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Labour Market Dynamics in South Africa, 2016

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Labour Market Dynamics in South Africa
2016

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THE SOUTH AFRICA I KNOW, THE HOME I UNDERSTAND

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Foreword

According UNDP (2015), there has been a reduction in the number of the working poor living in extreme poverty over the past 25 years in the face of the lasting impact of the 2008 economic crisis and global recession. Between 1991 and 2015 the middle class accounted for more than 34% of total employment in developing countries. However, as the global economy continues to recover slower growth, widening inequalities, and not enough jobs to keep up with a growing labour force are still observed. This situation is also true for South Africa.

South African has developed a long-term strategy to increase employment and broaden opportunities through education, vocational training and work experience, public employment programmes, health and nutrition, public transport and access to information in the form of the National Development Plan (NDP). This shows the commitment that the country has on dealing with issues of poverty. However for the country to know if there is progress or not in achieving what is in the NDP, data and statistics are needed and this report, which is based on the Quarterly Labour Force Survey, is a rich source of data that can be used in monitoring progress in terms of job creation.

The year 2016 marks the ninth Labour Market Dynamics Report in South Africa since the inception of the Quarterly Labour Force Survey (QLFS) in 2008. This report provides information on labour market trends over the period 2010–2016, with particular focus on labour market dynamics as provided for by QLFS panel data. The panel allows the tracking of individuals on a quarterly basis, identifying the factors that facilitate the movement into employment, as well as distinguishing in which sectors, industries, occupations, and provinces employment outcomes are better.

In addition, data on transition and retention rates were analysed over the period 2010–2016. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status. About 93,9% in 2010 and 93,3% in 2016 remained employed between the last two quarters (Q3 and Q4) of each year while those who remained economically inactive were about 91,3% in 2010 and 90,0% in 2016. On the other hand, the unemployment retention rates increased over the period from 66,9% in 2010 to 69,6% in 2016.

The analysis presented in this report complements the insights gained from a number of reports produced by Stats SA over the last few years, focusing on national and provincial labour market trends.

Between 2010 and 2016, the South African working age population increased from 33,0 million to 36,7 million, which accounts for 66,5% of total population of the country. Over the same period, employment levels increased by 2,0 million from 13,8 million to 15,8 million and number of level of unemployed persons increased by 1,2 million from 4,6 million in 2010 to 5,8 million in 2016. Both unemployment rate (26,7%) and absorption rate (43,0%) increased by 1,8 percentage points and 1,2 percentage points respectively.

The number of young people (15-34 years) in the working age population increased from 18,7 million in 2010 to 20,0 million in 2016, and the number of unemployed and discouraged youth increased by 545 000 and 198 000 respectively.

The trends highlighted in the "Labour market dynamics in South Africa, 2016" should be seen in the context of the National Development Plan (NDP), which targets an unemployment rate of 6%, an absorption rate of 61%, and a labour force participation rate of 65% by 2030.

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

Risenga Maluleke

Statistician-General

Highlights

Over the period 2010–2016, employment levels increased by 2,0 million from 13,8 million to 15,8 million. During the same period both unemployment rate (26,7%) and absorption rate (43,0%) increased by 1,8 percentage points and 1,2 percentage points respectively. Economic growth has declined from a high of 3,3% in 2011 to 0,3% in 2016.

Labour market dynamics

- The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status. About 93,9% in 2010 and 93,3% in 2016 remained employed between the last two quarters (Q3 and Q4) of each year while those who remained economically inactive were about 91,3% in 2010 and 90,0% in 2016. On the other hand, the unemployment retention rates increased over the period from 66,9% in 2010 to 69,6% in 2016.

- Provincial variations in employment retention rates are evident. In 2016, the best performing provinces in terms of employment retention rates were Western Cape at 96,1% followed by Gauteng (94,2%) and Kwa-Zulu Natal(94,1%). The lowest employment retention rates below 90,0% in 2016 were recorded in Eastern Cape (89,0%) and Northern Cape (89,4%). Generally employment retention rates increased in three of the nine provinces, namely, Limpopo (3,5 percentage points), Western Cape (2,2 percentage points) and Mpumalanga (0,3 of a percentage point).

- About 12,7% of the unemployed found employment between Q3 and Q4 of 2016 while for those who were discouraged in the same period, 8,3% moved joined the employed.

- The informal sector serves as a point of entry to the formal sector; however, provincial disparities are evident. Between Q3 and Q4: 2016 nationally, 14,0% of informal sector workers found a formal sector job, while provincially this ranged from a high of 20,7% in the Western Cape to a low of 5,4% in Limpopo. Limpopo was the only province which recorded the transition rate from informal to formal employment below 10,0%.

- The panel data analysis also finds that the informal sector does not provide for stable employment; in the Free State and Northern Cape, more than one in five of those employed in the informal sector moved out of employment in the subsequent quarter.

- The analysis identifies that jobless women, youth and those who have no previous work experience are less likely to transition into employment.

- While the unemployed have a low transition rate into employment, the short-term unemployed are about three times more likely to enter employment on a quarterly basis relative to the long-term unemployed.

- The type of contract a person is employed on can also point to vulnerabilities in the labour market; in particular, those employed on a contract of a limited and unspecified duration are less likely to retain employment on these contract types and are therefore more likely to move out of employment on a quarterly basis.

- Employees in skilled occupations are more likely to remain in the same occupation compared to those employed in semi-skilled and low-skilled occupations. Skilled occupations and tertiary industries are associated with higher employment retention rates. Between Q3 and Q4: 2016, the employment retention rate in the tertiary industry was 91,0%.

- Experience and education levels play an important role in improving the chances of finding a job. The 2016 provincial results show that the transition rates into employment amongst the jobless with previous experience was highest in Limpopo (16,2%), Western Cape (11,4%) and Eastern Cape (11,2%). In the same year the transition rate into employment amongst the jobless who have a tertiary qualification was 9,7% compared to 5,3% of those without a job and whose education levels were below matric.

The South African labour market

- Between 2010 and 2016, the South African working age population increased from 33,0 million to 36,7 million. The share of the working age population in the total population increased from 64,8% in 2010 to 66,5% in 2016. Over the period 2010 to 2016 the child dependency declined by 4,9 percentage points while the old age dependency ratio increased by 0,8 of a percentage point resulting in the overall dependency of 50,5% in 2016 from 54,4% in 2010.

- The employed accounted for the largest share of the working age population. However, in terms of provincial comparison Limpopo, KwaZulu Natal and Eastern Cape highlighted the largest share of the other NEA in both 2010 and 2016.

- The employed also accounted for the largest share amongst the white population group; in 2016 their share of the working age who were employed was 63,0% compared to 40,0% amongst black Africans.

- Among those with tertiary education, the employed accounted for 79,5% in 2010 and 75,7% in 2016 while for those with matric qualifications, about 50,9% in 2010 and 50,8% in 2016 were employed.

- Between 2010 and 2016 the number of the employed increased from 13,8 million to 15,8 million; which when combined with an increase in the number of unemployed (1,2 million) resulted in an increase in the unemployment rate from 24,9% in 2010 to 26,7% in 2016. In 2016, the absorption rate of 43,0% and the labour force participation rate of 58,7% were the highest rates recorded since 2010.

- Provincial variations in labour market rates were observed over the period 2010 to 2016. In terms of the unemployment rate, the lowest rate was in Limpopo and this was also the province where the rate declined the most over the period (2,5 percentage points). Amongst the seven provinces where the rate increased, the largest increase was in Free State (5,9 percentage points) and KwaZulu-Natal (3,6 percentage points).

- Over the period 2010 to 2016, absorption rates declined in three of the nine provinces, namely, Free State (1,0 percentage point), KwaZulu-Natal (0,7 of a percentage point) and Gauteng (0,2 of a percentage point). While a province such as Limpopo has a low official unemployment rate, the absorption rate in this province highlighted the largest increase of 8,1 percentage points followed by Mpumalanga (2,5 percentage points) and Eastern Cape (1,6 percentage points).

- The labour force participation rate increased across all provinces over the period 2010 to 2016. The largest increase was in Limpopo (8,9 percentage points) although the province still ranked lowest.

- Young people continue to face higher unemployment rates and lower absorption and participation rates relative to adults.

Employment patterns and trends

- Over the period 2010 to 2016, total employment increased by 2,0 million to 15,8 million in 2016. The rise in employment levels was supported by increases in nine of the ten industries, the largest of which was Community and Social Services (696 000), Finance (527 000) and Construction (322 000). Manufacturing reflected a decline of 147 000 and was the only industry which recorded job losses between 2010 and 2016.

- In terms of the contribution to employment, in 2016, Community and Social Services accounted for the largest share in employment at 22,6% followed by Trade at 20,1%. However, the share of Trade industry in employment declined by 2,1 percentage points over the period 2010 to 2016.

- In 2016, Community and Social Services accounted for the largest share of employment in all provinces except for Gauteng where Finance reflected the largest share of 21,6%. Mining was ranked the third largest contributor to employment in North West while in most provinces was recorded the second lowest after Utilities.

- Strong employment growth in occupations such as Elementary occupations (710 000), Sales (508 000) and Manager (257 000) supported the robust employment growth over the period 2010 to 2016. In 2016, women accounted for the largest share of employment in skilled occupations such as Technicians (55,0%) and Professionals (51,4%).

- Between 2010 and 2016, employment levels in the formal sector increased by 1,4 million to 11,0 million, while informal sector employment increased from 2,3 million in 2010 to 2,6 million in 2016.

- Over the period 2010 to 2016, the average weekly hours worked declined from 44 hours in 2010 to 43 hours in 2016. The average weekly hours worked declined amongst men and remained unchanged for women over the period 2010 to 2016.

- Hours worked are highest in Transport and Trade and lowest amongst people employed in Private households. By occupation, Sales workers and Operators work the longest hours, and Domestic workers the lowest.

- The number of underemployed increased from 576 000 in 2010 to 721 000 in 2016, accounting for 4,6% of the unemployed in 2016. Underemployment is more prevalent amongst women, black Africans and persons residing in Eastern Cape.

- While the share of employees working excessive hours declined, men were more likely to work excessive hours than women.

- While gender disparities still remain in terms of access to benefits, access to paid sick leave is the most broadly accessed form of benefit amongst all employees (70,0% in 2016). The proportion of employees who were entitled to paid sick leave increased between 2011 and 2016, for both men and women.

- Pension/retirement fund contributions increased by 1,0 percentage point from 46,0% in 2010 to 47,0% in 2016. The proportions for men were higher relative to women. The gender gap was lower in relation to those who were entitled to medical aid benefit.

- In 2016, 56,1% of employees indicated that their salary increment was negotiated by their employer only; and this was a 8,0 percentage points increase since 2011 and the only salary negotiating category to show an increase over the period.

- Median monthly earnings of employees increased from R2 900 in 2010 to R3 300 in 2016. Gender, race and age continue to be drivers of the earnings inequalities.

- In 2016, the top performing earners employees were in Mining (R8 400) and Utilities (R8 000). The median monthly earnings increased in all industries except for Community and social services over the period 2010 to 2016. Robust earnings growth was recorded for Managers (R7 500) and Professionals (R7 900) and declined only amongst Technicians (R900).

- At provincial level, across all years, median monthly earnings was highest in Gauteng (R4 600 in 2016) and the Western Cape (R3 423 in 2016), while the largest increase over the period 2010– 2016 was in Gauteng (R1 100), Northern Cape (R715) and the Free State (R700).

- Median monthly job tenure increased from 41 months in 2010 to 47 months in 2016. In 2010, male median monthly job tenure was higher relative to women, but by 2016 this situation reversed. Job tenure was higher in the formal sector, amongst the white population group, highly skilled occupations and industries such as Utilities, Mining and Community and Social Services and the older age categories.

- Between 2011 and 2016, fetching of water or collecting wood/dung was the main own-use activity undertaken by South Africans aged 15–64 years. This type of activity is not counted as employment in South Africa and is predominately undertaken by women, black Africans, those who have never married, young people between the ages of 15 and 34 years, the less educated, and persons residing in KwaZulu-Natal, Eastern Cape and Limpopo.

- Between 2011 and 2016, the number of persons engaged in own-use activities as a percentage of the working-age population increased from 16,1% to 16,7% while the number of persons engaged in subsistence Agriculture declined from 5,7% to 4,8%.

Government job creation programmes

- The proportion of the working age population who have heard of the EPWP increased from 42,8% in 2011 to 57,3% in 2016. The proportion of women who participated in these types of programmes also increased from 59,3% in 2011 to 61,6% in 2016.

- Youth participation was higher in 2011 at 51,1% but in 2012 this trend reversed and in 2016, 55,6% of participants were between the ages of 35–64 years.

- In 2016, persons with below matric qualifications accounted for 70,0% of the participants in government job creation programmes.

- In 2016, participation rates were highest in the Gauteng (25,5%), Eastern Cape (17,6%), and KwaZulu-Natal (17,0%). And KwaZulu-Natal also recorded the largest decline of 9,8 percentage points in participation rates between 2011 and 2016.

- Among those who participated in government job creation programmes in 2016, about 64,7% were employed, up from 56,9% in 2011. In addition seven out of ten of those who participated in job creation programmes were employed in Tertiary industries and close to one in ten in skilled-occupations

Unemployment patterns and trends

- Unemployment in South Africa is most acute amongst black Africans, and amongst those with less than a matric, the youth and women.

- Between 2010 and 2016, more than 50,0% of the unemployed indicated that they were working prior to becoming unemployed. While multiple job search methods can be used for looking for work, in 2016, the majority of job seekers (51,7%) amongst the unemployed preferred to enquire at a workplace. However, the proportion for those who preferred to enquire at workplace declined by 6,3 percentage point over the period 2010 to 2016 while the largest increase for a job search method was amongst those unemployed who searched through the internet and job adverts (10,3 percentage points each).

- Over the period 2010 to 2016, the number of long-term unemployed persons increased by 834 000, accounting for 70,1% of the increase in the total number of the unemployed. Those who have been unemployed for more than 5 years increased from 1,2 million to 1,7 million over the period.

- The incidence of long-term unemployment was highest in 2016 amongst those aged 55–64 years at 70,5%, this age group also reflected the largest increase over the period (8,4 percentage points). While the incidence is higher amongst women and also amongst black Africans.

- Provincial variations in the incidence of long-term unemployment is once again evident with the highest incidence in the Gauteng in 2016 (75,2%) and the lowest in the Northern Cape (47,9%).

- The incidence of long-term unemployment for those without prior work experience was higher compared to unemployed persons who had worked before. In addition, between 2010 and 2016, the incidence of long-term unemployment declined by 0,2 of a percentage point to 80,6% for those with no prior work experience.

Youth in the labour market

- The number of young people in the working age population increased from 18,7 million in 2010 to 20,0 million in 2016, as the number of unemployed and discouraged youth increased (545 000 and 198 000, respectively).

- The share of youth employed in the formal sector increased from 70,7% in 2010 to 70,9% in 2016, while the share of those employed in private households decreased (from 6,6% to 5,1%) and the share of those in the informal sector decreased (from 17,5% to 17,4%).

- Youth unemployment rates remain elevated and were more than double the rates of adults. In 2016 the youth unemployment rate was 37,6% while amongst adults it was 17,4%.

- In 2016, close to a quarter of youth were employed in Trade (24,5%) followed by Community and Social Services (18,8%) and Finance (15,2%). In addition, 25,1% of youth were employed in Elementary occupations, 18,6% in Sales and 13,7% in Craft.

- The education profile of the employed youth improved over the period, as the share of youth with a tertiary qualification amongst the employed increased by 0,7 of a percentage point. Among the unemployed youth, the share of youth with tertiary education increased by 1,9 percentage points.

- Young women (aged 15–34 years) in the labour force were better educated than young men. Amongst employed young women, 22,2% had a tertiary qualification and 41,0% a matric, compared to 13,4% and 36,1% respectively among young employed men.

- The unemployment rate for youth with a tertiary qualification was more than half that of young persons with a qualification lower than matric in 2016. However the youth unemployment rate for those with a tertiary qualification increased by 4,9 percentage points to 22,4% in 2016, the largest increase amongst all the educational levels.

- Nationally 53,0% of unemployed youth had no previous work experience and this ranged from a high of 60,5% in Gauteng to a low of 32,7% in the Northern Cape.

- In 2016, about 67,1% of discouraged young work seekers possessed less than a matric qualification, however discouragement has increased amongst those with a tertiary and matric qualification over the period. A provincial analysis in 2016, shows that the share of discouragement, within provinces, was highest amongst youth in Eastern Cape (12,7%) and lowest for youth in the Western Cape (1,1%).

- Between 2013 and 2016, the NEET rate for youth aged 15–24 years increased amongst only Indian/Asian youth (1,6 percentage points), but remained highest amongst black African youth at 32,7%. In 2016, the NEET rate was highest in the North West (36,8%) and lowest in Limpopo (26,9%), with the NEET rate increasing in the Northern Cape, Free State and KwaZulu Natal. The largest decline over the period was in the Western Cape (2,9 percentage points)

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Chapter 1: Introduction

Background

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by Statistics South Africa (Stats SA) which collects information about the labour market activities of individuals aged 15 years or older who live in South Africa. Prior to the introduction of the QLFS in 2008, the Labour Force Survey (LFS) was the major source of labour market information. The LFS was conducted in March and September each year over the period 2000–2007, and replaced the annual October Household Survey (OHS) as the principal vehicle for collecting labour market information.

This report is the ninth annual report produced by Stats SA on the labour market in South Africa. The report includes, for the fifth time, an analysis of labour market dynamics (discussed in Chapter 2). As in previous reports, annual historical data are included in a statistical appendix.

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2010–2016.

Data sources

Quarterly Labour Force Survey – 2010 to 2016 (average of the results for Quarters 1 to 4 of each year).

Cautionary note

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

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

Layout of the remainder of the report

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008, which through its design tracks individuals from one quarter to the next, makes it possible to create and analyse panel data. The analysis in this chapter focuses on the national and provincial retention and transition rates, as well as the distribution of those who found employment between two consecutive quarters. The trends in transition and retention rates are also analysed for the period 2010–2016, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter first analyses the working-age population in the context of the overall population, and then focuses on dependency ratios over the period 2010–2016. The composition of the working-age population by socio-demographic characteristics such as age, population group, gender and level of education is then analysed. Summary labour market measures, including the unemployment, labour absorption and labour force participation rates, shed light on the impact that the recent global financial crisis has had on various groups. When disaggregated by gender, population group, age, level of education and province, these measures underscore the vulnerability of several groups in the South African labour market.

Chapter 4: Employment and other forms of work

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2010–2016 with respect to the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. This is followed by a comparison of the formal sector employment results based on the Quarterly Labour Force Survey with those based on the Quarterly Employment Statistics. Subsequent sections of the chapter focus on other aspects of employment, such as: hours worked; earnings; decent work; job-tenure; government job creation programmes; and other forms of work.

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on the demographic characteristics of the unemployed as well as their types of job-search activities. This is followed by a discussion of unemployment duration for the period 2010–2016. 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 2010–2016 are analysed. The chapter then discusses the characteristics of employed, unemployed and discouraged youth as well as those that are Not in Employment, Education or Training (NEET) (2013–2015).

Appendices

Appendix 1: Technical notes
Appendix 2: Statistical tables
Appendix 3: Panel data results

Chapter 2: Labour market dynamics

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

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

The value of a panel: Tracking individuals over time provides a better understanding of how their movements into and out of employment, unemployment and inactivity change over time. One is also able to identify factors that can increase the chances of finding employment. “More importantly, panel data allow a researcher to analyse a number of important economic questions that cannot be addressed using cross-sectional or time series datasets.”[1]

Transition matrices: Transition matrices are tables that help us to understand the labour market movements of matched individuals in a panel. In addition to looking at changes in the labour market status, movements between different sectors and industries can also be analysed. These movements are expressed in percentages. If 2,0% of employed persons in Q3: 2014 moved into unemployment in Q4: 2014, this percentage is referred to as the **rate of transition**.

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

Background

Panel data have become widely available in both developed and developing countries. Such data are an important source of information for policymakers, as it allows for the analyses of a number of important socio-demographic and economic variables across time. The Quarterly Labour Force Survey is a rotational panel dataset that allows for the tracking of individuals in the sample across quarters, making it possible to analyse labour market flows. This section of the report analyses labour market flows between quarter 3 and quarter 4 of 2010 and 2016.

The results from the *Labour market dynamics in South Africa, 2015* report indicated that the employed were more likely to remain employed. In 2015, over 93,0% remained in employment. The analysis in the report identified that certain factors hinder the transition into employment for those without jobs; in particular lack of experience, being female as well as for young persons. For the purpose of this report, further analysis on these variables will be done to show trends over the period 2010–2016.

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

Introduction

This chapter examines changes in three labour market states (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2010–2016. The movement into and out of the three labour market states is regarded as transition, while a person can also remain in the same labour market state (retention). The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2016, while the trends in transition and retention rates are analysed by comparing 2010 and 2016.

Selected retention and transition rates

The analysis of labour market retention and transition rates between various labour market states (employment, unemployment and inactivity) over the third and fourth quarters of 2010 and 2016 is undertaken in this section. The analysis tries to identify whether the transition rates into employment have improved after the economic crisis.

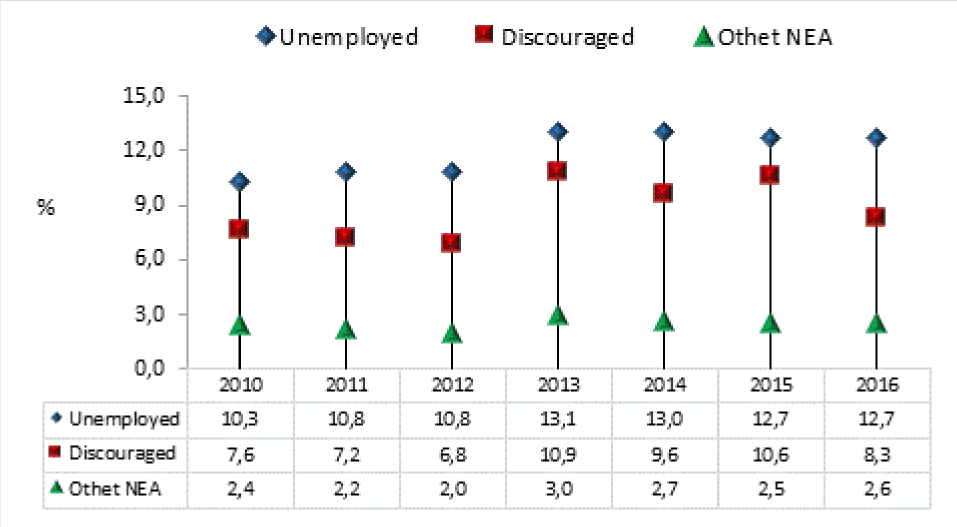
Table 2.1: Retention and transition rates by labour market status, 2010 and 2016

	Employed	Unemployed	Not economically active (NEA)	Total
Labour market status in Q3: 2010	**Labour market status in Q4: 2010 Thousand**			
Employed	12 819	358	471	**13 648**
Unemployed	478	3 116	1 061	**4 655**
Not economically active	454	826	13 451	**14 731**
Working-age population	**13 752**	**4 300**	**14 982**	**33 033**
	Retention and transition rates by labour market status between Q3: 2010 and Q4: 2010			
Employed	93,9	2,6	3,5	100,0
Unemployed	10,3	66,9	22,8	100,0
Not economically active	3,1	5,6	91,3	100,0

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

Table 2.1 shows that 93,3% of persons who were employed in Q3: 2016 retained their jobs in the following quarter, while 3,6% moved into unemployment and 3,1% moved out of employment into inactivity. During the same quarter in 2010, the proportion of those who joined the unemployed was 2,6% which was one percentage point lower compared to 2016. Of all the unemployed persons in Q3:2016, 69,6% remained in this labour market status in Q4:2016, while those who moved to employment increased their share by 2,4 percentage points to 12,7% compared to 2010. In terms of the not economically active, 90,0% remained in the same labour market status, while 3,4% moved into employment, which is an increase from 3,1% in 2010, while 6,6% moved into unemployment.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2010–2016



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

Figure 2.1 shows that, transition to employment from other labour market status is more likely for those who are seeking work compared to the discouraged and other inactive population. Throughout the period, the transition rate into employment among the unemployed was higher relative to other groups, ranging from 10,3% in 2010 to the highest of 13,1% in 2013. In 2015, the transition rate into employment among those who were unemployed was 12,7% which remained unchanged in 2016. While the transition rate into employment increased between 2010 and 2016 across all labour market statuses, the inactive were the least likely to find a job, as their transition rate was the lowest at 2,6% in 2016.

Figure 2.2: Retention rates by labour market status, 2010 and 2016

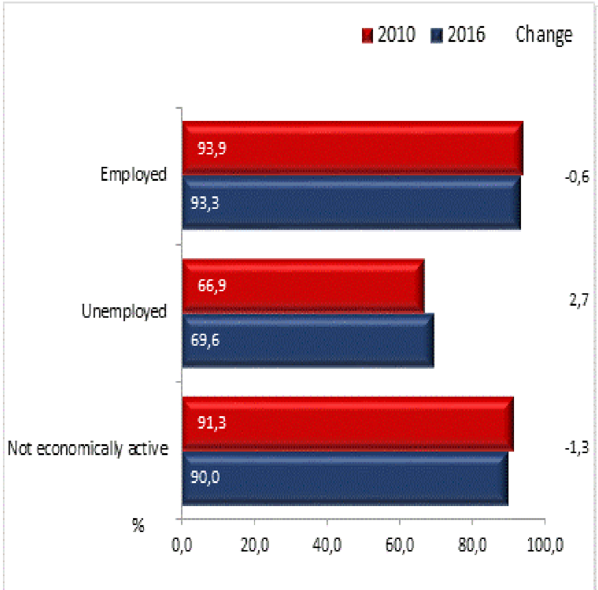
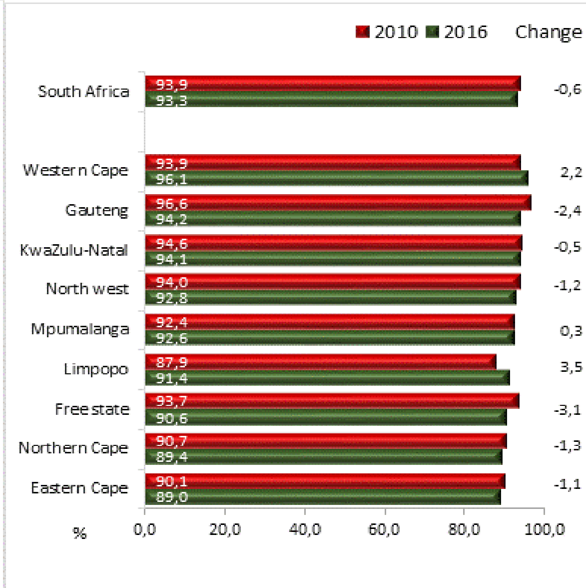


Figure 2.3: Provincial employment retention rates, 2010 and 2016



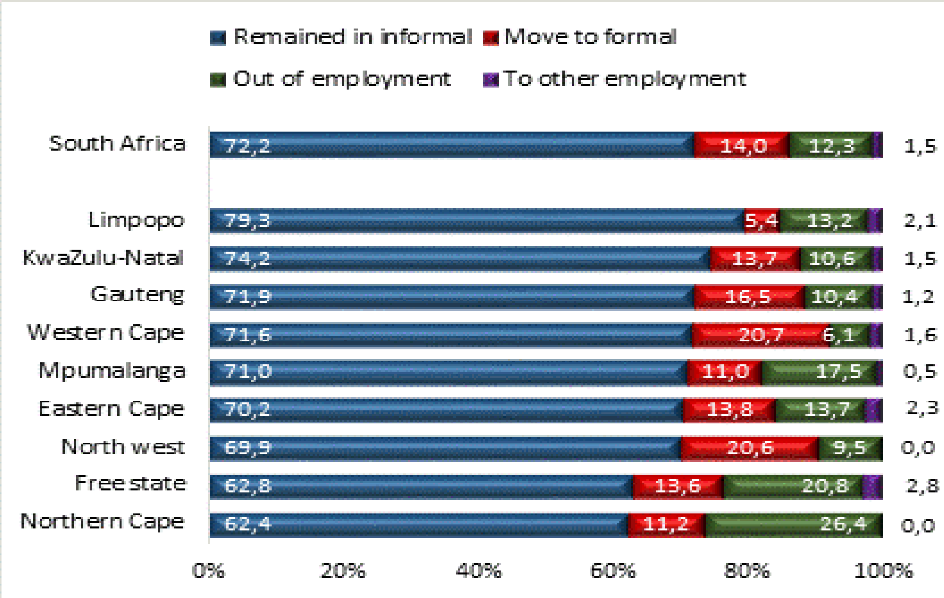
Note: Q3–Q4 for each year is analysed.

Although the unemployment retention rate was lower compared to the employed and inactivity in both 2010 and 2016 (66,9% and 69,6%, respectively), it was the only labour market status where the retention rate increased over the period (2,7 percentage points) (Figure 2.2).

Between 2010 and 2016, the provincial employment retention rates increased in three of the nine provinces in the country, with the largest increase observed in Limpopo (3,5 percentage points), followed by Western Cape

(2,2 percentage points). Free State recorded the largest decline of 3,1 percentage points and is among the three provinces with the lowest employment retention rates. In both 2010 and 2016, Western Cape and Gauteng had the highest employment retention rates among the provinces, while Eastern Cape and Northern Cape recorded the lowest retention rates.

Figure 2.4: Provincial retention and transition rates in the informal sector, Q3: 2016–Q4: 2016



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

Figure 2.4 highlights the provincial variation in the retention and transition rates in the informal sector in 2016. Between the third and fourth quarter of 2016, the informal sector retention rate was highest in Limpopo (79,3%), followed by KwaZulu-Natal (74,2%). Northern Cape (62,4%) and Free State (62,8%) recorded the lowest informal sector retention rates, and these two provinces have the highest proportion of persons who went out of employment. None of the people who worked in the informal sector in Northern Cape and North West in Q3: 2016 found employment in Agriculture or Private household sectors in Q4: 2016.

In South Africa, 72,2% of people who worked in the informal sector in Q3: 2016 retained their jobs in Q4: 2016, while 14,0% found a formal sector job and 1,5% found jobs in other sectors (Agriculture and Private households). Thus, the informal sector serves as a stepping stone into the formal sector. In five of the nine provinces, the share of the informally employed who found a formal-sector job was higher than the share of those who moved out of employment or found employment in the Agriculture or Private household sectors. The highest transition rate to the formal sector was in Western Cape (20,7%), while Limpopo (5,4%) recorded the lowest transition to the formal sector. The largest share of persons who moved out of employment was in Northern Cape, as 26,4% of those employed in the informal sector in Q3: 2016 in Northern Cape became either unemployed or economically inactive in Q4: 2016.

Factors impacting on the speed of transition

Policymakers have increasingly placed emphasis on assisting the unemployed or those who are out of the labour force to find employment. However, there are a number of factors that can impede the process of finding a job. Unemployment is disproportionally higher amongst young people relative to the average working population. In addition, prior work experience and higher levels of education or training have consistently been associated with the successful transition into employment, as they improve the chances of finding a job.

Figure 2.5: Transition into employment by various labour market groups, 2010 and 2016

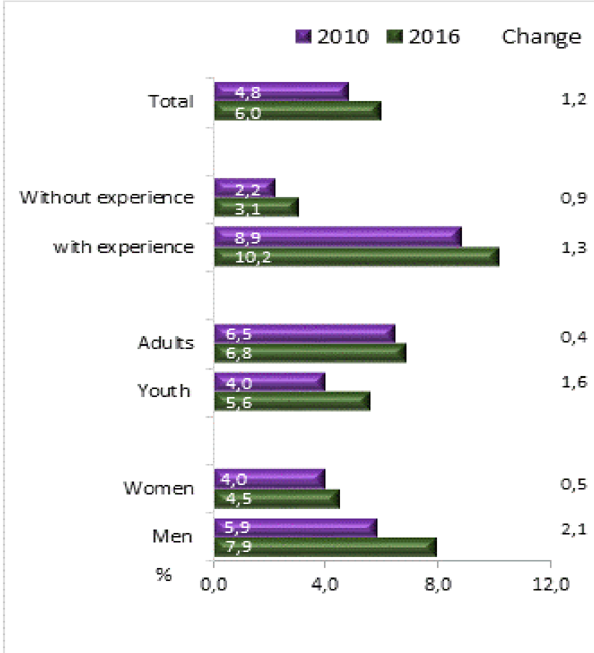
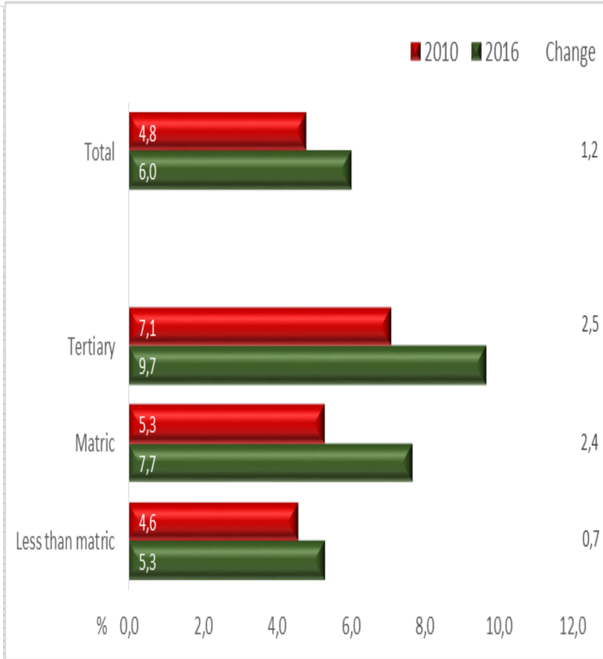


Figure 2.6: Transition into employment by level of education, 2010 and 2016



Note: Q3–Q4 for each year is analysed.

Between 2010 and 2016, the transition rate into employment amongst those without a job increased by 1,2 percentage points. The transition rate to employment increased for both men and women. However, men were more likely to find employment compared women. In addition, the analysis shows that in 2016, youth had a lower transition rate (5,6%) into employment when compared with adults (6,8%), while for both groups the transition rate into employment increased between 2010 and 2016. Figure 2.5 also shows that prior work experience is important for the transition to employment among those without work. In 2016, those with work experience were 3,3 times more likely to find a job compared to those without work experience; 10,2% of those with experience found jobs compared to only 3,1% of those without work experience.

Figure 2.6 shows that transition to employment escalates as a person's level of education increases. Between 2010 and 2016, the transition rate into employment among those without jobs increased across all education categories. The largest increase was recorded among those who possess a tertiary qualification (2,5 percentage points), followed by persons with a complete secondary education (2,4 percentage points). In 2016, 9,7% of people without a job who had a tertiary qualification found employment compared to 7,7% for those with matric and 5,3% for those with less than matric.

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

This section analyses the retention and transition rates by occupation, industry and type of employment contract over the period 2010 and 2016.

Figure 2.7: Retention and transition rates by broad occupation groups, 2010 and 2016

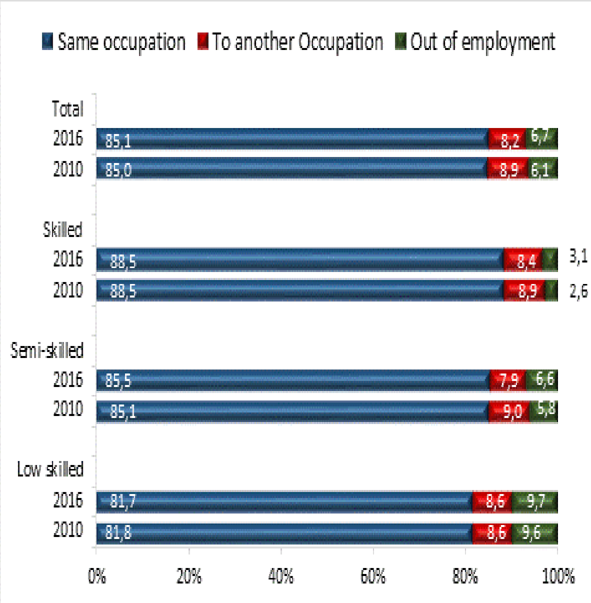
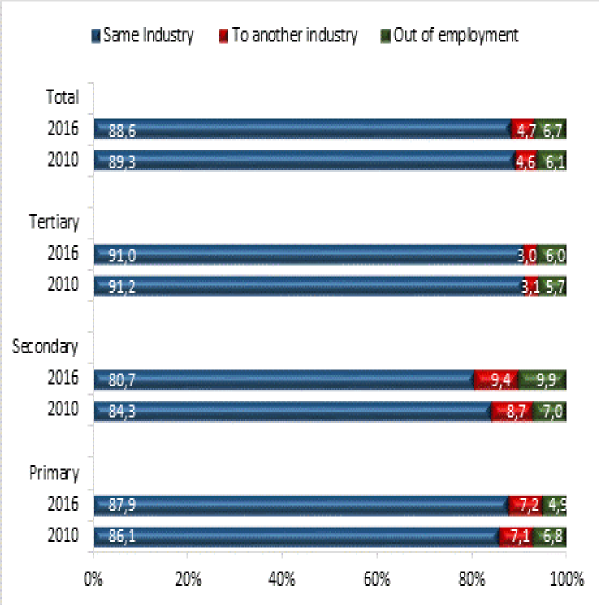


Figure 2.8: Retention and transition rates by broad industry, 2010 and 2016



Note: Q3–Q4 for each year is analysed.

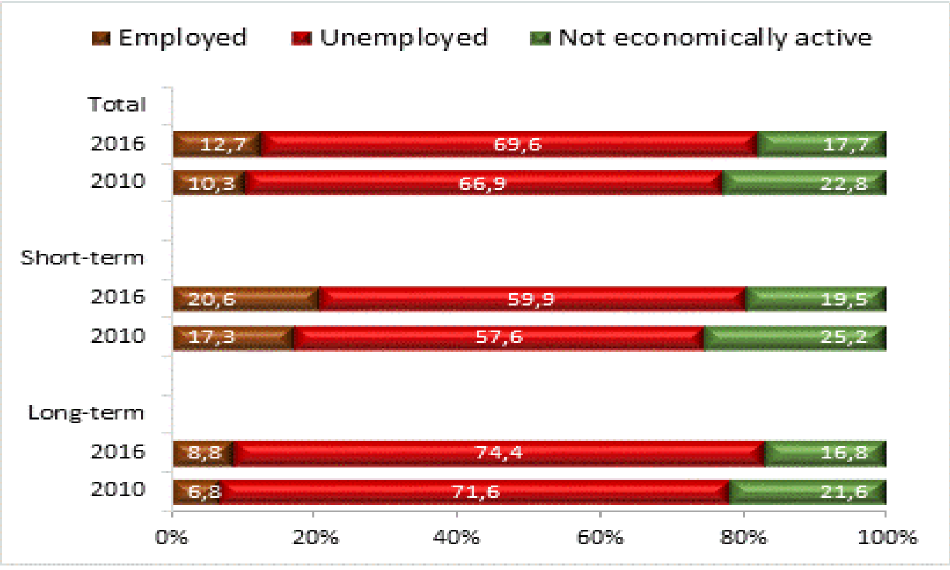
In both 2010 and 2016, the occupation retention rate were highest among persons employed in skilled occupations (88,5% each) when compared to those employed in semi-skilled and low-skilled occupations. Figure 2.7 shows that the transition to out of employment was less likely to occur among persons employed in skilled occupations compared to the other occupation categories; only 3,1% of people employed in skilled occupations moved out of employment in 2016 compared to 9,7% of those employed in low-skilled occupations. Although the lowest occupational retention rate was recorded among those employed in low-skilled occupations in 2016, the group had the second highest transition rate into other occupations (8,6%).

The industry retention rates in 2010 and 2016 were highest among those employed in tertiary industries (91,2% and 91,0%, respectively) when compared to secondary and primary industries. Although secondary industries had the lowest retention rates, these industries also accounted for the highest transition rates to other industries as well as the highest transition rates out of employment. Between the two quarters in 2016, 9,4% of persons who worked in the secondary industries moved to other industries, while 9,9% moved out of employment.

Unemployment duration

The analysis in this section focuses on the transition into various labour market states in relation to the unemployment duration over the period 2010 and 2016, particularly with respect to those in short-term unemployment (unemployed for less than a year) and those in long-term unemployment (unemployed for a year or longer).

Figure 2.9: Transition rates from long-term and short-term unemployment, 2010 and 2016



Between 2010 and 2016, the retention rate amongst short-term and long-term unemployment increased; 59,9% of those in the short-term unemployment in 2016 remained unemployed (up from 57,6% in 2010), while amongst the long-term unemployed, 74,4% were still unemployed in 2016 (up from 71,6% in 2010). The results further show that those in short-term unemployment had a better chance of finding employment when compared to those in long-term unemployment; 20,6% of those who were in short-term unemployed in Q3: 2016 found employment in Q4: 2016, compared to only 8,8% amongst those who were in the long-term unemployed in 2016. The difference in the transition rates into employment highlights the scarring effects associated with long-term unemployment, which negatively affect future employment probabilities. The differences in terms of the transition rate into inactivity were less pronounced between the two groups. In 2016, 19,5% of the short-term unemployed became inactive compared to 16,8% of the long-term unemployed.

Contract types

This section focuses on the retention and transition rates of employees by contract type over the period 2010–2016. Employees holding permanent contract types are more likely to remain on these contracts compared to those having limited or unspecified contracts of employment.

Figure 2.10: Retention and transition into employment of employees by contract duration, Q3: 2016–Q4: 2016

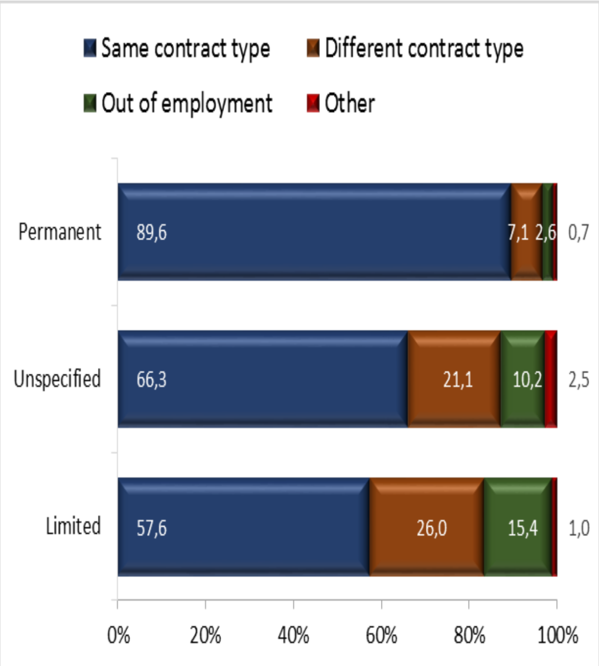
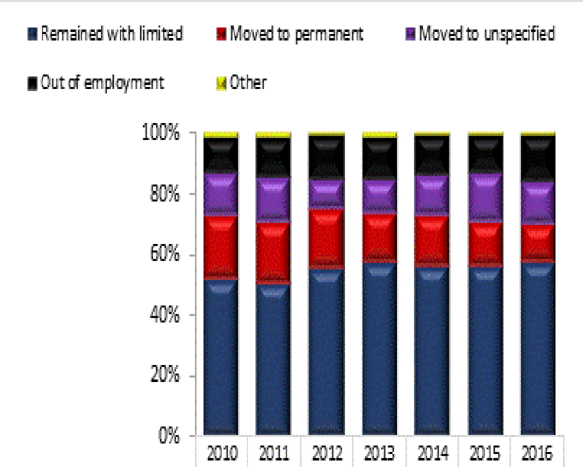


Figure 2.11: Retention and transition rates of employees with limited duration contracts, 2010–2016

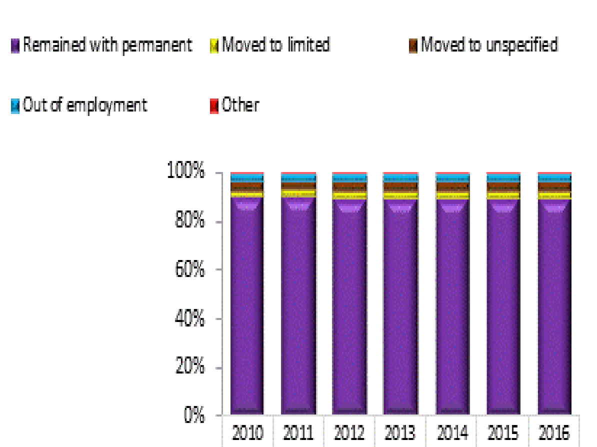


	2010	2011	2012	2013	2014	2015	2016
Other	1,5	1,4	1,1	1,1	0,8	0,9	1,0
Out of employment	11,6	13,4	14,4	14,1	13,0	12,5	15,4
Moved to unspecified	14,1	14,5	9,6	11,6	13,8	16,2	13,4
Moved to permanent	20,8	20,3	19,5	16,2	16,8	14,5	12,6
Remained with limited	51,9	50,5	55,5	57,1	55,6	55,9	57,6

Note: "Other" refers to those who were employees in Q3: 2015 and became employers or own-account workers in Q4: 2015.

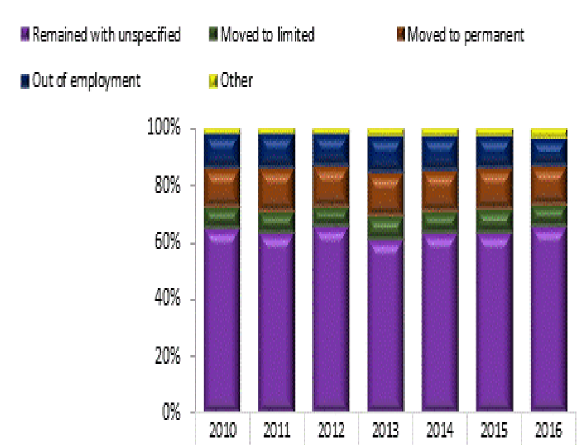
Figure 2.10 shows that people employed on a permanent basis were more likely to remain in this type of employment in the subsequent quarter. Amongst employees who were employed on a permanent contract in the third quarter of 2016, almost 90% retained the same contract in the next quarter. About 7,1% of those who were employed on a permanent basis moved to a different contract type. The results show that, among those employed on a contract of limited or unspecified duration, more than 10,0% lost their jobs, whereas only 2,6% of those who were employed on a permanent basis moved out of employment between the two quarters. The retention rates among those with limited duration contracts were more than 50% throughout the period 2010–2016, with the highest rate recorded in 2016 (57,6%). The percentage of those who moved from limited duration contracts to permanent contracts declined from a high of 20,8% in 2010 to 12,6% in 2016. On the other hand, those who were employed on a limited duration contract and moved out of employment in the subsequent quarter ranged between 11,0% and 16,0% over the period 2010–2016.

Figure 2.12: Retention and transition rates of employees with permanent contracts, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
Other	0,6	0,7	0,4	0,4	0,7	0,7	0,7
Out of employment	2,4	2,3	2,7	2,4	2,8	2,6	2,6
Moved to unspecified	4,2	4,0	4,3	4,3	3,8	4,5	4,7
Moved to limited	2,6	2,6	2,9	3,4	3,1	2,2	2,4
Remained with permanent	90,2	90,3	89,3	89,4	89,7	89,9	89,6

Figure 2.13: Retention and transition rates of those with unspecified duration contracts, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
Other	1,5	1,5	1,2	1,9	1,9	1,9	2,5
Out of employment	12,2	11,8	11,1	12,9	12,5	11,6	10,2
Moved to permanent	13,5	15,3	14,6	14,9	13,9	14,5	13,7
Moved to limited	7,4	7,7	6,9	8,5	8,0	8,3	7,4
Remained with unspecified	65,5	63,6	66,2	61,7	63,7	63,8	66,3

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

Retention rates for employees with permanent contracts ranged between 89,0% and 91,0% over the period 2010-2016. In 2016, 89,6% of persons employed on a permanent contract retained their contracts, while 7,1% moved to different contracts (limited or unspecified) and 2,6% moved out of employment. In all years, less than 3,0% of employees with permanent contracts lost their jobs. Figure 2.13 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while more than 13,0% moved to a permanent contract in all years. The transition rate among those who had an unspecified contract and moved out of employment was highest in 2013 at 12,9% and lowest in 2016 at 10,2%, while those who acquired a permanent contract accounted for 13,7% in 2016.

Provincial transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2010-2016. The first part looks at the retention and transition rates within each labour market category, while the second part focuses on all persons who were without jobs, irrespective of whether or not they looked for employment. The analyses of the transition rates into employment for those without jobs (unemployed and inactive) were presented by age, work experience and level of education.

Figure 2.14: Employment retention and transition rates by province

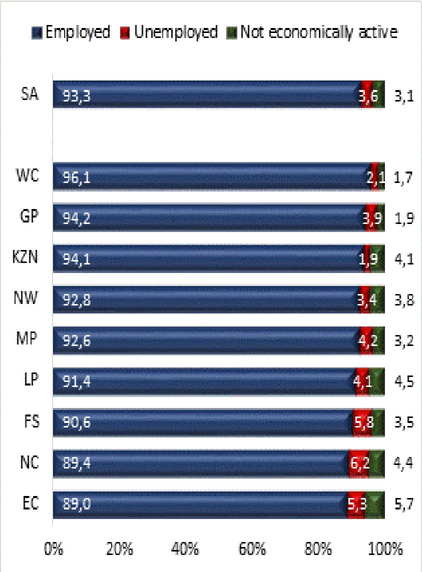


Figure 2.15: Unemployment retention and transition rates by province

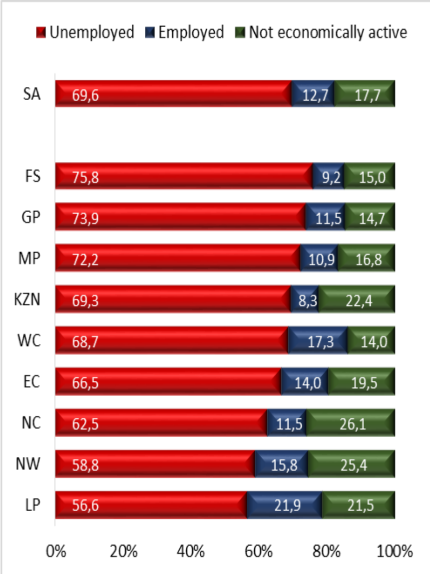
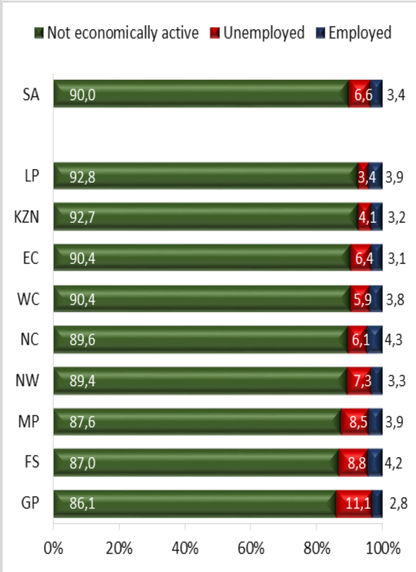


Figure 2.16: NEA retention and transition rates by province



Note: Data analysed over period Q3: 2016–Q4: 2016.

Figure 2.14, Figure 2.15 and Figure 2.16 highlight the provincial variations in the retention rates for each labour market status for the period Q3: 2016–Q4: 2016. Between the third and fourth quarters of 2016, the highest employment retention rates were observed in Western Cape (96,1%), Gauteng (94,2%) and KwaZulu-Natal (94,1%). Eastern Cape (89,0%) and Northern Cape (89,4%) reflected the lowest employment retention rates and were the only provinces recording rates below 90,0%. All provinces recorded unemployment retention rates above 60,0% except for Limpopo and North West which recorded a rate of 56,6% and 58,8% respectively. The transition rate into employment for those who were unemployed was high in Limpopo (21,9%), followed by Western Cape (17,3%) and North West (15,8%). Northern Cape recorded then highest transition rate into economically inactive at 26,1%, followed by North West (25,4%), KwaZulu-Natal (22,4%) and Limpopo (21,5%). The retention rates among those who constituted the economically inactive population were highest in Limpopo (92,8%) and KwaZulu-Natal (92,7%). Among those who were economically inactive and found jobs in the fourth quarter, the transition rates into employment were below 4,0% in all provinces with the exception of Northern Cape (4,3%) and Free State (4,2%).

Figure 2.17: Provincial transition rates into employment among youth (15–34 years), 2010 and 2016

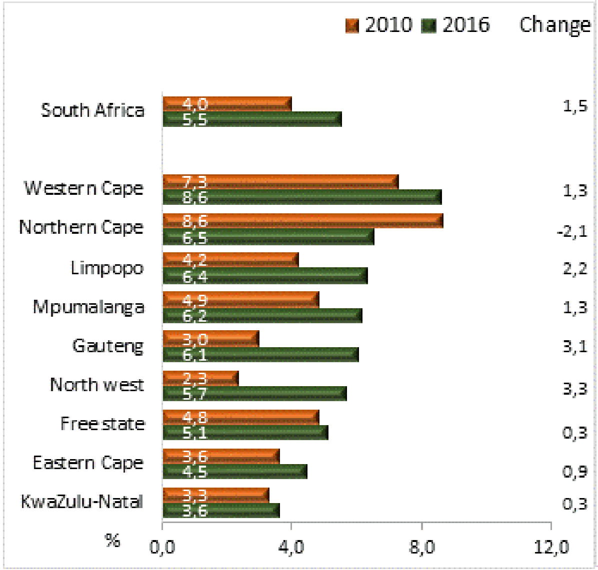
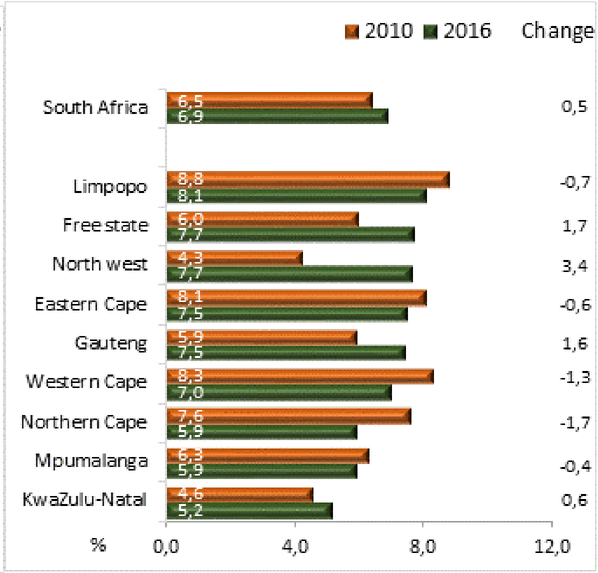


Figure 2.18: Provincial transition rates into employment among adults (35–64 years), 2010 and 2016



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

Figures 2.17 and 2.18 indicate that the national transition rate into employment for adults who were without jobs (unemployed and inactive) was higher than that for youth in both 2010 and 2016. The youth transition rate into employment increased by 1,5 percentage points (from 4,0% in 2010 to 5,5% in 2016), while the rate for adults increased by 0,5 of a percentage point to reach 6,9% in 2016. The transition rate into employment for youth increased in all provinces except Northern Cape (2,1 percentage points). The largest increase in the transition rate into employment for youth was observed in North West (3,3 percentage points), followed by Gauteng (3,1 percentage points) and Limpopo (2,2 percentage points). Among the adults, the transition rate into employment declined in five of the nine provinces. The largest decline was observed in Northern Cape (1,7 percentage points), while North West recorded the largest increase of 3,4 percentage points, followed by Free State (1,7 percentage points) and Gauteng (1,6 percentage points). In both 2010 and 2016, Limpopo reported the highest transition rate into employment (8,8% in 2010 and 8,1% in 2016) among adults. However, the transition rate for adults in Limpopo decreased by 0,7 of percentage point between 2010 and 2016.

In 2016 unsual pattern is observed 2016 in Western Cape and Mpumalanga, where the youth had higher transition rates into employment compared to adults. In Western Cape the youth transition rate into employment was 8,6% which was 1,6 percentage points higher compared to the adults

Figure 2.19: Provincial transition rates into employment among those with work experience, 2010 and 2016

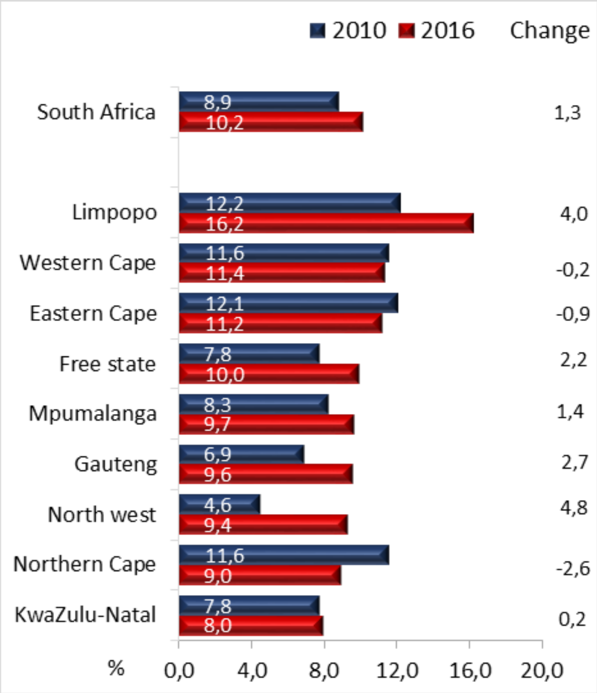
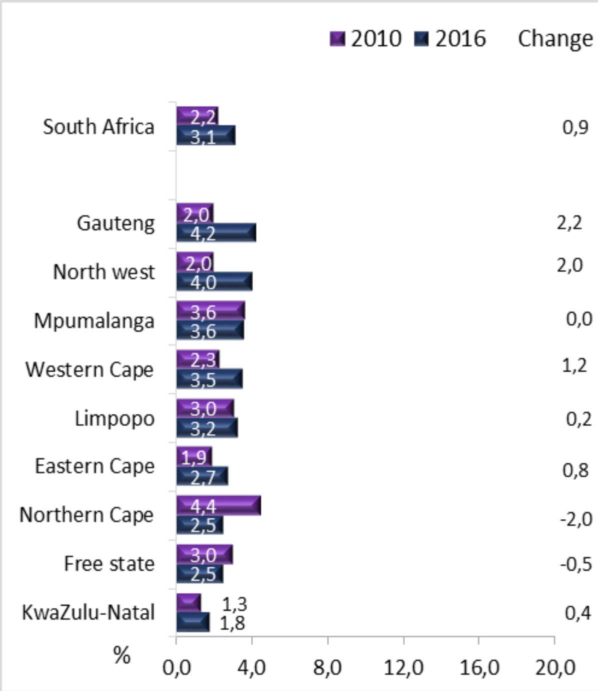


Figure 2.20: Provincial transition rates into employment among those without work experience, 2010 and 2016



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

Persons with work experience are more likely to find jobs than those without experience. The transition rates into employment nationally amongst those without jobs (unemployed and inactive) but with experience was more than three times the rate for those without work experience and not in employment in both 2010 and 2016. Limpopo recorded the highest transition rates into employment for those without jobs but having work experience in both 2010 and 2016. Limpopo also recorded the second largest increase in the rate at 4,0 percentage points after North West (4,8 percentage points). The largest decline in the transition rate into employment was observed in Northern Cape (2,6 percentage points), followed by Eastern Cape and Western Cape, with a decrease of 0,9 and 0,2 of a percentage point, respectively. In 2016, the transition rate into employment for those without work experience ranged from as little as 1,8% in KwaZulu-Natal to as high as 4,2% in Gauteng. KwaZulu-Natal reflected the lowest transition rates into employment in both 2010 and 2016. For those without work experience, the transition rate into employment declined in two of the nine provinces, namely Northern Cape (2,0 percentage points) and Free State (0,5 of a percentage point). The transition rate into employment in Mpumalanga remained unchanged at 3,6% between 2010 and 2016. Gauteng recorded the largest increase of 2,2 percentage points, followed by North West (2,0 percentage points) and Western Cape (1,2 percentage points).

Figure 2.21: Provincial transition rates into employment among those with education levels below matric, 2010 and 2016

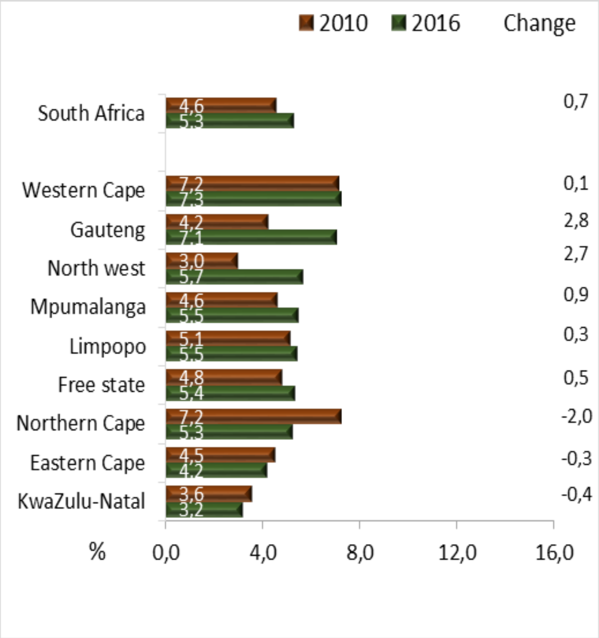
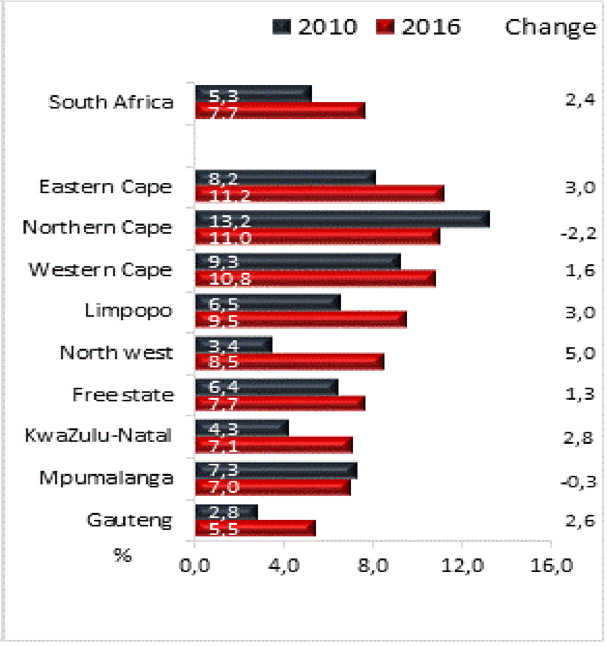


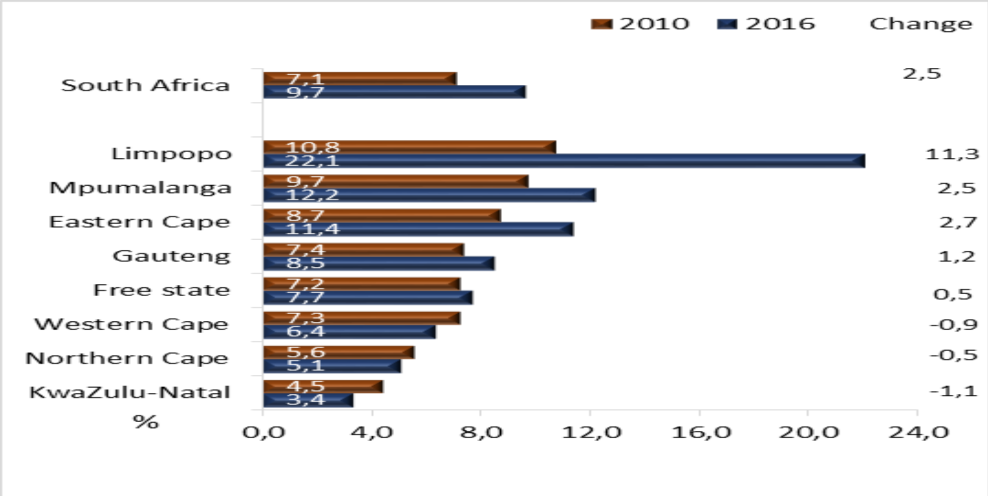
Figure 2.22: Provincial transition rates into employment among those with matric, 2010 and 2016



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

Education plays an important role in improving the chances of finding a job. Figures 2.21 and 2.22 indicate that among those without jobs (unemployed and inactive), the better educated have a higher chance of moving from unemployment and inactivity into employment. The transition rate into employment for those without jobs with levels of education below matric nationally increased by 0,7 of a percentage point (from 4,6% in 2010 to 5,3% in 2016), while for those who completed matric, the rate increased by 2,4 percentage points to 7,7% in 2016. In all provinces, with the exception of Northern Cape, Eastern Cape and KwaZulu-Natal, the transition rate into employment increased among those with an educational level lower than matric. The largest increase was observed in Gauteng at 2,8 percentage points, followed by North West (2,7 percentage points) and Mpumalanga (0,9 of a percentage point). Among those who completed matric, the highest transition rate into employment was recorded in Eastern Cape (11,2%), Northern Cape (11,0%) and Western Cape (10,8%) in 2016. The transition rates into employment for those without a job but with a matric qualification declined only in Northern Cape (2,2 percentage points) and Mpumalanga (0,3 of a percentage point). The largest increase was recorded in North West (5,0 percentage points), followed by Limpopo and Eastern Cape, where 3,0 percentage points each were recorded. Gauteng recorded the lowest transition rate relative to other provinces in both years at 2,8% in 2010 and 5,5% in 2016.

Figure 2.23: Provincial transition rates into employment among those with tertiary education levels, 2010 and 2016



Note: Only Q3–Q4 for each year is analysed. North West was dropped due to a small sample size for 2010.

In 2016, the transition rate into employment for those with a tertiary education was highest in Limpopo (22,1%), followed by Mpumalanga (12,2%) and Eastern Cape (11,4%). Limpopo recorded an increase of 11,3 percentage points of the transition rate into employment. Three out of nine provinces registered a decline in the transition rate between 2010 and 2016: KwaZulu-Natal declined by 1,1 percentage points, while Western Cape and Northern Cape recorded a decrease of 0,9 and 0,5 of a percentage point, respectively. In both 2010 and 2016, KwaZulu-Natal recorded the lowest transition rate into employment compared to other provinces.

Summary and conclusion

- Those who are unemployed i.e those who are seeking work are more likely to find employment when compared to those who were discouraged and economically inactive. A provincial comparison finds that in 2016, the highest employment retention rates were in Western Cape, followed by Gauteng.
- Transition rates into employment are higher for men compared to women.
- Employees employed in skilled occupations were more likely to remain in the same occupation compared to those employed in semi-skilled and low-skilled occupations. Retention rates amongst those employed in tertiary industries were also higher relative to those employed in primary and secondary industries.
- The short-term unemployed were above two times more likely to find employment on a quarterly basis compared to persons in long-term unemployment.
- Persons employed on permanent contracts were more likely to remain employed on such a contract compared to those with limited or an unspecified type of contract.
- The unemployed are less likely to remain in the same status relative to those who are employed and those who are economically inactive.
- The transition rates into employment for adults without jobs (unemployed or inactive) were higher than the rates for youth in all provinces except in Western Cape and Mpumalanga. In 2016, Western Cape recorded the highest transition rates into employment for youth who were without jobs relative to the rates for adults.
- Persons without jobs but having previous work experience are more likely to find employment than those without work experience.
- Education improves the chances of finding employment. Nationally, the transition rates into employment for those without jobs but who had a tertiary education were higher, followed by those with a matric education.

