemployment by industry, 2008 and 2013

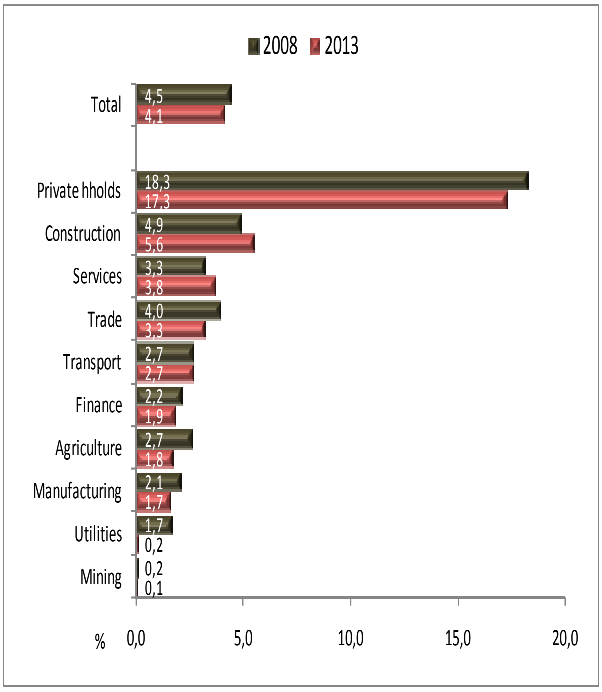
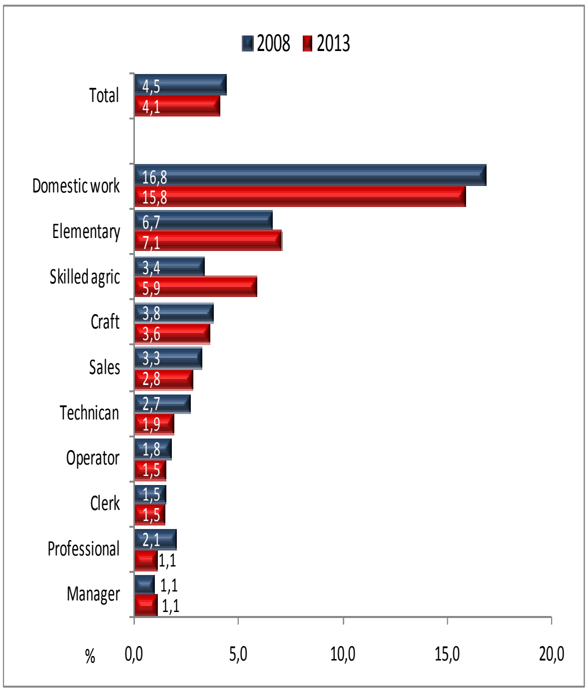


Figure 4.15: Underemployment by occupation, 2008 and 2013



Underemployment was negligible among workers in the Mining and Utilities industries and highest in Private households where in both 2008 and 2013 more than 15,0% of all employed persons reported that they wanted to work more hours. This is reflected in the occupation profile of employed persons where domestic workers are more likely to be underemployed compared with other occupations. At the top end of the occupational hierarchy, Managers and Professionals are the least likely to be underemployed.

4.2 The formal and informal sector in South Africa

Key labour market concepts

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

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

Background

Defining the informal sector involves focusing on the characteristics of the economic units where the work takes place (ILO, 2013). In South Africa, the sector consists of small enterprises (employing fewer than five workers) that are not registered and which are engaged in market production activities. Thus all activities which are undertaken solely for the household's consumption are excluded.

The ILO (2013) notes that "Firms in the informal sector are often disconnected from companies in the formal sector, operating in different markets with different customers. An example is somebody selling street food out of their household premises. Alternatively, these firms may be connected to formal firms, however due to their low bargaining power and fierce cost-cutting competition, they may not be able to afford to operate formally". In South Africa, the informal sector is relatively small and largely survivalist in nature, and according to Fryer and Vencatachellum (2004), it consists mainly of unskilled individuals. Blaauw (2005) argues that the informal sector serves as an alternative entry to employment when formal sector jobs are difficult to find. Banerjee et al (2007) suggests that the sector provides employment to the most vulnerable groups and may serve as a stepping stone into formal sector employment.[3]

Introduction

This section of the chapter focuses on employment in the formal and informal (non-agricultural) sectors 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 in both the formal and informal sectors.

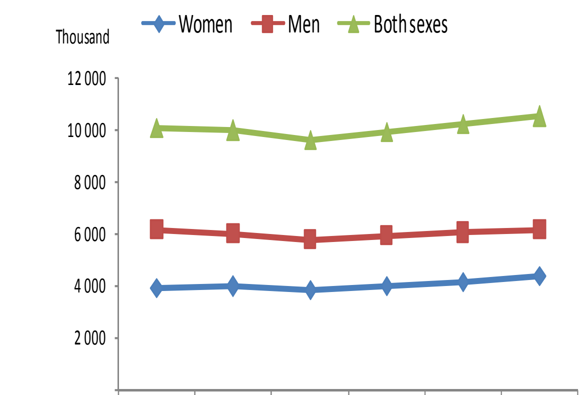
Table 4.11: Employment by sector, 2008–2013

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

Note: "Other" comprises Agriculture and Private households.

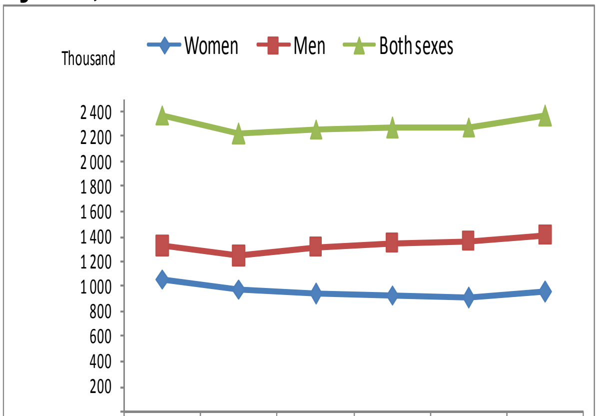
[3] *"Why has unemployment risen in the new South Africa", Banerjee et al, NBER Working paper 13167, June 2007. The authors find that around 12% of those initially working in the informal sector will transition to the formal sector within a 6-month period.*

Figure 4.16: Formal sector employment by sex, 2008–2013



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

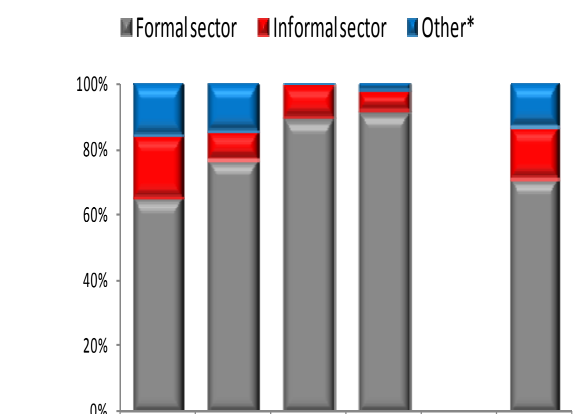
Figure 4.17: Informal sector employment by sex, 2008–2013



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

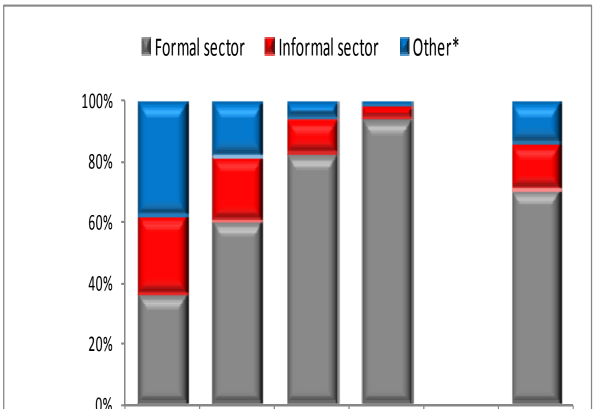
The formal sector provides jobs for the majority of employed people at around 70,0% each year (Table 4.11). Formal sector employment was lowest in 2010 among both men and women. More men than women had formal sector jobs and since 2011, employment in the sector has increased– particularly among women. Informal sector employment has also increased among both men and women since 2011.

Figure 4.18: Employment by sector and population group,2013



	Black African	Coloured	Indian/Asian	White		Total
Other*	15,6	14,8	0,9	2,8		13,3
Informal sector	19,1	8,3	9,9	6,1		15,9
Formal sector	65,3	76,9	89,2	91,1		70,8

Figure 4.19: Employment by sector and education,2013



	Primary and below	Secondary incomplete	Secondary completed	Tertiary		Total
Other*	37,5	17,3	5,2	1,4		13,3
Informal sector	25,6	22,2	12,1	4,1		15,9
Formal sector	36,9	60,5	82,8	94,5		70,8

Note: "Other" refers to Agriculture and private households. Percentages were calculated based on total employment, including agriculture and private households.

In 2013, almost one in every five employed black Africans (19,1%) had jobs in the informal sector. In contrast, less than one in every ten workers in the coloured (8,3%), Indian/Asian (9,9%) and white (6,1%) population groups had jobs in that sector. Figure 4.19 shows that the educational level of people employed in the informal sector is markedly different to those employed in the formal sector. One in every four employed persons with primary education (25,6%) worked in the informal sector while relatively few (4,1%) with tertiary qualifications had jobs in the sector. In contrast, whereas among persons with tertiary education 94,5% worked in the formal sector, only 4,1% had jobs in the informal sector.

Figure 4.20: Formal sector employment by province, 2008 and 2013

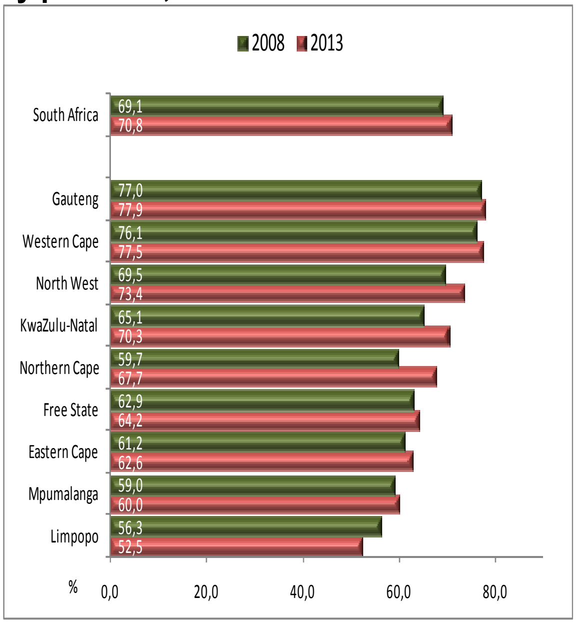
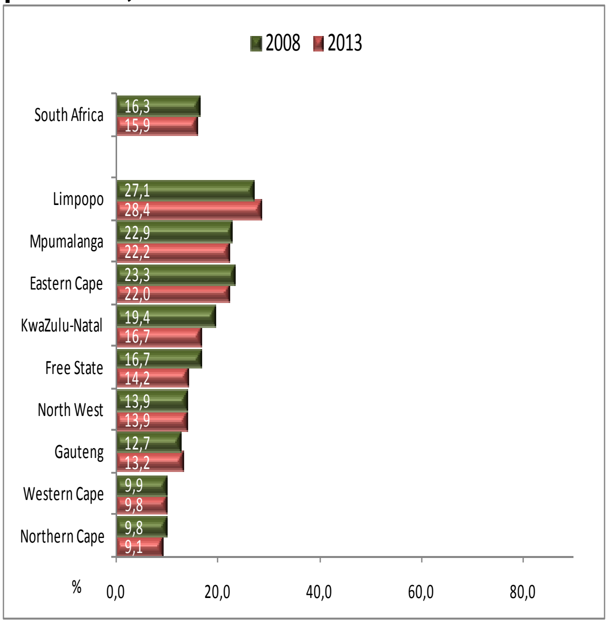


Figure 4.21: Informal sector employment by province, 2008 and 2013



Note: Total employment includes Agriculture and Private households, while the formal and informal sectors exclude those two industries.

In 2013, formal sector employment was highest in Gauteng and Western Cape at over 75,0%,and lowest in Limpopo and Mpumalanga. In contrast, employment in the informal sector was highest in Limpopo and Mpumalanga and lowest in Northern Cape, Western Cape and Gauteng.

Figure 4.22: Formal sector employment by industry, 2008 and 2013

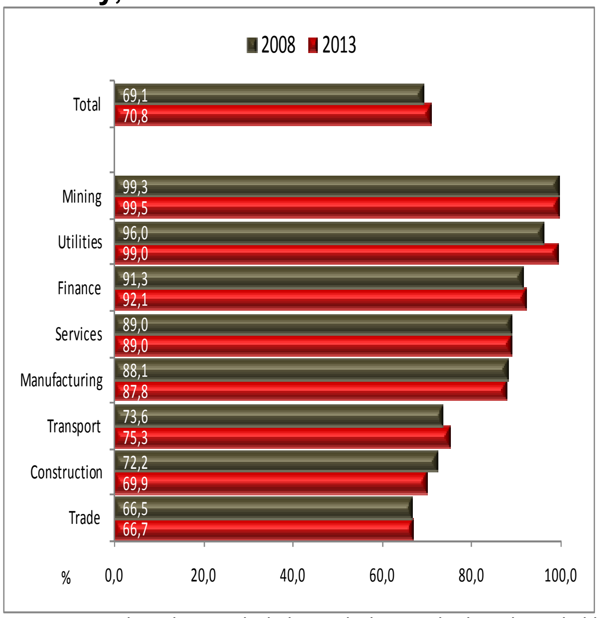
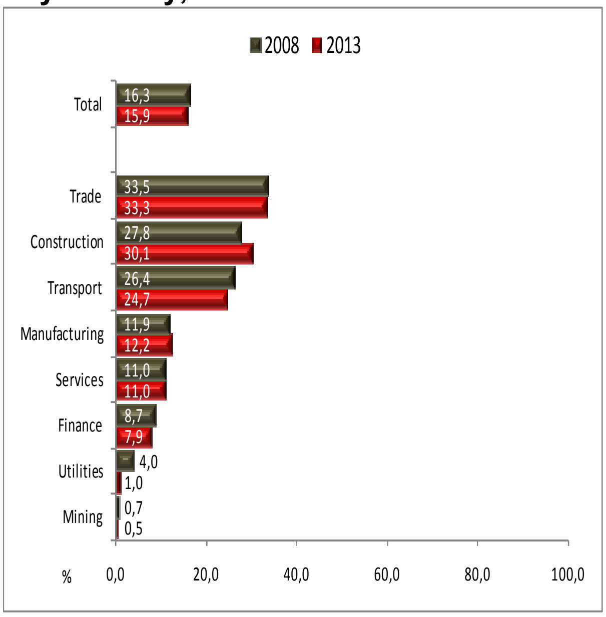


Figure 4.23: Informal sector employment by industry, 2008 and 2013



Note: Total employment includes Agriculture and Private households, while the formal and informal sectors exclude those two industries.

The Mining, Utilities and the Finance industries provided the most job opportunities in the formal sector, while the Trade, Construction and Transport industries were the most dominant in the informal sector.

Summary and conclusion

- Men accounted for the largest portion of both formal and informal sector employment. In addition, the chances of being employed in the formal sector increased with higher levels of education.
- Formal sector employment provided the most jobs in Gauteng and Western Cape. Between 2008 and 2013, employment in the formal sector increased in most provinces, with the biggest increases observed in Northern Cape, KwaZulu-Natal and North West.
- The Mining, Utilities and Finance industries provided the most job opportunities in the formal sector while the Trade, Construction and Transport industries were the most dominant in the informal sector.

4.3 Comparison of formal sector employment in the QLFS and the Quarterly Employment Statistics (QES)

Background

In common with the situation in other countries such as the USA, Stats SA also conducts two surveys which provide employment data on a quarterly basis. One survey is based on information provided by household members and the other is based on information obtained from businesses. The Bureau of Labour Statistics (BLS) in the USA notes that the results based on the two approaches to collecting employment information are different “because the surveys have distinct definitions of employment and distinct survey estimation methods”. This is also true in the South African context.

Introduction

This section provides insight into the reasons why the employment numbers from the QLFS differ from those of the QES. The analysis focuses initially on differences between the two surveys with regards coverage, sampling frames, sample size, reference periods, and the definition of the formal and informal sectors. Trends in employment over the period 2008 to 2013 in the two series are then analysed and the section ends with a discussion of the likely impact of including small businesses in the QLFS that are not covered in the QES.

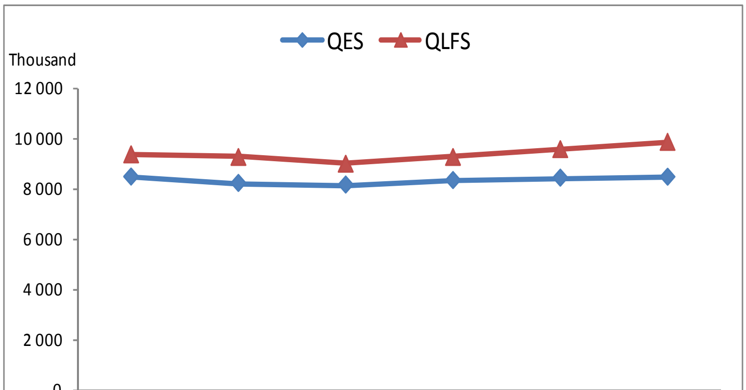
Table 4.12: Key differences between the QLFS and the QES

	QLFS	QES
Coverage	Private households including worker's hostels Non-institutional population (15 years and older) Total employment (including the informal sector; private households; agriculture and small businesses)	VAT registered businesses Employees only Formal non-agricultural sector
Sample size	Quarterly sample of approximately 30 000 dwellings in which households reside	Quarterly sample of 20 000 non-agricultural formal sector businesses
Reference period	One week prior to the interview Information obtained in the middle two weeks of each month of the quarter	Pay roll on the last day of the quarter
Standard International Classification (SIC)	All industries	Agriculture and Private households excluded
Formal sector definition (excluding Agriculture and Private households)	Employers and own-account workers whose businesses are registered for income tax or VAT Employees from whom income tax is deducted. In addition, employees who do not pay income tax but who work in businesses with five or more workers are also included	Employees on the payroll of VAT registered businesses

Differences in the annual results of the two surveys occur for several reasons as highlighted in Table 4.12. The QES only obtains information about employees in the formal sector (excluding agriculture) from VAT registered businesses. But the QLFS does not have such restrictions. It is able to provide information about all employed people – including those who are employed in: the informal sector; Agriculture; Private households and small businesses - that are excluded from the QES altogether. In addition to coverage issues, differences in the employment numbers between the two surveys also reflect differences in the sample size and reference period used in the two surveys.

Against this background, comparison of the results of the two surveys should be undertaken with caution. It is possible to exclude from the QLFS results, employees engaged in Private households, those employed in Agriculture and those who are employed in the informal sector. However, it is not possible to isolate employees who work in VAT registered businesses from the QLFS results. This is because as shown in Table 4.12, employees are not asked about the registration details of the businesses where they work because it is likely that large numbers may not know about the registration status of their employer. Compounding this problem is the issue of proxy reporting in household surveys such as the QLFS. Taken together, these factors pose a challenge for any comparison of the results of the two surveys. The results shown in Figure 4.24 have been aligned as far as possible to compare the two surveys.

Figure 4.24: Employees in the formal sector* in the QLFS and QES, 2008–2013



	2008	2009	2010	2011	2012	2013
QES	8 469	8 219	8 156	8 332	8 427	8 464
QLFS	9 382	9 279	9 011	9 279	9 589	9 878

Note: Excluding Agriculture and Private households. Adjustment for VAT registration not possible in the QLFS.

Over the period 2008 to 2013, the trend in annual formal sector employment in the two surveys is similar even though each year the level of employment in the QLFS is higher than in the QES. In both surveys, the decline in employment for two successive years in 2009 and 2010 was followed by steady increases in subsequent years.

Table 4.13: Formal sector* employees by industry, 2013

	QLFS	QES	QLFS	QES
	Thousand		Per cent	
Mining	409	508	4,1	6,0
Manufacturing	1 529	1 146	15,5	13,5
Utilities	126	62	1,3	0,7
Construction	704	426	7,1	5,0
Trade	1 911	1 702	19,3	20,1
Transport	621	377	6,3	4,4
Finance	1 693	1 845	17,1	21,8
Community and social services	2 882	2 398	29,2	28,3
Other	3		0,0	0,0
Total	**9 878**	**8 464**	**100,0**	**100,0**

Note: Excluding Agriculture and Private households. Adjustment for VAT registration not possible in the QLFS.

Although the surveys measure formal sector employment from two different perspectives that cannot be fully reconciled, Table 4.13 shows that in 2013 the four industries which accounted for the largest share of formal sector employment in each survey were identical (Community and social services; Finance; Trade and Manufacturing) accounting for 81,1% and 83,7% of total employment in the QLFS and QES respectively. And in both surveys, the utilities industry accounted for the smallest share of formal sector employment.

Table 4.14: Formal sector* employees by size of business (QLFS), 2008-2013

	2008	2009	2010	2011	2012	2013
	Thousand					
One employee	59	47	46	46	28	35
2-4 employees	320	277	229	246	189	208
5-9 employees	1 193	1 114	1 091	1 035	983	980
10-19 employees	1 810	1 679	1 583	1 613	1 653	1 641
20-49 employees	2 128	2 049	1 841	1 871	2 085	2 044
50 or more employees	3 658	3 905	3 946	4 128	4 250	4 524
Don't know	212	208	275	340	400	447
Total	**9 381**	**9 279**	**9 011**	**9 279**	**9 589**	**9 878**
Shares in employment	**Per cent**					
One employee	0,6	0,5	0,5	0,5	0,3	0,4
2-4 employees	3,4	3,0	2,5	2,7	2,0	2,1
5-9 employees	12,7	12,0	12,1	11,2	10,3	9,9
10-19 employees	19,3	18,1	17,6	17,4	17,2	16,6
20-49 employees	22,7	22,1	20,4	20,2	21,7	20,7
50 or more employees	39,0	42,1	43,8	44,5	44,3	45,8
Don't know	2,3	2,2	3,1	3,7	4,2	4,5
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
Employment in businesses with less than 10 employees						
Number (Thousand)	**1 572**	**1 438**	**1 365**	**1 327**	**1 200**	**1 223**
Per cent of total	16,8	15,5	15,2	14,3	12,5	12,4

Note: Excluding Agriculture and Private households. Adjustment for VAT registration not possible.

Table 4.14 shows that based on the QLFS, the number of formal sector employees who worked in small businesses that had less than 10 employees ranged between 1,2–1,6 million each year. This is equivalent to between 12,0%–17,0% of total formal sector employment. To the extent that these firms are not registered for VAT, then their employees are likely to be excluded from the QES and included in the QLFS.

Summary and conclusion

- Understanding the differences in coverage, reference periods, and sampling frames of a household survey such as the QLFS relative to a survey such as the QES that is based on the responses of businesses lies at the heart of understanding the differences in employment outcomes between these two surveys.

- The two surveys measure formal sector employment from different perspectives that cannot be fully reconciled. Yet over the period 2008 to 2013, and based on several adjustments to the QLFS results, the trend in annual formal sector employment in the two surveys is similar. And even though each year the level of employment in the QLFS is higher than in the QES, in both surveys, the decline in employment for two successive years in 2009 and 2010 was followed by steady increases in subsequent years.

4.4 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 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:
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 all 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 measures.

Background

Stats SA added earnings questions to the QLFS questionnaire from the third quarter of 2009. This was done to produce information about relative earnings 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 do earnings inequality vary by province?

Introduction

The analysis in this section of the chapter is based on relative earnings and earnings distributions. In this regard, Stats SA uses medians and other quintiles for the analysis for two main reasons – they are widely used measures that best describe the distribution of earnings, and they are more stable through time.

The focus of this section of the chapter is monthly earnings by demographic characteristics (sex, age and population group) as well as the distribution by industry, occupation and province. For the most part, the distributions relate solely to employees.

Table 4.15: Median monthly earnings by status in employment, 2010–2013

	2010	2011	2012	2013
	Rand			
Employees	2 900	3 000	3 115	3 033
Employers	7 916	9 100	7 583	6 066
Own-account workers	2 000	2 166	2 166	2 166
Total	**3 000**	**3 033**	**3 100**	**3 033**

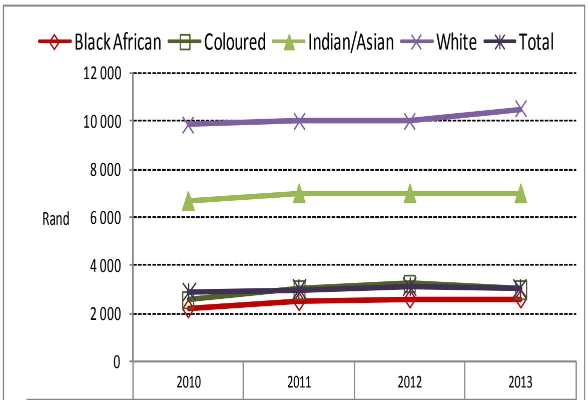
Table 4.15 shows that the earnings profile of employers is markedly different from that of employees and own-account workers. In 2013, employers earned twice the amount earned by employees. Own-account workers earned the least. Analysis based on all the employed would therefore be less informative about the relationship between socio-demographic characteristics and the earnings of specific groups. The analysis that follows will therefore be based solely on employees.

Table 4.16: Monthly earnings of employees by sex, 2010 and 2013

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
2010								
Men	6 545	780	1 083	1 733	3 200	7 000	14 000	20 000
Women	5 094	500	700	1 200	2 400	6 500	12 000	15 000
Both sexes	**11 638**	**600**	**866**	**1 500**	**2 900**	**6 900**	**12 885**	**17 106**
2013								
Men	6 295	500	866	1 820	3 500	8 800	18 000	26 000
Women	5 204	500	650	1 300	2 500	7 100	15 000	20 000
Both sexes	**11 500**	**500**	**750**	**1 500**	**3 033**	**8 000**	**16 500**	**24 000**

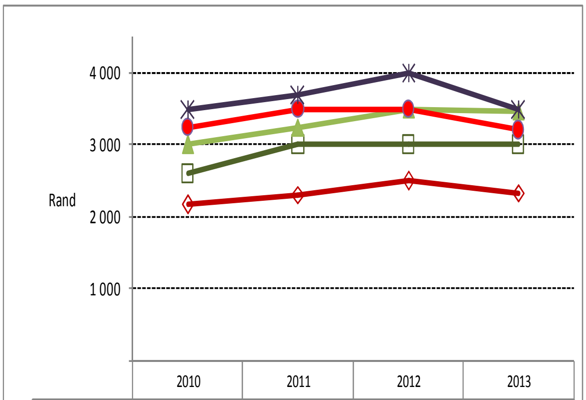
Over the period 2010–2013, median earnings rose for both male employees (from R3 200 to R3 500) and female employees (from R2 400 to R2 500). At R500 per month in 2013, earnings for women in the bottom quintile amounted to only 1,9% of the R26 000 earned by men in the top quintile.

Figure 4.25: Median monthly earnings by population group, 2010–2013



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

Figure 4.26: Median monthly earnings by age, 2010–2013



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

The median monthly earnings of white and Indian/Asian employees were substantially higher than the earnings of their coloured and black African counterparts. Earnings of the black

African population was20,0–25,0% of what the white population earned; 30,0–38,0% of what Indian/Asians earned; and 80,0–87,0% of what the coloured population earned (Figure 4.25). In 2013, there was a decline in median earnings among all age groups except for those aged 25–34 years, where median earnings remained at R3000 per month. The decline was most pronounced for the oldest age group (from R4 000 in 2012 to R3 500 in 2013).

Table 4.17: Median monthly earnings of employees by age, 2010–2013

	2010	2011	2012	2013
	Rand			
Men				
15–24 years	2 166	2 200	2 470	2 300
25–34 years	2 950	3 033	3 250	3 250
35–44 years	3 500	3 640	4 000	4 000
45–54 years	4 000	4 333	4 500	4 342
55–64 years	4 000	4 333	5 000	4 700
Total	**3 200**	**3 466**	**3 500**	**3 500**
Women				
15–24 years	2 100	2 400	2 500	2 400
25–34 years	2 383	2 500	2 600	2 760
35–44 years	2 400	2 500	2 800	2 500
45–54 years	2 500	2 500	2 500	2 400
55–64 years	2 600	2 900	3 100	2 500
Total	**2 400**	**2 500**	**2 600**	**2 500**
Both sexes				
15–24 years	2 166	2 300	2 500	2 340
25–34 years	2 600	3 000	3 000	3 000
35–44 years	3 000	3 250	3 500	3 466
45–54 years	3 250	3 500	3 500	3 204
55–64 years	3 500	3 700	4 000	3 500
Total	**2 900**	**3 000**	**3 115**	**3 033**

In the youngest age group (15–24 years), male earnings were lower than female earnings each year except in 2010. In older age groups the reverse was true. By age 55–64 years, their earnings are more than one and a half times that of women.

Figure 4.27: Median monthly earnings of employees by industry, 2010–2013

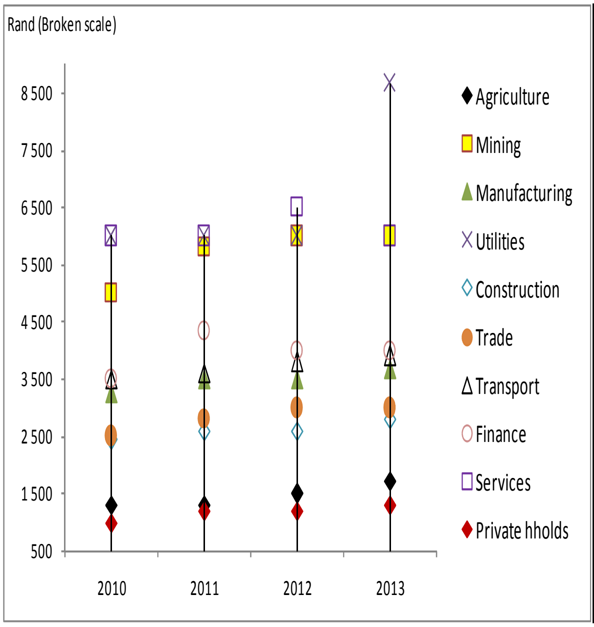


Table 4.18: Median monthly earnings of employees by province, 2010–2013

	2010	2011	2012	2013
		Rand		
Western Cape	3 000	3300	3 466	3 250
Eastern Cape	2 200	2500	2 500	2 200
Northern Cape	2 058	2166	2 000	2 058
Free State	2 000	2100	2 166	2 400
KwaZulu-Natal	2 500	2600	2 800	2 600
North West	3 000	3250	3 500	3 380
Gauteng	3 500	3960	4 000	4 300
Mpumalanga	2 800	2400	2 505	2 700
Limpopo	1 800	1800	2 000	2 000
South Africa	**2 900**	**3 000**	**3 115**	**3 033**

Table 4.18 shows that provincial disparities in employee earnings are large. Every year over the period 2010–2013, earnings in Gauteng were substantially higher than in the other provinces, ranging from R3 500 per month in 2010 to R4 300 in 2013. The province with the second highest monthly earnings was North West (except in 2011) where employees earned R3 000–R3 500 each year. The decline in median earnings by R82 over the period 2012–2013 was largely due to Eastern Cape, Western Cape and KwaZulu-Natal despite increases in Gauteng (up by R300), Free State (up by R234) and Mpumalanga (up by R195).

Figure 4.28: Median monthly earnings of employees by occupation, 2010–2013

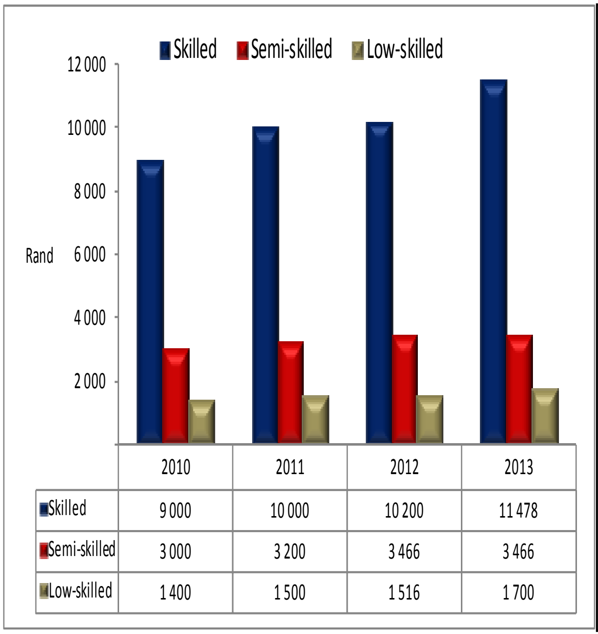


Table 4.19: Median monthly earnings of employees by occupation, 2010–2013

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

As expected, there is a relatively large gap between the median earnings of persons holding skilled positions compared with those in either semi-skilled or low-skilled occupations. While earnings increased steadily each year among skilled and low-skilled employees, the earnings of semi-skilled personnel rose in 2011 and 2012 but remained unchanged at R3 466 in 2013. Figure 4.27 and Table 4.20 show that median monthly earnings were highest for employees in the Community and social services, Utilities and Mining industries, followed by Finance and Transport. The lowest median earnings were for employees in Private households, followed by Agriculture and Construction. The disaggregation of occupations shown in Table 4.19 highlights that within the three broad occupation groupings there are large disparities in earnings. Since 2012, Professionals earned more than Managers while technicians earned the least within the skilled-occupation group.

Table 4.20: Median monthly earnings of employees by industry,2010–2013

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

Earnings for employees working in private households ranged from R1 000 in 2010 to R1 300 in 2013, amounting to as little as 15,0–20,0% of the earnings of employees in the Utilities industry. The largest increase over the period 2010–2013 occurred among workers in the Utilities (up by R2 666) and Mining industries (up by R1 000).

Table 4.21: Changes in median monthly earnings by industry, 2010–2013

	2011	2012	2013	2010-2013
	Rand			
Agriculture	5	195	238	438
Mining	800	200	0	1 000
Manufacturing	250	0	172	422
Utilities	0	0	2 666	2 666
Construction	163	0	200	363
Trade	295	200	0	495
Transport	100	200	100	400
Finance	832	-333	0	499
Services	0	500	-500	0
Private households	200	0	100	300
Total	**100**	**115**	**-82**	**133**

Summary and conclusion

- Every year over the period 2010–2013, the monthly earnings for men were higher than those for women. Median monthly earnings for white and Indian/Asian population groups were higher than the median earnings of their coloured and black African counterparts.
- Earnings of paid employees increased with age. Employees aged 55–64 years had the highest earnings, while the lowest were observed among employees aged 15–24 years.
- The provinces where median earnings for employees were highest were Gauteng, North West and Western Cape, while Limpopo and Northern Cape had the lowest median earnings.

4.5 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[4].

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

Background

The concept of decent work was formulated by the ILO constituents 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:

1. Equal employment and income opportunities
2. Standards and rights at work
3. Social protection
4. Social dialogue

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

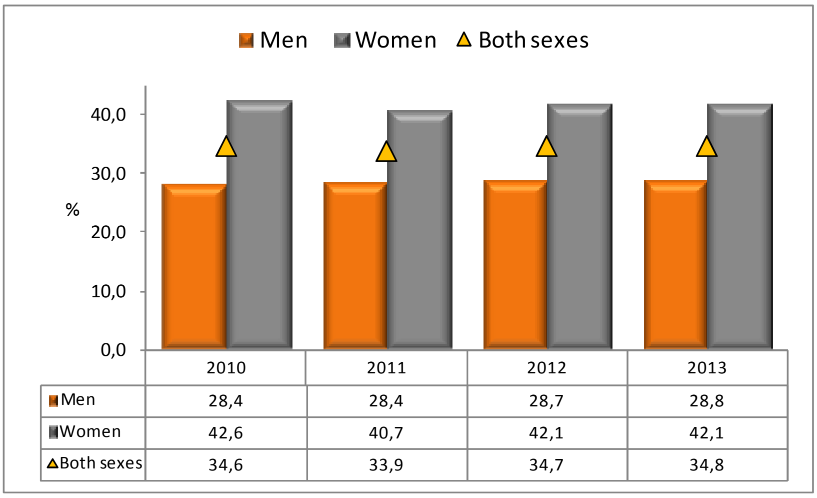
While several indicators have been proposed by the ILO for the measurement of progress regarding decent work, only a few are presented in this chapter.

Introduction

The four components of decent work 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.

Equal employment and income opportunities

Figure 4.29: Workers with monthly earnings below ⅔ of the median, 2010–2013



	2010	2011	2012	2013
Men	28,4	28,4	28,7	28,8
Women	42,6	40,7	42,1	42,1
Both sexes	34,6	33,9	34,7	34,8

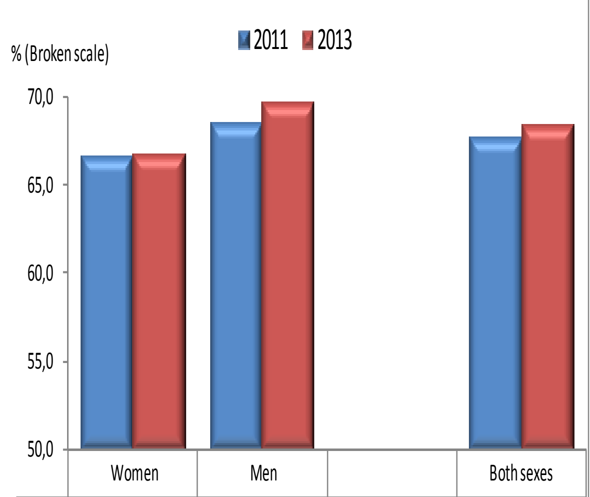
Women are less well paid for the jobs they do than are men. In 2013, two out of every five women (42,1%) had monthly earnings that were below two-thirds of median monthly earnings compared with 28,8% of men. Equally important is that over the period 2010–2013, the increase in the proportion of people that fell into that earnings category increased for both men (by 0,4 of a percentage point) and women (by 0,5 of a percentage point).

Standards and rights at work

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

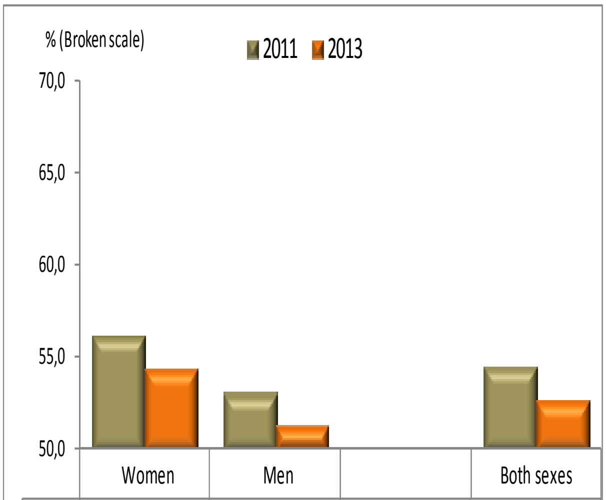
- Sick leave
- Maternity leave
- Hours of work
- Right of association (e.g. union membership)

Figure 4.30: Entitlement of employees to paid sick leave, 2011 and 2013



	Women	Men		Both sexes
2011	66,6	68,5		67,7
2013	66,7	69,7		68,3

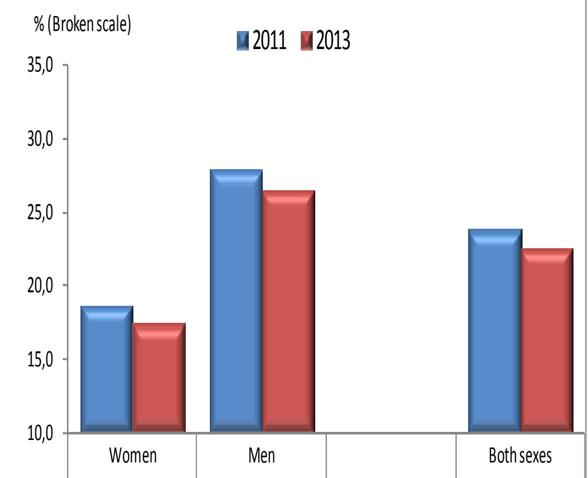
Figure 4.31: Entitlement of employees to maternity/paternity leave, 2011 and 2013



	Women	Men		Both sexes
2011	56,1	53,0		54,4
2013	54,3	51,3		52,6

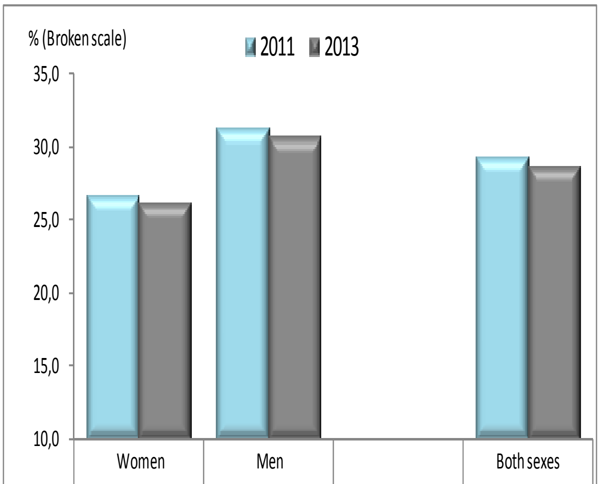
In both 2011 and 2013, a larger proportion of male employees were entitled to paid sick leave compared with female employees. While this proportion rose from 68,5% to 69,7% among men, it remained virtually unchanged among women. As shown in Figure 4.31, a larger proportion of female employees were entitled to maternity leave compared with their male counterparts who were entitled to paternity leave, but over the period 2011 and 2013, the proportion declined among both men and women.

