Labour
statistics

Labour market dynamics in South Africa, 2023

IMPROVING LIVES THROUGH DATA ECOSYSTEMS

stats sa
Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

30 YEARS OF FREEDOM

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

Labour Market Dynamics in South Africa, 2023

Statistics South Africa

Risenga Maluleke
Statistician-General

Report No. 02-11-02 (2023)

Labour market dynamics in South Africa, 2023 / Statistics South Africa

Published by Statistics South Africa, Private Bag X44, Pretoria 0001

Stats SA Library Cataloguing-in-Publication (CIP) Data
Labour Market Dynamics in South Africa, 2023/ Statistics South Africa. Pretoria: Statistics South Africa, 2023

Report 02-11-02 (2023)
199 pp

ISBN: 978-1-77997-353-5

A complete set of Stats SA publications is available at Stats SA Library and the following libraries:
National Library of South Africa, Pretoria Division
National Library of South Africa, Cape Town Division
Library of Parliament, Cape Town
Bloemfontein Public Library
Natal Society Library, Pietermaritzburg
Johannesburg Public Library
Eastern Cape Library Services, King William's Town
Central Regional Library, Polokwane
Central Reference Library, Nelspruit
Central Reference Collection, Kimberley
Central Reference Library, Mmabatho

This publication is available on the Stats SA website: www.statssa.gov.za

For **enquiries** please contact:
User Information Services
Tel: 012 310 8600/4892/8390

Foreword

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

Due to COVID-19 pandemic, there has been a global economic crisis that has caused millions of people to lose their jobs, livelihoods, and health. Similar to other nations that experienced the consequences of the pandemic, South Africa has had difficulty recovering economically. For the first time, the level of employment surpassed the pre-pandemic level by 152 000 jobs (16,5 million jobs in 2023 compared to 16,4 million in 2019). Young people are disproportionately affected by South Africa's high unemployment rate when compared to other age groups. Since 2021, the unemployment rate remained above 30,0%. Unemployment rate in 2023 was 32,4% which declined from 33,5% in 2022.

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

The year 2023 marks the 16th LMDSA report since the inception of the QLFS in 2008. With an emphasis on labour market dynamics as represented by the QLFS panel data, this report offers information on labour market trends for the years 2018–2023. Tracking people over time helps to better understand how changes occur in their employment and non-employment patterns, unemployment, and inactivity. It is also possible to pinpoint elements that may improve their chances of finding a job. Moreover, panel data allow researchers to examine several crucial economic issues that cannot be answered with cross-sectional or time series datasets. It can be used to assess the impact of labour market policies such as unemployment benefits. The panel makes it possible to track about 75% of the working-age population on a quarterly basis, identifying factors that facilitate the movement into employment (and out of employment), as well as distinguishing in which sectors and industries employment outcomes have improved.

Over the years 2018–2023, data on transition and retention rates were analysed. The panel data results show that people who were employed and those who were inactive had a higher likelihood of staying in their current status. About 91,4% of persons who were employed in the third quarter of 2023 kept their jobs in the fourth quarter of 2023, while 10,5% of the unemployed and 3,8% of those who were not economically active transitioned to employment over the same period.

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

Risenga Maluleke
Statistician-General

Highlights

Working-age population

- The working-age population comprises everyone aged 15–64 years who fall into each of the three labour market components (employed, unemployed, not economically active). The working-age population increased from 37,9 million in 2018 to 40,8 million in 2023. Out of the working-age population, about 16,5 million were employed, 7,9 million were unemployed, 3,2 million were discouraged work-seekers while 13,2 million were reported as other not economically active.

Labour force

- The labour force is the sum of the working-age population that is either employed or unemployed. The labour force increased by 1,9 million from 22,5 million in 2018 to 24,4 million in 2023. Compared to the previous year, labour force increased by 1,0 million from 23,4 million in 2022 to 24,4 million in 2023.

- The improvement in the labour force participation in 2023 led to an increase in the labour force participation rate by 1,7 percentage points to 59,8% in 2023 compared to 2022. Men recorded the highest participation rates, which are even higher than the national rates. In 2023, Western Cape (68,7%) followed by Gauteng (68,2%) had the highest participation rates in the labour force. Four out of nine provinces recorded increases in the labour force participation rates with the largest of 6,0 percentage points in Limpopo in 2023.

Employment

- After three consecutive declines in employment from 2019 to 2021, the increase of 853 000 jobs was recorded in 2022 compared to 2021. Between 2022 and 2023, employment increased by 958 000 jobs to reach 16,5 million. Community and social services, trade and finance remain the largest contributors to the total employment, which accounted for more than 60% of total employment in 2023.

- Between 2018 and 2023, employment decreased in four of the ten occupational categories. The largest decrease was observed in craft workers (331 000), domestic workers (156 000) and managers (155 000). Over the same period, employment gains were mainly among professionals (399 000), sale and services (169 000) and elementary (115 000) occupations.

  Men accounted for large shares of employment as managers over the period 2018–2023. The share of women employed as managers ranged from 30,4% in 2019 to 33,5% in 2023. Women employed in skilled occupations were more likely to work as technicians compared to managers and professionals. The share of women employed as technicians increased from 54,2% in 2018 to 55,1% in 2023.

- The share of formal sector employment increased by 0,1 of a percentage point from 69,0% in 2018 to 69,1% in 2023. During the same period, employment share in the informal sector increased by 0,8 of a percentage point from 17,9% in 2018 to 18,7% in 2023. The formal sector recorded the largest job increase of 757 thousand between 2022 and 2023. Between 2022 and 2023, employment increased in all the sectors except in private households where it declined by 7 000.

- The number of time-related underemployed persons declined by 10 000 from 742 000 in 2018 to 732 000 in 2023. The underemployment rate declined by 0,1 of a percentage point from 4,5% in 2018 to 4,4% in 2023. The underemployment rate increased by 0,2 of a percentage point for men and decreased by 0,5 of a percentage point for women over the period 2018 and 2023.

- Decent work aims to measure whether different groups in the labour market have equal opportunities in employment and income, safety and security at the workplace, social protection, rights of association (union membership) and social dialogue.
    - Between 2018 and 2023, the proportion of employees who were entitled to paid sick leave increased by 1,4 percentage points from 70,1% to 71,5%. A higher proportion of employees who were entitled to paid sick leave was observed among women compared to men in 2023.
    - Although both men and women experienced a decline in the proportions of employees who worked excessive hours between 2018 and 2023, a higher proportion of men employees worked excessive hours compared to women employees.
    - The proportion of employees whose employer contributes to any pension/retirement fund on their behalf decreased by 2,7 percentage points between 2018 (47,3%) and 2023 (44,6%). The proportion of men whose employer contributed to any pension/retirement fund on their behalf decreased by 4,1 percentage points from 49,8% in 2018 to 45,7% in 2023.
    - The proportion of employees who were entitled to medical aid benefits declined slightly by 0,1 of a percentage point to reach 29,3% between 2018 and 2023.
    - More than half of employees indicated that their annual salary increment was determined by the employer only in both 2018 (54,9%) and 2023 (55,9%). Employees whose salary increment was negotiated by the union and the employer recorded the second highest proportions of 22,4% in 2018, which decreased by 1,9 percentage points to 20,5% in 2023.

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

- Over the period 2018 to 2023, the highest level of employment was observed in 2023 at 10,9 million jobs and the lowest level in 2020 at 9,5 million jobs. There was an increase in full-time employment between 2018 and 2023. The main contributors to the observed increase in employment were finance, trade and community and social services which rose by 217 000 jobs, 87 000 jobs and 81 000 jobs respectively.
    - Approximately 51 000 full-time jobs in the formal non-agricultural businesses were gained during the same period while an increase of 122 000 in part-time jobs was recorded during the same period.
    - All industries reported an increase in average monthly earnings from 2018 to 2023. The largest increase was observed in mining (up by 40%), utilities (up by 31,0%), finance (up by 29,3%), manufacturing (up by 28,3%) and community and social services (up by 25,7%).

Unemployment

- Unemployment remains high in the South African labour market with young people affected the most compared to other age groups. At national level, the number of unemployed persons increased from 6,1 million in 2018 to 7,9 million in 2023.

- The black African population group remains vulnerable in the South African labour market, with an unemployment level at 7,2 million accounting for more than 90% of the total number of unemployed persons in 2023. Out of the 7,9 million persons who were unemployed in 2023, 4,0 million were men and 3,9 were women. Gauteng province recorded the highest number of unemployed persons while Northern Cape recorded the lowest for the period 2018 and 2023.

- The level of unemployment is higher among persons without matric. The results reveal that over 90% of the 7,9 million unemployed persons had either matric (3,1 million) or did not complete secondary education (4,0 million) in 2023. Approximately 9,4% of those unemployed had tertiary education.

- Of the 7,9 million unemployed persons, approximately 6,1 million were unemployed for a year or more and 1,8 million for less than a year. The incidence of long-term unemployment increased by 7,4 percentage points from 69,3% in 2018 to 76,7% in 2023. Women and persons without previous work experience are more likely to be in long-term unemployment. In 2023, unemployed persons in age group 55–64 (79,3%) had the highest incidence of long-term unemployment followed by those aged 35–44 and 45–54 which recorded 78,7% each.

Labour market rates

- The absorption rate (i.e. proportion of the working-age population that is employed) fell by 2,8 percentage points to 40,4% between 2018 and 2023. Men continued to report absorption and labour force participation rate above the national averages while the rates for women remained below.

- Over the period 2018 to 2023, women experienced higher unemployment rates compared to men. The unemployment rate for women increased from 29,3% in 2018 to reach a peak of 36,6% in 2021 and declined to 34,9% in 2023.

- The expanded unemployment rate decreased by 2,1 percentage points and the official unemployment rate by 1,1 percentage points between 2022 and 2023. The official unemployment rate was 32,4% in 2023, which was 5,3 percentage points higher than the 2018 unemployment rate. Those with low levels of education are highly affected by high unemployment levels. Moreover, unemployment rate among black Africans remained higher compared to other population groups, with black African men recording 34,3% and women 39,2% in 2023. This indicates that unemployment continues to be a major concern in South Africa, particularly for the black Africans.

Youth in the labour market

- The number of youth aged 15 to 34 years in the working-age population increased consecutively over the six year period. The number increased from 20,3 million in 2018 to 20,8 million in 2023 (an increase of 533 thousand). The number of employed youth decreased by 333 000 between 2018 and 2023 and those who were discouraged by 4 000, while those who were unemployed increased by 855 000.

- The youth continue to be more vulnerable in the labour market when compared to the adults. Between 2018 and 2023 the unemployment rate among the youth was consistently higher than that of the adults, while the absorption and labour force participation rates of the youth were lower compared to that of their adult counterparts. Over the period 2018–2023, the unemployment rate for youth was approximately double the rate of adults.

- The youth was more likely to be employed in trade, community and services and finance industries between 2018 and 2023. Youth employment was lowest in utilities and mining industries. In terms of occupation, the youth was more likely to be employed in low-skilled and semi-skilled occupations. Between 2018 and 2023, elementary and sales occupations contributed the highest shares to youth employment.

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

- In 2023, the share of employed youth with tertiary qualifications increased by 2,5 percentage points from 18,8% in 2018 to 21,3% in 2023, while the share of those looking and available for work with tertiary qualification increased by 1,6 percentage points from 8,5% to 10,1% during the same period. In 2023, about 44,0% of unemployed youth did not finish matric while, 45,3% completed matric and only 10,1% had a tertiary qualification.

- In 2023, about one third (34,0%) of youth aged 15 to 24 were not in employment, education or training (NEET) and the rate increased by 2,4 percentage points from 31,6% in 2018. The NEET rate differs by population group. Between 2018 and 2023 the NEET rate among black Africans and coloureds was higher than that of Indian/Asian and whites.

Labour market dynamics

- The transition rate into employment from other labour market status is more likely to be from those who are seeking work compared to the discouraged and other inactive population. Between the third and the fourth quarters of 2023, about 91,4% of employed persons retained their jobs while 4,3% became unemployed and 4,2% became not economically active. Among those who were unemployed, 73,0 % retained their status while 10,5% found work and 16,5% became inactive.

- Persons with a higher level of education stand a better chance of getting a job compared to those with lower levels. The transition rates into employment increased in all educational categories with tertiary education recording the largest increase of 2,4 percentage points from 6,6% in 2018 to 9,0% in 2023, while less than matric remained unchanged between the two periods

- The industry retention rates in 2018 and 2023 were highest among those employed in tertiary industries (92,4)% and 87,8%, respectively) when compared to secondary and primary industries.

- Persons in skilled occupations were more likely to retain their jobs than those in other occupational categories. The retention rate for persons in skilled occupations was 84,9% in 2023 compared 76,3% and 75,7% for those in semi-skilled and low-skilled occupations respectively.

- About 88,4% of persons who were employed on a permanent contract in the third quarter of 2023 retained the same employment contract in the fourth quarter of the same year. Approximately 7,3%

moved to different contract type and 2,9% were out of employment. The retention rates for those with limited duration and unspecified contracts were 55,1% and 63,5% respectively and their transition rates to different contract type is above 20,0% each.

- Persons in short-term unemployment were more likely to transit into employment than those in long-term unemployment. Although those who are in long-term unemployment are less likely to move to employment, their share increased by 1,2 percentage points between 2018 and 2023 while the share of short-term unemployment decreased by 0,9 of a percentage point.

- Urban-dominated provinces have better employment opportunities compared to rural-dominated ones. In this respect, Western Cape and Gauteng recorded the highest employment retention rates of 95,6% and 95,2%, respectively. KwaZulu-Natal and Limpopo provinces are rural-dominated provinces which recorded the lowest employment retention rates of 86,6% and 86,8% in 2023.

Table of Contents

List of acronyms

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

Chapter 1: Introduction

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

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

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

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

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

Impact of COVID on data collection in the QLFS

As a result of the COVID-19 pandemic and the restricted movement of people across the country, Stats SA had to suspend face-to-face data collection for all its surveys in March 2020. This was to ensure that field staff and respondents were not exposed to the risk of contracting coronavirus and to contain its spread. It was, however, imperative that Stats SA continue to provide statistics on the South African labour market. In this regard, Stats SA changed the mode of collection for collecting QLFS data to Computer-assisted telephone interviewing (CATI). To facilitate CATI, the sample that was used for QLFS Q1: 2020 was also used in Q2: 2020, Q3: 2020 and Q4: 2020 as well as in the first two quarters of 2021.

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

For the remaining sample with contact numbers, during data collection some of the contact numbers were found to be invalid; some were not answered; and some households in the sampled dwelling units indicated that they were no longer residing at the dwelling units they had occupied during Q1: 2020. All of these were regarded as non-contacts and were adjusted for during the weighting processes. Details of how the adjustment was done are contained in the Quarterly Labour Force Survey report technical notes[1]. Given the change in the survey mode of collection and the fact that Q2: 2020 to Q2: 2021 estimates were not based on a full sample, comparisons with previous years should be made with caution.

Impact of COVID on data collection in the QES

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

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2018–2023.

Data sources

Quarterly Labour Force Survey – 2018 to 2023 (average of the results for Quarters 1 to 4 of each year).

Quarterly Employment Statistics – 2018 to 2023 (average of the results for Quarters 1 to 4 of each year and the 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). Several improvements took place, including efforts to improve Mining estimates through the inclusion of Mining strata in provinces where employment in this industry was more than 30% of total employment. In addition, estimates of labour market indicators at a metro level were also published for the first time.

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. Analysis in this chapter focuses on the national and provincial retention and transition rates, as well as the distribution of those who found employment between two consecutive quarters. Trends in transition and retention rates are also analysed for the period 2018–2023, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter analyses the patterns and trends in South Africa's working-age population from 2018 to 2023. It examines key labour market indicators, such as the unemployment rate, labour absorption rate, and labour force participation rate, in relation to socio-demographic factors like age, gender, population group, and educational attainment. These summary measures highlight the impact of the recent global financial crisis on various groups. When disaggregated by gender, population group, age, education level, and province, the data reveal the vulnerability of certain groups within the South African labour market.

---

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

Chapter 4: Employment

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 2018–2023 concerning the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. Subsequent sections of the chapter focus on aspects of employment such as hours worked, earnings, decent work indicators, government job creation programmes and other forms of work. This chapter concludes with results based on employment and earnings from formal non-agricultural businesses.

Chapter 5: A profile of the unemployed

An analysis in this chapter first focuses on the demographic characteristics of the unemployed as well as types of job-search activities. This is followed by a discussion of unemployment duration for the period 2018–2023. 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 2018–2023 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).

Chapter 7: Own-use production work

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

Appendices

Appendix 1: Technical notes
Appendix 2: Statistical tables – Quarterly Labour Force Survey
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 who were present in the sample between two consecutive quarters using the following variables: name, surname, gender, age, and population group.

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

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

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

Background

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

This section of the report analyses labour market flows between quarter 3 and quarter 4 over the period 2018 to 2023.

Introduction

This section provides the descriptive analysis of the trends and patterns of the transition and retention rates within the labour market, with great emphasis on the distinct socio-economic characteristics.

The panel data looks at the labour market statuses (employed, unemployed and inactive population) of the same individuals from one quarter to another over the period 2018–2023. The movement into and out of

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

the three aforementioned labour market statuses is regarded as a transition, while a person can also remain in the same labour market status (retention) between the quarters. The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2023, while the trends in transition and retention rates are analysed by comparing 2018 and 2023.

Selected retention and transition rates

Table 2.1a: Retention and transition rates by labour market status, 2018

	Labour market status in Q4:2018			
	Employed	Unemployed	Not economically active (NEA)	**Total**
Labour market status in Q3:2018	**Thousand**			
Employed	15 393	507	480	**16 380**
Unemployed	659	4 457	1 094	**6 209**
Not economically active (NEA)	501	1 026	13 868	**15 395**
Total	**16 553**	**5 990**	**15 442**	**37 985**
	Retention and transition rates by labour market status Q3:2018 and Q4: 2018			
Employed	94,0	3,1	2,9	100,0
Unemployed	10,6	71,8	17,6	100,0
Not economically active (NEA)	3,3	6,7	90,1	100,0

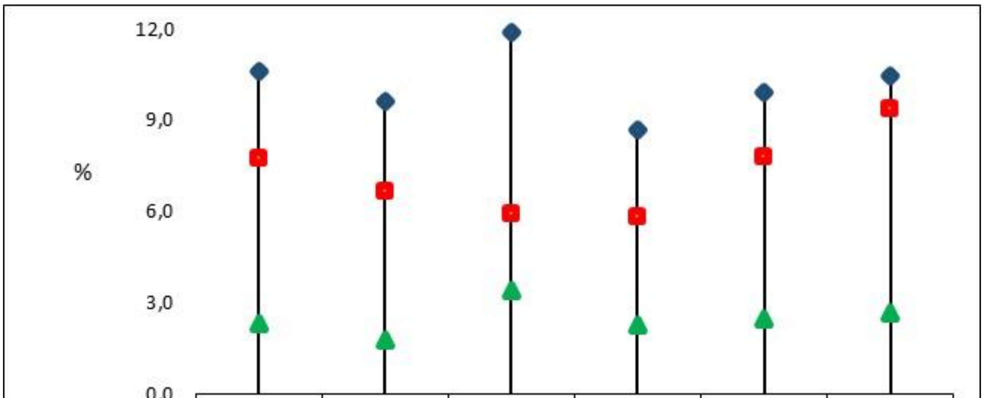
Table 2.1b: Retention and transition rates by labour market status, 2023

	Labour market status in Q4:2023			
	Employed	Unemployed	Not economically active (NEA)	**Total**
Labour market status in Q3:2023	**Thousand**			
Employed	15 313	722	710	**16 745**
Unemployed	823	5 733	1 293	**7 849**
Not economically active (NEA)	611	1 227	14 454	**16 292**
Total	**16 747**	**7 683**	**16 457**	**40 886**
	Retention and transition rates by labour market status Q3:2023 and Q4: 2023			
Employed	91,4	4,3	4,2	**100,0**
Unemployed	10,5	73,0	16,5	**100,0**
Not economically active (NEA)	3,8	7,5	88,7	**100,0**

Findings from Tables 2.1a and 2.1b above suggest that in 2018, 94,0% of those who were employed in Q3 remained employed in Q4 compared to 91,4% recorded in 2023 which reflects a decrease of 2,6 percentage points. Those who remained in the not economically active population between Q3 and Q4 also declined from 90,1% in 2018 to 88,7% in 2023 (2,4 percentage points).

One major concern from the findings was that individuals, who remained unemployed between these two quarters increased from 71,8% in 2018 to 73,0% in 2023. Approximately 10,6% of persons who were unemployed in Q3 of 2018 transitioned into employment in Q4 of 2018 compared to 10,5% recorded in 2023. Some interesting facts from the findings show that those who were not economically active in Q3 and became unemployed in Q4 increased from 6,7% in 2018 to 7,5% in 2023. The transition rates also suggest that 4,3% of persons who were employed in Q3 moved to unemployment in Q4 of 2023. This reflects an increase from 3,1% recorded in 2018.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active, 2018–2023

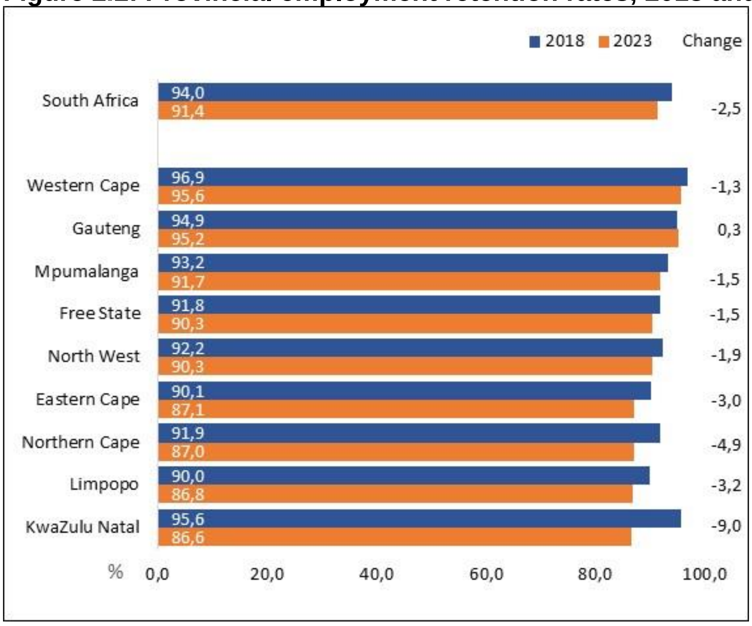


	2018	2019	2020	2021	2022	2023
Unemployed	10,6	9,7	11,9	8,7	9,9	10,5
Discouraged	7,8	6,7	5,9	5,8	7,8	9,4
Other NEA	2,4	1,8	3,4	2,3	2,5	2,7

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

The findings in Figure 2.1 show that a person who was actively looking for a job in Q3 was more likely to transition or secure employment in Q4 of each year. In 2023, 10,5% of persons who were unemployed in Q3 secured employment in Q4 compared to 9,4% recorded amongst the discouraged work-seekers. Those who are not economically active for reasons other than discouragement had lower transition rates into employment throughout the entire period (2018-2023).

Figure 2.2: Provincial employment retention rates, 2018 and 2023

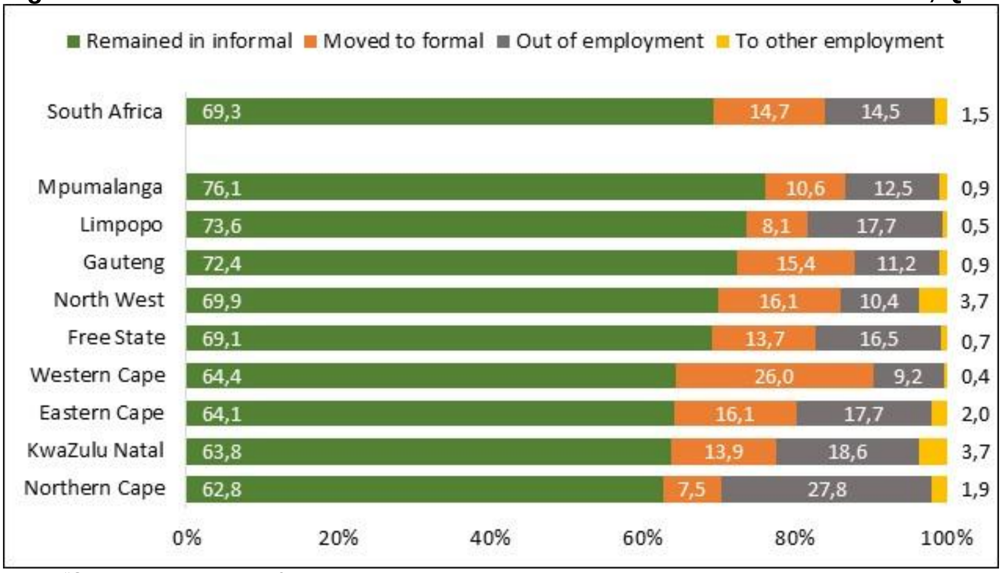


Note: Only Q3–Q4 for each year is analysed.

Provincial disparities reveal that the Western Cape has been consistent in retaining employment compared to other provinces in both 2018 and 2023. Western Cape and Gauteng were the only provinces that recorded retention rates higher than the national averages in both periods. In 2023, KwaZulu-Natal recorded the lowest retention rate.

Changes between 2018 and 2023 show that KwaZulu-Natal (down by 9,0 percentage points) and Northern Cape (down by 4,9 percentage points) largely contributed to the 2,5 percentage points decline recorded at the national level. Eight provinces recorded declines in retention rates except Gauteng which exhibited an increase of 0,3 of a percentage point between 2018 and 2023.

Figure 2.3: Provincial retention and transition rates in the informal sector, Q3: 2023–Q4: 2023



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

Nationally, 69,3% of employed persons in the informal sector remained in this sector in Q4 of 2023 while 14,7% transitioned into the formal sector, 14,5% moved out of employment and only 1,5% transitioned to other types of employment. Provincially, employed persons in Mpumalanga (76,1%) were more likely to remain in the informal sector between the third and fourth quarters of 2023 compared to 62,8% recorded in the Northern Cape. Western Cape was the only province that recorded a share of over 20% of employed persons who moved to the formal sector in Q4 from the informal sector in Q3 of 2023. Employed persons in the informal sector in the Northern Cape (27,8%) were more likely to move out of employment in the subsequent quarter and this is a concern given that it is almost twice the national average (14,5%). KwaZulu-Natal had the second largest share of employed persons who moved out of employment followed by Eastern Cape and Limpopo which recorded the same share of 17,7% each. North West and KwaZulu-Natal were more likely to move to other types of employment (3,7% each) followed by Eastern Cape at 2,0%.

Factors affecting transition into employment

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

Figure 2.4: Transition into employment by work experience, age and sex, 2018 and 2023

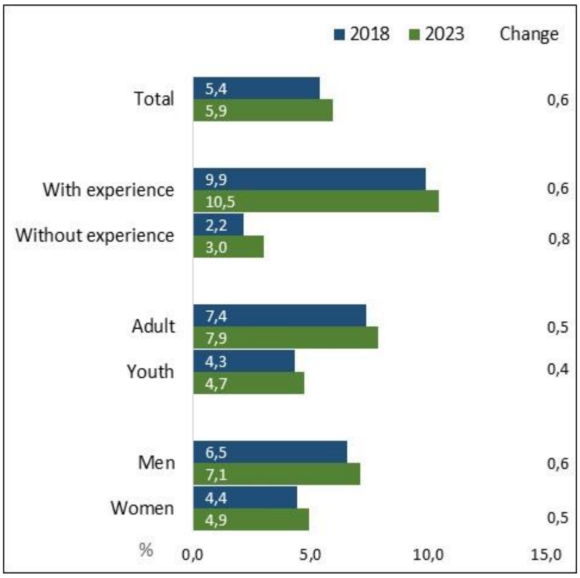
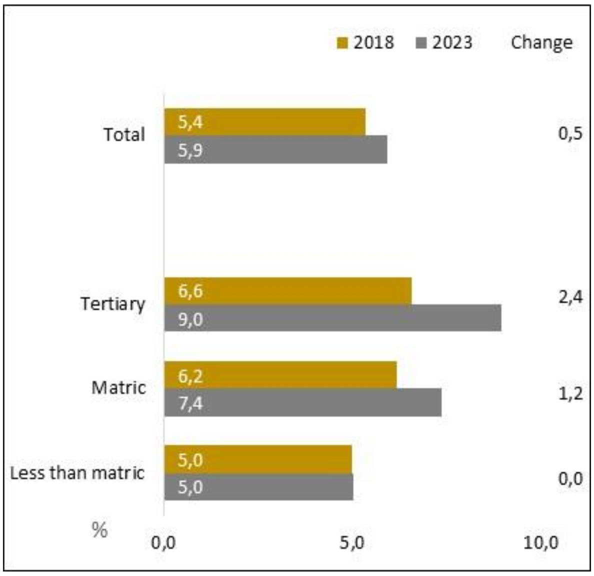


Figure 2.5: Transition into employment by level of education, 2018 and 2023



Note: Q3–Q4 for each year is analysed.

Evident from Figure 2.4 above is that in 2023, adults (7,9%) were more likely to transition into employment compared to youth (4,7%) and this may be attributable to the fact that adults in most cases have better working experience compared to youth. In this respect, those with work experience were more likely to transition to employment in both 2018 and 2023. Men compared to their female counterparts were more likely to move into employment in both periods. With regards to the highest level of education attained, the transition rates among those with tertiary level education increased by 2,4 percentage points from 6,6% in 2018 to 9,0% in 2023. Matric education level also increased by 1,2 percentage points while those with less than matric qualifications remained unchanged.

The government should focus on areas that will provide young people with work experience to be competitive in the labour market. It should also focus on encouraging and supporting young people with matric education to further their studies up to tertiary level to be better positioned in the South African labour market. The economy should also be inclusive of young female individuals without work experience to participate in certain government programmes that do not require experience to enhance their skills and eventually build their work experience.

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

The type of occupation, industry, sector and employment contract are also the determinants of whether or not an individual will remain or transition into other labour market statuses. This section looks into movements of employed individuals between occupations, industries, sectors and types of employment contracts from 2018 to 2023.

Figure 2.6: Retention and transition rates by broad occupation groups and skills, 2018 and 2023

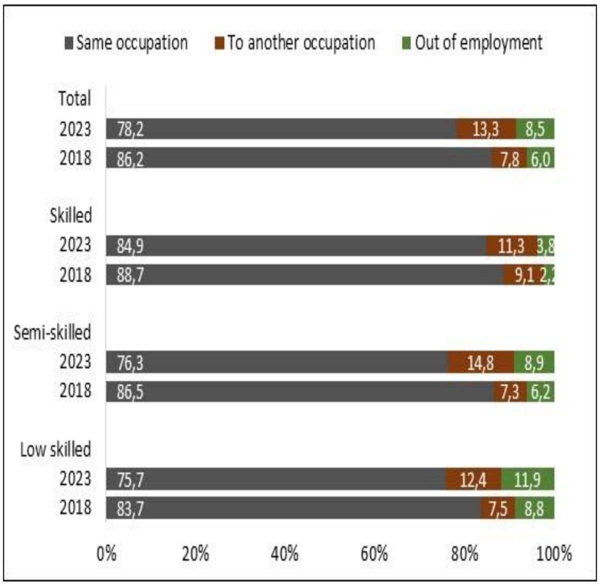
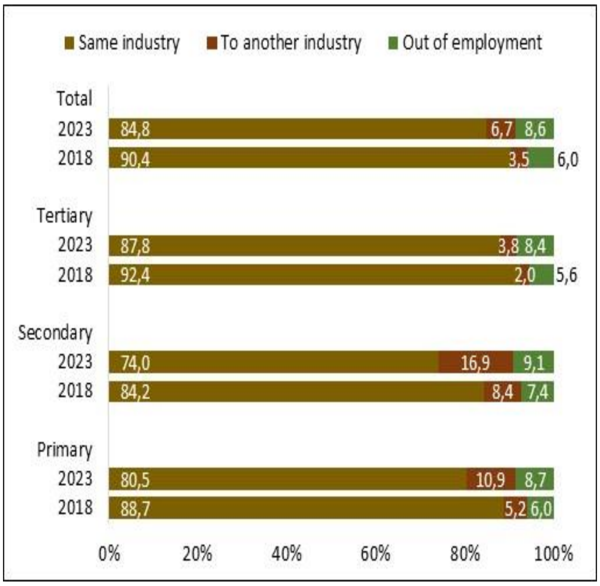


Figure 2.7: Retention and transition rates by broad industry groups, 2018 and 2023



Note: Q3–Q4 for each year is analysed.

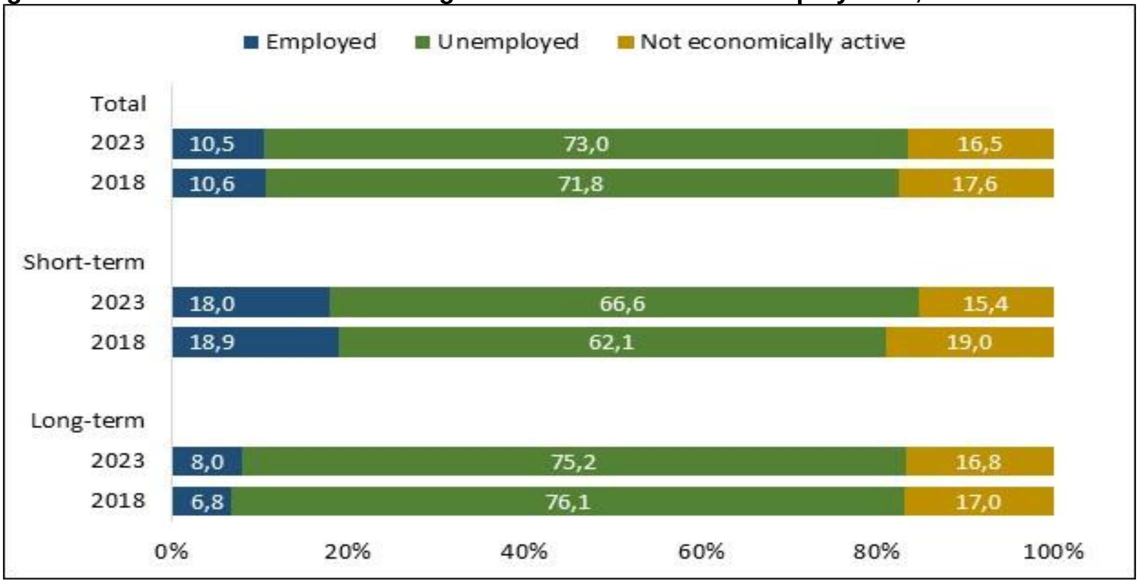
Irrespective of occupation and industry, employed persons are more likely to remain in the same employment category for both 2018 and 2023. Overall, 78,2% of employed persons in Q3 of 2023 retained their occupations in Q4 of the same period which reflects a decline from 86,2% in 2018. In comparison to other occupation groups, the skilled occupations were more likely to remain in this category in both 2018 (88,7%) and 2023 (84,9%). The low and semi-skilled occupations were more likely to move out of employment in 2023 (11,9% and 8,9%, respectively). Those who were in semi-skilled occupations in Q3 of 2023 were more likely to move to other occupations in Q4 of the same year followed by the low-skilled occupations.

Figure 2.7 shows that compared to the secondary and primary sectors, the tertiary sector was more likely to retain employment. Persons who were employed in the secondary sector (16,9%) followed by those in the primary sector (10,9%) were more likely to move to other industries between the two quarters in 2023. In both 2018 and 2023, the secondary sector was more likely to move out of employment compared to other sectors (7,4% and 9,1%, respectively).

Unemployment duration

The following descriptive analysis focuses on the transition into various labour market statuses in relation to the duration one spent without employment over the period 2018 and 2023, particularly with respect to those in short-term unemployment (i.e. those unemployed for less than a year) and those in long-term unemployment (unemployed for a year or longer).

Figure 2.8: Transition rates from long-term and short-term unemployment, 2018 and 2023



The number of years one endures without employment negatively affects their job prospects in the labour market. Persons who spent a year or longer in looking for jobs were less likely to transition to employment compared to those who took less than a year. Although those who are in long-term unemployment are less likely to move to employment, their share increased by 1,2 percentage points between 2018 and 2023 while the share of short-term unemployment increased by 0,9 of a percentage point. What is worth noting is that the retention rates for those in long-term unemployment decreased from 76,1% in 2018 to 75,2% in 2023.

Employment Contract types

In addition to the level of education and work experience, the type of employment contract plays a vital role in the labour market in determining employment mobility. Employees employed under the permanent contract types are more likely to remain on these employment contracts compared to those having limited or unspecified contracts of employment. It means that once an employee becomes permanently employed, they are more likely to remain in this type of employment contract.

Figure 2.9: Retention and transition rates of employees by contract duration, Q3: 2023–Q4: 2023

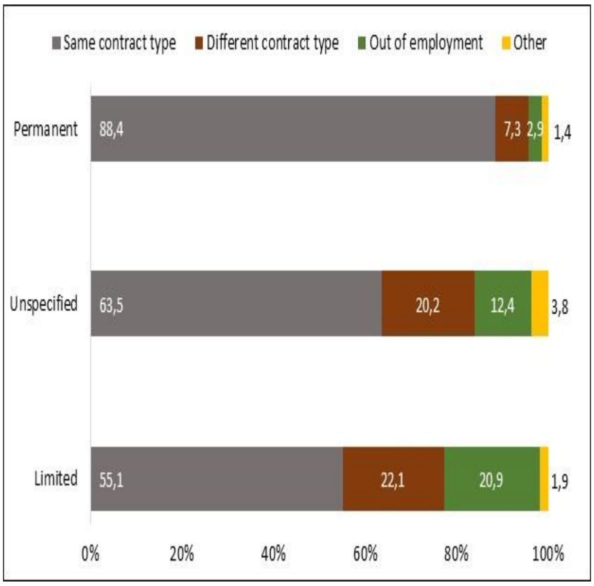
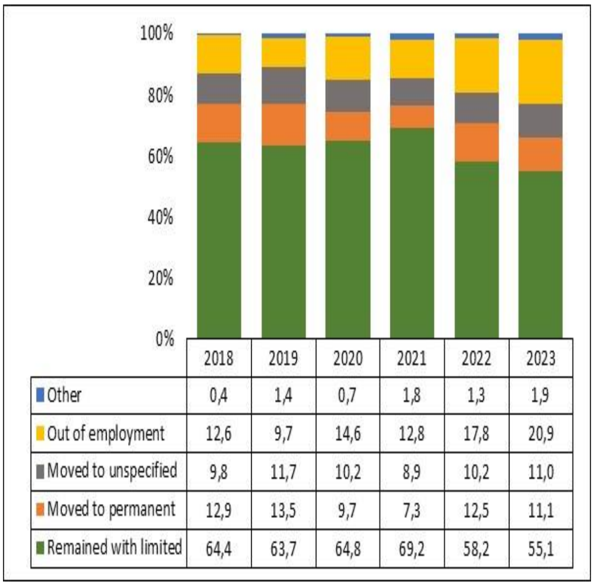


Figure 2.10: Retention and transition rates employees with limited duration contracts, 201 2023

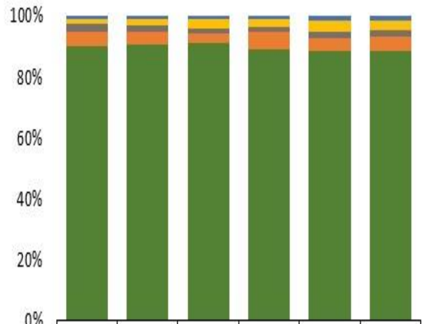


Notes: Only Q3–Q4 for each year is analysed.
"Other" refers to those who were employees in Q3 and became employers or own-account workers in Q4

It is a well-known fact that being employed under a permanent contract type brings stability of remaining in the contract type over time given the nature of this contract and scarcity of jobs in South Africa. This group was less likely to take the risk of moving to a different contract type due to stability brought by the permanent contracts (7,3%) compared to those who were employed in contracts of limited duration (22,1%) followed by unspecified duration (20,2%). The uncertainty brought by being employed under an unspecified duration contract type forced these individuals to look for other opportunities either as employers or own-account workers (3,8%). Those with permanent contracts were less likely to move to being employers or own-account workers (1,4%) maybe because of a relatively increased job security in this category (Figure 2.9).

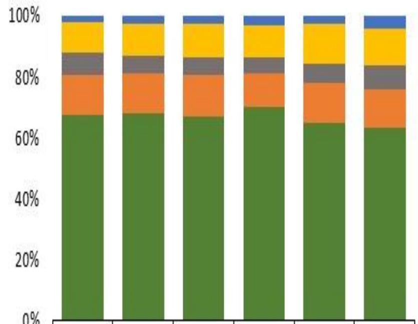
Figure 2.10 shows how persons employed under limited duration move between employment contract types. More than 50% of them were more likely to remain in the same type of employment contract between 2018 and 2023. It also makes sense that the second largest share of this group moved out of employment since the duration of the contract is known beforehand and generally shorter. It is worth pointing to the 11,1% of employees under limited duration contracts who managed to secure employment contracts of a permanent nature while 11,0% became unspecified duration contract holders.

