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Labour market dynamics in South Africa, 2024

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Foreword

Understanding labour market dynamics is very important for South Africa because it directly impacts the country's economic growth, social stability, and development. As South Africa is facing high unemployment rates, especially among the youth, understanding labour market dynamics will enable policymakers to create effective strategies to address such issues. In addition, monitoring the state of the economy and making sure that the advantages of growth are distributed more fairly throughout the population depend on labour market insights.

The Labour Market Dynamics in South Africa (LMDSA) report provides a comprehensive overview of the country's labour market using data drawn from the Quarterly Labour Force Survey (QLFS). The report seeks to produce high-quality analysis that reflects the true state of the labour market and supports timely and informed decision-making. It highlights long-term labour market trends, tracks how individuals move in and out of employment, and identifies ongoing challenges in the labour market. This information will offer insights to policymakers to shape effective interventions that promote inclusive economic participation.

Higher unemployment rates, especially among women and youth, continue to pose a serious socio-economic challenge in the country. The rate for women continues to be higher than the national average, recording 30,7% in 2019 and 34,8% in 2024. In addition, women are less likely to work in skilled occupations than men. Looking at the situation of youth aged 15–34 in the labour market, the results highlight that they continue to be more vulnerable compared to adults, bearing the brunt of higher unemployment rates, low absorption and low participation rates compared to that of their adult counterparts. The 2024 results show that they are more likely to be in long-term unemployment compared to adults. The share of unemployed young women (14,3%) with tertiary education was higher than that of young men (7,2%) with the same qualifications.

The Labour Force Survey's findings indicate that factors such as sex, age, education, and experience have influenced South Africa's unemployment rate and the state of the labour market. Experience is especially crucial for those looking for work. Individuals with past work experience have a higher chance of finding a job than those without it. Overall, the results show that while gaining work experience (formal or informal) is essential to reducing unemployment in the short-term, particularly for the most marginalised populations such as women, youth, and the black African population group, improving educational attainment is still essential to this goal.

The year 2024 marks the 17th LMDSA report since the inception of the QLFS in 2008. With an emphasis on labour market dynamics as represented by the QLFS panel data, this report offers information on labour market trends for the years 2019–2024. Tracking people over time helps to better understand how changes occur in their employment and non-employment patterns, unemployment, and inactivity. It is also possible to pinpoint elements that may improve their chances of finding a job. Moreover, panel data allow researchers to examine several crucial economic issues that cannot be answered with cross-sectional or time series datasets. It can be used to assess the impact of labour market policies such as unemployment benefits. The panel makes it possible to track about 75% of the working-age population on a quarterly basis, identifying factors that facilitate the movement into employment (and out of employment), as well as distinguishing in which sectors and industries employment outcomes have improved.

Over the years 2019–2024, data on transition and retention rates were analysed. The panel data results show that people who were employed and those who were inactive had a higher likelihood of staying in their current status. About 91,8% of persons who were employed in the third quarter of 2024 kept their jobs in the fourth quarter of 2024, while about 89,0% of those who were not economically active remained in the same status over the same period.

Please take a moment to read this report. It is my hope that the information provided here will be useful for policy development, planning, and tracking South Africa's progress toward the National Development Plan (NDP) and the Sustainable Development Goals (SDGs) as we head towards 2030, with the goal of leaving no one behind.

Risenga Maluleke
Statistician-General

Highlights

Working-age population

- The working-age population comprises everyone aged 15–64 years who fall into each of the three labour market components (employed, unemployed, not economically active). The working-age population increased from 38,5 million in 2019 to 41,4 million in 2024. Out of the working-age population, about 16,9 million were employed, 8,1 million were unemployed, 3,3 million were discouraged work-seekers while 13,1 million were reported as other not economically active.

Labour force

- The labour force is the sum of the working-age population that is either employed or unemployed. The labour force increased by 2,1 million from 22,9 million in 2019 to 25,0 million in 2024. Compared to the previous year, labour force increased by 0,6 million from 24,4 million in 2023 to 25,0 million in 2024.

- The improvement in the labour force in 2024 led to an increase in the labour force participation rate by 0,7 of a percentage point to 60,5% in 2024 compared to 2023. Men recorded the highest participation rates, which were higher than the national rates. In 2024, Gauteng (68,4%) followed by Western Cape (68,3%) and Free State (62,0%) had the highest participation rates in the labour force. During the same year, five out of nine provinces recorded increases in the labour force participation rates with the largest increases of 8,4 percentage points recorded in Limpopo.

Employment

- After two consecutive declines in employment from 2020 to 2021, employment has been increasing on an annual basis from 2022 to 2024. Between 2023 and 2024, employment increased by 354 000 jobs to reach 16,9 million. Community and social services, trade and finance remain the largest contributors to the total employment, which accounted for more than 60% of total employment in 2023.

- Between 2019 and 2024, employment decreased in three of the ten occupational categories. The largest decrease was observed in domestic workers (155 000) followed by craft workers (144 000), and managers (40 000). Over the same period, employment gains were mainly among elementary (326 000), technicians (148 000), clerical (109 000) and sales and services (100 000) occupations.

- Women were more likely to work as domestic workers (94,8%), clerks (71,3%) and technicians (54,3%) relative to men. About 64,5% of men were employed in managerial occupations compared to 35,5% of women. Both craft and related trades and machine operators' occupations recorded the largest shares above 80,0% for men.

- The share of formal sector employment declined by 0,1 of a percentage point from 68,7% in 2019 to 68,6% in 2024. During the same period, employment share in the informal sector increased by 0,8 of a percentage point from 18,2% in 2019 to 19,0% in 2024. The formal sector recorded the largest job increase of 165 000 between 2023 and 2024.

- The number of time-related underemployed persons declined by 21 000 from 763 000 in 2019 to 742 000 in 2024. The underemployment rate declined by 0,3 of a percentage point from 4,7% in 2019 to 4,4% in 2024, and remained unchanged when compared to 2023. The underemployment rate declined by 0,8 of a percentage point for men and increased by 0,2 of a percentage point for women over the period 2019 to 2024.

- Between 2019 and 2024, the total median monthly earnings increased by R1 200 from R4 800 to R6 000. The median monthly earnings for men have generally been higher than women. Overall, women's median monthly earnings were R5 300, which is 82% of men's median monthly earnings of R6 500.

- Professionals and Managers monthly median earnings were R25 000 each followed by technicians at R20 000. The lowest median monthly earnings were found within low-skilled occupations.

- Gauteng is the only province that recorded median monthly earnings above the national average over the period 2019 to 2024.

- 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 2019 and 2024, the proportion of employees who were entitled to paid sick leave increased by 0,5 of a percentage point from 71,2% to 71,7%. A higher proportion of employees who were entitled to paid sick leave was observed among women compared to men in 2024.
    - Although both men and women experienced a decline in the proportions of employees who worked excessive hours between 2019 and 2024, a higher proportion of male employees worked excessive hours compared to female employees.
    - The proportion of employees whose employer contributes to any pension/retirement fund on their behalf decreased by 3,4 percentage points between 2019 (48,2%) and 2024 (44,8%). The proportion of men whose employer contributed to any pension/retirement fund on their behalf decreased by 4,6 percentage points from 50,4% in 2019 to 45,8% in 2024.
    - The proportion of employees who were entitled to medical aid benefits declined by 0,8 of a percentage point to reach 30,3% between 2019 and 2024.
    - More than half of employees indicated that their annual salary increment was determined by the employer only in both 2019 (53,7%) and 2024 (55,8%). Employees whose salary increment was negotiated by the union and the employer recorded the second highest proportions of 22,3% in 2019, which decreased by 1,9 percentage points to 20,3% in 2024.

- A large proportion of women participated in the Expanded Public Works Programme (EPWP) and other government job creation programmes. Over the period 2018–2023, the proportion of men who participated in the EPWP and other government job creation programmes declined by 4,0 percentage points from 33,3% to 29,3%, while women’s participation gained the same percentage points to reach 70,7% from 66,7% in 2018. The majority of those who participated in EPWP and other government job creation programmes did not have matric (73,2% in 2018 and 73,4% in 2023). Irrespective of sex, black Africans were more likely to participate in these programmes.

- Over the period 2019 to 2024, the highest level of employment was observed in 2023 at 10,9 million jobs and the lowest level in 2020 at 9,5 million jobs. Between 2023 and 2024, employment declined from 10,9 million to 10,7 million. There was an increase in full-time employment between 2019 and 2024. The main contributors to the observed increase in employment were manufacturing and finance, which rose by 117 000 jobs each.

- Approximately 289 000 full-time jobs in the formal non-agricultural businesses were gained during the same period, while an increase of 246 000 in part-time jobs was recorded during the same period.
- All industries reported an increase in average monthly earnings from 2019 to 2024. The largest increase was observed in mining (up by 35,4%), finance (up by 31,1%), construction (up by 27,0%), trade (up by 24,3%) and manufacturing (up by 23,7%).

Unemployment

- Unemployment remains high in the South African labour market with young people affected the most compared to other age groups. At the national level, the number of unemployed persons increased from 6,6 million in 2019 to 8,2 million in 2024.

- The black African population group remains vulnerable in the South African labour market, with an unemployment level of 7,4 million accounting for more than 90% of the total number of unemployed persons in 2024. Out of the 8,2 million persons who were unemployed in 2024, about 4,1 million were men and 4,0 were women. Gauteng province recorded the highest number of unemployed persons, while Northern Cape recorded the lowest for the period 2019 and 2024.

- The level of unemployment is higher among persons without matric. The results reveal that about 90% of the 8,2 million unemployed persons had either matric (3,3 million) or did not complete secondary education (4,1 million) in 2024. Approximately 9,4% of those unemployed had tertiary education.

- Of the 8,2 million unemployed persons, approximately 6,2 million were unemployed for a year or more and 1,9 million for less than a year. The incidence of long-term unemployment increased by 5,2 percentage points from 71,2% in 2019 to 76,4% in 2024. Women and persons without previous work experience are more likely to be in long-term unemployment.

Labour market rates

- The absorption rate (i.e. proportion of the working-age population that is employed) fell by 1,7 percentage points to 40,8% between 2019 and 2024. Men continued to report absorption and labour force participation rates above the national averages, while the rates for women remained below.

- Over the period 2019 to 2024, women experienced higher unemployment rates compared to men. The unemployment rate for women increased from 30,7% in 2019 to reach a peak of 36,6% in 2021 and declined to 34,8% in 2024.

- The expanded unemployment rate increased by 3,6 percentage points and the official unemployment rate by 2,9 percentage points between 2019 and 2024. The official unemployment rate was 32,6% in 2023, which was 0,2 of a percentage point higher than the 2023 unemployment rate. Those with low levels of education are highly affected by high unemployment levels. Moreover, the unemployment rate among black Africans remained higher compared to other population groups, with black African men recording 34,6% and women 38,9% in 2024. This indicates that unemployment continues to be a major concern in South Africa, particularly for black Africans.

Youth in the labour market

- The number of youth aged 15 to 34 years in the working-age population increased consecutively over the six-year period. The number increased from 20,4 million in 2019 to 20,9 million in 2024 (an increase of 495 000). The number of employed youth decreased by 162 000 between 2019 and 2024 and those who were discouraged and unemployed increased by 32 000 and 705 000 respectively.

- The youth continue to be more vulnerable in the labour market when compared to the adults. Between 2019 and 2024, 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 those of their adult counterparts. Over the period 2019–2024, the unemployment rate for youth was approximately double the rate of adults.

- The youth were more likely to be employed in trade, community and services and finance industries between 2019 and 2024. Youth employment was lowest in the utilities and mining industries. In terms of occupation, the youth were more likely to be employed in low-skilled and semi-skilled occupations. Between 2019 and 2024, 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 2024, the share of employed youth with tertiary qualifications increased by 2,4 percentage points from 19,1% in 2019 to 21,5% in 2024, while the share of those looking and available for work with tertiary qualifications increased by 1,4 percentage points from 9,4% to 10,8% during the same period. In 2024, about 42,8% of unemployed youth did not finish matric, while 45,7% completed matric and only 10,8% had a tertiary qualification.

- In 2024, about one third (34,6%) of youth aged 15 to 24 were not in employment, education or training (NEET). This rate increased by 2.1 percentage points from 32.5% in 2019.The NEET rate differs by population group. Between 2019 and 2024, the NEET rate among black Africans and coloureds was higher than that of Indian/Asians 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 2024, about 94,0% of employed persons retained their jobs while 3,1% became unemployed and 2,9% became not economically active. Among those who were unemployed, approximately 74,2% retained their status, while 9,7% found work and 16,1% 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 increased in all educational categories except for those with tertiary education. In both 2019 and 2024, the transition rate into employment for those with tertiary education was higher at 7,6% and 7,5% respectively.

- The industry retention rates in 2019 and 2024 were highest among those employed in tertiary industries (92,3% and 88,8%, respectively) when compared to secondary and primary industries.

- Persons in skilled occupations were more likely to retain their jobs than those in other occupational categories. The retention rate for persons in skilled occupations was 80,5% in 2024 compared to 79,3% and 76,2% for those in semi-skilled and low-skilled occupations, respectively.

- About 90,4% of persons who were employed on a permanent contract in the third quarter of 2024 retained the same employment contract in the fourth quarter of the same year. Approximately 5,9% moved to a different contract type and 2,7% were out of employment. The retention rates for those with limited duration and unspecified contracts were 59,8% and 66,8% respectively. The retention rate was higher among those with limited duration, recording 23,1% in 2024.

- Persons in short-term unemployment were more likely to transit into employment than those in long-term unemployment. Although those who are in long-term unemployment are less likely to move to employment, their share increased by 0,4 of a percentage point between 2019 and 2024, while the share of short-term unemployment increased by 0,9 of a percentage point.

- Access to opportunities, especially job opportunities, is highly dependent on where one lives in the country. Urban-dominated provinces have better employment opportunities compared to rural-dominated ones. In this respect, the Western Cape province recorded the highest employment retention rate of 93,9% in 2024, while North West recorded the highest unemployment retention rate of 79,6% in 2024.

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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 Organisation
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

Statistics South Africa (Stats SA) conducts two official sources of employment statistics surveys, namely the 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 an annual turnover greater than R300 000.
- QLFS allows for proxy responses (a household member responding on behalf of the other). This can introduce misclassification of items, e.g. formal/informal classification.

To obtain data from individuals from selected dwelling units, Stats SA uses a face-to-face data collection approach for most of its household-based surveys.

Impact of COVID on data collection in the QLFS

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, Q3: 2020 and Q4: 2020, as well as in the first two quarters of 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 Q2: 2021; and dwelling units that were non-contacts in Q1: 2020 remained non-contacts from Q2: 2020 up to Q2: 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. Details of how the adjustment was done are contained in the Quarterly Labour Force Survey report technical notes[1]. Given the change in the survey mode of collection and the fact that Q2: 2020 to Q2: 2021 estimates were not based on a full sample, comparisons with previous years should be made with caution.

Impact of COVID on data collection in the QES

QES data is generally collected by email and telephone. 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.

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2019–2024.

Data sources

Quarterly Labour Force Survey – 2019 to 2024 (average of the results for Quarters 1 to 4 of each year).
Quarterly Employment Statistics – 2019 to 2024 (average of the results for Quarters 1 to 4 of each year and the sum of earnings for the year).

Cautionary notes

2013 Master Sample:
In 2015, Stats SA introduced a new Master Sample based on the Census 2011 data (2013 Master Sample). Several 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 were also published for the first time.

International standards
Stats SA is Responsive to labour market changes. Changes within the labour market dynamics both locally and internationally requires revisions to existing surveys and in line with international best practice. From the third quarter of 2025, Stats SA adopted the latest resolutions of the International Conference of Labour Statisticians (ICLS). The concepts, methodologies and standards in the QLFS have been adapted to comply fully with recent international best practices in the fields of:

- Statistics on work, employment and labour underutilisation (19th ICLS adopted in 2013)
- Statistics on work relationships (20th ICLS adopted in 2018)
- Statistics on informal economy (21st ICLS adopted in 2023)

Changes resulting from these resolutions will be implemented in the 2025 LMDSA report.

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

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008 and which, through its design, tracks individuals from one quarter to the next, makes it possible to create and analyse panel data. 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. Trends in transition and retention rates are also analysed for the period 2019–2024, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter analyses the patterns and trends in South Africa's working-age population from 2019 to 2024. It examines key labour market indicators, such as the unemployment rate, labour absorption rate, and labour force participation rate, in relation to socio-demographic factors like age, gender, population group, and educational attainment. These summary measures highlight the impact of the recent global financial crisis on various groups. When disaggregated by gender, population group, age, education level, and province, the data reveal the vulnerability of certain groups within 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 2019–2024 concerning 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. Subsequent sections of the chapter focus on aspects of employment such as hours worked, earnings, decent work indicators, government job creation programmes and other forms of work. This chapter concludes with results based on employment and earnings from formal non-agricultural businesses.

Chapter 5: A profile of the unemployed

An 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 2019–2024. 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 2019–2024 are analysed. The chapter then discusses the characteristics of employed, unemployed and discouraged youth as well as those who are Not in Employment, Education or Training (NEET).

Chapter 7: Own-use production work

The primary objective of this chapter is to offer a comprehensive understanding of the production activities undertaken by members of households for their own personal consumption. Household residents falling within the age group of 15–64 were surveyed about their involvement in activities for personal use.

Appendices

Appendix 1: Technical notes
Appendix 2: Statistical tables – Quarterly Labour Force Survey
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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 who 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."[2]

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

The Quarterly Labour Force Survey (QLFS) is a rotational panel survey that allows for tracking of the same individuals in the sample across quarters, making it possible to analyse the transitions between labour market statuses. For the current policy development or implementation, economic growth and inclusiveness, the labour market transition of persons in and out of employment is vital since such mobility is a process through which better job opportunities are created and seized. The labour market transitions occur at different levels, such as between employment, unemployment and inactivity, and persons who moved from informality to formality and lastly, between occupations and industries. The following section analyses labour market flows between quarter 3 and quarter 4 for the period 2019 to 2024.

Introduction

This section provides the descriptive analysis of the trends and patterns of the transition and retention rates within the labour market, with great emphasis on the distinct socio-economic characteristics.
The panel data look at the labour market statuses (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2019–2024. The movement into and out of the three labour market statuses is regarded as a transition, while a person can also remain in the same labour market status (retention) between the quarters. The focus is predominantly on national and provincial

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[2] *Analysis of Panel Data, second edition, Cheng Hsiao, 2003*
[2] *LABOUR MARKET TRANSITIONS ACROSS OECD COUNTRIES: STYLISED FACTS, OECD, 2021*

retention and transition rates between the third and fourth quarters of 2024, while the trends in transition and retention rates are analysed by comparing 2019 and 2024.

Selected retention and transition rates

Table 2.1a – Retention and transition rates by labour market status, 2019

	Labour market status in Q4:2019			
	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
Labour market status in Q3:2019	**Thousand**			
Employed	15 392	510	472	**16 375**
Unemployed	650	4 998	1 085	**6 734**
Not economically active (NEA)	404	1 042	14 028	**15 474**
Total	**16 447**	**6 550**	**15 585**	**38 582**
	Retention and transition rates by labour market status Q3:2019 and Q4: 2019			
Employed	94,0	3,1	2,9	100,0
Unemployed	9,7	74,2	16,1	100,0
Not economically active (NEA)	2,6	6,7	90,7	100,0

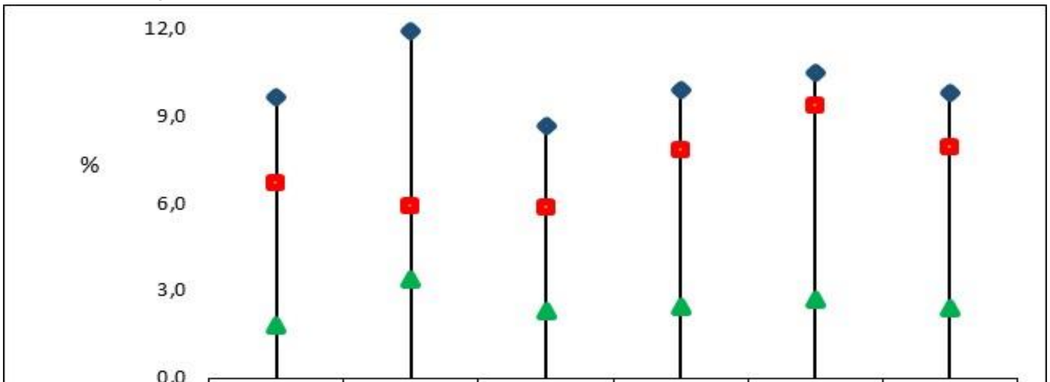
Table 2.1b – Retention and transition rates by labour market status, 2024

	Labour market status in Q4:2024			
	Employed	**Unemployed**	**Not economically active (NEA)**	**Total**
Labour market status in Q3:2024	**Thousand**			
Employed	15 556	723	667	**16 946**
Unemployed	785	5 829	1 396	**8 011**
Not economically active (NEA)	557	1 257	14 661	**16 474**
Total	**16 897**	**7 809**	**16 724**	**41 431**
	Retention and transition rates by labour market status Q3:2024 and Q4: 2024			
Employed	91,8	4,3	3,9	**100,0**
Unemployed	9,8	72,8	17,4	**100,0**
Not economically active (NEA)	3,4	7,6	89,0	**100,0**

As depicted in Tables 2.1a and 2.1b, 94,0% of those who were employed in Q3 remained employed in Q4 of 2019 compared to 91,8% recorded between quarters 3 and 4 of 2024, which decreased by 2,2 percentage points. The not economically active population who kept their status between Q3 and Q4 declined from 90,7% in 2019 to 89,0% in 2024 (1,7 percentage points). What is worth noting from the findings is that the percentage of unemployed persons who remained unemployed between the two quarters has declined from 74,2% in 2019 to 72,8% in 2024.

Approximately 9,8% of persons who were unemployed in Q3 of 2024 transitioned into employment in Q4 of 2024 compared to 9,7% recorded in 2019. Some interesting facts from the findings are that those who were not economically active in Q3 and became active in Q4 increased from 6,7% in 2019 to 7,6% in 2024. This means that people who were not economically active are now more likely to engage in job search activities compared to five years ago. The transition rates also suggest that 4,3% of persons who were employed in Q3 moved to unemployment in Q4 of 2024. This reflects an increase from 3,1% recorded in 2019.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2019–2024

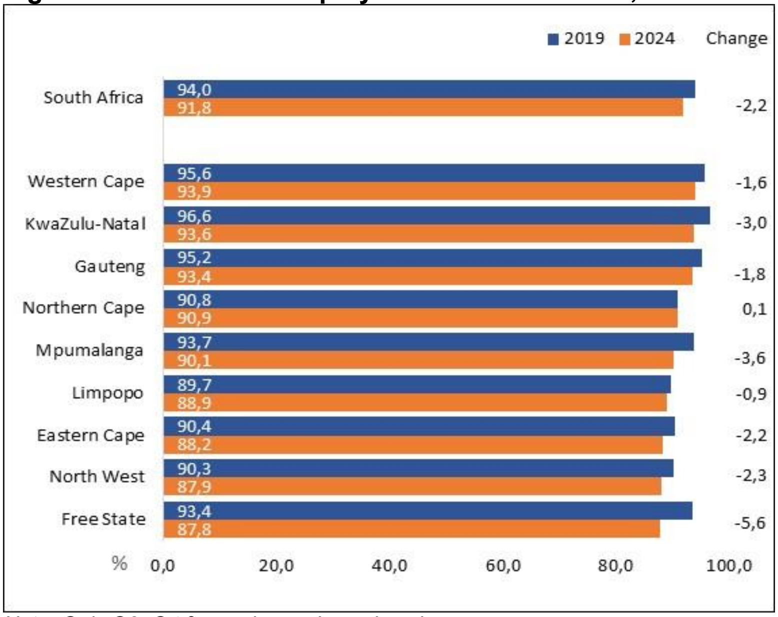


	2019	2020	2021	2022	2023	2024
Unemployed	9,7	11,9	8,7	9,9	10,5	9,8
Discouraged	6,7	5,9	5,8	7,8	9,4	7,9
Other NEA	1,8	3,4	2,3	2,5	2,7	2,4

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

The findings in Figure 2.1 show that a person who was actively looking for a job in Q3 was more likely to transition or secure employment in Q4 of each year compared to those who were discouraged and the non-economically active population. In 2024, 9,8% of persons who were unemployed in Q3 secured employment in Q4 compared to 7,9% recorded amongst the discouraged work-seekers, and 2,4% of the inactive population. Those who are not economically active for reasons other than discouragement had lower transition rates into employment throughout the entire period (2019–2024). The transition into employment is more likely for the unemployed compared to the discouraged.

Figure 2.2: Provincial employment retention rates, 2019 and 2024

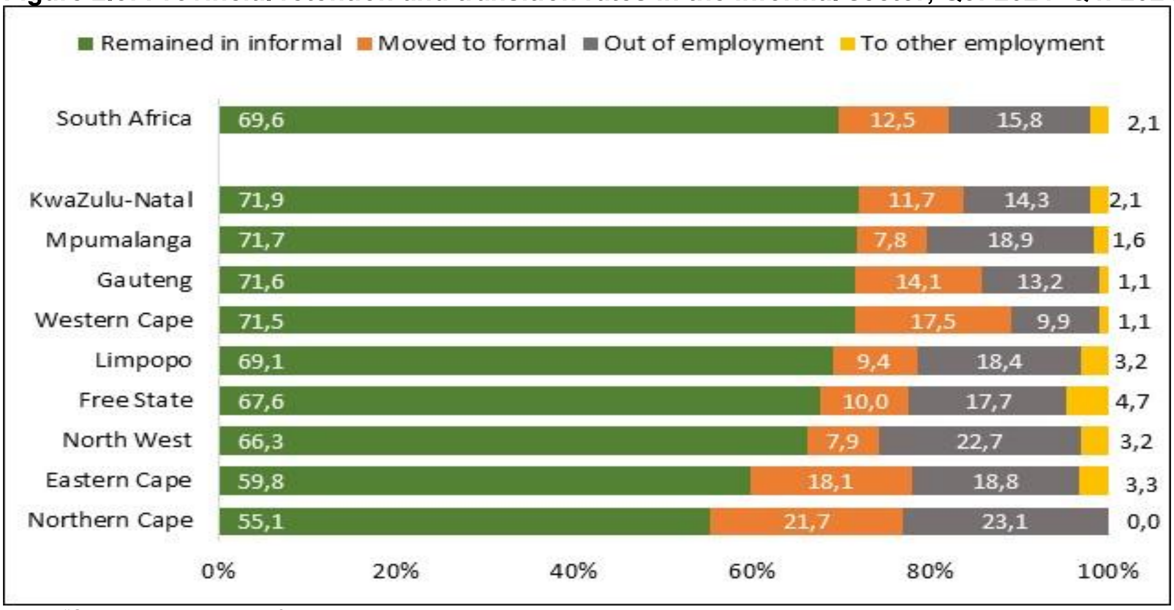


Note: Only Q3–Q4 for each year is analysed.

Western Cape, KwaZulu-Natal and Gauteng provinces were the only provinces that recorded employment retention rates higher than the national averages in both periods. In 2024, Free State province recorded the lowest employment retention rate.

Changes between 2019 and 2024 show that Free State (down by 5,6 percentage points), Mpumalanga (down by 3,6 percentage points) and KwaZulu-Natal (down by 3,0 percentage points) largely contributed to the 2,2 percentage points decline in the employment retention rate recorded at national level. All provinces recorded declines in employment retention rates except Northern Cape province which increased by 0,1 of a percentage point between 2019 and 2024.

Figure 2.3: Provincial retention and transition rates in the informal sector, Q3: 2024–Q4: 2024



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

Between quarters 3 and 4 of 2024, 69,6% of persons who were working in the informal sector remained in this sector, while 15,8% became either unemployed or economically inactive and only 12,5% moved to the formal sector. KwaZulu-Natal (71,9%), Mpumalanga (71,7%), Gauteng (71,6%) and Western Cape (71,5%) had informal employment retention rates that were above the national average.

Eastern Cape (18,1%) and Western Cape (17,5%) provinces had the highest percentage of persons in the informal sector who moved to employment in the formal sector. Northern Cape (23,1%) and North West (22,7%) had the highest percentage of persons who lost their jobs in the informal sector in Q4 of 2024. Free State province at 4,7%, recorded the highest proportion of informal sector persons who moved to either the Agriculture or the Private households sector.

Factors affecting transition into employment

There are underlying factors that influence the movement of individuals between labour market statuses. An improved level of education and work experience give one a competitive advantage in the labour market. It is a well-known fact that people with higher levels of education and previous work experience are more likely to secure a decent job than those with matric or less than matric qualifications. It is vital to analyse these movements based on certain socio-demographic characteristics to be able to understand underlying factors affecting them and to point to specific levers the South African government should pull to increase the chances of transitioning into employment.

Figure 2.4: Transition into employment by work experience, age and sex, 2019 and 2024

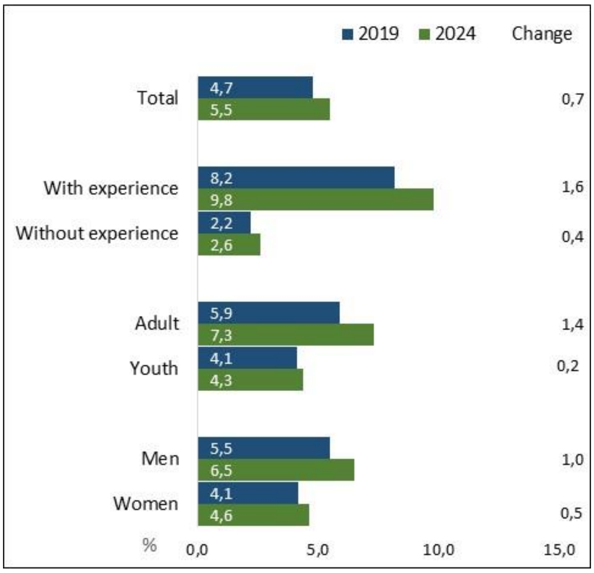
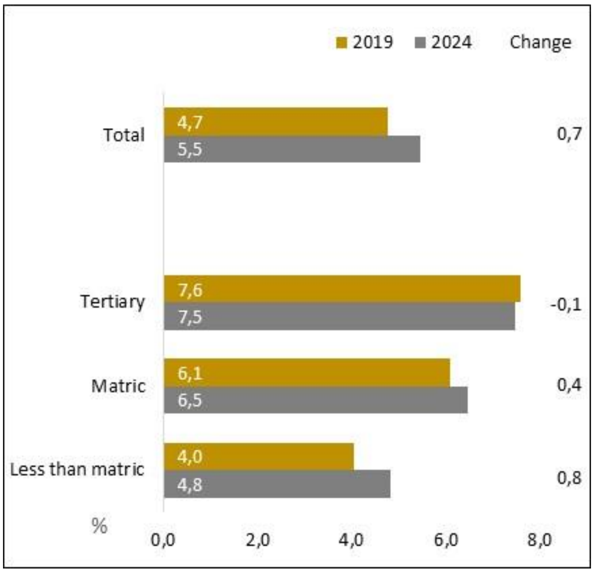


Figure 2.5: Transition into employment by level of education, 2019 and 2024



Note: Q3–Q4 for each year is analysed.

Findings in Figure 2.4 above show that having work experience (9,8%), being an adult (7,3%) and being a man (6,5%) were associated with higher transition rates into employment in both periods. Although the transition rate declined for the tertiary education level, possessing tertiary qualifications improves transition into employment compared to lower levels of education (Figure 2.5).

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

In addition to education and work experience, the type of occupation, industry, sector and employment contract are also the determinants of whether an individual will remain or transition into other labour market statuses. This section looks into movements of employed individuals between occupations, industries, sectors and types of employment contracts from 2019 to 2024.

Figure 2.6: Retention and transition rates by broad occupation groups and skills, 2019 and 2024

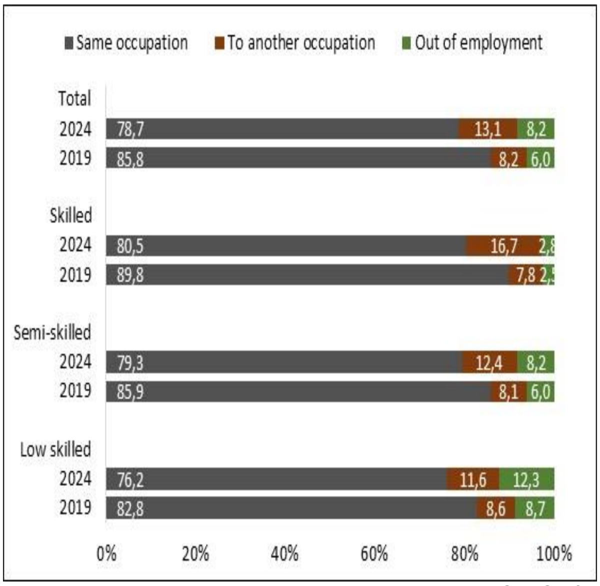
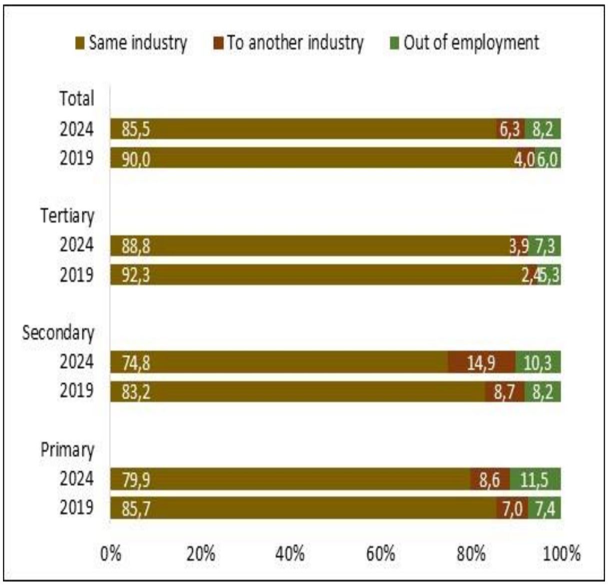


Figure 2.7: Retention and transition rates by broad industry groups, 2019 and 2024



Note: Q3–Q4 for each year is analysed.

Irrespective of occupation and industry, employed persons are more likely to remain in the same employment category for both 2019 and 2024. Overall, 78,7% of employed persons in Q3 of 2023 retained their occupations in Q4 of the same period, which reflects a decline from 85,8% in 2019.

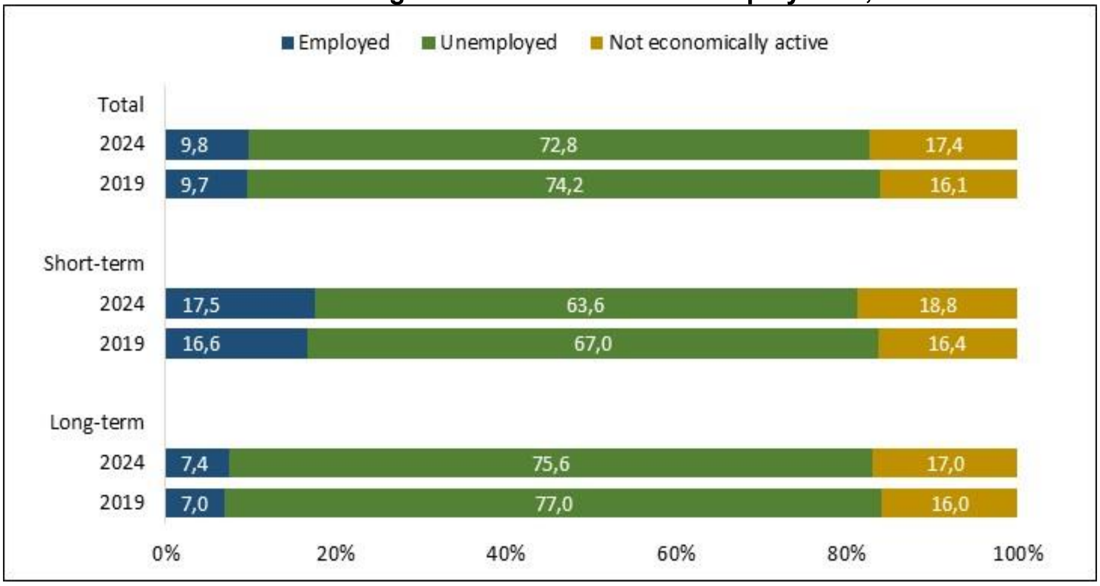
In comparison to other occupation groups, the skilled occupations were more likely to remain in this category in both 2019 (89,8%) and 2024 (80,5%). The low and semi-skilled occupations were more likely to move out of employment in 2024 (12,3% and 8,2%, respectively). Those who were in skilled occupations in Q3 of 2024 (16,7%) were more likely to move to other occupations in Q4 of the same year followed by the semi-skilled occupations (12,4%).

Figure 2.7 shows that compared to the secondary and primary sectors, the tertiary sector (88,8%) was more likely to retain employment in the same industries, while the secondary sector (14,9%) followed by the primary sector (8,6%) were more likely to move to other industries between the two quarters in 2024. In 2024, the primary sector (11,5%) followed by the secondary sector (10,3%) were more likely to lose their jobs compared to the tertiary sector (7,3%)

Unemployment duration

The following descriptive analysis focuses on the transition into various labour market statuses in relation to the unemployment duration over the period 2019 and 2024, 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, 2019 and 2024



The longer the number of years one endures without employment, the harder their job prospects are negatively affected in the labour market. Persons who spent a year or longer looking for a job were less likely to transition to employment compared to those who took less than a year. Although those who are in long-term unemployment are less likely to move to employment, their share increased by 0,4 of a percentage point between 2019 and 2024, while the share of short-term unemployment increased by 0,9 of a percentage point. What is worth noting is that the retention rates for those in long-term unemployment decreased from 77,0% in 2019 to 75,6% in 2024

Employment contract types

In addition to the level of education, work experience, occupation and industry, the type of employment contract plays a significant role in determining employment mobility in the South African labour market. Employees employed with permanent contracts are more likely to remain on these contracts compared to those with contracts of limited or unspecified duration. This simply means that once an employee becomes permanently employed, they are more likely to remain in this type of employment.

Figure 2.9: Retention and transition rates of employees by contract duration, Q3: 2024–Q4: 2024

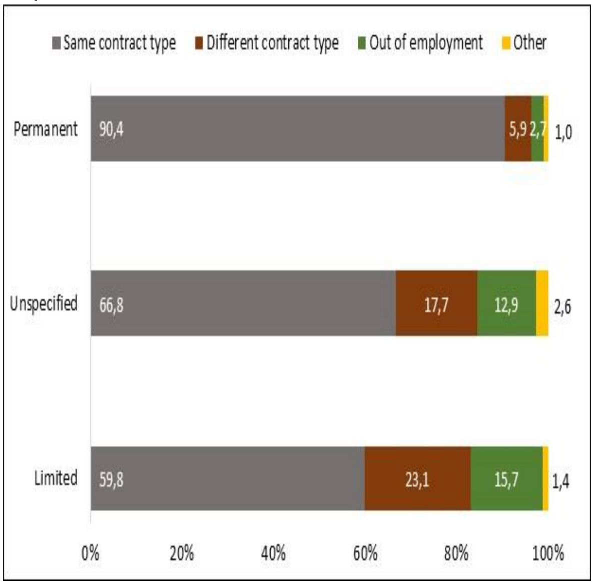
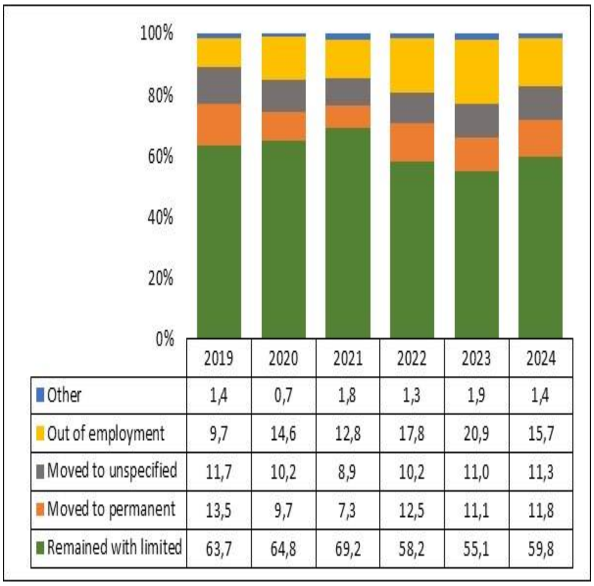


Figure 2.10: Retention and transition rates of employees with limited duration contracts, 2019–2024



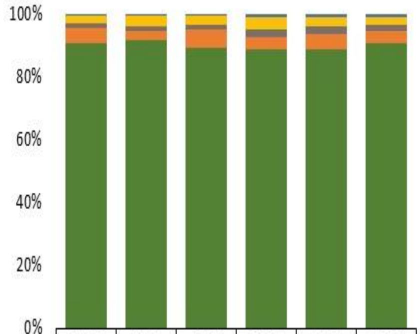
Notes: Only Q3–Q4 for each year is analysed.
"Other" refers to those who were employees in Q3 and became employers or own-account workers in Q4

The contract of limited duration means that the duration of employment is determined prior to employment and that it is of a finite number of days or years. Workers with such contracts were more likely to lose their jobs, followed by those with unspecified duration of work (15,7% and 12,9%, respectively) (Figure 2.9). Given that their contracts are of limited duration, they were also more likely to move to other contract types (23,1%) compared to other types of contracts (Figure 2.9).

With regard to employment contracts of a permanent nature, they were more likely to remain in the same contracts (90,4%) but less likely to move to either unspecified or limited duration employment contracts (5,9%). They were also less likely to lose their jobs (2,7%).

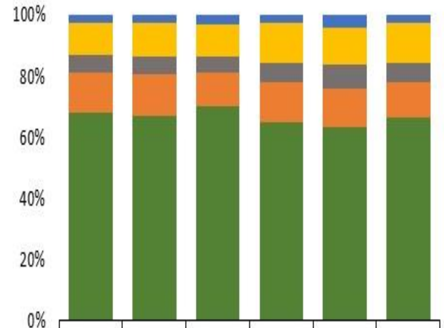
Although the employees who had contracts of limited duration in Q3 of 2024 remained in this contract type in Q4 of 2024, the percentage declined from 63,7% in 2019 to 59,8% in 2024. The second largest percentage of employees with contracts of limited duration lost their jobs in 2024 (15,7%) (Figure 2.10) and only 11,8% secured employment contracts of a permanent nature.

Figure 2.11: Retention and transition rates of employees with permanent contracts, 2019–2024



	2019	2020	2021	2022	2023	2024
Other	0,7	0,8	0,8	1,2	1,4	1,0
Out of employment	2,2	3,1	2,7	3,9	2,9	2,7
Moved to limited	1,9	1,6	1,7	2,3	2,5	1,9
Moved to unspecified	4,4	3,2	5,6	4,2	4,8	4,1
Remained with permanent	90,7	91,3	89,2	88,4	88,4	90,4

Figure 2.12: Retention and transition rates of those with unspecified duration contracts, 2019–2024



	2019	2020	2021	2022	2023	2024
Other	2,4	2,4	3,1	2,6	3,8	2,6
Out of employment	10,7	11,0	10,3	13,0	12,4	12,9
Moved to limited	5,7	5,8	5,4	6,4	7,6	6,1
Moved to permanent	12,9	13,5	10,9	13,2	12,6	11,6
Remained with unspecified	68,4	67,2	70,3	64,8	63,5	66,8

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

The permanent employment contract type encourages employees to remain with these contracts, which manifests in less movement to other categories. In this respect, 90,4% of employees who had permanent employment contract types remained in the same contracts between the two quarters, while only 1,0% decided to become employers or own-account workers in 2024 (Figure 2.11). This group is also less likely to move out of employment compared to those with contracts of limited and unspecified duration, due to the nature and stability of their contract duration. In that respect, only 2,7% of employees with permanent contracts lost their jobs compared to 15,7% of those with limited duration and 12,9% of those with unspecified duration (Figure 2.9).

Employees with contracts of unspecified duration (2,6%) were more likely to run their own business compared to those with contracts of limited duration (1,4%) or a permanent nature (1,0%) (Figure 2.12).

Provincial transition rates

The section below looks into the provincial variations in transition and retention rates over the period 2019–2024. 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) are presented by age, work experience and level of education.

Figure 2.13: Employment retention and transition rates by province, 2024

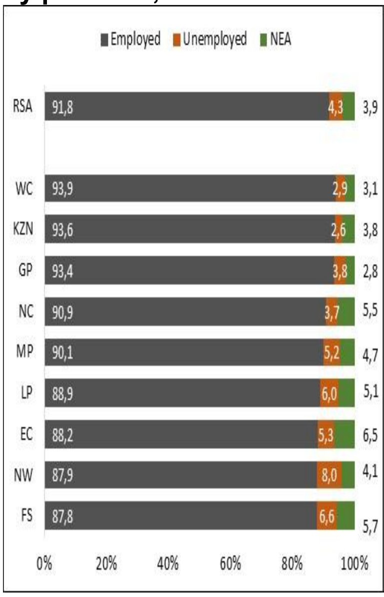


Figure 2.14: Unemployment retention and transition rates by province, 2024

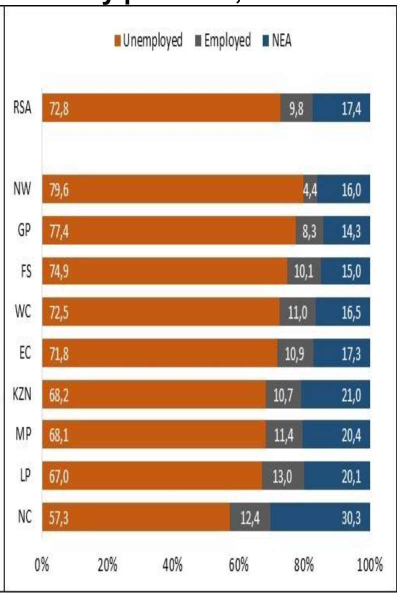
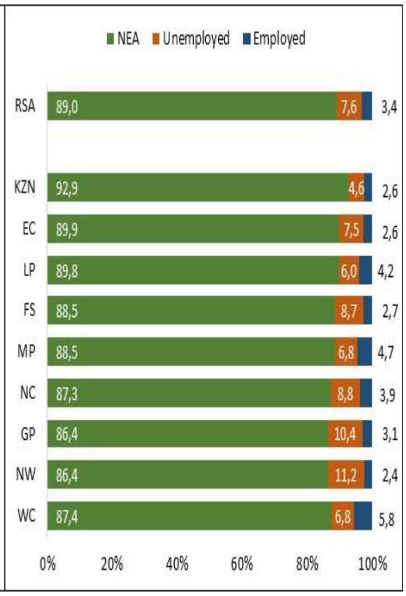


Figure 2.15: NEA retention and transition rates by province, 2024



Note: Data analysed over period Q3: 2024–Q4: 2024.

Access to opportunities, especially job opportunities, is highly dependent on where one lives in the country. Urban-dominated provinces have better employment opportunities compared to rural-dominated provinces. In this respect, the Western Cape province recorded the highest employment retention rate of 93,9% in 2024, while North West recorded the highest unemployment retention rate of 79,6% in 2024. The North West province recorded the highest percentage of persons who moved to unemployment from both the employment (8,0%) and not economically active population (11,2%) (Figures 2.13 and 2.15).

In Northern Cape (30,3%), an unemployed person was more likely to transition to not economically active population compared to other provinces, while in Western Cape (5,8%) an inactive person is more likely to be employed compared to other provinces (Figure 2.15).

Unemployed persons are more likely to transition into employment when they are in Limpopo province (13,0%) compared to North West province (4,4%) (Figure 2.14). As an employed person, one is more likely to become unemployed in North West (8,0%) than in KwaZulu-Natal (2,6%) (Figure 2.13).

Figure 2.16: Provincial transition rates into employment among youth (15–34 years), 2019 and 2024

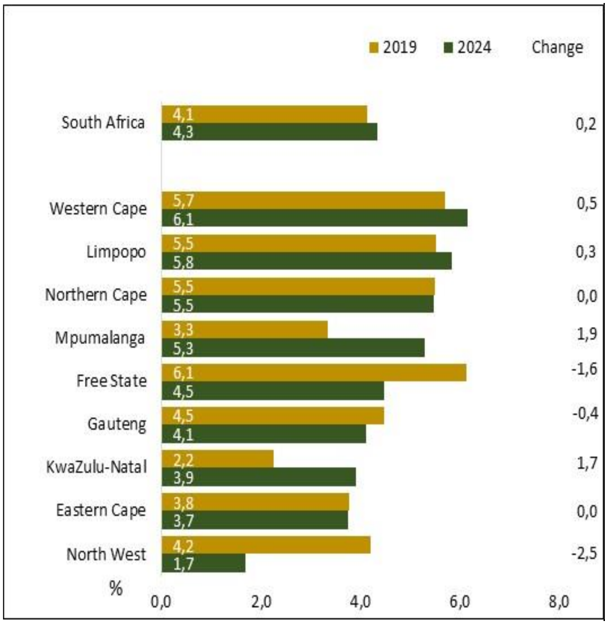
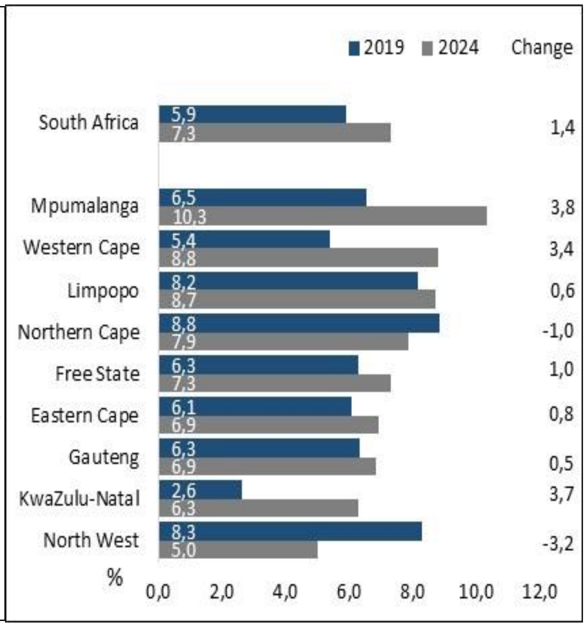


Figure 2.17: Provincial transition rates into employment among adults (35–64 years), 2019 and 2024



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

Generally, adults have better employment opportunities compared to youth, partly due to the work experience they have accumulated over the years. Overall, the adult transition rate into employment stood at 7,3% in 2024 compared to 4,3% of youth in the same period. While youth were more likely to transition to employment in Western Cape (6,1%), adults were more likely to transition into employment in Mpumalanga (10,3%). The unemployed, discouraged, and not economically active population in North West were less likely to transition into employment, irrespective of age.

The largest increase in employment transition for both youth and adults was recorded in Mpumalanga while North West recorded the largest decrease between 2019 and 2024.

Figure 2.18: Provincial transition rates into employment among those with work experience, 2019 and 2024

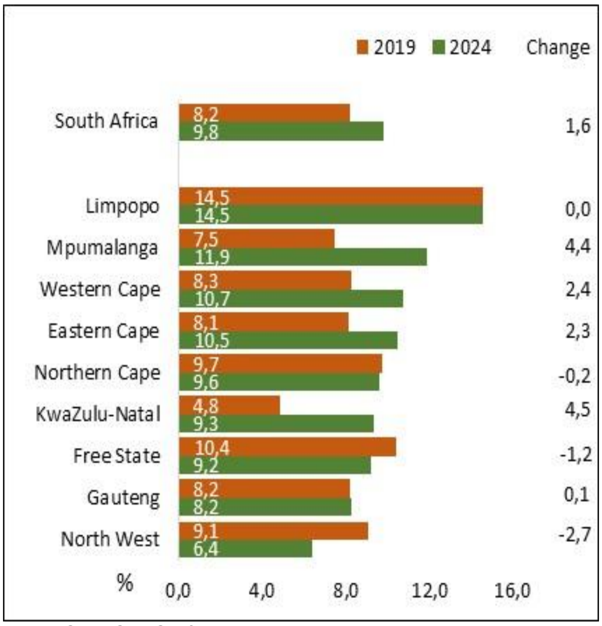
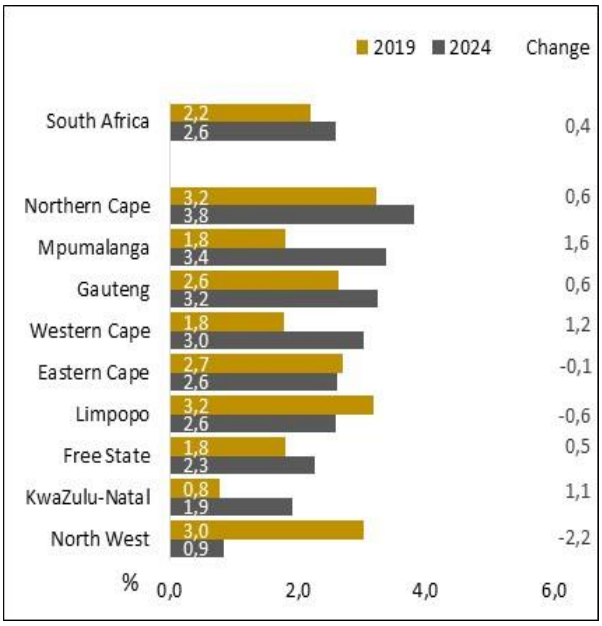


Figure 2.19: Provincial transition rates into employment among those without work experience, 2019 and 2024

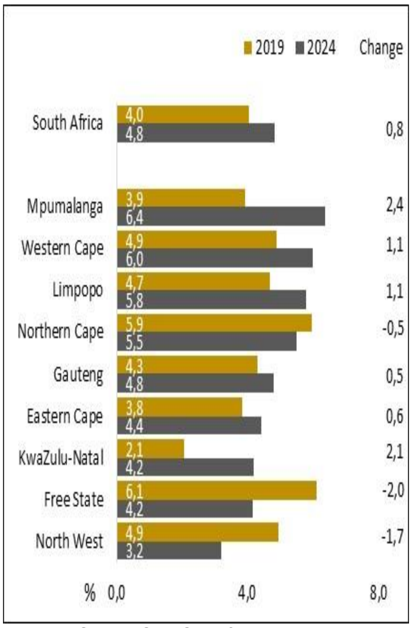


Note: Only Q3–Q4 for each year is analysed.

Figure 2.18 in comparison with Figure 2.19 shows that having work experience increases the odds of transition into employment. In 2019, 9,8% of persons of working-age with previous work experience transitioned into employment nationally compared to 2,6% of those without work experience. An unemployed or economically inactive person with work experience is more likely to transition into employment in Limpopo province (14,5%) than in North West province (6,4%) (Figure 2.18). Irrespective of work experience, the North West province is less conducive to transition into employment for the unemployed and not economically active population.

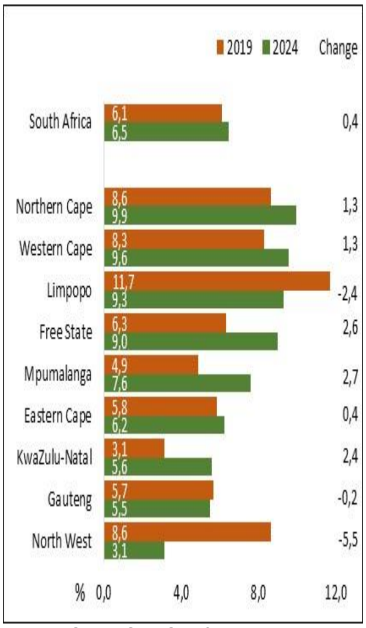
For the unemployed or economically inactive persons without work experience, their likelihood to transition into employment was higher in the Northern Cape province (3,8%), followed by Mpumalanga province (3,4%) (Figure 2.19).

Figure 2.20: Provincial transition rates into employment among those without matric, 2019 and 2024



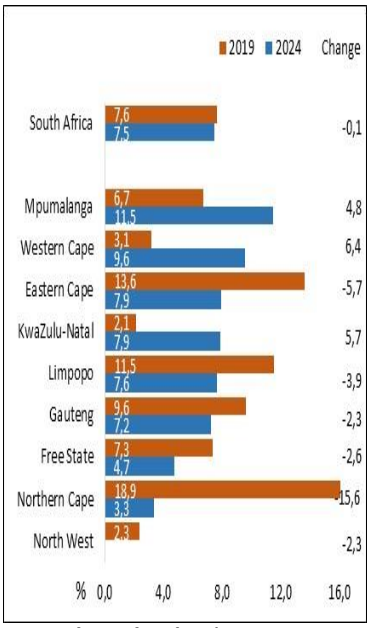
Note: Only Q3–Q4 for each year is analysed.

Figure 2.21: Provincial transition rates into employment among those with matric, 2019 and 2024



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

Figure 2.22: Provincial transition rates into employment among those with tertiary education levels, 2019 and 2024



Note: Only Q3–Q4 for each year is analysed. No data for North West for 2024.

The transition rate into employment for the unemployed and economically inactive persons increases with educational level. The highest level of education is generally associated with higher transition rates into employment, while lower levels of education are associated with lower levels of transition rates. In that respect, Figure 2.20 shows that only 4,8% of persons without matric education transitioned into employment in 2024, compared to 7,5% (Figure 2.22) of those with tertiary qualifications.

In the South African labour market, persons of working-age without matric education and tertiary qualifications are more likely to transition into employment in Mpumalanga (6,4% and 11,5%, respectively), while those with matric education are more likely to transition to employment in the Northern Cape province (9,9%). In the North West province, it is challenging and less likely to transition to employment as an unemployed or economically inactive person, irrespective of education.

In terms of growth, Mpumalanga province had the highest increase of persons of working-age without matric education and those with matric education who transitioned to employment between 2019 and 2024 (2,4 and 2,7 percentage points, respectively). For the unemployed or economically inactive persons with tertiary qualifications, Western Cape province (6,4 percentage points) recorded the highest increase between 2019 and 2024, while Northern Cape suffered a loss of 15,6 percentage points.

Summary and conclusion

- The panel data is very vital in policy development in the sense that it vividly outlines areas in which the government can immediately intervene to increase the chances of young people witnessing high transition rates into employment, especially by investing in higher education for those who struggle to reach tertiary education.

- Evident from the findings is that persons with prior work experience (9,8% in 2024) and tertiary level of education (7,5%) were more likely to transition into employment than those without work experience (2,6%) and those without matric level of education (4,8%) in 2024.

- Youth (4,3%) and women (4,6%) were less likely to transition into employment compared to adults (7,3%) and men (6,5%) in 2024, respectively.

- Western Cape (93,9% in 2024) recorded the highest retention rate in employment compared to other provinces, while Free State (87,8% in 2024) recorded the least employment retention rate. The North West province recorded the lowest transition rates in employment compared to other provinces.

- Persons employed on permanent contracts were more likely to remain employed in these contracts compared to those with either contracts of limited or unspecified duration, simply because permanent contracts bring a sense of job security. According to the findings, employed persons with unspecified duration contracts mostly gravitated towards either employers or own-account workers (2,6%) compared to 1,4% of persons with contracts of limited duration and 1,0% of employees with permanent contracts in 2024.

- Government intervention would assist persons employed in low-skilled (12,3% in 2024) and semi-skilled occupations (8,2% in 2024) as they were more likely to move out of employment than those in skilled occupations (2,8% in 2024). Likewise, persons employed in the primary sector industries (11,5% in 2023) were more likely to move out of employment than other industry sectors.

- The prolonged period one endures without employment has a negative impact on their future job prospects. In that regard, persons in short-term unemployment (17,5% in 2024) were more likely to transition into employment than those in long-term unemployment (7,4% in 2024).

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 who 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)[3].

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

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

Background

The labour market in South Africa is characterised by unique dynamics influenced by the country's historical, economic, and social contexts. This background provides an overview of the key aspects shaping the labour market, which includes historical context and employment trends. South Africa's labour market is deeply influenced by its apartheid past, which enforced racial segregation and economic disparities. During apartheid, black Africans were largely restricted to low-paying, unskilled jobs while higher-paying, skilled jobs were reserved for white South Africans. This created significant inequality and a segmented labour market that persists today despite efforts to redress these imbalances post-1994. According to the Statistics South Africa Quarterly Labour Force Survey results, employment trends indicate that unemployment in South Africa is among the highest globally, consistently above 25% and reaching over 30% at the current moment. Youth and women's unemployment is particularly severe, with rates exceeding the official South African unemployment rate.