Chapter 3: The South African labour market

Key labour market concepts

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

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

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

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

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

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

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

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

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

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

Background

This chapter analyses the patterns and trends in the working-age population over the period 2010–2016 in the context of South Africa's youthful population, and the benefits of a growing working-age population which is educated and can reap the benefits of a demographic dividend. Key labour market rates are analysed with respect to socio-demographic variables such as age, gender, population group and level of educational attainment.

Introduction

The South African labour market has undergone considerable changes since 1994 due to the elimination of multiple statutory restrictions on labour market access and participation (UN, 2015). This led to the rapid growth in the labour force which exceeded the growth in the working-age population. Although the growth in employment managed to keep up with the growth in the working age-population, it was unable to keep up with the labour force, resulting in a rapid increase in the unemployment rate. Furthermore, projections from the United Nations Population statistics suggest that the share of the working-age population (WAP) in the total population in South Africa will remain between 65 and 67 per cent until the year 2030. Between 2010 and 2016, working-age population as a percentage of the total population lies within the range of 64–66 per cent.

According to the ILO publication entitled "World Social Outlook, 2016", the subdued economic performance due to declining commodity prices is likely to lead to higher unemployment rates in the commodity-led economies. When there is a shortage of decent jobs, more workers may give up looking for work. In 2015, the number of working-age individuals who did not participate in the labour market increased by 26 million to reach over 2 billion (ILO, 2015).

Figure 3.1: Age profile of the population, 2016

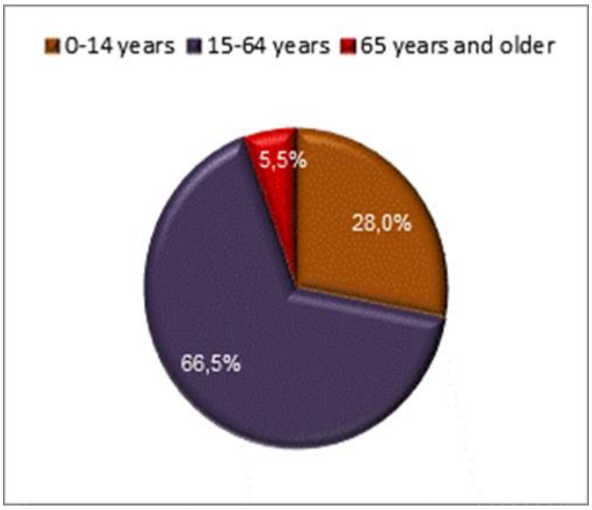


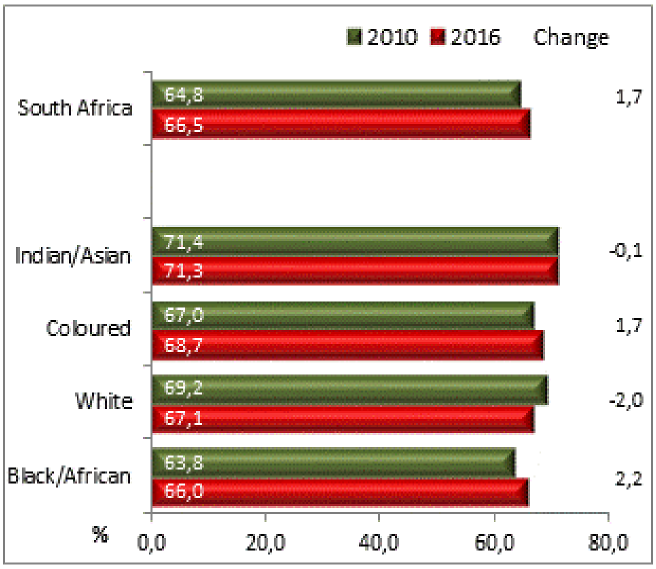
Table 3.1: Age profile of the population, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
				Thousand			
0-14 years	15 477	15 470	15 460	15 455	15 451	15 452	15 448
15-64 years (working-age)	32 958	33 563	34 175	34 790	35 410	36 035	36 669
65 plus years	2 461	2 547	2 640	2 738	2 840	2 946	3 056
Total	**50 896**	**51 580**	**52 275**	**52 982**	**53 701**	**54 433**	**55 174**
% Working-age	**64,8**	**65,1**	**65,4**	**65,7**	**65,9**	**66,2**	**66,5**
				Annual change (Thousand)			
	2011	**2012**	**2013**	**2014**	**2015**	**2016**	**Change 10-'16**
0-14 years	-8	-9	-6	-3	0	-3	-29
15-64 years (working-age)	605	612	615	620	625	634	3 711
65 plus years	86	92	98	102	106	110	595
Total	**684**	**695**	**707**	**719**	**731**	**741**	**4 277**
				Annual change (Percentage points)			
% Working-age	**0,3**	**0,3**	**0,3**	**0,3**	**0,3**	**0,3**	**1,7**

Note: A new master sample based on the 2011 Census was introduced in 2015.

Over the period 2010–2016, Table 3.1 shows that the working-age population which comprises people aged 15–64 years increased from 33 million to 37 million (by 3,7 million people). This was accompanied by a decrease of 29 000 among young people (0–14 years) and an increase of 595 000 among old people (65 years and older). As a result, there was a steady increase in the share of the working-age population in the total population, from 64,8% to 66,5% during the same period.

Figure 3.2: Working-age population as a percentage of the total population, 2010 and 2016



Note: A new master sample based on the 2011 Census was introduced in 2015.

Table 3.2: Age dependency ratio, 2010–2016

	Child dependency ratio	Old age dependency ratio	Overall dependency ratio
	Per cent		
2010	47,0	7,5	54,4
2011	46,1	7,6	53,7
2012	45,2	7,7	53,0
2013	44,4	7,9	52,3
2014	43,6	8,0	51,7
2015	42,9	8,2	51,1
2016	42,1	8,3	50,5

Child refers to those aged 0–14 years and old age refers to those 65 years and older.

Between 2010 and 2016, the working-age population as a percentage of the total population varies across population groups. The working-age population as a percentage of the total population increased among black African and coloured populations (2,2 and 1,7 percentage points, respectively). However, for white and Indian/Asian populations the share of the working-age population in the total population declined during the same period. In 2016, a decline in the child dependency ratio outweighed the increase in the old age dependency ratio, resulting in a decline in the overall dependency ratio.

The components of the working-age population

An analysis of the components of the working-age population (i.e. the employed, unemployed and not economically active) provides insights into the factors which drive the supply and demand of labour and the policies which can be developed to assist in increasing participation in the labour market.

The shares of the three groups in the working-age population reported in this section should be interpreted with caution. With regard to unemployment, caution should be exercised in interpreting the percentages, as the numbers relate to the percentage of the working-age population and not to the labour force (the latter comprises the employed plus the unemployed) which is the basis for calculating the unemployment rate (presented in the section that follows). And it should also be noted that the share of the working-age population that is employed is referred to as either the employment-to-population ratio or the absorption rate (also presented in the section that follows).

Table 3.3: Working-age population by sex, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
	Thousand						
Men	16 087	16 419	16 753	17 088	17 424	17 762	18 102
Women	16 871	17 145	17 422	17 702	17 986	18 273	18 567
Working-age population	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
	Per cent						
Share of women in the working-age population	51,2	51,1	51,0	50,9	50,8	50,7	50,6

Note: A new master sample based on the 2011 Census was introduced in 2015.

The number of men and women in the working-age population increased between 2010 and 2016. However, the share of women in the working-age population was higher than that of men in all years. In 2016, women recorded the highest number of people aged 15–64 (working-age population) years compared to men. There were 18,6 million women compared to 18,1 million men in the working-age population during the same period.

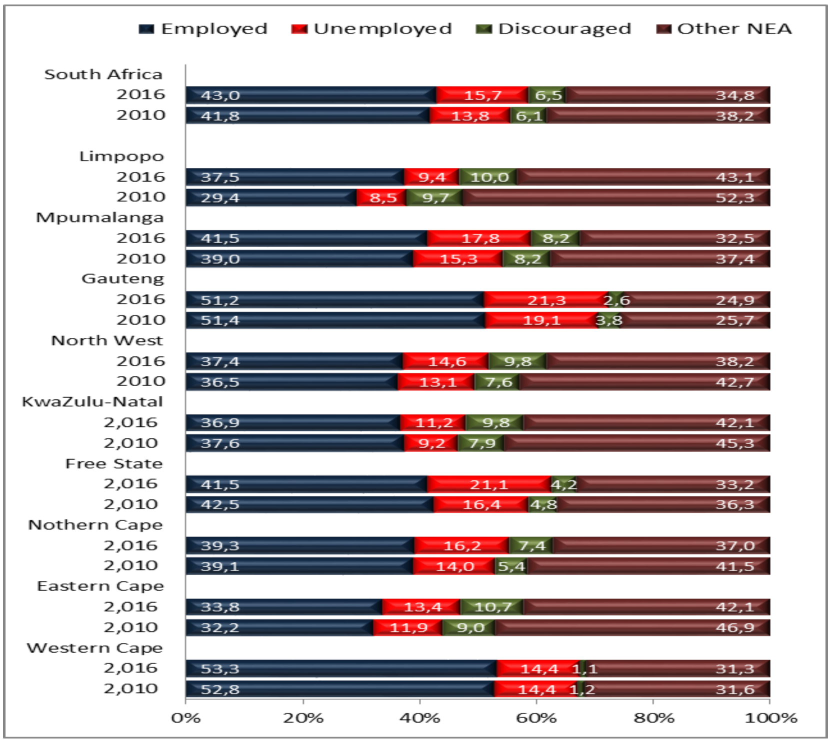
Table 3.4: Labour market status of the working-age population, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
				Thousand			
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	4 564	4 636	4 775	4 886	5 070	5 344	5 753
Discouraged	2 026	2 252	2 314	2 331	2 422	2 334	2 386
Other not economically active	12 579	12 605	12 661	12 708	12 771	12 616	12 750
Working-age population	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
			Annual change (Thousand)				
	2011	**2012**	**2013**	**2014**	**2015**	**2016**	**Change 2010-2016**
Employed	282	355	441	281	594	40	1 992
Unemployed	72	139	111	184	274	409	1 188
Discouraged	226	62	17	92	-88	52	359
Other not economically active	26	56	46	64	-155	134	171
Working-age population	**605**	**612**	**615**	**620**	**625**	**634**	**3 711**

Note: A new master sample based on the 2011 Census was introduced 2015.

During 2016, jobs created were the lowest compared to the previous years since 2010; only 40 000 jobs were created. Table 3.4 shows that in 2016, all the components of the working-age population increased, resulting in an increase in the working-age population. Between 2010 and 2016 the number of people employed increased by 2 million, followed by the number of people unemployed (1,2 million). Discouraged work-seekers and other not economically active increased by 359 000 and 171 000, respectively.

Figure 3.3: Components of the working-age population by province, 2010 and 2016



NEA refers to the Not Economically Active population.

Figure 3.3 shows that in 2016, Western Cape and Gauteng were the only provinces where the share of the employed in the working-age population was above the national average of 43,0%. Between 2010 and 2016, provincial disparities in each component of the working-age population were noticeable. Figure 3.3 further explains that Western Cape recorded the highest number of persons employed (53,3%) as a percentage of the working-age population, followed by Gauteng (51,2%), while Eastern Cape employed the lowest number (33,8%) of people compared to other provinces in 2016. The share of unemployed in the working-age population increased in all provinces except in Western Cape, where it remained the same at 14,4%. The largest increase was observed in Free State (4,7 percentage points). The share of the not economically active in the working-age population declined in all provinces. In 2016, Eastern Cape recorded the highest share of discouraged work-seekers, followed by Limpopo (10,7% and 10,0%, respectively).

Figure 3.4: Components of the working-age population by population group, 2010 and 2016

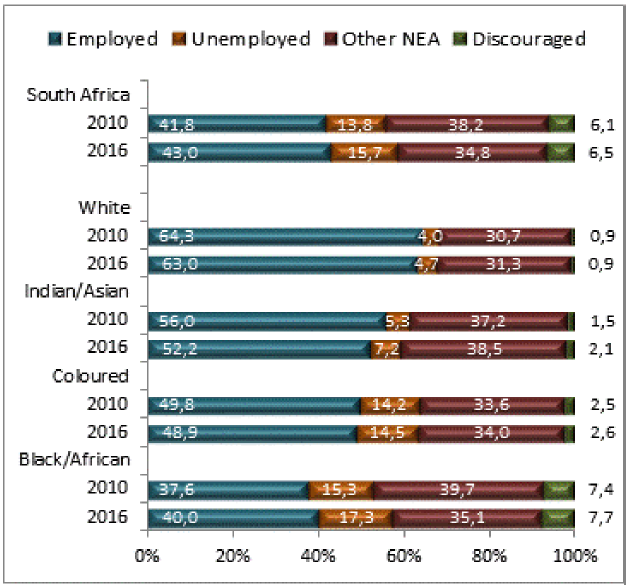
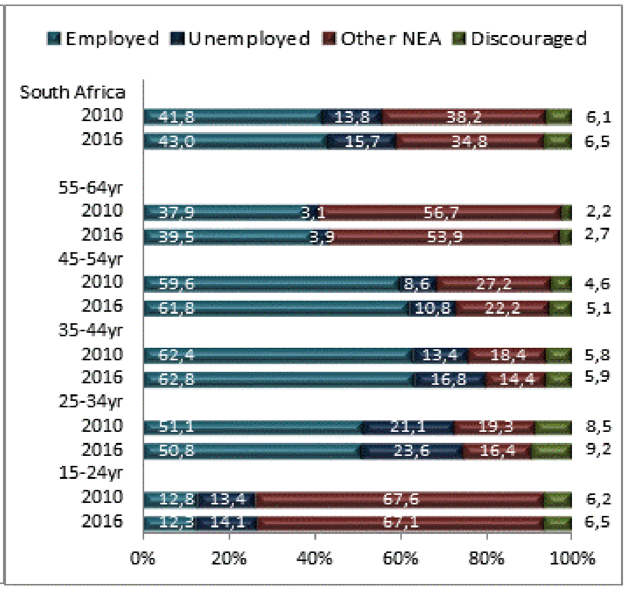


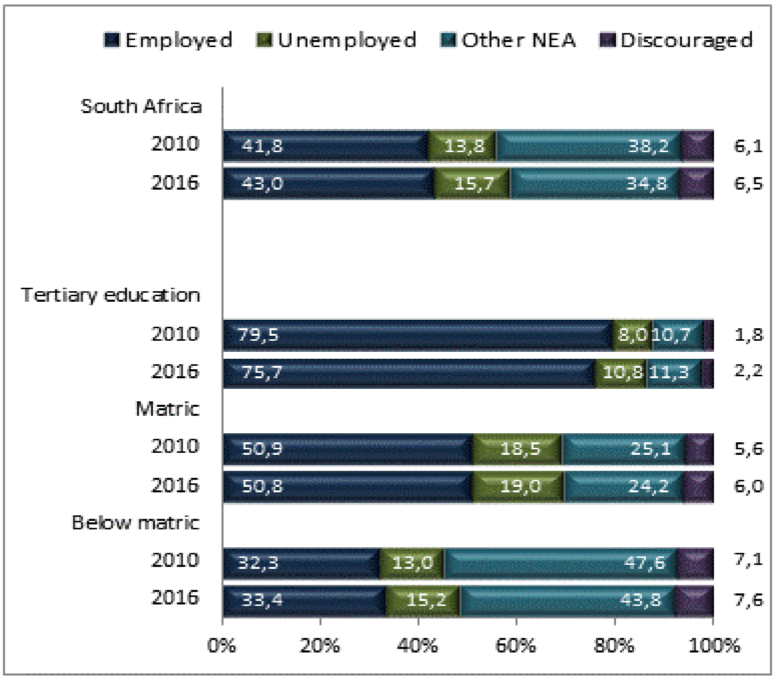
Figure 3.5: Components of the working-age population by age group, 2010 and 2016



NEA refers to the Not Economically Active population.

Over the period 2010–2016, the share of the working-age population that was employed declined amongst all population groups except for black Africans, where an increase of 2,4 percentage points was reported to 40,0%. However, in 2016 black Africans recorded the lowest proportion of the working-age population that was employed compared to other population groups. The share of the unemployed in the working-age population increased in all population groups, and black Africans recorded the largest increase (2,0 percentage points). Discouraged work-seekers increased in all population groups, except for the white population group where it remained the same at 0,9% in both years (2010 and 2016). The proportion of those who were not economically active increased in all population groups with the exception of black African, where it declined by 4,6 percentage points to 35,1% in 2016. Those who were aged 35–44 years were more likely to be employed relative to other age groups. In 2016, the proportion of the working-age population that was unemployed was highest amongst those aged 25–34 years at 23,6%, accompanied by the highest share of those who were discouraged at 9,2%. Young people aged 15–24 years recorded the highest share among those who were not economically active at 67,1% in 2016.

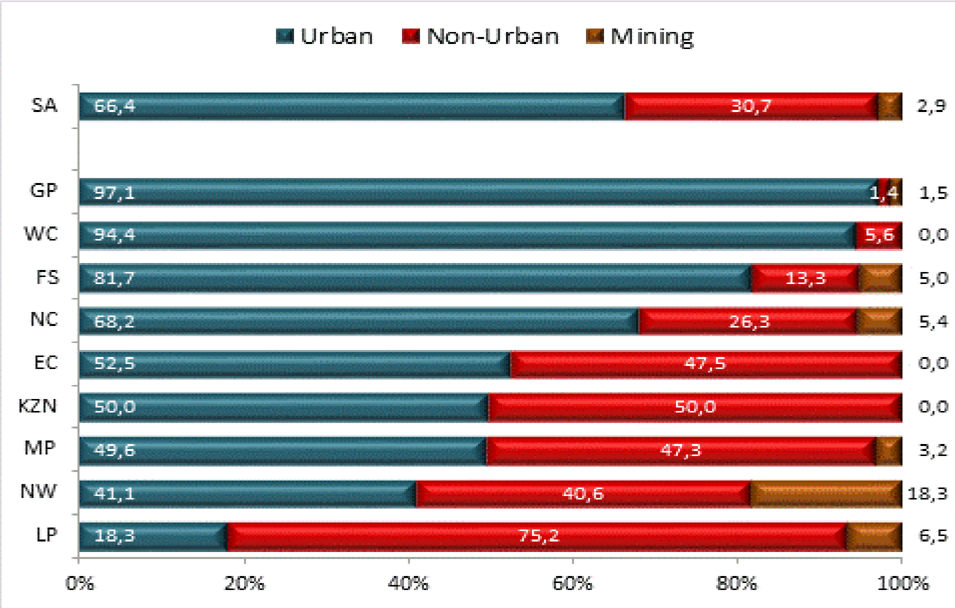
Figure 3.6: Components of the working-age population by education level, 2010 and 2016



NEA refers to the Not Economically Active population.

Figure 3.6 shows that those who obtained a tertiary education level were more likely to be employed than those with matric and below matric level of education over the period 2010–2016. The share of the employed persons with a tertiary qualification was more than double the share of those with below matric level of education. Between 2010 and 2016, the proportion of the working-age population that was unemployed and discouraged increased across all education categories. The share of the unemployed was more pronounced amongst those with matric level of education, 18,5% in 2010 and 19,0% in 2016. The share of the other not economically active in the working-age population was highest among those with below matric level of education, followed by those with matric level of education. However, among those with below matric and matric level of education the share of the other not economically active declined (3,8 percentage points and 0,9 of a percentage point, respectively) in 2016.

Figure 3.7: Working-age population by province and geo-type, 2016



Non-urban refers to traditional and farming settlement characteristics.

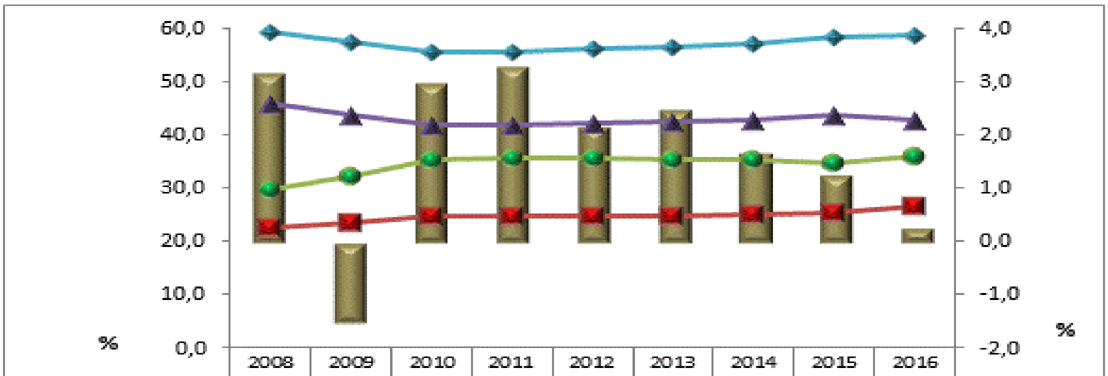
Mining in provinces where employment in mining accounts for more than 30% of employment.

Figure 3.7 shows that in Gauteng and Western Cape, nine out of ten people of working age reside in urban areas. In 2016, Limpopo recorded the lowest number of the working-age population that lived in urban areas (18,3%). Nationally, 66,4% of the working-age population lives in urban areas, followed by non-urban areas (30,7%) and only 2,9% in mining areas.

Labour market rates

Labour market rates refer to the labour market indicators that are commonly used to measure unemployment rate, absorption rate and labour force participation rate. Unemployment rate is computed based on the labour force, which is the sum of the employed and unemployed persons. Absorption rate and labour force participation rate are calculated based on the working-age population.

Figure 3.8: Labour market rates and annual change in GDP at constant prices, 2008–2016



	2008	2009	2010	2011	2012	2013	2014	2015	2016
GDP (RHS)	3,2	-1,5	3,0	3,3	2,2	2,5	1,7	1,3	0,3
Urate off	22,5	23,7	24,9	24,8	24,9	24,7	25,1	25,3	26,7
Urate exp	29,7	32,4	35,4	35,6	35,6	35,3	35,3	34,8	36,1
Absorption	45,9	43,9	41,8	41,9	42,2	42,7	42,8	43,7	43,0
LFPR	59,3	57,5	55,7	55,7	56,2	56,8	57,1	58,5	58,7

GDP refers to Gross Domestic Product (Right Hand Scale), URate off refers to the Official unemployment rate, URate exp refers to the Expanded unemployment rate. Absorption refers to the labour absorption rate, LFPR refers to the Labour Force Participation Rate.
Note: A new master sample based on the 2011 Census was introduced in 2015.

The gross domestic product (GDP) was lowest in 2009, where it recorded a negative growth rate of 1,5%. Since then, it has not recovered above the pre-recession (2008) growth rate, except in 2011. The subdued economic growth affected the labour market as the unemployment rate rises. The gross domestic product (GDP) declined (by 1,0 percentage point) from 1,3% in 2015 to 0,3% in 2016. Subsequently, both official and expanded unemployment rates increased (1,4 and 1,3 percentage points, respectively). The official unemployment rate was 26,7% in 2016, which was 4,2 percentage points higher than the 2008 rate. In 2016, the absorption rate declined to 43,0% and the labour force participation rate increased to 58,7%, however, both rates were still below the pre-recession rates of 2008.

Figure 3.9: Unemployment rate by province, 2010 and 2016

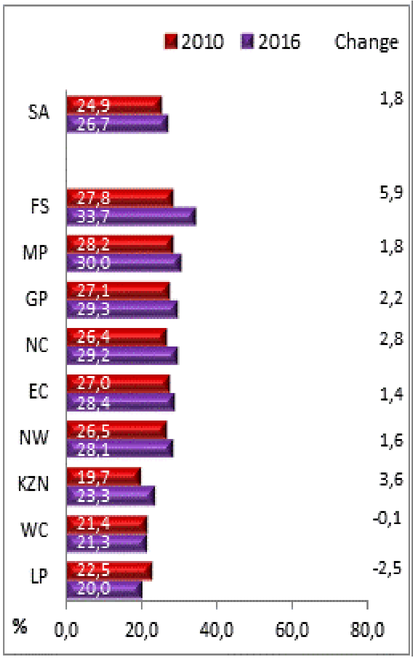


Figure 3.10: Absorption rate by province, 2010 and 2016

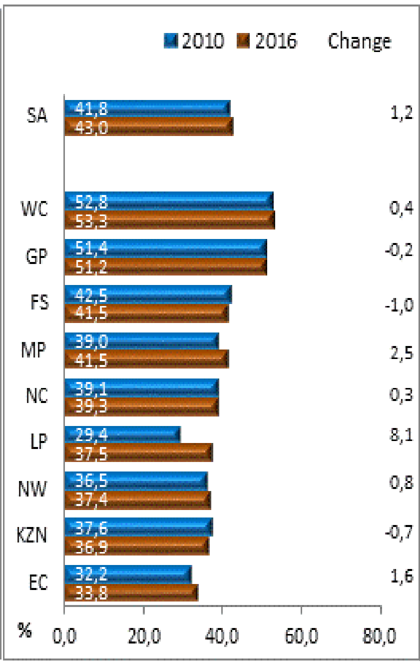
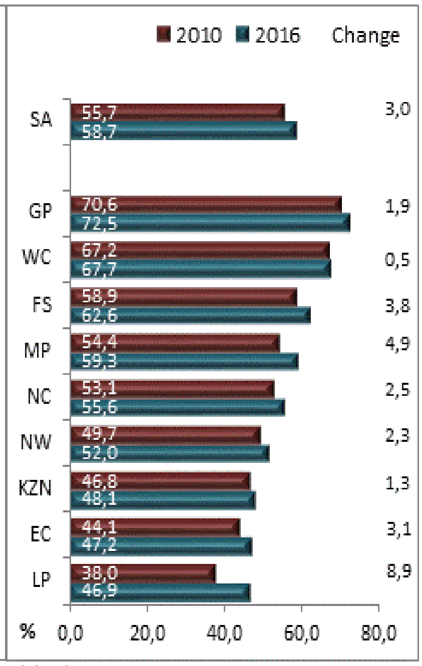


Figure 3.11: Participation rate by province, 2010 and 2016



Note: Participation rate refers to the Labour Force Participation Rate.

Figures 3.9 to 3.11 depict unemployment rate, absorption rate and labour force participation rate by province between 2010 and 2016.

Unemployment rates: The unemployment rate increased in all provinces except in Western Cape and Limpopo, where it declined by 0,1 of a percentage point and 2,5 percentage points, respectively. The largest increases where observed in Free State (5,9 percentage points), KwaZulu-Natal (3,6 percentage points) and Northern Cape (2,8 percentage points). Free State and Mpumalanga were the only provinces where the unemployment rate reached 30% and was above the national average of 26,7% in 2016.

Absorption rates: The more industrialised provinces (Western Cape and Gauteng) recorded the highest absorption rates (53,3% and 51,2%, respectively) which were above 50% in 2016. Between 2010 and 2016, the absorption rate increased in six of the nine provinces. Limpopo recorded the largest increase (8,1 percentage points) followed by Mpumalanga (2,5 percentage points). However, the absorption rate declined in three provinces (Free State, KwaZulu-Natal and Gauteng) during the same period.

Participation rates: Between 2010 and 2016, the labour force participation rate increased across all provinces. The largest increases were observed in Limpopo (8,9 percentage points), Mpumalanga (4,9 percentage points) and Free State (3,8 percentage points). In 2016, Gauteng and Western Cape recorded the highest labour force participation rates (72,5% and 67,7%, respectively), while the lowest labour force participation rate was observed in Limpopo at 46,9%.

Figure 3.12: Male labour market rates by population group, 2010 and 2016

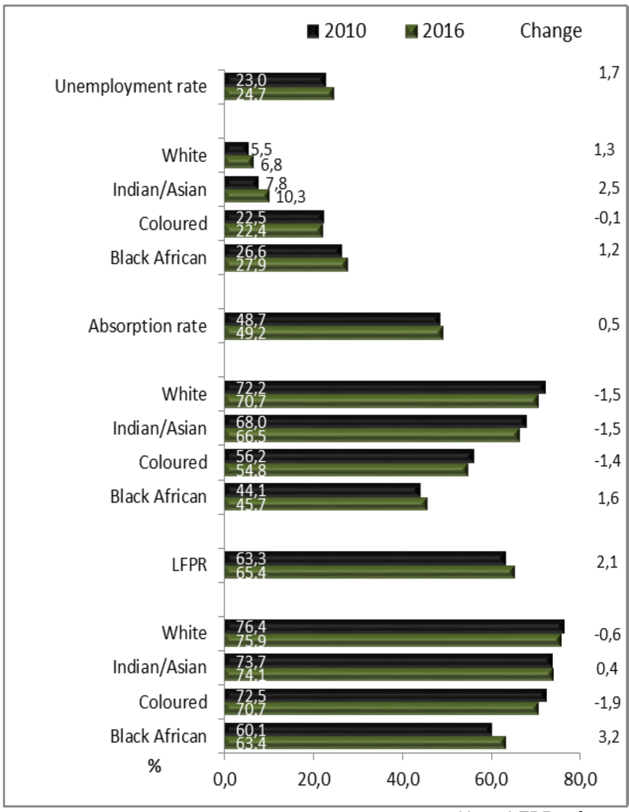
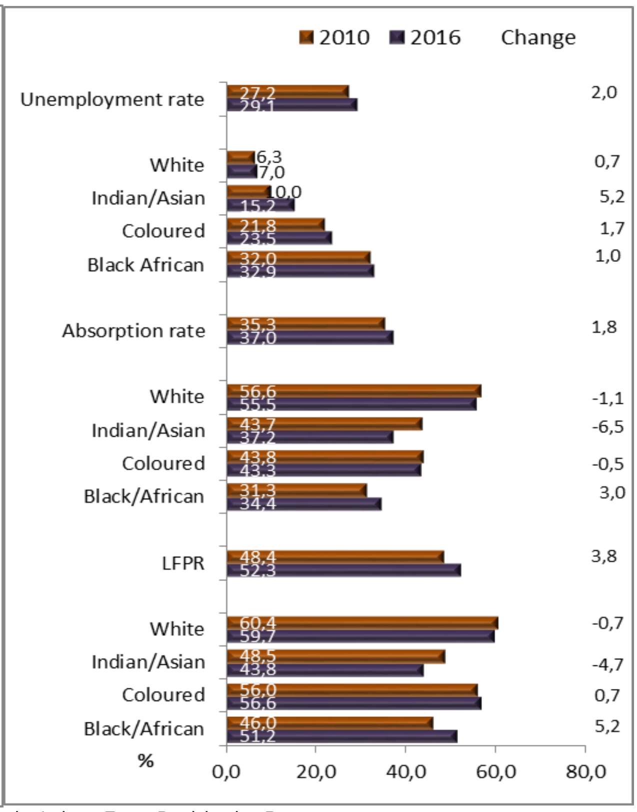


Figure 3.13: Female labour market rates by population group, 2010 and 2016



Note: LFPR refers to the Labour Force Participation Rate.

Figures 3.12 and 3.13 show that a gender gap still persists in the labour market, irrespective of the population group. Women, regardless of their population group, recorded higher unemployment rate, lower absorption rate and labour force participation rate than their male counterparts. Between 2010 and 2016, the unemployment rate was higher among the black African population group, irrespective of gender. The white population group was in a better position in the labour market, regardless of gender. Both white males and females recorded the lowest unemployment rate, highest absorption rate and labour force participation rate relative to the other population groups. Male and female absorption rates declined for all population groups, with the exception of black African males and black African females, where it increased by 1,6 and 3,0 percentage points, respectively. The labour force participation rate declined among white males and coloured males (0,6 of a percentage point and 1,9 percentage points, respectively). Furthermore, amongst females the labour force participation rate declined for both white and Indian/Asian population groups in 2016. Although black African males and females scored the lowest labour market rates, they recorded the highest increase in the labour force participation rate (3,2 and 5,2 percentage points, respectively) in 2016.

Figure 3.14: Unemployment rate by age, 2010 and 2016

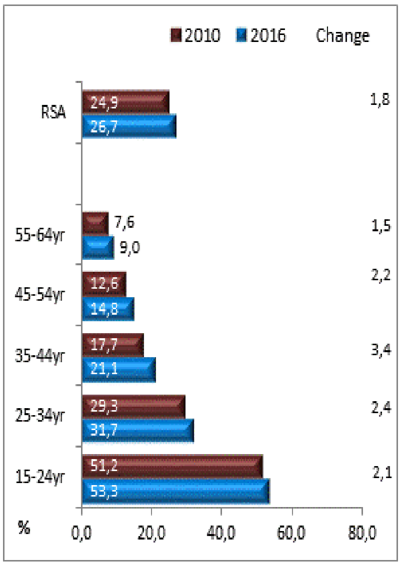


Figure 3.15: Absorption rate by age, 2010 and 2016

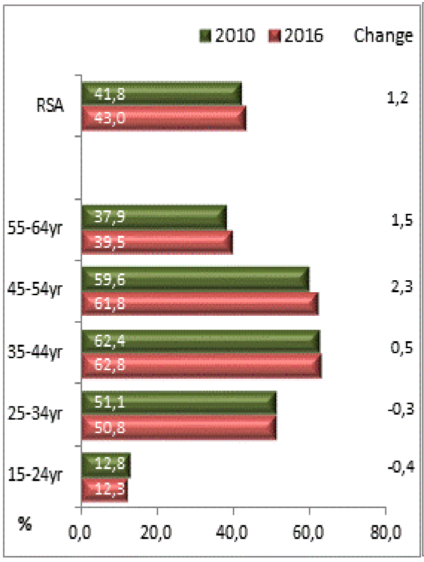
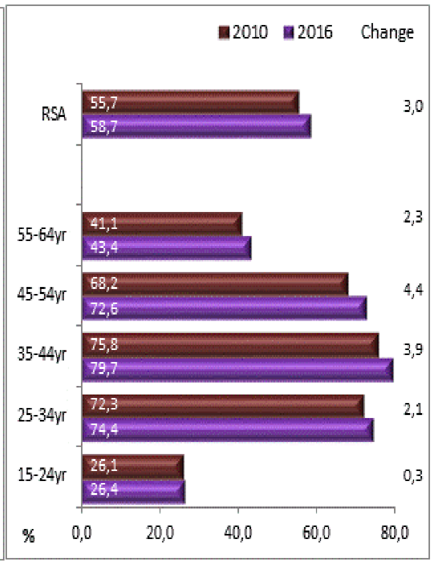
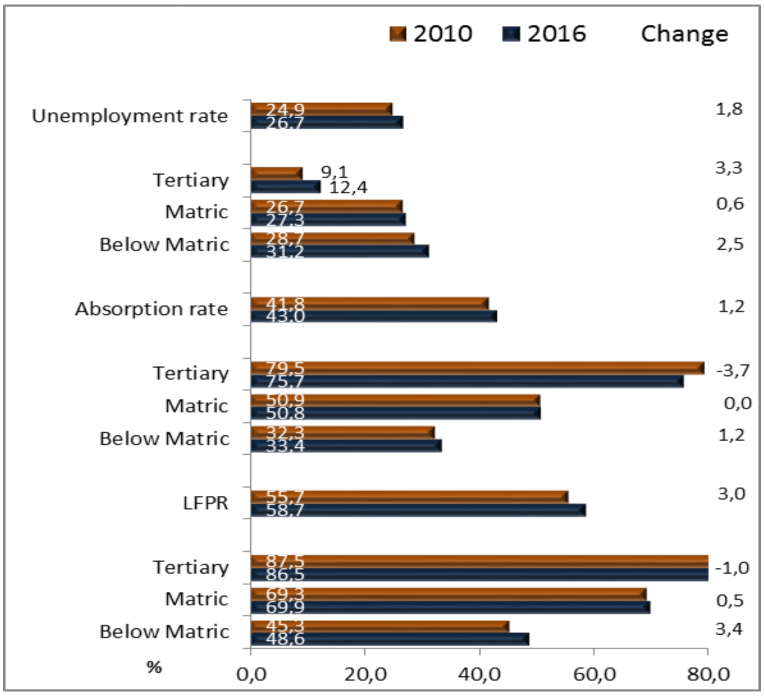


Figure 3.16: Participation rate by age, 2010 and 2016



Figures 3.14 to 3.16 highlight labour market rates by age group and further indicate that young people are still vulnerable in the labour market between 2010 and 2016. The age group 15–24 years is associated with a higher unemployment rate, lower absorption and labour force participation rate. Between 2010 and 2016, the unemployment rate increased across all age groups. Moreover, the age group 35–44 years recorded the largest increase, followed by those aged 25–34 years (3,4 and 2,4 percentage points, respectively). The absorption rate increased across all age groups except for those aged 15–24 years and 25–34 years. The labour force participation rate increased across all age groups, and the largest increase was observed among those aged 45–54 years, followed by those aged 35–44 years (4,4 and 3,9 percentage points, respectively). An increase which was observed in the labour force participation rate was accompanied by an increase in the unemployment rate across all age groups in 2016.

Figure 3.17: Labour market rates by education level, 2010 and 2016



Note: LFPR refers to the Labour Force Participation Rate.

Figure 3.17 shows that labour market rates differ by level of education. Tertiary education is associated with a lower unemployment rate, higher absorption rate and labour force participation rate. Between 2010 and 2016, the unemployment rate increased irrespective of the level of education, with the largest increase observed among those with a tertiary level of education (3,3 percentage points). The absorption rate increased among those with below matric level of education by 1,2 percentage points, while among those with tertiary education it declined by 3,7 percentage points. The labour force participation rate increased across all education levels, with the exception of tertiary education (1,0 percentage point). Although tertiary education depicts better labour market rates, it has recorded the highest increase in the unemployment rate, and the largest decrease in the absorption rate and labour force participation rate during the same period.

Summary and conclusion

- Over the period 2010 and 2016, the growth rate in the working-age population (15–64 years) exceeded the growth rate in the total population. The working-age population grew by 11,3% to 37 million while the total population grew by 8,4% to 55 million.

- The share of the working-age population in the total population increased from 64,8% in 2010 to 66,5% in 2016. The number of people who were employed, unemployed and discouraged increased over the period by 2 million, 1,2 million and 359 000, respectively.

- Between 2010 and 2016, the share of women in the working-age population declined from 51,2% to 50,6% but was still higher than the share of men. However, gender disparities were noticeable in the labour market as women are associated with a higher unemployment rate, lower absorption and labour force participation rates than men.

- In 2016 the growth rate in GDP was less than 1%, which is the lowest growth since 2009. The slowdown in economic growth was accompanied by an increase in the official unemployment rate from 25,3% in 2015 to 26,7% in 2016. Over the same period the absorption rate declined by 0,7 of a percentage point to 43,0%. Although the labour force participation rate depicted a rising trend since 2011, it was still below the pre-recession rate of 2008.

- Young people aged 15–24 are characterised by a higher unemployment rate and low absorption and labour force participation rates in relation to other age groups. This particular age group remains vulnerable in the labour market in terms of finding employment.

- Education presents better opportunities in the labour market. Those with higher levels of education are characterised by improved labour market conditions. In 2016, the unemployment rate was lower among those with tertiary education; at the same time, the absorption rate and labour force participation rate was higher among those with a post-matric level of education.

Chapter 4: Employment and other forms of work

4.1 A profile of the employed

Key labour market concepts

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

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

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

Occupation[2] in this chapter have been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories is drawn from Bhorat, H & Oosthuizen, M in ‘Employment shifts and the “jobless growth” debate’ Chapter in ‘Human Resource Development Review 2008, Education, Employment and Skills in South Africa’, editors A. Kraak & K. Press, HSRC Press:

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

Industry classification is as follows:

Primary sector: Agriculture and Mining
Secondary sector: Manufacturing, Utilities and Construction
Tertiary sector: Trade, Transport, Finance, Social and personal services, and Private household

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

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

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

[2] Stats-SA classifies occupation as prescribed by the South African Standard Classification of Occupations (SASCO)

Background

The ILO publication entitled "World Employment Outlook, 2015" finds that employment levels in sub-Saharan Africa remain low, with unemployment most acute amongst women and youth. High unemployment levels have also resulted in educated workers who used to work in medium-skilled jobs having to compete for lower-skilled jobs.[3] The publication further finds that countries facing high youth unemployment levels are vulnerable to social unrest. The World Employment and Social Outlook, 2016 highlighted that workers turn to informal employment because of lack of decent jobs and these jobs are characterised by low productivity and low pay.[4]

Introduction

This chapter includes five sections. The first section provides a profile of the employed in South Africa; the analysis focuses on employment by industry and occupation, hours worked and time-related underemployment. The second section provides an analysis of the monthly median earnings by certain demographic variables, while the third section analyses the provision of decent work in terms of the standards and workers' rights at work, social protection and social dialogue. Section four analyses job tenure, and the last section presents trends in participation in government job creation programmes. The analysis also focuses on the awareness about the Expanded Public Works Programme (EPWP) and the characteristics of the people who participated in the programmes.

Employment by industry and occupation

This section analyses the distribution of employment by industry and occupation over the period 2010–2016 by sex, population group and province.

Table 4.1: Employment by industry, 2010–2015

Industry	2010	2011	2012	2013	2014	2015	2016
				Thousand			
Agriculture	665	644	696	740	702	880	874
Mining	327	334	375	411	428	455	444
Manufacturing	1 839	1 871	1 817	1 810	1 760	1 762	1 692
Utilities	95	91	102	128	117	132	118
Construction	1 109	1 109	1 091	1 145	1 249	1 405	1 431
Trade	3 073	3 148	3 145	3 132	3 202	3 161	3 178
Transport	816	811	860	914	932	905	910
Finance	1 748	1 818	1 902	1 995	2 030	2 198	2 275
Services	2 875	3 027	3 202	3 351	3 493	3 551	3 571
Private households	1 237	1 214	1 232	1 236	1 230	1 288	1 283
Total	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**

Note: Total includes 'Other forms of industry'.

[3] World Employment Outlook, 2015
[4] World Employment and Social Outlook, 2016

Table 4.2: Changes in employment by industry, 2010–2015

Industry	2011	2012	2013	2014	2015	2016	Change 2010-2016
				Thousand			
Agriculture	-21	52	44	-38	178	-6	209
Mining	7	41	36	17	27	-10	118
Manufacturing	32	-54	-7	-50	2	-70	-147
Utilities	-4	11	27	-11	15	-15	23
Construction	0	-18	55	103	156	26	322
Trade	74	-3	-13	70	-41	17	105
Transport	-5	49	54	18	-27	5	94
Finance	70	84	93	35	168	77	527
Services	152	175	149	142	58	20	696
Private households	-24	18	4	-6	58	-5	46
Total	282	355	441	281	594	40	1 992

Note: Total includes 'Other forms of industry'.

Table 4.1 highlights that Community and social services, Trade and Finance were the main contributors to total employment in 2016; the level of employment in Community and social services was high at 3,6 million, followed by Trade (3,2 million) and Finance (2,3 million). Total employment increased by about 2,0 million between 2010 and 2016. All industries, with the exception of Manufacturing, contributed positively to the increase in total employment over the period 2010–2016. Manufacturing shed 147 000 jobs over the same period as highlighted in Table 4.2. The largest increases in employment were observed in Community and social services (696 000), Finance (527 000), Construction (322 000) and Agriculture (209 000). Total employment increased in all years over the period 2010–2016, with the largest increase of 594 000 jobs between 2014 and 2015. An increase of above 200 000 jobs in total employment was observed across all years except between 2015 and 2016, where an increase of only 40 000 jobs was recorded.

Figure 4.1: Employment shares by industry, 2010–2016

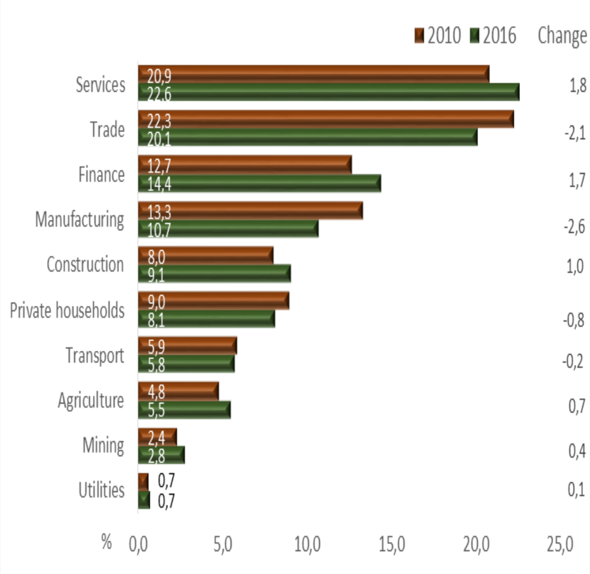
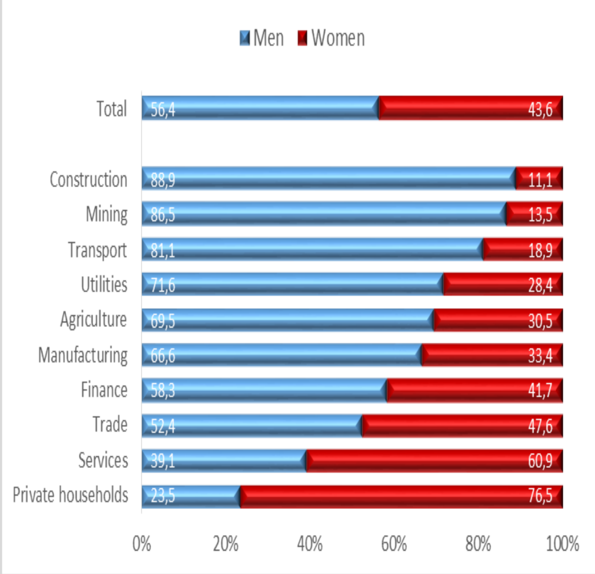


Figure 4.2: Employment shares by industry and sex, 2016



The industry employment shares declined in four of the ten industries between 2010 and 2016. The largest decline was observed in Manufacturing (2,6 percentage points) and Trade (2,1 percentage points), while Private households and Transport employment decreased by less than a percentage point each. In both 2010 and 2016, Community and social services and Trade industries accounted for the largest shares of employment above 20,0% while Finance and Manufacturing highlighted shares between 10,0% and 15,0% in both years. The rest of the industries recorded shares of employment below 10,0% in both 2010 and 2016, with Utilities reflecting a share of 0,7% in both years.

Figure 4.2 indicates that in 2016, more than eight in every ten in Construction, Mining and Transport were men. Men were more likely to work in all industries with the exception of Community and social services and Private households, compared to women. Women accounted for 76,5% in Private households and 60,9% in Community and social services. The employment shares for women in Construction, Mining and Transport ranged between 10,0% and 20,0% in 2016.

Table 4.3: Employment shares by industry and province, 2016

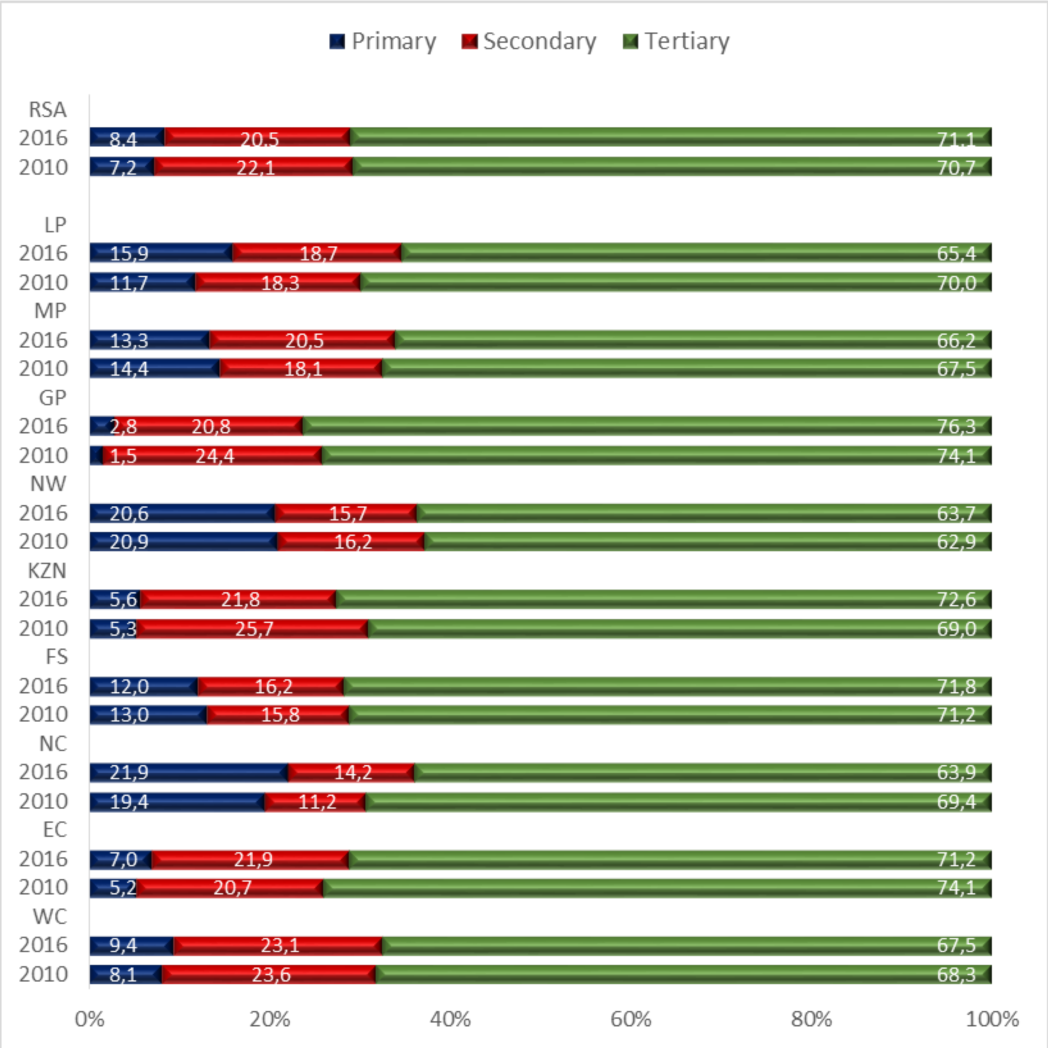
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
Industry	**Per cent**									
Agriculture	9,2	6,8	15,6	8,4	5,4	5,3	0,8	8,3	9,5	5,5
Mining	0,1	0,1	6,3	3,7	0,3	15,3	2,0	5,0	6,4	2,8
Manufacturing	13,1	9,6	4,4	7,8	12,6	7,4	12,4	7,9	5,6	10,7
Utilities	0,4	0,5	0,3	1,2	0,3	0,6	0,6	2,8	1,3	0,7
Construction	9,6	11,7	9,4	7,1	8,9	7,8	7,8	9,7	11,8	9,1
Trade	18,9	21,3	15,2	22,1	21,3	19,0	19,6	20,0	21,9	20,1
Transport	5,4	5,2	4,6	4,6	6,7	3,8	7,0	5,0	3,6	5,8
Finance	16,6	9,1	6,6	7,4	11,3	9,3	21,6	10,4	7,8	14,4
Services	19,8	27,4	28,4	25,2	24,0	23,0	21,0	22,2	23,5	22,6
Private households	6,8	8,2	9,2	12,4	9,3	8,6	7,1	8,6	8,7	8,1
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'.

Community and social services and Trade industries were the main contributors to employment in all provinces. However, Finance (21,6%) followed by Community and social services (21,0%) and Trade (19,6%) were the main contributors to employment in Gauteng in 2016. And in Northern Cape, Agriculture was the second largest contributor to the total provincial employment with a share of 15,6%, followed by Trade at

15,2%. The share of employment in Community and social services was high in Northern Cape (28,4%), followed by Eastern Cape (27,4%) and Free State (25,2%). Gauteng is the only province which recorded a high share of employment above 20,0% in Finance, while the shares of employment in the same industry for other provinces range from 6,6% in Northern Cape to 16,6% in Western Cape. North West recorded Mining (15,3%) as the third largest share of employment in 2016.

Figure 4.3: Employment in primary, secondary and tertiary industries, 2010 and 2016



The figure above reveals that in both 2010 and 2016, seven in every ten employed persons worked in tertiary industries in South Africa. In addition, this industry grouping is the main contributor to total employment across all the provinces. In both 2010 and 2016, tertiary industries accounted for more than 70,0% of employment in Gauteng, Free State and the Eastern Cape. Four out of nine provinces (Gauteng, KwaZulu-Natal, Eastern Cape and Western Cape) recorded shares of employment in Secondary industries above 20,0% in both 2010 and 2016. Primary industries were the second largest contributor to employment in North West and Northern Cape in both 2010 and 2016. In 2016, the share of primary industries was 21,9% in Northern Cape and 20,6% in North West. Gauteng recorded the lowest shares of employment in primary industries in both 2010 (1,5%) and 2016 (2,8%).

Table 4.4: Employment by occupation, 2010–2016

Occupation	2010	2011	2012	2013	2014	2015	2016
	Thousand						
Manager	1 099	1 194	1 161	1 224	1 331	1 274	1 356
Professional	764	800	842	925	842	776	866
Technician	1 534	1 561	1 639	1 645	1 552	1 456	1 470
Clerk	1 517	1 484	1 506	1 606	1 653	1 671	1 642
Sales	1 974	2 054	2 113	2 163	2 326	2 463	2 481
Skilled agriculture	92	73	68	70	76	96	68
Craft	1 682	1 722	1 734	1 730	1 813	1 946	1 927
Operator	1 195	1 200	1 200	1 274	1 277	1 312	1 284
Elementary	2 971	3 021	3 187	3 227	3 295	3 729	3 681
Domestic worker	959	961	975	1 002	981	1 017	1 005
Total	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**

Note: Total includes 'Other'.

Table 4.5: Changes in employment by occupation, 2010–2016

Occupation	2011	2012	2013	2014	2015	2016	Change 2010-2016
	Thousand						
Manager	95	-33	63	108	-57	82	257
Professional	36	42	83	-83	-67	90	102
Technician	27	79	5	-93	-96	13	-64
Clerk	-33	21	101	47	18	-29	125
Sales	80	59	50	164	137	18	508
Skilled agriculture	-20	-5	2	6	20	-28	-24
Craft	40	12	-4	83	133	-19	245
Operator	4	0	74	3	35	-28	89
Elementary	51	165	40	68	435	-48	710
Domestic worker	2	14	27	-22	37	-12	46
Total	**282**	**355**	**441**	**281**	**594**	**40**	**1 992**

Table 4.4 and Table 4.5 show that between 2015 and 2016, employment declined in six of the ten occupational categories, with the largest decrease among the Elementary workers occupations (48 000) and Clerk (29 000). Over the same period, Managerial and Professional occupations gained 82 000 and 90 000 jobs, respectively. Job losses were observed only among Technicians and Skilled agriculture occupations (64 000 and 24 000 jobs, respectively) between 2010 and 2016. Over the same period, Elementary workers occupations gained 710 000 jobs, followed by Sales workers (508 000 jobs) and Managerial occupations (257 000 jobs). In 2016, Elementary workers (3,7 million), Sales workers (2,5 million) and Craft (1,9 million) occupations reflected the highest level of employment while Skilled agriculture occupations recorded the lowest at 68 000 jobs, followed by Professional occupations (866 000 jobs).

Figure 4.4: Employment shares by occupation, 2010 and 2016

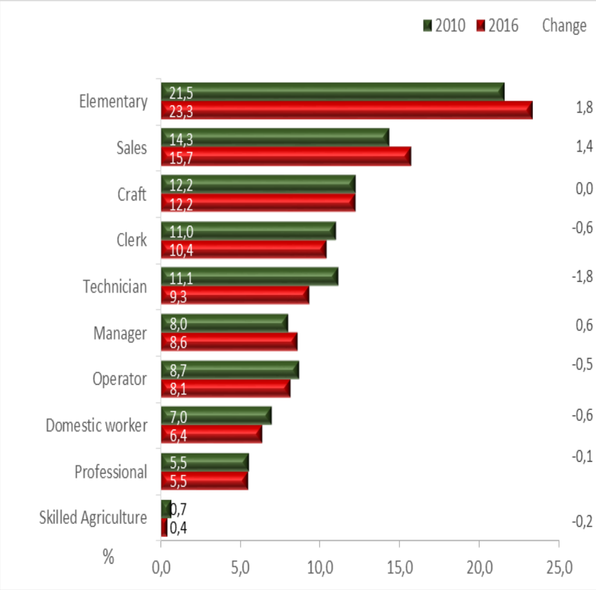
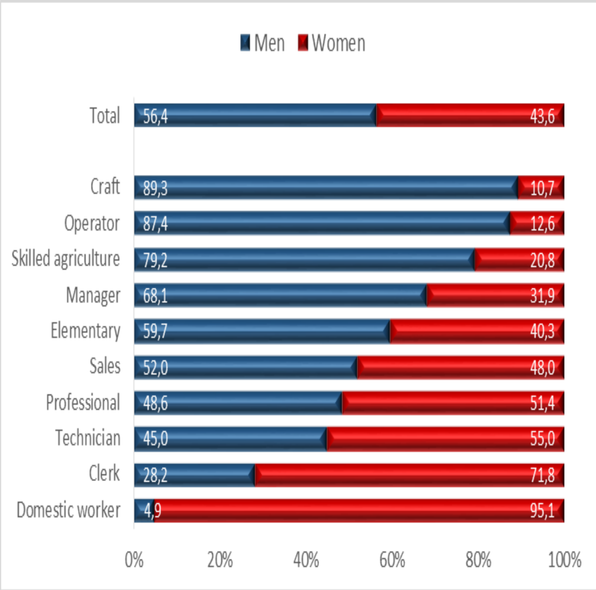
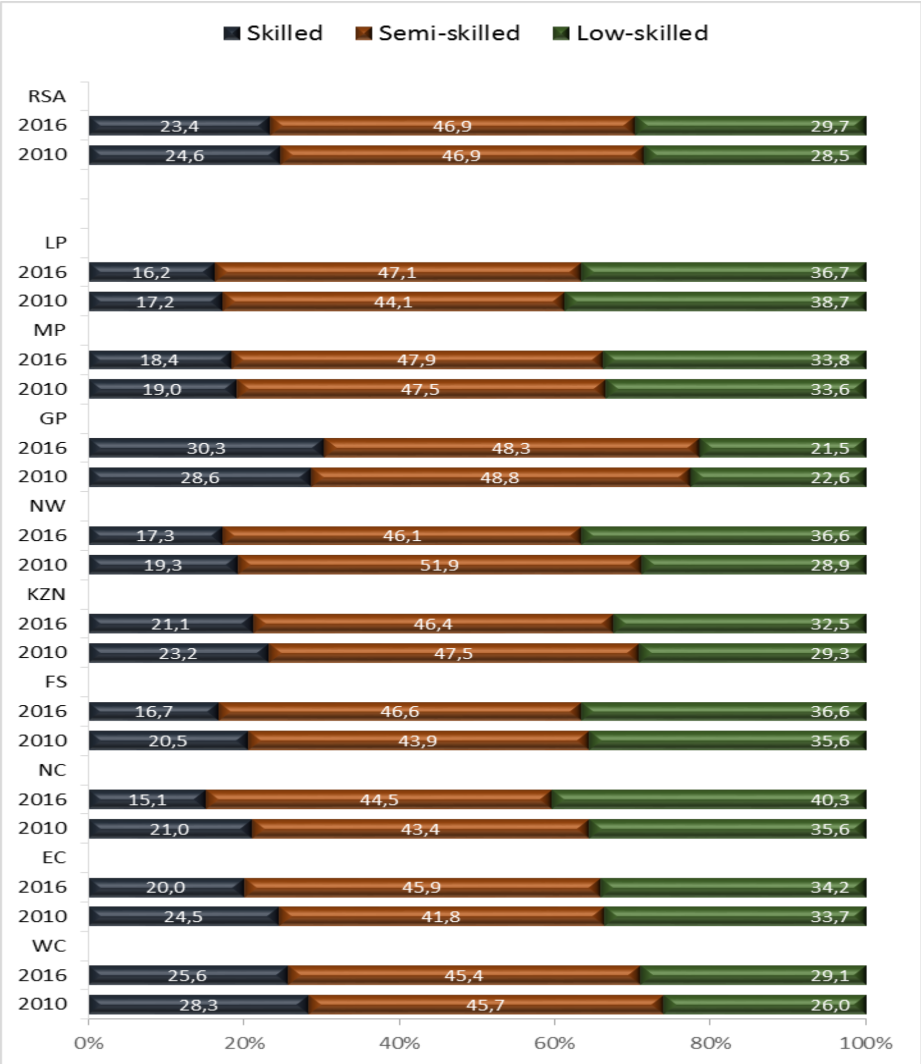


Figure 4.5: Employment shares by occupation and sex, 2016



The results in Figure 4.4 show that Elementary occupations contributed the largest share to employment in both 2010 and 2016. Sales and Craft and related trade occupations were among the top three contributors to total employment in both years. The share of employment increased in three of the ten occupations between 2010 and 2016. Elementary occupations increased by 1,8 percentage points and Sales workers occupations by 1,4 percentage points, while the share for Craft and related trade occupations remained unchanged over the period 2010–2016. About 68,1% of men were employed as Managers compared to 31,9% for women. Women were more likely to be employed as Domestic workers, Clerks or Technicians relative to men. Only 4,9% of men worked as Domestic workers and 28,2% as Clerks. Men were more likely to work in Craft and related trade, Machine operator and Skilled agriculture occupations.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations, 2010 and 2016



In both 2010 and 2016, semi-skilled occupations accounted for the largest share of employment across all the provinces. In 2010, North West recorded the largest share of 51,9% of persons in semi-skilled occupations while the share from other provinces ranged from 41,8% in Eastern Cape to 48,8% in Gauteng. The results for 2016 indicate that the highest share of employment in semi-skilled occupations was in Gauteng (48,3%), Mpumalanga (47,9%) and Limpopo (47,1%). Gauteng, followed by Western Cape, recorded the highest shares of employment in skilled occupations in both 2010 and 2016 compared to other provinces. Gauteng reflected a 30,3% share of employment in skilled occupations in 2016 while Western Cape recorded 25,6%. The share of employment accounted for by low-skilled occupations in 2016 was highest in the Northern Cape (40,3%), followed by Limpopo (36,7%), North West and Free State with 36,6% each. In both 2010 and 2016, Gauteng recorded the lowest shares of employment in low-skilled occupations compared to other occupational categories.

Table 4.6: Number and percentage of persons employed as managers, professionals and technicians by sex, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
				Thousand			
Men							
Manager	772	821	797	854	914	879	924
Professional	419	430	475	522	469	382	421
Technician	694	690	735	733	680	647	661
Women							
Manager	327	373	364	370	418	395	432
Professional	345	370	367	403	374	394	445
Technician	840	871	905	912	872	809	808
Both sexes							
Manager	1 099	1 194	1 161	1 224	1 331	1 274	1 356
Professional	764	800	842	925	842	776	866
Technician	1 534	1 561	1 639	1 645	1 552	1 456	1 470
				% share of women			
Manager	29,8	31,2	31,4	30,2	31,4	31,0	31,9
Professional	45,1	46,2	43,6	43,6	44,4	50,7	51,4
Technician	54,7	55,8	55,2	55,4	56,2	55,5	55,0

Men accounted for larger shares of employment as Managers and Professionals over the period 2010–2014. Women employed in skilled occupations were more likely to work as Technicians from 2010 to 2016 compared to Managers and Professionals. The share of women employed as Professionals increased by 6,3 percentage points from 45,1% in 2010 to 51,4% in 2016. The share of women employed in Managerial occupations increased by 2,1 percentage points from 29,8% in 2010 to 31,9% in 2016.

Figure 4.7: Employment by occupation and population group, 2010 and 2016

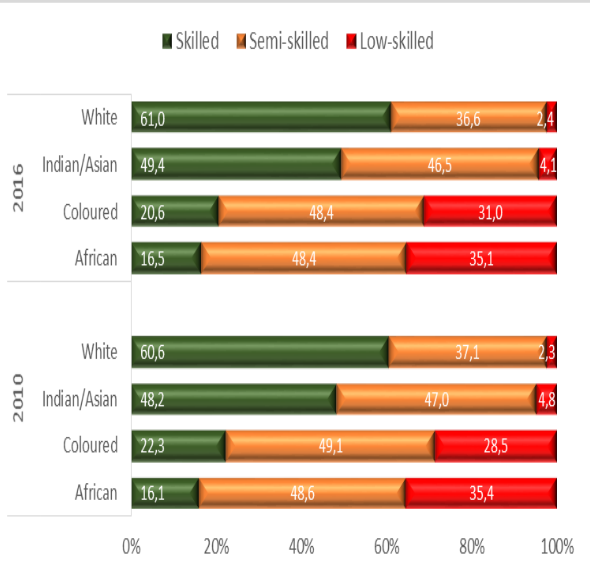


Figure 4.8: Share of skilled occupations by sex, 2010 and 2016

In both 2010 and 2016, the white and Indian/Asian population groups were less likely to work in low-skilled occupations, while black African and coloured population groups reflected the second largest share of workers in the same occupational category after semi-skilled occupations. The share of the white population group employed in skilled occupations accounted for 60,6% in 2010, which increased to 61,0% in 2016. Black Africans reflected the lowest share of persons employed in skilled occupations compared to other population groups (16,1% in 2010 and 16,5% in 2016). Coloured people employed in skilled occupations accounted for 22,3% in 2010, which declined to 20,6% in 2016. Figure 4.8 reveals that in both 2010 and 2016, 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 2010 and 2016. Over the period 2010–2016, both proportions for men and women employed in skilled occupations declined respectively by 1,6 percentage points and 0,9 of a percentage point.

Hours of work

This section analyses the volume of hours and also the average weekly hours worked. The average weekly hours worked were analysed by sex, population group, industry, occupation, sector and province.

Table 4.7: Volume of hours worked by sex, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
	Volume of hours worked (Thousand hours)						
Women	240 134	249 715	251 385	261 483	265 748	274 839	273 920
Men	352 681	360 326	365 587	370 874	377 705	396 888	399 309
Both sexes	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**671 727**	**673 229**
	2011	**2012**	**2013**	**2014**	**2015**	**2016**	**Change 2010-2016**
	Annual changes (Thousand hours)						
Women	9 581	1 670	10 099	4 264	9 091	- 919	**33 786**
Men	7 646	5 260	5 287	6 832	19 183	2 421	**46 628**
Both sexes	**17 226**	**6 930**	**15 386**	**11 096**	**28 274**	**1 501**	**80 414**

Over the period 2010–2016, the volume of hours worked were higher among men compared to their female counterparts. The volume of hours worked between 2010 and 2016 increased by 80,4 million hours. The largest increase in the volume of hours worked was among men (46,6 million hours), while for women it went up by 33,8 million hours between 2010 and 2016. Over the period 2010–2016, the volume of hours worked increased across all years for both men and women, except between 2015 and 2016 where a decline of 919 000 hours was observed among women.

