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Foreword

South Africa faces a triple challenge of unemployment, poverty and inequality. These challenges require urgent attention and in this regard South Africa has drawn a National Development Plan 2030. The plan advocates for the living standards of the poor to be raised to the minimum level and for this to be achieved the country has to create jobs in order to have the majority of the people in employment, increase levels of income through productivity growth, a social wage and good-quality public services. The (NDP) has set out a goal of full employment by 2030. For this goal to be achieved, the official unemployment rate has to be at 6,5% and the labour force participation rate had to rises from 54% to 65%, requiring an average annual Gross Domestic Product (GDP) growth rate of 5% and 11 million net new jobs created over a 20-year period. Economic growth that is vibrant will make it possible for more people to get employment in the South African labour market. For the country to track whether progress is made in terms of achieving this NDP goal, data is needed. This report, through the Quarterly Labour Force Survey (QLFS) as the source of labour market information, provides data on employment and unemployment as well as information of the inactive population.

This report provides information on labour market trends over the period 2014–2019, with a particular focus on labour market dynamics as provided for by the QLFS panel data. The panel allows the tracking of individuals on a quarterly basis, identifying the factors that facilitate the movement into employment, as well as distinguishing in which sectors, industries, occupations, and provinces employment outcomes are better or have improved.

I invite you to read this report and hope that results presented here are useful and facilitate planning and policy formulation for the betterment of the lives of our people. I hope that it also paints a picture in terms of where we are as a country towards achieving the NDP 2030 targets as well as monitoring of the Sustainable Development Goals (SDGs) as we move towards 2030 with the aim of leaving no one behind. The year 2030 is fast approaching and we, as a nation, collectively need to act fast and now for vision 2030 to become a reality.

Risenga Maluleke

Statistician-General

Highlights

Over the period 2014–2019, employment levels increased by 1,2 million from 15,1 million to 16,4 million. During the same period, both the unemployment rate (28,7%) and participation rate (59,5%) increased by 3,6 percentage points and 2,5 percentage points, respectively. Economic growth has declined from a high of 1,8% in 2014 to 0,2% in 2019.

Labour market dynamics

- In 2019, approximately 94,0% of employed persons remained employed between quarter 3 and quarter 4 of 2019, while those who remained inactive were 90,8% in 2014 and 90,7% in 2019. On the other hand, the unemployment retention rates increased over the same period, from 65,5% in 2014 to 74,2% in 2019. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status.

- Provinces that recorded the highest employment retention rates were KwaZulu-Natal at 96,6%, followed by Western Cape (95,6%) and Gauteng (95,2%). Limpopo (89,7%) and North West (90,3%) recorded the lowest employment retention rates in 2019. Employment retention rates increased in seven of the nine provinces in the country, with the largest increase observed in Mpumalanga (3,9 percentage points), followed by KwaZulu-Natal (3,4 percentage points). North West recorded the largest decline of 2,5 percentage points and Gauteng remained unchanged in 2019 at 95,2%.

- During 2019, 9,7% of the unemployed found employment between Q3 and Q4 while only 6,7% of those who were discouraged found employment in the same period.

- In terms of the informal sector's contribution to employment, out of the 16,4 million employed persons, the informal sector employed about 3,0 million; this is 18,2% of the total employed population in 2019. The informal sector serves as a point of entry to the formal sector; however, provincial disparities are evident. Between Q3 and Q4: 2019 nationally, 14,3% of informal sector workers found a formal sector job, while provincially this ranged from a high of 26,0% in Northern Cape to a low of 7,9% in Limpopo. The panel data analysis also finds that the informal sector does not provide for stable employment; in North West, close to one in five (19,5%) of those employed in the informal sector moved out of employment in the subsequent quarter.

- The analysis identifies that unemployed 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, those in short-term unemployment in 2019 were about three times more likely to find employment in the following quarter relative to those in long-term unemployment.

- 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 were, therefore, more likely to move out of employment on a quarterly basis.

- Employees in skilled occupations were 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: 2019, the employment retention rate in the tertiary industries was 92,3%.

- While improving educational outcomes remains crucial to reducing unemployment, providing work experience (formal or informal) holds the key to lowering unemployment in the short run (IMF Working Paper, 2016).[1] The 2019 provincial results show that the transition rates into employment amongst the unemployed with previous experience were highest in Limpopo (17,5%), Northern Cape (15,4%) and North West (13,7%). In the same year, the transition rate into employment amongst the unemployed who had a tertiary qualification was 7,6% compared to 4,0% of those whose education levels were below matric.

The South African labour market

- The South African working-age population increased from 35,4 million to 38,5 million between 2014 and 2019. The share of the working-age population in the total population increased from 65,9% in 2014 to 67,2% in 2019. The employed accounted for the largest share of the working-age population. However, in terms of provincial comparisons, Limpopo, KwaZulu-Natal and North West recorded the largest share of the other not economically active population in both 2014 and 2019.

- The employed also accounted for the largest share amongst the Indian/Asian population group; in 2019 their share of the working-age population who were employed was 53,2% compared to 39,5% amongst black Africans.
  Among those with tertiary education, the employed accounted for 77,7% in 2014 and 74,0% in 2019 while for those with matric qualifications, 50,5% in 2014 and 48,1% in 2019 were employed.

- The number of employed persons increased from 15,1 million to 16,4 million and the number of unemployed increased by 1,5 million persons; this resulted in an increase in the unemployment rate by 3,6 percentage points from 25,1% in 2014 to 28,7% in 2019. In 2019, the absorption rate was 42,5% and the labour force participation rate of 59,5% was the second highest rate recorded since 2014.

- Provincial variations in labour market rates were observed over the period 2014 to 2019. The lowest unemployment rate was recorded in Limpopo and Western Cape in 2019. Amongst the seven provinces where the rate increased, the largest increase was in Eastern Cape (7,6 percentage points), Gauteng (5,6 percentage points) and Mpumalanga (5,5 percentage points).

- Over the period 2014 to 2019, absorption rates increased in three of the nine provinces, namely Limpopo (3,4 percentage points), Free State (1,5 percentage points), and Western Cape (1,5 percentage points). While Limpopo had a low official unemployment rate, the absorption rate in this province recorded the largest increase of 3,4 percentage points.

- The labour force participation rate increased across all provinces except in Northern Cape over the period 2014 to 2019. The largest increase was observed in Limpopo (6,5 percentage points), followed by Mpumalanga (4,7 percentage points) and Eastern Cape (3,8 percentage points).

- Young people remain vulnerable in the labour market, with high unemployment rates and low absorption and participation rates relative to adults.

Employment patterns and trends

- Over the period 2014 to 2019, total employment increased by 1,2 million to 16,4 million. The rise in employment levels was supported by increases in nine of the ten industries, the largest of which was in Finance (488 000), Community and social services (174 000), and Agriculture (160 000). Mining was the only industry that recorded employment losses between 2014 and 2019, with a decline of 16 000.

- In 2019, Community and social services accounted for the largest share in South African employment at 22,4%, followed by Trade at 20,5%. However, the share of the Community and social services and Trade industries in employment declined by 0,6 of a percentage point each over the period 2014 to 2019. In 2019, Mining was ranked the third largest contributor to employment in North West while in most provinces, this industry was recorded as the second lowest after Utilities.

- Strong employment growth in occupations such as Elementary occupations (450 000), Sales occupations (391 000) and Managerial occupations (135 000) supported the robust employment growth between the period 2014 and 2019. In 2019, women accounted for the largest share of employment in skilled occupations such as Clerical (72,3%) and Technicians (53,3%).

- Employment levels in the formal sector increased by 412 000 to 11,2 million between 2014 and 2019, while informal sector employment increased from 2,4 million in 2014 to 3,0 million in 2019.

- Hours worked were highest in the Transport and Trade industries, but lowest amongst people employed in Private households. By occupation, those who worked in Plant and machine operators' and Sales and services occupations worked the longest hours, while Domestic workers worked the least hours.

- The number of underemployed increased from 608 000 in 2014 to 763 000 in 2019, accounting for 4,7% of the employed in 2019. Underemployment is more prevalent amongst women, black Africans and persons residing in Northern Cape and Free State in 2019.

- While gender disparities remain in terms of access to benefits, the majority of employees were entitled to paid sick leave compared to other benefits. Between 2014 and 2019, the proportion of employees who were entitled to paid sick leave increased by 2,3 percentage points from 68,9% to 71,2%. Pension/retirement fund contributions decreased by 0,7 of a percentage point from 48,9% in 2014 to 48,2% in 2019. The proportions for men were higher relative to women. Over half of all employees (53,7%) indicated that their salary increment was negotiated by their employer only.

- Median monthly earnings of employees increased from R3 033 in 2014 to R3 800 in 2019. Gender, population group and age continue to be drivers of earnings inequalities.

- In 2019, the highest median monthly earnings were recorded among employees in the Utilities (R9 000) and Mining (R9 000) industries. The median monthly earnings increased in all industries except for Community and social services between the period 2014 and 2019. Among semi-skilled and low-skilled occupations, the highest earnings growth was recorded in Craft (R867) and Elementary (R700).

- In 2019 the median monthly earnings were highest in Gauteng (R5 000), North West (R3 900) and Mpumalanga (R3 900), while the largest increase over the period between 2014 and 2019 was in Limpopo (R1 334) and Northern Cape (R1 050).

- Median job tenure between 2014 and 2019 increased from 49 months to 50 months. In 2019, the median job tenure for men remained unchanged at 49 months and increased for women to 51 months. Job tenure was higher in the formal sector, amongst the white population group, highly skilled occupations and industries such as Utilities, Community and social services, Mining and among adults.

Government job creation programmes

- Women were more likely to participate in government job creation programmes than their male counterparts.

- The majority of persons who participated in Expanded Public Works Programmes and other government job creation programmes did not have matric (69,9% in 2014 and 75,4% in 2019).

- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.

Unemployment patterns and trends

- Over the period 2014–2019, the highest proportions of the working-age population who were unemployed were recorded in Free State, Mpumalanga and Gauteng.

- The proportion of unemployed persons holding tertiary qualifications increased by 1,5 percentage points between 2014 and 2019. 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 seek assistance from relatives or friends and inquire at workplaces.

- 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.

- Unemployment in South Africa is most acute amongst black Africans and those with less than a matric qualification.

Youth in the labour market

- The youth continue 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 the youth was more than double the rate for adults. The youth unemployment rate increased from 35,9% in 2014 to 41,0% in 2019, while the adult unemployment rate increased from 15,7% in 2014 to 19,0% in 2019.

- Trade, Community and social services and Finance industries provided more job opportunities for the 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 18,6% in 2014 to 19,1% in 2019. The share of those with a tertiary qualification who were looking for work also increased from 7,8% to 9,4%.

- Nationally, the proportion of youth who were discouraged increased from 8,1% in 2014 to 8,9% in 2019 (0,8 of a percentage point). Persons who possessed a matric qualification have the highest NEET (not in education, employment or training) rate, while those who do not have matric have the lowest NEET rate.

- Between 2014 and 2019, the NEET rate for youth aged 15–24 years increased amongst black African youth (1,4 percentage points) and white youth (0,9 of a percentage point). In 2019 the NEET rate for youth aged 15–24 was the highest amongst black African youth at 33,7%. In 2019, the NEET rate was highest in Northern Cape (37,6%) and lowest in Western Cape (27,6%). Between 2014 and 2019, the highest increase in the NEET rate was observed in KwaZulu-Natal (3,5%) and Limpopo (2,4%). The largest decline over the period was in Western Cape (4,9 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) that 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 2014–2019.

Data sources

Quarterly Labour Force Survey – 2014 to 2019 (average of the estimates 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 metro level was also published for the first time.

The 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 2014–2019, 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 2014–2019. 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 2014–2019 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. Earnings and job tenure are also discussed. A subsequent section of the chapter focuses on aspects of decent work indicators, government job creation programmes and other forms of work. The chapter concludes with results based on employment from the Quarterly Employment Statistics (QES).

Chapter 5: A profile of the unemployed

The analysis in this chapter first focuses on the demographic characteristics of the unemployed as well as types of job-search activities. This is followed by a discussion of unemployment duration for the period 2014–2019. The incidence of long-term unemployment is then analysed in the context of sex, population group, age, educational attainment and province. The chapter concludes with an analysis of the job-search methods used by the unemployed.

Chapter 6: Youth in the South African labour market

This chapter focuses on the labour market situation of youth aged 15–34 years. The patterns and trends of key labour market indicators over the period of 2014–2019 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) (2014–2019).

Appendices

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Chapter 2: Labour market dynamics

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

The design of the QLFS enables the tracking of individuals across quarters. This means that, in principle, as many as three out of every four (75%) individuals in the sample can be tracked between two consecutive quarters. The results analysed in this chapter use data on matched individuals 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 are an important source of information for policymakers, as it allows for the analysis 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 2014 and 2019.

The results from the Labour market dynamics in South Africa, 2016 report that the persons employed were more likely to remain employed. In 2019, 94,0% of employed persons remained in employment. The analysis in the report identified that certain factors hinder the transition to 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 of these variables will be done to show trends over the period 2014–2019.

[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 2014–2019. The movement into and out of the three labour market states is regarded as a 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 2019, while the trends in transition and retention rates are analysed by comparing 2014 and 2019.

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 2014 and 2019 is undertaken in this section. The analysis tries to identify whether the transition rates into employment have improved after the economic crisis.

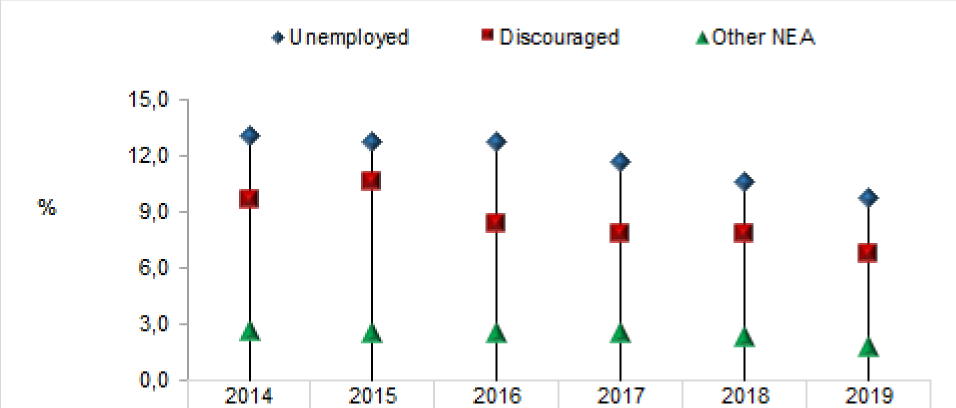
Table 2.1: Retention and transition rates by labour market status, 2014 and 2019

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4:2014			
Labour market status in Q3:2014	Thousand			
Employed	14 052	470	595	15 117
Unemployed	670	3 372	1 109	5 151
Not economically active	567	838	13 817	15 221
Working-age population	**15 288**	**4 680**	**15 520**	**35 489**
	Retention and transition rates by labour market status Q3 and Q4 2014			
Employed	93,0	3,1	3,9	100,0
Unemployed	13,0	65,5	21,5	100,0
Not economically active	3,7	5,5	90,8	100,0

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

Table 2.1 shows that 94,0% of persons who were employed in Q3: 2019 retained their jobs in the following quarter, while 3,1% moved into unemployment and 2,9% moved out of employment into inactivity. During the same quarter in 2014, the proportion of those who joined the unemployed was 3,1%, which was the same compared to 2019. Of all the unemployed persons in Q3: 2019, 74,2% remained in this labour market status in Q4: 2019, while those who moved to employment decreased their share by 3,3 percentage points to 9,7% compared to 2014. In terms of the not economically active, 90,7% remained in the same labour market status while 2,6% moved into employment, which is a decrease from 3,7% in 2014, while 6,7% moved into unemployment.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2014–2019



	2014	2015	2016	2017	2018	2019
Unemployed	13,0	12,7	12,7	11,6	10,6	9,7
Discouraged	9,6	10,6	8,3	7,8	7,8	6,7
Other NEA	2,7	2,5	2,6	2,5	2,4	1,8

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

Figure 2.1 shows that the transition to employment from other labour market statuses is more likely for those who are seeking work compared to the discouraged and other inactive population. Between 2014 and 2017, the transition rate into employment among the unemployed was higher relative to other groups, ranging from 13,0% in 2014 to 11,6% in 2017. In 2019, the transition rate into employment among those who were unemployed was 9,7%. The transition rate into employment among those who were unemployed decreased between 2014 and 2019; the other not economically active were the least likely to find a job, as their transition rate was the lowest at 1,8% in 2019.

Figure 2.2: Retention rates by labour market status, 2014 and 2019

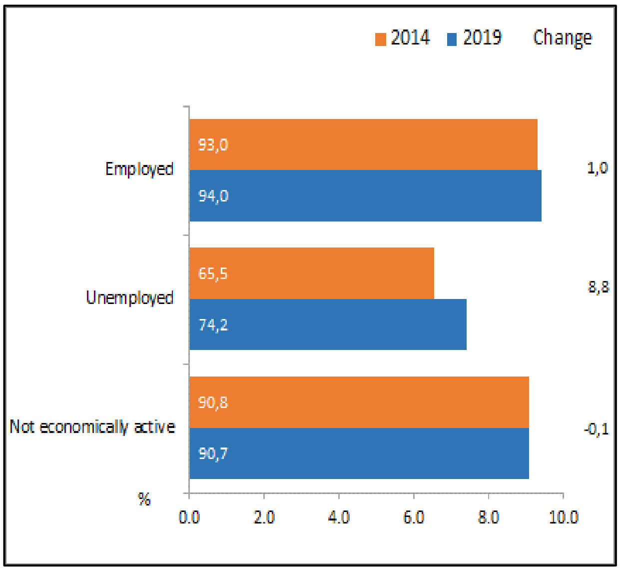
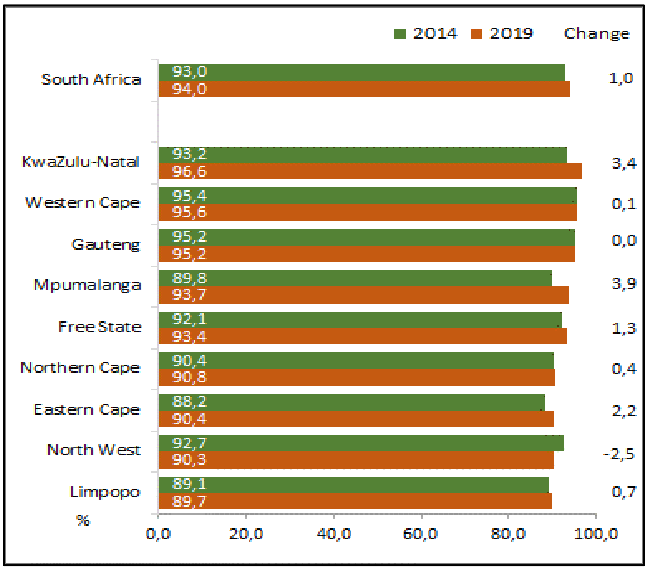


Figure 2.3: Provincial employment retention rates, 2014 and 2019

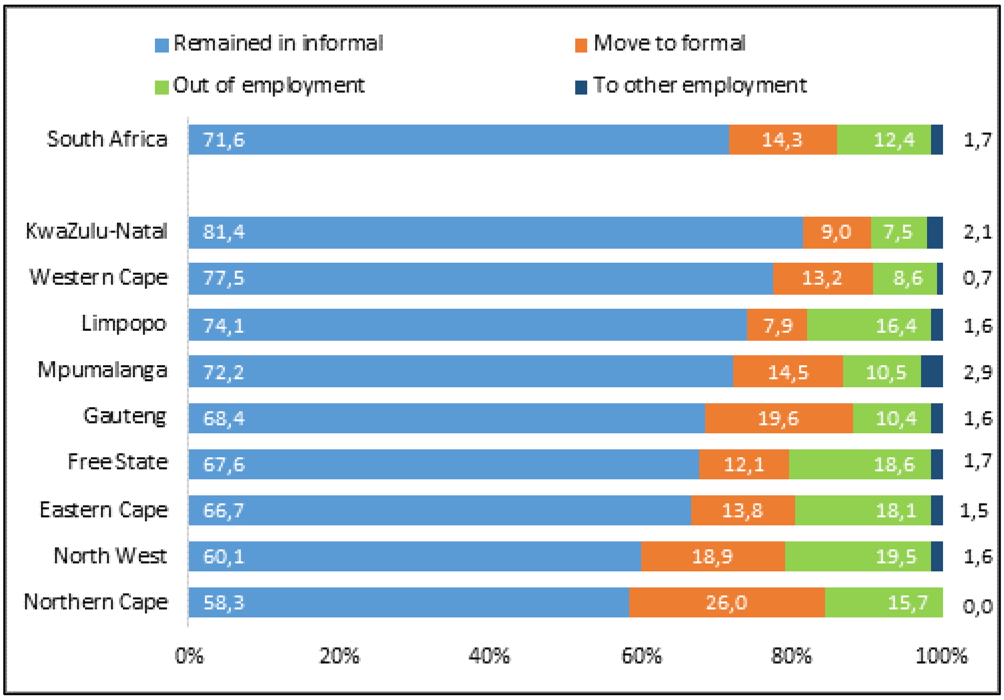


Note: Q3–Q4 for each year is analysed.

Although the unemployment retention rate was lower compared to the employed and inactivity in both 2014 and 2019 (65,5% and 74,2%, respectively), it was the only labour market status where the retention rate had the highest increase over the period (8,8 percentage points) (Figure 2.2).

Between 2014 and 2019, the provincial employment retention rates increased in seven of the nine provinces in the country, with the largest increase observed in Mpumalanga (3,9 percentage points), followed by KwaZulu-Natal (3,4 percentage points). North West recorded the only decline of 2,5 percentage points. In 2019, KwaZulu-Natal had the highest employment retention rates among the provinces, while Limpopo recorded the lowest retention rates.

Figure 2.4: Provincial retention and transition rates in the informal sector, Q3: 2019 – Q4: 2019



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 2019. Between the third and fourth quarters of 2019, the informal sector retention rate was highest in KwaZulu-Natal (81,4%), followed by the Western Cape (77,5%). Northern Cape (58,3%) and North West (60,1%) recorded the lowest informal sector retention rates. None of the people who worked in the informal sector in Northern Cape in Q3: 2019 found employment in Agriculture or Private household sectors in Q4: 2019.

In South Africa, 71,6% of people who worked in the informal sector in Q3: 2019 retained their jobs in Q4: 2019, while 14,3% found a formal sector job and 1,7% 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 those employed in the informal sector 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 Northern Cape (26,0%), while Limpopo (7,9%) recorded the lowest transition to the formal sector. The largest share of persons who moved out of employment was in North West (19,5%) of those employed in the informal sector in Q3: 2019.

Factors impacting on the speed of transition

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. While improving educational outcomes remains crucial to reducing unemployment, having work experience holds the key to lowering unemployment.

Figure 2.5: Transition into employment by various labour market groups, work experience, age and sex, 2014 and 2019

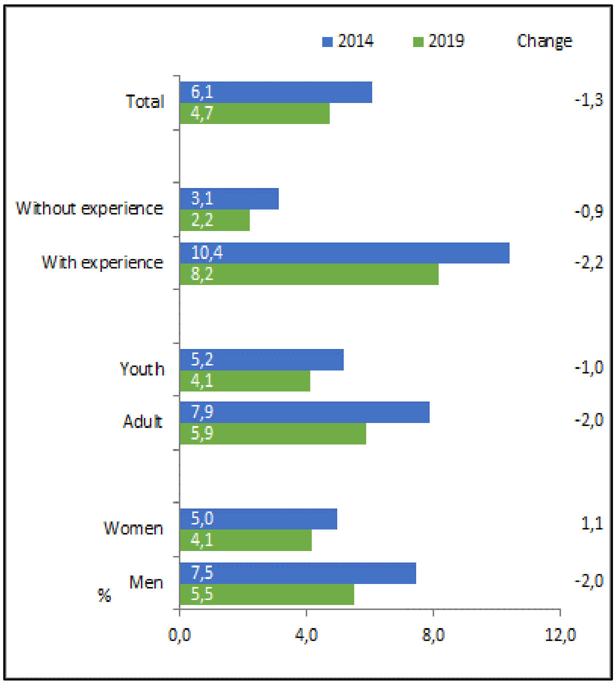
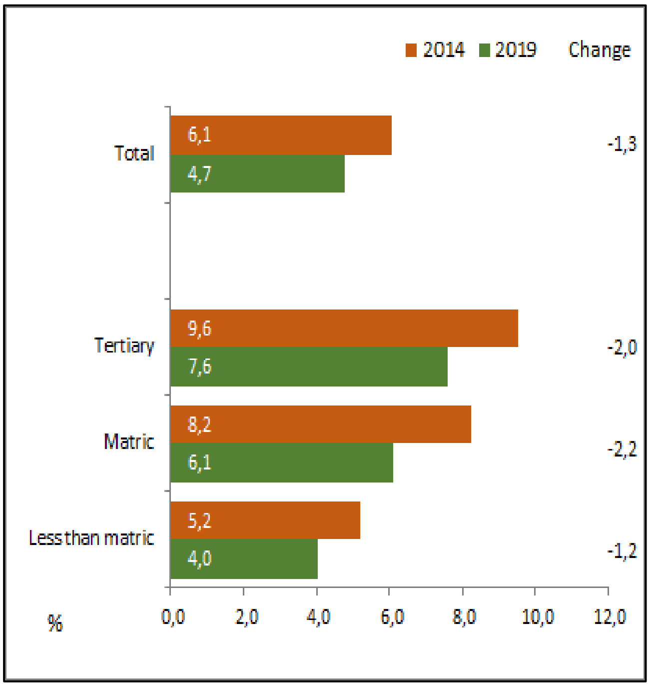


Figure 2.6: Transition into employment by level of education, 2014 and 2019



Note: Q3–Q4 for each year is analysed.

The transition rate into employment amongst those without a job decreased by 1,3 percentage points in 2019 compared to 2014. The transition rate to employment decreased for men while it increased for women; men were more likely to find employment compared to women during this period. In addition, the analysis shows that adults had a higher transition rate (5,9%) into employment when compared with the youth (4,1%) in 2019, while both youth and adult transition rates into employment decreased between 2014 and 2019. Figure 2.5 also shows that prior work experience is important for the transition to employment among those without work. In 2019, those with work experience were 3,7 times more likely to find a job compared to those without work experience; 8,2% of those with experience found jobs compared to only 2,2% of those without work experience.

Between 2014 and 2019, the transition rate into employment among those without jobs decreased in all three education categories. The largest decrease was recorded among those with matric education (2,2 percentage points), followed by those with tertiary education (2,0 percentage points). In 2019, 7,6% of people without a job who had a tertiary qualification found employment compared to 6,1% for those with matric and 4,0% 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 between 2014 and 2019.

Figure 2.7: Retention and transition rates by broad occupation groups and skills, 2014 and 2019

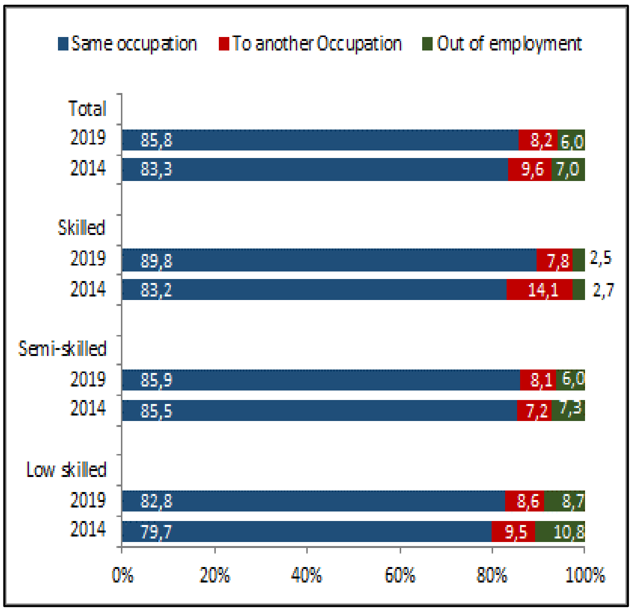
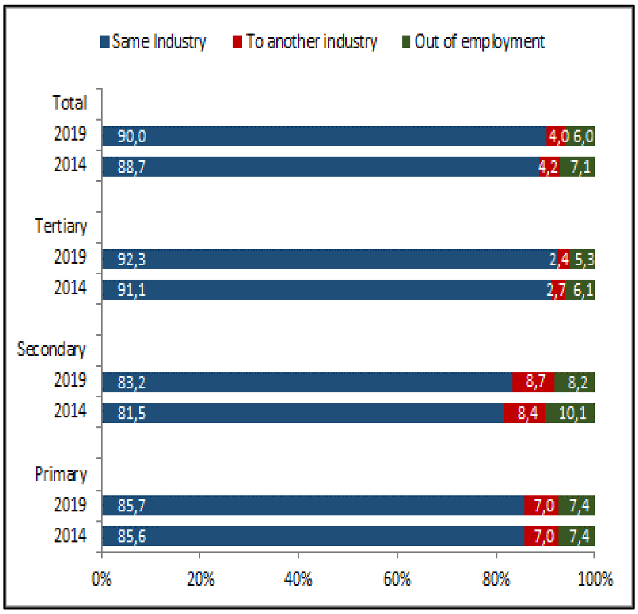


Figure 2.8: Retention and transition rates by broad industry, 2014 and 2019



Note: Q3–Q4 for each year is analysed.

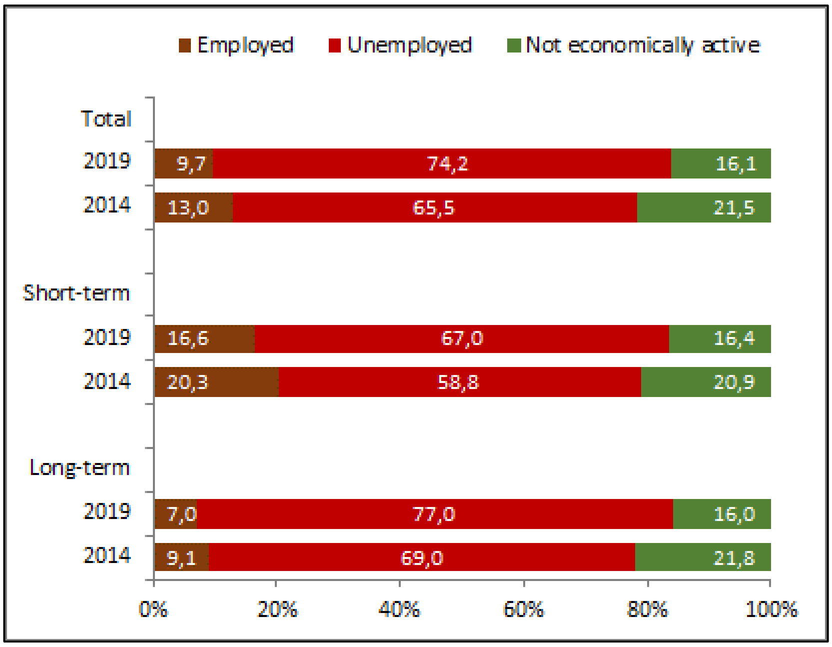
In 2019, the retention rate was highest among persons employed in skilled occupations when compared to those employed in semi-skilled and low-skilled occupations. Figure 2.7 shows that the transition out of employment was less likely to occur among persons employed in skilled occupations compared to the other occupation categories; only 2,5% of people employed in skilled occupations moved out of employment in 2019 compared to 8,7% of those employed in low-skilled occupations. While the highest retention rate was recorded among those employed in skilled occupations in 2019, the group also had the lowest transition rate into other occupations (7,8%).

The industry retention rates in 2014 and 2019 were highest among those employed in tertiary industries (91,1% and 92,3%, 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 2019, 8,7% of persons who worked in the secondary industries moved to other industries, while 8,2% 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 2014 and 2019, particularly with respect to those in short-term unemployment (i.e. those unemployed for less than a year) and those in long-term unemployment (unemployed for a year or longer).

Figure 2.9: Transition rates from long-term and short-term unemployment, 2014 and 2019



Approximately 67,0% of those in short-term unemployment in 2019 remained unemployed (up from 58,8% in 2014), while amongst those in long-term unemployed, 77,0% were still unemployed in 2019 (up from 69,0% in 2014). 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; 16,6% of those who were in short-term unemployed in Q3: 2019 found employment in Q4: 2019, compared to only 7,0% amongst those who were in long-term unemployment in 2019. The difference in the transition rates into employment highlights the worrying 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 2019, 16,4% of the short-term unemployed became inactive compared to 16,0% of the long-term unemployed.

Employment contract types

This section focuses on the retention and transition rates of employees by contract type over the period 2014–2019. 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 the employment of employees by contract duration, Q3: 2019 – Q4: 2019

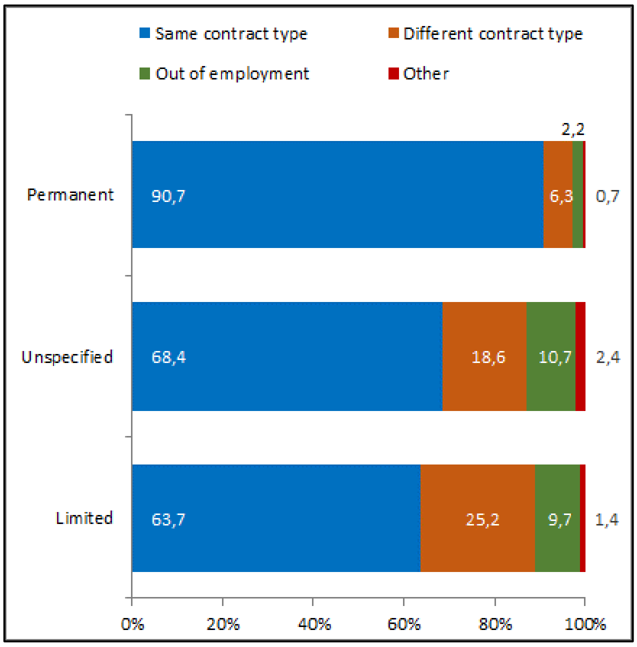
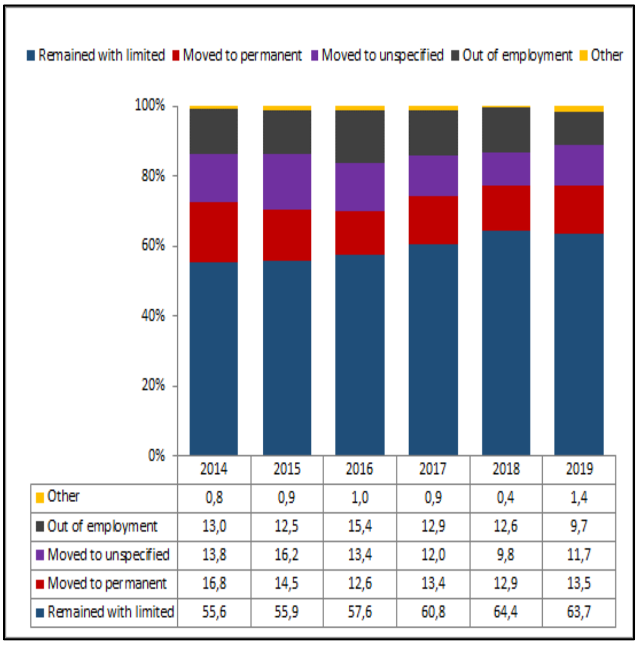


Figure 2.11: Retention and transition rates of employees with limited duration contracts, 2014–2019

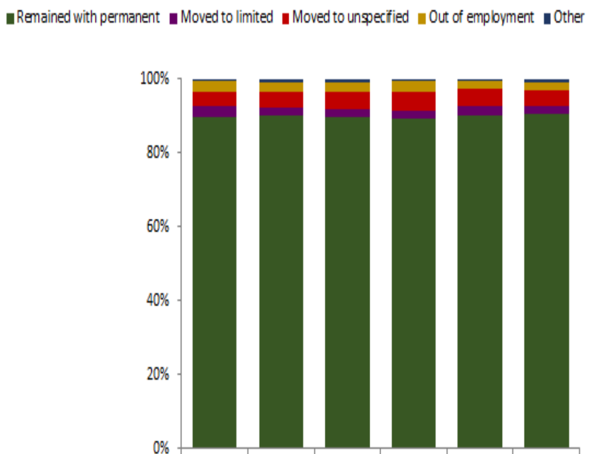


	2014	2015	2016	2017	2018	2019
Other	0,8	0,9	1,0	0,9	0,4	1,4
Out of employment	13,0	12,5	15,4	12,9	12,6	9,7
Moved to unspecified	13,8	16,2	13,4	12,0	9,8	11,7
Moved to permanent	16,8	14,5	12,6	13,4	12,9	13,5
Remained with limited	55,6	55,9	57,6	60,8	64,4	63,7

Note: "Other" refers to those who were employees in Q3: 2019 and became employers or own-account workers in Q4: 2019.

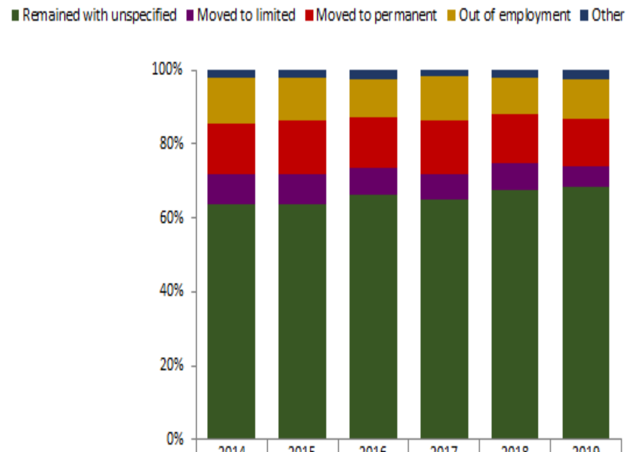
Amongst employees who were employed on a permanent contract in the third quarter of 2019, 90,7% retained the same contract in the next quarter. About 6,3% of those who were employed on a permanent basis moved to a different contract type. The results show that among those employed on a contract of limited or unspecified duration, around 10,0% lost their jobs, whereas only 2,2% 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 60% between Q3: 2019 and Q4: 2019. The percentage of those who moved from limited duration contracts to permanent contracts declined from a high of 16,8% in 2014 to 13,5% in 2019. On the other hand, those who were employed on a limited duration contract and moved out of employment in the subsequent quarter ranged between 9,7% and 15,4% over the period 2014–2019.

Figure 2.12: Retention and transition rates of employees with permanent contracts, 2014–2019



	2014	2015	2016	2017	2018	2019
Other	0,7	0,7	0,7	0,7	0,7	0,7
Out of employment	2,8	2,6	2,6	2,7	2,0	2,2
Moved to unspecified	3,8	4,5	4,7	5,2	4,8	4,4
Moved to limited	3,1	2,2	2,4	2,0	2,3	1,9
Remained with permanent	89,7	89,9	89,6	89,3	90,3	90,7

Figure 2.13: Retention and transition rates of those with unspecified duration contracts, 2014–2019



	2014	2015	2016	2017	2018	2019
Other	1,9	1,9	2,5	1,6	2,1	2,4
Out of employment	12,5	11,6	10,2	12,2	10,0	10,7
Moved to permanent	13,9	14,5	13,7	14,4	13,0	12,9
Moved to limited	8,0	8,3	7,4	6,9	7,2	5,7
Remained with unspecified	63,7	63,8	66,3	64,9	67,8	68,4

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.

Figure 2.13 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while 12,9% and more moved to a permanent contract in all years. The transition rate among those who had unspecified contracts and moved out of employment was highest in 2014 at 12,5% and lowest in 2018 at 10,0%, while those who acquired a permanent contract accounted for 12,9% in 2019. In 2019, 90,7% of persons employed on a permanent contract retained their contracts while 6,3% moved to different contracts (limited or unspecified), and 2,2% moved out of employment. In all years, less than 3,0% of employees with permanent contracts lost their jobs (Figure 2.12).

Provincial transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2014–2019. 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

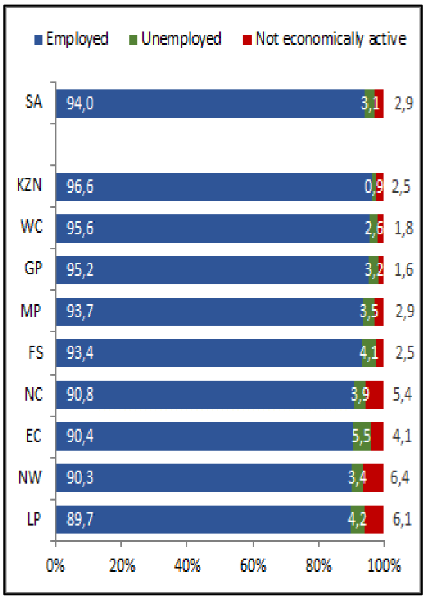


Figure 2.15: Unemployment retention and transition rates by province

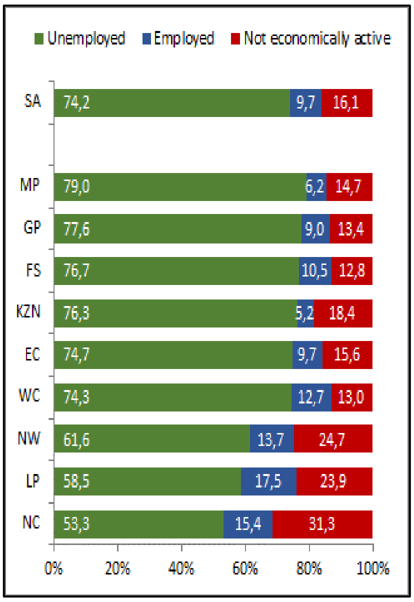
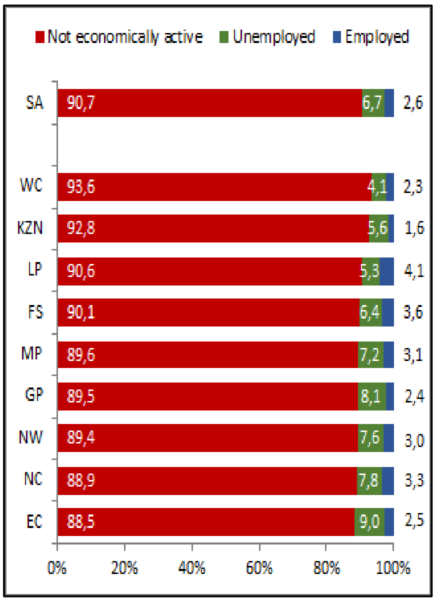


Figure 2.16: NEA retention and transition rates by province



Note: Data analysed over the period Q3: 2019 – Q4: 2019.

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: 2019 – Q4: 2019.

Figure 2.14 shows that KwaZulu-Natal (96,6%), Western Cape (95,6%) and Gauteng (95,2%) recorded the highest employment retention rates between the third and fourth quarter of 2019. Limpopo (89,7%) and North West (90,3%) recorded the lowest employment retention rates, with Limpopo recording a retention rate below 90%.

Persons in Limpopo and Northern Cape were less likely to remain unemployed compared to other provinces. The transition rate into employment from unemployment was highest in Limpopo (17,5%), followed by Northern Cape (15,4%) and North West (13,7%). Northern Cape recorded the highest transition rate into not economically active at 31,3%, followed by North West (24,7%), Limpopo (23,9%) and KwaZulu-Natal (18,4%).

The retention rates among those who constituted the not economically active were highest in Western Cape (93,6%) and KwaZulu-Natal (92,8%). Among those who were not economically active and found jobs in the fourth quarter, the transition rates into employment were below 4,0% in all provinces with the exception of Limpopo (4,1%).

Figure 2.17: Provincial transition rates into employment among youth (15–34 years), 2014 and 2019

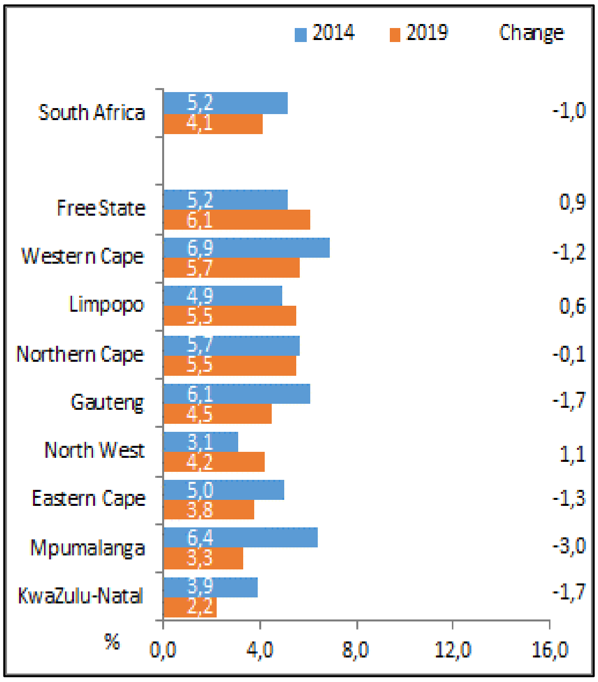
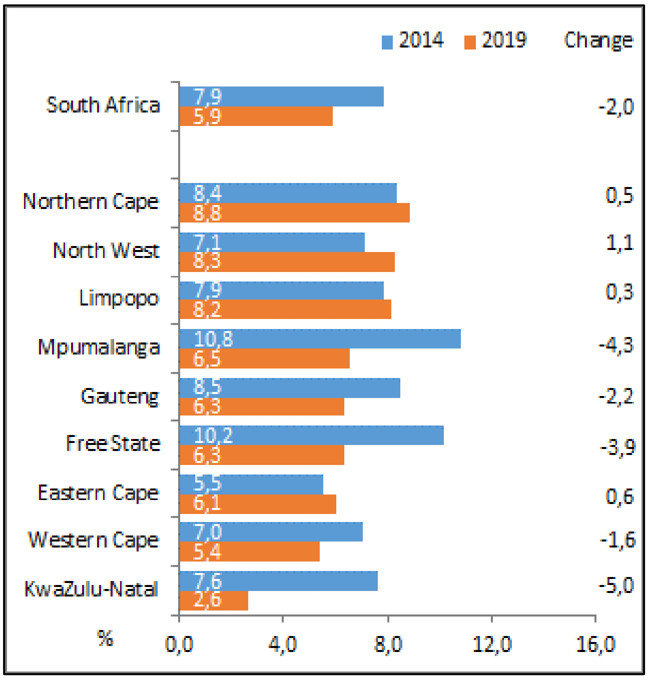


Figure 2.18: Provincial transition rates into employment among adults (35–64 years), 2014 and 2019



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 2014 and 2019. The youth transition rate into employment decreased by 1,0 percentage point (from 5,2% in 2014 to 4,1% in 2019), while the rate for adults decreased by 2,0 percentage points to 5,9% in 2019. The transition rate into employment for youth decreased in six of the nine provinces; the provinces with an increase were North West (1,1 percentage points), Free State (0,9 of a percentage point) and Limpopo (0,6 of a percentage point). The largest decrease in the transition rate into employment for youth was observed in Mpumalanga (3,0 percentage points), followed by Gauteng and KwaZulu-Natal (both at 1,7 percentage points).

Among adults, the transition rate into employment declined in five of the nine provinces. The largest decline was observed in KwaZulu-Natal (5,0 percentage points), while North West recorded the largest increase of 1,1 percentage points, followed by Eastern Cape (0,6 of a percentage point) and Northern Cape (0,5 of a percentage point). In 2019, Northern Cape reported the highest transition rate into employment of 8,8% among adults.

Figure 2.19: Provincial transition rates into employment among those with work experience, 2014 and 2019

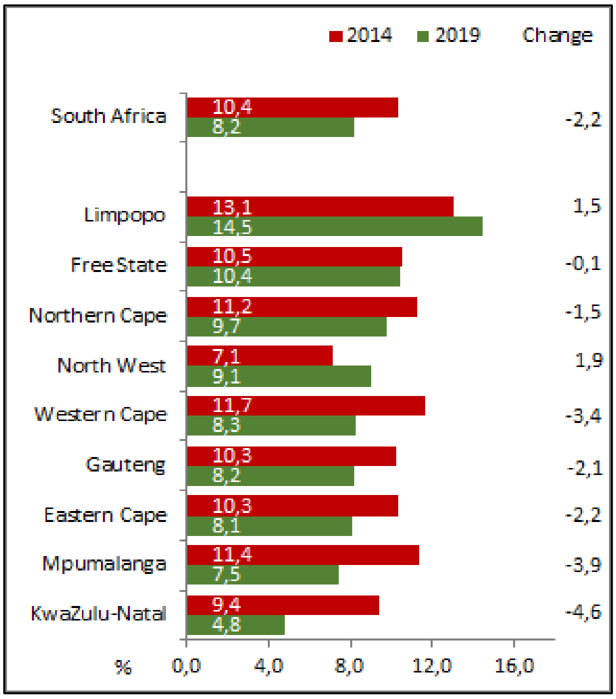
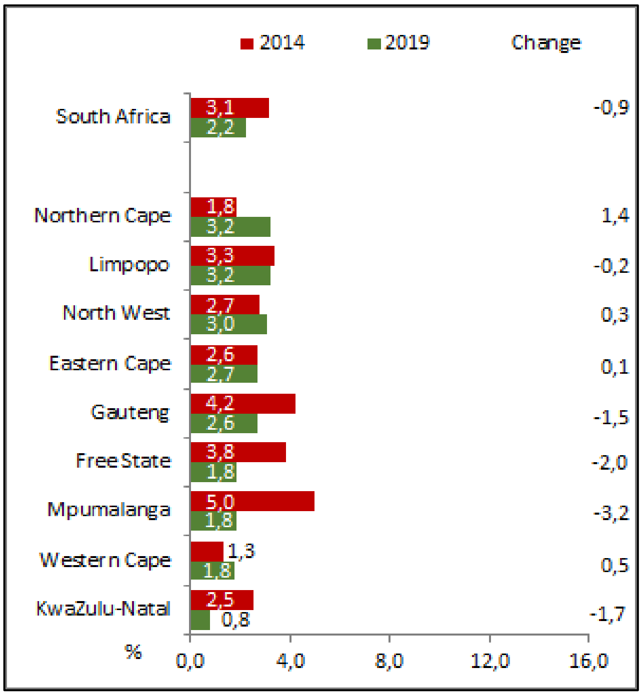


Figure 2.20: Provincial transition rates into employment among those without work experience, 2014 and 2019



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

People are more likely to be successful in their job hunt if they have some work experience. The transition rates into employment 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 2014 and 2019. Limpopo recorded the highest transition rates into employment for those without jobs but having work experience in both 2014 and 2019. North West recorded the largest increase in the transition rate at 1,9 percentage points. The largest decline in the transition rate into employment was observed in KwaZulu-Natal (4,6 percentage points), followed by Mpumalanga with a decrease of 3,9 percentage points and Western Cape with 3,4 percentage points.

In 2019, the transition rate into employment for those without work experience ranged from as little as 0,8% in KwaZulu-Natal to as high as 3,2% in Northern Cape and Limpopo. Western Cape and KwaZulu-Natal reflected the lowest transition rates into employment in 2014 and 2019, respectively. The transition rate into employment of those without experience increased in four of the nine provinces, namely Northern Cape (1,4 percentage points), Western Cape (0,5 of a percentage point), North West (0,3 of a percentage point) and Eastern Cape (0,1 of a percentage point). Mpumalanga, Free State and KwaZulu-Natal recorded the largest decrease of 3,2 percentage points, 2,0 percentage points and 1,7 percentage points, respectively.

Figure 2.21: Provincial transition rates into employment among those with education levels below matric, 2014 and 2019

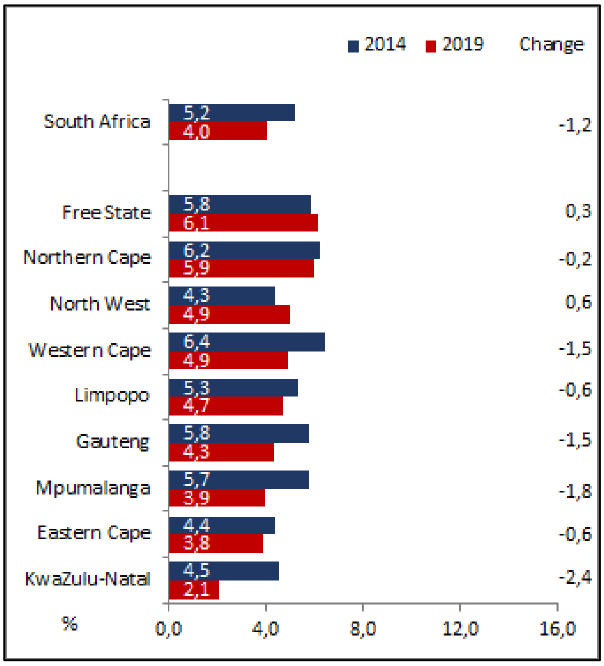
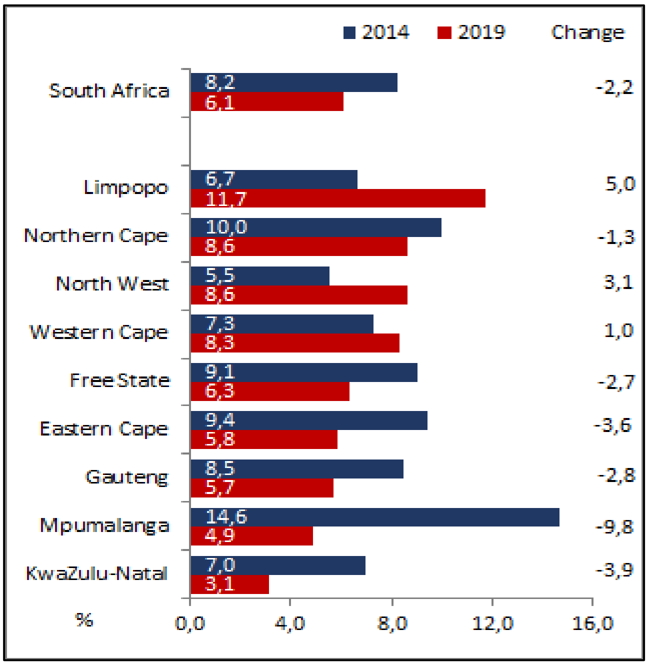


Figure 2.22: Provincial transition rates into employment among those with matric, 2014 and 2019

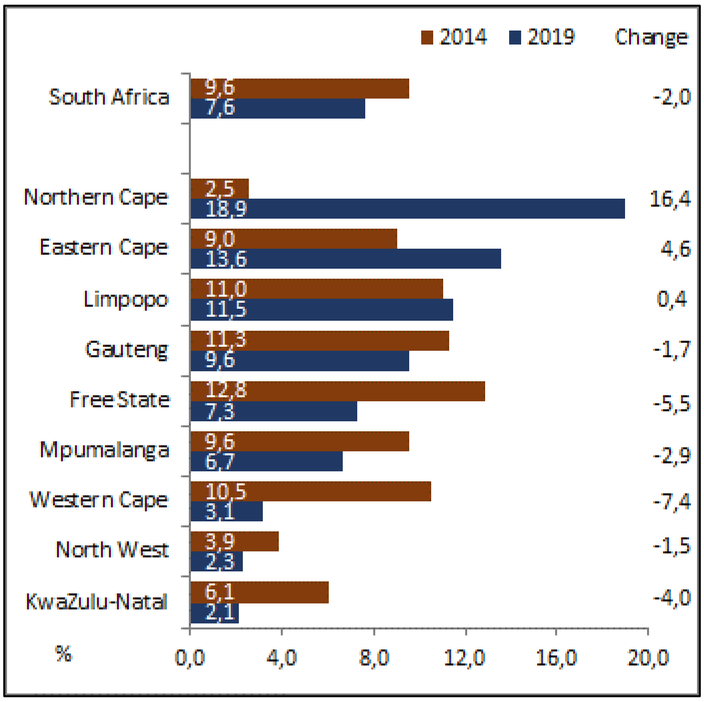


Note: Only Q3–Q4 for each year is analysed.

Education plays a key role in both finding and keeping 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 decreased by 1,2 percentage points (from 5,2% in 2014 to 4,0% in 2019). For those who completed matric, the rate decreased by 2,2 percentage points to 6,1% in 2019. In all provinces, with the exception of Free State and North West, the transition rate into employment decreased among those with an educational level lower than matric. The largest decrease was observed in KwaZulu-Natal at 2,4 percentage points, followed by Mpumalanga (1,8 percentage points), Gauteng and Western Cape (1,5 percentage points each).

Limpopo (11,7%), Northern Cape (8,6%) and North West (8,6%) recorded the highest transition rate into employment among those with matric. The largest increase was recorded in Limpopo (5,0 percentage points), followed by North West (3,1 percentage points) and Western Cape (1,0 percentage point). KwaZulu-Natal recorded the lowest transition rate relative to other provinces at 3,1% in 2019 (Figure 2.22).

Figure 2.23: Provincial transition rates into employment among those with tertiary education levels, 2014 and 2019



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

The transition rate into employment for those with a tertiary education was highest in Northern Cape (18,9%), followed by Eastern Cape (13,6%) and Limpopo (11,5%). Northern Cape recorded the highest increase of 16,4 percentage points of the transition rate into employment between 2014 and 2019. Six out of the nine provinces registered a decline in the transition rate between 2014 and 2019: Western Cape declined by 7,4 percentage points, followed by Free State (5,5 percentage points), KwaZulu-Natal (4,0 percentage points), Mpumalanga (2,9 percentage points), Gauteng (1,7 percentage points) and North West (1,5 percentage points). In 2019, KwaZulu-Natal recorded the lowest (2,1%) transition into employment among those with tertiary education levels.

Summary and conclusion

- Those who were unemployed were more likely to find employment compared to those who were discouraged and not economically active.
- Transition rates into employment were higher for men compared to women.
- Employees employed in skilled and semi-skilled occupations were less likely to remain in the same occupation compared to those employed in low-skilled occupations. Retention rates amongst those employed in tertiary industries were also higher relative to those employed in primary and secondary industries.
- 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 were less likely to remain in the same status relative to those who were 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.
- Persons without jobs but having previous work experience were 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 fall into each of the three labour market components (employed, unemployed, not economically active).

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

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

If a person is working or trying to find work, he/she is in the **labour force**. Thus the number of people that are employed plus those who are unemployed 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, relative to the population at working age (ILO, KILM 2015).

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 2014–2019 in South Africa. Key labour market rates are analysed with respect to socio-demographic variables such as age, gender, population group and level of educational attainment. The analysis in this chapter paints a relatively morbid picture of the South African labour market from 2014 to 2019, with the main concern being the inability of the economy to create employment at a rate at which the labour force is growing.

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 has 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. 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 worldwide (ILO, 2015).

Figure 3.1: Age profile of the population, 2019

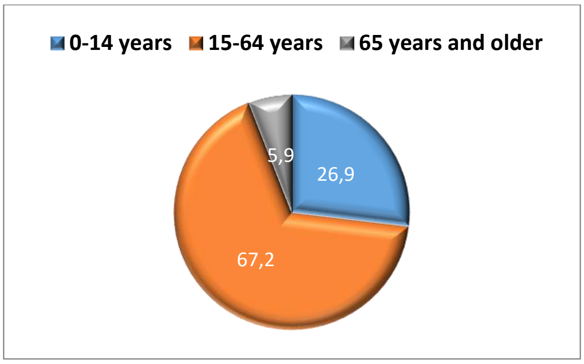


Table 3.1: Age profile of the population, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
0-14 years	15 451	15 452	15 448	15 439	15 427	15 425
15-64 years (work	35 410	36 035	36 669	37 294	37 907	38 506
65 plus years	2 840	2 946	3 056	3 172	3 288	3 410
Total	**53 701**	**54 433**	**55 174**	**55 906**	**56 623**	**57 342**
% Working age	65,9	66,2	66,5	66,7	66,9	67,2
	2015	**2016**	**2017**	**2018**	**2019**	**Change 2014-'19**
0-14 years	0	-3	-9	-12	-2	-26
15-64 years (work	625	634	625	613	599	3 096
65 plus years	106	110	116	116	122	570
Total	**731**	**741**	**732**	**717**	**719**	**3 640**
% Working age	0,3	0,3	0,2	0,2	0,2	1,2

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Table 3.1 shows that the working-age population – which comprises people aged 15–64 years – increased from 35 million to 39 million (up by 3,1 million people). This was accompanied by a decrease of 26 000 among young people (0–14 years) and an increase of 570 000 among older people (65 years and older). As a result, there was an increase in the share of the working-age population in the total population, from 65,9% to 67,2% during 2014 to 2019.