Figure 2.11: Retention and transition rates of employees with permanent contracts, 2018–2023



	2018	2019	2020	2021	2022	2023
Other	0,7	0,7	0,8	0,8	1,2	1,4
Out of employment	2,0	2,2	3,1	2,7	3,9	2,9
Moved to limited	2,3	1,9	1,6	1,7	2,3	2,5
Moved to unspecified	4,8	4,4	3,2	5,6	4,2	4,8
Remained with permanent	90,3	90,7	91,3	89,2	88,4	88,4

Figure 2.12: Retention and transition rates of those with unspecified duration contracts, 2018–2023



	2018	2019	2020	2021	2022	2023
Other	2,1	2,4	2,4	3,1	2,6	3,8
Out of employment	10,0	10,7	11,0	10,3	13,0	12,4
Moved to limited	7,2	5,7	5,8	5,4	6,4	7,6
Moved to permanent	13,0	12,9	13,5	10,9	13,2	12,6
Remained with unspecified	67,8	68,4	67,2	70,3	64,8	63,5

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

The permanent employment contract type encourages employees to remain in it and it manifests lesser movements to other categories. In this respect, 88,4% of employees under permanent employment contract type remained in it between the two quarters while only 1,4% decided to become employers or own-account workers in 2023. This group is also less likely to move out of employment compared to those with contracts of unspecified duration due to the stability of their contract duration.

Figure 2.12 shows that 12,6% of unspecified duration contract holders have managed to secure permanent employment contracts while 12,4% moved out of employment in 2023. The share of employees with unspecified duration contracts who became either employers or own-account workers in Q4 of 2023 was twice that of employees with limited duration contracts. 7,6% of those who did not know the duration of their employment contracts in Q3 of 2023, the duration of their contracts became known and limited in Q4 of 2023.

Provincial transition rates

The analysis in this section highlights provincial variations in transition and retention rates over the period 2018–2023. The first part looks at retention and transition rates within each labour market category, while the second part focuses on all persons who were without jobs, irrespective of whether or not they looked for employment. The analyses of the transition rates into employment for those without jobs (unemployed and inactive) are presented by age, work experience and level of education.

Figure 2.13: Employment retention and transition rates by province, 2023

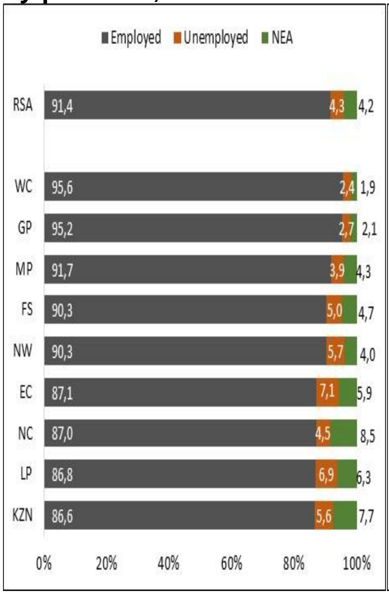


Figure 2.14: Unemployment retention and transition rates by province, 2023

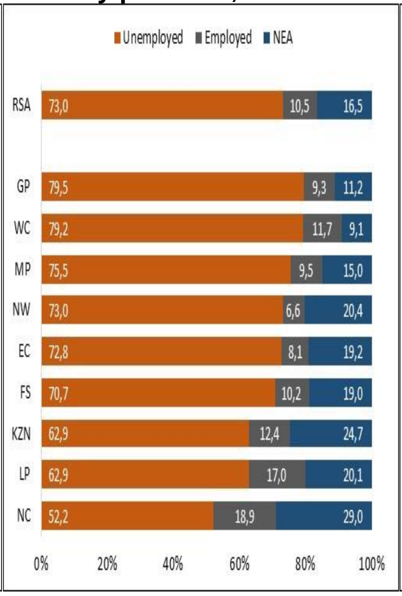
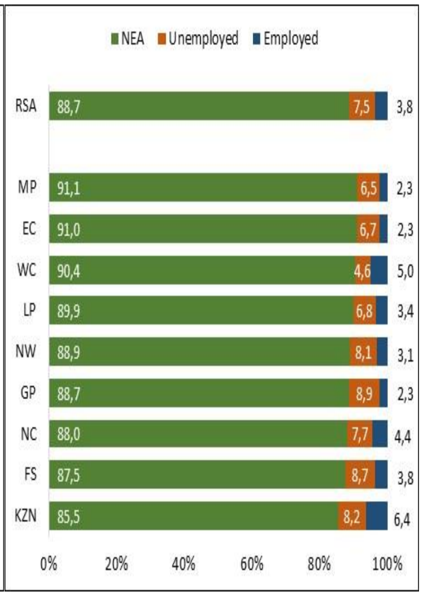


Figure 2.15: NEA retention and transition rates by province, 2023



Note: Data analysed over period Q3: 2023–Q4: 2023.

Access to opportunities especially job opportunities is highly dependent on where one lives in the country. Urban-dominated provinces have better employment opportunities compared to rural-dominated ones. In this respect, Western Cape and Gauteng recorded the highest employment retention rates of 95,6% and 95,2%, respectively. KwaZulu-Natal and Limpopo provinces are rural-dominated provinces which recorded the lowest employment retention rates of 86,6% and 86,8% in 2023 (Figure 2.13). In terms of the transition from unemployment to employment, Northern Cape (18,9%) followed by Limpopo province (17,0%) recorded the highest share and North West recorded the least share of 6,6% in 2023 (Figure 2.14). Provincial disparities show that the largest shares of persons who moved from being "not economically active" to actively looking for work (unemployed) were recorded in Gauteng (8,9%) and Free State (8,7%), Figure 2.15.

Although Gauteng and Western Cape are consistent at retaining employment, they also had the highest retention rates in unemployment (Figure 2.14).

Figure 2.16: Provincial transition rates into employment among youth (15–34 years), 2018 and 2023

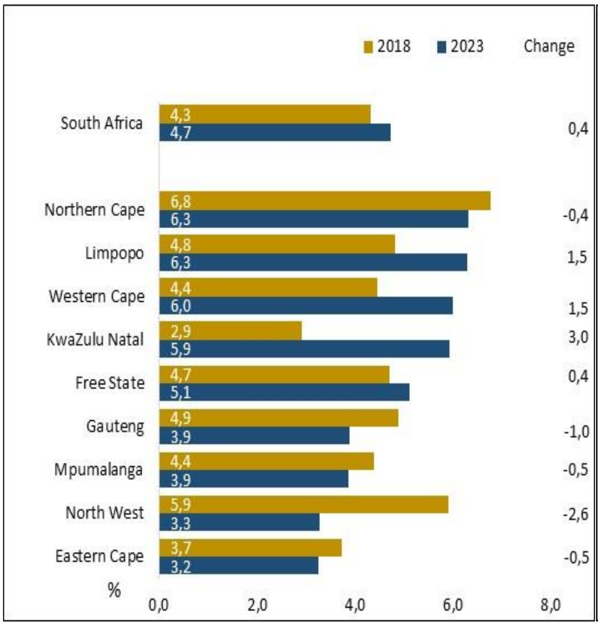
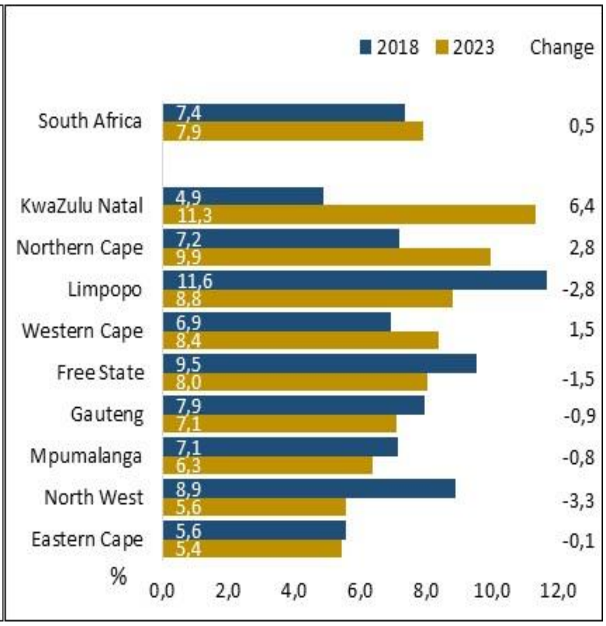


Figure 2.17: Provincial transition rates into employment among adults (35–64 years), 2018 and 2023



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

Generally, adults have better employment opportunities compared to youth partly due to the work experience they have accumulated over the years. In this respect, Figure 2.4 above has shown that persons with work experience had a transition rate of 10,5% compared to 3,0% among individuals without work experience. It means having work experience increases the likelihood of being employed irrespective of your previous labour market status. In addition to work experience and one's age, place of residence may also contribute positively or negatively to one's job prospects. In this regard, Northern Cape appeared to be accommodative in terms of employment opportunities for both youth and adults as shown in Figures 2.16 and 2.17 that this province had the highest transition rate for youth and the second largest for adults in 2023. Eastern Cape had the lowest transition rate to employment irrespective of age.

Comparisons between 2018 and 2023 show that five of the nine provinces recorded decreases with the highest for both youth and adults in North West (down by 2,6 and 3,3 percentage points, respectively) and the lowest in Northern Cape (0,4 of a percentage point). For both youth and adults, KwaZulu-Natal had the largest increase in employment transition rate of 3,0 percentage points and 6,4 percentage points, respectively.

Figure 2.18: Provincial transition rates into employment among those with work experience, 2018 and 2023

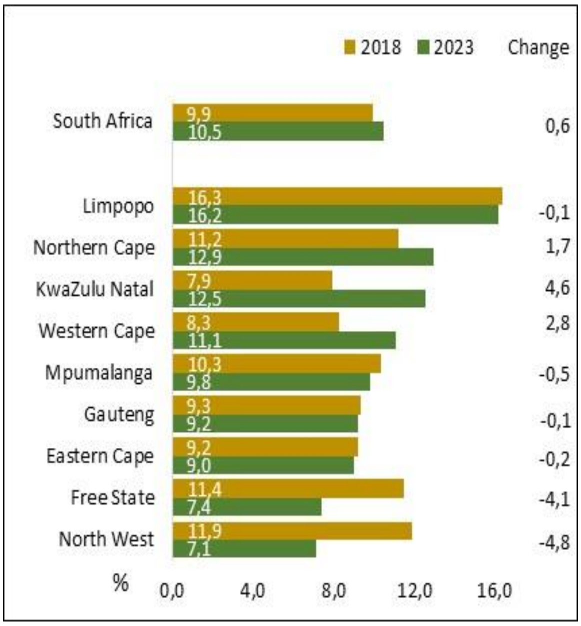
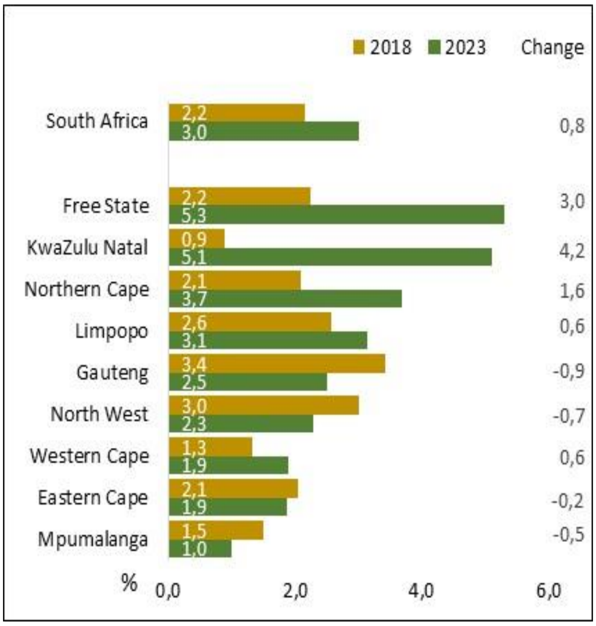


Figure 2.19: Provincial transition rates into employment among those without work experience, 2018 and 2023



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

Figures 2.16 and 2.17 above have shown that Limpopo was in the top three provinces with the highest employment transition rates irrespective of age. This province has recorded the highest transition rate into employment for persons with work experience in both 2018 and 2023. It means having work experience in Limpopo province (irrespective of your age) increases one's likelihood of being employed. North West struggles to absorb persons with work experience into employment given the lowest transition rate into employment (7,1% in 2023) and it decreased by 4,8 percentage points from 2018. Although Free State found it hard to absorb persons with work experience into employment (7,4% in 2023, Figure 2.18), they have tried their best to make it easier for those without work experience to transition into employment. In this respect, this province recorded the highest transition rate for those who did not have work experience at 5,3% in 2023 compared to the least transition rate recorded in Mpumalanga (1,0%).

Interesting from the findings above is that while other provinces make a room for those without work experience to enter the labour market, other provinces prioritise those with work experience. In provinces such as Limpopo, Northern Cape, KwaZulu-Natal and Western Cape people need opportunities to improve their skills and work experience to be better positioned or increase their chance of being employed (Figure 2.18). In contrast, in Free State and KwaZulu-Natal, persons without work experience also had better chances of transitioning to employment compared to Mpumalanga.

Figure 2.20: Provincial transition rates into employment among those without matric, 2018 and 2023

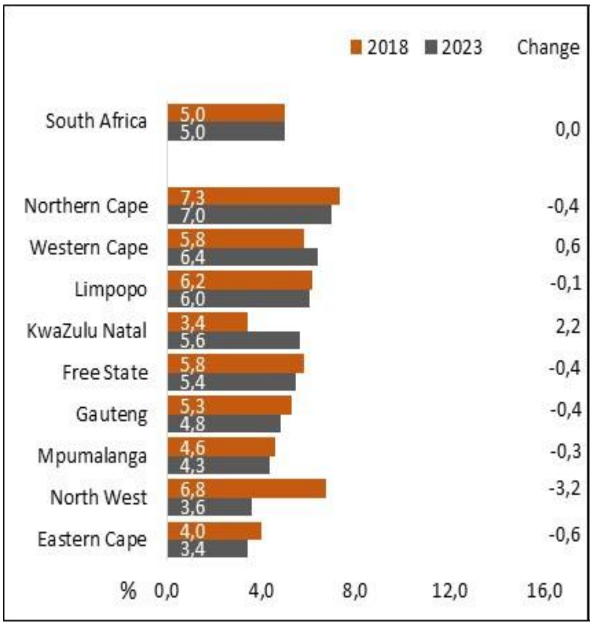
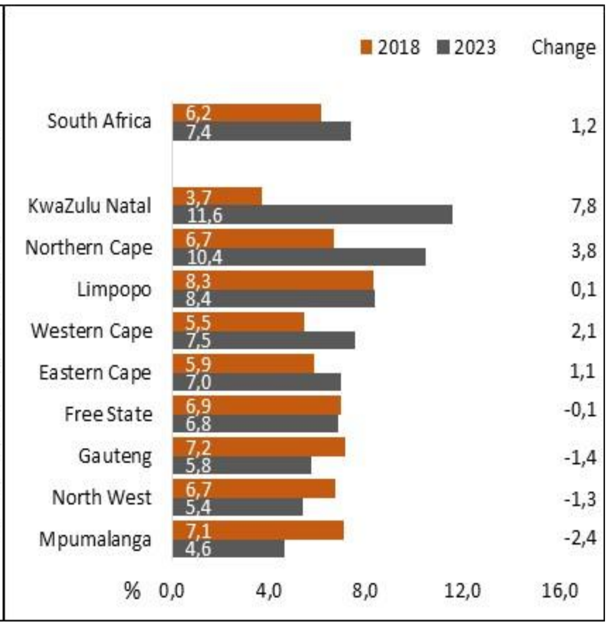


Figure 2.21: Provincial transition rates into employment among those with matric, 2018 and 2023



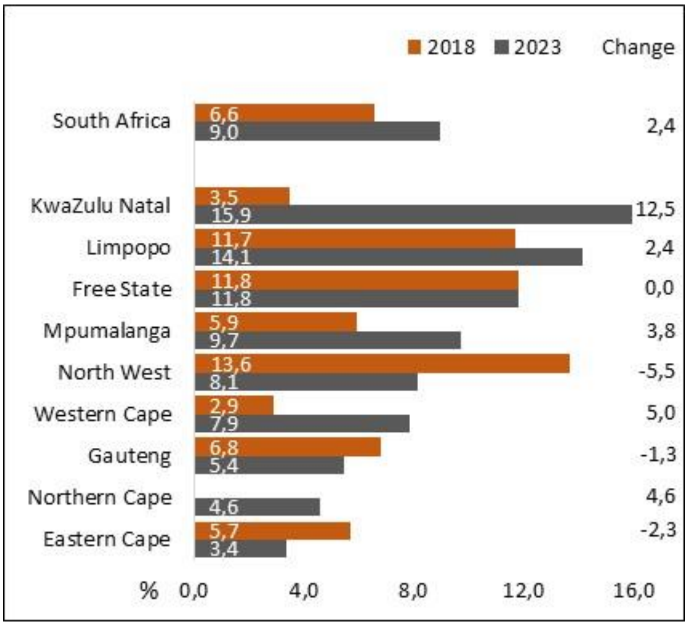
Note: Only Q3–Q4 for each year is analysed.

Low levels of education, social and economic deprivation and the lack of access to opportunities available in the country especially for the female youth contribute the most to high levels of unemployment. Only 5,0% of persons without matric education transitioned into employment between the third and fourth quarters of 2023 compared to 7,4% recorded among persons with matric education. Persons without matric in Northern Cape had better chances of moving to employment compared to Eastern Cape (Figure 2.20). With regard to matric education, KwaZulu-Natal and Northern Cape recorded the highest employment transition rate in 2023. In Mpumalanga, persons with matric find it hard to transition to employment given the lowest transition rate recorded in the province (4,6% in 2023).

Comparisons between 2018 and 2023 show that among those without matric, KwaZulu-Natal and Western Cape have recorded increases in employment transition rates (2,2 and 0,6 percentage points, respectively). Of the seven provinces that recorded decreases, North West had the largest decrease of 3,2 percentage points between 2018 and 2023.

KwaZulu-Natal and Northern Cape recorded the largest increases in transition rates among persons with matric education (7,8 and 3,8 percentage points, respectively). A major decrease was recorded in Mpumalanga (down by 2,4 percentage points).

Figure 2.22: Provincial transition rates into employment among those with tertiary education levels, 2018 and 2023



Note: Only Q3–Q4 for each year is analysed.
No data for Northern Cape for 2018

Given the fact that persons with matric education are better positioned in the labour market compared to those without matric education, persons with tertiary education are way better positioned in the labour market with regard to access to decent jobs and in most cases formal employment of a permanent nature. Evident from Figure 2.21 above, is that KwaZulu-Natal is consistent in accommodating persons with matric education in terms of employment, but the province also prioritises graduates with tertiary education. In this regard, the province has recorded the highest employment transition rates in 2023 and the highest increase from 2018 (12,5 percentage points). In 2018, the highest transition rate was observed in the North West (13,6%). In the Eastern Cape, persons without matric and those with tertiary education appeared to be in a similar situation in terms of transitions (Figures 2.20 and 2.22). In 2023, this province recorded similar transition rates for those without matric and those with tertiary education at 3,4% each. It means in this province, irrespective of education, work experience and age, individuals take time to transition into employment given the lower transition rates observed.

Education, work experience and age do not appear to be factors influencing employment transition in the Eastern Cape.

Summary and conclusion

- The panel data is very vital in policy development in a sense that it vividly outlines areas in which the government can immediately intervene to increase chances of young people to witness high transition rates into employment especially by investing in higher education for those who struggle to reach tertiary education.
- Findings from the QLFS panel data have shown that persons with prior work experience (10,5% in 2023) and tertiary level of education (9,0%) were more likely to transition into employment than those without work experience (3,0%) and those without matric level of education (7,4%) in 2023.
- In 2023, the Youth (4,7%) and women (4,9%) were less likely to transition into employment compared to adults (7,9%) and men (7,1%).
- In 2023, Western Cape (95,6%) was better at retaining employment compared to other provinces while KwaZulu-Natal recorded the least employment retention rate.
- Persons employed on permanent contracts were more likely to remain employed in such contracts compared to those with either contracts of limited or unspecified duration simply because permanent contracts bring a sense of job security. According to the panel data, the employed with unspecified duration contract mostly gravitate towards being either employers or own-account workers (3,8%) compared to 1,9% of limited duration and 1,4% of permanent contracts who moved to being employers or own-account workers in 2023. Persons with unspecified duration contracts choose to engage in running businesses as the duration of employment is unknown.
- Government needs to intervene to assist persons employed in low-skilled (11,9% in 2023) and semi-skilled occupations (8,9% in 2023) because they were more likely to move out of employment than those in skilled occupations (3,8% in 2023).
- Likewise, persons employed in the secondary sector (9,1% in 2023) were more likely to move out of employment than other industry sectors.
- Persons in short-term unemployment (18,0% in 2023) were more likely to transition into employment than those in long-term unemployment (8,0% in 2023).
- Eastern Cape raises a flag of concern given that it is still unclear on what makes it easier for people in this province to transition into employment. This province manifested some weaknesses with regard to employment transition based on age, work experience and education. Surprisingly, persons without matric and those with tertiary education have similar situations when it comes to employment transition. For these groups, each recorded 3,4% of transition rates which was the lowest compared to other provinces in 2023.

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)[3].

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

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

Background

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

Introduction

This chapter directly reflects the objectives of the South African Labour Market Dynamics report. It aims to analyse the trends in the South African labour market for individuals aged between 15 and 64 from 2018 to 2023. Furthermore, it seeks to investigate labour market indicators based on socio-demographic characteristics such as population group, gender, age, geographic location, and highest educational attainment levels.

The components of the South African working-age population

Figure 3.1: Working-age population by population group, 2018 and 2023

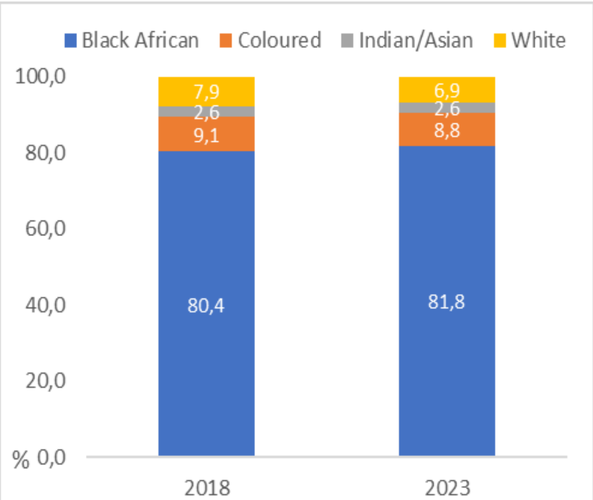


Figure 3.2: Working-age population by age group, 2018 and 2023

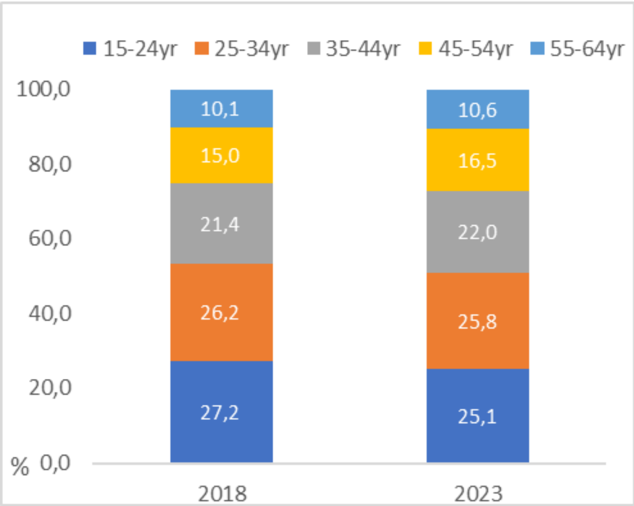


Figure 3.1 above shows the total number of working-age populations in South Africa by population group. The figure shows that more than 80,0% of the working-age population was black African in both 2018 and 2023, while other population groups collectively accounted for less than 20,0 %. Figure 3.2 shows that those aged 15-34 accounted for more than 50,0% of the working-age population. The proportion of those aged 35 and above in the working-age population increased by 2,6 percentage points from 46,5% to 49,1% between 2018 and 2023, while those aged 15-34 decreased by 2,5 percentage points from 53,4% to 50,9% over the same period.

Table 3.1: Labour market status of the working-age population, 2018-2023

	2018	2019	2020	2021	2022	2023
	Thousand					
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	6 103	6 579	6 283	7 658	7 834	7 900
Discouraged	2 806	2 848	2 754	3 529	3 549	3 166
Other not economically active	12 604	12 729	14 996	13 794	13 321	13 247
Working-age Population	37 907	38 506	39 093	39 672	40 248	40 814
	Changes (Thousand)					
	2018-2019	**2019-2020**	**2020-2021**	**2021-012**	**2022-2023**	**2018-2023**
Employed	-44	-1 289	-371	853	958	108
Unemployed	476	-296	1 376	175	66	1 797
Discouraged	42	-95	775	20	-384	359
Other not economically active	125	2 267	-1 202	-472	-74	643
Working-age Population	599	587	579	577	566	2 907

Table 3,1 above, shows that in 2023, the number of employed and unemployed increased to 16,5 million and 7,9 million respectively, while the number of discouraged work seekers and other not economically active people decreased compared to 2022. Furthermore, the working-age population increased by 566 thousand to 40,8 million in 2023 compared to 2022. Between 2018 and 2023 the number of unemployed persons recorded the largest increase of 1,8 million, followed by the number of other not economically active persons (643 000).

Table 3.2: Working-age population by sex, 2018–2023

	2018	2019	2020	2021	2022	2023
	Thousand					
Men	18 749	19 060	19 362	19 660	19 957	20 250
Women	19 158	19 447	19 731	20 012	20 292	20 565
Working-age Population	37 907	38 506	39 093	39 672	40 248	40 814
	Per cent					
Share of women in the working-age population	50,5	50,5	50,5	50,4	50,4	50,4

Table 3.2 above, shows between 2018 and 2023, the working-age population increased by 2,9 million. Women recorded the highest number of people aged 15-64 (working-age population) compared to men. This resulted in women comprising over 50% of the working-age population between 2018 and 2023. The number of women in the working-age population increased from 19.2 million to 20.6 million over the same period. Meanwhile, the number of men in the working-age population rose from 18.7 million in 2018 to 20.3 million in 2023.

Figure 3.3: Working-age population by labour market status and education level, 2018 and 2023

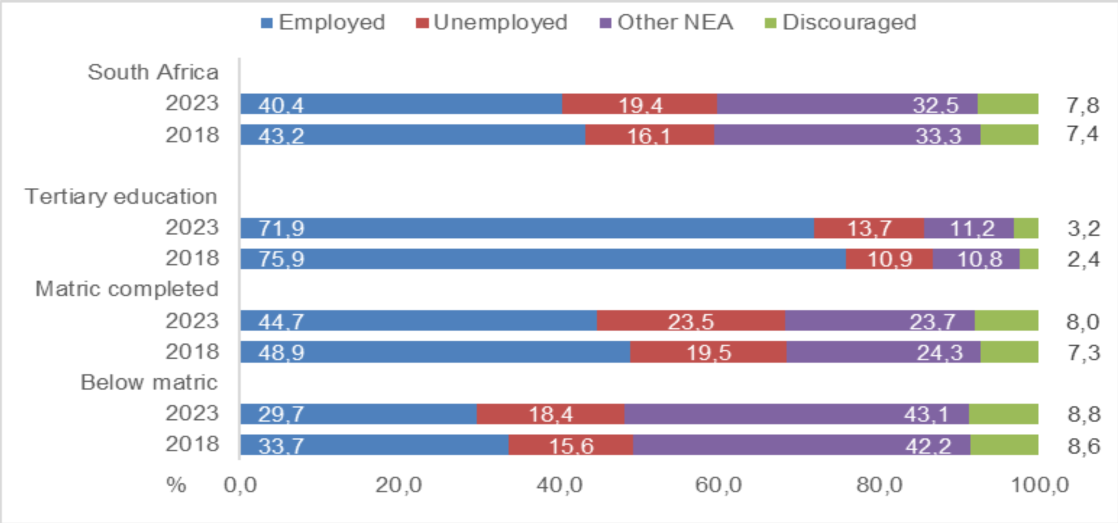
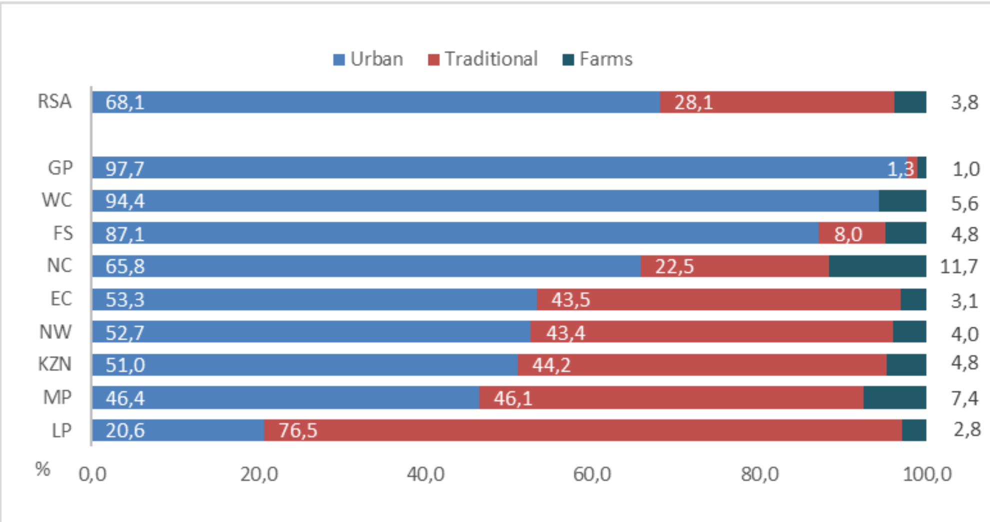


Figure 3.3 above, shows that those who obtained a tertiary education level were more likely to be employed than those with matric and below matric as their highest level of education between 2018 and 2023. Over the same period, the proportion of the working-age population that was unemployed increased across all education categories. The share of employed persons with a tertiary qualification was more than double the share of those with below matric. The share of unemployed was the highest among those with matric, at 19,5% in 2018 and 23,5% in 2023. In both 2018 and 2023, persons with less than a matric contributed the largest share of other not economically active populations, followed by those with a matric.

Figure 3.4: Working-age population by province and geographical type, 2023



Nationally, 68,1 % of the working-age population lived in urban areas, followed by traditional areas (28,1%) and only 3,8% in farm areas. Gauteng (97,7%) had the highest proportion of the working-age population living in urban areas, followed by Western Cape and Free State at 94,4% and 87,1% respectively. Limpopo has the highest proportion of working-age people living in traditional areas (76.5%), followed by Mpumalanga and KwaZulu-Natal at 46,1% and 44,2% respectively.

Figure 3.5: Working-age population by labour market status and province, 2018 and 2023

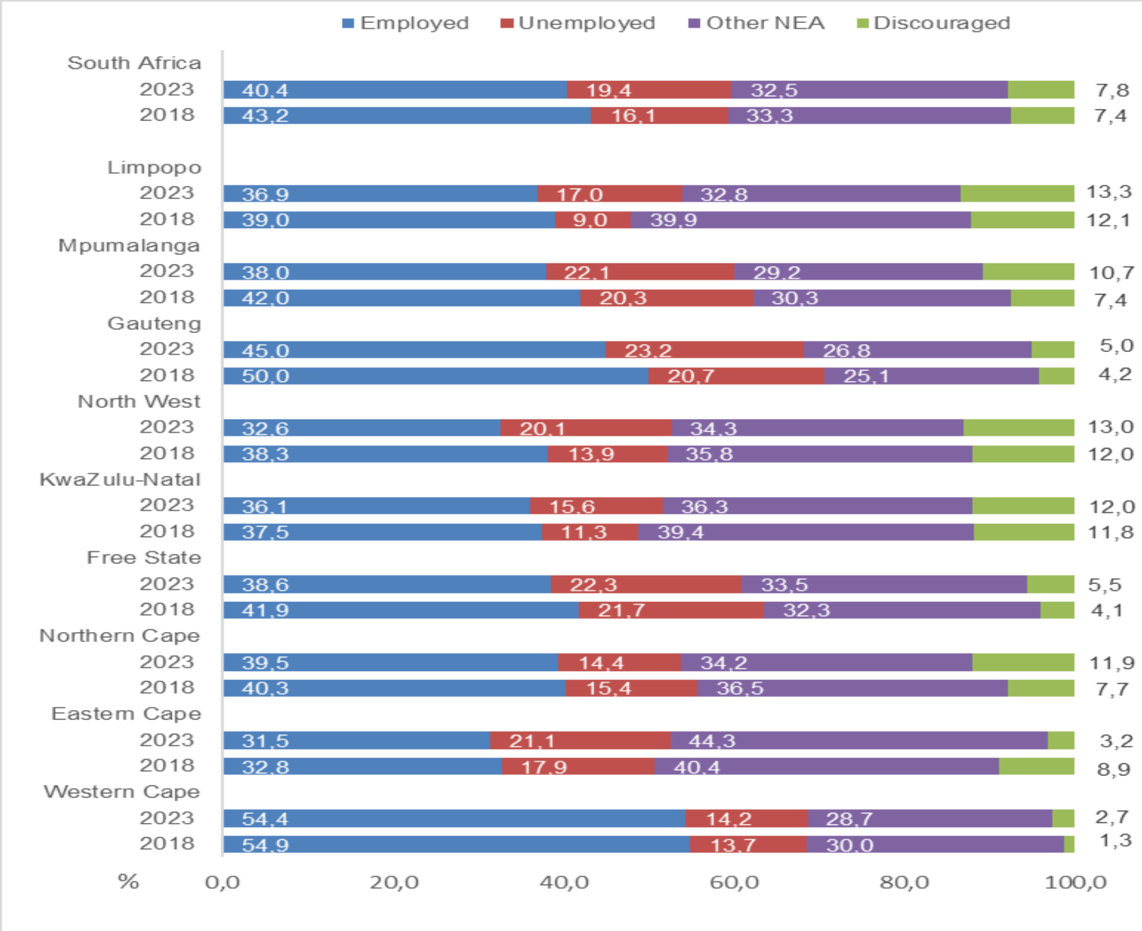


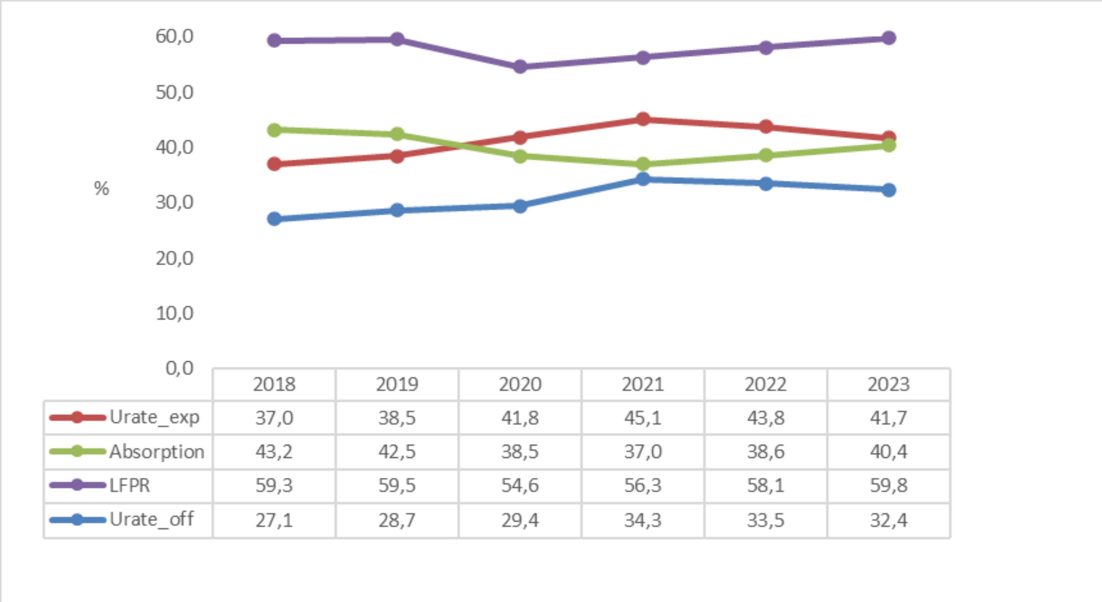
Figure 3.5 shows that Western Cape and Gauteng were the only two provinces where the share of the employed in the working-age population was above the national average of 40,4% in both 2018 and 2023. Figure 3.8 further indicates that Western Cape (54,4%) recorded the highest share of employed persons in the working-age population, followed by Gauteng (45,0%), while Eastern Cape (31,5%) recorded the lowest share of employed persons compared to other provinces in 2023.

The share of unemployed persons in the working-age population increased in all provinces, except in the Northern Cape where it decreased from 15,4% in 2018 to 14,4% in 2023. The share of other not economically active population decreased in six of the nine provinces. In 2023, Limpopo (13,3%) recorded the highest share of discouraged work-seekers, followed by North West and KwaZulu-Natal at 13,0% and 12,0%, respectively.

Labour Markets Rates

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

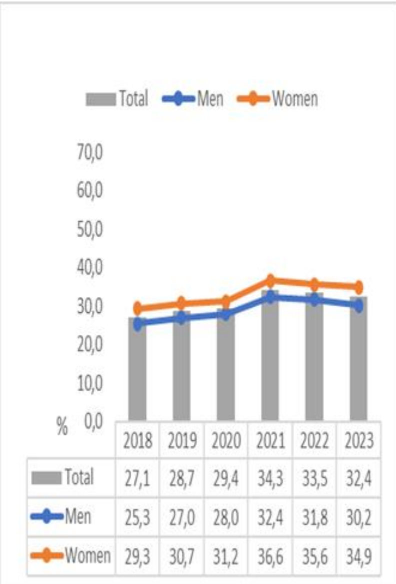
Figure 3.6: Labour market rates, 2018-2023



	2018	2019	2020	2021	2022	2023
Urate_exp	37,0	38,5	41,8	45,1	43,8	41,7
Absorption	43,2	42,5	38,5	37,0	38,6	40,4
LFPR	59,3	59,5	54,6	56,3	58,1	59,8
Urate_off	27,1	28,7	29,4	34,3	33,5	32,4

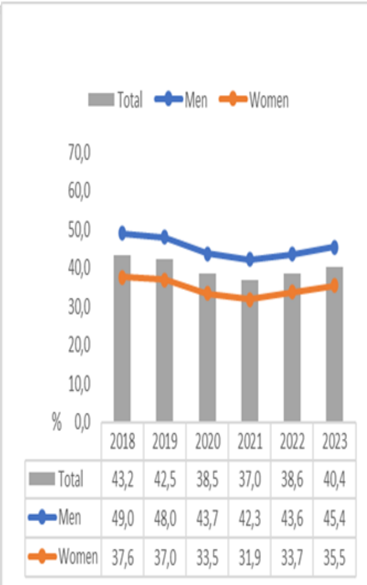
Between 2018 and 2023, the official unemployment rate increased by 5,3 percentage points from 27,1 to 32,4% while expanded unemployment rates increased by 4,7 percentage points from 37,0% to 41,7%. The absorption rate decreased by 2,8 percentage points from 43,2% in 2018 to 40,4% in 2023 and the labour force participation rate increased by 0,5 of a percentage point over the same period.

Figure 3.7: Unemployment rate by sex, 2018-2023



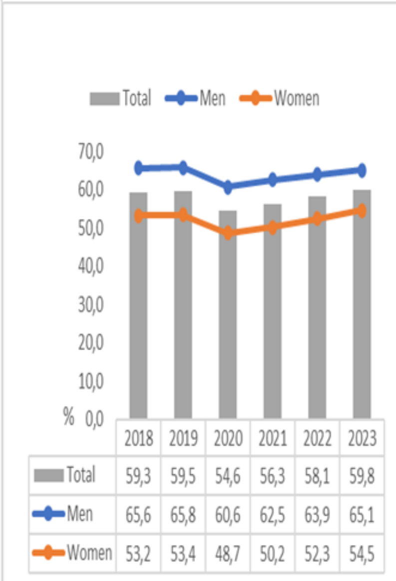
	2018	2019	2020	2021	2022	2023
Total	27,1	28,7	29,4	34,3	33,5	32,4
Men	25,3	27,0	28,0	32,4	31,8	30,2
Women	29,3	30,7	31,2	36,6	35,6	34,9

Figure 3.8: Absorption rate by sex, 2018-2023



	2018	2019	2020	2021	2022	2023
Total	43,2	42,5	38,5	37,0	38,6	40,4
Men	49,0	48,0	43,7	42,3	43,6	45,4
Women	37,6	37,0	33,5	31,9	33,7	35,5

Figure 3.9: Participation rate by sex, 2018-2023



	2018	2019	2020	2021	2022	2023
Total	59,3	59,5	54,6	56,3	58,1	59,8
Men	65,6	65,8	60,6	62,5	63,9	65,1
Women	53,2	53,4	48,7	50,2	52,3	54,5

Figure 3.7 above, shows that women experienced higher unemployment rates compared to men between 2018 and 2023. The official unemployment rate for men increased by 4,9 percentage points from 25,3% to 30,2% and women by 5,6 percentage points from 29,3% to 34,9% between 2018 and 2023. Figures 3.8 and 3.9, show that women in South Africa recorded lower absorption and participation rates compared to men between 2018 and 2023. Furthermore, the figures highlight the ongoing challenges faced by women in accessing employment opportunities in South Africa's labour market.