Figure 4.9: Average weekly hours worked by sex, 2010–2016

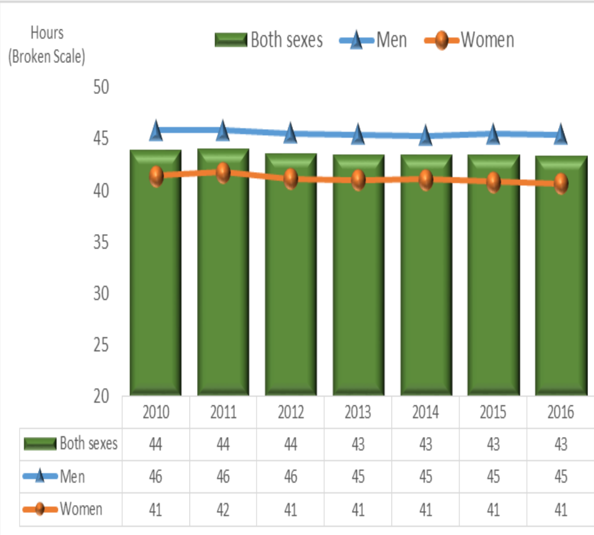


Figure 4.10: Average weekly hours worked by population group, 2010 and 2016

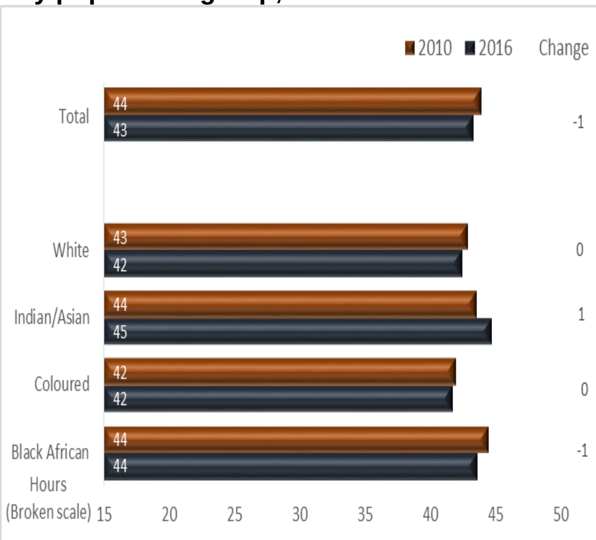


Figure 4.9 shows that over the period 2010–2016, men worked longer hours than women. Every year between 2010 and 2012, the weekly hours worked by men remained unchanged at 46 hours, which declined to 45 hours in 2013 and did not change until 2016. On the other hand, weekly hours worked by women remained constant at 41 hours across all years, except in 2011 where 42 hours were recorded. In 2016, the Indian/Asian population group worked longer hours (45 hours) followed by black Africans (44 hours), while white and coloured population groups worked 42 hours per week each.

Figure 4.11: Average weekly hours worked by industry, 2010 and 2016

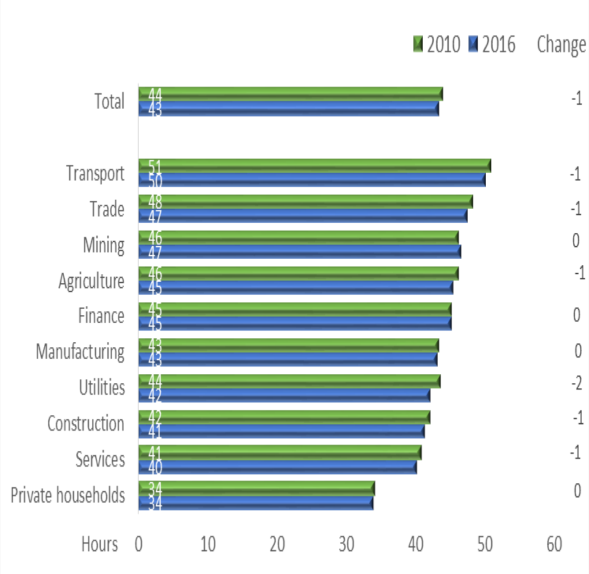
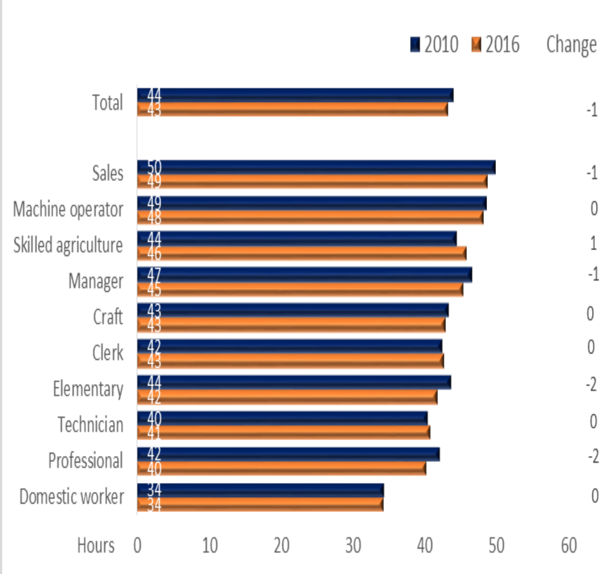
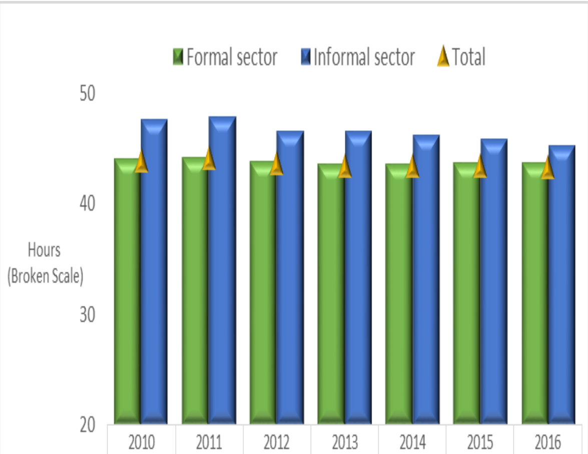


Figure 4.12: Average weekly hours worked by occupation, 2010 and 2016



Persons employed in the Transport industry worked longer hours compared to those in other industries in both 2010 and 2016. The average hours worked in this industry was 51 hours in 2010 and 50 hours in 2016. All industries with the exception of Private households indicated average hours worked from 40 and above in both 2010 and 2016. Those in Private households worked 34 hours on average in both years. The average weekly hours worked increased only among the Skilled agricultural occupation over the period 2010–2016, while Elementary and Professional occupations experienced a decrease of two hours each. Between 2010 and 2016, the average hours per week worked remained unchanged in five of the ten occupations: Machine operator, Craft, Clerk, Technician and Domestic worker.

Figure 4.13: Average weekly hours worked by sector, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
Formal sector	44	44	44	44	44	44	44
Informal sector	48	48	47	47	46	46	45
Total	44	44	44	43	43	43	43

Figure 4.14: Average weekly hours worked by province, 2010 and 2016

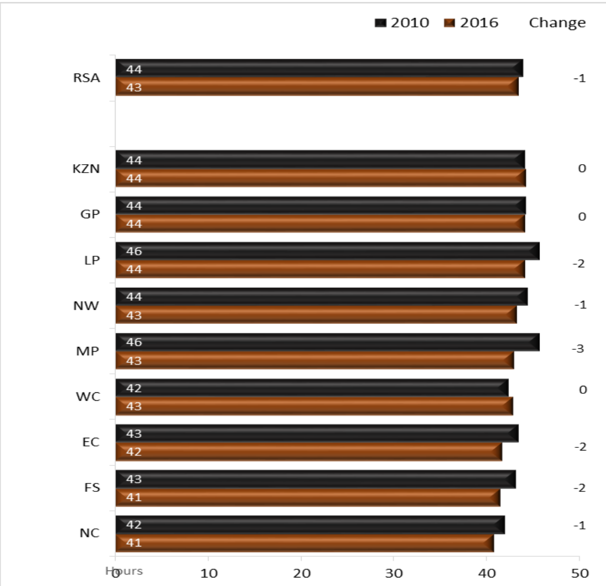


Figure 4.13 indicates that persons in the informal sector worked longer hours than those in the formal sector in all the years since 2010. Weekly hours worked by those in the formal sector remained constant at 44 hours over the period 2010–2016 while for those in the informal sector, the hours ranged from 45 hours to 48 hours. The average weekly hours for those in the informal sector declined by three hours between 2010 and 2016. Three out of the nine provinces reflected that the average hours worked per week remained unchanged between 2010 and 2016, while the rest of the provinces recorded a decline. The provinces with unchanged

average weekly hours were KwaZulu-Natal, Gauteng and Western Cape. In 2016, Northern Cape and Free State recorded the lowest weekly hours of 41 each while KwaZulu-Natal, Gauteng and Limpopo highlighted the highest of 44 hours each.

Time-related underemployment

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

Persons employed in market production activities are those aged 15–64 years who, during the reference week, even if it was for only one hour, did any of the following:

a) Worked for a wage, salary, commission or payment in kind (including paid domestic work);

b) Ran any kind of business, big or small, on their own or with one or more partners; and/or

c) Helped without being paid in a business run by another household member.

Persons helping unpaid in such businesses who were temporarily absent in the reference week are not considered as employed; in the questionnaire they are routed eventually to questions on job search activities, their desire to work and their availability to work to determine whether they are unemployed or inactive (Statistics South Africa, 2008).

Table 4.8: Trends in underemployment

	Underemployed	Other employed	Total employed	% underemployed
	Thousands			
2010	576	13 212	13 788	4,2
2011	540	13 530	14 070	3,8
2012	585	13 840	14 425	4,1
2013	615	14 251	14 866	4,1
2014	608	14 539	15 146	4,0
2015	705	15 036	15 741	4,5
2016	721	15 060	15 780	4,6

The number of underemployed persons increased by 145 000 from 576 000 in 2010 to 721 000 in 2016, while an increase of 16 000 was observed between 2015 and 2016. The lowest number of underemployed persons of 540 000 was recorded in 2011, which translated into an underemployment rate of 3,8%. The underemployment rate increased by 0,4 of a percentage point from 4,2% in 2010 to 4,6% in 2016 while between 2015 and 2016, the rate increased by 0,1 of a percentage point.

Figure 4.15: Underemployment by sex, race and province, 2010 and 2016

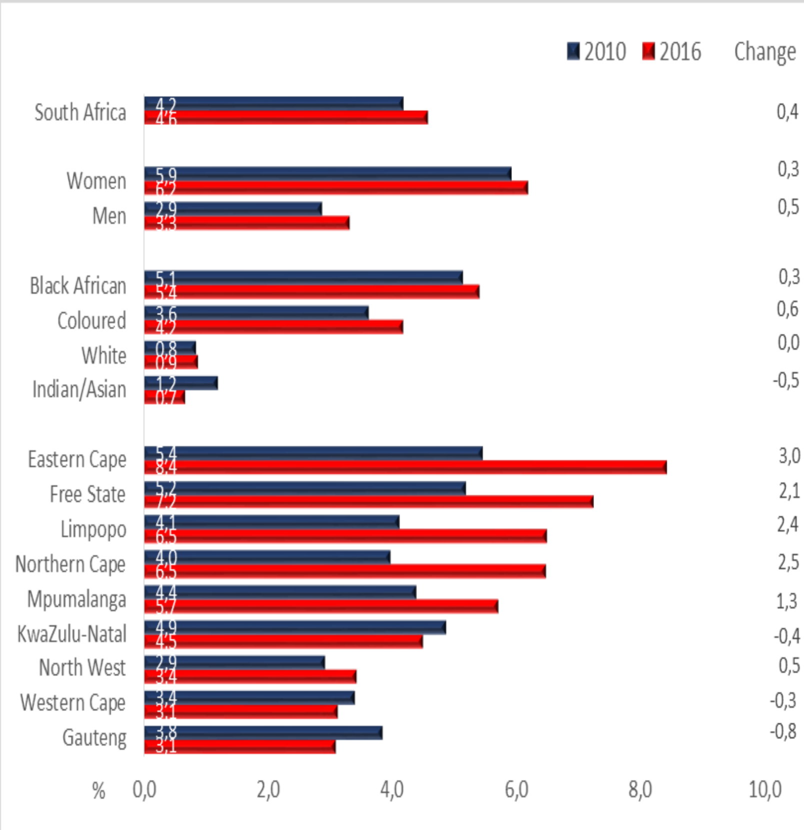


Figure 4.15 shows that the underemployment rate was higher among women compared to men in both 2010 and 2016. The underemployment rate increased by less than a percentage point each for men and women over the period 2010–2016. In terms of population group, black Africans and coloured people recorded the highest rate of underemployment in both 2010 and 2016 while whites reflected a rate below 1,0% in both years. A decline in the underemployment rate was observed among Indians/Asians only where the rate dropped by 0,5 of a percentage point from 1,2% in 2010 to 0,7% in 2016. Provincial comparisons highlight that three out of the nine provinces recorded a decline in the underemployment rate between 2010 and 2015; the provinces are Gauteng, Western Cape and KwaZulu-Natal. The largest increase in the underemployment rate was observed in Eastern Cape (3,0 percentage points), followed by Northern Cape (2,5 percentage points) and Limpopo (2,4 percentage points). In 2016, the highest underemployment rate was recorded in Eastern Cape (8,4%), Free State (7,2%), Limpopo and Northern Cape with 6,5% each.

Figure 4.16: Underemployment by industry, 2010 and 2016

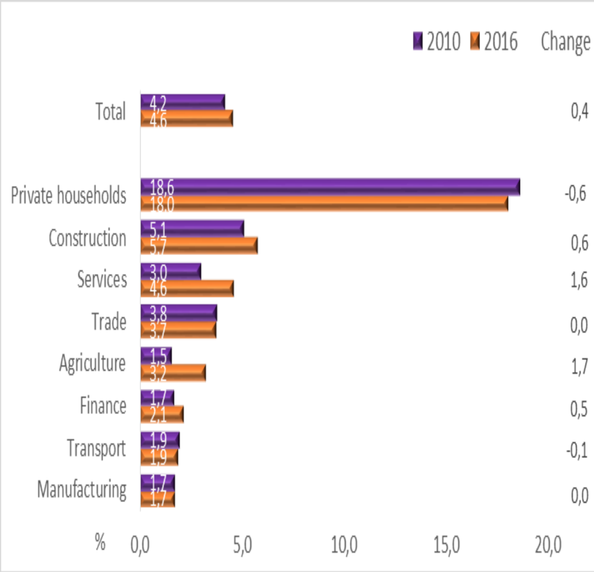
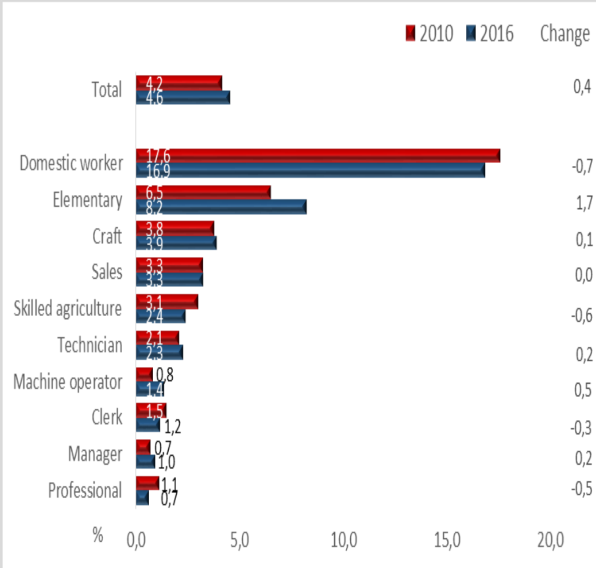


Figure 4.17: Underemployment by occupation, 2010 and 2016



The underemployment rate was highest for those employed in Private households (18,6% in 2010 and 18,0% in 2016). A decline in the underemployment rate was recorded only in the Private household (0,6 of a percentage point) and Transport (0,1 of a percentage point) industries. Construction recorded the second highest underemployment rate at 5,1% in 2010 and 5,7% in 2016, while the rate for Manufacturing remained unchanged at 1,7% in both years. In relation to occupation, Domestic workers were also more likely to be underemployed. The underemployment rate increased in five out of ten occupational categories, with the largest increase of 1,7 percentage points among Elementary workers while the rest went up by less than a percentage point each. The rate for Sales and services remained unchanged at 3,3%.

Summary and conclusion

- Community and social services and Trade industries were the main contributors to employment in all provinces.
- The shares of employment in the tertiary industries were highest in Gauteng at 74,1% in 2010, which increased by 2,2 percentage points to 76,3% in 2016. Primary industries were the second largest contributor to employment in North West and Northern Cape.
- In 2016, women accounted for the largest share of employment in skilled occupations such as Technicians (55,0%) and Professionals (51,4%). Men who were employed as Managers accounted for more than double the share of women in the same occupation.
- The white population group was more likely to work in skilled occupations compared to semi-skilled and low-skilled occupations.
- People working in the Transport industry worked longer hours of about 50 hours or more on average. Men worked four to five hours more compared to women over the period 2010–2016.
- The underemployment rate was higher in Eastern Cape at 8,4%, followed by Free State at 7,2% while Limpopo and Northern Cape recorded 6,5% each in 2016.
- Private households recorded the highest underemployment rate close to 20,0%, while other industries highlighted rates below 6,0%.

4.2 The formal and informal sector in South Africa

Key labour market concepts

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

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

Background

The relative small contribution of the informal sector to employment in South Africa has often been highlighted in the context of very high unemployment levels. However, the informal sector is an important survival mechanism for the unemployed. The Survey of Employed and the Self Employed (SESE, 2013) finds that 70% of the people who start an informal business do so because they are unemployed and have no alternative source of income.

While in general the informal sector in South Africa is small and survivalist in nature, it serves as an important avenue for entry into employment for those who would otherwise be unemployed. It is important for policy makers to determine the factors which hinder the transition from unemployment to the informal sector, as well as the movement from the informal to the formal sector. While trade industries dominate informal sector employment, there is a wide variety of activities conducted in the sector, ranging from educare, traditional healers, and hair salons (Charman & Petersen).[5]

The Stats SA publication entitled “National and provincial labour market: The Informal sector, Q2: 2008–Q2: 2014” finds provincial variations in the contribution to employment by the sector; in provinces such as Limpopo, Mpumalanga, KwaZulu-Natal and Eastern Cape this sector contributed between 20% and 27% of employment, but only 9,5% in the Western Cape. Levels of education in the informal sector are lower compared to the formal sector, and as such, the number of people employed in skilled occupations in the informal sector is lower. Underemployment is also more prevalent in the informal sector, while access to benefits such as paid leave, medical aid and pension contributions by the employer is substantially lower relative to the formal sector.

Introduction

In this section of Chapter 4, demographic characteristics (sex, population group and education level) of the informal and formal sectors are analysed. Industry and occupational profiles of both sectors are investigated while provincial variations are also highlighted. The analysis is based on QLFS annual data for the period 2010–2016.

[5] ‘Informal micro-enterprises in a township context, a spatial analysis of business dynamics in 5 Cape Town localities’ A. Charman & L. Petersen, REDI 3x3 Working Paper nr 5, November 2015.

Table 4.10: Employment by sector, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
Formal	9 627	9 942	10 222	10 524	10 822	10 935	11 021
Informal	2 259	2 270	2 275	2 366	2 393	2 637	2 602
Other*	1 903	1 858	1 928	1 976	1 931	2 168	2 157
Total	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Per cent shares							
Formal	69,8	70,7	70,9	70,8	71,5	69,5	69,8
Informal	16,4	16,1	15,8	15,9	15,8	16,8	16,5
Other*	13,8	13,2	13,4	13,3	12,8	13,8	13,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
Annual changes (Thousand)							
Formal		316	280	302	298	113	86
Informal		11	5	91	27	245	-35
Other*		-45	70	48	-44	237	-11
Total		282	355	441	281	594	40

Note: 'Other' comprises Agriculture and Private households.

The share of informal sector employment increased from 16,4% in 2010 to reach the highest of 16,8% in 2015, and declined by 0,3 of a percentage point to 16,5% in 2016. The formal sector's share of total employment remained unchanged at 69,8% between 2010 and 2016. However, the share of the formal sector employment ranged from the lowest of 69,5% in 2015 to the highest of 71,5% in 2014. Employment in the formal sector has been increasing on a yearly basis since 2011, while for the informal sector, employment declined only between 2015 and 2016 by 35 000 jobs. The largest increase of 245 000 jobs in informal sector employment was observed between 2014 and 2015, followed by 91 000 jobs between 2012 and 2013. Between 2015 and 2016, employment in the formal sector increased by 86 000 jobs, which was the lowest increase since 2011.

Figure 4.18: Formal sector share of employment by sex, 2010–2016

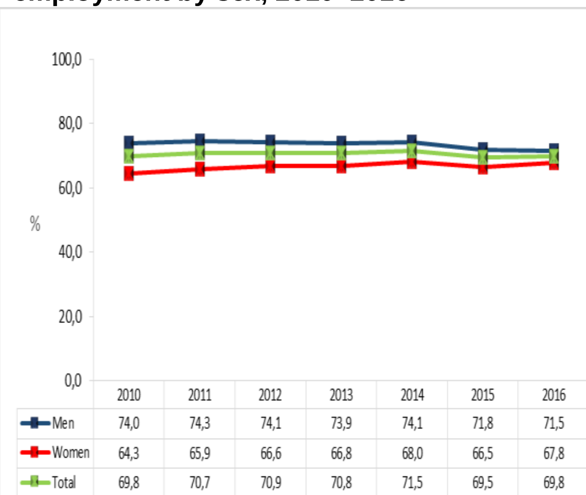
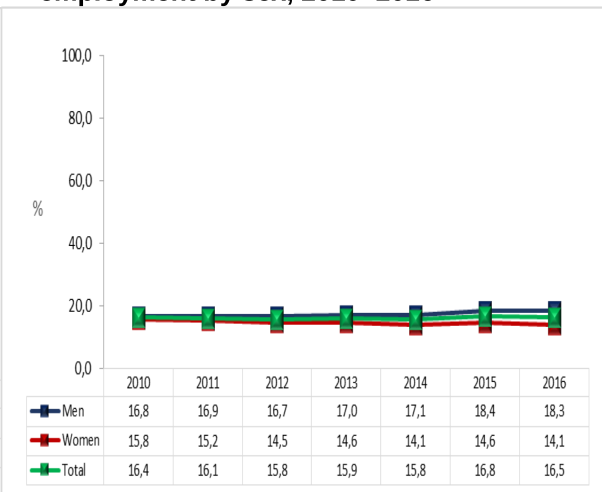


Figure 4.19: Informal sector share of employment by sex, 2010–2016



Over the period 2010–2016, the formal sector accounted for a larger share of employment amongst men relative to women. However, over the period, the female formal sector share increased by 3,5 percentage points from 64,3% in 2010 to 67,8% in 2016, while among men the share declined by 2,5 percentage points from 74,0% in 2010 to 71,5% in 2016. In contrast, the informal sector's share of employment increased among men (from 16,8% in 2010 to 18,3% in 2016) and declined among women (from 15,8% in 2010 to 14,1% in 2016).

Figure 4.20: Employment by sector and population group, 2010 and 2016

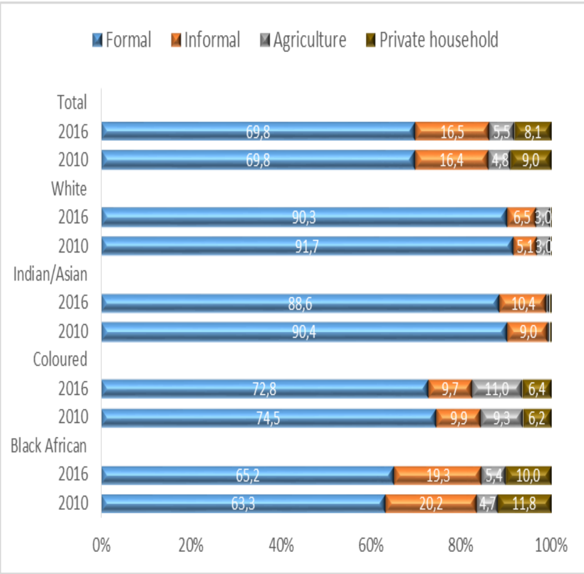


Figure 4.21: Employment by sector and education group, 2010 and 2016

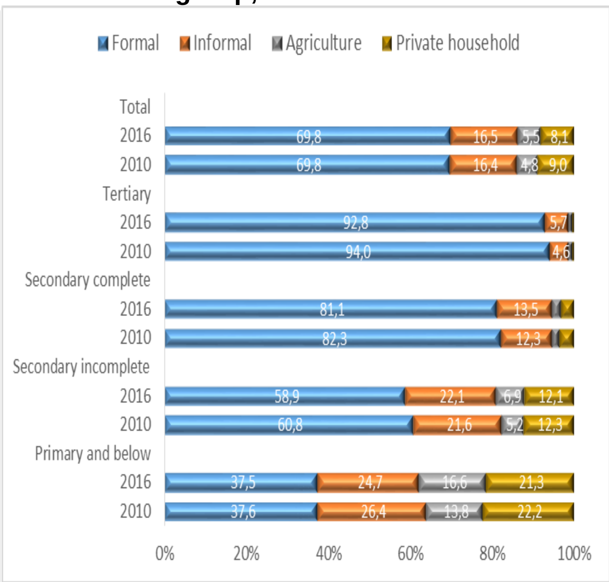


Figure 4.20 indicates that employment amongst all population groups was dominated by the formal sector. In both 2010 and 2016, the formal sector accounts for more than 90,0% of employment among the white population group while for black Africans, the sector accounted for 63,3% in 2010 and 65,2% in 2016. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 20,2% of employment in 2010 and 19,3% in 2016. The lowest share of employment among the black African population was observed among those in agriculture; the share increased from 4,7% in 2010 to 5,4% in 2016. The highest proportion of individuals employed in the agriculture sector was from the coloured population, and this proportion was higher relative to other population groups – accounting for 9,3% in 2010 and 11,0% in 2016.

In terms of educational attainment, Figure 4.21 highlights that the proportion of those employed in the formal sector was highest amongst persons with tertiary education (above 90,0% in both 2010 and 2016), followed by those who completed secondary education (82,3% in 2010 and 81,1% in 2016). Amongst those with primary and below education, the formal sector accounted for 37,6% of employment in 2010, which declined by 0,1 of a percentage point to 37,5% in 2016. In both 2010 and 2016, persons with primary education and below and those who did not complete secondary education recorded the highest proportions of individuals employed in the informal sector at above 20,0% compared to persons with higher educational levels. Those who completed matric recorded 12,3% in 2010 and 13,5% in 2016, while those with tertiary education recorded proportions below 6,0% for those employed in the informal sector for both years.

Figure 4.22: Formal sector employment share by province, 2010–2016

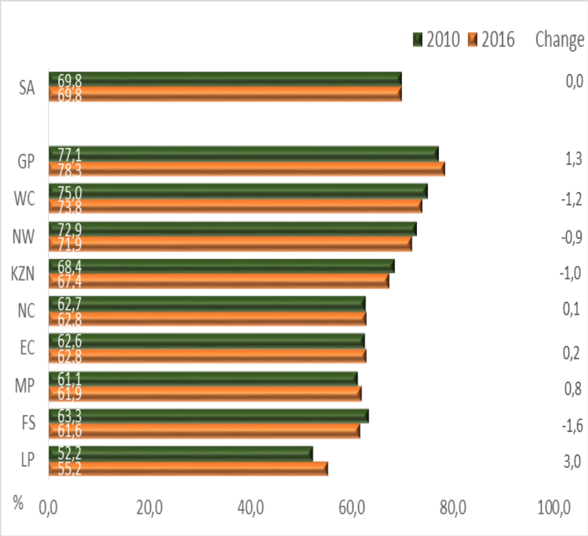
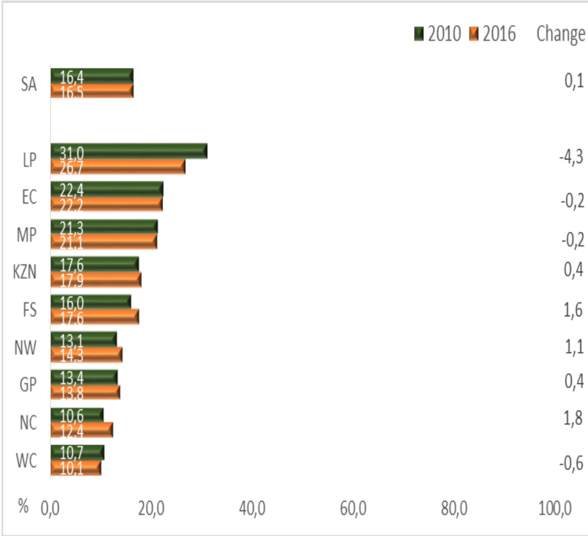


Figure 4.23: Informal sector employment share by province, 2010–2016



Between 2010 and 2016, the formal sector share of total employment nationally remained unchanged at 69,8% (Figure 4.22) while the informal sector increased slightly by 0,1 of a percentage point to 16,5% (Figure 4.23). The share of formal sector employment declined in four of the nine provinces; the largest decreases were observed in Free State (1,6 percentage points) followed by Western Cape (1,2 percentage points). Limpopo (3,0 percentage points), followed by Gauteng (1,3 percentage points), recorded the largest increase in the formal sector share in employment while the share in Northern Cape, Eastern Cape and Mpumalanga increased by less than a percentage point each. Figure 4.23 highlights that the employed in the informal sector was highest in Limpopo at 26,7% in 2016; those in this sector were lowest in Western Cape at 10,1%, followed by Northern Cape (12,4%). Even though Limpopo reported the highest shares in this sector for both 2010 (31,0%) and 2016 (26,7%), the province recorded the largest decline of 4,3 percentage points between the two years. Over the period 2010–2016, the informal sector share in employment increased by the highest of 1,8 percentage points in Northern Cape, followed by 1,6 percentage points in Free State and 1,1 percentage points in North West.

Figure 4.24: Formal sector employment share by industry, 2010–2016

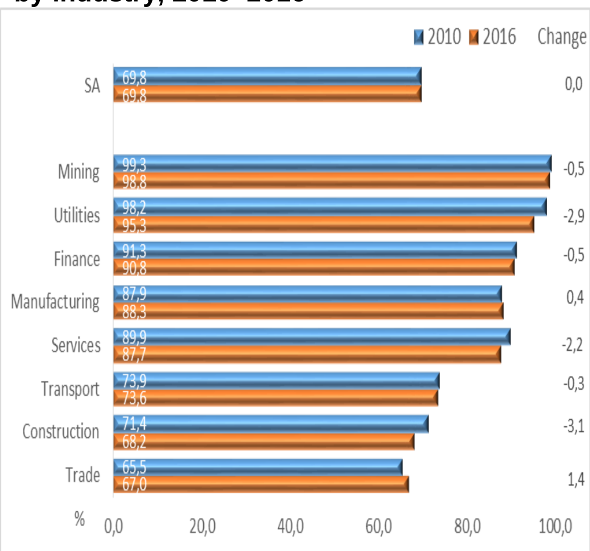


Figure 4.25: Informal sector employment share by industry, 2010–2016

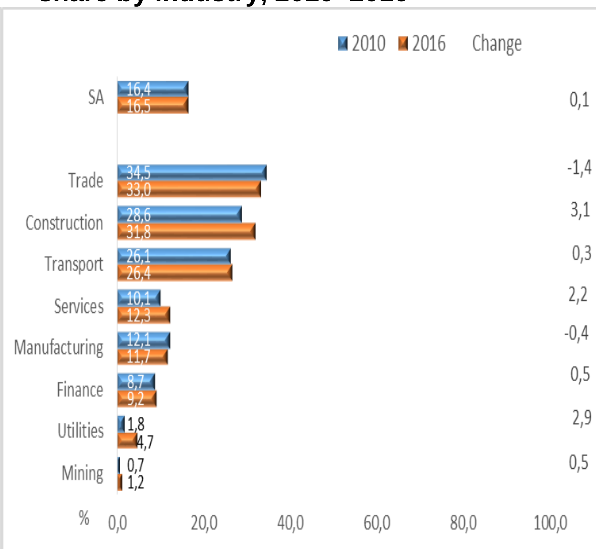


Figure 4.24 depicts that the formal sector dominates employment across all industries, however, there are variations in the contribution by industry. In 2016, the share of the formal sector in total employment ranged from a low of 67,0% in Trade industries to a high of 98,8% in Mining. A decline in total formal sector employment

across all industries, with the exception of Manufacturing and Trade, was observed between 2010 and 2016. The largest decline was recorded in Construction (3,1 percentage points), followed by Utilities (2,9 percentage points) and Community and social services (2,2 percentage points). Over the same period, Manufacturing increased by 0,4 of a percentage point and Trade by 1,4 percentage points. The share of informal sector employment increased across all industries except in Trade and Manufacturing, which declined respectively by 1,4 percentage points and 0,4 of a percentage point. However, Trade recorded the largest share of employment in the informal sector in both 2010 (34,5%) and 2016 (33,0%). The largest increase in the informal sector share of employment was recorded in Construction (3,1 percentage points), Utilities (2,9 percentage points) and Community and social services (2,2 percentage points). Utilities and Mining recorded the lowest shares of informal sector employment in both 2010 and 2016.

Figure 4.26: Formal sector employment by occupation, 2010–2016

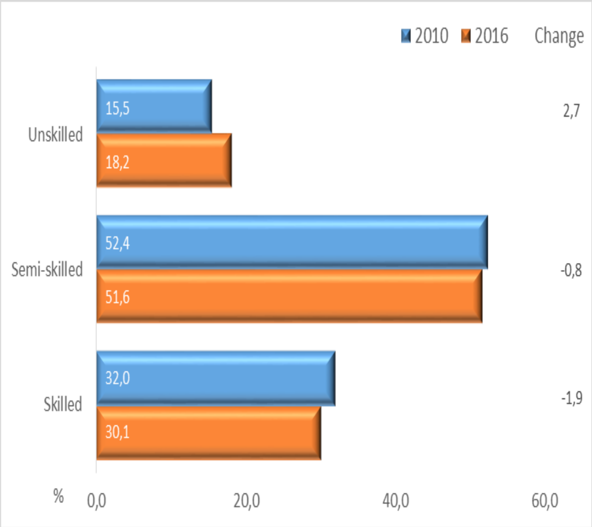
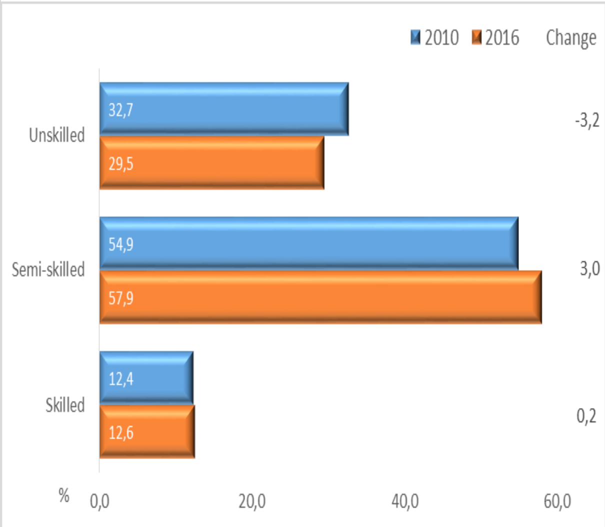


Figure 4.27: Informal sector employment by occupation, 2010–2016



Semi-skilled occupations dominate employment in both the formal sector and the informal sector, as highlighted in Figure 4.26 and Figure 4.27. Between 2010 and 2016, the share of semi-skilled occupations in the formal sector declined by 0,8 of a percentage point from 52,4% to 51,6%, while the share of unskilled occupations increased by 2,7 percentage points to 18,2% in 2016. Formal sector employment among skilled occupations decreased from 32,0% in 2010 to 30,1% in 2016 by 1,9 percentage points. Skilled occupations accounted for 12,4% in 2010 and 12,6% in 2016 of informal sector employment. In 2016, semi-skilled occupations accounted for 57,9% of informal sector employment, up from 54,9% in 2010.

Summary and conclusion

- The formal sector remained unchanged at 69,8% of total employment between 2010 and 2016, while the informal sector's share in employment increased slightly by 0,1 of a percentage point from 16,4% to 16,5% over the same period.
- Men dominated in both formal and informal sectors relative to women across all years. However, the share of employment in the formal sector decreased among men over the period 2010–2016 in favour of women.
- Amongst black Africans the informal sector accounted for about 20,0% of total employment.
- Persons with incomplete secondary education and those with primary and below levels of education employed in the informal sector accounted for more than 20,0% of total employment.
- Informal sector employment is high in provinces such as Limpopo and the Eastern Cape, while in the Western Cape and Gauteng the share of formal sector employment was the highest.

4.3 Monthly earnings in South Africa

Key labour market concepts

Distributions:

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

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

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

Distinguishing between earnings and incomes:

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

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

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

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

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

Background

Stats SA added earnings questions to the QLFS questionnaire from the third quarter of 2009. This was done with the aim of producing relative earnings data and earnings distributions. Earnings are assessed using the median monthly income of employed people in both the formal and the informal sectors. Medians are used for two main reasons – they are widely used measures that best describe the distribution of earnings, as they are more stable over time. The ILO "Global Wage Report" highlighted that some emerging and developing economies concentrate more on wages as a key component of overall strategies to reduce poverty and inequality. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than three times the earnings of black Africans.

Introduction

This section of the chapter focuses on the median monthly earnings of employees. The first part analyses the median monthly earnings by employment status while the remainder of the section presents the earnings by demographic variables such as sex, population group, age, as well as industry, occupation and province.

Table 4.9: Median monthly earnings by status in employment, 2010–2016

	2010	2011	2012	2013	2014	2015	2016	Change 2010-
	Rand							
Employees	2 900	3 000	3 115	3 033	3 033	3 100	3 300	400
Employer	7 916	9 100	7 583	6 066	6 500	7 000	8 000	84
Own-account worker	2 000	2 166	2 166	2 166	2 500	2 816	3 033	1 033
Total	**3 000**	**3 033**	**3 100**	**3 033**	**3 120**	**3 200**	**3 466**	**466**

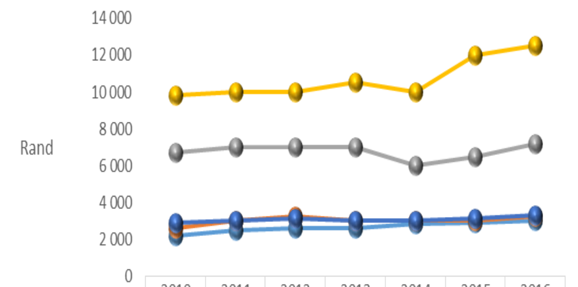
Between 2010 and 2016, total median monthly earnings increased by R466 from R3 000 to R3 466. Over the same period, the largest increase in the median monthly earnings was observed among own-account workers (R1 033), followed by employees (R400) and employers (R84). The median monthly earnings for employers were higher across all years compared to that of employees and own-account workers. However, the median monthly earnings for employers increased from R7 916 in 2010 to reach a peak of R9 100 in 2011, and declined by R1 100 to R8 000 in 2016. The median monthly earnings for both employees and own-account workers reached a peak in 2016 at R3 300 and R3 033, respectively.

Table 4.10: Median monthly earnings of employees by sex, 2010 and 2016

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
		Rand						
Men	6 545	780	1 083	1 733	3 200	7 000	14 000	20 000
Women	5 094	500	700	1 200	2 400	6 500	12 000	15 000
Both sexes 2010	**11 638**	**600**	**866**	**1 500**	**2 900**	**6 900**	**12 885**	**17 106**
Men	6 087	600	1 000	2 123	3 700	8 666	19 700	30 000
Women	5 034	600	750	1 500	2 900	7 000	17 700	24 000
Both sexes 2016	**11 121**	**600**	**866**	**1 800**	**3 300**	**8 000**	**18 000**	**25 900**

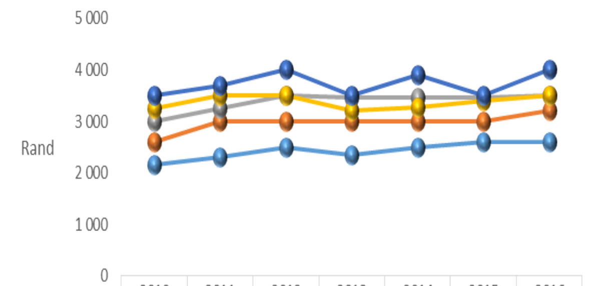
The bottom 5% median monthly earnings for employees remained unchanged at R600 between 2010 and 2016. However, a decrease of R180 was observed among men, while women gained R100 over the same period. A gender gap of R5 000 amongst the top 5% earners was observed in 2010; the gap increased to R6 000 in 2016. Moreover, this category and the top 10% earners were the only ones which reflected a gender gap above R1 000 compared to other categories in 2010, while in 2016 a gender gap above the same amount was recorded among the top 25%, top 10% and top 5% earners. In 2016, men and women in the bottom 5% earned the same amount of R600 each.

Figure 4.28: Median monthly earnings by population group, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
Black African	2 200	2 491	2 600	2 600	2 800	2 900	3 000
Coloured	2 600	3 000	3 250	3 000	3 033	3 000	3 250
Indian/Asian	6 700	7 000	7 000	7 000	6 000	6 500	7 200
White	9 850	10 000	10 006	10 500	10 000	12 000	12 500
Total	2 900	3 000	3 115	3 033	3 033	3 100	3 300

Figure 4.29: Median monthly earnings by age, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
15-24yrs	2 166	2 300	2 500	2 340	2 500	2 600	2 608
25-34yrs	2 600	3 000	3 000	3 000	3 000	3 006	3 200
35-44yrs	3 000	3 250	3 500	3 466	3 466	3 466	3 500
45-54yrs	3 250	3 500	3 500	3 204	3 271	3 400	3 500
55-64yrs	3 500	3 700	4 000	3 500	3 900	3 500	4 000

Figure 4.28 shows that the white population group earned more, followed by the Indian/Asian population group. In 2016, whites' median monthly earnings were R12 500 compared to R7 200 for Indians/Asians, R3 250 for coloureds and R3 000 for black Africans. Between 2010 and 2016, the largest increase in median monthly earnings was among whites (R2 650), followed by black Africans (R800), Indians/Asians (R500) and coloured (R650) population groups. The median monthly earnings were higher for employees aged 55–64 in all years, as highlighted in Figure 4.29. Moreover, the median monthly earnings for this age group increased by the highest amount (R500) compared to other age groups between 2015 and 2016. In 2016, persons aged 35–44 recorded the same median monthly earnings (R3 500) with those aged 45–54, and was the second highest after the earnings for those aged 55–64 (R4 000).

Table 4.11: Median monthly earnings of employees by age and gender 2010–2016

	2010	2011	2012	2013	2014	2015	2016	Change 2010-2016
	Rand							
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**400**
15-24yrs	2 166	2 300	2 500	2 340	2 500	2 600	2 608	442
25-34yrs	2 600	3 000	3 000	3 000	3 000	3 006	3 200	600
35-44yrs	3 000	3 250	3 500	3 466	3 466	3 466	3 500	500
45-54yrs	3 250	3 500	3 500	3 204	3 271	3 400	3 500	250
55-64yrs	3 500	3 700	4 000	3 500	3 900	3 500	4 000	500
Women	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**	**500**
15-24yrs	2 100	2 400	2 500	2 400	2 500	2 500	2 600	500
25-34yrs	2 383	2 500	2 600	2 760	2 800	2 863	3 000	617
35-44yrs	2 400	2 500	2 800	2 500	2 700	2 800	3 000	600
45-54yrs	2 500	2 500	2 500	2 400	2 500	2 500	2 600	100
55-64yrs	2 600	2 900	3 100	2 500	2 850	2 600	2 800	200
Men	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**	**500**
15-24yrs	2 166	2 200	2 470	2 300	2 500	2 600	2 773	607
25-34yrs	2 950	3 033	3 250	3 250	3 250	3 250	3 466	516
35-44yrs	3 500	3 640	4 000	4 000	4 000	4 000	4 000	500
45-54yrs	4 000	4 333	4 500	4 342	4 333	4 300	4 500	500
55-64yrs	4 000	4 333	5 000	4 700	4 800	4 500	5 010	1010

The median monthly earnings for males have generally been higher than those of their female counterparts, except among the youngest age cohort (15–24 years) as highlighted in Table 4.11. Over the period 2010–2016, the median monthly earnings for women and men of the working-age population increased by an equal amount of R500 each. However, the earnings for men remained high at R3 700 in 2016 while for women it was R2 900; a difference of R800. Between 2010 and 2015, amongst all age categories for both men and women, median monthly earnings increased. However, the median monthly earnings for women aged 45–54 years and 55–64 years increased by the lowest amount of R100 and R200, respectively while the increase for all age categories among men was R500 or more.

Figure 4.30: Median monthly earnings of employees by industry, 2010–2016

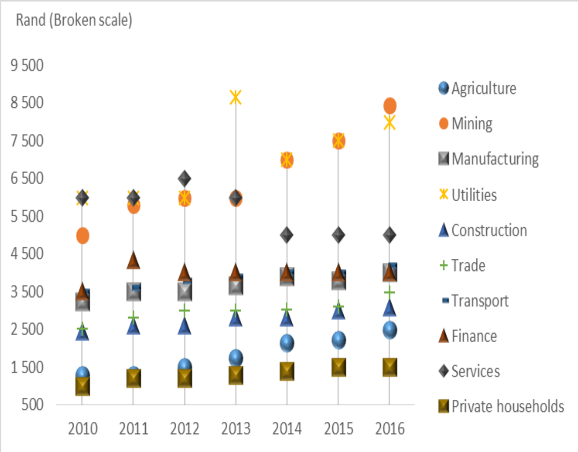


Table 4.12: Median monthly earnings of employees by industry, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
	Rand						
Agriculture	1 295	1 300	1 495	1 733	2 153	2 231	2 500
Mining	5 000	5 800	6 000	6 000	7 000	7 500	8 440
Manufacturing	3 250	3 500	3 500	3 672	3 900	3 800	4 000
Utilities	6 000	6 000	6 000	8 666	7 000	7 500	8 000
Construction	2 437	2 600	2 600	2 800	2 816	3 000	3 083
Trade	2 505	2 800	3 000	3 000	3 033	3 100	3 466
Transport	3 500	3 600	3 800	3 900	4 000	4 000	4 200
Finance	3 501	4 333	4 000	4 000	4 000	4 000	4 000
Services	6 000	6 000	6 500	6 000	5 000	5 000	5 000
Private households	1 000	1 200	1 200	1 300	1 400	1 500	1 500
Total	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**

Three out of the ten industries recorded the highest median monthly earnings of R5 000 or more across all years over the period 2010–2016. These industries are Mining, Utilities and Community and social services, which recorded median monthly earnings of R8 440, R8 000 and R5 000, respectively in 2016. Between 2010 and 2016, the median monthly earnings increased in all industries, with the exception of Community and social services. The median monthly earnings for employees in Community and social services increased from R6 000 in 2010 to reach the highest of R6 500 in 2012, and started to decline to R5 000 in 2016. The largest increase in the median monthly earnings was among the employees in Mining (R3 440), followed by those in Utilities (R2 000) and those in Agriculture (R1 205). Between 2015 and 2016, the median monthly earnings for employees remained unchanged in Community and social services (R5 000), Finance (R4 000) and Private households (R1 500).

Figure 4.31: Median monthly earnings of employees by occupation, 2010–2016

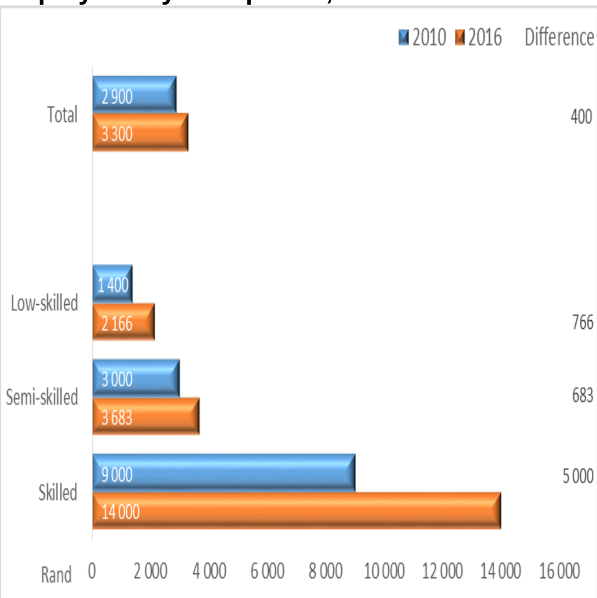


Table 4.13: Median monthly earnings of employees by occupation, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
	Rand						
Manager	11 000	13 000	12 800	14 083	16 000	17 000	18 500
Professional	10 600	13 000	13 000	15 000	15 000	18 000	18 500
Technical	7 900	8 000	8 000	8 400	6 000	6 000	7 000
Skilled	**9 000**	**10 000**	**10 200**	**11 478**	**11 000**	**12 400**	**14 000**
Clerk	4 500	4 800	5 000	4 700	4 800	4 500	5 000
Sales	2 500	2 600	2 800	2 860	3 000	3 080	3 466
Skilled-Agric	1 950	1 200	1 500	1 920	2 200	1 950	2 166
Craft	3 000	3 033	3 466	3 300	3 466	3 500	3 500
Operator	3 000	3 000	3 100	3 466	3 500	3 500	3 600
Semi-skilled	**3 000**	**3 200**	**3 466**	**3 466**	**3 500**	**3 500**	**3 683**
Elementary	1 516	1 600	1 750	1 900	2 100	2 200	2 500
Domestic worker	1 000	1 200	1 200	1 300	1 400	1 500	1 500
Low-skilled	**1 400**	**1 500**	**1 516**	**1 700**	**1 841**	**2 000**	**2 166**
All occupations	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**

Table 4.13 shows that in all years the highest earnings were amongst the skilled occupations. Between 2010 and 2016, the median monthly earnings for skilled employees increased by R5 000, while for the semi-skilled and low-skilled it increased by R683 and R766, respectively. In 2016, the median monthly earnings of skilled employees were R14 000 compared to R3 683 for semi-skilled employees and R2 166 for low-skilled employees. Managers and Professionals' median monthly earnings were high at R18 500 each, which was more than double of what Technicians recorded (R7 000). The lowest median monthly earnings were observed

among the low-skilled occupations; Domestic workers' median monthly earnings ranged from the lowest at R1 000 in 2010 to R1 500 in both 2015 and 2016. Among those in Elementary occupations, the median monthly earnings increased from R1 516 in 2010 to R2 500 in 2016.

Table 4.14: Median monthly earnings of employees by province, 2010–2016

	2010	2011	2012	2013	2014	2015	2016	Change 2010-2016
	Rand							
South Africa	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**	**400**
Western Cape	3 000	3 300	3 466	3 250	3 423	3 250	3 423	423
Eastern Cape	2 200	2 500	2 500	2 200	2 500	2 418	2 750	550
Northern Cape	2 058	2 166	2 000	2 058	2 200	2 383	2 773	715
Free State	2 000	2 100	2 166	2 400	2 500	2 500	2 700	700
KwaZulu-Natal	2 500	2 600	2 800	2 600	2 500	2 500	2 500	0
North West	3 000	3 250	3 500	3 380	3 000	3 000	3 250	250
Gauteng	3 500	3 960	4 000	4 300	4 333	4 500	4 600	1 100
Mpumalanga	2 800	2 400	2 505	2 700	3 000	3 000	3 000	200
Limpopo	1 800	1 800	2 000	2 000	2 166	2 300	2 600	800

Over the period 2010–2016, Gauteng and Western Cape were the only provinces that recorded median monthly earnings above the national average across all years. The median monthly earnings for Gauteng ranged from R3 500 in 2010 to R4 600 in 2016, while Western Cape recorded R3 000 in 2010 and R3 423 in 2016. All provinces, with the exception of KwaZulu-Natal, highlighted increases in the median monthly earnings between 2010 and 2016. The median monthly earnings for KwaZulu-Natal remained unchanged at R2 500 for three consecutive years since 2014; the highest median monthly earnings (R2 800) were observed in 2012, and declined to R2 600 in 2013. The largest increase of R1 100 was observed in Gauteng, followed by Limpopo (R8 000), Northern Cape (R715) and Free State (700). However, Limpopo (R2 600) recorded the second lowest median monthly earnings after KwaZulu-Natal (R2 500) in 2016.

Summary and conclusion

- The median monthly earnings for own-account workers increased by R1 033 from R2 000 in 2010 to R3 033 in 2016.
- The median monthly earnings for the top 5% earners increased by R8 794 between 2010 and 2015, while for the bottom 5%, the median monthly earnings remained unchanged at R600.
- A gender gap of R5 000 amongst the top 5% earners was observed in 2010, which increased to R6 000 in 2016.
- Median monthly earnings of the white population group have been consistently higher than those of other population groups. The earnings for whites ranged from R9 850 in 2010 to R12 500 in 2016.
- From 2011 to 2013, the median monthly earnings for women aged 15–24 were higher than for men in the same age group, while in 2014 the same earnings of R2 500 were recorded.
- Mining, Utilities and Community and social services highlighted the highest median monthly earnings in 2016.
- Persons in skilled occupations reflected median monthly earnings more than three times the earnings for those in semi-skilled.
- Gauteng and Western Cape were the only provinces that recorded median monthly earnings above the national average across all years.

4.4 Decent work

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

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

Introduction

This section analyses the components of decent work, which aims to measure whether different groups in the labour market have equal opportunities in employment and income, safety and security in the workplace, social protection, rights of association (union membership) and social dialogue.

Standards and rights at work

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

Figure 4.32: Entitlement of employees to paid sick leave, 2011 and 2016

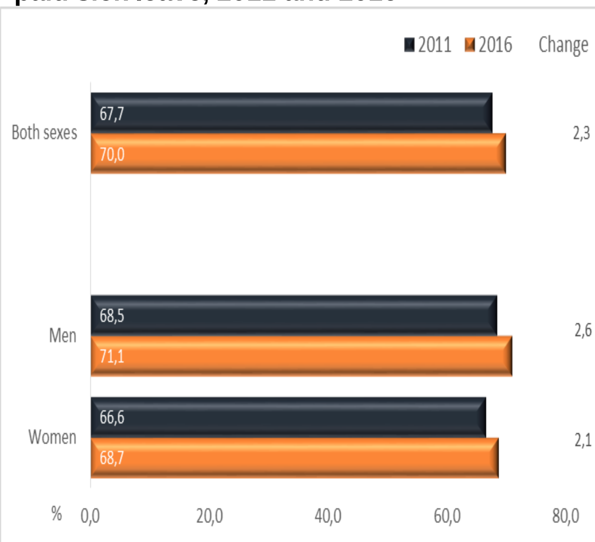
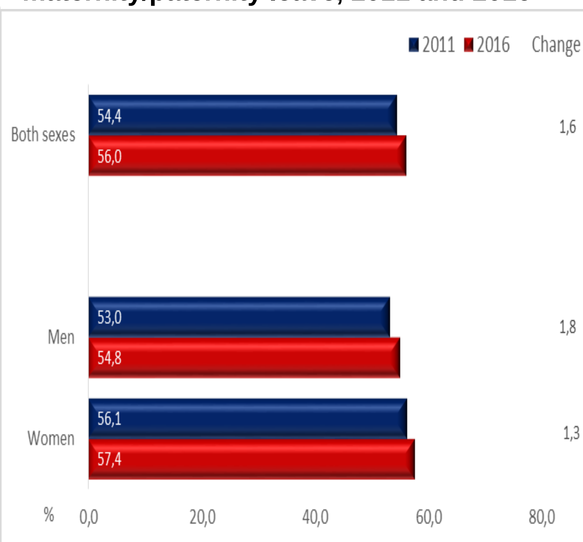


Figure 4.33: Entitlement of employees to maternity/paternity leave, 2011 and 2016



Between 2011 and 2016, the proportion of employees who were entitled to paid sick leave increased by 2,3 percentage points to 70,0% from 67,7%. In both 2010 and 2016, a higher proportion of employees who were entitled to paid sick leave was observed among men as compared to women. The gender gap for this kind of leave was 1,9 percentage points in 2011 and 2,4 percentage points in 2016. On the other hand, Figure 4.33 shows that more women than men were entitled to maternity/paternity leave in both 2011 and 2016. Both men and women experienced an increase in terms of employees entitled to maternity/paternity leave between 2011 and 2016; the proportion for men increased by 1,8 percentage points and 1,3 percentage points for women.

Figure 4.34: Excessive hours worked (workers working more than 48 hours per week), 2011 and 2016

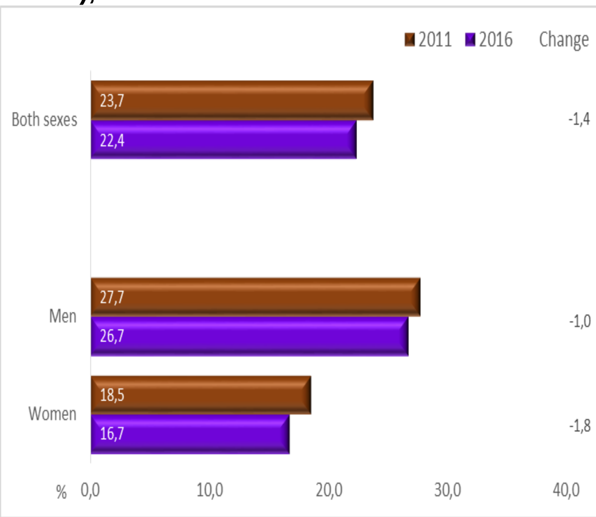
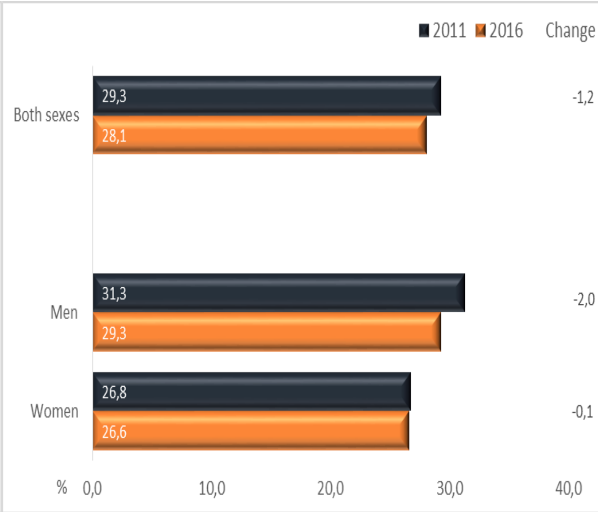
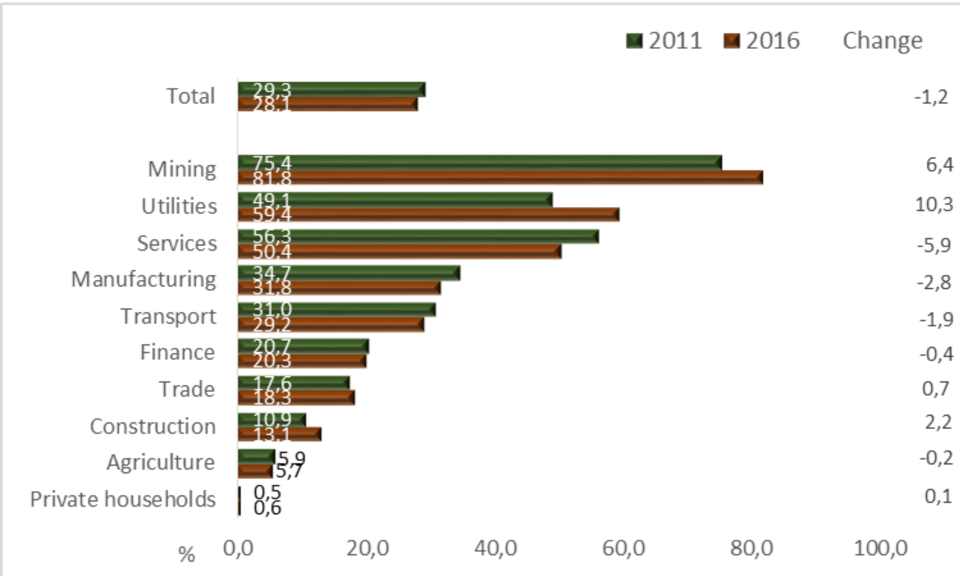


Figure 4.35: Proportion of employees who are members of a trade union, 2011 and 2016



The results in Figure 4.34 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 1,4 percentage points between 2011 and 2016. Higher proportions of male employees worked excessive hours compared to female employees. However, both men and women experienced a decline in the proportions of employees who worked excessive hours between 2011 and 2016. Male employees were more likely to be members of a trade union relative to their female counterparts. The largest decline of 2,0 percentage points in the proportion of employees who were members of a trade union was observed among men while for women, a slight decrease of 0,1 of a percentage point was recorded.

Figure 4.36: Proportion of employees who are members of a trade union within each industry, 2011 and 2016



The proportion of employees who were members of a trade union decreased from 29,3% in 2011 to 28,1% in 2016 by 1,2 percentage points. In both 2011 and 2016, Mining recorded the highest proportion of employees who were members of a trade union, while employees in Utilities and Community and social services were among the top three in both years. Five of the ten industries highlighted an increase in the proportion of employees who were members of a trade union over the period 2011–2016. The largest increase was observed among the employees in Utilities (10,3 percentage points), followed by those in Mining (6,4 percentage points) and those in Construction (2,2 percentage points) while those in Trade and Private households increased by less than a percentage point each. Community and social services recorded the largest decline of 5,9 percentage points, followed by Manufacturing (2,8 percentage points) and Transport (1,9 percentage points). The proportion of employees who were members of a trade union who were working in Private households was less than 1,0%, and about 6,0% was for those in Agriculture in both years.

Social protection

Access to social protection is recognised by both the ILO and 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 analysis changes in access to pension/retirement funds and medical aid benefits for employees between 2010 and 2016. The results also compare the access of these benefits between men and women.

Figure 4.37: Pension/retirement fund contribution by employer, 2010 and 2016

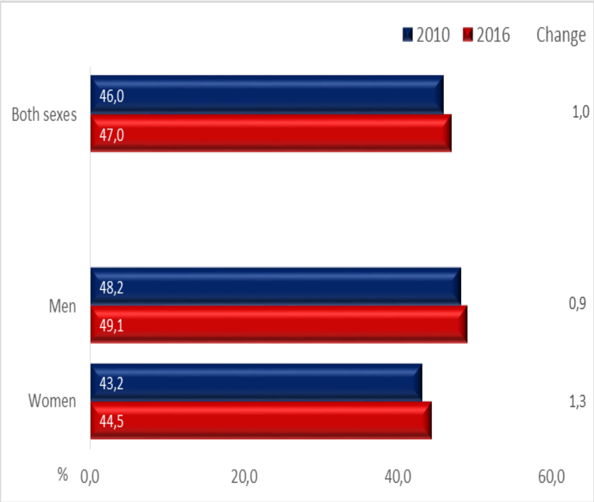


Figure 4.38: Entitlement to medical aid benefit from the employer, 2010 and 2016

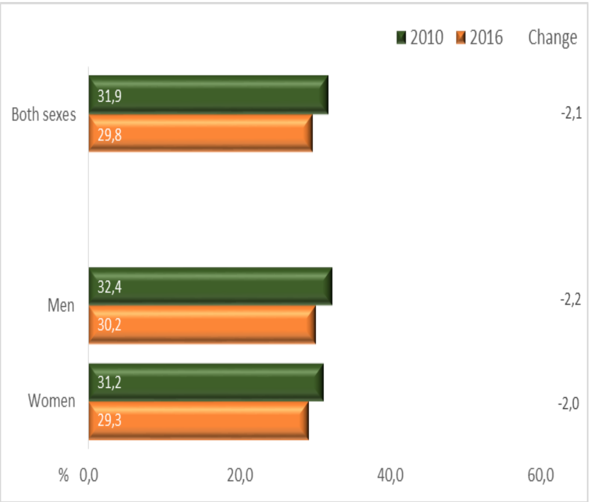
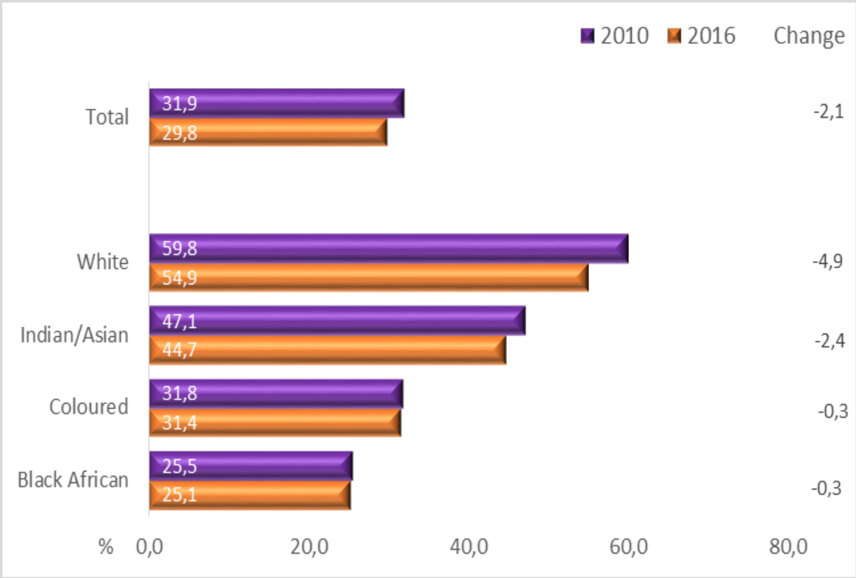


Figure 4.37 shows that there was a slight change in terms of the proportion of employees who had access to pension/retirement fund contributions by their employers between 2010 and 2016. The proportions for men increased by 0,9 of a percentage point and by 1,3 percentage points for women. The proportion for men was close to 50,0% in both 2010 and 2016 while for women, it was 43,2% in 2010 and 44,5% in 2016. The proportion of employees who were entitled to medical aid benefits decreased by 2,1 percentage points from 31,9% in 2010 to 29,8% in 2016. Both proportions for men and women decreased over the same period by 2,2 percentage points and 2,0 percentage points, respectively. The gender gap was lower in relation to those who were entitled to medical aid benefits. In 2016, the proportion of men entitled to medical aid benefits was 30,2%, while for women it was 29,3%.

Figure 4.39: Entitlement to medical aid by population group, 2010 and 2016

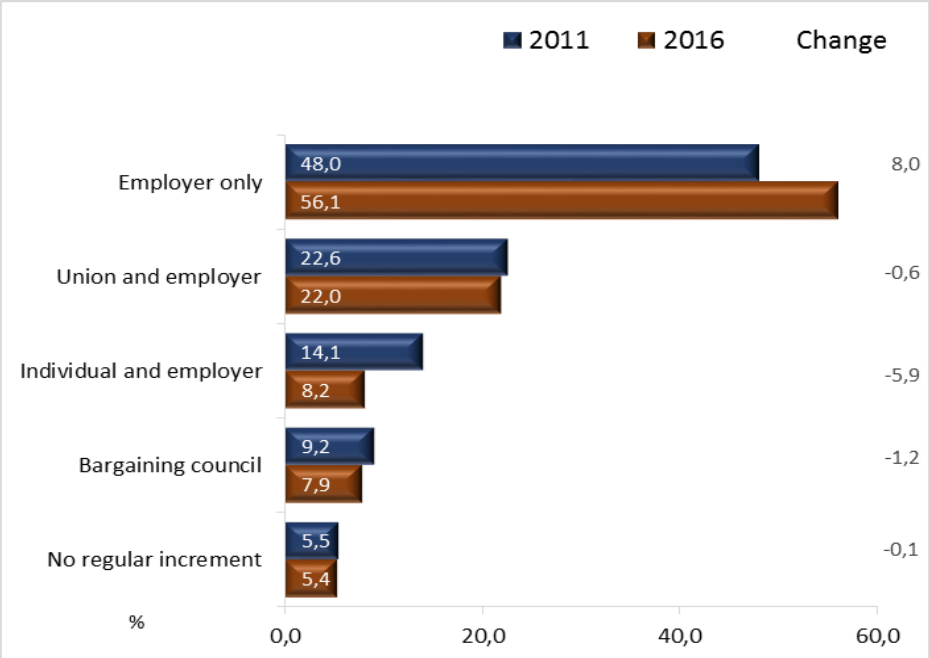


All population groups highlighted a decline in the proportion of employees entitled to medical aid, with the largest decrease observed among the white population (4,9 percentage points), followed by Indians/Asians (2,4 percentage points) while coloureds and black Africans recorded 0,3 of a percentage point each. The white population group recorded the highest proportion of employees entitled to medical aid; it was 59,8% in 2010 and 54,9% in 2016. The black African population group recorded the lowest proportion in both years; 25,1% was recorded in 2016 while in 2010, it was 25,5%.