Figure 3.2: Working-age population as a percentage of the total population, 2014 and 2019

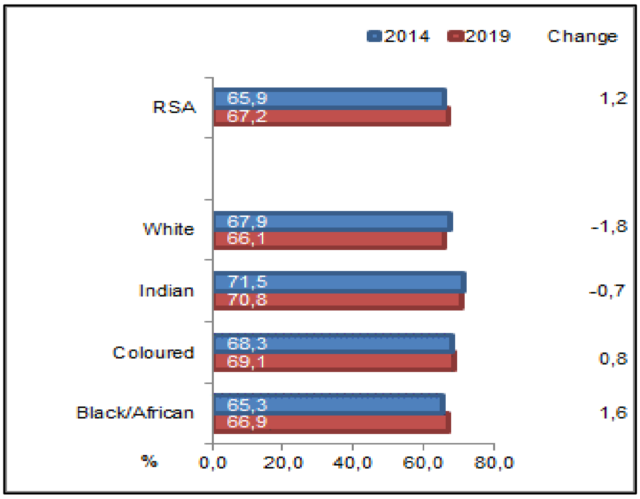


Table 3.2: Age dependency ratio, 2014–2019

	Child dependency ratio	Old dependency ratio	Overall dependency ratio
		Percent	
2014	43,6	8,0	51,7
2015	42,9	8,2	51,1
2016	42,1	8,3	50,5
2017	41,4	8,5	49,9
2018	40,7	8,7	49,4
2019	40,1	8,9	48,9

Child refers to a person aged 0-14 years and old age refers to those aged 65 and older

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Between 2014 and 2019, 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 (1,6 percentage points and 0,8 of a percentage point, respectively). However, the share of the working-age population in the total population for white and Indian/Asian populations declined during the same period. In 2019, 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 that drive the supply and demand of labour and the policies that 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). 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, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Men	17 424	17 762	18 102	18 429	18 749	19 060
Women	17 986	18 273	18 567	18 865	19 158	19 447
Working-age population	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
	Percent					
Share of w omen in the w orking-age population	50,8	50,7	50,6	50,6	50,5	50,5

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Between 2014 and 2019, the working-age population increased by 3,1 million. Women recorded the highest number of people aged 15–64 (working-age population) years compared to men. There were 19,4 million women in 2019 compared to 19,1 million men in the working-age population during the same period.

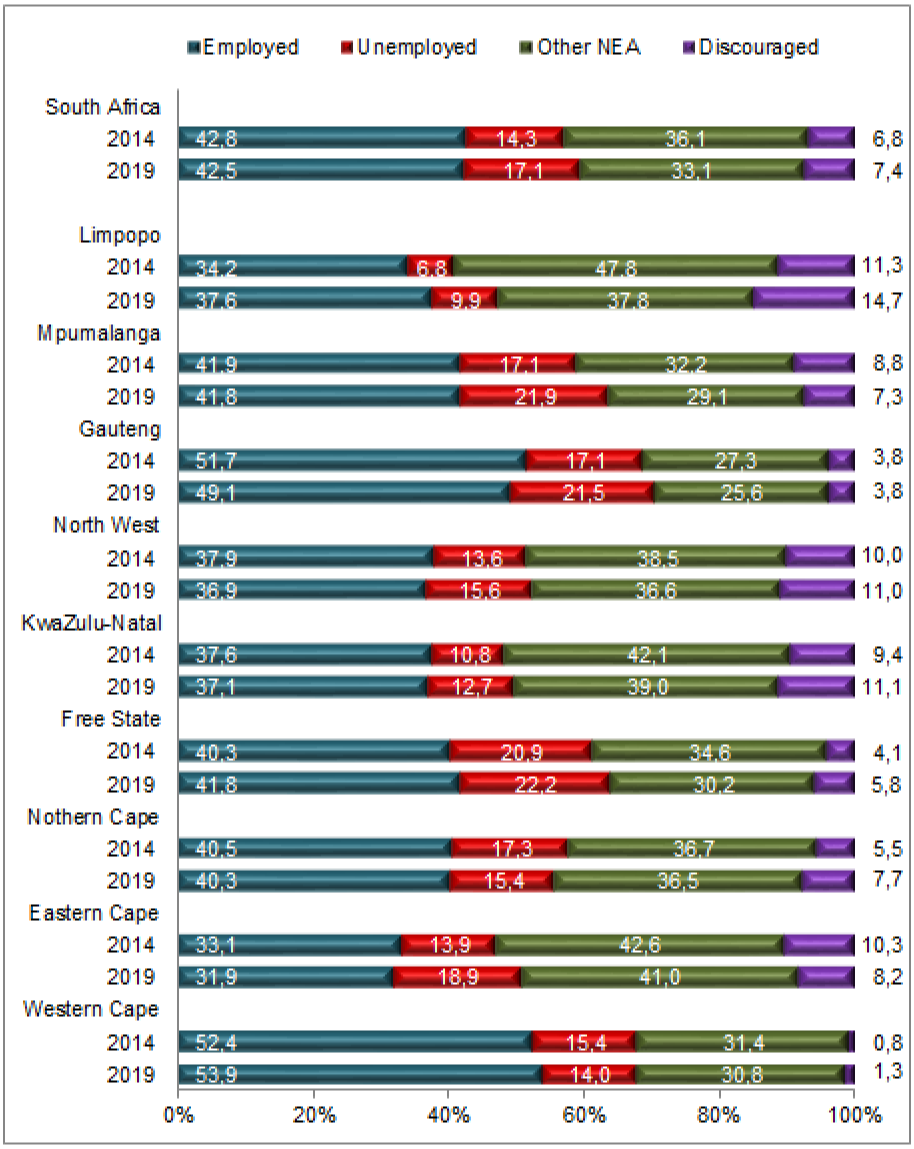
Table 3.4: Labour market status of the working-age population, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579
Discouraged	2 422	2 334	2 386	2 403	2 806	2 848
Other not economically activ	12 771	12 616	12 750	12 602	12 604	12 729
Working-age population	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
	Annual change (Thousand)					
	2015	**2016**	**2017**	**2018**	**2019**	**Change '19-14'**
Employed	594	40	388	225	-44	1 204
Unemployed	274	409	368	-17	476	1 509
Discouraged	-88	52	17	403	42	426
Other not economically activ	-155	134	-148	2	125	-42
Working-age population	**625**	**634**	**625**	**613**	**599**	**3 096**

Note: The QLFS sample from 2015 was based on the 2013 Master Sample.

Table 3,4 shows that in 2019, all the components of the working-age population increased except the employed, resulting in an increase in the working-age population. Between 2014 and 2019 the number of people who were unemployed increased by 1,5 million, followed by the number of employed persons (1,2 million) and discouraged work-seekers (426 000).

Figure 3.3: Components of the working-age population by province, 2014 and 2019



NEA refers to the Not Economically Active population.

In 2019, 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 42,5%. Provincial disparities in each component of the working-age population were noticeable. Figure 3.3 shows that Western Cape recorded the highest number of persons employed (53,9%) as a percentage of the working-age population, followed by Gauteng (49,1%), while Eastern Cape recorded the lowest number of the employed (31,9%) compared to other provinces in 2019. Between 2014 and 2019, the share of the unemployed in the working-age population increased in all provinces except in the Northern Cape and Western Cape, where it decreased to 15,4% and 14,0, respectively. The largest increase was observed in Mpumalanga (up by 4,8 percentage points). The share of the other not economically active in the working-age population decreased in all provinces. In 2019, Limpopo recorded the highest share of discouraged work-seekers (14,7%), followed by KwaZulu-Natal (11,1%) and North West (11,0%).

Figure 3.4: Components of the working-age population by population group, 2014 and 2019

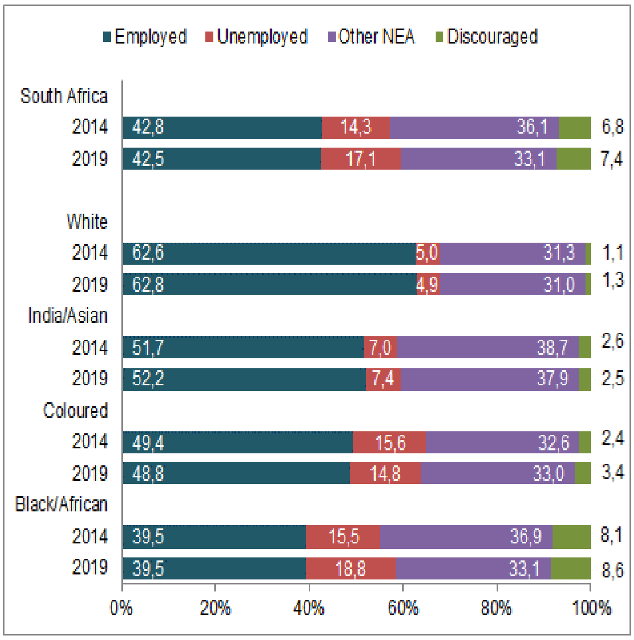
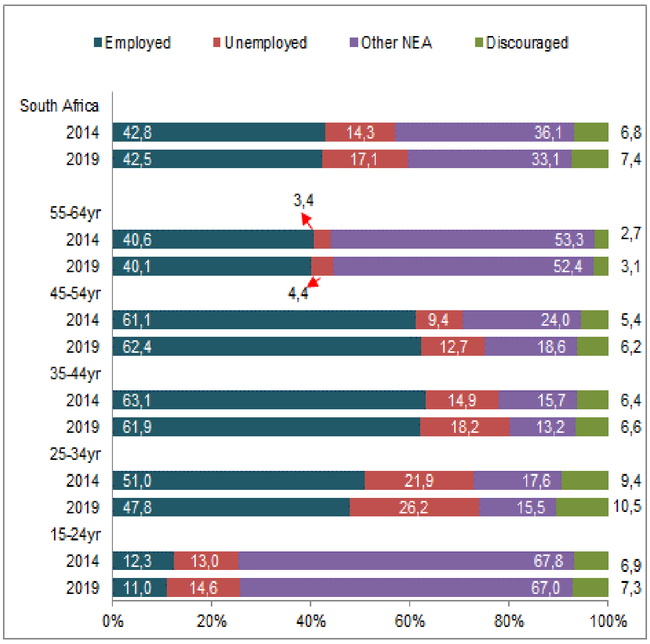


Figure 3.5: Components of the working-age population by age group, 2014 and 2019

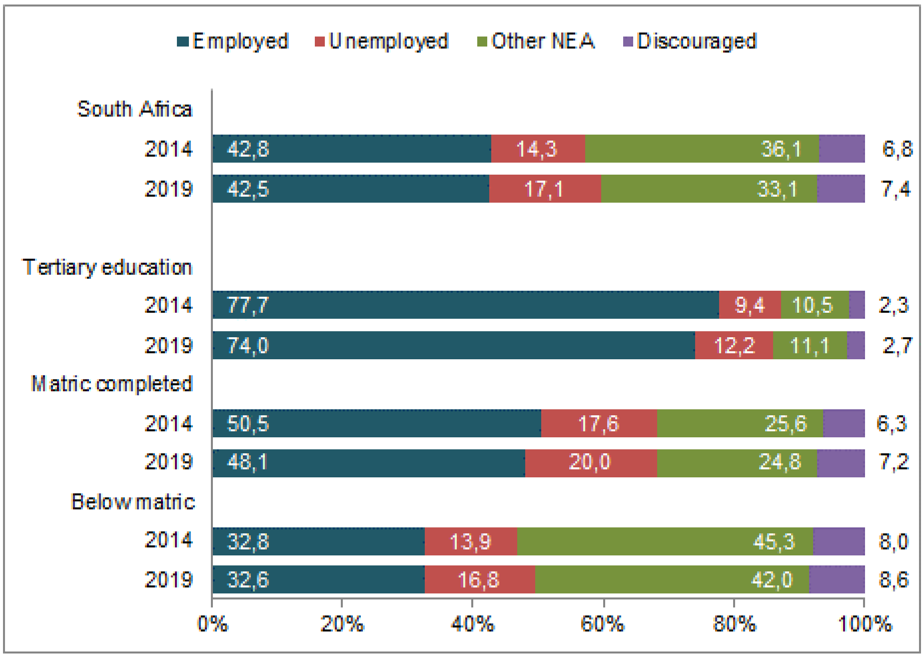


NEA refers to the Not Economically Active population.

The share of the working-age population that was employed decreased amongst the coloured population group and increased amongst the white and Indian/Asian population groups, and remained unchanged among the black African population group. The white population group recorded the highest proportion of the working-age population that was employed compared to other population groups. The share of the unemployed in the working-age population decreased among white and coloured population groups, and increased among the Indian/Asian and black African population groups. Black Africans recorded the largest increase (3,3 percentage points) of the unemployed in the working-age population. Discouraged work-seekers increased in all population groups except among the Indian/Asian population group between 2014 and 2019. The proportion of those who were other not economically active decreased in the white, Indian/Asian and black African population groups, with the exception of the coloured population group in 2019.

Those who were aged 35–44 years were more likely to be employed relative to other age groups. In 2019, the proportion of the working-age population that was unemployed was highest amongst those aged 25–34 years at 26,2%, accompanied by the share of those who were discouraged at 15,5%. Young people aged 15–24 years recorded the highest share among those who were other not economically active at 67,0% in 2019.

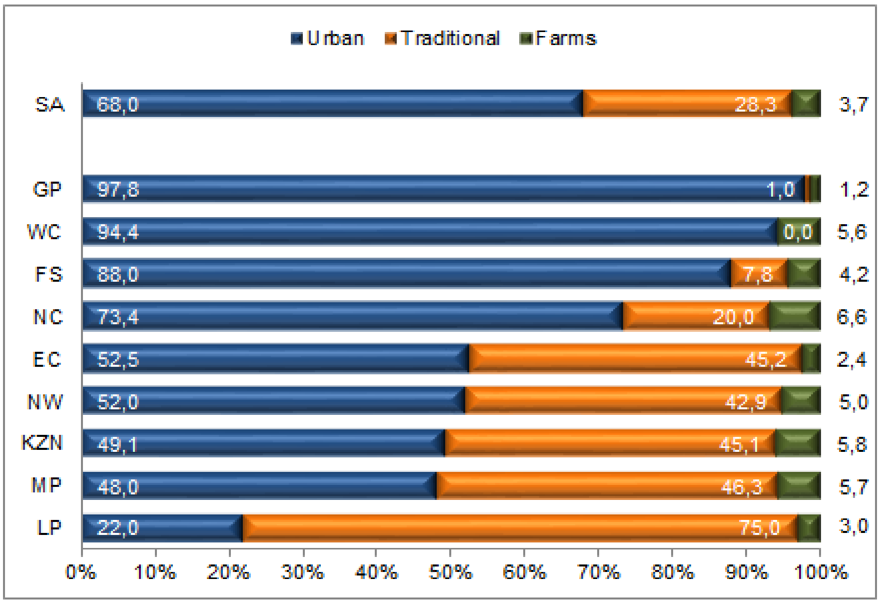
Figure 3.6: Components of the working-age population by education level, 2014 and 2019



NEA refers to the Not Economically Active population.

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 2014 to 2019. Between 2014 and 2019, the proportion of the working-age population that was unemployed increased across all education categories. The share of employed persons with a tertiary qualification was more than double the share of those with below matric. The share of the unemployed was the highest among those with matric, at 17,6% in 2014 and 20,0% in 2019. 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. Among those with below matric and matric, the share of the other not economically active decreased by 3,3 percentage points and 0,8 of a percentage point, respectively in 2019.

Figure 3.7: Working-age population by province and geo-type, 2019

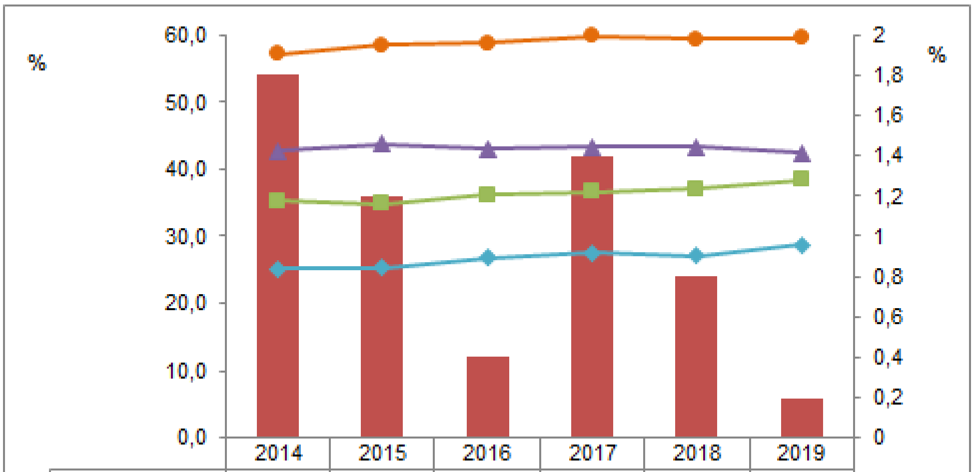


Nationally, 68,0% of the working-age population lived in urban areas, followed by traditional areas (28,3%) and only 3,7% on farm areas. About nine out of ten people of working age in Gauteng and Western Cape reside in urban areas. Limpopo recorded the lowest percentage of the working-age population that lived in urban areas (22,0%) in 2019.

Labour market rates

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

Figure 3.8: Labour market rates, 2014–2019



	2014	2015	2016	2017	2018	2019
GDP[RHS]	1,8	1,2	0,4	1,4	0,8	0,2
URate off	25,1	25,3	26,7	27,5	27,1	28,7
Urate exp	35,3	34,8	36,1	36,5	37,0	38,5
Absorption	42,8	43,7	43,0	43,4	43,2	42,5
LFPR	57,1	58,5	58,7	59,8	59,3	59,5

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: The QLFS sample from 2015 was based on the 2013 Master Sample.

The official unemployment rate and the expanded unemployment rate increased by 1,6 and 1,5 percentage points, respectively between 2018 and 2019. The official unemployment rate was 28,7% in 2019, which was 3,6 percentage points higher than the 2014 unemployment rate. In 2019, the absorption rate decreased to 42,5% and the labour force participation rate increased to 59,5%.

Figure 3.9: Unemployment rate by province, 2014 and 2019

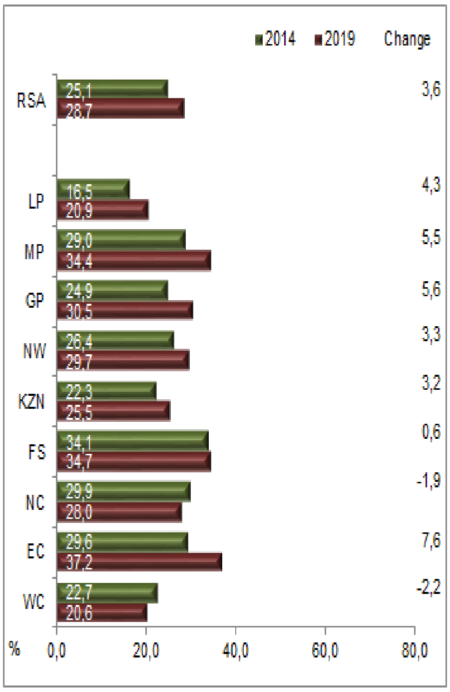


Figure 3.10: Absorption rate by province, 2014 and 2019

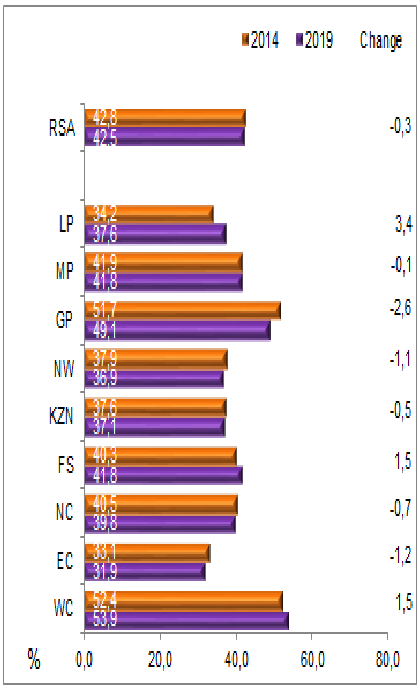
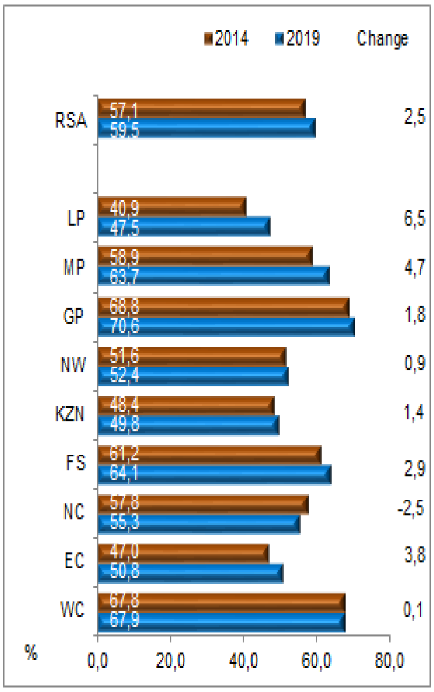


Figure 3.11: Participation rate by province, 2014 and 2019



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

Figures 3.9 to 3.11 depict the unemployment rate, absorption rate and labour force participation rate by province between 2014 and 2019.

Unemployment rates: The unemployment rate increased in all provinces except in Western Cape and Northern Cape, where it declined by 2,2 percentage points and 1,9 percentage points, respectively. The largest increases were observed in Eastern Cape (up by 7,6 percentage points), followed by Gauteng (up by 5,6 percentage points) and Mpumalanga (up by 5,5 percentage points). Eastern Cape, Free State, Mpumalanga and Gauteng were the only provinces where the unemployment rate reached 30% and was above the national average of 28,7% in 2019.

Labour absorption rates: The more industrialised provinces (Western Cape and Gauteng) recorded the highest absorption rates (53,9% and 49,1%, respectively), which were above the national average of 42,5% in 2019. Between 2014 and 2019, the absorption rate increased in three of the nine provinces. Limpopo recorded the largest increase (up by 3,4 percentage points), followed by Western Cape and Free State (up by 1,5 percentage points each). However, the absorption rate declined in six provinces (Gauteng, Northern Cape, KwaZulu-Natal, Mpumalanga, North West and Eastern Cape) during the same period.

Labour force participation rates: Between 2014 and 2019, the labour force participation rate increased across all provinces, except in Northern Cape. The largest increases were observed in Limpopo (up by 6,5 percentage points), followed by Mpumalanga (up by 4,7 percentage points), Eastern Cape (up by 3,8 percentage points) and Free State (up by 2,9 percentage points). In 2019, Gauteng and Western Cape recorded the highest labour force participation rates (70,6% and 67,9%, respectively), while Limpopo recorded the lowest labour force participation rate (47,5%) despite having the largest increase (6,5 percentage points).

Figure 3.12: Male labour market rates by population group, 2014 and 2019

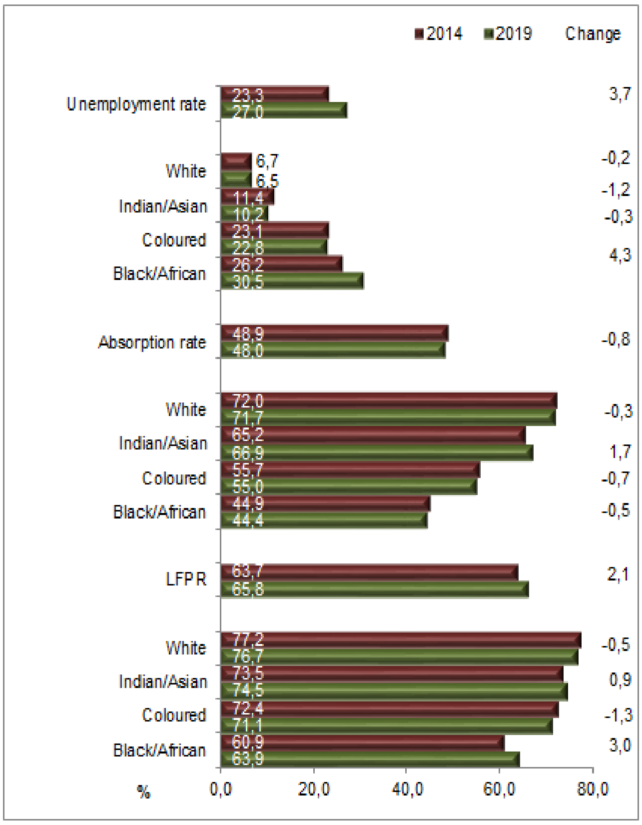
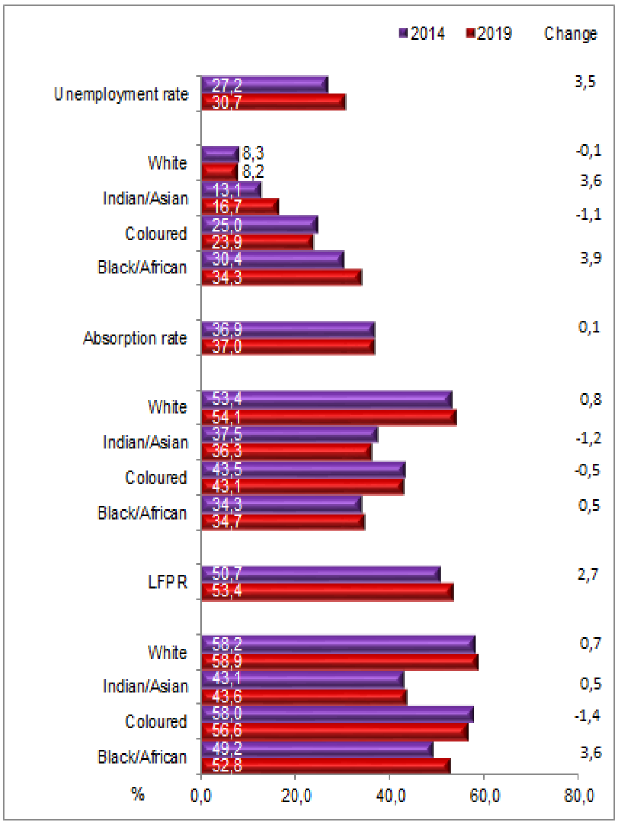


Figure 3.13: Female labour market rates by population group, 2014 and 2019



Note: LFPR refers to the Labour Force Participation Rate.

Irrespective of population group, a gender gap persists in the labour market. Women recorded a higher unemployment rate, lower absorption rates and lower labour force participation rates compared to their male counterparts. Between 2014 and 2019, the unemployment rate was higher among the black African population group, irrespective of gender. Both white males and females recorded the lowest unemployment rate, the highest absorption rate and labour force participation rate relative to the other population groups. The labour force participation rate increased for all population groups, with the exception of white males, coloured males and coloured females. Although black African males and females recorded the lowest labour market rates, they recorded the highest increase in the labour force participation rate (up by 3,0 and 3,6 percentage points, respectively) in 2019.

Figure 3.14: Unemployment rate by age, 2014 and 2019

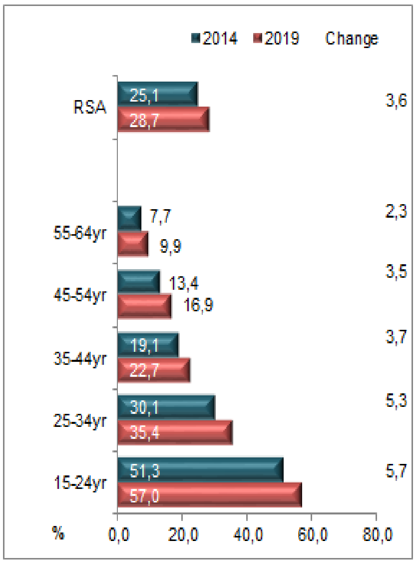


Figure 3.15: Absorption rate by age, 2014 and 2019

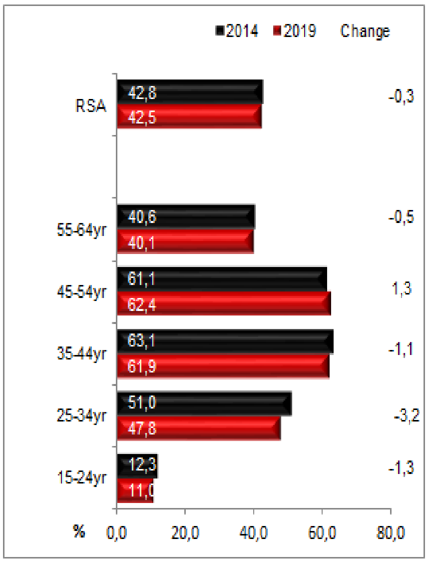
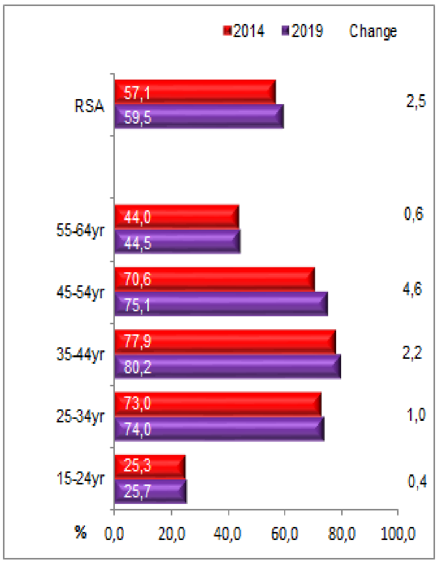
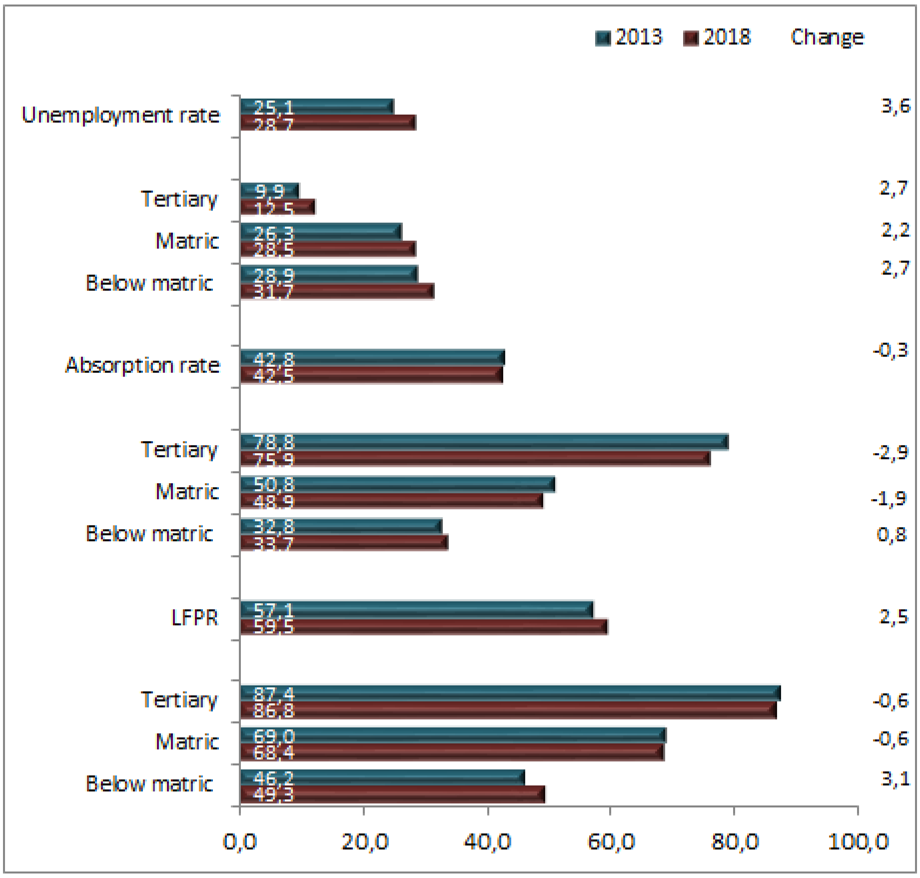


Figure 3.16: Participation rate by age, 2014 and 2019



Young people remain vulnerable in the labour force. The age group 15–24 years is associated with a higher unemployment rate, lower absorption rate and lower labour force participation rate. Between 2014 and 2019, the unemployment rate increased across all age groups. Those aged 15–24 years recorded the largest increase in unemployment rate, followed by those aged 25–34 years (up by 5,7 and 5,3 percentage points, respectively). The absorption rate decreased across all age groups, except for those aged 45–44 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 (up by 4,6 and 2,2 percentage points, respectively).

Figure 3.17: Labour market rates by education level, 2014 and 2019



Note: LFPR refers to the Labour Force Participation Rate.

Labour market rates vary significantly depending on education level. The more educated a person is, the more likely they are to find employment. Tertiary education is associated with a lower unemployment rate, higher absorption rate and higher labour force participation rate. Between 2014 and 2019, the unemployment rate increased irrespective of the level of education, with the largest increase observed among those with below matric level of education (up by 4,2 percentage points). The absorption rate decreased across all levels of education. Generally, the labour force participation rate decreased across all education levels, with the exception of below matric level of education (up by 2,0 percentage points). Although tertiary education depicts better labour market rates, it recorded the lowest increases 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 2014 to 2019, relatively large increases have occurred in the working-age population aged 15 to 64 years – particularly among the black African and coloured population groups.
- Between 2014 and 2019, the share of women in the working-age population declined from 50,8% to 50,5%, but was still higher than the share of men. However, gender disparities were noticeable in the

labour market as women were associated with a higher unemployment rate, lower absorption and labour force participation rates than men.

- Over the period 2014 to 2019, the absorption rate decreased by 0,3 of a percentage point to 42,5%. The labour force participation rate has depicted a rising trend since 2014, although it was still below the pre-recession rate of 2008.
- Unemployment has become a cause for concern and those who have been hit particularly hard include women and young people. The unemployment rate among each of these groups is higher than among men and older persons.
- Education presents better opportunities in the labour market. Those with higher levels of education are characterised by improved labour market conditions. The unemployment rate has been lower among those with tertiary education over the years; it remained high among those without tertiary education.

Chapter 4: Employment and other forms of work

Key labour market concepts

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

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

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

Occupation[2] in this chapter has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories is drawn from Bhorat, H & 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, Community, social and personal services, and Private households

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

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

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

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

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

About the chapter

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

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

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

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

The last section of this chapter provides the analysis of employment from the Quarterly Employment Statistics (QES).

Background

"Achieving full employment, decent work and sustainable livelihoods is the only way to improve living standards and ensure a dignified existence for all South Africans. Rising employment, productivity and incomes are the surest long-term solution to reducing inequality. Similarly, active steps to broaden opportunity for people will make a significant impact on both the level of inequality and the efficiency of the economy." These are the central tenets of the National Development Plan 2030.[1]

Introduction

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

4.1 A profile of the employed

Employment by industry and occupation

This section analyses the distribution of employment by industry and occupation over the period 2014–2019 by sex, population group and province.

Table 4.1: Employment by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019
Agriculture	702	880	874	843	845	861
Mining	428	455	444	434	419	412
Manufacturing	1 760	1 762	1 692	1 782	1 769	1 762
Utilities	117	132	118	149	148	139
Construction	1 249	1 405	1 431	1 414	1 472	1 348
Trade	3 202	3 161	3 178	3 250	3 280	3 358
Transport	932	905	910	977	984	998
Finance	2 030	2 198	2 275	2 402	2 479	2 518
Services	3 493	3 551	3 571	3 609	3 694	3 667
Private households	1 230	1 288	1 283	1 303	1 292	1 281
Total	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**

Note: Total includes 'Other forms of industry'.

Table 4.2: Changes in employment by industry, 2014–2019

	2015	2016	2017	2018	2019	Change 2014-2019
Industry	Thousand					
Agriculture	178	-6	-31	3	16	160
Mining	27	-10	-10	-15	-7	-16
Manufacturing	2	-70	91	-13	-7	3
Utilities	15	-15	31	-1	-10	21
Construction	156	26	-17	58	-125	99
Trade	-41	17	71	30	78	156
Transport	-27	5	67	7	14	67
Finance	168	77	128	76	39	488
Services	58	20	38	85	-27	174
Private households	58	-5	20	-11	-11	51
Total	**594**	**40**	**388**	**225**	**-44**	**1 204**

Note: Total includes 'Other forms of industry'.

Table 4.1 highlights that Services, Trade and Finance were the main contributors to total employment in 2019. The level of employment in Services was high at 3,7 million, followed by Trade (3,4 million) and Finance (2,5 million). Total employment increased by 1,2 million between 2014 and 2019. All industries, with the exception of Mining, contributed positively to the increase in total employment over the period 2014–2019. Mining shed 16 000 jobs over the same period as highlighted in Table 4.2. The largest increases in employment were observed in Finance (488 000), Community and social services (174 000), Agriculture (160 000) and Trade (156 000).

Figure 4.1: Employment shares by industry, 2014–2019

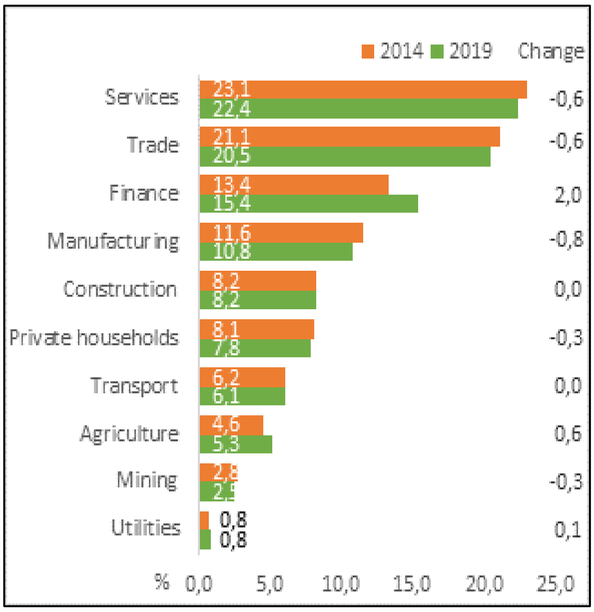


Figure 4.2: Employment shares by industry and sex, 2019

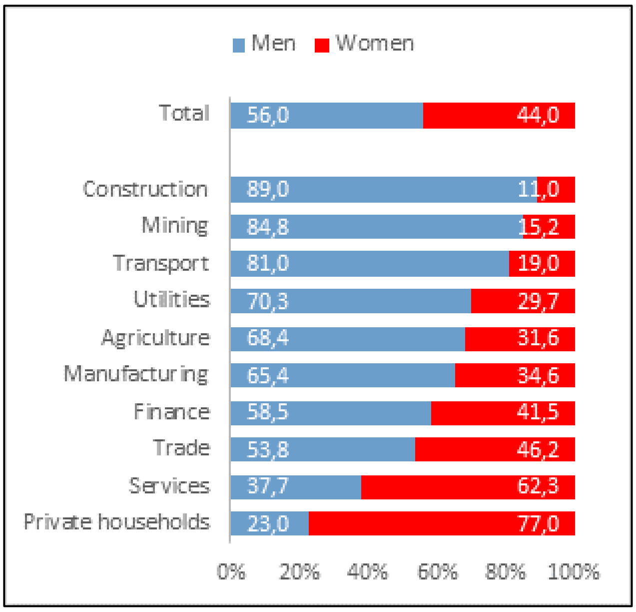


Figure 4.1 indicates that in 2019, the industry employment shares declined in five of the ten industries between 2014 and 2019. The largest decline was observed in Manufacturing (0,8 of a percentage point) while Services and Trade decreased by 0,6 of a percentage point each. In both 2014 and 2019, Community and social services and Trade industries accounted for the largest shares of employment of 20,0% and above while Finance and Manufacturing highlighted shares between 10,0% and 16,0% in both years. The rest of the industries recorded shares of employment below 10,0% in both 2014 and 2019, with Utilities reflecting a share below 1,0% in both years.

Figure 4.2 indicates that in 2019, men accounted for more than 80% of employment share in Construction, Mining and Transport. Men had a higher share of employment in all industries with the exception of Community and social services and Private households, compared to women. Women accounted for 77,0% of employment in Private households and 62,3% in Community and social services. The employment shares for women in Construction, Mining and Transport ranged from 11,0% to 19,0% in 2019.

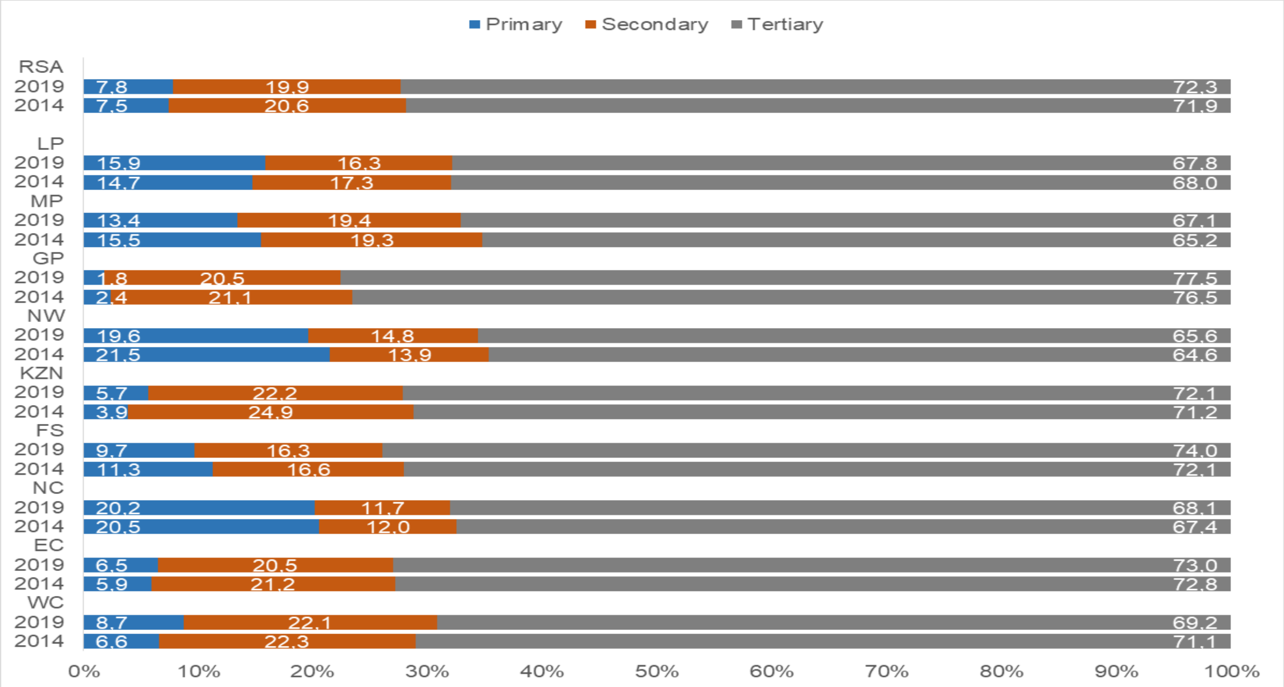
Table 4.3: Employment shares by industry and province, 2019

Industry	2019									
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	8,6	6,5	11,1	7,5	5,4	6,0	0,7	7,4	9,6	5,3
Mining	0,2	0,1	9,1	2,1	0,2	13,6	1,2	6,0	6,3	2,5
Manufacturing	13,3	9,0	5,1	8,0	13,0	7,6	12,3	8,2	5,8	10,8
Utilities	0,5	0,5	0,8	1,2	0,4	0,6	0,9	2,7	0,8	0,8
Construction	8,2	10,9	5,9	7,2	8,8	6,6	7,4	8,5	9,6	8,2
Trade	19,9	20,7	15,5	20,8	20,9	18,4	20,4	21,0	23,3	20,5
Transport	5,8	5,3	3,4	4,8	6,9	4,1	7,4	5,4	4,7	6,1
Finance	18,0	10,0	7,1	10,3	12,9	10,5	22,1	12,2	7,6	15,4
Services	19,9	28,2	33,8	25,5	23,0	24,8	20,2	20,0	24,4	22,4
Private households	5,6	8,9	8,2	12,6	8,5	7,9	7,3	8,6	7,9	7,8
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Note: Total includes 'Other'.

The main contributors to employment across all provinces were Community and social services and Trade industries. However, Finance (22,1%) followed by Trade (20,4%) and Community and social services (20,2%) were the main contributors to employment in Gauteng in 2019; Trade was the second largest contributor to the Northern Cape total employment with a share of 15,5%, followed by Agriculture at 11,1%. The share of employment in Community and social services was high in Northern Cape (33,8%), followed by Eastern Cape (28,2%) and Free State (25,5%). Gauteng is the only province that 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 7,1% in Northern Cape to 18,0% in Western Cape. North West recorded Mining (13,6%) as the third-largest share of employment in 2019.

Figure 4.3: Employment in primary, secondary and tertiary industries by province, 2014 and 2019



The figure above indicates that seven in every ten employed persons worked in tertiary industries in South Africa. In both 2014 and 2019, tertiary industries accounted for more than 70,0% of employment in Gauteng, KwaZulu-Natal, Free State and the Eastern Cape. Four out of the nine provinces (Gauteng, KwaZulu-Natal, Eastern Cape and Western Cape) recorded shares of employment in secondary industries above 20,0% in both 2014 and 2019. Primary industries were the second largest contributor to employment in Northern Cape and North West in both 2014 and 2019. In 2019, the share of employment in primary industries was 20,2% in Northern Cape and 19,6% in the North West. Gauteng recorded the lowest shares of employment in primary industries in both 2014 (2,4%) and 2019 (1,8%).

Table 4.4: Employment by occupation, 2014–2019

Occupation	2014	2015	2016	2017	2018	2019
	Thousand					
Manager	1 331	1 274	1 356	1 426	1 428	1 467
Professional	842	776	866	914	894	914
Technician	1 552	1 456	1 470	1 455	1 434	1 420
Clerk	1 653	1 671	1 642	1 734	1 711	1 704
Sales and services	2 326	2 463	2 481	2 523	2 667	2 717
Skilled agriculture	76	96	68	70	63	61
Craft and related trade	1 813	1 946	1 927	1 961	2 023	1 937
Plant and machine operator	1 277	1 312	1 284	1 313	1 375	1 371
Elementary	3 295	3 729	3 681	3 740	3 798	3 744
Domestic worker	981	1 017	1 005	1 027	1 000	1 012
Total	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**

Note: Total includes 'Other'.

Table 4.5: Changes in employment by occupation, 2014–2019

Occupation	2015	2016	2017	2018	2019	Change 2014-2019
	Thousand					
Manager	-57	82	70	2	39	13
Professional	-66	90	48	-20	20	72
Technician	-96	14	-15	-21	-14	-132
Clerk	18	-29	92	-23	-7	51
Sales and services	137	18	42	144	50	391
Skilled agriculture	20	-28	2	-7	-2	-15
Craft and related trade	133	-19	34	62	-86	124
Plant and machine operator	35	-28	29	62	-4	94
Elementary	434	-48	59	58	-54	449
Domestic worker	37	-12	22	-27	12	31
Total	**595**	**39**	**389**	**225**	**-44**	**1 204**

Note: Total includes 'Other'.

Between 2018 and 2019, employment increased in four of the ten occupational categories, with the largest increase among Sales and services workers (50 000), Managers (39 000), Professional occupations (20 000) and Domestic workers (12 000). The highest employment losses of 86 000 persons were recorded for Craft and related trade. Between 2014 and 2019, employment among Elementary workers increased by 449 000, followed by Sales and services workers (391 000 jobs), Managers (136 000 jobs) and Craft and related trade (124 000) occupations.

Figure 4.4: Employment shares by occupation, 2014 and 2019

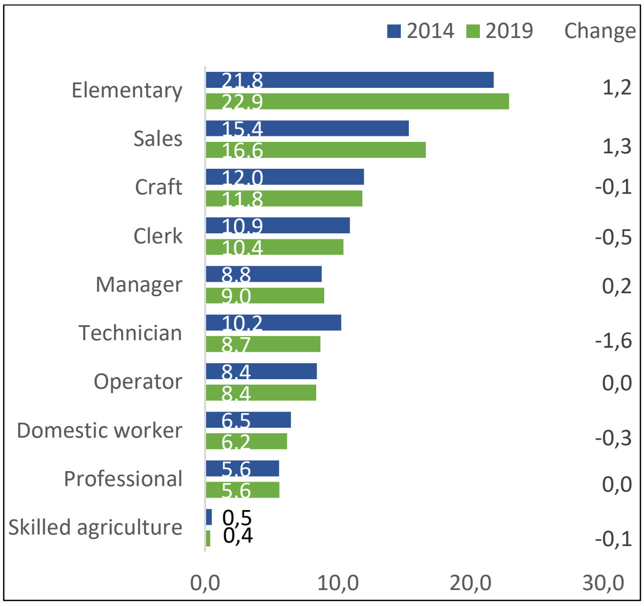
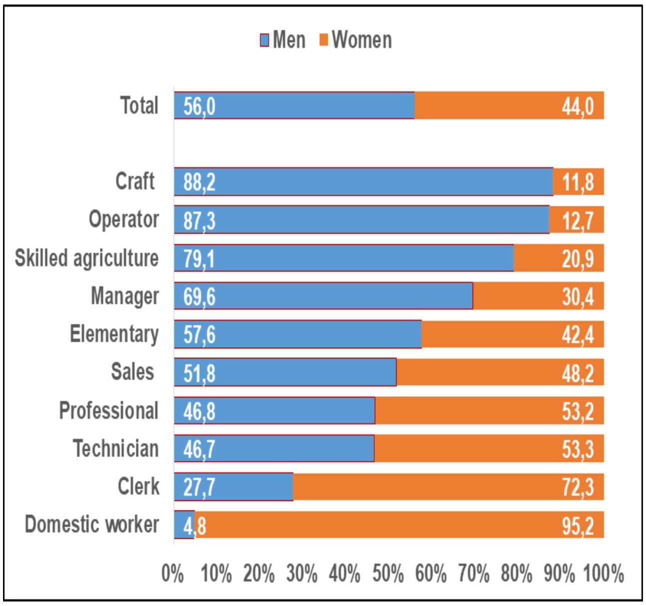
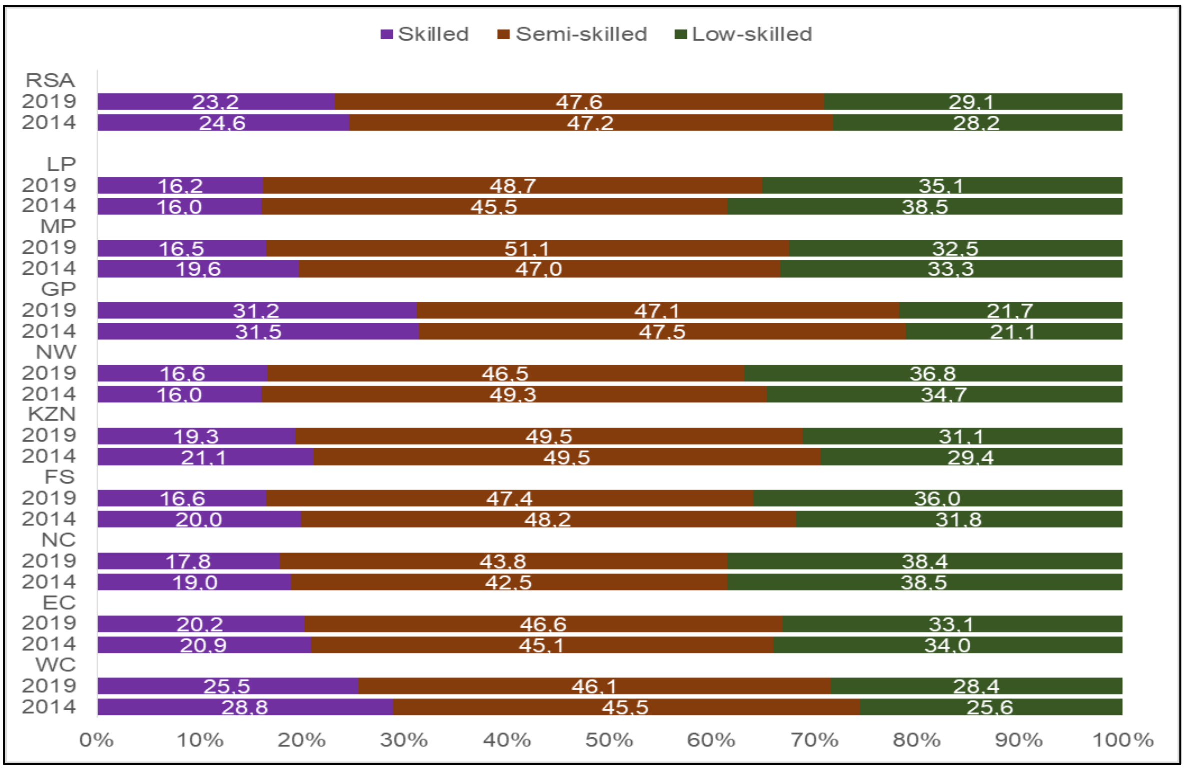


Figure 4.5: Employment shares by occupation and sex, 2019



Close to a third of all people employed in 2014 and 2019 were employed in elementary and domestic work occupations. Elementary, Sales, 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 2014 and 2019. Sales and Elementary occupations increased by 1,3 percentage points and 1,2 percentage points, respectively and technicians decreased by 1,6 percentage points over the period 2014–2019. The results in Figure 4.5 show that 69,6% of men were employed in Managerial occupations compared to 30,4% of women. Women were more likely to be employed as Domestic workers, Clerks, Technicians or Professionals relative to men. Men were more likely to work in Craft and related trade, Machine operator and skilled Agriculture occupations.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations, 2014 and 2019



Semi-skilled occupations accounted for the largest share of employment across all the provinces. The results for 2019 indicate that the highest share of employment in semi-skilled occupations was in Mpumalanga (51,1%), KwaZulu-Natal (49,5%) and Limpopo (48,7%). Gauteng, followed by Western Cape, recorded the highest shares of employment in skilled occupations in both 2014 and 2019 compared to other provinces. Gauteng reflected a 31,2% share of employment in skilled occupations in 2019 while Western Cape recorded 25,5%. The share of employment accounted for by low-skilled occupations in 2019 was highest in Northern Cape (38,4%), followed by North West (36,8%), Free State (36,0%) and Limpopo (35,1%). In both 2014 and 2019, 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, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Men						
Manager	914	879	924	966	989	1021
Professional	469	382	421	462	435	428
Technician	680	647	661	669	657	663
Women						
Manager	418	395	432	460	440	446
Professional	374	394	445	452	459	486
Technician	872	809	808	786	777	757
Both sexes						
Manager	1 331	1 274	1 356	1 426	1 428	1 467
Professional	842	776	866	914	894	914
Technician	1 552	1 456	1 470	1 455	1 434	1 420
	% share of Women					
Manager	31,4	31,0	31,9	32,2	30,8	30,4
Professional	44,4	50,7	51,4	49,5	51,4	53,2
Technician	56,2	55,5	55,0	54,0	54,2	53,3

Men accounted for larger shares of employment as Managers over the period 2014–2019. Women employed in skilled occupations were more likely to work as Technicians from 2014 to 2019 compared to Managers and Professionals. The share of women employed as Professionals increased by 8,8 percentage points from 44,4% in 2014 to 53,2% in 2019. The share of women employed in Managerial occupations decreased by 1,0 percentage point from 31,4% in 2014 to 30,4% in 2019.

Figure 4.7: Employment by occupation and population group, 2014 and 2019

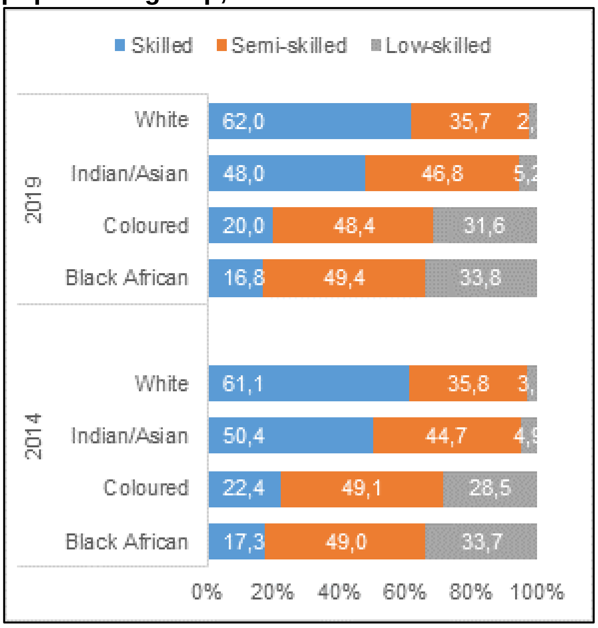
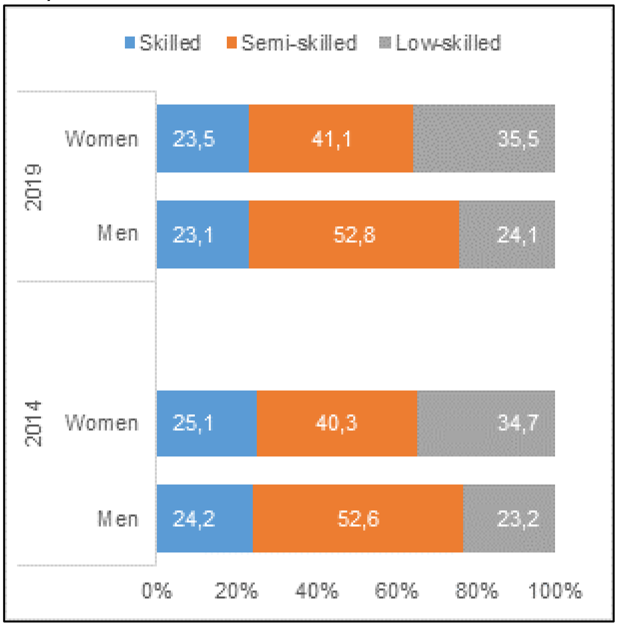


Figure 4.8: Employment by occupations and sex, 2014 and 2019



In both 2014 and 2019, black African and coloured population groups recorded the largest share of workers in semi-skilled occupations while the white and Indian/Asian population groups were less likely to work in low-skilled occupations. The share of the white population group employed in skilled occupations increased from 61,1% in 2014 to 62,0% in 2019. Black Africans reflected the lowest share of persons employed in skilled occupations compared to other population groups (17,3% in 2014 and 16,8% in 2019). Coloured population employed in skilled occupations accounted for 22,4% in 2014, but this declined to 20,0% in 2019. Figure 4.8 reveals that in both 2014 and 2019, 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 2014 and 2019. Over the period 2014–2019, both proportions for men and women employed in skilled occupations declined by 1,6 percentage points and 1,1 percentage points, respectively.

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, 2014–2019

	2014	2015	2016	2017	2018	2019
	Volume of hours worked (Thousand hours)					
Men	377 705	396 888	399 309	401 200	406 042	407 037
Women	265 748	274 839	273 920	281 965	284 840	286 863
Both sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**
	Annual changes (Thousand hours)					
	2015	**2016**	**2017**	**2018**	**2019**	**Change 2014-2019**
Men	19 183	2 421	1 891	4 843	994	29 331
Women	9 091	-919	8 045	2 876	2 023	21 115
Both sexes	**28 274**	**1 501**	**9 936**	**7 718**	**3 017**	50 447

The volume of hours worked was higher among men compared to women between 2014 and 2019. The volume of hours worked increased across all years for both men and women, except in 2015 and 2016 where a decline of 919 000 hours was observed among women. Both men and women accounted for an increase of 50,4 million volume of hours worked, from 643 million in 2014 to 693 million hours in 2019.

Figure 4.9: Average weekly hours worked by sex, 2014–2019

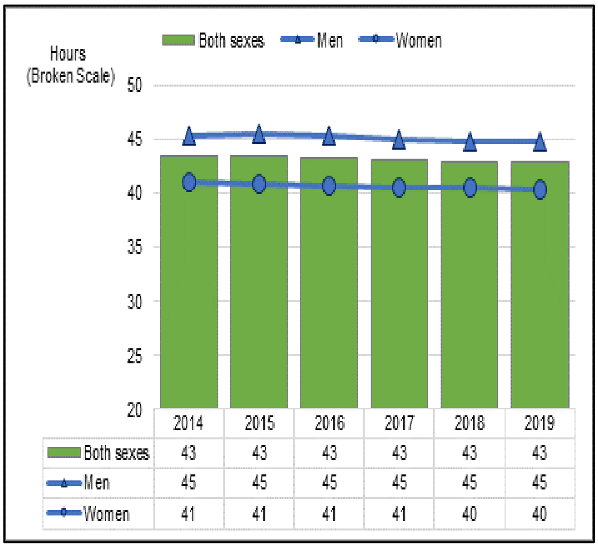


Figure 4.10: Average weekly hours worked by population group, 2014 and 2019

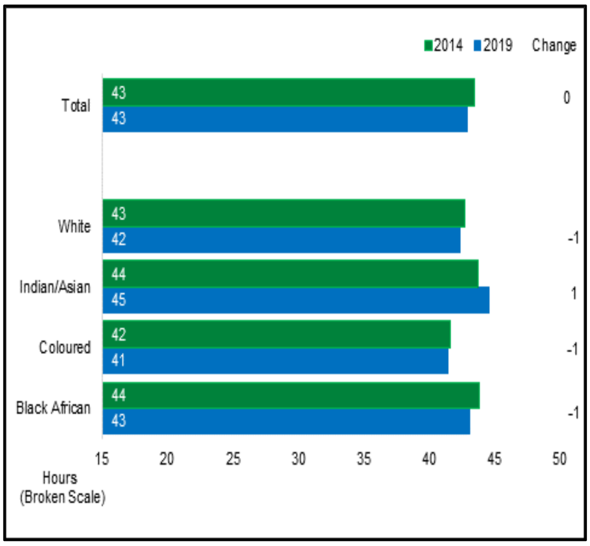


Figure 4.9 shows that over the period 2014–2019, men worked longer hours than women. Between 2014 and 2019 the average weekly hours worked by men remained unchanged at 45 hours, while for women the weekly hours worked declined by one hour per week in 2018 and 2019. The average weekly hours decreased in three of the four population groups by one hour each, except for the Indian/Asian population group where an increase

of one hour per week was observed. In 2019, the Indian/Asian population group worked longer hours (45 hours), while the coloured population group worked 41 hours on average per week.