Figure 3.10: Male labour market rates by population group, 2018 and 2023

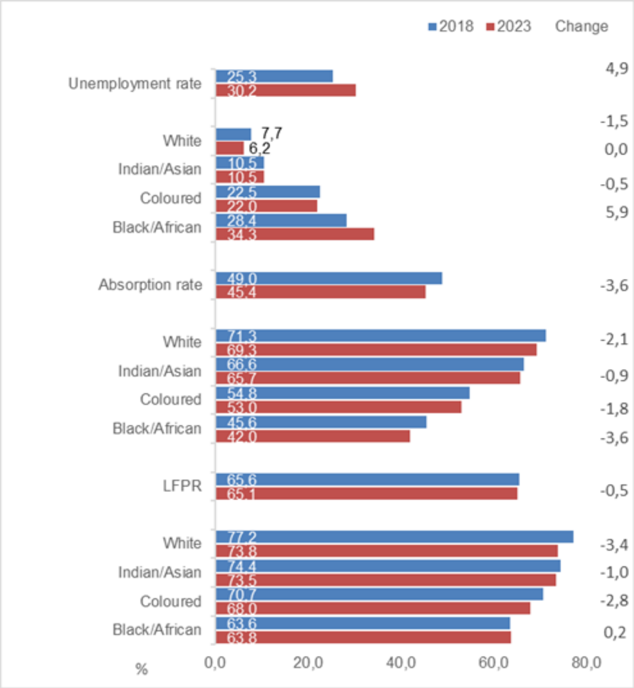


Figure 3.11: Female labour market rates by population group, 2018 and 2023

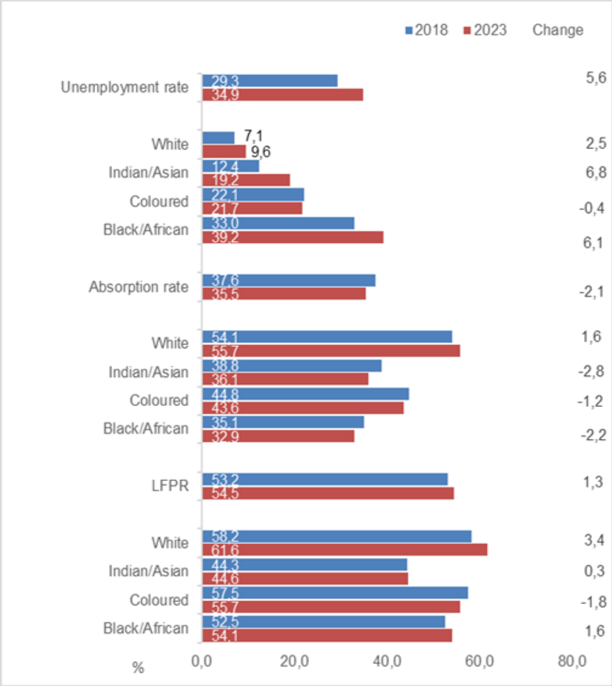


Figure 3.10 and Figure 3.11 above, show the key labour market rates by population group and sex. In 2023, there was a notable difference in unemployment rates between men and women across various demographic groups in South Africa. Women, in general, had higher unemployment rates compared to men, with the exclusion of coloured women as they had a slightly lower unemployment rate of (21,7%) compared to coloured men (22,0%). Black African women consistently experience higher unemployment rates compared to both men and women in other population groups within South Africa. This disparity highlights a systemic issue in access to employment opportunities and economic participation for black African women. The vulnerability of women in the South African labour market is shown in the lower rates of absorption and labour force participation that women experienced across all demographic groups as compared to men.

Figure 3.12: Unemployment rate by province, 2018 and 2023

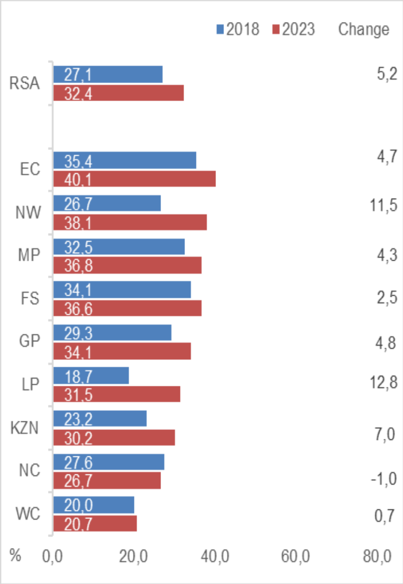


Figure 3.13: Absorption rate by province, 2018 and 2023

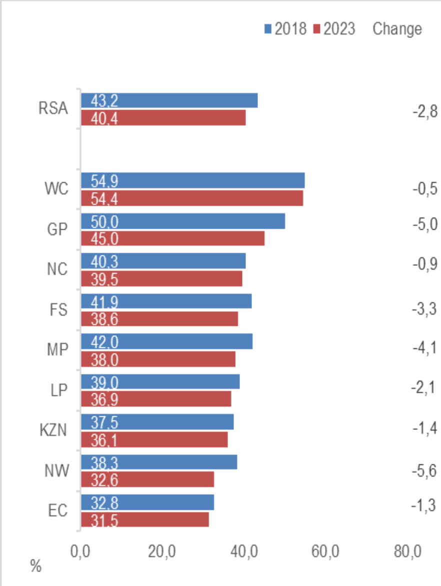
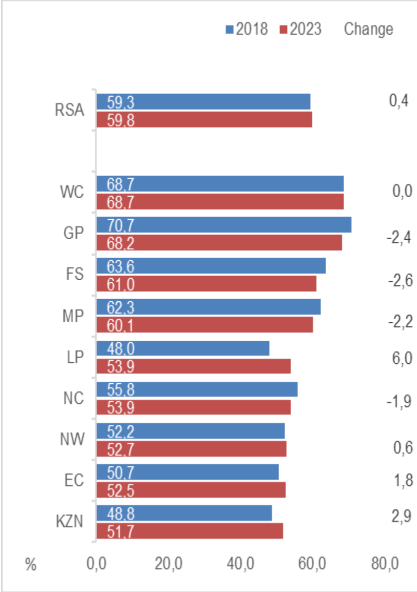


Figure 3.14: Participation rate by province, 2018 and 2023



The results above show the key labour market rates by province. According to provincial estimates, between 2018 and 2023 South Africa experienced a significant increase in the unemployment rate across eight provinces, excluding Northern Cape (down by 1,0 percentage points). Eastern Cape (40,1%), North-West (38,1%) and Mpumalanga (36,8%) recorded the highest unemployment rate in both 2018 and 2023, furthermore, the unemployment rates in these three provinces were consistently above South Africa's national average of official unemployment rate. Western Cape (20,7%) recorded the lowest unemployment rate in 2023.

The absorption rate decreased in all provinces between 2018 and 2023. North West province experienced the highest decrease in the absorption rate, declining by 5,6 percentage points. The decrease in absorption rates across all provinces reflects challenges in creating sufficient job opportunities relative to population growth. The labour force participation rate increased in four out of nine provinces. Limpopo province saw the largest increase in the labour force participation rate, rising by 6,0 percentage points.

Figure 3.15: Unemployment rate by age group, 2018 and 2023

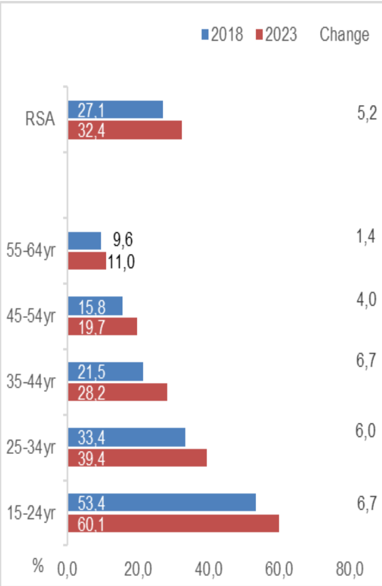


Figure 3.16: Absorption rate by age group, 2018 and 2023

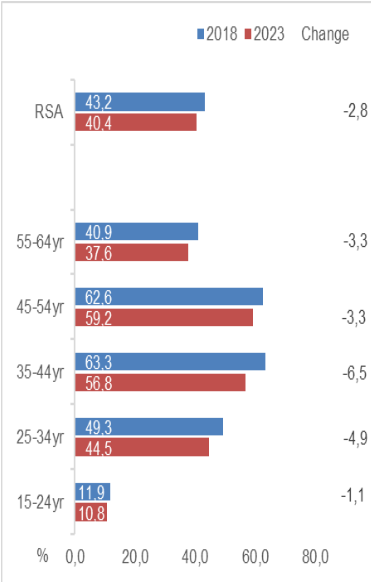
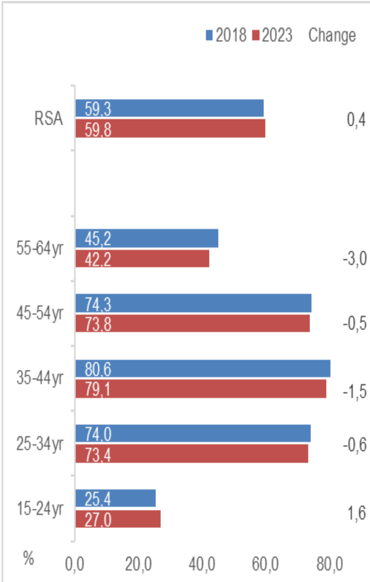
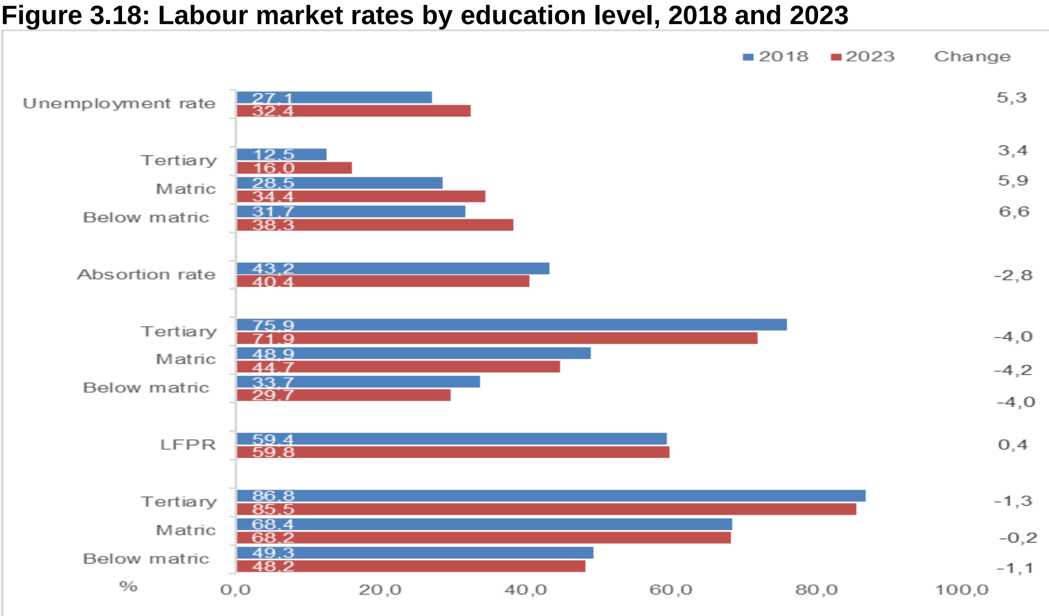


Figure 3.17: Participation rate by age group, 2018 and 2023



Between 2018 and 2023, the unemployment rate increased in all age categories. In both years, the highest unemployment rates were recorded among those between the ages of 15-24 and 25-34. In addition, the high unemployment rate amongst the age group 15-34 (youth) indicates that a significant portion of young people are struggling to find employment. The lowest unemployment rates were among those between the ages of 55-64 and those aged 45-54 contributed to the second lowest unemployment rate in both 2018 and 2023. The absorption rate decreased across all age groups and those aged 35-44 recorded the highest decrease of 6,5 percentage points. The labour force participation rates decreased across all age groups except for those aged 15-24 over the same period.

Figure 3.18: Labour market rates by education level, 2018 and 2023



The unemployment rate across all education levels increased between 2018 and 2023. Unemployment among those with tertiary qualification recorded the lowest increase of 3,4 percentage points compared to those with matric and below matric recording 5,9 and 6,6 percentage points respectively over the same period. An individual's chances of finding work increases with their level of education. Absorption and labour force participation rates decreased in all levels of education between 2018 and 2023.

Summary and Conclusion

- The number of employed and unemployed persons increased by 958 000 and 66 000 respectively in 2023 compared to 2022, while the discouraged work-seekers and other not economically active populations decreased by 384 000 and 74 000 respectively.
- The highest proportion of the working-age populations were recorded in urban areas (68,1%). In terms of provinces, Gauteng (97,7%), had the highest proportion of working-age populations living in urban areas, Limpopo (76,5) had a more working-age population living in traditional areas whereas Northern Cape (11,7%) had a more working-age population staying in farm areas.
- The national official unemployment rate increased by 5,2 percentage points to 32,4 between 2018 and 2023.
- Black Africans have a higher unemployment rate compared to other population groups irrespective of gender. Women have higher unemployment compared to their male counterparts. Persons aged between 15–24 had the highest unemployment rate. The results indicate that women and young people remain vulnerable in the labour market.
- In 2023, Eastern Cape recorded the highest unemployment rate of 40,1%, while Western Cape recorded the highest absorption rate and labour participation rate of 54,4% and 68.7% respectively.
- People with higher levels of education (tertiary at 71,9%) were more likely to be employed compared to persons with matric (44,7%) and below matric (29,7%) education levels, while the unemployment rate is higher for persons with low education levels.

Chapter 4: Employment

Key labour market concepts

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

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

Market production activities refer to work that is done usually for pay or profit.

Production for own final use refers to work that is done for the benefit of the household, e.g. subsistence farming (production of fruit/vegetables for own consumption).

Occupation[4] in this chapter has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories are drawn from Bhorat, H and Oosthuizen, M in 'Employment shifts and the "jobless growth" debate' Chapter in 'Human Resource Development Review 2008; Education, Employment and Skills in South Africa,' editors A. Kraak and K. Press, HSRC Press.

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

Industry classification is as follows:

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

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

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

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

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

Background

The importance of employment as a pathway to economic development, social inclusion and well-being has long been recognised. As well as being at the heart of the ILO's Decent Work Agenda, employment is a central element in the 2030 Agenda for Sustainable Development which places emphasis on promoting productive employment and decent work for all (Goal 8). In this context, statistics on employment are crucial to monitor progress towards many national and international policy goals. These statistics must not only quantify work and people in employment but also provide meaningful information on the types of jobs people are doing.[5]

Introduction

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

4.1 A profile of the employed

Employment by industry and occupation

This section examines how employment is distributed by industry and occupation between 2018 and 2023 relative to certain demographic variables.

Table 4.1: Employment by Industry, 2018–2023

Industry	2018	2019	2020	2021	2022	2023
	Thousand					
Agriculture	845	861	820	838	863	914
Mining	419	412	403	377	414	428
Manufacturing	1 769	1 762	1 528	1 408	1 593	1 557
Utilities	148	139	104	103	112	125
Construction	1 472	1 348	1 164	1 148	1 171	1 296
Trade	3 280	3 358	3 084	2 935	3 175	3 346
Transport	984	998	925	946	947	992
Finance	2 479	2 518	2 374	2 391	2 414	2 767
Services	3 694	3 667	3 484	3 356	3 736	3 966
Private households	1 292	1 281	1 160	1 177	1 106	1 100
Total	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**

Note: Total includes 'Other'

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

Table 4.2: Changes in employment by Industry, 2018–2023

Industry	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	Thousand					
Agriculture	16	-41	17	25	52	69
Mining	-7	-9	-26	37	14	9
Manufacturing	-7	-234	-120	186	-36	-213
Utilities	-10	-34	-2	9	13	-23
Construction	-125	-184	-16	23	125	-176
Trade	78	-273	-150	240	171	66
Transport	14	-73	21	0	45	8
Finance	39	-143	17	23	352	288
Services	-27	-183	-128	380	230	272
Private households	-11	-121	18	-71	-7	-193
Total	**-44**	**-1 289**	**-371**	**853**	**958**	**108**

Note: Total includes 'Other'

After three consecutive declines, employment started to increase in 2022 by 853 000 and by 958 000 to 16,5 million in 2023. The primary contributors to the increase in overall employment by industry in 2023 were finance (352 000), community and social services (230 000), trade (171 000) and construction (125 000) when compared to 2022. During the same period, employment declined in two of the ten industries, namely; manufacturing (36 000) and private households (7 000). When comparing to five years ago, total employment increased by 108 000 jobs. Finance (288 000) and community and social services (272 000) have contributed the most to the overall employment over the period 2018 to 2023. During the same period, job losses were mainly in manufacturing (213 000), private households (193 000), construction (176 000) and utilities (23 000).

Figure 4.1: Employment shares by industry, 2018 and 2023

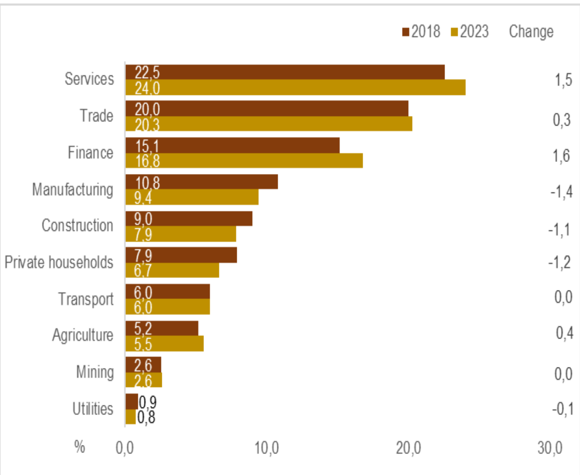
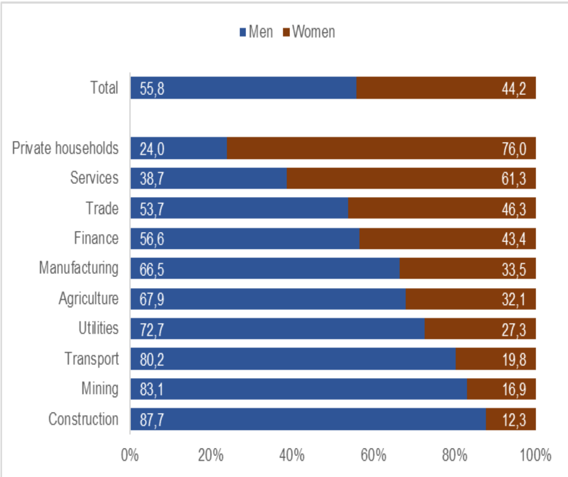


Figure 4.2: Employment shares by industry and sex, 2023



Between 2018 and 2023, employment shares increased in four of the ten industries as shown in Figure 4.1. The largest increase was observed in finance (1,6 percentage points) followed by community and social services (1,5 percentage points), agriculture (0,4 of a percentage point) and trade (0,3 of a percentage point) while transport and mining remained unchanged with shares of 6,0% and 2,6% respectively. The largest declines were recorded in manufacturing (1,4 percentage points), private households (1,2 percentage points), construction (1,1 percentage points) and utilities (0,1 of a percentage point).

Figure 4.2 demonstrates that, with the exception of private households and community and social services, where women accounted for 76,0% and 61,3% of employment, respectively, men held a higher percentage of employment across all industries. Over 80% of workers in the construction, mining, and transport industries were men.

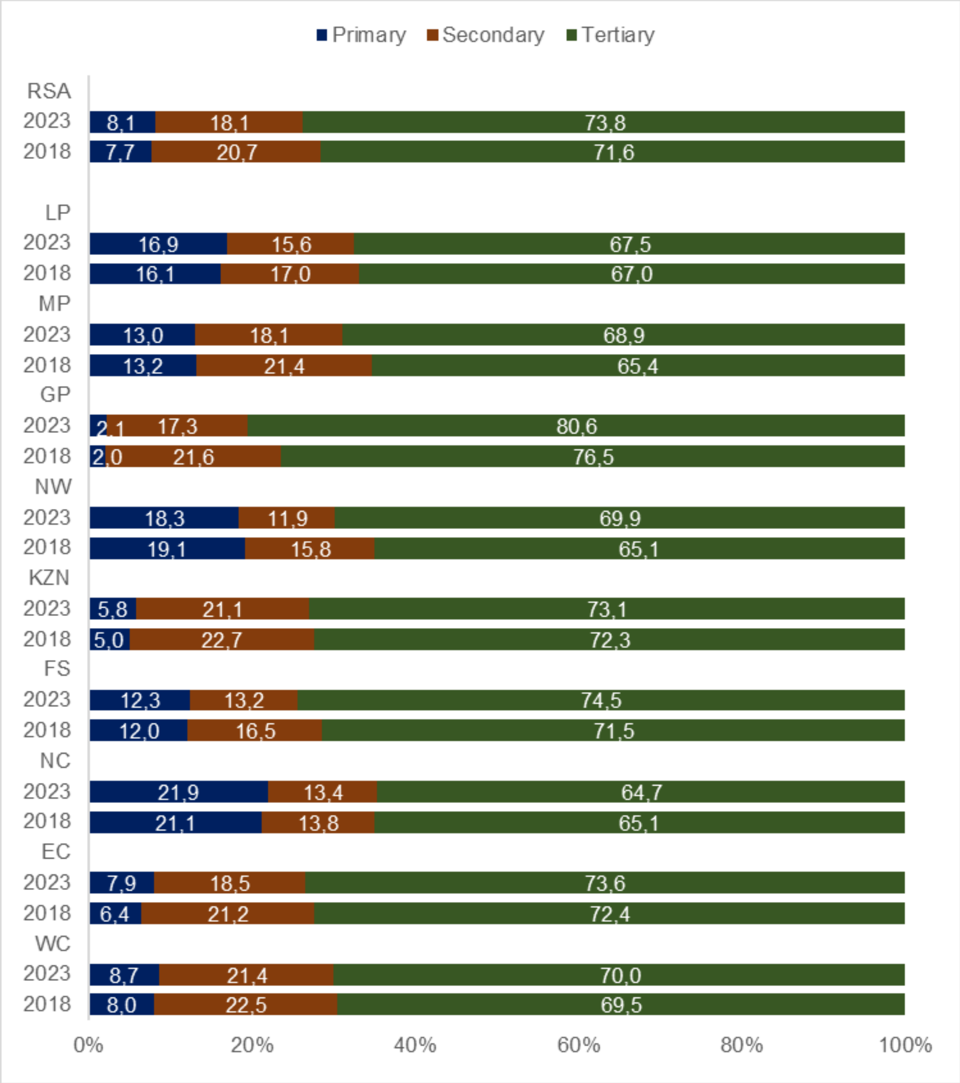
Table 4.3: Employment shares by industry and province, 2023

Industry	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	8,5	7,8	14,3	9,7	5,5	5,2	0,7	7,5	9,1	5,5
Mining	0,1	0,1	7,6	2,6	0,3	13,1	1,4	5,6	7,7	2,6
Manufacturing	12,4	8,9	4,4	7,0	12,0	4,5	10,0	7,6	4,6	9,4
Utilities	0,6	0,3	0,2	0,7	0,5	0,6	0,7	2,6	0,9	0,8
Construction	8,4	9,3	8,8	5,4	8,6	6,8	6,6	7,9	10,2	7,9
Trade	18,8	20,7	12,8	21,7	20,4	19,7	20,9	21,7	20,3	20,3
Transport	5,7	5,8	3,8	4,7	7,2	4,3	7,2	4,7	4,0	6,0
Finance	18,1	12,0	10,4	10,5	14,8	13,5	23,7	11,6	9,9	16,8
Services	21,4	28,4	30,3	29,1	23,4	25,5	22,7	22,7	26,7	24,0
Private households	6,0	6,7	7,2	8,4	7,4	6,7	6,0	8,1	6,6	6,7
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'

With the exception of Gauteng, the results in Table 4.3 show that trade and community and social services were the primary drivers of employment in every province. Finance (23,7%) contributed the most to employment in Gauteng, followed by community and social services (22,7%) and trade (20,9%). Mining (13,1%) was the fourth industry in North West to contribute to employment, following finance (13,5%), trade (19,7%), and community and social services (25,5%). Utilities recorded the lowest shares of employment below 1,0% in most provinces except in Mpumalanga (2,6%).

Figure 4.3: Employment in primary, secondary and tertiary industries, 2018 and 2023



As highlighted in Figure 4.3 above, the majority of people in all provinces were employed in tertiary industries. Tertiary industries accounted for more than 70% in South Africa in both 2018 and 2023. In tertiary industries, Gauteng, KwaZulu-Natal, Free State, and Eastern Cape accounted for over 70,0% of employment shares in both 2018 and 2023. Conversely, KwaZulu-Natal, Eastern Cape, Western Cape, and Gauteng had the lowest percentages of employment in primary industries—less than 10,0%. KwaZulu-Natal and Western Cape had employment shares in secondary industries above 20% in both 2018 and 2023.

Table 4.4: Employment by occupation, 2018–2023

Occupation	2018	2019	2020	2021	2022	2023
	Thousand					
Manager	1 428	1 467	1 342	1 337	1 377	1 274
Professional	894	914	998	966	1 072	1 293
Technician	1 434	1 420	1 310	1 305	1 452	1 458
Clerk	1 711	1 704	1 562	1 463	1 560	1 805
Sales	2 667	2 717	2 483	2 317	2 577	2 836
Skilled agriculture	63	61	71	60	76	65
Craft	2 023	1 937	1 674	1 568	1 653	1 692
Operator	1 375	1 371	1 269	1 245	1 301	1 317
Elementary	3 798	3 744	3 444	3 522	3 634	3 913
Domestic worker	1 000	1 012	877	886	839	844
Total	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**

Note: Total includes 'Other'

Table 4.5: Changes in employment by occupation, 2018–2023

Occupation	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	Thousand					
Manager	39	-125	-6	41	-104	-155
Professional	19	84	-32	107	221	399
Technician	-14	-110	-5	147	6	25
Clerk	-7	-141	-100	98	245	94
Sales	51	-235	-165	260	259	169
Skilled agriculture	-1	9	-11	16	-11	2
Craft	-86	-263	-106	85	38	-331
Operator	-4	-102	-23	56	16	-58
Elementary	-54	-301	78	112	279	115
Domestic worker	12	-135	9	-47	6	-156
Total	**-44**	**-1 289**	**-371**	**853**	**958**	**108**

Note: Total includes 'Other'

Employment rose in six occupational categories between 2018 and 2023, with the professionals (399 000) recording the largest gains followed by sales (169 000), elementary (115 000), and clerical (94 000) occupations. Between 2018 and 2023, about 108 000 new jobs were created. Craft workers (331 000) saw the biggest decline, followed by domestic workers (156 000), managers (155 000), and machine operators (58 000).

Figure 4.4: Employment shares by occupation, 2018 and 2023

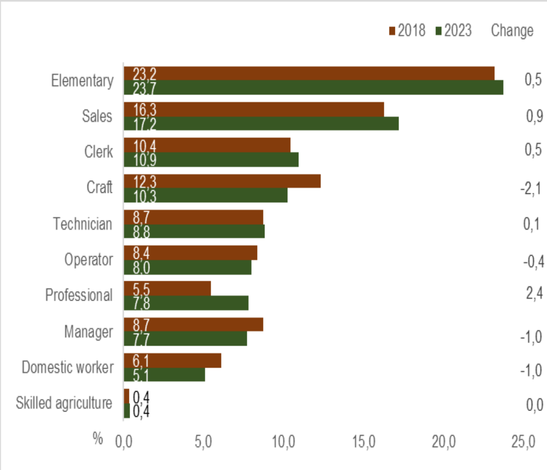
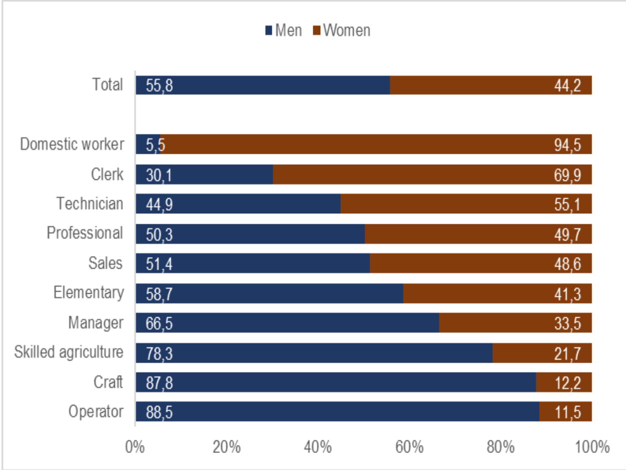


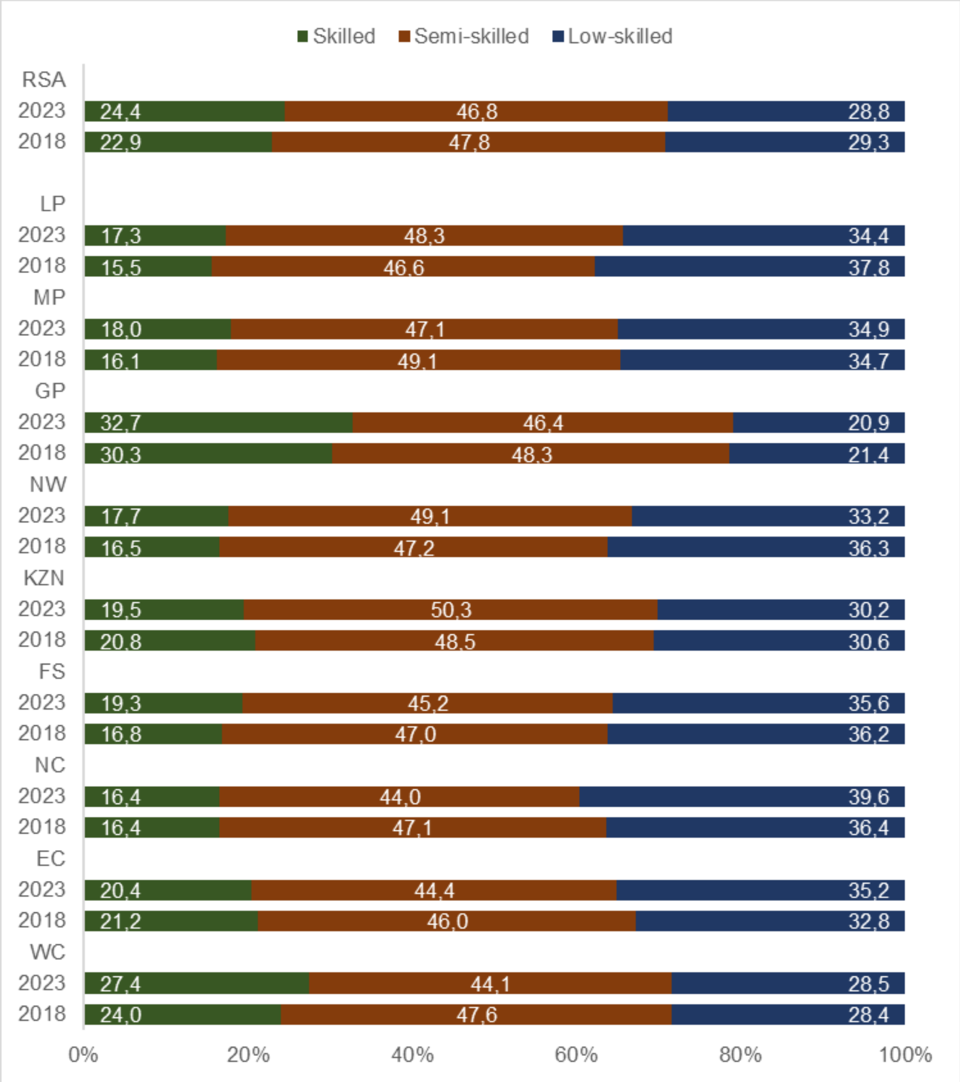
Figure 4.5: Employment shares by occupation and sex, 2023



Close to a quarter of all people employed in 2018 and 2023 were employed in elementary occupation. Sales and clerical occupations were among the top three contributors to total employment in 2023. Four out of ten occupations recorded a decline in the share of employment between 2018 and 2023, while skilled agriculture occupation remained unchanged in the same period. Craft and related trade recorded the largest decline of 2,1 percentage points followed by domestic workers and managers with a decrease of 1,0 percentage point each.

Women were more likely to work as domestic workers (94,5%), clerks (69,9%) and technicians (55,1%) relative to men. About 66,5% of men were employed in managerial occupations compared to 33,5% of women. Both craft and related trades and machine operators occupations recorded the largest shares above 80,0% for men.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations, 2018 and 2023



Across all provinces, semi-skilled occupations made up the majority of total employment. The findings for 2023 indicate that KwaZulu-Natal (50,3%), North West (49,1%), Limpopo (48,3%), and Mpumalanga (47,1%) had the largest employment shares in semi-skilled occupations. The only provinces with lower than 30% employment in low-skilled occupations in both 2018 and 2023 were Gauteng and the Western Cape. In 2023, Gauteng (32,7%) and Western Cape (27,4%) had the highest percentage of workers in skilled occupations.

Table 4.6: Number and percentage of persons employed as managers, professionals and technicians by sex, 2018–2023

	2018	2019	2020	2021	2022	2023
	Thousand					
Men						
Manager	989	1 021	918	909	920	847
Professional	435	428	488	528	555	651
Technician	657	663	604	549	636	655
Women						
Manager	440	446	424	427	457	427
Professional	459	486	509	438	518	642
Technician	777	757	706	756	816	803
Both sexes						
Manager	1 428	1 467	1 342	1 337	1 377	1 274
Professional	894	914	998	966	1 072	1 293
Technician	1 434	1 420	1 310	1 305	1 452	1 458
	% share of women					
Manager	30,8	30,4	31,6	32,0	33,2	33,5
Professional	51,4	53,2	51,1	45,3	48,3	49,7
Technician	54,2	53,3	53,9	57,9	56,2	55,1

Table 4.6 indicates that men accounted for larger shares of employment as managers over the period 2018–2023. The share of women employed as managers ranged from 30,4% in 2019 to 33,5% in 2023. Women employed in skilled occupations were more likely to work as technicians compared to managers and professionals. The share of women employed as technicians rose from 54,2% in 2018 to reach a peak of 57,9% in 2021, and then declined to 55,1% in 2023.

Figure 4.7: Employment by occupation and population group, 2018 and 2023

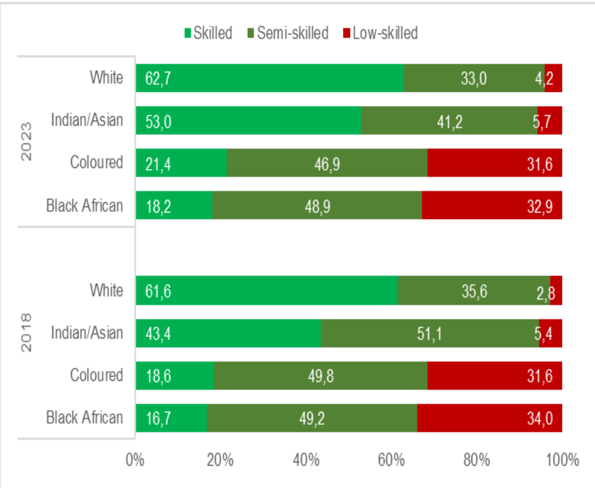
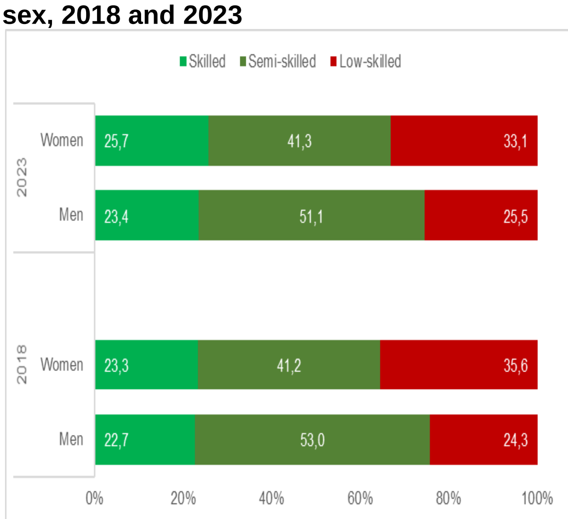


Figure 4.8: Employment by Occupation and sex, 2018 and 2023



While white and Indian/Asian population groups were more likely to be employed in skilled occupations, black African and coloured population groups recorded the largest share of persons in semi-skilled occupations in 2023. In 2018 and 2023, the proportion of the white population working in skilled jobs was 61.6% and 62.7%, respectively. When compared to other population groups, black Africans had the lowest share of those employed in skilled occupations (16,7% in 2018 and 18,2% in 2023). The coloured population employed in skilled occupations accounted for 18,6% in 2018 and increased to 21,4% in 2023. Figure 4.8 reveals that in 2018 and 2023, a higher percentage of women were employed in skilled and low-skilled occupations relative to men. In contrast, more than 50% of employed men were working in semi-skilled occupations in both 2018 and 2023.

Working time

This section analyses the working hours as well as the average weekly hours worked. The ILO standard on working hours sets a maximum of eight hours per day and 48 hours per week, with a few exceptions under special circumstances.[6] In this section, the average weekly working hours are analysed by sex, population group, industry, occupation, sector and province.

Table 4.7: Volume of hours worked by sex, 2018–2023

	2018	2019	2020	2021	2022	2023
	Volume of hours worked (Thousand hours)					
Men	406 042	407 037	355 862	362 419	382 743	404 092
Women	284 840	286 863	244 164	246 209	270 228	288 110
Both sexes	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**
	Annual changes (Thousand hours)					
	2018-2019	**2019-2020**	**2020-2021**	**2021-2022**	**2022-2023**	**2018-2023**
Men	994	-51 175	6 558	20 324	21 349	-1 951
Women	2 023	-42 699	2 045	24 020	17 882	3 270
Both sexes	**3 017**	**-93 874**	**8 602**	**44 343**	**39 231**	**1 319**

Over the period 2018–2023, the volume of hours worked was higher among men compared to their women counterparts. In 2023, the volume of hours worked by men was about 404 million which decreased by about 2,0 million compared to 2018. On the other hand, the volume of hours worked by women increased by 17,9 million from 270 million in 2022 to 288 million in 2023.

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

Figure 4.9: Average weekly hours worked by sex, 2018–2023

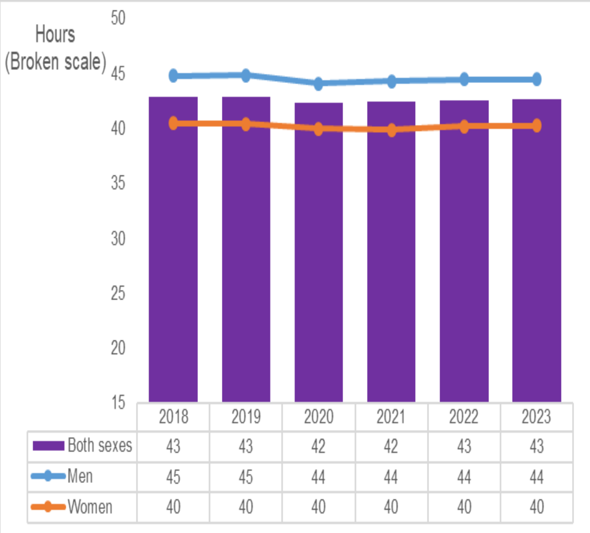
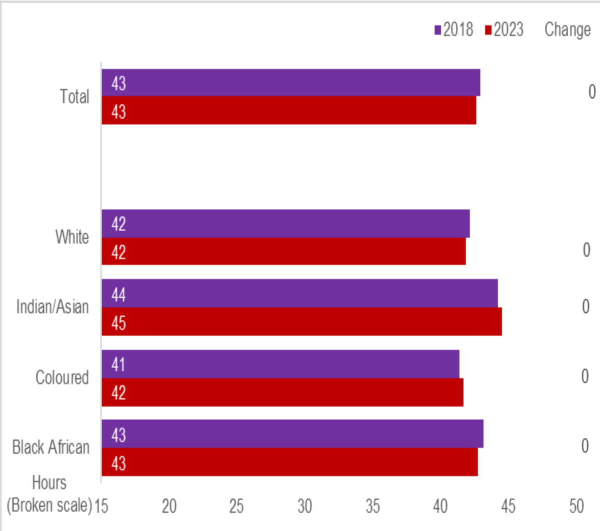


Figure 4.10: Average weekly hours worked by population group, 2018 and 2023



Over the period 2018–2023, men worked longer hours than women as shown in Figure 4.9. From 2018 to 2019, men worked 45 hours per week which declined to 44 hours from 2020 to 2023. On the other hand, women worked 40 hours per week from 2018 to 2023. On average, weekly hours worked by both men and women remained unchanged at 43 hours over the period 2018 and 2023. In 2023, Indian/Asian and black African population groups worked longer hours (45 and 43 hours respectively), while white and coloured population groups worked 42 hours per week each.