Introduction

This chapter reflects the objectives of the South African Labour Market Dynamics report. It aims to analyse the trends in the South African labour market for individuals aged between 15 and 64 from 2019 to 2024. Furthermore, it seeks to investigate labour market indicators based on socio-demographic characteristics such as population group, gender, age, geographic location, and educational attainment levels.

The components of the South African working-age population

Figure 3.1: Working-age population by population group, 2019 and 2024

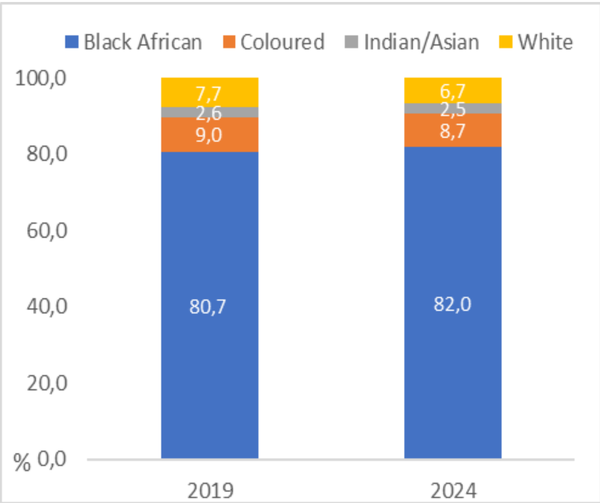


Figure 3.2: Working-age population by age group, 2019 and 2024

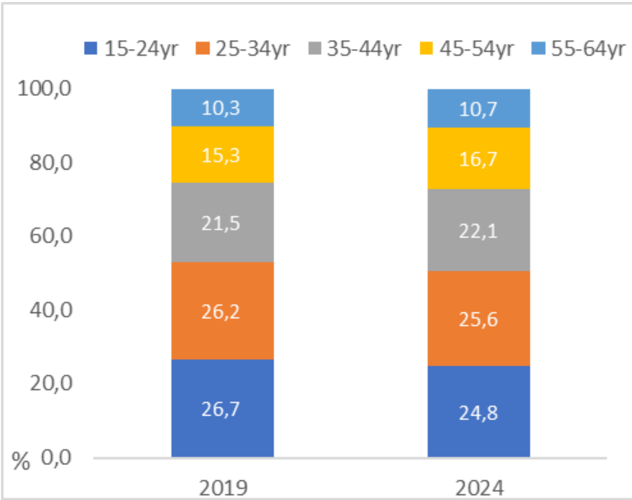


Figure 3.1 shows the total number of working-age populations in South Africa by population group. The figure shows that the black African population remained above 80% from 2019 to 2024, while other population groups collectively accounted for less than 20,0 %. Figure 3.2 shows that those aged 15–34 (youth) accounted for more than 50,0% of the working-age population. The proportion of those aged 15–34 decreased by 2,5 percentage points from 52,9% to 50,4% between 2019 and 2024, and those aged 35 and above in the working-age population increased by 1,7 percentage points from 47,1% to 48,8% over the same period.

Table 3.1 – Labour market status of the working-age population, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	6 579	6 283	7 658	7 834	7 900	8 153
Discouraged	2 848	2 754	3 529	3 549	3 166	3 266
Other not economically active	12 729	14 996	13 794	13 321	13 247	13 088
Working-age population	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
	Annual Changes (Thousand)					**Change 2019-2024**
	2020	**2021**	**2022**	**2023**	**2024**	
Employed	-1 289	-371	853	958	354	505
Unemployed	-296	1 376	175	66	253	1 574
Discouraged	-95	775	20	-384	100	417
Other not economically active	2 267	-1 202	-472	-74	-160	358
Working-age population	**587**	**579**	**577**	**566**	**547**	**2 855**

Table 3.1 shows that the number of employed persons declined in 2020 and 2021 due to the COVID-19 pandemic but recovered by 2022. Unemployment rose from 6,6 million in 2019 to 8,2 million in 2024. The number of discouraged work-seekers increased in 2021 and remained above 3 million through 2024, while the number of other not economically active people grew by 358 000 from 2019 to 2024. Overall, the working-age population increased from 38,5 million in 2019 to 41,4 million in 2024. Additionally, the largest positive employment change occurred in 2023 (958 000), while unemployment saw the highest increase in 2021 (1,4 million).

Table 3.2 – Working-age population by sex, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Men	19 060	19 362	19 660	19 957	20 250	20 535
Women	19 447	19 731	20 012	20 292	20 565	20 826
Working-age population	38 506	39 093	39 672	40 248	40 814	41 361
	Percent					
Share of women in the working-age population	50,5	50,5	50,4	50,4	50,4	50,4

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

Table 3.2 shows that the number of both men and women in the working-age population increased consistently from 2019 to 2024. Women recorded the highest number of people aged 15–64 (working-age population) compared to men. This resulted in women comprising over 50% of the working-age population between 2019 and 2024. The number of women in the working-age population increased from 19.4 million to 20.8 million over the same period. Additionally, the number of men in the working-age population rose from 19.1 million in 2019 to 20.5 million in 2024.

Figure 3.3: Working-age population by labour market status and education level, 2019 and 2024

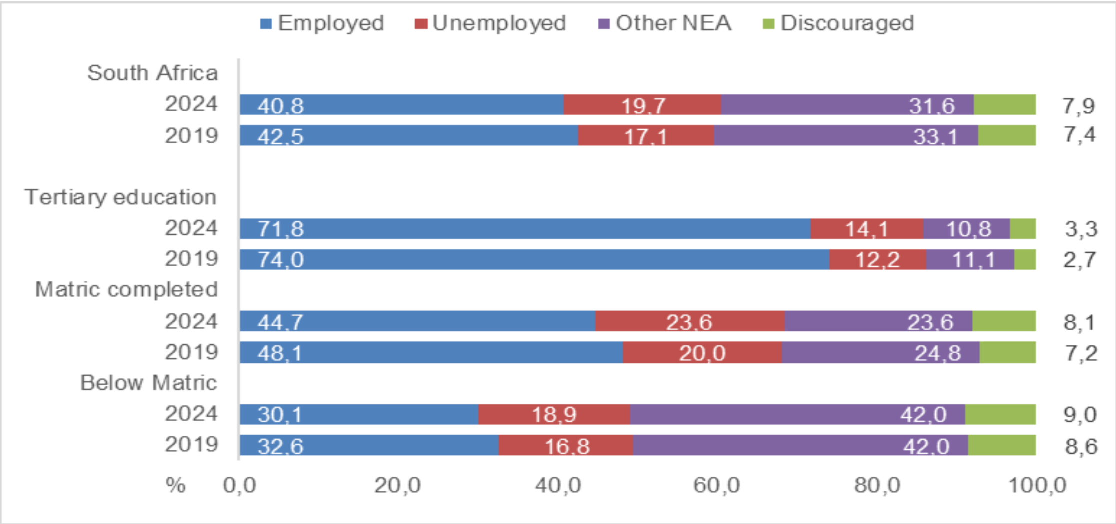


Figure 3.3 shows labour market status by educational attainment; those who obtained a tertiary education level were more likely to be employed than those with a matric or below matric as their highest level of education between 2019 and 2024. Over the same period, the proportion of the working-age population that was unemployed increased across all education categories. The share of the unemployed was the highest among those with matric, at 20,0% in 2019 and 23,6% in 2024. In both 2019 and 2024, persons with less than a matric contributed the largest share of discouraged work-seekers and other not economically active populations, followed by those with a matric.

Figure 3.4: Working-age population by province and geographical type, 2024

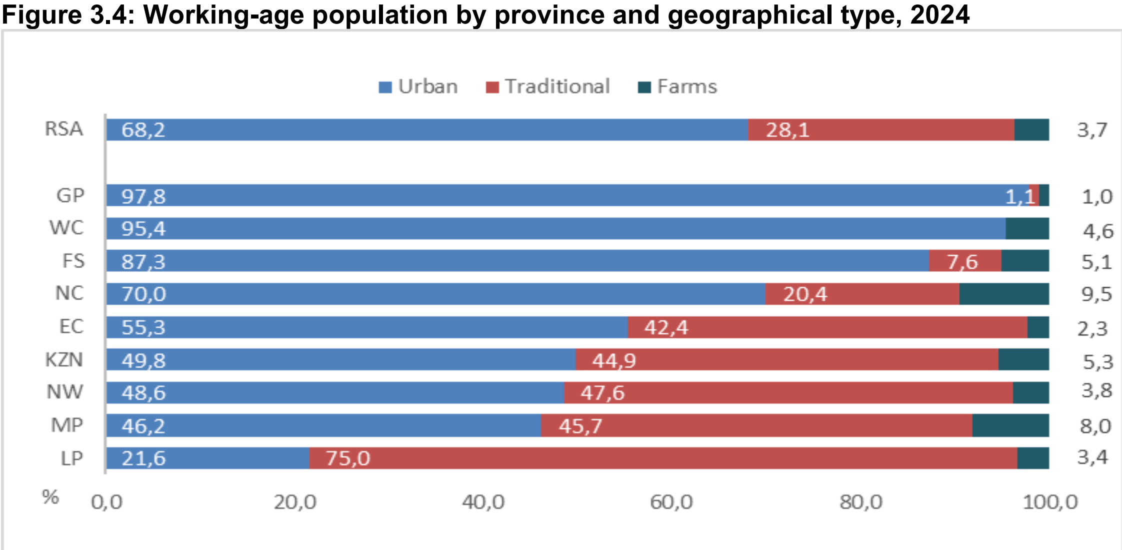


Figure 3.4 shows the distribution of the working-age population by province and whether they live in urban, traditional, or rural areas. Nationally, 68,2 % of the working-age population lived in urban areas, followed by traditional areas (28,1%) and only 3,7% in farm areas. Gauteng (97,8%) had the highest proportion of the working-age population living in urban areas, followed by Western Cape and Free State at 95,4% and 87,3% respectively. Limpopo has the highest proportion of working-age people living in traditional areas (75,0%), followed by North West and Mpumalanga at 47,6% and 45,7% respectively.

Figure 3.5: Working-age population by labour market status and province, 2019 and 2024

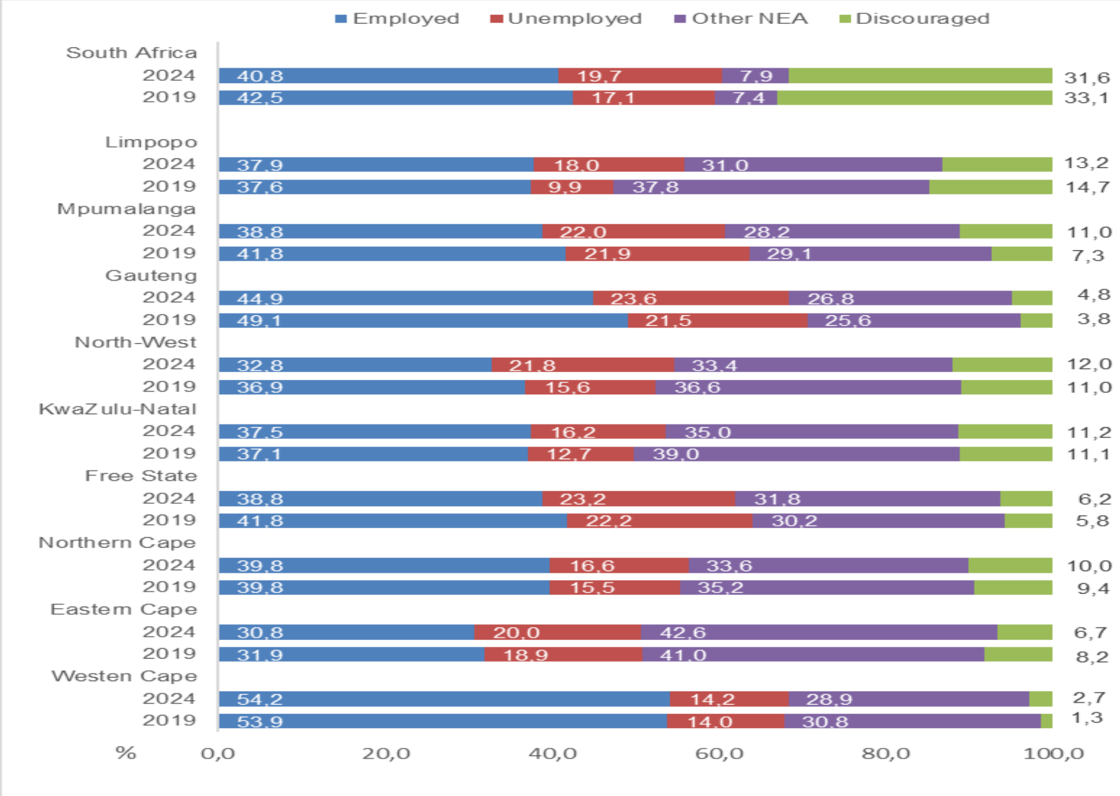


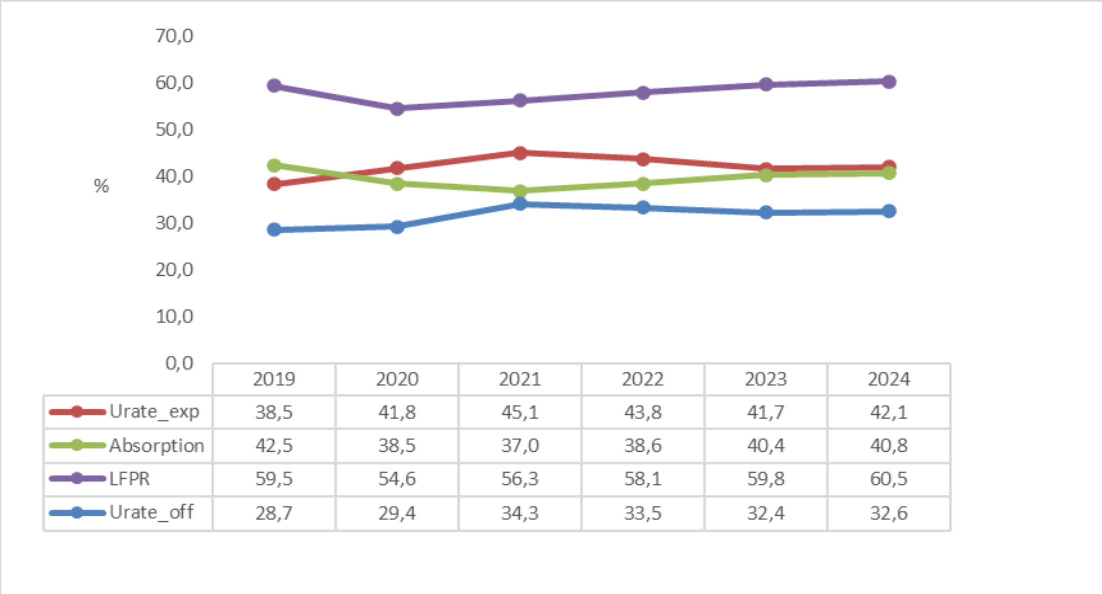
Figure 3.5 shows how employment, unemployment, and the not economically active changed across provinces over time. Western Cape and Gauteng were the only two provinces where the share of the employed in the working-age population was above the national average of 40,0% in both 2019 and 2024. Figure 3.8 further indicates that the Western Cape (54,2%) recorded the highest share of employed persons in the working-age population, followed by Gauteng (44,9%), while the Eastern Cape (30,8%) recorded the lowest share of employed persons compared to other provinces in 2024.

The share of unemployed persons in the working-age population increased in all provinces. The share of other not economically active population decreased in six of the nine provinces. In 2024, Limpopo (13,2%) recorded the highest share of discouraged work-seekers, followed by North West and KwaZulu-Natal at 12,0% and 11,2%, respectively.

Labour market rates

The unemployment rate is computed as the proportion of the labour force that is unemployed. The absorption rate refers to the proportion of the working-age population that is employed, while the labour force participation rate refers to the proportion of the working-age population that is either employed or unemployed (or in the labour force).

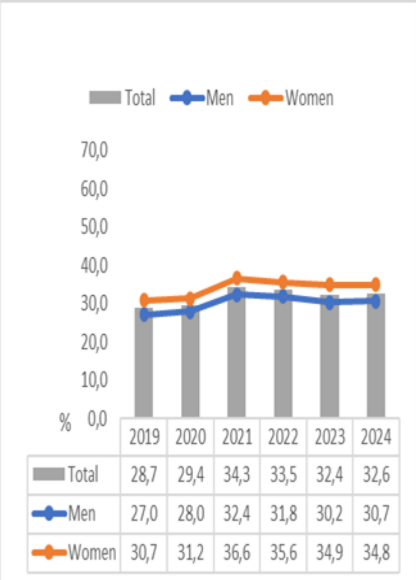
Figure 3.6: Labour market rates, 2019–2024



	2019	2020	2021	2022	2023	2024
Urate_exp	38,5	41,8	45,1	43,8	41,7	42,1
Absorption	42,5	38,5	37,0	38,6	40,4	40,8
LFPR	59,5	54,6	56,3	58,1	59,8	60,5
Urate_off	28,7	29,4	34,3	33,5	32,4	32,6

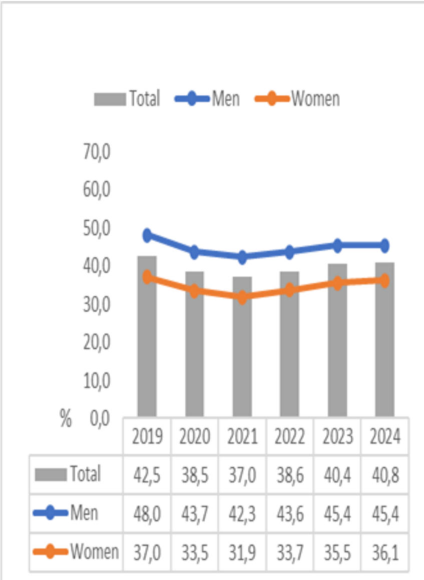
Between 2019 and 2024, the official unemployment rate increased by 3,9 percentage points from 28,7 to 32,6% while the expanded unemployment rate increased by 3,6 percentage points from 38,5% to 42,1%. The absorption rate decreased by 1,7 percentage points from 42,5% in 2019 to 40,8% in 2024, and the labour force participation rate increased by 1,0 percentage point over the same period.

Figure 3.7: Unemployment rate by sex, 2019–2024



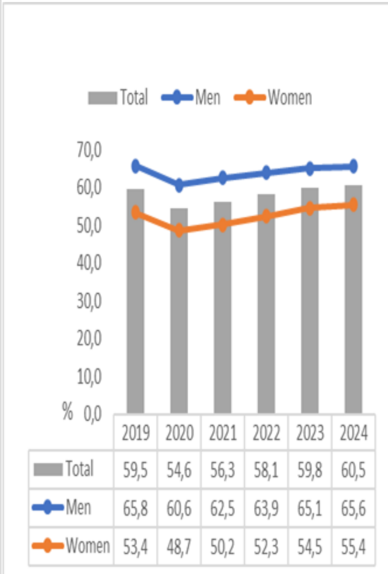
	2019	2020	2021	2022	2023	2024
Total	28,7	29,4	34,3	33,5	32,4	32,6
Men	27,0	28,0	32,4	31,8	30,2	30,7
Women	30,7	31,2	36,6	35,6	34,9	34,8

Figure 3.8: Absorption rate by sex, 2019–2024



	2019	2020	2021	2022	2023	2024
Total	42,5	38,5	37,0	38,6	40,4	40,8
Men	48,0	43,7	42,3	43,6	45,4	45,4
Women	37,0	33,5	31,9	33,7	35,5	36,1

Figure 3.9: Participation rate by sex, 2019–2024



	2019	2020	2021	2022	2023	2024
Total	59,5	54,6	56,3	58,1	59,8	60,5
Men	65,8	60,6	62,5	63,9	65,1	65,6
Women	53,4	48,7	50,2	52,3	54,5	55,4

Figure 3.7 above shows that women experienced higher unemployment rates compared to men between 2019 and 2024. The official unemployment rate for men increased by 3,7 percentage points from 27,0% to 30,7% and for women by 4,1 percentage points from 30,7% to 34,8% between 2019 and 2024. Figures 3.8 and 3.9 show that women in South Africa recorded lower absorption and participation rates compared to men between 2019 and 2024.

Figure 3.10: Male labour market rates by population group, 2019 and 2024

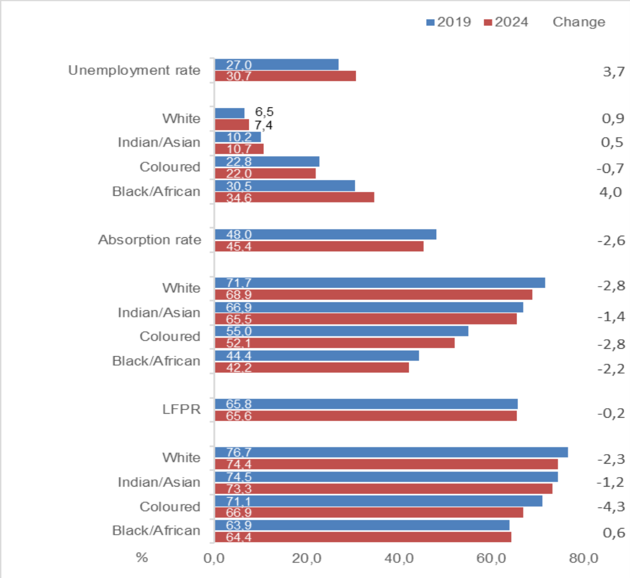


Figure 3.11: Female labour market rates by population group, 2019 and 2024

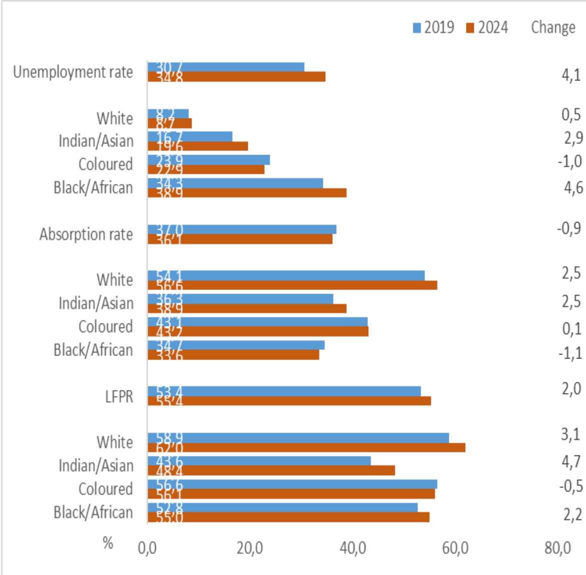


Figure 3.10 and Figure 3.11 above show the key labour market rates by population group and sex. In 2024, there was a notable difference in unemployment rates between men and women across various demographic groups in South Africa. Women, in general, had higher unemployment rates compared to men. Black African women consistently experience higher unemployment rates compared to both men and women in other population groups within South Africa. This disparity highlights a systemic issue in access to employment opportunities and economic participation for black African women. Absorption rates among the male population group, decreased across all population groups, while it increased for women in all population groups except for black Africans. The vulnerability of women in the South African labour market is shown in the lower rates of absorption and labour force participation that women experienced across all demographic groups as compared to males.

Figure 3.12: Unemployment rate by province, 2019 and 2024

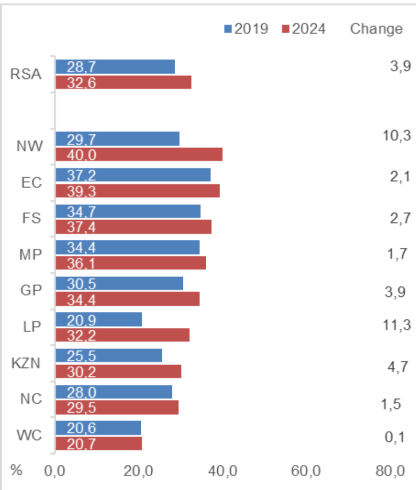


Figure 3.13: Absorption rate by province, 2019 and 2024

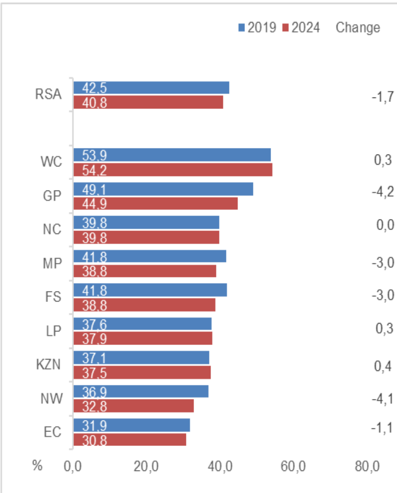
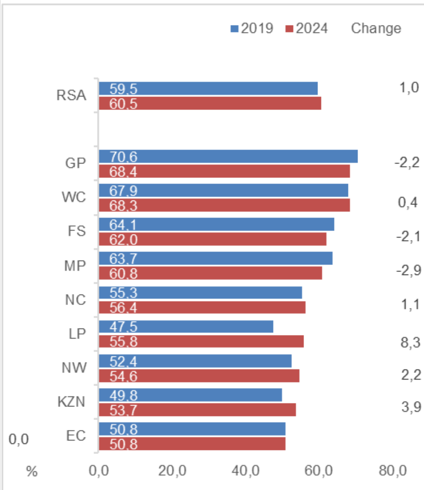


Figure 3.14: Participation rate by province, 2019 and 2024



The results above show the key labour market rates by province. According to provincial estimates, between 2019 and 2024, South Africa experienced a significant increase in the unemployment rate across all provinces. North West (40,0%), Eastern Cape (39,3%), and Free State (37,4%) recorded the highest unemployment rate in 2024; furthermore, the unemployment rates in these three provinces were consistently above South Africa's national average of official unemployment rate. Western Cape (20,7%) recorded the lowest unemployment rate in 2024.

The absorption rate decreased in five out of nine provinces between 2019 and 2024. Gauteng province experienced the highest decrease in the absorption rate, declining by 4,2 percentage points. The decrease in absorption rates across all provinces reflects challenges in creating sufficient job opportunities relative to population growth. The labour force participation rate increased in five out of nine provinces. Limpopo province saw the largest increase in the labour force participation rate, rising by 8,3 percentage points.

Figure 3.15: Unemployment rate by age group, 2019 and 2024

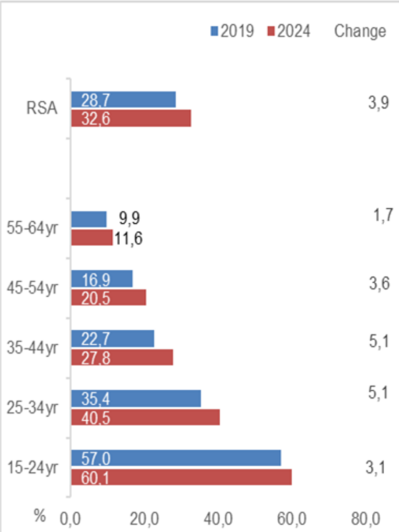


Figure 3.16: Absorption rate by age group, 2019 and 2024

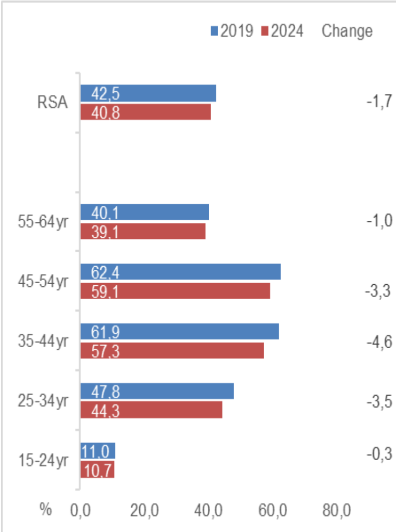
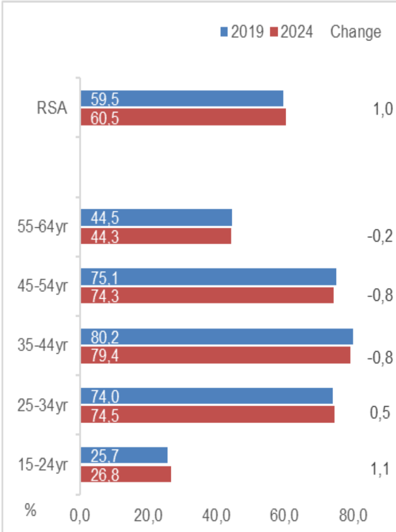
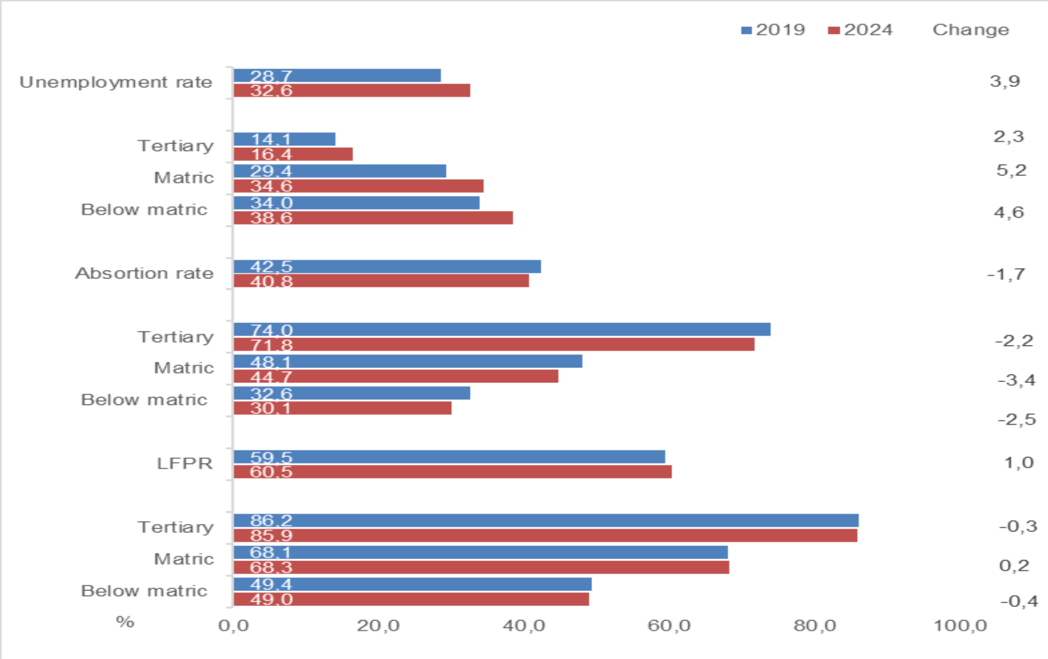


Figure 3.17: Participation rate by age group, 2019 and 2024



Between 2019 and 2024, the unemployment rate increased in all age categories. In both years, the highest unemployment rates were recorded among those between the ages of 25–34 years and 35–44 years. The lowest unemployment rates were among those between the ages of 55–64 years, and those aged 45–54 contributed to the second lowest unemployment rate between 2019 and 2024. The absorption rate decreased across all age groups, and those aged 35–44 years recorded the highest decrease of 4,6 percentage points. The labour force participation rates decreased across all age groups except for those aged 15–24 and 25–34 over the same period.

Figure 3.18: Labour market rates by education level, 2019 and 2024



The unemployment rate across all education levels increased between 2019 and 2024. Unemployment among those with a tertiary qualification recorded the lowest increase of 2,3 percentage points compared to those with matric and below matric, recording 5,2 and 4,6 percentage points respectively over the same period. An individual's chances of finding work increase with their level of education. Absorption rate decreased in all levels of education between 2019 and 2024, while labour force participation rates increased among those with tertiary and below matric and decreased for those who have matric.

Summary and conclusion

- Black Africans account for the majority of the working-age population in South Africa, compared to other population groups.
- The number of employed and unemployed persons increased by 505 000 and 1,6 million respectively, between 2019 and 2024, and the discouraged work-seekers and other not economically active populations increased by 417 000 and 358 000 respectively, over the same period.
- The national official unemployment rate increased by 3,9 percentage points to 32,6 between 2019 and 2024.
- Black Africans have a higher unemployment rate compared to other population groups, irrespective of gender. Women have higher unemployment rates compared to their male counterparts. Persons aged between 15–24 had the highest unemployment rate. The results indicate that women and young people remain vulnerable in the labour market.
- In 2024, North West recorded the highest unemployment rate of 40,0%, while Western Cape recorded the highest absorption rate of 54,2% and the highest labour participation rate was recorded in Gauteng at 68,4%.
- People with higher levels of education (tertiary at 71,8%) are more likely to be employed compared to persons with matric (44,7%) and below matric (30,1%) education levels, while the unemployment rate is higher for persons with low education levels.

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.

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).

Occupation[4] in this chapter has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories is 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, and plant and machine operators.
Low-skilled occupations classification comprises elementary work and domestic workers.

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 the 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 QES release.

Background

Employment is commonly acknowledged as a key factor in economic growth, social inclusion, and personal well-being. It creates income, stabilises social safety, and organises access to networks, skills, and opportunities in life. Gender equality is a cross-cutting goal of the International Labour Organisation's Decent Work Agenda, which centres this idea around four pillars: job creation, rights at work, social protection, and social dialogue[5]. It emphasises that employment must be both productive and decent. The 2030 Agenda for Sustainable Development reflects this emphasis at the global policy level: Reliable employment statistics are essential for tracking the fulfilment of national and international obligations, as SDG Target 8 specifically asks for "sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all[6]."

Introduction

This chapter includes six sections. The first section provides a profile of employed persons, which analyses employment by industry, occupation, hours worked, and time-related underemployment. The second section analyses employment in the formal and informal sectors; the third section looks at the median monthly earnings of employees in South Africa; and the fourth section examines the provision of decent work in terms of the standards and workers' rights at work, social protection and social dialogue. Section five focuses on participation in government job creation programmes. The analysis also focuses on the awareness of the EPWP and the characteristics of the people who participated in the programmes. Lastly, section six examines quarterly employment statistics, i.e. employment from businesses in the formal non-agricultural sector.

4.1 A profile of the employed

Employment by industry and occupation

Table 4.1 – Employment by Industry, 2019–2024

Industry	2019	2020	2021	2022	2023	2024
	Thousand					
Agriculture	861	820	838	863	914	924
Mining	412	403	377	414	428	465
Manufacturing	1 762	1 528	1 408	1 593	1 557	1 643
Utilities	139	104	103	112	125	114
Construction	1 348	1 164	1 148	1 171	1 296	1 290
Trade	3 358	3 084	2 935	3 175	3 346	3 430
Transport	998	925	946	947	992	1 059
Finance	2 518	2 374	2 391	2 414	2 767	2 871
Services	3 667	3 484	3 356	3 736	3 966	3 900
Private households	1 281	1 160	1 177	1 106	1 100	1 153
Total	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**

Note: Total includes 'Other'

[5] International Labour Organization. *Decent work*. Retrieved from https://www.ilo.org/topics-and-sectors/decent-work
[6] International Labour Organization. *Decent work, the key to the 2030 Agenda for sustainable development*. Retrieved from https://www.ilo.org/global/topics/sdg-2030/lang--en/index.htm

Table 4.2 – Changes in employment by Industry, 2019–2024

Industry	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
	Thousand					
Agriculture	-41	17	25	52	10	63
Mining	-9	-26	37	14	37	53
Manufacturing	-234	-120	186	-36	86	-120
Utilities	-34	-2	9	13	-11	-24
Construction	-184	-16	23	125	-6	-58
Trade	-273	-150	240	171	85	73
Transport	-73	21	0	45	67	61
Finance	-143	17	23	352	104	353
Services	-183	-128	380	230	-66	233
Private households	-121	18	-71	-7	53	-128
Total	**-1 289**	**-371**	**853**	**958**	**354**	**505**

Note: Total includes 'Other'

The overall employment increased by 354 000 jobs from 16,5 million in 2023 to 16,9 million in 2024. The primary contributors to the increase in overall employment by industry in 2024 were finance (104 000), manufacturing (86 000), trade (85 000) and transport (67 000) when compared to 2023. During the same period, employment declined in three of the ten industries, namely; community and social services (66 000), utilities (11 000) and construction (6 000). When comparing to five years ago, total employment increased by 505 000 jobs. Finance (353 000) and community and social services (233 000) have contributed the most to the overall employment over the period 2019 to 2024. During the same period, job losses were mainly in private households (128 000), manufacturing (120 000), construction (58 000) and utilities (24 000).

Figure 4.1: Employment shares by industry, 2019 and 2024

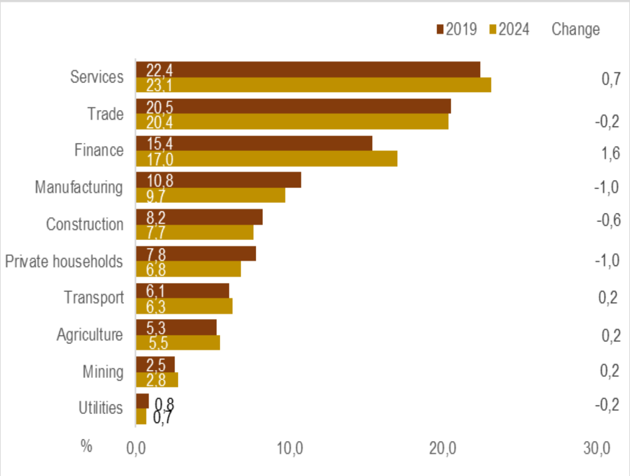
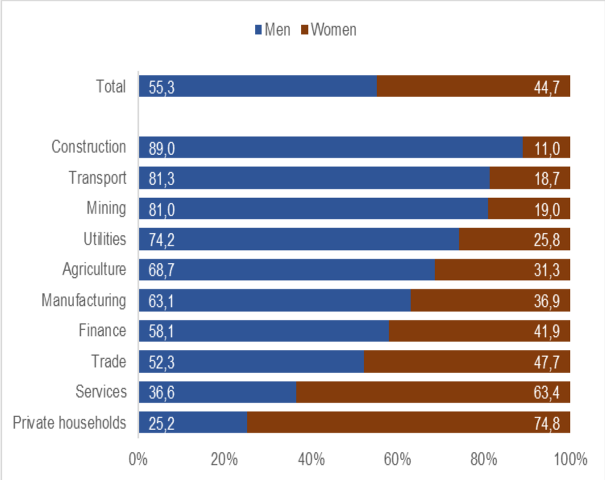


Figure 4.2: Employment shares by industry and sex, 2024



Between 2018 and 2023, employment shares increased in five of the ten industries as shown in Figure 4.1. The largest increase was observed in finance (1,6 percentage points), followed by community and social services (0,7 of a percentage point). On the other hand, the largest employment decline was recorded in manufacturing and private households with 1,0 percentage point each, followed by construction (0,6 of a percentage point), trade and utilities (0,2 of a percentage point each).

Figure 4.2 demonstrates that, with the exception of private households and community and social services, where women accounted for 74,8% and 63,4% of employment, respectively, men held a higher percentage of employment across all industries. Over 80% of workers in the construction, transport, and mining industries were men.

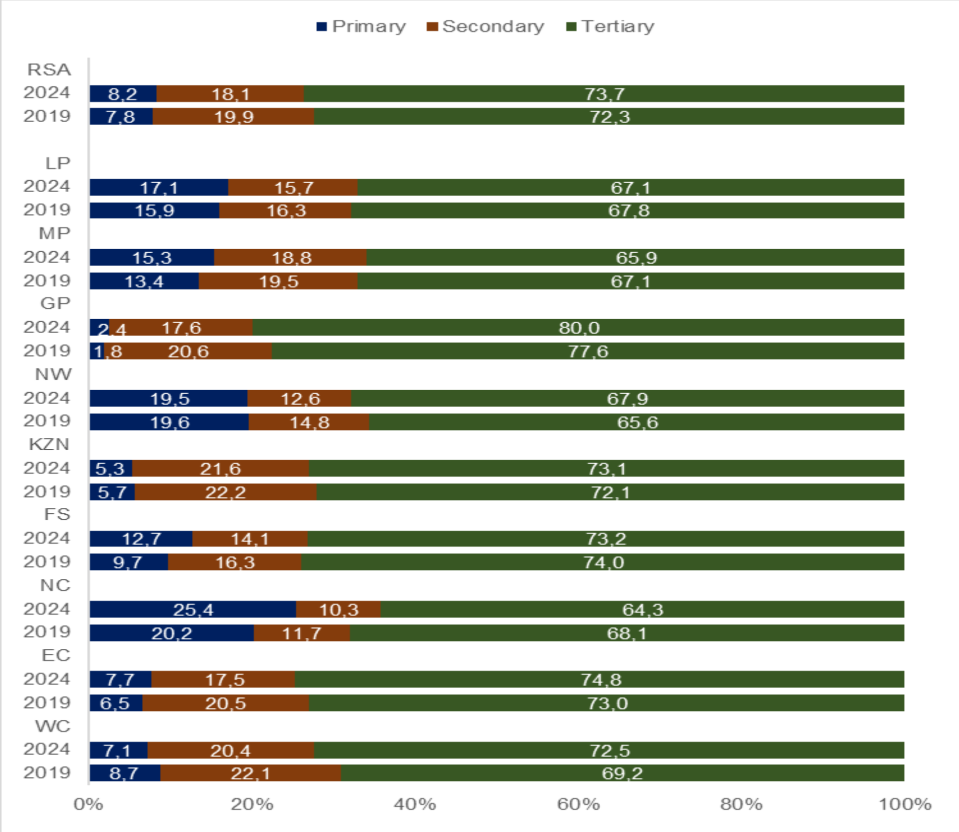
Table 4.3 – Employment shares by industry and province, 2024

Industry	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	6,8	7,6	13,3	10,2	5,2	7,0	0,9	9,6	8,9	5,5
Mining	0,3	0,1	12,1	2,5	0,1	12,4	1,6	5,7	8,3	2,8
Manufacturing	11,4	8,7	2,6	7,2	12,8	5,0	10,9	8,2	5,2	9,7
Utilities	0,4	0,5	1,1	0,6	0,3	0,6	0,5	2,2	1,2	0,7
Construction	8,6	8,3	6,5	6,2	8,5	7,0	6,2	8,5	9,4	7,7
Trade	18,7	19,9	15,7	20,0	20,4	22,0	21,1	19,6	22,1	20,4
Transport	6,1	6,9	2,9	4,8	6,8	3,5	7,7	4,7	4,7	6,3
Finance	20,4	13,4	11,0	11,6	14,5	13,0	22,7	12,0	10,6	17,0
Services	20,7	27,9	28,4	27,4	24,0	23,7	21,7	22,0	23,6	23,1
Private households	6,6	6,7	6,4	9,4	7,3	5,7	6,6	7,6	6,0	6,8
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 results in Table 4.3 show that community and social services was the primary driver of employment in all provinces except in Gauteng, where finance was the main contributor to employment. Finance (22,7%) contributed the most to employment in Gauteng, followed by community and social services (21,7%) and trade (21,1%). Mining (12,4%) was the fourth industry in North West to contribute to employment, following finance (13,0%), trade (22,0%), and community and social services (23,7%). Utilities recorded the lowest shares of employment below 1,0% in most provinces except in Mpumalanga (2,6%), Limpopo (1,2%) and Northern Cape (1,1%).

Figure 4.3: Employment in primary, secondary and tertiary industries, 2019 and 2024



Note: Total excludes "Other"

The majority of people in all provinces were employed in tertiary industries. Tertiary industries accounted for more than 70% in South Africa in both 2019 and 2024. In tertiary industries, Gauteng, KwaZulu-Natal, Free State, and Eastern Cape accounted for over 70,0% of employment shares in both 2019 and 2024. Conversely, Gauteng, KwaZulu-Natal, Eastern Cape, and Western Cape had the lowest percentages of employment in primary industries - less than 10,0% in both 2019 and 2024. Out of nine provinces, only KwaZulu-Natal and Western Cape had employment shares in secondary industries above 20% in both 2018 and 2023.

Table 4.4 – Employment by occupation, 2019–2024

Occupation	2019	2020	2021	2022	2023	2024
	Thousand					
Manager	1 467	1 342	1 337	1 377	1 274	1 427
Professional	914	998	966	1 072	1 293	1 006
Technician	1 420	1 310	1 305	1 452	1 458	1 568
Clerk	1 704	1 562	1 463	1 560	1 805	1 813
Sales	2 717	2 483	2 317	2 577	2 836	2 818
Skilled agriculture	61	71	60	76	65	85
Craft	1 937	1 674	1 568	1 653	1 692	1 793
Operator	1 371	1 269	1 245	1 301	1 317	1 417
Elementary	3 744	3 444	3 522	3 634	3 913	4 071
Domestic worker	1 012	877	886	839	844	857
Total	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**

Note: Total includes 'Other'

Table 4.5 – Changes in employment by occupation, 2019–2024

Occupation	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
	Thousand					
Manager	-125	-6	41	-104	153	-40
Professional	84	-32	107	221	-287	93
Technician	-110	-5	147	6	110	148
Clerk	-141	-100	98	245	8	109
Sales	-235	-165	260	259	-19	100
Skilled agriculture	9	-11	16	-11	20	23
Craft	-263	-106	85	38	101	-144
Operator	-102	-23	56	16	99	46
Elementary	-301	78	112	279	157	326
Domestic worker	-135	9	-47	6	13	-155
Total	**-1 289**	**-371**	**853**	**958**	**354**	**505**

Note: Total includes 'Other'

About 505 000 jobs were created in South Africa over the period 2019 and 2024. Employment rose in seven occupational categories between 2019 and 2024, with the elementary (326 000) recording the largest gains, followed by technicians (148 000), clerical (94 000), and sales (100 000) occupations. Conversely, declines in employment were recorded in domestic workers (155 000), craft workers (144 000), and managerial (40 000) occupations over the same period.

Figure 4.4: Employment shares by occupation, 2019 and 2024

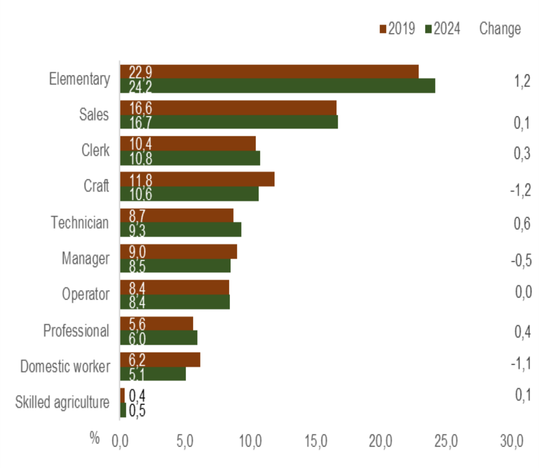
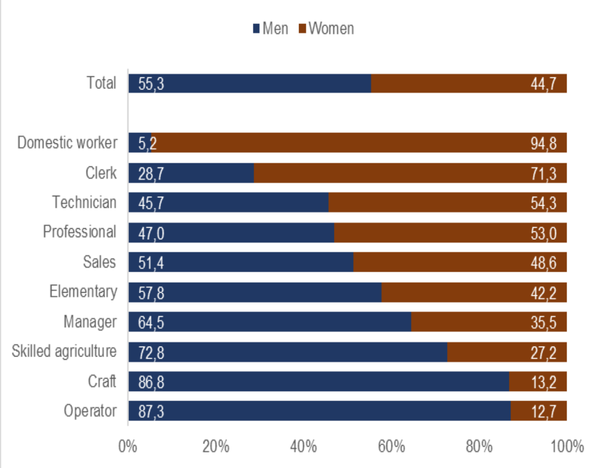


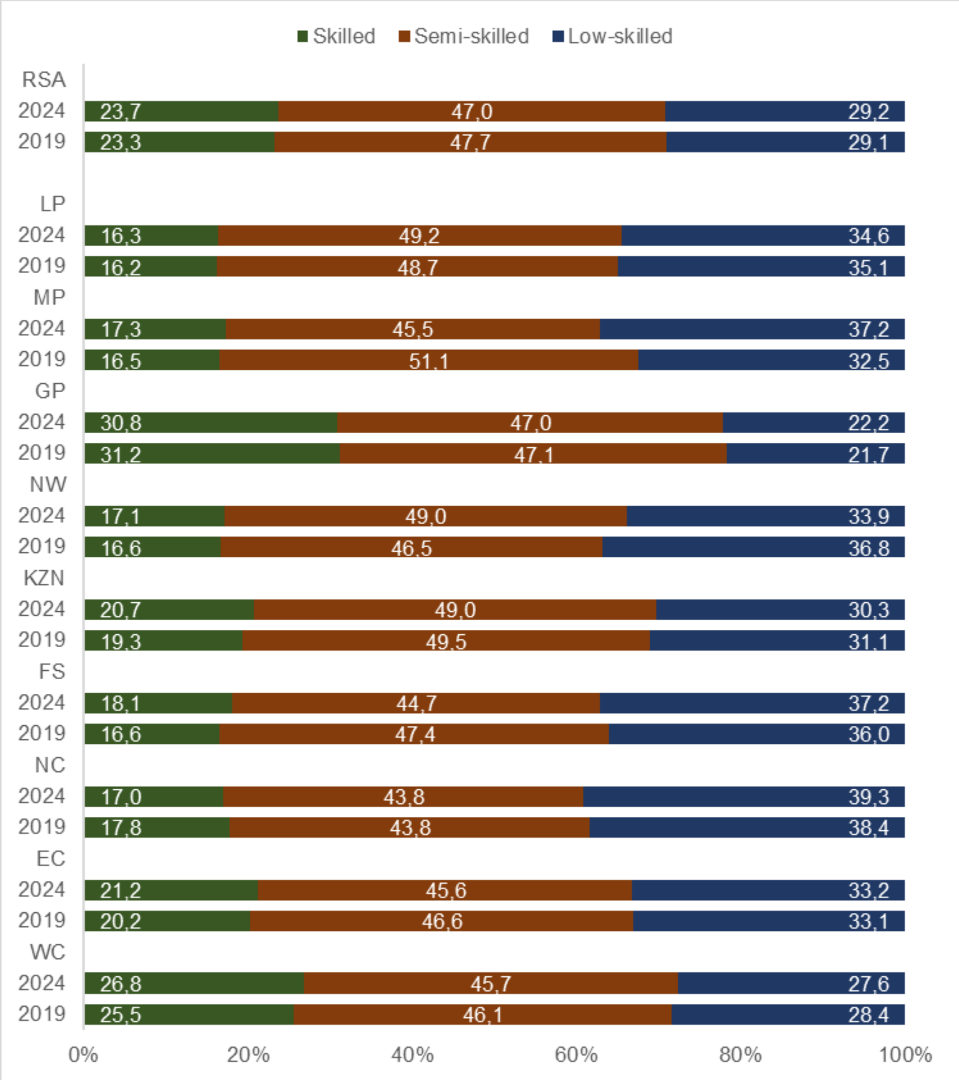
Figure 4.5: Employment shares by occupation and sex, 2024



In both 2019 and 2024, elementary occupation recorded the shares of employment above 20,0% (22,9% and 24,2% respectively), highlighting an increase of 1,2 percentage points. Sales and clerical occupations were among the top three contributors to total employment in 2023. Three out of ten occupations recorded a decline in the share of employment between 2019 and 2024, while machine operators' occupation remained unchanged in the same period. Craft and related trade recorded the largest decline of 1,2 percentage points, followed by domestic workers and managers with a decrease of 1,1 percentage points and 0,5 of a percentage point, respectively.

Women were more likely to work as domestic workers (94,8%), clerks (71,3%) and technicians (54,3%) relative to men. About 64,5% of men were employed in managerial occupations compared to 35,5% of women. Both craft and related trades and machine operators' occupations recorded the largest shares above 80,0% for men.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations by province, 2019 and 2024



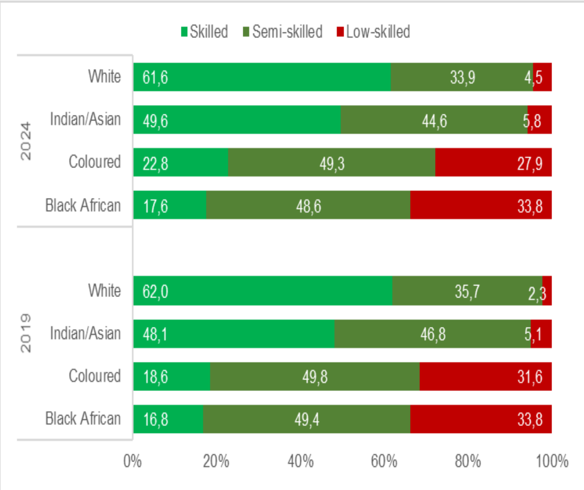
Across all provinces, semi-skilled occupations made up the majority of total employment. The findings for 2024 indicate that Limpopo (49,2%), KwaZulu-Natal and North West (49,0% each) had the largest employment shares in semi-skilled occupations. The only provinces with lower than 30% employment in low-skilled occupations in both 2019 and 2024 were Gauteng and the Western Cape. In both 2019 and 2024, Gauteng recorded the largest shares in skilled occupations (31,2% and 30,8% respectively). In 2024, Western Cape (26,8%) recorded the second highest percentage of workers in skilled occupations, followed by Eastern Cape (21,2%) and KwaZulu-Natal (20,7%).

Table 4.6 – Number and percentage of persons employed as managers, professionals and technicians by sex, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Men						
Manager	1 021	918	909	920	847	920
Professional	428	488	528	555	651	473
Technician	663	604	549	636	655	717
Women						
Manager	446	424	427	457	427	507
Professional	486	509	438	518	642	534
Technician	757	706	756	816	803	851
Both sexes						
Manager	1 467	1 342	1 337	1 377	1 274	1 427
Professional	914	998	966	1 072	1 293	1 006
Technician	1 420	1 310	1 305	1 452	1 458	1 568
	% share of women					
Manager	30,4	31,6	32,0	33,2	33,5	35,5
Professional	53,2	51,1	45,3	48,3	49,7	53,0
Technician	53,3	53,9	57,9	56,2	55,1	54,3

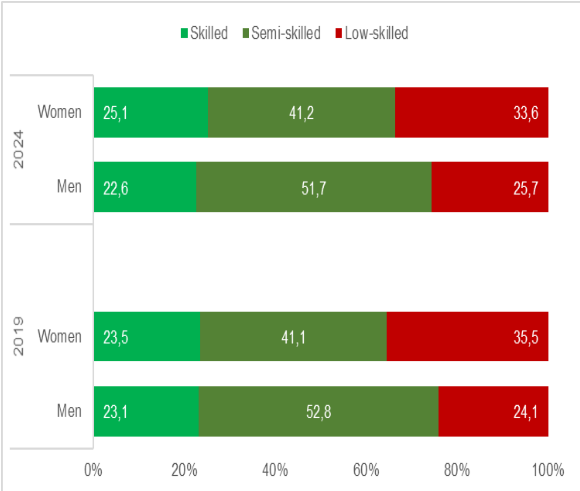
Table 4.6 indicates that men accounted for larger shares of employment as managers over the period 2019–2024. The share of women employed as managers increased from 30,4% in 2019 to 35,5% in 2024. Over the period 2019–2024, women employed in skilled occupations were more likely to work as technicians compared to managers and professionals. In 2024, the share of women employed as technicians was 54,3%, while the professionals and managers recorded 53,0% and 35,5% respectively. The share of women employed as technicians rose from 53,3% in 2019 to reach a peak of 57,9% in 2021, and then declined to 54,3% in 2024.

Figure 4.7: Employment by occupation and population group, 2019 and 2024



Note: Total excludes "Other"

Figure 4.8: Employment by occupation and sex, 2019 and 2024



Black Africans and coloured population groups recorded the largest shares of persons in semi-skilled occupations, while white and Indian/Asian population groups were more likely to be employed in skilled occupations in 2024. In 2019 and 2024, the proportion of the white population working in skilled jobs was 62,0% and 61,6%, respectively. When compared to other population groups, black Africans had the lowest share of those employed in skilled occupations (16,8% in 2019 and 17,6% in 2024). The coloured population employed in skilled occupations accounted for 18,6% in 2019 and increased to 22,8% in 2024. Figure 4.8 reveals that in 2019 and 2024, a higher percentage of women were employed in skilled and low-skilled occupations relative to men. In contrast, more than 50% of employed men were working in semi-skilled occupations in both 2019 and 2024.

Working time

This section analyses the hours worked as well as the average weekly hours worked. The ILO standard on working hours sets a maximum of eight hours per day and 48 hours per week, with a few exceptions under special circumstances.[7] In this section, the average weekly hours worked are analysed by sex, population group, industry, occupation, sector and province.

Table 4.7 – Volume of hours worked by sex, 2019–2024

	2019	2020	2021	2022	2023	2024
	Volume of hours worked (Thousand hours)					
Men	407 037	355 862	362 419	382 743	404 092	408 048
Women	286 863	244 164	246 209	270 228	288 110	297 706
Both sexes	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**	**705 753**
	Annual changes(Thousand hours)					
	2020	**2021**	**2022**	**2023**	**2024**	**Change 2019 - 2024**
Men	-51 175	6 558	20 324	21 349	3 956	1 011
Women	-42 699	2 045	24 020	17 882	9 595	10 843
Both sexes	**-93 874**	**8 602**	**44 343**	**39 231**	**13 551**	**11 853**

Over the period 2019–2024, the volume of hours worked was higher among men compared to women. The largest decline in volume of hours worked was observed between 2019 and 2020; the overall decline of about 93,9 million where men and women recorded a decline of 51,2 million and 42,7 million, respectively. In 2024, the volume of hours worked by men was about 408 million which increased by about 1,0 million compared to 2019. On the other hand, the volume of hours worked by women increased by 9,6 million from 288 million in 2023 to 297 million in 2024.

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, 2019–2024

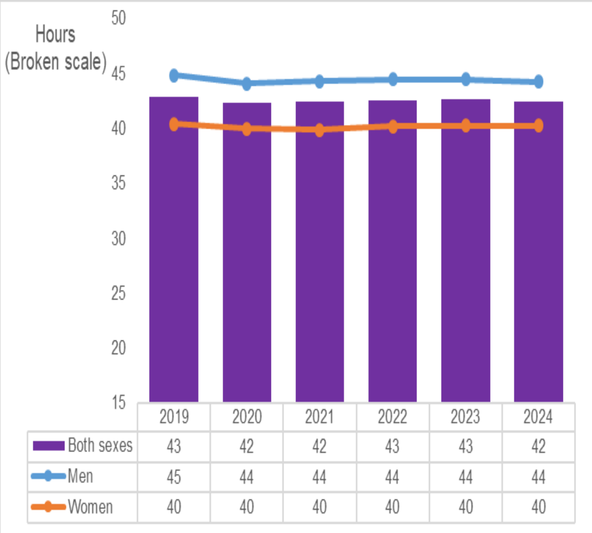
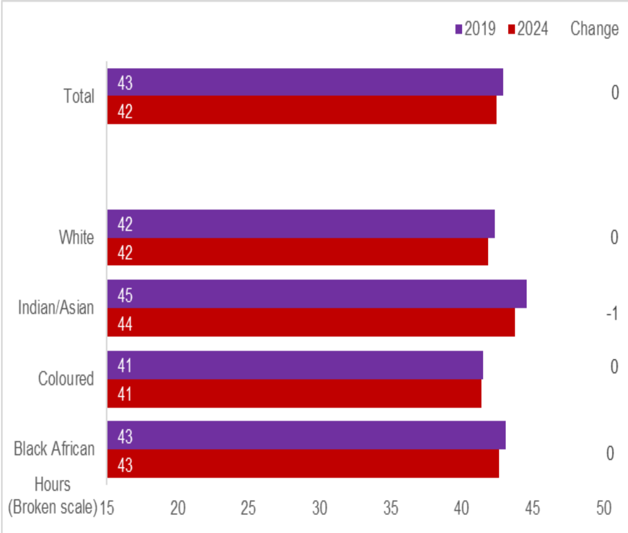


Figure 4.10: Average weekly hours worked by population group, 2019 and 2024



Over the period 2019–2024, men worked longer hours than women, as shown in Figure 4.9. In 2019, men worked 45 hours per week, which declined to 44 hours from 2020 to 2024. On the other hand, women worked 40 hours per week from 2019 to 2024. On average, weekly hours worked by both men and women declined from 43 hours in 2019 to 42 hours in 2024. In both 2019 and 2024, the Indian/Asian population group worked longer hours (45 and 44 hours respectively) compared to other population groups, while the coloured population group worked 41 hours per week each over the same period.