Social dialogue

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

Figure 4.40: Annual salary increment by type of negotiation, 2011 and 2016



Employees who indicated that their annual salary increment was determined by the employer only were 48,0% in 2011, which increased by 8,0 percentage points to 56,1% in 2016. This group of employees highlighted the largest shares in both 2011 and 2016 compared to other types of negotiations. Those whose salary increment was negotiated by a union and the employer recorded the second highest proportions of 22,6% in 2011, which declined by 0,6 of a percentage point to 22,0% in 2016. Employees who reported that they do not have regular increments recorded the lowest proportions compared to those in other method of negotiations; 5,5% in 2011, which declined slightly by 0,1 of a percentage point to 5,4%.

Summary and conclusion

- More men than women were entitled to paid sick leave, with a gender gap of 2,4 percentage points in 2016.
- In both 2011 and 2016, men worked more excessive hours per week compared to women, and they were more likely to be members of trade unions.
- The largest increase in the proportion of employees who were members of a trade union was observed in the Utilities industry (10,3 percentage points) and the Mining industry (6,4 percentage points), while the largest declines were observed in the Community and social services industry at 5,9 percentage points.
- In 2016, the proportion of men entitled to medical aid benefit was 30,2%, while for women it was 29,3%.
- Employees indicating that their annual salary increment was negotiated by the employer only increased by 8,0 percentage points to 56,1% over the period 2011–2016, while those whose salary are negotiated by a union and the employer recorded proportions around 20,0%.

4.5 Job tenure

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

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

Background

In order to measure job tenure in the labour market, a question on both the month and year in which the respondents started working for their current employer or started running their businesses were included since the inception of the Quarterly Labour Force Survey (QLFS: 2008). Job tenure is a continuous measure and is normally measured by successive monthly receipt of earnings from the same employer, and as such this section will only report on medians. There are a number of factors which can affect median tenure of workers, including changes in the age profile among workers, as well as changes in the number of hires and separations.

Introduction

This section analyses the length of time an employee has worked for his or her current employer. Employee tenure is analysed with regard to socio-demographic variables such as age, gender and population group. Trends in job tenure will further be assessed with regard to industry, occupation and sector over the period 2010–2016.

Table 4.16: Median monthly employee tenure by sex, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
Job tenure	**Months**						
Men	42	46	47	47	48	43	46
Women	41	45	47	46	47	44	47
Both sexes	**41**	**45**	**47**	**47**	**47**	**44**	**47**
	Thousand						
Number of employees	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**

The number of employees declined in 2016 after a steady increase for five successive years since 2010. Between 2015 and 2016, the number of employees declined by 40 000 in 2016. Although the median job tenure increased from 41 months in 2010 to 47 months in 2016, the median months worked was constant at 47 months for three successive years (2012 to 2014) and declined to 44 months in 2015, and increased to 47 months in 2016.

Figure 4.41: Median monthly tenure of employees, 2010–2016

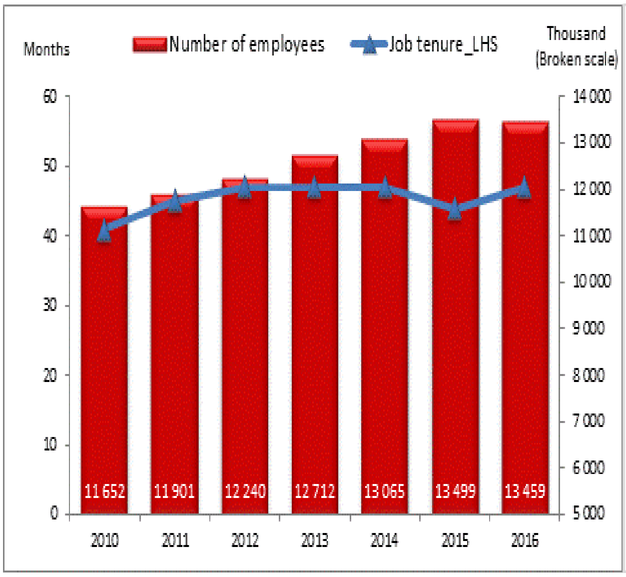
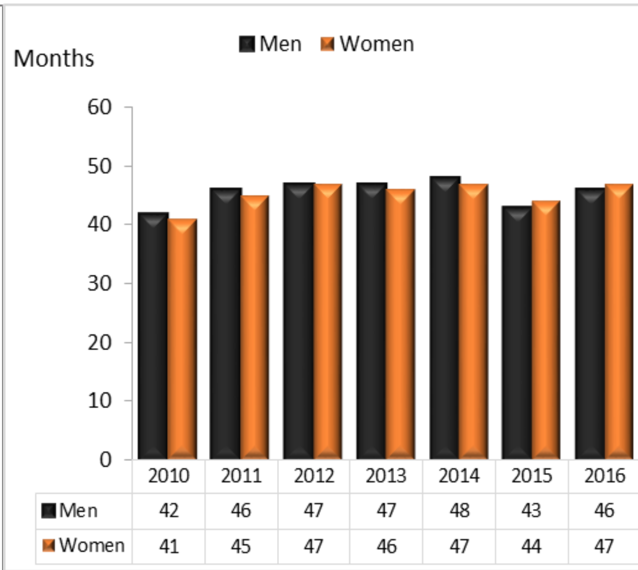


Figure 4.42: Median monthly tenure of employees by sex, 2010–2016



Note: LHS refers to left-hand scale.

The number of employees increased for five consecutive years over the period 2010–2015, and then declined in 2016. Between 2010 and 2016, the increase in the number of employees from 11,7 million to 13,5 million was accompanied by an increase in median job tenure from 41 to 47 months. Median months worked by male employees were higher than those of female employees, except in 2015 when female job tenure was higher than that of men by one month, and in 2012 when median monthly job tenure for both groups were equal at 47 months.

Figure 4.43: Median monthly employee tenure by population group, 2010 and 2016

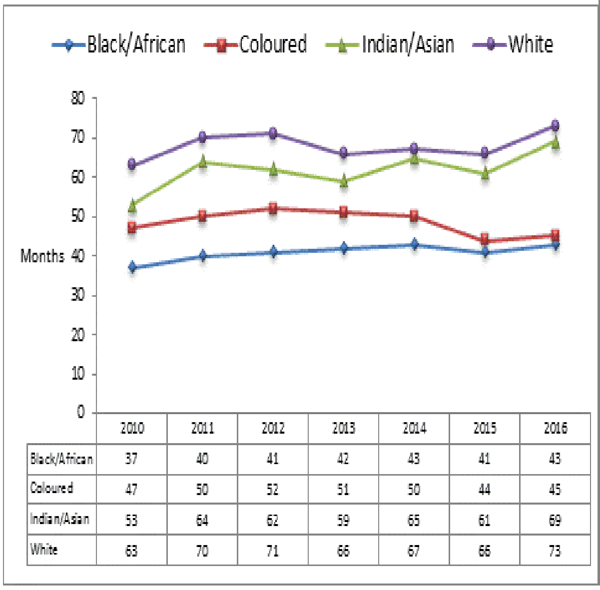


Figure 4.44: Median monthly employee tenure by sector, 2010 and 2016

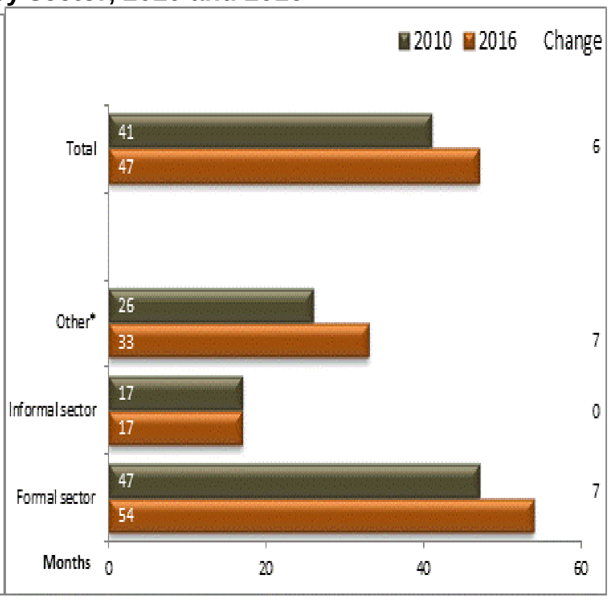


Figure 4.43 shows that the median monthly job tenure varies by population group. The black African population group had the lowest median job tenure over the period 2010–2016 followed by the coloured population group, while job tenure was highest among the white population group across the years. In 2013, the black African population group was the only group which had an increase in job tenure (42 months), although it had the lowest median job tenure when compared to other population groups. Between 2010 and 2016, the largest increase in monthly job tenure was observed among the Indian/Asian population group by 16 months, while a decline was only observed among the coloured population group by 2 months.

Figure 4.44 shows that the median job tenure for those employed in the formal sector was higher than those employed in the informal sector. Between 2010 and 2016, the formal sector reflected the largest increase while the median job tenure for those employed in the informal sector remained constant at 17 months.

Figure 4.45: Median monthly employee tenure by occupation, 2010 and 2016

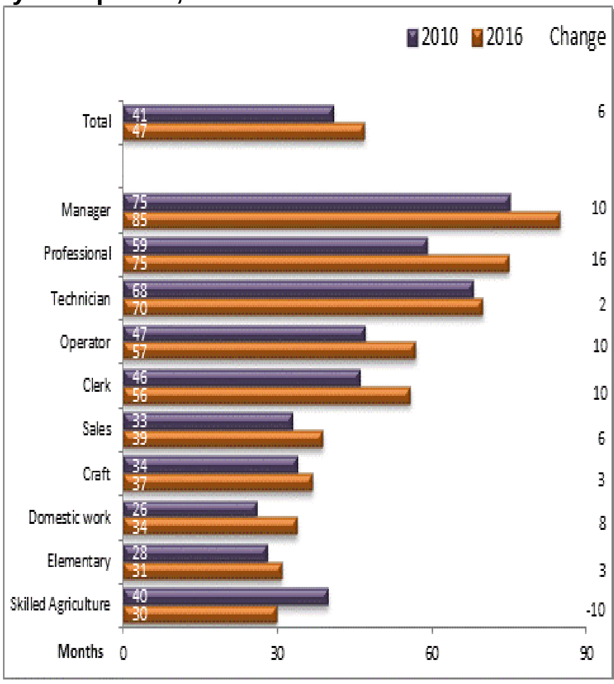


Figure 4.46: Median monthly employee tenure by industry, 2010 and 2016

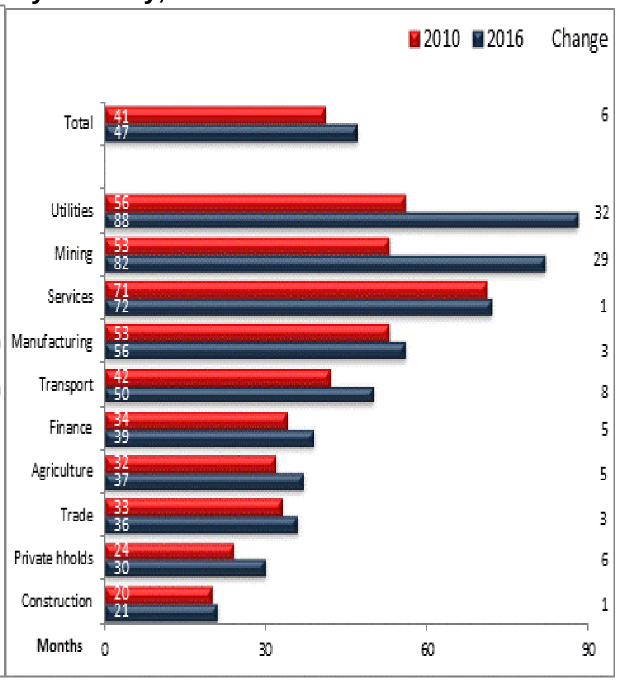


Figure 4.45 shows that skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure when compared to low-skilled occupations (Skilled agriculture and Elementary). Between 2010 and 2016, there was an increase in monthly job tenure for all occupations with the exception of Skilled agriculture employees (declining by 10 months), while the largest increase in job tenure was recorded among Professionals at 16 months. Figure 4.46 indicates that employees in Utilities and Mining had the longest job tenures when compared to other industries, while those in Construction were found to have the shortest monthly job tenure. Median job tenures increased across all industries between 2010 and 2016. The highest increase was recorded in Utilities, followed by the Mining industry (32 and 29 months, respectively).

Figure 4.47: Median monthly employee tenure by province, 2010 and 2016

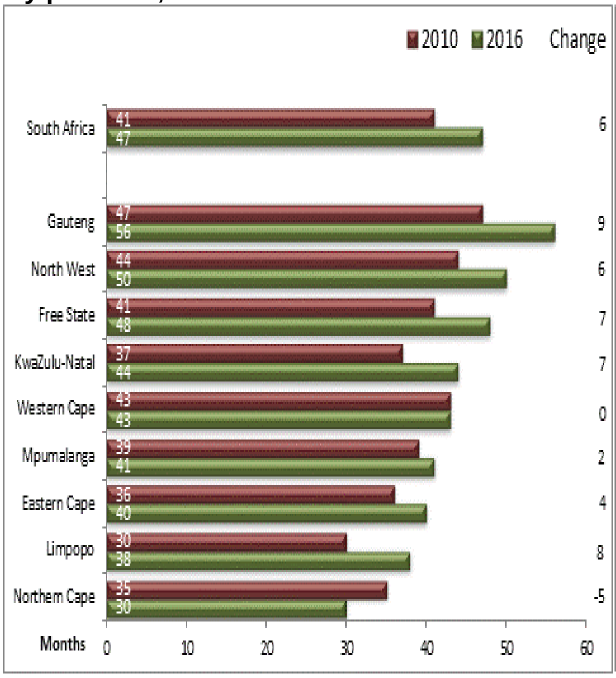
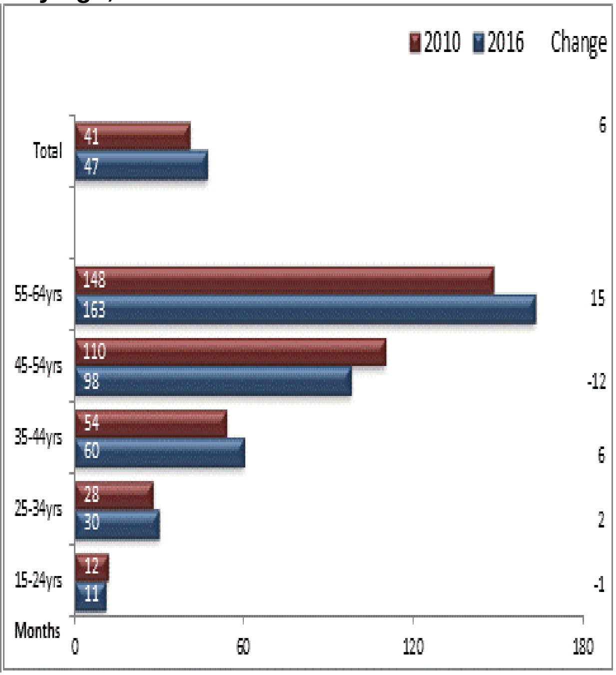
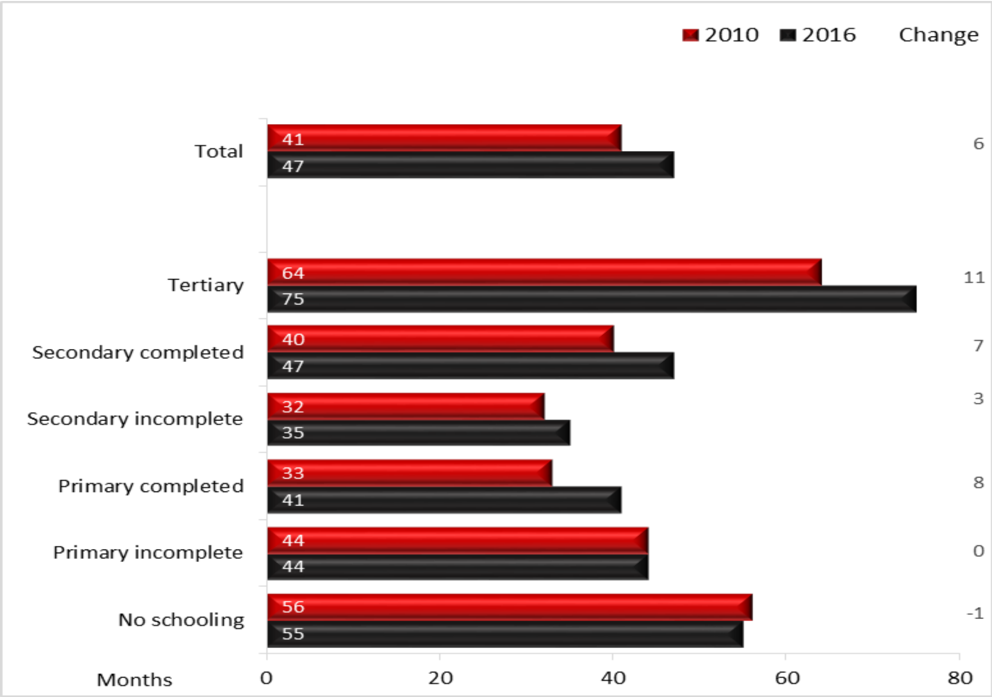


Figure 4.48: Median monthly employee tenure by age, 2010 and 2016



Job tenure was highest in Gauteng, North West and Free State and lowest in Northern Cape. Between 2010 and 2016, all provinces experienced an increase in median job tenure, with the exception of the Northern Cape where monthly job tenure declined by 5 months. The largest increase over the period occurred in Gauteng by 9 months, the province with the highest job tenure. With regard to age groups, older employees had a higher monthly job tenure when compared to younger employees. Those aged 55–64 had the highest monthly job tenure, and this age group reflected the largest increase over the period (15 months). A decrease in job tenure was observed among those aged 45–54 (12 months) and those aged 15–24 (1 month).

Figure 4.49: Median monthly employee tenure by level of education, 2010 and 2016



Persons with a higher level of education had a higher monthly job tenure when compared to those with less education. Job tenure was highest amongst employees with tertiary qualifications (75 months), while those employees with incomplete secondary education (35 months) had the lowest monthly job tenure. Between 2010 and 2016, the median monthly job tenure increased among all education levels, with the largest increase observed among employees with tertiary qualifications (11 months).

Summary and conclusion

- Although number of employees levels have been steadily increasing for five successive years since 2010, the number of employees declined by 40 000 in 2016.
- Over the period 2010–2016, the median job tenure among men was higher than that of women by one month, except in 2012 when the median monthly job tenure for both men and women was the same (47 months).
- In terms of the population group, the black African population group had the lowest median job tenure over the period 2010–2016 followed by the coloured population group, while job tenure was highest among the white population group across the years.
- The median job tenure for those employed in the formal sector was higher than those employed in the informal sector. Between 2010 and 2016, the formal sector reflected the largest increase while the median job tenure for those employed in the informal sector remained constant at 17 months.
- Skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure when compared to low-skilled occupations (Skilled agriculture and Elementary).
- With regard to the level of education, those with a higher level of education had a higher monthly job tenure when compared to those with less education.

4.6 Government job creation programmes

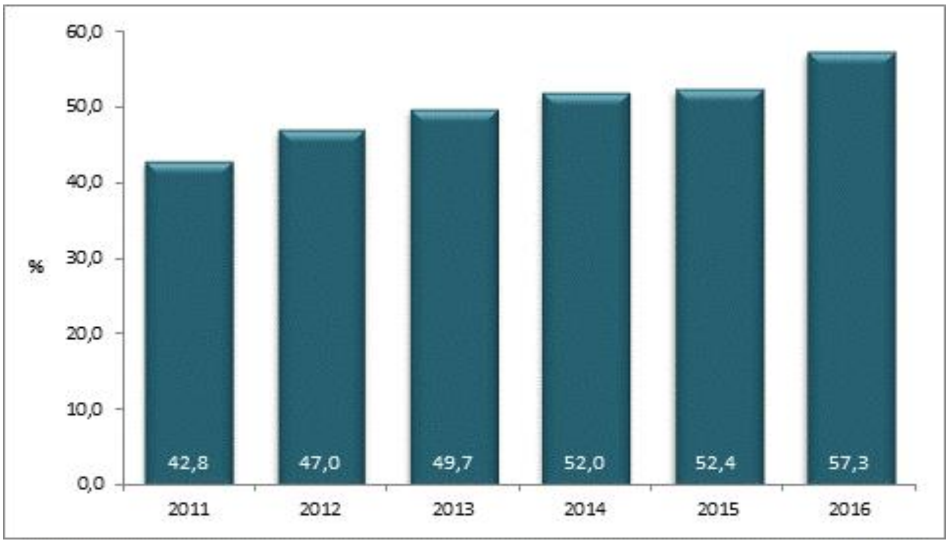
Background

Unemployment and poverty are the two biggest challenges facing the country. To address these challenges, the South African government introduced several job creation programmes, including the Expanded Public Works Programme (EPWP) aimed at equipping unemployed youth with the necessary skills and experience needed in the labour market, and creating jobs for those who cannot find work. The EPWP creates work opportunities in four sectors, namely Infrastructure, Non-state sectors, Environment and Culture and Social. These programmes also aim to address service delivery challenges.

Introduction

This section focuses on the analyses of people aged 15–64 years (the working-age population) participating in the EPWP and other government job creation programmes over the period 2011–2016. 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 by various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sectors is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.50: Awareness about EPWP, proportion of the working-age population (WAP) who have heard of the EPWP, 2011–2016

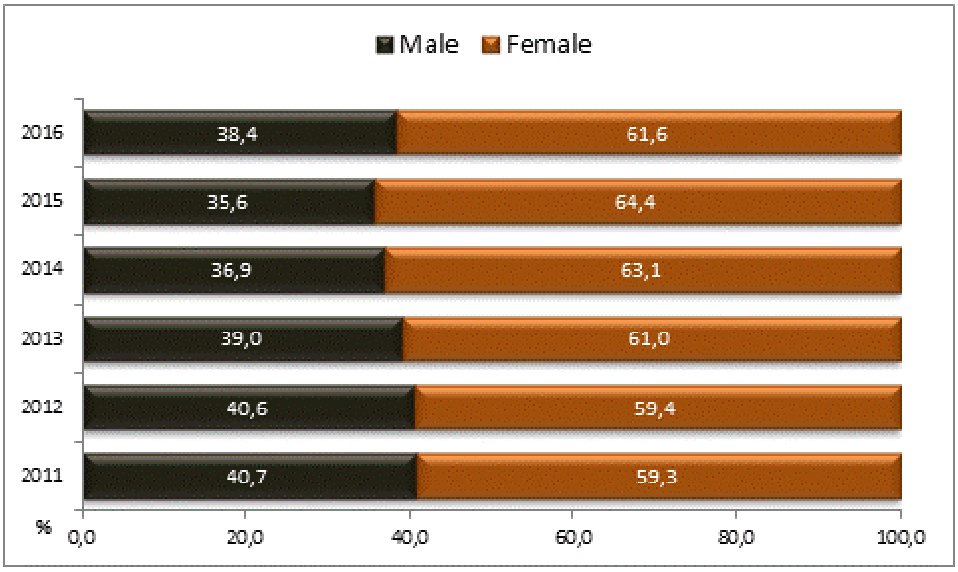


Note: Other includes coloured, Indian/Asian and white population groups.

Figure 4.50 shows that there was an increase in the proportion of the working-age population (15–64 years) who had heard about the EPWP over the period 2011–2016. In 2011, 42,8% of the working-age population had heard about EPWP. Five years later this increased to 57,3%.

Characteristics of those who participated in government job creation programmes

Figure 4.51: Proportion of those who participated in government job creation programmes by sex, 2011–2016



As illustrated in Figure 4.51, the majority of those who participated in EPWP and other government job creation programmes were women. Over the period 2011–2016, the proportion of women who participated in the EPWP and other government job creation programmes increased while men's participation decreased slightly over the period 2011–2015.

Figure 4.52: Share of those who participated in government job creation programmes by age, 2011–2016

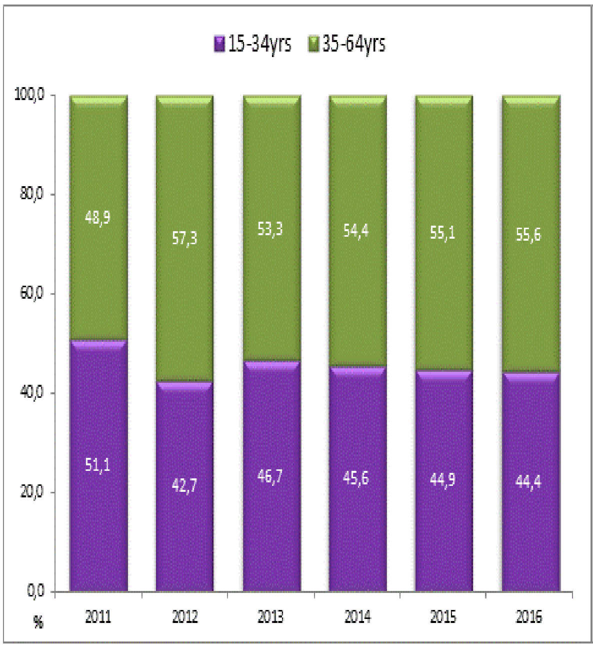
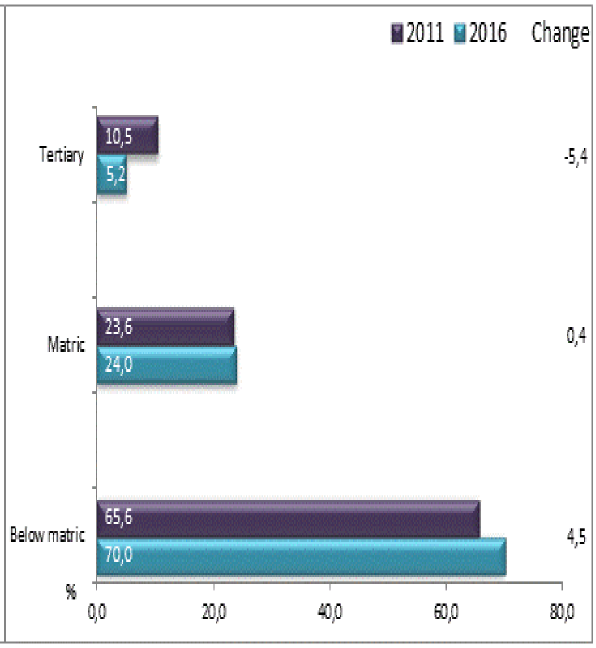


Figure 4.53: Share of those who participated in government job creation programmes by level of education, 2011 and 2016



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2011–2016, with the exception of 2011, where youth accounted for the largest proportion (51,1% youth compared to 48,9% adults). With regard to the level of education attainment, the majority of those who participated in EPWP and other government job creation programmes did not have matric (65,6% in 2011 and 70,0% in 2016). Although those with tertiary qualifications accounted for the smallest proportion in terms of participation, a decline was only reflected among this education category over the same period.

Figure 4.54: Proportion of those who participated in government job creation programmes by population group and sex, 2011 and 2016

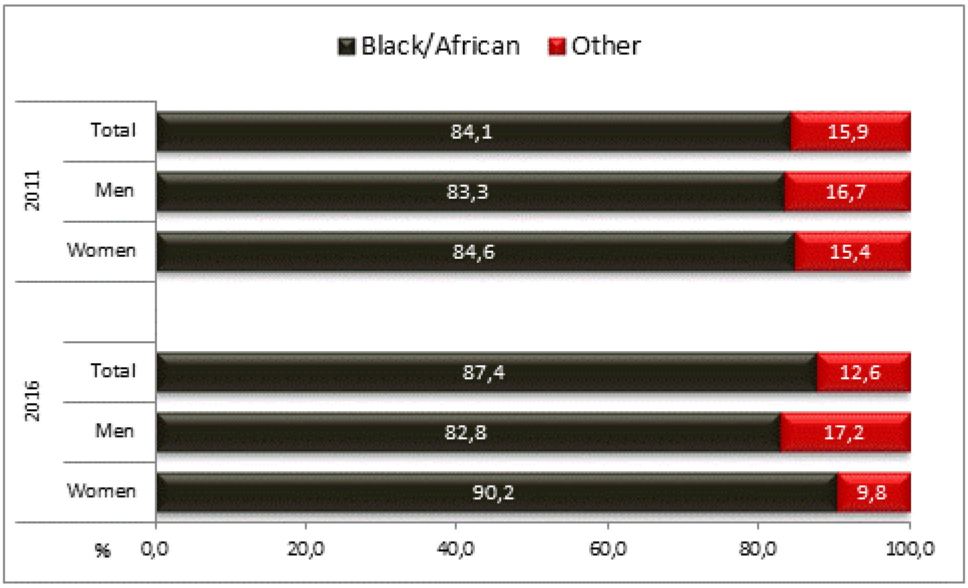


Figure 4.54 shows that the majority of those who participated in EPWP and other government job creation programmes were black Africans, irrespective of sex. However, the share of black African women was higher than that of their male counterparts. The share of women increased to 90,2% in 2016 from 84,6% in 2011, while it declined for men to 82,8% in 2016 from 83,3% in 2011.

Figure 4.55: Proportion of those who participated in government job creation programmes by province, 2011 and 2016

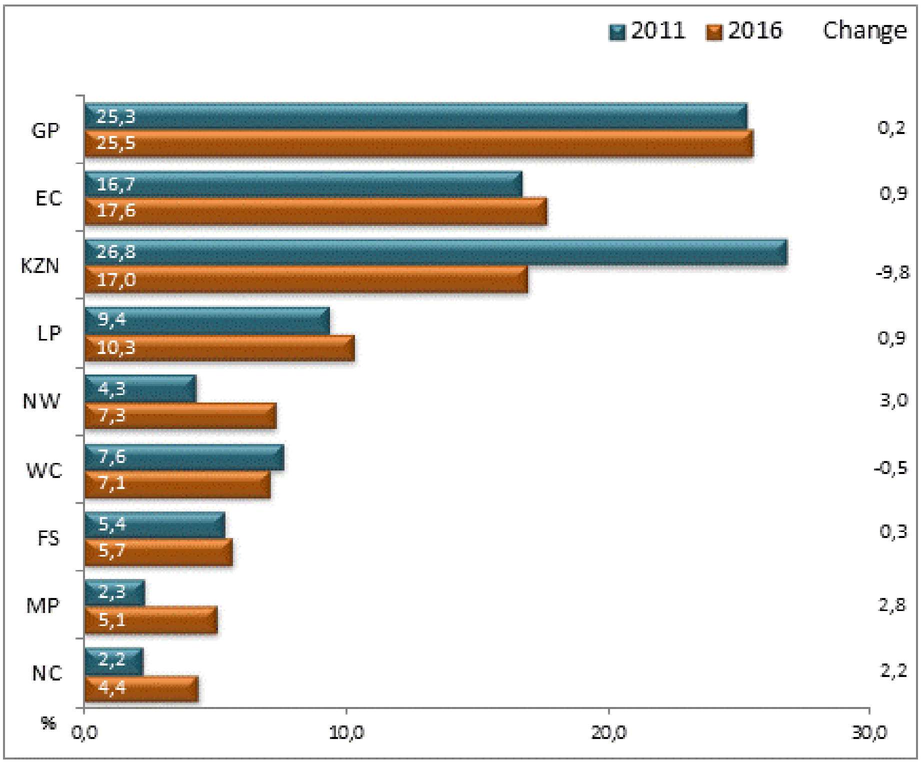
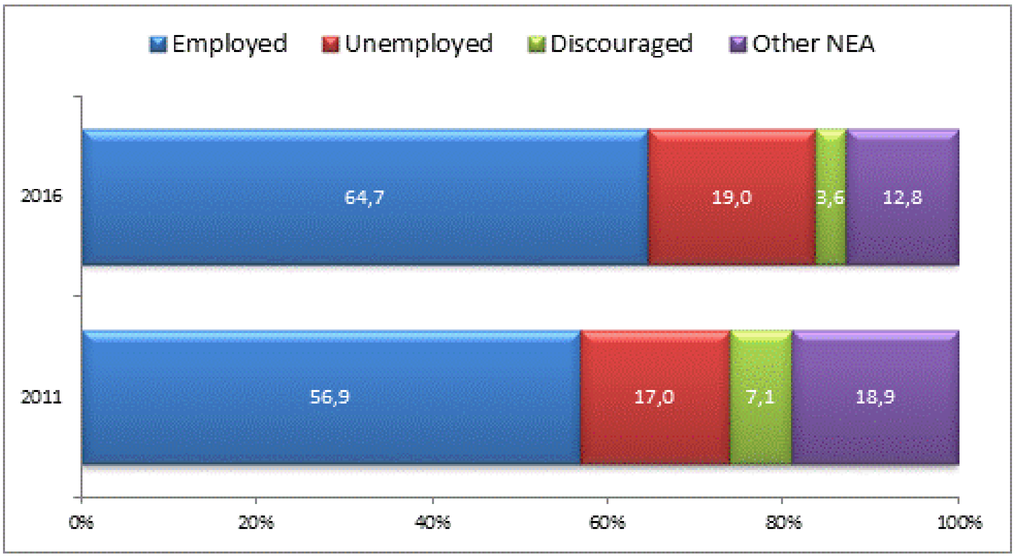


Figure 4.55 shows that in 2016, the majority of those who participated in EPWP and other government job creation programmes were residing in Gauteng (25,5%) followed by those who resided in Eastern Cape (17,6%), while Northern Cape had the lowest participation rate (4,4%). Between 2011 and 2016, participation declined only in KwaZulu-Natal (9,8 percentage points) and Western Cape (0,5 of a percentage point). The largest increase in the share of those who participated in these programmes was in North West, where the participation rate increased by 3,0 percentage points.

Figure 4.56: Proportion of those who participated in government job creation programmes by labour market status, 2011 and 2016



Between 2011 and 2016, those who are employed accounted for the largest share in terms of participation in EPWP and other government programmes, while those who were discouraged from looking for work accounted for the lowest share. Of those who were employed, 56,9% participated in the programme in 2011 and the share increased to 64,7% in 2016, while it declined for discouraged work-seekers by 3,5 percentage points to 3,6% in 2016.

Employment by industry and occupation

Figure 4.57: Employment by industry, 2011 and 2016

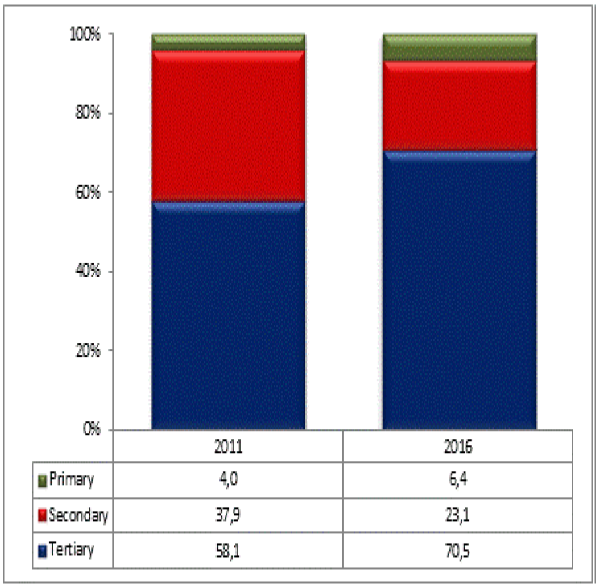
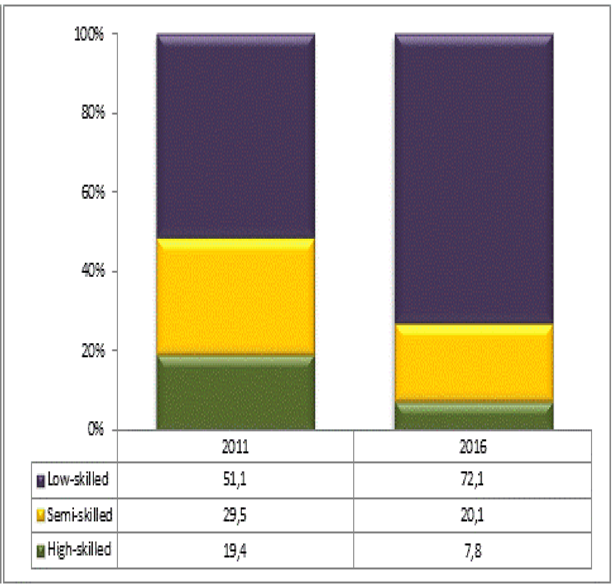
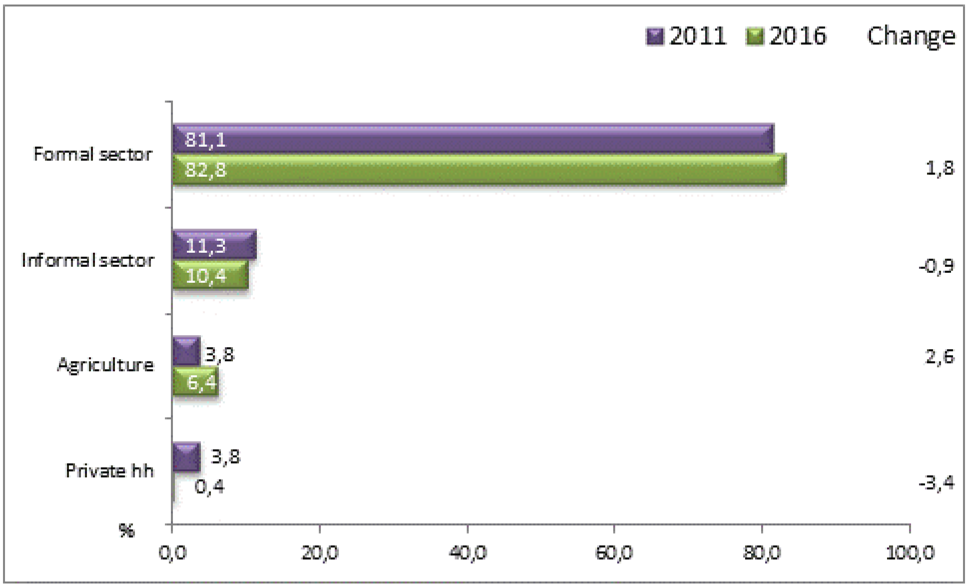


Figure 4.58: Employment by occupation, 2011 and 2016



Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes when compared to other industries in both 2011 and 2016. The participation rate had increased to 70,5% in 2016 from 58,1% in 2011 for the same industry; an increase of 12,4 percentage points. The decline over the same period was only reflected among those employed in the secondary industry, by 14,8 percentage points. In terms of the occupation group, low-skilled occupations accounted for the largest share in the participation of such programmes; an increase of 21,0 percentage points over the period was only reflected in this occupation group. The participation rate had increased from 51,1% in 2011 to 72,1% in 2016.

Figure 4.59: Employment by sector, 2011 and 2016



Between 2011 and 2016, the majority of those who participated in the EPWP or other government job creation programmes were employed in the formal sector, while those employed in private households accounted for the smallest share in terms of participation. The share increased by 1,8 percentage points from 81,1% in 2011 to 82,8% in 2016. With regard to the informal sector, the share of participation declined by 0,9 of a percentage point from 11,3% in 2011 to 10,4% in 2016.

Summary and conclusion

- The majority of those who participated in EPWP and other government job creation programmes were women.
- With regard to the level of education attainment, the majority of those who participated in EPWP and other government job creation programmes did not have matric (65,6% in 2011 and 70,0% in 2016).
- When comparing population groups in terms of participation in EPWP and other government job creation programmes, black Africans accounted for the largest share, irrespective of sex.
- In 2016, the highest proportion of people who participated in EPWP resided in Gauteng compared to all other provinces.
- Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes when compared to other industries.

4.7 Other forms of work

Background

The production of goods and services for own final use by household members is a significant part of total production in many countries, and it plays an important role in improving and sustaining livelihoods. As measured by the QLFS in the South African context, this production of goods and services by household members for own final use includes activities such as subsistence farming, fetching water or collecting wood or dung, production of other goods for household use, construction or major repairs to own or household dwelling or structure, and hunting or fishing for household use. In defining the production boundary, the 1993 SNA recommends that the production of a good for own final use should be measured when the amount produced is believed to be quantitatively important in relation to the total supply of the good in the country. This section will provide insight into other forms of work done by household members.

Introduction

It is on this basis that Statistics South Africa (Stats SA) collected information regarding own-use activities since the inception of the QLFS in 2008. Only persons who reported that they had not been employed during the reference week were asked if they engaged in activities for own use by their households. The analysis in this section is based on the QLFS results from 2011, to ensure that the information was collected from persons who engaged in both market and own-use activities. The question relating to own-use activities allows for multiple responses; as a result, the distribution of such activities cannot be summed to measure the total number of persons involved in such activities.

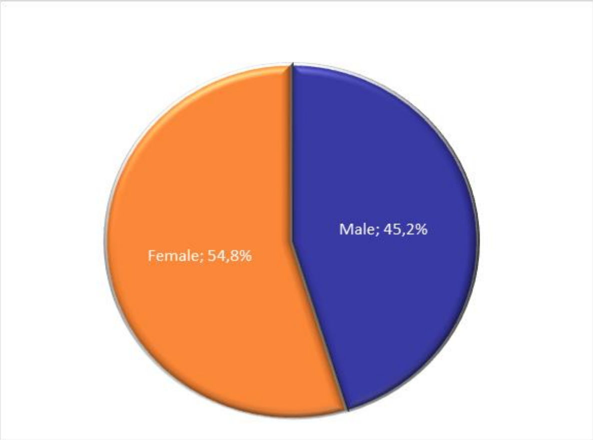
Table 4.17: Types of own-use activities, 2011–2016

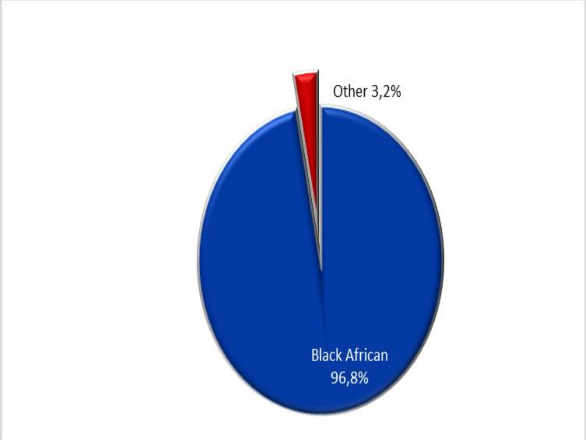
	2011	2012	2013	2014	2015	2016
	Thousand					
Subsistence farming	1 908	1 718	1 611	1 428	1 588	1 749
Fetching water or collecting wood/dung	4 148	4 085	4 233	4 152	4 664	4 788
Produce other goods for household use	254	121	93	106	157	151
Construction or major repairs to own or household dwelling/structure	367	267	280	275	310	694
Hunting or fishing for household use	112	37	31	34	34	38
Involvement in at least one activity	**5 413**	**5 120**	**5 226**	**5 053**	**5 734**	**6 131**
	% of working age					
Subsistence farming	5,7	5,0	4,6	4,0	4,4	4,8
Fetching water or collecting wood/dung	12,4	12,0	12,2	11,7	12,9	13,1
Produce other goods for household use	0,8	0,4	0,3	0,3	0,4	0,4
Construction or major repairs to own or household dwelling/structure	1,1	0,8	0,8	0,8	0,9	1,9
Hunting or fishing for household use	0,3	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**16,1**	**15,0**	**15,0**	**14,3**	**15,9**	**16,7**

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

Fetching water or collecting wood was the main type of activity undertaken by household members aged 15–64 years for own use over the period 2011–2016. The proportion of the working-age population engaged in this activity increased to 13,1% in 2016 from 12,4% in 2011. Hunting or fishing for household use was found to be the least activity undertaken by households for own use. The proportion of the working-age population engaged in this activity remained unchanged since 2012 at 0,1%. The number of household members who were engaged in activities for own use increased only among those who were fetching water or collected wood/dung and those who were doing construction or major repairs to own or household dwelling/structure between 2011 and 2016.

Figure 4.60a: Distribution of those engaged in at least one activity for own use by sex and population group, 2016

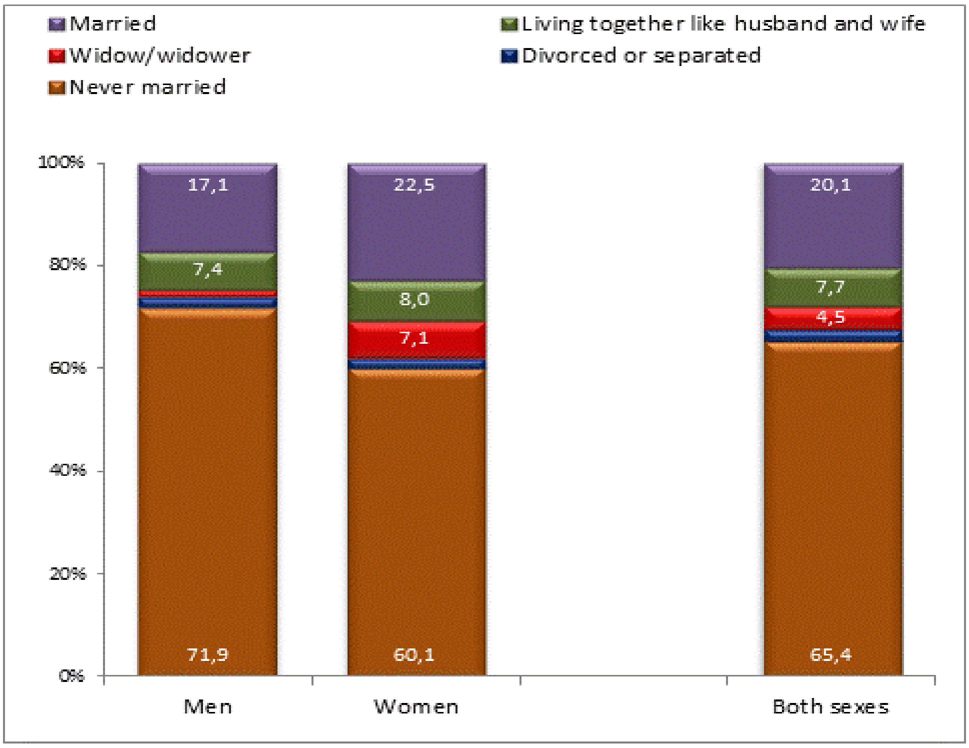




Other includes coloured, Indian/Asian and white population groups.

In 2016, the distribution of the working-age population engaged in at least one activity for own use revealed that women accounted for a larger share (54,8%) than men (45,2%). In terms of the population group, black Africans accounted for the largest share (96,8%) of involvement in own-use activity when compared to other population groups.

Figure 4.60b: Distribution of those engaged in at least one activity for own use by marital status, 2016



With regard to marital status, the majority of those engaged in at least one own-use activity were not married for both men (71,9%) and women (60,1%), although men accounted for the largest share in this category. The second highest marital status in terms of engagement in at least one own-use activity were among people who were married (17,1% for men and 22,5% for women). For men, widowed individuals accounted for the lowest share in terms of undertaking at least one own-use activity (1,5%) while for women, those who were divorced or separated accounted for the lowest share in terms of undertaking at least one own-use activity (2,3%).

Figure 4.60c: Distribution of those engaged in at least one activity for own use, by age and level of education, 2011 and 2016

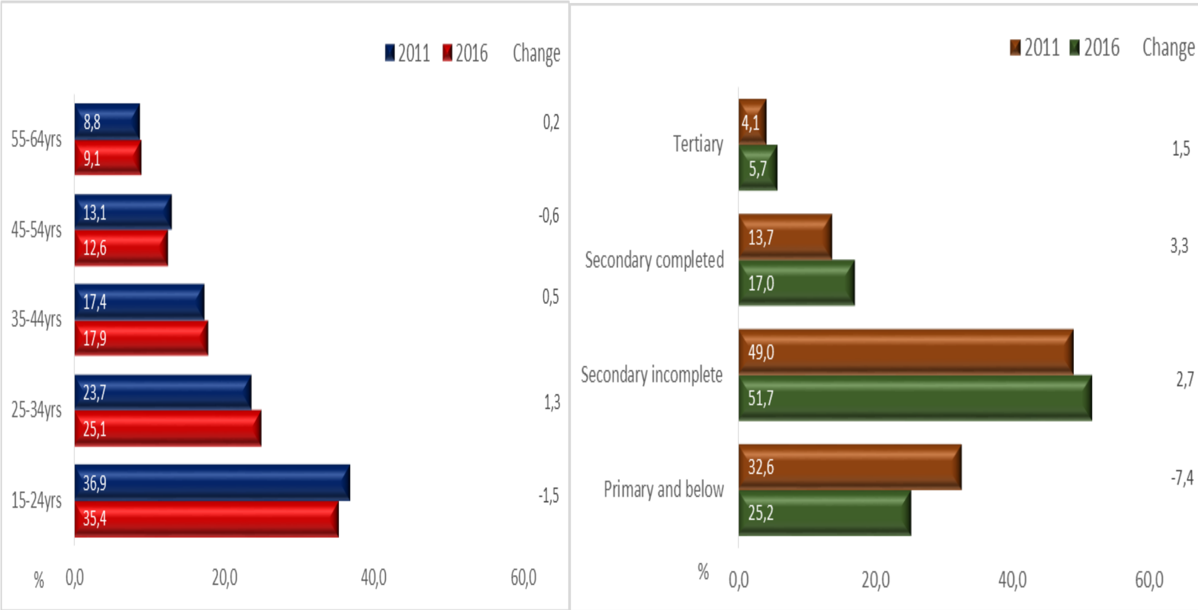


Figure 4.60c illustrates that young people are more likely to participate in at least one activity for own use than adults. In 2016, young people aged 15–24 years accounted for the largest share of those who were engaged in one activity for own use (35,4%) followed by those aged 25–34 years (25,1%), while adults aged 55–64 years (9,1%) accounted for the lowest share of those who were engaged in such activities. Although participation was highest among those aged 15–24 years, the largest decline in the participation rate between 2011 and 2016 was reflected in this age category; a decrease of 1,5 percentage points. In terms of participation by level of education, those who had an incomplete secondary level of education accounted for the largest share of those engaged in own-use activities in 2016 (51,7%); an increase of 2,7 percentage points from 49,0% in 2011. Those with a tertiary qualification accounted for the lowest share of 5,7% in 2016, which increased from 4,1% in 2011. Across all education categories, the decline over the period was only reflected among persons with a primary education and below primary level of education by 7,4 percentage points.

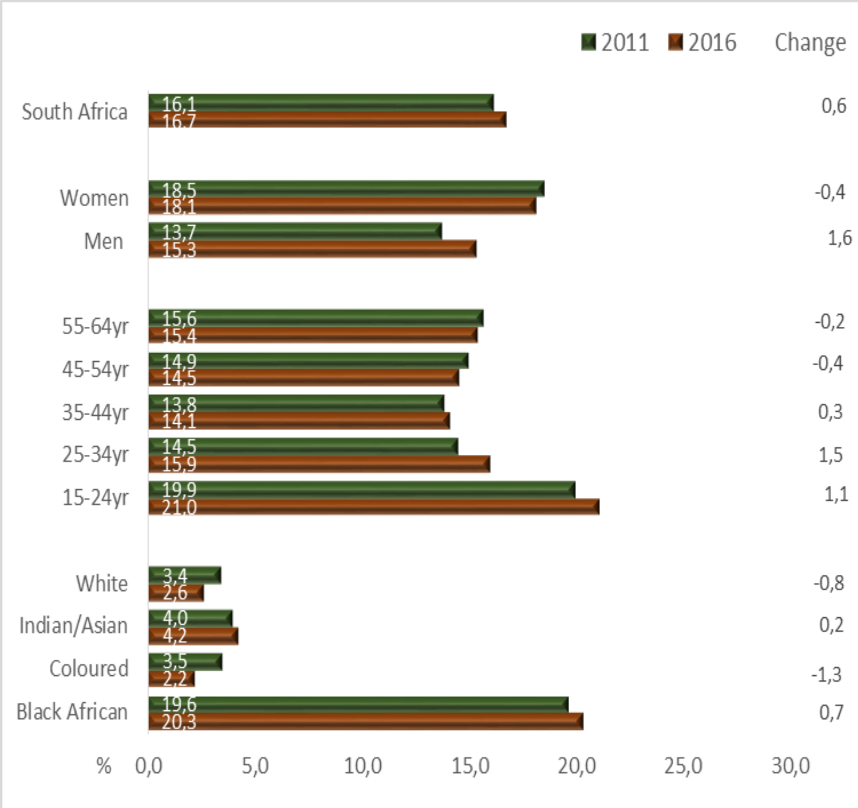
Table 4.18: Engagement in at least one own-use activity, 2011–2016

	2011	2012	2013	2014	2015	2016	Change 2011-2016
	Thousand						
South Africa	5 413	5 120	5 226	5 053	5 734	6 131	718
Men	2 248	2 116	2 186	2 162	2 514	2 772	524
Women	3 164	3 004	3 040	2 890	3 219	3 359	194
15-24yr	1 997	1 920	1 938	1 791	2 041	2 168	170
25-34yr	1 285	1 224	1 246	1 249	1 454	1 538	253
35-44yr	944	887	906	867	1 027	1 100	156
45-54yr	710	648	656	652	725	770	60
55-64yr	477	440	480	494	487	555	78
Black African	5 157	4 971	5 074	4 922	5 530	5 936	778
Coloured	109	64	78	58	89	73	-36
Indian/Asian	37	22	7	8	34	42	5
White	109	62	66	65	81	80	-29
Western Cape	93	64	44	45	59	37	-57
Eastern Cape	1 224	1 275	1 359	1 350	1 414	1 317	93
Northern Cape	83	96	100	60	94	111	28
Free State	154	128	133	129	115	160	6
KwaZulu-Natal	1 591	1 530	1 482	1 387	1 649	1 776	185
North West	375	310	391	389	450	496	122
Gauteng	224	103	76	80	305	473	249
Mpumalanga	440	443	468	462	516	612	172
Limpopo	1 228	1 171	1 172	1 149	1 131	1 148	-80

For both men and women, the number of persons who were engaged in at least one own-use activity increased between 2011 and 2016 (524 000 and 194 000, respectively). In terms of age group, there was an increase over the period across all age groups. The largest increase was observed among persons aged 25–34 years (253 000), followed by those aged 15–24 years (170 000). In terms of population group, an increase was only observed among black Africans and Indians/Asians by 778 000 and 5 000, respectively. The number of persons who were engaged in at least one own-use activity declined only in two provinces, Limpopo (80 000) and Western Cape (57 000). Among all the provinces which reflected an increase over the period, the largest increase was recorded in Gauteng (249 000), followed by KwaZulu-Natal (185 000).

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

Figure 4.61: Involvement in at least one own-use activity as a proportion of the working-age population by sex, age group and population group, 2011 and 2016



The proportion of the working-age population who engaged in at least one activity for own use increased by 0,6 of a percentage point from 16,1% in 2011 to 16,7% in 2016. Even though the proportion of women who were engaged in activities for own use declined between 2011 and 2016, the proportion was still higher than that of men. The proportion of men increased from 13,7% in 2011 to 15,3% in 2016. With regard to age groups, a decline was observed among persons aged 45–54 and those aged 55–64; however, the decline was below a percentage point each. The largest increase was among those aged 25–34 by 1,5 percentage points, from 14,5% in 2011 to 15,9% in 2016. The proportion of the working-age population engaged in activities for own use was highest among black Africans in both years (19,6% in 2011 and 20,3% in 2016), while other population groups highlighted proportions below 5,0%.

Figure 4.62: Engagement in at least one own-use activity by province, 2011 and 2016

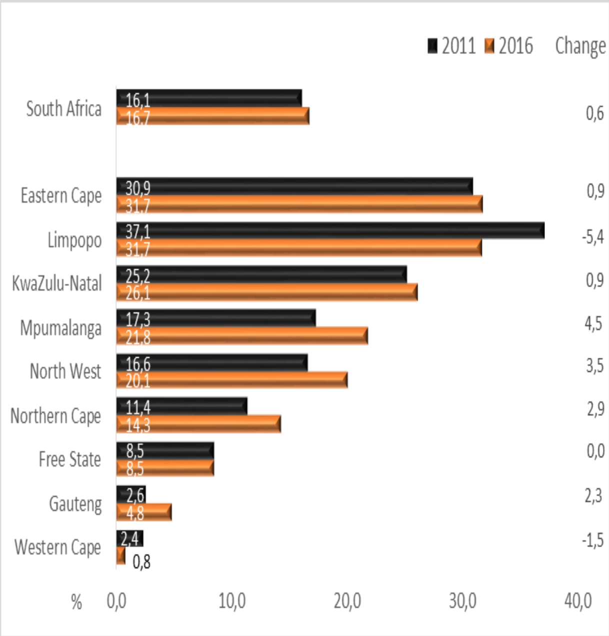
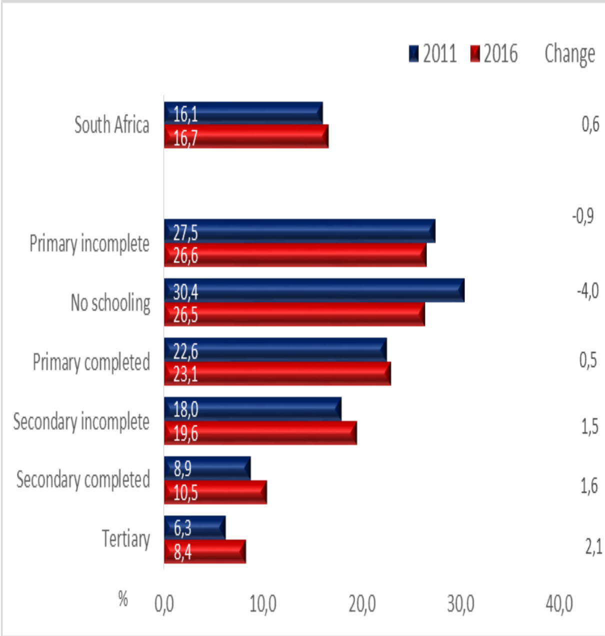


Figure 4.63: Engagement in at least one own-use activity by education, 2011 and 2016



Eastern Cape and Limpopo accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2011 and 2016, the proportion of persons engaged in at least one own-use activity decreased in two of the nine provinces. The largest decline was reflected in Limpopo by 5,4 percentage points, from 37,1% in 2011 to 31,7% in 2016. The proportion of the working-age population engaged in at least one own-use activity was lowest in Western Cape; 2,4% was recorded in 2011 and 0,8% in 2016. Figure 4.63 shows that those with lower levels of education were more likely to be engaged in at least one own-use activity. In 2016, 26,5% of people with no education were engaged in these activities compared to 8,4% of those with a tertiary education level. The proportion declined by 4,0 percentage points in 2016 for those with no education while it increased by 2,1 percentage points for those with tertiary qualifications.

Summary and conclusion

- The number of household members who were engaged in activities for own use increased only among those who fetched water or collected wood/dung and those who did construction or major repairs to own or household dwelling/structure over the period 2011–2016.
- Women accounted for a larger share of those involved in own-use activities (54,8%) than men (45,2%).
- In terms of population group, black Africans accounted for the largest share (96,8%) of involvement in own-use activity when compared to other population groups.
- With regard to marital status, the majority of those engaged in at least one own-use activity were not married for both men (71,9%) and women (60,1%), although men accounted for the largest share in this category in 2016.
- The results further show that young people are more likely to participate in at least one activity for own use than adults.

Chapter 5: A profile of the unemployed

Key labour market concepts

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

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

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

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

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

Background

Elevated levels of unemployment remain a problem, both globally and in South Africa. The 2016 edition of the OECD Employment Outlook highlighted that high unemployment rates and the lack of job opportunities lead to long-term unemployment. The results for 2015 indicate that about 57% of South Africans aged 15–74 were in long-term unemployment compared to the OECD average of 33,8%.[6] However, the proportion of those in long-term unemployment for those in the working-age population (15–64) according to the South African definition was 65,1% in 2015, declining from 65,7% in 2010.[7] Unemployment levels in the country remain higher for women than for men, and also higher for youth than for adults. Factors such as work experience, gender, unemployment duration and education are important indicators for labour market success. Unemployment is also an important driver for the reduction of poverty levels; the International Monetary Fund (IMF[8]) estimates that a 10-percentage-point reduction in the unemployment rate will lower South Africa's Gini coefficient by 3%.

Introduction

This chapter explores the levels of unemployment in the country over the period 2010–2016. The analysis focuses on the levels and rates of unemployment by population group, level of education and activities of the unemployed before they lost their jobs. The types of job search methods used by those without jobs and the duration of unemployment are also analysed.

[6] DOI: 10.1787/empl_outlook-2016-en
[7] Labour Market Dynamics in South Africa, 2015
[8] IMF Working Paper, African Department, July 2016 "South Africa: Labor Market Dynamics and Inequality", Anand R, Kothari S & Kumar N

Table 5.1: Unemployment levels by sex, population group and province, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
				Thousand			
Men	2 343	2 338	2 438	2 505	2 589	2 704	2 926
Women	2 221	2 298	2 337	2 381	2 482	2 640	2 827
Total	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
Black African	3 948	3 998	4 101	4 171	4 335	4 634	5 050
Coloured	438	453	491	499	512	492	489
Indian/Asian	48	58	59	71	68	76	71
White	130	128	125	146	156	142	143
Total	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
Western Cape	550	575	639	627	646	600	631
Eastern Cape	467	477	505	543	568	558	557
Northern Cape	101	112	117	120	131	143	126
Free State	296	294	346	363	388	358	398
KwaZulu-Natal	573	577	622	654	715	688	762
North West	291	279	274	309	325	324	361
Gauteng	1 627	1 669	1 557	1 587	1 599	1 928	2 078
Mpumalanga	382	410	435	436	461	433	499
Limpopo	277	244	279	247	237	311	341
South Africa	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**

The level of unemployment in the country has been increasing over the period 2010–2016. The number of the unemployed increased by 1,2 million from 4,6 million in 2010 to 5,8 million in 2016. Black Africans accounted for more than 85,0% of the unemployed population in all years. The Indian/Asian population group reported levels of unemployment below 80 000 in all years since 2010, while for whites, the levels ranged from 125 000 in 2012 to 156 000 in 2014. When comparing the levels of unemployment provincially, Gauteng reported the highest levels – about 1,6 million and more across all years – while other provinces never reached 800 000. The level of unemployment increased across all the provinces over the period 2010–2016.

Table 5.2: Unemployment as a percentage of the working-age population by sex, population group and province, 2010–2016

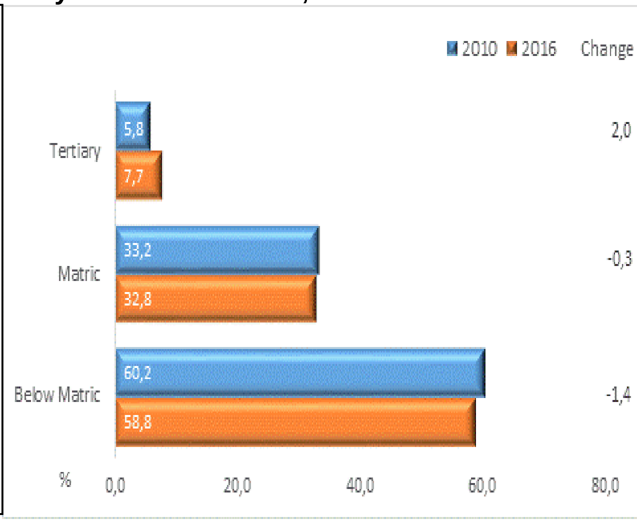
	2010	2011	2012	2013	2014	2015	2016
				Per cent			
Men	14,6	14,2	14,6	14,7	14,9	15,2	16,2
Women	13,2	13,4	13,4	13,4	13,8	14,4	15,2
Total	**13,8**	**13,8**	**14,0**	**14,0**	**14,3**	**14,8**	**15,7**
Black African	15,3	15,2	15,3	15,2	15,5	16,2	17,3
Coloured	14,2	14,4	15,4	15,4	15,6	14,8	14,5
Indian/Asian	5,3	6,2	6,3	7,5	7,0	7,8	7,2
White	4,0	4,0	3,9	4,6	5,0	4,6	4,7
Total	**13,8**	**13,8**	**14,0**	**14,0**	**14,3**	**14,8**	**15,7**
Western Cape	14,4	14,7	15,9	15,3	15,4	14,0	14,4
Eastern Cape	11,9	12,0	12,6	13,4	13,9	13,6	13,4
Northern Cape	14,0	15,4	15,8	16,0	17,3	18,7	16,2
Free State	16,4	16,2	18,9	19,7	20,9	19,2	21,1
KwaZulu-Natal	9,2	9,1	9,7	10,0	10,8	10,3	11,2
North West	13,1	12,4	11,9	13,2	13,6	13,3	14,6
Gauteng	19,1	19,2	17,5	17,4	17,1	20,2	21,3
Mpumalanga	15,3	16,1	16,8	16,5	17,1	15,7	17,8
Limpopo	8,5	7,4	8,3	7,2	6,8	8,7	9,4
South Africa	**13,8**	**13,8**	**14,0**	**14,0**	**14,3**	**14,8**	**15,7**

Over the period 2010–2016, the proportions of the unemployed amongst the working-age population were highest among men. However, the gender gap remained below 1,5 percentage points in all years. The white population group recorded the lowest proportions of the working-age population that was unemployed in all years, followed by the Indian/Asian population group. In 2016, Gauteng and Free State recorded the highest proportions of unemployed persons (above 21,0%) amongst the working-age population. Limpopo reflected the lowest unemployment proportions (less than 10,0%) over the period 2010–2016. The proportions of the unemployed in KwaZulu-Natal were ranked second lowest after Limpopo across all years. The national average of the unemployed proportions range from 13,8% in 2010 to 15,7% in 2016.

Table 5.3: Distribution of the unemployed by level of education, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
	Thousand						
No schooling	83	78	75	76	76	80	78
Primary incomplete	374	325	334	301	321	349	355
Primary completed	214	216	214	195	221	234	223
Secondary incomplete	2 077	2 161	2 258	2 329	2 382	2 473	2 725
Secondary completed	1 513	1 555	1 572	1 625	1 668	1 762	1 887
Tertiary	264	272	295	333	373	418	445
Other	39	30	27	27	29	27	39
Total unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**

Figure 5.1: Distribution of the unemployed by level of education, 2010 and 2016

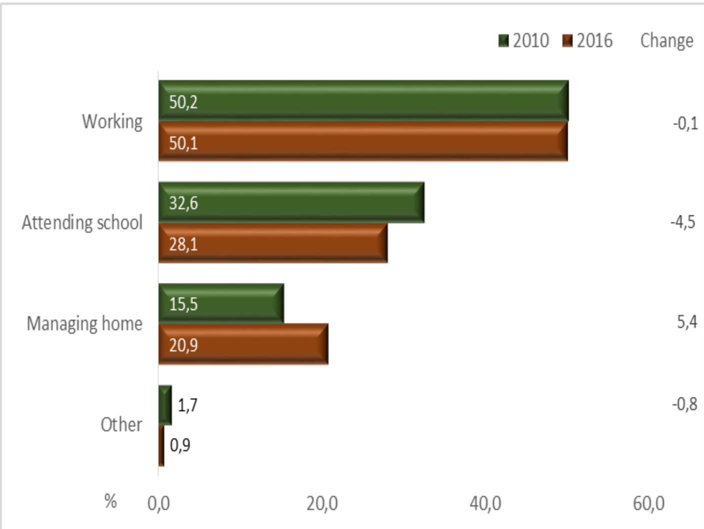


The number of unemployed persons was higher among those who did not complete secondary education and among those who completed matric over the period 2010–2016 (Table 5.3). Almost 50,0% (2,7 million) of the unemployed were those who did not complete secondary education in 2016. Between 2010 and 2016, the proportion of the unemployed increased by 2,0 percentage points only among those with tertiary education, while the proportions of those who completed matric and those who attained a qualification lower than matric declined by 0,3 of a percentage point and 1,4 percentage points, respectively (Figure 5.1). The proportion of unemployed persons with tertiary education in 2016 was 7,7%, which was lower than for those with matric (32,8%) and for those who attained an education level below matric (58,8%).