Figure 4.11: Average weekly hours worked by industry, 2018 and 2023

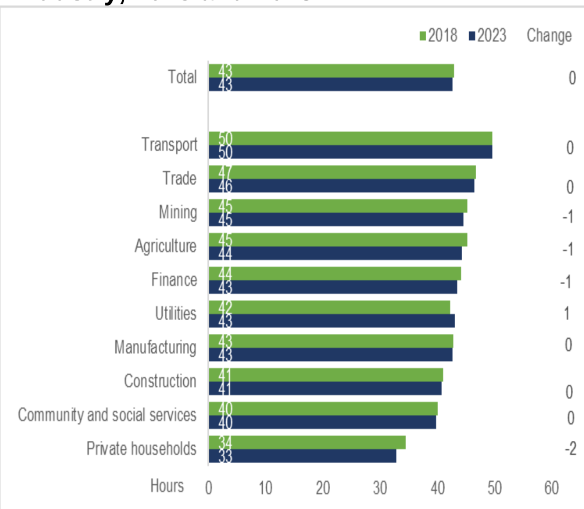


Figure 4.12: Average weekly hours worked by occupation, 2018 and 2023

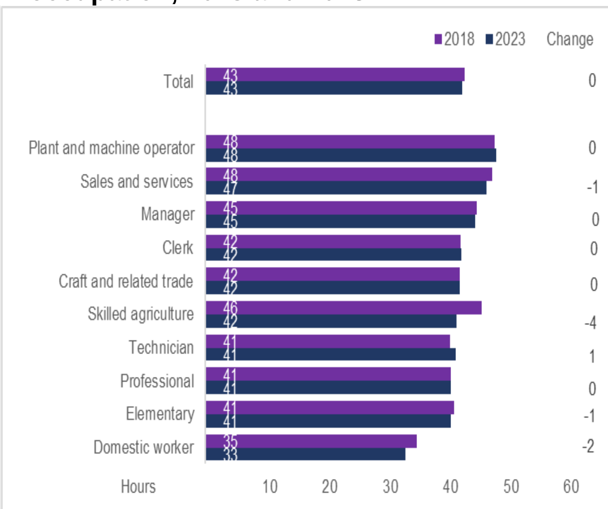


Figure 4.11 indicates that persons employed in transport followed by those in trade worked longer hours compared to those in other industries. In both 2018 and 2023, private households was the only industry recording average weekly hours below 40 (34 in 2018 and 33 in 2023). The average weekly hours declined by one hour between 2018 and 2023 for those in mining, agriculture and finance. As highlighted in Figure 4.12, the average weekly hours for five out of ten occupational categories remained unchanged between 2018 and 2023. Skilled agriculture recorded the largest decline of four hours followed by domestic workers recording a decline of two hours.

Figure 4.13: Average weekly hours worked by sector, 2018–2023

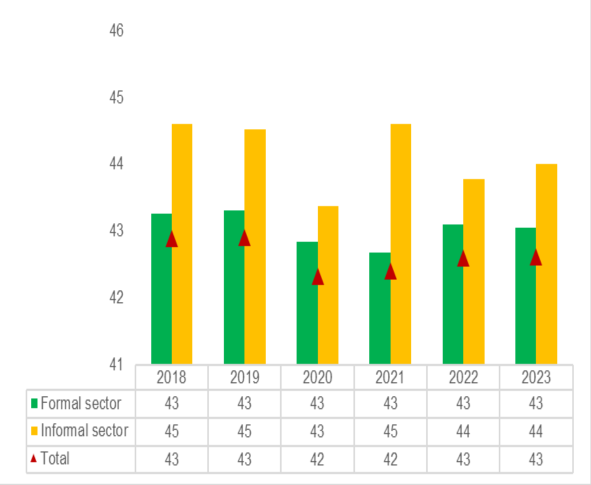
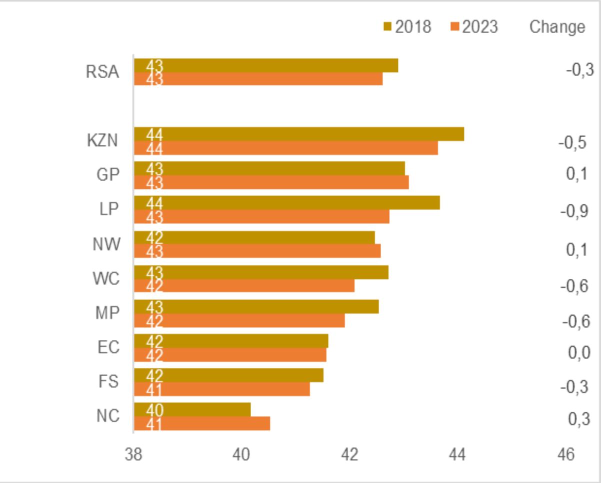


Figure 4.14: Average weekly hours worked by province, 2018 and 2023



The average hours worked in the formal sector remained unchanged at 43 over the period 2018 – 2023, while in the informal sector, the average weekly hours worked decreased by one hour to 44 hours in 2023 compared to 2018. The average weekly hours worked in the country remained unchanged at 43 hours between 2018 and 2023. Six provinces highlighted that the average hours worked remained unchanged over the period 2018 to 2023 while Limpopo, Western Cape and Mpumalanga saw a decrease of one hour each.

Time-related underemployment

The time-related underemployment rate is a measure of labour underutilisation which provides information regarding the share of employed persons who are willing and available to increase their working time and worked fewer hours than a specified time threshold during the reference period. It signals inadequate employment and complements other indicators of labour slack and labour underutilisation such as the unemployment rate and the potential labour force.[7]

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.

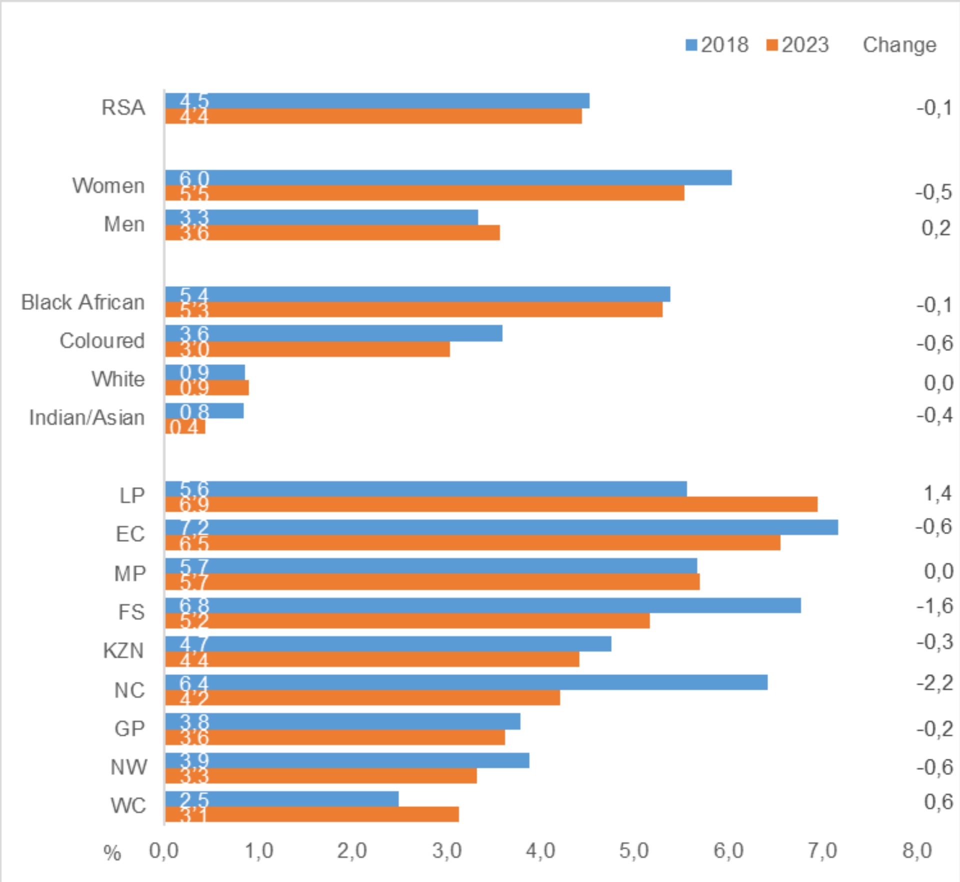
[7]Time-related underemployment rate https://www.ilo.org/ilostat-files/Documents/description_TRU_EN.pdf

Table 4.8: Trends in underemployment, 2018 - 2023

	Underemployment	Other employment	Total employment	Underemployment rate
	Thousand			Per cent
2018	742	15 651	16 394	4,5
2019	763	15 587	16 350	4,7
2020	803	14 258	15 061	5,3
2021	858	13 833	14 691	5,8
2022	758	14 786	15 544	4,9
2023	732	15 769	16 502	4,4

Between 2018 and 2023, the number of underemployed persons declined by 10 000 to reach 732 000. The highest number of underemployment was recorded in 2021 (858 000) and in 2020 (803 000). Between 2018 and 2023, the underemployment rate decreased by 0,1 of a percentage point, from 4,5% to 4,4%. Compared to 2022, there was a 0,5 of a percentage point decrease in the underemployment rate in 2023.

Figure 4.15: Underemployment by sex, population group and province, 2018 and 2023



Between 2018 and 2023, the underemployment rate went up by 0,2 of a percentage point for men and down by 0,5 of a percentage point for women. All population groups with the exception of white population group, recorded a decline in the rate of underemployment with the highest of 0,6 of a percentage point among the coloured population. For the same period, the underemployment rate for the white population remained unchanged.

In terms of provincial comparisons, six out of nine provinces recorded a decline in the underemployment rate between 2018 and 2023. The largest decrease was recorded in Northern Cape (2,2 percentage points), and Free State (1,6 percentage points) while other provinces experienced a decline of less than 1,0 percentage point. Mpumalanga recorded the underemployment rate of 5,7% in both 2018 and 2023. Increases in underemployment were only observed in Limpopo (1,4 percentage points) and Western Cape (0,6 of a percentage point).

Figure 4.16: Underemployment by industry, 2018 and 2023

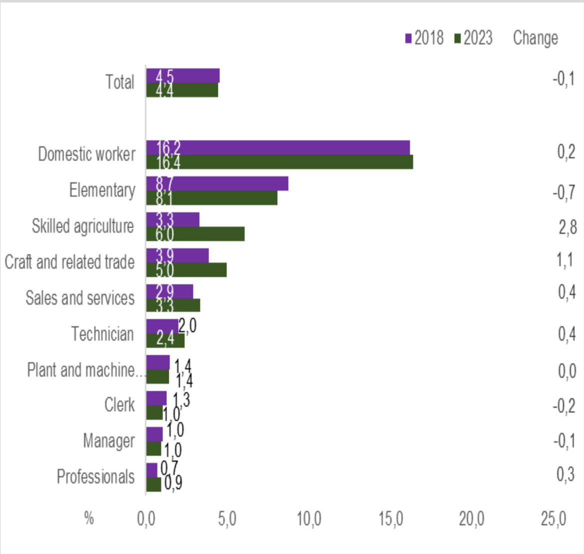
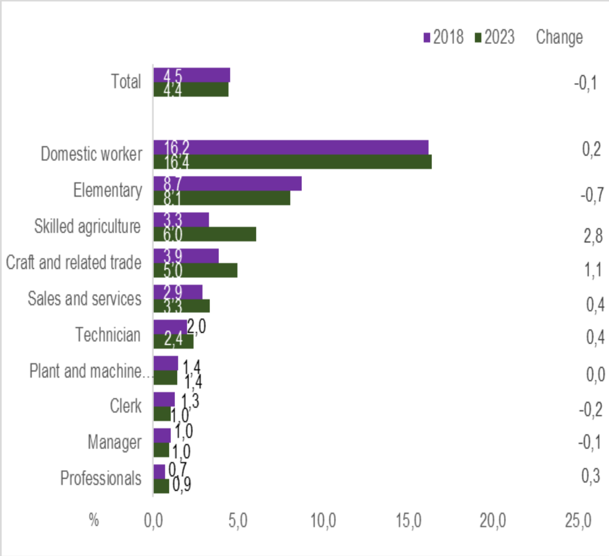


Figure 4.17: Underemployment by occupation, 2018 and 2023



Persons employed in utilities and mining were less likely to be underemployed compared to other industries; these industries recorded an underemployment rate below 1,0% in both 2018 and 2023. Private households recorded the highest underemployment rate of 18,4% in 2018 which declined by 0,8 of a percentage point to 17,6% in 2023. The construction industry recorded the second highest underemployment rate at 5,4% in 2018 and 7,2% in 2023. In terms of occupation, domestic workers were more likely to be underemployed. The underemployment rate increased in all occupational categories except for those in elementary (0,7 of a percentage point), clerk (0,2 of a percentage point) and managerial (0,1 of a percentage point) occupations. Plant and machine operator occupation recorded unchanged underemployment rate of about 1,4%.

Summary and conclusion

- Community and social services, trade and finance industries were the main contributors to the total employment of the country.
- Women accounted for the largest shares of employment compared to men in private households and community and social services.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,3% in 2018 and 80,4% in 2023. Primary industries were the second largest contributor to employment in the Northern Cape and North West.
- Women accounted for the largest share of employment in skilled occupations such as Technicians (55,1%), semi-skilled occupations such as clerks (69,9%) and domestic workers (94,5%). Men who were employed as managers accounted for approximately double the share of women in the same occupation.

- The white and Indian/Asian population groups were more likely to work in skilled occupations compared to semi-skilled and low-skilled occupations in 2023. Indians recorded the largest share of persons in semi-skilled in 2018.
- The average weekly hours worked remained unchanged at 43 hours between 2018 and 2023 with men working more hours than women.
- The underemployment rate was higher in Limpopo at 6,9%, followed by Eastern Cape at 6,5% and Mpumalanga at 5,7% in 2023.
- Those employed in the private households industry and domestic worker occupations recorded the highest underemployment rate.

4.2 The formal and informal sector in South Africa

Key labour market concepts
Informal sector: The informal sector has the following two components:

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

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

Background

The formal and informal sectors in South Africa account for over 80% of total employment, of which the formal sector contributes about 70%. However, the formal sector is the largest contributor to total employment, while the informal sector is not a sector of preference, its employment contributions cannot go unnoticed. According to the ILO third edition of Women and Men in the Informal Sector, “over 60% of the world’s employed population earn their livelihoods in the informal economy.” In South Africa, approximately 19,0 % of employed persons worked in the informal sector in 2023.

Introduction

This section analyses the demographics (sex, population group and education level) of the formal and informal sector. Industry and occupational profiles of both sectors are investigated, their status in employment and provincial variations are also highlighted. The analysis is based on QLFS annualised data for the period 2018 to 2023.

Table 4.9: Employment by sector, 2018–2023

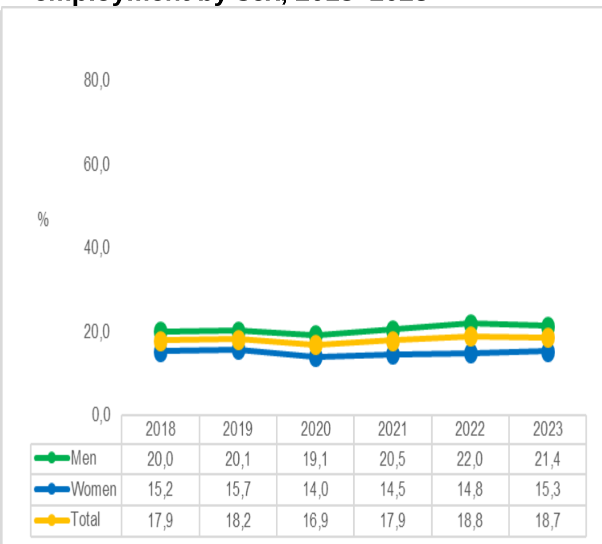
	2018	2019	2020	2021	2022	2023
	Thousand					
Formal sector	11 319	11 234	10 537	10 043	10 648	11 405
Informal sector	2 937	2 973	2 545	2 632	2 927	3 083
Other*	2 138	2 142	1 980	2 015	1 969	2 014
Total	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
	Shares (Per cent)					
Formal sector	69,0	68,7	70,0	68,4	68,5	69,1
Informal sector	17,9	18,2	16,9	17,9	18,8	18,7
Other*	13,0	13,1	13,1	13,7	12,7	12,2
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**
	Annual changes (Thousand)					
Formal sector		-85	-698	-493	604	757
Informal sector		37	-429	88	295	155
Other*		4	-162	35	-46	45
Total		**-44**	**-1 289**	**-371**	**853**	**958**

Note: 'Other' comprises Agriculture and Private households.

The formal sector employment share reached the highest of 70,0% in 2020 from 69,0% in 2018 and started to decline to 69,1% in 2023. The results show three consecutive declines in employment in the formal sector since 2019, with the highest change recorded in 2020 (698 000). After an increase of 604 000 formal sector jobs in 2022, the same sector recorded the largest increase of 757 000 jobs in 2023. The informal sector recorded a decline of 429 000 jobs in 2020 while in 2023, a gain of about 155 000 jobs was observed when compared to 2022. The share of employment in the informal sector increased from 17,9% in 2018 to 18,7% in 2023.

Figure 4.18: Formal sector share of employment by sex, 2018–2023

Figure 4.19: Informal sector share of employment by sex, 2018–2023



As highlighted in Figure 4.18, men's employment in the formal sector accounted for a higher percentage of total employment over the period 2018 – 2021 relative women. Women reported employment shares in the formal sector in 2022 and 2023 of 69,0% and 69,3%, respectively, whilst men reported 69,1% and 69,0% in the same years. Men's employment in the formal sector fell from 70,7% in 2018 to 69,0% in 2023, while women's employment rose from 67,0% to 69,3% in the same period. Conversely, the share for men who were employed in the informal sector increased from 20,0% in 2018 to 21,4% in 2023 and the share for women increased from 15,2% in 2018 to 15,3% in 2023.

Figure 4.20: Employment by sector and population group, 2018 and 2023

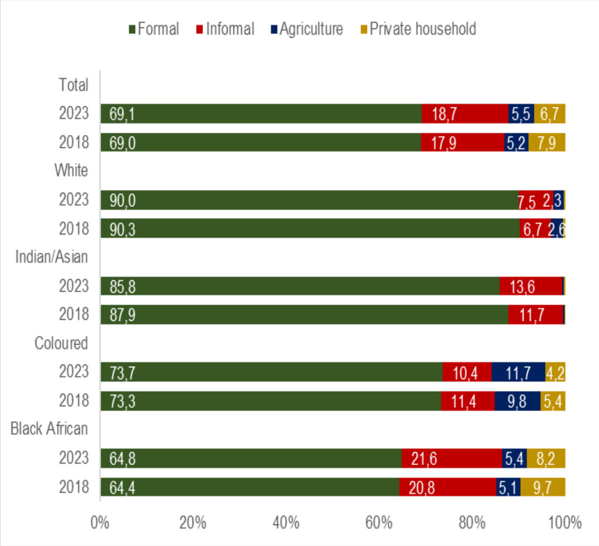
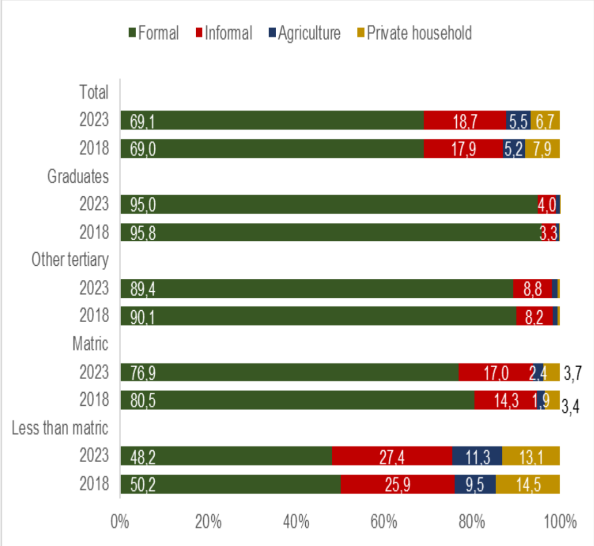


Figure 4.21: Employment by sector and education level, 2018 and 2023



The formal sector account for over 69,1% of employed persons in the country in 2023. When compared to other population groups, black Africans had the lowest share of employment in the formal sector between 2018 and 2023. The share of black Africans employed in the formal sector increased from 64,4% in 2018 to 64,8% in 2023. Conversely, about 90,3% in 2018 and 90,0% in 2023 of the white population group were employed in the formal sector. In terms of the informal sector, black Africans recorded the largest shares of employment above 20% in both 2018 and 2023. The coloured population group had the highest employment share in agriculture relative to other population groups – accounting for 9,8% in 2018 and 11,7% in 2023.

The proportion of those employed in the formal sector was highest amongst persons who are graduates (95,8% in 2018 and 95,0% in 2023), followed by those who have other tertiary qualifications (90,1% in 2018 and 89,4% in 2023). The highest proportion of persons employed in the informal sector was among those with educational attainment less than matric, accounting for 25,9% in 2018 and 27,4% in 2023.

Figure 4.22: Formal sector employment share by province, 2018 and 2023

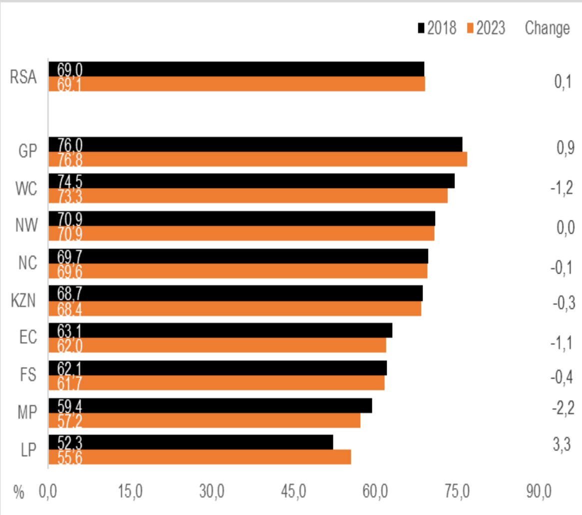
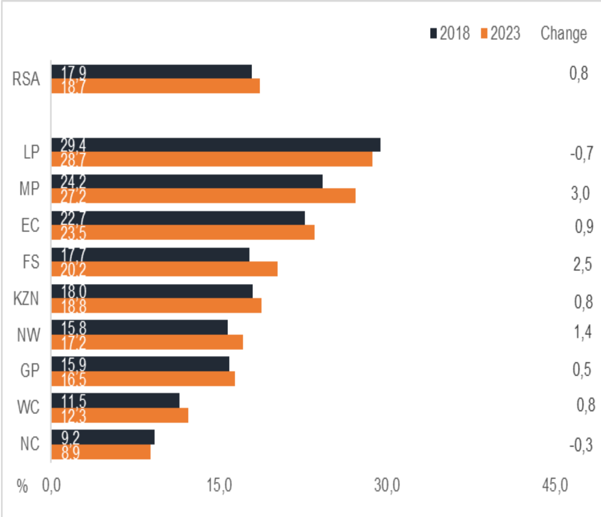


Figure 4.23: Informal sector employment share by province, 2018 and 2023

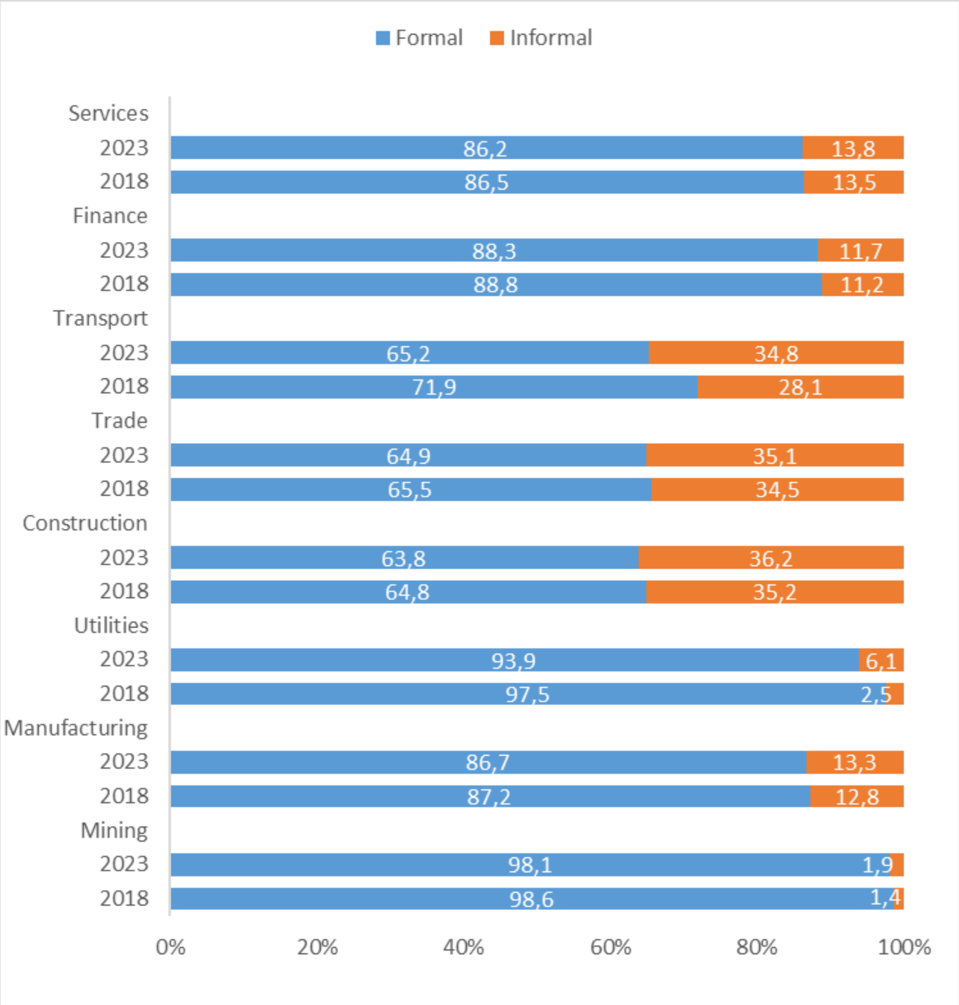


Note: Total includes Agriculture and Private households

The country's formal sector's share of total employment grew by 0,1 of a percentage point from 69,0% to 69,1% between 2018 and 2023. Out of nine provinces, Limpopo (3,3 percentage points) and Gauteng (0,9 of a percentage point) had gains in the formal sector shares of employment. While other provinces recorded decreases below a percentage point, Mpumalanga (2,2 percentage points), Western Cape (1,2 percentage points) and Eastern Cape (1,1 percentage points) recorded largest declines in the formal sector share of employment. North West was the only province that remained unchanged with the share of 70,9% over the period 2018 – 2023.

Figure 4.23 indicates that the share of informal sector employment increased by 0,8 of a percentage point over the period 2018 - 2023. Only Limpopo (0,7 of a percentage point) and Northern Cape (0,3 of a percentage point) recorded declines in the share of informal sector employment. The largest gains were observed in Mpumalanga (3,0 percentage points), Free state (2,5 percentage points) and North West (1,4 percentage points).

Figure 4.24: Formal and informal sector employment by industry, 2018 and 2023

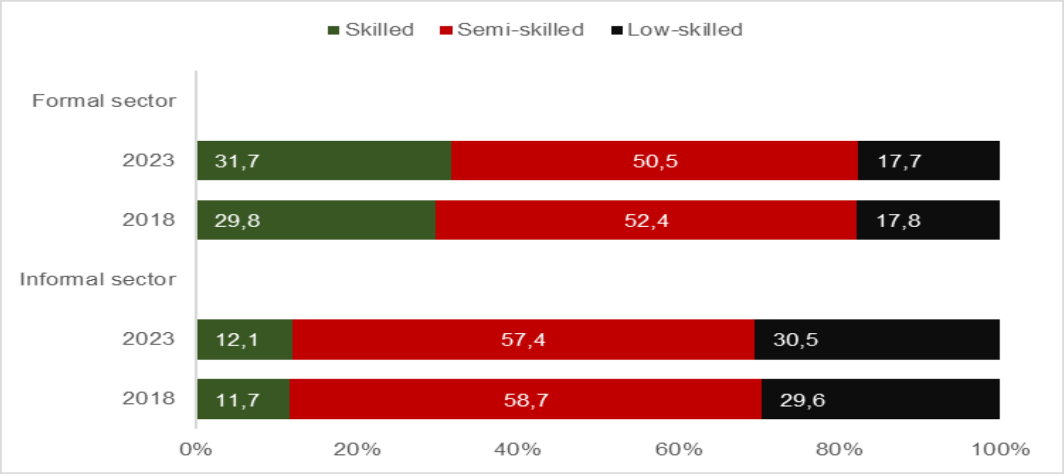


Note: Total employment excludes Agriculture and Private households

The share of employment in the formal sector fell across all industries between 2018 and 2023, with the highest decline in transport (6,7 percentage points), utilities (3,7 percentage points) and construction (1,0 percentage point). Mining and utilities recorded the highest shares above 90% of the formal sector employment in both 2018 and 2023 while construction (63,8%), trade (64,9%) and transport (65,2%) recorded the lowest in 2023.

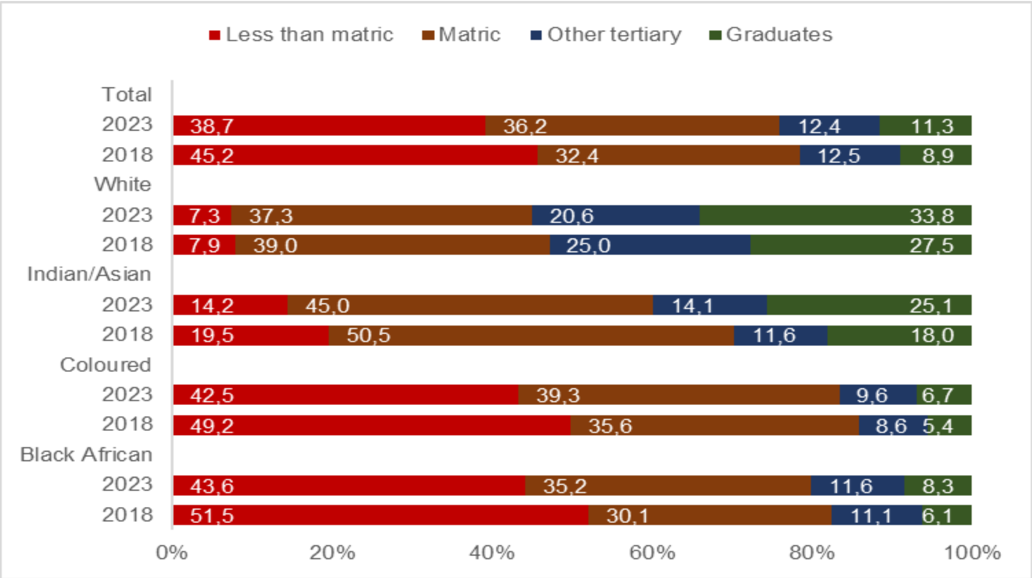
The share of informal sector employment increased across all industries as highlighted in Figure 4.25. Transport (6,7 percentage points) recorded the largest increase reaching informal sector share of employment at 34,8% in 2023 from 28,1% in 2018. Mining recorded the lowest shares below 2,0% in both 2018 and 2023.

Figure 4.25: Formal and informal sector employment by skill level, 2018–2023



Majority of persons were in semi-skilled occupations regardless of sector. The share of employed persons among semi-skilled occupations in the formal sector decreased by 1,9 percentage points from 52,4% in 2018 to 50,5% in 2023, while the share of the low-skilled occupations decreased by 0,1 of a percentage point from 17,8% to 17,7% over the same period. The share of skilled occupations in the formal sector increased by 1,9 percentage points from 29,8% in 2018 to 31,7 in 2023. Skilled occupations in the informal sector employment accounted for 11,7% in 2018 and 12,1% in 2023. Conversely, the share of employed persons among low-skilled occupations accounted for about 30,0% in both 2018 and 2023.

Figure 4.26: Education profile of the employed by population group, 2018 and 2023



In both 2018 and 2023, more than 40% of employed black Africans and coloureds had education levels which were less than matric. The white population group had the lowest proportion below 10% of the employed with less than matric qualifications while the graduates recorded the highest proportions of 27,5% in 2018 and 33,8% in 2023. Both whites and Indians recorded the highest proportions of the employed with matric compared to other educational categories over the period 2018 - 2023.

Summary and conclusion

- In both 2022 and 2023, women employed in the formal sector recorded the largest shares of 69,0% and 69,3% compared to men with 68,1% and 69,0%.
- The formal sector account for a larger proportion of total employment regardless of population group.
- Graduates are more likely to work in the formal sector than any other categories of education.
- Gauteng followed by Western Cape leads the provinces in terms of formal sector employment in 2023, while Limpopo had the highest proportion of informal sector employment compared to other provinces.
- Construction, trade and transport industries recorded the largest shares more than 30,0% in the informal sector in 2023.
- Majority of employed persons were in semi-skilled occupations for both formal and informal sectors.

4.3 Monthly earnings in South Africa

Distinguishing between earnings and income:

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

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

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

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

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

Distributions:

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

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

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

Occupation has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories are drawn from Bhorat, H and Oosthuizen, M in 'Employment shifts and the "jobless growth" debate' Chapter in 'Human Resource Development Review 2008; Education, Employment and Skills in South Africa,' editors A. Kraak and K. Press, HSRC Press.

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

Introduction

Relative earnings relate to the comparisons of the earnings of one socio-demographic group with the earnings of other groups, for example, female to male earnings ratios, population group ratios, and so forth, while earnings distributions measure inequality in the earnings distribution of any socio-demographic group, for example, are the earnings of men more unequally distributed than the earnings of women, or how does earnings inequality vary by province?

Medians are widely used measures that best describe the distribution of earnings, as they are more stable over time and less prone to outliers compared to other measures of central tendency. The median earnings more accurately represent actual earnings in an occupation. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than four times the earnings of black Africans. For the purpose of this report, analysis will be done over the period 2018 to 2023.

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

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

Highlights of the results

Table 4.10: Median monthly earnings by status in employment, 2018 and 2023

	Number of employed	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
Employees	13 914	850	1 400	2 600	4 500	12 000	23 000	32 000
Employer	828	1 083	1 800	3 900	10 000	28 000	58 333	80 000
Own-account worker	1 567	450	650	1 300	3 000	6 500	15 600	26 000
Both Sexes (2018)	**16 309**	**780**	**1 300**	**2 500**	**4 500**	**12 000**	**24 000**	**34 000**
Employees	13 879	1 000	1 800	3 500	5 600	15 500	29 000	38 000
Employer	859	1 500	2 167	4 333	10 000	25 000	50 000	91 000
Own-account worker	1 668	500	867	1 733	3 467	7 800	18 000	30 000
Both Sexes (2023)	**16 406**	**1 000**	**1 560**	**3 250**	**5 500**	**15 000**	**30 000**	**40 000**

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

In 2018, there were approximately 16,3 million employed persons for pay or profit. The number increased by 97 000 in 2023 to 16,4 million, with 13,9 million being employees (or 84,6%), while 1,7 million (or 10,2%) were own-account workers and 859 thousand (or 5,2%) were employers. The median monthly earnings were highest among employers at R10 000, followed by employees at R5 600, and the lowest was observed among the own-account workers at R3 467 in 2023.

Between 2018 and 2023, the total median monthly earnings increased by R1 000 from R4 500 to R5 500. Over the same period, the largest increase in the median monthly earnings was observed among employees (R1

100), followed by own-account workers (R467). It remained unchanged among employers at R10 000. The median monthly earnings for employers were higher across all years compared to those of employees and own-account workers.

Median monthly earnings of employees

Table 4.11: Median monthly earnings of employees by sex, 2018 and 2023

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	7 581	1 083	1 800	3 000	5 000	12 133	25 000	35 000
Women	6 333	700	1 080	2 113	3 900	11 000	21 006	28 000
Both Sexes 2018	**13 914**	**850**	**1 400**	**2 600**	**4 500**	**12 000**	**23 000**	**32 000**
Men	7 546	1 400	2 167	4 000	6 300	16 000	30 000	40 000
Women	6 333	887	1 500	3 000	5 000	15 000	26 000	35 000
Both Sexes 2023	**13 879**	**1 000**	**1 800**	**3 500**	**5 600**	**15 500**	**29 000**	**38 000**

Monthly earnings for employees in the bottom 5% rose from R850 in 2018 to R1 000 in 2023. Among the top 5% of earners, a gender pay gap of R7 000 in 2018 and R5 000 in 2023 was recorded. Median monthly earnings increased from R4,500 in 2018 to R5,600 in 2023. In both years, the median monthly earnings for men (R5 000 in 2018 and R6 300 in 2023) were higher than for women (R3 900 in 2018 and R5 000 in 2023). In 2023, women in paid employment earned 12.5% less than men among the top 5% of earners.

Figure 4.27: Median monthly earnings by population group, 2018–2023

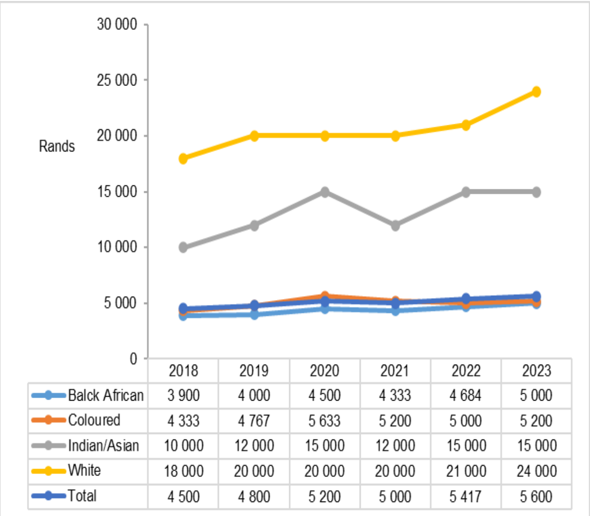
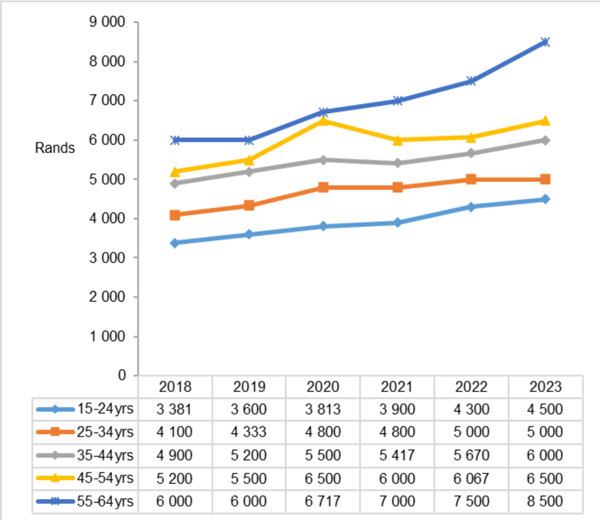


Figure 4.28: Median monthly earnings by age, 2018–2023



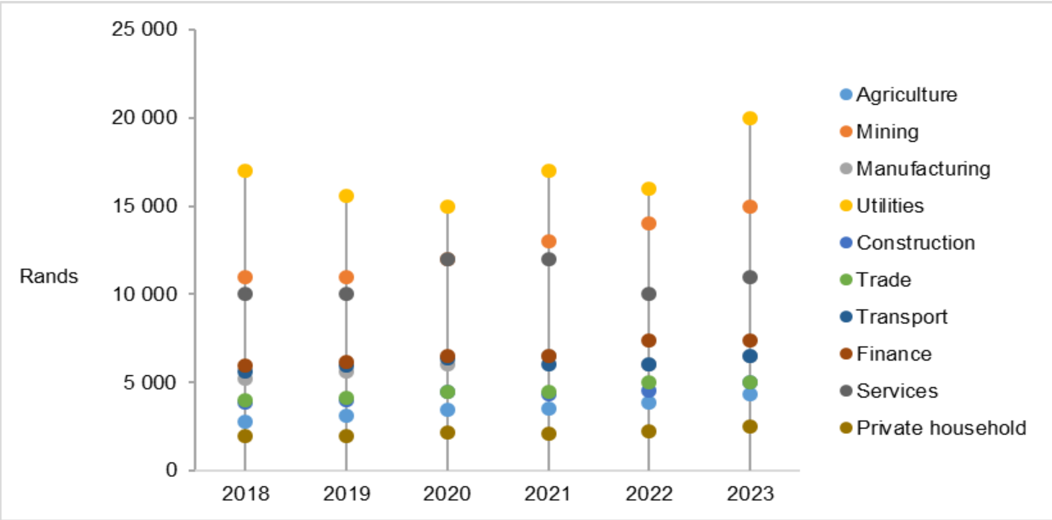
In 2023, the white population group had the highest median monthly earnings, followed by the Indian/Asian population group. The median monthly earnings were R24 000 for the white population group, R15 000 for Indians/Asians, R5 200 for coloureds, and R5 000 for black Africans (Figure 4.28). Additionally, in 2023, employees in the 45-54 and 55-64 age brackets had higher median monthly earnings compared to younger age groups (refer to Figure 4.29).

