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Labour Market Dynamics in South Africa 2021

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Foreword

As documented in Kingdon and Knight (2009)[1], the abolition of apartheid was followed by a large increase in the supply of labour, while demand for labour stagnated. Many reasons have been suggested for labour demand lagging supply. Lack of quality education and a mismatch between demand and supply of skills been argued to be an important driver of unemployment.

The results from the Labour Force Survey suggest that experience, age, education, sex, have played an important role in determining labour market outcomes and unemployment in South Africa. People with prior work-experience are more likely to find a job than those without experience, with experience being even more important for young job seekers. Overall, the findings indicate that while providing job experience (whether formal or informal) holds the key to lowering unemployment in the near term, especially for the most disadvantaged groups, i.e. youth, women and the black population group, improving educational achievements remains vital to doing so.

The Quarterly Labour Force Survey (QLFS) with its restricted publication schedule is unable to publish most of the data that is collected each and every quarter. Through the Labour Market Dynamics of South Africa (LMDSA) report, more focus is placed on labour market dynamics, in particular the panel data analysis. 2021 marks the fourteenth LMDSA report since the inception of the QLFS in 2008. This report provides information on labour market trends over the period 2016–2021, with a particular focus on labour market dynamics as provided for by the QLFS panel data. The panel allows the tracking of individuals on a quarterly basis, identifying the factors that facilitate the movement into employment (and out of employment), as well as distinguishing in which sectors, industries, occupations, and provinces employment outcomes are better or have improved.

Data on transition and retention rates were analysed over the period 2016–2021. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status. Between the third and the fourth quarters of 2021, 93,5% of the employed persons retained their jobs while 3,5% became unemployed and 3,0% became inactive. Among those who were unemployed, 73,8 % retained their status while 8,7% found work and 17,5% became inactive.

Overall transition rate into employment by youth decreased by 2,1 percentage points from 5,6% in 2016 to 3,5% in 2021, while the rate for adults also declined by 0,2 of a percentage point from 6,8% to 6,7% during the same period. Education plays a vital role in a person's prospect of finding employment and retaining it. Among those without jobs (unemployed or inactive), those with tertiary education have a higher chance of moving from unemployment or inactivity into employment compared to those without matric.

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

Risenga Maluleke

Statistician-General

[1] South Africa: Labor Market Dynamics and Inequality; by Rahul Anand, Siddharth Kothari, Naresh Kumar; IMF Working Paper WP/16/137; July 2016

Highlights

Working age population

- The working-age population comprises everyone aged 15–64 years who fall into each of the three labour marke components (employed, unemployed, not economically active). With an estimated total population of 60,1 million in 2021, the share of the working age population in the total population increased from 65,9% in 2016 to 66,1% in 2021. The share of the working-age population among black Africans increased from 79,8% in 2016 to 81,2% in 2021. However, the share declined for other population groups during the same period. Between 2016 and 2021 the population aged between 15–34 years declined from 54,4% to 51,9% which is a 2,5 percentage points decrease. In contrast, the working age population for persons above the age of 34 years increased by the same 2,5 percentage points. Persons who are aged between 25–34 years contributed the highest percentage of the working-age population in 2021 followed by 15–24 years of age, however, in 2016 this was the opposite.

Labour force

- The labour force is the sum of the working age population that is either employed or unemployed. In 2021, the labour force increased by 816 thousand from 21,5 million in 2016 to 22,3 million in 2021. During 2021, growth in the labour force was significantly stronger than growth in the working age population. After a series of lockdown regulations due to the COVID-19 pandemic, that were imposed on the movement of persons across the world and more specifically in South Africa, the impact is recorded in the labour force which drastically declined by 1,6 million from 22,9 million in 2019 to 21,3 million in 2020. With the relaxation of lockdown regulations in 2021, it is notable that the labour force started to improve from a low of 21,3 million in 2020 to a high of 22,3 million in 2021.

- The improvement in the labour force participation in 2021 led to an increase in the labour force participation rate by 1,7 percentage points to 56,3% in 2021 compared to 2020. Although men have the highest participation rates, which are even higher than the national rates, the labour force participation rate indicated a downward movement for both men and women during the same period. Gauteng (66,0%) had the highest participation rate in the labour force and the rate decreased in eight provinces between 2016 and 2021 except for Eastern Cape where the participation rate increased by 5,3 percentage points.

Employment

- Between 2016 and 2018, employment displayed some improvement in South Africa. However, from 2019 to 2021, total employment started to decline. Of particular importance is a decline of 1,3 million from 16,4 million in 2019 to 15,1 million in 2020, which was mainly affected by the impact of COVID-19. The decline in employment continued in 2021 where a decrease of 371 thousand was recorded. Community and social services, Trade and Finance remain the largest contributors to the total employment, which accounted for over 59% of total employment in 2021.

- Between 2016 and 2021, employment decreased in nine of the ten occupational categories. The largest decrease was observed in craft workers (359 000), Clerks (179 000), Technicians (165 000) and Sales (164 000) occupations. Employment gains were only observed among Professionals (100 000) over the same period.

- Men accounted for larger shares of employment as Managers over the period 2016–2021. Women employed in skilled occupations were more likely to work as Technicians compared to Managers and Professionals. The share of women employed as Technician increased by 2,9 percentage points from 55,0% in 2016 to 57,9% in 2021. The share of women employed in Managerial occupations increased by 0,1 of a percentage point from 31,9% in 2016 to 32,0% in 2021.

- The formal sector employment share decreased from 69,8% in 2016 to 68,4% in 2021. During the same period, employment share in the informal sector increased by 1,4 percentage points from 16,5% in 2016 to 17,9% in 2021. The formal sector recorded the largest job increase of 267 thousand between 2016 and 2017, while the largest increase in jobs of 202 thousand in the informal sector were recorded between 2017 and 2018. Between 2020 and 2021, employment increased in all sectors with the exception of the formal sector which shed 493 thousand jobs

- Over the period 2016–2021, men worked longer hours than women. Between 2016 and 2021, average weekly hours worked by men decreased by 1 hour to 44 hours in 2021. On average, weekly hours worked by women decreased by 1 hour between 2016 and 2021. In 2021, Indian/Asian and black African population groups worked longer hours (44 and 43 hours respectively), while white and coloured population groups worked 41 hours per week each.

- The number of time-related underemployed persons increased by 135 000 from 721 000 in 2016 to 858 000 in 2021. The underemployment rate increased by 1,2 percentage points from 4,6% in 2016 to 5,8% in 2021. The underemployment rate increased by 1,4 percentage points for men and 1,1 percentage points for women over the period 2016 and 2021.

- Decent work aims to measure whether different groups in the labour market have equal opportunities in employment and income, safety and security at the workplace, social protection, rights of association (union membership) and social dialogue.
    - Between 2016 and 2021, the proportion of employees who were entitled to paid sick leave increased by 4,9 percentage points from 70,0% to 75,0%. A higher proportion of employees who were entitled to paid sick leave was observed among men compared to women.
    - Although both men and women experienced a decline in the proportions of employees who worked excessive hours between 2016 and 2021, higher proportions of male employees worked excessive hours compared to female employees.
    - There has been a slight change in the proportion of employees whose employer contributes to any pension/retirement fund on their behalf between 2016 and 2021. The proportion of men whose employer contributed to any pension/retirement fund on their behalf increased by 1,3 percentage points from 49,1% in 2016 to 50,4% in 2021.
    - The proportion of employees who were entitled to medical aid benefits increased by 1,0 percentage points from 29,8% in 2016 to 30,7% in 2021.
    - More than half (56,1%) of employees indicated that their annual salary increment was determined by the employer only in 2016, while there was a decrease of 4,0 percentage points to 52,1% in 2021. Employees whose salary increment was negotiated by the union and the employer recorded the second highest proportions of 22,0% in 2016, which increased by 3,0 percentage points to 24,9% in 2021.

- A larger proportion of women participated in Expanded Public Works Programme (EPWP) and other government job creation programmes. Over the period 2016–2021, the proportion of men who participated in the EPWP and other government job creation programmes decreased from 38,4% in 2016 to 34,8% in 2021 while women's participation increased from 61,6% to 65,2%. The majority of those who participated in EPWP and other government job creation programmes did not have matric (70,0% in 2016 and 75,8% in 2021). Irrespective of sex, black Africans were more likely to participate in these programmes.

- Measuring employment from the formal non-agricultural businesses indicated an upward trend over the period 2016 to 2021. The highest level of employment was observed in 2019 at 10 million jobs and the lowest level in 2020 at 9,5 million jobs. Over the period 2017 to 2021, there was an increase in full-time employment. Finance and Services industries were the main contributors to the observed employment increase in 2021.
    - Approximately 120 thousand full-time jobs in the formal non-agricultural businesses were gained during the same period while a decrease of 47 thousand in part-time jobs was recorded during the same period.
    - All industries reported an increase in average monthly earnings from 2016 to 2019, while there was a significant decline in average earnings in 2020. Notably, while the impact of COVID-19 is reflected in the decline in average earnings in 2020, the average earnings started to increase again in 2021 when the pandemic restrictions were lower.

Unemployment

- Unemployment remains high in the South African labour market with young people affected the most compared to other age groups. The levels of unemployment continue to increase irrespective of population group and sex. At national level, the number of unemployed persons increased from 5,8 million in 2016 to 7,7 million in 2021.

- The black African population group remains vulnerable in the South African labour market with unemployment level at 6,8 million, more than 88% of the total number of unemployed persons in 2021. Out of the 7,7 million persons who were unemployed in 2021, 4,0 million were men and 3,7 were women. Gauteng province recorded the highest number of unemployed persons while Northern Cape recorded the lowest for the period 2016 and 2021. The level of unemployment is higher among persons without matric.

- Of the 7,7 million unemployed persons, approximately 5,9 million were unemployed for a year or more and 1,7 million for less than a year. The incidence of long-term unemployment increased by 11,0 percentage points from 66,6% in 2016 to 77,6% in 2021. Women and persons without previous work experience are more likely to be in long-term unemployment. In 2021, unemployed persons in age group 25–34 years had the highest incidence of long-term unemployment followed by those aged between 35 to 44 years

Labour market rates

- The COVID-19 pandemic hit South Africa's labour market hard, resulting from the stringency of containment measures. The absorption rate (i.e. proportion of the working age population that is employed) fell by 4 percentage points to 38,5% between 2019 and 2020, and a further 1,5 percentage points between 2020 and 2021 to reach 37,0%. Additionally as people dropped out of the labour force—the labour force participation rate fell by 4,9 percentage points between 2019 and 2020, while there was a slight improvement in 2021 compared to 2020, of 1,7 percentage points. Over the period 2016 to 2021, the absorption rate and labour force participation rate decreased across all sex categories.

- The expanded unemployment rate increased by 3,3 percentage points and the official unemployment rate by 4,9 percentage points between 2020 and 2021. The official unemployment rate was 34,3% in 2021, which was 7,6 percentage points higher than the 2016 unemployment rate. Unemployment rate among men increased by 7,6 percentage points to 32,4% and increased among females by 7,5 percentage points to 36,6% during the same period. Those with low levels of education are highly affected by high unemployment levels. Moreover, unemployment rate among black Africans remained higher compared to other population groups, with black African men recording 36,0% and women 40,8% in 2021. This indicates that unemployment continues to be a major concern in South Africa, particularly for the black Africans.

Youth in the labour market

- The number of youth aged 15–34 years in the working-age population increased consecutively over the six year period. The number increased from 20,0 million in 2016 to 20,6 million in 2021 (an increase of 635 thousand). The number employed youth decreased by 1,3 million between 2016 and 2021, while those who were unemployed increased by 828 thousand, and those who were discouraged increased by 534 thousand.

- The youth continues to be more vulnerable in the labour market when compared to the adults. Between 2016 and 2021 the unemployment rate among the youth was consistently higher than that of the adults, while the absorption and labour force participation rates of the youth were lower compared to that of their adult counterparts. Over the period 2016–2021, the unemployment rate for youth was more than double the rate of adults.

- The youth was more likely to be employed in Trade, Community and Services and Finance industries between 2016 and 2021. Youth employment was lowest in Utilities and Mining industries. In terms of occupation, the youth was more likely to be employed in low-skilled and semi-skilled occupations. Between 2016 and 2021, Elementary and Sales occupations contributed the highest shares to youth employment.

- The current education profile of employed and unemployed youth has shown some improvements. Evidence from the survey suggests that despite these improvements, the higher the education level one possesses, the more likely it is that they will be employed.

- In 2021, the share of employed youth with tertiary qualifications increased from 17,0% in 2016 to 19,9% in 2021, while the share of those looking and available for work with tertiary qualification increased from 8,1% to 10,5% during the same period. In 2021, about 46,0% of unemployed youth did not finish matric while, 43,2% completed matric and only 10,5% had a tertiary qualification.

- In 2021, about one third (32,9%) of youth in South Africa was not in employment, education or training (NEET) and the rate increased by 1,7 percentage points from 31,2% in 2016. The NEET rate differs by population group. Between 2016 and 2021 the NEET rate among black Africans and Coloureds was higher than that of Indian/Asian and Whites.

Labour market dynamics

- The transition rate into employment from other labour market status is more likely to be from those who are seeking work compared to the discouraged and other inactive population. Between the third and the fourth quarters of 2021, 93,5% of the employed persons retained their jobs while 3,5% became unemployed and 3,0% became not economically active. Among those who were unemployed, 73,8 % retained their status while 8,7% found work and 17,5% became inactive.

- Persons with a higher level of education stand a better chance of getting a job compared to those with lower levels. The transition rates into employment declined across all levels of education with the largest decrease recorded among persons with tertiary education (1,8 percentage points) while those with matric and those with below matric declined by 1,5 percentage points each.

- The industry retention rates in 2016 and 2021 were highest among those employed in tertiary industries (89,6% and 89,0%, respectively) when compared to secondary and primary industries.

- About 89,2% of persons who were employed on a permanent contract in the third quarter of 2021 retained the same employment contract in the fourth quarter of the same year 7,4% moved to different contract type and 2,7% out of employment. The retention rates for those with limited duration and unspecified contracts were 69,2% and 70,3% respectively and their transition rates to different contract type is above 16,0% each.

- Over the period 2016 to 2021, the retention rate among persons in short-term and those in long-term unemployment increased. Persons in short-term unemployment were more likely to transit into employment than those in long-term unemployment. In 2021, about 65,9% of those in short-term unemployment remained unemployed compared to 59,9% in 2016, while among those in the long-term unemployment, 76,0% remained unemployed in 2021 compared to 74,4% in 2016.

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List of acronyms

AME	Average Monthly Earnings
CAPI	Computer Assisted Telephonic Interview
CATI	Computer Assisted Personal Interview
DUs	Dwelling unit
EPWP	Expanded Public Works Programme
GDS	Growth and Development Summit
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
LMDSA	Labour Market Dynamics of South Africa
NDP	National Development Plan
NEET	Not in Employment, Education or Training
OECD	Organisation for Economic Co-operation and Development
PPS	probability proportional to size
PSU	Primary sampling unit
QES	Quarterly Employment Statistics
QLFS	Quarterly Labour Force Survey
RSA	Republic of South Africa
SADC	Southern African Development Countries
SDGs	Sustainable Development Goals
SNA	System of National Accounts
Stats SA	Statistics South Africa
WC	Western Cape
EC	Eastern Cape
NC	Northern Cape
FS	Free State
KZN	KwaZulu-Natal
NW	North West
GP	Gauteng province
MP	Mpumalanga province
LP	Limpopo province

Chapter 1: Introduction

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

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

The QLFS is a household-based survey that collects information on the labour market activities of individuals aged 15 years and older who live in South Africa from approximately 30 000 dwelling units, whereas the QES is an enterprise-based survey that collects information from formal non-agricultural businesses and organisations from approximately 20 000 units/businesses. The numerous conceptual and methodological differences between the household- and enterprise-based surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

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

In order to obtain data from individuals from the selected dwelling units, Stats SA uses a face-to-face data collection approach for most of its household-based surveys. As a result of the COVID-19 pandemic and the restricted movement of people across the country, Stats SA had to suspend face-to-face data collection for all its surveys in March 2020. This was to ensure that field staff and respondents were not exposed to the risk of contracting coronavirus and to contain its spread. It was, however, imperative that Stats SA continue to provide statistics on the South African labour market. In this regard, Stats SA changed the mode of collection for collecting QLFS data to Computer-assisted telephone interviewing (CATI). To facilitate CATI, the sample that was used for QLFS Q1: 2020 was also used in Q2: 2020 up to Q4: 2021.

However, not all dwelling units on the sample had contact numbers, and as a result the data was only collected from part of the sample for which contact numbers were available. The dwelling units for which contact numbers were not available as of Q1: 2020 retained the status that they had in Q1: 2020. That is, dwelling units that were out-of-scope in Q1: 2020 remained out-of-scope from Q2: 2020 up to Q4: 2021; and dwelling units that were non-contacts in Q1: 2020 remained non-contacts from Q2: 2020 up to Q4: 2021.

For the remaining sample with contact numbers, during data collection some of the contact numbers were found to be invalid; some were not answered; and some households in the sampled dwelling units indicated that they were no longer residing at the dwelling units they had occupied during Q1: 2020. All of these were regarded as non-contacts and were adjusted for during the weighting processes. The details of how the adjustment was done are contained in the Quarterly Labour Force Survey report technical notes[2]. Given the change in the survey mode of collection and the fact that Q2: 2020 to Q4: 2021 estimates were not based on a full sample, comparisons with previous years should be made with caution.

[2] P0211 - Quarterly Labour Force Survey (QLFS), 4th Quarter 2021

This report is the ninth annual report produced by Stats SA on the labour market in South Africa. It contains different aspects of the labour market as well as employment data collected from the households through the QLFS and from the formal non-agricultural businesses through the QES. As in previous reports, annual historical data are included in the statistical appendices.

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2016–2021.

Data sources

Quarterly Labour Force Survey – 2016 to 2021 (average of the results for Quarters 1 to 4 of each year).

Quarterly Employment Statistics – 2016 to 2021 (average of the results for Quarters 1 to 4 of each year and sum of earnings for the year).

Cautionary note

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

The layout of the report

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008, which through its design tracks individuals from one quarter to the nextmakes it possible to create and analyse panel data. The analysis in this chapter focuses on the national and provincial retention and transition rates, as well as the distribution of those who found employment between two consecutive quarters. The trends in transition and retention rates are also analysed for the period 2016–2021, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter first analyses the working-age population in the context of the overall population and then focuses on dependency ratios over the period 2016–2021. The composition of the working-age population by socio-demographic characteristics such as age, population group, gender and level of education is then analysed. Summary labour market measures, including the unemployment rate, labour absorption rate and labour force participation rate, shed light on the impact that the recent pandemic has had on various groups. When disaggregated by gender, population group, age, level of education and province, these measures underscore the vulnerability of several groups in the South African labour market.

Chapter 4: Employment and other forms of work

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2016–2021 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. A subsequent section of the chapter focuses on aspects of decent work indicators, government job creation programmes and other forms of work. The chapter concludes with results based on employment and earnings from the formal non-agricultural businesses.

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on the demographic characteristics of the unemployed as well as types of job-search activities. This is followed by a discussion of unemployment duration for the period 2016–2021. The incidence of long-term unemployment is then analysed in the context of sex, population group, age, educational attainment and province. The chapter concludes with an analysis of the job-search methods used by the unemployed.

Chapter 6: Youth in the South African labour market

This chapter focuses on the labour market situation of youth aged 15–34 years. The patterns and trends of key labour market indicators over the period of 2016–2021 are analysed. The chapter then discusses the characteristics of employed, unemployed and discouraged youth as well as those that are Not in Employment, Education or Training (NEET).

Appendices

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

Chapter 2: Labour market dynamics

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

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

The value of a panel: Tracking individuals over time provides a better understanding of how their movements into, and out of employment, unemployment and inactivity change over time. One is also able to identify factors that can increase the chances of finding employment. "More importantly, panel data allow a researcher to analyse a number of important economic questions that cannot be addressed using cross-sectional or time series datasets."[3]

Transition matrices: Transition matrices are tables that help us to understand the labour market movements of matched individuals in a panel. In addition to looking at changes in the labour market status, movements between different sectors and industries can also be analysed. These movements are expressed in percentages. If 2,0% of employed persons in Q3: 2021 moved into unemployment in Q4: 2021, this percentage is referred to as the **rate of transition**.

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

Background

Labour market transitions show the movements of individuals between the labour market statuses of employment, unemployment and economic inactivity. They help to understand and interpret changes in the levels of labour market indicators based on the Quarterly Labour Force Survey (QLFS). Panel data are an important source of information for policymakers, as it allows for the analyses of a number of important socio-demographic and economic variables across time. The Quarterly Labour Force Survey is a rotational panel dataset that allows for the tracking of individuals in the sample across quarters, making it possible to analyse labour market flows. This section of the report analyses labour market flows between quarter three and quarter four over the period 2016 and 2021.

Introduction

This chapter examines changes in three labour market statuses (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2016–2021. The movement into and out of the three labour market status is regarded as a transition, while a person can also remain in the same labour market status (retention). The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2021, while the trends in transition and retention rates are analysed by comparing 2016 and 2021.

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

Selected retention and transition rates

The analysis of labour market retention and transition rates between various labour market statuses (employment, unemployment and inactivity) over the third and fourth quarters of 2016 and 2021 is undertaken in this section. The analysis tries to identify whether the transition rates into employment have improved over time.

Table 2.1a: Retention and transition rates by labour market status, 2016

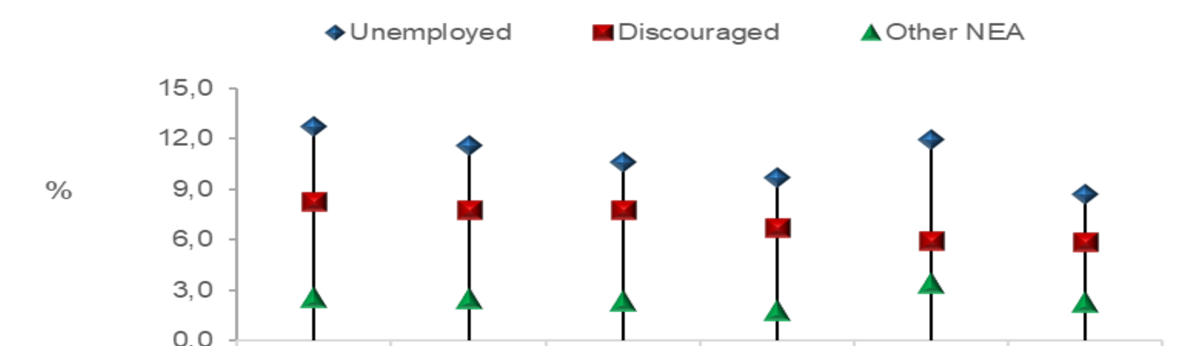
	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
	Labour market status in Q4:2016			
Labour market status in Q3:2016	**Thousand**			
Employed	14 771	567	495	15 833
Unemployed	746	4 089	1 038	5 873
Not economically active (NEA)	510	993	13 540	15 044
Working-age population	**16 027**	**5 649**	**15 074**	**36 750**
	Retention and transition rates by labour market status Q3:2016 and Q4: 2016			
Employed	93,3	3,6	3,1	100,0
Unemployed	12,7	69,6	17,7	100,0
Not economically active (NEA)	3,4	6,6	90,0	100,0

Table 2.1b: Retention and transition rates by labour market status, 2021

	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
	Labour market status in Q4:2021			
Labour market status in Q3:2021	**Thousand**			
Employed	13 554	504	440	14498
Unemployed	655	5 567	1 322	7 544
Not economically active (NEA)	527	1 466	15 709	17 702
Working-age population	**14 737**	**7 536**	**17 472**	**39 745**
	Retention and transition rates by labour market status Q3:2021 and Q4: 2021			
Employed	93,5	3,5	3,0	100,0
Unemployed	8,7	73,8	17,5	100,0
Not economically active (NEA)	3,0	8,3	88,7	100,0

Between the third and the fourth quarters of 2021, 93,5% of the employed persons retained their jobs while 3,5% became unemployed and 3,0% became not economically active. Among those who were unemployed, 73,8 % retained their status while 8,7% found work and 17,5% became inactive. In 2021, the retention rates for those who were unemployed and those who were not economically active were 73,8% and 88,7% respectively. Among those who transitioned to employment in the fourth quarter of 2021, about 8,7% were unemployed while 3,0% were from the inactive population. More than 17,0% of those who transitioned from unemployment to inactivity was recorded in both 2016 and 2021.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2016–2021

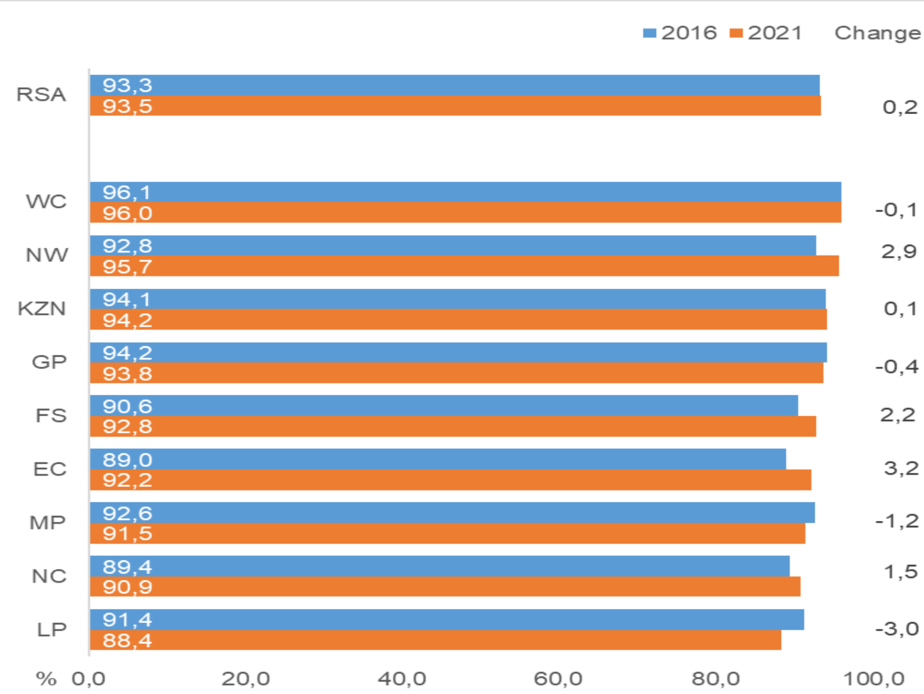


	2016	2017	2018	2019	2020	2021
Unemployed	12,7	11,6	10,6	9,7	11,9	8,7
Discouraged	8,3	7,8	7,8	6,7	5,9	5,8
Other NEA	2,6	2,5	2,4	1,8	3,4	2,3

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

Over the period 2016–2021, the results in Figure 2.1 show that the transition rate into employment from other labour market status is more likely to be from those who are seeking work compared to the discouraged and other inactive population. The second highest labour market status to transit into employment were the discouraged work-seekers. However, the transition rate into employment among the discouraged work-seekers decline from 8,3% in 2016 to 5,8% in 2021. On the other hand, the highest transition rate into employment among the not economically active population was recorded in 2020 at 3,4% while the lowest was recorded in 2019 at 1,8%.

Figure 2.2: Provincial employment retention rates, 2016 and 2021

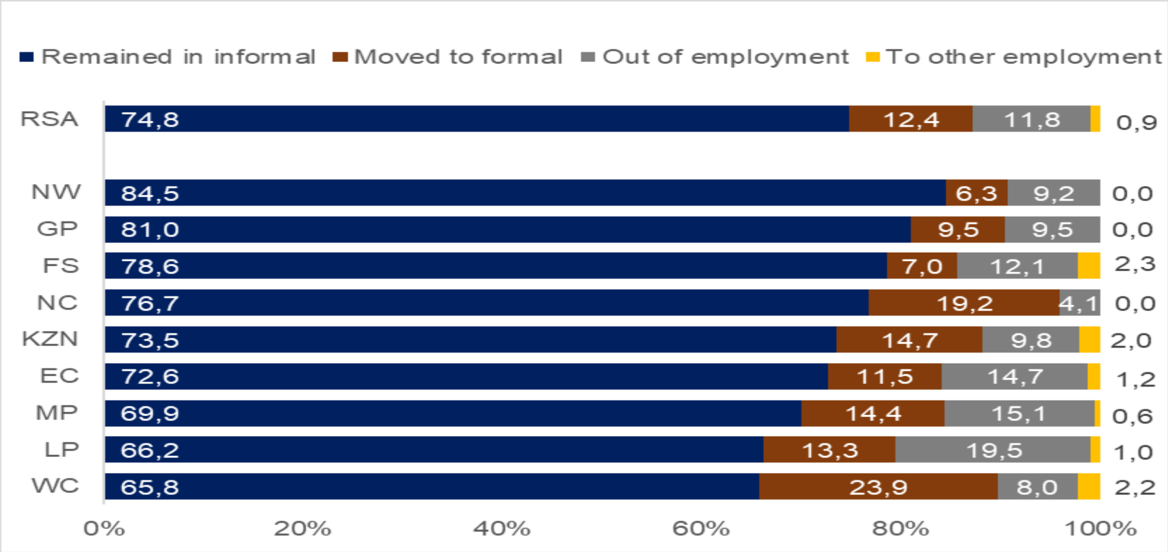


Note: Only Q3–Q4 for each year is analysed.

The overall employment retention rate in South Africa increased by 0,2 of a percentage point from 93,3% in 2016 to 93,5% in 2021. Over the period 2016 to 2021, the provincial employment retention rates decreased in four of the nine provinces; with the largest decline recorded in Limpopo (3,0 percentage points), followed by Mpumalanga (1,2 percentage points). Gauteng and Western Cape recorded a decline of 0,4 and 0,1 of a percentage point respectively. In 2021, Limpopo was the only province that recorded the employment retention rate below 90,0% while the largest retention rate of 96,0% was observed in Western Cape followed by North

West (95,7%) and KwaZulu-Natal (94,2%). The largest increase of 3,2 percentage points in the employment retention rate was observed in Eastern Cape followed by North West (2,9 percentage points) and Free State (2,2 percentage points).

Figure 2.3: Provincial retention and transition rates in the informal sector, Q3: 2021–Q4: 2021



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

About 74,8% of persons who worked in the informal sector in South Africa in the third quarter of 2021 retained their jobs in the fourth quarter of the same year. The Q4:2021 results further highlight that 12,4% of those who were employed in the informal sector moved to the formal sector while 11,8% transitioned to out of employment.

In terms of provincial variation, North West (84,5%) recorded the highest informal sector retention rate followed by Gauteng (81,0%) while Western Cape, Limpopo and Mpumalanga recorded the rates below 70,0%. For those who moved from informal sector to formal sector, Western Cape recorded the highest transition rate of 23,9% followed by Northern Cape (19,2%) and KwaZulu-Natal (14,7%). The lowest transition rate to the formal sector was recorded in North West (6,3%), Free State (7,0%) and Gauteng (9,5%). Four out of nine provinces reported the highest transition rate above 10,0% for those who moved from the informal sector to out of employment with Limpopo recording the highest of 19,5%.

Factors impacting transition into employment

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

Figure 2.4: Transition into employment by work experience, age and sex, 2016 and 2021

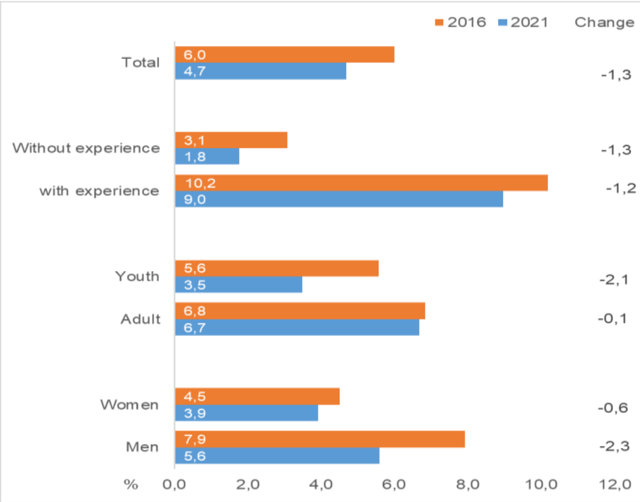
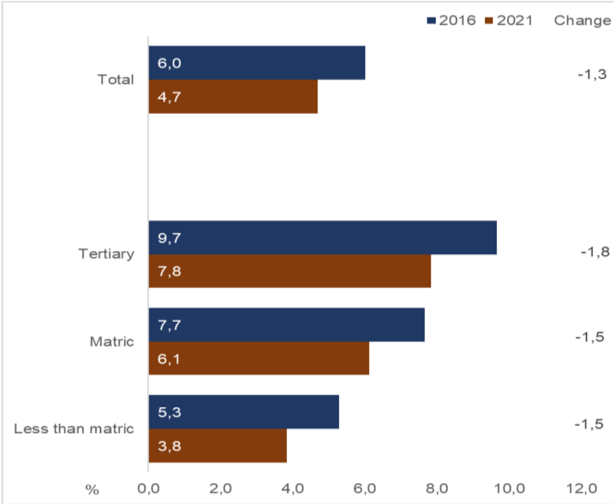


Figure 2.5: Transition into employment by level of education, 2016 and 2021



Note: Q3–Q4 for each year is analysed.

The results in Figure 2.4 show that the transition rate into employment amongst those without a job decreased by 1,3 percentage points in 2021 compared to 2016. The transition rate into employment declined for both men (2,3 percentage points) and women (0,6 of a percentage point) between 2016 and 2021. Even though men recorded the largest decline, they were more likely to find employment compared to women. In addition, the results also reveal that adults were more likely to find employment compared to youth while on the other hand, persons with experience are better off than those without work experience in terms of finding a job.

Persons with a higher level of education stand a better chance of getting a job compared to those with a lower level. The transition rates into employment declined across all levels of education with the largest decrease recorded among persons with tertiary education (1,8 percentage points) while those with matric and those with below matric declined by 1,5 percentage points each. The transition rate into employment for those with less than a matric level of education declined from 5,3% in 2016 to 3,8% in 2021. On the other hand, in 2021 persons with tertiary recorded the transition rate of 7,8% while those with matric highlighted 6,1%.

Occupation and industry

This section analyses the retention and transition rates by occupation and industry over the period 2016–2021.

Figure 2.6: Retention and transition rates by broad occupation groups and skills, 2016 and 2021

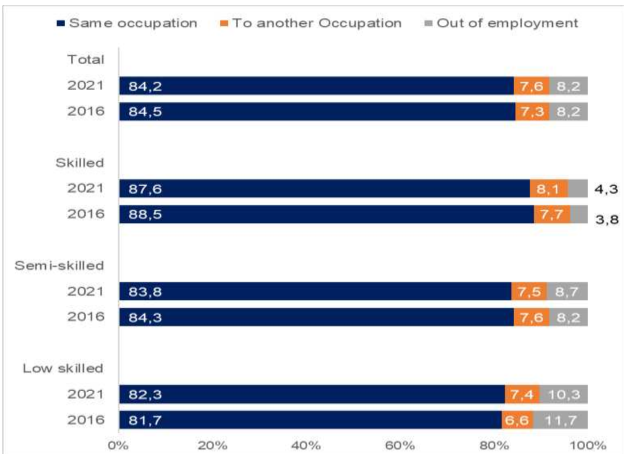
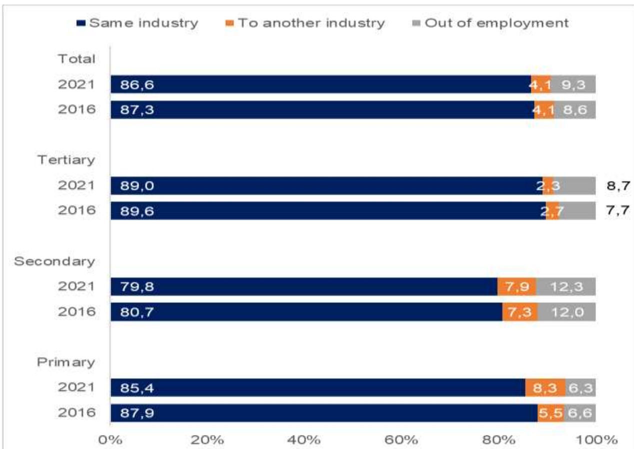


Figure 2.7: Retention and transition rates by broad industry and education level, 2016 and 2021



Note: Q3–Q4 for each year is analysed.

More than eight in every ten persons were more likely to be retained in the same occupation as highlighted in Figure 2.6. In both 2016 and 2021, the retention rate was highest among persons employed in skilled occupations compared to those employed in semi-skilled and low skilled occupations. The transition rate out of employment was more likely to occur among persons employed in low skilled occupations which reported the rate of 11,7% in 2016 and 10,3% in 2021. Only 4,3% of persons employed in the skilled occupations moved out of employment in 2021 while for those in semi-skilled, 8,7% moved out of employment in the same period. Although the highest retention rate was recorded among those employed in skilled occupations in 2021, the group had the highest transition rate into other occupations (8,1%) compared to those in semi-skilled (7,5%) and those in low skilled (7,4%).

The industry retention rates in 2016 and 2021 were highest among those employed in tertiary industries (89,6% and 89,0%, respectively) when compared to secondary and primary industries. In 2021, those in secondary industries recorded the lowest retention rate 79,8%. Moreover, the same industry reported the largest rates of those who moved out of employment in both 2016 (12,0%) and 2021 (12,3%) compared to those in tertiary industries and those in primary industries.

Employment contract types

This section focuses on the retention and transition rates of employees by contract type over the period 2016–2021. Employees holding permanent contract types are more likely to remain on these contracts compared to those having limited or unspecified contracts of employment.

Figure 2.9: Retention and transition rates of employees by contracts duration, Q3: 2021–Q4: 2021

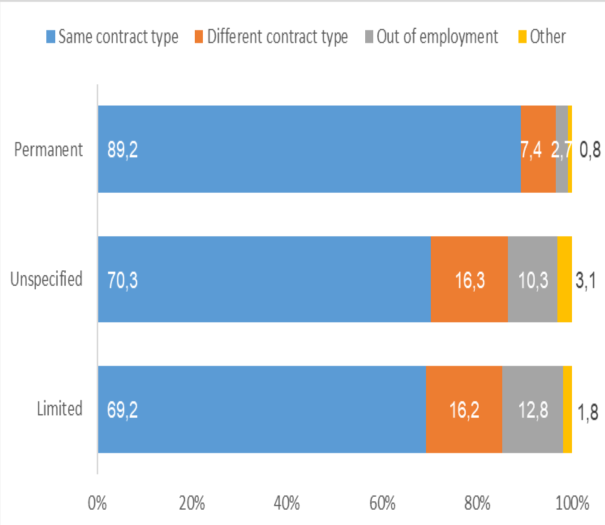
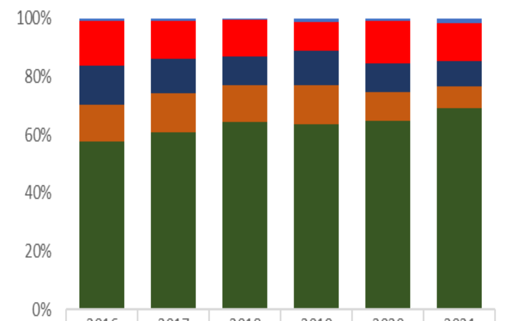


Figure 2.10: Retention and transition rates of employees with limited duration contracts, 2016–2021



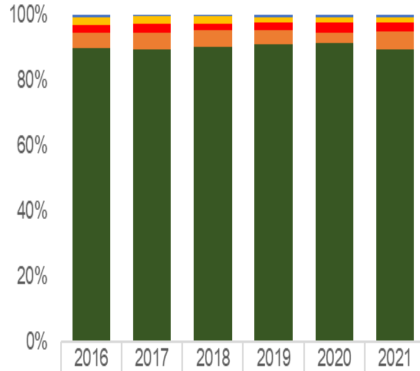
	2016	2017	2018	2019	2020	2021
Other	1,0	0,9	0,4	1,4	0,7	1,8
Out of employment	15,4	12,9	12,6	9,7	14,6	12,8
Moved to unspecified	13,4	12,0	9,8	11,7	10,2	8,9
Moved to permanent	12,6	13,4	12,9	13,5	9,7	7,3
Remained with limited	57,6	60,8	64,4	63,7	64,8	69,2

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

Figure 2.9 indicates that about 89,2% of persons who were employed on a permanent contracts in the third quarter of 2021 retained the same employment contracts in the fourth quarter of the same year 7,4% moved to different contract type and 2,7% out of employment. The retention rates for those with limited duration and unspecified contracts were 69,2% and 70,3% respectively and their transition rates to different contract type is above 16,0% each.

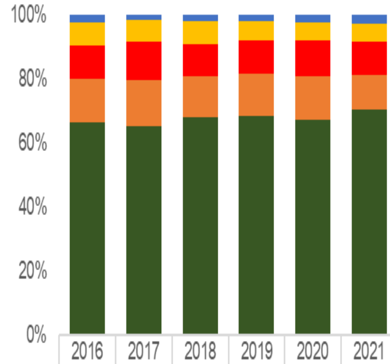
In addition, persons holding the same contracts were more likely to move out of employment (12,8% for those with limited duration and 10,3% for those with unspecified duration contracts) compared to those with contracts of a permanent nature (2,7%). The percentage of those who retained their limited duration contracts has been increasing over the period 2016 to 2021; the percentage remained above 60,0% from 2017 to 2021 while in 2016 it was 57,6%. The transition rate out of employment for those who were employed with limited duration contracts in the third quarter was higher in 2016 at 15,4% and in 2020 at 14,6% which declined to 12,8% in 2021. On the other hand, the percentage of those who moved from limited duration contracts to permanent contracts declined from 12,6% in 2016 to 7,3% in 2021 while the rate of those who moved to unspecified contracts also decreased from 13,4% in 2016 to 8,9% in 2021.

Figure 2.11: Retention and transition rates of employees with permanent contracts, 2016–2021



	2016	2017	2018	2019	2020	2021
Other	0,7	0,7	0,7	0,7	0,8	0,8
Moved to limited	2,4	2,0	2,3	1,9	1,6	1,7
Out of employment	2,6	2,7	2,0	2,2	3,1	2,7
Moved to unspecified	4,7	5,2	4,8	4,4	3,2	5,6
Remained with permanent	89,6	89,3	90,3	90,7	91,3	89,2

Figure 2.12: Retention and transition rates of those with unspecified duration contracts, 2016–2021



	2016	2017	2018	2019	2020	2021
Other	2,5	1,6	2,1	2,4	2,4	3,1
Moved to limited	7,4	6,9	7,2	5,7	5,8	5,4
Out of employment	10,2	12,2	10,0	10,7	11,0	10,3
Moved to permanent	13,7	14,4	13,0	12,9	13,5	10,9
Remained with unspecified	66,3	64,9	67,8	68,4	67,2	70,3

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

The retention rate for persons with permanent contracts increased from 89,6% in 2016 to reach the high of 91,3% in 2020 and then declined to 89,2% in 2021. The transition rate among those who had permanent contracts and moved out of employment was highest in 2020 at 3,1% and lowest in 2018 at 2,0%. Over the period 2016 to 2021, persons with permanent contracts who moved to different contracts were more likely to move to unspecified duration contracts than contracts of a limited duration. In 2021, 5,6% of persons employed on a permanent contracts moved to unspecified duration contracts while 1,7% moved to contracts of limited duration.

Figure 2.12 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while more than 10,0% moved out of employment in all the years. The transition rate among those who had an unspecified contract and moved to permanent contract was highest in 2017 at 14,4% and lowest in 2021 at 10,9%, while those who acquired a contract of limited duration ranged from 7,4% in 2016 to 5,4% in 2021.

Provincial transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2016–2021. The first part looks at the retention and transition rates within each labour market category, while the second part focuses on all persons who were without jobs, irrespective of whether or not they looked for employment. The analyses of the transition rates into employment for those without jobs (unemployed and inactive) were presented by age, work experience and level of education.

Figure 2.13: Employment retention and transition rates by province, 2021

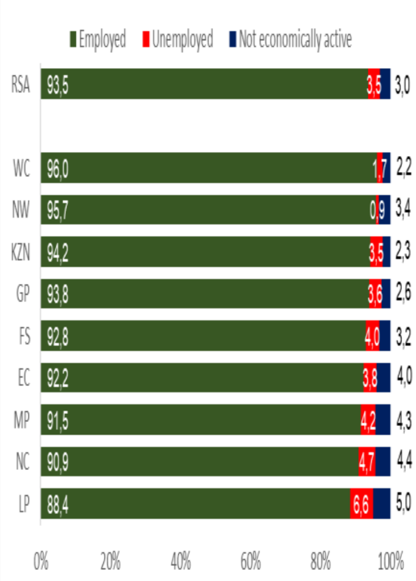


Figure 2.14: Unemployment retention and transition rates by province, 2021

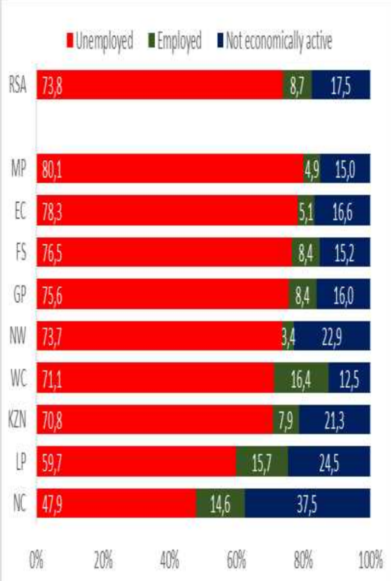
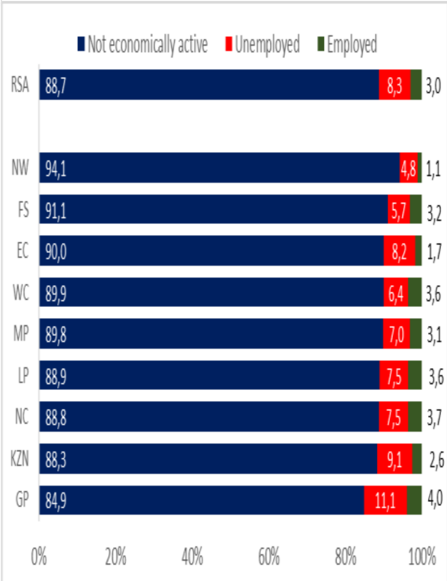


Figure 2.15: NEA retention and transition rates by province, 2021



Note: Data analysed over period Q3: 2021–Q4: 2021.

Figure 2.13, Figure 2.14 and Figure 2.15 highlight the provincial variations in the retention rates for each labour market status for the period Q3: 2021–Q4: 2021. The highest employment retention rates were recorded in Western Cape (96,0%), North West (95,7%), KwaZulu-Natal (94,2%) and Gauteng (93,8%). Limpopo was the only province that recorded the employment retention rate below 90,0%.

In terms of unemployment retention rate, the highest was observed in Mpumalanga (80,1%) followed by Eastern Cape (78,3%) and Free State (76,5%). Persons in Northern Cape and Limpopo were less likely to remain unemployed compared to other provinces. The unemployment retention rate for Northern Cape was 47,9% while Limpopo recorded a rate of 59,7%. Three out of nine provinces recorded the transition rate into employment above 10,0%; namely, Western Cape (16,4%), Limpopo (15,7%) and Northern Cape (14,6%). On the other hand, the highest transition rates into inactivity among those who were unemployed were recorded in Northern Cape (37,5%), Limpopo (24,5%) and KwaZulu-Natal (21,3%).

Figure 2.15 highlights that the retention rates among those who were economically inactive were highest in North West (94,1%), Free State (91,1%) and Eastern Cape (90,0%). The rest of the provinces recorded retention rates below 90,0%. Among those who were economically inactive and found jobs in the fourth quarter, the transition rates into employment were below 5,0% in all provinces where the highest were recorded in Gauteng (4,0%), Northern Cape (3,7%), Limpopo and Western Cape recording 3,6%.

Figure 2.16: Provincial transition rates into employment among youth (15–34 years), 2016 and 2021

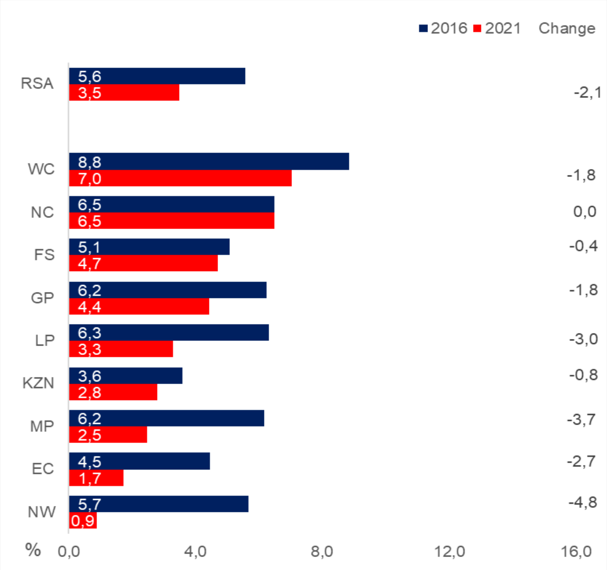
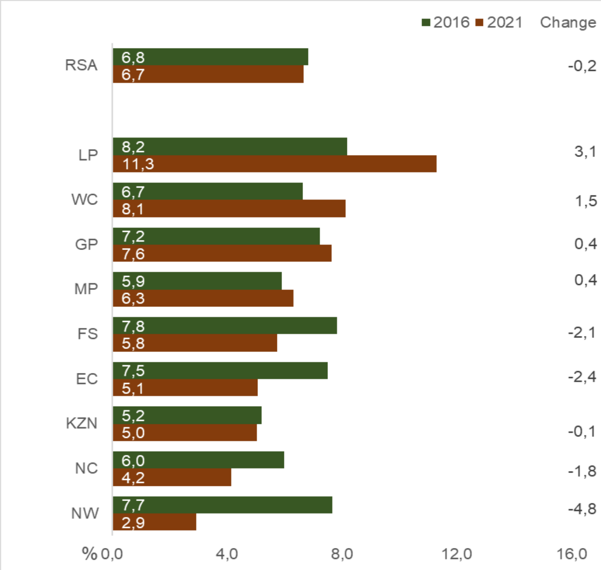


Figure 2.17: Provincial transition rates into employment among adults (35–64 years), 2016 and 2021



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

Figures 2.16 and 2.17 indicate that the overall transition rate into employment by youth decreased by 2,1 percentage points from 5,6% in 2016 to 3,5% in 2021, while the rate for adults also declined by 0,2 of a percentage point from 6,8% to 6,7% during the same period. The transition rate into employment for youth decreased in all provinces except for Northern Cape which remained unchanged at a rate of 6,5%. The largest decline was observed in North West (4,8 percentage points) followed by Mpumalanga (3,7 percentage points) and Limpopo (3,0 percentage points).

Among the adults, the transition rate into employment declined in five of the nine provinces. The largest declines were observed in North West (4,8 percentage points), Eastern Cape (2,4 percentage points) and Free State (2,1 percentage points). On the other hand, Limpopo (up by 3,1 percentage points) recorded the largest increase in adults who moved from unemployment and inactivity into employment during the same period.

Figure 2.18: Provincial transition rates into employment among those with work experience, 2016 and 2021

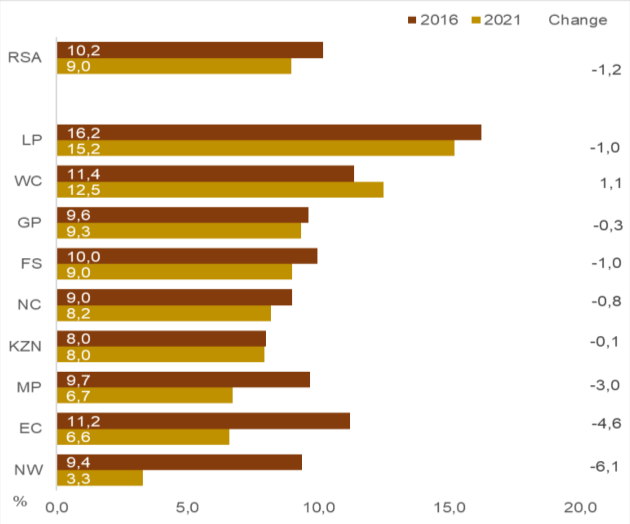
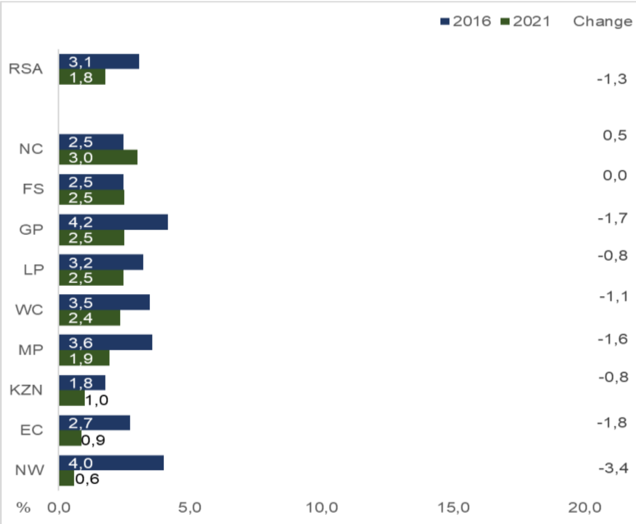


Figure 2.19: Provincial transition rates into employment among those without work experience, 2016 and 2021



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

Persons with work experience are more likely to find jobs than those without work experience. Among those with work experience, the transition rates into employment decreased across all provinces with the exception of Western Cape (increased by 1,1 percentage points). The largest declines were observed in North West (6,1 percentage points), Eastern Cape (4,6 percentage points) and Mpumalanga (3,0 percentage points). In both 2016 and 2021, Limpopo recorded the highest transition rate into employment among those with work experience compared to other provinces.

For those without work experience, the transition rate into employment declined in seven out of nine provinces. The transition rate into employment remained unchanged for Free State over the period 2016 to 2021 while it increased by 0,5 of a percentage point in Northern Cape. The largest decline was observed in North West (3,4 percentage points) followed by Eastern Cape (1,8 percentage points), Gauteng (1,7 percentage points), Mpumalanga (1,6 percentage points) and Western Cape (1,1 percentage points).

Figure 2.20: Provincial transition rates into employment among those without matric, 2016 and 2021

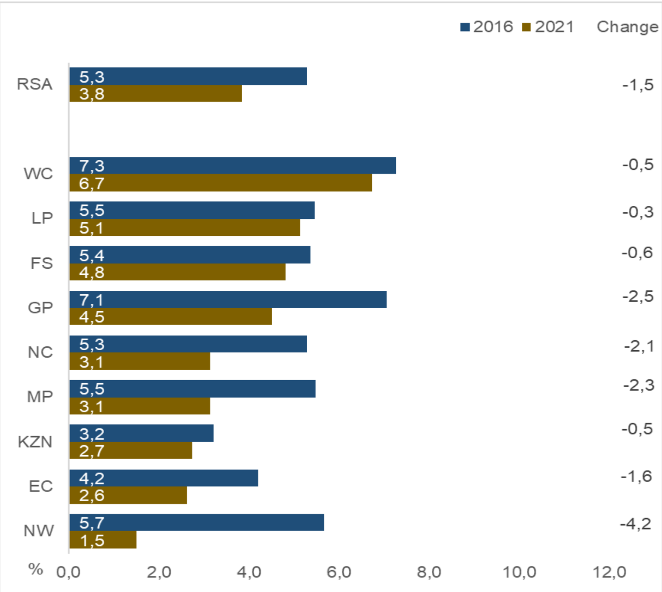
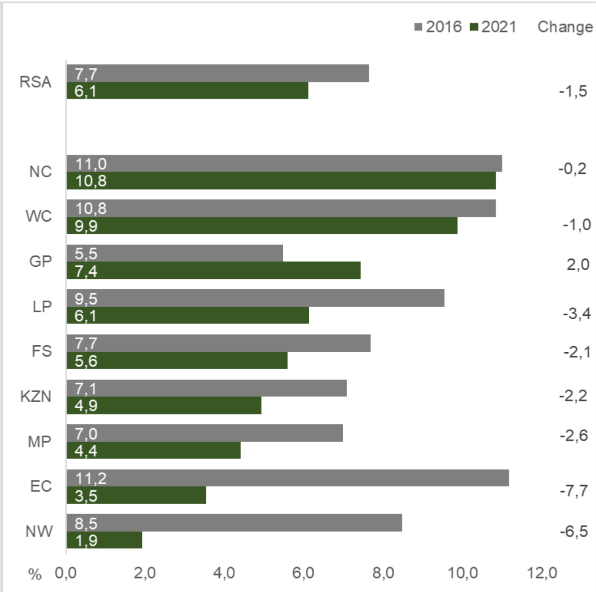


Figure 2.21: Provincial transition rates into employment among those with matric, 2016 and 2021

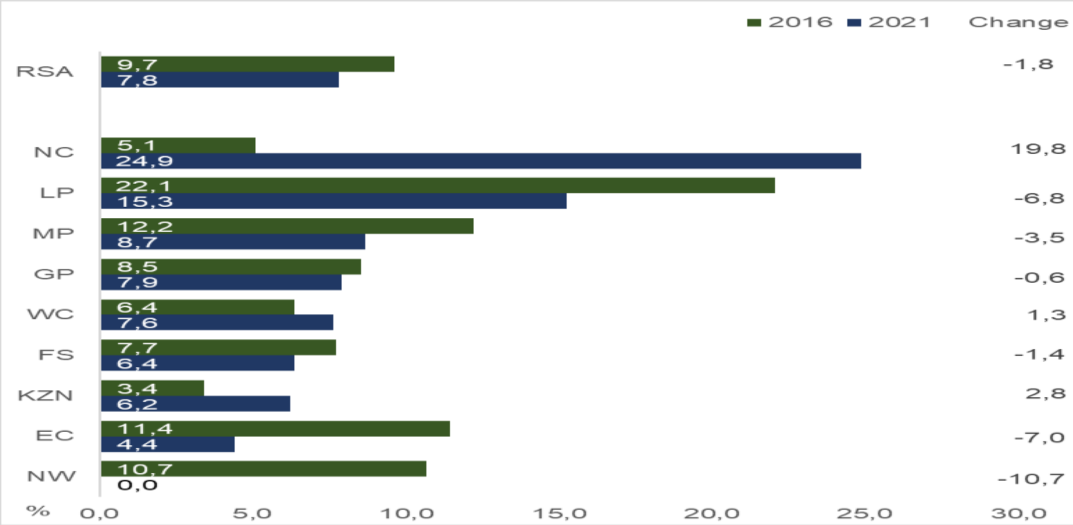


Note: Only Q3–Q4 for each year is analysed.

Education plays a vital role in a person’s prospect of finding employment and retaining it. Figures 2.20 and 2.21 indicate that among those without jobs (unemployed or inactive), those with matric have a higher chance of moving from unemployment or inactivity into employment compared to those without matric. The transition rate into employment for those without jobs declined for both those without matric and those with matric by 1,5 percentage points each. However, the transition rate for those without matric remained lower at 3,8% compared to 6,1% for those with matric in 2021.

Over the period 2016 to 2021, the transition rate into employment for those without matric declined in all provinces. The largest declines were recorded in North West (4,2 percentage points), Gauteng (2,5 percentage points), Mpumalanga (2,3 percentage points) and Northern Cape (2,1 percentage points). Among those with matric, the transition rate into employment declined in all provinces with the exception of Gauteng which increased by 2,0 percentage points between 2016 and 2021. Eastern Cape recorded the largest decline of 7,7 percentage points followed by North West (6,5 percentage points) and Limpopo (3,4 percentage points).

Figure 2.22: Provincial transition rates into employment among those with tertiary education levels, 2016 and 2021



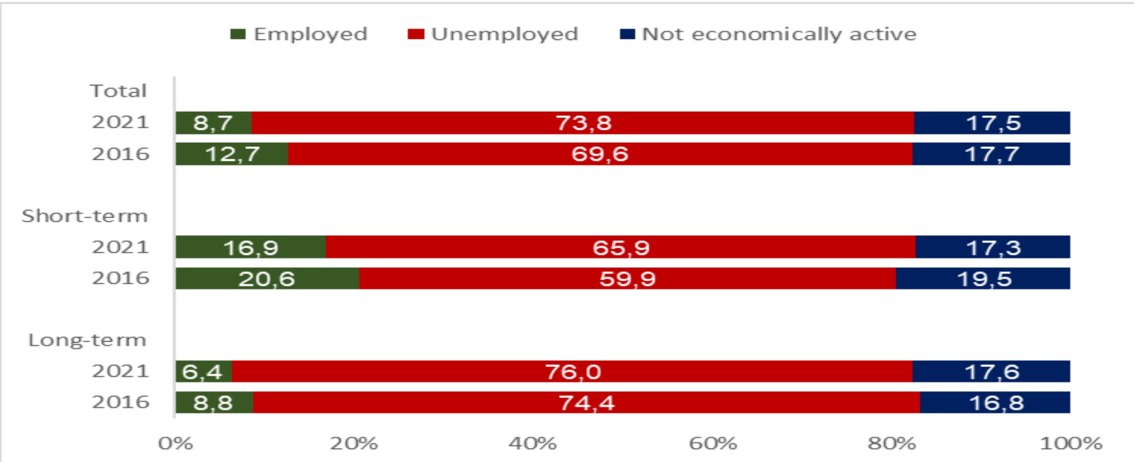
Note: Only Q3–Q4 for each year is analysed.

In 2021, the transition rate into employment for those with tertiary education in South Africa was 1,8 percentage points lower than the rate in 2016. Three out of nine provinces recorded an increase in the transition rate between 2016 and 2021 namely; Northern Cape (19,8 percentage points), KwaZulu-Natal (2,8 percentage points) and Western Cape (1,3 percentage points). As highlighted in the figure above, North West did not record persons with tertiary education who transitioned into employment between Q3:2021 and Q4:2021. This resulted in the decline of 10,7 percentage points for the transition rate for those with tertiary education in 2021. The second highest decline in the transition rate was observed in Eastern Cape (7,0 percentage points) followed by Limpopo (6,8 percentage points) and Mpumalanga (3,5 percentage points).

Unemployment duration

The analysis in this section focuses on the transition into various labour market statuses in relation to the unemployment duration over the period 2016 and 2021, particularly with respect to those in short-term unemployment (i.e. those unemployed for less than a year) and those in long-term unemployment (unemployed for a year or longer).

Figure 2.8: Transition rates from long-term and short-term unemployment, 2016 and 2021



Over the period 2016 to 2021, the retention rate among persons in short-term and those in long-term unemployment increased. Persons in short-term unemployment were more likely to transit into employment than those in long-term unemployment. In 2021, about 65,9% of those in short-term unemployment remained unemployed compared to 59,9% in 2016, while among those in the long-term unemployment, 76,0% remained unemployed in 2021 compared to 74,4% in 2016. The results further show that those in short-term unemployment had a better chance of finding employment when compared to those in the long-term unemployment. The transition rate into employment for those who were in short-term was 20,6% in 2016 and it declined to 16,9% in 2021 by 3,7 percentage points.

Summary and conclusion

- Those who were unemployed were more likely to move into employment compared to those who were discouraged and not economically active.
- Men were more likely to move into employment compared to women.
- Persons without jobs but with previous work experience were more likely to move into employment than those without work experience.
- More than eight in every ten persons were more likely to be retained in the same occupation.
- Persons employed on permanent contracts were more likely to remain employed on such contracts compared to those with contracts of limited or unspecified durations.
- The unemployed were less likely to remain in the same status relative to those who were employed and those who are economically inactive.
- Persons in short-term unemployment were more likely to move into employment than those in long-term unemployment.
- Education improves the chances of finding employment. Nationally, the transition rates into employment for those without jobs but who had a tertiary education were higher, followed by those with a matric education.

Chapter 3: The South African labour market

Key labour market concepts

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

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

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

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

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

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

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

The **unemployment rate** measures the proportion of the labour force that is unemployed.

The **labour force participation rate** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services, relative to the population at working age (ILO, KILM 2015)[4].

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

[4] https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_422090.pdf

Background

According to the ILO's World Employment and Social Outlook (2020), the global working-age population was recorded at 5,7 billion in 2020 and of that, roughly 57,9% (3,3 billion) were employed persons. It resulted in approximately 2,3 billion of working-age population who were either unemployed or not economically active population. Furthermore, high global unemployment trends in 2020 and 2021 were mainly driven by the measures implemented to control the spread of the pandemic, COVID-19. Globally, lockdown and limited movements were among the measures that were adopted. In the particular case of South Africa, unemployment levels increased by 1,6 million between 2020 and 2021.

Introduction

This chapter directly reflects the objectives of the South African Labour Market Dynamics report. The chapter aims to illustrate two vital aspects of the South African population, the structure of the whole population and the working-age population. The latter paints a picture of the South African Labour Market trends of persons aged between 15 to 64 years between 2016 and 2021 while the former glance at the composition of the South African population aged 0 to 80 plus over the period 2011–2021. The most interesting part about the last two years of the period covered for analysis is that the world and South Africa in particular were experiencing the COVID-19 pandemic and trapped under the inability of their economies to create employment at the rate which the labour force was growing. It further examines the labour market rates by socio-demographic characteristics such as but not limited to the population group, sex, age, geographic area and highest education levels.