Figure 4.32: Excessive hours (workers with more than 48 hours per week), 2011 and 2013



	Women	Men		Both sexes
2011	18,6	27,8		23,8
2013	17,4	26,5		22,5

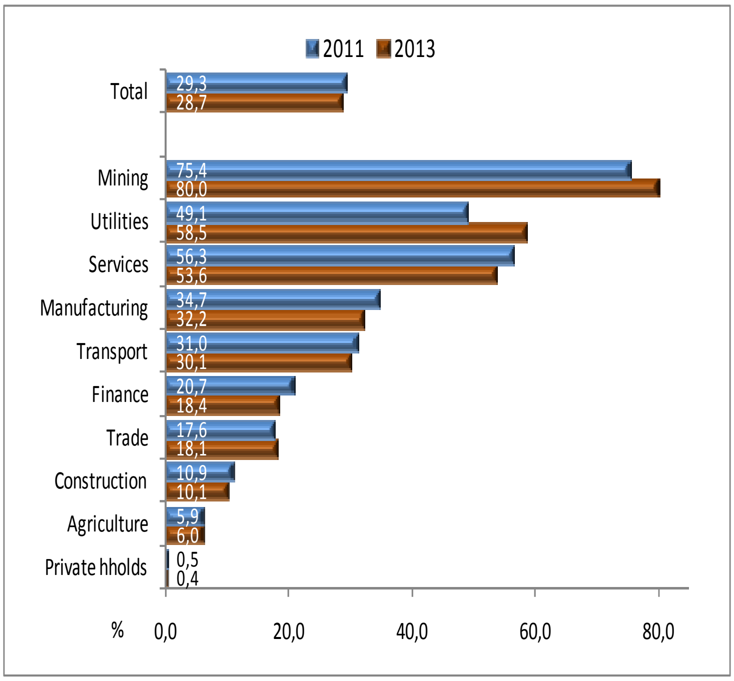
Figure 4.33: Proportion of employees who are members of a trade union, 2011 and 2013



	Women	Men		Both sexes
2011	26,8	31,3		29,3
2013	26,2	30,8		28,7

A larger proportion of men worked excessive hours (26,5% in 2013) compared with women (17,4%), but the proportion declined over the period 2011 and 2013 among both groups. Figure 4.33 shows that although trade union membership is higher among men than women, for both groups the proportion with union affiliation declined over the period 2011 and 2013.

Figure 4.34: Proportion of employees who are members of a trade union within industry, 2011 and 2013

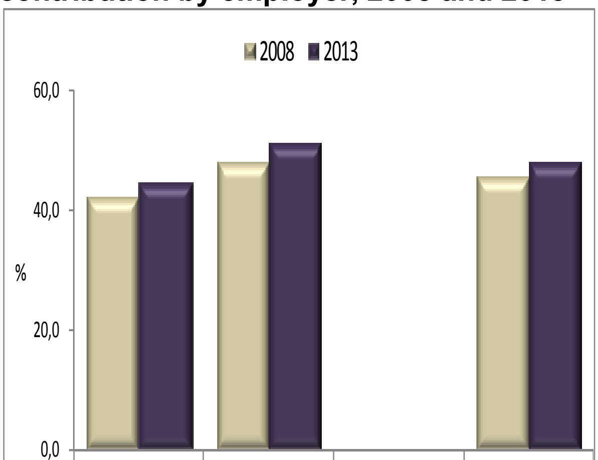


Trade union membership in the Mining, Utilities and Service industries is higher than in other industries by a large margin (Figure 4.34). Over the period 2011 and 2013, union membership increased in the Mining, Utilities and Trade industries but declined in every other industry except Agriculture and Private households, where it remained virtually unchanged.

Social protection

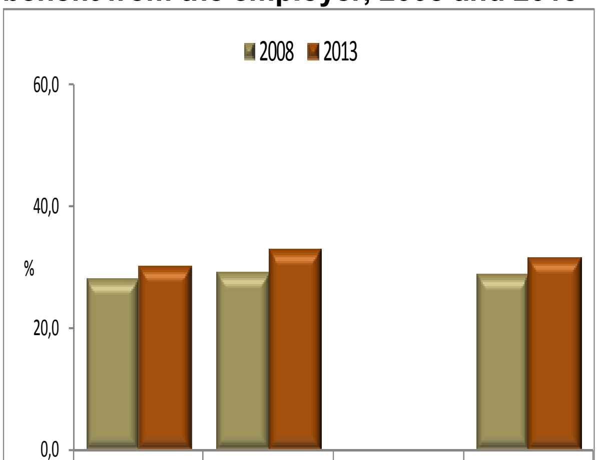
Social protection seeks to encourage the promotion of working conditions which are safe, provide for adequate compensation in the event of lost or reduced income, as well as to provide access to adequate healthcare. Indicators used to measure the extent of social protection include access to medical aid and pension fund contributions by the employer.

Figure 4.35: Pension/retirement fund contribution by employer, 2008 and 2013



	Women	Men		Both sexes
2008	42,3	47,9		45,5
2013	44,4	50,9		48,0

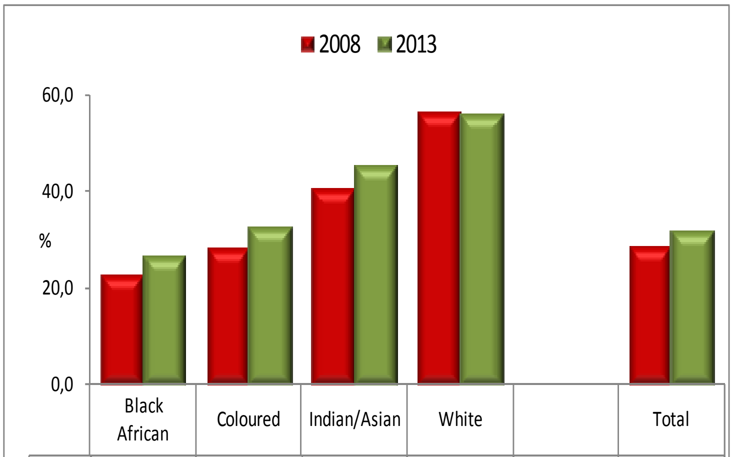
Figure 4.36: Entitlement to medical aid benefit from the employer, 2008 and 2013



	Women	Men		Both sexes
2008	28,1	29,2		28,7
2013	30,1	32,8		31,6

The proportion of employees that were entitled to pension/retirement fund contributions from their employers rose from 45,5% in 2008 to 48,0% in 2013. However, a larger proportion of men (50,9% in 2013) had this entitlement compared with women (44,4%). In 2013, the gender gap in terms of the entitlement to medical aid cover was less pronounced with 32,8% of male employees having such cover compared with 30,1% of female employees. For both men and women the proportions rose over the period 2008 and 2013.

Figure 4.37: Entitlement to medical aid by population group, 2008 and 2013

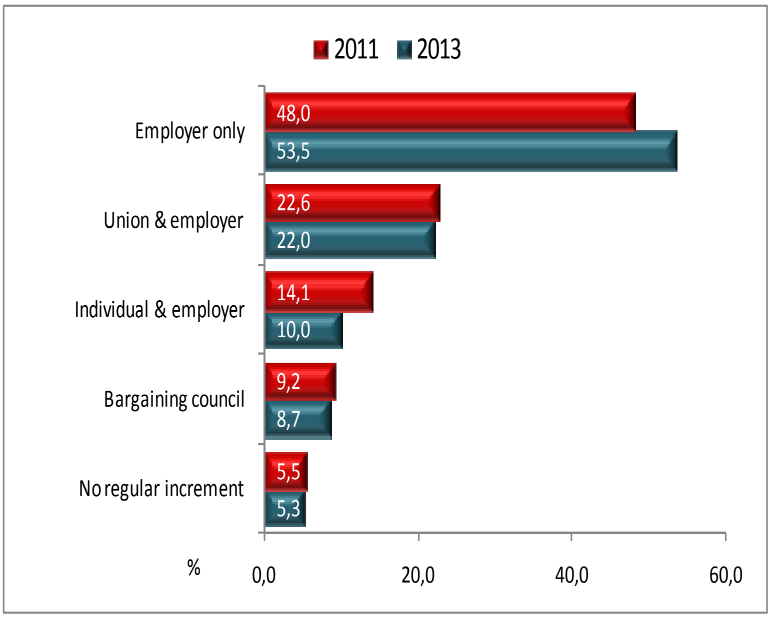


	Black African	Coloured	Indian/Asian	White		Total
2008	22,8	28,1	40,8	56,5		28,7
2013	26,6	32,5	45,5	56,3		31,6

In terms of the population groups, more than half of the white group (over 56% in both 2008 and 2013) had medical aid benefits from their employer, compared with the black African population group(22,8% in 2008 and 26,6% in 2013). However, whereas among the white group the proportion remained virtually unchanged over the period 2008 and 2013, it rose by more than 3,5 percentage points among the other groups.

Social dialogue

Figure 4.38: Annual salary increment by type of negotiations, 2011 and 2013



All employees were asked how their annual salary increment was determined. In 2013, only 30,7% indicated that it was negotiated by either a union (22,0%) or other collective bargaining councils (8,7%); more than half (53,5%) indicated that the employer determined the increment unilaterally; while 5,3% did not receive regular increments (Figure 4.38).

Summary and conclusion

- Two out of every three employees (67,7%) were entitled to paid sick leave while only around half were entitled to maternity/paternity leave.
- Trade union membership is higher among men than women but for both groups the proportion with membership declined over the period 2011 and 2013. Unionisation was highest in the Mining and Utilities industries and lowest in Agriculture and Private households.
- Larger proportions of men than women have access to benefits such as pension/retirement and medical aid contributions by their employer, but for both groups the situation has improved over the period 2008 to 2013.
- Medical aid coverage is still highest among the white population group by a large margin, but for the other groups it has increased by over three percentage points over the period 2008 to 2013.
- In 2013, the majority of employees had their salary negotiated solely by their employer.

4.6 Job tenure

Key concepts

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

Interpretation of tenure data

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

Background

In 2008, Stats SA included in its Quarterly Labour Force Survey (QLFS) questions on the month and year in which respondents began working for their employer or started running a business, i.e. 'job tenure'. 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, and only medians 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 sex, age, population group, and level of education. Trends in the analysis of job tenure will also be assessed with regard to industry, occupation and sector.

Table 4.22: Median monthly employee tenure by sex, 2008–2013

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

After declining in 2010, the number of employees rose steadily for three successive years to reach 12,7 million in 2013. Except in 2012, job tenure among male employees was higher by one month than that of women over the period 2008–2013.

Figure 4.39: Median monthly tenure of employees, 2008–2013

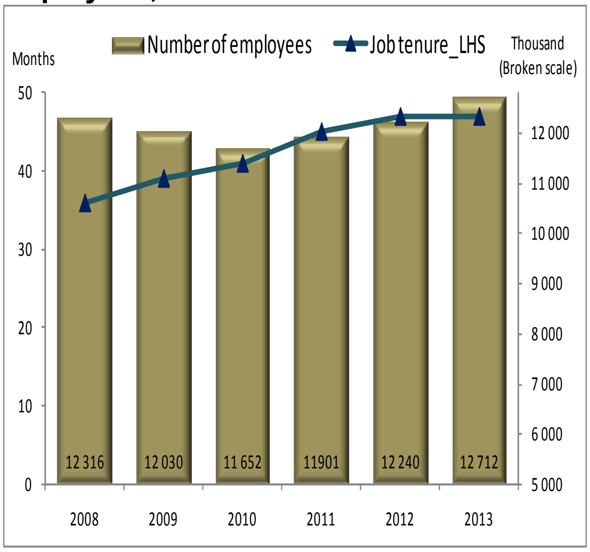
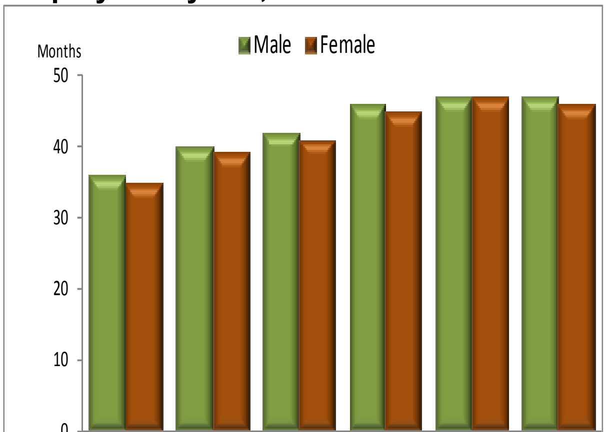


Figure 4.40: Median monthly tenure of employees by sex, 2008–2013



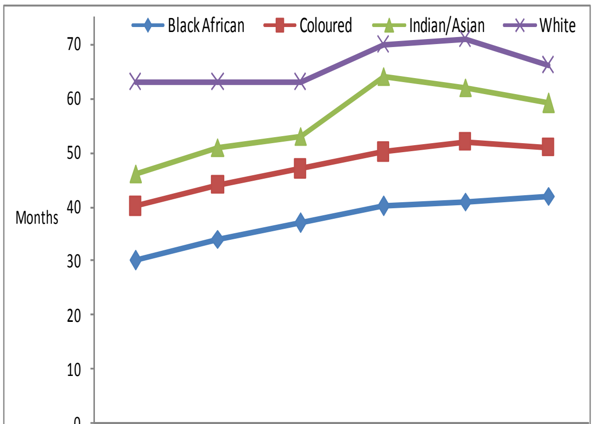
	2008	2009	2010	2011	2012	2013
Male	36	40	42	46	47	47
Female	35	39	41	45	47	46

Note: LHS refers to left hand scale.

Figure 4.39 and Figure 4.40 show interesting trends and patterns as follows:

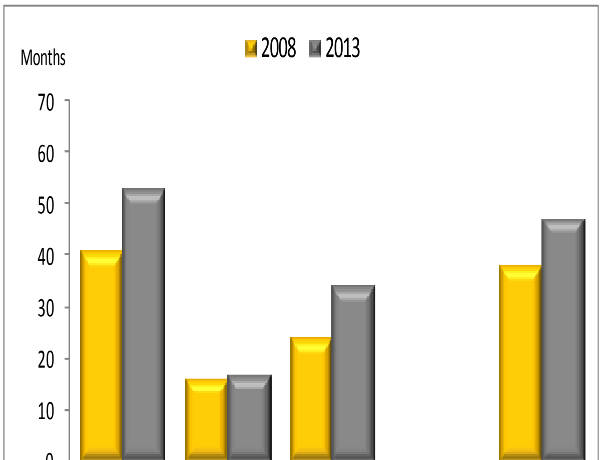
- The median job tenure of employees has also increased each year over the period 2008–2012 before stabilising at 47 months in 2012 and 2013.
- The highest increase occurred between 2010 and 2011 (4 months).
- Reflecting the national outcome among both men and women, job tenure also increased over the period 2008–2012, but whereas in 2013 it remained unchanged at 47 months among men, there was a decline to 46 months among women.

Figure 4.41: Median monthly employee tenure by population group, 2008–2013



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

Figure 4.42: Median monthly employee tenure by sector, 2008 and 2013



	Formal sector	Informal sector	Other*		Total
2008	41	16	24		38
2013	53	17	34		47

Note: In Figure 4.42 "Other" refers to Agriculture and Private households

The median job tenure varies considerably by population group. Over the period 2008–2013, each year it was highest for the white population group, followed by the Indian/Asian and coloured population groups. The black African group had the lowest job tenure each year over the period. Figure 4.42 indicates that in both 2008 and 2013, the median tenure was higher among employees in the formal sector than among those working in the informal sector. Job tenure for employees in the formal sector increased from 41 months in 2008 to 53 months in 2013, and among employees in the informal sector from 16 months to 17 months over the same period.

Figure 4.43: Median monthly employee tenure by occupation, 2008 and 2013

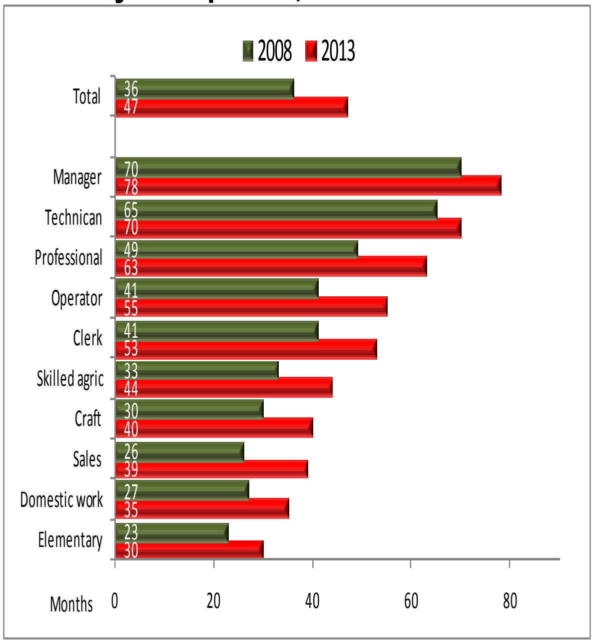
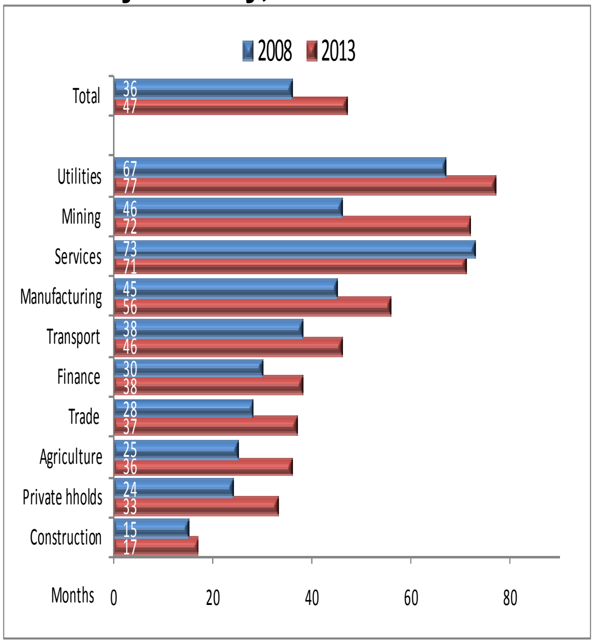
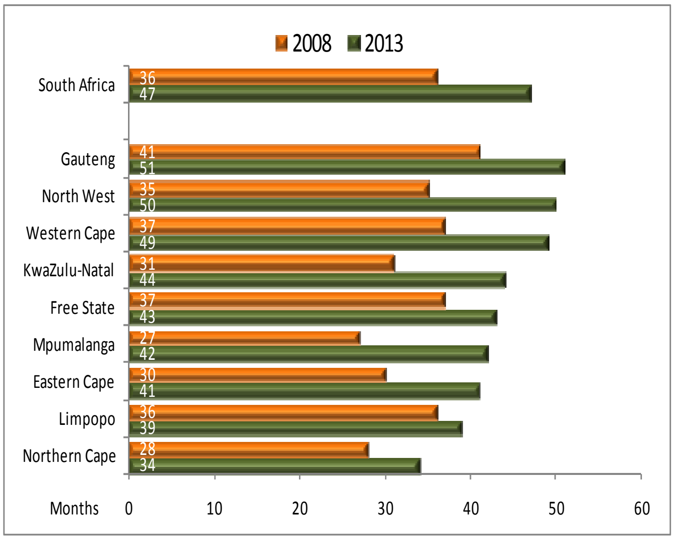


Figure 4.44: Median monthly employee tenure by industry, 2008 and 2013



Managers, Technicians and Professionals had the longest job tenure compared with the other occupations. Over the period 2008–2013, there was an increase in tenure for all occupation groups, with the largest increase among Operators and Professionals (both by 14 months). The industries with the longest job tenure were Utilities, Mining and Community and social services, and over the period 2008–2013, job tenure increased in every industry except Community and social services.

Figure 4.45: Median monthly employee tenure by province, 2008 and 2013



In 2013, job tenure was highest in Gauteng, North West and Western Cape and lowest in Northern Cape and Limpopo. The largest increase over the period 2008–2013 occurred in North West and Mpumalanga (both up by 15 months).

4.7 Government job creation programmes

Background

High levels of poverty and unemployment pose major challenges in South Africa. As discussed in greater detail in Chapter 3 of this report, high unemployment rates, particularly among the youth, women and the black African population group, are characteristic features of the South African labour market. To address this, the South African government introduced several job creation programmes, including the Expanded Public Works Programme (EPWP) aimed at equipping unemployed youth with the skills and experience needed in the labour market.

Introduction

This section analyses the participation of people in EPWP and other government job creation programmes for 2011 and 2013 among persons aged 15 to 64 years. We first identify the proportion of people who knew about the programme in 2011 and 2013, and then discuss the distribution of those who participated by various attributes. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview. Those who participated in such programmes and were employed are profiled by industry, occupation and sector. Finally, the analysis focuses on the benefits derived from participating in such programmes.

Figure 4.46: Awareness about government job creation programmes, 2011 and 2013

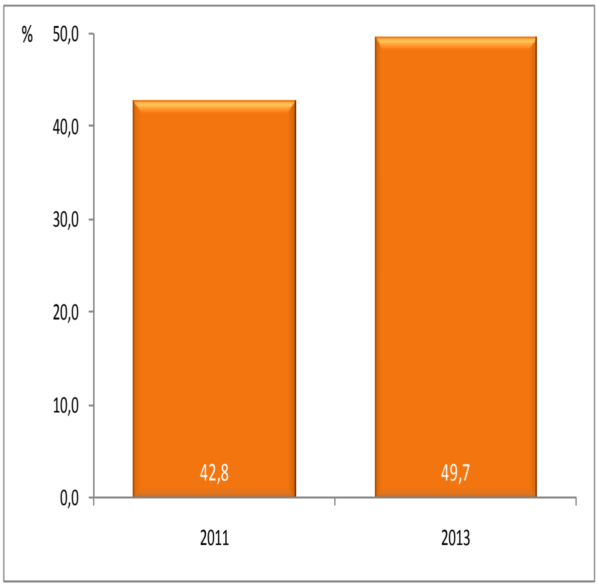
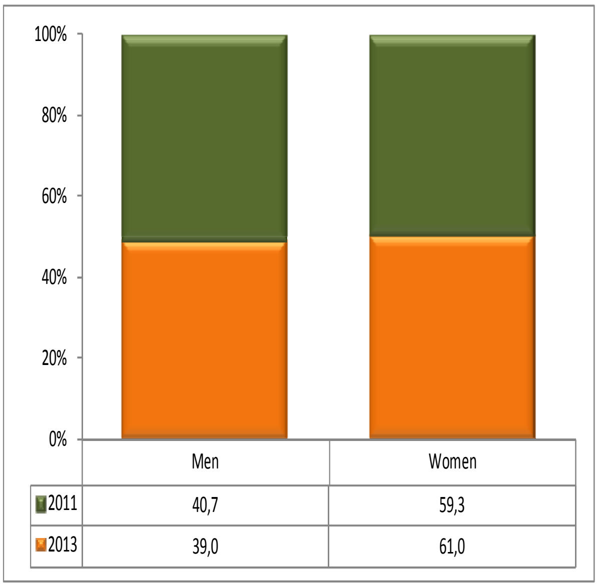


Figure 4.47: Participation in government job creation programmes by sex, 2011 and 2013



	Men	Women
2011	40,7	59,3
2013	39,0	61,0

As shown in Figure 4.46, five out of ten people (49,7%) aged 15–64 years had heard of EPWP and other such programmes in 2013 compared to four out of ten people (42,8%) in 2011. More women than men participated in EPWP both in 2011 and 2013, as can be seen in Figure 4.47. The proportion of women who participated was higher in 2013 compared with 2011, while men's participation decreased slightly over the same period.

Characteristics of those who participated in government job creation programmes

Figure 4.48: Participation in government job creation programmes by age, 2011 and 2013

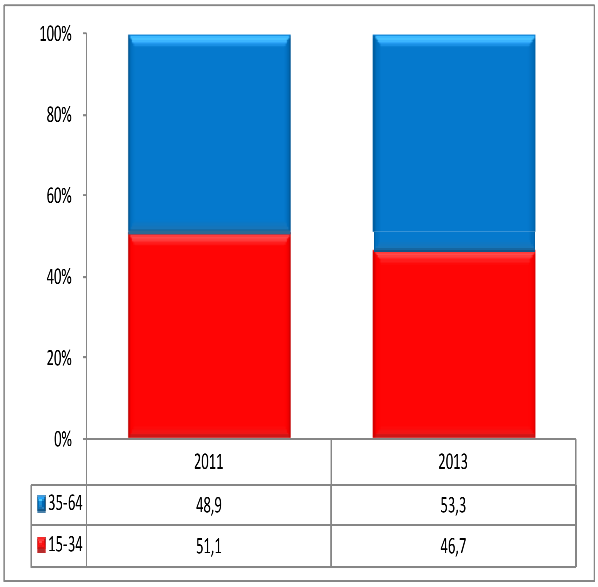
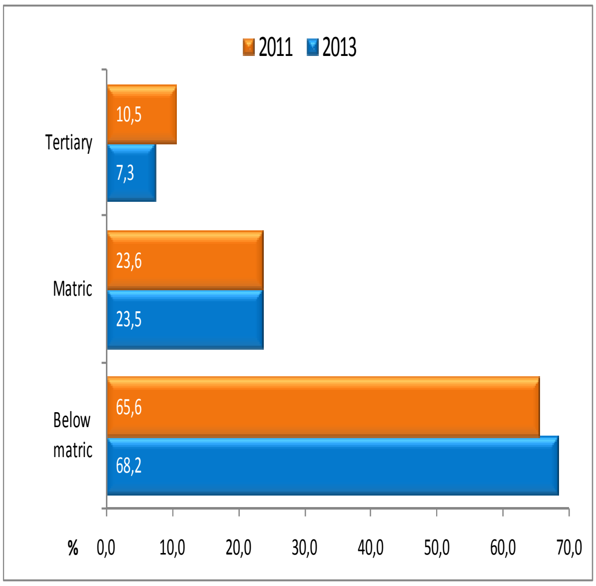
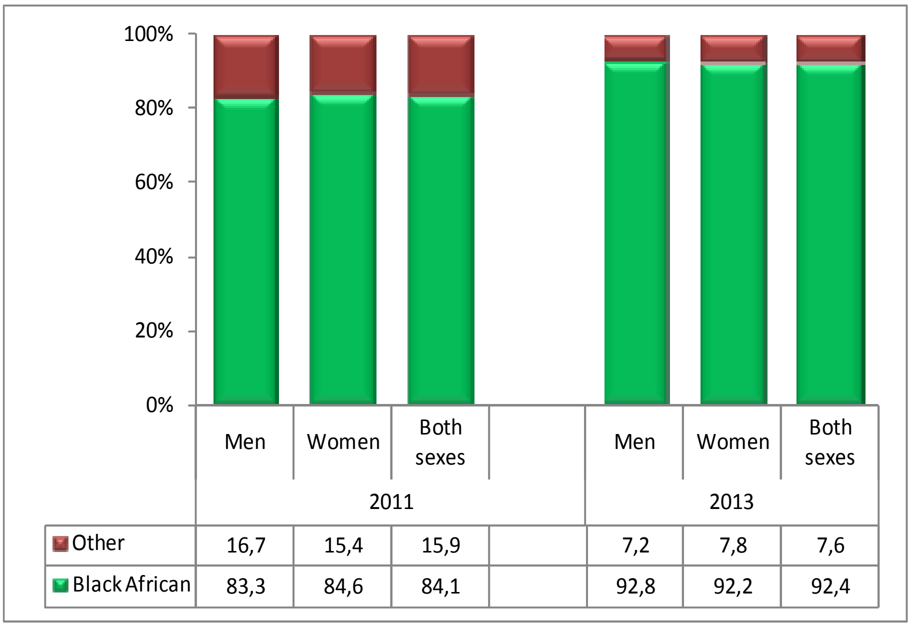


Figure 4.49: Participation in government job creation programmes by education, 2011 and 2013



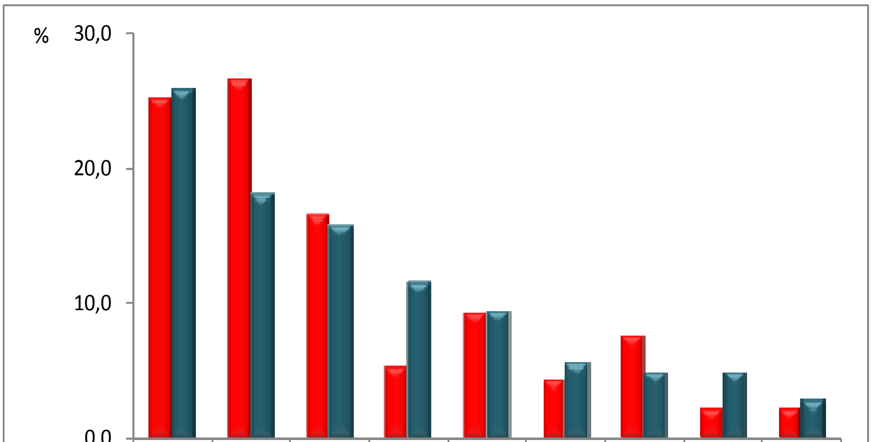
As shown in Figure 4.48, in 2011, a larger proportion of youth compared to adults participated in EPWP and other such programmes, while in 2013 it was among adults that participation in this programme was highest. With regard to the level of education, the highest proportion of people who participated had below matric qualifications in both 2011 and 2013. It is also interesting to see that over the period 2011–2013, the proportion of participants with tertiary qualifications decreased by 3,2 percentage points while it increased by 2,6 percentage points for those without matric.

Figure 4.50: Participation in government job creation programmes by population group and sex, 2011 and 2013



Black Africans participated in government job creation programmes to a larger extent than other population groups in both 2011 and 2013. In 2011, the black African group was five times more likely to be a part of such programmes; by 2013 they were twelve times more likely to participate in such programmes compared with other population groups.

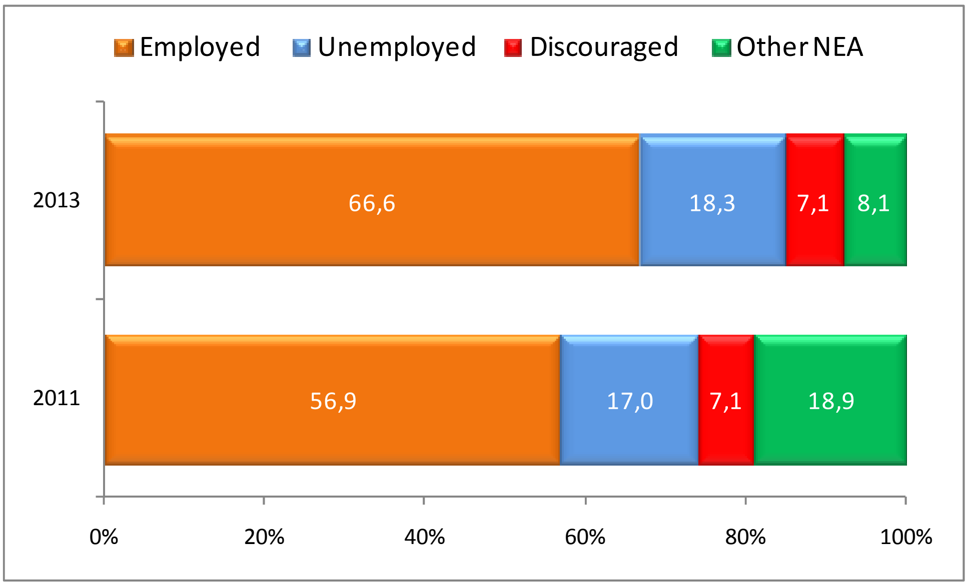
Figure 4.51: Participation in government job creation programmes by province, 2011 and 2013



	GP	KZN	EC	FS	LP	NW	WC	MP	NC
2011	25,3	26,8	16,7	5,4	9,4	4,3	7,6	2,3	2,2
2013	26,0	18,2	15,9	11,7	9,6	5,7	5,0	5,0	3,0

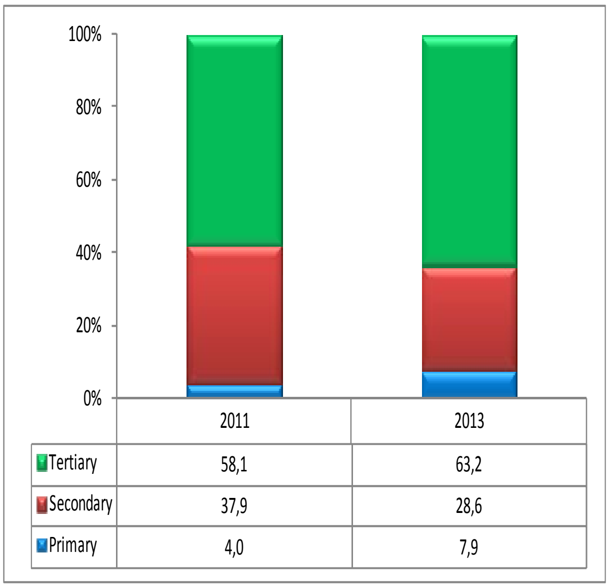
Figure 4.51 above shows that in 2013, the majority of people who participated in EPWP and other government job creation programmes were from Gauteng (26,0%), followed by KwaZulu-Natal (18,2%), while participation was lowest in Northern Cape (3,0%). The largest decline in participation between 2011 and 2013 occurred in KwaZulu-Natal (by 8,6 percentage points) while the highest increase was in Free State (6,3 percentage points).

Figure 4.52: Participation in government job creation programmes by labour market status, 2011 and 2013



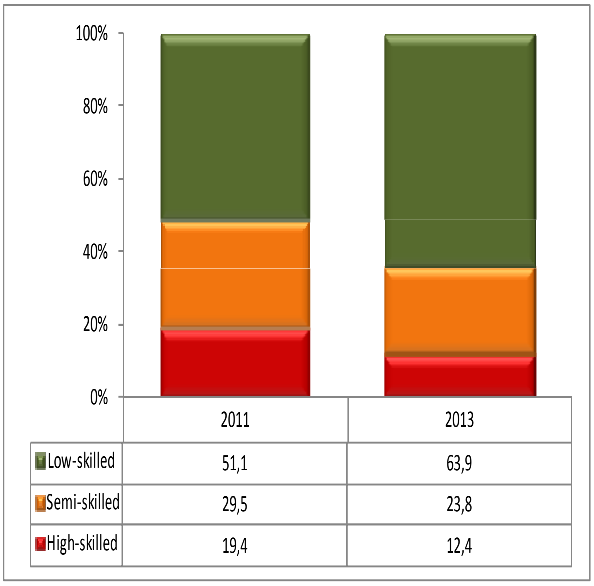
The majority of people who took part in EPWP and other government job creation programmes were employed. The proportion was 9,7 percentage points higher in 2013 compared with 2011. Over the same period, participation by those who were in the category “Other not economically active” declined by 10,8 percentage points.

Figure 4.53: Participation by industry, 2011 and 2013



	2011	2013
Tertiary	58,1	63,2
Secondary	37,9	28,6
Primary	4,0	7,9

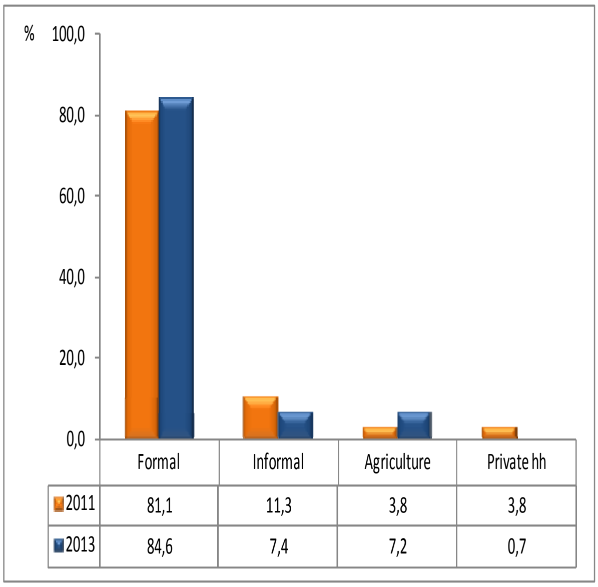
Figure 4.54: Participation by occupation, 2011 and 2013



	2011	2013
Low-skilled	51,1	63,9
Semi-skilled	29,5	23,8
High-skilled	19,4	12,4

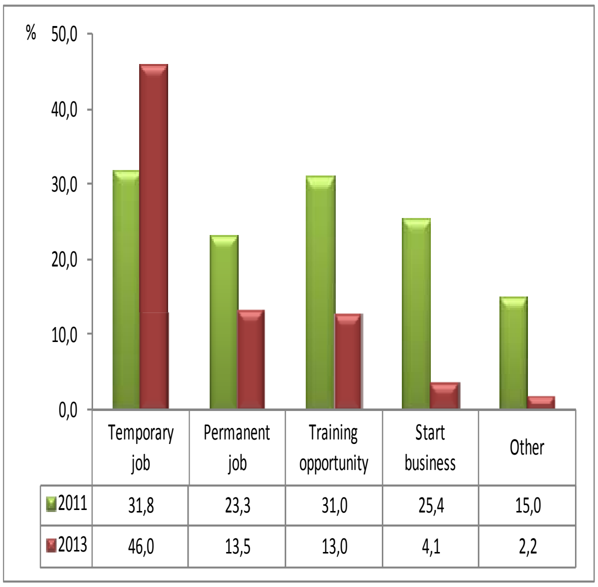
In 2013, three out of five (63,2%) participants in the EPWP and other government job creation programmes were employed in the tertiary industries. This proportion was 5,1% percentage points higher than in 2011. The proportion of those employed in the primary industries also rose over the same period, while those employed in the secondary industries decreased over the period 2011–2013. Figure 4.54 shows that the majority of those employed in low-skilled occupations participated in the programme, with a 12,8 percentage points increase recorded between 2011 and 2013, while participation was lowest among those that were in high-skilled occupations.

Figure 4.55: Participation by sector, 2011 and 2013



	Formal	Informal	Agriculture	Private hh
2011	81,1	11,3	3,8	3,8
2013	84,6	7,4	7,2	0,7

Figure 4.56: Benefits for participating in the programme, 2011 and 2013



	Temporary job	Permanent job	Training opportunity	Start business	Other
2011	31,8	23,3	31,0	25,4	15,0
2013	46,0	13,5	13,0	4,1	2,2

Figure 4.55 indicates that among employed people that took part in government job creation programmes, four out of five were employed in the formal sector. The formal sector share for 2013 was 3,5 percentage points higher than in 2011. Figure 4.56 shows that, among those who participated in job creation programmes, 46,0% benefited through getting a temporary job, up from 31,8% in 2011. Only 4,1% started a business using skills acquired (down from 25,4% in 2011).

Summary and conclusion

- Awareness about EPWP and other government job creation programmes increased from 42,8% in 2011 to 49,7% in 2013, and more women than men participated in the programme.

- In 2011, a larger proportion of youth compared to adults participated in EPWP and other government job creation programmes, while in 2013 it was among adults that participation was highest.

- Participation was highest among the less educated.

- Gauteng and KwaZulu-Natal had most people participating in EPWP and other government job creation programmes (26,0% and 18,2% respectively).

- In 2013, three out of five people (63,2%) employed in the tertiary industry participated in job creation programmes, up from 58,1% in 2011.

- Four out of every five people employed in the formal sector participated in EPWP and other government job creation programmes.

4.8 Other forms of work

There is growing international awareness that work involves a whole range of activities beyond wage and salary employment that make an important contribution to the economy. The ILO (2013: p15) confirms “that persons may engage in different forms of work during a given reference period. Persons may hold one or several income-generating jobs (e.g. as wage employees or as owners of a market enterprise) and may also engage in own-use production of goods (e.g. growing vegetables or fetching firewood) and/or work as volunteers for an organisation or for the community. At the same time, they may provide services for own use by the household (e.g. managing bills, cleaning, cooking, making repairs, caring for children or elderly members)”.

The information collected by Statistics South Africa through the QLFS complements the data collected through other surveys such as the Time Use Survey (TUS) and the Volunteer Activities Survey (VAS), to provide a comprehensive picture of all forms of work undertaken in the South African economy[5]. The results from these surveys, when considered together, provide an integrated picture about how participation in one form of work impacts on the ability to participate in other types of work, and enables targeted interventions to redress the situation of specific groups.

Background

The employment patterns and trends analysed earlier include only individuals who engaged in market production activities and relate mostly to individuals who worked for a wage or profit. The analysis in this section provides insight into other forms of work not discussed elsewhere in this report.

[5] *Both the Time Use Survey and the Volunteer Activities Survey are available at www.statssa.gov.za.*

Introduction

Since its inception in 2008, the QLFS has collected information regarding own-use activities. However, in the earlier rounds of the survey – up until mid-2010 – the relevant questions were not asked of everyone in the working-age population. Only persons who reported that they had not been employed during the reference week were asked if they engaged in activities for own-consumption by their household. For this reason, the analysis in this section is based only on the results of the QLFS from 2011, to ensure that persons who engaged in both market and own-use activities are included in the various distributions. The question relating to own-use activities allowed for multiple responses, and respondents may have engaged in several activities during the reference period. As a consequence, the distribution of such activities cannot be summed to arrive at the total number of persons who engaged in own-use activities. However, we identify persons engaged in at least one such activity in order to provide a global figure across all activities.