Figure 4.11: Average weekly hours worked by industry, 2019 and 2024

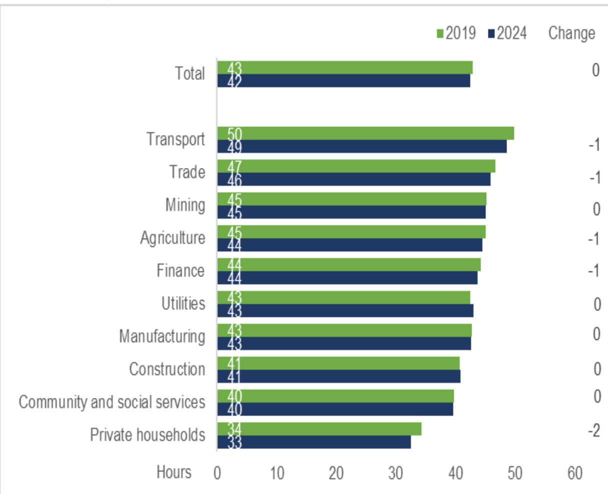


Figure 4.12: Average weekly hours worked by occupation, 2019 and 2024

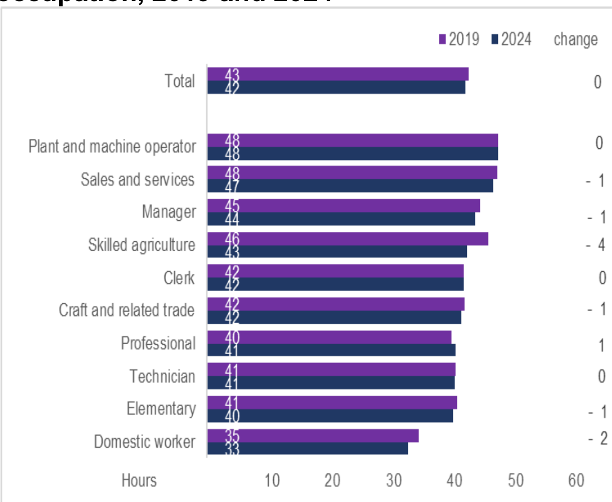


Figure 4.11 indicates that persons employed in transport, followed by those in trade, worked longer hours compared to those in other industries. In both 2019 and 2024, the private households industry was the only one recording average weekly hours worked below 40 hours (34 hours in 2019 and 33 hours in 2024). In addition, the same industry recorded a decline of two hours over the same period. The average weekly hours declined by one hour between 2019 and 2024 for those in transport, trade, agriculture and finance. As highlighted in Figure 4.12, the average weekly hours for three out of ten occupational categories remained unchanged between 2019 and 2024. Skilled agriculture recorded the largest decline of four hours, followed by domestic workers recording a decline of two hours during the same period.

Figure 4.13: Average weekly hours worked by sector, 2019–2024

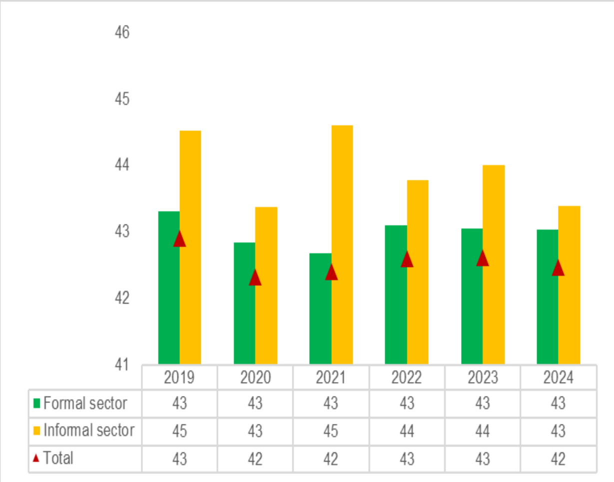
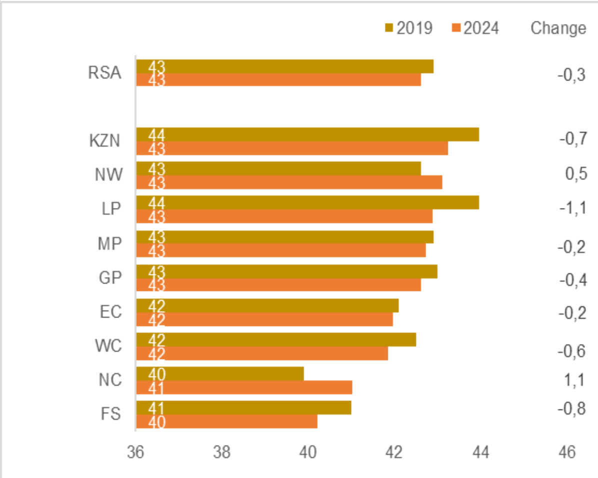


Figure 4.14: Average weekly hours worked by province, 2019 and 2024



The average hours worked in the formal sector remained unchanged at 43 over the period 2019–2024, while in the informal sector, the average weekly hours worked decreased by two hours to 43 hours in 2024 compared to 2019. The average weekly hours worked in the country remained unchanged at 43 hours between 2019 and 2024. Seven provinces out of nine highlighted that the average hours worked declined over the period 2019 to 2024, while North West and Northern Cape saw an increase.

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. These individuals 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.

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

Table 4.8 – Trends in underemployment, 2019–2024

	Underemployment	Other employed	Total employed	Underemployed
	Thousand			Per cent
2019	763	15 587	16 350	4,7
2020	803	14 258	15 061	5,3
2021	858	13 833	14 691	5,8
2022	758	14 786	15 544	4,9
2023	732	15 769	16 502	4,4
2024	742	16 113	16 855	4,4

Between 2019 and 2024, the number of underemployed persons declined by 21 000 to reach 742 000. The highest number of underemployment was recorded in 2021 (858 000) and in 2020 (803 000). Between 2019 and 2024, the underemployment rate decreased by 0,3 of a percentage point, from 4,7% to 4,4%. Compared to 2022, the underemployment rate remained unchanged at 4,4% in 2024.

Figure 4.15: Underemployment by sex, population group and province, 2019 and 2024

Between 2019 and 2024, the underemployment rate went up by 0,2 of a percentage point for women and down by 0,8 of a percentage point for men. Coloured and black African population groups recorded a decline in the rate of underemployment (1,2 percentage points and 0,3 of a percentage point) while the increase for Indians (0,3 of a percentage point) and whites (0,2 of a percentage point) was observed over the period 2019 to 2024.

In terms of provincial comparisons, six out of nine provinces recorded a decline in the underemployment rate between 2019 and 2024. The largest decrease was recorded in Northern Cape (3,4 percentage points), Eastern Cape (1,8 percentage points), and Free State (1,5 percentage points), while other provinces experienced a decline of less than 1,0 percentage point. The largest underemployment rate was recorded in Limpopo (7,8%), followed by Free State (6,8%) and Mpumalanga (5,4%) in 2024. Increases in underemployment were only observed in Limpopo (2,8 percentage points), KwaZulu-Natal (0.2 of a percentage point) and North West (0,1 of a percentage point).

Figure 4.16: Underemployment by industry, 2019 and 2024

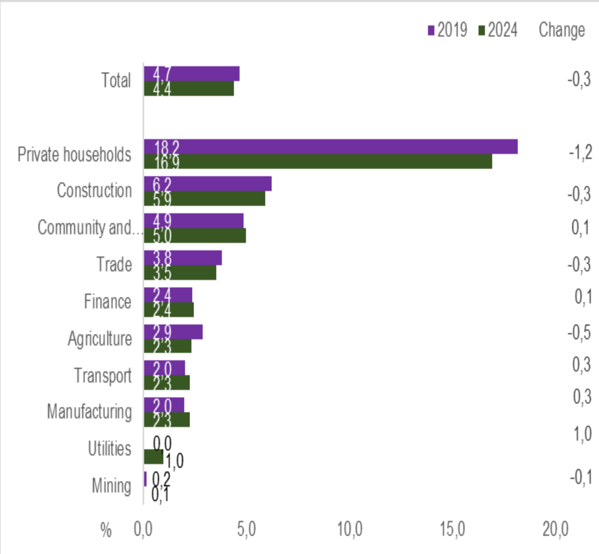
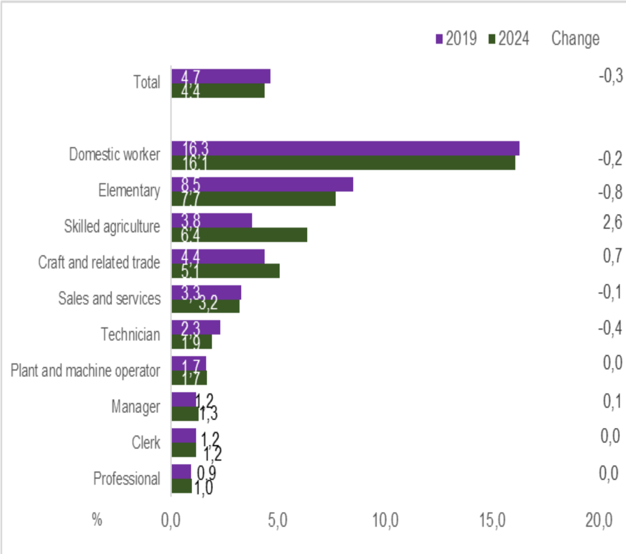


Figure 4.17: Underemployment by occupation, 2018 and 2023



Persons employed in utilities and mining were less likely to be underemployed compared to other industries; these industries recorded an underemployment rate below 1,0% in both 2019 and 2024. Private households recorded the highest underemployment rate of 18,2% in 2019, which declined by 1,2 percentage points to 16,9% in 2024. The construction industry recorded the second highest underemployment rate at 6,2% in 2019 and 5,9% in 2024, followed by community and social services recording 4,9% in 2019 and 5,0% in 2024. In terms of occupation, domestic workers were more likely to be underemployed. The underemployment rate remained unchanged in the plant and machine operator, clerical and professional occupational categories between 2019 and 2024. An increase in underemployment was recorded in three out of ten occupational categories; the highest increase was in skilled agriculture (2,6 percentage points) followed by craft and related trade (0,7 of a percentage point) and managerial occupation (0,1 of a percentage point). The largest decrease in underemployment was recorded in elementary (0,8 of a percentage point) followed by technician (0,4 of a percentage point) and domestic worker (0,2 of a percentage point) occupations.

Summary and conclusion

- Community and social services, trade and finance industries were the main contributors to the total employment of the country.
- Women accounted for the largest shares of employment compared to men in private households and community and social services.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,5% in 2019 and 80,6% in 2024. Primary industries were the second largest contributor to employment in the Northern Cape and North West.
- Women accounted for the largest share of employment in skilled occupations such as technicians (45,7%), semi-skilled occupations such as clerks (71,3%) and domestic workers (94,8%). Men who were employed as managers accounted for approximately 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 in both 2019 and 2024.
- The average weekly hours worked for women remained unchanged at 40 hours over the period 2019 to 2024 while for men, a decline from 45 hours in 2019 to 44 hours in 2024 was observed.
- The underemployment rate was higher in Limpopo at 7,8%, followed by Free State at 6,8% and Mpumalanga at 5,4% in 2024.
- Those employed in the private households industry and domestic worker occupations recorded the highest underemployment rate.

4.2 The formal and informal sectors in South Africa

Background

Both structural and cyclical variables, such as high unemployment rates, sluggish job creation in the formal sector, and obstacles to formal employment entry, contribute to the continuation and growth of informal employment. Therefore, measures like entrepreneurship support, skill development, and streamlined business registration that promote equitable growth and decent work are essential to closing the gap between the formal and informal sectors. For South Africa to advance productivity, equity, and sustainable development, the connections between these sectors must be strengthened.

Introduction

The informal sector, which consists of unregistered businesses, has grown in importance as a source of income, especially for marginalised populations such as women, youth, and persons with lower levels of education. According to Statistics South Africa (2024), nearly two out of ten employed persons work in the informal sector. Although there are various income options in this industry, poor pay, little job security, and a lack of social protection are common characteristics[9].

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, and their status in employment and provincial variations are also highlighted. The analysis is based on QLFS annualised data for the period 2019 to 2024.

Table 4.9 – Employment by sector, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Formal sector	11 234	10 537	10 043	10 648	11 405	11 570
Informal sector	2 973	2 545	2 632	2 927	3 083	3 208
Other*	2 142	1 980	2 015	1 969	2 014	2 077
Total	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
	Shares (Per cent)					
Formal sector	68,7	70,0	68,4	68,5	69,1	68,6
Informal sector	18,2	16,9	17,9	18,8	18,7	19,0
Other*	13,1	13,1	13,7	12,7	12,2	12,3
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector		-698	-493	604	757	165
Informal sector		-429	88	295	155	126
Otherx*		-162	35	-46	45	63
Total		**-1 289**	**-371**	**853**	**958**	**354**

Note: 'Other' comprises Agriculture and Private households.

The formal sector employment share reached the highest of 70,0% in 2020 from 68,7% in 2019 and declined to 68,6% in 2024. Between 2023 and 2024, the share of formal sector employment declined by 0,5 of a percentage point from 69,1% to 68,6%. After two consecutive declines in employment in the formal

[9] International Labour Organization. (2023). *World Employment and Social Outlook: The role of the informal economy in promoting inclusive growth*. Geneva: ILO.

sector since 2020, the results show increases from 2022 until 2024, with the highest change recorded in 2023 (757 000 jobs). The informal sector recorded a decline of 429 000 jobs in 2020, while in 2024, a gain of about 126 000 jobs was observed when compared to 2022. The share of employment in the informal sector increased from 18,2% in 2019 to 19,0% in 2024.

Figure 4.18: Formal sector share of employment by sex, 2019–2024

Figure 4.19: Informal sector share of employment by sex, 2019–2024

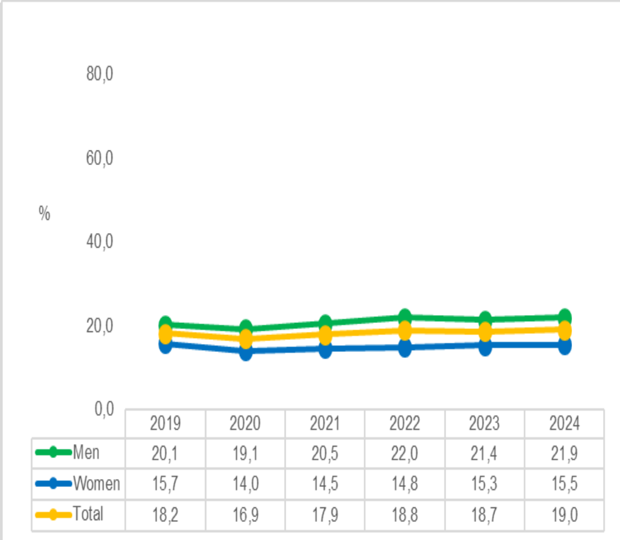


Figure 4.18 highlights that men's employment in the formal sector accounted for a higher percentage of total employment over the period 2019–2021 relative to women. Women reported employment shares in the formal sector over the period 2022 to 2024 recorded the largest share of 69,3% in 2023. In 2024, women's employment in the formal sector recorded a share of about 69,2% while men reported 68,2% in the same year. Men's employment in the formal sector fell from 70,2% in 2019 to 68,2% in 2024, while women's employment rose from 66,8% to 69,2% in the same period. Conversely, the share of employment in the informal sector for men increased from 20,1% in 2019 to 21,9% in 2024, and the share for women declined from 15,7% in 2019 to 15,5% in 2024.

Figure 4.20: Employment by sector and population group, 2019 and 2024

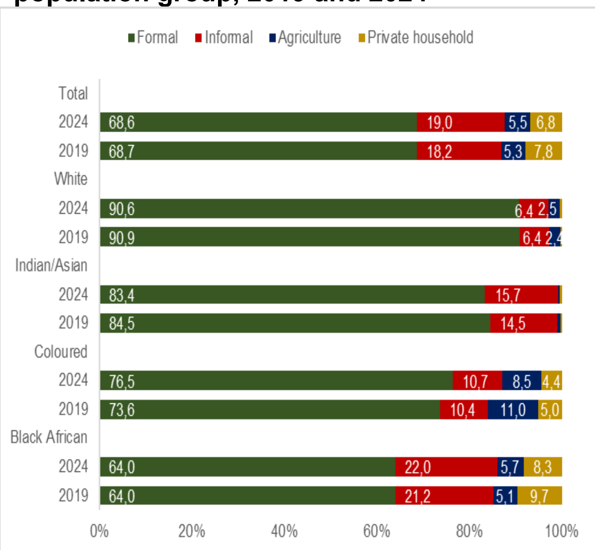
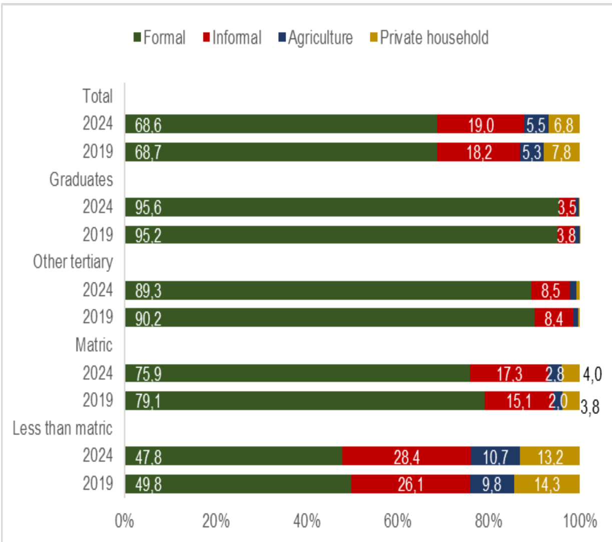


Figure 4.21: Employment by sector and education level, 2019 and 2024



The formal sector accounted for over 68,6% of employed persons in the country in 2024. When compared to other population groups, black Africans had the lowest share of employment in the formal sector between 2019 and 2024. The share of black Africans employed in the formal sector remained unchanged at 64,0% between 2019 and 2024. Conversely, about 90,9% in 2019 and 90,6% in 2024 of the white population group were employed in the formal sector. In terms of the informal sector, black Africans recorded the largest shares of employment above 20% in both 2019 and 2024. The coloured population group had the highest employment share in agriculture relative to other population groups – accounting for 11,0% in 2019 and 8,5% in 2024.

The proportion of those employed in the formal sector was highest amongst persons who are graduates (95,2% in 2019 and 95,6% in 2024), followed by those who have other tertiary qualifications (90,2% in 2019 and 89,3% in 2024). The highest proportion of persons employed in the informal sector was among those with educational attainment less than matric, accounting for 26,1% in 2019 and 28,4% in 2024.

Figure 4.22: Formal sector employment share by province, 2019 and 2024

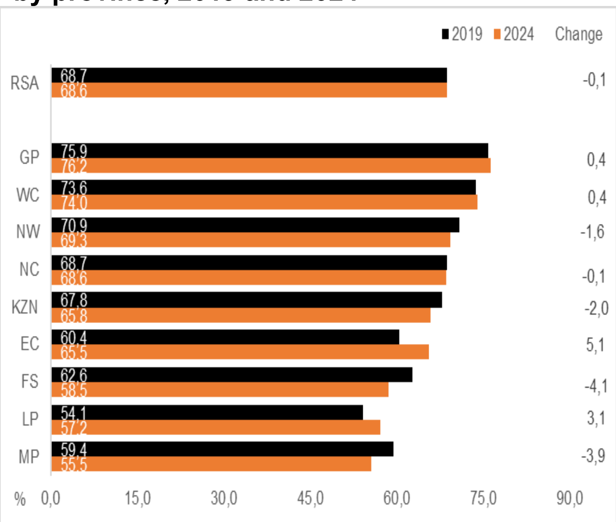
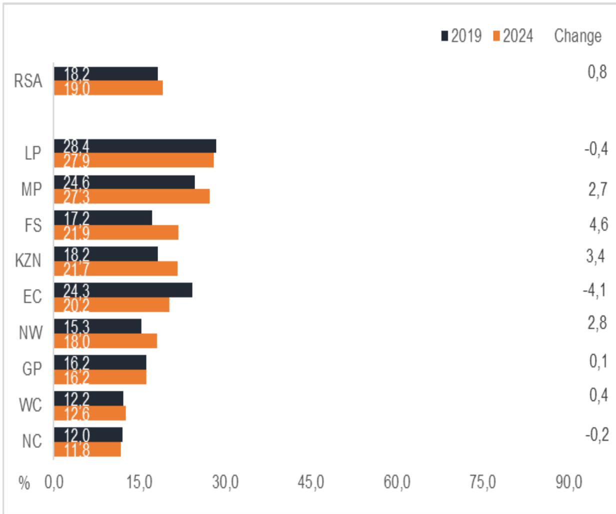


Figure 4.23: Informal sector employment share by province, 2019 and 2024

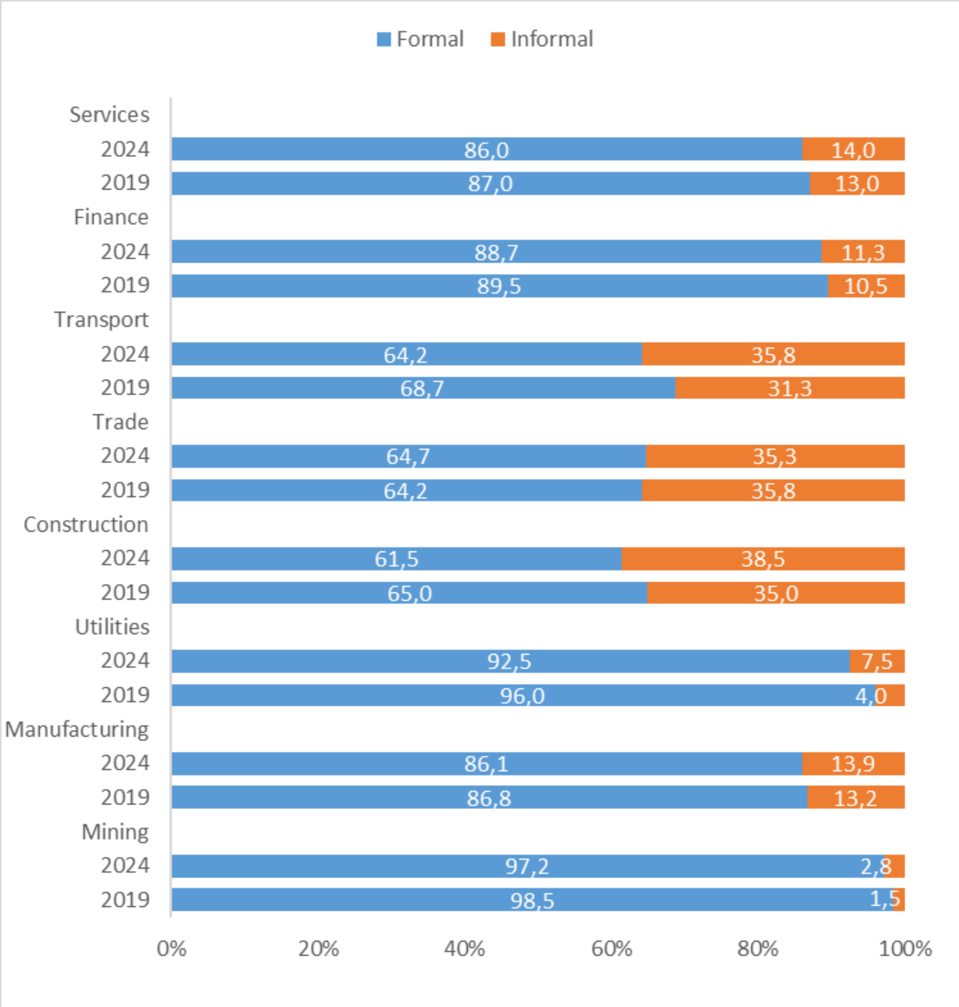


Note: Total includes Agriculture and Private households

The country's formal sector's share of total employment declined by 0,1 of a percentage point from 68,7% to 68,6% between 2019 and 2024. Five out of nine provinces, Free State (4,1 percentage points), Mpumalanga (3,9 percentage points), KwaZulu-Natal (2,0 percentage points), North West (1,6 percentage points) and Northern Cape (0,1 of a percentage point) had declines in the formal sector shares of employment. While other provinces recorded gains in the formal sector shares of employment, with Eastern Cape (5,1 percentage points) recording the largest, followed by Limpopo (3,1 percentage points). Gauteng and Western Cape recorded an increase of 0,4 of a percentage point each in the formal sector share of employment.

Figure 4.23 indicates that the share of informal sector employment increased by 0,8 of a percentage point over the period 2019 - 2024. Only Eastern Cape (4,1 percentage points), Limpopo (0,4 of a percentage point) and Northern Cape (0,2 of a percentage point) recorded declines in the share of informal sector employment over the same period. The largest gains were observed in Free State (4,6 percentage points), KwaZulu-Natal (3,4 percentage points) and North West (2,8 percentage points) between 2019 and 2024.

Figure 4.24: Formal and informal sector employment by industry, 2019 and 2024

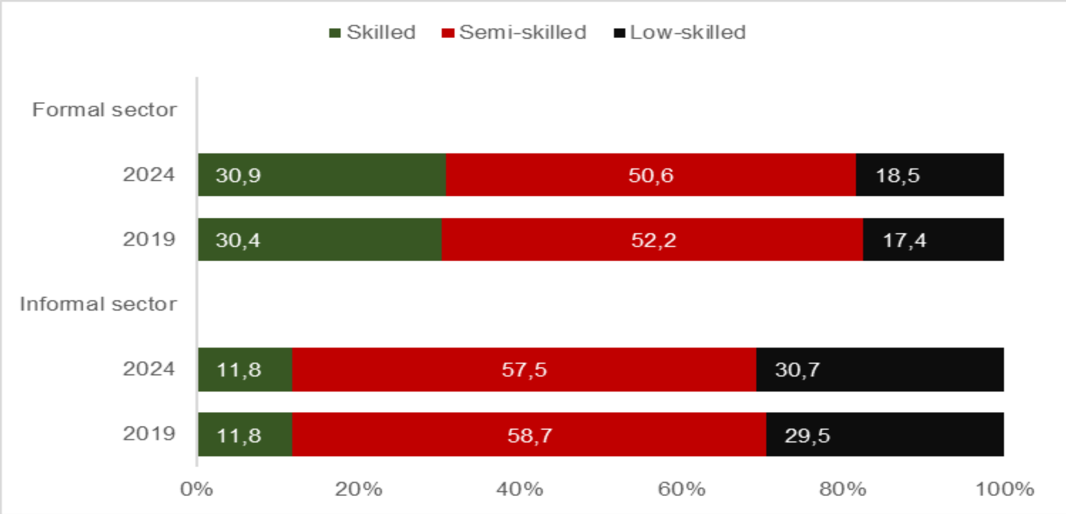


Note: Formal and informal employment excluding Agriculture and Private households

Over the period 2019–2024, the share of employment in the formal sector fell across all industries with the exception of trade, which expanded by 0,5 of a percentage point to 64,7% in 2024. The highest decline was in transport (4,7 percentage points), utilities and construction with 3,5 percentage points each. Mining and utilities recorded the highest shares above 90% of the formal sector employment in both 2019 and 2024, while construction (61,5%), transport (64,2%) and trade (64,7%) recorded the lowest in 2024.

The share of informal sector employment increased across all industries except for trade, which declined by 0,5 of a percentage point. Transport (4,6 percentage points) recorded the largest increase, reaching an informal sector share of employment at 35,8% in 2024 from 31,3% in 2019. Mining recorded the lowest shares below 3,0% in both 2019 and 2024.

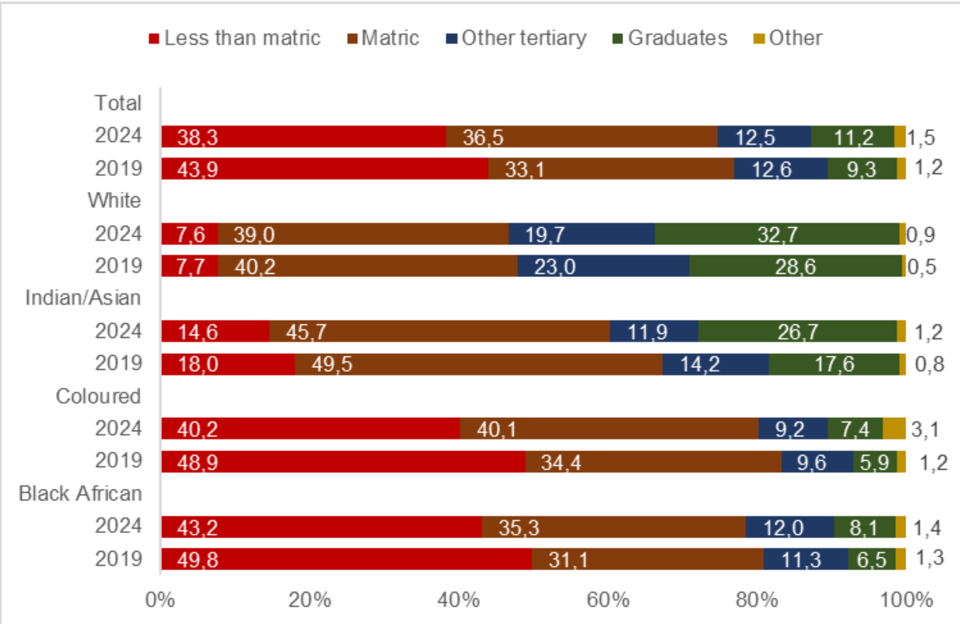
Figure 4.25: Formal and informal sector employment by skill level, 2019–2024



Note: Total excludes "Other"

The majority of persons were in semi-skilled occupations regardless of sector. The share of employed persons among semi-skilled occupations in the formal sector decreased by 1,6 percentage points from 52,2% in 2019 to 50,6% in 2024, while the share of the low-skilled occupations increased by 1,1 percentage points from 17,4% to 18,5% over the same period. The share of skilled occupations in the formal sector increased by 0,5 of a percentage point from 30,4% in 2019 to 30,9% in 2024. Skilled occupations in the informal sector remained unchanged with the share of 11,8% over the period 2019 to 2024. Conversely, the share of employed persons among low-skilled occupations accounted for about 29,5% in 2019 and 30,7% in 2024.

Figure 4.26: Education profile of the employed by population group, 2019 and 2024



In both 2019 and 2024, more than 40% of employed black Africans and coloureds had education levels which were less than matric. The white population group had the lowest proportion below 10% of the employed with less than matric qualifications while the graduates recorded the highest proportions of 28,6% in 2019 and 32,7% in 2024. Both whites and Indians recorded the highest proportions of the employed with matric compared to other educational categories over the period 2019 - 2024.

Summary and conclusion

- In 2024, women employed in the formal sector recorded the largest shares of 69,2% compared to men with 68,2%.
- The formal sector accounted 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.
- In both 2019 and 2024, Gauteng followed by Western Cape leads the provinces in terms of formal sector employment, while Limpopo had the highest proportion of informal sector employment compared to other provinces.
- Construction, trade and transport industries recorded the largest shares more than 30,0% in the informal sector in both 2019 and 2024.
- Majority of employed persons were in semi-skilled occupations for both formal and informal sectors.

4.3 Median monthly earnings of employees South Africa

Distinguishing between earnings and income:

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

- Income is inclusive; it covers all sources of household revenue and includes not only earnings but also grants, other sources of revenue from government such as UIF, as well as investment income.
- Income is generally measured at household level (household income)
- Earnings include (a) remuneration in cash or in kind to an employee for the work done, together with remuneration for time not worked; (b) net earnings from self-employment; or (c) total earnings from both employment and self-employment.
- Earnings are usually measured for individual employed persons.

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

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

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

Distributions:

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

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

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

Occupation 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 and domestic workers.

Introduction

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

Medians are widely used measures that best describe the distribution of earnings, as they are more stable over time. The median earnings more accurately represent actual earnings in an occupation. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than four times the earnings of black Africans. For the purpose of this report, analysis will be done over the period 2019 to 2024.

Because of their superiority when describing the distribution of earnings, and because of their much greater stability over time, Stats SA will use only medians and other quantiles in published data. The relationships and degrees of inequality change relatively slowly over time when measured in medians. In order to increase the precision of the earnings data, Stats SA will publish only annual estimates.

In 2023, Stats SA undertook an assessment of the earnings data collected through the QLFS from 2009 in order to standardise the imputation methodology for all the years. The revision of earnings is a fundamental process driven by the pursuit of improved quality, accuracy and relevance.

Table 4.10 – Median monthly earnings by status in employment, 2019 and 2024

Status in employment	Number of employed	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
2019	**Thousand**	**Rand**						
Employees	13 749	920	1 500	2 817	4 800	12 500	25 000	35 000
Employer	893	1 200	2 000	4 333	10 000	30 000	60 000	78 000
Own-account worker	1 618	500	800	1 517	3 033	6 500	15 600	30 000
Total	**16 260**	**867**	**1 300**	**2 600**	**4 800**	**12 258**	**25 000**	**37 000**
2024								
Employees	14 031	1 150	1 900	3 500	6 000	15 167	30 000	38 000
Employer	893	1 300	2 167	4 333	10 000	30 000	60 000	100 000
Own-account worker	1 832	500	867	1 733	3 640	8 000	20 000	30 333
Total	**16 757**	**1 000**	**1 600**	**3 467**	**6 000**	**15 000**	**30 000**	**40 000**

NB: Totals exclude those 'helping without pay in family business'

In 2019, there were approximately 16,3 million people employed for pay or profit. In 2024, this number had increased by 497 000 to reach 16,8 million. In addition, 14,0 million were employees, 1,8 million were own-account workers, and 893 000 were employers.

In terms of median monthly earnings in 2024, employers earned the highest at R10 000, followed by employees at R6 000, and own-account workers at R3 640.

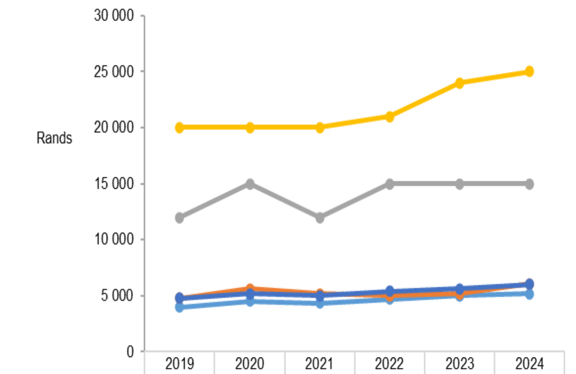
Between 2019 and 2024, overall median monthly earnings increased by R1 200 from R4 800 to R6 000. The most significant growth in median earnings was observed among employees, who saw an increase of R1 200. Own-account workers also experienced an increase of R607, while the median earnings for employers remained unchanged at R10 000.

Table 4.11 – Median monthly earnings of employees by sex, 2019 and 2024

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	7 486	1 200	1 950	3 250	5 400	13 000	26 000	38 000
Women	6 263	780	1 200	2 500	4 000	12 000	23 500	30 000
Both Sexes 2019	**13 749**	**920**	**1 500**	**2 817**	**4 800**	**12 500**	**25 000**	**35 000**
Men	7 576	1 500	2 200	4 000	6 500	16 000	30 000	40 000
Women	6 456	1 000	1 500	3 000	5 300	15 000	28 000	35 000
Both Sexes 2024	**14 031**	**1 150**	**1 900**	**3 500**	**6 000**	**15 167**	**30 000**	**38 000**

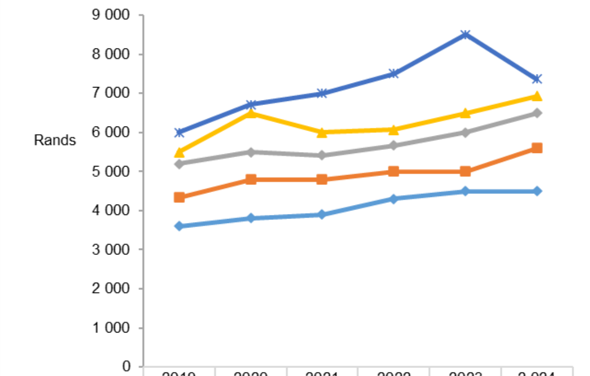
Monthly earnings for employees in the bottom 5% increased from R920 in 2019 to R1 150 in 2024. Among the top 5% of earners, the median monthly earnings increased by R3 000 between 2019 and 2024. Overall, the median monthly earnings increased from R4 800 in 2019 to R6 000 in 2024. The median monthly earnings for men (R5 400 in 2019 and R6 500 in 2024) were higher than for women (R4 000 in 2019 and R5 300 in 2024).

Figure 4.27: Median monthly earnings by population group, 2019–2024



	2019	2020	2021	2022	2023	2024
Balck African	4 000	4 500	4 333	4 684	5 000	5 200
Coloured	4 767	5 633	5 200	5 000	5 200	6 067
Indian/Asian	12 000	15 000	12 000	15 000	15 000	15 000
White	20 000	20 000	20 000	21 000	24 000	25 000
Total	4 800	5 200	5 000	5 417	5 600	6 000

Figure 4.28: Median monthly earnings by age, 2019–2024



	2019	2020	2021	2022	2023	2 024
15-24yrs	3 600	3 813	3 900	4 300	4 500	4 500
25-34yrs	4 333	4 800	4 800	5 000	5 000	5 600
35-44yrs	5 200	5 500	5 417	5 670	6 000	6 500
45-54yrs	5 500	6 500	6 000	6 067	6 500	6 933
55-64yrs	6 000	6 717	7 000	7 500	8 500	7 367

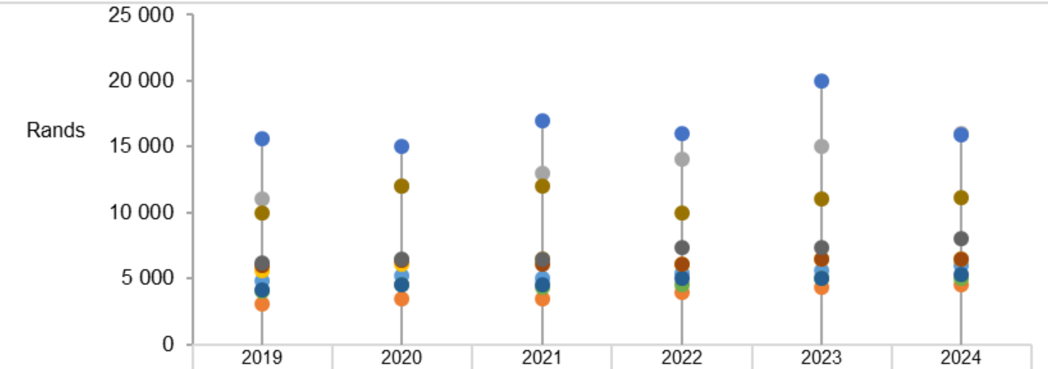
Between 2019–2024, the white population group had the highest median monthly earnings, followed by the Indian/Asian population group while black African had the lowest. In 2024, the median monthly earnings were R25 000 for the white population group, R15 000 for Indians/Asians, R6 067 for coloureds, and R5 200 for black Africans (Figure 4.27). Additionally, in 2024, employees in the 45–54 and 55–64 age cohorts had higher median monthly earnings compared to younger age groups (Figure 4.28).

Table 4.12 – Median monthly earnings of employees by age and sex 2019–2024

	2019	2020	2021	2022	2023	2024	Change 2024-2019
	Rand						
Both Sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**	**1 200**
15-24yrs	3 600	3 813	3 900	4 300	4 500	4 500	900
25-34yrs	4 333	4 800	4 800	5 000	5 000	5 600	1 267
35-44yrs	5 200	5 500	5 417	5 670	6 000	6 500	1 300
45-54yrs	5 500	6 500	6 000	6 067	6 500	6 933	1 433
55-64yrs	6 000	6 717	7 000	7 500	8 500	7 367	1 367
Women	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**	**1 300**
15-24yrs	3 500	3 600	3 683	4 060	4 333	4 500	1 000
25-34yrs	4 000	4 333	4 045	4 600	5 000	5 200	1 200
35-44yrs	4 300	4 700	4 500	5 000	5 000	5 500	1 200
45-54yrs	4 000	5 000	4 500	4 900	5 000	5 500	1 500
55-64yrs	4 700	5 417	5 500	5 500	6 000	5 800	1 100
Men	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**	**1 100**
15-24yrs	3 683	3 900	3 900	4 333	4 500	4 500	817
25-34yrs	4 500	5 000	5 000	5 000	5 400	6 000	1 500
35-44yrs	6 000	6 000	6 000	6 400	6 500	7 000	1 000
45-54yrs	7 000	8 000	7 500	7 500	7 800	8 000	1 000
55-64yrs	7 583	8 000	8 000	9 000	10 000	8 500	917

Men have consistently had higher median monthly earnings compared to women. Over the period 2019–2024, the median monthly earnings for women increased by R1 300, and R1 100 among men. Furthermore, median monthly earnings have increased across all age groups over the same period.

Figure 4.29: Median monthly earnings of employees by industry, 2019–2024



	2019	2020	2021	2022	2023	2024
Both sexes	4 800	5 200	5 000	5 417	5 600	6 000
Agriculture	3 100	3 467	3 500	3 900	4 333	4 500
Mining	11 000	12 000	13 000	14 000	15 000	16 000
Manufacturing	5 633	6 067	6 500	6 067	6 500	6 500
Utilities	15 600	15 000	17 000	16 000	20 000	15 900
Construction	4 000	4 500	4 333	4 550	5 000	5 000
Trade	4 166	4 500	4 500	5 000	5 000	5 300
Transport	6 000	6 400	6 067	6 067	6 500	6 500
Finance	6 200	6 500	6 500	7 367	7 367	8 000
Services	10 000	12 000	12 000	10 000	11 000	11 100

Between 2019 and 2024, the utilities, mining and services industries consistently reported the highest median monthly earnings. Median monthly earnings increased across all industries during this period, except for community and social services. The largest increases in median monthly earnings occurred in mining (R5 000), finance (R1 800) and agriculture (R 1 400) industries.

Figure 4.30: Median monthly earnings of employees by occupation, 2019 and 2024

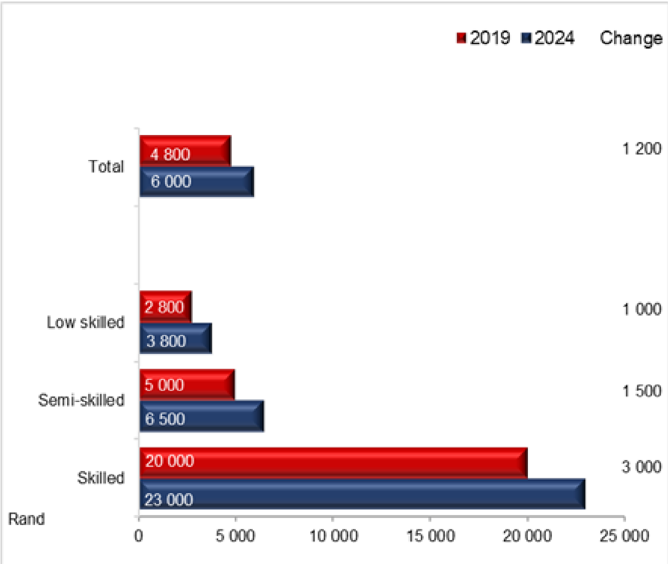


Table 4.13 – Median monthly earnings of employees by occupation, 2018–2023

	2019	2020	2021	2022	2023	2024
	Rand					
Manager	21 000	22 000	22 000	22 000	24 000	25 000
Professional	25 000	24 000	25 000	24 000	25 000	25 800
Technician	16 500	17 500	17 000	18 000	19 500	20 000
Skilled	**20 000**	**20 000**	**20 000**	**21 000**	**22 000**	**23 000**
Clerk	7 500	8 000	8 000	7 000	8 000	8 000
Sales	4 333	4 500	4 767	4 900	5 000	5 500
Skilled Agriculture	3 033	3 250	3 900	4 000	4 000	2 500
Craft	5 000	5 633	5 500	6 000	6 000	6 067
Operators	5 200	5 500	5 500	5 800	6 000	6 500
Semi skilled	**5 000**	**5 500**	**5 500**	**5 500**	**6 000**	**6 500**
Elementary	3 033	3 250	3 400	3 543	4 000	4 090
Domestic worker	2 000	2 200	2 167	2 350	2 500	2 600
Low skilled	**2 800**	**3 000**	**3 000**	**3 300**	**3 500**	**3 800**

Skilled occupations reported the highest earnings over the period 2019–2024. The skilled workers recorded an increase of R3 000 in median monthly earnings, while the increases for semi-skilled and low-skilled workers were R1 500 and R1 000, respectively, over the same period. In 2024, skilled workers earned median monthly earnings of R23 000, compared to R6 500 for semi-skilled workers and R3 800 for low-skilled workers. Professionals and managers' monthly median earnings were R25 000 each, followed by technicians at R20 000. The lowest median monthly earnings were found within low-skilled occupations.

Table 4.14 – Median monthly earnings for employees by occupation and sex, 2024

	Number of employees (Thousand)		Median earnings (Rand)		Women to men ratio earnings
	Men	Women	Men	Women	
All occupations	**7 576**	**6 456**	**6 500**	**5 300**	**0,82**
Manager	503	351	25 000	24 000	0,96
Professional	401	497	29 000	25 000	0,86
Technician	606	770	20 000	20 000	1,00
Clerk	496	1 258	9 750	8 000	0,82
Sales and services	1 259	1 108	6 500	5 000	0,77
Skilled agriculture	42	16	2 600	1 733	0,67
Craft and related trade	1 100	166	6 500	5 000	0,77
Plant and machine operator	1 120	164	6 500	5 417	0,83
Elementary	2 003	1 318	4 333	3 683	0,85
Domestic worker	43	809	2 000	2 600	1,30

The earnings gap between men and women is evident across all occupations, except among technicians, where earnings were equal, and among domestic workers, where women earned higher median monthly earnings. Overall, women's median monthly earnings stood at R5 300, compared to men's median monthly earnings of R6 500. The highest median monthly earnings were observed in skilled occupations, such as managers, professionals, and technicians

Table 4.15 – Median monthly earnings of employees by province, 2018–2023

	2019	2020	2021	2022	2023	2024
Province	**Rand**					
Western Cape	4 767	5 500	5 417	5 500	5 700	6 067
Eastern Cape	3 600	3 700	3 800	4 333	4 500	5 000
Northern Cape	3 900	4 800	4 400	4 507	4 875	5 265
Free state	3 700	4 200	4 160	4 500	5 000	5 000
KwaZulu-Natal	4 000	4 333	4 500	4 550	4 800	5 000
North West	4 500	6 000	6 500	5 000	5 500	6 500
Gauteng	6 750	7 500	7 072	7 500	8 000	8 400
Mpumalanga	4 600	4 800	4 550	4 950	5 200	5 417
Limpopo	3 600	4 000	4 000	4 200	4 500	5 000
South Africa	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**

Gauteng was the only province to consistently record median monthly earnings above the national average over the period 2019 to 2024. In 2024, North West (R6 500) and Western Cape (R6 067) had the second and third highest median monthly earnings, respectively, while Eastern Cape, Free State, KwaZulu-Natal and Limpopo reported the lowest median monthly earnings at R5 000 each.

Table 4.16 – Distribution of median monthly earnings for employees by usual hours worked and sex, 2023

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
Both Sexes	**14 030**	**1 150**	**1 900**	**3 500**	**6 000**	**15 167**	**30 000**	**38 000**
Less than 35 hours	1 474	650	860	1 000	2 000	3 900	8 667	18 750
35 hours and above	12 557	1 733	2 500	4 000	6 500	17 500	30 000	40 000
Women	**6 455**	**1 000**	**1 500**	**3 000**	**5 300**	**15 000**	**28 000**	**35 000**
Less than 35 hours	908	542	700	780	1 500	2 700	6 000	14 500
35 hours and above	5 547	1 200	1 733	3 000	4 900	14 500	25 000	32 000
Men	**7 575**	**1 500**	**2 200**	**4 000**	**6 500**	**16 000**	**30 000**	**40 000**
Less than 35 hours	566	500	650	850	1 600	3 467	7 300	15 000
35 hours and above	7 010	1 500	2 167	3 467	5 850	14 000	28 000	40 000

Persons who work more hours per week tend to have higher median monthly earnings. In 2024, those who worked 35 hours or more had median monthly earnings of R6 500, and those who worked less than 35 hours had median monthly earnings of R2 000. Furthermore, men generally had higher median monthly earnings than women, irrespective of hours worked.

Summary and conclusion

- Between 2019 and 2024, the total median monthly earnings increased by R1 200 from R4 800 to R6 000. The median monthly earnings for men have generally been higher than women.
- The median monthly earnings were R25 000 for the white population group, R15 000 for Indians/Asians, R6 067 for coloureds, and R5 200 for black Africans.
- Utilities, mining and services industries consistently reported the highest median monthly earnings compared to other industries.
- Professionals and Managers monthly median earnings were R25 000 each followed by technicians at R20 000. The lowest median monthly earnings were found within low-skilled occupations.
- Gauteng is the only province that recorded median monthly earnings above the national average over the period 2019 to 2024.
- In 2024, those who worked 35 hours or more had median monthly earnings of R6 500, and those who worked less than 35 hours had median monthly earnings of R2 000.
  Overall, women's median monthly earnings were R5 300, which is 82% of men's median monthly earnings of R6 500

4.4 Decent work

Key labour market concepts

The Sustainable Development Goals (SDGs) aim to encourage sustained economic growth by achieving higher levels of productivity 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 Organisation (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). The pursuit of decent work is still essential to attaining social justice and inclusive growth in South Africa. This is in line with the Decent Work Country Programme and Goal 8 of the UN 2030 Agenda for Sustainable Development, which calls for full and productive employment, sustained, inclusive, and sustainable economic growth, and decent work for all.

Standards and rights at work

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

Figure 4.31: Entitlement of employees to paid sick leave by sex, 2019 and 2024

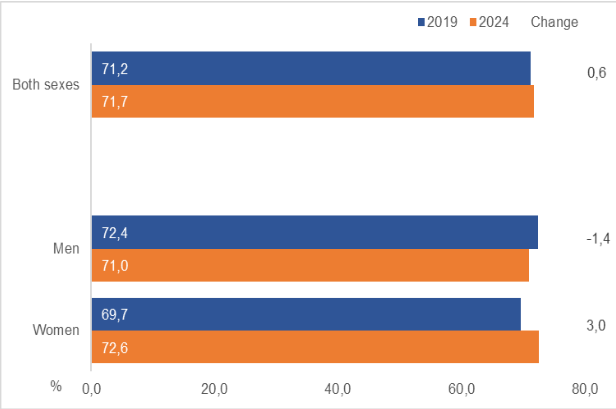
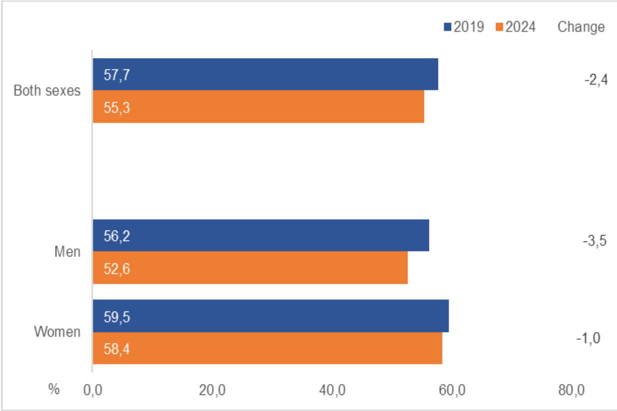


Figure 4.32: Entitlement of employees to maternity/paternity leave by sex, 2018 and 2023



The proportion of employees who were entitled to paid sick leave increased by 0,6 of a percentage point from 71,12% in 2019 to 71,7% in 2024 as highlighted in Figure 4.31. In 2024, a higher proportion of employees who were entitled to paid sick leave was observed among women (72,6%) compared to men (71,0%). Figure 4.32 shows that more women than men were entitled to maternity/paternity leave in both 2019 and 2024. Both men and women experienced a decrease in entitlement to maternity/paternity leave between 2019 and 2024; the proportion of men decreased by 3,5 percentage points and 1,0 percentage point for women.

Figure 4.33: Excessive hours worked (workers working more than 48 hours per week) by sex, 2019 and 2024

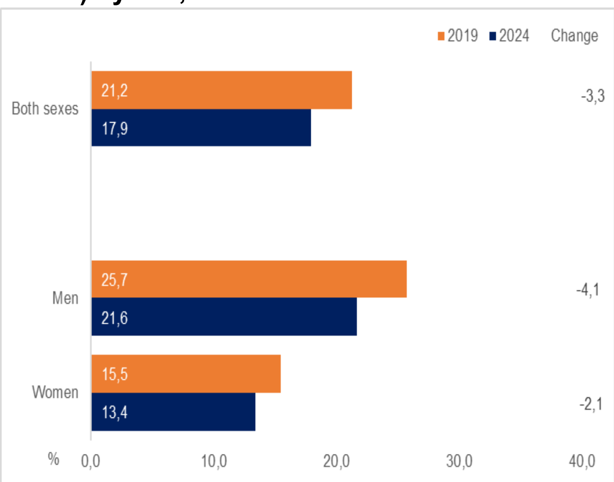
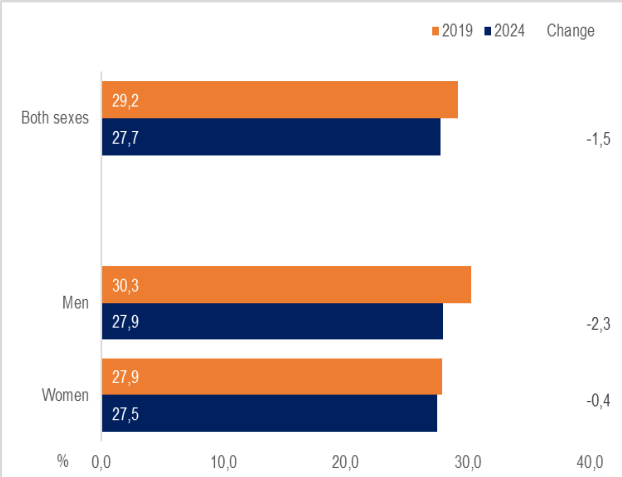
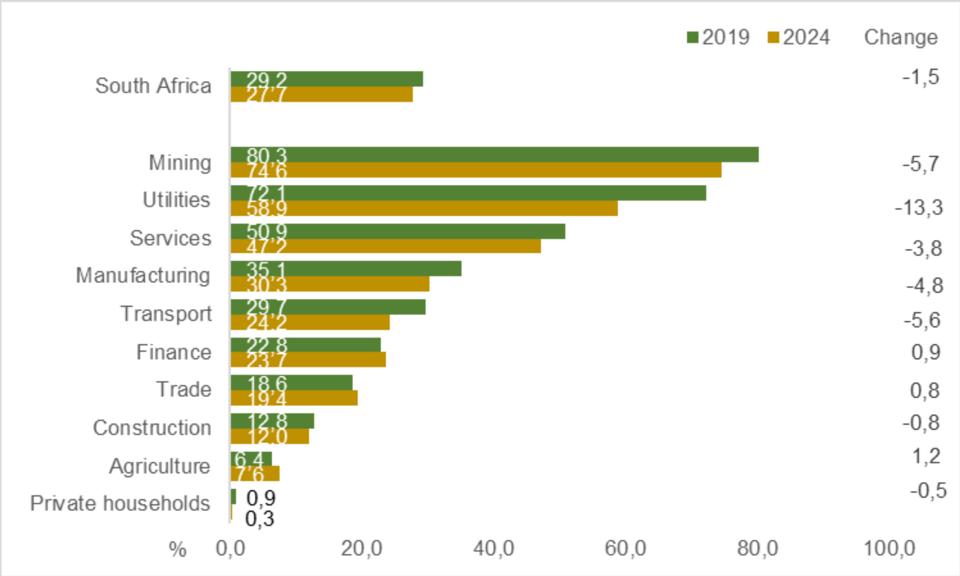


Figure 4.34: Proportion of employees who are members of a trade union by sex, 2019 and 2024



The results in Figure 4.33 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 3,3 percentage points between 2019 and 2024. Higher proportions of men employees worked excessive hours compared to women. Both men and women experienced a decline in the proportions of employees who worked excessive hours between 2019 and 2024. With regard to trade union, men employees were more likely to be members of a trade union relative to women (Figure 4.35). Both men and women recorded a decline in the proportion of employees who were members of a trade union by 2,3 percentage points and 0,4 of a percentage point respectively between 2019 and 2024.

Figure 4.35: Proportion of employees who are members of a trade union by industry, 2019 and 2024



The proportion of employees who were members of a trade union declined by 1,5 percentage points from 29,2% in 2019 to 27,7% in 2024. Mining followed by utilities, community and social services and manufacturing recorded the highest proportion of employees who were members of a trade union. However, these four industries recorded largest declines in proportion of employees who were union members over the period 2019 to 2024. The largest decline of 13,3 percentage points was observed among those who were in utilities followed by mining (5,7 percentage points) and transport (5,6 percentage points). Three out of ten industries recorded increases in the proportions of employees who were members of trade union; namely, agriculture (1,2 percentage points), finance (0,9 of a percentage point) and trade (0,8 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 2019 and 2024. The results also compare the access to these benefits between men and women.

Figure 4.36: Pension/retirement fund contribution by employer by sex, 2019 and 2024

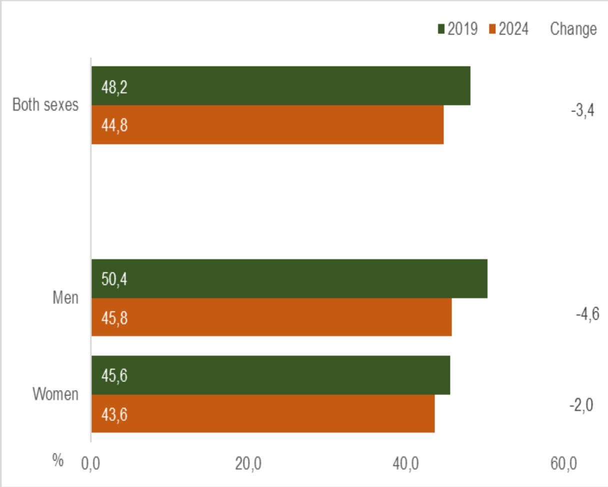


Figure 4.37: Entitlement to medical aid benefit from the employer by sex, 2019 and 2024

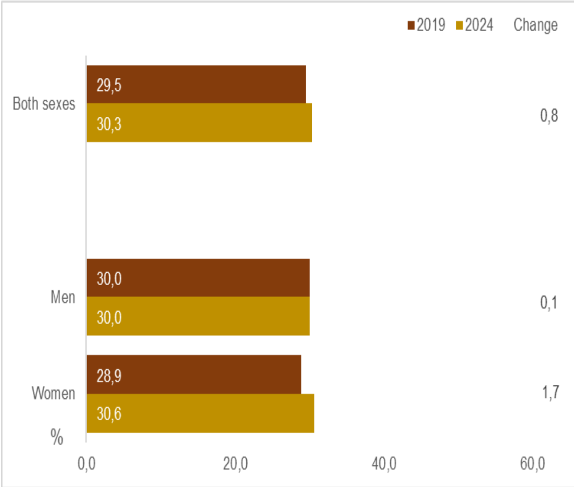
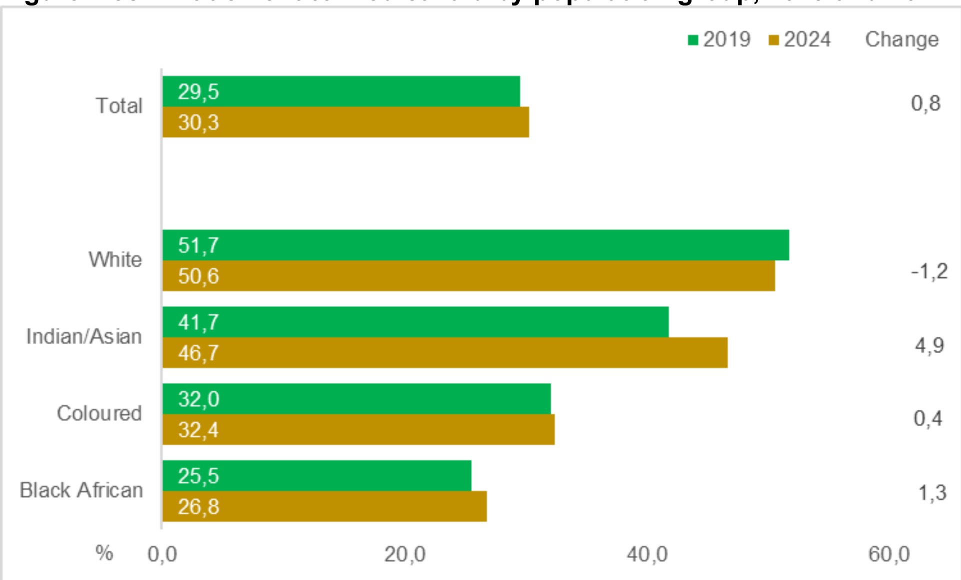


Figure 4.36 shows that the proportion of employees whose employer contributed to pension/retirement fund on their behalf between 2019 and 2024 declined by 3,4 percentage points from 48,2% to 44,8%. The proportion of men whose employer contributed to pension/retirement fund on their behalf decreased by 4,6 percentage points from 50,4% in 2019 to 45,8% in 2024, and for women it fell by 2,0 percentage points from 45,6% in 2019 to 43,6% in 2024. Between 2019 and 2024, the proportion of employees who were entitled to medical aid benefits decreased by 0,8 of a percentage point (Figure 4.37). The proportion of women employees who were entitled to medical aid benefits from the employer increased by 1,7 percentage points from 28,9% in 2019 to 20,6% in 2026 while for men it remained unchanged at 30,0%.