3.1. Demographic profile of the population in 2011 and 2021

Figure 3.1: Age/sex structure of the population in 2011 and 2021

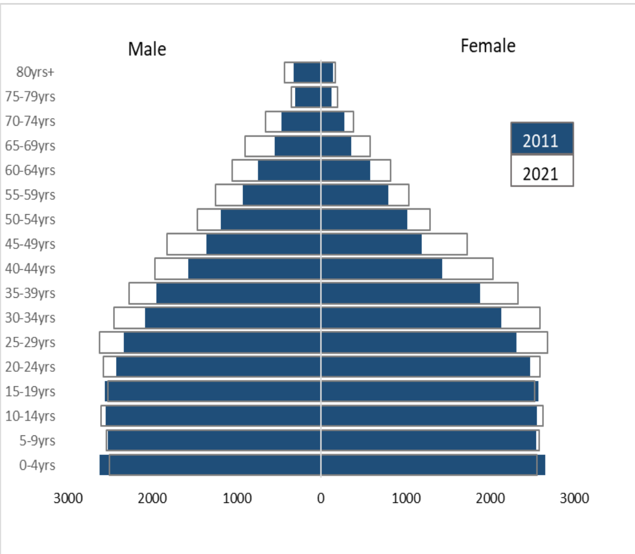
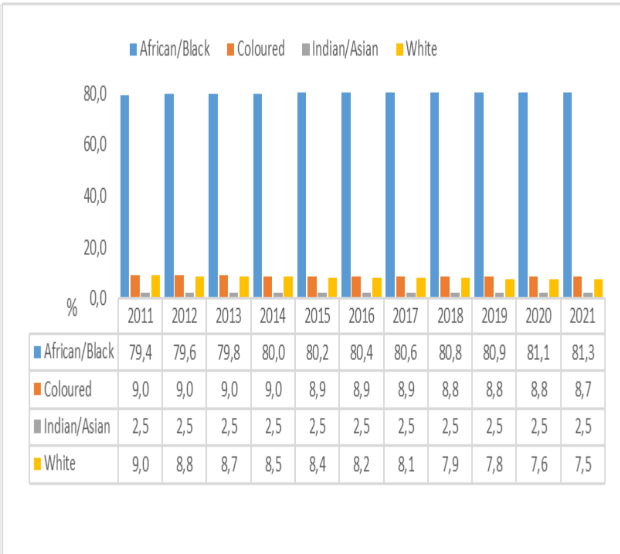


Figure 3.2: Composition of the population, 2011 - 2021



Demographic change is driven by fertility; mortality and migration. Reflecting this phenomenon, Figure 3.1 shows that South Africa's population growth is now driven by adults. Between 2011 and 2021, the number of adults (20–64 years old) continued to increase, while the number of children hardly changed. The National Development Plan (NDP p.99) acknowledges that the population has a proportionately high number of working-age people and a proportionately low number of young and old. This means that the dependency ratio – the percentage of those over 64 and under 15 relative to the working-age population – is at a level where there are enough people of working age to support the non-working population.

In Figure 3.2, the composition of the South African population is portrayed as the estimated percentage of the total population for each population group in South Africa from 2011 to 2021. Evident from the chart is that the majority of the South African population are black African, followed by coloured throughout the period studied

(2011–2021). The Indian/Asian population group had the least share of the whole population (2,5% the entire period). While the share of the black African population has increased since 2011, the Indian/Asian population remained constant at 2,5%. Furthermore, the percentage of the white population group decreased by 1,5 percentage points over the period years, 2011–2021.

3.2 The components of the South African working-age population

Figure 3.3: Working-age population by population group, 2016 and 2021

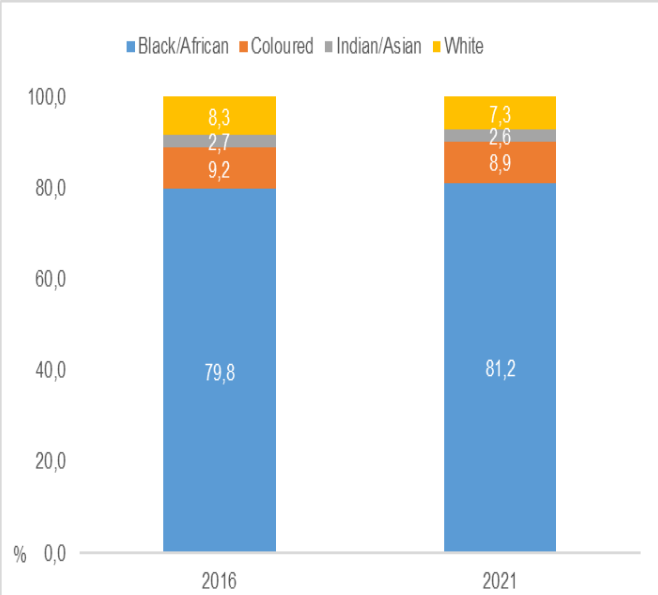


Figure 3.4: Working-age population by age group, 2016 and 2021

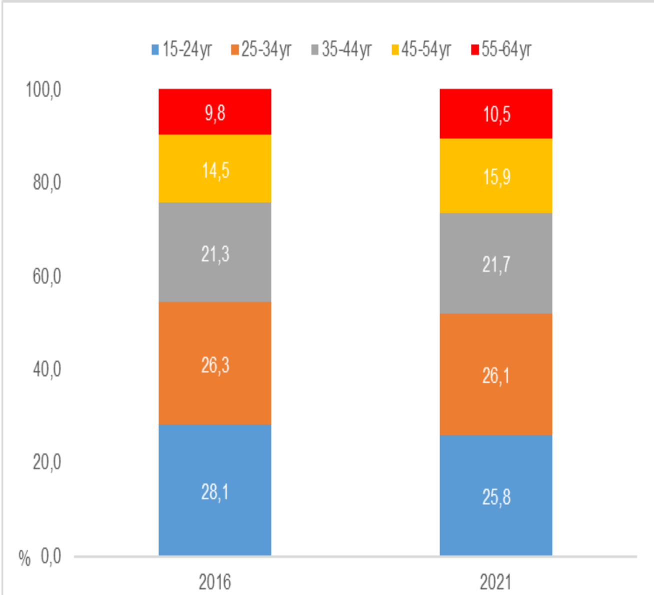


Figure 3.3 above shows that the share of the working-age population among black Africans increased from 79,8% in 2016 to 81,2% in 2021.However, the share declined for other population groups during the same period.

Figure 3.4 above shows that between 2016 and 2021 the working age population of persons aged 15–34 years declined by 2,5 percentage points from 54,4% to 51,9%. In contrast, the working age population for persons above the age of 34 years increased by the same 2,5 percentage points. Persons who are aged between 25–34 years contributed the highest percentage of the working-age population in 2021 followed by 15–24 years of age however, in 2016 this was the opposite. The least contribution in both 2016 and 2021 was recorded for age group 55–64 years at 9,8% and 10,5% respectively.

Table 3.1: Labour market status of the working-age population, 2016-2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	5 753	6 120	6 103	6 579	6 283	7 658
Discouraged	2 386	2 403	2 806	2 848	2 754	3 529
Other not economically active	12 750	12 602	12 604	12 729	14 996	13 794
Working-age Population	36 669	37 294	37 907	38 506	39 093	39 672
	Annual changes (Thousand)					Change 2016-2021
	2017	2018	2019	2020	2021	
Employed	388	225	-44	-1 289	-371	-1 090
Unemployed	368	-17	476	-296	1 376	1 906
Discouraged	17	403	42	-95	775	1 143
Other not economically active	-148	2	125	2 267	-1 202	1 044
Working-age Population	625	613	599	587	579	3 003

Findings from Table 3.1 indicate that the number of employed persons increased from 2016 to 2018, then declined from 2019 to 2021. The number of employed persons decreased by 1 090, while other labour markets statuses increased in 2021 compared to 2016.

Table 3.2: Working-age population by sex, 2016–2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Men	18 102	18 429	18 749	19 060	19 362	19 660
Women	18 567	18 865	19 158	19 447	19 731	20 012
Working-age Population	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
	Percent					
Share of women in the working-age population	50,6%	50,6%	50,5%	50,5%	50,5%	50,4%

Table 3.2 above shows the number of the working-age population for men and women in South Africa over the period 2016 to 2021. The table shows that the share of women in the working age population is more than that of male at more than 50% between 2016 and 2021. Furthermore, it indicates that the share of women decreased from 50,6% to 50,4% by 0,2 of a percentage point over the same period.

Figure 3.5: Components of the working-age population by education level, 2016 and 2021

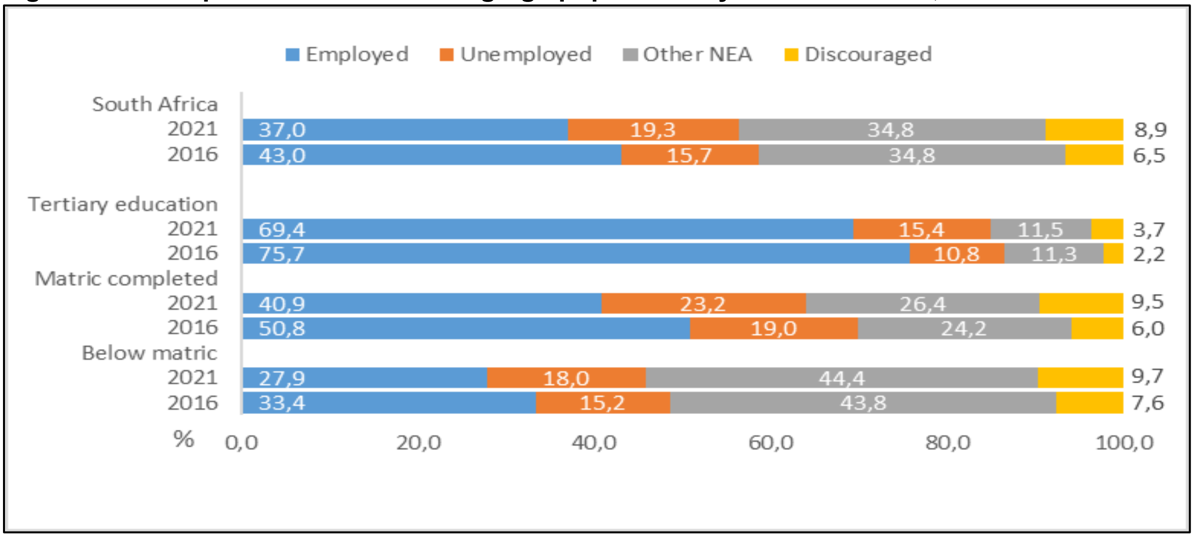


Figure 3.5 shows that the majority of employed persons have tertiary education as the highest level of education in both 2016 and 2021. In this regard, persons with tertiary education are more likely to be employed compared to people with matric and below matric qualifications. Three components of the working-age population namely the unemployed, not economically active and discouraged work seekers, increased across all education levels between 2016 and 2021. In 2021, those who completed matric had the highest proportion of the unemployed (23,2%) compared to other education levels. Persons with an education level below matric were the most discouraged work seekers in 2021 (9,7%) compared to the least discouraged work seekers among those with tertiary qualifications (3,7%) in the same period.

Figure 3.6: Working-age population by province and geographical-type, 2021

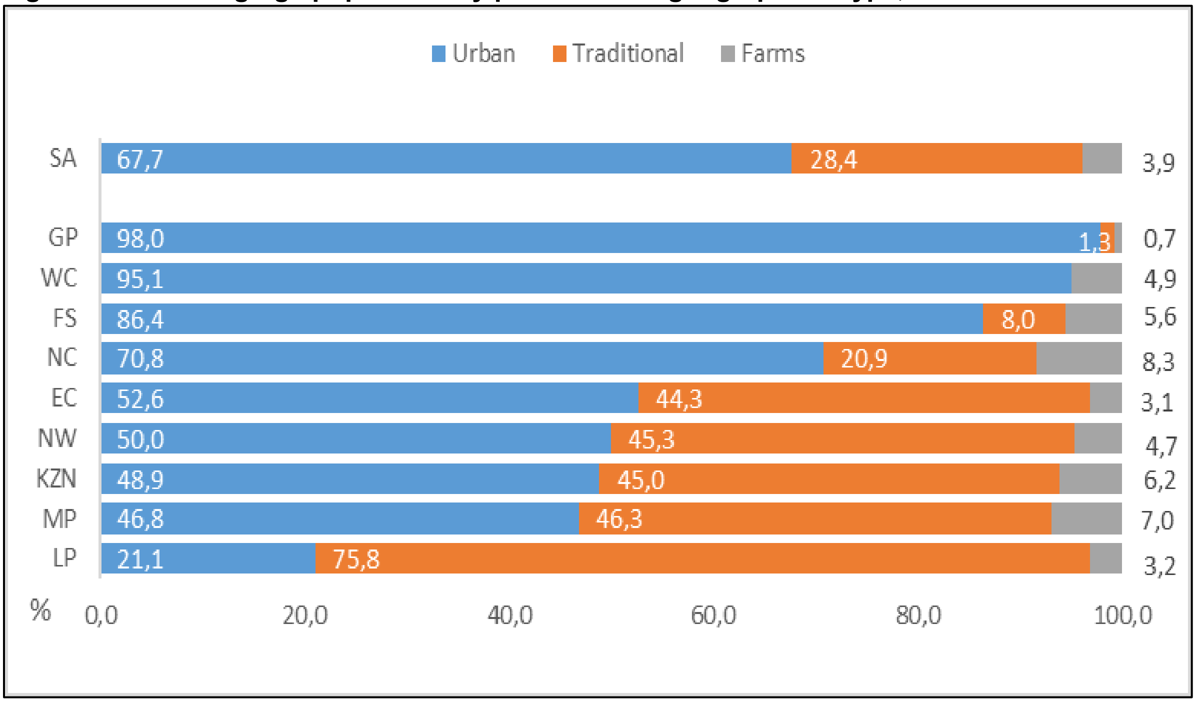
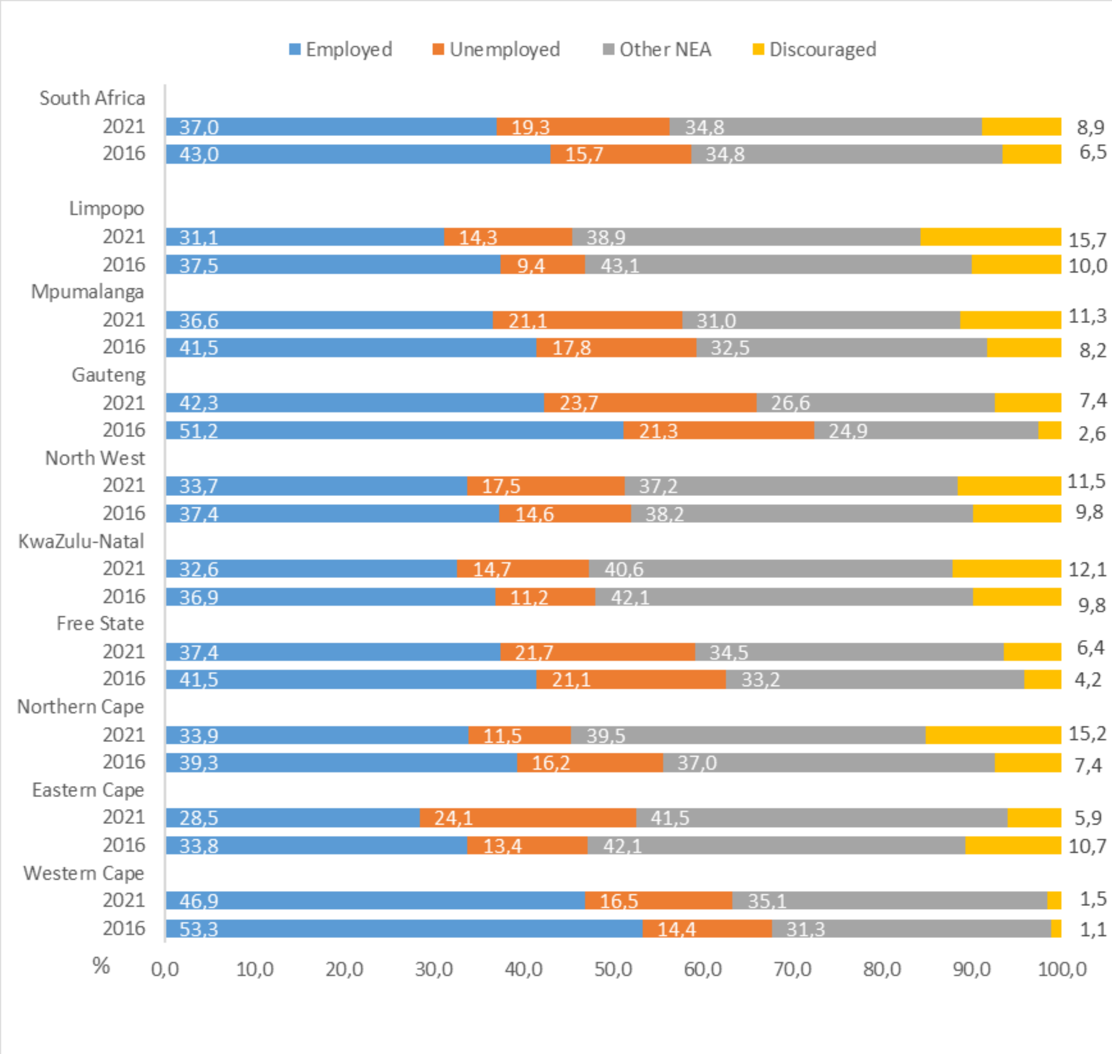


Figure 3.6 shows that in 2021 approximately 67,7% of the South African working-age population lived in urban areas, followed by traditional areas (28,4%). Farms had the smallest share of the working-age population (3,9%). The highest proportions of the working-age population are found in the urban areas of the eight provinces excluding Limpopo (21,1%) with the lowest proportion. Limpopo (75,8%) has the highest working-age population living in traditional areas. These proportions are reflective of people moving from non-urban areas to urban areas looking for job opportunities.

Figure 3.7: Components of the working-age population by province, 2016 and 2020

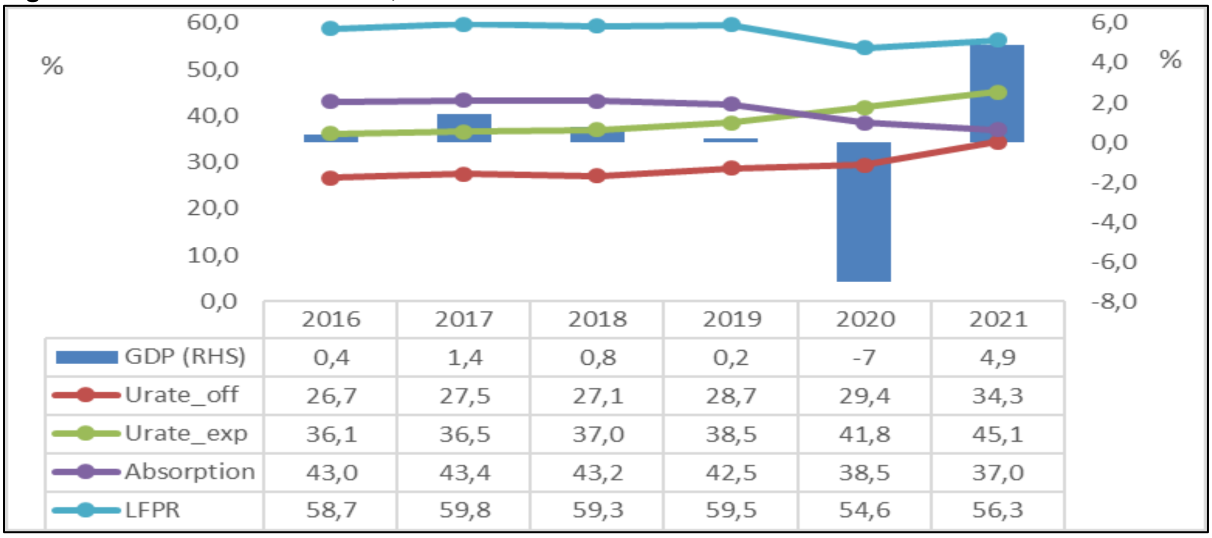


Nationally, the proportion of the unemployed and the discouraged work seekers increased to 19,3% and to 8,9% in 2021 respectively, while the proportion of employed persons decreased by 6,0 percentage points between 2016 and 2021. Western Cape (46,9%) had the largest share of employed persons in 2021, followed by Gauteng (42,3%). Eastern Cape (24,1%) had the largest share of unemployed persons, followed by Gauteng (23,7%) in 2021 while Northern Cape (11,5%) recorded the lowest share of unemployed persons. The highest proportions of the discouraged work seekers live in Limpopo (15,7%) and Northern Cape (15,2%), while the lowest live in Western Cape (1,5%) in 2021.

3.3 Labour market rates

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

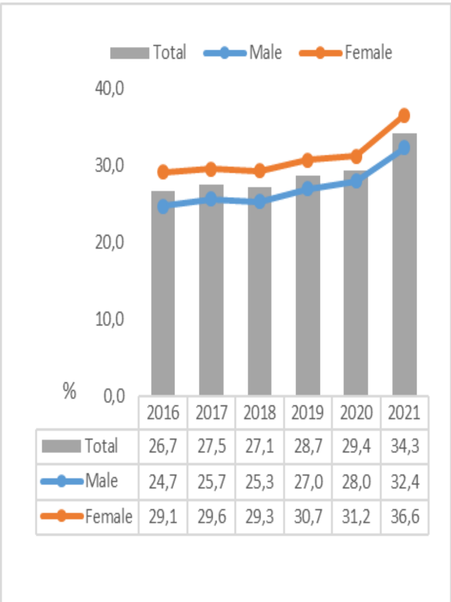
Figure 3.8 Labour market rates, 2016-2021



	2016	2017	2018	2019	2020	2021
GDP (RHS)	0,4	1,4	0,8	0,2	-7	4,9
Urate_off	26,7	27,5	27,1	28,7	29,4	34,3
Urate_exp	36,1	36,5	37,0	38,5	41,8	45,1
Absorption	43,0	43,4	43,2	42,5	38,5	37,0
LFPR	58,7	59,8	59,3	59,5	54,6	56,3

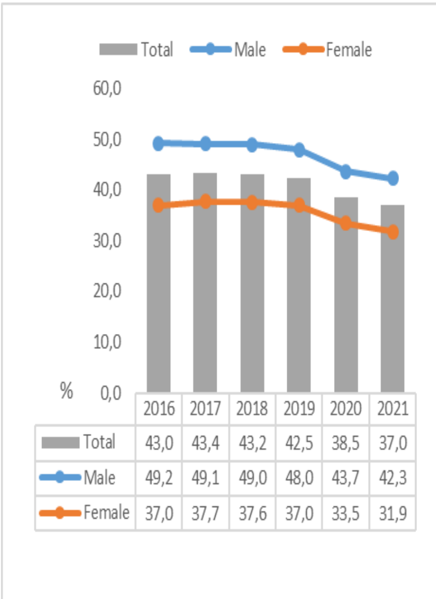
The expanded unemployment rate increased by 3,3 percentage points and the official unemployment rate by 4,9 percentage points between 2020 and 2021. The official unemployment rate was 34,3% in 2021, which was 7,1 percentage points higher than the 2016 unemployment rate. In 2021 the absorption rate decreased to 37,0% and the labour force participation rate increased to 56,3%.

Figure 3.9: Unemployment rate by sex, 2016-2021



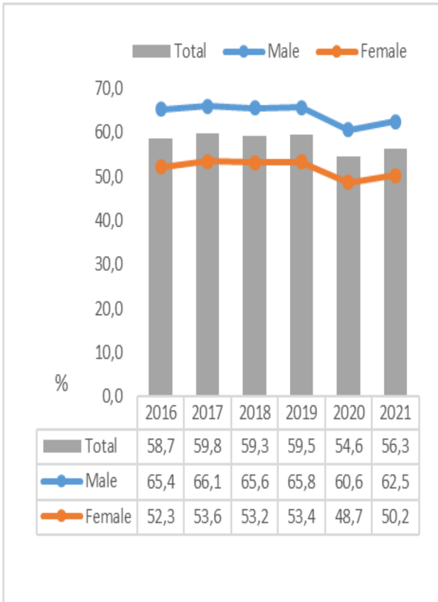
	2016	2017	2018	2019	2020	2021
Total	26,7	27,5	27,1	28,7	29,4	34,3
Male	24,7	25,7	25,3	27,0	28,0	32,4
Female	29,1	29,6	29,3	30,7	31,2	36,6

Figure 3.10:Absorption rate by sex, 2016-2021



	2016	2017	2018	2019	2020	2021
Total	43,0	43,4	43,2	42,5	38,5	37,0
Male	49,2	49,1	49,0	48,0	43,7	42,3
Female	37,0	37,7	37,6	37,0	33,5	31,9

Figure 3.11: Participation rate by sex, 2016-2021



	2016	2017	2018	2019	2020	2021
Total	58,7	59,8	59,3	59,5	54,6	56,3
Male	65,4	66,1	65,6	65,8	60,6	62,5
Female	52,3	53,6	53,2	53,4	48,7	50,2

The above figures indicate an upward movement of the unemployment rate for both men and women since 2016, with women recording the highest unemployment rate compared to men. We further observe that women have a higher unemployment rate than the national unemployment rate. Both absorption rate and participation rate decreased over the period 2016 to 2021 for both men and women.

Figure 3.12: Labour market rates by sex, 2016 and 2021

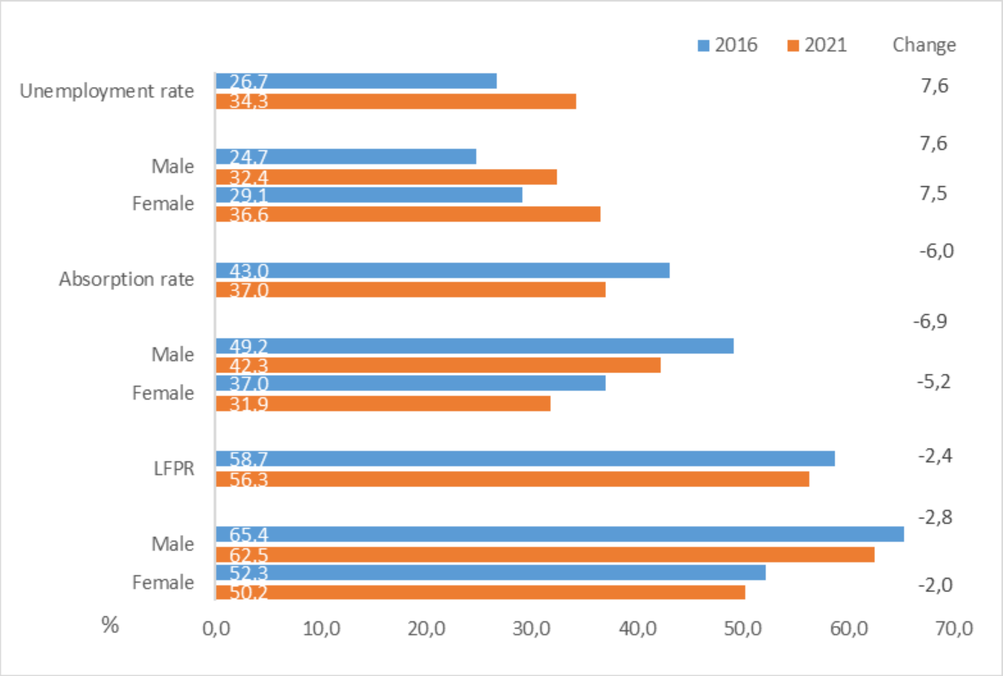


Figure 3.12 shows labour market rates by sex. The unemployment rate increased by 7,6 percentage points to 34,3% between 2016 and 2021. Unemployment rate among males increased by 7,6 percentage points to 32,4% and increased among females by 7,5 percentage points to 36,6% during the same period. The absorption and labour force participation rates decreased across all sex categories over the period 2016–2021.

Figure 3.13: Male labour market rates by population group, 2016 and 2021

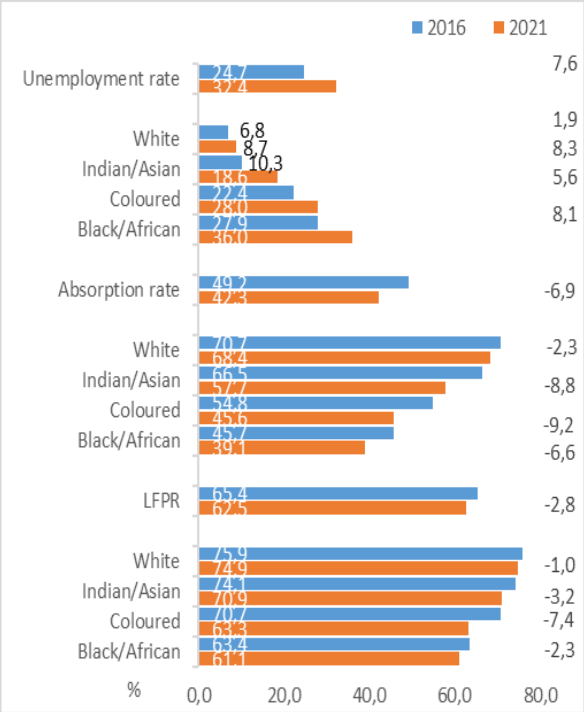
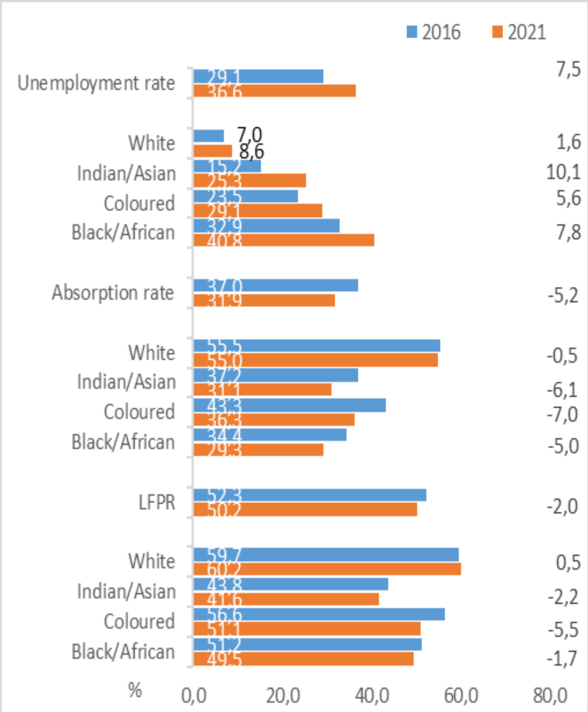


Figure 3.14: Female labour market rates by population group, 2016 and 2021



The above figures indicate that the South African labour market is more favourable to men than it is to women irrespective of population groups, as the unemployment rate amongst men is lower than that of women. Men are more likely to be employed regardless of race. Black African men and women had the highest unemployment rate compared to other population groups, while the white population group had the lowest unemployment rate in both 2016 and 2021. The white population group had the highest absorption and labour force participation rates irrespective of sex, while black African had the lowest.

Figure 3.15: Unemployment rate by province, 2016 and 2021

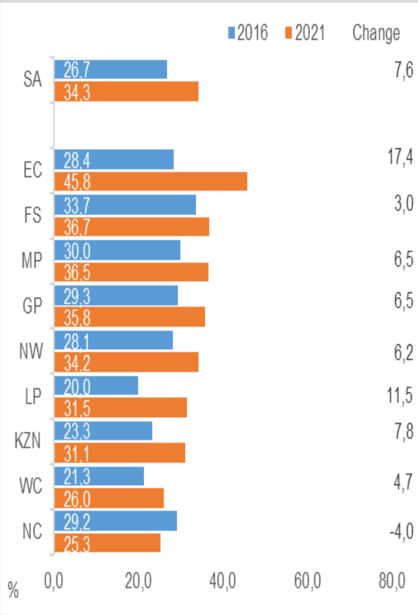


Figure 3.16: Absorption rate by province, 2016 and 2021

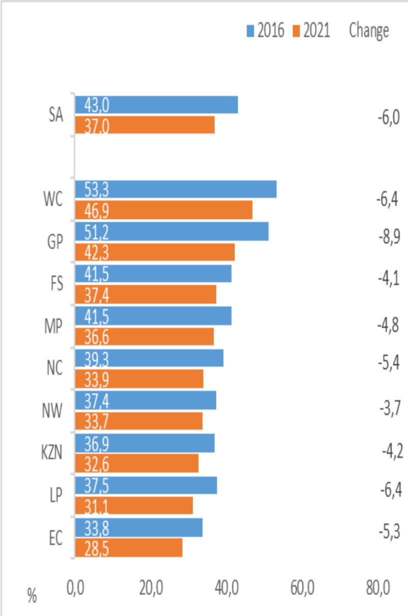
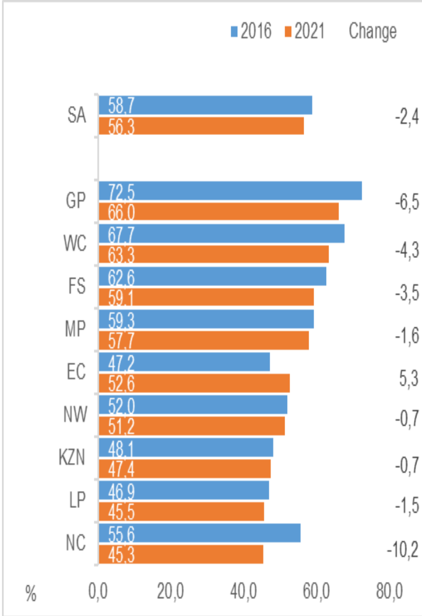


Figure 3.17: Participation rate by province, 2016 and 2021



The above figures show the unemployment, absorption and labour force participation rates of the population across the nine provinces of South Africa between 2016 and 2021. Furthermore, the figure indicates that the unemployment rate for South Africa was estimated to be 34,3% in 2021, reflecting an increase of 7,6 percentage points between 2016 and 2021,while absorption and labour force participation rates reflect a decrease of 6,0 and 2,4 percentage points respectively. The provincial estimates show that Eastern Cape (45,8%) had the highest unemployment rate and Northern Cape (25,3%) had the lowest unemployment rate in 2021. The unemployment rate in eight provinces has increased between 2016 and 2021, excluding Northern Cape (down by 4,0 percentage points). For absorption rate, the provincial estimates show Western Cape (46,9%) had the highest absorption rate, and absorption rate in all the provinces has decreased between 2016 and 2021. For the labour force participation rate, provincial estimates show that Gauteng (66,0%) had the highest participation in the labour force and the rate decreased in eight provinces between 2016 and 2021 except for Eastern Cape where the participation rate increased by 5,3 percentage points.

Figure 3.18: Unemployment rate by age group, 2016 and 2021

Figure 3.19: Absorption rate by age group, 2016 and 2021

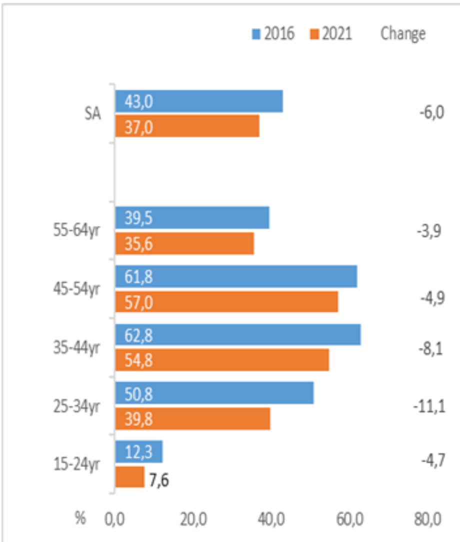
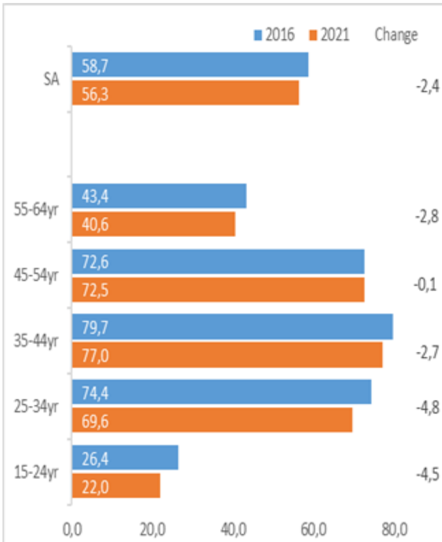


Figure 3.20: Participation rate by age group, 2016 and 2021



The above figures show the unemployment, absorption and labour force participation rates by age-group. The unemployment rate increased across all age groups between 2016 and 2021. Persons aged between 15–24 years had the highest unemployment rate and those who are between 55–64 years had the lowest unemployment rate in both 2016 and 2021. Absorption and participation rates of all age groups declined between 2016 and 2021. Persons aged between 45–54 years had the highest absorption rate in 2021 and those who are between 15–24 years had the lowest absorption rate in these two periods studied, 2016 and 2021. Persons aged between 35–44 years had the highest participation rate in 2016 and 2021 and those who are between 15–24 years had the lowest participation rate.

Figure3.21: Labour market rates by education level, 2016 and 2021

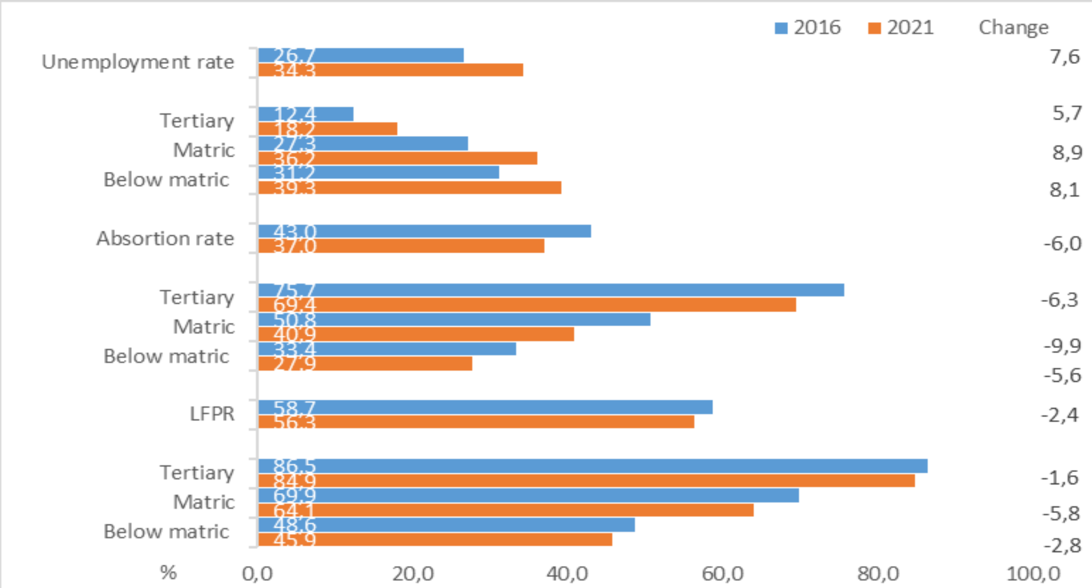


Figure 3.21 shows labour market rates of persons according to their education level. Unemployment rate increased by 7,6 percentage points between 2016 and 2021.Unemployment increases progressively with lower education levels, the figure indicates that those who have obtained a higher level of education have lower unemployment rates. Between 2016 and 2021, the unemployment rate increased across all education levels, and the largest increase was observed among those with matric education level (8,9 percentage points).The absorption and labour force participation rates decreased across all education categories over the period 2016–2021.

3.4 Summary and conclusion

- Over the period 2011 to 2021, the total number of population by population group increased for black African and remained constant for Indian/Asian population group. The South African population is concentrated in the youngest age groups compared to the older age groups, between 2011 and 2021.
- Between 2016 and 2021, the number of employed persons decreased by 1 090, while the number of unemployed persons, discouraged work seekers and other not economically active population increased.
- The share of women in the working age population was higher than that of men, however the absorption rate for men was higher than that of women by 10,4 percentage points in 2021. The highest proportion of the working-age population were found in urban areas. More working-age population were employed in the Western Cape as compared to other provinces.
- Although South Africa's largest population group are black African, their unemployment rate is higher compared to other population groups irrespective of gender. Black African men recorded 36,0% and women 40,8% in 2021. This indicates that unemployment continues to be a major concern in South Africa more particularly for the black African population group. Persons aged between 15–24 years had the highest unemployment rate.
- The absorption rate and labour force participation rate decreased across all age groups and across all provinces. The province with the highest unemployment rate was Eastern Cape (45,8%) and Northern Cape (25,3%) had the lowest unemployment rate in 2021.

- Education continues to play an important role in the labour market. Those with higher levels of education stand a better chance in employment meaning people with tertiary education are more likely to be employed compared to people with matric and below matric education levels. Unemployment rate is higher for persons with below matric as their level of education as compared to those with tertiary and those who completed matric.

Chapter 4: Employment and other forms of work

Key labour market concepts

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

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

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

Occupation[5] in this chapter has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories are drawn from Bhorat, H and 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 and K. Press, HSRC Press.

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

Industry classification is as follows:

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

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

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

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

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

Background

The importance of employment as a pathway to economic development, social inclusion and well-being has long been recognised. As well as being at the heart of the ILO's Decent Work Agenda, employment is a central element in the 2030 Agenda for Sustainable Development which places emphasis on promoting productive employment and decent work for all (Goal 8). In this context, statistics on employment are crucial to monitor progress towards many national and international policy goals. These statistics must not just quantify work and people in employment but also provide meaningful information on the types of jobs people are doing.[6]

Introduction

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

4.1 A profile of the employed

Employment by industry and occupation

This section analyses the distribution of employment by industry and occupation over the period 2016–2021 by sex, population group and province.

Table 4.1: Employment by industry, 2016–2021

Industry	2016	2017	2018	2019	2020	2021
	Thousand					
Agriculture	874	843	845	861	820	838
Mining	444	434	419	412	403	377
Manufacturing	1 692	1 782	1 769	1 762	1 528	1 408
Utilities	118	149	148	139	104	103
Construction	1 431	1 414	1 472	1 348	1 164	1 148
Trade	3 178	3 250	3 280	3 358	3 084	2 935
Transport	910	977	984	998	925	946
Finance	2 275	2 402	2 479	2 518	2 374	2 391
Services	3 571	3 609	3 694	3 667	3 484	3 356
Private households	1 283	1 303	1 292	1 281	1 160	1 177
Total	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**

Note: Total includes 'Other forms of industry'.

[6] https://ilostat.ilo.org/topics/employment/

Table 4.2: Changes in employment by industry, 2016–2021

Industry	2017	2018	2019	2020	2021	Change 2016-2021
	Thousand					
Agriculture	-31	3	16	-41	17	-36
Mining	-10	-15	-7	-9	-26	-67
Manufacturing	91	-13	-7	-234	-120	-284
Utilities	31	-1	-10	-34	-2	-15
Construction	-17	58	-125	-184	-16	-283
Trade	71	30	78	-273	-150	-244
Transport	67	7	14	-73	21	37
Finance	128	76	39	-143	17	117
Services	38	85	-27	-183	-128	-215
Private households	20	-11	-11	-121	18	-106
Total	**388**	**225**	**-44**	**-1 289**	**-371**	**-1 090**

Note: Total includes 'Other forms of industry'.

Between 2016 and 2018, employment displayed some impovement. However, from 2019 to 2021, total employment started to decline. This is indicated by the decline of 44 000 in 2019 and a decline of 1,3 million from 16,4 million in 2019 to 15,1 million in 2020, which was mainly affected by the impact of Covid-19. The decline in employment continued in 2021 where a decrease of 371 000 was recorded. Table 4.1 indicates that Community and social services, Trade and Finance were the main contributors to the total employment in 2021. During the period 2016 to 2021, Community and social services (3,4 million), Trade (2,9 million) and Finance (2,4 million) have been the biggest contributors to total employment. Between 2016 and 2021, total employment decreased by 1,1 million. All industries, except Finance and Transport, contributed to a decrease in total employment. The largest decreases in employment were observed in Manufacturing (down by 284 000), Construction (down by 283 000), and Trade (down by 244 000).

Figure 4.1: Employment shares by industry, 2016–2021

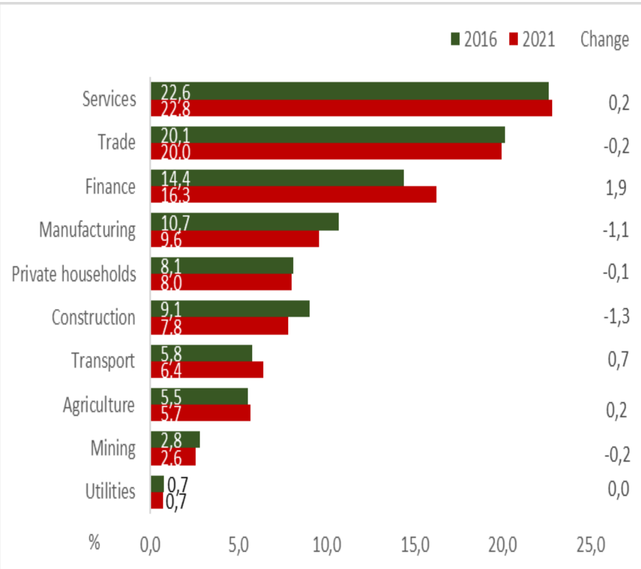


Figure 4.2: Employment shares by industry and sex, 2021

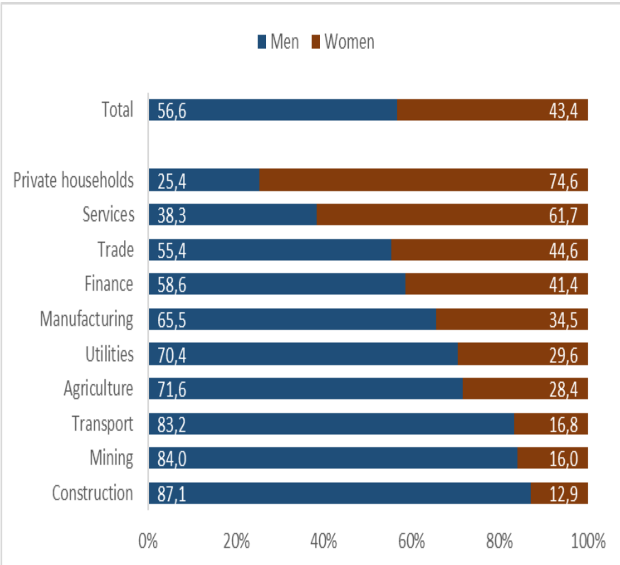


Figure 4.1 indicates that employment shares declined in five of the ten industries between 2016 and 2021. The largest decline was observed in Construction (1,3 percentage points) and Manufacturing (1,1 percentage point) while increases were recorded in Finance (1,9 percentage points), Transport (0,7 of a percentage point) and Agriculture (0,2 of a percentage point). In 2021 Community and social services and Trade industries accounted

for the largest shares of employment at 22,8% and 20,0% respectively while Utilities (0,7%) and Mining (2,6%) recorded the lowest shares of employment.

Figure 4.2 indicates that in 2021, men had a higher share of employment in all industries except for Community and social services and Private households, compared to women. They accounted for more than 80% of the employment share in Construction, Mining and Transport, while women accounted for 74,6% of employment in Private households and 61,7% in Community and social services.

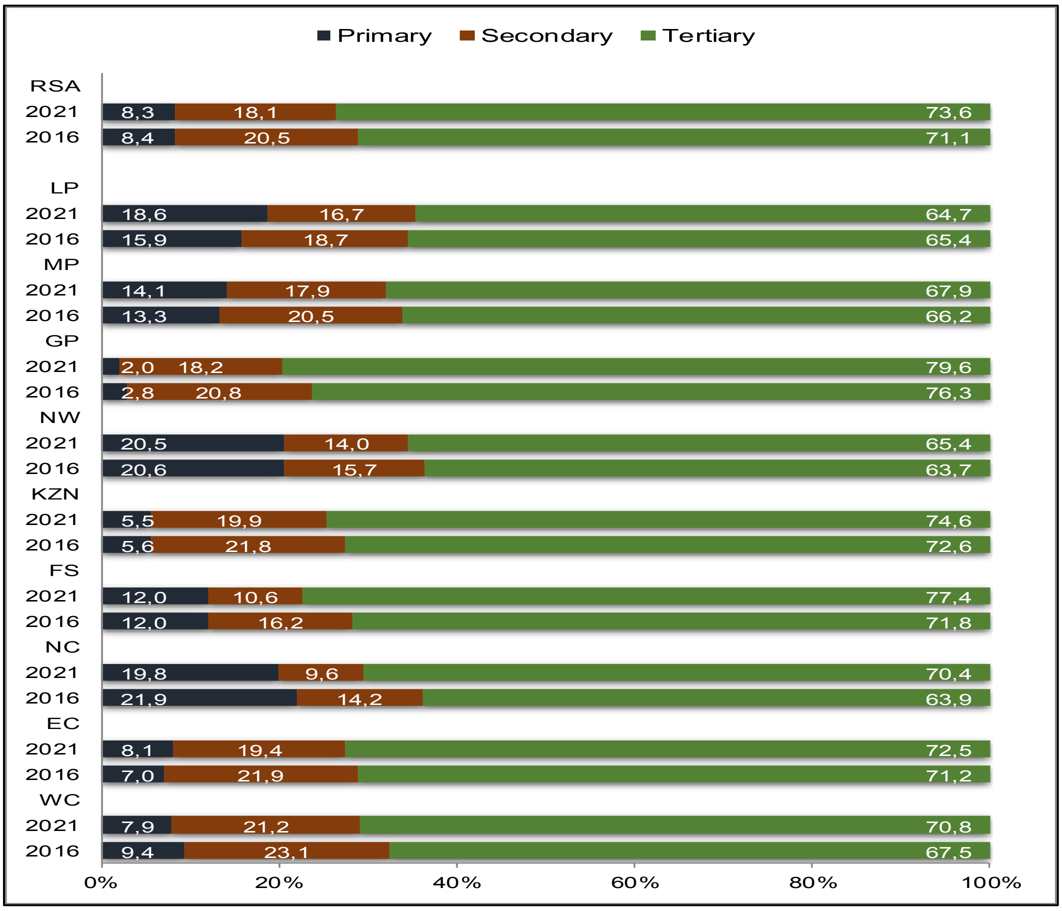
Table 4.3: Employment shares by industry and province, 2021

Industry	2021									
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	7,7	8,0	13,0	9,3	5,3	6,4	0,8	9,1	11,3	5,7
Mining	0,3	0,1	6,9	2,6	0,2	14,1	1,2	5,0	7,3	2,6
Manufacturing	12,9	9,3	4,3	5,5	10,7	6,0	10,6	8,2	5,4	9,6
Utilities	0,2	0,5	0,6	0,7	0,2	0,7	0,8	2,7	0,8	0,7
Construction	8,2	9,6	4,8	4,5	8,9	7,2	6,9	7,1	10,5	7,8
Trade	18,6	18,4	14,9	23,3	21,6	18,7	20,2	20,7	19,5	20,0
Transport	6,0	6,3	2,1	6,4	7,0	3,2	8,1	5,5	4,5	6,4
Finance	20,7	11,1	8,1	10,4	13,9	10,3	22,6	11,8	8,2	16,3
Services	19,9	28,8	38,3	25,5	23,2	26,9	20,1	21,4	25,2	22,8
Private households	5,7	7,8	7,0	11,8	9,0	6,4	8,6	8,5	7,2	8,0
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Note: Total includes 'Other'

The main contributors to employment in all provinces were Community and social services,Trade and Finance industries, which accounted for over 59,1% of total employment in all the provinces in 2021. Utilities (0,7%) and Mining (2,6%) contributed the least towards total employment. Over 60% of people in Gauteng were more likely to find employment in Finance and Trade and Community and social services.

Figure 4.3: Employment in primary, secondary and tertiary industries, 2016 and 2021



The figure above indicates that most persons worked in tertiary industries in South Africa. In 2021, tertiary industries accounted for more than 70,0% of employment in most provinces except Northern Cape, North West, Mpumalanga and Limpopo. Western Cape, KwaZulu-Natal, Eastern Cape, Gauteng and Mpumalanga were the largest employer in secondary industries in 2021 while Northern Cape, North West and Limpopo were the largest employers in primary industries.

Table 4.4: Employment by occupation, 2016–2021

Occupation	2016	2017	2018	2019	2020	2021
	Thousand					
Manager	1 356	1 426	1 428	1 467	1 342	1 337
Professional	866	914	894	914	998	966
Technician	1 470	1 455	1 434	1 420	1 310	1 305
Clerk	1 642	1 734	1 711	1 704	1 562	1 463
Sales	2 481	2 523	2 667	2 717	2 483	2 317
Skilled agriculture	68	70	63	61	71	60
Craft	1 927	1 961	2 023	1 937	1 674	1 568
Operator	1 284	1 313	1 375	1 371	1 269	1 245
Elementary	3 681	3 740	3 798	3 744	3 444	3 522
Domestic worker	1 005	1 027	1 000	1 012	877	886
Total	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**

Note: Total includes 'Other'

Table 4.5: Changes in employment by occupation, 2016–2021

Occupation	2017	2018	2019	2020	2021	Change 2016-2021
	Thousand					
Manager	70	2	39	-125	-6	-19
Professional	48	-20	19	84	-32	100
Technician	-15	-21	-14	-110	-5	-165
Clerk	92	-24	-7	-141	-100	-179
Sales	42	143	51	-235	-165	-164
Skilled agriculture	2	-7	-1	9	-11	-8
Craft	33	62	-86	-263	-106	-359
Operator	29	62	-4	-102	-23	-39
Elementary	60	58	-54	-301	78	-159
Domestic worker	22	-27	12	-135	9	-119
Total	**388**	**225**	**-44**	**-1 289**	**-371**	**-1 090**

Note: Total includes 'Other'

Between 2016 and 2021, employment decreased in all occupational categories with the exception of Professionals which recorded an increase of 100 more jobs. In total, 1,1 million jobs were lost between 2016 and 2021. The largest decrease was observed in craft workers (359 000), Clerks (179 000), Technicians (165 000) and Sales (164 000) occupations.

Figure 4.4: Employment shares by occupation, 2016 and 2021

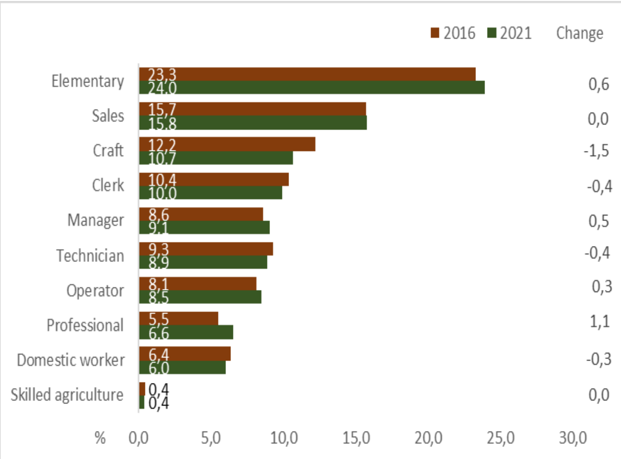
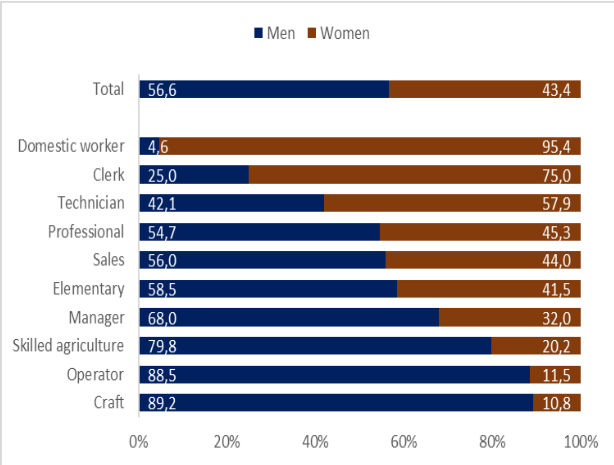


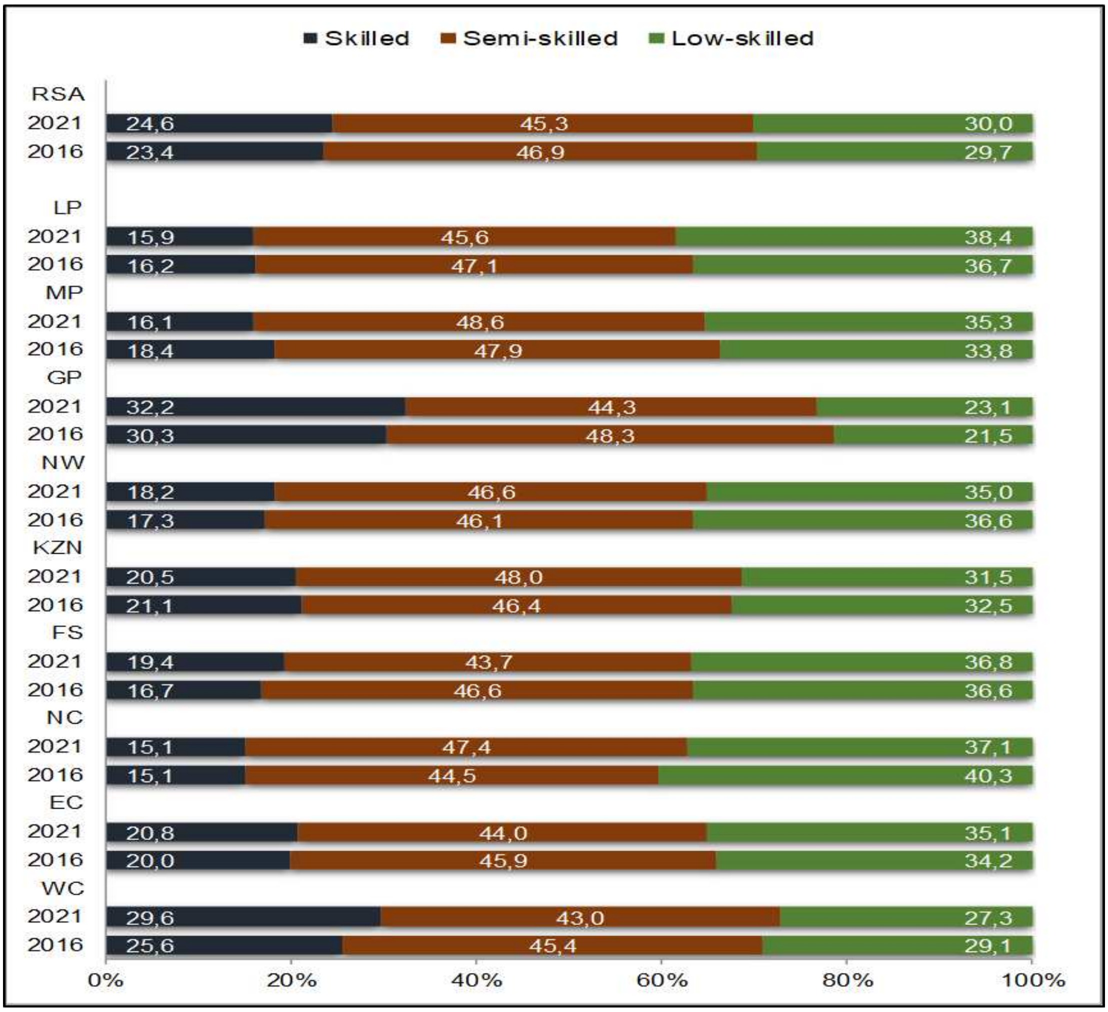
Figure 4.5: Employment shares by occupation and sex, 2021



Close to a quarter of all people employed in 2016 and 2021 were employed in Elementary. Sales and Craft and related trade occupations were among the top three contributors to total employment in 2016 and 2021. The share of employment decreased in four of the ten occupations between 2016 and 2021. Craft and related trade recorded the largest decline of 1,5 percentage points followed by Clerks and Technicians with a decrease of 0,4 of a percentage point each, along with domestic workers (0,3 of a percentage point). Employment in the Professional occupations increased by 1,1 percentage points followed by Elementary (0,6 of a percentage point) and Managers (0,5 of a percentage point). Employment in Skilled agriculture and Sales occupations remained unchanged between 2016 and 2021.

The results in Figure 4.5 show that about 68,0% of men were employed in Managerial occupations compared to 32,0% of women. Women were more likely to be employed as Domestic workers, Clerks and Technicians relative to men. Men were more likely to work in Craft and related trade, Machine operator and skilled agriculture occupations.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations, 2016 and 2021



Semi-skilled occupations accounted for the largest share of employment across all the provinces. The results for 2021 indicate that the highest shares of employment in semi-skilled occupations were in Mpumalanga (49,0%), KwaZulu-Natal (48,3%) and Northern Cape (47,7%). Limpopo (38,1%) and Free State (37,5%), recorded the highest shares of employment in low skilled occupations in 2021 compared to other provinces. Gauteng recorded 33,1% share of employment in skilled occupations in 2021 followed by Western Cape 29,4%. In both 2016 and 2021, Gauteng recorded the lowest shares of employment in low-skilled occupations compared to other occupational categories.

Table 4.6: Number and percentage of persons employed as managers, professionals and technicians by sex, 2016–2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Men						
Manager	924	966	989	1021	918	909
Professional	421	462	435	428	488	528
Technician	661	669	657	663	604	549
Women						
Manager	432	460	440	446	424	427
Professional	445	452	459	486	509	438
Technician	808	786	777	757	706	756
Both sexes						
Manager	1356	1426	1428	1467	1342	1337
Professional	866	914	894	914	998	966
Technician	1470	1455	1434	1420	1310	1305
	% share of Women					
Manager	31,9	32,2	30,8	30,4	31,6	32,0
Professional	51,4	49,5	51,4	53,2	51,1	45,3
Technician	55,0	54,0	54,2	53,3	53,9	57,9

Men accounted for larger shares of employment as Managers over the period 2016–2021. Women employed in skilled occupations were more likely to work as Technicians compared to Managers and Professionals. The share of women employed as Technicians increased by 2,9 percentage points from 55,0% in 2016 to 57,9% in 2021. The share of women employed in Managerial occupations increased by 0,1 of a percentage point from 31,9% in 2016 to 32,0% in 2021.

Figure 4.7: Employment by occupation and population group, 2016 and 2021

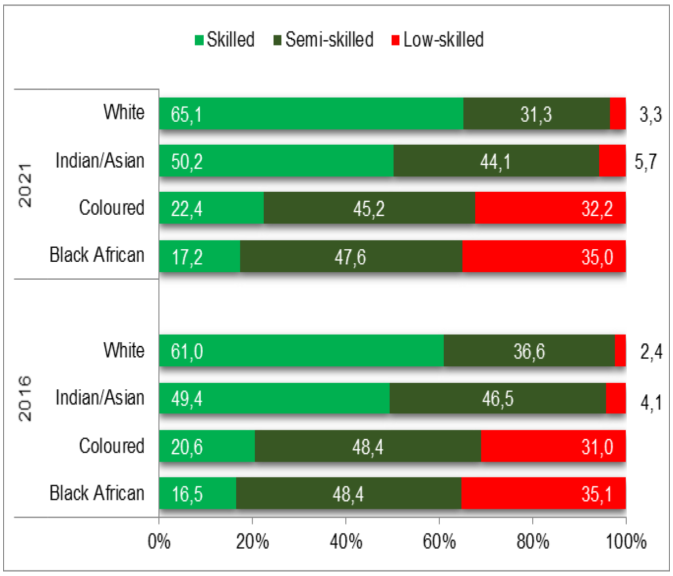
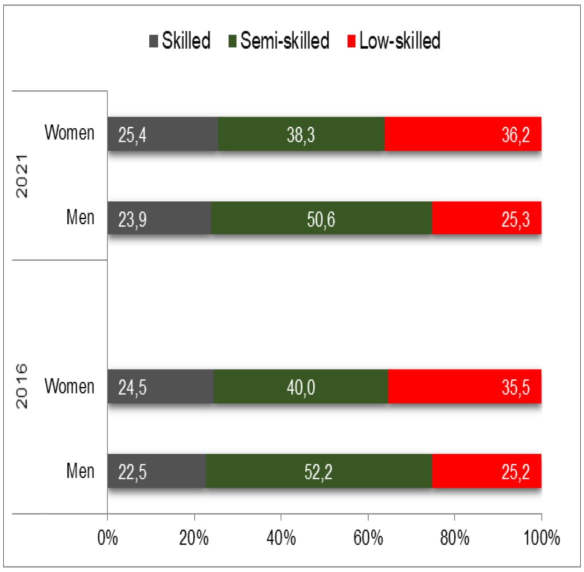


Figure 4.8: Employment by occupations and sex, 2016 and 2021



In 2016 and 2021, black African and coloured population groups recorded the largest share of workers in the semi-skilled occupations, while the white and Indian/Asian population groups were more likely to be employed in skilled occupations. The share of the white population group employed in skilled occupations accounted for 61,0% in 2016 and increased to 65,1% in 2021. Black Africans had the lowest share of persons employed in skilled occupations compared to other population groups (16,5% in 2016 and 17,2% in 2021). The coloured population employed in skilled occupations accounted for 20,6% in 2016 and increased to 22,4% in 2021. Figure 4.8 reveals that in 2016 and 2021, a higher percentage of women were employed in skilled and low-skilled occupations relative to men. In contrast, more than 50% of employed men were working in semi-skilled occupations in 2016 and 2021.

Working time

This section analyses the working hours as well as the average weekly hours worked. The ILO standard on working hours (see Art. 2, Hours of Work [Industry] Convention, 1919 [No. 1]) sets a maximum of eight hours per day and 48 hours per week, with a few exceptions under special circumstances. Working hours and the organisation of work can have a profound influence on the physical and mental health and well-being of workers, their safety at work and during the transit to and from their homes, and their earnings.[7] In this section, the average weekly working hours are analysed by sex, population group, industry, occupation, sector and province.

Table 4.7: Volume of hours worked by sex, 2016–2021

	2016	2017	2018	2019	2020	2021
	Volume of hours worked (Thousand hours)					
Men	399 309	401 200	406 042	407 037	355 862	362 419
Women	273 920	281 965	284 840	286 863	244 164	246 209
Both sexes	673 229	683 164	690 883	693 900	600 025	608 628
	Annual Changes (Thousand hours)					
	2017	**2018**	**2019**	**2020**	**2021**	**Change 2021-2016**
Men	1 891	4 843	994	-51 175	6 558	-36 890
Women	8 045	2 876	2 023	-42 699	2 045	-27 711
Both sexes	9 936	7 718	3 017	-93 874	8 602	-64 601

Over the period 2016–2021, the volume of hours worked was higher among men compared to their women counterparts. The volume of hours worked decreased by 64,6 million hours between 2016 and 2021.