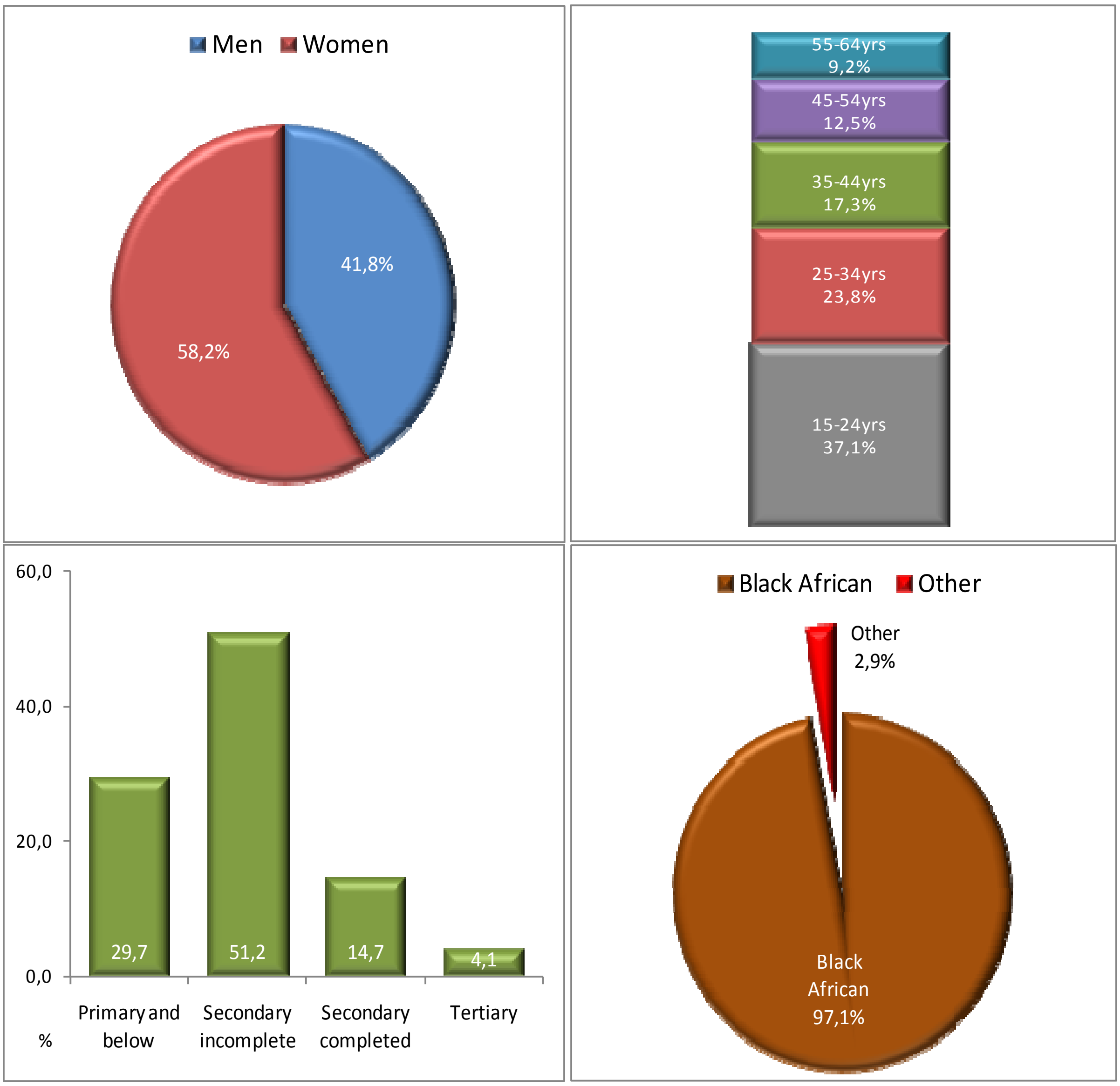
Table 4.23: Types of own-use activities, 2011 –2013

	2011	2012	2013	2011	2012	2013
	Thousand			% of working age		
Subsistence farming	1 908	1 718	1 611	5,7	5,0	4,6
Fetching water or collecting wood	4 148	4 085	4 233	12,4	12,0	12,2
Production of other goods for household use	254	121	93	0,8	0,4	0,3
Construction/repairs to own/household dwellings or structures	367	267	280	1,1	0,8	0,8
Hunting or fishing for household use	112	37	31	0,3	0,1	0,1
Engagement in at least one activity*	**5 413**	**5 120**	**5 226**	**16,1**	**15,0**	**15,0**

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

Table 4.23 shows that fetching water/collecting wood and subsistence farming were the main types of activities undertaken for own-use by household members aged 15–64 years. The number of persons engaged in each type of activity declined each year over the period 2011–2013, except among those fetching water or collecting wood and those who undertook construction or repairs to the dwelling/structures in which they lived.

Figure 4.57: Distribution of those engaged in at least one activity for own-use, 2013



In 2013, among the 5,2 million people aged 15–64 years who did at least one own-use activity, the following patterns are evident (Figure 4.57):

- Women accounted for a larger share of own-use activities (58,2%) than men (41,8%).
- The black African population group accounted for as much as 97,1% of all those who undertook at least one own-use activity.
- Young people aged 15–24 years accounted for 37,1% of those engaged in such activities, and those aged 25–34 years accounted for an additional 23,8%.
- One in every two (51,2%) of those engaged in own-use activities only had some secondary education, and an additional 29,7% had only a primary or lower level of education.

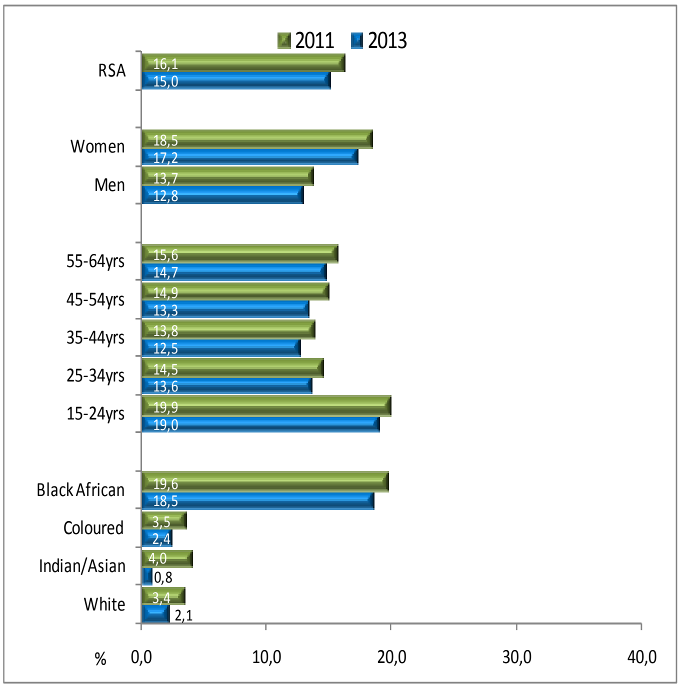
Table 4.24: Engagement in at least one own-use activity, 2011–2013

	2011	2012	2013	Change 2011-2013
	Thousand			
RSA	**5 413**	**5 120**	**5 226**	**-187**
Men	2 248	2 116	2 186	**-62**
Women	3 164	3 004	3 040	**-125**
15–24yrs	1 997	1 920	1 938	**-59**
25–34yrs	1 285	1 224	1 246	**-39**
35–44yrs	944	887	906	**-38**
45–54yrs	710	648	656	**-54**
55–64yrs	477	440	480	**3**
Black African	5 157	4 971	5 074	**-84**
Coloured	109	64	78	**-31**
Indian/Asian	37	22	7	**-30**
White	109	62	66	**-43**
Western Cape	93	64	44	**-50**
Eastern Cape	1 224	1 275	1 359	**135**
Northern Cape	83	96	100	**18**
Free State	154	128	133	**-21**
KwaZulu-Natal	1 591	1 530	1 482	**-109**
North West	375	310	391	**16**
Gauteng	224	103	76	**-148**
Mpumalanga	440	443	468	**29**
Limpopo	1 228	1 171	1 172	**-56**

Over the period 2011–2013, the number of persons who engaged in at least one own-use activity declined among both women (by 125 000) and men (by 62 000). Except among the oldest age group, there was also a decline for all other age groups. Among black Africans, the decline was the largest of all the population groups at 84 000, and in every province except Eastern Cape, Northern Cape, North West and Mpumalanga there were also declines.

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

Figure 4.58: At least one own-use activity as a proportion of the working age population, 2011 and 2013



Over the period 2011 and 2013, the number of persons engaged in at least one own-use activity expressed as a percentage of the working-age population declined from 16,1% in 2011 to 15,0% in 2013. This decline is reflected in the distributions by sex, age and population group. A larger proportion of working-age women engaged in at least one own-use activity compared to men. A larger proportion of working-age youth aged 15–24 years engaged in at least one such activity compared with the older age groups, and a larger proportion of working-age black Africans engaged in this type of activity compared with the other population groups.

Figure 4.59: At least one own-use activity by province, 2011 and 2013

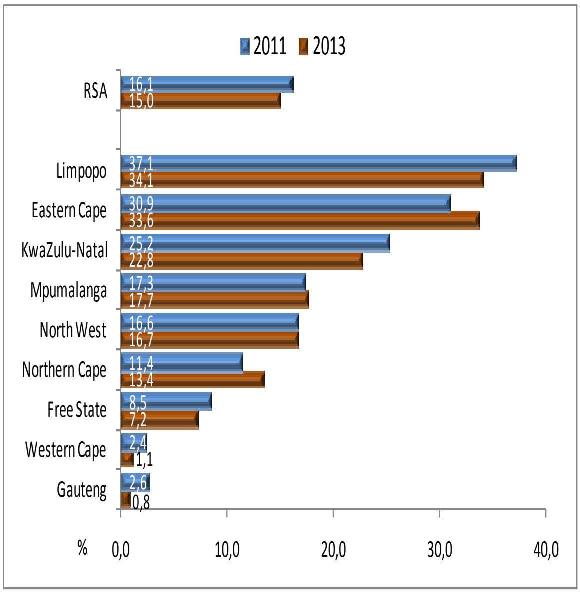
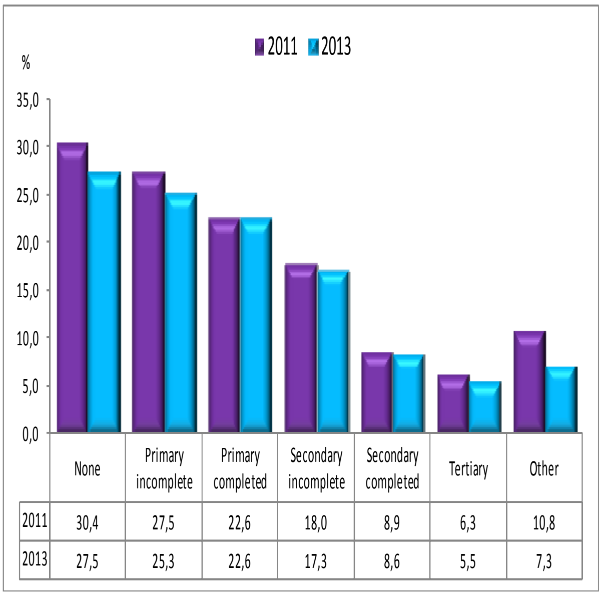


Figure 4.60: At least one own-use activity by education, 2011 and 2013



A larger proportion of working-age people in Limpopo, Eastern Cape and KwaZulu-Natal engaged in at least one own-use activity compared with the other provinces. Over the period 2011–2013, in Eastern Cape and Northern Cape the proportion of persons engaged in at least one own-use activity increased, while in Mpumalanga and North West the proportions were virtually unchanged over the period (Figure 4.59). In every other province there was a decline in the proportion of working-age people engaged in at least one own-use activity. In terms of education levels, Figure 4.60 shows that the less well-educated are more likely to engage in own-use activities.

Summary and conclusion

The importance of having an all-inclusive concept of work has gained recognition internationally. The results of the QLFS allow for an in-depth understanding of two categories of work, namely work for a wage/profit/payment in kind, and production for household consumption (own-use) such as subsistence farming and collecting firewood and fetching water. With regard to the latter, the analysis in this section finds that subsistence agriculture and fetching wood/water are the dominant own-use activities undertaken by household members.

Women, young people, black Africans and persons with poor education feature prominently in own-use activities, and a larger proportion of working-age people in Limpopo, Eastern Cape and KwaZulu-Natal engaged in at least one own-use activity compared with the other provinces.

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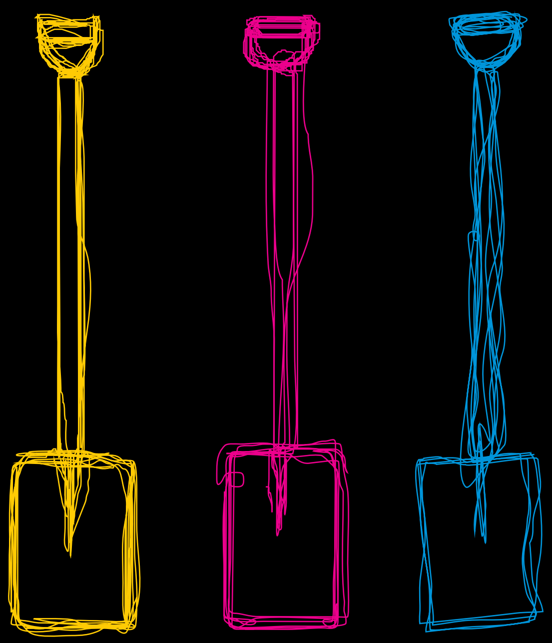
Chapter 5
A profile of the unemployed



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

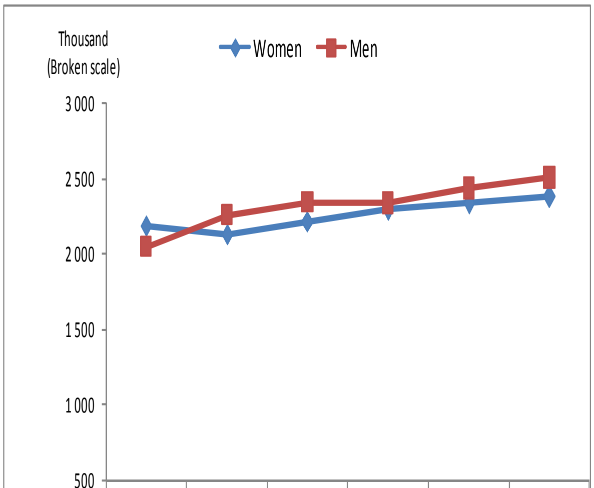
Background

In common with the situation faced by countries around the world, unemployment in South Africa is one of the most challenging socio-economic problems. It poses a serious threat to social and political stability and has macro-economic implications such as the reduction in output, reduction in tax revenue and rise in government expenditure. For specific groups such as youth, women and the black African population the situation is particularly acute.

Introduction

The analysis in this chapter focuses on the composition of the unemployed by population group, age, sex, and province. Their characteristics by criteria such as work experience and the duration of unemployment are then analysed to highlight the groups that face particular hardships in gaining employment. The chapter ends with a discussion on job-search activities.

Figure 5.1: Levels of unemployment, 2008–2013



	2008	2009	2010	2011	2012	2013
Women	2 193	2 139	2 221	2 298	2 337	2 381
Men	2 053	2 264	2 343	2 338	2 438	2 505

Figure 5.2: Unemployment shares by sex, 2008 and 2013

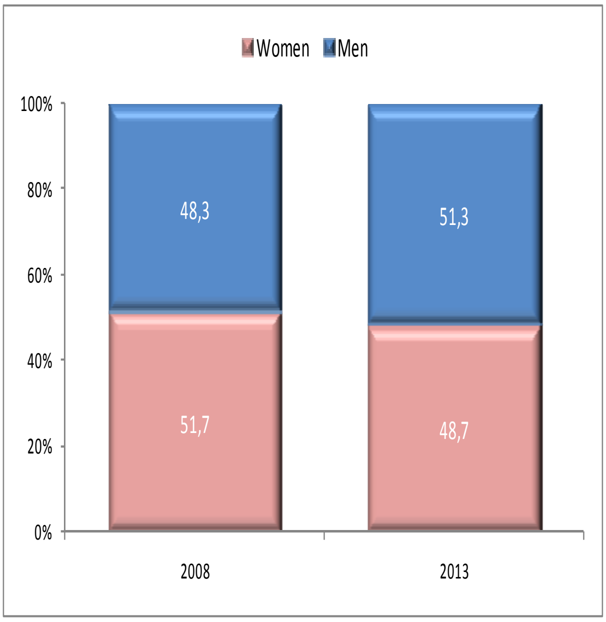
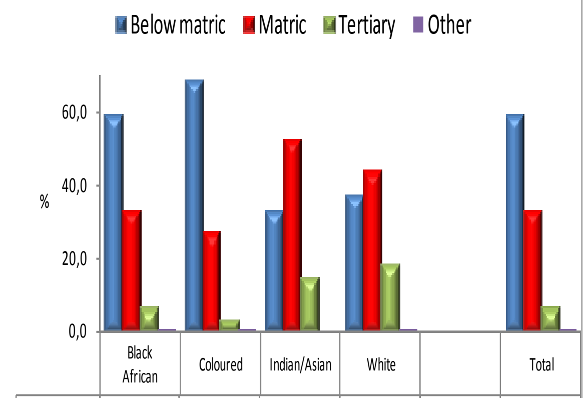


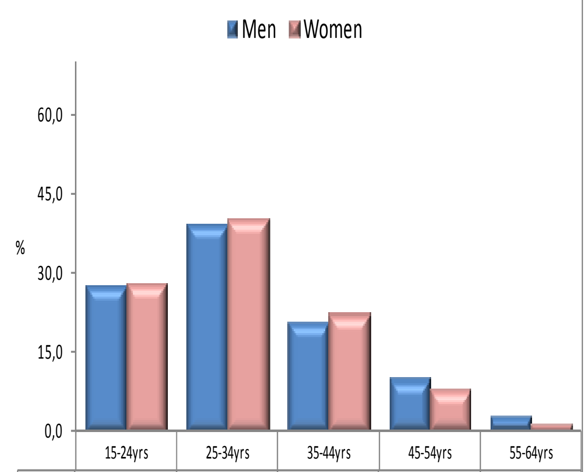
Figure 5.1 shows that in 2008, a larger number of women than men were unemployed. Since 2009, the situation has been reversed, and by 2013 men accounted for a larger share (51,3%) of the unemployed than women (48,7%).

Figure 5.3: Unemployed by education level and population group, 2013



	Black African	Coloured	Indian/Asian	White		Total
Below matric	59,5	68,7	33,1	37,5		59,4
Matric	33,3	27,2	52,4	43,8		33,3
Tertiary	6,7	3,4	14,5	18,2		6,8
Other	0,6	0,7	0,0	0,5		0,6

Figure 5.4: Unemployed by age, 2013



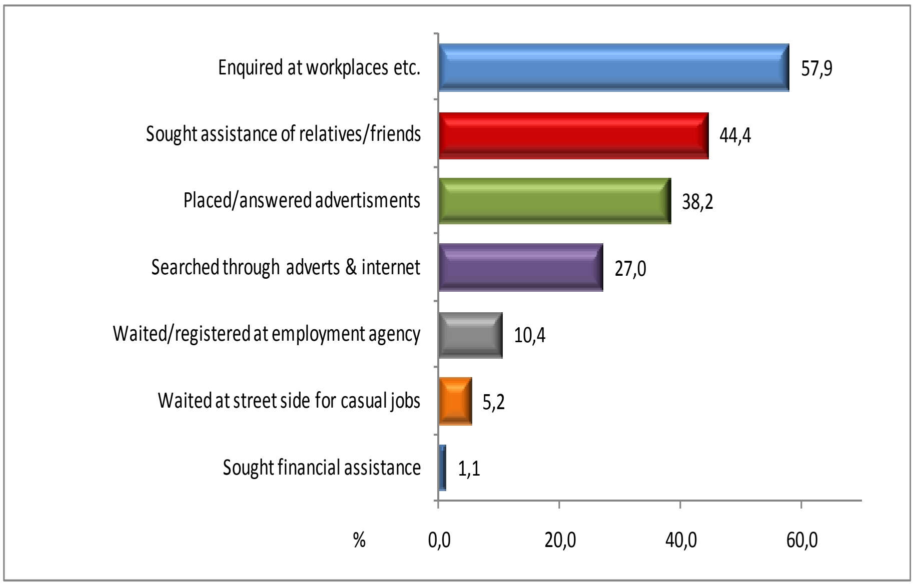
	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
Men	27,4	39,2	20,7	9,9	2,8
Women	28,0	40,3	22,2	8,0	1,5

The percentage of unemployed persons with education levels below matric was highest among the coloured (68,7%) and black African (59,5%) population groups. Among unemployed persons in the white group, as many as 18,2% have tertiary qualifications compared to 14,5% of Indians/Asians and under 10,0% of the black African and coloured group. Figure 5.4 shows that young men and women in the youngest age groups (15–34 years) account for the bulk of the unemployed.

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 so only once.

Figure 5.5: Types of job-search activities, 2013



The most frequently used job-search method was enquiring at workplaces, farms and factories with more than half of the unemployed using this method (57,9%). Seeking the assistance of relatives and friends was used by 44,4% of all unemployed persons while the least used method was seeking financial assistance (1,1%) and waiting at the side of the street for casual jobs (5,2%).

Figure 5.6: Job-search activities by age, 2013

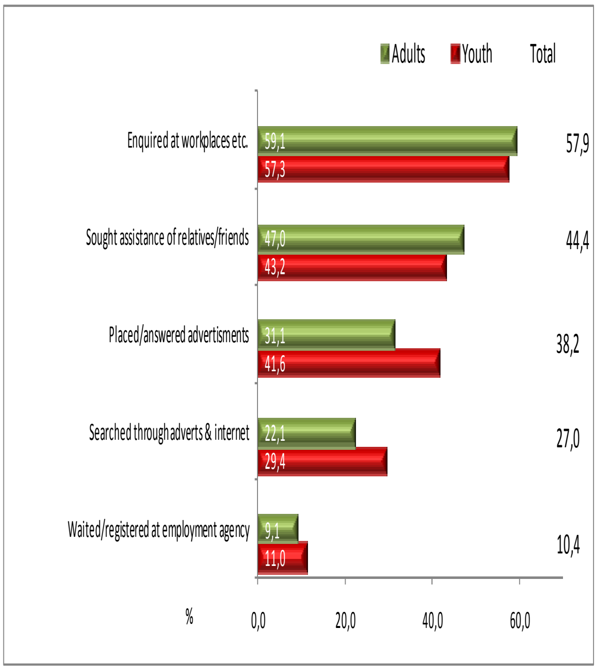
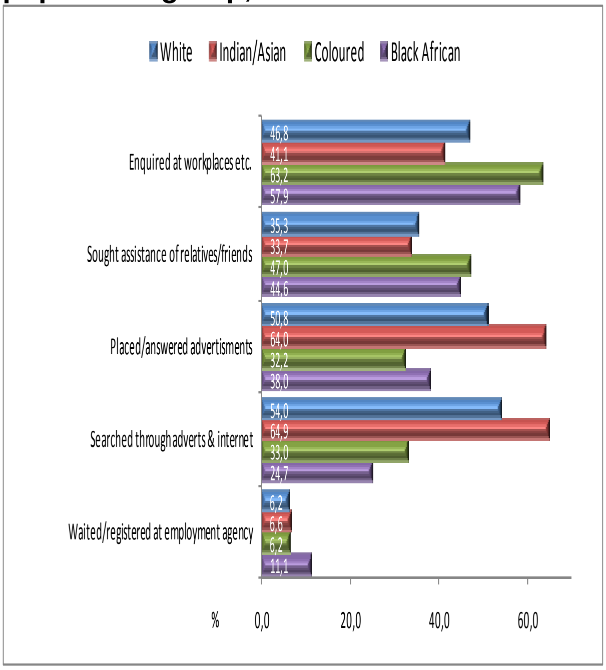


Figure 5.7: Job-search activities by population group, 2013



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. Figure 5.7 shows that among the black African and coloured population groups, the most frequently used job-search activity was to enquire at workplaces, farms and factories. Among the Indian/Asian and white populations, the most frequently used job-search activity was to search through adverts and the Internet.

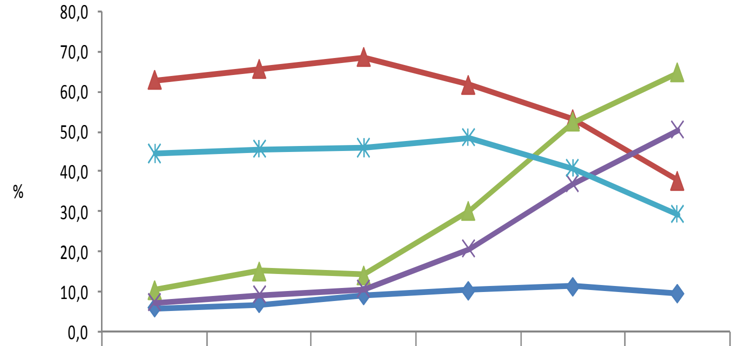
Table 5.1: Job-search activities by province, 2013

	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Waited/registered at employment agency	16,0	23,6	1,2	8,4	2,8	7,1	8,3	16,6	0,9	**10,4**
Enquired at workplaces etc.	65,0	53,2	78,2	75,9	46,8	66,3	51,6	72,5	47,3	**57,9**
Placed/answered advertisements	42,4	28,8	19,2	45,8	43,9	31,1	39,1	47,5	17,3	**38,2**
Searched through adverts & internet	42,8	13,5	5,6	21,1	24,3	16,1	35,3	22,4	12,3	**27,0**
Sought assistance of relatives/friends	61,8	55,1	2,3	37,1	30,0	36,2	50,6	33,4	36,2	**44,4**
Waited at street side for casual jobs	1,2	3,1	0,1	8,3	3,2	2,3	6,7	12,4	5,0	**5,2**
Sought financial assistance	0,2	2,2	0,1	1,2	0,4	1,2	1,3	1,8	1,0	**1,1**

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 KwaZulu-Natal and Limpopo, 50,0–80,0% of all unemployed persons favoured enquiring at workplaces, farms and factories, or calling on other possible employers as their preferred job-search method (Table 5.1). Seeking assistance from friends and relatives in search of jobs was the preferred method among unemployed persons in Eastern Cape (55,1%). Searching through job advertisements and the Internet featured more prominently in Western Cape and Gauteng than elsewhere. Seeking financial assistance was the least popular job-search activity throughout all the provinces, suggesting that the majority of unemployed persons preferred paid employment to pursuing business ventures.

Figure 5.8: Job-search activities by education, 2013



	None	Some primary	Primary completed	Some secondary	Secondary completed	Tertiary
Waited/registered at employment agency	6,2	7,2	9,2	10,4	11,4	9,7
Enquired at workplaces etc.	63,1	65,8	68,8	61,8	53,3	38,0
Placed/answered advertisments	10,6	15,2	14,3	30,4	52,6	64,9
Searched through adverts & internet	7,6	9,3	11,0	21,0	37,3	50,5
Sought assistance of relatives/friends	44,7	45,7	46,1	48,6	41,0	29,6

Figure 5.8 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 levels of education increased beyond the primary level. 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 increased levels 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[1]). 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 (IMF 1999[2]; Barker, 1998[3]).

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

[1] OECD Economic Survey, Paris, 1991

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

[3] Barker, F. S. The South African Labour Market, Critical Issues for Reconstruction, Pretoria, 1995

Table 5.2: The duration of unemployment, 2008–2013

Unemployment duration	2008	2009	2010	2011	2012	2013
	Thousand					
Less than 3 months	636	619	511	474	565	634
3 months less than 6 months	436	432	378	352	349	369
6 months less than 1 year	656	698	677	630	619	657
Short term unemployed	**1 728**	**1 749**	**1 566**	**1 456**	**1 533**	**1 660**
1 year less than 3 years	991	1 023	1 141	1 122	1 096	1 173
3 years and over	1 527	1 630	1 858	2 058	2 147	2 053
Long-term unemployed	**2 518**	**2 653**	**2 999**	**3 180**	**3 243**	**3 226**
Total	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**
	Per cent					
Incidence of long-term unemployment	**59,3**	**60,3**	**65,7**	**68,6**	**67,9**	**66,0**

Table 5.3: Annual changes in the duration of unemployment, 2008–2013

Unemployment duration	2009	2010	2011	2012	2013	Change 2008 to 2013
	Thousand					
Less than 3 months	-17	-108	-37	91	69	-2
3 months less than 6 months	-4	-54	-26	-3	20	-67
6 months less than 1 year	42	-21	-47	-11	38	1
Short term unemployed	21	-183	-110	77	127	-68
1 year less than 3 years	32	118	-19	-26	77	182
3 years and over	103	228	200	89	-94	526
Long-term unemployed	135	346	181	63	-17	708
Total	**157**	**161**	**72**	**139**	**111**	**640**

The increase in unemployment levels to 4,9 million in 2013 from 4,2 million in 2008 was on account of an increase among those in long-term unemployment, from 2,5 million to 3,2 million over the period (by 702 000). Much of the increase was due to persons who had been looking for jobs for three years or longer (520 000). And the percentage of those looking for work for three years or longer increased for four successive years 2009–2012, before declining in 2013 (Figure 5.9). As a result, the incidence of long-term unemployment rose from 59,1% to 65,8% over the period (Table 5.2).

Figure 5.9: Duration of long-term unemployment, 2008–2013

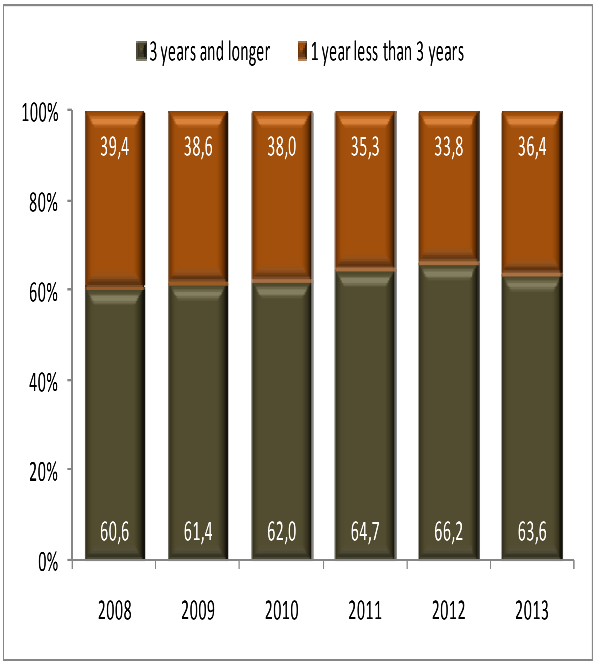
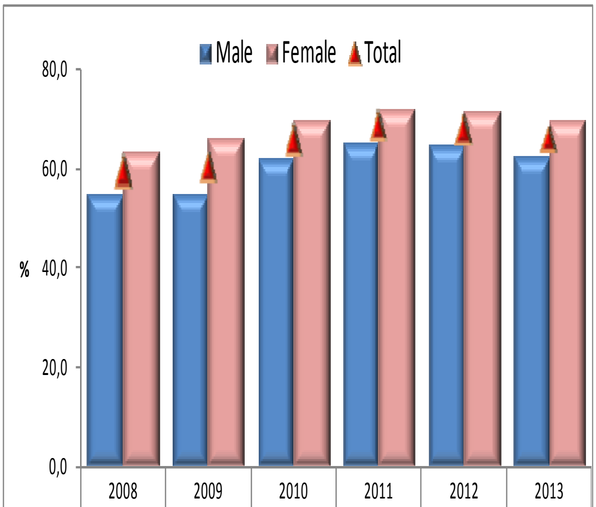


Figure 5.10: Incidence of long-term unemployment by sex, 2008–2013



	2008	2009	2010	2011	2012	2013
Male	54,9	55,1	61,9	65,2	64,5	62,5
Female	63,4	65,8	69,7	72,0	71,4	69,7
Total	59,3	60,3	65,7	68,6	67,9	66,0

Table 5.4: The duration of unemployment by sex, 2008–2013

	2008	2009	2010	2011	2012	2013
Women	Thousand					
Short-term	804	733	672	643	669	721
Long-term	1 390	1 407	1 549	1 655	1 668	1 660
Total	**2 194**	**2 140**	**2 221**	**2 298**	**2 337**	**2 381**
Men						
Short-term	925	1017	894	814	864	939
Long-term	1 128	1 247	1 450	1 525	1 573	1 566
Total	**2 053**	**2 264**	**2 344**	**2 339**	**2 437**	**2 505**
Both sexes						
Short-term	1 729	1 750	1 566	1 457	1 533	1 660
Long-term	2 518	2 654	2 999	3 180	3 241	3 226
Total	4 247	4 404	4 565	4 637	4 774	4 886
	Incidence of long-term unemployment (%)*					
Women	63,4	65,7	69,7	72,0	71,4	69,7
Men	54,9	55,1	61,9	65,2	64,5	62,5
Total	**59,3**	**60,3**	**65,7**	**68,6**	**67,9**	**66,0**

Clear gender biases emerge in the pattern and trend of long-term unemployment. Table 5.4 and Figure 5.10 suggests that, every year over the period 2008 to 2013, a higher proportion of women were unemployed for more than a year compared to men.

Figure 5.11: Incidence of long-term unemployment by population group, 2008–2013

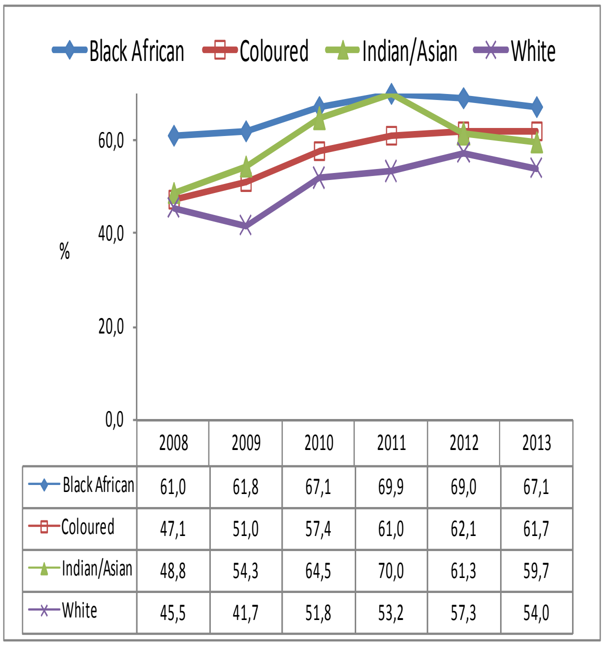
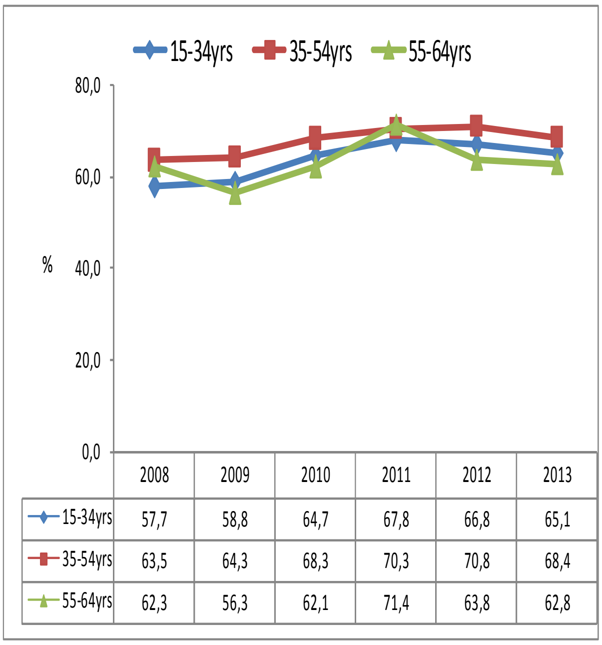


Figure 5.12: Incidence of long-term unemployment by age, 2008–2013



Over the period 2008 to 2011, the incidence of long-term unemployment has generally been on an upward trend for all population groups. Since then the incidence of long-term unemployment has declined steadily among the black African and Indian/Asian groups, but continued to rise among the coloured and white groups. But as shown in Figure 5.11, in addition to being disproportionately represented among the unemployed by a large margin, the incidence of long-term unemployment is also highest among the black African population group.

Although the incidence of long-term unemployment was the lowest in the youngest age group, over the period 2008 to 2013, the percentage of unemployed persons in long-term unemployment in this age group rose by the largest amount (6,6 percentage points).

Figure 5.13: Incidence of long-term unemployment by province, 2008 and 2013

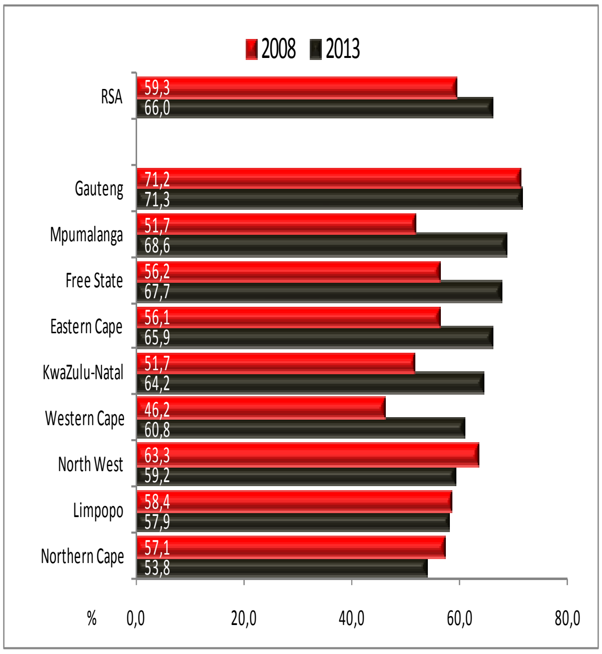


Figure 5.14: Incidence of long-term unemployment by education, 2008 and 2013

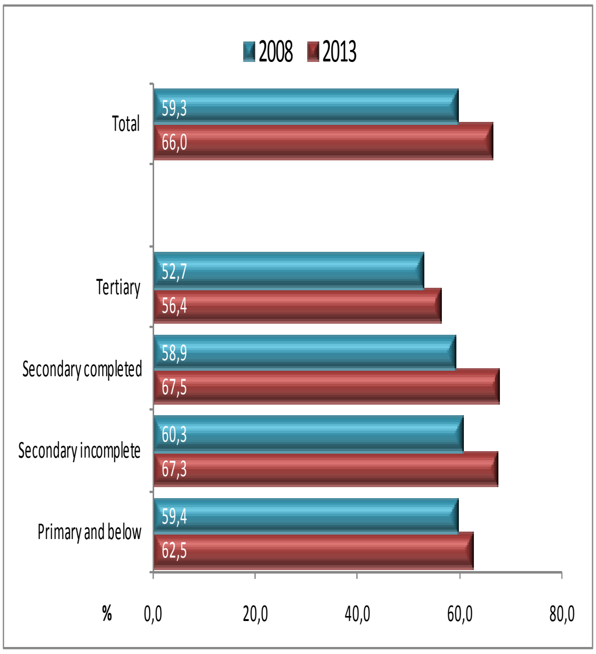


Figure 5.13 shows that the incidence of long-term unemployment was higher in Gauteng than in other provinces. However, the weak labour market conditions during the recession were reflected in an increase in the incidence of long-term unemployment over the period 2008 and 2013 in most provinces. In this regard, the largest increases occurred in Mpumalanga, Western Cape and KwaZulu-Natal.

Qualifications may be viewed as an indication of skill levels. As a result, educational attainment may also have an impact on the likelihood of becoming unemployed and on the duration of unemployment. Figure 5.14 shows that over the period 2008 to 2013, the incidence of long-term unemployment increased for all education categories, with the smallest increase among those with primary or lower levels of educational attainment.

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. 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.

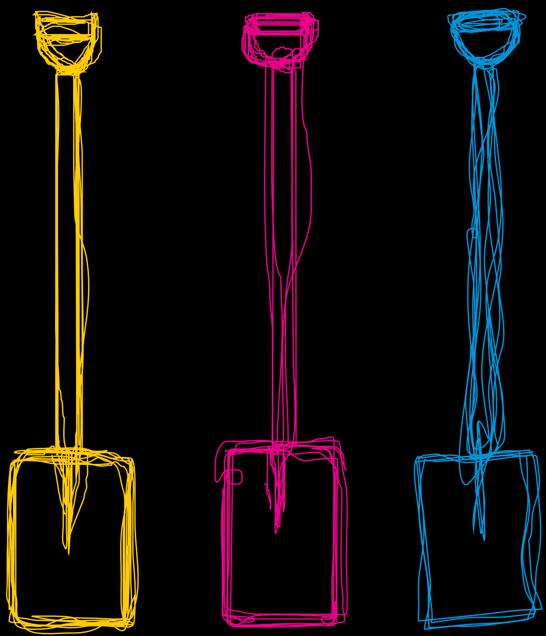
Over the period 2008 to 2013, the number of persons in long-term unemployment rose by 702 000 of which as many as 520 000 had been looking for work for three years or longer. And the percentage of those looking for work for three years or longer increased for four successive years 2009–2012, before declining in 2013 (Figure 5.9).

Unemployment in South Africa is not uniformly distributed according to the demographics of the country; some groups are more likely to be in unemployment than others. Although fewer women than men were unemployed every year except 2008, the duration of long-term unemployment is higher among women. The incidence of long-term unemployment was also highest among the black African population group and lowest among the white group.

Job-search patterns among the unemployed were concentrated in a narrow range of activities. In 2013, more than one half of all unemployed persons enquired at workplaces/factories, etc. in search of work.

Youth aged 15–34 years and persons with tertiary education are much more likely than other groups to search the internet when seeking work.

Chapter 6
Youth in the South African labour market



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Chapter 6: Youth in the South African labour market

Key labour market concepts

Labour force: The labour force is the sum of employed and unemployed persons within the working-age population (WAP), i.e. persons between the ages of 15 and 64 years. Definitions of the employed, unemployed, discouraged and other non-economically active (NEA) are included in Chapter 4.

Definitions of youth vary considerably amongst countries. The United Nations define the youth as those aged between 15 and 24 years.[1] This age classification is used for international comparisons discussed in Chapter 7.

The South African definition of the youth is broader and comprises young people between the ages of 15 to 34 years.[2] The analysis in this chapter uses this definition.

Background

In common with the situation faced by many developing countries, youth account for a large share of the South African population such that the creation of sufficient jobs for young entrants into the labour market is a major challenge. The ILO (2006) notes that “As observed around the world, youth unemployment and underemployment is prevalent not only because of demand-side deficits (inadequate job opportunities), but also because they lack skills, work experience, job search abilities and the financial resources to find employment.”

Another indicator of discouragement and vulnerability of young people in the labour market is the growth in the number of young people who are not in employment, education or training – the 'NEET'. The ILO suggests that this group is particularly at risk for labour market and social exclusion as 'they are neither improving their future employability through investment in skills nor gaining experience through employment'.

Introduction

This chapter focuses on the labour market situation of youth aged 15–34 years and adults aged 35–64 years. The patterns of key labour market indicators are analysed as well as the trends over the period 2008 to 2013 by socio-demographic characteristics such as population group, sex and level of educational attainment. The industries and occupations in which the youth are employed are highlighted as well as the factors which increase their vulnerability. In this regard, the focus of the analysis is on the differences in the duration of unemployment and work experience between youth and adults.

Table 6.1 shows that although there are more youth than adults in the working age population, there are fewer young people aged 15–34 years among the employed compared with the unemployed. Youth are also in larger numbers in the not economically active population, in part reflecting their continued participation in education/training in the hope of accessing better jobs.

[1] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[2] 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.