Table 4.12: Median monthly earnings of employees by age and sex 2018–2023

	2018	2019	2020	2021	2022	2023	Change 2023-2018
	Rand						
Both Sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**	**1 100**
15-24yrs	3 381	3 600	3 813	3 900	4 300	4 500	1 119
25-34yrs	4 100	4 333	4 800	4 800	5 000	5 000	900
35-44yrs	4 900	5 200	5 500	5 417	5 670	6 000	1 100
45-54yrs	5 200	5 500	6 500	6 000	6 067	6 500	1 300
55-64yrs	6 000	6 000	6 717	7 000	7 500	8 500	2 500
Women	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**	**1 100**
15-24yrs	3 207	3 500	3 600	3 683	4 060	4 333	1 126
25-34yrs	3 800	4 000	4 333	4 045	4 600	5 000	1 200
35-44yrs	4 000	4 300	4 700	4 500	5 000	5 000	1 000
45-54yrs	3 900	4 000	5 000	4 500	4 900	5 000	1 100
55-64yrs	4 444	4 700	5 417	5 500	5 500	6 000	1 556
Men	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**	**1 300**
15-24yrs	3 467	3 683	3 900	3 900	4 333	4 500	1 033
25-34yrs	4 463	4 500	5 000	5 000	5 000	5 400	937
35-44yrs	5 500	6 000	6 000	6 000	6 400	6 500	1 000
45-54yrs	7 000	7 000	8 000	7 500	7 500	7 800	800
55-64yrs	7 300	7 583	8 000	8 000	9 000	10 000	2 700

Men have consistently had higher median monthly earnings compared to women. Over the period (2018 to 2023), the median monthly earnings for women increased by R1 100, and R1 300 among men. Furthermore, median monthly earnings have increased across all age groups with the highest increase recorded in the 55-64 years age cohort (R2 500). It is also worth noting that increases in median monthly earnings for women were evenly distributed across age groups while for men they portrayed largest increases in the 55-64 years age cohort (R 2700).

Figure 4.29: Median monthly earnings of employees by industry, 2018–2023



Between 2018 and 2023, the utilities, mining and services industries consistently reported the highest median monthly earnings. Median monthly earnings increased across all industries during this period. The largest increases in median monthly earnings occurred in Mining (R4 000), Utilities (R3 000) and agriculture (R 1 516) industries.

Figure 4.30: Median monthly earnings of employees by occupation, 2018 and 2023

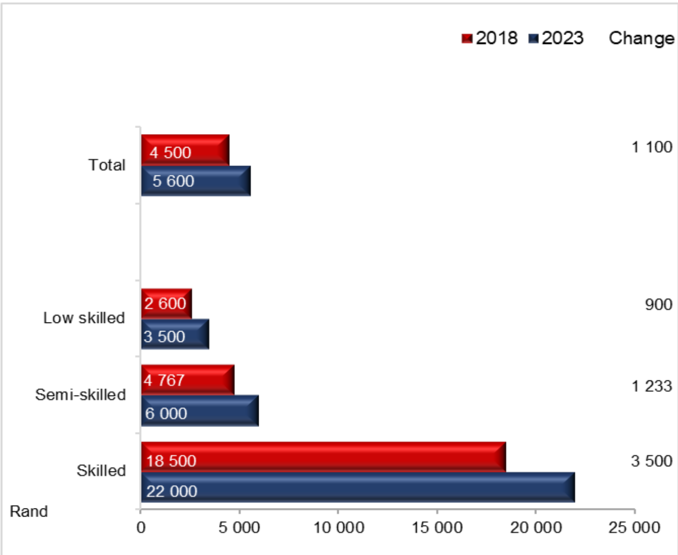


Table 4.13: Median monthly earnings of employees by occupation, 2018–2023

	2018	2019	2020	2021	2022	2023
	Rand					
Manager	20 000	21 000	22 000	22 000	22 000	24 000
Professional	22 600	25 000	24 000	25 000	24 000	25 000
Technician	15 700	16 500	17 500	17 000	18 000	19 500
Skilled	**18 500**	**20 000**	**20 000**	**20 000**	**21 000**	**22 000**
Clerk	6 300	7 500	8 000	8 000	7 000	8 000
Sales	4 000	4 333	4 500	4 767	4 900	5 000
Skilled Agriculture	2 167	3 033	3 250	3 900	4 000	4 000
Craft	4 767	5 000	5 633	5 500	6 000	6 000
Operators	5 000	5 200	5 500	5 500	5 800	6 000
Semi skilled	**4 767**	**5 000**	**5 500**	**5 500**	**5 500**	**6 000**
Elementary	2 817	3 033	3 250	3 400	3 543	4 000
Domestic worker	2 000	2 000	2 200	2 167	2 350	2 500
Low skilled	**2 600**	**2 800**	**3 000**	**3 000**	**3 300**	**3 500**

Skilled occupations reported the highest earnings. Over the period (2018 to 2023), the skilled workers recorded an increase of R3 500 in median monthly earnings, while the increases for semi-skilled and low-skilled workers were R1 233 and R900, respectively. In 2023, skilled workers earned median monthly earnings of R22 000, compared to R6 000 for semi-skilled workers and R3 500 for low-skilled workers. Among professionals, managers, and technicians, median monthly earnings were R25 000, R24 000, and R19 500, respectively. The lowest median monthly earnings was found within low-skilled occupations.

Table 4.14: Median monthly earnings for employees by occupation and sex, 2023

	Number of employees (Thousand)		Median earnings (Rand)		Women to men ratio earnings
	Men	Women	Men	Women	
All occupations	**7 546**	**6 333**	**6 300**	**5 000**	0,79
Manager	487	297	25 000	21 000	0,84
Professional	561	594	27 000	24 000	0,89
Technician	547	727	19 500	19 500	1,00
Clerk	511	1 235	10 000	7 300	0,73
Sales and services	1 284	1 123	6 000	4 500	0,75
Skilled agriculture	27	8	4 000	4 000	1,00
Craft and related trade	1 054	151	6 400	4 500	0,70
Plant and machine operator	1 062	134	6 390	5 300	0,83
Elementary	1 966	1 270	4 100	3 500	0,85
Domestic worker	44	792	1 950	2 500	1,28

The earnings gap between men and women is evident in all occupations except for technicians and skilled agriculture where they earn the same, on average. Overall, women's median monthly earnings were R5 000, which is 79% of men's median monthly earnings of R6 300.

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

	2018	2019	2020	2021	2022	2023
	Rand					
Western Cape	4 333	4 767	5 500	5 417	5 500	5 700
Eastern Cape	3 500	3 600	3 700	3 800	4 333	4 500
Northern Cape	3 800	3 900	4 800	4 400	4 507	4 875
Free state	3 500	3 700	4 200	4 160	4 500	5 000
KwaZulu-Natal	3 900	4 000	4 333	4 500	4 550	4 800
North West	4 333	4 500	6 000	6 500	5 000	5 500
Gauteng	6 300	6 750	7 500	7 072	7 500	8 000
Mpumalanga	4 333	4 600	4 800	4 550	4 950	5 200
Limpopo	3 400	3 600	4 000	4 000	4 200	4 500
South Africa	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**

Gauteng is the only province to consistently record median monthly earnings above the national average over the period 2018 to 2023. In 2023, Western Cape (R5 700) and North West (R5 500) had the second and third highest median monthly earnings, respectively, while Limpopo and Eastern Cape reported the lowest median monthly earnings at R4 500 each.

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

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
Both Sexes	**13 879**	**1 000**	**1 800**	**3 500**	**5 600**	**15 500**	**29 000**	**38 000**
Less than 35 hours	1 471	650	800	900	1 950	3 800	9 900	19 500
More than 35 hours	12 408	1 733	2 500	4 000	6 500	17 000	30 000	40 000
Women	**5 955**	**887**	**1 500**	**3 000**	**5 000**	**15 000**	**26 000**	**35 000**
Less than 35 hours	871	700	800	880	1 733	3 500	7 500	17 000
More than 35 hours	5 084	1 500	2 383	3 800	5 981	18 000	28 000	35 000
Men	**7 018**	**1 400**	**2 167**	**4 000**	**6 300**	**16 000**	**30 000**	**40 000**
Less than 35 hours	559	650	800	1 000	2 167	4 333	12 000	22 000
More than 35 hours	6 459	1 950	2 600	4 200	6 500	17 000	32 000	42 000

Individuals who work more hours per week tend to typically have higher median monthly earnings. In 2023, those who worked 35 hours or more had median monthly earnings of R6 500, and those who worked less than 35 hours had median monthly earnings of R1 950. Furthermore, men generally had higher median monthly earnings than women, irrespective of hours worked.

Summary and conclusion

- Between 2018 and 2023, the total median monthly earnings increased by R1 100 from R4 500 to R5 600. The median monthly earnings for men have generally been higher than for women.
- The median monthly earnings were R24 000 for the white population group, R15 000 for Indians/Asians, R5 200 for coloureds, and R5 000 for black Africans.
- Utilities, mining and services industries consistently reported the highest median monthly earnings compared to other industries
- The median monthly earnings for professionals, managers and technicians were R25 000, R24 000, and R19 500, respectively
- Gauteng is the only province that recorded median monthly earnings above the national average over the period 2018 to 2023.
- In 2023, those who worked 35 hours or more had median monthly earnings of R6 500, and those who worked less than 35 hours had median monthly earnings of R1 950.
- Overall, women's median monthly earnings were R5 000, which is 79,0% of men's median monthly earnings of R6 300.

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 are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.

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

Introduction

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

Standards and rights at work

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

Figure 4.31: Entitlement of employees to paid sick leave by sex, 2018 and 2023

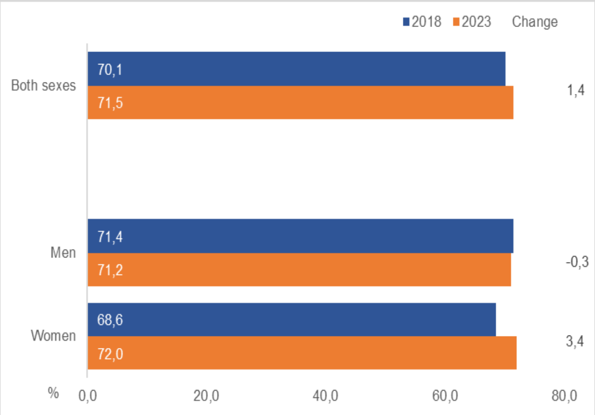
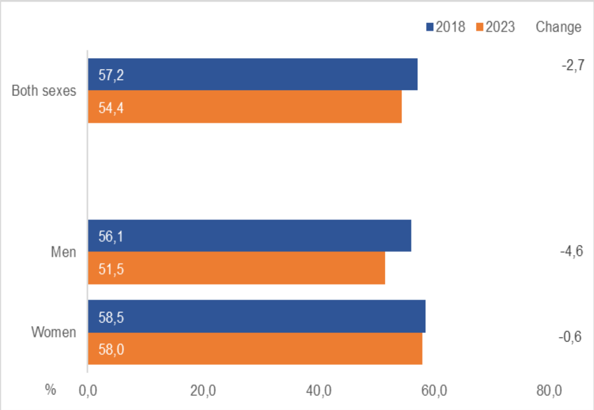


Figure 4.32: Entitlement of employees to maternity/paternity leave by sex, 2018 and 2023



The proportion of employees who were entitled to paid sick leave increased by 1,4 percentage points from 70,1% in 2018 to 71,5% in 2023 as highlighted in Figure 4.32. In 2023, a higher proportion of employees who were entitled to paid sick leave was observed among women (72,0%) compared to men (71,2%). Figure 4.33 shows that more women than men were entitled to maternity/paternity leave in both 2018 and 2023. Both men and women experienced a decrease in entitlement to maternity/paternity leave between 2018 and 2023; the proportion of men decreased by 4,6 percentage points and 0,6 of a percentage point for women.

Figure 4.33: Excessive hours worked (workers working more than 48 hours per week) by sex, 2018 and 2023

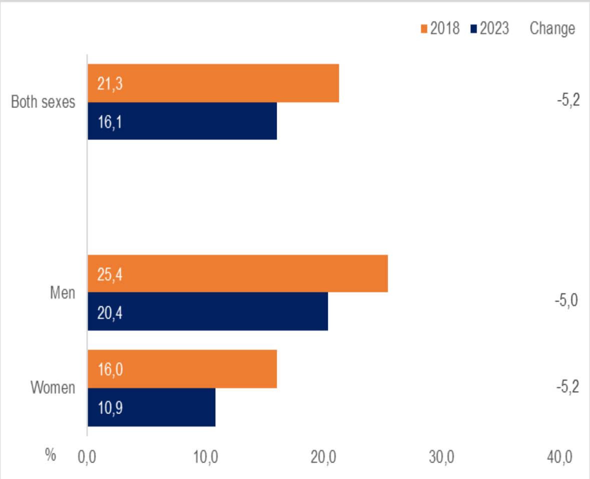
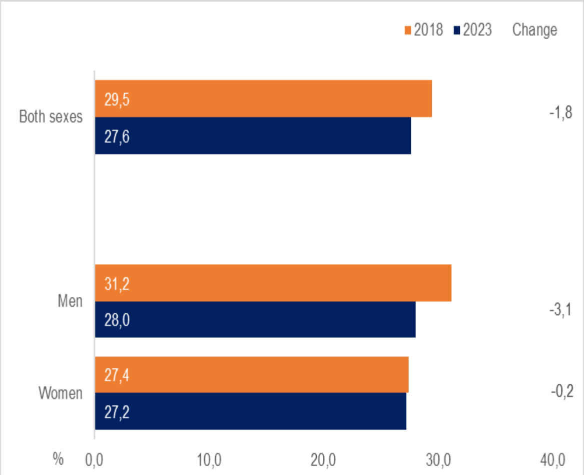
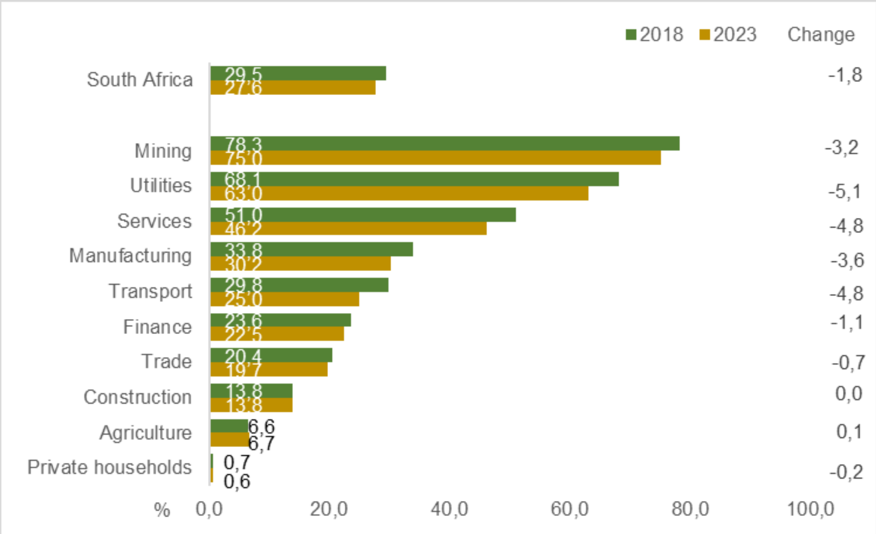


Figure 4.34: Proportion of employees who are members of a trade union by sex, 2018 and 2023



The results in Figure 4.34 indicate that the proportion of employees who worked excessive hours (more than 48 hours per week) declined by 5,2 percentage points between 2018 and 2023. 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 2018 and 2023. With regard to trade union, male employees were more likely to be members of a trade union relative to their female counterparts (Figure 4.35). Both men and women recorded a decline in the proportion of employees who were members of a trade union by 3,1 percentage points and 0,2 of a percentage point respectively between 2018 and 2023.

Figure 4.35: Proportion of employees who are members of a trade union by industry, 2018 and 2023



The proportion of employees who were members of a trade union declined by 1,8 percentage points from 29,5% in 2018 to 27,6% in 2023. Mining followed by utilities, community and social services and manufacturing recorded the highest proportion of employees who were members of a trade union. However, these four industries recorded declines in proportion of employees who were union members over the period 2018 to 2023. Most industries with the exception of construction and agriculture recorded declines in the proportions of employees who were members of trade union. The largest decline of 5,1 percentage points was observed among those who were in utilities followed by community and social services and transport with 4,8 percentage points each. Agriculture recorded an increase of 0,1 of a percentage point while construction remained unchanged at 13,8% in both 2018 and 2023.

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 2018 and 2023. The results also compare the access to these benefits between men and women.

Figure 4.36: Pension/retirement fund contribution by employer by sex, 2018 and 2023

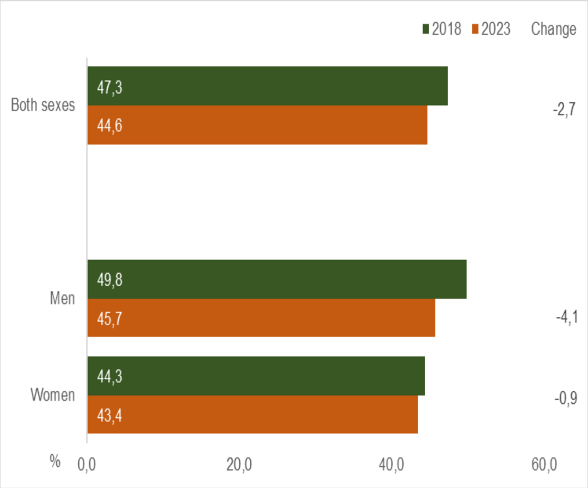


Figure 4.37: Entitlement to medical aid benefit from the employer by sex, 2018 and 2023

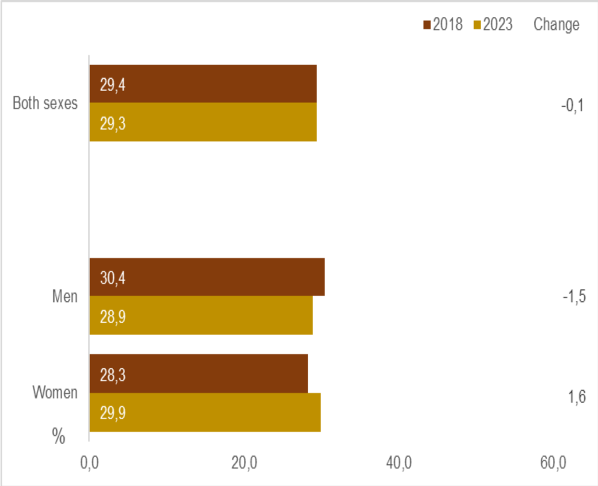
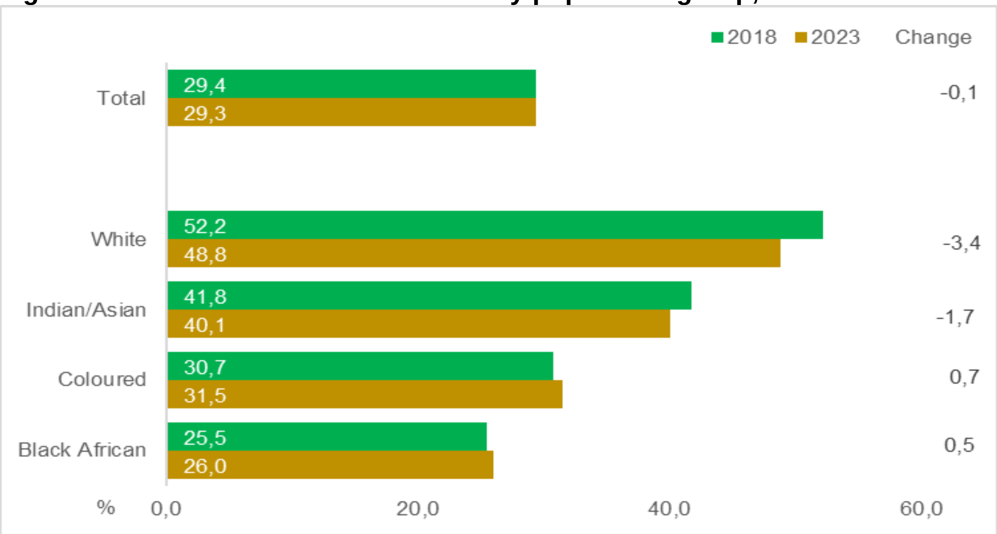


Figure 4.37 shows that the proportion of employees whose employer contributed to pension/retirement fund on their behalf between 2018 and 2023 declined by 2,7 percentage points from 47,3% to 44,6%. The proportion of men whose employer contributed to pension/retirement fund on their behalf decreased by 4,1 percentage points from 49,8% in 2018 to 45,7% in 2023, and for women it fell by 0,9 of a percentage point from 44,3% in 2018 to 43,4% in 2023. Between 2018 and 2023, the proportion of employees who were entitled to medical aid benefits decreased slightly by 0,1 of a percentage point (Figure 4.38). The proportion of men employees who were entitled to medical aid benefits from the employer declined by 1,5 percentage points from 30,4% in 2018 to 28,9% in 2023 while for women an increase of 1,6 percentage points from 28,3% in 2018 to 29,9% in 2023 was observed.

Figure 4.38: Entitlement to medical aid by population group, 2018 and 2023

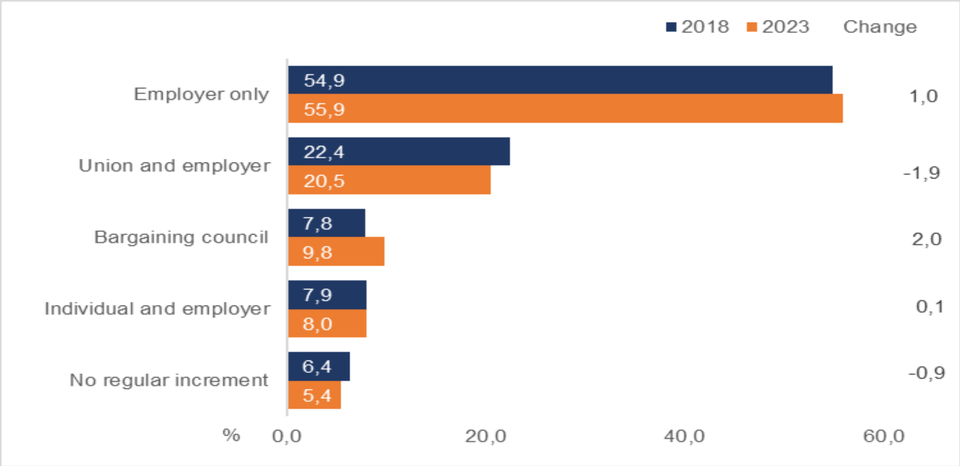


Both white (3,4 percentage points) and Indian (1,7 percentage points) population groups recorded declines in the proportion of employees entitled to medical aid over the period 2018 to 2023. However, the same population groups recorded the highest proportions above 40% in both 2018 and 2023. Alternatively,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

Social dialogue

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

Figure 4.39: Annual salary increment by type of negotiation, 2018 and 2023



About 55,9% of employees in 2023 which increased by 1,0 percentage point from 54,9% in 2018 indicated that their salary increase was determined by the employer only. Employees whose salary increment was negotiated by a union and the employer recorded the second highest proportion of 22,4% in 2018 and 20,5% in 2023.

For the employees whose salary increment was negotiated between an individual and employer an increase of 0,1 of a percentage point was recorded between 2018 (7,9%) and 2023 (8,0%). Employees who reported that they do not have regular increments recorded the lowest proportions (6,4% in 2018 and 5,4% in 2023) compared to those who used alternative negotiation methods.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 1,4 percentage points from 70,1% in 2018 to 71,5% in 2023. On the other hand, the proportion of employees who were entitled to maternity/paternity leave declined by 2,7 percentage points from 57,2% to 54,4% over the same period.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined for both men (5,0 percentage points) and women (5,2 percentage points) between 2018 and 2023.
- Male employees were more likely to be members of a trade union relative to their female counterparts.
- Most industries with the exception of construction and agriculture recorded declines in the proportions of employees who were members of a trade union with the largest decline of 5,1 percentage points recorded among those who were in utilities followed by community and social services and transport with 4,8 percentage points each.
- More than half (54,9% in 2018 and 55,9% in 2023) of the employees indicated that their annual salary increment was determined by the employer.

4.5 Government job creation programmes

Background

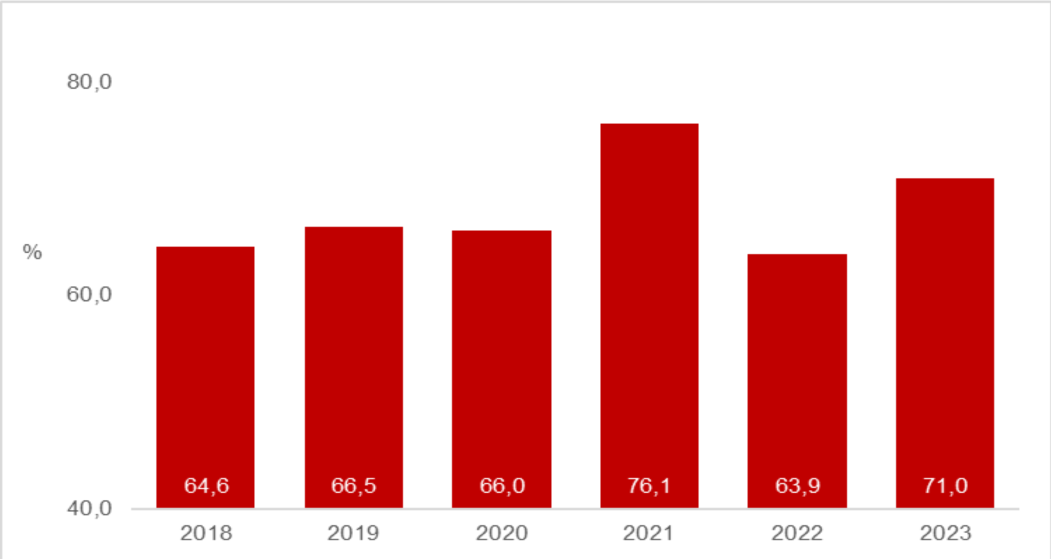
The Expanded Public Works Programme (EPWP) has its origins in the Growth and Development Summit (GDS) of 2003. At the Summit, four themes were adopted, one of which was 'more jobs, better jobs, decent work for all.' The GDS agreed that public works programmes 'can provide poverty and income relief through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

The Programme is a key government initiative, which contributes to Government's Policy Priorities in terms of decent work and sustainable livelihoods, education, health; rural development; food security and land reform and the fight against crime and corruption. EPWP subscribes to outcome 4 which states "decent employment through inclusive economic growth."[8]

Introduction

This section focuses on the analyses of people aged 15–64 (the working-age population) participating in the EPWP and other government job creation programmes over the period 2018–2023. The section first identifies the proportion of people who were aware of the EPWP and government job creation programmes over the period and then presents the distribution of those who participated in various programmes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sector is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

Figure 4.40: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2018–2023



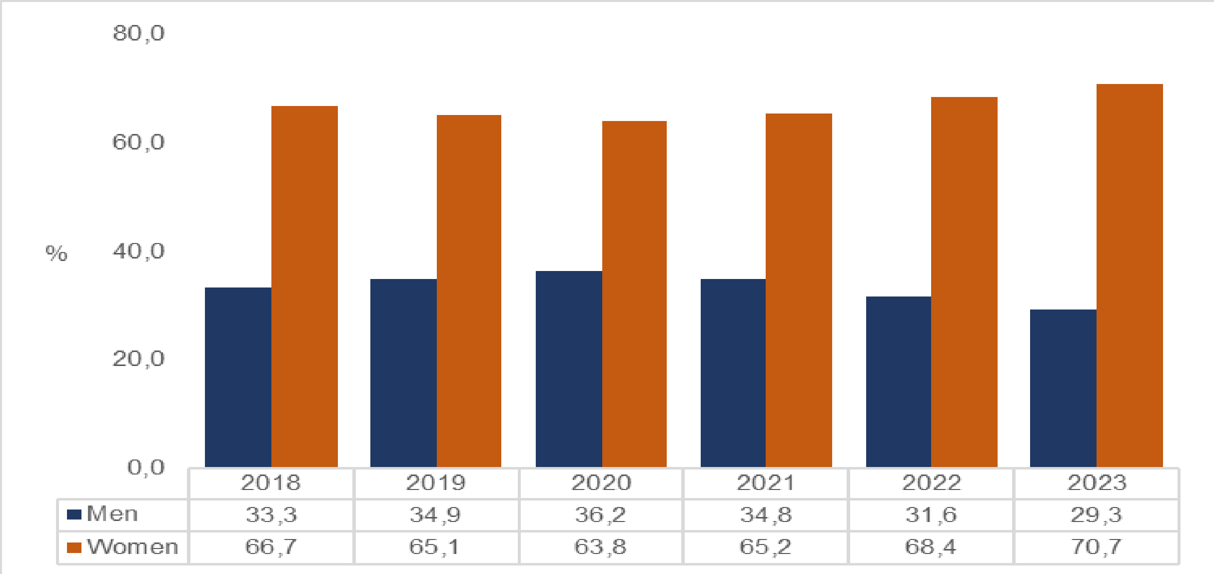
The proportion of the working-age population (15–64 years) who have heard about the EPWP increased from 64,6% in 2018 to a high of 76,1% in 2021 and declined to 71,0% in 2023. The proportion declined by 5,1 percentage points between 2021 and 2023 while over the period 2018 to 2023, it increased by 6,4 percentage points.

---

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

Characteristics of those who participated in government job creation programmes

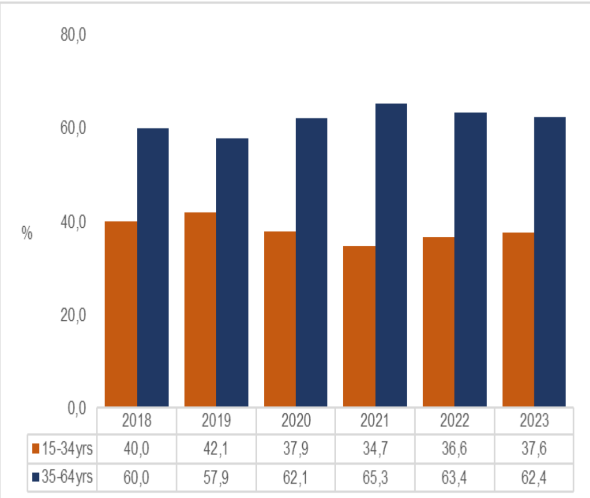
Figure 4.41: Proportion of those who participated in government job creation programmes by sex, 2018–2023



	2018	2019	2020	2021	2022	2023
Men	33,3	34,9	36,2	34,8	31,6	29,3
Women	66,7	65,1	63,8	65,2	68,4	70,7

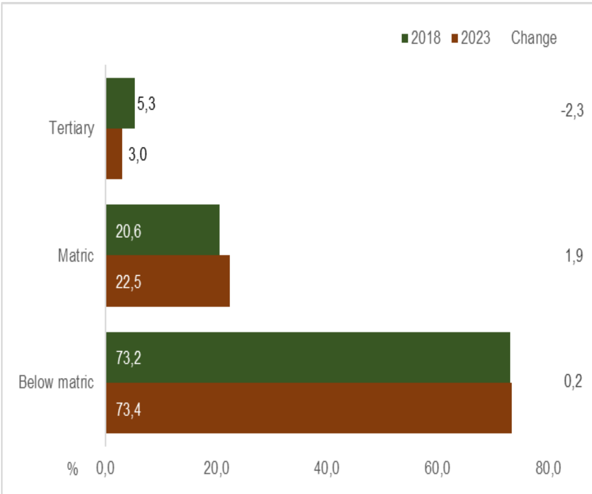
In comparison to men, Figure 4.42 highlights that women made up the majority of participants in EPWP and other government job creation programmes. The proportion of women who took part in the EPWP and other government job creation programmes increased from 66,7% to 70,7% between 2018 and 2023, whereas the number of men who participated declined by 4,0 percentage points from 33,3% to 29,3%.

Figure 4.42: Share of those who participated in government job creation programmes by age, 2018–2023



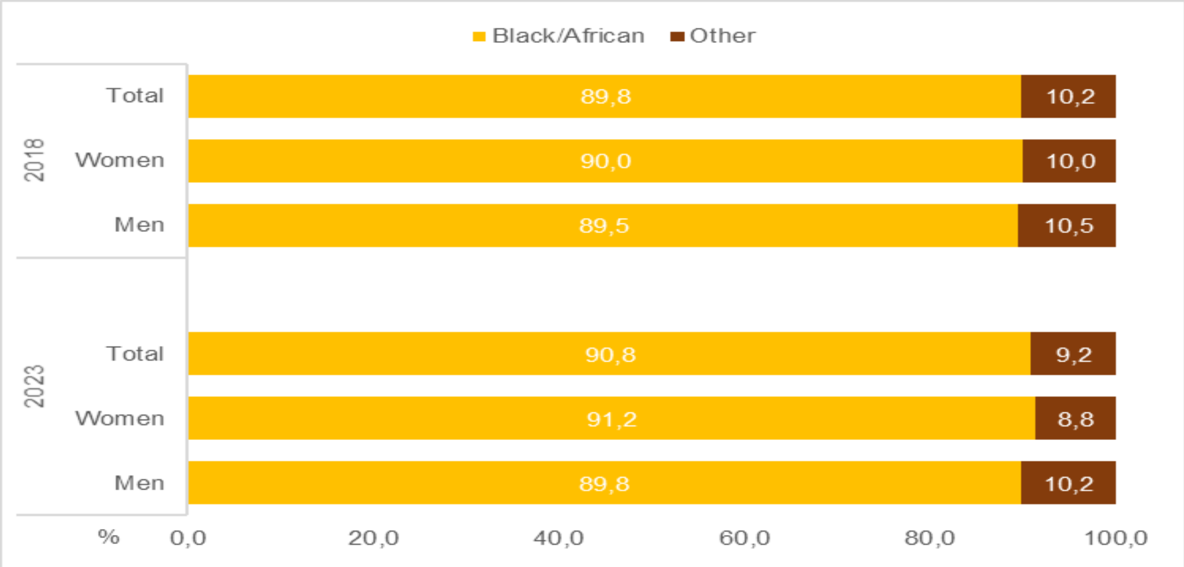
	2018	2019	2020	2021	2022	2023
15-34yrs	40,0	42,1	37,9	34,7	36,6	37,6
35-64yrs	60,0	57,9	62,1	65,3	63,4	62,4

Figure 4.43: Share of those who participated in government job creation programmes by the level of education, 2018 and 2023



Adults accounted for the largest proportion in terms of participation in the EPWP and other programmes compared to youth over the period 2018–2023. 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. Moreover, the proportion increased by 0,2 of a percentage point from 73,2% in 2018 to 73,4% in 2023. The share of those who participated in government job creation programmes with matric recorded an increase of 1,9 percentage points from 20,6% in 2018 to 22,5% in 2023 while those with tertiary qualifications accounted for the smallest proportion (5,3% in 2018 and 3,0% in 2023).

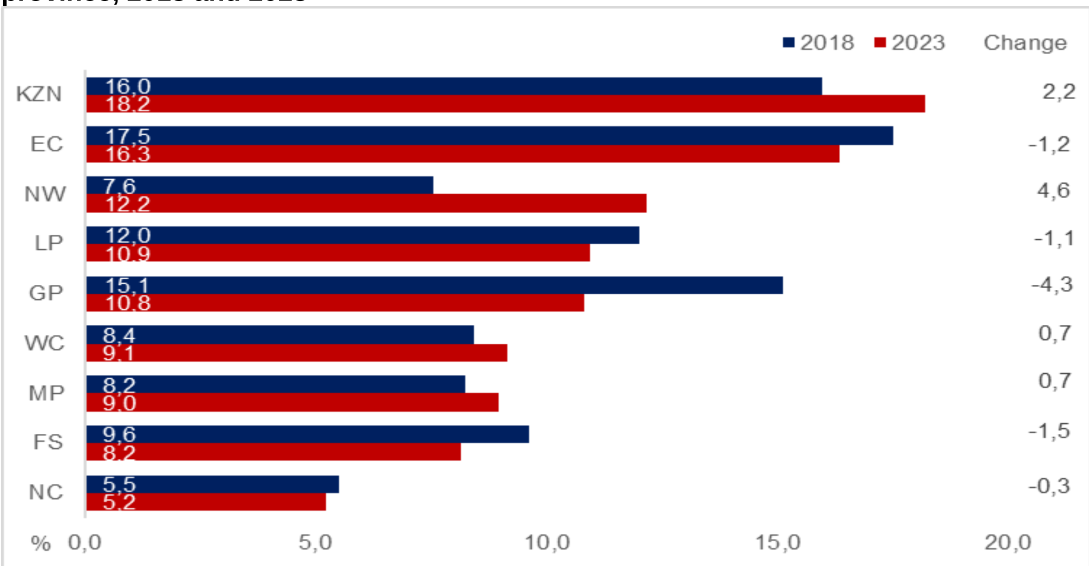
Figure 4.44: Proportion of those who participated in government job creation programmes by population group and sex, 2018 and 2023



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

Black Africans were more likely to participate in EPWP and other government job creation programmes irrespective of sex. In 2023, the share of black African women (91,2%) who participated in these government programmes was higher than that of men (89,8%) by 1,4 percentage points. The share of black African women increased from 90,0% in 2018 to 91,2% in 2023, while men in the same population group recorded 89,5% in 2018 and 89,8% in 2023.

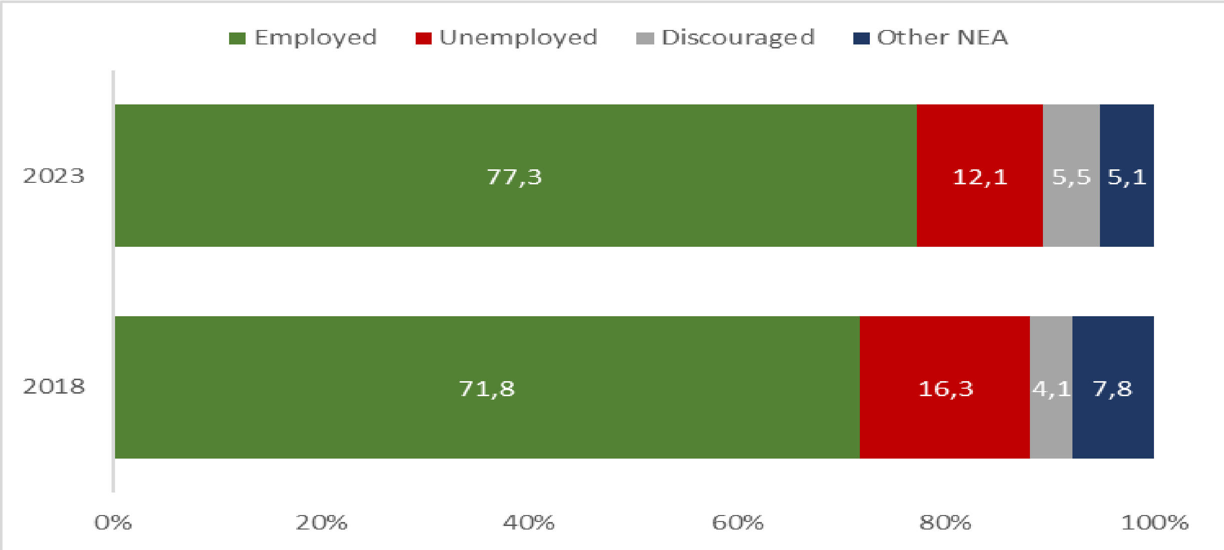
Figure 4.45: Proportion of those who participated in government job creation programmes by province, 2018 and 2023



As highlighted in Figure 4.46, majority of people who participated in EPWP and other government job creation programmes were residing in KwaZulu-Natal and Eastern Cape, while Northern Cape and Free State had the lowest participation rate in 2023.

Between 2018 and 2023, participation increased in four of the nine provinces with the highest in North West (4,6 percentage points) followed by KwaZulu-Natal (2,2 percentage points). KwaZulu-Natal recorded the participation rate of 16,0% in 2018 and 18,2% in 2023. The largest decline was recorded in Gauteng (4,3 percentage points) followed by Free State (1,5 percentage points) and Eastern Cape (1,2 percentage points).

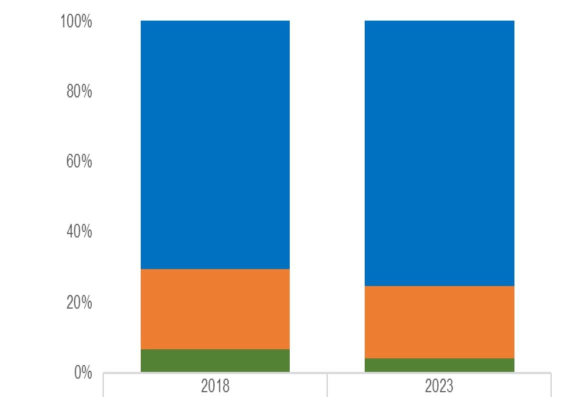
Figure 4.46: Proportion of those who participated in government job creation programmes by labour market status, 2018 and 2023



In terms of involvement in EPWP and other government programs, people who were employed (71,8% in 2018 and 77,3% in 2023) accounted for the largest share between 2018 and 2023, while those who were discouraged work-seekers (4,1% in 2018 and 5,5% in 2023) accounted for the lowest share. Of those who were unemployed, 16,3% participated in the programme in 2018 and the share decreased to 12,1% in 2023.

