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Labour market dynamics in South Africa, 2020

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www.statssa.gov.za, info@statssa.gov.za, Tel +27 12 310 8911

Labour Market Dynamics in South Africa 2020

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Risenga Maluleke
Statistician-General

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Foreword

The NDP has set out a goal of full employment by 2030. This would mean the official unemployment rate falls to 6,5% and the labour force participation rate rises from 54% to 65%, requiring an average annual GDP growth rate of 5%; and a creation of 11 million net new jobs 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 QLFS as the source of labour market information, provides data on employment and unemployment as well as information of the inactive population. For the second time since the inception of the QLFS, data on migration is included in this report.

2020 marks the thirteenth Labour Market Dynamics Report in South Africa since the inception of the Quarterly Labour Force Survey (QLFS) in 2008. This report provides information on labour market trends over the period 2015–2020, with a particular focus on labour market dynamics as provided for by the QLFS panel data. The panel allows the tracking of individuals on a quarterly basis, identifying the factors that facilitate the movement into employment (and out of employment), as well as distinguishing in which sectors, industries, occupations, and provinces employment outcomes are better or have improved.

Data on transition and retention rates were analysed over the period 2015–2020. The results from panel data indicate that the employed and the inactive population were more likely to remain in the same status. About 93,3% of those who were employed in 2015 and 93,0% in 2020 remained employed between the last two quarters (Q3 and Q4) of each year while those who remained economically inactive were about 90,5% in 2015 and 86,1% in 2020. On the other hand, the unemployment retention rates increased over the period from 67,5% in 2015 to 70,6% in 2020.

Between 2015 and 2020, the South African working-age population increased from 36,0 million to 39,1 million, which accounts for 67,3% of the total population of the country. Over the same period, employment levels decreased by 679 000 from 15,7 million to 15,1 million and the number and level of unemployed persons increased by 939 000 from 5,3 million in 2015 to 6,3 million in 2020. Unemployment rate (29,4%) increased by 4,1 percentage points while the absorption rate (38,5%) decreased by 5,2 percentage points respectively.

The number of young people (15–34 years) in the working age population increased from 19,8 million in 2015 to 20,5 million in 2020, and the number of unemployed and discouraged youth increased by 285 000 and 169 000 respectively.

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

Risenga Maluleke

Statistician-General

Highlights

Working age population

The South African working-age population (those 15–64 years) grew by 1,1 percentage points from 36,0 million to 39,1 million between 2015 and 2020. With an estimated total population of 58,1 million in 2020, the share of the working age population in the total population increased from 66,2% in 2015 to 67,3% in 2020.

Labour force

- The labour force which is made up of the working age population who are either employed or unemployed declined by 259 000 from 21,3 million in 2015 to 21,1 million in 2020. Growth in the working age population was significantly stronger than growth in the labour force in 2020 compared to 2015. This led to a decrease in the labour force participation rate of 5,4 percentage points, to 53,9% between 2015 and 2020.

- The labour force participation rate decreased in all provinces except in Eastern Cape over the period 2015 to 2020. The largest decreases were observed in Northern Cape (down by 8,9 percentage points), Gauteng (down by 7,9 percentage points) and Western Cape (down by 6,5 percentage points).

- Although the total labour force participation rate declined in 2020 compared to 2015, the labour force participation rate for males was higher than that for females, with average rates for 2020 being 60,6 percent and 48,7 percent.

Employment

- The number of employed persons decreased by 679 000, from 15,7 million to 15,1 million in 2020, with ten industries contributing to this decrease. The largest decrease was recorded in Construction (241 000), Manufacturing (234 000), and Private households (129 000). Finance and Transport were the only industries which recorded employment gains between 2015 and 2020 by 176 000 and 20 000 respectively.

- As expected, Community and Social Services accounted for the largest share in employment at 23,1% followed by Trade at 20,5%. The share of Community and Social Services increased by 0,6 of a percentage point and Trade by 0,4 of a percentage point over the period 2015 to 2020. Utilities had the lowest share of employment over the period 2015 and 2020.

- The largest decrease in employment was observed in Elementary (286 000), Craft workers (272 000) and Technicians (146 000) occupations. Women accounted for the largest share of employment in skilled occupations such as those classified as Technicians (53,9%) and Professional (51,1%).

- While informal sector employment decreased from 2,6 million in 2015 to 2,5 million in 2020, formal sector employment decreased by 399 000 from 10,9 million in 2015 to 10,5 million in 2020,

- The largest share of employment was recorded among the white population group; in 2020 their share of the working age who were employed was 60,6% compared to 35,6% amongst black Africans. Overall, among those with tertiary education, the employed accounted for 76,5% in 2015 and 69,6% in 2020 while for those with matric qualifications, about 51,4% in 2015 and 42,9% in 2020 were employed.

- Hours worked were highest in Transport and Trade industries and lowest amongst people employed in Private households. Those who were employed as Plant and machine operators and in Sales and services occupations worked the longest hours, while Domestic workers worked the lowest hours.

- Gender disparities still remain in terms of access to benefits. Between 2015 and 2020, the proportion of employees who were entitled to paid sick leave increased by 7,5 percentage points from 68,3% to

75,8%. Both men and women experienced an increase in terms of employees entitled to maternity/paternity leave between 2015 and 2020; the proportion of men increased by 28,6 percentage points and 17,4 percentage points for women. Over half of all employees (55,4%) indicated that their salary increment was negotiated by their employer only, and this was 4,3 percentage points decrease compared to 2015.

- Median monthly earnings of employees increased from R3 100 in 2015 to R4 000 in 2020. Gender, population group and age continue to be drivers of the earnings inequalities. In 2020, the highest median monthly earnings were recorded among employees in Mining (R10 000) and Utilities (R8 500) industries. The median monthly earnings increased in all industries between the period 2015 and 2020. Median monthly earnings were highest in Gauteng (R5 200), North West (R4 800) and Western Cape (R4 000), while the largest increase over the period between 2015 and 2020 was in North West (R1 800 up from R3 000) and Limpopo and Free State (R1 300 up from R2 300 and R2 500 respectively).

- Median job tenure increased from 44 months in 2015 to 49 months in 2020. The median job tenure for women and men increased to 51 and 48 months in 2020. Job tenure was higher in the formal sector, amongst the white population group, highly skilled occupations and industries such as Utilities, Mining and Community and Social Services and among the adults.

Unemployment

- The number of unemployed persons increased by 939 thousand from 5,3 million in 2015 to 6,3 million in 2020. Gauteng reported the highest levels – about 1,9 million and more across all the years. In 2020, Gauteng accounted for 34,3% followed by Eastern Cape (15,1%) and KwaZulu-Natal (13,6%).

- Unemployment in South Africa is most acute amongst black Africans and amongst those with less than a matric educational qualification and the youth in general. Black Africans accounted for 88,9% of the unemployed population compared to 2,4% whites in 2020.

- The proportion of unemployed persons with tertiary qualifications increased by 1,5 percentage points between 2015 and 2020. However, the level of unemployment is higher among persons whose level of education is below matric.

- An important social and economic indicator is the number of people who have been unemployed for more than one year or 12 months. The incidence of long-term unemployment increased by 5,2 percentage points to 70,4% over the period 2015–2020. Women and persons without previous work experience are more likely to be in long-term unemployment.

- In 2020, 48,4% of those unemployed were persons who worked before becoming unemployed. The most popular methods of searching for jobs for the unemployed persons were to seek assistance from relatives or friends and inquire at workplaces.

Labour market rates

- The number of employed persons decreased by 679 000, from 15,7 million to 15,1 million and the number of unemployed increased by 939 000 persons from 5,3 million to 6,3 million; this resulted in an increase in the unemployment rate by 4,1 percentage points from 25,3% in 2015 to 29,4% in 2020. In 2020, the absorption rate was 38,5% and the labour force participation rate of 54,6% was the lowest rate recorded since 2015.

- Provincial variations in labour market rates were observed over the period 2015 to 2020. The lowest unemployment rate was recorded in Western Cape and Limpopo. The largest increases were observed in Eastern Cape (up by 14,3 percentage points), Limpopo (up by 5,5 percentage points) and KwaZulu-Natal (up by 4,5 percentage points).

- In 2020, Western Cape and Gauteng recorded the highest absorption rates of 48,7% and 44,2%, respectively. Eastern Cape, Limpopo and KwaZulu-Natal recorded the lowest absorption rates. It decreased in all the provinces with Gauteng recording the highest rate (8,1 percentage points).

- The labour force participation rate decreased in all provinces except in Eastern Cape over the period 2015 to 2020. The largest decreases were observed in Northern Cape (down by 8,9 percentage points), Gauteng (down by 7,9 percentage points) and Western Cape (down by 6,5 percentage points).

- Irrespective of population group a gender gap persists in the labour market. Women, recorded a higher unemployment rate, lower absorption rates and labour force participation rates compared to their male counterparts. Between 2015 and 2020, the unemployment rate was higher among the black African population group, irrespective of gender.

Youth in the labour market

- Young people remain vulnerable in the labour market relative to adults; with high unemployment rates and low absorption and low participation rates. The youth unemployment rate increased from 35,8% in 2015 to 42,1% in 2020, while the adult unemployment rate increased from 16,3% in 2015 to 20,2% in 2020.

- 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 17,7% in 2015 to 20,1% in 2020. The share of those with a tertiary qualification who were looking for work also increased from 8,1% to 10,2%.

- Nationally, the proportion of youth who were discouraged increased from 7,6% in 2015 to 8,2% in 2020 by 0,6 of a percentage point. Persons who possessed a matric qualification have the higher NEET rate, while those who have no matric have the lowest NEET rate.

- Between 2015 and 2020, the NEET rate for youth aged 15–24 years decreased only among Indian/Asian youth (0,3 of a percentage point). In 2020 the NEET rate for youth aged 15–24 was the highest amongst black youth at 33,6%. In 2020, the NEET rate was highest in Northern Cape (43,6%) and lowest in Western Cape (25,3%). The largest increase was observed in KwaZulu-Natal (7,4 percentage points). The largest decline over the period was in Western Cape (3,0 percentage points).

Labour market dynamics

- In 2020, approximately 93,0% of employed persons remained employed between quarter 3 and quarter 4, while 90,5% of the inactive population remained inactive in 2015 and 86,1% in 2020. The unemployment retention rates increased over the period from 67,5% in 2015 to 70,6% in 2020. The results from panel data indicated that the employed and the inactive population were more likely to retain their labour force status. During 2020, about 11,9% of the unemployed found employment between Q3 and Q4 while only 5,9% of those who were discouraged found employment during the same period.

- In terms of the informal sector's contribution to employment, out of 15,1 million employed persons, 2,5 million were employed in the informal sector; which is 16,6 per cent of the total employed population in 2020. The informal sector serves as a point of entry into the formal sector; however, provincial disparities are evident. Nationally, between Q3 and Q4: 2020, 12,9% of informal sector workers found formal sector jobs, while provincially this ranged from a high of 24,1% in the Northern Cape to a low of 19,5% in KwaZulu-Natal. The panel data analysis also finds that the informal sector does not provide for stable employment; in Eastern Cape, more than one in five of those employed in the informal sector moved out of employment in the subsequent quarter.

- While the unemployed have a low transition rate into employment, those in short-term unemployment were about two times more likely to find employment in the following quarter relative to those in long-term unemployed. Unemployed women, youth and those who have no previous work experience are less likely to transition into employment.

- 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 occupations 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: 2020, the employment retention rate in the tertiary industries was 88,3%.

- 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 2020 provincial results show that the transition rates into employment amongst the unemployed with previous experience were highest in Limpopo (15,7%), Western Cape (13,8%) and Gauteng (13,7%). In the same year, the transition rate into employment amongst the unemployed who had a tertiary qualification was 10,1% compared to 4,9% of those without a job and whose education levels were below matric.

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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). It collects data on the labour market activities of individuals aged 15 years and older who live in South Africa. However, this report only covers labour market activities of persons aged 15–64 years.

Stats SA suspended face-to-face data collection for all its surveys on 19 March 2020 as a result of the COVID-19 pandemic and restricted movement. This was to ensure that the field staff and respondents were not exposed to the risk of contracting coronavirus and to contain its spread. It is, however, imperative that Stats SA continue to provide statistics on the South African labour market. In this regard, Stats SA changed the mode of collection for collecting QLFS data to Computer-assisted Telephone Interviewing (CATI). To facilitate CATI, the sample that was used for QLFS Q1: 2020 was also used in Q2: 2020, Q3: 2020 and Q4: 2020.

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

For the remaining Q4: 2020 sample with contact numbers, during data collection some of the contact numbers were found to be invalid; some were not answered; and some households in the sampled dwelling units indicated that they were no longer residing at the dwelling units they had occupied during Q1: 2020. All of these were regarded as non-contacts and were adjusted for during the weighting processes. The details of how the adjustment was done are contained in the Quarterly Labour Force Survey report Technical notes[1]. Given the change in the survey mode of collection and the fact that Q4: 2020 estimates are not based on a full sample, comparisons with previous years should be made with caution

This report is the ninth annual report produced by Stats SA on the labour market in South Africa. 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 2015–2020.

Data sources

Quarterly Labour Force Survey – 2015 to 2020 (average of the results for Quarters 1 to 4 of each year).
Quarterly Employment Statistics – 2015 to 2020 (average of the results for Quarters 1 to 4 of each year and sum of earnings for the year).

Cautionary note

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

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

The layout of the report

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008, which through its design tracks individuals from one quarter to the 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 2015–2020, 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 2015–2020. 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 2015–2020 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 focus 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 2015–2020. 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 2015–2020 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) (2015–2020).

Appendices

Appendix 1: Technical notes

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

Chapter 2: Labour market dynamics

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

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

The value of a panel: Tracking individuals over time provides a better understanding of how their movements into, and out of employment, unemployment and inactivity change over time. One is also able to identify factors that can increase the chances of finding employment. "More importantly, panel data allow a researcher to analyse a number of important economic questions that cannot be addressed using cross-sectional or time series datasets."[2]

Transition matrices: Transition matrices are tables that help us to understand the labour market movements of matched individuals in a panel. In addition to looking at changes in the labour market status, movements between different sectors and industries can also be analysed. These movements are expressed in percentages. If 2,0% of employed persons in Q3: 2020 moved into unemployment in Q4: 2020, 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 analyses of a number of important socio-demographic and economic variables across time. The Quarterly Labour Force Survey is a rotational panel dataset that allows for the tracking of individuals in the sample across quarters, making it possible to analyse labour market flows. This section of the report analyses labour market flows between quarter 3 and quarter 4 of 2015 and 2020.

The results from the *Labour market dynamics in South Africa, 2020* report that the persons employed were more likely to remain employed. In 2020, about 93,0% 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 2015–2020.

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

Introduction

This chapter examines changes in three labour market statuses (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2015–2020. The movement into and out of the three labour market status is regarded as a transition, while a person can also remain in the same labour market status (retention). The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2020, while the trends in transition and retention rates are analysed by comparing 2015 and 2020.

Selected retention and transition rates

The analysis of labour market retention and transition rates between various labour market statuses (employment, unemployment and inactivity) over the third and fourth quarters of 2015 and 2020 is undertaken in this section. The analysis tries to identify whether the transition rates into employment have improved after the global economic crisis.

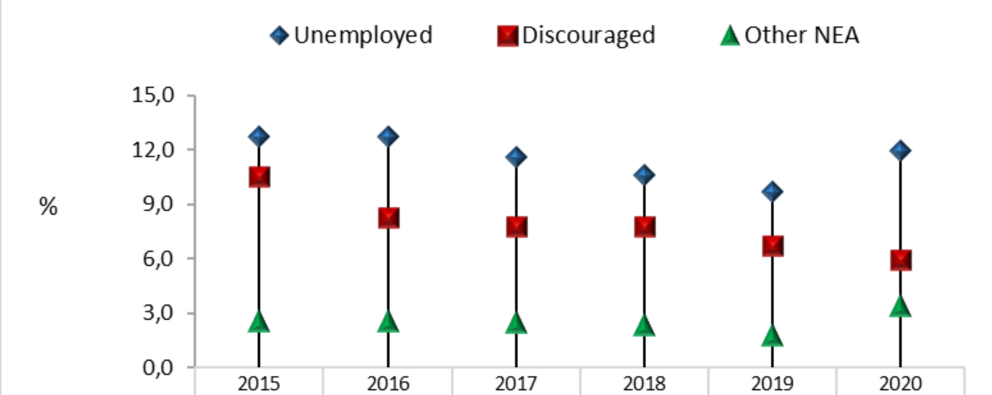
Table 2.1: Retention and transition rates by labour market status, 2015 and 2020

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4:2015			
Labour market status in Q3:2015	Thousand			
Employed	14 763	504	561	15 828
Unemployed	688	3 656	1 074	5 418
Not economically active	538	871	13 459	14 867
Working-age population	**15 990**	**5 030**	**15 094**	**36 114**
	Retention and transition rates by labour market status Q3 and Q4 2015			
Employed	93,3	3,2	3,5	100,0
Unemployed	12,7	67,5	19,8	100,0
Not economically active	3,6	5,9	90,5	100,0

	Employed	Unemployed	Not economically active (NEA)	Total
	Labour market status in Q4:2020			
Labour market status in Q3:2020	Thousand			
Employed	13 859	572	467	14 898
Unemployed	767	4 550	1 125	6 442
Not economically active	667	1 819	15 342	17 827
Working-age population	**15 293**	**6 941**	**16 934**	**39 167**
	Retention and transition rates by labour market status Q3 and Q4 2020			
Employed	93,0	3,8	3,1	100,0
Unemployed	11,9	70,6	17,5	100,0
Not economically active	3,7	10,2	86,1	100,0

Table 2.1 shows that in the third quarter of 2020, 93,0% of those employed retained their employment in the next quarter, while 3,8% became unemployed and 3,1% transitioned to inactivity. During the same quarter in 2015, the proportion of those who joined the unemployed was 3,2%, which was 0,6 of a percentage point lower compared to 2020. Of all the unemployed persons in Q3: 2020, 70,6% remained in this labour market status in Q4: 2020, while those who moved to employment decreased their share by 0,8 of a percentage point to 11,9% compared to 2015. In terms of the not economically active, 86,1% remained in the same labour market status, while 3,7% moved into employment and 10,2% became unemployed.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2015–2020



	2015	2016	2017	2018	2019	2020
Unemployed	12,7	12,7	11,6	10,6	9,7	11,9
Discouraged	10,6	8,3	7,8	7,8	6,7	5,9
Other NEA	2,5	2,6	2,5	2,4	1,8	3,4

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

Figure 2.1 shows that the transition rate into employment from other labour market status is more likely for those who are seeking work compared to the discouraged and other inactive population throughout the period of analysis. The second highest labour market status to transit into employment were the discouraged work-seekers, ranging from 5,9% to 10,6%. Between 2015 and 2020, the transition rate into employment decreased amongst those who were unemployed and discouraged work-seekers, while the transition rate among the other not economically active population increased from 2,5% in 2015 to 3,4% in 2020 (an increase of 0,9 of a percentage point).

Figure 2.2: Retention rates by labour market status, 2015 and 2020

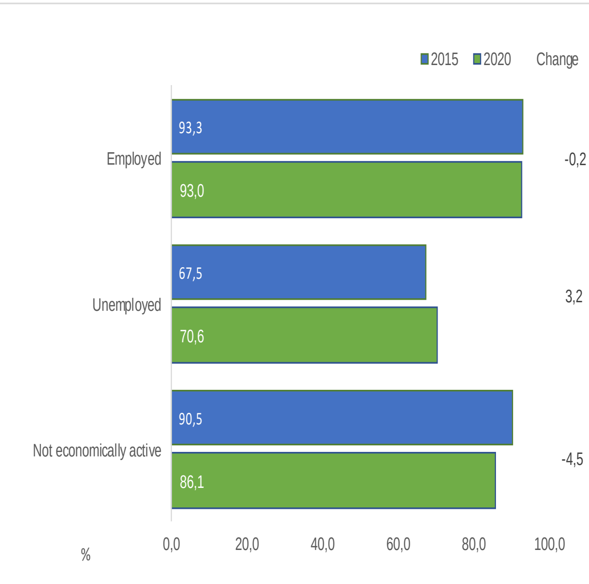
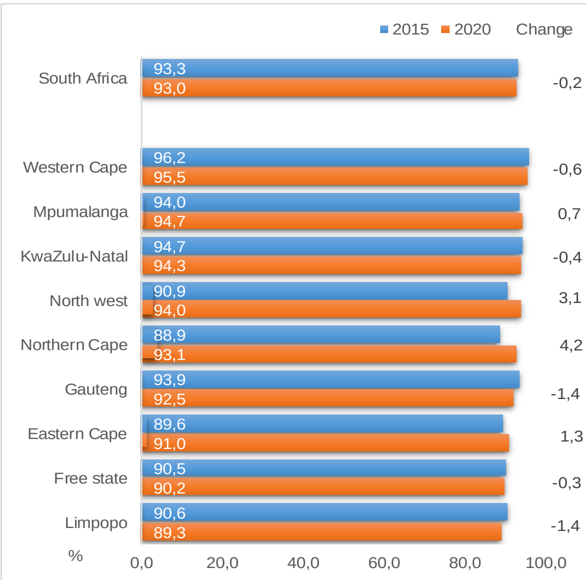


Figure 2.3: Provincial employment retention rates, 2015 and 2020

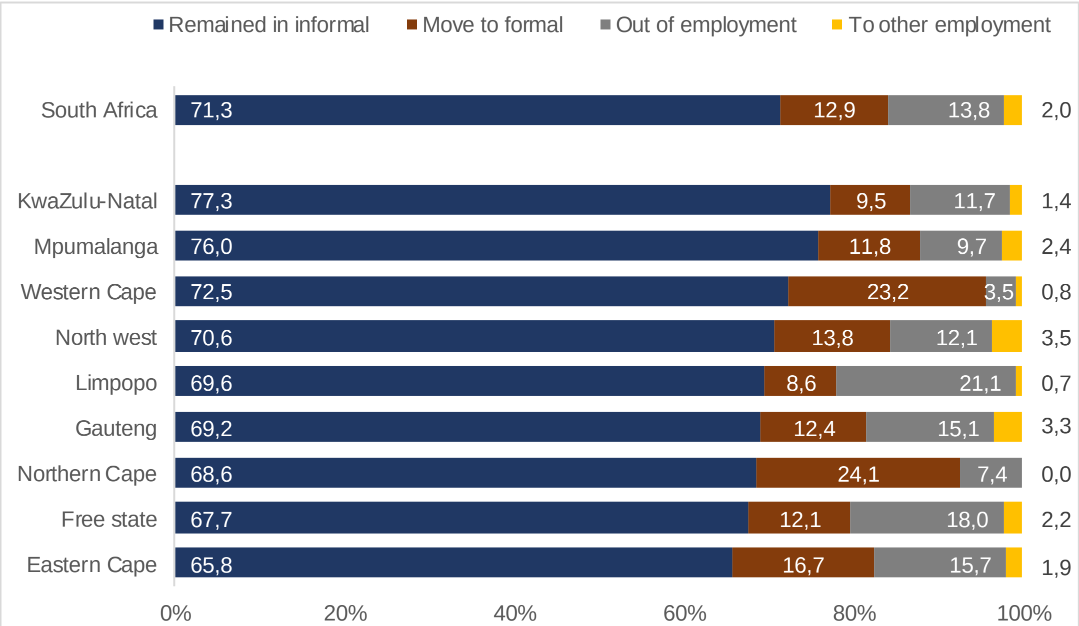


Note: Q3–Q4 for each year is analysed.

Although the unemployment retention rate was lower compared to the employed and inactivity in both 2015 and 2020 (67,5% and 70,6%, respectively), it was the only labour market status where the retention rate increased over the period (3,2 percentage points) (Figure 2.2).

Between the period 2015 and 2020, the provincial employment retention rates increased in four of the nine provinces; with the largest increase observed in Northern Cape (4,2 percentage points), followed by North West (3,1 percentage points). Gauteng and Limpopo recorded the largest declines of 1,4 percentage points each, and Limpopo recorded the lowest retention rate in 2020. In both 2015 and 2020, Western Cape, Mpumalanga and KwaZulu-Natal had the highest employment retention rates among the provinces.

Figure 2.4: Provincial retention and transition rates in the informal sector, Q3: 2020–Q4: 2020



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 2020. Between the third and fourth quarters of 2020, the informal sector retention rate was highest in KwaZulu-Natal (77,3%), followed by Mpumalanga (76,0%) and Western Cape (72,5%). Eastern Cape, Free State and Northern Cape recorded the lowest informal sector retention rates at (65,8%, 67,7% and 68,6% respectively). In the Northern Cape, none of those who were employed in the informal sector in quarter 3 of 2020 transitioned to working in the Agricultural or Private households in quarter 4 of 2020.

In South Africa, 71,3% of people who worked in the informal sector in Q3: 2020 retained their jobs in Q4: 2020, while 12,9% found a formal sector job and 2,0% found jobs in other sectors (Agriculture and Private households). Thus, the informal sector served 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 (24,1%) followed by the Western Cape (23,2%), while Limpopo (8,6%) recorded the lowest transition to the formal sector and the highest share of persons who moved out of employment (21,1%).

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 embraces the key to lowering unemployment.

Figure 2.5: Transition into employment by work experience, age and sex, 2015 and 2020

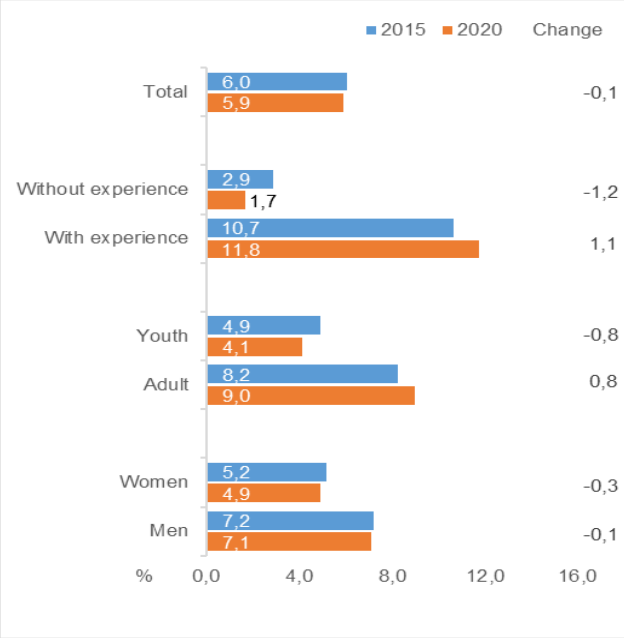
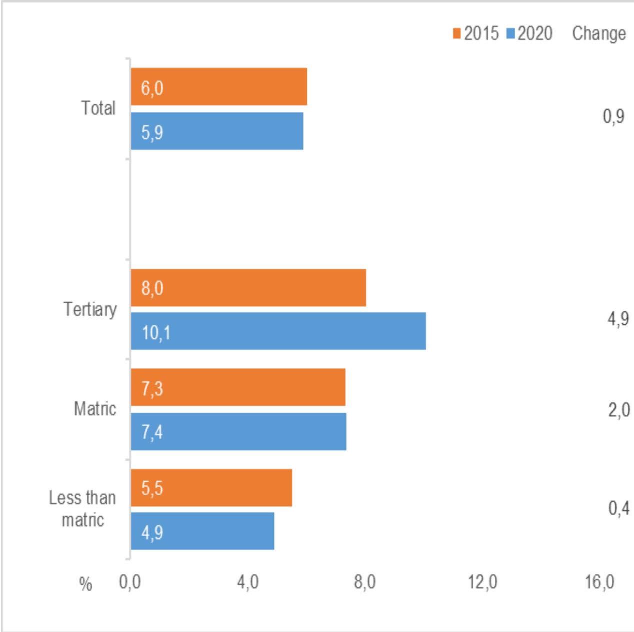


Figure 2.6: Transition into employment by level of education, 2015 and 2020



Note: Q3–Q4 for each year is analysed.

The transition rate into employment amongst those without a job decreased by 0,1 of a percentage point in 2020 compared to 2015. Although men are more likely to transit into employment compared to their female counterparts, between 2015 and 2020 the transition rate to employment decreased for both men and women. In addition, the analysis shows that adults had a higher transition rate into employment when compared to the youth. In 2020, the transition rate for adults into employment was 9,0%, which was 4,9 percentage points higher compared to that of youth (4,1%). The transition rate into employment for youth decreased by 0,8 of a percentage point, while that of adults increased by the same margin. Persons with prior work experience are more likely to transit into employment when compared to those without work experience. About 11,8% of those with prior work experience transitioned into employment, compared to only 1,7% of those with no work experience in 2020 (Figure 2.5).

Figure 2.6 shows that, the more educated individuals are the more likely to transition into employment. In both 2015 and 2020, persons with tertiary level of education were more likely to transition into employment compared to other educational levels. In addition, 4,9% of those with less than matric transitioned into employment in 2020, compared to 10,1% of those with tertiary level of education. Between 2015 and 2020, transition into employment increased in all educational levels with those with tertiary education recording the highest increase of 4,9 percentage points.

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

This section analyses the retention and transition rates by occupation, industry and type of employment contract over the period between 2015 and 2020.

Figure 2.7: Retention and transition rates by broad occupation groups and skills, 2015 and 2020

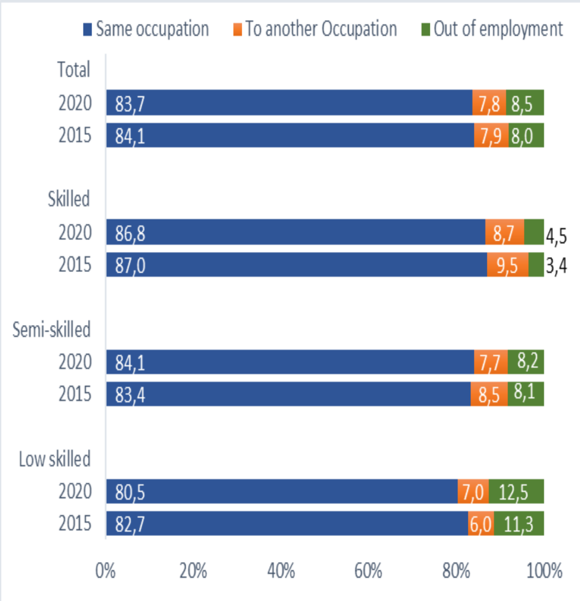
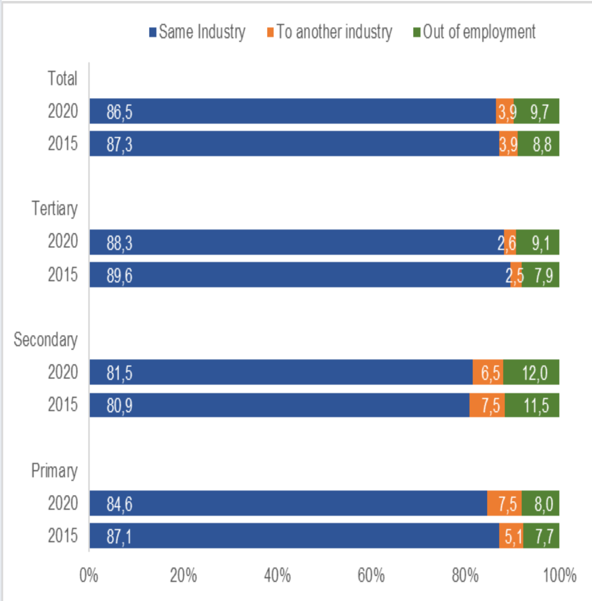


Figure 2.8: Retention and transition rates by broad industry and education level, 2015 and 2020



Note: Q3–Q4 for each year is analysed.

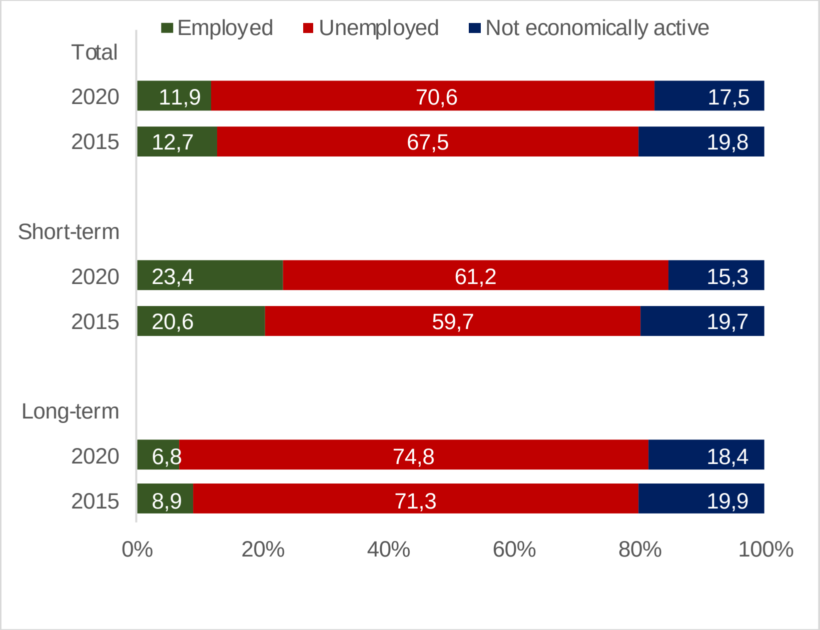
In 2015 and 2020, the retention rate was highest among persons employed in skilled occupations when compared to those employed in semi-skilled and low skilled occupations. Figure 2.7 shows that the transition out of employment was less likely to occur among persons employed in skilled occupations compared to the other occupation categories; only 4,5% of people employed in the skilled occupations moved out of employment in 2020 compared to 12,5% of those employed in low skilled occupations. Although the highest retention rate was recorded among those employed in skilled occupations in 2020, the group had the highest transition rate into other occupations (8,7%).

The industry retention rates in 2015 and 2020 were highest among those employed in tertiary industries (89,6% and 88,3%, respectively) when compared to secondary and primary industries. Although secondary industries had the lowest retention rates, these industries also accounted for the higher transition rates to other industries as well as the highest transition rates out of employment. Between the two quarters in 2020, 6,5% of persons who worked in the secondary industries moved to other industries, while 12,0% moved out of employment.

Unemployment duration

The analysis in this section focuses on the transition into various labour market statuses in relation to the unemployment duration over the period 2015 and 2020, 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, 2015 and 2020



In 2020, 61,2% of persons who were in short-term unemployement retained that status, this was a 1,5 percentage points increase compared to 2015 (59,7%). Furthermore, those in short term unemployment were more likely to transit into employment than those in long-term unemployment. In 2020 the transition into employment for those in long-term unemployment was 3,4 times less than persons who were in short-term unemployment.

Employment Contract types

This section focuses on the retention and transition rates of employees by contract type over the period 2015–2020. 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 rates of employees by contract duration, Q3: 2020–Q4: 2020

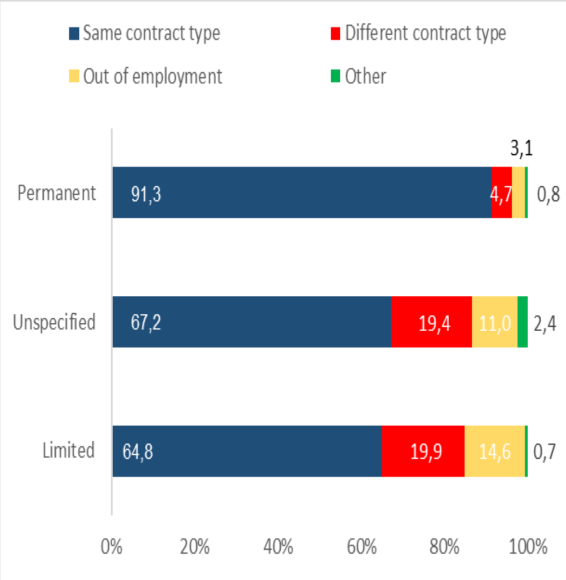
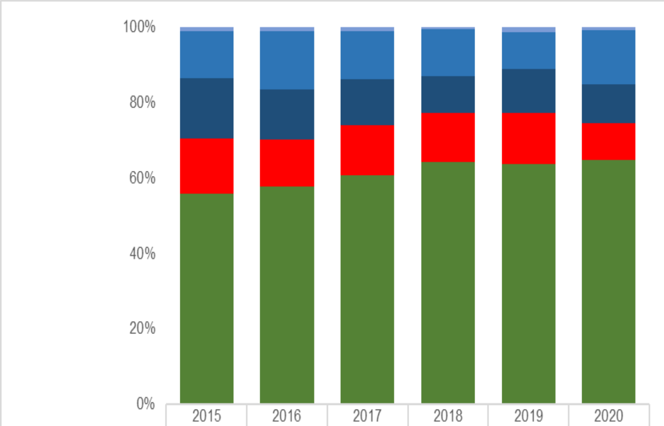


Figure 2.11: Retention and transition rates of employees with limited duration contracts, 2015–2020

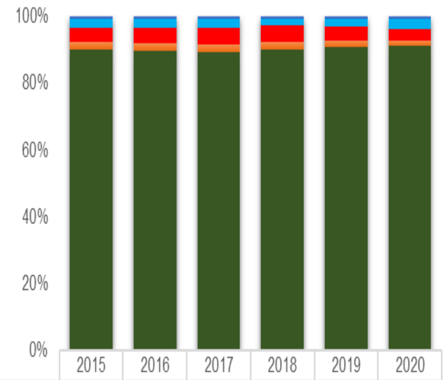


	2015	2016	2017	2018	2019	2020
Other	0,9	1,0	0,9	0,4	1,4	0,7
Out of employment	12,5	15,4	12,9	12,6	9,7	14,6
Moved to unspecified	16,2	13,4	12,0	9,8	11,7	10,2
Moved to permanent	14,5	12,6	13,4	12,9	13,5	9,7
Remained with limited	55,9	57,6	60,8	64,4	63,7	64,8

Note: "Other" refers to those who were employees in Q3: 2020 and became employers or own-account workers in Q4: 2020.

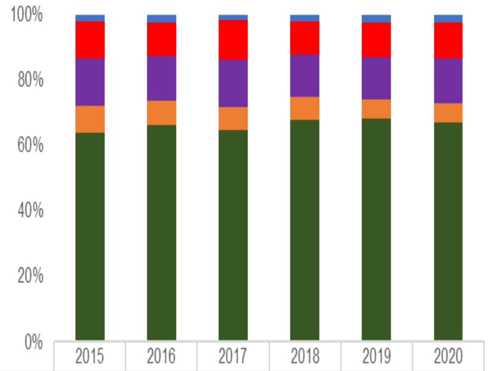
Amongst employees who were employed on a permanent contract in the third quarter of 2020, 91,3% retained the same contract in the next quarter. About 4,7% of those who were employed permanently moved to a different contract type. The results show that, among those employed on a contract of limited or unspecified duration, more than 10,0% lost their jobs, whereas only 3,1% of those who were employed permanently moved out of employment between the two quarters. The retention rates among those with limited duration contracts were more than 60% between Q3: 2020–Q4: 2020. Table 2.11 shows that the percentage of those who moved from limited duration contracts to permanent contracts declined from a high of 14,5% in 2015 to 9,7% in 2020. 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 2015–2020.

Figure 2.12: Retention and transition rates of employees with permanent contracts, 2015–2020



	2015	2016	2017	2018	2019	2020
Other	0,7	0,7	0,7	0,7	0,7	0,8
Out of employment	2,6	2,6	2,7	2,0	2,2	3,1
Moved to unspecified	4,5	4,7	5,2	4,8	4,4	3,2
Moved to limited	2,2	2,4	2,0	2,3	1,9	1,6
Remained with permanent	89,9	89,6	89,3	90,3	90,7	91,3

Figure 2.13: Retention and transition rates of those with unspecified duration contracts, 2015–2020



	2015	2016	2017	2018	2019	2020
Other	1,9	2,5	1,6	2,1	2,4	2,4
Out of employment	11,6	10,2	12,2	10,0	10,7	11,0
Moved to permanent	14,5	13,7	14,4	13,0	12,9	13,5
Moved to limited	8,3	7,4	6,9	7,2	5,7	5,8
Remained with unspecified	63,8	66,3	64,9	67,8	68,4	67,2

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 2.12 shows that in 2020, 91,3% of persons employed on a permanent contract retained their contracts, while 4,8% moved to different contracts (limited or unspecified) and 3,1% moved out of employment.

Figure 2.13 shows that more than three in every five persons with an unspecified duration contract retained their contracts, while more than 13,0% moved to a permanent contract across the years. The transition rate among those who had unspecified contracts and moved out of employment was highest in 2017 at 12,2% and lowest in 2018 at 10,0%, while those who acquired a permanent contract accounted for 13,5% in 2020.

Provincial transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2015–2020. 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, 2020

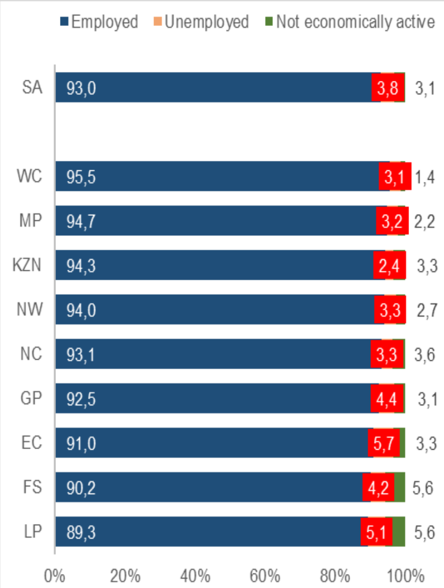


Figure 2.15: Unemployment retention and transition rates by province, 2020

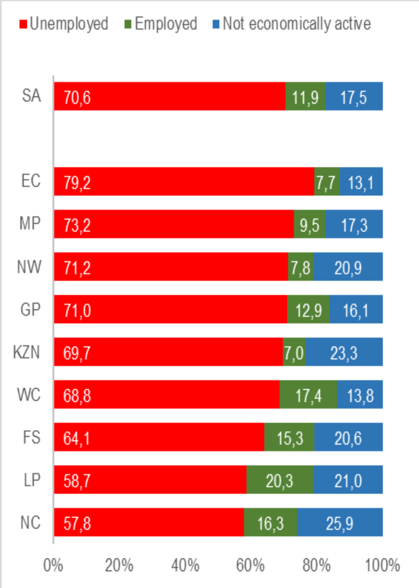
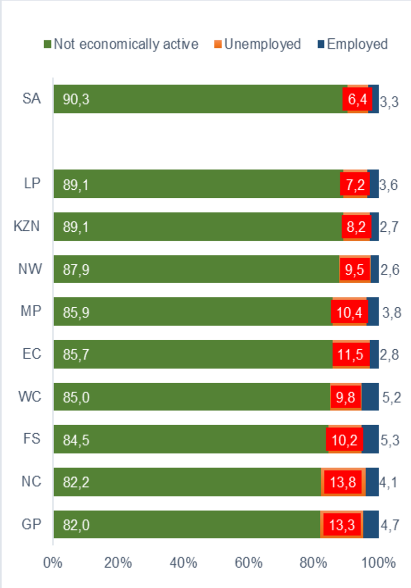


Figure 2.16: NEA retention and transition rates by province, 2020



Note: Data analysed over period Q3: 2020–Q4: 2020.

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: 2020–Q4: 2020.

Western Cape (95,5%), Mpumalanga (94,7%) and KwaZulu-Natal (94,3%) recorded the highest retention rates between the third quarter and fourth quarter of 2020. While Limpopo (89,3%) and Free State (90,2%) recorded the lowest employment retention rates and were the only provinces recording rates below 91,0%. Persons in Northern Cape and Limpopo were less likely to remain unemployed compared to other provinces

The transition rate into employment from unemployment was highest in Limpopo (20,3%), followed by Western Cape (17,4%), Northern Cape (16,3%) and Free State (15,3%). Northern Cape recorded the highest transition rate into not economically active at 25,9%, followed by KwaZulu-Natal (23,3%), and Limpopo (21,0%). The retention rates among those who constituted the not economically active were highest in Limpopo and KwaZulu-Natal (89,1% each). Among those who were not economically active and found jobs in the fourth quarter, the transition rates into employment were below 6,0% in all provinces.

Figure 2.17: Provincial transition rates into employment among youth (15–34 years), 2015 and 2020

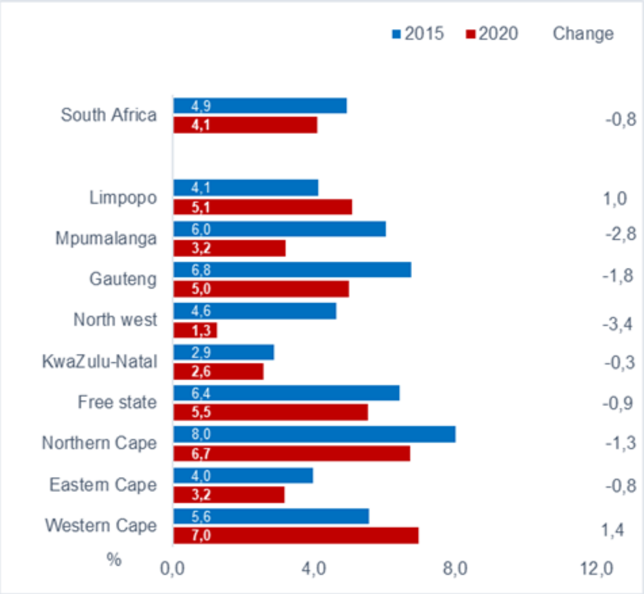
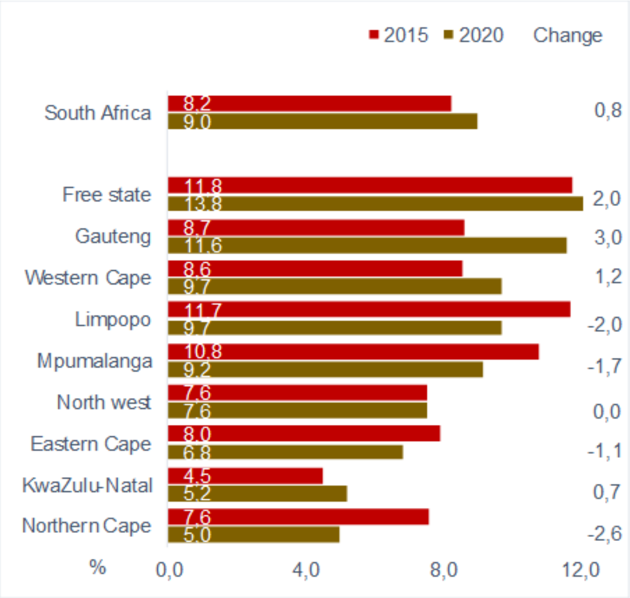


Figure 2.18: Provincial transition rates into employment among adults (35–64 years), 2015 and 2020



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

Figures 2.17 and 2.18 indicate the national transition rate into employment for youth and adults who were without jobs (i.e. unemployed or inactive) between 2015 and 2020. Youth transition rate into employment decreased by 0,8 of a percentage point from 4,9% to 4,1%, while the rate for adults increased by the same percentage points from 8,2% to 9,0% during the same period. The transition rate into employment for youth decreased in all provinces except for Western Cape (up by 1,4 percentage points) and Limpopo (1,0 percentage point). Amongst the seven provinces which recorded a decline in the transition to employment, North West (3,4 percentage points) registered the highest decline, followed by Mpumalanga (2,8 percentage points) and Gauteng (1,8 percentage points). In 2020, Western Cape recorded the highest transition rate into employment for youth.

Among the adults, the transition rate into employment declined in four of the nine provinces. The largest decline was observed in Northern Cape (2,6 percentage points), while Gauteng recorded the largest increase of (3,0 percentage points), followed by Free State (2,0 percentage points). In 2020, Free State and Gauteng reported the highest transition rate into employment amongst adults (13,8% and 11,6% respectively).

Figure 2.19: Provincial transition rates into employment among those with work experience, 2015 and 2020

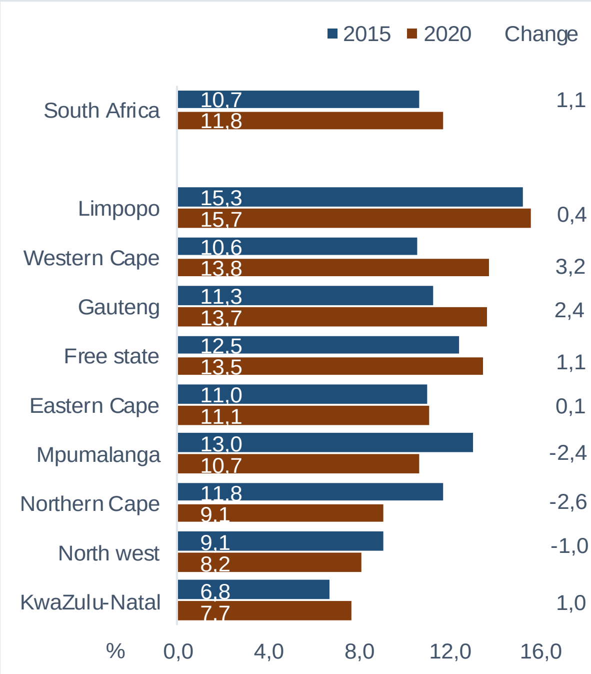
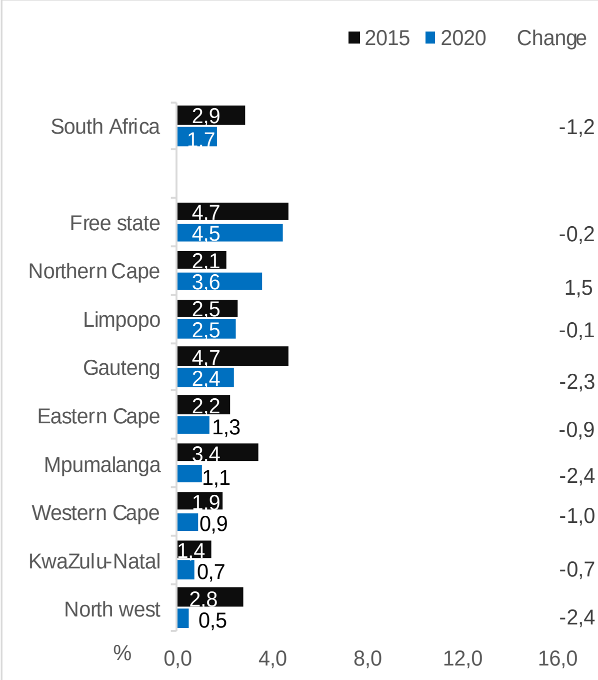


Figure 2.20: Provincial transition rates into employment among those without work experience, 2015 and 2020



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

People are more likely to be successful in finding a job if they have some work experience. The transition rates into employment amongst those without jobs (unemployed or inactive) but with work experience was more than three times the rate for those without work experience and not in employment in 2015 and increased to more than 6 times in 2020. In both years, Limpopo recorded the highest transition rates into employment for those without jobs but having work experience. Between 2015 and 2020, Western Cape (3,2 percentage points) and Gauteng (2,4 percentage points) recorded the highest increase in the transition rate into employment amongst those with prior work experience.

Northern Cape and Mpumalanga recorded the largest decline in the transition rate to employment for the same group at (2,6 and 2,4 percentage points respectively). In 2020, the transition rate into employment for those without work experience ranged from as little as 0,5% in North West to as high as 4,5% in Free State. The transition rate into employment for those without work experience increased only in the Northern Cape province (1,5 percentage points). Mpumalanga and North west recorded the highest declines in the transition rate into employment between 2015 and 2020, both declined by 2,4 percentage points. In 2020, Free State had the highest transition rate into employment for individuals who had never worked before.

Figure 2.21: Provincial transition rates into employment among those with education levels below matric, 2015 and 2020

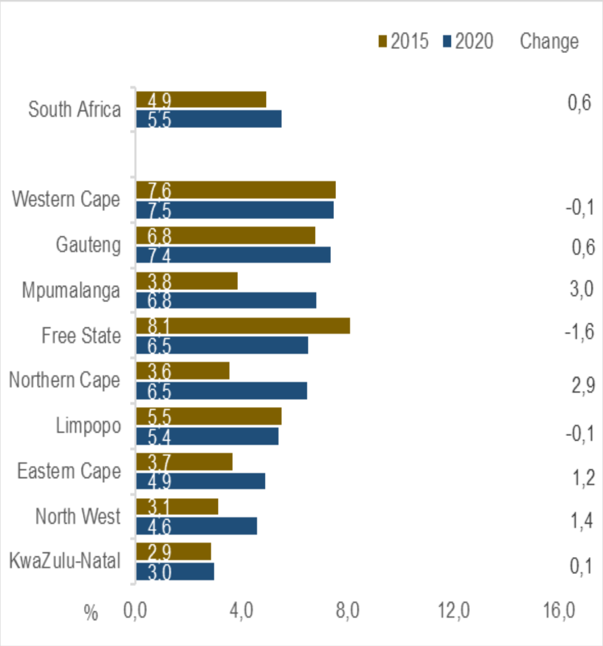
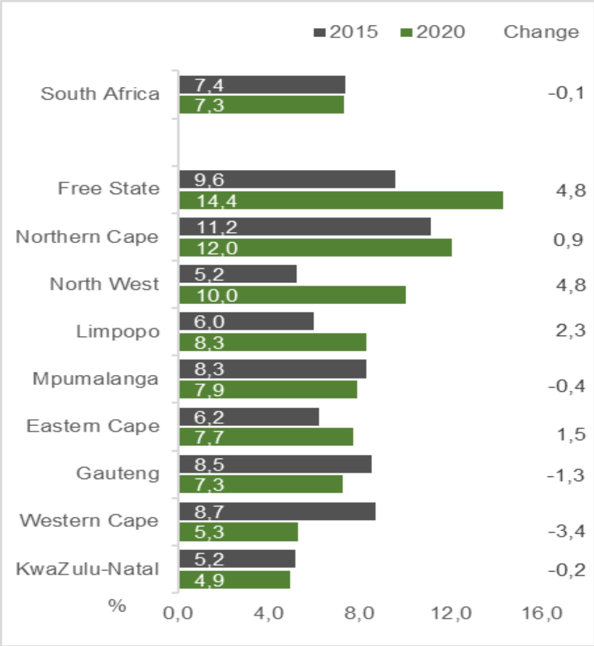


Figure 2.22: Provincial transition rates into employment among those with matric, 2015 and 2020

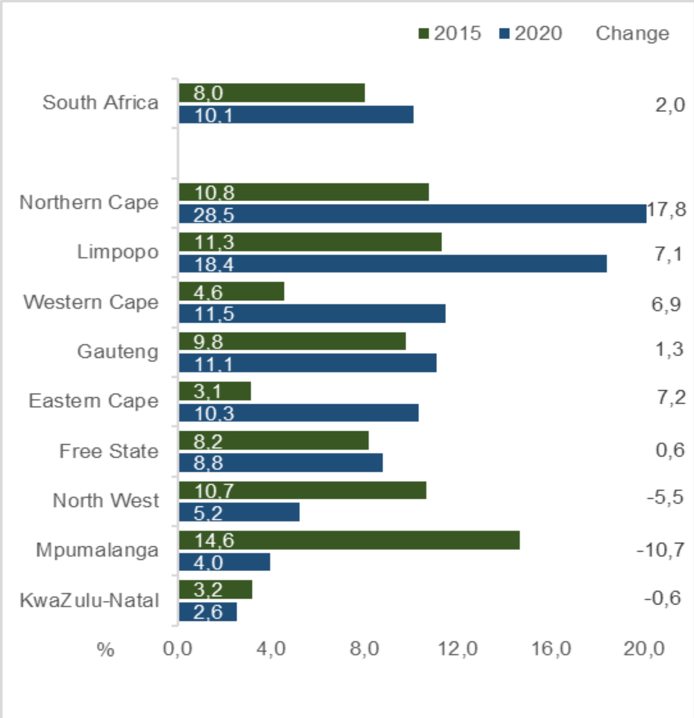


Note: Only Q3–Q4 for each year is analysed.

Education plays a vital role in a person's prospect of finding employment and retaining it. Figures 2.21 and 2.22 indicate that among those without jobs (unemployed or inactive), those with matric have a higher chance of moving from unemployment or inactivity into employment. The transition rate into employment for those without jobs with levels of education below matric increased by 0,6 of a percentage point (from 4,9% in 2015 to 5,5% in 2020), while for those who completed matric, the rate decreased by 0,1 of a percentage point to 7,3%. In all provinces, except Western Cape, Free State and Limpopo the transition rate into employment increased among those with an educational level lower than matric. The largest increase was observed in Mpumalanga at 3,0 percentage points, followed by Northern Cape (2,9 percentage points).

Figure 2.22 highlights that, Free State (14,4%), Northern Cape (12,0%) and North West (10,0%) recorded the highest transition rates into employment among those with matric in 2020, while the largest increase of 4,8 percentage points was recorded in both Free State and North West. KwaZulu-Natal recorded the lowest transition rate relative to other provinces at 4,9% in 2020.

Figure 2.23: Provincial transition rates into employment among those with tertiary education levels, 2015 and 2020



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 ((28,5%), followed by Limpopo (18,4%) and Western Cape (11,5%) in 2020. Northern Cape recorded the highest increase of 17,8 percentage points of the transition rate into employment between 2015 and 2020. Three out of nine provinces registered a decline in the transition rate between 2015 and 2020 namely; Mpumalanga, North West and KwaZulu-Natal, declining by (10,7; 5,5 and 0,6 percentage points, respectively). In 2020, KwaZulu-Natal recorded the lowest transition rate into employment for those with tertiary education compared to other provinces.

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 more likely to remain in the same occupation compared to those employed in low-skilled occupations. Retention rates amongst those employed in tertiary industries were 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 unspecified duration types 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.
- Nationally, the transition rates into employment for adults without jobs (unemployed or inactive) were higher than the rates for youth.
- 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 and not economically active).

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

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

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

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

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

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

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

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

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 2015–2020 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 2015 to 2020, 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 (ILO, 2015).