Distribution of the working-age population among youth and adults

Table 6.1: The working age population among youth and adults, 2008–2013

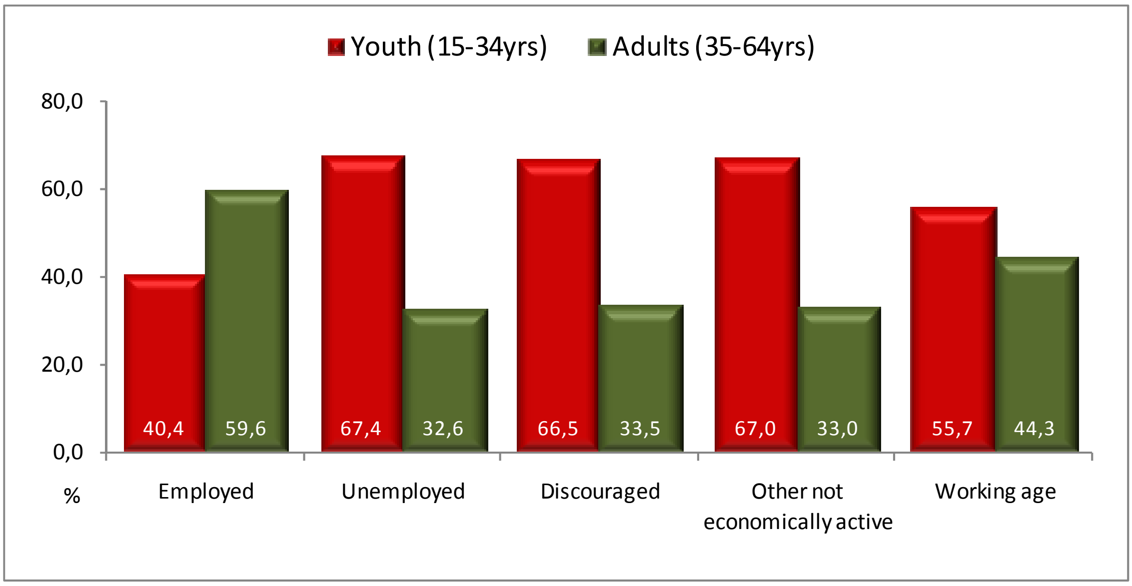
	Working age		Labour force		Employed		Unemployed		NEA	
	15-34yrs	35-64yrs	15-34yrs	35-64yrs	15-34yrs	35-64yrs	15-34yrs	35-64yrs	15-34yrs	35-64yrs
2008	18 281	13 484	9 545	9 286	6 488	8 097	3 058	1 188	8 736	4 198
2009	18 480	13 880	9 193	9 404	6 052	8 142	3 141	1 262	9 287	4 476
2010	18 687	14 271	8 919	9 433	5 739	8 049	3 180	1 384	9 768	4 838
2011	18 909	14 654	8 977	9 730	5 771	8 299	3 205	1 431	9 932	4 925
2012	19 140	15 035	9 139	10 061	5 868	8 557	3 271	1 504	10 001	4 974
2013	19 367	15 423	9 303	10 449	6 008	8 858	3 295	1 591	10 064	4 974

Table 6.2: Changes in the working-age population among youth and adults, 2008–2013

	Working age		Labour force		Employed		Unemployed		NEA	
	15-34yrs	35-64yrs	15-34yrs	35-64yrs	15-34yrs	35-64yrs	15-34yrs	35-64yrs	15-34yrs	35-64yrs
2009	199	396	-352	118	-436	44	83	74	551	278
2010	207	391	-274	29	-313	-93	39	122	481	362
2011	222	384	57	297	32	250	25	47	165	87
2012	231	381	162	332	96	258	66	73	69	49
2013	228	387	164	388	140	300	24	87	63	0

During the recession, the decline in employment was more pronounced among youth when 436 000 job losses occurred in 2009 and 313 000 the following year. The post-recession employment gains were mostly among adults who had employment gains of 250 000 or more each year since 2011 (Table 6.2).

Figure 6.1: The age profile of youth and adults in the working-age population, 2013



In 2013, youth accounted for 55,7% of the working age population aged 15–64 years, yet they are disproportionately represented among the employed (40,4%); the unemployed (67,4%); the discouraged (66,5%) as well as among others who are not economically active (67,0%).

Figure 6.2: The working age population by age and population group, 2013

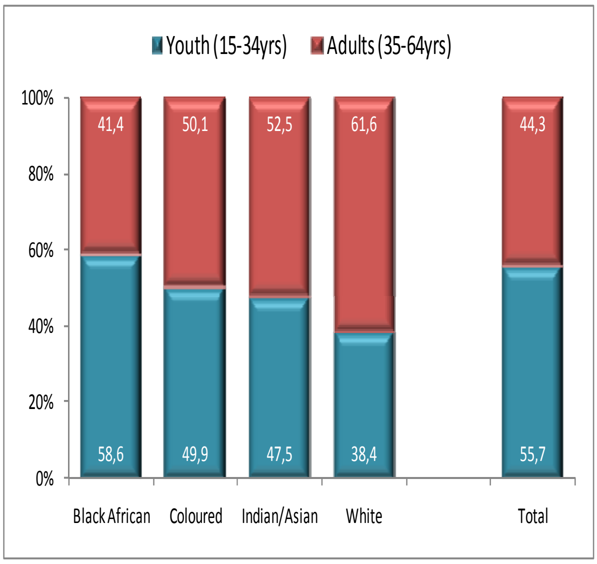
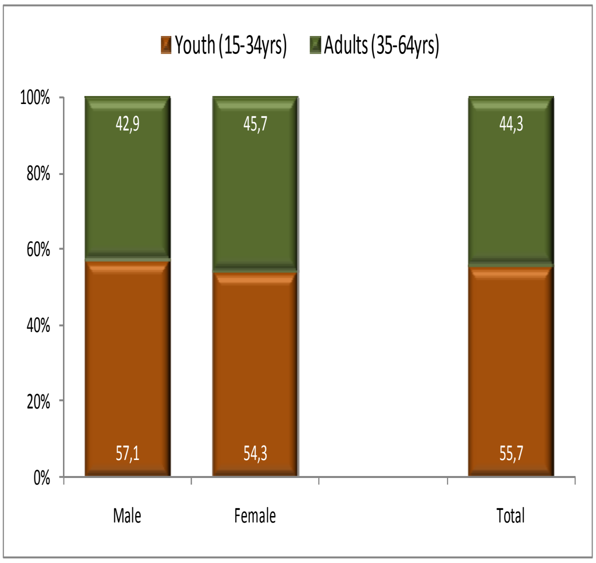


Figure 6.3: The working-age population by age and sex, 2013



The age profile of the black African population is the most youthful of all the population groups – with 58,6% of individuals aged 15–34 years. In contrast, only 38,4% of the white population are aged 15–34 years with close to two-thirds (61,6%) aged 35–64 years (Figure 6.2). The composition of the working-age population by sex in 2013 shows that men have a slightly younger profile: 57,1% are aged 15–34 years compared to 54,3% of women.

Level of education among youth and adults

Figure 6.4: Education level of youth in the labour force, 2008 and 2013

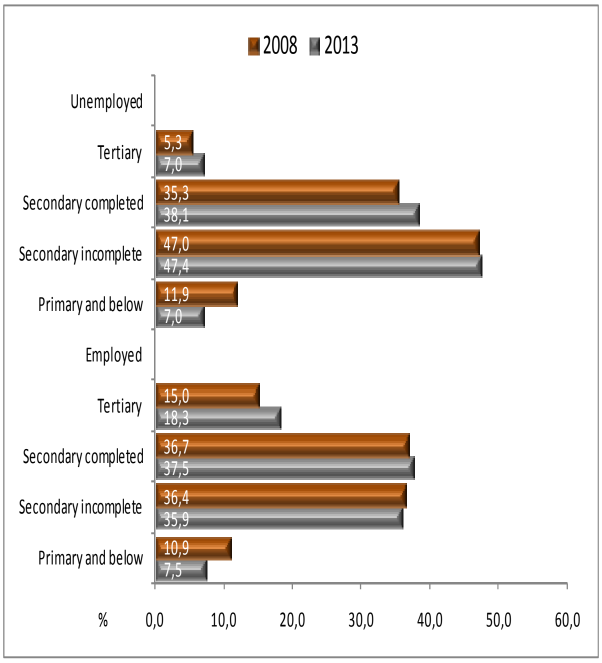
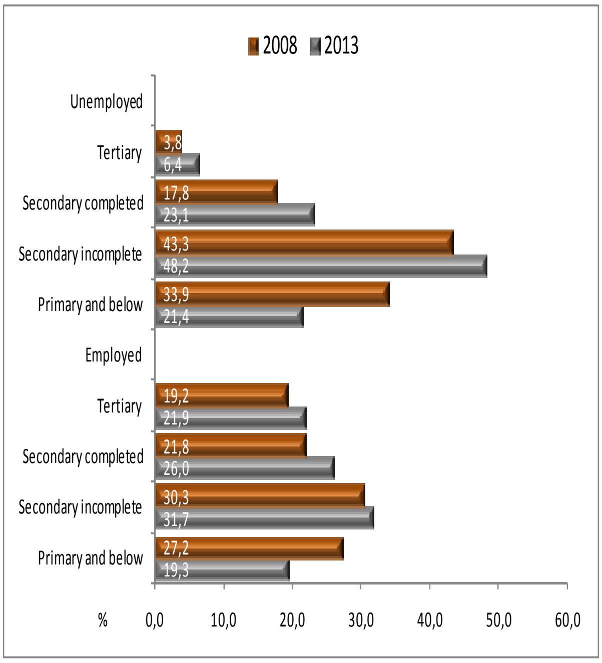


Figure 6.5: Education level of adults in the labour force, 2008 and 2013



Among both the employed and unemployed (who together comprise the labour force), the level of education among youth and adults has improved over the period 2008 and 2013 (Figure 6.4 and Figure 6.5).

Employment by industry and occupation of youth and adults

Analysis of the industries in which the youth are employed provides an indication of the youth employment intensity of different industries. The employment shares of the youth by occupation categories provide insight into their access to jobs with various skill requirements.

Figure 6.6: Share of youth and adult employment by industry, 2013

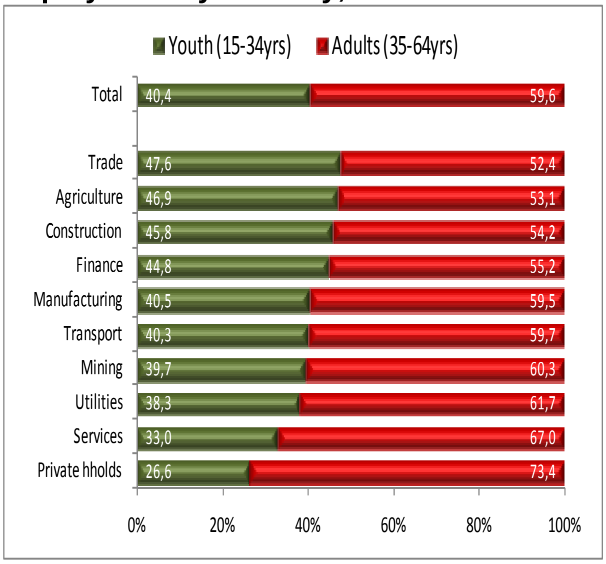
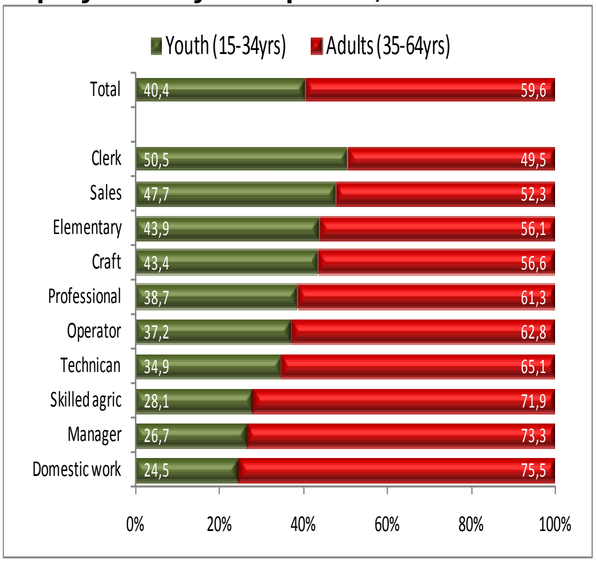


Figure 6.7: Share of youth and adult employment by occupation, 2013



The Trade, Agriculture and Construction industries provided the most employment opportunities for youth. In these industries, youth accounted for over 45,0% of all jobs (Figure 6.6). In terms of occupations, youth were disproportionately represented among clerical, sales, elementary and craft workers (Figure 6.7).

Table 6.3: Employment by sector among youth and adults, 2008 and 2013

2008	Youth	Adults	Total	2013	Youth	Adults	Total
		Thousand				Thousand	
Formal sector	4 595	5 488	10 083	Formal sector	4 330	6 195	10 524
Informal sector	1 094	1 286	2 380	Informal sector	1 002	1 363	2 366
Other*	799	1 323	2 122	Other*	676	1 299	1 976
Total	**6 488**	**8 097**	**14 585**	**Total**	**6 008**	**8 858**	**14 866**
Shares (%)				**Shares (%)**			
Formal sector	70,8	67,8	69,1	Formal sector	72,1	69,9	70,8
Informal sector	16,9	15,9	16,3	Informal sector	16,7	15,4	15,9
Other*	12,3	16,3	14,5	Other*	11,3	14,7	13,3
Total	**100,0**	**100,0**	**100,0**	**Total**	**100,0**	**100,0**	**100,0**

*Note: 'Other' refers to the Agriculture and Private household industries grouped.

Vulnerabilities of the youth can also be exacerbated by the sectors in which they work. Jobs in the informal sector are widely viewed as being more precarious and survivalist in nature than those in the formal sector. Over the period 2008 and 2013, the increase in formal sector employment was on account of an increase among adults by 707 000 from 5,5 million to 6,2 million (Table 6.3). Jobs in the informal sector also increased among adults (by 77 000 from 1,3 million to 1,4 million). Among youth, employment declined in both the formal and informal sectors by 265 000 and 92 000 respectively. This signals that initiatives to provide youth with more opportunities for decent work are a high policy priority.

Access to benefits by youth and adults

Even for the youth that are fortunate enough to have a job, their lack of access to various employment benefits underscores their vulnerability in the South African labour market when compared to adults.

Figure 6.8: Access to various employment benefits by youth and adults, 2013

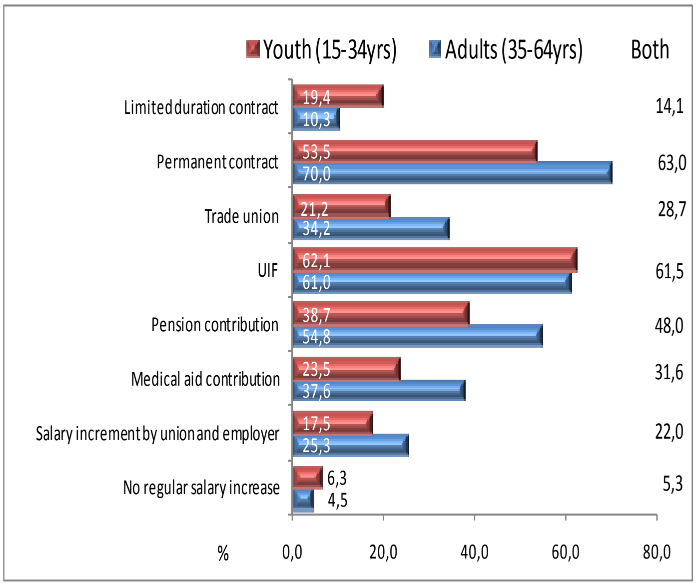


Figure 6.8 shows interesting patterns in terms of the access youth and adults have to a range of employee benefits. The type of contract on which a young person is employed impacts on their vulnerability in the labour market and they are almost twice as likely to be employed on a limited duration contract compared to adults. Youth are also less likely than adults to be employed on a permanent contract, as well as receive benefits such as medical aid and pension contributions from their employer. They are also less likely to be affiliated to a trade union compared to adults. The vulnerability of youth in the labour market is also highlighted by the way in which their salary is negotiated relative to adults. A higher proportion of youth compared with adults do not receive regular salary increases while a smaller proportion (17,5%) compared with adults (25,3%) have their salary increments negotiated through union affiliation and the employer.

Key labour market rates among youth and adults

Table 6.4: Labour market rates among youth and adults, 2008–2013

	Unemployment rate			Absorption rate			Labour force participation rate		
	15-34yrs	35-64yrs	All ages	15-34yrs	35-64yrs	All ages	15-34yrs	35-64yrs	All ages
2008	32,0	12,8	22,5	35,5	60,1	45,9	52,2	68,9	59,3
2009	34,2	13,4	23,7	32,7	58,7	43,9	49,7	67,8	57,5
2010	35,7	14,7	24,9	30,7	56,4	41,8	47,7	66,1	55,7
2011	35,7	14,7	24,8	30,5	56,6	41,9	47,5	66,4	55,7
2012	35,8	14,9	24,9	30,7	56,9	42,2	47,7	66,9	56,2
2013	35,4	15,2	24,7	31,0	57,4	42,7	48,0	67,7	56,8

Table 6.4 shows that over the period 2008 to 2013, the unemployment rate among youth was consistently higher than that of adults, while the absorption rate and labour force participation rate were consistently lower. The unemployment rate among youth rose from 32,0% in 2008 to a high of 35,8% in 2012 before declining to 35,4% in 2013. The absorption

rate among youth declined steadily over the period 2008 to 2011, with only modest increases in the following two years.

Figure 6.9: Unemployment rate by sex among youth and adults, 2013

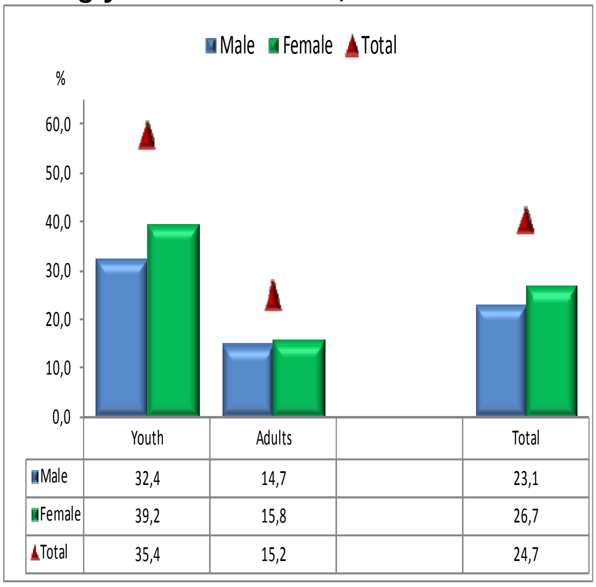
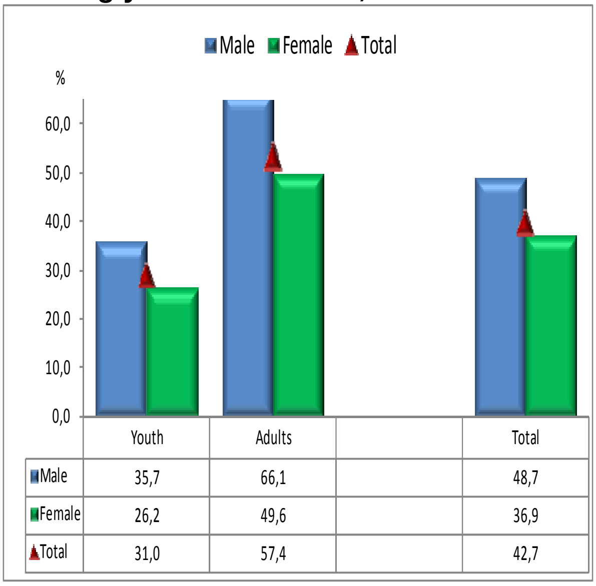


Figure 6.10: Absorption rate by sex among youth and adults, 2013



According to the OECD (2012[3]) "Being barred from the job market exacts a personal, social and economic toll on young people. But being young and female, particularly in developing countries, is a double burden." In South Africa, the relatively low absorption and participation rates among both male and female youth indicate that many have not entered the labour force or have dropped out of the labour force altogether in response to low chances of finding employment (Figure 6.9 and Figure 6.10). In this regard, and in common with global patterns, young people often extend their education to better position themselves in the labour market at a later date.

Figure 6.11: Unemployment rate by population group, 2013

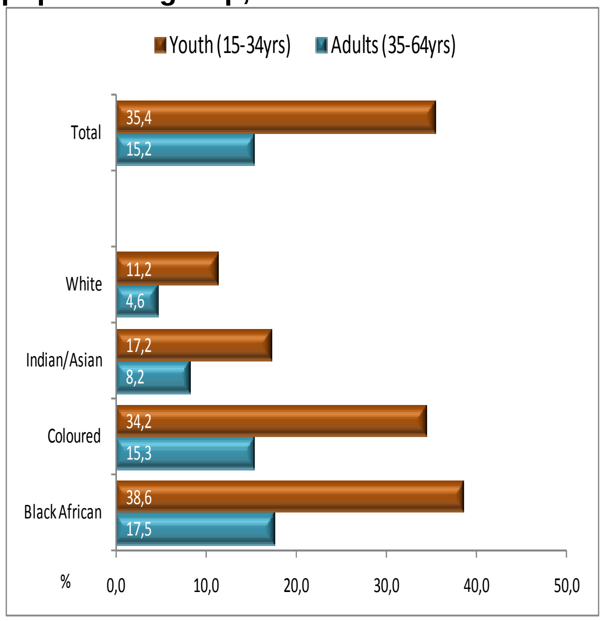
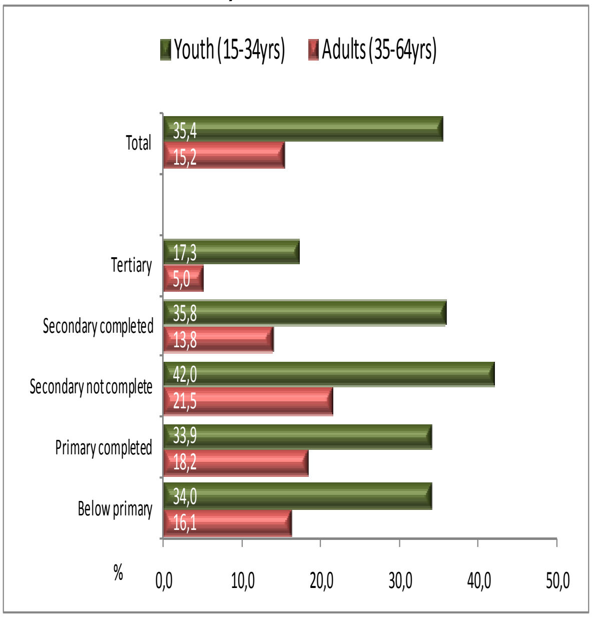


Figure 6.12: Unemployment rate by education level, 2013



[3] Closing the gender gap, Act now @OECD 2012

In 2013, the unemployment rate for black African youth was 3,5 times that of youth in the white population group (Figure 6.11). Levels of education also play an important role in the unemployment rates faced by young people. The rate amongst those with a tertiary qualification, although the lowest among both adults and youth, at 17,3%, the youth rate was still more than three times that of adults (5,0%) (Figure 6.12).

Figure 6.13: Unemployment rate among youth by province, 2008 and 2013

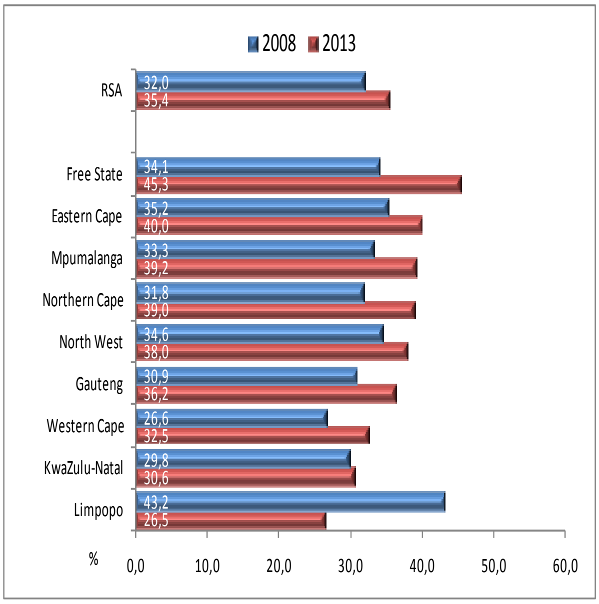


Figure 6.14: Unemployment rate among adults by province, 2008 and 2013

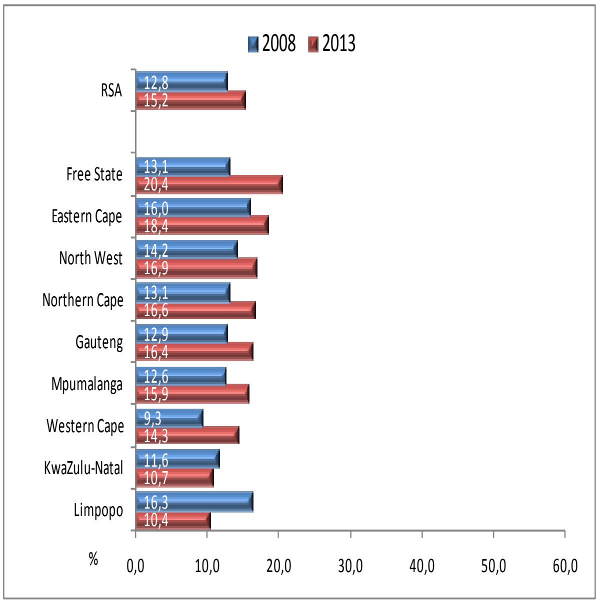


Figure 6.13 and Figure 6.14 show that the unemployment rate among youth is still more than double that of adults. Except in Limpopo, the youth unemployment rate also increased in every province. Among both youth and adults, the largest increased occurred in Free State.

Figure 6.15: Unemployment duration among youth and adults, 2008 and 2013

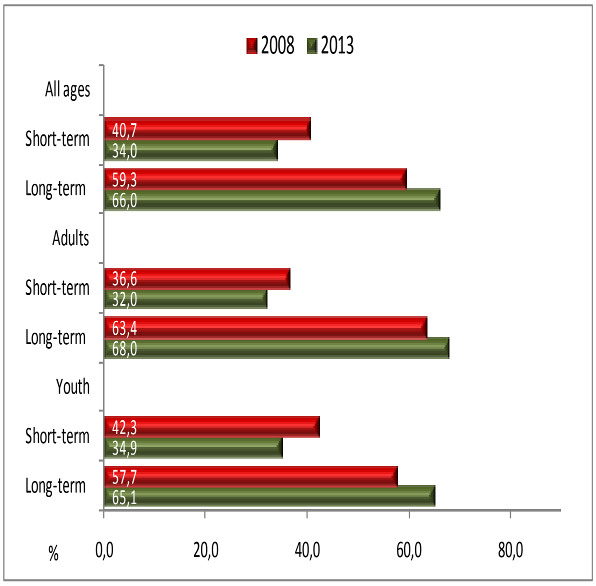
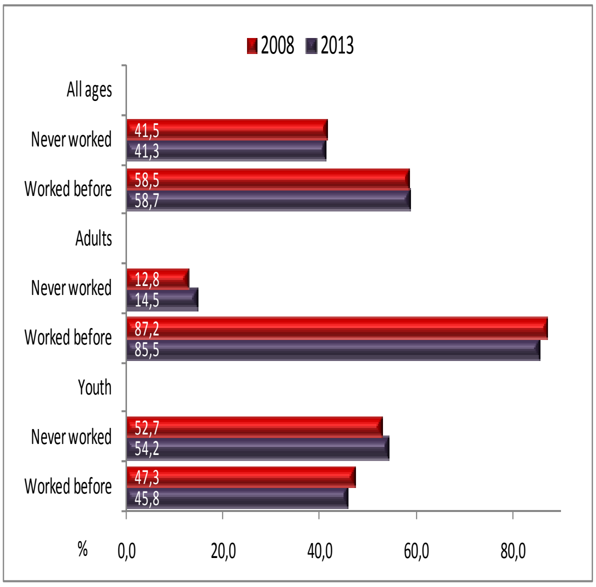


Figure 6.16: Unemployed without work-experience, 2008 and 2013



As mentioned earlier, the length of unemployment impacts on future employment prospects, especially for the youth. In 2008, 57,7% of young people were in long-term unemployment (unemployed for more than a year), compared to 63,4% of adults. By 2013, the incidence of long-term unemployment had risen for both youth and adults; 65,1% of unemployed youths were in long-term unemployment compared to 68,0% of adults (Figure 6.15). The share of unemployment is higher for young people who indicated that they had never worked before and thus had no previous work experience compared with those who had worked before. Over the period 2008 to 2013, the share in unemployment of young people who had worked before declined at the expense of young people who had not worked before (Figure 6.16).

The NEET

NEET definition

NEET stands for Not in Employment, Education or Training.

Traditional indicators of the situation faced by youth in the labour market include unemployment rates, absorption rates, and labour force participation rates. However, a broader measure which combines labour market participation rates with engagement in education and training provides a useful measure of the underutilisation of youth in the labour market.

Calculation of the NEET rate among youth:

Persons aged 15–24 years, who are not employed, and are not in education or training, divided by the number of youth aged 15–24 years, multiplied by 100.

Stats SA started collecting information in the QLFS conducted in Q3: 2012 which would allow the calculation of the NEET rate. Data utilised in this analysis is the average for the four quarters of 2013.

Introduction

The NEET rate of young people is a measure of their unutilised labour potential and identifies those at risk of becoming disadvantaged or marginalised. The ILO identifies NEET 'as a broader measure of potential youth labour force participation than youth unemployment'. Young people are already a vulnerable group in labour markets across the globe, and economic crises in particular have a significant impact on them. They are often the first to lose their jobs and the last to gain employment. Extended spells of unemployment have a negative impact on the current situation of young people as well as on their future prospects of finding a job.

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

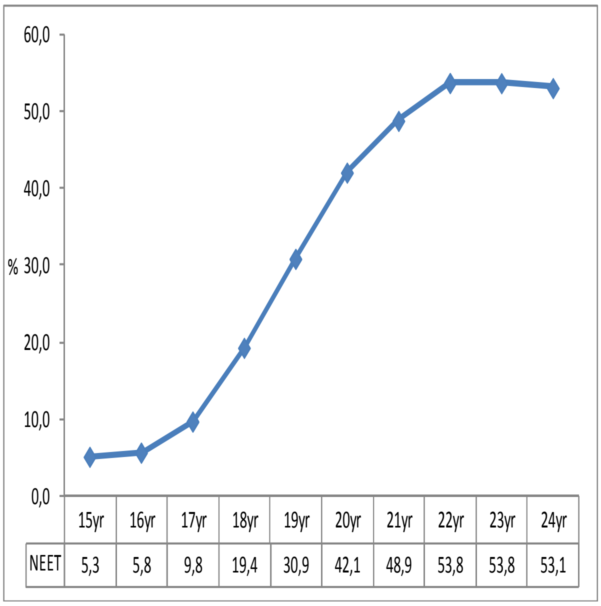


Figure 6.18: NEET rate for youth aged 15–24 years by sex, 2013

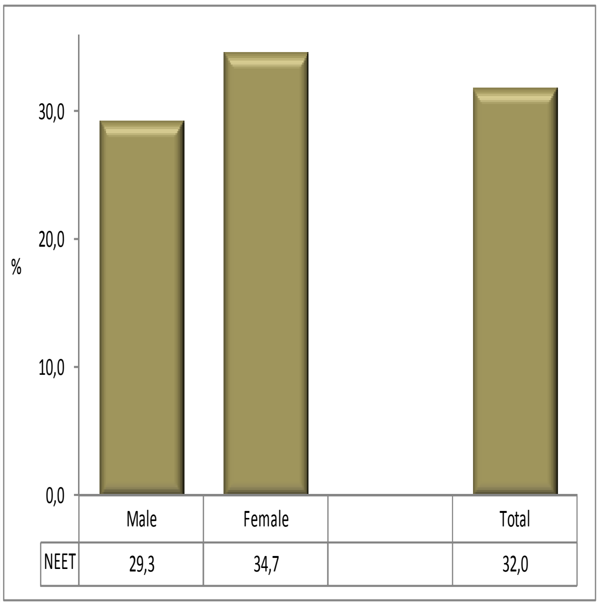
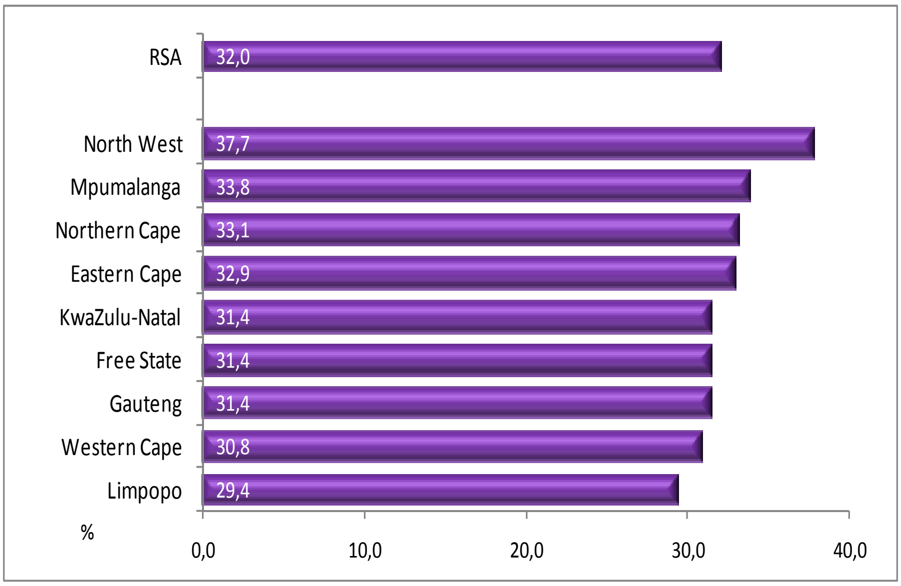


Figure 6.17 shows that the NEET rate increases with increasing age up until the age of 22 before levelling off. The pace of increase is particularly rapid between the ages of 16 and 22, to such an extent that at age 22, the NEET rate is more than nine times that of those aged 16 years. Gender disparities in 2013 were also large, with the rate among women at 34,7% substantially higher than the rate among men (29,3%).

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



Except in Limpopo, the NEET rate is above 30,0% in every province. The highest rate is in North West, followed by Mpumalanga and Northern Cape.

Figure 6.20: NEET rate for youth aged 15–24 years by population group, 2013

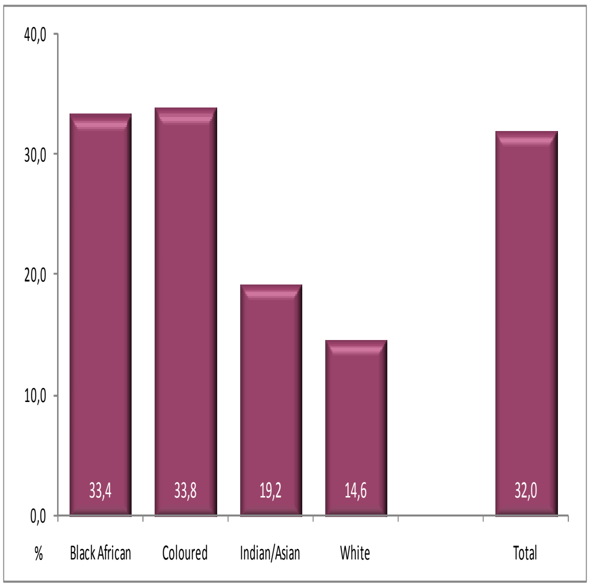
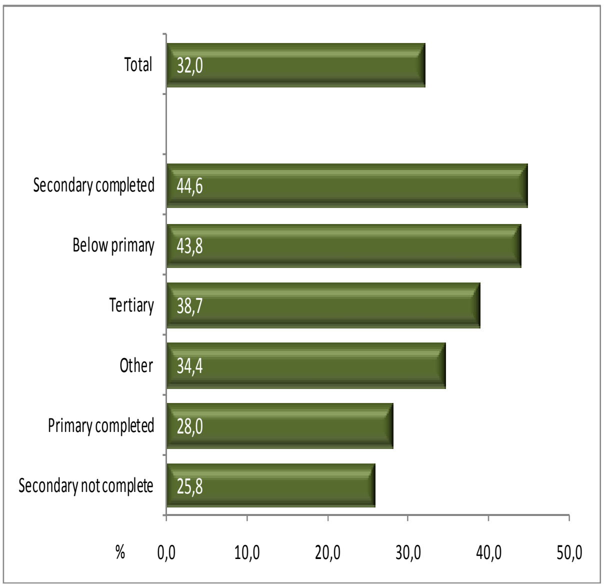


Figure 6.21: NEET rate for youth aged 15–24 years by level of education, 2013



NEET rates also differ substantially by population group. The rate for black African and coloured youth at 33,4% and 33,8% respectively is more than double the rate of white youths (14,6%). An interesting pattern emerges in terms of NEET rates by level of education. While lower levels of education are to some extent associated with higher NEET rates, the rates among those who have completed secondary and tertiary levels of education are amongst the highest (Figure 6.21). This may be an indication of higher reservation wages among young people who have higher levels of education and choose not to study further, because they are unwilling to search for employment at the going wage rate.

Summary and conclusion

In 2013, youth accounted for 55,7% of the working age population aged 15–64 years, yet they are disproportionately represented among the employed (40,4%); the unemployed (67,4%); the discouraged (66,5%) as well as among others who are not economically active (67,0%).

The type of contract on which a young person is employed impacts on their vulnerability in the labour market. Young people are almost twice as likely to be employed on a limited duration contract compared to adults. The youth are also less likely to be employed on a permanent contract, as well as receive benefits such as medical aid and pension contributions from their employer. A higher proportion of youth compared with adults do not receive regular salary increases, while a smaller proportion have their salary increments negotiated through union affiliation and the employer.

In 2013, the unemployment rate for black African youth was 3,5 times that of youth in the white population group.

Levels of education also play an important role in the unemployment rates faced by young people. The rate for those with a tertiary qualification was the lowest among both adults and youth, but among young people it was still more than three times that of adults. Gender disparities are also large. Unemployment rates are substantially higher among young women than young men, while absorption rates are lower among young women compared with young men. And the NEET rate among young women is also substantially higher than the rate among their male counterparts.

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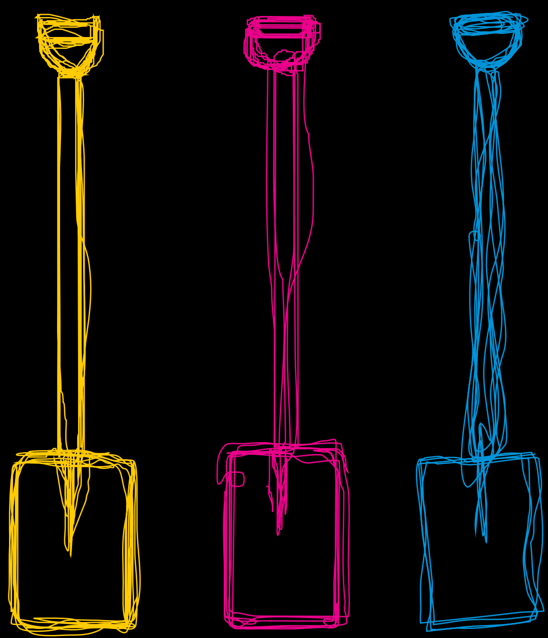
Chapter 7
International comparisons



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Chapter 7: International comparisons

Key concepts and definitions

For international comparability, the broad industry groupings used in this chapter are:
- **Agriculture:** Agriculture
- **Industry:** Mining; Manufacturing; Construction; and Utilities
- **Services:** Trade; Transport; Finance; Community and social services; and Private households.

Unless otherwise specified, **youth** refer to persons aged 15–24 years and **adults** refer to those aged 25 years and older.

Background

Each development pattern dictates its own demand for specific kinds of human resources, and these different development patterns mark important differences between countries and even different regions in the same country (Gallart, 2008[1]).

The results reported in this chapter are based extensively on the Key Indicators of the Labour Market Report (KILM, 8th edition) produced by the ILO in 2013. Several indicators have been harmonised to make cross country comparisons more reliable, and the ILO has also estimated key indicators for several countries.

Introduction

The objective of this chapter is to analyse labour market outcomes in the South African labour market in a global context. In this regard, the discussion is based largely on 24 emerging market economies. The initial focus is on the patterns and trends in key labour market indicators such as the unemployment rate, the absorption rate and the labour force participation rate. The education profile of the labour force is then analysed to identify the countries in which the available supply of labour is better placed to access employment opportunities. In terms of employment, the chapter highlights differences in the distribution of the employed by broad industrial groupings (agriculture, industry, and services). Participation in the informal sector is then analysed, followed by the distribution of those working for more than 50 hours per week across the selected countries. The chapter ends with a discussion of the challenges faced in comparing labour market indicators in the SADC region.

Cautionary notes

The labour market results for **South Africa** used in this chapter are also based on revised historical data in line with new population benchmarks. For international comparability, the results in this chapter are all based on the age-group 15 years and older (except the LFPR) and may therefore differ from those reported in earlier chapters and in the statistical appendix.

Caution should be exercised when comparing labour market indicators across countries, due to differences in the methodological approaches used in the estimation of labour market indicators. In addition, data for many developing countries are not always available since labour force surveys are not conducted regularly.

For many developing countries – including several in SADC – production for own consumption, e.g. **subsistence farming**, makes a substantial contribution to total household consumption. In these countries production for own consumption is regarded as employment, while in South Africa it is not.

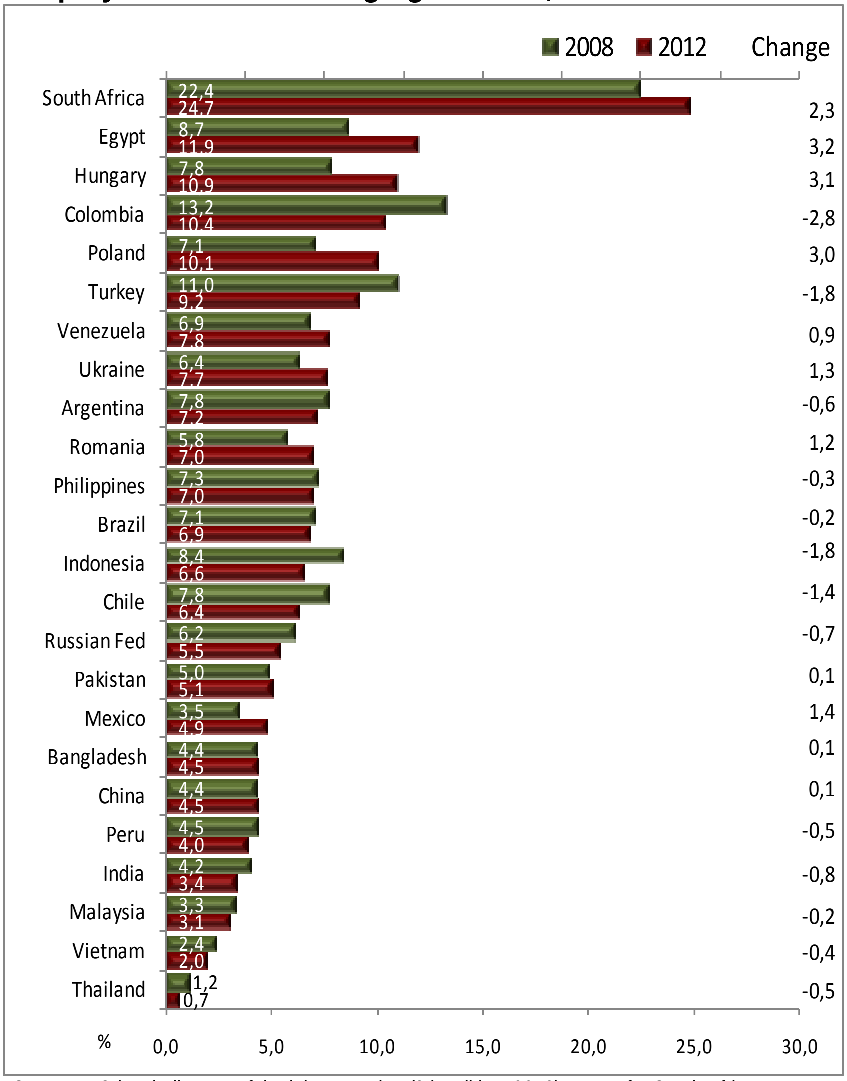
In **South Africa**, the clustered nature of the **Mining industry** means that it might not have been adequately captured by the QLFS sample. Alternative mining estimates can be obtained from the Quarterly Employment Statistics (QES) at ***www.statssa.gov.za***.