[7] Ensuring decent working time for the future; https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_618485.pdf

Figure 4.9: Average weekly hours worked by sex, 2016–2021

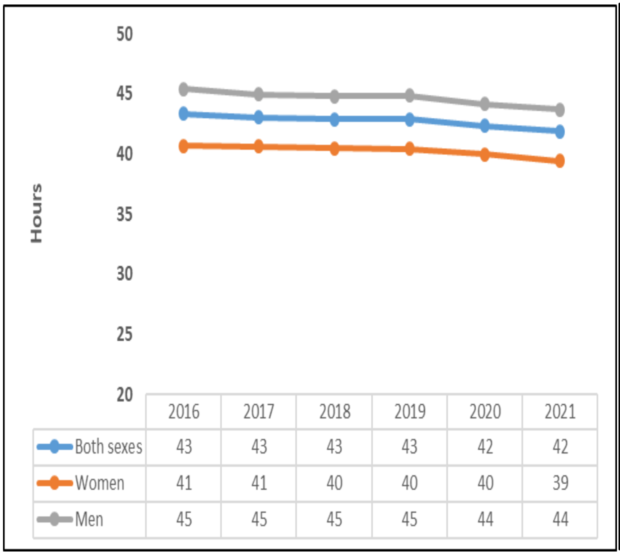


Figure 4.10: Average weekly hours worked by population group, 2016 and 2021

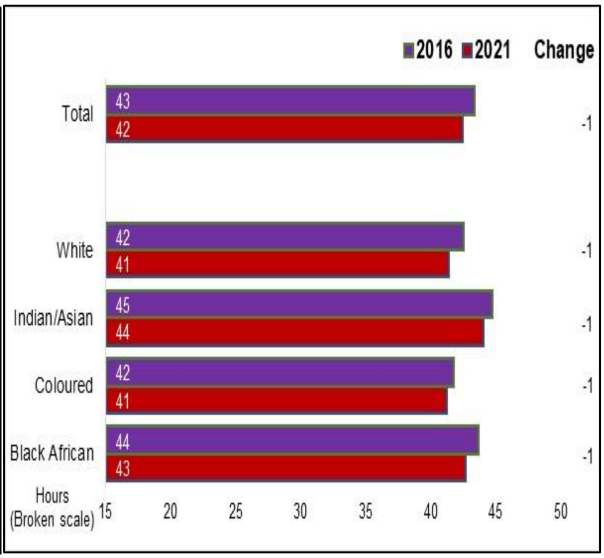


Figure 4.9 shows that over the period 2016–2021, men worked longer hours than women. Between 2016 and 2021, average weekly hours worked by men decreased by one hour to 44 hours in 2021. On average, weekly hours worked by women decreased by one hour between 2016 and 2021. In 2021, Indian/Asian and black African population groups worked longer hours (44 and 43 hours respectively), while white and coloured population groups worked 41 hours per week each.

Figure 4.11: Average weekly hours worked by industry, 2016 and 2021

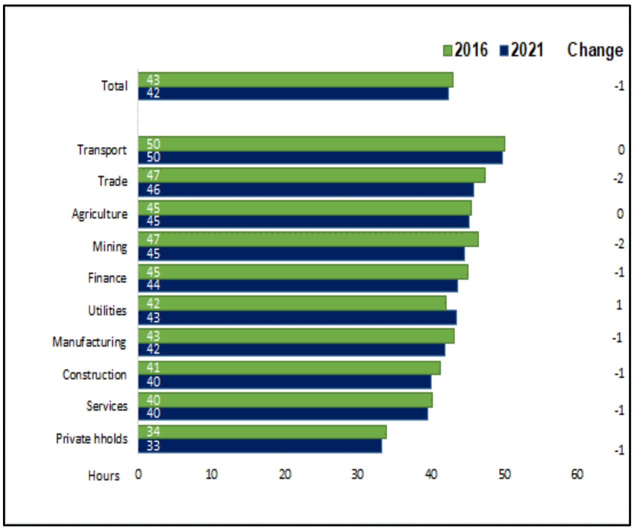
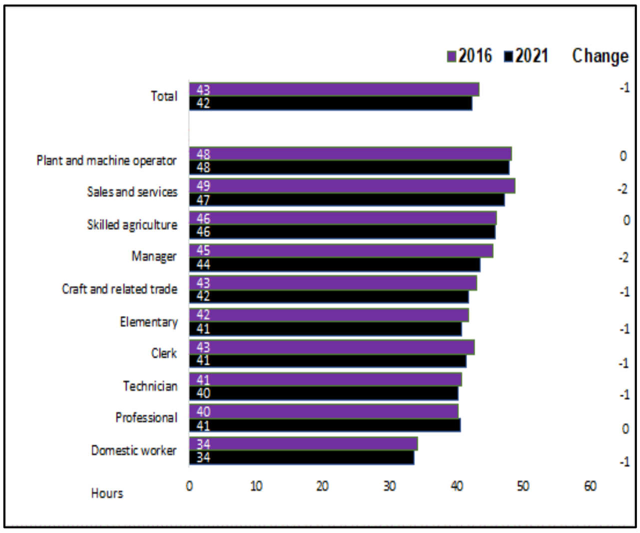


Figure 4.12: Average weekly hours worked by occupation, 2016 and 2021



The average number of hours worked in Transport was 50 hours in 2016 and 2021, and was the highest compared to hours worked in other industries in the same period. All industries, except Private households, indicated average hours worked from 40 and above in both 2016 and 2021. Those in Private households worked 33 hours on average in 2021. The average weekly hours worked remained unchanged among the plant and machine operator, Skilled agricultural and professional occupations over the period 2016 and 2021 (Figure 4.12). The highest decreases in the average hours worked were observed in Sales and services and Managers (two hours each) and the average hours worked decreased by one hour for Domestic workers, Technicians, Clerks, Elementary as well as Craft and related trade occupations.

Figure 4.13: Average weekly hours worked by sector, 2016–2021

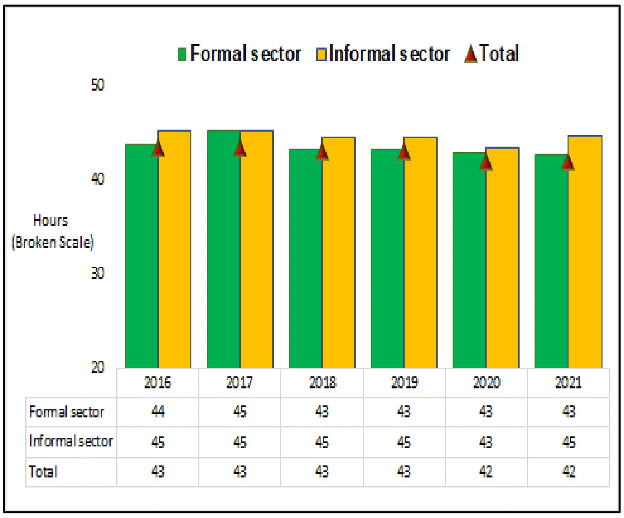


Figure 4.14: Average weekly hours worked by province, 2016 and 2021

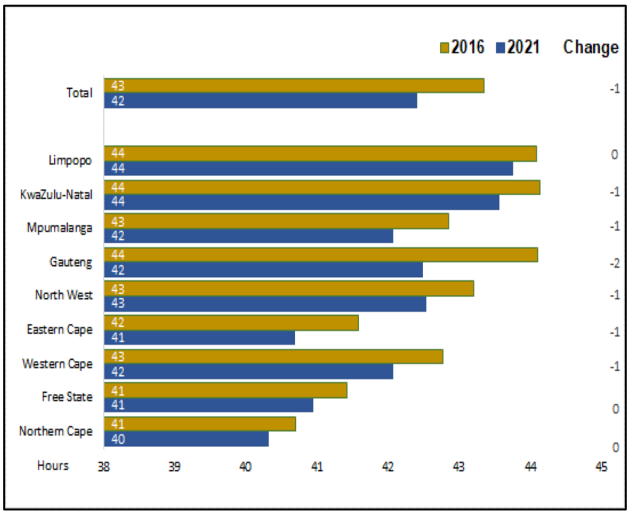


Figure 4.13 indicates that the average hours worked in the formal sector remained unchanged from 2018 to 2021 (43 hours). The average weekly hours worked in the informal sector increased by two hours to 45 hours between 2020 to 2021 and remained unchanged between 2016 and 2021. Six provinces recorded a decline in average hours worked per week except for Limpopo, Free State and Northern Cape which remained unchanged between 2016 and 2021.

Time-related underemployment

The time-related underemployment rate is a measure of labour underutilisation which provides information regarding the share of employed persons who are willing and available to increase their working time (for production within the SNA production boundary) and worked fewer hours than a specified time threshold during the reference period. It signals inadequate employment and complements other indicators of labour slack and labour underutilisation such as the unemployment rate and the potential labour force.[8]

According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work additional hours.

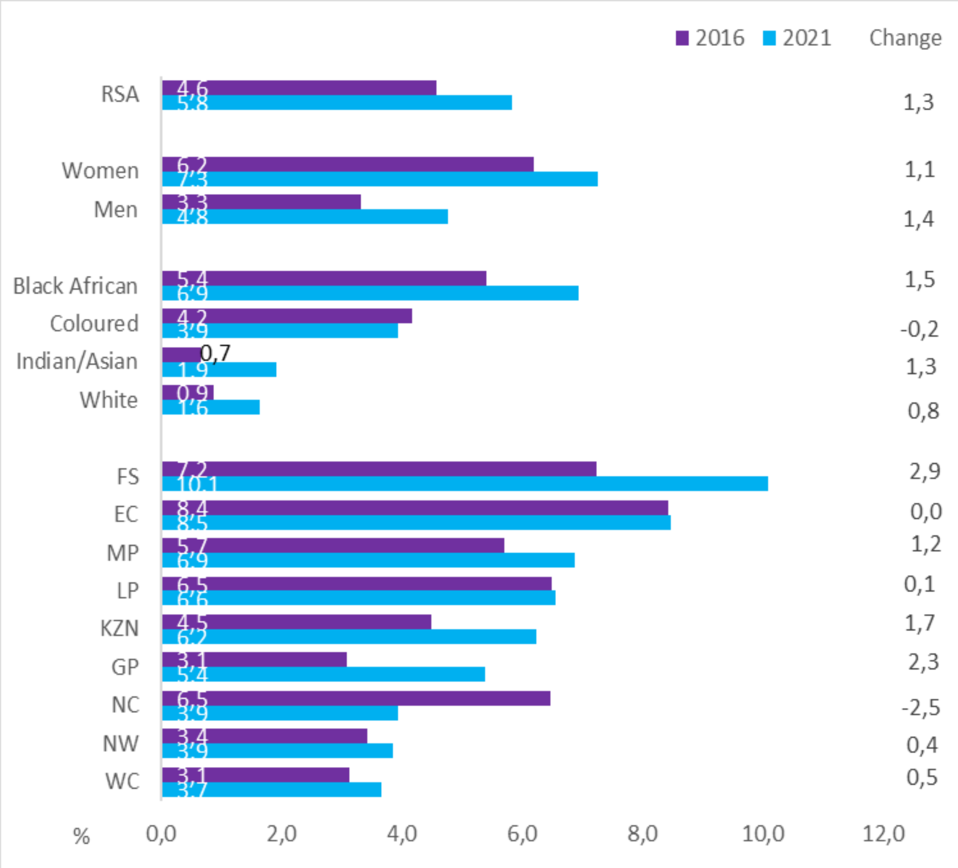
Table 4.8: Trends in underemployment

	Underemployment	Other employed	Total employed	Undemployed
	Thousand			Per cent
2016	721	15 060	15 780	4,6
2017	737	15 431	16 169	4,6
2018	742	15 651	16 394	4,5
2019	763	15 587	16 350	4,7
2020	803	14 258	15 061	5,3
2021	858	13 833	14 691	5,8

The number of underemployed persons increased by 137 000 from 721 000 in 2016 to 858 000 in 2021. The underemployment rate increased by 1,2 percentage points from 4,6% in 2016 to 5,8% in 2021 while between 2016 and 2017, the rate remained unchanged.

[8]Time-related underemployment rate https://www.ilo.org/ilostat-files/Documents/description_TRU_EN.pdf

Figure 4.15: Underemployment by sex, population group and province, 2016 and 2021



The underemployment rate increased by 1,4 percentage points for men and 1,1 percentage points for women over the period 2016–2021. In terms of the population group, coloured persons recorded a 0,2 of a percentage point decrease in the rate of underemployment between 2016 and 2021. The highest increase in the underemployment rate was observed among the black African population (1,4 percentage points).

Provincial comparisons indicate that only Northern Cape (2,5 percentage points) recorded a decline in the underemployment rate between 2016 and 2021. The largest increases in the underemployment rate were observed in Free State (2,9 percentage points), Gauteng (2,3 percentage points) and KwaZulu Natal (1,79 percentage points).

Figure 4.16: Underemployment by industry, 2016 and 2021

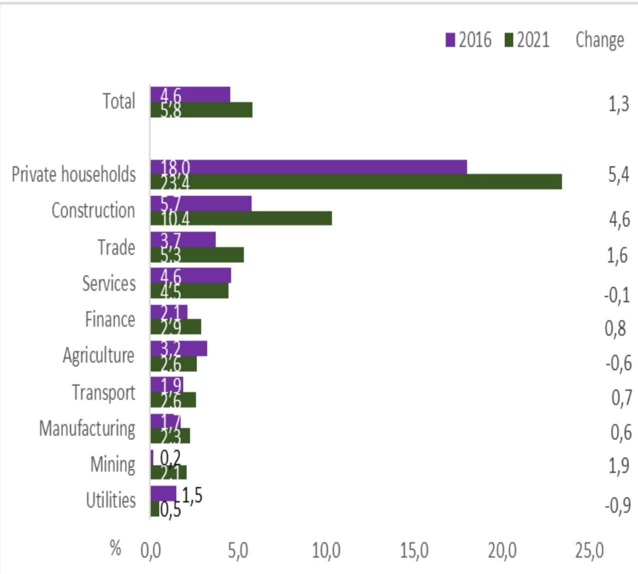
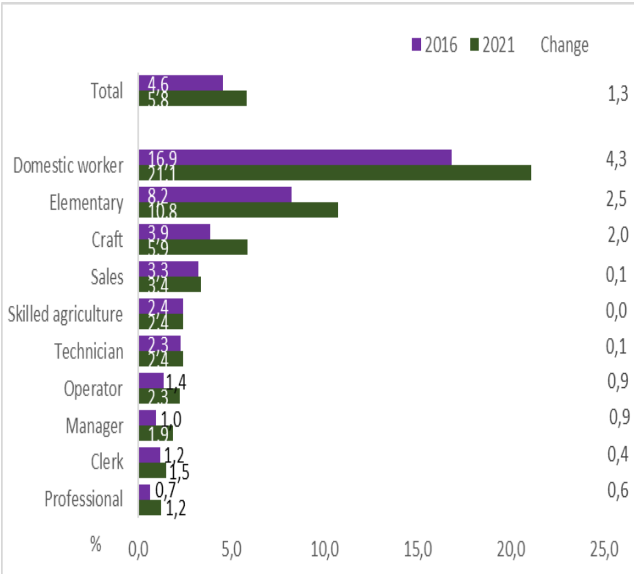


Figure 4.17: Underemployment by occupation, 2016 and 2021



Persons employed in Private households were more likely to be underemployed than those in other industries. The underemployment rate for those employed in Private households was 18,0% in 2016 and 23,4% in 2021. The construction industry recorded the second highest underemployment rate at 5,7% in 2016 and 10,4% in 2021. In terms of occupation, Domestic workers were also more likely to be underemployed. The underemployment rate increased in all occupational categories. The largest increase was recorded among the Domestic workers (4,3 percentage points) followed by Elementary workers (2,5 percentage points) and Craft and related trade (2,0 percentage points).

Summary and conclusion

- Nationally, Community and social services and Trade industries were the main contributors to employment.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,3% in 2016 and 79,6% in 2021. Primary industries were the second largest contributor to employment in Northern Cape and North West.
- Women accounted for the largest share of employment in skilled occupations such as Technicians (57,9%), semi-skilled occupations such as Clerks (75,0%) and Domestic workers (95,7%). Men who were employed as Managers accounted for more than double the share of women in the same occupation.
- The white and Indian/Asian population groups were more likely to work in skilled occupations compared to semi-skilled and low-skilled occupations.
- The underemployment rate was higher in Free State at 10,1%, followed by Eastern Cape at 8,5%.
- Those employed in the Private households industry and Domestic worker occupations recorded the highest underemployment rate.

4.2 The formal and informal sector in South Africa

Key labour market concepts

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

- Employees working in establishments that employ fewer than five employees, who do not deduct income tax from their salaries/wages; and

- Employers, own-account workers and persons helping unpaid in their household businesses who are not registered for either income tax or value-added tax.

Background

The formal and informal sector in South Africa account for over 90% of total employment, of which the formal sector contributes over 70% of that. Although the formal sector is the largest contributor to total employment, while the informal sector is not a sector of preference, its employment contributions cannot go unnoticed. According to the ILO third edition of Women and Men in the Informal Sector, “over 60% of the world’s employed population earn their livelihoods in the informal economy.” In South Africa approximately 17 % of employed persons worked in the informal sector in 2020.

Introduction

This section analyses the demographics (sex, population group and education level) of the formal and informal sector. Industry and occupational profiles of both sectors are investigated, their status in employment and provincial variations are also highlighted. The analysis is based on QLFS annualised data for the period 2016 to 2021.

Table 4.9: Employment by sector, 2016–2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Formal sector	11 021	11 288	11 319	11 234	10 537	10 043
Informal sector	2 602	2 735	2 937	2 973	2 545	2 632
Other*	2 157	2 146	2 138	2 142	1 980	2 015
Total	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
	Shares (Per cent)					
Formal sector	69,8	69,8	69,0	68,7	70,0	68,4
Informal sector	16,5	16,9	17,9	18,2	16,9	17,9
Other*	13,7	13,3	13,0	13,1	13,1	13,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector	86	267	31	-85	-698	-493
Informal sector	-35	133	202	37	-429	88
Other*	-11	-11	-8	4	-162	35
Total	**40**	**388**	**225**	**-44**	**-1 289**	**-371**

Note: 'Other' comprises Agriculture and Private households.

The formal sector employment share decreased from 69,8% in 2016 to 68,4% in 2021. This was the lowest formal sector employment share since 2016. During the same period, employment share in the informal sector increased by 1,4 of a percentage point to 17,9% in 2021. The formal sector recorded the largest job increase of 267 000 between 2016 and 2017, while the largest increase in jobs of 202 000 in the informal sector were recorded between 2017 and 2018. Between 2020 and 2021, employment increased in all sectors with the exception of the formal sector which shed 493 000 jobs .

Figure 4.18: Formal sector share of employment by sex, 2016–2021

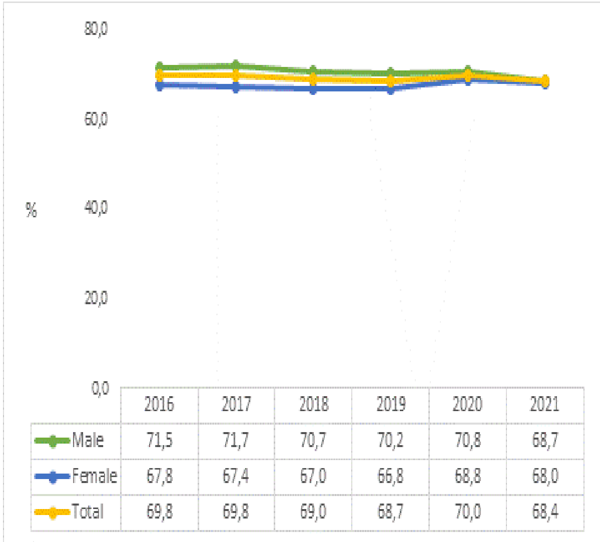
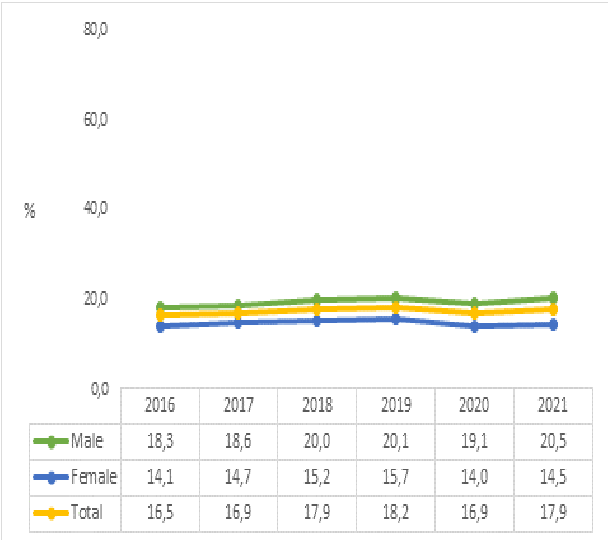


Figure 4.19: Informal sector share of employment by sex, 2016–2021



Over the period 2016–2021, while the percentage of males employed in the formal sector was higher than that of females, the gender gap narrowed in the sector. The share of females employed in the formal sector increased from 67,8% in 2016 to 68,0% in 2021, while the share among males declined from 71,5% in 2016 to 68,7% in 2021. However, in the informal sector the share of both male and female increased between 2016 and 2021 by 2,2 percentage points and 0,4 of percentage point respectively. The total employment share of persons in the formal sector decreased by 1,4 percentage point between 2016 and 2021, while the informal sector as a share of employment increased during the same period.

Figure 4.20: Employment by sector and population group, 2016 and 2021

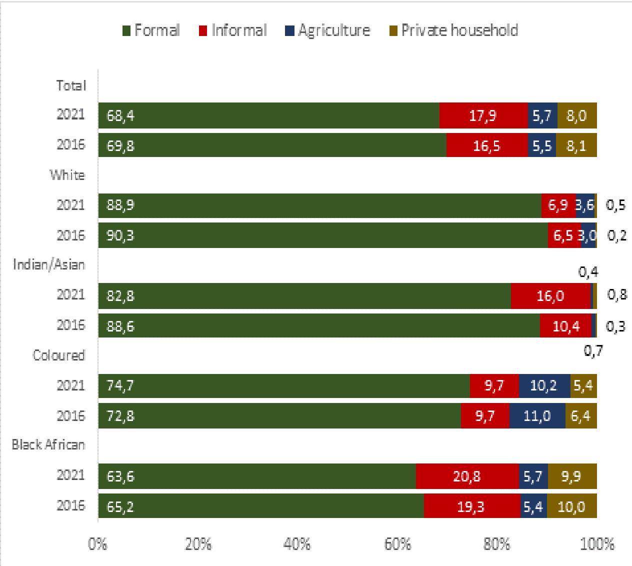
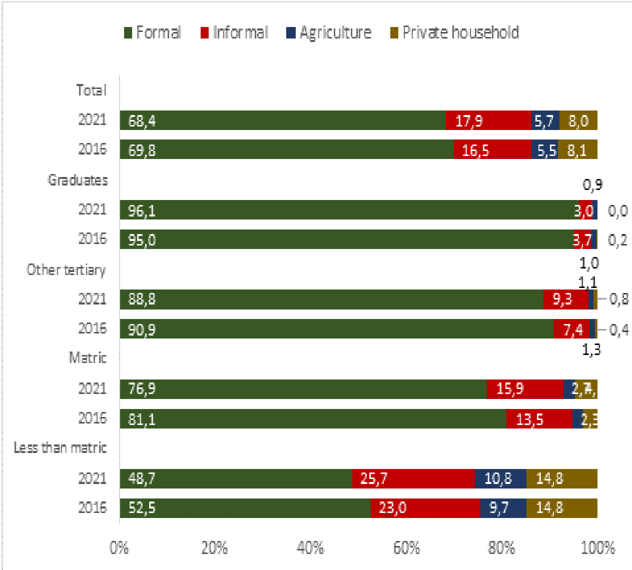


Figure 4.21: Employment by sector and education level, 2016 and 2021



The formal sector account for over 68% of employed persons in the country. Between 2016 and 2021 black Africans accounted for the lowest proportion of those employed in the formal sector and the share has decreased from 65,2% down to 63,6% in 2021. On the other hand, 88,9% of the white population group were employed in the formal sector. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 19,3% of employment in 2016 and 20,8% in 2021. The coloured population group has the highest employment share in Agriculture relative to other population groups – accounting for 11,0% in 2016 and 10,2% in 2021.

The proportion of those employed in the formal sector was highest amongst persons who are graduates (above 90,0% in both 2016 and 2021), followed by those who have other tertiary qualifications (88,8% in 2016 and 90,9% in 2021). Amongst those whose educational attainment less than matric, their employment in the formal sector accounted for 48,7% in 2021, a decline of 3,8 percentage points compared to 2016.

Figure 4.22: Formal sector employment share by province, 2016–2021

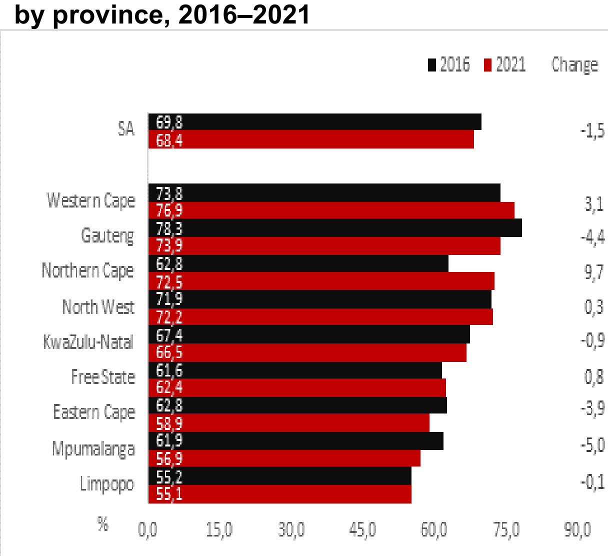
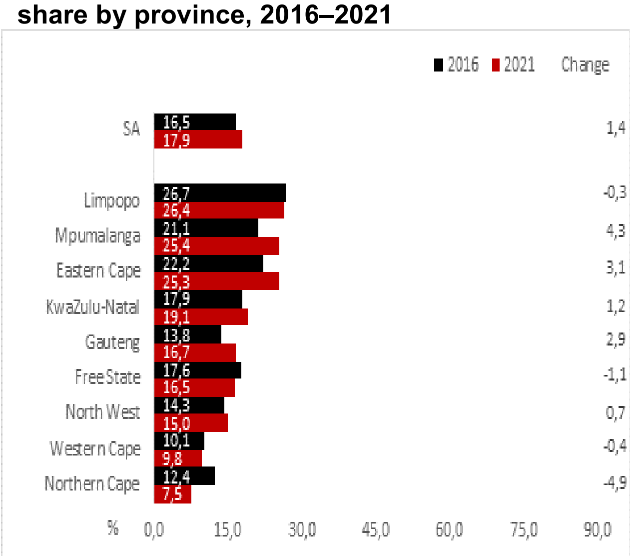


Figure 4.23: Informal sector employment share by province, 2016–2021



The country's formal sector employment had declined between 2016 and 2021, while the informal sector employment showed increases. During this period, the formal sector share of total employment decreased by 1,5 of a percentage point from 69,8% down to 68,4% while the informal sector increased by 1,4 percentage points from 16,5% to 17,9%. With regard to formal sector employment, five of the nine provinces recorded declines during the period. The largest declines were recorded in Mpumalanga (5,0 percentage points), Gauteng (4,4 percentage points) and Eastern Cape (3,9 percentage points). The Northern Cape (9,7 percentage points) province recorded the highest formal sector employment between 2016 and 2021.

Although informal sector employment declined by 0,3 of a percentage point in Limpopo between 2016 and 2021, the province had the largest share of informal sector employment relative to other provinces. Mpumalanga (4,3 percentage points), Eastern Cape (3,1 percentage points) and Gauteng (2,9 percentage points) recorded the largest increases in the informal sector employment. While Northern Cape (4,9 percentage points) and Free State (1,1 percentage points) recorded the largest informal sector employment decreases.

Figure 4.24: Formal sector employment share by industry, 2016–2021

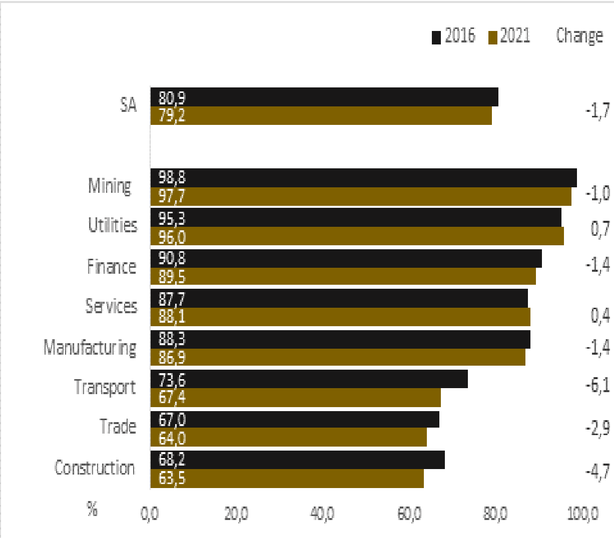
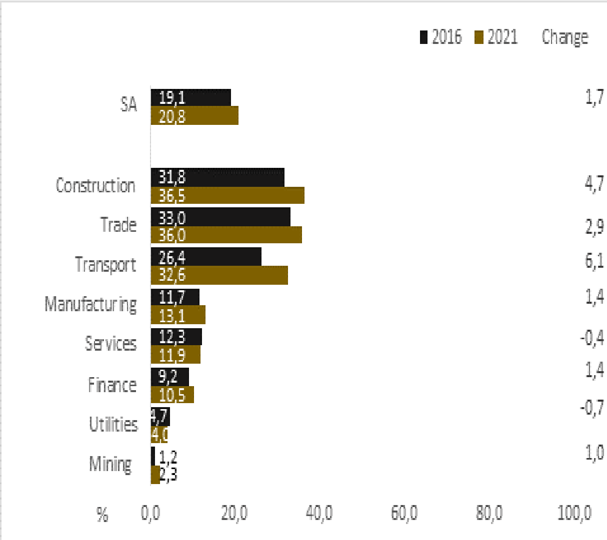


Figure 4.25: Informal sector employment share by industry, 2016–2021



Throughout the period 2016 and 2021, Mining, Utilities and Finance and Community and social services dominated employment levels in the formal sector. Of the eight industries in the formal sector, six registered declines. The largest declines in formal sector employment were in transport, Constructon and Trade (6,1; 4,7 and 2,9 percentage points respectively).

In 2021, Construction recorded the largest share of employment in the informal sector (36,5%). The largest increase in the informal sector share of employment was recorded in Transport (6,1 percentage points), Construction (4,7 percentage points) and Trade (2,9 percentage points). Mining and Utilities recorded the lowest shares of informal sector employment between 2016 and 2021.

Figure 4.26: Formal sector employment by skill level , 2016–2021

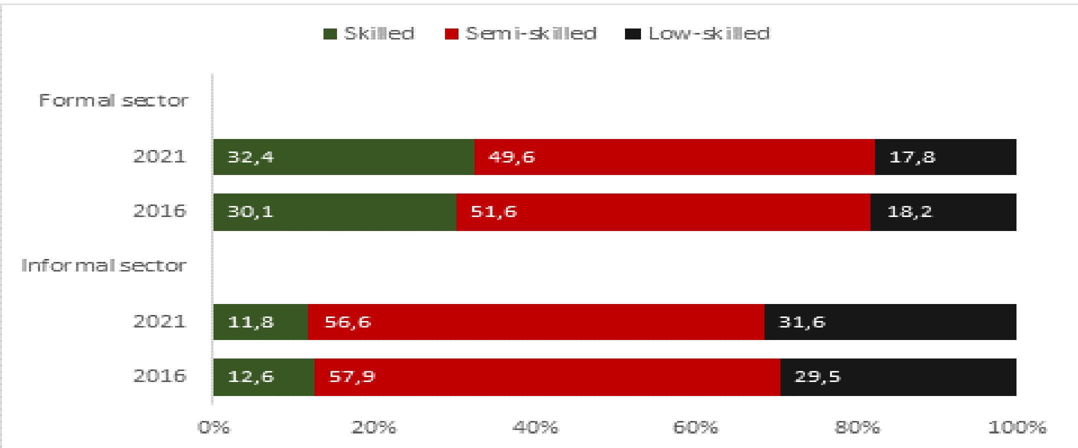


Figure 4.26 indicates that the largest proportion of the employed population are in semi-skilled occupations regardless of sector. The share of employed persons among semi-skilled occupations in the formal sector

decreased by 2,0 percentage points from 51,6% in 2016 to 49,6% in 2021, while the share of unskilled occupations decreased from 18,2% to 17,8% over the same period. The share of skilled occupations in the formal sector increased by 2,3 percentage points from 30,1% to 32,4. Skilled occupations accounted for 12,6% in 2016 and 1,8% in 2021 of informal sector employment.

Figure 4.27: Occupation profile of the employed by population group, 2016 and 2021

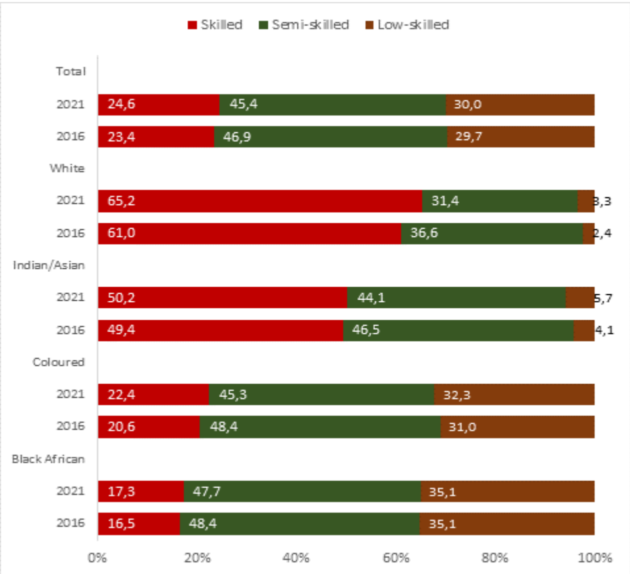
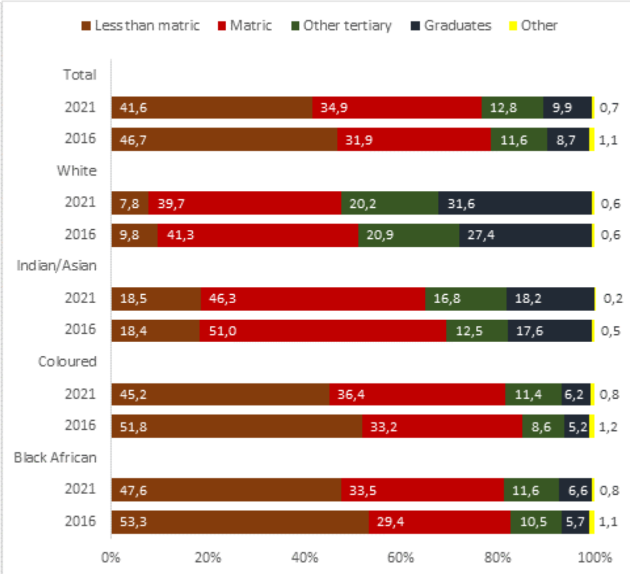


Figure 4.28: Education profile of the employed by population group, 2016 and 2021



The occupation of employed persons is directly linked to their level of educational attainment. In its overview, the NDP[9], states that South Africa remains a highly unequal society where too many people live in poverty and too few work. The quality of school education for most black learners is poor.[10]

A larger proportion of the employed population among black Africans and coloureds are employed in semi-skilled occupations, while the whites and Indian/Asian show higher proportion of employed persons in skilled occupations in both 2016 and 2021. With regard to education of the employed, more than half of employed black Africans and coloureds had education levels which were less than matric in 2021. The white population group had the lowest proportion of the employed with less than matric qualifications, and the highest proportion of the employed who were graduates in both 2016 and 2021.

Summary and conclusion

- Although there are more males than females employed in the formal sector, the gender gap has declined between 2016 and 2021.
- The formal sector account for a larger proportion of total employment regardless of population group.
- Graduates are more likely to work in the formal sector than any other categories of education.
- The Western Cape leads the province in terms of formal sector employment, while Limpopo has the highest proportion of informal sector employment compared to other provinces.
- Almost all of the total mining industry employment is in the formal sector, While more than 30% employment in Construction is in the informal sector.
- Majority of employed persons are employed in semi-skilled occupations.

[9] National Development Plan 2030, Our future -make it work, ISBN: 978-0-621-41180-5, p27
[10] ibid

4.3 Decent work

Key labour market concepts

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

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

According to the International Labour Organization (ILO), **decent work** involves opportunities for work that are productive and deliver 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.

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

Introduction

This section analyses the components of decent work, which aims to measure whether different groups in the labour market have equal opportunities in employment and income, safety and security in the workplace, social protection, rights of association (union membership) and social dialogue. In broad terms the goal is to provide "opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity" (ILO 1999, p.3).

Standards and rights at work

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

Figure 4.29: Entitlement of employees to paid sick leave, 2016 and 2021

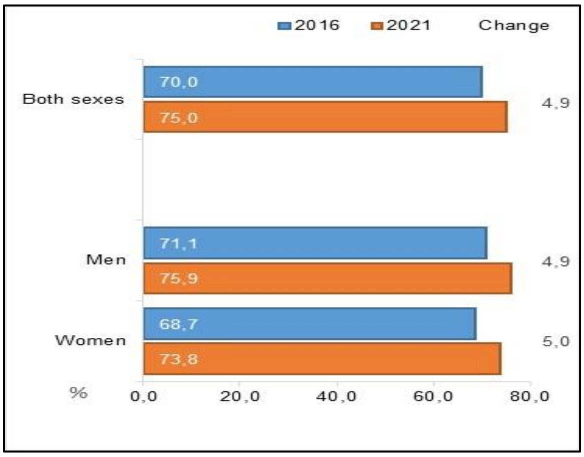
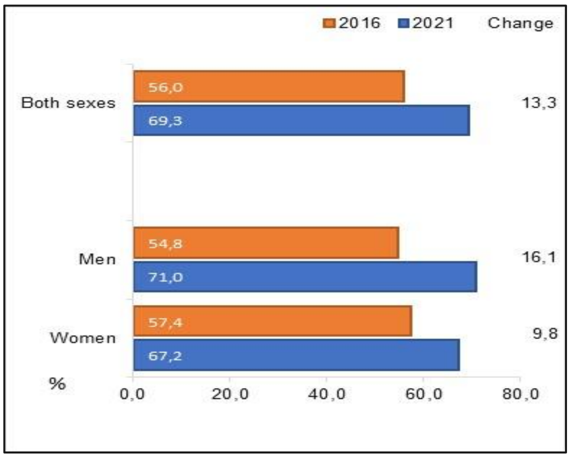


Figure 4.30: Entitlement of employees to maternity/paternity leave, 2016 and 2021



Between 2016 and 2021, the proportion of employees who were entitled to paid sick leave increased by 4,9 percentage points from 70,0% to 75,0%. A higher proportion of employees who were entitled to paid sick leave was observed among men compared to women. Figure 4.33 shows that more women than men were entitled to maternity/paternity leave in 2021 while the converse applies for 2016. Both men and women experienced an increase in entitled maternity/paternity leave between 2016 and 2021; the proportion of men increased by 16,1 percentage points and 9,8 percentage points for women.

Figure 4.31: Excessive hours worked (workers working more than 48 hours per week), 2016 and 2021

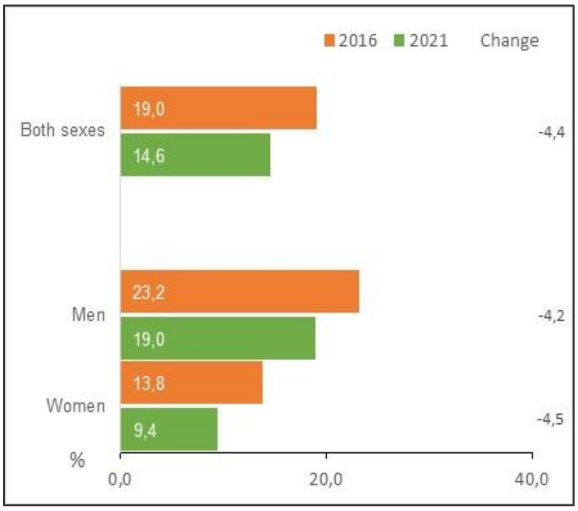
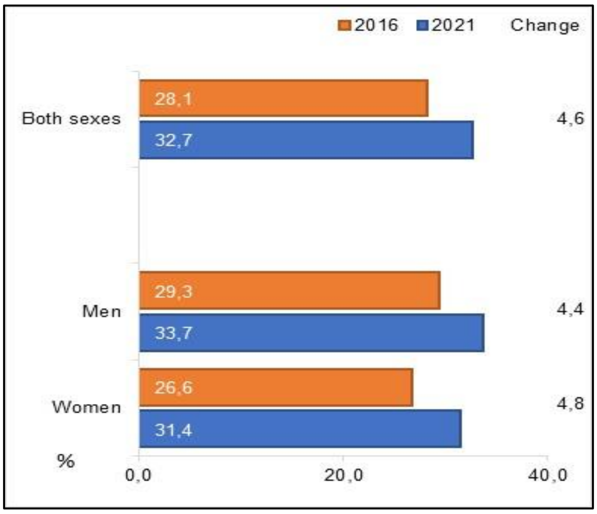
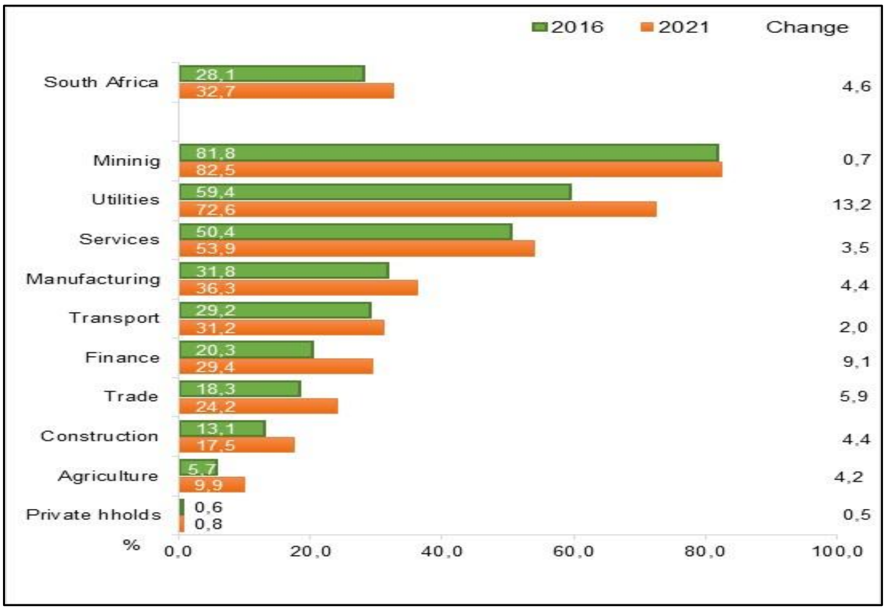


Figure 4.32: Proportion of employees who are members of a trade union, 2016 and 2021



The results in Figure 4.31 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 4,4 percentage points between 2016 and 2021. Higher proportions of male employees worked excessive hours compared to female employees. Both men and women experienced a decline in the proportions of employees who worked excessive hours between 2016 and 2021. Male employees were more likely to be members of a trade union relative to their female counterparts. The proportion of female employees who were members of a trade union increased by 4,8 percentage points while it increased by 4,4 percentage points among men between 2016 and 2021.

Figure 4.33: Proportion of employees who are members of a trade union within each industry, 2016 and 2021



Note: Private hholds refers to private households

The proportion of employees who were members of a trade union increased from 28,1% in 2016 to 32,7% in 2021 (4,6 percentage points). Mining recorded the highest proportion of employees who were members of a trade union followed by Utilities and Community and social services. All ten industries had an increase in the proportion of employees who were members of a trade union over the period of 2016–2021. The largest increase was observed among the employees in Utilities (13,2 percentage points), followed by those in Finance (9,1 percentage points) and those in Trade (5,9 percentage points) while those in Private households increased by 0,2 of a percentage point.

Social protection

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

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

This section analyses changes in access to pension/retirement funds and medical aid benefits for employees between 2016 and 2021. The results also compare the access to these benefits between men and women.

Figure 4.34: Pension/retirement fund contribution by employer, 2016 and 2021

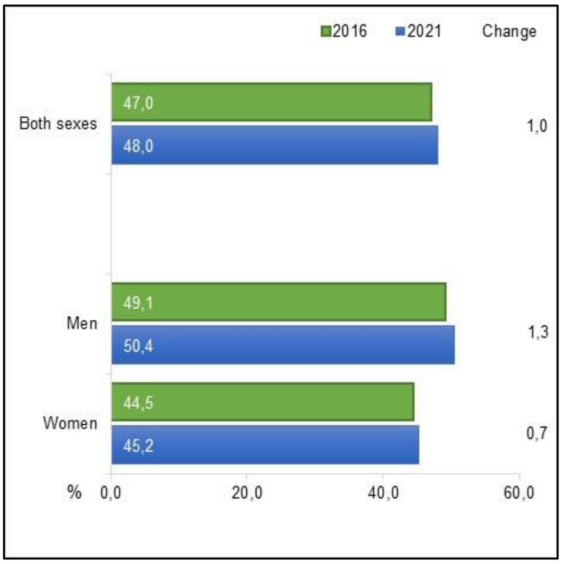


Figure 4.35: Entitlement to medical aid benefit from the employer, 2016 and 2021

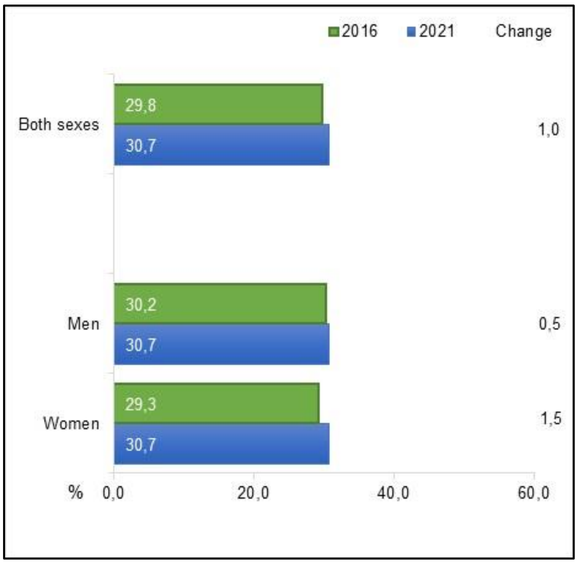
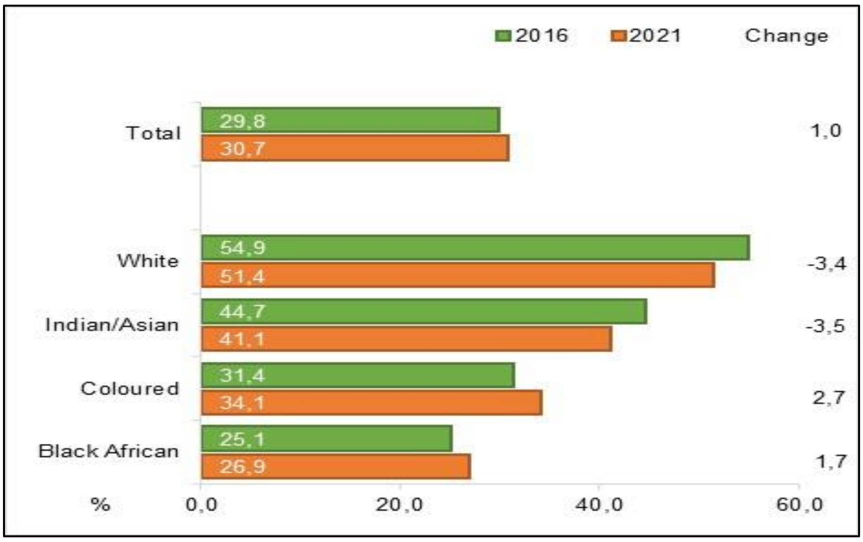


Figure 4.34 shows that there has been a slight change in terms of the proportion of employees whose employer contributed to any pension/retirement fund on their behalf between 2016 and 2021. The proportion of men whose employer contributed to any pension/retirement fund on their behalf increased by 1,3 percentage points from 49,1% in 2016 to 50,4% in 2021. Additionally, the proportion of women whose employer contributes to any pension/retirement fund on their behalf increased by 0,7 of a percentage point from 44,5% in 2016 to 45,2% in 2021. The proportion of employees who were entitled to medical aid benefits increased by 1,0 percentage points from 29,8% in 2016 to 30,7% in 2021. This translated into an increase for both men and women by 0,5 and 1,5 percentage points respectively.

Figure 4.36: Entitlement to medical aid by population group, 2016 and 2021

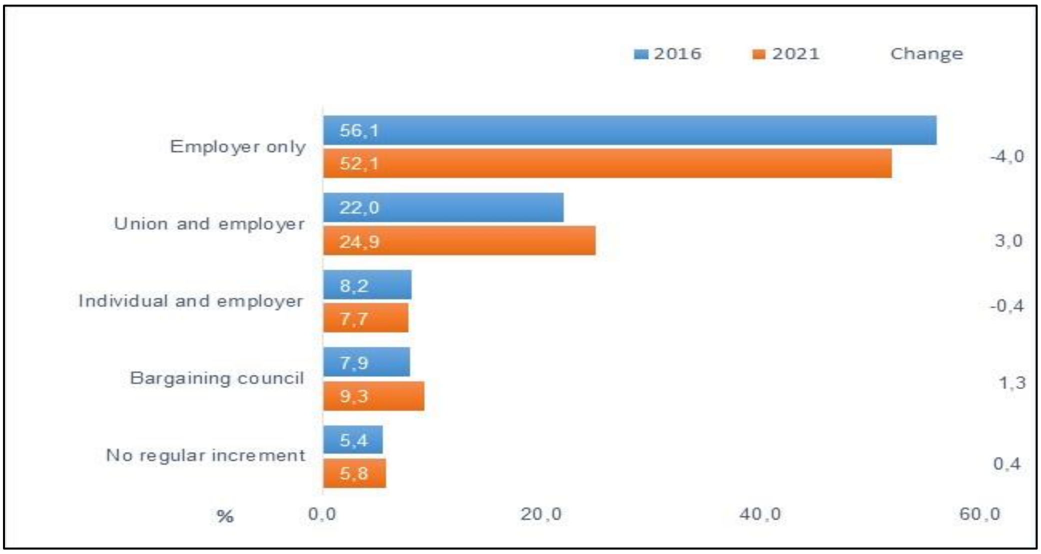


Indian/Asian and white population groups recorded declines in the proportion of employees receiving medical aid over the period 2016 to 2021. The only increases were observed among the coloured (2,7 percentage points) and black African (1,7 percentage points) population groups. The white population group recorded the highest proportion of employees entitled to medical aid; this was 54,9% in 2016 and 51,4% in 2021. The black African population group recorded the lowest proportion over the same period (from 25,1% in 2016 to 26,9% in 2021).

Social dialogue

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

Figure 4.37: Annual salary increment by type of negotiation, 2016 and 2021



More than half (56,1%) of employees indicated that their annual salary increment was determined by the employer only in 2016. This was a decrease of 4,0 percentage points to 52,1% in 2021. Employees whose salary increment was negotiated by a union and the employer recorded the second highest proportion of 22,0% in 2016, which increased by 3,0 percentage points to 24,9% in 2021. For the employees whose salary increment was negotiated between an individual and employer a decline of 0,4 of a percentage point was recorded between 2016 and 2021. Employees who reported that they do not have regular increments recorded the lowest proportions (5,4% in 2016 to 5,8% in 2021) compared to those in other methods of negotiation.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 4,9 percentage points from 70,0% in 2016 to 75,0% in 2021. More men than women were entitled to paid sick leave.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined by 4,4 percentage points between 2016 and 2021. Higher proportions of male employees worked excessive hours compared to female employees. Both men and women experienced an increase in the proportions of employees who worked excessive hours between 2016 and 2021.
- Male employees were more likely to be members of a trade union relative to their female counterparts.
- The largest increase in the proportion of employees who were members of a trade union was observed among the employees in Utilities (13,2 percentage points), followed by those in Finance (9,1 percentage points) and those in Trade (5,9 percentage points) while those in Private households increased by 0,2 of a percentage point.
- More than half (52,1%) of the employees indicated that their annual salary increment was determined by the employer in 2021. This group of employees had the largest shares in both 2016 and 2021 compared to other types of negotiations.

4.4 Government job creation programmes

Background

The Expanded Public Works Programme (EPWP) has its origins in the Growth and Development Summit (GDS) of 2003. At the Summit, four themes were adopted, one of which was ‘more jobs, better jobs, decent work for all.’ The GDS agreed that public works programmes ‘can provide poverty and income relief through temporary work for the unemployed to carry out socially useful activities.’

The Programme is a key government initiative, which contributes to Government’s Policy Priorities in terms of decent work and sustainable livelihoods, education, health; rural development; food security and land reform and the fight against crime and corruption. EPWP subscribes to outcome 4 which states “decent employment through inclusive economic growth.”[11]

Introduction

This section focuses on the analyses of people aged 15–64 years (the working-age population) participating in the EPWP and other government job creation programmes over the period 2016–2021. The section first identifies the proportion of people who were aware of the EPWP and government job creation programmes over the period and then presents the distribution of those who participated in various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sectors is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.50: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2016–2021

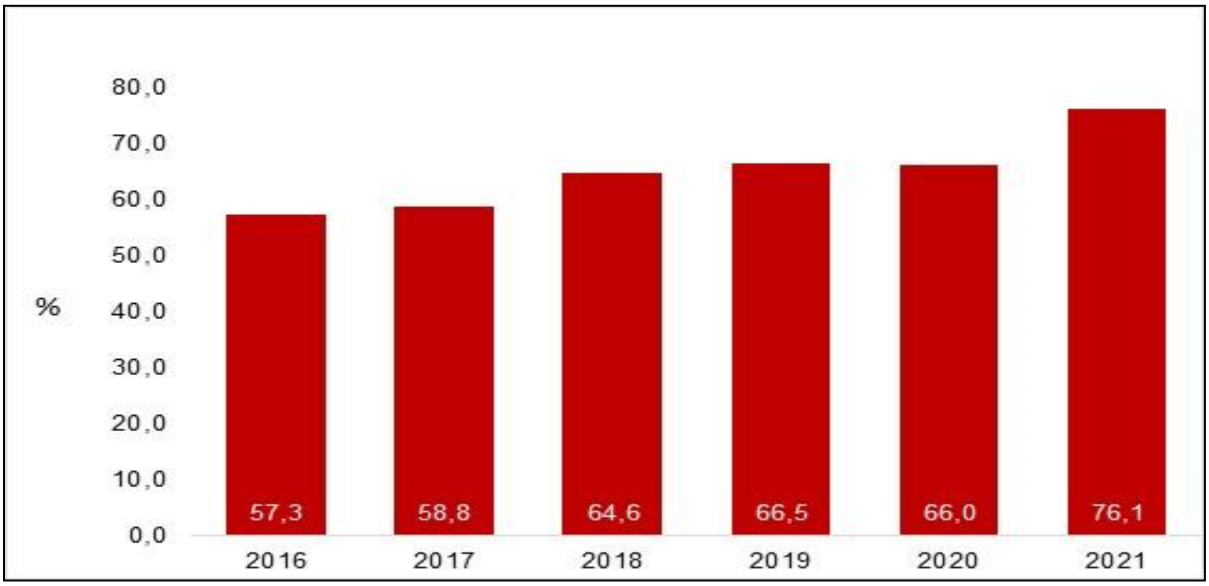
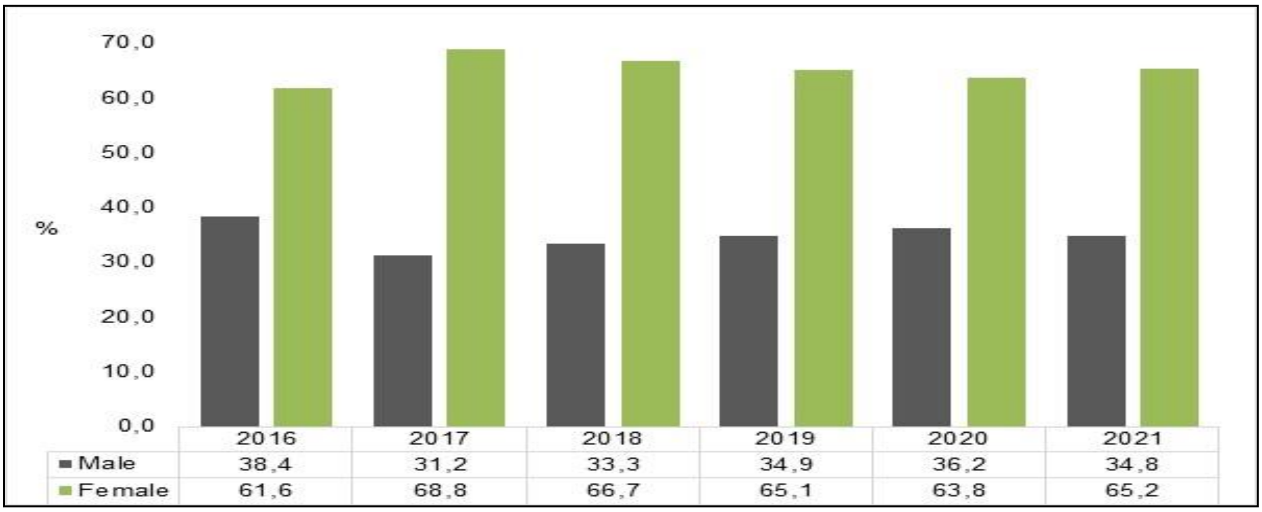


Figure 4.50 shows that there has been an increase in the proportion of the working-age population (15–64 years) who had heard about the EPWP over the period 2016–2021. It increased by 10,1 percentage points between 2020 and 2021. In 2016, 57,3,% of the working-age population had heard about EPWP. Five years later this has increased to 76,1%.

[11] http://www.epwp.gov.za/

Characteristics of those who participated in government job creation programmes

Figure 4.51: Proportion of those who participated in government job creation programmes by sex, 2016–2021



As illustrated in Figure 4.51, the majority of those who participated in EPWP and other government job creation programmes were women. Over the period 2020–2021, the proportion of men who participated in the EPWP and other government job creation programmes decreased from 36,2% to 34,8% while women's participation increased from 63,8% to 65,2%.

Figure 4.52: Share of those who participated in government job creation programmes by age, 2016–2021

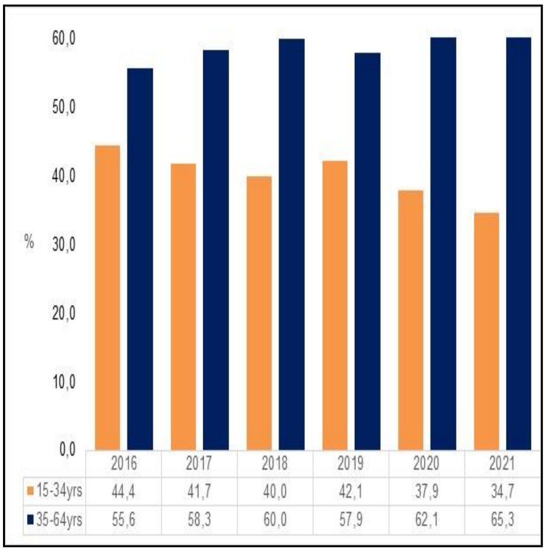
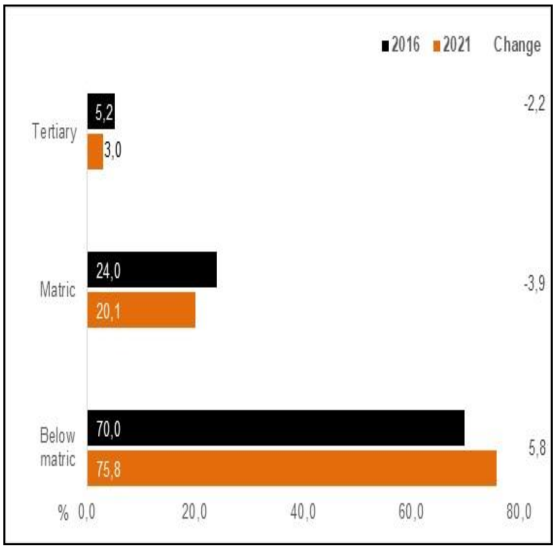
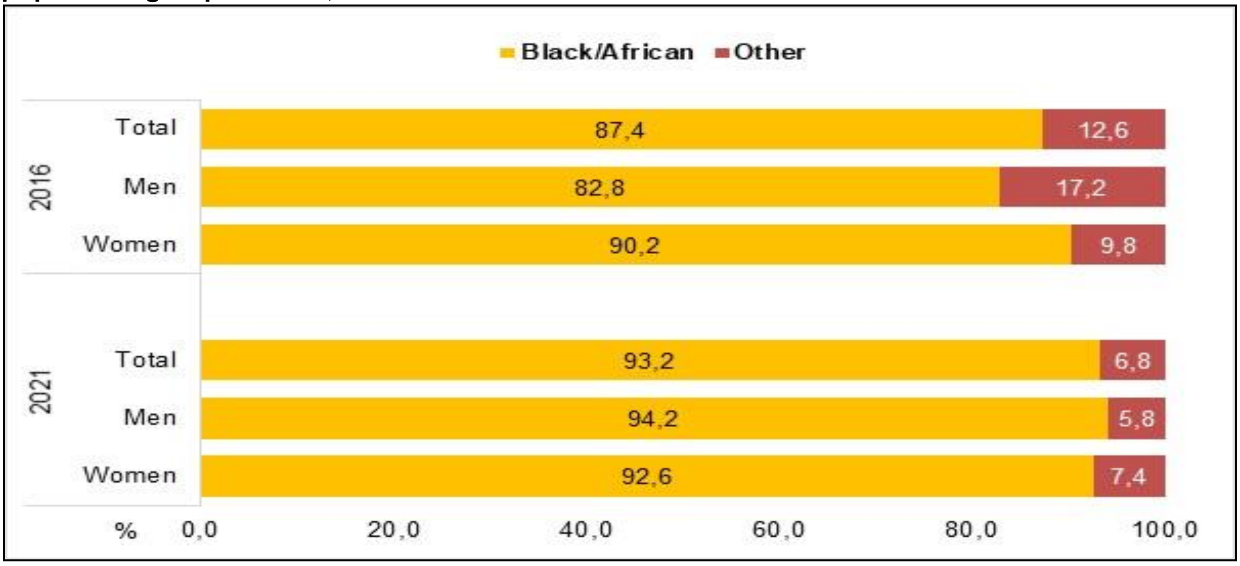


Figure 4.53: Share of those who participated in government job creation programmes by the level of education, 2016 and 2021



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2016–2021. With regard to the level of educational attainment, the majority of those who participated in EPWP and other government job creation programmes did not have matric (70,0% in 2016 and 75,8% in 2021). Although those with tertiary and matric qualifications accounted for the smallest proportion in terms of participation, they recorded a decline over the period 2016–2021.

Figure 4.54: Proportion of those who participated in government job creation programmes by population group and sex, 2016 and 2021



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

Figure 4.54 shows that the majority of those who participated in EPWP and other government job creation programmes were black Africans, irrespective of sex. In 2021, the share of black African men who participated in these government programmes was higher than that of their female counterparts. The share of men increased to 94,2% in 2021 from 82,8% in 2016, and from 90,2% in 2016 for women to 92,6% in 2021.

Figure 4.55: Proportion of those who participated in government job creation programmes by province, 2016 and 2021

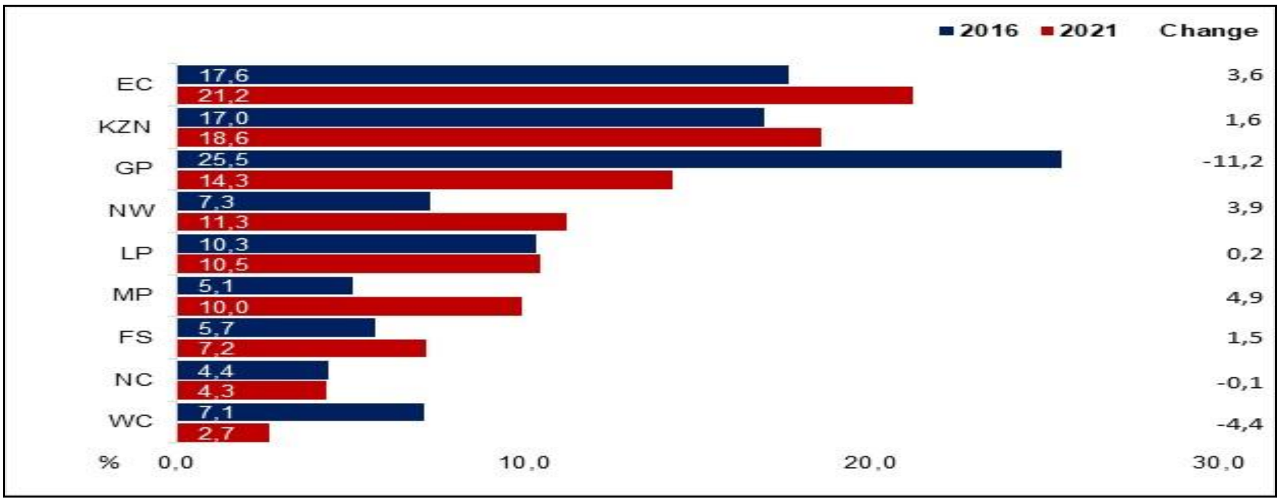
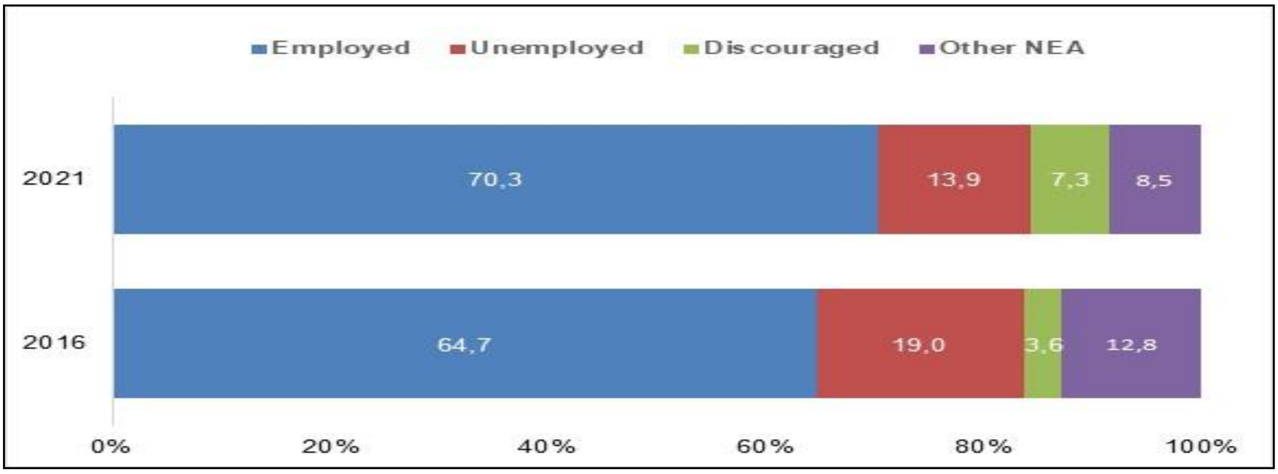


Figure 4.55 shows that in 2021, the majority of those who participated in EPWP and other government job creation programmes were residing in Eastern Cape (21,2%) followed by those who resided in KwaZulu-Natal (18,6) and Gauteng (14,3%), while Western Cape had the lowest participation rate (2,7%). Between 2016 and 2021, participation declined in Gauteng (11,2 percentage points), Western Cape (4,4 percentage points) and Northern Cape (0,1 of a percentage point). The largest increase in the share of those who participated in these programmes was in Mpumalanga, where the participation rate increased by 4,9 percentage points in 2021.