Figure 4.11: Average weekly hours worked by industry, 2014 and 2019

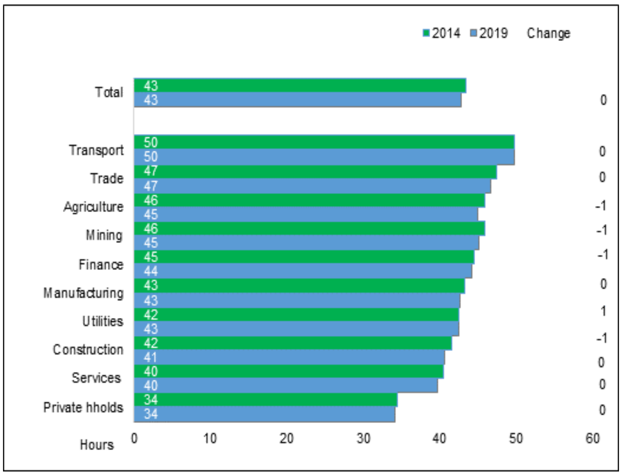
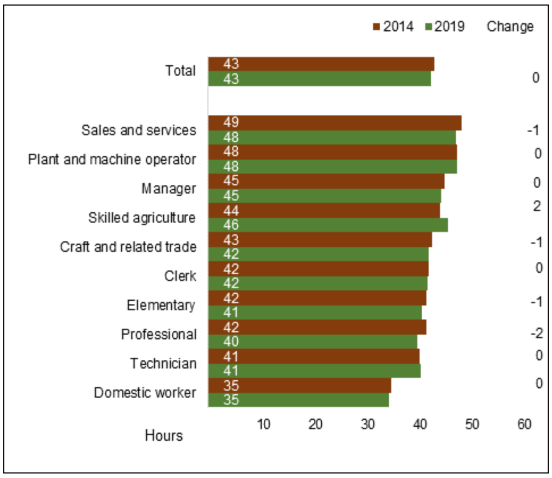


Figure 4.12: Average weekly hours worked by occupation, 2014 and 2019



Persons employed in the Transport industry worked longer hours compared to those in other industries; the average hours worked were 50 hours in both 2014 and 2019. All industries, with the exception of Private households, indicated average hours worked from 40 and above in both 2014 and 2019. Those in Private households worked 34 hours on average in both years.

The average weekly hours worked increased only among the Skilled agriculture occupation by 2 hours per week, while Professional, Sales and services, Craft and related trade, and Elementary occupations experienced a decrease ranging between 1 and 2 hour/s over the period 2014 and 2019. The average hours worked per week remained unchanged in the other five occupations.

Figure 4.13: Average weekly hours worked by sector, 2014–2019

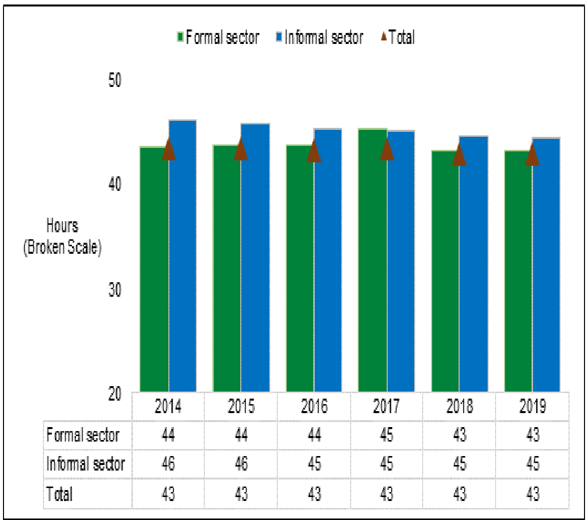
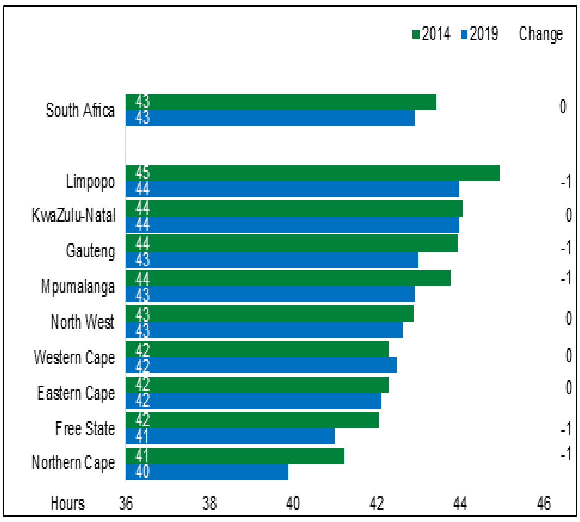


Figure 4.14: Average weekly hours worked by province, 2014 and 2019



In all these years, persons employed in the informal sector worked longer hours than those in the formal sector, except in 2017 where the average weekly hours worked were the same at 45 hours for both formal and informal sectors. The total average weekly hours remained constant at 43 hours per week over the period 2014–2019 (Figure 4.13). Five out of the nine provinces recorded a decline in average hours worked per week during the period 2014–2019, while KwaZulu-Natal, North West, Western Cape and Eastern Cape remained unchanged. In 2019, Northern Cape recorded the lowest average weekly hours of 41 hours while Limpopo and KwaZulu-Natal reported the highest of 44 hours each, which is higher than the national average weekly hours worked of 43 hours.

Time-related underemployment

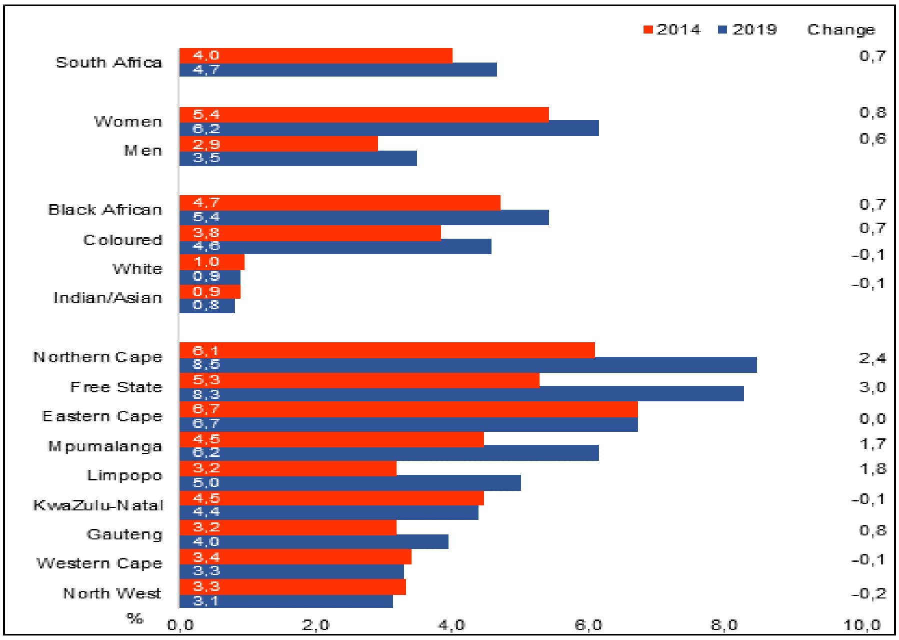
Time-related underemployment is one of the many labour market indicators used to measure the economic wellbeing of a country. According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work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

Table 4.8: Trends in underemployment, 2014–2019

	Underemployment	Other employed	Total employed	Underemployment rate
	Thousand			Per cent
2014	608	14 539	15 146	4,0
2015	705	15 036	15 741	4,5
2016	721	15 060	15 780	4,6
2017	737	15 431	16 169	4,6
2018	742	15 651	16 394	4,5
2019	763	15 587	16 350	4,7

There was a steady increase in the number of underemployed persons over the period 2014–2019; an increase of 156 000 was observed from 608 000 in 2014 to 763 000 in 2019. Out of 16,3 million persons employed in 2019, 4,7% of persons were underemployed. The underemployment rate increased by 0,7 of a percentage point, from 4,0% in 2014 to 4,7% in 2019. Between 2016 and 2017 the underemployment rate remained unchanged at 4,6%.

Figure 4.15: Underemployment rate by sex, population group and province, 2014 and 2019



Between 2014 and 2019, underemployment rates increased for both women and men by 0,8 and 0,6 of a percentage point, respectively, with women showing the highest underemployment rate in both years. Black African and coloured population groups recorded the highest underemployment rate compared to other population groups in both 2014 and 2019, while the Indian/Asian and white population groups recorded an underemployment rate below 2,0% in both years. In 2019, the underemployment rates for black African and coloured population groups increased by 0,7 of a percentage point each, while Indian/Asian and white underemployment rates dropped by 0,1 of a percentage point each.

Out of the nine provinces, KwaZulu-Natal, Western Cape and North West recorded a decline in the underemployment rate between 2014 and 2019. The largest increases in the underemployment rate were observed in Free State (3,0 percentage points), Northern Cape (2,4 percentage points) and Limpopo (1,8 percentage points). In 2019, the highest underemployment rate was recorded in Northern Cape (8,5%), Free State (8,3%), Eastern Cape (6,7%), Mpumalanga (6,2%), and Limpopo (5,0%), while the lowest was observed in North West (3,1%).

Figure 4.16: Underemployment by industry, 2014 and 2019

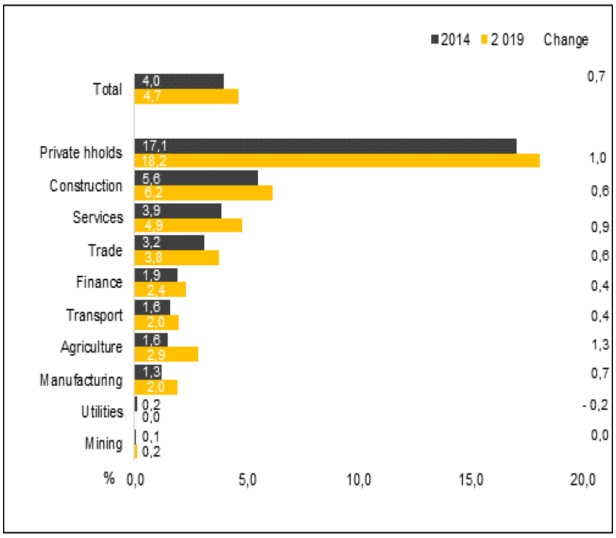
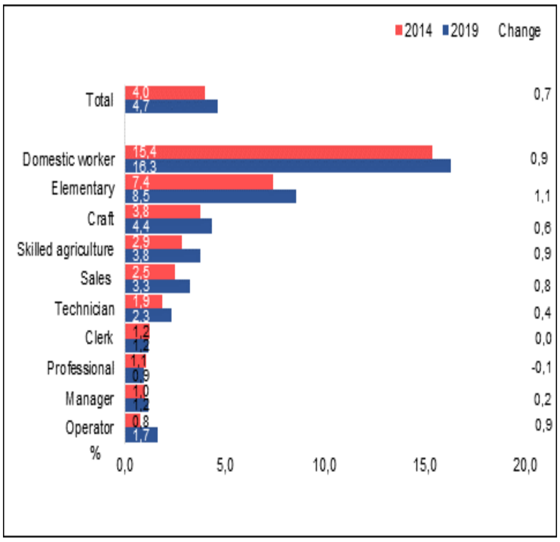


Figure 4.17: Underemployment by occupation, 2014 and 2019



Persons employed in Private households were more likely to be underemployed than those in other industries. The underemployment rate for those employed in Private households was 17,1% in 2014 and 18,2% in 2019. The Construction industry recorded the second highest underemployment rate at 5,6 % in 2014 and 6,2 % in 2019. The underemployment rate increased in almost all the industries, except in Utilities (down by 0,2 of a percentage point). Domestic workers were also more likely to be underemployed than those in other occupations in both years. In 2019, the highest underemployment rate of 16,3% was reported among Domestic occupation, followed by Elementary occupation at 8,5%. Between 2014 and 2019 the underemployment rate increased in nine of the ten occupational categories, while Clerk occupation remained unchanged. The largest increase of 1,1 percentage points was among Elementary occupation, while Professional occupation decreased by 0,1 of a percentage point.

Summary and conclusion

- Nationally, the Community and social services, Trade, Finance and Manufacturing industries were the main contributors to employment.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,9% in 2014 and 76,5% in 2019. Primary industries were the second largest contributor to employment in Northern Cape and North West.
- Women accounted for the largest share of employment in skilled occupations such as Technicians (55,0%) and Professionals (51,4%), semi-skilled occupations such as Clerks (71,8%), and Domestic workers (95,1%). 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.
- On average, people working in the Transport industry worked longer hours of about 50 hours per week. Men worked 4 to 5 hours more compared to women over the period 2014–2019.
- The underemployment rate was higher in Northern Cape at 8,5%, followed by Free State at 8,3%.
- Those employed in the Private households industry and Domestic worker occupations recorded the highest underemployment rate.

4.2 The formal and informal sector in South Africa

Key labour market concepts

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

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

Introduction

In this section, 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 2014–2019.

Table 4.9: Employment by sector, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Formal sector	10 822	10 935	11 021	11 288	11 319	11 234
Informal sector	2 393	2 637	2 602	2 735	2 937	2 973
Other	1 931	2 168	2 157	2 146	2 138	2 142
Total	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
	Per cent shares					
Formal sector	71,5	69,5	69,8	69,8	69,0	68,7
Informal sector	15,8	16,8	16,5	16,9	17,9	18,2
Other	12,8	13,8	13,7	13,3	13,0	13,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector	298	113	86	267	31	-85
Informal sector	27	245	-35	133	202	37
Other	-44	237	-11	-11	-8	4
Total	**281**	**594**	**40**	**388**	**225**	**-44**

Note: 'Other' comprises Agriculture and Private households.

The share of formal sector employment declined by 2,7 percentage points from 71,5% in 2014 to 68,7% in 2019. The formal sector's share of total employment remained below 70,0% since 2015 and it remained unchanged at 69,8% between 2016 and 2017. The results reveal that formal sector employment has been increasing since 2014, except in 2019 where a decline of 85 000 jobs was observed. The largest increase of 298 000 jobs in the formal sector employment was observed between 2013 and 2014, followed by 267 000 jobs between 2016 and 2017. On the other hand, the informal sector share of employment increased by 2,4 percentage points from 15,8% in 2014 to reach a high of 18,2% in 2019. 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 202 000 jobs between 2017 and 2018.

Figure 4.18: Formal sector share of employment by sex, 2014–2019

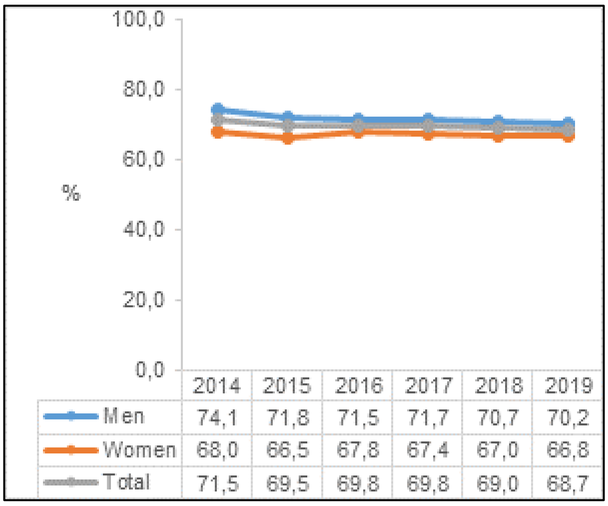
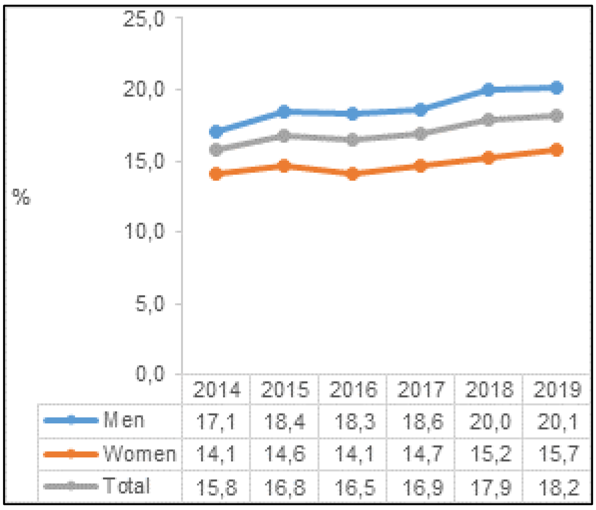


Figure 4.19: Informal sector share of employment by sex, 2014–2019



Over the period 2014–2019, the formal sector accounted for a larger share of employment amongst men relative to women. The largest formal employment shares were recorded in 2014 for both men (74,1%) and women (68,0%). Formal sector employment for men declined by 3,9 percentage points from 74,1% in 2014 to 70,2% in 2019, while among women the share declined by 1,2 percentage points. The informal sector's share of employment among men increased by 3,0 percentage points from 17,1% in 2014 to 20,1% in 2019, while for women the employment share increased by 1,6 percentage points from 14,1% in 2014 to 15,7% in 2019.

Figure 4.20: Employment by sector and population group, 2014 and 2019

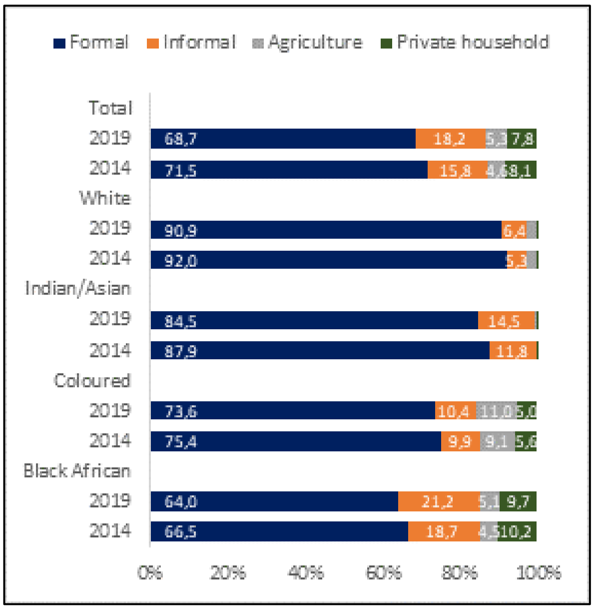
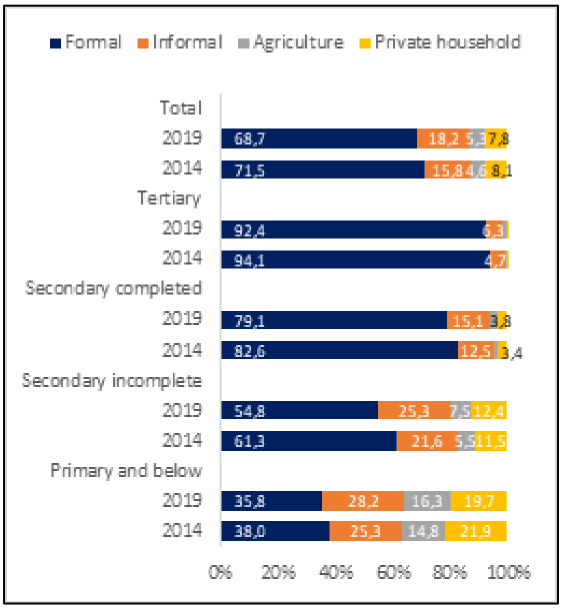


Figure 4.21: Employment by sector and education level, 2014 and 2019



In both 2014 and 2019, the formal sector accounts for more than 90,0% of employment among the white population group, while for black Africans the sector accounted for 66,5% in 2014 and 64,0% in 2019. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 18,7% of employment in 2014 and 21,2% in 2019. The lowest share of employment among the black African population was observed among those in agriculture; the share increased from 4,5% in 2014 to 5,1% in 2019. 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 9,1% in 2014 and 11,0% in 2019.

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 2014 and 2019), followed by those who completed secondary education (82,6% in 2014 and 79,1% in 2019). Amongst those with primary and below education, the formal sector accounted for 38,0% of employment in 2014, which declined by 2,2 percentage points to 35,8% in 2018. In both 2014 and 2019, 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 12,5% in 2014 and 15,1% in 2019, while those with tertiary education recorded proportions below 6,5% for those employed in the informal sector for both years.

Figure 4.22: Formal sector employment share by province, 2014 and 2019

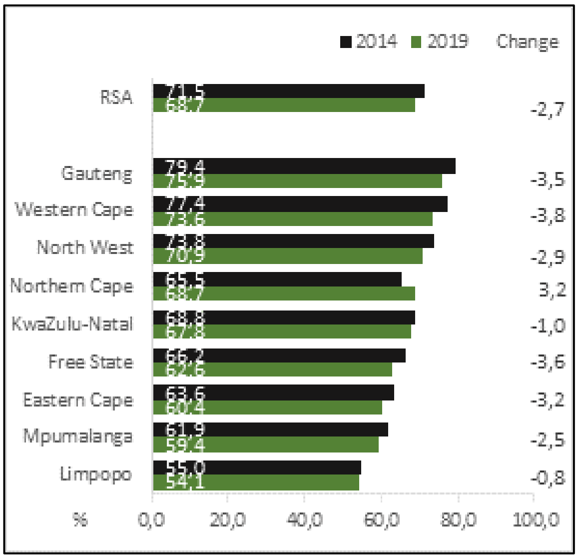
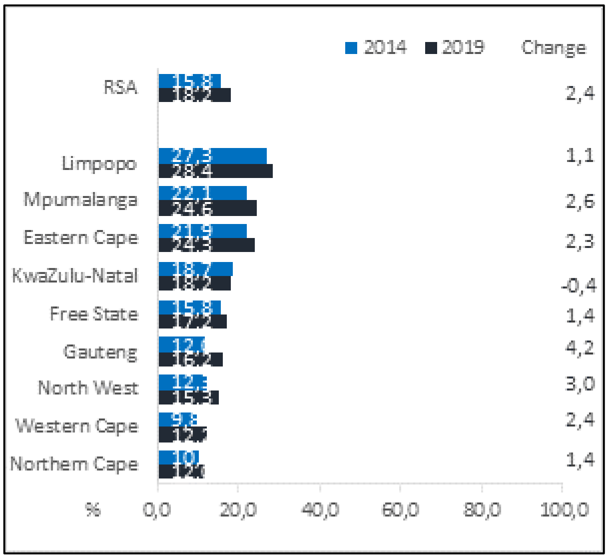


Figure 4.23: Informal sector employment share by province, 2014 and 2019



Between 2014 and 2019, the formal sector share of total employment nationally decreased by 2,7 percentage points from 71,5% to 68,7%. The informal sector increased by 2,4 percentage points, from 15,8% in 2014 to 18,2% in 2019. All provinces, with the exception of Northern Cape, recorded a decline in the share of formal sector employment; the largest decreases were observed in Western Cape (3,8 percentage points), followed by Free State (3,6 percentage points) and Gauteng (3,5 percentage points). Northern Cape recorded an increase of 3,2 percentage points from 65,5% in 2014 to 68,7% in 2019.

Figure 4.23 highlights that the employed in the informal sector was highest in Limpopo at 28,4% in 2019, followed by Mpumalanga (24,6%) and Eastern Cape (24,3%). The informal sector's share of total employment was lowest in Northern Cape (12,0%), followed by Western Cape (12,2%) and North West (15,3%) in 2019. All provinces, except KwaZulu-Natal, recorded an increase in the share of informal sector employment; the largest increase was observed in Gauteng (4,2 percentage points), North West (3,0 percentage points) and Mpumalanga (2,6 percentage points). KwaZulu-Natal recorded a decline of 0,4 of a percentage point from 18,7% in 2014 to 18,2% in 2019.

Figure 4.24: Formal sector employment share by industry, 2014 and 2019

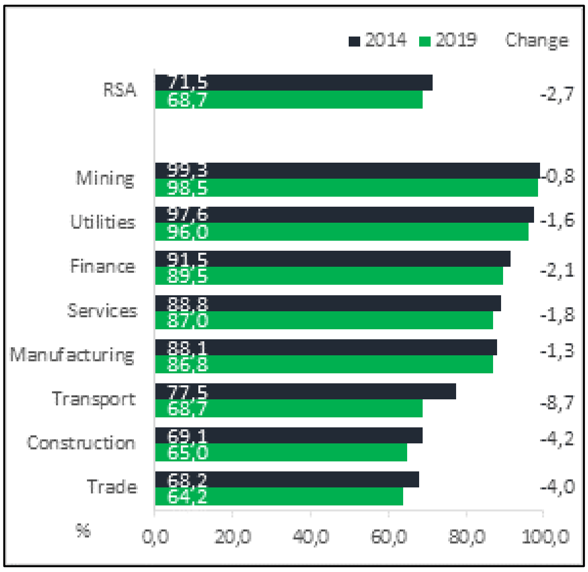
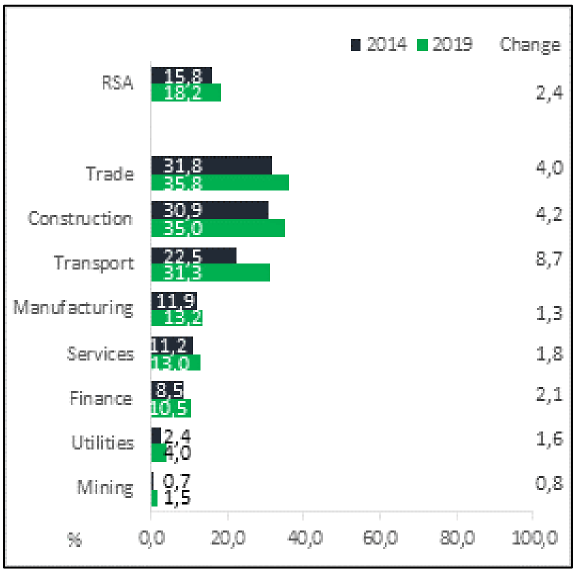


Figure 4.25: Informal sector employment share by industry, 2014 and 2019



The formal sector dominates employment across all industries; however, there are variations in the contribution by industry over the years. In 2019, the share of the formal sector in total employment ranged from the lowest of 64,2% in Trade to the highest of 98,5% in Mining. Formal sector employment across all industries declined between 2014 and 2019. The largest decline was recorded in Transport (8,7 percentage points), Construction (4,2 percentage points) and Trade (4,0 percentage points) over the same period.

The share of informal sector employment increased across all industries between 2014 and 2019, and Trade recorded the largest share of employment in the informal sector in 2019 (35,8%). The largest increase in the informal sector share of employment was recorded in Transport (8,7 percentage points), Construction (4,2 percentage points) and Trade (4,0 percentage points). Mining (1,5%) and Utilities (4,0%) recorded the lowest shares of informal sector employment in 2019.

Figure 4.26: Formal sector employment by occupation, 2014 and 2019

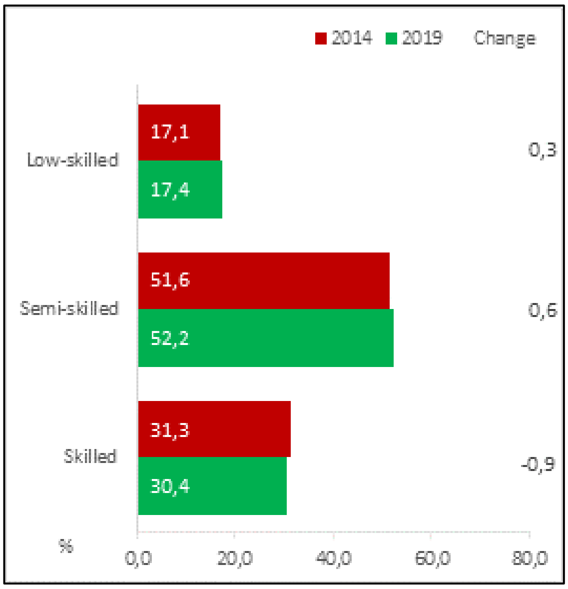
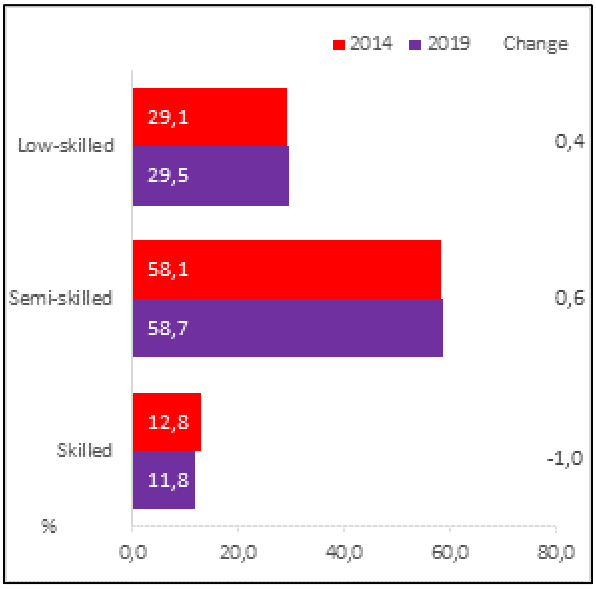


Figure 4.27: Informal sector employment by occupation, 2014 and 2019



Figures 4.26 and 4.27 indicate that semi-skilled occupations dominate employment in both the formal sector and the informal sector. Between 2014 and 2019, the share of semi-skilled occupations in the formal sector increased by 0,6 of a percentage point from 51,6% in 2014 to 52,2% in 2019. The share of low-skilled occupations also increased by 0,3 of a percentage point, from 17,1% to 17,4% in the same period. The share

of skilled occupations in the formal sector decreased by 0,9 of a percentage point, from 31,3% in 2014 to 30,4% in 2019. Skilled occupations accounted for 12,8% in 2014 and 11,8% in 2019 of informal sector employment. In 2019, semi-skilled occupations accounted for 58,7% of informal sector employment, up from 58,1% in 2014.

Summary and conclusion

- Over the period 2014 to 2019, the formal sector's share in employment decreased by 2,7 percentage points from 71,5% to 68,7%, while the informal sector's share in employment increased by 2,4 percentage points from 15,8% to 18,2% over the same period.
- Men dominated in both formal and informal sectors relative to women across all years. The share of employment in the informal sector increased among men and women over the period 2014 to 2019.
- In both 2014 (18,7%) and 2019 (21,2%), the black African population recorded the highest proportion of persons employed in the informal sector.
- 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, Mpumalanga and the Eastern Cape, while in Gauteng and Western Cape 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:

The QLFS measures 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

Earnings are assessed using the median monthly income of employed people in both the formal and informal sectors. Medians are widely used measures that best describe the distribution of earnings, as they are more stable over time. The median earnings, rather than the mean earnings, more accurately represent actual earnings in an occupation. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than three times the earnings of black Africans.

Introduction

This section focuses on the median monthly earnings of employees. The first part analyses the median monthly earnings by status in employment 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 4.10: Median monthly earnings by status in employment, 2014–2019

	2014	2015	2016	2017	2018	2019	Change 2019-2014
	Rand						
Employees	3 033	3 100	3 300	3 500	3 500	3 800	767
Employer	6 500	7 000	8 000	8 000	7 583	8 666	2 166
Own-account worker	2 500	2 816	3 033	3 033	3 033	3 466	966
Total	**3 120**	**3 200**	**3 466**	**3 500**	**3 250**	**3 800**	**680**

Between 2014 and 2019, the total median monthly earnings increased by R680 from R3 120 to R3 800. Over the same period, the largest increase in median monthly earnings was observed among employers (R2 166), followed by own-account workers (R966) and employees (R767). The median monthly earnings for employers were higher across all years compared to that of employees and own-account workers.

Table 4.11: Median monthly earnings of employees by sex, 2014 and 2019

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	7 191	500	820	1 950	3 500	8 233	18 000	26 000
Women	5 874	500	600	1 365	2 600	7 000	15 060	20 700
Both sexes 2014	**13 065**	**500**	**700**	**1 574**	**3 033**	**8 000**	**17 000**	**24 000**
Men	7 486	580	1 000	2 485	4 000	9 000	21 000	33 000
Women	6 263	600	780	1 733	3 466	7 500	20 000	26 000
Both sexes 2019	**13 749**	**600**	**840**	**2 000**	**3 800**	**8 500**	**20 000**	**30 000**

The monthly earnings for employees at the bottom 5% increased from R500 in 2014 to R600 in 2019. A gender gap of R5 300 amongst the top 5% of earners was observed in 2014, and this gap increased by R7 000 in 2019. The median monthly earnings increased from R3 033 in 2014 to R3 800 in 2019.

Figure 4.28: Median monthly earnings by population group, 2014–2019

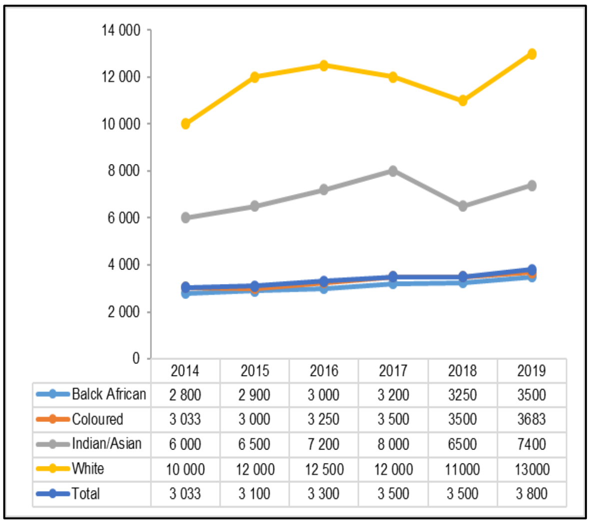


Figure 4.29: Median monthly earnings by age, 2014–2019

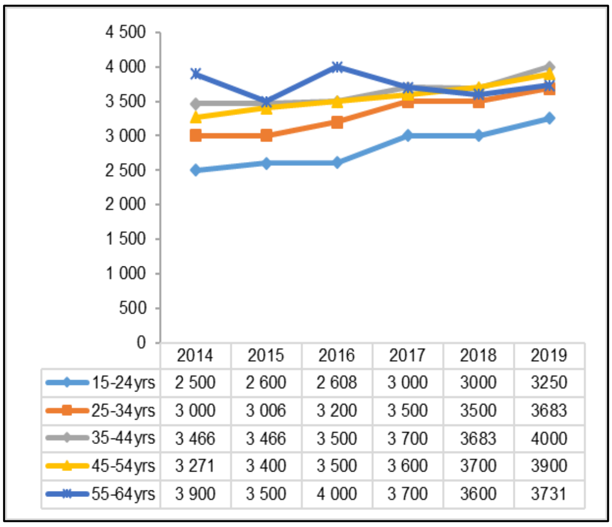


Figure 4.28 shows that the white population group earned more, followed by the Indian/Asian population group. In 2019, median monthly earnings for the white population group was R13 000 compared to R7 400 for Indians/Asians, R3 683 for coloureds and R3 500 for black Africans.

In 2019, employees aged between 35–44 years and 45–54 years had higher median monthly earnings compared to their younger age cohorts (Figure 4.29).

Table 4.12: Median monthly earnings of employees by age and gender 2014–2019

	2014	2015	2016	2017	2018	2019	Change 2019-2014
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**767**
15-24yrs	2 500	2 600	2 608	3 000	3 000	3 250	750
25-34yrs	3 000	3 006	3 200	3 500	3 500	3 683	683
35-44yrs	3 466	3 466	3 500	3 700	3 683	4 000	534
45-54yrs	3 271	3 400	3 500	3 600	3 700	3 900	629
55-64yrs	3 900	3 500	4 000	3 700	3 600	3 731	-169
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**866**
15-24yrs	2 500	2 500	2 600	3 000	2 900	3 200	700
25-34yrs	2 800	2 863	3 000	3 000	3 200	3 500	700
35-44yrs	2 700	2 800	3 000	3 000	3 200	3 500	800
45-54yrs	2 500	2 500	2 600	2 946	3 000	3 200	700
55-64yrs	2 850	2 600	2 800	3 000	3 000	3 200	350
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**500**
15-24yrs	2 500	2 600	2 773	3 000	3 033	3 250	750
25-34yrs	3 250	3 250	3 466	3 683	3 600	3 900	650
35-44yrs	4 000	4 000	4 000	4 333	4 100	4 500	500
45-54yrs	4 333	4 300	4 500	5 000	4 900	4 700	367
55-64yrs	4 800	4 500	5 010	5 000	4 500	4 500	-300

The median monthly earnings for men have generally been higher than those of their female counterparts. The median monthly earnings for women of the working-age population increased by R866 and by R500 among men over the period 2014 to 2019. Between 2014 and 2019, the median monthly earnings increased in all age groups, except among the population aged 55–64 years.

Figure 4.30: Median monthly earnings of employees by industry, 2014–2019

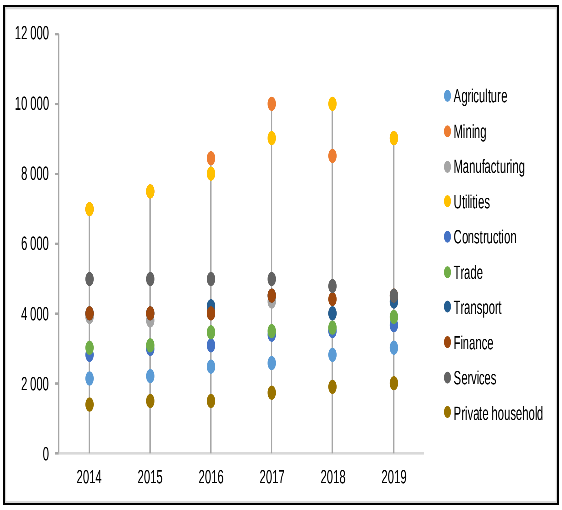


Table 4.13: Median monthly earnings of employees by industry, 2014–2019

	2014	2015	2016	2017	2018	2019
	Rand					
Agriculture	2 153	2 231	2 500	2 600	2 816	3 033
Mining	7 000	7 500	8 440	10 000	8 500	9 000
Manufacturing	3 900	3 800	4 000	4 333	4 000	4 333
Utilities	7 000	7 500	8 000	9 000	10 000	9 000
Construction	2 816	3 000	3 083	3 400	3 500	3 683
Trade	3 033	3 100	3 466	3 500	3 600	3 900
Transport	4 000	4 000	4 200	4 500	4 000	4 333
Finance	4 000	4 000	4 000	4 500	4 400	4 500
Services	5 000	5 000	5 000	5 000	4 800	4 500
Private household	1 400	1 500	1 500	1 733	1 900	2 000
Total	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**

Over the period 2014–2019, the Mining and Utilities industries recorded the highest median monthly earnings. Between 2014 and 2019, 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 decreased from R5 000 in 2014 to R4 500 in 2019. The largest increase in median monthly earnings was among employees in Mining and Utilities (R2 000 each), followed by those in Agriculture (R880) and those in Construction and Trade (R867 each).

Figure 4.31: Median monthly earnings of employees by occupation, 2014–2019

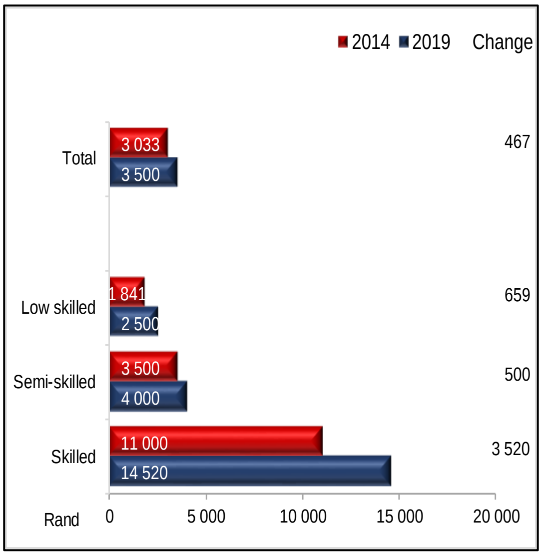


Table 4.14: Median monthly earnings of employees by occupation, 2014–2019

	2014	2015	2016	2017	2018	2019
Manager	16 000	17 000	18 500	18 000	18 000	19 800
Professional	15000	18000	18500	19400	20000	22000
Technician	6 000	6 000	7 000	6 500	7 000	6 300
Skilled	**11 000**	**12 400**	**14 000**	**14 000**	**13 800**	**14 520**
Clerk	4 800	4 500	5 000	5 000	4 800	5 000
Sales	3000	3080	3466	3500	3500	3800
Skilled Agric	2 200	1 950	2 166	2 166	2 000	3 000
Craft	3 466	3 500	3 500	4 000	4 100	4 333
Operators	3 500	3 500	3 600	4 000	3 900	4 000
Semi skilled	**3500**	**3500**	**3683**	**4000**	**3900**	**4000**
Elementary	2 100	2 200	2 500	2 500	2 600	2 800
Domestic worker	1 400	1 500	1 500	1 733	1 900	2 000
Low skilled	**1 841**	**2 000**	**2 166**	**2 200**	**2 400**	**2 500**

As expected, the highest earnings were among the skilled occupations. Between 2014 and 2019, the median monthly earnings for skilled employees increased by R3 520, while for the semi-skilled and low-skilled it increased by R500 and R659, respectively. In 2019, the median monthly earnings for skilled employees were R14 520 compared to R4 000 for semi-skilled employees and R2 500 for low-skilled employees. Professionals' and Managers' median monthly earnings were high at R22 000 and R19 800, respectively, which was more than double of what Technicians recorded (R6 300). The lowest median monthly earnings were observed among the low-skilled occupations. Domestic workers' median monthly earnings ranged from the lowest at R1 400 in 2014 to R2 000 in 2019. Among those in Elementary occupations, the median monthly earnings increased from R2 100 in 2014 to R2 800 in 2019.

Table 4.15: Median monthly earnings of employees by province, 2014–2019

	2014	2015	2016	2017	2018	2019
	Rand					
Western Cape	3 423	3 250	3 423	3 500	3 466	3 800
Eastern Cape	2 500	2 418	2 750	2 816	3 000	3 000
Northern Cape	2 200	2 383	2 773	3 000	3 000	3 250
Free state	2 500	2 500	2 700	3 000	3 120	3 033
KwaZulu-Natal	2 500	2 500	2 500	3 000	3 000	3 000
North West	3 000	3 000	3 250	3 250	3 500	3 900
Gauteng	4 333	4 500	4 600	5 000	4 500	5 000
Mpumalanga	3 000	3 000	3 000	3 400	3 500	3 900
Limpopo	2 166	2 300	2 600	2 900	3 000	3 500
South Africa	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**

Gauteng is the only province that recorded median monthly earnings above the national average across all years. In 2019, the provinces that recorded the lowest median monthly earnings were Eastern Cape and KwaZulu-Natal (R3 000) each, followed by Free State (R3 033) and Northern Cape (R3 250). Median monthly earning increased in all the provinces between 2014 and 2019.

Summary and conclusion

- The total median monthly earnings increased by R680 from R3 120 to R3 800 between 2014 and 2019. The median monthly earnings for men have generally been higher than those of their female counterparts.
- Median monthly earnings of the white population group have been consistently higher than those of other population groups. In 2019, median monthly earnings for the white population group was R13 000 compared to R7 400 for Indians/Asians, R3 683 for coloureds and R3 500 for black Africans.
- Mining and Utilities recorded the highest median monthly earnings across all years.
- In 2019, the median monthly earnings for skilled employees were R14 520 compared to R4 000 for semi-skilled employees and R2 500 for low-skilled employees. Professionals' and Managers' median monthly earnings were high at R22 000 and R19 800, respectively, which was more than double of what Technicians recorded (R6 300).
- Gauteng is the only province that recorded median monthly earnings above the national average over the period 2014 to 2019.

4.4 Decent work

Key labour market concepts

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

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

According to the International Labour Organization (ILO), **decent work** involves opportunities for work that 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 hours per 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, 2014 and 2019

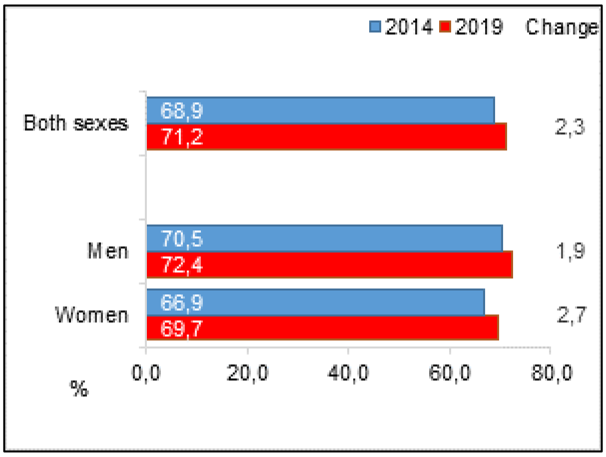
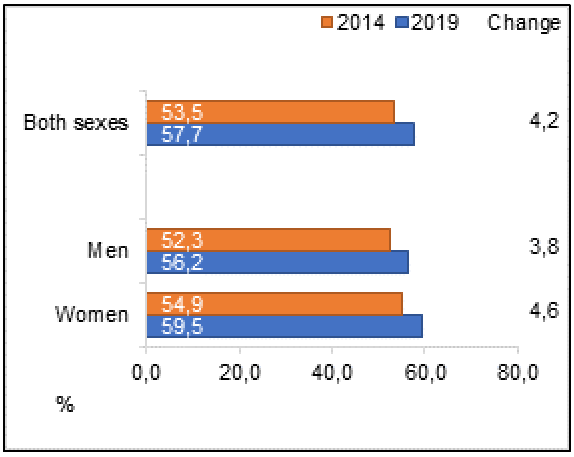


Figure 4.33: Entitlement of employees to maternity/paternity leave, 2014 and 2019



Between 2014 and 2019, the proportion of employees who were entitled to paid sick leave increased by 2,3 percentage points to 71,2% from 68,9%. In both 2014 and 2019, a higher proportion of employees who were entitled to paid sick leave was observed among men compared to women. The gender gap for this kind of leave was 3,6 percentage points in 2014 and 2,7 percentage points in 2019. On the other hand, Figure 4.33 shows that more women than men were entitled to maternity/paternity leave in both 2014 and 2019. Both men and women experienced an increase in terms of employees entitled to maternity/paternity leave between 2014 and 2019; the proportion of men increased by 3,8 percentage points and 4,6 percentage points for women.

Figure 4.34: Excessive hours worked (workers working more than 48 hours per week), 2014 and 2019

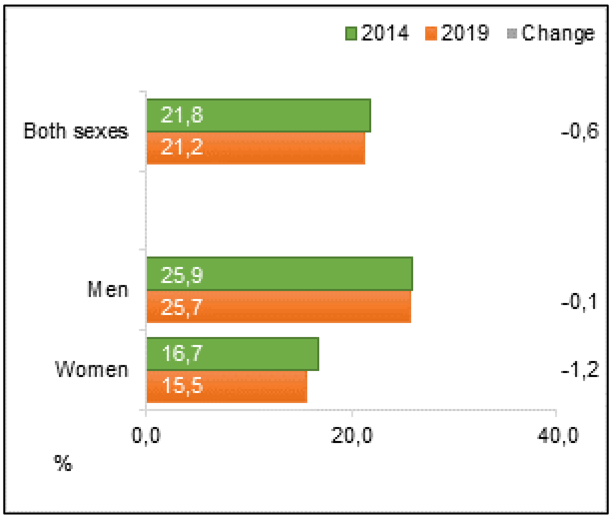
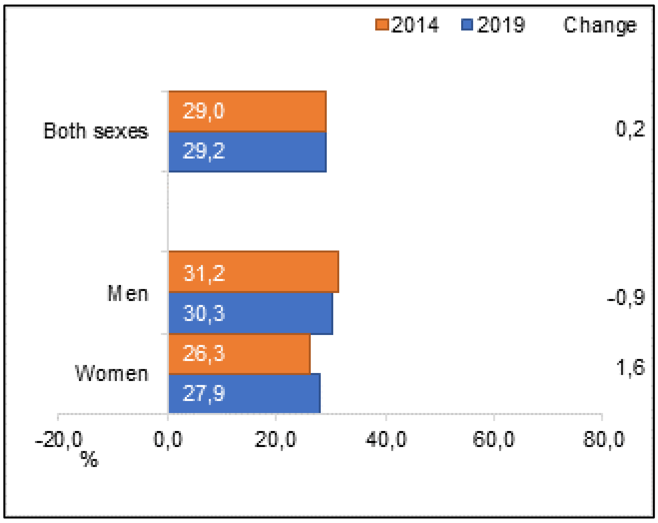
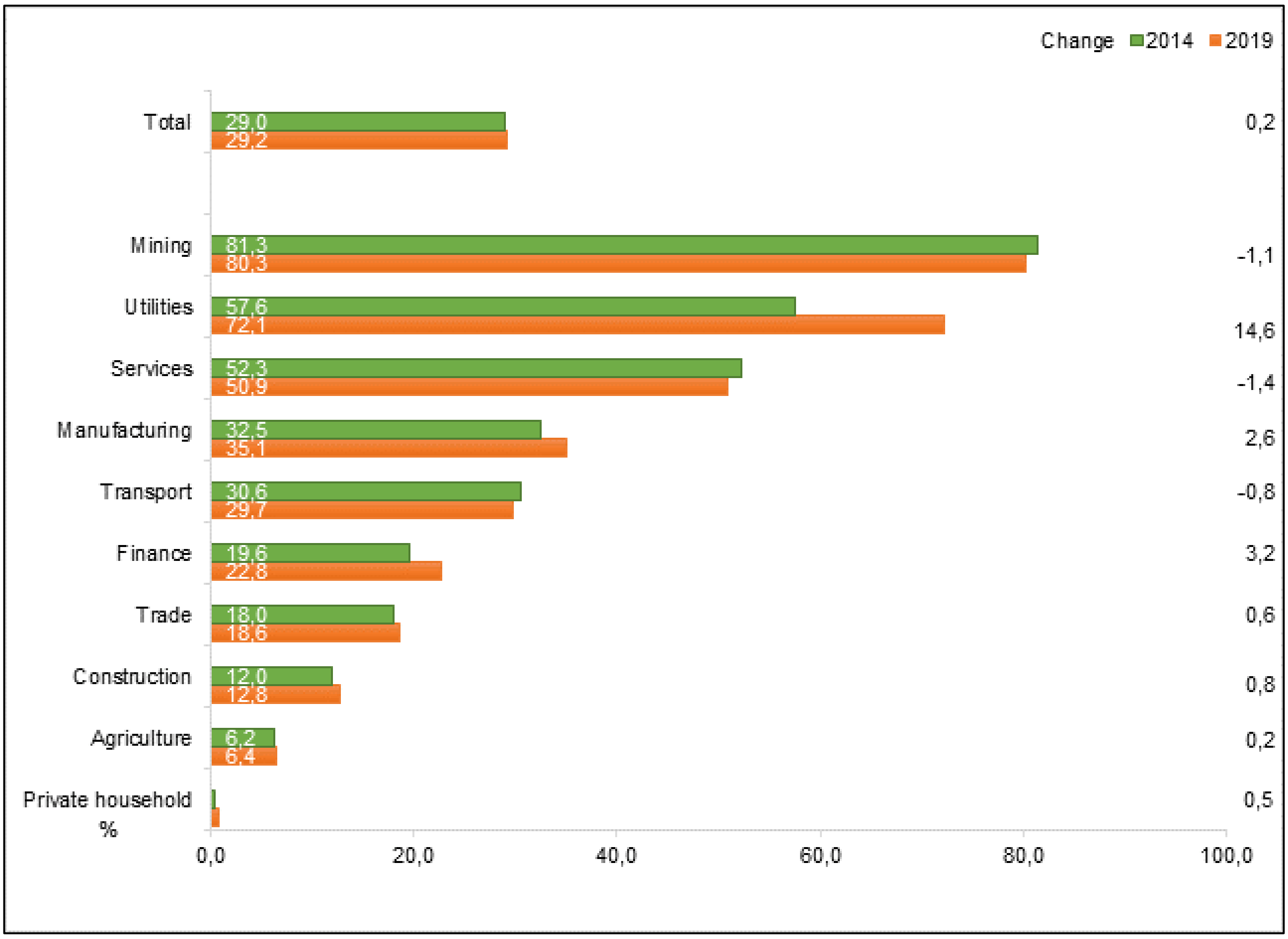


Figure 4.35: Proportion of employees who are members of a trade union, 2014 and 2019



The results in Figure 4.34 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 0,6 of a percentage point between 2014 and 2019. Higher proportions of male employees worked excessive hours compared to female employees. Both men and women experienced a decline in the proportions of employees who worked excessive hours between 2014 and 2019. Male employees were more likely to be members of a trade union relative to their female counterparts. An increase of 1,6 percentage points for women and a decrease of 0,9 of a percentage point for men in the proportion of employees who were members of a trade union was observed between 2014 and 2019.

Figure 4.36: Proportion of employees who are members of a trade union within each industry, 2014 and 2019



The proportion of employees who were members of a trade union increased by 0,2 of a percentage point, from 29,0% in 2014 to 29,2% in 2019. In both 2014 and 2019, Mining recorded the highest proportion of employees who were members of a trade union. Employees in Utilities and Community and social services were among the top three in both years. Seven of the ten industries highlighted an increase in the proportion of employees who were members of a trade union between 2014 and 2019. The largest increase was observed among employees in Utilities (14,6 percentage points), followed by those in Finance (3,2 percentage points) and those in Manufacturing (2,6 percentage points), while those in Agriculture and Private households increased by less than a percentage point. Community and social services recorded the largest decline of 1,4 percentage points, followed by Mining (1,1 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 6,5% for those in Agriculture in both years.

Social protection

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

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

This section analyses changes in access to pension/retirement funds and medical aid benefits for employees between 2014 and 2019. The results also compare the access to these benefits between men and women.

Figure 4.37: Pension/retirement fund contribution by employer, 2014 and 2019

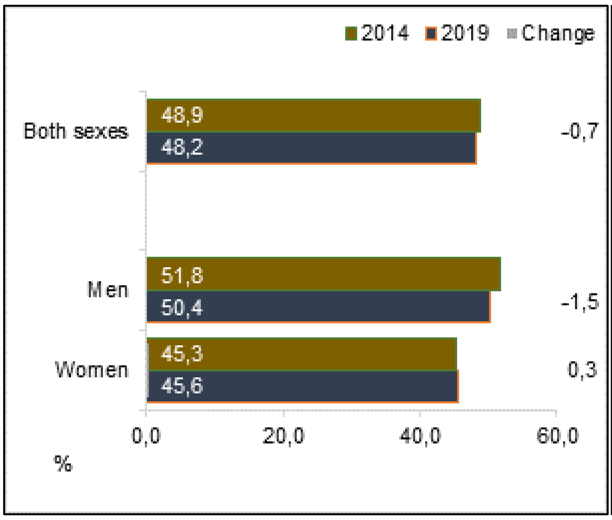


Figure 4.38: Entitlement to medical aid benefit from the employer, 2014 and 2019

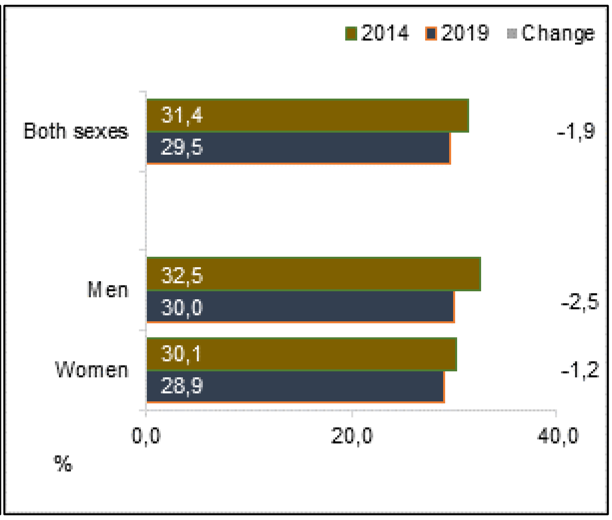
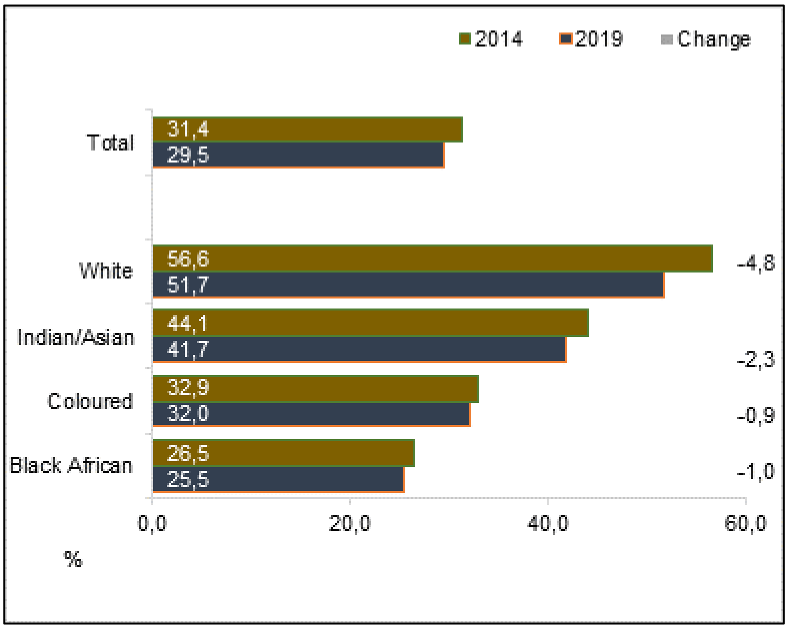


Figure 4.37 shows that there was a slight change in terms of the proportion of employees who had access to pension/retirement fund contributions by their employers between 2014 and 2019. The proportions of men who had access to pension/retirement fund contributions by their employers decreased by 1,5 percentage points and increased by 0,3 of a percentage point for women. The proportion of men was above 50,0% in both 2014 and 2019, while for women it was 45,3% in 2014 and 45,6% in 2019. The proportion of employees who were entitled to medical aid benefits decreased by 1,9 percentage points, from 31,4% in 2014 to 29,5% in 2019. Both proportions for men and women decreased over the same period by 2,5 and 1,2 percentage points, respectively. The gender gap for women was lower in relation to those who were entitled to medical aid benefits. In 2019, the proportion of men entitled to medical aid benefits was 30,0%, while for women it was 28,9%.

Figure 4.39: Entitlement to medical aid by population group, 2014 and 2019

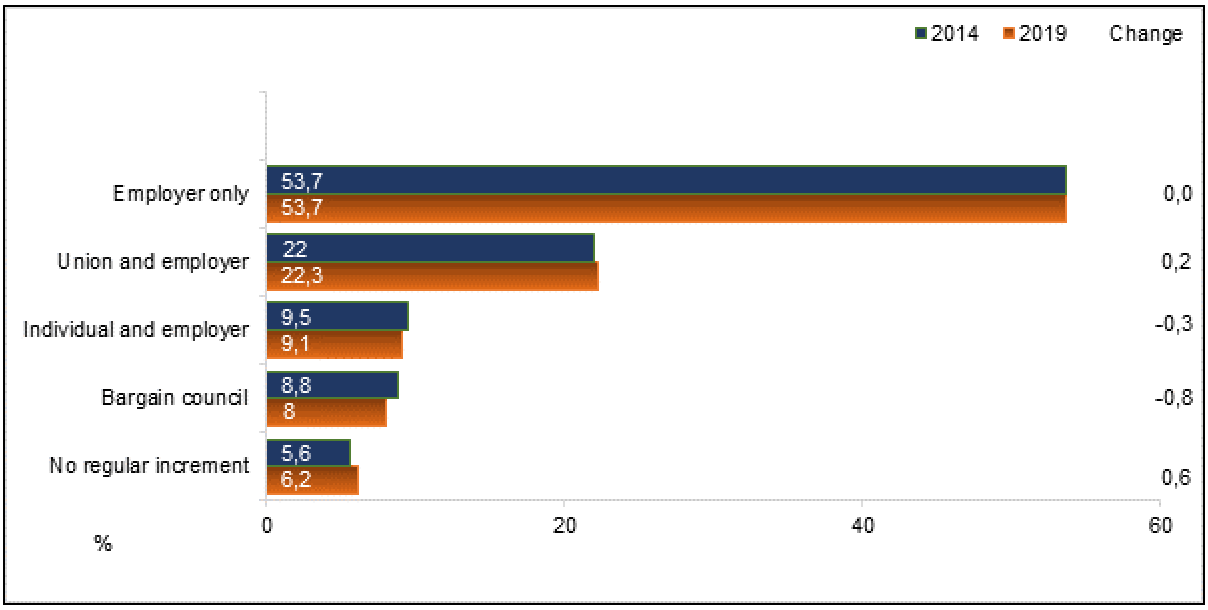


All population groups highlighted a decline in the proportion of employees receiving medical aid, with the largest decrease observed among the white population (4,8 percentage points), followed by Indians/Asians (2,3 percentage points) and coloureds (0,9 of a percentage point). The black African population recorded a decline of 1,0 percentage point. The white population group recorded the highest proportion of employees entitled to medical aid; it was 56,6% in 2014 and 51,7% in 2019. The black African population group recorded the lowest proportion in both years; it was 26,5% in 2014 and 25,5% in 2019.