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

Unemployment rates in emerging markets

The estimates shown in this section are harmonised to account for differences in national data collection and tabulation methodologies.

Figure 7.1: Unemployment rate in emerging markets, 2008 and 2012



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa.

At over 20,0%, South Africa had the highest unemployment rate in both 2008 and 2012 among the emerging market economies shown in Figure 7.1. And in common with countries such as Egypt, Hungary and Poland, the rate increased over the period 2008 and 2012 by 3,0 to 3,2 percentage points.

Youth and adult unemployment rates in emerging markets

Irrespective of the level of development, youth unemployment is a major challenge for countries across the globe. The estimates shown in this section are harmonised to account for differences in national data collection and tabulation methodologies.

Figure 7.2: Unemployment rate in emerging market economies, 2012

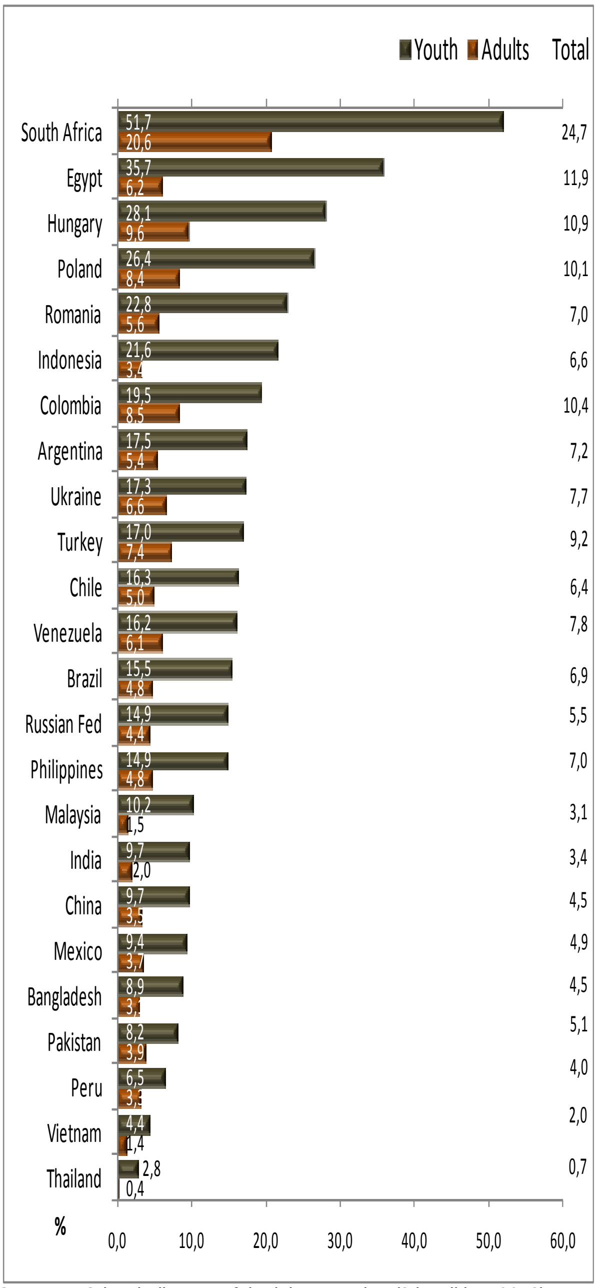
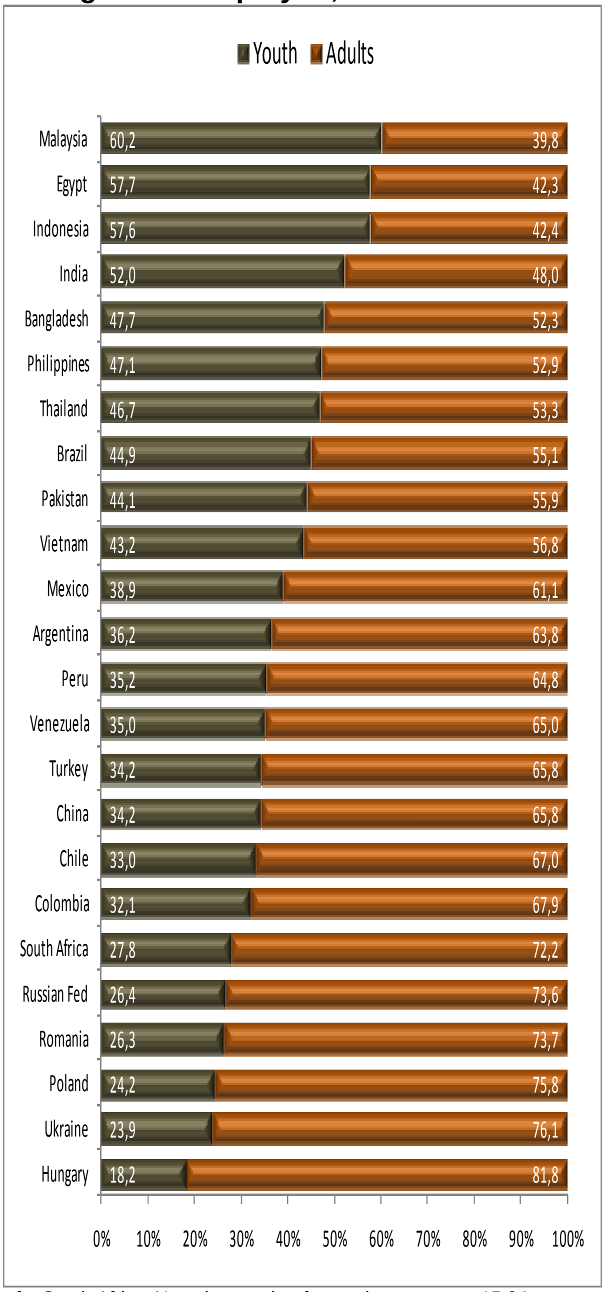


Figure 7.3: Share of youth and adults among the unemployed, 2012



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note that youth refers to the age group 15-24 years and adults refer to the age group 25 years and older.

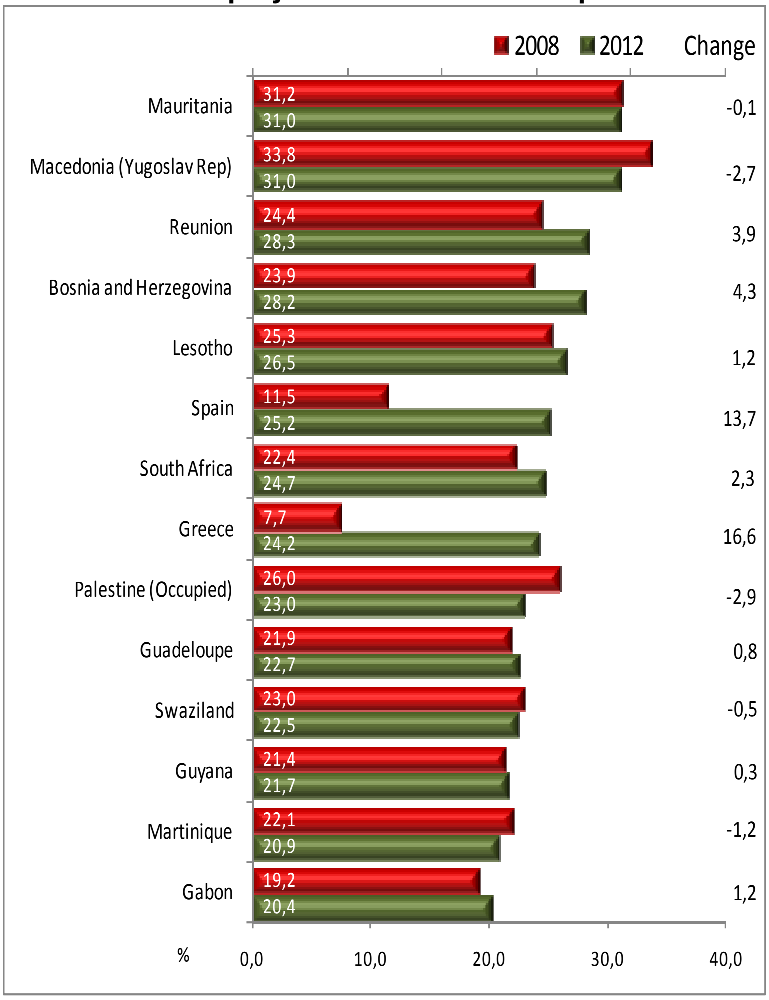
In South Africa, the unemployment rate among both youth (51,7%) and adults (20,6%) is the highest among emerging market economies. But although in South Africa as many as 27,8% of all unemployed persons are youth aged 15–24 years, in most other emerging markets youth account for over 30,0% of all unemployed persons. In countries such as Malaysia (60,2%), Egypt (57,7%), Indonesia (57,6%) and India (52,0%) youth account for more than half of the unemployed.

Countries with the highest unemployment rates in 2012 and those with the largest increase in the unemployment rate 2008 to 2012

Unlike the other sections of this chapter which focus primarily on comparing various labour market outcomes in South Africa with other emerging markets, this section is based on a ranking of all countries for which data are available and is not restricted solely to emerging market economies.

In the first instance, the analysis focuses on countries where the unemployment rate in 2012 was above 20%. These countries were then ranked from highest to lowest based on the rate in 2012. The change over the period 2008 to 2012 is then indicated for each country. The second aspect of the analysis focuses on countries with the largest increases in the unemployment rate over the period 2008 and 2012. Having identified these countries, they are then ranked from highest to lowest based on the rate in 2012 (and not on the change in the rate).

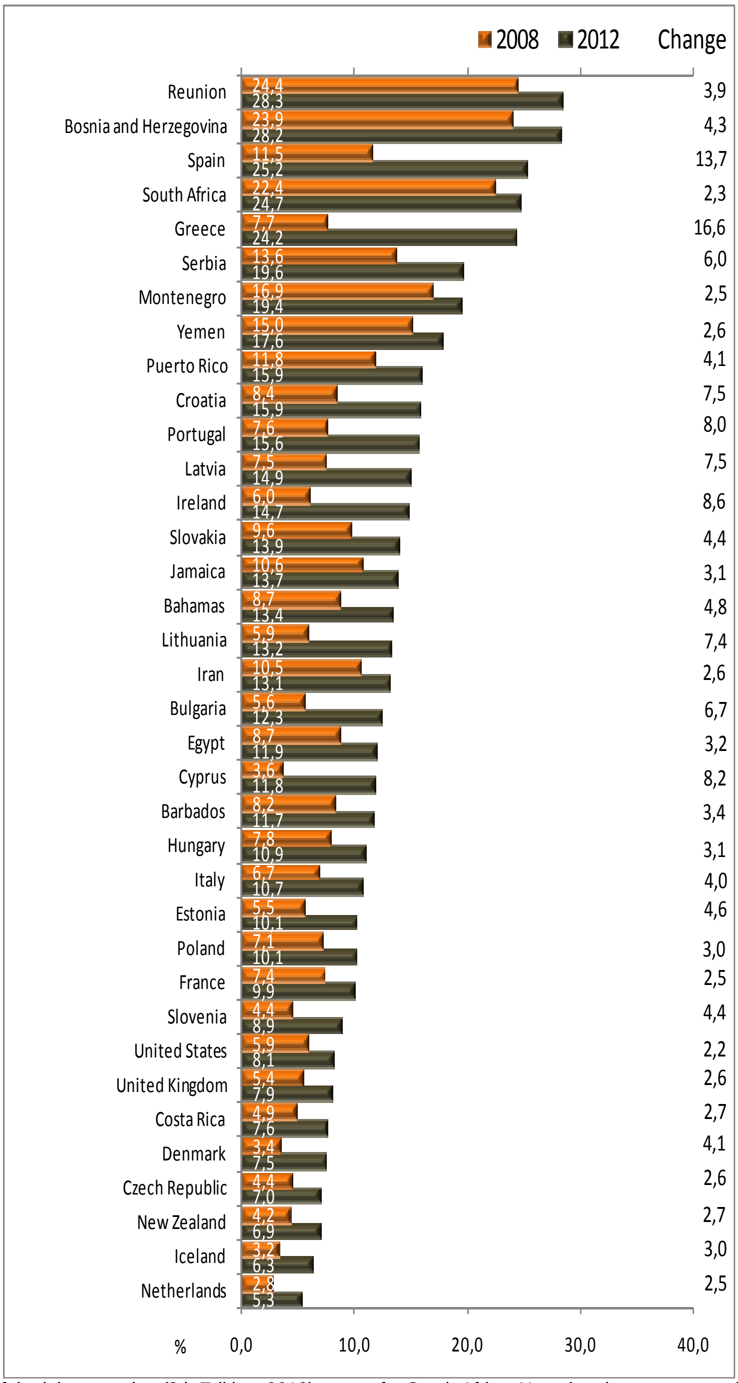
Figure 7.4: Countries with unemployment rates above 20 per cent in 2012



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. The rates generally include those aged 15 years and older.

In all the counties shown in Figure 7.4, the unemployment rate was higher than 20% in 2012. As discussed earlier, among emerging market economies South Africa had the highest unemployment rate at 24,7% that year. However, from a more global perspective, in 2012 rates were higher than in South Africa in countries such as Mauritania and Macedonia (both with 31,0%), Reunion (28,5%), Bosnia and Herzegovina (28,2%), Lesotho (26,5%), and Spain (25,2%). With regard to trends in the unemployment rate over the period 2008 to 2012, in the majority of countries the rate increased over this period – ranging from 16,6 percentage points in Greece to less than one percentage point in Guadeloupe and Guyana. In very few countries where the highest unemployment rates occurred, did the rate decline over the period 2008 and 2012.

Figure 7.5: Countries with the largest increase in the unemployment rate, 2008 and 2012



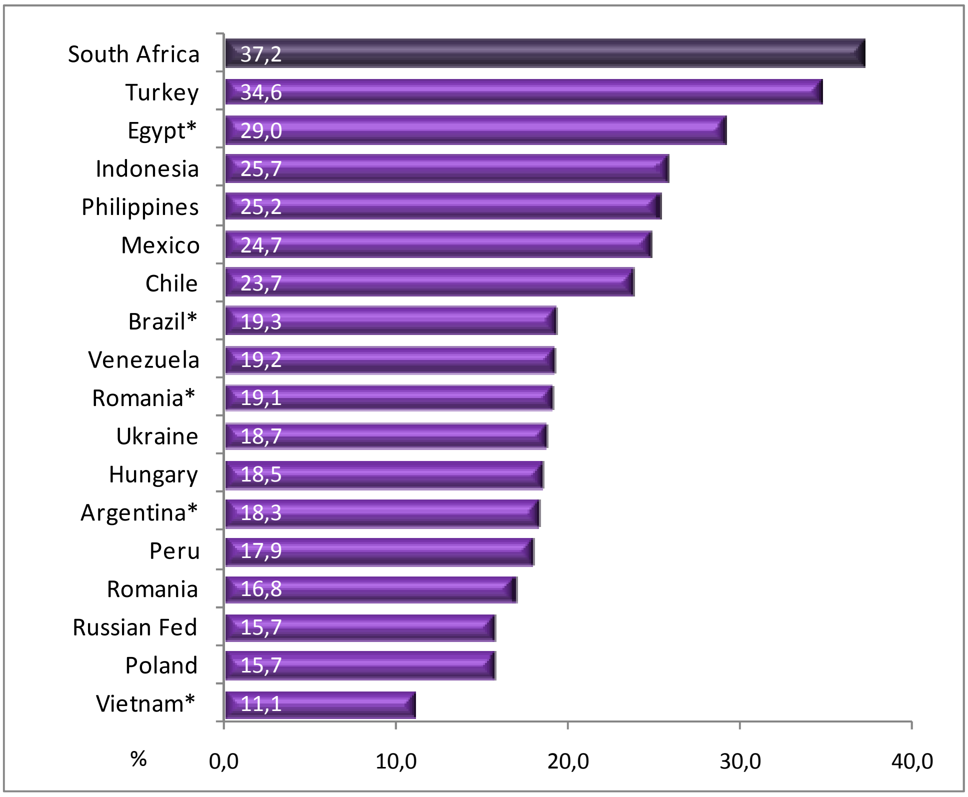
Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note that the rates generally include those aged 15 years and older.

Based on a selection of the countries in which the unemployment rate increased the most over the period 2008–2013, Figure 7.5 shows that rates rose the most in Greece (by 16,6 percentage points) and Spain (by 13,7 percentage points). The increase in the unemployment rate by 2,3 percentage points in South Africa was similar to that in Montenegro, Netherlands and France where rates increased by 2,5 percentage points over the period.

NEET rate in emerging markets

As discussed in Chapter 6, the proportion of youth not in employment, education or training (the NEET rate) is a broad measure of untapped potential among youth. Because the NEET group is neither improving their future employability through investment in skills nor gaining experience through employment, this group is particularly at risk of both labour market and social exclusion (ILO, KILM).

Figure 7.6: NEET aged 15–29 years* in emerging market economies



*Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note: Latest year is 2010 to 2012 except in Ukraine (2013). * Refers to the age group 15–24 years.*

NEET rates are highest in South Africa (37,2%) and Turkey (34,6%) and lowest in Vietnam (11,1%), Poland (15,7%) and the Russian Federation (15,7%).

Gender disparities in key labour market rates in emerging markets

This section focuses on the levels of female and male unemployment and absorption rates separately, as well as on the disparity between them.

Figure 7.7: Unemployment rate by sex in emerging markets, 2012

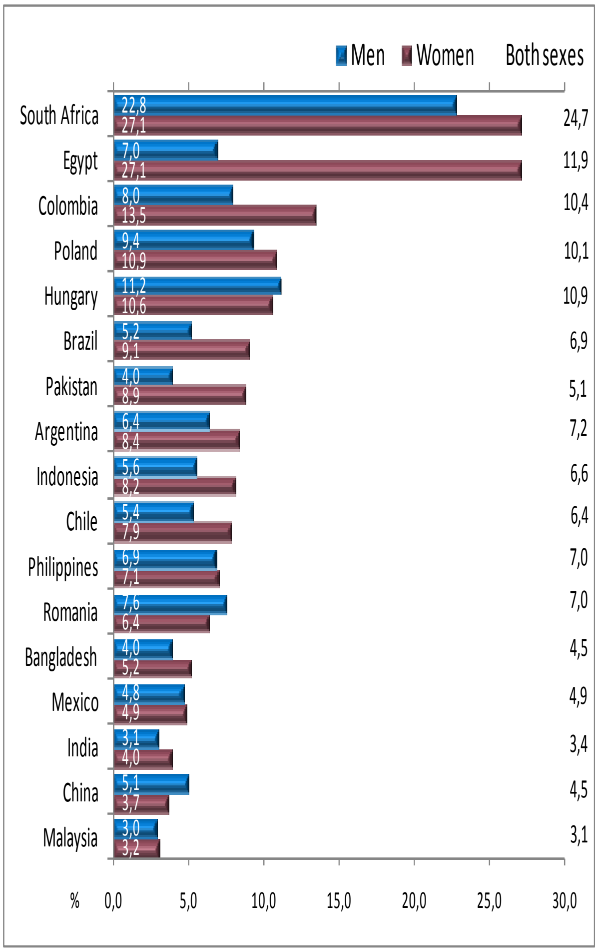
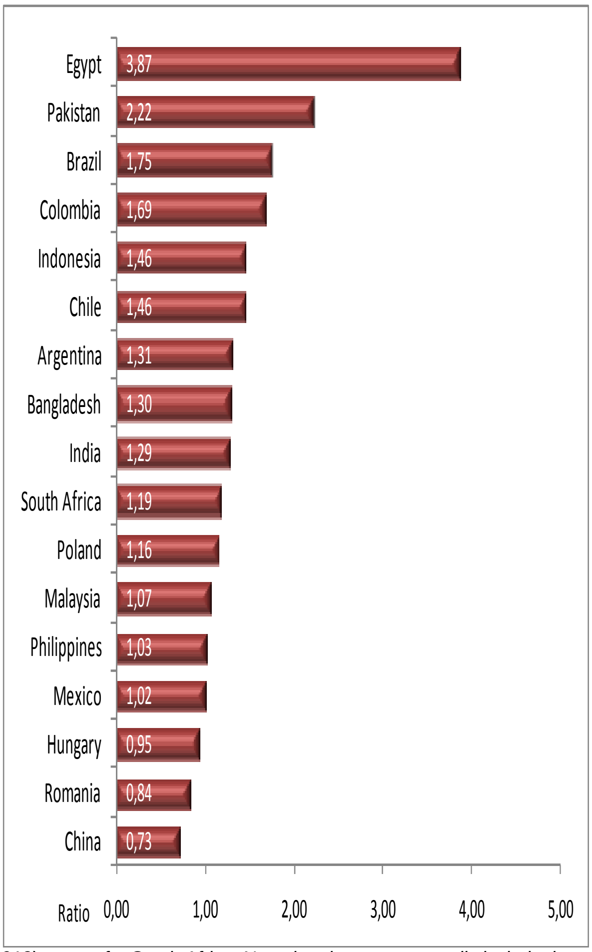


Figure 7.8: Ratio of female to male unemployment rate, 2012

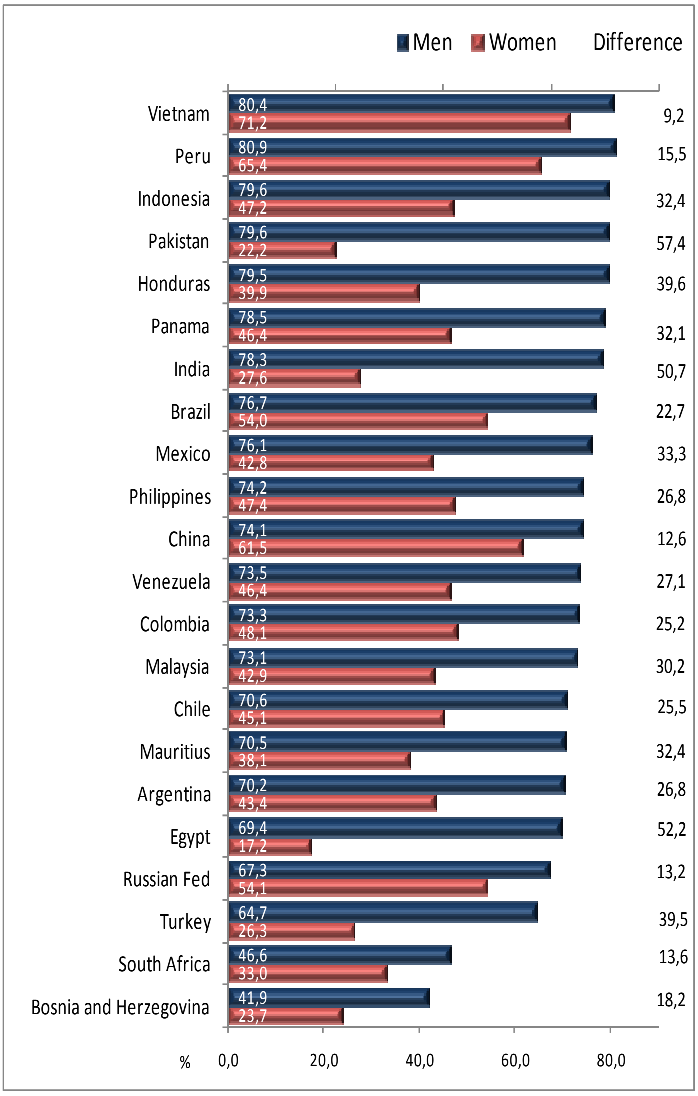


Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note that the rates generally include those aged 15 years and older except in Malaysia (15–64 years).

Taken together, Figure 7.7 and Figure 7.8 highlight gender-specific inequalities in the labour market of emerging market economies as follows:

- The unemployment rate of women was higher than that of men in every country except China, Romania and Hungary (Figure 7.7).
- The gender gap in the unemployment rate is largest in Egypt, Pakistan and Brazil where the ratio of female to male unemployment rates were 3,87, 2,22 and 1,75 respectively.
- Although South Africa had the highest unemployment rate among both men and women in 2012, at 1,19, the gender gap is similar to that of Poland (1,16) and smaller than nine of the 17 emerging market economies shown in Figure 7.8.

Figure 7.9: Absorption rates by sex in emerging markets, 2012



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note, refers to persons aged 15 years and older.

Men have better access to employment opportunities than do women for all the countries shown in Figure 7.9. Among emerging markets, Vietnam stands out as the country in which male (80,4%) and female (71,2%) absorption rates are highest and gender differences are lowest (9,2 percentage points). In contrast, in countries such as India, Egypt and Pakistan male absorption rates are higher than those of women by more than 50,0 percentage points. And although the absorption rate in South Africa is among the lowest in emerging market economies, gender differences are less pronounced than in most other countries except Vietnam and China and Russian Federation.

Other key labour market rates in emerging markets

This section compares the labour force participation and absorption rates of South Africa with other emerging market economies. The data have been harmonised to account for differences in national data collection and tabulation methodologies.

As discussed in Chapter 3, the ILO (KILM, 2013) defines the labour force participation rate as a measure of the proportion of a country's working-age population that is either 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. Another important labour market indicator is the employment-to-population ratio, also known as the labour absorption rate. High rates mean that a large proportion of a country's population is employed, while a low rate means that a large share of the population is not involved directly in market-related activities, because they are either unemployed or (more likely) out of the labour force altogether.

Figure 7.10: Labour force participation rate in emerging markets, 2008 and 2012

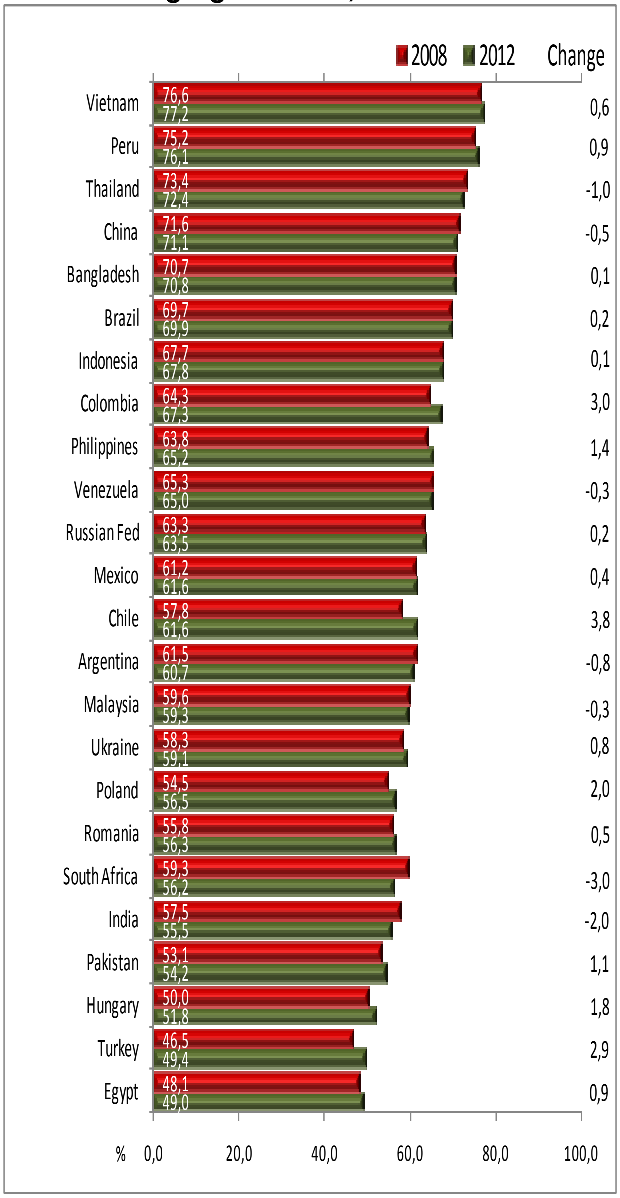
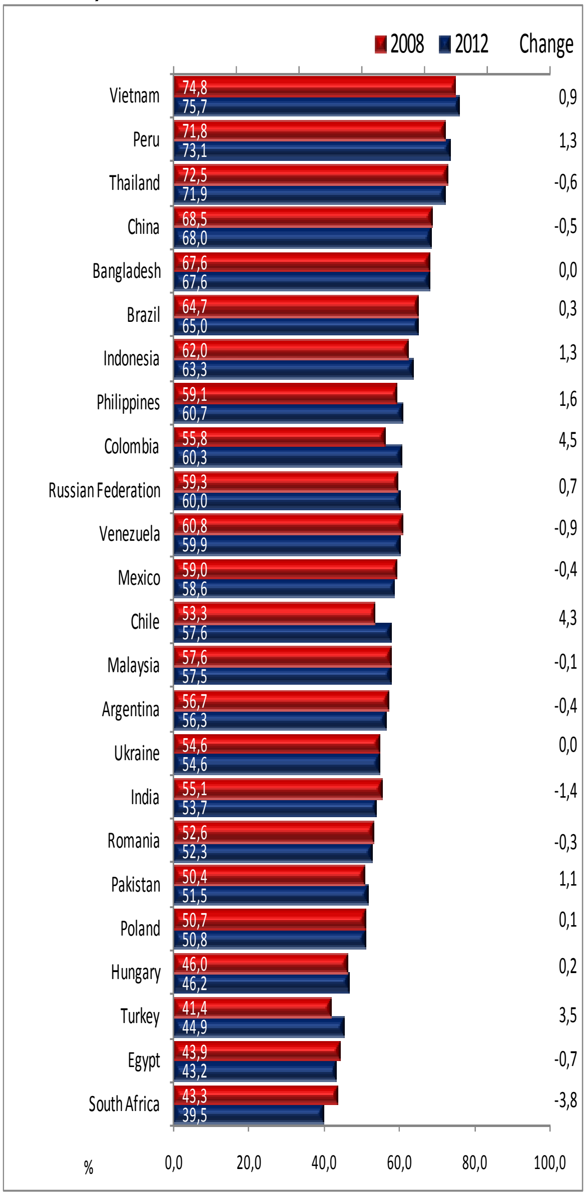


Figure 7.11: Absorption rate in emerging markets, 2008 and 2012



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. LFPR estimates include those aged 15–64 years and absorption rates generally include persons 15 years and above

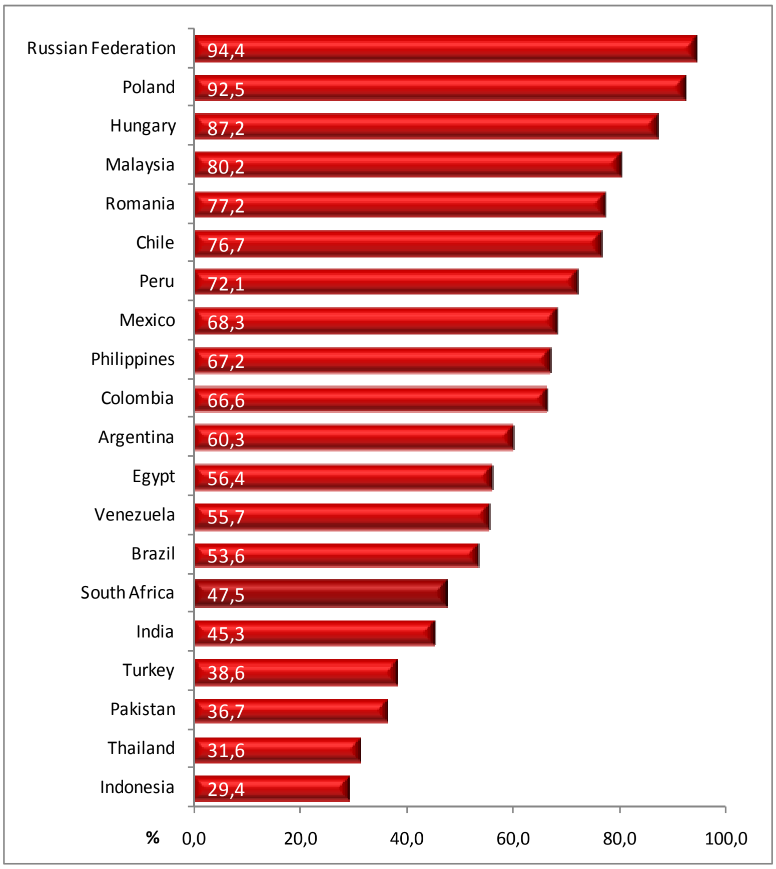
Although in 2012 the labour force participation rate was highest in Vietnam (77,2%) and Peru (76,1%), in both countries (and similar to the trend in most other emerging markets) the rate was virtually unchanged compared with 2008. In 2012, the rate in South Africa (56,2%) was higher than in Egypt (49,0%), Turkey (49,4%), Hungary (51,8%), Pakistan (54,2%) and India (55,5%). But over the period 2008 and 2012, whereas there was an increase in the labour force participation rate of over 3,0 percentage points in Columbia and Chile, in South Africa there was a decline by 3,0 percentage points.

Three of the four countries with the lowest labour force participation rates in 2012 (South Africa, Egypt, Turkey and Hungary) also had the lowest absorption rates that year (Figure 7.10 and Figure 7.11). Relatively high labour force participation rates in Vietnam, Peru, Thailand and China were accompanied by the highest absorption rates among emerging market economies (Figure 7.10).

Education level of the labour force in emerging markets

The level of educational attainment is a useful proxy for the skill levels of the labour force. High skill levels enable countries to compete successfully in world markets. In an environment of rapid technological change, a highly skilled workforce enables countries to make rapid progress. There is also a strong association between skill levels and the employability of workers.

Figure 7.12: Percentage of the labour force with education levels of secondary and higher in selected countries, latest year 2008–2012



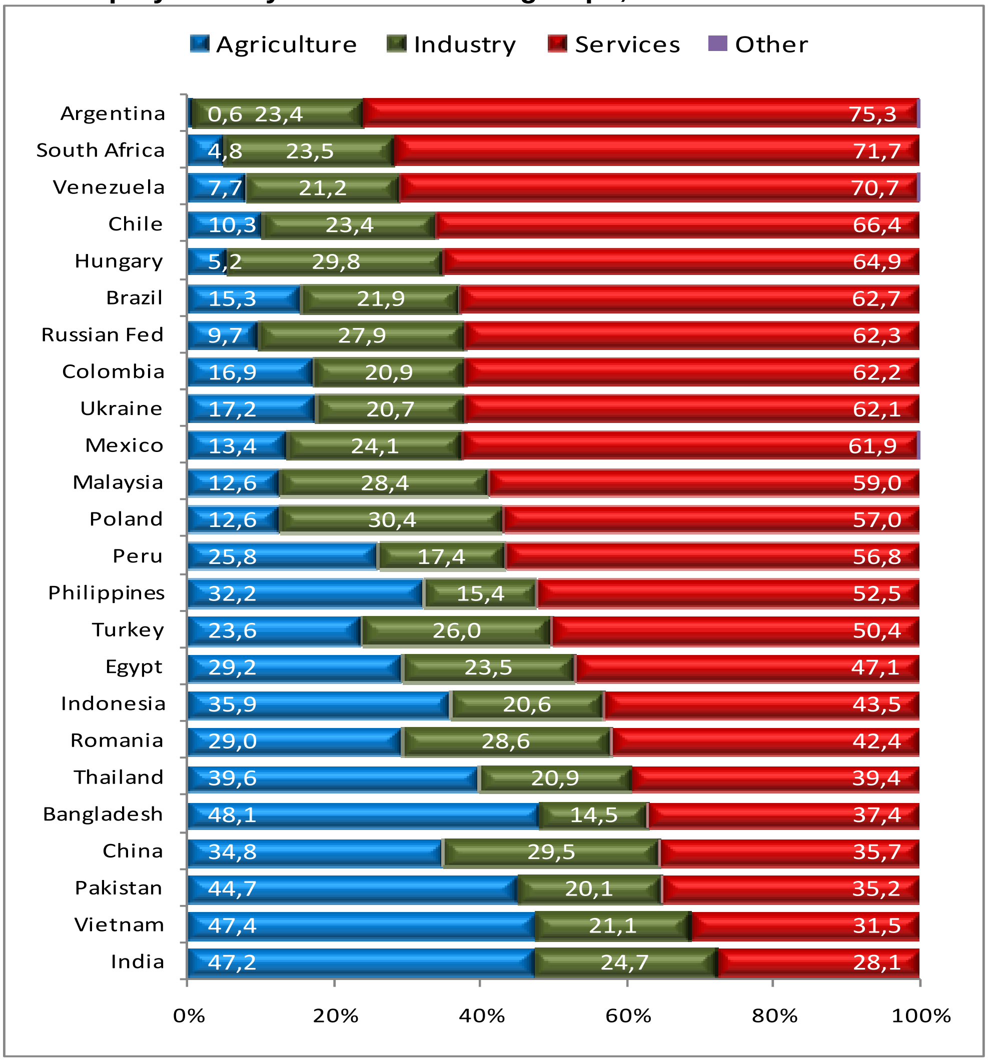
Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note, refers to the labour force aged 15 years and older except Malaysia (15–64 years); Russian Federation (15–72 years); Hungary; Poland; Romania and Turkey (15–74 years).

There is widespread acknowledgement (by the ILO and others) that because of technological advances and the diversity of the manufacturing and modern services sectors, the level of education/training of the workforce needs to be scaled upwards. Yet the proportion of the labour force that have secondary or higher qualifications varies considerably among emerging market economies: 29–40% in Turkey, Pakistan, Thailand and Indonesia; 45–50% in South Africa and India; and as many as 80–95% in the Russian Federation, Poland, Hungary and Malaysia.

Industry profile of the employed in emerging markets

The analysis in this section focuses on employment outcomes in emerging markets with respect to industry, the informal sector and hours of work.

Figure 7.13: Employment by broad industrial groups, 2012



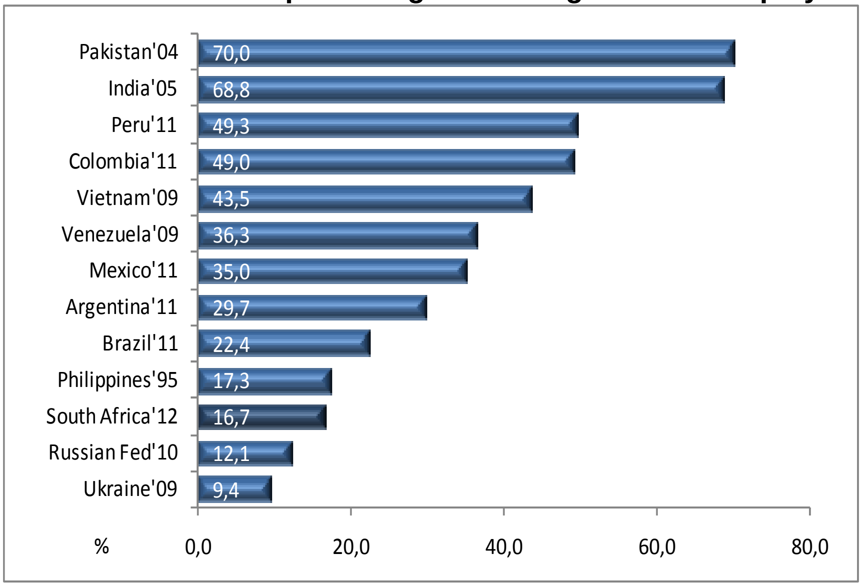
Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Note: refers to employed aged 15 years and older except in Pakistan (10 years and older); China (16 years and older); Malaysia (15–64 years); Ukraine (15–70 years); Russian Federation (15–72 years); Hungary (15–74 years). Refers to 2011 or 2012, except in Bangladesh (2005); Pakistan (2008); and Russian Federation (2009).

Among emerging market economies, Figure 7.13 shows that the agriculture industry provides the smallest proportion of jobs in Argentina, South Africa, Hungary and the Russian Federation. Services provides the highest proportion of jobs in Argentina, South Africa and Venezuela while jobs in industry account for the highest share of total employment in Poland (30,4%), Hungary (29,8%) and China (29,5%).

The informal sector in emerging markets

The ILO (KILM) cautions that the size of the informal sector is often based on national definitions and comparisons across countries should be undertaken with this in mind. The distributions shown in Figure 7.13 are therefore only broadly indicative of the relative size of the sector in emerging market economies for which data are available.

Figure 7.14: Informal sector as a percentage of non-agricultural employment

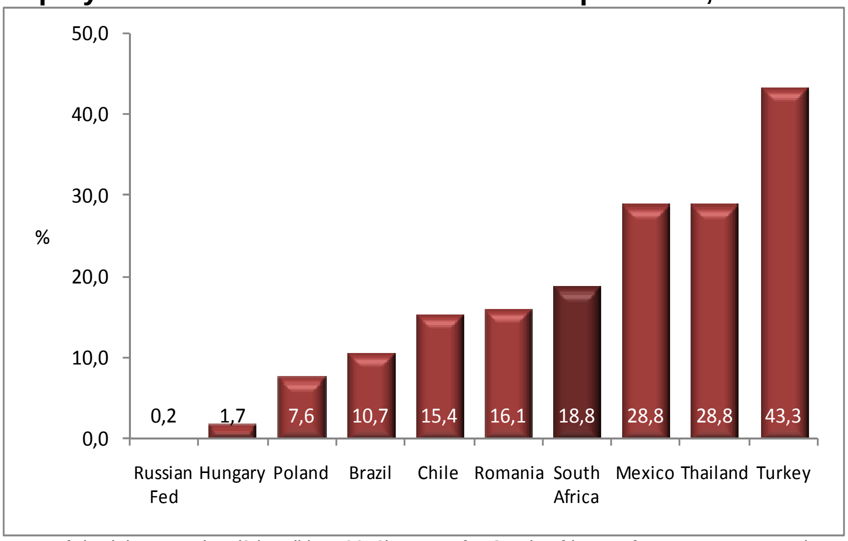


Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa.