Figure 4.56: Proportion of those who participated in government job creation programmes by labour market status, 2016 and 2021



Between 2016 and 2021, those who were employed accounted for the largest share in terms of participation in EPWP and other government programmes, while those who were discouraged work-seekers accounted for the lowest share. Of those who were employed, 64,7% participated in the programme in 2016 and the share increased to 70,3% in 2021, while it increased for discouraged work-seekers by 3,7 percentage points to 7,3% in 2021.

Employment by industry and occupation

Figure 4.57: Proportion of those who participated in government job creation programmes by industry, 2016 and 2021

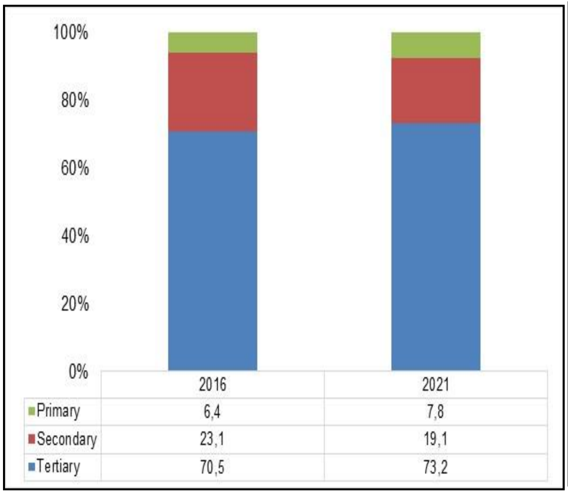
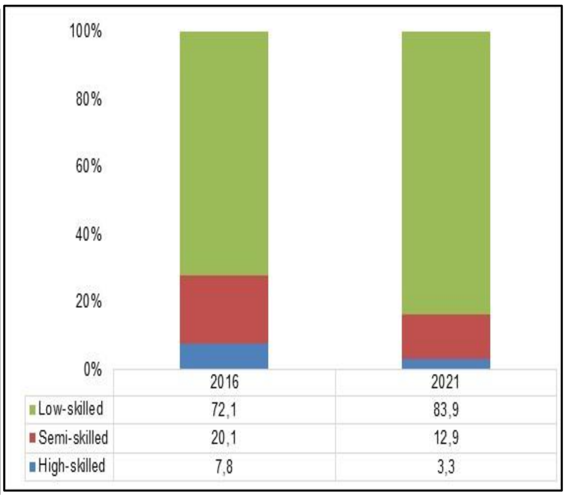
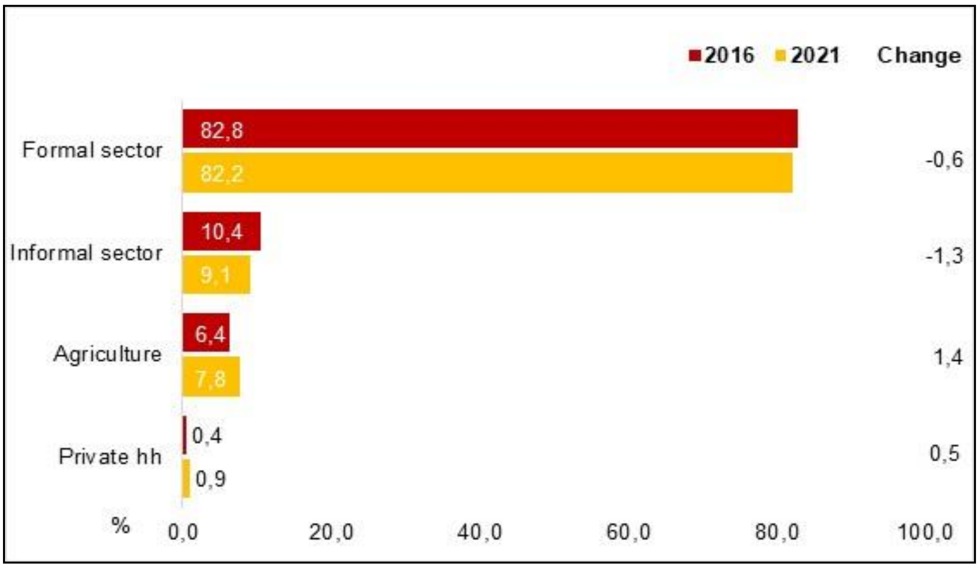


Figure 4.58: Proportion of those who participated in government job creation programmes by occupation, 2016 and 2021



Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes when compared to other industries in 2016 and 2021. The participation rate had increased to 73,2% in 2021 from 70,5% in 2016 for the tertiary industries; an increase of 2,7 percentage points. The decline over the same period was only recorded among those employed in the secondary industries, by 4,1 percentage points. In terms of the occupation group, those in low-skilled occupations were more likely to participate in government job creation programmes. The percentage of persons in the low skilled occupation who participated in these programmes increased by 11,8 percentage points from 72,1% in 2016 to 83,9% in 2021.

Figure 4.59: Employment by sector, 2016 and 2021



Over 82% of those who participated in EPWP or other government job creation programmes were employed in the formal sector in both 2016 and 2021. Agriculture and Private households recorded the lowest share of those who participated in EPWP and other government job creation programmes.

Summary and conclusion

- Women were more likely to participate in government job creation programmes than their male counterparts.
- The majority of those who participated in EPWP and other government job creation programmes did not have matric (70,0% in 2016 and 75,8% in 2021).
- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.
- The highest proportion of persons who participated in EPWP resided in Eastern Cape (21,2%) compared to all other provinces in 2021.
- Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes compared to other industries.

4.5 Quarterly Employment Statistics

Key concepts

Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.

The **number of employees** is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. The number of employees refers to the number of people employed at the end of the reference period (see Reference quarter/month/period below).

Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors.

Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. Gross earnings are the total sum of the earnings including performance and other bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings for the quarter ended September is the sum of total earnings of July, August and September).

Reference quarter/period refers to the three months up to the end of March, June, September or December.

Background

Statistics South Africa (Stats SA) conducts the Quarterly Employment Statistics (QES) on a sample of enterprises. These samples are taken from formal non-agricultural businesses, such as factories, firms, offices, and retail stores, as well as from national, provincial, and local government entities. Each enterprise represents a statistical unit for which data is collected. The data on mining and quarrying is collected from the department of mineral resources and energy as administrative data.

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

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

Introduction

This section analyses employment from formal non-agricultural businesses. The section comprises of three sub-sections. The first sub-section provides a profile and analysis of employment in South African businesses and organisations by industry. Sub-section two provides an analysis of the gross earnings by industry while sub-section three focuses on analyses of average monthly earnings by industry.

Impact of Covid on data collection in the QES survey

The QES data is generally collected by email and telephone. The officers would usually make follow-ups, when necessary, by contacting respondents by telephone from the office. However, due to the national lockdown data collectors worked from home. Collection was adversely impacted by the national lockdown as reaching some respondents was not possible. Although the response rate was adversely affected by pandemic-related issues, QES was still able to obtain estimates that met standards for accuracy and reliability.

Employment by industry

This section analyses the distribution of employment by industry over the period of 2016 to 2021.

Table 4.19: Employment by industry, 2016–2021

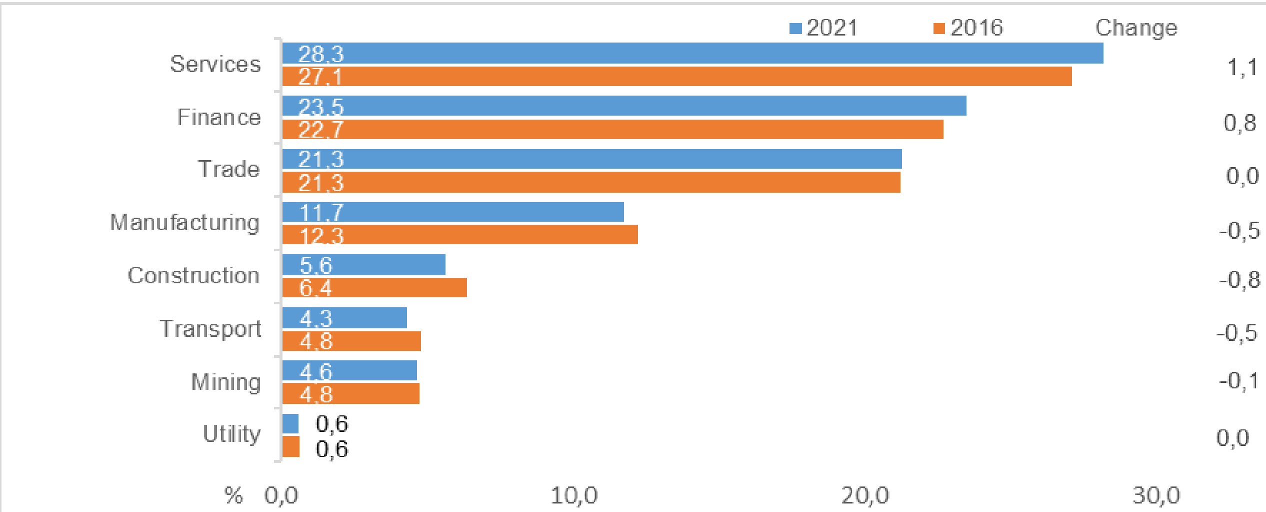
Industry	2016	2017	2018	2019	2020	2021
	Thousand					
Mining	458	472	459	462	452	457
Manufacturing	1 182	1 193	1 212	1 219	1 113	1 160
Utility	62	64	63	61	59	59
Construction	614	627	638	599	489	554
Trade	2 051	2 122	2 199	2 264	2 074	2 105
Transport	464	470	483	497	460	425
Finance	2 189	2 233	2 301	2 343	2 180	2 325
Services	2 614	2 621	2 687	2 774	2 680	2 790
Total	**9 634**	**9 802**	**10 042**	**10 219**	**9 507**	**9 876**

Table 4.20: Year-on-year change in employment by industry, 2016-2021

Industry	2017	2018	2019	2020	2021	Change 2016-2021
	Thousand					
Mining	14	-13	3	-10	5	-1
Manufacturing	11	19	7	-106	47	-22
Utility	2	-1	-2	-2	0	-3
Construction	13	11	-39	-110	65	-60
Trade	71	77	65	-190	31	54
Transport	6	13	14	-37	-35	-39
Finance	44	68	42	-163	145	136
Services	7	66	87	-94	110	176
Total	**168**	**240**	**177**	**-712**	**369**	**242**

Over the period 2016 to 2021, employment showed an increasing trend. The highest level of employment was observed in 2019 at 10 million jobs and lowest level in 2020 at 9,5 million jobs. Table 4.20, shows that the net increase amounted to 242 000 over the five years. The highest net change was observed in the Services and Finance industry with 176 000 and 136 000 jobs respectively. Most jobs losses were reported in Construction (60 000), Transport (39 000) and Manufacturing (22 000) industries. In 2021 employment increased by 369 000 jobs and most of these job gains were reported in Finance (145 000), Service (110 000) and Construction (65 000) industries.

Figure 4.64: Employment shares by industry, 2016 and 2021



Services and Finance, recorded the largest share of employment for the period 2016 and 2021. Recording an increase of 1.1 percentage point and 0.8 of a percentage point respectively. The share of employment declined in Construction (down by 0,8 of a percentage point), Manufacturing (down by 0,5 of a percentage point), Transport (down by 0,5 of a percentage point) and Mining (down by 0.1 of a percentage point) industries. Utility and Trade recorded the least share of employment, with no change recorded between 2016 and 2021.

Full time employment by industry

Data on part time and full time employment was not available before 2017. Therefore the section that follows analyses the distribution of full-time and part-time employment by industry over the period of 2017 to 2021.

Table 4.21: Full-time employment by industry, 2017–2021

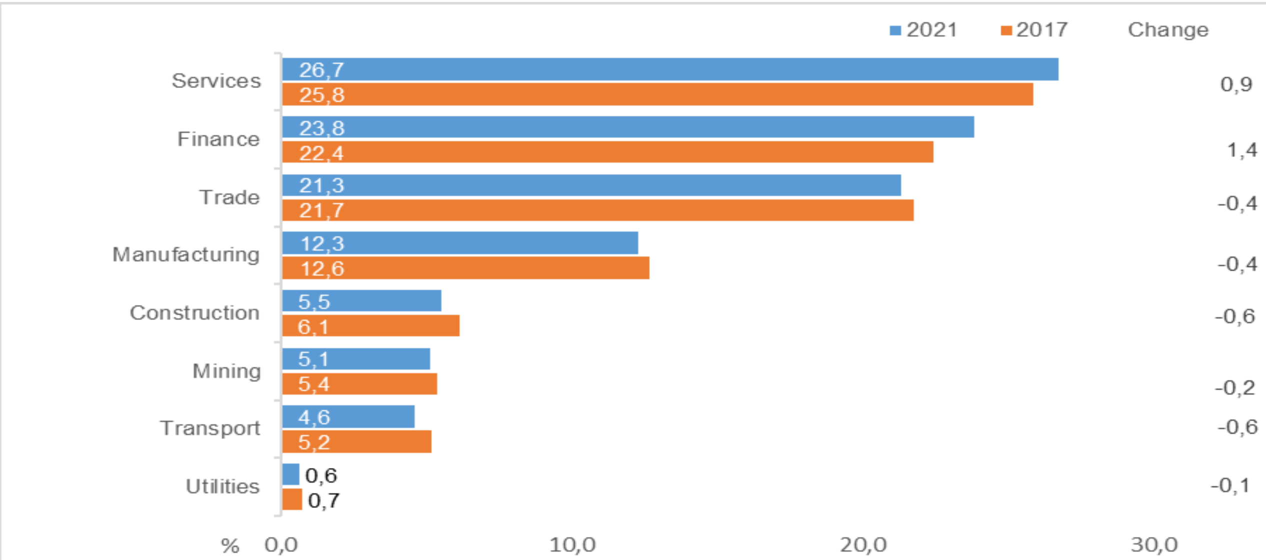
Industry	2017	2018	2019	2020	2021
	Thousand				
Mining	472	459	462	452	457
Manufacturing	1111	1134	1093	1036	1093
Utilities	62	61	60	58	57
Construction	538	546	542	477	491
Trade	1909	1989	2039	1873	1898
Transport	453	466	478	428	408
Finance	1971	2062	2147	2085	2122
Services	2270	2317	2358	2336	2380
Total	**8786**	**9034**	**9179**	**8745**	**8906**

Table 4.22: Full-time employment change by industry, 2017–2021

Industry	2018	2019	2020	2021	2017-2021
Mining	-13	3	-10	5	-15
Manufacturing	23	-41	-57	57	-18
Utilities	-1	-1	-2	-1	-5
Construction	8	-4	-65	14	-47
Trade	80	50	-166	25	-11
Transport	13	12	-50	-20	-45
Finance	91	85	-62	37	151
Services	47	41	-22	44	110
Total	**248**	**145**	**-434**	**161**	**120**

Over the period 2017 to 2021, there was an increase in full-time employment shown in table 4.22. Finance and Services industries were the main contributors to the observed employment increase in 2021. Approximately 120 000 full-time employment was gained during the same period. The largest increase in full-time employment were observed in Finance industry with 151 000 jobs followed by Services (110 000) industry over the same period. However, most job losses in full-time employment were observed in Construction (47 000), Transport (45 000) and Manufacturing (18 000) industries.

Figure 4.65: Full-time employment shares by industry, 2017 and 2021



The largest contributors to full-time employment were Services and Finance, between 2017 and 2021. There was a decline in full-time employment in Construction, Transport, Manufacturing, Trade, Mining and Utility by 0,6 of a percentage point, 0,6 of a percentage point, 0,4 of a percentage point, 0,4 of a percentage point, 0,2 of a percentage point and 0,1 of a percentage point respectively. Finance recorded the highest increase in full-time employment from 22,4 to 23,8 (i.e. 1,4 percentage point), followed by Services (up by 0,9 of a percentage point).

Part time employment by industry

Table 4.23: Part-time employment by industry, 2017-2021

Industry	2017	2018	2019	2020	2021
	Thousand				
Mining	-	-	-	-	-
Manufacturing	82	78	72	57	67
Utilities	2	1	1	1	2
Construction	88	91	69	62	63
Trade	214	210	224	193	206
Transport	17	17	17	15	17
Finance	262	240	219	200	203
Services	350	370	422	378	410
Total	**1 015**	**1 007**	**1 024**	**906**	**968**

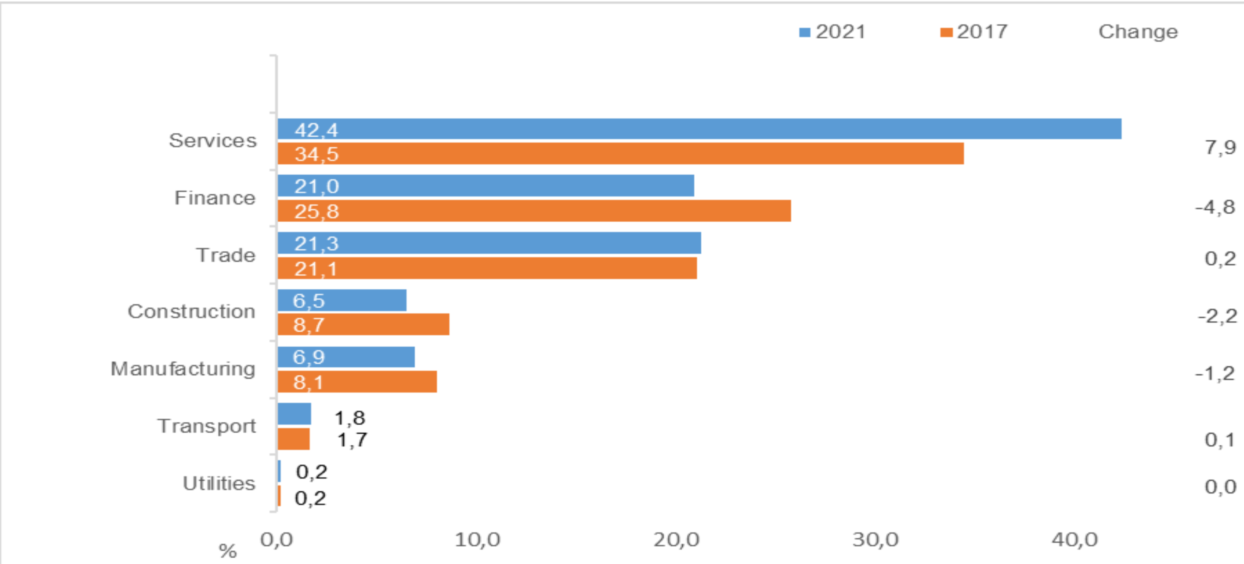
Table 4.24: Part-time employment change by industry, 2017-2021

Industry	2018	2019	2020	2021	2017-2021
	Thousand				
Mining	-	-	-	-	-
Manufacturing	-4	-6	-15	10	-15
Utilities	-1	0	0	1	0
Construction	3	-22	-7	1	-25
Trade	-4	14	-31	13	-8
Transport	0	0	-2	2	0
Finance	-22	-21	-19	3	-59
Services	20	52	-44	32	60
Total	**-8**	**17**	**-118**	**62**	**-47**

*Data on part-time employment in mining industry not available.

Over the period 2017 to 2021, there was a decrease in part-time employment. Table 4.24 shows that approximately 47 000 part-time jobs were lost during the same period. The largest decrease in part-time employment were observed in the Finance industry with 59 000, followed by Construction (25 000), Manufacturing (15 000) and Trade (8 000) industries. However, increases in part-time employment were observed in the Service industry with 60 000 jobs. Utilities and Transport reported no change in employment over the period.

Figure 4.66: Part-time employment shares by industry, 2017 and 2021



*Data on part-time employment in mining industry not available.

The main contributors to part-time employment were Services, Trade, and Transport during 2017 to 2021. During the same period, Utilities recorded no share of part-time employment. There was a decline in part-time employment in Finance (down by 4,8 percentage points), Construction (down by 2,2 percentage points) and Manufacturing (down by 1,2 percentage points). Services reported the highest increase in part-time employment between 2017 and 2021 from 34,5% to 42,4% (i.e. 7,9 percentage points), while Trade recorded a 0,2 of a percentage point increase over the period.

Earnings by industry

This section analyses the distribution of earnings by industry over the period 2016 to 2021

Table 4.25: Earnings by industry, 2016-2021

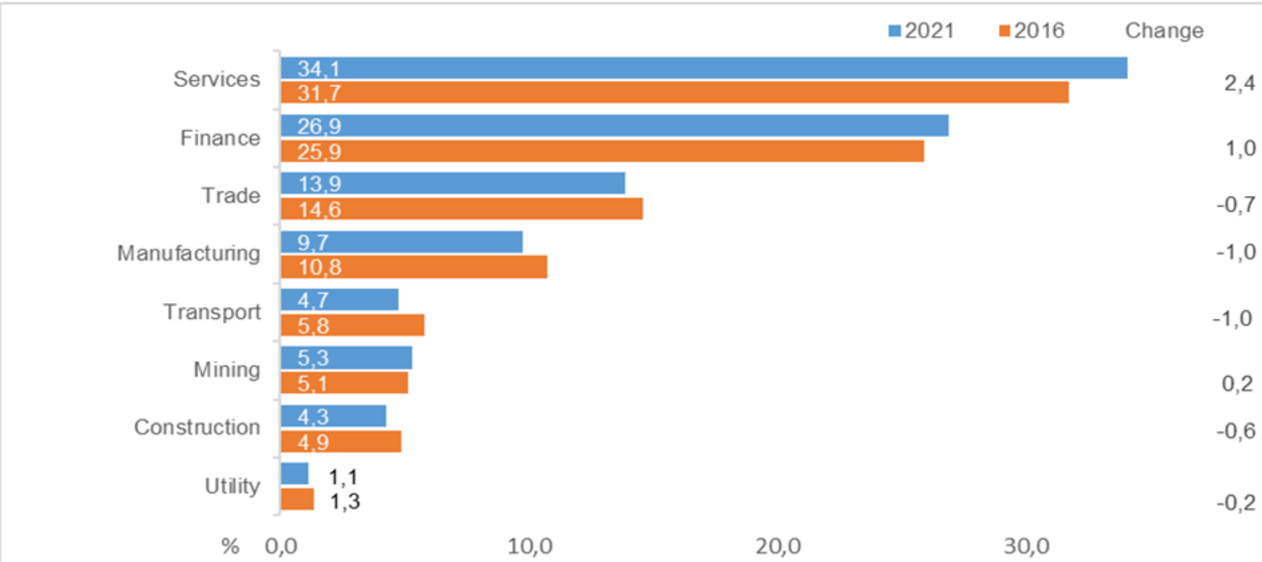
Industry	2016	2017	2018	2019	2020	2021
	R'million					
Mining	118 498	126 572	132 281	143 121	149 641	164 964
Manufacturing	248 031	263 376	281 939	294 690	272 594	302 437
Utility	30 678	33 016	33 612	34 163	34 162	35 062
Construction	112 703	124 422	136 672	136 909	110 924	132 951
Trade	335 729	365 725	393 740	416 322	385 259	431 168
Transport	133 253	144 270	153 588	166 518	152 173	146 993
Finance	596 438	657 069	740 095	767 554	733 186	834 132
Services	731 375	801 646	878 203	953 155	958 864	1 058 807
Total	**2 306 705**	**2 516 096**	**2 750 130**	**2 912 432**	**2 796 803**	**3 106 512**

Table 4.26: Year-on-year change in earnings by industry, 2016-2021

Industry	2017	2018	2019	2020	2021	Change 2016-2021
	R'million					
Mining	8 074	5 709	10 840	6 520	15 323	46 466
Manufacturing	15 345	18 563	12 751	-22 096	29 843	54 406
Utility	2 338	596	551	-1	900	4 384
Construction	11 719	12 250	237	-25 985	22 027	20 248
Trade	29 996	28 015	22 582	-31 063	45 909	95 439
Transport	11 017	9 318	12 930	-14 345	-5 180	13 740
Finance	60 631	83 026	27 459	-34 368	100 946	237 694
Services	70 271	76 557	74 952	5 709	99 943	327 432
Total	**209 391**	**234 034**	**162 302**	**-115 629**	**309 709**	**799 807**

All industries reported an increase in earnings from 2016 to 2019 and again in 2021, while earnings declined in 2020. Table 4.26 shows that total earnings increased by R799,8 billion between 2016 and 2021. The largest increases in earnings were observed in Services (R327,4 billion), Finance (R237,7 billion) and Trade (R95,4 billion). In 2021 only the Transport industry recorded a decline in earnings.

Figure 4.67: Share in earnings by industry, 2016 and 2021



During the reference period the largest decline in earnings was recorded in Manufacturing (1,0 percentage point), Transport (1,0 percentage point), Trade (0,7 of a percentage point) and Construction (0,6 of a percentage point). Service and Finance recorded the highest increase in earnings between 2016 and 2021 (up by 2,4 percentage points and 1,0 percentage point respectively).

Bonuses by industry

Table 4.27: Bonus by industry, 2018-2021

Industry	2018	2019	2020	2021
	R' thousand			
Mining	-	-	-	-
Manufacturing	18 796	17 265	14 478	21 190
Utilities	1 746	1 666	1 468	1 864
Construction	7 056	6 139	4 090	5 614
Trade	27 666	28 025	25 890	33 691
Transport	12 797	14 286	10 292	11 381
Finance	94 099	90 780	86 730	96 433
Services	49 171	52 398	49 014	55 016
Total	**211 330**	**210 559**	**191 962**	**225 189**

Table 4.28: Bonus change by industry, 2018-2021

Industry	2019	2020	2021	Change 2016-2021
	R'thousand			
Mining	-	-	-	-
Manufacturing	-1 531	-2 787	6 712	2 394
Utilities	-80	-198	396	118
Construction	-917	-2 049	1 524	-1 442
Trade	359	-2 135	7 801	6 025
Transport	1 489	-3 994	1 089	-1 416
Finance	-3 319	-4 050	9 703	2 334
Services	3 227	-3 384	6 002	5 845
Total	**-771**	**-18 597**	**33 227**	**13 859**

*Data on part-time employment in mining industry not available.

For the period 2018 to 2021, bonuses paid in 2021 were higher when compared to those of previous years. Table 4.28 shows that bonuses increased by R13 859 000 in five of the seven industries with the largest increase observed in Trade (R6 025 000), Services (R5 845 000) and Manufacturing (R2 394 000). A decline in bonus payments was reported in Construction (R1 442 000) and Transport (R1 416 000).

Overtime by industry

Table 4.29: Overtime by industry, 2018-2021

Industry	2018	2019	2020	2021
	R'thousand			
Mining	-	-	-	-
Manufacturing	14 967	15 605	13 018	17 420
Utilities	1 956	1 968	1 825	1 567
Construction	5 466	5 247	4 101	4 935
Trade	9 411	10 311	8 711	9 860
Transport	7 870	8 141	6 738	7 556
Finance	10 870	12 758	12 471	13 938
Services	17 431	24 898	24 043	28 892
Total	**67 971**	**78 928**	**70 907**	**84 168**

Table 4.30: Year-on-year change in Overtime by industry, 2016-2021

Industry	2019	2020	2021	Change 2016-2021
	R'thousand			
Mining	-	-	-	-
Manufacturing	638	-2 587	4 402	2 453
Utilities	12	-143	-258	-389
Construction	-219	-1 146	834	-531
Trade	900	-1 600	1 149	449
Transport	271	-1 403	818	-314
Finance	1 888	-287	1 467	3 068
Services	7 467	-855	4 849	11 461
Total	**10 957**	**-8 021**	**13 261**	**16 197**

*Data on part-time employment in mining industry not available.

For the period 2018 to 2021, 2021 reported the highest overtime payments, while 2018 reported the lowest overtime payments. Table 4.30 shows that overtime increased by R16 197 000 in four of the seven industries with the largest increase observed in Services (R11 461 000), Finance (R3 068 000) and Manufacturing (R2 453 000). The decline in overtime payments were reported in Construction (R531 000), Utilities (R389 000) and Transport (R314 000).

Average Monthly Earnings (AME) by industry

Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.

Table 4.31: AME by industry, 2016-2021

Industry	2016	2017	2018	2019	2020	2021
	R					
Mining	22 047	22 223	23 265	25 042	24 333	28 666
Manufacturing	15 916	16 873	17 894	19 125	17 340	20 842
Utility	35 558	38 715	39 862	42 587	44 658	48 067
Construction	13 052	15 245	16 968	18 434	14 865	18 484
Trade	12 255	13 006	13 479	14 360	13 015	15 744
Transport	21 745	23 638	24 270	25 643	23 052	26 186
Finance	19 100	21 385	22 987	24 410	23 880	25 179
Services	22 098	23 676	24 702	25 732	27 587	29 352
Total	**17 998**	**19 499**	**20 524**	**21 791**	**21 425**	**23 640**

Table 4.32: Year-on-year percentage change in AME by industry, 2016–2021

Industry	2017	2018	2019	2020	2021	change 2016-2021
Mining	0,8	4,7	7,6	-2,8	17,8	30,0
Manufacturi	6,0	6,1	6,9	-9,3	20,2	30,9
Utility	8,9	3,0	6,8	4,9	7,6	35,2
Constructio	16,8	11,3	8,6	-19,4	24,3	41,6
Trade	6,1	3,6	6,5	-9,4	21,0	28,5
Transport	8,7	2,7	5,7	-10,1	13,6	20,4
Finance	12,0	7,5	6,2	-2,2	5,4	31,8
Services	7,1	4,3	4,2	7,2	6,4	32,8
Total	**8,3**	**5,3**	**6,2**	**-1,7**	**10,3**	**31,3**

All industries reported an increase in average monthly earnings from 2016 to 2019 and again in 2021, while average monthly earnings declined in 2020. Table 4.32 shows that all industries recorded an increase in average monthly earnings in 2021. Comparing 2016 and 2021, all industries recorded an increase with the largest increase observed in Construction (up by 41,6 %), Utilities (up by 35,2%), Services (up by 32.8%), finance (up by 31,8 %) and Manufacturing (up by 30,9 %).

Summary and conclusion

- Employment grew from 2016 to 2019, however a decrease was observed in 2020 which may have been as a result of the COVID19 pandemic; followed by a moderate increase in 2021.
- There has been a moderate increase in full-time employment in 2021.
- Over the period 2017 to 2021, there was a slight decrease in part-time employment.
- Since 2017, the number of part-time workers has decreased, and it was in 2019 that the number of part-timers reached a record high.
- All industries reported an increase in earnings from 2016 to 2019 and again in 2021, while earnings declined in 2020.
- More bonuses were paid in 2021 compared to other years.
- The highest overtime payments were made in 2021, while the lowest were made in 2018.
- There has been an increase in average monthly earnings in recent years.

Chapter 5: A profile of the unemployed

Key labour market concepts

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

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

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

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

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

Background

Despite the roll-out of the vaccination programme against COVID-19 and the ease of lockdown restrictions in the world, both local and global economies are still facing high levels of uncertainty. Given the global projections on the robust economic recovery in the second quarter of 2021[1], the economy of South Africa in particular grew by 1,2% in quarter two of 2021 which is 1,4% less than it was before the COVID-19 pandemic[2]. The levels of unemployment remain high in the South African labour market. Young women with less than a matric qualification remain vulnerable in the labour market with high unemployment levels compared to their male counterparts. In 2020, only 9,4% of unemployed persons had a tertiary qualification compared to 53,5% with below matric qualification[3]. There is a high number of persons in the labour market who have been unemployed for more than five years.

Introduction

In the following chapter, the South African unemployment profile is explicated for the period 2016–2021. It covers unemployment levels, rates, previous work experience (for those who have worked before) and the duration of unemployment by certain socio-demographic characteristics. The population group, gender, education level and type of job search assist in better illustrating the vulnerability of certain groups in the South African labour market.

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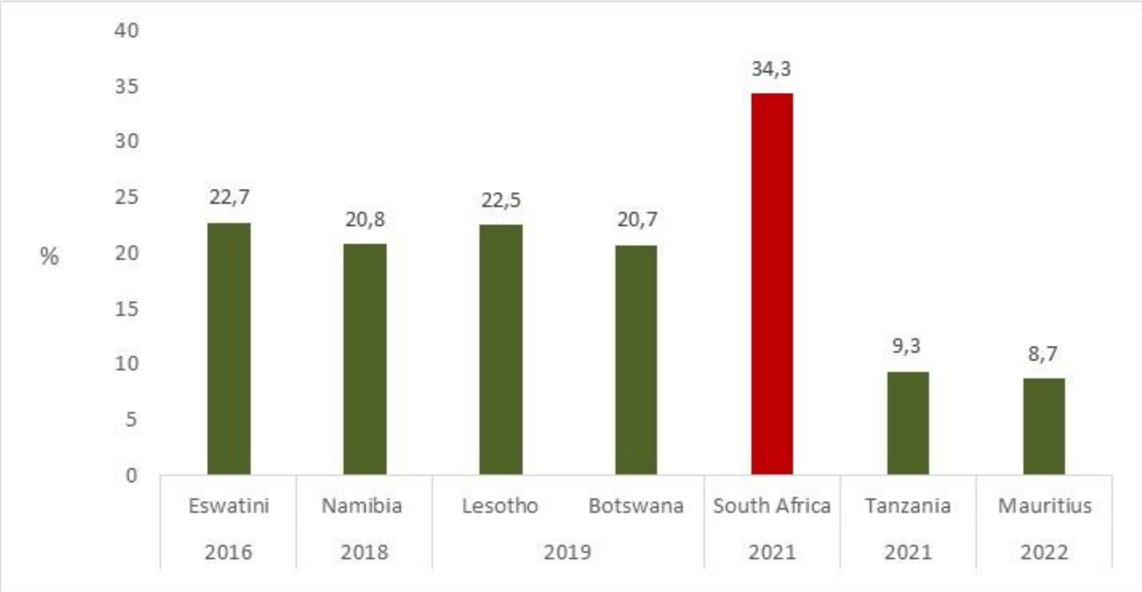
[1] https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_767028.pdt *ILO Monitor: COVID-19 and the world of work. Seventh edition*

[2] https://www.statssa.gov.za/?p=14660 *Statistics South Africa: Gross Domestic Product, Second quarter 2021*

[3] http://www.statssa.gov.za/publications/Report-02-11-02/Report-02-11-022020.pdf *Statistics South Africa: Labour Market Dynamics in South Africa, 2020*

Figure 5.0: Unemployment rate by SADC countries



Although the data is not directly comparable since the coverage and survey period are different from one country to another, the unemployment rate for selected SADC countries is shown in the figure above for the period 2016–2022. The findings show that South Africa recorded the highest unemployment rate (34,3% in 2021) followed by Eswatini (22,7% in 2016) and Lesotho (22,5% in 2019). The lowest unemployment rates were observed in Mauritius and Tanzania (8,7% in 2022 and 9,3% in 2021, respectively).

The unemployment levels

Table 5.1: Unemployment levels by sex, population group and province, 2016-2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Men	2 926	3 130	3 117	3 387	3 283	3 980
Women	2 827	2 990	2 986	3 192	2 999	3 678
Total	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
Black African	5 050	5 405	5 394	5 843	5 588	6 793
Coloured	489	508	492	516	458	575
Indian/Asian	71	71	67	75	85	123
White	143	137	150	145	152	168
Total	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
Western Cape	631	641	627	650	597	794
Eastern Cape	557	740	762	813	947	1 058
Northern Cape	126	128	122	124	105	94
Free State	398	400	412	424	365	417
KwaZulu-Natal	762	831	795	906	852	1 079
North West	361	345	356	405	390	472
Gauteng	2 078	2 134	2 105	2 234	2 154	2 548
Mpumalanga	499	544	589	647	451	640
Limpopo	341	357	335	375	421	557
Total	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**

The levels of unemployment continue to increase irrespective of sex, population group and province (except the Northern Cape, which showed a slight decrease in levels of unemployment). At national level, the number of unemployed persons increased from 5,8 million in 2016 to 7,7 million in 2021. Gauteng province recorded the highest number of unemployed persons while Northern Cape recorded the lowest for the period 2016–2022. The Black African population group remain vulnerable in the South African labour market with the unemployment level at 6,8 million, more than 88% of the total number of unemployed persons in 2021. Out of the 7,7 million persons who were unemployed in 2021, 4,0 million were men and 3,7 million were women.

Table 5.2: Unemployment as a percentage of the working-age population by sex, population group and province, 2016–2021

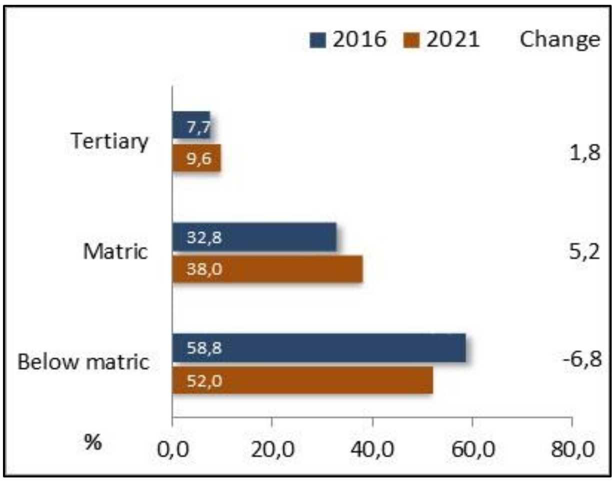
	2016	2017	2018	2019	2020	2021
	Per cent					
Men	16,2	17,0	16,6	17,8	17,0	20,2
Women	15,2	15,9	15,6	16,4	15,2	18,4
Total	**15,7**	**16,4**	**16,1**	**17,1**	**16,1**	**19,3**
Black African	17,3	18,1	17,7	18,8	17,7	21,1
Coloured	14,5	14,9	14,3	14,8	13,0	16,2
Indian/Asian	7,2	7,1	6,7	7,4	8,3	11,9
White	4,7	4,5	5,0	4,9	5,2	5,9
Total	**15,7**	**16,4**	**16,1**	**17,1**	**16,1**	**19,3**
Western Cape	14,4	14,3	13,7	14,0	12,6	16,5
Eastern Cape	13,4	17,6	17,9	18,9	21,8	24,1
Northern Cape	16,2	16,2	15,4	15,5	12,9	11,5
Free State	21,1	21,2	21,7	22,2	19,1	21,7
KwaZulu-Natal	11,2	12,0	11,3	12,7	11,8	14,7
North West	14,6	13,7	13,9	15,6	14,8	17,5
Gauteng	21,3	21,4	20,7	21,5	20,4	23,7
Mpumalanga	17,8	19,0	20,3	21,9	15,1	21,1
Limpopo	9,4	9,7	9,0	9,9	11,0	14,3
Total	**15,7**	**16,4**	**16,1**	**17,1**	**16,1**	**19,3**

Table 5.2 shows unemployment as a percentage of the working-age population by sex, population group and province for the period 2016–2021. The national unemployment as a percentage of the working age population increased by 3,6 percentage points between 2016 and 2021. Men had the highest increase (4,0 percentage points) compared to women (3,2 percentage points). In 2021, the highest share was observed in Eastern Cape (24,1%) while the least share was recorded in Northern Cape (11,5%). The disaggregation by population group shows that the white population group recorded the lowest percentage of the working-age population that is unemployed at 5,9% while the black African population group had the highest share at 21,1% in 2021.

Table 5.3: Distribution of the unemployed by level of education, 2016–2021

	2016	2017	2018	2019	2020	2021
	Thousand					
No schooling	78	73	69	71	52	52
Primary incomplete	355	355	340	349	292	305
Primary completed	223	252	222	256	227	247
Secondary incomplete	2 725	2 868	2 825	3 035	2 791	3 374
Secondary completed	1 887	2 016	2 112	2 250	2 295	2 913
Tertiary	445	514	496	582	588	734
Other	39	42	40	36	38	33
Total unemployed	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**

Figure 5.1: Proportion of the unemployed by level of education, 2016 and 2021

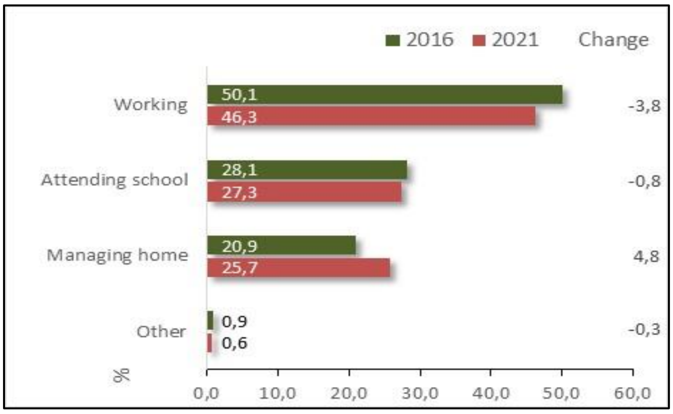


The distribution of the number of unemployed persons by level of education shows that more than 82% of the 7,7 million unemployed persons had either matric (2,9 million) or did not complete secondary education (3,4 million) in 2021 (Table 5.3). The levels of education that contributed to the 1,9 million increase in the number of unemployed persons between 2016 and 2021 were secondary completed (1,0 million), secondary incomplete (649 000), tertiary (289 000) and primary completed (24 000). Primary incomplete, no schooling and other education levels recorded decreases in the number of unemployed persons in the same period (50 000, 26 000 and 6 000, respectively). Figure 5.1 shows that below matric education (52,0%) had the highest share of unemployed persons compared to matric (38,0%) and tertiary (9,6%) qualifications in 2021. Comparisons between 2016 and 2021 show a decrease of 6,8 percentage points among persons with below matric education and increases among unemployed persons with matric and tertiary qualifications (5,2 and 1,8 percentage points, respectively).

Table 5.4: Unemployment level by main activity before becoming unemployed, 2016–2021

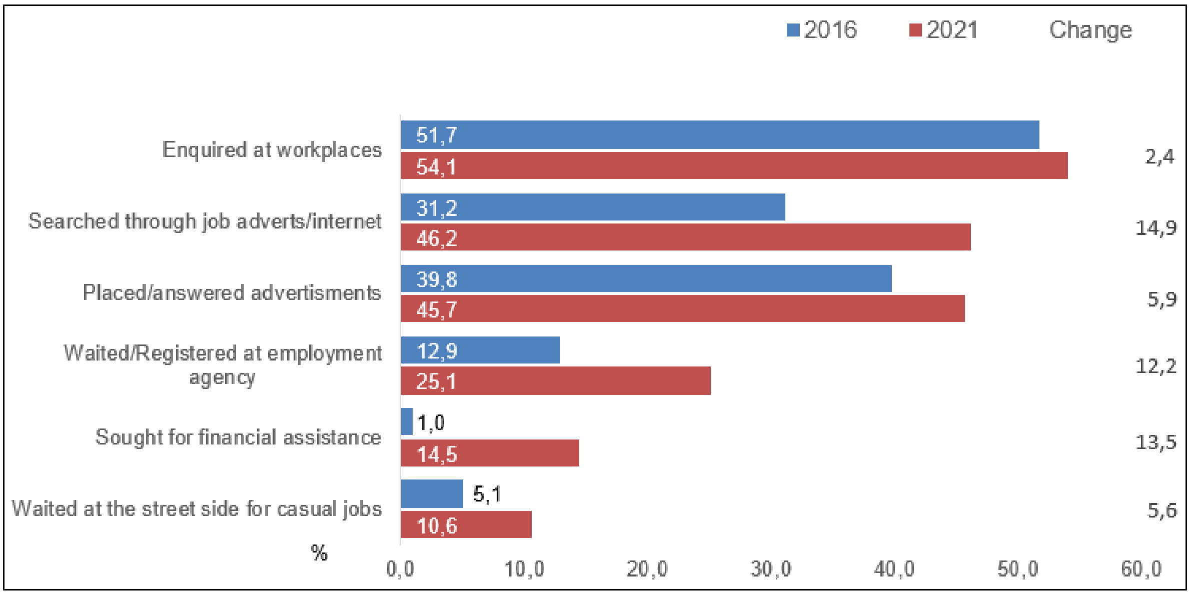
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2016	2 882	1 202	1 618	51	**5 753**
2017	3 139	1 241	1 694	46	**6 120**
2018	3 065	1 299	1 674	57	**6 103**
2019	3 313	1 441	1 757	61	**6 579**
2020	3 025	1 576	1 587	55	**6 283**
2021	3 546	1 969	2 091	45	**7 658**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2016 and 2021



Between 2016 and 2021, majority of the unemployed persons were working before they became unemployed. In 2021, about 3,5 million persons of the 7,7 million unemployed persons who had activities prior to being unemployed were working while 2,0 million were managing a home and 2,1 million were attending school (Table 5.4). Evident from Figure 5.2 is that all activities recorded a decrease except managing a home which increased by 4,8 percentage points between 2016 and 2021.

Figure 5.3: Types of job search activities, 2016 and 2021



People use different modes of job search when they look for work in the South African labour market. In both 2016 and 2021, the most used method was "enquired at workplaces" at 51,7% and 54,1%, respectively. The least used method during job search in 2016 was "sought for financial assistance" (1,0%) and in 2021 it was "waited at the street side for casual jobs" (10,6%). Between 2016 and 2021, all types of job search recorded an increase with the highest increase recorded among those unemployed persons who searched through job adverts/internet during job search (14,9 percentage points) followed by those who "sought for financial assistance" (13,5 percentage points). The least increase was among the unemployed persons who "enquired at workplace" during job search.

The duration of unemployment

Table 5.6: Unemployment duration, 2016–2021

	2016	2017	2018	2019	2020	2021
	Total unemployment (Thousand)					
	5 753	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
	Short term unemployment (Thousand)					
Less than 3 mths	719	785	732	747	572	646
3 mths < 6 mths	463	453	406	422	478	374
6 mths < 9 mths	352	342	311	323	395	302
9 mths < 1 year	387	429	417	395	378	386
Total	**1 921**	**2 009**	**1 867**	**1 886**	**1 822**	**1 707**
	Long term unemployment (Thousand)					
1 year < 3 years	1 278	1 345	1 423	1 452	1 351	1 932
3 years - 5 years	815	852	847	988	895	1 133
> 5 years	1 720	1 892	1 940	2 216	2 139	2 842
Total	**3 813**	**4 089**	**4 210**	**4 656**	**4 384**	**5 907**

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

Figure 5.4 : Trends in the duration of unemployment, 2016–2021

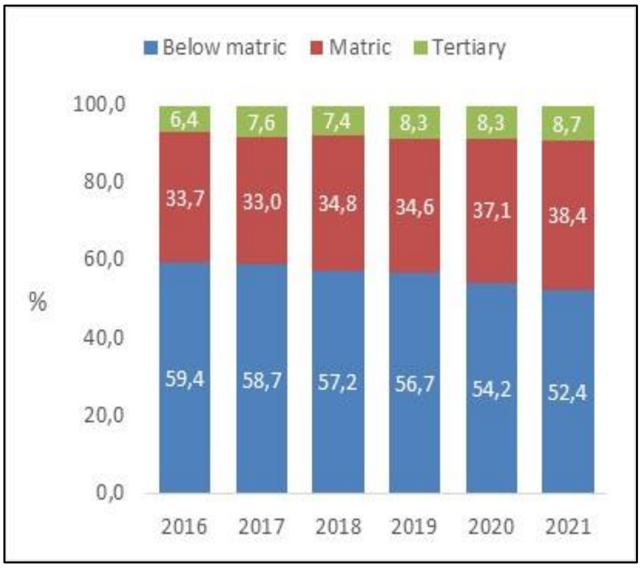
	2016	2017	2018	2019	2020	2021
Less than 6 mths	1 182	1 238	1 139	1 168	1 049	1 020
6 mths to 1 yr	739	771	728	718	773	688
1 year to 3 years	1 278	1 345	1 423	1 452	1 351	1 932
3 years - 5 years	815	852	847	988	895	1 133
More than 5 years	1 720	1 892	1 940	2 216	2 139	2 842

Given the fact that unemployed persons use different types of job search methods to look for work, most of them take a couple of years before they can secure employment. Of the 7,7 million unemployed persons in 2021, more than 3,0 million were unemployed for more than a year, 2,8 million for more than five years and 1,7 million for less than a year, Table 5.6.The trends in Figure 5.4 show that those who have been unemployed for more than five years continue to increase from 1,7 million in 2016 to the highest 2,8 million in 2021. Persons who were unemployed for less than a year recorded decreases in the same period.

Table 5.7: Trends of the unemployed by level of education, 2016–2021

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
2016	2 274	1 291	244	22	**3 832**
2017	2 414	1 357	313	27	**4 111**
2018	2 421	1 470	312	26	**4 229**
2019	2 655	1 622	387	21	**4 685**
2020	2 396	1 638	366	22	**4 421**
2021	3 116	2 283	519	26	**5 944**
		Short-term (Thousand)			
2016	1 107	596	200	17	**1 921**
2017	1 135	659	200	15	**2 009**
2018	1 035	642	183	14	**1 874**
2019	1 056	628	195	15	**1 894**
2020	967	657	222	16	**1 862**
2021	863	630	215	7	**1 715**

Figure 5.5: Proportion of long-term unemployment by level of education, 2016–2021



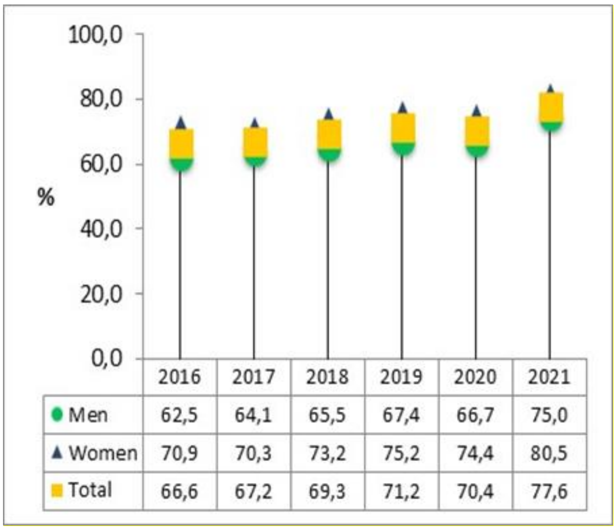
Unemployed persons who had below matric and matric qualifications were mostly affected by both short-term and long-term unemployment compared to other education groups, irrespective of the year (Table 5.7). Between 2016 and 2021, unemployed persons with below matric recorded a decrease of 6,9 percentage points while those with matric and tertiary as highest level of education increased by 4,7 and 2,4 percentage points in the same period, respectively (Figure 5.5).

Table 5.8: Incidence of long-term unemployment by age group, 2016-2021

	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs	15-64yrs
			Per cent			
2016	60,9	68,1	68,4	69,9	70,5	66,6
2017	61,1	68,3	69,4	71,2	69,4	67,2
2018	63,9	71,4	70,8	68,7	74,3	69,3
2019	65,1	73,3	72,4	73,4	72,6	71,2
2020	69,0	72,5	68,9	69,4	67,1	70,4
2021	73,7	79,2	78,6	76,7	77,8	77,6
Change (2016-2021)	**12,7**	**11,0**	**10,2**	**6,8**	**7,4**	**11,0**

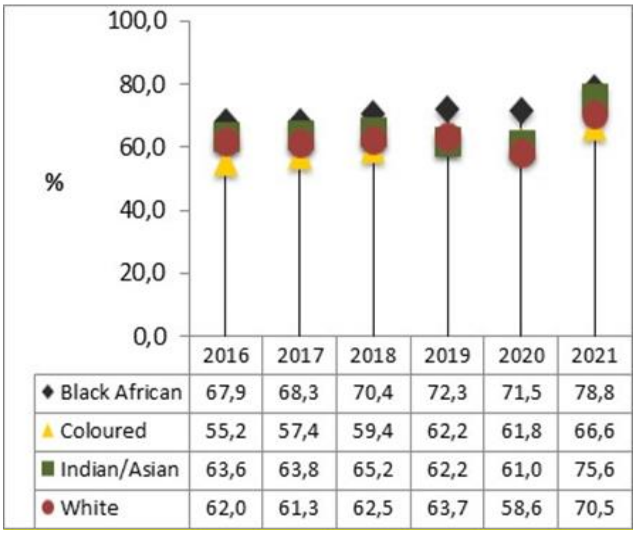
Unemployment remains high in the South African labour market with young people being affected the most compared to other age groups. In 2021, unemployed persons in age group 25–34 years had the highest incidence of long-term unemployment followed by those aged between 35 to 44 years. All age groups recorded an increase between 2016 and 2021. Unemployed persons aged 15 to 24 years shown the highest increase in incidence of long-term unemployment (12,7 percentage points) followed by 25 to 34 years (11,0 percentage points) and 35 to 44 years (10,2 percentage points) between 2016 and 2021.

Figure 5.7: Incidence of long-term unemployment by sex, 2016–2021



	2016	2017	2018	2019	2020	2021
Men	62,5	64,1	65,5	67,4	66,7	75,0
Women	70,9	70,3	73,2	75,2	74,4	80,5
Total	66,6	67,2	69,3	71,2	70,4	77,6

Figure 5.8: Incidence of long-term unemployment by population group, 2016–2021



	2016	2017	2018	2019	2020	2021
Black African	67,9	68,3	70,4	72,3	71,5	78,8
Coloured	55,2	57,4	59,4	62,2	61,8	66,6
Indian/Asian	63,6	63,8	65,2	62,2	61,0	75,6
White	62,0	61,3	62,5	63,7	58,6	70,5

Findings in Figure 5.7 show that women are mostly affected by the incidence of long-term unemployment compared to their male counterparts, throughout the period 2016–2021. From 2016 to 2021, the incidence of long-term unemployment for women was higher than the national incidence of long-term unemployment while for men the incidence was lower than the national incidence of long-term unemployment. Comparisons between 2016 and 2021 reveal that men (12,5 percentage points) had the highest increase in the incidence of long-term unemployment compared to their female counterparts (9,5 percentage points).

Looking at the breakdown of the incidence of long-term unemployment by population group, black Africans are prone to high levels of long-term unemployment with more than three out of four unemployed black Africans affected by the incidence of long-term unemployment in 2021 (Figure 5.8). The coloured population group recorded the least incidence of long-term unemployment in 2021 (66,6%). All population groups recorded an increase in the incidence of long-term unemployment, between 2016 and 2021, with the highest increase observed among the Indian/Asian population group (12,0 percentage points) followed by the coloured population group (11,5 percentage points).

Figure 5.9: Incidence of long-term unemployment by province, 2016 and 2021

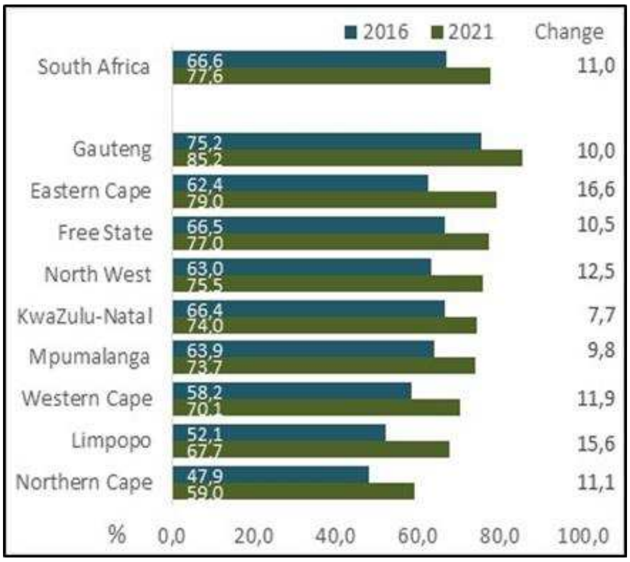
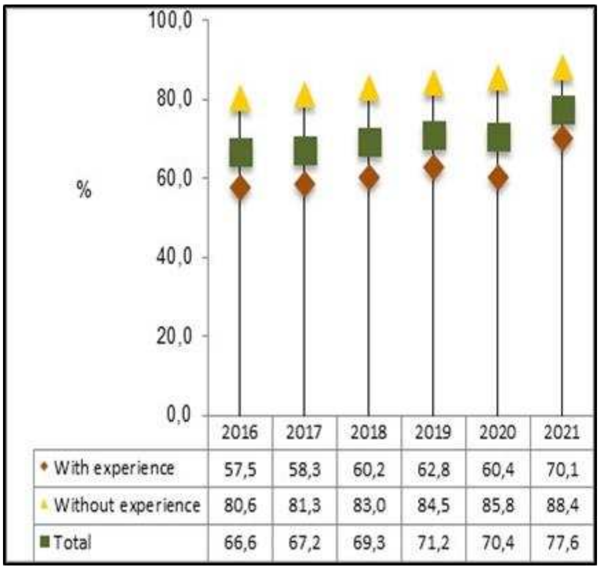


Figure 5.10: Incidence of long-term unemployment by work experience, 2016-2021



	2016	2017	2018	2019	2020	2021
With experience	57,5	58,3	60,2	62,8	60,4	70,1
Without experience	80,6	81,3	83,0	84,5	85,8	88,4
Total	66,6	67,2	69,3	71,2	70,4	77,6

At national level, the incidence of long-term unemployment increased from 66,6% in 2016 to 77,6% in 2021 (11,0 percentage points, Figure 5.9). The Gauteng province had the highest incidence of long-term unemployment in both 2016 and 2021 (75,2% and 85,2%, respectively). The Northern Cape province had the least incidence of long-term unemployment in both 2016 and 2021 (47,9% and 59,0%, respectively). The highest increase was observed in the Eastern Cape (16,6 percentage points between 2016 and 2021).

Figure 5.10 reveals that unemployed persons with previous work experience were less affected by the incidence of long-term unemployment. In this respect, their incidence of long-term unemployment was lower than both the national average and for those without work experience for the whole period studied (2016–2021).

Summary and conclusion

- South Africa (34,3%, 2021) had the highest unemployment rate compared to a few SADC countries.
- The level of unemployment increased by 1,9 million persons, from 5,8 million in 2016 to 7,7 million in 2021.
- Although the proportion of unemployed persons with below matric education decreased between 2016 and 2021 (6,8 percentage points), it was highest in both 2016 (58,8%) and 2021 (52,0%) compared to other highest education levels. The tertiary education level recorded the lowest proportion in both 2016 (7,7%) and 2021 (9,6%).
- Most of the unemployed persons were working before they became unemployed (50,1% in 2016 and 46,3% in 2021).
- In both 2016 and 2021, the method of enquiring at workplaces (51,7% in 2016 and 54,1% in 2021) was the most used job search method when looking or searching for employment.
- The number of unemployed persons who looked/searched for work for more than five years was high throughout the period 2016–2021. It increased from 1,7 million in 2016 to 2,8 million in 2021.
- The number of persons in long-term unemployment increased by roughly 2,0 million from 3,8 million in 2016 to 5,9 million in 2021.
- For the period 2016–2021, the incidence of long-term unemployment was higher among women compared to men.
- The incidence of long-term unemployment was more prevalent among unemployed persons who had below matric education compared to other education levels for the whole period covered.
- Those with work experience were less affected by long-term unemployment as compared to those without work experience. As a result, work experience and high levels of education appear to be two of the factors that better increase labour market prospects.

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Chapter 6: Youth in the South African labour market

Key labour market concepts

Not in employment, education or training (NEET) - this indicator presents the share of young people who are not in employment, education or training (NEET), as a percentage of the total number of young people in the corresponding age group, by gender.[12]

Youth - definitions of youth vary considerably amongst countries. The United Nations defines the youth as those aged between 15 and 24 years.[13]

The **South African definition of the youth** refers to persons aged **15–34 years**.
South Africa's National Youth Policy, as well as its National Youth Commission Act and its Integrated Youth Development Strategy (draft 1, 2), defines youth as 14 to 35 years of age.[14]

Background

According to the Organisation for Economic Co-operation and Development (OECD) it is important for young people to be actively participating in employment, education or training as it ensures them a place in the labour market and they can be self-sufficient individuals.[15] Globally, unemployment rates have reached record highs in several countries and the most vulnerable are the youth. Young people continue to make the greatest proportion of the population in most countries and are the most affected by unemployment. According to the United Nations, Africa has the youngest population compared to the rest of the world, however the youth account for 60% of the unemployed in Africa[16].

South Africa constitutes a youthful population and one that continues to bear the unemployment burden with the highest youth unemployment rate. Over 60% of young people aged 15-24 in South Africa are unemployed. The monitoring of the state of youth in the labour market and the economy bears great significance for their communities and also for the country as today's youth are the hope for the future. This can only be possible if young people have sufficient access to education and training and the labour market.

The National Development Plan (NDP) 2030 is South Africa's development plan for socio economic transformation and commits to a better South Africa by 2030. The NDP 2030 (2012:98) expresses that "having a relatively young population can be advantageous, provided the majority of working age individuals are gainfully employed. The challenge is to convert this into a demographic dividend. This will only be possible if the number of working age individuals can be employed in productive activities."

[12] https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm
[13] https://www.un.org/en/global-issues/youth
[14] https://www.youthpolicy.org/factsheets/country/south-africa/
[15] https://www.nationalplanningcommission.org.za/assets/Documents/ndp-2030-our-future-make-it-work.pdf
[16] https://www.un.org/africarenewal/magazine/special-edition-youth-2017/africas-jobless-youth-cast-shadow-over-economic-growth

Introduction

This chapter presents the situation of South Africa's youth in the labour market. It discusses youth labour market outcomes as indicators for monitoring youth employment and unemployment which can show the impact of policies and programmes on youth labour market. The indicators are disaggregated by sex, age groups (15–24, 15–34), population group, education level and province over the period 2016–2021. Moreover, differences in labour market outcomes for youth and adults are compared between males and females.

Distribution of the working-age population among youth and adults

Table 6.1: Trends in key labour market indicators among youth, 2016–2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Employed	6 174	6 175	6 125	5 958	5 228	4 898
Unemployed	3 725	3 891	3 860	4 147	3 797	4 554
Discouraged	1 557	1 567	1 801	1 810	1 680	2 091
Other not economically active	8 499	8 479	8 467	8 462	9 781	9 048
Working-age population	**19 955**	**20 113**	**20 253**	**20 376**	**20 487**	**20 590**
	Annual changes (Thousand)					
	2017	**2018**	**2019**	**2020**	**2021**	**Change 2016-2021**
Employed	1	-50	-168	-730	-330	-1 277
Unemployed	166	-32	288	-350	756	828
Discouraged	10	234	8	-130	410	534
Other not economically active	-20	-12	-5	1 320	-733	550
Working-age population	**157**	**141**	**123**	**110**	**104**	**635**

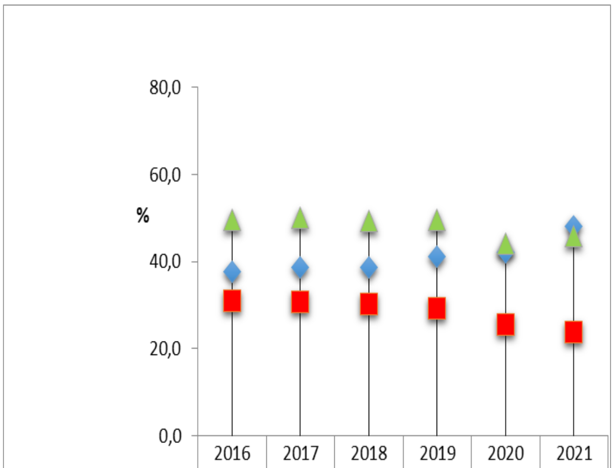
The number of young people aged 15–34 years in the working-age population increased consecutively over the six year period. The number increased from 20,0 million in 2016 to 20,6 million in 2021 (an increase of 635 000). The number of youth who were employed decreased by 1,3 million between 2016 and 2021, while those who were unemployed increased by 828 000, and those who were discouraged increased by 534 000.