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, 2014 and 2019



Employees who indicated that their annual salary increment was determined by the employer only were 53,7% in both 2014 and 2019. This group of employees recorded the largest shares in both 2014 and 2019 compared to other types of negotiations. Those whose salary increment was negotiated by a union and the employer recorded the second highest proportions of 22,0% in 2014, which increased by 0,2 of a percentage point to 22,3% in 2019. Employees who reported that they do not have regular increments recorded the lowest proportions compared to those in other methods of negotiation; 5,6% in 2014, which increased by 0,6 of a percentage point to 6,2%.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 2,3 percentage points to 71,2% in 2019 from 68,9% in 2014. More men than women were entitled to paid sick leave, with a gender gap of 2,7 percentage points in 2019.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined by 0,6 of a percentage point between 2014 and 2019. In both 2014 and 2019, 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 (14,6 percentage points), Finance (3,2 percentage points) and in Manufacturing (2,6 percentage points). The largest declines were observed in the Community and social services industry at 1,4 percentage points.

- Employees indicating that their annual salary increment was negotiated by the employer only was 53,7% over the period 2014–2019, while those whose salary is negotiated by a union and the employer recorded 22,0% in 2014 and 22,3% in 2019.

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 was asked. 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 the median tenure of workers, including changes in the age profile among workers, as well as changes in the number of hirings and dismissals.

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 2014–2019.

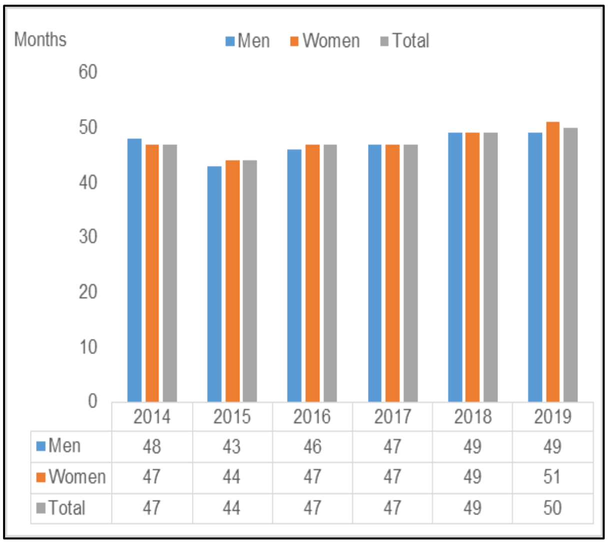
Table 4.16: Median job tenure for employees by sex, 2014–2019

	2014	2015	2016	2017	2018	2019
Job tenure	**Months**					
Men	48	43	46	47	49	49
Women	47	44	47	47	49	51
Both sexes	**47**	**44**	**47**	**47**	**49**	**50**
Number of employees	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**

The number of employees decreased by 165 000 over the period 2018–2019. However, the median job tenure increased from 49 months to 50 months over the same period.

Figure 4.41: Median job tenure of employees, 2014–2019

Figure 4.42: Median job tenure of employees by sex, 2014–2019

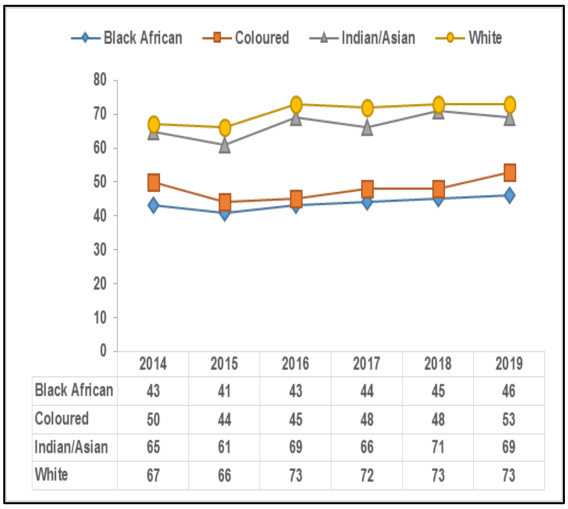


	2014	2015	2016	2017	2018	2019
Men	48	43	46	47	49	49
Women	47	44	47	47	49	51
Total	47	44	47	47	49	50

Note: LHS refers to left-hand scale.

Between 2014 and 2019, the number of employees decreased from 13,1 million to 13,7 million while the median job tenure increased from 49 months to 50 months. Median months worked by females increased from 49 months in 2018 to 51 months in 2019, and remained unchanged among males (49 months).

Figure 4.43: Median job tenure by population group, 2014 and 2019



	2014	2015	2016	2017	2018	2019
Black African	43	41	43	44	45	46
Coloured	50	44	45	48	48	53
Indian/Asian	65	61	69	66	71	69
White	67	66	73	72	73	73

Figure 4.44: Median job tenure by sector, 2014 and 2019

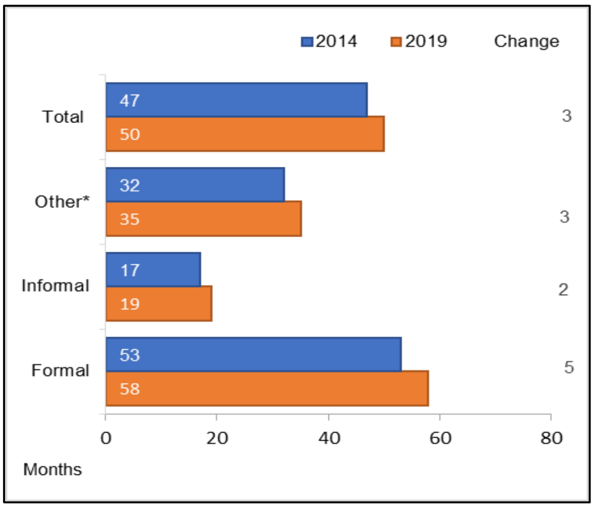


Figure 4.43 shows that the median job tenure varies by population group. The black African population group had the lowest median job tenure over the period 2014–2019, followed by the coloured population group, while job tenure has been highest among the white population group across the years.

Figure 4.44 shows that the median job tenure for those employed in the formal sector has been higher than those employed in the informal sector. The median job tenure for those employed in the formal sector increased by five months and for those employed in the informal sector by two months.

Figure 4.45: Median job tenure by occupation, 2014 and 2019

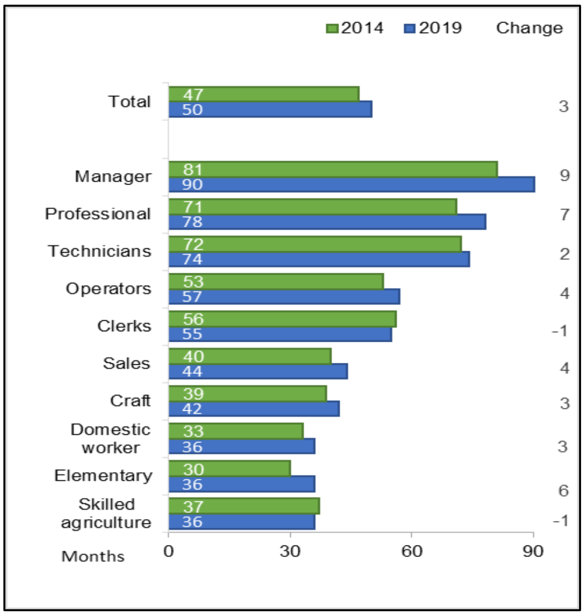


Figure 4.46: Median job tenure by industry, 2014 and 2019

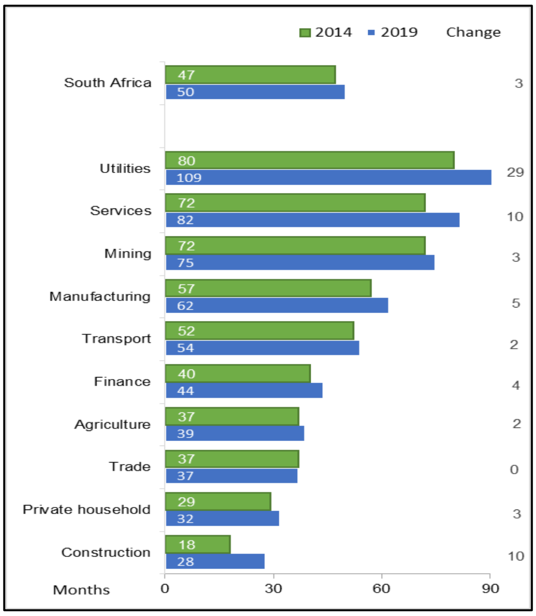


Figure 4.45 shows that skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure. Between 2014 and 2019, there has been an increase in median job tenure for all occupations, with the exception of Skilled agriculture and Clerks (declining by 1 month each). The largest increase in job tenure has been recorded among Managers and Professionals at 9 months and 7 months, respectively.

Figure 4.46 indicates that employees in Utilities, Services and Mining had the longest job tenures compared to other industries, while those in Construction and Private households had the shortest median job tenure. All industries recorded an increase in the median job tenure except Trade, which remained unchanged.

Figure 4.47: Median job tenure by province, 2014 and 2019

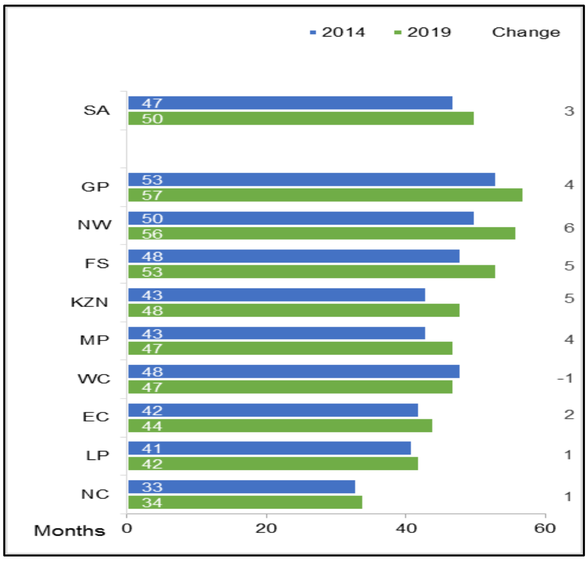
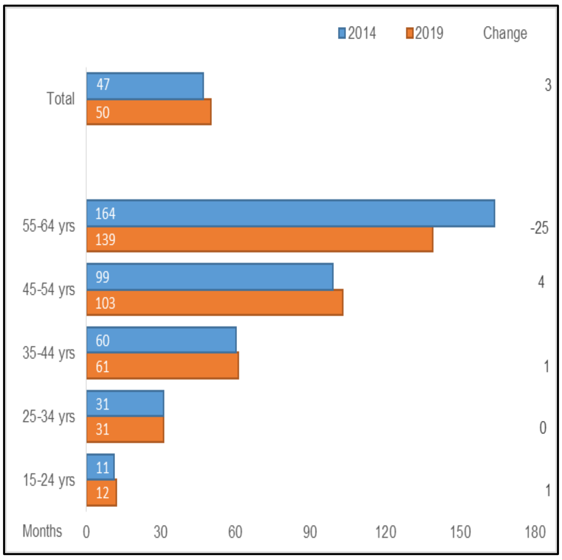
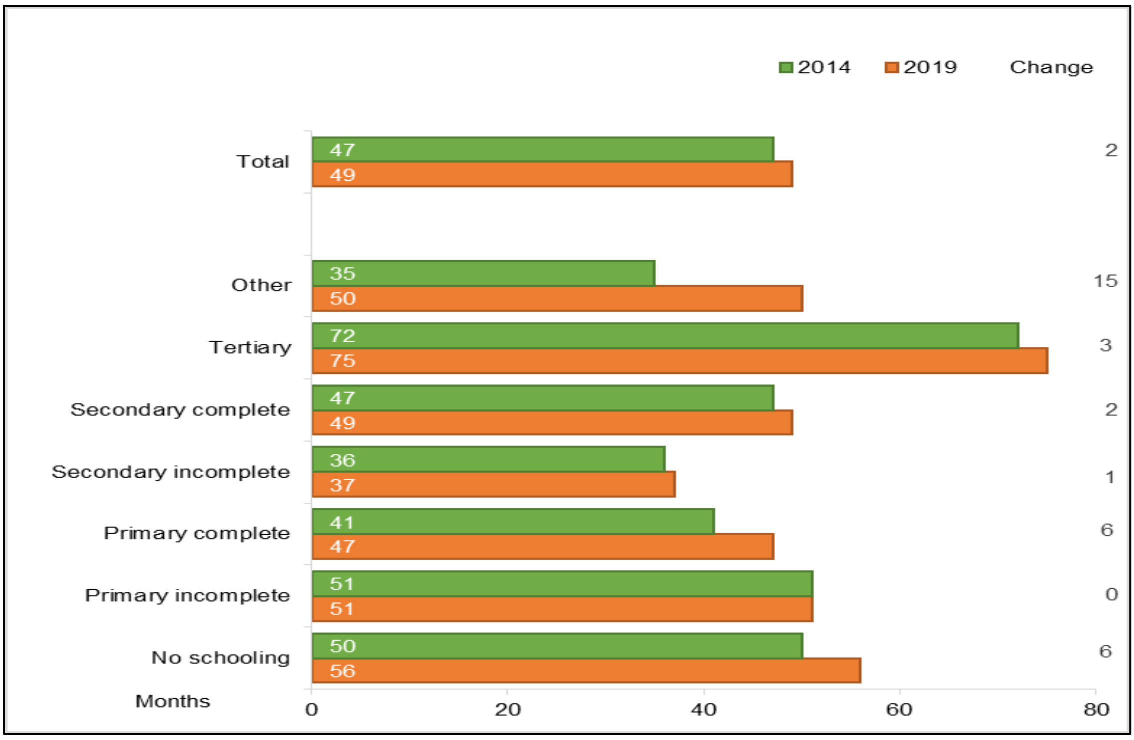


Figure 4.48: Median job tenure by age, 2014 and 2019



Job tenure has been highest in Gauteng, North West and Free Sate and lowest in Northern Cape and Limpopo in 2019. Over the period 2014 to 2019, all provinces experienced an increase in median job tenure, with the exception of Western Cape. The largest increase over the period occurred in North West by 6 months, and that was the province with the second highest job tenure in 2019. With regard to age groups, older employees had a higher median job tenure when compared to younger employees. Those aged 55–64 years had the highest median job tenure, and this age group had the largest decrease (25 months).

Figure 4.49: Median job tenure by the level of education of the employee, 2014 and 2019



Persons with a higher level of education had a higher median 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 (37 months) had the lowest median job tenure in 2019.

Summary and conclusion

- The median job tenure increased by 1 month between 2018 and 2019, while the number of employees decreased by 165 000.
- The population group split indicates the black African population group had the lowest median job tenure over the period 2014–2019, 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 has been higher than those employed in the informal sector.
- Skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure.
- With regard to the level of education, those with a higher level of education had a higher median job tenure when compared to those with less education.

4.6 Government job creation programmes

Background

The Expanded Public Works Programme (EPWP) has its origins in the Growth and Development Summit (GDS) of 2003. At the summit, four themes were adopted, one of which was 'More jobs, better jobs, decent work for all'. The GDS agreed that public works programmes 'can provide poverty and income relief through temporary work for the unemployed to carry out socially useful activities'. The programme is a key government initiative, which contributes to government's policy priorities in terms of decent work and sustainable livelihoods, education, health, rural development, food security and land reform, and the fight against crime and corruption. EPWP subscribes to outcome 4 which states "Decent employment through inclusive economic growth." (http://www.epwp.gov.za/).

The EPWP creates work opportunities in four sectors, namely Infrastructure, Non-state sectors, Environment, and Culture and social.

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 2014–2019. The section first identifies the proportion of people who were aware of the EPWP and government job creation programmes over the period, and then presents the distribution of those who participated in various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sector is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.50: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2014–2019

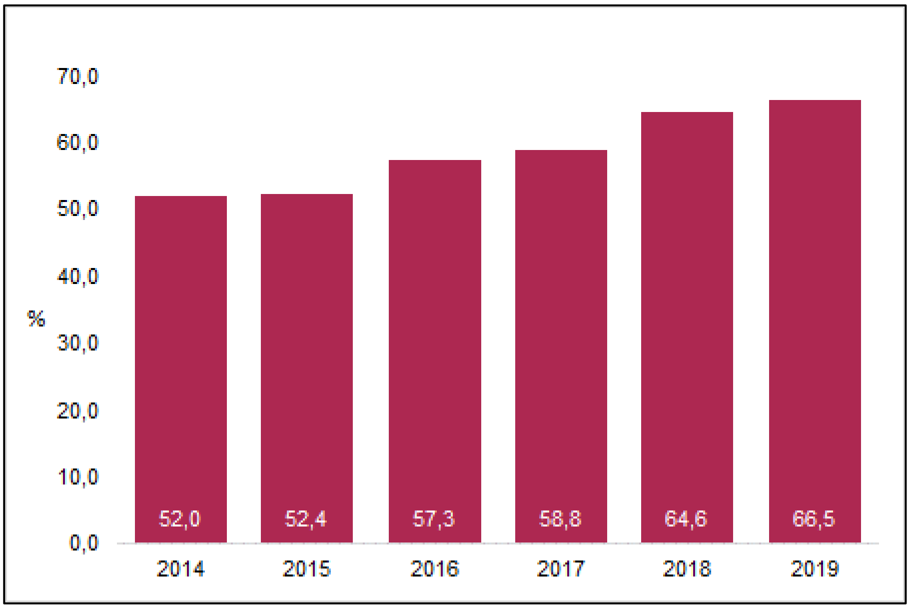
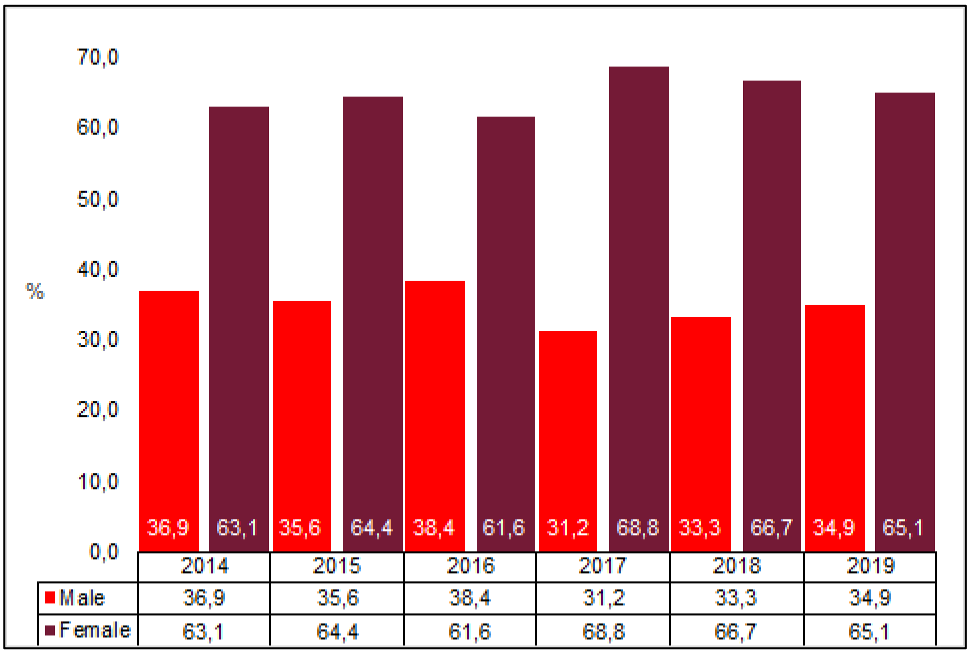


Figure 4.50 shows that there was an increase in the proportion of the working-age population (15–64 years) who had heard about the EPWP over the period 2014–2019. In 2014, 52,0% of the working-age population had heard about EPWP. Five years later this increased to 66,5%.

Characteristics of those who participated in government job creation programmes

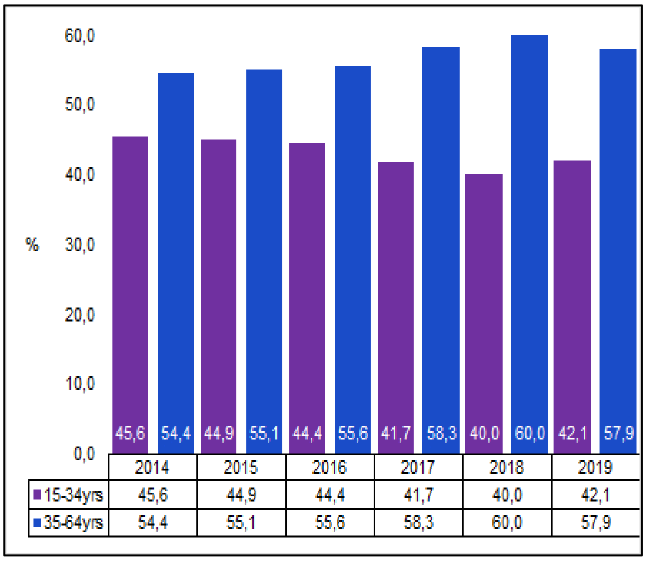
Figure 4.51: Proportion of those who participated in government job creation programmes by sex, 2014–2019



	2014	2015	2016	2017	2018	2019
Male	36,9	35,6	38,4	31,2	33,3	34,9
Female	63,1	64,4	61,6	68,8	66,7	65,1

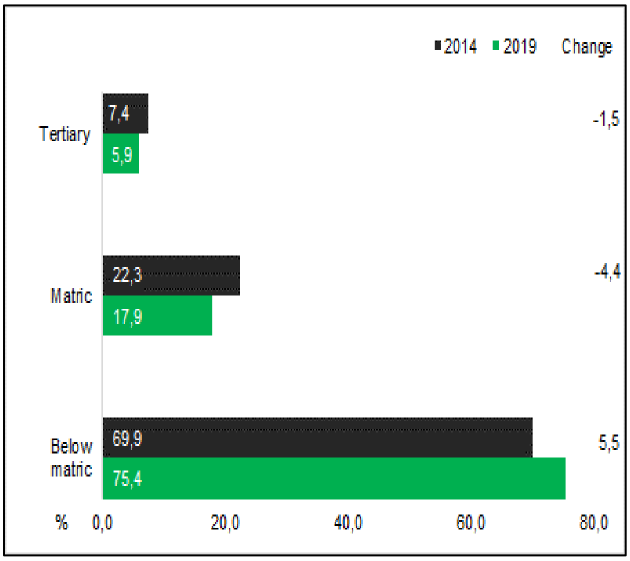
As illustrated in Figure 4.51, the majority of those who participated in EPWP and other government job creation programmes were women. Over the period 2017–2019, the proportion of men who participated in the EPWP and other government job creation programmes increased from 31,2% to 34,9% while women's participation decreased from 68,8% to 65,1%.

Figure 4.52: Share of those who participated in government job creation programmes by age, 2014–2019



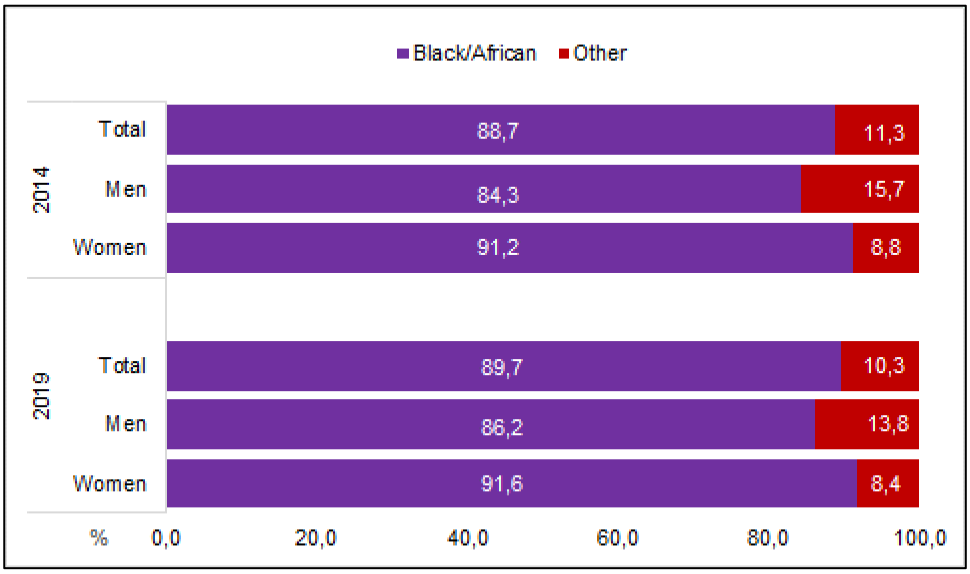
	2014	2015	2016	2017	2018	2019
15-34yrs	45,6	44,9	44,4	41,7	40,0	42,1
35-64yrs	54,4	55,1	55,6	58,3	60,0	57,9

Figure 4.53: Share of those who participated in government job creation programmes by level of education, 2014 and 2019



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2014–2019. With regard to the level of educational attainment, the majority of those who participated in EPWP and other government job creation programmes did not have matric (69,9% in 2014 and 75,4% in 2019). Although those with tertiary qualifications accounted for the smallest proportion in terms of participation, a decline was only reflected in the tertiary and matric education category over the same period.

Figure 4.54: Proportion of those who participated in government job creation programmes by population group and sex, 2014 and 2019



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

Figure 4.54 shows that the majority of those who participated in EPWP and other government job creation programmes were black Africans, irrespective of sex. In both 2014 and 2019, the share of black African women who participated in these government programmes was higher than that of their male counterparts. The share of women increased to 91,6% in 2019 from 91,2% in 2014, and it also increased from 84,3% in 2014 for men to 86,2% in 2019.

Figure 4.55: Proportion of those who participated in government job creation programmes by province, 2014 and 2019

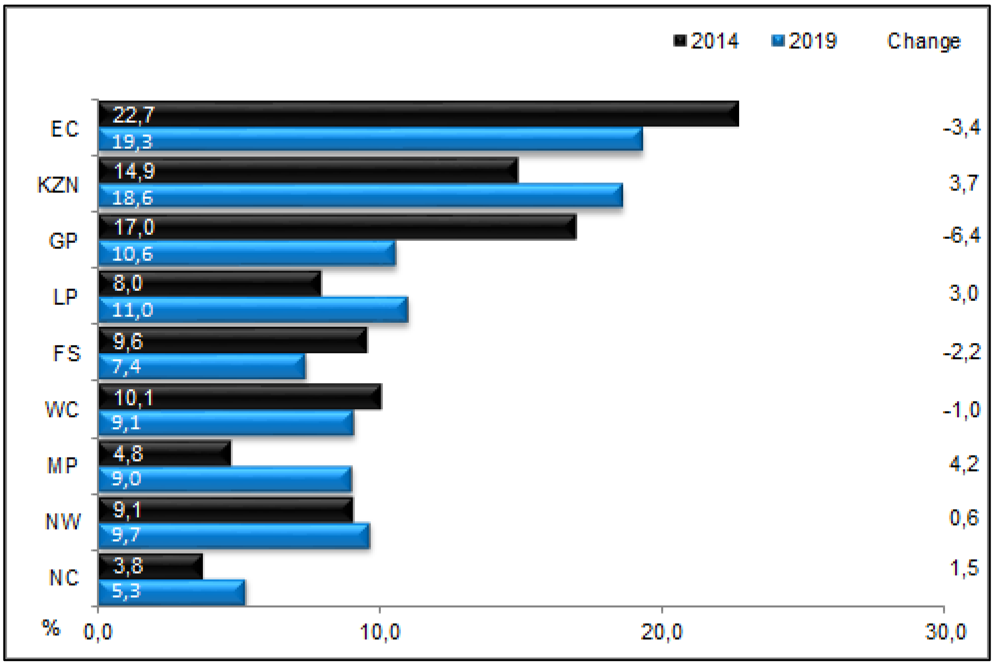
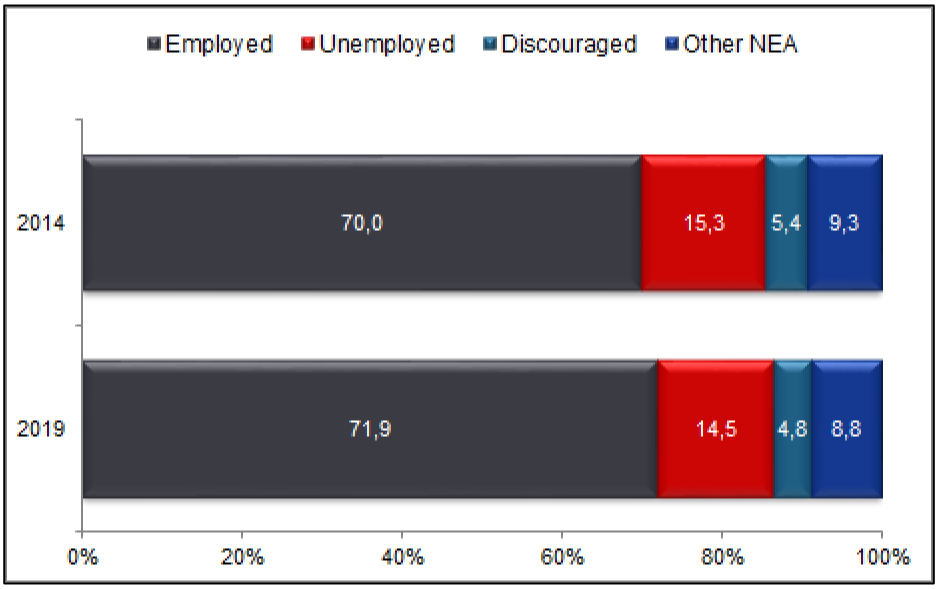


Figure 4.55 shows that in 2019, the majority of those who participated in EPWP and other government job creation programmes were residing in Eastern Cape (19,3%), followed by those who resided in KwaZulu-Natal (18,6%). Northern Cape had the lowest participation rate (5,3%). Between 2014 and 2019, participation declined in Eastern Cape (3,4 percentage points), Gauteng (6,4 percentage points), Free State (2,2 percentage points) and Western Cape (1,0 percentage point). The largest increase in the share of those who participated in these programmes was in Mpumalanga, where the participation rate increased by 4,2 percentage points between 2014 and 2019.

Figure 4.56: Proportion of those who participated in government job creation programmes by labour market status, 2014 and 2019



Between 2014 and 2019, those who were employed accounted for the largest share in terms of participation in EPWP and other government programmes, while those who were discouraged work-seekers accounted for the lowest share. Of those who were employed, 70,0% participated in the programme in 2014 and the share increased to 71,9% in 2019; it declined for unemployed, discouraged work-seekers and other NEA by 0,8, 0,6 and 0,5 of a percentage point, respectively between 2014 and 2019.

Employment by industry and occupation

Figure 4.57: Employment by industry, 2014 and 2019

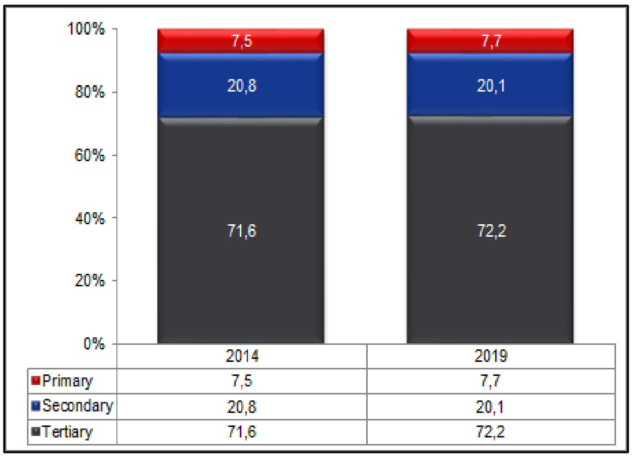
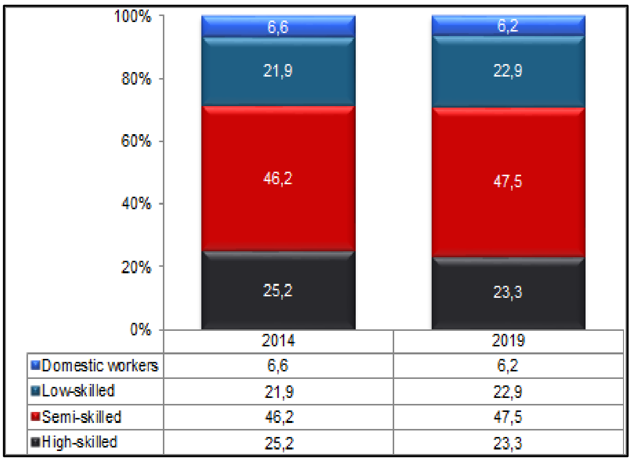
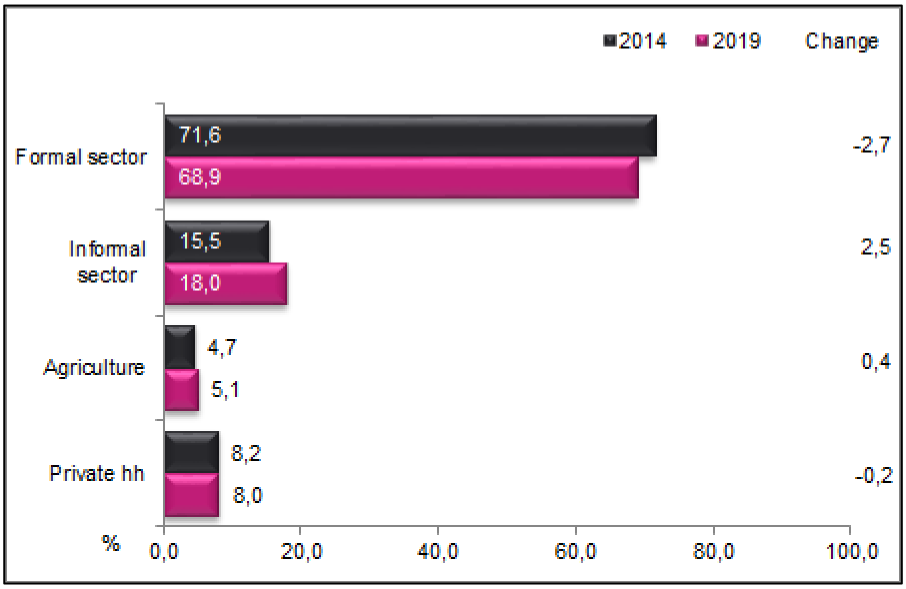


Figure 4.58: Employment by occupation, 2014 and 2019



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 2014 and 2019. The participation rate increased to 72,2% in 2019 from 71,6% in 2014 for the same industries, an increase of 0,6 of a percentage point. The decline over the same period was only reflected among those employed in the secondary industry, by 0,7 of a percentage point. In terms of the occupation group, those in semi-skilled occupations were more likely to participate in government job creation programmes. The percentage of persons in high-skilled occupations who participated in these programmes decreased by 1,9 percentage points, from 25,2% in 2014 to 23,3% in 2019.

Figure 4.59: Employment by sector, 2014 and 2019



Between 2014 and 2019, 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 in the formal sector declined by 2,7 percentage points, from 71,6% in 2014 to 68,9% in 2019. With regard to the informal sector, the share of participation increased by 2,5 percentage points from 15,5% in 2014 to 18,0% in 2019.

Summary and conclusion

- Women were more likely to participate in government job creation programmes than their male counterparts.
- The majority of those who participated in EPWP and other government job creation programmes did not have matric (69,9% in 2014 and 75,4% in 2019).
- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.
- The highest proportion of people who participated in EPWP resided in Eastern Cape compared to all other provinces in 2019.
- 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 goods in the country. This section will provide insight into other forms of work done by household members.

Introduction

All persons aged 15 years and older were asked if they engaged in activities for own use production by their households. The analysis in this report is based on those aged 15–64 years. 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, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Subsistence farming	1 428	1 588	1 749	1 914	1 835	1 936
Fetching water or collecting wood/dung	4 152	4 664	4 788	4 574	4 454	4 220
Produce other goods for househols use	106	157	151	141	163	188
Construction or major repairs to own or household dwelling/structure	275	310	694	587	401	430
Hunting ot fishing for household use	34	34	38	31	33	29
Involvement in at least one activity	**5 053**	**5 734**	**6 131**	**6 003**	**5 679**	**5 510**
	% of working age					
Subsistence farming	4,0	4,4	4,8	5,1	4,8	5,0
Fetching water or collecting wood/dung	11,7	12,9	13,1	12,3	11,7	11,0
Produce other goods for househols use	0,3	0,4	0,4	0,4	0,4	0,5
Construction or major repairs to own or household dwelling/structure	0,8	0,9	1,9	1,6	1,1	1,1
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**14,3**	**15,9**	**16,7**	**16,1**	**15,0**	**14,3**

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 2014–2019. The proportion of the working-age population engaged in this activity decreased to 11,0% in 2019 from 11,7% in 2014. Hunting or fishing for household use was found to be the least undertaken activity by households for own use. The proportion of the working-age population engaged in this activity remained unchanged since 2014 at 0,1%.

Figure 4.60a: Distribution of those engaged in at least one activity for own-use by sex, 2019

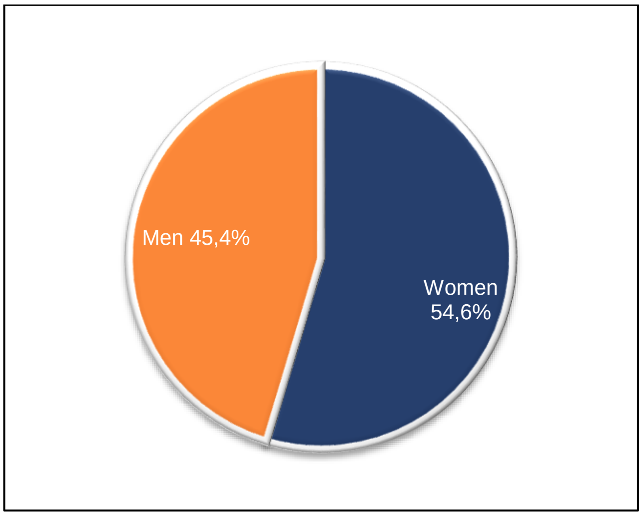
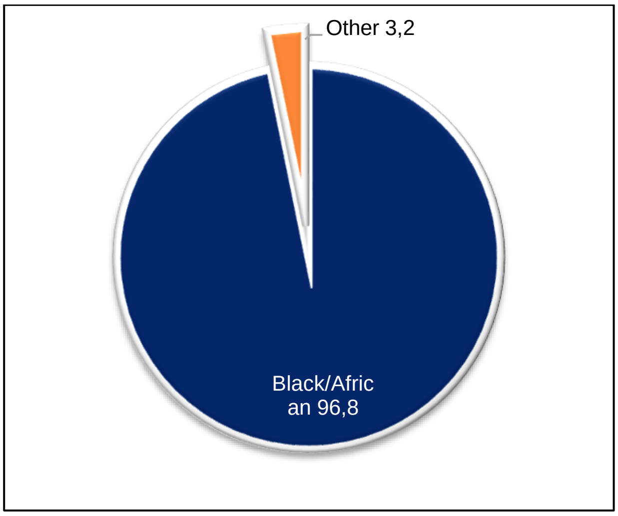


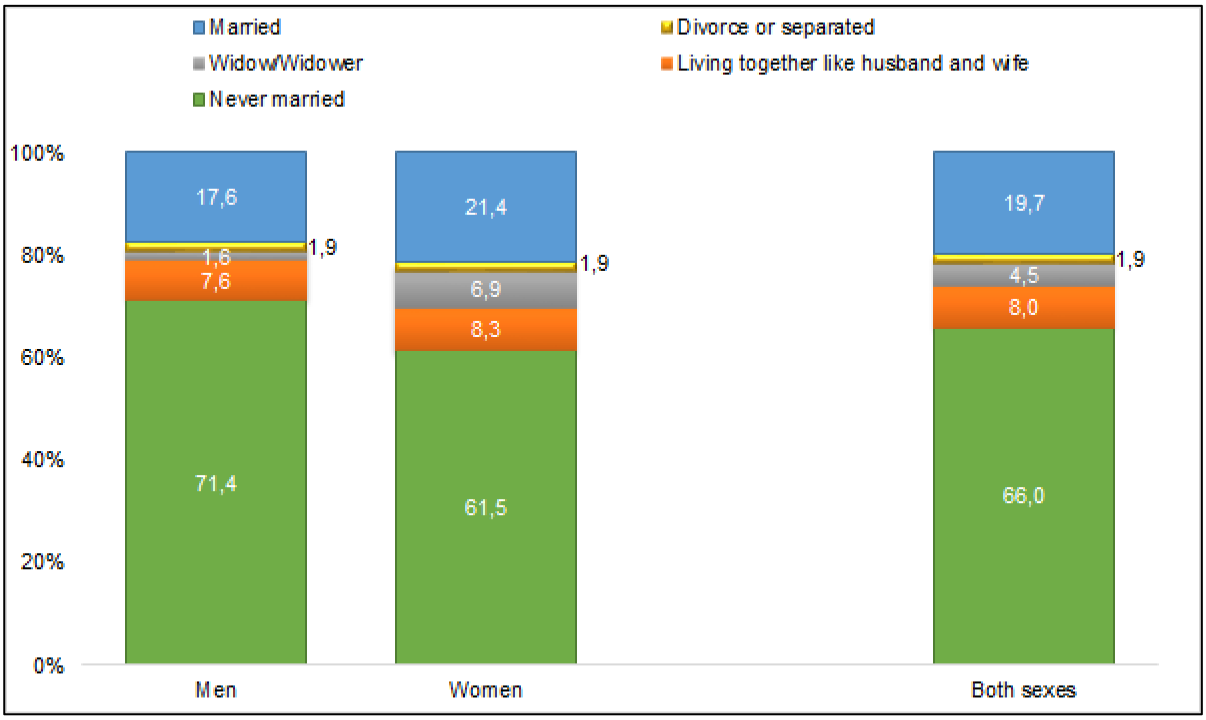
Figure 4.60b: Distribution of those engaged in at least one activity for own-use by population group, 2019



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

In 2019, the distribution of the working-age population engaged in at least one activity for own use revealed that women accounted for a larger share (54,6%) than men (45,4%). In terms of population group, black Africans accounted for the largest share (96,8%) of involvement in own-use activities when compared to other population groups.

Figure 4.60c: Distribution of those engaged in at least one activity for own use by marital status and sex, 2019



With regard to marital status, the majority of those engaged in at least one activity for own-use were not married for both men (71,4%) and women (61,5%), although men accounted for the largest share in this category. Married women were more likely to be engaged in own-use production activities than married men (17,6% for men and 21,4% for women). For men, widowed individuals accounted for the lowest shares in terms of undertaking at least one own-use activity (1,6%) while for both men and women, those who were divorced or separated accounted for an equal share in terms of undertaking at least one own-use activity (1,9% each).

Figure 4.60d: Distribution of those engaged in at least one activity for own-use activities by age, 2014 and 2019

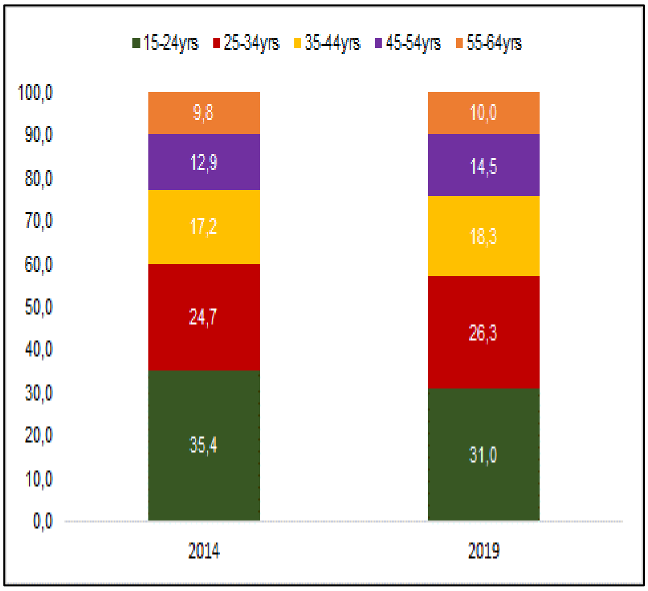


Figure 4.60e: Distribution of those engaged in at least one activity for own-use activities by the level of education, 2014 and 2019

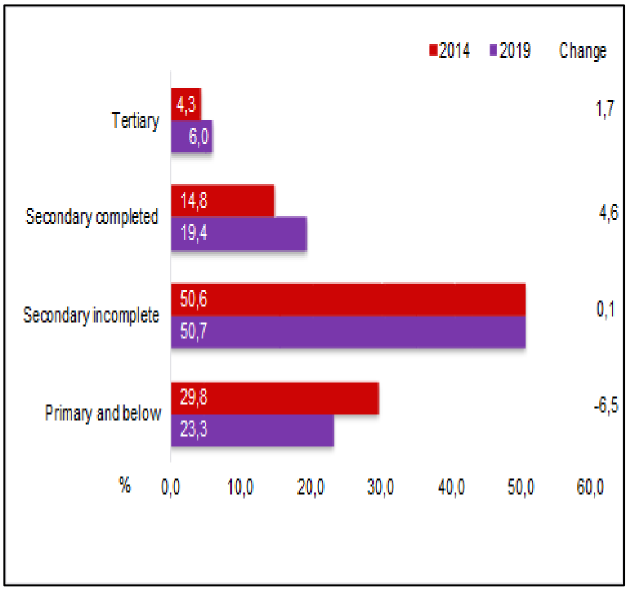


Figure 4.60d illustrates that young people are more likely to participate in at least one activity for own-use activities than adults. In 2019, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own use (31,0%), followed by those aged 25–34 years (26,3%). Adults aged 55–64 years (10,0%) 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 2014 and 2019 was reflected in this age category; a decrease of 4,4 percentage points. In terms of participation by the 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 2019 (50,7%); an increase of 0,1 of a percentage point from 50,6% in 2014. Those with a tertiary qualification accounted for the lowest share of 6,0% in 2019, which increased from 4,3% in 2014. Across all education categories, the decline over the period was only reflected among persons with primary education and below the primary level of education by 6,5 percentage points.

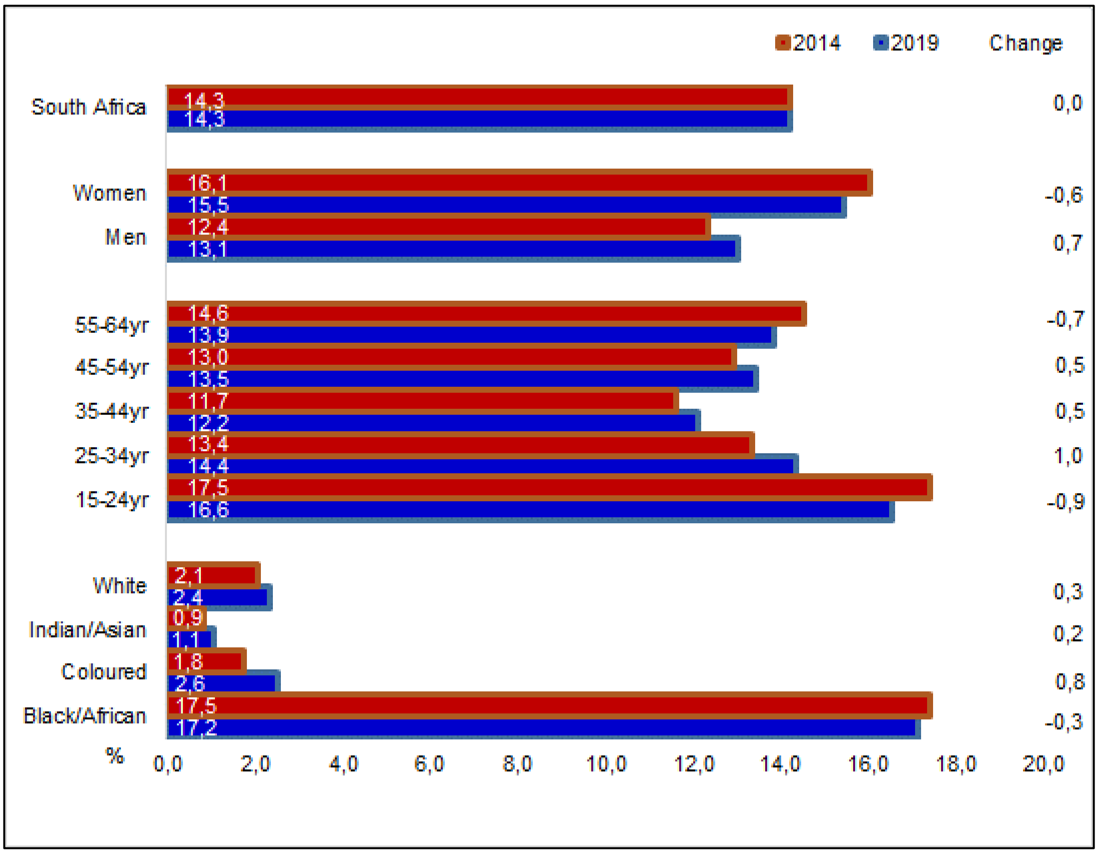
Table 4.18: Engagement in at least one own-use activity, 2014–2019

	2014	2015	2016	2017	2018	2019	2014-2019
	Thousand						
South Africa	**5 053**	**5 734**	**6 131**	**6 003**	**5 679**	**5 510**	**457**
Men	2 162	2 514	2 772	2 697	2 547	2 502	340
Women	2 890	3 219	3 359	3 306	3 133	3 008	118
Age groups							
15-24yr	1 791	2 041	2 168	2 036	1 909	1 707	-84
25-34yr	1 249	1 454	1 538	1 581	1 436	1 450	201
35-44yr	867	1 027	1 100	1 059	1 022	1 007	140
45-54yr	652	725	770	776	759	796	144
55-64yr	494	487	555	552	553	550	56
Population group							
Black/African	4 922	5 530	5 936	5 825	5 489	5 336	414
Coloured	58	89	73	73	96	91	33
Indian/Asian	8	34	42	36	24	11	3
White	65	81	80	68	70	72	7
Province							
Western Cape	45	59	37	68	126	88	43
Eastern cape	1 350	1 414	1 317	1 256	1 321	1 324	-26
Northern Cape	60	94	111	115	106	127	67
Free State	129	115	160	157	147	181	52
KwaZulu-Natal	1 387	1 649	1 776	1 822	1 746	1 733	346
North West	389	450	496	448	517	407	18
Gauteng	80	305	473	440	188	181	101
Mpumalanga	462	516	612	639	521	553	91
Limpopo	1 149	1 131	1 148	1 059	1 008	915	-234

For both men and women, the number of persons who were engaged in at least one own-use activity increased between 2014 and 2019 (340 000 and 118 000, respectively). In terms of age group, there was an increase over the period across all age groups with the exception of the 15–24 years age group. The largest increase was observed among persons aged 25–34 years (201 000), followed by those aged 45–54 years (144 000). In terms of population group, the highest increase was observed among black Africans by 414 000. The number of persons who were engaged in at least one own-use activity declined only in two provinces, Limpopo (down by 234 000) and Eastern Cape (down by 26 000). Provinces that reflected the largest increase over the period were KwaZulu-Natal (up by 346 000), Gauteng (up by 101 000) and Mpumalanga (up by 91 000).

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, 2014 and 2019



The proportion of the working-age population who engaged in at least one activity for own use remained unchanged at 14,3% between 2014 and 2019. Even though the proportion of women who were engaged in activities for own use only decreased by 0,6 of a percentage point between 2014 and 2019, the proportion was still higher than that of men. The proportion of men increased from 12,4% in 2014 to 13,1% in 2019. With regard to age groups, the largest increase was among those aged 25–34, which increased by 1,0 percentage point from 13,4% in 2014 to 14,4% in 2019. The proportion of the working-age population engaged in activities for own use was highest among black Africans in both years (17,5% in 2014 and 17,2% in 2019), while other population groups reported proportions below 3,0%.

Figure 4.62: Engagement in at least one own-use activity by province, 2014 and 2019

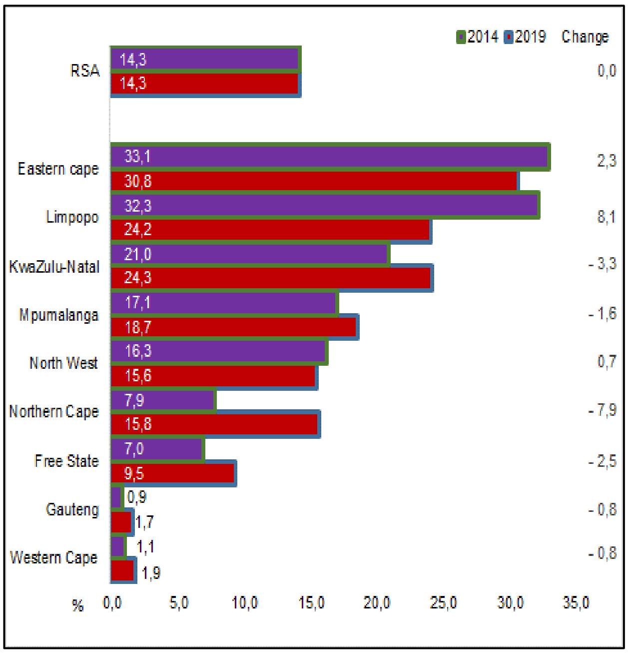
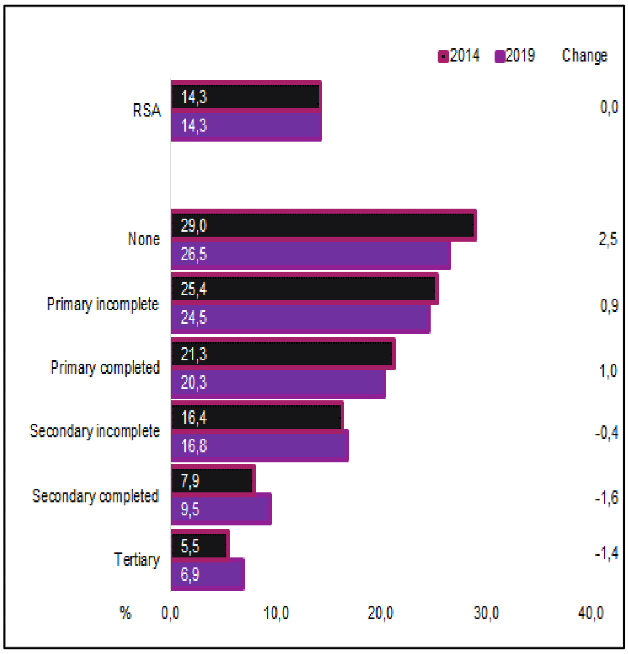


Figure 4.63: Engagement in at least one own-use activity by education, 2014 and 2019



Eastern Cape and Limpopo accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2014 and 2019, the proportion of persons engaged in at least one own-use activity decreased in six of the nine provinces. The largest decline was reflected in Northern Cape by 7,9 percentage points, from 15,8% in 2014 to 7,9% in 2019. The proportion of the working-age population engaged in at least one own-use activity was lowest in the Western Cape (1,9% in 2014 and 1,1% in 2019). 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 2019, 29,0% of people with no education were engaged in these activities compared to 5,5% of those with a tertiary education level. The proportion increased by 2,5 percentage points in 2019 for those with no education and decreased by 1,4 percentage points for those with tertiary qualifications.

Summary and conclusion

- Over the period 2014 to 2019, the number of persons engaged in activities for own use decreased only among those hunting or fishing for household use.
- Women, young people, those who had never been married, black Africans and persons with less education were more likely to engage in own-use activities, and a larger proportion of the working-age population in Eastern Cape, Limpopo and KwaZulu-Natal.

4.8 Quarterly Employment Statistics

Background

The Quarterly Employment Statistics (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from formal non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities.

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

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

Introduction

This chapter comprises three sections. The first section provides a profile of employment in South Africa from businesses; the analysis focuses on employment by industry. The second section provides an analysis of the gross earnings by industry, and the third section analyses the average monthly earnings of each industry.

Employment by industry

This section analyses the distribution of employment by industry over the period 2014 to 2019.

Table 4.19: Employment by industry, 2014–2019

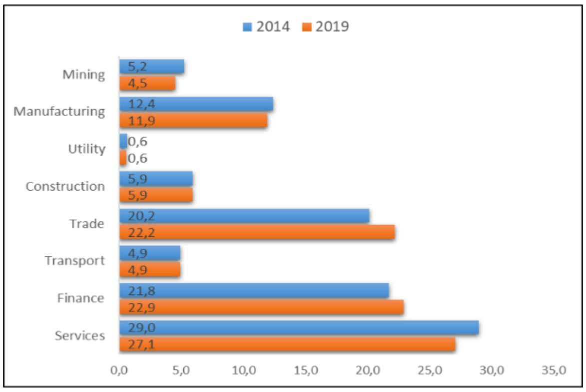
Industry	2014	2015	2016	2017	2018	2019
	Thousand					
Mining	491	489	458	472	459	462
Manufacturing	1 160	1 164	1 182	1 193	1 212	1 219
Utility	59	60	62	64	63	61
Construction	554	556	614	627	638	599
Trade	1 889	1 926	2 051	2 122	2 199	2 264
Transport	460	464	464	470	483	497
Finance	2 038	2 089	2 189	2 233	2 301	2 343
Services	2 715	2 545	2 614	2 621	2 687	2 774
Total	**9 366**	**9 293**	**9 634**	**9 802**	**10 042**	**10 219**

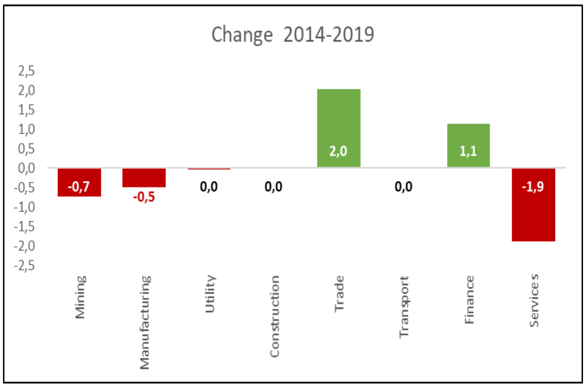
Table 4.20: Year-on-year change in employment by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019	Change 2014-2019
	Thousand						
Mining	-20	-2	-31	14	-13	3	-29
Manufacturing	-2	4	18	11	19	7	59
Utility	-1	1	2	2	-1	-2	2
Construction	30	2	58	13	11	-39	45
Trade	45	37	125	71	77	65	375
Transport	7	4	0	6	13	14	37
Finance	28	51	100	44	68	42	305
Services	268	-170	69	7	66	87	59
Total	**355**	**-73**	**341**	**168**	**240**	**177**	**853**

Over the period 2014–2019, employment increased in all industries, except Mining which lost 29 000 jobs. Table 4.20 shows that total employment increased by 853 000 between 2014 and 2019. The largest increases in employment were observed in Trade (375 000) and Finance (305 000). Moderate increases were observed in Services (59 000), Manufacturing (59 000), Construction (45 000) and Transport (37 000). Total employment increased in all the years between 2014 and 2019, with the highest increase observed in 2014.

Figure 4.64: Employment shares by industry, 2014 and 2019





Services, Finance, Trade and Manufacturing recorded the highest share of employment for the period 2014 to 2019. Utilities recorded the least share of employment in the same period. Employment contributions declined in Mining by 0,7 of a percentage point, Manufacturing by 0,5 of a percentage point, and Services by 1,9 percentage point. However, Trade and Finance reported increases in employment contribution between 2014 and 2019 by 2,0 percentage points and 1,1 percentage point, respectively.

2. Full-time and part-time employment by industry

This section analyses the distribution of full-time and part-time employment by industry over the period 2017: Q2 to 2019: Q4.