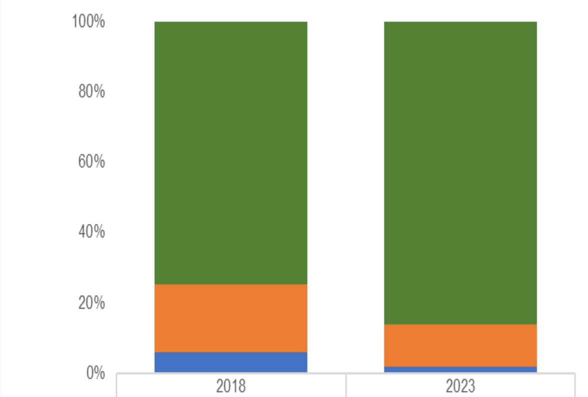
Employment by industry and occupation

Figure 4.47: Proportion of those who participated in government job creation programmes by industry, 2018 and 2023



	2018	2023
Tertiary	70,7	75,2
Secondary	22,6	20,6
Primary	6,7	4,1

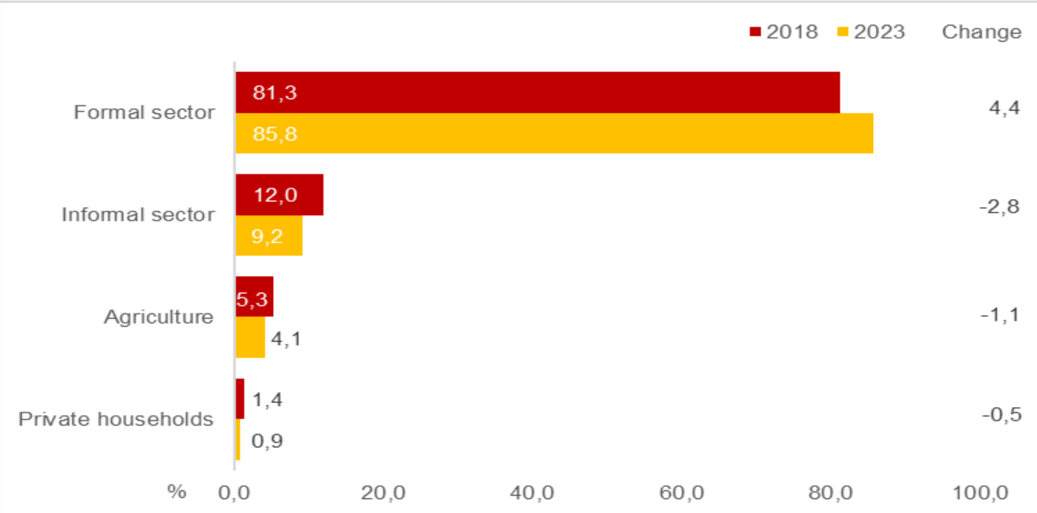
Figure 4.48: Proportion of those who participated in government job creation programmes by occupation, 2018 and 2023



	2018	2023
Low skilled	74,7	86,3
Semi-skilled	19,4	11,8
High-skilled	5,9	1,9

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 2018 and 2023. The participation rate increased to 75,2% in 2023 from 70,7% in 2018 for the tertiary industries; an increase of 4,5 percentage points. The decline over the same period was also recorded among those in secondary (2,0 percentage points) and primary industries (2,6 percentage points) with participation rates of 20,6% and 4,1% respectively in 2023. In terms of the occupation group, those in low-skilled occupations were more likely to participate in government job creation programmes. The percentage of persons in the low-skilled occupation who participated in these programmes increased from 74,7% in 2018 to 86,3% in 2023 while those in high-skilled occupations declined from 5,9% to 1,9% during the same period.

Figure 4.49: Employment by sector, 2018 and 2023



In both 2018 and 2023, more than 80% of participants in EPWP or other government job creation programmes were employed in the formal sector. Formal sector (4,4 percentage points) was the only one which recorded an increase in the percentage of people who participated in EPWP or other government job creation programmes in 2023 compared to 2018. Agriculture and private households recorded the lowest share of those who participated in EPWP and other government job creation programmes. The proportion of the participants in EPWP or other government job creation in the informal sector declined from 12,0% in 2018 to 9,2% in 2023 recording the largest decline of 2,8 percentage points.

Summary and conclusion

- The proportion of the working-age population who have heard about EPWP increased from 64,6% in 2018 to 71,0% in 2023.
- Women and adults aged 35–64 were more likely to participate in government job creation programmes.
- The majority of those who participated in EPWP and other government job creation programmes did not have matric (73,2% in 2018 and 73,4% in 2023).
- Black Africans accounted for the largest share of those who participated in these programmes, irrespective of sex.
- The highest proportion of persons who participated in EPWP were recorded in KwaZulu Natal (18,2%) and Eastern Cape (16,3%) compared to all other provinces in 2023.
- Those who were employed in tertiary industries were more likely to participate in the EPWP and other government job creation programmes compared to other industries.

4.6 Quarterly Employment Statistics

Key concepts

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

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

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

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

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

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

Background

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

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

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

Introduction

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

Employment by industry

This section analyses the distribution of employment by industry over the period of 2018 to 2023.

Table 4.17: Employment by industry, 2018-2023

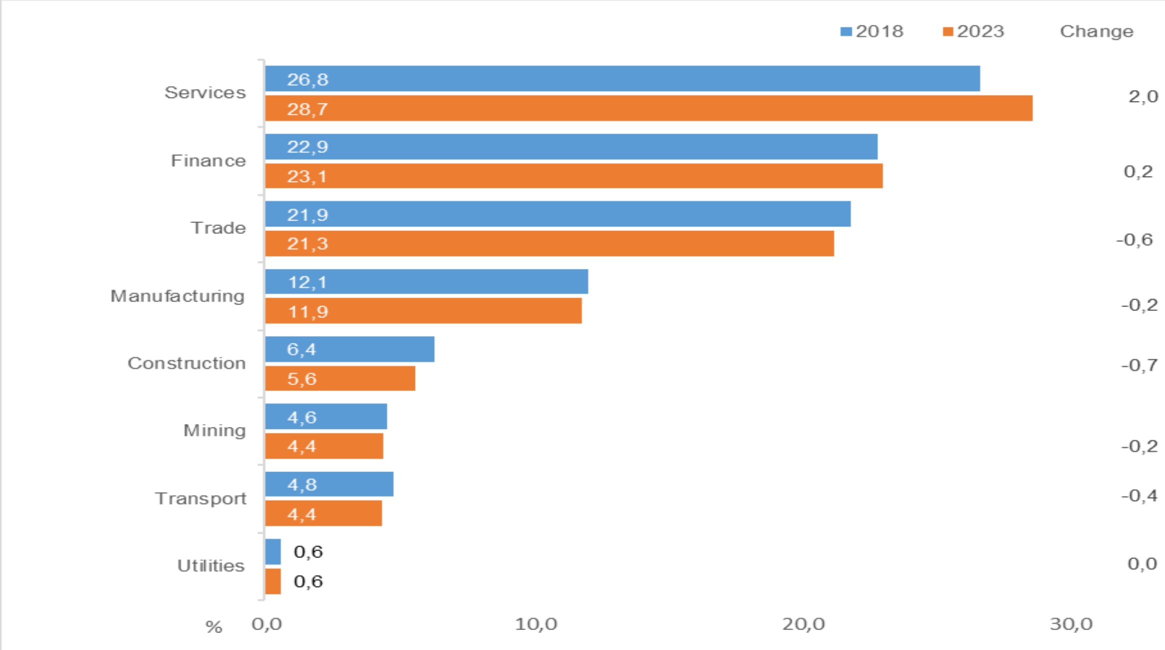
Industry	2018	2019	2020	2021	2022	2023
	Thousand					
Mining	459	462	452	457	478	479
Manufacturing	1 212	1 219	1 113	1 174	1 242	1 288
Utility	63	61	59	60	62	63
Construction	638	599	489	571	596	611
Trade	2 199	2 264	2 074	2 127	2 246	2 313
Transport	483	497	460	435	456	478
Finance	2 301	2 343	2 180	2 348	2 429	2 509
Services	2 687	2 774	2 680	2 798	2 916	3 119
Total	**10 042**	**10 219**	**9 507**	**9 970**	**10 425**	**10 860**

Table 4.18: Change in employment by industry, 2018-2023

Industry	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	Thousand					
Mining	3	-10	5	21	1	20
Manufacturing	7	-106	61	68	46	76
Utility	-2	-2	1	2	1	0
Construction	-39	-110	82	25	15	-27
Trade	65	-190	53	119	67	114
Transport	14	-37	-25	21	22	-5
Finance	42	-163	168	81	80	208
Services	87	-94	118	118	203	432
Total	**177**	**-712**	**463**	**455**	**435**	**818**

Over the period 2018 to 2023, employment showed an increasing trend. The highest level of employment was observed in 2023 at 10.9 million jobs and lowest level in 2020 at 9,5 million jobs. Table 4.11 shows that the net increase amounted to 818 000 jobs over the five-year period. The highest net change was observed in the services, finance and trade industries with 432 000, 208 000 and 114 000 jobs. Utility industry showed no change. However, job losses were reported in construction (27 000) and transport (5 000).

Figure 4.50: Employment shares by industry, 2018 and 2023



Services and finance recorded the largest share of employment for the period 2018 and 2023. Recording an increase of 2,0 percentage points and 0,2 of a percentage point respectively. The share of employment declined in construction (down by 0,7 of a percentage point), trade (down by 0,6 of a percentage point), transport (down by 0,4 of a percentage point), manufacturing and mining (down by 0,2 of a percentage point each), while utilities recorded no change between 2018 and 2023.

Full time employment by industry

This section analyses the distribution of full-time employment by industry over the period of 2018 to 2023.

Table 4.19: Full-time employment by industry, 2018-2023

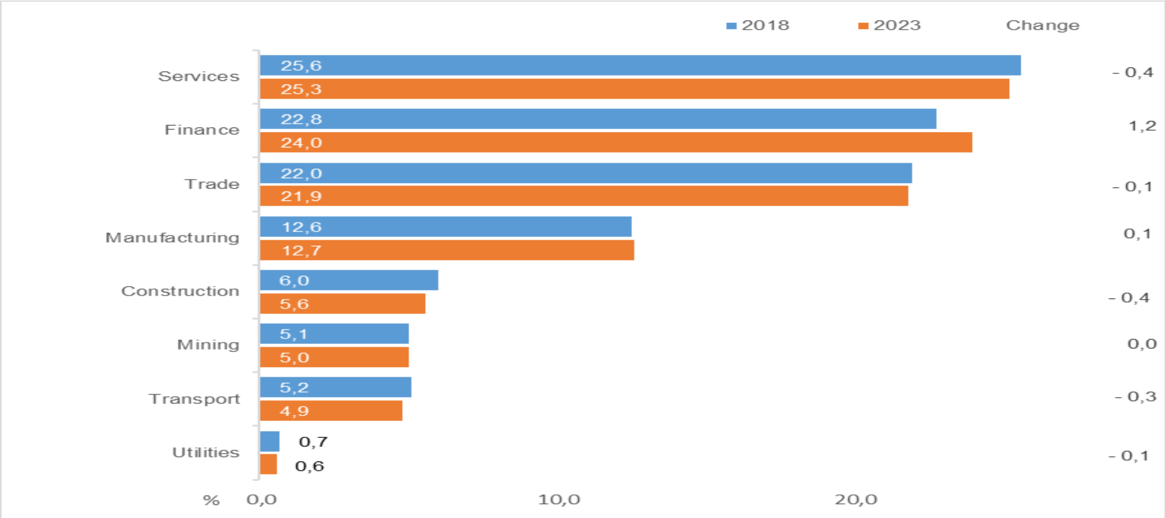
Industry	2018	2019	2020	2021	2022	2023
	Thousand					
Mining	459	462	452	457	478	479
Manufacturing	1 134	1 093	1 113	1 105	1 160	1 202
Utilities	61	60	59	58	59	61
Construction	546	542	489	506	526	533
Trade	1 989	2 039	2 074	1 920	2 023	2 076
Transport	466	478	460	417	438	461
Finance	2 062	2 147	2 180	2 146	2 215	2 279
Services	2 317	2 358	2 680	2 388	2 378	2 398
Total	**9 034**	**9 179**	**9 507**	**8 997**	**9 277**	**9 489**

Table 4.20: Full-time employment change by industry, 2018 – 2023

Industry	2018-2019	2019-2020	2020-22021	2021-2022	2022-2023	2018-2023
	Thousand					
Mining	3	-10	5	21	1	20
Manufacturing	-41	20	-8	55	42	68
Utilities	-1	-1	-1	1	2	0
Construction	-4	-53	17	20	7	-13
Trade	50	35	-154	103	53	87
Transport	12	-18	-43	21	23	-5
Finance	85	33	-34	69	64	217
Services	41	322	-292	-10	20	81
Total	**145**	**328**	**-510**	**280**	**212**	**455**

Over the period 2018 to 2023, there was an increase in full-time employment shown in table 4.19. Services, finance and trade industries were the main contributors to the observed employment increase in 2023. Approximately 455 000 full-time employment was gained during the same period. The largest increase in full-time employment were observed in finance industry with 217 000 jobs followed by trade and services with (87 000 and 81 000) industry over the same period. However, job losses in full-time employment were observed in construction (13 000) and transport (5 000) industries.

Figure 4.51: Full-time employment shares by industry, 2018 and 2023



The largest contributors to full-time employment were Services and finance, between 2018 and 2023. Finance recorded the highest increase in full-time employment from 22,8 to 24,0 (i.e. 1,2 percentage point), followed by manufacturing (up by 0,1 of a percentage point). Mining recorded no change. However, there was a decline in full-time employment in services (down by 0,4 of a percentage point), construction (down by 0,4 of a percentage point), transport (down by 0,3 of a percentage point), trade and utilities (down by 0,1 of a percentage point each).

Part time employment by industry

This section analyses the distribution of part-time employment by industry over the period of 2018 to 2023.

Table 4.21: Part-time employment by industry, 2018-2023

Industry	2018	2019	2020	2021	2022	2023
	Thousand					
Manufacturing	78	72	57	67	82	86
Utilities	1	1	1	2	3	2
Construction	91	69	62	63	70	78
Trade	210	224	193	206	223	237
Transport	17	17	15	17	18	17
Finance	240	219	200	203	214	230
Services	370	422	378	410	538	721
Total	**1 007**	**1 024**	**906**	**968**	**1 148**	**1 371**

Table 4.22: Part-time employment change by industry, 2018-2023

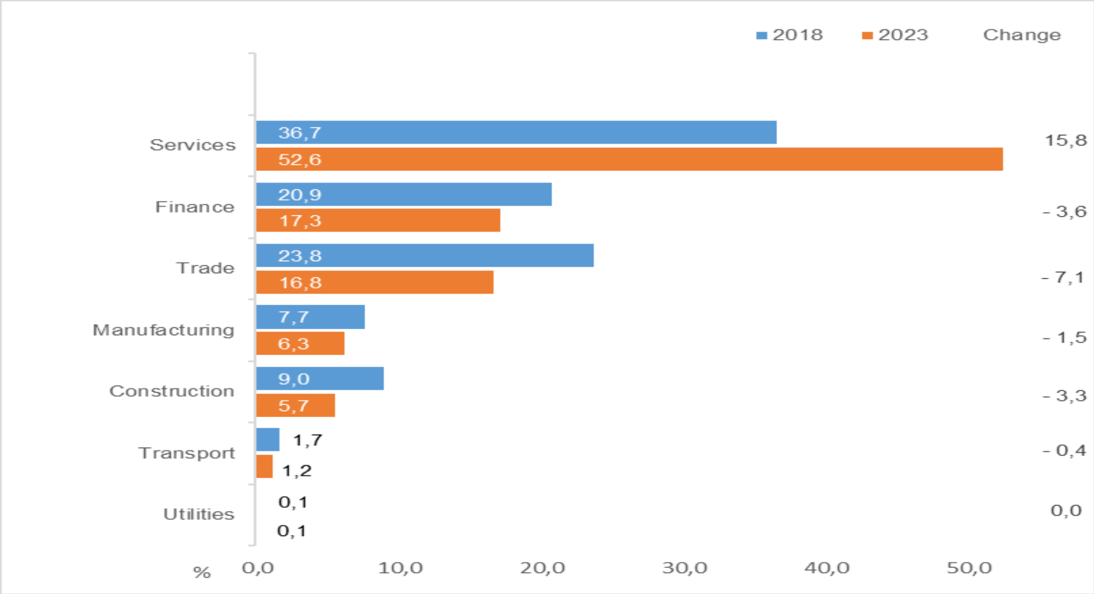
Industry	2018-2019	2019-2020	2020-22021	2021-2022	2022-2023	2018-2023
	Thousand					
Manufacturing	-6	-15	10	15	4	8
Utilities	0	0	1	1	-1	1
Construction	-22	-7	1	7	8	-13
Trade	14	-31	13	17	14	27
Transport	0	-2	2	1	-1	0
Finance	-21	-19	3	11	16	-10
Services	52	-44	32	128	183	351
Total	**17**	**-118**	**62**	**180**	**223**	**364**

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

Over the period 2018 to 2023, there was an increase in part-time employment. Table 4.22 shows that approximately 364 000 part-time jobs were gained during the same period. The largest increase in part-time employment were observed in the services industry with 351 000, trade (27 000) and manufacturing (8 000) industry. However, decreases in part-time employment was observed in construction industry with

13 000 and finance with 10 000 jobs, while transport reported no change in employment over the same period.

Figure 4.52: Part-time employment shares by industry, 2018 and 2023



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

Services was the main contributor to part-time employment during 2018 to 2023 and reported an increase of 15,8 percentage points. During the same period, utilities recorded no change in the share of part-time employment. There was a decline in part-time employment in trade (down by 7,1 percentage points), finance (down by 3,6 percentage points), construction (down by 3,3 percentage points), manufacturing (down by 1,5 percentage points) and transport (down by 0,4 of a percentage point).

Basic salary/wages by industry

This section analyses the distribution of earnings by industry over the period 2018 to 2023.

Table 4.23: Earnings by industry, 2018-2023

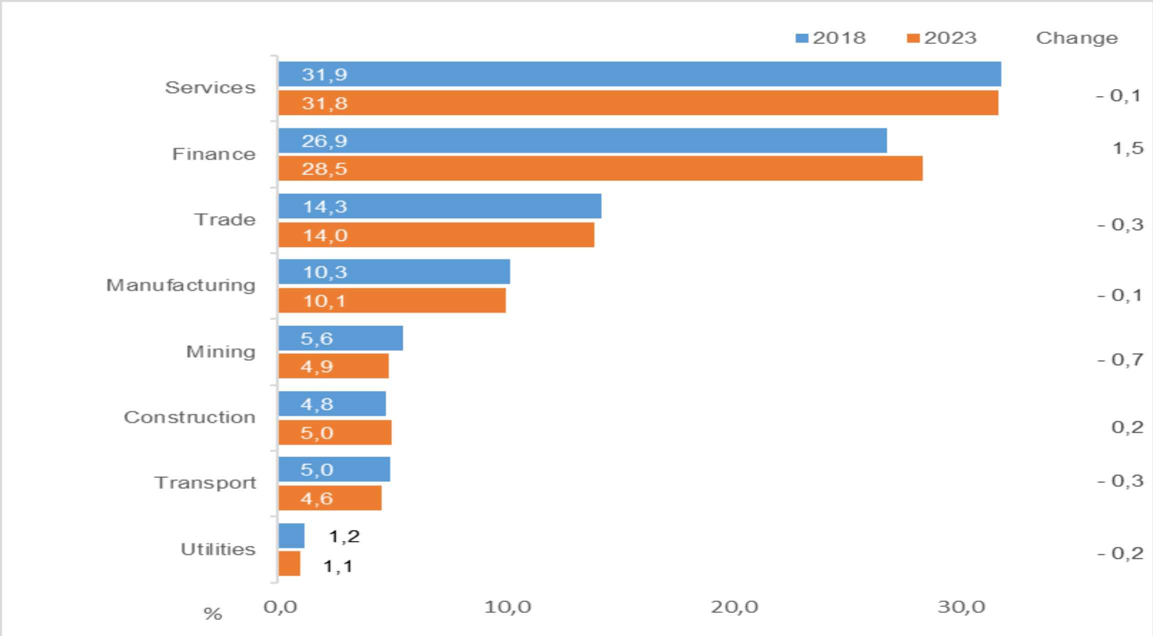
Industry	2018	2019	2020	2021	2022	2023
	R'million					
Utility	33 612	34 163	34 162	35 363	37 098	39 866
Construction	136 672	136 909	110 924	141 015	163 449	174 000
Mining	132 281	143 121	149 641	164 964	174 169	190 103
Transport	153 588	166 518	152 173	150 612	163 630	185 015
Manufacturing	281 939	294 690	272 594	307 864	349 374	380 840
Trade	393 740	416 322	385 259	442 328	508 216	527 054
Finance	740 095	767 554	733 186	869 214	979 939	1 071 742
Services	878 203	953 155	958 864	1 067 717	1 112 622	1 197 486
Total	**2 750 130**	**2 912 432**	**2 796 803**	**3 179 078**	**3 488 497**	**3 766 106**

Table 4.24: Change in earnings by industry, 2018-2023

Industry	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	R'million					
Utility	551	-1	1 201	1 735	2 768	6 254
Construction	237	-25 985	30 091	22 434	10 551	37 328
Mining	10 840	6 520	15 323	9 205	15 934	57 822
Transport	12 930	-14 345	-1 561	13 017	21 385	31 427
Manufacturing	12 751	-22 096	35 270	41 510	31 466	98 901
Trade	22 582	-31 063	57 069	65 888	18 838	133 314
Finance	27 459	-34 368	136 028	110 726	91 803	331 647
Services	74 952	5 709	108 853	44 905	84 864	319 283
Total	**162 302**	**-115 629**	**382 275**	**309 419**	**277 609**	**1 015 976**

All industries reported an increase in earnings from 2018 to 2023 except in 2020. Table 4.24 shows that total earnings increased by R1,02 trillion between 2018 and 2023. The largest increases in earnings were observed in finance (R331,6 billion), services (R319,3 billion), trade (R133,3 billion) and manufacturing (R98,9 billion).

Figure 4.53: Share of earnings by industry, 2018 and 2023



During the reference period, the largest decline in earnings were recorded in mining (0,7 of a percentage point), transport (0,3 of a percentage point), trade (0,3 of a percentage point), utilities (0,2 of a percentage point), service (0,1 of a percentage point), and manufacturing (0,1 of a percentage point). Finance and construction recorded the highest increase in earnings between 2018 and 2023 (up by 1,5 percentage point and 0,2 of a percentage point respectively).

Bonuses by industry

This section analyses the distribution of bonuses by industry over the period 2018 to 2023.

Table 4.25: Bonus by industry, 2018-2023

Industry	2018	2019	2020	2021	2022	2023
	R' thousand					
Mining	-	-	-	-	-	-
Manufacturing	18 796	17 265	14 478	21 841	27 088	28 439
Utilities	1 746	1 666	1 468	2 038	2 475	2 489
Construction	7 056	6 139	4 090	6 436	10 563	11 305
Trade	27 666	28 025	25 890	36 447	47 074	46 448
Transport	12 797	14 286	10 292	11 132	11 095	13 339
Finance	94 099	90 780	86 730	111 021	133 087	140 916
Services	49 171	52 398	49 014	55 606	61 460	69 544
Total	**211 331**	**210 559**	**191 962**	**244 521**	**292 842**	**312 480**

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

Table 4.26: Bonus change by industry, 2018-2023

Industry	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	R'thousand					
Mining	-	-	-	-	-	-
Manufacturing	-1 531	-2 787	7 363	5 247	1 351	9 643
Utilities	-80	-198	570	437	14	743
Construction	-917	-2 049	2 346	4 127	742	4 249
Trade	359	-2 135	10 557	10 627	-626	18 782
Transport	1 489	-3 994	840	-37	2 244	542
Finance	-3 319	-4 050	24 291	22 066	7 829	46 817
Services	3 227	-3 384	6 592	5 854	8 084	20 373
Total	**-772**	**-18 597**	**52 559**	**48 321**	**19 638**	**101 149**

For the period 2018 to 2023, bonuses paid in 2023 were higher when compared to those of previous years. Table 4.26 shows that bonuses increased by R101 149 000, the largest increase observed in finance (R46 817 000), services (R20 373 000), trade (R18 782 000) and manufacturing (R9 643 000).

Overtime payment by industry

This section analyses the distribution of overtime payment by industry over the period 2018 to 2023.

Table 4.27: Overtime payment by industry, 2018-2023

Industry	2018	2019	2020	2021	2022	2023
	R'thousand					
Manufacturing	14 967	15 605	13 018	17 716	20 018	22 790
Utilities	1 956	1 968	1 825	1 571	2 095	2 511
Construction	5 466	5 247	4 101	5 203	6 512	6 712
Trade	9 411	10 311	8 711	10 024	12 338	13 411
Transport	7 870	8 141	6 738	7 731	8 555	9 747
Finance	10 870	12 758	12 471	13 892	15 259	19 106
Services	17 431	24 898	24 043	28 998	29 233	32 312
Total	**67 971**	**78 928**	**70 907**	**85 135**	**94 010**	**106 589**

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

Table 4.28: Year-on-year change in overtime payment by industry, 2018-2023

Industry	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	R'thousand					
Manufacturing	638	-2 587	4 698	2 302	2 772	7 823
Utilities	12	-143	-254	524	416	555
Construction	-219	-1 146	1 102	1 309	200	1 246
Trade	900	-1 600	1 313	2 314	1 073	4 000
Transport	271	-1 403	993	824	1 192	1 877
Finance	1 888	-287	1 421	1 367	3 847	8 236
Services	7 467	-855	4 955	235	3 079	14 881
Total	**10 957**	**-8 021**	**14 228**	**8 875**	**12 579**	**38 618**

For the period 2018 to 2023, 2023 reported the highest overtime payments, while 2018 reported the lowest overtime payments. Table 4.28 shows that overtime increased by R38 618 000, the largest increase observed in services (R14 881 000), finance (R8 236 000) and manufacturing (R7 823 000).

Average Monthly Earnings (AME) by industry

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

Table 4.29: AME by industry, 2018-2023

Industry	2018	2019	2020	2021	2022	2023
	R					
Mining	23 265	25 042	24 333	28 666	30 226	32 571
Manufacturing	17 894	19 125	17 340	20 867	21 629	22 964
Utilities	39 862	42 587	44 658	47 844	46 705	49 862
Construction	16 968	18 434	14 865	18 637	21 890	22 236
Trade	13 479	14 360	13 015	15 773	16 474	16 903
Transport	24 270	25 643	23 052	26 116	27 435	29 646
Finance	22 987	24 410	23 880	25 291	27 420	29 716
Services	24 702	25 732	27 587	29 425	30 073	31 046
Total	**20 524**	**21 791**	**21 425**	**23 678**	**24 868**	**26 202**

Table 4.30: Year-on-year percentage change in AME by industry, 2018-2023

Industry	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
Mining	7,6	-2,8	17,8	5,4	7,8	40,0
Manufacturing	6,9	-9,3	20,3	3,7	6,2	28,3
Utilities	6,8	4,9	7,1	-2,4	6,8	25,1
Construction	8,6	-19,4	25,4	17,5	1,6	31,0
Trade	6,5	-9,4	21,2	4,4	2,6	25,4
Transport	5,7	-10,1	13,3	5,1	8,1	22,2
Finance	6,2	-2,2	5,9	8,4	8,4	29,3
Services	4,2	7,2	6,7	2,2	3,2	25,7
Total	**6,2**	**-1,7**	**10,5**	**5,0**	**5,4**	**27,7**

Average monthly earnings reported an increase for the period 2018 to 2023. Table 4.30 shows that AME recorded an increase of 27,7% comparing 2018 and 2023, with the largest increase observed in mining (up by 40,0 %), utilities (up by 31,0%), finance (up by 29,3%), manufacturing (up by 28,3%) and services (up by 25,7%).

Summary and conclusion

- Over the period 2018 to 2023, employment increased; however, a decline was noted in 2020.
- The highest full-time employment was recorded in 2020, while the highest part-time employment was recorded in 2023.
- All industries reported an increase in earnings from 2018 to 2023 except in 2020.
- More bonuses were paid in 2023 compared to other years.
- The highest overtime payments were made in 2023, while the lowest were made in 2018.
- There has been an increase in average monthly earnings in recent years.

Chapter 5: A profile of the unemployed

Key labour market concepts

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

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

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

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

Background

Despite rolling-out of the vaccination programme against COVID-19 and the ease of lockdown restrictions in the world, both local and global economies are still facing high levels of uncertainty.[9] Levels of unemployment remain high in the South African labour market. Young women with less than matric qualifications remain vulnerable in the labour market with high unemployment levels compared to their male counterparts. In 2020, only 9,4% of unemployed persons had tertiary qualifications compared to 53,5% with below matric qualifications[10]. There is a high number of persons in the labour market who have been unemployed for more five years.

Introduction

This chapter analyses the profile of unemployed persons in South Africa for the period 2018-2023. It covers unemployment levels, unemployment rates, previous work experience (for those who have worked before) and the duration of unemployment by certain socio-demographic characteristics. Population group, gender, education level and type of job search assists in better illustrating the vulnerability of certain groups in the South African labour market. Some comparisons on unemployment rate for selected SADC countries was also done based on the latest published data available. Data from other countries in the region are not always readily available since labour force surveys are not conducted regularly. The purpose of this section is to highlight challenges faced in comparing the South African labour market indicators to countries in the SADC region.

[9] https://www.statssa.gov.za/?p=14660 *Statistics South Africa: Gross Domestic Product, Second quarter 2021*
[10] http://www.statssa.gov.za/publications/Report-02-11-02/Report-02-11-022020.pdf *Statistics South Africa: Labour Market Dynamics in South Africa, 2020*

Table 5.1: Unemployment levels by sex, population group and province, 2018-2023

	2018	2019	2020	2021	2022	2023
	Thousand					
Men	3 117	3 387	3 283	3 980	4 052	3 989
Women	2 986	3 192	2 999	3 678	3 782	3 911
Total	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Black African	5 394	5 843	5 588	6 793	7 022	7 184
Coloured	492	516	458	575	554	484
Indian/Asian	67	75	85	123	95	85
White	150	145	152	168	163	147
Total	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Western Cape	627	650	597	794	802	710
Eastern Cape	762	813	947	1 058	1 006	948
Northern Cape	122	124	105	94	104	120
Free State	412	424	365	417	391	432
KwaZulu-Natal	795	906	852	1 079	1 166	1 178
North West	356	405	390	472	475	556
Gauteng	2 105	2 234	2 154	2 548	2 548	2 586
Mpumalanga	589	647	451	640	665	692
Limpopo	335	375	421	557	676	678
Total	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**

Levels of unemployment increased in 2023 across most provinces except for Western Cape and Eastern Cape that recorded significant decreases in unemployment levels. At national level, the number of unemployed persons increased from 6,1 million in 2018 to 7,9 million in 2023. Gauteng recorded the highest number of unemployed persons while Northern Cape recorded the lowest for the period 2018-2023. The black African population group remains vulnerable in the South African labour market with the unemployment level at 7,2 million, more than 90% of the total number of unemployed persons in 2023. Out of the 7,9 million persons who were unemployed in 2023, approximately 4,0 million were men and 3,9 million were women.

Table 5.2: Distribution of the unemployed by level of education, 2018-2023

	2018	2019	2020	2021	2022	2023
	Thousand					
No schooling	69	71	52	52	68	62
Primary incomplete	340	349	292	305	319	291
Primary completed	222	256	227	247	243	273
Secondary incomplete	2 825	3 035	2 791	3 374	3 364	3 352
Secondary completed	2 112	2 250	2 295	2 913	3 057	3 131
Tertiary	496	582	588	734	730	740
Other	40	36	38	33	51	51
Total	6 103	6 579	6 283	7 658	7 834	7 900

Figure 5.1: Proportion of the unemployed by level of education, 2018 and 2023

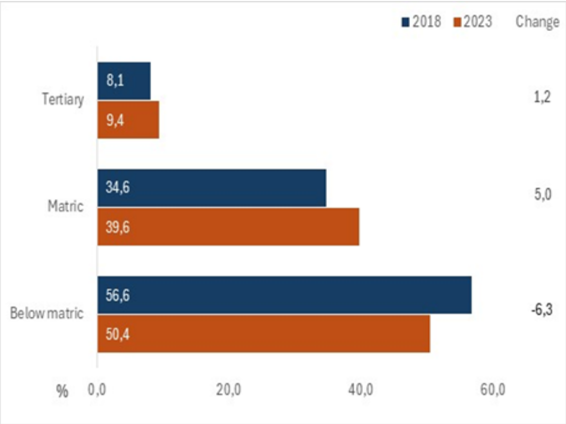


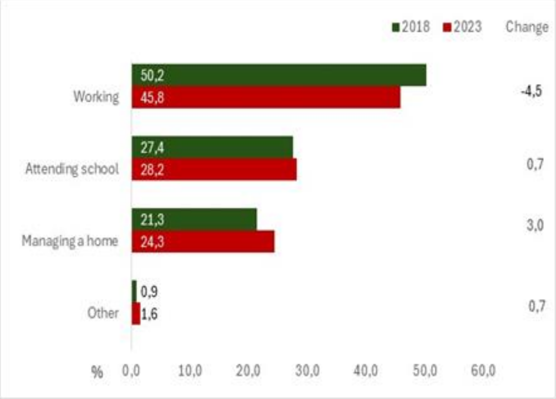
Table 5.2 and Figure 5.1 above, indicate that 90% of the 7,9 million unemployed persons had either matric (3,1 million) or did not complete secondary education (4,0 million) in 2023. Approximately 9,4% of those unemployed had tertiary qualifications in 2023. Comparisons between 2018 and 2023 show a decrease of

6,3 percentage points among the unemployed with education below matric and increases among unemployed persons with matric and tertiary qualifications (5,0 and 1,2 percentage points, respectively).

Table 5.3: Unemployment level by main activity before becoming unemployed, 2018-2023

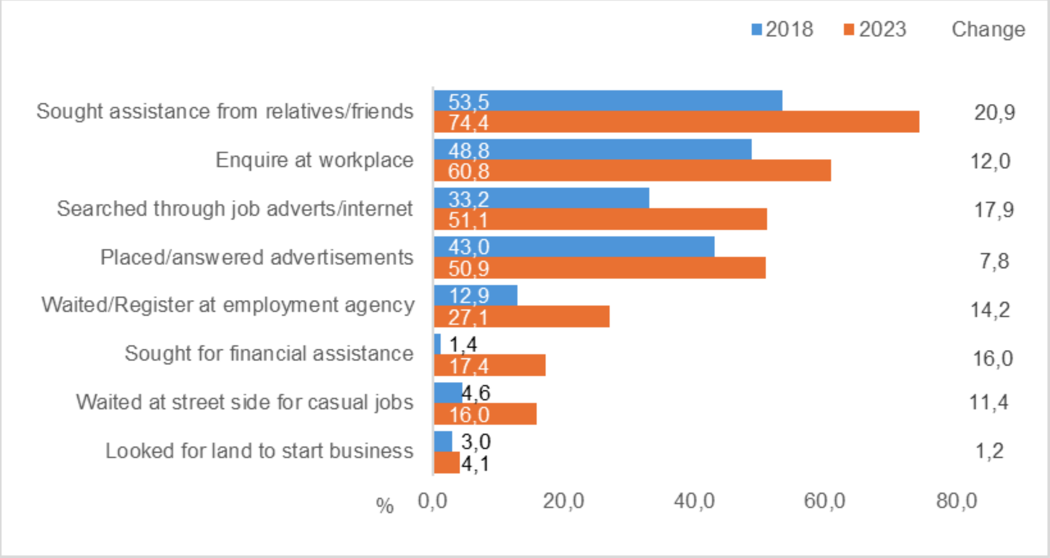
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2018	3 065	1 299	1 674	57	6 103
2019	3 313	1 441	1 757	61	6 579
2020	3 025	1 576	1 587	55	6 283
2021	3 546	1 969	2 091	45	7 658
2022	3 483	1 895	2 301	145	7 834
2023	3 615	1 921	2 225	126	7 900

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2018 and 2023



Between 2018 and 2023, majority of unemployed persons were working before they became unemployed. In 2023, 3,6 million persons who were unemployed were working before while 1,9 million were managing a home and 2,2 million were attending school (Table 5.3). Evident from Figure 5.2 above, is that all activities recorded an increase except working which decreased by 4,5 percentage points between 2018 and 2023.

Figure 5.3: Types of job search activities, 2018 and 2023

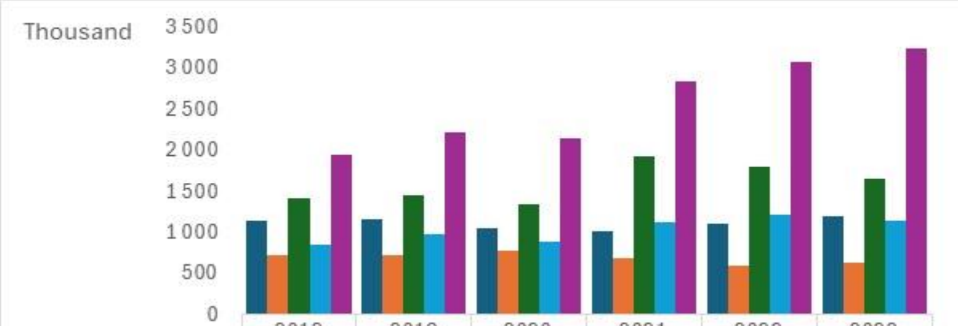


In 2023, over half of unemployed persons sought assistance from relatives/friends (74,4%) or enquired at workplace (60,8%) or searched through job advertisement/internet (51,1%) or placed/answered advertisements (50,9%). The least methods used during job search in 2018 and 2023 was to look for land to start a business at 3,0% and 4,1%, respectively.

Between 2018 and 2023, the largest increase in a job search method was recorded among those who sought assistance from relatives/friends (up by 20,9 percentage points), followed by those who searched through job adverts/internet (up by 17,9 percentage points) and those who sought financial assistance to look for work or start a business (16,0 percentage points).

The duration of unemployment

Figure 5.4: Trends in the duration of unemployment, 2018-2023



	2018	2019	2020	2021	2022	2023
Less than 6 mths	1 139	1 168	1 049	1 020	1 099	1 195
6 mths to 1 yr	728	718	773	688	598	630
1 yr to 3yrs	1 423	1 452	1 351	1 932	1 795	1 655
3 yrs to 5 yrs	847	988	895	1 133	1 218	1 142
More than 5 yrs	1 940	2 216	2 139	2 842	3 069	3 239

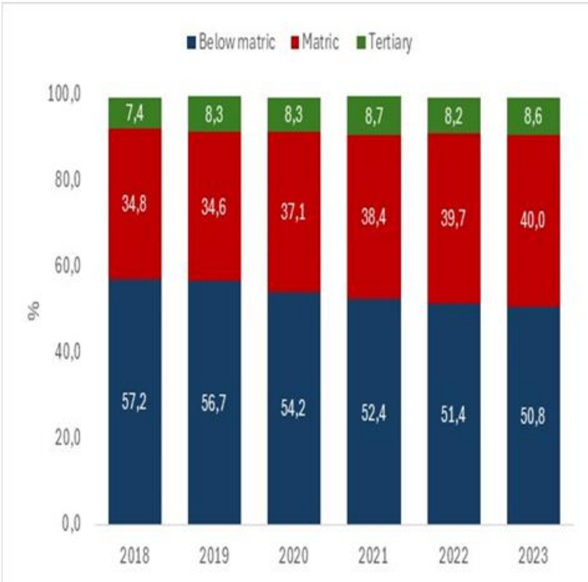
Mths means months.
Long-term unemployment excludes "Do not know"

Figure 5.4 shows that those who have been unemployed for more than five years increased from 1,9 million in 2018 to 3,2 million in 2023. Persons who were unemployed for less than a year recorded decreases in the same period.

Table 5.4: Trends of the unemployed by level of education, 2018-2023

	Below matric	Matric	Tertiary	Other	Total
	Long-term (thousand)				
2018	2 421	1 470	312	26	4 229
2019	2 655	1 622	387	21	4 685
2020	2 396	1 638	366	22	4 421
2021	3 116	2 283	519	26	5 944
2022	3 147	2 435	504	41	6 127
2023	3 081	2 423	518	39	6 061
	Short-term (thousand)				
2018	1 035	642	183	14	1 874
2019	1 056	628	195	15	1 894
2020	967	657	222	16	1 862
2021	863	630	215	7	1 715
2022	848	623	226	10	1 707
2023	897	708	221	12	1 839

Figure 5.5: Proportion of long-term unemployment by level of education, 2018 and 2023



Unemployed persons who had below matric and matric qualifications were mostly affected by both short-term and long-term unemployment compared to other education groups, irrespective of the year (Table 5.4). Over 50% of persons in long-term unemployment did not have matric, while 8,6% had tertiary educational qualification.

Table 5.5: Incidence of long-term unemployment by age group, 2018-2023

	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs	15-64yrs
	Per cent					
2018	63,9	71,4	70,8	68,7	74,3	69,3
2019	65,1	73,3	72,4	73,4	72,6	71,2
2020	69,0	72,5	68,9	69,4	67,1	70,4
2021	73,7	79,2	78,6	76,7	77,8	77,6
2022	74,6	77,6	80,3	81,1	80,4	78,2
2023	72,4	77,0	78,7	78,7	79,3	76,7
Change (2018-2023)	**8,5**	**5,6**	**7,9**	**10,0**	**5,0**	**7,4**

Unemployment remains high in the South African labour market with young people being affected the most compared to other age groups. In 2023, persons aged 55 to 64 had the highest incidence of long-term unemployment followed by those aged 35 to 44. Persons aged 45 to 54 showed the highest increase in long-term unemployment (10,0 percentage points) followed by those 15 to 24 years (8,5 percentage points) and 35 to 44 years (7,9 percentage points) between 2018 and 2023.