Figure 4.38: Entitlement to medical aid by population group, 2019 and 2024

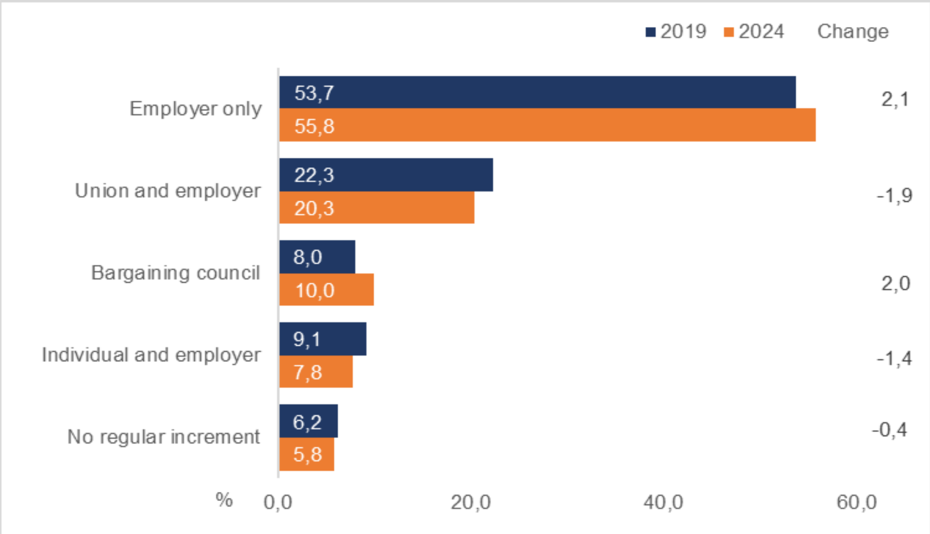


Both white (3,4 percentage points) and Indian (1,7 percentage points) population groups recorded declines in the proportion of employees entitled to medical aid over the period 2018 to 2023. However, the same population groups recorded the highest proportions above 40% in both 2018 and 2023. Alternatively, coloured and black Africans recorded an increase of less than a percentage point each. The black African population group recorded the lowest proportion over the period 2018 (25,5%) to 2023 (26,0%).

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 exchange of information amongst various role players in the labour market, including representatives of business, government, and trade unions.

Figure 4.39: Annual salary increment by type of negotiation, 2019 and 2024



About 55,8% of employees in 2024 which increased by 2,1 percentage points from 53,7% in 2019 indicated that their salary increase was determined by the employer only. Employees whose salary increment was negotiated by a union and the employer recorded the second highest proportion of 22,3% in 2019 and 20,3% in 2024.

For the employees whose salary increment was negotiated between an individual and employer an increase of 1,4 percentage points was recorded between 2019 (9,1%) and 2024 (7,8%). Employees who reported that they do not have regular increments recorded the lowest proportions (6,2% in 2019 and 5,8% in 2024) compared to those who used alternative negotiation methods.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 0,6 of a percentage point from 71,2% in 2019 to 71,7% in 2024. On the other hand, the proportion of employees who were entitled to maternity/paternity leave declined by 2,4 percentage points from 57,7% to 55,3% over the same period.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined for both men (4,1 percentage points) and women (2,1 percentage points) between 2019 and 2024.
- Male employees were more likely to be members of a trade union relative to their female counterparts.
- Most industries with the exception of agriculture, trade and finance recorded declines in the proportions of employees who were members of a trade union with the largest decline of 13,3 percentage points recorded among those who were in utilities followed by mining (5,7 percentage point) and transport (5,6 percentage points).
- More than half (53,7% in 2019 and 55,8% in 2024) of the employees indicated that their annual salary increment was determined by the employer.

4.5 Government job creation programmes

Background

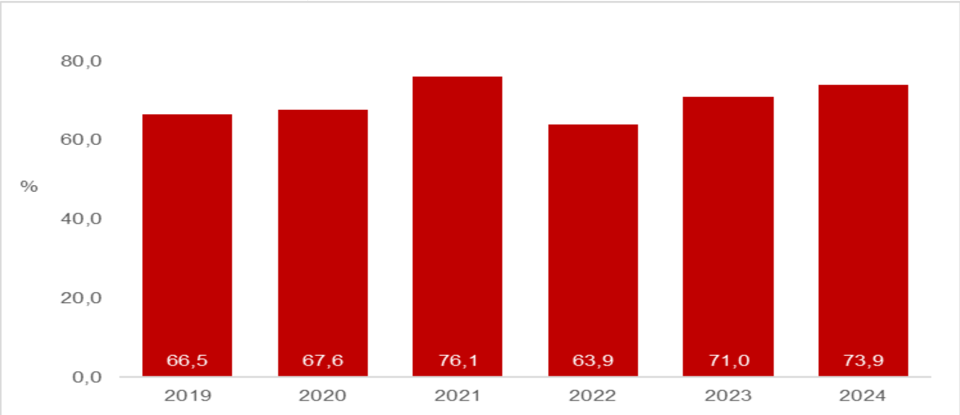
The EPWP was launched in 2004 after the commitments made at the Growth and Development Summit (GDS) of 2003. At the Summit, four themes were adopted, one of which was 'more jobs, better jobs, decent work for all.' The GDS agreed that public works programmes can provide poverty and income relief through temporary work for the unemployed to carry out socially useful activities. The EPWP remains one of the best government programs for lowering unemployment, enhancing communal assets, and helping participants become more employable and skilled. The program is in line with the government's policy priorities, especially those concerning social cohesion, education, health, rural development, food security, land reform, decent work and sustainable livelihoods, and rural development.

The EPWP is a key tool for achieving the goals of the NDP 2030, which aims to eradicate poverty and promote inclusive growth. It is anchored within Outcome 4 of the Medium Term Strategic Framework (MTSF), which is "Decent employment through inclusive economic growth." The Program aims to offer short to medium-term employment opportunities, particularly for women, youth, and people with disabilities, through its four sectors: infrastructural, social, environment and culture, and non-state.

Introduction

This section focuses on the analyses of people aged 15–64 (the working-age population) participating in the EPWP and other government job creation programmes over the period 2019–2024. 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 programmes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sector is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.40: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2019–2024



The proportion of the working-age population (15–64 years) who have heard about the EPWP increased from 66,5% in 2019 to a high of 76,1% in 2021 and declined to 73,9% in 2024. The proportion declined by 2,2 percentage points between 2021 and 2024 while over the period 2019 to 2024, it increased by 7,4 percentage points.

Characteristics of those who participated in government job creation programmes

Figure 4.41: Proportion of those who participated in government job creation programmes by sex, 2019–2024

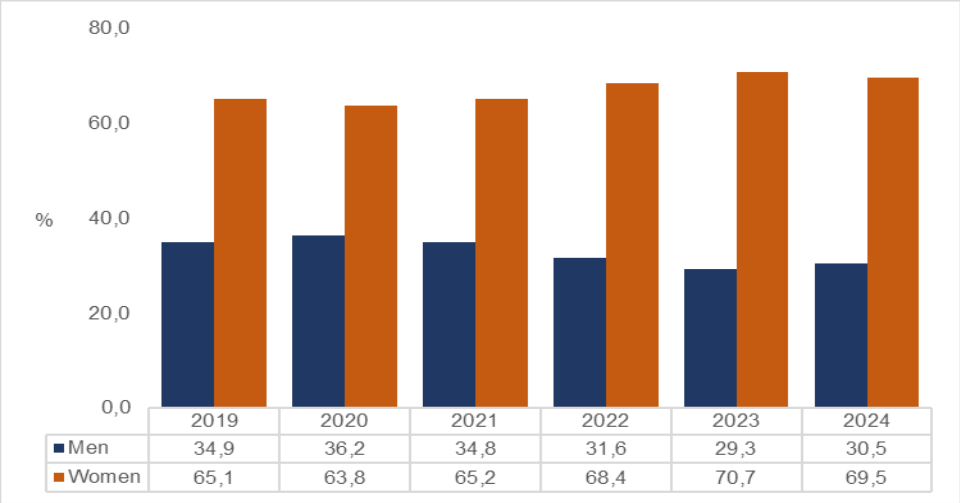


Figure 4.41 highlights that women made up the majority of participants in EPWP and other government job creation programmes compared to men. The proportion of women who took part in the EPWP and other government job creation programmes increased from 65,1% to 69,5% between 2019 and 2024, whereas the proportion of men who participated declined by 4,4 percentage points from 34,9% to 30,5%.

Figure 4.42: Share of those who participated in government job creation programmes by age, 2019–2024

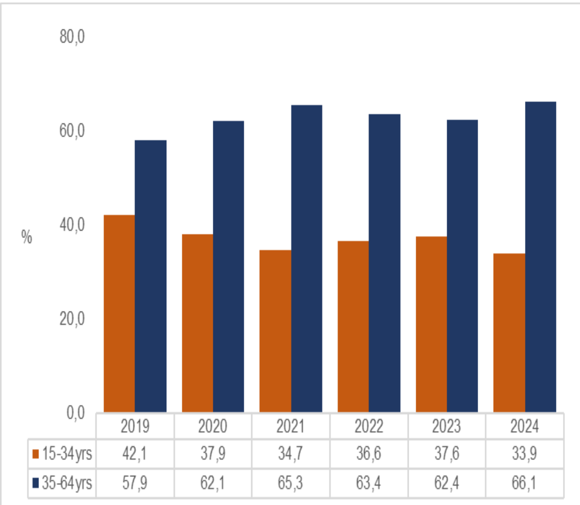
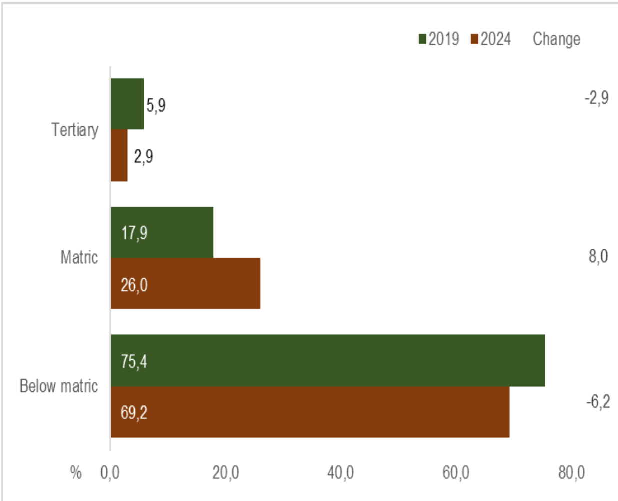


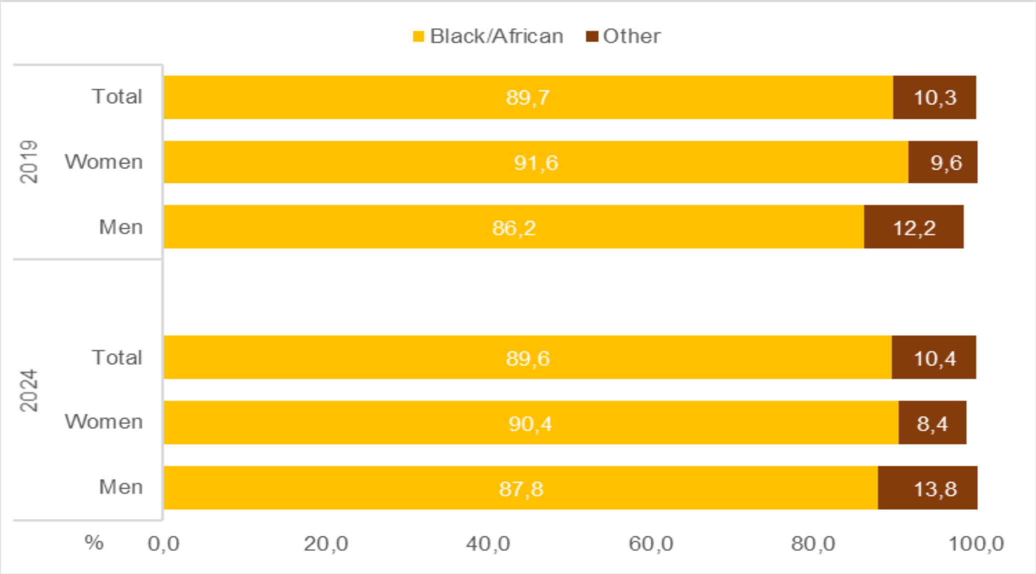
Figure 4.43: Share of those who participated in government job creation programmes by the level of education, 2019 and 2024



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2019–2024. The proportion of adults who participated in EPWP increased from 57,9% in 2019 to 66,1% in 2024. For youth aged 15 – 34, the proportion of those who participated declined by 8,2 percentage points from 42,1% in 2019 to 33,9% in 2024. 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. However, the proportion declined by 6,2 of percentage points from 75,4% in 2019 to 69,2% in 2024. The share of those who participated in government job creation programmes with matric recorded an increase of 8,0 percentage points from 17,9% in 2019 to 26,0% in

2024 while those with tertiary qualifications accounted for the smallest proportion (5,9% in 2019 and 2,9% in 2024).

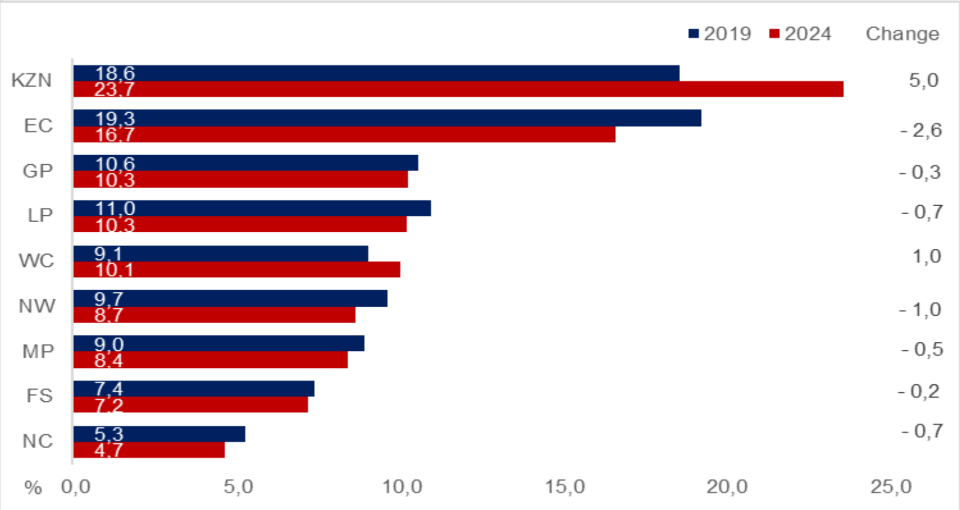
Figure 4.44: Proportion of those who participated in government job creation programmes by population group and sex, 2019 and 2024



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

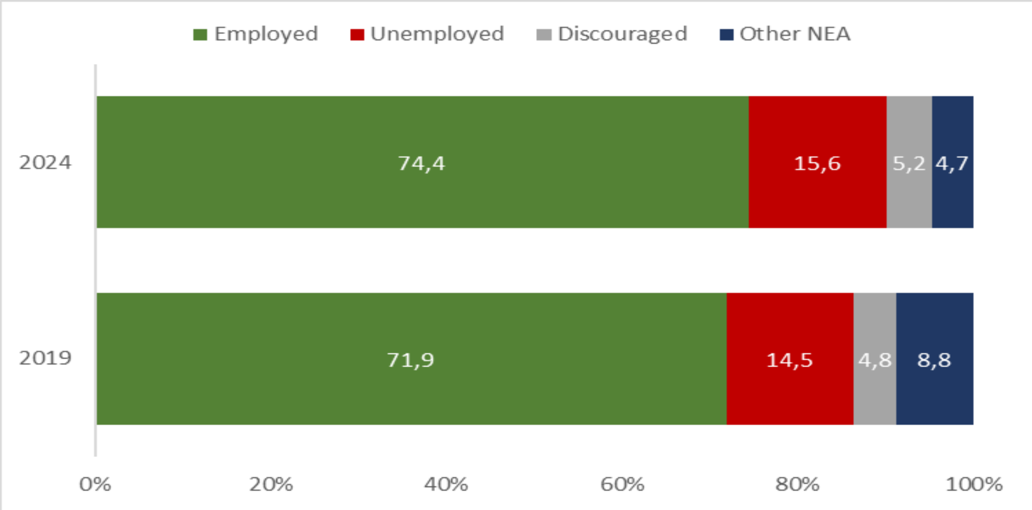
Black Africans were more likely to participate in EPWP and other government job creation programmes irrespective of sex. In 2024, the share of black African women (90,4%) who participated in these government programmes was higher than that of men (87,8%) by 2,6 percentage points. The share of black African women declined from 91,6% in 2019 to 90,4% in 2024, while men in the same population group recorded 86,2% in 2019 and 87,8% in 2024.

Figure 4.45: Proportion of those who participated in government job creation programmes by province, 2019 and 2024



As highlighted in Figure 4.45, majority of people who participated in EPWP and other government job creation programmes were residing in KwaZulu-Natal and Eastern Cape, while Northern Cape and Free State had the lowest participation rate in both 2019 and 2024. Over the same period, participation increased only in KwaZulu-Natal (5,0 percentage points) and Western Cape (1,0 percentage point). KwaZulu-Natal recorded the participation rate of 18,6% in 2019 and 23,7% in 2024 while, Western Cape recorded 9,1% and 10,1% respectively. The largest decline was recorded in Eastern Cape (2,6 percentage points) followed by North West (1,0 percentage point), and Limpopo and Northern Cape recording 0,7 of a percentage point each.

Figure 4.46: Proportion of those who participated in government job creation programmes by labour market status, 2019 and 2024



In terms of involvement in EPWP and other government programs, people who were employed (71,9% in 2019 and 74,4% in 2024) accounted for the largest share between 2019 and 2024, while those who were discouraged work-seekers (4,8% in 2019 and 5,2% in 2024) accounted for the lowest share. Of those who were unemployed, 14,5% participated in the programme in 2019 and the share increased to 15,6% in 2024.

Figure 4.47: Proportion of those who participated in government job creation programmes by industry, 2019 and 2024

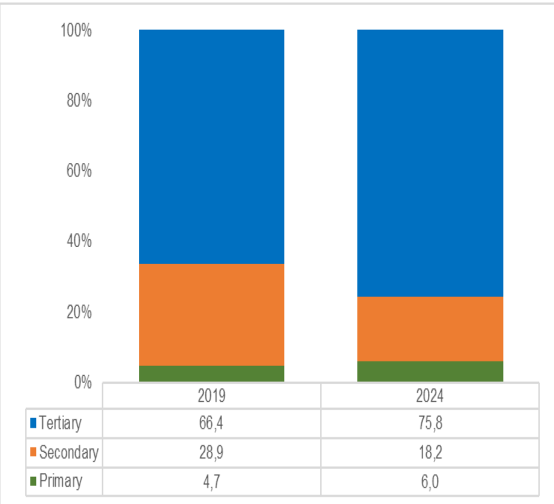
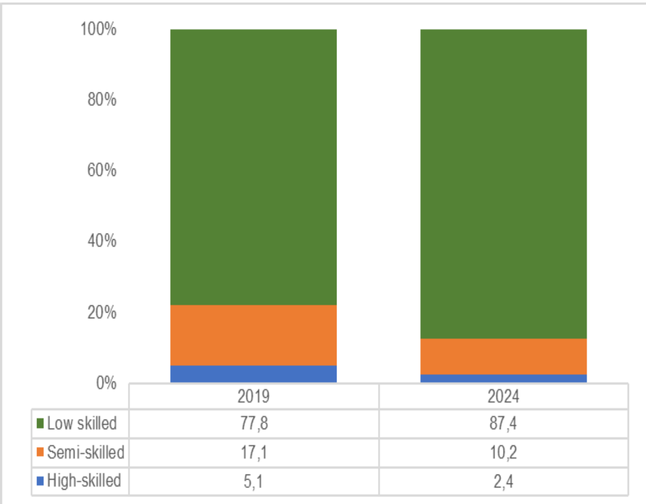
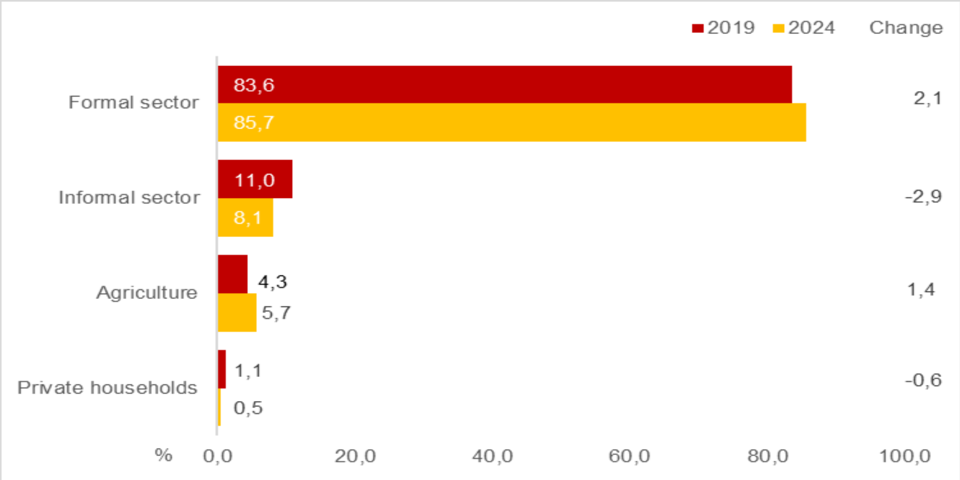


Figure 4.48: Proportion of those who participated in government job creation programmes by occupation, 2019 and 2024



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 2019 and 2024. The participation rate increased to 75,8% in 2024 from 66,4% in 2019 for the tertiary industries; an increase of 9,4 percentage points. For those who were in secondary industry, the participation rate declined by 10,7 percentage points from 28,9% in 2019 to 18,2% in 2024. 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 from 77,8% in 2019 to 87,4% in 2024 while those in high-skilled occupations declined from 5,1% to 2,4% during the same period.

Figure 4.49: Employment by sector, 2019 and 2024



In both 2019 and 2024, more than 80% of participants in EPWP or other government job creation programmes were employed in the formal sector. Formal sector (2,1 percentage points) and agriculture (1,4 percentage points) recorded an increase in the percentage of people who participated in EPWP or other government job creation programmes in 2024 compared to 2019. Informal sector and private households recorded declines of 2,9 percentage points and 0,6 of a percentage points respectively. The proportion of the participants in EPWP or other government job creation in the informal sector declined from 11,0% in 2019 to 8,1% in 2024. In both 2019 and 2024, agriculture and private households recorded the lowest shares of those who participated in EPWP and other government job creation programmes.

Summary and conclusion

- The proportion of the working-age population who have heard about EPWP increased from 66,5% in 2019 to 73,9% in 2024.
- Women and adults aged 35–64 were more likely to participate in government job creation programmes.
- The majority of those who participated in EPWP and other government job creation programmes did not have matric (75,4% in 2019 and 69,2% in 2024).
- 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 were recorded in KwaZulu-Natal (23,7%) and Eastern Cape (16,7%) compared to all other provinces in 2024.
- 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.

4.6 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.

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. 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.

Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.

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 of 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

Stats SA conducts 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. Data on mining and quarrying is collected from the department of Mineral Resources and Energy as administrative data.

This survey covers employment and earning 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); and
- 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

QES data is generally collected by email and telephone. 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 2019 to 2024.

Table 4.17 – Employment by industry, 2019–2024

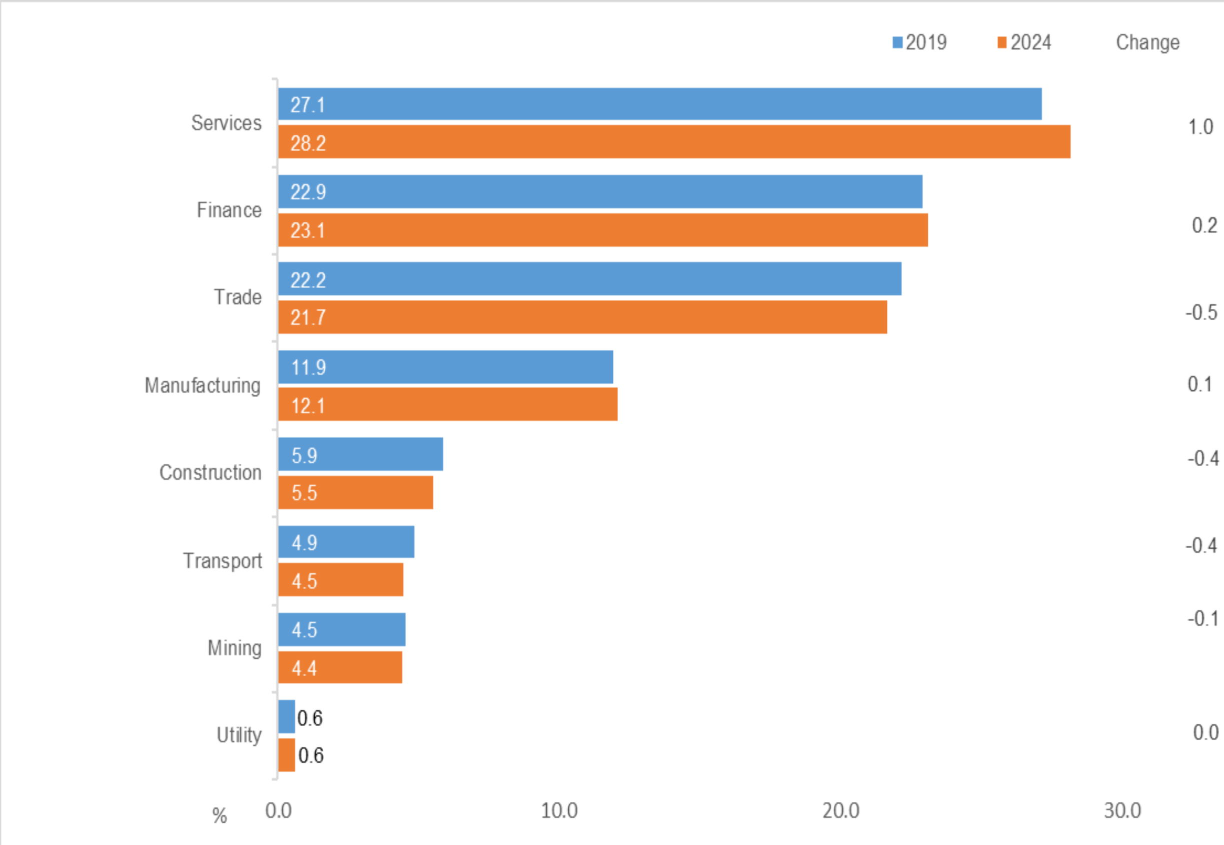
Industry	2019	2020	2021	2022	2023	2024
	Thousand					
Mining	462	452	457	478	479	474
Manufacturing	1 219	1 113	1 174	1 242	1 288	1 295
Utility	61	59	60	62	63	64
Construction	599	489	571	596	611	591
Trade	2 264	2 074	2 127	2 246	2 313	2 325
Transport	497	460	435	456	479	479
Finance	2 343	2 180	2 348	2 429	2 509	2 483
Services	2 774	2 680	2 798	2 916	3 119	3 026
Total	**10 219**	**9 507**	**9 970**	**10 425**	**10 861**	**10 737**

Table 4.18 – Year-on-year change in employment by industry, 2019–2024

Industry	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
	Thousand					
Mining	-10	5	21	1	-4	12
Manufacturing	-106	61	68	46	7	76
Utility	-2	1	2	1	2	3
Construction	-110	82	25	15	-20	-8
Trade	-190	53	119	67	12	61
Transport	-37	-25	21	23	0	-18
Finance	-163	168	81	80	-26	140
Services	-94	118	118	203	-93	252
Total	**-712**	**463**	**455**	**436**	**-122**	**518**

Over the period 2019 to 2024, employment showed an increasing trend. The highest level of employment was observed in 2023 at 10.9 million jobs, and the lowest level in 2020 at 9,5 million jobs. Table 4.18 shows that the net increase amounted to 518 000 jobs over the 5-year period. The highest net change was observed in the services, finance, manufacturing and trade industry with 252 000, 140 000, 76 000 and 61 000 jobs. However, job losses were reported in transport (18 000) and construction (8 000).

Figure 4.50: Employment shares by industry, 2019 and 2024



Services and Finance recorded the largest share of employment for the period 2019 and 2024, recording an increase of 1,0 percentage point and 0,2 of a percentage point, respectively. The share of employment declined in trade (down by 0,5 of a percentage point), construction (down by 0,4 of a percentage point), transport (down by 0,4 of a percentage point), mining (down by 0,1 of a percentage point), and Utility recorded no change between 2019 and 2024.

Full-time employment by industry

This section analyses the distribution of full-time employment by industry over the period of 2019 to 2024.

Table 4.19– Full-time employment by industry, 2019–2024

Industry	2019	2020	2021	2022	2023	2024
	Thousand					
Mining	462	452	457	478	479	474
Manufacturing	1 093	1 113	1 105	1 160	1 202	1 210
Utilities	60	59	58	59	61	62
Construction	542	489	506	526	533	524
Trade	2 039	2 074	1 920	2 023	2 076	2 079
Transport	478	460	417	438	461	460
Finance	2 147	2 180	2 146	2 215	2 279	2 264
Services	2 358	2 680	2 388	2 378	2 398	2 395
Total	**9 179**	**9 507**	**8 997**	**9 277**	**9 489**	**9 468**

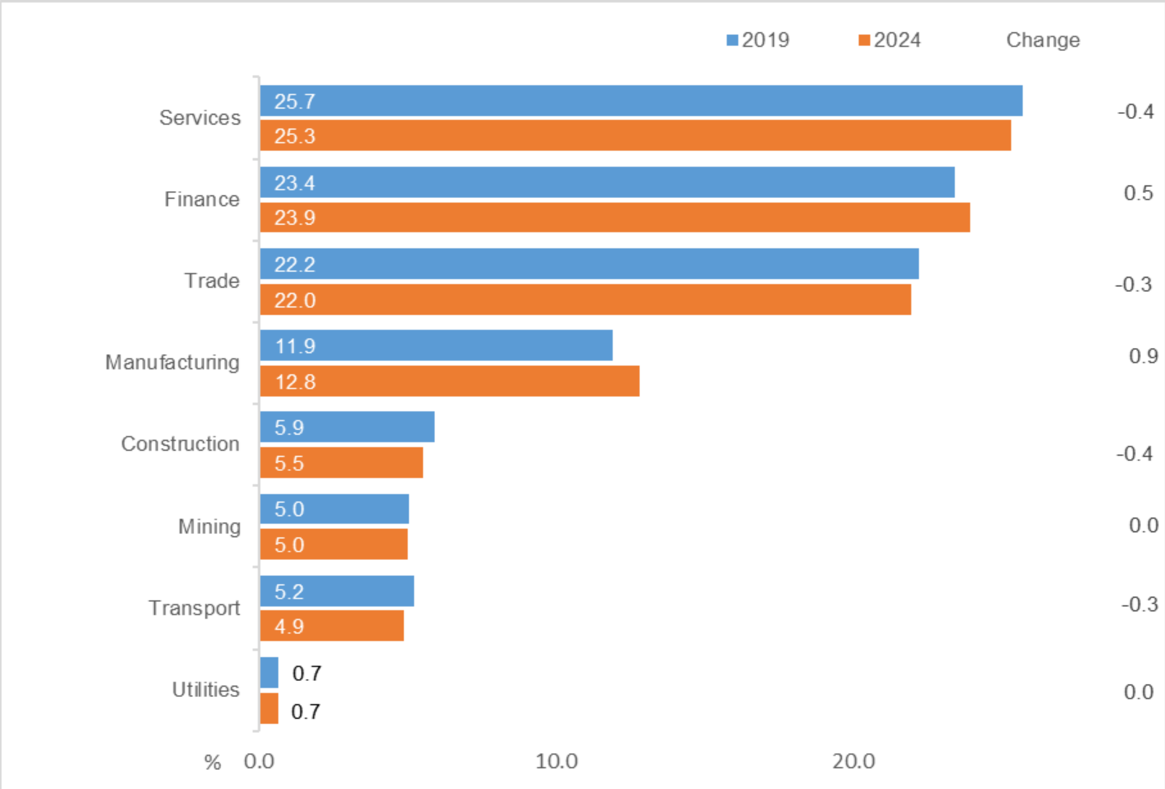
Table 4.20 – Full-time employment change by industry, 2019–2024

Industry	2019-2020	2020-22021	2021-2022	2022-2023	2023-2024	2019-2024
	Thousand					
Mining	-10	5	21	1	-5	12
Manufacturing	20	-8	55	42	8	117
Utilities	-1	-1	1	2	1	2
Construction	-53	17	20	7	-9	-18
Trade	35	-154	103	53	3	40
Transport	-18	-43	21	23	-1	-18
Finance	33	-34	69	64	-15	117
Services	322	-292	-10	20	-3	37
Total	**328**	**-510**	**280**	**212**	**-21**	**289**

Over the period 2019 to 2024, there was an increasing trend in full-time employment shown in Table 4.19. Services, finance, trade and manufacturing industries were the main contributors to the observed employment increase in 2024.

Approximately 289 000 full-time jobs were gained during the same period. The largest increase in full-time employment was observed in finance and manufacturing, with 117 000 jobs each over the same period. However, job losses in full-time employment were observed in construction and transport with 18 000 each.

Figure 4.51: Full-time employment shares by industry, 2019 and 2024



The largest contributors to full-time employment were services and Finance, between 2019 and 2024. Manufacturing recorded the highest increase in full-time employment from 11,9 to 12,8 (i.e. 0,9 of a percentage point), followed by finance (up by 0,5 of a percentage point). Mining and utilities recorded no change. However, there was a decline in full-time employment in services (down by 0,4 of a percentage point), construction (down by 0,4 of a percentage point), transport (down by 0,3 of a percentage point), trade (down by 0,3 of a percentage point).

Part-time employment by industry

This section analyses the distribution of part-time employment by industry over the period of 2019 to 2024.

Table 4.21 – Part-time employment by industry, 2019–2024

Industry	2019	2020	2021	2022	2023	2024
	Thousand					
Mining	-	-	-	-	-	-
Manufacturing	72	57	67	82	86	85
Utilities	1	1	2	3	2	2
Construction	69	62	63	70	78	67
Trade	224	193	206	223	237	246
Transport	17	15	17	18	17	20
Finance	219	200	203	214	230	219
Services	422	378	410	538	721	631
Total	**1 024**	**906**	**968**	**1 148**	**1 371**	**1 270**

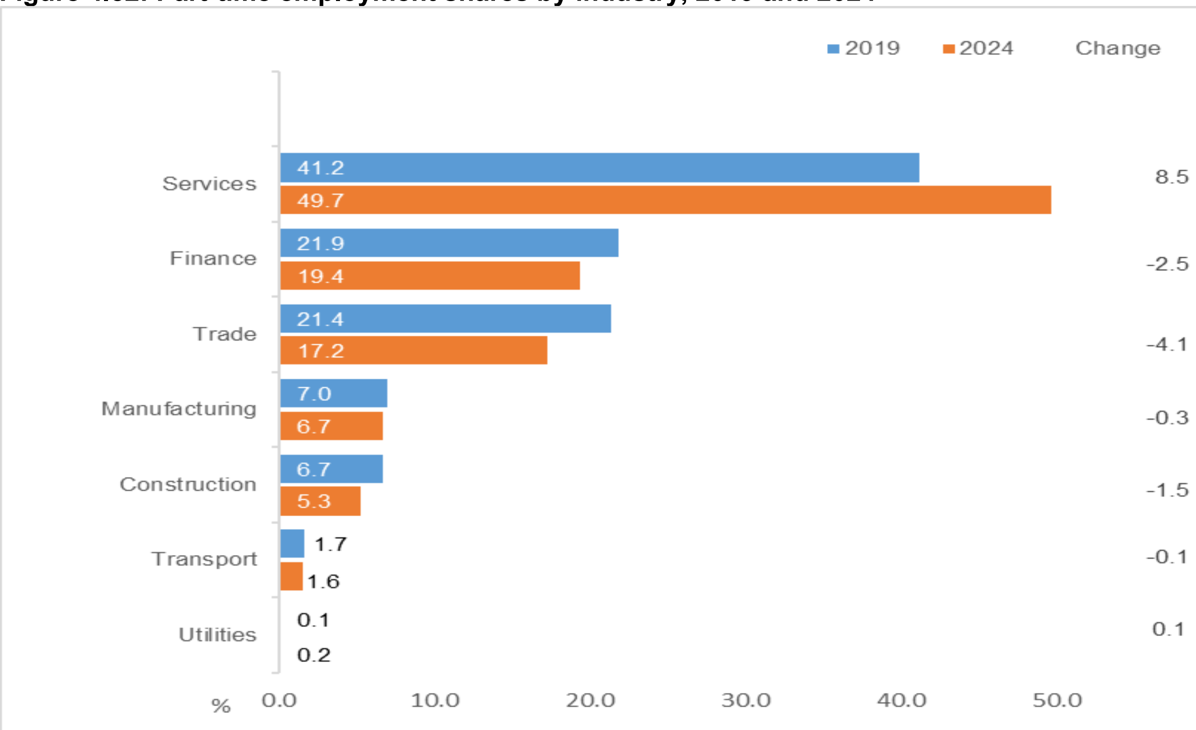
Table 4.22– Part-time employment change by industry, 2019–2024

Industry	2019-2020	2020-22021	2021-2022	2022-2023	2023-2024	2019-2024
	Thousand					
Mining	-	-	-	-	-	-
Manufacturing	-15	10	15	4	-1	13
Utilities	0	1	1	-1	0	1
Construction	-7	1	7	8	-11	-2
Trade	-31	13	17	14	9	22
Transport	-2	2	1	-1	3	3
Finance	-19	3	11	16	-11	0
Services	-44	32	128	183	-90	209
Total	**-118**	**62**	**180**	**223**	**-101**	**246**

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

Over the period 2019 to 2024, there was an increase in part-time employment. Table 4.22 shows that approximately 246 000 part-time jobs were gained during the same period. The largest increase in part-time employment was observed in the services industry with 209 000, trade (22 000) and manufacturing (13 000) industries. However, a decrease in part-time employment was observed in construction industry with 2 000) jobs. Finance reported no change in employment over the period.

Figure 4.52: Part-time employment shares by industry, 2019 and 2024



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

Services was the main contributor to part-time employment from 2019 to 2024. Services reported the highest increase of 8,5 percentage points in part-time employment between 2019 and 2024. There was a decline in part-time employment in trade (down by 4,1 percentage points), finance (down by 2,5 percentage points), construction (down by 1,5 percentage points), manufacturing (down by 0,3 percentage points) and transport (down by 0,1 of a percentage point).

Basic salary/wages by industry

This section analyses the distribution of earnings by industry over the period 2019 to 2024.

Table 4.23 – Earnings by industry, 2019–2024

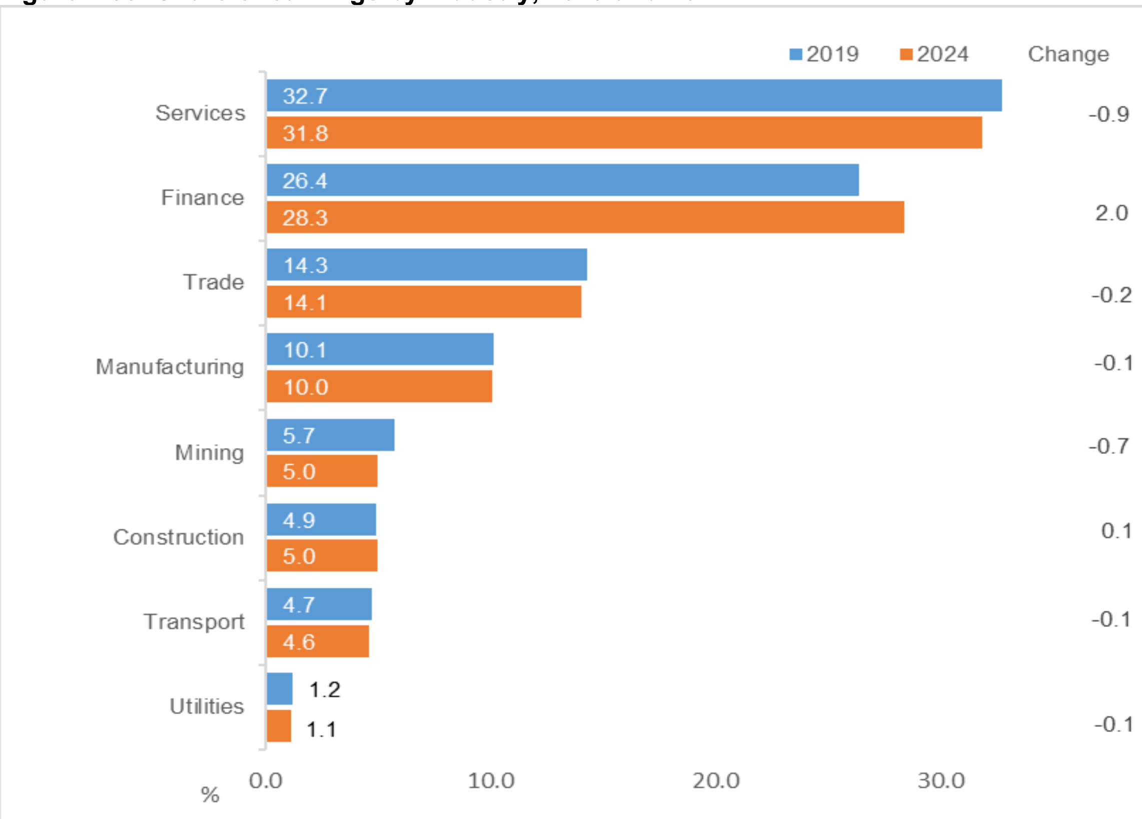
Industry	2019	2020	2021	2022	2023	2024
	R'million					
Utility	34 163	34 162	35 363	37 098	39 866	43 844
Construction	136 909	110 924	141 015	163 449	174 000	179 915
Mining	143 121	149 641	164 964	174 169	190 103	195 287
Transport	166 518	152 173	150 612	163 630	185 015	195 792
Manufacturing	294 690	272 594	307 864	349 374	380 840	392 861
Trade	416 322	385 259	442 328	508 216	527 054	549 667
Finance	767 554	733 186	869 214	979 939	1 071 742	1 108 250
Services	953 155	958 864	1 067 717	1 112 622	1 197 486	1 245 388
Total	**2 912 432**	**2 796 803**	**3 179 078**	**3 488 497**	**3 766 106**	**3 911 003**

Table 4.24 – Year-on-year change in earnings by industry, 2019–2024

Industry	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
	R'million					
Utility	-1	1 201	1 735	2 768	3 978	9 681
Construction	-25 985	30 091	22 434	10 551	5 915	43 006
Mining	6 520	15 323	9 205	15 934	5 184	52 166
Transport	-14 345	-1 561	13 017	21 385	10 777	29 274
Manufacturing	-22 096	35 270	41 510	31 466	12 021	98 171
Trade	-31 063	57 069	65 888	18 838	22 613	133 345
Finance	-34 368	136 028	110 726	91 803	36 508	340 696
Services	5 709	108 853	44 905	84 864	47 902	292 233
Total	**-115 629**	**382 275**	**309 419**	**277 609**	**144 898**	**998 571**

All industries reported an increase in earnings from 2019 to 2024, except in 2020. Table 4.24 shows that total earnings increased by R998,6 billion between 2019 and 2024. The largest increases in earnings were observed in finance (R340,7 billion), services (R292,2 billion), trade (R133,3 billion) and manufacturing (R98,2 billion).

Figure 4.53: Share of earnings by industry, 2019 and 2024



During the reference period, the largest decline in earnings was recorded in service (0,9 of a percentage point), mining (0,7 of a percentage point), trade (0,2 of a percentage point), manufacturing (0,1 of a percentage point), transport (0,1 of a percentage point) and utilities (0,1 of a percentage point). Finance and construction recorded the highest increase in earnings between 2019 and 2024 (up by 2,0 percentage points and 0,1 of a percentage point, respectively).

Bonuses by industry

This section analyses the distribution of bonuses by industry over the period 2019 to 2024.

Table 4.25 – Bonus by industry, 2019–2024

Industry	2019	2020	2021	2022	2023	2024
	R' thousand					
Mining	-	-	-	-	-	-
Manufacturing	17 265	14 478	21 841	27 088	28 439	28 053
Utilities	1 666	1 468	2 038	2 475	2 489	2 734
Construction	6 139	4 090	6 436	10 563	11 305	11 883
Trade	28 025	25 890	36 447	47 074	46 448	44 705
Transport	14 286	10 292	11 132	11 095	13 339	13 627
Finance	90 780	86 730	111 021	133 087	140 916	136 829
Services	52 398	49 014	55 606	61 460	69 546	70 433
Total	**210 559**	**191 962**	**244 521**	**292 842**	**312 482**	**308 264**

Table 4.26 – bonus change by industry, 2019–2024

Industry	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
	R' thousand					
Mining	-	-	-	-	-	-
Manufacturing	-2 787	7 363	5 247	1 351	-386	10 788
Utilities	-198	570	437	14	245	1 068
Construction	-2 049	2 346	4 127	742	578	5 744
Trade	-2 135	10 557	10 627	-626	-1 743	16 680
Transport	-3 994	840	-37	2 244	288	-659
Finance	-4 050	24 291	22 066	7 829	-4 087	46 049
Services	-3 384	6 592	5 854	8 086	887	18 035
Total	**-18 597**	**52 559**	**48 321**	**19 640**	**-4 218**	**97 705**

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

For the period 2019 to 2024, bonuses paid in 2023 were higher when compared to other years. Table 4.26 shows that bonuses increased by R97 705 000, the largest increase observed in finance (R46 049 000), services (R18 035 000), trade (R16 680 000) and manufacturing (R10 788 000).

Overtime by industry

This section analyses the distribution of overtime by industry over the period 2019 to 2024.

Table 4.27 – Overtime by industry, 2019–2024

Industry	2019	2020	2021	2022	2023	2024
	R'thousand					
Mining	-	-	-	-	-	-
Manufacturing	15 605	13 018	17 716	20 018	22 790	22 184
Utilities	1 968	1 825	1 571	2 095	2 511	2 797
Construction	5 247	4 101	5 203	6 512	6 733	7 312
Trade	10 311	8 711	10 024	12 338	13 411	14 068
Transport	8 141	6 738	7 731	8 555	9 747	8 747
Finance	12 758	12 471	13 892	15 259	19 106	21 741
Services	24 898	24 043	28 998	29 233	32 312	34 999
Total	**78 928**	**70 907**	**85 135**	**94 010**	**106 610**	**111 848**

Table 4.28 – Year-on-year change in Overtime by industry, 2019–2024

Industry	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
	R'thousand					
Mining	-	-	-	-	-	-
Manufacturing	-2 587	4 698	2 302	2 772	-606	6 579
Utilities	-143	-254	524	416	286	829
Construction	-1 146	1 102	1 309	221	579	2 065
Trade	-1 600	1 313	2 314	1 073	657	3 757
Transport	-1 403	993	824	1 192	-1 000	606
Finance	-287	1 421	1 367	3 847	2 635	8 983
Services	-855	4 955	235	3 079	2 687	10 101
Total	**-8 021**	**14 228**	**8 875**	**12 600**	**5 238**	**32 920**

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

For the period 2019 to 2024, 2024 reported the highest overtime payments, while 2020 reported the lowest overtime payments. Table 4.28 shows that overtime increased by R111 848 000, the largest increase observed in services (R10 101 000), finance (R8 983 000) and manufacturing (R6 579 000).

Average Monthly Earnings (AME) by industry

Average monthly earning 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 4.29 – AME by industry, 2019-2024

Industry	2019	2020	2021	2022	2023	2024
	R					
Mining	25 042	24 333	28 666	30 226	32 571	33 915
Manufacturing	19 125	17 340	20 867	21 629	22 964	23 649
Utilities	42 587	44 658	47 844	46 705	49 862	52 249
Construction	18 434	14 865	18 637	21 890	22 236	23 408
Trade	14 360	13 015	15 773	16 474	16 903	17 855
Transport	25 643	23 052	26 116	27 435	29 646	31 319
Finance	24 410	23 880	25 291	27 420	29 716	31 997
Services	25 732	27 587	29 425	30 073	31 046	31 758
Total	**21 791**	**21 425**	**23 678**	**24 868**	**26 202**	**27 511**

Table 4.30 – Year-on-year percentage change in AME by industry, 2019-2024

Industry	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
Mining	-2.8	17.8	5.4	7.8	4.1	35.4
Manufacturing	-9.3	20.3	3.7	6.2	3.0	23.7
Utilities	4.9	7.1	-2.4	6.8	4.8	22.7
Construction	-19.4	25.4	17.5	1.6	5.3	27.0
Trade	-9.4	21.2	4.4	2.6	5.6	24.3
Transport	-10.1	13.3	5.1	8.1	5.6	22.1
Finance	-2.2	5.9	8.4	8.4	7.7	31.1
Services	7.2	6.7	2.2	3.2	2.3	23.4
Total	**-1.7**	**10.5**	**5.0**	**5.4**	**5.0**	**26.2**

Average monthly earnings reported an increase for the period 2019 to 2024. Table 4.30 shows that all industries recorded an increase in average monthly earnings in 2023. Comparing 2019 and 2024, all industries recorded an increase of 26,2 % with the largest increase observed in mining (up by 35,4 %), finance (up by 31,1 %), construction (up by 27,0 %), manufacturing (up by 23,7 %) and services (up by 23,4 %).

Summary and conclusion

- Over the period 2019 to 2024, employment increased; however, a decline was noted in 2020.
- The highest full-time employment for the period was recorded in 2020.
- The highest part-time employment for the period was recorded in 2024.
- All industries reported an increase in earnings from 2019 to 2024, except in 2020.
- More bonuses were paid in 2023 compared to other years.
- The highest overtime payments were made in 2024, while the lowest were made in 2020.
- 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.

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

Background

Despite the rollout of COVID-19 vaccination programmes and the relaxation of lockdown restrictions worldwide, both domestic and global economies continue to face elevated uncertainty. In South Africa, unemployment levels remain persistently high, with young women without matric qualifications particularly disadvantaged, recording higher unemployment rates than their male counterparts. In 2024, only 9,4% of the unemployed had tertiary qualifications, compared to 49,9% with education below matric. Furthermore, a large share of the unemployed population had been without work for more than five years

Introduction

This chapter analyses the profile of unemployed persons in South Africa for the period 2019–2024. It covers unemployment levels, unemployment rates, previous work experience (for those who have worked before) and the duration of unemployment by certain socio-demographic characteristics. Population group, gender, education level and type of job search assists in better illustrating the vulnerability of certain groups in the South African labour market. Some comparisons on unemployment rate for selected SADC countries was also done based on the latest published data available. Data from other countries in the region are not always readily available since labour force surveys are not conducted regularly. The purpose of this section is to highlight challenges faced in comparing the South African labour market indicators to countries in the SADC region.

Table 5.1 – Unemployment levels by sex, population group and province, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Men	3 387	3 283	3 980	4 052	3 989	4 132
Women	3 192	2 999	3 678	3 782	3 911	4 021
Total	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Black African	5 843	5 588	6 793	7 022	7 184	7 414
Coloured	516	458	575	554	484	497
Indian/Asian	75	85	123	95	85	91
White	145	152	168	163	147	151
Total	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Western Cape	650	597	794	802	710	716
Eastern Cape	813	947	1 058	1 006	948	910
Northern Cape	124	105	94	104	120	140
Free State	424	365	417	391	432	449
KwaZulu-Natal	906	852	1 079	1 166	1 178	1 241
North West	405	390	472	475	556	612
Gauteng	2 234	2 154	2 548	2 548	2 586	2 661
Mpumalanga	647	451	640	665	692	697
Limpopo	375	421	557	676	678	727
South Africa	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**

Unemployment increased across all provinces in 2024. Nationally, the number of unemployed persons rose from 6.5 million in 2019 to 8.1 million in 2024. Gauteng reported the highest unemployment levels during this period, while the Northern Cape recorded the lowest. The black African population group continues to be the most vulnerable in the South African labour market, with 7,4 million unemployed in 2024, representing more than 91% of the total unemployed population in 2024. Of the 8,1 million unemployed in 2024, approximately 4,1 million were men and 4,0 million were women.

Table 5.2 – Distribution of the unemployed by level of education, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
No schooling	71	52	52	68	62	58
Primary incomplete	349	292	305	319	291	337
Primary completed	256	227	247	243	273	248
Secondary incomplete	3 035	2 791	3 374	3 364	3 352	3 423
Secondary completed	2 250	2 295	2 913	3 057	3 131	3 250
Tertiary	582	588	734	730	740	780
Other	36	38	33	51	51	56
Total	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**

Figure 5.1: Proportion of the unemployed by level of education, 2019 and 2024

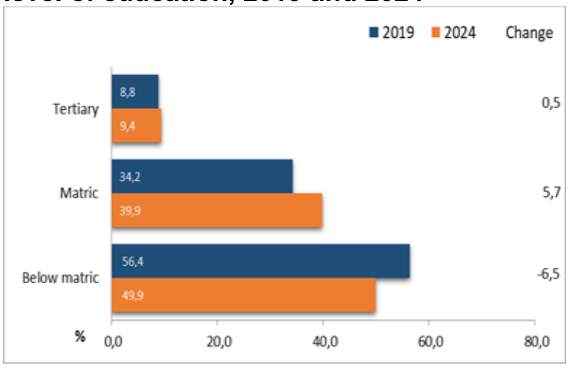


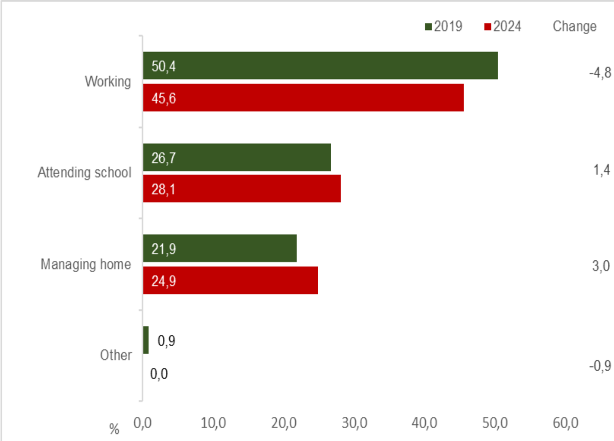
Table 5.2 and Figure 5.1 show that in 2024, 82% of the 8,1 million unemployed individuals had either completed matric (3,2 million) or had not finished secondary education (3,4 million). Around 9,4% of the unemployed held tertiary qualifications. A comparison between 2019 and 2024 reveals a decline of 6,5 percentage points among those unemployed with education below matric, while increases were observed

among unemployed persons with matric and tertiary qualifications, rising by 5,7 and 0,5 percentage points, respectively.

Table 5.3 – Unemployment level by main activity before becoming unemployed, 2019–2024

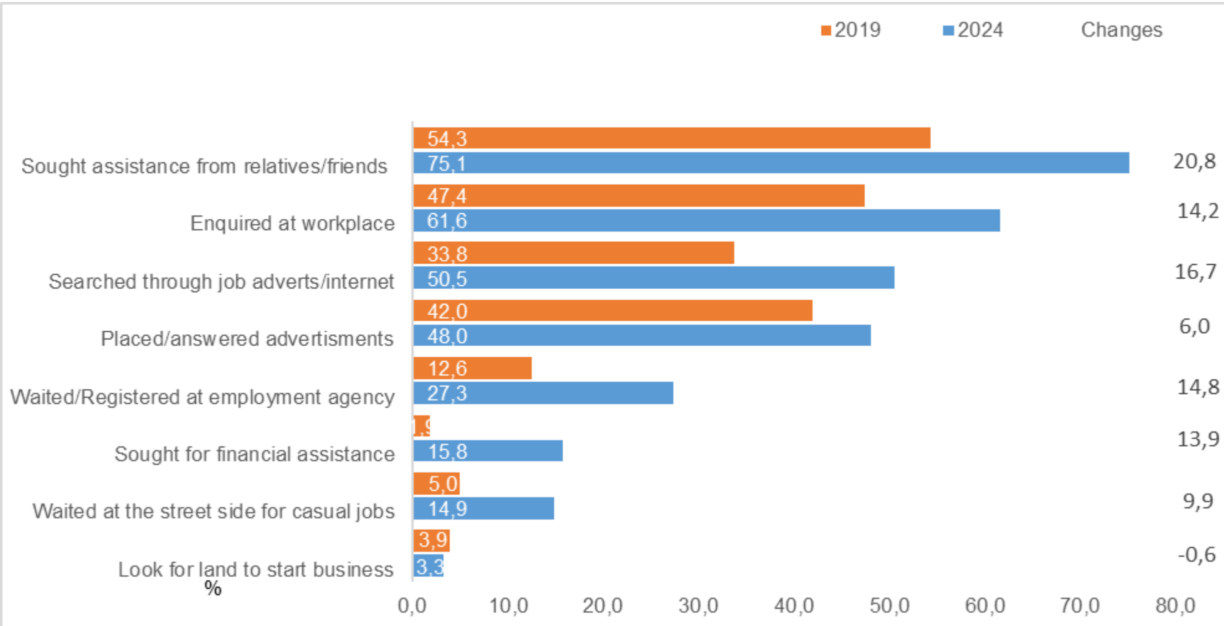
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2019	3 313	1 441	1 757	61	6 571
2020	3 025	1 576	1 587	55	6 243
2021	3 546	1 969	2 091	45	7 651
2022	3 483	1 895	2 301	145	7 824
2023	3 615	1 921	2 225	126	7 886
2024	3 709	2 026	2 287	115	8 136

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2019 and 2024



Between 2019 and 2024, most unemployed individuals had prior work experience. In 2024, 3,7 million unemployed persons reported having worked before, while 2,0 million were managing a home and 2,2 million were attending school (Table 5.3). Figure 5.2 further illustrates that the proportions of those attending school and managing a home increased, whereas the shares of those who had been working and those classified under "other" declined by 4,8 and 0,9 percentage points, respectively, during this period.