Figure 3.1: Age profile of the population, 2020

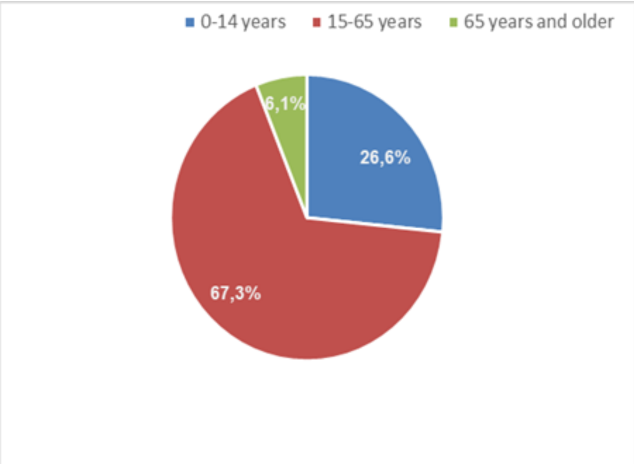


Table 3.1: Age profile of the population, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
0-14 years	15 452	15 448	15 439	15 427	15 425	15 432
15-64 year	36 035	36 669	37 294	37 907	38 506	39 093
64+	2 946	3 056	3 172	3 288	3 410	3 540
Total	**54 433**	**55 174**	**55 906**	**56 623**	**57 342**	**58 065**
% Working Age	**66,2**	**66,5**	**66,7**	**66,9**	**67,2**	**67,3**
	Annual changes (Thousand)					
	2016	**2017**	**2018**	**2019**	**2020**	**Change 2015-2020**
0-14 years	-3	-9	-12	-2	6	-20
15-64 year	634	625	613	599	587	3 059
64+	110	116	116	122	130	594
Total	**741**	**732**	**717**	**719**	**723**	**3 632**
	Annual changes (Percentage points)					
% Working age	0,3	0,2	0,2	0,2	0,2	1,1

Table 3.1 shows that the working-age population which comprises people aged 15–64 years increased from 36 million to 39 million (up by 3,0 million people). This was accompanied by a decrease of 20 000 among young people (0–14 years) and an increase of 594 000 among older people (65 years and older). As a result, there has been an increase in the share of the working-age population in the total population, from 66,2% in 2015 to 67,3% in 2020.

Figure 3.2: Working-age population as a percentage of the total population, 2015 and 2020

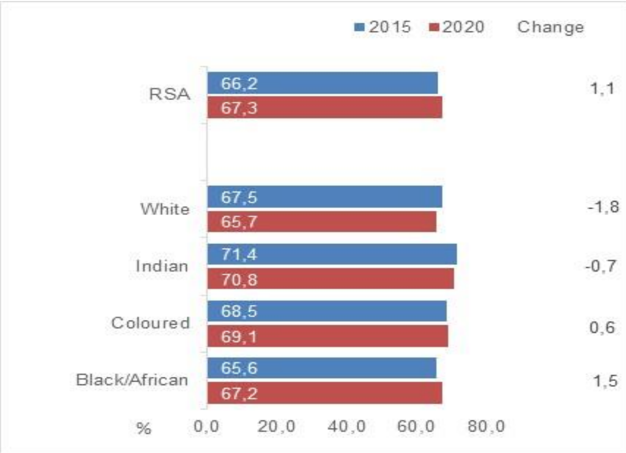


Table 3.2: Age dependency ratio, 2015–2020

	Child dependency ratio	Old age dependency ratio	Overall dependency ratio
		Per cent	
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
2020	39,5	9,1	48,5

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

Between 2015 and 2020, the working-age population as a percentage of the total population varies across population groups. It increased among black African and coloured populations (1,5 and 0,6 percentage points, respectively). On the contrary, the share of the working-age population in the total population for white and Indian/Asian populations declined during the same period. In 2020, 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 which can be developed to assist in increasing participation in the labour market.

The shares of the three groups in the working-age population reported in this section should be interpreted with caution. With regard to unemployment, caution should be exercised in interpreting the percentages, as the numbers relate to the percentage of the working-age population and not to the labour force (the latter comprises the employed plus the unemployed) which is the basis for calculating the unemployment rate (presented in the section that follows). 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, 2015–2020

	2015	2016	2017	2018	2019	2020
			Thousand			
Men	17 762	18 102	18 429	18 749	19 060	19 362
Women	18 273	18 567	18 865	19 158	19 447	19 731
Working-age population	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
			Percent			
Share of women in the working-age population	50,7	50,6	50,6	50,5	50,5	50,5

Over the period 2015 to 2020 the share of women in the working age population declined from 50,7% to 50,5%. The number of women increased from 18,3 million to 19,7 million over the same period. The number of men in the working age population increased from 17,8 million in 2015 to reach 19,4 million in 2020

Table 3.4: Labour market status of the working-age population, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Employed	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	5 344	5 753	6 120	6 103	6 579	6 283
Discouraged	2 334	2 386	2 403	2 806	2 848	2 754
Other not economically active	12 616	12 750	12 602	12 604	12 729	14 996
Working Age Population	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
	Annual changes (Thousand)					Change 2015-2020
	2016	**2017**	**2018**	**2019**	**2020**	
Employed	40	388	225	-44	-1 289	-679
Unemployed	409	368	-17	476	-296	939
Discouraged	52	17	403	42	-95	420
Other not economically active	134	-148	2	125	2 267	2 380
Working Age Population	**634**	**625**	**613**	**599**	**587**	**3 059**

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

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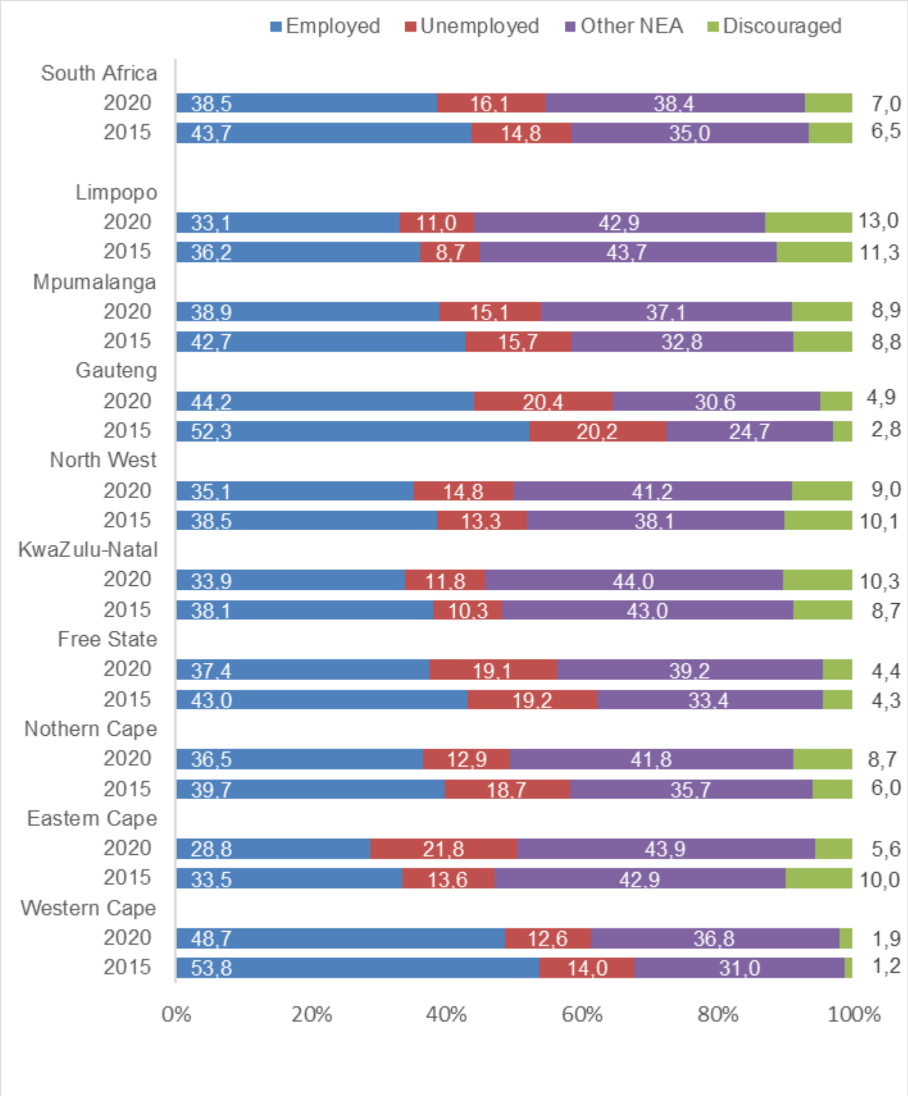
Since 2015, the number of employed persons has increased on an annual basis except in 2019 and 2020. Over the period 2015 to 2020, the number of the employed decreased by 679 thousand, outpaced by the rise in the number of the unemployed (939 000), while the number of discouraged work seekers and the economically inactive increased by 420 000 and 2,4 million, respectively over the period (See Table 3.4).

Figure 3.3: Components of the working-age population by province, 2015 and 2020



NEA refers to the Not Economically Active population.

In 2020, Western Cape, Gauteng and Mpumalanga were the only provinces where the share of the employed in the working-age population was above the national average of 38,5%. 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 (48,7%) as a percentage of the working-age population, followed by Gauteng (44,2%), while the Eastern Cape recorded the lowest number of employed (28,8%). Limpopo and KwaZulu-Natal recorded the lowest share of unemployed in the working-age population in 2020. Discouraged work-seekers as a proportion of the working-age population in 2020 was highest in Limpopo and lowest in Western Cape.

Figure 3.4: Components of the working-age population by population group, 2015 and 2020

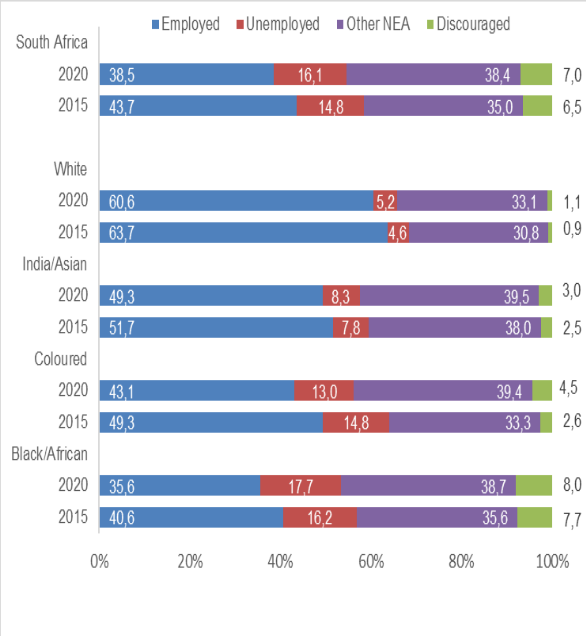
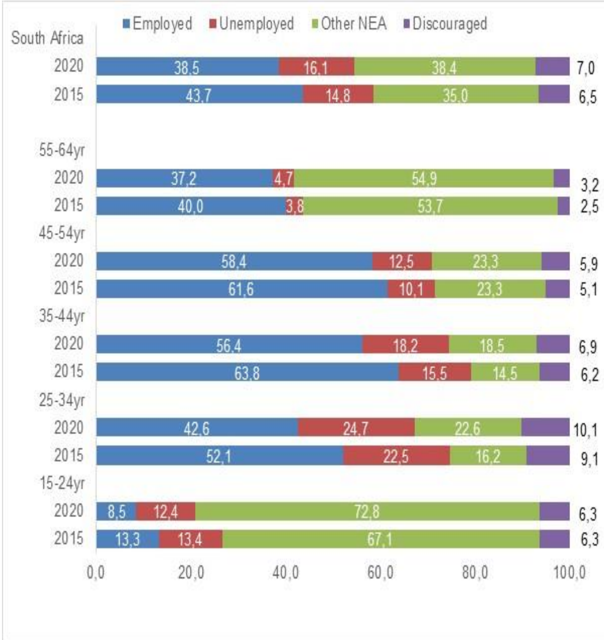


Figure 3.5: Components of the working-age population by age group, 2015 and 2020

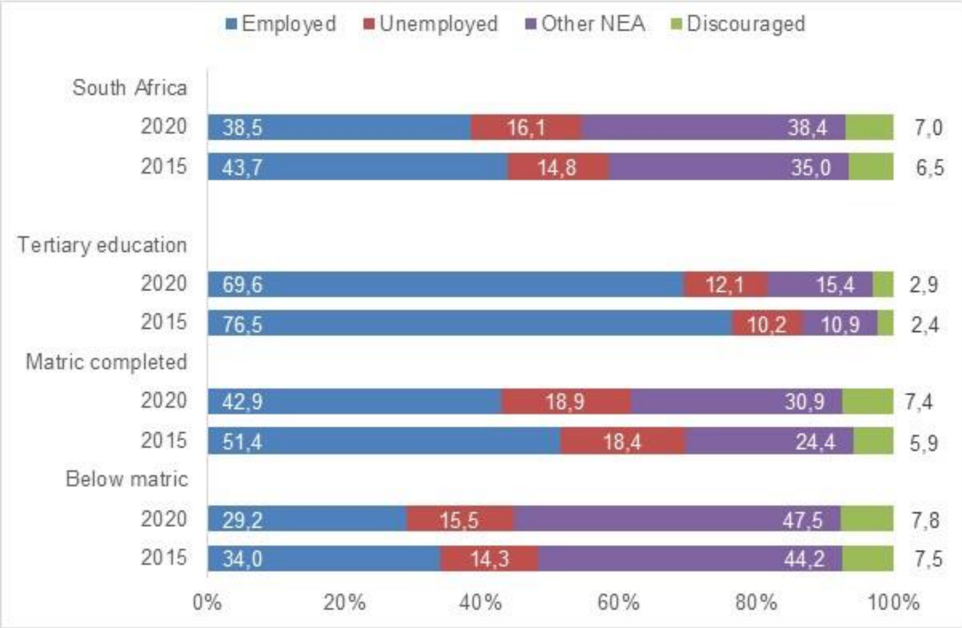


NEA refers to the Not Economically Active population.

The share of the working-age population that was employed decreased in all population groups in 2020. The white population recorded the highest proportion of the working-age population that was employed compared to other population groups. The proportion of those who were not economically active increased in all population groups.

Those aged 35–44 and 45-54 years were more likely to be employed relative to other age groups. In 2020, the proportion of the working-age population that was unemployed was highest amongst those aged 25–34 years at 24,7%. Young people aged 15–24 years recorded the highest proportion among those who were not economically active because of other reasons at 72,8% in 2020.

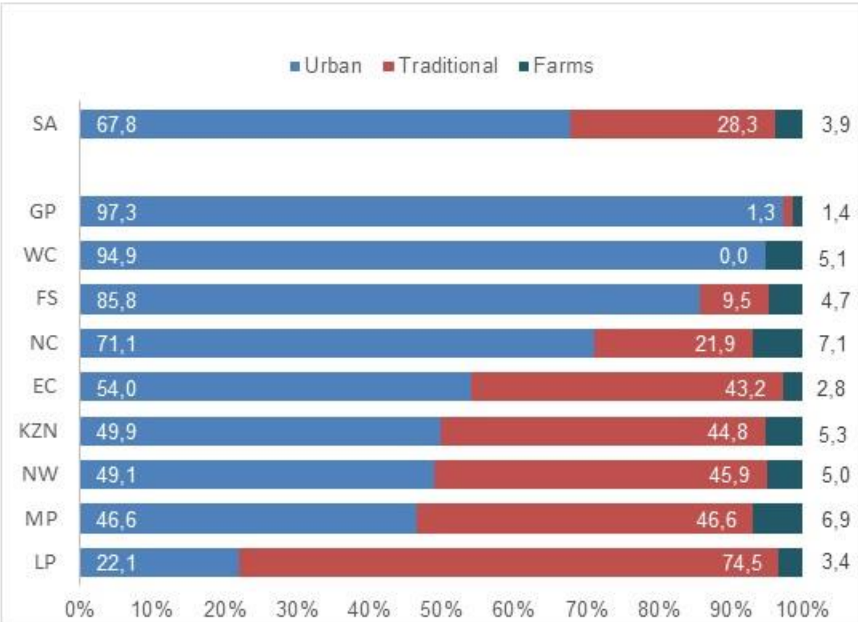
Figure 3.6: Components of the working-age population by education level, 2015 and 2020



NEA refers to the Not Economically Active population.

Figure 3.6 indicates that the persons 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 2015 and 2020. Between 2015 and 2020, the proportion of the working-age population that was unemployed increased across all education level categories. The share of the other not economically active in the working-age population was highest among those with below matric level of education, followed by those with matric level of education.

Figure 3.7: Working-age population by province and geo-type, 2020

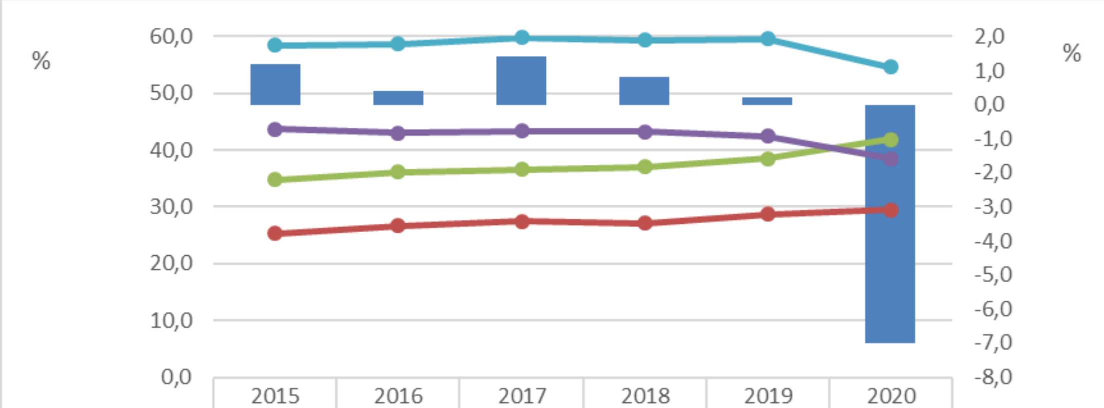


Nationally, 67,8% of the working-age population lived in urban areas, followed by traditional areas (28,3%) and only 3,9% in farm areas. About nine out of ten people of working age in Gauteng and Western Cape reside in urban areas. Limpopo recorded the lowest percentage of the working-age population that lived in urban areas (22,1%) in 2020.

Labour market rates

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

Figure 3.8: Labour market rates, 2015–2020



	2015	2016	2017	2018	2019	2020
GDP (RHS)	1,2	0,4	1,4	0,8	0,2	-7
Urate_off	25,3	26,7	27,5	27,1	28,7	29,4
Urate_exp	34,8	36,1	36,5	37,0	38,5	41,8
Absorption	43,7	43,0	43,4	43,2	42,5	38,5
LFPR	58,5	58,7	59,8	59,3	59,5	54,6

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.

The expanded unemployment rate increased (by 3,3 percentage points) and the official unemployment rate (by 0,7 of a percentage point) between 2019 and 2020. The official unemployment rate was 29,4% in 2020, which was 4,1 percentage points higher than the 2015 unemployment rate. In 2020, the absorption rate decreased to 38,5% and the labour force participation rate to 54,6%.

Figure 3.9: Unemployment rate by province, 2015 and 2020

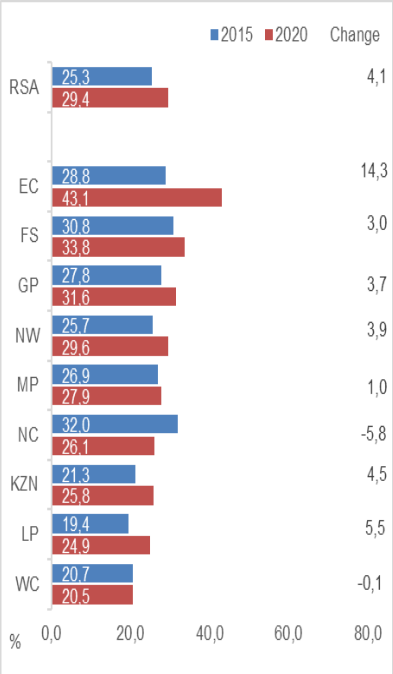


Figure 3.10: Absorption rate by province, 2015 and 2020

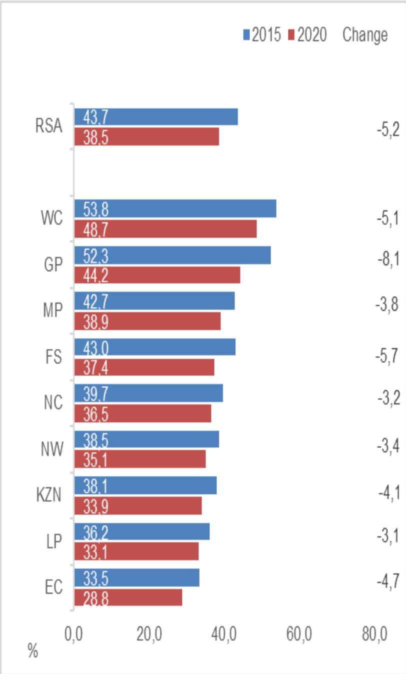
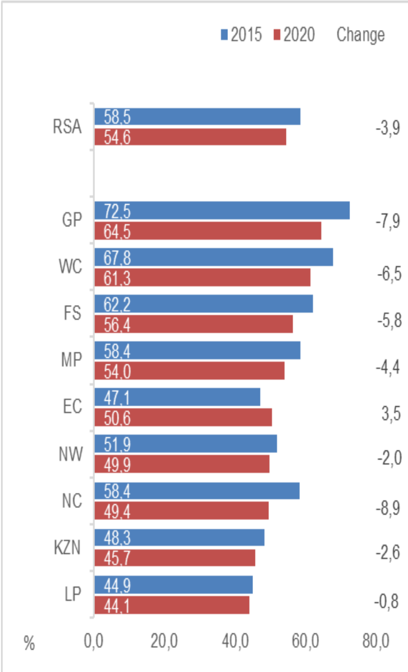


Figure 3.11: Participation rate by province, 2015 and 2020



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

Figures 3.9 to 3.11 depict unemployment rate, absorption rate and labour force participation rate by province between 2015 and 2020.

Unemployment rates: The unemployment rate increased in all provinces except in Western Cape and Northern Cape. The largest increases were observed in Eastern Cape (up by 14,3 percentage points), Limpopo (up by 5,5 percentage points) and KwaZulu-Natal (4,5 percentage points).

Labour Absorption rates: The more industrialised provinces (Western Cape and Gauteng) recorded the highest absorption rates (48,7% and 44,2%, respectively) in 2020. Eastern Cape (28,8%), Limpopo (33,1%) and KwaZulu-Natal (33,9%) recorded the lowest absorption rates. It decreased in all the provinces with Gauteng recording the highest (8,1 percentage points).

Labour Force Participation rates: Between 2015 and 2020, the labour force participation rate decreased in all provinces except in Eastern Cape. The largest decreases were observed in Northern Cape (down by 8,9 percentage points), Gauteng (down by 7,9 percentage points) and Western Cape (down by 6,5 percentage points).

Figure 3.12: Male labour market rates by population group, 2015 and 2020

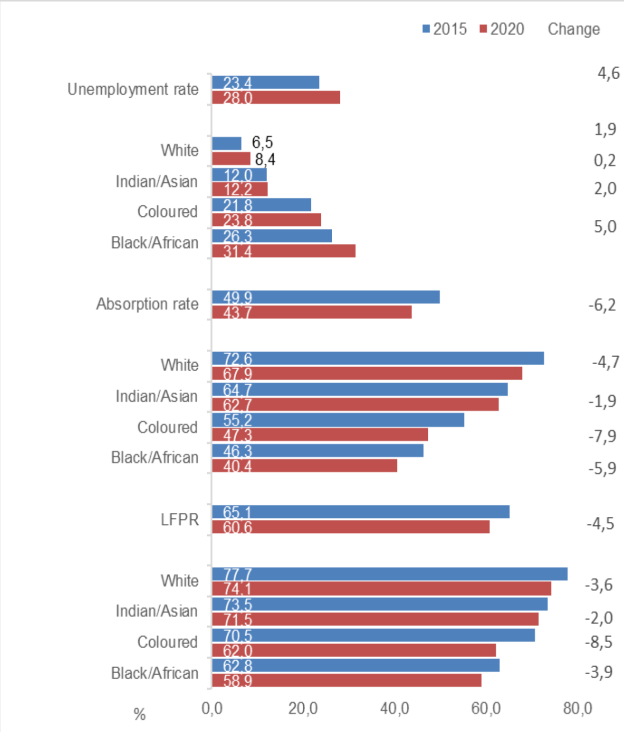
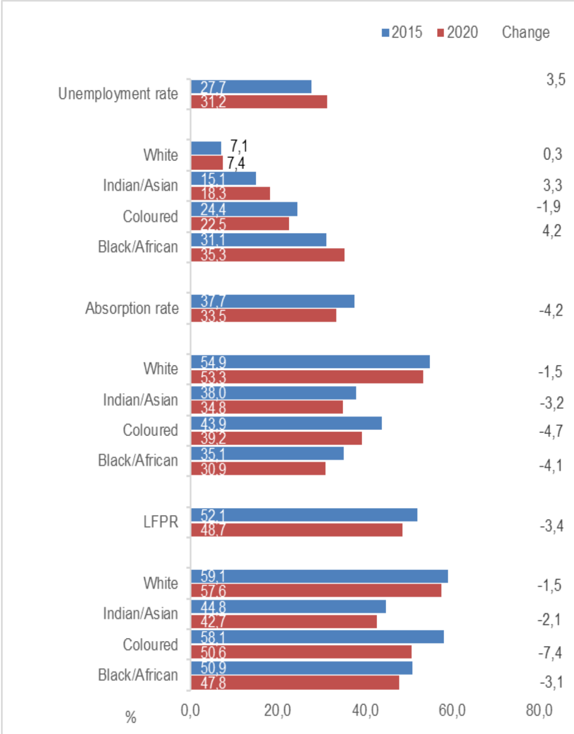


Figure 3.13: Female labour market rates by population group, 2015 and 2020



Note: LFPR refers to the Labour Force Participation Rate.

Irrespective of population groups a gender gap persists in the labour market. Women, recorded a higher unemployment rate, lower absorption rates and labour force participation rates compared to their male counterparts. Between 2015 and 2020, 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. Male and female absorption rates decreased for all population groups. The labour force participation rate also decreased for all population groups.

Figure 3.14: Unemployment rate by age, 2015 and 2020

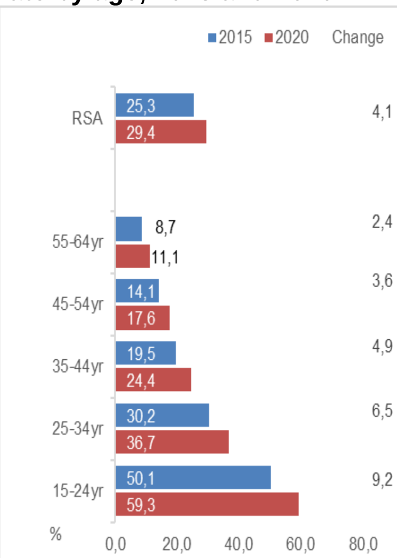


Figure 3.15: Absorption rate by age, 2015 and 2020

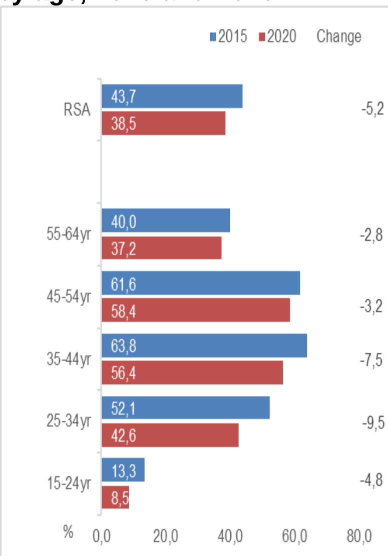
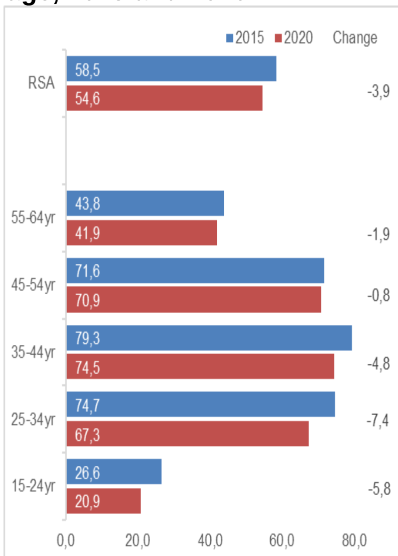
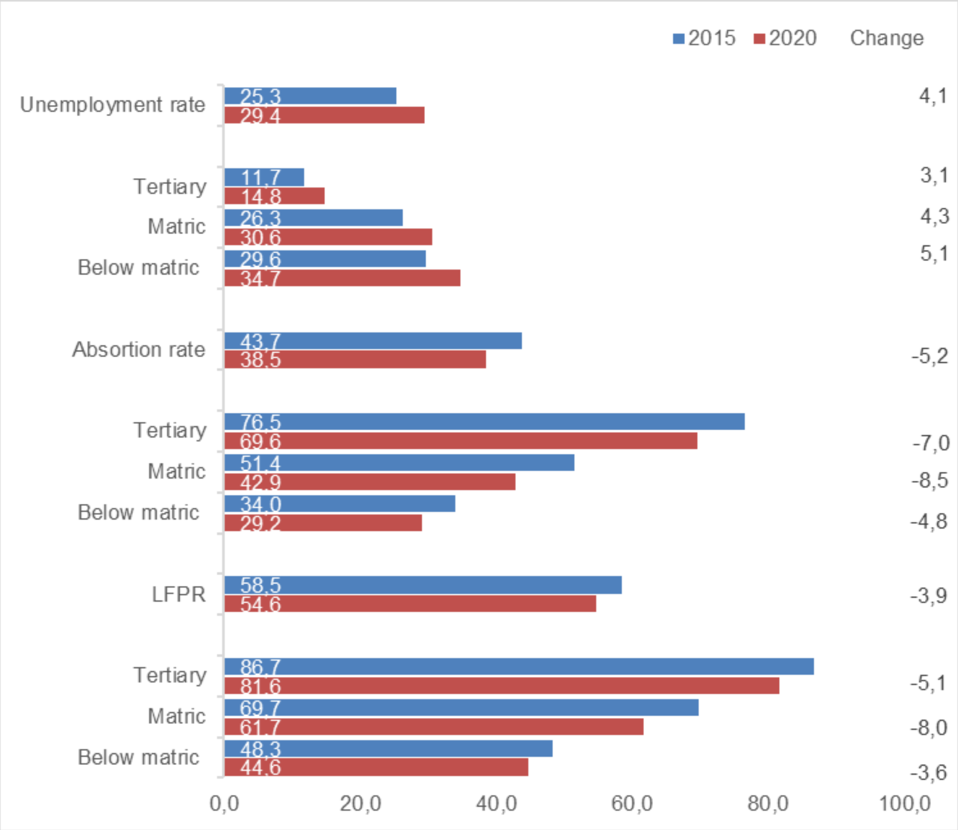


Figure 3.16: Participation rate by age, 2015 and 2020



Young people remain vulnerable in the labour market. The age group 15–24 years is associated with a higher unemployment rate, lower absorption and labour force participation rate. Between 2015 and 2020, 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 9,2 and 6,5 percentage points, respectively). The absorption rate decreased across all age groups. The labour force participation rate also decreased across all age groups, and the largest decrease was observed among those aged 25–34 years, followed by those aged 15–24 years (down by 7,4 and 5,8 percentage points, respectively).

Figure 3.17: Labour market rates by education level, 2015 and 2020



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 that they will find employment. Tertiary education is associated with a lower unemployment rate, higher absorption rate and higher labour force participation rate. Between 2015 and 2020, the unemployment rate increased irrespective of the level of education, with the largest increase observed among those below matric and matric (up by 5,1 and 4,3 percentage points respectively). The absorption and labour force participation rates decreased across all education categories over the period 2015–2020.

Summary and conclusion

- Over the period 2015 to 2020, the number of the employed decreased by 679 000, outpaced by the rise in the number of the unemployed (939 000), while the number of discouraged work seekers and the other economically inactive increased by 420 000 and 2,4 million, respectively over the period.

- Over the period 2015 to 2020 the share of women in the working age population declined from 50,7% to 50,5%. The number of men in the working age population increased from 17,8 million in 2015 to reach 19,4 million in 2020.

- The absorption rate and labour force participation rate decreased across all age groups. The largest decrease was observed among those aged 25–34 years, followed by those aged 15–24 years.

- Unemployment has become a cause for concern, in part because historically, those who have been particularly hard hit 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; while, 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[3] in this chapter has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories are drawn from Bhorat, H & 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.

[3] 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 on labour market activities of individuals from approximately 30 000 dwelling units, 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[4].

Introduction

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

[4] National Development Plan https://www.nationalplanningcommission.org.za/assets/Documents/NDP_Chapters/devplan_ch3_0.pdf

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 2015–2020 by sex, population group and province.

Table 4.1: Employment by industry, 2015–2020

Industry	2015	2016	2017	2018	2019	2020
	Thousand					
Agriculture	880	874	843	845	861	820
Mining	455	444	434	419	412	403
Manufacturing	1 762	1 692	1 782	1 769	1 762	1 528
Utilities	132	118	149	148	139	104
Construction	1 405	1 431	1 414	1 472	1 348	1 164
Trade	3 161	3 178	3 250	3 280	3 358	3 084
Transport	905	910	977	984	998	925
Finance	2 198	2 275	2 402	2 479	2 518	2 374
Services	3 551	3 571	3 609	3 694	3 667	3 484
Private households	1 288	1 283	1 303	1 292	1 281	1 160
Total	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**

Note: Total includes 'Other forms of industry'.

Table 4.2: Changes in employment by industry, 2015–2020

Industry	2016	2017	2018	2019	2020	Change 2015-2020
	Thousand					
Agriculture	-6	-31	3	16	-41	-59
Mining	-10	-10	-15	-7	-9	-52
Manufacturing	-70	91	-13	-7	-234	-234
Utilities	-15	31	-1	-10	-34	-28
Construction	26	-17	58	-125	-184	-241
Trade	17	71	30	78	-273	-77
Transport	5	67	7	14	-73	20
Finance	77	128	76	39	-143	176
Services	20	38	85	-27	-183	-67
Private households	-5	20	-11	-11	-121	-129
Total	**40**	**388**	**225**	**-44**	**-1 289**	**-679**

Note: Total includes 'Other forms of industry'.

Table 4.1 indicates that Services, Trade and Finance were the main contributors to the total employment in 2020; the level of employment in Services was high at 3,5 million, followed by Trade (3,1 million) and Finance (2,4 million). Total employment decreased by 679 000 between 2015 and 2020. All industries, except Finance and Transport, contributed to a decrease in total employment over the period 2015–2020. The largest decreases in employment were observed in Construction (241 000), Manufacturing (234 000), and Private households (129 000).

Figure 4.1: Employment shares by industry, 2015–2020

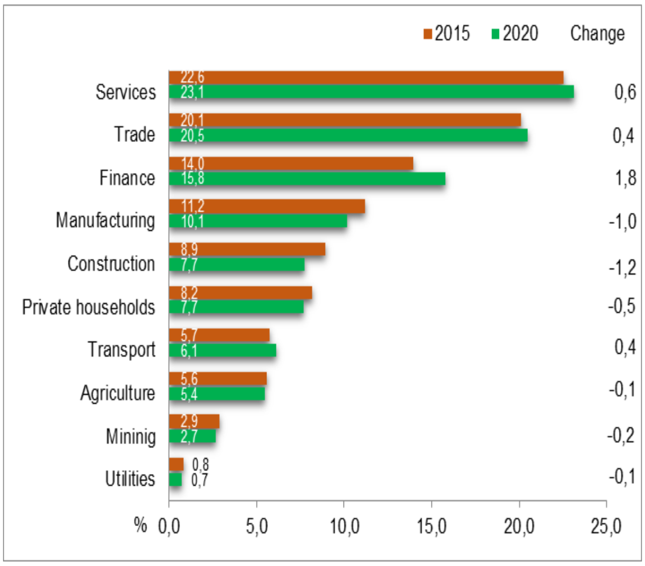


Figure 4.2: Employment shares by industry and sex, 2020

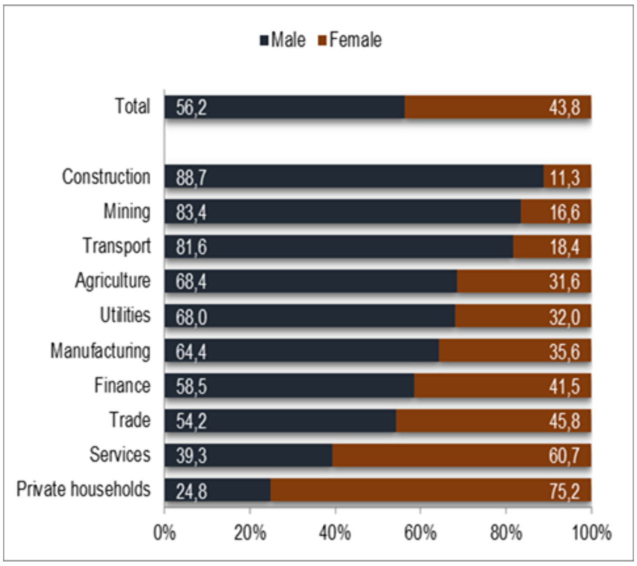


Figure 4.1 indicates that employment shares declined in six of the ten industries between 2015 and 2020. The largest decline was observed in Construction (1,2 percentage points) and Manufacturing (1,0 percentage point) while Private households, Mining, Agriculture and Utilities decreased by less than a percentage point. Community and social services and Trade industries accounted for the largest shares of employment at 23,1% and 20,5% respectively. Utilities (0,7%) and Mining (2,7%) recorded the lowest shares of employment.

Figure 4.2 indicates that in 2020, Men had a higher share of employment in all industries except for Community and social services and Private households, compared to women. They accounted for more than 80% of the employment share in Construction, Mining and Transport, while Women accounted for 75,2% of employment in Private households and 60,7% in Community and social services.

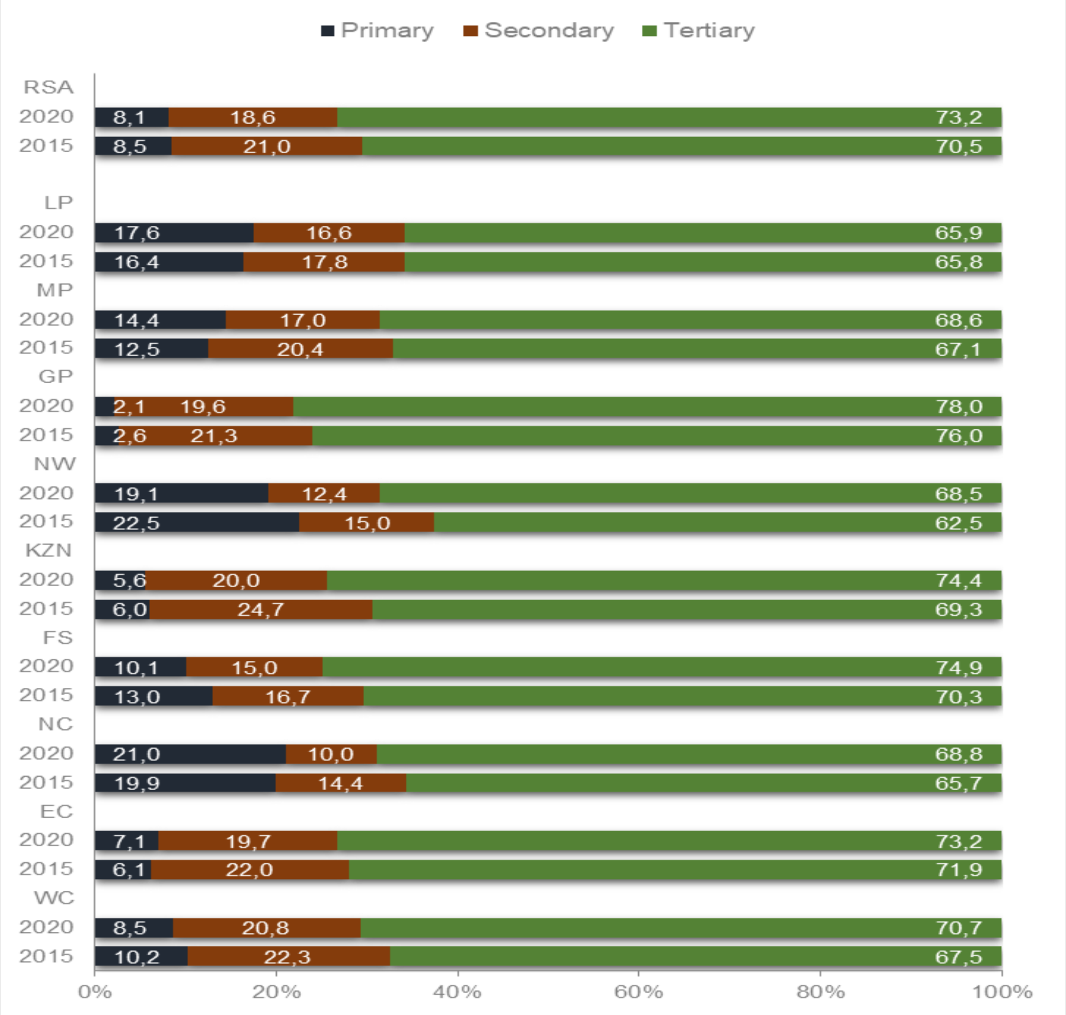
Table 4.3: Employment shares by industry and province, 2020

Industry	2020									
	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	8,3	6,9	10,2	7,7	5,4	5,4	0,7	8,8	10,7	5,5
Mining	0,2	0,1	10,8	2,4	0,1	13,6	1,4	5,6	6,8	2,7
Manufacturing	12,9	9,0	3,7	7,1	11,4	5,9	11,7	8,2	6,3	10,2
Utilities	0,2	0,5	0,4	1,0	0,5	0,5	0,7	2,1	0,9	0,7
Construction	7,6	10,2	6,0	6,8	8,2	6,0	7,3	6,7	9,4	7,7
Trade	20,0	19,8	17,8	20,8	22,3	19,1	20,1	21,7	20,4	20,5
Transport	5,9	5,7	2,3	5,4	7,1	3,4	7,5	5,7	3,8	6,1
Finance	17,7	10,6	9,1	9,6	12,9	11,0	22,9	12,4	8,6	15,8
Services	21,7	28,7	34,0	27,6	24,2	28,2	19,6	20,8	24,8	23,2
Private households	5,3	8,4	5,7	11,5	7,8	6,9	8,1	8,0	8,3	7,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Note: Total includes 'Other'

The main contributors to employment in all provinces were Services and Trade industries, which accounted for over 40% of total employment in all the provinces in 2020. Utilities and Mining contributed the least towards employment. People in Gauteng were more likely to find employment in Finance and Trade. Community and social services was the main contributor to employment in all the provinces except in Gauteng and Mpumalanga.

Figure 4.3: Employment in primary, secondary and tertiary industries, 2015 and 2020



The figure above indicates that most persons worked in tertiary industries in South Africa. In 2020, tertiary industries accounted for more than 70,0% of employment in Gauteng, Free State, KwaZulu-Natal, Eastern Cape and Western Cape. Western Cape, KwaZulu-Natal, Eastern Cape and Gauteng were the largest employer in secondary industries in 2020. Northern Cape, North West and Limpopo were the largest employers in primary industries.

Table 4.4: Employment by occupation, 2015–2020

Occupation	2015	2016	2017	2018	2019	2020
	Thousand					
Manager	1 274	1 356	1 426	1 428	1 467	1 342
Professional	776	866	914	894	914	998
Technician	1 456	1 470	1 455	1 434	1 420	1 310
Clerk	1 671	1 642	1 734	1 711	1 704	1 562
Sales	2 463	2 481	2 523	2 667	2 717	2 483
Skilled agriculture	96	68	70	63	61	71
Craft	1 946	1 927	1 961	2 023	1 937	1 674
Operator	1 312	1 284	1 313	1 375	1 371	1 269
Elementary	3 729	3 681	3 740	3 798	3 744	3 444
Domestic worker	1 017	1 005	1 027	1 000	1 012	877
Total	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**

Note: Total includes 'Other'

Table 4.5: Changes in employment by occupation, 2015–2020

Occupation	2016	2017	2018	2019	2020	Change 2015-2020
	Thousand					
Manager	82	70	2	39	-125	68
Professional	90	48	-20	19	84	222
Technician	13	-15	-21	-14	-110	-146
Clerk	-29	92	-24	-7	-141	-109
Sales	18	42	143	51	-235	20
Skilled agriculture	-28	2	-7	-1	9	-25
Craft	-19	33	62	-86	-263	-272
Operator	-28	29	62	-4	-102	-43
Elementary	-48	60	58	-54	-301	-286
Domestic worker	-12	22	-27	12	-135	-140
Total	**40**	**388**	**225**	**-44**	**-1 289**	**-679**

Note: Total includes 'Other'

Between 2015 and 2020, employment decreased in seven of the ten occupational categories. In total, 679 000 jobs were lost between 2015 and 2020. The largest decrease was observed in Elementary (286 000), craft workers (272 000) and Technicians (146 000). The highest employment gains of 222 000 and 68 000 persons were recorded among Professionals and Managers. Sales gained 20 000 more jobs over the same period.

Figure 4.4: Employment shares by occupation, 2015 and 2020

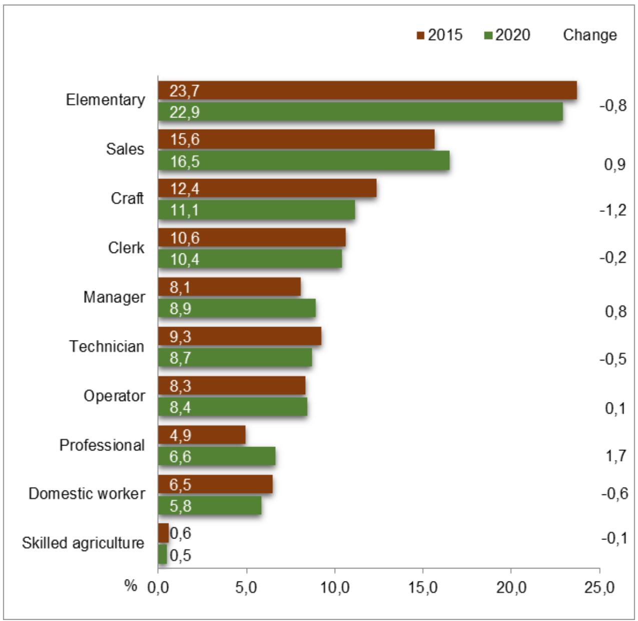
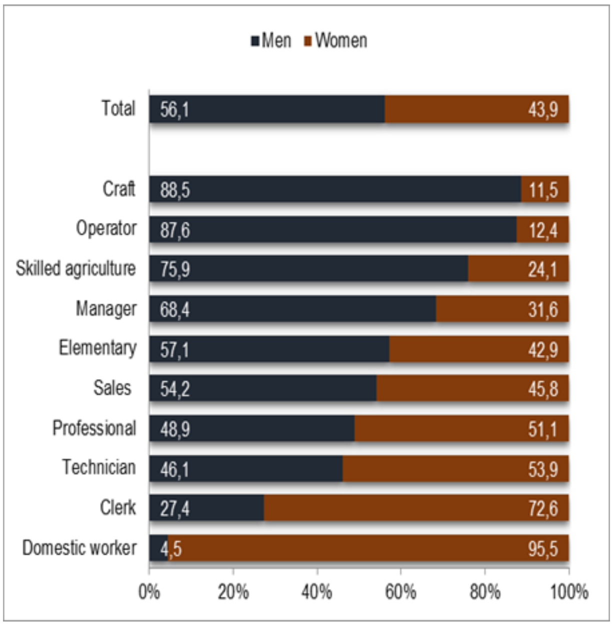


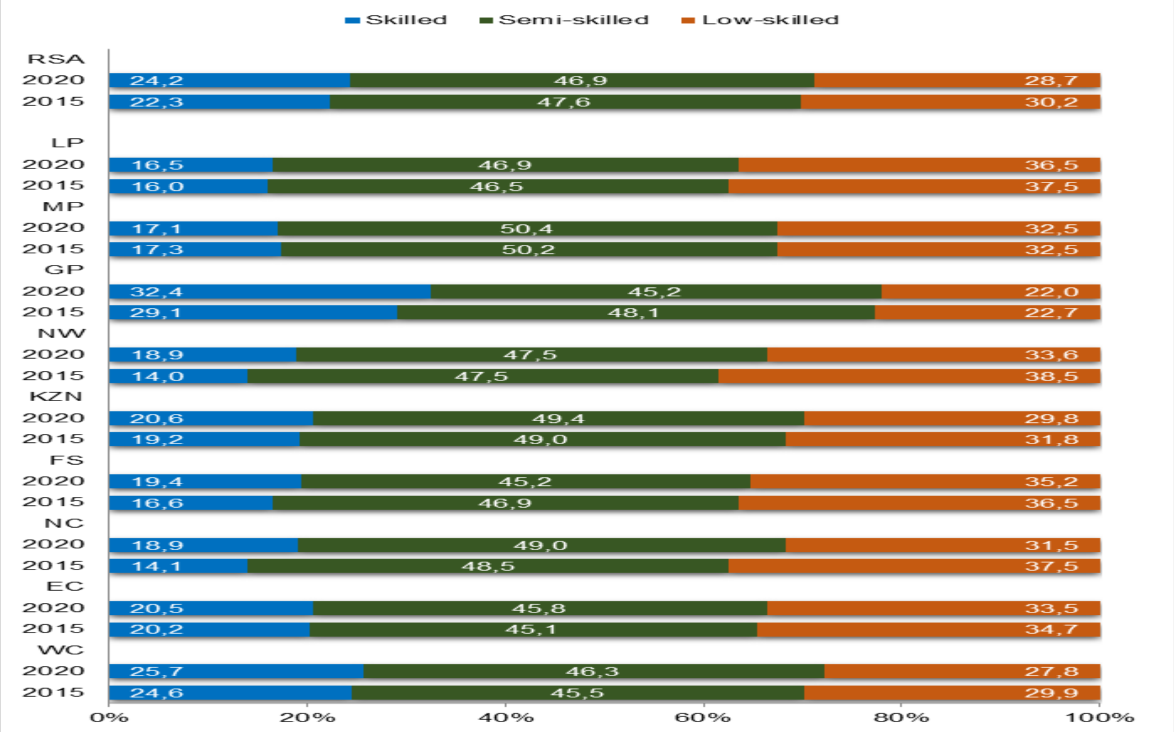
Figure 4.5: Employment shares by occupation and sex, 2020



Close to a quarter of all people employed in 2015 and 2020 were employed in Elementary. Sales and Craft and related trade occupations were among the top three contributors to total employment in 2015 and 2020. The share of employment decreased in six of the ten occupations between 2015 and 2020. Employment in Craft and related trade decreased by 1,2 percentage points, followed by Elementary (0,8 of a percentage point) and Domestic worker (0,6 of a percentage point). Employment in the Professional occupation increased by 1,7 percent, followed by Sales (0,9 of a percentage point) and Manager (0,8 of a percentage point.

The results in Figure 4.5 show that about 68,4% of men were employed in Managerial occupations compared to 31,6% of women. Women were more likely to be employed as Domestic workers, Clerks, Technicians and 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, 2015 and 2020



Semi-skilled occupations accounted for the largest share of employment across all the provinces. The results for 2020 indicate that the highest shares of employment in semi-skilled occupations were in Mpumalanga (50,4%), KwaZulu-Natal (49,4%) and Northern Cape (49,0%). Limpopo (36,5%), followed by Free State (35,2%), recorded the highest shares of employment in low skilled occupations in 2020 compared to other provinces. Gauteng recorded 32,4% share of employment in skilled occupations in 2020 followed by Western Cape 25,7%. 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, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Men						
Manager	879	924	966	989	1021	918
Professional	382	421	462	435	428	488
Technician	647	661	669	657	663	604
Women						
Manager	395	432	460	440	446	424
Professional	394	445	452	459	486	509
Technician	809	808	786	777	757	706
Both sexes						
Manager	1 274	1 356	1 426	1 428	1 467	1 342
Professional	776	866	914	894	914	998
Technician	1 456	1 470	1 455	1 434	1 420	1 310
	% share of Women					
Manager	31,0	31,9	32,2	30,8	30,4	31,6
Professional	50,7	51,4	49,5	51,4	53,2	51,1
Technician	55,5	55,0	54,0	54,2	53,3	53,9

Men accounted for larger shares of employment as Managers over the period 2015–2020. Women employed in skilled occupations were more likely to work as Technicians compared to Managers and Professionals. The share of women employed as Professionals increased by 0,3 of a percentage point from 50,7% in 2015 to 51,1% in 2020. The share of women employed in Managerial occupations increased by 0,6 of a percentage point from 30,1% in 2015 to 31,6% in 2020.

Figure 4.7: Employment by occupation and population group, 2015 and 2020

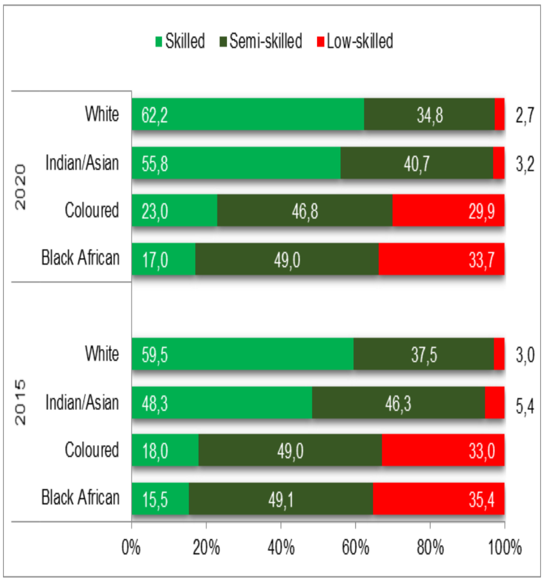
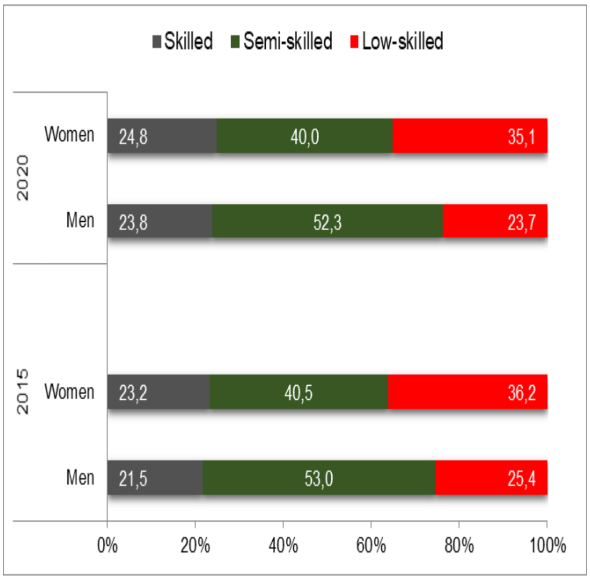


Figure 4.8: Employment by occupations and sex, 2015 and 2020



In 2015 and 2020, black African and coloured population groups recorded the largest share of workers in the semi-skilled occupations, while the white and Indian/Asian population groups were less likely to work in low-skilled occupations. The share of the white population group employed in skilled occupations accounted for 59,5% in 2015 and increased to 62,2% in 2020. Black Africans had the lowest share of persons employed in skilled occupations compared to other population groups (15,5% in 2015 and 17,0% in 2020). Coloured population employed in skilled occupations accounted for 18,0% in 2015 and increased to 23,0% in 2020. Figure 4.8 reveals that in 2015 and 2020, 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 2015 and 2020.

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, 2015–2020

	2015	2016	2017	2018	2019	2020
	Volume of hours worked (Thousand hours)					
Men	396 888	399 309	401 200	406 042	407 037	355 862
Women	274 839	273 920	281 965	284 840	286 863	244 164
Both sexes	**671 727**	**673 229**	**683 165**	**690 883**	**693 900**	**600 025**
	Annual changes (Thousand hours)					
	2016	**2017**	**2018**	**2019**	**2 020**	**Change 2020-2015**
Men	2 421	1 891	4 842	995	-51 175	-41 026
Women	-919	8 045	2 875	2 023	-42 699	-30 675
Both sexes	**1 501**	**9 936**	**7 718**	**3 017**	**-93 875**	**-71 702**

Over the period 2015–2020, the volume of hours worked was higher among men compared to their women counterparts. The volume of hours worked decreased by 71,7 million hours between 2015 and 2020.

Figure 4.9: Average weekly hours worked by sex, 2015–2020

Figure 4.10: Average weekly hours worked by population group, 2015 and 2020

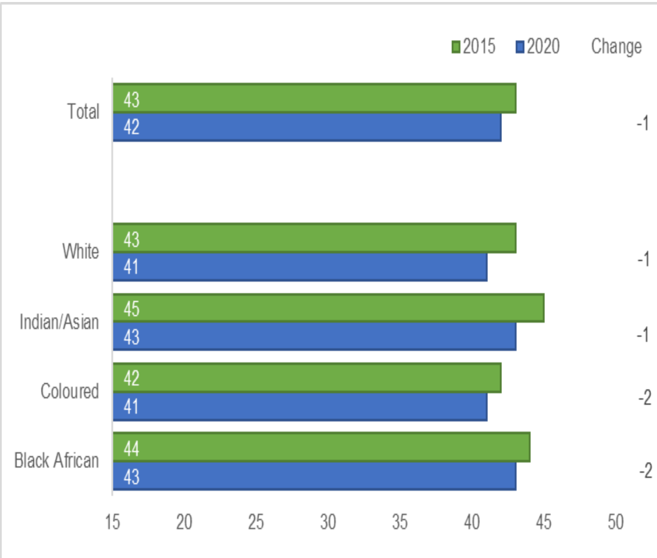


Figure 4.9 shows that over the period 2015–2020, men worked longer hours than women. Between 2015 and 2020, average weekly hours worked by men decreased by 1 hour to 44 hours in 2020. On average, weekly hours worked by women decreased by 1 hour between 2015 and 2020. In 2020, Indian/Asian and black African population groups worked longer hours (43 hours), while white and coloured population groups worked 41 hours per week each.