Table 4.21: Full-time and part-time employment by industry, 2017: Q2 – 2019: Q4

Industry		2017:Q2	2017:Q3	2017:Q4	2018:Q1	2018:Q2	2018:Q3	2018:Q4	2019:Q1	2019:Q2	2019:Q3	2019:Q4
		Thousand										
Mining	Full-time	472	460	457	454	459	456	453	455	462	463	452
	Part-time	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	Full-time	1 111	1 116	1 125	1 134	1 134	1 141	1 152	1 159	1 143	1 138	1 135
	Part-time	82	81	83	84	78	82	81	78	76	75	76
Utilities	Full-time	62	62	61	61	61	61	61	60	60	60	59
	Part-time	2	1	1	1	1	1	1	1	1	1	2
Construction	Full-time	538	546	539	550	546	549	538	547	530	520	510
	Part-time	88	95	88	91	91	91	82	73	64	69	72	70
Trade	Full-time	1 909	1 924	1 981	1 982	1 989	2 010	2 043	2 060	2 041	2 036	2 067
	Part-time	214	208	225	209	210	213	237	219	223	231	241
Transport	Full-time	453	461	463	465	466	472	477	482	481	478	479
	Part-time	17	18	18	16	17	19	21	18	16	19	21
Finance	Full-time	1 971	1 992	2 031	2 053	2 062	2 068	2 115	2 123	2 122	2 107	2 107
	Part-time	262	258	260	247	240	242	232	226	221	229	242
Services	Full-time	2 270	2 281	2 295	2 304	2 317	2 326	2 337	2 344	2 353	2 362	2 366
	Part-time	350	351	366	447	370	371	374	392	421	406	407
	Full-time	**8 786**	**8 842**	**8 952**	**9 003**	**9 034**	**9 083**	**9 176**	**9 230**	**9 192**	**9 164**	**9 175**
Total	**Part-time**	**1 015**	**1 012**	**1 041**	**1 095**	**1 007**	**1 010**	**1 019**	**998**	**1 027**	**1 033**	**1 059**

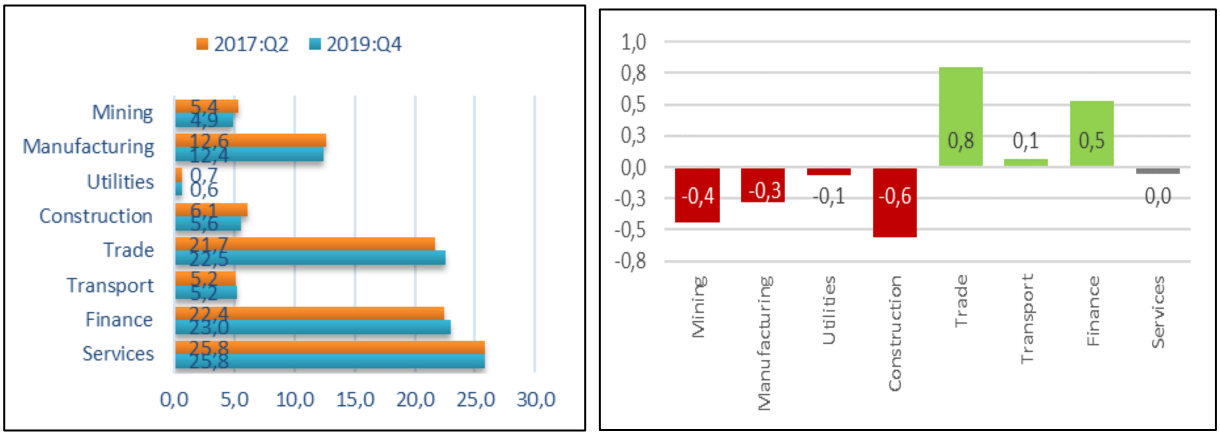
Table 4.22: Quarter-on-quarter full-time and part-time employment change by industry, 2017: Q2– 2019: Q4

Industry		2017:Q3	2017:Q4	2018:Q1	2018:Q2	2018:Q3	2018:Q4	2019:Q1	2019:Q2	2019:Q3	2019:Q4	2017:Q2 - 2019:Q4
		Thousand										
Mining	Full-time	-12	-3	-3	5	-3	-3	2	7	1	-11	-20
	Part-time	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	Full-time	5	9	9	0	7	11	7	-16	-5	-3	24
	Part-time	-1	2	1	-6	4	-1	-3	-2	-1	1	-6
Utilities	Full-time	0	-1	0	0	0	0	-1	0	0	-1	-3
	Part-time	-1	0	0	0	0	0	0	0	0	1	0
Construction	Full-time	8	-7	11	-4	3	-11	9	-17	-10	-10	-28
	Part-time	7	-7	3	0	-9	-9	-9	5	3	-2	-18
Trade	Full-time	15	57	1	7	21	33	17	-19	-5	31	158
	Part-time	-6	17	-16	1	3	24	-18	4	8	10	27
Transport	Full-time	8	2	2	1	6	5	5	-1	-3	1	26
	Part-time	1	0	-2	1	2	2	-3	-2	3	2	4
Finance	Full-time	21	39	22	9	6	47	8	-1	-15	0	136
	Part-time	-4	2	-13	-7	2	-10	-6	-5	8	13	-20
Services	Full-time	11	14	9	13	9	11	7	9	9	4	96
	Part-time	1	15	81	-77	1	3	18	29	-15	1	57
	Full-time	**56**	**110**	**51**	**31**	**49**	**93**	**54**	**-38**	**-28**	**11**	**389**
Total	**Part-time**	**-3**	**29**	**54**	**-88**	**3**	**9**	**-21**	**29**	**6**	**26**	**44**

Over the period 2017: Q2 to 2019: Q4, Table 4.22 shows that full-time and part-time employment increased by 389 000 and 44 000, respectively. The largest increases in full-time employment were observed in Trade (158 000), Finance (136 000) and Community (96 000). Moderate gains were observed in Transport (27 000) and Manufacturing (24 000). Full-time job losses were observed in Construction (28 000), Mining (20 000) and Utilities (3 000).

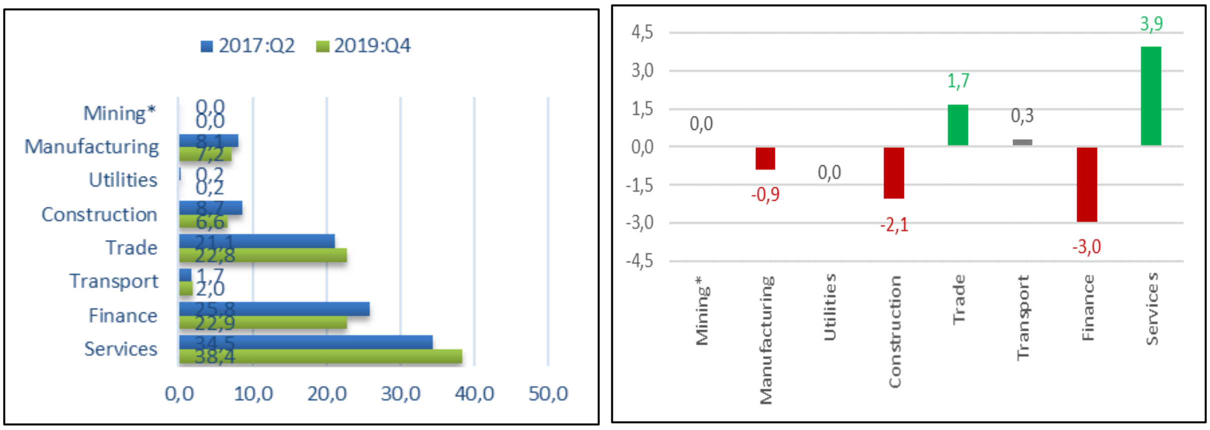
Part-time employment increases were observed in Community (57 000), Trade (27 000) and Transport (4 000) over the same period.

Figure 4.65: Full-time employment shares by industry, 2017: Q2 and 2019: Q4



Services, Finance, Trade and Manufacturing recorded the highest share of full-time employment for the period 2017: Q2 to 2019: Q4 as shown in Figure 4.65. Utilities recorded the least share of full-time employment in the same period. Full-time employment contributions declined in Mining, Manufacturing, Utilities, and Construction by 0,4 of a percentage point, 0,3 of a percentage point, 0,1 of a percentage point and 0,6 of a percentage point, respectively. The Community services industry remain unchanged. Trade reported the highest increase in full-time employment contribution between 2017: Q2 and 2019: Q4, from 21,7% to 22,5% (i.e. 0,8 of a percentage point). Transport and Finance industries showed a 0,1 and 0,5 of a percentage point increase, respectively.

Figure 4.66: Part-time employment shares by industry, 2017: Q2 and 2019: Q4



Services, Finance and Trade recorded the highest share of part-time employment for the period 2017: Q2 to 2019: Q4 as shown in Figure 4.66. Utilities recorded the least share of part-time employment in the same period. Part-time employment contributions declined in Finance, Construction and Manufacturing by 3,0 percentage points, 2,1 percentage points, and 0,9 of a percentage point, respectively. The Utilities industry remained unchanged. Community services reported the highest increase in part-time employment contribution between 2017: Q2 and 2019: Q4, from 34,5% to 38,4% (i.e. 3,9 percentage points). The Trade industry showed a 1,7 percentage point increase over the same period.

3. Earnings by industry

This section analyses the distribution of earnings by industry over the period 2014 to 2019.

Table 4.23: Earnings by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019
	R' million					
Mining	101 164	112 875	118 498	126 572	132 281	143 137
Manufacturing	216 993	231 458	248 031	263 376	281 939	294 766
Utility	24 907	25 986	30 678	33 016	33 612	34 255
Construction	89 099	99 331	112 703	124 422	136 672	136 554
Trade	269 353	298 806	335 729	365 725	393 740	416 245
Transport	119 492	128 651	133 253	144 270	153 588	166 401
Finance	485 289	534 879	596 438	657 069	740 095	767 509
Services	608 077	656 131	731 375	801 646	878 203	952 987
Total	**1 914 374**	**2 088 117**	**2 306 705**	**2 516 096**	**2 750 130**	**2 911 854**

Table 4.24: Year-on-year change in earnings by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019	Change 2014-2019
	R' million						
Mining	1 455	11 711	5 623	8 074	5 709	10 856	9 401
Manufacturing	9 979	14 465	16 573	15 345	18 563	12 827	2 848
Utility	1 654	1 079	4 692	2 338	596	643	-1 011
Construction	10 630	10 232	13 372	11 719	12 250	-118	-10 748
Trade	24 627	29 453	36 923	29 996	28 015	22 505	-2 122
Transport	10 000	9 159	4 602	11 017	9 318	12 813	2 813
Finance	42 791	49 590	61 559	60 631	83 026	27 414	-15 377
Services	54 800	48 054	75 244	70 271	76 557	74 784	19 984
Total	**155 936**	**173 743**	**218 588**	**209 391**	**234 034**	**161 724**	**5 788**

For the period 2014 to 2019, earnings increased in four of the eight industries. Table 4.24 shows that total earnings increased by R5 788 million. The largest increases in earnings were observed in Services (R19 984 million), Mining (R9 401 million), Manufacturing (R2 848 million) and Transport (R2 813 million). Earnings decreased in Finance (R15 377 million), followed by Construction (R10 748 million), Trade (R2 122 million) and Utilities (R1 011 million). Total earnings increased in the period observed, with the highest reported in 2018.

Table 4.25: Year-on-year percentage change (%) in earnings by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019	Change 2014-2019
	Percent (%)						
Mining	1,5	11,6	5,0	6,8	4,5	8,2	6,7
Manufacturing	4,8	6,7	7,2	6,2	7,0	4,5	-0,3
Utility	7,1	4,3	18,1	7,6	1,8	1,9	-5,2
Construction	13,5	11,5	13,5	10,4	9,8	-0,1	-13,6
Trade	10,1	10,9	12,4	8,9	7,7	5,7	-4,4
Transport	9,1	7,7	3,6	8,3	6,5	8,3	-0,8
Finance	9,7	10,2	11,5	10,2	12,6	3,7	-6,0
Services	9,9	7,9	11,5	9,6	9,5	8,5	-1,4
Total	**8,9**	**9,1**	**10,5**	**9,1**	**9,3**	**5,9**	**-3,0**

Over the period 2014 to 2019, gross earnings increased only in the Mining industry. Table 4.25 shows that total earnings decreased by 3,0 percentage points. The largest decreases in earnings were observed in Construction (13,6 percentage points), followed by Finance (6,0 percentage points), Utilities (5,2 percentage points) and Trade (4,4 percentage points). Moderate losses were observed in Services (1,4 percentage point), Transport (0,8 of a percentage point) and Manufacturing (0,3 of a percentage point). Increases in total earnings were reported 2016 with 10,5%, while 2019 reported the slowest growth of 5,9%. Construction is the only industry in 2019 that reported negative growth in earnings with 0,1%.

4. Average monthly earnings by industry

Table 4.26: AME by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019
	Rand					
Mining	15 319	18 601	22 047	22 223	23 265	25 042
Manufacturing	14 325	15 272	15 916	16 873	17 894	19 050
Utilities	31 447	33 315	35 558	38 715	39 862	42 641
Construction	12 434	13 213	13 052	15 245	16 968	18 446
Trade	10 927	11 612	12 255	13 006	13 479	14 273
Transport	20 227	20 985	21 745	23 638	24 270	25 722
Finance	16 973	18 235	19 100	21 385	22 987	24 478
Services	18 464	19 422	22 098	23 676	24 702	25 717
Total	**15 735**	**16 755**	**17 998**	**19 499**	**20 524**	**21 796**

Table 4.27: Year-on-year percentage change in AME by industry, 2014–2019

Industry	2014	2015	2016	2017	2018	2019	Change 2014-2019
	Percent (%)						
Mining	-1,0	21,4	18,5	0,8	4,7	7,6	**8,6**
Manufacturing	4,4	6,6	4,2	6,0	6,1	6,5	**2,1**
Utilities	6,4	5,9	6,7	8,9	3,0	7,0	**0,6**
Construction	6,2	6,3	-1,2	16,8	11,3	8,7	**2,5**
Trade	6,1	6,3	5,5	6,1	3,6	5,9	**-0,2**
Transport	8,4	3,7	3,6	8,7	2,7	6,0	**-2,4**
Finance	3,8	7,4	4,7	12,0	7,5	6,5	**2,7**
Services	4,2	5,2	13,8	7,1	4,3	4,1	**-0,1**
Total	**4,7**	**6,5**	**7,4**	**8,3**	**5,3**	**6,2**	**1,5**

For the period 2014 to 2019, average monthly earnings increased in five of the eight industries. Table 4.27 shows that AME increased by 1,5 percentage point. The fastest growth in average earnings was observed in Mining (8,6 percentage points). Moderate growth rates were observed in Finance (2,7 percentage points), Construction (2,5 percentage points) and Manufacturing (2,1 percentage points). Utilities grew the slowest with 0,6 of a percentage point in the same period.

Major declines in average earnings were reported by Transport (-2,4 percentage points). Moderate declines in average earnings were reported by Trade and Services with 0,2 of a percentage point and 0,1 of a percentage point, respectively.

The highest growth in average earnings was in 2017, with an annual increase of 8,3%. Construction and Finance had double-digit growth in the same period.

Summary and conclusion

- There were employment gains reported during the observed period, with 2014 recording the most added jobs compared to other years.

- In 2014, Services added the most jobs compared to other industries, followed by Trade, Construction and Finance; Mining, Manufacturing and Utilities reported job losses.
- In 2014 to 2019, Mining is the only industry to reflect job losses, while the Trade industry added the most jobs.
- Four of the eight industries showed an increase in salaries over the period 2014 to 2019, with the highest recorded in Services, Mining and Manufacturing.
- Services and Mining recorded the highest payments in gross earnings.
- In 2019, Utilities recorded the lowest growth rate compared to other industries, while Construction reported negative growth over the same period.
- Average monthly earnings grew moderately in the period 2014 to 2019.
- Transport, Trade and Services reported declines in average earnings in the period 2014 to 2019.
- Fastest growth in average total earnings was observed in 2017, with Construction and Financial reporting double-digit growth.

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. Unemployment rates have fallen considerably in high-income countries in the past few years, but they have risen, or are in the process of rising, in a number of upper-middle-income countries in the wake of an economic slowdown, putting a large share of the labour force at heightened risk of poverty.[3] The 2017 edition of the OECD Employment Outlook highlighted that high unemployment rates and the lack of job opportunities lead to long-term unemployment. Unemployment levels in the country remain higher for women than for men, and higher for youth than for adults. Factors such as work experience, gender, unemployment duration and education are important indicators of labour market success. Unemployment is also an important driver for the reduction of poverty levels; the International Monetary Fund (IMF)[4] 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 2014–2019. 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.

[3]ILO, 2019, "World Employment Social Outlook: Trends 2019".
[4] IMF Working Paper, African Department, July 2017 "South Africa: Labour Market Dynamics and Inequality", Anand, R., Kothari, S. & Kumar, N.

Table 5.1: Unemployment levels by sex, population group and province, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Men	2 589	2 704	2 926	3 130	3 117	3 387
Women	2 482	2 640	2 827	2 990	2 986	3 192
Total	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
Black African	4 335	4 634	5 050	5 405	5 394	5 843
Coloured	512	492	489	508	492	516
Indian/Asian	68	76	71	71	67	75
White	156	142	143	137	150	145
Total	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
Western Cape	646	600	631	641	627	650
Eastern Cape	568	558	557	740	762	813
Northern Cape	131	143	126	128	122	124
Free State	388	358	398	400	412	424
KwaZulu-Natal	715	688	762	831	795	906
North West	325	324	361	345	356	405
Gauteng	1 599	1 928	2 078	2 134	2 105	2 234
Mpumalanga	461	433	499	544	589	647
Limpopo	237	311	341	357	335	375
South Africa	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**

During the period 2014–2019, the number of people who were unemployed increased from 5,0 million in 2014 to 6,6 million in 2019. In 2019 the number of men who were unemployed was 3,4 million, which higher than that of women at 3,2 million. Black Africans had the highest number of the unemployed among the different population groups over the period 2014–2019, and it accounted for more than 85,0% of the unemployed population. The lowest number of the unemployed was reported among the Indian/Asian population group, having levels below 80 000 in all years.

A comparison of the levels of unemployment provincially shows that Gauteng had the highest levels during the period 2014–2019, ranging from 1,6 million to around 2,2 million. KwaZulu-Natal was the second highest in the same period, and its levels increased from 715 000 in 2014 to 906 00 in 2019. Northern Cape reported the lowest number of unemployed, which was below 150 000 across all years. Generally, a comparison of the levels of unemployment between in 2014 and 2019 shows an increase across all the provinces.

Table 5.2: Unemployment as a percentage of the working-age population by sex, population group and province, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousands					
Men	14,9	15,2	16,2	17,0	16,6	17,8
Women	13,8	14,4	15,2	15,9	15,6	16,4
Total	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**	**17,1**
Black African	15,5	16,2	17,3	18,1	17,7	18,8
Coloured	15,6	14,8	14,5	14,9	14,3	14,8
Indian/Asian	7,0	7,8	7,2	7,1	6,7	7,4
White	5,0	4,6	4,7	4,5	5,0	4,9
Total	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**	**17,1**
Western Cape	15,4	14,0	14,4	14,3	13,7	14,0
Eastern Cape	13,9	13,6	13,4	17,6	17,9	18,9
Northern Cape	17,3	18,7	16,2	16,2	15,4	15,5
Free State	20,9	19,2	21,1	21,2	21,7	22,2
KwaZulu-Natal	10,8	10,3	11,2	12,0	11,3	12,7
North West	13,6	13,3	14,6	13,7	13,9	15,6
Gauteng	17,1	20,2	21,3	21,4	20,7	21,5
Mpumalanga	17,1	15,7	17,8	19,0	20,3	21,9
Limpopo	6,8	8,7	9,4	9,7	9,0	9,9
South Africa	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**	**17,1**

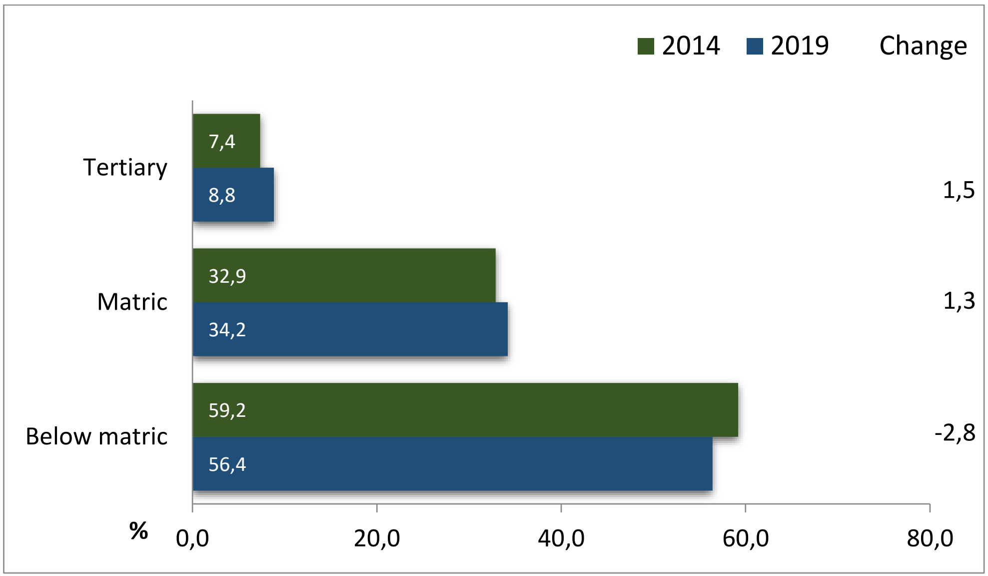
Table 5.2 shows that the proportions of the unemployed amongst the working-age population has been increasing since 2014, from 14,3% to 17,1% in 2019. Additionally, the proportions of the unemployed amongst the working-age population was highest among men over the period 2014–2019. However, the gender gap remained below 1,5 percentage points in all the years. The lowest proportion of the working-age population that were unemployed in all the years was reported among the white population, which ranged from 5% and below, followed by the Indian/Asian population group; their proportion ranged from 6,7% to 7,8% over the period 2014 to 2019. Black Africans had the highest proportion amongst the working-age group in all the years except for 2014, where they had a 0,1 percentage point below the coloured population at 15,5%.

At provincial level in 2019, Free State, Gauteng and Mpumalanga recorded the highest proportions of unemployed persons amongst the working-age population at 22,2%, 21,5% and 21,9%, respectively. Over the period 2014–2019, Limpopo recorded the lowest unemployment proportion, which was less than 10,0%. Overall, except for Western Cape which experienced a decline, the majority of provinces' proportions of the unemployed amongst the working-age population showed an increase when comparing 2014 and 2019.

Table 5.3: Distribution of the unemployed by level of education, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
No schooling	76	80	78	73	69	71
Primary incomplete	321	349	355	355	340	349
Primary completed	221	234	223	252	222	256
Secondary incomplete	2 382	2 473	2 725	2 868	2 825	3035
Secondary completed	1 668	1 762	1 887	2 016	2 112	2250
Tertiary	373	418	445	514	496	582
Other	29	27	39	42	40	36
Total unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**

Figure 5.1: Distribution of the unemployed by level of education, 2014 and 2019



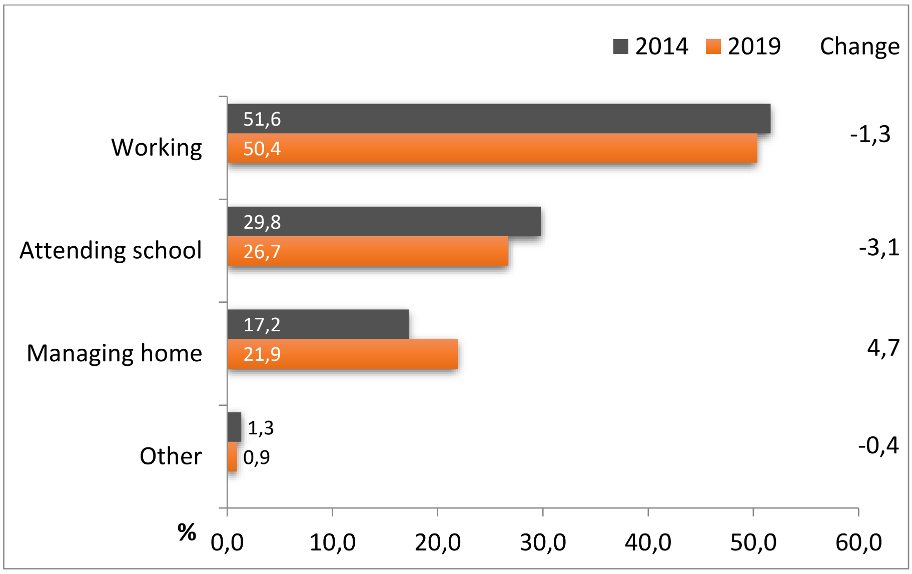
The number of unemployed persons who did not have schooling ranged from 69 000 to 80 000 during the period 2014 to 2019. Those unemployed who did not complete secondary education increased from 2,4 million to 3 million, and represent the highest number of the unemployed.

Between 2014 and 2019, the proportion of the unemployed who had education level below matric declined by 2,8 percentage points and was above 50% of those who are unemployed, while the proportions of those who completed matric increased by 1,3 percentage points and those who attained tertiary qualifications increased by 1,5 percentage points, as indicated in Figure 5.1.

Table 5.4: Unemployment by main activity before becoming unemployed, 2014–2019

	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
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**
2017	3 139	1 241	1 694	46	**6 120**
2018	3 065	1 299	1 674	57	**6 103**
2019	3 313	1 441	1 757	61	**6 579**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2014 and 2019



More than 50% of people currently unemployed were working prior to becoming unemployed over the period 2014–2019, followed by those who were attending school. The number of those who worked before becoming unemployed increased from 2,6 million in 2014 to 3,3 million in 2019. Among those who were attending school, the number increased from 1,5 million in 2014 to 1,8 million in 2019. The number of those who managed a home before becoming unemployed increased to 1,4 million in 2019 from about 900 000 in 2014. The proportion for those working prior to becoming unemployed and those who were attending school decreased between the period 2014 and 2019 (1,3 percentage points and 3,1 percentage points, respectively), while those who were managing a home and working prior to becoming unemployed increased (4,7 percentage points).

Figure 5.3: Types of job search activities, 2014 and 2019

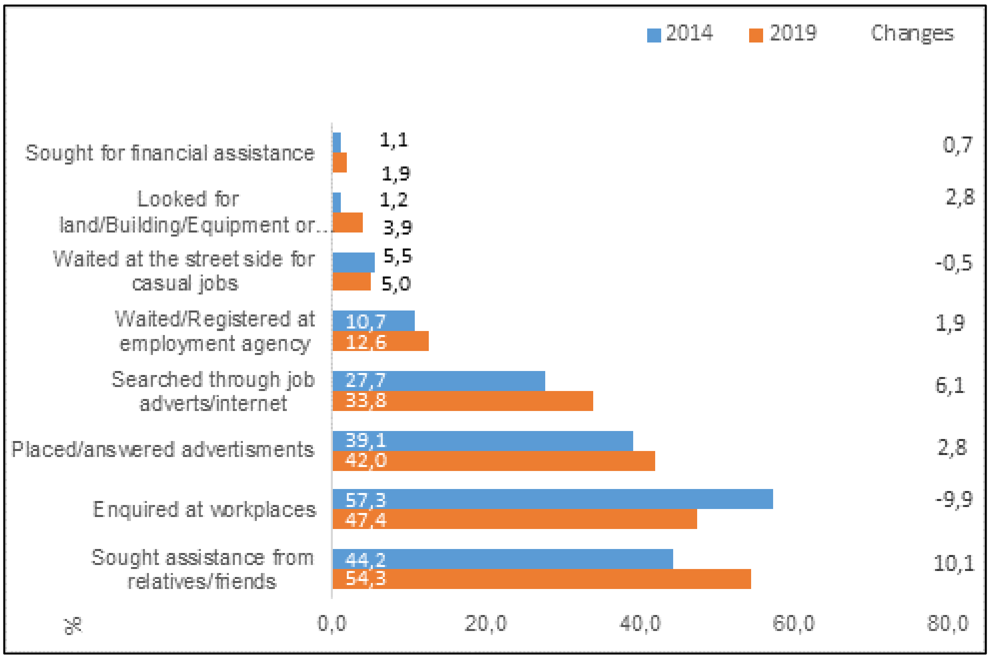


Figure 5.3 shows that, in both 2014 and 2019, a high proportion of unemployed persons searched for employment by seeking assistance from relatives and friends, and enquiring at workplaces. All the methods used to search for employment increased between 2014 and 2019, with the exception of those who enquired at a workplace and those who waited at street sides as methods to search for employment. Between 2014 and 2019 the proportion of unemployed persons who enquired at workplaces as a measure to find employment decreased by 9,9 percentage points, while those who sought assistance from relatives and friends and those who searched through the internet increased by 10,1 and 6,1 percentage points, respectively.

The duration of unemployment

This section analyses the trends in the duration of unemployment over the period 2014–2019. The duration of unemployment is analysed with the period of unemployment and 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 the duration of unemployment and annual changes, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Short-term	1729	1863	1921	2009	1874	1894
Long-term	3341	3481	3832	4111	4229	4685
Total	**5070**	**5344**	**5753**	**6120**	**6103**	**6579**
	2015	**2016**	**2017**	**2018**	**2019**	**Change: 2019-2014**
	Annual changes (Thousand)					
Short-term	133	58	88	-136	21	165
Long-term	141	350	279	118	455	1344
Total	**274**	**409**	**368**	**-17**	**476**	**1509**

Note: Long-term unemployment includes "Do not know".

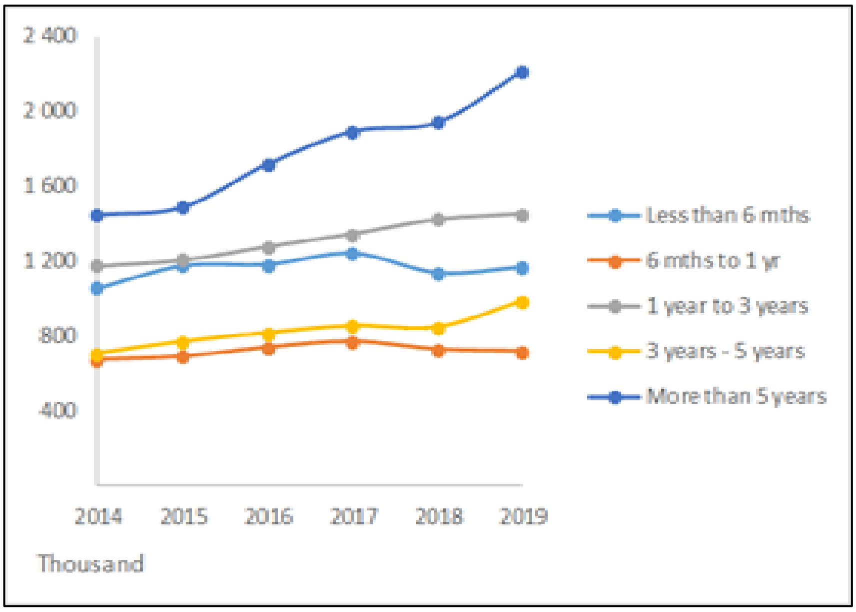
Table 5.5 shows the duration of unemployment, which indicated that long-term unemployment had the highest number of the unemployed persons at 4,7 million (or 71%) who have been unemployed for more than one year in 2019, increasing from 3,3 million in 2014. The trend between 2014 and 2019 shows that, regardless of the duration a person has been unemployed, the number of those unemployed increased for both short-term and long-term unemployment. The annual changes show that in 2017 and 2018, the number of persons unemployed for less than a year decreased by 136 000, leading to a net decrease in unemployment of 17 000 persons.

Table 5.6: Unemployment duration, 2014–2019

	2014	2015	2016	2017	2018	2019
	Total unemployed (Thousand)					
	5 070	**5 344**	**5 753**	**6 120**	**6 096**	**6 579**
	Short-term unemployment (Thousand)					
Less than 3 mths	668	751	719	785	732	747
3 mths < 6 mths	390	424	463	453	406	422
6 mths < 9 mths	308	339	352	342	311	323
9 mths < 1 year	364	350	387	429	417	395
Total	**1 729**	**1 863**	**1 921**	**2 009**	**1 867**	**1 886**
	Long-term unemployment (Thousand)					
1 year < 3 years	1 173	1 205	1 278	1 345	1 423	1 452
3 years - 5 years	705	769	815	852	847	988
> 5 years	1 449	1 490	1 720	1 892	1 940	2 216
Total	**3 327**	**3 465**	**3 813**	**4 089**	**4 210**	**4 656**

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

Figure 5.4: Trends in the duration of unemployment, 2014–2019



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

Amongst the unemployed, the majority of the unemployed have been in long-term unemployment compared to short-term unemployment. Over the period 2014 to 2019, the number of persons in short-term unemployment was highest amongst those who have been unemployed for less than three months, ranging from 668 000 to 747 000 persons. With respect to individuals in long-term unemployment, the majority have been unemployed for more than five years which increased from 1,4 million in 2014 to 2,2 million persons in 2019.

Table 5.7: Trends of the unemployed by level of education, 2014–2019

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
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**
2017	2 414	1 357	313	72	**4 111**
2018	2 421	1 470	312	26	**4 229**
2019	2 655	1 622	387	21	**4 685**
		Short-term (Thousand)			
2014	1 018	542	156	13	**1 729**
2015	1 079	599	173	11	**1 863**
2016	1 107	596	200	17	**1 921**
2017	1 135	659	200	15	**2 009**
2018	1 035	640	183	14	**1 867**
2019	1 056	628	195	15	**1 894**

Figure 5.5: Share of long-term unemployment by level of education, 2014–2019

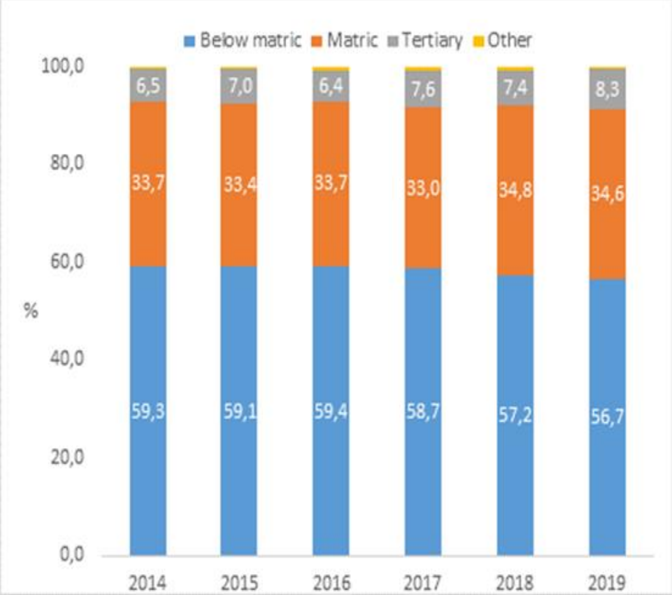


Table 5.7 shows that the more educated people are less likely to be unemployed. Persons with educational attainment below matric and those with matric comprise the majority of the unemployed, irrespective of how long they have been unemployed. Persons with below matric level of education accounted for a larger number of unemployed persons. In 2019, of the 4,7 million persons who have been unemployed, around 57% were individuals with below matric level of education, followed by those with matric who accounted for 34%.

Figure 5.5 illustrates the share of long-term unemployment by level of education from 2014 to 2019. The findings show that persons who attained an educational level below matric and those who attained a matric qualification were most affected by long-term unemployment (56,7% and 34,6% in 2019, respectively). In 2019, more than 91% of persons in long-term unemployment had either below matric qualification or a matric qualification, and only 8,3% had a tertiary qualification.

Over the period 2014–2019, the proportions of those in long-term unemployment who attained an educational level below matric decreased by 2,7 percentage points to 56,7% in 2019. Amongst those holding a matric qualification, the share slightly increased by 0,9 of a percentage point to 34,6% in 2019 from 33,7% in 2014. The share increased by 1,8 percentage points among those who had a tertiary qualification between 2014 and 2019.

Table 5.8: Incidence of long-term unemployment by age group, 2014–2019

	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
			Per cent		
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
2017	61,1	68,3	69,4	71,2	69,4
2018	63,9	71,4	70,8	68,7	74,3
2019	65,1	73,3	72,4	73,4	72,6

Figure 5.6: Incidence of long-term unemployment by age group, 2014 and 2019

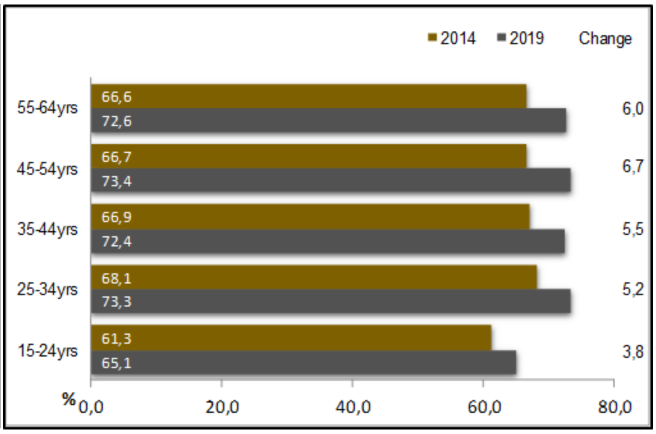
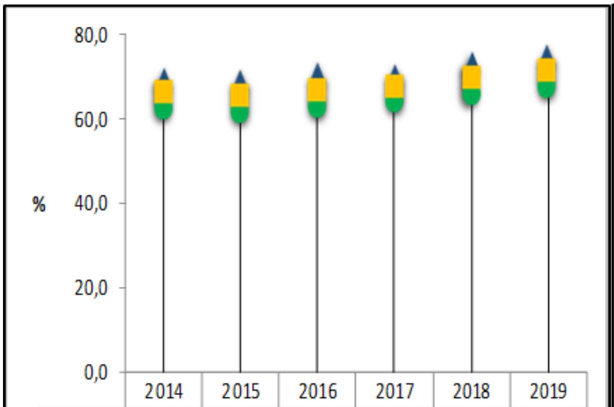


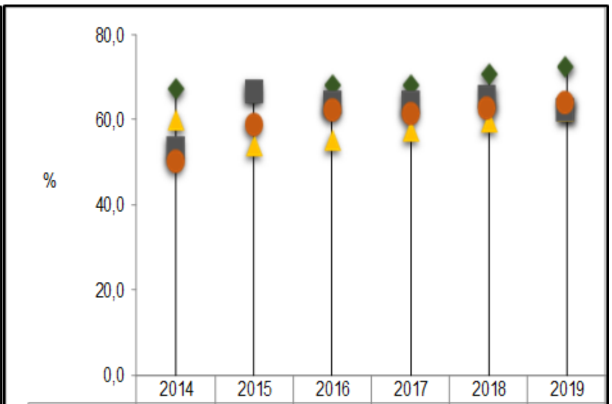
Table 5.8 shows the incidence of long-term unemployment by age group. Over the period 2014–2019, the incidence of long-term unemployment was lower among persons aged 15–24 years compared to other age groups. In 2019, the highest incidence of long-term unemployment was recorded among those aged 45–54 years (73,4%), followed by those aged 25–34 years (73,3%) and 55–64 years (72,6%). Figure 5.6 shows that between 2014 and 2019, there were increases in the incidence of long-term unemployment among all age groups. The largest increase was recorded among persons aged 45–54 years (6,7 percentage points) while the lowest increase was observed among those aged 15–24 years (3,8 percentage points).

Figure 5.7: Incidence of long-term unemployment by sex, 2014–2019



	2014	2015	2016	2017	2018	2019
Men	62,4	61,3	62,5	64,1	65,5	67,4
Women	69,5	69,1	70,9	70,3	73,2	75,2
Total	65,9	65,1	66,6	67,2	69,3	71,2

Figure 5.8: Incidence of long-term unemployment by population group, 2014–2019



	2014	2015	2016	2017	2018	2019
Black African	67,4	66,5	67,9	68,3	70,4	72,3
Coloured	59,9	54,0	55,2	57,4	59,4	62,2
Indian/Asian	53,1	66,5	63,6	63,8	65,2	62,2
White	49,9	58,4	62,0	61,3	62,5	63,7

Figure 5.7 illustrates the incidence of long-term unemployment by sex over the period 2014–2019. The results show that women are more likely to be in long-term unemployment than their male counterparts. The results further 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 2019, the incidence of long-term unemployment for women was 7,8 percentage points higher compared to their male counterparts.

In terms of population group, black Africans reflected a higher incidence of long-term unemployment compared to other population groups (72,3% in 2019, Figure 5.8). The lowest incidence of long-term unemployment was recorded in coloured and Indian/Asian population groups (both at 62,2% in 2019). Comparisons between 2014 and 2019 show that the incidence of long-term unemployment increased across all population groups, with the highest increase recorded among the white population group (13,8 percentage points).

Figure 5.9: Incidence of long-term unemployment by province, 2014 and 2019

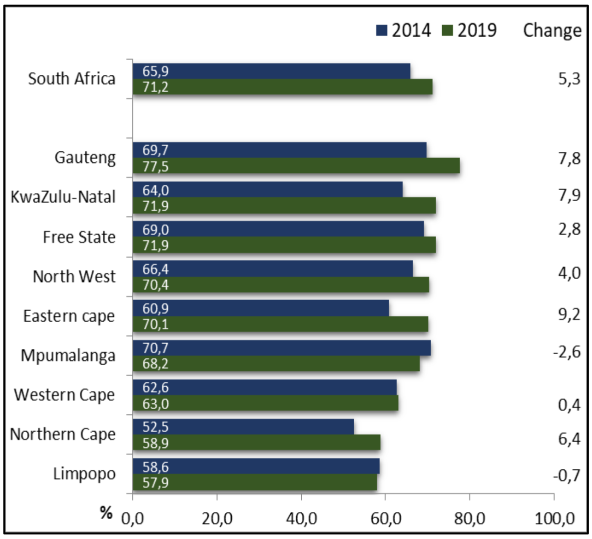
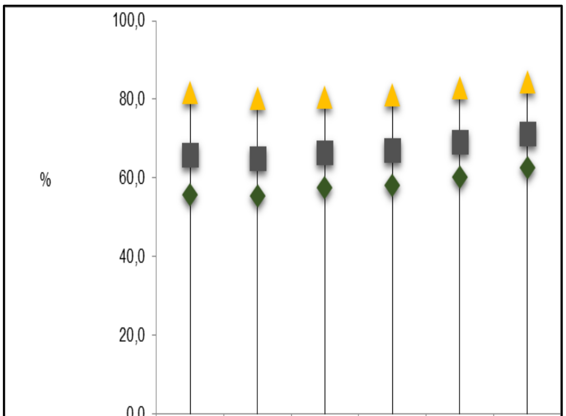


Figure 5.10: Incidence of long-term unemployment by work experience, 2014–2019



	2014	2015	2016	2017	2018	2019
With experience	55,9	55,5	57,5	58,3	60,2	62,8
Without experience	81,8	80,3	80,6	81,3	83,0	84,5
Total	65,9	65,1	66,6	67,2	69,3	71,2

In 2019 the incidence of long-term unemployment in the country reached 71,2%, increasing by 5,3 percentage points over the period 2014–2019 (Figure 5.9). Gauteng recorded the highest incidence of long-term unemployment compared to other provinces in both years at 69,7% and 77,5% in 2014 and 2019, respectively. Two provinces reflected a decline in the incidence of long-term unemployment, Mpumalanga (2,6 percentage points) and Limpopo (0,7 of a percentage point). Eastern Cape recorded the largest increase of 9,2 percentage points, from 60,9% in 2014 to 70,1% in 2019.

The unemployed people who are without work experience have a higher incidence of long-term unemployment compared to those with work experience, as indicated in Figure 5.10. The incidence of long-term unemployment among those who had worked before increased from 55,9% in 2014 to reach its highest level of 62,8% in 2019, while for those without work experience the incidence was above 80,0% across all years.

Summary and conclusion

- The level of unemployment in the country has been increasing over the period 2014–2019. The number of unemployed increased from 5,1 million in 2014 to 6,6 million in 2019.
- The proportion of unemployed persons holding tertiary and matric qualifications increased by 0,8 of a percentage point and 1,7 percentage points, respectively between 2014 and 2019. However, the level of unemployment was higher among persons whose level of education was below matric.
- More than 50% of the unemployed's method of job searching in 2019 was to seek assistance from relatives or friends.
- The majority of the unemployed have been in long-term unemployment compared to short-term unemployment.
- The incidence of long-term unemployment in the country was 71,2% in 2019, having increased by 5,3 percentage points from 65,9% in 2014.
- The incidence of long-term unemployment was higher among women and persons without previous work experience compared to those who had worked before.
- Gauteng had the highest incidence of long-term unemployment.

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.[5]

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 for youth employment, as part of a broader focus on expanding employment in South Africa, is necessary.[6] 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, 2017). 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.[7] 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 in policy implementation will be assessed; and
- Specify the monitoring and evaluation mechanism for accountability and continuous improvement of interventions.

[5] http://social.un.org/youthyear/docs/UNPY-presentation.pdf
[6] Department of Economic Development (2013) New Growth Path Accord 6: Youth Employment Accord. Pretoria: Department of Economic Development
[7] 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 2014–2019. 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, 2014–2019

	2014	2015	2016	2017	2018	2019
	Thousand					
Employed	6 021	6 312	6 174	6 175	6 125	5 958
Unemployed	3 377	3 512	3 725	3 891	3 860	4 147
Discouraged	1 584	1 511	1 557	1 567	1 801	1 810
Other not economically active	8 601	8 441	8 499	8 479	8 467	8 462
Working-age population	**19 583**	**19 777**	**19 955**	**20 113**	**20 253**	**20 376**
	Annual changes (Thousand)					
	2015	**2016**	**2017**	**2018**	**2019**	**Change 2014-2019**
Employed	291	-138	1	-50	-168	-64
Unemployed	136	213	166	-32	288	770
Discouraged	-73	46	10	234	8	225
Other not economically active	-159	57	-20	-12	-5	-139
Working-age population	**194**	**178**	**157**	**141**	**123**	**793**

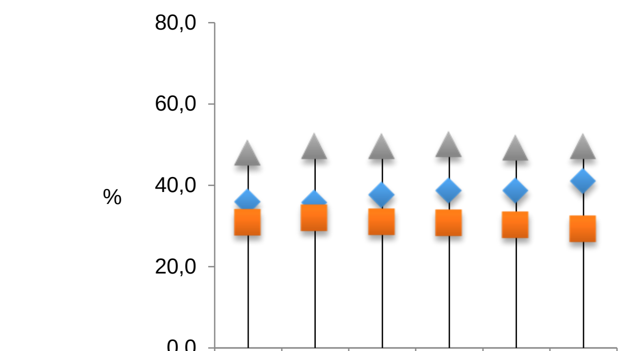
The number of young people aged 15–34 years in the working-age population increased consecutively over the period of five years; the number increased from 19,6 million in 2014 to almost 20,4 million in 2019 (an increase of 793 000). Similarly, the number of youth who are unemployed and discouraged increased over the same period by 770 000 and 225 000, respectively. Between 2014 and 2019, the number of employed youth decreased by 64 000.

Table 6.2: Employment among youth and adults by sector, 2014 and 2019

	2014			2019		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 362	6 460	10 822	4 131	7 103	11 234
Informal sector	1 027	1 366	2 393	1 144	1 830	2 973
Agriculture	303	399	702	369	492	861
Private households	329	901	1 230	313	968	1 281
Total	**6 021**	**9 125**	**15 146**	**5 958**	**10 392**	**16 350**
	Per cent					
Formal sector	72,5	70,8	71,5	69,3	68,4	68,7
Informal sector	17,1	15,0	15,8	19,2	17,6	18,2
Agriculture	5,0	4,4	4,6	6,2	4,7	5,3
Private households	5,5	9,9	8,1	5,3	9,3	7,8
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

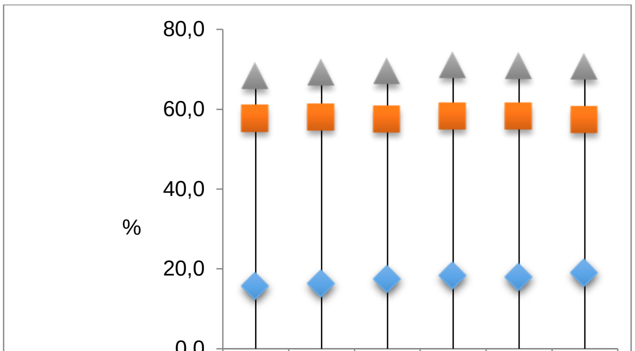
Formal sector employment is generally viewed as being more protected and stable, and with 68,7% of employment in the country being generated in this sector, a higher proportion of both youth and adults were working in the formal sector when compared to other sectors. Although the number of adults employed in this sector was higher compared to youth, the share of adults who were employed in the formal sector was lower than that of youth. With regard to the informal sector, the share of adults who were employed in this sector increased by 2,6 percentage points (from 15,0% in 2014 to 17,6% in 2019) and that of youth increased by 2,1 percentage points to 19,2% in 2019. In addition, the share of youth and adults who were employed in the Agricultural sector increased, and decreased for youth and adults who work in Private households.

Figure 6.1: Labour market rates among the youth, 2014–2019



	2014	2015	2016	2017	2018	2019
Unemployment rate	35,9	35,8	37,6	38,7	38,7	41,0
Absorption rate	30,7	31,9	30,9	30,7	30,2	29,2
Labour force participation rate	48,0	49,7	49,6	50,1	49,3	49,6

Figure 6.2: Labour market rates among adults, 2014–2019



	2014	2015	2016	2017	2018	2019
Unemployment rate	15,7	16,3	17,4	18,2	17,9	19,0
Absorption rate	57,7	58,0	57,5	58,2	58,2	57,3
Labour force participation rate	68,4	69,3	69,6	71,1	70,9	70,7

Between 2014 and 2019, youth persisted to be more vulnerable in the labour market when compared to adults; the unemployment rate among youth continued to be higher relative to adults, while the absorption rate and labour force participation rate was 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 2014 and 2019; the youth unemployment rate increased from 35,9% in 2014 to 41,0% in 2019, while the adult unemployment rate increased from 15,7% in 2014 to 19,0% in 2019 (an increase of 5,1 percentage points and 3,3 percentage points, respectively). Over the same period, the absorption rate for adults decreased while the labour force participation rate 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 2014 to 2019, and the employment share of the youth by occupational categories, which will provide insight into their access to jobs with various skill requirements.

Figure 6.3: Employed youth by industry, 2014 and 2019

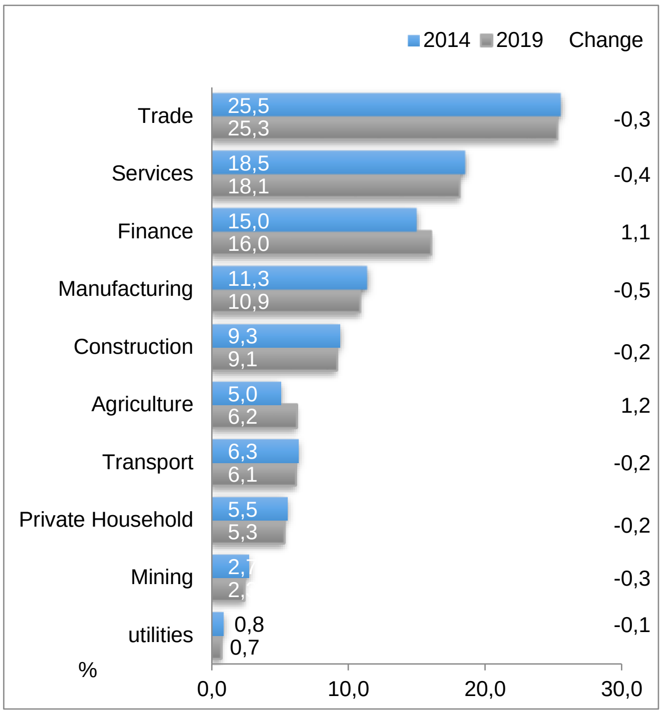


Figure 6.4: Employed youth by occupation, 2014 and 2019

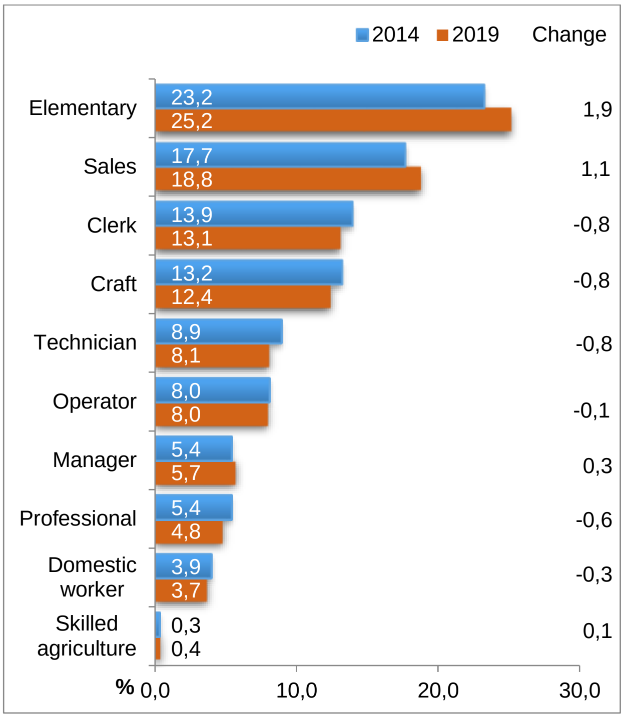


Figure 6.3 shows that the Trade, Community and social services, and Finance industries employed a higher proportion of youth (59,0%) when compared to other industries, while employment in the Utilities and Mining industries was the lowest. Although Trade was found to be the top employing industry, it was among the eight industries where employment decreased between 2014 and 2019. In terms of occupation, young people were more employed in low-skilled and semi-skilled occupations. Between 2014 and 2019, Elementary occupations and Sales contributed the highest shares to youth employment with the highest increase of 1,9 and 1,1 percentage points, respectively, while Skilled agriculture accounted for the lowest share of youth employment.

Access to benefits among youth and adults

Education and prior work experience play 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 that results 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, 2014 and 2019

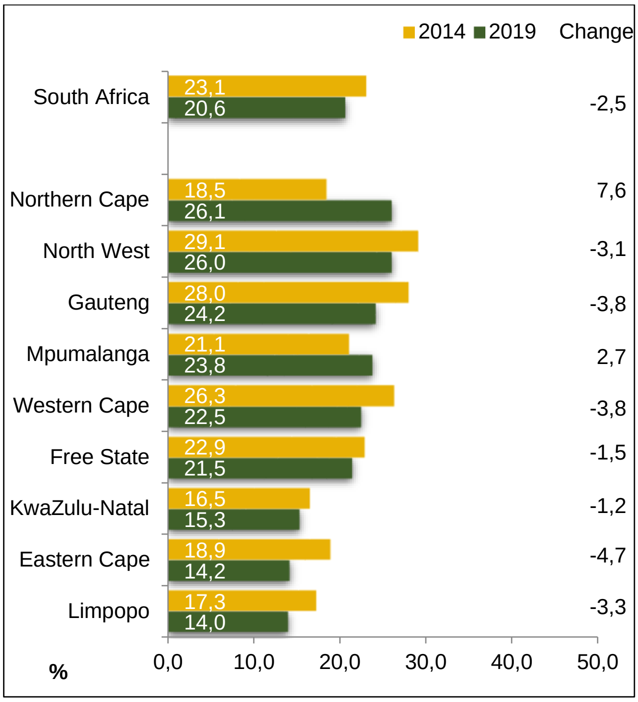
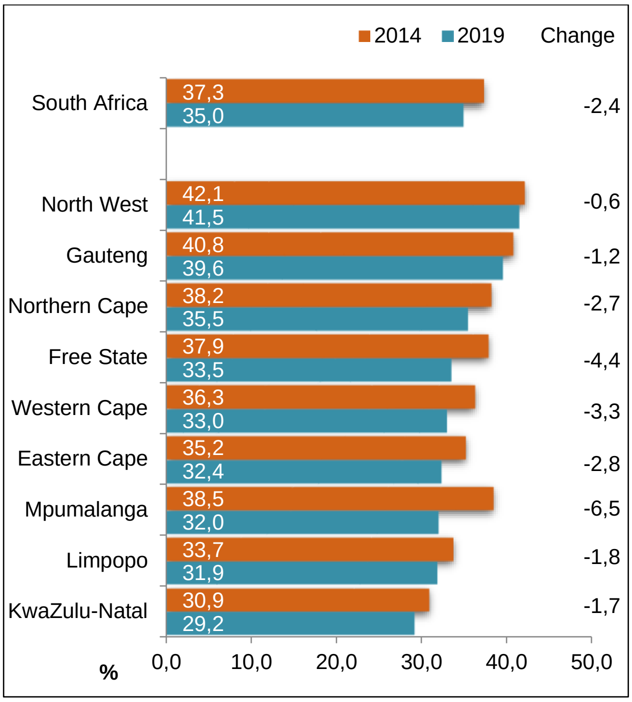


Figure 6.6: Provincial access to medical aid among adults, 2014 and 2019



Adults are more likely to have access to medical aid benefits than youth. This was also evident across provinces. Between 2014 and 2019, access to medical aid among adults decreased in all provinces while among youth the access decreased in eight provinces. In 2014, 23,1% of youth and 37,3% of adults had access to medical aid benefits; however, by 2019 access decreased to 20,6% for youth and 35,0% for adults (a decline of 2,5 and 2,4 percentage points, respectively). In 2019, Northern Cape was the only province where access to medical aid benefits was higher than 2014 for the youth (26,1%). In 2014, medical aid benefits were less accessible for youth in Limpopo (17,3%) and for adults in KwaZulu-Natal (30,9%), while in 2019 the highest medical aid benefits for youth were observed in Northern Cape (26,1%) and for adults in North West (41,5%).

Figure 6.7: Provincial limited contract duration among youth, 2014 and 2019

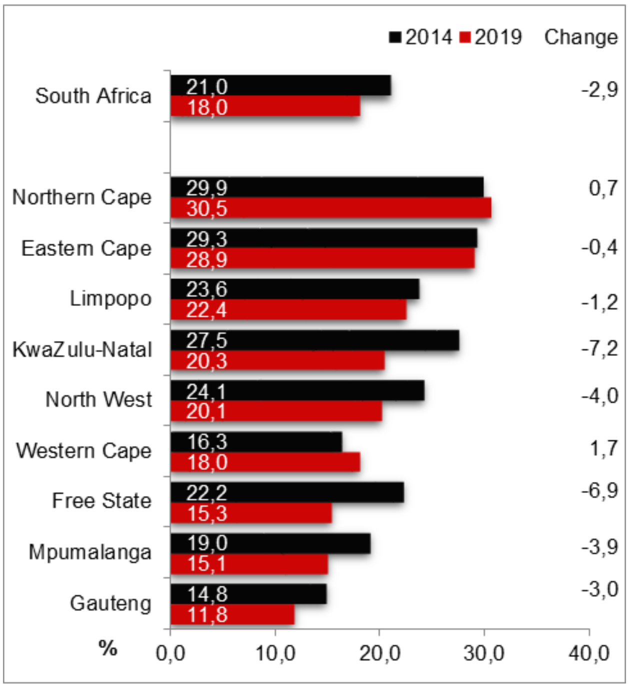
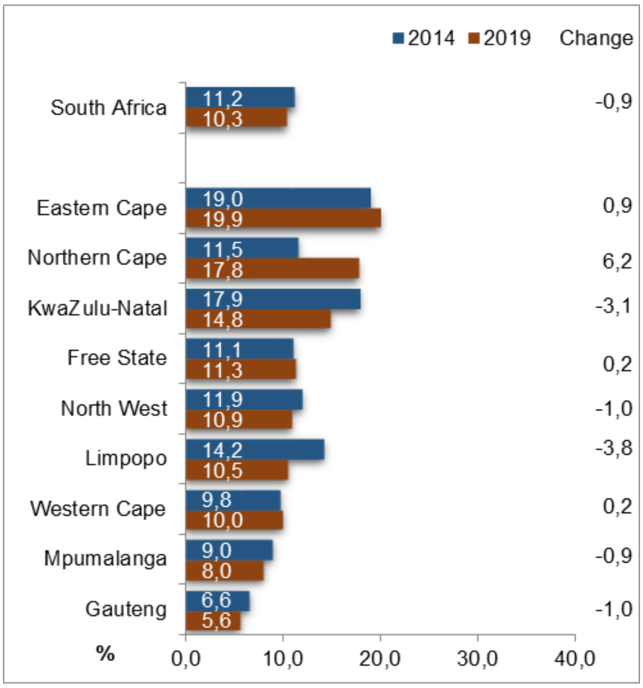


Figure 6.8: Provincial limited contract duration among adults, 2014 and 2019

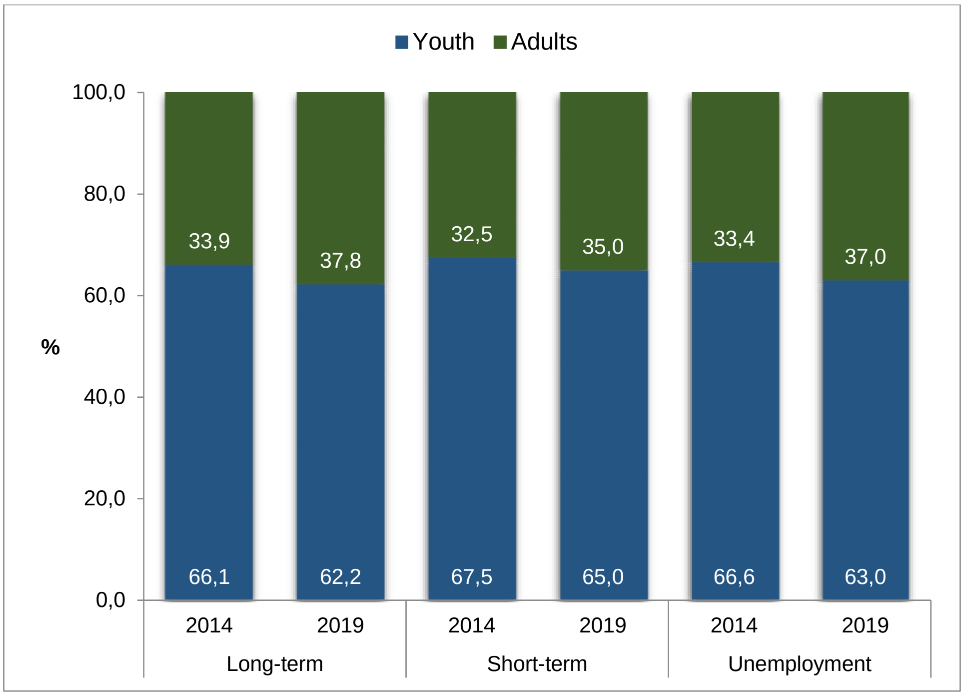


Nationally, youth are more likely to be employed on a contractual basis of limited duration when compared to adults, and this is the finding across all provinces. Between 2014 and 2019, the proportion of those employed on contracts of a limited duration decreased for youth by 2,9 percentage points and also decreased for adults by 0,9 of a percentage point. The share of youth employed on a limited contractual basis decreased from 21,0% in 2014 to 18,0% in 2019, while the share of adults decreased from 11,2% in 2014 to 10,3% in 2019. At provincial level, the share of youth employed on contracts of a limited duration decreased in seven of the nine provinces, with the largest decrease observed in KwaZulu-Natal, Free State, North West and Mpumalanga (7,2 percentage points, 6,9 percentage points, 4,0 percentage points, and 3,9 percentage points, respectively), while the share of adults decreased in Limpopo, KwaZulu-Natal, North West, Gauteng and Mpumalanga (3,8 percentage points, 3,1 percentage points, 1,0 percentage point, 1,0 percentage point and 0,9 of a percentage point, respectively). For youth, the largest share of people who were employed on a limited-duration contract was recorded in the Northern Cape (30,5 percentage points), while for adults, the largest share was recorded in Eastern Cape (19,9 percentage points in 2019). Gauteng was found to be the province with the lowest share of people employed on this type of contract (11,8% for youth and 5,6% for adults) in 2019.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2014–2019 in relation to unemployment duration, particularly with respect to those in short-term unemployment (i.e. unemployed for less than a year) and long-term unemployed (unemployed for a year or longer).