Figure 5.3: Types of job search activities, 2019 and 2024

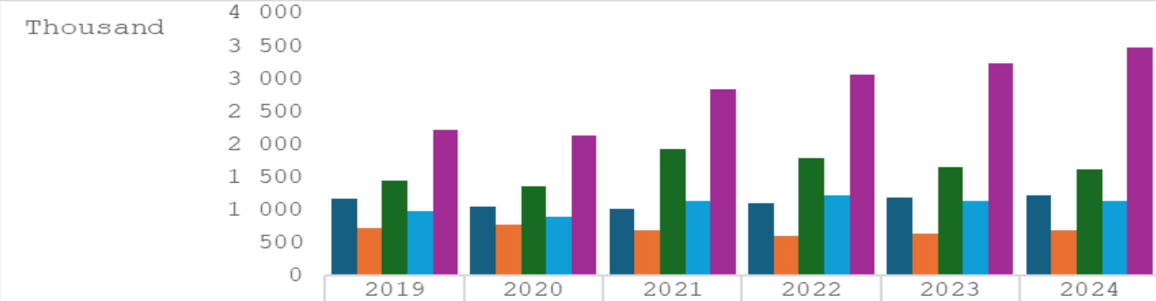


In 2024, the majority of unemployed persons sought assistance from relatives or friends (75,1%), enquired at workplaces (61,6%), searched through job advertisements or the internet (50,5%), or placed/responded to advertisements (48,0%). The least common method in 2019 was sought for financial assistance and 2024 was looking for land to start a business, recorded at 1,9% and 3,9% respectively.

Between 2019 and 2024, the largest increase in job search methods was observed among those who relied on relatives or friends (up by 20,8 percentage points), followed by those who searched through job advertisements or the internet (up by 16,7 percentage points), and those who waited or registered at employment agencies (up by 14,8 percentage points).

The duration of unemployment

Figure 5.4: Trends in the duration of unemployment, 2019–2024



	2019	2020	2021	2022	2023	2024
Less than 6 mths	1 168	1 049	1 020	1 099	1 195	1 214
6 mths to 1 yr	718	773	688	598	630	690
1 yr to 3yrs	1 452	1 351	1 932	1 795	1 655	1 611
3 yrs to 5 yrs	988	895	1 133	1 218	1 142	1 127
More than 5 yrs	2 216	2 139	2 842	3 069	3 239	3 476

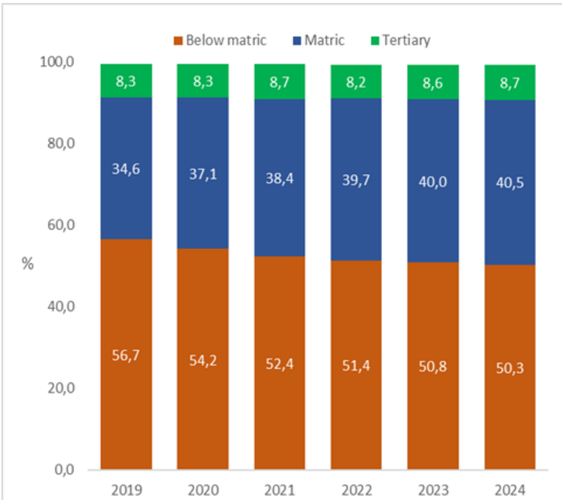
Mths means months.
Long-term unemployment excludes "Do not know"

Figure 5.4 shows that the number of individuals unemployed for more than five years rose from 2,2 million in 2019 to 3,5 million in 2024. By contrast, those unemployed for less than a year declined from 1,2 million in 2019 to 1,0 million in 2021, before rising again to 1,1 million in 2022 and returning to 1,2 million in 2024.

Table 5.4 – Trends of the unemployed by level of education, 2019–2024

	Below matric	Matric	Tertiary	Other	Total
	Long-term (Thousand)				
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**
2022	3 147	2 435	504	41	**6 127**
2023	3 081	2 423	518	39	**6 061**
2024	3 134	2 521	539	38	**6 233**
	Short-term (Thousand)				
2019	1 056	628	195	15	**1 894**
2020	967	657	222	16	**1 862**
2021	863	630	215	7	**1 715**
2022	848	623	226	10	**1 707**
2023	897	708	221	12	**1 839**
2024	932	729	241	18	**1 920**

Figure 5.5: Proportion of long-term unemployment by level of education, 2019–2024



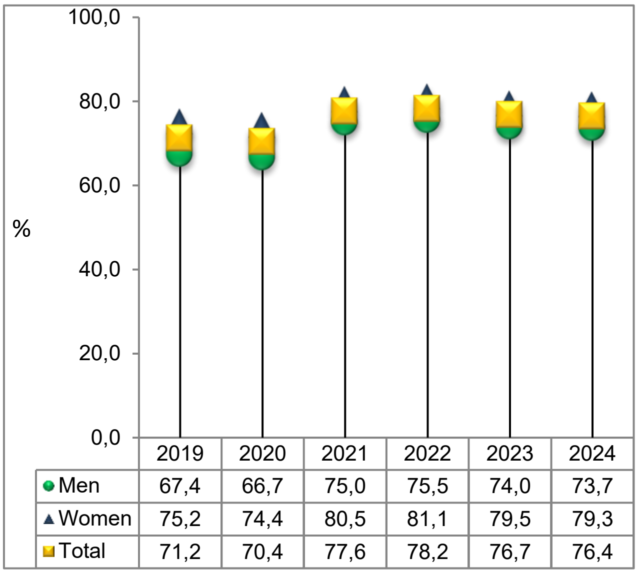
Unemployed persons who had below matric and matric qualifications were mostly affected by both short-term and long-term unemployment compared to other education groups, irrespective of the year (Table 5.4). Over 50% of persons in long-term unemployment did not have matric, while 8,7% had a tertiary educational qualification.

Table 5.5 – Incidence of long-term unemployment by age group, 2019–2024

	15-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	55-64 yrs	15-64 yrs
	Percent					
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
2022	74,6	77,6	80,3	81,1	80,4	78,2
2023	72,4	77,0	78,7	78,7	79,3	76,7
2024	71,9	76,9	78,4	78,3	77,6	76,4
Change (2019-2024)	**6,8**	**3,6**	**5,9**	**4,9**	**5,1**	**5,2**

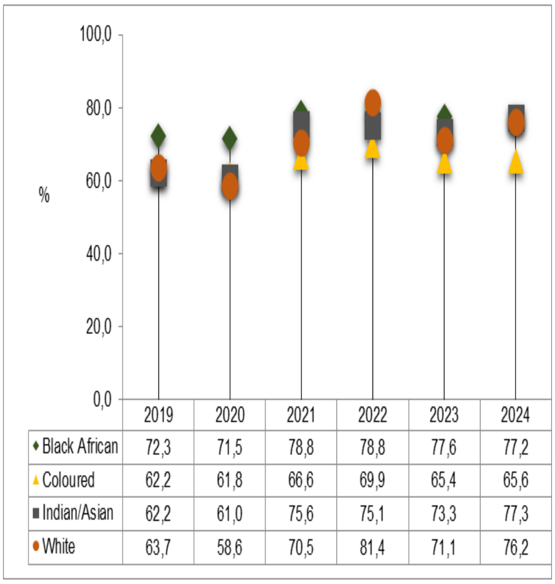
Unemployment remains a persistent challenge in the South African labour market, with young people more severely affected than other age groups. In 2024, individuals aged 35–44 experienced the highest incidence of long-term unemployment, followed by those aged 45–54. Between 2019 and 2024, the most pronounced increase in long-term unemployment was observed among persons aged 15–24 (6,8 percentage points), followed by those aged 35–44 (5,9 percentage points) and 55–64 (5,1 percentage points).

Figure 5.6: Incidence of long-term unemployment by sex, 2019–2024



	2019	2020	2021	2022	2023	2024
Men	67,4	66,7	75,0	75,5	74,0	73,7
Women	75,2	74,4	80,5	81,1	79,5	79,3
Total	71,2	70,4	77,6	78,2	76,7	76,4

Figure 5.7: Incidence of long-term unemployment by population group, 2019–2024



	2019	2020	2021	2022	2023	2024
Black African	72,3	71,5	78,8	78,8	77,6	77,2
Coloured	62,2	61,8	66,6	69,9	65,4	65,6
Indian/Asian	62,2	61,0	75,6	75,1	73,3	77,3
White	63,7	58,6	70,5	81,4	71,1	76,2

Findings in Figure 5.6 show that women are mostly affected by long-term unemployment compared to their male counterparts, throughout the period 2019–2024. In 2024, a higher proportion of women (79,3%) were unemployed for a year or more compared to men (73,7%).

On the other hand, black Africans have generally recorded high levels of long-term unemployment with more than three out of four unemployed affected by long-term unemployment in 2024 (Figure 5.7). Since 2020, the incidence of long-term unemployment has generally been on an upward trend for all population groups except in 2023.

Figure 5.8: Incidence of long-term unemployment by province, 2019 and 2024

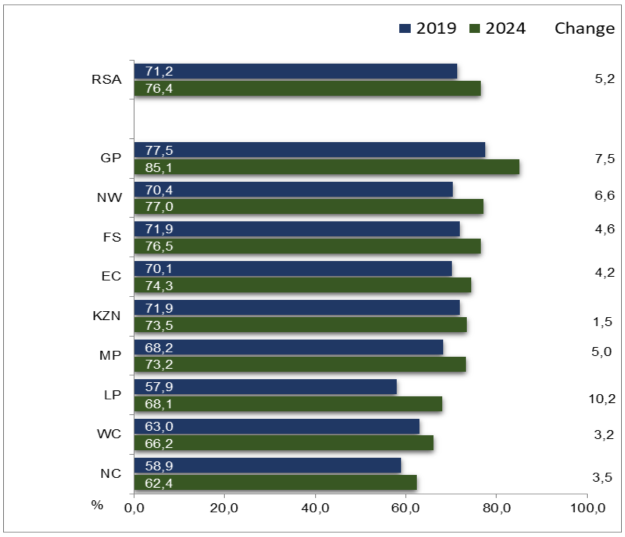
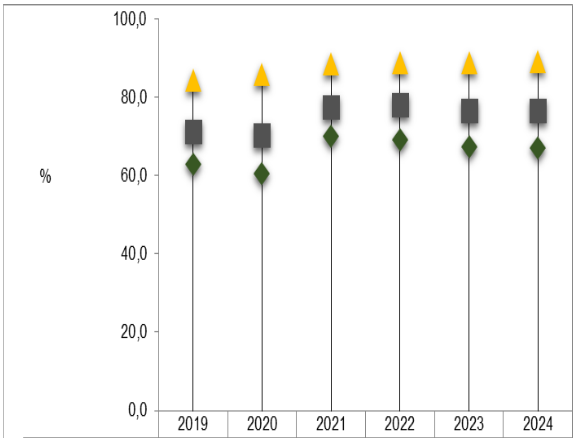


Figure 5.9: Incidence of long-term unemployment by work experience, 2019–2024



	2019	2020	2021	2022	2023	2024
With experience	62,8	60,4	70,1	69,3	67,3	67,0
Without experience	84,5	85,8	88,4	88,9	88,8	89,1
Total	71,2	70,4	77,6	78,2	76,7	76,4

At the national level, the incidence of long-term unemployment increased by 5,2 percentage points from 71,2% in 2019 to 76,4% in 2024. Gauteng had the highest incidence of long-term unemployment in both 2019 and 2024 (77,5% and 85,1%, respectively). Northern Cape had the lowest incidence of long-term unemployment in 2024 (62,4%). The highest increase was observed in Limpopo by 10,2 percentage points between 2019 and 2024.

Figure 5.9 reveals that unemployed persons with previous work experience were less affected by long-term unemployment. In this respect, the incidence of long-term unemployment was lower among those with work experience than among those without work experience. In 2024, approximately 89% of unemployed persons without work experience were in long-term unemployment.

Summary and conclusion

- The number of unemployed persons increased by 1,6 million, from 6,5 million in 2019 to 8,1 million in 2024.
- While the share of unemployed persons with less than matric education decreased by 6,5 percentage points between 2019 and 2024, this group still accounted for the largest proportion of the unemployed in both 2019 (56,4%) and 2024 (49,9%). By contrast, those with tertiary education had the lowest unemployment rates in both years, at 8,8% and 9,4% respectively.
- The majority of unemployed individuals had prior work experience before becoming unemployed.
- The number of people unemployed for more than five years remained high throughout 2019–2024, increasing from 2,2 million to 3,4 million.
- Long-term unemployment rose by about 1,5 million persons, from 4,7 million in 2019 to 6,2 million in 2024.
- Over the period, women consistently faced higher levels of long-term unemployment than men.
- Long-term unemployment was particularly concentrated among individuals without matric, compared to other education levels.
- Those with prior work experience were less likely to be in long-term unemployment than those without, suggesting that both work experience and higher education improve labour market prospects.

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.[10]

Youth - definitions of youth vary considerably amongst countries. United Nations defines the youth as those aged between 15 and 24[11]

South African definition of the youth refers to persons aged **15–34**.
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.[12]

Background

Participation in employment, education or training is important for youth to become established in the labour market and achieve self-sufficiency. Record-high unemployment rates in several countries have hit youth especially hard. This has resulted in many youth being unable to find work and in other youth withdrawing from the labour market entirely, becoming "inactive".[13]

Africa has the youngest population in the world, with 70% of the sub-Saharan African population being under the age of 30. [14] However, this region also faces the highest youth unemployment rate globally, at over 20%. [15]South African youth are no exception. Despite spending billions since 2020 to create jobs for young people, South Africa continues to struggle with high youth unemployment.[16]

South Africa constitutes a youthful population and one that continues to bear the unemployment burden with the highest youth unemployment rate. According to the NDP 2030 (2012:98) "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." In 2024, 60,1% of young people aged 15–24 in South Africa were 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.

[10] https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm
[11] https://www.un.org/en/global-issues/youth
[12] https://www.youthpolicy.org/factsheets/country/south-africa/
[13] https://www.gov.za/sites/default/files/gcis_document/202103/nationalyouthpolicy.pdf
[14] https://www.un.org/ohrlls/news/young-people%E2%80%99s-potential-key-africa%E2%80%99s-sustainable-development
[15] https://www.matsh.co/en/youth-employment-statistics-in-africa/
[16] https://theconversation.com/south-africa-has-spent-billions-in-4-years-to-create-jobs-for-young-people-how-their-wages- affect-the-broader-economy-222825

Introduction

This chapter 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 2019–2024. Moreover, differences in labour market outcomes for youth and adults are compared between males and females. It should be noted that for this report, youth refers to those between the ages 15–34, and adults refers to those 35–64.

Distribution of the working-age population among youth and adults

Table 6.1 – Trends in key labour market indicators among youth (15-34 years), 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Employed	5 958	5 228	4 898	5 422	5 792	5 795
Unemployed	4 147	3 797	4 554	4 670	4 714	4 853
Discouraged job-seekers	1 810	1 680	2 091	2 060	1 797	1 842
Other not economically active	8 462	9 781	9 048	8 539	8 483	8 381
Working-age population	**20 376**	**20 487**	**20 590**	**20 692**	**20 786**	**20 871**
	Annual changes(Thousand)					
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2019-2024
Employed	-730	-330	524	370	3	-162
Unemployed	-350	756	116	44	138	705
Discouraged job-seekers	-130	410	-30	-263	45	32
Other not economically active	1 320	-733	-509	-57	-102	-81
Working-age population	**110**	**104**	**101**	**95**	**85**	**494**

The number of young people aged 15–34 in the working-age population increased consecutively over the six-year period. This number increased from 20,4 million in 2019 to 20,9 million in 2024 (an increase of 494 000). Between 2019 and 2024, the number of youth who were employed decreased by 162 000, while those who were unemployed increased by 705 000, and those who were discouraged increased by 32 000.

Table 6.2 – Employment among youth and adults by sector, 2019 and 2024

	2019			2024		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 131	7 103	11 234	4 002	7 568	11 570
Informal sector	1 144	1 830	2 973	1 161	2 047	3 208
Agriculture	369	492	861	387	537	924
Private household	313	968	1 281	245	908	1 153
Total	**5 958**	**10 392**	**16 350**	**5 795**	**11 060**	**16 855**
	Percent					
Formal sector	69,3	68,4	68,7	69,1	68,4	68,6
Informal sector	19,2	17,6	18,2	20,0	18,5	19,0
Agriculture	6,2	4,7	5,3	6,7	4,9	5,5
Private household	5,3	9,3	7,8	4,2	8,2	6,8
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

In South Africa, approximately six in every ten of those who are employed are in the formal sector. Notably, both youth and adults demonstrate a higher propensity for formal sector jobs compared to other employment sectors. The share of adults who were employed in the formal sector was lower than that of youth in 2024.

Figure 6.1: Labour market rates among the youth (15-34 years), 2019–2024

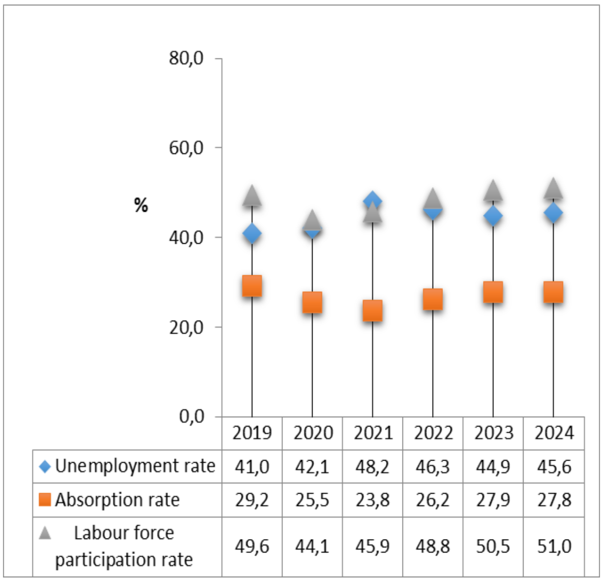
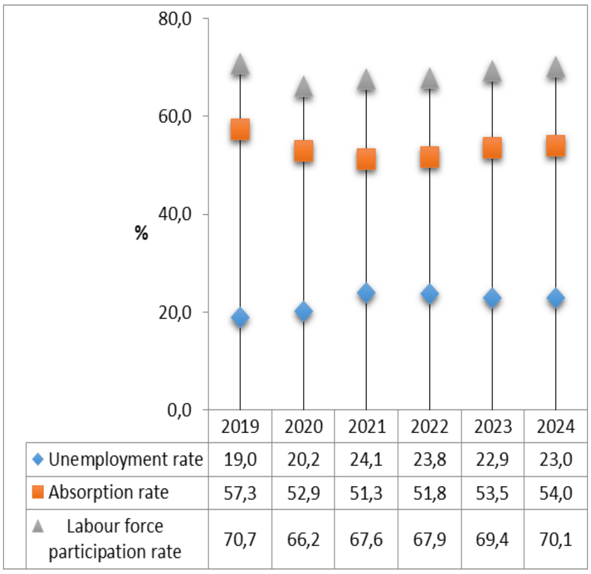


Figure 6.2: Labour market rates among adults (35-64 years), 2019–2024



Young people continue to be more vulnerable in the labour market when compared to adults. Between 2019 and 2024, the unemployment rate among youth was consistently higher than that of adults across all years, while the absorption and labour force participation rates among the youth were lower. During 2019–2024, the unemployment rate for youth was more than double the rate of adults. Moreover, the unemployment rate for youth and adults increased between 2019 and 2021 and recorded a decline between 2022 and 2023.

The youth unemployment rate increased by 4,5 percentage points, from 41,0% to 45,6%, while the unemployment rate for adults increased by 4,0 percentage points from 19,0% to 23,0% in 2024 compared to 2019. During the same period, the absorption rate among youth decreased by 1,5 percentage points to 27,8% from 29,2% compared to 54,0% from 57,3% among adults (3,3 percentage points).

Employment by industry and occupation of youth and adults

The analysis in this section focuses on the employment of youth in different industries over the period 2019 and 2024, 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, 2019 and 2024

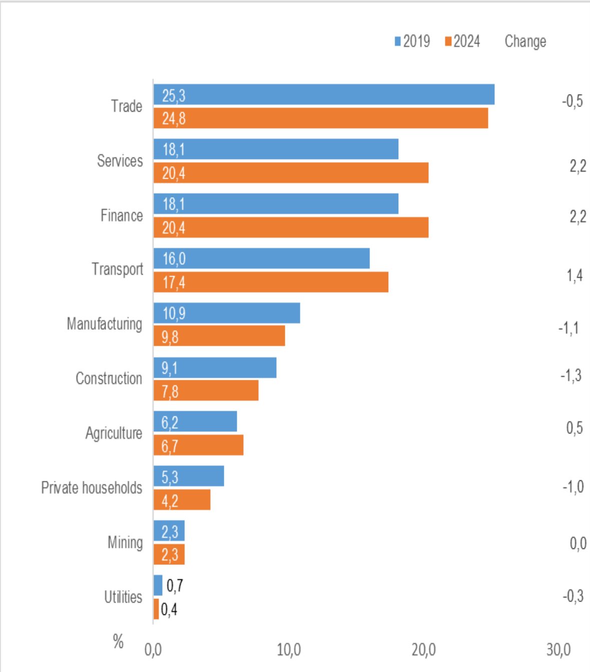


Figure 6.4: Employed youth by occupation, 2019 and 2024

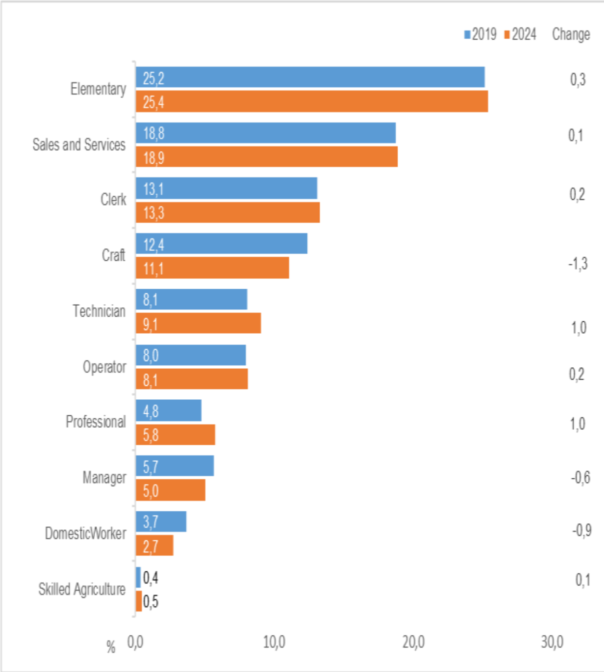
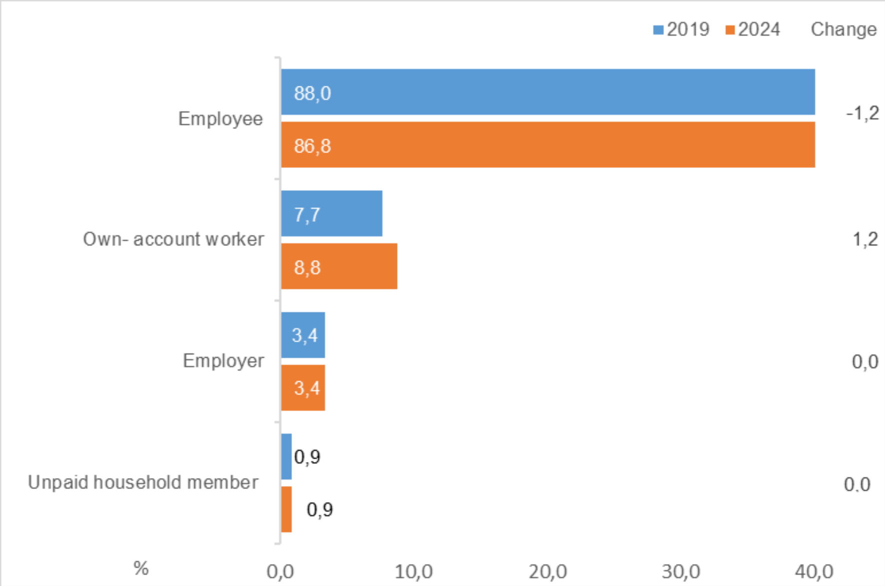


Figure 6.3 above indicates that six in every ten employed youth were working in either Trade, Community and social services or Finance industries. Community and social services, Finance, Transport and Agriculture industries realised employment gains between 2019 and 2024, while other industries showed a decline in employment. Youth employment was lowest in the Utilities and Mining industries. In terms of occupation, young people were more likely to be employed in low-skilled and semi-skilled occupations. Between 2019 and 2024, Elementary and Sales occupations contributed the highest shares to youth employment. Professional and Technician (by 1,0 percentage point) recorded increases in the proportion of youth employed. The largest decline was recorded in Craft (1,3 percentage points) and Domestic worker (0,9 of a percentage point) during the same period. The Skilled Agriculture and Domestic worker occupations had the lowest share of youth employment.

Figure 6.5 Status in employment among youth



Approximately 88,0% of employed youth in 2019 were employees, and the rate declined by 1,2 percentage points to 86,8% in 2024. Employed youth who were own-account workers increased by 1,2 percentage points to 8,8% in 2024, while a 3,4% were working as employers.

Vulnerable employment

Workers in vulnerable employment are the sum of own-account workers and contributing family workers. They are less likely to have formal work arrangements, and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organisations. Vulnerable employment is often characterised by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights.[17]

[17] https://www.ilo.org/resource/article/vulnerable-employment-and-poverty-rise-interview-ilo-chief-employment

Figure 6.6a: Rate of vulnerable employment for men by province, 2019 and 2024

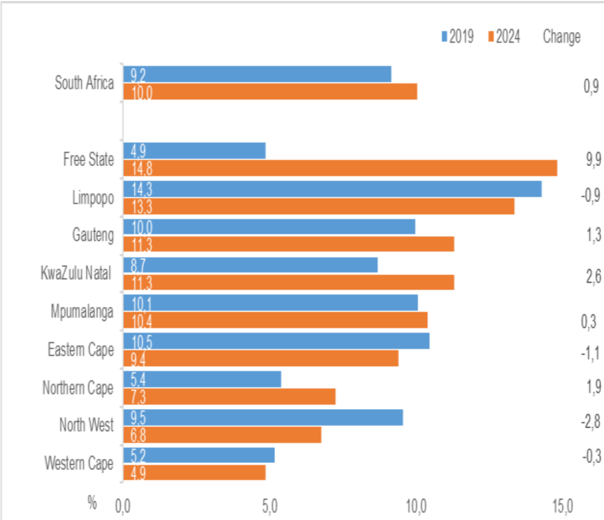
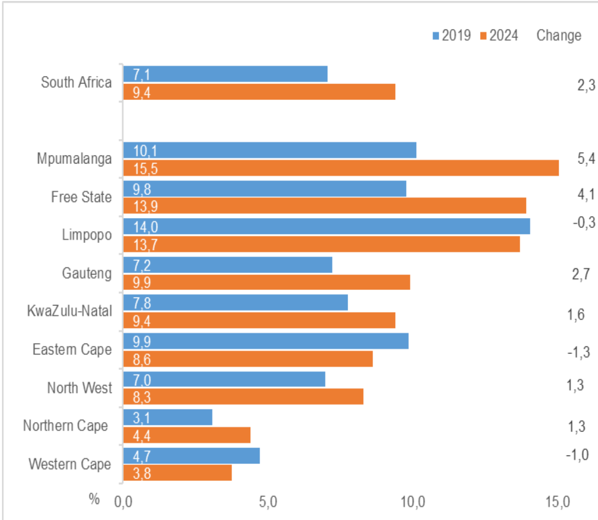


Figure 6.6b: Rate of vulnerable employment for women by province, 2019 and 2024

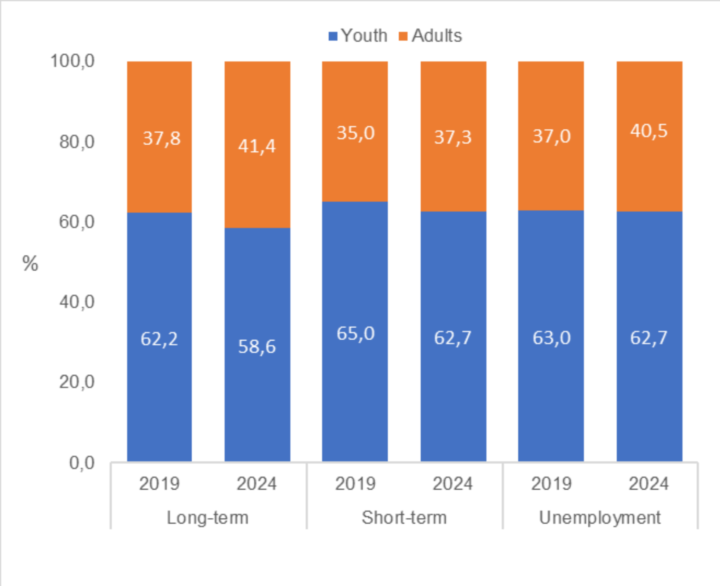


Across most of the provinces, the share of men working as own-account workers and helping without pay in a household business in total youth employment was high compared to women. This share was highest in Free State (14,8%), Limpopo (13,3%) and Gauteng and KwaZulu-Natal (both 11,3%) in 2024. The highest percentage of women in vulnerable employment was recorded in Mpumalanga (15,5%), Frees State (13,9%) and Limpopo (13,7%) during the same period. Among men, five out of nine provinces showed increases in the number of workers in vulnerable employment, the largest increase recorded in Free State (9,9 percentage points) between 2019 and 2024. The prevalence of vulnerable employment for women increased in six of the nine provinces with Eastern Cape experiencing the greatest decline (1,3 percentage points) in 2024. In most provinces the proportion of young men working as own-account workers and contributing family members was higher than that of young women except in Mpumalanga (15,5 %), Limpopo (13,7%) and Northern West (8,3%) in 2024. The provinces with the widest gender gap in vulnerable employment between women and men were Mpumalanga, Northern Cape and North West. Mpumalanga had the highest rate for women (5,1 percentage points higher for women), and Northern Cape had the highest rate for men (2,8 percentage points higher for men) during the same period

Unemployment duration among youth and adults

The analysis in this section focuses on unemployment duration of youth and adults, 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, 2019 and 2024



In the labour market, young people aged 15–34 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 2019, youth accounted for 62,2% of the long-term unemployed, however, the rate declined to 58,6% in 2024. Over the period, both long-term and short-term unemployment among youth experienced a decline. Conversely, the share for adults increased in both long-term and short-term unemployment. The share of youth in short-term unemployment declined by 2,3 percentage points, from 65,0% in 2019 to 62,7% in 2024, while the share of adults in short-term unemployment increased by 2,3 percentage points from 35,0% to 37,3%.

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 improve access to employment and decent work. Both educational attainment and skills acquired by people of working-age have a great impact on personal and the country's well-being. 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]

[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, 2019 and 2024

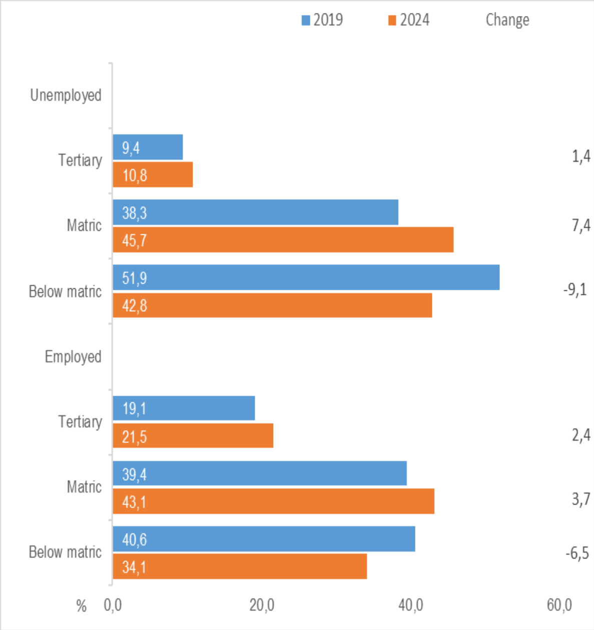


Figure 6.9: Education level of youth in the labour force by sex, 2024

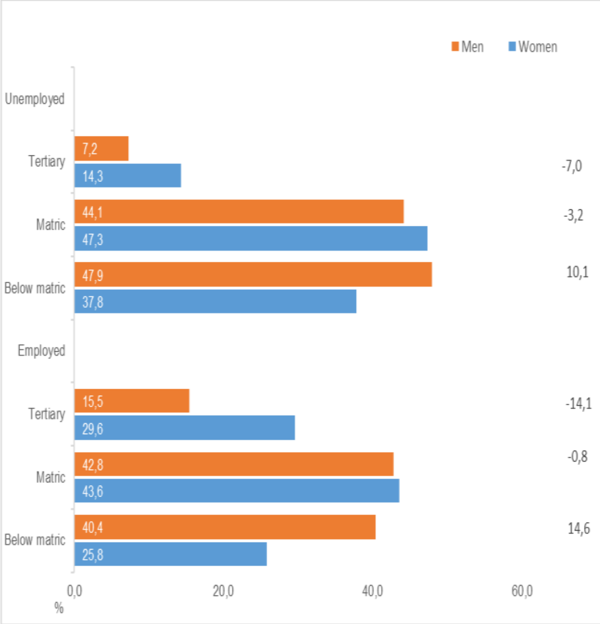


Figure 6.8 above indicates that the level of education affects employability. In 2024, among those who were unemployed, 45,7% had completed their matric, 42,8% had not finished their matric and only 10,8% held a tertiary education. Compared to 2019, there has been an increase in the number of those who are unemployed who completed matric by 7,4 percentage points and a decline among the unemployed who did not complete their matric by 9,1 percentage points. Among the employed, persons with matric recorded the largest share (43,1%) in 2024, followed by those without matric (34,1%) and those with a tertiary qualification (21,5%).

Figure 6.9 above shows that young women in the labour force attain 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, 29,6% of women had a tertiary qualification and 43,6% had a matric qualification compared to 15,5% and 42,8% respectively among men.

Figure 6.10: Youth unemployment rate by level of education, 2019 and 2024

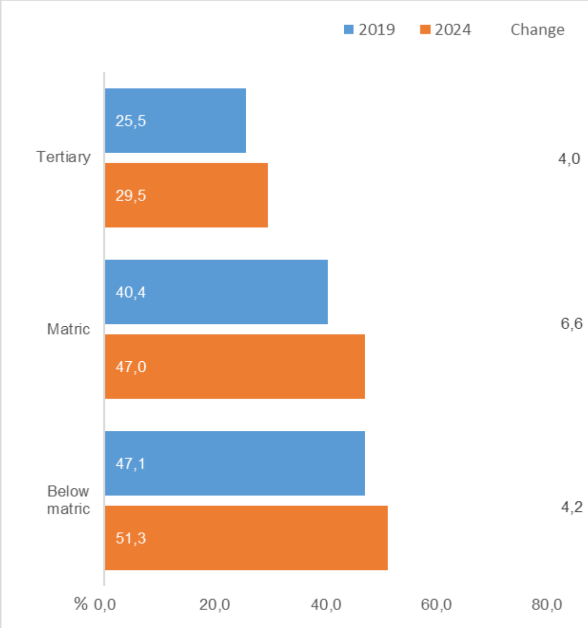


Figure 6.11: Unemployed youth by work experience and Province, 2024

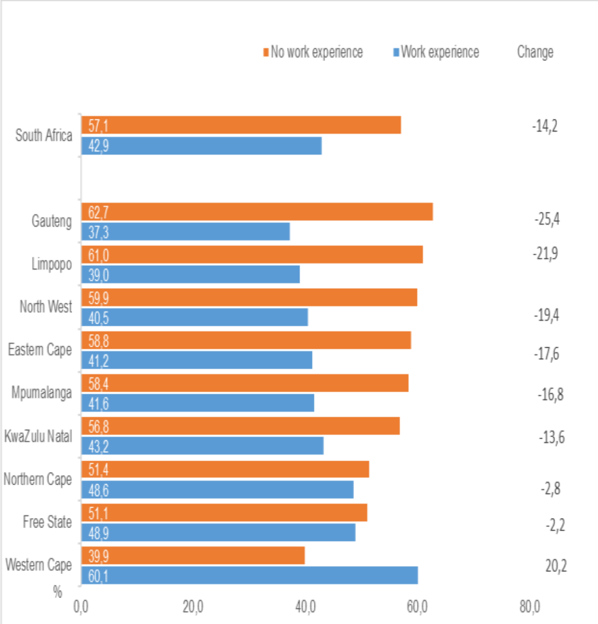


Figure 6.10 shows that young people with higher levels of education experience a lower unemployment rate. Between 2019 and 2024, the youth unemployment rate increased across all education levels with the highest increase recorded for young people with a matric qualification by 6,6 percentage points, followed by those without a matric qualification by 4,2 percentage points and young people with a tertiary qualification increasing by 4,0 percentage points.

Figure 6.11 shows chances of finding employment are more likely to increase with previous work experience. In 2024, 57,1% of unemployed youth in the country had no previous work experience. The situation varies by province, in that five of the nine provinces, Gauteng (62,7%), Limpopo (61,0%), North West (59,9,7%), Eastern Cape (58,8%), and Mpumalanga (58,4%) reported a percentage of unemployed youth with no previous work experience that exceeded the national average. Western Cape (60,1%) and had the largest share of unemployed youth with previous experience during the same period.

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 achieve 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 are those who have become disengaged from the labour market as discouraged work-seekers and those who are not in employment, education or training (NEET). Over 72 million young people in Africa are not in education, employment, or training, with the majority being young women.[19] South Africa exhibits a similar pattern.

[19] https://ilostat.ilo.org/blog/african-youth-face-pressing-challenges-in-the-transition-from-school-to-work/

Figure 6.12: Distribution of the discouraged youth by the level of education, 2019 and 2024

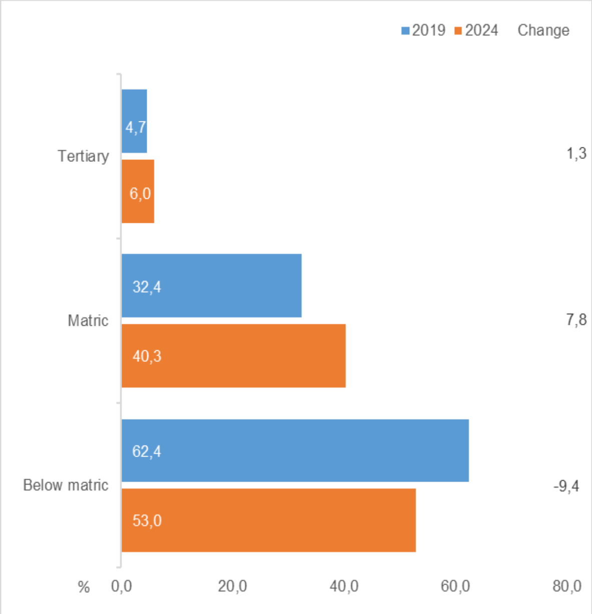
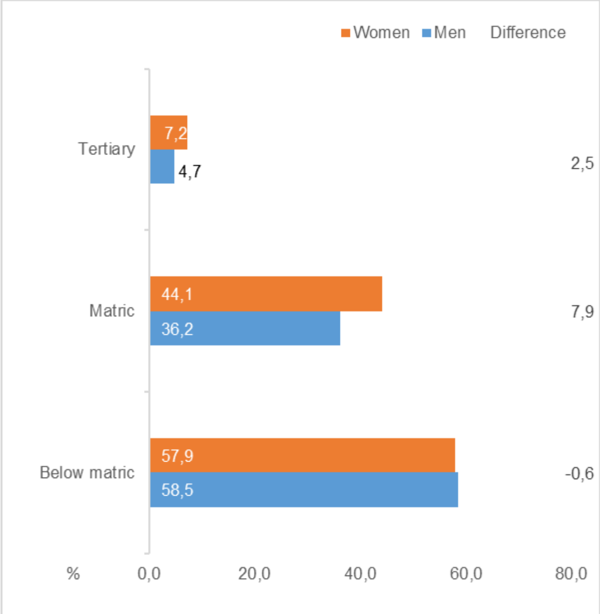


Figure 6.13: Distribution of the discouraged youth by sex, 2024

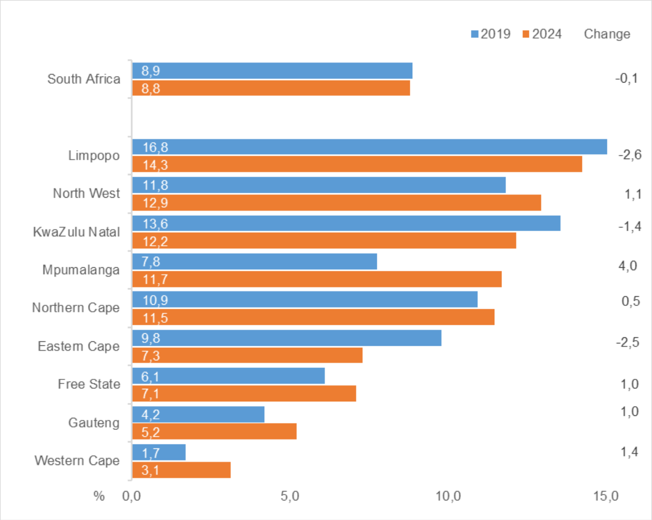


Discouraged work-seekers are persons who, while willing and able to engage in a job, are not seeking work or have ceased to seek work because they have lost hope of finding a job, and they believe that there are no suitable available jobs.[20] Figure 6.12 indicates that in 2024, youth with a tertiary 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 (53,0%) in 2024. However, this was the only group to reflect a decline in its share relative to other education categories over the period.

Between 2019 and 2024, the largest increase in discouraged youth was among those with a matric qualification, increasing from 32,4% in 2019 to 40,3% in 2024. In terms of gender, a higher proportion of young women and men (57,9% and 58,5%, respectively) who were discouraged attained an educational qualification lower than matric, and this was the only level of education where men were more discouraged than women.

[20] https://www.ilo.org/media/438431/download

Figure 6.14: Share of discouraged youth by province, 2019 and 2024



Nationally, the proportion of youth who were discouraged work-seekers declined by 0,1 of a percentage point from 8,9% in 2019 to 8,8% in 2024. In 2024, the highest proportions of discouraged youth were in Limpopo (14,3%), North West (12,9%), KwaZulu-Natal (12,2%) and Mpumalanga (11,7%). The largest increases in the number of youth who were discouraged between 2019 and 2024 were in Mpumalanga (up by 4,0 percentage points). Western Cape recorded the lowest share of discouraged youth in 2019 and 2024.

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

The NEET rate measures the proportion of young people who are not employed, studying, or receiving training, highlighting the extent of youth disengagement from both the labour market and education systems. A consistently high NEET percentage in South Africa is a result of systemic issues such unequal access to school and training, a lack of employment prospects, and skills gaps. These characteristics make it more difficult for young people, especially those from disadvantaged backgrounds, to make the transition from school to the employment.

High NEET levels have serious economic and social impacts, such as the loss of potential human capital and increased risks of long-term unemployment and social exclusion. Monitoring NEET trends helps evaluate the impact of government initiatives like the EPWP and youth skills development interventions.

Figure 6.15: NEET rate for youth aged 15–24 in single years, 2019 and 2024

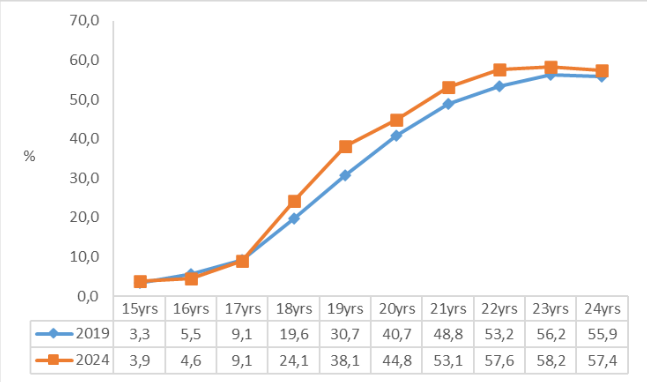


Figure 6.15 indicates that the NEET rate increases with age. In both years over 50% of young people aged 22–24 were not in employment, education or training. Between 2019 to 2024, there has been an increase in the number of NEET young people across all age groups except those aged 16 years, which experienced a percentage point decline. The highest increase was among youth aged 19 years, up by 7,3 percentage points, from 30,7% in 2019 to 38,1% in 2024.

Figure 6.16: NEET rate for youth aged 15–24 by population group, 2019 and 2024

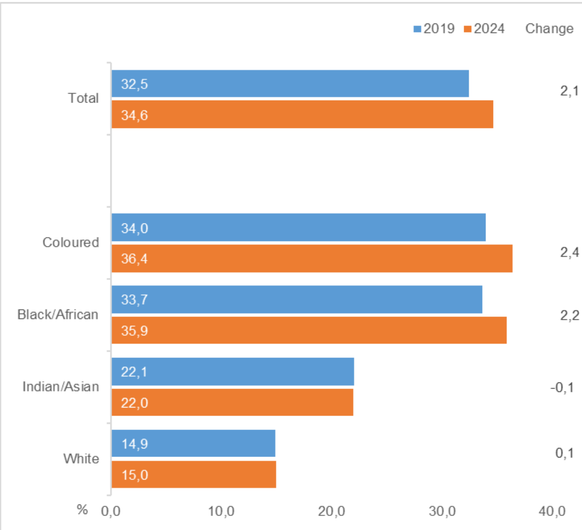
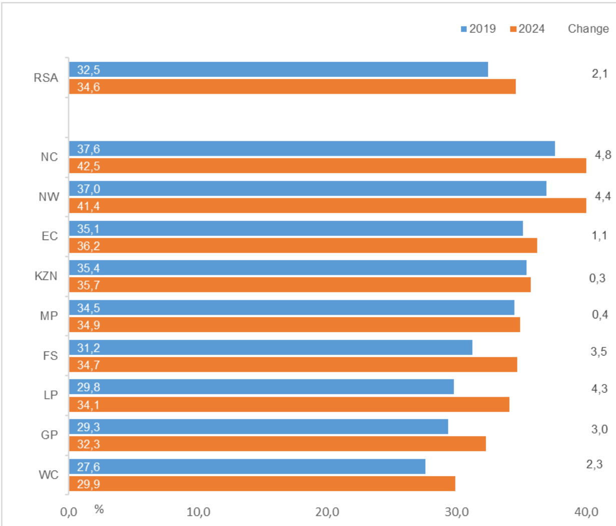


Figure 6.17: NEET rate for youth aged 15–24 by province, 2019 and 2024



In 2024, 34,6% of young people in South Africa were not in employment, education or training, and the rate increased by 2,1 percentage points from 32,5% in 2019. The NEET rate varies among different population groups. Between 2019 and 2024, 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 were neither in employment, education or training. The NEET rate increased for all population groups except for Indians between 2019 and 2024 with coloureds recording the highest increase by 2,4 percentage points. In contrast, the NEET rate for Indians declined by 0.1 of a percentage point during the same period. Provincially, the highest NEET rate was recorded in Northern Cape (42,5%) while the Western Cape had the lowest NEET rate (29,9%) in 2024. Northern Cape recorded the largest increase by 4,8 percentage points from 37,6% to 42,5% comparing 2019 and 2024.

Figure 6.18: NEET rate for youth aged 15–24 by sex, 2019 and 2024

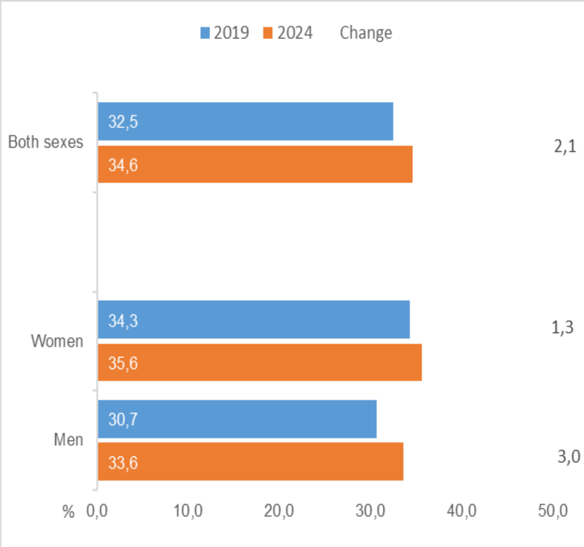
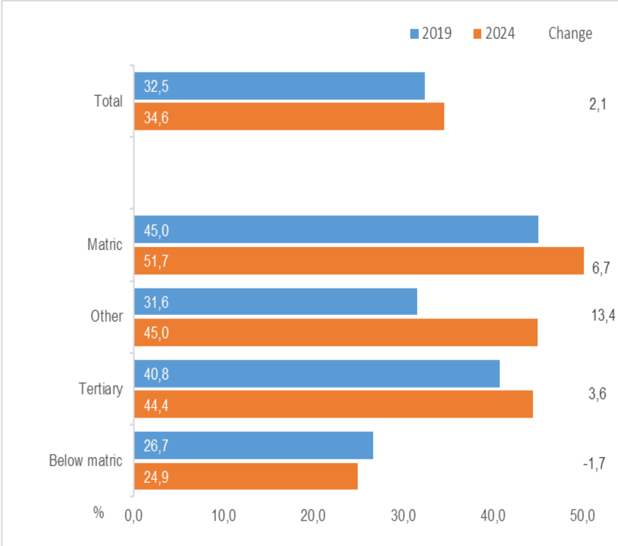
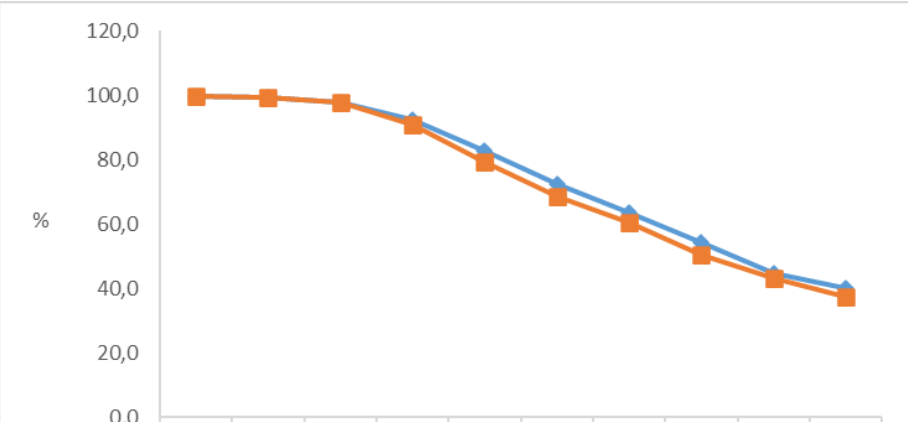


Figure 6.19: NEET rate for youth aged 15–24 by the level of education, 2019 and 2024



Young women are more likely to neither be in employment, education, nor training than young men. Figure 6.18 indicates that there are gender disparities in relation to the proportion of young people who are NEET. In 2024, 35,6% of young women aged 15–24 were NEET, while the rate among young men was 2,0 percentage points lower, at 33,6%. Low levels of education and skills are often associated with high levels of youth who are 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 lower levels of education. The highest NEET rate was recorded among youth with only a matric qualification in 2024, at 51,7%.

Figure 6.20: Inactivity rate of youth, 2019 and 2024



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2019	99,6	99,3	97,7	92,3	82,7	72,6	63,7	54,2	44,6	40,0
2024	99,6	99,4	97,7	90,9	79,4	68,4	60,5	50,5	43,2	37,4

Figure 6.20 above indicates that the inactivity rate declines with age. Between 2019 and 2024 there has been a decline in the number of youth who are not economically active (or out of the labour force). Young people aged 16 years are the only group that recorded an increase in inactivity rate by 0,1 of a percentage point.

Summary and conclusion

- The number of young people aged 15–34 in the working-age population increased consecutively over the six years, the number increased from 20,4 million in 2019 to 20,9 million in 2024 (an increase of 494 000).
- 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 compared to that of their adult counterparts.
- Over the period 2019–2024, the unemployment rate for youth was more than double the rate of adults.
- Trade, community and social services and Finance industries provided more job opportunities for the youth compared to other industries.
- Between 2019 and 2024, Elementary and Sales occupations contributed the highest shares to youth employment.
- Over 86% of employed youth in 2024 were employees, 8,8% worked as own-account workers while 3,4% were employers.
- Between 2019 and 2024, young people aged 15–34 accounted for the largest share of unemployed persons in long-term and short-term unemployment.
- Of the young people who were unemployed, 45,7% had completed their matric, 42,8% had not finished matric, and only 10,8% held a tertiary education.
- Young people with a higher level of education experienced lower unemployment rates, high participation rates and higher absorption rates.
- Chances of finding employment are more likely to increase with previous work experience. In 2024, 57,1% of unemployed youth in the country had no previous work experience.
- Nationally, the proportion of youth who were discouraged declined by 0,1 of a percentage point, between 2019 and 2024. Youth without matric were about nine times more likely to be discouraged compared to those with a tertiary qualification in 2024.
- Young women are more likely to be NEET than young men. In 2024, 35,6% of young women aged 15–24 were NEET, while the rate among young men was 2,0 percentage points lower, at 33,6%. Additionally, the highest NEET rate was recorded among youth with only a matric qualification in 2024, at 51,7%.

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 in the South African context, this production of goods and services by household members for their 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.

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, 2019–2024

	2019	2020	2021	2022	2023	2024
	Thousand					
Subsistence farming	1 936	2 647	2 517	2 254	2 281	2 217
Fetching water or collecting wood/dung	4 220	4 545	4 587	4 261	4 633	4 222
Produce other goods for household use	188	201	260	273	299	242
Construction or major repairs to own or household dwelling/structure	430	459	430	511	304	297
Hunting or fishing for household use	29	45	54	46	34	35
Involvement in at least one activity	**5 510**	**6 195**	**6 057**	**5 798**	**6 119**	**5 797**
	% of working-age					
Subsistence farming	5,0	6,8	6,3	5,6	5,6	5,4
Fetching water or collecting wood/dung	11,0	11,6	11,6	10,6	11,4	10,2
Produce other goods for household use	0,5	0,5	0,7	0,7	0,7	0,6
Construction or major repairs to own or household dwelling/structure	1,1	1,2	1,1	1,3	0,7	0,7
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**14,3**	**15,8**	**15,3**	**14,4**	**15,0**	**14,0**

Table 7.1 above shows the number and percentage comparisons between types of own-use activities from 2019 to 2024 performed by household members aged 15–64. Fetching water or collecting wood was the main type of activity undertaken by household members for own-use over the period 2019–2024. The

[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)]

proportion of the working-age population engaged in this activity decreased by 0,8 percentage points from 11,0% in 2019 to 10,2% in 2024.

Hunting or fishing for household use was found to be the least common activity undertaken by household members. The number of household members who were engaged in activities for own-use increased in all activities except among those who did construction or major repairs to their own or household dwelling/structure and hunting or fishing for household use between 2019 and 2024.

Table 7.2 – Engagement in at least one own-use activity, 2019–2024

	2019	2020	2021	2022	2023	2024	Change: 2024-2019
	Thousand						
South Africa	**5 510**	**6 195**	**6 057**	**5 798**	**6 119**	**5 797**	**287**
Male	2 502	2 852	2 809	2 738	2 875	2 684	182
Female	3 008	3 343	3 248	3 060	3 245	3 113	105
Age group							
15-24	1 707	1 900	1 786	1 611	1 685	1 580	-127
25-34	1 450	1 630	1 636	1 526	1 656	1 514	64
35-44	1 007	1 126	1 113	1 140	1 181	1 144	136
45-54	796	873	879	891	954	929	132
55-64	550	666	644	629	643	631	81
Population group							
Black African	5 336	5 987	5 789	5 551	5 914	5 593	257
Coloured	91	99	172	156	117	123	32
Indian/Asian	11	14	20	23	11	22	11
White	72	96	76	68	76	59	-12
Province							
Western Cape	88	162	225	252	213	219	131
Eastern cape	1 324	1 522	1 528	1 339	1 310	1 372	48
Northern Cape	127	135	129	109	136	140	13
Free State	181	271	90	106	146	180	-2
KwaZulu-Natal	1 733	1 973	1 999	1 959	2 309	2 161	428
North West	407	414	483	554	528	469	61
Gauteng	181	178	151	201	219	140	-41
Mpumalanga	553	606	577	536	610	505	-48
Limpopo	915	934	874	742	649	612	-303

The total number of people engaged in at least one own-use activity in South Africa increased by 287 000, from 5,5 million in 2019 to 5,8 million in 2024. While there was a noticeable increase in male engagement of 182 000, the increase in female engagement was smaller with 105 000. The largest increase was observed with the 35–44 age group by 136 000 while the 15–24 age group saw a decline of 127 000. The black African population group experienced the most significant increase of 257 000; while the white population group saw a decline of 12 000. KwaZulu-Natal had the most significant increase of 428 000; while Limpopo experienced the largest decline of 303 000.

Figure 7.1: Distribution of those engaged in at least one activity for own-use by sex, 2024

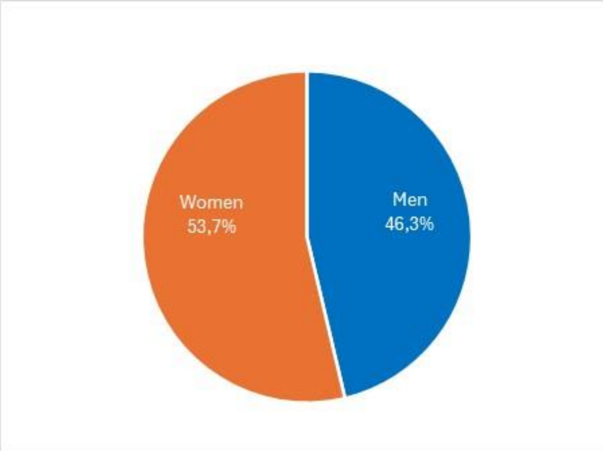
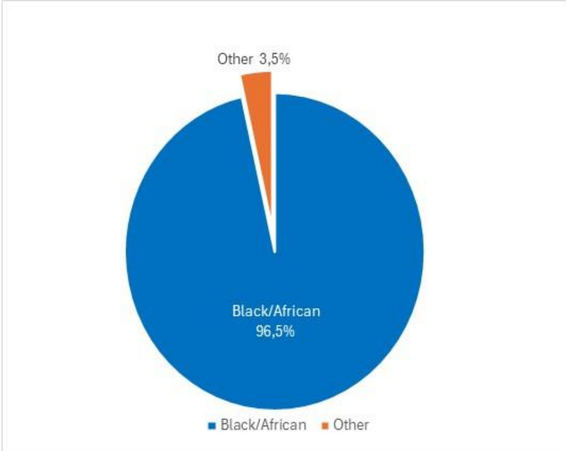


Figure 7.2: Distribution of those engaged in at least one activity for own-use by population group, 2024



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

Women are more likely to perform activities for own-household consumption than men. In 2024, the distribution of the working-age population engaged in at least one activity for own-use revealed that women accounted for a larger share (53,7%) than men (46,3%). During the same period, black Africans accounted for the largest share (96,5%) of involvement in own-use activities when compared to other population groups.

Figure 7.3: Distribution of those engaged in at least one activity for own-use by marital status and sex, 2024

The figure above indicates that the majority of individuals engaged in at least one own-use activity are those who have never married, with a higher percentage among men being 72,4% compared to women with 66,4%. Married women (17,6%) are more likely to be involved in own-use production activities than married men (15,8%).