Figure 4.11: Average weekly hours worked by industry, 2015 and 2020

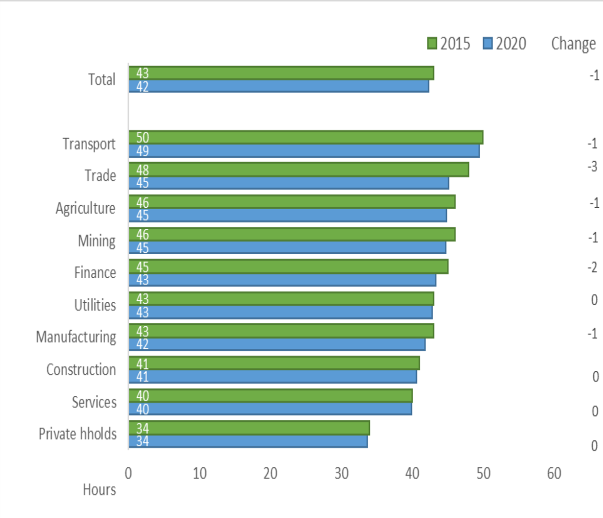
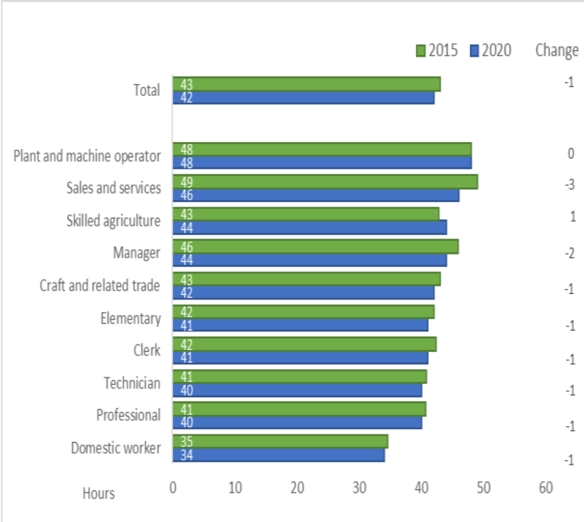
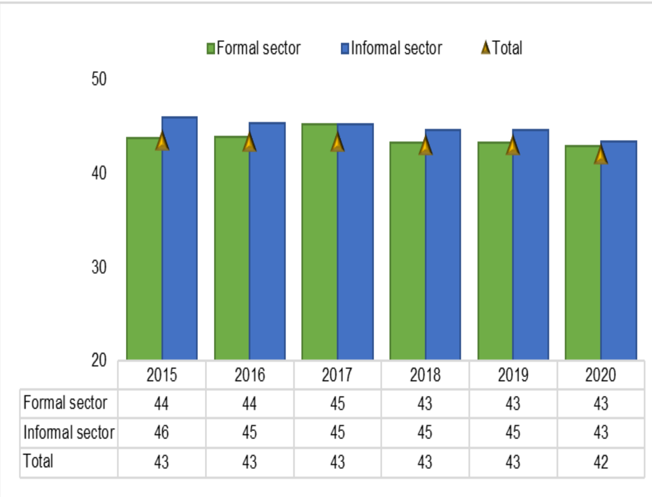


Figure 4.12: Average weekly hours worked by occupation, 2015 and 2020



The average hours worked in Transport was 49 hours in 2020 and was the highest compared to hours worked in other industries. All industries, except Private households, indicated average hours worked from 40 and above in both 2015 and 2020. Those in Private households worked 34 hours on average in both years. The average weekly hours worked increased only among the Skilled agricultural occupations over the period 2015 and 2020 (Figure 4.12). The highest decreases in the average hours worked were observed in Sales and services (3 hours) and Managers (2 hours) while the average hours worked remained unchanged for Plant and machine operators. However, average hours worked decreased by one hour for Domestic workers, professionals, Technicians, Clerks, Elementary as well as Craft and related trade occupations.

Figure 4.13: Average weekly hours worked by sector, 2015–2020



	2015	2016	2017	2018	2019	2020
Formal sector	44	44	45	43	43	43
Informal sector	46	45	45	45	45	43
Total	43	43	43	43	43	42

Figure 4.14: Average weekly hours worked by province, 2015 and 2020

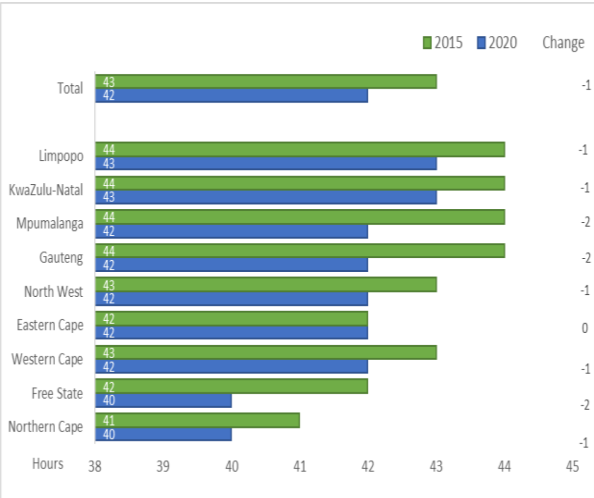


Figure 4.13 indicates that the average hours worked in the formal and informal sectors were the same (43 hours) in 2020. The average weekly hours worked in the formal sector remained unchanged and decreased by 2 hours in the informal sector. All nine provinces, except for the Eastern Cape, recorded a decline in average hours worked per week during this period.

Time-related underemployment

The time-related underemployment rate is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time (for production within the SNA production boundary) and worked fewer hours than a specified time threshold during the reference period. It signals inadequate employment and complements other indicators of labour slack and labour underutilization such as the unemployment rate and the potential labour force.[5]

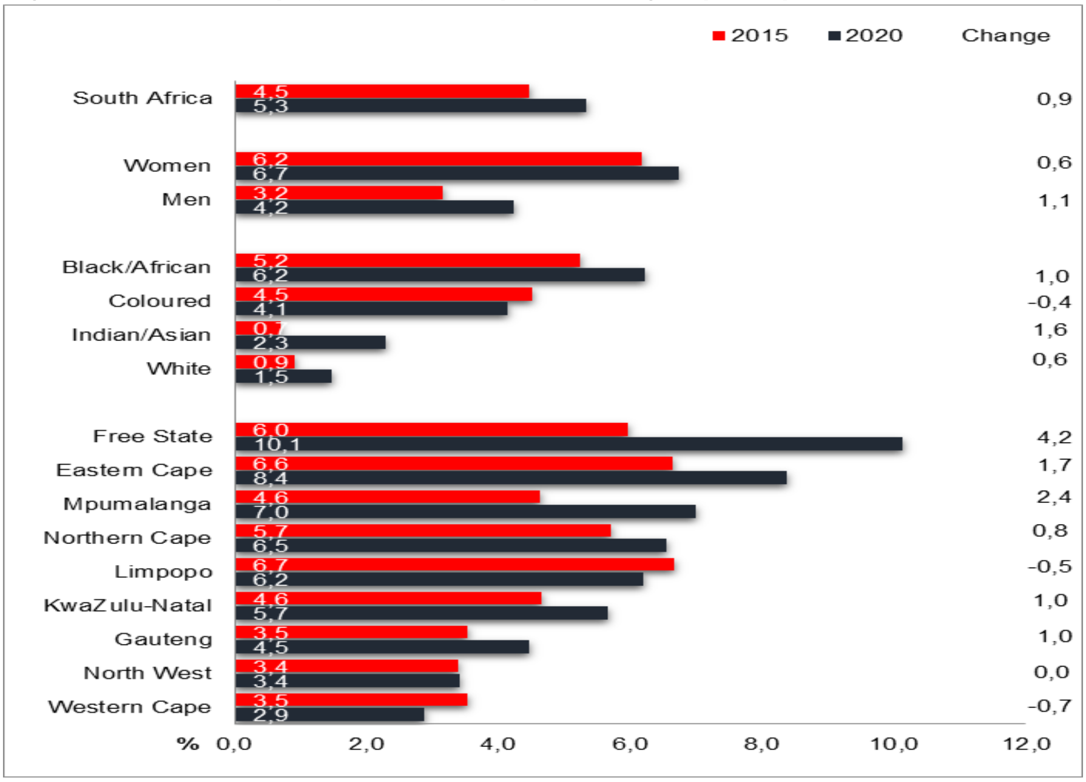
According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work additional hours.

Table 4.8: Trends in underemployment

	Underemployment	Other employed	Total employed	Underemployment rate
	Thousand			Per cent
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
2020	803	14 258	15 061	5,3

The number of underemployed persons increased by 98 000 from 705 000 in 2015 to 803 000 in 2020. The underemployment rate increased by 0,9 of a percentage point from 4,5% in 2015 to 5,3% in 2020 while between 2016 and 2017, the rate remained unchanged.

Figure 4.15: Underemployment by sex, population group and province, 2015 and 2020



The underemployment rate increased by 1,1 percentage points for men and 0,6 of a percentage point for women over the period 2015–2020. In terms of the population group, coloured persons recorded a 0,4 of a

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

percentage point decrease in the rate of underemployment in both between 2015 and 2020. The highest increase in underemployment rate was observed among the Indian/Asian population (1,6 percentage points).

Provincial comparisons indicate that only Limpopo (0,5 of a percentage point) and Western Cape (0,7 of a percentage point) recorded a decline in the underemployment rate between 2015 and 2020. The largest increases in the underemployment rate were observed in Free State (4,2 percentage points), Mpumalanga (2,4 percentage points) and Eastern Cape (1,7 percentage points).

Figure 4.16: Underemployment by industry, 2015 and 2020

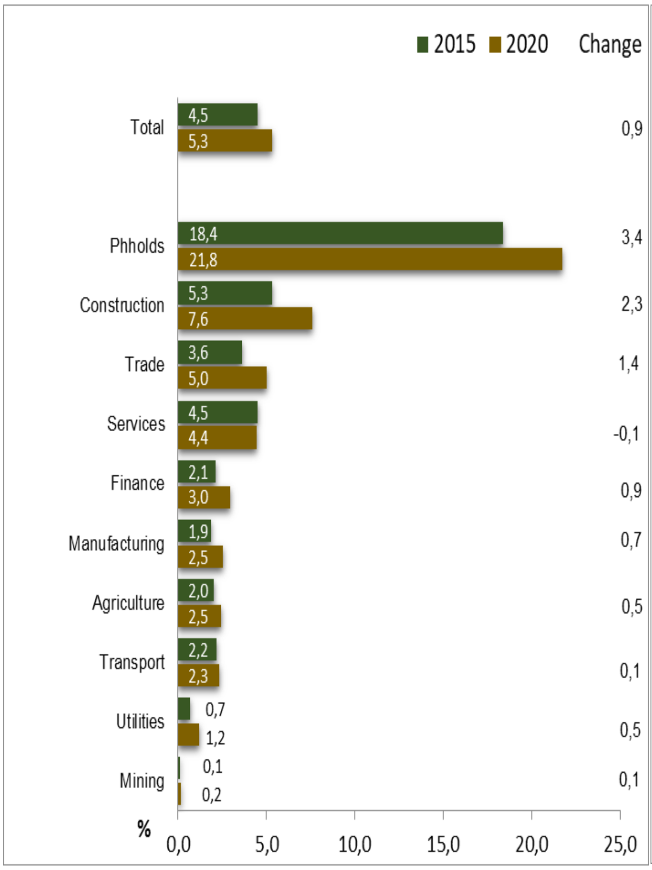
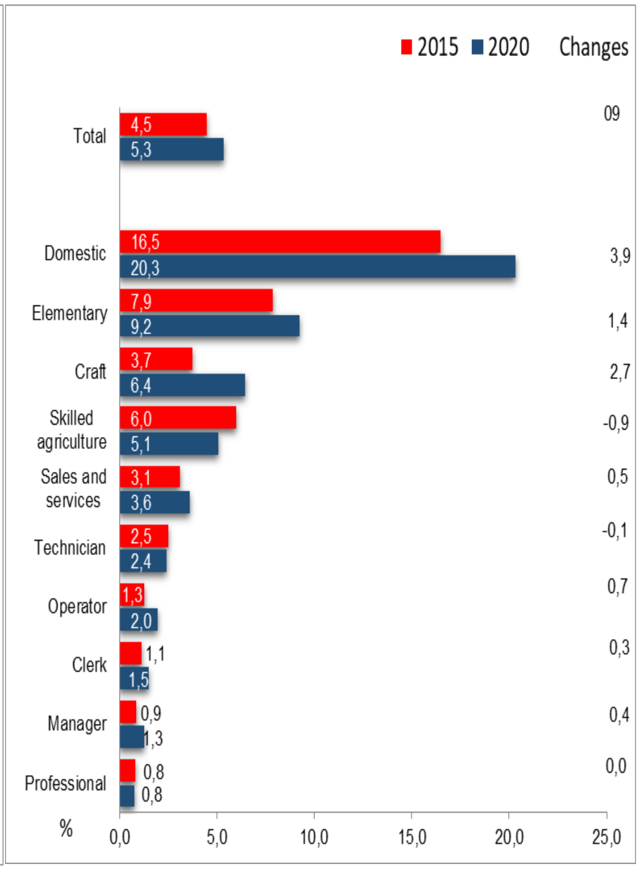


Figure 4.17: Underemployment by occupation, 2015 and 2020



Persons employed in Private households were more likely to be underemployed than those in other industries. The underemployment rate for those employed in Private households was 18,4% in 2015 and 21,8% in 2020. The construction industry recorded the second highest underemployment rate at 5,3% in 2015 and 7,6% in 2020. In terms of occupation, Domestic workers were also more likely to be underemployed. The underemployment rate increased in all occupational categories, except Skilled agriculture and Technician where it decreased by 0,9 and 0,1 of a percentage point respectively.

Summary and conclusion

- Nationally, Community and social services and Trade industries were the main contributors to employment.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,0% in 2015 and 78,0% in 2020, 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 (53,9%), semi-skilled occupations such as Clerks (72,6%) and Domestic workers (95,5%). Men who were employed as Managers accounted for more than double the share of women in the same occupation.
- The white and Indian/Asian population groups were more likely to work in skilled occupations compared to semi-skilled and low-skilled occupations.
- The underemployment rate was higher in Free State at 10,1%, followed by Eastern Cape at 8,4%.
- 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 2015–2020.

Table 4.9: Employment by sector, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Formal sector	10 935	11 021	11 288	11 319	11 234	10 537
Informal sector	2 637	2 602	2 735	2 937	2 973	2 545
Other*	2 168	2 157	2 146	2 138	2 142	1 980
Total	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
	Per cent shares					
Formal sector	69,5	69,8	69,8	69,0	68,7	70,0
Informal sector	16,8	16,5	16,9	17,9	18,2	16,9
Other*	13,8	13,7	13,3	13,0	13,1	13,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector	113	86	267	31	-85	-698
Informal sector	245	-35	133	202	37	-429
Other*	237	-11	-11	-8	4	-162
Total	**594**	**40**	**388**	**225**	**-44**	**-1289**

Note: 'Other' comprises Agriculture and Private households.

The share of informal sector employment increased from 16,8% in 2015 to reach the highest of 16,9% in 2020. The formal sector's share of total employment increased from 69,5% in 2015 to 70,0% in 2020. The largest increase of 245 000 jobs in informal sector employment was observed between 2014 and 2015. Between 2019 and 2020, employment declined in all sectors. The highest decrease was observed in the formal sector (698 000), followed by the informal sector (429 000).

Figure 4.18: Formal sector share of employment by sex, 2015–2020

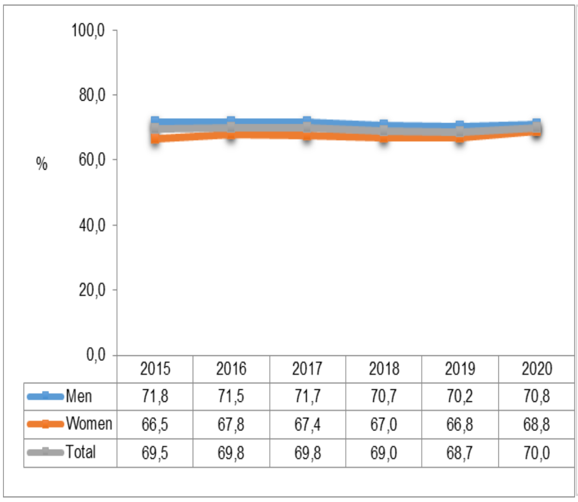


Figure 4.19: Informal sector share of employment by sex, 2015–2020

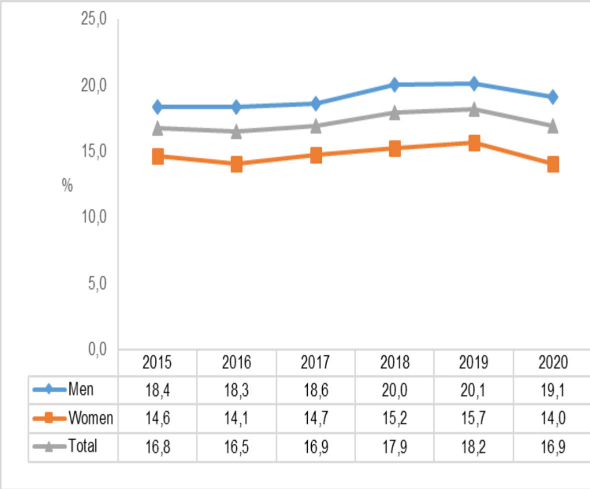


Figure 4.18 shows that, over the period 2015–2020, the formal sector accounted for a larger share of employment amongst men relative to women. Female formal sector share increased from 66,5% in 2015 to 68,8% in 2020, while the share among men declined from 71,8% in 2015 to 70,8% in 2020. In contrast, the informal sector's share of employment increased among men (from 18,4% in 2015 to 19,1% in 2020). The informal sector's share of employment slightly decreased among women (from 14,6% in 2015 to 14,0% in 2020).

Figure 4.20: Employment by sector and population group, 2015 and 2020

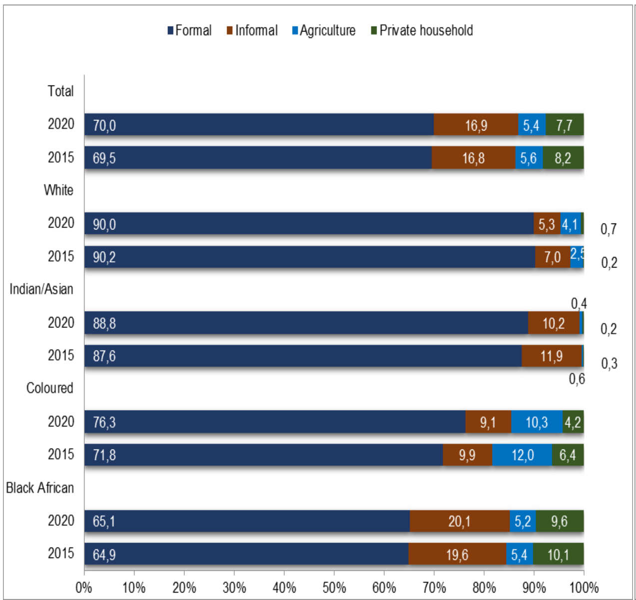
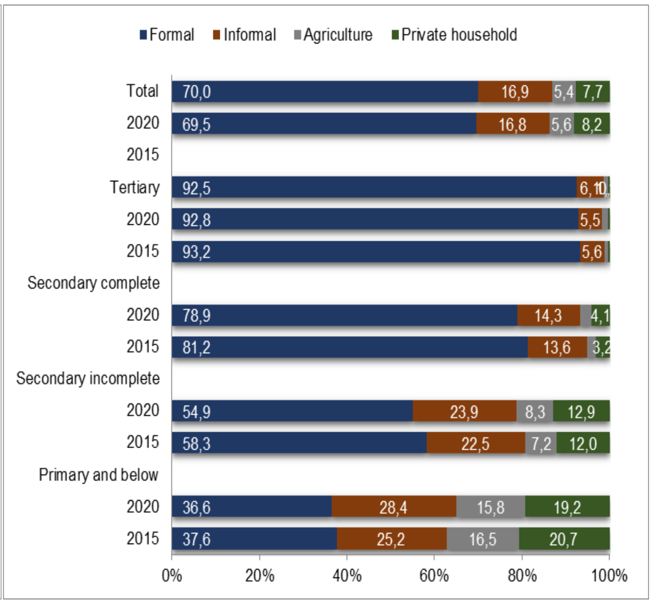


Figure 4.21: Employment by sector and education level, 2015 and 2020



In 2015 and 2020, the formal sector accounted for 90,0% of employment among the white population group, while for black Africans the sector accounted for 64,9% in 2015 and 65,1% in 2020. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 19,6% of employment in 2015 and 20,1% in 2020. The lowest share of employment among the black African population was observed among those in Agriculture; the share decreased from 5,4% in 2015 to 5,2% in 2020. 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 12,0% in 2015 and 10,3% in 2020.

The proportion of those employed in the formal sector was highest amongst persons with tertiary education (above 90,0% in both 2015 and 2020), followed by those who completed secondary education (81,2% in 2015 and 78,9% in 2020). Amongst those whose educational attainment was primary and below education, the formal sector accounted for 37,6% of employment in 2015, which declined to 36,6% in 2020. Those who completed matric recorded 13,6% in 2015 and 14,3% in 2020.

Figure 4.22: Formal sector employment share by province, 2015–2020

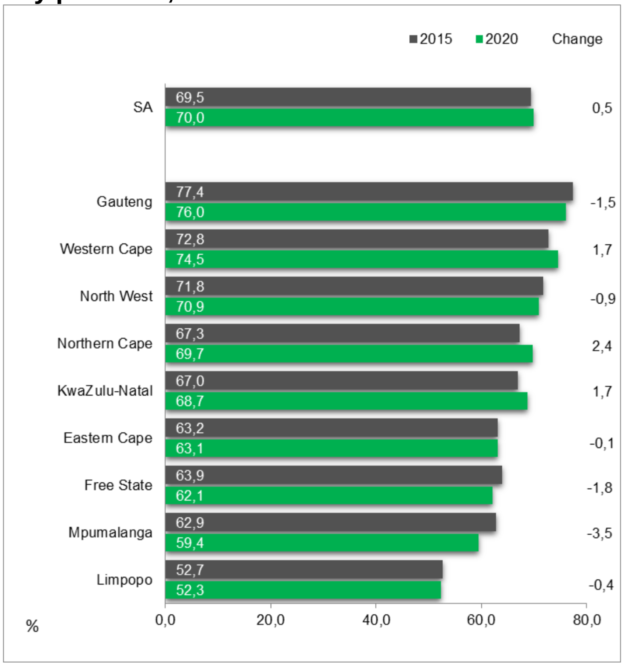
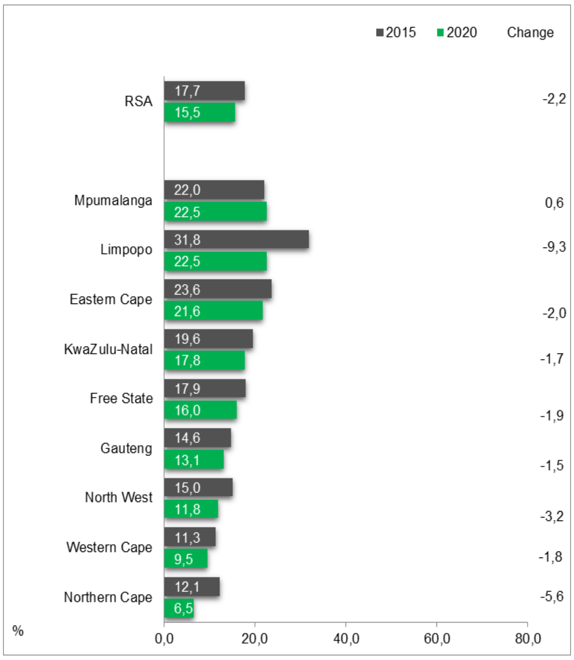


Figure 4.23: Informal sector employment share by province, 2015–2020



Between 2015 and 2020, the formal sector share of total employment nationally increased by 0,5 of a percentage point from 69,5% to 70,0% while the informal sector decreased by 2,2 percentage points from 17,7% to 15,5%. Six of the nine provinces recorded a decline in the share of formal sector employment; the largest decreases were observed in Mpumalanga (3,5 percentage points), (1,8 percentage points) and Gauteng (1,5 percentage points).

Figure 4.23 indicates that the employment in the informal sector was highest in Mpumalanga at 22,5% in 2020; those in this sector were lowest in Northern Cape at 6,5%, followed by Western Cape (9,5%) and North West (11,8 percentage points). Over the period 2015–2020, the informal sector share in employment decreased by the highest percentage in Limpopo (9,3 percentage points) followed by Northern Cape at 5,6 percentage points, and North West (3,2 percentage points).

Figure 4.24: Formal sector employment share by industry, 2015–2020

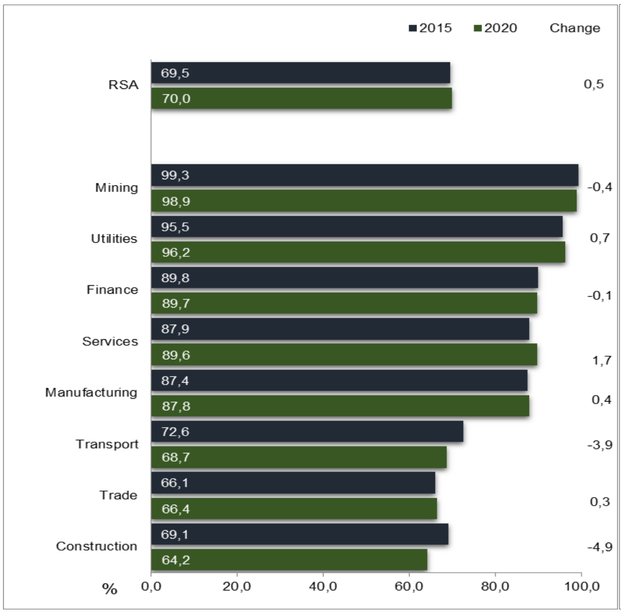
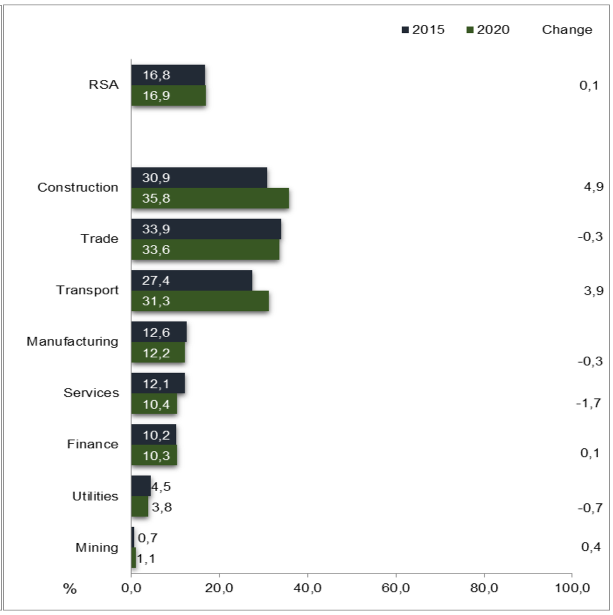


Figure 4.25: Informal sector employment share by industry, 2015–2020



In 2020, Mining, Utilities and Finance were the largest contributors of employment. Construction, Trade and Transport contributed the least. The largest increases were observed in Services (1,7 percentage points), Utilities (0,7 of a percentage point) and Manufacturing (0,4 of a percentage point). The largest decrease was observed in Construction (4,9 percentage points).

In 2020, Construction recorded the largest share of employment in the informal sector (35,8%). The largest increase in the informal sector share of employment was recorded in Construction (4,9 percentage points), Transport (3,9 percentage points) and Mining (0,4 of a percentage point). Mining and Utilities recorded the lowest shares of informal sector employment in 2015 and 202.

Figure 4.26: Formal sector employment by occupation, 2015–2020

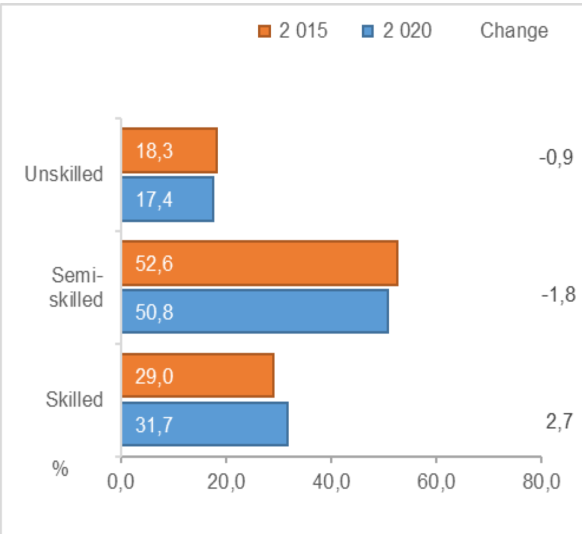
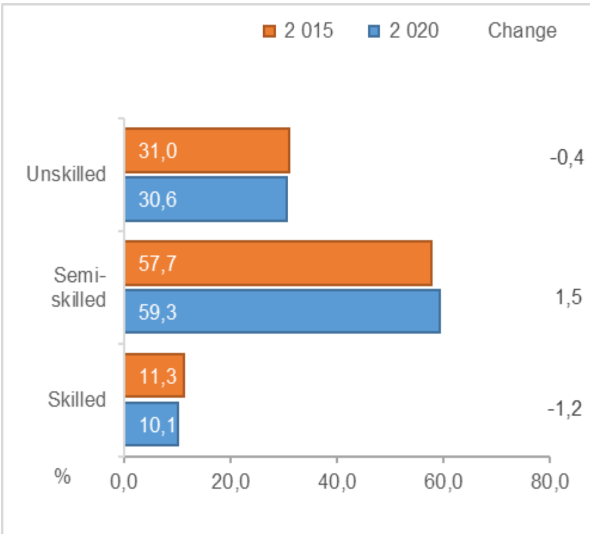


Figure 4.27: Informal sector employment by occupation, 2015–2020



Figures 4.26 and 4.27 indicate that semi-skilled occupations dominate employment in both the formal sector and the informal sector. The share of semi-skilled occupations in the formal sector decreased by 1,8 percentage points from 52,6% in 2015 to 50,8% in 2020 and the share of unskilled occupations decreased by 0,9 of a percentage point from 18,3% to 17,4% over the same period. The share of skilled occupations in the formal sector increased by 2,7 percentage points from 29,0% in 2015 to 31,7% in 2020. Skilled occupations

accounted for 11,3% in 2015 and 10,1% in 2020 of informal sector employment. In 2020, semi-skilled occupations accounted for 59,3% of informal sector employment, up from 57,7% in 2015.

Summary and conclusion

- The share of informal sector employment increased from 16,8% in 2015 to reach the highest of 16,9% in 2020. The formal sector's share of total employment increased from 69,5% in 2015 to 70,0% in 2020.
- The informal sector accounted for about 20,0% of total employment among black Africans.
- 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:

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

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

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

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

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

Background

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, 2015–2020

	2015	2016	2017	2018	2019	2020	Change 2020-2015
	Rand						
Employees	3 100	3 300	3 500	3 500	3 800	4 000	900
Employer	7 000	8 000	8 000	7 583	8 666	6 066	-934
Own-account worker	2 816	3 033	3 033	3 033	3 466	3 450	634
Total	**3 100**	**3 466**	**3 500**	**3 250**	**3 800**	**4 000**	**900**

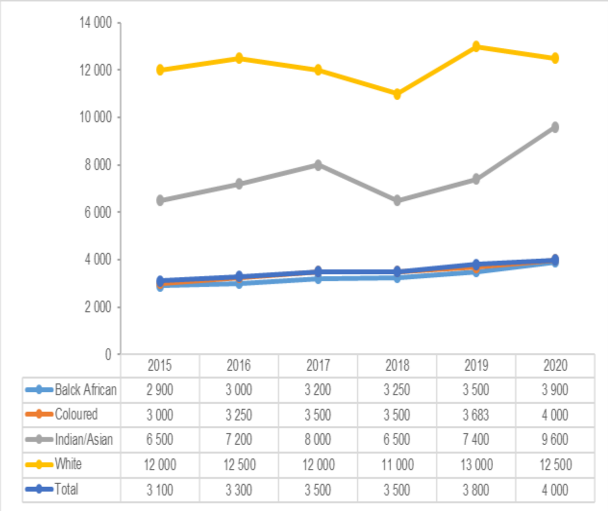
Between 2015 and 2020, the total median monthly earnings increased by R800 from R3 200 to R4 000. Over the same period, the largest increase in the median monthly earnings was observed among the employees (R900), followed by the Own-account workers (R634). While, employers recorded a decline of R934 during the same period. 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, 2015 and 2020

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	7 427	500	900	2 000	3 500	8 210	20 000	30 000
Women	6 071	500	700	1 500	2 700	7 000	16 100	22 000
Both Sexes 2015	**13 499**	**500**	**800**	**1 700**	**3 100**	**8 000**	**18 000**	**26 000**
Men	6 861	1 000	1 516	3 000	4 500	9 000	18 000	28 000
Women	5 751	750	1 000	2 000	3 500	8 500	20 000	29 000
Both Sexes 2020	**12 612**	**780**	**1 200**	**2 600**	**4 000**	**9 000**	**19 500**	**29 000**

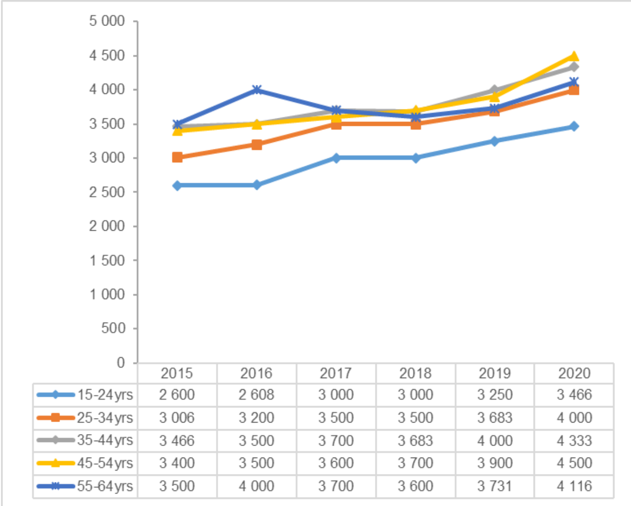
The monthly earnings for employees at the bottom 5% increased from R500 in 2015 to R780 in 2020. A gender gap of R8 000 amongst the top 5% of earners was observed in 2015, and this gap decreased to R1 000 in 2020. Moreover, this category and the top 10% earners were the only ones with a gender gap above R1 000 compared to other categories in 2015. In 2020 the gender gap was R2 000 for 10% earners and R1 000 for top 5% earners.

Figure 4.28: Median monthly earnings by population group, 2015–2020



	2015	2016	2017	2018	2019	2020
Balck African	2 900	3 000	3 200	3 250	3 500	3 900
Coloured	3 000	3 250	3 500	3 500	3 683	4 000
Indian/Asian	6 500	7 200	8 000	6 500	7 400	9 600
White	12 000	12 500	12 000	11 000	13 000	12 500
Total	3 100	3 300	3 500	3 500	3 800	4 000

Figure 4.29: Median monthly earnings by age, 2015–2020



	2015	2016	2017	2018	2019	2020
15-24yrs	2 600	2 608	3 000	3 000	3 250	3 466
25-34yrs	3 006	3 200	3 500	3 500	3 683	4 000
35-44yrs	3 466	3 500	3 700	3 683	4 000	4 333
45-54yrs	3 400	3 500	3 600	3 700	3 900	4 500
55-64yrs	3 500	4 000	3 700	3 600	3 731	4 116

From 2015 to 2020, it is indicative that the white population group earned more, followed by the Indian/Asian population group. In 2020, median monthly earnings for the white population group was R12 500 compared to R9 600 for Indians/Asians, R4 000 for coloureds and R3 900 for black Africans. Between 2015 and 2020, the largest increase in median monthly earnings was among Indians/Asians (R3 100), followed by coloured and black population groups (R1 000) each. The median monthly earnings were higher for employees aged 55–64 between 2015 and 2017 and the highest in 2020 for the age group 45-54 years as highlighted in Figure 4.29.

Table 4.12: Median monthly earnings of employees by age and gender 2015–2020

	2015	2016	2017	2018	2019	2020	Change 2020-2015
Both Sexes	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**	**900**
15-24yrs	2 600	2 608	3 000	3 000	3 250	3 466	866
25-34yrs	3 006	3 200	3 500	3 500	3 683	4 000	994
35-44yrs	3 466	3 500	3 700	3 683	4 000	4 333	867
45-54yrs	3 400	3 500	3 600	3 700	3 900	4 500	1 100
55-64yrs	3 500	4 000	3 700	3 600	3 731	4 116	616
Women	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**	**800**
15-24yrs	2 500	2 600	3 000	2 900	3 200	3 033	533
25-34yrs	2 863	3 000	3 000	3 200	3 500	3 600	737
35-44yrs	2 800	3 000	3 000	3 200	3 500	3 900	1 100
45-54yrs	2 500	2 600	2 946	3 000	3 200	3 500	1 000
55-64yrs	2 600	2 800	3 000	3 000	3 200	3 500	900
Men	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**	**1 000**
15-24yrs	2 600	2 773	3 000	3 033	3 250	3 500	900
25-34yrs	3 250	3 466	3 683	3 600	3 900	4 200	950
35-44yrs	4 000	4 000	4 333	4 100	4 500	5 000	1 000
45-54yrs	4 300	4 500	5 000	4 900	4 700	5 633	1 333
55-64yrs	4 500	5 010	5 000	4 500	4 500	5 416	916

The median monthly earnings for men have generally been higher than those of their women counterparts. Over the period 2015 and 2020, the median monthly earnings for men of the working-age population increased more than that of women by R200. In 2020, the median monthly earnings among men were R4 500 and R3 500 among women.

Figure 4.30: Median monthly earnings of employees by industry, 2015–2020

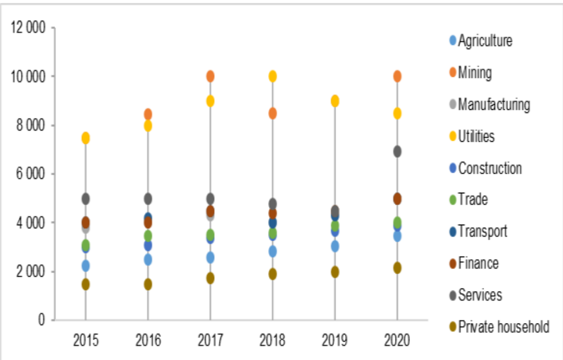


Table 4.13: Median monthly earnings of employees by industry, 2015–2020

	2015	2016	2017	2018	2019	2020
	Rand					
Agriculture	2 231	2 500	2 600	2 816	3 033	3 466
Mining	7 500	8 440	10 000	8 500	9 000	10 000
Manufacturing	3 800	4 000	4 333	4 000	4 333	5 000
Utilities	7 500	8 000	9 000	10 000	9 000	8 500
Construction	3 000	3 083	3 400	3 500	3 683	3 900
Trade	3 100	3 466	3 500	3 600	3 900	4 000
Transport	4 000	4 200	4 500	4 000	4 333	5 000
Finance	4 000	4 000	4 500	4 400	4 500	4 992
Services	5 000	5 000	5 000	4 800	4 500	6 940
Private household	1 500	1 500	1 733	1 900	2 000	2 166
Total	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**

Over the period 2015-2020, Mining, Utilities and Community and social services industries recorded the highest median monthly earnings. Between 2015 and 2020, the median monthly earnings increased in all industries. The largest increase in the median monthly earnings was among the employees in Mining (R2 500), followed by those in Community and social services (R1 940) and those in Agriculture (R1 235). Between 2015 and 2017, the median monthly earnings for employees remained unchanged in Community and social services (R5 000).

Figure 4.31: Median monthly earnings of employees by occupation, 2015–2020

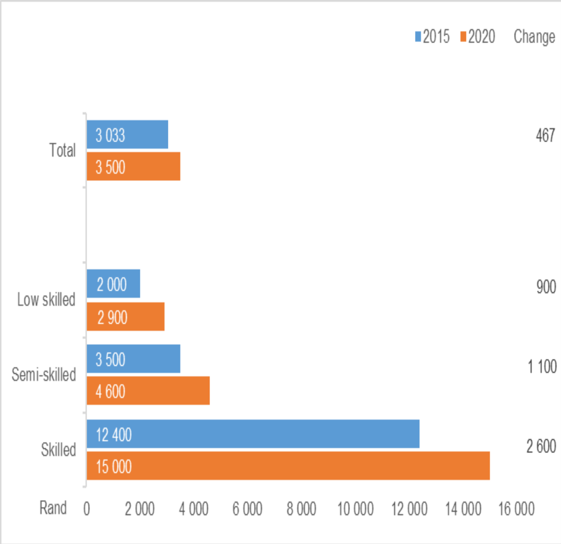


Table 4.14: Median monthly earnings of employees by occupation, 2015–2020

	2015	2016	2017	2018	2019	2020
Manager	17 000	18 500	18 000	18 000	19 800	15 000
Professional	18 000	18 500	19 400	20 000	22 000	19 000
Technician	6 000	7 000	6 500	7 000	6 300	9 000
Skilled	**12 400**	**14 000**	**14 000**	**13 800**	**14 520**	**15 000**
Clerk	4 500	5 000	5 000	4 800	5 000	6 000
Sales	3 080	3 466	3 500	3 500	3 800	4 000
Skilled Agric	1 950	2 166	2 166	2 000	3 000	3 250
Craft	3 500	3 500	4 000	4 100	4 333	5 000
Operators	3 500	3 600	4 000	3 900	4 000	5 000
Semi skilled	**3 500**	**3 683**	**4 000**	**3 900**	**4 000**	**4 600**
Elementary	2 200	2 500	2 500	2 600	2 800	3 120
Domestic worker	1 500	1 500	1 733	1 900	2 000	2 166
Low skilled	**2 000**	**2 166**	**2 200**	**2 400**	**2 500**	**2 900**

As with previous reports, the highest earnings were among the skilled occupations. Between 2015 and 2020, the median monthly earnings for skilled employees increased by R2 600, while for the semi-skilled and low-skilled it increased by R1 100 and R900, respectively. In 2020, the median monthly earnings for skilled employees were R15 000 compared to R4 600 for semi-skilled employees and R2 900 for low-skilled employees. Professionals' and Managers' median monthly earnings were high at R19 000 and R15 000 respectively, which was more than double of what Technicians recorded (R6 000). The lowest median monthly earnings were observed among the low-skilled occupations. Median monthly earnings among domestic workers and elementary occupations remained unchanged over the period 2015 and 2020.

Table 4.15: Median monthly earnings of employees by province, 2015–2020

	2015	2016	2017	2018	2019	2020
			Rand			
Western Cape	3 250	3 423	3 500	3 466	3 800	4 000
Eastern Cape	2 418	2 750	2 816	3 000	3 000	3 466
Northern Cape	2 383	2 773	3 000	3 000	3 250	3 600
Free state	2 500	2 700	3 000	3 120	3 033	3 800
KwaZulu-Natal	2 500	2 500	3 000	3 000	3 000	3 500
North West	3 000	3 250	3 250	3 500	3 900	4 800
Gauteng	4 500	4 600	5 000	4 500	5 000	5 200
Mpumalanga	3 000	3 000	3 400	3 500	3 900	3 800
Limpopo	2 300	2 600	2 900	3 000	3 500	3 600
South Africa	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**

Gauteng was the only province that recorded median monthly earnings above the national average across all years. The median monthly earnings for Gauteng ranged from R4 500 in 2015 to R5 200 in 2020. Furthermore, Gauteng (R5 200), North West (R4 800) and Western Cape (R4 000) recorded the highest monthly median earnings in 2020. The lowest was observed in Eastern Cape (R3 466) and KwaZulu-Natal (R3 500).

Summary and conclusion

- The total median monthly earnings increased by R900 from R3 100 in 2015 to R4 000 in 2020. The median monthly earnings for men have generally been higher than those of their women counterparts,
- Median monthly earnings of the white population group have been consistently higher than those of other population groups. The earnings for whites remained unchanged at R12 500 in 2015 and 2020.
- Mining, Utilities and Community and social services highlighted the highest median monthly earnings across all years.
- The median earnings for persons in skilled occupations' were more than three times the earnings for those in semi-skilled occupations.
- Gauteng was the only province that recorded median monthly earnings above the national average across all years.

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, 2015 and 2020

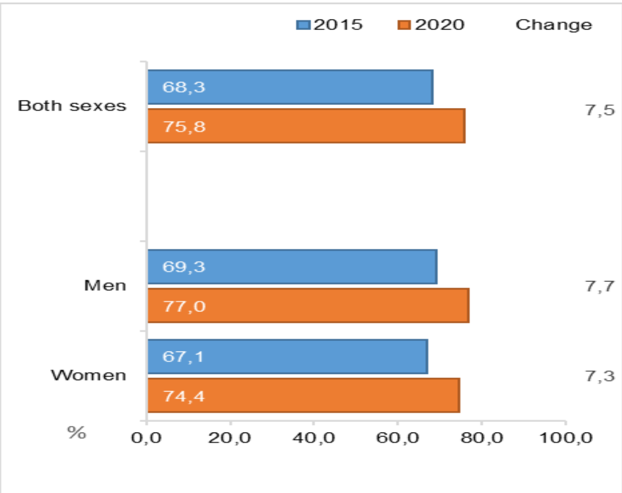
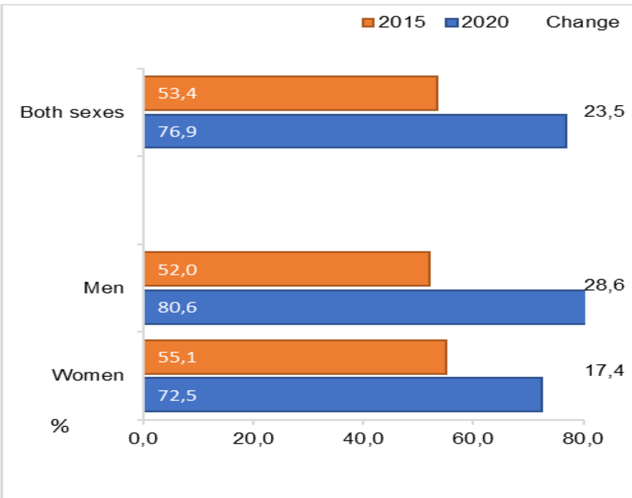


Figure 4.33: Entitlement of employees to maternity/paternity leave, 2015 and 2020



Between 2015 and 2020, the proportion of employees who were entitled to paid sick leave increased by 7,5 percentage points to 75,8% from 68,3%. A higher proportion of employees who were entitled to paid sick leave was observed among men as compared to women. Figure 4.33 shows that more women than men were entitled to maternity/paternity leave for both 2015 and 2020. Both men and women experienced an increase in terms of employees entitled to maternity/paternity leave between 2015 and 2020; the proportion of men increased by 28,6 percentage points and 17,4 percentage points for women.

Figure 4.34: Excessive hours worked (workers working more than 48 hours per week), 2015 and 2020

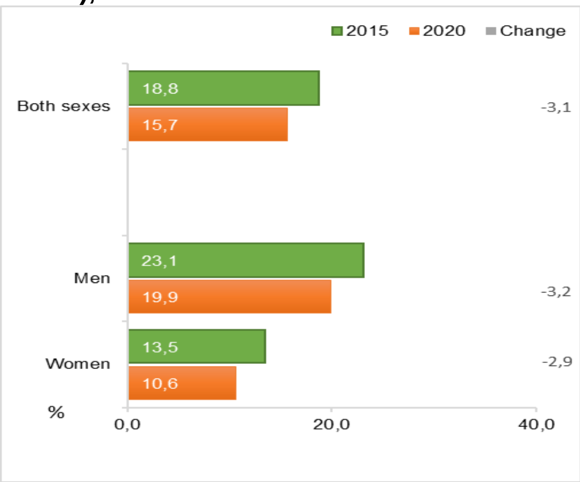
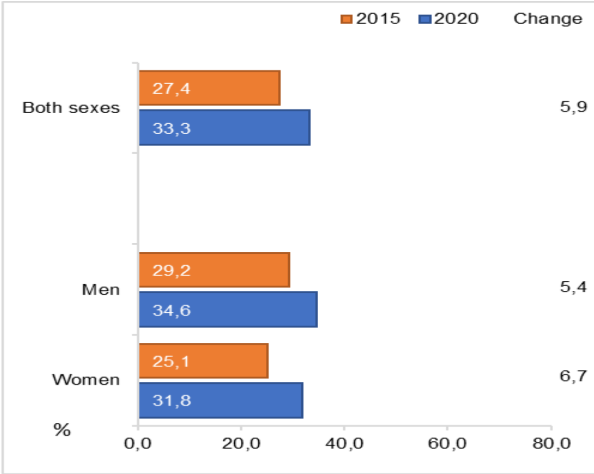
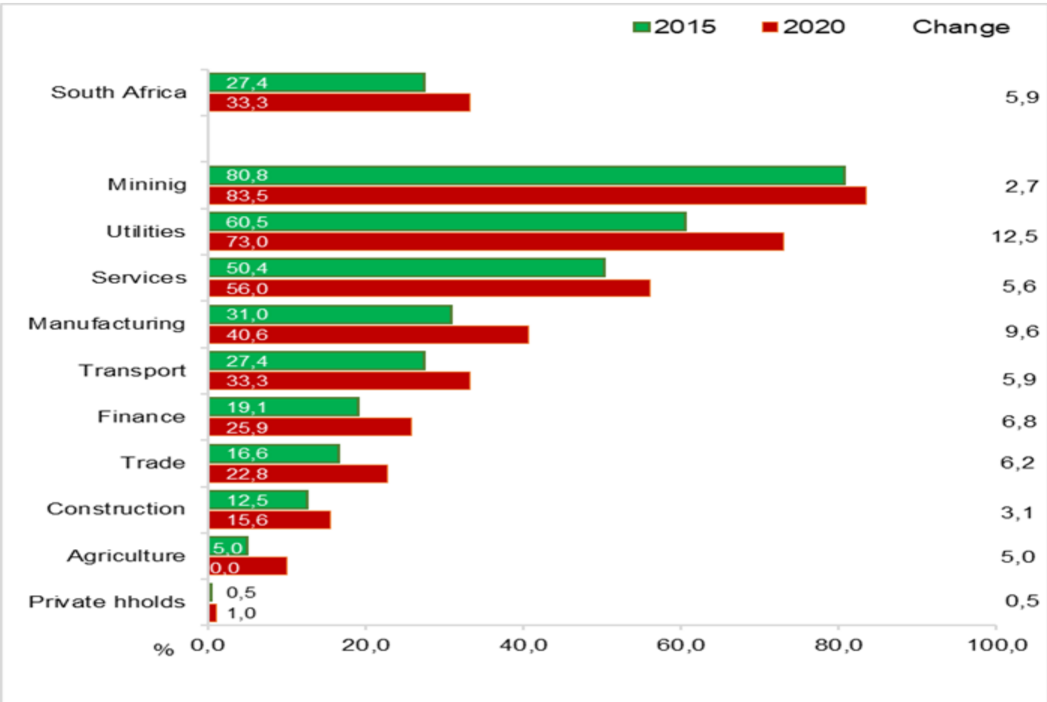


Figure 4.35: Proportion of employees who are members of a trade union, 2015 and 2020



The results in Figure 4.34 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 3,1 percentage points between 2015 and 2020. 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 2015 and 2020. Male employees were more likely to be members of a trade union relative to their female counterparts. The proportion of female employees who were members of a trade union increased by 6,7 percentage points while it increased by 5,4 percentage points among men between 2015 and 2020.

Figure 4.36: Proportion of employees who are members of a trade union within each industry, 2015 and 2020



Note: Private hholds refers to private households

The proportion of employees who were members of a trade union increased from 27,4% in 2015 to 33,3% in 2020 (5,9 percentage points). Mining recorded the highest proportion of employees who were members of a trade union followed by Utilities and Community and social services. All ten industries had an increase in the proportion of employees who were members of a trade union throughout 2015–2020. The largest increase was observed among the employees in Utilities (12,5 percentage points), followed by those in Manufacturing (9,6 percentage points) and those in Finance (6,8 percentage points) while those in Private households increased by 0,5 of a percentage point.

Social protection

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

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

This section analyses changes in access to pension/retirement funds and medical aid benefits for employees between 2015 and 2020. The results also compare the access to these benefits between men and women.

Figure 4.37: Pension/retirement fund contribution by employer, 2015 and 2020

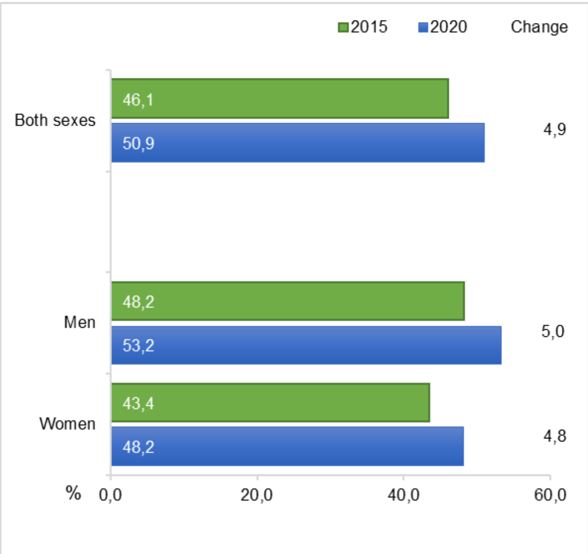


Figure 4.38: Entitlement to medical aid benefit from the employer, 2015 and 2020

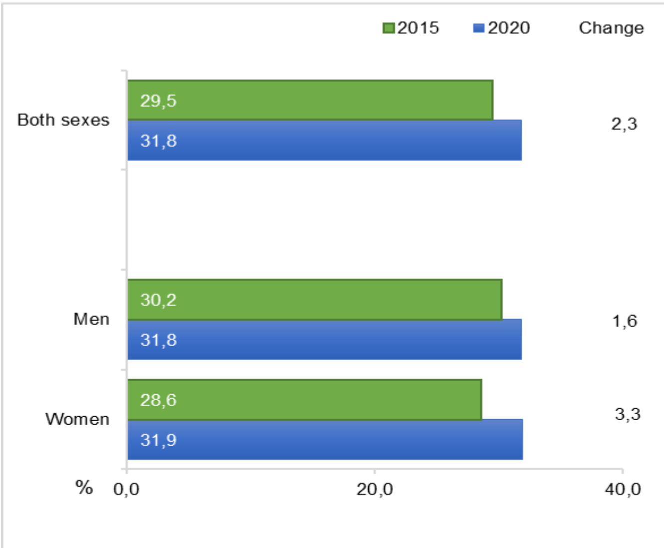
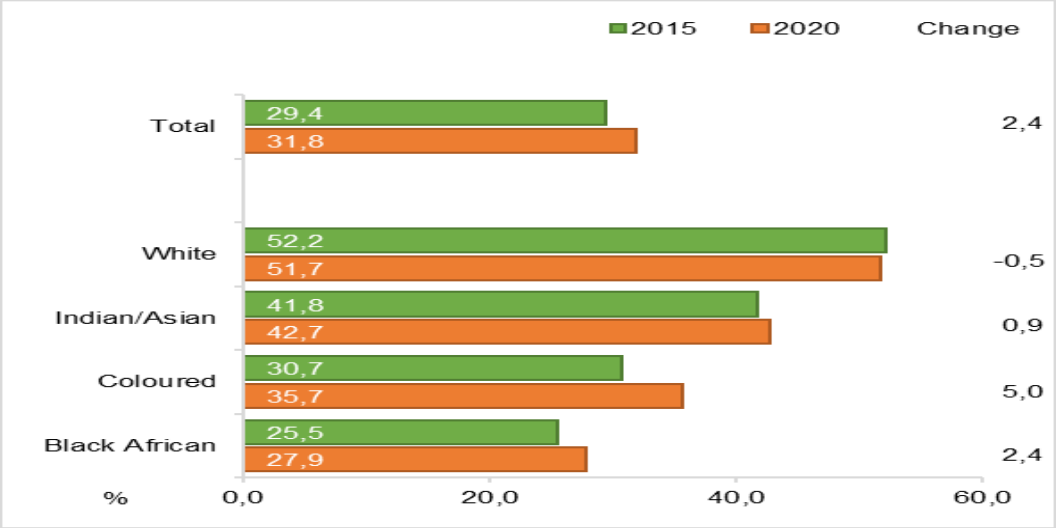


Figure 4.37 shows that there has been a slight change in terms of the proportion of employees who had access to pension/retirement fund contributions by their employers between 2015 and 2020. The proportion of men who had access to pension/retirement fund contributions by their employers increased by 5,0 percentage points from 48,2% in 2015 to 53,2% in 2020. Additionally the proportion of women who had access to pension/retirement fund contributions by their employers by 4,8 percentage points from 43,4% in 2015 to 48,2% in 2020. The proportion of employees who were entitled to medical aid benefits increased by 2,3 percentage points from 29,5% in 2015 to 31,8% in 2020. This translated into an increase for both men and women by 1,6 and 3,3 percentage points respectively. While the proportion of men entitled to medical aid benefits was 31,8% and 31,9% among women in 2020.

Figure 4.39: Entitlement to medical aid by population group, 2015 and 2020

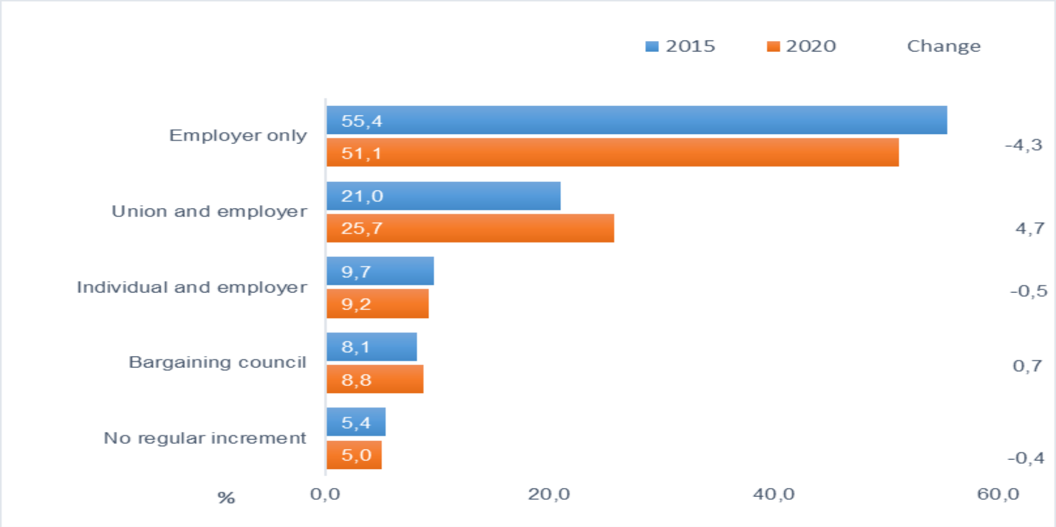


White population group recorded a decline in the proportion of employees receiving medical aid over the period 2015 – 2020. The largest increase has been observed among the coloured population (5,0 percentage points), followed by black African (2,4 percentage points) and Indian/Asian (0,9 of a percentage point) population groups. The white population group recorded the highest proportion of employees entitled to medical aid; it was 52,2% in 2015 and 51,7% in 2020. The black African population group recorded the lowest proportion over the same period (from 25,5% in 2015 to 27,9% in 2020).

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, 2015 and 2020



Employees who indicated that their annual salary increment was determined by the employer only were 55,4% in 2015, which decreased by 4,3 percentage points to 51,1% in 2020. This group of employees had the largest shares in both 2015 and 2020 compared to other types of negotiations. Those whose salary increment was negotiated by a union and the employer recorded the second highest proportions of 21,0% in 2015 and increased by 4,7 percentage points to 25,7% in 2020. Employees who reported that they do not have regular increments recorded the lowest proportions compared to those in other methods of negotiation; 5,4% in 2015 and decreased slightly by 0,4 of a percentage point to 5,0%.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 7,5 percentage points from 68,3 in 2015 to 75,8% in 2020. More men than women were entitled to paid sick leave.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined by 3,1 percentage points between 2015 and 2020. 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 2015 and 2020.
- Male employees were more likely to be members of a trade union relative to their female counterparts.
- The largest increase in the proportion of employees who were members of a trade union was observed among the employees in Utilities (12,5 percentage points), followed by those in Manufacturing (9,6 percentage points) and those in Finance (6,8 percentage points) while those in Private households increased by 0,5 of a percentage point.
- More than half (51,1%) of the employees indicated that their annual salary increment was determined by the employer in 2020. This group of employees had the largest shares in both 2015 and 2020 compared to other types of negotiations.