The informal sector varies in size from 9,4% of total employment (excluding agriculture) in Ukraine to 70,0% in Pakistan and 68,8% in India. The sector is relatively small in the Russian Federation, South Africa and Philippines where it accounts for 10-20% of non-agricultural employment (Figure 7.14). Yet, as noted by the ILO (KILM, 2013), in many countries it plays a key role in the economic, social and political life of people, irrespective of the level of development of the country. The sector is a particularly important source of jobs in countries where population growth rates are high and the pace of urbanisation is rapid.

Excessive hours of work in emerging markets

Figure 7.15: Employees who work more than 50 hours per week, 2012



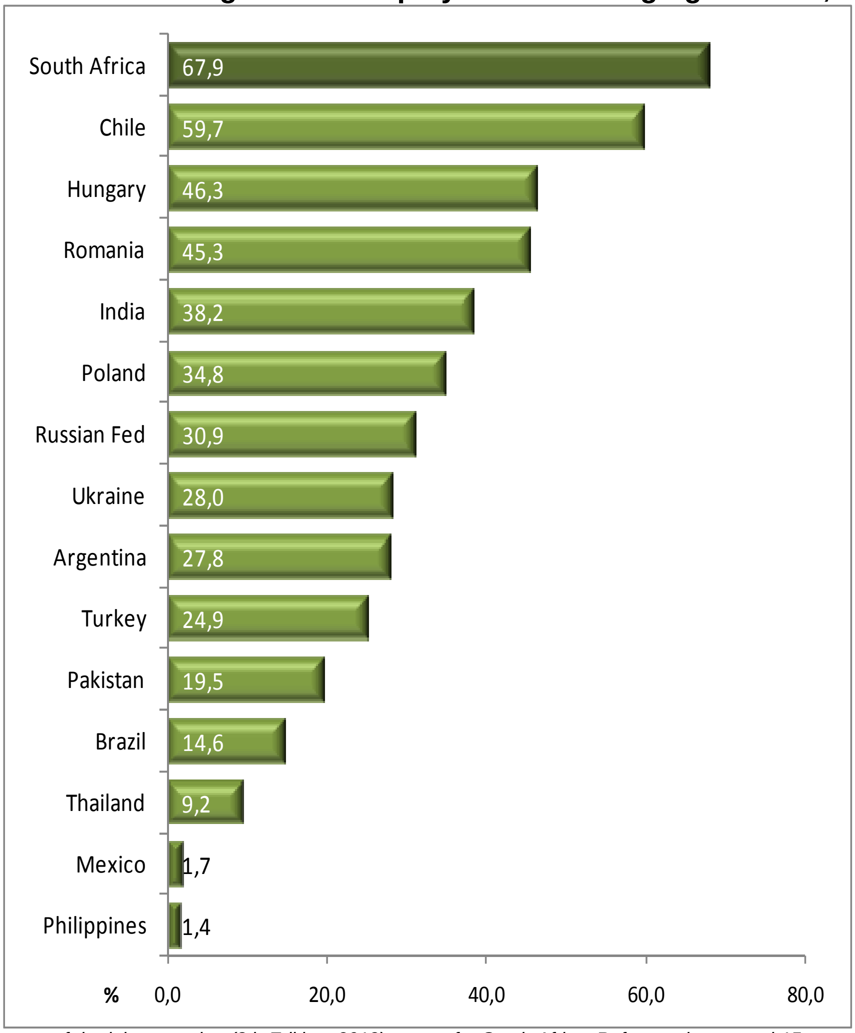
Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Refers to persons aged 15 years and older in all countries except Brazil (14 years and older); Russian Federation (15–72 years); Hungary; Poland; (15–74 years). Data refer to 2012 except Brazil (2011) and Romania (2004).

In South Africa, 18,8% of employees worked for 50 hours or more each week. In contrast, 43,3% of employees in Turkey and as few as 0,2% in the Russian Federation and 1,7% in Hungary worked a similar number of hours.

Unemployment duration in emerging markets

Unemployment tends to have more severe effects the longer it lasts. Short periods of joblessness can normally be managed through unemployment compensation, savings and, perhaps, assistance from family members. Unemployment lasting long periods, however, can cause substantial financial hardship, especially when unemployment benefits either do not exist or have been exhausted (ILO [KILM], 2013).

Figure 7.16: Incidence of long-term unemployment in emerging markets, 2012



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Refers to those aged 15 years and older except in: Ukraine (15–70 years); Russian Federation (15–72 years); and Hungary, Poland and Romania (15–74 years).

As discussed in Chapter 5, the incidence of long-term unemployment is measured as the proportion of the unemployed that have been looking for work for one year or longer. Figure 7.16 shows that in countries such as Philippines (1,4%), Mexico (1,7%) and Thailand (9,2%) relatively few unemployed persons fall into that category. In contrast, South Africa has the highest incidence of long-term unemployment at 67,9%, followed by Chile at 59,7%.

Labour market outcomes in the SADC region

The industrial structure of countries in the SADC region differs and this has an impact on the composition of the labour market. In particular, in countries where subsistence farming provides employment for large numbers of people, then related indicators such as the unemployment rate, the absorption rate and labour force participation rate are measured differently from countries like South Africa, where only market production activities are included in the employment numbers.

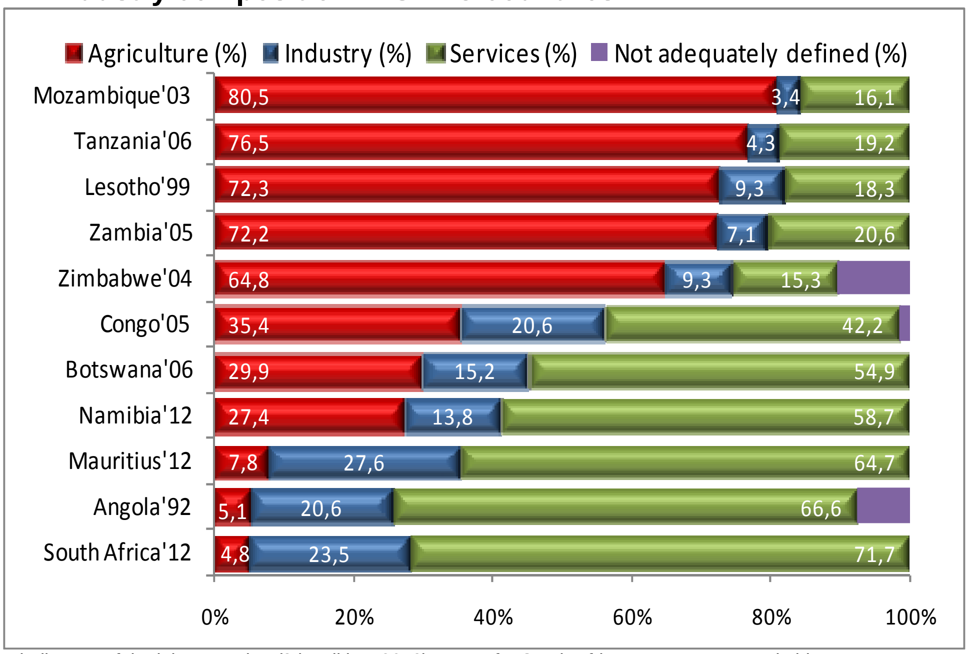
Table 7.1: Key labour market indicators in SADC countries, 2012

	Unemployment rate (%)	Absorption rate (%)	Labour force participation rate (%)	Working age population ('000)
Angola	7,5	64,6	69,9	**10 914**
Botswana	17,7	63,1	76,7	**1 328**
Congo, Democratic Republic of	7,2	66,7	71,9	**36 064**
Lesotho	26,5	48,4	65,9	**1 298**
Malawi	7,6	76,7	83,0	**8 678**
Mauritius	7,9	54,0	58,6	**990**
Mozambique	7,5	78,0	84,4	**13 765**
Namibia	16,7	48,8	58,5	**1 433**
Swaziland	22,5	44,3	57,1	**763**
Tanzania, United Republic of	3,5	86,1	89,2	**26 351**
Zambia	13,1	69,0	79,4	**7 498**
Zimbabwe	4,0	82,9	86,4	**8 201**
South Africa	**24,7**	**39,5**	**52,5**	**36 815**

Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Refers to 15 years and older.

Table 7.1 shows that the size of the working age population varies from 30–40 million in South Africa and Democratic Republic of Congo to under one million in Swaziland and Mauritius. In 2012, the unemployment rate among SADC countries ranged from 3,5% in Tanzania to 26,5% in Lesotho. The rate in South Africa (24,7%) was the second highest after Lesotho. Absorption rates ranged from 39,5% in South Africa to 86,1% in Tanzania (Table 7.1). But as discussed earlier, employment outcomes in South Africa refer only to market production activities and do not include own account activities such as subsistence farming. This is a major contributing factor to the large differences in the unemployment and absorption rates across countries in the region.

Figure 7.17: Industry composition in SADC countries



Source: ILO key indicators of the labour market (8th Edition, 2013) except for South Africa. Age 15 years and older except Botswana (12 years and older; Lesotho (10 years and older); and Mauritius (16 years and older).

Figure 7.17 shows that, whereas agriculture accounts for under 10,0% of employment opportunities in South Africa (4,8%), Angola (5,1%) and Mauritius (7,8%), the industry provides jobs for 25–40% of people in Namibia, Botswana and Congo and over 70,0% in Mozambique, Tanzania, Lesotho and Zambia. To the extent that subsistence agriculture features prominently in these economies, the resulting employment profile of these countries is markedly different from South Africa, Angola and Mauritius. In these three countries, while the proportion of people employed in agriculture is relatively small, services at 60–72% and industry at 20–30% dominate.

Summary and conclusion

The unemployment rate in South Africa at 24,7% in 2012 is the highest among emerging market economies, but in a wider global context, in countries such as Mauritania and Macedonia (both with 31,0%), Reunion (28,3%), Bosnia and Herzegovina (28,2%), Lesotho (26,5%), and Spain (25,2%) the rate was higher than in South Africa. And over the period 2008 and 2012, while in South Africa there was a modest increase in the unemployment rate by 2,4 percentage points, in Greece and Spain there was an increase by 16,6 and 13,7 percentage points respectively.

Where, as in South Africa and Egypt, low absorption rates are accompanied with high unemployment rates, there is a clear indication that there is a strong demand for more jobs. In addition, among emerging market economies in 2012, South Africa had the highest incidence of long-term unemployment at 67,9%, followed by Chile at 59,7%.

Although South Africa had the highest unemployment rates among both men and women in 2012, at 1,19, the ratio of female to male rates is similar to that of Poland (1,16) and smaller than nine of the 17 emerging market economies for which data are available.

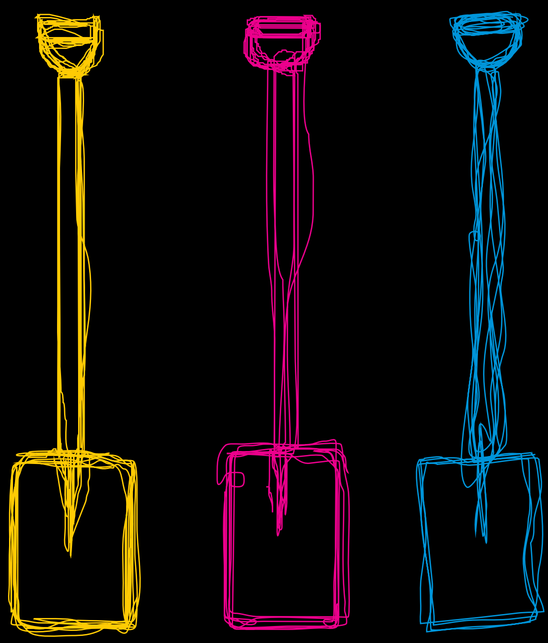
There is widespread acknowledgement (by the ILO and others) that because of technological advances and the diversity of the manufacturing and modern services sectors, the level of education/training of the workforce needs to be scaled upwards. Yet the proportion of the labour force that have secondary or higher qualifications varies considerably among emerging market economies: 29–40% in Turkey, Pakistan, Thailand and Indonesia; 45–50% in South Africa and India; and as many as 80–95% in the Russian Federation, Poland, Hungary and Malaysia.

Definitional issues aside, a large informal sector often signals the existence of a dual economy. Nonetheless, the sector plays an important role as an additional means of generating incomes and combating poverty. Available data for emerging market economies suggest that whereas the sector accounts for under 20,0% of non-agricultural employment in the Russian Federation, South Africa, Ukraine and Philippines, in Pakistan and India it provides jobs for more than 65,0% of the employed.

Among emerging market economies, the agriculture industry provides the smallest proportion of jobs (under 10,0%) in Argentina, South Africa, Hungary and the Russian Federation. The highest proportion of people working in Services is found in Argentina, South Africa and Venezuela, while jobs in Industry account for the highest share of total employment in Poland (30,4%), Hungary (29,8%) and China (29,5%).

In developing countries, conforming to international measurement standards mean that many people are often counted as employed and not found to be looking for work. To the extent that they are engaged in subsistence agriculture, it is difficult to compare key labour market indicators such as the unemployment rate and the absorption rate with countries which only count market production activities.

Appendices



Appendix 1: Technical notes

Missing values
These were imputed in the QLFS.

The annual data presented in this report have been derived as follows:
QLFS and QES[1] data covering the period 2008–2013 are averages of the results obtained for the four quarters each year over the period 2008 to 2013.

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

Master sample design
The Quarterly Labour Force Survey (QLFS) is based on a master sample of which there have been three so far. The design of the current master sample follows.

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

The sample is based on information collected during the 2001 Population Census conducted by Stats SA. In preparation for Census 2001, the country was divided into 80 787 enumeration areas (EAs). Stats SA's household-based surveys use a master sample of primary sampling units (PSUs) which comprise EAs that are drawn from across the country.
The sample is designed to be representative at provincial level and within provinces at metro/non-metro level. Within the metros, the sample is further distributed by geography type. The four geography types are: urban formal, urban informal, farms and tribal. This implies, for example, that within a metropolitan area the sample is representative at the different geography types that may exist within that metro.

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

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

Each quarter, a ¼ of the sampled dwellings rotate out of the sample and are replaced by new dwellings from the same PSU or the next PSU on the list. Thus, sampled dwellings will remain in the sample for four consecutive quarters. It should be noted that the sampling unit is the dwelling, and the unit of observation is the household. Therefore, if a household moves out of a dwelling after being in the sample for, say two quarters, and a new household moves in, then the new household will be enumerated for the next two quarters. If

[1] *Details on the sampling methodology used for the QES are available from http//www.statssa.gov.za*

no household moves into the sampled dwelling, the dwelling will be classified as vacant (unoccupied).

Gross flows

All social and economic statistics can be expressed as either stock or flows. Stocks measure the quantities of a variable at a specific point in time while flows are the movements occurring between 2 points in time or an interval of time. Flows and stocks are linked as flows change the level of stocks.

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

Gross flows in – Gross flows out = Net flows.

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

Gross flows matrix and interpretation

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

	Status in period t + 1		
Status in Period t	Employed	Unemployed	Not Economically Active
Employed	E_tE_{t+1}	E_tU_{t+1}	E_tNEA_{t+1}
Unemployed	U_tE_{t+1}	U_tU_{t+1}	U_tNEA_{t+1}
Not Economically Active	NEA_tE_{t+1}	NEA_tU_{t+1}	NEA_tNEA_{t+1}

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

Constructing the QLFS panel for Gross flow analysis

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

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

The scoring model for gender and population groups requires an exact match between 2 quarters to assign a score of 0 otherwise a score of 1 is allocated. Name and surname are scored, using the SAS function Complev. Complev returns the Levenshtein edit distance between two strings. If the score is less or equal to 3 (ie the 2 names are more or less the same) the score becomes 0If the score is higher than 3, the score becomes 1. For the variables regarding age, month, year of birth and verified age, the scoring model allows for a difference of 2 between the 2 strings. A perfect score of zero is assigned if the score for all 7 variables is 0. Below is an example of the matched rates based on the matching procedure for the quarter Q3 and Q4: 2013.

Table A.1: Matched persons between Q3: 2013 and Q4: 2013[2]

Result	Frequency	Per cent	Cumulative Frequency	Cumulative Per cent
Exact Match	55 628	93.25	55 628	93.25
1 Difference	2 633	4.41	58 261	97.66
2 Differences	485	0.81	58 746	98.47
3 Differences	307	0.51	59 053	98.99
4-9 Differences	604	1.01	59 657	100.00

Note: Exact match = result of matching procedure =0, all 7 variables could be used in the matching procedure. 1 Difference =result of matching procedure =1, 1 variable in the matching procedure could not be matched.

Weighting methodology for the QLFS panel[3]

The Gross Flow Estimation is based on data from only the three overlapping panels for a specific quarter. The QLFS final full weights ('full_wgt') from time T were therefore adjusted by a factor of $^4/_3$ to account for the non-overlapping panel.

A 'Person non-match' adjustment factor was calculated based on whether the person records at time T were matched or not with a person record at time T+1 as well as the persons in labour force age at time T but were reported as younger than 15 years at time T+1.

The adjustment factor was defined as follows:

$$(Person\_NonMat\_Adj)_i = \frac{n_i^{(mat\_re)} + n_i^{(non\_mat\_re)}}{n_i^{(mat\_re)}}$$

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

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

The adjustment cells were defined by the rotation group as well the demographic variables Age, Gender and Race. Rotation group had three categories, Age had three categories: 15-34, 35-64 and 65+, Race had four categories: 1=African/Black, 2=Coloured, 3=Indian/Asian, 4=White and Gender had two categories; which resulted in a total of 72 adjustment cells.

Calibration

The calibration totals were created using the calibrated weights at time T; the calibration cells were defined as Age group by Gender by Labour Force Status at national level, and Age group by Labour Force Status at provincial level. The Age group categories used were 15-34 and 35-64, Gender categories were Male and Female, and the Labour Force Status categories were Employed, Unemployed and Not Economically Active (discouraged and other not economically active).

[2] *Following the weighting methodology adjustments, based on matched individuals (result code 0 and 1), the file size for Q3_Q4 2013 was 35 744 person records.*
[3] *Please see appendix for details on matched records on a quarterly basis.*

There were two Age groups, two Gender categories and three Labour Force Status categories. The resulting cross classification cells were 12 at national level and 54 at provincial level.

The adjusted final weights were calibrated to the created population totals at time T as control totals for persons aged 15-64. It should be noted that the calibration totals only include ages 15-64, and not 65 and above. Calibration could not be done for the 65 and above due to the very low and zero counts in the cells of age 65 and above.

Limitations

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

- The reference period for the Panel data analysis is time T.
- The demographic variables at time T are assumed to be correct and should be used for the analysis.
- For analysis purposes, the final Calibrated weight is 'FULL_CALWGT'.
- Only estimates at aggregate levels, such as the broad age groups, gender and labour force status, will be comparable to the initial published estimates.
- Estimation can only be done for ages 15-64.

Appendix 2: Statistical tables

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Appendix 2: Statistical tables

Table 2.1: Population of working age (15-64 years)	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**
Women	16 333	16 602	16 871	17 145	17 422	17 702
Men	15 432	15 758	16 087	16 419	16 753	17 088
Population groups	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**
Black/African	24 625	25 175	25 731	26 297	26 874	27 458
Coloured	2 987	3 040	3 092	3 144	3 193	3 241
Indian/Asian	883	897	911	925	939	951
White	3 270	3 248	3 223	3 198	3 169	3 139
South Africa	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**
Western Cape	3 671	3 751	3 833	3 918	4 006	4 096
Eastern Cape	3 817	3 869	3 918	3 964	4 007	4 044
Northern Cape	701	709	718	728	738	748
Free State	1 786	1 796	1 807	1 818	1 830	1 843
KwaZulu Natal	6 029	6 127	6 225	6 323	6 420	6 514
North West	2 143	2 179	2 216	2 256	2 297	2 340
Gauteng	8 138	8 321	8 509	8 703	8 904	9 114
Mpumalanga	2 392	2 443	2 493	2 543	2 596	2 649
Limpopo	3 089	3 165	3 239	3 310	3 377	3 442

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

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

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

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

Table 2.3: Labour force characteristics by population group

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

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

Table 2.4: Labour force characteristics by age group

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

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

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

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

Table 2.5: Labour force characteristics by province						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**31 765**	**32 360**	**32 958**	**33 563**	**34 175**	**34 790**
Labour Force	**18 831**	**18 597**	**18 352**	**18 706**	**19 200**	**19 752**
Employed	14 585	14 194	13 788	14 070	14 425	14 866
Unemployed	4 246	4 403	4 564	4 636	4 775	4 886
Not economically active	12 934	13 763	14 606	14 857	14 975	15 038
Discouraged work-seekers	1 146	1 535	2 026	2 252	2 314	2 331
Other (NEA)	11 788	12 228	12 579	12 605	12 661	12 708
Rates (%)						
Unemployment rate	22,5	23,7	24,9	24,8	24,9	24,7
Employed / population ratio (Absorption)	45,9	43,9	41,8	41,9	42,2	42,7
Labour force participation rate	59,3	57,5	55,7	55,7	56,2	56,8
Western Cape						
Population 15-64 yrs	**3 671**	**3 751**	**3 833**	**3 918**	**4 006**	**4 096**
Labour Force	**2 474**	**2 577**	**2 575**	**2 636**	**2 730**	**2 768**
Employed	2 032	2 053	2 025	2 061	2 091	2 141
Unemployed	442	525	550	575	639	627
Not economically active	1 197	1 174	1 258	1 282	1 277	1 328
Discouraged work-seekers	40	35	47	37	34	40
Other (NEA)	1 156	1 138	1 211	1 246	1 243	1 288
Rates (%)						
Unemployment rate	17,9	20,4	21,4	21,8	23,4	22,7
Employed / population ratio (Absorption)	55,4	54,7	52,8	52,6	52,2	52,3
Labour force participation rate	67,4	68,7	67,2	67,3	68,1	67,6
Eastern Cape						
Population 15-64 yrs	**3 817**	**3 869**	**3 918**	**3 964**	**4 007**	**4 044**
Labour Force	**1 797**	**1 772**	**1 729**	**1 755**	**1 759**	**1 838**
Employed	1 324	1 287	1 262	1 278	1 254	1 295
Unemployed	473	485	467	477	505	543
Not economically active	2 020	2 097	2 189	2 209	2 248	2 205
Discouraged work-seekers	240	302	353	360	403	414
Other (NEA)	1 780	1 795	1 836	1 848	1 845	1 792
Rates (%)						
Unemployment rate	26,3	27,4	27,0	27,2	28,7	29,6
Employed / population ratio (Absorption)	34,7	33,3	32,2	32,2	31,3	32,0
Labour force participation rate	47,1	45,8	44,1	44,3	43,9	45,5
Northern Cape						
Population 15-64 yrs	**701**	**709**	**718**	**728**	**738**	**748**
Labour Force	**407**	**389**	**381**	**393**	**413**	**430**
Employed	314	285	281	281	296	310
Unemployed	93	103	101	112	117	120
Not economically active	294	321	337	335	324	317
Discouraged work-seekers	29	29	39	35	31	30
Other (NEA)	265	292	298	300	294	287
Rates (%)						
Unemployment rate	22,8	26,6	26,4	28,4	28,3	27,9
Employed / population ratio (Absorption)	44,8	40,2	39,1	38,6	40,2	41,5
Labour force participation rate	58,1	54,8	53,1	54,0	56,0	57,6

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

Table 2.5: Labour force characteristics by province (continued)	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State						
Population 15-64 yrs	**1 786**	**1 796**	**1 807**	**1 818**	**1 830**	**1 843**
Labour Force	**1 082**	**1 053**	**1 063**	**1 069**	**1 075**	**1 111**
Employed	826	779	768	775	728	748
Unemployed	256	274	296	294	346	363
Not economically active	704	743	743	749	756	732
Discouraged work-seekers	65	89	87	90	78	79
Other (NEA)	639	654	657	659	677	653
Rates (%)						
Unemployment rate	23,6	26,0	27,8	27,5	32,2	32,7
Employed / population ratio (Absorption)	46,3	43,4	42,5	42,6	39,8	40,6
Labour force participation rate	60,6	58,6	58,9	58,8	58,7	60,3
KwaZulu Natal						
Population 15-64 yrs	**6 029**	**6 127**	**6 225**	**6 323**	**6 420**	**6 514**
Labour Force	**3 258**	**3 028**	**2 913**	**2 984**	**3 046**	**3 144**
Employed	2 553	2 435	2 340	2 406	2 423	2 490
Unemployed	706	593	573	577	622	654
Not economically active	2 770	3 099	3 312	3 340	3 375	3 371
Discouraged work-seekers	190	398	494	529	548	558
Other (NEA)	2 580	2 700	2 819	2 811	2 827	2 813
Rates (%)						
Unemployment rate	21,7	19,6	19,7	19,3	20,4	20,8
Employed / population ratio (Absorption)	42,3	39,7	37,6	38,1	37,7	38,2
Labour force participation rate	54,0	49,4	46,8	47,2	47,4	48,3
North West						
Population 15-64 yrs	**2 143**	**2 179**	**2 216**	**2 256**	**2 297**	**2 340**
Labour Force	**1 194**	**1 163**	**1 101**	**1 063**	**1 091**	**1 157**
Employed	904	846	810	784	817	848
Unemployed	290	317	291	279	274	309
Not economically active	948	1 015	1 115	1 192	1 206	1 183
Discouraged work-seekers	120	125	168	256	252	234
Other (NEA)	828	890	947	937	954	949
Rates (%)						
Unemployment rate	24,3	27,2	26,5	26,2	25,1	26,7
Employed / population ratio (Absorption)	42,2	38,9	36,5	34,8	35,6	36,3
Labour force participation rate	55,7	53,4	49,7	47,1	47,5	49,4
Gauteng						
Population 15-64 yrs	**8 138**	**8 321**	**8 509**	**8 703**	**8 904**	**9 114**
Labour Force	**5 972**	**5 954**	**6 004**	**6 163**	**6 245**	**6 369**
Employed	4 688	4 531	4 377	4 494	4 687	4 782
Unemployed	1 285	1 423	1 627	1 669	1 557	1 587
Not economically active	2 165	2 367	2 504	2 540	2 659	2 745
Discouraged work-seekers	194	207	320	303	323	337
Other (NEA)	1 972	2 160	2 184	2 237	2 336	2 408
Rates (%)						
Unemployment rate	21,5	23,9	27,1	27,1	24,9	24,9
Employed / population ratio (Absorption)	57,6	54,5	51,4	51,6	52,6	52,5
Labour force participation rate	73,4	71,6	70,6	70,8	70,1	69,9

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

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

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

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

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

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

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

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

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

Table 2.8: Labour force characteristics by age group - Expanded definition of unemployment

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

Table 2.8: Labour force characteristics by age group (concluded) - Expanded definition of unemployment

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

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

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

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

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

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

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

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

Table 2.9: Labour force characteristics by province (concluded) - Expanded definition of unemployment	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga						
Population 15-64 yrs	**2 392**	**2 443**	**2 493**	**2 543**	**2 596**	**2 649**
Labour Force	**1 553**	**1 631**	**1 703**	**1 751**	**1 860**	**1 915**
Employed	1 021	1 015	973	992	1 042	1 123
Unemployed	532	616	730	759	818	792
Not economically active	838	812	790	792	736	734
Rates (%)						
Unemployment rate	34,2	37,8	42,9	43,4	44,0	41,3
Employed / population ratio (Absorption)	42,7	41,5	39,0	39,0	40,1	42,4
Labour force participation rate	64,9	66,8	68,3	68,9	71,7	72,3
Limpopo						
Population 15-64 yrs	**3 089**	**3 165**	**3 239**	**3 310**	**3 377**	**3 442**
Labour Force	**1 591**	**1 662**	**1 667**	**1 768**	**1 840**	**1 876**
Employed	922	963	953	999	1 085	1 128
Unemployed	669	699	714	770	755	748
Not economically active	1 498	1 504	1 572	1 541	1 538	1 566
Rates (%)						
Unemployment rate	42,1	42,0	42,8	43,5	41,0	39,9
Employed / population ratio (Absorption)	29,8	30,4	29,4	30,2	32,1	32,8
Labour force participation rate	51,5	52,5	51,5	53,4	54,5	54,5

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

Table 3.1: Employed by industry and sex - South Africa						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Agriculture	819	715	665	644	696	740
Mining	354	340	327	334	375	411
Manufacturing	2 091	1 954	1 839	1 871	1 817	1 810
Utilities	103	105	95	91	102	128
Construction	1 215	1 189	1 109	1 109	1 091	1 145
Trade	3 316	3 120	3 073	3 148	3 145	3 132
Transport	823	800	816	811	860	914
Finance	1 782	1 862	1 748	1 818	1 902	1 995
Community and social services	2 776	2 814	2 875	3 027	3 202	3 351
Private households	1 303	1 291	1 237	1 214	1 232	1 236
Other	3	5	4	5	4	3
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**
Agriculture	265	225	225	211	227	230
Mining	37	42	38	37	51	54
Manufacturing	649	619	603	623	575	586
Utilities	27	23	21	21	21	35
Construction	114	131	116	115	126	135
Trade	1 627	1 510	1 460	1 466	1 475	1 528
Transport	160	168	161	155	167	177
Finance	780	810	703	767	790	820
Community and social services	1 598	1 644	1 661	1 762	1 875	1 986
Private households	1 018	1 013	957	946	957	987
Other	2	3	3	2	2	2
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**
Agriculture	554	489	440	433	470	510
Mining	316	297	288	297	324	357
Manufacturing	1 441	1 334	1 236	1 248	1 242	1 224
Utilities	76	82	73	70	81	93
Construction	1 101	1 058	993	994	965	1 010
Trade	1 689	1 610	1 613	1 681	1 670	1 604
Transport	663	631	655	656	692	737
Finance	1 002	1 053	1 045	1 050	1 112	1 175
Community and social services	1 178	1 171	1 214	1 265	1 328	1 366
Private households	285	278	280	268	275	249
Other	1	2	1	3	2	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 3.2: Employed by industry and province

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

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

Table 3.2: Employed by industry and province (concluded)

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

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 3.3: Employed by sector and industry - South Africa						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Formal and informal sector (Non-agricultural)	**12 463**	**12 188**	**11 885**	**12 212**	**12 497**	**12 890**
Mining	354	340	327	334	375	411
Manufacturing	2 091	1 954	1 839	1 871	1 817	1 810
Utilities	103	105	95	91	102	128
Construction	1 215	1 189	1 109	1 109	1 091	1 145
Trade	3 316	3 120	3 073	3 148	3 145	3 132
Transport	823	800	816	811	860	914
Finance	1 782	1 862	1 748	1 818	1 902	1 995
Community and social services	2 776	2 814	2 875	3 027	3 202	3 351
Other	3	5	4	5	4	3
Formal sector (Non-agricultural)	**10 083**	**9 967**	**9 627**	**9 942**	**10 222**	**10 524**
Mining	351	337	324	332	374	409
Manufacturing	1 843	1 740	1 616	1 645	1 625	1 588
Utilities	99	102	93	89	100	127
Construction	877	889	791	788	753	801
Trade	2 205	2 073	2 014	2 085	2 077	2 090
Transport	606	594	603	607	649	688
Finance	1 627	1 719	1 596	1 668	1 756	1 837
Community and social services	2 471	2 508	2 585	2 725	2 885	2 981
Other	3	5	4	4	4	3
Informal sector (Non-agricultural)	**2 380**	**2 221**	**2 259**	**2 270**	**2 275**	**2 366**
Mining	2	2	2	2	2	2
Manufacturing	248	213	223	226	192	221
Utilities	4	3	2	2	1	1
Construction	337	301	318	321	338	345
Trade	1 111	1 046	1 059	1 063	1 068	1 042
Transport	218	206	213	204	211	226
Finance	156	143	152	150	146	158
Community and social services	304	306	290	302	318	370
Other						
Agriculture	**819**	**715**	**665**	**644**	**696**	**740**
Private households	**1 303**	**1 291**	**1 237**	**1 214**	**1 232**	**1 236**

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

Table 3.4: Employed by province and sector

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Formal sector (Non-agricultural)	10 083	9 967	9 627	9 942	10 222	10 524
Informal sector (Non-agricultural)	2 380	2 221	2 259	2 270	2 275	2 366
Agriculture	819	715	665	644	696	740
Private households	1 303	1 291	1 237	1 214	1 232	1 236
Western Cape	**2 032**	**2 053**	**2 025**	**2 061**	**2 091**	**2 141**
Formal sector (Non-agricultural)	1 546	1 550	1 518	1 606	1 629	1 659
Informal sector (Non-agricultural)	200	213	217	204	195	210
Agriculture	160	149	161	120	135	149
Private households	126	141	128	131	132	124
Eastern Cape	**1 324**	**1 287**	**1 262**	**1 278**	**1 254**	**1 295**
Formal sector (Non-agricultural)	811	802	790	845	822	811
Informal sector (Non-agricultural)	309	282	283	256	269	285
Agriculture	80	77	65	63	55	78
Private households	125	126	124	114	108	121
Northern Cape	**314**	**285**	**281**	**281**	**296**	**310**
Formal sector (Non-agricultural)	188	177	176	169	193	210
Informal sector (Non-agricultural)	31	28	30	31	31	28
Agriculture	62	51	44	52	46	44
Private households	34	29	31	28	27	28
Free State	**826**	**779**	**768**	**775**	**728**	**748**
Formal sector (Non-agricultural)	520	474	486	495	464	480
Informal sector (Non-agricultural)	138	131	123	130	105	107
Agriculture	78	84	69	66	63	72
Private households	90	90	90	85	96	89
KwaZulu Natal	**2 553**	**2 435**	**2 340**	**2 406**	**2 423**	**2 490**
Formal sector (Non-agricultural)	1 662	1 624	1 602	1 627	1 695	1 750
Informal sector (Non-agricultural)	495	447	411	476	413	417
Agriculture	150	115	114	97	93	98
Private households	247	248	213	207	222	225
North West	**904**	**846**	**810**	**784**	**817**	**848**
Formal sector (Non-agricultural)	628	610	590	576	593	623
Informal sector (Non-agricultural)	126	111	106	98	116	118
Agriculture	59	44	40	36	36	39
Private households	91	81	74	74	73	68
Gauteng	**4 688**	**4 531**	**4 377**	**4 494**	**4 687**	**4 782**
Formal sector (Non-agricultural)	3 608	3 567	3 373	3 479	3 650	3 726
Informal sector (Non-agricultural)	597	531	586	581	591	632
Agriculture	73	47	35	50	64	47
Private households	409	386	383	384	381	377
Mpumalanga	**1 021**	**1 015**	**973**	**992**	**1 042**	**1 123**
Formal sector (Non-agricultural)	603	611	595	596	611	674
Informal sector (Non-agricultural)	234	220	207	213	232	249
Agriculture	88	83	79	82	98	98
Private households	97	101	92	101	102	102
Limpopo	**922**	**963**	**953**	**999**	**1 085**	**1 128**
Formal sector (Non-agricultural)	519	551	498	550	566	592
Informal sector (Non-agricultural)	250	258	295	280	323	320
Agriculture	69	65	58	79	106	114
Private households	84	89	102	90	91	101

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

Table 3.5: Employed by sex and occupation - South Africa

	QLFS 2008 Thousand	QLFS 2009 Thousand	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Manager	1 098	1 097	1 099	1 194	1 161	1 224
Professional	807	755	764	800	842	925
Technician	1 567	1 626	1 534	1 561	1 639	1 645
Clerk	1 543	1 530	1 517	1 484	1 506	1 606
Sales and services	1 858	1 924	1 974	2 054	2 113	2 163
Skilled agriculture	111	94	92	73	68	70
Craft and related trade	2 060	1 826	1 682	1 722	1 734	1 730
Plant and machine operator	1 278	1 255	1 195	1 200	1 200	1 274
Elementary	3 232	3 067	2 971	3 021	3 187	3 227
Domestic worker	1 030	1 022	959	961	975	1 002
Other	1					
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**
Manager	328	330	327	373	364	370
Professional	370	347	345	370	367	403
Technician	851	865	840	871	905	912
Clerk	1 048	1 063	1 034	1 020	1 043	1 134
Sales and services	865	909	873	886	957	1 032
Skilled agriculture	29	21	25	22	22	21
Craft and related trade	295	230	194	205	181	196
Plant and machine operator	178	178	163	177	154	166
Elementary	1 322	1 257	1 225	1 259	1 332	1 340
Domestic worker	991	987	923	924	939	965
Other						
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**
Manager	770	766	772	821	797	854
Professional	437	408	419	430	475	522
Technician	716	760	694	690	735	733
Clerk	495	467	483	464	463	472
Sales and services	993	1 014	1 100	1 167	1 156	1 131
Skilled agriculture	83	73	67	51	46	49
Craft and related trade	1 765	1 596	1 488	1 517	1 553	1 533
Plant and machine operator	1 099	1 077	1 032	1 023	1 047	1 109
Elementary	1 909	1 810	1 746	1 762	1 855	1 886
Domestic worker	39	35	36	38	36	37
Other	1					

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

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

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Employee	12 316	12 030	11 652	11 901	12 240	12 712
Employer	809	750	738	759	751	770
Own-account worker	1 337	1 293	1 282	1 303	1 339	1 290
Unpaid household member	124	121	117	107	95	94
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**
Employee	5 295	5 301	5 098	5 253	5 456	5 714
Employer	190	156	162	171	150	166
Own-account worker	702	641	618	612	593	596
Unpaid household member	90	90	73	69	64	63
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**
Employee	7 020	6 729	6 554	6 648	6 784	6 998
Employer	618	594	576	587	601	604
Own-account worker	635	652	664	691	745	694
Unpaid household member	34	32	44	38	31	30

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

Table 3.7: Employed by sex and usual hours of work - South Africa	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Working less than 15 hours per week	323	280	251	240	253	298
Working 15-29 hours per week	833	864	816	798	847	914
Working 30-39 hours per week	1 094	1 043	1 018	1 004	1 032	1 080
Working 40-45 hours per week	7 407	7 575	7 526	7 759	7 958	8 205
Working more than 45 hours per week	4 928	4 431	4 177	4 269	4 336	4 369
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**
Working less than 15 hours per week	203	177	149	142	166	195
Working 15-29 hours per week	552	577	537	514	559	593
Working 30-39 hours per week	673	656	636	619	645	689
Working 40-45 hours per week	3 124	3 222	3 200	3 371	3 416	3 550
Working more than 45 hours per week	1 726	1 556	1 428	1 459	1 479	1 513
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**
Working less than 15 hours per week	120	103	102	98	87	103
Working 15-29 hours per week	281	287	279	284	288	321
Working 30-39 hours per week	421	386	382	385	387	392
Working 40-45 hours per week	4 283	4 354	4 327	4 388	4 543	4 655
Working more than 45 hours per week	3 203	2 875	2 748	2 810	2 856	2 856

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

Table 3.8: Conditions of employment - South Africa

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

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

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

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

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

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

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

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

Table 3.9: Time-related underemployment - South Africa						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**651**	**669**	**576**	**540**	**585**	**615**
Women	393	421	352	323	351	377
Men	258	248	224	217	233	237
As percentage of the labour force (Both sexes)	**3,5**	**3,6**	**3,1**	**2,9**	**3,0**	**3,1**
Women	4,6	5,1	4,3	3,8	4,1	4,2
Men	2,5	2,4	2,2	2,1	2,2	2,2
As percentage of total employment (Both sexes)	**4,5**	**4,7**	**4,2**	**3,8**	**4,1**	**4,1**
Women	6,3	6,8	5,9	5,3	5,6	5,8
Men	3,1	3,1	2,9	2,7	2,9	2,8
Industry	**651**	**669**	**576**	**540**	**585**	**615**
Agriculture	22	13	10	10	12	13
Mining	1	.				
Manufacturing	44	41	31	40	31	30
Utilities	2			.		
Construction	59	54	57	52	69	64
Trade	132	126	116	103	109	104
Transport	22	20	16	13	16	25
Finance	39	37	29	38	40	38
Community and social services	92	98	86	75	91	127
Private households	238	280	230	209	216	213
Occupation	**651**	**669**	**576**	**540**	**585**	**615**
Manager	12	10	8	14	10	14
Professional	17	15	9	5	7	11
Technician	43	44	33	30	34	32
Clerk	24	22	23	19	16	24
Sales and services	62	61	64	48	60	62
Skilled agriculture	4	4	3	3	4	4
Craft and related trade	79	62	64	66	71	63
Plant and machine operator	23	18	10	14	15	20
Elementary	216	217	194	188	203	228
Domestic worker	173	215	169	153	165	158

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

Table 3.10: Employed by industry and volume of hours worked - South Africa						
Market production activities	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**
Agriculture	38 005	33 496	30 329	29 801	31 913	33 511
Mining	16 206	15 204	14 715	14 900	16 656	18 213
Manufacturing	90 434	83 197	78 130	80 687	76 737	76 365
Utilities	4 428	4 414	4 051	3 882	4 327	5 368
Construction	51 796	49 667	45 137	45 679	44 162	46 147
Trade	158 448	148 569	146 018	150 108	147 790	147 205
Transport	42 721	40 665	40 987	40 770	42 256	45 245
Finance	80 833	83 489	77 901	80 595	83 960	87 283
Community and social services	112 221	111 284	113 485	121 805	127 288	131 014
Private households	45 451	43 803	41 898	41 618	41 725	41 884
Other	135	179	162	196	157	122
Women	**258 378**	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**
Agriculture	11 466	9 958	9 771	9 294	9 771	9 745
Mining	1 601	1 773	1 636	1 567	2 188	2 211
Manufacturing	26 750	25 278	24 666	26 142	23 596	23 584
Utilities	1 081	931	823	846	861	1 406
Construction	4 170	4 699	4 034	3 940	4 107	4 640
Trade	75 739	69 923	67 556	67 617	66 568	69 993
Transport	6 919	7 267	6 628	6 631	6 979	7 374
Finance	32 418	33 712	28 830	31 446	32 410	33 237
Community and social services	62 346	63 190	63 344	69 039	72 117	75 195
Private households	35 821	34 696	32 724	33 117	32 724	34 040
Other	67	102	122	75	64	58
Men	**382 300**	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**
Agriculture	26 540	23 539	20 558	20 507	22 142	23 766
Mining	14 604	13 431	13 079	13 333	14 468	16 002
Manufacturing	63 685	57 919	53 464	54 545	53 142	52 781
Utilities	3 346	3 482	3 228	3 036	3 466	3 962
Construction	47 626	44 969	41 104	41 739	40 054	41 507
Trade	82 708	78 645	78 462	82 491	81 221	77 212
Transport	35 802	33 398	34 359	34 140	35 277	37 872
Finance	48 415	49 777	49 071	49 149	51 551	54 046
Community and social services	49 874	48 094	50 141	52 766	55 172	55 819
Private households	9 630	9 107	9 174	8 501	9 001	7 845
Other	68	77	41	120	92	64