Table 5.4: Unemployment by main activity before becoming unemployed, 2010–2016

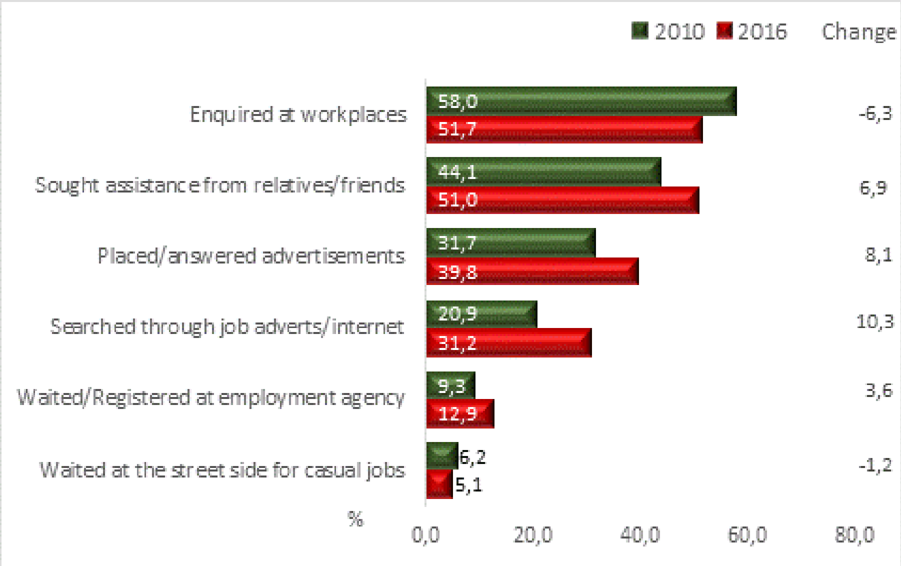
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2010	2 291	707	1 489	77	**4 564**
2011	2 245	789	1 546	56	**4 636**
2012	2 386	767	1 569	54	**4 775**
2013	2 430	830	1 533	93	**4 886**
2014	2 618	874	1 511	68	**5 070**
2015	2 759	1 029	1 492	64	**5 344**
2016	2 882	1 202	1 618	51	**5 753**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2010 and 2016



Over the period 2010–2016, the majority of people currently unemployed were working prior to becoming unemployed, followed by those who were attending school. The number of those who worked before becoming unemployed increased from 2,3 million in 2010 to 2,9 million in 2016, while among those who were attending school, the number increased from 1,5 million in 2010 to 1,6 million in 2016. For those who managed a home before becoming unemployed, the number increased by 495 000 (from 707 000 in 2010 to 1,2 million in 2016). Between 2010 and 2016, the proportion of the unemployed increased only among those who were managing a home prior to becoming unemployed (an increase of 5,4 percentage points). The proportion of those who worked before becoming unemployed declined slightly by 0,1 of a percentage point, while the proportion of those who were attending school before becoming unemployed recorded a decrease of 4,5 percentage points.

Figure 5.3: Types of job search activities, 2010 and 2016



The results in Figure 5.3 show that enquiring at workplaces or seeking assistance from relatives or friends were the most preferred methods of job searching. The use of all job-searching methods increased over the period 2010–2016, with the exception of those who enquired at workplaces and those who waited at the street side for casual jobs. The proportion of those who used the method of enquiring at workplaces declined by 6,3 percentage points (from 58,0% in 2010 to 51,7% in 2016). The largest increase was observed among those who searched through job adverts or the internet (10,3 percentage points), followed by those who answered advertisements (8,1 percentage points) and those who sought assistance from relatives or friends (6,9 percentage points).

The duration of unemployment

This section analyses the trends in the duration of unemployment over the period 2010–2016. The duration of unemployment is presented by the level of education, while the section concludes by analysing the incidence of long-term unemployment by age, sex, population group, province, and work experience.

Table 5.5: Trends in duration of unemployment and annual changes, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
				Thousand			
Short-term	1 566	1 456	1 533	1 660	1 729	1 863	1 921
Long-term	2 998	3 180	3 242	3 226	3 341	3 481	3 832
Total	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
	2011	**2012**	**2013**	**2014**	**2015**	**2016**	**Change: 2010-2016**
				Annual changes (Thousand)			
Short-term	-110	76	127	70	133	58	355
Long-term	182	63	-16	114	141	350	834
Total	**72**	**139**	**111**	**184**	**274**	**409**	**1 188**

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

Table 5.5 highlights that long-term unemployment accounted for the largest share of the unemployed over the period 2010–2016. Persons in long-term unemployment increased by 834 000 from 3,0 million in 2010 to 3,8 million in 2016. Amongst those in short-term unemployment, the unemployed increased by 355 000. Over the period 2010–2016, the decline in short-term unemployment was observed only in 2011 (by 110 000), while amongst those in long-term unemployment, the decline was observed in 2013 (by only 16 000). The largest increase in the long-term unemployment figures was observed in 2016 (350 000), followed by an increase of 182 000 people in 2011. Amongst those in short-term unemployment, the largest increase of 133 000 people was observed in 2015, followed by 127 000 people in 2013.

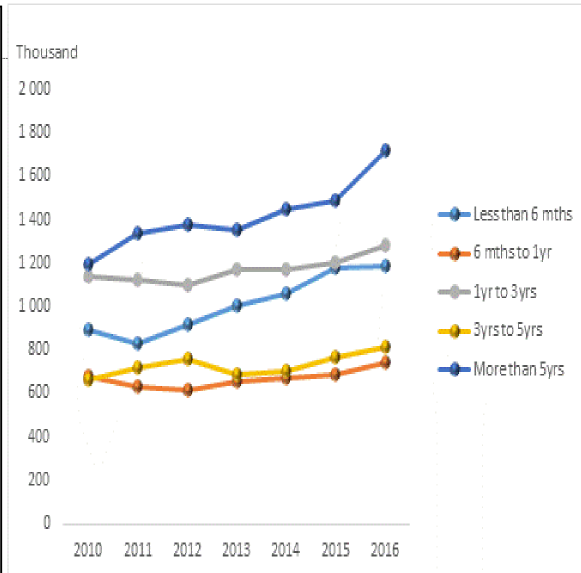
Table 5.6: Unemployment duration, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
				Total unemployed (Thousand)			
Unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
				Short-term unemployment (Thousand)			
Less than 3 mths	511	474	565	634	668	751	719
3 mths < 6 mths	378	352	349	369	390	424	463
6 mths < 9 mths	322	303	290	302	308	339	352
9 mths < 1 year	355	327	329	355	364	350	387
Total	**1 566**	**1 456**	**1 533**	**1 660**	**1 729**	**1 863**	**1 921**
				Long-term unemployment (Thousand)			
1 year < 3 years	1 141	1 122	1 096	1 173	1 173	1 205	1 278
3 years – 5 years	659	717	755	685	705	769	815
> 5 years	1 193	1 334	1 378	1 356	1 449	1 490	1 720
Total	**2 993**	**3 173**	**3 229**	**3 213**	**3 327**	**3 465**	**3 813**

Mths means months.

Long-term unemployment exclude "Do not know"

Figure 5.4: Trends in the duration of unemployment, 2010–2016

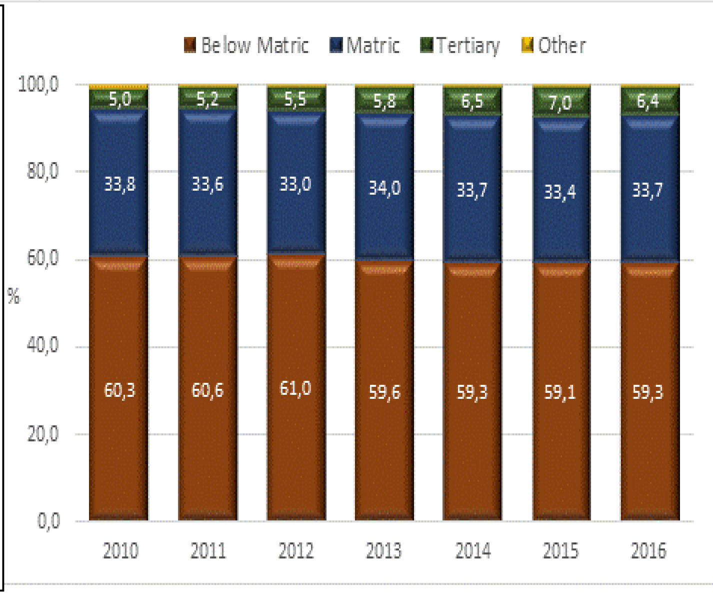


Over the period 2010–2016, the number of people in short-term unemployment was higher among those who were unemployed for less than three months, ranging from the lowest of 474 000 in 2011 to the highest of 751 000 in 2015. Focusing on those in long-term unemployment, those who were unemployed for between three and five years recorded the lowest number, ranging from 659 000 in 2010 to 815 000 in 2016, while other durations of long-term unemployment recorded numbers of unemployed persons above 1,0 million across all years. Between 2015 and 2016, the largest increase (230 000) was observed among those who were unemployed for more than 5 years. Over the same period, the lowest increase was among those who were unemployed for less than six months (7 000), followed by those who were in unemployment for a duration of three years to five years (46 000).

Table 5.7: Trends of the unemployed by level of education, 2010–2016

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
2010	1 809	1 015	151	24	**2 998**
2011	1 928	1 070	166	16	**3 180**
2012	1 978	1 069	178	18	**3 242**
2013	1 924	1 096	188	18	**3 226**
2014	1 982	1 127	217	16	**3 341**
2015	2 057	1 164	245	16	**3 481**
2016	2 274	1 291	244	22	**3 832**
		Short-term (Thousand)			
2010	939	499	113	16	**1 566**
2011	852	485	106	13	**1 456**
2012	904	503	117	9	**1 533**
2013	977	529	145	9	**1 660**
2014	1 018	542	156	13	**1 729**
2015	1 079	599	173	11	**1 863**
2016	1 107	596	200	17	**1 921**

Figure 5.5: Share of long-term unemployment by level of education, 2010–2016

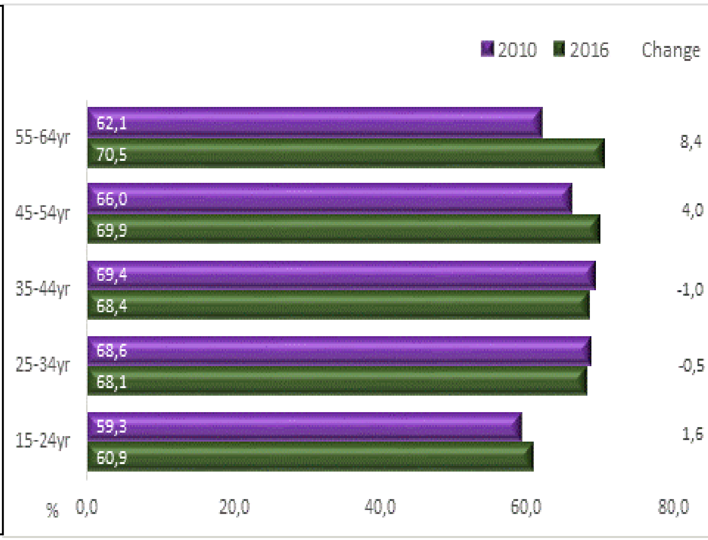


Both the short- and long-term unemployed figures were dominated by persons who attained an educational level below matric, followed by those who attained a matric qualification. The number of people who were in long-term unemployment and who had qualifications below matric ranged from 1,8 million in 2010 to 2,3 million in 2016, while the number of those in short-term unemployment with the same qualifications ranged between 939 000 and 1,1 million. Persons in long-term unemployment who completed tertiary education increased from 151 000 in 2010 to 244 000 in 2016, while the number of those with the same level of education who are in short-term unemployment increased by 87 000 to 200 000 in 2016. Over the period 2010–2016, the proportions of those in long-term unemployment who attained an educational level below matric remained at around 60,0%. Amongst those holding matric certificates, the shares declined slightly by 0,1 of a percentage point from 33,8% in 2010 to 33,7% in 2016. The number of long-term unemployed persons who had completed a tertiary education accounted for the lowest share, but this number still increased by 1,4 percentage points – from 5,0% in 2010 to 6,4% in 2016.

Table 5.8: Incidence of long-term unemployment by age group, 2010–2016

	15–24yrs	25–34yrs	35–44yrs	45–54yrs	55–64yrs
			Per cent		
2010	59,3	68,6	69,4	66,0	62,1
2011	62,9	71,1	69,8	71,4	71,4
2012	62,8	69,5	70,5	71,4	63,8
2013	61,1	67,9	68,7	67,5	62,8
2014	61,3	68,1	66,9	66,7	66,6
2015	60,7	66,0	66,7	68,5	69,6
2016	60,9	68,1	68,4	69,9	70,5

Figure 5.6: Incidence of long-term unemployment by age group, 2010 and 2016



Over the period 2010–2016, the incidence of long-term unemployment was lower among persons aged 15–24 years compared to other age groups. In 2016, the highest incidence of long-term unemployment was recorded among those aged 55–64 years (70,5%), followed by those aged 45–54 years (69,9%). Figure 5.6 shows that between 2010 and 2016, there were increases in the incidence of long-term unemployment among all age groups except for those aged 35–44 years and those aged 25–34 years. The largest increase of 8,4 percentage points was observed among those aged 55–64.

Figure 5.7: Incidence of long-term unemployment by sex, 2010–2016

Figure 5.8: Incidence of long-term unemployment by population group, 2010–2016

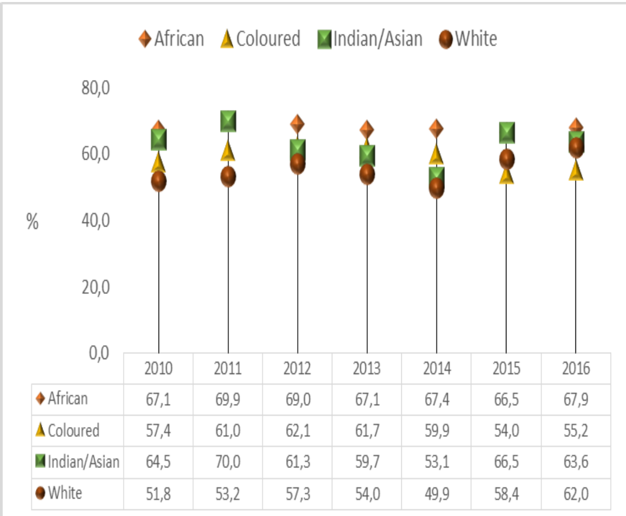


Figure 5.7 illustrates that women are more likely to be in long-term unemployment than their male counterparts. The results indicate that the incidence of long-term unemployment for men was lower than the national average, while the incidence of long-term unemployment for women was higher than the national average in all years. In 2016, the incidence of long-term unemployment for women was 8,4 percentage points higher compared with their male counterparts. In terms of population group, black Africans reflected a higher incidence of long-term unemployment compared to other population groups, while the lowest incidence was observed among the white population group. The coloured population group recorded the lowest incidence of long-term unemployment in both 2015 and 2016. The incidence of long-term unemployment increased only amongst whites (10,2 percentage points) and black Africans (0,8 of a percentage point) between 2010 and 2016.

Figure 5.9: Incidence of long-term unemployment by province, 2010 and 2016

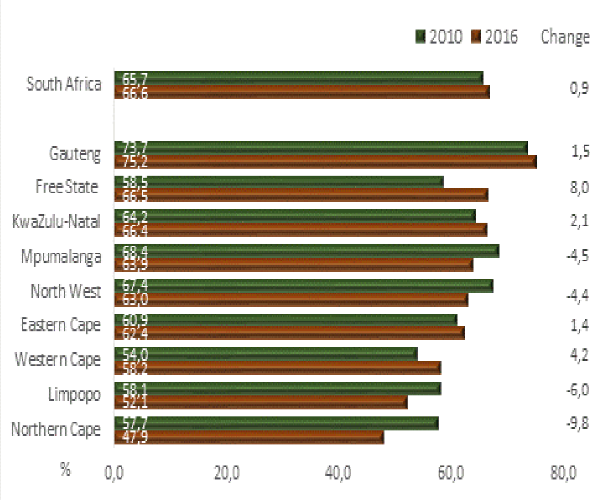


Figure 5.10: Incidence of long-term unemployment by work experience, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
With experience	54,9	58,3	56,9	55,8	55,9	55,5	57,5
Without experience	80,8	82,0	82,8	80,5	81,8	80,3	80,6
Total	65,7	68,6	67,9	66,0	65,9	65,1	66,6

The incidence of long-term unemployment in the country increased by 0,9 of a percentage point over the period 2010–2016 (Figure 5.9). In both 2010 and 2016, Gauteng recorded the highest incidence of long-term unemployment compared to other provinces. Four out of nine provinces reflected a decline in the incidence of long-term unemployment. The largest decline was observed in Northern Cape (9,8 percentage points) followed by Limpopo (6,0 percentage points). Free State recorded the largest increase of 8,0 percentage points from 58,5% in 2010 to 66,5% in 2016. Figure 5.10 shows that unemployed people without work experience have a higher incidence of long-term unemployment compared to those who have worked before. The incidence of long-term unemployment among those who had worked before increased from 54,9% in 2010 to reach its highest level of 58,3% in 2011, after which it started to decline to 57,5% in 2016, while for those without work experience the incidence was above 80,0% across all years. Between 2010 and 2016, the incidence of long-term unemployment for those without work experience declined by less than a percentage point.

Summary and conclusion

- Over the period 2010–2016, the highest proportions of the working-age population who were unemployed were recorded in Gauteng and Free State.
- The proportion of unemployed persons holding tertiary qualifications increased by 2,0 percentage points between 2010 and 2016. However, the level of unemployment is higher among persons whose level of education is below matric.
- About 50% of those in unemployment were persons who worked before becoming unemployed.
- The most popular methods of searching for jobs were to enquire at workplaces and to seek assistance from relatives or friends.
- Women are more likely to be in long-term unemployment than men.
- The incidence of long-term unemployment was higher among persons without previous work experience compared to those who had worked before.

Chapter 6: Youth in the South African labour market

Key labour market concepts

Definitions of youth vary considerably amongst countries. The United Nations defines the youth as those aged between 15 and 24 years.[9]

The **South African definition of the youth** refers to persons aged **15–34 years**.

NEET refers to not in employment, education or training.

The **NEET rate** is the proportion of youth aged 15–24 years who are not in education, employment or training.

Background

Youth unemployment is a major national challenge and needs urgent and coordinated responses to address it. Above all, a comprehensive strategy on youth employment, as part of a broader focus on expanding employment in South Africa, is necessary.[10] Government and non-governmental organisations (NGOs) have played a significant role in developing policies, programmes and interventions to address the challenge of youth unemployment. Young people's integration into the labour market, their education and skills development are all crucial to the realisation of a prosperous, sustainable and equitable socio-economic environment worldwide (ILO, 2016). As a result, a number of policies and strategies have been developed to address and enhance youth economic participation. These include increasing youth employment targets; enhancing public employment schemes such as the National Youth Service, the Expanded Public Works Programme and the Community-Based Public Works Programme; supporting youth entrepreneurship and cooperative development; creating mechanisms for young people to be exposed to work; and enhancing skills development.

In addition, the National Youth Policy (NYP) for 2015–2020 (adopted in May 2015), proposes strategic policy interventions that will fill the gaps and failings of the previous policy and address the needs of the youth.[11] It will:

- Define new interventions;
- Consolidate the mainstreaming of youth development in programmes run by key role players, particularly those in government;
- Map the process through which progress on policy implementation will be assessed; and
- Specify the monitoring and evaluation mechanism for accountability and continuous improvement of interventions.

[9] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[10] Department of Economic Development (2013) New Growth Path Accord 6: Youth Employment Accord. Pretoria: Department of Economic Development
[11] National Youth Policy, (2015–2020)

Introduction

This chapter presents the labour market situation of youth aged 15–34 years. The patterns of key labour market indicators are analysed by socio-demographic characteristics such as age, population group, sex and level of educational attainment over the period 2010–2016. In addition, characteristics of youth who are employed, unemployed and discouraged as well as young people who are not in employment, education or training (NEET)' are analysed and discussed. Furthermore, the industries as well as occupations in which the youth are employed are presented.

Distribution of the working-age population among youth and adults

Table 6.1: Trends in key labour market indicators among youth, 2010–2016

	2010	2011	2012	2013	2014	2015	2016
	Thousand						
Employed	5 739	5 771	5 868	6 008	6 021	6 312	6 174
Unemployed	3 180	3 205	3 271	3 295	3 377	3 512	3 725
Discouraged	1 360	1 523	1 537	1 549	1 584	1 511	1 557
Other not economically active	8 408	8 409	8 464	8 515	8 601	8 441	8 499
Working-age population	**18 687**	**18 909**	**19 140**	**19 367**	**19 583**	**19 777**	**19 955**
	Annual changes						
	2011	**2012**	**2013**	**2014**	**2015**	**2016**	**Change 2010–2016**
Employed	32	96	140	13	291	-138	435
Unemployed	25	66	24	82	136	213	545
Discouraged	164	14	12	35	-73	46	198
Other not economically active	1	55	51	85	-159	57	91
Working-age population	**222**	**231**	**228**	**216**	**194**	**178**	**1 268**

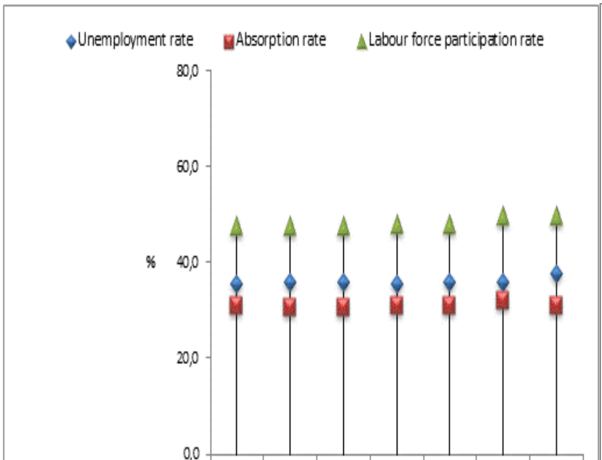
The number of young people aged 15–34 years in the working-age population increased consecutively over the period of six years; the number increased from 18,7 million in 2010 to almost 20 million in 2016 (an increase of 1,3 million). Similarly, the number of youth who are employed, unemployed and discouraged increased over the period by 435 000, 545 000 and 198 000, respectively. Between 2015 and 2016, the number of employed youth decreased by 138 000.

Table 6.2: Employment among youth and adults by sector, 2010 and 2016

	2010			2016		
	Youth	**Adults**	**Total**	**Youth**	**Adults**	**Total**
	Thousand					
Formal sector	4 057	5 570	9 627	4 375	6 646	11 021
Informal sector	1 004	1 255	2 259	1 077	1 525	2 602
Agriculture	300	365	665	407	467	874
Private households	378	860	1 237	314	969	1 283
Total	**5 739**	**8 049**	**13 788**	**6 174**	**9 606**	**15 780**
	Per cent					
Formal sector	70,7	69,2	69,8	70,9	69,2	69,8
Informal sector	17,5	15,6	16,4	17,4	15,9	16,5
Agriculture	5,2	4,5	4,8	6,6	4,9	5,5
Private households	6,6	10,7	9,0	5,1	10,1	8,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

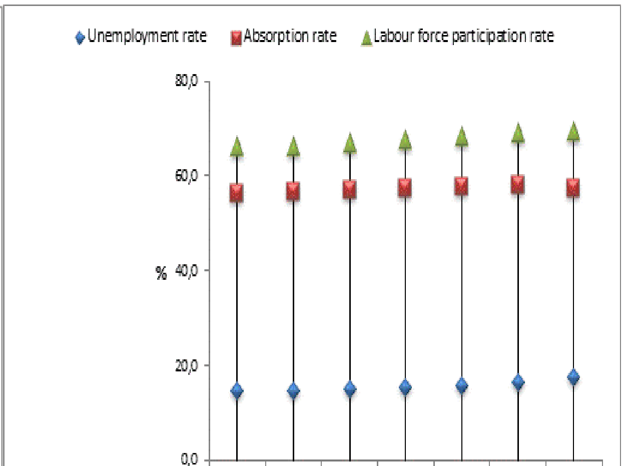
The formal sector employment is generally viewed as being more protected and stable, and with close to 70% of employment in the country being generated in this sector, a higher proportion of both youth and adults were working in the formal sector when compared to other sectors. Although the number of adults employed in this sector was higher compared to youth, the share of adults who were employed in the formal sector remained constant at 69,2%, while that of youth increased slightly by 0,2 of a percentage point from 70,7% in 2010 to 70,9% in 2016. However, with regard to the informal sector, the share of adults who were employed in this sector increased by 0,3 of a percentage point (from 15,6% in 2010 to 15,9% in 2016), while that of youth declined slightly by 0,1 of a percentage point to 17,4% in 2016. In addition, the share of both youth and adults who were employed in the Agricultural sector increased, but it decreased for those who work in Private households.

Figure 6.1: Labour market rates among the youth, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
Unemployment rate	35,7	35,7	35,8	35,4	35,9	35,8	37,6
Absorption rate	30,7	30,5	30,7	31,0	30,7	31,9	30,9
Labour force participation rate	47,7	47,5	47,7	48,0	48,0	49,7	49,6

Figure 6.2: Labour market rates among adults, 2010–2016



	2010	2011	2012	2013	2014	2015	2016
Unemployment rate	14,7	14,7	14,9	15,2	15,7	16,3	17,4
Absorption rate	56,4	56,6	56,9	57,4	57,7	58,0	57,5
Labour force participation rate	66,1	66,4	66,9	67,7	68,4	69,3	69,6

Between 2010 and 2016, youth persisted to be more vulnerable in the labour market when compared to adults; where the unemployment rate among youth continued to be higher relative to adults while the absorption rate and labour force participation rate were higher among adults. Over the period, the unemployment rate for youth was more than double the rate for adults. In addition, the unemployment rate for both youth and adults increased between 2010 and 2016; the youth unemployment rate increased from 35,7% in 2010 to 37,6% in 2016, while the adult unemployment rate increased from 14,7% in 2010 to 17,4% in 2016 (an increase of 2,0 percentage points and 2,8 percentage points, respectively). Over the same period, both the absorption rate and labour force participation rate for youth and adults increased.

Employment by industry and occupation of youth and adults

The analysis in this section will focus on the employment of youth in different industries over the period 2010 and 2016, and also 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, 2010 and 2016

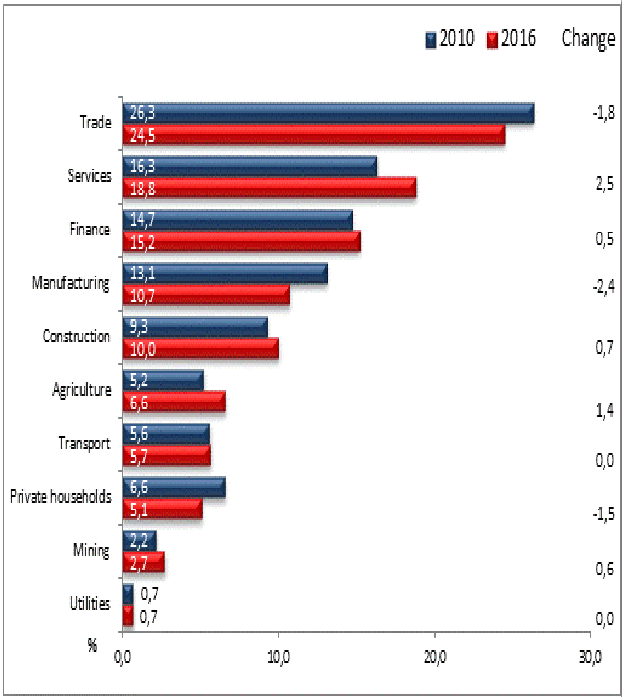


Figure 6.4: Employed youth by occupation, 2010 and 2016

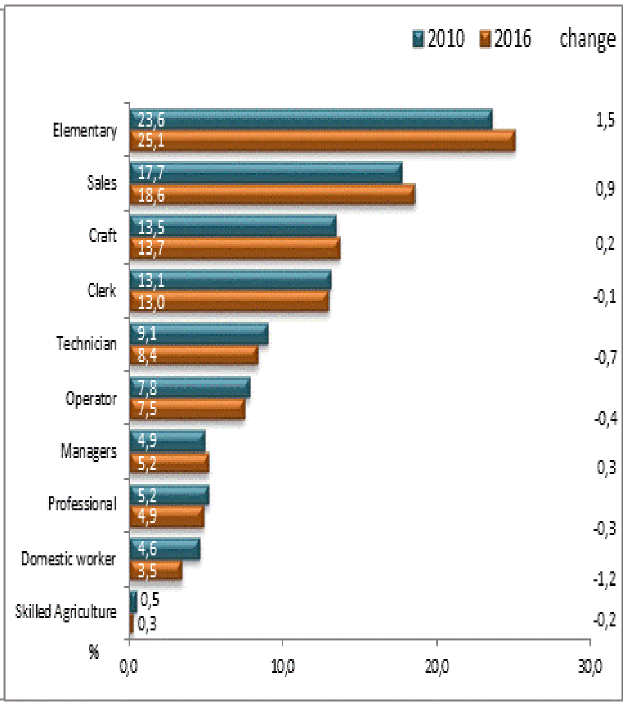


Figure 6.3 shows that the Trade, Community and social services and Finance industries employed a higher proportion of youth (above 56%) when compared to other industries, while employment in the Utilities and Mining industries was the lowest. Although Trade was found to be the top employing industry, it was among the three industries where employment decreased between 2010 and 2016. In terms of occupation, young people were more employed in low-skilled and semi-skilled occupations. Between 2010 and 2016, Elementary occupations contributed the highest share to youth employment with the highest increase of 1,5 percentage points, followed by Sales with an increase of 0,9 of a percentage point, while Skilled agriculture accounted for the lowest share of youth employment.

Access to benefits among youth and adults

Education and prior work experience plays an important role in the labour market. Most often employers prefer to employ those with previous work experience and a higher level of education. Unfortunately for the youth, lack of work experience is a stumbling block, resulting in their finding it hard to secure employment. Those with jobs are often employed on unspecified or limited contract duration, and consequently do not have access to employee benefits such as medical aid, pension fund, paid sick leave and permanent employment.

Figure 6.5: Provincial access to medical aid among youth, 2010 and 2016

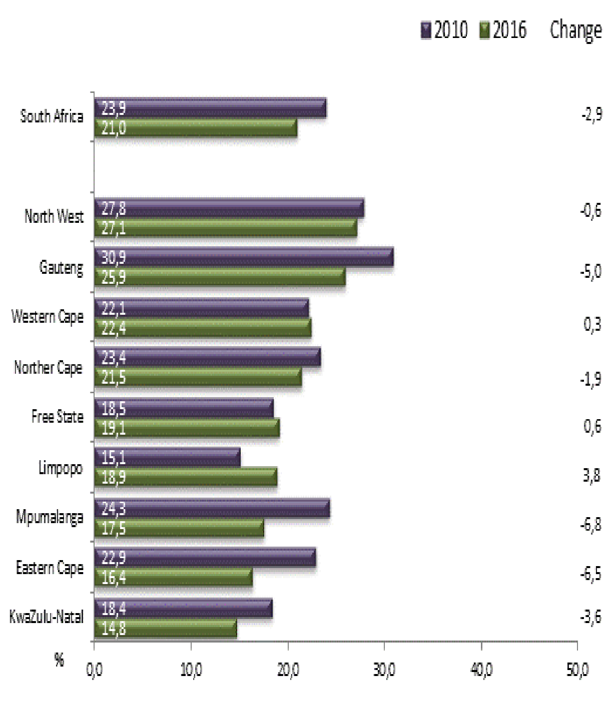
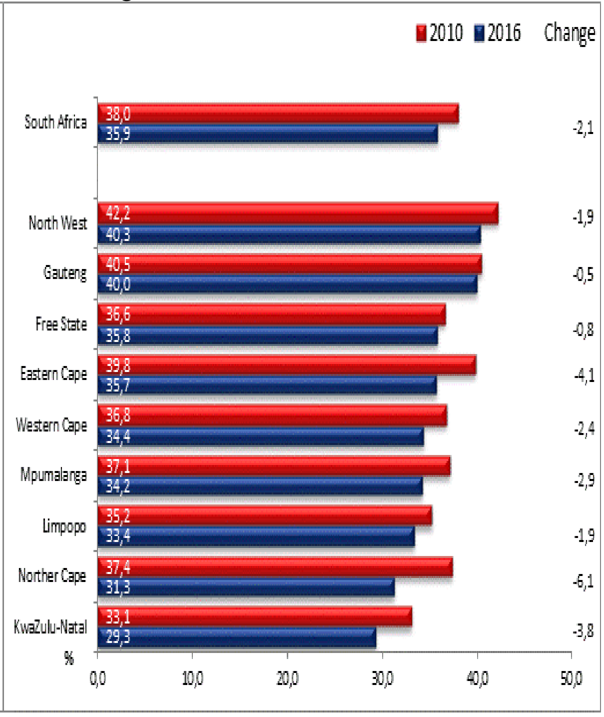


Figure 6.6: Provincial access to medical aid among adults, 2010 and 2016



Adults are more likely to have access to medical aid benefits than youth. This was also evident across provinces. However, access to medical aid decreased for both groups between 2010 and 2016. In 2010, 23,9% of youth and 38,0% of adults had access to medical aid benefits; however, by 2016 access decreased to 21,0% for youth and 35,9% for adults (a decline of 2,9 and 2,1 percentage points, respectively). When comparing the provinces, adults' access to medical aid benefits decreased in all provinces between 2010 and 2016, while youth access increased in Limpopo (3,8 percentage points), Free State (0,6 of a percentage point) and Western Cape (0,3 of a percentage point). North West was the only province where access to medical aid benefits was higher for both adults and youth (40,3% and 27,1%, respectively) while medical aid benefits were less accessible in KwaZulu-Natal for both youth and adults in 2016.

Figure 6.7: Provincial limited contract duration among youth, 2010 and 2016

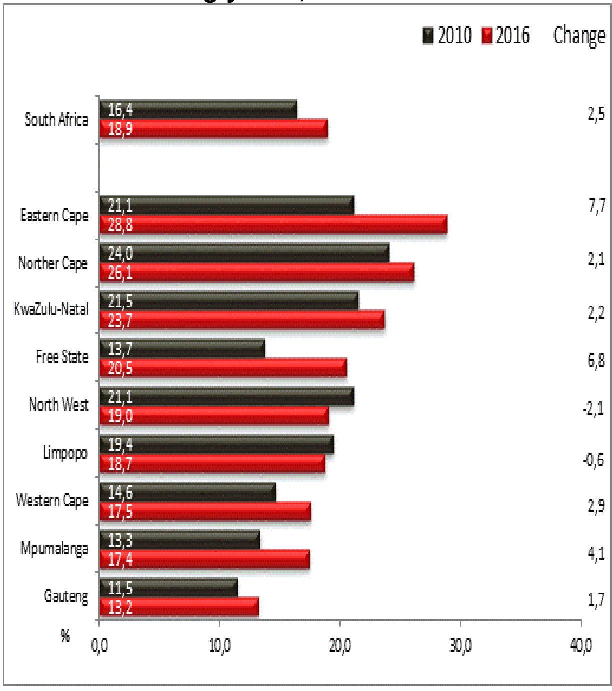
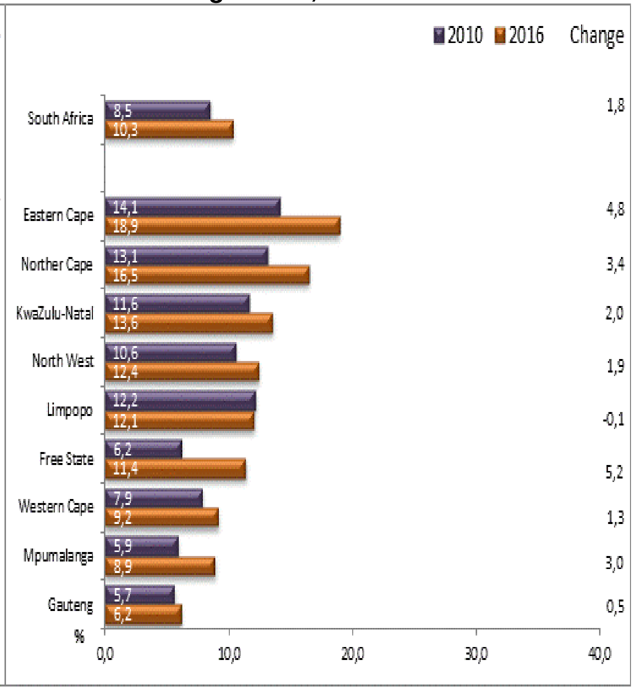


Figure 6.8: Provincial limited contract duration among adults, 2010 and 2016

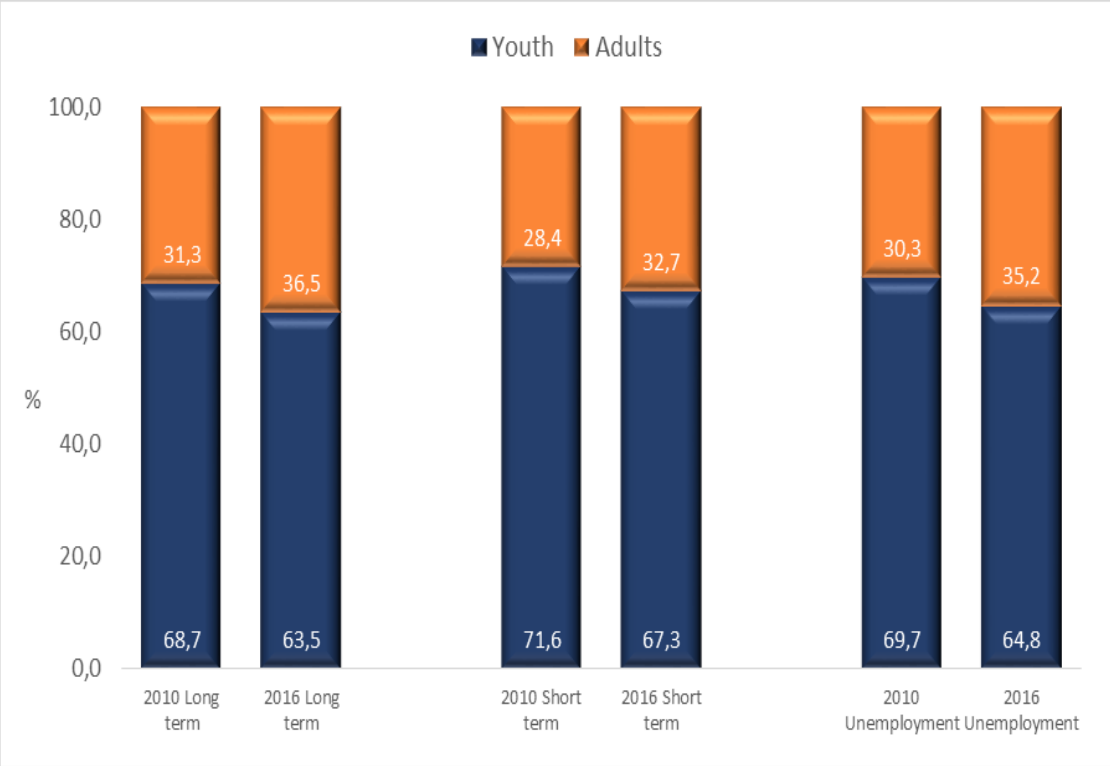


Nationally, youth are more likely to be employed on a contractual basis of limited duration when compared to adults, and this is also the finding across all provinces. Between 2010 and 2016, the proportion of those employed on contracts of a limited duration increased among both youth and adults (2,5 and 1,8 percentage points, respectively). The share of youth employed on a limited contract basis increased from 16,4% in 2010 to 18,9% in 2016, while the share of adults increased from 8,5% in 2010 to 10,3% in 2016. At provincial level, the share of youth employed on contracts of a limited duration decreased in North West and Limpopo (2,1 percentage points and 0,6 of a percentage point, respectively), while the share of adults only decreased in Limpopo (0,1 of a percentage point). For both youth and adults, the largest share of people who were employed on a limited-duration contract was recorded in the Eastern Cape (28,8% and 18,9%, respectively), while Gauteng was found to be the province with the lowest share of people employed on this type of contract (13,2% and 6,2%, respectively) in 2016.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2010–2016 in relation to unemployment duration, particularly with respect to those in short-term unemployment (i.e. unemployed for less than a year) and the long-term unemployed (unemployed for a year or longer).

Figure 6.9: Unemployment duration among youth and adults, 2010 and 2016



In the labour market, young people aged 15–34 years accounted for the largest share of persons who are unemployed, which was also the case when we look at the share of those in long-term and short-term unemployment. In 2010, youth accounted for 69,7% of the total unemployment which declined to 64,8% in 2016. Over the period, the share of youth in both long-term and short-term unemployment declined while the share of adults increased in both long-term and short-term unemployment. The share of youth in short-term unemployment decreased from 71,6% in 2010 to 67,3% in 2016, while the share of adults in short-term unemployment increased over the same period from 28,4% to 32,7%.

Education profile of youth

Education in South Africa and around the world is recognised as a key instrument in human capital development. The more educated people are, the more likely their chance to be employed and have jobs with good working conditions. Although youth in the labour market are more vulnerable, those with a tertiary level of education have better chances of being employed. The OECD Employment Outlook 2016[12] emphasises that although South Africa has achieved rapid progress in educational attainment, poor skills continue to hinder the school-to-work transition. High-school drop-out rates remain high, the quality of education low, and educational attainment is still highly polarised. Youth represent this particularly vulnerable group in South Africa which is affected by these challenges.

[12] OECD (2016), OECD Employment Outlook 2016, OECD Publishing, Paris. http://dx.doi.org/10.1787/empl_outlook-2016-en

Figure 6.10: Education level of youth in the labour force, 2010 and 2016

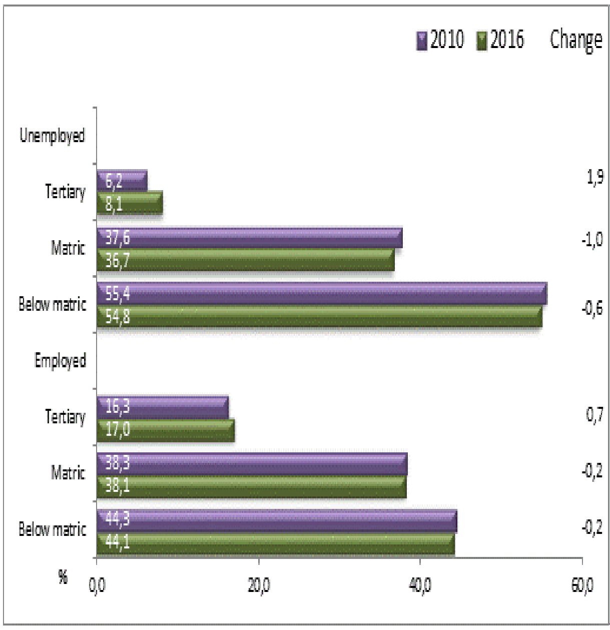


Figure 6.11: Education level of youth in the labour force by sex, 2016

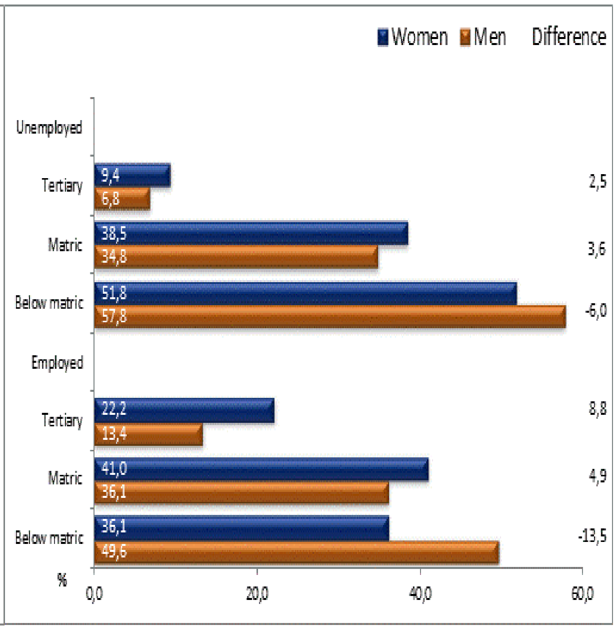


Figure 6.10 shows that the level of education among both employed and unemployed youth has improved between 2010 and 2016. The share of young people with jobs who had a tertiary education increased from 16,3% in 2010 to 17,0% in 2016, while for those who attained an educational level lower than matric, the share declined. The same trend was observed when analysing the figures of the youth who were looking for work. However, between 2010 and 2016, there was a decline in the share of both the employed and unemployed youth who had attained matric (0,2 of a percentage point and 1,0 percentage points, respectively) and those (employed and unemployed) who had attained an educational level below matric (0,2 and 0,6 of a percentage point, respectively). With regard to gender disparities, Figure 6.11 shows that young women in the labour force had attained higher levels of education than young men. The share of both employed and unemployed women with higher levels of education was higher than that of men. Among employed women, 22,2% had a tertiary qualification and 41,0% had a matric qualification, compared to 13,4% and 36,1%, respectively, among employed men.

Figure 6.12: Youth unemployment rate by level of education, 2010 and 2016

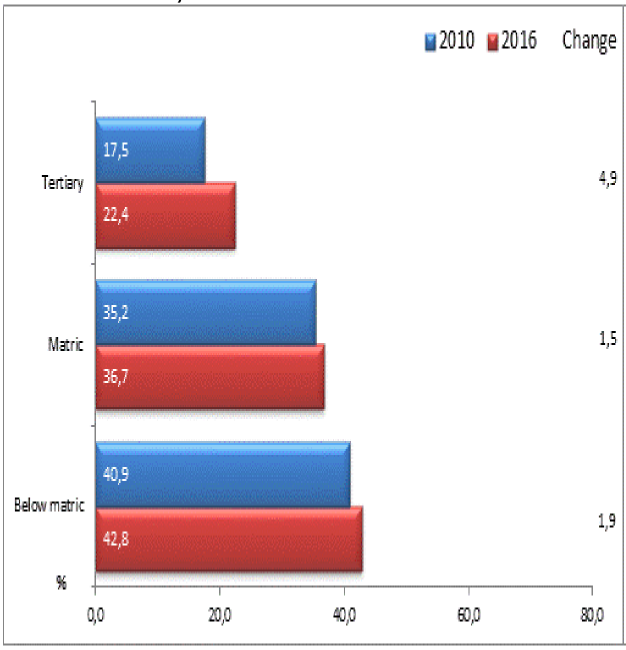


Figure 6.13: Unemployed youth by work experience, 2016

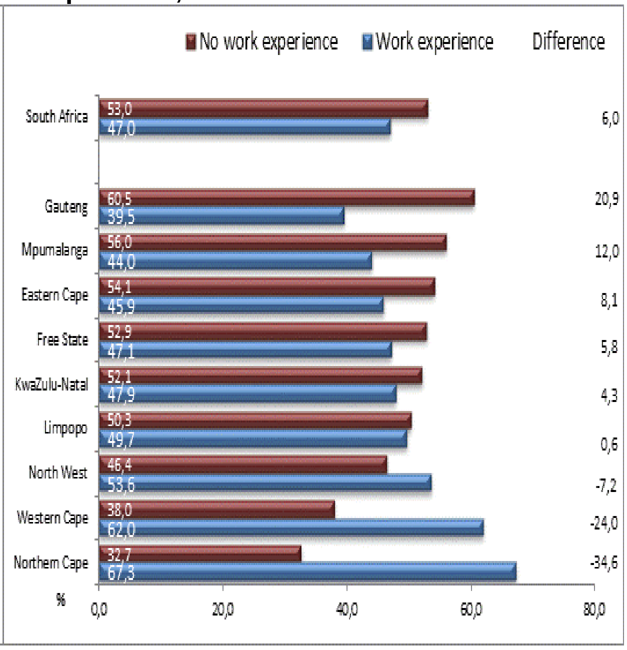


Figure 6.12 indicates that young people with a higher level of education are associated with a lower unemployment rate. However, between 2010 and 2016, youth unemployment rates increased for all education levels. Although the lowest unemployment rate was recorded among youth with tertiary qualifications, the largest increase over the period was also observed among this education category, where the rate increased from 17,5% in 2010 to 22,4% in 2016 (an increase of 4,9 percentage points). The lowest increase in the unemployment rate was among youth with a matric level of education (1,5 percentage points). In terms of previous work experience, Figure 6.13 shows that in South Africa, the chances of finding employment are more likely to increase with prior work experience. In 2016, 53% of unemployed youth in the country had no prior work experience. The situation varies substantially by province. In Northern Cape, 67,3% of unemployed young people had previous work experience. In contrast to Northern Cape, Gauteng recorded only 39,5% of young people who had previous work experience. In six of the nine provinces, the majority of the unemployed youth has never worked before.

Discouragement among young people

The persistently high youth unemployment rate has long been one of the most pressing socio-economic problems in South Africa. Some of the young work-seekers are not well educated, and do not possess sufficient skills and previous work experience demanded by employers in the labour market. The economy demands skilled and experienced work-seekers, which makes it difficult and prolongs the chances for young people to find employment, and which ultimately results in some losing hope of ever finding a job (thereby becoming discouraged work-seekers).

Figure 6.14: Distribution of the discouraged youth by level of education, 2010 and 2016

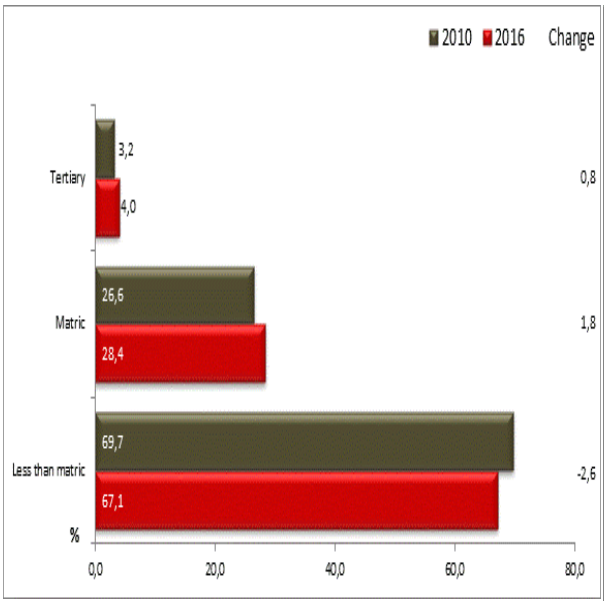


Figure 6.15: Distribution of the discouraged youth by sex, 2016

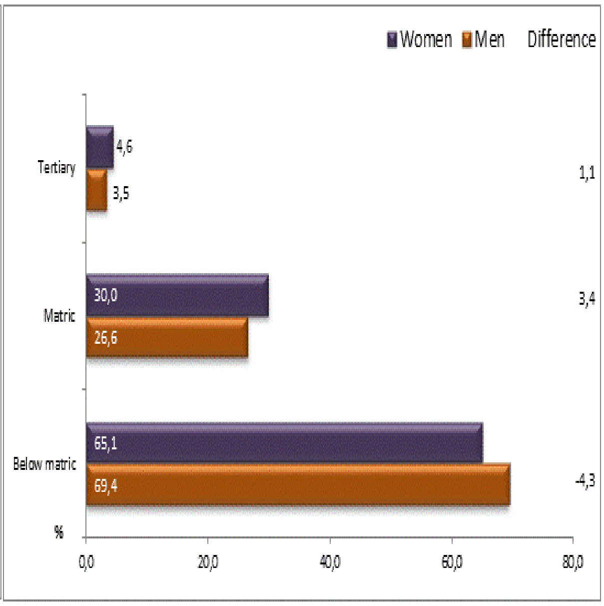
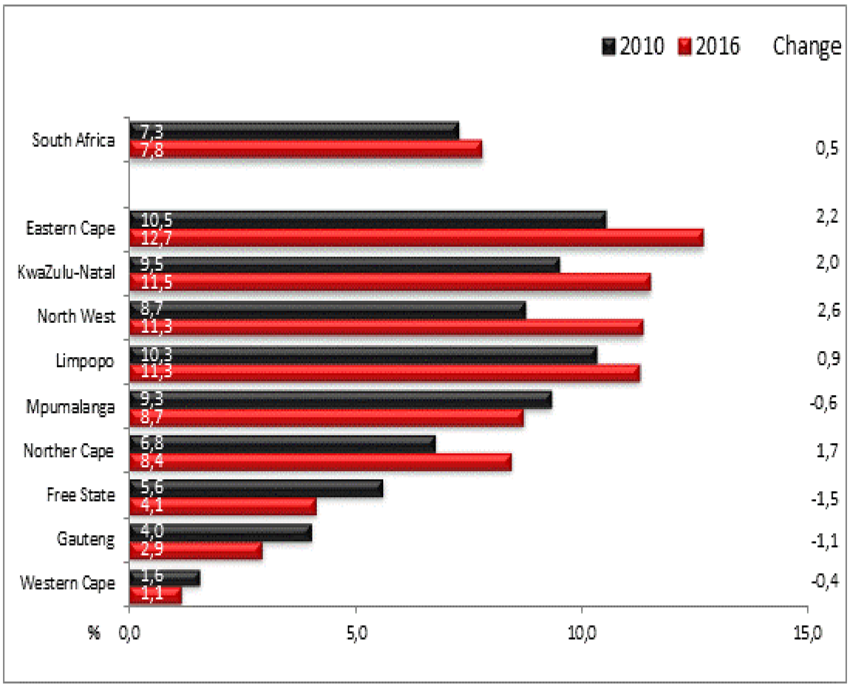


Figure 6.14 shows that the vast majority of young people who are discouraged were among those who had attained an educational level lower than matric. However, this was the only group to reflect a decline in its share relative to other education categories over the period. In 2016, youth with an educational qualification lower than matric were about 17 times more likely to be discouraged compared to those with a tertiary qualification. Between 2010 and 2016, the share of young people with an educational qualification lower than matric and who were discouraged decreased from 69,7% to 67,1% – a decline of 2,6 percentage points. A similar picture is evident by sex, where a higher proportion of discouraged young men and women (69,4% and 65,1%, respectively) possess an educational qualification lower than matric. However, women were more likely to be discouraged than men, irrespective of the level of education, except among those with an educational qualification lower than matric level.

Figure 6.16: Share of discouraged youth by province, 2010 and 2016



Nationally, the proportion of youth who were discouraged increased from 7,3% in 2010 to 7,8% in 2016 (an increase of 0,5 of a percentage points). The change over this period varies from province to province, where four of the nine provinces reflected a decline. The highest increase was in North West, where the proportion increased by 2,6 percentage points (from 8,7% in 2010 to 11,3% in 2016). Between 2010 and 2016, discouragement among youth was lowest in Western Cape, followed by Gauteng, while Eastern Cape recorded the highest proportion of discouraged youth.

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

Young people who are neither employed nor in education or training (NEETs) risk being left permanently behind in the labour market. This is according to the OECD Employment Outlook 2016. This risk is high, especially for the relatively large share of low-skilled NEETs (i.e. those who have not finished upper secondary schooling). Effective policies are needed to reconnect members of this group with the labour market and improve their career prospects. The NEET is a useful indicator for monitoring the labour market and the social dynamics of young people aged 15–24. The previous report entitled *Labour market dynamics in South Africa, 2015* showed that 30,5% of youth aged 15–24 were disengaged from both work and education.

Figure 6.17: NEET rate for youth aged 15–24 years in single years, 2013 and 2016

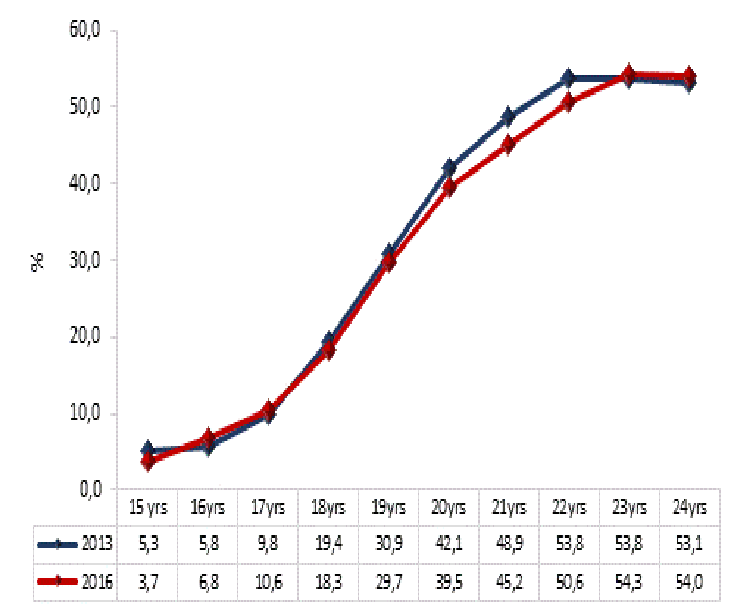


Figure 6.17 indicates that the NEET rate increases with age. In both years, over 50% of young people aged 22–24 were not in employment, education or training. Between 2013 and 2016, the NEET rate increased among youth aged 16, 17, 23 and 24 years, while it decreased among other ages.

Figure 6.18: NEET rate for youth aged 15–24 by population group, 2013 and 2016

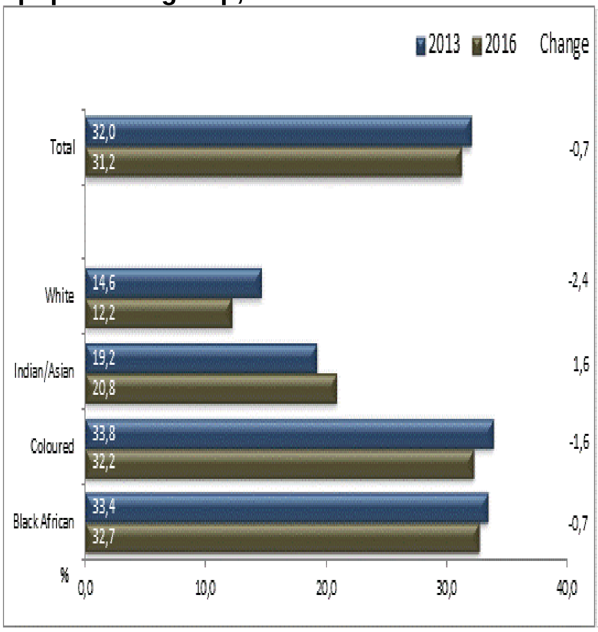
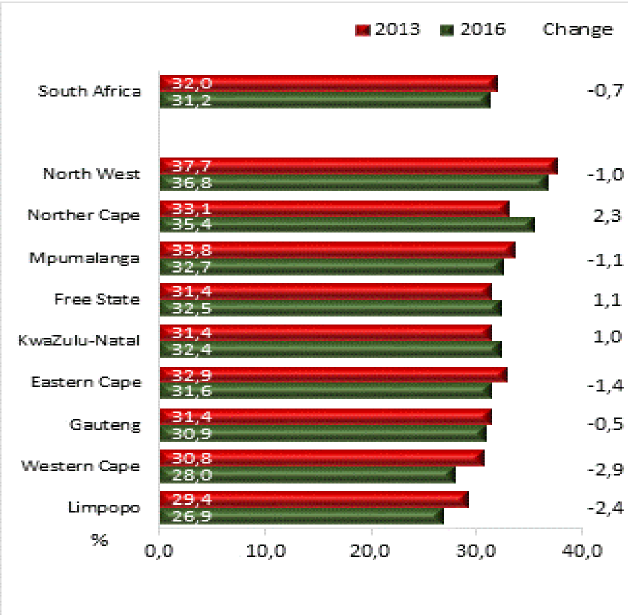


Figure 6.19: NEET rate for youth aged 15–24 by province, 2013 and 2016



In 2016, 31,2% of young people in South Africa were not in employment, education or training, although the rate decreased by 0,7 of a percentage point (from 32,0% in 2013). The NEET rate differs by population group; the rate for young black Africans and coloured youth was higher than that of the Indian and white population groups. Between 2013 and 2016, the NEET rate increased only among Indian/Asian youth by 1,6 percentage points (from 19,2% in 2013 to 20,8% in 2016). The highest decline over the period was among the white youth, by 2,4 percentage points. The white population group also recorded the lowest NEET rate compared to other population groups. Provincially, the highest NEET rate was recorded in North West (36,8%), followed by Northern Cape (35,4%). Gauteng, Western Cape and Limpopo were the three provinces that had a NEET rate below the national average (30,9%, 28,0% and 26,9%, respectively).

Figure 6.20: NEET rate for youth aged 15–24 by sex, 2013 and 2016

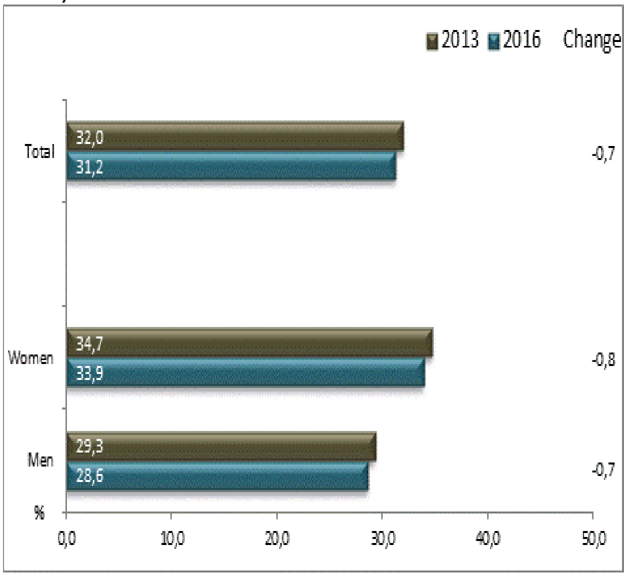


Figure 6.21: NEET rate for youth aged 15–24 by level of education, 2013 and 2016

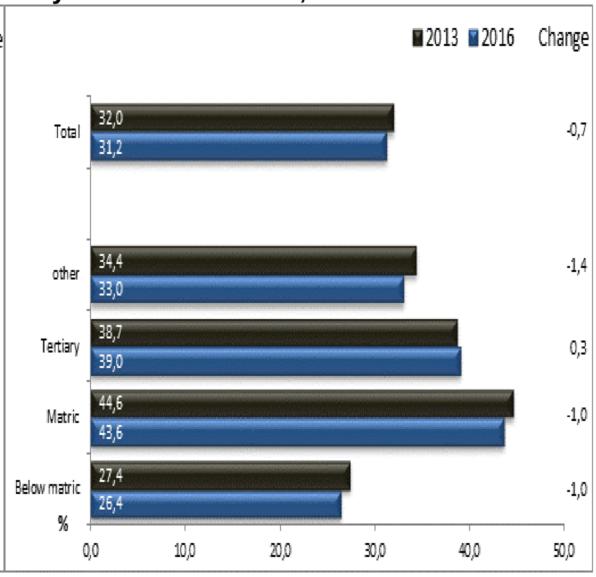


Figure 6.20 shows that in both 2013 and 2016, young women were more likely to be not in employment, education or training compared to young men. Although this was the case, the rate for both young men and women declined between 2013 and 2016. The rate among young women decreased from 34,7% to 33,9%, while the rate for young men decreased from 29,3% to 28,6%. Although a higher NEET rate is often associated with lower education levels, Figure 6.21 reflects an interesting picture for South Africa, as the NEET rate among youth with higher levels of education was higher than that of those with a lower level of education. The highest NEET rate was recorded among youth who possessed a matric qualification. Between 2013 and 2016, the NEET rate increased only among youth with a tertiary qualification by 0,3 of a percentage point (from 38,7% to 39,0%).

Summary and conclusion

- Youth persist to be more vulnerable when compared to adults, as their unemployment rate continues to be higher relative to adults while the absorption rate and labour force participation rate were lower.
- Over the years, the unemployment rate for youth was more than double the rate for adults. The youth unemployment rate increased from 35,7% in 2010 to 37,6% in 2016, while the adult unemployment rate increased from 14,7% in 2010 to 17,4% in 2016.
- The Trade, Community and social services and Finance industries provided more job opportunities for youth when compared to other industries.
- In terms of occupation, the Elementary occupations industry contributed the highest share of youth employment.
- The results further show that the level of education among both employed and unemployed youth has improved. The share of young people with jobs who had a tertiary education increased from 16,3% in 2010 to 17,0% in 2016.
- The share of those with a tertiary qualification who were looking for work also increased from 6,2% to 8,1%.
- The chances of finding employment in South Africa are more likely to increase with prior work experience, as young people who had previous work experience.
- Nationally, the proportion of youth who were discouraged increased from 7,3% in 2010 to 7,8% in 2016.
- Persons who completed tertiary education have the lowest NEET rate compared to those who completed matric.

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 2010–2016 are averages of the results obtained for the four quarters each year over the period 2010 to 2016.

Rounding

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

Master sample design

The Quarterly Labour Force Survey (QLFS) is based on the 2013 master sample.

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

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

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

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

Gross flows

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

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

Gross flows in – Gross flows out = Net flows.

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

Gross flows matrix and interpretation

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

	Status in period t + 1		
Status in Period t	Employed	Unemployed	Not Economically Active
Employed	$E_t E_{t+1}$	$E_t U_{t+1}$	$E_t NEA_{t+1}$
Unemployed	$U_t E_{t+1}$	$U_t U_{t+1}$	$U_t NEA_{t+1}$
Not Economically Active	$NEA_t E_{t+1}$	$NEA_t U_{t+1}$	$NEA_t NEA_{t+1}$

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

Constructing the QLFS panel for Gross flow analysis

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

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

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

Gross Flow Estimation Weighting Methodology
Adjustments
Non-Overlapping Panel Adjustment

The Gross Flow Estimation Weighting was based on data of persons aged 15-64 years from only three overlapping panels from two consecutive quarters. The QLFS adjusted base weights from time T were therefore adjusted by a factor of $^4/_3$ to account for the non-overlapping panel.

Panel Non-response Adjustment

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

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

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

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

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

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

The adjustment cells were defined by the rotation group and the demographic variables, i.e. Age, Gender and Race. 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 on 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 base weight for the sampled units were greater than the 99th percentile, the panel adjusted base weight for these cases was set equal to the 99th percentile. The trimmed panel adjusted base weight (W_t^p) is defined as:

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

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 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 have 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.

$$W_s^p = W_t^p \times Cal\_Factor_j \tag{4}$$

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 initial published estimates at time T.
5. Estimation can only be done for persons aged 15-64 years.