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 2015–2020.

Table 4.16: Median job tenure for employees by sex, 2015–2020

	2015	2016	2017	2018	2019	2020
Job tenure	**Months**					
Men	43	46	47	49	49	48
Women	44	47	47	49	51	51
Both sexes	**44**	**47**	**47**	**49**	**50**	**49**
	Thousand					
Number of employees	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**

The number of employees decreased by 1,1 million over the period 2019–2020. The median job tenure decreased from 50 months to 49 months over the same period.

Figure 4.41: Median job tenure of employees, 2015–2020

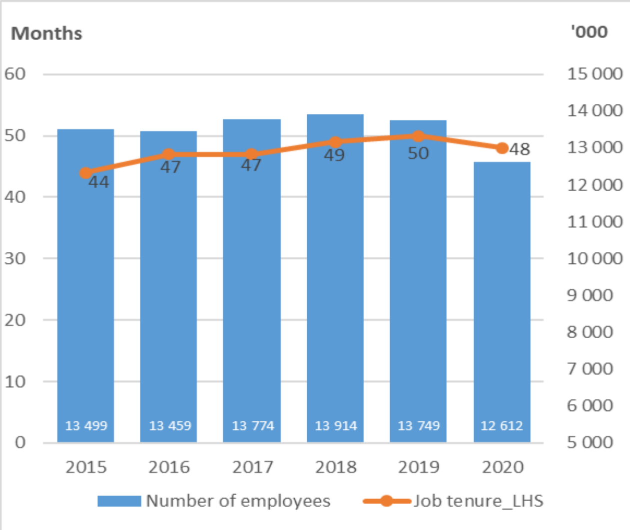
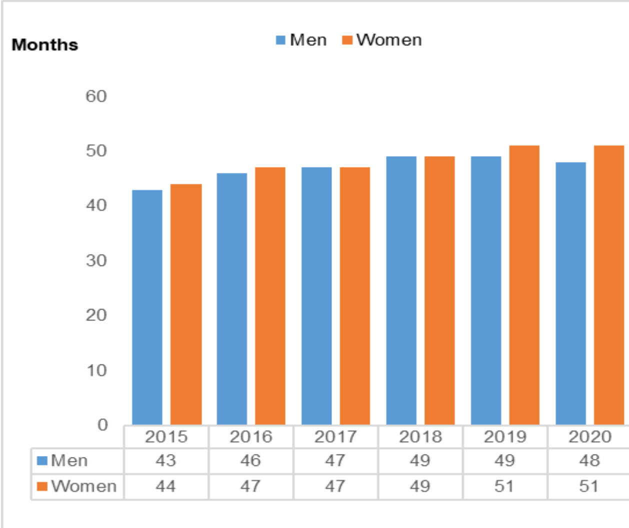


Figure 4.42: Median job tenure of employees by sex, 2015–2020



Note: LHS refers to left-hand scale.

Between 2015 and 2020, the number of employees decreased from 13,5 million to 12,6 million while the median job tenure increased from 44 months to 49 months. Median months worked by males decreased from 49 months in 2019 to 48 months in 2020 and remained unchanged among females (51 months).

Figure 4.43: Median job tenure by population group, 2015 and 2020

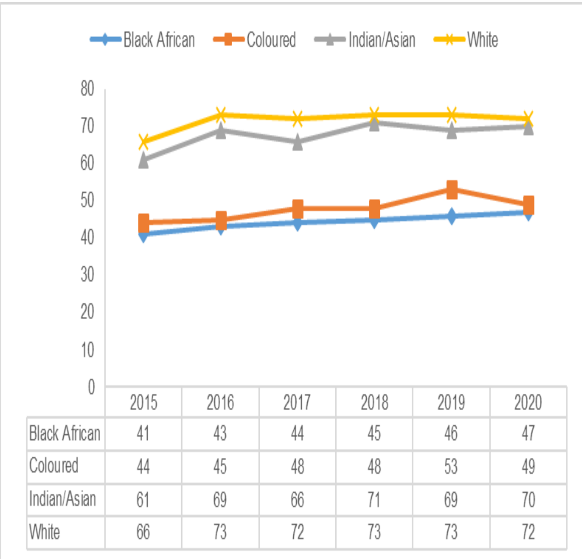


Figure 4.44: Median job tenure by sector, 2015 and 2020

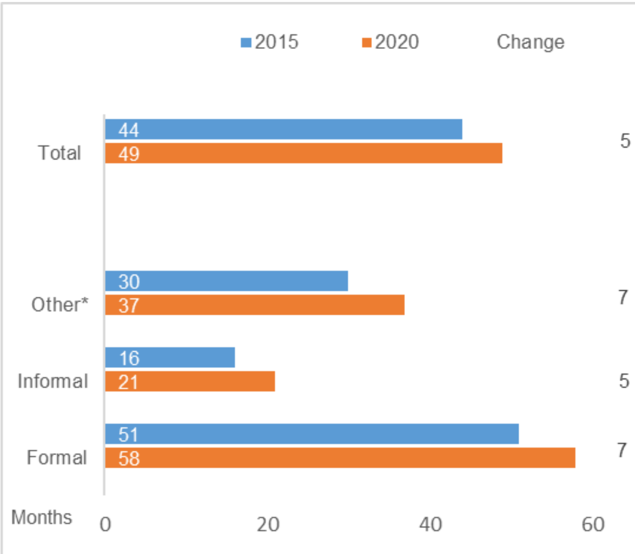


Figure 4.43 shows that the median job tenure varies by population group. The black African population group had the lowest median job tenure over the period 2015–2020, followed by the coloured population group, while job tenure was highest among the white population group.

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 7 months and for those employed in the informal sector by 5 months.

Figure 4.45: Median job tenure by occupation, 2015 and 2020

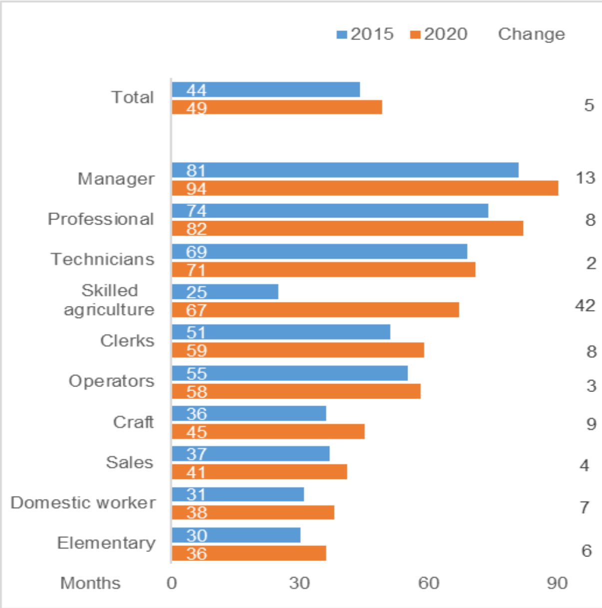


Figure 4.46: Median job tenure by industry, 2015 and 2020

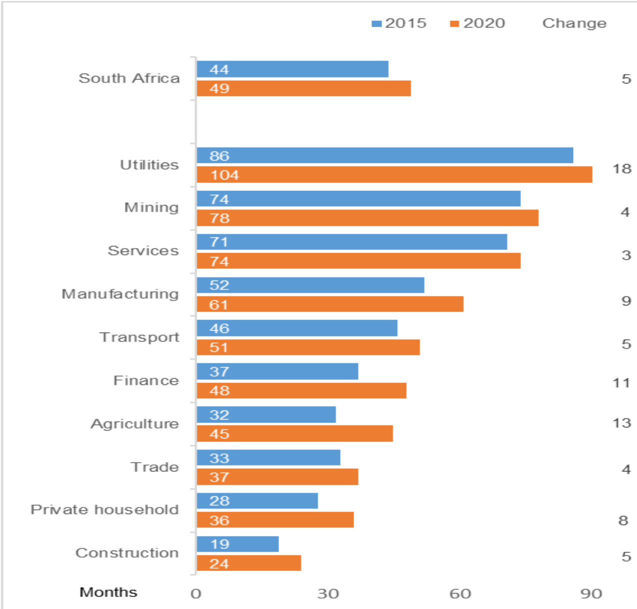


Figure 4.45 shows that skilled occupations (Managers, Professionals and Technicians) had the highest median job tenure when compared to low-skilled occupations (Domestic worker and Elementary). Between 2015 and 2020 there has been an increase in median job tenure for all occupations. The largest increase in job tenure was recorded among employees in Skilled agriculture occupation (42 months).

Figure 4.46 indicates that employees in Utilities, Mining and Services had the highest job tenure compared to other industries, while those in Construction and Private households had the lowest median job tenure. All industries recorded an increase in the median job tenure.

Figure 4.47: Median job tenure by province, 2015 and 2020

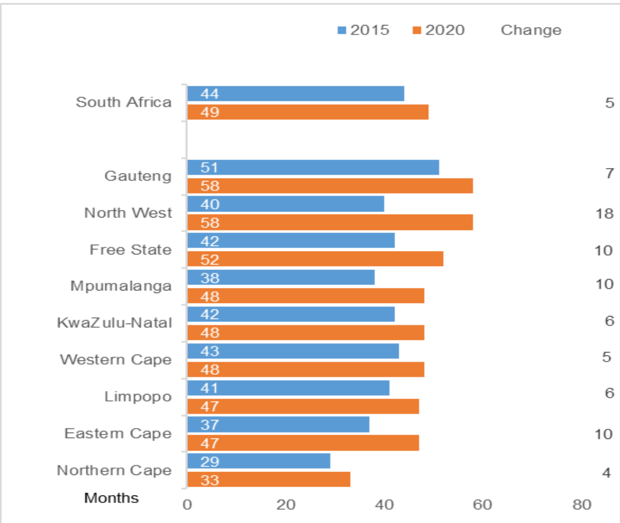
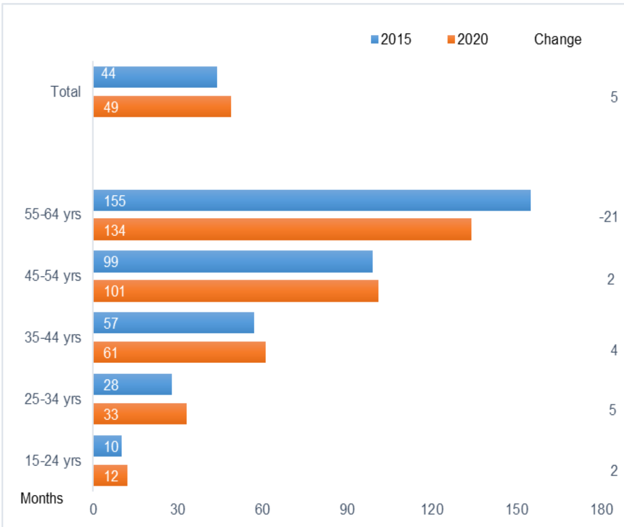
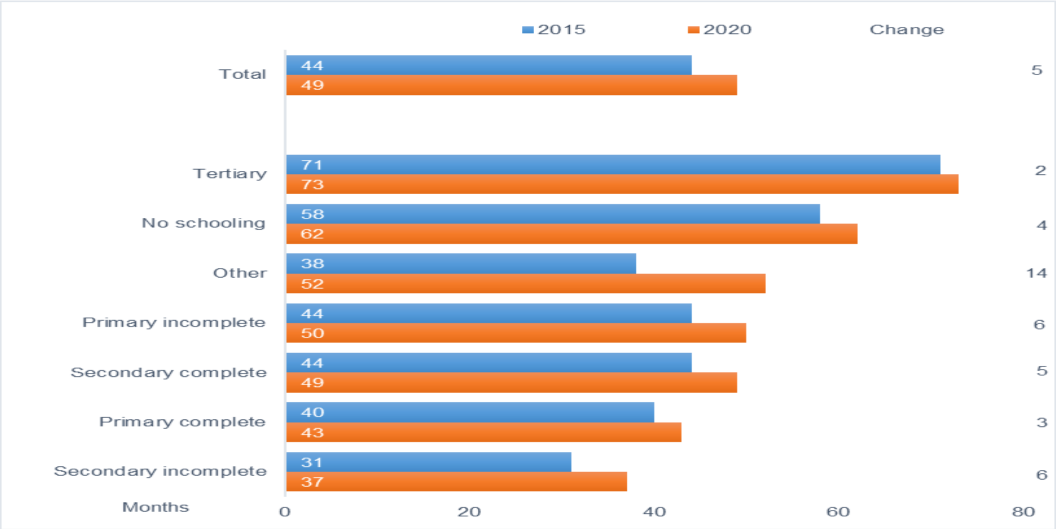


Figure 4.48: Median job tenure by age, 2015 and 2020



Job tenure has been higher in Gauteng, North West and Free Sate and lowest in Eastern Cape and Northern Cape in 2020. Over the period 2015 and 2020, all provinces experienced an increase in median job tenure. The largest increase over the period occurred in North West by 18 months, and that was the province with the second highest job tenure in 2020. 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 (21 months).

Figure 4.49: Median job tenure by the level of education of the employee, 2015 and 2020



In 2020, job tenure was higher amongst employees with tertiary qualifications (73 months), while those employees with incomplete secondary education (37 months) had the lowest median job tenure. The largest increase in median job tenure was observed among employees with secondary incomplete and among those with primary incomplete education (6 months each) in 2020.

Summary and conclusion

- The median job tenure decreased by one month between 2019 and 2020 while the number of employees decreased by 1,1 million.
- The black African population group had the lowest median job tenure over the period 2015–2020 followed by the coloured population group, while job tenure was highest among the white population group.
- 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 when compared to low-skilled occupations (Skilled agriculture and Elementary).
- With regards 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 Governments Policy Priorities in terms of decent work & sustainable livelihoods, education, health; rural development; food security & land reform and the fight against crime & 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 2015–2020. The section first identifies the proportion of people who were aware of the EPWP and government job creation programmes over the period and then presents the distribution of those who participated in various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sectors is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.50: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2015–2020

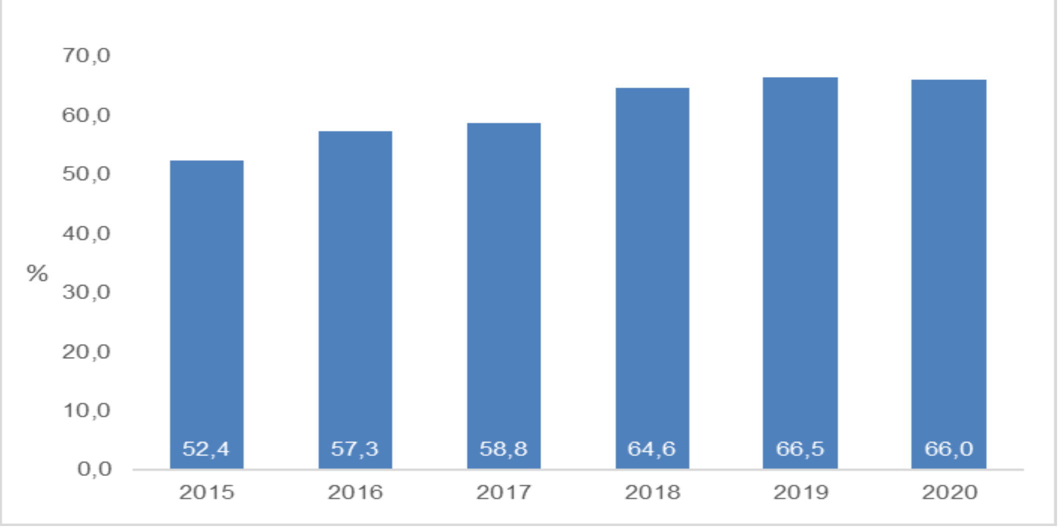
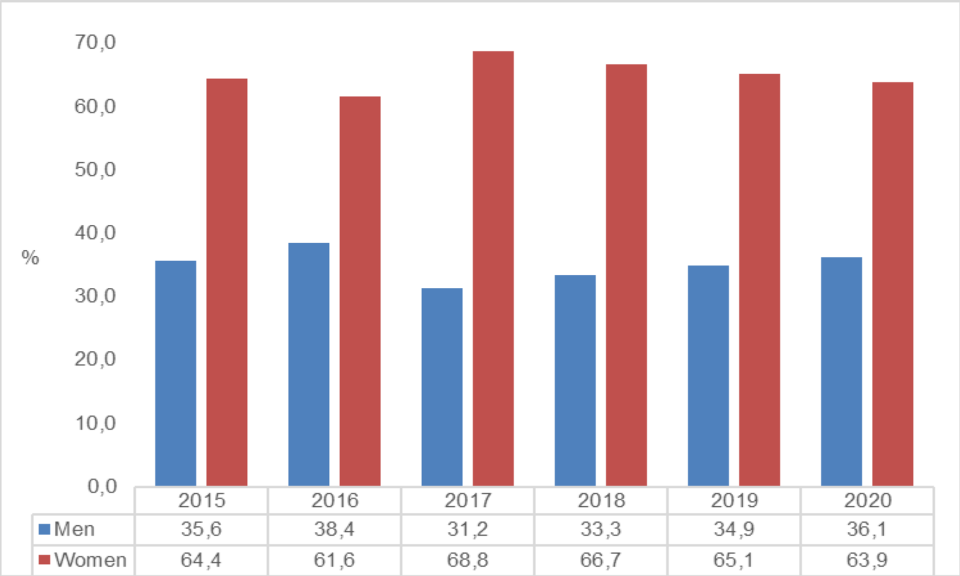


Figure 4.50 shows that there has been an increase in the proportion of the working-age population (15–64 years) who had heard about the EPWP over the period 2015–2019. It decreased by 0,5 of a percentage point between 2019 and 2020. In 2015, 52,4,% of the working-age population had heard about EPWP. Five years later this has increased to 66,0%.

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, 2015–2020



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 2019–2020, the proportion of men who participated in the EPWP and other government job creation programmes increased from 34,9% to 36,1% while women's participation decreased from 65,1% to 63,9%.

Figure 4.52: Share of those who participated in government job creation programmes by age, 2015–2020

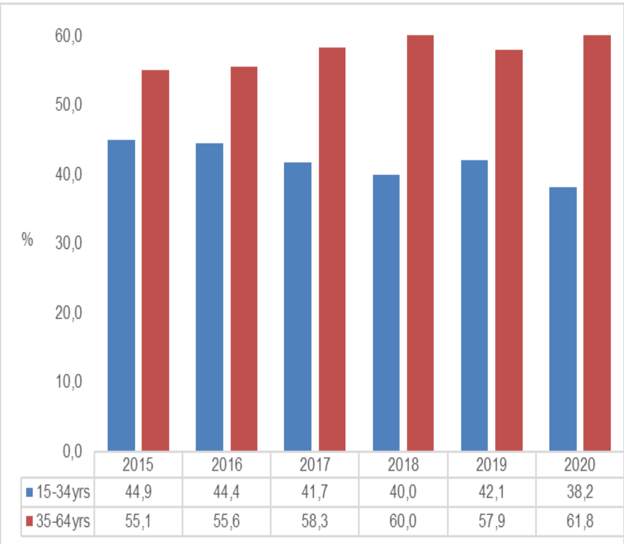
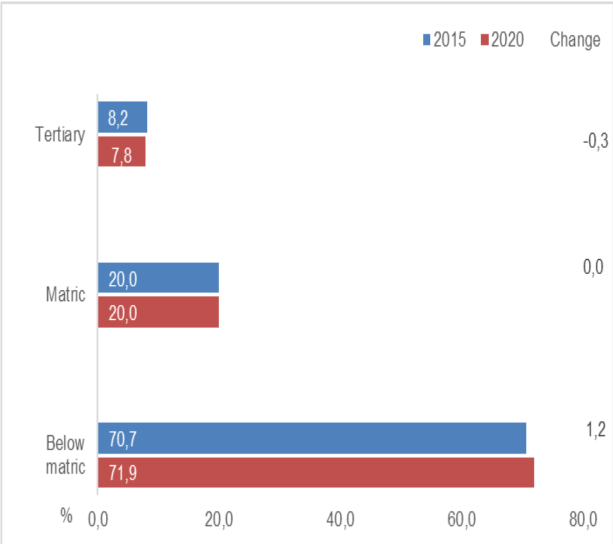
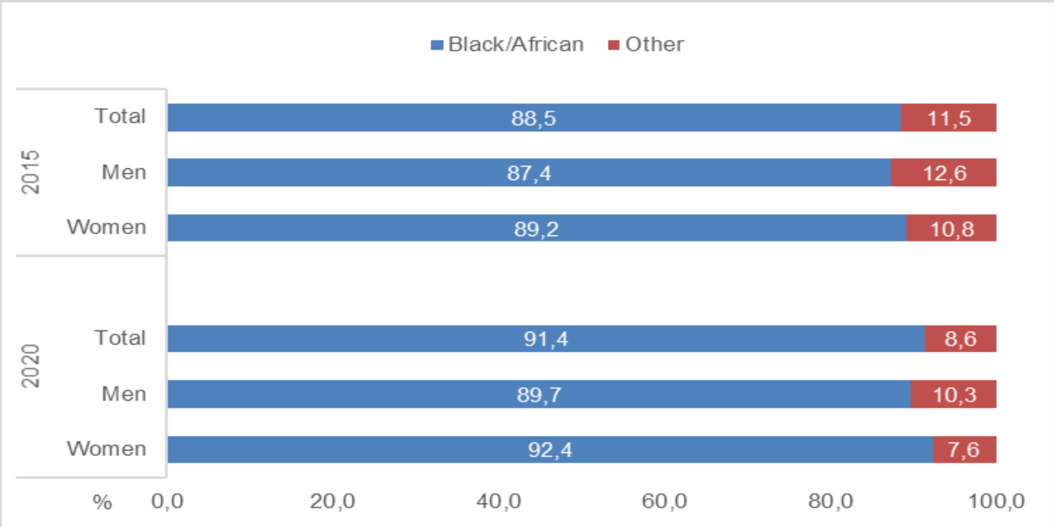


Figure 4.53: Share of those who participated in government job creation programmes by the level of education, 2015 and 2020



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2015–2020. With regard to the level of educational attainment, the majority of those who participated in EPWP and other government job creation programmes did not have matric (70,7% in 2015 and 71,9% in 2020). Persons with tertiary qualifications accounted for the smallest proportion of those who participated in government job creation programmes.

Figure 4.54: Proportion of those who participated in government job creation programmes by population group and sex, 2015 and 2020



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 2020, 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 92,4% in 2020 from 89,2% in 2015, and from 87,4% in 2015 for men to 89,7% in 2020.

Figure 4.55: Proportion of those who participated in government job creation programmes by province, 2015 and 2020

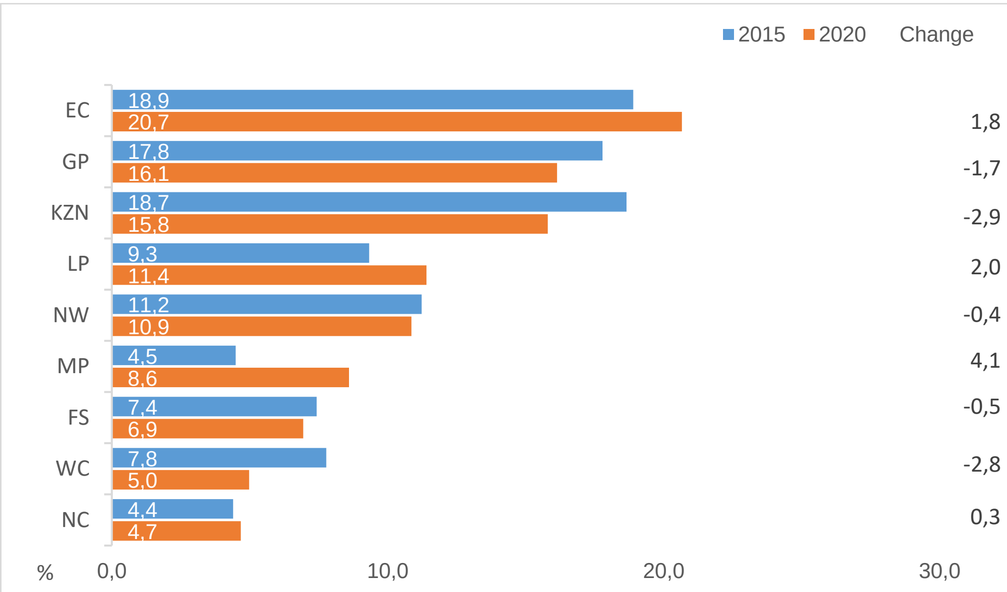
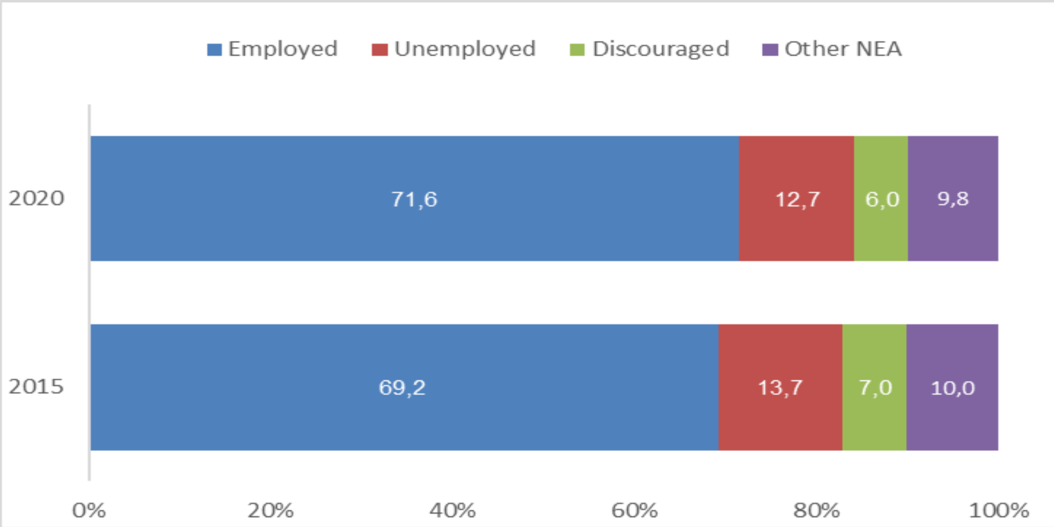


Figure 4.55 shows that in 2020, the majority of those who participated in EPWP and other government job creation programmes were residing in Eastern Cape (20,7%) followed by those who resided in Gauteng (16,1%) and KwaZulu-Natal (15,8%), while Northern Cape had the lowest participation rate (4,7%). Between 2015 and 2020, participation declined in KwaZulu-Natal (2,9 percentage points), Western Cape (2,8 percentage points) and Gauteng (1,7 percentage points), Free State (0,5 of a percentage point) and North West (0,4 of a percentage point). The largest increase in the share of those who participated in these programmes was in Mpumalanga, where the participation rate increased by 4,1 percentage points in 2020.

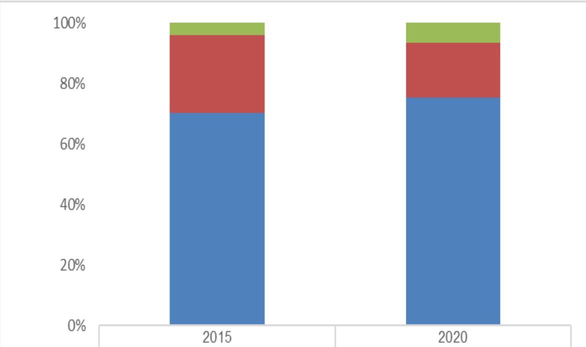
Figure 4.56: Proportion of those who participated in government job creation programmes by labour market status, 2015 and 2020



Between 2015 and 2020, 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, 69,2% participated in the programme in 2015 and the share increased to 71,6% in 2020, while it declined for discouraged work-seekers by 1,0 percentage point to 6,0% in 2020.

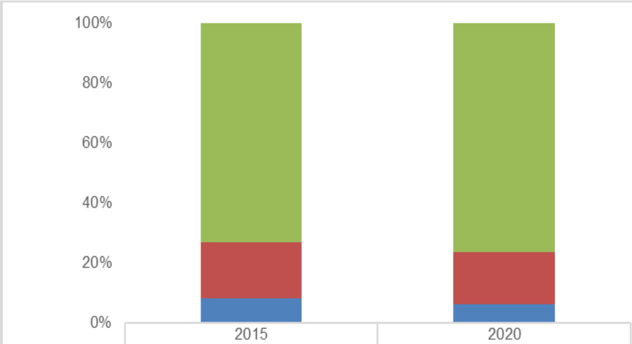
Employment by industry and occupation

Figure 4.57: Proportion of those who participated in government job creation programmes by industry, 2015 and 2020



	2015	2020
Primary	3,9	6,6
Secondary	25,8	18,0
Tertiary	70,3	75,5

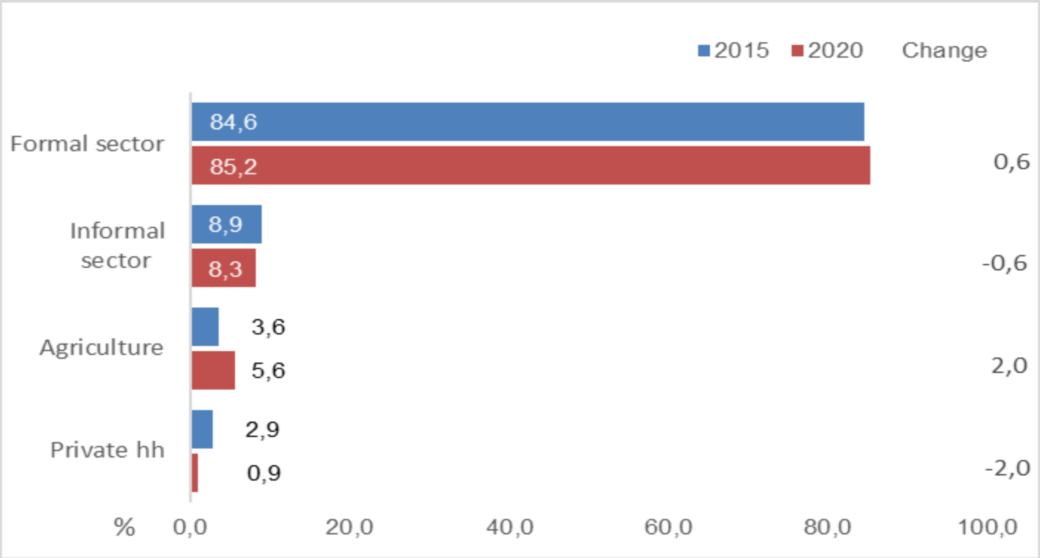
Figure 4.58: Proportion of those who participated in government job creation programmes by occupation, 2015 and 2020



	2015	2020
Low-skilled	73,2	76,5
Semi-skilled	18,8	17,4
High-skilled	8,1	6,1

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 2015 and 2020. The participation rate had increased to 75,5% in 2020 from 70,3% in 2015 for the tertiary industries; an increase of 5,2 percentage points. The decline over the same period was only recorded among those employed in the secondary by 7,8 percentage points. In terms of the occupation group, those in low-skilled occupations were more likely to participate in government job creation programmes. The percentage of persons in the low skilled occupation who participated in these programmes increased by 3,3 percentage points from 73,2% in 2015 to 76,5% in 2020.

Figure 4.59: Employment by sector, 2015 and 2020



Over 84% of those who participated in EPWP or other government job creation programmes were employed in the formal sector in both 2015 and 2020. Agriculture and Private households recorded the lowest share of those who participated in EPWP and other government job creation programmes.

Summary and conclusion

- Women were more likely to participate in government job creation programmes than their male counterparts.
- The majority of those who participated in EPWP and other government job creation programmes did not have matric (70,7% in 2015 and 71,9% in 2020).
- 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 (20,7%) compared to all other provinces in 2020.
- Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes compared to other industries.

4.7 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 above 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, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Subsistence farming	1588	1749	1914	1835	1936	2647
Fetching water or collecting wood/dung	4664	4788	4574	4454	4220	4545
Produce other goods for household use	157	151	141	163	188	201
Construction or major repairs to own or household dwelling/structure	310	694	587	401	430	459
Hunting fishing for household use	34	38	31	33	29	45
Involvement in atleast one activity	**5 734**	**6 131**	**6 003**	**5 679**	**5 510**	**6 195**
	% of working age					
Subsistence farming	4,4	4,8	5,1	4,8	5,0	6,8
Fetching water or collecting wood/dung	12,9	13,1	12,3	11,8	11,0	11,6
Produce other goods for household use	0,4	0,4	0,4	0,4	0,5	0,5
Construction or major repairs to own or household dwelling/structure	0,9	1,9	1,6	1,1	1,1	1,2
Hunting fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in atleast one activity	**15,9**	**16,7**	**16,1**	**15,0**	**14,3**	**15,8**

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 2015–2020. The proportion of the working-age population engaged in this activity decreased to 11,6% in 2020 from 12,9% in 2015. Hunting or fishing for household use was found to be the least activity undertaken by households for own use. The number of household members who were engaged in activities for own use increased in all activities except among those who fetched or collected wood/dung between 2015 and 2020.

Figure 4.60a: Distribution of those engaged in at least one activity for own-use by sex, 2020

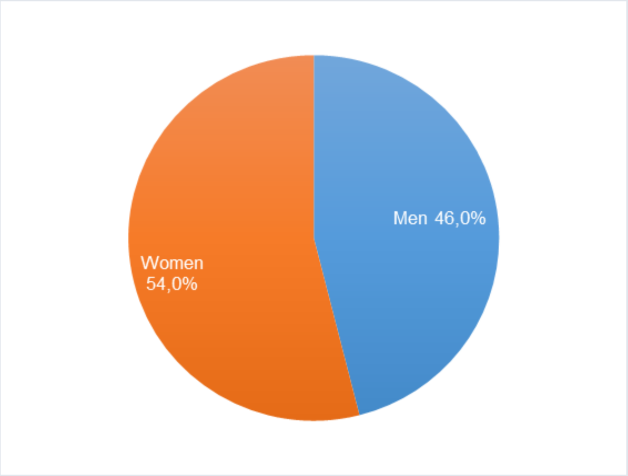
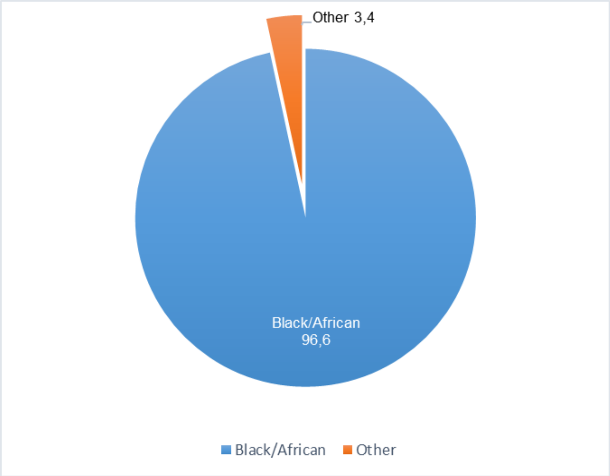


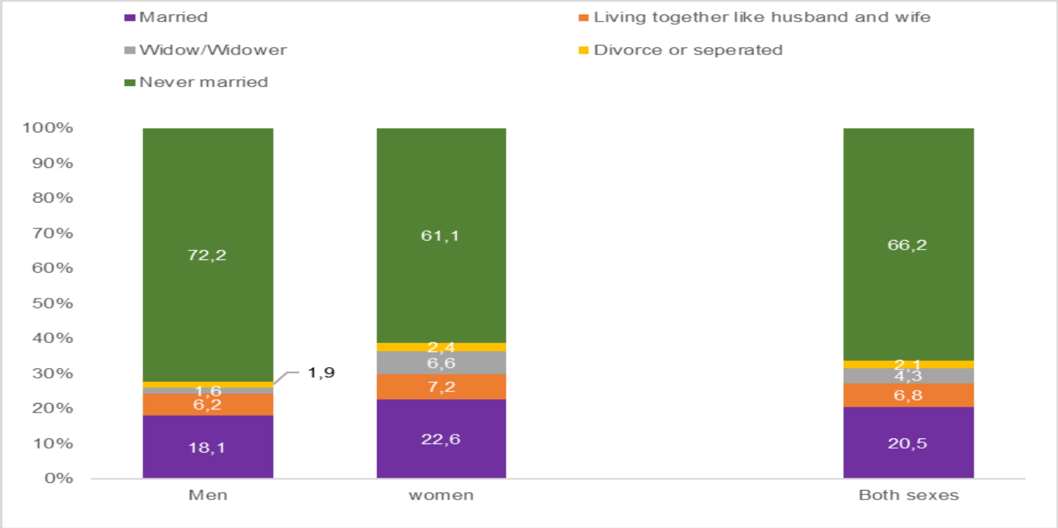
Figure 4.60b: Distribution of those engaged in at least one activity for own-use by population group, 2020



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

In 2020, the distribution of the working-age population engaged in at least one activity for own use revealed that women accounted for a larger share (54,0%) than men (46,0%). In terms of the population group, black Africans accounted for the largest share (96,6%) 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, 2020



The figure above indicates that the majority of those engaged in at least one activity for own use had never been married before for both men (72,2%) and women (61,1%). Married women were more likely to be engaged in own-use production activities than married men (18,1% for men and 22,6% for women). Widowed men accounted for the 1,6% share in terms of undertaking at least one own-use activity while among women, those who were divorced or separated accounted for the lowest share in terms of undertaking at least one own-use activity (2,4%).

Figure 4.60d: Distribution of those engaged in at least one activity for own-use activities by age, 2015 and 2020

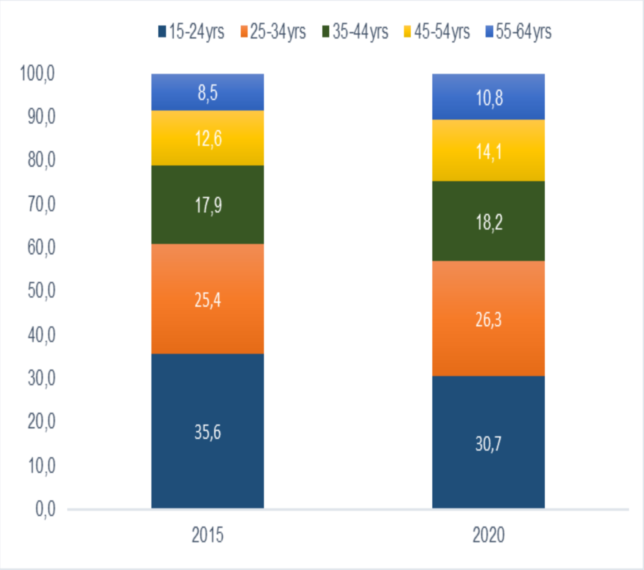


Figure 4.60e: Distribution of those engaged in at least one activity for own-use activities by level of education, 2015 and 2020

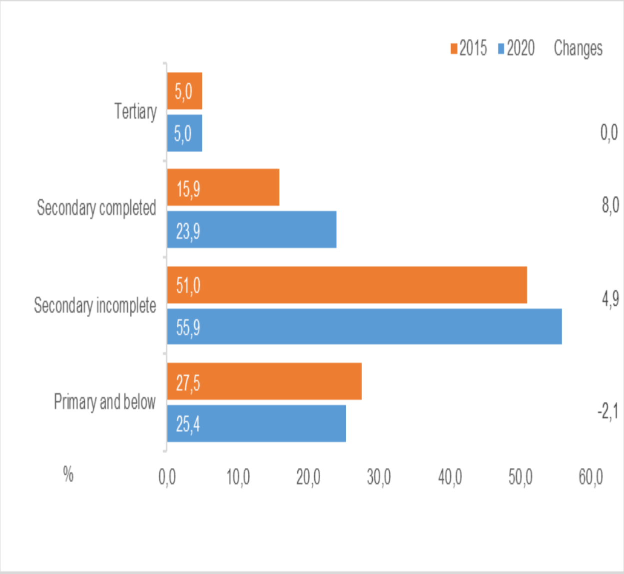


Figure 4.60d illustrates that young people are more likely to participate in at least one activity for own-use than adults. In 2020, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own use (30,7%), followed by those aged 25–34 years (26,3%), while adults aged 55–64 years (10,8%) accounted for the lowest share of those who were engaged in such activities.Those who had an incomplete secondary level of education accounted for the largest share of those engaged in own-use activities in 2020 (55,9%); an increase of 4,9 percentage points from 51,0% in 2015. Those with a tertiary qualification accounted for the lowest share of 5,0% in 2020, which remained unchanged from 2015. All education categories recorded an increase over the period 2015–2020 except among those who had attained primary and below. It remained unchanged among those with tertiary education.

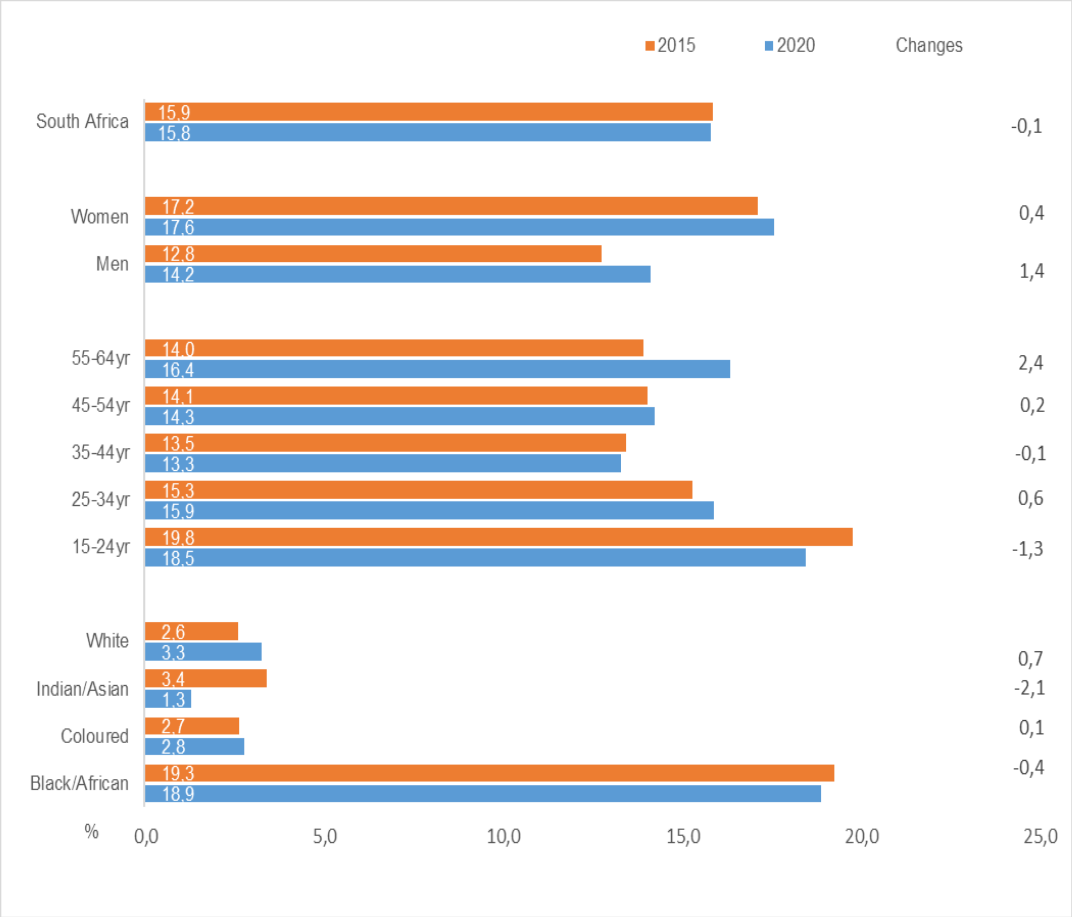
Table 4.18: Engagement in at least one own-use activity, 2015–2020

	2015	2016	2017	2018	2019	2020	2020-2015
	Thousand						
South Africa	**5 734**	**6 131**	**6 003**	**5 679**	**5 510**	**6 195**	**461**
Men	2 514	2 772	2 697	2 547	2 502	2 852	338
Women	3 219	3 359	3 306	3 133	3 008	3 343	124
Age groups							
15-24yr	2 041	2 168	2 036	1 909	1 707	1 900	-140
25-34yr	1 454	1 538	1 581	1 436	1 450	1 630	176
35-44yr	1 027	1 100	1 059	1 022	1 007	1 126	99
45-54yr	725	770	776	759	796	873	147
55-64yr	487	555	552	553	550	666	179
Population group							
Black/African	5 530	5 936	5 825	5 489	5 336	5 987	457
Coloured	89	73	73	96	91	99	10
Indian/Asian	34	42	36	24	11	14	-20
White	81	80	68	70	72	96	15
Province							
Western Cape	59	37	68	126	88	162	103
Eastern cape	1 414	1 317	1 256	1 321	1 324	1 522	108
Northern Cape	94	111	115	106	127	135	41
Free State	115	160	157	147	181	271	156
KwaZulu-Natal	1 649	1 776	1 822	1 746	1 733	1 973	324
North West	450	496	448	517	407	414	-36
Gauteng	305	473	440	188	181	178	-127
Mpumalanga	516	612	639	521	553	606	90
Limpopo	1 131	1 148	1 059	1 008	915	934	-197

The number of persons who were engaged in at least one own-use activity increased among both men and women between 2015 and 2020 (338 000 and 124 000, respectively). In terms of age group, there has been an increase over the period across all age groups except for those 15–24 years. The largest increase was observed among persons aged 55–64 years (179 000), followed by those aged 25–34 years (176 000). In terms of a population group, the highest increase was observed among black Africans by 457 000. The number of persons who were engaged in at least one own-use activity declined only in three provinces, Limpopo (down by 197 000), Gauteng (down by127 000) and North West (down by 36 000). Provinces that recorded the largest increase over the period were KwaZulu-Natal (up by 324 000), Free State (up by 156 000), and Eastern Cape (up by 108 000).

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, 2015 and 2020



The proportion of the working-age population who engaged in at least one activity for own use decreased by 0,1% between 2015 and 2020. The proportion of women who were engaged in activities for own use only increased by 0,4 of a percentage point between 2015 and 2020 and was lower than that of men. The proportion of men increased from 12,8% in 2015 to 14,2% in 2020. The age group distribution shows that the largest increase was among those aged 55–64 years which increased by 2,4 percentage points, from 14,0% in 2015 to 16,4% in 2020. The proportion of the working-age population engaged in activities for own use was highest among black Africans in both years (19,3% in 2015 and 18,9% in 2020), while other population groups reported proportions below 3,0%.

Figure 4.62: Engagement in at least one own-use activity by province, 2015 and 2020

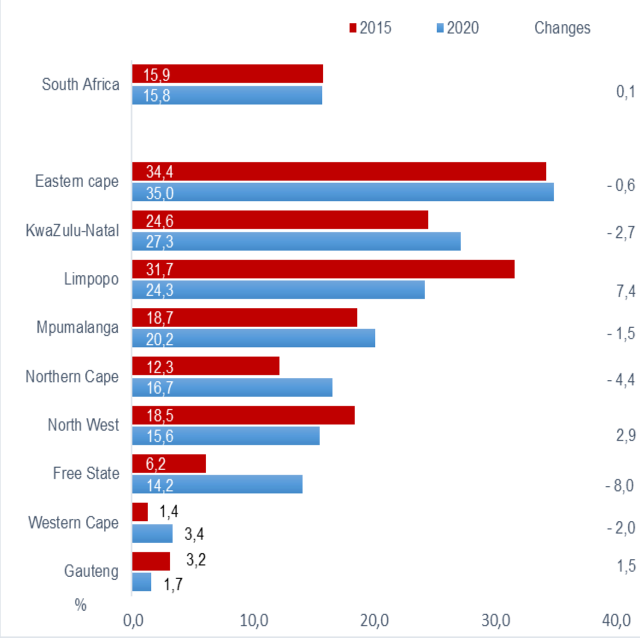
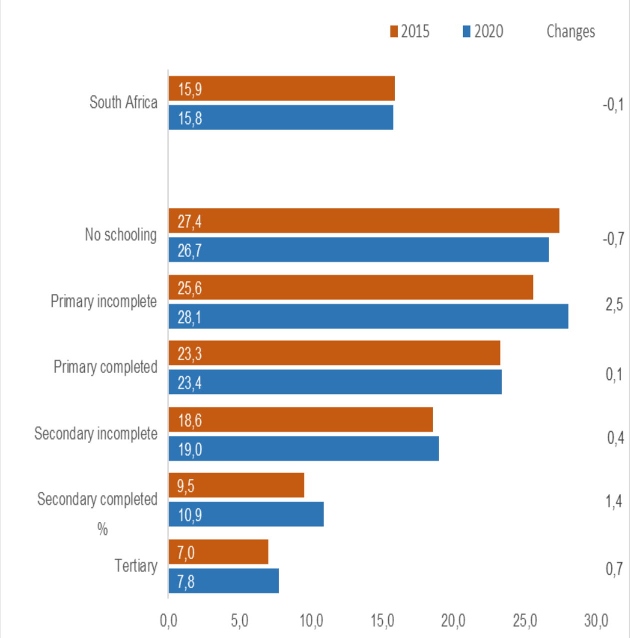


Figure 4.63: Engagement in at least one own-use activity by education, 2015 and 2020



Eastern Cape, KwaZulu-Natal and Limpopo accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2015 and 2020, the proportion of persons engaged in at least one own-use activity decreased in three of the nine provinces. The largest increase was recorded in Limpopo by 7,4 percentage points, from 24,3% in 2015 to 31,7% in 2020. The proportion of the working-age population engaged in at least one own-use activity was lowest in the Western Cape and Gauteng. 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 2020, 27,4% of people with no education were engaged in these activities compared to 7,0% of those with a tertiary education level. The proportion declined by 0,7 of a percentage point in 2020 among those with no education increased by 0,7% among those with tertiary qualifications.

Summary and conclusion

- Fetching water or collecting wood was the main type of activity undertaken by household members aged 15–64 years for own use over the period 2015–2020. The proportion of the working-age population engaged in this activity decreased to 11,6% in 2020 from 12,9% in 2015.

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

4.8 Quarterly Employment Statistics

Key concepts

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

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

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

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

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

Background

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. The statistical unit for the collection of information is an enterprise.

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

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

Impact of Covid on data collection in the QES survey

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

Introduction

This chapter comprises of three sections. The first section provides a profile and analysis of employment in South African businesses and organisations by industry. Section two provides an analysis of the gross earnings by industry while the section three focuses on analyses of average monthly earnings by industry.

Employment by industry

This section analyses the distribution of employment by industry over the period of 2015 to 2020.

Table 4.19: Employment by industry, 2015-2020

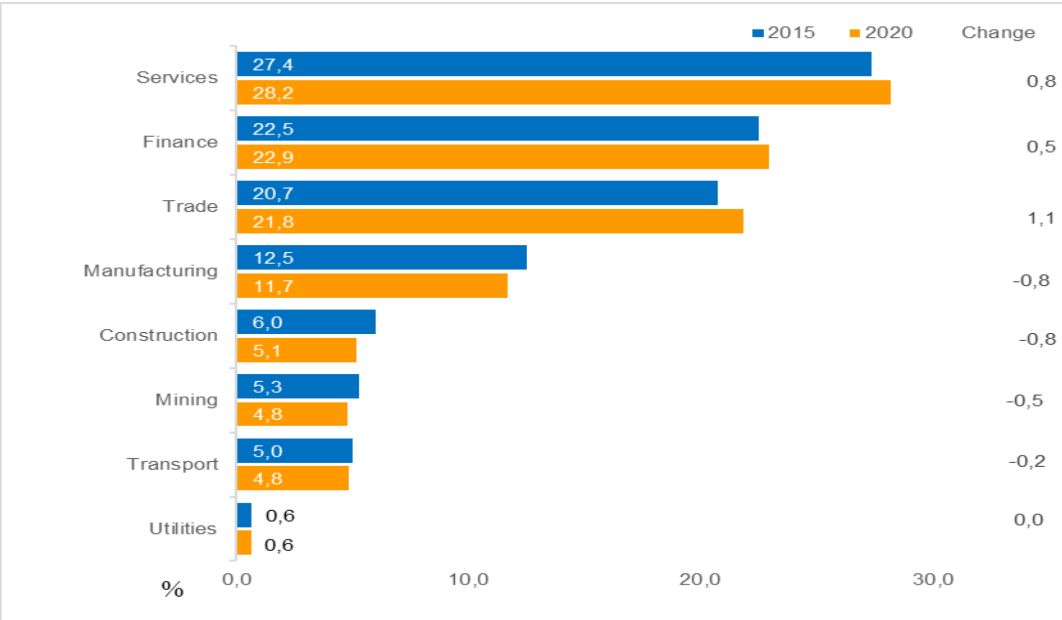
Industry	2015	2016	2017	2018	2019	2020
	Thousand					
Mining	489	458	472	459	462	452
Manufacturing	1 164	1 182	1 193	1 212	1 219	1 113
Utilities	60	62	64	63	61	59
Construction	556	614	627	638	599	489
Trade	1 926	2 051	2 122	2 199	2 264	2 074
Transport	464	464	470	483	497	460
Finance	2 089	2 189	2 233	2 301	2 343	2 180
Services	2 545	2 614	2 621	2 687	2 774	2 680
Total	**9 293**	**9 634**	**9 802**	**10 042**	**10 219**	**9 507**

Table 4.20: Year-on-year change in employment by industry, 2015-2020

Industry	2016	2017	2018	2019	2020	Change 2015-2020
	Thousand					
Mining	-31	14	-13	3	-10	-37
Manufacturing	18	11	19	7	-106	-51
Utilities	2	2	-1	-2	-2	-1
Construction	58	13	11	-39	-110	-67
Trade	125	71	77	65	-190	148
Transport	0	6	13	14	-37	-4
Finance	100	44	68	42	-163	91
Services	69	7	66	87	-94	135
Total	**341**	**168**	**240**	**177**	**-712**	**214**

Over the period 2015 to 2020, total employment increased by 214 000 jobs in three of the eight industries with the largest increases observed in Trade (148 000), Services (135 000), and Finance (91 000). Most job losses were reported in Construction (67 000), Manufacturing (51 000) and Mining (37 000) industries. In 2020 employment declined by 712 000 jobs, and most of these job losses were reported in Trade (190 000), Finance (163 000), Construction (110 000), Manufacturing (106 000) and Services (94 000) industries.

Figure 4.64: Employment shares by industry, 2015 and 2020



Services, Finance, Trade and Manufacturing recorded the largest share of employment for the period 2015 and 2020. The largest contributor to employment was recorded in Trade industry (21,8%). The share of employment declined in Manufacturing (down by 0,8 of a percentage point), Construction (down by 0,8 of a percentage point), Mining (down by 0,5 of a percentage point), and Transport (down by 0,2 of a percentage point) industries. Utilities recorded the least share of employment, with no change recorded between 2015 and 2020.

Full time and part time employment by industry

Data on part time and full time employment was not avaibale before 2017. Therefore the section that follows analyses the distribution of full-time and part-time employment by industry over the period of 2017 to 2020.