Figure 7.4: Distribution of those engaged in at least one activity for own-use activities by age, 2019 and 2024

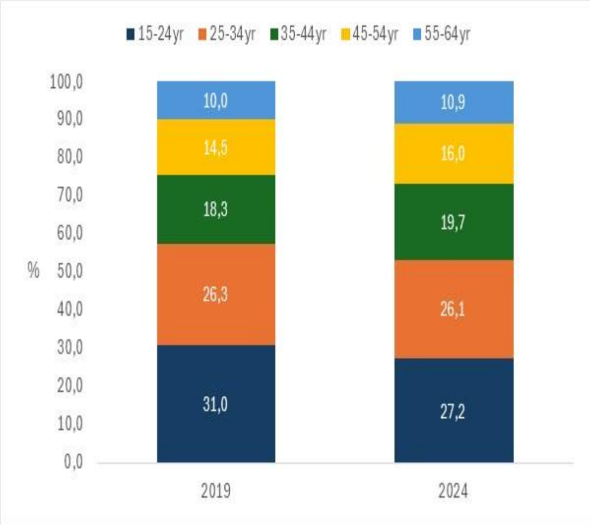


Figure 7.5: Distribution of those engaged in at least one activity for own-use activities by level of education, 2019 and 2024

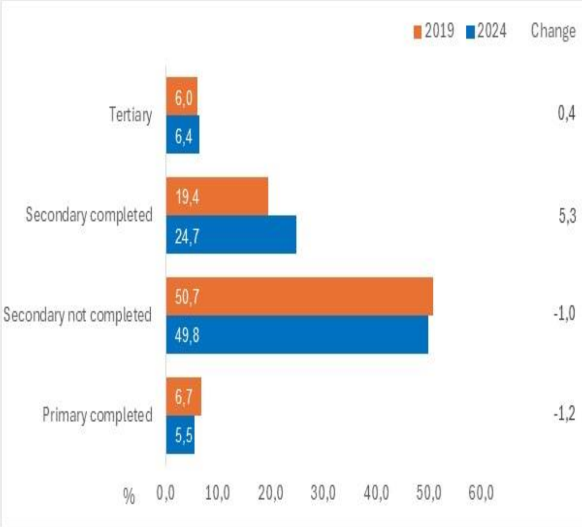
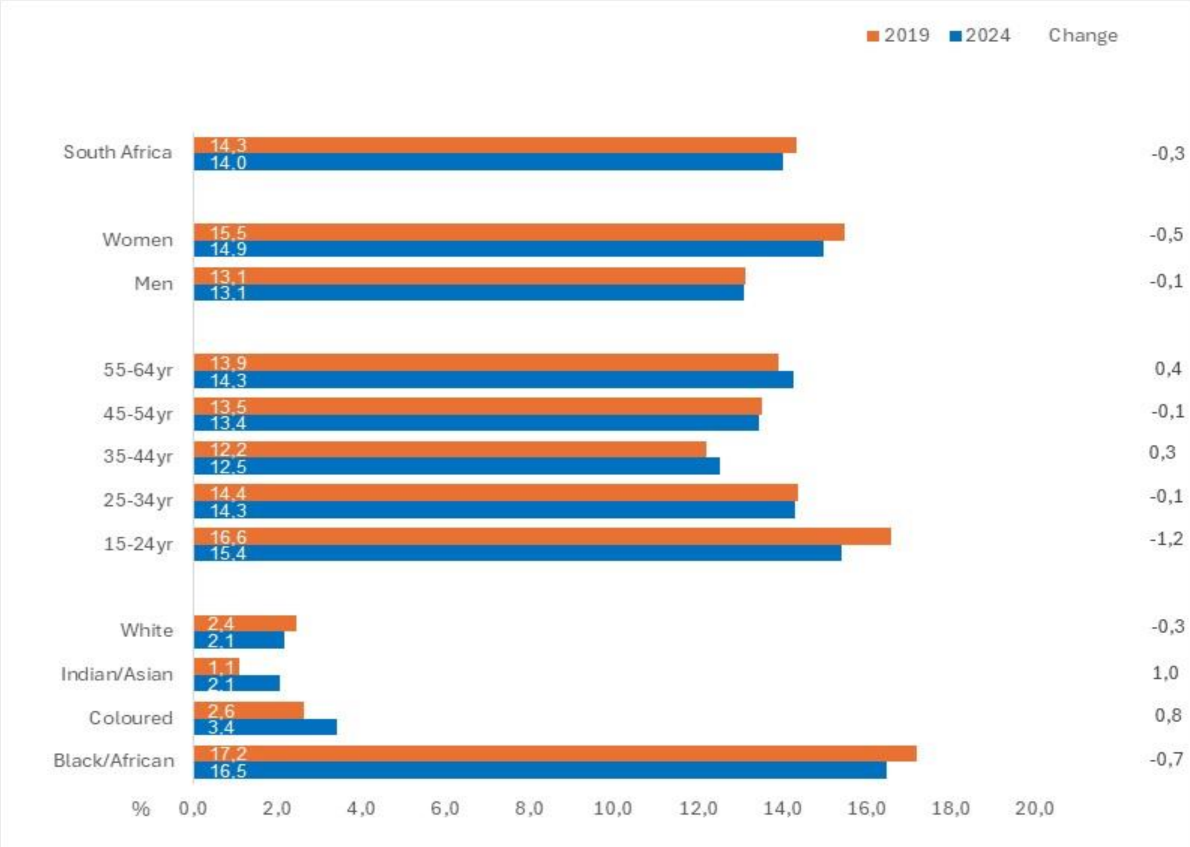


Figure 7.4 above illustrates that in 2024, young people aged 15–24 accounted for the largest share of those engaged in at least one own-use activity (27.2%), followed closely by those aged 25–34 (26,1%). Adults aged 55–64 had the lowest share of engagement in own-use activities at 10,9%. Individuals with incomplete secondary education accounted for the largest share of those engaged in own-use activities in 2024, representing 49,8%. This is a decrease of 1,0 percentage point from 50,7% in 2019. Those with a tertiary qualification represented the lowest share at 6,4% in 2024, an increase of 0,4 percentage points from 2019.

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

Figure 7.6: Involvement in at least one own-use activity as a proportion of the working-age population by sex, age group and population group, 2019 and 2024



The proportions of the working-age population engaged in at least one own-use activity decreased by 0,3 of a percentage point from 14,3% in 2019 to 14,0% in 2024. The proportion of women who were engaged in activities for own-use only decreased by 0,5 of a percentage point between 2019 and 2024. The proportion of men remained unchanged between 2019 and 2024. The age group distribution shows that the largest decrease was among those aged 15 to 24 by 1,2 percentage points, from 16,6% in 2019 to 15,4% in 2024. The proportion of the working-age population engaged in activities for own-use decreased among black Africans from 17,2% in 2019 to 16,5% in 2024, while other population groups reported proportions below 4,0%.

Figure 7.7: Engagement in at least one own-use activity by province, 2019 and 2024

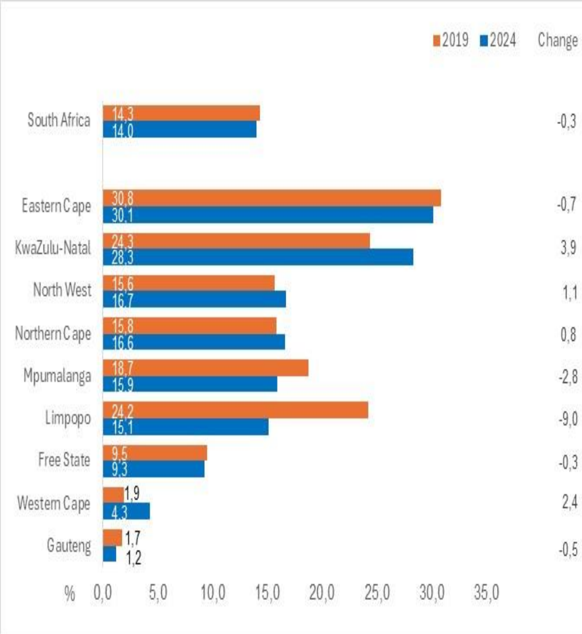
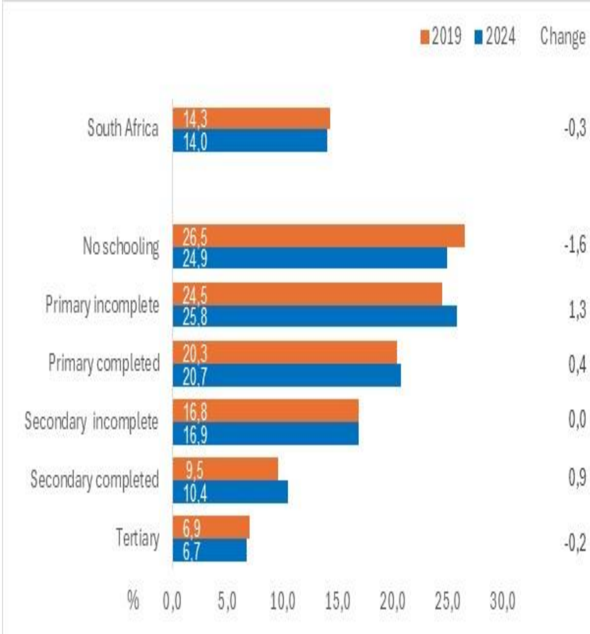


Figure 7.8: Engagement in at least one own-use activity by education, 2019 and 2024



Eastern Cape (30,1%) and KwaZulu-Natal (28,3%) accounted for the highest share of the working-age population engaged in at least one own-use activity in 2024. The proportion of individuals engaged in at least one own-use activity decreased in five of the nine provinces. Limpopo recorded the largest decrease of 9,0 percentage points, from 24,2% in 2019 to 15,1% in 2024. Gauteng, Western Cape, and Free State had the lowest proportions of the working-age population engaged in at least one own-use activity.

In 2024, 25,8% of individuals who were engaged in own-use activities had incomplete primary education as the highest level of education obtained, which increased by 1,3 percentage points from 24,5 % in 2019 to 25,8% in 2024, while 6,7% of those who were engaged in own-use activities had a tertiary education level, which is a decreased of 0,2 percentage points between 2019 and 2024. Individuals with lower levels of education were more likely to be engaged in at least one own-use activity.

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 2019–2024. The proportion of the working-age population engaged in this activity decreased to 10,2% in 2024 from 11,0% in 2019.
- 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 activities, and a larger proportion of the working-age population in Eastern Cape and KwaZulu-Natal were engaged in own-use production activities.

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 2019–2024 are averages of the results obtained for the four quarters each year over the period 2019to 2024.

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, Q3: 2020 and Q4: 2020 data collection because of C-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, we applied bias adjustment to the 2020 samples (Q2, Q3 and Q4) calibrated weights using the Q1: 2020 QLFS data. We computed the bias adjustment factors for various labour market dimensions (i.e. status, sector, industry and occupation) and demographic (i.e. age, race and gender groups) characteristics at the 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, Q3: 2020 and Q4: 2020 estimates that were based on the telephone sample only. These Q2: 2020, Q3: 2020 and Q4: 2020 estimates will not be consistent with the demographic population estimates because the bias adjustment factors are nonlinear statistics. Therefore, the Q2: 2020, Q3: 2020 and Q4: 2020 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 as described in the next sub-section

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 two 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 two 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 who 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 who 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 who 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 follows:

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

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

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

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

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

Trimming of the panel adjusted base weight

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

Therefore, once the panel adjusted base weight had been calculated, accounting for the imperfections discussed above, the distribution of the panel adjusted base weights were examined for possible extreme weights and were trimmed at the 99th percentile as the maximum cut-off value. 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:

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

(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.

$$W_s^p = W_t^p \times Cal\_Factor_j$$

(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 the 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 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Women	19 447	19 731	20 012	20 292	20 565	20 826
Men	19 060	19 362	19 660	19 957	20 250	20 535
Population groups	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Black/African	31 065	31 647	32 225	32 806	33 379	33 934
Coloured	3 481	3 512	3 540	3 565	3 588	3 608
Indian/Asian	1 012	1 021	1 030	1 038	1 046	1 054
White	2 948	2 913	2 877	2 839	2 801	2 764
South Africa	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Western Cape	4 653	4 739	4 828	4 909	4 988	5 063
Eastern Cape	4 295	4 345	4 390	4 447	4 504	4 559
Northern Cape	803	811	818	826	834	840
Free State	1 907	1 914	1 921	1 928	1 935	1 940
KwaZulu Natal	7 122	7 227	7 330	7 437	7 542	7 645
North West	2 604	2 646	2 687	2 727	2 766	2 803
Gauteng	10 384	10 577	10 775	10 952	11 125	11 295
Mpumalanga	2 952	2 997	3 040	3 085	3 130	3 173
Limpopo	3 786	3 837	3 884	3 938	3 991	4 043

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 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Both sexes						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**	**25 008**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Formal sector (Non-agricultural)	11 234	10 537	10 043	10 648	11 405	11 570
Informal sector (Non-agricultural)	2 973	2 545	2 632	2 927	3 083	3 208
Agriculture	861	820	838	863	914	924
Private households	1 281	1 160	1 177	1 106	1 100	1 153
Unemployed	6 579	6 283	7 658	7 834	7 900	8 153
Not economically active	15 578	17 749	17 323	16 871	16 413	16 353
Discouraged work-seekers	2 848	2 754	3 529	3 549	3 166	3 266
Other(not economically active)	12 729	14 996	13 794	13 321	13 247	13 088
Rates (%)						
Unemployment rate	28,7	29,4	34,3	33,5	32,4	32,6
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	59,5	54,6	56,3	58,1	59,8	60,5
Women						
Population 15-64 yrs	**19 447**	**19 731**	**20 012**	**20 292**	**20 565**	**20 826**
Labour Force	**10 389**	**9 601**	**10 053**	**10 617**	**11 211**	**11 547**
Employed	7 197	6 601	6 374	6 835	7 300	7 526
Formal sector (Non-agricultural)	4 808	4 544	4 332	4 713	5 057	5 210
Informal sector (Non-agricultural)	1 131	926	926	1 013	1 114	1 165
Agriculture	272	259	238	272	293	289
Private households	986	872	878	837	836	862
Unemployed	3 192	2 999	3 678	3 782	3 911	4 021
Not economically active	9 058	10 130	9 959	9 674	9 354	9 279
Discouraged work-seekers	1 526	1 474	1 932	1 900	1 674	1 770
Other(not economically active)	7 532	8 657	8 027	7 774	7 680	7 510
Rates (%)						
Unemployment rate	30,7	31,2	36,6	35,6	34,9	34,8
Employed / population ratio (Absorption)	37,0	33,5	31,9	33,7	35,5	36,1
Labour force participation rate	53,4	48,7	50,2	52,3	54,5	55,4
Men						
Population 15-64 yrs	**19 060**	**19 362**	**19 660**	**19 957**	**20 250**	**20 535**
Labour Force	**12 540**	**11 743**	**12 296**	**12 761**	**13 191**	**13 461**
Employed	9 153	8 460	8 316	8 709	9 202	9 329
Formal sector (Non-agricultural)	6 426	5 993	5 711	5 935	6 348	6 360
Informal sector (Non-agricultural)	1 843	1 618	1 706	1 914	1 969	2 043
Agriculture	589	561	600	591	621	635
Private households	295	288	299	269	263	291
Unemployed	3 387	3 283	3 980	4 052	3 989	4 132
Not economically active	6 520	7 619	7 364	7 196	7 059	7 074
Discouraged work-seekers	1 322	1 280	1 597	1 649	1 492	1 496
Other(not economically active)	5 197	6 339	5 766	5 547	5 567	5 578
Rates (%)						
Unemployment rate	27,0	28,0	32,4	31,8	30,2	30,7
Employed / population ratio (Absorption)	48,0	43,7	42,3	43,6	45,4	45,4
Labour force participation rate	65,8	60,6	62,5	63,9	65,1	65,6

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Table 2.3: Labour force characteristics by population group						
	QLFS 2019 Thousand	**QLFS 2020 Thousand**	**QLFS 2021 Thousand**	**QLFS 2022 Thousand**	**QLFS 2023 Thousand**	**QLFS 2024 Thousand**
South Africa						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**	**25 008**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	6 579	6 283	7 658	7 834	7 900	8 153
Not economically active	15 578	17 749	17 323	16 871	16 413	16 353
Rates (%)						
Unemployment rate	28,7	29,4	34,3	33,5	32,4	32,6
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	59,5	54,6	56,3	58,1	59,8	60,5
Black/African						
Population 15-64 yrs	**31 065**	**31 647**	**32 225**	**32 806**	**33 379**	**33 934**
Labour Force	**18 113**	**16 867**	**17 803**	**18 732**	**19 669**	**20 263**
Employed	12 269	11 279	11 010	11 710	12 485	12 849
Unemployed	5 843	5 588	6 793	7 022	7 184	7 414
Not economically active	12 952	14 780	14 422	14 075	13 710	13 671
Rates (%)						
Unemployment rate	32,3	33,1	38,2	37,5	36,5	36,6
Employed / population ratio (Absorption)	39,5	35,6	34,2	35,7	37,4	37,9
Labour force participation rate	58,3	53,3	55,2	57,1	58,9	59,7
Coloured						
Population 15-64 yrs	**3 481**	**3 512**	**3 540**	**3 565**	**3 588**	**3 608**
Labour Force	**2 215**	**1 971**	**2 018**	**2 137**	**2 212**	**2 212**
Employed	1 699	1 514	1 444	1 583	1 728	1 716
Unemployed	516	458	575	554	484	497
Not economically active	1 266	1 541	1 522	1 428	1 376	1 396
Rates (%)						
Unemployment rate	23,3	23,2	28,5	25,9	21,9	22,4
Employed / population ratio (Absorption)	48,8	43,1	40,8	44,4	48,1	47,5
Labour force participation rate	63,6	56,1	57,0	59,9	61,6	61,3
Indian/Asian						
Population 15-64 yrs	**1 012**	**1 021**	**1 030**	**1 038**	**1 046**	**1 054**
Labour Force	**604**	**588**	**586**	**628**	**624**	**648**
Employed	528	503	463	533	539	557
Unemployed	75	85	123	95	85	91
Not economically active	409	433	444	410	422	407
Rates (%)						
Unemployment rate	12,5	14,4	21,0	15,1	13,6	14,0
Employed / population ratio (Absorption)	52,2	49,3	45,0	51,4	51,6	52,8
Labour force participation rate	59,6	57,6	56,9	60,5	59,7	61,4
White						
Population 15-64 yrs	**2 948**	**2 913**	**2 877**	**2 839**	**2 801**	**2 764**
Labour Force	**1 998**	**1 918**	**1 942**	**1 881**	**1 896**	**1 885**
Employed	1 853	1 766	1 774	1 718	1 750	1 734
Unemployed	145	152	168	163	147	151
Not economically active	951	995	935	958	905	879
Rates (%)						
Unemployment rate	7,2	7,9	8,7	8,6	7,7	8,0
Employed / population ratio (Absorption)	62,8	60,6	61,7	60,5	62,5	62,7
Labour force participation rate	67,8	65,8	67,5	66,2	67,7	68,2

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Table 2.4: Labour force characteristics by age group

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
15-64 years						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**	**25 008**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	6 579	6 283	7 658	7 834	7 900	8 153
Not economically active	15 578	17 749	17 323	16 871	16 413	16 353
Rates (%)						
Unemployment rate	28,7	29,4	34,3	33,5	32,4	32,6
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	59,5	54,6	56,3	58,1	59,8	60,5
15-24 years						
Population 15-24 yrs	**10 289**	**10 263**	**10 239**	**10 228**	**10 238**	**10 269**
Labour Force	**2 640**	**2 143**	**2 249**	**2 635**	**2 762**	**2 747**
Employed	1 135	871	783	1 015	1 103	1 096
Unemployed	1 505	1 272	1 467	1 619	1 659	1 651
Not economically active	7 649	8 120	7 989	7 593	7 475	7 521
Rates (%)						
Unemployment rate	57,0	59,3	65,2	61,5	60,1	60,1
Employed / population ratio (Absorption)	11,0	8,5	7,6	9,9	10,8	10,7
Labour force participation rate	25,7	20,9	22,0	25,8	27,0	26,8
25-34 years						
Population 25-34 yrs	**10 087**	**10 224**	**10 352**	**10 463**	**10 548**	**10 602**
Labour Force	**7 465**	**6 882**	**7 202**	**7 457**	**7 744**	**7 900**
Employed	4 823	4 356	4 115	4 406	4 689	4 699
Unemployed	2 642	2 526	3 087	3 051	3 055	3 201
Not economically active	2 623	3 342	3 150	3 006	2 805	2 702
Rates (%)						
Unemployment rate	35,4	36,7	42,9	40,9	39,4	40,5
Employed / population ratio (Absorption)	47,8	42,6	39,8	42,1	44,5	44,3
Labour force participation rate	74,0	67,3	69,6	71,3	73,4	74,5
35-44 years						
Population 35-44 yrs	**8 275**	**8 439**	**8 614**	**8 799**	**8 985**	**9 158**
Labour Force	**6 632**	**6 290**	**6 632**	**6 840**	**7 110**	**7 267**
Employed	5 124	4 757	4 718	4 893	5 104	5 246
Unemployed	1 509	1 533	1 915	1 946	2 006	2 021
Not economically active	1 642	2 150	1 982	1 960	1 875	1 891
Rates (%)						
Unemployment rate	22,7	24,4	28,9	28,5	28,2	27,8
Employed / population ratio (Absorption)	61,9	56,4	54,8	55,6	56,8	57,3
Labour force participation rate	80,2	74,5	77,0	77,7	79,1	79,4
45-54 years						
Population 45-54 yrs	**5 897**	**6 104**	**6 310**	**6 516**	**6 716**	**6 906**
Labour Force	**4 429**	**4 327**	**4 577**	**4 767**	**4 956**	**5 134**
Employed	3 681	3 564	3 597	3 766	3 978	4 082
Unemployed	748	763	980	1 000	978	1 052
Not economically active	1 467	1 777	1 734	1 749	1 759	1 773
Rates (%)						
Unemployment rate	16,9	17,6	21,4	21,0	19,7	20,5
Employed / population ratio (Absorption)	62,4	58,4	57,0	57,8	59,2	59,1
Labour force participation rate	75,1	70,9	72,5	73,2	73,8	74,3
55-64 years						
Population 55-64 yrs	**3 959**	**4 063**	**4 157**	**4 242**	**4 328**	**4 426**
Labour Force	**1 762**	**1 702**	**1 689**	**1 679**	**1 828**	**1 960**
Employed	1 587	1 513	1 479	1 462	1 628	1 733
Unemployed	175	189	210	217	201	227
Not economically active	2 196	2 361	2 468	2 563	2 499	2 467
Rates (%)						
Unemployment rate	9,9	11,1	12,4	12,9	11,0	11,6
Employed / population ratio (Absorption)	40,1	37,2	35,6	34,5	37,6	39,1
Labour force participation rate	44,5	41,9	40,6	39,6	42,2	44,3

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Table 2.5: Labour force characteristics by province

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
South Africa						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**	**25 008**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	6 579	6 283	7 658	7 834	7 900	8 153
Not economically active	15 578	17 749	17 323	16 871	16 413	16 353
Discouraged work-seekers	2 848	2 754	3 529	3 549	3 166	3 266
Other	12 729	14 996	13 794	13 321	13 247	13 088
Rates (%)						
Unemployment rate	28,7	29,4	34,3	33,5	32,4	32,6
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	59,5	54,6	56,3	58,1	59,8	60,5
Western Cape						
Population 15-64 yrs	**4 653**	**4 739**	**4 828**	**4 909**	**4 988**	**5 063**
Labour Force	**3 157**	**2 905**	**3 058**	**3 218**	**3 425**	**3 460**
Employed	2 507	2 309	2 263	2 416	2 715	2 744
Unemployed	650	597	794	802	710	716
Not economically active	1 496	1 834	1 770	1 691	1 563	1 603
Discouraged work-seekers	62	92	74	113	132	138
Other	1 434	1 742	1 696	1 578	1 430	1 465
Rates (%)						
Unemployment rate	20,6	20,5	26,0	24,9	20,7	20,7
Employed / population ratio (Absorption)	53,9	48,7	46,9	49,2	54,4	54,2
Labour force participation rate	67,9	61,3	63,3	65,6	68,7	68,3
Western Cape - Non metro						
Population 15-64 yrs	**1 692**	**1 728**	**1 759**	**1 783**	**1 810**	**1 837**
Labour Force	**1 114**	**1 016**	**1 050**	**1 115**	**1 154**	**1 178**
Employed	912	848	815	885	966	987
Unemployed	203	168	235	231	188	191
Not economically active	578	712	709	668	656	659
Discouraged work-seekers	42	63	50	89	99	99
Other	536	649	660	579	558	561
Rates (%)						
Unemployment rate	18,2	16,5	22,4	20,7	16,3	16,3
Employed / population ratio (Absorption)	53,9	49,1	46,3	49,6	53,3	53,7
Labour force participation rate	65,9	58,8	59,7	62,5	63,7	64,1
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 961**	**3 012**	**3 068**	**3 126**	**3 177**	**3 226**
Labour Force	**2 043**	**1 890**	**2 008**	**2 103**	**2 271**	**2 282**
Employed	1 595	1 460	1 448	1 532	1 749	1 757
Unemployed	447	429	559	571	522	525
Not economically active	918	1 122	1 061	1 023	906	943
Discouraged work-seekers	20	29	25	25	34	39
Other	898	1 093	1 036	999	873	904
Rates (%)						
Unemployment rate	21,9	22,7	27,9	27,2	23,0	23,0
Employed / population ratio (Absorption)	53,9	48,5	47,2	49,0	55,1	54,5
Labour force participation rate	69,0	62,7	65,4	67,3	71,5	70,8

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Table 2.5: Labour force characteristics by province (continued)

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 295**	**4 345**	**4 390**	**4 447**	**4 504**	**4 559**
Labour Force	**2 183**	**2 196**	**2 307**	**2 350**	**2 366**	**2 315**
Employed	1 370	1 250	1 250	1 344	1 418	1 405
Unemployed	813	947	1 058	1 006	948	910
Not economically active	2 112	2 148	2 082	2 097	2 138	2 244
Discouraged work-seekers	353	242	260	285	143	303
Other	1 759	1 906	1 823	1 813	1 995	1 941
Rates (%)						
Unemployment rate	37,2	43,1	45,8	42,8	40,1	39,3
Employed / population ratio (Absorption)	31,9	28,8	28,5	30,2	31,5	30,8
Labour force participation rate	50,8	50,6	52,6	52,8	52,5	50,8
Eastern Cape - Non Metro						
Population 15-64 yrs	**2 950**	**2 982**	**3 008**	**3 041**	**3 074**	**3 107**
Labour Force	**1 299**	**1 341**	**1 440**	**1 437**	**1 460**	**1 414**
Employed	781	703	712	737	802	770
Unemployed	518	638	728	701	657	644
Not economically active	1 650	1 640	1 569	1 603	1 615	1 693
Discouraged work-seekers	326	229	223	228	132	291
Other	1 324	1 411	1 345	1 376	1 483	1 402
Rates (%)						
Unemployment rate	39,9	47,6	50,6	48,7	45,0	45,6
Employed / population ratio (Absorption)	26,5	23,6	23,7	24,2	26,1	24,8
Labour force participation rate	44,0	45,0	47,9	47,3	47,5	45,5
Eastern Cape - Buffalo City						
Population 15-64 yrs	**519**	**525**	**531**	**543**	**552**	**560**
Labour Force	**340**	**330**	**314**	**329**	**378**	**387**
Employed	241	230	207	226	261	262
Unemployed	99	101	106	102	117	125
Not economically active	179	194	218	214	174	173
Discouraged work-seekers	22	10	31	44	1	4
Other	157	184	187	170	173	170
Rates (%)						
Unemployment rate	29,2	30,4	33,9	31,2	30,9	32,4
Employed / population ratio (Absorption)	46,4	43,8	39,0	41,7	47,3	46,7
Labour force participation rate	65,5	63,0	59,0	60,5	68,5	69,1
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**826**	**838**	**850**	**864**	**878**	**892**
Labour Force	**544**	**525**	**554**	**584**	**529**	**514**
Employed	349	316	331	381	354	373
Unemployed	195	208	223	203	174	141
Not economically active	282	314	296	280	349	378
Discouraged work-seekers	5	3	5	13	10	9
Other	278	310	291	267	339	369
Rates (%)						
Unemployment rate	35,9	39,7	40,3	34,8	33,0	27,4
Employed / population ratio (Absorption)	42,2	37,7	38,9	44,1	40,4	41,9
Labour force participation rate	65,8	62,6	65,2	67,6	60,2	57,6

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Table 2.5: Labour force characteristics by province (continued)

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Northern cape						
Population 15-64 yrs	**803**	**811**	**818**	**826**	**834**	**840**
Labour Force	**444**	**401**	**371**	**429**	**449**	**474**
Employed	320	296	277	325	329	334
Unemployed	124	105	94	104	120	140
Not economically active	359	410	447	397	385	366
Discouraged work-seekers	76	71	124	127	99	84
Other	283	340	323	270	285	282
Rates (%)						
Unemployment rate	28,0	26,1	25,3	24,3	26,7	29,5
Employed / population ratio (Absorption)	39,8	36,5	33,9	39,3	39,5	39,8
Labour force participation rate	55,3	49,4	45,3	51,9	53,9	56,4
Free State						
Population 15-64 yrs	**1 907**	**1 914**	**1 921**	**1 928**	**1 935**	**1 940**
Labour Force	**1 222**	**1 080**	**1 135**	**1 186**	**1 179**	**1 202**
Employed	798	715	718	795	747	753
Unemployed	424	365	417	391	432	449
Not economically active	685	834	786	742	755	737
Discouraged work-seekers	110	84	124	114	107	120
Other	575	750	662	628	648	617
Rates (%)						
Unemployment rate	34,7	33,8	36,7	33,0	36,6	37,4
Employed / population ratio (Absorption)	41,8	37,4	37,4	41,2	38,6	38,8
Labour force participation rate	64,1	56,4	59,1	61,5	61,0	62,0
Free State - Non Metro						
Population 15-64 yrs	**1 350**	**1 347**	**1 347**	**1 371**	**1 378**	**1 382**
Labour Force	**840**	**751**	**811**	**849**	**842**	**866**
Employed	533	486	475	543	521	514
Unemployed	307	265	336	306	320	351
Not economically active	510	596	536	522	537	516
Discouraged work-seekers	81	49	55	58	66	81
Other	429	547	481	464	471	436
Rates (%)						
Unemployment rate	36,5	35,3	41,4	36,0	38,1	40,6
Employed / population ratio (Absorption)	39,5	36,1	35,3	39,6	37,8	37,2
Labour force participation rate	62,2	55,7	60,2	61,9	61,1	62,7
Free State - Mangaung						
Population 15-64 yrs	**556**	**567**	**574**	**557**	**556**	**558**
Labour Force	**381**	**330**	**324**	**337**	**337**	**336**
Employed	264	229	243	252	226	239
Unemployed	117	100	81	85	112	98
Not economically active	175	238	249	220	219	221
Discouraged work-seekers	29	35	69	56	41	40
Other	146	203	181	164	177	181
Rates (%)						
Unemployment rate	30,6	30,4	25,0	25,3	33,1	29,1
Employed / population ratio (Absorption)	47,5	40,5	42,4	45,2	40,6	42,8
Labour force participation rate	68,5	58,1	56,5	60,5	60,7	60,3

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Table 2.5: Labour force characteristics by province (continued)

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
KwaZulu-Natal						
Population 15-64 yrs	**7 122**	**7 227**	**7 330**	**7 437**	**7 542**	**7 645**
Labour Force	**3 549**	**3 305**	**3 472**	**3 649**	**3 899**	**4 107**
Employed	2 643	2 453	2 393	2 483	2 722	2 866
Unemployed	906	852	1 079	1 166	1 178	1 241
Not economically active	3 573	3 922	3 858	3 788	3 643	3 538
Discouraged work-seekers	793	743	884	1 026	902	860
Other	2 780	3 179	2 975	2 762	2 741	2 678
Rates (%)						
Unemployment rate	25,5	25,8	31,1	32,0	30,2	30,2
Employed / population ratio (Absorption)	37,1	33,9	32,6	33,4	36,1	37,5
Labour force participation rate	49,8	45,7	47,4	49,1	51,7	53,7
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 665**	**4 746**	**4 815**	**4 847**	**4 905**	**4 966**
Labour Force	**2 048**	**1 997**	**2 043**	**2 088**	**2 334**	**2 476**
Employed	1 469	1 366	1 311	1 275	1 488	1 572
Unemployed	579	630	732	813	846	904
Not economically active	2 617	2 750	2 772	2 759	2 571	2 490
Discouraged work-seekers	653	567	669	750	616	546
Other	1 964	2 183	2 103	2 010	1 955	1 944
Rates (%)						
Unemployment rate	28,3	31,6	35,8	38,9	36,2	36,5
Employed / population ratio (Absorption)	31,5	28,8	27,2	26,3	30,3	31,6
Labour force participation rate	43,9	42,1	42,4	43,1	47,6	49,9
KwaZulu-Natal - eThekwini						
Population 15-64 yrs	**2 457**	**2 481**	**2 515**	**2 590**	**2 638**	**2 679**
Labour Force	**1 501**	**1 308**	**1 429**	**1 561**	**1 565**	**1 631**
Employed	1 173	1 087	1 082	1 207	1 233	1 295
Unemployed	327	222	347	354	332	337
Not economically active	956	1 172	1 087	1 029	1 072	1 047
Discouraged work-seekers	140	176	215	277	286	314
Other	816	996	872	752	786	734
Rates (%)						
Unemployment rate	21,8	17,0	24,3	22,7	21,2	20,6
Employed / population ratio (Absorption)	47,8	43,8	43,0	46,6	46,8	48,3
Labour force participation rate	61,1	52,7	56,8	60,3	59,3	60,9
North West						
Population 15-64 yrs	**2 604**	**2 646**	**2 687**	**2 727**	**2 766**	**2 803**
Labour Force	**1 365**	**1 320**	**1 377**	**1 370**	**1 459**	**1 531**
Employed	960	929	905	895	903	919
Unemployed	405	390	472	475	556	612
Not economically active	1 239	1 326	1 310	1 357	1 307	1 272
Discouraged work-seekers	286	237	309	358	359	336
Other	953	1 089	1 000	999	948	935
Rates (%)						
Unemployment rate	29,7	29,6	34,2	34,7	38,1	40,0
Employed / population ratio (Absorption)	36,9	35,1	33,7	32,8	32,6	32,8
Labour force participation rate	52,4	49,9	51,2	50,2	52,7	54,6

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

Table 2.5: Labour force characteristics by province (continued)

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng						
Population 15-64 yrs	**10 384**	**10 577**	**10 775**	**10 952**	**11 125**	**11 295**
Labour Force	**7 330**	**6 825**	**7 110**	**7 348**	**7 592**	**7 731**
Employed	5 097	4 671	4 562	4 800	5 007	5 070
Unemployed	2 234	2 154	2 548	2 548	2 586	2 661
Not economically active	3 054	3 751	3 665	3 603	3 533	3 564
Discouraged work-seekers	396	519	800	629	556	542
Other	2 658	3 233	2 864	2 974	2 978	3 022
Rates (%)						
Unemployment rate	30,5	31,6	35,8	34,7	34,1	34,4
Employed / population ratio (Absorption)	49,1	44,2	42,3	43,8	45,0	44,9
Labour force participation rate	70,6	64,5	66,0	67,1	68,2	68,4
Gauteng - Non Metro						
Population 15-64 yrs	**1 353**	**1 364**	**1 380**	**1 441**	**1 471**	**1 495**
Labour Force	**842**	**765**	**690**	**860**	**1 004**	**1 026**
Employed	583	562	482	532	603	614
Unemployed	259	203	208	327	401	412
Not economically active	512	599	690	581	468	469
Discouraged work-seekers	110	158	281	147	94	113
Other	402	441	409	434	374	356
Rates (%)						
Unemployment rate	30,7	26,6	30,1	38,1	39,9	40,1
Employed / population ratio (Absorption)	43,1	41,2	35,0	37,0	41,0	41,1
Labour force participation rate	62,2	56,1	50,0	59,7	68,2	68,6
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 591**	**2 623**	**2 666**	**2 744**	**2 794**	**2 837**
Labour Force	**1 892**	**1 699**	**1 743**	**1 678**	**1 765**	**1 838**
Employed	1 302	1 174	1 159	1 149	1 209	1 244
Unemployed	590	525	585	529	555	594
Not economically active	699	925	923	1 066	1 029	999
Discouraged work-seekers	110	134	205	262	235	204
Other	589	791	719	804	794	795
Rates (%)						
Unemployment rate	31,2	30,9	33,5	31,5	31,5	32,3
Employed / population ratio (Absorption)	50,2	44,8	43,5	41,9	43,3	43,8
Labour force participation rate	73,0	64,8	65,4	61,1	63,2	64,8
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 880**	**3 974**	**4 058**	**4 073**	**4 128**	**4 189**
Labour Force	**2 848**	**2 623**	**2 765**	**2 897**	**2 880**	**2 917**
Employed	1 954	1 765	1 705	1 883	1 930	1 930
Unemployed	894	858	1 060	1 014	950	986
Not economically active	1 032	1 352	1 294	1 177	1 248	1 272
Discouraged work-seekers	81	136	250	148	152	133
Other	950	1 215	1 043	1 028	1 096	1 139
Rates (%)						
Unemployment rate	31,4	32,7	38,3	35,0	33,0	33,8
Employed / population ratio (Absorption)	50,4	44,4	42,0	46,2	46,8	46,1
Labour force participation rate	73,4	66,0	68,1	71,1	69,8	69,6
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 560**	**2 615**	**2 669**	**2 694**	**2 733**	**2 774**
Labour Force	**1 749**	**1 739**	**1 911**	**1 914**	**1 944**	**1 951**
Employed	1 258	1 170	1 216	1 236	1 264	1 282
Unemployed	490	569	696	678	680	669
Not economically active	811	876	758	779	789	823
Discouraged work-seekers	95	91	65	71	75	91
Other	717	785	693	708	714	732
Rates (%)						
Unemployment rate	28,1	32,7	36,4	35,4	35,0	34,3
Employed / population ratio (Absorption)	49,1	44,7	45,5	45,9	46,3	46,2
Labour force participation rate	68,3	66,5	71,6	71,1	71,1	70,3

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

Table 2.5: Labour force characteristics by province (concluded)

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga						
Population 15-64 yrs	**2 952**	**2 997**	**3 040**	**3 085**	**3 130**	**3 173**
Labour Force	**1 880**	**1 618**	**1 754**	**1 824**	**1 880**	**1 929**
Employed	1 233	1 167	1 114	1 159	1 188	1 232
Unemployed	647	451	640	665	692	697
Not economically active	1 072	1 379	1 286	1 262	1 250	1 244
Discouraged work-seekers	214	268	345	369	335	350
Other	858	1 111	941	893	915	894
Rates (%)						
Unemployment rate	34,4	27,9	36,5	36,5	36,8	36,1
Employed / population ratio (Absorption)	41,8	38,9	36,6	37,6	38,0	38,8
Labour force participation rate	63,7	54,0	57,7	59,1	60,1	60,8
Limpopo						
Population 15-64 yrs	**3 786**	**3 837**	**3 884**	**3 938**	**3 991**	**4 043**
Labour Force	**1 798**	**1 693**	**1 765**	**2 004**	**2 152**	**2 257**
Employed	1 423	1 271	1 209	1 328	1 473	1 531
Unemployed	375	421	557	676	678	727
Not economically active	1 988	2 145	2 119	1 934	1 839	1 785
Discouraged work-seekers	558	499	609	529	532	532
Other	1 430	1 646	1 509	1 405	1 307	1 253
Rates (%)						
Unemployment rate	20,9	24,9	31,5	33,7	31,5	32,2
Employed / population ratio (Absorption)	37,6	33,1	31,1	33,7	36,9	37,9
Labour force participation rate	47,5	44,1	45,5	50,9	53,9	55,8

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Table 2.6: Labour force characteristics by sex - Expanded definition of unemployment						
	QLFS 2019	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**	**QLFS 2024**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**	**29 102**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Formal sector (Non-agricultural)	11 234	10 537	10 043	10 648	11 405	11 570
Informal sector (Non-agricultural)	2 973	2 545	2 632	2 927	3 083	3 208
Agriculture	861	820	838	863	914	924
Private households	1 281	1 160	1 177	1 106	1 100	1 153
Unemployed	10 218	10 839	12 080	12 127	11 802	12 247
Not economically active	11 938	13 193	12 901	12 578	12 511	12 259
Rates (%)						
Unemployment rate	38,5	41,8	45,1	43,8	41,7	42,1
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	69,0	66,3	67,5	68,7	69,3	70,4
Women						
Population 15-64 yrs	**19 447**	**19 731**	**20 012**	**20 292**	**20 565**	**20 826**
Labour Force	**12 413**	**12 113**	**12 575**	**12 995**	**13 360**	**13 843**
Employed	7 197	6 601	6 374	6 835	7 300	7 526
Formal sector (Non-agricultural)	4 808	4 544	4 332	4 713	5 057	5 210
Informal sector (Non-agricultural)	1 131	926	926	1 013	1 114	1 165
Agriculture	272	259	238	272	293	289
Private households	986	872	878	837	836	862
Unemployed	5 216	5 512	6 200	6 160	6 060	6 317
Not economically active	7 034	7 618	7 437	7 296	7 204	6 983
Rates (%)						
Unemployment rate	42,0	45,5	49,3	47,4	45,4	45,6
Employed / population ratio (Absorption)	37,0	33,5	31,9	33,7	35,5	36,1
Labour force participation rate	63,8	61,4	62,8	64,0	65,0	66,5
Men						
Population 15-64 yrs	**19 060**	**19 362**	**19 660**	**19 957**	**20 250**	**20 535**
Labour Force	**14 155**	**13 787**	**14 196**	**14 676**	**14 943**	**15 260**
Employed	9 153	8 460	8 316	8 709	9 202	9 329
Formal sector (Non-agricultural)	6 426	5 993	5 711	5 935	6 348	6 360
Informal sector (Non-agricultural)	1 843	1 618	1 706	1 914	1 969	2 043
Agriculture	589	561	600	591	621	635
Private households	295	288	299	269	263	291
Unemployed	5 002	5 327	5 880	5 967	5 742	5 930
Not economically active	4 904	5 575	5 464	5 281	5 306	5 276
Rates (%)						
Unemployment rate	35,3	38,6	41,4	40,7	38,4	38,9
Employed / population ratio (Absorption)	48,0	43,7	42,3	43,6	45,4	45,4
Labour force participation rate	74,3	71,2	72,2	73,5	73,8	74,3

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

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
South Africa						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**	**29 102**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	10 218	10 839	12 080	12 127	11 802	12 247
Not economically active	11 938	13 193	12 901	12 578	12 511	12 259
Rates (%)						
Unemployment rate	38,5	41,8	45,1	43,8	41,7	42,1
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	69,0	66,3	67,5	68,7	69,3	70,4
Black/African						
Population 15-64 yrs	**31 065**	**31 647**	**32 225**	**32 806**	**33 379**	**33 934**
Labour Force	**21 480**	**20 981**	**21 854**	**22 661**	**23 225**	**23 970**
Employed	12 269	11 279	11 010	11 710	12 485	12 849
Unemployed	9 211	9 702	10 844	10 951	10 740	11 122
Not economically active	9 584	10 667	10 371	10 145	10 154	9 964
Rates (%)						
Unemployment rate	42,9	46,2	49,6	48,3	46,2	46,4
Employed / population ratio (Absorption)	39,5	35,6	34,2	35,7	37,4	37,9
Labour force participation rate	69,1	66,3	67,8	69,1	69,6	70,6
Coloured						
Population 15-64 yrs	**3 481**	**3 512**	**3 540**	**3 565**	**3 588**	**3 608**
Labour Force	**2 398**	**2 263**	**2 287**	**2 397**	**2 466**	**2 490**
Employed	1 699	1 514	1 444	1 583	1 728	1 716
Unemployed	699	749	844	815	739	774
Not economically active	1 083	1 250	1 253	1 168	1 122	1 119
Rates (%)						
Unemployment rate	29,2	33,1	36,9	34,0	29,9	31,1
Employed / population ratio (Absorption)	48,8	43,1	40,8	44,4	48,1	47,5
Labour force participation rate	68,9	64,4	64,6	67,2	68,7	69,0
Indian/Asian						
Population 15-64 yrs	**1 012**	**1 021**	**1 030**	**1 038**	**1 046**	**1 054**
Labour Force	**640**	**648**	**638**	**691**	**677**	**714**
Employed	528	503	463	533	539	557
Unemployed	112	144	175	158	138	157
Not economically active	373	373	392	347	369	341
Rates (%)						
Unemployment rate	17,4	22,3	27,4	22,9	20,3	22,0
Employed / population ratio (Absorption)	52,2	49,3	45,0	51,4	51,6	52,8
Labour force participation rate	63,2	63,4	61,9	66,6	64,7	67,7
White						
Population 15-64 yrs	**2 948**	**2 913**	**2 877**	**2 839**	**2 801**	**2 764**
Labour Force	**2 050**	**2 010**	**1 992**	**1 921**	**1 936**	**1 929**
Employed	1 853	1 766	1 774	1 718	1 750	1 734
Unemployed	197	244	218	203	186	194
Not economically active	899	903	885	918	866	836
Rates (%)						
Unemployment rate	9,6	12,2	10,9	10,6	9,6	10,1
Employed / population ratio (Absorption)	62,8	60,6	61,7	60,5	62,5	62,7
Labour force participation rate	69,5	69,0	69,2	67,7	69,1	69,8

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Table 2.8: Labour force characteristics by age group

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
15-64 years						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**	**29 102**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	10 218	10 839	12 080	12 127	11 802	12 247
Not economically active	11 938	13 193	12 901	12 578	12 511	12 259
Rates (%)						
Unemployment rate	38,5	41,8	45,1	43,8	41,7	42,1
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	69,0	66,3	67,5	68,7	69,3	70,4
15-24 years						
Population 15-24 yrs	**10 289**	**10 263**	**10 239**	**10 228**	**10 238**	**10 269**
Labour Force	**3 689**	**3 186**	**3 264**	**3 646**	**3 623**	**3 690**
Employed	1 135	871	783	1 015	1 103	1 096
Unemployed	2 554	2 315	2 481	2 630	2 520	2 594
Not economically active	6 600	7 077	6 975	6 582	6 615	6 579
Rates (%)						
Unemployment rate	69,2	72,7	76,0	72,1	69,6	70,3
Employed / population ratio (Absorption)	11,0	8,5	7,6	9,9	10,8	10,7
Labour force participation rate	35,8	31,0	31,9	35,6	35,4	35,9
25-34 years						
Population 25-34 yrs	**10 087**	**10 224**	**10 352**	**10 463**	**10 548**	**10 602**
Labour Force	**8 746**	**8 543**	**8 806**	**8 970**	**9 111**	**9 260**
Employed	4 823	4 356	4 115	4 406	4 689	4 699
Unemployed	3 923	4 187	4 692	4 564	4 422	4 561
Not economically active	1 342	1 681	1 545	1 493	1 437	1 342
Rates (%)						
Unemployment rate	44,9	49,0	53,3	50,9	48,5	49,3
Employed / population ratio (Absorption)	47,8	42,6	39,8	42,1	44,5	44,3
Labour force participation rate	86,7	83,6	85,1	85,7	86,4	87,3
35-44 years						
Population 35-44 yrs	**8 275**	**8 439**	**8 614**	**8 799**	**8 985**	**9 158**
Labour Force	**7 316**	**7 310**	**7 610**	**7 791**	**7 970**	**8 207**
Employed	5 124	4 757	4 718	4 893	5 104	5 246
Unemployed	2 192	2 554	2 892	2 898	2 866	2 961
Not economically active	958	1 129	1 005	1 008	1 015	951
Rates (%)						
Unemployment rate	30,0	34,9	38,0	37,2	36,0	36,1
Employed / population ratio (Absorption)	61,9	56,4	54,8	55,6	56,8	57,3
Labour force participation rate	88,4	86,6	88,3	88,5	88,7	89,6
45-54 years						
Population 45-54 yrs	**5 897**	**6 104**	**6 310**	**6 516**	**6 716**	**6 906**
Labour Force	**4 892**	**4 936**	**5 167**	**5 388**	**5 562**	**5 774**
Employed	3 681	3 564	3 597	3 766	3 978	4 082
Unemployed	1 211	1 372	1 570	1 622	1 583	1 692
Not economically active	1 004	1 168	1 143	1 127	1 154	1 132
Rates (%)						
Unemployment rate	24,8	27,8	30,4	30,1	28,5	29,3
Employed / population ratio (Absorption)	62,4	58,4	57,0	57,8	59,2	59,1
Labour force participation rate	83,0	80,9	81,9	82,7	82,8	83,6
55-64 years						
Population 55-64 yrs	**3 959**	**4 063**	**4 157**	**4 242**	**4 328**	**4 426**
Labour Force	**1 925**	**1 926**	**1 924**	**1 876**	**2 038**	**2 172**
Employed	1 587	1 513	1 479	1 462	1 628	1 733
Unemployed	338	412	445	413	411	439
Not economically active	2 034	2 138	2 233	2 366	2 290	2 254
Rates (%)						
Unemployment rate	17,5	21,4	23,1	22,0	20,1	20,2
Employed / population ratio (Absorption)	40,1	37,2	35,6	34,5	37,6	39,1
Labour force participation rate	48,6	47,4	46,3	44,2	47,1	49,1

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

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**	**41 361**
Labour Force	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**	**29 102**
Employed	16 350	15 061	14 691	15 544	16 502	16 855
Unemployed	10 218	10 839	12 080	12 127	11 802	12 247
Not economically active	11 938	13 193	12 901	12 578	12 511	12 259
Rates (%)						
Unemployment rate	38,5	41,8	45,1	43,8	41,7	42,1
Employed / population ratio (Absorption)	42,5	38,5	37,0	38,6	40,4	40,8
Labour force participation rate	69,0	66,3	67,5	68,7	69,3	70,4
Western Cape						
Population 15-64 yrs	**4 653**	**4 739**	**4 828**	**4 909**	**4 988**	**5 063**
Labour Force	**3 290**	**3 161**	**3 206**	**3 410**	**3 650**	**3 706**
Employed	2 507	2 309	2 263	2 416	2 715	2 744
Unemployed	783	852	942	993	935	962
Not economically active	1 363	1 579	1 622	1 499	1 338	1 357
Rates (%)						
Unemployment rate	23,8	27,0	29,4	29,1	25,6	26,0
Employed / population ratio (Absorption)	53,9	48,7	46,9	49,2	54,4	54,2
Labour force participation rate	70,7	66,7	66,4	69,5	73,2	73,2
Western Cape - Non Metro						
Population 15-64 yrs	**1 692**	**1 728**	**1 759**	**1 783**	**1 810**	**1 837**
Labour Force	**1 188**	**1 132**	**1 130**	**1 241**	**1 311**	**1 339**
Employed	912	848	815	885	966	987
Unemployed	276	284	315	356	346	352
Not economically active	505	595	629	542	499	499
Rates (%)						
Unemployment rate	23,2	25,1	27,9	28,7	26,4	26,3
Employed / population ratio (Absorption)	53,9	49,1	46,3	49,6	53,3	53,7
Labour force participation rate	70,2	65,5	64,2	69,6	72,4	72,9
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 961**	**3 012**	**3 068**	**3 126**	**3 177**	**3 226**
Labour Force	**2 102**	**2 028**	**2 076**	**2 169**	**2 338**	**2 367**
Employed	1 595	1 460	1 448	1 532	1 749	1 757
Unemployed	507	568	627	637	589	610
Not economically active	858	984	993	957	839	858
Rates (%)						
Unemployment rate	24,1	28,0	30,2	29,4	25,2	25,8
Employed / population ratio (Absorption)	53,9	48,5	47,2	49,0	55,1	54,5
Labour force participation rate	71,0	67,3	67,6	69,4	73,6	73,4

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

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment(continued)						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 559**	**4 504**	**4 447**	**4 390**	**4 345**	**4 295**
Labour Force	**2 724**	**2 573**	**2 718**	**2 638**	**2 566**	**2 598**
Employed	1 405	1 418	1 344	1 250	1 250	1 370
Unemployed	1 320	1 155	1 374	1 388	1 316	1 228
Not economically active	1 835	1 931	1 729	1 752	1 779	1 697
Rates (%)						
Unemployment rate	48,4	44,9	50,6	52,6	51,3	47,3
Employed / population ratio (Absorption)	30,8	31,5	30,2	28,5	28,8	31,9
Labour force participation rate	59,8	57,1	61,1	60,1	59,1	60,5
Eastern Cape - Non Metro						
Population 15-64 yrs	**3 107**	**3 074**	**3 041**	**3 008**	**2 982**	**2 950**
Labour Force	**1 795**	**1 646**	**1 737**	**1 723**	**1 674**	**1 670**
Employed	770	802	737	712	703	781
Unemployed	1 025	844	1 000	1 011	971	889
Not economically active	1 312	1 429	1 304	1 285	1 307	1 280
Rates (%)						
Unemployment rate	57,1	51,3	57,6	58,7	58,0	53,2
Employed / population ratio (Absorption)	24,8	26,1	24,2	23,7	23,6	26,5
Labour force participation rate	57,8	53,5	57,1	57,3	56,1	56,6
Eastern Cape - Buffalo City						
Population 15-64 yrs	**560**	**552**	**543**	**531**	**525**	**519**
Labour Force	**396**	**381**	**380**	**352**	**358**	**378**
Employed	262	261	226	207	230	241
Unemployed	134	120	153	145	128	137
Not economically active	164	171	163	179	167	141
Rates (%)						
Unemployment rate	33,9	31,5	40,4	41,1	35,7	36,2
Employed / population ratio (Absorption)	46,7	47,3	41,7	39,0	43,8	46,4
Labour force participation rate	70,7	69,1	69,9	66,2	68,2	72,7
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**892**	**878**	**864**	**850**	**838**	**826**
Labour Force	**534**	**546**	**601**	**563**	**534**	**550**
Employed	373	354	381	331	316	349
Unemployed	160	192	221	232	218	202
Not economically active	358	332	262	287	304	276
Rates (%)						
Unemployment rate	30,0	35,1	36,7	41,2	40,8	36,7
Employed / population ratio (Absorption)	41,9	40,4	44,1	38,9	37,7	42,2
Labour force participation rate	59,8	62,2	69,6	66,2	63,7	66,6
Northern Cape						
Population 15-64 yrs	**840**	**834**	**826**	**818**	**811**	**803**
Labour Force	**580**	**575**	**592**	**532**	**516**	**553**
Employed	334	329	325	277	296	320
Unemployed	245	245	267	255	220	233
Not economically active	261	259	234	286	295	251
Rates (%)						
Unemployment rate	42,3	42,7	45,1	47,9	42,6	42,1
Employed / population ratio (Absorption)	39,8	39,5	39,3	33,9	36,5	39,8
Labour force participation rate	69,0	68,9	71,7	65,0	63,6	68,8

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Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (continued)						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State						
Population 15-64 yrs	**1 907**	**1 914**	**1 921**	**1 928**	**1 935**	**1 940**
Labour Force	**1 367**	**1 237**	**1 298**	**1 331**	**1 313**	**1 355**
Employed	798	715	718	795	747	753
Unemployed	569	521	580	536	566	602
Not economically active	540	677	623	597	622	584
Rates (%)						
Unemployment rate	41,6	42,2	44,7	40,3	43,1	44,4
Employed / population ratio (Absorption)	41,8	37,4	37,4	41,2	38,6	38,8
Labour force participation rate	71,7	64,6	67,6	69,1	67,9	69,9
Free State - Non Metro						
Population 15-64 yrs	**1 350**	**1 347**	**1 347**	**1 371**	**1 378**	**1 382**
Labour Force	**945**	**847**	**893**	**930**	**926**	**970**
Employed	533	486	475	543	521	514
Unemployed	412	361	418	387	404	455
Not economically active	405	500	454	441	453	412
Rates (%)						
Unemployment rate	43,6	42,6	46,8	41,6	43,7	46,9
Employed / population ratio (Absorption)	39,5	36,1	35,3	39,6	37,8	37,2
Labour force participation rate	70,0	62,9	66,3	67,9	67,2	70,2
Free State - Mangaung						
Population 15-64 yrs	**556**	**567**	**574**	**557**	**556**	**558**
Labour Force	**422**	**390**	**405**	**401**	**387**	**386**
Employed	264	229	243	252	226	239
Unemployed	158	160	161	150	161	147
Not economically active	134	177	169	156	169	172
Rates (%)						
Unemployment rate	37,4	41,1	39,9	37,3	41,7	38,1
Employed / population ratio (Absorption)	47,5	40,5	42,4	45,2	40,6	42,8
Labour force participation rate	75,9	68,7	70,5	72,0	69,6	69,2
KwaZulu-Natal						
Population 15-64 yrs	**7 122**	**7 227**	**7 330**	**7 437**	**7 542**	**7 645**
Labour Force	**4 553**	**4 513**	**4 575**	**4 824**	**4 992**	**5 187**
Employed	2 643	2 453	2 393	2 483	2 722	2 866
Unemployed	1 910	2 060	2 183	2 341	2 270	2 321
Not economically active	2 569	2 714	2 755	2 613	2 551	2 457
Rates (%)						
Unemployment rate	42,0	45,6	47,7	48,5	45,5	44,7
Employed / population ratio (Absorption)	37,1	33,9	32,6	33,4	36,1	37,5
Labour force participation rate	63,9	62,4	62,4	64,9	66,2	67,9
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 665**	**4 746**	**4 815**	**4 847**	**4 905**	**4 966**
Labour Force	**2 873**	**2 847**	**2 862**	**2 942**	**3 074**	**3 146**
Employed	1 469	1 366	1 311	1 275	1 488	1 572
Unemployed	1 403	1 481	1 551	1 666	1 586	1 574
Not economically active	1 792	1 899	1 953	1 906	1 831	1 820
Rates (%)						
Unemployment rate	48,9	52,0	54,2	56,6	51,6	50,0
Employed / population ratio (Absorption)	31,5	28,8	27,2	26,3	30,3	31,6
Labour force participation rate	61,6	60,0	59,4	60,7	62,7	63,4

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

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
KwaZulu-Natal - eThekhwini						
Population 15-64 yrs	**2 457**	**2 481**	**2 515**	**2 590**	**2 638**	**2 679**
Labour Force	**1 680**	**1 666**	**1 713**	**1 882**	**1 917**	**2 041**
Employed	1 173	1 087	1 082	1 207	1 233	1 295
Unemployed	507	579	632	675	684	747
Not economically active	776	815	802	708	720	637
Rates (%)						
Unemployment rate	30,2	34,8	36,9	35,8	35,7	36,6
Employed / population ratio (Absorption)	47,8	43,8	43,0	46,6	46,8	48,3
Labour force participation rate	68,4	67,2	68,1	72,7	72,7	76,2
North West						
Population 15-64 yrs	**2 604**	**2 646**	**2 687**	**2 727**	**2 766**	**2 803**
Labour Force	**1 738**	**1 720**	**1 776**	**1 827**	**1 908**	**1 956**
Employed	960	929	905	895	903	919
Unemployed	778	790	870	932	1 006	1 037
Not economically active	866	926	911	899	857	847
Rates (%)						
Unemployment rate	44,8	46,0	49,0	51,0	52,7	53,0
Employed / population ratio (Absorption)	36,9	35,1	33,7	32,8	32,6	32,8
Labour force participation rate	66,8	65,0	66,1	67,0	69,0	69,8
Gauteng						
Population 15-64 yrs	**10 384**	**10 577**	**10 775**	**10 952**	**11 125**	**11 295**
Labour Force	**7 810**	**7 688**	**8 059**	**8 089**	**8 228**	**8 353**
Employed	5 097	4 671	4 562	4 800	5 007	5 070
Unemployed	2 713	3 017	3 498	3 289	3 221	3 283
Not economically active	2 574	2 889	2 715	2 862	2 898	2 942
Rates (%)						
Unemployment rate	34,7	39,2	43,4	40,7	39,2	39,3
Employed / population ratio (Absorption)	49,1	44,2	42,3	43,8	45,0	44,9
Labour force participation rate	75,2	72,7	74,8	73,9	74,0	74,0
Gauteng - Non Metro						
Population 15-64 yrs	**1 353**	**1 364**	**1 380**	**1 441**	**1 471**	**1 495**
Labour Force	**978**	**980**	**1 010**	**1 031**	**1 104**	**1 150**
Employed	583	562	482	532	603	614
Unemployed	395	419	527	499	501	536
Not economically active	375	383	371	410	368	345
Rates (%)						
Unemployment rate	40,4	42,7	52,2	48,4	45,4	46,6
Employed / population ratio (Absorption)	43,1	41,2	35,0	37,0	41,0	41,1
Labour force participation rate	72,3	71,9	73,1	71,6	75,0	76,9
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 591**	**2 623**	**2 666**	**2 744**	**2 794**	**2 837**
Labour Force	**2 018**	**1 912**	**1 976**	**1 969**	**2 026**	**2 069**
Employed	1 302	1 174	1 159	1 149	1 209	1 244
Unemployed	717	738	818	820	816	825
Not economically active	573	711	690	775	768	768
Rates (%)						
Unemployment rate	35,5	38,6	41,4	41,7	40,3	39,9
Employed / population ratio (Absorption)	50,2	44,8	43,5	41,9	43,3	43,8
Labour force participation rate	77,9	72,9	74,1	71,8	72,5	72,9

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Table 3.1: Employed by industry and sex - South Africa