Table 6.2: Employment among youth and adults by sector, 2016 and 2021

	2016			2021		
	Youth	**Adults**	**Total**	**Youth**	**Adults**	**Total**
	Thousand					
Formal sector	4 375	6 646	11 021	3 364	6 680	10 043
Informal sector	1 077	1 525	2 602	970	1 662	2 632
Agriculture	407	467	874	300	538	838
Private households	314	969	1 283	265	913	1 177
Total	**6 174**	**9 606**	**15 780**	**4 898**	**9 793**	**14 691**
	Per cent					
Formal sector	70,9	69,2	69,8	68,7	68,2	68,4
Informal sector	17,4	15,9	16,5	19,8	17,0	17,9
Agriculture	6,6	4,9	5,5	6,1	5,5	5,7
Private households	5,1	10,1	8,1	5,4	9,3	8,0
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

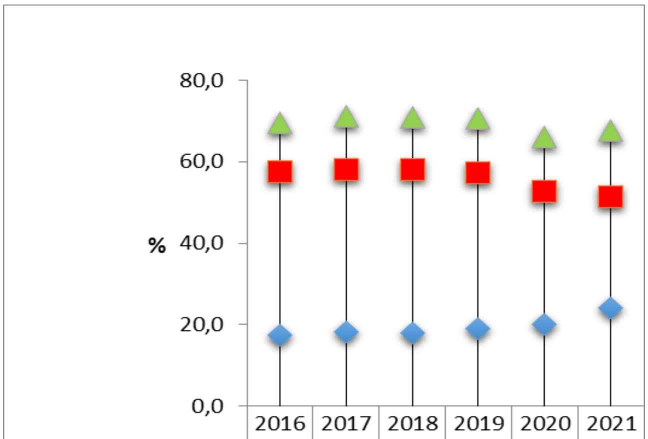
In South Africa, seven in every ten of those who are employed are in the formal sector employment. A higher proportion of youth and adults were working in the formal sector when compared to other sectors. The share of adults who were employed in the formal sector was lower than that of the youth. The likelihood of being employed in Agriculture and Private households was low compared to the formal and informal sectors.

Figure 6.1: Labour market rates among the youth, 2016–2021



	2016	2017	2018	2019	2020	2021
Unemployment rate	37,6	38,7	38,7	41,0	42,1	48,2
Absorption rate	30,9	30,7	30,2	29,2	25,5	23,8
Labour force participation rate	49,6	50,1	49,3	49,6	44,1	45,9

Figure 6.2: Labour market rates among adults, 2016–2021



	2016	2017	2018	2019	2020	2021
Unemployment rate	17,4	18,2	17,9	19,0	20,2	24,1
Absorption rate	57,5	58,2	58,2	57,3	52,9	51,3
Labour force participation rate	69,6	71,1	70,9	70,7	66,2	67,6

Young people continue to be more vulnerable in the labour market when compared to adults. Between 2016 and 2021 the unemployment rate among youth was consistently higher than that of adults, while the absorption and labour force participation rates of youth were lower compared to that of their adult counterparts. Over the period 2016–2021, the unemployment rate for youth was more than double the rate of adults. Moreover, the unemployment rate for youth and adults increased between 2016 and 2021. Youth unemployment rate increased by 10,6 percentage points, from 37,6% to 48,2%, while the unemployment rate for adults increased by 6,7 percentage points from 17,4% to 24,1%. During the same period, the absorption rate among youth decreased to 23,8%, which is the lowest recorded in the six years.

Employment by industry and occupation of youth and adults

The analysis in this section will focus on the employment of youth in different industries over the period 2016 and 2021, and the employment share of the youth by occupational categories, which will provide insight into their access to jobs with various skill requirements.

Figure 6.3: Employed youth by industry, 2016 and 2021

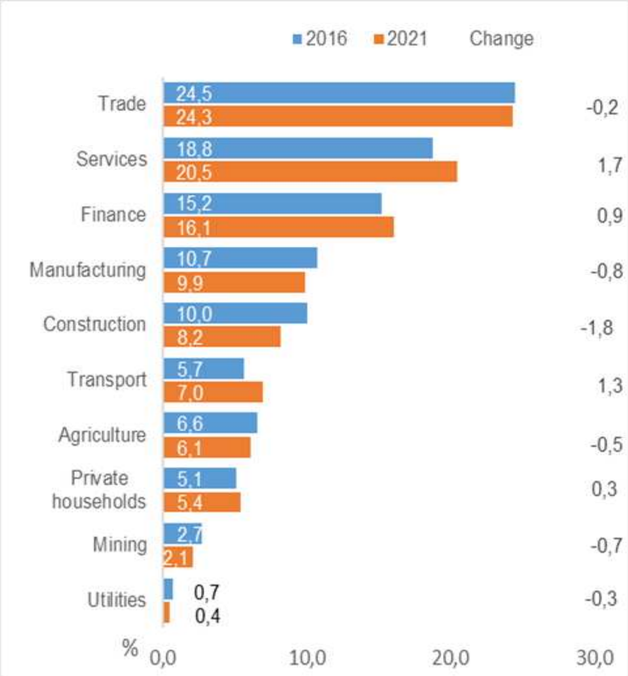


Figure 6.4: Employed youth by occupation, 2016 and 2021

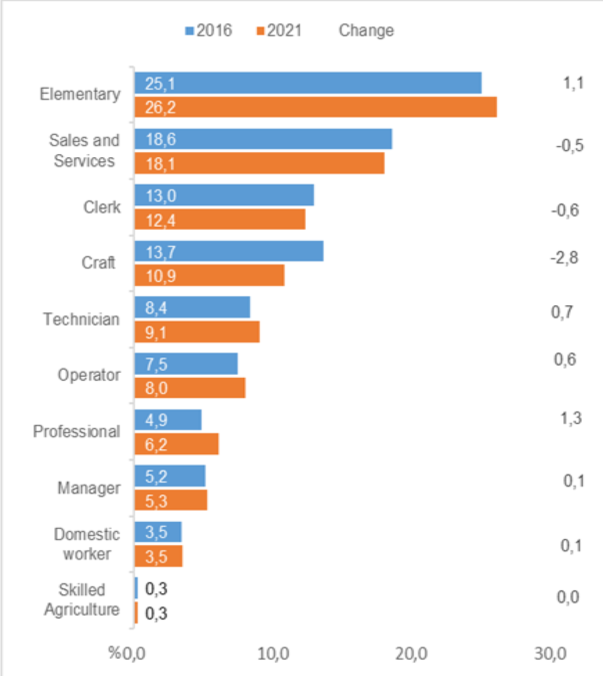
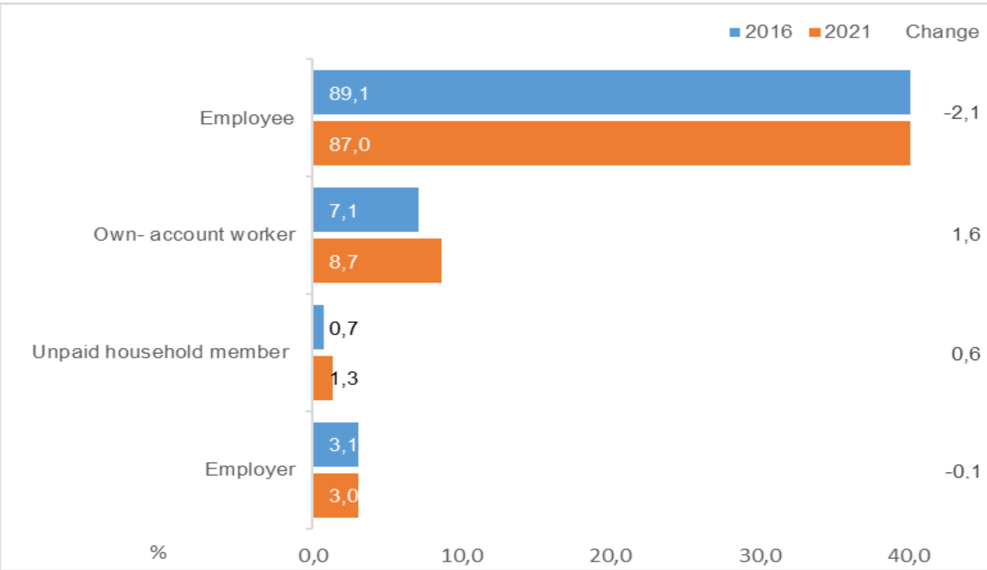


Figure 6.3 indicates that six in every ten employed youth were working in either Trade, Community and Services or Finance industries and these industries realised employment gains between 2016 and 2021 except for Trade. Youth employment was lowest in Utilities and Mining industries. In terms of occupation, young people were more likely to be employed in low-skilled and semi-skilled occupations. Between 2016 and 2021, Elementary and Sales occupations contributed the highest shares to youth employment. Elementary occupation had an increase in the proportion of youth employed by 1,1 percentage point from 25,1% in 2016 to 26,2% in 2021. Skilled agriculture and Domestic worker occupations had the lowest share of youth employment.

Figure 6.5 Youth Employment by status



Over 89% of employed youth in 2016 were employed as employees, and the rate declined by 2,1 percentage points to 87% in 2021. Only 8,7% of employed youth were working as own account workers in 2021 while 3% were working as employers. There has been an increase in the number of young people working as unpaid household members rising by 0,6 of a percentage point to 1,3% in 2021.

Figure 6.6a: Rate of vulnerable employment for men by province, 2016 and 2021

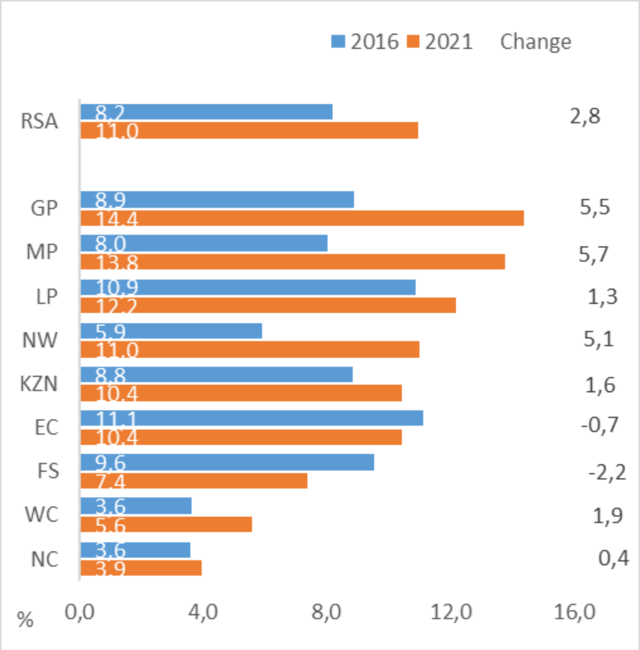
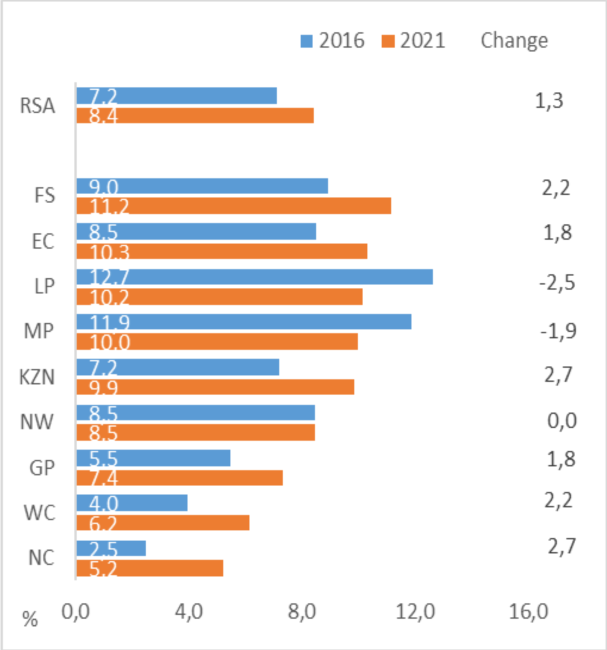


Figure 6.6b: Rate of vulnerable employment for women by province, 2016 and 2021



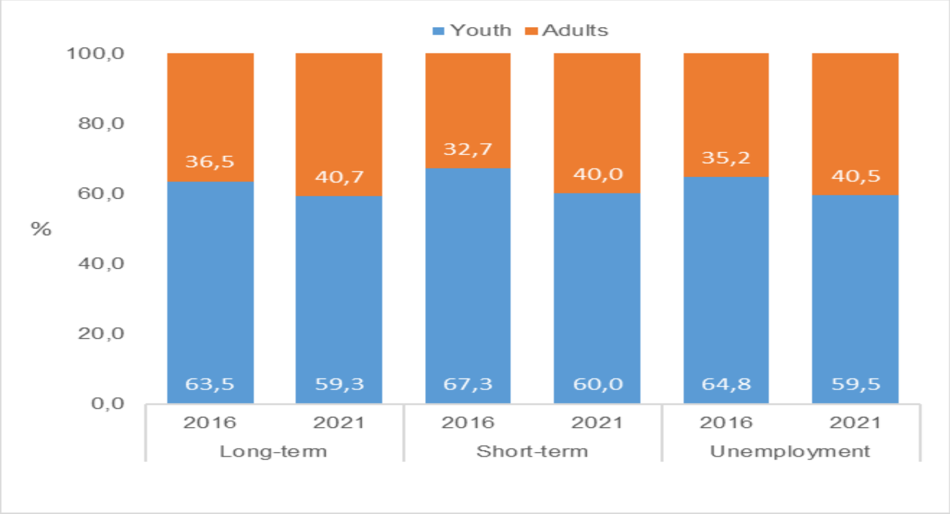
Vulnerable employment is a combination of 'own account work' and 'contributing family work' or unpaid household member, both defined as employment statuses that are associated with 'low levels of development and high levels of poverty.' Evidence indicates that the poorer the region, the higher the rate of vulnerable employment. This is the type of employment that is typically characterised by decent work deficits – higher economic insecurity and informality, low productivity, with low or no pay and no social protection in developing countries.

Across all provinces, the share of men working as own account workers and helping without pay in a household business in total youth employment was highest in Gauteng (14,4%), Mpumalanga (13,8%), Limpopo (12,2%) and North West (11,0%) while for women, vulnerable employment was highest in Free State (11,2%), Eastern Cape (10,3%) and Limpopo (10,2 %) in 2021. Seven out of nine provinces showed increases in the number of workers in vulnerable employment, while the largest increase for men was recorded in Gauteng (5,5 percentage points) and Northern Cape for women (2,8 percentage points). In most provinces the proportion of young men working as own account workers and contributing family members was higher than young women in vulnerable employment except for Free State, Northern Cape and Western Cape in 2021. The province with the widest gender gap in vulnerable employment between women and men was Gauteng (7.1 percentage points), followed by Free State and Mpumalanga both at 3.8 percentage points in 2021.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2016–2021 in relation to unemployment duration, particularly with respect to those in short-term unemployment (i.e. unemployed for less than a year) and the long-term unemployed (unemployed for a year or longer).

Figure 6.7: Unemployment duration among youth and adults, 2016 and 2021



Long-term unemployment refers to people who have been unemployed for 12 months or more.[17] In the labour market, young people aged 15–34 years accounted for the largest share of unemployed persons, which was also the case when looking at the share of those in long-term and short-term unemployment. In 2016, youth accounted for 63,5% of the long-term unemployed, however, the rate declined to 59,5% in 2021. Over the period, the share of youth in both long-term and short-term unemployment declined while the share of adults increased in both categories. The share of youth in short-term unemployment decreased by 7,3 percentage points, from 67,3% in 2016 to 60,0% in 2021, while the share of adults in short-term unemployment increased over the same period from 32,7% to 40,0%.

Education profile of youth

At the centre of a country's efforts for the upliftment of its people is education and training. An educated nation improves the country's productivity and betters the livelihoods of its people. Education and training also improves access to employment and decent work. Both educational attainment and skills acquired by people of working age have great impact on personal and country wellbeing. Generally, there is a clear correlation between higher levels of education and access to the labour market. Higher levels of education influence market success and have a great impact on the quality of employment and working conditions. South Africa bears the same characteristics in that labour force surveys show that higher levels of education are generally associated with employment opportunities.[18]

[17] https://data.oecd.org/unemp/long-term-unemployment-rate.htm
[18] https://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/WCMS_424077/lang--en/index.htm

Figure 6.8: Education level of youth in the labour force, 2016 and 2021

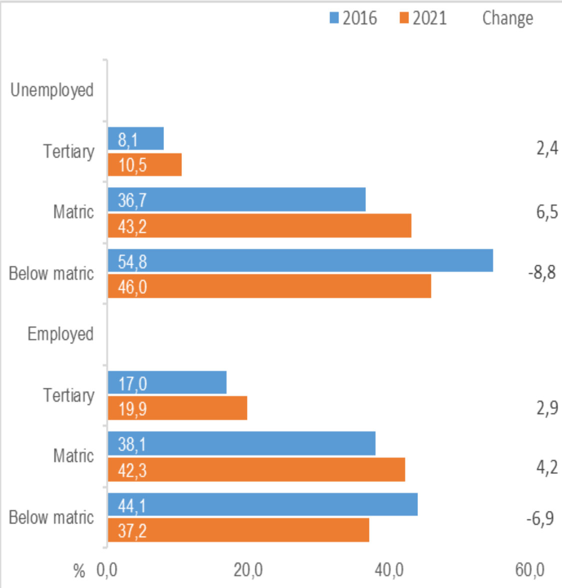


Figure 6.9: Education level of youth in the labour force by sex, 2021

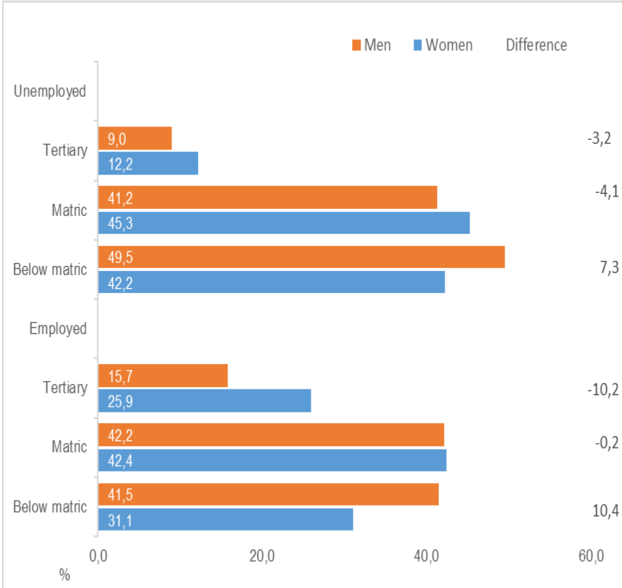


Figure 6.8 indicates that the level of education has an effect on employability. The higher the education level one possesses, the more likely it is that they are to be employed. In 2021, of those that were unemployed, 46,0% did not finish matric, 43,2% had completed matric and only 10,5% had a tertiary qualification. Compared to 2016, there has been an increase in the number of those who are unemployed with a tertiary education by 2,4 percentage points and 6,5 percentage points for those with matric.

There was a decline for those unemployed without a matric by 8,8 percentage points from 54,8% in 2016 to 46,0% in 2021. Among the employed, persons with matric recorded the largest share (42,3%) in 2021, followed by those without matric (37,2%) and those with a tertiary qualification (19, 9%). Figure 6.9 shows that young women in the labour force had attained higher levels of education than young men. The share of young women unemployed with higher education levels was higher than that of young men with the same qualifications. Among the employed, 25,9% of women had a tertiary qualification and 42,4% had a matric qualification compared to 15,7% and 42,4%, respectively among employed men.

Figure 6.10: Youth unemployment rate by level of education, 2016 and 2021

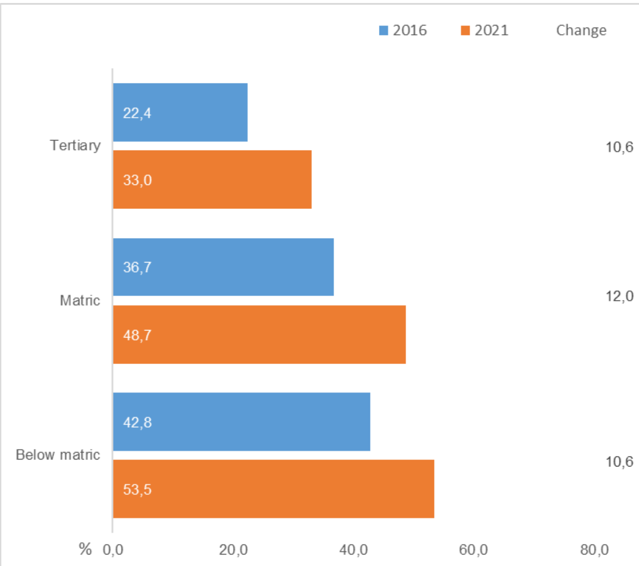


Figure 6.11: Unemployed youth by work experience and Province, 2021

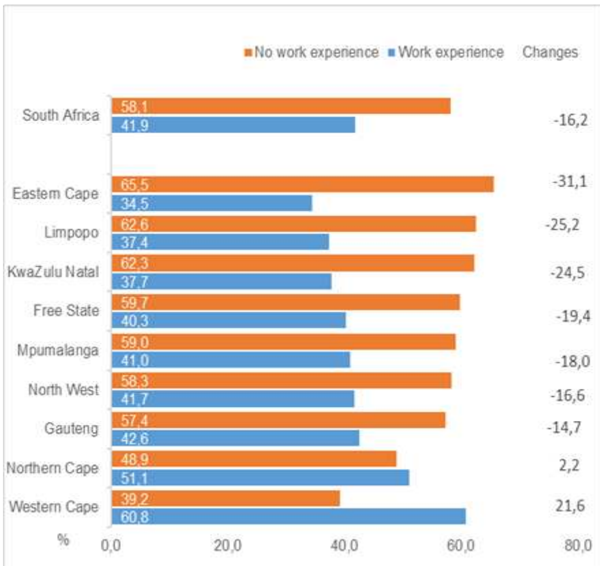


Figure 6.10 shows that young people with a higher level of education experience a lower unemployment rate. Between 2016 and 2021, youth unemployment rates increased for all education levels with the highest increase of 12,0 percentage points recorded amongst young people with a matric qualification. The lowest increase in the unemployment rate was among youth without matric and those with a tertiary qualification (10,6 percentage points each).

Figure 6.11 shows that the chances of finding employment are more likely to increase with previous work experience. In 2021, 58,1% of unemployed youth in the country had no previous work experience. The situation varies substantially by province. In the Western Cape 60,8% of unemployed young people had previous work experience. In contrast to Western Cape, Eastern Cape recorded 65,5% of young people who had no previous work experience. In seven of the nine provinces, the majority of the unemployed youth have never worked before.

Youth not in the labour force

It is important for young people to be active participants in employment, education or training for a place in the labour market and achieving self-sustenance. With rising unemployment rates in certain countries, young people are the most affected than any other age group finding it hard to find jobs and thus becoming discouraged and 'withdrawing' from the labour market. Most concerning in the status of youth in the labour market is those that have become disengaged from the labour market as discouraged work seekers and those that are not in employment, education or training (NEET). The latest global estimates for NEET is reported as a rise in this group by 1.5 percentage points to 23,3 percent in 2020, noted as a 15 year high. This group of young people are at a risk of experiencing deteriorating labour market outcomes, followed by 'scarring effects'.[19]

Figure 6.12: Distribution of the discouraged youth by the level of education, 2016 and 2021

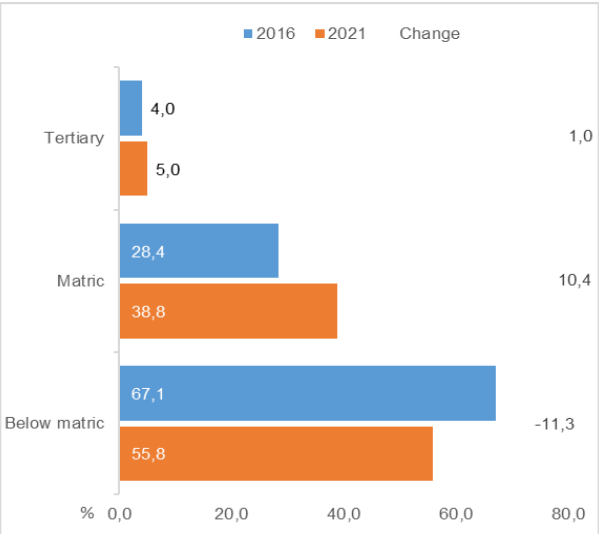
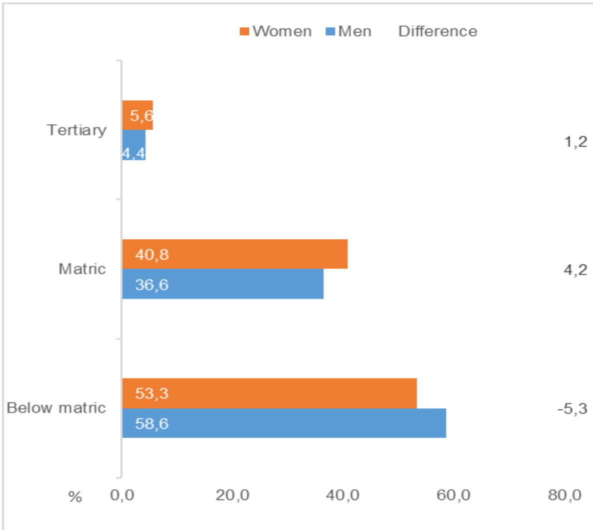


Figure 6.13: Distribution of the discouraged youth by sex, 2021

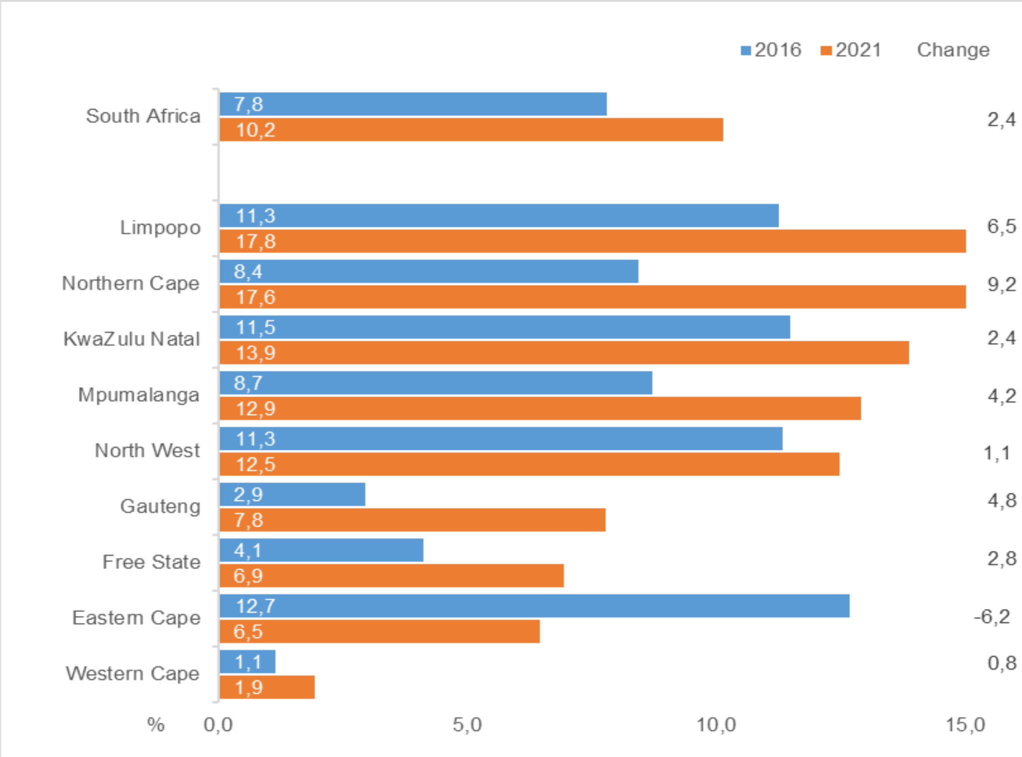


Discouraged work-seekers are persons who, while willing and able to engage in a job, are not seeking work or have ceased to seek work because they believe there are no suitable available jobs.[20] Figure 6.12 indicates that youth with a tertiary level of education were less likely to be discouraged compared to those with lower education levels. The majority of young people who were discouraged were among those without matric. However, this was the only group to reflect a decline in its share relative to other education categories over the period. In 2021, youth without matric was about 11 times more likely to be discouraged compared to those with a tertiary qualification.

[19] https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_853078/lang--en/index.htm
[20] https://stats.oecd.org/glossary/detail.asp?ID=645

Between 2016 and 2021, the share of discouraged young people without matric decreased from 67,1% to 55,8% – a decline of 11,3 percentage points. During the same period, youth with matric recorded the highest increase in the share of discouraged work seekers (10,4 percentage points). A similar picture is evident by sex, where a higher proportion of discouraged young women and men (53,3% and 58,6%, respectively) attained an educational qualification lower than matric, and this was the only level of education where men were more discouraged than women.

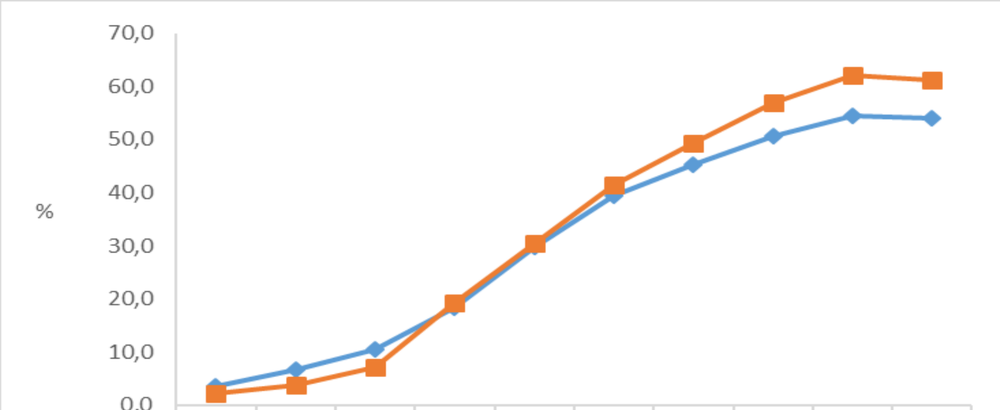
Figure 6.14: Share of discouraged youth by province, 2016 and 2021



Nationally, the proportion of youth who were discouraged increased by 2,4 percentage points from 7,8% in 2016 to 10,2% in 2021. In 2016 the highest proportions of discouraged youth were in the Eastern Cape, KwaZulu Natal, North West and Limpopo. In 2021 these provinces saw an increase in the youth who are discouraged, except for the Eastern Cape which recorded a decline of 6,2 percentage points from 12,7% to 6,5%. The Western Cape recorded the lowest share of discouraged youth in both 2016 and 2021.

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

Figure 6.15: NEET rate for youth aged 15–24 years in single years, 2016 and 2021



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2016	3,7	6,8	10,6	18,3	29,7	39,5	45,2	50,6	54,3	54,0
2021	2,2	3,9	7,1	19,2	30,4	41,5	49,2	57,0	62,0	61,2

Figure 6.15 indicates that the NEET rate increases with age. In both years, over 50% of young people aged 22–24 were not in employment, education or training. Between 2016 and 2021, the NEET rate decreased among youth aged 15 to 17 years, while it increased among the other ages. The highest increase was among youth aged 23 years by 7,7 percentage points in 2021.

Figure 6.16: NEET rate for youth aged 15–24 by population group, 2016 and 2021

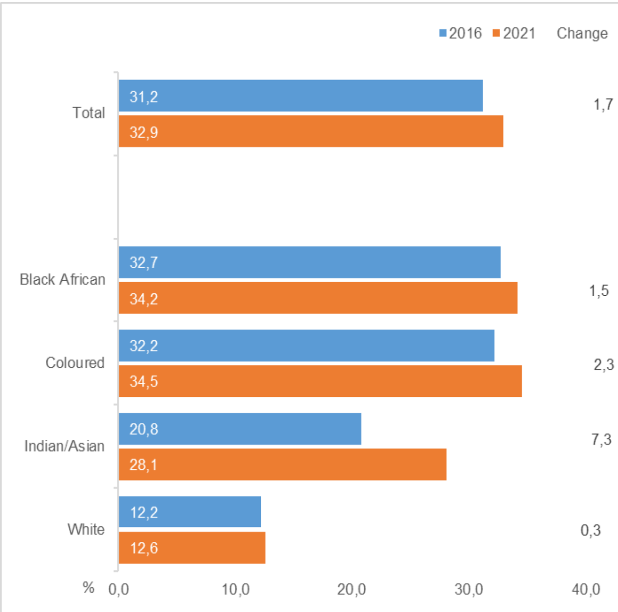
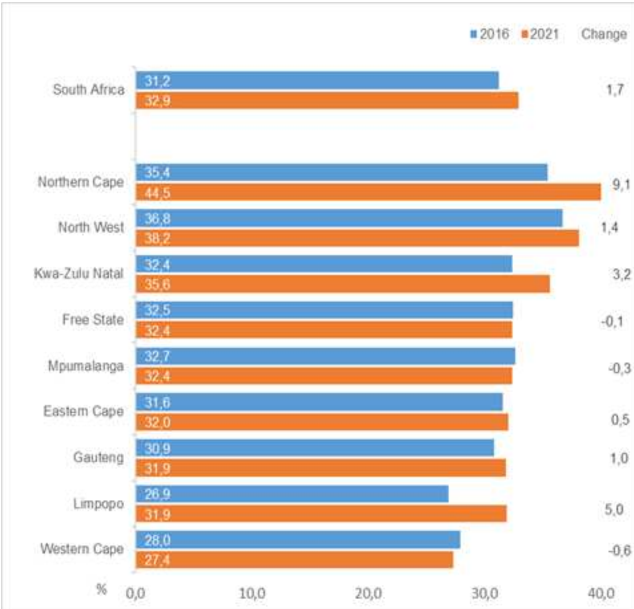


Figure 6.17: NEET rate for youth aged 15–24 by province, 2016 and 2021



In 2021, one third (32,9%) of young people in South Africa were not in employment, education or training, and the rate increased by 1,7 percentage points (from 31,2% in 2016). The NEET rate differs among population groups. Between 2016 and 2021 the NEET rate among black African and coloured population groups was higher than that of Indian/Asian and white population groups. In both years, three in every ten black African and coloured young people aged 15–24 years were neither in employment, education or training. The NEET rate increased for all population groups between 2016 and 2021 with Indian/Asian population recording the highest increase by 7,3 percentage points. The white population group recorded the lowest NEET rate compared to other population groups in both years. Provincially, the highest NEET rate was recorded in the Northern Cape (44,5%) in 2021. Western Cape was the only province that recorded the NEET rate below 30% in both 2016 and 2021. Northern Cape recorded the largest increase by 9,1 percentage points from 35,4% to 44,5% in 2021.

Figure 6.18: NEET rate for youth aged 15–24 by sex, 2016 and 2021

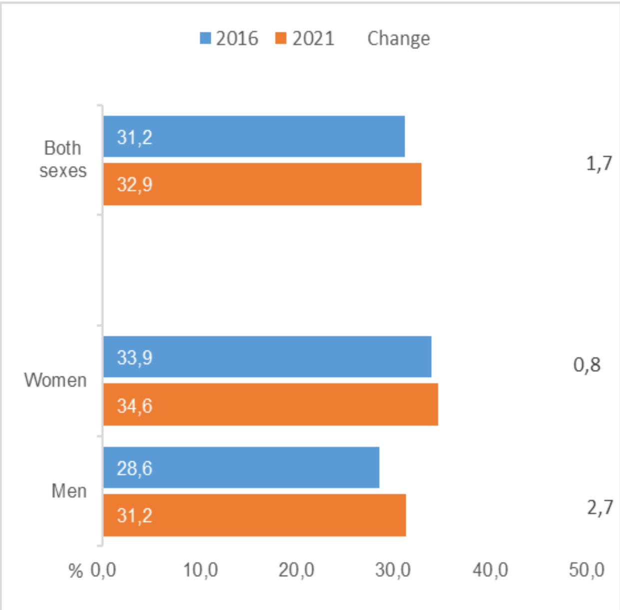
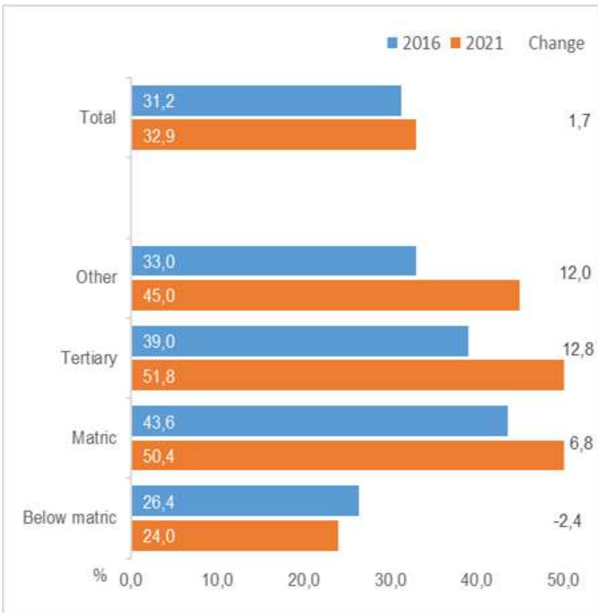
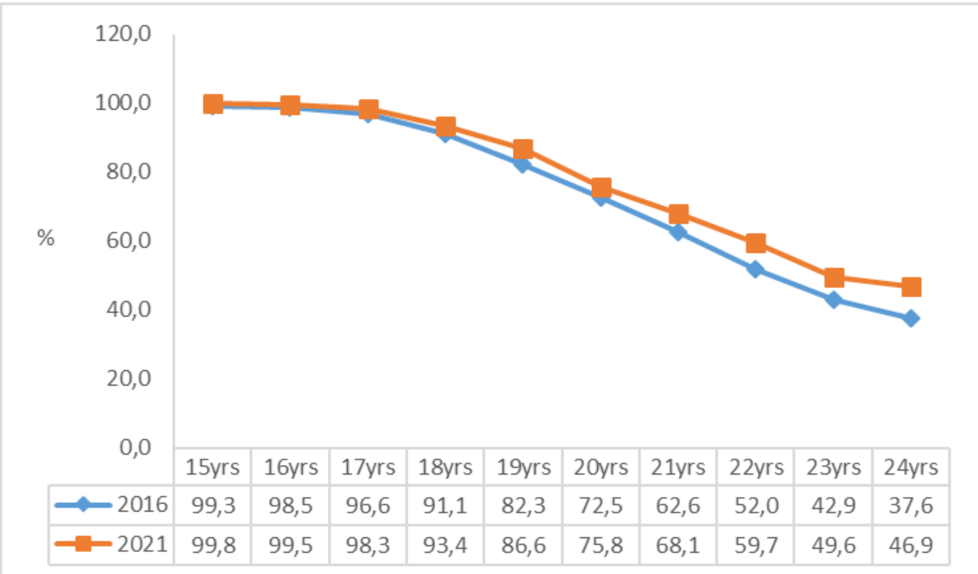


Figure 6.19: NEET rate for youth aged 15–24 by the level of education, 2016 and 2021



Young women are more likely to neither be in employment nor in education or training than young men. Figure 6.18 indicates that there are gender disparities in relation to the proportion of young people who were neither in employment nor in education or training. In 2021, 34,6% of young women aged 15–24 were NEET, while the rate among young men was 3,4 percentage points lower, at 31,2%. Low levels of education and skills are often associated with high levels of NEET. However, Figure 6.19 reflects an interesting picture for South Africa, the NEET rate among youth with higher levels of education was higher than that of those with a lower level of education. The highest NEET rate was recorded among youth who possessed a tertiary qualification in 2021.

Figure 6.20: Inactivity rate of youth, 2016 and 2021



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2016	99,3	98,5	96,6	91,1	82,3	72,5	62,6	52,0	42,9	37,6
2021	99,8	99,5	98,3	93,4	86,6	75,8	68,1	59,7	49,6	46,9

Figure 6.20 indicates that the inactivity rate declines with age. Between 2016 and 2021 there has been an increase in the number of youth who are not economically active (or out of the labour force). The highest increase in youth that are not economically active was among those aged 24 years, with a rise of 9,3 percentage points in 2021.

Summary and conclusion

- Young people (15–34) in the labour market continue to be more vulnerable compared to adults, bearing the brunt of higher unemployment rates, low absorption and low participation rates.
- Over the period 2016–2021, the unemployment rate for youth was more than double the rate of adults.
- Of the 14,7 million people employed in 2021, youth accounted for 33,3%.
- The Trade, Community and Social Services and Finance industries provided more job opportunities for the youth compared to other industries.
- 87% of employed youth in 2021 were employed as employees, 8,7% were working as own account workers and 3% were working as employers.
- In most provinces the proportion of young men working as own account workers and contributing family members was higher than young women in vulnerable employment except for Free State, Northern Cape and Western Cape in 2021.
- In 2021 of those that were unemployed, 46,0% did not finish matric, 43,2% had completed matric and only 10,5% had a tertiary qualification.
- Young people with a higher level of education experienced a lower unemployment rate.
- In 2021, youth without matric were about 11 times more likely to be discouraged compared to those with a tertiary qualification.
- The NEET rate in South Africa is higher for youth who possess a tertiary education level compared to those with lower levels of education.

Chapter 7: Own-use production work

Background

Own-use production work refers to the production of goods and provision of services for own final use. To account for this, the 19th International Conference of Labour Statisticians (ICLS) introduced the concept of work and distinguishes own-use activities from market-oriented production on the basis of the intended destination of output.[21] Persons who are engaged in own-use production work are therefore defined as all those of working age who, during a short reference period, performed any activity for at least one hour to produce goods or provide services for their own final use[22]. Production of goods and services for own final consumption by household members is a significant part of total production in many countries[23].

As measured by the QLFS, production of goods and services by household members for own final use includes activities such as subsistence farming, fetching water or collecting wood or dung, production of other goods for household use, construction or major repairs to own or household dwelling or structure, and hunting or fishing for household use. In defining the production boundary, the 1993 System of National Accounts (SNA) recommends that the production of goods or services for own final use consumption should be measured when the amount produced is believed to be quantitatively important in relation to the total supply of the goods in the country.

Introduction

This section will provide insight into own-use production activities performed by household members. All persons in the households aged 15–64 years were asked if they were engaged in activities for own-use consumption. The question relating to own-use activities allows for multiple responses; as a result, the distribution of such activities cannot be summed to measure the total number of persons involved in such activities.

Table 7.1: Types of own-use activities, 2016–2021

	2016	2017	2018	2019	2020	2021
	Thousand					
Subsistence farming	1 749	1 914	1 835	1 936	2 647	2 517
Fetching water or collecting wood/dung	4 788	4 574	4 454	4 220	4 545	4 587
Produce other goods for household use	151	141	163	188	201	260
Construction or major repairs to own or household dwelling/structure	694	587	401	430	459	430
Hunting or fishing for household use	38	31	33	29	45	54
Involvement in at least one activity	**6 131**	**6 003**	**5 679**	**5 510**	**6 195**	**6 057**
	% of working age					
Subsistence farming	4,8	5,1	4,8	5,0	6,8	6,3
Fetching water or collecting wood/dung	13,1	12,3	11,8	11,0	11,6	11,6
Produce other goods for household use	0,4	0,4	0,4	0,5	0,5	0,7
Construction or major repairs to own or household dwelling/structure	1,9	1,6	1,1	1,1	1,2	1,1
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**16,7**	**16,1**	**15,0**	**14,3**	**15,8**	**15,3**

Table 7.1 shows number and percentage comparisons between types of own-use activities from 2016 to 2021 performed by household members aged 15–64 years. Fetching water or collecting wood was the main type of activity undertaken by household members for own-use over the period 2016–2021. The proportion of the working-age population engaged in this activity decreased by 1,5 percentage points to 11,6% in 2021 from

[21] https://documents1.worldbank.org/curated/en/336141630489348107/pdf/Employment-and-Own-Use-Production-in-Household-Surveys-A-Practical-Guide-for-Measuring-Labor.pdf
[22] https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normative instrument/wcms_230304.pdf
[23] Household production for own final use [Untitled Document (oecd.org)]

13,1% in 2016. Hunting or fishing for household use was found to be the activity with the least proportion of household members undertaking it. The proportion of the working age population engaged in activities for own-use decreased among those involved in fetching or collecting wood/dung and those involved in construction or major repairs to own or household dwelling/structure between 2016 and 2021. However, this increased among those involved in subsistence farming and those who produced other goods for household use during the same period.

Table 7.2: Engagement in at least one own-use activity, 2016–2021

	2016	2017	2018	2019	2020	2021	2016-2021
South Africa	**6 131**	**6 003**	**5 679**	**5 510**	**6 195**	**6 057**	**-73**
Men	2 772	2 697	2 547	2 502	2 852	2 809	37
Women	3 359	3 306	3 133	3 008	3 343	3 248	-110
Age groups							
15-24yr	2 168	2 036	1 909	1 707	1 900	1 786	-382
25-34yr	1 538	1 581	1 436	1 450	1 630	1 636	98
35-44yr	1 100	1 059	1 022	1 007	1 126	1 113	13
45-54yr	770	776	759	796	873	879	109
55-64yr	555	552	553	550	666	644	89
Population group							
Black/African	5 936	5 825	5 489	5 336	5 987	5 789	-147
Coloured	73	73	96	91	99	172	99
Indian/Asian	42	36	24	11	14	20	-22
White	80	68	70	72	96	76	-3
Province							
Western Cape	37	68	126	88	162	225	188
Eastern cape	1 317	1 256	1 321	1 324	1 522	1 528	211
Northern Cape	111	115	106	127	135	129	18
Free State	160	157	147	181	271	90	-70
KwaZulu-Natal	1 776	1 822	1 746	1 733	1 973	1 999	223
North West	496	448	517	407	414	483	-13
Gauteng	473	440	188	181	178	151	-322
Mpumalanga	612	639	521	553	606	577	-35
Limpopo	1 148	1 059	1 008	915	934	874	-275

Table 7.2 indicates an increase in the number of persons who were engaged in at least one own-use activity among men of 37 0000 and a decrease of 110 000 amongst women between 2016 and 2021. In terms of age group, there has been an increase over the period across all age groups except for those aged 15–24 years. The largest increase was observed among persons aged 45–54 years (109 000), followed by those aged 25–34 years (98 000).

In terms of population group, more persons (up by 99 000) from the coloured population group were engaged in at least one activitiy for own-use while other population groups recorded a decrease; 147 000 among black Africans; 22 000 Indian/Asian and 3 000 among the white population group. The number of persons who were engaged in at least one own-use activity declined in five of the nine provinces, Gauteng (down by 322 000), Limpopo (down by 275 000), Free State (down by 70 000), Mpumalanga (down by 35 000) and North West (down by 13 000). Provinces that recorded increases over the period were KwaZulu-Natal (up by 223 000), Eastern Cape (up by 211 000), Western Cape (up by 188 000) and Northern Cape (up by 18 000).

Figure 7.3a: Distribution of those engaged in at least one activity for own-use by sex, 2021

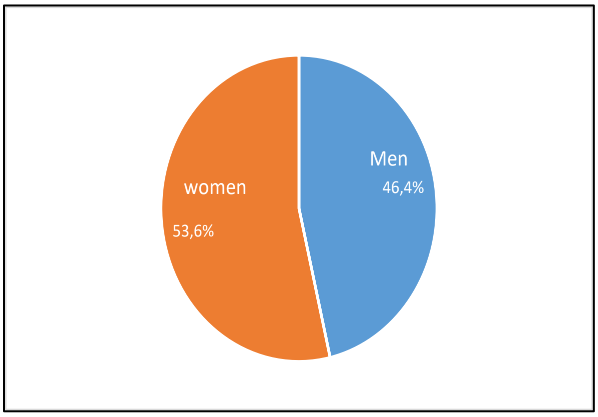
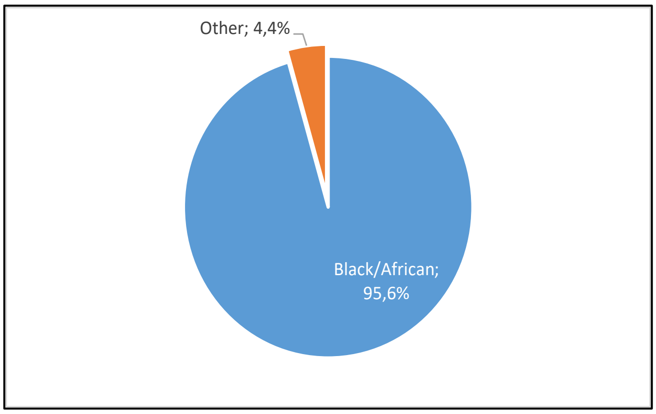


Figure 7.3b: Distribution of those engaged in at least one activity for own-use by population group, 2021



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

Women are more likely to perform activities for own-household consumption than men. In 2021, the distribution of the working-age population engaged in at least one activity for own-use revealed that women accounted for a larger share (53,6%) than men (46,4%). During the same period, black Africans accounted for the largest share (95,6%) of involvement in own-use activities when compared to other population groups.

Figure 7.3c: Distribution of those engaged in at least one activity for own-use by marital status and sex, 2021

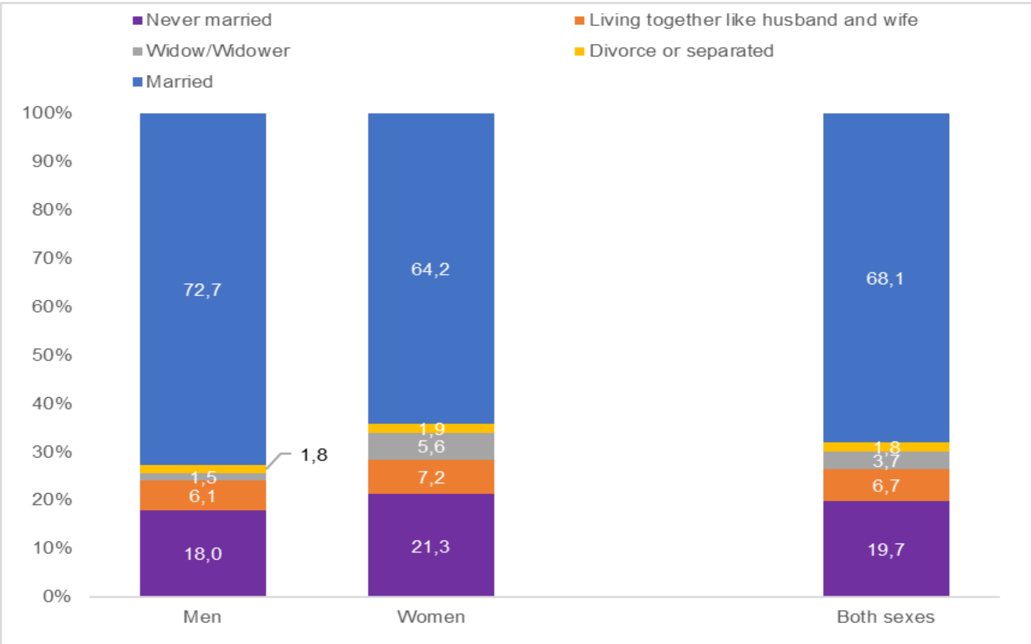


Figure 7.3c indicates that majority of households that engaged in at least one activity for own-use had never been married before for both men (72,7%) and women (64,2%). Married women (21,3%) were more likely to be engaged in own-use production activities than married men (18,0%). Widowed men accounted for the 1,5% share in terms of undertaking at least one own-use activity while among women, those who were divorced or separated accounted for the lowest share in terms of undertaking at least one own-use activity (1,9%).

Figure 7.3d: Distribution of those engaged in at least one activity for own-use activities by age, 2016 and 2021

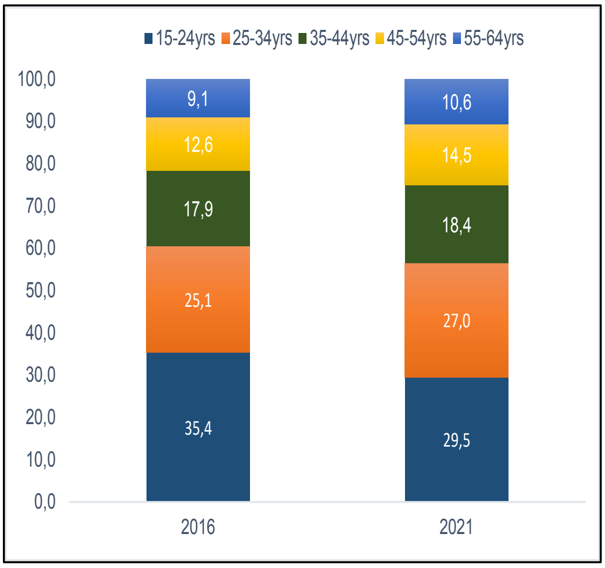


Figure 7.3e: Distribution of those engaged in at least one activity for own-use activities by level of education, 2016 and 2021

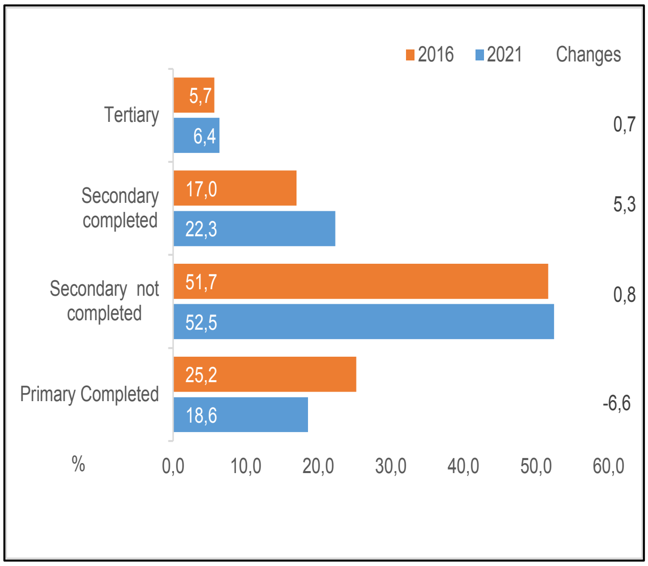
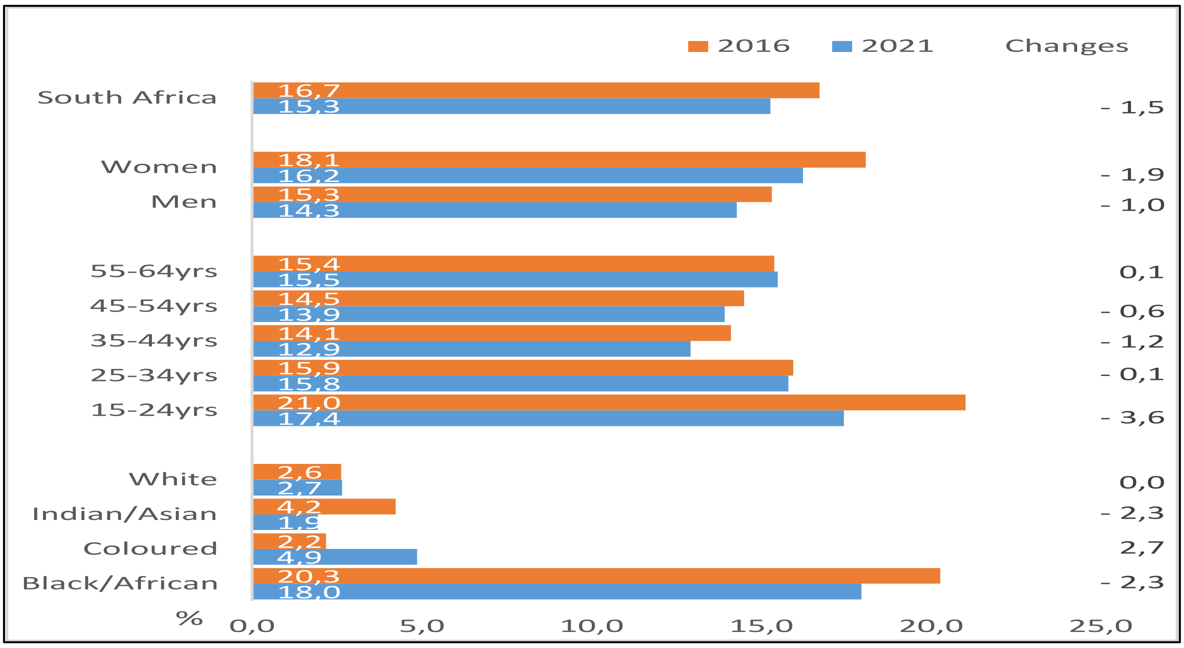


Figure 7.3d indicates that young people are more likely to participate in at least one activity for own-use than adults. In 2021, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own-use (29,5%), followed by those aged 25–34 years (27,0%), while adults aged 55–64 years (10,6%) accounted for the lowest share of those who were engaged in such activities. Those who had an incomplete secondary level of education accounted for the largest share of persons who engaged in own-use activities in 2021 (52,5%); an increase of 0,8 of a percentage point from 51,7% in 2016. Those with a tertiary qualification accounted for the lowest share of 6,4% in 2021, an increase of 0,7 of a percentage point from 2016.

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

Figure 7.4.1: Involvement in at least one own-use activity as a proportion of the working-age population by sex, age group and population group, 2016 and 2021



The proportion of the working-age population who were engaged in at least one activity for own-use decreased by 1,5% between 2016 and 2021. The proportion of women who were engaged in activities for own-use only decreased by 1,9 percentage points between 2016 and 2021 and was higher than that of men. Men were more likely to be involved in own-use production activities than women, with an increase from 14,3% in 2016 to 15,3% in 2021. Although their involvement declined in 2021 compared to 2016, young people aged 15–24 years, were more likely to be engaged in own-use production activities than older persons. Additionally, black Africans were more likely to be engaged in own-use production activities in both years (18,0% in 2016 and 20,3% in 2021), than other population groups .

Figure 7.5: Engagement in at least one own-use activity by province, 2016 and 2021

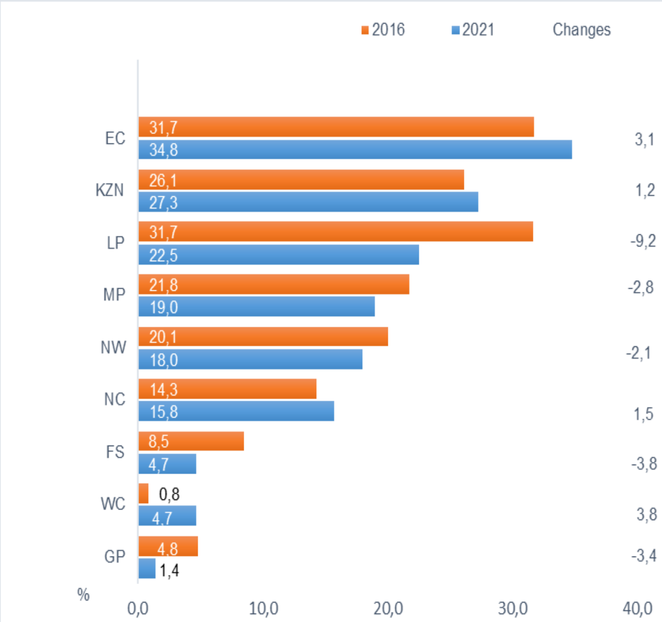
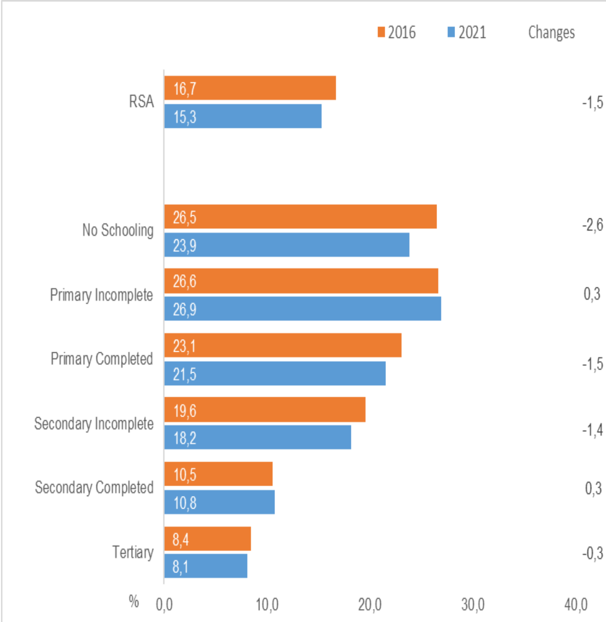


Figure 7.6: Engagement in at least one own-use activity by education level, 2016 and 2021



Eastern Cape, KwaZulu-Natal and Limpopo accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2016 and 2021, the proportion of persons engaged in at least one own-use activity decreased in five of the nine provinces. The largest increase was recorded in Eastern Cape by 3,1 percentage points, from 3,1% in 2016 to 3,4% in 2021. The proportion of the working-age population engaged in at least one own-use activity was lowest in the Free State, Western Cape and Gauteng. Figure 7.6 shows that those with lower levels of education were more likely to be engaged in at least one own-use activity. In 2021, 23,9% of people with no education were engaged in these activities compared to 8,1% of those with a tertiary education level. The proportion declined by 2,6 of a percentage point in 2021 among those with no education and a further decreased by 0,3% among those with tertiary qualifications.

Summary and conclusion

- Fetching water or collecting wood was the main type of activity undertaken by household members aged 15–64 years for own-use over the period 2016–2021. The proportion of the working-age population engaged in this activity decreased to 11,6% in 2021 from 13,1% in 2016.

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

Appendix 1: Technical notes

Missing values
These were imputed in the QLFS.

The annual data presented in this report have been derived as follows:
- QLFS data covering the period 2016–2021 are averages of the results obtained for the four quarters each year over the period 2016 to 2021.

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

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

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

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

Current master sample

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

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

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

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

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

Bias-adjustment procedure

The non-telephone households were not enumerated during the Q2: 2020 to Q4: 2021 data collection because of Covid-19. Thus, the sample consisting of telephone-only households was a biased sample of the entire SA population due to differences in the characteristics of the telephone and non-telephone households, e.g. significantly higher unemployment rate for the non-telephone households as compared to the telephone households. The "Calibrated survey weights" defined in 8.4.2 would have been the final survey weights if both the telephone and non-telephone households sampled for all quarters of 2020 were enumerated. Since only the telephone households were enumerated, bias adjustment was applied to the Q2:2020 to Q4: 2021 samples calibrated weights using the Q1: 2020 QLFS data. Bias adjustment factors were computed for various labour market dimensions (i.e. status, sector, industry and occupation) and demographic (i.e. age, race and gender groups) characteristics at national level and individual metropolitan and non-metropolitan area levels within provinces.

The bias adjustment factors were computed as the ratio between the estimates for each cell of the selected variables (or cross-classification of the selected variables) for the combined (telephone and non-telephone) households and telephone only households. The bias-adjustment factors based on the Q1: 2020 data were then used to compute the combined telephone and non-telephone estimates from the Q2: 2020 up to Q4:2021 estimates that were based on the telephone sample only. These Q2: 2020 to Q4: 2021 estimates will not be consistent with the demographic population estimates because the bias-adjustment factors are nonlinear statistics. Therefore, the Q2: 2020 to Q4: 2021 estimates that were adjusted for the non-telephone non-coverage bias were further adjusted to achieve consistency simultaneously with the known total population aged 15 and over, and the internal consistency across all variables (or cross-classification of variables). These adjusted estimates were then used as control totals to compute the final survey weights.

Gross flows

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

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

Gross flows in – Gross flows out = Net flows.

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

Gross flows matrix and interpretation

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

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

Interpretation of flows	**Definition**

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

Constructing the QLFS panel for Gross flow analysis

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

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

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

Gross Flow Estimation Weighting Methodology
Adjustments
Non-Overlapping Panel Adjustment

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

Panel Non-response Adjustment

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

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

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

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

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

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

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

The panel adjusted base weight (W_b^p) illustrated in equation 2 below was defined as the product of the adjusted base weight (W_b), the factor of $^4/_3$ to account for the non-overlapping panel and the adjustment factor discussed above. The non-respondent panel records were therefore excluded after applying the adjustment factor.