Table 4.21: Full-time and part-time employment by industry, 2017 – 2020

Industry		2017	2018	2019	2020
		Thousand			
Mining*	Full-time	472	459	462	452
	Part-time	-	-	-	-
Manufacturing	Full-time	1 111	1 134	1 143	1 049
	Part-time	82	78	76	64
Utilities	Full-time	62	61	60	57
	Part-time	2	1	1	1
Construction	Full-time	538	546	530	428
	Part-time	88	91	69	60
Trade	Full-time	1 909	1 989	2 041	1 882
	Part-time	214	210	223	192
Transport	Full-time	453	466	481	444
	Part-time	17	17	16	16
Finance	Full-time	1 971	2 062	2 122	1 972
	Part-time	262	240	221	208
Services	Full-time	2 270	2 317	2 353	2 308
	Part-time	350	370	421	373
	Full-time	**8 786**	**9 034**	**9 192**	**8 592**
Total	**Part-time**	**1 015**	**1 007**	**1 027**	**914**

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

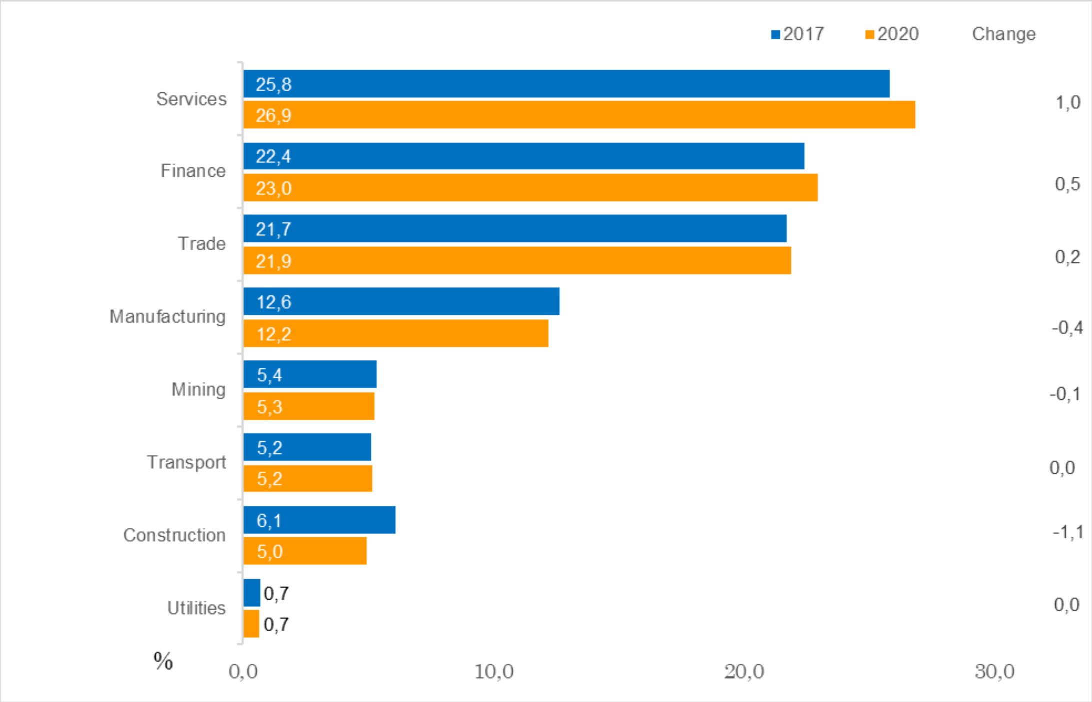
Table 4.22: Year-on-year full-time and part-time employment change by industry, 2017 – 2020

Industry		2018	2019	2020	2020-2017
		Thousand			
Mining*	Full-time	-13	3	-10	-20
	Part-time	-	-	-	-
Manufacturing	Full-time	23	9	-94	-62
	Part-time	-4	-2	-12	-18
Utilities	Full-time	-1	-1	-3	-5
	Part-time	-1	0	0	-1
Construction	Full-time	8	-16	-102	-110
	Part-time	3	-22	-9	-28
Trade	Full-time	80	52	-159	-27
	Part-time	-4	13	-31	-22
Transport	Full-time	13	15	-37	-9
	Part-time	0	-1	0	-1
Finance	Full-time	91	60	-150	1
	Part-time	-22	-19	-13	-54
Services	Full-time	47	36	-45	38
	Part-time	20	51	-48	23
	Full-time	**248**	**158**	**-600**	**-194**
Total	**Part-time**	**-8**	**20**	**-113**	**-101**

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

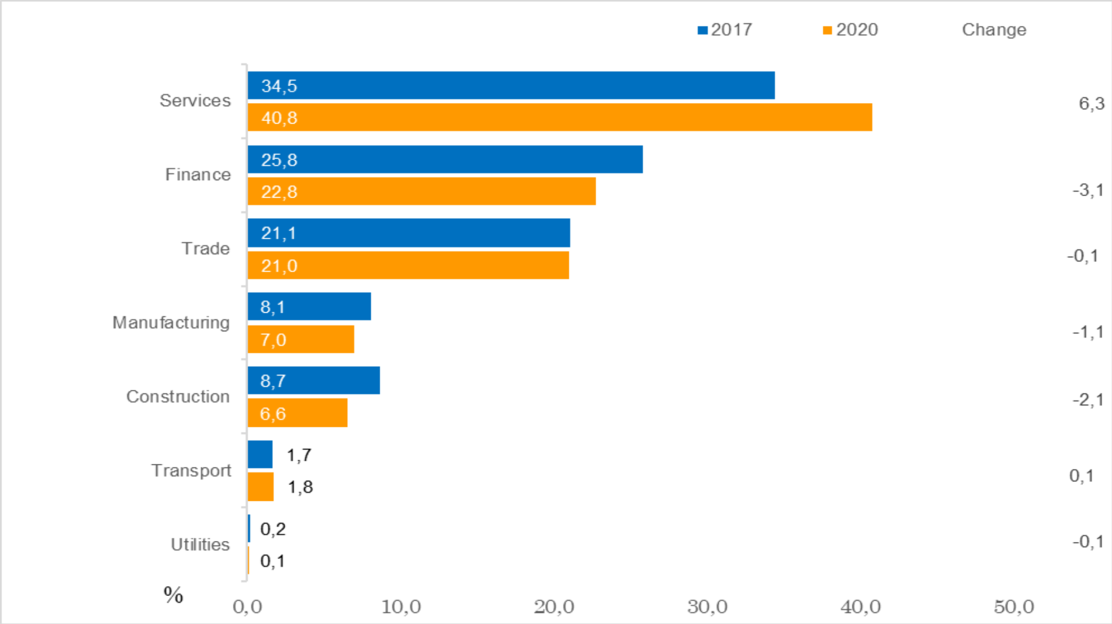
Over the period 2017 to 2020, there was a decrease in full-time and part-time employment. Approximately 194 000 full-time jobs were lost and 101 000 part-time jobs were lost during the same period. The largest decreases in full-time employment were observed in Construction industry with 110 000 jobs, followed by Manufacturing (62 000), Trade (27 000) and Mining (20 000) industries. However, increases in full-time employment were observed in both Services (38 000) and Finance (1 000) industries over the same period. There were noticeable decreases in part-time employment in Finance (54 000), Construction (28 000), Trade (22 000), Manufacturing (18 000). Services was the only industry that recorded part-time jobs increases in 2020 compared to 2017.

Figure 4.65: Full-time employment shares by industry, 2017 and 2020



The largest contributors to full-time employment were Services, Finance, Trade and Manufacturing between 2017 and 2020.. Utilities recorded the least share of full-time employment during the same period. There was a decline in full-time employment in Construction, Manufacturing and Mining by 1,1 percentage point, 0,4 of a percentage point and 0,1 of a percentage point respectively. Full-time employment in Utilities and Transport industries remained unchanged during the same period. Services recorded the highest increase in full-time employment from 25,8% to 26,9% (i.e. 1,0 percentage point), followed by Finance (up by 0,5 of a percentage point) and Trade industries (up of 0,2 of a percentage point).

Figure 4.66: Part-time employment shares by industry, 2017 and 2020



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

The main contributors to part-time employment were Services, Finance and Trade during 2017 and 2020. During the same period, Utilities recorded the least share of part-time employment. There was a decline in part-time employment in Finance (down by 3,1 percentage point), Construction (down by 2,1 percentage points) and Manufacturing (down by 1,1 percentage points). Services reported the highest increase in part-time employment between 2017 and 2020 from 34,5% to 40,8% (i.e. 6,3 percentage point), while Transport recorded a 0,1 of a percentage point increase over the same period.

Earnings by industry

This section analyses the distribution of earnings by industry over the period 2015 to 2020.

Table 4.23: Earnings by industry, 2015-2020

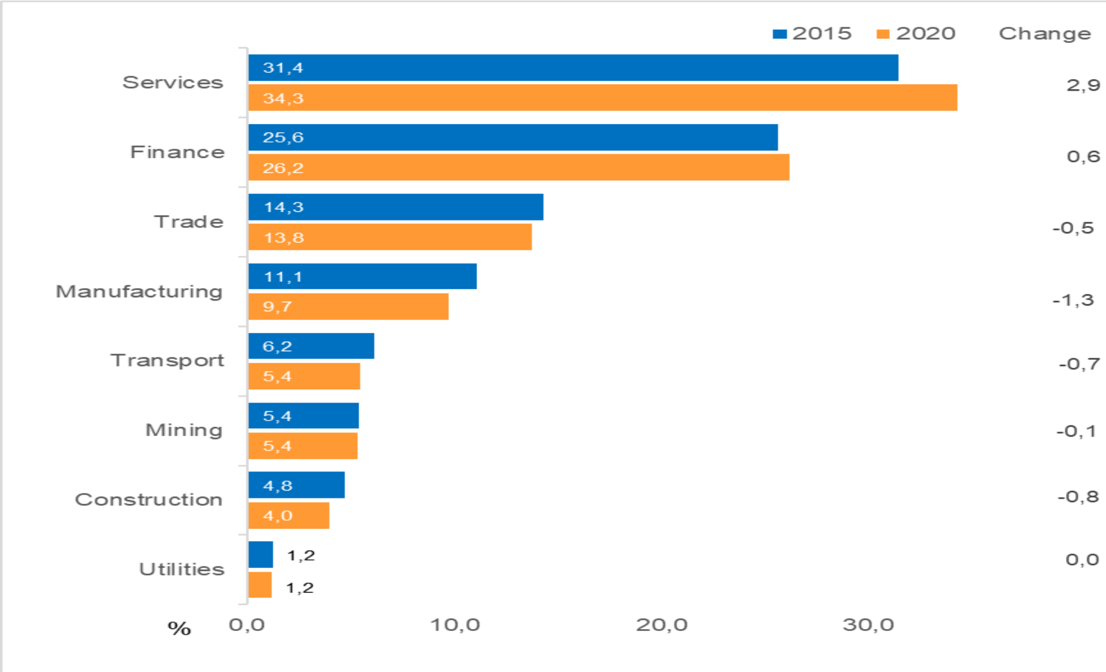
Industry	2015	2016	2017	2018	2019	2020
	R'million					
Mining	112 875	118 498	126 572	132 281	143 122	149 642
Manufacturing	231 458	248 031	263 376	281 939	294 691	272 595
Utilities	25 986	30 678	33 016	33 612	34 163	34 162
Construction	99 331	112 703	124 422	136 672	136 909	110 923
Trade	298 806	335 729	365 725	393 740	416 321	385 259
Transport	128 651	133 253	144 270	153 588	166 518	152 173
Finance	534 879	596 438	657 069	740 095	767 554	733 186
Services	656 131	731 375	801 646	878 203	953 155	958 864
Total	**2 088 117**	**2 306 705**	**2 516 096**	**2 750 130**	**2 912 433**	**2 796 804**

Table 4.24: Year-on-year change in earnings by industry, 2015-2020

Industry	2016	2017	2018	2019	2020	Change 2015-2020
	R'million					
Mining	5 623	8 074	5 709	10 841	6 520	36 767
Manufacturing	16 573	15 345	18 563	12 752	-22 096	41 137
Utilities	4 692	2 338	596	551	-1	8 176
Construction	13 372	11 719	12 250	237	-25 986	11 592
Trade	36 923	29 996	28 015	22 581	-31 062	86 453
Transport	4 602	11 017	9 318	12 930	-14 345	23 522
Finance	61 559	60 631	83 026	27 459	-34 368	198 307
Services	75 244	70 271	76 557	74 952	5 709	302 733
Total	**218 588**	**209 391**	**234 034**	**162 303**	**-115 629**	**708 687**

All industries reported an increase in earnings from 2015 to 2019. However in 2020 earnings increased in Mining and Services, while all other industries recorded a decrease. Table 4.24 shows that total earnings increased by R708,7 billion between 2015 and 2020. The largest increases in earnings were observed in Services (R302,7 billion), Finance (R198,3 billion) and Trade (R88,5 billion). Between 2019 and 2020, Mining and Services were the only industries that recorded an increase in earnings, while Utilities remained virtually unchanged.

Figure 4.67: Share in earnings by industry, 2015 and 2020



During the same period the largest decline in earnings were recorded in Manufacturing (1,3 percentage point), Construction (0,8 of a percentage point) and Transport (0,7 of a percentage point). Services (up by 2,9 percentage points) and Finance (up by 0,6 of a percentage point) recorded the highest increase in earnings between 2015 and 2020, while Utilities remained unchanged.

Average Monthly Earnings (AME) by industry

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

Table 4.25: AME by industry, 2015-2020

Industry	2015	2016	2017	2018	2019	2020
	R					
Mining	18 601	22 047	22 223	23 265	25 042	24 333
Manufacturing	15 272	15 916	16 873	17 894	19 050	17 003
Utilities	33 315	35 558	38 715	39 862	42 641	44 941
Construction	13 213	13 052	15 245	16 968	18 446	14 912
Trade	11 612	12 255	13 006	13 479	14 273	12 630
Transport	20 985	21 745	23 638	24 270	25 722	23 412
Finance	18 235	19 100	21 385	22 987	24 478	24 216
Services	19 422	22 098	23 676	24 702	25 717	27 506
Total	**16 755**	**17 998**	**19 499**	**20 524**	**21 796**	**21 448**

Table 4.26: Year-on-year percentage change in AME by industry, 2015-2020

Industry	2016	2017	2018	2019	2020	Change 2015-2020
	Per cent					
Mining	18,5	0,8	4,7	7,6	-2,8	-21,4
Manufacturing	4,2	6,0	6,1	6,5	-10,7	-15,0
Utilities	6,7	8,9	3,0	7,0	5,4	-1,3
Construction	-1,2	16,8	11,3	8,7	-19,2	-17,9
Trade	5,5	6,1	3,6	5,9	-11,5	-17,0
Transport	3,6	8,7	2,7	6,0	-9,0	-12,6
Finance	4,7	12,0	7,5	6,5	-1,1	-5,8
Services	13,8	7,1	4,3	4,1	7,0	-6,8
Total	**7,4**	**8,3**	**5,3**	**6,2**	**-1,6**	**-9,0**

Average monthly earnings increased from 2015 to 2019 then declined in 2020. While all other industries recorded a decline in average earnings in 2020 compared to 2019, Services recorded an increase of 7,0%. Comparing 2015 and 2020, all industries recorded a decline in average earnings, with the largest decreases observed in Mining (down by 21,4%), Construction (down by 17,9%), Trade (down by 17,0%), Manufacturing (down by 15,0%) and Transport (down by 12,6%).

Summary and conclusion

- Total employment increased from 2015 to 2019, while the impact of covid saw employment decreasing in 2020. All industries experience job losses, with most job losses recorded in Trade, Finance, Construction, Manufacturing and Services.
- Increases in salaries were recorded in all industries over the period 2015 to 2019. However in 2020 only Mining and Services reported positive growth in earnings while Utilities remained unchanged.
- Average monthly earnings increased from 2015 to 2019 then declined in 2020.
- All industries recorded a decline in average monthly earnings between 2015 and 2020.
- The largest decrease in average monthly earnings in 2020 was observed in Mining (21,4%), Construction (17,9%) and Trade (17,0%) compared to 2015.

Chapter 5: A profile of the unemployed

Key labour market concepts

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

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

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

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

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

Background

Elevated levels of unemployment remain a problem, both globally and in South Africa. The 2017 edition of the OECD Employment Outlook highlighted that high unemployment rates and the lack of job opportunities lead to long-term unemployment. The results for 2015 indicate that about 57% of South Africans aged 15–74 were in long-term unemployment compared to the OECD average of 33,8%.[6] However, the proportion of those in long-term unemployment for those in the working-age population (15–64) according to the South African definition was 70,4% in 2020, increasing from 65,1% in 2015.[7] Unemployment levels in the country remain higher for women than for men, and also higher for youth than for adults. Factors such as work experience, gender, unemployment duration and education are important indicators of labour market success. Unemployment is also an important driver for the reduction of poverty levels; the International Monetary Fund (IMF[8]) estimates that a 10-percentage-point reduction in the unemployment rate will lower South Africa's Gini coefficient by 3%.

Introduction

This chapter explores the levels of unemployment in the country over the period 2015–2020. The analysis focuses on the levels and rates of unemployment by population group, level of education and activities of the unemployed before they lost their jobs. The types of job search methods used by those without jobs and the duration of unemployment are also analysed.

[6] DOI: 10.1787/empl_outlook-2015-en
[7] Labour Market Dynamics in South Africa, 2020
[8] 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, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Men	2 704	2 926	3 130	3 117	3 387	3 283
Women	2 640	2 827	2 990	2 986	3 192	2 999
Total	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
Black African	4 634	5 050	5 405	5 394	5 843	5 588
Coloured	492	489	508	492	516	458
Indian/Asian	76	71	71	67	75	85
White	142	143	137	150	145	152
Total	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
Western Cape	600	631	641	627	650	597
Eastern Cape	558	557	740	762	813	947
Northern Cape	143	126	128	122	124	105
Free State	358	398	400	412	424	365
KwaZulu-Natal	688	762	831	795	906	852
North West	324	361	345	356	405	390
Gauteng	1 928	2 078	2 134	2 105	2 234	2 154
Mpumalanga	433	499	544	589	647	451
Limpopo	311	341	357	335	375	421
Total	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**

The number of unemployed increased by 939 thousand from 5,3 million in 2015 to 6,3 million in 2020. Black Africans accounted for 88,9% of the unemployed population compared to 2,4% whites in 2020. Gauteng reported the highest levels – about 1,9 million and more across all the years. In 2020, Gauteng accounted for 34,3% followed by Eastern Cape 15,1% and KwaZulu-Natal 13,6%.

Table 5.2: Unemployment as a percentage of the working-age population by sex, population group and province, 2015–2020

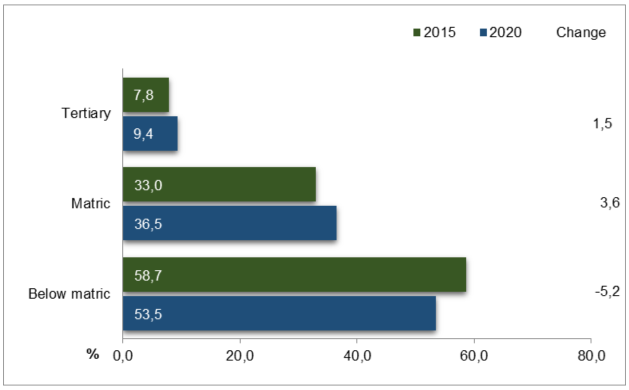
	2015	2016	2017	2018	2019	2020
	Thousand					
Men	14,7	14,9	15,2	16,2	17,0	16,6
Women	13,4	13,8	14,4	15,2	15,9	15,6
Total	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**
Black African	15,2	15,5	16,2	17,3	18,1	17,7
Coloured	15,4	15,6	14,8	14,5	14,9	14,3
Indian/Asian	7,5	7,0	7,8	7,2	7,1	6,7
White	4,6	5,0	4,6	4,7	4,5	5,0
Total	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**
Western Cape	15,3	15,4	14,0	14,4	14,3	13,7
Eastern Cape	13,4	13,9	13,6	13,4	17,6	17,9
Northern Cape	16,0	17,3	18,7	16,2	16,2	15,4
Free State	19,7	20,9	19,2	21,1	21,2	21,7
KwaZulu-Natal	10,0	10,8	10,3	11,2	12,0	11,3
North West	13,2	13,6	13,3	14,6	13,7	13,9
Gauteng	17,4	17,1	20,2	21,3	21,4	20,7
Mpumalanga	16,5	17,1	15,7	17,8	19,0	20,3
Limpopo	7,2	6,8	8,7	9,4	9,7	9,0
Total	**14,0**	**14,3**	**14,8**	**15,7**	**16,4**	**16,1**

The number of unemployed persons was higher among those who did not complete secondary education and among those who completed secondary education over the period of 2015–2020 (Table 5.3). Almost 44,4% (2,8 million) of the unemployed were those who did not complete secondary education in 2020. Between 2015 and 2020, the proportion of the unemployed without matric decreased by 5,2 percentage points while the proportions of unemployed with matric increased by 3,6 percentage points and those with tertiary qualifications by 1,5 percentage points (Figure 5.1). The proportion of unemployed persons with tertiary education in 2020 was 9,4%, which was lower than for those with matric (36,5%) and for those who attained an education level below matric (53,5%).

Table 5.3: Distribution of the unemployed by level of education, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
No schooling	80	78	73	69	71	52
Primary incomplete	349	355	355	340	349	292
Primary completed	234	223	252	222	256	227
Secondary incomplete	2 473	2 725	2 868	2 825	3 035	2 791
Secondary completed	1 762	1 887	2 016	2 112	2 250	2 295
Tertiary	418	445	514	496	582	588
Other	27	39	42	40	36	38
Total unemployed	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**

Figure 5.1: Distribution of the unemployed by level of education, 2015 and 2020

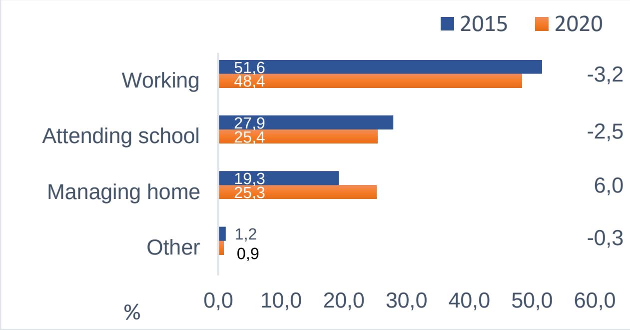


The number of unemployed persons was higher among those who did not complete secondary education and among those who completed secondary over the period 2015–2020 (Table 5.3). Almost 44,4% (2,8 million) of the unemployed were those who did not complete secondary education in 2020. Between 2015 and 2020, the proportion of the unemployed decreased by 5,2 percentage points among those below matric, while the proportions of those who completed matric increased by 3,6 percentage points and those with tertiary qualifications by 1,5 percentage points (Figure 5.1). The proportion of unemployed persons with tertiary education in 2020 was 9,4%, which was lower than for those with matric (36,5%) and for those who attained an education level below matric (53,5%).

Table 5.4: Unemployment by main activity before becoming unemployed, 2015–2020

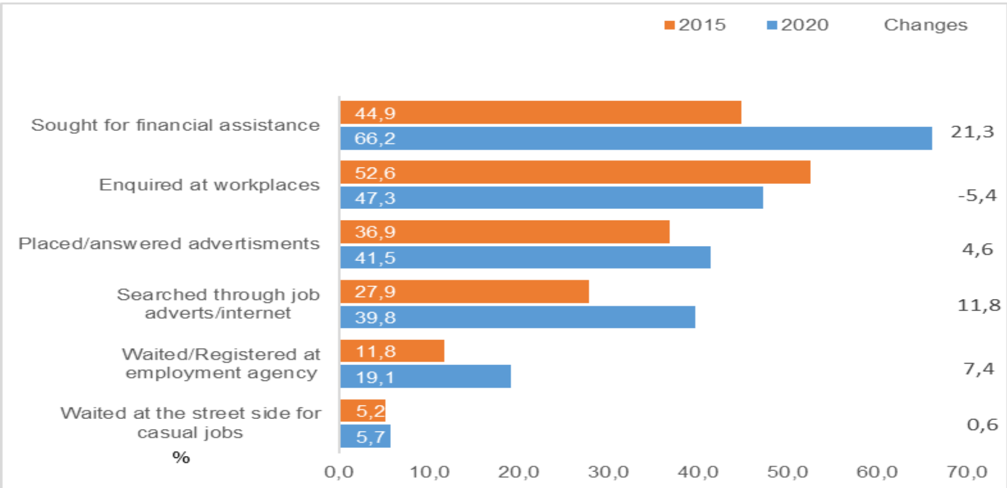
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2015	2 759	1 029	1 492	64	**5 344**
2016	2 882	1 202	1 618	51	**5 753**
2017	3 139	1 241	1 694	46	**6 120**
2018	3 065	1 299	1 674	57	**6 096**
2019	3 313	1 441	1 757	61	**6 571**
2020	3 025	1 576	1 587	55	**6 243**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2015 and 2020



Over the period 2015 to 2020, the majority of unemployed people were working before becoming unemployed, followed by those who were attending school. The number of those who worked before increased from 2,8 million in 2015 to 3,0 million in 2020 while among those who were attending school, the number increased from 1,5 million in 2015 to reach a high of 1,8 million in 2019, declining to 1,6 million in 2020. Between 2015 and 2020, the proportion of the unemployed increased only among those who were managing a home previously (6,0 percentage points). The largest decline in the proportion of the unemployed was observed among those who were working before (3,2 percentage points) followed by those who were attending school previously (2,5 percentage points).

Figure 5.3: Types of job search activities, 2015 and 2020



The results in Figure 5.3 show that seeking assistance from relatives or friends and enquiring at workplaces were the most preferred methods of job searching. The use of all job-searching methods increased over the period 2015–2020, except for those who enquired at workplaces. The proportion of those who enquired at workplaces declined by 5,4 percentage points (from 52,6% in 2015 to 47,3% in 2020). The largest increase was observed among those who sought assistance from relatives or friends (21,3 percentage points).

The duration of unemployment

This section analyses the trends in the duration of unemployment over the period 2015–2020. The duration of unemployment is presented by the level of education, while the section concludes by analysing the incidence of long-term unemployment by age, sex, population group, province, and work experience.

Table 5.5: Trends in the duration of unemployment and annual changes, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Short-term	1 874	1 921	2 009	1 874	1 894	1 862
Long-term	4 229	3 832	4 111	4 229	4 685	4 421
Total	**6 103**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
	2016	**2017**	**2018**	**2019**	**2020**	**Change: 2020-2015**
	Annual changes (Thousand)					
Short-term	47	88	-136	21	-32	-12
Long-term	114	141	350	279	-264	192
Total	**184**	**274**	**409**	**368**	-296	180

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

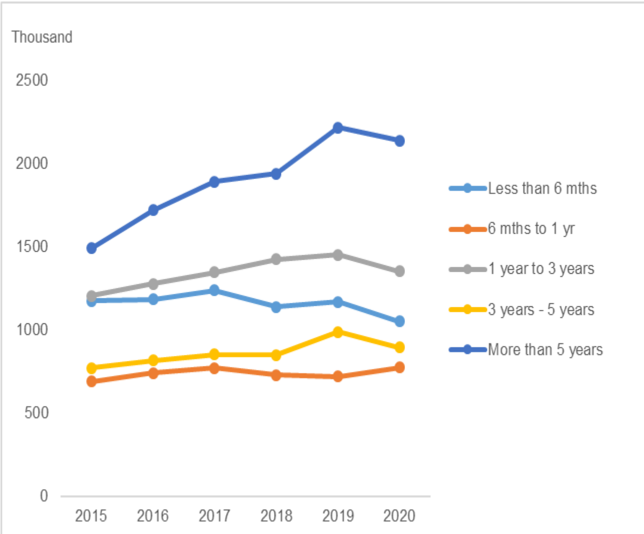
Table 5.5 indicates that long-term unemployment accounted for the largest share of the unemployed over the period 2015–2020. The number of persons in long-term unemployment increased by 192 000 from 4,2 million in 2015 to 4,4 million in 2020, while those who have been looking and available to work for less than a year decreased by 12 000 in 2020. Overall, unemployment increased by 180 000 between 2015 and 2020.

Table 5.6: Unemployment duration, 2015–2020

	2015	2016	2017	2018	2019	2020
	Total unemployment (Thousand)					
	5 344	5 753	6 120	6 103	6 579	6 283
	Short term unemployment (Thousand)					
Less than 3 mths	751	719	785	732	747	572
3 mths < 6 mths	424	463	453	406	422	478
6 mths < 9 mths	339	352	342	311	323	395
9 mths < 1 year	350	387	429	417	395	378
Total	**1 863**	**1 921**	**2 009**	**1 867**	1 886	1 822
	Long term unemployment (Thousand)					
1 year < 3 years	1 205	1 278	1 345	1 423	1 452	1 351
3 years - 5 years	769	815	852	847	988	895
> 5 years	1 490	1 720	1 892	1 940	2 216	2 139
Total	**3 465**	**3 813**	**4 089**	**4 210**	**4 656**	**4 384**

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

Figure 5.4: Trends in the duration of unemployment, 2015–2020



Over the period 2015–2020, the number of people in short-term and long-term unemployment has been higher among those who were unemployed for less than three months and over five years respectively. The results further suggest that people were more likely to be in long-term unemployment.

Table 5.7: Trends of the unemployed by level of education, 2015–2020

	Below matric	Matric	Tertiary	Other	Total
			Long-term (Thousand)		
2015	2 057	1 164	245	16	**3 481**
2016	2 274	1 291	244	22	**3 832**
2017	2 414	1 357	313	27	**4 111**
2018	2 421	1 470	312	26	**4 229**
2019	2 655	1 622	387	21	**4 685**
2020	2 396	1 638	366	22	**4 421**
			Short-term (Thousand)		
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	642	183	14	**1 874**
2019	1 056	628	195	15	**1 894**
2020	967	657	222	16	**1 862**

Figure 5.5: Share of long-term unemployment by the level of education, 2015–2020

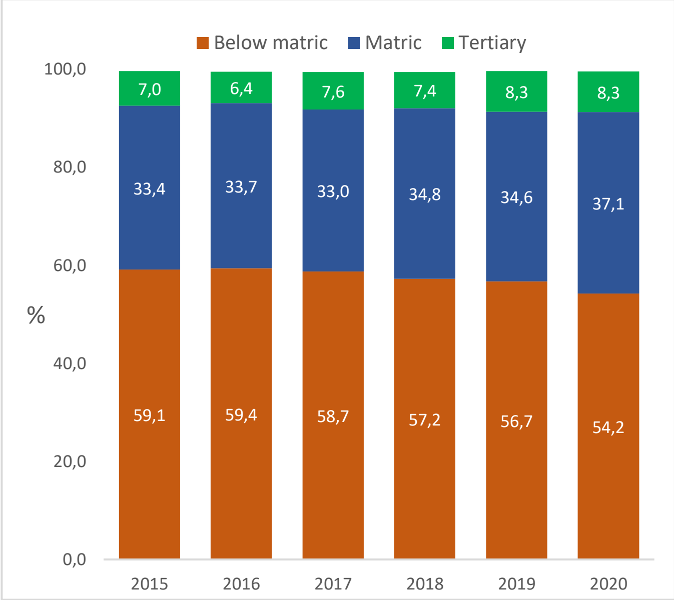
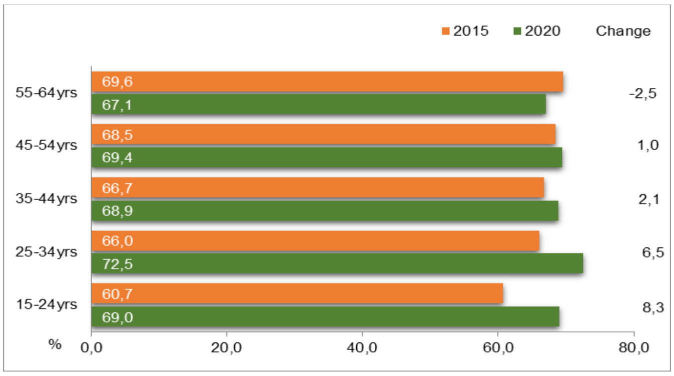


Table 5.7 indicates that those with matric and below were more likely to be unemployed compared to those with tertiary education. Persons in long-term unemployment who completed tertiary education increased from 245 000 in 2015 to 366 000 in 2020, while the number of those with the same level of education who are in short-term unemployment increased from 173 000 in 2015 to 222 000 in 2020. The number of long-term unemployed persons who had completed tertiary education accounted for the lowest share, but this number increased from 7,0% in 2015 to 8,3% in 2020 (Figure 5.5).

Table 5.8: Incidence of long-term unemployment by age group, 2015–2020

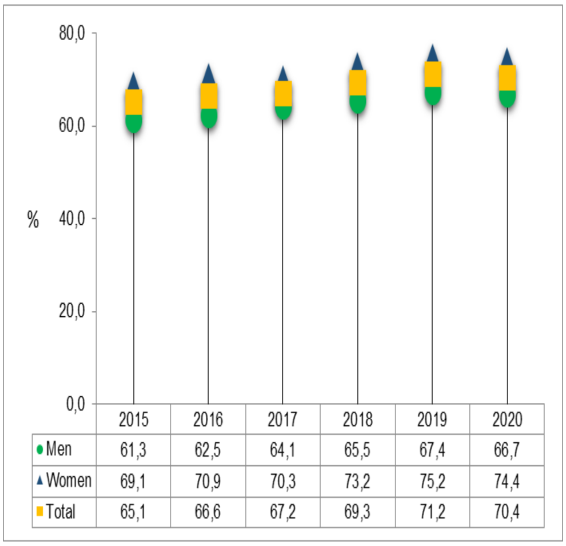
	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs
			Per cent		
2015	60,7	66,0	66,7	68,5	69,6
2016	60,9	68,1	68,4	69,9	70,5
2017	61,1	68,3	69,4	71,2	69,4
2018	63,9	71,4	70,8	68,7	74,3
2019	65,1	73,3	72,4	73,4	72,6
2020	69,0	72,5	68,9	69,4	67,1

Figure 5.6: Incidence of long-term unemployment by age group, 2015 and 2020



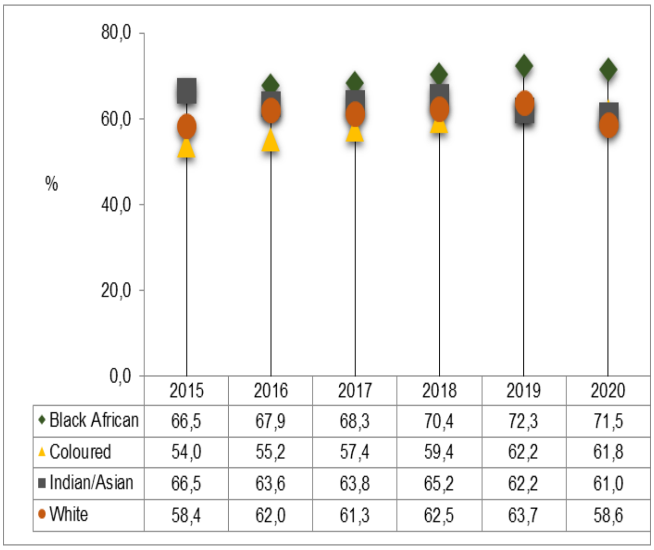
Over the period 2015–2020, the incidence of long-term unemployment was lower among persons aged 15–24 years compared to other age groups. Figure 5.6 shows that between 2015 and 2020, there have been increases in the incidence of long term unemployment among all age groups except those who were 55–64 years. In 2020, the highest incidence of long-term unemployment was recorded among those aged 25–34 years (72,5%), followed by those aged 45–54 years (69,4%) and 15–24 years (69,0%).

Figure 5.7: Incidence of long-term unemployment by sex, 2015–2020



	2015	2016	2017	2018	2019	2020
Men	61,3	62,5	64,1	65,5	67,4	66,7
Women	69,1	70,9	70,3	73,2	75,2	74,4
Total	65,1	66,6	67,2	69,3	71,2	70,4

Figure 5.8: Incidence of long-term unemployment by population group, 2015–2020



	2015	2016	2017	2018	2019	2020
Black African	66,5	67,9	68,3	70,4	72,3	71,5
Coloured	54,0	55,2	57,4	59,4	62,2	61,8
Indian/Asian	66,5	63,6	63,8	65,2	62,2	61,0
White	58,4	62,0	61,3	62,5	63,7	58,6

Figure 5.7 illustrates that women are more likely to be in long-term unemployment than their male counterparts. The results indicate that the incidence of long-term unemployment for men was lower than the national average, while the incidence of long-term unemployment for women was higher than the national average over the period 2015 to 2020. Black Africans and Coloured population group had a higher incidence of long-term unemployment compared to other population groups, while the lowest incidence was observed among the white population group.

Figure 5.9: Incidence of long-term unemployment by province, 2015 and 2020

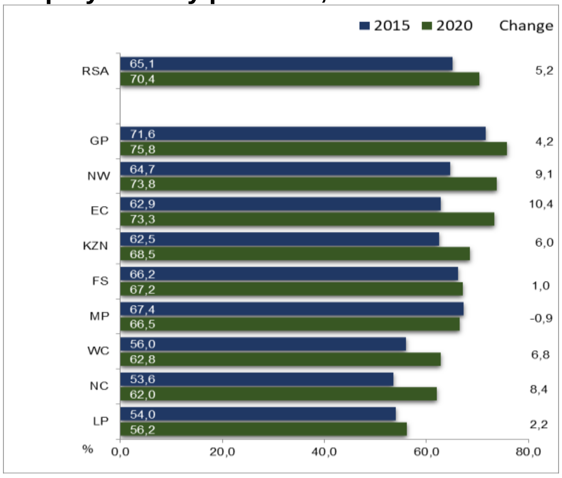
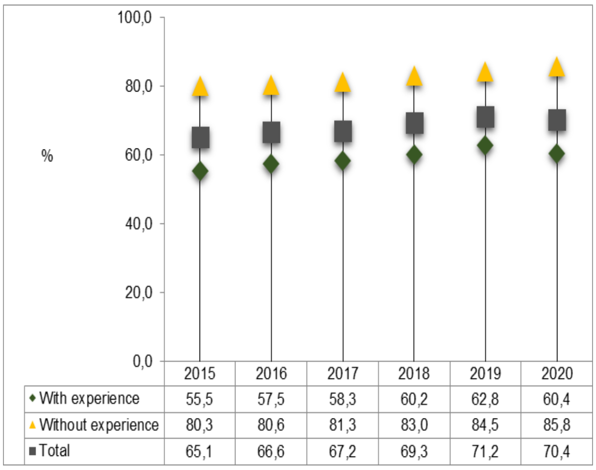


Figure 5.10: Incidence of long-term unemployment by work experience, 2015–2020



	2015	2016	2017	2018	2019	2020
With experience	55,5	57,5	58,3	60,2	62,8	60,4
Without experience	80,3	80,6	81,3	83,0	84,5	85,8
Total	65,1	66,6	67,2	69,3	71,2	70,4

The incidence of long-term unemployment in the country increased by 5,2 percentage points over the period 2015–2020 (Figure 5.9). Gauteng recorded the highest incidence of long-term unemployment compared to other provinces. All provinces recorded an increase in the incidence of long-term unemployment except Mpumalanga. The largest increase was observed in Eastern Cape (10,4 percentage points) followed by North West (9,1 percentage points) and Northern Cape (8,4 percentage points). Figure 5.10 shows that unemployed people without work experience have a higher incidence of long-term unemployment compared to those who have worked before. The incidence of long-term unemployment among those who had worked before increased from 55,5% in 2015 to 60,4% in 2020, while for those without work experience the incidence was above 80,0% across all years.

Summary and conclusion

- The number of unemployed increased by 939 thousand from 5,3 million in 2015 to 6,2 million in 2020.
- The proportion of unemployed persons with tertiary education in 2020 was 9,4%, which was lower than for those with matric (36,5%) and for those without matric (53,5%).
- The most popular methods of searching for jobs were to seek assistance from relatives or friends followed by inquiring at workplaces.
- The incidence of long-term unemployment in the country increased by 5,2 percentage points over the period 2015–2020
- The incidence of long-term unemployment was higher among women and persons without previous work experience compared to those who had worked before.

Chapter 6: Youth in the South African labour market

Key labour market concepts

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

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

NEET refers to not in employment, education or training.

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

Background

Youth unemployment is a major national challenge and needs urgent and coordinated responses to address it. Above all, a comprehensive strategy for youth employment, as part of a broader focus on expanding employment in South Africa, is necessary.[10] Government and non-governmental organisations (NGOs) have played a significant role in developing policies, programmes and interventions to address the challenge of youth unemployment. Young people's integration into the labour market, their education and skills development are all crucial to the realisation of a prosperous, sustainable and equitable socio-economic environment worldwide (ILO, 2017). One in three young people worldwide are employed, gaining valuable experience and practical skills. However, in practice many young people are engaged in jobs of poor quality in order to survive. These jobs are characterized by precarious working conditions, instability and a lack of social protection and limited training opportunities (ILO, 2020). As a result, a number of policies and strategies have been developed to address and enhance youth economic participation. These include increasing youth employment targets; enhancing public employment schemes such as the National Youth Service, the Expanded Public Works Programme and the Community-Based Public Works Programme; supporting youth entrepreneurship and cooperative development; creating mechanisms for young people to be exposed to work, and enhancing skills development.

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

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

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

Introduction

This chapter presents the labour market situation of youth aged 15–34 years. The patterns of key labour market indicators are analysed by socio-demographic characteristics such as age, population group, sex and level of educational attainment over the period 2015–2020. 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, 2015–2020

	2015	2016	2017	2018	2019	2020
	Thousand					
Employed	6 312	6 174	6 175	6 125	5 958	5 228
Unemployed	3 512	3 725	3 891	3 860	4 147	3 797
Discouraged job-seekers	1 511	1 557	1 567	1 801	1 810	1 680
Other not economically active	8 441	8 499	8 479	8 467	8 462	9 781
Working-age population	**19 777**	**19 955**	**20 113**	**20 253**	**20 376**	**20 487**
	Annual changes (Thousand)					
	2016	**2017**	**2018**	**2019**	**2020**	**Change 2015-2020**
Employed	-138	1	-50	-168	-730	-1 085
Unemployed	213	166	-32	288	-350	285
Discouraged job-seekers	46	10	234	8	-130	169
Other not economically active	57	-20	-12	-5	1 320	1 340
Working-age population	**178**	**157**	**141**	**123**	**110**	**709**

The number of young people aged 15–34 years in the working-age population increased consecutively over six years; the number increased from 19,8 million in 2015 to 20,5 million in 2020 (an increase of 709 000). The number of youth who were employed decreased by 1,1 million between 2015 and 2020, while those who were unemployed increased by 285 000, and those who were discouraged increased by 169 000.

Table 6.2: Employment among youth and adults by sector, 2015 and 2020

	2015			2020		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 440	6 495	10 935	3 706	6 830	10 537
Informal sector	1 127	1 510	2 637	968	1 577	2 545
Agriculture	411	469	880	292	529	820
Private households	334	954	1 288	262	898	1 160
Total	**6 312**	**9 428**	**15 741**	**5 228**	**9 834**	**15 061**
	Per cent					
Formal sector	70,3	68,9	69,5	70,9	69,5	70,0
Informal sector	17,9	16,0	16,8	18,5	16,0	16,9
Agriculture	6,5	5,0	5,6	5,6	5,4	5,4
Private households	5,3	10,1	8,2	5,0	9,1	7,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

The formal sector employment is generally viewed as being more protected and stable, with 70,0% of employment in the country being generated in this sector in 2020. A higher proportion of youth and adults were working in the formal sector when compared to other sectors. Although the number of adults employed in this sector has been higher compared to youth, the share of adults who were employed in the formal sector was lower than that of youth. The likelihood of being employed in Agriculture and Private households was low compared to the Formal and informal sectors.

Figure 6.1: Labour market rates among the youth, 2015–2020

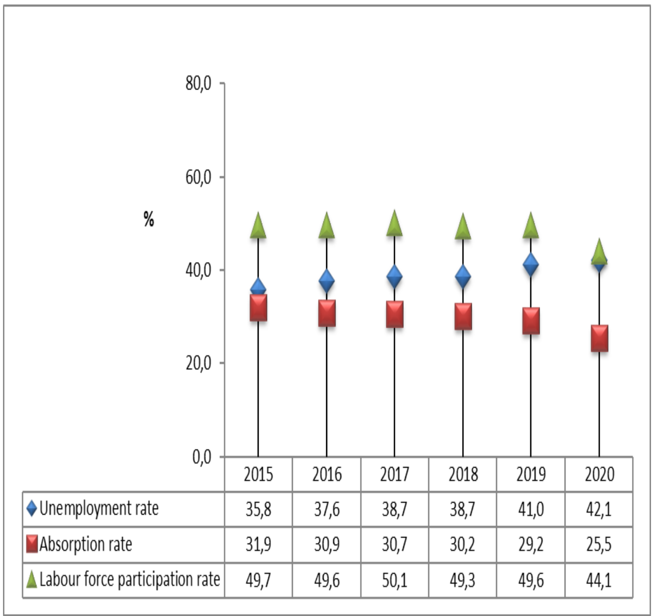
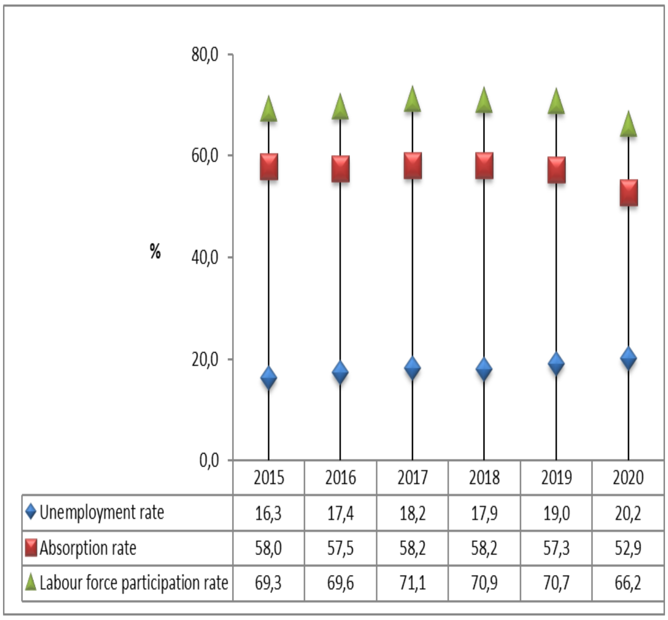


Figure 6.2: Labour market rates among adults, 2015–2020



Young people continued to be more vulnerable in the labour market when compared to adults. Between 2015 and 2020 the unemployment rate among youth was consistently higher than that of adults, while the absorption and labour force participation rates of youth were lower compared to that of their adults' counterparts. Over the period 2015–2020, the unemployment rate for youth was more than double the rate for adults. In addition, the unemployment rate for youth and adults increased between 2015 and 2020; the youth unemployment rate increased by 6,3 percentage points, from 35,8% to 42,1%; while the unemployment rate for adults increased by 3,9 percentage points from 16,3% to 20,2%. During the same period, the absorption rate among youth decreased to 25,5%, which is the lowest since 2015.

Employment by industry and occupation of youth

The analysis in this section will focus on the employment of youth in different industries over the period 2015 and 2020, 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, 2015 and 2020

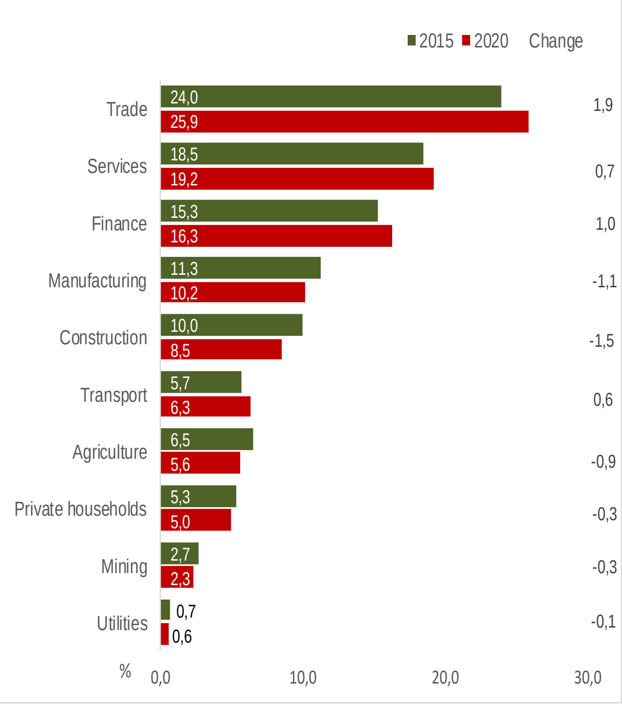


Figure 6.4: Employed youth by occupation, 2015 and 2020

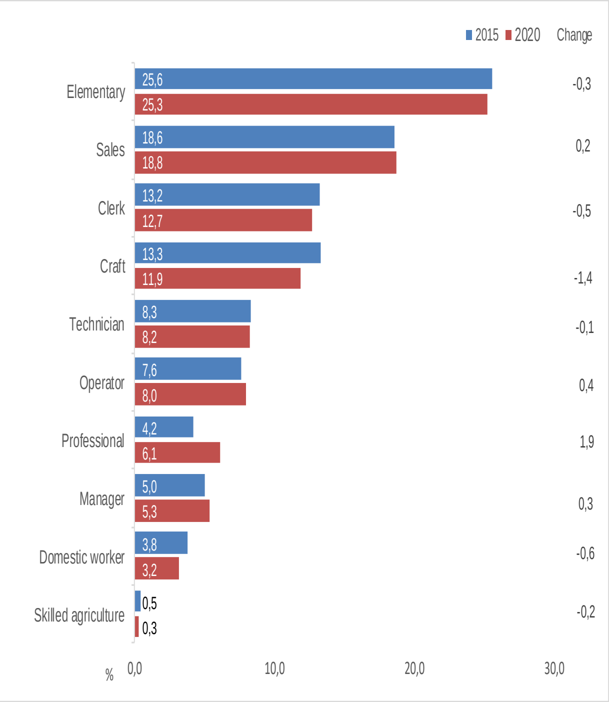


Figure 6.3 shows that six in every ten employed youth were working in either Trade, Community and social services or Finance industries and these industries realised employment gains between 2015 and 2020. Youth employment was lowest in Utilities and Mining industries. In terms of occupation, young people were more likely to be employed in low-skilled and semi-skilled occupations. Between 2015 and 2020, Elementary and Sales occupations contributed the highest shares to youth employment. Although Elementary occupation had the highest share of youth employment, the proportion of youth employment decreased by 0,3 of a percentage point from 25,6% in 2015 to 25,3% in 2020. Skilled agriculture and Domestic worker occupations had the lowest share of youth employment.

Access to benefits among youth and adults

Education and previous 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, resulting in their finding it hard to secure employment. Those with jobs are often employed on unspecified or limited contract duration, and consequently do not have access to employee benefits such as medical aid, pension fund, paid sick leave and permanent employment.

Figure 6.5: Provincial access to medical aid among youth, 2015 and 2020

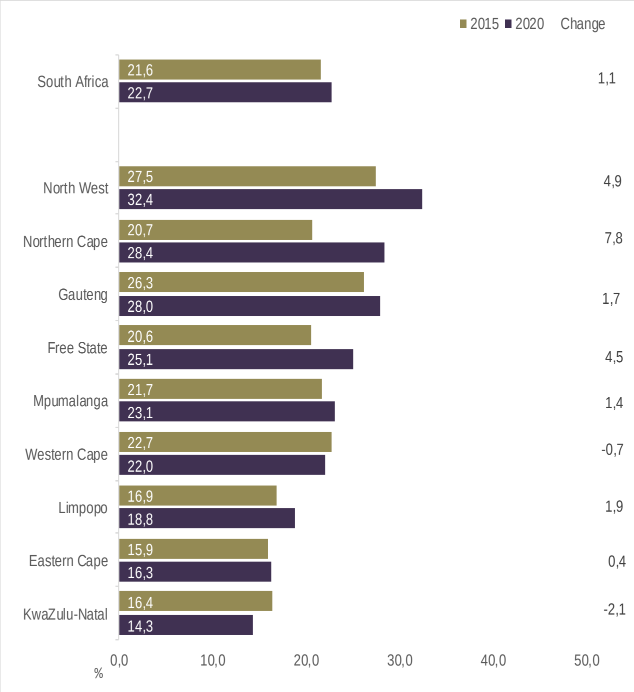
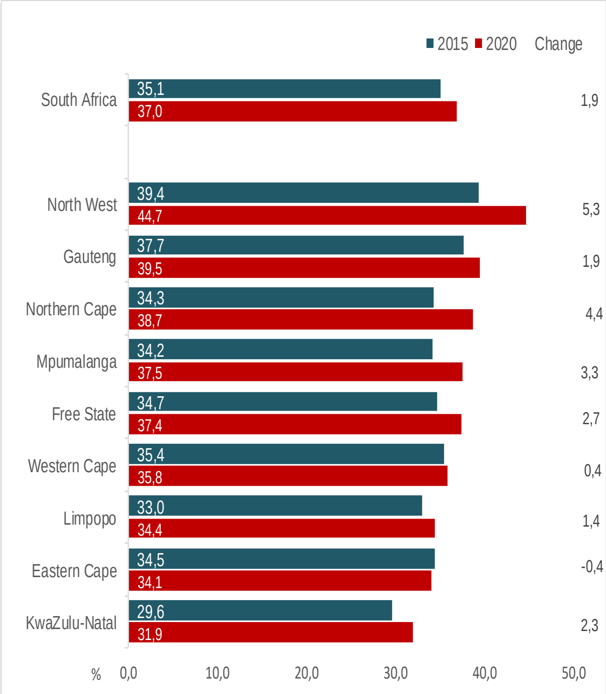


Figure 6.6: Provincial access to medical aid among adults, 2015 and 2020



Adults are more likely to have access to medical aid benefits than youth. This was also evident across all provinces. The national average of those with access to medical aid benefits increased for both groups between 2015 and 2020. However, looking at different provinces, the percentage of youth with access to medical aid decreased in KwaZulu-Natal and Western Cape (2,1 percentage points and 0,7 of a percentage point respectively), while the percentage of adults with medical aid benefit decreased in Eastern Cape provinces at 0,4 of a percentage point. In 2015, 21,6% of youth and 35,1% of adults had access to medical aid benefits; while by 2020 access increased to 22,7% for youth and 37,0% for adults (an increase of 1,1 and 1,9 percentage points, respectively). In 2015 and 2020, youth and adults with access to medical aid benefits were high in North Westcompared to other provinces; KwaZulu-Natal had the lowest percentage of employees with medical aid benefits for both groups during the same period. In 2020, the percentage of youth with access to medical aid benefits was higher than their national average in five of the nine provinces namely; North West (32,4%), Northern Cape (28,4%), Gauteng (28,0%), Free State (25,1%) and Mpumalanga (23,1%).

Figure 6.7: Provincial limited contract duration among youth, 2015 and 2020

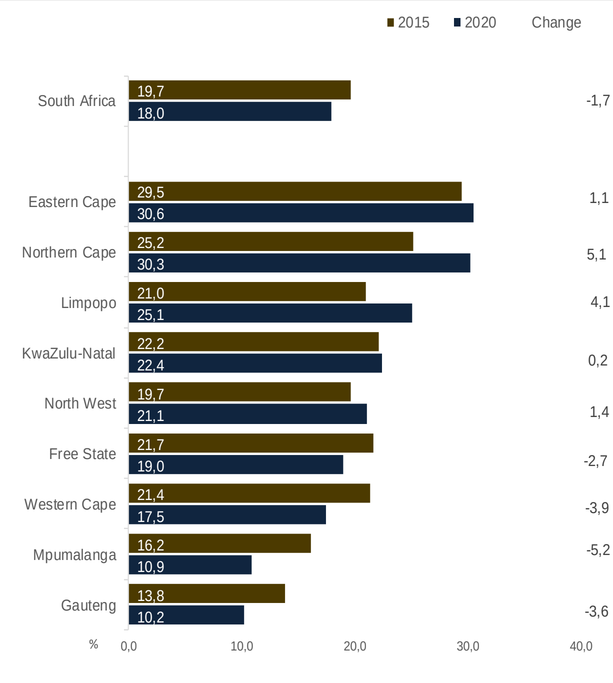
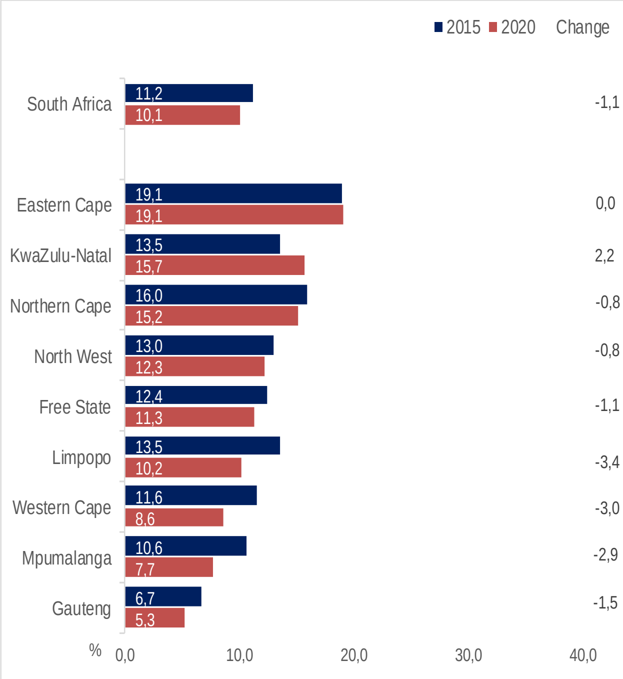


Figure 6.8: Provincial limited contract duration among adults, 2015 and 2020

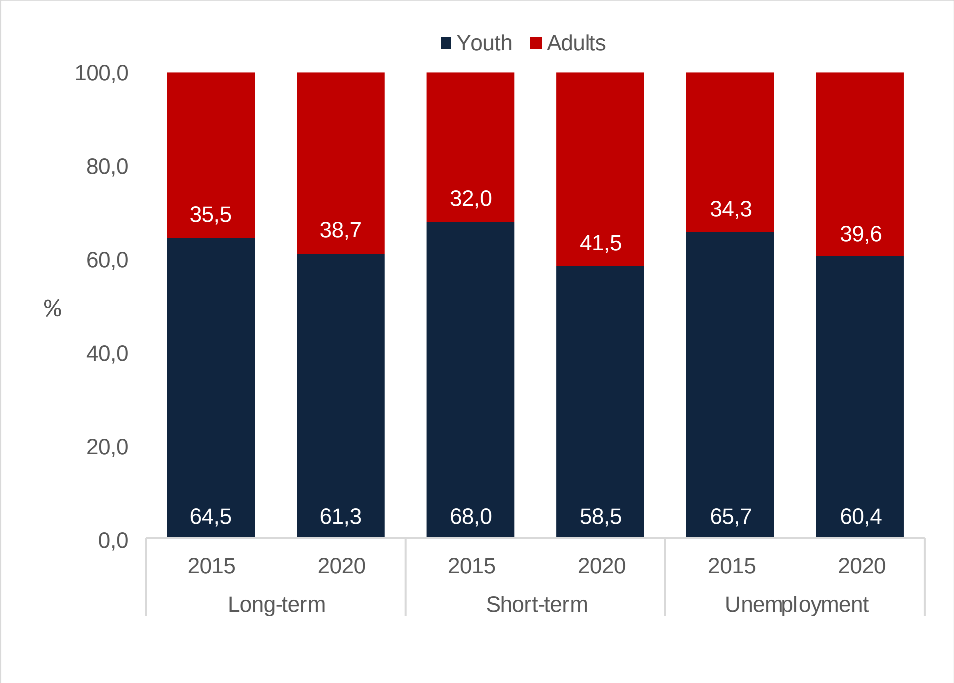


Nationally, youth are more likely to be employed on a contractual basis of limited duration when compared to adults, and this is the finding across all provinces. Between 2015 and 2020, the proportion of those employed on contracts of a limited duration decreased by 1,7 percentage points among youth from 19,7% to 18,0% and 1,1 percentage points for adults from 11,2% to 10,1%. At provincial level, the share of youth employed on contracts of a limited duration decreased in four of the nine provinces with the highest decline recorded in Mpumalanga (5,2 percentage points) followed by Western Cape and Gauteng (3,9 and 3,6 percentage points respectively). Among adults, those employed on a contract of limited duration increased only in KwaZulu-Natal (2,2 percentage points), while the rate remained unchanged at 19,1% in Eastern Cape between 2015 and 2020. During this period, the proportion of both youth and adults employed on contracts of limited duration was higher in Eastern Cape while the lowest proportion was in Gauteng.

Unemployment duration among youth and adults

The analysis in this section focuses on the labour market status of youth and adults over the period 2015–2020 about unemployment duration, particularly for those in short-term unemployment (i.e. unemployed for less than a year) and the long-term unemployed (unemployed for a year or longer).

Figure 6.9: Unemployment duration among youth and adults, 2015 and 2020



In the labour market, young people aged 15–34 years accounted for the largest share of unemployed persons, which was also the case when looking at the share of those in long-term and short-term unemployment. In 2015, youth accounted for 64,5% of the long-term unemployment, however, the rate declined to 61,3% in 2020. 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 by 9,5 percentage points; from 68,0% in 2015 to 58,5% in 2020, while the share of adults in short-term unemployment increased over the same period from 32,0% to 41,5%.

Education profile of youth

Education in South Africa and around the world is recognised as a key instrument in human capital development. The more educated people are, the more likely their chance to be employed and have jobs with good working conditions. Although youth in the labour market is more vulnerable, those with a tertiary level of education have better chances of being employed. The OECD Employment Outlook 2017[12] emphasises that although South Africa has achieved rapid progress in educational attainment, poor skills continue to hinder the school-to-work transition. High-school drop-out rates remain high, the quality of education low, and educational attainment is still highly polarised. Youth represent this particularly vulnerable group in South Africa, which is affected by these challenges.