Appendix 2: Statistical tables

Table 2.1: Population of working age (15-64)							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Women	16 871	17 145	17 422	17 702	17 986	18 273	18 567
Men	16 087	16 419	16 753	17 088	17 424	17 762	18 102
Population groups	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Black/African	25 731	26 297	26 874	27 458	28 050	28 651	29 264
Coloured	3 092	3 144	3 193	3 241	3 287	3 331	3 371
Indian/Asian	911	925	939	951	964	975	986
White	3 223	3 198	3 169	3 139	3 109	3 078	3 048
South Africa	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Western Cape	3 833	3 918	4 006	4 096	4 188	4 281	4 377
Eastern Cape	3 918	3 964	4 007	4 044	4 077	4 111	4 149
Northern Cape	718	728	738	748	758	767	776
Free State	1 807	1 818	1 830	1 843	1 857	1 870	1 883
KwaZulu Natal	6 225	6 323	6 420	6 514	6 608	6 703	6 802
North West	2 216	2 256	2 297	2 340	2 384	2 428	2 473
Gauteng	8 509	8 703	8 904	9 114	9 332	9 553	9 774
Mpumalanga	2 493	2 543	2 596	2 649	2 703	2 756	2 809
Limpopo	3 239	3 310	3 377	3 442	3 505	3 566	3 627

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

Table 2.2:Labour force characteristics by sex - All population groups							
	QLFS 2010	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Thousand						
Both sexes							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Formal sector (Non-agricultural)	9 627	9 942	10 222	10 524	10 822	10 935	11 021
Informal sector (Non-agricultural)	2 259	2 270	2 275	2 366	2 393	2 637	2 602
Agriculture	665	644	696	740	702	880	874
Private households	1 237	1 214	1 232	1 236	1 230	1 288	1 283
Unemployed	4 564	4 636	4 775	4 886	5 070	5 344	5 753
Not economically active	14 606	14 857	14 975	15 038	15 194	14 950	15 136
Discouraged work-seekers	2 026	2 252	2 314	2 331	2 422	2 334	2 386
Other(not economically active)	12 579	12 605	12 661	12 708	12 771	12 616	12 750
Rates (%)							
Unemployment rate	24,9	24,8	24,9	24,7	25,1	25,3	26,7
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	55,7	55,7	56,2	56,8	57,1	58,5	58,7
Women						**18 273**	
Population 15-64 yrs	**16 871**	**17 145**	**17 422**	**17 702**	**17 986**	**18 273**	**18 567**
Labour Force	**8 171**	**8 404**	**8 601**	**8 920**	**9 115**	**9 522**	**9 701**
Employed	5 950	6 106	6 264	6 539	6 634	6 882	6 874
Formal sector (Non-agricultural)	3 827	4 021	4 173	4 369	4 514	4 577	4 657
Informal sector (Non-agricultural)	940	927	908	954	937	1 007	968
Agriculture	225	211	227	230	213	293	267
Private households	957	946	957	987	969	1 006	982
Unemployed	2 221	2 298	2 337	2 381	2 482	2 640	2 827
Not economically active	8 700	8 741	8 821	8 782	8 871	8 751	8 866
Discouraged work-seekers	1 131	1 242	1 294	1 270	1 285	1 309	1 316
Other(not economically active)	7 569	7 499	7 527	7 512	7 586	7 443	7 550
Rates (%)							
Unemployment rate	27,2	27,3	27,2	26,7	27,2	27,7	29,1
Employed / population ratio (Absorption)	35,3	35,6	36	36,9	36,9	37,7	37
Labour force participation rate	48,4	49	49,4	50,4	50,7	52,1	52,3
Men						**17 762**	
Population 15-64 yrs	**16 087**	**16 419**	**16 753**	**17 088**	**17 424**	**17 762**	**18 102**
Labour Force	**10 181**	**10 303**	**10 599**	**10 832**	**11 101**	**11 563**	**11 832**
Employed	7 838	7 964	8 161	8 327	8 513	8 859	8 906
Formal sector (Non-agricultural)	5 799	5 921	6 049	6 155	6 308	6 359	6 364
Informal sector (Non-agricultural)	1 319	1 343	1 367	1 412	1 455	1 630	1 634
Agriculture	440	433	470	510	488	587	607
Private households	280	268	275	249	261	283	301
Unemployed	2 343	2 338	2 438	2 505	2 589	2 704	2 926
Not economically active	5 906	6 116	6 154	6 256	6 323	6 199	6 270
Discouraged work-seekers	895	1 010	1 020	1 061	1 137	1 025	1 069
Other(not economically active)	5 011	5 106	5 135	5 195	5 186	5 174	5 201
Rates (%)							
Unemployment rate	23	22,7	23	23,1	23,3	23,4	24,7
Employed / population ratio (Absorption)	48,7	48,5	48,7	48,7	48,9	49,9	49,2
Labour force participation rate	63,3	62,8	63,3	63,4	63,7	65,1	65,4

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

Table 2.3: Labour force characteristics by population group

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	4 564	4 636	4 775	4 886	5 070	5 344	5 753
Not economically active	14 606	14 857	14 975	15 038	15 194	14 950	15 136
Rates (%)							
Unemployment rate	24,9	24,8	24,9	24,7	25,1	25,3	26,7
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	55,7	55,7	56,2	56,8	57,1	58,5	58,7
Black/African							
Population 15-64 yrs	**25 731**	**26 297**	**26 874**	**27 458**	**28 050**	**28 651**	**29 264**
Labour Force	**13 614**	**13 990**	**14 466**	**14 960**	**15 413**	**16 267**	**16 746**
Employed	9 666	9 992	10 365	10 790	11 078	11 633	11 696
Unemployed	3 948	3 998	4 101	4 171	4 335	4 634	5 050
Not economically active	12 117	12 307	12 408	12 498	12 638	12 383	12 518
Rates (%)							
Unemployment rate	29	28,6	28,3	27,9	28,1	28,5	30,2
Employed / population ratio (Absorption)	37,6	38	38,6	39,3	39,5	40,6	40
Labour force participation rate	52,9	53,2	53,8	54,5	54,9	56,8	57,2
Coloured							
Population 15-64 yrs	**3 092**	**3 144**	**3 193**	**3 241**	**3 287**	**3 331**	**3 371**
Labour Force	**1 977**	**1 981**	**2 035**	**2 071**	**2 135**	**2 134**	**2 137**
Employed	1 539	1 528	1 544	1 572	1 623	1 643	1 648
Unemployed	438	453	491	499	512	492	489
Not economically active	1 115	1 163	1 159	1 170	1 152	1 196	1 234
Rates (%)							
Unemployment rate	22,2	22,9	24,1	24,1	24	23	22,9
Employed / population ratio (Absorption)	49,8	48,6	48,3	48,5	49,4	49,3	48,9
Labour force participation rate	63,9	63	63,7	63,9	65	64,1	63,4
Indian/Asian							
Population 15-64 yrs	**911**	**925**	**939**	**951**	**964**	**975**	**986**
Labour Force	**558**	**549**	**553**	**579**	**566**	**580**	**586**
Employed	510	491	494	508	498	504	515
Unemployed	48	58	59	71	68	76	71
Not economically active	353	376	386	373	398	395	401
Rates (%)							
Unemployment rate	8,7	10,5	10,6	12,3	12	13,1	12
Employed / population ratio (Absorption)	56	53,1	52,7	53,4	51,7	51,7	52,2
Labour force participation rate	61,3	59,3	58,9	60,8	58,7	59,5	59,4
White							
Population 15-64 yrs	**3 223**	**3 198**	**3 169**	**3 139**	**3 109**	**3 078**	**3 048**
Labour Force	**2 203**	**2 187**	**2 147**	**2 142**	**2 103**	**2 103**	**2 064**
Employed	2 073	2 060	2 022	1 996	1 947	1 961	1 921
Unemployed	130	128	125	146	156	142	143
Not economically active	1 020	1 010	1 022	998	1 006	975	983
Rates (%)							
Unemployment rate	5,9	5,8	5,8	6,8	7,4	6,8	6,9
Employed / population ratio (Absorption)	64,3	64,4	63,8	63,6	62,6	63,7	63
Labour force participation rate	68,4	68,4	67,7	68,2	67,6	68,3	67,7

Table 2.4: Labour force characteristics by age group							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	4 564	4 636	4 775	4 886	5 070	5 344	5 753
Not economically active	14 606	14 857	14 975	15 038	15 194	14 950	15 136
Rates (%)							
Unemployment rate	24,9	24,8	24,9	24,7	25,1	25,3	26,7
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	55,7	55,7	56,2	56,8	57,1	58,5	58,7
15-24 years							
Population 15-24 yrs	**9 938**	**10 038**	**10 128**	**10 201**	**10 257**	**10 291**	**10 310**
Labour Force	**2 597**	**2 558**	**2 571**	**2 629**	**2 593**	**2 741**	**2 724**
Employed	1 267	1 272	1 242	1 277	1 263	1 367	1 271
Unemployed	1 330	1 286	1 329	1 352	1 330	1 374	1 453
Not economically active	7 341	7 480	7 557	7 572	7 664	7 550	7 586
Rates (%)							
Unemployment rate	51,2	50,3	51,7	51,4	51,3	50,1	53,3
Employed / population ratio (Absorption)	12,8	12,7	12,3	12,5	12,3	13,3	12,3
Labour force participation rate	26,1	25,5	25,4	25,8	25,3	26,6	26,4
25-34 years							
Population 25-34 yrs	**8 749**	**8 871**	**9 011**	**9 166**	**9 326**	**9 486**	**9 646**
Labour Force	**6 322**	**6 419**	**6 568**	**6 674**	**6 805**	**7 083**	**7 176**
Employed	4 472	4 500	4 626	4 731	4 758	4 945	4 903
Unemployed	1 850	1 919	1 942	1 943	2 047	2 138	2 272
Not economically active	2 427	2 452	2 444	2 492	2 521	2 402	2 470
Rates (%)							
Unemployment rate	29,3	29,9	29,6	29,1	30,1	30,2	31,7
Employed / population ratio (Absorption)	51,1	50,7	51,3	51,6	51	52,1	50,8
Labour force participation rate	72,3	72,4	72,9	72,8	73	74,7	74,4
35-44 years							
Population 35-44 yrs	**6 645**	**6 843**	**7 040**	**7 236**	**7 430**	**7 618**	**7 798**
Labour Force	**5 035**	**5 202**	**5 413**	**5 622**	**5 790**	**6 041**	**6 213**
Employed	4 144	4 261	4 428	4 577	4 685	4 862	4 899
Unemployed	891	941	984	1 045	1 106	1 179	1 313
Not economically active	1 610	1 641	1 628	1 614	1 639	1 577	1 585
Rates (%)							
Unemployment rate	17,7	18,1	18,2	18,6	19,1	19,5	21,1
Employed / population ratio (Absorption)	62,4	62,3	62,9	63,2	63,1	63,8	62,8
Labour force participation rate	75,8	76	76,9	77,7	77,9	79,3	79,7

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

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
45-54 years							
Population 45-54 yrs	**4 670**	**4 759**	**4 841**	**4 925**	**5 025**	**5 152**	**5 310**
Labour Force	**3 184**	**3 268**	**3 338**	**3 442**	**3 545**	**3 691**	**3 856**
Employed	2 783	2 856	2 911	3 003	3 071	3 171	3 284
Unemployed	401	412	428	440	474	520	572
Not economically active	1 486	1 492	1 502	1 482	1 480	1 461	1 454
Rates (%)							
Unemployment rate	12,6	12,6	12,8	12,8	13,4	14,1	14,8
Employed / population ratio (Absorption)	59,6	60	60,1	61	61,1	61,6	61,8
Labour force participation rate	68,2	68,7	69	69,9	70,6	71,6	72,6
55-64 years							
Population 55-64 yrs	**2 956**	**3 052**	**3 154**	**3 262**	**3 373**	**3 487**	**3 606**
Labour Force	**1 214**	**1 260**	**1 310**	**1 385**	**1 483**	**1 528**	**1 564**
Employed	1 122	1 182	1 218	1 278	1 369	1 395	1 423
Unemployed	92	78	92	107	113	133	141
Not economically active	1 743	1 792	1 844	1 877	1 890	1 959	2 041
Rates (%)							
Unemployment rate	7,6	6,2	7	7,7	7,7	8,7	9
Employed / population ratio (Absorption)	37,9	38,7	38,6	39,2	40,6	40	39,5
Labour force participation rate	41,1	41,3	41,5	42,5	44	43,8	43,4

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

Table 2.5: Labour force characteristics by province

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand						
South Africa							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**18 352**	**18 706**	**19 200**	**19 752**	**20 216**	**21 085**	**21 533**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	4 564	4 636	4 775	4 886	5 070	5 344	5 753
Not economically active	14 606	14 857	14 975	15 038	15 194	14 950	15 136
Discouraged work-seekers	2 026	2 252	2 314	2 331	2 422	2 334	2 386
Other	12 579	12 605	12 661	12 708	12 771	12 616	12 750
Rates (%)							
Unemployment rate	24,9	24,8	24,9	24,7	25,1	25,3	26,7
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	55,7	55,7	56,2	56,8	57,1	58,5	58,7
Western Cape							
Population 15-64 yrs	**3 833**	**3 918**	**4 006**	**4 096**	**4 188**	**4 281**	**4 377**
Labour Force	**2 575**	**2 636**	**2 730**	**2 768**	**2 842**	**2 904**	**2 962**
Employed	2 025	2 061	2 091	2 141	2 195	2 304	2 331
Unemployed	550	575	639	627	646	600	631
Not economically active	1 258	1 282	1 277	1 328	1 346	1 377	1 415
Discouraged work-seekers	47	37	34	40	32	51	47
Other	1 211	1 246	1 243	1 288	1 315	1 326	1 368
Rates (%)							
Unemployment rate	21,4	21,8	23,4	22,7	22,7	20,7	21,3
Employed / population ratio (Absorption)	52,8	52,6	52,2	52,3	52,4	53,8	53,3
Labour force participation rate	67,2	67,3	68,1	67,6	67,8	67,8	67,7
Eastern Cape							
Population 15-64 yrs	**3 918**	**3 964**	**4 007**	**4 044**	**4 077**	**4 111**	**4 149**
Labour Force	**1 729**	**1 755**	**1 759**	**1 838**	**1 918**	**1 935**	**1 959**
Employed	1 262	1 278	1 254	1 295	1 350	1 377	1 402
Unemployed	467	477	505	543	568	558	557
Not economically active	2 189	2 209	2 248	2 205	2 159	2 176	2 190
Discouraged work-seekers	353	360	403	414	420	411	443
Other	1 836	1 848	1 845	1 792	1 739	1 764	1 746
Rates (%)							
Unemployment rate	27	27,2	28,7	29,6	29,6	28,8	28,4
Employed / population ratio (Absorption)	32,2	32,2	31,3	32	33,1	33,5	33,8
Labour force participation rate	44,1	44,3	43,9	45,5	47	47,1	47,2
Northern Cape							
Population 15-64 yrs	**718**	**728**	**738**	**748**	**758**	**767**	**776**
Labour Force	**381**	**393**	**413**	**430**	**438**	**448**	**431**
Employed	281	281	296	310	307	305	305
Unemployed	101	112	117	120	131	143	126
Not economically active	337	335	324	317	319	319	345
Discouraged work-seekers	39	35	31	30	42	46	58
Other	298	300	294	287	278	274	287
Rates (%)							
Unemployment rate	26,4	28,4	28,3	27,9	29,9	32	29,2
Employed / population ratio (Absorption)	39,1	38,6	40,2	41,5	40,5	39,7	39,3
Labour force participation rate	53,1	54	56	57,6	57,8	58,4	55,6

Table 2.5: Labour force characteristics by province (continued)

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand						
Free State							
Population 15-64 yrs	**1 807**	**1 818**	**1 830**	**1 843**	**1 857**	**1 870**	**1 883**
Labour Force	**1 063**	**1 069**	**1 075**	**1 111**	**1 136**	**1 163**	**1 179**
Employed	768	775	728	748	749	805	781
Unemployed	296	294	346	363	388	358	398
Not economically active	743	749	756	732	720	707	703
Discouraged work-seekers	87	90	78	79	77	81	78
Other	657	659	677	653	643	626	625
Rates (%)							
Unemployment rate	27,8	27,5	32,2	32,7	34,1	30,8	33,7
Employed / population ratio (Absorption)	42,5	42,6	39,8	40,6	40,3	43	41,5
Labour force participation rate	58,9	58,8	58,7	60,3	61,2	62,2	62,6
KwaZulu Natal							
Population 15-64 yrs	**6 225**	**6 323**	**6 420**	**6 514**	**6 608**	**6 703**	**6 802**
Labour Force	**2 913**	**2 984**	**3 046**	**3 144**	**3 201**	**3 239**	**3 269**
Employed	2 340	2 406	2 423	2 490	2 487	2 551	2 508
Unemployed	573	577	622	654	715	688	762
Not economically active	3 312	3 340	3 375	3 371	3 406	3 463	3 533
Discouraged work-seekers	494	529	548	558	622	584	669
Other	2 819	2 811	2 827	2 813	2 784	2 880	2 864
Rates (%)							
Unemployment rate	19,7	19,3	20,4	20,8	22,3	21,3	23,3
Employed / population ratio (Absorption)	37,6	38,1	37,7	38,2	37,6	38,1	36,9
Labour force participation rate	46,8	47,2	47,4	48,3	48,4	48,3	48,1
North West							
Population 15-64 yrs	**2 216**	**2 256**	**2 297**	**2 340**	**2 384**	**2 428**	**2 473**
Labour Force	**1 101**	**1 063**	**1 091**	**1 157**	**1 229**	**1 260**	**1 285**
Employed	810	784	817	848	904	936	924
Unemployed	291	279	274	309	325	324	361
Not economically active	1 115	1 192	1 206	1 183	1 155	1 168	1 188
Discouraged work-seekers	168	256	252	234	238	245	243
Other	947	937	954	949	917	924	945
Rates (%)							
Unemployment rate	26,5	26,2	25,1	26,7	26,4	25,7	28,1
Employed / population ratio (Absorption)	36,5	34,8	35,6	36,3	37,9	38,5	37,4
Labour force participation rate	49,7	47,1	47,5	49,4	51,6	51,9	52
Gauteng							
Population 15-64 yrs	**8 509**	**8 703**	**8 904**	**9 114**	**9 332**	**9 553**	**9 774**
Labour Force	**6 004**	**6 163**	**6 245**	**6 369**	**6 423**	**6 923**	**7 082**
Employed	4 377	4 494	4 687	4 782	4 824	4 995	5 004
Unemployed	1 627	1 669	1 557	1 587	1 599	1 928	2 078
Not economically active	2 504	2 540	2 659	2 745	2 908	2 629	2 692
Discouraged work-seekers	320	303	323	337	357	271	255
Other	2 184	2 237	2 336	2 408	2 551	2 359	2 438
Rates (%)							
Unemployment rate	27,1	27,1	24,9	24,9	24,9	27,8	29,3
Employed / population ratio (Absorption)	51,4	51,6	52,6	52,5	51,7	52,3	51,2
Labour force participation rate	70,6	70,8	70,1	69,9	68,8	72,5	72,5

Table 2.5: Labour force characteristics by province (concluded)

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**	**2 756**	**2 809**
Labour Force	**1 355**	**1 402**	**1 477**	**1 559**	**1 593**	**1 611**	**1 665**
Employed	973	992	1 042	1 123	1 132	1 177	1 165
Unemployed	382	410	435	436	461	433	499
Not economically active	1 138	1 142	1 118	1 090	1 110	1 146	1 144
Discouraged work-seekers	205	230	266	242	239	242	231
Other	933	912	853	848	871	904	913
Rates (%)							
Unemployment rate	28,2	29,2	29,5	28	29	26,9	30
Employed / population ratio (Absorption)	39	39	40,1	42,4	41,9	42,7	41,5
Labour force participation rate	54,4	55,1	56,9	58,9	58,9	58,4	59,3
Limpopo							
Population 15-64 yrs	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**	**3 566**	**3 627**
Labour Force	**1 230**	**1 242**	**1 365**	**1 375**	**1 435**	**1 602**	**1 701**
Employed	953	999	1 085	1 128	1 198	1 291	1 360
Unemployed	277	244	279	247	237	311	341
Not economically active	2 009	2 067	2 013	2 067	2 070	1 964	1 926
Discouraged work-seekers	314	413	380	397	396	404	362
Other	1 695	1 655	1 633	1 670	1 674	1 560	1 564
Rates (%)							
Unemployment rate	22,5	19,6	20,5	18	16,5	19,4	20
Employed / population ratio (Absorption)	29,4	30,2	32,1	32,8	34,2	36,2	37,5
Labour force participation rate	38	37,5	40,4	39,9	40,9	44,9	46,9

Table 2.5: Labour force characteristics by province (concluded)

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**	**2 756**	**2 809**
Labour Force	**1 355**	**1 402**	**1 477**	**1 559**	**1 593**	**1 611**	**1 665**
Employed	973	992	1 042	1 123	1 132	1 177	1 165
Unemployed	382	410	435	436	461	433	499
Not economically active	1 138	1 142	1 118	1 090	1 110	1 146	1 144
Discouraged work-seekers	205	230	266	242	239	242	231
Other	933	912	853	848	871	904	913
Rates (%)							
Unemployment rate	28,2	29,2	29,5	28	29	26,9	30
Employed / population ratio (Absorption)	39	39	40,1	42,4	41,9	42,7	41,5
Labour force participation rate	54,4	55,1	56,9	58,9	58,9	58,4	59,3
Limpopo							
Population 15-64 yrs	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**	**3 566**	**3 627**
Labour Force	**1 230**	**1 242**	**1 365**	**1 375**	**1 435**	**1 602**	**1 701**
Employed	953	999	1 085	1 128	1 198	1 291	1 360
Unemployed	277	244	279	247	237	311	341
Not economically active	2 009	2 067	2 013	2 067	2 070	1 964	1 926
Discouraged work-seekers	314	413	380	397	396	404	362
Other	1 695	1 655	1 633	1 670	1 674	1 560	1 564
Rates (%)							
Unemployment rate	22,5	19,6	20,5	18	16,5	19,4	20
Employed / population ratio (Absorption)	29,4	30,2	32,1	32,8	34,2	36,2	37,5
Labour force participation rate	38	37,5	40,4	39,9	40,9	44,9	46,9

Table 2.6: Labour force characteristics by sex - Expanded definition of unemployment							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Formal sector (Non-agricultural)	9 627	9 942	10 222	10 524	10 822	10 935	11 021
Informal sector (Non-agricultural)	2 259	2 270	2 275	2 366	2 393	2 637	2 602
Agriculture	665	644	696	740	702	880	874
Private households	1 237	1 214	1 232	1 236	1 230	1 288	1 283
Unemployed	7 544	7 775	7 964	8 101	8 255	8 401	8 928
Not economically active	11 626	11 718	11 787	11 824	12 009	11 893	11 961
Rates (%)							
Unemployment rate	35,4	35,6	35,6	35,3	35,3	34,8	36,1
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	64,7	65,1	65,5	66	66,1	67	67,4
Women							
Population 15-64 yrs	**16 871**	**17 145**	**17 422**	**17 702**	**17 986**	**18 273**	**18 567**
Labour Force	**9 918**	**10 209**	**10 438**	**10 733**	**10 867**	**11 278**	**11 501**
Employed	5 950	6 106	6 264	6 539	6 634	6 882	6 874
Formal sector (Non-agricultural)	3 827	4 021	4 173	4 369	4 514	4 577	4 657
Informal sector (Non-agricultural)	940	927	908	954	937	1 007	968
Agriculture	225	211	227	230	213	293	267
Private households	957	946	957	987	969	1 006	982
Unemployed	3 968	4 104	4 175	4 194	4 233	4 396	4 626
Not economically active	6 953	6 936	6 984	6 969	7 119	6 995	7 066
Rates (%)							
Unemployment rate	40	40,2	40	39,1	39	39	40,2
Employed / population ratio (Absorption)	35,3	35,6	36	36,9	36,9	37,7	37
Labour force participation rate	58,8	59,5	59,9	60,6	60,4	61,7	61,9
Men							
Population 15-64 yrs	**16 087**	**16 419**	**16 753**	**17 088**	**17 424**	**17 762**	**18 102**
Labour Force	**11 414**	**11 636**	**11 950**	**12 233**	**12 534**	**12 864**	**13 208**
Employed	7 838	7 964	8 161	8 327	8 513	8 859	8 906
Formal sector (Non-agricultural)	5 799	5 921	6 049	6 155	6 308	6 359	6 364
Informal sector (Non-agricultural)	1 319	1 343	1 367	1 412	1 455	1 630	1 634
Agriculture	440	433	470	510	488	587	607
Private households	280	268	275	249	261	283	301
Unemployed	3 576	3 671	3 789	3 907	4 022	4 005	4 302
Not economically active	4 672	4 783	4 803	4 855	4 890	4 898	4 894
Rates (%)							
Unemployment rate	31,3	31,6	31,7	31,9	32,1	31,1	32,6
Employed / population ratio (Absorption)	48,7	48,5	48,7	48,7	48,9	49,9	49,2
Labour force participation rate	71	70,9	71,3	71,6	71,9	72,4	73

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

Table 2.7: Labour force characteristics by population group - Expanded definition of unemployment							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	7 544	7 775	7 964	8 101	8 255	8 401	8 928
Not economically active	11 626	11 718	11 787	11 824	12 009	11 893	11 961
Rates (%)							
Unemployment rate	35,4	35,6	35,6	35,3	35,3	34,8	36,1
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	64,7	65,1	65,5	66	66,1	67	67,4
Black/African							
Population 15-64 yrs	**25 731**	**26 297**	**26 874**	**27 458**	**28 050**	**28 651**	**29 264**
Labour Force	**16 414**	**16 933**	**17 470**	**17 990**	**18 402**	**19 115**	**19 693**
Employed	9 666	9 992	10 365	10 790	11 078	11 633	11 696
Unemployed	6 748	6 941	7 105	7 200	7 324	7 482	7 996
Not economically active	9 317	9 364	9 404	9 468	9 648	9 536	9 571
Rates (%)							
Unemployment rate	41,1	41	40,7	40	39,8	39,1	40,6
Employed / population ratio (Absorption)	37,6	38	38,6	39,3	39,5	40,6	40
Labour force participation rate	63,8	64,4	65	65,5	65,6	66,7	67,3
Coloured							
Population 15-64 yrs	**3 092**	**3 144**	**3 193**	**3 241**	**3 287**	**3 331**	**3 371**
Labour Force	**2 089**	**2 103**	**2 148**	**2 187**	**2 254**	**2 271**	**2 286**
Employed	1 539	1 528	1 544	1 572	1 623	1 643	1 648
Unemployed	550	575	605	615	630	628	638
Not economically active	1 004	1 041	1 045	1 054	1 034	1 060	1 086
Rates (%)							
Unemployment rate	26,3	27,4	28,1	28,1	28	27,7	27,9
Employed / population ratio (Absorption)	49,8	48,6	48,3	48,5	49,4	49,3	48,9
Labour force participation rate	67,5	66,9	67,3	67,5	68,6	68,2	67,8
Indian/Asian							
Population 15-64 yrs	**911**	**925**	**939**	**951**	**964**	**975**	**986**
Labour Force	**579**	**573**	**578**	**610**	**599**	**614**	**618**
Employed	510	491	494	508	498	504	515
Unemployed	69	81	84	102	101	110	102
Not economically active	332	353	360	341	365	361	369
Rates (%)							
Unemployment rate	12	14,2	14,5	16,7	16,9	17,9	16,6
Employed / population ratio (Absorption)	56	53,1	52,7	53,4	51,7	51,7	52,2
Labour force participation rate	63,6	61,9	61,6	64,1	62,2	62,9	62,6
White							
Population 15-64 yrs	**3 223**	**3 198**	**3 169**	**3 139**	**3 109**	**3 078**	**3 048**
Labour Force	**2 250**	**2 237**	**2 192**	**2 179**	**2 147**	**2 142**	**2 112**
Employed	2 073	2 060	2 022	1 996	1 947	1 961	1 921
Unemployed	177	177	170	183	200	181	191
Not economically active	973	961	977	960	962	936	935
Rates (%)							
Unemployment rate	7,9	7,9	7,8	8,4	9,3	8,5	9,1
Employed / population ratio (Absorption)	64,3	64,4	63,8	63,6	62,6	63,7	63
Labour force participation rate	69,8	69,9	69,2	69,4	69,1	69,6	69,3

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

Table 2.8: Labour force characteristics by age group - Expanded definition of unemployment							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	7 544	7 775	7 964	8 101	8 255	8 401	8 928
Not economically active	11 626	11 718	11 787	11 824	12 009	11 893	11 961
Rates (%)							
Unemployment rate	35,4	35,6	35,6	35,3	35,3	34,8	36,1
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	64,7	65,1	65,5	66	66,1	67	67,4
15-24 years							
Population 15-24 yrs	**9 938**	**10 038**	**10 128**	**10 201**	**10 257**	**10 291**	**10 310**
Labour Force	**3 618**	**3 634**	**3 645**	**3 697**	**3 610**	**3 677**	**3 707**
Employed	1 267	1 272	1 242	1 277	1 263	1 367	1 271
Unemployed	2 350	2 362	2 403	2 420	2 347	2 310	2 437
Not economically active	6 321	6 404	6 483	6 504	6 647	6 614	6 602
Rates (%)							
Unemployment rate	65	65	65,9	65,5	65	62,8	65,7
Employed / population ratio (Absorption)	12,8	12,7	12,3	12,5	12,3	13,3	12,3
Labour force participation rate	36,4	36,2	36	36,2	35,2	35,7	36
25-34 years							
Population 25-34 yrs	**8 749**	**8 871**	**9 011**	**9 166**	**9 326**	**9 486**	**9 646**
Labour Force	**7 334**	**7 501**	**7 648**	**7 780**	**7 897**	**8 157**	**8 275**
Employed	4 472	4 500	4 626	4 731	4 758	4 945	4 903
Unemployed	2 862	3 002	3 023	3 049	3 139	3 212	3 372
Not economically active	1 415	1 370	1 363	1 386	1 429	1 329	1 370
Rates (%)							
Unemployment rate	39	40	39,5	39,2	39,8	39,4	40,7
Employed / population ratio (Absorption)	51,1	50,7	51,3	51,6	51	52,1	50,8
Labour force participation rate	83,8	84,6	84,9	84,9	84,7	86	85,8
35-44 years							
Population 35-44 yrs	**6 645**	**6 843**	**7 040**	**7 236**	**7 430**	**7 618**	**7 798**
Labour Force	**5 578**	**5 783**	**6 005**	**6 212**	**6 384**	**6 637**	**6 805**
Employed	4 144	4 261	4 428	4 577	4 685	4 862	4 899
Unemployed	1 434	1 522	1 576	1 636	1 700	1 775	1 906
Not economically active	1 067	1 060	1 036	1 024	1 045	982	993
Rates (%)							
Unemployment rate	25,7	26,3	26,3	26,3	26,6	26,7	28
Employed / population ratio (Absorption)	62,4	62,3	62,9	63,2	63,1	63,8	62,8
Labour force participation rate	83,9	84,5	85,3	85,9	85,9	87,1	87,3

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa							
Population 15-64 yrs	**32 958**	**33 563**	**34 175**	**34 790**	**35 410**	**36 035**	**36 669**
Labour Force	**21 332**	**21 845**	**22 388**	**22 966**	**23 402**	**24 142**	**24 708**
Employed	13 788	14 070	14 425	14 866	15 146	15 741	15 780
Unemployed	7 544	7 775	7 964	8 101	8 255	8 401	8 928
Not economically active	11 626	11 718	11 787	11 824	12 009	11 893	11 961
Rates (%)							
Unemployment rate	35,4	35,6	35,6	35,3	35,3	34,8	36,1
Employed / population ratio (Absorption)	41,8	41,9	42,2	42,7	42,8	43,7	43
Labour force participation rate	64,7	65,1	65,5	66	66,1	67	67,4
Western Cape							
Population 15-64 yrs	**3 833**	**3 918**	**4 006**	**4 096**	**4 188**	**4 281**	**4 377**
Labour Force	**2 662**	**2 701**	**2 792**	**2 844**	**2 908**	**2 997**	**3 067**
Employed	2 025	2 061	2 091	2 141	2 195	2 304	2 331
Unemployed	638	640	701	704	713	693	736
Not economically active	1 171	1 217	1 215	1 252	1 280	1 284	1 310
Rates (%)							
Unemployment rate	23,9	23,7	25,1	24,7	24,5	23,1	24
Employed / population ratio (Absorption)	52,8	52,6	52,2	52,3	52,4	53,8	53,3
Labour force participation rate	69,5	68,9	69,7	69,4	69,4	70	70,1
Eastern Cape							
Population 15-64 yrs	**3 918**	**3 964**	**4 007**	**4 044**	**4 077**	**4 111**	**4 149**
Labour Force	**2 143**	**2 177**	**2 220**	**2 330**	**2 384**	**2 380**	**2 448**
Employed	1 262	1 278	1 254	1 295	1 350	1 377	1 402
Unemployed	881	899	966	1 036	1 034	1 003	1 046
Not economically active	1 774	1 787	1 787	1 713	1 694	1 730	1 701
Rates (%)							
Unemployment rate	41,1	41,3	43,5	44,4	43,4	42,2	42,7
Employed / population ratio (Absorption)	32,2	32,2	31,3	32	33,1	33,5	33,8
Labour force participation rate	54,7	54,9	55,4	57,6	58,5	57,9	59
Northern Cape							
Population 15-64 yrs	**718**	**728**	**738**	**748**	**758**	**767**	**776**
Labour Force	**439**	**445**	**460**	**482**	**510**	**519**	**517**
Employed	281	281	296	310	307	305	305
Unemployed	158	164	163	172	203	214	211
Not economically active	279	283	278	266	247	249	260
Rates (%)							
Unemployment rate	36,1	36,8	35,5	35,6	39,9	41,3	40,9
Employed / population ratio (Absorption)	39,1	38,6	40,2	41,5	40,5	39,7	39,3
Labour force participation rate	61,1	61,1	62,3	64,5	67,4	67,6	66,5

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (continued)							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State							
Population 15-64 yrs	**1 807**	**1 818**	**1 830**	**1 843**	**1 857**	**1 870**	**1 883**
Labour Force	**1 202**	**1 206**	**1 198**	**1 245**	**1 265**	**1 295**	**1 296**
Employed	768	775	728	748	749	805	781
Unemployed	434	431	470	496	516	490	514
Not economically active	605	612	632	599	592	575	587
Rates (%)							
Unemployment rate	36,1	35,7	39,2	39,9	40,8	37,8	39,7
Employed / population ratio (Absorption)	42,5	42,6	39,8	40,6	40,3	43	41,5
Labour force participation rate	66,5	66,3	65,5	67,5	68,1	69,3	68,8
KwaZulu Natal							
Population 15-64 yrs	**6 225**	**6 323**	**6 420**	**6 514**	**6 608**	**6 703**	**6 802**
Labour Force	**3 732**	**3 836**	**3 931**	**3 997**	**4 074**	**4 033**	**4 174**
Employed	2 340	2 406	2 423	2 490	2 487	2 551	2 508
Unemployed	1 392	1 429	1 508	1 507	1 588	1 482	1 667
Not economically active	2 493	2 488	2 489	2 518	2 533	2 670	2 628
Rates (%)							
Unemployment rate	37,3	37,3	38,4	37,7	39	36,8	39,9
Employed / population ratio (Absorption)	37,6	38,1	37,7	38,2	37,6	38,1	36,9
Labour force participation rate	59,9	60,7	61,2	61,4	61,7	60,2	61,4
North West							
Population 15-64 yrs	**2 216**	**2 256**	**2 297**	**2 340**	**2 384**	**2 428**	**2 473**
Labour Force	**1 373**	**1 419**	**1 438**	**1 477**	**1 550**	**1 579**	**1 616**
Employed	810	784	817	848	904	936	924
Unemployed	563	634	621	628	646	643	692
Not economically active	843	837	859	863	833	849	857
Rates (%)							
Unemployment rate	41	44,7	43,2	42,6	41,7	40,7	42,8
Employed / population ratio (Absorption)	36,5	34,8	35,6	36,3	37,9	38,5	37,4
Labour force participation rate	61,9	62,9	62,6	63,1	65	65	65,4
Gauteng							
Population 15-64 yrs	**8 509**	**8 703**	**8 904**	**9 114**	**9 332**	**9 553**	**9 774**
Labour Force	**6 411**	**6 542**	**6 651**	**6 800**	**6 842**	**7 285**	**7 446**
Employed	4 377	4 494	4 687	4 782	4 824	4 995	5 004
Unemployed	2 034	2 048	1 963	2 018	2 018	2 289	2 442
Not economically active	2 097	2 161	2 253	2 314	2 490	2 268	2 328
Rates (%)							
Unemployment rate	31,7	31,3	29,5	29,7	29,5	31,4	32,8
Employed / population ratio (Absorption)	51,4	51,6	52,6	52,5	51,7	52,3	51,2
Labour force participation rate	75,4	75,2	74,7	74,6	73,3	76,3	76,2

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (concluded)							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 493**	**2 543**	**2 596**	**2 649**	**2 703**	**2 756**	**2 809**
Labour Force	**1 703**	**1 751**	**1 860**	**1 915**	**1 940**	**1 947**	**1 989**
Employed	973	992	1 042	1 123	1 132	1 177	1 165
Unemployed	730	759	818	792	808	770	824
Not economically active	790	792	736	734	763	809	820
Rates (%)							
Unemployment rate	42,9	43,4	44	41,3	41,6	39,5	41,4
Employed / population ratio (Absorption)	39	39	40,1	42,4	41,9	42,7	41,5
Labour force participation rate	68,3	68,9	71,7	72,3	71,8	70,7	70,8
Limpopo							
Population 15-64 yrs	**3 239**	**3 310**	**3 377**	**3 442**	**3 505**	**3 566**	**3 627**
Labour Force	**1 667**	**1 768**	**1 840**	**1 876**	**1 929**	**2 107**	**2 156**
Employed	953	999	1 085	1 128	1 198	1 291	1 360
Unemployed	714	770	755	748	731	816	795
Not economically active	1 572	1 541	1 538	1 566	1 576	1 459	1 471
Rates (%)							
Unemployment rate	42,8	43,5	41	39,9	37,9	38,7	36,9
Employed / population ratio (Absorption)	29,4	30,2	32,1	32,8	34,2	36,2	37,5
Labour force participation rate	51,5	53,4	54,5	54,5	55	59,1	59,4

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

Table 3.1: Employment by industry and sex – South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Agriculture	665	644	696	740	702	880	874
Mining	327	334	375	411	428	455	444
Manufacturing	1 839	1 871	1 817	1 810	1 760	1 762	1 692
Utilities	95	91	102	128	117	132	118
Construction	1 109	1 109	1 091	1 145	1 249	1 405	1 431
Trade	3 073	3 148	3 145	3 132	3 202	3 161	3 178
Transport	816	811	860	914	932	905	910
Finance	1 748	1 818	1 902	1 995	2 030	2 198	2 275
Community and social services	2 875	3 027	3 202	3 351	3 493	3 551	3 571
Private households	1 237	1 214	1 232	1 236	1 230	1 288	1 283
Other	4	5	4	3	4	4	4
Women	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**
Agriculture	225	211	227	230	213	293	267
Mining	38	37	51	54	73	61	60
Manufacturing	603	623	575	586	556	569	564
Utilities	21	21	21	35	28	24	33
Construction	116	115	126	135	140	153	159
Trade	1 460	1 466	1 475	1 528	1 514	1 519	1 512
Transport	161	155	167	177	180	180	172
Finance	703	767	790	820	849	910	948
Community and social services	1 661	1 762	1 875	1 986	2 109	2 165	2 173
Private households	957	946	957	987	969	1 006	982
Other	3	2	2	2	2	2	3
Men	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**
Agriculture	440	433	470	510	488	587	607
Mining	288	297	324	357	355	394	385
Manufacturing	1 236	1 248	1 242	1 224	1 203	1 193	1 127
Utilities	73	70	81	93	89	108	84
Construction	993	994	965	1 010	1 109	1 252	1 272
Trade	1 613	1 681	1 670	1 604	1 688	1 642	1 667
Transport	655	656	692	737	752	725	738
Finance	1 045	1 050	1 112	1 175	1 181	1 288	1 326
Community and social services	1 214	1 265	1 328	1 366	1 384	1 387	1 398
Private households	280	268	275	249	261	283	301
Other	1	3	2	1	2	2	1

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

Table 3.2: Employment by industry and province							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**665**	**644**	**696**	**740**	**702**	**880**	**874**
Western Cape	161	120	135	149	142	232	215
Eastern Cape	65	63	55	78	78	83	96
Northern Cape	44	52	46	44	44	36	48
Free State	69	66	63	72	57	71	65
KwaZulu Natal	114	97	93	98	90	145	135
North West	40	36	36	39	42	55	49
Gauteng	35	50	64	47	59	34	41
Mpumalanga	79	82	98	98	84	89	97
Limpopo	58	79	106	114	106	135	129
Mining	**327**	**334**	**375**	**411**	**428**	**455**	**444**
Western Cape	3	4	3	3	4	3	3
Eastern Cape	1	1	1	1	2	1	2
Northern Cape	11	11	17	20	19	25	19
Free State	31	22	27	24	28	33	29
KwaZulu Natal	9	11	21	19	6	8	6
North West	130	129	132	156	152	155	142
Gauteng	29	30	31	33	56	94	98
Mpumalanga	61	66	68	84	91	58	58
Limpopo	53	60	75	71	70	77	87
Manufacturing	**1 839**	**1 871**	**1 817**	**1 810**	**1 760**	**1 762**	**1 692**
Western Cape	306	331	326	306	308	297	306
Eastern Cape	142	169	155	158	139	131	135
Northern Cape	12	13	12	10	10	11	13
Free State	67	63	60	62	69	68	61
KwaZulu Natal	369	390	365	349	349	348	317
North West	80	71	63	72	69	72	68
Gauteng	716	684	674	681	630	657	623
Mpumalanga	83	84	90	94	100	106	93
Limpopo	64	66	72	76	85	72	76
Utilities	**95**	**91**	**102**	**128**	**117**	**132**	**118**
Western Cape	10	11	10	16	13	16	8
Eastern Cape	4	6	5	8	9	6	7
Northern Cape	1	2	3	2	2	4	1
Free State	4	3	5	5	4	11	10
KwaZulu Natal	9	12	11	10	19	16	7
North West	3	3	6	5	2	4	6
Gauteng	38	26	29	41	37	32	28
Mpumalanga	18	21	24	25	21	31	33
Limpopo	8	7	10	14	10	13	18
Construction	**1 109**	**1 109**	**1 091**	**1 145**	**1 249**	**1 405**	**1 431**
Western Cape	162	146	161	158	168	200	224
Eastern Cape	115	115	119	140	139	165	164
Northern Cape	18	17	18	23	25	29	29
Free State	50	68	50	51	52	56	56
KwaZulu Natal	223	229	208	222	252	266	222
North West	48	51	49	52	54	64	72
Gauteng	313	310	310	303	349	376	391
Mpumalanga	76	79	77	88	98	104	113
Limpopo	103	96	100	110	113	144	161

Table 3.2: Employed by industry and province (concluded)							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 073**	**3 148**	**3 145**	**3 132**	**3 202**	**3 161**	**3 178**
Western Cape	424	447	432	456	469	455	441
Eastern Cape	305	286	298	268	284	291	298
Northern Cape	44	39	46	49	46	53	46
Free State	168	171	151	139	156	172	173
KwaZulu Natal	494	552	506	520	540	502	535
North West	173	156	163	154	172	166	175
Gauteng	979	1 012	1 029	1 036	994	1 002	980
Mpumalanga	235	241	256	249	242	240	233
Limpopo	252	243	264	261	299	280	297
Transport	**816**	**811**	**860**	**914**	**932**	**905**	**910**
Western Cape	119	122	111	135	142	119	125
Eastern Cape	70	68	67	70	79	64	73
Northern Cape	10	12	10	15	8	10	14
Free State	39	33	29	35	33	36	36
KwaZulu Natal	167	163	185	191	176	162	167
North West	24	26	35	30	32	35	35
Gauteng	303	309	313	350	361	361	353
Mpumalanga	44	43	58	48	54	62	58
Limpopo	40	36	53	40	47	56	49
Finance	**1 748**	**1 818**	**1 902**	**1 995**	**2 030**	**2 198**	**2 275**
Western Cape	290	316	333	352	361	364	388
Eastern Cape	106	130	110	109	112	129	128
Northern Cape	23	22	26	26	24	21	20
Free State	68	71	69	64	63	64	58
KwaZulu Natal	270	260	276	287	252	268	284
North West	67	64	68	69	70	100	86
Gauteng	773	797	864	916	967	1 021	1 083
Mpumalanga	92	89	94	111	120	132	122
Limpopo	59	68	62	61	61	98	106
Community and social services	**2 875**	**3 027**	**3 202**	**3 351**	**3 493**	**3 551**	**3 571**
Western Cape	422	432	447	442	450	463	460
Eastern Cape	330	326	335	341	391	387	384
Northern Cape	87	84	91	94	99	91	87
Free State	182	195	180	207	210	209	197
KwaZulu Natal	471	486	537	567	582	624	602
North West	171	174	193	201	228	202	213
Gauteng	805	889	990	996	1 009	1 022	1 050
Mpumalanga	193	186	176	223	224	254	258
Limpopo	215	254	253	279	300	299	320
Private households	**1 237**	**1 214**	**1 232**	**1 236**	**1 230**	**1 288**	**1 283**
Western Cape	128	131	132	124	139	154	159
Eastern Cape	124	114	108	121	117	118	115
Northern Cape	31	28	27	28	30	26	28
Free State	90	85	96	89	78	86	97
KwaZulu Natal	213	207	222	225	220	211	233
North West	74	74	73	68	83	82	79
Gauteng	383	384	381	377	358	393	354
Mpumalanga	92	101	102	102	98	102	100
Limpopo	102	90	91	101	107	116	118

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

Table 3.3: Employed by sector and industry - South Africa

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Formal and informal sector (Non-agricultural)	**11 885**	**12 212**	**12 497**	**12 890**	**13 215**	**13 573**	**13 623**
Mining	327	334	375	411	428	455	444
Manufacturing	1 839	1 871	1 817	1 810	1 760	1 762	1 692
Utilities	95	91	102	128	117	132	118
Construction	1 109	1 109	1 091	1 145	1 249	1 405	1 431
Trade	3 073	3 148	3 145	3 132	3 202	3 161	3 178
Transport	816	811	860	914	932	905	910
Finance	1 748	1 818	1 902	1 995	2 030	2 198	2 275
Community and social services	2 875	3 027	3 202	3 351	3 493	3 551	3 571
Other	4	5	4	3	4	4	4
Formal sector (Non-agricultural)	**9 627**	**9 942**	**10 222**	**10 524**	**10 822**	**10 935**	**11 021**
Mining	324	332	374	409	425	451	439
Manufacturing	1 616	1 645	1 625	1 588	1 551	1 541	1 494
Utilities	93	89	100	127	115	126	112
Construction	791	788	753	801	863	971	976
Trade	2 014	2 085	2 077	2 090	2 183	2 088	2 128
Transport	603	607	649	688	722	657	669
Finance	1 596	1 668	1 756	1 837	1 858	1 975	2 066
Community and social services	2 585	2 725	2 885	2 981	3 102	3 121	3 132
Other	4	4	4	3	4	4	4
Informal sector (Non-agricultural)	**2 259**	**2 270**	**2 275**	**2 366**	**2 393**	**2 637**	**2 602**
Mining	2	2	2	2	3	3	6
Manufacturing	223	226	192	221	209	221	198
Utilities	2	2	1	1	3	6	6
Construction	318	321	338	345	386	434	455
Trade	1 059	1 063	1 068	1 042	1 019	1 073	1 050
Transport	213	204	211	226	210	248	241
Finance	152	150	146	158	172	223	208
Community and social services	290	302	318	370	391	430	439
Other		0		0	0		0
Agriculture	**665**	**644**	**696**	**740**	**702**	**880**	**874**
Private households	**1 237**	**1 214**	**1 232**	**1 236**	**1 230**	**1 288**	**1 283**

For all values of 10 000 or lower the sample size is too small for reliable estimates

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

Table 3.4: Employed by province and sector							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Formal sector (Non-agricultural)	9 627	9 942	10 222	10 524	10 822	10 935	11 021
Informal sector (Non-agricultural)	2 259	2 270	2 275	2 366	2 393	2 637	2 602
Agriculture	665	644	696	740	702	880	874
Private households	1 237	1 214	1 232	1 236	1 230	1 288	1 283
Western Cape	**2 025**	**2 061**	**2 091**	**2 141**	**2 195**	**2 304**	**2 331**
Formal sector (Non-agricultural)	1 518	1 606	1 629	1 659	1 699	1 676	1 720
Informal sector (Non-agricultural)	217	204	195	210	216	241	236
Agriculture	161	120	135	149	142	232	215
Private households	128	131	132	124	139	154	159
Eastern Cape	**1 262**	**1 278**	**1 254**	**1 295**	**1 350**	**1 377**	**1 402**
Formal sector (Non-agricultural)	790	845	822	811	859	869	880
Informal sector (Non-agricultural)	283	256	269	285	296	305	311
Agriculture	65	63	55	78	78	83	96
Private households	124	114	108	121	117	118	115
Northern Cape	**281**	**281**	**296**	**310**	**307**	**305**	**305**
Formal sector (Non-agricultural)	176	169	193	210	201	205	192
Informal sector (Non-agricultural)	30	31	31	28	32	38	38
Agriculture	44	52	46	44	44	36	48
Private households	31	28	27	28	30	26	28
Free State	**768**	**775**	**728**	**748**	**749**	**805**	**781**
Formal sector (Non-agricultural)	486	495	464	480	496	514	482
Informal sector (Non-agricultural)	123	130	105	107	118	134	137
Agriculture	69	66	63	72	57	71	65
Private households	90	85	96	89	78	86	97

Table 3.4: Employed by province and sector (concluded)							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu Natal	**2 340**	**2 406**	**2 423**	**2 490**	**2 487**	**2 551**	**2 508**
Formal sector (Non-agricultural)	1 602	1 627	1 695	1 750	1 712	1 708	1 690
Informal sector (Non-agricultural)	411	476	413	417	464	487	450
Agriculture	114	97	93	98	90	145	135
Private households	213	207	222	225	220	211	233
North West	**810**	**784**	**817**	**848**	**904**	**936**	**924**
Formal sector (Non-agricultural)	590	576	593	623	668	672	665
Informal sector (Non-agricultural)	106	98	116	118	111	127	132
Agriculture	40	36	36	39	42	55	49
Private households	74	74	73	68	83	82	79
Gauteng	**4 377**	**4 494**	**4 687**	**4 782**	**4 824**	**4 995**	**5 004**
Formal sector (Non-agricultural)	3 373	3 479	3 650	3 726	3 829	3 869	3 920
Informal sector (Non-agricultural)	586	581	591	632	579	700	689
Agriculture	35	50	64	47	59	34	41
Private households	383	384	381	377	358	393	354
Mpumalanga	**973**	**992**	**1 042**	**1 123**	**1 132**	**1 177**	**1 165**
Formal sector (Non-agricultural)	595	596	611	674	701	740	721
Informal sector (Non-agricultural)	207	213	232	249	250	247	246
Agriculture	79	82	98	98	84	89	97
Private households	92	101	102	102	98	102	100
Limpopo	**953**	**999**	**1 085**	**1 128**	**1 198**	**1 291**	**1 360**
Formal sector (Non-agricultural)	498	550	566	592	658	681	751
Informal sector (Non-agricultural)	295	280	323	320	327	359	363
Agriculture	58	79	106	114	106	135	129
Private households	102	90	91	101	107	116	118

For all values of 10 000 or lower the sample size is too small for reliable estimates

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

Table 3.5: Employed by sex and occupation - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Manager	1 099	1 194	1 161	1 224	1 331	1 274	1 356
Professional	764	800	842	925	842	776	866
Technician	1 534	1 561	1 639	1 645	1 552	1 456	1 470
Clerk	1 517	1 484	1 506	1 606	1 653	1 671	1 642
Sales and services	1 974	2 054	2 113	2 163	2 326	2 463	2 481
Skilled agriculture	92	73	68	70	76	96	68
Craft and related trade	1 682	1 722	1 734	1 730	1 813	1 946	1 927
Plant and machine operator	1 195	1 200	1 200	1 274	1 277	1 312	1 284
Elementary	2 971	3 021	3 187	3 227	3 295	3 729	3 681
Domestic worker	959	961	975	1 002	981	1 017	1 005
Other					1		
Women	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**
Manager	327	373	364	370	418	395	432
Professional	345	370	367	403	374	394	445
Technician	840	871	905	912	872	809	808
Clerk	1 034	1 020	1 043	1 134	1 148	1 216	1 178
Sales and services	873	886	957	1 032	1 122	1 176	1 190
Skilled agriculture	25	22	22	21	22	26	14
Craft and related trade	194	205	181	196	207	198	206
Plant and machine operator	163	177	154	166	171	173	161
Elementary	1 225	1 259	1 332	1 340	1 354	1 515	1 482
Domestic worker	923	924	939	965	945	979	956
Other					1		
Men	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**
Manager	772	821	797	854	914	879	924
Professional	419	430	475	522	469	382	421
Technician	694	690	735	733	680	647	661
Clerk	483	464	463	472	505	455	464
Sales and services	1 100	1 167	1 156	1 131	1 204	1 287	1 291
Skilled agriculture	67	51	46	49	54	69	54
Craft and related trade	1 488	1 517	1 553	1 533	1 606	1 748	1 722
Plant and machine operator	1 032	1 023	1 047	1 109	1 106	1 139	1 123
Elementary	1 746	1 762	1 855	1 886	1 940	2 214	2 198
Domestic worker	36	38	36	37	36	38	49

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Table 3.6: Employed by sex and status in employment - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Employee	11 652	11 901	12 240	12 712	13 065	13 499	13 459
Employer	738	759	751	770	773	784	838
Own-account worker	1 282	1 303	1 339	1 290	1 227	1 372	1 407
Unpaid household member	117	107	95	94	82	87	77
Women	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**
Employee	5 098	5 253	5 456	5 714	5 874	6 071	6 047
Employer	162	171	150	166	161	152	173
Own-account worker	618	612	593	596	546	604	604
Unpaid household member	73	69	64	63	53	54	49
Men	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**
Employee	6 554	6 648	6 784	6 998	7 191	7 427	7 412
Employer	576	587	601	604	612	631	664
Own-account worker	664	691	745	694	681	768	802
Unpaid household member	44	38	31	30	28	33	27

For all values of 10 000 or lower the sample size is too small for reliable estimates

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

Table 3.7: Employed by sex and usual hours of work - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Working less than 15 hours per week	251	240	253	298	322	345	328
Working 15-29 hours per week	816	798	847	914	900	1 015	1 058
Working 30-39 hours per week	1 018	1 004	1 032	1 080	1 070	1 077	1 115
Working 40-45 hours per week	7 526	7 759	7 958	8 205	8 527	8 662	8 497
Working more than 45 hours per week	4 177	4 269	4 336	4 369	4 327	4 641	4 781
Women	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**
Working less than 15 hours per week	149	142	166	195	207	217	201
Working 15-29 hours per week	537	514	559	593	586	663	702
Working 30-39 hours per week	636	619	645	689	642	661	676
Working 40-45 hours per week	3 200	3 371	3 416	3 550	3 713	3 773	3 706
Working more than 45 hours per week	1 428	1 459	1 479	1 513	1 486	1 568	1 589
Men	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**
Working less than 15 hours per week	102	98	87	103	115	128	127
Working 15-29 hours per week	279	284	288	321	314	352	356
Working 30-39 hours per week	382	385	387	392	428	416	439
Working 40-45 hours per week	4 327	4 388	4 543	4 655	4 814	4 890	4 791
Working more than 45 hours per week	2 748	2 810	2 856	2 856	2 841	3 073	3 193

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 3.8a: Conditions of employment - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	5 365	5 696	6 001	6 103	6 386	6 216	6 330
No	6 118	6 040	6 031	6 377	6 443	7 021	6 888
Don't know	169	165	207	231	235	262	242
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	2 203	2 346	2 481	2 539	2 661	2 635	2 690
No	2 831	2 838	2 887	3 071	3 119	3 333	3 261
Don't know	63	69	87	105	94	104	97
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	3 161	3 349	3 520	3 565	3 725	3 581	3 640
No	3 287	3 202	3 144	3 306	3 324	3 688	3 627
Don't know	106	96	120	127	142	158	145
Entitled to any paid leave							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	7 290	7 860	7 848	8 047	8 441	8 522	8 817
No	4 241	3 921	4 240	4 508	4 465	4 814	4 506
Don't know	121	120	152	156	159	163	137
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	3 104	3 380	3 395	3 508	3 671	3 747	3 860
No	1 950	1 830	1 999	2 140	2 138	2 263	2 137
Don't know	44	44	62	66	65	61	51
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	4 186	4 480	4 454	4 539	4 770	4 775	4 957
No	2 291	2 091	2 240	2 368	2 327	2 551	2 369
Don't know	77	77	90	90	94	102	86
Entitled to paid sick leave							
Both sexes	**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	3 755	8 055	8 433	8 687	9 001	9 223	9 423
No	2 044	3 846	3 807	4 025	4 063	4 276	4 036
Women	**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	1 625	3 500	3 668	3 811	3 931	4 074	4 155
No	903	1 753	1 788	1 903	1 943	1 997	1 892
Men	**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	2 129	4 555	4 765	4 876	5 071	5 148	5 268
No	1 141	2 093	2 019	2 122	2 120	2 279	2 144
Entitled to maternity/paternity leave							
Both sexes	**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	3 091	6 472	6 585	6 689	6 988	7 207	7 538
No	2 708	5 429	5 655	6 023	6 077	6 292	5 922
Women	**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	1 438	2 946	3 038	3 100	3 226	3 343	3 473
No	1 090	2 307	2 418	2 614	2 648	2 729	2 575
Men	**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	1 652	3 526	3 547	3 589	3 762	3 864	4 065
No	1 618	3 122	3 237	3 409	3 429	3 563	3 347

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

Table 3.8b: Conditions of employment - South Africa	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
UIF contribution							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	6 593	6 814	7 279	7 815	7 976	8 080	8 119
No	4 938	4 958	4 787	4 677	4 862	5 154	5 104
Don't know	121	129	174	220	227	264	236
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	2 632	2 766	2 986	3 227	3 269	3 356	3 365
No	2 415	2 428	2 396	2 376	2 501	2 602	2 576
Don't know	51	59	74	111	104	113	106
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	3 961	4 048	4 292	4 588	4 706	4 724	4 754
No	2 523	2 530	2 392	2 300	2 361	2 552	2 528
Don't know	69	70	100	109	123	152	130
Medical aid benefits							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	3 715	3 799	4 013	4 020	4 105	3 980	4 009
No	7 856	8 013	8 110	8 559	8 820	9 366	9 316
Don't know	80	89	117	133	139	153	135
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	1 593	1 645	1 731	1 722	1 769	1 737	1 769
No	3 472	3 569	3 672	3 929	4 053	4 269	4 227
Don't know	33	39	53	62	52	65	51
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	2 122	2 153	2 281	2 297	2 336	2 242	2 240
No	4 384	4 444	4 438	4 629	4 768	5 096	5 089
Don't know	47	50	64	71	87	89	83
Income tax (PAYE/ SITE) deduction							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	6 205	6 644	6 865	7 099	7 283	7 180	7 282
No	5 295	5 106	5 170	5 386	5 538	6 054	5 930
Don't know	151	151	205	227	244	265	247
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	2 560	2 734	2 844	2 973	3 019	3 031	3 100
No	2 485	2 465	2 538	2 650	2 756	2 933	2 855
Don't know	53	55	74	91	99	108	93
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	3 646	3 910	4 020	4 126	4 264	4 149	4 182
No	2 810	2 641	2 632	2 736	2 781	3 122	3 076
Don't know	98	96	131	136	145	156	154
Condition of employment							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Written contract	9 159	9 458	9 851	10 223	10 643	10 698	10 758
Verbal agreement	2 492	2 443	2 388	2 489	2 422	2 801	2 701
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Written contract	3 906	4 093	4 299	4 510	4 723	4 787	4 832
Verbal agreement	1 192	1 160	1 156	1 205	1 151	1 284	1 215
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Written contract	5 253	5 365	5 552	5 713	5 920	5 910	5 926
Verbal agreement	1 301	1 283	1 232	1 284	1 271	1 517	1 486

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

Table 3.8c: Conditions of employment - South Africa							
	QLFS 2010 Thousand	QLFS 2011 Thousand	QLFS 2012 Thousand	QLFS 2013 Thousand	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand
Nature of contract/agreement (Both sexes)							
Both sexes	**11 652**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Limited duration	1 391	1 448	1 615	1 795	1 993	1 989	1 863
Permanent nature	7 586	7 747	7 917	8 010	8 185	8 233	8 295
Unspecified duration	2 674	2 707	2 708	2 908	2 886	3 276	3 301
Women	**5 098**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Limited duration	608	639	740	823	961	965	933
Permanent nature	3 220	3 333	3 415	3 498	3 549	3 615	3 618
Unspecified duration	1 271	1 282	1 300	1 394	1 365	1 491	1 496
Men	**6 554**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Limited duration	784	809	875	972	1 033	1 024	930
Permanent nature	4 367	4 414	4 502	4 512	4 636	4 618	4 677
Unspecified duration	1 403	1 424	1 407	1 514	1 522	1 785	1 806
Trade union membership (Both sexes)							
Both sexes	**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Yes	1 746	3 488	3 640	3 650	3 788	3 697	3 783
No	3 888	8 171	8 310	8 726	8 908	9 414	9 307
Don't know	164	242	290	336	369	387	370
Women	**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Yes	699	1 405	1 468	1 498	1 544	1 526	1 611
No	1 767	3 754	3 874	4 087	4 187	4 388	4 294
Don't know	62	94	114	129	143	158	142
Men	**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Yes	1 047	2 082	2 172	2 152	2 243	2 172	2 173
No	2 121	4 417	4 436	4 639	4 721	5 026	5 012
Don't know	102	148	176	207	227	229	227
How annual salary increment is negotiated							
Both sexes	**5 799**	**11 901**	**12 240**	**12 712**	**13 065**	**13 499**	**13 459**
Individual and employer	839	1 675	1 454	1 276	1 235	1 307	1 098
Union and employer	1 350	2 691	2 864	2 794	2 877	2 833	2 956
Bargaining council	557	1 091	1 136	1 108	1 152	1 096	1 069
Employer only	2 602	5 718	6 102	6 799	7 018	7 481	7 548
No regular increment	402	660	616	669	727	724	728
Other	48	66	67	65	56	58	61
Women	**2 529**	**5 253**	**5 456**	**5 714**	**5 874**	**6 071**	**6 047**
Individual and employer	354	730	627	548	551	571	475
Union and employer	521	1 041	1 094	1 064	1 090	1 098	1 197
Bargaining council	254	513	544	560	583	560	544
Employer only	1 202	2 630	2 870	3 208	3 292	3 490	3 456
No regular increment	178	313	295	311	336	331	351
Other	20	26	25	23	22	23	25
Men	**3 270**	**6 648**	**6 784**	**6 998**	**7 191**	**7 427**	**7 412**
Individual and employer	486	945	826	728	684	736	623
Union and employer	829	1 650	1 770	1 730	1 787	1 735	1 759
Bargaining council	303	578	593	549	570	536	525
Employer only	1 400	3 088	3 232	3 591	3 726	3 992	4 092
No regular increment	224	347	321	358	391	393	377
Other	28	40	42	41	34	35	35

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

Table 3.9: Time-related underemployment - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**576**	**540**	**585**	**615**	**608**	**705**	**721**
Women	352	323	351	377	359	424	425
Men	224	217	233	237	249	281	295
As percentage of the labour force (Both sexes)	**3,1**	**2,9**	**3**	**3,1**	**3**	**3,3**	**3,3**
Women	4,3	3,8	4,1	4,2	3,9	4,5	4,4
Men	2,2	2,1	2,2	2,2	2,2	2,4	2,5
As percentage of total employment (Both sexes)	**4,2**	**3,8**	**4,1**	**4,1**	**4**	**4,5**	**4,6**
Women	5,9	5,3	5,6	5,8	5,4	6,2	6,2
Men	2,9	2,7	2,9	2,8	2,9	3,2	3,3
Industry	**576**	**540**	**585**	**615**	**608**	**705**	**721**
Agriculture	10	10	12	13	11	18	28
Mining	0	0	0	0	0	0	1
Manufacturing	31	40	31	30	22	33	29
Utilities	0		0	0	0	1	2
Construction	57	52	69	64	70	75	82
Trade	116	103	109	104	102	114	118
Transport	16	13	16	25	15	20	17
Finance	29	38	40	38	39	46	48
Community and social services	86	75	91	127	137	161	164
Private households	230	209	216	213	211	237	232
Other					0		
Occupation	**576**	**540**	**585**	**615**	**608**	**705**	**721**
Manager	8	14	10	14	14	11	13
Professional	9	5	7	11	9	6	6
Technician	33	30	34	32	30	36	34
Clerk	23	19	16	24	20	19	19
Sales and services	64	48	60	62	59	76	81
Skilled agriculture	3	3	4	4	2	6	2
Craft and related trade	64	66	71	63	68	73	75
Plant and machine operator	10	14	15	20	10	17	18
Elementary	194	188	203	228	245	293	303
Domestic worker	169	153	165	158	151	168	170

For all values of 10 000 or lower the sample size is too small for reliable estimates

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

Table 3.10: Employed by industry and volume of hours worked - South Africa

Market production activities	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**592 815**	**673 229**
Agriculture	30 329	29 801	31 913	33 511	31 594	30 329	39 261
Mining	14 715	14 900	16 656	18 213	17 869	14 715	20 282
Manufacturing	78 130	80 687	76 737	76 365	74 900	78 130	72 125
Utilities	4 051	3 882	4 327	5 368	4 946	4 051	4 883
Construction	45 137	45 679	44 162	46 147	50 609	45 137	57 972
Trade	146 018	150 108	147 790	147 205	149 496	146 018	148 880
Transport	40 987	40 770	42 256	45 245	45 567	40 987	45 080
Finance	77 901	80 595	83 960	87 283	89 177	77 901	101 613
Community and social services	113 485	121 805	127 288	131 014	137 009	113 485	139 646
Private households	41 898	41 618	41 725	41 884	42 138	41 898	43 303
Other	162	196	157	122	149	162	184
Women	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**	**240 134**	**273 920**
Agriculture	9 771	9 294	9 771	9 745	8 912	9 771	11 121
Mining	1 636	1 567	2 188	2 211	2 949	1 636	2 564
Manufacturing	24 666	26 142	23 596	23 584	22 913	24 666	23 160
Utilities	823	846	861	1 406	1 048	823	1 353
Construction	4 034	3 940	4 107	4 640	4 820	4 034	5 347
Trade	67 556	67 617	66 568	69 993	68 251	67 556	67 965
Transport	6 628	6 631	6 979	7 374	7 594	6 628	7 203
Finance	28 830	31 446	32 410	33 237	34 803	28 830	39 609
Community and social services	63 344	69 039	72 117	75 195	80 300	63 344	81 899
Private households	32 724	33 117	32 724	34 040	34 086	32 724	33 561
Other	122	75	64	58	71	122	138
Men	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**	**352 681**	**399 309**
Agriculture	20 558	20 507	22 142	23 766	22 682	20 558	28 140
Mining	13 079	13 333	14 468	16 002	14 920	13 079	17 718
Manufacturing	53 464	54 545	53 142	52 781	51 987	53 464	48 965
Utilities	3 228	3 036	3 466	3 962	3 898	3 228	3 530
Construction	41 104	41 739	40 054	41 507	45 789	41 104	52 625
Trade	78 462	82 491	81 221	77 212	81 246	78 462	80 916
Transport	34 359	34 140	35 277	37 872	37 973	34 359	37 876
Finance	49 071	49 149	51 551	54 046	54 374	49 071	62 004
Community and social services	50 141	52 766	55 172	55 819	56 709	50 141	57 747
Private households	9 174	8 501	9 001	7 845	8 051	9 174	9 743
Other	41	120	92	64	78	41	46

For all values of 10 000 or lower the sample size is too small for reliable estimates