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

Trimming of the Panel Adjusted Base Weight

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

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

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

Calibration

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

Final Sample Weight

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

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

Limitations

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

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

Key differences between the QLFS and the QES

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

Appendix 2: Statistical tables - Quarterly Labour Force Survey

Table 2.1: Population of working age (15-64 years)

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Women	18 567	18 865	19 158	19 447	19 731	20 012
Men	18 102	18 429	18 749	19 060	19 362	19 660
Population groups	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Black/African	29 264	29 873	30 474	31 065	31 647	32 225
Coloured	3 371	3 410	3 447	3 481	3 512	3 540
Indian/Asian	986	995	1 004	1 012	1 021	1 030
White	3 048	3 016	2 983	2 948	2 913	2 877
South Africa	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Western Cape	4 377	4 471	4 563	4 653	4 739	4 828
Eastern Cape	4 149	4 197	4 246	4 295	4 345	4 390
Northern Cape	776	786	795	803	811	818
Free State	1 883	1 889	1 899	1 907	1 914	1 921
KwaZulu Natal	6 802	6 908	7 015	7 122	7 227	7 330
North West	2 473	2 518	2 561	2 604	2 646	2 687
Gauteng	9 774	9 983	10 185	10 384	10 577	10 775
Mpumalanga	2 809	2 859	2 907	2 952	2 997	3 040
Limpopo	3 627	3 684	3 737	3 786	3 837	3 884

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 2.2: Labour force characteristics by sex - All population groups

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Formal sector (Non-agricultural)	11 021	11 288	11 319	11 234	10 537	10 043
Informal sector (Non-agricultural)	2 602	2 735	2 937	2 973	2 545	2 632
Agriculture	874	843	845	861	820	838
Private households	1 283	1 303	1 292	1 281	1 160	1 177
Unemployed	5 753	6 120	6 103	6 579	6 283	7 658
Not economically active	15 136	15 005	15 411	15 578	17 749	17 323
Discouraged work-seekers	2 386	2 403	2 806	2 848	2 754	3 529
Other(not economically active)	12 750	12 602	12 604	12 729	14 996	13 794
Rates (%)						
Unemployment rate	26,7	27,5	27,1	28,7	29,4	34,3
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	58,7	59,8	59,3	59,5	54,6	56,3
Women						
Population 15-64 yrs	**18 567**	**18 865**	**19 158**	**19 447**	**19 731**	**20 012**
Labour Force	**9 701**	**10 104**	**10 193**	**10 389**	**9 601**	**10 053**
Employed	6 874	7 114	7 207	7 197	6 601	6 374
Formal sector (Non-agricultural)	4 657	4 797	4 827	4 808	4 544	4 332
Informal sector (Non-agricultural)	968	1 047	1 098	1 131	926	926
Agriculture	267	265	281	272	259	238
Private households	982	1 004	1 001	986	872	878
Unemployed	2 827	2 990	2 986	3 192	2 999	3 678
Not economically active	8 866	8 761	8 965	9 058	10 130	9 959
Discouraged work-seekers	1 316	1 323	1 564	1 526	1 474	1 932
Other(not economically active)	7 550	7 438	7 401	7 532	8 657	8 027
Rates (%)						
Unemployment rate	29,1	29,6	29,3	30,7	31,2	36,6
Employed / population ratio (Absorption)	37,0	37,7	37,6	37,0	33,5	31,9
Labour force participation rate	52,3	53,6	53,2	53,4	48,7	50,2
Men						
Population 15-64 yrs	**18 102**	**18 429**	**18 749**	**19 060**	**19 362**	**19 660**
Labour Force	**11 832**	**12 185**	**12 303**	**12 540**	**11 743**	**12 296**
Employed	8 906	9 055	9 186	9 153	8 460	8 316
Formal sector (Non-agricultural)	6 364	6 491	6 492	6 426	5 993	5 711
Informal sector (Non-agricultural)	1 634	1 688	1 839	1 843	1 618	1 706
Agriculture	607	577	564	589	561	600
Private households	301	299	291	295	288	299
Unemployed	2 926	3 130	3 117	3 387	3 283	3 980
Not economically active	6 270	6 245	6 446	6 520	7 619	7 364
Discouraged work-seekers	1 069	1 080	1 242	1 322	1 280	1 597
Other(not economically active)	5 201	5 165	5 204	5 197	6 339	5 766
Rates (%)						
Unemployment rate	24,7	25,7	25,3	27,0	28,0	32,4
Employed / population ratio (Absorption)	49,2	49,1	49,0	48,0	43,7	42,3
Labour force participation rate	65,4	66,1	65,6	65,8	60,6	62,5

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 2.3: Labour force characteristics by population group

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
South Africa						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	5 753	6 120	6 103	6 579	6 283	7 658
Not economically active	15 136	15 005	15 411	15 578	17 749	17 323
Rates (%)						
Unemployment rate	26,7	27,5	27,1	28,7	29,4	34,3
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	58,7	59,8	59,3	59,5	54,6	56,3
Black/African						
Population 15-64 yrs	**29 264**	**29 873**	**30 474**	**31 065**	**31 647**	**32 225**
Labour Force	**16 746**	**17 458**	**17 674**	**18 113**	**16 867**	**17 803**
Employed	11 696	12 053	12 280	12 269	11 279	11 010
Unemployed	5 050	5 405	5 394	5 843	5 588	6 793
Not economically active	12 518	12 415	12 800	12 952	14 780	14 422
Rates (%)						
Unemployment rate	30,2	31,0	30,5	32,3	33,1	38,2
Employed / population ratio (Absorption)	40,0	40,3	40,3	39,5	35,6	34,2
Labour force participation rate	57,2	58,4	58,0	58,3	53,3	55,2
Coloured						
Population 15-64 yrs	**3 371**	**3 410**	**3 447**	**3 481**	**3 512**	**3 540**
Labour Force	**2 137**	**2 163**	**2 203**	**2 215**	**1 971**	**2 018**
Employed	1 648	1 655	1 711	1 699	1 514	1 444
Unemployed	489	508	492	516	458	575
Not economically active	1 234	1 247	1 244	1 266	1 541	1 522
Rates (%)						
Unemployment rate	22,9	23,5	22,3	23,3	23,2	28,5
Employed / population ratio (Absorption)	48,9	48,5	49,6	48,8	43,1	40,8
Labour force participation rate	63,4	63,4	63,9	63,6	56,1	57,0
Indian/Asian						
Population 15-64 yrs	**986**	**995**	**1 004**	**1 012**	**1 021**	**1 030**
Labour Force	**586**	**609**	**601**	**604**	**588**	**586**
Employed	515	539	534	528	503	463
Unemployed	71	71	67	75	85	123
Not economically active	401	386	403	409	433	444
Rates (%)						
Unemployment rate	12,0	11,6	11,2	12,5	14,4	21,0
Employed / population ratio (Absorption)	52,2	54,1	53,2	52,2	49,3	45,0
Labour force participation rate	59,4	61,2	59,9	59,6	57,6	56,9
White						
Population 15-64 yrs	**3 048**	**3 016**	**2 983**	**2 948**	**2 913**	**2 877**
Labour Force	**2 064**	**2 058**	**2 019**	**1 998**	**1 918**	**1 942**
Employed	1 921	1 922	1 869	1 853	1 766	1 774
Unemployed	143	137	150	145	152	168
Not economically active	983	957	964	951	995	935
Rates (%)						
Unemployment rate	6,9	6,7	7,4	7,2	7,9	8,7
Employed / population ratio (Absorption)	63,0	63,7	62,7	62,8	60,6	61,7
Labour force participation rate	67,7	68,3	67,7	67,8	65,8	67,5

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 2.4: Labour force characteristics by age group

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	5 753	6 120	6 103	6 579	6 283	7 658
Not economically active	15 136	15 005	15 411	15 578	17 749	17 323
Rates (%)						
Unemployment rate	26,7	27,5	27,1	28,7	29,4	34,3
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	58,7	59,8	59,3	59,5	54,6	56,3
15-24 years						
Population 15-24 yrs	**10 310**	**10 315**	**10 309**	**10 289**	**10 263**	**10 239**
Labour Force	**2 724**	**2 772**	**2 621**	**2 640**	**2 143**	**2 249**
Employed	1 271	1 292	1 222	1 135	871	783
Unemployed	1 453	1 480	1 399	1 505	1 272	1 467
Not economically active	7 586	7 543	7 688	7 649	8 120	7 989
Rates (%)						
Unemployment rate	53,3	53,4	53,4	57,0	59,3	65,2
Employed / population ratio (Absorption)	12,3	12,5	11,9	11,0	8,5	7,6
Labour force participation rate	26,4	26,9	25,4	25,7	20,9	22,0
25-34 years						
Population 25-34 yrs	**9 646**	**9 798**	**9 945**	**10 087**	**10 224**	**10 352**
Labour Force	**7 176**	**7 295**	**7 364**	**7 465**	**6 882**	**7 202**
Employed	4 903	4 884	4 903	4 823	4 356	4 115
Unemployed	2 272	2 411	2 461	2 642	2 526	3 087
Not economically active	2 470	2 503	2 581	2 623	3 342	3 150
Rates (%)						
Unemployment rate	31,7	33,1	33,4	35,4	36,7	42,9
Employed / population ratio (Absorption)	50,8	49,8	49,3	47,8	42,6	39,8
Labour force participation rate	74,4	74,5	74,0	74,0	67,3	69,6
35-44 years						
Population 35-44 yrs	**7 798**	**7 962**	**8 118**	**8 275**	**8 439**	**8 614**
Labour Force	**6 213**	**6 462**	**6 546**	**6 632**	**6 290**	**6 632**
Employed	4 899	5 041	5 137	5 124	4 757	4 718
Unemployed	1 313	1 421	1 409	1 509	1 533	1 915
Not economically active	1 585	1 501	1 571	1 642	2 150	1 982
Rates (%)						
Unemployment rate	21,1	22,0	21,5	22,7	24,4	28,9
Employed / population ratio (Absorption)	62,8	63,3	63,3	61,9	56,4	54,8
Labour force participation rate	79,7	81,2	80,6	80,2	74,5	77,0
45-54 years						
Population 45-54 yrs	**5 310**	**5 492**	**5 690**	**5 897**	**6 104**	**6 310**
Labour Force	**3 856**	**4 069**	**4 227**	**4 429**	**4 327**	**4 577**
Employed	3 284	3 421	3 560	3 681	3 564	3 597
Unemployed	572	648	667	748	763	980
Not economically active	1 454	1 423	1 463	1 467	1 777	1 734
Rates (%)						
Unemployment rate	14,8	15,9	15,8	16,9	17,6	21,4
Employed / population ratio (Absorption)	61,8	62,3	62,6	62,4	58,4	57,0
Labour force participation rate	72,6	74,1	74,3	75,1	70,9	72,5
55-64 years						
Population 55-64 yrs	**3 606**	**3 727**	**3 846**	**3 959**	**4 063**	**4 157**
Labour Force	**1 564**	**1 692**	**1 738**	**1 762**	**1 702**	**1 689**
Employed	1 423	1 531	1 571	1 587	1 513	1 479
Unemployed	141	161	167	175	189	210
Not economically active	2 041	2 035	2 107	2 196	2 361	2 468
Rates (%)						
Unemployment rate	9,0	9,5	9,6	9,9	11,1	12,4
Employed / population ratio (Absorption)	39,5	41,1	40,9	40,1	37,2	35,6
Labour force participation rate	43,4	45,4	45,2	44,5	41,9	40,6

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 2.5: Labour force characteristics by province and metro

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	5 753	6 120	6 103	6 579	6 283	7 658
Not economically active	15 136	15 005	15 411	15 578	17 749	17 323
Discouraged work-seekers	2 386	2 403	2 806	2 848	2 754	3 529
Other	12 750	12 602	12 604	12 729	14 996	13 794
Rates (%)						
Unemployment rate	26,7	27,5	27,1	28,7	29,4	34,3
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	58,7	59,8	59,3	59,5	54,6	56,3
Western Cape						
Population 15-64 yrs	**4 377**	**4 471**	**4 563**	**4 653**	**4 739**	**4 828**
Labour Force	**2 962**	**3 066**	**3 133**	**3 157**	**2 905**	**3 058**
Employed	2 331	2 425	2 506	2 507	2 309	2 263
Unemployed	631	641	627	650	597	794
Not economically active	1 415	1 405	1 430	1 496	1 834	1 770
Discouraged work-seekers	47	61	59	62	92	74
Other	1 368	1 345	1 371	1 434	1 742	1 696
Rates (%)						
Unemployment rate	21,3	20,9	20,0	20,6	20,5	26,0
Employed / population ratio (Absorption)	53,3	54,2	54,9	53,9	48,7	46,9
Labour force participation rate	67,7	68,6	68,7	67,9	61,3	63,3
Western Cape - Non metro						
Population 15-64 yrs	**1 584**	**1 621**	**1 657**	**1 692**	**1 728**	**1 759**
Labour Force	**1 041**	**1 075**	**1 096**	**1 114**	**1 016**	**1 050**
Employed	847	886	907	912	848	815
Unemployed	194	190	189	203	168	235
Not economically active	543	546	561	578	712	709
Discouraged work-seekers	38	44	44	42	63	50
Other	505	502	518	536	649	660
Rates (%)						
Unemployment rate	18,6	17,6	17,3	18,2	16,5	22,4
Employed / population ratio (Absorption)	53,5	54,6	54,7	53,9	49,1	46,3
Labour force participation rate	65,7	66,3	66,1	65,9	58,8	59,7
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 793**	**2 850**	**2 905**	**2 961**	**3 012**	**3 068**
Labour Force	**1 921**	**1 990**	**2 037**	**2 043**	**1 890**	**2 008**
Employed	1 484	1 539	1 599	1 595	1 460	1 448
Unemployed	437	451	438	447	429	559
Not economically active	872	859	868	918	1 122	1 061
Discouraged work-seekers	9	16	16	20	29	25
Other	863	843	853	898	1 093	1 036
Rates (%)						
Unemployment rate	22,8	22,7	21,5	21,9	22,7	27,9
Employed / population ratio (Absorption)	53,1	54,0	55,0	53,9	48,5	47,2
Labour force participation rate	68,8	69,8	70,1	69,0	62,7	65,4

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

Table 2.5: Labour force characteristics by province and metro (continued)

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 149**	**4 197**	**4 246**	**4 295**	**4 345**	**4 390**
Labour Force	**1 959**	**2 158**	**2 153**	**2 183**	**2 196**	**2 307**
Employed	1 402	1 417	1 391	1 370	1 250	1 250
Unemployed	557	740	762	813	947	1 058
Not economically active	2 190	2 039	2 094	2 112	2 148	2 082
Discouraged work-seekers	443	352	376	353	242	260
Other	1 746	1 686	1 718	1 759	1 906	1 823
Rates (%)						
Unemployment rate	28,4	34,3	35,4	37,2	43,1	45,8
Employed / population ratio (Absorption)	33,8	33,8	32,8	31,9	28,8	28,5
Labour force participation rate	47,2	51,4	50,7	50,8	50,6	52,6
Eastern Cape - Non Metro						
Population 15-64 yrs	**2 854**	**2 887**	**2 919**	**2 950**	**2 982**	**3 008**
Labour Force	**1 123**	**1 266**	**1 262**	**1 299**	**1 341**	**1 440**
Employed	821	818	794	781	703	712
Unemployed	301	448	468	518	638	728
Not economically active	1 731	1 621	1 658	1 650	1 640	1 569
Discouraged work-seekers	423	340	351	326	229	223
Other	1 308	1 281	1 307	1 324	1 411	1 345
Rates (%)						
Unemployment rate	26,8	35,4	37,1	39,9	47,6	50,6
Employed / population ratio (Absorption)	28,8	28,3	27,2	26,5	23,6	23,7
Labour force participation rate	39,3	43,8	43,2	44,0	45,0	47,9
Eastern Cape - Buffalo City						
Population 15-64 yrs	**503**	**508**	**513**	**519**	**525**	**531**
Labour Force	**331**	**360**	**336**	**340**	**330**	**314**
Employed	235	250	241	241	230	207
Unemployed	96	110	95	99	101	106
Not economically active	172	148	177	179	194	218
Discouraged work-seekers	16	10	24	22	10	31
Other	156	137	153	157	184	187
Rates (%)						
Unemployment rate	29,0	30,5	28,1	29,2	30,4	33,9
Employed / population ratio (Absorption)	46,7	49,3	47,1	46,4	43,8	39,0
Labour force participation rate	65,8	70,9	65,5	65,5	63,0	59,0
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**792**	**802**	**814**	**826**	**838**	**850**
Labour Force	**505**	**532**	**555**	**544**	**525**	**554**
Employed	345	349	356	349	316	331
Unemployed	160	183	199	195	208	223
Not economically active	287	270	259	282	314	296
Discouraged work-seekers	5	2	1	5	3	5
Other	282	268	258	278	310	291
Rates (%)						
Unemployment rate	31,7	34,4	35,9	35,9	39,7	40,3
Employed / population ratio (Absorption)	43,6	43,5	43,7	42,2	37,7	38,9
Labour force participation rate	63,8	66,3	68,2	65,8	62,6	65,2

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Table 2.5: Labour force characteristics by province and metro (continued)

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Northern cape						
Population 15-64 yrs	**776**	**786**	**795**	**803**	**811**	**818**
Labour Force	**431**	**432**	**443**	**444**	**401**	**371**
Employed	305	305	321	320	296	277
Unemployed	126	128	122	124	105	94
Not economically active	345	354	352	359	410	447
Discouraged work-seekers	58	75	62	76	71	124
Other	287	279	290	283	340	323
Rates (%)						
Unemployment rate	29,2	29,5	27,6	28,0	26,1	25,3
Employed / population ratio (Absorption)	39,3	38,8	40,3	39,8	36,5	33,9
Labour force participation rate	55,6	55,0	55,8	55,3	49,4	45,3
Free State						
Population 15-64 yrs	**1 883**	**1 889**	**1 899**	**1 907**	**1 914**	**1 921**
Labour Force	**1 179**	**1 193**	**1 208**	**1 222**	**1 080**	**1 135**
Employed	781	793	796	798	715	718
Unemployed	398	400	412	424	365	417
Not economically active	703	696	691	685	834	786
Discouraged work-seekers	78	85	77	110	84	124
Other	625	611	614	575	750	662
Rates (%)						
Unemployment rate	33,7	33,6	34,1	34,7	33,8	36,7
Employed / population ratio (Absorption)	41,5	42,0	41,9	41,8	37,4	37,4
Labour force participation rate	62,6	63,1	63,6	64,1	56,4	59,1
Free State - Non Metro						
Population 15-64 yrs	**1 353**	**1 354**	**1 353**	**1 350**	**1 347**	**1 347**
Labour Force	**827**	**819**	**831**	**840**	**751**	**811**
Employed	537	538	535	533	486	475
Unemployed	290	280	296	307	265	336
Not economically active	526	535	522	510	596	536
Discouraged work-seekers	55	67	68	81	49	55
Other	472	468	453	429	547	481
Rates (%)						
Unemployment rate	35,1	34,2	35,7	36,5	35,3	41,4
Employed / population ratio (Absorption)	39,7	39,8	39,5	39,5	36,1	35,3
Labour force participation rate	61,1	60,5	61,4	62,2	55,7	60,2
Free State - Mangaung						
Population 15-64 yrs	**529**	**536**	**546**	**556**	**567**	**574**
Labour Force	**352**	**374**	**376**	**381**	**330**	**324**
Employed	244	254	261	264	229	243
Unemployed	108	120	115	117	100	81
Not economically active	177	161	169	175	238	249
Discouraged work-seekers	24	18	9	29	35	69
Other	154	143	160	146	203	181
Rates (%)						
Unemployment rate	30,6	32,1	30,7	30,6	30,4	25,0
Employed / population ratio (Absorption)	46,1	47,4	47,8	47,5	40,5	42,4
Labour force participation rate	66,5	69,9	69,0	68,5	58,1	56,5

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Table 2.5: Labour force characteristics by province and metro (continued)

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
KwaZulu-Natal						
Population 15-64 yrs	**6 802**	**6 908**	**7 015**	**7 122**	**7 227**	**7 330**
Labour Force	**3 269**	**3 378**	**3 424**	**3 549**	**3 305**	**3 472**
Employed	2 508	2 547	2 630	2 643	2 453	2 393
Unemployed	762	831	795	906	852	1 079
Not economically active	3 533	3 530	3 591	3 573	3 922	3 858
Discouraged work-seekers	669	689	829	793	743	884
Other	2 864	2 841	2 761	2 780	3 179	2 975
Rates (%)						
Unemployment rate	23,3	24,6	23,2	25,5	25,8	31,1
Employed / population ratio (Absorption)	36,9	36,9	37,5	37,1	33,9	32,6
Labour force participation rate	48,1	48,9	48,8	49,8	45,7	47,4
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 427**	**4 506**	**4 586**	**4 665**	**4 746**	**4 815**
Labour Force	**1 851**	**1 872**	**1 921**	**2 048**	**1 997**	**2 043**
Employed	1 376	1 376	1 425	1 469	1 366	1 311
Unemployed	475	497	496	579	630	732
Not economically active	2 576	2 634	2 665	2 617	2 750	2 772
Discouraged work-seekers	555	584	698	653	567	669
Other	2 021	2 050	1 967	1 964	2 183	2 103
Rates (%)						
Unemployment rate	25,6	26,5	25,8	28,3	31,6	35,8
Employed / population ratio (Absorption)	31,1	30,5	31,1	31,5	28,8	27,2
Labour force participation rate	41,8	41,6	41,9	43,9	42,1	42,4
KwaZulu-Natal - eThekwini						
Population 15-64 yrs	**2 376**	**2 402**	**2 429**	**2 457**	**2 481**	**2 515**
Labour Force	**1 419**	**1 506**	**1 504**	**1 501**	**1 308**	**1 429**
Employed	1 132	1 171	1 204	1 173	1 087	1 082
Unemployed	287	334	299	327	222	347
Not economically active	957	896	926	956	1 172	1 087
Discouraged work-seekers	114	105	131	140	176	215
Other	843	791	794	816	996	872
Rates (%)						
Unemployment rate	20,2	22,2	19,9	21,8	17,0	24,3
Employed / population ratio (Absorption)	47,6	48,8	49,6	47,8	43,8	43,0
Labour force participation rate	59,7	62,7	61,9	61,1	52,7	56,8
North West						
Population 15-64 yrs	**2 473**	**2 518**	**2 561**	**2 604**	**2 646**	**2 687**
Labour Force	**1 285**	**1 329**	**1 337**	**1 365**	**1 320**	**1 377**
Employed	924	984	980	960	929	905
Unemployed	361	345	356	405	390	472
Not economically active	1 188	1 188	1 225	1 239	1 326	1 310
Discouraged work-seekers	243	275	308	286	237	309
Other	945	913	917	953	1 089	1 000
Rates (%)						
Unemployment rate	28,1	26,0	26,7	29,7	29,6	34,2
Employed / population ratio (Absorption)	37,4	39,1	38,3	36,9	35,1	33,7
Labour force participation rate	52,0	52,8	52,2	52,4	49,9	51,2

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Table 2.5: Labour force characteristics by province and metro (continued)

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Gauteng						
Population 15-64 yrs	**9 774**	**9 983**	**10 185**	**10 384**	**10 577**	**10 775**
Labour Force	**7 082**	**7 210**	**7 196**	**7 330**	**6 825**	**7 110**
Employed	5 004	5 075	5 091	5 097	4 671	4 562
Unemployed	2 078	2 134	2 105	2 234	2 154	2 548
Not economically active	2 692	2 773	2 989	3 054	3 751	3 665
Discouraged work-seekers	255	276	427	396	519	800
Other	2 438	2 496	2 561	2 658	3 233	2 864
Rates (%)						
Unemployment rate	29,3	29,6	29,3	30,5	31,6	35,8
Employed / population ratio (Absorption)	51,2	50,8	50,0	49,1	44,2	42,3
Labour force participation rate	72,5	72,2	70,7	70,6	64,5	66,0
Gauteng - Non Metro						
Population 15-64 yrs	**1 317**	**1 331**	**1 343**	**1 353**	**1 364**	**1 380**
Labour Force	**863**	**880**	**838**	**842**	**765**	**690**
Employed	590	612	603	583	562	482
Unemployed	272	268	234	259	203	208
Not economically active	454	451	505	512	599	690
Discouraged work-seekers	66	66	126	110	158	281
Other	389	385	379	402	441	409
Rates (%)						
Unemployment rate	31,6	30,5	28,0	30,7	26,6	30,1
Employed / population ratio (Absorption)	44,8	46,0	44,9	43,1	41,2	35,0
Labour force participation rate	65,5	66,1	62,4	62,2	56,1	50,0
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 476**	**2 518**	**2 555**	**2 591**	**2 623**	**2 666**
Labour Force	**1 784**	**1 855**	**1 820**	**1 892**	**1 699**	**1 743**
Employed	1 198	1 263	1 245	1 302	1 174	1 159
Unemployed	586	593	575	590	525	585
Not economically active	693	662	735	699	925	923
Discouraged work-seekers	75	70	100	110	134	205
Other	618	592	635	589	791	719
Rates (%)						
Unemployment rate	32,8	31,9	31,6	31,2	30,9	33,5
Employed / population ratio (Absorption)	48,4	50,2	48,7	50,2	44,8	43,5
Labour force participation rate	72,0	73,7	71,2	73,0	64,8	65,4
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 592**	**3 688**	**3 784**	**3 880**	**3 974**	**4 058**
Labour Force	**2 751**	**2 742**	**2 828**	**2 848**	**2 623**	**2 765**
Employed	1 966	1 947	2 012	1 954	1 765	1 705
Unemployed	786	796	816	894	858	1 060
Not economically active	841	946	956	1 032	1 352	1 294
Discouraged work-seekers	52	74	84	81	136	250
Other	789	872	872	950	1 215	1 043
Rates (%)						
Unemployment rate	28,6	29,0	28,9	31,4	32,7	38,3
Employed / population ratio (Absorption)	54,7	52,8	53,2	50,4	44,4	42,0
Labour force participation rate	76,6	74,4	74,7	73,4	66,0	68,1
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 388**	**2 446**	**2 503**	**2 560**	**2 615**	**2 669**
Labour Force	**1 684**	**1 732**	**1 711**	**1 749**	**1 739**	**1 911**
Employed	1 250	1 254	1 231	1 258	1 170	1 216
Unemployed	434	478	480	490	569	696
Not economically active	704	714	792	811	876	758
Discouraged work-seekers	62	65	117	95	91	65
Other	641	648	675	717	785	693
Rates (%)						
Unemployment rate	25,8	27,6	28,0	28,1	32,7	36,4
Employed / population ratio (Absorption)	52,4	51,3	49,2	49,1	44,7	45,5
Labour force participation rate	70,5	70,8	68,4	68,3	66,5	71,6

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Table 2.5: Labour force characteristics by province and metro (concluded)

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga						
Population 15-64 yrs	**2 809**	**2 859**	**2 907**	**2 952**	**2 997**	**3 040**
Labour Force	**1 665**	**1 762**	**1 810**	**1 880**	**1 618**	**1 754**
Employed	1 165	1 219	1 221	1 233	1 167	1 114
Unemployed	499	544	589	647	451	640
Not economically active	1 144	1 097	1 097	1 072	1 379	1 286
Discouraged work-seekers	231	223	216	214	268	345
Other	913	874	881	858	1 111	941
Rates (%)						
Unemployment rate	30,0	30,9	32,5	34,4	27,9	36,5
Employed / population ratio (Absorption)	41,5	42,6	42,0	41,8	38,9	36,6
Labour force participation rate	59,3	61,6	62,3	63,7	54,0	57,7
Limpopo						
Population 15-64 yrs	**3 627**	**3 684**	**3 737**	**3 786**	**3 837**	**3 884**
Labour Force	**1 701**	**1 761**	**1 793**	**1 798**	**1 693**	**1 765**
Employed	1 360	1 404	1 458	1 423	1 271	1 209
Unemployed	341	357	335	375	421	557
Not economically active	1 926	1 923	1 944	1 988	2 145	2 119
Discouraged work-seekers	362	367	452	558	499	609
Other	1 564	1 556	1 492	1 430	1 646	1 509
Rates (%)						
Unemployment rate	20,0	20,3	18,7	20,9	24,9	31,5
Employed / population ratio (Absorption)	37,5	38,1	39,0	37,6	33,1	31,1
Labour force participation rate	46,9	47,8	48,0	47,5	44,1	45,5

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

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Both sexes						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Formal sector (Non-agricultural)	11 021	11 288	11 319	11 234	10 537	10 043
Informal sector (Non-agricultural)	2 602	2 735	2 937	2 973	2 545	2 632
Agriculture	874	843	845	861	820	838
Private households	1 283	1 303	1 292	1 281	1 160	1 177
Unemployed	8 928	9 308	9 645	10 218	10 839	12 080
Not economically active	11 961	11 817	11 869	11 938	13 193	12 901
Rates (%)						
Unemployment rate	36,1	36,5	37,0	38,5	41,8	45,1
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	67,4	68,3	68,7	69,0	66,3	67,5
Women						
Population 15-64 yrs	**18 567**	**18 865**	**19 158**	**19 447**	**19 731**	**20 012**
Labour Force	**11 501**	**11 925**	**12 222**	**12 413**	**12 113**	**12 575**
Employed	6 874	7 114	7 207	7 197	6 601	6 374
Formal sector (Non-agricultural)	4 657	4 797	4 827	4 808	4 544	4 332
Informal sector (Non-agricultural)	968	1 047	1 098	1 131	926	926
Agriculture	267	265	281	272	259	238
Private households	982	1 004	1 001	986	872	878
Unemployed	4 626	4 811	5 015	5 216	5 512	6 200
Not economically active	7 066	6 940	6 936	7 034	7 618	7 437
Rates (%)						
Unemployment rate	40,2	40,3	41,0	42,0	45,5	49,3
Employed / population ratio (Absorption)	37,0	37,7	37,6	37,0	33,5	31,9
Labour force participation rate	61,9	63,2	63,8	63,8	61,4	62,8
Men						
Population 15-64 yrs	**18 102**	**18 429**	**18 749**	**19 060**	**19 362**	**19 660**
Labour Force	**13 208**	**13 552**	**13 816**	**14 155**	**13 787**	**14 196**
Employed	8 906	9 055	9 186	9 153	8 460	8 316
Formal sector (Non-agricultural)	6 364	6 491	6 492	6 426	5 993	5 711
Informal sector (Non-agricultural)	1 634	1 688	1 839	1 843	1 618	1 706
Agriculture	607	577	564	589	561	600
Private households	301	299	291	295	288	299
Unemployed	4 302	4 498	4 630	5 002	5 327	5 880
Not economically active	4 894	4 877	4 933	4 904	5 575	5 464
Rates (%)						
Unemployment rate	32,6	33,2	33,5	35,3	38,6	41,4
Employed / population ratio (Absorption)	49,2	49,1	49,0	48,0	43,7	42,3
Labour force participation rate	73,0	73,5	73,7	74,3	71,2	72,2

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

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
South Africa						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	8 928	9 308	9 645	10 218	10 839	12 080
Not economically active	11 961	11 817	11 869	11 938	13 193	12 901
Rates (%)						
Unemployment rate	36,1	36,5	37,0	38,5	41,8	45,1
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	67,4	68,3	68,7	69,0	66,3	67,5
Black/African						
Population 15-64 yrs	**29 264**	**29 873**	**30 474**	**31 065**	**31 647**	**32 225**
Labour Force	**19 693**	**20 379**	**20 940**	**21 480**	**20 981**	**21 854**
Employed	11 696	12 053	12 280	12 269	11 279	11 010
Unemployed	7 996	8 326	8 660	9 211	9 702	10 844
Not economically active	9 571	9 494	9 534	9 584	10 667	10 371
Rates (%)						
Unemployment rate	40,6	40,9	41,4	42,9	46,2	49,6
Employed / population ratio (Absorption)	40,0	40,3	40,3	39,5	35,6	34,2
Labour force participation rate	67,3	68,2	68,7	69,1	66,3	67,8
Coloured						
Population 15-64 yrs	**3 371**	**3 410**	**3 447**	**3 481**	**3 512**	**3 540**
Labour Force	**2 286**	**2 347**	**2 368**	**2 398**	**2 263**	**2 287**
Employed	1 648	1 655	1 711	1 699	1 514	1 444
Unemployed	638	691	657	699	749	844
Not economically active	1 086	1 064	1 079	1 083	1 250	1 253
Rates (%)						
Unemployment rate	27,9	29,5	27,8	29,2	33,1	36,9
Employed / population ratio (Absorption)	48,9	48,5	49,6	48,8	43,1	40,8
Labour force participation rate	67,8	68,8	68,7	68,9	64,4	64,6
Indian/Asian						
Population 15-64 yrs	**986**	**995**	**1 004**	**1 012**	**1 021**	**1 030**
Labour Force	**618**	**645**	**647**	**640**	**648**	**638**
Employed	515	539	534	528	503	463
Unemployed	102	107	113	112	144	175
Not economically active	369	350	357	373	373	392
Rates (%)						
Unemployment rate	16,6	16,5	17,5	17,4	22,3	27,4
Employed / population ratio (Absorption)	52,2	54,1	53,2	52,2	49,3	45,0
Labour force participation rate	62,6	64,9	64,4	63,2	63,4	61,9
White						
Population 15-64 yrs	**3 048**	**3 016**	**2 983**	**2 948**	**2 913**	**2 877**
Labour Force	**2 112**	**2 106**	**2 084**	**2 050**	**2 010**	**1 992**
Employed	1 921	1 922	1 869	1 853	1 766	1 774
Unemployed	191	185	215	197	244	218
Not economically active	935	910	899	899	903	885
Rates (%)						
Unemployment rate	9,1	8,8	10,3	9,6	12,2	10,9
Employed / population ratio (Absorption)	63,0	63,7	62,7	62,8	60,6	61,7
Labour force participation rate	69,3	69,8	69,9	69,5	69,0	69,2

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

Table 2.8: Labour force characteristics by age group

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
15-64 years						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	8 928	9 308	9 645	10 218	10 839	12 080
Not economically active	11 961	11 817	11 869	11 938	13 193	12 901
Rates (%)						
Unemployment rate	36,1	36,5	37,0	38,5	41,8	45,1
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	67,4	68,3	68,7	69,0	66,3	67,5
15-24 years						
Population 15-24 yrs	**10 310**	**10 315**	**10 309**	**10 289**	**10 263**	**10 239**
Labour Force	**3 707**	**3 732**	**3 661**	**3 689**	**3 186**	**3 264**
Employed	1 271	1 292	1 222	1 135	871	783
Unemployed	2 437	2 440	2 439	2 554	2 315	2 481
Not economically active	6 602	6 583	6 647	6 600	7 077	6 975
Rates (%)						
Unemployment rate	65,7	65,4	66,6	69,2	72,7	76,0
Employed / population ratio (Absorption)	12,3	12,5	11,9	11,0	8,5	7,6
Labour force participation rate	36,0	36,2	35,5	35,8	31,0	31,9
25-34 years						
Population 25-34 yrs	**9 646**	**9 798**	**9 945**	**10 087**	**10 224**	**10 352**
Labour Force	**8 275**	**8 416**	**8 609**	**8 746**	**8 543**	**8 806**
Employed	4 903	4 884	4 903	4 823	4 356	4 115
Unemployed	3 372	3 532	3 705	3 923	4 187	4 692
Not economically active	1 370	1 383	1 336	1 342	1 681	1 545
Rates (%)						
Unemployment rate	40,7	42,0	43,0	44,9	49,0	53,3
Employed / population ratio (Absorption)	50,8	49,8	49,3	47,8	42,6	39,8
Labour force participation rate	85,8	85,9	86,6	86,7	83,6	85,1
35-44 years						
Population 35-44 yrs	**7 798**	**7 962**	**8 118**	**8 275**	**8 439**	**8 614**
Labour Force	**6 805**	**7 051**	**7 216**	**7 316**	**7 310**	**7 610**
Employed	4 899	5 041	5 137	5 124	4 757	4 718
Unemployed	1 906	2 010	2 079	2 192	2 554	2 892
Not economically active	993	912	902	958	1 129	1 005
Rates (%)						
Unemployment rate	28,0	28,5	28,8	30,0	34,9	38,0
Employed / population ratio (Absorption)	62,8	63,3	63,3	61,9	56,4	54,8
Labour force participation rate	87,3	88,5	88,9	88,4	86,6	88,3
45-54 years						
Population 45-54 yrs	**5 310**	**5 492**	**5 690**	**5 897**	**6 104**	**6 310**
Labour Force	**4 218**	**4 446**	**4 664**	**4 892**	**4 936**	**5 167**
Employed	3 284	3 421	3 560	3 681	3 564	3 597
Unemployed	935	1 025	1 104	1 211	1 372	1 570
Not economically active	1 091	1 046	1 026	1 004	1 168	1 143
Rates (%)						
Unemployment rate	22,2	23,1	23,7	24,8	27,8	30,4
Employed / population ratio (Absorption)	61,8	62,3	62,6	62,4	58,4	57,0
Labour force participation rate	79,4	81,0	82,0	83,0	80,9	81,9
55-64 years						
Population 55-64 yrs	**3 606**	**3 727**	**3 846**	**3 959**	**4 063**	**4 157**
Labour Force	**1 702**	**1 833**	**1 889**	**1 925**	**1 926**	**1 924**
Employed	1 423	1 531	1 571	1 587	1 513	1 479
Unemployed	279	302	317	338	412	445
Not economically active	1 904	1 894	1 957	2 034	2 138	2 233
Rates (%)						
Unemployment rate	16,4	16,5	16,8	17,5	21,4	23,1
Employed / population ratio (Absorption)	39,5	41,1	40,9	40,1	37,2	35,6
Labour force participation rate	47,2	49,2	49,1	48,6	47,4	46,3

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

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**
Labour Force	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**
Employed	15 780	16 169	16 394	16 350	15 061	14 691
Unemployed	8 928	9 308	9 645	10 218	10 839	12 080
Not economically active	11 961	11 817	11 869	11 938	13 193	12 901
Rates (%)						
Unemployment rate	36,1	36,5	37,0	38,5	41,8	45,1
Employed / population ratio (Absorption)	43,0	43,4	43,2	42,5	38,5	37,0
Labour force participation rate	67,4	68,3	68,7	69,0	66,3	67,5
Western Cape						
Population 15-64 yrs	**4 377**	**4 471**	**4 563**	**4 653**	**4 739**	**4 828**
Labour Force	**3 067**	**3 207**	**3 259**	**3 290**	**3 161**	**3 206**
Employed	2 331	2 425	2 506	2 507	2 309	2 263
Unemployed	736	782	753	783	852	942
Not economically active	1 310	1 264	1 303	1 363	1 579	1 622
Rates (%)						
Unemployment rate	24,0	24,4	23,1	23,8	27,0	29,4
Employed / population ratio (Absorption)	53,3	54,2	54,9	53,9	48,7	46,9
Labour force participation rate	70,1	71,7	71,4	70,7	66,7	66,4
Western Cape - Non Metro						
Population 15-64 yrs	**1 584**	**1 621**	**1 657**	**1 692**	**1 728**	**1 759**
Labour Force	**1 115**	**1 170**	**1 179**	**1 188**	**1 132**	**1 130**
Employed	847	886	907	912	848	815
Unemployed	269	284	272	276	284	315
Not economically active	468	452	478	505	595	629
Rates (%)						
Unemployment rate	24,1	24,3	23,1	23,2	25,1	27,9
Employed / population ratio (Absorption)	53,5	54,6	54,7	53,9	49,1	46,3
Labour force participation rate	70,4	72,1	71,1	70,2	65,5	64,2
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 793**	**2 850**	**2 905**	**2 961**	**3 012**	**3 068**
Labour Force	**1 951**	**2 038**	**2 080**	**2 102**	**2 028**	**2 076**
Employed	1 484	1 539	1 599	1 595	1 460	1 448
Unemployed	468	498	481	507	568	627
Not economically active	842	812	825	858	984	993
Rates (%)						
Unemployment rate	24,0	24,4	23,1	24,1	28,0	30,2
Employed / population ratio (Absorption)	53,1	54,0	55,0	53,9	48,5	47,2
Labour force participation rate	69,9	71,5	71,6	71,0	67,3	67,6

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

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 149**	**4 197**	**4 246**	**4 295**	**4 345**	**4 390**
Labour Force	**2 448**	**2 556**	**2 583**	**2 598**	**2 566**	**2 638**
Employed	1 402	1 417	1 391	1 370	1 250	1 250
Unemployed	1 046	1 139	1 192	1 228	1 316	1 388
Not economically active	1 701	1 640	1 663	1 697	1 779	1 752
Rates (%)						
Unemployment rate	42,7	44,6	46,1	47,3	51,3	52,6
Employed / population ratio (Absorption)	33,8	33,8	32,8	31,9	28,8	28,5
Labour force participation rate	59,0	60,9	60,8	60,5	59,1	60,1
Eastern Cape - Non Metro						
Population 15-64 yrs	**2 854**	**2 887**	**2 919**	**2 950**	**2 982**	**3 008**
Labour Force	**1 581**	**1 640**	**1 656**	**1 670**	**1 674**	**1 723**
Employed	821	818	794	781	703	712
Unemployed	760	821	862	889	971	1 011
Not economically active	1 273	1 248	1 263	1 280	1 307	1 285
Rates (%)						
Unemployment rate	48,0	50,1	52,1	53,2	58,0	58,7
Employed / population ratio (Absorption)	28,8	28,3	27,2	26,5	23,6	23,7
Labour force participation rate	55,4	56,8	56,7	56,6	56,1	57,3
Eastern Cape - Buffalo City						
Population 15-64 yrs	**503**	**508**	**513**	**519**	**525**	**531**
Labour Force	**356**	**382**	**371**	**378**	**358**	**352**
Employed	235	250	241	241	230	207
Unemployed	121	131	129	137	128	145
Not economically active	147	126	142	141	167	179
Rates (%)						
Unemployment rate	34,1	34,4	34,9	36,2	35,7	41,1
Employed / population ratio (Absorption)	46,7	49,3	47,1	46,4	43,8	39,0
Labour force participation rate	70,8	75,2	72,3	72,7	68,2	66,2
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**792**	**802**	**814**	**826**	**838**	**850**
Labour Force	**510**	**535**	**556**	**550**	**534**	**563**
Employed	345	349	356	349	316	331
Unemployed	165	186	201	202	218	232
Not economically active	281	267	258	276	304	287
Rates (%)						
Unemployment rate	32,4	34,8	36,1	36,7	40,8	41,2
Employed / population ratio (Absorption)	43,6	43,5	43,7	42,2	37,7	38,9
Labour force participation rate	64,5	66,7	68,4	66,6	63,7	66,2
Northern Cape						
Population 15-64 yrs	**776**	**786**	**795**	**803**	**811**	**818**
Labour Force	**517**	**536**	**540**	**553**	**516**	**532**
Employed	305	305	321	320	296	277
Unemployed	211	232	219	233	220	255
Not economically active	260	250	256	251	295	286
Rates (%)						
Unemployment rate	40,9	43,2	40,5	42,1	42,6	47,9
Employed / population ratio (Absorption)	39,3	38,8	40,3	39,8	36,5	33,9
Labour force participation rate	66,5	68,2	67,9	68,8	63,6	65,0

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

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State						
Population 15-64 yrs	**1 883**	**1 889**	**1 899**	**1 907**	**1 914**	**1 921**
Labour Force	**1 296**	**1 320**	**1 323**	**1 367**	**1 237**	**1 298**
Employed	781	793	796	798	715	718
Unemployed	514	527	527	569	521	580
Not economically active	587	570	576	540	677	623
Rates (%)						
Unemployment rate	39,7	39,9	39,8	41,6	42,2	44,7
Employed / population ratio (Absorption)	41,5	42,0	41,9	41,8	37,4	37,4
Labour force participation rate	68,8	69,8	69,7	71,7	64,6	67,6
Free State - Non Metro						
Population 15-64 yrs	**1 353**	**1 354**	**1 353**	**1 350**	**1 347**	**1 347**
Labour Force	**911**	**919**	**924**	**945**	**847**	**893**
Employed	537	538	535	533	486	475
Unemployed	374	380	389	412	361	418
Not economically active	442	435	429	405	500	454
Rates (%)						
Unemployment rate	41,1	41,4	42,1	43,6	42,6	46,8
Employed / population ratio (Absorption)	39,7	39,8	39,5	39,5	36,1	35,3
Labour force participation rate	67,3	67,9	68,3	70,0	62,9	66,3
Free State - Mangaung						
Population 15-64 yrs	**529**	**536**	**546**	**556**	**567**	**574**
Labour Force	**385**	**401**	**399**	**422**	**390**	**405**
Employed	244	254	261	264	229	243
Unemployed	140	147	138	158	160	161
Not economically active	145	135	147	134	177	169
Rates (%)						
Unemployment rate	36,5	36,6	34,6	37,4	41,1	39,9
Employed / population ratio (Absorption)	46,1	47,4	47,8	47,5	40,5	42,4
Labour force participation rate	72,6	74,9	73,1	75,9	68,7	70,5
KwaZulu-Natal						
Population 15-64 yrs	**6 802**	**6 908**	**7 015**	**7 122**	**7 227**	**7 330**
Labour Force	**4 174**	**4 304**	**4 458**	**4 553**	**4 513**	**4 575**
Employed	2 508	2 547	2 630	2 643	2 453	2 393
Unemployed	1 667	1 758	1 828	1 910	2 060	2 183
Not economically active	2 628	2 603	2 557	2 569	2 714	2 755
Rates (%)						
Unemployment rate	39,9	40,8	41,0	42,0	45,6	47,7
Employed / population ratio (Absorption)	36,9	36,9	37,5	37,1	33,9	32,6
Labour force participation rate	61,4	62,3	63,5	63,9	62,4	62,4
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 427**	**4 506**	**4 586**	**4 665**	**4 746**	**4 815**
Labour Force	**2 604**	**2 651**	**2 786**	**2 873**	**2 847**	**2 862**
Employed	1 376	1 376	1 425	1 469	1 366	1 311
Unemployed	1 228	1 275	1 361	1 403	1 481	1 551
Not economically active	1 823	1 855	1 799	1 792	1 899	1 953
Rates (%)						
Unemployment rate	47,2	48,1	48,8	48,9	52,0	54,2
Employed / population ratio (Absorption)	31,1	30,5	31,1	31,5	28,8	27,2
Labour force participation rate	58,8	58,8	60,8	61,6	60,0	59,4

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

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu-Natal - eThekhwini						
Population 15-64 yrs	**2 376**	**2 402**	**2 429**	**2 457**	**2 481**	**2 515**
Labour Force	**1 570**	**1 654**	**1 671**	**1 680**	**1 666**	**1 713**
Employed	1 132	1 171	1 204	1 173	1 087	1 082
Unemployed	439	482	467	507	579	632
Not economically active	806	748	758	776	815	802
Rates (%)						
Unemployment rate	27,9	29,2	27,9	30,2	34,8	36,9
Employed / population ratio (Absorption)	47,6	48,8	49,6	47,8	43,8	43,0
Labour force participation rate	66,1	68,9	68,8	68,4	67,2	68,1
North West						
Population 15-64 yrs	**2 473**	**2 518**	**2 561**	**2 604**	**2 646**	**2 687**
Labour Force	**1 616**	**1 688**	**1 720**	**1 738**	**1 720**	**1 776**
Employed	924	984	980	960	929	905
Unemployed	692	704	740	778	790	870
Not economically active	857	830	841	866	926	911
Rates (%)						
Unemployment rate	42,8	41,7	43,0	44,8	46,0	49,0
Employed / population ratio (Absorption)	37,4	39,1	38,3	36,9	35,1	33,7
Labour force participation rate	65,4	67,0	67,2	66,8	65,0	66,1
Gauteng						
Population 15-64 yrs	**9 774**	**9 983**	**10 185**	**10 384**	**10 577**	**10 775**
Labour Force	**7 446**	**7 574**	**7 712**	**7 810**	**7 688**	**8 059**
Employed	5 004	5 075	5 091	5 097	4 671	4 562
Unemployed	2 442	2 498	2 621	2 713	3 017	3 498
Not economically active	2 328	2 409	2 473	2 574	2 889	2 715
Rates (%)						
Unemployment rate	32,8	33,0	34,0	34,7	39,2	43,4
Employed / population ratio (Absorption)	51,2	50,8	50,0	49,1	44,2	42,3
Labour force participation rate	76,2	75,9	75,7	75,2	72,7	74,8
Gauteng - Non Metro						
Population 15-64 yrs	**1 317**	**1 331**	**1 343**	**1 353**	**1 364**	**1 380**
Labour Force	**966**	**975**	**984**	**978**	**980**	**1 010**
Employed	590	612	603	583	562	482
Unemployed	375	364	380	395	419	527
Not economically active	351	356	359	375	383	371
Rates (%)						
Unemployment rate	38,9	37,3	38,7	40,4	42,7	52,2
Employed / population ratio (Absorption)	44,8	46,0	44,9	43,1	41,2	35,0
Labour force participation rate	73,3	73,3	73,3	72,3	71,9	73,1
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 476**	**2 518**	**2 555**	**2 591**	**2 623**	**2 666**
Labour Force	**1 883**	**1 943**	**1 940**	**2 018**	**1 912**	**1 976**
Employed	1 198	1 263	1 245	1 302	1 174	1 159
Unemployed	685	680	696	717	738	818
Not economically active	594	574	615	573	711	690
Rates (%)						
Unemployment rate	36,4	35,0	35,8	35,5	38,6	41,4
Employed / population ratio (Absorption)	48,4	50,2	48,7	50,2	44,8	43,5
Labour force participation rate	76,0	77,2	75,9	77,9	72,9	74,1

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

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 592**	**3 688**	**3 784**	**3 880**	**3 974**	**4 058**
Labour Force	**2 829**	**2 836**	**2 925**	**2 946**	**2 901**	**3 062**
Employed	1 966	1 947	2 012	1 954	1 765	1 705
Unemployed	863	889	913	992	1 136	1 357
Not economically active	764	852	859	934	1 073	997
Rates (%)						
Unemployment rate	30,5	31,4	31,2	33,7	39,2	44,3
Employed / population ratio (Absorption)	54,7	52,8	53,2	50,4	44,4	42,0
Labour force participation rate	78,7	76,9	77,3	75,9	73,0	75,4
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 388**	**2 446**	**2 503**	**2 560**	**2 615**	**2 669**
Labour Force	**1 769**	**1 820**	**1 862**	**1 868**	**1 894**	**2 012**
Employed	1 250	1 254	1 231	1 258	1 170	1 216
Unemployed	519	565	631	610	724	796
Not economically active	619	626	640	692	722	658
Rates (%)						
Unemployment rate	29,3	31,1	33,9	32,6	38,2	39,6
Employed / population ratio (Absorption)	52,4	51,3	49,2	49,1	44,7	45,5
Labour force participation rate	74,1	74,4	74,4	73,0	72,4	75,4
Mpumalanga						
Population 15-64 yrs	**2 809**	**2 859**	**2 907**	**2 952**	**2 997**	**3 040**
Labour Force	**1 989**	**2 064**	**2 093**	**2 183**	**2 133**	**2 186**
Employed	1 165	1 219	1 221	1 233	1 167	1 114
Unemployed	824	846	872	951	967	1 072
Not economically active	820	795	814	769	863	854
Rates (%)						
Unemployment rate	41,4	41,0	41,6	43,5	45,3	49,0
Employed / population ratio (Absorption)	41,5	42,6	42,0	41,8	38,9	36,6
Labour force participation rate	70,8	72,2	72,0	74,0	71,2	71,9
Limpopo						
Population 15-64 yrs	**3 627**	**3 684**	**3 737**	**3 786**	**3 837**	**3 884**
Labour Force	**2 156**	**2 227**	**2 351**	**2 476**	**2 367**	**2 502**
Employed	1 360	1 404	1 458	1 423	1 271	1 209
Unemployed	795	823	893	1 053	1 096	1 293
Not economically active	1 471	1 457	1 386	1 310	1 470	1 382
Rates (%)						
Unemployment rate	36,9	37,0	38,0	42,5	46,3	51,7
Employed / population ratio (Absorption)	37,5	38,1	39,0	37,6	33,1	31,1
Labour force participation rate	59,4	60,5	62,9	65,4	61,7	64,4

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 3.1: Employed by industry and sex - South Africa

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
Agriculture	874	843	845	861	820	838
Mining	444	434	419	412	403	377
Manufacturing	1 692	1 782	1 769	1 762	1 528	1 408
Utilities	118	149	148	139	104	103
Construction	1 431	1 414	1 472	1 348	1 164	1 148
Trade	3 178	3 250	3 280	3 358	3 084	2 935
Transport	910	977	984	998	925	946
Finance	2 275	2 402	2 479	2 518	2 374	2 391
Community and social services	3 571	3 609	3 694	3 667	3 484	3 356
Private households	1 283	1 303	1 292	1 281	1 160	1 177
Other	4	6	10	7	15	12
Women	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**
Agriculture	267	265	281	272	259	238
Mining	60	55	55	62	67	60
Manufacturing	564	603	593	609	545	485
Utilities	33	36	38	41	33	30
Construction	159	176	152	149	131	148
Trade	1 512	1 563	1 548	1 553	1 412	1 309
Transport	172	189	195	189	170	159
Finance	948	999	1 066	1 046	987	991
Community and social services	2 173	2 219	2 273	2 285	2 116	2 069
Private households	982	1 004	1 001	986	872	878
Other	3	4	6	4	9	7
Men	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**
Agriculture	607	577	564	589	561	600
Mining	385	380	364	349	336	317
Manufacturing	1 127	1 179	1 176	1 153	983	922
Utilities	84	113	111	97	71	72
Construction	1 272	1 238	1 320	1 199	1 033	999
Trade	1 667	1 687	1 732	1 805	1 672	1 626
Transport	738	788	789	809	755	787
Finance	1 326	1 403	1 413	1 472	1 388	1 400
Community and social services	1 398	1 390	1 422	1 382	1 367	1 287
Private households	301	299	291	295	288	299
Other	1	1	4	2	5	5

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 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**874**	**843**	**845**	**861**	**820**	**838**
Western Cape	215	187	196	215	192	174
Eastern Cape	96	89	88	88	86	100
Northern Cape	48	44	44	36	30	36
Free State	65	76	73	60	55	67
KwaZulu Natal	135	123	123	143	133	128
North West	49	50	53	57	50	58
Gauteng	41	37	32	34	34	37
Mpumalanga	97	97	92	91	103	102
Limpopo	129	139	143	136	136	136
Mining	**444**	**434**	**419**	**412**	**403**	**377**
Western Cape	3	4	4	4	5	6
Eastern Cape	2	1	1	1	2	2
Northern Cape	19	30	24	29	32	19
Free State	29	16	22	17	17	19
KwaZulu Natal	6	6	7	6	4	4
North West	142	132	134	130	127	128
Gauteng	98	86	68	60	64	55
Mpumalanga	58	56	69	74	66	56
Limpopo	87	103	91	90	87	89
Manufacturing	**1 692**	**1 782**	**1 769**	**1 762**	**1 528**	**1 408**
Western Cape	306	339	328	335	299	291
Eastern Cape	135	130	128	123	113	116
Northern Cape	13	9	14	16	11	12
Free State	61	62	63	64	51	39
KwaZulu Natal	317	320	351	343	279	257
North West	68	78	58	73	55	54
Gauteng	623	645	632	625	545	482
Mpumalanga	93	109	111	101	96	91
Limpopo	76	91	85	83	80	65
Utilities	**118**	**149**	**148**	**139**	**104**	**103**
Western Cape	8	13	9	13	6	4
Eastern Cape	7	7	3	7	6	6
Northern Cape	1	3	6	2	1	2
Free State	10	11	10	10	7	5
KwaZulu Natal	7	14	15	11	11	5
North West	6	4	8	6	5	6
Gauteng	28	42	44	45	33	35
Mpumalanga	33	39	41	33	24	30
Limpopo	18	15	11	11	12	9
Construction	**1 431**	**1 414**	**1 472**	**1 348**	**1 164**	**1 148**
Western Cape	224	229	226	206	175	185
Eastern Cape	164	152	163	150	128	121
Northern Cape	29	24	25	19	18	13
Free State	56	66	58	57	49	32
KwaZulu Natal	222	215	231	234	201	213
North West	72	83	89	63	56	65
Gauteng	391	387	420	377	340	313
Mpumalanga	113	111	109	105	79	79
Limpopo	161	148	151	137	119	127

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 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 178**	**3 250**	**3 280**	**3 358**	**3 084**	**2 935**
Western Cape	441	463	502	498	462	421
Eastern Cape	298	324	294	283	247	231
Northern Cape	46	47	49	50	53	41
Free State	173	170	155	166	149	167
KwaZulu Natal	535	505	491	552	548	517
North West	175	195	191	177	178	169
Gauteng	980	991	1 000	1 042	936	922
Mpumalanga	233	248	259	259	254	231
Limpopo	297	307	338	332	259	236
Transport	**910**	**977**	**984**	**998**	**925**	**946**
Western Cape	125	145	154	144	137	135
Eastern Cape	73	70	69	73	71	78
Northern Cape	14	11	12	11	7	6
Free State	36	44	38	38	39	46
KwaZulu Natal	167	174	182	182	175	167
North West	35	35	33	39	32	29
Gauteng	353	385	384	377	351	370
Mpumalanga	58	60	59	67	66	61
Limpopo	49	52	54	66	48	55
Finance	**2 275**	**2 402**	**2 479**	**2 518**	**2 374**	**2 391**
Western Cape	388	420	446	451	409	469
Eastern Cape	128	162	138	137	133	139
Northern Cape	20	21	23	23	27	22
Free State	58	69	84	82	69	74
KwaZulu Natal	284	329	341	340	316	332
North West	86	100	102	100	102	93
Gauteng	1 083	1 045	1 083	1 127	1 065	1 032
Mpumalanga	122	141	136	150	144	132
Limpopo	106	116	125	108	110	99
Community and social services	**3 571**	**3 609**	**3 694**	**3 667**	**3 484**	**3 356**
Western Cape	460	472	485	499	500	449
Eastern Cape	384	370	396	386	358	360
Northern Cape	87	91	101	108	101	106
Free State	197	191	204	204	197	183
KwaZulu Natal	602	627	662	607	594	555
North West	213	225	234	238	262	243
Gauteng	1 050	1 068	1 039	1 032	915	916
Mpumalanga	258	250	237	246	243	238
Limpopo	320	315	335	347	315	305
Private households	**1 283**	**1 303**	**1 292**	**1 281**	**1 160**	**1 177**
Western Cape	159	154	155	141	123	129
Eastern Cape	115	112	110	122	105	98
Northern Cape	28	25	24	26	17	19
Free State	97	88	87	101	82	85
KwaZulu Natal	233	234	226	225	192	215
North West	79	81	77	75	64	58
Gauteng	354	383	381	372	377	391
Mpumalanga	100	109	108	105	93	95
Limpopo	118	118	123	113	106	87

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

Table 3.3: Employed by sector and industry - South Africa

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Total employed	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
Formal and informal sector (Non-agricultural)	**13 623**	**14 023**	**14 256**	**14 208**	**13 081**	**12 676**
Mining	444	434	419	412	403	377
Manufacturing	1 692	1 782	1 769	1 762	1 528	1 408
Utilities	118	149	148	139	104	103
Construction	1 431	1 414	1 472	1 348	1 164	1 148
Trade	3 178	3 250	3 280	3 358	3 084	2 935
Transport	910	977	984	998	925	946
Finance	2 275	2 402	2 479	2 518	2 374	2 391
Community and social services	3 571	3 609	3 694	3 667	3 484	3 356
Other	4	6	10	7	15	12
Formal sector (Non-agricultural)	**11 021**	**11 288**	**11 319**	**11 234**	**10 537**	**10 043**
Mining	439	427	413	405	398	368
Manufacturing	1 494	1 559	1 544	1 530	1 341	1 223
Utilities	112	144	145	133	101	98
Construction	976	981	955	875	747	729
Trade	2 128	2 136	2 150	2 155	2 048	1 879
Transport	669	709	708	686	636	638
Finance	2 066	2 187	2 201	2 253	2 130	2 140
Community and social services	3 132	3 140	3 194	3 191	3 122	2 956
Other	4	6	10	6	14	12
Informal sector (Non-agricultural)	**2 602**	**2 735**	**2 937**	**2 973**	**2 545**	**2 632**
Mining	6	7	6	6	4	9
Manufacturing	198	224	226	233	187	184
Utilities	6	5	4	6	4	4
Construction	455	433	518	472	416	419
Trade	1 050	1 114	1 130	1 203	1 037	1 056
Transport	241	268	276	312	289	308
Finance	208	215	277	265	244	251
Community and social services	439	469	500	476	362	400
Other	0			0	0	0
Agriculture	**874**	**843**	**845**	**861**	**820**	**838**
Private households	**1 283**	**1 303**	**1 292**	**1 281**	**1 160**	**1 177**

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 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
Formal sector (Non-agricultural)	11 021	11 288	11 319	11 234	10 537	10 043
Informal sector (Non-agricultural)	2 602	2 735	2 937	2 973	2 545	2 632
Agriculture	874	843	845	861	820	838
Private households	1 283	1 303	1 292	1 281	1 160	1 177
Western Cape	**2 331**	**2 425**	**2 506**	**2 507**	**2 309**	**2 263**
Formal sector (Non-agricultural)	1 720	1 827	1 867	1 846	1 755	1 740
Informal sector (Non-agricultural)	236	258	287	305	238	221
Agriculture	215	187	196	215	192	174
Private households	159	154	155	141	123	129
Western Cape - Non Metro	**847**	**886**	**907**	**912**	**848**	**815**
Formal sector (Non-agricultural)	502	571	561	550	541	522
Informal sector (Non-agricultural)	77	83	106	108	86	75
Agriculture	202	170	176	197	176	160
Private households	65	62	64	57	45	57
Western Cape - City of Cape Town	**1 484**	**1 539**	**1 599**	**1 595**	**1 460**	**1 448**
Formal sector (Non-agricultural)	1 218	1 256	1 306	1 296	1 215	1 218
nformal sector (Non-agricultural)	159	175	181	198	152	146
Agriculture	13	17	20	17	16	14
Private households	94	91	91	85	77	71
Eastern Cape	**1 402**	**1 417**	**1 391**	**1 370**	**1 250**	**1 250**
Formal sector (Non-agricultural)	880	898	877	828	757	736
Informal sector (Non-agricultural)	311	318	315	332	301	316
Agriculture	96	89	88	88	86	100
Private households	115	112	110	122	105	98
Eastern Cape - Non Metro	**821**	**818**	**794**	**781**	**703**	**712**
Formal sector (Non-agricultural)	443	462	435	417	371	367
Informal sector (Non-agricultural)	229	215	211	220	202	204
Agriculture	85	80	82	76	76	90
Private households	64	61	66	68	54	51
Eastern Cape - Buffalo City	**235**	**250**	**241**	**241**	**230**	**207**
Formal sector (Non-agricultural)	175	171	174	160	150	146
Informal sector (Non-agricultural)	36	57	48	52	52	42
Agriculture	5	6	4	7	7	4
Private households	20	16	15	23	21	15
Eastern Cape - Nelson mandela bay	**345**	**349**	**356**	**349**	**316**	**331**
Formal sector (Non-agricultural)	262	265	268	251	236	223
Informal sector (Non-agricultural)	46	46	56	61	47	70
Agriculture	6	3	3	6	4	5
Private households	31	35	29	31	29	33
Northern Cape	**305**	**305**	**321**	**320**	**296**	**277**
Formal sector (Non-agricultural)	192	202	224	220	228	201
Informal sector (Non-agricultural)	38	34	30	38	21	21
Agriculture	48	44	44	36	30	36
Private households	28	25	24	26	17	19

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Table 3.4: Employed by province and sector (continued)

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Free State	**781**	**793**	**796**	**798**	**715**	**718**
Formal sector (Non-agricultural)	482	476	494	500	450	448
Informal sector (Non-agricultural)	137	153	141	137	128	118
Agriculture	65	76	73	60	55	67
Private households	97	88	87	101	82	85
Free State - Non Metro	**537**	**538**	**535**	**533**	**486**	**475**
Formal sector (Non-agricultural)	311	302	310	308	286	276
Informal sector (Non-agricultural)	92	104	94	96	88	75
Agriculture	64	74	72	57	54	66
Private households	70	59	59	72	59	58
Free State - Mangaung	**244**	**254**	**261**	**264**	**229**	**243**
Formal sector (Non-agricultural)	171	174	184	192	164	172
Informal sector (Non-agricultural)	46	49	47	42	39	44
Agriculture	2	2	2	3	2	1
Private households	26	29	28	28	24	26
KwaZulu Natal	**2 508**	**2 547**	**2 630**	**2 643**	**2 453**	**2 393**
Formal sector (Non-agricultural)	1 690	1 765	1 806	1 792	1 659	1 592
Informal sector (Non-agricultural)	450	424	474	482	468	458
Agriculture	135	123	123	143	133	128
Private households	233	234	226	225	192	215
KwaZulu Natal - Non Metro	**1 376**	**1 376**	**1 425**	**1 469**	**1 366**	**1 311**
Formal sector (Non-agricultural)	833	865	882	917	835	796
Informal sector (Non-agricultural)	294	271	312	303	298	279
Agriculture	129	119	119	135	127	122
Private households	120	120	112	114	107	114
KwaZulu Natal - eThekwini	**1 132**	**1 171**	**1 204**	**1 173**	**1 087**	**1 082**
Formal sector (Non-agricultural)	857	900	924	876	824	796
Informal sector (Non-agricultural)	156	153	162	179	171	179
Agriculture	6	4	4	8	6	6
Private households	113	114	115	111	86	101
North West	**924**	**984**	**980**	**960**	**929**	**905**
Formal sector (Non-agricultural)	665	695	695	680	699	654
Informal sector (Non-agricultural)	132	158	155	147	116	136
Agriculture	49	50	53	57	50	58
Private households	79	81	77	75	64	58
Gauteng	**5 004**	**5 075**	**5 091**	**5 097**	**4 671**	**4 562**
Formal sector (Non-agricultural)	3 920	3 953	3 868	3 866	3 591	3 373
Informal sector (Non-agricultural)	689	702	810	825	669	760
Agriculture	41	37	32	34	34	37
Private households	354	383	381	372	377	391
Gauteng - Non Metro	**590**	**612**	**603**	**583**	**562**	**482**
Formal sector (Non-agricultural)	445	445	412	408	385	288
Informal sector (Non-agricultural)	88	96	114	108	85	99
Agriculture	16	15	16	13	18	16
Private households	42	55	62	54	73	79

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 (concluded)

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng - Ekurhuleni	**1 198**	**1 263**	**1 245**	**1 302**	**1 174**	**1 159**
Formal sector (Non-agricultural)	948	992	996	1 033	939	923
Informal sector (Non-agricultural)	163	175	170	191	159	171
Agriculture	10	9	4	7	4	8
Private households	77	86	75	71	71	57
Gauteng - City of Johannesburg	**1 966**	**1 947**	**2 012**	**1 954**	**1 765**	**1 705**
Formal sector (Non-agricultural)	1 519	1 502	1 464	1 379	1 301	1 205
Informal sector (Non-agricultural)	300	297	383	391	300	316
Agriculture	6	6	3	5	4	6
Private households	141	141	162	180	160	179
Gauteng - City of Tshwane	**1 250**	**1 254**	**1 231**	**1 258**	**1 170**	**1 216**
Formal sector (Non-agricultural)	1 009	1 014	996	1 047	966	957
Informal sector (Non-agricultural)	139	133	143	134	125	174
Agriculture	9	7	10	9	7	8
Private households	94	100	82	68	72	76
Mpumalanga	**1 165**	**1 219**	**1 221**	**1 233**	**1 167**	**1 114**
Formal sector (Non-agricultural)	721	720	725	732	696	634
Informal sector (Non-agricultural)	246	293	296	304	275	283
Agriculture	97	97	92	91	103	102
Private households	100	109	108	105	93	95
Limpopo	**1 360**	**1 404**	**1 458**	**1 423**	**1 271**	**1 209**
Formal sector (Non-agricultural)	751	751	762	770	700	666
Informal sector (Non-agricultural)	363	395	429	404	328	319
Agriculture	129	139	143	136	136	136
Private households	118	118	123	113	106	87