[12] OECD (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, 2015 and 2020

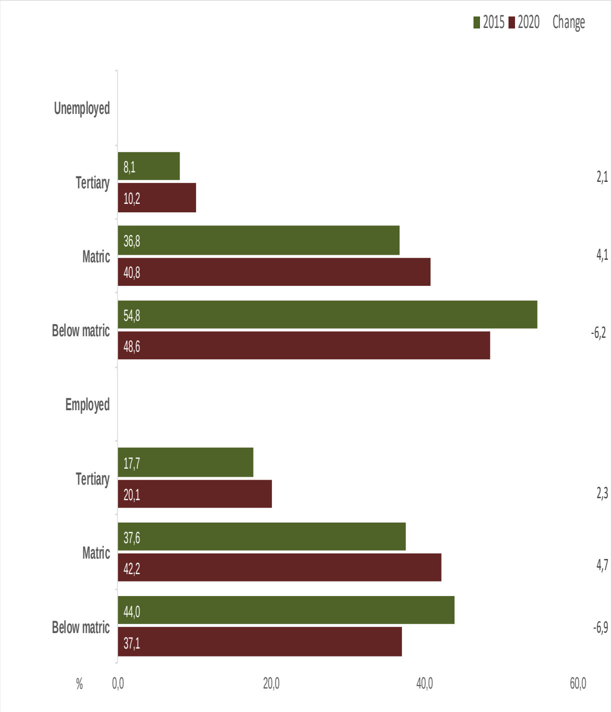


Figure 6.11: Education level of youth in the labour force by sex, 2020

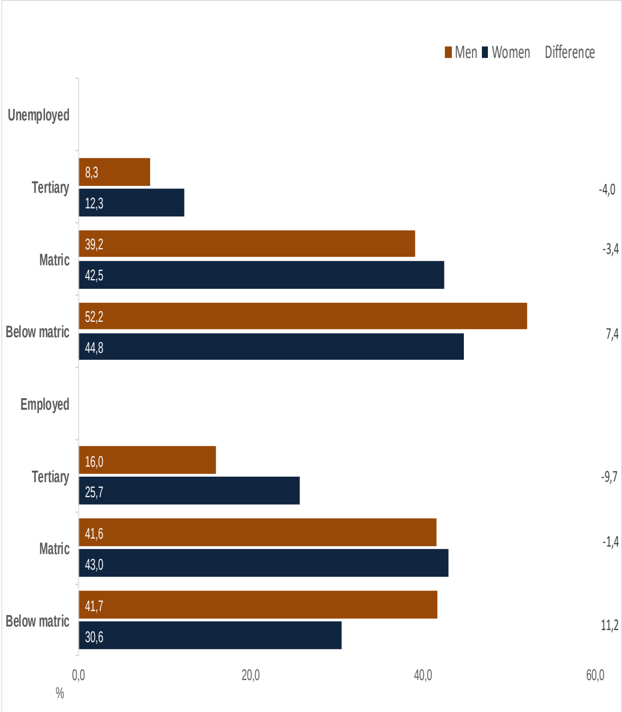


Figure 6.10 shows that the level of education among employed and unemployed youth has worsened between 2015 and 2020. The share of young people with jobs who had a tertiary education decreased from 10,2% in 2015 to 8,1% in 2020, while for those who attained an educational level lower than matric increased from 48,6% in 2015 to 54,8% in 2020. The same trend was observed when analysing the figures for the youth who were looking for work. Between 2015 and 2020, there was an increase in the share of both the employed and unemployed youth who had attained matric (4,7 percentage points and 4,1 percentage points respectively). Furthermore, the employed and unemployed youth who do not have matric decreased by (6,9 and 6,2 percentage points respectively). Figure 6.11 shows that young women in the labour force had attained higher levels of education than young men. The share of employed and unemployed women with higher levels of education was higher than that of men with same educational levels. Among employed 25,7% of women had a tertiary qualification and 43,0% had a matric qualification, compared to 16,0% and 41,6%, respectively, among employed men.

Figure 6.12: Youth unemployment rate by level of education, 2015 and 2020

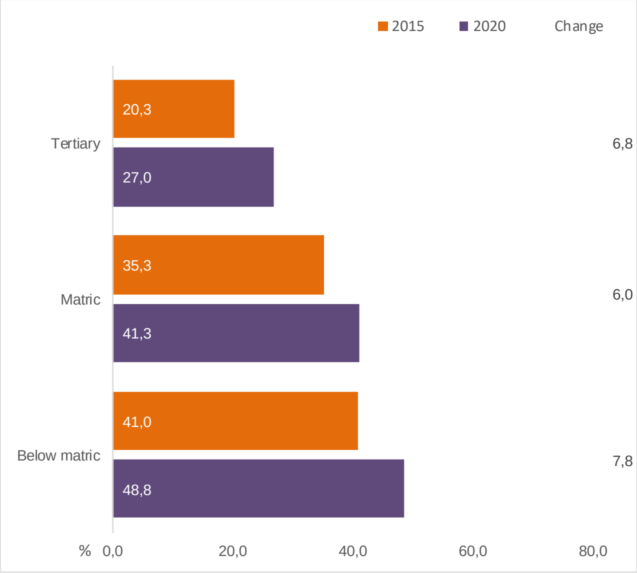


Figure 6.13: Unemployed youth by work experience and Province, 2020

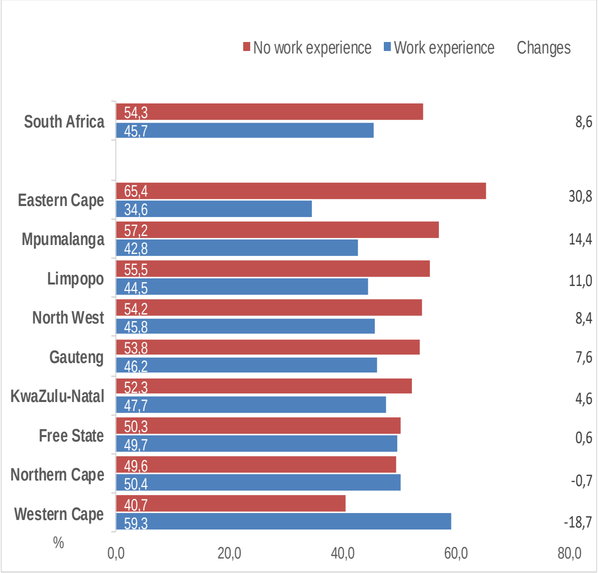


Figure 6.12 shows that young people with a higher level of education are associated with a lower unemployment rate. Between 2015 and 2020, youth unemployment rates increased for all education levels with the highest increase of 7,8 percentage points recorded amongst young people with below matric level of education. The lowest increase in the unemployment rate was among youth with a matric level of education (6,0 percentage points). Figure 6.13 shows that the chances of finding employment are more likely to increase with previous work experience. In 2020, 54,3% of unemployed youth in the country had no previous work experience. The situation varies substantially by province. In Western Cape 59,3% of unemployed young people had previous work experience, while in the Northern Cape there is no significant difference amongst youth who are unemployed. In contrast to Western Cape, Eastern Cape recorded 65,4% of young people who had no previous work experience. In seven of the nine provinces, the majority of the unemployed youth have never worked before.

Discouragement among young people

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

Figure 6.14: Distribution of the discouraged youth by the level of education, 2015 and 2020

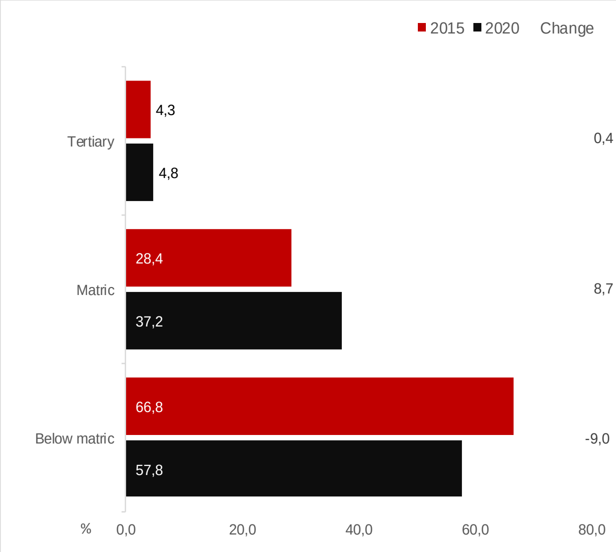


Figure 6.15: Distribution of the discouraged youth by sex, 2020

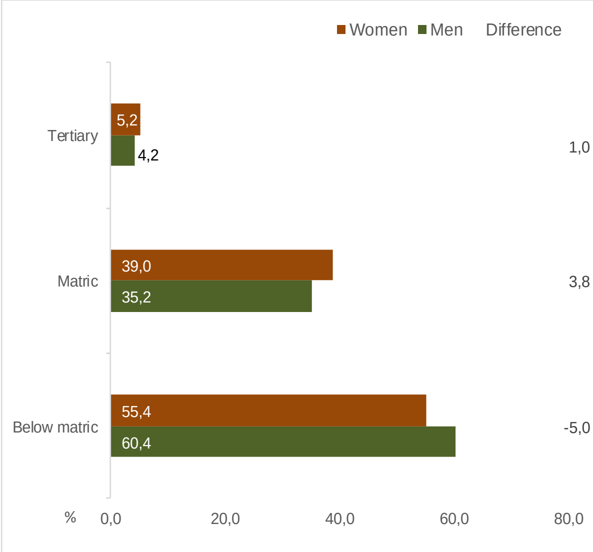
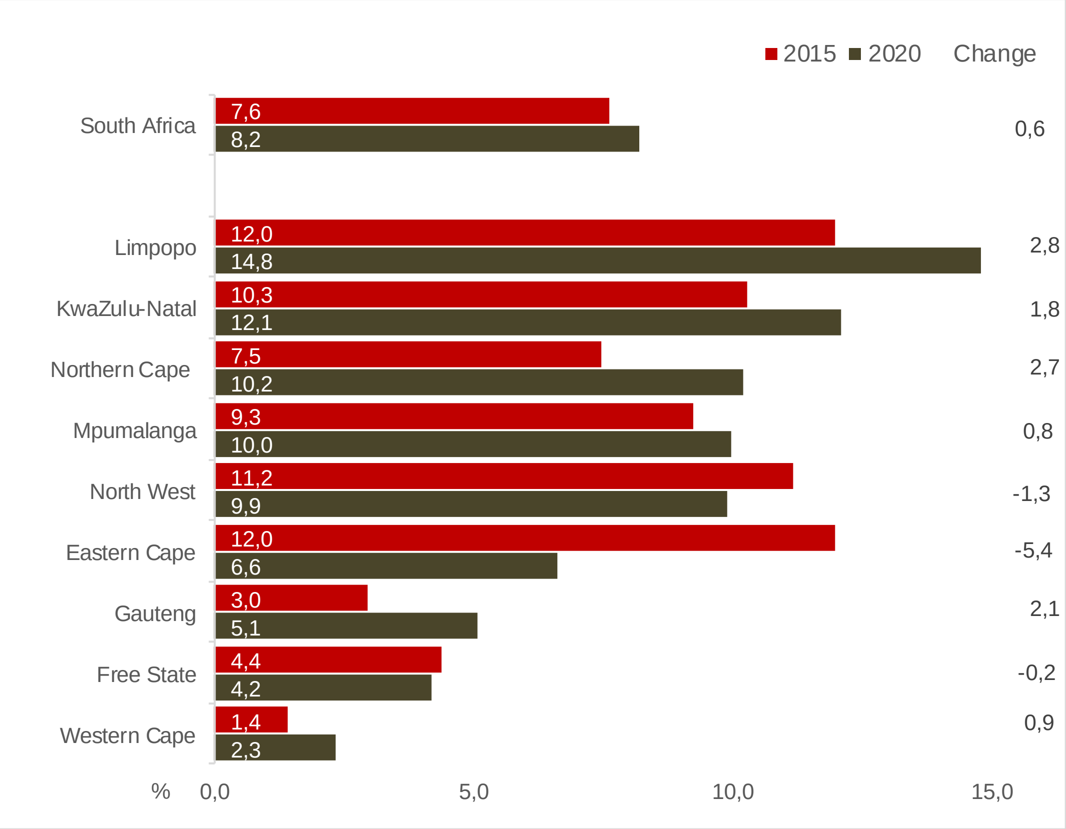


Figure 6.14 shows that youth with tertiary level of education were less likely to be discouraged compared to those with lower education levels. The majority of young people who were discouraged were among those without matric. However, this was the only group to reflect a decline in its share relative to other education categories over the period. In 2020, youth without matric was about 15 times more likely to be discouraged compared to those with a tertiary qualification. Between 2015 and 2020, the share of discouraged young people without matric decreased from 66,8% to 57,8% – a decline of 9,0 percentage points. During the same period, youth with matric recorded the highest increase in the share of the discouraged work seekers (8,7 percentage points). A similar picture is evident by sex, where a higher proportion of discouraged young women and men (55,4% and 60,4%, respectively) attained an educational qualification lower than matric, and this was the only level of education where men were more discouraged than women.

Figure 6.16: Share of discouraged youth by province, 2015 and 2020

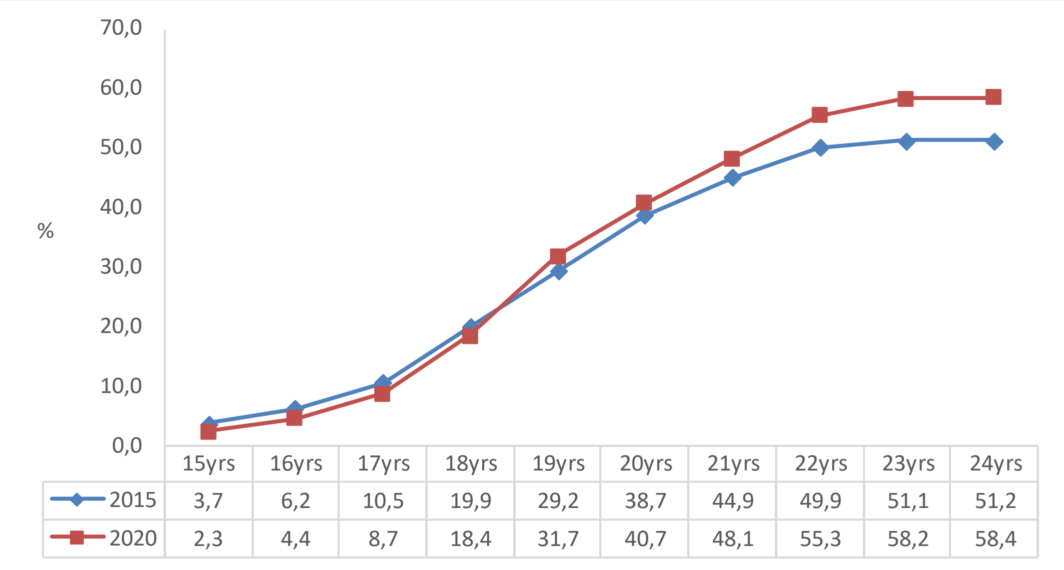


Nationally, the proportion of youth who were discouraged increased by 0,6 of a percentage point from 7,6% in 2015 to 8,2% in 2020. Between 2015 and 2020 the highest proportion of discouraged youth was in the Limpopo Province, while the lowest share was recorded in Western Cape. Although in 2015 Eastern Cape and Limpopo had the highest share of discouraged youth, in 2020 Eastern Cape recorded the most decline from 12% to 6,6%, a decrease of 5,4 percentage points, while Limpopo (14,8%) recorded the highest increase of 2,8 percentage points.

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, 2015 and 2020



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2015	3,7	6,2	10,5	19,9	29,2	38,7	44,9	49,9	51,1	51,2
2020	2,3	4,4	8,7	18,4	31,7	40,7	48,1	55,3	58,2	58,4

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 2015 and 2020, the NEET rate decreased among youth aged 15, and 18 years, while it increased among other ages. The highest increase was among youth aged 24 years by 7,2 percentage points.

Figure 6.18: NEET rate for youth aged 15–24 by population group, 2015 and 2020

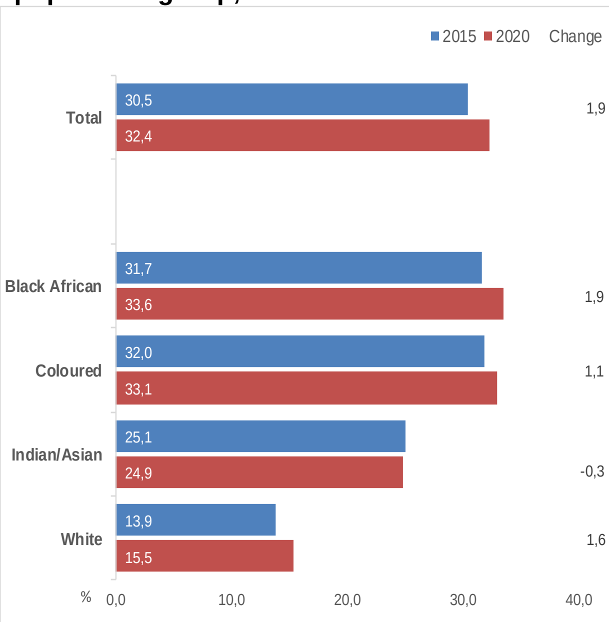
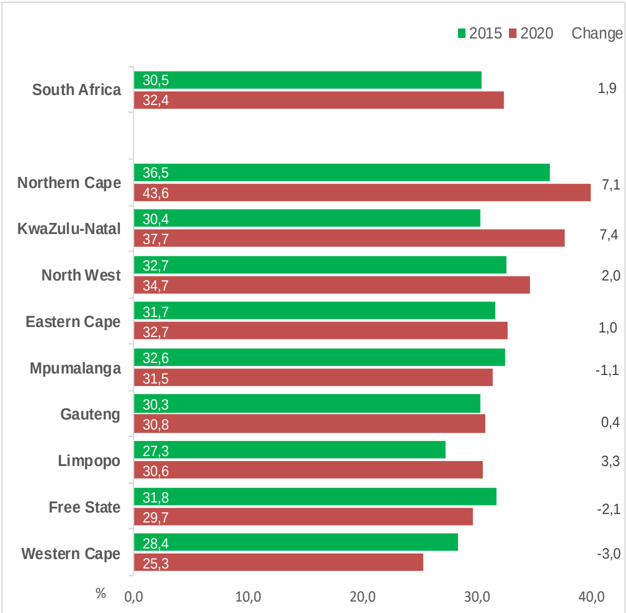


Figure 6.19: NEET rate for youth aged 15–24 by province, 2015 and 2020



In 2020, 32,4% of young people in South Africa were not in employment, education or training, and the rate increased by 1,9 percentage points (from 30,5% in 2015). The NEET rate differs among population groups. Between 2015 and 2020 the rate among black African and coloured population groups was higher than that of Indian/Asian and white population groups. In both years, three in every ten black and coloured young people age 15-24 years were neither in employment, education or training. The only decline over the period was among the Indian/Asian youth, by 0,3 of a percentage point. The white population group recorded the lowest NEET rate compared to other population groups in both years. Provincially, the highest NEET rate was recorded in Northern Cape (36,5% in 2015) and (43,6% in 2020). Western Cape was the only province that recorded the NEET rate below 30% in both 2015 and 2020.

Figure 6.20: NEET rate for youth aged 15–24 by sex, 2015 and 2020

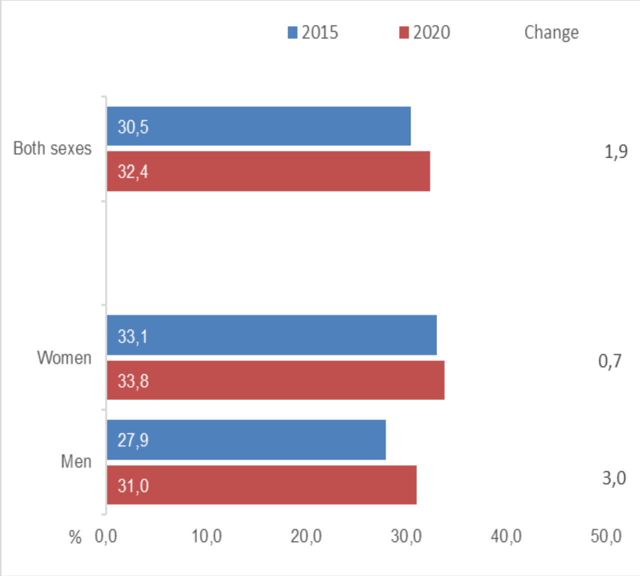


Figure 6.21: NEET rate for youth aged 15–24 by the level of education, 2015 and 2020

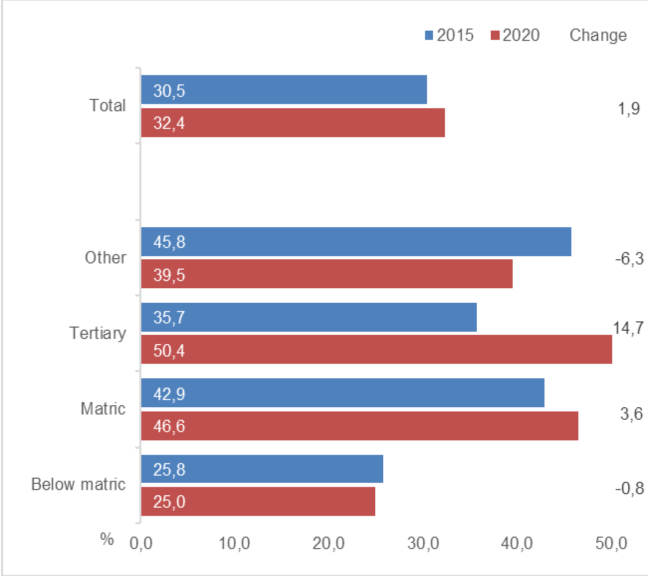


Figure 6.20 shows that, although between 2015 and 2020 the proportion of women who were not in employment, education or training reduced by 0,7 of a percentage point, they are still more likely to be in NEET compare to their male counterparts. On the other hand, the rate for men increased by 3,0 percentage points from 31,0% to 27,9% over the same period. 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 adults counterparts.
- Of the 15 million people who were employed in 2020, youth accounted for only 34,7%.
- 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, Sales and Services and Domestic work occupations.
- The unemployment rate for youth without matric was more than twice that of youth with tertiary qualifications.
- The majority of youth who were unemployed had no prior work experience.
- Regardless of sex, about 60% of discouraged youth possess below matric level of education.
- In both 2015 and 2020, more than a third of young people aged 15–24 years were disengaged from employment, education or training.
- The NEET rate in South Africa is higher for youth who possess a tertiary education level compared to those with lower levels of education.

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 2015–2020 are averages of the results obtained for the four quarters each year over the period 2015 to 2020.

Rounding

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

Master sample design

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

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

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

Current master sample

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

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

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

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

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

Bias-adjustment procedure

The non-telephone households were not enumerated during the Q2: 2020, Q3: 2020 and Q4: 2020 data collection because of COVID-19. Thus, the sample consisting of telephone-only households was a biased sample of the entire SA population due to differences in the characteristics of the telephone and non-telephone households, e.g. significantly higher unemployment rate for the non-telephone households as compared to the telephone households. The "Calibrated survey weights" defined in 8.4.2 would have been the final survey weights if both the telephone and non-telephone households sampled for all quarters of 2020 were enumerated. Since only the telephone households were enumerated we applied bias adjustment to the 2020 samples (Q2, Q3 and Q4) calibrated weights using the Q1: 2020 QLFS data. We computed the bias adjustment factors for various labour market dimensions (i.e. status, sector, industry and occupation) and demographic (i.e. age, race and gender groups) characteristics at national level and individual metropolitan and non-metropolitan area levels within provinces.

The bias adjustment factors were computed as the ratio between the estimates for each cell of the selected variables (or cross-classification of the selected variables) for the combined (telephone and non-telephone) households and telephone only households. The bias-adjustment factors based on the Q1: 2020 data were then used to compute the combined telephone and non-telephone estimates from the Q2: 2020, Q3: 2020 and Q4: 2020 estimates that were based on the telephone sample only. These Q2: 2020, Q3: 2020 and Q4: 2020 estimates will not be consistent with the demographic population estimates because the bias-adjustment factors are nonlinear statistics. Therefore, the Q2: 2020, Q3: 2020 and Q4: 2020 estimates that were adjusted for the non-telephone non-coverage bias were further adjusted to achieve consistency simultaneously with the known total population aged 15 and over, and the internal consistency across all variables (or cross-classification of variables). These adjusted estimates were then used as control totals to compute the final survey weights as described in the next sub-section

Gross flows

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

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

Gross flows in – Gross flows out = Net flows.

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

Gross flows matrix and interpretation

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

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

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

Constructing the QLFS panel for Gross flow analysis

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

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

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

Gross Flow Estimation Weighting Methodology
Adjustments
Non-Overlapping Panel Adjustment

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

Panel Non-response Adjustment

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

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

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

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

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

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

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

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

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

Trimming of the Panel Adjusted Base Weight

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

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

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

Calibration

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

Final Sample Weight

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

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

Limitations

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

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

Key differences between the QLFS and the QES

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

Appendix 2: Statistical tables - Quarterly Labour Force Survey

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Women	17 986	18 273	18 567	18 865	19 158	19 447	19 731
Men	17 424	17 762	18 102	18 429	18 749	19 060	19 362
Population groups	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Black/African	28 050	28 651	29 264	29 873	30 474	31 065	31 647
Coloured	3 287	3 331	3 371	3 410	3 447	3 481	3 512
Indian/Asian	964	975	986	995	1 004	1 012	1 021
White	3 109	3 078	3 048	3 016	2 983	2 948	2 913
South Africa	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Western Cape	4 188	4 281	4 377	4 471	4 563	4 653	4 739
Eastern Cape	4 077	4 111	4 149	4 197	4 246	4 295	4 345
Northern Cape	758	767	776	786	795	803	811
Free State	1 857	1 870	1 883	1 889	1 899	1 907	1 914
KwaZulu Natal	6 608	6 703	6 802	6 908	7 015	7 122	7 227
North West	2 384	2 428	2 473	2 518	2 561	2 604	2 646
Gauteng	9 332	9 553	9 774	9 983	10 185	10 384	10 577
Mpumalanga	2 703	2 756	2 809	2 859	2 907	2 952	2 997
Limpopo	3 505	3 566	3 627	3 684	3 737	3 786	3 837

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

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Formal sector (Non-agricultural)	10 822	10 935	11 021	11 288	11 319	11 234	10 537
Informal sector (Non-agricultural)	2 393	2 637	2 602	2 735	2 937	2 973	2 545
Agriculture	702	880	874	843	845	861	820
Private households	1 230	1 288	1 283	1 303	1 292	1 281	1 160
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579	6 283
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578	17 749
Discouraged work-seekers	2 422	2 334	2 386	2 403	2 806	2 848	2 754
Other(not economically active)	12 771	12 616	12 750	12 602	12 604	12 729	14 996
Rates (%)							
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7	29,4
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5	54,6
Women							
Population 15-64 yrs	**17 986**	**18 273**	**18 567**	**18 865**	**19 158**	**19 447**	**19 731**
Labour Force	**9 115**	**9 522**	**9 701**	**10 104**	**10 193**	**10 389**	**9 601**
Employed	6 634	6 882	6 874	7 114	7 207	7 197	6 601
Formal sector (Non-agricultural)	4 514	4 577	4 657	4 797	4 827	4 808	4 544
Informal sector (Non-agricultural)	937	1 007	968	1 047	1 098	1 131	926
Agriculture	213	293	267	265	281	272	259
Private households	969	1 006	982	1 004	1 001	986	872
Unemployed	2 482	2 640	2 827	2 990	2 986	3 192	2 999
Not economically active	8 871	8 751	8 866	8 761	8 965	9 058	10 130
Discouraged work-seekers	1 285	1 309	1 316	1 323	1 564	1 526	1 474
Other(not economically active)	7 586	7 443	7 550	7 438	7 401	7 532	8 657
Rates (%)							
Unemployment rate	27,2	27,7	29,1	29,6	29,3	30,7	31,2
Employed / population ratio (Absorption)	36,9	37,7	37,0	37,7	37,6	37,0	33,5
Labour force participation rate	50,7	52,1	52,3	53,6	53,2	53,4	48,7
Men							
Population 15-64 yrs	**17 424**	**17 762**	**18 102**	**18 429**	**18 749**	**19 060**	**19 362**
Labour Force	**11 101**	**11 563**	**11 832**	**12 185**	**12 303**	**12 540**	**11 743**
Employed	8 513	8 859	8 906	9 055	9 186	9 153	8 460
Formal sector (Non-agricultural)	6 308	6 359	6 364	6 491	6 492	6 426	5 993
Informal sector (Non-agricultural)	1 455	1 630	1 634	1 688	1 839	1 843	1 618
Agriculture	488	587	607	577	564	589	561
Private households	261	283	301	299	291	295	288
Unemployed	2 589	2 704	2 926	3 130	3 117	3 387	3 283
Not economically active	6 323	6 199	6 270	6 245	6 446	6 520	7 619
Discouraged work-seekers	1 137	1 025	1 069	1 080	1 242	1 322	1 280
Other(not economically active)	5 186	5 174	5 201	5 165	5 204	5 197	6 339
Rates (%)							
Unemployment rate	23,3	23,4	24,7	25,7	25,3	27,0	28,0
Employed / population ratio (Absorption)	48,9	49,9	49,2	49,1	49,0	48,0	43,7
Labour force participation rate	63,7	65,1	65,4	66,1	65,6	65,8	60,6

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

Table 2.3: Labour force characteristics by population group

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
South Africa							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579	6 283
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578	17 749
Rates (%)							
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7	29,4
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5	54,6
Black/African							
Population 15-64 yrs	**28 050**	**28 651**	**29 264**	**29 873**	**30 474**	**31 065**	**31 647**
Labour Force	**15 413**	**16 267**	**16 746**	**17 458**	**17 674**	**18 113**	**16 867**
Employed	11 078	11 633	11 696	12 053	12 280	12 269	11 279
Unemployed	4 335	4 634	5 050	5 405	5 394	5 843	5 588
Not economically active	12 638	12 383	12 518	12 415	12 800	12 952	14 780
Rates (%)							
Unemployment rate	28,1	28,5	30,2	31,0	30,5	32,3	33,1
Employed / population ratio (Absorption)	39,5	40,6	40,0	40,3	40,3	39,5	35,6
Labour force participation rate	54,9	56,8	57,2	58,4	58,0	58,3	53,3
Coloured							
Population 15-64 yrs	**3 287**	**3 331**	**3 371**	**3 410**	**3 447**	**3 481**	**3 512**
Labour Force	**2 135**	**2 134**	**2 137**	**2 163**	**2 203**	**2 215**	**1 971**
Employed	1 623	1 643	1 648	1 655	1 711	1 699	1 514
Unemployed	512	492	489	508	492	516	458
Not economically active	1 152	1 196	1 234	1 247	1 244	1 266	1 541
Rates (%)							
Unemployment rate	24,0	23,0	22,9	23,5	22,3	23,3	23,2
Employed / population ratio (Absorption)	49,4	49,3	48,9	48,5	49,6	48,8	43,1
Labour force participation rate	65,0	64,1	63,4	63,4	63,9	63,6	56,1
Indian/Asian							
Population 15-64 yrs	**964**	**975**	**986**	**995**	**1 004**	**1 012**	**1 021**
Labour Force	**566**	**580**	**586**	**609**	**601**	**604**	**588**
Employed	498	504	515	539	534	528	503
Unemployed	68	76	71	71	67	75	85
Not economically active	398	395	401	386	403	409	433
Rates (%)							
Unemployment rate	12,0	13,1	12,0	11,6	11,2	12,5	14,4
Employed / population ratio (Absorption)	51,7	51,7	52,2	54,1	53,2	52,2	49,3
Labour force participation rate	58,7	59,5	59,4	61,2	59,9	59,6	57,6
White							
Population 15-64 yrs	**3 109**	**3 078**	**3 048**	**3 016**	**2 983**	**2 948**	**2 913**
Labour Force	**2 103**	**2 103**	**2 064**	**2 058**	**2 019**	**1 998**	**1 918**
Employed	1 947	1 961	1 921	1 922	1 869	1 853	1 766
Unemployed	156	142	143	137	150	145	152
Not economically active	1 006	975	983	957	964	951	995
Rates (%)							
Unemployment rate	7,4	6,8	6,9	6,7	7,4	7,2	7,9
Employed / population ratio (Absorption)	62,6	63,7	63,0	63,7	62,7	62,8	60,6
Labour force participation rate	67,6	68,3	67,7	68,3	67,7	67,8	65,8

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	QLFS 2020 Thousand
15-64 years							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579	6 283
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578	17 749
Rates (%)							
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7	29,4
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5	54,6
15-24 years							
Population 15-24 yrs	**10 257**	**10 291**	**10 310**	**10 315**	**10 309**	**10 289**	**10 263**
Labour Force	**2 593**	**2 741**	**2 724**	**2 772**	**2 621**	**2 640**	**2 143**
Employed	1 263	1 367	1 271	1 292	1 222	1 135	871
Unemployed	1 330	1 374	1 453	1 480	1 399	1 505	1 272
Not economically active	7 664	7 550	7 586	7 543	7 688	7 649	8 120
Rates (%)							
Unemployment rate	51,3	50,1	53,3	53,4	53,4	57,0	59,3
Employed / population ratio (Absorption)	12,3	13,3	12,3	12,5	11,9	11,0	8,5
Labour force participation rate	25,3	26,6	26,4	26,9	25,4	25,7	20,9
25-34 years							
Population 25-34 yrs	**9 326**	**9 486**	**9 646**	**9 798**	**9 945**	**10 087**	**10 224**
Labour Force	**6 805**	**7 083**	**7 176**	**7 295**	**7 364**	**7 465**	**6 882**
Employed	4 758	4 945	4 903	4 884	4 903	4 823	4 356
Unemployed	2 047	2 138	2 272	2 411	2 461	2 642	2 526
Not economically active	2 521	2 402	2 470	2 503	2 581	2 623	3 342
Rates (%)							
Unemployment rate	30,1	30,2	31,7	33,1	33,4	35,4	36,7
Employed / population ratio (Absorption)	51,0	52,1	50,8	49,8	49,3	47,8	42,6
Labour force participation rate	73,0	74,7	74,4	74,5	74,0	74,0	67,3
35-44 years							
Population 35-44 yrs	**7 430**	**7 618**	**7 798**	**7 962**	**8 118**	**8 275**	**8 439**
Labour Force	**5 790**	**6 041**	**6 213**	**6 462**	**6 546**	**6 632**	**6 290**
Employed	4 685	4 862	4 899	5 041	5 137	5 124	4 757
Unemployed	1 106	1 179	1 313	1 421	1 409	1 509	1 533
Not economically active	1 639	1 577	1 585	1 501	1 571	1 642	2 150
Rates (%)							
Unemployment rate	19,1	19,5	21,1	22,0	21,5	22,7	24,4
Employed / population ratio (Absorption)	63,1	63,8	62,8	63,3	63,3	61,9	56,4
Labour force participation rate	77,9	79,3	79,7	81,2	80,6	80,2	74,5
45-54 years							
Population 45-54 yrs	**5 025**	**5 152**	**5 310**	**5 492**	**5 690**	**5 897**	**6 104**
Labour Force	**3 545**	**3 691**	**3 856**	**4 069**	**4 227**	**4 429**	**4 327**
Employed	3 071	3 171	3 284	3 421	3 560	3 681	3 564
Unemployed	474	520	572	648	667	748	763
Not economically active	1 480	1 461	1 454	1 423	1 463	1 467	1 777
Rates (%)							
Unemployment rate	13,4	14,1	14,8	15,9	15,8	16,9	17,6
Employed / population ratio (Absorption)	61,1	61,6	61,8	62,3	62,6	62,4	58,4
Labour force participation rate	70,6	71,6	72,6	74,1	74,3	75,1	70,9
55-64 years							
Population 55-64 yrs	**3 373**	**3 487**	**3 606**	**3 727**	**3 846**	**3 959**	**4 063**
Labour Force	**1 483**	**1 528**	**1 564**	**1 692**	**1 738**	**1 762**	**1 702**
Employed	1 369	1 395	1 423	1 531	1 571	1 587	1 513
Unemployed	113	133	141	161	167	175	189
Not economically active	1 890	1 959	2 041	2 035	2 107	2 196	2 361
Rates (%)							
Unemployment rate	7,7	8,7	9,0	9,5	9,6	9,9	11,1
Employed / population ratio (Absorption)	40,6	40,0	39,5	41,1	40,9	40,1	37,2
Labour force participation rate	44,0	43,8	43,4	45,4	45,2	44,5	41,9

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

Table 2.5: Labour force characteristics by province and metro

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
South Africa							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**20 216**	**21 085**	**21 533**	**22 289**	**22 496**	**22 929**	**21 344**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	5 070	5 344	5 753	6 120	6 103	6 579	6 283
Not economically active	15 194	14 950	15 136	15 005	15 411	15 578	17 749
Discouraged work-seekers	2 422	2 334	2 386	2 403	2 806	2 848	2 754
Other	12 771	12 616	12 750	12 602	12 604	12 729	14 996
Rates (%)							
Unemployment rate	25,1	25,3	26,7	27,5	27,1	28,7	29,4
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	57,1	58,5	58,7	59,8	59,3	59,5	54,6
Western Cape							
Population 15-64 yrs	**4 188**	**4 281**	**4 377**	**4 471**	**4 563**	**4 653**	**4 739**
Labour Force	**2 842**	**2 904**	**2 962**	**3 066**	**3 133**	**3 157**	**2 905**
Employed	2 195	2 304	2 331	2 425	2 506	2 507	2 309
Unemployed	646	600	631	641	627	650	597
Not economically active	1 346	1 377	1 415	1 405	1 430	1 496	1 834
Discouraged work-seekers	32	51	47	61	59	62	92
Other	1 315	1 326	1 368	1 345	1 371	1 434	1 742
Rates (%)							
Unemployment rate	22,7	20,7	21,3	20,9	20,0	20,6	20,5
Employed / population ratio (Absorption)	52,4	53,8	53,3	54,2	54,9	53,9	48,7
Labour force participation rate	67,8	67,8	67,7	68,6	68,7	67,9	61,3
Western Cape - Non metro							
Population 15-64 yrs	-	**1 545**	**1 584**	**1 621**	**1 657**	**1 692**	**1 728**
Labour Force	-	**1 033**	**1 041**	**1 075**	**1 096**	**1 114**	**1 016**
Employed	-	846	847	886	907	912	848
Unemployed	-	187	194	190	189	203	168
Not economically active	-	511	543	546	561	578	712
Discouraged work-seekers	-	40	38	44	44	42	63
Other	-	472	505	502	518	536	649
Rates (%)							
Unemployment rate	-	18,1	18,6	17,6	17,3	18,2	16,5
Employed / population ratio (Absorption)	-	54,8	53,5	54,6	54,7	53,9	49,1
Labour force participation rate	-	66,9	65,7	66,3	66,1	65,9	58,8
Western Cape - City of Cape Town							
Population 15-64 yrs	-	**2 737**	**2 793**	**2 850**	**2 905**	**2 961**	**3 012**
Labour Force	-	**1 871**	**1 921**	**1 990**	**2 037**	**2 043**	**1 890**
Employed	-	1 457	1 484	1 539	1 599	1 595	1 460
Unemployed	-	413	437	451	438	447	429
Not economically active	-	866	872	859	868	918	1 122
Discouraged work-seekers	-	11	9	16	16	20	29
Other	-	855	863	843	853	898	1 093
Rates (%)							
Unemployment rate	-	22,1	22,8	22,7	21,5	21,9	22,7
Employed / population ratio (Absorption)	-	53,3	53,1	54,0	55,0	53,9	48,5
Labour force participation rate	-	68,4	68,8	69,8	70,1	69,0	62,7

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Eastern Cape							
Population 15-64 yrs	**4 077**	**4 111**	**4 149**	**4 197**	**4 246**	**4 295**	**4 345**
Labour Force	**1 918**	**1 935**	**1 959**	**2 158**	**2 153**	**2 183**	**2 196**
Employed	1 350	1 377	1 402	1 417	1 391	1 370	1 250
Unemployed	568	558	557	740	762	813	947
Not economically active	2 159	2 176	2 190	2 039	2 094	2 112	2 148
Discouraged work-seekers	420	411	443	352	376	353	242
Other	1 739	1 764	1 746	1 686	1 718	1 759	1 906
Rates (%)							
Unemployment rate	29,6	28,8	28,4	34,3	35,4	37,2	43,1
Employed / population ratio (Absorption)	33,1	33,5	33,8	33,8	32,8	31,9	28,8
Labour force participation rate	47,0	47,1	47,2	51,4	50,7	50,8	50,6
Eastern Cape - Non Metro							
Population 15-64 yrs	-	**2 826**	**2 854**	**2 887**	**2 919**	**2 950**	**2 982**
Labour Force	-	**1 086**	**1 123**	**1 266**	**1 262**	**1 299**	**1 341**
Employed	-	786	821	818	794	781	703
Unemployed	-	300	301	448	468	518	638
Not economically active	-	1 740	1 731	1 621	1 658	1 650	1 640
Discouraged work-seekers	-	404	423	340	351	326	229
Other	-	1 335	1 308	1 281	1 307	1 324	1 411
Rates (%)							
Unemployment rate	-	27,6	26,8	35,4	37,1	39,9	47,6
Employed / population ratio (Absorption)	-	27,8	28,8	28,3	27,2	26,5	23,6
Labour force participation rate	-	38,4	39,3	43,8	43,2	44,0	45,0
Eastern Cape - Buffalo City							
Population 15-64 yrs	-	**500**	**503**	**508**	**513**	**519**	**525**
Labour Force	-	**331**	**331**	**360**	**336**	**340**	**330**
Employed	-	243	235	250	241	241	230
Unemployed	-	88	96	110	95	99	101
Not economically active	-	168	172	148	177	179	194
Discouraged work-seekers	-	7	16	10	24	22	10
Other	-	161	156	137	153	157	184
Rates (%)							
Unemployment rate	-	26,6	29,0	30,5	28,1	29,2	30,4
Employed / population ratio (Absorption)	-	48,7	46,7	49,3	47,1	46,4	43,8
Labour force participation rate	-	66,3	65,8	70,9	65,5	65,5	63,0
Eastern Cape - Nelson Mandela Bay							
Population 15-64 yrs	-	**785**	**792**	**802**	**814**	**826**	**838**
Labour Force	-	**517**	**505**	**532**	**555**	**544**	**525**
Employed	-	347	345	349	356	349	316
Unemployed	-	170	160	183	199	195	208
Not economically active	-	268	287	270	259	282	314
Discouraged work-seekers	-		5	2	1	5	3
Other	-	268	282	268	258	278	310
Rates (%)							
Unemployment rate	-	32,8	31,7	34,4	35,9	35,9	39,7
Employed / population ratio (Absorption)	-	44,2	43,6	43,5	43,7	42,2	37,7
Labour force participation rate	-	65,9	63,8	66,3	68,2	65,8	62,6

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Northern cape							
Population 15-64 yrs	**758**	**767**	**776**	**786**	**795**	**803**	**811**
Labour Force	**438**	**448**	**431**	**432**	**443**	**444**	**401**
Employed	307	305	305	305	321	320	296
Unemployed	131	143	126	128	122	124	105
Not economically active	319	319	345	354	352	359	410
Discouraged work-seekers	42	46	58	75	62	76	71
Other	278	274	287	279	290	283	340
Rates (%)							
Unemployment rate	29,9	32,0	29,2	29,5	27,6	28,0	26,1
Employed / population ratio (Absorption)	40,5	39,7	39,3	38,8	40,3	39,8	36,5
Labour force participation rate	57,8	58,4	55,6	55,0	55,8	55,3	49,4
Free State							
Population 15-64 yrs	**1 857**	**1 870**	**1 883**	**1 889**	**1 899**	**1 907**	**1 914**
Labour Force	**1 136**	**1 163**	**1 179**	**1 193**	**1 208**	**1 222**	**1 080**
Employed	749	805	781	793	796	798	715
Unemployed	388	358	398	400	412	424	365
Not economically active	720	707	703	696	691	685	834
Discouraged work-seekers	77	81	78	85	77	110	84
Other	643	626	625	611	614	575	750
Rates (%)							
Unemployment rate	34,1	30,8	33,7	33,6	34,1	34,7	33,8
Employed / population ratio (Absorption)	40,3	43,0	41,5	42,0	41,9	41,8	37,4
Labour force participation rate	61,2	62,2	62,6	63,1	63,6	64,1	56,4
Free State - Non Metro							
Population 15-64 yrs	-	**1 349**	**1 353**	**1 354**	**1 353**	**1 350**	**1 347**
Labour Force	-	**832**	**827**	**819**	**831**	**840**	**751**
Employed	-	562	537	538	535	533	486
Unemployed	-	270	290	280	296	307	265
Not economically active	-	517	526	535	522	510	596
Discouraged work-seekers	-	55	55	67	68	81	49
Other	-	462	472	468	453	429	547
Rates (%)							
Unemployment rate	-	32,4	35,1	34,2	35,7	36,5	35,3
Employed / population ratio (Absorption)	-	41,7	39,7	39,8	39,5	39,5	36,1
Labour force participation rate	-	61,7	61,1	60,5	61,4	62,2	55,7
Free State - Mangaung							
Population 15-64 yrs	-	**521**	**529**	**536**	**546**	**556**	**567**
Labour Force	-	**331**	**352**	**374**	**376**	**381**	**330**
Employed	-	243	244	254	261	264	229
Unemployed	-	89	108	120	115	117	100
Not economically active	-	190	177	161	169	175	238
Discouraged work-seekers	-	27	24	18	9	29	35
Other	-	163	154	143	160	146	203
Rates (%)							
Unemployment rate	-	26,8	30,6	32,1	30,7	30,6	30,4
Employed / population ratio (Absorption)	-	46,6	46,1	47,4	47,8	47,5	40,5
Labour force participation rate	-	63,6	66,5	69,9	69,0	68,5	58,1

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
KwaZulu-Natal							
Population 15-64 yrs	**6 608**	**6 703**	**6 802**	**6 908**	**7 015**	**7 122**	**7 227**
Labour Force	**3 201**	**3 239**	**3 269**	**3 378**	**3 424**	**3 549**	**3 305**
Employed	2 487	2 551	2 508	2 547	2 630	2 643	2 453
Unemployed	715	688	762	831	795	906	852
Not economically active	3 406	3 463	3 533	3 530	3 591	3 573	3 922
Discouraged work-seekers	622	584	669	689	829	793	743
Other	2 784	2 880	2 864	2 841	2 761	2 780	3 179
Rates (%)							
Unemployment rate	22,3	21,3	23,3	24,6	23,2	25,5	25,8
Employed / population ratio (Absorption)	37,6	38,1	36,9	36,9	37,5	37,1	33,9
Labour force participation rate	48,4	48,3	48,1	48,9	48,8	49,8	45,7
KwaZulu-Natal - Non Metro							
Population 15-64 yrs	-	**4 350**	**4 427**	**4 506**	**4 586**	**4 665**	**4 746**
Labour Force	-	**1 899**	**1 851**	**1 872**	**1 921**	**2 048**	**1 997**
Employed	-	1 438	1 376	1 376	1 425	1 469	1 366
Unemployed	-	461	475	497	496	579	630
Not economically active	-	2 451	2 576	2 634	2 665	2 617	2 750
Discouraged work-seekers	-	463	555	584	698	653	567
Other	-	1 989	2 021	2 050	1 967	1 964	2 183
Rates (%)							
Unemployment rate	-	24,3	25,6	26,5	25,8	28,3	31,6
Employed / population ratio (Absorption)	-	33,1	31,1	30,5	31,1	31,5	28,8
Labour force participation rate	-	43,7	41,8	41,6	41,9	43,9	42,1
KwaZulu-Natal - eThekwini							
Population 15-64 yrs	-	**2 352**	**2 376**	**2 402**	**2 429**	**2 457**	**2 481**
Labour Force	-	**1 340**	**1 419**	**1 506**	**1 504**	**1 501**	**1 308**
Employed	-	1 113	1 132	1 171	1 204	1 173	1 087
Unemployed	-	227	287	334	299	327	222
Not economically active	-	1 012	957	896	926	956	1 172
Discouraged work-seekers	-	121	114	105	131	140	176
Other	-	891	843	791	794	816	996
Rates (%)							
Unemployment rate	-	17,0	20,2	22,2	19,9	21,8	17,0
Employed / population ratio (Absorption)	-	47,3	47,6	48,8	49,6	47,8	43,8
Labour force participation rate	-	57,0	59,7	62,7	61,9	61,1	52,7
North West							
Population 15-64 yrs	**2 384**	**2 428**	**2 473**	**2 518**	**2 561**	**2 604**	**2 646**
Labour Force	**1 229**	**1 260**	**1 285**	**1 329**	**1 337**	**1 365**	**1 320**
Employed	904	936	924	984	980	960	929
Unemployed	325	324	361	345	356	405	390
Not economically active	1 155	1 168	1 188	1 188	1 225	1 239	1 326
Discouraged work-seekers	238	245	243	275	308	286	237
Other	917	924	945	913	917	953	1 089
Rates (%)							
Unemployment rate	26,4	25,7	28,1	26,0	26,7	29,7	29,6
Employed / population ratio (Absorption)	37,9	38,5	37,4	39,1	38,3	36,9	35,1
Labour force participation rate	51,6	51,9	52,0	52,8	52,2	52,4	49,9

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng							
Population 15-64 yrs	**9 332**	**9 553**	**9 774**	**9 983**	**10 185**	**10 384**	**10 577**
Labour Force	**6 423**	**6 923**	**7 082**	**7 210**	**7 196**	**7 330**	**6 825**
Employed	4 824	4 995	5 004	5 075	5 091	5 097	4 671
Unemployed	1 599	1 928	2 078	2 134	2 105	2 234	2 154
Not economically active	2 908	2 629	2 692	2 773	2 989	3 054	3 751
Discouraged work-seekers	357	271	255	276	427	396	519
Other	2 551	2 359	2 438	2 496	2 561	2 658	3 233
Rates (%)							
Unemployment rate	24,9	27,8	29,3	29,6	29,3	30,5	31,6
Employed / population ratio (Absorption)	51,7	52,3	51,2	50,8	50,0	49,1	44,2
Labour force participation rate	68,8	72,5	72,5	72,2	70,7	70,6	64,5
Gauteng - Non Metro							
Population 15-64 yrs	-	**1 300**	**1 317**	**1 331**	**1 343**	**1 353**	**1 364**
Labour Force	-	**859**	**863**	**880**	**838**	**842**	**765**
Employed	-	613	590	612	603	583	562
Unemployed	-	246	272	268	234	259	203
Not economically active	-	441	454	451	505	512	599
Discouraged work-seekers	-	75	66	66	126	110	158
Other	-	366	389	385	379	402	441
Rates (%)							
Unemployment rate	-	28,7	31,6	30,5	28,0	30,7	26,6
Employed / population ratio (Absorption)	-	47,1	44,8	46,0	44,9	43,1	41,2
Labour force participation rate	-	66,1	65,5	66,1	62,4	62,2	56,1
Gauteng - Ekurhuleni							
Population 15-64 yrs	-	**2 429**	**2 476**	**2 518**	**2 555**	**2 591**	**2 623**
Labour Force	-	**1 763**	**1 784**	**1 855**	**1 820**	**1 892**	**1 699**
Employed	-	1 229	1 198	1 263	1 245	1 302	1 174
Unemployed	-	534	586	593	575	590	525
Not economically active	-	666	693	662	735	699	925
Discouraged work-seekers	-	61	75	70	100	110	134
Other	-	605	618	592	635	589	791
Rates (%)							
Unemployment rate	-	30,3	32,8	31,9	31,6	31,2	30,9
Employed / population ratio (Absorption)	-	50,6	48,4	50,2	48,7	50,2	44,8
Labour force participation rate	-	72,6	72,0	73,7	71,2	73,0	64,8
Gauteng - City of Johannesburg							
Population 15-64 yrs	-	**3 496**	**3 592**	**3 688**	**3 784**	**3 880**	**3 974**
Labour Force	-	**2 679**	**2 751**	**2 742**	**2 828**	**2 848**	**2 623**
Employed	-	1 938	1 966	1 947	2 012	1 954	1 765
Unemployed	-	740	786	796	816	894	858
Not economically active	-	817	841	946	956	1 032	1 352
Discouraged work-seekers	-	51	52	74	84	81	136
Other	-	766	789	872	872	950	1 215
Rates (%)							
Unemployment rate	-	27,6	28,6	29,0	28,9	31,4	32,7
Employed / population ratio (Absorption)	-	55,5	54,7	52,8	53,2	50,4	44,4
Labour force participation rate	-	76,6	76,6	74,4	74,7	73,4	66,0
Gauteng - City of Tshwane							
Population 15-64 yrs	-	**2 328**	**2 388**	**2 446**	**2 503**	**2 560**	**2 615**
Labour Force	-	**1 622**	**1 684**	**1 732**	**1 711**	**1 749**	**1 739**
Employed	-	1 215	1 250	1 254	1 231	1 258	1 170
Unemployed	-	407	434	478	480	490	569
Not economically active	-	705	704	714	792	811	876
Discouraged work-seekers	-	83	62	65	117	95	91
Other	-	622	641	648	675	717	785
Rates (%)							
Unemployment rate	-	25,1	25,8	27,6	28,0	28,1	32,7
Employed / population ratio (Absorption)	-	52,2	52,4	51,3	49,2	49,1	44,7
Labour force participation rate	-	69,7	70,5	70,8	68,4	68,3	66,5

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga							
Population 15-64 yrs	**2 703**	**2 756**	**2 809**	**2 859**	**2 907**	**2 952**	**2 997**
Labour Force	**1 593**	**1 611**	**1 665**	**1 762**	**1 810**	**1 880**	**1 618**
Employed	1 132	1 177	1 165	1 219	1 221	1 233	1 167
Unemployed	461	433	499	544	589	647	451
Not economically active	1 110	1 146	1 144	1 097	1 097	1 072	1 379
Discouraged work-seekers	239	242	231	223	216	214	268
Other	871	904	913	874	881	858	1 111
Rates (%)							
Unemployment rate	29,0	26,9	30,0	30,9	32,5	34,4	27,9
Employed / population ratio (Absorption)	41,9	42,7	41,5	42,6	42,0	41,8	38,9
Labour force participation rate	58,9	58,4	59,3	61,6	62,3	63,7	54,0
Limpopo							
Population 15-64 yrs	**3 505**	**3 566**	**3 627**	**3 684**	**3 737**	**3 786**	**3 837**
Labour Force	**1 435**	**1 602**	**1 701**	**1 761**	**1 793**	**1 798**	**1 693**
Employed	1 198	1 291	1 360	1 404	1 458	1 423	1 271
Unemployed	237	311	341	357	335	375	421
Not economically active	2 070	1 964	1 926	1 923	1 944	1 988	2 145
Discouraged work-seekers	396	404	362	367	452	558	499
Other	1 674	1 560	1 564	1 556	1 492	1 430	1 646
Rates (%)							
Unemployment rate	16,5	19,4	20,0	20,3	18,7	20,9	24,9
Employed / population ratio (Absorption)	34,2	36,2	37,5	38,1	39,0	37,6	33,1
Labour force participation rate	40,9	44,9	46,9	47,8	48,0	47,5	44,1

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Formal sector (Non-agricultural)	10 822	10 935	11 021	11 288	11 319	11 234	10 537
Informal sector (Non-agricultural)	2 393	2 637	2 602	2 735	2 937	2 973	2 545
Agriculture	702	880	874	843	845	861	820
Private households	1 230	1 288	1 283	1 303	1 292	1 281	1 160
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218	10 839
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938	13 193
Rates (%)							
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5	41,8
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0	66,3
Women							
Population 15-64 yrs	**17 986**	**18 273**	**18 567**	**18 865**	**19 158**	**19 447**	**19 731**
Labour Force	**10 867**	**11 278**	**11 501**	**11 925**	**12 222**	**12 413**	**12 113**
Employed	6 634	6 882	6 874	7 114	7 207	7 197	6 601
Formal sector (Non-agricultural)	4 514	4 577	4 657	4 797	4 827	4 808	4 544
Informal sector (Non-agricultural)	937	1 007	968	1 047	1 098	1 131	926
Agriculture	213	293	267	265	281	272	259
Private households	969	1 006	982	1 004	1 001	986	872
Unemployed	4 233	4 396	4 626	4 811	5 015	5 216	5 512
Not economically active	7 119	6 995	7 066	6 940	6 936	7 034	7 618
Rates (%)							
Unemployment rate	39,0	39,0	40,2	40,3	41,0	42,0	45,5
Employed / population ratio (Absorption)	36,9	37,7	37,0	37,7	37,6	37,0	33,5
Labour force participation rate	60,4	61,7	61,9	63,2	63,8	63,8	61,4
Men							
Population 15-64 yrs	**17 424**	**17 762**	**18 102**	**18 429**	**18 749**	**19 060**	**19 362**
Labour Force	**12 534**	**12 864**	**13 208**	**13 552**	**13 816**	**14 155**	**13 787**
Employed	8 513	8 859	8 906	9 055	9 186	9 153	8 460
Formal sector (Non-agricultural)	6 308	6 359	6 364	6 491	6 492	6 426	5 993
Informal sector (Non-agricultural)	1 455	1 630	1 634	1 688	1 839	1 843	1 618
Agriculture	488	587	607	577	564	589	561
Private households	261	283	301	299	291	295	288
Unemployed	4 022	4 005	4 302	4 498	4 630	5 002	5 327
Not economically active	4 890	4 898	4 894	4 877	4 933	4 904	5 575
Rates (%)							
Unemployment rate	32,1	31,1	32,6	33,2	33,5	35,3	38,6
Employed / population ratio (Absorption)	48,9	49,9	49,2	49,1	49,0	48,0	43,7
Labour force participation rate	71,9	72,4	73,0	73,5	73,7	74,3	71,2

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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
South Africa							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218	10 839
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938	13 193
Rates (%)							
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5	41,8
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0	66,3
Black/African							
Population 15-64 yrs	**28 050**	**28 651**	**29 264**	**29 873**	**30 474**	**31 065**	**31 647**
Labour Force	**18 402**	**19 115**	**19 693**	**20 379**	**20 940**	**21 480**	**20 981**
Employed	11 078	11 633	11 696	12 053	12 280	12 269	11 279
Unemployed	7 324	7 482	7 996	8 326	8 660	9 211	9 702
Not economically active	9 648	9 536	9 571	9 494	9 534	9 584	10 667
Rates (%)							
Unemployment rate	39,8	39,1	40,6	40,9	41,4	42,9	46,2
Employed / population ratio (Absorption)	39,5	40,6	40,0	40,3	40,3	39,5	35,6
Labour force participation rate	65,6	66,7	67,3	68,2	68,7	69,1	66,3
Coloured							
Population 15-64 yrs	**3 287**	**3 331**	**3 371**	**3 410**	**3 447**	**3 481**	**3 512**
Labour Force	**2 254**	**2 271**	**2 286**	**2 347**	**2 368**	**2 398**	**2 263**
Employed	1 623	1 643	1 648	1 655	1 711	1 699	1 514
Unemployed	630	628	638	691	657	699	749
Not economically active	1 034	1 060	1 086	1 064	1 079	1 083	1 250
Rates (%)							
Unemployment rate	28,0	27,7	27,9	29,5	27,8	29,2	33,1
Employed / population ratio (Absorption)	49,4	49,3	48,9	48,5	49,6	48,8	43,1
Labour force participation rate	68,6	68,2	67,8	68,8	68,7	68,9	64,4
Indian/Asian							
Population 15-64 yrs	**964**	**975**	**986**	**995**	**1 004**	**1 012**	**1 021**
Labour Force	**599**	**614**	**618**	**645**	**647**	**640**	**648**
Employed	498	504	515	539	534	528	503
Unemployed	101	110	102	107	113	112	144
Not economically active	365	361	369	350	357	373	373
Rates (%)							
Unemployment rate	16,9	17,9	16,6	16,5	17,5	17,4	22,3
Employed / population ratio (Absorption)	51,7	51,7	52,2	54,1	53,2	52,2	49,3
Labour force participation rate	62,2	62,9	62,6	64,9	64,4	63,2	63,4
White							
Population 15-64 yrs	**3 109**	**3 078**	**3 048**	**3 016**	**2 983**	**2 948**	**2 913**
Labour Force	**2 147**	**2 142**	**2 112**	**2 106**	**2 084**	**2 050**	**2 010**
Employed	1 947	1 961	1 921	1 922	1 869	1 853	1 766
Unemployed	200	181	191	185	215	197	244
Not economically active	962	936	935	910	899	899	903
Rates (%)							
Unemployment rate	9,3	8,5	9,1	8,8	10,3	9,6	12,2
Employed / population ratio (Absorption)	62,6	63,7	63,0	63,7	62,7	62,8	60,6
Labour force participation rate	69,1	69,6	69,3	69,8	69,9	69,5	69,0