Figure 6.9: Unemployment duration among youth and adults, 2014 and 2019



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 looking at the share of those in long-term and short-term unemployment. In 2014, youth accounted for 66,1% of the long-term unemployed, which declined to 62,2% in 2019. 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 67,5% in 2014 to 65,0% in 2019, while the share of adults in short-term unemployment increased over the same period, from 32,5% to 35,0%.

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 the 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 2017[8] 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. The youth represent this particularly vulnerable group in South Africa, which is affected by these challenges.

[8] OECD (2017), OECD Employment Outlook 2017, OECD Publishing, Paris. http://dx.doi.org/10.1787/empl_outlook-2017-en

Figure 6.10: Education level of youth in the labour force, 2014 and 2019

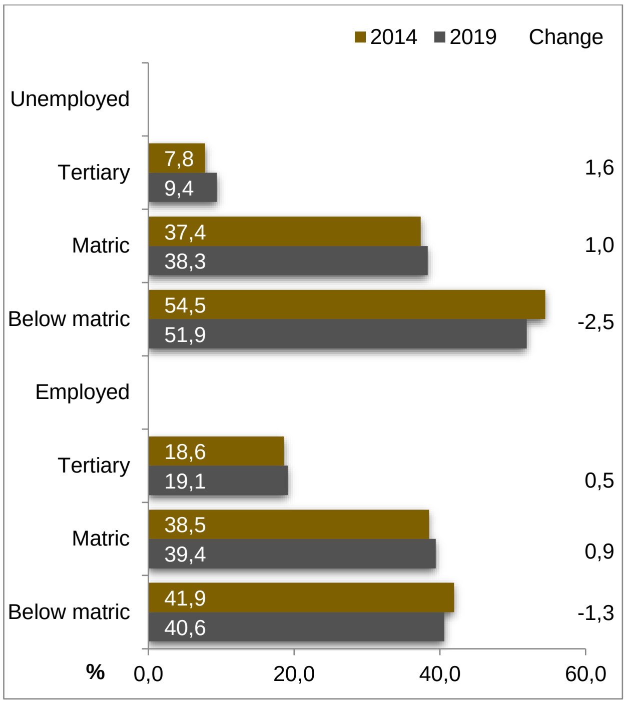


Figure 6.11: Education level of youth in the labour force by sex, 2019

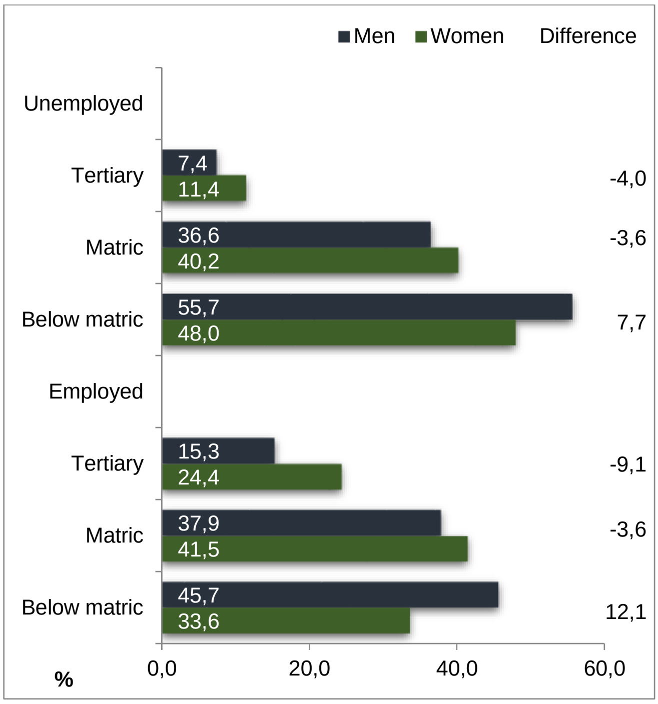


Figure 6.10 shows that the level of education among both employed and unemployed youth has improved between 2014 and 2019. The share of young people with jobs who had a tertiary education increased from 18,6% in 2014 to 19,1% in 2019, while for those who attained an educational level lower than matric the share declined from 41,9% in 2014 to 40,6% in 2019. The same trend was observed when analysing the figures of the youth who were looking for work. Between 2014 and 2019, there was an increase in the share of both the employed and unemployed youth who had attained matric (0,9 of a percentage point and 1,0 percentage point, respectively) and a decrease for those (employed and unemployed) who had attained an educational level below matric (1,3 and 2,5 percentage points). 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, 24,4% had a tertiary qualification and 41,5% had a matric qualification, compared to 15,3% and 37,9%, respectively among employed men.

Figure 6.12: Youth unemployment rate by level of education, 2014 and 2019

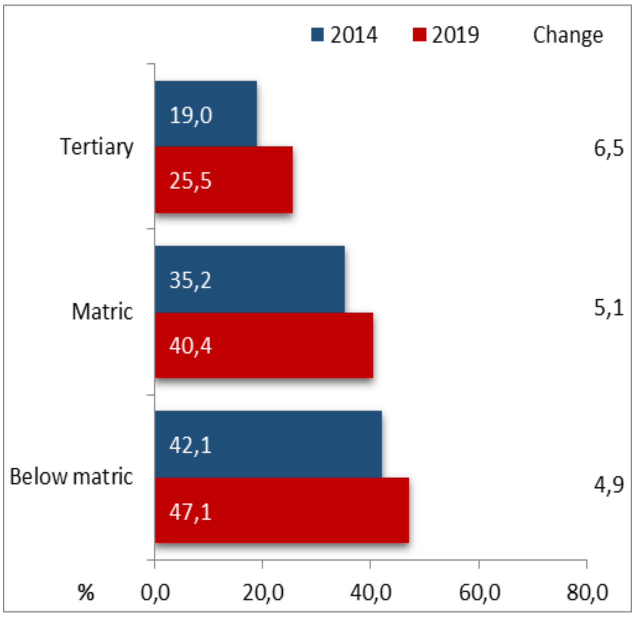


Figure 6.13: Unemployed youth by work experience and province, 2019

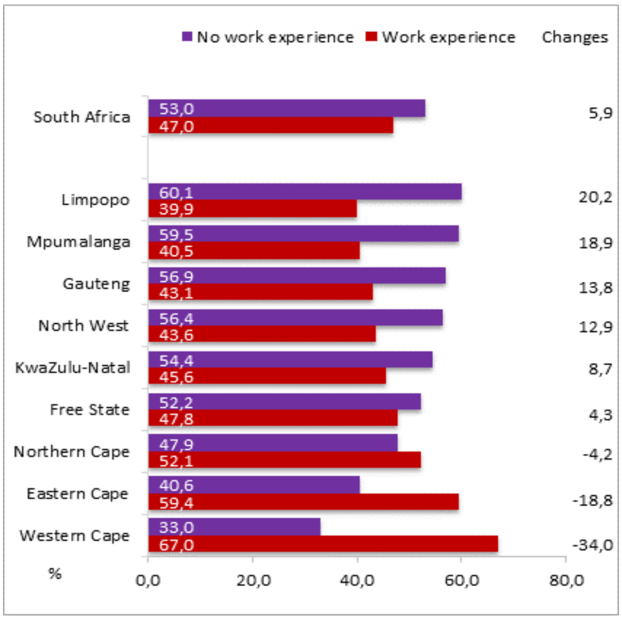


Figure 6.12 indicates that young people with a higher level of education are associated with a lower unemployment rate. However, between 2014 and 2019, youth unemployment rates increased for all education levels. Although the lowest unemployment rate was recorded among youth with tertiary qualifications, the largest increase over the period was also observed among this education category, where the rate increased from 19,0% in 2014 to 25,5% in 2019 (an increase of 6,5 percentage points). The lowest increase in the unemployment rate was among youth with below matric level of education (4,9 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 2019, 53,0% of unemployed youth in the country had no prior work experience. The situation varies substantially by province. In Western Cape, 67,0% of unemployed young people had previous work experience. In contrast to Western Cape, Limpopo recorded only 39,9% 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 discouraged youth by the level of education, 2014 and 2019

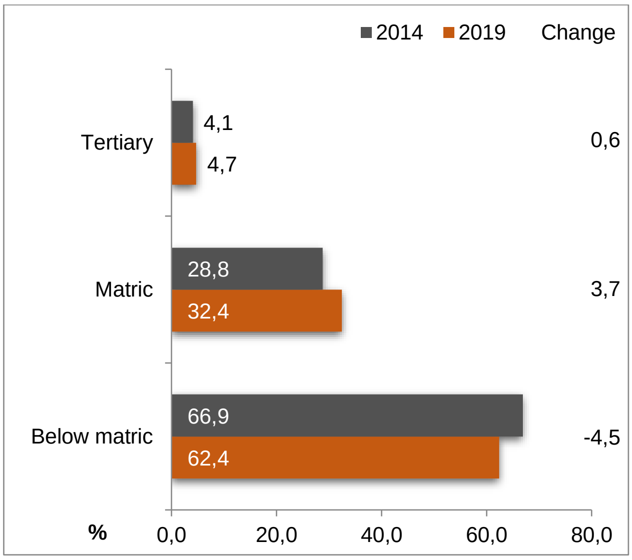


Figure 6.15: Distribution of discouraged youth by the level of education and sex, 2019

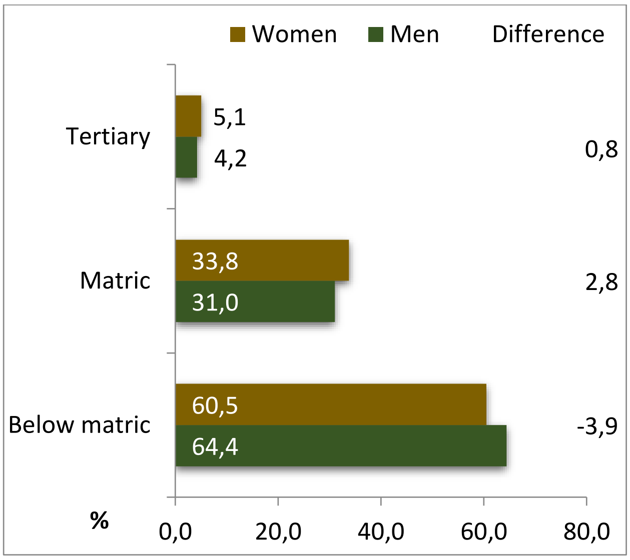
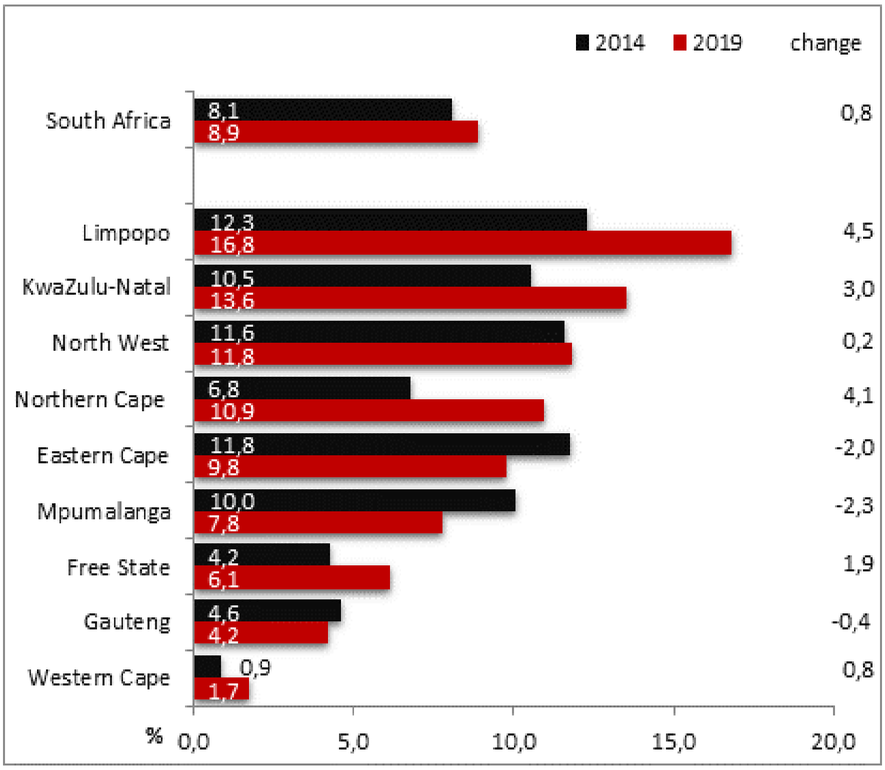


Figure 6.14 shows that the vast majority of young people who are discouraged were among those who had attained an educational level lower than matric. However, this was the only group to reflect a decline in its share relative to other education categories over the period. In 2019, youth with an educational qualification lower than matric was 13 times more likely to be discouraged compared to those with a tertiary qualification. Between 2014 and 2019, the share of young people with an educational qualification lower than matric and who were discouraged decreased from 66,9% to 62,4% – a decline of 4,5 percentage points. A similar picture is evident by sex, where a higher proportion of discouraged young women and men (60,5% and 64,4%, respectively) possess an educational qualification lower than matric. However, men were less likely to be discouraged than women, irrespective of the level of education, except among those with an educational qualification lower than matric.

Figure 6.16: Share of discouraged youth by province, 2014 and 2019

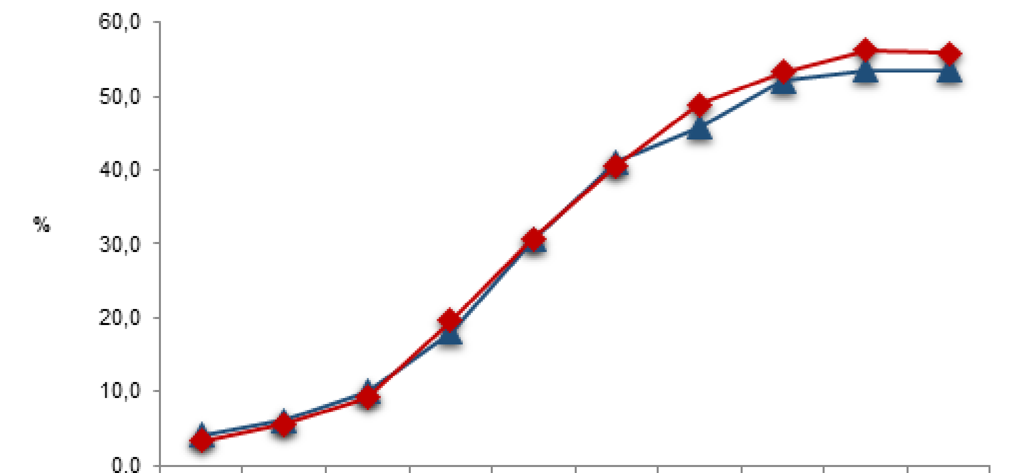


Nationally, the proportion of youth who were discouraged increased from 8,1% in 2014 to 8,9% in 2019 (0,8 of a percentage point). The change over this period varies from province to province, where six of the nine provinces reflected an increase. The highest increase was in Limpopo, where the proportion increased by 4,5 percentage points (from 12,3% in 2014 to 16,8% in 2019). Between 2014 and 2019, discouragement among youth was the lowest in the Western Cape, followed by Gauteng. Limpopo 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 2017. 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.

Figure 6.17: NEET rate for youth aged 15–24 years in single years, 2014 and 2019



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2014	4,1	6,2	9,9	18,1	30,6	41,1	45,8	52,1	53,5	53,6
2019	3,3	5,5	9,1	19,6	30,7	40,5	48,8	53,2	56,2	55,9

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 2014 and 2019, the NEET rate increased among youth aged 18–19 and 21–24 years, while it decreased among other ages.

Figure 6.18: NEET rate for youth aged 15–24 by population group, 2014 and 2019

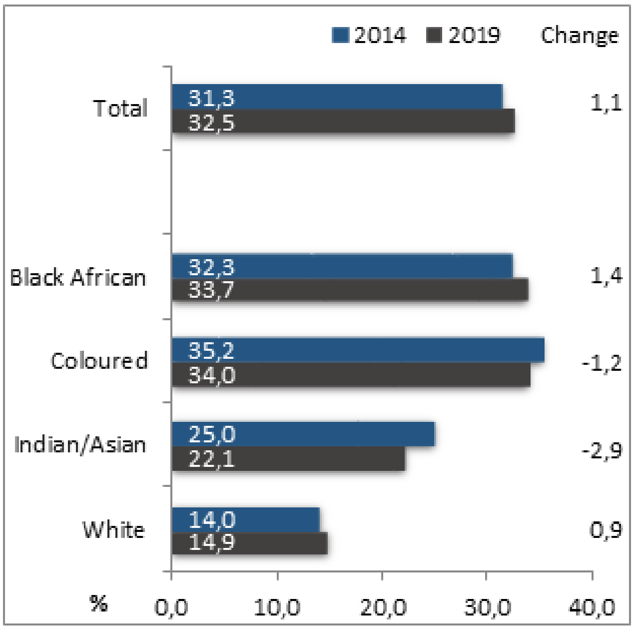
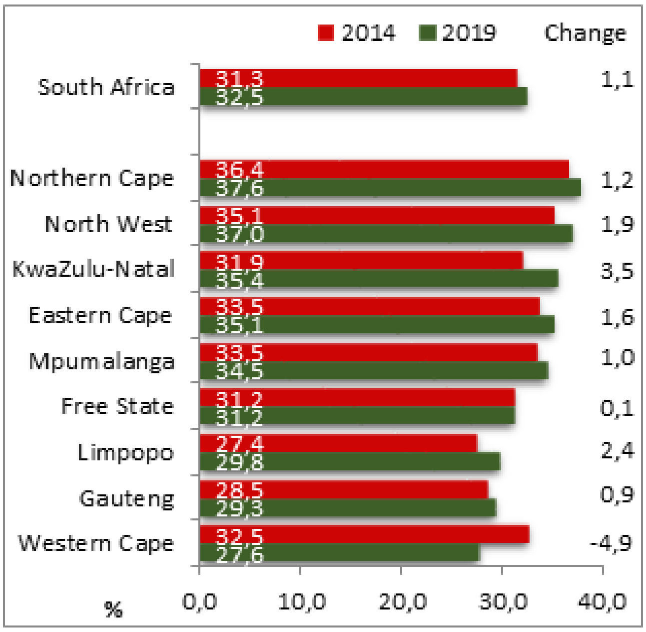


Figure 6.19: NEET rate for youth aged 15–24 by province, 2014 and 2019



In 2019, 32,5% of young people in South Africa were not in employment, education or training, and the rate increased by 1,1 percentage points (from 31,3% in 2014). The NEET rate differs by population group; the rate for young black Africans and coloured youth was higher than that of the Indian/Asian and white population groups. Between 2014 and 2019, the highest NEET rate increase was among black African youth by 1,4 percentage points (from 32,3% in 2014 to 33,7% in 2019). The highest decline over the period was among the Indian/Asian youth, by 2,9 percentage points. The white population group recorded the lowest NEET rate compared to other population groups. Provincially, the highest NEET rate was recorded in Northern Cape (37,6%), followed by North West (37,0%). Free State, Limpopo, Gauteng and Western Cape were the four provinces that had a NEET rate below the national average (31,2%, 29,8%, 29,3% and 27,6%, respectively).

Figure 6.20: NEET rate for youth aged 15–24 by sex, 2014 and 2019

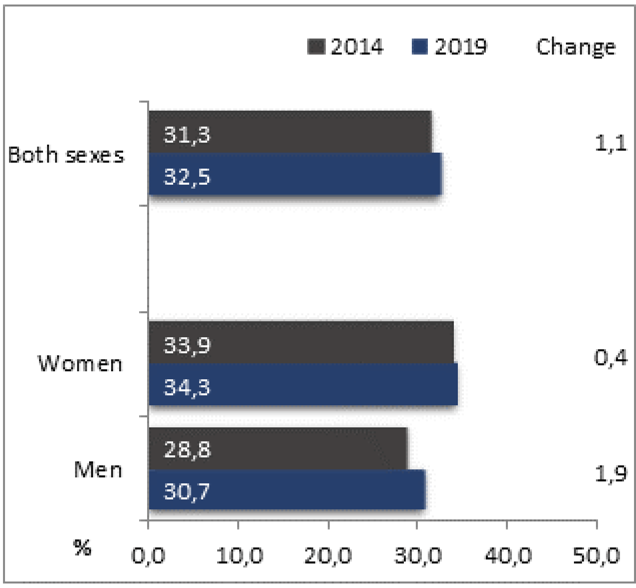


Figure 6.21: NEET rate for youth aged 15–24 by the level of education, 2014 and 2019

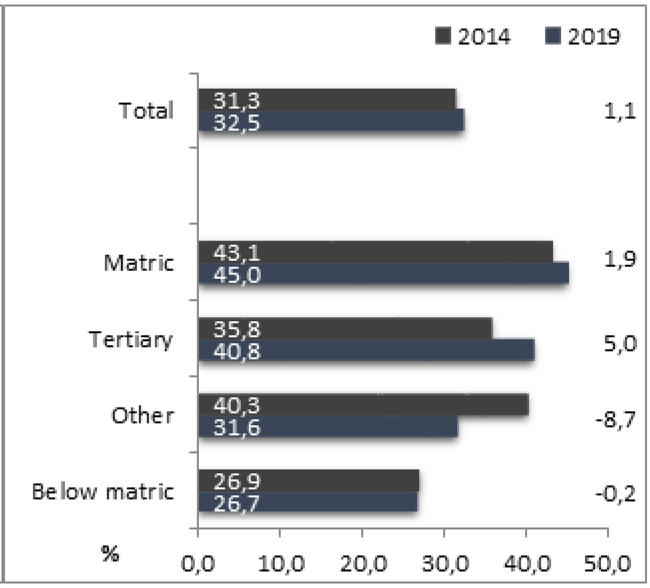


Figure 6.20 shows that in both 2014 and 2019, young women were more likely to be not in employment, education or training compared to young men. Although this was the case, the rate for both young men and women increased between 2014 and 2019. The rate among young women increased from 33,9% to 34,3%, while the rate for young men increased from 28,8% to 30,7%. 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.

Summary and conclusion

- Young people (15–34 years) in the labour market are more vulnerable compared to adults, and they bear the brunt of higher unemployment rates, low absorption and low participation rates.
- Throughout the period, the youth unemployment rate was more than double that of their adult counterparts.
- Of the 16,4 million people who were employed in 2019, youth accounted for only 36,4%.
- The Trade, Community and social services, and Finance industries provided more job opportunities for youth when compared to other industries.
- Two in every five employed youth were in Elementary and Sales and services occupations.
- The unemployment rate for youth without matric was more than twice that of youth with tertiary qualifications in 2014, and almost twice in 2019.
- The majority of youth who were unemployed had no prior work experience.
- Regardless of sex, more than 60% of discouraged youth possess below matric level of education.
- In both 2014 and 2019, more than a third of young people aged 15–24 years were disengaged from employment, education or training.

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 2014–2019 are averages of the results obtained for the four quarters for each year over the period 2014 to 2019.

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

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

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

From 2015, the Quarterly Labour Force Survey (QLFS) estimates were based on the new master sample that was designed in 2013.

Current master sample

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

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

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

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

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

Gross flows

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

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

Gross flows in – Gross flows out = Net flows.

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

Gross flows matrix and interpretation

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

	Status in period t + 1		
Status in Period t	Employed	Unemployed	Not Economically Active
Employed	$E_t E_{t+1}$	$E_t U_{t+1}$	$E_t NEA_{t+1}$
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. The rotation group had three categories. The age group had two categories: 15–34 and 35–64. The race group had four categories: 1 = African/Black; 2 = Coloured; 3 = Indian/Asian; 4 = White. The gender group had two categories. This resulted in a total of 48 adjustment cells.

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

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

Trimming of the panel adjusted base weight

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

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

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

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 the national level and individual metropolitan and non-metropolitan area levels within the provinces. The calibrated weights were constructed using the constraint that each person in the panel data has their unique calibrated weight, with a lower bound on the calibrated weights set at 50. This was implemented with the StatMx software from Statistics Canada.

Final sample weight

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

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

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

Key differences between the QLFS and the QES

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

Appendix 2: Statistical tables – Quarterly Labour Force Survey

Table 2.1: Population of working age (15-64 years)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Women	17 986	18 273	18 567	18 865	19 158	19 447
Men	17 424	17 762	18 102	18 429	18 749	19 060
Population groups	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Black/African	28 050	28 651	29 264	29 873	30 474	31 065
Coloured	3 287	3 331	3 371	3 410	3 447	3 481
Indian/Asian	964	975	986	995	1 004	1 012
White	3 109	3 078	3 048	3 016	2 983	2 948
South Africa	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Western Cape	4 188	4 281	4 377	4 471	4 563	4 653
Eastern Cape	4 077	4 111	4 149	4 197	4 246	4 295
Northern Cape	758	767	776	786	795	803
Free State	1 857	1 870	1 883	1 889	1 899	1 907
Kw aZulu Natal	6 608	6 703	6 802	6 908	7 015	7 122
North West	2 384	2 428	2 473	2 518	2 561	2 604
Gauteng	9 332	9 553	9 774	9 983	10 185	10 384
Mpumalanga	2 703	2 756	2 809	2 859	2 907	2 952
Limpopo	3 505	3 566	3 627	3 684	3 737	3 786

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Formal sector (Non-agricultural)	10 822	10 935	11 021	11 288	11 319	11 234
Informal sector (Non-agricultural)	2 393	2 637	2 602	2 735	2 937	2 973
Agriculture	702	880	874	843	845	861
Private households	1 230	1 288	1 283	1 303	1 292	1 281
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578
Discouraged work-seekers	2 422	2 334	2 386	2 403	2 806	2 848
Other(not economically active)	12 771	12 616	12 750	12 602	12 604	12 729
Rates (%)						
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5
Women						
Population 15-64 yrs	**17 986**	**18 273**	**18 567**	**18 865**	**19 158**	**19 447**
Labour Force	**9 115**	**9 522**	**9 701**	**10 104**	**10 193**	**10 389**
Employed	6 634	6 882	6 874	7 114	7 207	7 197
Formal sector (Non-agricultural)	4 514	4 577	4 657	4 797	4 827	4 808
Informal sector (Non-agricultural)	937	1 007	968	1 047	1 098	1 131
Agriculture	213	293	267	265	281	272
Private households	969	1 006	982	1 004	1 001	986
Unemployed	2 482	2 640	2 827	2 990	2 986	3 192
Not economically active	8 871	8 751	8 866	8 761	8 965	9 058
Discouraged work-seekers	1 285	1 309	1 316	1 323	1 564	1 526
Other(not economically active)	7 586	7 443	7 550	7 438	7 401	7 532
Rates (%)						
Unemployment rate	27,2	27,7	29,1	29,6	29,3	30,7
Employed / population ratio (Absorption)	36,9	37,7	37,0	37,7	37,6	37,0
Labour force participation rate	50,7	52,1	52,3	53,6	53,2	53,4
Men						
Population 15-64 yrs	**17 424**	**17 762**	**18 102**	**18 429**	**18 749**	**19 060**
Labour Force	**11 101**	**11 563**	**11 832**	**12 185**	**12 303**	**12 540**
Employed	8 513	8 859	8 906	9 055	9 186	9 153
Formal sector (Non-agricultural)	6 308	6 359	6 364	6 491	6 492	6 426
Informal sector (Non-agricultural)	1 455	1 630	1 634	1 688	1 839	1 843
Agriculture	488	587	607	577	564	589
Private households	261	283	301	299	291	295
Unemployed	2 589	2 704	2 926	3 130	3 117	3 387
Not economically active	6 323	6 199	6 270	6 245	6 446	6 520
Discouraged work-seekers	1 137	1 025	1 069	1 080	1 242	1 322
Other(not economically active)	5 186	5 174	5 201	5 165	5 204	5 197
Rates (%)						
Unemployment rate	23,3	23,4	24,7	25,7	25,3	27,0
Employed / population ratio (Absorption)	48,9	49,9	49,2	49,1	49,0	48,0
Labour force participation rate	63,7	65,1	65,4	66,1	65,6	65,8

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

Table 2.3: Labour force characteristics by population group

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578
Rates (%)						
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5
Black/African						
Population 15-64 yrs	**28 050**	**28 651**	**29 264**	**29 873**	**30 474**	**31 065**
Labour Force	**15 413**	**16 267**	**16 746**	**17 458**	**17 674**	**18 113**
Employed	11 078	11 633	11 696	12 053	12 280	12 269
Unemployed	4 335	4 634	5 050	5 405	5 394	5 843
Not economically active	12 638	12 383	12 518	12 415	12 800	12 952
Rates (%)						
Unemployment rate	28,1	28,5	30,2	31,0	30,5	32,3
Employed / population ratio (Absorption)	39,5	40,6	40,0	40,3	40,3	39,5
Labour force participation rate	54,9	56,8	57,2	58,4	58,0	58,3
Coloured						
Population 15-64 yrs	**3 287**	**3 331**	**3 371**	**3 410**	**3 447**	**3 481**
Labour Force	**2 135**	**2 134**	**2 137**	**2 163**	**2 203**	**2 215**
Employed	1 623	1 643	1 648	1 655	1 711	1 699
Unemployed	512	492	489	508	492	516
Not economically active	1 152	1 196	1 234	1 247	1 244	1 266
Rates (%)						
Unemployment rate	24,0	23,0	22,9	23,5	22,3	23,3
Employed / population ratio (Absorption)	49,4	49,3	48,9	48,5	49,6	48,8
Labour force participation rate	65,0	64,1	63,4	63,4	63,9	63,6
Indian/Asian						
Population 15-64 yrs	**964**	**975**	**986**	**995**	**1 004**	**1 012**
Labour Force	**566**	**580**	**586**	**609**	**601**	**604**
Employed	498	504	515	539	534	528
Unemployed	68	76	71	71	67	75
Not economically active	398	395	401	386	403	409
Rates (%)						
Unemployment rate	12,0	13,1	12,0	11,6	11,2	12,5
Employed / population ratio (Absorption)	51,7	51,7	52,2	54,1	53,2	52,2
Labour force participation rate	58,7	59,5	59,4	61,2	59,9	59,6
White						
Population 15-64 yrs	**3 109**	**3 078**	**3 048**	**3 016**	**2 983**	**2 948**
Labour Force	**2 103**	**2 103**	**2 064**	**2 058**	**2 019**	**1 998**
Employed	1 947	1 961	1 921	1 922	1 869	1 853
Unemployed	156	142	143	137	150	145
Not economically active	1 006	975	983	957	964	951
Rates (%)						
Unemployment rate	7,4	6,8	6,9	6,7	7,4	7,2
Employed / population ratio (Absorption)	62,6	63,7	63,0	63,7	62,7	62,8
Labour force participation rate	67,6	68,3	67,7	68,3	67,7	67,8

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

Table 2.4: Labour force characteristics by age group						
	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand
15-64 years						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578
Rates (%)						
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5
15-24 years						
Population 15-24 yrs	**10 257**	**10 291**	**10 310**	**10 315**	**10 309**	**10 289**
Labour Force	**2 593**	**2 741**	**2 724**	**2 772**	**2 621**	**2 640**
Employed	1 263	1 367	1 271	1 292	1 222	1 135
Unemployed	1 330	1 374	1 453	1 480	1 399	1 505
Not economically active	7 664	7 550	7 586	7 543	7 688	7 649
Rates (%)						
Unemployment rate	51,3	50,1	53,3	53,4	53,4	57,0
Employed / population ratio (Absorption)	12,3	13,3	12,3	12,5	11,9	11,0
Labour force participation rate	25,3	26,6	26,4	26,9	25,4	25,7
25-34 years						
Population 25-34 yrs	**9 326**	**9 486**	**9 646**	**9 798**	**9 945**	**10 087**
Labour Force	**6 805**	**7 083**	**7 176**	**7 295**	**7 364**	**7 465**
Employed	4 758	4 945	4 903	4 884	4 903	4 823
Unemployed	2 047	2 138	2 272	2 411	2 461	2 642
Not economically active	2 521	2 402	2 470	2 503	2 581	2 623
Rates (%)						
Unemployment rate	30,1	30,2	31,7	33,1	33,4	35,4
Employed / population ratio (Absorption)	51,0	52,1	50,8	49,8	49,3	47,8
Labour force participation rate	73,0	74,7	74,4	74,5	74,0	74,0
35-44 years						
Population 35-44 yrs	**7 430**	**7 618**	**7 798**	**7 962**	**8 118**	**8 275**
Labour Force	**5 790**	**6 041**	**6 213**	**6 462**	**6 546**	**6 632**
Employed	4 685	4 862	4 899	5 041	5 137	5 124
Unemployed	1 106	1 179	1 313	1 421	1 409	1 509
Not economically active	1 639	1 577	1 585	1 501	1 571	1 642
Rates (%)						
Unemployment rate	19,1	19,5	21,1	22,0	21,5	22,7
Employed / population ratio (Absorption)	63,1	63,8	62,8	63,3	63,3	61,9
Labour force participation rate	77,9	79,3	79,7	81,2	80,6	80,2
45-54 years						
Population 45-54 yrs	**5 025**	**5 152**	**5 310**	**5 492**	**5 690**	**5 897**
Labour Force	**3 545**	**3 691**	**3 856**	**4 069**	**4 227**	**4 429**
Employed	3 071	3 171	3 284	3 421	3 560	3 681
Unemployed	474	520	572	648	667	748
Not economically active	1 480	1 461	1 454	1 423	1 463	1 467
Rates (%)						
Unemployment rate	13,4	14,1	14,8	15,9	15,8	16,9
Employed / population ratio (Absorption)	61,1	61,6	61,8	62,3	62,6	62,4
Labour force participation rate	70,6	71,6	72,6	74,1	74,3	75,1
55-64 years						
Population 55-64 yrs	**3 373**	**3 487**	**3 606**	**3 727**	**3 846**	**3 959**
Labour Force	**1 483**	**1 528**	**1 564**	**1 692**	**1 738**	**1 762**
Employed	1 369	1 395	1 423	1 531	1 571	1 587
Unemployed	113	133	141	161	167	175
Not economically active	1 890	1 959	2 041	2 035	2 107	2 196
Rates (%)						
Unemployment rate	7,7	8,7	9,0	9,5	9,6	9,9
Employed / population ratio (Absorption)	40,6	40,0	39,5	41,1	40,9	40,1
Labour force participation rate	44,0	43,8	43,4	45,4	45,2	44,5

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

Table 2.5: Labour force characteristics by province and metro

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578
Discouraged w ork-seekers	2 422	2 334	2 386	2 403	2 806	2 848
Other	12 771	12 616	12 750	12 602	12 604	12 729
Rates (%)						
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5
Western Cape						
Population 15-64 yrs	**4 188**	**4 281**	**4 377**	**4 471**	**4 563**	**4 653**
Labour Force	**2 842**	**2 904**	**2 962**	**3 066**	**3 133**	**3 157**
Employed	2 195	2 304	2 331	2 425	2 506	2 507
Unemployed	646	600	631	641	627	650
Not economically active	1 346	1 377	1 415	1 405	1 430	1 496
Discouraged w ork-seekers	32	51	47	61	59	62
Other	1 315	1 326	1 368	1 345	1 371	1 434
Rates (%)						
Unemployment rate	22,7	20,7	21,3	20,9	20,0	20,6
Employed / population ratio (Absorption)	52,4	53,8	53,3	54,2	54,9	53,9
Labour force participation rate	67,8	67,8	67,7	68,6	68,7	67,9
Western Cape - Non metro						
Population 15-64 yrs	**-**	**1 545**	**1 584**	**1 621**	**1 657**	**1 692**
Labour Force	**-**	**1 033**	**1 041**	**1 075**	**1 096**	**1 114**
Employed	-	846	847	886	907	912
Unemployed	-	187	194	190	189	203
Not economically active	-	511	543	546	561	578
Discouraged w ork-seekers	-	40	38	44	44	42
Other	-	472	505	502	518	536
Rates (%)						
Unemployment rate	-	18,1	18,6	17,6	17,3	18,2
Employed / population ratio (Absorption)	-	54,8	53,5	54,6	54,7	53,9
Labour force participation rate	-	66,9	65,7	66,3	66,1	65,9
Western Cape - City of Cape Town						
Population 15-64 yrs	**-**	**2 737**	**2 793**	**2 850**	**2 905**	**2 961**
Labour Force	**-**	**1 871**	**1 921**	**1 990**	**2 037**	**2 043**
Employed	-	1 457	1 484	1 539	1 599	1 595
Unemployed	-	413	437	451	438	447
Not economically active	-	866	872	859	868	918
Discouraged w ork-seekers	-	11	9	16	16	20
Other	-	855	863	843	853	898
Rates (%)						
Unemployment rate	-	22,1	22,8	22,7	21,5	21,9
Employed / population ratio (Absorption)	-	53,3	53,1	54,0	55,0	53,9
Labour force participation rate	-	68,4	68,8	69,8	70,1	69,0

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

Table 2.5: Labour force characteristics by province and metro (continued)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 077**	**4 111**	**4 149**	**4 197**	**4 246**	**4 295**
Labour Force	**1 918**	**1 935**	**1 959**	**2 158**	**2 153**	**2 183**
Employed	1 350	1 377	1 402	1 417	1 391	1 370
Unemployed	568	558	557	740	762	813
Not economically active	2 159	2 176	2 190	2 039	2 094	2 112
Discouraged w ork-seekers	420	411	443	352	376	353
Other	1 739	1 764	1 746	1 686	1 718	1 759
Rates (%)						
Unemployment rate	29,6	28,8	28,4	34,3	35,4	37,2
Employed / population ratio (Absorption)	33,1	33,5	33,8	33,8	32,8	31,9
Labour force participation rate	47,0	47,1	47,2	51,4	50,7	50,8
Eastern Cape - Non Metro						
Population 15-64 yrs	-	**2 826**	**2 854**	**2 887**	**2 919**	**2 950**
Labour Force	-	**1 086**	**1 123**	**1 266**	**1 262**	**1 299**
Employed	-	786	821	818	794	781
Unemployed	-	300	301	448	468	518
Not economically active	-	1 740	1 731	1 621	1 658	1 650
Discouraged w ork-seekers	-	404	423	340	351	326
Other	-	1 335	1 308	1 281	1 307	1 324
Rates (%)						
Unemployment rate	-	27,6	26,8	35,4	37,1	39,9
Employed / population ratio (Absorption)	-	27,8	28,8	28,3	27,2	26,5
Labour force participation rate	-	38,4	39,3	43,8	43,2	44,0
Eastern Cape - Buffalo City						
Population 15-64 yrs	-	**500**	**503**	**508**	**513**	**519**
Labour Force	-	**331**	**331**	**360**	**336**	**340**
Employed	-	243	235	250	241	241
Unemployed	-	88	96	110	95	99
Not economically active	-	168	172	148	177	179
Discouraged w ork-seekers	-	7	16	10	24	22
Other	-	161	156	137	153	157
Rates (%)						
Unemployment rate	-	26,6	29,0	30,5	28,1	29,2
Employed / population ratio (Absorption)	-	48,7	46,7	49,3	47,1	46,4
Labour force participation rate	-	66,3	65,8	70,9	65,5	65,5
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	-	**785**	**792**	**802**	**814**	**826**
Labour Force	-	**517**	**505**	**532**	**555**	**544**
Employed	-	347	345	349	356	349
Unemployed	-	170	160	183	199	195
Not economically active	-	268	287	270	259	282
Discouraged w ork-seekers	-		5	2	1	5
Other	-	268	282	268	258	278
Rates (%)						
Unemployment rate	-	32,8	31,7	34,4	35,9	35,9
Employed / population ratio (Absorption)	-	44,2	43,6	43,5	43,7	42,2
Labour force participation rate	-	65,9	63,8	66,3	68,2	65,8

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Northern cape						
Population 15-64 yrs	**758**	**767**	**776**	**786**	**795**	**803**
Labour Force	**438**	**448**	**431**	**432**	**443**	**444**
Employed	307	305	305	305	321	320
Unemployed	131	143	126	128	122	124
Not economically active	319	319	345	354	352	359
Discouraged work-seekers	42	46	58	75	62	76
Other	278	274	287	279	290	283
Rates (%)						
Unemployment rate	29,9	32,0	29,2	29,5	27,6	28,0
Employed / population ratio (Absorption)	40,5	39,7	39,3	38,8	40,3	39,8
Labour force participation rate	57,8	58,4	55,6	55,0	55,8	55,3
Free State						
Population 15-64 yrs	**1 857**	**1 870**	**1 883**	**1 889**	**1 899**	**1 907**
Labour Force	**1 136**	**1 163**	**1 179**	**1 193**	**1 208**	**1 222**
Employed	749	805	781	793	796	798
Unemployed	388	358	398	400	412	424
Not economically active	720	707	703	696	691	685
Discouraged work-seekers	77	81	78	85	77	110
Other	643	626	625	611	614	575
Rates (%)						
Unemployment rate	34,1	30,8	33,7	33,6	34,1	34,7
Employed / population ratio (Absorption)	40,3	43,0	41,5	42,0	41,9	41,8
Labour force participation rate	61,2	62,2	62,6	63,1	63,6	64,1
Free State - Non Metro						
Population 15-64 yrs	**-**	**1 349**	**1 353**	**1 354**	**1 353**	**1 350**
Labour Force	**-**	**832**	**827**	**819**	**831**	**840**
Employed	-	562	537	538	535	533
Unemployed	-	270	290	280	296	307
Not economically active	-	517	526	535	522	510
Discouraged work-seekers	-	55	55	67	68	81
Other	-	462	472	468	453	429
Rates (%)						
Unemployment rate	-	32,4	35,1	34,2	35,7	36,5
Employed / population ratio (Absorption)	-	41,7	39,7	39,8	39,5	39,5
Labour force participation rate	-	61,7	61,1	60,5	61,4	62,2
Free State - Mangaung						
Population 15-64 yrs	**-**	**521**	**529**	**536**	**546**	**556**
Labour Force	**-**	**331**	**352**	**374**	**376**	**381**
Employed	-	243	244	254	261	264
Unemployed	-	89	108	120	115	117
Not economically active	-	190	177	161	169	175
Discouraged work-seekers	-	27	24	18	9	29
Other	-	163	154	143	160	146
Rates (%)						
Unemployment rate	-	26,8	30,6	32,1	30,7	30,6
Employed / population ratio (Absorption)	-	46,6	46,1	47,4	47,8	47,5
Labour force participation rate	-	63,6	66,5	69,9	69,0	68,5

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

Table 2.5: Labour force characteristics by province and metro (continued)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu-Natal						
Population 15-64 yrs	**6 608**	**6 703**	**6 802**	**6 908**	**7 015**	**7 122**
Labour Force	**3 201**	**3 239**	**3 269**	**3 378**	**3 424**	**3 549**
Employed	2 487	2 551	2 508	2 547	2 630	2 643
Unemployed	715	688	762	831	795	906
Not economically active	3 406	3 463	3 533	3 530	3 591	3 573
Discouraged work-seekers	622	584	669	689	829	793
Other	2 784	2 880	2 864	2 841	2 761	2 780
Rates (%)						
Unemployment rate	22,3	21,3	23,3	24,6	23,2	25,5
Employed / population ratio (Absorption)	37,6	38,1	36,9	36,9	37,5	37,1
Labour force participation rate	48,4	48,3	48,1	48,9	48,8	49,8
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	-	**4 350**	**4 427**	**4 506**	**4 586**	**4 665**
Labour Force	-	**1 899**	**1 851**	**1 872**	**1 921**	**2 048**
Employed	-	1 438	1 376	1 376	1 425	1 469
Unemployed	-	461	475	497	496	579
Not economically active	-	2 451	2 576	2 634	2 665	2 617
Discouraged work-seekers	-	463	555	584	698	653
Other	-	1 989	2 021	2 050	1 967	1 964
Rates (%)						
Unemployment rate	-	24,3	25,6	26,5	25,8	28,3
Employed / population ratio (Absorption)	-	33,1	31,1	30,5	31,1	31,5
Labour force participation rate	-	43,7	41,8	41,6	41,9	43,9
KwaZulu-Natal - eThekwini						
Population 15-64 yrs	-	**2 352**	**2 376**	**2 402**	**2 429**	**2 457**
Labour Force	-	**1 340**	**1 419**	**1 506**	**1 504**	**1 501**
Employed	-	1 113	1 132	1 171	1 204	1 173
Unemployed	-	227	287	334	299	327
Not economically active	-	1 012	957	896	926	956
Discouraged work-seekers	-	121	114	105	131	140
Other	-	891	843	791	794	816
Rates (%)						
Unemployment rate	-	17,0	20,2	22,2	19,9	21,8
Employed / population ratio (Absorption)	-	47,3	47,6	48,8	49,6	47,8
Labour force participation rate	-	57,0	59,7	62,7	61,9	61,1
North West						
Population 15-64 yrs	**2 384**	**2 428**	**2 473**	**2 518**	**2 561**	**2 604**
Labour Force	**1 229**	**1 260**	**1 285**	**1 329**	**1 337**	**1 365**
Employed	904	936	924	984	980	960
Unemployed	325	324	361	345	356	405
Not economically active	1 155	1 168	1 188	1 188	1 225	1 239
Discouraged work-seekers	238	245	243	275	308	286
Other	917	924	945	913	917	953
Rates (%)						
Unemployment rate	26,4	25,7	28,1	26,0	26,7	29,7
Employed / population ratio (Absorption)	37,9	38,5	37,4	39,1	38,3	36,9
Labour force participation rate	51,6	51,9	52,0	52,8	52,2	52,4

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

Table 2.5: Labour force characteristics by province and metro (continued)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng						
Population 15-64 yrs	**9 332**	**9 553**	**9 774**	**9 983**	**10 185**	**10 384**
Labour Force	**6 423**	**6 923**	**7 082**	**7 210**	**7 196**	**7 330**
Employed	4 824	4 995	5 004	5 075	5 091	5 097
Unemployed	1 599	1 928	2 078	2 134	2 105	2 234
Not economically active	2 908	2 629	2 692	2 773	2 989	3 054
Discouraged work-seekers	357	271	255	276	427	396
Other	2 551	2 359	2 438	2 496	2 561	2 658
Rates (%)						
Unemployment rate	24,9	27,8	29,3	29,6	29,3	30,5
Employed / population ratio (Absorption)	51,7	52,3	51,2	50,8	50,0	49,1
Labour force participation rate	68,8	72,5	72,5	72,2	70,7	70,6
Gauteng - Non Metro						
Population 15-64 yrs	-	**1 300**	**1 317**	**1 331**	**1 343**	**1 353**
Labour Force	-	**859**	**863**	**880**	**838**	**842**
Employed	-	613	590	612	603	583
Unemployed	-	246	272	268	234	259
Not economically active	-	441	454	451	505	512
Discouraged work-seekers	-	75	66	66	126	110
Other	-	366	389	385	379	402
Rates (%)						
Unemployment rate	-	28,7	31,6	30,5	28,0	30,7
Employed / population ratio (Absorption)	-	47,1	44,8	46,0	44,9	43,1
Labour force participation rate	-	66,1	65,5	66,1	62,4	62,2
Gauteng - Ekurhuleni						
Population 15-64 yrs	-	**2 429**	**2 476**	**2 518**	**2 555**	**2 591**
Labour Force	-	**1 763**	**1 784**	**1 855**	**1 820**	**1 892**
Employed	-	1 229	1 198	1 263	1 245	1 302
Unemployed	-	534	586	593	575	590
Not economically active	-	666	693	662	735	699
Discouraged work-seekers	-	61	75	70	100	110
Other	-	605	618	592	635	589
Rates (%)						
Unemployment rate	-	30,3	32,8	31,9	31,6	31,2
Employed / population ratio (Absorption)	-	50,6	48,4	50,2	48,7	50,2
Labour force participation rate	-	72,6	72,0	73,7	71,2	73,0
Gauteng - City of Johannesburg						
Population 15-64 yrs	-	**3 496**	**3 592**	**3 688**	**3 784**	**3 880**
Labour Force	-	**2 679**	**2 751**	**2 742**	**2 828**	**2 848**
Employed	-	1 938	1 966	1 947	2 012	1 954
Unemployed	-	740	786	796	816	894
Not economically active	-	817	841	946	956	1 032
Discouraged work-seekers	-	51	52	74	84	81
Other	-	766	789	872	872	950
Rates (%)						
Unemployment rate	-	27,6	28,6	29,0	28,9	31,4
Employed / population ratio (Absorption)	-	55,5	54,7	52,8	53,2	50,4
Labour force participation rate	-	76,6	76,6	74,4	74,7	73,4
Gauteng - City of Tshwane						
Population 15-64 yrs	-	**2 328**	**2 388**	**2 446**	**2 503**	**2 560**
Labour Force	-	**1 622**	**1 684**	**1 732**	**1 711**	**1 749**
Employed	-	1 215	1 250	1 254	1 231	1 258
Unemployed	-	407	434	478	480	490
Not economically active	-	705	704	714	792	811
Discouraged work-seekers	-	83	62	65	117	95
Other	-	622	641	648	675	717
Rates (%)						
Unemployment rate	-	25,1	25,8	27,6	28,0	28,1
Employed / population ratio (Absorption)	-	52,2	52,4	51,3	49,2	49,1
Labour force participation rate	-	69,7	70,5	70,8	68,4	68,3

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

Table 2.5: Labour force characteristics by province and metro (concluded)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga						
Population 15-64 yrs	**2 703**	**2 756**	**2 809**	**2 859**	**2 907**	**2 952**
Labour Force	**1 593**	**1 611**	**1 665**	**1 762**	**1 810**	**1 880**
Employed	1 132	1 177	1 165	1 219	1 221	1 233
Unemployed	461	433	499	544	589	647
Not economically active	1 110	1 146	1 144	1 097	1 097	1 072
Discouraged w ork-seekers	239	242	231	223	216	214
Other	871	904	913	874	881	858
Rates (%)						
Unemployment rate	29,0	26,9	30,0	30,9	32,5	34,4
Employed / population ratio (Absorption)	41,9	42,7	41,5	42,6	42,0	41,8
Labour force participation rate	58,9	58,4	59,3	61,6	62,3	63,7
Limpopo						
Population 15-64 yrs	**3 505**	**3 566**	**3 627**	**3 684**	**3 737**	**3 786**
Labour Force	**1 435**	**1 602**	**1 701**	**1 761**	**1 793**	**1 798**
Employed	1 198	1 291	1 360	1 404	1 458	1 423
Unemployed	237	311	341	357	335	375
Not economically active	2 070	1 964	1 926	1 923	1 944	1 988
Discouraged w ork-seekers	396	404	362	367	452	558
Other	1 674	1 560	1 564	1 556	1 492	1 430
Rates (%)						
Unemployment rate	16,5	19,4	20,0	20,3	18,7	20,9
Employed / population ratio (Absorption)	34,2	36,2	37,5	38,1	39,0	37,6
Labour force participation rate	40,9	44,9	46,9	47,8	48,0	47,5

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

Table 2.6: Labour force characteristics by sex - Expanded definition of unemployment						
	QLFS 2014	**QLFS 2015**	**QLFS 2016**	**QLFS 2017**	**QLFS 2018**	**QLFS 2019**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Formal sector (Non-agricultural)	10 822	10 935	11 021	11 288	11 319	11 234
Informal sector (Non-agricultural)	2 393	2 637	2 602	2 735	2 937	2 973
Agriculture	702	880	874	843	845	861
Private households	1 230	1 288	1 283	1 303	1 292	1 281
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938
Rates (%)						
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0
Women						
Population 15-64 yrs	**17 986**	**18 273**	**18 567**	**18 865**	**19 158**	**19 447**
Labour Force	**10 867**	**11 278**	**11 501**	**11 925**	**12 222**	**12 413**
Employed	6 634	6 882	6 874	7 114	7 207	7 197
Formal sector (Non-agricultural)	4 514	4 577	4 657	4 797	4 827	4 808
Informal sector (Non-agricultural)	937	1 007	968	1 047	1 098	1 131
Agriculture	213	293	267	265	281	272
Private households	969	1 006	982	1 004	1 001	986
Unemployed	4 233	4 396	4 626	4 811	5 015	5 216
Not economically active	7 119	6 995	7 066	6 940	6 936	7 034
Rates (%)						
Unemployment rate	39,0	39,0	40,2	40,3	41,0	42,0
Employed / population ratio (Absorption)	36,9	37,7	37,0	37,7	37,6	37,0
Labour force participation rate	60,4	61,7	61,9	63,2	63,8	63,8
Men						
Population 15-64 yrs	**17 424**	**17 762**	**18 102**	**18 429**	**18 749**	**19 060**
Labour Force	**12 534**	**12 864**	**13 208**	**13 552**	**13 816**	**14 155**
Employed	8 513	8 859	8 906	9 055	9 186	9 153
Formal sector (Non-agricultural)	6 308	6 359	6 364	6 491	6 492	6 426
Informal sector (Non-agricultural)	1 455	1 630	1 634	1 688	1 839	1 843
Agriculture	488	587	607	577	564	589
Private households	261	283	301	299	291	295
Unemployed	4 022	4 005	4 302	4 498	4 630	5 002
Not economically active	4 890	4 898	4 894	4 877	4 933	4 904
Rates (%)						
Unemployment rate	32,1	31,1	32,6	33,2	33,5	35,3
Employed / population ratio (Absorption)	48,9	49,9	49,2	49,1	49,0	48,0
Labour force participation rate	71,9	72,4	73,0	73,5	73,7	74,3

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

Table 2.7: Labour force characteristics by population group - Expanded definition of unemployment						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938
Rates (%)						
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0
Black/African						
Population 15-64 yrs	**28 050**	**28 651**	**29 264**	**29 873**	**30 474**	**31 065**
Labour Force	**18 402**	**19 115**	**19 693**	**20 379**	**20 940**	**21 480**
Employed	11 078	11 633	11 696	12 053	12 280	12 269
Unemployed	7 324	7 482	7 996	8 326	8 660	9 211
Not economically active	9 648	9 536	9 571	9 494	9 534	9 584
Rates (%)						
Unemployment rate	39,8	39,1	40,6	40,9	41,4	42,9
Employed / population ratio (Absorption)	39,5	40,6	40,0	40,3	40,3	39,5
Labour force participation rate	65,6	66,7	67,3	68,2	68,7	69,1
Coloured						
Population 15-64 yrs	**3 287**	**3 331**	**3 371**	**3 410**	**3 447**	**3 481**
Labour Force	**2 254**	**2 271**	**2 286**	**2 347**	**2 368**	**2 398**
Employed	1 623	1 643	1 648	1 655	1 711	1 699
Unemployed	630	628	638	691	657	699
Not economically active	1 034	1 060	1 086	1 064	1 079	1 083
Rates (%)						
Unemployment rate	28,0	27,7	27,9	29,5	27,8	29,2
Employed / population ratio (Absorption)	49,4	49,3	48,9	48,5	49,6	48,8
Labour force participation rate	68,6	68,2	67,8	68,8	68,7	68,9
Indian/Asian						
Population 15-64 yrs	**964**	**975**	**986**	**995**	**1 004**	**1 012**
Labour Force	**599**	**614**	**618**	**645**	**647**	**640**
Employed	498	504	515	539	534	528
Unemployed	101	110	102	107	113	112
Not economically active	365	361	369	350	357	373
Rates (%)						
Unemployment rate	16,9	17,9	16,6	16,5	17,5	17,4
Employed / population ratio (Absorption)	51,7	51,7	52,2	54,1	53,2	52,2
Labour force participation rate	62,2	62,9	62,6	64,9	64,4	63,2
White						
Population 15-64 yrs	**3 109**	**3 078**	**3 048**	**3 016**	**2 983**	**2 948**
Labour Force	**2 147**	**2 142**	**2 112**	**2 106**	**2 084**	**2 050**
Employed	1 947	1 961	1 921	1 922	1 869	1 853
Unemployed	200	181	191	185	215	197
Not economically active	962	936	935	910	899	899
Rates (%)						
Unemployment rate	9,3	8,5	9,1	8,8	10,3	9,6
Employed / population ratio (Absorption)	62,6	63,7	63,0	63,7	62,7	62,8
Labour force participation rate	69,1	69,6	69,3	69,8	69,9	69,5

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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 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
15-64 years						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938
Rates (%)						
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0
15-24 years						
Population 15-24 yrs	**10 257**	**10 291**	**10 310**	**10 315**	**10 309**	**10 289**
Labour Force	**3 610**	**3 677**	**3 707**	**3 732**	**3 661**	**3 689**
Employed	1 263	1 367	1 271	1 292	1 222	1 135
Unemployed	2 347	2 310	2 437	2 440	2 439	2 554
Not economically active	6 647	6 614	6 602	6 583	6 647	6 600
Rates (%)						
Unemployment rate	65,0	62,8	65,7	65,4	66,6	69,2
Employed / population ratio (Absorption)	12,3	13,3	12,3	12,5	11,9	11,0
Labour force participation rate	35,2	35,7	36,0	36,2	35,5	35,8
25-34 years						
Population 25-34 yrs	**9 326**	**9 486**	**9 646**	**9 798**	**9 945**	**10 087**
Labour Force	**7 897**	**8 157**	**8 275**	**8 416**	**8 609**	**8 746**
Employed	4 758	4 945	4 903	4 884	4 903	4 823
Unemployed	3 139	3 212	3 372	3 532	3 705	3 923
Not economically active	1 429	1 329	1 370	1 383	1 336	1 342
Rates (%)						
Unemployment rate	39,8	39,4	40,7	42,0	43,0	44,9
Employed / population ratio (Absorption)	51,0	52,1	50,8	49,8	49,3	47,8
Labour force participation rate	84,7	86,0	85,8	85,9	86,6	86,7
35-44 years						
Population 35-44 yrs	**7 430**	**7 618**	**7 798**	**7 962**	**8 118**	**8 275**
Labour Force	**6 384**	**6 637**	**6 805**	**7 051**	**7 216**	**7 316**
Employed	4 685	4 862	4 899	5 041	5 137	5 124
Unemployed	1 700	1 775	1 906	2 010	2 079	2 192
Not economically active	1 045	982	993	912	902	958
Rates (%)						
Unemployment rate	26,6	26,7	28,0	28,5	28,8	30,0
Employed / population ratio (Absorption)	63,1	63,8	62,8	63,3	63,3	61,9
Labour force participation rate	85,9	87,1	87,3	88,5	88,9	88,4
45-54 years						
Population 45-54 yrs	**5 025**	**5 152**	**5 310**	**5 492**	**5 690**	**5 897**
Labour Force	**3 898**	**4 022**	**4 218**	**4 446**	**4 664**	**4 892**
Employed	3 071	3 171	3 284	3 421	3 560	3 681
Unemployed	827	851	935	1 025	1 104	1 211
Not economically active	1 127	1 130	1 091	1 046	1 026	1 004
Rates (%)						
Unemployment rate	21,2	21,1	22,2	23,1	23,7	24,8
Employed / population ratio (Absorption)	61,1	61,6	61,8	62,3	62,6	62,4
Labour force participation rate	77,6	78,1	79,4	81,0	82,0	83,0
55-64 years						
Population 55-64 yrs	**3 373**	**3 487**	**3 606**	**3 727**	**3 846**	**3 959**
Labour Force	**1 612**	**1 649**	**1 702**	**1 833**	**1 889**	**1 925**
Employed	1 369	1 395	1 423	1 531	1 571	1 587
Unemployed	243	255	279	302	317	338
Not economically active	1 761	1 838	1 904	1 894	1 957	2 034
Rates (%)						
Unemployment rate	15,0	15,4	16,4	16,5	16,8	17,5
Employed / population ratio (Absorption)	40,6	40,0	39,5	41,1	40,9	40,1
Labour force participation rate	47,8	47,3	47,2	49,2	49,1	48,6