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 3.5: Employed by sex and occupation - South Africa

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
Manager	1 356	1 426	1 428	1 467	1 342	1 337
Professional	866	914	894	914	998	966
Technician	1 470	1 455	1 434	1 420	1 310	1 305
Clerk	1 642	1 734	1 711	1 704	1 562	1 463
Sales and services	2 481	2 523	2 667	2 717	2 483	2 317
Skilled agriculture	68	70	63	61	71	60
Craft and related trade	1 927	1 961	2 023	1 937	1 674	1 568
Plant and machine operator	1 284	1 313	1 375	1 371	1 269	1 245
Elementary	3 681	3 740	3 798	3 744	3 444	3 522
Domestic worker	1 005	1 027	1 000	1 012	877	886
Other		4	1	2	32	23
Women	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**
Manager	432	460	440	446	424	427
Professional	445	452	459	486	509	438
Technician	808	786	777	757	706	756
Clerk	1 178	1 247	1 242	1 231	1 135	1 097
Sales and services	1 190	1 222	1 324	1 309	1 136	1 020
Skilled agriculture	14	13	14	13	17	12
Craft and related trade	206	207	210	228	192	169
Plant and machine operator	161	164	178	174	158	143
Elementary	1 482	1 582	1 598	1 588	1 476	1 461
Domestic worker	956	981	966	963	838	845
Other		1		1	9	6
Men	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**
Manager	924	966	989	1 021	918	909
Professional	421	462	435	428	488	528
Technician	661	669	657	663	604	549
Clerk	464	488	468	473	427	365
Sales and services	1 291	1 302	1 343	1 408	1 347	1 297
Skilled agriculture	54	57	49	49	54	48
Craft and related trade	1 722	1 754	1 813	1 709	1 482	1 400
Plant and machine operator	1 123	1 149	1 197	1 197	1 111	1 102
Elementary	2 198	2 159	2 200	2 157	1 968	2 061
Domestic worker	49	45	34	48	39	41
Other		3	1	1	22	16

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 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Both sexes	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
Employee	13 459	13 774	13 914	13 749	12 612	12 259
Employer	838	848	828	893	877	832
Own-account worker	1 407	1 463	1 567	1 618	1 471	1 489
Unpaid household member	77	84	85	90	102	111
Women	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**
Employee	6 047	6 227	6 333	6 263	5 751	5 547
Employer	173	181	159	188	196	185
Own-account worker	604	654	659	683	604	600
Unpaid household member	49	52	57	63	51	43
Men	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**
Employee	7 412	7 547	7 581	7 486	6 861	6 712
Employer	664	667	669	706	681	647
Own-account worker	802	809	908	935	867	889
Unpaid household member	27	32	28	27	51	69

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 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Both sexes	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
Working less than 15 hours per week	328	331	356	365	491	403
Working 15-29 hours per week	1 058	1 115	1 134	1 169	1 055	1 098
Working 30-39 hours per week	1 115	1 099	1 125	1 097	1 068	1 076
Working 40-45 hours per week	8 497	8 883	9 084	8 930	8 302	8 237
Working more than 45 hours per week	4 781	4 741	4 694	4 788	4 141	3 877
Women	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**
Working less than 15 hours per week	201	188	209	209	250	223
Working 15-29 hours per week	702	726	726	740	662	665
Working 30-39 hours per week	676	675	676	675	635	636
Working 40-45 hours per week	3 706	3 900	3 992	3 967	3 683	3 642
Working more than 45 hours per week	1 589	1 625	1 604	1 606	1 371	1 207
Men	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**
Working less than 15 hours per week	127	143	147	156	241	180
Working 15-29 hours per week	356	390	409	430	393	433
Working 30-39 hours per week	439	423	448	422	433	439
Working 40-45 hours per week	4 791	4 983	5 091	4 964	4 619	4 595
Working more than 45 hours per week	3 193	3 116	3 091	3 182	2 770	2 670

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

Table 3.8: Conditions of employment - South Africa

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	6 330	6 609	6 584	6 627	6 422	5 887
No	6 888	6 896	7 076	6 850	5 986	6 153
Don't know	242	270	254	272	204	219
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	2 690	2 793	2 807	2 858	2 772	2 506
No	3 261	3 327	3 417	3 293	2 885	2 948
Don't know	97	108	109	113	94	93
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	3 640	3 816	3 777	3 769	3 651	3 381
No	3 627	3 569	3 659	3 557	3 101	3 205
Don't know	145	162	145	159	110	126
Entitled to any paid leave						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	8 817	9 174	9 207	9 121	8 835	8 506
No	4 506	4 442	4 576	4 507	3 693	3 666
Don't know	137	158	131	121	83	87
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	3 860	4 039	4 085	4 060	3 967	3 788
No	2 137	2 124	2 192	2 154	1 750	1 725
Don't know	51	65	57	49	34	34
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	4 957	5 136	5 122	5 060	4 868	4 718
No	2 369	2 318	2 384	2 353	1 943	1 941
Don't know	86	93	74	72	50	52
Entitled to paid sick leave						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	9 423	9 787	9 761	9 785	9 515	9 188
No	4 036	3 987	4 153	3 964	3 036	2 975
Don't know					60	95
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	4 155	4 330	4 344	4 363	4 260	4 091
No	1 892	1 897	1 989	1 900	1 463	1 418
Don't know					28	38
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	5 268	5 457	5 416	5 422	5 255	5 097
No	2 144	2 090	2 164	2 064	1 574	1 558
Don't know					32	57
Entitled to maternity/paternity leave						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 258**
Yes	7 538	7 983	7 958	7 930	9 699	8 491
No	5 922	5 792	5 956	5 819	2 913	3 644
Don't know						123
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	3 473	3 676	3 706	3 726	4 171	3 729
No	2 575	2 552	2 627	2 537	1 580	1 779
Don't know						39
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	4 065	4 307	4 251	4 204	5 528	4 763
No	3 347	3 240	3 329	3 281	1 333	1 865
Don't know						84

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Table 3.8b: Conditions of employment - South Africa

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
UIF contribution						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	8 119	8 278	8 369	8 389	7 989	7 753
No	5 104	5 241	5 319	5 104	4 438	4 325
Don't know	236	255	225	256	185	180
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	3 365	3 453	3 545	3 550	3 421	3 267
No	2 576	2 661	2 689	2 595	2 242	2 205
Don't know	106	114	99	119	88	75
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	4 754	4 825	4 824	4 839	4 568	4 486
No	2 528	2 580	2 631	2 509	2 195	2 120
Don't know	130	142	126	137	98	106
Medical aid benefits						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	4 009	4 130	4 095	4 056	4 016	3 768
No	9 316	9 479	9 694	9 549	8 487	8 402
Don't know	135	165	125	144	108	88
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	1 769	1 804	1 790	1 811	1 837	1 705
No	4 227	4 361	4 491	4 393	3 870	3 801
Don't know	51	63	52	59	44	41
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	2 240	2 327	2 305	2 245	2 179	2 063
No	5 089	5 119	5 203	5 156	4 617	4 602
Don't know	83	102	73	84	64	47
Income tax (PAYE/ SITE) deduction						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	7 282	7 564	7 567	7 484	7 363	6 919
No	5 930	5 928	6 069	5 913	4 971	5 067
Don't know	247	282	278	351	278	273
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	3 100	3 216	3 223	3 220	3 178	2 971
No	2 855	2 905	2 996	2 900	2 449	2 463
Don't know	93	106	114	144	124	113
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	4 182	4 348	4 343	4 264	4 184	3 948
No	3 076	3 023	3 073	3 013	2 522	2 604
Don't know	154	176	165	208	154	160
Condition of employment						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Written contract	10 758	11 071	11 159	11 042	10 571	10 245
Verbal agreement	2 701	2 704	2 755	2 707	2 040	2 013
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Written contract	4 832	5 021	5 088	5 041	4 818	4 633
Verbal agreement	1 215	1 207	1 246	1 222	933	913
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Written contract	5 926	6 050	6 071	6 001	5 753	5 612
Verbal agreement	1 486	1 497	1 509	1 484	1 107	1 100

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Table 3.8c: Conditions of employment - South Africa

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Limited duration	1 863	1 849	1 896	1 825	1 634	1 675
Permanent nature	8 295	8 482	8 458	8 451	8 194	7 680
Unspecified duration	3 301	3 443	3 561	3 473	2 784	2 903
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Limited duration	933	934	972	935	827	883
Permanent nature	3 618	3 707	3 734	3 745	3 645	3 373
Unspecified duration	1 496	1 586	1 627	1 583	1 279	1 291
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Limited duration	930	915	923	889	806	792
Permanent nature	4 677	4 775	4 724	4 706	4 549	4 308
Unspecified duration	1 806	1 857	1 933	1 890	1 505	1 612
Trade union membership (Both sexes)						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Yes	3 783	3 966	4 100	4 014	4 202	4 005
No	9 307	9 377	9 437	9 291	8 090	7 951
Don't know	370	432	378	444	319	302
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Yes	1 611	1 675	1 737	1 749	1 826	1 743
No	4 294	4 390	4 451	4 338	3 792	3 688
Don't know	142	163	146	176	133	116
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Yes	2 173	2 291	2 363	2 266	2 376	2 262
No	5 012	4 987	4 986	4 953	4 298	4 264
Don't know	227	269	232	267	187	186
How annual salary increment is negotiated						
Both sexes	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**
Individual and employer	1 098	1 095	1 103	1 257	1 158	948
Union and employer	2 956	3 058	3 118	3 061	3 243	3 056
Bargaining council	1 069	1 096	1 089	1 102	1 105	1 135
Employer only	7 548	7 637	7 642	7 384	6 443	6 382
No regular increment	728	777	886	854	627	713
Other	61	112	77	92	37	26
Women	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**
Individual and employer	475	484	473	545	496	419
Union and employer	1 197	1 254	1 263	1 272	1 319	1 262
Bargaining council	544	532	549	578	595	590
Employer only	3 456	3 554	3 592	3 440	3 022	2 902
No regular increment	351	363	425	395	304	363
Other	25	42	31	34	16	11
Men	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**
Individual and employer	623	611	630	712	662	529
Union and employer	1 759	1 804	1 855	1 789	1 924	1 794
Bargaining council	525	564	540	524	509	545
Employer only	4 092	4 083	4 049	3 944	3 420	3 480
No regular increment	377	415	461	459	323	350
Other	35	70	46	58	21	15

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Table 3.9: Time-related underemployment - South Africa

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**721**	**737**	**742**	**763**	**803**	**858**
Women	425	436	435	444	444	462
Men	295	301	307	319	359	396
As percentage of the labour force (Both sexes)	**3,3**	**3,3**	**3,3**	**3,3**	**3,8**	**3,8**
Women	4,4	4,3	4,3	4,3	4,6	4,6
Men	2,5	2,5	2,5	2,5	3,1	3,2
As percentage of total employment (Both sexes)	**4,6**	**4,6**	**4,5**	**4,7**	**5,3**	**5,8**
Women	6,2	6,1	6,0	6,2	6,7	7,3
Men	3,3	3,3	3,3	3,5	4,2	4,8
Industry	**721**	**737**	**742**	**763**	**803**	**858**
Agriculture	28	19	22	25	20	22
Mining	1	1	0	1	1	8
Manufacturing	29	32	35	35	39	32
Utilities	2	0	1		1	1
Construction	82	71	80	84	88	119
Trade	118	120	112	128	155	156
Transport	17	17	18	20	21	25
Finance	48	50	53	60	70	70
Community and social services	164	174	182	178	154	150
Private households	232	253	238	233	252	276
Other					0	
Occupation	**721**	**737**	**742**	**763**	**803**	**858**
Manager	13	13	15	17	17	25
Professional	6	12	6	9	8	12
Technician	34	30	29	33	31	31
Clerk	19	18	22	21	23	23
Sales and services	81	76	77	89	90	78
Skilled agriculture	2	3	2	2	4	1
Craft and related trade	75	74	78	85	108	92
Plant and machine operator	18	18	20	23	25	28
Elementary	303	320	332	320	318	379
Domestic worker	170	173	162	165	178	187
Other					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 3.10: Employed by industry, volume of hours worked per week and sex - South Africa

Market production activities	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours
Both sexes	**673 229**	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**
Agriculture	39 261	37 579	37 688	38 303	35 559	37 212
Mining	20 282	19 756	18 618	18 278	17 043	16 637
Manufacturing	72 125	75 529	74 719	74 601	60 819	57 930
Utilities	4 883	6 246	6 210	5 839	4 339	4 362
Construction	57 972	57 175	59 187	54 269	43 724	44 683
Trade	148 880	150 295	150 937	155 517	132 928	132 422
Transport	45 080	47 811	48 188	49 273	43 527	46 393
Finance	101 613	105 465	108 336	110 740	98 922	103 624
Community and social services	139 646	139 443	142 536	143 111	125 453	126 057
Private households	43 303	43 633	44 069	43 703	37 283	38 844
Other	184	232	396	265	430	464
Women	**273 920**	**281 965**	**284 840**	**286 863**	**244 164**	**246 209**
Agriculture	11 121	10 987	11 720	11 275	10 260	9 659
Mining	2 564	2 312	2 305	2 676	2 792	2 621
Manufacturing	23 160	24 556	24 471	24 876	20 801	19 277
Utilities	1 353	1 422	1 535	1 677	1 320	1 250
Construction	5 347	5 896	4 778	4 878	4 063	4 676
Trade	67 965	69 991	68 253	68 687	58 401	57 378
Transport	7 203	8 005	8 079	7 968	6 536	6 349
Finance	39 609	41 149	43 868	43 233	38 656	40 436
Community and social services	81 899	82 766	84 601	86 956	73 051	74 928
Private households	33 561	34 710	34 985	34 467	27 958	29 388
Other	138	171	244	170	327	245
Men	**399 309**	**401 200**	**406 042**	**407 037**	**355 862**	**362 419**
Agriculture	28 140	26 592	25 968	27 028	25 299	27 553
Mining	17 718	17 444	16 313	15 602	14 251	14 016
Manufacturing	48 965	50 973	50 248	49 725	40 018	38 653
Utilities	3 530	4 824	4 675	4 163	3 019	3 112
Construction	52 625	51 279	54 409	49 390	39 661	40 006
Trade	80 916	80 304	82 684	86 831	74 527	75 044
Transport	37 876	39 807	40 109	41 305	36 991	40 044
Finance	62 004	64 316	64 468	67 507	60 266	63 188
Community and social services	57 747	56 677	57 935	56 155	52 402	51 129
Private households	9 743	8 923	9 083	9 236	9 325	9 456
Other	46	61	151	95	103	219

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

Table 3.11: Employed by industry, average hours worked per week and sex

Market production activities	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours
Both sexes	**43**	**43**	**43**	**43**	**42**	**42**
Agriculture	45	45	45	45	45	44
Mining	47	46	45	45	45	44
Manufacturing	43	43	43	43	42	41
Utilities	42	42	42	43	43	43
Construction	41	41	41	41	41	40
Trade	47	47	47	47	45	45
Transport	50	50	50	50	49	49
Finance	45	44	44	44	43	43
Community and social services	40	40	40	40	40	39
Private households	34	34	34	34	34	33
Other	42	41	41	40	30	39
Women	**41**	**41**	**40**	**40**	**40**	**39**
Agriculture	42	42	42	42	42	42
Mining	44	43	43	44	43	43
Manufacturing	42	42	42	41	41	40
Utilities	41	41	41	41	42	43
Construction	35	34	32	33	36	33
Trade	46	46	45	45	44	44
Transport	42	43	42	43	42	41
Finance	42	42	42	42	41	41
Community and social services	39	39	39	39	39	38
Private households	34	35	35	35	34	33
Other	41	42	40	40	36	37
Men	**45**	**45**	**45**	**45**	**44**	**44**
Agriculture	47	47	47	46	46	45
Mining	47	47	45	45	45	44
Manufacturing	44	44	43	43	42	42
Utilities	42	43	43	43	43	44
Construction	42	42	42	42	41	40
Trade	49	48	48	48	46	46
Transport	52	51	51	51	51	51
Finance	47	46	46	46	45	45
Community and social services	42	42	42	41	41	41
Private households	33	30	31	31	33	31
Other	47	41	43	40	20	40

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 3.12: Employed by occupation, volume of hours worked per week and sex						
	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**673 229**	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**
Manager	60 965	62 927	63 356	65 350	56 276	57 487
Professional	33 730	35 751	35 244	36 031	36 899	38 022
Technician	58 517	57 856	56 344	57 279	48 928	50 148
Clerk	69 311	72 475	70 899	71 139	61 219	59 517
Sales and services	119 236	119 063	124 544	128 136	109 687	107 207
Skilled agriculture	3 013	3 229	2 778	2 747	3 087	2 696
Craft and related trade	81 533	82 235	83 823	80 965	65 807	64 486
Plant and machine operator	61 184	62 067	65 343	64 911	57 539	59 076
Elementary	151 472	151 966	153 811	152 147	131 216	139 477
Domestic worker	34 268	35 406	34 689	35 105	28 242	29 575
Other		190	53	89	1 127	937
Women	**273 920**	**281 965**	**284 840**	**286 863**	**244 164**	**246 209**
Manager	17 972	18 822	18 111	18 622	16 527	17 245
Professional	16 648	16 997	17 434	18 730	18 299	16 793
Technician	31 534	30 270	29 856	29 859	25 925	28 365
Clerk	49 312	51 744	51 009	50 968	43 957	44 210
Sales and services	52 737	53 614	57 012	56 841	45 407	43 229
Skilled agriculture	577	458	449	473	646	491
Craft and related trade	8 356	8 292	8 340	9 138	7 352	6 690
Plant and machine operator	6 843	6 910	7 690	7 336	6 152	5 896
Elementary	57 420	60 929	61 352	61 314	52 627	54 745
Domestic worker	32 519	33 877	33 586	33 532	26 914	28 319
Other		53		50	358	226
Men	**399 309**	**401 200**	**406 042**	**407 037**	**355 862**	**362 419**
Manager	42 993	44 105	45 245	46 728	39 748	40 242
Professional	17 081	18 754	17 810	17 301	18 600	21 230
Technician	26 983	27 586	26 487	27 420	23 003	21 783
Clerk	19 999	20 731	19 890	20 171	17 262	15 307
Sales and services	66 499	65 449	67 532	71 296	64 280	63 977
Skilled agriculture	2 436	2 771	2 329	2 274	2 441	2 205
Craft and related trade	73 176	73 943	75 482	71 827	58 456	57 796
Plant and machine operator	54 341	55 158	57 652	57 575	51 387	53 180
Elementary	94 053	91 037	92 460	90 833	78 589	84 733
Domestic worker	1 749	1 528	1 102	1 573	1 328	1 256
Other		137	53	39	769	710

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 3.13: Employed by occupation, average hours worked per week and sex						
	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**43**	**43**	**43**	**42**	**42**
Manager	45	45	45	45	44	42
Professional	40	40	41	40	40	40
Technician	41	41	41	41	40	40
Clerk	43	42	42	42	41	41
Sales and services	49	48	48	48	46	47
Skilled agriculture	46	47	46	46	44	42
Craft and related trade	43	43	42	42	42	41
Plant and machine operator	48	48	48	48	48	48
Elementary	42	41	41	41	41	40
Domestic worker	34	35	35	35	34	33
Other		42	41	41	38	41
Women	**41**	**41**	**40**	**40**	**40**	**39**
Manager	42	42	42	42	41	40
Professional	39	39	40	39	39	39
Technician	40	41	40	40	40	39
Clerk	42	42	42	42	41	41
Sales and services	45	45	44	44	43	43
Skilled agriculture	41	37	36	38	39	40
Craft and related trade	41	41	41	41	41	40
Plant and machine operator	43	43	44	43	42	42
Elementary	40	39	39	39	40	39
Domestic worker	34	35	35	35	34	33
Other		43		40	40	37
Men	**45**	**45**	**45**	**45**	**44**	**44**
Manager	47	46	46	46	45	43
Professional	42	41	42	41	40	40
Technician	42	42	41	42	41	41
Clerk	43	43	43	43	43	42
Sales and services	52	51	51	51	49	50
Skilled agriculture	47	49	48	48	46	42
Craft and related trade	43	43	42	43	42	42
Plant and machine operator	49	49	49	48	48	48
Elementary	43	43	43	42	42	41
Domestic worker	36	34	32	33	35	31
Other		42	41	43	37	43

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 3.14: Employed by sector, volume of hours worked per week and sex

Market production activities	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours
Both Sexes	**673 229**	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**
Formal sector (Non-agricultural)	475 276	481 047	480 773	481 247	423 263	418 427
Informal sector (Non-agricultural)	115 388	120 904	128 353	130 646	103 921	114 144
Agriculture	39 261	37 579	37 688	38 303	35 559	37 212
Private households	43 303	43 633	44 069	43 703	37 283	38 844
Women	**273 920**	**281 965**	**284 840**	**286 863**	**244 164**	**246 209**
Formal sector (Non-agricultural)	189 389	192 942	193 733	195 305	171 632	170 104
Informal sector (Non-agricultural)	39 850	43 326	44 402	45 816	34 315	37 058
Agriculture	11 121	10 987	11 720	11 275	10 260	9 659
Private households	33 561	34 710	34 985	34 467	27 958	29 388
Men	**399 309**	**401 200**	**406 042**	**407 037**	**355 862**	**362 419**
Formal sector (Non-agricultural)	285 888	288 105	287 041	285 942	251 631	248 323
Informal sector (Non-agricultural)	75 539	77 579	83 951	84 831	69 606	77 086
Agriculture	28 140	26 592	25 968	27 028	25 299	27 553
Private households	9 743	8 923	9 083	9 236	9 325	9 456

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 3.15: Employed by sector, average hours worked per week and sex

Market production activities	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours
Both Sexes	**43**	**43**	**43**	**43**	**42**	**42**
Formal sector (Non-agricultural)	44	45	43	43	43	42
Informal sector (Non-agricultural)	45	45	45	45	43	44
Agriculture	45	34	45	45	45	44
Private households	34	43	34	34	34	33
Women	**41**	**41**	**40**	**40**	**40**	**39**
Formal sector (Non-agricultural)	42	43	41	41	41	40
Informal sector (Non-agricultural)	42	42	42	41	40	41
Agriculture	42	35	42	42	42	42
Private households	34	41	35	35	34	33
Men	**45**	**45**	**45**	**45**	**44**	**44**
Formal sector (Non-agricultural)	45	47	45	45	44	44
Informal sector (Non-agricultural)	47	47	46	46	45	46
Agriculture	47	30	47	46	46	45
Private households	33	45	31	31	33	31

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 3.16: Employment by sex and province

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 780**	**16 169**	**16 394**	**16 350**	**15 253**	**14 691**
Western Cape	2 331	2 425	2 506	2 507	2 334	2 263
Eastern Cape	1 402	1 417	1 391	1 370	1 263	1 250
Northern Cape	305	305	321	320	302	277
Free State	781	793	796	798	724	718
KwaZulu Natal	2 508	2 547	2 630	2 643	2 487	2 393
North West	924	984	980	960	933	905
Gauteng	5 004	5 075	5 091	5 097	4 743	4 562
Mpumalanga	1 165	1 219	1 221	1 233	1 180	1 114
Limpopo	1 360	1 404	1 458	1 423	1 287	1 209
Women	**6 874**	**7 114**	**7 207**	**7 197**	**6 685**	**6 374**
Western Cape	1 027	1 065	1 113	1 118	1 070	1 010
Eastern Cape	672	689	699	675	611	565
Northern Cape	128	133	142	137	112	120
Free State	327	324	348	355	340	313
KwaZulu Natal	1 170	1 223	1 246	1 258	1 135	1 088
North West	357	388	381	384	373	361
Gauteng	2 122	2 183	2 152	2 151	1 980	1 945
Mpumalanga	494	511	514	509	510	475
Limpopo	578	598	613	609	552	497
Men	**8 906**	**9 055**	**9 186**	**9 153**	**8 569**	**8 316**
Western Cape	1 304	1 360	1 393	1 389	1 264	1 253
Eastern Cape	729	728	692	695	652	685
Northern Cape	177	172	179	183	190	157
Free State	455	468	447	443	384	405
KwaZulu Natal	1 338	1 324	1 383	1 385	1 352	1 304
North West	567	596	600	576	559	544
Gauteng	2 882	2 893	2 939	2 945	2 763	2 617
Mpumalanga	672	707	707	723	670	639
Limpopo	783	806	845	814	735	712

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: Characteristics of the unemployed - South Africa

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Unemployed	**5 454**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
Job losers	1 822	1 975	1 917	2 023	1 888	2 231
Job leavers	328	346	298	307	379	313
New entrants	732	2 355	2 435	2 554	2 469	3 153
Re-entrants	2 272	301	264	316	331	333
Other	300	1 143	1 189	1 379	1 215	1 628
Unemployed	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
Long-term unemployment (1 year and more)	3 832	4 111	4 229	4 685	4 421	5 944
Short-term unemployment (less than 1 year)	1 921	2 009	1 874	1 894	1 862	1 715
Long-term unemployment(%)						
Proportion of the labour force	17,8	18,4	18,8	20,4	20,7	26,6
Proportion of the unemployed	66,6	67,2	69,3	71,2	70,4	77,6
Those who have worked in the past 5 years						
Previous occupation	**2 450**	**2 622**	**2 479**	**2 646**	**2 599**	**2 877**
Manager	53	64	63	57	79	73
Professional	47	55	47	49	55	58
Technician	136	149	126	143	149	160
Clerk	278	286	269	292	294	341
Sales and services	385	410	429	450	443	520
Skilled agriculture	7	6	6	8	6	5
Craft and related trade	406	445	414	446	414	424
Plant and machine operator	202	187	185	203	229	228
Elementary	756	829	765	826	765	852
Domestic worker	180	191	173	172	160	196
Other		1	2	0	5	20
Previous industry	**2 450**	**2 622**	**2 479**	**2 646**	**2 599**	**2 877**
Agriculture	136	148	135	142	125	148
Mining	59	50	49	43	39	44
Manufacturing	292	284	252	295	276	289
Utilities	12	16	18	17	16	19
Construction	407	440	426	445	423	449
Trade	536	576	572	589	560	548
Transport	119	132	115	134	157	176
Finance	326	356	354	375	391	446
Community and social services	325	365	331	371	379	461
Private households	238	254	226	233	229	296
Other	0	0	1	0	5	2

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 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**3 832**	**4 111**	**4 229**	**4 685**	**4 421**	**5 944**
Western cape	367	383	363	409	375	557
Eastern Cape	348	502	540	570	694	836
Northern Cape	60	70	77	73	65	55
Free State	265	277	294	305	245	321
KwaZulu-Natal	506	553	563	652	584	798
North West	227	223	225	285	288	356
Gauteng	1 562	1 583	1 603	1 732	1 633	2 172
Mpumalanga	319	327	390	441	300	472
Limpopo	177	192	176	217	237	377
Long-term unemployment (%)	**66,6**	**67,2**	**69,3**	**71,2**	**70,4**	**77,6**
Western cape	58,2	59,8	57,9	63,0	62,9	70,1
Eastern Cape	62,4	67,8	70,8	70,1	73,3	79,0
Northern Cape	47,9	55,1	62,5	58,9	62,1	59,0
Free State	66,5	69,2	71,3	71,9	67,3	77,0
KwaZulu-Natal	66,4	66,5	70,8	71,9	68,5	74,0
North West	63,0	64,7	63,2	70,4	73,7	75,5
Gauteng	75,2	74,2	76,1	77,5	75,8	85,2
Mpumalanga	63,9	60,2	66,2	68,2	66,4	73,7
Limpopo	52,1	53,8	52,4	57,9	56,3	67,7
Short-term unemployment	**1 921**	**2 009**	**1 874**	**1 894**	**1 862**	**1 715**
Western cape	264	258	264	241	222	238
Eastern Cape	210	238	222	243	253	222
Northern Cape	66	57	46	51	40	38
Free State	133	123	118	119	119	96
KwaZulu-Natal	256	278	232	254	268	280
North West	134	122	131	120	103	115
Gauteng	515	551	502	502	522	377
Mpumalanga	180	217	199	206	151	169
Limpopo	163	165	159	158	184	180
Short-term unemployment (%)	**33,4**	**32,8**	**30,7**	**28,8**	**29,6**	**22,4**
Western cape	41,8	40,2	42,1	37,0	37,1	29,9
Eastern Cape	37,6	32,2	29,2	29,9	26,7	21,0
Northern Cape	52,1	44,9	37,5	41,1	37,9	41,0
Free State	33,5	30,8	28,7	28,1	32,7	23,0
KwaZulu-Natal	33,6	33,5	29,2	28,1	31,5	26,0
North West	37,0	35,3	36,8	29,6	26,3	24,5
Gauteng	24,8	25,8	23,9	22,5	24,2	14,8
Mpumalanga	36,1	39,8	33,8	31,8	33,6	26,3
Limpopo	47,9	46,2	47,6	42,1	43,7	32,3

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

Table 4.3: The duration of unemployment

	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
Less than 3 moths	719	785	732	747	572	646
3 months less than 6 months	463	453	406	422	478	374
6 months less than 1 year	739	771	728	718	773	**688**
1 year less than 3 years	1 278	1 345	1 423	1 452	1 351	1 932
3 years and over	2 554	2 766	2 814	3 241	3 109	**4 019**
Women	**2 827**	**2 990**	**2 986**	**3 192**	**2 999**	**3 678**
Less than 3 moths	290	317	289	278	215	245
3 months less than 6 months	198	205	174	185	201	155
6 months less than 1 year	334	364	333	324	334	315
1 year less than 3 years	658	694	725	731	690	970
3 years and over	1 347	1 409	1 464	1 674	1 559	1 993
Men	**2 926**	**3 130**	**3 117**	**3 387**	**3 283**	**3 980**
Less than 3 moths	429	467	443	468	356	401
3 months less than 6 months	265	248	232	237	276	219
6 months less than 1 year	405	407	395	394	439	372
1 year less than 3 years	620	651	697	721	661	962
3 years and over	1 207	1 357	1 350	1 567	1 551	2 026

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 5: Characteristics of the not economically active - South Africa

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Not economically active	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**
Student	6 234	6 189	6 223	6 239	6 551	6 592
Home-maker	2 705	2 605	2 550	2 574	2 546	2 719
Illness/disability	1 643	1 588	1 552	1 536	1 490	1 537
Too old/young to work	1 373	1 390	1 440	1 522	1 550	1 673
Discouraged work seekers	2 386	2 403	2 806	2 848	2 754	3 529
Other	796	830	839	858	2 859	1 274
Inactivity rate by age (Both sexes)	**41,3**	**40,2**	**40,7**	**40,5**	**45,4**	**43,7**
15-24 yrs	73,6	73,1	74,6	74,3	79,1	78,0
25-54 yrs	24,2	23,3	23,6	23,6	29,3	27,2
55-64 yrs	56,6	54,6	54,8	55,5	58,1	59,4
Inactivity rate by age (Women)	**47,7**	**46,4**	**46,8**	**46,6**	**51,3**	**49,8**
15-24 yrs	76,4	75,6	77,4	76,8	80,9	79,6
25-54 yrs	32,0	30,7	30,8	30,8	36,5	34,6
55-64 yrs	64,7	62,9	62,4	63,1	65,5	66,5
Inactivity rate by age (Men)	**34,6**	**33,9**	**34,4**	**34,2**	**39,4**	**37,5**
15-24 yrs	70,7	70,6	71,8	71,9	77,3	76,5
25-54 yrs	16,4	15,9	16,5	16,5	22,2	19,7
55-64 yrs	46,8	44,5	45,4	46,0	48,9	50,6

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: Socio-demographic characteristics - South Africa

	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Age group of the employed	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
15-24 yrs	1 271	1 292	1 222	1 135	871	783
25-34 yrs	4 903	4 884	4 903	4 823	4 356	4 115
35-44 yrs	4 899	5 041	5 137	5 124	4 757	4 718
45-54 yrs	3 284	3 421	3 560	3 681	3 564	3 597
55-64 yrs	1 423	1 531	1 571	1 587	1 513	1 479
Age group of the unemployed	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
15-24 yrs	1 453	1 480	1 399	1 505	1 272	1 467
25-34 yrs	2 272	2 411	2 461	2 642	2 526	3 087
35-44 yrs	1 313	1 421	1 409	1 509	1 533	1 915
45-54 yrs	572	648	667	748	763	980
55-64 yrs	141	161	167	175	189	210
Age group of the not economically active	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**
15-24 yrs	7 586	7 543	7 688	7 649	8 120	7 989
25-34 yrs	2 470	2 503	2 581	2 623	3 342	3 150
35-44 yrs	1 585	1 501	1 571	1 642	2 150	1 982
45-54 yrs	1 454	1 423	1 463	1 467	1 777	1 734
55-64 yrs	2 041	2 035	2 107	2 196	2 361	2 468
Highest level of education of the employed	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**
No schooling	335	339	297	290	186	191
Less than primary completed	1 126	1 070	992	948	770	698
Primary completed	661	591	618	621	505	453
Secondary not completed	5 323	5 385	5 547	5 352	4 874	4 807
Secondary completed	5 037	5 201	5 305	5 405	5 209	5 134
Tertiary	3 130	3 402	3 455	3 541	3 386	3 300
Other	168	180	180	193	132	108
Highest level of education of the unemployed	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**
No schooling	78	73	69	71	52	52
Less than primary completed	355	355	340	349	292	305
Primary completed	223	252	222	256	227	247
Secondary not completed	2 725	2 868	2 825	3 035	2 791	3 374
Secondary completed	1 887	2 016	2 112	2 250	2 295	2 913
Tertiary	445	514	496	582	588	734
Other	39	42	40	36	38	33
Highest level of education of the not economically active	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**
No schooling	675	636	605	583	460	480
Less than primary completed	1 625	1 494	1 488	1 421	1 376	1 255
Primary completed	984	961	929	947	1 001	906
Secondary not completed	8 148	8 050	8 206	8 221	9 186	9 306
Secondary completed	2 987	3 130	3 428	3 587	4 652	4 509
Tertiary	558	579	601	663	895	720
Other	159	154	155	156	180	148

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

	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand
Both sexes	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**
Women	8 265	8 546	8 606	8 813	9 068	9 829	10 348
Men	5 837	6 107	6 285	6 451	6 834	7 649	8 084
Age group	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**
15-24 yrs	3 139	3 219	3 213	3 254	3 340	3 325	3 373
25-34 yrs	4 203	4 384	4 551	4 683	4 887	5 445	5 819
35-44 yrs	2 705	2 856	2 873	2 933	3 101	3 629	3 859
45-54 yrs	1 969	2 014	2 058	2 123	2 204	2 530	2 704
55-64 yrs	2 086	2 180	2 195	2 271	2 369	2 549	2 677
Population groups	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**
Black/African	11 754	12 293	12 511	12 847	13 442	14 803	15 659
Coloured	1 273	1 310	1 350	1 324	1 373	1 535	1 651
Indian/Asian	353	343	334	350	365	389	432
White	723	708	695	743	721	751	690
South Africa	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**
Western Cape	1 423	1 479	1 486	1 474	1 562	1 750	1 865
Eastern Cape	1 854	1 871	1 960	2 054	2 077	2 194	2 258
Northern Cape	353	359	377	372	370	402	436
Free State	762	782	769	762	796	846	871
KwaZulu Natal	2 811	2 959	3 029	3 083	3 206	3 511	3 641
North West	1 092	1 157	1 131	1 164	1 233	1 280	1 376
Gauteng	3 312	3 484	3 552	3 710	3 831	4 409	4 670
Mpumalanga	1 081	1 137	1 145	1 180	1 231	1 301	1 387
Limpopo	1 415	1 424	1 443	1 465	1 594	1 785	1 929

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

Appendix 3: Panel data tables

Table A.1: Quarterly transition rates between different labour market states						
		t+1 status				
		Employed	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
t status: Employed		**Per cent**				
t quarter	**t+1 quarter**					
Q2 2016	**Q3 2016**	93,4	3,7	0,9	2,0	100,0
Q3 2016	**Q4 2016**	93,3	3,6	1,0	2,1	100,0
Q4 2016	**Q1 2017**	92,5	4,2	1,2	2,1	100,0
Q1 2017	**Q2 2017**	92,4	4,1	1,2	2,3	100,0
Q2 2017	**Q3 2017**	93,1	3,6	1,2	2,1	100,0
Q3 2017	**Q4 2017**	93,1	3,5	1,3	2,0	100,0
Q4 2017	**Q1 2018**	92,6	4,0	1,5	1,9	100,0
Q1 2018	**Q2 2018**	93,7	3,1	1,1	2,1	100,0
Q2 2018	**Q3 2018**	93,5	3,6	1,1	1,8	100,0
Q3 2018	**Q4 2018**	94,0	3,1	1,3	1,7	100,0
Q4 2018	**Q1 2019**	93,3	3,4	1,4	1,9	100,0
Q1 2019	**Q2 2019**	93,5	3,6	1,1	1,9	100,0
Q2 2019	**Q3 2019**	93,3	4,0	1,1	1,5	100,0
Q3 2019	**Q4 2019**	94,0	3,1	1,3	1,6	100,0
Q4 2019	**Q1 2020**	93,3	3,7	1,2	1,8	100,0
Q1 2020	**Q2 2020**	79,6	5,6	1,9	12,9	100,0
Q2 2020	**Q3 2020**	90,3	4,6	1,1	4,1	100,0
Q3 2020	**Q4 2020**	93,0	3,8	1,1	2,0	100,0
Q4 2020	**Q1 2021**	92,1	4,1	1,1	2,6	100,0
Q1 2021	**Q2 2021**	92,5	4,2	1,3	2,0	100,0
Q2 2021	**Q3 2021**	91,9	4,2	1,3	2,6	100,0
Q3 2021	**Q4 2021**	93,5	3,5	1,0	2,0	100,0
		t+1 status				
		Employed	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
t status: Unemployed		**Per cent**				
t quarter	**t+1 quarter**					
Q2 2016	**Q3 2016**	12,3	70,0	7,1	10,6	100,0
Q3 2016	**Q4 2016**	12,7	69,6	7,1	10,5	100,0
Q4 2016	**Q1 2017**	12,4	69,9	6,7	11,0	100,0
Q1 2017	**Q2 2017**	10,4	71,4	6,4	11,8	100,0
Q2 2017	**Q3 2017**	11,6	72,3	6,8	9,2	100,0
Q3 2017	**Q4 2017**	11,6	68,4	7,4	12,6	100,0
Q4 2017	**Q1 2018**	11,6	69,1	8,4	10,8	100,0
Q1 2018	**Q2 2018**	9,5	72,5	7,7	10,3	100,0
Q2 2018	**Q3 2018**	11,0	71,1	7,7	10,2	100,0
Q3 2018	**Q4 2018**	10,6	71,8	7,9	9,7	100,0
Q4 2018	**Q1 2019**	9,9	70,8	8,0	11,2	100,0
Q1 2019	**Q2 2019**	10,3	72,2	7,4	10,1	100,0
Q2 2019	**Q3 2019**	10,1	72,3	7,6	10,0	100,0
Q3 2019	**Q4 2019**	9,7	74,2	6,6	9,5	100,0
Q4 2019	**Q1 2020**	8,5	74,9	6,5	10,2	100,0
Q1 2020	**Q2 2020**	9,9	34,0	10,4	45,7	100,0
Q2 2020	**Q3 2020**	14,3	64,3	6,3	15,1	100,0
Q3 2020	**Q4 2020**	11,9	70,6	5,5	11,9	100,0
Q4 2020	**Q1 2021**	9,3	71,7	7,4	11,6	100,0
Q1 2021	**Q2 2021**	11,5	70,9	7,9	9,7	100,0
Q2 2021	**Q3 2021**	6,9	70,9	10,5	11,7	100,0
Q3 2021	**Q4 2021**	8,7	73,8	8,6	8,9	100,0

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

		t+1 status				
t status: Discouragement		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	7,7	21,1	51,7	19,5	100,0
Q3 2016	Q4 2016	8,3	15,6	53,9	22,3	100,0
Q4 2016	Q1 2017	9,4	18,4	52,3	19,9	100,0
Q1 2017	Q2 2017	9,0	17,5	52,1	21,5	100,0
Q2 2017	Q3 2017	8,8	14,4	58,0	18,8	100,0
Q3 2017	Q4 2017	7,8	15,8	56,1	20,3	100,0
Q4 2017	Q1 2018	9,1	14,4	59,8	16,8	100,0
Q1 2018	Q2 2018	7,3	15,6	59,4	17,8	100,0
Q2 2018	Q3 2018	8,0	16,8	58,1	17,2	100,0
Q3 2018	Q4 2018	7,8	15,9	60,0	16,3	100,0
Q4 2018	Q1 2019	7,0	14,8	59,1	19,2	100,0
Q1 2019	Q2 2019	9,0	18,7	55,6	16,7	100,0
Q2 2019	Q3 2019	8,4	15,6	60,0	15,9	100,0
Q3 2019	Q4 2019	6,7	15,7	60,4	17,2	100,0
Q4 2019	Q1 2020	7,0	15,2	62,0	15,8	100,0
Q1 2020	Q2 2020	7,3	13,5	33,8	45,5	100,0
Q2 2020	Q3 2020	9,2	24,3	45,1	21,4	100,0
Q3 2020	Q4 2020	5,9	19,9	59,6	14,6	100,0
Q4 2020	Q1 2021	5,7	13,9	62,1	18,3	100,0
Q1 2021	Q2 2021	7,6	17,0	61,7	13,7	100,0
Q2 2021	Q3 2021	4,8	15,1	65,2	14,9	100,0
Q3 2021	Q4 2021	5,8	18,7	63,0	12,4	100,0
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
Q2 2016	Q3 2016	2,5	5,0	4,2	88,3	100,0
Q3 2016	Q4 2016	2,6	5,1	3,7	88,6	100,0
Q4 2016	Q1 2017	2,6	6,9	4,0	86,5	100,0
Q1 2017	Q2 2017	2,1	5,6	3,8	88,6	100,0
Q2 2017	Q3 2017	2,5	4,9	3,7	88,9	100,0
Q3 2017	Q4 2017	2,5	4,7	3,2	89,6	100,0
Q4 2017	Q1 2018	2,4	6,2	4,9	86,5	100,0
Q1 2018	Q2 2018	1,8	5,1	4,1	89,0	100,0
Q2 2018	Q3 2018	2,4	4,9	4,1	88,6	100,0
Q3 2018	Q4 2018	2,4	4,8	3,7	89,1	100,0
Q4 2018	Q1 2019	2,1	5,5	4,4	87,9	100,0
Q1 2019	Q2 2019	2,4	5,8	3,7	88,1	100,0
Q2 2019	Q3 2019	2,3	4,8	4,1	88,7	100,0
Q3 2019	Q4 2019	1,8	4,9	3,4	89,8	100,0
Q4 2019	Q1 2020	1,9	5,8	4,0	88,3	100,0
Q1 2020	Q2 2020	2,5	3,4	3,0	91,1	100,0
Q2 2020	Q3 2020	6,3	12,6	6,1	74,9	100,0
Q3 2020	Q4 2020	3,4	8,7	4,6	83,3	100,0
Q4 2020	Q1 2021	1,7	6,0	3,5	88,7	100,0
Q1 2021	Q2 2021	2,4	7,7	3,8	86,0	100,0
Q2 2021	Q3 2021	1,6	5,3	3,8	89,3	100,0
Q3 2021	Q4 2021	2,3	5,8	4,1	87,8	100,0

Table A2: Quarterly transition rates between different sectors

		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Formal		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	95,6	3,7	0,4	0,2	100,0
Q3 2016	Q4 2016	95,8	3,5	0,5	0,2	100,0
Q4 2016	Q1 2017	96,1	3,2	0,5	0,1	100,0
Q1 2017	Q2 2017	96,0	3,4	0,4	0,3	100,0
Q2 2017	Q3 2017	96,0	3,4	0,4	0,2	100,0
Q3 2017	Q4 2017	95,7	3,4	0,5	0,4	100,0
Q4 2017	Q1 2018	95,8	3,7	0,3	0,2	100,0
Q1 2018	Q2 2018	96,0	3,5	0,3	0,3	100,0
Q2 2018	Q3 2018	95,8	3,8	0,3	0,2	100,0
Q3 2018	Q4 2018	95,7	3,8	0,3	0,3	100,0
Q4 2018	Q1 2019	96,1	3,5	0,2	0,2	100,0
Q1 2019	Q2 2019	95,7	4,0	0,2	0,1	100,0
Q2 2019	Q3 2019	95,9	3,7	0,3	0,2	100,0
Q3 2019	Q4 2019	95,5	3,8	0,3	0,3	100,0
Q4 2019	Q1 2020	96,3	3,2	0,3	0,2	100,0
Q1 2020	Q2 2020	95,5	3,7	0,5	0,3	100,0
Q2 2020	Q3 2020	95,3	3,7	0,7	0,4	100,0
Q3 2020	Q4 2020	96,8	2,6	0,4	0,1	100,0
Q4 2020	Q1 2021	96,3	3,2	0,3	0,2	100,0
Q1 2021	Q2 2021	96,2	3,3	0,3	0,1	100,0
Q2 2021	Q3 2021	94,9	4,4	0,6	0,2	100,0
Q3 2021	Q4 2021	96,3	3,2	0,5	0,1	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Informal		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	16,1	83,0	0,3	0,6	100,0
Q3 2016	Q4 2016	16,0	82,3	0,6	1,1	100,0
Q4 2016	Q1 2017	16,4	81,5	0,8	1,3	100,0
Q1 2017	Q2 2017	15,6	82,8	0,6	1,0	100,0
Q2 2017	Q3 2017	16,9	81,5	0,4	1,2	100,0
Q3 2017	Q4 2017	15,8	82,2	0,8	1,2	100,0
Q4 2017	Q1 2018	15,4	83,3	0,5	0,8	100,0
Q1 2018	Q2 2018	15,1	83,4	0,5	0,9	100,0
Q2 2018	Q3 2018	16,8	81,9	0,5	0,8	100,0
Q3 2018	Q4 2018	16,7	82,2	0,2	1,0	100,0
Q4 2018	Q1 2019	14,1	83,9	0,6	1,4	100,0
Q1 2019	Q2 2019	14,5	84,4	0,4	0,8	100,0
Q2 2019	Q3 2019	16,8	82,0	0,3	0,9	100,0
Q3 2019	Q4 2019	16,3	81,8	0,7	1,2	100,0
Q4 2019	Q1 2020	14,8	83,1	0,7	1,5	100,0
Q1 2020	Q2 2020	21,2	76,0	1,0	1,7	100,0
Q2 2020	Q3 2020	17,3	80,1	0,7	2,0	100,0
Q3 2020	Q4 2020	14,9	82,7	0,6	1,8	100,0
Q4 2020	Q1 2021	14,8	83,1	0,7	1,5	100,0
Q1 2021	Q2 2021	13,1	85,1	0,7	1,1	100,0
Q2 2021	Q3 2021	13,6	84,6	0,7	1,1	100,0
Q3 2021	Q4 2021	14,1	84,9	0,2	0,8	100,0

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

t status: Agriculture		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	5,7	0,8	92,4	1,2	100,0
Q3 2016	Q4 2016	5,8	1,5	91,6	1,1	100,0
Q4 2016	Q1 2017	6,6	1,0	91,0	1,3	100,0
Q1 2017	Q2 2017	5,8	1,5	91,5	1,2	100,0
Q2 2017	Q3 2017	4,5	2,9	91,4	1,2	100,0
Q3 2017	Q4 2017	6,6	1,3	90,7	1,4	100,0
Q4 2017	Q1 2018	4,4	0,5	94,0	1,2	100,0
Q1 2018	Q2 2018	3,8	0,4	94,7	1,1	100,0
Q2 2018	Q3 2018	4,2	0,9	94,2	0,8	100,0
Q3 2018	Q4 2018	3,8	1,2	92,2	2,8	100,0
Q4 2019	Q1 2020	5,2	2,4	90,5	1,9	100,0
Q1 2020	Q2 2020	9,3	1,9	83,9	4,9	100,0
Q2 2020	Q3 2020	7,7	1,2	88,5	2,6	100,0
Q3 2020	Q4 2020	8,9	2,0	88,0	1,1	100,0
Q4 2020	Q1 2021	5,2	2,4	90,5	1,9	100,0
Q1 2021	Q2 2021	8,5	3,1	86,0	2,4	100,0
Q2 2021	Q3 2021	5,2	1,1	92,1	1,6	100,0
Q3 2021	Q4 2021	5,9	1,7	91,1	1,2	100,0

t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	3,7	2,5	0,5	93,3	100,0
Q3 2016	Q4 2016	2,1	1,8	1,7	94,5	100,0
Q4 2016	Q1 2017	1,9	2,5	0,8	94,8	100,0
Q1 2017	Q2 2017	2,1	2,8	0,9	94,1	100,0
Q2 2017	Q3 2017	2,1	2,7	1,1	94,1	100,0
Q3 2017	Q4 2017	3,4	1,9	0,9	93,8	100,0
Q4 2017	Q1 2018	2,0	2,0	0,2	95,8	100,0
Q1 2018	Q2 2018	1,6	1,4	1,8	95,3	100,0
Q2 2018	Q3 2018	2,5	2,3	0,8	94,3	100,0
Q3 2018	Q4 2018	2,0	1,1	0,9	96,0	100,0
Q4 2018	Q1 2019	2,2	2,5	0,8	94,5	100,0
Q1 2019	Q2 2019	1,6	2,5	1,1	94,9	100,0
Q2 2019	Q3 2019	1,3	1,8	1,3	95,5	100,0
Q3 2019	Q4 2019	1,6	2,0	0,8	95,5	100,0
Q4 2019	Q1 2020	2,4	2,0	1,1	94,6	100,0
Q1 2020	Q2 2020	5,3	4,4	1,6	88,6	100,0
Q2 2020	Q3 2020	3,4	5,1	4,3	87,3	100,0
Q3 2020	Q4 2020	2,4	3,8	0,8	93,0	100,0
Q4 2020	Q1 2021	2,4	2,0	1,1	94,6	100,0
Q1 2021	Q2 2021	1,6	3,0	0,9	94,5	100,0
Q2 2021	Q3 2021	2,5	2,3	1,6	93,6	100,0
Q3 2021	Q4 2021	0,6	0,8	0,8	97,8	100,0

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

		t+1 status				
t status: Employed: Primary and less		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2016	**Q3 2016**	89,1	5,5	1,6	3,8	100,0
Q3 2016	**Q4 2016**	90,4	4,0	1,9	3,7	100,0
Q4 2016	**Q1 2017**	87,9	6,0	2,4	3,8	100,0
Q1 2017	**Q2 2017**	88,7	5,3	2,1	3,9	100,0
Q2 2017	**Q3 2017**	89,3	4,2	2,9	3,6	100,0
Q3 2017	**Q4 2017**	90,0	3,8	2,6	3,6	100,0
Q4 2017	**Q1 2018**	88,9	4,7	2,7	3,7	100,0
Q1 2018	**Q2 2018**	89,7	3,6	2,2	4,5	100,0
Q2 2018	**Q3 2018**	90,2	4,0	2,1	3,7	100,0
Q3 2018	**Q4 2018**	91,4	2,9	2,1	3,6	100,0
Q4 2018	**Q1 2019**	90,2	4,8	2,6	2,4	100,0
Q1 2019	**Q2 2019**	91,2	3,5	2,0	3,3	100,0
Q2 2019	**Q3 2019**	91,1	4,7	1,9	2,3	100,0
Q3 2019	**Q4 2019**	89,5	4,8	2,3	3,5	100,0
Q4 2019	**Q1 2020**	89,9	5,0	1,7	3,4	100,0
Q1 2020	**Q2 2020**	73,7	6,4	2,5	17,5	100,0
Q2 2020	**Q3 2020**	85,4	4,6	2,3	7,8	100,0
Q3 2020	**Q4 2020**	90,7	3,9	1,7	3,7	100,0
Q4 2020	**Q1 2021**	85,8	7,0	2,4	4,8	100,0
Q1 2021	**Q2 2021**	91,0	4,3	1,8	2,9	100,0
Q2 2021	**Q3 2021**	89,6	4,7	1,7	4,1	100,0
Q3 2021	**Q4 2021**	93,2	3,1	0,9	2,8	100,0
		t+1 status				
t status: Unemployed: Primary and less		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2016	**Q3 2016**	16,5	60,0	8,7	14,9	100,0
Q3 2016	**Q4 2016**	17,4	61,7	7,6	13,3	100,0
Q4 2016	**Q1 2017**	16,1	62,9	8,7	12,3	100
Q1 2017	**Q2 2017**	12,7	65,2	7,7	14,3	100,0
Q2 2017	**Q3 2017**	17,6	61,5	9,0	11,9	100,0
Q3 2017	**Q4 2017**	13,3	61,1	6,1	19,5	100,0
Q4 2017	**Q1 2018**	15,6	61,9	9,1	13,4	100,0
Q1 2018	**Q2 2018**	11,8	69,3	8,3	10,7	100,0
Q2 2018	**Q3 2018**	13,1	60,9	10,3	15,7	100,0
Q3 2018	**Q4 2018**	14,1	67,7	6,8	11,4	100,0
Q4 2018	**Q1 2019**	11,6	62,8	10,9	14,7	100,0
Q1 2019	**Q2 2019**	13,5	68,8	6,9	10,8	100,0
Q2 2019	**Q3 2019**	10,6	65,3	9,4	14,7	100,0
Q3 2019	**Q4 2019**	12,0	68,5	7,3	12,2	100,0
Q4 2019	**Q1 2020**	9,0	69,7	7,5	13,9	100,0
Q1 2020	**Q2 2020**	10,6	33,4	12,4	43,7	100,0
Q2 2020	**Q3 2020**	17,4	60,9	6,8	14,9	100,0
Q3 2020	**Q4 2020**	16,4	62,9	5,1	15,5	100,0
Q4 2020	**Q1 2021**	11,6	68,1	6,4	14,0	100,0
Q1 2021	**Q2 2021**	19,5	58,2	8,7	13,6	100,0
Q2 2021	**Q3 2021**	6,6	66,7	13,0	13,7	100,0
Q3 2021	**Q4 2021**	5,0	71,8	10,5	12,7	100,0

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

t status: Discouragement: Primary and less		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	10,3	12,3	52,9	24,5	100,0
Q3 2016	Q4 2016	8,2	12,5	53,7	25,7	100,0
Q4 2016	Q1 2017	12,1	12,4	50,4	25,0	100,0
Q1 2017	Q2 2017	11,7	15,0	49,4	23,9	100,0
Q2 2017	Q3 2017	11,0	11,5	56,0	21,5	100,0
Q3 2017	Q4 2017	8,9	12,2	56,0	22,9	100,0
Q4 2017	Q1 2018	10,5	12,3	58,5	18,7	100,0
Q1 2018	Q2 2018	7,4	10,8	59,9	21,9	100,0
Q2 2018	Q3 2018	8,8	12,1	55,6	23,5	100,0
Q3 2018	Q4 2018	9,2	12,1	55,7	23,1	100,0
Q4 2018	Q1 2019	9,2	10,8	56,4	23,6	100,0
Q1 2019	Q2 2019	11,1	13,3	53,4	22,3	100,0
Q2 2019	Q3 2019	7,9	11,3	63,0	17,9	100,0
Q3 2019	Q4 2019	5,7	12,3	60,4	21,5	100,0
Q4 2019	Q1 2020	7,7	11,5	58,6	22,3	100,0
Q1 2020	Q2 2020	8,2	11,6	33,8	46,3	100,0
Q2 2020	Q3 2020	14,7	16,0	45,2	24,1	100,0
Q3 2020	Q4 2020	6,4	13,8	55,5	24,4	100,0
Q4 2020	Q1 2021	3,7	11,6	62,5	22,2	100,0
Q1 2021	Q2 2021	8,5	14,5	60,3	16,8	100,0
Q2 2021	Q3 2021	4,5	8,4	65,2	22,0	100,0
Q3 2021	Q4 2021	4,9	19,4	55,3	20,3	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					
Q2 2016	Q3 2016	3,0	3,1	4,9	88,9	100,0
Q3 2016	Q4 2016	3,1	2,5		90,7	100,0
Q4 2016	Q1 2017	2,6	4,0	3,9	89,5	100,0
Q1 2017	Q2 2017	2,3	3,4	4,1	90,3	100,0
Q2 2017	Q3 2017	2,9	3,3	3,9	89,9	100,0
Q3 2017	Q4 2017	2,7	2,4	2,9	91,9	100,0
Q4 2017	Q1 2018	2,5	3,9	3,8	89,7	100,0
Q1 2018	Q2 2018	2,4	2,3	4,3	90,9	100,0
Q2 2018	Q3 2018	3,3	2,7	4,7	89,4	100,0
Q3 2018	Q4 2018	2,7	3,0	3,8	90,5	100,0
Q4 2018	Q1 2019	2,0	2,1	3,9	92,0	100,0
Q1 2019	Q2 2019	2,8	3,6	3,3	90,3	100,0
Q2 2019	Q3 2019	2,6	2,7	3,9	90,7	100,0
Q3 2019	Q4 2019	1,6	2,8	3,2	92,4	100,0
Q4 2019	Q1 2020	1,7	2,9	3,0	92,4	100,0
Q1 2020	Q2 2020	2,2	2,0	2,5	93,3	100,0
Q2 2020	Q3 2020	5,6	7,7	5,5	81,2	100,0
Q3 2020	Q4 2020	3,5	3,5	3,9	89,1	100,0
Q4 2020	Q1 2021	1,6	2,7	2,5	93,3	100,0
Q1 2021	Q2 2021	2,2	3,5	3,5	90,8	100,0
Q2 2021	Q3 2021	1,8	3,7	3,6	90,9	100,0
Q3 2021	Q4 2021	1,5	3,2	3,5	91,8	100,0

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

		t+1 status				
t status: Employed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	92,0	4,7	1,3	2,0	100,0
Q3 2016	Q4 2016	91,4	4,9	1,3	2,4	100,0
Q4 2016	Q1 2017	90,3	5,5	1,8	2,4	100,0
Q1 2017	Q2 2017	89,7	5,6	1,7	3,0	100,0
Q2 2017	Q3 2017	91,1	4,8	1,6	2,6	100,0
Q3 2017	Q4 2017	90,3	5,4	1,8	2,4	100,0
Q4 2017	Q1 2018	90,4	5,2	2,3	2,1	100,0
Q1 2018	Q2 2018	90,7	5,1	1,9	2,4	100,0
Q2 2018	Q3 2018	91,2	4,8	1,6	2,3	100,0
Q3 2018	Q4 2018	92,0	4,5	1,8	1,8	100,0
Q4 2018	Q1 2019	90,7	4,7	2,2	2,5	100,0
Q1 2019	Q2 2019	90,7	5,2	1,7	2,4	100,0
Q2 2019	Q3 2019	90,5	5,8	1,7	2,1	100,0
Q3 2019	Q4 2019	92,4	3,9	1,9	1,8	100,0
Q4 2019	Q1 2020	90,7	4,7	2,2	2,5	100,0
Q1 2020	Q2 2020	72,7	7,9	3,0	16,3	100,0
Q2 2020	Q3 2020	86,9	6,6	1,3	5,2	100,0
Q3 2020	Q4 2020	90,7	4,7	1,8	2,8	100,0
Q4 2020	Q1 2021	89,2	5,7	1,7	3,4	100,0
Q1 2021	Q2 2021	89,6	6,1	1,8	2,5	100,0
Q2 2021	Q3 2021	88,3	6,1	2,0	3,6	100,0
Q3 2021	Q4 2021	91,8	4,0	1,6	2,6	100,0
		t+1 status				
t status: Unemployed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	11,8	71,4	7,5	9,3	100,0
Q3 2016	Q4 2016	12,1	70,5	7,0	10,4	100,0
Q4 2016	Q1 2017	11,7	71,5	6,6	10,2	100,0
Q1 2017	Q2 2017	10,3	71,3	6,9	11,5	100,0
Q2 2017	Q3 2017	11,8	72,9	7,1	8,2	100,0
Q3 2017	Q4 2017	12,0	68,0	8,0	12,0	100,0
Q4 2017	Q1 2018	12,2	69,4	8,8	9,6	100,0
Q1 2018	Q2 2018	9,0	73,6	7,9	9,4	100,0
Q2 2018	Q3 2018	11,5	71,3	7,9	9,3	100,0
Q3 2018	Q4 2018	10,6	71,8	7,7	9,9	100,0
Q4 2018	Q1 2019	9,7	71,0	8,1	11,2	100,0
Q1 2019	Q2 2019	10,8	72,3	7,9	9,0	100,0
Q2 2019	Q3 2019	10,0	72,3	8,1	9,6	100,0
Q3 2019	Q4 2019	9,0	75,1	6,4	9,5	100,0
Q4 2019	Q1 2020	9,7	71,0	8,1	11,2	100,0
Q1 2020	Q2 2020	9,6	33,4	10,4	46,6	100,0
Q2 2020	Q3 2020	14,7	63,8	6,1	15,4	100,0
Q3 2020	Q4 2020	11,4	71,5	5,5	11,7	100,0
Q4 2020	Q1 2021	7,8	73,5	7,4	11,3	100,0
Q1 2021	Q2 2021	11,6	70,9	8,5	9,0	100,0
Q2 2021	Q3 2021	7,1	70,2	10,2	12,5	100,0
Q3 2021	Q4 2021	9,2	73,4	8,3	9,1	100,0

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

		t+1 status				
t status: Discouragement: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	7,4	20,9	52,9	18,8	100,0
Q3 2016	Q4 2016	7,5	15,2	54,7	22,6	100,0
Q4 2016	Q1 2017	8,1	18,8	52,5	20,6	100,0
Q1 2017	Q2 2017	9,5	15,7	52,8	22,0	100,0
Q2 2017	Q3 2017	8,4	14,1	57,8	19,7	100,0
Q3 2017	Q4 2017	7,4	15,2	55,5	21,8	100,0
Q4 2017	Q1 2018	8,6	13,4	61,1	16,9	100,0
Q1 2018	Q2 2018	6,8	15,1	60,3	17,7	100,0
Q2 2018	Q3 2018	8,7	16,1	58,6	16,7	100,0
Q3 2018	Q4 2018	8,4	15,9	59,3	16,4	100,0
Q4 2018	Q1 2019	6,6	13,9	61,2	18,4	100,0
Q1 2019	Q2 2019	8,9	18,2	55,3	17,5	100,0
Q2 2019	Q3 2019	8,7	14,0	61,2	16,1	100,0
Q3 2019	Q4 2019	7,5	14,8	60,5	17,2	100,0
Q4 2019	Q1 2020	6,6	13,9	61,2	18,4	100,0
Q1 2020	Q2 2020	7,6	13,0	34,2	45,2	100,0
Q2 2020	Q3 2020	7,6	23,0	47,8	21,5	100,0
Q3 2020	Q4 2020	6,0	19,9	61,6	12,5	100,0
Q4 2020	Q1 2021	5,6	14,2	61,4	18,8	100,0
Q1 2021	Q2 2021	6,8	14,9	64,6	13,7	100,0
Q2 2021	Q3 2021	4,4	14,9	66,1	14,6	100,0
Q3 2021	Q4 2021	5,7	17,3	64,3	12,7	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					
Q2 2016	Q3 2016	1,9	4,5	3,7	89,9	100,0
Q3 2016	Q4 2016	1,6	4,4	3,5	90,5	100,0
Q4 2016	Q1 2017	1,9	6,7	4,2	87,2	100,0
Q1 2017	Q2 2017	1,6	4,5	3,3	90,6	100,0
Q2 2017	Q3 2017	2,2	4,0	3,2	90,7	100,0
Q3 2017	Q4 2017	1,8	4,1	3,3	90,8	100,0
Q4 2017	Q1 2018	1,9	5,3	5,4	87,4	100,0
Q1 2018	Q2 2018	1,2	4,5	3,7	90,7	100,0
Q2 2018	Q3 2018	1,8	4,1	3,6	90,6	100,0
Q3 2018	Q4 2018	1,9	4,3	3,5	90,2	100,0
Q4 2018	Q1 2019	1,8	5,5	4,9	87,8	100,0
Q1 2019	Q2 2019	1,8	4,7	3,3	90,2	100,0
Q2 2019	Q3 2019	2,0	3,9	3,8	90,4	100,0
Q3 2019	Q4 2019	1,3	4,3	3,5	90,9	100,0
Q4 2019	Q1 2020	1,8	5,5	4,9	87,8	100,0
Q1 2020	Q2 2020	1,6	2,4	2,5	93,5	100,0
Q2 2020	Q3 2020	5,1	10,8	5,4	78,6	100,0
Q3 2020	Q4 2020	2,1	7,1	4,2	86,5	100,0
Q4 2020	Q1 2021	1,2	5,2	3,3	90,3	100,0
Q1 2021	Q2 2021	2,1	5,7	3,4	88,8	100,0
Q2 2021	Q3 2021	1,1	4,2	3,4	91,4	100,0
Q3 2021	Q4 2021	1,8	4,5	3,9	89,8	100,0