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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
15-64 years							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218	10 839
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938	13 193
Rates (%)							
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5	41,8
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0	66,3
15-24 years							
Population 15-24 yrs	**10 257**	**10 291**	**10 310**	**10 315**	**10 309**	**10 289**	**10 263**
Labour Force	**3 610**	**3 677**	**3 707**	**3 732**	**3 661**	**3 689**	**3 186**
Employed	1 263	1 367	1 271	1 292	1 222	1 135	871
Unemployed	2 347	2 310	2 437	2 440	2 439	2 554	2 315
Not economically active	6 647	6 614	6 602	6 583	6 647	6 600	7 077
Rates (%)							
Unemployment rate	65,0	62,8	65,7	65,4	66,6	69,2	72,7
Employed / population ratio (Absorption)	12,3	13,3	12,3	12,5	11,9	11,0	8,5
Labour force participation rate	35,2	35,7	36,0	36,2	35,5	35,8	31,0
25-34 years							
Population 25-34 yrs	**9 326**	**9 486**	**9 646**	**9 798**	**9 945**	**10 087**	**10 224**
Labour Force	**7 897**	**8 157**	**8 275**	**8 416**	**8 609**	**8 746**	**8 543**
Employed	4 758	4 945	4 903	4 884	4 903	4 823	4 356
Unemployed	3 139	3 212	3 372	3 532	3 705	3 923	4 187
Not economically active	1 429	1 329	1 370	1 383	1 336	1 342	1 681
Rates (%)							
Unemployment rate	39,8	39,4	40,7	42,0	43,0	44,9	49,0
Employed / population ratio (Absorption)	51,0	52,1	50,8	49,8	49,3	47,8	42,6
Labour force participation rate	84,7	86,0	85,8	85,9	86,6	86,7	83,6
35-44 years							
Population 35-44 yrs	**7 430**	**7 618**	**7 798**	**7 962**	**8 118**	**8 275**	**8 439**
Labour Force	**6 384**	**6 637**	**6 805**	**7 051**	**7 216**	**7 316**	**7 310**
Employed	4 685	4 862	4 899	5 041	5 137	5 124	4 757
Unemployed	1 700	1 775	1 906	2 010	2 079	2 192	2 554
Not economically active	1 045	982	993	912	902	958	1 129
Rates (%)							
Unemployment rate	26,6	26,7	28,0	28,5	28,8	30,0	34,9
Employed / population ratio (Absorption)	63,1	63,8	62,8	63,3	63,3	61,9	56,4
Labour force participation rate	85,9	87,1	87,3	88,5	88,9	88,4	86,6
45-54 years							
Population 45-54 yrs	**5 025**	**5 152**	**5 310**	**5 492**	**5 690**	**5 897**	**6 104**
Labour Force	**3 898**	**4 022**	**4 218**	**4 446**	**4 664**	**4 892**	**4 936**
Employed	3 071	3 171	3 284	3 421	3 560	3 681	3 564
Unemployed	827	851	935	1 025	1 104	1 211	1 372
Not economically active	1 127	1 130	1 091	1 046	1 026	1 004	1 168
Rates (%)							
Unemployment rate	21,2	21,1	22,2	23,1	23,7	24,8	27,8
Employed / population ratio (Absorption)	61,1	61,6	61,8	62,3	62,6	62,4	58,4
Labour force participation rate	77,6	78,1	79,4	81,0	82,0	83,0	80,9
55-64 years							
Population 55-64 yrs	**3 373**	**3 487**	**3 606**	**3 727**	**3 846**	**3 959**	**4 063**
Labour Force	**1 612**	**1 649**	**1 702**	**1 833**	**1 889**	**1 925**	**1 926**
Employed	1 369	1 395	1 423	1 531	1 571	1 587	1 513
Unemployed	243	255	279	302	317	338	412
Not economically active	1 761	1 838	1 904	1 894	1 957	2 034	2 138
Rates (%)							
Unemployment rate	15,0	15,4	16,4	16,5	16,8	17,5	21,4
Employed / population ratio (Absorption)	40,6	40,0	39,5	41,1	40,9	40,1	37,2
Labour force participation rate	47,8	47,3	47,2	49,2	49,1	48,6	47,4

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	QLFS 2020 Thousand
South Africa							
Population 15-64 yrs	**35 410**	**36 035**	**36 669**	**37 294**	**37 907**	**38 506**	**39 093**
Labour Force	**23 402**	**24 142**	**24 708**	**25 477**	**26 039**	**26 568**	**25 900**
Employed	15 146	15 741	15 780	16 169	16 394	16 350	15 061
Unemployed	8 255	8 401	8 928	9 308	9 645	10 218	10 839
Not economically active	12 009	11 893	11 961	11 817	11 869	11 938	13 193
Rates (%)							
Unemployment rate	35,3	34,8	36,1	36,5	37,0	38,5	41,8
Employed / population ratio (Absorption)	42,8	43,7	43,0	43,4	43,2	42,5	38,5
Labour force participation rate	66,1	67,0	67,4	68,3	68,7	69,0	66,3
Western Cape							
Population 15-64 yrs	**4 188**	**4 281**	**4 377**	**4 471**	**4 563**	**4 653**	**4 739**
Labour Force	**2 908**	**2 997**	**3 067**	**3 207**	**3 259**	**3 290**	**3 161**
Employed	2 195	2 304	2 331	2 425	2 506	2 507	2 309
Unemployed	713	693	736	782	753	783	852
Not economically active	1 280	1 284	1 310	1 264	1 303	1 363	1 579
Rates (%)							
Unemployment rate	24,5	23,1	24,0	24,4	23,1	23,8	27,0
Employed / population ratio (Absorption)	52,4	53,8	53,3	54,2	54,9	53,9	48,7
Labour force participation rate	69,4	70,0	70,1	71,7	71,4	70,7	66,7
Western Cape - Non Metro							
Population 15-64 yrs	-	**1 545**	**1 584**	**1 621**	**1 657**	**1 692**	**1 728**
Labour Force	-	**1 095**	**1 115**	**1 170**	**1 179**	**1 188**	**1 132**
Employed	-	846	847	886	907	912	848
Unemployed	-	248	269	284	272	276	284
Not economically active	-	450	468	452	478	505	595
Rates (%)							
Unemployment rate	-	22,7	24,1	24,3	23,1	23,2	25,1
Employed / population ratio (Absorption)	-	54,8	53,5	54,6	54,7	53,9	49,1
Labour force participation rate	-	70,9	70,4	72,1	71,1	70,2	65,5
Western Cape - City of Cape Town							
Population 15-64 yrs	-	**2 737**	**2 793**	**2 850**	**2 905**	**2 961**	**3 012**
Labour Force	-	**1 902**	**1 951**	**2 038**	**2 080**	**2 102**	**2 028**
Employed	-	1 457	1 484	1 539	1 599	1 595	1 460
Unemployed	-	445	468	498	481	507	568
Not economically active	-	834	842	812	825	858	984
Rates (%)							
Unemployment rate	-	23,4	24,0	24,4	23,1	24,1	28,0
Employed / population ratio (Absorption)	-	53,3	53,1	54,0	55,0	53,9	48,5
Labour force participation rate	-	69,5	69,9	71,5	71,6	71,0	67,3

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	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape							
Population 15-64 yrs	**4 077**	**4 111**	**4 149**	**4 197**	**4 246**	**4 295**	**4 345**
Labour Force	**2 384**	**2 380**	**2 448**	**2 556**	**2 583**	**2 598**	**2 566**
Employed	1 350	1 377	1 402	1 417	1 391	1 370	1 250
Unemployed	1 034	1 003	1 046	1 139	1 192	1 228	1 316
Not economically active	1 694	1 730	1 701	1 640	1 663	1 697	1 779
Rates (%)							
Unemployment rate	43,4	42,2	42,7	44,6	46,1	47,3	51,3
Employed / population ratio (Absorption)	33,1	33,5	33,8	33,8	32,8	31,9	28,8
Labour force participation rate	58,5	57,9	59,0	60,9	60,8	60,5	59,1
Eastern Cape - Non Metro							
Population 15-64 yrs	-	**2 826**	**2 854**	**2 887**	**2 919**	**2 950**	**2 982**
Labour Force	-	**1 517**	**1 581**	**1 640**	**1 656**	**1 670**	**1 674**
Employed	-	786	821	818	794	781	703
Unemployed	-	731	760	821	862	889	971
Not economically active	-	1 308	1 273	1 248	1 263	1 280	1 307
Rates (%)							
Unemployment rate	-	48,2	48,0	50,1	52,1	53,2	58,0
Employed / population ratio (Absorption)	-	27,8	28,8	28,3	27,2	26,5	23,6
Labour force participation rate	-	53,7	55,4	56,8	56,7	56,6	56,1
Eastern Cape - Buffalo City							
Population 15-64 yrs	-	**500**	**503**	**508**	**513**	**519**	**525**
Labour Force	-	**345**	**356**	**382**	**371**	**378**	**358**
Employed	-	243	235	250	241	241	230
Unemployed	-	102	121	131	129	137	128
Not economically active	-	154	147	126	142	141	167
Rates (%)							
Unemployment rate	-	29,6	34,1	34,4	34,9	36,2	35,7
Employed / population ratio (Absorption)	-	48,7	46,7	49,3	47,1	46,4	43,8
Labour force participation rate	-	69,1	70,8	75,2	72,3	72,7	68,2
Eastern Cape - Nelson Mandela Bay							
Population 15-64 yrs	-	**785**	**792**	**802**	**814**	**826**	**838**
Labour Force	-	**517**	**510**	**535**	**556**	**550**	**534**
Employed	-	347	345	349	356	349	316
Unemployed	-	170	165	186	201	202	218
Not economically active	-	268	281	267	258	276	304
Rates (%)							
Unemployment rate	-	32,9	32,4	34,8	36,1	36,7	40,8
Employed / population ratio (Absorption)	-	44,2	43,6	43,5	43,7	42,2	37,7
Labour force participation rate	-	65,9	64,5	66,7	68,4	66,6	63,7
Northern Cape							
Population 15-64 yrs	**758**	**767**	**776**	**786**	**795**	**803**	**811**
Labour Force	**510**	**519**	**517**	**536**	**540**	**553**	**516**
Employed	307	305	305	305	321	320	296
Unemployed	203	214	211	232	219	233	220
Not economically active	247	249	260	250	256	251	295
Rates (%)							
Unemployment rate	39,9	41,3	40,9	43,2	40,5	42,1	42,6
Employed / population ratio (Absorption)	40,5	39,7	39,3	38,8	40,3	39,8	36,5
Labour force participation rate	67,4	67,6	66,5	68,2	67,9	68,8	63,6

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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Free State							
Population 15-64 yrs	**1 857**	**1 870**	**1 883**	**1 889**	**1 899**	**1 907**	**1 914**
Labour Force	**1 265**	**1 295**	**1 296**	**1 320**	**1 323**	**1 367**	**1 237**
Employed	749	805	781	793	796	798	715
Unemployed	516	490	514	527	527	569	521
Not economically active	592	575	587	570	576	540	677
Rates (%)							
Unemployment rate	40,8	37,8	39,7	39,9	39,8	41,6	42,2
Employed / population ratio (Absorption)	40,3	43,0	41,5	42,0	41,9	41,8	37,4
Labour force participation rate	68,1	69,3	68,8	69,8	69,7	71,7	64,6
Free State - Non Metro							
Population 15-64 yrs	-	**1 349**	**1 353**	**1 354**	**1 353**	**1 350**	**1 347**
Labour Force	-	**929**	**911**	**919**	**924**	**945**	**847**
Employed	-	562	537	538	535	533	486
Unemployed	-	367	374	380	389	412	361
Not economically active	-	420	442	435	429	405	500
Rates (%)							
Unemployment rate	-	39,5	41,1	41,4	42,1	43,6	42,6
Employed / population ratio (Absorption)	-	41,7	39,7	39,8	39,5	39,5	36,1
Labour force participation rate	-	68,9	67,3	67,9	68,3	70,0	62,9
Free State - Mangaung							
Population 15-64 yrs	-	**521**	**529**	**536**	**546**	**556**	**567**
Labour Force	-	**366**	**385**	**401**	**399**	**422**	**390**
Employed	-	243	244	254	261	264	229
Unemployed	-	124	140	147	138	158	160
Not economically active	-	155	145	135	147	134	177
Rates (%)							
Unemployment rate	-	33,7	36,5	36,6	34,6	37,4	41,1
Employed / population ratio (Absorption)	-	46,6	46,1	47,4	47,8	47,5	40,5
Labour force participation rate	-	70,3	72,6	74,9	73,1	75,9	68,7
KwaZulu-Natal							
Population 15-64 yrs	**6 608**	**6 703**	**6 802**	**6 908**	**7 015**	**7 122**	**7 227**
Labour Force	**4 074**	**4 033**	**4 174**	**4 304**	**4 458**	**4 553**	**4 513**
Employed	2 487	2 551	2 508	2 547	2 630	2 643	2 453
Unemployed	1 588	1 482	1 667	1 758	1 828	1 910	2 060
Not economically active	2 533	2 670	2 628	2 603	2 557	2 569	2 714
Rates (%)							
Unemployment rate	39,0	36,8	39,9	40,8	41,0	42,0	45,6
Employed / population ratio (Absorption)	37,6	38,1	36,9	36,9	37,5	37,1	33,9
Labour force participation rate	61,7	60,2	61,4	62,3	63,5	63,9	62,4
KwaZulu-Natal - Non Metro							
Population 15-64 yrs	-	**4 350**	**4 427**	**4 506**	**4 586**	**4 665**	**4 746**
Labour Force	-	**2 529**	**2 604**	**2 651**	**2 786**	**2 873**	**2 847**
Employed	-	1 438	1 376	1 376	1 425	1 469	1 366
Unemployed	-	1 091	1 228	1 275	1 361	1 403	1 481
Not economically active	-	1 822	1 823	1 855	1 799	1 792	1 899
Rates (%)							
Unemployment rate	-	43,1	47,2	48,1	48,8	48,9	52,0
Employed / population ratio (Absorption)	-	33,1	31,1	30,5	31,1	31,5	28,8
Labour force participation rate	-	58,1	58,8	58,8	60,8	61,6	60,0

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	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu-Natal - eThekhwini							
Population 15-64 yrs	-	**2 352**	**2 376**	**2 402**	**2 429**	**2 457**	**2 481**
Labour Force	-	**1 505**	**1 570**	**1 654**	**1 671**	**1 680**	**1 666**
Employed	-	1 113	1 132	1 171	1 204	1 173	1 087
Unemployed	-	392	439	482	467	507	579
Not economically active	-	848	806	748	758	776	815
Rates (%)							
Unemployment rate	-	26,0	27,9	29,2	27,9	30,2	34,8
Employed / population ratio (Absorption)	-	47,3	47,6	48,8	49,6	47,8	43,8
Labour force participation rate	-	64,0	66,1	68,9	68,8	68,4	67,2
North West							
Population 15-64 yrs	**2 384**	**2 428**	**2 473**	**2 518**	**2 561**	**2 604**	**2 646**
Labour Force	**1 550**	**1 579**	**1 616**	**1 688**	**1 720**	**1 738**	**1 720**
Employed	904	936	924	984	980	960	929
Unemployed	646	643	692	704	740	778	790
Not economically active	833	849	857	830	841	866	926
Rates (%)							
Unemployment rate	41,7	40,7	42,8	41,7	43,0	44,8	46,0
Employed / population ratio (Absorption)	37,9	38,5	37,4	39,1	38,3	36,9	35,1
Labour force participation rate	65,0	65,0	65,4	67,0	67,2	66,8	65,0
Gauteng							
Population 15-64 yrs	**9 332**	**9 553**	**9 774**	**9 983**	**10 185**	**10 384**	**10 577**
Labour Force	**6 842**	**7 285**	**7 446**	**7 574**	**7 712**	**7 810**	**7 688**
Employed	4 824	4 995	5 004	5 075	5 091	5 097	4 671
Unemployed	2 018	2 289	2 442	2 498	2 621	2 713	3 017
Not economically active	2 490	2 268	2 328	2 409	2 473	2 574	2 889
Rates (%)							
Unemployment rate	29,5	31,4	32,8	33,0	34,0	34,7	39,2
Employed / population ratio (Absorption)	51,7	52,3	51,2	50,8	50,0	49,1	44,2
Labour force participation rate	73,3	76,3	76,2	75,9	75,7	75,2	72,7
Gauteng - Non Metro							
Population 15-64 yrs	-	**1 300**	**1 317**	**1 331**	**1 343**	**1 353**	**1 364**
Labour Force	-	**946**	**966**	**975**	**984**	**978**	**980**
Employed	-	613	590	612	603	583	562
Unemployed	-	333	375	364	380	395	419
Not economically active	-	354	351	356	359	375	383
Rates (%)							
Unemployment rate	-	35,2	38,9	37,3	38,7	40,4	42,7
Employed / population ratio (Absorption)	-	47,1	44,8	46,0	44,9	43,1	41,2
Labour force participation rate	-	72,7	73,3	73,3	73,3	72,3	71,9
Gauteng - Ekurhuleni							
Population 15-64 yrs	-	**2 429**	**2 476**	**2 518**	**2 555**	**2 591**	**2 623**
Labour Force	-	**1 858**	**1 883**	**1 943**	**1 940**	**2 018**	**1 912**
Employed	-	1 229	1 198	1 263	1 245	1 302	1 174
Unemployed	-	629	685	680	696	717	738
Not economically active	-	571	594	574	615	573	711
Rates (%)							
Unemployment rate	-	33,9	36,4	35,0	35,8	35,5	38,6
Employed / population ratio (Absorption)	-	50,6	48,4	50,2	48,7	50,2	44,8
Labour force participation rate	-	76,5	76,0	77,2	75,9	77,9	72,9

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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Gauteng - City of Johannesburg							
Population 15-64 yrs	-	**3 496**	**3 592**	**3 688**	**3 784**	**3 880**	**3 974**
Labour Force	-	**2 752**	**2 829**	**2 836**	**2 925**	**2 946**	**2 901**
Employed	-	1 938	1 966	1 947	2 012	1 954	1 765
Unemployed	-	813	863	889	913	992	1 136
Not economically active	-	744	764	852	859	934	1 073
Rates (%)							
Unemployment rate	-	29,6	30,5	31,4	31,2	33,7	39,2
Employed / population ratio (Absorption)	-	55,5	54,7	52,8	53,2	50,4	44,4
Labour force participation rate	-	78,7	78,7	76,9	77,3	75,9	73,0
Gauteng - City of Tshwane							
Population 15-64 yrs	-	**2 328**	**2 388**	**2 446**	**2 503**	**2 560**	**2 615**
Labour Force	-	**1 729**	**1 769**	**1 820**	**1 862**	**1 868**	**1 894**
Employed	-	1 215	1 250	1 254	1 231	1 258	1 170
Unemployed	-	514	519	565	631	610	724
Not economically active	-	599	619	626	640	692	722
Rates (%)							
Unemployment rate	-	29,7	29,3	31,1	33,9	32,6	38,2
Employed / population ratio (Absorption)	-	52,2	52,4	51,3	49,2	49,1	44,7
Labour force participation rate	-	74,3	74,1	74,4	74,4	73,0	72,4
Mpumalanga							
Population 15-64 yrs	**2 703**	**2 756**	**2 809**	**2 859**	**2 907**	**2 952**	**2 997**
Labour Force	**1 940**	**1 947**	**1 989**	**2 064**	**2 093**	**2 183**	**2 133**
Employed	1 132	1 177	1 165	1 219	1 221	1 233	1 167
Unemployed	808	770	824	846	872	951	967
Not economically active	763	809	820	795	814	769	863
Rates (%)							
Unemployment rate	41,6	39,5	41,4	41,0	41,6	43,5	45,3
Employed / population ratio (Absorption)	41,9	42,7	41,5	42,6	42,0	41,8	38,9
Labour force participation rate	71,8	70,7	70,8	72,2	72,0	74,0	71,2
Limpopo							
Population 15-64 yrs	**3 505**	**3 566**	**3 627**	**3 684**	**3 737**	**3 786**	**3 837**
Labour Force	**1 929**	**2 107**	**2 156**	**2 227**	**2 351**	**2 476**	**2 367**
Employed	1 198	1 291	1 360	1 404	1 458	1 423	1 271
Unemployed	731	816	795	823	893	1 053	1 096
Not economically active	1 576	1 459	1 471	1 457	1 386	1 310	1 470
Rates (%)							
Unemployment rate	37,9	38,7	36,9	37,0	38,0	42,5	46,3
Employed / population ratio (Absorption)	34,2	36,2	37,5	38,1	39,0	37,6	33,1
Labour force participation rate	55,0	59,1	59,4	60,5	62,9	65,4	61,7

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

Table 3.1: Employed by industry and sex - South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Agriculture	702	880	874	843	845	861	820
Mining	428	455	444	434	419	412	403
Manufacturing	1 760	1 762	1 692	1 782	1 769	1 762	1 528
Utilities	117	132	118	149	148	139	104
Construction	1 249	1 405	1 431	1 414	1 472	1 348	1 164
Trade	3 202	3 161	3 178	3 250	3 280	3 358	3 084
Transport	932	905	910	977	984	998	925
Finance	2 030	2 198	2 275	2 402	2 479	2 518	2 374
Community and social services	3 493	3 551	3 571	3 609	3 694	3 667	3 484
Private households	1 230	1 288	1 283	1 303	1 292	1 281	1 160
Other	4	4	4	6	10	7	15
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**
Agriculture	213	293	267	265	281	272	259
Mining	73	61	60	55	55	62	67
Manufacturing	556	569	564	603	593	609	545
Utilities	28	24	33	36	38	41	33
Construction	140	153	159	176	152	149	131
Trade	1 514	1 519	1 512	1 563	1 548	1 553	1 412
Transport	180	180	172	189	195	189	170
Finance	849	910	948	999	1 066	1 046	987
Community and social services	2 109	2 165	2 173	2 219	2 273	2 285	2 116
Private households	969	1 006	982	1 004	1 001	986	872
Other	2	2	3	4	6	4	9
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**
Agriculture	488	587	607	577	564	589	561
Mining	355	394	385	380	364	349	336
Manufacturing	1 203	1 193	1 127	1 179	1 176	1 153	983
Utilities	89	108	84	113	111	97	71
Construction	1 109	1 252	1 272	1 238	1 320	1 199	1 033
Trade	1 688	1 642	1 667	1 687	1 732	1 805	1 672
Transport	752	725	738	788	789	809	755
Finance	1 181	1 288	1 326	1 403	1 413	1 472	1 388
Community and social services	1 384	1 387	1 398	1 390	1 422	1 382	1 367
Private households	261	283	301	299	291	295	288
Other	2	2	1	1	4	2	5

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

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

Table 3.2: Employed by industry and province

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**702**	**880**	**874**	**843**	**845**	**861**	**820**
Western Cape	142	232	215	187	196	215	192
Eastern Cape	78	83	96	89	88	88	86
Northern Cape	44	36	48	44	44	36	30
Free State	57	71	65	76	73	60	55
KwaZulu Natal	90	145	135	123	123	143	133
North West	42	55	49	50	53	57	50
Gauteng	59	34	41	37	32	34	34
Mpumalanga	84	89	97	97	92	91	103
Limpopo	106	135	129	139	143	136	136
Mining	**428**	**455**	**444**	**434**	**419**	**412**	**403**
Western Cape	4	3	3	4	4	4	5
Eastern Cape	2	1	2	1	1	1	2
Northern Cape	19	25	19	30	24	29	32
Free State	28	33	29	16	22	17	17
KwaZulu Natal	6	8	6	6	7	6	4
North West	152	155	142	132	134	130	127
Gauteng	56	94	98	86	68	60	64
Mpumalanga	91	58	58	56	69	74	66
Limpopo	70	77	87	103	91	90	87
Manufacturing	**1 760**	**1 762**	**1 692**	**1 782**	**1 769**	**1 762**	**1 528**
Western Cape	308	297	306	339	328	335	299
Eastern Cape	139	131	135	130	128	123	113
Northern Cape	10	11	13	9	14	16	11
Free State	69	68	61	62	63	64	51
KwaZulu Natal	349	348	317	320	351	343	279
North West	69	72	68	78	58	73	55
Gauteng	630	657	623	645	632	625	545
Mpumalanga	100	106	93	109	111	101	96
Limpopo	85	72	76	91	85	83	80
Utilities	**117**	**132**	**118**	**149**	**148**	**139**	**104**
Western Cape	13	16	8	13	9	13	6
Eastern Cape	9	6	7	7	3	7	6
Northern Cape	2	4	1	3	6	2	1
Free State	4	11	10	11	10	10	7
KwaZulu Natal	19	16	7	14	15	11	11
North West	2	4	6	4	8	6	5
Gauteng	37	32	28	42	44	45	33
Mpumalanga	21	31	33	39	41	33	24
Limpopo	10	13	18	15	11	11	12
Construction	**1 249**	**1 405**	**1 431**	**1 414**	**1 472**	**1 348**	**1 164**
Western Cape	168	200	224	229	226	206	175
Eastern Cape	139	165	164	152	163	150	128
Northern Cape	25	29	29	24	25	19	18
Free State	52	56	56	66	58	57	49
KwaZulu Natal	252	266	222	215	231	234	201
North West	54	64	72	83	89	63	56
Gauteng	349	376	391	387	420	377	340
Mpumalanga	98	104	113	111	109	105	79
Limpopo	113	144	161	148	151	137	119

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

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

Table 3.2: Employed by industry and province (concluded)

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade	**3 202**	**3 161**	**3 178**	**3 250**	**3 280**	**3 358**	**3 084**
Western Cape	469	455	441	463	502	498	462
Eastern Cape	284	291	298	324	294	283	247
Northern Cape	46	53	46	47	49	50	53
Free State	156	172	173	170	155	166	149
KwaZulu Natal	540	502	535	505	491	552	548
North West	172	166	175	195	191	177	178
Gauteng	994	1 002	980	991	1 000	1 042	936
Mpumalanga	242	240	233	248	259	259	254
Limpopo	299	280	297	307	338	332	259
Transport	**932**	**905**	**910**	**977**	**984**	**998**	**925**
Western Cape	142	119	125	145	154	144	137
Eastern Cape	79	64	73	70	69	73	71
Northern Cape	8	10	14	11	12	11	7
Free State	33	36	36	44	38	38	39
KwaZulu Natal	176	162	167	174	182	182	175
North West	32	35	35	35	33	39	32
Gauteng	361	361	353	385	384	377	351
Mpumalanga	54	62	58	60	59	67	66
Limpopo	47	56	49	52	54	66	48
Finance	**2 030**	**2 198**	**2 275**	**2 402**	**2 479**	**2 518**	**2 374**
Western Cape	361	364	388	420	446	451	409
Eastern Cape	112	129	128	162	138	137	133
Northern Cape	24	21	20	21	23	23	27
Free State	63	64	58	69	84	82	69
KwaZulu Natal	252	268	284	329	341	340	316
North West	70	100	86	100	102	100	102
Gauteng	967	1 021	1 083	1 045	1 083	1 127	1 065
Mpumalanga	120	132	122	141	136	150	144
Limpopo	61	98	106	116	125	108	110
Community and social services	**3 493**	**3 551**	**3 571**	**3 609**	**3 694**	**3 667**	**3 484**
Western Cape	450	463	460	472	485	499	500
Eastern Cape	391	387	384	370	396	386	358
Northern Cape	99	91	87	91	101	108	101
Free State	210	209	197	191	204	204	197
KwaZulu Natal	582	624	602	627	662	607	594
North West	228	202	213	225	234	238	262
Gauteng	1 009	1 022	1 050	1 068	1 039	1 032	915
Mpumalanga	224	254	258	250	237	246	243
Limpopo	300	299	320	315	335	347	315
Private households	**1 230**	**1 288**	**1 283**	**1 303**	**1 292**	**1 281**	**1 160**
Western Cape	139	154	159	154	155	141	123
Eastern Cape	117	118	115	112	110	122	105
Northern Cape	30	26	28	25	24	26	17
Free State	78	86	97	88	87	101	82
KwaZulu Natal	220	211	233	234	226	225	192
North West	83	82	79	81	77	75	64
Gauteng	358	393	354	383	381	372	377
Mpumalanga	98	102	100	109	108	105	93
Limpopo	107	116	118	118	123	113	106

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

Table 3.3: Employed by sector and industry - South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Total employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Formal and informal sector (Non-agricultural)	**13 215**	**13 573**	**13 623**	**14 023**	**14 256**	**14 208**	**13 081**
Mining	428	455	444	434	419	412	403
Manufacturing	1 760	1 762	1 692	1 782	1 769	1 762	1 528
Utilities	117	132	118	149	148	139	104
Construction	1 249	1 405	1 431	1 414	1 472	1 348	1 164
Trade	3 202	3 161	3 178	3 250	3 280	3 358	3 084
Transport	932	905	910	977	984	998	925
Finance	2 030	2 198	2 275	2 402	2 479	2 518	2 374
Community and social services	3 493	3 551	3 571	3 609	3 694	3 667	3 484
Other	4	4	4	6	10	7	15
Formal sector (Non-agricultural)	**10 822**	**10 935**	**11 021**	**11 288**	**11 319**	**11 234**	**10 537**
Mining	425	451	439	427	413	405	398
Manufacturing	1 551	1 541	1 494	1 559	1 544	1 530	1 341
Utilities	115	126	112	144	145	133	101
Construction	863	971	976	981	955	875	747
Trade	2 183	2 088	2 128	2 136	2 150	2 155	2 048
Transport	722	657	669	709	708	686	636
Finance	1 858	1 975	2 066	2 187	2 201	2 253	2 130
Community and social services	3 102	3 121	3 132	3 140	3 194	3 191	3 122
Other	4	4	4	6	10	6	14
Informal sector (Non-agricultural)	**2 393**	**2 637**	**2 602**	**2 735**	**2 937**	**2 973**	**2 545**
Mining	3	3	6	7	6	6	4
Manufacturing	209	221	198	224	226	233	187
Utilities	3	6	6	5	4	6	4
Construction	386	434	455	433	518	472	416
Trade	1 019	1 073	1 050	1 114	1 130	1 203	1 037
Transport	210	248	241	268	276	312	289
Finance	172	223	208	215	277	265	244
Community and social services	391	430	439	469	500	476	362
Other	0		0			0	0
Agriculture	**702**	**880**	**874**	**843**	**845**	**861**	**820**
Private households	**1 230**	**1 288**	**1 283**	**1 303**	**1 292**	**1 281**	**1 160**

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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
South Africa	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Formal sector (Non-agricultural)	10 822	10 935	11 021	11 288	11 319	11 234	10 537
Informal sector (Non-agricultural)	2 393	2 637	2 602	2 735	2 937	2 973	2 545
Agriculture	702	880	874	843	845	861	820
Private households	1 230	1 288	1 283	1 303	1 292	1 281	1 160
Western Cape	**2 195**	**2 304**	**2 331**	**2 425**	**2 506**	**2 507**	**2 309**
Formal sector (Non-agricultural)	1 699	1 676	1 720	1 827	1 867	1 846	1 755
Informal sector (Non-agricultural)	216	241	236	258	287	305	238
Agriculture	142	232	215	187	196	215	192
Private households	139	154	159	154	155	141	123
Western Cape - Non Metro	-	**846**	**847**	**886**	**907**	**912**	**848**
Formal sector (Non-agricultural)	-	492	502	571	561	550	541
Informal sector (Non-agricultural)	-	81	77	83	106	108	86
Agriculture	-	210	202	170	176	197	176
Private households	-	64	65	62	64	57	45
Western Cape - City of Cape Town	-	**1 457**	**1 484**	**1 539**	**1 599**	**1 595**	**1 460**
Formal sector (Non-agricultural)	-	1 185	1 218	1 256	1 306	1 296	1 215
nformal sector (Non-agricultural)	-	160	159	175	181	198	152
Agriculture	-	22	13	17	20	17	16
Private households	-	90	94	91	91	85	77
Eastern Cape	**1 350**	**1 377**	**1 402**	**1 417**	**1 391**	**1 370**	**1 250**
Formal sector (Non-agricultural)	859	869	880	898	877	828	757
Informal sector (Non-agricultural)	296	305	311	318	315	332	301
Agriculture	78	83	96	89	88	88	86
Private households	117	118	115	112	110	122	105
Eastern Cape - Non Metro	-	**786**	**821**	**818**	**794**	**781**	**703**
Formal sector (Non-agricultural)	-	428	443	462	435	417	371
Informal sector (Non-agricultural)	-	214	229	215	211	220	202
Agriculture	-	76	85	80	82	76	76
Private households	-	68	64	61	66	68	54
Eastern Cape - Buffalo City	-	**243**	**235**	**250**	**241**	**241**	**230**
Formal sector (Non-agricultural)	-	173	175	171	174	160	150
Informal sector (Non-agricultural)	-	44	36	57	48	52	52
Agriculture	-	5	5	6	4	7	7
Private households	-	21	20	16	15	23	21
Eastern Cape - Nelson mandela bay	-	**347**	**345**	**349**	**356**	**349**	**316**
Formal sector (Non-agricultural)	-	268	262	265	268	251	236
Informal sector (Non-agricultural)	-	47	46	46	56	61	47
Agriculture	-	2	6	3	3	6	4
Private households	-	30	31	35	29	31	29
Northern Cape	**307**	**305**	**305**	**305**	**321**	**320**	**296**
Formal sector (Non-agricultural)	201	205	192	202	224	220	228
Informal sector (Non-agricultural)	32	38	38	34	30	38	21
Agriculture	44	36	48	44	44	36	30
Private households	30	26	28	25	24	26	17
Free State	**749**	**805**	**781**	**793**	**796**	**798**	**715**
Formal sector (Non-agricultural)	496	514	482	476	494	500	450
Informal sector (Non-agricultural)	118	134	137	153	141	137	128
Agriculture	57	71	65	76	73	60	55
Private households	78	86	97	88	87	101	82
Free State - Non Metro	-	**562**	**537**	**538**	**535**	**533**	**486**
Formal sector (Non-agricultural)	-	341	311	302	310	308	286
Informal sector (Non-agricultural)	-	89	92	104	94	96	88
Agriculture	-	70	64	74	72	57	54
Private households	-	62	70	59	59	72	59
Free State - Mangaung	-	**243**	**244**	**254**	**261**	**264**	**229**
Formal sector (Non-agricultural)	-	173	171	174	184	192	164
Informal sector (Non-agricultural)	-	45	46	49	47	42	39
Agriculture	-	2	2	2	2	3	2
Private households	-	23	26	29	28	28	24

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 (concluded)

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu Natal	**2 487**	**2 551**	**2 508**	**2 547**	**2 630**	**2 643**	**2 453**
Formal sector (Non-agricultural)	1 712	1 708	1 690	1 765	1 806	1 792	1 659
Informal sector (Non-agricultural)	464	487	450	424	474	482	468
Agriculture	90	145	135	123	123	143	133
Private households	220	211	233	234	226	225	192
KwaZulu Natal - Non Metro	-	**1 438**	**1 376**	**1 376**	**1 425**	**1 469**	**1 366**
Formal sector (Non-agricultural)	-	886	833	865	882	917	835
Informal sector (Non-agricultural)	-	312	294	271	312	303	298
Agriculture	-	139	129	119	119	135	127
Private households	-	102	120	120	112	114	107
KwaZulu Natal - eThekwini	-	**1 113**	**1 132**	**1 171**	**1 204**	**1 173**	**1 087**
Formal sector (Non-agricultural)	-	822	857	900	924	876	824
Informal sector (Non-agricultural)	-	175	156	153	162	179	171
Agriculture	-	6	6	4	4	8	6
Private households	-	109	113	114	115	111	86
North West	**904**	**936**	**924**	**984**	**980**	**960**	**929**
Formal sector (Non-agricultural)	668	672	665	695	695	680	699
Informal sector (Non-agricultural)	111	127	132	158	155	147	116
Agriculture	42	55	49	50	53	57	50
Private households	83	82	79	81	77	75	64
Gauteng	**4 824**	**4 995**	**5 004**	**5 075**	**5 091**	**5 097**	**4 671**
Formal sector (Non-agricultural)	3 829	3 869	3 920	3 953	3 868	3 866	3 591
Informal sector (Non-agricultural)	579	700	689	702	810	825	669
Agriculture	59	34	41	37	32	34	34
Private households	358	393	354	383	381	372	377
Gauteng - Non Metro	-	**613**	**590**	**612**	**603**	**583**	**562**
Formal sector (Non-agricultural)	-	453	445	445	412	408	385
Informal sector (Non-agricultural)	-	93	88	96	114	108	85
Agriculture	-	16	16	15	16	13	18
Private households	-	50	42	55	62	54	73
Gauteng - Ekurhuleni	-	**1 229**	**1 198**	**1 263**	**1 245**	**1 302**	**1 174**
Formal sector (Non-agricultural)	-	957	948	992	996	1 033	939
Informal sector (Non-agricultural)	-	172	163	175	170	191	159
Agriculture	-	10	10	9	4	7	4
Private households	-	90	77	86	75	71	71
Gauteng - City of Johannesburg	-	**1 938**	**1 966**	**1 947**	**2 012**	**1 954**	**1 765**
Formal sector (Non-agricultural)	-	1 472	1 519	1 502	1 464	1 379	1 301
Informal sector (Non-agricultural)	-	301	300	297	383	391	300
Agriculture	-	2	6	6	3	5	4
Private households	-	163	141	141	162	180	160
Gauteng - City of Tshwane	-	**1 215**	**1 250**	**1 254**	**1 231**	**1 258**	**1 170**
Formal sector (Non-agricultural)	-	987	1 009	1 014	996	1 047	966
Informal sector (Non-agricultural)	-	133	139	133	143	134	125
Agriculture	-	6	9	7	10	9	7
Private households	-	90	94	100	82	68	72
Mpumalanga	**1 132**	**1 177**	**1 165**	**1 219**	**1 221**	**1 233**	**1 167**
Formal sector (Non-agricultural)	701	740	721	720	725	732	696
Informal sector (Non-agricultural)	250	247	246	293	296	304	275
Agriculture	84	89	97	97	92	91	103
Private households	98	102	100	109	108	105	93
Limpopo	**1 198**	**1 291**	**1 360**	**1 404**	**1 458**	**1 423**	**1 271**
Formal sector (Non-agricultural)	658	681	751	751	762	770	700
Informal sector (Non-agricultural)	327	359	363	395	429	404	328
Agriculture	106	135	129	139	143	136	136
Private households	107	116	118	118	123	113	106

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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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Manager	1 331	1 274	1 356	1 426	1 428	1 467	1 342
Professional	842	776	866	914	894	914	998
Technician	1 552	1 456	1 470	1 455	1 434	1 420	1 310
Clerk	1 653	1 671	1 642	1 734	1 711	1 704	1 562
Sales and services	2 326	2 463	2 481	2 523	2 667	2 717	2 483
Skilled agriculture	76	96	68	70	63	61	71
Craft and related trade	1 813	1 946	1 927	1 961	2 023	1 937	1 674
Plant and machine operator	1 277	1 312	1 284	1 313	1 375	1 371	1 269
Elementary	3 295	3 729	3 681	3 740	3 798	3 744	3 444
Domestic worker	981	1 017	1 005	1 027	1 000	1 012	877
Other	1			4	1	2	32
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**
Manager	418	395	432	460	440	446	424
Professional	374	394	445	452	459	486	509
Technician	872	809	808	786	777	757	706
Clerk	1 148	1 216	1 178	1 247	1 242	1 231	1 135
Sales and services	1 122	1 176	1 190	1 222	1 324	1 309	1 136
Skilled agriculture	22	26	14	13	14	13	17
Craft and related trade	207	198	206	207	210	228	192
Plant and machine operator	171	173	161	164	178	174	158
Elementary	1 354	1 515	1 482	1 582	1 598	1 588	1 476
Domestic worker	945	979	956	981	966	963	838
Other	1			1		1	9
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**
Manager	914	879	924	966	989	1 021	918
Professional	469	382	421	462	435	428	488
Technician	680	647	661	669	657	663	604
Clerk	505	455	464	488	468	473	427
Sales and services	1 204	1 287	1 291	1 302	1 343	1 408	1 347
Skilled agriculture	54	69	54	57	49	49	54
Craft and related trade	1 606	1 748	1 722	1 754	1 813	1 709	1 482
Plant and machine operator	1 106	1 139	1 123	1 149	1 197	1 197	1 111
Elementary	1 940	2 214	2 198	2 159	2 200	2 157	1 968
Domestic worker	36	38	49	45	34	48	39
Other				3	1	1	22

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

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

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Employee	13 065	13 499	13 459	13 774	13 914	13 749	12 612
Employer	773	784	838	848	828	893	877
Own-account worker	1 227	1 372	1 407	1 463	1 567	1 618	1 471
Unpaid household member	82	87	77	84	85	90	102
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**
Employee	5 874	6 071	6 047	6 227	6 333	6 263	5 751
Employer	161	152	173	181	159	188	196
Own-account worker	546	604	604	654	659	683	604
Unpaid household member	53	54	49	52	57	63	51
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**
Employee	7 191	7 427	7 412	7 547	7 581	7 486	6 861
Employer	612	631	664	667	669	706	681
Own-account worker	681	768	802	809	908	935	867
Unpaid household member	28	33	27	32	28	27	51

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 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Working less than 15 hours per week	322	345	328	331	356	365	491
Working 15-29 hours per week	900	1 015	1 058	1 115	1 134	1 169	1 055
Working 30-39 hours per week	1 070	1 077	1 115	1 099	1 125	1 097	1 068
Working 40-45 hours per week	8 527	8 662	8 497	8 883	9 084	8 930	8 302
Working more than 45 hours per week	4 327	4 641	4 781	4 741	4 694	4 788	4 141
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**
Working less than 15 hours per week	207	217	201	188	209	209	250
Working 15-29 hours per week	586	663	702	726	726	740	662
Working 30-39 hours per week	642	661	676	675	676	675	635
Working 40-45 hours per week	3 713	3 773	3 706	3 900	3 992	3 967	3 683
Working more than 45 hours per week	1 486	1 568	1 589	1 625	1 604	1 606	1 371
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**
Working less than 15 hours per week	115	128	127	143	147	156	241
Working 15-29 hours per week	314	352	356	390	409	430	393
Working 30-39 hours per week	428	416	439	423	448	422	433
Working 40-45 hours per week	4 814	4 890	4 791	4 983	5 091	4 964	4 619
Working more than 45 hours per week	2 841	3 073	3 193	3 116	3 091	3 182	2 770

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

Table 3.8: Conditions of employment by sex- South Africa

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Pension/retirement fund contribution							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	6 386	6 216	6 330	6 609	6 584	6 627	6 422
No	6 443	7 021	6 888	6 896	7 076	6 850	5 986
Don't know	235	262	242	270	254	272	204
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	2 661	2 635	2 690	2 793	2 807	2 858	2 772
No	3 119	3 333	3 261	3 327	3 417	3 293	2 885
Don't know	94	104	97	108	109	113	94
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	3 725	3 581	3 640	3 816	3 777	3 769	3 651
No	3 324	3 688	3 627	3 569	3 659	3 557	3 101
Don't know	142	158	145	162	145	159	110
Entitled to any paid leave							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	8 441	8 522	8 817	9 174	9 207	9 121	8 835
No	4 465	4 814	4 506	4 442	4 576	4 507	3 693
Don't know	159	163	137	158	131	121	83
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	3 671	3 747	3 860	4 039	4 085	4 060	3 967
No	2 138	2 263	2 137	2 124	2 192	2 154	1 750
Don't know	65	61	51	65	57	49	34
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	4 770	4 775	4 957	5 136	5 122	5 060	4 868
No	2 327	2 551	2 369	2 318	2 384	2 353	1 943
Don't know	94	102	86	93	74	72	50
Entitled to paid sick leave							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	9 001	9 223	9 423	9 787	9 761	9 785	9 515
No	4 063	4 276	4 036	3 987	4 153	3 964	3 036
Don't know							60
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	3 931	4 074	4 155	4 330	4 344	4 363	4 260
No	1 943	1 997	1 892	1 897	1 989	1 900	1 463
Don't know							28
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	5 071	5 148	5 268	5 457	5 416	5 422	5 255
No	2 120	2 279	2 144	2 090	2 164	2 064	1 574
Don't know							32
Entitled to maternity/paternity leave							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	6 988	7 207	7 538	7 983	7 958	7 930	9 699
No	6 077	6 292	5 922	5 792	5 956	5 819	2 913
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	3 226	3 343	3 473	3 676	3 706	3 726	4 171
No	2 648	2 729	2 575	2 552	2 627	2 537	1 580
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	3 762	3 864	4 065	4 307	4 251	4 204	5 528
No	3 429	3 563	3 347	3 240	3 329	3 281	1 333

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

Table 3.8b: Conditions of employment by sex - South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
UIF contribution							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	7 976	8 080	8 119	8 278	8 369	8 389	7 989
No	4 862	5 154	5 104	5 241	5 319	5 104	4 438
Don't know	227	264	236	255	225	256	185
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	3 269	3 356	3 365	3 453	3 545	3 550	3 421
No	2 501	2 602	2 576	2 661	2 689	2 595	2 242
Don't know	104	113	106	114	99	119	88
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	4 706	4 724	4 754	4 825	4 824	4 839	4 568
No	2 361	2 552	2 528	2 580	2 631	2 509	2 195
Don't know	123	152	130	142	126	137	98
Medical aid benefits							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	4 105	3 980	4 009	4 130	4 095	4 056	4 016
No	8 820	9 366	9 316	9 479	9 694	9 549	8 487
Don't know	139	153	135	165	125	144	108
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	1 769	1 737	1 769	1 804	1 790	1 811	1 837
No	4 053	4 269	4 227	4 361	4 491	4 393	3 870
Don't know	52	65	51	63	52	59	44
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	2 336	2 242	2 240	2 327	2 305	2 245	2 179
No	4 768	5 096	5 089	5 119	5 203	5 156	4 617
Don't know	87	89	83	102	73	84	64
Income tax (PAYE/ SITE) deduction							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	7 283	7 180	7 282	7 564	7 567	7 484	7 363
No	5 538	6 054	5 930	5 928	6 069	5 913	4 971
Don't know	244	265	247	282	278	351	278
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	3 019	3 031	3 100	3 216	3 223	3 220	3 178
No	2 756	2 933	2 855	2 905	2 996	2 900	2 449
Don't know	99	108	93	106	114	144	124
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	4 264	4 149	4 182	4 348	4 343	4 264	4 184
No	2 781	3 122	3 076	3 023	3 073	3 013	2 522
Don't know	145	156	154	176	165	208	154
Condition of employment							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Written contract	10 643	10 698	10 758	11 071	11 159	11 042	10 571
Verbal agreement	2 422	2 801	2 701	2 704	2 755	2 707	2 040
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Written contract	4 723	4 787	4 832	5 021	5 088	5 041	4 818
Verbal agreement	1 151	1 284	1 215	1 207	1 246	1 222	933
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Written contract	5 920	5 910	5 926	6 050	6 071	6 001	5 753
Verbal agreement	1 271	1 517	1 486	1 497	1 509	1 484	1 107

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

Table 3.8c: Conditions of employment by sex- South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Nature of contract/agreement (Both sexes)							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Limited duration	1 993	1 989	1 863	1 849	1 896	1 825	1 634
Permanent nature	8 185	8 233	8 295	8 482	8 458	8 451	8 194
Unspecified duration	2 886	3 276	3 301	3 443	3 561	3 473	2 784
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Limited duration	961	965	933	934	972	935	827
Permanent nature	3 549	3 615	3 618	3 707	3 734	3 745	3 645
Unspecified duration	1 365	1 491	1 496	1 586	1 627	1 583	1 279
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Limited duration	1 033	1 024	930	915	923	889	806
Permanent nature	4 636	4 618	4 677	4 775	4 724	4 706	4 549
Unspecified duration	1 522	1 785	1 806	1 857	1 933	1 890	1 505
Trade union membership (Both sexes)							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Yes	3 788	3 697	3 783	3 966	4 100	4 014	4 202
No	8 908	9 414	9 307	9 377	9 437	9 291	8 090
Don't know	369	387	370	432	378	444	319
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Yes	1 544	1 526	1 611	1 675	1 737	1 749	1 826
No	4 187	4 388	4 294	4 390	4 451	4 338	3 792
Don't know	143	158	142	163	146	176	133
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Yes	2 243	2 172	2 173	2 291	2 363	2 266	2 376
No	4 721	5 026	5 012	4 987	4 986	4 953	4 298
Don't know	227	229	227	269	232	267	187
How annual salary increment is negotiated							
Both sexes	**13 065**	**13 499**	**13 459**	**13 774**	**13 914**	**13 749**	**12 612**
Individual and employer	1 235	1 307	1 098	1 095	1 103	1 257	1 158
Union and employer	2 877	2 833	2 956	3 058	3 118	3 061	3 243
Bargaining council	1 152	1 096	1 069	1 096	1 089	1 102	1 105
Employer only	7 018	7 481	7 548	7 637	7 642	7 384	6 443
No regular increment	727	724	728	777	886	854	627
Other	56	58	61	112	77	92	37
Women	**5 874**	**6 071**	**6 047**	**6 227**	**6 333**	**6 263**	**5 751**
Individual and employer	551	571	475	484	473	545	496
Union and employer	1 090	1 098	1 197	1 254	1 263	1 272	1 319
Bargaining council	583	560	544	532	549	578	595
Employer only	3 292	3 490	3 456	3 554	3 592	3 440	3 022
No regular increment	336	331	351	363	425	395	304
Other	22	23	25	42	31	34	16
Men	**7 191**	**7 427**	**7 412**	**7 547**	**7 581**	**7 486**	**6 861**
Individual and employer	684	736	623	611	630	712	662
Union and employer	1 787	1 735	1 759	1 804	1 855	1 789	1 924
Bargaining council	570	536	525	564	540	524	509
Employer only	3 726	3 992	4 092	4 083	4 049	3 944	3 420
No regular increment	391	393	377	415	461	459	323
Other	34	35	35	70	46	58	21

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

Table 3.9: Time-related underemployment - South Africa	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes	**608**	**705**	**721**	**737**	**742**	**763**	**803**
Women	359	424	425	436	435	444	444
Men	249	281	295	301	307	319	359
As percentage of the labour force (Both sexes)	**3,0**	**3,3**	**3,3**	**3,3**	**3,3**	**3,3**	**3,8**
Women	3,9	4,5	4,4	4,3	4,3	4,3	4,6
Men	2,2	2,4	2,5	2,5	2,5	2,5	3,1
As percentage of total employment (Both sexes)	**4,0**	**4,5**	**4,6**	**4,6**	**4,5**	**4,7**	**5,3**
Women	5,4	6,2	6,2	6,1	6,0	6,2	6,7
Men	2,9	3,2	3,3	3,3	3,3	3,5	4,2
Industry	**608**	**705**	**721**	**737**	**742**	**763**	**803**
Agriculture	11	18	28	19	22	25	20
Mining	0	0	1	1	0	1	1
Manufacturing	22	33	29	32	35	35	39
Utilities	0	1	2	0	1		1
Construction	70	75	82	71	80	84	88
Trade	102	114	118	120	112	128	155
Transport	15	20	17	17	18	20	21
Finance	39	46	48	50	53	60	70
Community and social services	137	161	164	174	182	178	154
Private households	211	237	232	253	238	233	252
Other	0						0
Occupation	**608**	**705**	**721**	**737**	**742**	**763**	**803**
Manager	14	11	13	13	15	17	17
Professional	9	6	6	12	6	9	8
Technician	30	36	34	30	29	33	31
Clerk	20	19	19	18	22	21	23
Sales and services	59	76	81	76	77	89	90
Skilled agriculture	2	6	2	3	2	2	4
Craft and related trade	68	73	75	74	78	85	108
Plant and machine operator	10	17	18	18	20	23	25
Elementary	245	293	303	320	332	320	318
Domestic worker	151	168	170	173	162	165	178
Other							1

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

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

Market production activities	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours
Both sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**	**600 025**
Agriculture	31 594	39 950	39 261	37 579	37 688	38 303	35 559
Mining	17 869	20 419	20 282	19 756	18 618	18 278	17 043
Manufacturing	74 900	75 200	72 125	75 529	74 719	74 601	60 819
Utilities	4 946	5 566	4 883	6 246	6 210	5 839	4 339
Construction	50 609	56 819	57 972	57 175	59 187	54 269	43 724
Trade	149 496	149 028	148 880	150 295	150 937	155 517	132 928
Transport	45 567	44 650	45 080	47 811	48 188	49 273	43 527
Finance	89 177	97 363	101 613	105 465	108 336	110 740	98 922
Community and social services	137 009	138 934	139 646	139 443	142 536	143 111	125 453
Private households	42 138	43 634	43 303	43 633	44 069	43 703	37 283
Other	149	164	184	232	396	265	430
Women	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**	**286 863**	**244 164**
Agriculture	8 912	12 579	11 121	10 987	11 720	11 275	10 260
Mining	2 949	2 616	2 564	2 312	2 305	2 676	2 792
Manufacturing	22 913	23 412	23 160	24 556	24 471	24 876	20 801
Utilities	1 048	970	1 353	1 422	1 535	1 677	1 320
Construction	4 820	4 997	5 347	5 896	4 778	4 878	4 063
Trade	68 251	68 478	67 965	69 991	68 253	68 687	58 401
Transport	7 594	7 456	7 203	8 005	8 079	7 968	6 536
Finance	34 803	37 606	39 609	41 149	43 868	43 233	38 656
Community and social services	80 300	81 978	81 899	82 766	84 601	86 956	73 051
Private households	34 086	34 658	33 561	34 710	34 985	34 467	27 958
Other	71	90	138	171	244	170	327
Men	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**	**407 037**	**355 862**
Agriculture	22 682	27 372	28 140	26 592	25 968	27 028	25 299
Mining	14 920	17 803	17 718	17 444	16 313	15 602	14 251
Manufacturing	51 987	51 788	48 965	50 973	50 248	49 725	40 018
Utilities	3 898	4 596	3 530	4 824	4 675	4 163	3 019
Construction	45 789	51 822	52 625	51 279	54 409	49 390	39 661
Trade	81 246	80 550	80 916	80 304	82 684	86 831	74 527
Transport	37 973	37 193	37 876	39 807	40 109	41 305	36 991
Finance	54 374	59 758	62 004	64 316	64 468	67 507	60 266
Community and social services	56 709	56 956	57 747	56 677	57 935	56 155	52 402
Private households	8 051	8 977	9 743	8 923	9 083	9 236	9 325
Other	78	74	46	61	151	95	103

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

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

Market production activities	QLFS 2014 Hours	QLFS 2015 Hours	QLFS 2016 Hours	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**	**42**
Agriculture	46	46	45	45	45	45	45
Mining	46	46	47	46	45	45	45
Manufacturing	43	43	43	43	43	43	42
Utilities	42	43	42	42	42	43	43
Construction	42	41	41	41	41	41	41
Trade	47	48	47	47	47	47	45
Transport	50	50	50	50	50	50	49
Finance	45	45	45	44	44	44	43
Community and social services	40	40	40	40	40	40	40
Private households	34	34	34	34	34	34	34
Other	38	42	42	41	41	40	30
Women	**41**	**41**	**41**	**41**	**40**	**40**	**40**
Agriculture	43	44	42	42	42	42	42
Mining	44	45	44	43	43	44	43
Manufacturing	42	42	42	42	42	41	41
Utilities	38	41	41	41	41	41	42
Construction	35	33	35	34	32	33	36
Trade	46	46	46	46	45	45	44
Transport	43	42	42	43	42	43	42
Finance	42	42	42	42	42	42	41
Community and social services	39	39	39	39	39	39	39
Private households	35	35	34	35	35	35	34
Other	36	40	41	42	40	40	36
Men	**45**	**45**	**45**	**45**	**45**	**45**	**44**
Agriculture	47	47	47	47	47	46	46
Mining	46	46	47	47	45	45	45
Manufacturing	44	44	44	44	43	43	42
Utilities	44	43	42	43	43	43	43
Construction	42	42	42	42	42	42	41
Trade	49	49	49	48	48	48	46
Transport	51	52	52	51	51	51	51
Finance	47	47	47	46	46	46	45
Community and social services	42	42	42	42	42	41	41
Private households	31	32	33	30	31	31	33
Other	40	44	47	41	43	40	20