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

Table 3.11: Employed by industry and average weekly hours worked							
Market production activities	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Hours	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both sexes	**44**	**44**	**44**	**43**	**43**	**44**	**43**
Agriculture	46	47	46	46	46	46	45
Mining	46	45	46	46	46	46	47
Manufacturing	43	44	43	43	43	43	43
Utilities	44	43	43	42	42	44	42
Construction	42	42	42	42	42	42	41
Trade	48	48	48	48	47	48	47
Transport	51	51	50	50	50	51	50
Finance	45	45	45	44	45	45	45
Community and social services	41	42	41	41	40	41	40
Private households	34	35	34	34	34	34	34
Other	41	42	45	42	38	41	42
Women	**41**	**42**	**41**	**41**	**41**	**41**	**41**
Agriculture	44	44	44	43	43	44	42
Mining	45	43	44	43	44	45	44
Manufacturing	42	43	42	42	42	42	42
Utilities	40	41	42	40	38	40	41
Construction	36	35	33	35	35	36	35
Trade	47	47	46	47	46	47	46
Transport	42	43	42	43	43	42	42
Finance	42	42	42	41	42	42	42
Community and social services	40	41	40	40	39	40	39
Private households	35	35	34	35	35	35	34
Other	40	43	42	38	36	40	41
Men	**46**	**46**	**46**	**45**	**45**	**46**	**45**
Agriculture	47	48	47	47	47	47	47
Mining	46	46	46	46	46	46	47
Manufacturing	44	44	43	44	44	44	44
Utilities	44	44	43	43	44	44	42
Construction	43	43	43	42	42	43	42
Trade	49	50	49	49	49	49	49
Transport	53	52	52	52	51	53	52
Finance	47	47	47	46	47	47	47
Community and social services	42	43	43	42	42	42	42
Private households	33	32	33	32	31	33	33
Other	44	42	47	47	40	44	47

Table 3.12: Employed by occupation and volume of hours worked

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**592 815**	**673 229**
Manager	50 318	54 718	52 714	55 306	59 669	50 318	60 965
Professional	31 383	33 656	34 967	37 662	34 608	31 383	33 730
Technician	59 600	60 965	63 248	63 701	60 688	59 600	58 517
Clerk	63 189	62 607	62 765	66 635	68 608	63 189	69 311
Sales and services	96 771	101 745	102 824	104 829	111 141	96 771	119 236
Skilled agriculture	4 003	3 316	2 952	2 956	3 304	4 003	3 013
Craft and related trade	70 627	73 501	73 153	72 341	76 023	70 627	81 533
Plant and machine operator	57 155	57 369	56 390	60 432	59 555	57 155	61 184
Elementary	127 153	128 732	134 727	133 997	135 459	127 153	151 472
Domestic worker	32 616	33 432	33 233	34 498	34 371	32 616	34 268
Other					27		
Women	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**	**240 134**	**273 920**
Manager	14 108	16 165	15 408	15 809	17 770	14 108	17 972
Professional	13 691	15 285	14 859	16 011	14 978	13 691	16 648
Technician	31 455	33 310	33 907	34 055	32 968	31 455	31 534
Clerk	42 416	42 561	43 080	46 475	47 184	42 416	49 312
Sales and services	39 601	40 505	42 946	46 429	49 991	39 601	52 737
Skilled agriculture	1 002	943	903	807	854	1 002	577
Craft and related trade	7 768	8 497	7 238	8 043	8 432	7 768	8 356
Plant and machine operator	6 708	7 501	6 438	6 903	7 220	6 708	6 843
Elementary	52 005	52 748	54 522	53 713	53 225	52 005	57 420
Domestic worker	31 380	32 199	32 083	33 238	33 100	31 380	32 519
Other					27		
Men	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**	**352 681**	**399 309**
Manager	36 209	38 553	37 305	39 497	41 899	36 209	42 993
Professional	17 692	18 371	20 108	21 651	19 630	17 692	17 081
Technician	28 145	27 655	29 341	29 646	27 720	28 145	26 983
Clerk	20 773	20 046	19 684	20 159	21 424	20 773	19 999
Sales and services	57 170	61 240	59 878	58 400	61 150	57 170	66 499
Skilled agriculture	3 001	2 373	2 049	2 149	2 450	3 001	2 436
Craft and related trade	62 860	65 004	65 915	64 299	67 591	62 860	73 176
Plant and machine operator	50 447	49 868	49 952	53 529	52 336	50 447	54 341
Elementary	75 148	75 984	80 204	80 284	82 235	75 148	94 053
Domestic worker	1 236	1 233	1 150	1 260	1 271	1 236	1 749
Other							

Table 3.13: Employed by occupation and average weekly hours worked							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**44**	**44**	**44**	**43**	**43**	**44**	**43**
Manager	47	46	46	46	45	47	45
Professional	42	43	42	42	42	42	40
Technician	40	41	40	41	41	40	41
Clerk	42	43	42	42	42	42	43
Sales and services	50	50	49	49	49	50	49
Skilled agriculture	44	46	45	43	44	44	46
Craft and related trade	43	43	43	43	43	43	43
Plant and machine operator	49	48	48	48	48	49	48
Elementary	44	43	43	42	42	44	42
Domestic worker	34	35	34	35	35	34	34
Other					45		
Women	**41**	**42**	**41**	**41**	**41**	**41**	**41**
Manager	44	44	43	44	43	44	42
Professional	41	42	41	41	41	41	39
Technician	39	40	40	40	40	39	40
Clerk	42	43	42	42	42	42	42
Sales and services	46	47	46	46	45	46	45
Skilled agriculture	40	43	42	39	40	40	41
Craft and related trade	42	43	41	42	42	42	41
Plant and machine operator	43	43	43	43	43	43	43
Elementary	44	43	42	41	40	44	40
Domestic worker	34	35	34	35	35	34	34
Other					45		
Men	**46**	**46**	**46**	**45**	**45**	**46**	**45**
Manager	47	47	47	47	46	47	47
Professional	43	43	43	42	43	43	42
Technician	42	41	41	42	42	42	42
Clerk	44	44	43	43	43	44	43
Sales and services	53	53	52	52	52	53	52
Skilled agriculture	46	47	47	45	46	46	47
Craft and related trade	43	44	43	43	43	43	43
Plant and machine operator	49	49	48	49	49	49	49
Elementary	44	44	44	43	43	44	43
Domestic worker	34	33	32	35	36	34	36
Other							

Table 3.14: Employed by sector and volume of hours worked							
Market production activities	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Hours	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**592 815**	**610 041**	**616 971**	**632 357**	**643 453**	**592 815**	**673 229**
Formal sector (Non-agricultural)	416 363	432 158	440 041	449 895	462 155	416 363	475 276
Informal sector (Non-agricultural)	104 225	106 464	103 292	107 067	107 566	104 225	115 388
Agriculture	30 329	29 801	31 913	33 511	31 594	30 329	39 261
Private households	41 898	41 618	41 725	41 884	42 138	41 898	43 303
Women	**240 134**	**249 715**	**251 385**	**261 483**	**265 748**	**240 134**	**273 920**
Formal sector (Non-agricultural)	156 169	165 540	170 117	176 759	182 912	156 169	189 389
Informal sector (Non-agricultural)	41 469	41 764	38 773	40 940	39 837	41 469	39 850
Agriculture	9 771	9 294	9 771	9 745	8 912	9 771	11 121
Private households	32 724	33 117	32 724	34 040	34 086	32 724	33 561
Men	**352 681**	**360 326**	**365 587**	**370 874**	**377 705**	**352 681**	**399 309**
Formal sector (Non-agricultural)	260 193	266 618	269 924	273 136	279 243	260 193	285 888
Informal sector (Non-agricultural)	62 756	64 700	64 519	66 127	67 730	62 756	75 539
Agriculture	20 558	20 507	22 142	23 766	22 682	20 558	28 140
Private households	9 174	8 501	9 001	7 845	8 051	9 174	9 743

Table 3.15: Employed by sector and average weekly hours worked							
Market production activities	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Hours	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**44**	**44**	**44**	**43**	**43**	**44**	**43**
Formal sector (Non-agricultural)	44	44	44	44	44	44	44
Informal sector (Non-agricultural)	48	48	47	47	46	48	45
Agriculture	46	47	46	46	46	46	45
Private households	34	35	34	34	34	34	34
Women	**41**	**42**	**41**	**41**	**41**	**41**	**41**
Formal sector (Non-agricultural)	42	42	42	42	42	42	42
Informal sector (Non-agricultural)	46	46	44	44	44	46	42
Agriculture	44	44	44	43	43	44	42
Private households	35	35	34	35	35	35	34
Men	**46**	**46**	**46**	**45**	**45**	**46**	**45**
Formal sector (Non-agricultural)	46	46	45	45	45	46	45
Informal sector (Non-agricultural)	49	49	48	48	48	49	47
Agriculture	47	48	47	47	47	47	47
Private households	33	32	33	32	31	33	33

Table 3.16: Employment by sex and province							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Western Cape	2 025	2 061	2 091	2 141	2 195	2 304	2 331
Eastern Cape	1 262	1 278	1 254	1 295	1 350	1 377	1 402
Northern Cape	281	281	296	310	307	305	305
Free State	768	775	728	748	749	805	781
KwaZulu Natal	2 340	2 406	2 423	2 490	2 487	2 551	2 508
North West	810	784	817	848	904	936	924
Gauteng	4 377	4 494	4 687	4 782	4 824	4 995	5 004
Mpumalanga	973	992	1 042	1 123	1 132	1 177	1 165
Limpopo	953	999	1 085	1 128	1 198	1 291	1 360
Women	**5 950**	**6 106**	**6 264**	**6 539**	**6 634**	**6 882**	**6 874**
Western Cape	917	947	970	983	992	1 043	1 027
Eastern Cape	603	606	583	612	659	660	672
Northern Cape	128	113	130	134	132	131	128
Free State	330	317	308	334	321	340	327
KwaZulu Natal	1 064	1 085	1 088	1 154	1 122	1 180	1 170
North West	308	294	323	334	373	354	357
Gauteng	1 752	1 870	1 953	2 018	2 031	2 114	2 122
Mpumalanga	427	425	445	463	478	499	494
Limpopo	420	448	464	507	525	561	578
Men	**7 838**	**7 964**	**8 161**	**8 327**	**8 513**	**8 859**	**8 906**
Western Cape	1 107	1 114	1 121	1 157	1 203	1 261	1 304
Eastern Cape	659	672	671	683	691	717	729
Northern Cape	152	168	166	177	175	174	177
Free State	438	458	420	415	428	465	455
KwaZulu Natal	1 276	1 321	1 335	1 336	1 365	1 371	1 338
North West	502	490	494	514	531	582	567
Gauteng	2 625	2 624	2 735	2 764	2 793	2 881	2 882
Mpumalanga	546	567	597	661	654	678	672
Limpopo	533	550	621	620	673	730	783

Table 3:17: Distribution of monthly earnings for employees by population group and sex							
	QLFS 2010	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Rand	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**
Black African	2 200	2 491	2 600	2 600	2 800	2 900	3 000
Coloured	2 600	3 000	3 250	3 000	3 033	3 000	3 250
Indian/Asian	6 700	7 000	7 000	7 000	6 000	6 500	7 200
White	9 850	10 000	10 006	10 500	10 000	12 000	12 500
Female	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**
Black African	1 800	1 950	2 000	2 100	2 300	2 500	2 500
Coloured	2 383	2 730	3 000	2 700	3 000	2 700	3 000
Indian/Asian	6 500	6 700	7 000	6 700	4 700	6 000	7 000
White	8 000	8 500	9 500	10 000	10 000	10 000	10 200
Male	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**
Black African	2 600	2 800	3 000	3 100	3 250	3 250	3 500
Coloured	3 033	3 300	3 500	3 060	3 250	3 028	3 466
Indian/Asian	7 000	7 000	7 000	7 400	6 000	7 000	7 400
White	12 000	12 000	12 000	12 000	11 853	13 100	15 000

Table 3.18: Distribution of monthly earnings for employees by age group and sex							
	QLFS 2010	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Rand	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**
15-24 years	2 166	2 300	2 500	2 340	2 500	2 600	2 608
25-34 years	2 600	3 000	3 000	3 000	3 000	3 006	3 200
35-44 years	3 000	3 250	3 500	3 466	3 466	3 466	3 500
45-54 years	3 250	3 500	3 500	3 204	3 271	3 400	3 500
55-64 years	3 500	3 700	4 000	3 500	3 900	3 500	4 000
Female	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**
15-24 years	2 100	2 400	2 500	2 400	2 500	2 500	2 600
25-34 years	2 383	2 500	2 600	2 760	2 800	2 863	3 000
35-44 years	2 400	2 500	2 800	2 500	2 700	2 800	3 000
45-54 years	2 500	2 500	2 500	2 400	2 500	2 500	2 600
55-64 years	2 600	2 900	3 100	2 500	2 850	2 600	2 800
Male	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**
15-24 years	2 166	2 200	2 470	2 300	2 500	2 600	2 773
25-34 years	2 950	3 033	3 250	3 250	3 250	3 250	3 466
35-44 years	3 500	3 640	4 000	4 000	4 000	4 000	4 000
45-54 years	4 000	4 333	4 500	4 342	4 333	4 300	4 500
55-64 years	4 000	4 333	5 000	4 700	4 800	4 500	5 010

Table 3.19: Distribution of monthly earnings of employees by province and sex							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**
Western Cape	3 000	3300	3 466	3 250	3 423	3 250	3 423
Eastern Cape	2 200	2500	2 500	2 200	2 500	2 418	2 750
Northern Cape	2 058	2166	2 000	2 058	2 200	2 383	2 773
Free State	2 000	2100	2 166	2 400	2 500	2 500	2 700
KwaZulu-Natal	2 500	2600	2 800	2 600	2 500	2 500	2 500
North West	3 000	3250	3 500	3 380	3 000	3 000	3 250
Gauteng	3 500	3960	4 000	4 300	4 333	4 500	4 600
Mpumalanga	2 800	2400	2 505	2 700	3 000	3 000	3 000
Limpopo	1 800	1800	2 000	2 000	2 166	2 300	2 600
Women	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**
Western Cape	2 500	3 000	3 033	3 033	3 200	3 000	3 200
Eastern Cape	2 000	2 166	2 340	2 000	2 200	2 100	2 500
Northern Cape	1 733	1 900	1 625	1 800	2 000	2 000	2 253
Free State	1 650	1 800	1 800	1 850	2 100	2 166	2 300
KwaZulu-Natal	1 950	2 000	2 160	2 000	2 000	2 000	2 000
North West	2 100	2 200	2 500	2 383	2 246	2 400	2 500
Gauteng	3 200	3 500	3 500	3 500	3 800	4 000	4 000
Mpumalanga	2 000	1 950	2 000	2 000	2 300	2 500	2 500
Limpopo	1 200	1 300	1 500	1 500	1 800	1 800	2 000
Men	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**
Western Cape	3 206	3 500	3 600	3 500	3 500	3 500	3 466
Eastern Cape	2 400	2 600	2 600	2 500	2 600	2 600	3 000
Northern Cape	2 500	2 250	2 273	2 200	2 383	2 500	3 250
Free State	2 400	2 200	2 600	2 600	3 000	2 700	3 000
KwaZulu-Natal	2 816	3 000	3 100	3 200	3 000	2 816	3 000
North West	3 488	3 900	4 200	4 333	4 000	3 500	4 000
Gauteng	3 900	4 285	4 500	4 800	4 500	5 000	5 000
Mpumalanga	3 400	3 000	3 200	3 293	4 000	3 600	3 700
Limpopo	2 200	2 200	2 500	2 500	2 400	2 600	3 000

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

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**
Manager	11 000	13 000	12 800	14 083	16 000	17 000	18 500
Professional	10 600	13 000	13 000	15 000	15 000	18 000	18 500
Technician	7 900	8 000	8 000	8 400	6 000	6 000	7 000
Clerk	4 500	4 800	5 000	4 700	4 800	4 500	5 000
Sales	2 500	2 600	2 800	2 860	3 000	3 080	3 466
Skilled agriculture	1 950	1 200	1 500	1 920	2 200	1 950	2 166
Craft	3 000	3 033	3 466	3 300	3 466	3 500	3 500
Operator	3 000	3 000	3 100	3 466	3 500	3 500	3 600
Elementary	1 516	1 600	1 750	1 900	2 100	2 200	2 500
Domestic worker	1 000	1 200	1 200	1 300	1 400	1 500	1 500
Women	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**
Manager	9 000	11 400	12 000	12 800	15 000	15 000	17 000
Professional	10 000	11 500	12 000	14 000	14 500	17 000	18 000
Technician	7 500	8 000	8 000	8 000	6 000	7 000	7 000
Clerk	4 000	4 550	4 506	4 500	4 500	4 333	4 500
Sales	2 000	2 166	2 300	2 300	2 500	2 686	2 800
Skilled agriculture	1 560	996	1 300	1 360	2 000	1 213	2 000
Craft	2 080	2 296	2 470	2 500	2 925	2 800	3 200
Operator	1 950	2 000	2 500	2 816	2 600	2 790	2 800
Elementary	1 500	1 500	1 600	1 733	1 900	2 000	2 100
Domestic worker	1 000	1 200	1 200	1 300	1 400	1 500	1 500
Men	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**
Manager	12 000	15 000	14 000	15 000	16 700	20 000	19 000
Professional	12 000	15 700	15 000	16 000	16 000	21 000	20 000
Technician	8 000	8 000	8 000	8 500	5 850	5 500	7 500
Clerk	5 000	5 000	5 200	5 000	5 000	4 900	5 430
Sales	2 800	3 000	3 200	3 250	3 500	3 500	3 800
Skilled agriculture	2 200	1 300	1 733	2 050	2 383	2 500	2 200
Craft	3 000	3 120	3 500	3 500	3 500	3 780	3 683
Operator	3 033	3 250	3 250	3 466	3 683	3 600	3 900
Elementary	1 700	1 733	1 921	2 000	2 200	2 400	2 600
Domestic worker	1 000	1 100	1 040	1 200	1 200	1 500	1 500

Table 3.21: Distribution of monthly earnings for employees by industry and sex							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**
Agriculture	1 295	1 300	1 495	1 733	2 153	2 231	2 500
Mining	5 000	5 800	6 000	6 000	7 000	7 500	8 440
Manufacturing	3 250	3 500	3 500	3 672	3 900	3 800	4 000
Utilities	6 000	6 000	6 000	8 666	7 000	7 500	8 000
Construction	2 437	2 600	2 600	2 800	2 816	3 000	3 083
Trade	2 505	2 800	3 000	3 000	3 033	3 100	3 466
Transport	3 500	3 600	3 800	3 900	4 000	4 000	4 200
Finance	3 501	4 333	4 000	4 000	4 000	4 000	4 000
Services	6 000	6 000	6 500	6 000	5 000	5 000	5 000
Private hholds	1 000	1 200	1 200	1 300	1 400	1 500	1 500
Women	**2 400**	**2 500**	**2 600**	**2 500**	**2 600**	**2 700**	**2 900**
Agriculture	1 200	1 250	1 369	1 505	2 000	2 127	2 275
Mining	5 700	5 000	6 000	6 500	7 000	7 000	8 000
Manufacturing	2 500	2 652	2 946	3 000	3 033	3 033	3 466
Utilities	9 000	7 900	7 000	9 650	12 000	10 500	13 000
Construction	1 733	1 841	1 300	1 560	1 900	1 125	1 733
Trade	2 383	2 500	2 600	2 600	3 000	3 000	3 033
Transport	5 000	5 000	5 000	5 500	4 900	5 000	5 633
Finance	4 333	5 000	4 500	4 000	4 000	4 500	4 500
Services	5 500	5 400	6 000	5 500	4 000	4 000	4 000
Private hholds	1 000	1 200	1 200	1 300	1 400	1 500	1 500
Men	**3 200**	**3 466**	**3 500**	**3 500**	**3 500**	**3 500**	**3 700**
Agriculture	1 300	1 400	1 500	1 800	2 166	2 400	2 500
Mining	5 000	5 800	6 000	6 000	7 000	7 500	8 500
Manufacturing	3 683	3 900	3 900	4 000	4 333	4 100	4 333
Utilities	5 200	5 400	5 200	8 000	7 000	7 000	7 000
Construction	2 500	2 600	2 800	3 000	3 000	3 120	3 250
Trade	2 800	3 000	3 250	3 250	3 466	3 500	3 700
Transport	3 466	3 500	3 500	3 600	3 900	4 000	4 000
Finance	3 466	3 800	3 900	4 000	4 000	4 000	4 000
Services	6 500	6 800	8 000	7 000	6 500	6 200	7 000
Private hholds	1 040	1 100	1 200	1 300	1 300	1 430	1 500

Table 3.22: Unemployment rate by level of education - South Africa							
Decent Work Indicator	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Per cent	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Unemployment rate by level of education	**24,9**	**24,8**	**24,9**	**24,7**	**25,1**	**25,3**	**26,7**
None	16,6	17,4	16,7	16,8	16,9	17,1	18,9
Less than primary completed	24,3	21,9	22,8	20,9	22,9	22,8	24,0
Primary completed	24,1	25,5	25,0	23,4	26,5	26,1	25,2
Secondary not completed	31,3	31,5	31,7	31,9	32,1	32,1	33,9
Secondary completed	26,7	27,0	26,3	26,3	25,8	26,3	27,3
Tertiary	9,1	8,7	9,4	9,9	10,8	11,7	12,4
Other	16,8	14,3	14,7	15,6	14,4	12,5	19,0

Table 3.23: Adequate earnings and productive work - Low pay rate (below 2/3 of median monthly earning)							
Decent Work Indicator	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Percent	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**
Median	**2 900**	**3 000**	**3 115**	**3 033**	**3 033**	**3 100**	**3 300**
03-Feb	**1 933**	**2 000**	**2 077**	**2 022**	**2 022**	**2 067**	**2 200**
Men	28,4	28,4	28,7	28,8	27,5	26,6	32,0
Women	42,6	40,7	42,1	42,1	39,5	38,8	26,9
Both sexes	**34,6**	**33,9**	**34,7**	**34,8**	**32,9**	**32,1**	**38,3**

Table 3.24: Proportion of employees who are entitled to paid sick leave							
Decent Work Indicators	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Percent	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**
Both sexes	**..**	**67,7**	**68,9**	**68,3**	**68,9**	**68,3**	**70,0**
Male	**..**	68,5	70,2	69,7	70,5	69,3	71,1
Female	**..**	66,6	67,2	66,7	66,9	67,1	68,7

Table 3.25: Proportion of employees who are entitled to martenity/partenity leave							
Decent Work Indicators	**QLFS 2010**	**QLFS 2011**	**QLFS 2012**	**QLFS 2013**	**QLFS 2014**	**QLFS 2015**	**QLFS 2016**
	Percent	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**
Both sexes	**..**	**54,4**	**53,8**	**52,6**	**53,5**	**53,4**	**56,0**
Male	**..**	53,0	52,3	51,3	52,3	52,0	54,8
Female	**..**	56,1	55,7	54,3	54,9	55,1	57,4

Table 3.26: Decent hours							
Decent hours	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Excessive hours (workers with more than 48 hours per week)	**24,0**	**23,7**	**22,9**	**22,5**	**21,8**	**22,2**	**22,4**
Men	27,8	27,7	26,9	26,5	25,9	26,5	26,7
Women	19,0	18,5	17,7	17,4	16,7	16,7	16,7
Time-related underemployment rate	**4,2**	**3,8**	**4,1**	**4,1**	**4,0**	**4,5**	**4,6**
Men	2,9	2,7	2,9	2,8	2,9	3,2	3,3
Women	5,9	5,3	5,6	5,8	5,4	6,2	6,2
Rate of workers with decent hours	**71,9**	**72,4**	**73,0**	**73,4**	**74,1**	**73,3**	**73,1**
Men	69,4	69,6	70,2	70,6	71,2	70,4	70,0
Women	75,1	76,2	76,7	76,9	77,9	77,1	77,1

Table 3.27: Rights at work and social dialogue							
Decent work Indicators	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Trade union members	..	**3 488**	**3 640**	**3 650**	**3 788**	**3 697**	**3 783**
Men	..	2 082	2 172	2 152	2 243	2 172	2 173
Women	..	1 405	1 468	1 498	1 544	1 526	1 611
Trade union density rate	..	**29,3**	**29,7**	**28,7**	**29,0**	**27,4**	**28,1**
Men	..	31,3	32,0	30,8	31,2	29,2	29,3
Women	..	26,8	26,9	26,2	26,3	25,1	26,6

Table 3.28: Proportion of employees whose employer contribute to a pension/retirement fund for them							
	QLFS 2010*	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Both sexes	**46,0**	**47,9**	**49,0**	**48,0**	**48,9**	**46,1**	**47,0**
Men	48,2	50,4	51,9	50,9	51,8	48,2	49,1
Women	43,2	44,7	45,5	44,4	45,3	43,4	44,5

Table 3.29: Proportion of employees who are entitled to medical aid benefit from the employer by sex							
	QLFS 2010*	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Both sexes	**31,9**	**31,9**	**32,8**	**31,6**	**31,4**	**29,5**	**29,8**
Men	32,4	32,4	33,6	32,8	32,5	30,2	30,2
Women	31,2	31,3	31,7	30,1	30,1	28,6	29,3

Table 3.30: Proportions of employees by how annual salary increment is negotiated							
	QLFS 2010*	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Individual and employer	..	14,1	11,9	10,0	9,5	9,7	8,2
Collective bargaining	..	31,8	32,7	30,7	30,8	29,1	29,9
Employer only	..	48,0	49,9	53,5	53,7	55,4	56,1
No regular increment	..	5,5	5,0	5,3	5,6	5,4	5,4
Other	..	0,6	0,5	0,5	0,4	0,4	0,5

Table 4.1: Characteristics of the unemployed - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
Job losers	1 474	1 406	1 498	1 532	1 641	1 785	1 822
Job leavers	285	275	285	309	319	361	328
New entrants	1 905	2 006	2 035	2 017	1 952	2 074	2 273
Re-entrants	199	215	182	215	256	245	300
Other	702	735	776	813	903	878	1 029
Unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
Long-term unemployment (1 year and more)	2 998	3 180	3 242	3 226	3 341	3 481	3 832
Short-term unemployment (less than 1 year)	1 566	1 456	1 533	1 660	1 729	1 863	1 921
Long-term unemployment (%)							
Proportion of the labour force	16,3	17	16,9	16,3	16,5	16,5	17,8
Proportion of the unemployed	65,7	68,6	67,9	66	65,9	65,1	66,6
Those who have worked in the past 5 years							
Previous occupation	**1 958**	**1 896**	**1 964**	**2 057**	**2 216**	**2 391**	**2 450**
Manager	44	46	45	54	51	50	53
Professional	29	41	43	40	47	49	47
Technician	104	97	102	122	147	127	136
Clerk	237	227	249	268	252	271	278
Sales and services	287	286	298	307	346	372	385
Skilled agriculture	9	9	6	5	16	15	7
Craft and related trade	369	321	336	315	356	396	406
Plant and machine operator	164	152	158	172	181	187	202
Elementary	553	557	569	612	652	738	756
Domestic worker	160	160	157	160	167	187	180
Other	0	0	1	1	0	.	.
Previous industry	**1 958**	**1 896**	**1 964**	**2 057**	**2 216**	**2 391**	**2 450**
Agriculture	103	93	87	94	120	135	136
Mining	34	31	32	37	35	46	59
Manufacturing	289	263	264	256	274	287	292
Utilities	9	10	8	16	17	17	12
Construction	322	293	313	312	326	380	407
Trade	487	448	460	497	517	540	536
Transport	88	96	96	109	128	107	119
Finance	237	239	258	282	299	323	326
Community and social services	185	211	234	245	271	316	325
Private households	203	211	209	208	228	240	238
Other	1	1	1	1	0	.	0

Table 4.2: Characteristics of the unemployed by province							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**2 998**	**3 180**	**3 242**	**3 226**	**3 341**	**3 481**	**3 832**
Western cape	297	347	384	382	405	336	367
Eastern Cape	285	293	330	358	346	351	348
Northern Cape	58	65	70	65	69	77	60
Free State	173	180	240	246	268	237	265
KwaZulu-Natal	368	368	406	420	458	430	506
North West	196	198	181	183	216	209	227
Gauteng	1 199	1 279	1 151	1 131	1 115	1 381	1 562
Mpumalanga	261	297	318	299	326	292	319
Limpopo	161	152	163	143	139	168	177
Long-term unemployment (%)	**65,7**	**68,6**	**67,9**	**66**	**65,9**	**65,1**	**66,6**
Western cape	54	60,4	60,1	60,8	62,6	56	58,2
Eastern Cape	60,9	61,5	65,4	65,9	60,9	62,9	62,4
Northern Cape	57,7	58,1	59,6	53,8	52,5	53,6	47,9
Free State	58,5	61,4	69,2	67,7	69	66,2	66,5
KwaZulu-Natal	64,2	63,7	65,3	64,2	64	62,5	66,4
North West	67,4	70,9	66	59,2	66,4	64,7	63
Gauteng	73,7	76,6	73,9	71,3	69,7	71,6	75,2
Mpumalanga	68,4	72,6	73,1	68,6	70,7	67,4	63,9
Limpopo	58,1	62,5	58,2	57,9	58,6	54	52,1
Short-term unemployment	**1 566**	**1 456**	**1 533**	**1 660**	**1 729**	**1 863**	**1 921**
Western cape	253	228	255	246	242	264	264
Eastern Cape	183	184	175	185	222	207	210
Northern Cape	43	47	47	55	62	66	66
Free State	123	113	107	117	120	121	133
KwaZulu-Natal	205	210	216	234	257	258	256
North West	95	81	93	126	109	114	134
Gauteng	429	390	406	456	484	547	515
Mpumalanga	121	112	117	137	135	141	180
Limpopo	116	92	117	104	98	143	163
Short-term unemployment (%)	**34,3**	**31,4**	**32,1**	**34**	**34,1**	**34,9**	**33,4**
Western cape	46	39,6	39,9	39,2	37,4	44	41,8
Eastern Cape	39,1	38,5	34,6	34,1	39,1	37,1	37,6
Northern Cape	42,3	41,9	40,4	46,2	47,5	46,4	52,1
Free State	41,5	38,6	30,8	32,3	31	33,8	33,5
KwaZulu-Natal	35,8	36,3	34,7	35,8	36	37,5	33,6
North West	32,6	29,1	34	40,8	33,6	35,3	37
Gauteng	26,3	23,4	26,1	28,7	30,3	28,4	24,8
Mpumalanga	31,6	27,4	26,9	31,4	29,3	32,6	36,1
Limpopo	41,9	37,5	41,8	42,1	41,4	46	47,9

Table 4.3: The duration of unemployment							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
Less than 3 moths	511	474	565	634	668	751	719
3 months less than 6 months	378	352	349	369	390	424	463
6 months less than 1 year	677	630	619	657	672	688	739
1 year less than 3 years	1 141	1 122	1 096	1 173	1 173	1 205	1 278
3 years and over	1 858	2 058	2 147	2 053	2 167	2 276	2 554
Women	**2 221**	**2 298**	**2 337**	**2 381**	**2 482**	**2 640**	**2 827**
Less than 3 moths	206	192	219	259	270	306	290
3 months less than 6 months	163	151	159	162	167	183	198
6 months less than 1 year	303	300	291	300	319	328	334
1 year less than 3 years	575	572	532	586	592	601	658
3 years and over	974	1 083	1 136	1 074	1 133	1 223	1 347
Men	**2 343**	**2 338**	**2 438**	**2 505**	**2 589**	**2 704**	**2 926**
Less than 3 moths	305	283	346	375	398	445	429
3 months less than 6 months	215	201	190	207	222	241	265
6 months less than 1 year	374	330	328	357	353	361	405
1 year less than 3 years	566	550	563	587	581	605	620
3 years and over	884	975	1 010	979	1 034	1 053	1 207

Table 5: Characteristics of the not economically active - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**
Student	5 906	6 041	6 137	6 111	6 239	6 214	6 234
Home-maker	2 909	2 892	2 821	2 852	2 849	2 618	2 705
Illness/disability	1 878	1 731	1 740	1 717	1 637	1 674	1 643
Too old/young to work	1 134	1 210	1 220	1 218	1 234	1 302	1 373
Discouraged work seekers	2 026	2 252	2 314	2 331	2 422	2 334	2 386
Other	753	730	743	809	812	809	796
Inactivity rate by age (Both sexes)	**44,3**	**44,3**	**43,8**	**43,2**	**42,9**	**41,5**	**41,3**
15-24 yrs	73,9	74,5	74,6	74,2	74,7	73,4	73,6
25-54 yrs	27,5	27,3	26,7	26,2	25,9	24,4	24,2
55-64 yrs	58,9	58,7	58,5	57,5	56	56,2	56,6
Inactivity rate by age (Women)	**51,6**	**51**	**50,6**	**49,6**	**49,3**	**47,9**	**47,7**
15-24 yrs	76,5	76,5	77,1	76,4	77,2	76,2	76,4
25-54 yrs	37	36,1	35,5	34,3	33,9	32,2	32
55-64 yrs	68,4	67,9	67,1	66,3	64,6	64,2	64,7
Inactivity rate by age (Men)	**36,7**	**37,2**	**36,7**	**36,6**	**36,3**	**34,9**	**34,6**
15-24 yrs	71,3	72,5	72,2	72,1	72,3	70,5	70,7
25-54 yrs	17,5	18	17,5	17,8	17,7	16,5	16,4
55-64 yrs	47,4	47,6	48	47	45,7	46,4	46,8

Table 6a: Socio-demographic characteristics - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
15-24 yrs	1 267	1 272	1 242	1 277	1 263	1 367	1 271
25-34 yrs	4 472	4 500	4 626	4 731	4 758	4 945	4 903
35-44 yrs	4 144	4 261	4 428	4 577	4 685	4 862	4 899
45-54 yrs	2 783	2 856	2 911	3 003	3 071	3 171	3 284
55-64 yrs	1 122	1 182	1 218	1 278	1 369	1 395	1 423
Age group of the unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
15-24 yrs	1 330	1 286	1 329	1 352	1 330	1 374	1 453
25-34 yrs	1 850	1 919	1 942	1 943	2 047	2 138	2 272
35-44 yrs	891	941	984	1 045	1 106	1 179	1 313
45-54 yrs	401	412	428	440	474	520	572
55-64 yrs	92	78	92	107	113	133	141
Age group of the not economically active	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**
15-24 yrs	7 341	7 480	7 557	7 572	7 664	7 550	7 586
25-34 yrs	2 427	2 452	2 444	2 492	2 521	2 402	2 470
35-44 yrs	1 610	1 641	1 628	1 614	1 639	1 577	1 585
45-54 yrs	1 486	1 492	1 502	1 482	1 480	1 461	1 454
55-64 yrs	1 743	1 792	1 844	1 877	1 890	1 959	2 041
Highest level of education of the employed	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
No schooling	418	369	374	375	373	388	335
Less than primary completed	1 164	1 160	1 129	1 143	1 078	1 180	1 126
Primary completed	674	634	641	640	614	664	661
Secondary not completed	4 556	4 696	4 865	4 965	5 043	5 239	5 323
Secondary completed	4 163	4 197	4 416	4 555	4 796	4 934	5 037
Tertiary	2 617	2 835	2 842	3 041	3 072	3 146	3 130
Other	196	179	157	148	171	190	168
Highest level of education of the unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
No schooling	83	78	75	76	76	80	78
Less than primary completed	374	325	334	301	321	349	355
Primary completed	214	216	214	195	221	234	223
Secondary not completed	2 077	2 161	2 258	2 329	2 382	2 473	2 725
Secondary completed	1 513	1 555	1 572	1 625	1 668	1 762	1 887
Tertiary	264	272	295	333	373	418	445
Other	39	30	27	27	29	27	39
Highest level of education of the not economically active	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**
No schooling	840	825	792	763	741	703	675
Less than primary completed	2 008	1 896	1 817	1 723	1 661	1 695	1 625
Primary completed	1 139	1 122	1 069	1 008	951	953	984
Secondary not completed	7 570	7 852	7 993	8 171	8 183	8 017	8 148
Secondary completed	2 509	2 595	2 739	2 779	3 028	2 905	2 987
Tertiary	412	441	449	485	507	548	558
Other	128	127	115	110	122	131	159

Table 6b: Socio-demographic characteristics - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Employed	**-**	**-**	**7 271**	**14 866**	**15 146**	**15 741**	**15 780**
Attending educational institution	-	-	174	350	384	421	369
Not attending educational institution	-	-	7 097	14 515	14 762	15 319	15 411
Unemployed	**-**	**-**	**2 403**	**4 886**	**5 070**	**5 344**	**5 753**
Attending educational institution	-	-	49	102	95	131	113
Not attending educational institution	-	-	2 353	4 784	4 975	5 213	5 639
Not economically active	**-**	**-**	**7 490**	**15 038**	**15 194**	**14 950**	**15 136**
Attending educational institution	-	-	2 969	5 930	6 083	6 061	6 122
Not attending educational institution	-	-	4 521	9 108	9 111	8 889	9 014
Employed and attending by type of educational institution	**-**	**-**	**174**	**350**	**384**	**421**	**369**
Odinary school	-	-	14	30	28	38	31
Special school	-	-	0	3	1	1	1
Further education and training college (FET)	-	-	19	31	38	34	34
Other college	-	-	15	33	49	59	60
Higher education institution	-	-	120	242	254	273	232
Adult basic education and training centre(ABET CENTRE)	-	-	5	9	12	12	8
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	1	0	0	0	0
Home based education or home schooling	-	-	0	0	0	1	1
Unemployed and attending by type of educational institution	**-**	**-**	**49**	**102**	**95**	**131**	**113**
Odinary school	-	-	19	37	38	39	37
Special school	-	-	1	0	1	1	1
Further education and training college (FET)	-	-	9	21	13	27	20
Other college	-	-	5	12	15	17	18
Higher education institution	-	-	12	26	24	38	29
Adult basic education and training centre(ABET CENTRE)	-	-	4	5	4	7	8
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	-	-	-	-	0
Home based education or home schooling	-	-	-	-	0	0	-

Table 6c: Socio-demographic characteristics - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active and attending by type of educational institution	**-**	**-**	**2 969**	**5 930**	**6 083**	**6 061**	**6 122**
Odinary school	-	-	2 440	4 744	4 781	4 765	4 785
Special school	-	-	21	44	34	41	51
Further education and training college (FET)	-	-	139	372	422	435	399
Other college	-	-	58	157	186	184	213
Higher education institution	-	-	273	553	595	569	623
Adult basic education and training centre(ABET CENTRE)	-	-	17	33	36	31	37
Literacy classes (e.g KHA RI GUDE, SANLI)	-	-	2	1	1	2	0
Home based education or home schooling	-	-	1	2	3	4	3
Current marital status of the employed	**13 788**	**14 070**	**14 425**	**14 866**	**15 146**	**15 741**	**15 780**
Married	5 841	5 923	6 116	6 086	6 064	6 258	6 175
Living together like husband and wife	1 632	1 617	1 647	1 712	1 766	1 897	1 989
Widow/widower	468	449	436	459	501	458	467
Divorced or separated	487	488	520	536	473	505	485
Never married	5 360	5 594	5 706	6 072	6 341	6 623	6 664
Current marital status of the unemployed	**4 564**	**4 636**	**4 775**	**4 886**	**5 070**	**5 344**	**5 753**
Married	767	784	799	824	840	936	926
Living together like husband and wife	496	471	515	532	519	617	667
Widow/widower	54	59	63	75	75	63	83
Divorced or separated	81	83	86	84	91	97	104
Never married	3 166	3 239	3 313	3 371	3 546	3 632	3 972
Current marital status of the not economically active	**14 606**	**14 857**	**14 975**	**15 038**	**15 194**	**14 950**	**15 136**
Married	2 965	3 009	3 020	2 940	2 930	2 819	2 821
Living together like husband and wife	807	738	748	750	777	806	802
Widow/widower	648	678	663	642	610	614	601
Divorced or separated	243	250	253	243	254	244	259
Never married	9 943	10 181	10 292	10 464	10 622	10 468	10 654

Table 7: Profile of those not in education and not in employment - South Africa							
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**-**	**-**	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**
Women	-	-	4 117	8 166	8 258	8 265	8 546
Men	-	-	2 757	5 726	5 827	5 837	6 107
Age group	**-**	**-**	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**
15-24 yrs	-	-	1 590	3 261	3 212	3 139	3 219
25-34 yrs	-	-	2 073	4 133	4 235	4 203	4 384
35-44 yrs	-	-	1 278	2 608	2 697	2 705	2 856
45-54 yrs	-	-	966	1 910	1 945	1 969	2 014
55-64 yrs	-	-	968	1 981	1 998	2 086	2 180
Population groups	**-**	**-**	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**
Black/African	-	-	5 715	11 557	11 707	11 754	12 293
Coloured	-	-	619	1 267	1 265	1 273	1 310
Indian/Asian	-	-	167	313	342	353	343
White	-	-	373	755	772	723	708
South Africa	**-**	**-**	**6 875**	**13 892**	**14 086**	**14 102**	**14 653**
Western Cape	-	-	721	1 433	1 462	1 423	1 479
Eastern Cape	-	-	938	1 893	1 884	1 854	1 871
Northern Cape	-	-	161	323	340	353	359
Free State	-	-	395	775	778	762	782
KwaZulu Natal	-	-	1 379	2 738	2 820	2 811	2 959
North West	-	-	533	1 102	1 072	1 092	1 157
Gauteng	-	-	1 514	3 109	3 173	3 312	3 484
Mpumalanga	-	-	542	1 058	1 107	1 081	1 137
Limpopo	-	-	693	1 461	1 450	1 415	1 424

Appendix 3: Panel data results

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					
Q1 2010	Q2 2010	92,7	3,4	1,3	2,6	100,0
Q2 2010	Q3 2010	93,4	3,2	1,1	2,4	100,0
Q3 2010	Q4 2010	93,9	2,6	1,0	2,5	100,0
Q4 2010	Q1 2011	93,5	2,8	1,2	2,5	100,0
Q1 2011	Q2 2011	93,2	3,2	1,1	2,5	100,0
Q2 2011	Q3 2011	93,6	3,1	1,2	2,2	100,0
Q3 2011	Q4 2011	93,7	2,9	1,1	2,3	100,0
Q4 2011	Q1 2012	93,0	3,4	1,1	2,5	100,0
Q1 2012	Q2 2012	93,4	2,9	1,3	2,4	100,0
Q2 2012	Q3 2012	93,8	3,1	0,9	2,1	100,0
Q3 2012	Q4 2012	93,3	3,1	1,0	2,5	100,0
Q4 2012	Q1 2013	93,2	3,3	1,1	2,3	100,0
Q1 2013	Q2 2013	93,1	3,4	1,6	2,0	100,0
Q2 2013	Q3 2013	92,4	3,5	1,4	2,7	100,0
Q3 2013	Q4 2013	92,9	3,2	1,3	2,6	100,0
Q4 2013	Q1 2014	91,7	4,0	1,6	2,7	100,0
Q1 2014	Q2 2014	92,3	3,6	1,4	2,8	100,0
Q2 2014	Q3 2014	92,1	3,9	1,6	2,4	100,0
Q3 2014	Q4 2014	93,0	3,1	1,5	2,5	100,0
Q1 2015	Q2 2015	91,4	4,3	1,5	2,8	100,0
Q2 2015	Q3 2015	91,2	4,6	1,5	2,7	100,0
Q3 2015	Q4 2015	93,3	3,2	1,2	2,3	100,0
Q1 2016	Q2 2016	92,9	3,6	1,4	2,2	100,0
Q2 2016	Q3 2016	93,4	3,7	0,9	2,0	100,0
Q3 2016	Q4 2016	93,3	3,6	1,0	2,1	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	11,9	66,8	7,0	14,4	100,0
Q2 2010	Q3 2010	10,7	65,7	7,9	15,7	100,0
Q3 2010	Q4 2010	10,3	66,9	8,3	14,5	100,0
Q4 2010	Q1 2011	11,1	68,9	6,6	13,3	100,0
Q1 2011	Q2 2011	10,0	70,0	6,6	13,4	100,0
Q2 2011	Q3 2011	10,3	67,4	7,5	14,9	100,0
Q3 2011	Q4 2011	10,8	67,5	7,5	14,2	100,0
Q4 2011	Q1 2012	10,5	67,5	8,1	13,9	100,0
Q1 2012	Q2 2012	10,3	68,9	7,2	13,6	100,0
Q2 2012	Q3 2012	12,7	68,9	7,0	11,5	100,0
Q3 2012	Q4 2012	10,8	66,8	7,0	15,3	100,0
Q4 2012	Q1 2013	11,4	65,7	8,2	14,6	100,0
Q1 2013	Q2 2013	11,0	68,9	7,5	12,6	100,0
Q2 2013	Q3 2013	13,3	66,5	7,6	12,6	100,0
Q3 2013	Q4 2013	13,1	68,1	5,9	13,0	100,0
Q4 2013	Q1 2014	12,0	67,9	7,0	13,1	100,0
Q1 2014	Q2 2014	12,9	65,3	7,3	14,5	100,0
Q2 2014	Q3 2014	12,9	66,0	7,7	13,5	100,0
Q3 2014	Q4 2014	13,0	65,5	7,2	14,3	100,0
Q1 2015	Q2 2015	14,9	61,9	8,3	14,9	100,0
Q2 2015	Q3 2015	14,1	65,7	8,2	12.0	100,0
Q3 2015	Q4 2015	12,7	67,5	7,0	12,8	100,0
Q1 2016	Q2 2016	12,7	67,2	7,4	12,7	100,0
Q2 2016	Q3 2016	12,3	70,0	7,1	10,6	100,0
Q3 2016	Q4 2016	12,7	69,6	7,1	10,5	100,0

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

		t+1 status				
t status: Discouragement		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	9,2	16,5	50,4	23,8	100,0
Q2 2010	Q3 2010	7,9	16,2	54,1	21,8	100,0
Q3 2010	Q4 2010	7,6	13,3	57,7	21,3	100,0
Q4 2010	Q1 2011	8,3	13,1	58,4	20,2	100,0
Q1 2011	Q2 2011	8,7	16,6	51,8	22,8	100,0
Q2 2011	Q3 2011	7,5	13,4	56,7	22,4	100,0
Q3 2011	Q4 2011	7,2	15,6	59,0	18,2	100,0
Q4 2011	Q1 2012	7,1	14,7	57,3	20,9	100,0
Q1 2012	Q2 2012	8,2	14,5	58,2	19,1	100,0
Q2 2012	Q3 2012	8,3	15,5	56,1	20,0	100,0
Q3 2012	Q4 2012	6,8	15,2	55,7	22,2	100,0
Q4 2012	Q1 2013	7,3	14,6	58,1	20,0	100,0
Q1 2013	Q2 2013	7,3	14,6	58,4	19,6	100,0
Q2 2013	Q3 2013	10,7	15,2	54,3	19,7	100,0
Q3 2013	Q4 2013	10,9	15,1	52,3	21,8	100,0
Q4 2013	Q1 2014	9,9	15,3	56,4	18,5	100,0
Q1 2014	Q2 2014	8,8	13,4	57,2	20,5	100,0
Q2 2014	Q3 2014	9,8	12,3	58,7	19,2	100,0
Q3 2014	Q4 2014	9,6	13,0	57,1	20,3	100,0
Q1 2015	Q2 2015	11,7	15,7	50,9	21,6	100,0
Q2 2015	Q3 2015	9,2	18,3	51,9	20,5	100,0
Q3 2015	Q4 2015	10,6	14,3	58,4	16,7	100,0
Q1 2016	Q2 2016	7,1	14,7	60,3	17,9	100,0
Q2 2016	Q3 2016	7,7	21,1	51,7	19,5	100,0
Q3 2016	Q4 2016	8,3	15,6	53,9	22,3	100,0
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
Q1 2010	Q2 2010	2,7	5,6	3,6	88,1	100,0
Q2 2010	Q3 2010	2,6	5,0	3,7	88,7	100,0
Q3 2010	Q4 2010	2,4	4,5	3,7	89,4	100,0
Q4 2010	Q1 2011	2,5	5,3	4,3	87,9	100,0
Q1 2011	Q2 2011	2,5	5,2	3,9	88,4	100,0
Q2 2011	Q3 2011	2,3	5,0	3,5	89,1	100,0
Q3 2011	Q4 2011	2,2	4,7	3,9	89,2	100,0
Q4 2011	Q1 2012	2,5	5,8	4,3	87,4	100,0
Q1 2012	Q2 2012	2,3	5,1	4,0	88,7	100,0
Q2 2012	Q3 2012	2,6	5,3	3,4	88,7	100,0
Q3 2012	Q4 2012	2,0	4,4	3,4	90,2	100,0
Q4 2012	Q1 2013	2,6	5,7	4,0	87,7	100,0
Q1 2013	Q2 2013	2,4	5,5	3,8	88,2	100,0
Q2 2013	Q3 2013	3,0	4,7	3,6	88,7	100,0
Q3 2013	Q4 2013	3,0	4,5	3,6	89,0	100,0
Q4 2013	Q1 2014	2,9	5,4	4,1	87,5	100,0
Q1 2014	Q2 2014	3,1	5,8	3,5	87,6	100,0
Q2 2014	Q3 2014	2,8	4,9	3,5	88,8	100,0
Q3 2014	Q4 2014	2,9	5,4	4,1	87,5	100,0
Q1 2015	Q2 2015	3,1	5,8	4,2	86.9	100,0
Q2 2015	Q3 2015	3,2	5,7	3,5	87,6	100,0
Q3 2015	Q4 2015	2,5	4,5	2,9	90,1	100,0
Q1 2016	Q2 2016	2,3	5,3	3,7	88,6	100,0
Q2 2016	Q3 2016	2,5	5,0	4,2	88,3	100,0
Q3 2016	Q4 2016	2,6	5,1	3,7	88,6	100,0

Table A2: Quarterly transition rates between different sectors

		t+1 status				
t status: Formal		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	95,8	3,5	0,5	0,2	100,0
Q2 2010	Q3 2010	96,3	2,9	0,5	0,3	100,0
Q3 2010	Q4 2010	96,5	2,9	0,3	0,3	100,0
Q4 2010	Q1 2011	96,7	2,7	0,3	0,3	100,0
Q1 2011	Q2 2011	96,2	3,4	0,3	0,2	100,0
Q2 2011	Q3 2011	96,7	2,7	0,3	0,3	100,0
Q3 2011	Q4 2011	96,4	2,8	0,5	0,2	100,0
Q4 2011	Q1 2012	96,3	3,0	0,3	0,3	100,0
Q1 2012	Q2 2012	96,4	2,9	0,4	0,3	100,0
Q2 2012	Q3 2012	96,7	2,7	0,4	0,2	100,0
Q3 2012	Q4 2012	96,4	3,1	0,3	0,2	100,0
Q4 2012	Q1 2013	96,5	2,8	0,3	0,4	100,0
Q1 2013	Q2 2013	96,6	2,9	0,3	0,2	100,0
Q2 2013	Q3 2013	96,1	3,2	0,5	0,3	100,0
Q3 2013	Q4 2013	96,3	2,9	0,5	0,3	100,0
Q4 2013	Q1 2014	96,0	3,4	0,4	0,3	100,0
Q1 2014	Q2 2014	96,2	3,1	0,3	0,3	100,0
Q2 2014	Q3 2014	96,2	3,3	0,3	0,2	100,0
Q3 2014	Q4 2014	96,0	3,4	0,3	0,3	100,0
Q1 2015	Q2 2015	94,4	4,8	0,5	0,3	100,0
Q2 2015	Q3 2015	94,9	4,3	0,5	0,4	100,0
Q3 2015	Q4 2015	95,5	3,8	0,5	0,2	100,0
Q1 2016	Q2 2016	96,6	3,4	0,3	0,3	100,0
Q2 2016	Q3 2016	95,6	3,7	0,4	0,2	100,0
Q3 2016	Q4 2016	95,8	3,5	0,5	0,2	100,0
t status: Informal		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	15,7	82,3	0,9	1,2	100,0
Q2 2010	Q3 2010	16,2	81,3	0,5	1,9	100,0
Q3 2010	Q4 2010	15,2	83,0	0,6	1,2	100,0
Q4 2010	Q1 2011	14,8	83,6	0,4	1,2	100,0
Q1 2011	Q2 2011	13,1	86,0	0,3	0,6	100,0
Q2 2011	Q3 2011	13,6	84,8	0,3	1,3	100,0
Q3 2011	Q4 2011	16,6	81,6	0,5	1,3	100,0
Q4 2011	Q1 2012	15,7	83,3	0,1	0,9	100,0
Q1 2012	Q2 2012	14,8	84,1	0,4	0,7	100,0
Q2 2012	Q3 2012	14,4	83,9	0,4	1,3	100,0
Q3 2012	Q4 2012	15,7	83,3	0,4	0,6	100,0
Q4 2012	Q1 2013	15,9	82,5	0,4	1,1	100,0
Q1 2013	Q2 2013	14,5	84,0	0,5	1,0	100,0
Q2 2013	Q3 2013	17,8	80,4	0,4	1,4	100,0
Q3 2013	Q4 2013	16,7	81,1	1,1	1,1	100,0
Q4 2013	Q1 2014	17,5	80,6	0,6	1,2	100,0
Q1 2014	Q2 2014	17,7	80,7	0,4	1,2	100,0
Q2 2014	Q3 2014	18,5	79,8	0,7	1,0	100,0
Q3 2014	Q4 2014	16,9	81,4	0,6	1,1	100,0
Q1 2015	Q2 2015	20,2	77,2	0,3	2,2	100,0
Q2 2015	Q3 2015	19,5	79,1	0,5	0,9	100,0
Q3 2015	Q4 2015	19,7	78,7	0,5	1,2	100,0
Q1 2016	Q2 2016	17,4	81,4	0,5	0,7	100,0
Q2 2016	Q3 2016	16,1	83,0	0,3	0,6	100,0
Q3 2016	Q4 2016	16,0	82,3	0,6	1,1	100,0

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

t status: Agriculture		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	5,8	1,0	90,3	2,9	100,0
Q2 2010	Q3 2010	7,9	3,1	86,6	2,4	100,0
Q3 2010	Q4 2010	5,7	0,6	90,5	3,1	100,0
Q4 2010	Q1 2011	5,5	1,5	91,7	1,3	100,0
Q1 2011	Q2 2011	3,4	1,5	94,2	0,9	100,0
Q2 2011	Q3 2011	3,2	1,5	94,0	1,2	100,0
Q3 2011	Q4 2011	6,1	0,9	91,7	1,3	100,0
Q4 2011	Q1 2012	7,4	1,3	90,3	1,0	100,0
Q1 2012	Q2 2012	4,0	1,7	92,4	1,9	100,0
Q2 2012	Q3 2012	6,4	0,9	92,0	0,7	100,0
Q3 2012	Q4 2012	6,4	1,6	90,9	1,2	100,0
Q4 2012	Q1 2013	4,9	0,7	93,5	1,0	100,0
Q1 2013	Q2 2013	7,4	1,2	90,5	1,0	100,0
Q2 2013	Q3 2013	6,1	1,4	91,4	1,0	100,0
Q3 2013	Q4 2013	5,8	2,1	90,1	2,0	100,0
Q4 2013	Q1 2014	5,9	0,1	92,5	1,5	100,0
Q1 2014	Q2 2014	4,2	1,9	92,2	1,7	100,0
Q2 2014	Q3 2014	5,0	2,1	92,0	0,9	100,0
Q3 2014	Q4 2014	6,0	1,8	90,3	1,8	100,0
Q1 2015	Q2 2015	5,8	0,9	91,0	2,3	100,0
Q2 2015	Q3 2015	6,9	1,0	90,8	1,3	100,0
Q3 2015	Q4 2015	5,5	1,0	91,9	1,6	100,0
Q1 2016	Q2 2016	5,4	1,6	90,3	2,8	100,0
Q2 2016	Q3 2016	5,7	0,8	92,4	1,2	100,0
Q3 2016	Q4 2016	5,8	1,5	91,6	1,1	100,0
t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	2,5	2,5	0,9	94,1	100,0
Q2 2010	Q3 2010	2,1	2,9	2,0	93,0	100,0
Q3 2010	Q4 2010	1,9	1,8	0,7	95,6	100,0
Q4 2010	Q1 2011	2,7	1,7	0,9	94,6	100,0
Q1 2011	Q2 2011	2,8	3,1	1,0	93,1	100,0
Q2 2011	Q3 2011	2,5	2,5	1,2	93,8	100,0
Q3 2011	Q4 2011	1,8	1,0	0,8	96,4	100,0
Q4 2011	Q1 2012	2,2	1,8	0,5	95,5	100,0
Q1 2012	Q2 2012	2,3	1,9	0,7	95,1	100,0
Q2 2012	Q3 2012	1,4	2,1	1,0	95,5	100,0
Q3 2012	Q4 2012	2,4	2,6	1,0	94,1	100,0
Q4 2012	Q1 2013	2,6	1,8	0,3	95,3	100,0
Q1 2013	Q2 2013	2,5	2,5	0,8	94,3	100,0
Q2 2013	Q3 2013	3,4	2,1	0,9	93,7	100,0
Q3 2013	Q4 2013	2,9	3,1	1,0	93,0	100,0
Q4 2013	Q1 2014	2,3	2,3	1,3	94,1	100,0
Q1 2014	Q2 2014	2,6	1,7	0,5	95,2	100,0
Q2 2014	Q3 2014	2,8	2,4	1,1	93,7	100,0
Q3 2014	Q4 2014	1,8	2,6	0,9	94,7	100,0
Q1 2015	Q2 2015	3,1	2,4	1,3	93,0	100,0
Q2 2015	Q3 2015	2,5	2,7	1,4	93,4	100,0
Q3 2015	Q4 2015	2,1	1,7	0,7	95,5	100,0
Q1 2016	Q2 2016	1,9	1,7	0,6	95,8	100,0
Q2 2016	Q3 2016	3,7	2,5	0,5	93,3	100,0
Q3 2016	Q4 2016	2,1	1,8	1,7	94,5	100,0

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					
Q1 2010	Q2 2010	87,9	3,7	2,7	5,7	100,0
Q2 2010	Q3 2010	89,3	3,6	2,0	5,0	100,0
Q3 2010	Q4 2010	90,9	3,1	1,8	4,2	100,0
Q4 2010	Q1 2011	88,4	4,1	2,4	5,0	100,0
Q1 2011	Q2 2011	87,5	4,6	2,3	5,6	100,0
Q2 2011	Q3 2011	90,3	3,2	1,9	4,6	100,0
Q3 2011	Q4 2011	91,2	3,1	1,5	4,2	100,0
Q4 2011	Q1 2012	90,2	3,8	1,7	4,3	100,0
Q1 2012	Q2 2012	90,4	3,0	2,3	4,3	100,0
Q2 2012	Q3 2012	91,6	3,1	1,7	3,7	100,0
Q3 2012	Q4 2012	90,5	3,7	1,7	4,2	100,0
Q4 2012	Q1 2013	89,4	4,1	2,1	4,4	100,0
Q1 2013	Q2 2013	90,5	3,4	3,0	3,0	100,0
Q2 2013	Q3 2013	88,7	3,1	2,9	5,3	100,0
Q3 2013	Q4 2013	89,2	3,3	2,5	5,0	100,0
Q4 2013	Q1 2014	89,1	4,0	2,1	4,8	100,0
Q1 2014	Q2 2014	88,7	3,7	2,6	5,0	100,0
Q2 2014	Q3 2014	88,1	4,9	2,5	4,5	100,0
Q3 2014	Q4 2014	88,2	3,7	3,0	5,1	100,0
Q1 2015	Q2 2015	87,4	5,2	3,0	4,5	100,0
Q2 2015	Q3 2015	87,7	4,7	2,5	5,0	100,0
Q3 2015	Q4 2015	90,0	3,6	2,2	4,2	100,0
Q1 2016	Q2 2016	89,3	4,3	2,5	4,0	100,0
Q2 2016	Q3 2016	89,1	5,5	1,6	3,8	100,0
Q3 2016	Q4 2016	90,4	4,0	1,9	3,7	100,0
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	17,8	57,6	7,7	16,8	100,0
Q2 2010	Q3 2010	14,6	56,1	7,8	21,5	100,0
Q3 2010	Q4 2010	14,6	58,6	9,6	17,2	100,0
Q4 2010	Q1 2011	15,1	60,4	6,7	17,8	100,0
Q1 2011	Q2 2011	12,9	62,9	7,3	16,9	100,0
Q2 2011	Q3 2011	12,4	59,8	9,6	18,2	100,0
Q3 2011	Q4 2011	10,1	61,6	6,8	21,5	100,0
Q4 2011	Q1 2012	12,7	60,0	11,0	16,3	100,0
Q1 2012	Q2 2012	11,9	63,2	9,2	15,7	100,0
Q2 2012	Q3 2012	12,7	64,4	7,6	15,3	100,0
Q3 2012	Q4 2012	11,6	59,6	9,2	19,5	100,0
Q4 2012	Q1 2013	14,1	57,5	10,6	17,8	100,0
Q1 2013	Q2 2013	16,6	61,2	7,0	15,2	100,0
Q2 2013	Q3 2013	19,0	58,3	9,2	13,6	100,0
Q3 2013	Q4 2013	13,4	57,8	7,7	21,0	100,0
Q4 2013	Q1 2014	15,5	59,3	6,7	18,5	100,0
Q1 2014	Q2 2014	16,8	56,4	10,1	16,6	100,0
Q2 2014	Q3 2014	14,5	59,3	7,2	19,1	100,0
Q3 2014	Q4 2014	17,5	55,3	9,0	18,2	100,0
Q1 2015	Q2 2015	18,4	52,4	10,0	19,2	100,0
Q2 2015	Q3 2015	20,0	52,7	11,4	15,9	100,0
Q3 2015	Q4 2015	16,4	58,7	8,5	16,4	100,0
Q1 2016	Q2 2016	15,7	62,8	6,6	14,9	100,0
Q2 2016	Q3 2016	16,5	60,0	8,7	14,9	100,0
Q3 2016	Q4 2016	17,4	61,7	7,6	13,3	100,0

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					
Q1 2010	Q2 2010	9,9	10,5	51,6	28,0	100,0
Q2 2010	Q3 2010	7,9	11,6	55,9	24,7	100,0
Q3 2010	Q4 2010	8,5	7,3	59,3	24,9	100,0
Q4 2010	Q1 2011	9,5	10,3	52,5	27,7	100,0
Q1 2011	Q2 2011	9,1	9,0	55,7	26,2	100,0
Q2 2011	Q3 2011	8,1	7,5	55,2	29,1	100,0
Q3 2011	Q4 2011	8,3	10,7	59,1	21,9	100,0
Q4 2011	Q1 2012	6,4	8,1	56,3	29,2	100,0
Q1 2012	Q2 2012	8,5	9,8	57,3	24,4	100,0
Q2 2012	Q3 2012	10,2	9,1	57,4	23,3	100,0
Q3 2012	Q4 2012	8,7	9,5	53,9	27,9	100,0
Q4 2012	Q1 2013	7,0	9,2	58,9	24,8	100,0
Q1 2013	Q2 2013	8,8	9,9	60,4	20,9	100,0
Q2 2013	Q3 2013	12,5	11,5	51,8	24,2	100,0
Q3 2013	Q4 2013	12,7	5,4	53,4	28,5	100,0
Q4 2013	Q1 2014	12,3	10,4	54,1	23,1	100,0
Q1 2014	Q2 2014	12,1	9,7	54,1	24,2	100,0
Q2 2014	Q3 2014	11,0	8,8	56,3	23,9	100,0
Q3 2014	Q4 2014	11,4	10,9	51,1	26,6	100,0
Q1 2015	Q2 2015	11,6	9,4	52,2	26,3	100,0
Q2 2015	Q3 2015	11,1	13,8	50,4	24,7	100,0
Q3 2015	Q4 2015	14,7	7,9	55,7	21,7	100,0
Q1 2016	Q2 2016	8,1	9,5	60,7	21,7	100,0
Q2 2016	Q3 2016	10,3	12,3	52,9	24,5	100,0
Q3 2016	Q4 2016	8,2	12,5	53,7	25,7	100,0
		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	3,2	3,2	3,7	89,9	100,0
Q2 2010	Q3 2010	3,2	3,1	3,8	89,9	100,0
Q3 2010	Q4 2010	2,9	2,9	3,7	90,5	100,0
Q4 2010	Q1 2011	3,1	2,9	4,0	90,0	100,0
Q1 2011	Q2 2011	2,8	2,8	3,9	90,5	100,0
Q2 2011	Q3 2011	2,8	3,3	3,7	90,2	100,0
Q3 2011	Q4 2011	2,0	3,2	3,7	91,1	100,0
Q4 2011	Q1 2012	2,8	3,1	4,0	90,0	100,0
Q1 2012	Q2 2012	2,5	2,7	4,4	90,3	100,0
Q2 2012	Q3 2012	3,0	3,1	4,1	89,8	100,0
Q3 2012	Q4 2012	2,1	2,8	3,6	91,6	100,0
Q4 2012	Q1 2013	2,7	2,6	4,4	90,2	100,0
Q1 2013	Q2 2013	3,1	3,1	3,7	90,1	100,0
Q2 2013	Q3 2013	3,3	3,0	3,4	90,3	100,0
Q3 2013	Q4 2013	2,9	2,2	3,4	91,5	100,0
Q4 2013	Q1 2014	3,1	3,2	4,0	89,7	100,0
Q1 2014	Q2 2014	3,9	3,9	4,1	88,1	100,0
Q2 2014	Q3 2014	3,9	3,0	3,5	89,6	100,0
Q3 2014	Q4 2014	3,1	2,7	3,1	91,2	100,0
Q1 2015	Q2 2015	4,0	3,6	4,5	87,8	100,0
Q2 2015	Q3 2015	3,6	3,0	3,3	90,1	100,0
Q3 2015	Q4 2015	2,8	2,7	3,5	90,9	100,0
Q1 2016	Q2 2016	2,9	3,1	4,0	90,1	100,0
Q2 2016	Q3 2016	3,0	3,1	4,9	88,9	100,0
Q3 2016	Q4 2016	3,1	2,5	3,7	90,7	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					
Q1 2010	Q2 2010	90,4	5,2	1,7	2,7	100,0
Q2 2010	Q3 2010	91,3	4,6	1,4	2,8	100,0
Q3 2010	Q4 2010	92,2	3,3	1,4	3,1	100,0
Q4 2010	Q1 2011	91,5	3,7	1,7	3,1	100,0
Q1 2011	Q2 2011	91,0	4,2	1,6	3,2	100,0
Q2 2011	Q3 2011	91,3	4,3	1,8	2,6	100,0
Q3 2011	Q4 2011	91,5	4,2	1,6	2,7	100,0
Q4 2011	Q1 2012	90,9	4,6	1,6	3,0	100,0
Q1 2012	Q2 2012	90,1	5,0	1,9	3,0	100,0
Q2 2012	Q3 2012	91,4	4,7	1,4	2,4	100,0
Q3 2012	Q4 2012	91,0	4,4	1,4	3,3	100,0
Q4 2012	Q1 2013	91,2	4,5	1,7	2,7	100,0
Q1 2013	Q2 2013	90,4	5,1	1,8	2,7	100,0
Q2 2013	Q3 2013	90,1	4,9	2,0	3,0	100,0
Q3 2013	Q4 2013	90,3	4,5	2,0	3,2	100,0
Q4 2013	Q1 2014	88,7	5,6	2,6	3,2	100,0
Q1 2014	Q2 2014	89,6	5,0	2,1	3,3	100,0
Q2 2014	Q3 2014	89,9	5,7	2,1	2,4	100,0
Q3 2014	Q4 2014	90,2	4,8	2,0	3,1	100,0
Q1 2015	Q2 2015	88,4	6,0	2,4	3,2	100,0
Q2 2015	Q3 2015	88,9	6,1	2,1	2,9	100,0
Q3 2015	Q4 2015	91,3	4,2	1,7	2,9	100,0
Q1 2016	Q2 2016	90,9	4,9	2,1	2,1	100,0
Q2 2016	Q3 2016	92,0	4,7	1,3	2,0	100,0
Q3 2016	Q4 2016	91,4	4,9	1,3	2,4	100,0
		t+1 status				
t status: Unemployed : less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	10,7	67,3	7,4	14,6	100,0
Q2 2010	Q3 2010	10,7	65,3	8,6	15,4	100,0
Q3 2010	Q4 2010	10,7	66,8	7,3	15,1	100,0
Q4 2010	Q1 2011	10,8	69,4	6,8	13,0	100,0
Q1 2011	Q2 2011	10,1	68,4	7,5	14,1	100,0
Q2 2011	Q3 2011	10,3	67,8	7,4	14,5	100,0
Q3 2011	Q4 2011	10,9	67,7	8,1	13,3	100,0
Q4 2011	Q1 2012	11,0	68,1	7,9	13,0	100,0
Q1 2012	Q2 2012	10,4	69,3	7,1	13,3	100,0
Q2 2012	Q3 2012	12,9	70,7	6,4	10,0	100,0
Q3 2012	Q4 2012	10,4	67,6	6,6	15,5	100,0
Q4 2012	Q1 2013	11,8	64,8	8,3	15,1	100,0
Q1 2013	Q2 2013	10,8	69,0	7,7	12,5	100,0
Q2 2013	Q3 2013	12,8	67,9	7,2	12,1	100,0
Q3 2013	Q4 2013	12,5	69,2	5,6	12,7	100,0
Q4 2013	Q1 2014	12,0	68,6	7,7	11,6	100,0
Q1 2014	Q2 2014	12,3	67,2	7,0	13,4	100,0
Q2 2014	Q3 2014	12,5	67,0	7,9	12,6	100,0
Q3 2014	Q4 2014	11,7	66,7	7,3	14,3	100,0
Q1 2015	Q2 2015	15,8	63,0	8,0	13,0	100,0
Q2 2015	Q3 2015	13,4	66,2	8,9	11,5	100,0
Q3 2015	Q4 2015	12,8	66,1	7,7	13,3	100,0
Q1 2016	Q2 2016	12,2	67,1	7,8	12,8	100,0
Q2 2016	Q3 2016	11,8	71,4	7,5	9,3	100,0
Q3 2016	Q4 2016	12,1	70,5	7,0	10,4	100,0