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Both sexes	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Agriculture	861	820	838	863	914	924
Mining	412	403	377	414	428	465
Manufacturing	1 762	1 528	1 408	1 593	1 557	1 643
Utilities	139	104	103	112	125	114
Construction	1 348	1 164	1 148	1 171	1 296	1 290
Trade	3 358	3 084	2 935	3 175	3 346	3 430
Transport	998	925	946	947	992	1 059
Finance	2 518	2 374	2 391	2 414	2 767	2 871
Community and social services	3 667	3 484	3 356	3 736	3 966	3 900
Private households	1 281	1 160	1 177	1 106	1 100	1 153
Other	7	15	12	13	12	6
Women	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**	**7 526**
Agriculture	272	259	238	272	293	289
Mining	62	67	60	72	72	88
Manufacturing	609	545	485	529	521	606
Utilities	41	33	30	32	34	29
Construction	149	131	148	159	160	142
Trade	1 553	1 412	1 309	1 447	1 549	1 635
Transport	189	170	159	164	196	198
Finance	1 046	987	991	987	1 200	1 203
Community and social services	2 285	2 116	2 069	2 327	2 433	2 472
Private households	986	872	878	837	836	862
Other	4	9	7	8	6	1
Men	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**	**9 329**
Agriculture	589	561	600	591	621	635
Mining	349	336	317	342	355	377
Manufacturing	1 153	983	922	1 064	1 036	1 036
Utilities	97	71	72	80	91	85
Construction	1 199	1 033	999	1 012	1 136	1 148
Trade	1 805	1 672	1 626	1 728	1 797	1 795
Transport	809	755	787	783	795	861
Finance	1 472	1 388	1 400	1 427	1 567	1 668
Community and social services	1 382	1 367	1 287	1 409	1 533	1 427
Private households	295	288	299	269	263	291
Other	2	5	5	5	6	5

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Table 3.2: Employed by industry and province						
	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Agriculture	**861**	**820**	**838**	**863**	**914**	**924**
Western Cape	215	192	174	204	231	186
Eastern Cape	88	86	100	103	111	107
Northern Cape	36	30	36	43	47	44
Free State	60	55	67	88	73	77
KwaZulu Natal	143	133	128	106	149	148
North West	57	50	58	46	47	65
Gauteng	34	34	37	34	34	44
Mpumalanga	91	103	102	96	89	118
Limpopo	136	136	136	143	135	136
Mining	**412**	**403**	**377**	**414**	**428**	**465**
Western Cape	4	5	6	6	4	9
Eastern Cape	1	2	2	1	1	2
Northern Cape	29	32	19	24	25	41
Free State	17	17	19	22	19	19
KwaZulu Natal	6	4	4	4	8	4
North West	130	127	128	123	118	114
Gauteng	60	64	55	75	72	79
Mpumalanga	74	66	56	69	66	71
Limpopo	90	87	89	89	114	126
Manufacturing	**1 762**	**1 528**	**1 408**	**1 593**	**1 557**	**1 643**
Western Cape	335	299	291	325	336	313
Eastern Cape	123	113	116	153	126	122
Northern Cape	16	11	12	13	14	9
Free State	64	51	39	57	53	55
KwaZulu Natal	343	279	257	296	327	368
North West	73	55	54	50	41	46
Gauteng	625	545	482	539	502	551
Mpumalanga	101	96	91	95	90	101
Limpopo	83	80	65	65	68	79
Utilities	**139**	**104**	**103**	**112**	**125**	**114**
Western Cape	13	6	4	9	17	11
Eastern Cape	7	6	6	5	5	8
Northern Cape	2	1	2	3	1	4
Free State	10	7	5	6	5	5
KwaZulu Natal	11	11	5	14	13	9
North West	6	5	6	4	5	6
Gauteng	45	33	35	24	35	27
Mpumalanga	33	24	30	33	30	27
Limpopo	11	12	9	14	13	18
Construction	**1 348**	**1 164**	**1 148**	**1 171**	**1 296**	**1 290**
Western Cape	206	175	185	167	227	236
Eastern Cape	150	128	121	121	132	116
Northern Cape	19	18	13	21	29	22
Free State	57	49	32	45	41	47
KwaZulu Natal	234	201	213	227	234	243
North West	63	56	65	63	61	64
Gauteng	377	340	313	319	328	314
Mpumalanga	105	79	79	85	94	104
Limpopo	137	119	127	124	150	144

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Table 3.2: Employed by industry and province (concluded)

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 358**	**3 084**	**2 935**	**3 175**	**3 346**	**3 430**
Western Cape	498	462	421	467	510	512
Eastern Cape	283	247	231	258	294	280
Northern Cape	50	53	41	53	42	52
Free State	166	149	167	173	162	151
KwaZulu Natal	552	548	517	488	555	585
North West	177	178	169	196	178	202
Gauteng	1 042	936	922	1 014	1 048	1 068
Mpumalanga	259	254	231	236	258	242
Limpopo	332	259	236	289	299	339
Transport	**998**	**925**	**946**	**947**	**992**	**1 059**
Western Cape	144	137	135	135	155	168
Eastern Cape	73	71	78	71	82	97
Northern Cape	11	7	6	15	12	10
Free State	38	39	46	41	35	36
KwaZulu Natal	182	175	167	183	195	195
North West	39	32	29	28	39	33
Gauteng	377	351	370	353	358	391
Mpumalanga	67	66	61	66	56	58
Limpopo	66	48	55	55	59	72
Finance	**2 518**	**2 374**	**2 391**	**2 414**	**2 767**	**2 871**
Western Cape	451	409	469	471	491	559
Eastern Cape	137	133	139	139	170	188
Northern Cape	23	27	22	25	34	37
Free State	82	69	74	64	79	87
KwaZulu Natal	340	316	332	320	402	416
North West	100	102	93	90	122	119
Gauteng	1 127	1 065	1 032	1 069	1 186	1 153
Mpumalanga	150	144	132	122	138	148
Limpopo	108	110	99	114	145	163
Community and social services	**3 667**	**3 484**	**3 356**	**3 736**	**3 966**	**3 900**
Western Cape	499	500	449	502	582	567
Eastern Cape	386	358	360	389	403	392
Northern Cape	108	101	106	106	100	95
Free State	204	197	183	226	218	206
KwaZulu Natal	607	594	555	630	636	689
North West	238	262	243	228	230	218
Gauteng	1 032	915	916	1 045	1 134	1 100
Mpumalanga	246	243	238	269	270	271
Limpopo	347	315	305	342	394	362
Private households	**1 281**	**1 160**	**1 177**	**1 106**	**1 100**	**1 153**
Western Cape	141	123	129	127	162	181
Eastern Cape	122	105	98	105	95	94
Northern Cape	26	17	19	22	24	21
Free State	101	82	85	72	63	71
KwaZulu Natal	225	192	215	212	201	210
North West	75	64	58	67	61	52
Gauteng	372	377	391	320	301	337
Mpumalanga	105	93	95	87	97	94
Limpopo	113	106	87	93	97	92

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Table 3.3: Employed by sector and industry - South Africa

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Total employed	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Formal and informal sector (Non-agricultural)	**14 208**	**13 081**	**12 676**	**13 575**	**14 487**	**14 778**
Mining	412	403	377	414	428	465
Manufacturing	1 762	1 528	1 408	1 593	1 557	1 643
Utilities	139	104	103	112	125	114
Construction	1 348	1 164	1 148	1 171	1 296	1 290
Trade	3 358	3 084	2 935	3 175	3 346	3 430
Transport	998	925	946	947	992	1 059
Finance	2 518	2 374	2 391	2 414	2 767	2 871
Community and social services	3 667	3 484	3 356	3 736	3 966	3 900
Other	7	15	12	13	12	6
Formal sector (Non-agricultural)	**11 234**	**10 537**	**10 043**	**10 648**	**11 405**	**11 570**
Mining	405	398	368	397	420	452
Manufacturing	1 530	1 341	1 223	1 387	1 351	1 414
Utilities	133	101	98	102	117	106
Construction	875	747	729	718	827	793
Trade	2 155	2 048	1 879	2 028	2 173	2 218
Transport	686	636	638	630	647	680
Finance	2 253	2 130	2 140	2 120	2 443	2 547
Community and social services	3 191	3 122	2 956	3 256	3 417	3 354
Other	6	14	12	10	11	5
Informal sector (Non-agricultural)	**2 973**	**2 545**	**2 632**	**2 927**	**3 083**	**3 208**
Mining	6	4	9	17	8	13
Manufacturing	233	187	184	206	206	229
Utilities	6	4	4	10	8	9
Construction	472	416	419	453	469	497
Trade	1 203	1 037	1 056	1 147	1 173	1 212
Transport	312	289	308	317	345	379
Finance	265	244	251	294	323	323
Community and social services	476	362	400	480	549	546
Other	0	0	0	3	1	1
Agriculture	**861**	**820**	**838**	**863**	**914**	**924**
Private households	**1 281**	**1 160**	**1 177**	**1 106**	**1 100**	**1 153**

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Table 3.4: Employed by province and sector						
	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
South Africa	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Formal sector (Non-agricultural)	11 234	10 537	10 043	10 648	11 405	11 570
Informal sector (Non-agricultural)	2 973	2 545	2 632	2 927	3 083	3 208
Agriculture	861	820	838	863	914	924
Private households	1 281	1 160	1 177	1 106	1 100	1 153
Western Cape	**2 507**	**2 309**	**2 263**	**2 416**	**2 715**	**2 744**
Formal sector (Non-agricultural)	1 846	1 755	1 740	1 829	1 989	2 030
Informal sector (Non-agricultural)	305	238	221	256	333	346
Agriculture	215	192	174	204	231	186
Private households	141	123	129	127	162	181
Western Cape - Non Metro	**912**	**848**	**815**	**885**	**966**	**987**
Formal sector (Non-agricultural)	550	541	522	545	592	613
Informal sector (Non-agricultural)	108	86	75	90	101	123
Agriculture	197	176	160	193	217	174
Private households	57	45	57	57	56	77
Western Cape - City of Cape Town	**1 595**	**1 460**	**1 448**	**1 532**	**1 749**	**1 757**
Formal sector (Non-agricultural)	1 296	1 215	1 218	1 285	1 397	1 417
informal sector (Non-agricultural)	198	152	146	166	232	224
Agriculture	17	16	14	11	14	12
Private households	85	77	71	70	106	105
Eastern Cape	**1 370**	**1 250**	**1 250**	**1 344**	**1 418**	**1 405**
Formal sector (Non-agricultural)	828	757	736	816	879	921
Informal sector (Non-agricultural)	332	301	316	321	334	284
Agriculture	88	86	100	103	111	107
Private households	122	105	98	105	95	94
Eastern Cape - Non Metro	**781**	**703**	**712**	**737**	**802**	**770**
Formal sector (Non-agricultural)	417	371	367	369	442	432
Informal sector (Non-agricultural)	220	202	204	206	205	187
Agriculture	76	76	90	96	98	94
Private households	68	54	51	66	57	56
Eastern Cape - Buffalo City	**241**	**230**	**207**	**226**	**261**	**262**
Formal sector (Non-agricultural)	160	150	146	167	175	178
Informal sector (Non-agricultural)	52	52	42	41	65	52
Agriculture	7	7	4	3	7	10
Private households	23	21	15	15	15	22
Eastern Cape - Nelson mandela bay	**349**	**316**	**331**	**381**	**354**	**373**
Formal sector (Non-agricultural)	251	236	223	280	262	311
Informal sector (Non-agricultural)	61	47	70	73	64	44
Agriculture	6	4	5	4	6	2
Private households	31	29	33	24	22	16
Northern Cape	**320**	**296**	**277**	**325**	**329**	**334**
Formal sector (Non-agricultural)	220	228	201	229	229	229
Informal sector (Non-agricultural)	38	21	21	31	29	39
Agriculture	36	30	36	43	47	44
Private households	26	17	19	22	24	21
Free State	**798**	**715**	**718**	**795**	**747**	**753**
Formal sector (Non-agricultural)	500	450	448	485	461	441
Informal sector (Non-agricultural)	137	128	118	149	151	165
Agriculture	60	55	67	88	73	77
Private households	101	82	85	72	63	71
Free State - Non Metro	**533**	**486**	**475**	**543**	**521**	**514**
Formal sector (Non-agricultural)	308	286	276	301	296	277
Informal sector (Non-agricultural)	96	88	75	101	110	116
Agriculture	57	54	66	87	70	72
Private households	72	59	58	54	46	49
Free State - Mangaung	**264**	**229**	**243**	**252**	**226**	**239**
Formal sector (Non-agricultural)	192	164	172	184	165	163
Informal sector (Non-agricultural)	42	39	44	48	41	49
Agriculture	3	2	1	2	3	4
Private households	28	24	26	18	17	22

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Table 3.4: Employed by province and sector (concluded)

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
KwaZulu Natal	**2 643**	**2 453**	**2 393**	**2 483**	**2 722**	**2 866**
Formal sector (Non-agricultural)	1 792	1 659	1 592	1 741	1 861	1 887
Informal sector (Non-agricultural)	482	468	458	423	511	621
Agriculture	143	133	128	106	149	148
Private households	225	192	215	212	201	210
KwaZulu Natal - Non Metro	**1 469**	**1 366**	**1 311**	**1 275**	**1 488**	**1 572**
Formal sector (Non-agricultural)	917	835	796	826	918	951
Informal sector (Non-agricultural)	303	298	279	249	316	366
Agriculture	135	127	122	103	140	139
Private households	114	107	114	98	115	115
KwaZulu Natal - eThekwini	**1 173**	**1 087**	**1 082**	**1 207**	**1 233**	**1 295**
Formal sector (Non-agricultural)	876	824	796	915	942	936
Informal sector (Non-agricultural)	179	171	179	175	195	255
Agriculture	8	6	6	3	9	8
Private households	111	86	101	114	87	95
North West	**960**	**929**	**905**	**895**	**903**	**919**
Formal sector (Non-agricultural)	680	699	654	614	640	637
Informal sector (Non-agricultural)	147	116	136	168	155	166
Agriculture	57	50	58	46	47	65
Private households	75	64	58	67	61	52
Gauteng	**5 097**	**4 671**	**4 562**	**4 800**	**5 007**	**5 070**
Formal sector (Non-agricultural)	3 866	3 591	3 373	3 542	3 847	3 866
Informal sector (Non-agricultural)	825	669	760	904	824	824
Agriculture	34	34	37	34	34	44
Private households	372	377	391	320	301	337
Gauteng - Non Metro	**583**	**562**	**482**	**532**	**603**	**614**
Formal sector (Non-agricultural)	408	385	288	374	439	456
Informal sector (Non-agricultural)	108	85	99	107	105	100
Agriculture	13	18	16	14	16	20
Private households	54	73	79	37	44	38
Gauteng - Ekurhuleni	**1 302**	**1 174**	**1 159**	**1 149**	**1 209**	**1 244**
Formal sector (Non-agricultural)	1 033	939	923	862	926	970
Informal sector (Non-agricultural)	191	159	171	217	215	202
Agriculture	7	4	8	6	7	6
Private households	71	71	57	64	62	66
Gauteng - City of Johannesburg	**1 954**	**1 765**	**1 705**	**1 883**	**1 930**	**1 930**
Formal sector (Non-agricultural)	1 379	1 301	1 205	1 338	1 454	1 408
Informal sector (Non-agricultural)	391	300	316	405	356	368
Agriculture	5	4	6	2	2	8
Private households	180	160	179	138	118	146
Gauteng - City of Tshwane	**1 258**	**1 170**	**1 216**	**1 236**	**1 264**	**1 282**
Formal sector (Non-agricultural)	1 047	966	957	967	1 029	1 031
Informal sector (Non-agricultural)	134	125	174	175	149	153
Agriculture	9	7	8	12	9	11
Private households	68	72	76	81	77	87
Mpumalanga	**1 233**	**1 167**	**1 114**	**1 159**	**1 188**	**1 232**
Formal sector (Non-agricultural)	732	696	634	670	679	684
Informal sector (Non-agricultural)	304	275	283	306	323	336
Agriculture	91	103	102	96	89	118
Private households	105	93	95	87	97	94
Limpopo	**1 423**	**1 271**	**1 209**	**1 328**	**1 473**	**1 531**
Formal sector (Non-agricultural)	770	700	666	722	819	875
Informal sector (Non-agricultural)	404	328	319	369	423	428
Agriculture	136	136	136	143	135	136
Private households	113	106	87	93	97	92

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Table 3.5: Employed by sex and occupation - South Africa

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Both sexes	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Manager	1 467	1 342	1 337	1 377	1 274	1 427
Professional	914	998	966	1 072	1 293	1 006
Technician	1 420	1 310	1 305	1 452	1 458	1 568
Clerk	1 704	1 562	1 463	1 560	1 805	1 813
Sales and services	2 717	2 483	2 317	2 577	2 836	2 818
Skilled agriculture	61	71	60	76	65	85
Craft and related trade	1 937	1 674	1 568	1 653	1 692	1 793
Plant and machine operator	1 371	1 269	1 245	1 301	1 317	1 417
Elementary	3 744	3 444	3 522	3 634	3 913	4 071
Domestic worker	1 012	877	886	839	844	857
Other	2	32	23	3	4	2
Women	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**	**7 526**
Manager	446	424	427	457	427	507
Professional	486	509	438	518	642	534
Technician	757	706	756	816	803	851
Clerk	1 231	1 135	1 097	1 099	1 261	1 293
Sales and services	1 309	1 136	1 020	1 242	1 380	1 371
Skilled agriculture	13	17	12	16	14	23
Craft and related trade	228	192	169	196	207	236
Plant and machine operator	174	158	143	168	151	180
Elementary	1 588	1 476	1 461	1 522	1 615	1 718
Domestic worker	963	838	845	801	798	812
Other	1	9	6	1	2	0
Men	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**	**9 329**
Manager	1 021	918	909	920	847	920
Professional	428	488	528	555	651	473
Technician	663	604	549	636	655	717
Clerk	473	427	365	462	544	520
Sales and services	1 408	1 347	1 297	1 335	1 457	1 447
Skilled agriculture	49	54	48	59	50	62
Craft and related trade	1 709	1 482	1 400	1 458	1 485	1 557
Plant and machine operator	1 197	1 111	1 102	1 133	1 166	1 236
Elementary	2 157	1 968	2 061	2 112	2 298	2 352
Domestic worker	48	39	41	38	46	44
Other	1	22	16	1	2	2

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

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Both sexes	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Employee	13 749	12 612	12 259	12 973	13 879	14 031
Employer	893	877	832	846	859	893
Own-account worker	1 618	1 471	1 489	1 623	1 668	1 832
Unpaid household member	90	102	111	101	96	99
Women	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**	**7 526**
Employee	6 263	5 751	5 547	5 955	6 333	6 456
Employer	188	196	185	190	212	227
Own-account worker	683	604	600	637	704	791
Unpaid household member	63	51	43	53	51	53
Men	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**	**9 329**
Employee	7 486	6 861	6 712	7 018	7 546	7 576
Employer	706	681	647	656	647	666
Own-account worker	935	867	889	986	964	1 042
Unpaid household member	27	51	69	48	45	46

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

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Both sexes	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Working less than 15 hours per week	365	491	403	601	513	515
Working 15-29 hours per week	1 169	1 055	1 098	1 044	1 155	1 186
Working 30-39 hours per week	1 097	1 068	1 076	1 070	1 177	1 218
Working 40-45 hours per week	8 930	8 302	8 237	8 603	9 166	9 406
Working more than 45 hours per week	4 788	4 141	3 877	4 226	4 490	4 530
Women	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**	**7 526**
Working less than 15 hours per week	209	250	223	302	270	265
Working 15-29 hours per week	740	662	665	641	715	729
Working 30-39 hours per week	675	635	636	625	670	692
Working 40-45 hours per week	3 967	3 683	3 642	3 903	4 167	4 296
Working more than 45 hours per week	1 606	1 371	1 207	1 365	1 477	1 544
Men	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**	**9 329**
Working less than 15 hours per week	156	241	180	300	243	251
Working 15-29 hours per week	430	393	433	403	440	456
Working 30-39 hours per week	422	433	439	446	506	526
Working 40-45 hours per week	4 964	4 619	4 595	4 700	4 999	5 110
Working more than 45 hours per week	3 182	2 770	2 670	2 861	3 014	2 986

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Table 3.8a: Conditions of employment - South Africa

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Pension/retirement fund contribution						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	6 627	6 422	5 887	5 991	6 197	6 285
No	6 850	5 986	6 153	6 598	7 263	7 380
Don't know	272	204	219	384	420	366
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	2 858	2 772	2 506	2 681	2 750	2 818
No	3 293	2 885	2 948	3 120	3 408	3 476
Don't know	113	94	93	154	175	161
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	3 769	3 651	3 381	3 310	3 447	3 468
No	3 557	3 101	3 205	3 478	3 855	3 903
Don't know	159	110	126	230	245	205
Entitled to any paid leave						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	9 121	8 835	8 506	8 518	9 161	9 302
No	4 507	3 693	3 666	4 249	4 516	4 564
Don't know	121	83	87	207	203	164
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	4 060	3 967	3 788	3 911	4 197	4 336
No	2 154	1 750	1 725	1 963	2 054	2 056
Don't know	49	34	34	82	83	64
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	5 060	4 868	4 718	4 607	4 964	4 967
No	2 353	1 943	1 941	2 286	2 462	2 508
Don't know	72	50	52	125	120	101
Entitled to paid sick leave						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	9 785	9 515	9 188	9 327	9 930	10 067
No	3 964	3 036	2 975	3 462	3 747	3 807
Don't know		60	95	185	202	157
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	4 363	4 260	4 091	4 270	4 561	4 688
No	1 900	1 463	1 418	1 613	1 690	1 704
Don't know		28	38	72	82	63
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	5 422	5 255	5 097	5 056	5 369	5 379
No	2 064	1 574	1 558	1 848	2 057	2 103
Don't know		32	57	113	120	94
Entitled to maternity/paternity leave						
Both sexes	**13 749**	**12 612**	**12 258**	**12 973**	**13 879**	**14 031**
Yes	7 930	9 699	8 491	6 948	7 557	7 760
No	5 819	2 913	3 644	5 638	5 932	5 932
Don't know			123	386	390	339
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	3 726	4 171	3 729	3 396	3 670	3 773
No	2 537	1 580	1 779	2 425	2 522	2 554
Don't know			39	134	141	129
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	4 204	5 528	4 763	3 552	3 887	3 987
No	3 281	1 333	1 865	3 213	3 411	3 378
Don't know			84	253	248	211

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Table 3.8b: Conditions of employment - South Africa

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
UIF contribution						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	8 389	7 989	7 753	7 962	8 558	8 600
No	5 104	4 438	4 325	4 685	4 975	5 121
Don't know	256	185	180	326	345	309
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	3 550	3 421	3 267	3 439	3 770	3 781
No	2 595	2 242	2 205	2 371	2 408	2 536
Don't know	119	88	75	145	155	139
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	4 839	4 568	4 486	4 523	4 789	4 820
No	2 509	2 195	2 120	2 313	2 567	2 586
Don't know	137	98	106	181	190	170
Medical aid benefits						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	4 056	4 016	3 768	3 893	4 071	4 253
No	9 549	8 487	8 402	8 875	9 574	9 581
Don't know	144	108	88	205	233	198
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	1 811	1 837	1 705	1 830	1 894	1 977
No	4 393	3 870	3 801	4 037	4 346	4 394
Don't know	59	44	41	88	93	85
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	2 245	2 179	2 063	2 063	2 178	2 276
No	5 156	4 617	4 602	4 838	5 228	5 186
Don't know	84	64	47	117	140	113
Income tax (PAYE/ SITE) deduction						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	7 484	7 363	6 919	7 120	7 681	7 859
No	5 913	4 971	5 067	5 431	5 791	5 795
Don't know	351	278	273	422	407	377
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	3 220	3 178	2 971	3 192	3 432	3 568
No	2 900	2 449	2 463	2 593	2 737	2 734
Don't know	144	124	113	171	165	154
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	4 264	4 184	3 948	3 928	4 249	4 291
No	3 013	2 522	2 604	2 838	3 055	3 061
Don't know	208	154	160	252	242	223
Condition of employment						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Written contract	11 042	10 571	10 245	10 701	11 428	11 471
Verbal agreement	2 707	2 040	2 013	2 272	2 451	2 560
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Written contract	5 041	4 818	4 633	4 970	5 322	5 384
Verbal agreement	1 222	933	913	986	1 011	1 071
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Written contract	6 001	5 753	5 612	5 732	6 105	6 087
Verbal agreement	1 484	1 107	1 100	1 286	1 441	1 489

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Table 3.8c: Conditions of employment - South Africa	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Limited duration	1 825	1 634	1 675	1 918	2 154	2 142
Permanent nature	8 451	8 194	7 680	7 928	8 264	8 351
Unspecified duration	3 473	2 784	2 903	3 127	3 461	3 538
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Limited duration	935	827	883	1 001	1 102	1 098
Permanent nature	3 745	3 645	3 373	3 568	3 715	3 813
Unspecified duration	1 583	1 279	1 291	1 386	1 516	1 545
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Limited duration	889	806	792	917	1 052	1 044
Permanent nature	4 706	4 549	4 308	4 359	4 549	4 538
Unspecified duration	1 890	1 505	1 612	1 741	1 945	1 994
Trade union membership (Both sexes)						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Yes	4 014	4 202	4 005	3 803	3 838	3 891
No	9 291	8 090	7 951	8 696	9 504	9 629
Don't know	444	319	302	475	538	512
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Yes	1 749	1 826	1 743	1 699	1 723	1 774
No	4 338	3 792	3 688	4 075	4 394	4 466
Don't know	176	133	116	181	217	216
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Yes	2 266	2 376	2 262	2 103	2 115	2 117
No	4 953	4 298	4 264	4 621	5 110	5 163
Don't know	267	187	186	294	321	296
How annual salary increment is negotiated						
Both sexes	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**	**14 031**
Individual and employer	1 257	1 158	948	1 080	1 107	1 088
Union and employer	3 061	3 243	3 056	2 945	2 842	2 853
Bargaining council	1 102	1 105	1 135	1 182	1 360	1 400
Employer only	7 384	6 443	6 382	7 019	7 755	7 830
No regular increment	854	627	713	712	752	813
Other	92	37	26	36	64	48
Women	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**	**6 456**
Individual and employer	545	496	419	474	473	483
Union and employer	1 272	1 319	1 262	1 256	1 229	1 250
Bargaining council	578	595	590	605	687	718
Employer only	3 440	3 022	2 902	3 275	3 567	3 607
No regular increment	395	304	363	328	348	380
Other	34	16	11	17	28	18
Men	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**	**7 576**
Individual and employer	712	662	529	605	634	605
Union and employer	1 789	1 924	1 794	1 689	1 613	1 603
Bargaining council	524	509	545	577	673	682
Employer only	3 944	3 420	3 480	3 744	4 188	4 222
No regular increment	459	323	350	384	403	434
Other	58	21	15	19	35	30

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

Table 3.9: Time-related underemployment - South Africa						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**763**	**803**	**858**	**758**	**732**	**742**
Women	444	444	462	406	403	402
Men	319	359	396	352	329	340
As percentage of the labour force (Both sexes)	**3,3**	**3,8**	**3,8**	**3,2**	**3,0**	**3,0**
Women	4,3	4,6	4,6	3,8	3,6	3,5
Men	2,5	3,1	3,2	2,8	2,5	2,5
As percentage of total employment (Both sexes)	**4,7**	**5,3**	**5,8**	**4,9**	**4,4**	**4,4**
Women	6,2	6,7	7,3	5,9	5,5	5,3
Men	3,5	4,2	4,8	4,0	3,6	3,6
Industry	**763**	**803**	**858**	**758**	**732**	**742**
Agriculture	25	20	22	20	24	22
Mining	1	1	8	7	1	0
Manufacturing	35	39	32	29	30	37
Utilities		1	1	1	1	1
Construction	84	88	119	90	93	76
Trade	128	155	156	137	116	122
Transport	20	21	25	23	17	24
Finance	60	70	70	71	79	70
Community and social services	178	154	150	175	178	194
Private households	233	252	276	206	194	195
Other		0		0	0	0
Occupation	**763**	**803**	**858**	**758**	**732**	**742**
Manager	17	17	25	20	12	19
Professional	9	8	12	10	12	10
Technician	33	31	31	36	35	30
Clerk	21	23	23	21	19	21
Sales and services	89	90	78	96	94	90
Skilled agriculture	2	4	1	2	4	5
Craft and related trade	85	108	92	94	84	91
Plant and machine operator	23	25	28	19	19	24
Elementary	320	318	379	319	316	313
Domestic worker	165	178	187	142	138	138
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						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both sexes	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**	**705 753**
Agriculture	38 303	35 559	37 212	38 388	39 879	40 351
Mining	18 278	17 043	16 637	17 965	18 755	20 619
Manufacturing	74 601	60 819	57 930	67 664	65 639	69 289
Utilities	5 839	4 339	4 362	4 785	5 306	4 871
Construction	54 269	43 724	44 683	47 104	51 760	51 712
Trade	155 517	132 928	132 422	144 776	153 473	154 964
Transport	49 273	43 527	46 393	46 159	48 513	51 014
Finance	110 740	98 922	103 624	104 078	119 392	124 126
Community and social services	143 111	125 453	126 057	145 277	153 211	151 263
Private households	43 703	37 283	38 844	36 255	35 843	37 314
Other	265	430	464	520	430	231
Women	**286 863**	**244 164**	**246 209**	**270 228**	**288 110**	**297 706**
Agriculture	11 275	10 260	9 659	11 226	11 935	11 988
Mining	2 676	2 792	2 621	3 033	3 107	3 865
Manufacturing	24 876	20 801	19 277	21 985	21 162	24 778
Utilities	1 677	1 320	1 250	1 325	1 404	1 242
Construction	4 878	4 063	4 676	5 577	5 537	5 204
Trade	68 687	58 401	57 378	63 490	68 289	71 101
Transport	7 968	6 536	6 349	6 639	8 088	8 390
Finance	43 233	38 656	40 436	40 379	49 113	49 108
Community and social services	86 956	73 051	74 928	88 188	91 236	93 164
Private households	34 467	27 958	29 388	28 056	28 062	28 841
Other	170	327	245	328	178	25
Men	**407 037**	**355 862**	**362 419**	**382 743**	**404 092**	**408 048**
Agriculture	27 028	25 299	27 553	27 162	27 944	28 363
Mining	15 602	14 251	14 016	14 931	15 648	16 754
Manufacturing	49 725	40 018	38 653	45 679	44 477	44 512
Utilities	4 163	3 019	3 112	3 460	3 902	3 629
Construction	49 390	39 661	40 006	41 527	46 223	46 508
Trade	86 831	74 527	75 044	81 286	85 184	83 863
Transport	41 305	36 991	40 044	39 520	40 425	42 624
Finance	67 507	60 266	63 188	63 699	70 280	75 018
Community and social services	56 155	52 402	51 129	57 089	61 975	58 098
Private households	9 236	9 325	9 456	8 199	7 781	8 473
Other	95	103	219	192	252	206

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 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours	QLFS 2023 Hours	QLFS 2024 Hours
Both sexes	**43**	**42**	**42**	**43**	**43**	**42**
Agriculture	45	45	45	45	44	44
Mining	45	45	45	44	45	45
Manufacturing	43	42	42	43	43	43
Utilities	43	43	43	43	43	43
Construction	41	41	40	41	41	41
Trade	47	45	46	46	46	46
Transport	50	49	50	49	50	49
Finance	44	43	44	44	43	44
Community and social services	40	40	40	40	40	40
Private households	34	34	33	33	33	33
Other	40	30	39	40	37	37
Women	**40**	**40**	**40**	**40**	**40**	**40**
Agriculture	42	42	42	42	42	43
Mining	44	43	43	43	44	45
Manufacturing	41	41	41	42	41	41
Utilities	41	42	43	42	42	43
Construction	33	36	34	35	35	37
Trade	45	44	45	44	45	44
Transport	43	42	41	41	42	43
Finance	42	41	41	41	41	41
Community and social services	39	39	38	39	39	39
Private households	35	34	34	34	34	34
Other	40	36	37	39	32	36
Men	**45**	**44**	**44**	**44**	**44**	**44**
Agriculture	46	46	46	46	45	45
Mining	45	45	45	45	45	45
Manufacturing	43	42	43	43	43	43
Utilities	43	43	44	43	44	43
Construction	42	41	41	42	41	41
Trade	48	46	47	47	48	47
Transport	51	51	51	51	52	50
Finance	46	45	45	45	45	45
Community and social services	41	41	41	41	41	41
Private households	31	33	32	31	30	29
Other	40	20	40	42	41	38

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 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**	**705 753**
Manager	65 350	56 276	57 487	61 053	56 292	62 387
Professional	36 031	36 899	38 022	43 195	51 521	40 159
Technician	57 279	48 928	50 148	58 154	58 956	62 713
Clerk	71 139	61 219	59 517	65 427	75 829	75 513
Sales and services	128 136	109 687	107 207	117 818	129 346	130 434
Skilled agriculture	2 747	3 087	2 696	3 376	2 666	3 563
Craft and related trade	80 965	65 807	64 486	69 156	69 974	73 491
Plant and machine operator	64 911	57 539	59 076	61 443	62 618	66 943
Elementary	152 147	131 216	139 477	145 648	157 023	162 293
Domestic worker	35 105	28 242	29 575	27 610	27 851	28 170
Other	89	1 127	937	91	127	86
Women	**286 863**	**244 164**	**246 209**	**270 228**	**288 110**	**297 706**
Manager	18 622	16 527	17 245	19 177	17 894	21 338
Professional	18 730	18 299	16 793	20 629	25 170	20 949
Technician	29 859	25 925	28 365	32 019	31 863	33 545
Clerk	50 968	43 957	44 210	45 670	52 582	53 342
Sales and services	56 841	45 407	43 229	52 209	57 721	58 420
Skilled agriculture	473	646	491	564	523	839
Craft and related trade	9 138	7 352	6 690	8 148	8 340	9 248
Plant and machine operator	7 336	6 152	5 896	7 129	6 364	7 861
Elementary	61 314	52 627	54 745	58 133	61 075	65 265
Domestic worker	33 532	26 914	28 319	26 510	26 543	26 895
Other	50	358	226	41	37	5
Men	**407 037**	**355 862**	**362 419**	**382 743**	**404 092**	**408 048**
Manager	46 728	39 748	40 242	41 876	38 398	41 049
Professional	17 301	18 600	21 230	22 566	26 351	19 210
Technician	27 420	23 003	21 783	26 135	27 093	29 169
Clerk	20 171	17 262	15 307	19 757	23 247	22 171
Sales and services	71 296	64 280	63 977	65 609	71 625	72 015
Skilled agriculture	2 274	2 441	2 205	2 812	2 143	2 724
Craft and related trade	71 827	58 456	57 796	61 008	61 634	64 243
Plant and machine operator	57 575	51 387	53 180	54 313	56 254	59 083
Elementary	90 833	78 589	84 733	87 515	95 948	97 028
Domestic worker	1 573	1 328	1 256	1 100	1 309	1 275
Other	39	769	710	50	89	81

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 313: Employed by occupation, average hours worked per week and sex

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**42**	**42**	**43**	**43**	**42**
Manager	45	44	44	45	45	44
Professional	40	40	41	41	41	41
Technician	41	40	40	41	41	41
Clerk	42	41	41	42	42	42
Sales and services	48	46	47	47	47	47
Skilled agriculture	46	44	46	46	42	43
Craft and related trade	42	42	42	42	42	42
Plant and machine operator	48	48	48	48	48	48
Elementary	41	41	41	41	41	40
Domestic worker	35	34	34	33	33	33
Other	41	38	41	36	31	40
Women	**40**	**40**	**40**	**40**	**40**	**40**
Manager	42	41	41	42	43	42
Professional	39	39	40	41	40	40
Technician	40	40	40	41	41	40
Clerk	42	41	41	42	42	42
Sales and services	44	43	44	43	43	44
Skilled agriculture	38	39	41	38	37	37
Craft and related trade	41	41	41	42	41	40
Plant and machine operator	43	42	42	43	43	44
Elementary	39	40	39	39	38	39
Domestic worker	35	34	34	33	33	33
Other	40	40	37	35	19	40
Men	**45**	**44**	**44**	**44**	**44**	**44**
Manager	46	45	45	46	46	45
Professional	41	40	41	41	41	41
Technician	42	41	41	42	42	41
Clerk	43	43	43	43	43	43
Sales and services	51	49	50	50	50	50
Skilled agriculture	48	46	47	48	43	45
Craft and related trade	43	42	42	42	42	42
Plant and machine operator	48	48	49	48	49	48
Elementary	42	42	42	42	42	42
Domestic worker	33	35	31	29	28	29
Other	43	37	43	37	43	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 314: Employed by sector, volume of hours worked per week and sex						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**	**705 753**
Formal sector (Non-agricultural)	481 247	423 263	418 427	452 176	483 624	492 041
Informal sector (Non-agricultural)	130 646	103 921	114 144	126 152	132 856	136 048
Agriculture	38 303	35 559	37 212	38 388	39 879	40 351
Private households	43 703	37 283	38 844	36 255	35 843	37 314
Women	**286 863**	**244 164**	**246 209**	**270 228**	**288 110**	**297 706**
Formal sector (Non-agricultural)	195 305	171 632	170 104	190 538	203 800	211 359
Informal sector (Non-agricultural)	45 816	34 315	37 058	40 407	44 314	45 518
Agriculture	11 275	10 260	9 659	11 226	11 935	11 988
Private households	34 467	27 958	29 388	28 056	28 062	28 841
Men	**407 037**	**355 862**	**362 419**	**382 743**	**404 092**	**408 048**
Formal sector (Non-agricultural)	285 942	251 631	248 323	261 638	279 824	280 682
Informal sector (Non-agricultural)	84 831	69 606	77 086	85 745	88 542	90 530
Agriculture	27 028	25 299	27 553	27 162	27 944	28 363
Private households	9 236	9 325	9 456	8 199	7 781	8 473

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 315: Employed by sector, average hours worked per week and sex						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**43**	**42**	**42**	**43**	**43**	**42**
Formal sector (Non-agricultural)	43	43	43	43	43	43
Informal sector (Non-agricultural)	45	43	45	44	44	43
Agriculture	45	45	45	45	44	44
Private households	34	34	33	33	33	33
Women	**40**	**40**	**40**	**40**	**40**	**40**
Formal sector (Non-agricultural)	41	41	41	41	41	41
Informal sector (Non-agricultural)	41	40	42	41	41	40
Agriculture	42	42	42	42	42	43
Private households	35	34	34	34	34	34
Men	**45**	**44**	**44**	**44**	**44**	**44**
Formal sector (Non-agricultural)	45	44	44	45	45	45
Informal sector (Non-agricultural)	46	45	46	45	46	45
Agriculture	46	46	46	46	45	45
Private households	31	33	32	31	30	29

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 2019	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**	**QLFS 2024**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**16 350**	**15 253**	**14 691**	**15 544**	**16 502**	**16 855**
Western Cape	2 507	2 334	2 263	2 416	2 715	2 744
Eastern Cape	1 370	1 263	1 250	1 344	1 418	1 405
Northern Cape	320	302	277	325	329	334
Free State	798	724	718	795	747	753
KwaZulu Natal	2 643	2 487	2 393	2 483	2 722	2 866
North West	960	933	905	895	903	919
Gauteng	5 097	4 743	4 562	4 800	5 007	5 070
Mpumalanga	1 233	1 180	1 114	1 159	1 188	1 232
Limpopo	1 423	1 287	1 209	1 328	1 473	1 531
Women	**7 197**	**6 685**	**6 374**	**6 835**	**7 300**	**7 526**
Western Cape	1 118	1 070	1 010	1 121	1 236	1 265
Eastern Cape	675	611	565	632	676	679
Northern Cape	137	112	120	145	145	146
Free State	355	340	313	322	312	322
KwaZulu Natal	1 258	1 135	1 088	1 205	1 259	1 359
North West	384	373	361	347	323	345
Gauteng	2 151	1 980	1 945	1 992	2 183	2 195
Mpumalanga	509	510	475	500	524	545
Limpopo	609	552	497	570	643	670
Men	**9 153**	**8 569**	**8 316**	**8 709**	**9 202**	**9 329**
Western Cape	1 389	1 264	1 253	1 295	1 479	1 479
Eastern Cape	695	652	685	712	742	725
Northern Cape	183	190	157	180	184	189
Free State	443	384	405	473	435	432
KwaZulu Natal	1 385	1 352	1 304	1 277	1 463	1 507
North West	576	559	544	548	580	574
Gauteng	2 945	2 763	2 617	2 808	2 824	2 875
Mpumalanga	723	670	639	658	664	688
Limpopo	814	735	712	757	831	861
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 3.17: Distribution of monthly earnings for employees by population group and sex

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
Black African	4 000	4 500	4 333	4 684	5 000	5 200
Coloured	4 767	5 633	5 200	5 000	5 200	6 067
Indian/Asian	12 000	15 000	12 000	15 000	15 000	15 000
White	20 000	20 000	20 000	21 000	24 000	25 000
Female	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**
Black African	3 500	3 900	3 800	4 000	4 500	4 800
Coloured	4 200	4 940	4 500	4 600	5 000	5 417
Indian/Asian	11 000	15 000	15 000	15 000	15 000	15 000
White	16 000	20 000	16 000	18 000	20 000	20 000
Male	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**
Black African	4 500	5 000	5 000	5 000	5 417	5 720
Coloured	5 200	6 200	6 000	5 525	5 873	6 500
Indian/Asian	12 500	15 000	10 000	15 000	15 000	13 000
White	23 000	24 000	25 000	25 000	28 000	30 000

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 3.18: Distribution of monthly earnings for employees by age group and sex						
	QLFS 2019	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**	**QLFS 2024**
	Rand	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**
Both sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
15-24 years	3 600	3 813	3 900	4 300	4 500	4 500
25-34 years	4 333	4 800	4 800	5 000	5 000	5 600
35-44 years	5 200	5 500	5 417	5 670	6 000	6 500
45-54 years	5 500	6 500	6 000	6 067	6 500	6 933
55-64 years	6 000	6 717	7 000	7 500	8 500	7 367
Female	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**
15-24 years	3 500	3 600	3 683	4 060	4 333	4 500
25-34 years	4 000	4 333	4 045	4 600	5 000	5 200
35-44 years	4 300	4 700	4 500	5 000	5 000	5 500
45-54 years	4 000	5 000	4 500	4 900	5 000	5 500
55-64 years	4 700	5 417	5 500	5 500	6 000	5 800
Male	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**
15-24 years	3 683	3 900	3 900	4 333	4 500	4 500
25-34 years	4 500	5 000	5 000	5 000	5 400	6 000
35-44 years	6 000	6 000	6 000	6 400	6 500	7 000
45-54 years	7 000	8 000	7 500	7 500	7 800	8 000
55-64 years	7 583	8 000	8 000	9 000	10 000	8 500

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

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
Western Cape	4 767	5 500	5 417	5 500	5 700	6 067
Eastern Cape	3 600	3 700	3 800	4 333	4 500	5 000
Northern Cape	3 900	4 800	4 400	4 507	4 875	5 265
Free State	3 700	4 200	4 160	4 500	5 000	5 000
KwaZulu-Natal	4 000	4 333	4 500	4 550	4 800	5 000
North West	4 500	6 000	6 500	5 000	5 500	6 500
Gauteng	6 750	7 500	7 072	7 500	8 000	8 400
Mpumalanga	4 600	4 800	4 550	4 950	5 200	5 417
Limpopo	3 600	4 000	4 000	4 200	4 500	5 000
Women	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**
Western Cape	4 333	5 000	5 000	5 000	5 000	5 500
Eastern Cape	3 467	3 500	3 700	4 000	4 500	5 000
Northern Cape	3 500	3 500	3 500	4 000	4 333	5 000
Free State	3 100	3 900	3 700	3 800	4 058	4 300
KwaZulu-Natal	3 467	3 700	3 800	4 200	4 117	4 500
North West	3 878	4 507	5 400	4 000	4 500	5 300
Gauteng	6 002	7 000	6 000	7 000	7 900	8 000
Mpumalanga	3 800	3 600	3 500	4 000	4 100	4 900
Limpopo	3 200	3 510	3 500	3 700	4 000	4 500
Men	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**
Western Cape	5 111	6 000	6 000	6 067	6 067	6 500
Eastern Cape	4 000	4 000	4 000	4 500	4 767	5 070
Northern Cape	4 500	6 000	5 400	5 437	5 000	5 500
Free State	4 160	4 500	4 550	5 000	5 450	5 500
KwaZulu-Natal	4 500	4 900	5 000	5 000	5 200	5 200
North West	5 330	7 000	7 000	5 600	6 327	7 000
Gauteng	7 000	7 500	8 000	7 600	8 500	8 667
Mpumalanga	5 600	6 000	6 067	6 000	6 500	6 000
Limpopo	4 160	4 500	4 500	4 800	5 000	5 616

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

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
Manager	21 000	22 000	22 000	22 000	24 000	25 000
Professional	25 000	24 000	25 000	24 000	25 000	25 800
Technician	16 500	17 500	17 000	18 000	19 500	20 000
Clerk	7 500	8 000	8 000	7 000	8 000	8 000
Sales	4 333	4 500	4 767	4 900	5 000	5 500
Skilled agriculture	3 033	3 250	3 900	4 000	4 000	2 500
Craft	5 000	5 633	5 500	6 000	6 000	6 067
Operator	5 200	5 500	5 500	5 800	6 000	6 500
Elementary	3 033	3 250	3 400	3 543	4 000	4 090
Domestic worker	2 000	2 200	2 167	2 350	2 500	2 600
Other	9 000	5 736	6 000	3 900	4 900	10 000
Women	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**
Manager	20 000	21 000	20 000	18 000	21 000	24 000
Professional	23 000	23 000	23 000	21 000	24 000	25 000
Technician	16 000	18 000	17 000	18 000	19 500	20 000
Clerk	7 000	7 500	7 500	6 800	7 300	8 000
Sales	3 500	3 900	3 800	4 000	4 500	5 000
Skilled agriculture	2 500	2 200	3 200	4 000	4 000	1 733
Craft	3 800	4 117	4 100	4 900	4 500	5 000
Operator	4 000	4 333	4 333	5 000	5 300	5 417
Elementary	2 817	3 000	3 033	3 500	3 500	3 683
Domestic worker	2 000	2 200	2 167	2 400	2 500	2 600
Other	9 000	6 000	3 500	2 600	3 813	4 000
Men	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**
Manager	24 000	22 000	25 000	25 000	25 000	25 000
Professional	27 000	25 000	25 000	26 000	27 000	29 000
Technician	17 000	16 800	16 500	17 000	19 500	20 000
Clerk	8 000	8 667	8 500	8 000	10 000	9 750
Sales	5 000	5 200	5 500	5 500	6 000	6 500
Skilled agriculture	3 100	3 500	4 333	4 000	4 000	2 600
Craft	5 200	6 000	5 850	6 006	6 400	6 500
Operator	5 500	5 633	5 633	6 000	6 390	6 500
Elementary	3 250	3 467	3 500	3 792	4 100	4 333
Domestic worker	2 000	2 340	3 000	2 000	1 950	2 000
Other	10 000	5 417	7 000	17 000	4 900	10 800

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

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
Agriculture	3 100	3 467	3 500	3 900	4 333	4 500
Mining	11 000	12 000	13 000	14 000	15 000	16 000
Manufacturing	5 633	6 067	6 500	6 067	6 500	6 500
Utilities	15 600	15 000	17 000	16 000	20 000	15 900
Construction	4 000	4 500	4 333	4 550	5 000	5 000
Trade	4 166	4 500	4 500	5 000	5 000	5 300
Transport	6 000	6 400	6 067	6 067	6 500	6 500
Finance	6 200	6 500	6 500	7 367	7 367	8 000
Services	10 000	12 000	12 000	10 000	11 000	11 100
Private hholds	2 000	2 167	2 100	2 220	2 500	2 600
Other	12 000	15 000	25 000	8 000	8 200	25 000
Women	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**
Agriculture	2 817	3 250	3 467	3 640	4 000	4 400
Mining	10 000	12 000	13 000	13 000	15 000	15 000
Manufacturing	4 333	5 000	4 900	5 000	5 200	5 500
Utilities	15 000	16 000	15 000	16 000	22 000	16 000
Construction	2 500	4 000	3 000	4 500	4 000	5 000
Trade	3 900	4 000	4 000	4 500	4 800	5 000
Transport	8 900	9 000	10 500	8 000	10 000	10 000
Finance	6 379	6 067	6 000	7 500	7 000	7 500
Services	9 500	11 000	10 000	8 500	9 800	10 000
Private hholds	2 000	2 200	2 167	2 400	2 500	2 600
Other	13 000	16 000	23 000	5 500	6 200	10 000
Men	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**
Agriculture	3 200	3 500	3 600	4 000	4 333	4 600
Mining	11 000	12 000	13 000	14 000	15 000	17 333
Manufacturing	6 500	6 933	7 000	6 500	7 000	7 500
Utilities	16 000	15 000	18 000	16 000	19 500	15 900
Construction	4 333	4 500	4 333	4 650	5 000	5 000
Trade	4 500	5 000	5 000	5 000	5 500	5 633
Transport	5 500	6 000	5 500	5 961	5 961	6 067
Finance	6 100	6 500	6 500	7 000	7 500	8 000
Services	12 000	14 000	14 000	12 000	13 800	14 100
Private hholds	1 950	2 000	2 000	2 000	2 167	2 500
Other	12 000	6 000	45 000	8 000	10 000	25 000

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

	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
No schooling	2 200	2 773	2 500	2 600	3 000	2 600
Less than primary completed	2 600	2 773	2 600	3 000	3 200	3 250
Primary completed	2 860	3 000	2 900	3 337	3 500	3 800
Secondary not completed	3 467	3 500	3 500	3 900	4 000	4 333
Secondary completed	5 600	6 000	5 650	5 700	6 000	6 283
Tertiary	20 000	20 000	20 000	21 000	22 000	23 000
Other	3 600	3 900	4 008	4 000	4 507	4 500
Women	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**5 300**
No schooling	1 500	1 500	1 500	1 600	1 950	1 733
Less than primary completed	1 900	1 950	2 000	2 000	2 167	2 167
Primary completed	2 000	2 167	2 300	2 200	2 500	2 500
Secondary not completed	2 800	3 000	3 000	3 400	3 467	3 500
Secondary completed	4 500	5 000	4 800	4 992	5 000	5 200
Tertiary	18 000	20 000	20 000	20 000	20 000	20 000
Other	3 000	3 467	3 200	3 500	4 200	4 000
Men	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**6 500**
No schooling	3 000	3 500	3 600	3 250	3 500	3 250
Less than primary completed	3 163	3 467	3 500	3 792	3 900	4 000
Primary completed	3 300	3 467	3 467	3 800	4 000	4 442
Secondary not completed	3 900	4 000	4 160	4 342	4 767	5 000
Secondary completed	6 500	7 000	6 500	6 500	6 500	7 000
Tertiary	22 000	22 000	22 700	25 000	25 000	25 000
Other	4 000	4 200	4 333	5 000	5 000	4 767

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

Decent Work Indicator	QLFS 2019 Rand	QLFS 2020 Rand	QLFS 2021 Rand	QLFS 2022 Rand	QLFS 2023 Rand	QLFS 2024 Rand
Median	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**6 000**
2/3	3 200	3 467	3 333	3 611	3 733	4 000
Both sexes (%)	**29,9**	**28,3**	**27,7**	**29,6**	**27,4**	**27,6**
Men	24,2	23,2	22,4	24,6	23,4	23,2
Women	36,8	34,3	34,2	35,6	32,1	32,7

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

Decent Work Indicators	QLFS 2019 Percent	QLFS 2020 Percent	QLFS 2021 Percent	QLFS 2022 Percent	QLFS 2023 Percent	QLFS 2024 Percent
Both sexes	**71,2**	**75,4**	**75,0**	**71,9**	**71,5**	**71,7**
Men	72,4	76,6	75,9	72,1	71,2	71,0
Women	69,7	74,1	73,8	71,7	72,0	72,6

Table 3.25: Proportion of employees who are entitled to martenity/partenity leave

Decent Work Indicators	QLFS 2019 Percent	QLFS 2020 Percent	QLFS 2021 Percent	QLFS 2022 Percent	QLFS 2023 Percent	QLFS 2024 Percent
Both sexes	**57,7**	**76,9**	**69,3**	**53,6**	**54,4**	**55,3**
Men	56,2	80,6	71,0	50,6	51,5	52,6
Women	59,5	72,5	67,2	57,0	58,0	58,4

Table 3.26: Decent hours

Decent hours	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent	QLFS 2023 Per cent	QLFS 2024 Per cent
Excessive hours (workers with more than 48 hours per week)	**21,2**	**19,0**	**18,0**	**18,5**	**19,0**	**17,9**
Men	25,7	23,3	22,4	22,8	23,4	21,6
Women	15,5	13,5	12,2	12,9	13,5	13,4
Time-related underemployment rate	**4,7**	**5,3**	**5,8**	**4,9**	**4,4**	**4,4**
Men	3,5	4,2	4,8	4,0	3,6	3,6
Women	6,2	6,7	7,3	5,9	5,5	5,3
Rate of workers with decent hours	**74,1**	**75,7**	**76,2**	**76,7**	**76,5**	**77,7**
Men	70,8	72,4	72,8	73,1	73,0	74,7
Women	78,4	79,8	80,5	81,2	81,0	81,3

Table 3.27: Rights at work and social dialogue						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
Decent work Indicators	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Trade union members	**4 100**	**4 014**	**4 202**	**4 005**	**3 803**	**3 838**
Men	2 363	2 266	2 376	2 262	2 103	2 115
Women	1 737	1 749	1 826	1 743	1 699	1 723
Trade union density rate	**29,5**	**29,2**	**33,3**	**32,7**	**29,3**	**27,6**
Men	31,2	30,3	34,6	33,7	30,0	28,0
Women	27,4	27,9	31,8	31,4	28,5	27,2

Social protection

Table 3.28: Proportion of employees whose employer contribute to a pension/retirement fund for them						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
	Per cent	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Both sexes	**47,3**	**48,2**	**50,9**	**48,0**	**46,2**	**44,6**
Men	49,8	50,4	53,2	50,4	47,2	45,7
Women	44,3	45,6	48,2	45,2	45,0	43,4

Table 3.29: Proportion of employees who are entitled to medical aid benefit from the employer by sex						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
	Per cent	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Both sexes	**29,4**	**29,5**	**31,8**	**30,7**	**30,0**	**29,3**
Men	30,4	30,0	31,8	30,7	29,4	28,9
Women	28,3	28,9	31,9	30,7	30,7	29,9

Social dialogue

Table 3.30: Proportions of employees by how annual salary increment is negotiated						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
	Per cent	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Individual and employer	7,9	9,1	9,2	7,7	8,3	8,0
Collective bargaining	30,2	30,3	34,5	34,2	31,8	30,3
Employer only	54,9	53,7	51,1	52,1	54,1	55,9
No regular increment	6,4	6,2	5,0	5,8	5,5	5,4
Other	0,6	0,7	0,3	0,2	0,3	0,5

Table 3.27: Rights at work and social dialogue

Decent work Indicators	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent	QLFS 2023 Per cent	QLFS 2024 Per cent
Trade union members	**4 014**	**4 202**	**4 005**	**3 803**	**3 838**	**3 891**
Men	2 266	2 376	2 262	2 103	2 115	2 117
Women	1 749	1 826	1 743	1 699	1 723	1 774
Trade union density rate	**29,2**	**33,3**	**32,7**	**29,3**	**27,6**	**27,7**
Men	30,3	34,6	33,7	30,0	28,0	27,9
Women	27,9	31,8	31,4	28,5	27,2	27,5

Social protection

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

	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent	QLFS 2023 Per cent	QLFS 2024 Per cent
Both sexes	**48,2**	**50,9**	**48,0**	**46,2**	**44,6**	**44,8**
Men	50,4	53,2	50,4	47,2	45,7	45,8
Women	45,6	48,2	45,2	45,0	43,4	43,6

Table 3.29: Proportion of employees who are entitled to medical aid benefit from the employer by sex

	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent	QLFS 2023 Per cent	QLFS 2024 Per cent
Both sexes	**29,5**	**31,8**	**30,7**	**30,0**	**29,3**	**30,3**
Men	30,0	31,8	30,7	29,4	28,9	30,0
Women	28,9	31,9	30,7	30,7	29,9	30,6

Social dialogue

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

	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent	QLFS 2023 Per cent	QLFS 2024 Per cent
Individual and employer	9,1	9,2	7,7	8,3	8,0	7,8
Collective bargaining	30,3	34,5	34,2	31,8	30,3	30,3
Employer only	53,7	51,1	52,1	54,1	55,9	55,8
No regular increment	6,2	5,0	5,8	5,5	5,4	5,8
Other	0,7	0,3	0,2	0,3	0,5	0,3

Table 4.1: Characteristics of the unemployed - South Africa

	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand	QLFS 2024 Thousand
Unemployed	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Job losers	2 023	1 888	2 231	2 089	2 146	2 234
Job leavers	307	379	313	212	244	225
New entrants	2 554	2 469	3 153	3 568	3 457	3 487
Re-entrants	316	331	333	251	304	361
Other	1 379	1 215	1 628	1 714	1 749	1 847
Unemployed	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Long-term unemployment (1 year and more)	4 685	4 421	5 944	6 127	6 061	6 233
Short-term unemployment (less than 1 year)	1 894	1 862	1 715	1 707	1 839	1 920
Long-term unemployment (%)						
Proportion of the labour force	20,4	20,7	26,6	26,2	24,8	24,9
Proportion of the unemployed	71,2	70,4	77,6	78,2	76,7	76,4
Those who have worked in the past 5 years						
Previous occupation	**2 646**	**2 599**	**2 877**	**2 552**	**2 694**	**2 819**
Manager	57	79	73	62	65	56
Professional	49	55	58	54	65	59
Technician	143	149	160	141	141	216
Clerk	292	294	341	314	296	289
Sales and services	450	443	520	489	566	502
Skilled agriculture	8	6	5	8	7	9
Craft and related trade	446	414	424	360	385	418
Plant and machine operator	203	229	228	163	176	198
Elementary	826	765	852	798	835	893
Domestic worker	172	160	196	162	156	178
Other	0	5	20	1	2	
Previous industry	**2 646**	**2 599**	**2 877**	**2 552**	**2 694**	**2 819**
Agriculture	142	125	148	139	156	175
Mining	43	39	44	50	49	65
Manufacturing	295	276	289	230	251	254
Utilities	17	16	19	23	14	19
Construction	445	423	449	378	398	432
Trade	589	560	548	515	547	551
Transport	134	157	176	129	148	137
Finance	375	391	446	352	353	353
Community and social services	371	379	461	480	545	587
Private households	233	229	296	256	228	245
Other	0	5	2	1	6	0

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

Table 4.2: Characteristics of the unemployed by province						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**4 685**	**4 421**	**5 944**	**6 127**	**6 061**	**6 233**
Western cape	409	375	557	575	464	474
Eastern Cape	570	694	836	752	703	677
Northern Cape	73	65	55	62	72	87
Free State	305	245	321	303	340	344
KwaZulu-Natal	652	584	798	911	874	912
North West	285	288	356	340	416	471
Gauteng	1 732	1 633	2 172	2 218	2 201	2 264
Mpumalanga	441	300	472	469	506	510
Limpopo	217	237	377	496	484	495
Long-term unemployment (%)	**71,2**	**70,4**	**77,6**	**78,2**	**76,7**	**76,4**
Western cape	63,0	62,9	70,1	71,8	65,4	66,2
Eastern Cape	70,1	73,3	79,0	74,8	74,1	74,3
Northern Cape	58,9	62,1	59,0	59,1	60,4	62,4
Free State	71,9	67,3	77,0	77,3	78,8	76,5
KwaZulu-Natal	71,9	68,5	74,0	78,1	74,3	73,5
North West	70,4	73,7	75,5	71,7	74,9	77,0
Gauteng	77,5	75,8	85,2	87,1	85,1	85,1
Mpumalanga	68,2	66,4	73,7	70,5	73,1	73,2
Limpopo	57,9	56,3	67,7	73,4	71,3	68,1
Short-term unemployment	**1 894**	**1 862**	**1 715**	**1 707**	**1 839**	**1 920**
Western cape	241	222	238	226	246	242
Eastern Cape	243	253	222	254	246	234
Northern Cape	51	40	38	43	47	53
Free State	119	119	96	89	92	106
KwaZulu-Natal	254	268	280	255	303	329
North West	120	103	115	134	140	141
Gauteng	502	522	377	330	384	397
Mpumalanga	206	151	169	196	186	187
Limpopo	158	184	180	180	195	232
Short-term unemployment (%)	**28,8**	**29,6**	**22,4**	**21,8**	**23,3**	**23,6**
Western cape	37,0	37,1	29,9	28,2	34,6	33,8
Eastern Cape	29,9	26,7	21,0	25,2	25,9	25,7
Northern Cape	41,1	37,9	41,0	40,9	39,6	37,6
Free State	28,1	32,7	23,0	22,7	21,2	23,5
KwaZulu-Natal	28,1	31,5	26,0	21,9	25,7	26,5
North West	29,6	26,3	24,5	28,3	25,1	23,0
Gauteng	22,5	24,2	14,8	12,9	14,9	14,9
Mpumalanga	31,8	33,6	26,3	29,5	26,9	26,8
Limpopo	42,1	43,7	32,3	26,6	28,7	31,9