Table 3.12: Employed by occupation, volume of hours worked and sex

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**	**600 025**
Manager	59 669	57 826	60 965	62 927	63 356	65 350	56 276
Professional	34 608	30 520	33 730	35 751	35 244	36 031	36 899
Technician	60 688	57 413	58 517	57 856	56 344	57 279	48 928
Clerk	68 608	69 767	69 311	72 475	70 899	71 139	61 219
Sales and services	111 141	118 591	119 236	119 063	124 544	128 136	109 687
Skilled agriculture	3 304	4 014	3 013	3 229	2 778	2 747	3 087
Craft and related trade	76 023	81 803	81 533	82 235	83 823	80 965	65 807
Plant and machine operator	59 555	62 248	61 184	62 067	65 343	64 911	57 539
Elementary	135 459	154 664	151 472	151 966	153 811	152 147	131 216
Domestic worker	34 371	34 881	34 268	35 406	34 689	35 105	28 242
Other	27			190	53	89	1 127
Women	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**	**286 863**	**244 164**
Manager	17 770	16 729	17 972	18 822	18 111	18 622	16 527
Professional	14 978	14 643	16 648	16 997	17 434	18 730	18 299
Technician	32 968	31 141	31 534	30 270	29 856	29 859	25 925
Clerk	47 184	50 200	49 312	51 744	51 009	50 968	43 957
Sales and services	49 991	52 250	52 737	53 614	57 012	56 841	45 407
Skilled agriculture	854	963	577	458	449	473	646
Craft and related trade	8 432	8 000	8 356	8 292	8 340	9 138	7 352
Plant and machine operator	7 220	7 340	6 843	6 910	7 690	7 336	6 152
Elementary	53 225	59 951	57 420	60 929	61 352	61 314	52 627
Domestic worker	33 100	33 622	32 519	33 877	33 586	33 532	26 914
Other	27			53		50	358
Men	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**	**407 037**	**355 862**
Manager	41 899	41 097	42 993	44 105	45 245	46 728	39 748
Professional	19 630	15 877	17 081	18 754	17 810	17 301	18 600
Technician	27 720	26 271	26 983	27 586	26 487	27 420	23 003
Clerk	21 424	19 566	19 999	20 731	19 890	20 171	17 262
Sales and services	61 150	66 342	66 499	65 449	67 532	71 296	64 280
Skilled agriculture	2 450	3 051	2 436	2 771	2 329	2 274	2 441
Craft and related trade	67 591	73 804	73 176	73 943	75 482	71 827	58 456
Plant and machine operator	52 336	54 907	54 341	55 158	57 652	57 575	51 387
Elementary	82 235	94 714	94 053	91 037	92 460	90 833	78 589
Domestic worker	1 271	1 259	1 749	1 528	1 102	1 573	1 328
Other				137	53	39	769

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

Table 3.13: Employed by occupation, average hours worked per week and sex

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**43**	**43**	**43**	**43**	**43**	**42**
Manager	45	46	45	45	45	45	44
Professional	42	41	40	40	41	40	40
Technician	41	41	41	41	41	41	40
Clerk	42	42	43	42	42	42	41
Sales and services	49	49	49	48	48	48	46
Skilled agriculture	44	43	46	47	46	46	44
Craft and related trade	43	43	43	43	42	42	42
Plant and machine operator	48	48	48	48	48	48	48
Elementary	42	42	42	41	41	41	41
Domestic worker	35	35	34	35	35	35	34
Other	45			42	41	41	38
Women	**41**	**41**	**41**	**41**	**40**	**40**	**40**
Manager	43	43	42	42	42	42	41
Professional	41	39	39	39	40	39	39
Technician	40	40	40	41	40	40	40
Clerk	42	42	42	42	42	42	41
Sales and services	45	46	45	45	44	44	43
Skilled agriculture	40	38	41	37	36	38	39
Craft and related trade	42	42	41	41	41	41	41
Plant and machine operator	43	43	43	43	44	43	42
Elementary	40	40	40	39	39	39	40
Domestic worker	35	35	34	35	35	35	34
Other	45			43		40	40
Men	**45**	**45**	**45**	**45**	**45**	**45**	**44**
Manager	46	47	47	46	46	46	45
Professional	43	42	42	41	42	41	40
Technician	42	42	42	42	41	42	41
Clerk	43	44	43	43	43	43	43
Sales and services	52	52	52	51	51	51	49
Skilled agriculture	46	45	47	49	48	48	46
Craft and related trade	43	43	43	43	42	43	42
Plant and machine operator	49	49	49	49	49	48	48
Elementary	43	43	43	43	43	42	42
Domestic worker	36	34	36	34	32	33	35
Other				42	41	43	37

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

Market production activities	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Both Sexes	**643 453**	**671 727**	**673 229**	**683 164**	**690 883**	**693 900**	**600 025**
Formal sector (Non-agricultural)	462 155	470 214	475 276	481 047	480 773	481 247	423 263
Informal sector (Non-agricultural)	107 566	117 929	115 388	120 904	128 353	130 646	103 921
Agriculture	31 594	39 950	39 261	37 579	37 688	38 303	35 559
Private households	42 138	43 634	43 303	43 633	44 069	43 703	37 283
Women	**265 748**	**274 839**	**273 920**	**281 965**	**284 840**	**286 863**	**244 164**
Formal sector (Non-agricultural)	182 912	185 244	189 389	192 942	193 733	195 305	171 632
Informal sector (Non-agricultural)	39 837	42 358	39 850	43 326	44 402	45 816	34 315
Agriculture	8 912	12 579	11 121	10 987	11 720	11 275	10 260
Private households	34 086	34 658	33 561	34 710	34 985	34 467	27 958
Men	**377 705**	**396 888**	**399 309**	**401 200**	**406 042**	**407 037**	**355 862**
Formal sector (Non-agricultural)	279 243	284 969	285 888	288 105	287 041	285 942	251 631
Informal sector (Non-agricultural)	67 730	75 571	75 539	77 579	83 951	84 831	69 606
Agriculture	22 682	27 372	28 140	26 592	25 968	27 028	25 299
Private households	8 051	8 977	9 743	8 923	9 083	9 236	9 325

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

Table 3.15: Employed by sector, average hours worked per week and sex							
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**43**	**43**	**43**	**43**	**43**	**43**	**42**
Formal sector (Non-agricultural)	44	44	44	45	43	43	43
Informal sector (Non-agricultural)	46	46	45	45	45	45	43
Agriculture	46	46	45	34	45	45	45
Private households	34	34	34	43	34	34	34
Women	**41**	**41**	**41**	**41**	**40**	**40**	**40**
Formal sector (Non-agricultural)	42	42	42	43	41	41	41
Informal sector (Non-agricultural)	44	43	42	42	42	41	40
Agriculture	43	44	42	35	42	42	42
Private households	35	35	34	41	35	35	34
Men	**45**	**45**	**45**	**45**	**45**	**45**	**44**
Formal sector (Non-agricultural)	45	45	45	47	45	45	44
Informal sector (Non-agricultural)	48	48	47	47	46	46	45
Agriculture	47	47	47	30	47	46	46
Private households	31	32	33	45	31	31	33

Table 3.16: Employment by sex and province							
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 253**
Western Cape	2 195	2 304	2 331	2 425	2 506	2 507	2 334
Eastern Cape	1 350	1 377	1 402	1 417	1 391	1 370	1 263
Northern Cape	307	305	305	305	321	320	302
Free State	749	805	781	793	796	798	724
KwaZulu Natal	2 487	2 551	2 508	2 547	2 630	2 643	2 487
North West	904	936	924	984	980	960	933
Gauteng	4 824	4 995	5 004	5 075	5 091	5 097	4 743
Mpumalanga	1 132	1 177	1 165	1 219	1 221	1 233	1 180
Limpopo	1 198	1 291	1 360	1 404	1 458	1 423	1 287
Women	**6 634**	**6 882**	**6 874**	**7 114**	**7 207**	**7 197**	**6 685**
Western Cape	992	1 043	1 027	1 065	1 113	1 118	1 070
Eastern Cape	659	660	672	689	699	675	611
Northern Cape	132	131	128	133	142	137	112
Free State	321	340	327	324	348	355	340
KwaZulu Natal	1 122	1 180	1 170	1 223	1 246	1 258	1 135
North West	373	354	357	388	381	384	373
Gauteng	2 031	2 114	2 122	2 183	2 152	2 151	1 980
Mpumalanga	478	499	494	511	514	509	510
Limpopo	525	561	578	598	613	609	552
Men	**8 513**	**8 859**	**8 906**	**9 055**	**9 186**	**9 153**	**8 569**
Western Cape	1 203	1 261	1 304	1 360	1 393	1 389	1 264
Eastern Cape	691	717	729	728	692	695	652
Northern Cape	175	174	177	172	179	183	190
Free State	428	465	455	468	447	443	384
KwaZulu Natal	1 365	1 371	1 338	1 324	1 383	1 385	1 352
North West	531	582	567	596	600	576	559
Gauteng	2 793	2 881	2 882	2 893	2 939	2 945	2 763
Mpumalanga	654	678	672	707	707	723	670
Limpopo	673	730	783	806	845	814	735

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

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

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
Black African	2 800	2 900	3 000	3 200	3 250	3 500	3 900
Coloured	3 033	3 000	3 250	3 500	3 500	3 683	4 000
Indian/Asian	6 000	6 500	7 200	8 000	6 500	7 400	9 600
White	10 000	12 000	12 500	12 000	11 000	13 000	12 500
Female	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**
Black African	2 300	2 500	2 500	2 700	2 800	3 000	3 466
Coloured	3 000	2 700	3 000	3 167	3 250	3 466	3 791
Indian/Asian	4 700	6 000	7 000	8 000	6 506	9 000	10 000
White	10 000	10 000	10 200	10 833	10 500	12 000	12 000
Male	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**
Black African	3 250	3 250	3 500	3 683	3 683	4 000	4 300
Coloured	3 250	3 028	3 466	3 900	3 856	3 900	4 300
Indian/Asian	6 000	7 000	7 400	8 000	6 500	6 000	9 600
White	11 853	13 100	15 000	13 000	11 200	14 500	14 000

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	QLFS 2020
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
15-24 years	2 500	2 600	2 608	3 000	3 000	3 250	3 466
25-34 years	3 000	3 006	3 200	3 500	3 500	3 683	4 000
35-44 years	3 466	3 466	3 500	3 700	3 683	4 000	4 333
45-54 years	3 271	3 400	3 500	3 600	3 700	3 900	4 500
55-64 years	3 900	3 500	4 000	3 700	3 600	3 731	4 116
Female	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**
15-24 years	2 500	2 500	2 600	3 000	2 900	3 200	3 033
25-34 years	2 800	2 863	3 000	3 000	3 200	3 500	3 600
35-44 years	2 700	2 800	3 000	3 000	3 200	3 500	3 900
45-54 years	2 500	2 500	2 600	2 946	3 000	3 200	3 500
55-64 years	2 850	2 600	2 800	3 000	3 000	3 200	3 500
Male	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**
15-24 years	2 500	2 600	2 773	3 000	3 033	3 250	3 500
25-34 years	3 250	3 250	3 466	3 683	3 600	3 900	4 200
35-44 years	4 000	4 000	4 000	4 333	4 100	4 500	5 000
45-54 years	4 333	4 300	4 500	5 000	4 900	4 700	5 633
55-64 years	4 800	4 500	5 010	5 000	4 500	4 500	5 416

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	QLFS 2020
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
Western Cape	3 423	3 250	3 423	3 500	3 466	3 800	4 000
Eastern Cape	2 500	2 418	2 750	2 816	3 000	3 000	3 466
Northern Cape	2 200	2 383	2 773	3 000	3 000	3 250	3 600
Free State	2 500	2 500	2 700	3 000	3 120	3 033	3 800
KwaZulu-Natal	2 500	2 500	2 500	3 000	3 000	3 000	3 500
North West	3 000	3 000	3 250	3 250	3 500	3 900	4 800
Gauteng	4 333	4 500	4 600	5 000	4 500	5 000	5 200
Mpumalanga	3 000	3 000	3 000	3 400	3 500	3 900	3 800
Limpopo	2 166	2 300	2 600	2 900	3 000	3 500	3 600
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**
Western Cape	3 200	3 000	3 200	3 206	3 200	3 500	3 900
Eastern Cape	2 200	2 100	2 500	2 500	2 600	2 500	3 000
Northern Cape	2 000	2 000	2 253	2 500	2 500	2 500	2 600
Free State	2 100	2 166	2 300	2 500	2 600	2 500	3 466
KwaZulu-Natal	2 000	2 000	2 000	2 500	2 500	2 600	3 000
North West	2 246	2 400	2 500	2 500	3 000	3 500	4 000
Gauteng	3 800	4 000	4 000	4 000	4 000	4 500	4 900
Mpumalanga	2 300	2 500	2 500	2 600	3 000	3 000	3 200
Limpopo	1 800	1 800	2 000	2 100	2 318	3 000	3 250
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**
Western Cape	3 500	3 500	3 466	3 700	3 683	4 000	4 333
Eastern Cape	2 600	2 600	3 000	3 033	3 033	3 300	3 500
Northern Cape	2 383	2 500	3 250	3 500	3 500	3 500	5 000
Free State	3 000	2 700	3 000	3 200	3 500	3 500	4 100
KwaZulu-Natal	3 000	2 816	3 000	3 500	3 500	3 500	4 108
North West	4 000	3 500	4 000	4 000	4 000	4 100	5 500
Gauteng	4 500	5 000	5 000	5 200	4 900	5 200	6 000
Mpumalanga	4 000	3 600	3 700	3 900	4 000	4 500	4 200

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	QLFS 2020
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
Manager	16 000	17 000	18 500	18 000	18 000	19 800	15 000
Professional	15 000	18 000	18 500	19 400	20 000	22 000	19 000
Technician	6 000	6 000	7 000	6 500	7 000	6 300	9 000
Clerk	4 800	4 500	5 000	5 000	4 800	5 000	6 000
Sales	3 000	3 080	3 466	3 500	3 500	3 800	4 000
Skilled agriculture	2 200	1 950	2 166	2 166	2 000	3 000	3 250
Craft	3 466	3 500	3 500	4 000	4 100	4 333	5 000
Operator	3 500	3 500	3 600	4 000	3 900	4 000	5 000
Elementary	2 100	2 200	2 500	2 500	2 600	2 800	3 120
Domestic worker	1 400	1 500	1 500	1 733	1 900	2 000	2 166
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**
Manager	15 000	15 000	17 000	17 000	19 000	20 000	15 000
Professional	14 500	17 000	18 000	18 600	19 000	21 833	21 000
Technician	6 000	7 000	7 000	6 000	7 000	6 000	10 000
Clerk	4 500	4 333	4 500	5 000	4 700	5 000	5 800
Sales	2 500	2 686	2 800	2 900	3 000	3 500	3 500
Skilled agriculture	2 000	1 213	2 000	1 200	1 800	2 000	1 733
Craft	2 925	2 800	3 200	3 076	3 500	3 700	3 900
Operator	2 600	2 790	2 800	3 250	3 033	3 500	3 900
Elementary	1 900	2 000	2 100	2 166	2 200	2 500	3 000
Domestic worker	1 400	1 500	1 500	1 733	1 950	2 000	2 166
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**
Manager	16 700	20 000	19 000	19 000	17 500	18 500	15 000
Professional	16 000	21 000	20 000	20 000	21 000	24 000	15 413
Technician	5 850	5 500	7 500	7 000	7 000	7 000	7 104
Clerk	5 000	4 900	5 430	6 000	5 000	5 000	6 500
Sales	3 500	3 500	3 800	3 900	4 000	4 100	4 500
Skilled agriculture	2 383	2 500	2 200	2 200	2 426	3 100	3 250
Craft	3 500	3 780	3 683	4 300	4 222	4 333	5 000
Operator	3 683	3 600	3 900	4 116	4 000	4 100	5 200
Elementary	2 200	2 400	2 600	2 700	2 800	3 033	3 328
Domestic worker	1 200	1 500	1 500	1 700	1 500	2 000	2 340

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	QLFS 2020
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
Agriculture	2 153	2 231	2 500	2 600	2 816	3 033	3 466
Mining	7 000	7 500	8 440	10 000	8 500	9 000	10 000
Manufacturing	3 900	3 800	4 000	4 333	4 000	4 333	5 000
Utilities	7 000	7 500	8 000	9 000	10 000	9 000	8 500
Construction	2 816	3 000	3 083	3 400	3 500	3 683	3 900
Trade	3 033	3 100	3 466	3 500	3 600	3 900	4 000
Transport	4 000	4 000	4 200	4 500	4 000	4 333	5 000
Finance	4 000	4 000	4 000	4 500	4 400	4 500	4 992
Services	5 000	5 000	5 000	5 000	4 800	4 500	6 940
Private hholds	1 400	1 500	1 500	1 733	1 900	2 000	2 166
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**
Agriculture	2 000	2 127	2 275	2 500	2 600	2 800	3 200
Mining	7 000	7 000	8 000	10 000	7 000	7 000	7 280
Manufacturing	3 033	3 033	3 466	3 660	3 553	3 791	4 073
Utilities	12 000	10 500	13 000	8 000	9 000	9 000	9 500
Construction	1 900	1 125	1 733	1 800	1 500	2 000	2 166
Trade	3 000	3 000	3 033	3 200	3 500	3 600	3 861
Transport	4 900	5 000	5 633	6 500	5 200	5 500	6 600
Finance	4 000	4 500	4 500	4 500	4 500	4 500	4 500
Services	4 000	4 000	4 000	3 800	4 000	4 000	6 200
Private hholds	1 400	1 500	1 500	1 733	1 950	2 000	2 166
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**
Agriculture	2 166	2 400	2 500	2 782	3 000	3 190	3 500
Mining	7 000	7 500	8 500	10 000	9 000	9 000	10 000
Manufacturing	4 333	4 100	4 333	4 800	4 333	4 700	5 633
Utilities	7 000	7 000	7 000	9 000	11 000	9 000	8 000
Construction	3 000	3 120	3 250	3 500	3 683	3 900	4 000
Trade	3 466	3 500	3 700	3 726	4 000	4 000	4 200
Transport	3 900	4 000	4 000	4 200	3 700	4 290	5 000
Finance	4 000	4 000	4 000	4 333	4 200	4 500	5 000
Services	6 500	6 200	7 000	7 000	6 400	5 500	7 583
Private hholds	1 300	1 430	1 500	1 600	1 733	1 950	2 000

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	QLFS 2020
	Rand	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
No schooling	1 500	1 733	1 800	1 950	2 000	2 000	2 500
Less than primary completed	1 841	2 000	2 000	2 000	2 200	2 400	2 600
Primary completed	2 000	2 166	2 200	2 500	2 500	2 600	2 600
Secondary not completed	2 500	2 500	2 700	2 816	3 000	3 200	3 500
Secondary completed	3 800	3 800	4 000	4 200	4 000	4 200	4 420
Tertiary	10 800	11 500	12 800	12 300	12 000	12 350	15 000
Other	2 500	2 600	2 600	3 000	3 250	3 500	3 500
Women	**2 600**	**2 700**	**2 900**	**3 000**	**3 033**	**3 466**	**3 500**
No schooling	1 000	1 200	1 400	1 450	1 500	1 500	1 300
Less than primary completed	1 300	1 300	1 400	1 500	1 600	1 733	1 950
Primary completed	1 500	1 600	1 500	1 800	1 733	1 950	2 000
Secondary not completed	2 000	2 000	2 166	2 200	2 500	2 500	3 000
Secondary completed	3 200	3 400	3 500	3 500	3 500	3 800	4 000
Tertiary	10 000	10 500	12 000	11 200	12 000	12 000	15 000
Other	1 800	2 000	2 200	2 600	2 500	2 500	2 000
Men	**3 500**	**3 500**	**3 700**	**4 000**	**4 000**	**4 000**	**4 500**
No schooling	2 025	2 275	2 166	2 500	2 650	2 500	3 500
Less than primary completed	2 275	2 491	2 500	2 500	3 000	3 000	3 033
Primary completed	2 500	2 500	2 773	2 816	3 000	3 250	3 250
Secondary not completed	3 000	3 000	3 070	3 250	3 400	3 500	4 000
Secondary completed	4 000	4 200	4 500	5 000	4 500	4 600	5 000
Tertiary	12 500	13 000	15 000	14 000	13 000	13 000	15 000
Other	3 400	3 001	3 500	3 500	3 600	4 200	4 500

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	QLFS 2020
Decent Work Indicator	Rands	Rands	Rands	Rands	Rands	Rands	Rands
Median	**3 033**	**3 100**	**3 300**	**3 500**	**3 500**	**3 800**	**4 000**
2/3	2 022	2 067	2 200	2 333	2 333	2 533	2 667
Both sexes (%)	**32,9**	**32,1**	**32,0**	**31,0**	**30,5**	**32,5**	**27,9**
Men	27,5	26,6	26,9	25,4	25,7	27,1	22,0
Women	39,5	38,8	38,3	37,7	36,2	38,9	34,8

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	QLFS 2020
Decent Work Indicators	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Both sexes	**68,9**	**68,3**	**70,0**	**71,1**	**70,1**	**71,2**	**75,4**
Male	70,5	69,3	71,1	72,3	71,4	72,4	76,6
Female	66,9	67,1	68,7	69,5	68,6	69,7	74,1

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	QLFS 2020
Decent Work Indicators	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Both sexes	**53,5**	**53,4**	**56,0**	**58,0**	**57,2**	**57,7**	**76,9**
Male	52,3	52,0	54,8	57,1	56,1	56,2	80,6
Female	54,9	55,1	57,4	59,0	58,5	59,5	72,5

Table 3.26: Decent hours							
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
Decent hours	Per cent	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**	**19,0**
Men	25,9	26,5	26,7	26,0	25,4	25,7	23,3
Women	16,7	16,7	16,7	16,5	16,0	15,5	13,5
Time-related underemployment rate	**4,0**	**4,5**	**4,6**	**4,6**	**4,5**	**4,7**	**5,3**
Men	2,9	3,2	3,3	3,3	3,3	3,5	4,2
Women	5,4	6,2	6,2	6,1	6,0	6,2	6,7
Rate of workers with decent hours	**74,1**	**73,3**	**73,1**	**73,6**	**74,2**	**74,1**	**75,7**
Men	71,2	70,4	70,0	70,7	71,2	70,8	72,4
Women	77,9	77,1	77,1	77,4	77,9	78,4	79,8

Table 3.27: Rights at work and social dialogue							
	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
Decent work Indicators	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Trade union members	**3 788**	**3 697**	**3 783**	**3 966**	**4 100**	**4 014**	**4 202**
Men	2 243	2 172	2 173	2 291	2 363	2 266	2 376
Women	1 544	1 526	1 611	1 675	1 737	1 749	1 826
Trade union density rate (%)	**29,0**	**27,4**	**28,1**	**28,8**	**29,5**	**29,2**	**33,3**
Men	31,2	29,2	29,3	30,4	31,2	30,3	34,6
Women	26,3	25,1	26,6	26,9	27,4	27,9	31,8

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	QLFS 2020
	Per cent	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**	**50,9**
Men	51,8	48,2	49,1	50,6	49,8	50,4	53,2
Women	45,3	43,4	44,5	44,8	44,3	45,6	48,2

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	QLFS 2020
	Per cent	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**	**31,8**
Men	32,5	30,2	30,2	30,8	30,4	30,0	31,8
Women	30,1	28,6	29,3	29,0	28,3	28,9	31,9

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	QLFS 2020
	Per cent	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	9,2
Collective bargaining	30,8	29,1	29,9	30,2	30,2	30,3	34,5
Employer only	53,7	55,4	56,1	55,4	54,9	53,7	51,1
No regular increment	5,6	5,4	5,4	5,6	6,4	6,2	5,0
Other	0,4	0,4	0,5	0,8	0,6	0,7	0,3

Table 4: Characteristics of the unemployed - South Africa

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Unemployed	**5 070**	**5 344**	**5 454**	**6 120**	**6 103**	**6 579**	**6 283**
Job losers	1 641	1 785	1 822	1 975	1 917	2 023	1 888
Job leavers	319	361	328	346	298	307	379
New entrants	1 952	2 074	732	2 355	2 435	2 554	2 469
Re-entrants	256	245	2 272	301	264	316	331
Other	903	878	300	1 143	1 189	1 379	1 215
Unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
Long-term unemployment (1 year and more)	3 341	3 481	3 832	4 111	4 229	4 685	4 421
Short-term unemployment (less than 1 year)	1 729	1 863	1 921	2 009	1 874	1 894	1 862
Long-term unemployment(%)							
Proportion of the labour force	16,5	16,5	17,8	18,4	18,8	20,4	20,7
Proportion of the unemployed	65,9	65,1	66,6	67,2	69,3	71,2	70,4
Those who have worked in the past 5 years							
Previous occupation	**2 216**	**2 391**	**2 450**	**2 622**	**2 479**	**2 646**	**2 599**
Manager	51	50	53	64	63	57	79
Professional	47	49	47	55	47	49	55
Technician	147	127	136	149	126	143	149
Clerk	252	271	278	286	269	292	294
Sales and services	346	372	385	410	429	450	443
Skilled agriculture	16	15	7	6	6	8	6
Craft and related trade	356	396	406	445	414	446	414
Plant and machine operator	181	187	202	187	185	203	229
Elementary	652	738	756	829	765	826	765
Domestic worker	167	187	180	191	173	172	160
Other	0			1	2	0	5
Previous industry	**2 216**	**2 391**	**2 450**	**2 622**	**2 479**	**2 646**	**2 599**
Agriculture	120	135	136	148	135	142	125
Mining	35	46	59	50	49	43	39
Manufacturing	274	287	292	284	252	295	276
Utilities	17	17	12	16	18	17	16
Construction	326	380	407	440	426	445	423
Trade	517	540	536	576	572	589	560
Transport	128	107	119	132	115	134	157
Finance	299	323	326	356	354	375	391
Community and social services	271	316	325	365	331	371	379
Private households	228	240	238	254	226	233	229
Other	0		0	0	1	0	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 4.2: Characteristics of the unemployed by province

	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**3 341**	**3 481**	**3 832**	**4 111**	**4 229**	**4 685**	**4 421**
Western cape	405	336	367	383	363	409	375
Eastern Cape	346	351	348	502	540	570	694
Northern Cape	69	77	60	70	77	73	65
Free State	268	237	265	277	294	305	245
KwaZulu-Natal	458	430	506	553	563	652	584
North West	216	209	227	223	225	285	288
Gauteng	1 115	1 381	1 562	1 583	1 603	1 732	1 633
Mpumalanga	326	292	319	327	390	441	300
Limpopo	139	168	177	192	176	217	237
Long-term unemployment (%)	**65,9**	**65,1**	**66,6**	**67,2**	**69,3**	**71,2**	**70,4**
Western cape	62,6	56,0	58,2	59,8	57,9	63,0	62,9
Eastern Cape	60,9	62,9	62,4	67,8	70,8	70,1	73,3
Northern Cape	52,5	53,6	47,9	55,1	62,5	58,9	62,1
Free State	69,0	66,2	66,5	69,2	71,3	71,9	67,3
KwaZulu-Natal	64,0	62,5	66,4	66,5	70,8	71,9	68,5
North West	66,4	64,7	63,0	64,7	63,2	70,4	73,7
Gauteng	69,7	71,6	75,2	74,2	76,1	77,5	75,8
Mpumalanga	70,7	67,4	63,9	60,2	66,2	68,2	66,4
Limpopo	58,6	54,0	52,1	53,8	52,4	57,9	56,3
Short-term unemployment	**1 729**	**1 863**	**1 921**	**2 009**	**1 874**	**1 894**	**1 862**
Western cape	242	264	264	258	264	241	222
Eastern Cape	222	207	210	238	222	243	253
Northern Cape	62	66	66	57	46	51	40
Free State	120	121	133	123	118	119	119
KwaZulu-Natal	257	258	256	278	232	254	268
North West	109	114	134	122	131	120	103
Gauteng	484	547	515	551	502	502	522
Mpumalanga	135	141	180	217	199	206	151
Limpopo	98	143	163	165	159	158	184
Short-term unemployment (%)	**34,1**	**34,9**	**33,4**	**32,8**	**30,7**	**28,8**	**29,6**
Western cape	37,4	44,0	41,8	40,2	42,1	37,0	37,1
Eastern Cape	39,1	37,1	37,6	32,2	29,2	29,9	26,7
Northern Cape	47,5	46,4	52,1	44,9	37,5	41,1	37,9
Free State	31,0	33,8	33,5	30,8	28,7	28,1	32,7
KwaZulu-Natal	36,0	37,5	33,6	33,5	29,2	28,1	31,5
North West	33,6	35,3	37,0	35,3	36,8	29,6	26,3
Gauteng	30,3	28,4	24,8	25,8	23,9	22,5	24,2
Mpumalanga	29,3	32,6	36,1	39,8	33,8	31,8	33,6
Limpopo	41,4	46,0	47,9	46,2	47,6	42,1	43,7

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	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both Sexes	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
Less than 3 moths	668	751	719	785	732	747	572
3 months less than 6 months	390	424	463	453	406	422	478
6 months less than 1 year	672	688	739	771	728	718	773
1 year less than 3 years	1 173	1 205	1 278	1 345	1 423	1 452	1 351
3 years and over	2 167	2 276	2 554	2 766	2 814	3 241	3 109
Women	**2 482**	**2 640**	**2 827**	**2 990**	**2 986**	**3 192**	**2 999**
Less than 3 moths	270	306	290	317	289	278	215
3 months less than 6 months	167	183	198	205	174	185	201
6 months less than 1 year	319	328	334	364	333	324	334
1 year less than 3 years	592	601	658	694	725	731	690
3 years and over	1 133	1 223	1 347	1 409	1 464	1 674	1 559
Men	**2 589**	**2 704**	**2 926**	**3 130**	**3 117**	**3 387**	**3 283**
Less than 3 moths	398	445	429	467	443	468	356
3 months less than 6 months	222	241	265	248	232	237	276
6 months less than 1 year	353	361	405	407	395	394	439
1 year less than 3 years	581	605	620	651	697	721	661
3 years and over	1 034	1 053	1 207	1 357	1 350	1 567	1 551

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	QLFS 2020
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**
Student	6 239	6 214	6 234	6 189	6 223	6 239	6 551
Home-maker	2 849	2 618	2 705	2 605	2 550	2 574	2 546
Illness/disability	1 637	1 674	1 643	1 588	1 552	1 536	1 490
Too old/young to work	1 234	1 302	1 373	1 390	1 440	1 522	1 550
Discouraged work seekers	2 422	2 334	2 386	2 403	2 806	2 848	2 754
Other	812	809	796	830	839	858	2 859
Inactivity rate by age (Both sexes)	**42,9**	**41,5**	**41,3**	**40,2**	**40,7**	**40,5**	**45,4**
15-24 yrs	74,7	73,4	73,6	73,1	74,6	74,3	79,1
25-54 yrs	25,9	24,4	24,2	23,3	23,6	23,6	29,3
55-64 yrs	56,0	56,2	56,6	54,6	54,8	55,5	58,1
Inactivity rate by age (Women)	**49,3**	**47,9**	**47,7**	**46,4**	**46,8**	**46,6**	**51,3**
15-24 yrs	77,2	76,2	76,4	75,6	77,4	76,8	80,9
25-54 yrs	33,9	32,2	32,0	30,7	30,8	30,8	36,5
55-64 yrs	64,6	64,2	64,7	62,9	62,4	63,1	65,5
Inactivity rate by age (Men)	**36,3**	**34,9**	**34,6**	**33,9**	**34,4**	**34,2**	**39,4**
15-24 yrs	72,3	70,5	70,7	70,6	71,8	71,9	77,3
25-54 yrs	17,7	16,5	16,4	15,9	16,5	16,5	22,2
55-64 yrs	45,7	46,4	46,8	44,5	45,4	46,0	48,9

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

Table 6: Socio-demographic characteristics by labour market status- South Africa							
	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Age group of the employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
15-24 yrs	1 263	1 367	1 271	1 292	1 222	1 135	871
25-34 yrs	4 758	4 945	4 903	4 884	4 903	4 823	4 356
35-44 yrs	4 685	4 862	4 899	5 041	5 137	5 124	4 757
45-54 yrs	3 071	3 171	3 284	3 421	3 560	3 681	3 564
55-64 yrs	1 369	1 395	1 423	1 531	1 571	1 587	1 513
Age group of the unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
15-24 yrs	1 330	1 374	1 453	1 480	1 399	1 505	1 272
25-34 yrs	2 047	2 138	2 272	2 411	2 461	2 642	2 526
35-44 yrs	1 106	1 179	1 313	1 421	1 409	1 509	1 533
45-54 yrs	474	520	572	648	667	748	763
55-64 yrs	113	133	141	161	167	175	189
Age group of the not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**
15-24 yrs	7 664	7 550	7 586	7 543	7 688	7 649	8 120
25-34 yrs	2 521	2 402	2 470	2 503	2 581	2 623	3 342
35-44 yrs	1 639	1 577	1 585	1 501	1 571	1 642	2 150
45-54 yrs	1 480	1 461	1 454	1 423	1 463	1 467	1 777
55-64 yrs	1 890	1 959	2 041	2 035	2 107	2 196	2 361
Highest level of education of the employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
No schooling	373	388	335	339	297	290	186
Less than primary completed	1 078	1 180	1 126	1 070	992	948	770
Primary completed	614	664	661	591	618	621	505
Secondary not completed	5 043	5 239	5 323	5 385	5 547	5 352	4 874
Secondary completed	4 796	4 934	5 037	5 201	5 305	5 405	5 209
Tertiary	3 072	3 146	3 130	3 402	3 455	3 541	3 386
Other	171	190	168	180	180	193	132
Highest level of education of the unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
No schooling	76	80	78	73	69	71	52
Less than primary completed	321	349	355	355	340	349	292
Primary completed	221	234	223	252	222	256	227
Secondary not completed	2 382	2 473	2 725	2 868	2 825	3 035	2 791
Secondary completed	1 668	1 762	1 887	2 016	2 112	2 250	2 295
Tertiary	373	418	445	514	496	582	588
Other	29	27	39	42	40	36	38
Highest level of education of the not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**
No schooling	741	703	675	636	605	583	460
Less than primary completed	1 661	1 695	1 625	1 494	1 488	1 421	1 376
Primary completed	951	953	984	961	929	947	1 001
Secondary not completed	8 183	8 017	8 148	8 050	8 206	8 221	9 186
Secondary completed	3 028	2 905	2 987	3 130	3 428	3 587	4 652
Tertiary	507	548	558	579	601	663	895
Other	122	131	159	154	155	156	180

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	QLFS 2020 Thousand
Employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Attending educational institution	384	421	369	363	341	343	255
Not attending educational institution	14 762	15 319	15 411	15 806	16 052	16 007	14 806
Unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
Attending educational institution	95	131	113	114	115	129	103
Not attending educational institution	4 975	5 213	5 639	6 006	5 988	6 450	6 180
Not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**
Attending educational institution	6 083	6 061	6 122	6 120	6 135	6 127	6 450
Not attending educational institution	9 111	8 889	9 014	8 885	9 276	9 451	11 299
Current marital status of the employed	**15 146**	**15 741**	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**
Married	6 064	6 258	6 175	6 329	6 282	6 308	5 890
Living together like husband and wife	1 766	1 897	1 989	1 985	2 071	2 034	1 823
Widow/widower	501	458	467	500	482	466	375
Divorced or separated	473	505	485	515	503	502	446
Never married	6 341	6 623	6 664	6 839	7 055	7 041	6 528
Current marital status of the unemployed	**5 070**	**5 344**	**5 753**	**6 120**	**6 103**	**6 579**	**6 283**
Married	840	936	926	1 001	923	1 014	992
Living together like husband and wife	519	617	667	666	686	716	626
Widow/widower	75	63	83	74	80	82	74
Divorced or separated	91	97	104	102	99	100	113
Never married	3 546	3 632	3 972	4 277	4 315	4 667	4 477
Current marital status of the not economically active	**15 194**	**14 950**	**15 136**	**15 005**	**15 411**	**15 578**	**17 749**
Married	2 930	2 819	2 821	2 711	2 750	2 744	3 201
Living together like husband and wife	777	806	802	775	841	838	985
Widow/widower	610	614	601	591	630	605	615
Divorced or separated	254	244	259	240	232	248	317
Never married	10 622	10 468	10 654	10 689	10 958	11 142	12 633

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

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

	QLFS 2014 Thousand	QLFS 2015 Thousand	QLFS 2016 Thousand	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand
Both sexes	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**
Women	8 258	8 265	8 546	8 606	8 813	9 068	9 829
Men	5 827	5 837	6 107	6 285	6 451	6 834	7 649
Age group	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**
15-24 yrs	3 212	3 139	3 219	3 213	3 254	3 340	3 325
25-34 yrs	4 235	4 203	4 384	4 551	4 683	4 887	5 445
35-44 yrs	2 697	2 705	2 856	2 873	2 933	3 101	3 629
45-54 yrs	1 945	1 969	2 014	2 058	2 123	2 204	2 530
55-64 yrs	1 998	2 086	2 180	2 195	2 271	2 369	2 549
Population groups	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**
Black/African	11 707	11 754	12 293	12 511	12 847	13 442	14 803
Coloured	1 265	1 273	1 310	1 350	1 324	1 373	1 535
Indian/Asian	342	353	343	334	350	365	389
White	772	723	708	695	743	721	751
South Africa	**14 086**	**14 102**	**14 653**	**14 891**	**15 264**	**15 901**	**17 478**
Western Cape	1 462	1 423	1 479	1 486	1 474	1 562	1 750
Eastern Cape	1 884	1 854	1 871	1 960	2 054	2 077	2 194
Northern Cape	340	353	359	377	372	370	402
Free State	778	762	782	769	762	796	846
KwaZulu Natal	2 820	2 811	2 959	3 029	3 083	3 206	3 511
North West	1 072	1 092	1 157	1 131	1 164	1 233	1 280
Gauteng	3 173	3 312	3 484	3 552	3 710	3 831	4 409
Mpumalanga	1 107	1 081	1 137	1 145	1 180	1 231	1 301
Limpopo	1 450	1 415	1 424	1 443	1 465	1 594	1 785

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					
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
Q4 2019	Q1 2020	93,3	3,7	1,2	1,8	100,0
Q1 2020	Q2 2020	79,6	5,6	1,9	12,9	100,0
Q2 2020	Q3 2020	90,3	4,6	1,1	4,1	100,0
Q3 2020	Q4 2020	93,0	3,8	1,1	2,0	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	8,5	74,9	6,5	10,2	100,0
Q1 2020	Q2 2020	9,9	34,0	10,4	45,7	100,0
Q2 2020	Q3 2020	14,3	64,3	6,3	15,1	100,0
Q3 2020	Q4 2020	11,9	70,6	5,5	11,9	100,0

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					
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
Q4 2019	Q1 2020	7,0	15,2	62,0	15,8	100,0
Q1 2020	Q2 2020	7,3	13,5	33,8	45,5	100,0
Q2 2020	Q3 2020	9,2	24,3	45,1	21,4	100,0
Q3 2020	Q4 2020	5,9	19,9	59,6	14,6	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA		Per cent				
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
Q4 2019	Q1 2020	1,9	5,8	4,0	88,3	100,0
Q1 2020	Q2 2020	2,5	3,4	3,0	91,1	100,0
Q2 2020	Q3 2020	6,3	12,6	6,1	74,9	100,0
Q3 2020	Q4 2020	3,4	8,7	4,6	83,3	100,0

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					
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
Q4 2019	Q1 2020	96,3	3,2	0,3	0,2	100,0
Q1 2020	Q2 2020	95,5	3,7	0,5	0,3	100,0
Q2 2020	Q3 2020	95,3	3,7	0,7	0,4	100,0
Q3 2020	Q4 2020	96,8	2,6	0,4	0,1	100,0
		Formal	Informal	Agriculture	Private hh	Total
t status: Informal		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	14,8	83,1	0,7	1,5	100,0
Q1 2020	Q2 2020	21,2	76,0	1,0	1,7	100,0
Q2 2020	Q3 2020	17,3	80,1	0,7	2,0	100,0
Q3 2020	Q4 2020	14,9	82,7	0,6	1,8	100,0

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

t status: Agriculture		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q1 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
Q4 2019	Q1 2020	5,2	2,4	90,5	1,9	100,0
Q1 2020	Q2 2020	9,3	1,9	83,9	4,9	100,0
Q2 2020	Q3 2020	7,7	1,2	88,5	2,6	100,0
Q3 2020	Q4 2020	8,9	2,0	88,0	1,1	100,0
t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	2,4	2,0	1,1	94,6	100,0
Q1 2020	Q2 2020	5,3	4,4	1,6	88,6	100,0
Q2 2020	Q3 2020	3,4	5,1	4,3	87,3	100,0
Q3 2020	Q4 2020	2,4	3,8	0,8	93,0	100,0

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

		t+1 status				
t status: Employed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 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
Q4 2019	Q1 2020	89,9	5,0	1,7	3,4	100,0
Q1 2020	Q2 2020	73,7	6,4	2,5	17,5	100,0
Q2 2020	Q3 2020	85,4	4,6	2,3	7,8	100,0
Q3 2020	Q4 2020	90,7	3,9	1,7	3,7	100,0
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	9,0	69,7	7,5	13,9	100,0
Q1 2020	Q2 2020	10,6	33,4	12,4	43,7	100,0
Q2 2020	Q3 2020	17,4	60,9	6,8	14,9	100,0
Q3 2020	Q4 2020	16,4	62,9	5,1	15,5	100,0

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

		t+1 status				
t status: Discouragement: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 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
Q4 2019	Q1 2020	7,7	11,5	58,6	22,3	100,0
Q1 2020	Q2 2020	8,2	11,6	33,8	46,3	100,0
Q2 2020	Q3 2020	14,7	16,0	45,2	24,1	100,0
Q3 2020	Q4 2020	6,4	13,8	55,5	24,4	100,0
		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	1,7	2,9	3,0	92,4	100,0
Q1 2020	Q2 2020	2,2	2,0	2,5	93,3	100,0
Q2 2020	Q3 2020	5,6	7,7	5,5	81,2	100,0
Q3 2020	Q4 2020	3,5	3,5	3,9	89,1	100,0

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

		t+1 status				
t status: Employed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q1 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
Q4 2019	Q1 2020	90,7	4,7	2,2	2,5	100,0
Q1 2020	Q2 2020	72,7	7,9	3,0	16,3	100,0
Q2 2020	Q3 2020	86,9	6,6	1,3	5,2	100,0
Q3 2020	Q4 2020	90,7	4,7	1,8	2,8	100,0
		t+1 status				
t status: Unemployed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	9,7	71,0	8,1	11,2	100,0
Q1 2020	Q2 2020	9,6	33,4	10,4	46,6	100,0
Q2 2020	Q3 2020	14,7	63,8	6,1	15,4	100,0
Q3 2020	Q4 2020	11,4	71,5	5,5	11,7	100,0

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

		t+1 status				
t status: Discouragement: less than Secondary		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1**					
Q1 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
Q4 2019	**Q1 2020**	6,6	13,9	61,2	18,4	100,0
Q1 2020	**Q2 2020**	7,6	13,0	34,2	45,2	100,0
Q2 2020	**Q3 2020**	7,6	23,0	47,8	21,5	100,0
Q3 2020	**Q4 2020**	6,0	19,9	61,6	12,5	100,0
		t+1 status				
t status: Other NEA: less than Secondary		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1**					
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
Q4 2019	**Q1 2020**	1,8	5,5	4,9	87,8	100,0
Q1 2020	**Q2 2020**	1,6	2,4	2,5	93,5	100,0
Q2 2020	**Q3 2020**	5,1	10,8	5,4	78,6	100,0
Q3 2020	**Q4 2020**	2,1	7,1	4,2	86,5	100,0

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

t status: Employed: Secondary completed		t+1 status Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2019	Q1 2020	94,7	3,2	0,9	1,3	100,0
Q1 2020	Q2 2020	80,8	5,3	1,5	12,4	100,0
Q2 2020	Q3 2020	91,0	4,1	1,1	3,8	100,0
Q3 2020	Q4 2020	92,9	4,4	1,0	1,7	100,0
		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	5,8	77,8	5,6	10,7	100,0
Q1 2020	Q2 2020	9,4	34,7	10,6	45,3	100,0
Q2 2020	Q3 2020	13,3	65,5	6,4	14,8	100,0
Q3 2020	Q4 2020	10,9	71,6	5,5	12,0	100,0

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

		t+1 status				
t status: Discouragement: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 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
Q4 2019	Q1 2020	6,8	15,2	64,5	13,4	100,0
Q1 2020	Q2 2020	6,7	13,1	34,7	45,5	100,0
Q2 2020	Q3 2020	7,8	28,2	43,2	20,7	100,0
Q3 2020	Q4 2020	5,6	20,9	58,9	14,6	100,0
		t+1 status				
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2019	Q1 2020	2,4	8,6	4,1	84,8	100,0
Q1 2020	Q2 2020	4,1	6,1	4,5	85,2	100,0
Q2 2020	Q3 2020	7,7	17,4	8,1	66,8	100,0
Q3 2020	Q4 2020	5,5	14,8	5,9	73,8	100,0

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

		t+1 status				
t status: Employed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 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
Q4 2019	Q1 2020	96,9	1,5	0,2	1,4	100,0
Q1 2020	Q2 2020	90,1	2,5	0,6	6,8	100,0
Q2 2020	Q3 2020	95,3	2,6	0,2	1,9	100,0
Q3 2020	Q4 2020	97,4	1,7	0,2	0,8	100,0
						t+1 status
t status: Unemployed: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2019	Q1 2020	8,4	76,8	5,9	9,0	100,0
Q1 2020	Q2 2020	13,2	35,5	7,8	43,5	100,0
Q2 2020	Q3 2020	12,6	67,4	5,7	14,4	100,0
Q3 2020	Q4 2020	13,2	71,5	6,7	8,6	100,0

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					
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
Q4 2019	Q1 2020	3,2	32,5	50,6	13,8	100,0
Q1 2020	Q2 2020	3,8	26,1	22,4	47,7	100,0
Q2 2020	Q3 2020	18,0	31,6	33,2	17,3	100,0
Q3 2020	Q4 2020	7,2	27,3	55,4	10,1	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	2,9	7,8	3,4	86,0	100,0
Q1 2020	Q2 2020	5,6	7,3	3,6	83,5	100,0
Q2 2020	Q3 2020	12,2	22,6	5,4	59,8	100,0
Q3 2020	Q4 2020	7,6	16,9	5,4	70,1	100,0

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

		t+1 status				
t status: Employed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
Q1 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
Q4 2019	Q1 2020	70,9	16,2	5,2	7,7	100,0
Q1 2020	Q2 2020	75,6	14,3	4,2	6,0	100,0
Q2 2020	Q3 2020	74,3	14,4	5,2	6,1	100,0
Q3 2020	Q4 2020	73,1	15,2	4,8	6,9	100,0
			t+1 status			
t status: Unemployed		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1					
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
Q4 2019	Q1 2020	48,3	37,8	4,7	9,3	100,0
Q1 2020	Q2 2020	49,3	33,4	5,8	11,4	100,0
Q2 2020	Q3 2020	50,2	36,6	3,0	10,2	100,0
Q3 2020	Q4 2020	52,0	31,4	5,6	11,0	100,0

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					
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
Q4 2019	Q1 2020	34,6	45,3	10,9	9,2	100,0
Q1 2020	Q2 2020	40,3	41,4	6,3	11,9	100,0
Q2 2020	Q3 2020	36,2	43,7	7,6	12,6	100,0
Q3 2020	Q4 2020	40,5	38,7	5,6	15,2	100,0
				t+1 status		
t status: Other NEA		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	40,9	33,2	8,3	17,5	100,0
Q1 2020	Q2 2020	48,9	37,7	5,6	7,8	100,0
Q2 2020	Q3 2020	49,3	31,9	4,5	14,3	100,0
Q3 2020	Q4 2020	50,8	30,4	5,9	12,8	100,0

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

		t+1 status				
t status: Employed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
Q1 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
Q4 2019	Q1 2020	90,8	5,8	1,6	1,8	100,0
Q1 2020	Q2 2020	75,3	7,5	2,6	14,6	100,0
Q2 2020	Q3 2020	88,7	6,1	1,5	3,8	100,0
Q3 2020	Q4 2020	91,3	5,2	1,6	2,0	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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	9,0	75,4	6,5	9,1	100,0
Q4 2019	Q1 2020	8,3	75,3	6,5	9,8	100,0
Q1 2020	Q2 2020	9,1	34,1	10,4	46,5	100,0
Q2 2020	Q3 2020	10,9	67,0	6,4	15,6	100,0
Q3 2020	Q4 2020	9,7	72,9	5,5	11,9	100,0

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

		t+1 status				
t status: Discouragement Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	6,4	15,0	64,3	14,3	100,0
Q1 2020	Q2 2020	6,4	13,8	34,5	45,3	100,0
Q2 2020	Q3 2020	6,8	25,0	46,8	21,4	100,0
Q3 2020	Q4 2020	4,8	20,4	61,9	12,9	100,0
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	1,5	6,4	4,2	87,9	100,0
Q1 2020	Q2 2020	1,7	3,3	2,7	92,3	100,0
Q2 2020	Q3 2020	3,9	12,2	5,9	78,1	100,0
Q3 2020	Q4 2020	1,9	8,4	3,9	85,7	100,0

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

		t+1 status				
t status: Employed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2019	Q1 2020	94,8	2,5	0,9	1,8	100,0
Q1 2020	Q2 2020	82,0	4,5	1,5	11,9	100,0
Q2 2020	Q3 2020	91,1	3,8	0,8	4,3	100,0
Q3 2020	Q4 2020	93,9	3,1	0,9	2,0	100,0
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1					
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
Q4 2019	Q1 2020	8,7	74,1	6,3	10,9	100,0
Q1 2020	Q2 2020	11,4	33,9	10,3	44,4	100,0
Q2 2020	Q3 2020	19,2	60,5	6,0	14,3	100,0
Q3 2020	Q4 2020	15,1	67,3	5,6	12,0	100,0

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					
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
Q4 2019	Q1 2020	8,1	15,6	58,0	18,4	100,0
Q1 2020	Q2 2020	8,8	13,1	32,4	45,8	100,0
Q2 2020	Q3 2020	12,8	23,3	42,5	21,5	100,0
Q3 2020	Q4 2020	7,7	19,2	56,0	17,1	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	2,8	4,6	3,5	89,1	100,0
Q1 2020	Q2 2020	4,0	3,6	3,5	88,8	100,0
Q2 2020	Q3 2020	10,7	13,5	6,6	69,2	100,0
Q3 2020	Q4 2020	6,2	9,1	5,9	78,7	100,0

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

t status: Unemployed: With experience		t+1 status: Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
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
Q4 2019	Q1 2020	10,8	74,7	6,3	8,1	100,0
Q1 2020	Q2 2020	12,5	33,7	9,0	44,7	100,0
Q2 2020	Q3 2020	19,4	62,3	5,3	13,1	100,0
Q3 2020	Q4 2020	16,8	67,9	5,5	9,8	100,0

t status: Unemployed: Without experience		t+1 status: Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
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
Q4 2019	Q1 2020	4,7	75,1	6,7	13,6	100,0
Q1 2020	Q2 2020	5,7	34,5	12,5	47,3	100,0
Q2 2020	Q3 2020	6,8	67,4	7,7	18,1	100,0
Q3 2020	Q4 2020	4,1	75,0	5,5	15,4	100,0

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**					
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
Q4 2019	**Q1 2020**	5,6	77,1	6,5	10,8	100,0
Q1 2020	**Q2 2020**	8,9	36,0	10,1	45,0	100,0
Q2 2020	**Q3 2020**	7,0	71,0	6,9	15,1	100,0
Q3 2020	**Q4 2020**	6,8	74,8	5,4	13,0	100,0
		t+1 status				
		Employed	**Unemployed**	**Discouraged**	**Other**	**Total**
t status: Short-term unemployed		**Per cent**				
t quarter	**t+1 quarter**					
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
Q4 2019	**Q1 2020**	16,7	68,4	6,2	8,7	100,0
Q1 2020	**Q2 2020**	12,4	29,0	11,1	47,5	100,0
Q2 2020	**Q3 2020**	29,0	50,9	5,0	15,1	100,0
Q3 2020	**Q4 2020**	23,4	61,2	5,8	9,5	100,0

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

	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private household**	**Total**
Quarter	**Per cent**				
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
Q1 2020	43,9	38,1	6,7	11,3	100,0
Q2 2020	47,8	35,8	5,8	10,6	100,0
Q3 2020	48,2	34,6	4,4	12,8	100,0
Q4 2020	50,4	31,8	5,7	12,1	100,0

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 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
Q1 2020	22,8	47,7	29,5	100,0
Q2 2020	18,0	49,6	32,5	100,0
Q3 2020	24,8	44,3	30,9	100,0
Q4 2020	28,0	36,4	35,6	100,0
Employed with Secondary not completed	**Sector**			
	Formal	**Informal**	**Agriculture& Private household**	**Total**
	Per cent			
Quarter				
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
Q1 2020	40,0	40,0	20,0	100,0
Q2 2020	38,3	40,6	21,1	100,0
Q3 2020	43,2	36,6	20,2	100,0
Q4 2020	44,0	33,3	22,7	100,0

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 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
Q1 2020	57,4	32,9	10,7	100,0
Q2 2020	61,9	29,4	8,6	100,0
Q3 2020	60,3	29,2	10,5	100,0
Q4 2020	61,3	29,9	8,8	100,0

Employed with Tertiary	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2014	75,5	23,7	0,8	100,0
Q1 2015				
Q2 2015	75,7	21,1	3,1	100,0
Q3 2015	70,8	29,2	0,0	100,0
Q4 2015	84,2	15,8	0,0	100,0
Q1 2016				
Q2 2016	65,1	29,8	5,1	100,0
Q3 2016	71,0	22,2	6,8	100,0
Q4 2016	72,9	26,1	1,0	100,0
Q1 2017	74,1	22,2	3,7	100,0
Q2 2017	75,2	24,8	0,0	100,0
Q3 2017	70,2	26,5	3,3	100,0
Q4 2017	61,0	36,2	2,7	100,0
Q1 2018	68,7	31,3	0,0	100,0
Q2 2018	70,2	26,7	3,1	100,0
Q3 2018	68,6	21,5	9,9	100,0
Q4 2018	69,2	30,8	0,0	100,0
Q1 2019	68,7	31,3	0,0	100,0
Q2 2019	70,2	26,7	3,5	100,0
Q3 2019	63,0	32,0	5,0	100,0
Q4 2019	58,2	38,5	3,3	100,0
Q1 2020	33,7	17,3	4,2	100,0
Q2 2020	76,4	20,4	3,2	100,0
Q3 2020	68,4	28,2	3,5	100,0
Q4 2020	72,7	23,2	4,1	100,0

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

	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed Youth	Per cent			
Quarter				
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
Q1 2020	49,4	35,9	14,7	100,0
Q2 2020	54,1	32,9	12,9	100,0
Q3 2020	73,4	39,8	15,8	100,0
Q4 2020	59,2	26,8	14,0	100,0
	Sector			
	Formal	**Informal**	**Agriculture & Private household**	**Total**
Employed Adults	**Per cent**			
Quarter				
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
Q1 2020	36,1	41,1	22,8	100,0
Q2 2020	40,3	39,2	20,5	100,0
Q3 2020	42,0	37,3	20,8	100,0
Q4 2020	43,5	35,7	20,8	100,0

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 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
Q1 2020	55,8	18,3	17,4	8,5	100,0
Q2 2020	55,4	20,0	17,6	7,1	100,0
Q3 2020	58,2	20,0	15,7	6,2	100,0
Q4 2020	52,0	24,1	17,6	6,3	100,0

Appendix 4: Statistical tables – Quarterly Employment Statistics

Table 1: Employment series by industry, 2015–2020

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
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	1 199	64	627	2 122	470	2 233	2 621	**9 807**
	Jul-Sep	460	1 203	63	641	2 132	479	2 250	2 632	**9 861**
	Oct-Dec	457	1 214	63	627	2 206	481	2 291	2 661	**9 999**
2018	Jan-Mar	454	1 218	62	641	2 191	481	2 300	2 751	**10 098**
	Apr-Jun	459	1 212	63	638	2 199	483	2 301	2 687	**10 042**
	Jul-Sep	456	1 222	62	631	2 223	490	2 310	2 697	**10 091**
	Oct-Dec	453	1 233	62	611	2 280	498	2 348	2 711	**10 197**
2019	Jan-Mar	455	1 238	61	611	2 279	500	2 349	2 736	**10 230**
	Apr-Jun	462	1 219	61	599	2 264	497	2 343	2 774	**10 220**
	Jul-Sep	463	1 213	61	591	2 267	497	2 336	2 769	**10 198**
	Oct-Dec	452	1 211	61	580	2 307	500	2 348	2 773	**10 233**
2020	Jan-Mar	456	1 204	60	562	2 277	500	2 350	2 787	**10 195**
	Apr-Jun	452	1 113	59	489	2 074	460	2 180	2 680	**9 507**
	Jul-Sep	453	1 117	58	510	2 101	452	2 167	2 706	**9 563**
	Oct-Dec	454	1 105	58	488	2 154	450	2 177	2 765	**9 651**

Table 2: Gross earnings by industry, 2015–2020

Year	Period	Salaries (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2015	Jan-Mar	27 334	54 766	6 010	22 480	69 535	30 152	130 099	154 971	**495 346**
	Apr-Jun	27 465	55 164	6 055	23 169	70 812	31 522	125 688	160 060	**499 934**
	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	**569 466**
2016	Jan-Mar	28 248	58 176	6 584	25 567	79 669	31 558	152 305	172 447	**554 555**
	Apr-Jun	29 084	59 192	6 735	26 946	80 411	33 025	139 046	181 127	**555 566**
	Jul-Sep	30 180	61 176	8 715	28 124	83 196	32 628	148 863	185 474	**578 357**
	Oct-Dec	30 987	69 487	8 643	32 065	92 453	36 042	156 223	192 326	**618 227**
2017	Jan-Mar	30 954	62 836	7 481	27 987	86 772	33 335	162 484	188 578	**600 428**
	Apr-Jun	31 208	63 294	7 489	29 548	88 392	35 851	153 009	197 716	**606 507**
	Jul-Sep	31 972	64 813	9 255	30 644	89 567	36 083	165 444	203 445	**631 224**
	Oct-Dec	32 437	73 449	8 791	36 242	100 994	39 000	176 132	211 907	**678 953**
2018	Jan-Mar	32 198	66 427	7 807	31 517	94 864	35 517	189 734	205 204	**663 269**
	Apr-Jun	31 902	67 770	7 931	33 534	94 841	37 871	173 672	209 930	**657 452**
	Jul-Sep	33 754	69 229	8 144	33 423	96 514	38 571	183 294	227 955	**690 884**
	Oct-Dec	34 427	78 511	9 730	38 198	107 521	41 629	193 394	235 115	**738 526**
2019	Jan-Mar	33 570	70 874	8 115	33 419	99 935	38 627	189 128	226 372	**700 040**
	Apr-Jun	34 640	71 549	8 058	33 797	101 559	42 343	183 587	235 799	**711 332**
	Jul-Sep	37 020	72 109	8 196	33 065	102 652	40 448	191 207	239 384	**724 081**
	Oct-Dec	37 891	80 158	9 794	36 628	112 176	45 100	203 632	251 600	**776 979**
2020	Jan-Mar	37 903	71 796	8 178	32 001	103 769	39 791	195 044	240 906	**729 388**
	Apr-Jun	33 899	59 776	7 939	22 118	84 162	36 992	168 372	231 461	**644 719**
	Jul-Sep	38 484	65 797	8 303	26 926	92 460	35 532	176 306	236 763	**680 570**
	Oct-Dec	39 355	75 225	9 742	29 879	104 868	39 858	193 464	249 734	**742 126**

Table 3: Average monthly earnings by industry, 2015–2020

Year	Period	AME (Rands)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
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**
2020	Feb	27 616	19 130	44 335	18 693	14 355	25 586	24 161	27 719	**22 395**
	May	24 333	17 003	44 941	14 912	12 630	23 412	24 216	27 506	**21 448**
	Aug	28 669	18 831	46 655	17 070	13 990	25 050	25 072	27 966	**22 588**
	Nov	28 415	19 818	49 016	17 882	14 312	26 256	25 746	28 290	**23 119**

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