Figure 5.6: Incidence of long-term unemployment by sex, 2018-2023

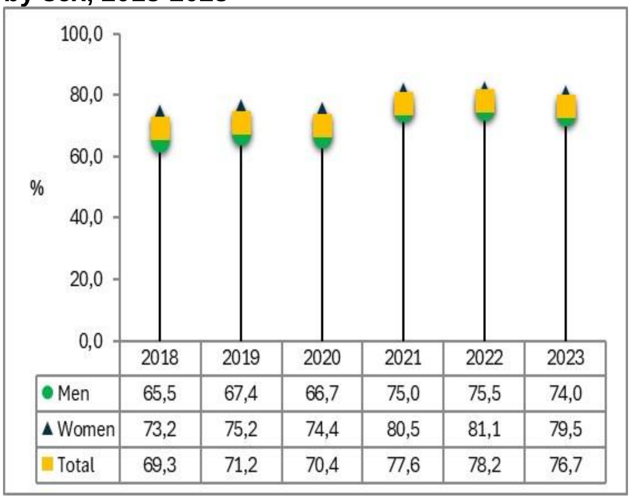
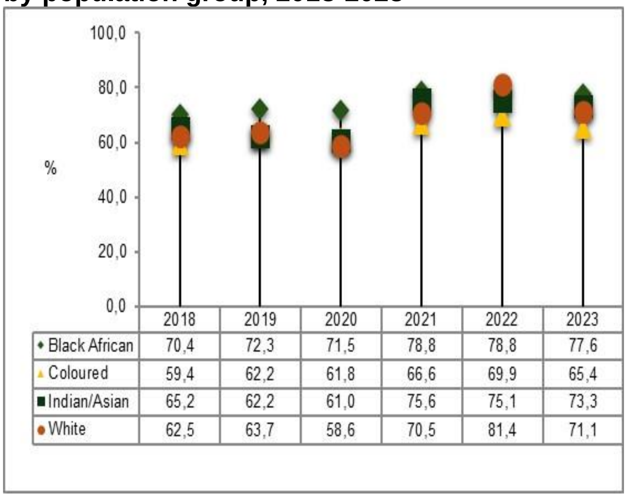


Figure 5.7: Incidence of long-term unemployment by population group, 2018-2023



Findings in Figure 5.6 show that women are mostly affected by long-term unemployment compared to their male counterparts, throughout the period 2018-2023. In 2023, a higher proportion of women (79,5%) were unemployed for a year or more compared to men (74,0%).

On the other hand, black Africans have generally recorded high levels of long-term unemployment with more than three out of four unemployed affected by long-term unemployment in 2023 (Figure 5.7). Since 2018, the incidence of long-term unemployment has generally been on an upward trend for all population groups except in 2023.

Figure 5.8: Incidence of long-term unemployment by province, 2018 and 2023

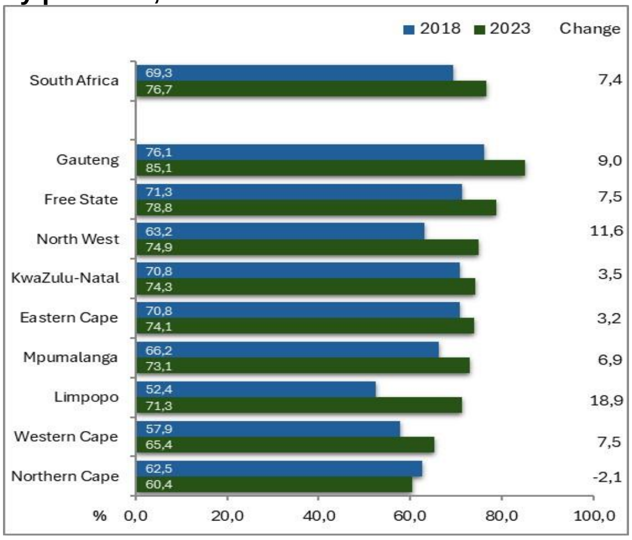
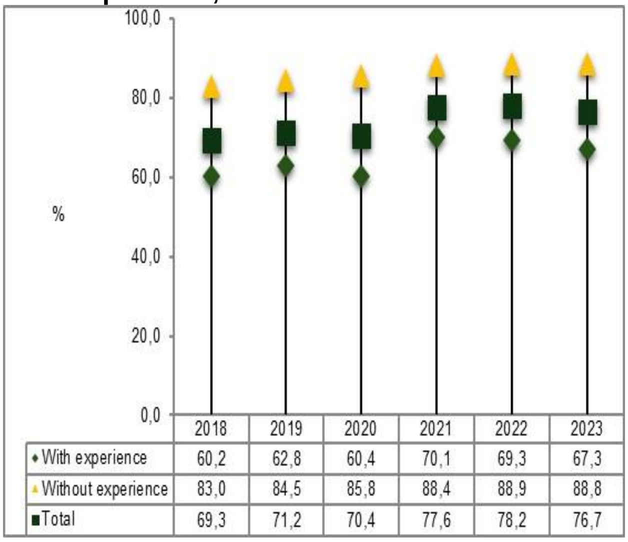


Figure 5.9: Incidence of long-term unemployment by work experience, 2018-2023



At national level, the incidence of long-term unemployment increased by 7,4 percentage points from 69,3% in 2018 to 76,7% in 2023. Gauteng had the highest incidence of long-term unemployment in both 2018 and 2023 (76,1% and 85,1%, respectively). Northern Cape had the least incidence of long-term unemployment in 2023 (60,4%). The highest increase was observed in Limpopo by 18,9 percentage points between 2018 and 2023.

Figure 5.9 reveals that unemployed persons with previous work experience were less affected by long-term unemployment. In this respect, incidence of long-term unemployment was lower among those with work experience than for those without work experience. In 2023, approximately 89% of unemployed persons without work experience were in long-term unemployment.

Summary and conclusion

- Levels of unemployment increased by 1,8 million persons, from 6,1 million in 2018 to 7,9 million in 2023.
- Although the proportion of unemployed persons with below matric education decreased between 2018 and 2023 (6,3 percentage points), it was highest in both 2018 (56,6%) and 2023 (50,4%) compared to other highest education levels. Tertiary education level recorded the lowest proportion of unemployed persons in both 2018 (8,1%) and 2023 (9,4%).
- Most of the unemployed persons worked before they became unemployed.
- Number of unemployed persons who looked/searched for work for more than five years was high throughout the period 2018-2023. It increased from 1,9 million in 2018 to 3,2 million in 2023.
- Number of persons in long-term unemployment increased by approximately 1,8 million from 4,2 million in 2018 to 6,1 million in 2023.
- For the period 2018-2023, the incidence of long-term unemployment was higher among women compared to men.
- The incidence of long-term unemployment was more prevalent among unemployed persons without matric education compared to other education levels.
- Those with work experience were less affected by long-term unemployment as compared to those without work experience. As a result, work experience and high levels of education appear to be two of the factors that better increase labour market prospects.

Chapter 6: Youth in the South African labour market

Key labour market concepts

Not in employment, education or training (NEET) - this indicator presents the share of young people who are not in employment, education or training (NEET), as a percentage of the total number of young people in the corresponding age group, by gender.[11]

Youth - definitions of youth vary considerably amongst countries. United Nations defines the youth as those aged between 15 and 24[12]

South African definition of the youth refers to persons aged **15–34**.
South Africa's National Youth Policy, as well as its National Youth Commission Act and its Integrated Youth Development Strategy (draft 1, 2), defines youth as 14 to 35 years.[13]

Background

Participation in employment, education or training is important for youth to become established in the labour market and achieve self-sufficiency. Record-high unemployment rates in several countries have hit youth especially hard. This has resulted in many youth being unable to find work and in other youth withdrawing from the labour market entirely, becoming "inactive".[14]

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

South Africa constitutes a youthful population and one that continues to bear the unemployment burden with the highest youth unemployment rate. According to the NDP 2030 (2012:98) "having a relatively young population can be advantageous, provided majority of working-age individuals are gainfully employed. The challenge is to convert this into a demographic dividend. This will only be possible if the number of working-age individuals can be employed in productive activities." In 2023, 60,1% of young people aged 15-24 in South Africa were unemployed. The monitoring of the state of youth in the labour market and the economy bears great significance for their communities and also for the country as today's youth are the hope for the future. This can only be possible if young people have sufficient access to education and training and the labour market.

[11] https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm
[12] https://www.un.org/en/global-issues/youth
[13] https://www.youthpolicy.org/factsheets/country/south-africa/
[14] https://www.oecd-ilibrary.org/education/youth-and-the-labour-market/indicator-group/english_7b765a3b-en
[15] https://www.un.org/ohrlls/news/young-people%E2%80%99s-potential-key-africa%E2%80%99s-sustainable-development
[16] https://www.matsh.co/en/youth-employment-statistics-in-africa/

Introduction

This chapter discusses youth labour market outcomes as indicators for monitoring youth employment and unemployment which can show the impact of policies and programmes on youth labour market. The indicators are disaggregated by sex, age groups (15–24, 15–34), population group, education level and province over the period 2018–2023. Moreover, differences in labour market outcomes for youth and adults are compared between males and females. It should be noted that for this report youth refers to those between ages 15-34 and adults refers to those 35-64.

Distribution of the working-age population among youth and adults

Table 6.1: Trends in key labour market indicators among youth, 2018–2023

	2018	2019	2020	2021	2022	2023
	Thousand					
Employed	6 125	5 958	5 228	4 898	5 422	5 792
Unemployed	3 860	4 147	3 797	4 554	4 670	4 714
Discouraged job-seekers	1 801	1 810	1 680	2 091	2 060	1 797
Other not economically active	8 467	8 462	9 781	9 048	8 539	8 483
Working-age population	**20 253**	**20 376**	**20 487**	**20 590**	**20 692**	**20 786**
	Annual changes(Thousand)					
	2018 - 2019	**2019 - 2020**	**2020 - 2021**	**2021 - 2022**	**2022 - 2023**	**2018 - 2023**
Employed	-168	-730	-330	524	370	-333
Unemployed	288	-350	756	116	44	855
Discouraged job-seekers	8	-130	410	-30	-263	-4
Other not economically active	-5	1 320	-733	-509	-57	15
Working-age population	**123**	**110**	**104**	**101**	**95**	**533**

The number of young people aged 15–34 in the working-age population increased consecutively over the six-year period. This number increased from 20,3 million in 2018 to 20,8 million in 2023 (an increase of 533 000). Between 2018 and 2023, the number of youth who were employed decreased by 333 000, while those who were unemployed increased by 855 000, and those who were discouraged decreased by 4 000.

Table 6.2: Employment among youth and adults by sector, 2018 and 2023

	2018			2023		
	Youth	Adults	Total	Youth	Adults	Total
	Thousand					
Formal sector	4 309	7 010	11 319	4 025	7 380	11 405
Informal sector	1 149	1 787	2 937	1 166	1 916	3 083
Agriculture	360	485	845	370	545	914
Private household	306	986	1 292	231	868	1 100
Total	**6 125**	**10 268**	**16 394**	**5 792**	**10 710**	**16 502**
	Percent					
Formal sector	70,3	68,3	69,0	69,5	68,9	69,1
Informal sector	18,8	17,4	17,9	20,1	17,9	18,7
Agriculture	5,9	4,7	5,2	6,4	5,1	5,5
Private household	5,0	9,6	7,9	4,0	8,1	6,7
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

In South Africa, approximately seven in every ten of those who are employed are in the formal sector employment. Notably, both youth and adults demonstrate a higher propensity for formal sector jobs compared to other employment sectors. The share of adults who were employed in the formal sector was lower than that of youth in 2023.

Figure 6.1: Labour market rates among the youth (15-34 years), 2018–2023

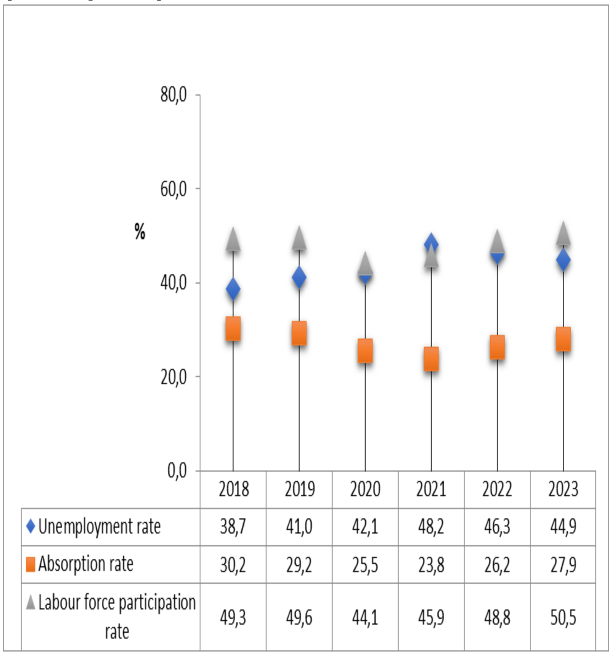
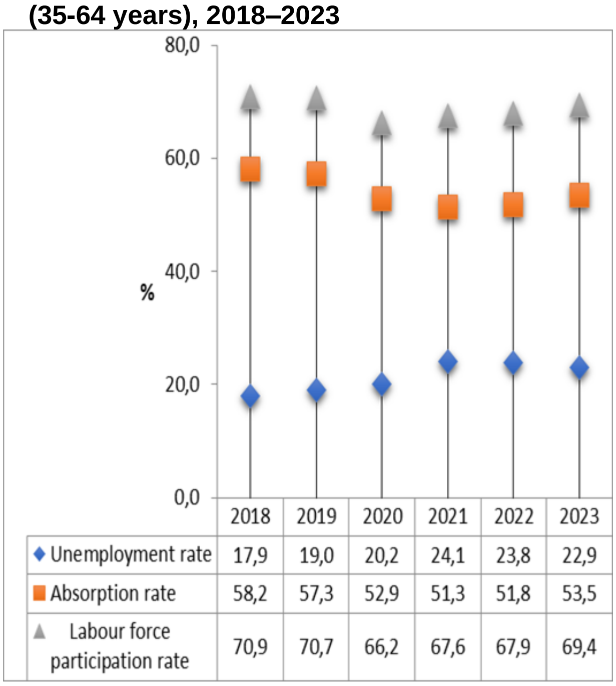


Figure 6.2: Labour market rates among adults (35-64 years), 2018–2023



Young people continue to be more vulnerable in the labour market when compared to adults. Between 2018 and 2023 the unemployment rate among youth was consistently higher than that of adults across all years, while the absorption and labour force participation rates among the youth were lower. During 2018–2023, the unemployment rate for youth was approximately double the rate of adults. Moreover, the unemployment rate for youth and adults increased between 2019 and 2021 and recorded a decline between 2022 and 2023.

Youth unemployment rate increased by 6,2 percentage points, from 38,7% to 44,9%, while the unemployment rate for adults increased by 5,0 percentage points from 17,9% to 22,9% in 2023 compared to 2018. During the same period, the absorption rate among youth decreased by 2,3 percentage points to 27,9% from 30,2% compared to 53,5% from 58,2% among adults (4,7 percentage points).

Employment by industry and occupation of youth and adults

The analysis in this section will focus on the employment of youth in different industries over the period 2018 and 2023, 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, 2018 and 2023

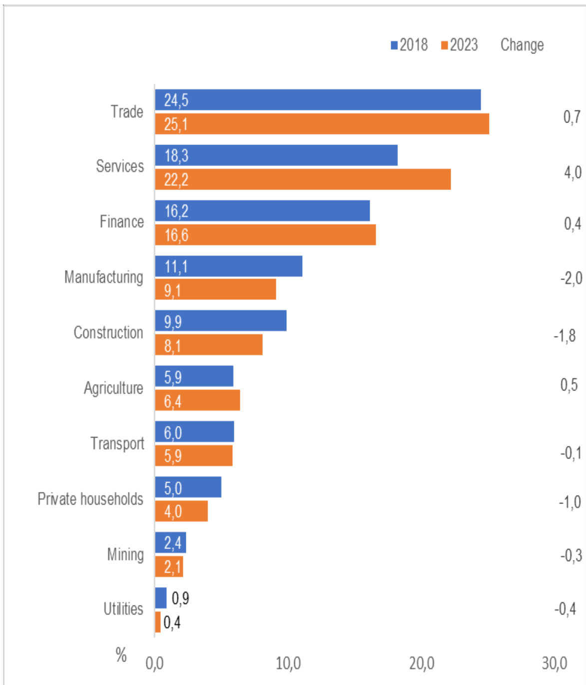


Figure 6.4: Employed youth by occupation, 2018 and 2023

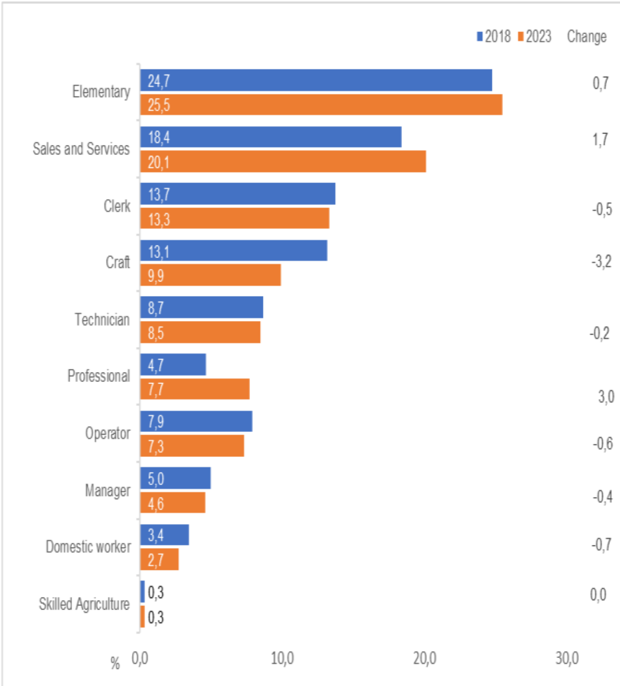
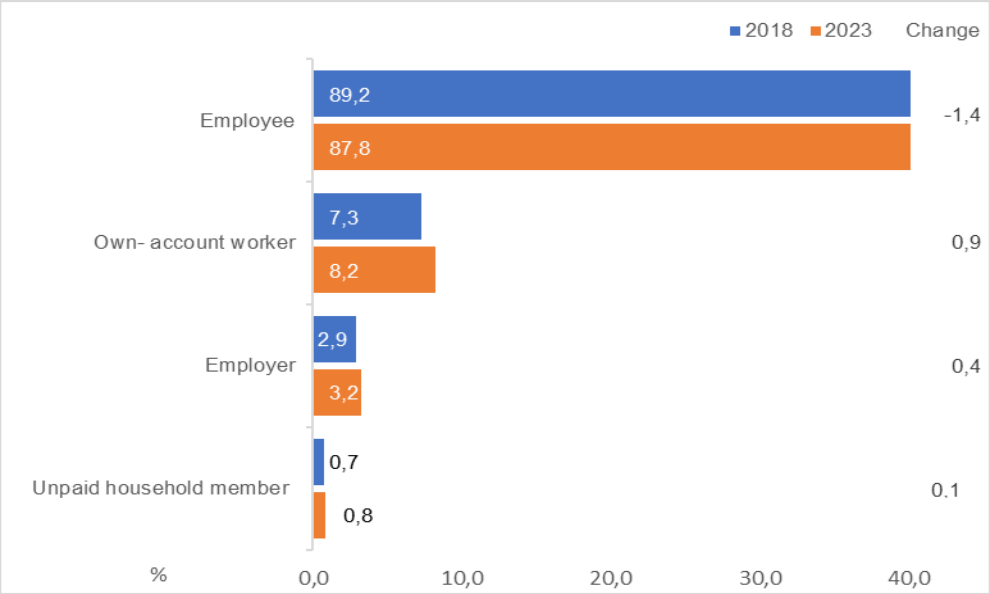


Figure 6.3 above, indicates that six in every ten employed youth were working in either trade, community and social services or finance industries. Community and social services, agriculture, trade and finance industries realised employment gains between 2018 and 2023, while other industries showed a decline in employment. 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 2018 and 2023, elementary and sales occupations contributed the highest shares to youth employment. Professional (by 3,0 percentage points) and sales and services (by 1,7 percentage points) recorded increases in the proportion of youth employed. The largest decline was recorded in craft and related trade (3,2 percentage points) and domestic worker (0,7 of a percentage point) during the same period. The skilled agriculture and domestic worker occupations had the lowest share of youth employment.

Figure 6.5 Status in employment among youth, 2018 and 2023



Over 89% of employed youth in 2018 were employees, and the rate declined by 1,4 percentage points to 87,8% in 2023. Employed youth who were own-account workers increased by 0,9 of a percentage point to 8,2% in 2023 while 3,2% were employers.

Vulnerable employment

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

[17] http://www.ilo.org/global/about-the-ilo/mission-and-objectives/features/WCMS_120470

Figure 6.6a: Rate of vulnerable employment for men by province, 2018 and 2023

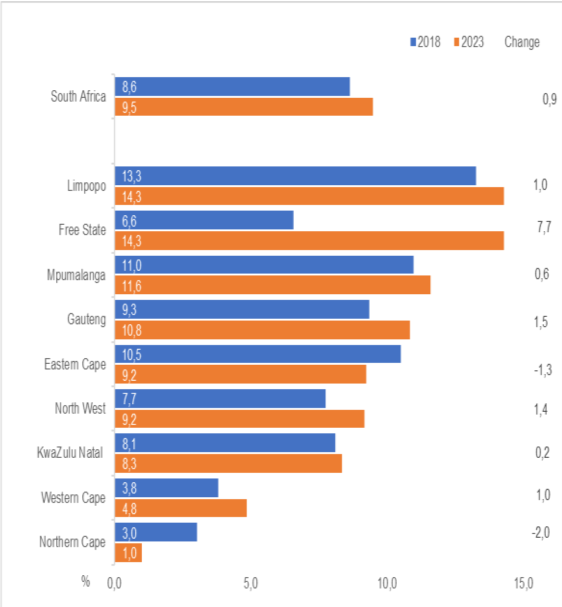
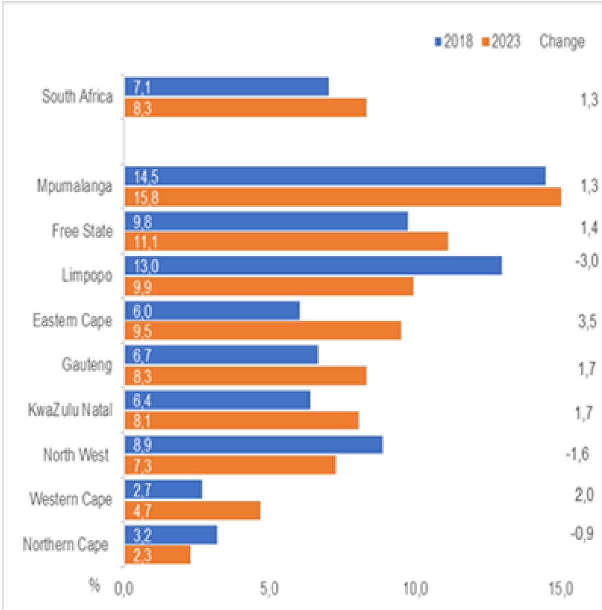


Figure 6.6b: Rate of vulnerable employment for women by province, 2018 and 2023



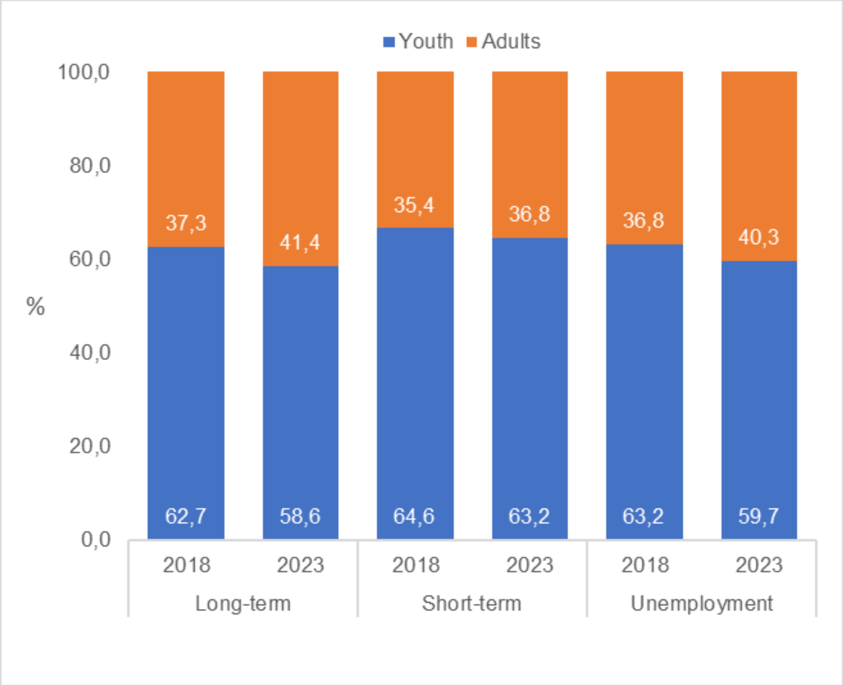
Across most of the provinces, the share of men working as own-account workers and helping without pay in a household business in total youth employment was high compared to women. This share was highest in Free State (14,3%), Limpopo (14,3%) and Mpumalanga (11,6%) in 2023. The highest percentage of women in vulnerable employment was recorded in Mpumalanga (15,8%), Frees State (11,1%) and Limpopo (9,9%) during the same period. Among men, seven out of nine provinces showed increases in the number of workers in vulnerable employment, the largest increase recorded in Free State (7,7 percentage points) between 2018 and 2023.

The prevalence of vulnerable employment for women increased in six of the nine provinces with Limpopo experiencing the greatest decline (3,0 percentage points) in 2023. In most provinces the proportion of young men working as own-account workers and contributing family members was higher than that of young women except in Mpumalanga, Eastern Cape and Northern Cape in 2023. The provinces with the widest gender gap in vulnerable employment between women and men were Mpumalanga and Limpopo. Mpumalanga had the highest rate for women (4,2 percentage points higher for women), and Limpopo had the highest rate for men (4,4 percentage points higher for men) during the same period.

Unemployment duration among youth and adults

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

Figure 6.7: Unemployment duration among youth and adults, 2018 and 2023



In the labour market, young people aged 15–34 accounted for the largest share of unemployed persons, which was also the case when looking at the share of those in long-term and short-term unemployment. In 2018, youth accounted for 62,7% of the long-term unemployed, however, the rate declined to 58,6% in 2023. Over the period, the share of youth declined in both long-term and short-term unemployment. Conversely, the share for adults increased in both long-term and short-term unemployment. The share of youth in short-term unemployment decreased by 1,4 percentage points, from 64,6% in 2018 to 63,2% in 2023, while the share of adults in short-term unemployment increased by 1,4 percentage points from 35,4% to 36,8%.

Education profile of youth

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

[18] https://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/WCMS_424077/lang--en/index.htm

Figure 6.8: Education level of youth in the labour force, 2018 and 2023

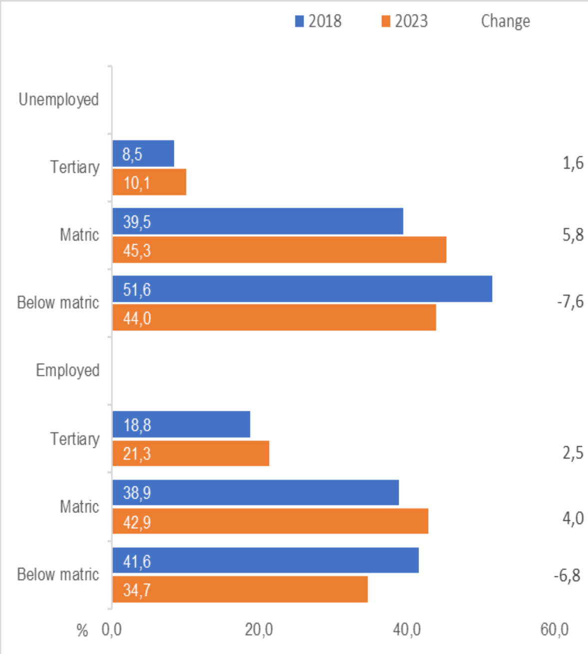


Figure 6.9: Education level of youth in the labour force by sex, 2023

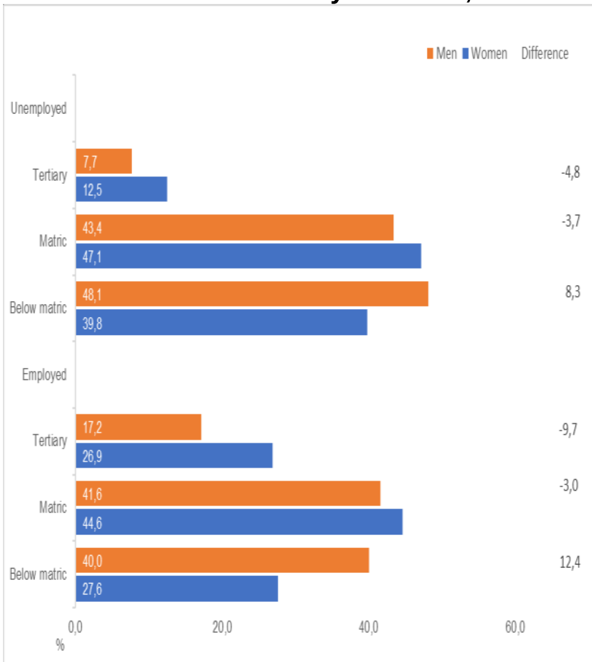


Figure 6.8 above, indicates that the level of education affects employability. In 2023, of those that were unemployed, 44,0% did not finish their matric, 45,3% had completed their matric and only 10,1% had a tertiary education. Compared to 2018, there has been an increase in the number of those who are unemployed who completed matric by 5,8 percentage points and a decline among the unemployed who did not complete their matric by 7,6 percentage points. Among the employed, persons with matric recorded the largest share (42,9%) in 2023, followed by those without matric (34,7%) and those with a tertiary qualification (21,3%).

Figure 6.9 above, shows that young women in the labour force attain higher levels of education than young men. The share of young women unemployed with higher education levels was higher than that of young men with the same qualifications. Among the employed, 26,9% of women had a tertiary qualification and 44,6% had a matric qualification compared to 17,2% and 41,6% respectively among men.

Figure 6.10: Youth unemployment rate by level of education, 2018 and 2023

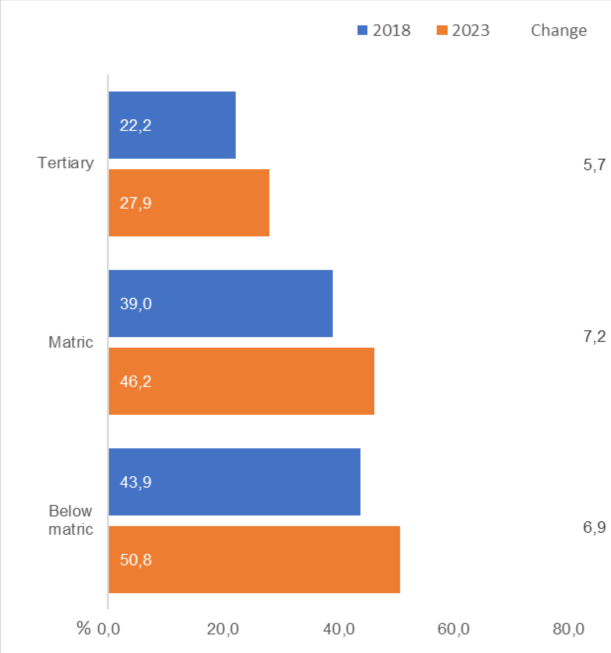


Figure 6.11: Unemployed youth by work experience and Province, 2023

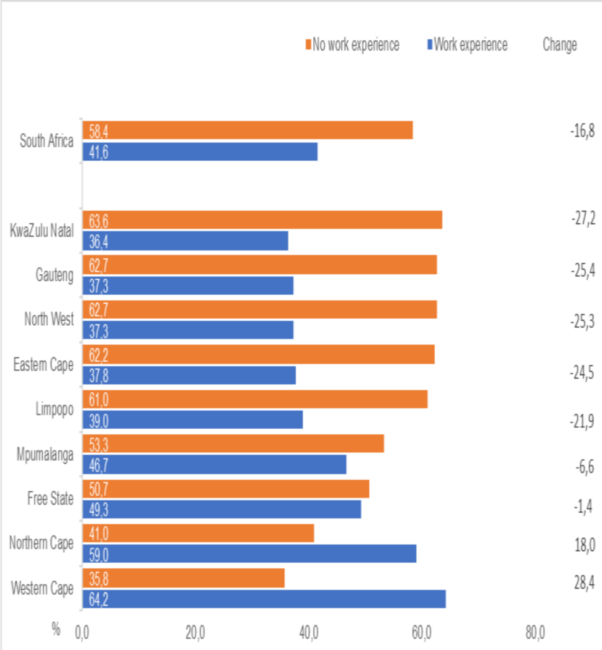


Figure 6.10 shows that young people with higher levels of education experience a lower unemployment rate. Between 2018 and 2023, the youth unemployment rate increased across all education levels with the highest increase recorded for young people with a matric qualification by 7,2 percentage points, followed by those without a matric qualification by 6,9 percentage points and young people with a tertiary qualification increasing by 5,7 percentage points.

Figure 6.11 shows chances of finding employment are more likely to increase with previous work experience. In 2023, 58,4% of unemployed youth in the country had no previous work experience. The situation varies by province, in that seven of the nine provinces, KwaZulu Natal (63,6%), Gauteng (62,7%), North West (62,7%), Eastern Cape (62,2%), Limpopo (61,0%), Mpumalanga (53,3%) and Free State (50,7%) recorded the highest percentage of unemployed youth with no previous work experience. Western Cape (64,6%) and Northern Cape (59,0%) had the largest share of unemployed youth with previous experience during the same period.

Youth not in the labour force

It is important for young people to be active participants in employment, education or training for a place in the labour market and achieve self-sustenance. With rising unemployment rates in certain countries, young people are the most affected than any other age group finding it hard to find jobs and thus becoming discouraged and 'withdrawing' from the labour market. Most concerning in the status of youth in the labour market are those that have become disengaged from the labour market as discouraged work seekers and those that are not in employment, education or training (NEET). Over 72 million young people in Africa are not in education, employment, or training, with the majority being young women.[19] South Africa exhibits a similar pattern.

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

Figure 6.12: Distribution of the discouraged youth by the level of education, 2018 and 2023

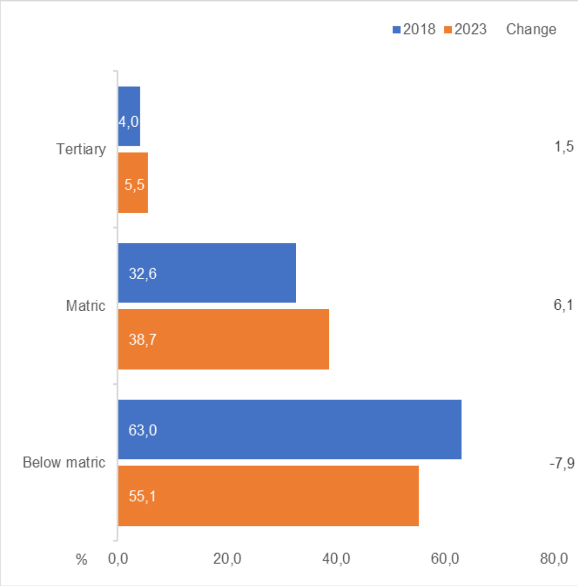
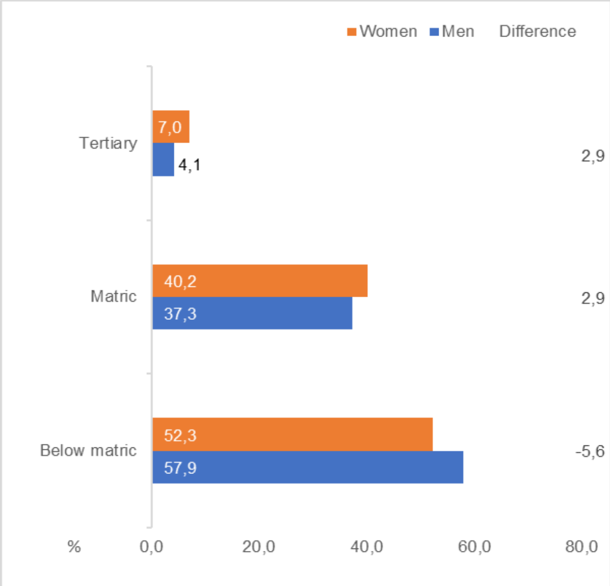


Figure 6.13: Distribution of the discouraged youth by sex, 2023

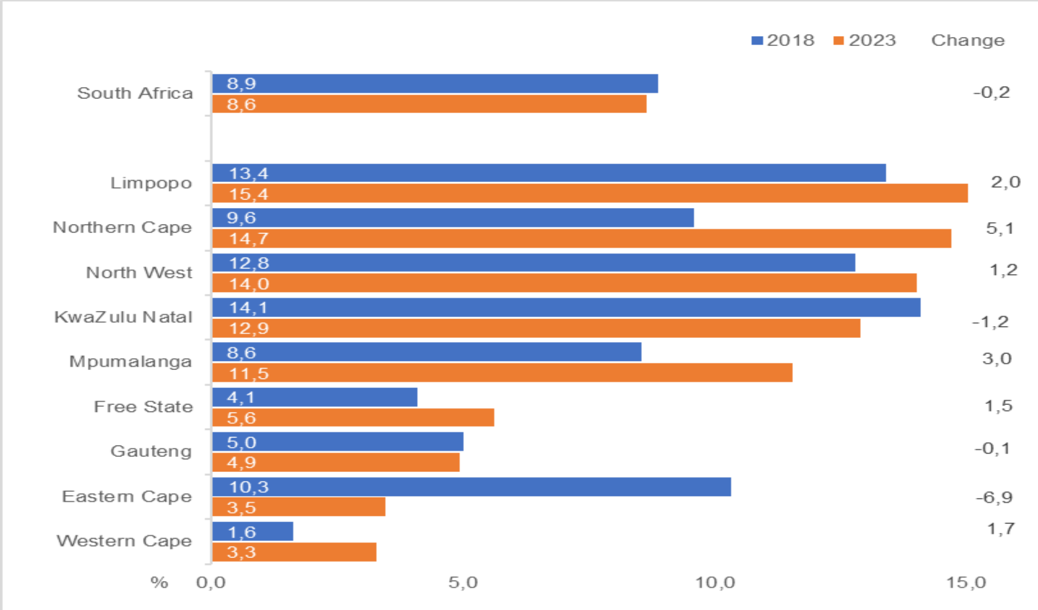


Discouraged work-seekers are persons who, while willing and able to engage in a job, are not seeking work or have ceased to seek work because they have lost hope of finding a job and they believe that there are no suitable available jobs.[20] Figure 6.12 indicates that in 2023, youth with a tertiary level of education were less likely to be discouraged compared to those with lower education levels. The majority of young people who were discouraged were among those without matric (55,1%) in 2023. However, this was the only group to reflect a decline in its share relative to other education categories over the period.

In 2023, youth without matric were about 10 times more likely to be discouraged compared to those with a tertiary qualification. Between 2018 and 2023, the largest increase in discouraged youth was among those with a matric qualification, increasing from 32,6% in 2018 to 38,7% in 2023. In terms of gender,a higher proportion of young women and men (52,3 % and 57,9%, respectively) who were discouraged attained an educational qualification lower than matric and this was the only level of education where men were more discouraged than women.

[20] https://stats.oecd.org/glossary/detail.asp?ID=645

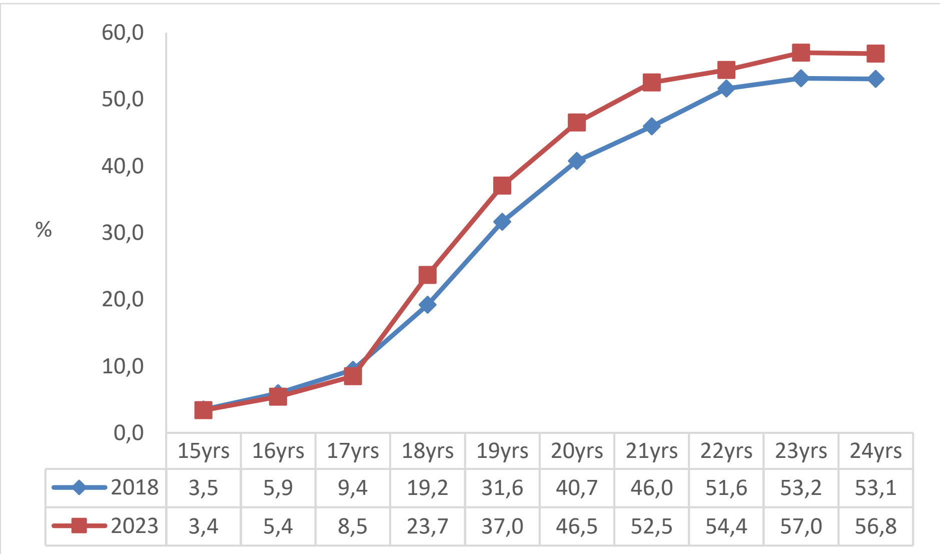
Figure 6.14: Share of discouraged youth by province, 2018 and 2023



Nationally, the proportion of youth who were discouraged work-seekers declined by 0,2 of a percentage point from 8,9% in 2018 to 8,6% in 2023. In 2023, the highest proportions of discouraged youth in Limpopo (15,4%), Northern Cape (14,7%), North West (14,0%), KwaZulu Natal (12,9%) and Mpumalanga (11,5%). The largest increases in the number of youth who were discouraged between 2018 and 2023 were Northern Cape (up by 5,1 percentage points), Mpumalanga (up by 3,0 percentage points) and Limpopo (up by 2,0 percentage points). Western Cape recorded the lowest share of discouraged youth in 2018 and 2023.