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

Table 3.11: Employed by industry and average hours of work						
Market production activities	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**
	Hours	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both sexes	**45**	**44**	**44**	**44**	**44**	**43**
Agriculture	47	47	46	47	46	46
Mining	47	46	46	45	46	46
Manufacturing	44	43	43	44	43	43
Utilities	44	43	44	43	43	42
Construction	44	43	42	42	42	42
Trade	49	48	48	48	48	48
Transport	52	52	51	51	50	50
Finance	46	45	45	45	45	44
Community and social services	41	41	41	42	41	41
Private households	35	34	34	35	34	34
Other	40	40	41	42	45	42
Women	**42**	**42**	**41**	**42**	**41**	**41**
Agriculture	44	45	44	44	44	43
Mining	43	43	45	43	44	43
Manufacturing	42	42	42	43	42	42
Utilities	41	42	40	41	42	40
Construction	38	37	36	35	33	35
Trade	48	47	47	47	46	47
Transport	44	44	42	43	42	43
Finance	42	42	42	42	42	41
Community and social services	40	40	40	41	40	40
Private households	36	35	35	35	34	35
Other	36	39	40	43	42	38
Men	**47**	**46**	**46**	**46**	**46**	**45**
Agriculture	49	49	47	48	47	47
Mining	47	46	46	46	46	46
Manufacturing	45	44	44	44	43	44
Utilities	44	43	44	44	43	43
Construction	44	43	43	43	43	42
Trade	50	49	49	50	49	49
Transport	54	54	53	52	52	52
Finance	49	48	47	47	47	46
Community and social services	43	42	42	43	43	42
Private households	34	33	33	32	33	32
Other	46	40	44	42	47	47

Table 3.12: Employed by occupation and volume of hours worked	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**
Manager	51 718	51 425	50 318	54 718	52 714	55 306
Professional	34 188	31 038	31 383	33 656	34 967	37 662
Technician	62 286	63 476	59 600	60 965	63 248	63 701
Clerk	65 704	64 008	63 189	62 607	62 765	66 635
Sales and services	93 971	95 451	96 771	101 745	102 824	104 829
Skilled agriculture	5 154	4 227	4 003	3 316	2 952	2 956
Craft and related trade	88 210	77 565	70 627	73 501	73 153	72 341
Plant and machine operator	62 336	59 695	57 155	57 369	56 390	60 432
Elementary	140 841	132 104	127 153	128 732	134 727	133 997
Domestic worker	36 238	34 973	32 616	33 432	33 233	34 498
Women	**258 378**	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**
Manager	14 520	14 381	14 108	16 165	15 408	15 809
Professional	14 872	13 793	13 691	15 285	14 859	16 011
Technician	32 357	32 651	31 455	33 310	33 907	34 055
Clerk	43 874	43 881	42 416	42 561	43 080	46 475
Sales and services	40 790	41 959	39 601	40 505	42 946	46 429
Skilled agriculture	1 156	773	1 002	943	903	807
Craft and related trade	11 643	9 177	7 768	8 497	7 238	8 043
Plant and machine operator	7 660	7 561	6 708	7 501	6 438	6 903
Elementary	56 705	53 616	52 005	52 748	54 522	53 713
Domestic worker	34 795	33 738	31 380	32 199	32 083	33 238
Men	**382 300**	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**
Manager	37 198	37 044	36 209	38 553	37 305	39 497
Professional	19 316	17 245	17 692	18 371	20 108	21 651
Technician	29 929	30 826	28 145	27 655	29 341	29 646
Clerk	21 830	20 127	20 773	20 046	19 684	20 159
Sales and services	53 181	53 492	57 170	61 240	59 878	58 400
Skilled agriculture	3 998	3 453	3 001	2 373	2 049	2 149
Craft and related trade	76 567	68 388	62 860	65 004	65 915	64 299
Plant and machine operator	54 677	52 134	50 447	49 868	49 952	53 529
Elementary	84 136	78 488	75 148	75 984	80 204	80 284
Domestic worker	1 443	1 236	1 236	1 233	1 150	1 260

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

Table 3.13: Employed by occupation and average hours of work						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**45**	**44**	**44**	**44**	**44**	**43**
Manager	48	48	47	46	46	46
Professional	43	42	42	43	42	42
Technician	41	41	40	41	40	41
Clerk	43	42	42	43	42	42
Sales and services	51	51	50	50	49	49
Skilled agriculture	47	46	44	46	45	43
Craft and related trade	44	43	43	43	43	43
Plant and machine operator	49	48	49	48	48	48
Elementary	44	44	44	43	43	42
Domestic worker	36	34	34	35	34	35
Women	**42**	**42**	**41**	**42**	**41**	**41**
Manager	45	44	44	44	43	44
Professional	41	41	41	42	41	41
Technician	39	39	39	40	40	40
Clerk	43	42	42	43	42	42
Sales and services	48	47	46	47	46	46
Skilled agriculture	41	38	40	43	42	39
Craft and related trade	41	41	42	43	41	42
Plant and machine operator	44	44	43	43	43	43
Elementary	44	44	44	43	42	41
Domestic worker	35	34	34	35	34	35
Men	**47**	**46**	**46**	**46**	**46**	**45**
Manager	49	49	47	47	47	47
Professional	45	43	43	43	43	42
Technician	43	42	42	41	41	42
Clerk	45	44	44	44	43	43
Sales and services	54	53	53	53	52	52
Skilled agriculture	49	48	46	47	47	45
Craft and related trade	44	44	43	44	43	43
Plant and machine operator	50	49	49	49	48	49
Elementary	45	44	44	44	44	43
Domestic worker	37	36	34	33	32	35

Table 3.14: Employed by sector and volume of hours worked						
Market production activities	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**
	Hours	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**640 678**	**613 967**	**592 815**	**610 041**	**616 971**	**632 357**
Formal sector (Non-agricultural)	446 819	434 317	416 363	432 158	440 041	449 895
Informal sector (Non-agricultural)	110 403	102 351	104 225	106 464	103 292	107 067
Agriculture	38 005	33 496	30 329	29 801	31 913	33 511
Private households	45 451	43 803	41 898	41 618	41 725	41 884
Women	**258 378**	**251 530**	**240 134**	**249 715**	**251 385**	**261 483**
Formal sector (Non-agricultural)	164 612	163 902	156 169	165 540	170 117	176 759
Informal sector (Non-agricultural)	46 479	42 974	41 469	41 764	38 773	40 940
Agriculture	11 466	9 958	9 771	9 294	9 771	9 745
Private households	35 821	34 696	32 724	33 117	32 724	34 040
Men	**382 300**	**362 437**	**352 681**	**360 326**	**365 587**	**370 874**
Formal sector (Non-agricultural)	282 206	270 415	260 193	266 618	269 924	273 136
Informal sector (Non-agricultural)	63 924	59 377	62 756	64 700	64 519	66 127
Agriculture	26 540	23 539	20 558	20 507	22 142	23 766
Private households	9 630	9 107	9 174	8 501	9 001	7 845

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

Table 3.15: Employed by sector and average hours of work						
Market production activities	**QLFS 2008**	**QLFS 2009**	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**
	Hours	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**45**	**44**	**44**	**44**	**44**	**43**
Formal sector (Non-agricultural)	45	44	44	44	44	44
Informal sector (Non-agricultural)	48	48	48	48	47	47
Agriculture	47	47	46	47	46	46
Private households	35	34	34	35	34	34
Women	**42**	**42**	**41**	**42**	**41**	**41**
Formal sector (Non-agricultural)	43	42	42	42	42	42
Informal sector (Non-agricultural)	46	45	46	46	44	44
Agriculture	44	45	44	44	44	43
Private households	36	35	35	35	34	35
Men	**47**	**46**	**46**	**46**	**46**	**45**
Formal sector (Non-agricultural)	47	46	46	46	45	45
Informal sector (Non-agricultural)	49	49	49	49	48	48
Agriculture	49	49	47	48	47	47
Private households	34	33	33	32	33	32

Table 3.16: Employment by sex and province

	QLFS 2008	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Western Cape	2 032	2 053	2 025	2 061	2 091	2 141
Eastern Cape	1 324	1 287	1 262	1 278	1 254	1 295
Northern Cape	314	285	281	281	296	310
Free Sate	826	779	768	775	728	748
KwaZulu-Natal	2 553	2 435	2 340	2 406	2 423	2 490
North West	904	846	810	784	817	848
Gauteng	4 688	4 531	4 377	4 494	4 687	4 782
Mpumalanga	1 021	1 015	973	992	1 042	1 123
Limpopo	922	963	953	999	1 085	1 128
Women	**6 277**	**6 188**	**5 950**	**6 106**	**6 264**	**6 539**
Western Cape	877	904	917	947	970	983
Eastern Cape	620	608	603	606	583	612
Northern Cape	127	124	128	113	130	134
Free Sate	353	335	330	317	308	334
KwaZulu-Natal	1 149	1 129	1 064	1 085	1 088	1 154
North West	347	318	308	294	323	334
Gauteng	1 928	1 870	1 752	1 870	1 953	2 018
Mpumalanga	441	452	427	425	445	463
Limpopo	436	446	420	448	464	507
Men	**8 308**	**8 006**	**7 838**	**7 964**	**8 161**	**8 327**
Western Cape	1 155	1 149	1 107	1 114	1 121	1 157
Eastern Cape	705	679	659	672	671	683
Northern Cape	187	162	152	168	166	177
Free Sate	473	444	438	458	420	415
KwaZulu-Natal	1 404	1 305	1 276	1 321	1 335	1 336
North West	557	528	502	490	494	514
Gauteng	2 760	2 661	2 625	2 624	2 735	2 764
Mpumalanga	581	563	546	567	597	661
Limpopo	486	517	533	550	621	620

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Table 3.23: Adequate earnings and productive work – Low pay rate (below 2/3 of median monthly earnings)						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
Decent Work Indicators	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Low pay rate (proportion of workers with monthly earnings below 2/3 of median monthly earnings						
All workers			**34,6**	**33,9**	**34,7**	**34,8**
Male			28,4	28,4	28,7	28,8
Female			42,6	40,7	42,1	42,1

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

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

Table 3.26: Decent hours						
Decent Work Indicators	**QLFS 2008 Per cent**	**QLFS 2009 Per cent**	**QLFS 2010 Per cent**	**QLFS 2011 Per cent**	**QLFS 2012 Per cent**	**QLFS 2013 Per cent**
Excessive hours (workers with more than 48 hours per week)	**27,7**	**25,2**	**24,0**	**23,7**	**22,9**	**22,5**
Male	31,7	28,9	27,8	27,7	26,9	26,5
Female	22,4	20,3	19,0	18,5	17,7	17,4
Time-related underemployment rate	**4,5**	**4,7**	**4,2**	**3,8**	**4,1**	**4,1**
Male	3,1	3,1	2,9	2,7	2,9	2,8
Female	6,3	6,8	5,9	5,3	5,6	5,8
Rate of workers with decent hours	**67,8**	**70,1**	**71,9**	**72,4**	**73,0**	**73,4**
Male	65,1	68,0	69,4	69,6	70,2	70,6
Female	71,3	72,9	75,1	76,2	76,7	76,9

Table 3.27: Rights at work and social dialogue						
Decent Work Indicators	**QLFS 2008 Per cent**	**QLFS 2009 Per cent**	**QLFS 2010 Per cent**	**QLFS 2011 Per cent**	**QLFS 2012 Per cent**	**QLFS 2013 Per cent**
Trade union members	**..**	**..**	**..**	**3 488**	**3 640**	**3 650**
Male	..	..	..	2 082	2 172	2 152
Female	..	..	..	1 405	1 468	1 498
Trade union density rate	**..**	**..**	**..**	**29,3**	**29,7**	**28,7**
Male	..	..	..	31,3	32,0	30,8
Female	..	..	..	26,8	26,9	26,2

Table 3.28: Proportion of employees whose employer contributes to a pension/retirement fund for them						
Decent Work Indicators	**QLFS 2008 Per cent**	**QLFS 2009 Per cent**	**QLFS 2010 Per cent**	**QLFS 2011 Per cent**	**QLFS 2012 Per cent**	**QLFS 2013 Per cent**
Both sexes	**45,5**	**46,4**	**46,0**	**47,9**	**49,0**	**48,0**
Male	47,9	49,1	48,2	50,4	51,9	50,9
Female	42,3	43,0	43,2	44,7	45,5	44,4

Table 3.29: Proportion of employees who are entitled to medical aid benefit from their employer by sex						
Decent Work Indicators	**QLFS 2008 Per cent**	**QLFS 2009 Per cent**	**QLFS 2010 Per cent**	**QLFS 2011 Per cent**	**QLFS 2012 Per cent**	**QLFS 2013 Per cent**
Both sexes	**28,7**	**30,5**	**31,9**	**31,9**	**32,8**	**31,6**
Male	29,2	31,1	32,4	32,4	33,6	32,8
Female	28,1	29,7	31,2	31,3	31,7	30,1

Table 3.30: Proportion of employees by how their salary is negotiated						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
Decent Work Indicators	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Individual and employer	..	..	..	14,1	11,9	10,0
Collective bargaining	..	..	..	31,8	32,7	30,7
Employer only	..	..	..	48,0	49,9	53,5
No regular increment	..	..	..	5,5	5,0	5,3
Other	..	..	..	0,6	0,5	0,5

Table 4: Characteristics of the unemployed - South Africa						
	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**
Job losers	1 278	1 506	1 474	1 406	1 498	1 532
Job leavers	389	359	285	275	285	309
New entrants	1 764	1 751	1 905	2 006	2 035	2 017
Re-entrants	229	192	199	215	182	215
Other	585	595	702	735	776	813
Unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**
Long-term unemployment (1 year and more)	2 518	2 653	2 998	3 180	3 242	3 226
Short-term unemployment (less than 1 year)	1 728	1 750	1 566	1 456	1 533	1 660
Long-term unemployment (%)						
Proportion of the labour force	13,4	14,3	16,3	17,0	16,9	16,3
Proportion of the unemployed	59,3	60,3	65,7	68,6	67,9	66,0
Those who have worked in the past 5 years						
Previous occupation	**1 897**	**2 057**	**1 958**	**1 896**	**1 964**	**2 057**
Manager	35	37	44	46	45	54
Professional	33	28	29	41	43	40
Technician	86	89	104	97	102	122
Clerk	191	202	237	227	249	268
Sales and services	274	293	287	286	298	307
Skilled agriculture	7	8	9	9	6	5
Craft and related trade	339	402	369	321	336	315
Plant and machine operator	142	182	164	152	158	172
Elementary	593	642	553	557	569	612
Domestic worker	198	175	160	160	157	160
Other					1	1
Previous industry	**1 897**	**2 057**	**1 958**	**1 896**	**1 964**	**2 057**
Agriculture	113	115	103	93	87	94
Mining	30	34	34	31	32	37
Manufacturing	260	321	289	263	264	256
Utilities	11	11	9	10	8	16
Construction	300	374	322	293	313	312
Trade	471	473	487	448	460	497
Transport	91	100	88	96	96	109
Finance	194	231	237	239	258	282
Community and social services	181	165	185	211	234	245
Private households	245	231	203	211	209	208
Other	1	1	1	1	1	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 4.2: Characteristics of the unemployed by province	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**2 518**	**2 653**	**2 998**	**3 180**	**3 242**	**3 226**
Western cape	204	262	297	347	384	382
Eastern Cape	265	287	285	293	330	358
Northern Cape	53	56	58	65	70	65
Free State	144	151	173	180	240	246
KwaZulu-Natal	365	325	368	368	406	420
North West	184	194	196	198	181	183
Gauteng	914	996	1 199	1 279	1 151	1 131
Mpumalanga	161	195	261	297	318	299
Limpopo	228	187	161	152	163	143
Long-term unemployment (%)	**59,3**	**60,3**	**65,7**	**68,6**	**67,9**	**66,0**
Western cape	43,2	54,1	63,6	72,8	76,1	70,2
Eastern Cape	56,1	59,2	60,9	61,5	65,4	65,9
Northern Cape	57,1	53,9	57,7	58,1	59,6	53,8
Free State	56,2	55,1	58,5	61,4	69,2	67,7
KwaZulu-Natal	51,7	54,8	64,2	63,7	65,3	64,2
North West	63,3	61,1	67,4	70,9	66,0	59,2
Gauteng	71,2	70,0	73,7	76,6	73,9	71,3
Mpumalanga	51,7	56,3	68,4	72,6	73,1	68,6
Limpopo	58,4	55,5	58,1	62,5	58,2	57,9
Short-term unemployment	**1 728**	**1 750**	**1 566**	**1 456**	**1 533**	**1 660**
Western cape	238	262	253	228	255	246
Eastern Cape	208	198	183	184	175	185
Northern Cape	40	48	43	47	47	55
Free State	112	123	123	113	107	117
KwaZulu-Natal	341	268	205	210	216	234
North West	106	123	95	81	93	126
Gauteng	370	426	429	390	406	456
Mpumalanga	151	151	121	112	117	137
Limpopo	162	150	116	92	117	104
Short-term unemployment (%)	**40,7**	**39,7**	**34,3**	**31,4**	**32,1**	**34,0**
Western cape	53,8	50,0	46,0	39,6	39,9	39,2
Eastern Cape	43,9	40,8	39,1	38,5	34,6	34,1
Northern Cape	42,9	46,1	42,3	41,9	40,4	46,2
Free State	43,8	44,9	41,5	38,6	30,8	32,3
KwaZulu-Natal	48,3	45,2	35,8	36,3	34,7	35,8
North West	36,7	38,9	32,6	29,1	34,0	40,8
Gauteng	28,8	30,0	26,3	23,4	26,1	28,7
Mpumalanga	48,3	43,7	31,6	27,4	26,9	31,4
Limpopo	41,6	44,5	41,9	37,5	41,8	42,1

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

Table 4.3: The duration of unemployment

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

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

Table 5.1: Characteristics of the not economically active – South Africa

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**
Student	5 566	5 706	5 906	6 041	6 137	6 111
Home-maker	2 545	2 747	2 909	2 892	2 821	2 852
Illness/disability	1 861	1 853	1 878	1 731	1 740	1 717
Too old/young to work	974	1 061	1 134	1 210	1 220	1 218
Discouraged work seekers	1 146	1 535	2 026	2 252	2 314	2 331
Other	842	861	753	730	743	809
Inactivity rate by age (Both sexes)	**40,7**	**42,5**	**44,3**	**44,3**	**43,8**	**43,2**
15-24 yrs	69,3	71,9	73,9	74,5	74,6	74,2
25-54 yrs	24,1	25,7	27,5	27,3	26,7	26,2
55-64 yrs	55,5	57,2	58,9	58,7	58,5	57,5
Inactivity rate by age (Women)	**48,1**	**49,8**	**51,6**	**51,0**	**50,6**	**49,6**
15-24 yrs	72,2	74,7	76,5	76,5	77,1	76,4
25-54 yrs	33,5	34,9	37,0	36,1	35,5	34,3
55-64 yrs	66,5	68,3	68,4	67,9	67,1	66,3
Inactivity rate by age (Men)	**32,9**	**34,8**	**36,7**	**37,2**	**36,7**	**36,6**
15-24 yrs	66,3	69,2	71,3	72,5	72,2	72,1
25-54 yrs	14,2	15,9	17,5	18,0	17,5	17,8
55-64 yrs	41,8	43,6	47,4	47,6	48,0	47,0

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

Table 6.1: Socio-demographic characteristics - South Africa

	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
15-24 yrs	1 626	1 427	1 267	1 272	1 242	1 277
25-34 yrs	4 862	4 625	4 472	4 500	4 626	4 731
35-44 yrs	4 120	4 167	4 144	4 261	4 428	4 577
45-54 yrs	2 822	2 824	2 783	2 856	2 911	3 003
55-64 yrs	1 155	1 151	1 122	1 182	1 218	1 278
Age group of the unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**
15-24 yrs	1 364	1 335	1 330	1 286	1 329	1 352
25-34 yrs	1 694	1 806	1 850	1 919	1 942	1 943
35-44 yrs	782	828	891	941	984	1 045
45-54 yrs	323	357	401	412	428	440
55-64 yrs	84	77	92	78	92	107
Age group of the not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**
15-24 yrs	6 743	7 076	7 341	7 480	7 557	7 572
25-34 yrs	1 993	2 211	2 427	2 452	2 444	2 492
35-44 yrs	1 343	1 450	1 610	1 641	1 628	1 614
45-54 yrs	1 312	1 387	1 486	1 492	1 502	1 482
55-64 yrs	1 543	1 639	1 743	1 792	1 844	1 877
Highest level of education of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
No schooling	597	506	418	369	374	375
Less than primary completed	1 534	1 348	1 164	1 160	1 129	1 143
Primary completed	780	741	674	634	641	640
Secondary not completed	4 818	4 643	4 556	4 696	4 865	4 965
Secondary completed	4 146	4 143	4 163	4 197	4 416	4 555
Tertiary	2 528	2 654	2 617	2 835	2 842	3 041
Other	181	158	196	179	157	148
Highest level of education of the unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**
No schooling	105	103	83	78	75	76
Less than primary completed	422	385	374	325	334	301
Primary completed	238	223	214	216	214	195
Secondary not completed	1 951	2 011	2 077	2 161	2 258	2 329
Secondary completed	1 290	1 408	1 513	1 555	1 572	1 625
Tertiary	207	239	264	272	295	333
Other	33	33	39	30	27	27
Highest level of education of the not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**
No schooling	880	875	840	825	792	763
Less than primary completed	1 883	1 940	2 008	1 896	1 817	1 723
Primary completed	1 052	1 070	1 139	1 122	1 069	1 008
Secondary not completed	6 804	7 190	7 570	7 852	7 993	8 171
Secondary completed	1 908	2 224	2 509	2 595	2 739	2 779
Tertiary	302	361	412	441	449	485
Other	105	104	128	127	115	110
Current marital status of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Married	6 038	5 930	5 841	5 923	6 116	6 086
Living together like husband and wife	1 717	1 709	1 632	1 617	1 647	1 712
Widow/widower	485	454	468	449	436	459
Divorced or separated	529	512	487	488	520	536
Never married	5 816	5 589	5 360	5 594	5 706	6 072

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

Table 6.1: Socio-demographic characteristics - South Africa (concluded)	QLFS 2008	QLFS 2009	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Current marital status of the employed	**14 585**	**14 194**	**13 788**	**14 070**	**14 425**	**14 866**
Married	6 038	5 930	5 841	5 923	6 116	6 086
Living together like husband and wife	1 717	1 709	1 632	1 617	1 647	1 712
Widow/widower	485	454	468	449	436	459
Divorced or separated	529	512	487	488	520	536
Never married	5 816	5 589	5 360	5 594	5 706	6 072
Current marital status of the unemployed	**4 246**	**4 403**	**4 564**	**4 636**	**4 775**	**4 886**
Married	730	728	767	784	799	824
Living together like husband and wife	482	514	496	471	515	532
Widow/widower	65	59	54	59	63	75
Divorced or separated	83	71	81	83	86	84
Never married	2 887	3 030	3 166	3 239	3 313	3 371
Current marital status of the not economically active	**12 934**	**13 763**	**14 606**	**14 857**	**14 975**	**15 038**
Married	2 753	2 865	2 965	3 009	3 020	2 940
Living together like husband and wife	745	756	807	738	748	750
Widow/widower	606	637	648	678	663	642
Divorced or separated	244	242	243	250	253	243
Never married	8 585	9 263	9 943	10 181	10 292	10 464

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.

Panel data results

Table 7.1: Quarterly transition rates between different labour market states

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	92,7	3,4	1,3	2,6	100,0
Q2: 2010	Q3: 2010	93,4	3,2	1,1	2,4	100,0
Q3: 2010	Q4: 2010	93,9	2,6	1,0	2,5	100,0
Q4: 2010	Q1: 2011	93,5	2,8	1,2	2,5	100,0
Q1: 2011	Q2: 2011	93,2	3,2	1,1	2,5	100,0
Q2: 2011	Q3: 2011	93,6	3,1	1,2	2,2	100,0
Q3: 2011	Q4: 2011	93,7	2,9	1,1	2,3	100,0
Q4: 2011	Q1: 2012	93,0	3,4	1,1	2,5	100,0
Q1: 2012	Q2: 2012	93,4	2,9	1,3	2,4	100,0
Q2: 2012	Q3: 2012	93,8	3,1	0,9	2,1	100,0
Q3: 2012	Q4: 2012	93,3	3,1	1,0	2,5	100,0
Q4: 2012	Q1: 2013	93,2	3,3	1,1	2,3	100,0
Q1: 2013	Q2: 2013	93,1	3,4	1,6	2,0	100,0
Q2: 2013	Q3: 2013	92,4	3,5	1,4	2,7	100,0
Q3: 2013	Q4: 2013	92,9	3,2	1,3	2,6	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	11,9	66,8	7,0	14,4	100,0
Q2: 2010	Q3: 2010	10,7	65,7	7,9	15,7	100,0
Q3: 2010	Q4: 2010	10,3	66,9	8,3	14,5	100,0
Q4: 2010	Q1: 2011	11,1	68,9	6,6	13,3	100,0
Q1: 2011	Q2: 2011	10,0	70,0	6,6	13,4	100,0
Q2: 2011	Q3: 2011	10,3	67,4	7,5	14,9	100,0
Q3: 2011	Q4: 2011	10,8	67,5	7,5	14,2	100,0
Q4: 2011	Q1: 2012	10,5	67,5	8,1	13,9	100,0
Q1: 2012	Q2: 2012	10,3	68,9	7,2	13,6	100,0
Q2: 2012	Q3: 2012	12,7	68,9	7,0	11,5	100,0
Q3: 2012	Q4: 2012	10,8	66,8	7,0	15,3	100,0
Q4: 2012	Q1: 2013	11,4	65,7	8,2	14,6	100,0
Q1: 2013	Q2: 2013	11,0	68,9	7,5	12,6	100,0
Q2: 2013	Q3: 2013	13,3	66,5	7,6	12,6	100,0
Q3: 2013	Q4: 2013	13,1	68,1	5,9	13,0	100,0

Table 7.1: Quarterly transition rates between different labour market states (concluded)

		t+1 status				
t status: Discouragement		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	9,2	16,5	50,4	23,8	100,0
Q2: 2010	Q3: 2010	7,9	16,2	54,1	21,8	100,0
Q3: 2010	Q4: 2010	7,6	13,3	57,7	21,3	100,0
Q4: 2010	Q1: 2011	8,3	13,1	58,4	20,2	100,0
Q1: 2011	Q2: 2011	8,7	16,6	51,8	22,8	100,0
Q2: 2011	Q3: 2011	7,5	13,4	56,7	22,4	100,0
Q3: 2011	Q4: 2011	7,2	15,6	59,0	18,2	100,0
Q4: 2011	Q1: 2012	7,1	14,7	57,3	20,9	100,0
Q1: 2012	Q2: 2012	8,2	14,5	58,2	19,1	100,0
Q2: 2012	Q3: 2012	8,3	15,5	56,1	20,0	100,0
Q3: 2012	Q4: 2012	6,8	15,2	55,7	22,2	100,0
Q4: 2012	Q1: 2013	7,3	14,6	58,1	20,0	100,0
Q1: 2013	Q2: 2013	7,3	14,6	58,4	19,6	100,0
Q2: 2013	Q3: 2013	10,7	15,2	54,3	19,7	100,0
Q3: 2013	Q4: 2013	10,9	15,1	52,3	21,8	100,0
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	2,7	5,6	3,6	88,1	100,0
Q2: 2010	Q3: 2010	2,6	5,0	3,7	88,7	100,0
Q3: 2010	Q4: 2010	2,4	4,5	3,7	89,4	100,0
Q4: 2010	Q1: 2011	2,5	5,3	4,3	87,9	100,0
Q1: 2011	Q2: 2011	2,5	5,2	3,9	88,4	100,0
Q2: 2011	Q3: 2011	2,3	5,0	3,5	89,1	100,0
Q3: 2011	Q4: 2011	2,2	4,7	3,9	89,2	100,0
Q4: 2011	Q1: 2012	2,5	5,8	4,3	87,4	100,0
Q1: 2012	Q2: 2012	2,3	5,1	4,0	88,7	100,0
Q2: 2012	Q3: 2012	2,6	5,3	3,4	88,7	100,0
Q3: 2012	Q4: 2012	2,0	4,4	3,4	90,2	100,0
Q4: 2012	Q1: 2013	2,6	5,7	4,0	87,7	100,0
Q1: 2013	Q2: 2013	2,4	5,5	3,8	88,2	100,0
Q2: 2013	Q3: 2013	3,0	4,7	3,6	88,7	100,0
Q3: 2013	Q4: 2013	3,0	4,5	3,6	89,0	100,0

Table 7.2: Quarterly transition rates between different sectors

		t+1 status				
t status: Formal		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	95,8	3,5	0,5	0,2	100,0
Q2: 2010	Q3: 2010	96,3	2,9	0,5	0,3	100,0
Q3: 2010	Q4: 2010	96,5	2,9	0,3	0,3	100,0
Q4: 2010	Q1: 2011	96,7	2,7	0,3	0,3	100,0
Q1: 2011	Q2: 2011	96,2	3,4	0,3	0,2	100,0
Q2: 2011	Q3: 2011	96,7	2,7	0,3	0,3	100,0
Q3: 2011	Q4: 2011	96,4	2,8	0,5	0,2	100,0
Q4: 2011	Q1: 2012	96,3	3,0	0,3	0,3	100,0
Q1: 2012	Q2: 2012	96,4	2,9	0,4	0,3	100,0
Q2: 2012	Q3: 2012	96,7	2,7	0,4	0,2	100,0
Q3: 2012	Q4: 2012	96,4	3,1	0,3	0,2	100,0
Q4: 2012	Q1: 2013	96,5	2,8	0,3	0,4	100,0
Q1: 2013	Q2: 2013	96,6	2,9	0,3	0,2	100,0
Q2: 2013	Q3: 2013	96,1	3,2	0,5	0,3	100,0
Q3: 2013	Q4: 2013	96,3	2,9	0,5	0,3	100,0
t status: Informal		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	15,7	82,3	0,9	1,2	100,0
Q2: 2010	Q3: 2010	16,2	81,3	0,5	1,9	100,0
Q3: 2010	Q4: 2010	15,2	83,0	0,6	1,2	100,0
Q4: 2010	Q1: 2011	14,8	83,6	0,4	1,2	100,0
Q1: 2011	Q2: 2011	13,1	86,0	0,3	0,6	100,0
Q2: 2011	Q3: 2011	13,6	84,8	0,3	1,3	100,0
Q3: 2011	Q4: 2011	16,6	81,6	0,5	1,3	100,0
Q4: 2011	Q1: 2012	15,7	83,3	0,1	0,9	100,0
Q1: 2012	Q2: 2012	14,8	84,1	0,4	0,7	100,0
Q2: 2012	Q3: 2012	14,4	83,9	0,4	1,3	100,0
Q3: 2012	Q4: 2012	15,7	83,3	0,4	0,6	100,0
Q4: 2012	Q1: 2013	15,9	82,5	0,4	1,1	100,0
Q1: 2013	Q2: 2013	14,5	84,0	0,5	1,0	100,0
Q2: 2013	Q3: 2013	17,8	80,4	0,4	1,4	100,0
Q3: 2013	Q4: 2013	16,7	81,1	1,1	1,1	100,0

Table 7.2: Quarterly transition rates between different sectors (concluded)						
		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Agriculture		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	5,8	1,0	90,3	2,9	100,0
Q2: 2010	Q3: 2010	7,9	3,1	86,6	2,4	100,0
Q3: 2010	Q4: 2010	5,7	0,6	90,5	3,1	100,0
Q4: 2010	Q1: 2011	5,5	1,5	91,7	1,3	100,0
Q1: 2011	Q2: 2011	3,4	1,5	94,2	0,9	100,0
Q2: 2011	Q3: 2011	3,2	1,5	94,0	1,2	100,0
Q3: 2011	Q4: 2011	6,1	0,9	91,7	1,3	100,0
Q4: 2011	Q1: 2012	7,4	1,3	90,3	1,0	100,0
Q1: 2012	Q2: 2012	4,0	1,7	92,4	1,9	100,0
Q2: 2012	Q3: 2012	6,4	0,9	92,0	0,7	100,0
Q3: 2012	Q4: 2012	6,4	1,6	90,9	1,2	100,0
Q4: 2012	Q1: 2013	4,9	0,7	93,5	1,0	100,0
Q1: 2013	Q2: 2013	7,4	1,2	90,5	1,0	100,0
Q2: 2013	Q3: 2013	6,1	1,4	91,4	1,0	100,0
Q3: 2013	Q4: 2013	5,8	2,1	90,1	2,0	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Private hh		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	2,5	2,5	0,9	94,1	100,0
Q2: 2010	Q3: 2010	2,1	2,9	2,0	93,0	100,0
Q3: 2010	Q4: 2010	1,9	1,8	0,7	95,6	100,0
Q4: 2010	Q1: 2011	2,7	1,7	0,9	94,6	100,0
Q1: 2011	Q2: 2011	2,8	3,1	1,0	93,1	100,0
Q2: 2011	Q3: 2011	2,5	2,5	1,2	93,8	100,0
Q3: 2011	Q4: 2011	1,8	1,0	0,8	96,4	100,0
Q4: 2011	Q1: 2012	2,2	1,8	0,5	95,5	100,0
Q1: 2012	Q2: 2012	2,3	1,9	0,7	95,1	100,0
Q2: 2012	Q3: 2012	1,4	2,1	1,0	95,5	100,0
Q3: 2012	Q4: 2012	2,4	2,6	1,0	94,1	100,0
Q4: 2012	Q1: 2013	2,6	1,8	0,3	95,3	100,0
Q1: 2013	Q2: 2013	2,5	2,5	0,8	94,3	100,0
Q2: 2013	Q3: 2013	3,4	2,1	0,9	93,7	100,0
Q3: 2013	Q4: 2013	2,9	3,1	1,0	93,0	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education

		t+1 status				
t status: Employed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	87,9	3,7	2,7	5,7	100,0
Q2: 2010	Q3: 2010	89,3	3,6	2,0	5,0	100,0
Q3: 2010	Q4: 2010	90,9	3,1	1,8	4,2	100,0
Q4: 2010	Q1: 2011	88,4	4,1	2,4	5,0	100,0
Q1: 2011	Q2: 2011	87,5	4,6	2,3	5,6	100,0
Q2: 2011	Q3: 2011	90,3	3,2	1,9	4,6	100,0
Q3: 2011	Q4: 2011	91,2	3,1	1,5	4,2	100,0
Q4: 2011	Q1: 2012	90,2	3,8	1,7	4,3	100,0
Q1: 2012	Q2: 2012	90,4	3,0	2,3	4,3	100,0
Q2: 2012	Q3: 2012	91,6	3,1	1,7	3,7	100,0
Q3: 2012	Q4: 2012	90,5	3,7	1,7	4,2	100,0
Q4: 2012	Q1: 2013	89,4	4,1	2,1	4,4	100,0
Q1: 2013	Q2: 2013	90,5	3,4	3,0	3,0	100,0
Q2: 2013	Q3: 2013	88,7	3,1	2,9	5,3	100,0
Q3: 2013	Q4: 2013	89,2	3,3	2,5	5,0	100,0
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	17,8	57,6	7,7	16,8	100,0
Q2: 2010	Q3: 2010	14,6	56,1	7,8	21,5	100,0
Q3: 2010	Q4: 2010	14,6	58,6	9,6	17,2	100,0
Q4: 2010	Q1: 2011	15,1	60,4	6,7	17,8	100,0
Q1: 2011	Q2: 2011	12,9	62,9	7,3	16,9	100,0
Q2: 2011	Q3: 2011	12,4	59,8	9,6	18,2	100,0
Q3: 2011	Q4: 2011	10,1	61,6	6,8	21,5	100,0
Q4: 2011	Q1: 2012	12,7	60,0	11,0	16,3	100,0
Q1: 2012	Q2: 2012	11,9	63,2	9,2	15,7	100,0
Q2: 2012	Q3: 2012	12,7	64,4	7,6	15,3	100,0
Q3: 2012	Q4: 2012	11,6	59,6	9,2	19,5	100,0
Q4: 2012	Q1: 2013	14,1	57,5	10,6	17,8	100,0
Q1: 2013	Q2: 2013	16,6	61,2	7,0	15,2	100,0
Q2: 2013	Q3: 2013	19,0	58,3	9,2	13,6	100,0
Q3: 2013	Q4: 2013	13,4	57,8	7,7	21,0	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (continued)

		t+1 status				
t status: Discouragement: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	9,9	10,5	51,6	28,0	100,0
Q2: 2010	Q3: 2010	7,9	11,6	55,9	24,7	100,0
Q3: 2010	Q4: 2010	8,5	7,3	59,3	24,9	100,0
Q4: 2010	Q1: 2011	9,5	10,3	52,5	27,7	100,0
Q1: 2011	Q2: 2011	9,1	9,0	55,7	26,2	100,0
Q2: 2011	Q3: 2011	8,1	7,5	55,2	29,1	100,0
Q3: 2011	Q4: 2011	8,3	10,7	59,1	21,9	100,0
Q4: 2011	Q1: 2012	6,4	8,1	56,3	29,2	100,0
Q1: 2012	Q2: 2012	8,5	9,8	57,3	24,4	100,0
Q2: 2012	Q3: 2012	10,2	9,1	57,4	23,3	100,0
Q3: 2012	Q4: 2012	8,7	9,5	53,9	27,9	100,0
Q4: 2012	Q1: 2013	7,0	9,2	58,9	24,8	100,0
Q1: 2013	Q2: 2013	8,8	9,9	60,4	20,9	100,0
Q2: 2013	Q3: 2013	12,5	11,5	51,8	24,2	100,0
Q3: 2013	Q4: 2013	12,7	5,4	53,4	28,5	100,0