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

		t+1 status				
t status: Employed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	94,8	3,1	0,6	1,5	100,0
Q3 2016	Q4 2016	94,0	3,5	0,9	1,6	100,0
Q4 2016	Q1 2017	94,1	3,7	0,4	1,7	100,0
Q1 2017	Q2 2017	93,7	3,7	0,9	1,7	100,0
Q2 2017	Q3 2017	94,4	3,4	0,6	1,6	100,0
Q3 2017	Q4 2017	94,4	3,0	1,1	1,5	100,0
Q4 2017	Q1 2018	93,3	3,9	1,1	1,7	100,0
Q1 2018	Q2 2018	95,4	2,3	0,6	1,8	100,0
Q2 2018	Q3 2018	93,9	3,8	0,9	1,4	100,0
Q3 2018	Q4 2018	94,6	3,0	1,0	1,4	100,0
Q4 2018	Q1 2019	94,3	3,1	1,0	1,6	100,0
Q1 2019	Q2 2019	94,5	3,6	0,7	1,3	100,0
Q2 2019	Q3 2019	94,4	3,6	0,7	1,3	100,0
Q3 2019	Q4 2019	94,9	3,1	1,0	1,0	100,0
Q4 2019	Q1 2020	94,7	3,2	0,9	1,3	100,0
Q1 2020	Q2 2020	80,8	5,3	1,5	12,4	100,0
Q2 2020	Q3 2020	91,0	4,1	1,1	3,8	100,0
Q3 2020	Q4 2020	92,9	4,4	1,0	1,7	100,0
Q4 2020	Q1 2021	93,2	3,8	0,8	2,2	100,0
Q1 2021	Q2 2021	93,0	3,9	1,3	1,7	100,0
Q2 2021	Q3 2021	92,6	3,7	1,3	2,4	100,0
Q3 2021	Q4 2021	93,5	4,2	0,9	1,4	100,0
		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	11,7	70,4	6,4	11,6	100,0
Q3 2016	Q4 2016	11,3	71,3	7,7	9,6	100,0
Q4 2016	Q1 2017	11,8	69,9	6,2	12,1	100,0
Q1 2017	Q2 2017	9,2	73,6	5,9	11,3	100,0
Q2 2017	Q3 2017	9,4	75,0	5,9	9,7	100,0
Q3 2017	Q4 2017	10,8	69,9	7,5	11,8	100,0
Q4 2017	Q1 2018	10,1	70,3	7,5	12,1	100,0
Q1 2018	Q2 2018	9,0	72,2	7,4	11,4	100,0
Q2 2018	Q3 2018	10,0	72,5	7,1	10,4	100,0
Q3 2018	Q4 2018	9,6	73,0	7,9	9,6	100,0
Q4 2018	Q1 2019	9,5	73,1	6,9	10,6	100,0
Q1 2019	Q2 2019	8,1	73,0	7,0	11,8	100,0
Q2 2019	Q3 2019	10,1	73,8	6,7	9,4	100,0
Q3 2019	Q4 2019	9,6	74,6	6,6	9,2	100,0
Q4 2019	Q1 2020	5,8	77,8	5,6	10,7	100,0
Q1 2020	Q2 2020	9,4	34,7	10,6	45,3	100,0
Q2 2020	Q3 2020	13,3	65,5	6,4	14,8	100,0
Q3 2020	Q4 2020	10,9	71,6	5,5	12,0	100,0
Q4 2020	Q1 2021	9,5	70,8	7,3	12,3	100,0
Q1 2021	Q2 2021	9,8	72,5	7,7	10,0	100,0
Q2 2021	Q3 2021	6,2	72,2	10,0	11,6	100,0
Q3 2021	Q4 2021	8,1	75,1	9,0	7,7	100,0

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

		t+1 status				
t status: Discouragement: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	5,4	25,0	53,0	16,7	100,0
Q3 2016	Q4 2016	9,3	17,2	53,7	19,8	100,0
Q4 2016	Q1 2017	9,4	20,6	55,0	15,0	100,0
Q1 2017	Q2 2017	5,9	21,5	54,1	18,4	100,0
Q2 2017	Q3 2017	7,5	16,6	60,8	15,1	100,0
Q3 2017	Q4 2017	6,9	18,6	56,8	17,7	100,0
Q4 2017	Q1 2018	9,2	14,6	59,5	16,7	100,0
Q1 2018	Q2 2018	7,7	18,9	58,5	14,9	100,0
Q2 2018	Q3 2018	6,2	18,3	61,6	13,9	100,0
Q3 2018	Q4 2018	6,3	17,3	65,4	11,0	100,0
Q4 2018	Q1 2019	5,7	17,0	58,1	19,2	100,0
Q1 2019	Q2 2019	8,2	20,1	58,1	13,7	100,0
Q2 2019	Q3 2019	7,9	18,8	59,1	14,2	100,0
Q3 2019	Q4 2019	5,8	17,6	62,9	13,8	100,0
Q4 2019	Q1 2020	6,8	15,2	64,5	13,4	100,0
Q1 2020	Q2 2020	6,7	13,1	34,7	45,5	100,0
Q2 2020	Q3 2020	7,8	28,2	43,2	20,7	100,0
Q3 2020	Q4 2020	5,6	20,9	58,9	14,6	100,0
Q4 2020	Q1 2021	6,5	13,9	63,8	15,8	100,0
Q1 2021	Q2 2021	9,1	18,9	58,4	13,7	100,0
Q2 2021	Q3 2021	5,7	18,0	63,7	12,6	100,0
Q3 2021	Q4 2021	6,0	19,5	66,0	8,5	100,0

						t+1 status
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	3,6	9,0	4,9	82,5	100,0
Q3 2016	Q4 2016	1,9	4,5	3,7	89,9	100,0
Q4 2016	Q1 2017	3,4	10,5	4,0	82,1	100,0
Q1 2017	Q2 2017	3,2	10,6	4,7	81,5	100,0
Q2 2017	Q3 2017	2,9	8,8	5,1	83,2	100,0
Q3 2017	Q4 2017	3,7	8,8	3,5	83,9	100,0
Q4 2017	Q1 2018	3,2	11,1	5,3	80,3	100,0
Q1 2018	Q2 2018	2,7	8,5	5,2	83,6	100,0
Q2 2018	Q3 2018	3,2	9,3	5,0	82,6	100,0
Q3 2018	Q4 2018	3,0	8,5	4,6	83,9	100,0
Q4 2018	Q1 2019	3,0	9,4	3,9	83,7	100,0
Q1 2019	Q2 2019	3,1	10,0	5,3	81,6	100,0
Q2 2019	Q3 2019	2,6	8,6	5,6	83,2	100,0
Q3 2019	Q4 2019	2,9	8,4	4,0	84,7	100,0
Q4 2019	Q1 2020	2,4	8,6	4,1	84,8	100,0
Q1 2020	Q2 2020	4,1	6,1	4,5	85,2	100,0
Q2 2020	Q3 2020	7,7	17,4	8,1	66,8	100,0
Q3 2020	Q4 2020	5,5	14,8	5,9	73,8	100,0
Q4 2020	Q1 2021	3,0	10,4	5,2	81,4	100,0
Q1 2021	Q2 2021	3,2	14,1	5,1	77,6	100,0
Q2 2021	Q3 2021	1,9	8,7	4,9	84,5	100,0
Q3 2021	Q4 2021	4,2	11,5	5,2	79,0	100,0

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

		t+1 status				
t status: Discouragement: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	5,4	25,0	53,0	16,7	100,0
Q3 2016	Q4 2016	9,3	17,2	53,7	19,8	100,0
Q4 2016	Q1 2017	9,4	20,6	55,0	15,0	100,0
Q1 2017	Q2 2017	5,9	21,5	54,1	18,4	100,0
Q2 2017	Q3 2017	7,5	16,6	60,8	15,1	100,0
Q3 2017	Q4 2017	6,9	18,6	56,8	17,7	100,0
Q4 2017	Q1 2018	9,2	14,6	59,5	16,7	100,0
Q1 2018	Q2 2018	7,7	18,9	58,5	14,9	100,0
Q2 2018	Q3 2018	6,2	18,3	61,6	13,9	100,0
Q3 2018	Q4 2018	6,3	17,3	65,4	11,0	100,0
Q4 2018	Q1 2019	5,7	17,0	58,1	19,2	100,0
Q1 2019	Q2 2019	8,2	20,1	58,1	13,7	100,0
Q2 2019	Q3 2019	7,9	18,8	59,1	14,2	100,0
Q3 2019	Q4 2019	5,8	17,6	62,9	13,8	100,0
Q4 2019	Q1 2020	6,8	15,2	64,5	13,4	100,0
Q1 2020	Q2 2020	6,7	13,1	34,7	45,5	100,0
Q2 2020	Q3 2020	7,8	28,2	43,2	20,7	100,0
Q3 2020	Q4 2020	5,6	20,9	58,9	14,6	100,0
Q4 2020	Q1 2021	6,5	13,9	63,8	15,8	100,0
Q1 2021	Q2 2021	9,1	18,9	58,4	13,7	100,0
Q2 2021	Q3 2021	5,7	18,0	63,7	12,6	100,0
Q3 2021	Q4 2021	6,0	19,5	66,0	8,5	100,0
						t+1 status
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	3,6	9,0	4,9	82,5	100,0
Q3 2016	Q4 2016	1,9	4,5	3,7	89,9	100,0
Q4 2016	Q1 2017	3,4	10,5	4,0	82,1	100,0
Q1 2017	Q2 2017	3,2	10,6	4,7	81,5	100,0
Q2 2017	Q3 2017	2,9	8,8	5,1	83,2	100,0
Q3 2017	Q4 2017	3,7	8,8	3,5	83,9	100,0
Q4 2017	Q1 2018	3,2	11,1	5,3	80,3	100,0
Q1 2018	Q2 2018	2,7	8,5	5,2	83,6	100,0
Q2 2018	Q3 2018	3,2	9,3	5,0	82,6	100,0
Q3 2018	Q4 2018	3,0	8,5	4,6	83,9	100,0
Q4 2018	Q1 2019	3,0	9,4	3,9	83,7	100,0
Q1 2019	Q2 2019	3,1	10,0	5,3	81,6	100,0
Q2 2019	Q3 2019	2,6	8,6	5,6	83,2	100,0
Q3 2019	Q4 2019	2,9	8,4	4,0	84,7	100,0
Q4 2019	Q1 2020	2,4	8,6	4,1	84,8	100,0
Q1 2020	Q2 2020	4,1	6,1	4,5	85,2	100,0
Q2 2020	Q3 2020	7,7	17,4	8,1	66,8	100,0
Q3 2020	Q4 2020	5,5	14,8	5,9	73,8	100,0
Q4 2020	Q1 2021	3,0	10,4	5,2	81,4	100,0
Q1 2021	Q2 2021	3,2	14,1	5,1	77,6	100,0
Q2 2021	Q3 2021	1,9	8,7	4,9	84,5	100,0
Q3 2021	Q4 2021	4,2	11,5	5,2	79,0	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)						
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed: Tertiary		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	97,0	1,5	0,2	1,3	100,0
Q3 2016	Q4 2016	97,3	1,3	0,1	1,3	100,0
Q4 2016	Q1 2017	96,6	1,7	0,6	1,2	96,6
Q1 2017	Q2 2017	96,9	1,6	0,2	1,2	100,0
Q2 2017	Q3 2017	96,7	1,7	0,3	1,3	100,0
Q3 2017	Q4 2017	97,7	1,3	0,1	0,9	100,0
Q4 2017	Q1 2018	97,5	1,5	0,3	0,8	100,0
Q1 2018	Q2 2018	98,2	1,0	0,2	0,7	100,0
Q2 2018	Q3 2018	98,5	0,8	0,2	0,5	100,0
Q3 2018	Q4 2018	97,6	1,1	0,5	0,8	100,0
Q4 2018	Q1 2019	97,6	1,2	0,2	0,9	100,0
Q1 2019	Q2 2019	97,2	1,3	0,2	1,2	100,0
Q2 2019	Q3 2019	97,5	1,5	0,4	0,6	100,0
Q3 2019	Q4 2019	97,7	1,0	0,4	1,0	100,0
Q4 2019	Q1 2020	96,9	1,5	0,2	1,4	100,0
Q1 2020	Q2 2020	90,1	2,5	0,6	6,8	100,0
Q2 2020	Q3 2020	95,3	2,6	0,2	1,9	100,0
Q3 2020	Q4 2020	97,4	1,7	0,2	0,8	100,0
Q4 2020	Q1 2021	93,2	3,8	0,8	2,2	100,0
Q1 2021	Q2 2021	96,2	2,0	0,3	1,5	100,0
Q2 2021	Q3 2021	96,8	1,9	0,3	1,0	100,0
Q3 2021	Q4 2021	97,0	0,9	0,3	1,8	100,0
						t+1 status
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed: Tertiary		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	11,0	76,7	5,3	7,0	100,0
Q3 2016	Q4 2016	14,6	70,4	5,1	9,9	100,0
Q4 2016	Q1 2017	13,8	70,3	6,5	9,5	100
Q1 2017	Q2 2017	11,2	73,2	4,0	11,6	100,0
Q2 2017	Q3 2017	10,4	75,2	5,7	8,7	100,0
Q3 2017	Q4 2017	10,1	74,0	6,0	9,9	100,0
Q4 2017	Q1 2018	10,0	71,7	9,2	9,1	100,0
Q1 2018	Q2 2018	10,9	72,8	6,8	9,5	100,0
Q2 2018	Q3 2018	9,5	77,4	5,8	7,3	100,0
Q3 2018	Q4 2018	9,9	71,8	11,5	6,9	100,0
Q4 2018	Q1 2019	11,1	70,8	8,7	9,3	100,0
Q1 2019	Q2 2019	12,0	73,4	6,9	7,7	100,0
Q2 2019	Q3 2019	9,6	75,1	5,7	9,6	100,0
Q3 2019	Q4 2019	11,0	76,1	6,9	6,0	100,0
Q4 2019	Q1 2020	8,4	76,8	5,9	9,0	100,0
Q1 2020	Q2 2020	13,2	35,5	7,8	43,5	100,0
Q2 2020	Q3 2020	12,6	67,4	5,7	14,4	100,0
Q3 2020	Q4 2020	13,2	71,5	6,7	8,6	100,0
Q4 2020	Q1 2021	9,5	70,8	7,3	12,3	100,0
Q1 2021	Q2 2021	11,2	74,4	5,5	8,9	100,0
Q2 2021	Q3 2021	6,9	75,0	11,1	7,0	100,0
Q3 2021	Q4 2021	11,6	71,2	7,5	9,8	100,0

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

		t+1 status				
t status: Discouragement: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	9,2	41,9	34,1	14,9	100,0
Q3 2016	Q4 2016	13,5	24,6	45,7	16,2	100,0
Q4 2016	Q1 2017	10,0	37,1	43,6	9,4	100,0
Q1 2017	Q2 2017	6,3	32,7	44,7	16,3	100,0
Q2 2017	Q3 2017	8,6	19,4	54,9	17,0	100,0
Q3 2017	Q4 2017	10,5	22,5	57,2	9,9	100,0
Q4 2017	Q1 2018	6,7	28,3	55,9	9,2	100,0
Q1 2018	Q2 2018	10,2	19,1	51,0	19,8	100,0
Q2 2018	Q3 2018	6,3	38,8	41,8	13,2	100,0
Q3 2018	Q4 2018	5,3	26,9	56,3	11,5	100,0
Q4 2018	Q1 2019	9,5	27,2	52,5	10,8	100,0
Q1 2019	Q2 2019	8,0	33,3	49,7	9,0	100,0
Q2 2019	Q3 2019	9,7	27,3	46,6	16,4	100,0
Q3 2019	Q4 2019	6,4	27,1	47,3	19,2	100,0
Q4 2019	Q1 2020	3,2	32,5	50,6	13,8	100,0
Q1 2020	Q2 2020	3,8	26,1	22,4	47,7	100,0
Q2 2020	Q3 2020	18,0	31,6	33,2	17,3	100,0
Q3 2020	Q4 2020	7,2	27,3	55,4	10,1	100,0
Q4 2020	Q1 2021	6,5	13,9	63,8	15,8	100,0
Q1 2021	Q2 2021	5,1	30,9	54,7	9,3	100,0
Q2 2021	Q3 2021	4,5	14,5	66,9	14,0	100,0
Q3 2021	Q4 2021	7,4	27,6	51,2	13,8	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	3,3	6,9	2,8	87,0	100,0
Q3 2016	Q4 2016	3,8	7,3	3,0	85,9	100,0
Q4 2016	Q1 2017	8,9	13,2	1,5	76,4	100,0
Q1 2017	Q2 2017	2,3	8,6	3,4	85,6	100,0
Q2 2017	Q3 2017	4,0	8,2	2,3	85,5	100,0
Q3 2017	Q4 2017	5,9	6,9	2,2	85,0	100,0
Q4 2017	Q1 2018	6,0	10,3	1,4	82,4	100,0
Q1 2018	Q2 2018	3,0	11,5	2,5	83,0	100,0
Q2 2018	Q3 2018	2,9	7,2	4,3	85,6	100,0
Q3 2018	Q4 2018	3,3	4,5	2,2	89,9	100,0
Q4 2018	Q1 2019	2,8	8,5	2,7	86,0	100,0
Q1 2019	Q2 2019	5,2	9,4	2,8	82,7	100,0
Q2 2019	Q3 2019	4,5	7,5	2,2	85,8	100,0
Q3 2019	Q4 2019	4,0	8,2	2,7	85,1	100,0
Q4 2019	Q1 2020	2,9	7,8	3,4	86,0	100,0
Q1 2020	Q2 2020	5,6	7,3	3,6	83,5	100,0
Q2 2020	Q3 2020	12,2	22,6	5,4	59,8	100,0
Q3 2020	Q4 2020	7,6	16,9	5,4	70,1	100,0
Q4 2020	Q1 2021	3,0	10,4	5,2	81,4	100,0
Q1 2021	Q2 2021	4,2	14,0	4,8	76,9	100,0
Q2 2021	Q3 2021	6,5	8,0	3,7	81,8	100,0
Q3 2021	Q4 2021	3,0	7,9	2,2	86,9	100,0

Table A4: Quarterly transition rates between different labour market states and sectors						
		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	70,9	15,6	5,5	7,9	100,0
Q3 2016	Q4 2016	71,2	15,6	5,5	7,8	100,0
Q4 2016	Q1 2017	71,6	15,6	5,1	7,7	100,0
Q1 2017	Q2 2017	71,5	15,4	5,5	7,7	100,0
Q2 2017	Q3 2017	71,9	15,4	4,8	7,9	100,0
Q3 2017	Q4 2017	71,2	15,7	5,3	7,8	100,0
Q4 2017	Q1 2018	70,9	16,4	4,9	7,8	100,0
Q1 2018	Q2 2018	71,0	16,2	5,2	7,6	100,0
Q2 2018	Q3 2018	70,3	16,5	4,8	7,6	100,0
Q3 2018	Q4 2018	70,3	16,7	5,2	7,7	100,0
Q4 2018	Q1 2019	70,0	17,1	4,9	7,9	100,0
Q1 2019	Q2 2019	70,3	17,2	5,1	7,4	100,0
Q2 2019	Q3 2019	70,7	16,8	4,9	7,5	100,0
Q3 2019	Q4 2019	69,6	16,8	5,5	8,1	100,0
Q4 2019	Q1 2020	70,9	16,2	5,2	7,7	100,0
Q1 2020	Q2 2020	75,6	14,3	4,2	6,0	100,0
Q2 2020	Q3 2020	74,3	14,4	5,2	6,1	100,0
Q3 2020	Q4 2020	73,1	15,2	4,8	6,9	100,0
Q4 2020	Q1 2021	72,8	15,7	4,6	6,9	100,0
Q1 2021	Q2 2021	72,9	15,7	4,8	6,7	100,0
Q2 2021	Q3 2021	69,6	17,9	5,3	7,2	100,0
Q3 2021	Q4 2021	67,9	17,9	5,9	8,3	100,0
			t+1 status			
		Formal	Informal	Agriculture	Private hh	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	51,8	29,8	7,2	11,2	100,0
Q3 2016	Q4 2016	51,3	28,4	9,1	11,2	100,0
Q4 2016	Q1 2017	51,9	29,1	3,8	15,2	100,0
Q1 2017	Q2 2017	53,0	32,1	4,7	10,2	100,0
Q2 2017	Q3 2017	48,3	34,2	5,5	12,0	100,0
Q3 2017	Q4 2017	51,0	31,8	5,0	12,2	100,0
Q4 2017	Q1 2018	47,4	34,9	7,4	10,4	100,0
Q1 2018	Q2 2018	47,5	35,4	6,1	11,0	100,0
Q2 2018	Q3 2018	58,0	41,7	5,4	12,2	100,0
Q3 2018	Q4 2018	47,6	36,7	5,9	9,8	100,0
Q4 2018	Q1 2019	49,0	35,6	6,0	9,4	100,0
Q1 2019	Q2 2019	42,5	38,6	4,7	14,2	100,0
Q2 2019	Q3 2019	44,8	37,5	5,9	11,8	100,0
Q3 2019	Q4 2019	50,9	32,9	5,6	10,7	100,0
Q4 2019	Q1 2020	48,3	37,8	4,7	9,3	100,0
Q1 2020	Q2 2020	49,3	33,4	5,8	11,4	100,0
Q2 2020	Q3 2020	50,2	36,6	3,0	10,2	100,0
Q3 2020	Q4 2020	52,0	31,4	5,6	11,0	100,0
Q4 2020	Q1 2021	58,9	26,9	6,3	7,9	100,0
Q1 2021	Q2 2021	50,2	35,3	3,6	10,9	100,0
Q2 2021	Q3 2021	47,3	35,2	6,3	11,2	100,0
Q3 2021	Q4 2021	56,1	27,2	4,7	12,0	100,0

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

		t+1 status				
t status: Discouragement		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	35,2	41,6	8,7	14,4	100,0
Q3 2016	Q4 2016	38,4	43,6	7,5	10,5	100,0
Q4 2016	Q1 2017	27,8	37,5	19,6	15,1	100,0
Q1 2017	Q2 2017	35,4	43,0	9,5	12,1	100,0
Q2 2017	Q3 2017	30,0	47,7	10,2	12,2	100,0
Q3 2017	Q4 2017	39,8	39,4	8,2	12,6	100,0
Q4 2017	Q1 2018	35,0	39,7	10,7	14,6	100,0
Q1 2018	Q2 2018	37,3	39,2	9,0	14,4	100,0
Q2 2018	Q3 2018	34,4	55,0	12,8	11,9	100,0
Q3 2018	Q4 2018	33,4	46,0	7,0	13,6	100,0
Q4 2018	Q1 2019	39,8	40,4	9,9	9,9	100,0
Q1 2019	Q2 2019	36,9	42,3	11,0	9,7	100,0
Q2 2019	Q3 2019	32,9	48,4	7,7	11,1	100,0
Q3 2019	Q4 2019	37,9	45,7	6,0	10,4	100,0
Q4 2019	Q1 2020	34,6	45,3	10,9	9,2	100,0
Q1 2020	Q2 2020	40,3	41,4	6,3	11,9	100,0
Q2 2020	Q3 2020	36,2	43,7	7,6	12,6	100,0
Q3 2020	Q4 2020	40,5	38,7	5,6	15,2	100,0
Q4 2020	Q1 2021	48,8	30,5	7,5	13,2	100,0
Q1 2021	Q2 2021	38,6	38,2	8,4	14,8	100,0
Q2 2021	Q3 2021	45,6	32,7	5,7	16,0	100,0
Q3 2021	Q4 2021	44,4	31,0	4,8	19,8	100,0
				t+1 status		
t status: Other NEA		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	52,2	31,5	6,9	9,5	100,0
Q3 2016	Q4 2016	41,9	36,3	8,9	12,8	100,0
Q4 2016	Q1 2017	43,9	32,4	8,6	15,1	100,0
Q1 2017	Q2 2017	41,7	34,1	8,6	15,6	100,0
Q2 2017	Q3 2017	42,5	36,0	8,1	13,5	100,0
Q3 2017	Q4 2017	46,6	32,8	8,5	12,0	100,0
Q4 2017	Q1 2018	35,2	40,2	13,5	11,2	100,0
Q1 2018	Q2 2018	43,9	33,7	7,2	15,2	100,0
Q2 2018	Q3 2018	50,4	56,4	9,6	17,5	100,0
Q3 2018	Q4 2018	40,8	35,8	11,0	12,4	100,0
Q4 2018	Q1 2019	41,4	36,4	11,5	10,6	100,0
Q1 2019	Q2 2019	40,8	39,4	7,4	12,4	100,0
Q2 2019	Q3 2019	41,1	34,2	10,4	14,3	100,0
Q3 2019	Q4 2019	47,3	26,5	12,1	14,1	100,0
Q4 2019	Q1 2020	40,9	33,2	8,3	17,5	100,0
Q1 2020	Q2 2020	48,9	37,7	5,6	7,8	100,0
Q2 2020	Q3 2020	49,3	31,9	4,5	14,3	100,0
Q3 2020	Q4 2020	50,8	30,4	5,9	12,8	100,0
Q4 2020	Q1 2021	52,7	29,7	4,9	12,6	100,0
Q1 2021	Q2 2021	49,5	31,9	4,3	14,4	100,0
Q2 2021	Q3 2021	49,4	30,5	10,3	9,8	100,0
Q3 2021	Q4 2021	52,6	24,9	8,9	13,6	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed Youth		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	91,8	5,1	1,3	1,7	100,0
Q3 2016	Q4 2016	90,9	5,5	1,6	2,0	100,0
Q4 2016	Q1 2017	89,4	6,3	1,9	2,4	100,0
Q1 2017	Q2 2017	89,8	6,1	1,6	2,4	100,0
Q2 2017	Q3 2017	91,5	4,9	1,6	2,0	100,0
Q3 2017	Q4 2017	90,9	5,4	1,6	2,1	100,0
Q4 2017	Q1 2018	89,1	6,3	2,5	2,2	100,0
Q1 2018	Q2 2018	91,5	4,5	1,6	2,4	100,0
Q2 2018	Q3 2018	91,0	5,3	1,6	2,1	100,0
Q3 2018	Q4 2018	91,6	4,7	1,8	1,9	100,0
Q4 2018	Q1 2019	90,7	5,2	2,1	1,9	100,0
Q1 2019	Q2 2019	91,9	4,9	1,3	1,9	100,0
Q2 2019	Q3 2019	90,9	5,6	1,7	1,8	100,0
Q3 2019	Q4 2019	91,8	4,7	1,8	1,7	100,0
Q4 2019	Q1 2020	90,8	5,8	1,6	1,8	100,0
Q1 2020	Q2 2020	75,3	7,5	2,6	14,6	100,0
Q2 2020	Q3 2020	88,7	6,1	1,5	3,8	100,0
Q3 2020	Q4 2020	91,3	5,2	1,6	2,0	100,0
Q4 2020	Q1 2021	89,6	6,1	1,6	2,7	100,0
Q1 2021	Q2 2021	75,3	7,5	2,6	14,6	100,0
Q2 2021	Q3 2021	87,9	6,5	2,3	3,2	100,0
Q3 2021	Q4 2021	91,5	5,0	1,6	1,9	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed Youth		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	11,6	71,4	6,7	10,3	100,0
Q3 2016	Q4 2016	12,5	69,8	7,5	10,2	100,0
Q4 2016	Q1 2017	11,7	70,0	6,5	11,7	100,0
Q1 2017	Q2 2017	8,6	72,4	7,0	12,0	100,0
Q2 2017	Q3 2017	10,9	72,9	6,6	9,7	100,0
Q3 2017	Q4 2017	10,1	70,5	7,4	12,1	100,0
Q4 2017	Q1 2018	10,1	70,0	8,5	11,4	100,0
Q1 2018	Q2 2018	8,7	73,5	7,9	9,9	100,0
Q2 2018	Q3 2018	10,2	72,0	7,7	10,1	100,0
Q3 2018	Q4 2018	9,6	72,3	8,7	9,5	100,0
Q4 2018	Q1 2019	8,6	71,5	8,4	11,4	100,0
Q1 2019	Q2 2019	9,2	73,0	7,7	10,0	100,0
Q2 2019	Q3 2019	8,9	74,2	7,5	9,4	100,0
Q3 2019	Q4 2019	9,0	75,4	6,5	9,1	100,0
Q4 2019	Q1 2020	8,3	75,3	6,5	9,8	100,0
Q1 2020	Q2 2020	9,1	34,1	10,4	46,5	100,0
Q2 2020	Q3 2020	10,9	67,0	6,4	15,6	100,0
Q3 2020	Q4 2020	9,7	72,9	5,5	11,9	100,0
Q4 2020	Q1 2021	7,9	72,7	6,9	12,4	100,0
Q1 2021	Q2 2021	9,1	34,1	10,4	46,5	100,0
Q2 2021	Q3 2021	6,1	71,8	10,6	11,6	100,0
Q3 2021	Q4 2021	7,4	74,6	8,6	9,4	100,0

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

		t+1 status				
t status: Discouragement Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	6,0	22,7	53,2	18,1	100,0
Q3 2016	Q4 2016	8,5	16,0	56,0	19,5	100,0
Q4 2016	Q1 2017	8,1	19,2	53,3	19,4	100,0
Q1 2017	Q2 2017	8,1	18,0	53,6	20,3	100,0
Q2 2017	Q3 2017	7,2	14,7	60,1	18,0	100,0
Q3 2017	Q4 2017	7,4	16,7	57,2	18,6	100,0
Q4 2017	Q1 2018	8,4	14,3	60,7	16,6	100,0
Q1 2018	Q2 2018	6,5	17,3	58,7	17,5	100,0
Q2 2018	Q3 2018	6,9	17,5	59,8	15,8	100,0
Q3 2018	Q4 2018	6,8	16,7	62,3	14,2	100,0
Q4 2018	Q1 2019	5,7	16,6	59,3	18,4	100,0
Q1 2019	Q2 2019	8,1	18,9	57,0	16,0	100,0
Q2 2019	Q3 2019	6,2	15,8	62,2	15,8	100,0
Q3 2019	Q4 2019	5,4	16,1	61,9	16,7	100,0
Q4 2019	Q1 2020	6,4	15,0	64,3	14,3	100,0
Q1 2020	Q2 2020	6,4	13,8	34,5	45,3	100,0
Q2 2020	Q3 2020	6,8	25,0	46,8	21,4	100,0
Q3 2020	Q4 2020	4,8	20,4	61,9	12,9	100,0
Q4 2020	Q1 2021	5,2	14,8	63,5	16,5	100,0
Q1 2021	Q2 2021	6,4	13,8	34,5	45,3	100,0
Q2 2021	Q3 2021	4,5	16,0	66,5	13,1	100,0
Q3 2021	Q4 2021	5,5	19,9	64,2	10,4	100,0
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	1,7	5,3	3,9	89,2	100,0
Q3 2016	Q4 2016	2,0	5,4	3,7	88,8	100,0
Q4 2016	Q1 2017	1,6	7,3	4,2	86,9	100,0
Q1 2017	Q2 2017	1,6	6,0	3,9	88,6	100,0
Q2 2017	Q3 2017	1,8	4,8	3,7	89,7	100,0
Q3 2017	Q4 2017	1,7	4,7	3,0	90,5	100,0
Q4 2017	Q1 2018	1,8	6,5	5,2	86,5	100,0
Q1 2018	Q2 2018	1,3	5,2	3,9	89,5	100,0
Q2 2018	Q3 2018	1,7	4,9	3,8	89,6	100,0
Q3 2018	Q4 2018	1,4	4,8	3,6	90,2	100,0
Q4 2018	Q1 2019	1,4	5,8	4,6	88,3	100,0
Q1 2019	Q2 2019	1,6	5,9	3,7	88,7	100,0
Q2 2019	Q3 2019	1,8	5,1	4,2	88,9	100,0
Q3 2019	Q4 2019	1,5	5,3	3,4	89,7	100,0
Q4 2019	Q1 2020	1,5	6,4	4,2	87,9	100,0
Q1 2020	Q2 2020	1,7	3,3	2,7	92,3	100,0
Q2 2020	Q3 2020	3,9	12,2	5,9	78,1	100,0
Q3 2020	Q4 2020	1,9	8,4	3,9	85,7	100,0
Q4 2020	Q1 2021	1,0	6,0	3,5	89,5	100,0
Q1 2021	Q2 2021	1,7	3,3	2,7	92,3	100,0
Q2 2021	Q3 2021	0,9	5,2	3,4	90,5	100,0
Q3 2021	Q4 2021	1,2	5,8	3,8	89,2	100,0

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

		t+1 status				
t status: Employed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	94,4	2,8	0,7	2,2	100,0
Q3 2016	Q4 2016	94,8	2,3	0,7	2,2	100,0
Q4 2016	Q1 2017	94,5	2,9	0,7	1,9	100,0
Q1 2017	Q2 2017	94,0	2,8	0,9	2,2	100,0
Q2 2017	Q3 2017	94,1	2,8	0,9	2,2	100,0
Q3 2017	Q4 2017	94,6	2,4	1,2	1,9	100,0
Q4 2017	Q1 2018	94,7	2,6	0,9	1,8	100,0
Q1 2018	Q2 2018	94,9	2,4	0,8	1,9	100,0
Q2 2018	Q3 2018	94,9	2,6	0,8	1,7	100,0
Q3 2018	Q4 2018	95,4	2,1	0,9	1,6	100,0
Q4 2018	Q1 2019	94,8	2,3	1,0	1,8	100,0
Q1 2019	Q2 2019	94,4	2,9	0,9	1,8	100,0
Q2 2019	Q3 2019	94,7	3,1	0,8	1,4	100,0
Q3 2019	Q4 2019	95,3	2,2	1,0	1,5	100,0
Q4 2019	Q1 2020	94,8	2,5	0,9	1,8	100,0
Q1 2020	Q2 2020	82,0	4,5	1,5	11,9	100,0
Q2 2020	Q3 2020	91,1	3,8	0,8	4,3	100,0
Q3 2020	Q4 2020	93,9	3,1	0,9	2,0	100,0
Q4 2020	Q1 2021	93,4	3,1	0,9	2,6	100,0
Q1 2021	Q2 2021	93,6	3,4	0,9	2,1	100,0
Q2 2021	Q3 2021	93,9	2,9	0,8	2,3	100,0
Q3 2021	Q4 2021	94,5	2,7	0,8	2,1	100,0
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	13,5	67,5	7,9	11,0	100,0
Q3 2016	Q4 2016	13,0	69,3	6,5	11,2	100,0
Q4 2016	Q1 2017	13,6	69,6	7,0	9,8	100,0
Q1 2017	Q2 2017	13,5	69,6	5,3	11,6	100,0
Q2 2017	Q3 2017	13,0	71,4	7,3	8,3	100,0
Q3 2017	Q4 2017	14,2	64,9	7,5	13,4	100,0
Q4 2017	Q1 2018	14,4	67,5	8,4	9,7	100,0
Q1 2018	Q2 2018	11,0	70,8	7,2	11,0	100,0
Q2 2018	Q3 2018	12,4	69,4	7,7	10,5	100,0
Q3 2018	Q4 2018	12,3	70,9	6,7	10,0	100,0
Q4 2018	Q1 2019	12,2	69,5	7,3	11,0	100,0
Q1 2019	Q2 2019	12,2	70,7	6,9	10,2	100,0
Q2 2019	Q3 2019	12,0	69,1	7,8	11,2	100,0
Q3 2019	Q4 2019	10,8	72,1	6,9	10,2	100,0
Q4 2019	Q1 2020	8,7	74,1	6,3	10,9	100,0
Q1 2020	Q2 2020	11,4	33,9	10,3	44,4	100,0
Q2 2020	Q3 2020	19,2	60,5	6,0	14,3	100,0
Q3 2020	Q4 2020	15,1	67,3	5,6	12,0	100,0
Q4 2020	Q1 2021	11,4	70,2	8,1	10,3	100,0
Q1 2021	Q2 2021	14,0	68,4	8,6	9,1	100,0
Q2 2021	Q3 2021	8,1	69,6	10,4	11,9	100,0
Q3 2021	Q4 2021	10,6	72,6	8,7	8,1	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement Adults		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	10,7	18,0	49,0	22,2	100,0
Q3 2016	Q4 2016	7,9	14,9	50,0	27,1	100,0
Q4 2016	Q1 2017	11,7	17,0	50,4	20,9	100,0
Q1 2017	Q2 2017	10,8	16,4	48,9	23,8	100,0
Q2 2017	Q3 2017	11,9	13,9	53,5	20,6	100,0
Q3 2017	Q4 2017	8,4	14,1	53,8	23,7	100,0
Q4 2017	Q1 2018	10,3	14,4	58,0	17,3	100,0
Q1 2018	Q2 2018	8,8	12,5	60,5	18,2	100,0
Q2 2018	Q3 2018	10,0	15,4	55,0	19,6	100,0
Q3 2018	Q4 2018	9,6	14,6	55,8	20,0	100,0
Q4 2018	Q1 2019	9,5	11,1	58,7	20,7	100,0
Q1 2019	Q2 2019	10,6	18,3	53,2	17,8	100,0
Q2 2019	Q3 2019	12,3	15,4	56,0	16,2	100,0
Q3 2019	Q4 2019	9,0	15,1	57,7	18,1	100,0
Q4 2019	Q1 2020	8,1	15,6	58,0	18,4	100,0
Q1 2020	Q2 2020	8,8	13,1	32,4	45,8	100,0
Q2 2020	Q3 2020	12,8	23,3	42,5	21,5	100,0
Q3 2020	Q4 2020	7,7	19,2	56,0	17,1	100,0
Q4 2020	Q1 2021	6,3	12,6	60,3	20,7	100,0
Q1 2021	Q2 2021	8,8	15,1	62,5	13,6	100,0
Q2 2021	Q3 2021	5,3	14,0	63,4	17,4	100,0
Q3 2021	Q4 2021	6,3	17,0	61,5	15,3	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Adults		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	4,3	4,5	4,7	86,5	100,0
Q3 2016	Q4 2016	3,7	4,5	3,6	88,2	100,0
Q4 2016	Q1 2017	4,5	6,1	3,6	85,8	100,0
Q1 2017	Q2 2017	3,1	4,7	3,6	88,6	100,0
Q2 2017	Q3 2017	3,9	5,1	3,8	87,2	100,0
Q3 2017	Q4 2017	4,1	4,5	3,6	87,8	100,0
Q4 2017	Q1 2018	3,6	5,5	4,3	86,6	100,0
Q1 2018	Q2 2018	2,8	4,9	4,4	87,9	100,0
Q2 2018	Q3 2018	4,0	4,9	4,5	86,6	100,0
Q3 2018	Q4 2018	4,2	4,8	4,0	87,0	100,0
Q4 2018	Q1 2019	3,6	5,0	4,1	87,4	100,0
Q1 2019	Q2 2019	4,0	5,5	3,7	86,8	100,0
Q2 2019	Q3 2019	3,5	4,2	4,0	88,4	100,0
Q3 2019	Q4 2019	2,4	4,2	3,5	90,0	100,0
Q4 2019	Q1 2020	2,8	4,6	3,5	89,1	100,0
Q1 2020	Q2 2020	4,0	3,6	3,5	88,8	100,0
Q2 2020	Q3 2020	10,7	13,5	6,6	69,2	100,0
Q3 2020	Q4 2020	6,2	9,1	5,9	78,7	100,0
Q4 2020	Q1 2021	3,1	6,2	3,6	87,2	100,0
Q1 2021	Q2 2021	4,0	7,6	4,6	83,8	100,0
Q2 2021	Q3 2021	3,0	5,4	4,5	87,0	100,0
Q3 2021	Q4 2021	4,4	5,8	4,6	85,2	100,0

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

		t+1 status				
t status: Unemployed: With experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2016	Q3 2016	14,5	67,9	8,1	9,6	100,0
Q3 2016	Q4 2016	15,8	68,0	7,1	9,2	100,0
Q4 2016	Q1 2017	14,6	69,5	7,0	8,9	100,0
Q1 2017	Q2 2017	14,1	68,8	6,7	10,5	100,0
Q2 2017	Q3 2017	14,6	70,7	7,0	7,7	100,0
Q3 2017	Q4 2017	14,8	65,8	7,7	11,7	100,0
Q4 2017	Q1 2018	14,9	68,0	8,8	8,3	100,0
Q1 2018	Q2 2018	12,3	71,2	8,0	8,5	100,0
Q2 2018	Q3 2018	13,7	69,9	7,9	8,5	100,0
Q3 2018	Q4 2018	14,2	69,8	7,8	8,2	100,0
Q4 2018	Q1 2019	12,6	69,8	8,3	9,2	100,0
Q1 2019	Q2 2019	13,2	71,2	7,2	8,5	100,0
Q2 2019	Q3 2019	12,6	71,7	7,0	8,8	100,0
Q3 2019	Q4 2019	12,2	72,2	7,1	8,6	100,0
Q4 2019	Q1 2020	10,8	74,7	6,3	8,1	100,0
Q1 2020	Q2 2020	12,5	33,7	9,0	44,7	100,0
Q2 2020	Q3 2020	19,4	62,3	5,3	13,1	100,0
Q3 2020	Q4 2020	16,8	67,9	5,5	9,8	100,0
Q4 2020	Q1 2021	13,2	73,3	8,3	10,1	100,0
Q1 2021	Q2 2021	14,9	67,9	7,4	7,7	100,0
Q2 2021	Q3 2021	9,1	70,2	10,6	10,0	100,0
Q3 2021	Q4 2021	12,3	72,3	8,5	6,9	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
Q2 2016	Q3 2016	9,0	73,3	5,7	12,1	100,0
Q3 2016	Q4 2016	7,9	72,2	7,2	12,7	100,0
Q4 2016	Q1 2017	8,4	70,6	6,1	14,9	100,0
Q1 2017	Q2 2017	4,4	75,6	6,0	14,0	100,0
Q2 2017	Q3 2017	6,8	75,0	6,6	11,6	100,0
Q3 2017	Q4 2017	6,1	72,8	7,0	14,1	100,0
Q4 2017	Q1 2018	6,6	70,8	7,8	14,7	100,0
Q1 2018	Q2 2018	5,0	74,7	7,0	13,3	100,0
Q2 2018	Q3 2018	6,6	73,0	7,3	13,1	100,0
Q3 2018	Q4 2018	5,2	74,7	8,2	11,9	100,0
Q4 2018	Q1 2019	6,0	72,2	7,5	14,3	100,0
Q1 2019	Q2 2019	5,7	73,8	7,8	12,7	100,0
Q2 2019	Q3 2019	6,0	73,2	8,7	12,1	100,0
Q3 2019	Q4 2019	5,4	77,7	5,9	11,0	100,0
Q4 2019	Q1 2020	4,7	75,1	6,7	13,6	100,0
Q1 2020	Q2 2020	5,7	34,5	12,5	47,3	100,0
Q2 2020	Q3 2020	6,8	67,4	7,7	18,1	100,0
Q3 2020	Q4 2020	4,1	75,0	5,5	15,4	100,0
Q4 2020	Q1 2021	4,4	78,1	6,8	15,2	100,0
Q1 2021	Q2 2021	6,1	77,6	9,0	13,2	100,0
Q2 2021	Q3 2021	3,6	71,9	10,3	14,2	100,0
Q3 2021	Q4 2021	3,5	75,9	8,8	11,7	100,0

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

		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Long-term unemployed		**Per cent**				
t quarter	**t+1 quarter**					
Q2 2016	**Q3 2016**	9,3	73,0	6,9	10,8	100,0
Q3 2016	**Q4 2016**	8,8	74,4	6,2	10,6	100,0
Q4 2016	**Q1 2017**	9,5	73,1	6,4	11,0	100,0
Q1 2017	**Q2 2017**	7,1	75,6	6,1	11,2	100,0
Q2 2017	**Q3 2017**	8,7	75,7	7,0	8,6	100,0
Q3 2017	**Q4 2017**	8,8	71,0	7,0	13,2	100,0
Q4 2017	**Q1 2018**	8,9	72,6	8,1	10,3	100,0
Q1 2018	**Q2 2018**	6,6	75,9	7,3	10,2	100,0
Q2 2018	**Q3 2018**	8,4	73,8	7,8	10,1	100,0
Q3 2018	**Q4 2018**	6,8	76,1	7,4	9,6	100,0
Q4 2018	**Q1 2019**	7,8	73,5	7,6	11,1	100,0
Q1 2019	**Q2 2019**	7,5	75,3	7,2	10,0	100,0
Q2 2019	**Q3 2019**	8,0	74,0	7,4	10,6	100,0
Q3 2019	**Q4 2019**	7,0	77,0	6,0	10,0	100,0
Q4 2019	**Q1 2020**	5,6	77,1	6,5	10,8	100,0
Q1 2020	**Q2 2020**	8,9	36,0	10,1	45,0	100,0
Q2 2020	**Q3 2020**	7,0	71,0	6,9	15,1	100,0
Q3 2020	**Q4 2020**	6,8	74,8	5,4	13,0	100,0
Q4 2020	**Q1 2021**	6,2	75,5	7,1	11,3	100,0
Q1 2021	**Q2 2021**	8,9	36,0	10,1	45,0	100,0
Q2 2021	**Q3 2021**	5,3	73,0	9,9	11,9	100,0
Q3 2021	**Q4 2021**	6,4	76,0	8,6	9,0	100,0
		t+1 status				
		Employed	**Unemployed**	**Discouraged**	**Other**	**Total**
t status: Short-term unemployed		**Per cent**				
t quarter	**t+1 quarter**					
Q2 2016	**Q3 2016**	18,3	64,0	7,6	10,1	100,0
Q3 2016	**Q4 2016**	20,6	59,9	9,0	10,5	100,0
Q4 2016	**Q1 2017**	18,6	63,1	7,4	11,0	100,0
Q1 2017	**Q2 2017**	16,8	63,1	7,0	13,0	100,0
Q2 2017	**Q3 2017**	17,7	65,4	6,5	10,4	100,0
Q3 2017	**Q4 2017**	17,6	63,0	8,2	11,3	100,0
Q4 2017	**Q1 2018**	17,5	61,7	9,1	11,8	100,0
Q1 2018	**Q2 2018**	15,9	65,2	8,5	10,4	100,0
Q2 2018	**Q3 2018**	16,8	65,1	7,6	10,6	100,0
Q3 2018	**Q4 2018**	18,9	62,1	9,2	9,8	100,0
Q4 2018	**Q1 2019**	15,0	64,4	9,1	11,6	100,0
Q1 2019	**Q2 2019**	16,7	65,2	7,8	10,3	100,0
Q2 2019	**Q3 2019**	15,4	67,8	8,2	8,6	100,0
Q3 2019	**Q4 2019**	16,6	67,0	8,4	8,0	100,0
Q4 2019	**Q1 2020**	16,7	68,4	6,2	8,7	100,0
Q1 2020	**Q2 2020**	12,4	29,0	11,1	47,5	100,0
Q2 2020	**Q3 2020**	29,0	50,9	5,0	15,1	100,0
Q3 2020	**Q4 2020**	23,4	61,2	5,8	9,5	100,0
Q4 2020	**Q1 2021**	17,2	62,1	8,2	12,5	100,0
Q1 2021	**Q2 2021**	22,3	60,7	7,8	9,2	100,0
Q2 2021	**Q3 2021**	12,0	64,3	12,5	11,2	100,0
Q3 2021	**Q4 2021**	16,9	65,9	8,6	8,6	100,0

Table A8: Quarterly distribution of those who found employment by sector					
	Sector				
Employed	Formal	Informal	Agriculture	Private household	Total
Quarter	Per cent				
Q4 2015	47,6	33,7	6,7	12,0	100,0
Q1 2016					
Q2 2016	49,8	30,6	6,1	13,5	100,0
Q3 2016	49,3	32,2	7,3	11,2	100,0
Q4 2016	47,0	32,6	8,8	11,5	100,0
Q1 2017	45,9	31,4	7,7	15,1	100,0
Q2 2017	47,3	34,4	6,4	11,8	100,0
Q3 2017	43,8	36,8	6,9	12,4	100,0
Q4 2017	48,2	33,2	6,4	12,2	100,0
Q1 2018	42,0	37,1	9,6	11,4	100,0
Q2 2018	44,7	35,7	6,9	12,6	100,0
Q3 2018	43,8	36,8	6,9	12,4	100,0
Q4 2018	43,4	38,1	7,4	11,1	100,0
Q1 2019	45,5	36,6	8,1	9,8	100,0
Q2 2019	40,9	39,6	6,7	12,8	100,0
Q3 2019	41,7	38,7	7,4	12,3	100,0
Q4 2019	48,0	33,6	7,1	11,4	100,0
Q1 2020	43,9	38,1	6,7	11,3	100,0
Q2 2020	47,8	35,8	5,8	10,6	100,0
Q3 2020	48,2	34,6	4,4	12,8	100,0
Q4 2020	50,4	31,8	5,7	12,1	100,0
Q4 2020	45,0	29,1	18,1	7,8	100,0
Q1 2021	54,3	20,2	18,9	6,5	100,0
Q2 2021	50,6	22,5	19,7	7,2	100,0
Q3 2021	52,0	24,1	17,6	6,3	100,0

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

Employed with Primary and less education	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2015	27,3	39,3	33,4	100,0
Q1 2016				
Q2 2016	26,5	35,9	37,6	100,0
Q3 2016	26,0	39,0	35,1	100,0
Q4 2016	22,0	39,0	39,0	100,0
Q1 2017	19,4	40,8	39,8	100,0
Q2 2017	27,8	37,6	34,6	100,0
Q3 2017	21,6	43,4	35,0	100,0
Q4 2017	26,9	35,3	37,8	100,0
Q1 2018	19,9	35,5	44,6	100,0
Q2 2018	19,3	38,3	42,4	100,0
Q3 2018	23,4	43,9	32,7	100,0
Q4 2018	20,8	42,7	36,5	100,0
Q1 2019	19,9	35,5	44,6	100,0
Q2 2019	24,0	60,1	39,9	100,0
Q3 2019	19,5	42,2	38,3	100,0
Q4 2019	19,2	26,8	27,1	100,0
Q1 2020	22,8	47,7	29,5	100,0
Q2 2020	18,0	49,6	32,5	100,0
Q3 2020	24,8	44,3	30,9	100,0
Q4 2020	28,0	36,4	35,6	100,0
Q1 2021	24,3	39,3	36,4	100,0
Q2 2021	24,5	33,5	42,0	100,0
Q3 2021	35,7	42,6	21,7	100,0
Q4 2021	18,9	38,1	43,0	100,0
Employed with Secondary not completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q4 2015	49,9	34,3	21,7	100,0
Q1 2016				
Q2 2016	47,0	31,2	53,3	100,0
Q3 2016	44,9	34,4	20,7	100,0
Q4 2016	42,3	34,2	23,5	100,0
Q1 2017	45,3	30,5	24,2	100,0
Q2 2017	41,1	37,1	21,8	100,0
Q3 2017	41,7	38,6	19,8	100,0
Q4 2017	42,3	36,5	21,2	100,0
Q1 2018	38,2	40,4	21,4	100,0
Q2 2018	38,2	41,9	19,9	100,0
Q3 2018	37,9	43,5	18,6	100,0
Q4 2018	38,3	42,3	19,3	100,0
Q1 2019	38,2	40,4	21,4	100,0
Q2 2019	45,0	53,6	33,8	100,0
Q3 2019	36,2	41,2	22,6	100,0
Q4 2019	40,0	35,1	24,9	100,0
Q1 2020	40,0	40,0	20,0	100,0
Q2 2020	38,3	40,6	21,1	100,0
Q3 2020	43,2	36,6	20,2	100,0
Q4 2020	44,0	33,3	22,7	100,0
Q1 2021	46,0	32,1	21,9	100,0
Q2 2021	41,0	43,1	15,9	100,0
Q3 2021	40,8	34,5	24,7	100,0
Q4 2021	46,4	29,3	24,4	100,0

Table A9: Quarterly distribution of those who found employment by sector and level of education				
	Sector			
Employed with Secondary completed	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q1 2016				
Q2 2016	65,9	26,0	8,1	100,0
Q3 2016	66,6	24,9	8,5	100,0
Q4 2016	65,1	27,4	7,5	100,0
Q1 2017	56,6	29,4	14,0	100,0
Q2 2017	66,1	28,7	5,1	100,0
Q3 2017	61,2	29,5	9,4	100,0
Q4 2017	66,6	25,9	7,5	100,0
Q1 2018	57,4	32,9	9,7	100,0
Q2 2018	61,8	27,8	10,4	100,0
Q3 2018	59,4	33,0	7,6	100,0
Q4 2018	62,0	30,0	8,0	100,0
Q1 2019	57,4	32,9	9,7	100,0
Q2 2019	61,8	27,8	6,9	100,0
Q3 2019	56,3	34,3	9,3	100,0
Q4 2019	66,4	28,9	4,6	100,0
Q1 2020	57,4	32,9	10,7	100,0
Q2 2020	61,9	29,4	8,6	100,0
Q3 2020	60,3	29,2	10,5	100,0
Q4 2020	61,3	29,9	8,8	100,0
Q1 2016	70,5	23,0	6,4	100,0
Q1 2021	60,7	27,0	12,2	100,0
Q2 2021	56,8	30,3	12,8	100,0
Q3 2021	67,2	22,5	10,3	100,0
Q4 2021	70,5	23,0	6,4	100,0
	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed with Tertiary	Per cent			
Quarter				
Q4 2015	84,2	15,8	0,0	100,0
Q1 2015				
Q2 2016	65,1	29,8	5,1	100,0
Q3 2016	71,0	22,2	6,8	100,0
Q4 2016	72,9	26,1	1,0	100,0
Q1 2017	74,1	22,2	3,7	100,0
Q2 2017	75,2	24,8	0,0	100,0
Q3 2017	70,2	26,5	3,3	100,0
Q4 2017	61,0	36,2	2,7	100,0
Q1 2018	68,7	31,3	0,0	100,0
Q2 2018	70,2	26,7	3,1	100,0
Q3 2018	68,6	21,5	9,9	100,0
Q4 2018	69,2	30,8	0,0	100,0
Q1 2019	68,7	31,3	0,0	100,0
Q2 2019	70,2	26,7	3,5	100,0
Q3 2019	63,0	32,0	5,0	100,0
Q4 2019	58,2	38,5	3,3	100,0
Q1 2020	33,7	17,3	4,2	100,0
Q2 2020	76,4	20,4	3,2	100,0
Q3 2020	68,4	28,2	3,5	100,0
Q4 2020	72,7	23,2	4,1	100,0
Q1 2021	75,9	19,7	4,4	100,0
Q2 2021	77,2	21,5	1,3	100,0
Q3 2021	66,2	23,6	10,3	100,0
Q4 2021	64,5	28,1	4,5	100,0

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

	Sector			
Employed Youth	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2015	52,8	32,5	14,7	100,0
Q1 2016				
Q2 2016	57,4	26,9	15,8	100,0
Q3 2016	56,1	27,0	16,9	100,0
Q4 2016	53,2	29,0	17,9	100,0
Q1 2017	51,7	27,5	20,8	100,0
Q2 2017	53,7	31,1	15,2	100,0
Q3 2017	50,1	35,2	14,7	100,0
Q4 2017	54,4	28,7	16,9	100,0
Q1 2018	47,4	34,3	18,3	100,0
Q2 2018	51,5	33,8	14,8	100,0
Q3 2018	54,8	38,2	15,0	100,0
Q4 2018	50,1	34,1	15,8	100,0
Q1 2019	47,4	34,3	18,3	100,0
Q2 2019	47,0	37,1	15,9	100,0
Q3 2019	52,1	36,2	16,4	100,0
Q4 2019	53,0	32,2	14,8	100,0
Q1 2020	49,4	35,9	14,7	100,0
Q2 2020	54,1	32,9	12,9	100,0
Q3 2020	73,4	39,8	15,8	100,0
Q4 2020	59,2	26,8	14,0	100,0
Q1 2021	65,9	22,8	11,3	65,9
Q2 2021	54,2	32,0	13,8	54,2
Q3 2021	51,5	32,9	15,7	51,5
Q4 2021	61,6	23,0	15,4	61,6

	Sector			
Employed Adults	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2015	41,1	35,1	23,5	100,0
Q1 2016				
Q2 2016	41,1	34,8	24,1	100,0
Q3 2016	38,9	38,3	22,8	100,0
Q4 2016	37,3	38,5	24,2	100,0
Q1 2017	38,7	36,1	25,3	100,0
Q2 2017	39,8	38,4	21,8	100,0
Q3 2017	35,7	38,9	25,3	100,0
Q4 2017	41,0	38,4	20,6	100,0
Q1 2018	35,4	40,5	24,1	100,0
Q2 2018	36,2	38,2	25,6	100,0
Q3 2018	33,2	44,7	22,1	100,0
Q4 2018	36,0	42,5	21,5	100,0
Q1 2019	35,4	40,5	24,1	100,0
Q2 2019	33,7	42,5	23,8	100,0
Q3 2019	32,5	43,3	24,2	100,0
Q4 2019	41,4	35,4	23,3	100,0
Q1 2020	36,1	41,1	22,8	100,0
Q2 2020	40,3	39,2	20,5	100,0
Q3 2020	42,0	37,3	20,8	100,0
Q4 2020	43,5	35,7	20,8	100,0
Q1 2021	46,6	33,1	20,3	100,0
Q2 2021	46,6	33,1	20,3	100,0
Q3 2021	43,6	34,5	21,9	100,0
Q4 2021	45,7	30,9	23,4	100,0

Table A11: Quarterly distribution of those who found employment by size of the firm

	Firm size				
	0-9 employees	10-49 employees	>50 employees	Don't know	Total
Employed	Per cent				
Quarter					
Q4 2015	52,6	21,5	18,7	7,3	100,0
Q1 2016					
Q2 2016	53,6	23,3	17,5	5,6	100,0
Q3 2016	50,9	22,3	19,4	7,4	100,0
Q4 2016	51,4	22,4	17,4	8,7	100,0
Q1 2017	53,5	20,8	18,0	7,8	100,0
Q2 2017	51,8	20,3	19,0	7,8	100,0
Q3 2017	56,0	18,0	18,7	7,3	100,0
Q4 2017	52,5	20,3	18,8	8,4	100,0
Q1 2018	55,7	17,9	19,4	7,0	100,0
Q2 2018	51,5	19,0	19,9	9,5	100,0
Q3 2018	56,3	19,7	16,3	7,7	100,0
Q4 2018	55,1	18,9	17,7	8,3	100,0
Q1 2019	52,9	21,1	17,9	8,1	100,0
Q2 2019	57,1	16,5	17,4	9,0	100,0
Q3 2019	55,5	18,1	16,4	10,0	100,0
Q4 2019	51,8	22,8	18,3	7,1	100,0
Q1 2020	55,8	18,3	17,4	8,5	100,0
Q2 2020	55,4	20,0	17,6	7,1	100,0
Q3 2020	58,2	20,0	15,7	6,2	100,0
Q4 2020	52,0	24,1	17,6	6,3	100,0
Q1 2021	45,0	29,1	18,1	7,8	100,0
Q2 2021	54,3	20,2	18,9	6,5	100,0
Q3 2021	50,6	22,5	19,7	7,2	100,0
Q4 2021	52,0	24,1	17,6	6,3	100,0

Appendix 4: Statistical tables – Quarterly Employment Statistics

Table 1: Employment series by industry, 2016–2021

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2016	Jan-Mar	458	1 191	62	614	2 057	474	2 187	2 659	**9 702**
	Apr-Jun	458	1 182	62	614	2 051	464	2 189	2 614	**9 634**
	Jul-Sep	458	1 183	62	620	2 056	466	2 186	2 698	**9 731**
	Oct-Dec	456	1 197	63	612	2 131	469	2 232	2 619	**9 778**
2017	Jan-Mar	464	1 203	63	631	2 103	470	2 220	2 610	**9 765**
	Apr-Jun	472	1 199	64	627	2 122	470	2 233	2 621	**9 807**
	Jul-Sep	460	1 203	63	641	2 132	479	2 250	2 632	**9 861**
	Oct-Dec	457	1 214	63	627	2 206	481	2 291	2 661	**9 999**
2018	Jan-Mar	454	1 218	62	641	2 191	481	2 300	2 751	**10 098**
	Apr-Jun	459	1 212	63	638	2 199	483	2 301	2 687	**10 042**
	Jul-Sep	456	1 222	62	631	2 223	490	2 310	2 697	**10 091**
	Oct-Dec	453	1 233	62	611	2 280	498	2 348	2 711	**10 197**
2019	Jan-Mar	455	1 238	61	611	2 279	500	2 349	2 736	**10 230**
	Apr-Jun	462	1 219	61	599	2 264	497	2 343	2 774	**10 220**
	Jul-Sep	463	1 213	61	591	2 267	497	2 336	2 769	**10 198**
	Oct-Dec	452	1 211	61	580	2 307	500	2 348	2 773	**10 233**
2020	Jan-Mar	456	1 204	60	562	2 277	500	2 350	2 787	**10 195**
	Apr-Jun	452	1 113	59	489	2 074	460	2 180	2 680	**9 507**
	Jul-Sep	453	1 117	58	510	2 101	452	2 167	2 706	**9 563**
	Oct-Dec	454	1 105	58	488	2 154	450	2 177	2 765	**9 651**
2021	Jan-Mar	459	1 112	59	562	2 105	425	2 330	2 856	**9 909**
	Apr-Jun	457	1 160	59	554	2 105	425	2 325	2 790	**9 876**
	Jul-Sep	465	1 162	59	563	2 085	421	2 345	2 852	**9 952**
	Oct-Dec	458	1 177	59	545	2 142	419	2 351	2 910	**10 061**

Table 2: Gross earnings by industry, 2016–2021

Year	Period	Salaries (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2016	Jan-Mar	28 248	58 176	6 584	25 567	79 669	31 558	152 305	172 447	**554 555**
	Apr-Jun	29 084	59 192	6 735	26 946	80 411	33 025	139 046	181 127	**555 566**
	Jul-Sep	30 180	61 176	8 715	28 124	83 196	32 628	148 863	185 474	**578 357**
	Oct-Dec	30 987	69 487	8 643	32 065	92 453	36 042	156 223	192 326	**618 227**
2017	Jan-Mar	30 954	62 836	7 481	27 987	86 772	33 335	162 484	188 578	**600 428**
	Apr-Jun	31 208	63 294	7 489	29 548	88 392	35 851	153 009	197 716	**606 507**
	Jul-Sep	31 972	64 813	9 255	30 644	89 567	36 083	165 444	203 445	**631 224**
	Oct-Dec	32 437	73 449	8 791	36 242	100 994	39 000	176 132	211 907	**678 953**
2018	Jan-Mar	32 198	66 427	7 807	31 517	94 864	35 517	189 734	205 204	**663 269**
	Apr-Jun	31 902	67 770	7 931	33 534	94 841	37 871	173 672	209 930	**657 452**
	Jul-Sep	33 754	69 229	8 144	33 423	96 514	38 571	183 294	227 955	**690 884**
	Oct-Dec	34 427	78 511	9 730	38 198	107 521	41 629	193 394	235 115	**738 526**
2019	Jan-Mar	33 570	70 874	8 115	33 419	99 935	38 627	189 128	226 372	**700 040**
	Apr-Jun	34 640	71 549	8 058	33 797	101 559	42 343	183 587	235 799	**711 332**
	Jul-Sep	37 020	72 109	8 196	33 065	102 652	40 448	191 207	239 384	**724 081**
	Oct-Dec	37 891	80 158	9 794	36 628	112 176	45 100	203 632	251 600	**776 979**
2020	Jan-Mar	37 903	71 796	8 178	32 001	103 769	39 791	195 044	240 906	**729 388**
	Apr-Jun	33 899	59 776	7 939	22 118	84 162	36 992	168 372	231 461	**644 719**
	Jul-Sep	38 484	65 797	8 303	26 926	92 460	35 532	176 306	236 763	**680 570**
	Oct-Dec	39 355	75 225	9 742	29 879	104 868	39 858	193 464	249 734	**742 126**
2021	Jan-Mar	39 646	68 230	8 542	31 193	103 859	33 547	206 324	251 145	**742 485**
	Apr-Jun	40 076	74 477	8 648	32 154	105 506	38 229	198 817	255 757	**753 664**
	Jul-Sep	43 583	75 232	8 241	34 209	105 117	35 490	210 708	270 449	**783 029**
	Oct-Dec	41 659	84 498	9 631	35 395	116 686	39 727	218 283	281 456	**827 334**

Table 3: Average monthly earnings by industry, 2016–2021

Year	Period	Average Monthly Earnings (Rands)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2016	Jan-Mar	20 212	15 353	35 117	12 701	11 822	20 932	18 825	20 772	**17 262**
	Apr-Jun	22 047	15 916	35 558	13 052	12 255	21 745	19 100	22 098	**17 998**
	Jul-Sep	22 241	16 450	37 514	13 631	12 521	22 243	19 579	21 254	**18 156**
	Oct-Dec	22 953	16 759	38 584	14 757	12 575	22 458	20 226	22 354	**18 723**
2017	Jan-Mar	22 193	16 557	38 930	14 812	12 659	22 353	20 756	22 713	**18 913**
	Apr-Jun	22 223	16 873	38 715	15 245	13 006	23 638	21 385	23 676	**19 499**
	Jul-Sep	23 077	17 415	38 950	15 683	13 103	23 787	22 199	24 195	**19 996**
	Oct-Dec	23 572	17 668	40 071	16 463	13 279	23 600	22 620	24 133	**20 193**
2018	Jan-Mar	22 903	17 297	38 934	16 165	13 282	23 236	22 765	24 078	**20 092**
	Apr-Jun	23 265	17 894	39 862	16 968	13 479	24 270	22 987	24 702	**20 524**
	Jul-Sep	25 021	18 526	41 681	17 611	13 862	24 939	23 825	26 031	**21 381**
	Oct-Dec	25 510	18 795	43 722	17 784	13 705	24 798	24 067	26 305	**21 540**
2019	Jan-Mar	24 118	18 423	42 380	17 442	13 696	24 050	24 255	25 420	**21 231**
	Apr-Jun	25 042	19 125	42 587	18 434	14 360	25 643	24 410	25 732	**21 791**
	Jul-Sep	27 063	19 532	42 689	18 302	14 518	25 043	24 723	27 476	**22 365**
	Oct-Dec	26 172	19 420	46 003	18 313	14 629	26 046	24 625	27 536	**22 414**
2020	Jan-Mar	27 616	19 433	44 112	18 646	14 705	25 271	23 893	27 784	**22 376**
	Apr-Jun	24 333	17 340	44 658	14 865	13 015	23 052	23 880	27 587	**21 425**
	Jul-Sep	28 669	19 278	46 303	17 005	14 502	24 588	24 654	28 064	**22 559**
	Oct-Dec	28 415	20 367	48 584	17 803	14 924	25 691	25 246	28 406	**23 084**
2021	Jan-Mar	28 972	20 192	46 665	18 246	15 301	24 887	24 885	28 301	**23 087**
	Apr-Jun	28 666	20 842	48 067	18 484	15 744	26 186	25 179	29 352	**23 640**
	Jul-Sep	31 822	21 130	45 660	19 068	15 498	26 887	25 297	29 468	**23 908**
	Oct-Dec	30 114	20 969	47 786	18 973	15 325	27 329	25 677	29 186	**23 828**

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