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**					
Q1 2010	**Q2 2010**	8,9	15,1	49,8	26,2	100,0
Q2 2010	**Q3 2010**	7,6	15,4	54,6	22,4	100,0
Q3 2010	**Q4 2010**	7,5	14,2	55,0	23,3	100,0
Q4 2010	**Q1 2011**	8,4	11,4	61,2	19,0	100,0
Q1 2011	**Q2 2011**	10,6	15,5	52,0	22,0	100,0
Q2 2011	**Q3 2011**	7,9	12,7	58,1	21,3	100,0
Q3 2011	**Q4 2011**	7,4	14,9	58,8	18,8	100,0
Q4 2011	**Q1 2012**	7,6	14,5	57,4	20,4	100,0
Q1 2012	**Q2 2012**	8,5	13,5	59,8	18,3	100,0
Q2 2012	**Q3 2012**	7,7	15,2	56,4	20,6	100,0
Q3 2012	**Q4 2012**	6,2	15,1	55,8	22,9	100,0
Q4 2012	**Q1 2013**	7,0	15,1	58,2	19,8	100,0
Q1 2013	**Q2 2013**	7,2	13,5	58,1	21,3	100,0
Q2 2013	**Q3 2013**	11,5	13,1	55,3	20,1	100,0
Q3 2013	**Q4 2013**	10,9	14,8	52,6	21,7	100,0
Q4 2013	**Q1 2014**	9,3	15,7	56,6	18,4	100,0
Q1 2014	**Q2 2014**	7,9	12,1	58,6	21,4	100,0
Q2 2014	**Q3 2014**	9,6	11,0	59,5	19,8	100,0
Q3 2014	**Q4 2014**	8,3	13,0	59,9	18,9	100,0
Q1 2015	**Q2 2015**	12,0	14,4	51,3	22,4	100,0
Q2 2015	**Q3 2015**	7,9	16,5	55,1	20,5	100,0
Q3 2015	**Q4 2015**	9,7	14,2	58,1	18,0	100,0
Q1 2016	**Q2 2016**	7,5	14,2	61,2	17,2	100,0
Q2 2016	**Q3 2016**	7,4	20,9	52,9	18,8	100,0
Q3 2016	**Q4 2016**	7,5	15,2	54,7	22,6	100,0
		t+1 status				
t status: Other NEA: less than Secondary		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1**					
Q1 2010	**Q2 2010**	2,1	4,7	3,3	89,9	100,0
Q2 2010	**Q3 2010**	1,9	4,8	3,6	89,7	100,0
Q3 2010	**Q4 2010**	1,8	4,0	3,2	90,9	100,0
Q4 2010	**Q1 2011**	2,1	5,0	4,5	88,4	100,0
Q1 2011	**Q2 2011**	2,1	4,6	3,7	89,6	100,0
Q2 2011	**Q3 2011**	1,8	4,6	3,2	90,4	100,0
Q3 2011	**Q4 2011**	1,6	4,1	3,7	90,5	100,0
Q4 2011	**Q1 2012**	1,7	5,6	4,5	88,1	100,0
Q1 2012	**Q2 2012**	1,7	4,3	3,8	90,2	100,0
Q2 2012	**Q3 2012**	1,9	4,5	3,2	90,5	100,0
Q3 2012	**Q4 2012**	1,5	3,7	3,4	91,4	100,0
Q4 2012	**Q1 2013**	2,2	5,5	3,9	88,4	100,0
Q1 2013	**Q2 2013**	1,7	4,9	3,7	89,7	100,0
Q2 2013	**Q3 2013**	2,3	4,3	3,4	90,1	100,0
Q3 2013	**Q4 2013**	2,4	3,7	3,6	90,3	100,0
Q4 2013	**Q1 2014**	2,2	5,2	4,6	88,0	100,0
Q1 2014	**Q2 2014**	2,3	5,1	3,1	89,6	100,0
Q2 2014	**Q3 2014**	1,8	4,1	3,2	90,9	100,0
Q3 2014	**Q4 2014**	1,9	3,4	3,1	91,6	100,0
Q1 2015	**Q2 2015**	2,2	5,0	3,7	89,0	100,0
Q2 2015	**Q3 2015**	2,6	4,8	3,2	89,3	100,0
Q3 2015	**Q4 2015**	1,9	3,7	2,6	91,8	100,0
Q1 2016	**Q2 2016**	1,9	4,4	3,8	89,9	100,0
Q2 2016	**Q3 2016**	1,9	4,5	3,7	89,9	100,0
Q3 2016	**Q4 2016**	1,6	4,4	3,5	90,5	100,0

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

t status: Employed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		t+1 status				
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	94,9	2,5	0,8	1,8	100,0
Q2 2010	Q3 2010	95,2	2,5	0,8	1,5	100,0
Q3 2010	Q4 2010	94,7	2,7	0,6	1,9	100,0
Q4 2010	Q1 2011	95,0	2,5	0,7	1,9	100,0
Q1 2011	Q2 2011	94,8	3,1	0,7	1,4	100,0
Q2 2011	Q3 2011	95,0	3,0	0,8	1,1	100,0
Q3 2011	Q4 2011	94,5	2,7	1,0	1,8	100,0
Q4 2011	Q1 2012	93,9	3,3	0,8	2,0	100,0
Q1 2012	Q2 2012	94,9	2,4	0,9	1,8	100,0
Q2 2012	Q3 2012	94,9	2,7	0,6	1,8	100,0
Q3 2012	Q4 2012	94,3	2,7	0,9	2,1	100,0
Q4 2012	Q1 2013	94,0	3,2	0,7	2,1	100,0
Q1 2013	Q2 2013	93,8	3,3	1,5	1,5	100,0
Q2 2013	Q3 2013	93,4	3,6	1,0	2,0	100,0
Q3 2013	Q4 2013	94,3	3,2	0,6	1,8	100,0
Q4 2013	Q1 2014	93,0	3,8	1,1	2,2	100,0
Q1 2014	Q2 2014	94,0	3,5	0,8	1,7	100,0
Q2 2014	Q3 2014	93,0	3,5	1,3	2,2	100,0
Q3 2014	Q4 2014	94,5	2,8	1,0	1,7	100,0
Q1 2015	Q2 2015	93,4	3,6	0,7	2,3	100,0
Q2 2015	Q3 2014	92,6	4,6	0,9	1,8	100,0
Q3 2015	Q4 2105	94,6	2,9	0,8	1,7	100,0
Q1 2016	Q2 2016	93,9	3,3	0,8	2,0	100,0
Q2 2016	Q3 2016	94,8	3,1	0,6	1,5	100,0
Q3 2016	Q4 2016	94,0	3,5	0,9	1,6	100,0

t status: Unemployed : Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		t+1 status				
		Per cent				
t quarter	t+1 quarter					
Q1 2010	Q2 2010	10,2	69,9	6,1	13,7	100,0
Q2 2010	Q3 2010	9,4	69,2	6,9	14,5	100,0
Q3 2010	Q4 2010	7,6	71,7	8,0	12,7	100,0
Q4 2010	Q1 2011	9,8	71,7	6,1	12,4	100,0
Q1 2011	Q2 2011	7,8	75,3	5,0	11,8	100,0
Q2 2011	Q3 2011	8,9	68,9	7,1	15,1	100,0
Q3 2011	Q4 2011	10,5	68,2	7,2	14,1	100,0
Q4 2011	Q1 2012	8,2	69,7	7,2	14,9	100,0
Q1 2012	Q2 2012	9,6	70,4	6,6	13,3	100,0
Q2 2012	Q3 2012	12,4	68,9	7,2	11,6	100,0
Q3 2012	Q4 2012	10,9	68,3	6,7	14,1	100,0
Q4 2012	Q1 2013	9,9	70,3	6,6	13,1	100,0
Q1 2013	Q2 2013	9,8	71,3	6,8	12,1	100,0
Q2 2013	Q3 2013	11,4	67,1	8,1	13,4	100,0
Q3 2013	Q4 2013	12,6	70,7	5,8	10,9	100,0
Q4 2013	Q1 2014	10,6	69,3	6,1	14,0	100,0
Q1 2014	Q2 2014	11,5	66,2	6,6	15,7	100,0
Q2 2014	Q3 2014	12,7	65,6	7,7	14,0	100,0
Q3 2014	Q4 2014	12,8	67,4	5,9	13,9	100,0
Q1 2015	Q2 2015	12,0	64,4	7,7	15,9	100,0
Q2 2015	Q3 2015	12,4	69,3	6,4	11,9	100,0
Q3 2015	Q4 2015	11,1	72,2	5,7	11,0	100,0
Q1 2016	Q2 2016	11,7	67,9	7,7	12,7	100,0
Q2 2016	Q3 2016	11,7	70,4	6,4	11,6	100,0
Q3 2016	Q4 2016	11,3	71,3	7,7	9,6	100,0

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					
Q1 2010	Q2 2010	9,9	26,3	49,4	14,4	100,0
Q2 2010	Q3 2010	8,6	22,0	52,2	17,2	100,0
Q3 2010	Q4 2010	6,5	17,1	62,0	14,4	100,0
Q4 2010	Q1 2011	6,8	19,0	59,7	14,5	100,0
Q1 2011	Q2 2011	4,6	25,0	47,9	22,4	100,0
Q2 2011	Q3 2011	6,1	19,9	57,0	16,9	100,0
Q3 2011	Q4 2011	4,8	20,9	59,5	14,8	100,0
Q4 2011	Q1 2012	6,9	20,2	56,8	16,1	100,0
Q1 2012	Q2 2012	7,3	18,4	58,1	16,3	100,0
Q2 2012	Q3 2012	7,5	21,0	55,9	15,6	100,0
Q3 2012	Q4 2012	6,5	21,1	58,0	14,3	100,0
Q4 2012	Q1 2013	8,6	17,2	57,9	16,2	100,0
Q1 2013	Q2 2013	6,0	20,8	57,0	16,2	100,0
Q2 2013	Q3 2013	8,4	19,1	56,6	16,0	100,0
Q3 2013	Q4 2013	8,8	22,5	52,9	15,8	100,0
Q4 2013	Q1 2014	8,1	16,8	60,7	14,4	100,0
Q1 2014	Q2 2014	6,9	18,7	58,2	16,2	100,0
Q2 2014	Q3 2014	8,8	17,1	59,5	14,7	100,0
Q3 2014	Q4 2014	10,6	13,2	57,9	18,3	100,0
Q1 2015	Q2 2015	11,0	21,0	50,9	17,1	100,0
Q2 2015	Q3 2015	8,4	24,2	49,5	18,0	100,0
Q3 2015	Q4 2015	9,5	17,2	61,7	11,5	100,0
Q1 2016	Q2 2016	5,1	19,4	58,0	17,5	100,0
Q2 2016	Q3 2016	5,4	25,0	53,0	16,7	100,0
Q3 2016	Q4 2016	9,3	17,2	53,7	19,8	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	3,1	11,7	4,8	80,4	100,0
Q2 2010	Q3 2010	3,9	8,9	4,2	83,0	100,0
Q3 2010	Q4 2010	3,1	8,8	5,2	82,9	100,0
Q4 2010	Q1 2011	2,8	11,0	4,2	82,0	100,0
Q1 2011	Q2 2011	2,9	10,9	4,7	81,5	100,0
Q2 2011	Q3 2011	3,1	9,1	4,2	83,5	100,0
Q3 2011	Q4 2011	3,3	9,0	5,1	82,6	100,0
Q4 2011	Q1 2012	4,2	10,9	4,4	80,6	100,0
Q1 2012	Q2 2012	2,9	10,6	4,3	82,2	100,0
Q2 2012	Q3 2012	3,9	11,3	3,5	81,4	100,0
Q3 2012	Q4 2012	3,0	8,9	3,4	84,8	100,0
Q4 2012	Q1 2013	3,6	10,9	3,5	82,0	100,0
Q1 2013	Q2 2013	3,6	10,9	4,5	80,9	100,0
Q2 2013	Q3 2013	4,1	8,5	5,0	82,5	100,0
Q3 2013	Q4 2013	4,4	9,4	4,0	82,2	100,0
Q4 2013	Q1 2014	4,4	9,5	3,0	83,0	100,0
Q1 2014	Q2 2014	4,0	10,6	4,1	81,3	100,0
Q2 2014	Q3 2014	3,8	9,4	4,5	82,3	100,0
Q3 2014	Q4 2014	4,2	8,3	3,8	83,6	100,0
Q1 2015	Q2 2015	4,3	10,0	5,0	80,7	100,0
Q2 2015	Q3 2015	4,3	12,2	4,4	79,1	100,0
Q3 2015	Q4 2015	3,7	8,7	3,3	84,3	100,0
Q1 2016	Q2 2016	3,3	10,0	3,7	83,0	100,0
Q2 2016	Q3 2016	3,6	9,0	4,9	82,5	100,0
Q3 2016	Q4 2016	1,9	4,5	3,7	89,9	100,0

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					
Q1 2010	Q2 2010	97,6	1,4	0,2	0,8	100,0
Q2 2010	Q3 2010	98,2	1,1	0,2	0,6	100,0
Q3 2010	Q4 2010	98,3	0,8	0,2	0,7	100,0
Q4 2010	Q1 2011	98,6	0,6	0,1	0,6	100,0
Q1 2011	Q2 2011	98,3	0,8	0,1	0,8	100,0
Q2 2011	Q3 2011	97,6	1,0	0,2	1,1	100,0
Q3 2011	Q4 2011	98,0	0,9	0,3	0,8	100,0
Q4 2011	Q1 2012	97,1	1,6	0,2	1,2	100,0
Q1 2012	Q2 2012	98,5	0,4	0,1	1,0	100,0
Q2 2012	Q3 2012	98,1	1,1	0,1	0,7	100,0
Q3 2012	Q4 2012	98,1	1,1	0,1	0,7	100,0
Q4 2012	Q1 2013	98,1	0,9	0,2	0,8	100,0
Q1 2013	Q2 2013	97,7	0,8	0,3	1,1	100,0
Q2 2013	Q3 2013	97,2	1,4	0,2	1,3	100,0
Q3 2013	Q4 2013	97,5	1,2	0,3	1,0	100,0
Q4 2013	Q1 2014	96,6	1,8	0,4	1,2	100,0
Q1 2014	Q2 2014	96,8	1,2	0,3	1,7	100,0
Q2 2014	Q3 2014	96,8	1,3	0,6	1,3	100,0
Q3 2014	Q4 2014	98,2	0,6	0,4	0,8	100,0
Q1 2015	Q2 2015	96,2	1,9	0,2	1,7	100,0
Q2 2015	Q3 2015	96,3	1,9	0,3	1,5	100,0
Q3 2015	Q4 2015	96,8	1,7	0,3	1,2	100,0
Q1 2016	Q2 2016	97,0	1,5	0,4	1,1	100,0
Q2 2016	Q3 2016	97,0	1,5	0,2	1,3	100,0
Q3 2016	Q4 2016	97,3	1,3	0,1	1,3	100,0
						t+1 status
t status: Unemployed : Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	13,3	69,0	6,4	11,2	100,0
Q2 2010	Q3 2010	8,5	71,8	8,3	11,4	100,0
Q3 2010	Q4 2010	9,8	64,3	13,0	12,9	100,0
Q4 2010	Q1 2011	11,7	68,8	9,0	10,5	100,0
Q1 2011	Q2 2011	12,4	69,4	8,2	10,0	100,0
Q2 2011	Q3 2011	12,9	71,2	5,5	10,5	100,0
Q3 2011	Q4 2011	13,7	73,8	5,3	7,2	100,0
Q4 2011	Q1 2012	11,3	69,7	9,0	10,0	100,0
Q1 2012	Q2 2012	9,9	70,5	6,6	13,0	100,0
Q2 2012	Q3 2012	11,9	65,7	8,4	14,1	100,0
Q3 2012	Q4 2012	12,2	68,4	7,3	12,1	100,0
Q4 2012	Q1 2013	11,5	67,3	10,0	11,2	100,0
Q1 2013	Q2 2013	8,1	69,8	10,9	11,2	100,0
Q2 2013	Q3 2013	15,9	67,7	5,8	10,7	100,0
Q3 2013	Q4 2013	17,7	64,6	5,4	12,2	100,0
Q4 2013	Q1 2014	12,7	71,9	6,0	9,5	100,0
Q1 2014	Q2 2014	17,1	63,3	6,8	12,8	100,0
Q2 2014	Q3 2014	12,6	72,4	7,3	7,7	100,0
Q3 2014	Q4 2014	14,2	67,0	9,3	9,6	100,0
Q1 2015	Q2 2015	17,1	60,6	7,9	15,1	100,0
Q2 2015	Q3 2015	14,3	69,5	6,8	9,3	100,0
Q3 2015	Q4 2015	12,7	69,7	6,3	11,3	100,0
Q1 2016	Q2 2016	12,7	72,9	5,4	9,0	100,0
Q2 2016	Q3 2016	11,0	76,7	5,3	7,0	100,0
Q3 2016	Q4 2016	14,6	70,4	5,1	9,9	100,0

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					
Q1 2010	Q2 2010	4,3	28,7	52,2	14,8	100,0
Q2 2010	Q3 2010	5,7	30,3	47,2	16,8	100,0
Q3 2010	Q4 2010	7,5	23,3	60,3	8,9	100,0
Q4 2010	Q1 2011	7,7	22,1	58,4	11,8	100,0
Q1 2011	Q2 2011	9,4	27,0	48,4	15,1	100,0
Q2 2011	Q3 2011	7,1	26,6	48,9	17,3	100,0
Q3 2011	Q4 2011	9,0	23,8	58,3	8,9	100,0
Q4 2011	Q1 2012	5,2	20,8	69,0	4,9	100,0
Q1 2012	Q2 2012	7,0	38,9	45,9	8,2	100,0
Q2 2012	Q3 2012	6,9	34,4	45,1	13,6	100,0
Q3 2012	Q4 2012	2,9	23,1	51,7	22,4	100,0
Q4 2012	Q1 2013	6,4	29,6	51,2	12,8	100,0
Q1 2013	Q2 2013	9,2	21,1	61,3	8,4	100,0
Q2 2013	Q3 2013	6,0	33,2	44,4	16,4	100,0
Q3 2013	Q4 2013	9,8	33,4	41,1	15,7	100,0
Q4 2013	Q1 2014	8,2	26,9	50,0	14,9	100,0
Q1 2014	Q2 2014	13,3	24,8	52,1	9,8	100,0
Q2 2014	Q3 2014	8,2	22,6	58,8	10,3	100,0
Q3 2014	Q4 2014	8,9	23,3	50,8	17,0	100,0
Q1 2015	Q2 2015	11,3	34,4	40,4	14,0	100,0
Q2 2015	Q3 2015	14,1	30,8	44,9	10,3	100,0
Q3 2015	Q4 2015	2,9	35,4	54,3	7,4	100,0
Q1 2016	Q2 2016	9,7	20,3	61,2	8,8	100,0
Q2 2016	Q3 2016	9,2	41,9	34,1	14,9	100,0
Q3 2016	Q4 2016	13,5	24,6	45,7	16,2	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	5,5	8,3	3,0	83,2	100,0
Q2 2010	Q3 2010	3,8	7,5	1,4	87,3	100,0
Q3 2010	Q4 2010	5,0	9,0	4,7	81,4	100,0
Q4 2010	Q1 2011	4,9	7,4	2,9	84,8	100,0
Q1 2011	Q2 2011	4,0	6,9	2,9	86,2	100,0
Q2 2011	Q3 2011	3,9	7,3	3,0	85,9	100,0
Q3 2011	Q4 2011	7,4	8,1	2,8	81,7	100,0
Q4 2011	Q1 2012	5,1	8,5	2,6	83,8	100,0
Q1 2012	Q2 2012	6,0	7,3	2,9	83,8	100,0
Q2 2012	Q3 2012	6,6	6,3	3,1	84,0	100,0
Q3 2012	Q4 2012	6,4	7,5	2,9	83,2	100,0
Q4 2012	Q1 2013	4,9	7,9	4,4	82,8	100,0
Q1 2013	Q2 2013	4,4	7,2	1,7	86,6	100,0
Q2 2013	Q3 2013	7,1	6,8	1,6	84,5	100,0
Q3 2013	Q4 2013	6,8	8,4	2,1	82,7	100,0
Q4 2013	Q1 2014	7,4	7,7	2,9	82,0	100,0
Q1 2014	Q2 2014	6,6	5,1	2,3	86,0	100,0
Q2 2014	Q3 2014	5,0	6,7	4,0	84,3	100,0
Q3 2014	Q4 2014	5,8	7,2	0,9	86,1	100,0
Q1 2015	Q2 2015	6,1	13,5	3,2	77,2	100,0
Q2 2015	Q3 2015	14,3	11,3	2,1	82,3	100,0
Q3 2015	Q4 2015	4,9	9,3	1,0	84,8	100,0
Q1 2016	Q2 2016	5,0	9,1	4,8	81,1	100,0
Q2 2016	Q3 2016	3,3	6,9	2,8	87,0	100,0
Q3 2016	Q4 2016	3,8	7,3	3,0	85,9	100,0

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					
Q1 2010	Q2 2010	71,5	14,7	5,0	8,7	100,0
Q2 2010	Q3 2010	71,4	15,3	4,6	8,7	100,0
Q3 2010	Q4 2010	72,0	14,9	4,7	8,4	100,0
Q4 2010	Q1 2011	72,2	14,9	4,8	8,1	100,0
Q1 2011	Q2 2011	72,1	15,2	4,7	8,0	100,0
Q2 2011	Q3 2011	72,1	15,2	4,4	8,2	100,0
Q3 2011	Q4 2011	72,9	14,2	4,8	8,1	100,0
Q4 2011	Q1 2012	72,9	14,1	4,7	8,3	100,0
Q1 2012	Q2 2012	73,1	13,7	4,8	8,5	100,0
Q2 2012	Q3 2012	72,2	14,4	4,9	8,5	100,0
Q3 2012	Q4 2012	72,8	14,7	4,6	8,0	100,0
Q4 2012	Q1 2013	72,5	14,9	4,7	8,0	100,0
Q1 2013	Q2 2013	72,6	14,5	4,8	8,1	100,0
Q2 2013	Q3 2013	73,0	13,9	5,1	8,0	100,0
Q3 2013	Q4 2013	73,0	14,2	4,7	8,0	100,0
Q4 2013	Q1 2014	73,2	14,4	4,6	7,7	100,0
Q1 2014	Q2 2014	73,4	14,1	4,3	8,2	100,0
Q2 2014	Q3 2014	73,4	14,6	4,5	7,6	100,0
Q3 2014	Q4 2014	73,6	14,8	4,2	7,4	100,0
Q1 2015	Q2 2015	71,5	15,3	5,4	7,8	100,0
Q2 2015	Q3 2015	69,8	16,0	5,7	8,5	100,0
Q3 2015	Q4 2015	71,7	15,4	5,1	7,8	100,0
Q1 2016	Q2 2016	71,9	15,0	5,2	7,9	100,0
Q2 2016	Q3 2016	70,9	15,6	5,5	7,9	100,0
Q3 2016	Q4 2016	71,2	15,6	5,5	7,8	100,0
			t+1 status			
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	47,2	28,8	7,5	16,6	100,0
Q2 2010	Q3 2010	47,0	32,9	3,8	16,3	100,0
Q3 2010	Q4 2010	48,4	32,9	4,4	14,2	100,0
Q4 2010	Q1 2011	51,2	29,2	4,8	14,7	100,0
Q1 2011	Q2 2011	55,5	26,7	3,5	14,4	100,0
Q2 2011	Q3 2011	52,5	28,4	5,6	13,5	100,0
Q3 2011	Q4 2011	54,1	29,0	4,1	12,7	100,0
Q4 2011	Q1 2012	54,5	28,4	4,4	12,7	100,0
Q1 2012	Q2 2012	58,5	23,5	4,6	13,3	100,0
Q2 2012	Q3 2012	56,7	28,5	3,2	11,6	100,0
Q3 2012	Q4 2012	55,8	28,3	5,7	10,2	100,0
Q4 2012	Q1 2013	51,9	29,2	5,6	13,3	100,0
Q1 2013	Q2 2013	56,9	29,2	3,2	10,7	100,0
Q2 2013	Q3 2013	54,7	27,7	5,6	12,0	100,0
Q3 2013	Q4 2013	56,8	25,4	5,8	12,0	100,0
Q4 2013	Q1 2014	56,2	27,4	4,6	11,8	100,0
Q1 2014	Q2 2014	52,9	30,5	4,9	11,7	100,0
Q2 2014	Q3 2014	51,7	30,8	4,1	13,5	100,0
Q3 2014	Q4 2014	51,1	31,4	5,8	11,8	100,0
Q1 2015	Q2 2015	52,3	31,7	4,0	12,0	100,0
Q2 2015	Q3 2015	47,0	34,0	6,3	12,7	100,0
Q3 2015	Q4 2015	52,0	30,1	5,9	12,0	100,0
Q1 2016	Q2 2016	53,0	30,2	4,4	12,3	100,0
Q2 2016	Q3 2016	51,8	29,8	7,2	11,2	100,0
Q3 2016	Q4 2016	51,3	28,4	9,1	11,2	100,0

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

		t+1 status				
t status: Discouragement		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	34,4	41,0	7,5	17,2	100,0
Q2 2010	Q3 2010	34,3	40,7	10,9	14,2	100,0
Q3 2010	Q4 2010	32,0	47,8	6,9	13,3	100,0
Q4 2010	Q1 2011	39,4	36,7	7,3	16,6	100,0
Q1 2011	Q2 2011	34,8	43,4	10,4	11,5	100,0
Q2 2011	Q3 2011	40,3	37,8	6,5	15,4	100,0
Q3 2011	Q4 2011	41,9	37,5	8,6	12,1	100,0
Q4 2011	Q1 2012	37,5	35,1	11,1	16,4	100,0
Q1 2012	Q2 2012	38,7	37,3	9,3	14,7	100,0
Q2 2012	Q3 2012	38,9	42,1	4,3	14,7	100,0
Q3 2012	Q4 2012	38,2	39,2	9,1	13,4	100,0
Q4 2012	Q1 2013	47,8	31,2	10,2	10,8	100,0
Q1 2013	Q2 2013	36,9	42,4	7,4	13,3	100,0
Q2 2013	Q3 2013	38,8	39,4	12,7	9,1	100,0
Q3 2013	Q4 2013	41,7	38,9	10,3	9,1	100,0
Q4 2013	Q1 2014	35,1	38,8	13,5	12,6	100,0
Q1 2014	Q2 2014	35,3	39,4	10,9	14,4	100,0
Q2 2014	Q3 2014	35,9	42,2	6,8	15,0	100,0
Q3 2014	Q4 2014	44,6	35,4	9,7	10,2	100,0
Q1 2015	Q2 2015	36,1	45,5	6,8	11,6	100,0
Q2 2015	Q3 2015	32,6	44,2	7,7	15,5	100,0
Q3 2015	Q4 2015	37,4	42,8	10,5	9,2	100,0
Q1 2016	Q2 2016	42,2	36,2	10,7	10,9	100,0
Q2 2016	Q3 2016	35,2	41,6	8,7	14,4	100,0
Q3 2016	Q4 2016	38,4	43,6	7,5	10,5	100,0
				t+1 status		
t status: Other NEA		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	41,7	36,6	5,1	16,7	100,0
Q2 2010	Q3 2010	42,6	32,6	8,8	16,1	100,0
Q3 2010	Q4 2010	38,3	38,2	7,3	16,2	100,0
Q4 2010	Q1 2011	37,2	32,6	5,7	24,5	100,0
Q1 2011	Q2 2011	41,2	38,3	6,6	13,9	100,0
Q2 2011	Q3 2011	45,3	34,8	4,4	15,4	100,0
Q3 2011	Q4 2011	43,9	34,5	7,5	14,1	100,0
Q4 2011	Q1 2012	44,5	35,3	4,4	15,8	100,0
Q1 2012	Q2 2012	39,1	38,1	6,6	16,2	100,0
Q2 2012	Q3 2012	41,9	37,9	5,2	15,0	100,0
Q3 2012	Q4 2012	41,4	34,9	10,5	13,1	100,0
Q4 2012	Q1 2013	46,7	31,4	5,9	16,0	100,0
Q1 2013	Q2 2013	42,1	36,6	6,3	15,0	100,0
Q2 2013	Q3 2013	38,1	40,0	8,7	13,1	100,0
Q3 2013	Q4 2013	47,1	38,1	5,2	9,7	100,0
Q4 2013	Q1 2014	49,5	29,6	8,5	12,5	100,0
Q1 2014	Q2 2014	46,5	31,4	8,2	13,9	100,0
Q2 2014	Q3 2014	43,0	33,7	8,7	14,6	100,0
Q3 2014	Q4 2014	48,3	31,2	5,9	14,6	100,0
Q1 2015	Q2 2015	40,7	37,1	6,6	15,5	100,0
Q2 2015	Q3 2015	41,0	33,2	8,1	17,6	100,0
Q3 2015	Q4 2015	45,0	35,4	5,9	13,7	100,0
Q1 2016	Q2 2016	46,0	28,4	7,8	17,7	100,0
Q2 2016	Q3 2016	52,2	31,5	6,9	9,5	100,0
Q3 2016	Q4 2016	41,9	36,3	8,9	12,8	100,0

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					
Q1 2010	Q2 2010	90,1	5,0	2,0	2,9	100,0
Q2 2010	Q3 2010	91,6	4,7	1,3	2,3	100,0
Q3 2010	Q4 2010	91,9	4,2	1,4	2,5	100,0
Q4 2010	Q1 2011	91,6	4,1	1,7	2,6	100,0
Q1 2011	Q2 2011	91,2	4,7	1,6	2,6	100,0
Q2 2011	Q3 2011	91,6	4,5	1,8	2,2	100,0
Q3 2011	Q4 2011	91,6	4,4	1,6	2,4	100,0
Q4 2011	Q1 2012	90,7	4,9	1,5	2,8	100,0
Q1 2012	Q2 2012	91,3	4,5	1,8	2,3	100,0
Q2 2012	Q3 2012	92,1	4,4	1,3	2,2	100,0
Q3 2012	Q4 2012	90,8	5,0	1,6	2,6	100,0
Q4 2012	Q1 2013	90,9	5,0	1,6	2,6	100,0
Q1 2013	Q2 2013	90,5	5,4	2,2	2,0	100,0
Q2 2013	Q3 2013	90,0	5,3	2,1	2,7	100,0
Q3 2013	Q4 2013	90,6	4,9	1,9	2,6	100,0
Q4 2013	Q1 2014	88,4	6,1	2,5	3,1	100,0
Q1 2014	Q2 2014	90,1	5,4	2,0	2,6	100,0
Q2 2014	Q3 2014	89,5	6,1	2,3	2,2	100,0
Q3 2014	Q4 2014	90,6	4,8	2,0	2,5	100,0
Q1 2015	Q2 2015	88,7	6,5	2,2	2,6	100,0
Q2 2015	Q3 2015	89,5	6,7	1,9	1,9	100,0
Q3 2015	Q4 2015	91,4	4,8	1,5	2,3	100,0
Q1 2016	Q2 2016	91,1	5,2	1,9	1,8	100,0
Q2 2016	Q3 2016	91,8	5,1	1,3	1,7	100,0
Q3 2016	Q4 2016	90,9	5,5	1,6	2,0	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	10,6	67,9	7,4	14,1	100,0
Q2 2010	Q3 2010	9,8	66,5	8,5	15,2	100,0
Q3 2010	Q4 2010	9,3	67,9	8,8	13,9	100,0
Q4 2010	Q1 2011	10,2	70,2	6,7	12,8	100,0
Q1 2011	Q2 2011	9,0	70,9	6,9	13,1	100,0
Q2 2011	Q3 2011	9,6	68,5	7,3	14,5	100,0
Q3 2011	Q4 2011	9,6	69,5	7,7	13,2	100,0
Q4 2011	Q1 2012	9,2	68,5	8,2	14,1	100,0
Q1 2012	Q2 2012	9,3	69,5	7,7	13,5	100,0
Q2 2012	Q3 2012	11,6	70,4	7,0	11,0	100,0
Q3 2012	Q4 2012	10,1	68,7	6,8	14,4	100,0
Q4 2012	Q1 2013	10,4	66,2	8,8	14,6	100,0
Q1 2013	Q2 2013	9,5	70,2	7,8	12,4	100,0
Q2 2013	Q3 2013	12,0	68,0	8,1	12,0	100,0
Q3 2013	Q4 2013	12,9	68,5	6,3	12,2	100,0
Q4 2013	Q1 2014	10,9	68,8	7,0	13,3	100,0
Q1 2014	Q2 2014	12,6	65,6	7,4	14,5	100,0
Q2 2014	Q3 2014	11,2	68,1	7,6	13,0	100,0
Q3 2014	Q4 2014	11,9	67,4	7,2	13,4	100,0
Q1 2015	Q2 2015	13,6	64,2	8,0	14,3	100,0
Q2 2015	Q3 2015	13,1	67,1	8,5	11,4	100,0
Q3 2015	Q4 2015	11,6	68,7	7,6	12,1	100,0
Q1 2016	Q2 2016	10,9	69,4	7,4	12,3	100,0
Q2 2016	Q3 2016	11,6	71,4	6,7	10,3	100,0
Q3 2016	Q4 2016	12,5	69,8	7,5	10,2	100,0

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

		t+1 status				
t status: Discouragement Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	8,2	18,9	50,7	22,2	100,0
Q2 2010	Q3 2010	7,5	18,2	53,8	20,5	100,0
Q3 2010	Q4 2010	6,9	15,1	57,9	20,2	100,0
Q4 2010	Q1 2011	7,6	14,4	59,7	18,3	100,0
Q1 2011	Q2 2011	7,6	18,1	53,1	21,3	100,0
Q2 2011	Q3 2011	6,0	15,1	58,0	20,9	100,0
Q3 2011	Q4 2011	6,3	16,5	59,1	18,1	100,0
Q4 2011	Q1 2012	6,2	15,3	58,0	20,5	100,0
Q1 2012	Q2 2012	7,0	15,1	59,1	18,8	100,0
Q2 2012	Q3 2012	7,8	17,0	56,0	19,2	100,0
Q3 2012	Q4 2012	5,9	17,4	57,0	19,8	100,0
Q4 2012	Q1 2013	6,9	15,2	59,5	18,4	100,0
Q1 2013	Q2 2013	6,3	15,3	59,5	18,9	100,0
Q2 2013	Q3 2013	9,7	15,8	56,5	18,0	100,0
Q3 2013	Q4 2013	10,1	16,4	53,2	20,3	100,0
Q4 2013	Q1 2014	8,0	16,0	59,3	16,7	100,0
Q1 2014	Q2 2014	7,9	14,4	60,3	17,4	100,0
Q2 2014	Q3 2014	9,1	12,3	61,5	17,0	100,0
Q3 2014	Q4 2014	8,4	13,4	59,9	18,3	100,0
Q1 2015	Q2 2015	9,7	18,0	51,4	20,9	100,0
Q2 2015	Q3 2015	7,5	19,3	55,4	17,7	100,0
Q3 2015	Q4 2015	8,5	16,4	59,4	15,6	100,0
Q1 2016	Q2 2016	6,1	15,3	61,9	16,7	100,0
Q2 2016	Q3 2016	6,0	22,7	53,2	18,1	100,0
Q3 2016	Q4 2016	8,5	16,0	56,0	19,5	100,0
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	1,9	6,4	3,7	88,1	100,0
Q2 2010	Q3 2010	2,0	5,5	3,7	88,8	100,0
Q3 2010	Q4 2010	1,6	4,7	3,8	90,0	100,0
Q4 2010	Q1 2011	2,1	5,9	4,4	87,6	100,0
Q1 2011	Q2 2011	1,7	5,8	4,1	88,4	100,0
Q2 2011	Q3 2011	1,8	5,5	3,6	89,1	100,0
Q3 2011	Q4 2011	1,6	5,3	4,0	89,2	100,0
Q4 2011	Q1 2012	1,8	6,8	4,6	86,8	100,0
Q1 2012	Q2 2012	1,6	5,7	4,0	88,6	100,0
Q2 2012	Q3 2012	1,9	5,7	3,2	89,2	100,0
Q3 2012	Q4 2012	1,5	4,6	3,4	90,5	100,0
Q4 2012	Q1 2013	1,8	6,6	4,0	87,7	100,0
Q1 2013	Q2 2013	1,9	6,2	3,7	88,2	100,0
Q2 2013	Q3 2013	2,2	4,9	3,6	89,3	100,0
Q3 2013	Q4 2013	2,4	4,6	3,5	89,5	100,0
Q4 2013	Q1 2014	2,4	5,9	4,1	87,6	100,0
Q1 2014	Q2 2014	2,1	6,1	3,3	88,4	100,0
Q2 2014	Q3 2014	1,9	5,3	3,3	89,5	100,0
Q3 2014	Q4 2014	1,9	4,3	3,1	90,7	100,0
Q1 2015	Q2 2015	2,2	6,0	4,2	87,6	100,0
Q2 2015	Q3 2015	2,1	6,1	3,2	88,6	100,0
Q3 2015	Q4 2015	1,6	4,7	2,7	91,0	100,0
Q1 2016	Q2 2016	1,6	5,8	3,7	88,9	100,0
Q2 2016	Q3 2016	1,7	5,3	3,9	89,2	100,0
Q3 2016	Q4 2016	2,0	5,4	3,7	88,8	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed Adults		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	94,6	2,2	0,8	2,4	100,0
Q2 2010	Q3 2010	94,6	2,0	0,9	2,5	100,0
Q3 2010	Q4 2010	95,4	1,5	0,7	2,4	100,0
Q4 2010	Q1 2011	94,8	1,8	0,9	2,5	100,0
Q1 2011	Q2 2011	94,5	2,2	0,8	2,5	100,0
Q2 2011	Q3 2011	94,9	2,1	0,8	2,2	100,0
Q3 2011	Q4 2011	95,2	1,9	0,7	2,2	100,0
Q4 2011	Q1 2012	94,6	2,4	0,8	2,3	100,0
Q1 2012	Q2 2012	94,8	1,8	0,9	2,5	100,0
Q2 2012	Q3 2012	95,1	2,2	0,7	2,1	100,0
Q3 2012	Q4 2012	95,1	1,8	0,6	2,5	100,0
Q4 2012	Q1 2013	94,7	2,2	0,8	2,2	100,0
Q1 2013	Q2 2013	94,8	2,0	1,1	2,0	100,0
Q2 2013	Q3 2013	94,1	2,2	1,0	2,7	100,0
Q3 2013	Q4 2013	94,4	2,1	0,9	2,6	100,0
Q4 2013	Q1 2014	94,0	2,6	0,9	2,4	100,0
Q1 2014	Q2 2014	93,8	2,4	1,0	2,8	100,0
Q2 2014	Q3 2014	93,8	2,5	1,2	2,5	100,0
Q3 2014	Q4 2014	94,5	2,0	1,1	2,4	100,0
Q1 2015	Q2 2015	93,3	2,8	1,1	2,9	100,0
Q2 2015	Q3 2015	92,3	3,3	1,2	3,2	100,0
Q3 2015	Q4 2015	94,5	2,1	1,1	2,4	100,0
Q1 2016	Q2 2016	94,0	2,6	1,0	2,4	100,0
Q2 2016	Q3 2016	94,4	2,8	0,7	2,2	100,0
Q3 2016	Q4 2016	94,8	2,3	0,7	2,2	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed Adults		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	14,9	64,1	6,0	15,0	100,0
Q2 2010	Q3 2010	12,6	64,0	6,5	16,9	100,0
Q3 2010	Q4 2010	12,5	64,6	7,1	15,8	100,0
Q4 2010	Q1 2011	13,2	65,9	6,4	14,5	100,0
Q1 2011	Q2 2011	12,2	68,0	5,9	13,9	100,0
Q2 2011	Q3 2011	11,7	64,9	7,8	15,7	100,0
Q3 2011	Q4 2011	13,5	63,0	7,0	16,5	100,0
Q4 2011	Q1 2012	13,3	65,2	8,0	13,5	100,0
Q1 2012	Q2 2012	12,4	67,4	6,2	14,0	100,0
Q2 2012	Q3 2012	15,0	65,5	7,0	12,5	100,0
Q3 2012	Q4 2012	12,4	62,8	7,5	17,3	100,0
Q4 2012	Q1 2013	13,8	64,7	7,0	14,5	100,0
Q1 2013	Q2 2013	14,1	66,1	6,9	12,9	100,0
Q2 2013	Q3 2013	16,1	63,3	6,6	14,0	100,0
Q3 2013	Q4 2013	13,4	67,1	5,1	14,4	100,0
Q4 2013	Q1 2014	14,3	66,2	7,0	12,6	100,0
Q1 2014	Q2 2014	13,6	64,8	7,1	14,4	100,0
Q2 2014	Q3 2014	16,0	61,9	7,7	14,5	100,0
Q3 2014	Q4 2014	15,2	61,4	7,2	16,2	100,0
Q1 2015	Q2 2015	17,5	57,5	8,9	16,1	100,0
Q2 2015	Q3 2015	16,0	62,9	7,7	13,4	100,0
Q3 2015	Q4 2015	14,7	65,2	6,0	14,1	100,0
Q1 2016	Q2 2016	16,1	63,0	7,4	13,5	100,0
Q2 2016	Q3 2016	13,5	67,5	7,9	11,0	100,0
Q3 2016	Q4 2016	13,0	69,3	6,5	11,2	100,0

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					
Q1 2010	Q2 2010	11,4	11,8	49,8	27,0	100,0
Q2 2010	Q3 2010	8,7	12,1	54,6	24,5	100,0
Q3 2010	Q4 2010	8,9	10,1	57,5	23,5	100,0
Q4 2010	Q1 2011	9,6	10,7	55,9	23,9	100,0
Q1 2011	Q2 2011	11,1	13,6	49,2	26,1	100,0
Q2 2011	Q3 2011	10,7	9,9	53,9	25,4	100,0
Q3 2011	Q4 2011	9,2	13,5	58,8	18,5	100,0
Q4 2011	Q1 2012	9,1	13,3	56,0	21,6	100,0
Q1 2012	Q2 2012	10,9	13,1	56,4	19,7	100,0
Q2 2012	Q3 2012	9,5	12,6	56,3	21,6	100,0
Q3 2012	Q4 2012	8,6	11,2	53,3	26,8	100,0
Q4 2012	Q1 2013	8,0	13,4	55,4	23,2	100,0
Q1 2013	Q2 2013	9,5	13,2	56,0	21,2	100,0
Q2 2013	Q3 2013	12,6	14,1	50,3	23,0	100,0
Q3 2013	Q4 2013	12,5	12,4	50,3	24,8	100,0
Q4 2013	Q1 2014	13,4	13,9	50,7	22,0	100,0
Q1 2014	Q2 2014	10,7	11,5	51,3	26,5	100,0
Q2 2014	Q3 2014	11,0	12,2	53,5	23,2	100,0
Q3 2014	Q4 2014	11,8	12,3	51,7	24,2	100,0
Q1 2015	Q2 2015	15,4	11,8	50,1	22,8	100,0
Q2 2015	Q3 2015	11,7	16,9	47,0	24,4	100,0
Q3 2015	Q4 2015	14,5	10,2	56,3	18,9	100,0
Q1 2016	Q2 2016	9,1	13,3	57,3	20,3	100,0
Q2 2016	Q3 2016	10,7	18,0	49,0	22,2	100,0
Q3 2016	Q4 2016	7,9	14,9	50,0	27,1	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	4,4	3,9	3,6	88,1	100,0
Q2 2010	Q3 2010	3,8	3,9	3,8	88,5	100,0
Q3 2010	Q4 2010	4,1	4,1	3,5	88,3	100,0
Q4 2010	Q1 2011	3,5	4,1	4,0	88,4	100,0
Q1 2011	Q2 2011	4,0	4,0	3,5	88,5	100,0
Q2 2011	Q3 2011	3,4	3,9	3,4	89,2	100,0
Q3 2011	Q4 2011	3,4	3,6	3,7	89,3	100,0
Q4 2011	Q1 2012	3,8	4,0	3,7	88,5	100,0
Q1 2012	Q2 2012	3,5	4,0	3,8	88,7	100,0
Q2 2012	Q3 2012	4,1	4,4	3,8	87,7	100,0
Q3 2012	Q4 2012	3,1	3,8	3,5	89,6	100,0
Q4 2012	Q1 2013	4,3	3,9	3,9	87,9	100,0
Q1 2013	Q2 2013	3,5	4,2	3,8	88,4	100,0
Q2 2013	Q3 2013	4,5	4,5	3,6	87,4	100,0
Q3 2013	Q4 2013	4,1	4,3	3,7	87,9	100,0
Q4 2013	Q1 2014	4,0	4,5	4,2	87,2	100,0
Q1 2014	Q2 2014	5,2	5,3	3,7	85,9	100,0
Q2 2014	Q3 2014	4,5	4,0	4,1	87,3	100,0
Q3 2014	Q4 2014	4,3	3,9	3,3	88,5	100,0
Q1 2015	Q2 2015	5,0	5,6	4,1	85,3	100,0
Q2 2015	Q3 2015	5,1	5,1	3,9	85,9	100,0
Q3 2015	Q4 2015	4,4	4,2	3,2	88,2	100,0
Q1 2016	Q2 2016	3,8	4,4	3,7	88,1	100,0
Q2 2016	Q3 2016	4,3	4,5	4,7	86,5	100,0
Q3 2016	Q4 2016	3,7	4,5	3,6	88,2	100,0

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					
Q1 2010	Q2 2010	15,5	65,3	6,5	12,6	100,0
Q2 2010	Q3 2010	14,7	63,9	7,3	14,0	100,0
Q3 2010	Q4 2010	13,9	64,7	7,9	13,5	100,0
Q4 2010	Q1 2011	14,2	67,5	6,2	12,1	100,0
Q1 2011	Q2 2011	14,0	68,6	6,5	11,0	100,0
Q2 2011	Q3 2011	14,0	65,3	7,7	13,0	100,0
Q3 2011	Q4 2011	14,1	64,8	7,9	13,1	100,0
Q4 2011	Q1 2012	14,3	66,2	7,8	11,8	100,0
Q1 2012	Q2 2012	13,3	68,2	6,9	11,6	100,0
Q2 2012	Q3 2012	16,1	66,4	7,1	10,5	100,0
Q3 2012	Q4 2012	14,2	66,9	6,4	12,5	100,0
Q4 2012	Q1 2013	15,0	63,5	8,0	13,4	100,0
Q1 2013	Q2 2013	14,6	67,5	6,9	11,0	100,0
Q2 2013	Q3 2013	16,3	65,7	7,4	10,7	100,0
Q3 2013	Q4 2013	15,6	66,5	6,0	11,9	100,0
Q4 2013	Q1 2014	15,4	66,0	7,3	11,4	100,0
Q1 2014	Q2 2014	15,8	64,2	7,9	12,1	100,0
Q2 2014	Q3 2014	15,9	64,8	7,5	11,8	100,0
Q3 2014	Q4 2014	16,1	63,6	7,5	12,9	100,0
Q1 2015	Q2 2015	18,2	61,3	7,7	12,8	100,0
Q2 2015	Q3 2015	17,0	63,9	8,2	11,0	100,0
Q3 2015	Q4 2015	15,6	65,2	7,1	12,1	100,0
Q1 2016	Q2 2016	16,1	65,0	7,9	10,9	100,0
Q2 2016	Q3 2016	14,5	67,9	8,1	9,6	100,0
Q3 2016	Q4 2016	15,8	68,0	7,1	9,2	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	6,8	68,8	7,6	16,8	100,0
Q2 2010	Q3 2010	5,1	68,2	8,8	17,9	100,0
Q3 2010	Q4 2010	5,7	69,8	8,8	15,8	100,0
Q4 2010	Q1 2011	6,9	70,9	7,2	15,0	100,0
Q1 2011	Q2 2011	4,6	72,0	6,8	16,6	100,0
Q2 2011	Q3 2011	5,5	70,0	7,2	17,2	100,0
Q3 2011	Q4 2011	6,6	70,9	6,9	15,6	100,0
Q4 2011	Q1 2012	5,6	69,1	8,6	16,6	100,0
Q1 2012	Q2 2012	6,3	69,8	7,6	16,3	100,0
Q2 2012	Q3 2012	7,9	72,4	6,8	12,9	100,0
Q3 2012	Q4 2012	6,3	66,8	7,9	19,1	100,0
Q4 2012	Q1 2013	6,5	68,8	8,5	16,3	100,0
Q1 2013	Q2 2013	6,0	70,8	8,4	14,7	100,0
Q2 2013	Q3 2013	9,2	67,6	8,0	15,2	100,0
Q3 2013	Q4 2013	9,1	70,5	5,8	14,6	100,0
Q4 2013	Q1 2014	7,1	70,7	6,6	15,6	100,0
Q1 2014	Q2 2014	8,6	67,0	6,3	18,0	100,0
Q2 2014	Q3 2014	7,9	67,9	7,9	16,3	100,0
Q3 2014	Q4 2014	7,8	68,6	6,8	16,8	100,0
Q1 2015	Q2 2015	9,2	62,8	9,3	18,6	100,0
Q2 2015	Q3 2015	9,2	68,7	8,3	13,8	100,0
Q3 2015	Q4 2015	8,2	71,0	6,8	13,9	100,0
Q1 2016	Q2 2016	7,7	70,4	6,7	15,3	100,0
Q2 2016	Q3 2016	9,0	73,3	5,7	12,1	100,0
Q3 2016	Q4 2016	7,9	72,2	7,2	12,7	100,0

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

t status: Long term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	8,2	70,6	6,9	14,4	100,0
Q2 2010	Q3 2010	7,6	69,2	7,2	16,0	100,0
Q3 2010	Q4 2010	6,8	71,6	7,5	14,1	100,0
Q4 2010	Q1 2011	8,3	72,6	6,3	12,8	100,0
Q1 2011	Q2 2011	6,7	73,2	6,7	13,4	100,0
Q2 2011	Q3 2011	8,2	70,8	6,8	14,2	100,0
Q3 2011	Q4 2011	8,1	70,7	6,7	14,5	100,0
Q4 2011	Q1 2012	7,0	72,3	7,3	13,5	100,0
Q1 2012	Q2 2012	7,5	72,0	6,7	13,7	100,0
Q2 2012	Q3 2012	9,6	72,4	6,4	11,5	100,0
Q3 2012	Q4 2012	7,4	69,6	6,9	16,2	100,0
Q4 2012	Q1 2013	9,2	67,4	7,9	15,4	100,0
Q1 2013	Q2 2013	7,6	71,8	7,4	13,2	100,0
Q2 2013	Q3 2013	10,1	68,9	7,5	13,5	100,0
Q3 2013	Q4 2013	10,1	70,9	5,3	13,6	100,0
Q4 2013	Q1 2014	9,1	71,7	6,7	12,5	100,0
Q1 2014	Q2 2014	9,4	68,9	7,0	14,6	100,0
Q2 2014	Q3 2014	9,1	70,0	7,4	13,4	100,0
Q3 2014	Q4 2014	9,1	69,0	7,1	14,8	100,0
Q1 2015	Q2 2015	12,3	63,1	8,3	16,3	100,0
Q2 2015	Q3 2015	10,1	69,0	8,4	12,6	100,0
Q3 2015	Q4 2015	8,9	71,3	6,6	13,3	100,0
Q1 2016	Q2 2016	9,8	70,6	6,8	12,8	100,0
Q2 2016	Q3 2016	9,3	73,0	6,9	10,8	100,0
Q3 2016	Q4 2016	8,8	74,4	6,2	10,6	100,0
		t+1 status				
t status: Short term unemployed		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1					
Q1 2010	Q2 2010	18,7	59,8	7,2	14,4	100,0
Q2 2010	Q3 2010	15,9	59,8	9,3	15,1	100,0
Q3 2010	Q4 2010	17,3	57,6	9,9	15,3	100,0
Q4 2010	Q1 2011	17,1	61,2	7,2	14,5	100,0
Q1 2011	Q2 2011	17,4	62,9	6,4	13,3	100,0
Q2 2011	Q3 2011	14,8	59,9	9,0	16,4	100,0
Q3 2011	Q4 2011	16,7	60,4	9,3	13,6	100,0
Q4 2011	Q1 2012	18,1	57,1	10,0	14,8	100,0
Q1 2012	Q2 2012	16,0	62,4	8,2	13,4	100,0
Q2 2012	Q3 2012	19,1	61,5	8,1	11,4	100,0
Q3 2012	Q4 2012	17,6	61,4	7,4	13,6	100,0
Q4 2012	Q1 2013	16,1	62,3	8,8	12,8	100,0
Q1 2013	Q2 2013	17,5	63,4	7,8	11,4	100,0
Q2 2013	Q3 2013	19,4	61,9	7,9	10,8	100,0
Q3 2013	Q4 2013	18,7	62,5	7,1	11,7	100,0
Q4 2013	Q1 2014	17,8	60,3	7,7	14,2	100,0
Q1 2014	Q2 2014	19,9	58,1	7,9	14,1	100,0
Q2 2014	Q3 2014	20,0	58,3	8,0	13,6	100,0
Q3 2014	Q4 2014	20,3	58,8	7,5	13,5	100,0
Q1 2015	Q2 2015	19,6	59,8	8,2	12,5	100,0
Q2 2015	Q3 2015	21,4	59,6	7,9	11,1	100,0
Q3 2015	Q4 2015	20,6	59,7	7,9	11,8	100,0
Q1 2016	Q2 2016	18,1	60,8	8,6	12,5	100,0
Q2 2016	Q3 2016	18,3	64,0	7,6	10,1	100,0
Q3 2016	Q4 2016	20,6	59,9	9,0	10,5	100,0

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

	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private hh**	**Total**
Quarter	**Per cent**				
Q2 2010	43,4	33,2	6,7	16,7	100,0
Q3 2010	43,6	33,9	6,5	15,9	100,0
Q4 2010	42,5	37,0	5,8	14,7	100,0
Q1 2011	44,6	31,6	5,5	18,3	100,0
Q2 2011	46,9	33,7	5,8	13,7	100,0
Q3 2011	48,3	31,9	5,4	14,4	100,0
Q4 2011	49,2	32,0	5,8	13,0	100,0
Q1 2012	48,3	31,8	5,5	14,4	100,0
Q2 2012	49,0	30,5	6,1	14,5	100,0
Q3 2012	49,4	33,5	4,0	13,1	100,0
Q4 2012	49,1	31,8	7,6	11,5	100,0
Q1 2013	49,6	30,2	6,4	13,8	100,0
Q2 2013	49,1	33,6	4,8	12,4	100,0
Q3 2013	46,9	33,5	7,8	11,8	100,0
Q4 2013	51,1	31,7	6,4	10,8	100,0
Q1 2014	50,4	30,0	7,4	12,2	100,0
Q2 2014	48,1	32,2	6,9	12,8	100,0
Q3 2014	46,4	33,6	5,9	14,1	100,0
Q4 2015	49,2	32,0	6,5	12,3	100,0
Q1 2015					
Q2 2015	46,3	35,6	5,2	12,8	100,0
Q3 2015	42,7	35,4	7,1	14,7	100,0
Q4 2015	47,6	33,7	6,7	12,0	100,0
Q1 2016					
Q2 2016	49,8	30,6	6,1	13,5	100,0
Q3 2016	49,3	32,2	7,3	11,2	100,0
Q4 2016	47,0	32,6	8,8	11,5	100,0

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 &	Total
	Per cent			
Quarter				
Q2 2010	23,2	39,1	37,7	100,0
Q3 2010	21,4	42,3	36,3	100,0
Q4 2010	23,1	42,6	34,2	100,0
Q1 2011	26,1	32,7	41,2	100,0
Q2 2011	30,0	38,6	31,4	100,0
Q3 2011	33,3	39,8	26,9	100,0
Q4 2011	22,8	37,8	39,4	100,0
Q1 2012	28,4	40,1	31,5	100,0
Q2 2012	22,7	42,1	35,2	100,0
Q3 2012	26,2	40,2	33,6	100,0
Q4 2012	25,6	42,7	31,6	100,0
Q1 2013	21,9	40,7	37,4	100,0
Q2 2013	29,2	43,3	27,5	100,0
Q3 2013	22,6	40,5	36,9	100,0
Q4 2013	26,8	41,3	31,9	100,0
Q1 2014	26,6	31,3	42,1	100,0
Q2 2014	22,8	38,6	38,6	100,0
Q3 2014	25,1	43,3	31,6	100,0
Q4 2014	21,4	41,4	37,2	100,0
Q1 2015				
Q2 2015	25,6	38,2	36,2	100,0
Q3 2015	26,8	37,7	35,4	100,0
Q4 2015	27,3	39,3	33,4	100,0
Q1 2016				
Q2 2016	26,5	35,9	37,6	100,0
Q3 2016	26,0	39,0	35,1	100,0
Q4 2016	22,0	39,0	39,0	100,0

Employed with Secondary not completed	Sector			
	Formal	Informal	Agriculture&	Total
	Per cent			
Quarter				
Q2 2010	42,2	35,7	22,1	100,0
Q3 2010	44,4	35,6	20,0	100,0
Q4 2010	42,1	39,9	18,0	100,0
Q1 2011	41,8	35,3	22,9	100,0
Q2 2011	39,3	38,8	21,9	100,0
Q3 2011	44,5	31,1	24,4	100,0
Q4 2011	41,8	38,2	20,0	100,0
Q1 2012	45,0	33,3	21,8	100,0
Q2 2012	49,4	28,8	21,8	100,0
Q3 2012	46,1	35,5	18,4	100,0
Q4 2012	46,0	32,5	21,5	100,0
Q1 2013	50,4	30,2	19,5	100,0
Q2 2013	45,6	35,0	19,4	100,0
Q3 2013	42,6	37,4	20,0	100,0
Q4 2013	47,3	32,5	20,2	100,0
Q1 2014	49,8	32,3	17,8	100,0
Q2 2014	45,2	33,1	21,7	100,0
Q3 2014	41,5	36,0	22,5	100,0
Q4 2014	44,5	36,8	18,7	100,0
Q1 2015				
Q2 2015	43,4	39,1	17,5	100,0
Q3 2015	40,1	36,0	24,0	100,0
Q4 2015	49,9	34,3	21,7	100,0
Q1 2016				
Q2 2016	47,0	31,2	53,3	100,0
Q3 2016	44,9	34,4	20,7	100,0
Q4 2016	42,3	34,2	23,5	100,0

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

Employed with Secondary completed	Sector			
	Formal	Informal	Agriculture&	Total
	Per cent			
Quarter				
Q2 2010	61,9	24,8	13,3	100,0
Q3 2010	58,4	26,5	15,2	100,0
Q4 2010	62,7	25,2	12,1	100,0
Q1 2011	64,6	26,2	9,2	100,0
Q2 2011	71,5	22,0	6,4	100,0
Q3 2011	64,1	27,0	8,9	100,0
Q4 2011	71,5	21,0	7,5	100,0
Q1 2012	68,3	22,9	8,7	100,0
Q2 2012	63,2	24,9	12,0	100,0
Q3 2012	65,3	27,8	7,0	100,0
Q4 2012	67,3	23,1	9,6	100,0
Q1 2013	64,7	25,2	10,1	100,0
Q2 2013	67,4	24,8	7,8	100,0
Q3 2013	66,3	25,5	8,3	100,0
Q4 2013	65,0	28,1	6,9	100,0
Q1 2014	66,4	25,4	8,2	100,0
Q2 2014	63,2	30,6	6,2	100,0
Q3 2014	64,4	25,0	10,6	100,0
Q4 2014	71,1	19,4	9,4	100,0
Q1 2015				
Q2 2015	58,9	31,7	9,3	100,0
Q3 2015	57,5	33,3	9,2	100,0
Q4 2015	62,5	31,5	6,1	100,0
Q1 2016				
Q2 2016	65,9	26,0	8,1	100,0
Q3 2016	66,6	24,9	8,5	100,0
Q4 2016	65,1	27,4	7,5	100,0

Employed with Tertiary	Sector			
	Formal	Informal	Agriculture &	Total
	Per cent			
Quarter				
Q2 2010	67,4	24,0	8,7	100,0
Q3 2010	82,9	14,3	2,8	100,0
Q4 2010	64,1	30,9	4,9	100,0
Q1 2011	72,6	17,7	9,7	100,0
Q2 2011	87,8	12,2	0,0	100,0
Q3 2011	68,2	31,1	0,8	100,0
Q4 2011	78,7	14,9	6,4	100,0
Q1 2012	73,0	22,8	4,2	100,0
Q2 2012	80,3	19,7	0,0	100,0
Q3 2012	78,7	18,9	2,4	100,0
Q4 2012	68,1	27,6	4,3	100,0
Q1 2013	83,0	12,5	4,5	100,0
Q2 2013	78,8	18,8	2,4	100,0
Q3 2013	82,5	12,5	4,9	100,0
Q4 2013	83,2	15,6	1,1	100,0
Q1 2014	73,4	25,6	1,0	100,0
Q2 2014	83,8	16,0	0,3	100,0
Q3 2014	74,9	22,9	2,2	100,0
Q4 2014	75,5	23,7	0,8	100,0
Q1 2015				
Q2 2015	75,7	21,1	3,1	100,0
Q3 2015	70,8	29,2	0,0	100,0
Q4 2015	84,2	15,8	0,0	100,0
Q1 2016				
Q2 2016	65,1	29,8	5,1	100,0
Q3 2016	71,0	22,2	6,8	100,0
Q4 2016	72,9	26,1	1,0	100,0

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

Employed Youth	Sector			
	Formal	Informal	Agriculture &	Total
	Per cent			
Quarter				
Q2 2010	49,9	29,7	20,4	100,0
Q3 2010	50,8	29,9	19,3	100,0
Q4 2010	49,7	35,6	14,7	100,0
Q1 2011	51,3	29,1	19,6	100,0
Q2 2011	55,5	27,9	16,6	100,0
Q3 2011	53,1	30,7	16,2	100,0
Q4 2011	57,6	27,6	14,8	100,0
Q1 2012	56,7	28,5	14,9	100,0
Q2 2012	54,4	25,6	20,0	100,0
Q3 2012	55,7	31,1	13,2	100,0
Q4 2012	54,3	30,1	15,6	100,0
Q1 2013	57,0	25,2	17,8	100,0
Q2 2013	57,0	28,0	15,0	100,0
Q3 2013	54,9	31,0	14,1	100,0
Q4 2013	59,1	26,4	14,5	100,0
Q1 2014	60,6	25,9	13,5	100,0
Q2 2014	55,8	29,0	15,2	100,0
Q3 2014	55,3	29,5	15,2	100,0
Q4 2014	58,0	28,0	14,0	100,0
Q1 2015				
Q2 2015	52,7	33,2	14,1	100,0
Q3 2015	50,3	33,3	16,3	100,0
Q4 2015	52,8	32,5	14,7	100,0
Q1 2016				
Q2 2016	57,4	26,9	15,8	100,0
Q3 2016	56,1	27,0	16,9	100,0
Q4 2016	53,2	29,0	17,9	100,0
Employed Adults	**Sector**			
	Formal	Informal	Agriculture &	Total
	Per cent			
Quarter				
Q2 2010	35,0	37,8	27,2	100,0
Q3 2010	33,0	39,8	27,2	100,0
Q4 2010	33,4	38,7	27,9	100,0
Q1 2011	34,3	35,4	30,3	100,0
Q2 2011	35,5	41,2	23,2	100,0
Q3 2011	41,4	33,6	25,0	100,0
Q4 2011	37,9	37,8	24,3	100,0
Q1 2012	37,7	36,1	26,1	100,0
Q2 2012	41,7	37,0	21,3	100,0
Q3 2012	40,5	37,0	22,5	100,0
Q4 2012	41,6	34,3	24,1	100,0
Q1 2013	39,9	36,9	23,3	100,0
Q2 2013	38,8	41,0	20,3	100,0
Q3 2013	35,9	36,9	27,1	100,0
Q4 2013	38,0	40,4	21,6	100,0
Q1 2014	36,9	35,6	27,6	100,0
Q2 2014	37,3	36,6	26,0	100,0
Q3 2014	35,5	38,7	25,8	100,0
Q4 2014	37,5	37,4	25,2	100,0
Q1 2015				
Q2 2015	38,5	38,5	23,0	100,0
Q3 2015	34,1	37,8	28,1	100,0
Q4 2015	41,1	35,1	23,5	100,0
Q1 2016				
Q2 2016	41,1	34,8	24,1	100,0
Q3 2016	38,9	38,3	22,8	100,0
Q4 2016	37,3	38,5	24,2	100,0

Table A11: Quarterly distribution of those who found employment by size of firm					
	Firm size				
	0-9 employees	10-49 employees	>50 employees	Don't know	Total
Employed	Per cent				
Quarter					
Q2 2010	58,7	17,7	19,1	4,5	100,0
Q3 2010	60,0	19,7	15,8	4,6	100,0
Q4 2010	60,6	18,3	17,0	4,1	100,0
Q1 2011	57,4	20,0	17,6	5,0	100,0
Q2 2011	56,7	21,0	17,6	4,8	100,0
Q3 2011	55,2	19,7	19,5	5,6	100,0
Q4 2011	54,5	21,6	18,4	5,4	100,0
Q1 2012	53,8	20,3	22,0	3,9	100,0
Q2 2012	54,7	21,6	19,8	3,9	100,0
Q3 2012	54,0	19,9	18,3	7,8	100,0
Q4 2012	50,7	22,5	21,2	5,6	100,0
Q1 2013	51,6	23,4	20,3	4,6	100,0
Q2 2013	51,5	24,5	18,3	5,7	100,0
Q3 2013	52,0	23,7	18,2	6,1	100,0
Q4 2013	51,4	20,4	20,8	7,3	100,0
Q1 2014	49,5	22,3	20,0	8,2	100,0
Q2 2014	51,5	21,7	19,5	7,3	100,0
Q3 2014	55,5	18,9	17,3	8,3	100,0
Q4 2014	51,3	22,3	20,9	5,6	100,0
Q1 2015					
Q2 2015	53,2	20,4	18,8	7,7	100,0
Q3 2015	56,3	20,9	15,0	7,9	100,0
Q4 2015	52,6	21,5	18,7	7,3	100,0
Q1 2016					
Q2 2016	53,6	23,3	17,5	5,6	100,0
Q3 2016	50,9	22,3	19,4	7,4	100,0
Q4 2016	51,4	22,4	17,4	8,7	100,0

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