		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	3,2	3,2	3,7	89,9	100,0
Q2: 2010	Q3: 2010	3,2	3,1	3,8	89,9	100,0
Q3: 2010	Q4: 2010	2,9	2,9	3,7	90,5	100,0
Q4: 2010	Q1: 2011	3,1	2,9	4,0	90,0	100,0
Q1: 2011	Q2: 2011	2,8	2,8	3,9	90,5	100,0
Q2: 2011	Q3: 2011	2,8	3,3	3,7	90,2	100,0
Q3: 2011	Q4: 2011	2,0	3,2	3,7	91,1	100,0
Q4: 2011	Q1: 2012	2,8	3,1	4,0	90,0	100,0
Q1: 2012	Q2: 2012	2,5	2,7	4,4	90,3	100,0
Q2: 2012	Q3: 2012	3,0	3,1	4,1	89,8	100,0
Q3: 2012	Q4: 2012	2,1	2,8	3,6	91,6	100,0
Q4: 2012	Q1: 2013	2,7	2,6	4,4	90,2	100,0
Q1: 2013	Q2: 2013	3,1	3,1	3,7	90,1	100,0
Q2: 2013	Q3: 2013	3,3	3,0	3,4	90,3	100,0
Q3: 2013	Q4: 2013	2,9	2,2	3,4	91,5	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (continued)

		t+1 status				
t status: Employed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	90,4	5,2	1,7	2,7	100,0
Q2: 2010	Q3: 2010	91,3	4,6	1,4	2,8	100,0
Q3: 2010	Q4: 2010	92,2	3,3	1,4	3,1	100,0
Q4: 2010	Q1: 2011	91,5	3,7	1,7	3,1	100,0
Q1: 2011	Q2: 2011	91,0	4,2	1,6	3,2	100,0
Q2: 2011	Q3: 2011	91,3	4,3	1,8	2,6	100,0
Q3: 2011	Q4: 2011	91,5	4,2	1,6	2,7	100,0
Q4: 2011	Q1: 2012	90,9	4,6	1,6	3,0	100,0
Q1: 2012	Q2: 2012	90,1	5,0	1,9	3,0	100,0
Q2: 2012	Q3: 2012	91,4	4,7	1,4	2,4	100,0
Q3: 2012	Q4: 2012	91,0	4,4	1,4	3,3	100,0
Q4: 2012	Q1: 2013	91,2	4,5	1,7	2,7	100,0
Q1: 2013	Q2: 2013	90,4	5,1	1,8	2,7	100,0
Q2: 2013	Q3: 2013	90,1	4,9	2,0	3,0	100,0
Q3: 2013	Q4: 2013	90,3	4,5	2,0	3,2	100,0
		t+1 status				
t status: Unemployed : less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	10,7	67,3	7,4	14,6	100,0
Q2: 2010	Q3: 2010	10,7	65,3	8,6	15,4	100,0
Q3: 2010	Q4: 2010	10,7	66,8	7,3	15,1	100,0
Q4: 2010	Q1: 2011	10,8	69,4	6,8	13,0	100,0
Q1: 2011	Q2: 2011	10,1	68,4	7,5	14,1	100,0
Q2: 2011	Q3: 2011	10,3	67,8	7,4	14,5	100,0
Q3: 2011	Q4: 2011	10,9	67,7	8,1	13,3	100,0
Q4: 2011	Q1: 2012	11,0	68,1	7,9	13,0	100,0
Q1: 2012	Q2: 2012	10,4	69,3	7,1	13,3	100,0
Q2: 2012	Q3: 2012	12,9	70,7	6,4	10,0	100,0
Q3: 2012	Q4: 2012	10,4	67,6	6,6	15,5	100,0
Q4: 2012	Q1: 2013	11,8	64,8	8,3	15,1	100,0
Q1: 2013	Q2: 2013	10,8	69,0	7,7	12,5	100,0
Q2: 2013	Q3: 2013	12,8	67,9	7,2	12,1	100,0
Q3: 2013	Q4: 2013	12,5	69,2	5,6	12,7	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (continued)

		t+1 status				
t status: Discouragement: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	8,9	15,1	49,8	26,2	100,0
Q2: 2010	Q3: 2010	7,6	15,4	54,6	22,4	100,0
Q3: 2010	Q4: 2010	7,5	14,2	55,0	23,3	100,0
Q4: 2010	Q1: 2011	8,4	11,4	61,2	19,0	100,0
Q1: 2011	Q2: 2011	10,6	15,5	52,0	22,0	100,0
Q2: 2011	Q3: 2011	7,9	12,7	58,1	21,3	100,0
Q3: 2011	Q4: 2011	7,4	14,9	58,8	18,8	100,0
Q4: 2011	Q1: 2012	7,6	14,5	57,4	20,4	100,0
Q1: 2012	Q2: 2012	8,5	13,5	59,8	18,3	100,0
Q2: 2012	Q3: 2012	7,7	15,2	56,4	20,6	100,0
Q3: 2012	Q4: 2012	6,2	15,1	55,8	22,9	100,0
Q4: 2012	Q1: 2013	7,0	15,1	58,2	19,8	100,0
Q1: 2013	Q2: 2013	7,2	13,5	58,1	21,3	100,0
Q2: 2013	Q3: 2013	11,5	13,1	55,3	20,1	100,0
Q3: 2013	Q4: 2013	10,9	14,8	52,6	21,7	100,0
		t+1 status				
t status: Other NEA: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	2,1	4,7	3,3	89,9	100,0
Q2: 2010	Q3: 2010	1,9	4,8	3,6	89,7	100,0
Q3: 2010	Q4: 2010	1,8	4,0	3,2	90,9	100,0
Q4: 2010	Q1: 2011	2,1	5,0	4,5	88,4	100,0
Q1: 2011	Q2: 2011	2,1	4,6	3,7	89,6	100,0
Q2: 2011	Q3: 2011	1,8	4,6	3,2	90,4	100,0
Q3: 2011	Q4: 2011	1,6	4,1	3,7	90,5	100,0
Q4: 2011	Q1: 2012	1,7	5,6	4,5	88,1	100,0
Q1: 2012	Q2: 2012	1,7	4,3	3,8	90,2	100,0
Q2: 2012	Q3: 2012	1,9	4,5	3,2	90,5	100,0
Q3: 2012	Q4: 2012	1,5	3,7	3,4	91,4	100,0
Q4: 2012	Q1: 2013	2,2	5,5	3,9	88,4	100,0
Q1: 2013	Q2: 2013	1,7	4,9	3,7	89,7	100,0
Q2: 2013	Q3: 2013	2,3	4,3	3,4	90,1	100,0
Q3: 2013	Q4: 2013	2,4	3,7	3,6	90,3	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (continued)

		t+1 status				
t status: Employed: Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q1: 2010	**Q2: 2010**	94,9	2,5	0,8	1,8	100,0
Q2: 2010	**Q3: 2010**	95,2	2,5	0,8	1,5	100,0
Q3: 2010	**Q4: 2010**	94,7	2,7	0,6	1,9	100,0
Q4: 2010	**Q1: 2011**	95,0	2,5	0,7	1,9	100,0
Q1: 2011	**Q2: 2011**	94,8	3,1	0,7	1,4	100,0
Q2: 2011	**Q3: 2011**	95,0	3,0	0,8	1,1	100,0
Q3: 2011	**Q4: 2011**	94,5	2,7	1,0	1,8	100,0
Q4: 2011	**Q1: 2012**	93,9	3,3	0,8	2,0	100,0
Q1: 2012	**Q2: 2012**	94,9	2,4	0,9	1,8	100,0
Q2: 2012	**Q3: 2012**	94,9	2,7	0,6	1,8	100,0
Q3: 2012	**Q4: 2012**	94,3	2,7	0,9	2,1	100,0
Q4: 2012	**Q1: 2013**	94,0	3,2	0,7	2,1	100,0
Q1: 2013	**Q2: 2013**	93,8	3,3	1,5	1,5	100,0
Q2: 2013	**Q3: 2013**	93,4	3,6	1,0	2,0	100,0
Q3: 2013	**Q4: 2013**	94,3	3,2	0,6	1,8	100,0
		t+1 status				
t status: Unemployed : Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q1: 2010	**Q2: 2010**	10,2	69,9	6,1	13,7	100,0
Q2: 2010	**Q3: 2010**	9,4	69,2	6,9	14,5	100,0
Q3: 2010	**Q4: 2010**	7,6	71,7	8,0	12,7	100,0
Q4: 2010	**Q1: 2011**	9,8	71,7	6,1	12,4	100,0
Q1: 2011	**Q2: 2011**	7,8	75,3	5,0	11,8	100,0
Q2: 2011	**Q3: 2011**	8,9	68,9	7,1	15,1	100,0
Q3: 2011	**Q4: 2011**	10,5	68,2	7,2	14,1	100,0
Q4: 2011	**Q1: 2012**	8,2	69,7	7,2	14,9	100,0
Q1: 2012	**Q2: 2012**	9,6	70,4	6,6	13,3	100,0
Q2: 2012	**Q3: 2012**	12,4	68,9	7,2	11,6	100,0
Q3: 2012	**Q4: 2012**	10,9	68,3	6,7	14,1	100,0
Q4: 2012	**Q1: 2013**	9,9	70,3	6,6	13,1	100,0
Q1: 2013	**Q2: 2013**	9,8	71,3	6,8	12,1	100,0
Q2: 2013	**Q3: 2013**	11,4	67,1	8,1	13,4	100,0
Q3: 2013	**Q4: 2013**	12,6	70,7	5,8	10,9	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (continued)

		t+1 status				
t status: Discouragement: Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q1: 2010	**Q2: 2010**	9,9	26,3	49,4	14,4	100,0
Q2: 2010	**Q3: 2010**	8,6	22,0	52,2	17,2	100,0
Q3: 2010	**Q4: 2010**	6,5	17,1	62,0	14,4	100,0
Q4: 2010	**Q1: 2011**	6,8	19,0	59,7	14,5	100,0
Q1: 2011	**Q2: 2011**	4,6	25,0	47,9	22,4	100,0
Q2: 2011	**Q3: 2011**	6,1	19,9	57,0	16,9	100,0
Q3: 2011	**Q4: 2011**	4,8	20,9	59,5	14,8	100,0
Q4: 2011	**Q1: 2012**	6,9	20,2	56,8	16,1	100,0
Q1: 2012	**Q2: 2012**	7,3	18,4	58,1	16,3	100,0
Q2: 2012	**Q3: 2012**	7,5	21,0	55,9	15,6	100,0
Q3: 2012	**Q4: 2012**	6,5	21,1	58,0	14,3	100,0
Q4: 2012	**Q1: 2013**	8,6	17,2	57,9	16,2	100,0
Q1: 2013	**Q2: 2013**	6,0	20,8	57,0	16,2	100,0
Q2: 2013	**Q3: 2013**	8,4	19,1	56,6	16,0	100,0
Q3: 2013	**Q4: 2013**	8,8	22,5	52,9	15,8	100,0
		t+1 status				
t status: Other NEA: Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q1: 2010	**Q2: 2010**	3,1	11,7	4,8	80,4	100,0
Q2: 2010	**Q3: 2010**	3,9	8,9	4,2	83,0	100,0
Q3: 2010	**Q4: 2010**	3,1	8,8	5,2	82,9	100,0
Q4: 2010	**Q1: 2011**	2,8	11,0	4,2	82,0	100,0
Q1: 2011	**Q2: 2011**	2,9	10,9	4,7	81,5	100,0
Q2: 2011	**Q3: 2011**	3,1	9,1	4,2	83,5	100,0
Q3: 2011	**Q4: 2011**	3,3	9,0	5,1	82,6	100,0
Q4: 2011	**Q1: 2012**	4,2	10,9	4,4	80,6	100,0
Q1: 2012	**Q2: 2012**	2,9	10,6	4,3	82,2	100,0
Q2: 2012	**Q3: 2012**	3,9	11,3	3,5	81,4	100,0
Q3: 2012	**Q4: 2012**	3,0	8,9	3,4	84,8	100,0
Q4: 2012	**Q1: 2013**	3,6	10,9	3,5	82,0	100,0
Q1: 2013	**Q2: 2013**	3,6	10,9	4,5	80,9	100,0
Q2: 2013	**Q3: 2013**	4,1	8,5	5,0	82,5	100,0
Q3: 2013	**Q4: 2013**	4,4	9,4	4,0	82,2	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (concluded)

		t+1 status				
t status: Employed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	97,6	1,4	0,2	0,8	100,0
Q2: 2010	Q3: 2010	98,2	1,1	0,2	0,6	100,0
Q3: 2010	Q4: 2010	98,3	0,8	0,2	0,7	100,0
Q4: 2010	Q1: 2011	98,6	0,6	0,1	0,6	100,0
Q1: 2011	Q2: 2011	98,3	0,8	0,1	0,8	100,0
Q2: 2011	Q3: 2011	97,6	1,0	0,2	1,1	100,0
Q3: 2011	Q4: 2011	98,0	0,9	0,3	0,8	100,0
Q4: 2011	Q1: 2012	97,1	1,6	0,2	1,2	100,0
Q1: 2012	Q2: 2012	98,5	0,4	0,1	1,0	100,0
Q2: 2012	Q3: 2012	98,1	1,1	0,1	0,7	100,0
Q3: 2012	Q4: 2012	98,1	1,1	0,1	0,7	100,0
Q4: 2012	Q1: 2013	98,1	0,9	0,2	0,8	100,0
Q1: 2013	Q2: 2013	97,7	0,8	0,3	1,1	100,0
Q2: 2013	Q3: 2013	97,2	1,4	0,2	1,3	100,0
Q3: 2013	Q4: 2013	97,5	1,2	0,3	1,0	100,0
		t+1 status				
t status: Unemployed : Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	13,3	69,0	6,4	11,2	100,0
Q2: 2010	Q3: 2010	8,5	71,8	8,3	11,4	100,0
Q3: 2010	Q4: 2010	9,8	64,3	13,0	12,9	100,0
Q4: 2010	Q1: 2011	11,7	68,8	9,0	10,5	100,0
Q1: 2011	Q2: 2011	12,4	69,4	8,2	10,0	100,0
Q2: 2011	Q3: 2011	12,9	71,2	5,5	10,5	100,0
Q3: 2011	Q4: 2011	13,7	73,8	5,3	7,2	100,0
Q4: 2011	Q1: 2012	11,3	69,7	9,0	10,0	100,0
Q1: 2012	Q2: 2012	9,9	70,5	6,6	13,0	100,0
Q2: 2012	Q3: 2012	11,9	65,7	8,4	14,1	100,0
Q3: 2012	Q4: 2012	12,2	68,4	7,3	12,1	100,0
Q4: 2012	Q1: 2013	11,5	67,3	10,0	11,2	100,0
Q1: 2013	Q2: 2013	8,1	69,8	10,9	11,2	100,0
Q2: 2013	Q3: 2013	15,9	67,7	5,8	10,7	100,0
Q3: 2013	Q4: 2013	17,7	64,6	5,4	12,2	100,0

Table 7.3: Quarterly transition rates between different labour market states, by education (concluded)

		t+1 status				
t status: Discouragement: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	4,3	28,7	52,2	14,8	100,0
Q2: 2010	Q3: 2010	5,7	30,3	47,2	16,8	100,0
Q3: 2010	Q4: 2010	7,5	23,3	60,3	8,9	100,0
Q4: 2010	Q1: 2011	7,7	22,1	58,4	11,8	100,0
Q1: 2011	Q2: 2011	9,4	27,0	48,4	15,1	100,0
Q2: 2011	Q3: 2011	7,1	26,6	48,9	17,3	100,0
Q3: 2011	Q4: 2011	9,0	23,8	58,3	8,9	100,0
Q4: 2011	Q1: 2012	5,2	20,8	69,0	4,9	100,0
Q1: 2012	Q2: 2012	7,0	38,9	45,9	8,2	100,0
Q2: 2012	Q3: 2012	6,9	34,4	45,1	13,6	100,0
Q3: 2012	Q4: 2012	2,9	23,1	51,7	22,4	100,0
Q4: 2012	Q1: 2013	6,4	29,6	51,2	12,8	100,0
Q1: 2013	Q2: 2013	9,2	21,1	61,3	8,4	100,0
Q2: 2013	Q3: 2013	6,0	33,2	44,4	16,4	100,0
Q3: 2013	Q4: 2013	9,8	33,4	41,1	15,7	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	5,5	8,3	3,0	83,2	100,0
Q2: 2010	Q3: 2010	3,8	7,5	1,4	87,3	100,0
Q3: 2010	Q4: 2010	5,0	9,0	4,7	81,4	100,0
Q4: 2010	Q1: 2011	4,9	7,4	2,9	84,8	100,0
Q1: 2011	Q2: 2011	4,0	6,9	2,9	86,2	100,0
Q2: 2011	Q3: 2011	3,9	7,3	3,0	85,9	100,0
Q3: 2011	Q4: 2011	7,4	8,1	2,8	81,7	100,0
Q4: 2011	Q1: 2012	5,1	8,5	2,6	83,8	100,0
Q1: 2012	Q2: 2012	6,0	7,3	2,9	83,8	100,0
Q2: 2012	Q3: 2012	6,6	6,3	3,1	84,0	100,0
Q3: 2012	Q4: 2012	6,4	7,5	2,9	83,2	100,0
Q4: 2012	Q1: 2013	4,9	7,9	4,4	82,8	100,0
Q1: 2013	Q2: 2013	4,4	7,2	1,7	86,6	100,0
Q2: 2013	Q3: 2013	7,1	6,8	1,6	84,5	100,0
Q3: 2013	Q4: 2013	6,8	8,4	2,1	82,7	100,0

Table 7.4: Quarterly transition rates between different labour market states and sectors

		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	71,5	14,7	5,0	8,7	100,0
Q2: 2010	Q3: 2010	71,4	15,3	4,6	8,7	100,0
Q3: 2010	Q4: 2010	72,0	14,9	4,7	8,4	100,0
Q4: 2010	Q1: 2011	72,2	14,9	4,8	8,1	100,0
Q1: 2011	Q2: 2011	72,1	15,2	4,7	8,0	100,0
Q2: 2011	Q3: 2011	72,1	15,2	4,4	8,2	100,0
Q3: 2011	Q4: 2011	72,9	14,2	4,8	8,1	100,0
Q4: 2011	Q1: 2012	72,9	14,1	4,7	8,3	100,0
Q1: 2012	Q2: 2012	73,1	13,7	4,8	8,5	100,0
Q2: 2012	Q3: 2012	72,2	14,4	4,9	8,5	100,0
Q3: 2012	Q4: 2012	72,8	14,7	4,6	8,0	100,0
Q4: 2012	Q1: 2013	72,5	14,9	4,7	8,0	100,0
Q1: 2013	Q2: 2013	72,6	14,5	4,8	8,1	100,0
Q2: 2013	Q3: 2013	73,0	13,9	5,1	8,0	100,0
Q3: 2013	Q4: 2013	73,0	14,2	4,7	8,0	100,0
		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	47,2	28,8	7,5	16,6	100,0
Q2: 2010	Q3: 2010	47,0	32,9	3,8	16,3	100,0
Q3: 2010	Q4: 2010	48,4	32,9	4,4	14,2	100,0
Q4: 2010	Q1: 2011	51,2	29,2	4,8	14,7	100,0
Q1: 2011	Q2: 2011	55,5	26,7	3,5	14,4	100,0
Q2: 2011	Q3: 2011	52,5	28,4	5,6	13,5	100,0
Q3: 2011	Q4: 2011	54,1	29,0	4,1	12,7	100,0
Q4: 2011	Q1: 2012	54,5	28,4	4,4	12,7	100,0
Q1: 2012	Q2: 2012	58,5	23,5	4,6	13,3	100,0
Q2: 2012	Q3: 2012	56,7	28,5	3,2	11,6	100,0
Q3: 2012	Q4: 2012	55,8	28,3	5,7	10,2	100,0
Q4: 2012	Q1: 2013	51,9	29,2	5,6	13,3	100,0
Q1: 2013	Q2: 2013	56,9	29,2	3,2	10,7	100,0
Q2: 2013	Q3: 2013	54,7	27,7	5,6	12,0	100,0
Q3: 2013	Q4: 2013	56,8	25,4	5,8	12,0	100,0

Table 7.4: Quarterly transition rates between different labour market states and sectors (concluded)

		t+1 status				
t status: Discouragement		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	34,4	41,0	7,5	17,2	100,0
Q2: 2010	Q3: 2010	34,3	40,7	10,9	14,2	100,0
Q3: 2010	Q4: 2010	32,0	47,8	6,9	13,3	100,0
Q4: 2010	Q1: 2011	39,4	36,7	7,3	16,6	100,0
Q1: 2011	Q2: 2011	34,8	43,4	10,4	11,5	100,0
Q2: 2011	Q3: 2011	40,3	37,8	6,5	15,4	100,0
Q3: 2011	Q4: 2011	41,9	37,5	8,6	12,1	100,0
Q4: 2011	Q1: 2012	37,5	35,1	11,1	16,4	100,0
Q1: 2012	Q2: 2012	38,7	37,3	9,3	14,7	100,0
Q2: 2012	Q3: 2012	38,9	42,1	4,3	14,7	100,0
Q3: 2012	Q4: 2012	38,2	39,2	9,1	13,4	100,0
Q4: 2012	Q1: 2013	47,8	31,2	10,2	10,8	100,0
Q1: 2013	Q2: 2013	36,9	42,4	7,4	13,3	100,0
Q2: 2013	Q3: 2013	38,8	39,4	12,7	9,1	100,0
Q3: 2013	Q4: 2013	41,7	38,9	10,3	9,1	100,0
		t+1 status				
t status: Other NEA		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	41,7	36,6	5,1	16,7	100,0
Q2: 2010	Q3: 2010	42,6	32,6	8,8	16,1	100,0
Q3: 2010	Q4: 2010	38,3	38,2	7,3	16,2	100,0
Q4: 2010	Q1: 2011	37,2	32,6	5,7	24,5	100,0
Q1: 2011	Q2: 2011	41,2	38,3	6,6	13,9	100,0
Q2: 2011	Q3: 2011	45,3	34,8	4,4	15,4	100,0
Q3: 2011	Q4: 2011	43,9	34,5	7,5	14,1	100,0
Q4: 2011	Q1: 2012	44,5	35,3	4,4	15,8	100,0
Q1: 2012	Q2: 2012	39,1	38,1	6,6	16,2	100,0
Q2: 2012	Q3: 2012	41,9	37,9	5,2	15,0	100,0
Q3: 2012	Q4: 2012	41,4	34,9	10,5	13,1	100,0
Q4: 2012	Q1: 2013	46,7	31,4	5,9	16,0	100,0
Q1: 2013	Q2: 2013	42,1	36,6	6,3	15,0	100,0
Q2: 2013	Q3: 2013	38,1	40,0	8,7	13,1	100,0
Q3: 2013	Q4: 2013	47,1	38,1	5,2	9,7	100,0

Table 7.5: Quarterly transition rates between different labour market states, for youths (15-34 yrs) and adults (35-64 yrs)

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed Youth		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	90,1	5,0	2,0	2,9	100,0
Q2: 2010	Q3: 2010	91,6	4,7	1,3	2,3	100,0
Q3: 2010	Q4: 2010	91,9	4,2	1,4	2,5	100,0
Q4: 2010	Q1: 2011	91,6	4,1	1,7	2,6	100,0
Q1: 2011	Q2: 2011	91,2	4,7	1,6	2,6	100,0
Q2: 2011	Q3: 2011	91,6	4,5	1,8	2,2	100,0
Q3: 2011	Q4: 2011	91,6	4,4	1,6	2,4	100,0
Q4: 2011	Q1: 2012	90,7	4,9	1,5	2,8	100,0
Q1: 2012	Q2: 2012	91,3	4,5	1,8	2,3	100,0
Q2: 2012	Q3: 2012	92,1	4,4	1,3	2,2	100,0
Q3: 2012	Q4: 2012	90,8	5,0	1,6	2,6	100,0
Q4: 2012	Q1: 2013	90,9	5,0	1,6	2,6	100,0
Q1: 2013	Q2: 2013	90,5	5,4	2,2	2,0	100,0
Q2: 2013	Q3: 2013	90,0	5,3	2,1	2,7	100,0
Q3: 2013	Q4: 2013	90,6	4,9	1,9	2,6	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed Youth		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	10,6	67,9	7,4	14,1	100,0
Q2: 2010	Q3: 2010	9,8	66,5	8,5	15,2	100,0
Q3: 2010	Q4: 2010	9,3	67,9	8,8	13,9	100,0
Q4: 2010	Q1: 2011	10,2	70,2	6,7	12,8	100,0
Q1: 2011	Q2: 2011	9,0	70,9	6,9	13,1	100,0
Q2: 2011	Q3: 2011	9,6	68,5	7,3	14,5	100,0
Q3: 2011	Q4: 2011	9,6	69,5	7,7	13,2	100,0
Q4: 2011	Q1: 2012	9,2	68,5	8,2	14,1	100,0
Q1: 2012	Q2: 2012	9,3	69,5	7,7	13,5	100,0
Q2: 2012	Q3: 2012	11,6	70,4	7,0	11,0	100,0
Q3: 2012	Q4: 2012	10,1	68,7	6,8	14,4	100,0
Q4: 2012	Q1: 2013	10,4	66,2	8,8	14,6	100,0
Q1: 2013	Q2: 2013	9,5	70,2	7,8	12,4	100,0
Q2: 2013	Q3: 2013	12,0	68,0	8,1	12,0	100,0
Q3: 2013	Q4: 2013	12,9	68,5	6,3	12,2	100,0

Table 7.5: Quarterly transition rates between different labour market states, for youths (15-34 yrs) and adults (35-64 yrs) – (continued)						
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement Youth		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	8,2	18,9	50,7	22,2	100,0
Q2: 2010	Q3: 2010	7,5	18,2	53,8	20,5	100,0
Q3: 2010	Q4: 2010	6,9	15,1	57,9	20,2	100,0
Q4: 2010	Q1: 2011	7,6	14,4	59,7	18,3	100,0
Q1: 2011	Q2: 2011	7,6	18,1	53,1	21,3	100,0
Q2: 2011	Q3: 2011	6,0	15,1	58,0	20,9	100,0
Q3: 2011	Q4: 2011	6,3	16,5	59,1	18,1	100,0
Q4: 2011	Q1: 2012	6,2	15,3	58,0	20,5	100,0
Q1: 2012	Q2: 2012	7,0	15,1	59,1	18,8	100,0
Q2: 2012	Q3: 2012	7,8	17,0	56,0	19,2	100,0
Q3: 2012	Q4: 2012	5,9	17,4	57,0	19,8	100,0
Q4: 2012	Q1: 2013	6,9	15,2	59,5	18,4	100,0
Q1: 2013	Q2: 2013	6,3	15,3	59,5	18,9	100,0
Q2: 2013	Q3: 2013	9,7	15,8	56,5	18,0	100,0
Q3: 2013	Q4: 2013	10,1	16,4	53,2	20,3	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Youth		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	1,9	6,4	3,7	88,1	100,0
Q2: 2010	Q3: 2010	2,0	5,5	3,7	88,8	100,0
Q3: 2010	Q4: 2010	1,6	4,7	3,8	90,0	100,0
Q4: 2010	Q1: 2011	2,1	5,9	4,4	87,6	100,0
Q1: 2011	Q2: 2011	1,7	5,8	4,1	88,4	100,0
Q2: 2011	Q3: 2011	1,8	5,5	3,6	89,1	100,0
Q3: 2011	Q4: 2011	1,6	5,3	4,0	89,2	100,0
Q4: 2011	Q1: 2012	1,8	6,8	4,6	86,8	100,0
Q1: 2012	Q2: 2012	1,6	5,7	4,0	88,6	100,0
Q2: 2012	Q3: 2012	1,9	5,7	3,2	89,2	100,0
Q3: 2012	Q4: 2012	1,5	4,6	3,4	90,5	100,0
Q4: 2012	Q1: 2013	1,8	6,6	4,0	87,7	100,0
Q1: 2013	Q2: 2013	1,9	6,2	3,7	88,2	100,0
Q2: 2013	Q3: 2013	2,2	4,9	3,6	89,3	100,0
Q3: 2013	Q4: 2013	2,4	4,6	3,5	89,5	100,0

Table 7.5: Quarterly transition rates between different labour market states, for youth (15-34 yrs) and adults (35-64 yrs) – (continued)

		t+1 status				
t status: Employed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	94,6	2,2	0,8	2,4	100,0
Q2: 2010	Q3: 2010	94,6	2,0	0,9	2,5	100,0
Q3: 2010	Q4: 2010	95,4	1,5	0,7	2,4	100,0
Q4: 2010	Q1: 2011	94,8	1,8	0,9	2,5	100,0
Q1: 2011	Q2: 2011	94,5	2,2	0,8	2,5	100,0
Q2: 2011	Q3: 2011	94,9	2,1	0,8	2,2	100,0
Q3: 2011	Q4: 2011	95,2	1,9	0,7	2,2	100,0
Q4: 2011	Q1: 2012	94,6	2,4	0,8	2,3	100,0
Q1: 2012	Q2: 2012	94,8	1,8	0,9	2,5	100,0
Q2: 2012	Q3: 2012	95,1	2,2	0,7	2,1	100,0
Q3: 2012	Q4: 2012	95,1	1,8	0,6	2,5	100,0
Q4: 2012	Q1: 2013	94,7	2,2	0,8	2,2	100,0
Q1: 2013	Q2: 2013	94,8	2,0	1,1	2,0	100,0
Q2: 2013	Q3: 2013	94,1	2,2	1,0	2,7	100,0
Q3: 2013	Q4: 2013	94,4	2,1	0,9	2,6	100,0
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	14,9	64,1	6,0	15,0	100,0
Q2: 2010	Q3: 2010	12,6	64,0	6,5	16,9	100,0
Q3: 2010	Q4: 2010	12,5	64,6	7,1	15,8	100,0
Q4: 2010	Q1: 2011	13,2	65,9	6,4	14,5	100,0
Q1: 2011	Q2: 2011	12,2	68,0	5,9	13,9	100,0
Q2: 2011	Q3: 2011	11,7	64,9	7,8	15,7	100,0
Q3: 2011	Q4: 2011	13,5	63,0	7,0	16,5	100,0
Q4: 2011	Q1: 2012	13,3	65,2	8,0	13,5	100,0
Q1: 2012	Q2: 2012	12,4	67,4	6,2	14,0	100,0
Q2: 2012	Q3: 2012	15,0	65,5	7,0	12,5	100,0
Q3: 2012	Q4: 2012	12,4	62,8	7,5	17,3	100,0
Q4: 2012	Q1: 2013	13,8	64,7	7,0	14,5	100,0
Q1: 2013	Q2: 2013	14,1	66,1	6,9	12,9	100,0
Q2: 2013	Q3: 2013	16,1	63,3	6,6	14,0	100,0
Q3: 2013	Q4: 2013	13,4	67,1	5,1	14,4	100,0

Table 7.5: Quarterly transition rates between different labour market states, for youth (15-34 yrs) and adults (35-64 yrs) – (concluded)

		t+1 status				
t status: Discouragement Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	11,4	11,8	49,8	27,0	100,0
Q2: 2010	Q3: 2010	8,7	12,1	54,6	24,5	100,0
Q3: 2010	Q4: 2010	8,9	10,1	57,5	23,5	100,0
Q4: 2010	Q1: 2011	9,6	10,7	55,9	23,9	100,0
Q1: 2011	Q2: 2011	11,1	13,6	49,2	26,1	100,0
Q2: 2011	Q3: 2011	10,7	9,9	53,9	25,4	100,0
Q3: 2011	Q4: 2011	9,2	13,5	58,8	18,5	100,0
Q4: 2011	Q1: 2012	9,1	13,3	56,0	21,6	100,0
Q1: 2012	Q2: 2012	10,9	13,1	56,4	19,7	100,0
Q2: 2012	Q3: 2012	9,5	12,6	56,3	21,6	100,0
Q3: 2012	Q4: 2012	8,6	11,2	53,3	26,8	100,0
Q4: 2012	Q1: 2013	8,0	13,4	55,4	23,2	100,0
Q1: 2013	Q2: 2013	9,5	13,2	56,0	21,2	100,0
Q2: 2013	Q3: 2013	12,6	14,1	50,3	23,0	100,0
Q3: 2013	Q4: 2013	12,5	12,4	50,3	24,8	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	4,4	3,9	3,6	88,1	100,0
Q2: 2010	Q3: 2010	3,8	3,9	3,8	88,5	100,0
Q3: 2010	Q4: 2010	4,1	4,1	3,5	88,3	100,0
Q4: 2010	Q1: 2011	3,5	4,1	4,0	88,4	100,0
Q1: 2011	Q2: 2011	4,0	4,0	3,5	88,5	100,0
Q2: 2011	Q3: 2011	3,4	3,9	3,4	89,2	100,0
Q3: 2011	Q4: 2011	3,4	3,6	3,7	89,3	100,0
Q4: 2011	Q1: 2012	3,8	4,0	3,7	88,5	100,0
Q1: 2012	Q2: 2012	3,5	4,0	3,8	88,7	100,0
Q2: 2012	Q3: 2012	4,1	4,4	3,8	87,7	100,0
Q3: 2012	Q4: 2012	3,1	3,8	3,5	89,6	100,0
Q4: 2012	Q1: 2013	4,3	3,9	3,9	87,9	100,0
Q1: 2013	Q2: 2013	3,5	4,2	3,8	88,4	100,0
Q2: 2013	Q3: 2013	4,5	4,5	3,6	87,4	100,0
Q3: 2013	Q4: 2013	4,1	4,3	3,7	87,9	100,0

Table 7.6: Quarterly transition rates between different labour market states, by experience

		t+1 status				
t status: Unemployed: With experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	15,5	65,3	6,5	12,6	100,0
Q2: 2010	Q3: 2010	14,7	63,9	7,3	14,0	100,0
Q3: 2010	Q4: 2010	13,9	64,7	7,9	13,5	100,0
Q4: 2010	Q1: 2011	14,2	67,5	6,2	12,1	100,0
Q1: 2011	Q2: 2011	14,0	68,6	6,5	11,0	100,0
Q2: 2011	Q3: 2011	14,0	65,3	7,7	13,0	100,0
Q3: 2011	Q4: 2011	14,1	64,8	7,9	13,1	100,0
Q4: 2011	Q1: 2012	14,3	66,2	7,8	11,8	100,0
Q1: 2012	Q2: 2012	13,3	68,2	6,9	11,6	100,0
Q2: 2012	Q3: 2012	16,1	66,4	7,1	10,5	100,0
Q3: 2012	Q4: 2012	14,2	66,9	6,4	12,5	100,0
Q4: 2012	Q1: 2013	15,0	63,5	8,0	13,4	100,0
Q1: 2013	Q2: 2013	14,6	67,5	6,9	11,0	100,0
Q2: 2013	Q3: 2013	16,3	65,7	7,4	10,7	100,0
Q3: 2013	Q4: 2013	15,6	66,5	6,0	11,9	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	6,8	68,8	7,6	16,8	100,0
Q2: 2010	Q3: 2010	5,1	68,2	8,8	17,9	100,0
Q3: 2010	Q4: 2010	5,7	69,8	8,8	15,8	100,0
Q4: 2010	Q1: 2011	6,9	70,9	7,2	15,0	100,0
Q1: 2011	Q2: 2011	4,6	72,0	6,8	16,6	100,0
Q2: 2011	Q3: 2011	5,5	70,0	7,2	17,2	100,0
Q3: 2011	Q4: 2011	6,6	70,9	6,9	15,6	100,0
Q4: 2011	Q1: 2012	5,6	69,1	8,6	16,6	100,0
Q1: 2012	Q2: 2012	6,3	69,8	7,6	16,3	100,0
Q2: 2012	Q3: 2012	7,9	72,4	6,8	12,9	100,0
Q3: 2012	Q4: 2012	6,3	66,8	7,9	19,1	100,0
Q4: 2012	Q1: 2013	6,5	68,8	8,5	16,3	100,0
Q1: 2013	Q2: 2013	6,0	70,8	8,4	14,7	100,0
Q2: 2013	Q3: 2013	9,2	67,6	8,0	15,2	100,0
Q3: 2013	Q4: 2013	9,1	70,5	5,8	14,6	100,0

Table 7.7: Quarterly transition rates between different labour market states, by length of unemployment

		t+1 status				
t status: Long term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	8,2	70,6	6,9	14,4	100,0
Q2: 2010	Q3: 2010	7,6	69,2	7,2	16,0	100,0
Q3: 2010	Q4: 2010	6,8	71,6	7,5	14,1	100,0
Q4: 2010	Q1: 2011	8,3	72,6	6,3	12,8	100,0
Q1: 2011	Q2: 2011	6,7	73,2	6,7	13,4	100,0
Q2: 2011	Q3: 2011	8,2	70,8	6,8	14,2	100,0
Q3: 2011	Q4: 2011	8,1	70,7	6,7	14,5	100,0
Q4: 2011	Q1: 2012	7,0	72,3	7,3	13,5	100,0
Q1: 2012	Q2: 2012	7,5	72,0	6,7	13,7	100,0
Q2: 2012	Q3: 2012	9,6	72,4	6,4	11,5	100,0
Q3: 2012	Q4: 2012	7,4	69,6	6,9	16,2	100,0
Q4: 2012	Q1: 2013	9,2	67,4	7,9	15,4	100,0
Q1: 2013	Q2: 2013	7,6	71,8	7,4	13,2	100,0
Q2: 2013	Q3: 2013	10,1	68,9	7,5	13,5	100,0
Q3: 2013	Q4: 2013	10,1	70,9	5,3	13,6	100,0
		t+1 status				
t status: Short term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1: 2010	Q2: 2010	18,7	59,8	7,2	14,4	100,0
Q2: 2010	Q3: 2010	15,9	59,8	9,3	15,1	100,0
Q3: 2010	Q4: 2010	17,3	57,6	9,9	15,3	100,0
Q4: 2010	Q1: 2011	17,1	61,2	7,2	14,5	100,0
Q1: 2011	Q2: 2011	17,4	62,9	6,4	13,3	100,0
Q2: 2011	Q3: 2011	14,8	59,9	9,0	16,4	100,0
Q3: 2011	Q4: 2011	16,7	60,4	9,3	13,6	100,0
Q4: 2011	Q1: 2012	18,1	57,1	10,0	14,8	100,0
Q1: 2012	Q2: 2012	16,0	62,4	8,2	13,4	100,0
Q2: 2012	Q3: 2012	19,1	61,5	8,1	11,4	100,0
Q3: 2012	Q4: 2012	17,6	61,4	7,4	13,6	100,0
Q4: 2012	Q1: 2013	16,1	62,3	8,8	12,8	100,0
Q1: 2013	Q2: 2013	17,5	63,4	7,8	11,4	100,0
Q2: 2013	Q3: 2013	19,4	61,9	7,9	10,8	100,0
Q3: 2013	Q4: 2013	18,7	62,5	7,1	11,7	100,0

Table 8.1: Quarterly distribution of those who found employment by sector					
	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private hh**	**Total**
Quarter	Per cent				
Q2: 2010	43,4	33,2	6,7	16,7	100,0
Q3: 2010	43,6	33,9	6,5	15,9	100,0
Q4: 2010	42,5	37,0	5,8	14,7	100,0
Q1: 2011	44,6	31,6	5,5	18,3	100,0
Q2: 2011	46,9	33,7	5,8	13,7	100,0
Q3: 2011	48,3	31,9	5,4	14,4	100,0
Q4: 2011	49,2	32,0	5,8	13,0	100,0
Q1: 2012	48,3	31,8	5,5	14,4	100,0
Q2: 2012	49,0	30,5	6,1	14,5	100,0
Q3: 2012	49,4	33,5	4,0	13,1	100,0
Q4: 2012	49,1	31,8	7,6	11,5	100,0
Q1: 2013	49,6	30,2	6,4	13,8	100,0
Q2: 2013	49,1	33,6	4,8	12,4	100,0
Q3: 2013	46,9	33,5	7,8	11,8	100,0
Q4: 2013	51,1	31,7	6,4	10,8	100,0

Table 8.2: Quarterly distribution of those who found employment by sector and level of education

Employed with Primary and less education	Sector			
	Formal	Informal	Agriculture & Private hh	Total
	Per cent			
Quarter				
Q2: 2010	23,2	39,1	37,7	100,0
Q3: 2010	21,4	42,3	36,3	100,0
Q4: 2010	23,1	42,6	34,2	100,0
Q1: 2011	26,1	32,7	41,2	100,0
Q2: 2011	30,0	38,6	31,4	100,0
Q3: 2011	33,3	39,8	26,9	100,0
Q4: 2011	22,8	37,8	39,4	100,0
Q1: 2012	28,4	40,1	31,5	100,0
Q2: 2012	22,7	42,1	35,2	100,0
Q3: 2012	26,2	40,2	33,6	100,0
Q4: 2012	25,6	42,7	31,6	100,0
Q1: 2013	21,9	40,7	37,4	100,0
Q2: 2013	29,2	43,3	27,5	100,0
Q3: 2013	22,6	40,5	36,9	100,0
Q4: 2013	26,8	41,3	31,9	100,0
Employed with Secondary not completed	Formal	Informal	Agriculture & Private hh	Total
	Per cent			
Quarter				
Q2: 2010	42,2	35,7	22,1	100,0
Q3: 2010	44,4	35,6	20,0	100,0
Q4: 2010	42,1	39,9	18,0	100,0
Q1: 2011	41,8	35,3	22,9	100,0
Q2: 2011	39,3	38,8	21,9	100,0
Q3: 2011	44,5	31,1	24,4	100,0
Q4: 2011	41,8	38,2	20,0	100,0
Q1: 2012	45,0	33,3	21,8	100,0
Q2: 2012	49,4	28,8	21,8	100,0
Q3: 2012	46,1	35,5	18,4	100,0
Q4: 2012	46,0	32,5	21,5	100,0
Q1: 2013	50,4	30,2	19,5	100,0
Q2: 2013	45,6	35,0	19,4	100,0
Q3: 2013	42,6	37,4	20,0	100,0
Q4: 2013	47,3	32,5	20,2	100,0
Employed with Secondary completed	Formal	Informal	Agriculture & Private hh	Total
	Per cent			
Quarter				
Q2: 2010	61,9	24,8	13,3	100,0
Q3: 2010	58,4	26,5	15,2	100,0
Q4: 2010	62,7	25,2	12,1	100,0
Q1: 2011	64,6	26,2	9,2	100,0
Q2: 2011	71,5	22,0	6,4	100,0
Q3: 2011	64,1	27,0	8,9	100,0
Q4: 2011	71,5	21,0	7,5	100,0
Q1: 2012	68,3	22,9	8,7	100,0
Q2: 2012	63,2	24,9	12,0	100,0
Q3: 2012	65,3	27,8	7,0	100,0
Q4: 2012	67,3	23,1	9,6	100,0
Q1: 2013	64,7	25,2	10,1	100,0
Q2: 2013	67,4	24,8	7,8	100,0
Q3: 2013	66,3	25,5	8,3	100,0
Q4: 2013	65,0	28,1	6,9	100,0

Table 8.2: Quarterly distribution of those who found employment by sector and level of education (concluded)

Employed with Tertiary	Formal	Informal	Agriculture & Private hh	Total
	Per cent			
Quarter				
Q2: 2010	67,4	24,0	8,7	100,0
Q3: 2010	82,9	14,3	2,8	100,0
Q4: 2010	64,1	30,9	4,9	100,0
Q1: 2011	72,6	17,7	9,7	100,0
Q2: 2011	87,8	12,2	0,0	100,0
Q3: 2011	68,2	31,1	0,8	100,0
Q4: 2011	78,7	14,9	6,4	100,0
Q1: 2012	73,0	22,8	4,2	100,0
Q2: 2012	80,3	19,7	0,0	100,0
Q3: 2012	78,7	18,9	2,4	100,0
Q4: 2012	68,1	27,6	4,3	100,0
Q1: 2013	83,0	12,5	4,5	100,0
Q2: 2013	78,8	18,8	2,4	100,0
Q3: 2013	82,5	12,5	4,9	100,0
Q4: 2013	83,2	15,6	1,1	100,0

Table 8.3: Quarterly distribution of those who found employment by sector and age

Employed Youth (15-34 years)	Sector			
	Formal	Informal	Agriculture & Private hh	Total
	Per cent			
Quarter				
Q2: 2010	49,9	29,7	20,4	100,0
Q3: 2010	50,8	29,9	19,3	100,0
Q4: 2010	49,7	35,6	14,7	100,0
Q1: 2011	51,3	29,1	19,6	100,0
Q2: 2011	55,5	27,9	16,6	100,0
Q3: 2011	53,1	30,7	16,2	100,0
Q4: 2011	57,6	27,6	14,8	100,0
Q1: 2012	56,7	28,5	14,9	100,0
Q2: 2012	54,4	25,6	20,0	100,0
Q3: 2012	55,7	31,1	13,2	100,0
Q4: 2012	54,3	30,1	15,6	100,0
Q1: 2013	57,0	25,2	17,8	100,0
Q2: 2013	57,0	28,0	15,0	100,0
Q3: 2013	54,9	31,0	14,1	100,0
Q4: 2013	59,1	26,4	14,5	100,0
Employed Adults (35-64 years)	**Formal**	**Informal**	**Agriculture & Private hh**	**Total**
	Per cent			
Quarter				
Q2: 2010	35,0	37,8	27,2	100,0
Q3: 2010	33,0	39,8	27,2	100,0
Q4: 2010	33,4	38,7	27,9	100,0
Q1: 2011	34,3	35,4	30,3	100,0
Q2: 2011	35,5	41,2	23,2	100,0
Q3: 2011	41,4	33,6	25,0	100,0
Q4: 2011	37,9	37,8	24,3	100,0
Q1: 2012	37,7	36,1	26,1	100,0
Q2: 2012	41,7	37,0	21,3	100,0
Q3: 2012	40,5	37,0	22,5	100,0
Q4: 2012	41,6	34,3	24,1	100,0
Q1: 2013	39,9	36,9	23,3	100,0
Q2: 2013	38,8	41,0	20,3	100,0
Q3: 2013	35,9	36,9	27,1	100,0
Q4: 2013	38,0	40,4	21,6	100,0

Table 8.4: Quarterly distribution of those who found employment by size of firm

	Firm size				
	0-9 employees	10-49 employees	>50 employees	Don't know	Total
Employed	Per cent				
Quarter					
Q2: 2010	58,7	17,7	19,1	4,5	100,0
Q3: 2010	60,0	19,7	15,8	4,6	100,0
Q4: 2010	60,6	18,3	17,0	4,1	100,0
Q1: 2011	57,4	20,0	17,6	5,0	100,0
Q2: 2011	56,7	21,0	17,6	4,8	100,0
Q3: 2011	55,2	19,7	19,5	5,6	100,0
Q4: 2011	54,5	21,6	18,4	5,4	100,0
Q1: 2012	53,8	20,3	22,0	3,9	100,0
Q2: 2012	54,7	21,6	19,8	3,9	100,0
Q3: 2012	54,0	19,9	18,3	7,8	100,0
Q4: 2012	50,7	22,5	21,2	5,6	100,0
Q1: 2013	51,6	23,4	20,3	4,6	100,0
Q2: 2013	51,5	24,5	18,3	5,7	100,0
Q3: 2013	52,0	23,7	18,2	6,1	100,0
Q4: 2013	51,4	20,4	20,8	7,3	100,0