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 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Less than 3 moths	747	572	646	727	800	792
3 months less than 6 months	422	478	374	372	394	422
6 months less than 1 year	718	773	688	598	630	690
1 year less than 3 years	1 452	1 351	1 932	1 795	1 655	1 611
3 years and over	3 241	3 109	4 019	4 342	4 420	4 638
Women	**3 192**	**2 999**	**3 678**	**3 782**	**3 911**	**4 021**
Less than 3 moths	278	215	245	270	309	308
3 months less than 6 months	185	201	155	162	176	178
6 months less than 1 year	324	334	315	279	310	340
1 year less than 3 years	731	690	970	877	834	839
3 years and over	1 674	1 559	1 993	2 194	2 282	2 356
Men	**3 387**	**3 283**	**3 980**	**4 052**	**3 989**	**4 132**
Less than 3 moths	468	356	401	457	491	484
3 months less than 6 months	237	276	219	210	218	244
6 months less than 1 year	394	439	372	319	320	350
1 year less than 3 years	721	661	962	918	821	772
3 years and over	1 567	1 551	2 026	2 147	2 138	2 282

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 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**	**16 353**
Student	6 239	6 551	6 592	6 130	6 127	6 062
Home-maker	2 574	2 546	2 719	2 582	2 487	2 269
Illness/disability	1 536	1 490	1 537	1 591	1 661	1 613
Too old/young to work	1 522	1 550	1 673	1 812	1 723	1 774
Discouraged work seekers	2 848	2 754	3 529	3 549	3 166	3 266
Other	858	2 859	1 274	1 207	1 248	1 369
Inactivity rate by age (Both sexes)	**40,5**	**45,4**	**43,7**	**41,9**	**40,2**	**39,5**
15-24 yrs	74,3	79,1	78,0	74,2	73,0	73,2
25-54 yrs	23,6	29,3	27,2	26,0	24,5	23,9
55-64 yrs	55,5	58,1	59,4	60,4	57,8	55,7
Inactivity rate by age (Women)	**46,6**	**51,3**	**49,8**	**47,7**	**45,5**	**44,6**
15-24 yrs	76,8	80,9	79,6	76,8	75,0	75,3
25-54 yrs	30,8	36,5	34,6	32,5	30,6	29,5
55-64 yrs	63,1	65,5	66,5	67,7	63,7	62,0
Inactivity rate by age (Men)	**34,2**	**39,4**	**37,5**	**36,1**	**34,9**	**34,4**
15-24 yrs	71,9	77,3	76,5	71,7	71,1	71,2
25-54 yrs	16,5	22,2	19,7	19,7	18,5	18,3
55-64 yrs	46,0	48,9	50,6	51,4	50,4	48,0

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

Table 6a: Socio-demographic characteristics - South Africa						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
15-24 yrs	1 135	871	783	1 015	1 103	1 096
25-34 yrs	4 823	4 356	4 115	4 406	4 689	4 699
35-44 yrs	5 124	4 757	4 718	4 893	5 104	5 246
45-54 yrs	3 681	3 564	3 597	3 766	3 978	4 082
55-64 yrs	1 587	1 513	1 479	1 462	1 628	1 733
Age group of the unemployed	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
15-24 yrs	1 505	1 272	1 467	1 619	1 659	1 651
25-34 yrs	2 642	2 526	3 087	3 051	3 055	3 201
35-44 yrs	1 509	1 533	1 915	1 946	2 006	2 021
45-54 yrs	748	763	980	1 000	978	1 052
55-64 yrs	175	189	210	217	201	227
Age group of the not economically active	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**	**16 353**
15-24 yrs	7 649	8 120	7 989	7 593	7 475	7 521
25-34 yrs	2 623	3 342	3 150	3 006	2 805	2 702
35-44 yrs	1 642	2 150	1 982	1 960	1 875	1 891
45-54 yrs	1 467	1 777	1 734	1 749	1 759	1 773
55-64 yrs	2 196	2 361	2 468	2 563	2 499	2 467
Highest level of education of the employed	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
No schooling	290	186	191	177	181	183
Less than primary completed	948	770	698	657	684	655
Primary completed	621	505	453	488	499	488
Secondary not completed	5 352	4 874	4 807	4 764	5 051	5 152
Secondary completed	5 405	5 209	5 134	5 724	5 969	6 154
Tertiary	3 541	3 386	3 300	3 539	3 890	3 967
Other	193	132	108	196	228	257
Highest level of education of the unemployed	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
No schooling	71	52	52	68	62	58
Less than primary completed	349	292	305	319	291	337
Primary completed	256	227	247	243	273	248
Secondary not completed	3 035	2 791	3 374	3 364	3 352	3 423
Secondary completed	2 250	2 295	2 913	3 057	3 131	3 250
Tertiary	582	588	734	730	740	780
Other	36	38	33	51	51	56
Highest level of education of the not economically active	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**	**16 353**
No schooling	583	460	480	527	506	469
Less than primary completed	1 421	1 376	1 255	1 250	1 190	1 181
Primary completed	947	1 001	906	935	905	816
Secondary not completed	8 221	9 186	9 306	8 837	8 592	8 512
Secondary completed	3 587	4 652	4 509	4 430	4 239	4 358
Tertiary	663	895	720	717	783	782
Other	156	180	148	175	199	235

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 6b: Socio-demographic characteristics - South Africa (concluded)						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Employed	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Attending educational institution	343	255	183	284	307	301
Not attending educational institution	16 007	14 806	14 507	15 260	16 195	16 554
Unemployed	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Attending educational institution	129	103	114	166	143	136
Not attending educational institution	6 450	6 180	7 544	7 667	7 756	8 017
Not economically active	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**	**16 353**
Attending educational institution	6 127	6 450	6 435	5 937	5 952	5 905
Not attending educational institution	9 451	11 299	10 888	10 934	10 461	10 448
Current marital status of the employed	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**	**16 855**
Married	6 308	5 890	5 734	5 532	5 896	5 968
Living together like husband and wife	2 034	1 823	1 828	2 000	2 049	2 129
Widow/widower	466	375	373	367	397	398
Divorced or separated	502	446	421	461	460	504
Never married	7 041	6 528	6 335	7 184	7 699	7 857
Current marital status of the unemployed	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**	**8 153**
Married	1 014	992	1 242	1 091	987	1 002
Living together like husband and wife	716	626	681	825	804	839
Widow/widower	82	74	74	79	87	68
Divorced or separated	100	113	125	112	116	116
Never married	4 667	4 477	5 536	5 728	5 906	6 127
Current marital status of the not economically active	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**	**16 353**
Married	2 744	3 201	2 987	2 807	2 712	2 562
Living together like husband and wife	838	985	864	940	928	939
Widow/widower	605	615	634	648	592	582
Divorced or separated	248	317	297	274	269	281
Never married	11 142	12 633	12 541	12 201	11 911	11 989

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 education and not in employment - South Africa						
	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023	QLFS 2024
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**	**18 465**
Women	9 068	9 829	10 348	10 331	10 149	10 188
Men	6 834	7 649	8 084	8 270	8 068	8 277
Age group	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**	**18 465**
15-24 yrs	3 340	3 325	3 373	3 599	3 478	3 554
25-34 yrs	4 887	5 445	5 819	5 644	5 478	5 531
35-44 yrs	3 101	3 629	3 859	3 853	3 839	3 873
45-54 yrs	2 204	2 530	2 704	2 731	2 726	2 816
55-64 yrs	2 369	2 549	2 677	2 774	2 696	2 691
Population groups	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**	**18 465**
Black/African	13 442	14 803	15 659	15 916	15 700	15 901
Coloured	1 373	1 535	1 651	1 585	1 456	1 512
Indian/Asian	365	389	432	378	384	366
White	721	751	690	723	677	687
South Africa	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**	**18 465**
Western Cape	1 562	1 750	1 865	1 884	1 695	1 743
Eastern Cape	2 077	2 194	2 258	2 286	2 274	2 397
Northern Cape	370	402	436	408	398	405
Free State	796	846	871	831	881	888
KwaZulu Natal	3 206	3 511	3 641	3 702	3 615	3 538
North West	1 233	1 280	1 376	1 426	1 464	1 486
Gauteng	3 831	4 409	4 670	4 715	4 605	4 704
Mpumalanga	1 231	1 301	1 387	1 449	1 435	1 456
Limpopo	1 594	1 785	1 929	1 900	1 850	1 847

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: Statistical tables – Panel data

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 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
Q4 2021	Q1 2022	91,4	4,1	1,8	2,7	100,0
Q1 2022	Q2 2022	91,7	4,6	1,5	2,2	100,0
Q2 2022	Q3 2022	90,8	5,3	1,5	2,5	100,0
Q3 2022	Q4 2022	91,2	4,2	1,7	2,8	100,0
Q4 2022	Q1 2023	92,0	4,6	1,1	2,3	100,0
Q1 2023	Q2 2023	91,9	4,4	1,3	2,4	100,0
Q2 2023	Q3 2023	92,0	4,3	1,3	2,3	100,0
Q3 2023	Q4 2023	91,4	4,3	1,9	2,3	100,0
Q4 2023	Q1 2024	91,3	4,6	1,5	2,6	100,0
Q1 2024	Q2 2024	92,4	4,1	1,3	2,2	100,0
Q2 2024	Q3 2024	92,2	3,8	1,5	2,5	100,0
Q3 2024	Q4 2024	91,8	4,3	1,4	2,5	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	9,5	73,1	6,9	10,5	100,0
Q1 2022	Q2 2022	9,6	71,6	7,8	11,0	100,0
Q2 2022	Q3 2022	11,9	67,6	7,7	12,8	100,0
Q3 2022	Q4 2022	9,9	71,5	7,3	11,3	100,0
Q4 2022	Q1 2023	10,5	70,7	7,4	11,4	100,0
Q1 2023	Q2 2023	10,7	73,0	5,3	11,0	100,0
Q2 2023	Q3 2023	10,5	72,0	6,4	11,1	100,0
Q3 2023	Q4 2023	10,5	73,0	6,4	10,1	100,0
Q4 2023	Q1 2024	10,4	73,0	5,8	10,8	100,0
Q1 2024	Q2 2024	9,7	74,7	5,9	9,7	100,0
Q2 2024	Q3 2024	11,0	72,1	6,0	10,9	100,0
Q3 2024	Q4 2024	9,8	72,8	6,8	10,6	100,0

Table A.1: Quarterly transition rates between different labour market states (concluded)						
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	5,0	15,1	65,5	14,4	100,0
Q1 2022	Q2 2022	9,0	17,4	58,1	15,5	100,0
Q2 2022	Q3 2022	7,9	18,0	60,2	13,9	100,0
Q3 2022	Q4 2022	7,8	15,0	59,3	17,9	100,0
Q4 2022	Q1 2023	7,4	15,6	62,0	15,0	100,0
Q1 2023	Q2 2023	7,0	11,5	65,8	15,8	100,0
Q2 2023	Q3 2023	9,7	15,5	62,7	12,1	100,0
Q3 2023	Q4 2023	9,4	17,8	58,0	14,9	100,0
Q4 2023	Q1 2024	9,5	14,1	61,4	15,1	100,0
Q1 2024	Q2 2024	6,6	13,6	64,7	15,0	100,0
Q2 2024	Q3 2024	8,0	12,6	66,9	12,5	100,0
Q3 2024	Q4 2024	7,9	12,4	66,5	13,2	100,0
Q4 2023	Q1 2024	t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA		Per cent				
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
Q4 2021	Q1 2022	2,0	7,3	4,5	86,2	100,0
Q1 2022	Q2 2022	2,6	7,4	4,2	85,8	100,0
Q2 2022	Q3 2022	2,7	7,0	4,0	86,2	100,0
Q3 2022	Q4 2022	2,5	6,9	3,1	87,5	100,0
Q4 2022	Q1 2023	2,7	7,0	3,9	86,3	100,0
Q1 2023	Q2 2023	2,4	6,3	3,1	88,1	100,0
Q2 2023	Q3 2023	2,9	5,7	3,3	88,1	100,0
Q3 2023	Q4 2023	2,7	5,6	3,1	88,6	100,0
Q1 2024	Q2 2024	2,5	6,7	3,5	87,4	100,0
Q2 2024	Q3 2024	2,4	6,1	3,3	88,3	100,0
Q3 2024	Q4 2024	2,6	5,7	3,7	88,0	100,0
Q4 2023	Q1 2024	2,4	6,6	3,0	88,0	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 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
Q4 2021	Q1 2022	95,5	3,7	0,4	0,4	100,0
Q1 2022	Q2 2022	95,4	3,9	0,4	0,3	100,0
Q2 2022	Q3 2022	94,6	4,6	0,6	0,2	100,0
Q3 2022	Q4 2022	95,6	3,8	0,4	0,3	100,0
Q4 2022	Q1 2023	94,7	4,4	0,7	0,2	100,0
Q1 2023	Q2 2023	95,1	4,2	0,6	0,2	100,0
Q2 2023	Q3 2023	94,8	4,3	0,7	0,3	100,0
Q3 2023	Q4 2023	94,8	4,5	0,5	0,2	100,0
Q1 2024	Q2 2024	94,8	4,4	0,6	0,2	100,0
Q2 2024	Q3 2024	95,8	3,4	0,6	0,2	100,0
Q3 2024	Q4 2024	95,5	3,7	0,5	0,3	100,0
Q4 2023	Q1 2024	95,6	3,3	0,8	0,3	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Informal		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	14,5	84,6	0,4	0,5	100,0
Q1 2022	Q2 2022	14,6	83,9	0,3	1,1	100,0
Q2 2022	Q3 2022	18,8	78,4	0,6	2,3	100,0
Q3 2022	Q4 2022	19,2	78,9	0,5	1,4	100,0
Q4 2022	Q1 2023	16,6	80,9	0,6	1,9	100,0
Q1 2023	Q2 2023	17,0	80,4	0,7	1,9	100,0
Q2 2023	Q3 2023	18,7	79,3	0,9	1,2	100,0
Q3 2023	Q4 2023	17,2	81,0	0,5	1,2	100,0
Q1 2024	Q2 2024	17,7	80,1	0,9	1,3	100,0
Q2 2024	Q3 2024	15,8	83,1	0,4	0,6	100,0
Q3 2024	Q4 2024	14,9	83,5	0,6	1,0	100,0
Q4 2023	Q1 2024	14,8	82,7	1,0	1,5	100,0

Table A2: Quarterly transition rates between different sectors (concluded)						
		Formal	Informal	Agriculture	Private hh	Total
t status: Agriculture		Per cent				
t quarter	t+1 quarter					
Q2 2019	Q3 2019	4,2	0,9	94,2	0,8	100,0
Q3 2019	Q4 2019	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
Q4 2021	Q1 2022	6,7	1,3	89,6	2,5	100,0
Q1 2022	Q2 2022	8,5	0,8	88,6	2,1	100,0
Q2 2022	Q3 2022	8,7	1,6	88,3	1,4	100,0
Q3 2022	Q4 2022	8,4	1,5	89,6	0,6	100,0
Q4 2022	Q1 2023	6,8	2,0	89,9	1,3	100,0
Q1 2023	Q2 2023	10,0	1,9	87,3	0,9	100,0
Q2 2023	Q3 2023	7,7	2,3	88,2	1,8	100,0
Q3 2023	Q4 2023	8,9	2,3	86,8	2,0	100,0
Q1 2024	Q2 2024	8,5	1,2	89,3	1,0	100,0
Q2 2024	Q3 2024	7,1	2,9	87,7	2,3	100,0
Q3 2024	Q4 2024	9,7	1,8	87,1	1,4	100,0
Q4 2023	Q1 2024	10,1	1,1	87,7	1,2	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Private hh		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	3,2	3,1	1,0	92,7	100,0
Q1 2022	Q2 2022	1,7	3,9	1,1	93,3	100,0
Q2 2022	Q3 2022	3,3	4,0	1,5	91,2	100,0
Q3 2022	Q4 2022	2,3	4,5	0,6	92,6	100,0
Q4 2022	Q1 2023	3,8	7,1	1,2	87,9	100,0
Q1 2023	Q2 2023	3,0	2,7	1,3	93,0	100,0
Q2 2023	Q3 2023	2,9	4,0	0,9	92,2	100,0
Q3 2023	Q4 2023	3,1	2,1	0,8	94,0	100,0
Q1 2024	Q2 2024	3,3	2,1	1,4	93,2	100,0
Q2 2024	Q3 2024	3,1	3,0	0,8	93,1	100,0
Q3 2024	Q4 2024	2,7	3,8	1,6	92,0	100,0
Q4 2023	Q1 2024	1,4	3,5	0,7	94,4	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 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
Q4 2021	Q1 2022	90,8	2,5	2,1	4,6	100,0
Q1 2022	Q2 2022	86,6	5,8	2,8	4,8	100,0
Q2 2022	Q3 2022	86,4	5,9	2,6	5,0	100,0
Q3 2022	Q4 2022	86,9	4,9	2,5	5,7	100,0
Q4 2022	Q1 2023	87,5	5,5	1,7	5,2	100,0
Q1 2023	Q2 2023	87,7	6,3	1,7	4,4	100,0
Q2 2023	Q3 2023	86,8	5,8	2,2	5,3	100,0
Q3 2023	Q4 2023	88,7	3,8	2,7	4,8	100,0
Q4 2023	Q1 2024	87,8	5,4	3,2	3,6	100,0
Q1 2024	Q2 2024	86,4	6,5	1,6	5,4	100,0
Q2 2024	Q3 2024	88,9	4,3	2,8	4,0	100,0
Q3 2024	Q4 2024	87,7	5,0	2,4	4,9	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 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
Q4 2021	Q1 2022	10,0	67,9	7,9	14,2	100,0
Q1 2022	Q2 2022	8,2	67,4	10,4	14,1	100,0
Q2 2022	Q3 2022	13,2	65,6	7,1	14,2	100,0
Q3 2022	Q4 2022	13,3	64,1	8,9	13,7	100,0
Q4 2022	Q1 2023	13,4	64,9	7,4	14,3	100,0
Q1 2023	Q2 2023	13,6	64,0	6,4	16,0	100,0
Q2 2023	Q3 2023	9,4	70,2	5,6	14,8	100,0
Q3 2023	Q4 2023	12,0	68,8	5,6	13,7	100,0
Q4 2023	Q1 2024	13,4	65,7	5,6	15,4	100,0
Q1 2024	Q2 2024	10,6	69,2	6,7	13,4	100,0
Q2 2024	Q3 2024	14,1	64,0	6,9	15,0	100,0
Q3 2024	Q4 2024	12,4	68,4	5,2	14,0	100,0

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

		t+1 status				
t status: Discouragement: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	4,7	15,5	59,3	20,5	100,0
Q1 2022	Q2 2022	10,8	10,1	55,6	23,4	100,0
Q2 2022	Q3 2022	7,4	12,0	62,7	17,9	100,0
Q3 2022	Q4 2022	6,4	7,2	58,8	27,6	100,0
Q4 2022	Q1 2023	9,1	8,4	59,6	22,9	100,0
Q1 2023	Q2 2023	9,7	9,6	60,5	20,3	100,0
Q2 2023	Q3 2023	8,2	11,3	62,2	18,4	100,0
Q3 2023	Q4 2023	13,1	11,6	56,9	18,4	100,0
Q4 2023	Q1 2024	12,3	11,6	50,9	25,2	100,0
Q1 2024	Q2 2024	9,4	12,8	60,0	17,9	100,0
Q2 2024	Q3 2024	9,4	8,3	62,9	19,3	100,0
Q3 2024	Q4 2024	7,0	7,9	65,9	19,1	100,0
		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	1,2	4,0	4,2	90,7	100,0
Q1 2022	Q2 2022	2,2	3,6	3,5	90,7	100,0
Q2 2022	Q3 2022	2,7	3,8	4,8	88,8	100,0
Q3 2022	Q4 2022	2,4	4,1	2,7	90,8	100,0
Q4 2022	Q1 2023	2,2	3,4	3,3	91,1	100,0
Q1 2023	Q2 2023	2,3	3,7	2,7	91,4	100,0
Q2 2023	Q3 2023	2,8	3,5	3,1	90,5	100,0
Q3 2023	Q4 2023	2,5	3,3	3,3	90,9	100,0
Q4 2023	Q1 2024	2,3	3,2	2,3	92,2	100,0
Q1 2024	Q2 2024	2,6	4,0	3,0	90,4	100,0
Q2 2024	Q3 2024	2,0	3,5	4,3	90,2	100,0
Q3 2024	Q4 2024	2,4	3,6	2,0	92,0	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 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
Q4 2021	Q1 2022	88,8	5,7	2,1	3,4	100,0
Q1 2022	Q2 2022	89,6	6,1	2,1	2,2	100,0
Q2 2022	Q3 2022	86,8	8,0	2,3	2,9	100,0
Q3 2022	Q4 2022	89,0	5,2	2,4	3,4	100,0
Q4 2022	Q1 2023	89,4	6,2	1,9	2,5	100,0
Q1 2023	Q2 2023	88,2	6,2	2,1	3,5	100,0
Q2 2023	Q3 2023	89,2	6,2	2,0	2,6	100,0
Q3 2023	Q4 2023	88,3	5,9	2,8	3,0	100,0
Q4 2023	Q1 2024	87,7	6,8	2,1	3,4	100,0
Q1 2024	Q2 2024	89,2	5,7	2,1	3,0	100,0
Q2 2024	Q3 2024	89,0	5,5	2,3	3,2	100,0
Q3 2024	Q4 2024	88,1	6,2	2,4	3,3	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 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
Q4 2021	Q1 2022	8,8	72,3	7,8	11,1	100,0
Q1 2022	Q2 2022	10,3	71,4	7,6	10,7	100,0
Q2 2022	Q3 2022	11,9	67,9	7,5	12,7	100,0
Q3 2022	Q4 2022	8,8	71,6	7,4	12,2	100,0
Q4 2022	Q1 2023	11,6	69,3	7,3	11,8	100,0
Q1 2023	Q2 2023	9,6	74,0	5,5	11,0	100,0
Q2 2023	Q3 2023	9,5	72,6	6,8	11,1	100,0
Q3 2023	Q4 2023	10,7	73,0	6,6	9,8	100,0
Q4 2023	Q1 2024	10,4	73,5	5,3	10,8	100,0
Q1 2024	Q2 2024	9,9	74,1	6,2	9,8	100,0
Q2 2024	Q3 2024	11,5	71,7	5,8	11,0	100,0
Q3 2024	Q4 2024	9,8	72,7	7,2	10,3	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 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
Q4 2021	Q1 2022	5,3	13,0	67,2	14,5	100,0
Q1 2022	Q2 2022	8,6	17,4	59,6	14,4	100,0
Q2 2022	Q3 2022	8,2	18,7	60,1	13,1	100,0
Q3 2022	Q4 2022	8,1	14,4	58,8	18,7	100,0
Q4 2022	Q1 2023	8,3	15,0	61,7	15,0	100,0
Q1 2023	Q2 2023	6,2	11,5	66,5	15,7	100,0
Q2 2023	Q3 2023	9,2	14,2	63,8	12,8	100,0
Q3 2023	Q4 2023	7,9	16,7	60,4	15,1	100,0
Q4 2023	Q1 2024	8,8	13,6	62,7	14,8	100,0
Q1 2024	Q2 2024	6,2	12,4	64,4	16,9	100,0
Q2 2024	Q3 2024	8,4	13,3	67,7	10,6	100,0
Q3 2024	Q4 2024	9,0	12,5	65,6	12,9	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 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
Q4 2021	Q1 2022	1,2	6,9	4,8	87,1	100,0
Q1 2022	Q2 2022	1,9	6,5	3,9	87,7	100,0
Q2 2022	Q3 2022	1,7	5,7	3,3	89,3	100,0
Q3 2022	Q4 2022	1,9	5,7	2,7	89,7	100,0
Q4 2022	Q1 2023	1,9	6,4	4,1	87,5	100,0
Q1 2023	Q2 2023	1,6	5,3	3,0	90,1	100,0
Q2 2023	Q3 2023	2,3	4,8	2,8	90,1	100,0
Q3 2023	Q4 2023	1,8	4,6	2,9	90,7	100,0
Q4 2023	Q1 2024	1,9	6,2	3,7	88,3	100,0
Q1 2024	Q2 2024	1,7	4,9	2,7	90,7	100,0
Q2 2024	Q3 2024	2,1	4,4	3,2	90,3	100,0
Q3 2024	Q4 2024	1,8	5,3	3,0	89,9	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 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
Q4 2021	Q1 2022	92,0	4,5	1,4	2,1	100,0
Q1 2022	Q2 2022	92,3	4,7	1,2	1,7	100,0
Q2 2022	Q3 2022	92,2	4,5	1,3	2,0	100,0
Q3 2022	Q4 2022	91,4	4,4	1,9	2,3	100,0
Q4 2022	Q1 2023	92,4	4,7	0,8	2,1	100,0
Q1 2023	Q2 2023	92,7	4,4	1,3	1,7	100,0
Q2 2023	Q3 2023	93,0	4,0	1,2	1,9	100,0
Q3 2023	Q4 2023	91,6	4,6	1,8	2,0	100,0
Q4 2023	Q1 2024	92,1	4,6	1,4	2,0	100,0
Q1 2024	Q2 2024	93,4	3,9	1,2	1,5	100,0
Q2 2024	Q3 2024	93,0	3,8	1,2	2,0	100,0
Q3 2024	Q4 2024	92,5	4,3	1,0	2,2	100,0
		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	8,9	76,2	6,3	8,6	100,0
Q1 2022	Q2 2022	8,3	72,3	7,8	11,6	100,0
Q2 2022	Q3 2022	11,0	68,1	7,4	13,6	100,0
Q3 2022	Q4 2022	9,9	73,3	6,7	10,1	100,0
Q4 2022	Q1 2023	9,0	72,4	7,9	10,7	100,0
Q1 2023	Q2 2023	10,3	74,0	5,2	10,4	100,0
Q2 2023	Q3 2023	10,9	71,8	6,4	10,9	100,0
Q3 2023	Q4 2023	9,8	74,2	6,8	9,3	100,0
Q4 2023	Q1 2024	10,4	73,3	6,4	9,9	100,0
Q1 2024	Q2 2024	8,9	76,8	5,4	9,0	100,0
Q2 2024	Q3 2024	9,7	74,1	5,8	10,4	100,0
Q3 2024	Q4 2024	8,8	73,7	6,6	10,9	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					
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
Q4 2021	Q1 2022	4,2	17,9	65,3	12,7	100,0
Q1 2022	Q2 2022	8,3	19,5	58,3	13,8	100,0
Q2 2022	Q3 2022	6,6	19,0	61,0	13,4	100,0
Q3 2022	Q4 2022	8,3	18,3	59,9	13,6	100,0
Q4 2022	Q1 2023	6,1	17,3	63,0	13,6	100,0
Q1 2023	Q2 2023	7,3	11,5	66,1	15,1	100,0
Q2 2023	Q3 2023	10,9	17,9	61,7	9,5	100,0
Q3 2023	Q4 2023	8,4	20,1	57,8	13,7	100,0
Q4 2023	Q1 2024	8,9	15,2	63,2	12,7	100,0
Q1 2024	Q2 2024	6,0	15,0	68,2	10,9	100,0
Q2 2024	Q3 2024	6,5	12,6	68,3	12,5	100,0
Q3 2024	Q4 2024	6,8	14,3	67,6	11,4	100,0
						t+1 status
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2021	Q1 2022	4,6	11,2	4,3	79,8	100,0
Q1 2022	Q2 2022	3,5	12,2	5,6	78,7	100,0
Q2 2022	Q3 2022	4,9	12,1	5,3	77,6	100,0
Q3 2022	Q4 2022	3,4	12,2	4,7	79,7	100,0
Q4 2022	Q1 2023	4,5	11,0	4,3	80,2	100,0
Q1 2023	Q2 2023	3,6	10,6	4,1	81,7	100,0
Q2 2023	Q3 2023	3,6	9,2	4,6	82,6	100,0
Q3 2023	Q4 2023	4,5	9,5	3,4	82,6	100,0
Q4 2023	Q1 2024	3,6	10,1	4,3	82,0	100,0
Q1 2024	Q2 2024	3,0	9,8	4,4	82,7	100,0
Q2 2024	Q3 2024	3,9	9,9	4,7	81,5	100,0
Q3 2024	Q4 2024	3,8	11,7	4,0	80,5	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)						
		t+1 status				
t status: Employed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	94,3	2,0	2,0	1,8	100,0
Q1 2022	Q2 2022	96,0	1,8	0,4	1,8	100,0
Q2 2022	Q3 2022	95,5	2,6	0,2	1,6	100,0
Q3 2022	Q4 2022	95,3	2,4	0,4	2,0	100,0
Q4 2022	Q1 2023	96,2	2,2	0,4	1,2	100,0
Q1 2023	Q2 2023	96,9	1,5	0,4	1,2	100,0
Q2 2023	Q3 2023	96,2	1,9	0,2	1,6	100,0
Q3 2023	Q4 2023	96,1	2,2	0,6	1,1	100,0
Q4 2023	Q1 2024	96,3	1,6	0,4	1,8	100,0
Q1 2024	Q2 2024	96,9	1,7	0,2	1,2	100,0
Q2 2024	Q3 2024	96,4	1,8	0,2	1,5	100,0
Q3 2024	Q4 2024	97,0	1,5	0,4	1,1	100,0
						t+1 status
t status: Unemployed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	14,9	69,2	4,8	11,1	100,0
Q1 2022	Q2 2022	12,4	73,4	7,0	7,2	100,0
Q2 2022	Q3 2022	13,4	67,3	9,8	9,4	100,0
Q3 2022	Q4 2022	11,8	72,4	6,8	9,1	100,0
Q4 2022	Q1 2023	8,8	75,9	6,0	9,3	100,0
Q1 2023	Q2 2023	13,7	72,4	4,6	9,3	100,0
Q2 2023	Q3 2023	14,5	72,2	4,8	8,5	100,0
Q3 2023	Q4 2023	11,1	73,2	4,4	11,3	100,0
Q4 2023	Q1 2024	7,2	76,7	5,8	10,3	100,0
Q1 2024	Q2 2024	10,7	74,6	5,9	8,8	100,0
Q2 2024	Q3 2024	10,4	74,7	5,9	9,0	100,0
Q3 2024	Q4 2024	11,3	73,6	7,7	7,4	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 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
Q4 2021	Q1 2022	6,2	21,0	68,1	4,7	100,0
Q1 2022	Q2 2022	12,2	21,4	48,0	18,4	100,0
Q2 2022	Q3 2022	15,2	22,2	50,1	12,6	100,0
Q3 2022	Q4 2022	6,7	19,2	63,2	10,8	100,0
Q4 2022	Q1 2023	1,7	27,8	63,8	6,7	100,0
Q1 2023	Q2 2023	6,0	16,1	68,6	9,3	100,0
Q2 2023	Q3 2023	8,9	17,7	63,4	10,0	100,0
Q3 2023	Q4 2023	13,8	26,6	46,0	13,5	100,0
Q4 2023	Q1 2024	10,9	17,0	63,7	8,4	100,0
Q1 2024	Q2 2024	7,3	14,6	60,1	18,1	100,0
Q2 2024	Q3 2024	10,6	19,0	55,6	14,8	100,0
Q3 2024	Q4 2024	6,5	11,3	70,8	11,4	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	5,4	10,2	2,6	81,8	100,0
Q1 2022	Q2 2022	8,2	11,2	1,4	79,1	100,0
Q2 2022	Q3 2022	6,7	12,2	4,0	77,2	100,0
Q3 2022	Q4 2022	5,4	9,1	3,3	82,2	100,0
Q4 2022	Q1 2023	6,6	13,1	1,7	78,6	100,0
Q1 2023	Q2 2023	7,6	9,1	1,7	81,6	100,0
Q2 2023	Q3 2023	7,2	10,1	3,2	79,5	100,0
Q3 2023	Q4 2023	5,1	9,3	4,0	81,6	100,0
Q4 2023	Q1 2024	5,7	12,2	3,0	79,2	100,0
Q1 2024	Q2 2024	6,9	9,9	4,1	79,1	100,0
Q2 2024	Q3 2024	5,6	10,0	2,0	82,4	100,0
Q3 2024	Q4 2024	3,1	9,7	3,1	84,2	100,0

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

		t+1 status				
t status: Employed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	68,7	17,6	5,7	8,0	100,0
Q1 2022	Q2 2022	69,5	18,5	5,7	6,2	100,0
Q2 2022	Q3 2022	71,3	17,2	5,3	6,2	100,0
Q3 2022	Q4 2022	70,7	17,1	5,3	6,9	100,0
Q4 2022	Q1 2023	71,3	17,7	5,0	6,0	100,0
Q1 2023	Q2 2023	71,7	17,0	5,1	6,3	100,0
Q2 2023	Q3 2023	71,8	16,6	5,4	6,2	100,0
Q3 2023	Q4 2023	70,6	17,4	5,4	6,6	100,0
Q4 2023	Q1 2024	71,0	17,1	5,4	6,4	100,0
Q1 2024	Q2 2024	72,0	16,8	5,0	6,2	100,0
Q2 2024	Q3 2024	71,1	17,4	5,1	6,4	100,0
Q3 2024	Q4 2024	70,6	17,7	5,1	6,5	100,0
			t+1 status			
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	53,7	26,0	4,8	15,5	100,0
Q1 2022	Q2 2022	48,9	34,3	7,2	9,7	100,0
Q2 2022	Q3 2022	46,6	37,8	6,3	9,3	100,0
Q3 2022	Q4 2022	48,5	34,2	5,8	11,5	100,0
Q4 2022	Q1 2023	49,7	34,3	5,4	10,6	100,0
Q1 2023	Q2 2023	55,2	32,2	5,6	7,0	100,0
Q2 2023	Q3 2023	51,0	36,7	4,9	7,3	100,0
Q3 2023	Q4 2023	48,6	37,0	6,3	8,2	100,0
Q4 2023	Q1 2024	47,5	37,6	4,5	10,4	100,0
Q1 2024	Q2 2024	45,1	38,1	8,8	8,0	100,0
Q2 2024	Q3 2024	41,4	42,9	7,3	8,5	100,0
Q3 2024	Q4 2024	45,3	38,1	7,5	9,1	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: Discouragement		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	45,9	34,5	6,8	12,9	100,0
Q1 2022	Q2 2022	33,5	47,9	11,7	6,9	100,0
Q2 2022	Q3 2022	37,2	42,9	6,1	13,8	100,0
Q3 2022	Q4 2022	44,1	36,7	10,3	9,0	100,0
Q4 2022	Q1 2023	33,4	44,4	9,5	12,8	100,0
Q1 2023	Q2 2023	47,6	36,0	5,3	11,1	100,0
Q2 2023	Q3 2023	35,3	48,6	6,4	9,6	100,0
Q3 2023	Q4 2023	35,7	46,3	8,9	9,2	100,0
Q4 2023	Q1 2024	46,5	33,3	11,3	8,9	100,0
Q1 2024	Q2 2024	41,6	35,7	11,2	11,5	100,0
Q2 2024	Q3 2024	34,7	41,2	13,9	10,2	100,0
Q3 2024	Q4 2024	34,1	45,3	11,7	8,8	100,0
				t+1 status		
		Formal	Informal	Agriculture	Private hh	Total
t status: Other NEA		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	48,1	31,4	6,9	13,5	100,0
Q1 2022	Q2 2022	44,8	32,5	7,6	15,0	100,0
Q2 2022	Q3 2022	43,4	38,2	6,8	11,6	100,0
Q3 2022	Q4 2022	44,9	39,5	6,8	8,8	100,0
Q4 2022	Q1 2023	47,3	33,1	8,5	11,0	100,0
Q1 2023	Q2 2023	46,8	31,8	7,1	14,3	100,0
Q2 2023	Q3 2023	42,3	36,7	11,3	9,7	100,0
Q3 2023	Q4 2023	40,1	40,4	9,5	10,0	100,0
Q4 2023	Q1 2024	50,2	31,9	6,3	11,5	100,0
Q1 2024	Q2 2024	42,8	31,8	8,2	17,2	100,0
Q2 2024	Q3 2024	39,6	41,4	11,3	7,6	100,0
Q3 2024	Q4 2024	49,1	31,7	8,9	10,3	100,0

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

		t+1 status				
t status: Employed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	88,7	6,5	2,6	2,2	100,0
Q1 2022	Q2 2022	88,4	7,1	2,2	2,2	100,0
Q2 2022	Q3 2022	86,6	8,3	2,2	2,8	100,0
Q3 2022	Q4 2022	87,2	6,9	2,9	3,0	100,0
Q4 2022	Q1 2023	88,6	7,6	1,6	2,3	100,0
Q1 2023	Q2 2023	88,7	6,9	2,0	2,4	100,0
Q2 2023	Q3 2023	89,3	6,4	1,8	2,5	100,0
Q3 2023	Q4 2023	87,4	7,4	2,9	2,3	100,0
Q4 2023	Q1 2024	88,0	7,2	2,3	2,6	100,0
Q1 2024	Q2 2024	89,4	6,1	2,2	2,3	100,0
Q2 2024	Q3 2024	88,8	6,1	2,2	2,9	100,0
Q3 2024	Q4 2024	88,1	6,6	2,1	3,2	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	9,0	71,3	7,3	12,4	100,0
Q1 2022	Q2 2022	8,2	72,4	8,1	11,3	100,0
Q2 2022	Q3 2022	11,2	67,7	7,9	13,2	100,0
Q3 2022	Q4 2022	9,4	71,7	7,5	11,5	100,0
Q4 2022	Q1 2023	9,3	71,4	7,6	11,7	100,0
Q1 2023	Q2 2023	10,4	73,5	4,9	11,1	100,0
Q2 2023	Q3 2023	9,9	72,1	6,5	11,5	100,0
Q3 2023	Q4 2023	9,4	74,8	6,5	9,3	100,0
Q4 2023	Q1 2024	9,6	74,0	5,9	10,5	100,0
Q1 2024	Q2 2024	8,7	75,6	6,0	9,6	100,0
Q2 2024	Q3 2024	9,6	74,2	5,5	10,7	100,0
Q3 2024	Q4 2024	8,6	74,0	6,6	10,7	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement Youth		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	4,8	14,8	67,2	13,2	100,0
Q1 2022	Q2 2022	7,6	17,6	60,4	14,4	100,0
Q2 2022	Q3 2022	6,8	19,5	60,2	13,5	100,0
Q3 2022	Q4 2022	7,8	16,2	60,4	15,6	100,0
Q4 2022	Q1 2023	7,8	17,9	61,0	13,4	100,0
Q1 2023	Q2 2023	6,5	11,8	65,8	15,9	100,0
Q2 2023	Q3 2023	9,6	17,1	61,6	11,7	100,0
Q3 2023	Q4 2023	7,7	17,5	59,4	15,4	100,0
Q4 2023	Q1 2024	8,9	15,6	61,8	13,8	100,0
Q1 2024	Q2 2024	6,3	13,8	66,4	13,4	100,0
Q2 2024	Q3 2024	7,3	14,3	67,9	10,5	100,0
Q3 2024	Q4 2024	7,0	12,4	68,1	12,4	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Youth		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	1,4	7,8	4,9	86,0	100,0
Q1 2022	Q2 2022	1,6	7,6	4,2	86,7	100,0
Q2 2022	Q3 2022	1,8	7,2	3,4	87,6	100,0
Q3 2022	Q4 2022	1,7	7,1	2,9	88,4	100,0
Q4 2022	Q1 2023	2,0	7,8	3,8	86,4	100,0
Q1 2023	Q2 2023	1,6	6,4	3,0	89,0	100,0
Q2 2023	Q3 2023	1,8	5,3	3,2	89,8	100,0
Q3 2023	Q4 2023	1,8	5,4	2,8	90,1	100,0
Q4 2023	Q1 2024	1,8	6,9	3,3	88,0	100,0
Q1 2024	Q2 2024	1,6	6,3	3,1	89,1	100,0
Q2 2024	Q3 2024	1,7	6,1	3,2	89,1	100,0
Q3 2024	Q4 2024	1,4	6,3	2,5	89,7	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 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
Q4 2021	Q1 2022	92,7	3,0	1,4	2,9	100,0
Q1 2022	Q2 2022	93,4	3,3	1,1	2,2	100,0
Q2 2022	Q3 2022	93,0	3,6	1,1	2,3	100,0
Q3 2022	Q4 2022	93,4	2,8	1,1	2,7	100,0
Q4 2022	Q1 2023	93,8	3,0	0,9	2,4	100,0
Q1 2023	Q2 2023	93,5	3,1	1,0	2,3	100,0
Q2 2023	Q3 2023	93,5	3,2	1,0	2,3	100,0
Q3 2023	Q4 2023	93,7	2,6	1,4	2,3	100,0
Q4 2023	Q1 2024	93,1	3,2	1,1	2,6	100,0
Q1 2024	Q2 2024	94,0	3,0	0,8	2,1	100,0
Q2 2024	Q3 2024	94,1	2,7	1,1	2,2	100,0
Q3 2024	Q4 2024	93,7	3,1	1,1	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 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
Q4 2021	Q1 2022	10,1	75,8	6,4	7,8	100,0
Q1 2022	Q2 2022	11,5	70,5	7,3	10,6	100,0
Q2 2022	Q3 2022	12,8	67,5	7,4	12,3	100,0
Q3 2022	Q4 2022	10,7	71,3	7,0	11,0	100,0
Q4 2022	Q1 2023	12,2	69,6	7,1	11,0	100,0
Q1 2023	Q2 2023	11,1	72,2	6,0	10,7	100,0
Q2 2023	Q3 2023	11,5	71,8	6,1	10,6	100,0
Q3 2023	Q4 2023	12,0	70,6	6,3	11,2	100,0
Q4 2023	Q1 2024	11,5	71,7	5,7	11,2	100,0
Q1 2024	Q2 2024	11,2	73,2	5,8	9,7	100,0
Q2 2024	Q3 2024	13,0	69,2	6,6	11,2	100,0
Q3 2024	Q4 2024	11,5	70,9	7,1	10,5	100,0

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

		t+1 status				
t status: Discouragement Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	5,4	15,6	62,8	16,2	100,0
Q1 2022	Q2 2022	11,3	17,0	54,6	17,1	100,0
Q2 2022	Q3 2022	9,3	15,9	60,3	14,5	100,0
Q3 2022	Q4 2022	7,8	13,4	57,8	20,9	100,0
Q4 2022	Q1 2023	6,8	12,5	63,4	17,3	100,0
Q1 2023	Q2 2023	7,7	11,0	65,7	15,6	100,0
Q2 2023	Q3 2023	9,8	13,4	64,0	12,8	100,0
Q3 2023	Q4 2023	11,5	18,1	56,3	14,1	100,0
Q4 2023	Q1 2024	10,2	12,1	60,8	16,8	100,0
Q1 2024	Q2 2024	6,9	13,3	62,6	17,1	100,0
Q2 2024	Q3 2024	8,9	10,6	65,5	15,1	100,0
Q3 2024	Q4 2024	9,0	12,4	64,5	14,2	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Adults		Per cent				
t quarter	t+1 quarter					
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
Q4 2021	Q1 2022	3,3	6,5	3,8	86,5	100,0
Q1 2022	Q2 2022	4,5	7,2	4,2	84,2	100,0
Q2 2022	Q3 2022	4,5	6,7	5,2	83,6	100,0
Q3 2022	Q4 2022	3,9	6,6	3,5	86,0	100,0
Q4 2022	Q1 2023	4,0	5,7	4,1	86,2	100,0
Q1 2023	Q2 2023	3,8	6,2	3,4	86,7	100,0
Q2 2023	Q3 2023	4,9	6,5	3,5	85,1	100,0
Q3 2023	Q4 2023	4,3	6,0	3,8	86,0	100,0
Q4 2023	Q1 2024	3,8	6,1	3,8	86,3	100,0
Q1 2024	Q2 2024	3,8	5,7	3,6	86,9	100,0
Q2 2024	Q3 2024	4,2	5,1	4,6	86,1	100,0
Q3 2024	Q4 2024	4,1	7,1	3,9	84,9	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 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
Q4 2021	Q1 2022	12,6	73,4	6,5	7,5	100,0
Q1 2022	Q2 2022	11,9	72,7	7,3	8,1	100,0
Q2 2022	Q3 2022	14,7	66,9	8,5	9,9	100,0
Q3 2022	Q4 2022	12,7	71,1	7,0	9,1	100,0
Q4 2022	Q1 2023	13,3	69,7	8,1	8,8	100,0
Q1 2023	Q2 2023	13,5	72,0	5,6	8,9	100,0
Q2 2023	Q3 2023	12,7	71,9	6,6	8,8	100,0
Q3 2023	Q4 2023	14,1	70,4	6,6	8,9	100,0
Q4 2023	Q1 2024	13,0	70,8	6,5	9,7	100,0
Q1 2024	Q2 2024	13,2	72,5	6,2	8,0	100,0
Q2 2024	Q3 2024	14,6	67,6	6,7	11,2	100,0
Q3 2024	Q4 2024	12,8	70,4	7,7	9,1	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
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
Q4 2021	Q1 2022	5,5	72,7	7,4	14,4	100,0
Q1 2022	Q2 2022	6,7	70,3	8,4	14,6	100,0
Q2 2022	Q3 2022	8,3	68,5	6,8	16,5	100,0
Q3 2022	Q4 2022	6,5	72,0	7,6	13,9	100,0
Q4 2022	Q1 2023	7,0	71,8	6,6	14,6	100,0
Q1 2023	Q2 2023	7,3	74,3	5,0	13,5	100,0
Q2 2023	Q3 2023	7,7	72,0	6,1	14,1	100,0
Q3 2023	Q4 2023	5,5	76,6	6,2	11,7	100,0
Q4 2023	Q1 2024	6,8	76,1	4,9	12,2	100,0
Q1 2024	Q2 2024	4,8	77,7	5,5	12,0	100,0
Q2 2024	Q3 2024	6,2	75,9	6,6	11,3	100,0
Q3 2024	Q4 2024	5,9	75,9	5,6	12,6	100,0

Table A7: Quarterly transition rates between different labour market states, by the length of unemployment						
t status: Long-term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2021	Q1 2022	7,3	75,2	6,6	10,8	100,0
Q1 2022	Q2 2022	8,3	72,2	7,9	11,5	100,0
Q2 2022	Q3 2022	10,2	69,0	7,4	13,4	100,0
Q3 2022	Q4 2022	7,7	73,1	7,3	11,9	100,0
Q4 2022	Q1 2023	8,2	72,8	7,1	12,0	100,0
Q1 2023	Q2 2023	8,5	75,5	5,0	11,1	100,0
Q2 2023	Q3 2023	8,6	73,7	6,5	11,2	100,0
Q3 2023	Q4 2023	8,0	75,2	5,9	10,9	100,0
Q4 2023	Q1 2024	8,0	75,3	5,3	11,4	100,0
Q1 2024	Q2 2024	6,5	78,3	5,8	9,4	100,0
Q2 2024	Q3 2024	8,1	74,6	6,1	11,1	100,0
Q3 2024	Q4 2024	7,4	75,6	6,2	10,8	100,0
		t+1 status				
t status: Short-term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2021	Q1 2022	17,8	64,8	8,1	9,3	100,0
Q1 2022	Q2 2022	14,0	69,5	7,3	9,3	100,0
Q2 2022	Q3 2022	17,8	62,7	8,7	10,8	100,0
Q3 2022	Q4 2022	17,2	66,4	7,3	9,1	100,0
Q4 2022	Q1 2023	19,0	63,0	8,7	9,4	100,0
Q1 2023	Q2 2023	18,0	64,9	6,5	10,6	100,0
Q2 2023	Q3 2023	17,0	66,2	6,0	10,8	100,0
Q3 2023	Q4 2023	18,0	66,6	7,9	7,5	100,0
Q4 2023	Q1 2024	18,2	65,5	7,5	8,8	100,0
Q1 2024	Q2 2024	19,3	64,0	6,3	10,3	100,0
Q2 2024	Q3 2024	20,1	64,2	5,5	10,2	100,0
Q3 2024	Q4 2024	17,5	63,6	8,9	10,0	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 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
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
Q1 2022	51,3	28,5	5,6	14,7	100,0
Q2 2022	44,4	36,8	8,3	10,4	100,0
Q3 2022	44,3	38,7	6,4	10,6	100,0
Q4 2022	46,8	36,0	6,8	10,4	100,0
Q1 2023	46,5	35,6	6,9	11,0	100,0
Q2 2023	52,1	32,7	5,9	9,3	100,0
Q3 2023	44,3	38,7	6,4	10,6	100,0
Q4 2023	44,2	39,4	7,5	8,8	100,0
Q1 2024	48,0	35,4	6,2	10,4	100,0
Q2 2024	44,0	36,2	9,0	10,8	100,0
Q3 2024	39,9	42,3	9,2	8,5	100,0
Q4 2024	44,2	37,8	8,6	9,3	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 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
Q1 2022	31,7	33,5	34,8	100,0
Q2 2022	17,4	43,0	39,6	100,0
Q3 2022	20,4	42,6	37,0	100,0
Q4 2022	27,1	36,8	36,1	100,0
Q1 2023	23,4	46,1	30,4	100,0
Q2 2023	34,1	43,0	39,6	100,0
Q3 2023	22,2	52,7	24,7	100,0
Q4 2023	21,6	46,7	31,7	100,0
Q1 2024	27,8	42,4	29,7	100,0
Q2 2024	14,6	45,2	40,1	100,0
Q3 2024	12,6	54,7	32,7	100,0
Q4 2024	15,2	50,3	34,5	100,0
Employed with Secondary not completed	**Sector**			
	Formal	**Informal**	**Agriculture& Private household**	**Total**
	Per cent			
Quarter				
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
Q1 2022	46,0	32,1	21,9	100,0
Q2 2022	41,0	43,1	15,9	100,0
Q3 2022	35,1	44,1	20,8	100,0
Q4 2022	38,1	41,7	20,2	100,0
Q1 2023	46,0	32,1	21,9	100,0
Q2 2023	41,0	43,1	15,9	100,0
Q3 2023	34,3	44,1	21,6	100,0
Q4 2023	38,8	41,4	19,9	100,0
Q1 2024	46,0	32,1	21,9	100,0
Q2 2024	41,0	43,1	15,9	100,0
Q3 2024	35,6	42,5	21,9	100,0
Q4 2024	34,7	42,9	22,5	100,0

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

Employed with Secondary completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q4 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
Q1 2022	70,5	23,0	6,4	100,0
Q2 2022	60,7	27,0	12,2	100,0
Q3 2022	59,4	33,4	7,2	100,0
Q4 2022	57,0	32,5	10,5	100,0
Q1 2023	70,5	23,0	6,4	100,0
Q2 2023	60,7	27,0	12,2	100,0
Q3 2023	59,6	34,0	9,7	100,0
Q4 2023	54,9	35,2	10,0	100,0
Q1 2024	70,5	23,0	6,4	100,0
Q2 2024	60,7	27,0	12,2	100,0
Q3 2024	48,7	40,8	10,5	100,0
Q4 2024	58,9	31,4	9,7	100,0
	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed with Tertiary	Per cent			
Quarter				
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
Q1 2022	75,9	19,7	1,7	100,0
Q2 2022	77,2	21,5	5,6	100,0
Q3 2022	61,7	32,0	6,3	100,0
Q4 2022	76,1	22,1	0,0	100,0
Q1 2023	75,9	19,7	3,2	100,0
Q2 2023	77,2	21,5	3,8	100,0
Q3 2023	71,5	27,8	0,7	100,0
Q4 2023	61,7	36,5	1,7	100,0
Q1 2024	75,9	19,7	0,0	100,0
Q2 2024	77,2	21,5	3,2	100,0
Q3 2024	69,1	25,3	5,6	100,0
Q4 2024	76,7	21,7	1,6	100,0

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

Employed Youth	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 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	100,0
Q2 2021	54,2	32,0	13,8	100,0
Q3 2021	51,5	32,9	15,7	100,0
Q4 2021	61,6	23,0	15,4	100,0
Q1 2022	57,4	25,7	16,9	100,0
Q2 2022	51,2	34,1	14,8	100,0
Q3 2022	49,6	35,0	15,4	100,0
Q4 2022	52,0	32,0	16,1	100,0
Q1 2023	53,6	32,0	14,4	100,0
Q2 2023	60,4	28,9	10,7	100,0
Q3 2023	54,7	34,6	10,7	100,0
Q4 2023	48,8	37,8	13,4	100,0
Q1 2024	53,7	31,8	14,4	100,0
Q2 2024	51,1	33,4	15,5	100,0
Q3 2024	46,8	36,4	16,8	100,0
Q4 2024	50,8	35,7	13,5	100,0
	Sector			
	Formal	**Informal**	**Agriculture & Private household**	**Total**
Employed Adults	**Per cent**			
Quarter				
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
Q1 2022	44,3	31,6	24,1	100,0
Q2 2022	38,3	39,4	22,3	100,0
Q3 2022	38,9	42,5	18,5	100,0
Q4 2022	41,0	40,5	18,5	100,0
Q1 2023	38,6	39,6	21,8	100,0
Q2 2023	42,3	37,2	20,6	100,0
Q3 2023	36,2	43,6	20,1	100,0
Q4 2023	39,8	41,0	19,2	100,0
Q1 2024	41,7	39,4	18,9	100,0
Q2 2024	36,8	39,1	24,1	100,0
Q3 2024	33,2	48,1	18,7	100,0
Q4 2024	38,0	39,9	22,1	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 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
Q1 2022	50,7	26,0	17,5	5,9	100,0
Q2 2022	50,6	20,9	18,2	10,4	100,0
Q3 2022	54,4	20,2	16,4	9,0	100,0
Q4 2022	48,6	21,7	17,7	12,1	100,0
Q1 2023	46,5	35,6	6,9	11,0	100,0
Q2 2023	52,1	32,7	5,9	9,3	100,0
Q3 2023	45,8	39,0	6,8	8,4	100,0
Q4 2023	44,2	39,4	7,5	8,8	100,0
Q1 2024	53,1	17,6	19,2	10,2	100,0
Q2 2024	51,9	21,5	19,2	7,4	100,0
Q3 2024	57,3	17,8	16,4	8,5	100,0
Q4 2024	51,8	22,0	17,6	8,6	100,0

Appendix 4: Statistical tables – Quarterly Employment Statistics

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
		Thousand								
QES 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**
QES 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**
QES 2021	Jan-Mar	459	1 107	59	563	2 103	425	2 332	2 856	**9 904**
	Apr-Jun	457	1 174	60	571	2 127	435	2 348	2 798	**9 970**
	Jul-Sep	465	1 189	59	594	2 129	439	2 390	2 866	**10 131**
	Oct-Dec	458	1 218	60	592	2 210	446	2 417	2 931	**10 332**
QES 2022	Jan-Mar	458	1 237	61	596	2 213	447	2 414	3 006	**10 432**
	Apr-Jun	478	1 242	62	596	2 246	456	2 429	2 916	**10 425**
	Jul-Sep	469	1 258	61	610	2 269	468	2 463	2 857	**10 455**
	Oct-Dec	472	1 281	61	608	2 335	476	2 508	2 866	**10 607**
QES 2023	Jan-Mar	476	1 298	62	619	2 316	481	2 497	2 989	**10 738**
	Apr-Jun	479	1 288	63	611	2 313	478	2 509	3 119	**10 860**
	Jul-Sep	482	1 297	62	611	2 318	477	2 492	3 160	**10 899**
	Oct-Dec	482	1 301	63	588	2 380	484	2 487	2 946	**10 731**
QES 2024	Jan-Mar	479	1 309	64	592	2 327	487	2 487	2 929	**10 674**
	Apr-Jun	474	1 295	64	591	2 325	480	2 483	3 026	**10 738**
	Jul-Sep	472	1 295	63	612	2 340	477	2 474	2 895	**10 628**
	Oct-Dec	469	1 284	64	599	2 387	479	2 505	2 866	**10 653**

Year	Period	Salaries (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
		Thousand								
QES 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**
QES 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**
QES 2021	Jan-Mar	39 646	68 232	8 542	31 192	103 859	33 546	206 323	251 145	**742 485**
	Apr-Jun	40 076	75 286	8 672	33 382	107 174	38 661	203 013	257 158	**763 422**
	Jul-Sep	43 583	76 922	8 286	36 799	108 452	36 747	221 726	273 316	**805 831**
	Oct-Dec	41 659	87 426	9 864	39 644	122 843	41 657	238 151	286 099	**867 343**
QES 2022	Jan-Mar	41 475	81 461	8 706	36 801	119 151	37 686	234 306	268 321	**827 907**
	Apr-Jun	42 537	82 273	8 649	40 262	122 484	41 135	230 001	272 958	**840 299**
	Jul-Sep	44 553	85 208	8 784	40 192	124 803	40 130	248 116	274 502	**866 288**
	Oct-Dec	45 605	100 429	10 957	46 194	141 778	44 679	267 518	296 841	**954 001**
QES 2023	Jan-Mar	46 089	90 621	9 675	40 525	126 038	43 258	271 995	286 263	**914 464**
	Apr-Jun	46 369	91 969	9 238	43 138	130 466	45 578	255 126	295 184	**917 068**
	Jul-Sep	48 564	92 730	9 615	42 759	127 565	45 660	269 378	305 197	**941 468**
	Oct-Dec	48 985	105 519	11 338	47 579	142 985	50 519	275 244	310 843	**993 012**
QES 2024	Jan-Mar	48 196	94 608	10 234	41 808	131 167	47 109	284 736	299 139	**956 997**
	Apr-Jun	48 389	95 379	10 155	43 273	135 465	48 528	263 087	309 814	**954 090**
	Jul-Sep	49 853	94 640	10 466	44 214	134 555	47 799	275 827	312 066	**969 420**
	Oct-Dec	48 848	108 232	12 990	50 619	148 480	52 355	284 600	324 368	**1 030 492**

Year	Period	Average Monthly Earnings (Rands)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
		Thousand								
QES 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**
QES 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**
QES 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	20 867	47 844	18 637	15 773	26 116	25 291	29 425	**23 678**
	Jul-Sep	31 822	21 181	45 237	19 383	15 555	26 743	25 523	29 615	**23 986**
	Oct-Dec	30 114	21 045	47 122	19 444	15 410	27 109	26 021	29 405	**23 944**
QES 2022	Jan-Mar	29 693	20 991	46 351	19 729	15 981	26 430	26 452	28 365	**23 851**
	Apr-Jun	30 226	21 629	46 705	21 890	16 474	27 435	27 420	30 073	**24 868**
	Jul-Sep	32 453	22 066	47 508	21 192	16 679	27 596	28 089	29 790	**25 159**
	Oct-Dec	31 465	22 716	50 611	21 190	16 537	28 465	28 583	33 569	**26 298**
QES 2023	Jan-Mar	31 228	22 403	48 832	21 123	16 390	28 060	29 200	30 819	**25 602**
	Apr-Jun	32 571	22 964	49 862	22 236	16 903	29 646	29 716	31 046	**26 202**
	Jul-Sep	33 985	23 199	50 448	22 550	16 971	30 442	30 799	30 306	**26 471**
	Oct-Dec	33 650	23 480	51 375	22 449	17 055	30 043	31 160	31 429	**26 822**
QES 2024	Jan-Mar	32 566	23 102	52 486	22 541	17 171	30 758	30 853	31 520	**26 783**
	Apr-Jun	33 915	23 649	52 249	23 408	17 855	31 319	31 997	31 758	**27 511**
	Jul-Sep	36 175	23 735	54 158	23 687	17 936	31 874	32 347	34 030	**28 274**
	Oct-Dec	34 224	24 290	55 566	23 847	17 954	32 569	32 274	34 235	**28 316**

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