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

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand
South Africa						
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**
Employed	15 146	15 741	15 780	16 169	16 394	16 350
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938
Rates (%)						
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0
Western Cape						
Population 15-64 yrs	**4 188**	**4 281**	**4 377**	**4 471**	**4 563**	**4 653**
Labour Force	**2 908**	**2 997**	**3 067**	**3 207**	**3 259**	**3 290**
Employed	2 195	2 304	2 331	2 425	2 506	2 507
Unemployed	713	693	736	782	753	783
Not economically active	1 280	1 284	1 310	1 264	1 303	1 363
Rates (%)						
Unemployment rate	24,5	23,1	24,0	24,4	23,1	23,8
Employed / population ratio (Absorption)	52,4	53,8	53,3	54,2	54,9	53,9
Labour force participation rate	69,4	70,0	70,1	71,7	71,4	70,7
Western Cape - Non Metro						
Population 15-64 yrs	**-**	**1 545**	**1 584**	**1 621**	**1 657**	**1 692**
Labour Force	**-**	**1 095**	**1 115**	**1 170**	**1 179**	**1 188**
Employed	-	846	847	886	907	912
Unemployed	-	248	269	284	272	276
Not economically active	-	450	468	452	478	505
Rates (%)						
Unemployment rate	-	22,7	24,1	24,3	23,1	23,2
Employed / population ratio (Absorption)	-	54,8	53,5	54,6	54,7	53,9
Labour force participation rate	-	70,9	70,4	72,1	71,1	70,2
Western Cape - City of Cape Town						
Population 15-64 yrs	**-**	**2 737**	**2 793**	**2 850**	**2 905**	**2 961**
Labour Force	**-**	**1 902**	**1 951**	**2 038**	**2 080**	**2 102**
Employed	-	1 457	1 484	1 539	1 599	1 595
Unemployed	-	445	468	498	481	507
Not economically active	-	834	842	812	825	858
Rates (%)						
Unemployment rate	-	23,4	24,0	24,4	23,1	24,1
Employed / population ratio (Absorption)	-	53,3	53,1	54,0	55,0	53,9
Labour force participation rate	-	69,5	69,9	71,5	71,6	71,0

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

Table 2.9: Labour force characteristics by province and metro - Expanded definition of unemployment (continued)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 077**	**4 111**	**4 149**	**4 197**	**4 246**	**4 295**
Labour Force	**2 384**	**2 380**	**2 448**	**2 556**	**2 583**	**2 598**
Employed	1 350	1 377	1 402	1 417	1 391	1 370
Unemployed	1 034	1 003	1 046	1 139	1 192	1 228
Not economically active	1 694	1 730	1 701	1 640	1 663	1 697
Rates (%)						
Unemployment rate	43,4	42,2	42,7	44,6	46,1	47,3
Employed / population ratio (Absorption)	33,1	33,5	33,8	33,8	32,8	31,9
Labour force participation rate	58,5	57,9	59,0	60,9	60,8	60,5
Eastern Cape - Non Metro						
Population 15-64 yrs	-	**2 826**	**2 854**	**2 887**	**2 919**	**2 950**
Labour Force	-	**1 517**	**1 581**	**1 640**	**1 656**	**1 670**
Employed	-	786	821	818	794	781
Unemployed	-	731	760	821	862	889
Not economically active	-	1 308	1 273	1 248	1 263	1 280
Rates (%)						
Unemployment rate	-	48,2	48,0	50,1	52,1	53,2
Employed / population ratio (Absorption)	-	27,8	28,8	28,3	27,2	26,5
Labour force participation rate	-	53,7	55,4	56,8	56,7	56,6
Eastern Cape - Buffalo City						
Population 15-64 yrs	-	**500**	**503**	**508**	**513**	**519**
Labour Force	-	**345**	**356**	**382**	**371**	**378**
Employed	-	243	235	250	241	241
Unemployed	-	102	121	131	129	137
Not economically active	-	154	147	126	142	141
Rates (%)						
Unemployment rate	-	29,6	34,1	34,4	34,9	36,2
Employed / population ratio (Absorption)	-	48,7	46,7	49,3	47,1	46,4
Labour force participation rate	-	69,1	70,8	75,2	72,3	72,7
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	-	**785**	**792**	**802**	**814**	**826**
Labour Force	-	**517**	**510**	**535**	**556**	**550**
Employed	-	347	345	349	356	349
Unemployed	-	170	165	186	201	202
Not economically active	-	268	281	267	258	276
Rates (%)						
Unemployment rate	-	32,9	32,4	34,8	36,1	36,7
Employed / population ratio (Absorption)	-	44,2	43,6	43,5	43,7	42,2
Labour force participation rate	-	65,9	64,5	66,7	68,4	66,6
Northern Cape						
Population 15-64 yrs	**758**	**767**	**776**	**786**	**795**	**803**
Labour Force	**510**	**519**	**517**	**536**	**540**	**553**
Employed	307	305	305	305	321	320
Unemployed	203	214	211	232	219	233
Not economically active	247	249	260	250	256	251
Rates (%)						
Unemployment rate	39,9	41,3	40,9	43,2	40,5	42,1
Employed / population ratio (Absorption)	40,5	39,7	39,3	38,8	40,3	39,8
Labour force participation rate	67,4	67,6	66,5	68,2	67,9	68,8

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

Table 2.9: Labour force characteristics by province and metro - Expanded definition of unemployment (continued)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Free State						
Population 15-64 yrs	**1 857**	**1 870**	**1 883**	**1 889**	**1 899**	**1 907**
Labour Force	**1 265**	**1 295**	**1 296**	**1 320**	**1 323**	**1 367**
Employed	749	805	781	793	796	798
Unemployed	516	490	514	527	527	569
Not economically active	592	575	587	570	576	540
Rates (%)						
Unemployment rate	40,8	37,8	39,7	39,9	39,8	41,6
Employed / population ratio (Absorption)	40,3	43,0	41,5	42,0	41,9	41,8
Labour force participation rate	68,1	69,3	68,8	69,8	69,7	71,7
Free State - Non Metro						
Population 15-64 yrs	**-**	**1 349**	**1 353**	**1 354**	**1 353**	**1 350**
Labour Force	**-**	**929**	**911**	**919**	**924**	**945**
Employed	-	562	537	538	535	533
Unemployed	-	367	374	380	389	412
Not economically active	-	420	442	435	429	405
Rates (%)						
Unemployment rate	-	39,5	41,1	41,4	42,1	43,6
Employed / population ratio (Absorption)	-	41,7	39,7	39,8	39,5	39,5
Labour force participation rate	-	68,9	67,3	67,9	68,3	70,0
Free State - Mangaung						
Population 15-64 yrs	**-**	**521**	**529**	**536**	**546**	**556**
Labour Force	**-**	**366**	**385**	**401**	**399**	**422**
Employed	-	243	244	254	261	264
Unemployed	-	124	140	147	138	158
Not economically active	-	155	145	135	147	134
Rates (%)						
Unemployment rate	-	33,7	36,5	36,6	34,6	37,4
Employed / population ratio (Absorption)	-	46,6	46,1	47,4	47,8	47,5
Labour force participation rate	-	70,3	72,6	74,9	73,1	75,9
KwaZulu-Natal						
Population 15-64 yrs	**6 608**	**6 703**	**6 802**	**6 908**	**7 015**	**7 122**
Labour Force	**4 074**	**4 033**	**4 174**	**4 304**	**4 458**	**4 553**
Employed	2 487	2 551	2 508	2 547	2 630	2 643
Unemployed	1 588	1 482	1 667	1 758	1 828	1 910
Not economically active	2 533	2 670	2 628	2 603	2 557	2 569
Rates (%)						
Unemployment rate	39,0	36,8	39,9	40,8	41,0	42,0
Employed / population ratio (Absorption)	37,6	38,1	36,9	36,9	37,5	37,1
Labour force participation rate	61,7	60,2	61,4	62,3	63,5	63,9
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**-**	**4 350**	**4 427**	**4 506**	**4 586**	**4 665**
Labour Force	**-**	**2 529**	**2 604**	**2 651**	**2 786**	**2 873**
Employed	-	1 438	1 376	1 376	1 425	1 469
Unemployed	-	1 091	1 228	1 275	1 361	1 403
Not economically active	-	1 822	1 823	1 855	1 799	1 792
Rates (%)						
Unemployment rate	-	43,1	47,2	48,1	48,8	48,9
Employed / population ratio (Absorption)	-	33,1	31,1	30,5	31,1	31,5
Labour force participation rate	-	58,1	58,8	58,8	60,8	61,6

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

Table 2.9: Labour force characteristics by province and metro - Expanded definition of unemployment (continued)	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu-Natal - eThekhwini						
Population 15-64 yrs	**-**	**2 352**	**2 376**	**2 402**	**2 429**	**2 457**
Labour Force	**-**	**1 505**	**1 570**	**1 654**	**1 671**	**1 680**
Employed	-	1 113	1 132	1 171	1 204	1 173
Unemployed	-	392	439	482	467	507
Not economically active	-	848	806	748	758	776
Rates (%)						
Unemployment rate	-	26,0	27,9	29,2	27,9	30,2
Employed / population ratio (Absorption)	-	47,3	47,6	48,8	49,6	47,8
Labour force participation rate	-	64,0	66,1	68,9	68,8	68,4
North West						
Population 15-64 yrs	**2 384**	**2 428**	**2 473**	**2 518**	**2 561**	**2 604**
Labour Force	**1 550**	**1 579**	**1 616**	**1 688**	**1 720**	**1 738**
Employed	904	936	924	984	980	960
Unemployed	646	643	692	704	740	778
Not economically active	833	849	857	830	841	866
Rates (%)						
Unemployment rate	41,7	40,7	42,8	41,7	43,0	44,8
Employed / population ratio (Absorption)	37,9	38,5	37,4	39,1	38,3	36,9
Labour force participation rate	65,0	65,0	65,4	67,0	67,2	66,8
Gauteng						
Population 15-64 yrs	**9 332**	**9 553**	**9 774**	**9 983**	**10 185**	**10 384**
Labour Force	**6 842**	**7 285**	**7 446**	**7 574**	**7 712**	**7 810**
Employed	4 824	4 995	5 004	5 075	5 091	5 097
Unemployed	2 018	2 289	2 442	2 498	2 621	2 713
Not economically active	2 490	2 268	2 328	2 409	2 473	2 574
Rates (%)						
Unemployment rate	29,5	31,4	32,8	33,0	34,0	34,7
Employed / population ratio (Absorption)	51,7	52,3	51,2	50,8	50,0	49,1
Labour force participation rate	73,3	76,3	76,2	75,9	75,7	75,2
Gauteng - Non Metro						
Population 15-64 yrs	**-**	**1 300**	**1 317**	**1 331**	**1 343**	**1 353**
Labour Force	**-**	**946**	**966**	**975**	**984**	**978**
Employed	-	613	590	612	603	583
Unemployed	-	333	375	364	380	395
Not economically active	-	354	351	356	359	375
Rates (%)						
Unemployment rate	-	35,2	38,9	37,3	38,7	40,4
Employed / population ratio (Absorption)	-	47,1	44,8	46,0	44,9	43,1
Labour force participation rate	-	72,7	73,3	73,3	73,3	72,3
Gauteng - Ekurhuleni						
Population 15-64 yrs	**-**	**2 429**	**2 476**	**2 518**	**2 555**	**2 591**
Labour Force	**-**	**1 858**	**1 883**	**1 943**	**1 940**	**2 018**
Employed	-	1 229	1 198	1 263	1 245	1 302
Unemployed	-	629	685	680	696	717
Not economically active	-	571	594	574	615	573
Rates (%)						
Unemployment rate	-	33,9	36,4	35,0	35,8	35,5
Employed / population ratio (Absorption)	-	50,6	48,4	50,2	48,7	50,2
Labour force participation rate	-	76,5	76,0	77,2	75,9	77,9

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng - City of Johannesburg						
Population 15-64 yrs	**-**	**3 496**	**3 592**	**3 688**	**3 784**	**3 880**
Labour Force	**-**	**2 752**	**2 829**	**2 836**	**2 925**	**2 946**
Employed	-	1 938	1 966	1 947	2 012	1 954
Unemployed	-	813	863	889	913	992
Not economically active	-	744	764	852	859	934
Rates (%)						
Unemployment rate	-	29,6	30,5	31,4	31,2	33,7
Employed / population ratio (Absorption)	-	55,5	54,7	52,8	53,2	50,4
Labour force participation rate	-	78,7	78,7	76,9	77,3	75,9
Gauteng - City of Tshwane						
Population 15-64 yrs	**-**	**2 328**	**2 388**	**2 446**	**2 503**	**2 560**
Labour Force	**-**	**1 729**	**1 769**	**1 820**	**1 862**	**1 868**
Employed	-	1 215	1 250	1 254	1 231	1 258
Unemployed	-	514	519	565	631	610
Not economically active	-	599	619	626	640	692
Rates (%)						
Unemployment rate	-	29,7	29,3	31,1	33,9	32,6
Employed / population ratio (Absorption)	-	52,2	52,4	51,3	49,2	49,1
Labour force participation rate	-	74,3	74,1	74,4	74,4	73,0
Mpumalanga						
Population 15-64 yrs	**2 703**	**2 756**	**2 809**	**2 859**	**2 907**	**2 952**
Labour Force	**1 940**	**1 947**	**1 989**	**2 064**	**2 093**	**2 183**
Employed	1 132	1 177	1 165	1 219	1 221	1 233
Unemployed	808	770	824	846	872	951
Not economically active	763	809	820	795	814	769
Rates (%)						
Unemployment rate	41,6	39,5	41,4	41,0	41,6	43,5
Employed / population ratio (Absorption)	41,9	42,7	41,5	42,6	42,0	41,8
Labour force participation rate	71,8	70,7	70,8	72,2	72,0	74,0
Limpopo						
Population 15-64 yrs	**3 505**	**3 566**	**3 627**	**3 684**	**3 737**	**3 786**
Labour Force	**1 929**	**2 107**	**2 156**	**2 227**	**2 351**	**2 476**
Employed	1 198	1 291	1 360	1 404	1 458	1 423
Unemployed	731	816	795	823	893	1 053
Not economically active	1 576	1 459	1 471	1 457	1 386	1 310
Rates (%)						
Unemployment rate	37,9	38,7	36,9	37,0	38,0	42,5
Employed / population ratio (Absorption)	34,2	36,2	37,5	38,1	39,0	37,6
Labour force participation rate	55,0	59,1	59,4	60,5	62,9	65,4

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

Table 3.1: Employed by industry and sex - South Africa	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Agriculture	702	880	874	843	845	861
Mining	428	455	444	434	419	412
Manufacturing	1 760	1 762	1 692	1 782	1 769	1 762
Utilities	117	132	118	149	148	139
Construction	1 249	1 405	1 431	1 414	1 472	1 348
Trade	3 202	3 161	3 178	3 250	3 280	3 358
Transport	932	905	910	977	984	998
Finance	2 030	2 198	2 275	2 402	2 479	2 518
Community and social services	3 493	3 551	3 571	3 609	3 694	3 667
Private households	1 230	1 288	1 283	1 303	1 292	1 281
Other	4	4	4	6	10	7
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**
Agriculture	213	293	267	265	281	272
Mining	73	61	60	55	55	62
Manufacturing	556	569	564	603	593	609
Utilities	28	24	33	36	38	41
Construction	140	153	159	176	152	149
Trade	1 514	1 519	1 512	1 563	1 548	1 553
Transport	180	180	172	189	195	189
Finance	849	910	948	999	1 066	1 046
Community and social services	2 109	2 165	2 173	2 219	2 273	2 285
Private households	969	1 006	982	1 004	1 001	986
Other	2	2	3	4	6	4
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**
Agriculture	488	587	607	577	564	589
Mining	355	394	385	380	364	349
Manufacturing	1 203	1 193	1 127	1 179	1 176	1 153
Utilities	89	108	84	113	111	97
Construction	1 109	1 252	1 272	1 238	1 320	1 199
Trade	1 688	1 642	1 667	1 687	1 732	1 805
Transport	752	725	738	788	789	809
Finance	1 181	1 288	1 326	1 403	1 413	1 472
Community and social services	1 384	1 387	1 398	1 390	1 422	1 382
Private households	261	283	301	299	291	295
Other	2	2	1	1	4	2

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

Table 3.2: Employed by industry and province

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**702**	**880**	**874**	**843**	**845**	**861**
Western Cape	142	232	215	187	196	215
Eastern Cape	78	83	96	89	88	88
Northern Cape	44	36	48	44	44	36
Free State	57	71	65	76	73	60
Kw aZulu Natal	90	145	135	123	123	143
North West	42	55	49	50	53	57
Gauteng	59	34	41	37	32	34
Mpumalanga	84	89	97	97	92	91
Limpopo	106	135	129	139	143	136
Mining	**428**	**455**	**444**	**434**	**419**	**412**
Western Cape	4	3	3	4	4	4
Eastern Cape	2	1	2	1	1	1
Northern Cape	19	25	19	30	24	29
Free State	28	33	29	16	22	17
Kw aZulu Natal	6	8	6	6	7	6
North West	152	155	142	132	134	130
Gauteng	56	94	98	86	68	60
Mpumalanga	91	58	58	56	69	74
Limpopo	70	77	87	103	91	90
Manufacturing	**1 760**	**1 762**	**1 692**	**1 782**	**1 769**	**1 762**
Western Cape	308	297	306	339	328	335
Eastern Cape	139	131	135	130	128	123
Northern Cape	10	11	13	9	14	16
Free State	69	68	61	62	63	64
Kw aZulu Natal	349	348	317	320	351	343
North West	69	72	68	78	58	73
Gauteng	630	657	623	645	632	625
Mpumalanga	100	106	93	109	111	101
Limpopo	85	72	76	91	85	83
Utilities	**117**	**132**	**118**	**149**	**148**	**139**
Western Cape	13	16	8	13	9	13
Eastern Cape	9	6	7	7	3	7
Northern Cape	2	4	1	3	6	2
Free State	4	11	10	11	10	10
Kw aZulu Natal	19	16	7	14	15	11
North West	2	4	6	4	8	6
Gauteng	37	32	28	42	44	45
Mpumalanga	21	31	33	39	41	33
Limpopo	10	13	18	15	11	11
Construction	**1 249**	**1 405**	**1 431**	**1 414**	**1 472**	**1 348**
Western Cape	168	200	224	229	226	206
Eastern Cape	139	165	164	152	163	150
Northern Cape	25	29	29	24	25	19
Free State	52	56	56	66	58	57
Kw aZulu Natal	252	266	222	215	231	234
North West	54	64	72	83	89	63
Gauteng	349	376	391	387	420	377
Mpumalanga	98	104	113	111	109	105
Limpopo	113	144	161	148	151	137

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

Table 3.2: Employed by industry and province (concluded)

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 202**	**3 161**	**3 178**	**3 250**	**3 280**	**3 358**
Western Cape	469	455	441	463	502	498
Eastern Cape	284	291	298	324	294	283
Northern Cape	46	53	46	47	49	50
Free State	156	172	173	170	155	166
KwaZulu Natal	540	502	535	505	491	552
North West	172	166	175	195	191	177
Gauteng	994	1 002	980	991	1 000	1 042
Mpumalanga	242	240	233	248	259	259
Limpopo	299	280	297	307	338	332
Transport	**932**	**905**	**910**	**977**	**984**	**998**
Western Cape	142	119	125	145	154	144
Eastern Cape	79	64	73	70	69	73
Northern Cape	8	10	14	11	12	11
Free State	33	36	36	44	38	38
KwaZulu Natal	176	162	167	174	182	182
North West	32	35	35	35	33	39
Gauteng	361	361	353	385	384	377
Mpumalanga	54	62	58	60	59	67
Limpopo	47	56	49	52	54	66
Finance	**2 030**	**2 198**	**2 275**	**2 402**	**2 479**	**2 518**
Western Cape	361	364	388	420	446	451
Eastern Cape	112	129	128	162	138	137
Northern Cape	24	21	20	21	23	23
Free State	63	64	58	69	84	82
KwaZulu Natal	252	268	284	329	341	340
North West	70	100	86	100	102	100
Gauteng	967	1 021	1 083	1 045	1 083	1 127
Mpumalanga	120	132	122	141	136	150
Limpopo	61	98	106	116	125	108
Community and social services	**3 493**	**3 551**	**3 571**	**3 609**	**3 694**	**3 667**
Western Cape	450	463	460	472	485	499
Eastern Cape	391	387	384	370	396	386
Northern Cape	99	91	87	91	101	108
Free State	210	209	197	191	204	204
KwaZulu Natal	582	624	602	627	662	607
North West	228	202	213	225	234	238
Gauteng	1 009	1 022	1 050	1 068	1 039	1 032
Mpumalanga	224	254	258	250	237	246
Limpopo	300	299	320	315	335	347
Private households	**1 230**	**1 288**	**1 283**	**1 303**	**1 292**	**1 281**
Western Cape	139	154	159	154	155	141
Eastern Cape	117	118	115	112	110	122
Northern Cape	30	26	28	25	24	26
Free State	78	86	97	88	87	101
KwaZulu Natal	220	211	233	234	226	225
North West	83	82	79	81	77	75
Gauteng	358	393	354	383	381	372
Mpumalanga	98	102	100	109	108	105
Limpopo	107	116	118	118	123	113

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

Table 3.3: Employed by sector and industry - South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand
Total employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Formal and informal sector (Non-agricultural)	**13 215**	**13 573**	**13 623**	**14 023**	**14 256**	**14 208**
Mining	428	455	444	434	419	412
Manufacturing	1 760	1 762	1 692	1 782	1 769	1 762
Utilities	117	132	118	149	148	139
Construction	1 249	1 405	1 431	1 414	1 472	1 348
Trade	3 202	3 161	3 178	3 250	3 280	3 358
Transport	932	905	910	977	984	998
Finance	2 030	2 198	2 275	2 402	2 479	2 518
Community and social services	3 493	3 551	3 571	3 609	3 694	3 667
Other	4	4	4	6	10	7
Formal sector (Non-agricultural)	**10 822**	**10 935**	**11 021**	**11 288**	**11 319**	**11 234**
Mining	425	451	439	427	413	405
Manufacturing	1 551	1 541	1 494	1 559	1 544	1 530
Utilities	115	126	112	144	145	133
Construction	863	971	976	981	955	875
Trade	2 183	2 088	2 128	2 136	2 150	2 155
Transport	722	657	669	709	708	686
Finance	1 858	1 975	2 066	2 187	2 201	2 253
Community and social services	3 102	3 121	3 132	3 140	3 194	3 191
Other	4	4	4	6	10	6
Informal sector (Non-agricultural)	**2 393**	**2 637**	**2 602**	**2 735**	**2 937**	**2 973**
Mining	3	3	6	7	6	6
Manufacturing	209	221	198	224	226	233
Utilities	3	6	6	5	4	6
Construction	386	434	455	433	518	472
Trade	1 019	1 073	1 050	1 114	1 130	1 203
Transport	210	248	241	268	276	312
Finance	172	223	208	215	277	265
Community and social services	391	430	439	469	500	476
Other	0		0			0
Agriculture	**702**	**880**	**874**	**843**	**845**	**861**
Private households	**1 230**	**1 288**	**1 283**	**1 303**	**1 292**	**1 281**

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, metro and sector

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Formal sector (Non-agricultural)	10 822	10 935	11 021	11 288	11 319	11 234
Informal sector (Non-agricultural)	2 393	2 637	2 602	2 735	2 937	2 973
Agriculture	702	880	874	843	845	861
Private households	1 230	1 288	1 283	1 303	1 292	1 281
Western Cape	**2 195**	**2 304**	**2 331**	**2 425**	**2 506**	**2 507**
Formal sector (Non-agricultural)	1 699	1 676	1 720	1 827	1 867	1 846
Informal sector (Non-agricultural)	216	241	236	258	287	305
Agriculture	142	232	215	187	196	215
Private households	139	154	159	154	155	141
Western Cape - Non Metro	**-**	**846**	**847**	**886**	**907**	**912**
Formal sector (Non-agricultural)	-	492	502	571	561	550
Informal sector (Non-agricultural)	-	81	77	83	106	108
Agriculture	-	210	202	170	176	197
Private households	-	64	65	62	64	57
Western Cape - City of Cape Town	**-**	**1 457**	**1 484**	**1 539**	**1 599**	**1 595**
Formal sector (Non-agricultural)	-	1 185	1 218	1 256	1 306	1 296
nformal sector (Non-agricultural)	-	160	159	175	181	198
Agriculture	-	22	13	17	20	17
Private households	-	90	94	91	91	85
Eastern Cape	**1 350**	**1 377**	**1 402**	**1 417**	**1 391**	**1 370**
Formal sector (Non-agricultural)	859	869	880	898	877	828
Informal sector (Non-agricultural)	296	305	311	318	315	332
Agriculture	78	83	96	89	88	88
Private households	117	118	115	112	110	122
Eastern Cape - Non Metro	**-**	**786**	**821**	**818**	**794**	**781**
Formal sector (Non-agricultural)	-	428	443	462	435	417
Informal sector (Non-agricultural)	-	214	229	215	211	220
Agriculture	-	76	85	80	82	76
Private households	-	68	64	61	66	68
Eastern Cape - Buffalo City	**-**	**243**	**235**	**250**	**241**	**241**
Formal sector (Non-agricultural)	-	173	175	171	174	160
Informal sector (Non-agricultural)	-	44	36	57	48	52
Agriculture	-	5	5	6	4	7
Private households	-	21	20	16	15	23
Eastern Cape - Nelson mandela bay	**-**	**347**	**345**	**349**	**356**	**349**
Formal sector (Non-agricultural)	-	268	262	265	268	251
Informal sector (Non-agricultural)	-	47	46	46	56	61
Agriculture	-	2	6	3	3	6
Private households	-	30	31	35	29	31
Northern Cape	**307**	**305**	**305**	**305**	**321**	**320**
Formal sector (Non-agricultural)	201	205	192	202	224	220
Informal sector (Non-agricultural)	32	38	38	34	30	38
Agriculture	44	36	48	44	44	36
Private households	30	26	28	25	24	26
Free State	**749**	**805**	**781**	**793**	**796**	**798**
Formal sector (Non-agricultural)	496	514	482	476	494	500
Informal sector (Non-agricultural)	118	134	137	153	141	137
Agriculture	57	71	65	76	73	60
Private households	78	86	97	88	87	101
Free State - Non Metro	**-**	**562**	**537**	**538**	**535**	**533**
Formal sector (Non-agricultural)	-	341	311	302	310	308
Informal sector (Non-agricultural)	-	89	92	104	94	96
Agriculture	-	70	64	74	72	57
Private households	-	62	70	59	59	72
Free State - Mangaung	**-**	**243**	**244**	**254**	**261**	**264**
Formal sector (Non-agricultural)	-	173	171	174	184	192
Informal sector (Non-agricultural)	-	45	46	49	47	42
Agriculture	-	2	2	2	2	3
Private households	-	23	26	29	28	28

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

Table 3.4: Employed by province and sector (concluded)

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand
KwaZulu Natal	**2 487**	**2 551**	**2 508**	**2 547**	**2 630**	**2 643**
Formal sector (Non-agricultural)	1 712	1 708	1 690	1 765	1 806	1 792
Informal sector (Non-agricultural)	464	487	450	424	474	482
Agriculture	90	145	135	123	123	143
Private households	220	211	233	234	226	225
KwaZulu Natal - Non Metro	-	**1 438**	**1 376**	**1 376**	**1 425**	**1 469**
Formal sector (Non-agricultural)	-	886	833	865	882	917
Informal sector (Non-agricultural)	-	312	294	271	312	303
Agriculture	-	139	129	119	119	135
Private households	-	102	120	120	112	114
KwaZulu Natal - eThekwini	-	**1 113**	**1 132**	**1 171**	**1 204**	**1 173**
Formal sector (Non-agricultural)	-	822	857	900	924	876
Informal sector (Non-agricultural)	-	175	156	153	162	179
Agriculture	-	6	6	4	4	8
Private households	-	109	113	114	115	111
North West	**904**	**936**	**924**	**984**	**980**	**960**
Formal sector (Non-agricultural)	668	672	665	695	695	680
Informal sector (Non-agricultural)	111	127	132	158	155	147
Agriculture	42	55	49	50	53	57
Private households	83	82	79	81	77	75
Gauteng	**4 824**	**4 995**	**5 004**	**5 075**	**5 091**	**5 097**
Formal sector (Non-agricultural)	3 829	3 869	3 920	3 953	3 868	3 866
Informal sector (Non-agricultural)	579	700	689	702	810	825
Agriculture	59	34	41	37	32	34
Private households	358	393	354	383	381	372
Gauteng - Non Metro	-	**613**	**590**	**612**	**603**	**583**
Formal sector (Non-agricultural)	-	453	445	445	412	408
Informal sector (Non-agricultural)	-	93	88	96	114	108
Agriculture	-	16	16	15	16	13
Private households	-	50	42	55	62	54
Gauteng - Ekurhuleni	-	**1 229**	**1 198**	**1 263**	**1 245**	**1 302**
Formal sector (Non-agricultural)	-	957	948	992	996	1 033
Informal sector (Non-agricultural)	-	172	163	175	170	191
Agriculture	-	10	10	9	4	7
Private households	-	90	77	86	75	71
Gauteng - City of Johannesburg	-	**1 938**	**1 966**	**1 947**	**2 012**	**1 954**
Formal sector (Non-agricultural)	-	1 472	1 519	1 502	1 464	1 379
Informal sector (Non-agricultural)	-	301	300	297	383	391
Agriculture	-	2	6	6	3	5
Private households	-	163	141	141	162	180
Gauteng - City of Tshwane	-	**1 215**	**1 250**	**1 254**	**1 231**	**1 258**
Formal sector (Non-agricultural)	-	987	1 009	1 014	996	1 047
Informal sector (Non-agricultural)	-	133	139	133	143	134
Agriculture	-	6	9	7	10	9
Private households	-	90	94	100	82	68
Mpumalanga	**1 132**	**1 177**	**1 165**	**1 219**	**1 221**	**1 233**
Formal sector (Non-agricultural)	701	740	721	720	725	732
Informal sector (Non-agricultural)	250	247	246	293	296	304
Agriculture	84	89	97	97	92	91
Private households	98	102	100	109	108	105
Limpopo	**1 198**	**1 291**	**1 360**	**1 404**	**1 458**	**1 423**
Formal sector (Non-agricultural)	658	681	751	751	762	770
Informal sector (Non-agricultural)	327	359	363	395	429	404
Agriculture	106	135	129	139	143	136
Private households	107	116	118	118	123	113

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

Table 3.5: Employed by sex and occupation - South Africa

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Manager	1 331	1 274	1 356	1 426	1 428	1 467
Professional	842	776	866	914	894	914
Technician	1 552	1 456	1 470	1 455	1 434	1 420
Clerk	1 653	1 671	1 642	1 734	1 711	1 704
Sales and services	2 326	2 463	2 481	2 523	2 667	2 717
Skilled agriculture	76	96	68	70	63	61
Craft and related trade	1 813	1 946	1 927	1 961	2 023	1 937
Plant and machine operator	1 277	1 312	1 284	1 313	1 375	1 371
Elementary	3 295	3 729	3 681	3 740	3 798	3 744
Domestic w orker	981	1 017	1 005	1 027	1 000	1 012
Other	1			4	1	2
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**
Manager	418	395	432	460	440	446
Professional	374	394	445	452	459	486
Technician	872	809	808	786	777	757
Clerk	1 148	1 216	1 178	1 247	1 242	1 231
Sales and services	1 122	1 176	1 190	1 222	1 324	1 309
Skilled agriculture	22	26	14	13	14	13
Craft and related trade	207	198	206	207	210	228
Plant and machine operator	171	173	161	164	178	174
Elementary	1 354	1 515	1 482	1 582	1 598	1 588
Domestic w orker	945	979	956	981	966	963
Other	1			1		1
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**
Manager	914	879	924	966	989	1 021
Professional	469	382	421	462	435	428
Technician	680	647	661	669	657	663
Clerk	505	455	464	488	468	473
Sales and services	1 204	1 287	1 291	1 302	1 343	1 408
Skilled agriculture	54	69	54	57	49	49
Craft and related trade	1 606	1 748	1 722	1 754	1 813	1 709
Plant and machine operator	1 106	1 139	1 123	1 149	1 197	1 197
Elementary	1 940	2 214	2 198	2 159	2 200	2 157
Domestic w orker	36	38	49	45	34	48
Other				3	1	1

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Employee	13 065	13 499	13 459	13 774	13 914	13 749
Employer	773	784	838	848	828	893
Own-account worker	1 227	1 372	1 407	1 463	1 567	1 618
Unpaid household member	82	87	77	84	85	90
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**
Employee	5 874	6 071	6 047	6 227	6 333	6 263
Employer	161	152	173	181	159	188
Own-account worker	546	604	604	654	659	683
Unpaid household member	53	54	49	52	57	63
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**
Employee	7 191	7 427	7 412	7 547	7 581	7 486
Employer	612	631	664	667	669	706
Own-account worker	681	768	802	809	908	935
Unpaid household member	28	33	27	32	28	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 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Working less than 15 hours per week	322	345	328	331	356	365
Working 15-29 hours per week	900	1 015	1 058	1 115	1 134	1 169
Working 30-39 hours per week	1 070	1 077	1 115	1 099	1 125	1 097
Working 40-45 hours per week	8 527	8 662	8 497	8 883	9 084	8 930
Working more than 45 hours per week	4 327	4 641	4 781	4 741	4 694	4 788
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**
Working less than 15 hours per week	207	217	201	188	209	209
Working 15-29 hours per week	586	663	702	726	726	740
Working 30-39 hours per week	642	661	676	675	676	675
Working 40-45 hours per week	3 713	3 773	3 706	3 900	3 992	3 967
Working more than 45 hours per week	1 486	1 568	1 589	1 625	1 604	1 606
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**
Working less than 15 hours per week	115	128	127	143	147	156
Working 15-29 hours per week	314	352	356	390	409	430
Working 30-39 hours per week	428	416	439	423	448	422
Working 40-45 hours per week	4 814	4 890	4 791	4 983	5 091	4 964
Working more than 45 hours per week	2 841	3 073	3 193	3 116	3 091	3 182

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

Table 3.8: Conditions of employment - South Africa						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	6 386	6 216	6 330	6 609	6 584	6 627
No	6 443	7 021	6 888	6 896	7 076	6 850
Don't know	235	262	242	270	254	272
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	2 661	2 635	2 690	2 793	2 807	2 858
No	3 119	3 333	3 261	3 327	3 417	3 293
Don't know	94	104	97	108	109	113
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	3 725	3 581	3 640	3 816	3 777	3 769
No	3 324	3 688	3 627	3 569	3 659	3 557
Don't know	142	158	145	162	145	159
Entitled to any paid leave						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	8 441	8 522	8 817	9 174	9 207	9 121
No	4 465	4 814	4 506	4 442	4 576	4 507
Don't know	159	163	137	158	131	121
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	3 671	3 747	3 860	4 039	4 085	4 060
No	2 138	2 263	2 137	2 124	2 192	2 154
Don't know	65	61	51	65	57	49
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	4 770	4 775	4 957	5 136	5 122	5 060
No	2 327	2 551	2 369	2 318	2 384	2 353
Don't know	94	102	86	93	74	72
Entitled to paid sick leave						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	9 001	9 223	9 423	9 787	9 761	9 785
No	4 063	4 276	4 036	3 987	4 153	3 964
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	3 931	4 074	4 155	4 330	4 344	4 363
No	1 943	1 997	1 892	1 897	1 989	1 900
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	5 071	5 148	5 268	5 457	5 416	5 422
No	2 120	2 279	2 144	2 090	2 164	2 064
Entitled to maternity/paternity leave						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	6 988	7 207	7 538	7 983	7 958	7 930
No	6 077	6 292	5 922	5 792	5 956	5 819
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	3 226	3 343	3 473	3 676	3 706	3 726
No	2 648	2 729	2 575	2 552	2 627	2 537
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	3 762	3 864	4 065	4 307	4 251	4 204
No	3 429	3 563	3 347	3 240	3 329	3 281

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Table 3.8b: Conditions of employment - South Africa						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
UIF contribution						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	7 976	8 080	8 119	8 278	8 369	8 389
No	4 862	5 154	5 104	5 241	5 319	5 104
Don't know	227	264	236	255	225	256
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	3 269	3 356	3 365	3 453	3 545	3 550
No	2 501	2 602	2 576	2 661	2 689	2 595
Don't know	104	113	106	114	99	119
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	4 706	4 724	4 754	4 825	4 824	4 839
No	2 361	2 552	2 528	2 580	2 631	2 509
Don't know	123	152	130	142	126	137
Medical aid benefits						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	4 105	3 980	4 009	4 130	4 095	4 056
No	8 820	9 366	9 316	9 479	9 694	9 549
Don't know	139	153	135	165	125	144
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	1 769	1 737	1 769	1 804	1 790	1 811
No	4 053	4 269	4 227	4 361	4 491	4 393
Don't know	52	65	51	63	52	59
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	2 336	2 242	2 240	2 327	2 305	2 245
No	4 768	5 096	5 089	5 119	5 203	5 156
Don't know	87	89	83	102	73	84
Income tax (PAYE/ SITE) deduction						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	7 283	7 180	7 282	7 564	7 567	7 484
No	5 538	6 054	5 930	5 928	6 069	5 913
Don't know	244	265	247	282	278	351
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	3 019	3 031	3 100	3 216	3 223	3 220
No	2 756	2 933	2 855	2 905	2 996	2 900
Don't know	99	108	93	106	114	144
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	4 264	4 149	4 182	4 348	4 343	4 264
No	2 781	3 122	3 076	3 023	3 073	3 013
Don't know	145	156	154	176	165	208
Condition of employment						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Written contract	10 643	10 698	10 758	11 071	11 159	11 042
Verbal agreement	2 422	2 801	2 701	2 704	2 755	2 707
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Written contract	4 723	4 787	4 832	5 021	5 088	5 041
Verbal agreement	1 151	1 284	1 215	1 207	1 246	1 222
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Written contract	5 920	5 910	5 926	6 050	6 071	6 001
Verbal agreement	1 271	1 517	1 486	1 497	1 509	1 484

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Table 3.8c: Conditions of employment - South Africa						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Limited duration	1 993	1 989	1 863	1 849	1 896	1 825
Permanent nature	8 185	8 233	8 295	8 482	8 458	8 451
Unspecified duration	2 886	3 276	3 301	3 443	3 561	3 473
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Limited duration	961	965	933	934	972	935
Permanent nature	3 549	3 615	3 618	3 707	3 734	3 745
Unspecified duration	1 365	1 491	1 496	1 586	1 627	1 583
!Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Limited duration	1 033	1 024	930	915	923	889
Permanent nature	4 636	4 618	4 677	4 775	4 724	4 706
Unspecified duration	1 522	1 785	1 806	1 857	1 933	1 890
Trade union membership (Both sexes)						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Yes	3 788	3 697	3 783	3 966	4 100	4 014
No	8 908	9 414	9 307	9 377	9 437	9 291
Don't know	369	387	370	432	378	444
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Yes	1 544	1 526	1 611	1 675	1 737	1 749
No	4 187	4 388	4 294	4 390	4 451	4 338
Don't know	143	158	142	163	146	176
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Yes	2 243	2 172	2 173	2 291	2 363	2 266
No	4 721	5 026	5 012	4 987	4 986	4 953
Don't know	227	229	227	269	232	267
How annual salary increment is negotiated						
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**
Individual and employer	1 235	1 307	1 098	1 095	1 103	1 257
Union and employer	2 877	2 833	2 956	3 058	3 118	3 061
Bargaining council	1 152	1 096	1 069	1 096	1 089	1 102
Employer only	7 018	7 481	7 548	7 637	7 642	7 384
No regular increment	727	724	728	777	886	854
Other	56	58	61	112	77	92
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**
Individual and employer	551	571	475	484	473	545
Union and employer	1 090	1 098	1 197	1 254	1 263	1 272
Bargaining council	583	560	544	532	549	578
Employer only	3 292	3 490	3 456	3 554	3 592	3 440
No regular increment	336	331	351	363	425	395
Other	22	23	25	42	31	34
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**
Individual and employer	684	736	623	611	630	712
Union and employer	1 787	1 735	1 759	1 804	1 855	1 789
Bargaining council	570	536	525	564	540	524
Employer only	3 726	3 992	4 092	4 083	4 049	3 944
No regular increment	391	393	377	415	461	459
Other	34	35	35	70	46	58

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

Table 3.9: Time-related underemployment - South Africa

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**608**	**705**	**721**	**737**	**742**	**763**
Women	359	424	425	436	435	444
Men	249	281	295	301	307	319
As percentage of the labour force (Both sexes)	**3,0**	**3,3**	**3,3**	**3,3**	**3,3**	**3,3**
Women	3,9	4,5	4,4	4,3	4,3	4,3
Men	2,2	2,4	2,5	2,5	2,5	2,5
As percentage of total employment (Both sexes)	**4,0**	**4,5**	**4,6**	**4,6**	**4,5**	**4,7**
Women	5,4	6,2	6,2	6,1	6,0	6,2
Men	2,9	3,2	3,3	3,3	3,3	3,5
Industry	**608**	**705**	**721**	**737**	**742**	**763**
Agriculture	11	18	28	19	22	25
Mining	0	0	1	1	0	1
Manufacturing	22	33	29	32	35	35
Utilities	0	1	2	0	1	
Construction	70	75	82	71	80	84
Trade	102	114	118	120	112	128
Transport	15	20	17	17	18	20
Finance	39	46	48	50	53	60
Community and social services	137	161	164	174	182	178
Private households	211	237	232	253	238	233
Other	0					
Occupation	**608**	**705**	**721**	**737**	**742**	**763**
Manager	14	11	13	13	15	17
Professional	9	6	6	12	6	9
Technician	30	36	34	30	29	33
Clerk	20	19	19	18	22	21
Sales and services	59	76	81	76	77	89
Skilled agriculture	2	6	2	3	2	2
Craft and related trade	68	73	75	74	78	85
Plant and machine operator	10	17	18	18	20	23
Elementary	245	293	303	320	332	320
Domestic worker	151	168	170	173	162	165

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						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**
Agriculture	31 594	39 950	39 261	37 579	37 688	38 303
Mining	17 869	20 419	20 282	19 756	18 618	18 278
Manufacturing	74 900	75 200	72 125	75 529	74 719	74 601
Utilities	4 946	5 566	4 883	6 246	6 210	5 839
Construction	50 609	56 819	57 972	57 175	59 187	54 269
Trade	149 496	149 028	148 880	150 295	150 937	155 517
Transport	45 567	44 650	45 080	47 811	48 188	49 273
Finance	89 177	97 363	101 613	105 465	108 336	110 740
Community and social services	137 009	138 934	139 646	139 443	142 536	143 111
Private households	42 138	43 634	43 303	43 633	44 069	43 703
Other	149	164	184	232	396	265
Women	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**	**286 863**
Agriculture	8 912	12 579	11 121	10 987	11 720	11 275
Mining	2 949	2 616	2 564	2 312	2 305	2 676
Manufacturing	22 913	23 412	23 160	24 556	24 471	24 876
Utilities	1 048	970	1 353	1 422	1 535	1 677
Construction	4 820	4 997	5 347	5 896	4 778	4 878
Trade	68 251	68 478	67 965	69 991	68 253	68 687
Transport	7 594	7 456	7 203	8 005	8 079	7 968
Finance	34 803	37 606	39 609	41 149	43 868	43 233
Community and social services	80 300	81 978	81 899	82 766	84 601	86 956
Private households	34 086	34 658	33 561	34 710	34 985	34 467
Other	71	90	138	171	244	170
Men	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**	**407 037**
Agriculture	22 682	27 372	28 140	26 592	25 968	27 028
Mining	14 920	17 803	17 718	17 444	16 313	15 602
Manufacturing	51 987	51 788	48 965	50 973	50 248	49 725
Utilities	3 898	4 596	3 530	4 824	4 675	4 163
Construction	45 789	51 822	52 625	51 279	54 409	49 390
Trade	81 246	80 550	80 916	80 304	82 684	86 831
Transport	37 973	37 193	37 876	39 807	40 109	41 305
Finance	54 374	59 758	62 004	64 316	64 468	67 507
Community and social services	56 709	56 956	57 747	56 677	57 935	56 155
Private households	8 051	8 977	9 743	8 923	9 083	9 236
Other	78	74	46	61	151	95

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 hours of work

Market production activities	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**
Agriculture	46	46	45	45	45	45
Mining	46	46	47	46	45	45
Manufacturing	43	43	43	43	43	43
Utilities	42	43	42	42	42	43
Construction	42	41	41	41	41	41
Trade	47	48	47	47	47	47
Transport	50	50	50	50	50	50
Finance	45	45	45	44	44	44
Community and social services	40	40	40	40	40	40
Private households	34	34	34	34	34	34
Other	38	42	42	41	41	40
Women	**41**	**41**	**41**	**41**	**40**	**40**
Agriculture	43	44	42	42	42	42
Mining	44	45	44	43	43	44
Manufacturing	42	42	42	42	42	41
Utilities	38	41	41	41	41	41
Construction	35	33	35	34	32	33
Trade	46	46	46	46	45	45
Transport	43	42	42	43	42	43
Finance	42	42	42	42	42	42
Community and social services	39	39	39	39	39	39
Private households	35	35	34	35	35	35
Other	36	40	41	42	40	40
Men	**45**	**45**	**45**	**45**	**45**	**45**
Agriculture	47	47	47	47	47	46
Mining	46	46	47	47	45	45
Manufacturing	44	44	44	44	43	43
Utilities	44	43	42	43	43	43
Construction	42	42	42	42	42	42
Trade	49	49	49	48	48	48
Transport	51	52	52	51	51	51
Finance	47	47	47	46	46	46
Community and social services	42	42	42	42	42	41
Private households	31	32	33	30	31	31
Other	40	44	47	41	43	40

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

Table 3.12: Employed by occupation and volume of hours worked						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**
Manager	59 669	57 826	60 965	62 927	63 356	65 350
Professional	34 608	30 520	33 730	35 751	35 244	36 031
Technician	60 688	57 413	58 517	57 856	56 344	57 279
Clerk	68 608	69 767	69 311	72 475	70 899	71 139
Sales and services	111 141	118 591	119 236	119 063	124 544	128 136
Skilled agriculture	3 304	4 014	3 013	3 229	2 778	2 747
Craft and related trade	76 023	81 803	81 533	82 235	83 823	80 965
Plant and machine operator	59 555	62 248	61 184	62 067	65 343	64 911
Elementary	135 459	154 664	151 472	151 966	153 811	152 147
Domestic worker	34 371	34 881	34 268	35 406	34 689	35 105
Other	27			190	53	89
Women	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**	**286 863**
Manager	17 770	16 729	17 972	18 822	18 111	18 622
Professional	14 978	14 643	16 648	16 997	17 434	18 730
Technician	32 968	31 141	31 534	30 270	29 856	29 859
Clerk	47 184	50 200	49 312	51 744	51 009	50 968
Sales and services	49 991	52 250	52 737	53 614	57 012	56 841
Skilled agriculture	854	963	577	458	449	473
Craft and related trade	8 432	8 000	8 356	8 292	8 340	9 138
Plant and machine operator	7 220	7 340	6 843	6 910	7 690	7 336
Elementary	53 225	59 951	57 420	60 929	61 352	61 314
Domestic worker	33 100	33 622	32 519	33 877	33 586	33 532
Other	27			53		50
Men	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**	**407 037**
Manager	41 899	41 097	42 993	44 105	45 245	46 728
Professional	19 630	15 877	17 081	18 754	17 810	17 301
Technician	27 720	26 271	26 983	27 586	26 487	27 420
Clerk	21 424	19 566	19 999	20 731	19 890	20 171
Sales and services	61 150	66 342	66 499	65 449	67 532	71 296
Skilled agriculture	2 450	3 051	2 436	2 771	2 329	2 274
Craft and related trade	67 591	73 804	73 176	73 943	75 482	71 827
Plant and machine operator	52 336	54 907	54 341	55 158	57 652	57 575
Elementary	82 235	94 714	94 053	91 037	92 460	90 833
Domestic worker	1 271	1 259	1 749	1 528	1 102	1 573
Other				137	53	39

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

Table 3.13: Employed by occupation and average hours of work

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**
Manager	45	46	45	45	45	45
Professional	42	41	40	40	41	40
Technician	41	41	41	41	41	41
Clerk	42	42	43	42	42	42
Sales and services	49	49	49	48	48	48
Skilled agriculture	44	43	46	47	46	46
Craft and related trade	43	43	43	43	42	42
Plant and machine operator	48	48	48	48	48	48
Elementary	42	42	42	41	41	41
Domestic worker	35	35	34	35	35	35
Other	45			42	41	41
Women	**41**	**41**	**41**	**41**	**40**	**40**
Manager	43	43	42	42	42	42
Professional	41	39	39	39	40	39
Technician	40	40	40	41	40	40
Clerk	42	42	42	42	42	42
Sales and services	45	46	45	45	44	44
Skilled agriculture	40	38	41	37	36	38
Craft and related trade	42	42	41	41	41	41
Plant and machine operator	43	43	43	43	44	43
Elementary	40	40	40	39	39	39
Domestic worker	35	35	34	35	35	35
Other	45			43		40
Men	**45**	**45**	**45**	**45**	**45**	**45**
Manager	46	47	47	46	46	46
Professional	43	42	42	41	42	41
Technician	42	42	42	42	41	42
Clerk	43	44	43	43	43	43
Sales and services	52	52	52	51	51	51
Skilled agriculture	46	45	47	49	48	48
Craft and related trade	43	43	43	43	42	43
Plant and machine operator	49	49	49	49	49	48
Elementary	43	43	43	43	43	42
Domestic worker	36	34	36	34	32	33
Other				42	41	43

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

Table 3.14: Employed by sector and volume of hours worked

Market production activities	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours
Both Sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**
Formal sector (Non-agricultural)	462 155	470 214	475 276	481 047	480 773	481 247
Informal sector (Non-agricultural)	107 566	117 929	115 388	120 904	128 353	130 646
Agriculture	31 594	39 950	39 261	37 579	37 688	38 303
Private households	42 138	43 634	43 303	43 633	44 069	43 703
Women	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**	**286 863**
Formal sector (Non-agricultural)	182 912	185 244	189 389	192 942	193 733	195 305
Informal sector (Non-agricultural)	39 837	42 358	39 850	43 326	44 402	45 816
Agriculture	8 912	12 579	11 121	10 987	11 720	11 275
Private households	34 086	34 658	33 561	34 710	34 985	34 467
Men	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**	**407 037**
Formal sector (Non-agricultural)	279 243	284 969	285 888	288 105	287 041	285 942
Informal sector (Non-agricultural)	67 730	75 571	75 539	77 579	83 951	84 831
Agriculture	22 682	27 372	28 140	26 592	25 968	27 028
Private households	8 051	8 977	9 743	8 923	9 083	9 236

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

Table 3.15: Employed by sector and average hours of work

Market production activities	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours
Both Sexes	**43**	**43**	**43**	**43**	**43**	**43**
Formal sector (Non-agricultural)	44	44	44	45	43	43
Informal sector (Non-agricultural)	46	46	45	45	45	45
Agriculture	46	46	45	34	45	45
Private households	34	34	34	43	34	34
Women	**41**	**41**	**41**	**41**	**40**	**40**
Formal sector (Non-agricultural)	42	42	42	43	41	41
Informal sector (Non-agricultural)	44	43	42	42	42	41
Agriculture	43	44	42	35	42	42
Private households	35	35	34	41	35	35
Men	**45**	**45**	**45**	**45**	**45**	**45**
Formal sector (Non-agricultural)	45	45	45	47	45	45
Informal sector (Non-agricultural)	48	48	47	47	46	46
Agriculture	47	47	47	30	47	46
Private households	31	32	33	45	31	31

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

Table 3.16: Employment by sex and province

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Western Cape	2 195	2 304	2 331	2 425	2 506	2 507
Eastern Cape	1 350	1 377	1 402	1 417	1 391	1 370
Northern Cape	307	305	305	305	321	320
Free State	749	805	781	793	796	798
KwaZulu Natal	2 487	2 551	2 508	2 547	2 630	2 643
North West	904	936	924	984	980	960
Gauteng	4 824	4 995	5 004	5 075	5 091	5 097
Mpumalanga	1 132	1 177	1 165	1 219	1 221	1 233
Limpopo	1 198	1 291	1 360	1 404	1 458	1 423
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**
Western Cape	992	1 043	1 027	1 065	1 113	1 118
Eastern Cape	659	660	672	689	699	675
Northern Cape	132	131	128	133	142	137
Free State	321	340	327	324	348	355
KwaZulu Natal	1 122	1 180	1 170	1 223	1 246	1 258
North West	373	354	357	388	381	384
Gauteng	2 031	2 114	2 122	2 183	2 152	2 151
Mpumalanga	478	499	494	511	514	509
Limpopo	525	561	578	598	613	609
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**
Western Cape	1 203	1 261	1 304	1 360	1 393	1 389
Eastern Cape	691	717	729	728	692	695
Northern Cape	175	174	177	172	179	183
Free State	428	465	455	468	447	443
KwaZulu Natal	1 365	1 371	1 338	1 324	1 383	1 385
North West	531	582	567	596	600	576
Gauteng	2 793	2 881	2 882	2 893	2 939	2 945
Mpumalanga	654	678	672	707	707	723
Limpopo	673	730	783	806	845	814

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
Black African	2 800	2 900	3 000	3 200	3 250	3 500
Coloured	3 033	3 000	3 250	3 500	3 500	3 683
Indian/Asian	6 000	6 500	7 200	8 000	6 500	7 400
White	10 000	12 000	12 500	12 000	11 000	13 000
Female	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**
Black African	2 300	2 500	2 500	2 700	2 800	3 000
Coloured	3 000	2 700	3 000	3 167	3 250	3 466
Indian/Asian	4 700	6 000	7 000	8 000	6 506	9 000
White	10 000	10 000	10 200	10 833	10 500	12 000
Male	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**
Black African	3 250	3 250	3 500	3 683	3 683	4 000
Coloured	3 250	3 028	3 466	3 900	3 856	3 900
Indian/Asian	6 000	7 000	7 400	8 000	6 500	6 000
White	11 853	13 100	15 000	13 000	11 200	14 500

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
15-24 years	2 500	2 600	2 608	3 000	3 000	3 250
25-34 years	3 000	3 006	3 200	3 500	3 500	3 683
35-44 years	3 466	3 466	3 500	3 700	3 683	4 000
45-54 years	3 271	3 400	3 500	3 600	3 700	3 900
55-64 years	3 900	3 500	4 000	3 700	3 600	3 731
Female	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**
15-24 years	2 500	2 500	2 600	3 000	2 900	3 200
25-34 years	2 800	2 863	3 000	3 000	3 200	3 500
35-44 years	2 700	2 800	3 000	3 000	3 200	3 500
45-54 years	2 500	2 500	2 600	2 946	3 000	3 200
55-64 years	2 850	2 600	2 800	3 000	3 000	3 200
Male	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**
15-24 years	2 500	2 600	2 773	3 000	3 033	3 250
25-34 years	3 250	3 250	3 466	3 683	3 600	3 900
35-44 years	4 000	4 000	4 000	4 333	4 100	4 500
45-54 years	4 333	4 300	4 500	5 000	4 900	4 700
55-64 years	4 800	4 500	5 010	5 000	4 500	4 500

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
Western Cape	3 423	3 250	3 423	3 500	3 466	3 800
Eastern Cape	2 500	2 418	2 750	2 816	3 000	3 000
Northern Cape	2 200	2 383	2 773	3 000	3 000	3 250
Free State	2 500	2 500	2 700	3 000	3 120	3 033
Kw aZulu-Natal	2 500	2 500	2 500	3 000	3 000	3 000
North West	3 000	3 000	3 250	3 250	3 500	3 900
Gauteng	4 333	4 500	4 600	5 000	4 500	5 000
Mpumalanga	3 000	3 000	3 000	3 400	3 500	3 900
Limpopo	2 166	2 300	2 600	2 900	3 000	3 500
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**
Western Cape	3 200	3 000	3 200	3 206	3 200	3 500
Eastern Cape	2 200	2 100	2 500	2 500	2 600	2 500
Northern Cape	2 000	2 000	2 253	2 500	2 500	2 500
Free State	2 100	2 166	2 300	2 500	2 600	2 500
Kw aZulu-Natal	2 000	2 000	2 000	2 500	2 500	2 600
North West	2 246	2 400	2 500	2 500	3 000	3 500
Gauteng	3 800	4 000	4 000	4 000	4 000	4 500
Mpumalanga	2 300	2 500	2 500	2 600	3 000	3 000
Limpopo	1 800	1 800	2 000	2 100	2 318	3 000
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**
Western Cape	3 500	3 500	3 466	3 700	3 683	4 000
Eastern Cape	2 600	2 600	3 000	3 033	3 033	3 300
Northern Cape	2 383	2 500	3 250	3 500	3 500	3 500
Free State	3 000	2 700	3 000	3 200	3 500	3 500
Kw aZulu-Natal	3 000	2 816	3 000	3 500	3 500	3 500
North West	4 000	3 500	4 000	4 000	4 000	4 100
Gauteng	4 500	5 000	5 000	5 200	4 900	5 200
Mpumalanga	4 000	3 600	3 700	3 900	4 000	4 500
Limpopo	2 400	2 600	3 000	3 600	3 500	3 800

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
Manager	16 000	17 000	18 500	18 000	18 000	19 800
Professional	15 000	18 000	18 500	19 400	20 000	22 000
Technician	6 000	6 000	7 000	6 500	7 000	6 300
Clerk	4 800	4 500	5 000	5 000	4 800	5 000
Sales	3 000	3 080	3 466	3 500	3 500	3 800
Skilled agriculture	2 200	1 950	2 166	2 166	2 000	3 000
Craft	3 466	3 500	3 500	4 000	4 100	4 333
Operator	3 500	3 500	3 600	4 000	3 900	4 000
Elementary	2 100	2 200	2 500	2 500	2 600	2 800
Domestic worker	1 400	1 500	1 500	1 733	1 900	2 000
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**
Manager	15 000	15 000	17 000	17 000	19 000	20 000
Professional	14 500	17 000	18 000	18 600	19 000	21 833
Technician	6 000	7 000	7 000	6 000	7 000	6 000
Clerk	4 500	4 333	4 500	5 000	4 700	5 000
Sales	2 500	2 686	2 800	2 900	3 000	3 500
Skilled agriculture	2 000	1 213	2 000	1 200	1 800	2 000
Craft	2 925	2 800	3 200	3 076	3 500	3 700
Operator	2 600	2 790	2 800	3 250	3 033	3 500
Elementary	1 900	2 000	2 100	2 166	2 200	2 500
Domestic worker	1 400	1 500	1 500	1 733	1 950	2 000
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**
Manager	16 700	20 000	19 000	19 000	17 500	18 500
Professional	16 000	21 000	20 000	20 000	21 000	24 000
Technician	5 850	5 500	7 500	7 000	7 000	7 000
Clerk	5 000	4 900	5 430	6 000	5 000	5 000
Sales	3 500	3 500	3 800	3 900	4 000	4 100
Skilled agriculture	2 383	2 500	2 200	2 200	2 426	3 100
Craft	3 500	3 780	3 683	4 300	4 222	4 333
Operator	3 683	3 600	3 900	4 116	4 000	4 100
Elementary	2 200	2 400	2 600	2 700	2 800	3 033
Domestic worker	1 200	1 500	1 500	1 700	1 500	2 000

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
Agriculture	2 153	2 231	2 500	2 600	2 816	3 033
Mining	7 000	7 500	8 440	10 000	8 500	9 000
Manufacturing	3 900	3 800	4 000	4 333	4 000	4 333
Utilities	7 000	7 500	8 000	9 000	10 000	9 000
Construction	2 816	3 000	3 083	3 400	3 500	3 683
Trade	3 033	3 100	3 466	3 500	3 600	3 900
Transport	4 000	4 000	4 200	4 500	4 000	4 333
Finance	4 000	4 000	4 000	4 500	4 400	4 500
Services	5 000	5 000	5 000	5 000	4 800	4 500
Private hholds	1 400	1 500	1 500	1 733	1 900	2 000
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**
Agriculture	2 000	2 127	2 275	2 500	2 600	2 800
Mining	7 000	7 000	8 000	10 000	7 000	7 000
Manufacturing	3 033	3 033	3 466	3 660	3 553	3 791
Utilities	12 000	10 500	13 000	8 000	9 000	9 000
Construction	1 900	1 125	1 733	1 800	1 500	2 000
Trade	3 000	3 000	3 033	3 200	3 500	3 600
Transport	4 900	5 000	5 633	6 500	5 200	5 500
Finance	4 000	4 500	4 500	4 500	4 500	4 500
Services	4 000	4 000	4 000	3 800	4 000	4 000
Private hholds	1 400	1 500	1 500	1 733	1 950	2 000
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**
Agriculture	2 166	2 400	2 500	2 782	3 000	3 190
Mining	7 000	7 500	8 500	10 000	9 000	9 000
Manufacturing	4 333	4 100	4 333	4 800	4 333	4 700
Utilities	7 000	7 000	7 000	9 000	11 000	9 000
Construction	3 000	3 120	3 250	3 500	3 683	3 900
Trade	3 466	3 500	3 700	3 726	4 000	4 000
Transport	3 900	4 000	4 000	4 200	3 700	4 290
Finance	4 000	4 000	4 000	4 333	4 200	4 500
Services	6 500	6 200	7 000	7 000	6 400	5 500
Private hholds	1 300	1 430	1 500	1 600	1 733	1 950

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

Table 3.22: Distribution of monthly earnings for employees by education and sex						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
No schooling	1 500	1 733	1 800	1 950	2 000	2 000
Less than primary completed	1 841	2 000	2 000	2 000	2 200	2 400
Primary completed	2 000	2 166	2 200	2 500	2 500	2 600
Secondary not completed	2 500	2 500	2 700	2 816	3 000	3 200
Secondary completed	3 800	3 800	4 000	4 200	4 000	4 200
Tertiary	10 800	11 500	12 800	12 300	12 000	12 350
Other	2 500	2 600	2 600	3 000	3 250	3 500
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**
No schooling	1 000	1 200	1 400	1 450	1 500	1 500
Less than primary completed	1 300	1 300	1 400	1 500	1 600	1 733
Primary completed	1 500	1 600	1 500	1 800	1 733	1 950
Secondary not completed	2 000	2 000	2 166	2 200	2 500	2 500
Secondary completed	3 200	3 400	3 500	3 500	3 500	3 800
Tertiary	10 000	10 500	12 000	11 200	12 000	12 000
Other	1 800	2 000	2 200	2 600	2 500	2 500
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**
No schooling	2 025	2 275	2 166	2 500	2 650	2 500
Less than primary completed	2 275	2 491	2 500	2 500	3 000	3 000
Primary completed	2 500	2 500	2 773	2 816	3 000	3 250
Secondary not completed	3 000	3 000	3 070	3 250	3 400	3 500
Secondary completed	4 000	4 200	4 500	5 000	4 500	4 600
Tertiary	12 500	13 000	15 000	14 000	13 000	13 000
Other	3 400	3 001	3 500	3 500	3 600	4 200

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Table 3.23: Adequate earnings and productive work - Low pay rate (below 2/3 of median monthly earning)						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
Decent Work Indicator	Percent	Percent	Percent	Percent	Percent	Percent
Median	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**
2/3	2 022	2 067	2 200	2 333	2 333	2 533
Both sexes	**32,9**	**32,1**	**32,0**	**31,0**	**30,5**	**32,5**
Men	27,5	26,6	26,9	25,4	25,7	27,1
Women	39,5	38,8	38,3	37,7	36,2	38,9

Table 3.24: Proportion of employees who are entitled to paid sick leave						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
Decent Work Indicators	Percent	Percent	Percent	Percent	Percent	Percent
Both sexes	**68,9**	**68,3**	**70,0**	**71,1**	**70,1**	**71,2**
Male	70,5	69,3	71,1	72,3	71,4	72,4
Female	66,9	67,1	68,7	69,5	68,6	69,7

Table 3.25: Proportion of employees who are entitled to martenity/partenity leave						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
Decent Work Indicators	Percent	Percent	Percent	Percent	Percent	Percent
Both sexes	**53,5**	**53,4**	**56,0**	**58,0**	**57,2**	**57,7**
Male	52,3	52,0	54,8	57,1	56,1	56,2
Female	54,9	55,1	57,4	59,0	58,5	59,5

Table 3.26: Decent hours						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
Decent hours	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Excessive hours (workers with more than 48 hours per week)	**21,8**	**22,2**	**22,4**	**21,8**	**21,3**	**21,2**
Men	25,9	26,5	26,7	26,0	25,4	25,7
Women	16,7	16,7	16,7	16,5	16,0	15,5
Time-related underemployment rate	**4,0**	**4,5**	**4,6**	**4,6**	**4,5**	**4,7**
Men	2,9	3,2	3,3	3,3	3,3	3,5
Women	5,4	6,2	6,2	6,1	6,0	6,2
Rate of workers with decent hours	**74,1**	**73,3**	**73,1**	**73,6**	**74,2**	**74,1**
Men	71,2	70,4	70,0	70,7	71,2	70,8
Women	77,9	77,1	77,1	77,4	77,9	78,4

Table 3.27: Rights at work and social dialogue						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
Decent work Indicators	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Trade union members	**3 788**	**3 697**	**3 783**	**3 966**	**4 100**	**4 014**
Men	2 243	2 172	2 173	2 291	2 363	2 266
Women	1 544	1 526	1 611	1 675	1 737	1 749
Trade union density rate	**29,0**	**27,4**	**28,1**	**28,8**	**29,5**	**29,2**
Men	31,2	29,2	29,3	30,4	31,2	30,3
Women	26,3	25,1	26,6	26,9	27,4	27,9

Social protection

Table 3.28: Proportion of employees whose employer contribute to a pension/retirement fund for them						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Both sexes	**48,9**	**46,1**	**47,0**	**48,0**	**47,3**	**48,2**
Men	51,8	48,2	49,1	50,6	49,8	50,4
Women	45,3	43,4	44,5	44,8	44,3	45,6

Table 3.29: Proportion of employees who are entitled to medical aid benefit from the employer by sex						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Both sexes	**31,4**	**29,5**	**29,8**	**30,0**	**29,4**	**29,5**
Men	32,5	30,2	30,2	30,8	30,4	30,0
Women	30,1	28,6	29,3	29,0	28,3	28,9

Social dialogue

Table 3.30: Proportions of employees by how annual salary increment is negotiated						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Individual and employer	9,5	9,7	8,2	7,9	7,9	9,1
Collective bargaining	30,8	29,1	29,9	30,2	30,2	30,3
Employer only	53,7	55,4	56,1	55,4	54,9	53,7
No regular increment	5,6	5,4	5,4	5,6	6,4	6,2
Other	0,4	0,4	0,5	0,8	0,6	0,7

Table 4: Characteristics of the unemployed - South Africa

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Unemployed	**5 070**	**5 344**	**5 454**	**6 120**	**6 103**	**6 579**
Job losers	1 641	1 785	1 822	1 975	1 917	2 023
Job leavers	319	361	328	346	298	307
New entrants	1 952	2 074	732	2 355	2 435	2 554
Re-entrants	256	245	2 272	301	264	316
Other	903	878	300	1 143	1 189	1 379
Unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
Long-term unemployment (1 year and more)	3 341	3 481	3 832	4 111	4 229	4 685
Short-term unemployment (less than 1 year)	1 729	1 863	1 921	2 009	1 874	1 894
Long-term unemployment(%)						
Proportion of the labour force	16,5	16,5	17,8	18,4	18,8	20,4
Proportion of the unemployed	65,9	65,1	66,6	67,2	69,3	71,2
Those who have worked in the past 5 years						
Previous occupation	**2 216**	**2 391**	**2 450**	**2 622**	**2 479**	**2 646**
Manager	51	50	53	64	63	57
Professional	47	49	47	55	47	49
Technician	147	127	136	149	126	143
Clerk	252	271	278	286	269	292
Sales and services	346	372	385	410	429	450
Skilled agriculture	16	15	7	6	6	8
Craft and related trade	356	396	406	445	414	446
Plant and machine operator	181	187	202	187	185	203
Elementary	652	738	756	829	765	826
Domestic worker	167	187	180	191	173	172
Other	0	.	.	1	2	0
Previous industry	**2 216**	**2 391**	**2 450**	**2 622**	**2 479**	**2 646**
Agriculture	120	135	136	148	135	142
Mining	35	46	59	50	49	43
Manufacturing	274	287	292	284	252	295
Utilities	17	17	12	16	18	17
Construction	326	380	407	440	426	445
Trade	517	540	536	576	572	589
Transport	128	107	119	132	115	134
Finance	299	323	326	356	354	375
Community and social services	271	316	325	365	331	371
Private households	228	240	238	254	226	233
Other	0	.	0	0	1	0

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

Table 4.2: Characteristics of the unemployed by province

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**3 341**	**3 481**	**3 832**	**4 111**	**4 229**	**4 685**
Western cape	405	336	367	383	363	409
Eastern Cape	346	351	348	502	540	570
Northern Cape	69	77	60	70	77	73
Free State	268	237	265	277	294	305
Kw aZulu-Natal	458	430	506	553	563	652
North West	216	209	227	223	225	285
Gauteng	1 115	1 381	1 562	1 583	1 603	1 732
Mpumalanga	326	292	319	327	390	441
Limpopo	139	168	177	192	176	217
Long-term unemployment (%)	**65,9**	**65,1**	**66,6**	**67,2**	**69,3**	**71,2**
Western cape	62,6	56,0	58,2	59,8	57,9	63,0
Eastern Cape	60,9	62,9	62,4	67,8	70,8	70,1
Northern Cape	52,5	53,6	47,9	55,1	62,5	58,9
Free State	69,0	66,2	66,5	69,2	71,3	71,9
Kw aZulu-Natal	64,0	62,5	66,4	66,5	70,8	71,9
North West	66,4	64,7	63,0	64,7	63,2	70,4
Gauteng	69,7	71,6	75,2	74,2	76,1	77,5
Mpumalanga	70,7	67,4	63,9	60,2	66,2	68,2
Limpopo	58,6	54,0	52,1	53,8	52,4	57,9
Short-term unemployment	**1 729**	**1 863**	**1 921**	**2 009**	**1 874**	**1 894**
Western cape	242	264	264	258	264	241
Eastern Cape	222	207	210	238	222	243
Northern Cape	62	66	66	57	46	51
Free State	120	121	133	123	118	119
Kw aZulu-Natal	257	258	256	278	232	254
North West	109	114	134	122	131	120
Gauteng	484	547	515	551	502	502
Mpumalanga	135	141	180	217	199	206
Limpopo	98	143	163	165	159	158
Short-term unemployment (%)	**34,1**	**34,9**	**33,4**	**32,8**	**30,7**	**28,8**
Western cape	37,4	44,0	41,8	40,2	42,1	37,0
Eastern Cape	39,1	37,1	37,6	32,2	29,2	29,9
Northern Cape	47,5	46,4	52,1	44,9	37,5	41,1
Free State	31,0	33,8	33,5	30,8	28,7	28,1
Kw aZulu-Natal	36,0	37,5	33,6	33,5	29,2	28,1
North West	33,6	35,3	37,0	35,3	36,8	29,6
Gauteng	30,3	28,4	24,8	25,8	23,9	22,5
Mpumalanga	29,3	32,6	36,1	39,8	33,8	31,8
Limpopo	41,4	46,0	47,9	46,2	47,6	42,1

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

Table 4.3: The duration of unemployment						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
Less than 3 moths	668	751	719	785	732	747
3 months less than 6 months	390	424	463	453	406	422
6 months less than 1 year	672	688	739	771	728	718
1 year less than 3 years	1 173	1 205	1 278	1 345	1 423	1 452
3 years and over	2 167	2 276	2 554	2 766	2 814	3 241
Women	**2 482**	**2 640**	**2 827**	**2 990**	**2 986**	**3 192**
Less than 3 moths	270	306	290	317	289	278
3 months less than 6 months	167	183	198	205	174	185
6 months less than 1 year	319	328	334	364	333	324
1 year less than 3 years	592	601	658	694	725	731
3 years and over	1 133	1 223	1 347	1 409	1 464	1 674
Men	**2 589**	**2 704**	**2 926**	**3 130**	**3 117**	**3 387**
Less than 3 moths	398	445	429	467	443	468
3 months less than 6 months	222	241	265	248	232	237
6 months less than 1 year	353	361	405	407	395	394
1 year less than 3 years	581	605	620	651	697	721
3 years and over	1 034	1 053	1 207	1 357	1 350	1 567

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

Table 5: Characteristics of the not economically active - South Africa						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**
Student	6 239	6 214	6 234	6 189	6 223	6 239
Home-maker	2 849	2 618	2 705	2 605	2 550	2 574
Illness/disability	1 637	1 674	1 643	1 588	1 552	1 536
Too old/young to w ork	1 234	1 302	1 373	1 390	1 440	1 522
Discouraged w ork seekers	2 422	2 334	2 386	2 403	2 806	2 848
Other	812	809	796	830	839	858
Inactivity rate by age (Both sexes)	**42,9**	**41,5**	**41,3**	**40,2**	**40,7**	**40,5**
15-24 yrs	74,7	73,4	73,6	73,1	74,6	74,3
25-54 yrs	25,9	24,4	24,2	23,3	23,6	23,6
55-64 yrs	56,0	56,2	56,6	54,6	54,8	55,5
Inactivity rate by age (Women)	**49,3**	**47,9**	**47,7**	**46,4**	**46,8**	**46,6**
15-24 yrs	77,2	76,2	76,4	75,6	77,4	76,8
25-54 yrs	33,9	32,2	32,0	30,7	30,8	30,8
55-64 yrs	64,6	64,2	64,7	62,9	62,4	63,1
Inactivity rate by age (Men)	**36,3**	**34,9**	**34,6**	**33,9**	**34,4**	**34,2**
15-24 yrs	72,3	70,5	70,7	70,6	71,8	71,9
25-54 yrs	17,7	16,5	16,4	15,9	16,5	16,5
55-64 yrs	45,7	46,4	46,8	44,5	45,4	46,0

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

Table 6: Socio-demographic characteristics - South Africa

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Age group of the employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
15-24 yrs	1 263	1 367	1 271	1 292	1 222	1 135
25-34 yrs	4 758	4 945	4 903	4 884	4 903	4 823
35-44 yrs	4 685	4 862	4 899	5 041	5 137	5 124
45-54 yrs	3 071	3 171	3 284	3 421	3 560	3 681
55-64 yrs	1 369	1 395	1 423	1 531	1 571	1 587
Age group of the unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
15-24 yrs	1 330	1 374	1 453	1 480	1 399	1 505
25-34 yrs	2 047	2 138	2 272	2 411	2 461	2 642
35-44 yrs	1 106	1 179	1 313	1 421	1 409	1 509
45-54 yrs	474	520	572	648	667	748
55-64 yrs	113	133	141	161	167	175
Age group of the not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**
15-24 yrs	7 664	7 550	7 586	7 543	7 688	7 649
25-34 yrs	2 521	2 402	2 470	2 503	2 581	2 623
35-44 yrs	1 639	1 577	1 585	1 501	1 571	1 642
45-54 yrs	1 480	1 461	1 454	1 423	1 463	1 467
55-64 yrs	1 890	1 959	2 041	2 035	2 107	2 196
Highest level of education of the employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
No schooling	373	388	335	339	297	290
Less than primary completed	1 078	1 180	1 126	1 070	992	948
Primary completed	614	664	661	591	618	621
Secondary not completed	5 043	5 239	5 323	5 385	5 547	5 352
Secondary completed	4 796	4 934	5 037	5 201	5 305	5 405
Tertiary	3 072	3 146	3 130	3 402	3 455	3 541
Other	171	190	168	180	180	193
Highest level of education of the unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
No schooling	76	80	78	73	69	71
Less than primary completed	321	349	355	355	340	349
Primary completed	221	234	223	252	222	256
Secondary not completed	2 382	2 473	2 725	2 868	2 825	3 035
Secondary completed	1 668	1 762	1 887	2 016	2 112	2 250
Tertiary	373	418	445	514	496	582
Other	29	27	39	42	40	36
Highest level of education of the not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**
No schooling	741	703	675	636	605	583
Less than primary completed	1 661	1 695	1 625	1 494	1 488	1 421
Primary completed	951	953	984	961	929	947
Secondary not completed	8 183	8 017	8 148	8 050	8 206	8 221
Secondary completed	3 028	2 905	2 987	3 130	3 428	3 587
Tertiary	507	548	558	579	601	663
Other	122	131	159	154	155	156

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

Table 6b: Socio-demographic characteristics - South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand
Employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Attending educational institution	384	421	369	363	341	343
Not attending educational institution	14 762	15 319	15 411	15 806	16 052	16 007
Unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
Attending educational institution	95	131	113	114	115	129
Not attending educational institution	4 975	5 213	5 639	6 006	5 988	6 450
Not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**
Attending educational institution	6 083	6 061	6 122	6 120	6 135	6 127
Not attending educational institution	9 111	8 889	9 014	8 885	9 276	9 451
Current marital status of the employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**
Married	6 064	6 258	6 175	6 329	6 282	6 308
Living together like husband and wife	1 766	1 897	1 989	1 985	2 071	2 034
Widow/widower	501	458	467	500	482	466
Divorced or separated	473	505	485	515	503	502
Never married	6 341	6 623	6 664	6 839	7 055	7 041
Current marital status of the unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**
Married	840	936	926	1 001	923	1 014
Living together like husband and wife	519	617	667	666	686	716
Widow/widower	75	63	83	74	80	82
Divorced or separated	91	97	104	102	99	100
Never married	3 546	3 632	3 972	4 277	4 315	4 667
Current marital status of the not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**
Married	2 930	2 819	2 821	2 711	2 750	2 744
Living together like husband and wife	777	806	802	775	841	838
Widow/widower	610	614	601	591	630	605
Divorced or separated	254	244	259	240	232	248
Never married	10 622	10 468	10 654	10 689	10 958	11 142

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

Table 7: Profile of those not in education and not in employment - South Africa						
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**
Women	8 258	8 265	8 546	8 606	8 813	9 068
Men	5 827	5 837	6 107	6 285	6 451	6 834
Age group	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**
15-24 yrs	3 212	3 139	3 219	3 213	3 254	3 340
25-34 yrs	4 235	4 203	4 384	4 551	4 683	4 887
35-44 yrs	2 697	2 705	2 856	2 873	2 933	3 101
45-54 yrs	1 945	1 969	2 014	2 058	2 123	2 204
55-64 yrs	1 998	2 086	2 180	2 195	2 271	2 369
Population groups	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**
Black/African	11 707	11 754	12 293	12 511	12 847	13 442
Coloured	1 265	1 273	1 310	1 350	1 324	1 373
Indian/Asian	342	353	343	334	350	365
White	772	723	708	695	743	721
South Africa	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**
Western Cape	1 462	1 423	1 479	1 486	1 474	1 562
Eastern Cape	1 884	1 854	1 871	1 960	2 054	2 077
Northern Cape	340	353	359	377	372	370
Free State	778	762	782	769	762	796
Kw aZulu Natal	2 820	2 811	2 959	3 029	3 083	3 206
North West	1 072	1 092	1 157	1 131	1 164	1 233
Gauteng	3 173	3 312	3 484	3 552	3 710	3 831
Mpumalanga	1 107	1 081	1 137	1 145	1 180	1 231
Limpopo	1 450	1 415	1 424	1 443	1 465	1 594

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

Appendix 3: Panel data tables

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	92,5	4,2	1,2	2,1	100,0
Q1 2017	Q2 2017	92,4	4,1	1,2	2,3	100,0
Q2 2017	Q3 2017	93,1	3,6	1,2	2,1	100,0
Q3 2017	Q4 2017	93,1	3,5	1,3	2,0	100,0
Q4 2017	Q1 2018	92,6	4,0	1,5	1,9	100,0
Q1 2018	Q2 2018	93,7	3,1	1,1	2,1	100,0
Q2 2018	Q3 2018	93,5	3,6	1,1	1,8	100,0
Q3 2018	Q4 2018	94,0	3,1	1,3	1,7	100,0
Q4 2018	Q1 2019	93,3	3,4	1,4	1,9	100,0
Q1 2019	Q2 2019	93,5	3,6	1,1	1,9	100,0
Q2 2019	Q3 2019	93,3	4,0	1,1	1,5	100,0
Q3 2019	Q4 2019	94,0	3,1	1,3	1,6	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	12,4	69,9	6,7	11,0	100,0
Q1 2017	Q2 2017	10,4	71,4	6,4	11,8	100,0
Q2 2017	Q3 2017	11,6	72,3	6,8	9,2	100,0
Q3 2017	Q4 2017	11,6	68,4	7,4	12,6	100,0
Q4 2017	Q1 2018	11,6	69,1	8,4	10,8	100,0
Q1 2018	Q2 2018	9,5	72,5	7,7	10,3	100,0
Q2 2018	Q3 2018	11,0	71,1	7,7	10,2	100,0
Q3 2018	Q4 2018	10,6	71,8	7,9	9,7	100,0
Q4 2018	Q1 2019	9,9	70,8	8,0	11,2	100,0
Q1 2019	Q2 2019	10,3	72,2	7,4	10,1	100,0
Q2 2019	Q3 2019	10,1	72,3	7,6	10,0	100,0
Q3 2019	Q4 2019	9,7	74,2	6,6	9,5	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	9,4	18,4	52,3	19,9	100,0
Q1 2017	Q2 2017	9,0	17,5	52,1	21,5	100,0
Q2 2017	Q3 2017	8,8	14,4	58,0	18,8	100,0
Q3 2017	Q4 2017	7,8	15,8	56,1	20,3	100,0
Q4 2017	Q1 2018	9,1	14,4	59,8	16,8	100,0
Q1 2018	Q2 2018	7,3	15,6	59,4	17,8	100,0
Q2 2018	Q3 2018	8,0	16,8	58,1	17,2	100,0
Q3 2018	Q4 2018	7,8	15,9	60,0	16,3	100,0
Q4 2018	Q1 2019	7,0	14,8	59,1	19,2	100,0
Q1 2019	Q2 2019	9,0	18,7	55,6	16,7	100,0
Q2 2019	Q3 2019	8,4	15,6	60,0	15,9	100,0
Q3 2019	Q4 2019	6,7	15,7	60,4	17,2	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA		Per cent				
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
Q4 2016	Q1 2017	2,6	6,9	4,0	86,5	100,0
Q1 2017	Q2 2017	2,1	5,6	3,8	88,6	100,0
Q2 2017	Q3 2017	2,5	4,9	3,7	88,9	100,0
Q3 2017	Q4 2017	2,5	4,7	3,2	89,6	100,0
Q4 2017	Q1 2018	2,4	6,2	4,9	86,5	100,0
Q1 2018	Q2 2018	1,8	5,1	4,1	89,0	100,0
Q2 2018	Q3 2018	2,4	4,9	4,1	88,6	100,0
Q3 2018	Q4 2018	2,4	4,8	3,7	89,1	100,0
Q4 2018	Q1 2019	2,1	5,5	4,4	87,9	100,0
Q1 2019	Q2 2019	2,4	5,8	3,7	88,1	100,0
Q2 2019	Q3 2019	2,3	4,8	4,1	88,7	100,0
Q3 2019	Q4 2019	1,8	4,9	3,4	89,8	100,0

Table A2: Quarterly transition rates between different sectors

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

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

		Formal	Informal	Agriculture	Private hh	Total
t status: Agriculture		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	6,6	1,0	91,0	1,3	100,0
Q1 2017	Q2 2017	5,8	1,5	91,5	1,2	100,0
Q2 2017	Q3 2017	4,5	2,9	91,4	1,2	100,0
Q3 2017	Q4 2017	6,6	1,3	90,7	1,4	100,0
Q4 2017	Q1 2018	4,4	0,5	94,0	1,2	100,0
Q1 2018	Q2 2018	3,8	0,4	94,7	1,1	100,0
Q2 2018	Q3 2018	4,2	0,9	94,2	0,8	100,0
Q3 2018	Q4 2018	3,8	1,2	92,2	2,8	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Private hh		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	1,9	2,5	0,8	94,8	100,0
Q1 2017	Q2 2017	2,1	2,8	0,9	94,1	100,0
Q2 2017	Q3 2017	2,1	2,7	1,1	94,1	100,0
Q3 2017	Q4 2017	3,4	1,9	0,9	93,8	100,0
Q4 2017	Q1 2018	2,0	2,0	0,2	95,8	100,0
Q1 2018	Q2 2018	1,6	1,4	1,8	95,3	100,0
Q2 2018	Q3 2018	2,5	2,3	0,8	94,3	100,0
Q3 2018	Q4 2018	2,0	1,1	0,9	96,0	100,0
Q4 2018	Q1 2019	2,2	2,5	0,8	94,5	100,0
Q1 2019	Q2 2019	1,6	2,5	1,1	94,9	100,0
Q2 2019	Q3 2019	1,3	1,8	1,3	95,5	100,0
Q3 2019	Q4 2019	1,6	2,0	0,8	95,5	100,0

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

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**					
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
Q4 2016	**Q1 2017**	12,1	12,4	50,4	25,0	100,0
Q1 2017	**Q2 2017**	11,7	15,0	49,4	23,9	100,0
Q2 2017	**Q3 2017**	11,0	11,5	56,0	21,5	100,0
Q3 2017	**Q4 2017**	8,9	12,2	56,0	22,9	100,0
Q4 2017	**Q1 2018**	10,5	12,3	58,5	18,7	100,0
Q1 2018	**Q2 2018**	7,4	10,8	59,9	21,9	100,0
Q2 2018	**Q3 2018**	8,8	12,1	55,6	23,5	100,0
Q3 2018	**Q4 2018**	9,2	12,1	55,7	23,1	100,0
Q4 2018	**Q1 2019**	9,2	10,8	56,4	23,6	100,0
Q1 2019	**Q2 2019**	11,1	13,3	53,4	22,3	100,0
Q2 2019	**Q3 2019**	7,9	11,3	63,0	17,9	100,0
Q3 2019	**Q4 2019**	5,7	12,3	60,4	21,5	100,0
		t+1 status				
t status: Other NEA: primary and less		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
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		90,7	100,0
Q4 2016	**Q1 2017**	2,6	4,0	3,9	89,5	100,0
Q1 2017	**Q2 2017**	2,3	3,4	4,1	90,3	100,0
Q2 2017	**Q3 2017**	2,9	3,3	3,9	89,9	100,0
Q3 2017	**Q4 2017**	2,7	2,4	2,9	91,9	100,0
Q4 2017	**Q1 2018**	2,5	3,9	3,8	89,7	100,0
Q1 2018	**Q2 2018**	2,4	2,3	4,3	90,9	100,0
Q2 2018	**Q3 2018**	3,3	2,7	4,7	89,4	100,0
Q3 2018	**Q4 2018**	2,7	3,0	3,8	90,5	100,0
Q4 2018	**Q1 2019**	2,0	2,1	3,9	92,0	100,0
Q1 2019	**Q2 2019**	2,8	3,6	3,3	90,3	100,0
Q2 2019	**Q3 2019**	2,6	2,7	3,9	90,7	100,0
Q3 2019	**Q4 2019**	1,6	2,8	3,2	92,4	100,0

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

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					
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
Q4 2016	Q1 2017	8,1	18,8	52,5	20,6	100,0
Q1 2017	Q2 2017	9,5	15,7	52,8	22,0	100,0
Q2 2017	Q3 2017	8,4	14,1	57,8	19,7	100,0
Q3 2017	Q4 2017	7,4	15,2	55,5	21,8	100,0
Q4 2017	Q1 2018	8,6	13,4	61,1	16,9	100,0
Q1 2018	Q2 2018	6,8	15,1	60,3	17,7	100,0
Q2 2018	Q3 2018	8,7	16,1	58,6	16,7	100,0
Q3 2018	Q4 2018	8,4	15,9	59,3	16,4	100,0
Q4 2018	Q1 2019	6,6	13,9	61,2	18,4	100,0
Q1 2019	Q2 2019	8,9	18,2	55,3	17,5	100,0
Q2 2019	Q3 2019	8,7	14,0	61,2	16,1	100,0
Q3 2019	Q4 2019	7,5	14,8	60,5	17,2	100,0
		t+1 status				
t status: Other NEA: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	1,9	6,7	4,2	87,2	100,0
Q1 2017	Q2 2017	1,6	4,5	3,3	90,6	100,0
Q2 2017	Q3 2017	2,2	4,0	3,2	90,7	100,0
Q3 2017	Q4 2017	1,8	4,1	3,3	90,8	100,0
Q4 2017	Q1 2018	1,9	5,3	5,4	87,4	100,0
Q1 2018	Q2 2018	1,2	4,5	3,7	90,7	100,0
Q2 2018	Q3 2018	1,8	4,1	3,6	90,6	100,0
Q3 2018	Q4 2018	1,9	4,3	3,5	90,2	100,0
Q4 2018	Q1 2019	1,8	5,5	4,9	87,8	100,0
Q1 2019	Q2 2019	1,8	4,7	3,3	90,2	100,0
Q2 2019	Q3 2019	2,0	3,9	3,8	90,4	100,0
Q3 2019	Q4 2019	1,3	4,3	3,5	90,9	100,0

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

		t+1 status				
t status: Employed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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 2015	92,6	4,6	0,9	1,8	100,0
Q3 2015	Q4 2015	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
Q4 2016	Q1 2017	94,1	3,7	0,4	1,7	100,0
Q1 2017	Q2 2017	93,7	3,7	0,9	1,7	100,0
Q2 2017	Q3 2017	94,4	3,4	0,6	1,6	100,0
Q3 2017	Q4 2017	94,4	3,0	1,1	1,5	100,0
Q4 2017	Q1 2018	93,3	3,9	1,1	1,7	100,0
Q1 2018	Q2 2018	95,4	2,3	0,6	1,8	100,0
Q2 2018	Q3 2018	93,9	3,8	0,9	1,4	100,0
Q3 2018	Q4 2018	94,6	3,0	1,0	1,4	100,0
Q4 2018	Q1 2019	94,3	3,1	1,0	1,6	100,0
Q1 2019	Q2 2019	94,5	3,6	0,7	1,3	100,0
Q2 2019	Q3 2019	94,4	3,6	0,7	1,3	100,0
Q3 2019	Q4 2019	94,9	3,1	1,0	1,0	100,0
		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	11,8	69,9	6,2	12,1	100,0
Q1 2017	Q2 2017	9,2	73,6	5,9	11,3	100,0
Q2 2017	Q3 2017	9,4	75,0	5,9	9,7	100,0
Q3 2017	Q4 2017	10,8	69,9	7,5	11,8	100,0
Q4 2017	Q1 2018	10,1	70,3	7,5	12,1	100,0
Q1 2018	Q2 2018	9,0	72,2	7,4	11,4	100,0
Q2 2018	Q3 2018	10,0	72,5	7,1	10,4	100,0
Q3 2018	Q4 2018	9,6	73,0	7,9	9,6	100,0
Q4 2018	Q1 2019	9,5	73,1	6,9	10,6	100,0
Q1 2019	Q2 2019	8,1	73,0	7,0	11,8	100,0
Q2 2019	Q3 2019	10,1	73,8	6,7	9,4	100,0
Q3 2019	Q4 2019	9,6	74,6	6,6	9,2	100,0

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					
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
Q4 2016	Q1 2017	9,4	20,6	55,0	15,0	100,0
Q1 2017	Q2 2017	5,9	21,5	54,1	18,4	100,0
Q2 2017	Q3 2017	7,5	16,6	60,8	15,1	100,0
Q3 2017	Q4 2017	6,9	18,6	56,8	17,7	100,0
Q4 2017	Q1 2018	9,2	14,6	59,5	16,7	100,0
Q1 2018	Q2 2018	7,7	18,9	58,5	14,9	100,0
Q2 2018	Q3 2018	6,2	18,3	61,6	13,9	100,0
Q3 2018	Q4 2018	6,3	17,3	65,4	11,0	100,0
Q4 2018	Q1 2019	5,7	17,0	58,1	19,2	100,0
Q1 2019	Q2 2019	8,2	20,1	58,1	13,7	100,0
Q2 2019	Q3 2019	7,9	18,8	59,1	14,2	100,0
Q3 2019	Q4 2019	5,8	17,6	62,9	13,8	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	3,4	10,5	4,0	82,1	100,0
Q1 2017	Q2 2017	3,2	10,6	4,7	81,5	100,0
Q2 2017	Q3 2017	2,9	8,8	5,1	83,2	100,0
Q3 2017	Q4 2017	3,7	8,8	3,5	83,9	100,0
Q4 2017	Q1 2018	3,2	11,1	5,3	80,3	100,0
Q1 2018	Q2 2018	2,7	8,5	5,2	83,6	100,0
Q2 2018	Q3 2018	3,2	9,3	5,0	82,6	100,0
Q3 2018	Q4 2018	3,0	8,5	4,6	83,9	100,0
Q4 2018	Q1 2019	3,0	9,4	3,9	83,7	100,0
Q1 2019	Q2 2019	3,1	10,0	5,3	81,6	100,0
Q2 2019	Q3 2019	2,6	8,6	5,6	83,2	100,0
Q3 2019	Q4 2019	2,9	8,4	4,0	84,7	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed: Tertiary		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	96,6	1,7	0,6	1,2	96,6
Q1 2017	Q2 2017	96,9	1,6	0,2	1,2	100,0
Q2 2017	Q3 2017	96,7	1,7	0,3	1,3	100,0
Q3 2017	Q4 2017	97,7	1,3	0,1	0,9	100,0
Q4 2017	Q1 2018	97,5	1,5	0,3	0,8	100,0
Q1 2018	Q2 2018	98,2	1,0	0,2	0,7	100,0
Q2 2018	Q3 2018	98,5	0,8	0,2	0,5	100,0
Q3 2018	Q4 2018	97,6	1,1	0,5	0,8	100,0
Q4 2018	Q1 2019	97,6	1,2	0,2	0,9	100,0
Q1 2019	Q2 2019	97,2	1,3	0,2	1,2	100,0
Q2 2019	Q3 2019	97,5	1,5	0,4	0,6	100,0
Q3 2019	Q4 2019	97,7	1,0	0,4	1,0	100,0
						t+1 status
t status: Unemployed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	13,8	70,3	6,5	9,5	100
Q1 2017	Q2 2017	11,2	73,2	4,0	11,6	100,0
Q2 2017	Q3 2017	10,4	75,2	5,7	8,7	100,0
Q3 2017	Q4 2017	10,1	74,0	6,0	9,9	100,0
Q4 2017	Q1 2018	10,0	71,7	9,2	9,1	100,0
Q1 2018	Q2 2018	10,9	72,8	6,8	9,5	100,0
Q2 2018	Q3 2018	9,5	77,4	5,8	7,3	100,0
Q3 2018	Q4 2018	9,9	71,8	11,5	6,9	100,0
Q4 2018	Q1 2019	11,1	70,8	8,7	9,3	100,0
Q1 2019	Q2 2019	12,0	73,4	6,9	7,7	100,0
Q2 2019	Q3 2019	9,6	75,1	5,7	9,6	100,0
Q3 2019	Q4 2019	11,0	76,1	6,9	6,0	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)						
		t+1 status				
t status: Discouragement: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	10,0	37,1	43,6	9,4	100,0
Q1 2017	Q2 2017	6,3	32,7	44,7	16,3	100,0
Q2 2017	Q3 2017	8,6	19,4	54,9	17,0	100,0
Q3 2017	Q4 2017	10,5	22,5	57,2	9,9	100,0
Q4 2017	Q1 2018	6,7	28,3	55,9	9,2	100,0
Q1 2018	Q2 2018	10,2	19,1	51,0	19,8	100,0
Q2 2018	Q3 2018	6,3	38,8	41,8	13,2	100,0
Q3 2018	Q4 2018	5,3	26,9	56,3	11,5	100,0
Q4 2018	Q1 2019	9,5	27,2	52,5	10,8	100,0
Q1 2019	Q2 2019	8,0	33,3	49,7	9,0	100,0
Q2 2019	Q3 2019	9,7	27,3	46,6	16,4	100,0
Q3 2019	Q4 2019	6,4	27,1	47,3	19,2	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	8,9	13,2	1,5	76,4	100,0
Q1 2017	Q2 2017	2,3	8,6	3,4	85,6	100,0
Q2 2017	Q3 2017	4,0	8,2	2,3	85,5	100,0
Q3 2017	Q4 2017	5,9	6,9	2,2	85,0	100,0
Q4 2017	Q1 2018	6,0	10,3	1,4	82,4	100,0
Q1 2018	Q2 2018	3,0	11,5	2,5	83,0	100,0
Q2 2018	Q3 2018	2,9	7,2	4,3	85,6	100,0
Q3 2018	Q4 2018	3,3	4,5	2,2	89,9	100,0
Q4 2018	Q1 2019	2,8	8,5	2,7	86,0	100,0
Q1 2019	Q2 2019	5,2	9,4	2,8	82,7	100,0
Q2 2019	Q3 2019	4,5	7,5	2,2	85,8	100,0
Q3 2019	Q4 2019	4,0	8,2	2,7	85,1	100,0

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					
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
Q4 2016	Q1 2017	71,6	15,6	5,1	7,7	100,0
Q1 2017	Q2 2017	71,5	15,4	5,5	7,7	100,0
Q2 2017	Q3 2017	71,9	15,4	4,8	7,9	100,0
Q3 2017	Q4 2017	71,2	15,7	5,3	7,8	100,0
Q4 2017	Q1 2018	70,9	16,4	4,9	7,8	100,0
Q1 2018	Q2 2018	71,0	16,2	5,2	7,6	100,0
Q2 2018	Q3 2018	70,3	16,5	4,8	7,6	100,0
Q3 2018	Q4 2018	70,3	16,7	5,2	7,7	100,0
Q4 2018	Q1 2019	70,0	17,1	4,9	7,9	100,0
Q1 2019	Q2 2019	70,3	17,2	5,1	7,4	100,0
Q2 2019	Q3 2019	70,7	16,8	4,9	7,5	100,0
Q3 2019	Q4 2019	69,6	16,8	5,5	8,1	100,0
			t+1 status			
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	51,9	29,1	3,8	15,2	100,0
Q1 2017	Q2 2017	53,0	32,1	4,7	10,2	100,0
Q2 2017	Q3 2017	48,3	34,2	5,5	12,0	100,0
Q3 2017	Q4 2017	51,0	31,8	5,0	12,2	100,0
Q4 2017	Q1 2018	47,4	34,9	7,4	10,4	100,0
Q1 2018	Q2 2018	47,5	35,4	6,1	11,0	100,0
Q2 2018	Q3 2018	58,0	41,7	5,4	12,2	100,0
Q3 2018	Q4 2018	47,6	36,7	5,9	9,8	100,0
Q4 2018	Q1 2019	49,0	35,6	6,0	9,4	100,0
Q1 2019	Q2 2019	42,5	38,6	4,7	14,2	100,0
Q2 2019	Q3 2019	44,8	37,5	5,9	11,8	100,0
Q3 2019	Q4 2019	50,9	32,9	5,6	10,7	100,0

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

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

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					
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
Q4 2016	Q1 2017	89,4	6,3	1,9	2,4	100,0
Q1 2017	Q2 2017	89,8	6,1	1,6	2,4	100,0
Q2 2017	Q3 2017	91,5	4,9	1,6	2,0	100,0
Q3 2017	Q4 2017	90,9	5,4	1,6	2,1	100,0
Q4 2017	Q1 2018	89,1	6,3	2,5	2,2	100,0
Q1 2018	Q2 2018	91,5	4,5	1,6	2,4	100,0
Q2 2018	Q3 2018	91,0	5,3	1,6	2,1	100,0
Q3 2018	Q4 2018	91,6	4,7	1,8	1,9	100,0
Q4 2018	Q1 2019	90,7	5,2	2,1	1,9	100,0
Q1 2019	Q2 2019	91,9	4,9	1,3	1,9	100,0
Q2 2019	Q3 2019	90,9	5,6	1,7	1,8	100,0
Q3 2019	Q4 2019	91,8	4,7	1,8	1,7	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	11,7	70,0	6,5	11,7	100,0
Q1 2017	Q2 2017	8,6	72,4	7,0	12,0	100,0
Q2 2017	Q3 2017	10,9	72,9	6,6	9,7	100,0
Q3 2017	Q4 2017	10,1	70,5	7,4	12,1	100,0
Q4 2017	Q1 2018	10,1	70,0	8,5	11,4	100,0
Q1 2018	Q2 2018	8,7	73,5	7,9	9,9	100,0
Q2 2018	Q3 2018	10,2	72,0	7,7	10,1	100,0
Q3 2018	Q4 2018	9,6	72,3	8,7	9,5	100,0
Q4 2018	Q1 2019	8,6	71,5	8,4	11,4	100,0
Q1 2019	Q2 2019	9,2	73,0	7,7	10,0	100,0
Q2 2019	Q3 2019	8,9	74,2	7,5	9,4	100,0
Q3 2019	Q4 2019	5,4	16,1	61,9	16,7	100,0

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouragement Youth		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	8,1	19,2	53,3	19,4	100,0
Q1 2017	Q2 2017	8,1	18,0	53,6	20,3	100,0
Q2 2017	Q3 2017	7,2	14,7	60,1	18,0	100,0
Q3 2017	Q4 2017	7,4	16,7	57,2	18,6	100,0
Q4 2017	Q1 2018	8,4	14,3	60,7	16,6	100,0
Q1 2018	Q2 2018	6,5	17,3	58,7	17,5	100,0
Q2 2018	Q3 2018	6,9	17,5	59,8	15,8	100,0
Q3 2018	Q4 2018	6,8	16,7	62,3	14,2	100,0
Q4 2018	Q1 2019	5,7	16,6	59,3	18,4	100,0
Q1 2019	Q2 2019	8,1	18,9	57,0	16,0	100,0
Q2 2019	Q3 2019	6,2	15,8	62,2	15,8	100,0
Q3 2019	Q4 2019	5,4	16,1	61,9	16,7	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Youth		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	1,6	7,3	4,2	86,9	100,0
Q1 2017	Q2 2017	1,6	6,0	3,9	88,6	100,0
Q2 2017	Q3 2017	1,8	4,8	3,7	89,7	100,0
Q3 2017	Q4 2017	1,7	4,7	3,0	90,5	100,0
Q4 2017	Q1 2018	1,8	6,5	5,2	86,5	100,0
Q1 2018	Q2 2018	1,3	5,2	3,9	89,5	100,0
Q2 2018	Q3 2018	1,7	4,9	3,8	89,6	100,0
Q3 2018	Q4 2018	1,4	4,8	3,6	90,2	100,0
Q4 2018	Q1 2019	1,4	5,8	4,6	88,3	100,0
Q1 2019	Q2 2019	1,6	5,9	3,7	88,7	100,0
Q2 2019	Q3 2019	1,8	5,1	4,2	88,9	100,0
Q3 2019	Q4 2019	1,5	5,3	3,4	89,7	100,0

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					
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
Q4 2016	Q1 2017	94,5	2,9	0,7	1,9	100,0
Q1 2017	Q2 2017	94,0	2,8	0,9	2,2	100,0
Q2 2017	Q3 2017	94,1	2,8	0,9	2,2	100,0
Q3 2017	Q4 2017	94,6	2,4	1,2	1,9	100,0
Q4 2017	Q1 2018	94,7	2,6	0,9	1,8	100,0
Q1 2018	Q2 2018	94,9	2,4	0,8	1,9	100,0
Q2 2018	Q3 2018	94,9	2,6	0,8	1,7	100,0
Q3 2018	Q4 2018	95,4	2,1	0,9	1,6	100,0
Q4 2018	Q1 2019	94,8	2,3	1,0	1,8	100,0
Q1 2019	Q2 2019	94,4	2,9	0,9	1,8	100,0
Q2 2019	Q3 2019	94,7	3,1	0,8	1,4	100,0
Q3 2019	Q4 2019	95,3	2,2	1,0	1,5	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed Adults		Per cent				
t quarter	t+1					
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
Q4 2016	Q1 2017	13,6	69,6	7,0	9,8	100,0
Q1 2017	Q2 2017	13,5	69,6	5,3	11,6	100,0
Q2 2017	Q3 2017	13,0	71,4	7,3	8,3	100,0
Q3 2017	Q4 2017	14,2	64,9	7,5	13,4	100,0
Q4 2017	Q1 2018	14,4	67,5	8,4	9,7	100,0
Q1 2018	Q2 2018	11,0	70,8	7,2	11,0	100,0
Q2 2018	Q3 2018	12,4	69,4	7,7	10,5	100,0
Q3 2018	Q4 2018	12,3	70,9	6,7	10,0	100,0
Q4 2018	Q1 2019	12,2	69,5	7,3	11,0	100,0
Q1 2019	Q2 2019	12,2	70,7	6,9	10,2	100,0
Q2 2019	Q3 2019	12,0	69,1	7,8	11,2	100,0
Q3 2019	Q4 2019	10,8	72,1	6,9	10,2	100,0

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

		t+1 status				
t status: Discouragement Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	11,7	17,0	50,4	20,9	100,0
Q1 2017	Q2 2017	10,8	16,4	48,9	23,8	100,0
Q2 2017	Q3 2017	11,9	13,9	53,5	20,6	100,0
Q3 2017	Q4 2017	8,4	14,1	53,8	23,7	100,0
Q4 2017	Q1 2018	10,3	14,4	58,0	17,3	100,0
Q1 2018	Q2 2018	8,8	12,5	60,5	18,2	100,0
Q2 2018	Q3 2018	10,0	15,4	55,0	19,6	100,0
Q3 2018	Q4 2018	9,6	14,6	55,8	20,0	100,0
Q4 2018	Q1 2019	9,5	11,1	58,7	20,7	100,0
Q1 2019	Q2 2019	10,6	18,3	53,2	17,8	100,0
Q2 2019	Q3 2019	12,3	15,4	56,0	16,2	100,0
Q3 2019	Q4 2019	9,0	15,1	57,7	18,1	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	4,5	6,1	3,6	85,8	100,0
Q1 2017	Q2 2017	3,1	4,7	3,6	88,6	100,0
Q2 2017	Q3 2017	3,9	5,1	3,8	87,2	100,0
Q3 2017	Q4 2017	4,1	4,5	3,6	87,8	100,0
Q4 2017	Q1 2018	3,6	5,5	4,3	86,6	100,0
Q1 2018	Q2 2018	2,8	4,9	4,4	87,9	100,0
Q2 2018	Q3 2018	4,0	4,9	4,5	86,6	100,0
Q3 2018	Q4 2018	4,2	4,8	4,0	87,0	100,0
Q4 2018	Q1 2019	3,6	5,0	4,1	87,4	100,0
Q1 2019	Q2 2019	4,0	5,5	3,7	86,8	100,0
Q2 2019	Q3 2019	3,5	4,2	4,0	88,4	100,0
Q3 2019	Q4 2019	2,4	4,2	3,5	90,0	100,0

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

		t+1 status				
t status: Unemployed: With experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	14,6	69,5	7,0	8,9	100,0
Q1 2017	Q2 2017	14,1	68,8	6,7	10,5	100,0
Q2 2017	Q3 2017	14,6	70,7	7,0	7,7	100,0
Q3 2017	Q4 2017	14,8	65,8	7,7	11,7	100,0
Q4 2017	Q1 2018	14,9	68,0	8,8	8,3	100,0
Q1 2018	Q2 2018	12,3	71,2	8,0	8,5	100,0
Q2 2018	Q3 2018	13,7	69,9	7,9	8,5	100,0
Q3 2018	Q4 2018	14,2	69,8	7,8	8,2	100,0
Q4 2018	Q1 2019	12,6	69,8	8,3	9,2	100,0
Q1 2019	Q2 2019	13,2	71,2	7,2	8,5	100,0
Q2 2019	Q3 2019	12,6	71,7	7,0	8,8	100,0
Q3 2019	Q4 2019	12,2	72,2	7,1	8,6	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
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
Q4 2016	Q1 2017	8,4	70,6	6,1	14,9	100,0
Q1 2017	Q2 2017	4,4	75,6	6,0	14,0	100,0
Q2 2017	Q3 2017	6,8	75,0	6,6	11,6	100,0
Q3 2017	Q4 2017	6,1	72,8	7,0	14,1	100,0
Q4 2017	Q1 2018	6,6	70,8	7,8	14,7	100,0
Q1 2018	Q2 2018	5,0	74,7	7,0	13,3	100,0
Q2 2018	Q3 2018	6,6	73,0	7,3	13,1	100,0
Q3 2018	Q4 2018	5,2	74,7	8,2	11,9	100,0
Q4 2018	Q1 2019	6,0	72,2	7,5	14,3	100,0
Q1 2019	Q2 2019	5,7	73,8	7,8	12,7	100,0
Q2 2019	Q3 2019	6,0	73,2	8,7	12,1	100,0
Q3 2019	Q4 2019	5,4	77,7	5,9	11,0	100,0

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

		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Long-term unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	9,5	73,1	6,4	11,0	100,0
Q1 2017	Q2 2017	7,1	75,6	6,1	11,2	100,0
Q2 2017	Q3 2017	8,7	75,7	7,0	8,6	100,0
Q3 2017	Q4 2017	8,8	71,0	7,0	13,2	100,0
Q4 2017	Q1 2018	8,9	72,6	8,1	10,3	100,0
Q1 2018	Q2 2018	6,6	75,9	7,3	10,2	100,0
Q2 2018	Q3 2018	8,4	73,8	7,8	10,1	100,0
Q3 2018	Q4 2018	6,8	76,1	7,4	9,6	100,0
Q4 2018	Q1 2019	7,8	73,5	7,6	11,1	100,0
Q1 2019	Q2 2019	7,5	75,3	7,2	10,0	100,0
Q2 2019	Q3 2019	8,0	74,0	7,4	10,6	100,0
Q3 2019	Q4 2019	7,0	77,0	6,0	10,0	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other	Total
t status: Short-term unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2016	Q1 2017	18,6	63,1	7,4	11,0	100,0
Q1 2017	Q2 2017	16,8	63,1	7,0	13,0	100,0
Q2 2017	Q3 2017	17,7	65,4	6,5	10,4	100,0
Q3 2017	Q4 2017	17,6	63,0	8,2	11,3	100,0
Q4 2017	Q1 2018	17,5	61,7	9,1	11,8	100,0
Q1 2018	Q2 2018	15,9	65,2	8,5	10,4	100,0
Q2 2018	Q3 2018	16,8	65,1	7,6	10,6	100,0
Q3 2018	Q4 2018	18,9	62,1	9,2	9,8	100,0
Q4 2018	Q1 2019	15,0	64,4	9,1	11,6	100,0
Q1 2019	Q2 2019	16,7	65,2	7,8	10,3	100,0
Q2 2019	Q3 2019	15,4	67,8	8,2	8,6	100,0
Q3 2019	Q4 2019	16,6	67,0	8,4	8,0	100,0

Table A8: Quarterly distribution of those who found employment by sector					
	Sector				
Employed	Formal	Informal	Agriculture	Private household	Total
Quarter	Per cent				
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
Q1 2017	45,9	31,4	7,7	15,1	100,0
Q2 2017	47,3	34,4	6,4	11,8	100,0
Q3 2017	43,8	36,8	6,9	12,4	100,0
Q4 2017	48,2	33,2	6,4	12,2	100,0
Q1 2018	42,0	37,1	9,6	11,4	100,0
Q2 2018	44,7	35,7	6,9	12,6	100,0
Q3 2018	43,8	36,8	6,9	12,4	100,0
Q4 2018	43,4	38,1	7,4	11,1	100,0
Q1 2019	45,5	36,6	8,1	9,8	100,0
Q2 2019	40,9	39,6	6,7	12,8	100,0
Q3 2019	41,7	38,7	7,4	12,3	100,0
Q4 2019	48,0	33,6	7,1	11,4	100,0

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

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

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

Employed with Secondary completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q4 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
Q1 2017	56,6	29,4	14,0	100,0
Q2 2017	66,1	28,7	5,1	100,0
Q3 2017	61,2	29,5	9,4	100,0
Q4 2017	66,6	25,9	7,5	100,0
Q1 2018	57,4	32,9	9,7	100,0
Q2 2018	61,8	27,8	10,4	100,0
Q3 2018	59,4	33,0	7,6	100,0
Q4 2018	62,0	30,0	8,0	100,0
Q1 2019	57,4	32,9	9,7	100,0
Q2 2019	61,8	27,8	6,9	100,0
Q3 2019	56,3	34,3	9,3	100,0
Q4 2019	66,4	28,9	4,6	100,0
	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed with Tertiary	Per cent			
Quarter				
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 2015				
Q2 2016	65,1	29,8	5,1	100,0
Q3 2016	71,0	22,2	6,8	100,0
Q4 2016	72,9	26,1	1,0	100,0
Q1 2017	74,1	22,2	3,7	100,0
Q2 2017	75,2	24,8	0,0	100,0
Q3 2017	70,2	26,5	3,3	100,0
Q4 2017	61,0	36,2	2,7	100,0
Q1 2018	68,7	31,3	0,0	100,0
Q2 2018	70,2	26,7	3,1	100,0
Q3 2018	68,6	21,5	9,9	100,0
Q4 2018	69,2	30,8	0,0	100,0
Q1 2019	68,7	31,3	0,0	100,0
Q2 2019	70,2	26,7	3,5	100,0
Q3 2019	63,0	32,0	5,0	100,0
Q4 2019	58,2	38,5	3,3	100,0

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

	Sector			
Employed Youth	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 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
Q1 2017	51,7	27,5	20,8	100,0
Q2 2017	53,7	31,1	15,2	100,0
Q3 2017	50,1	35,2	14,7	100,0
Q4 2017	54,4	28,7	16,9	100,0
Q1 2018	47,4	34,3	18,3	100,0
Q2 2018	51,5	33,8	14,8	100,0
Q3 2018	54,8	38,2	15,0	100,0
Q4 2018	50,1	34,1	15,8	100,0
Q1 2019	47,4	34,3	18,3	100,0
Q2 2019	47,0	37,1	15,9	100,0
Q3 2019	52,1	36,2	16,4	100,0
Q4 2019	53,0	32,2	14,8	100,0
	Sector			
Employed Adults	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
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
Q1 2017	38,7	36,1	25,3	100,0
Q2 2017	39,8	38,4	21,8	100,0
Q3 2017	35,7	38,9	25,3	100,0
Q4 2017	41,0	38,4	20,6	100,0
Q1 2018	35,4	40,5	24,1	100,0
Q2 2018	36,2	38,2	25,6	100,0
Q3 2018	33,2	44,7	22,1	100,0
Q4 2018	36,0	42,5	21,5	100,0
Q1 2019	35,4	40,5	24,1	100,0
Q2 2019	33,7	42,5	23,8	100,0
Q3 2019	32,5	43,3	24,2	100,0
Q4 2019	41,4	35,4	23,3	100,0

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

	Firm size				
	0-9 employees	10-49 employees	>50 employees	Don't know	Total
Employed	Per cent				
Quarter					
Q4 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
Q1 2017	53,5	20,8	18,0	7,8	100,0
Q2 2017	51,8	20,3	19,0	7,8	100,0
Q3 2017	56,0	18,0	18,7	7,3	100,0
Q4 2017	52,5	20,3	18,8	8,4	100,0
Q1 2018	55,7	17,9	19,4	7,0	100,0
Q2 2018	51,5	19,0	19,9	9,5	100,0
Q3 2018	56,3	19,7	16,3	7,7	100,0
Q4 2018	55,1	18,9	17,7	8,3	100,0
Q1 2019	52,9	21,1	17,9	8,1	100,0
Q2 2019	57,1	16,5	17,4	9,0	100,0
Q3 2019	55,5	18,1	16,4	10,0	100,0
Q4 2019	51,8	22,8	18,3	7,1	100,0

Appendix 4: Statistical tables – Quarterly Employment Statistics

Table 1: Employment series by industry, 2014–2019

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturin	Utilities	Construction	Trade	Transport	Finance	Services	
2014	Jan-Mar	491	1 168	60	542	1 858	461	2 050	2 530	**9 161**
	Apr-Jun	491	1 160	59	554	1 889	460	2 038	2 715	**9 366**
	Jul-Sep	498	1 154	60	555	1 893	459	2 045	2 547	**9 210**
	Oct-Dec	491	1 160	60	557	1 933	464	2 079	2 554	**9 297**
2015	Jan-Mar	490	1 170	60	558	1 918	468	2 093	2 538	**9 295**
	Apr-Jun	489	1 164	60	556	1 926	464	2 089	2 545	**9 293**
	Jul-Sep	476	1 177	60	576	1 967	467	2 121	2 566	**9 409**
	Oct-Dec	459	1 185	61	585	2 062	472	2 181	2 595	**9 600**
2016	Jan-Mar	458	1 191	62	614	2 057	474	2 187	2 659	**9 702**
	Apr-Jun	458	1 182	62	614	2 051	464	2 189	2 614	**9 634**
	Jul-Sep	458	1 183	62	620	2 056	466	2 186	2 698	**9 731**
	Oct-Dec	456	1 197	63	612	2 131	469	2 232	2 619	**9 778**
2017	Jan-Mar	464	1 203	63	631	2 103	470	2 220	2 610	**9 765**
	Apr-Jun	472	1 193	64	627	2 122	470	2 233	2 621	**9 801**
	Jul-Sep	460	1 197	63	641	2 132	479	2 250	2 632	**9 855**
	Oct-Dec	457	1 208	63	627	2 206	481	2 291	2 661	**9 993**
2018	Jan-Mar	454	1 218	62	641	2 191	481	2 300	2 751	**10 098**
	Apr-Jun	459	1 212	63	638	2 199	483	2 301	2 687	**10 042**
	Jul-Sep	456	1 222	62	631	2 223	490	2 310	2 697	**10 091**
	Oct-Dec	453	1 233	62	611	2 280	498	2 348	2 711	**10 197**
2019	Jan-Mar	455	1 238	61	611	2 279	500	2 349	2 736	**10 230**
	Apr-Jun	462	1 219	61	599	2 264	497	2 343	2 774	**10 220**
	Jul-Sep	463	1 213	61	591	2 267	497	2 336	2 769	**10 198**
	Oct-Dec	448	1 209	61	575	2 306	495	2 348	2 771	**10 215**

Table 2: Gross earnings by industry, 2014–2019

Year	Period	Gross earnings (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2014	Jan-Mar	23 237	51 442	5 551	20 014	64 281	27 549	125 646	142 839	**460 559**
	Apr-Jun	22 615	52 337	5 613	21 249	64 650	29 458	112 838	150 085	**458 845**
	Jul-Sep	27 390	52 875	6 713	22 244	66 694	29 677	118 387	155 469	**479 449**
	Oct-Dec	27 921	60 339	7 031	25 592	73 729	32 808	128 418	159 684	**515 522**
2015	Jan-Mar	27 334	54 766	6 010	22 480	69 535	30 152	130 099	154 971	**495 347**
	Apr-Jun	27 465	55 164	6 055	23 169	70 812	31 522	125 688	160 060	**499 935**
	Jul-Sep	28 908	57 475	6 280	24 667	73 232	31 992	133 761	167 056	**523 371**
	Oct-Dec	29 168	64 053	7 642	29 016	85 227	34 985	145 331	174 045	**569 467**
2016	Jan-Mar	28 248	58 176	6 584	25 567	79 669	31 558	152 305	172 447	**554 554**
	Apr-Jun	29 084	59 192	6 735	26 946	80 411	33 025	139 046	181 127	**555 566**
	Jul-Sep	30 180	61 176	8 715	28 124	83 196	32 628	148 863	185 474	**578 356**
	Oct-Dec	30 987	69 487	8 643	32 065	92 453	36 042	156 223	192 326	**618 226**
2017	Jan-Mar	30 954	62 836	7 481	27 987	86 772	33 335	162 484	188 578	**600 427**
	Apr-Jun	31 208	62 974	7 489	29 548	88 392	35 851	153 009	197 716	**606 187**
	Jul-Sep	31 972	64 497	9 255	30 644	89 567	36 083	165 444	203 445	**630 907**
	Oct-Dec	32 437	73 068	8 791	36 242	100 994	39 000	176 132	211 907	**678 571**
2018	Jan-Mar	32 198	66 427	7 807	31 517	94 864	35 517	189 734	205 204	**663 268**
	Apr-Jun	31 902	67 770	7 931	33 534	94 841	37 871	173 672	209 930	**657 451**
	Jul-Sep	33 754	69 229	8 144	33 423	96 514	38 571	183 294	227 955	**690 884**
	Oct-Dec	34 427	78 511	9 730	38 198	107 521	41 629	193 394	235 115	**738 525**
2019	Jan-Mar	33 570	70 874	8 115	33 419	99 935	38 627	189 128	226 372	**700 040**
	Apr-Jun	34 640	71 549	8 058	33 797	101 559	42 343	183 587	235 799	**711 332**
	Jul-Sep	37 020	72 109	8 196	33 065	102 652	40 448	191 207	239 384	**724 081**
	Oct-Dec	37 907	80 233	9 886	36 273	112 100	44 984	203 587	251 432	**776 402**

Table 3: Average monthly earnings by industry, 2014–2019

Year	Period	AME (Rands)								Total
		Industries								
		Mining	Manufacturir	Utilities	Construction	Trade	Transport	Finance	Services	
2014	Feb	15 155	13 881	30 841	11 905	10 696	18 835	16 872	17 644	**15 256**
	May	15 319	14 325	31 447	12 434	10 927	20 227	16 973	18 464	**15 735**
	Aug	18 201	14 683	31 735	12 821	11 163	20 677	17 526	19 260	**16 337**
	Nov	19 018	14 970	33 914	12 500	11 250	20 921	17 470	19 137	**16 385**
2015	Feb	18 335	14 832	33 212	13 030	11 240	20 699	17 912	19 207	**16 461**
	May	18 601	15 272	33 315	13 213	11 612	20 985	18 235	19 422	**16 755**
	Aug	20 089	15 341	33 976	13 249	11 757	21 306	18 449	20 806	**17 277**
	Nov	21 009	15 600	36 533	13 343	11 696	21 211	18 509	20 787	**17 322**
2016	Feb	20 212	15 353	35 117	12 701	11 822	20 932	18 825	20 772	**17 262**
	May	22 047	15 916	35 558	13 052	12 255	21 745	19 100	22 098	**17 998**
	Aug	22 241	16 450	37 514	13 631	12 521	22 243	19 579	21 254	**18 156**
	Nov	22 953	16 759	38 584	14 757	12 575	22 458	20 226	22 354	**18 723**
2017	Feb	22 193	16 557	38 930	14 812	12 659	22 353	20 756	22 713	**18 913**
	May	22 223	16 873	38 715	15 245	13 006	23 638	21 385	23 676	**19 499**
	Aug	23 077	17 415	38 950	15 683	13 103	23 787	22 199	24 195	**19 996**
	Nov	23 572	17 668	40 071	16 463	13 279	23 600	22 620	24 133	**20 193**
2018	Feb	22 903	17 297	38 934	16 165	13 282	23 236	22 765	24 078	**20 092**
	May	23 265	17 894	39 862	16 968	13 479	24 270	22 987	24 702	**20 524**
	Aug	25 021	18 526	41 681	17 611	13 862	24 939	23 825	26 031	**21 381**
	Nov	25 510	18 795	43 722	17 784	13 705	24 798	24 067	26 305	**21 540**
2019	Feb	24 118	18 423	42 380	17 442	13 696	24 050	24 255	25 420	**21 231**
	May	25 042	19 050	42 641	18 446	14 273	25 722	24 478	25 717	**21 796**
	Aug	27 063	19 379	42 797	18 325	14 343	25 198	24 861	27 444	**22 375**
	Nov	26 403	19 377	44 952	18 315	14 338	26 457	25 253	27 354	**22 500**