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

Figure 6.15: NEET rate for youth aged 15–24 in single, 2018 and 2023



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2018	3,5	5,9	9,4	19,2	31,6	40,7	46,0	51,6	53,2	53,1
2023	3,4	5,4	8,5	23,7	37,0	46,5	52,5	54,4	57,0	56,8

Figure 6.15 indicates that the NEET rate increases with age. In both years over 50% of young people aged 22-24 were not in employment, education or training. Between 2018 to 2023, there has been a decrease in the number of NEET young people across the age groups of 15, 16, and 17, while the remaining age

brackets have experienced an increase. The highest increase was among youth aged 21, up by 6,5 percentage points, from 46,0% in 2018 to 52,5,% in 2023.

Figure 6.16: NEET rate for youth aged 15–24 by population group, 2018 and 2023

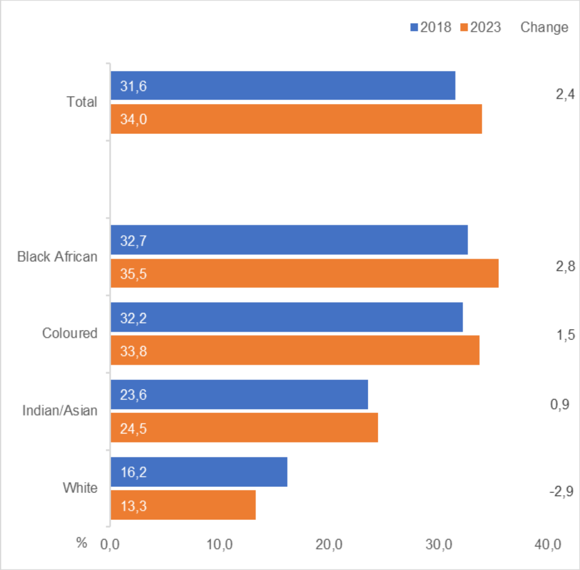
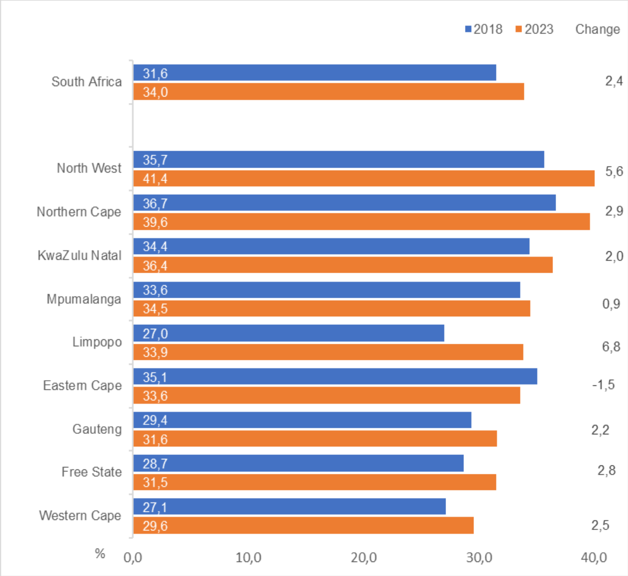


Figure 6.17: NEET rate for youth aged 15–24 by province, 2018 and 2023



In 2023, 34,0% of young people in South Africa were not in employment, education or training, and the rate increased by 2,4 percentage points from 31,6% in 2018. The NEET rate differs among the population groups. Between 2018 and 2023 the NEET rate among black African and coloured population groups was higher than that of Indian/Asian and white population groups. In both years three in every ten black African and coloured young people aged 15-24 were neither in employment, education or training. The NEET rate increased for all population groups except for whites between 2018 and 2023 with black Africans recording the highest increase by 2,8 percentage points. In contrast, the NEET rate for whites declined by 2.9 percentage points during the same period. Provincially, the highest NEET rate was recorded in North West (41,4%) while the Western Cape had the lowest NEET rate (29,6%) in 2023. Limpopo recorded the largest increase by 6,8 percentage points from 27,0% to 33,9% comparing 2018 and 2023.

Figure 6.18: NEET rate for youth aged 15–24 by sex, 2018 and 2023

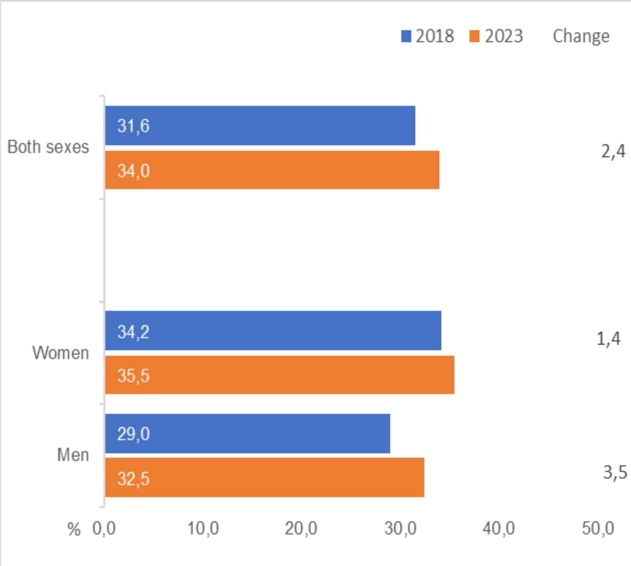
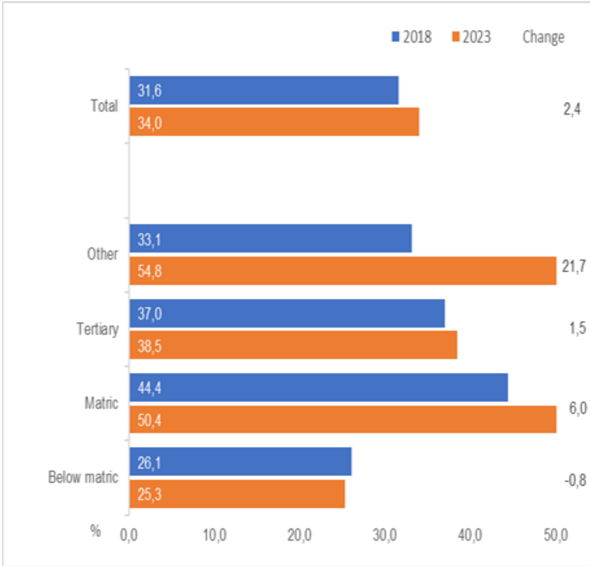
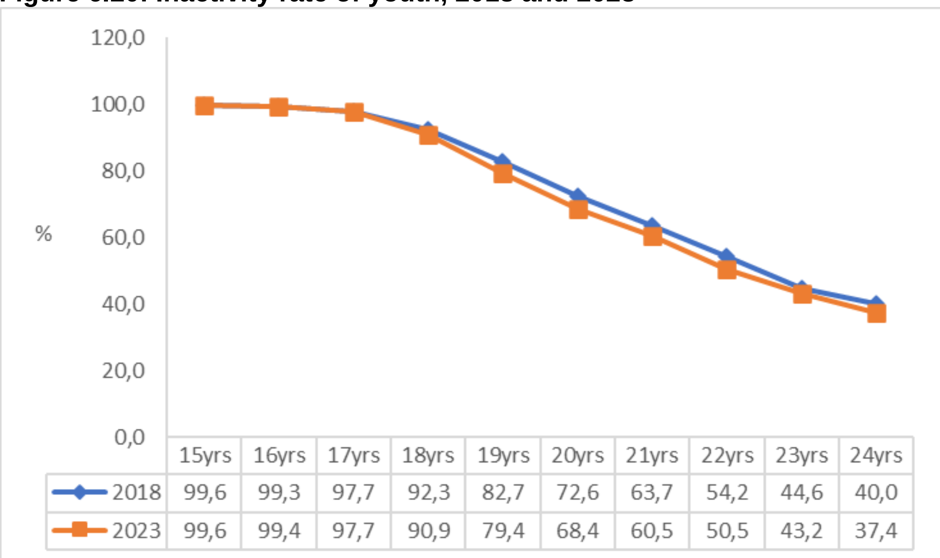


Figure 6.19: NEET rate for youth aged 15–24 by the level of education, 2018 and 2023



Young women are more likely to neither be in employment, education or training than young men. Figure 6.18 indicates that there are gender disparities in relation to the proportion of young people who are NEET. In 2023, 35,5% of young women aged 15-24 were NEET, while the rate among young men was 3,0 percentage points lower, at 32,5%. Low levels of education and skills are often associated with high levels of youth who are NEET. However, Figure 6.19 reflects an interesting picture for South Africa, the NEET rate among youth with higher levels of education was higher than that of those with lower levels of education. The highest NEET rate was recorded among youth with only a matric qualification in 2023.

Figure 6.20: Inactivity rate of youth, 2018 and 2023



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2018	99,6	99,3	97,7	92,3	82,7	72,6	63,7	54,2	44,6	40,0
2023	99,6	99,4	97,7	90,9	79,4	68,4	60,5	50,5	43,2	37,4

Figure 6.20 above, indicates that the inactivity rate declines with age. Between 2018 and 2023 there has been a decline in the number of youth who are not economically active (or out of the labour force). Young people aged 16 are the only group that recorded an increase in inactivity rate by 0,1 of a percentage point.

Summary and conclusion

- The number of young people aged 15–34 in the working-age population increased consecutively over the six years, the number increased from 20,3 million in 2018 to 20,8 million in 2023 (an increase of 533 000).
- Young people (15-34) in the labour market continue to be more vulnerable compared to adults, bearing the brunt of higher unemployment rates, low absorption and low participation rates compared to that of their adult counterparts.
- Over the period 2018–2023, the unemployment rate for youth was approximately double the rate of adults.
- Trade, Community and social services and Finance industries provided more job opportunities for the youth compared to other industries.
- Between 2018 and 2023, Elementary and Sales occupations contributed the highest shares to youth employment.
- Over 89% of employed youth in 2023 were employees, 8,2% worked as own-account workers while 3,2% were employers.
- Between 2018 and 2023, young people aged 15–34 accounted for the largest share of unemployed persons in long-term and short-term unemployment.
- Of the young people that were unemployed, 44,0% did not finish matric, 45,3% had completed matric and only 10,1% had a tertiary education.
- Young people with a higher level of education experienced lower unemployment rates, high participation rates and high absorption rates.
- Chances of finding employment are more likely to increase with previous work experience. In 2023, 58,4% of unemployed youth in the country had no previous work experience.
- Nationally,the proportion of youth who were discouraged declined by 0,2 of a percentage point, between 2018 and 2023.Youth without matric were about 11 times more likely to be discouraged compared to those with a tertiary qualification in 2023.
- Young women are more likely to be NEET than young men. In 2023, 35,5% of young women aged 15-24 were NEET, while the rate among young men was 3.0 percentage points lower, at 32,5%. Additionally, the highest NEET rate was recorded among youth with only a matric qualification in 2023.

Chapter 7: Own-use production work

Background

Own-use production work refers to the production of goods and provision of services for own final use. To account for this, the 19th International Conference of Labour Statisticians (ICLS) introduced the concept of work and distinguishes own-use activities from market-oriented production on the basis of the intended destination of output[21]. Persons who are engaged in own-use production work are therefore defined as all those of working-age who, during a short reference period, performed any activity for at least one hour to produce goods or provide services for their own final use[22]. Production of goods and services for own final consumption by household members is a significant part of total production in many countries[23]. As measured by the QLFS in the South African context, this production of goods and services by household members for own final use includes activities such as subsistence farming, fetching water or collecting wood or dung, production of other goods for household use, construction or major repairs to own or household dwelling or structure, and hunting or fishing for household use.

Introduction

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

Table 7.1: Types of own-use activities, 2018–2023

	2018	2019	2020	2021	2022	2023
	Thousand					
Subsistence farming	1 835	1 936	2 647	2 517	2 254	2 281
Fetching water or collecting wood/dung	4 454	4 220	4 545	4 587	4 261	4 633
Produce other goods for household use	163	188	201	260	273	299
Construction or major repairs to own or household dwelling/structure	401	430	459	430	511	304
Hunting or fishing for household use	33	29	45	54	46	34
Involvement in at least one activity	**5 679**	**5 510**	**6 195**	**6 057**	**5 798**	**6 119**
	% of working age					
Subsistence farming	4,8	5,0	6,8	6,3	5,6	5,6
Fetching water or collecting wood/dung	11,8	11,0	11,6	11,6	10,6	11,4
Produce other goods for household use	0,4	0,5	0,5	0,7	0,7	0,7
Construction or major repairs to own or household dwelling/structure	1,1	1,1	1,2	1,1	1,3	0,7
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**15,0**	**14,3**	**15,8**	**15,3**	**14,4**	**15,0**

Table 7.1 above, shows the number and percentage comparisons between types of own-use activities from 2018 to 2023 performed by household members aged 15-64. Fetching water or collecting wood was the

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

main type of activity undertaken by household members for own use over the period 2018– 2023. The proportion of the working-age population engaged in this activity decreased by 0,4 percentage points from 11,8% in 2018 to 11,4% in 2023.

Hunting or fishing for household use was found to be the least activity undertaken by household members. The number of household members who were engaged in activities for own use increased in all activities except among those who did construction or major repairs to own or household dwelling/structure and hunting or fishing for household use between 2018 and 2023.

Table 7.2: Engagement in at least one own-use activity, 2018–2023

	2018	2019	2020	2021	2022	2023	Change: 2023-2022
	Thousand						
South Africa	**5 679**	**5 510**	**6 195**	**6 057**	**5 798**	**6 119**	**440**
Male	2 547	2 502	2 852	2 809	2 738	2 875	328
Female	3 133	3 008	3 343	3 248	3 060	3 245	112
Age group							
15-24	1 909	1 707	1 900	1 786	1 611	1 685	-224
25-34	1 436	1 450	1 630	1 636	1 526	1 656	220
35-44	1 022	1 007	1 126	1 113	1 140	1 181	159
45-54	759	796	873	879	891	954	195
55-64	553	550	666	644	629	643	90
Population group							
Black African	5 489	5 336	5 987	5 789	5 551	5 914	425
Coloured	96	91	99	172	156	117	21
Indian/Asian	24	11	14	20	23	11	-12
White	70	72	96	76	68	76	6
Province							
Western Cape	126	88	162	225	252	213	87
Eastern cape	1 321	1 324	1 522	1 528	1 339	1 310	-11
Northern Cape	106	127	135	129	109	136	30
Free State	147	181	271	90	106	146	-1
KwaZulu-Natal	1 746	1 733	1 973	1 999	1 959	2 309	563
North West	517	407	414	483	554	528	11
Gauteng	188	181	178	151	201	219	31
Mpumalanga	521	553	606	577	536	610	89
Limpopo	1 008	915	934	874	742	649	-360

The total number of people engaged in at least one own-use activity in South Africa increased by 440 000, from 5,7 million in 2018 to 6,1 million in 2023. While there was a noticeable increase in male engagement of 328 000, the increase in female engagement was smaller with 112 000. The largest increase was observed with the 25-34 age group by 220 000 while the 15-24 age group saw a decline of 224 000. The black African population group experienced the most significant increase of 425 000; while the Indian/Asian group saw a decline of 12 000. KwaZulu-Natal had the most significant increase of 563 000; while Limpopo experienced the largest decline of 360 000.

Figure 7.3: Distribution of those engaged in at least one activity for own-use by sex, 2023

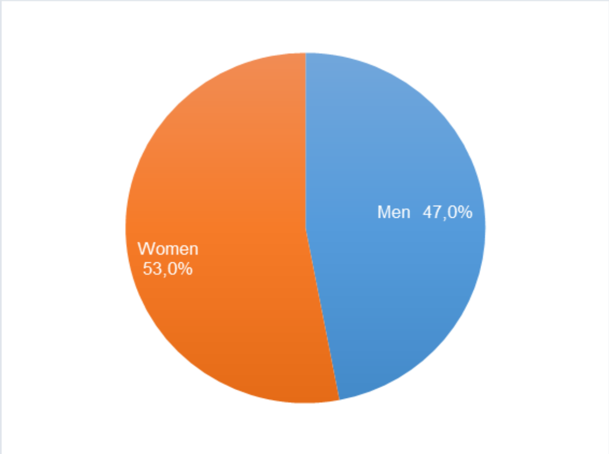
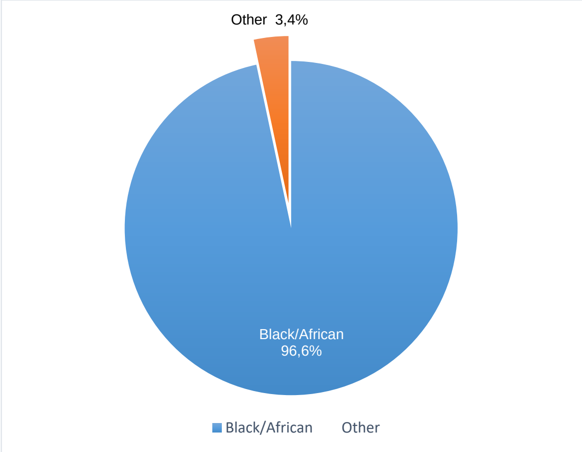


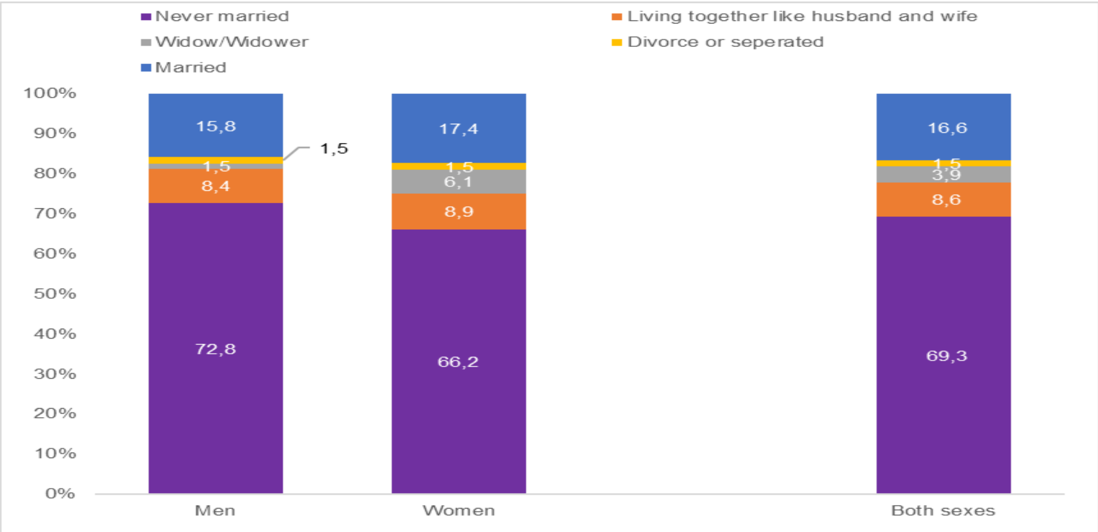
Figure 7.4: Distribution of those engaged in at least one activity for own-use by population group, 2023



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

Women are more likely to perform activities for own-household consumption than men. In 2023, the distribution of the working-age population engaged in at least one activity for own-use revealed that women accounted for a larger share (53,0%) than men (47,0%). During the same period, black Africans accounted for the largest share (96,6%) of involvement in own-use activities when compared to other population groups.

Figure 7.5: Distribution of those engaged in at least one activity for own use by marital status and sex, 2023



The figure above indicates that the majority of individuals engaged in at least one own-use activity are those who have never married, with a higher percentage among men being 72,8% compared to women with 66,2%. Married women (17,4%) are more likely to be involved in own-use production activities than married men (15,8%). Among men and women; widowed and divorced/separated individuals account for a 1,5% share in undertaking at least one own-use activity.

Figure 7.6: Distribution of those engaged in at least one activity for own-use activities by age, 2018 and 2023

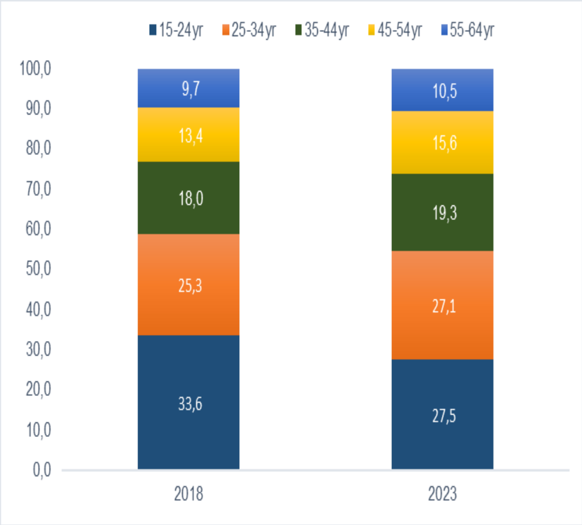


Figure 7.7: Distribution of those engaged in at least one activity for own-use activities by level of education, 2018 and 2023

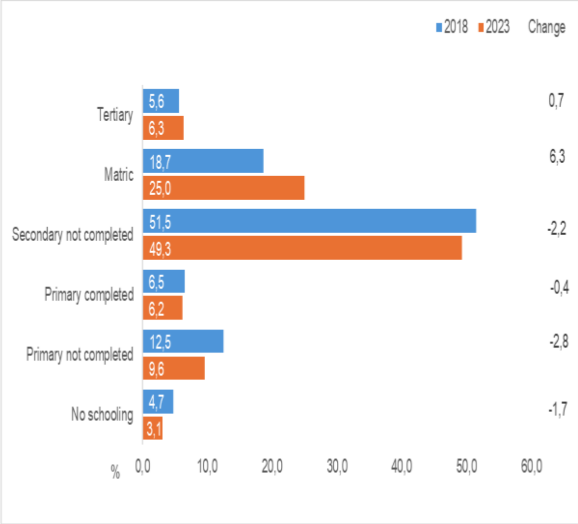
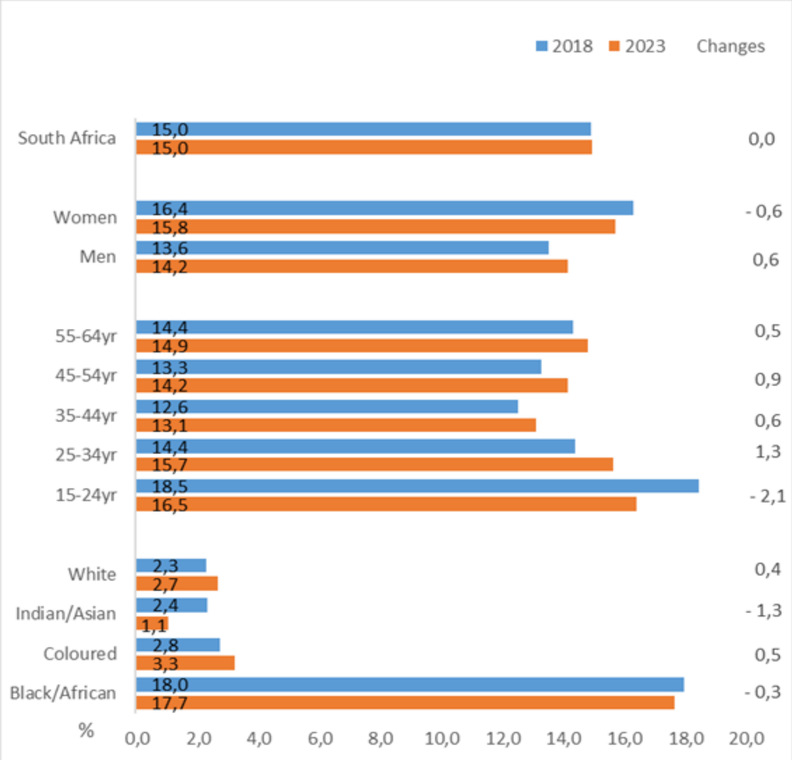


Figure 7.6 above, illustrates in 2023, young people aged 15 to 24 accounted for the largest share of those engaged in at least one own-use activity (27.5%), followed closely by those aged 25 to 34 (27,1%). Adults aged 55 to 64 had the lowest share of engagement in own-use activities at 10,5%. Individuals with incomplete secondary education accounted for the largest share of those engaged in own-use activities in 2023, representing 49,3%. This is a decrease of 2,2 percentage points from 51,5% in 2018. Those with a tertiary qualification represented the lowest share at 6,3% in 2023, an increase of 0,7 percentage points from 2018.

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

Figure 7.8: Involvement in at least one own-use activity as a proportion of the working-age population by sex, age group and population group, 2018 and 2023



The proportions of the working-age population engaged in at least one own-use activity remained the same between 2018 and 2023. The proportion of women who were engaged in activities for own use only decreased by 0,6 of a percentage point between 2018 and 2023. The proportion of men increased from 13,6% in 2018 to 14,2% in 2023. The age group distribution shows that the largest decrease was among those aged 15 to 24 by 2,1 percentage points, from 18,5% in 2018 to 16,5% in 2023. The proportion of the working-age population engaged in activities for own use decreased among black Africans from 18,0% in 2018 to 17,7% in 2023, while other population groups reported proportions below 5,0%.

Figure 7.9: Engagement in at least one own-use activity by province, 2018 and 2023

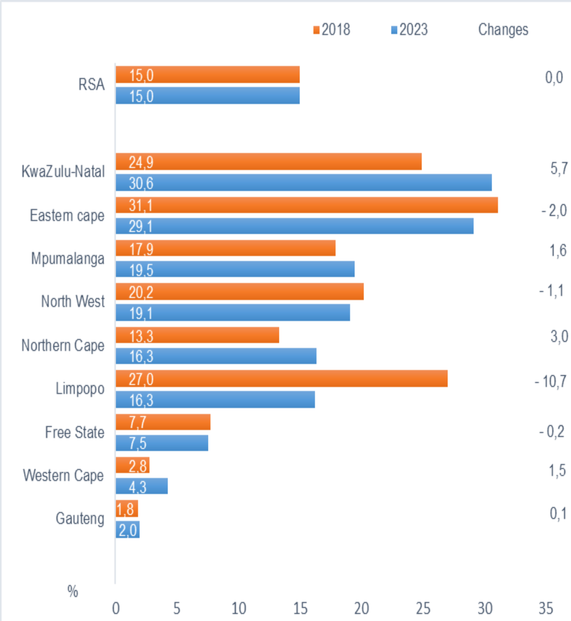
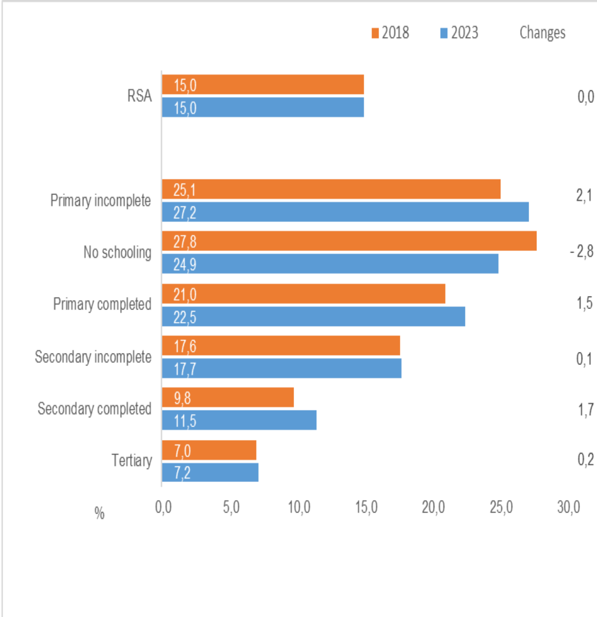


Figure 7.10: Engagement in at least one own-use activity by education, 2018 and 2023



KwaZulu-Natal (30,6%) and Eastern Cape (29,1%) accounted for the highest share of the working-age population engaged in at least one own-use activity in 2023. The proportion of individuals engaged in at least one own-use activity decreased in four of the nine provinces. Limpopo recorded the largest decrease of 10,7 percentage points, from 27,0% in 2018 to 16,3% in 2023. Free State, Western Cape, and Gauteng had the lowest proportions of the working-age population engaged in at least one own-use activity.

In 2023, 27,2% of individuals with incomplete primary education were engaged in own-use activities and this has increased by 2,1 percentage points compared to 2018. Only 7,2% of those with a tertiary education level were engaged in own-use activities in 2023 (up by 0,2 percentage points). Individuals with lower levels of education were more likely to be engaged in at least one own-use activity.

Summary and conclusion

- Fetching water or collecting wood was the main type of activity undertaken by household members aged 15–64 for own use over the period 2018–2023. The proportion of the working-age population engaged in this activity decreased to 11,4% in 2023 from 11,8% in 2018.
- 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 Mpumalanga.

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 2018–2023 are averages of the results obtained for the four quarters each year over the period 2018 to 2023.

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

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

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

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

Current master sample

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

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

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

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

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

Bias-adjustment procedure

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

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

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

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

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

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

Trimming of the Panel Adjusted Base Weight

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

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

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

(3)

Calibration

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

Final Sample Weight

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

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

(4)

Limitations

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

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

Key differences between the QLFS and the QES

	QLFS	QES
Coverage	Private households and workers' hostels Non-institutional population (15 years and older) Total employment (including 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 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Women	19 158	19 447	19 731	20 012	20 292	20 565
Men	18 749	19 060	19 362	19 660	19 957	20 250
Population groups	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Black/African	30 474	31 065	31 647	32 225	32 806	33 379
Coloured	3 447	3 481	3 512	3 540	3 565	3 588
Indian/Asian	1 004	1 012	1 021	1 030	1 038	1 046
White	2 983	2 948	2 913	2 877	2 839	2 801
South Africa	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Western Cape	4 563	4 653	4 739	4 828	4 909	4 988
Eastern Cape	4 246	4 295	4 345	4 390	4 447	4 504
Northern Cape	795	803	811	818	826	834
Free State	1 899	1 907	1 914	1 921	1 928	1 935
KwaZulu Natal	7 015	7 122	7 227	7 330	7 437	7 542
North West	2 561	2 604	2 646	2 687	2 727	2 766
Gauteng	10 185	10 384	10 577	10 775	10 952	11 125
Mpumalanga	2 907	2 952	2 997	3 040	3 085	3 130
Limpopo	3 737	3 786	3 837	3 884	3 938	3 991

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

Table 2.2: Labour force characteristics by sex - All population groups						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Formal sector (Non-agricultural)	11 319	11 234	10 537	10 043	10 648	11 405
Informal sector (Non-agricultural)	2 937	2 973	2 545	2 632	2 927	3 083
Agriculture	845	861	820	838	863	914
Private households	1 292	1 281	1 160	1 177	1 106	1 100
Unemployed	6 103	6 579	6 283	7 658	7 834	7 900
Not economically active	15 411	15 578	17 749	17 323	16 871	16 413
Discouraged work-seekers	2 806	2 848	2 754	3 529	3 549	3 166
Other(not economically active)	12 604	12 729	14 996	13 794	13 321	13 247
Rates (%)						
Unemployment rate	27,1	28,7	29,4	34,3	33,5	32,4
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	59,3	59,5	54,6	56,3	58,1	59,8
Women						
Population 15-64 yrs	**19 158**	**19 447**	**19 731**	**20 012**	**20 292**	**20 565**
Labour Force	**10 193**	**10 389**	**9 601**	**10 053**	**10 617**	**11 211**
Employed	7 207	7 197	6 601	6 374	6 835	7 300
Formal sector (Non-agricultural)	4 827	4 808	4 544	4 332	4 713	5 057
Informal sector (Non-agricultural)	1 098	1 131	926	926	1 013	1 114
Agriculture	281	272	259	238	272	293
Private households	1 001	986	872	878	837	836
Unemployed	2 986	3 192	2 999	3 678	3 782	3 911
Not economically active	8 965	9 058	10 130	9 959	9 674	9 354
Discouraged work-seekers	1 564	1 526	1 474	1 932	1 900	1 674
Other(not economically active)	7 401	7 532	8 657	8 027	7 774	7 680
Rates (%)						
Unemployment rate	29,3	30,7	31,2	36,6	35,6	34,9
Employed / population ratio (Absorption)	37,6	37,0	33,5	31,9	33,7	35,5
Labour force participation rate	53,2	53,4	48,7	50,2	52,3	54,5
Men						
Population 15-64 yrs	**18 749**	**19 060**	**19 362**	**19 660**	**19 957**	**20 250**
Labour Force	**12 303**	**12 540**	**11 743**	**12 296**	**12 761**	**13 191**
Employed	9 186	9 153	8 460	8 316	8 709	9 202
Formal sector (Non-agricultural)	6 492	6 426	5 993	5 711	5 935	6 348
Informal sector (Non-agricultural)	1 839	1 843	1 618	1 706	1 914	1 969
Agriculture	564	589	561	600	591	621
Private households	291	295	288	299	269	263
Unemployed	3 117	3 387	3 283	3 980	4 052	3 989
Not economically active	6 446	6 520	7 619	7 364	7 196	7 059
Discouraged work-seekers	1 242	1 322	1 280	1 597	1 649	1 492
Other(not economically active)	5 204	5 197	6 339	5 766	5 547	5 567
Rates (%)						
Unemployment rate	25,3	27,0	28,0	32,4	31,8	30,2
Employed / population ratio (Absorption)	49,0	48,0	43,7	42,3	43,6	45,4
Labour force participation rate	65,6	65,8	60,6	62,5	63,9	65,1

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 2.3: Labour force characteristics by population group						
	QLFS 2018 Thousand	**QLFS 2019 Thousand**	**QLFS 2020 Thousand**	**QLFS 2021 Thousand**	**QLFS 2022 Thousand**	**QLFS 2023 Thousand**
South Africa						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	6 103	6 579	6 283	7 658	7 834	7 900
Not economically active	15 411	15 578	17 749	17 323	16 871	16 413
Rates (%)						
Unemployment rate	27,1	28,7	29,4	34,3	33,5	32,4
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	59,3	59,5	54,6	56,3	58,1	59,8
Black/African						
Population 15-64 yrs	**30 474**	**31 065**	**31 647**	**32 225**	**32 806**	**33 379**
Labour Force	**17 674**	**18 113**	**16 867**	**17 803**	**18 732**	**19 669**
Employed	12 280	12 269	11 279	11 010	11 710	12 485
Unemployed	5 394	5 843	5 588	6 793	7 022	7 184
Not economically active	12 800	12 952	14 780	14 422	14 075	13 710
Rates (%)						
Unemployment rate	30,5	32,3	33,1	38,2	37,5	36,5
Employed / population ratio (Absorption)	40,3	39,5	35,6	34,2	35,7	37,4
Labour force participation rate	58,0	58,3	53,3	55,2	57,1	58,9
Coloured						
Population 15-64 yrs	**3 447**	**3 481**	**3 512**	**3 540**	**3 565**	**3 588**
Labour Force	**2 203**	**2 215**	**1 971**	**2 018**	**2 137**	**2 212**
Employed	1 711	1 699	1 514	1 444	1 583	1 728
Unemployed	492	516	458	575	554	484
Not economically active	1 244	1 266	1 541	1 522	1 428	1 376
Rates (%)						
Unemployment rate	22,3	23,3	23,2	28,5	25,9	21,9
Employed / population ratio (Absorption)	49,6	48,8	43,1	40,8	44,4	48,1
Labour force participation rate	63,9	63,6	56,1	57,0	59,9	61,6
Indian/Asian						
Population 15-64 yrs	**1 004**	**1 012**	**1 021**	**1 030**	**1 038**	**1 046**
Labour Force	**601**	**604**	**588**	**586**	**628**	**624**
Employed	534	528	503	463	533	539
Unemployed	67	75	85	123	95	85
Not economically active	403	409	433	444	410	422
Rates (%)						
Unemployment rate	11,2	12,5	14,4	21,0	15,1	13,6
Employed / population ratio (Absorption)	53,2	52,2	49,3	45,0	51,4	51,6
Labour force participation rate	59,9	59,6	57,6	56,9	60,5	59,7
White						
Population 15-64 yrs	**2 983**	**2 948**	**2 913**	**2 877**	**2 839**	**2 801**
Labour Force	**2 019**	**1 998**	**1 918**	**1 942**	**1 881**	**1 896**
Employed	1 869	1 853	1 766	1 774	1 718	1 750
Unemployed	150	145	152	168	163	147
Not economically active	964	951	995	935	958	905
Rates (%)						
Unemployment rate	7,4	7,2	7,9	8,7	8,6	7,7
Employed / population ratio (Absorption)	62,7	62,8	60,6	61,7	60,5	62,5
Labour force participation rate	67,7	67,8	65,8	67,5	66,2	67,7

Table 2.4: Labour force characteristics by age group

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
15-64 years						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	6 103	6 579	6 283	7 658	7 834	7 900
Not economically active	15 411	15 578	17 749	17 323	16 871	16 413
Rates (%)						
Unemployment rate	27,1	28,7	29,4	34,3	33,5	32,4
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	59,3	59,5	54,6	56,3	58,1	59,8
15-24 years						
Population 15-24 yrs	**10 309**	**10 289**	**10 263**	**10 239**	**10 228**	**10 238**
Labour Force	**2 621**	**2 640**	**2 143**	**2 249**	**2 635**	**2 762**
Employed	1 222	1 135	871	783	1 015	1 103
Unemployed	1 399	1 505	1 272	1 467	1 619	1 659
Not economically active	7 688	7 649	8 120	7 989	7 593	7 475
Rates (%)						
Unemployment rate	53,4	57,0	59,3	65,2	61,5	60,1
Employed / population ratio (Absorption)	11,9	11,0	8,5	7,6	9,9	10,8
Labour force participation rate	25,4	25,7	20,9	22,0	25,8	27,0
25-34 years						
Population 25-34 yrs	**9 945**	**10 087**	**10 224**	**10 352**	**10 463**	**10 548**
Labour Force	**7 364**	**7 465**	**6 882**	**7 202**	**7 457**	**7 744**
Employed	4 903	4 823	4 356	4 115	4 406	4 689
Unemployed	2 461	2 642	2 526	3 087	3 051	3 055
Not economically active	2 581	2 623	3 342	3 150	3 006	2 805
Rates (%)						
Unemployment rate	33,4	35,4	36,7	42,9	40,9	39,4
Employed / population ratio (Absorption)	49,3	47,8	42,6	39,8	42,1	44,5
Labour force participation rate	74,0	74,0	67,3	69,6	71,3	73,4
35-44 years						
Population 35-44 yrs	**8 118**	**8 275**	**8 439**	**8 614**	**8 799**	**8 985**
Labour Force	**6 546**	**6 632**	**6 290**	**6 632**	**6 840**	**7 110**
Employed	5 137	5 124	4 757	4 718	4 893	5 104
Unemployed	1 409	1 509	1 533	1 915	1 946	2 006
Not economically active	1 571	1 642	2 150	1 982	1 960	1 875
Rates (%)						
Unemployment rate	21,5	22,7	24,4	28,9	28,5	28,2
Employed / population ratio (Absorption)	63,3	61,9	56,4	54,8	55,6	56,8
Labour force participation rate	80,6	80,2	74,5	77,0	77,7	79,1
45-54 years						
Population 45-54 yrs	**5 690**	**5 897**	**6 104**	**6 310**	**6 516**	**6 716**
Labour Force	**4 227**	**4 429**	**4 327**	**4 577**	**4 767**	**4 956**
Employed	3 560	3 681	3 564	3 597	3 766	3 978
Unemployed	667	748	763	980	1 000	978
Not economically active	1 463	1 467	1 777	1 734	1 749	1 759
Rates (%)						
Unemployment rate	15,8	16,9	17,6	21,4	21,0	19,7
Employed / population ratio (Absorption)	62,6	62,4	58,4	57,0	57,8	59,2
Labour force participation rate	74,3	75,1	70,9	72,5	73,2	73,8
55-64 years						
Population 55-64 yrs	**3 846**	**3 959**	**4 063**	**4 157**	**4 242**	**4 328**
Labour Force	**1 738**	**1 762**	**1 702**	**1 689**	**1 679**	**1 828**
Employed	1 571	1 587	1 513	1 479	1 462	1 628
Unemployed	167	175	189	210	217	201
Not economically active	2 107	2 196	2 361	2 468	2 563	2 499
Rates (%)						
Unemployment rate	9,6	9,9	11,1	12,4	12,9	11,0
Employed / population ratio (Absorption)	40,9	40,1	37,2	35,6	34,5	37,6
Labour force participation rate	45,2	44,5	41,9	40,6	39,6	42,2

Table 2.5: Labour force characteristics by province

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
South Africa						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**	**24 401**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	6 103	6 579	6 283	7 658	7 834	7 900
Not economically active	15 411	15 578	17 749	17 323	16 871	16 413
Discouraged work-seekers	2 806	2 848	2 754	3 529	3 549	3 166
Other	12 604	12 729	14 996	13 794	13 321	13 247
Rates (%)						
Unemployment rate	27,1	28,7	29,4	34,3	33,5	32,4
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	59,3	59,5	54,6	56,3	58,1	59,8
Western Cape						
Population 15-64 yrs	**4 563**	**4 653**	**4 739**	**4 828**	**4 909**	**4 988**
Labour Force	**3 133**	**3 157**	**2 905**	**3 058**	**3 218**	**3 425**
Employed	2 506	2 507	2 309	2 263	2 416	2 715
Unemployed	627	650	597	794	802	710
Not economically active	1 430	1 496	1 834	1 770	1 691	1 563
Discouraged work-seekers	59	62	92	74	113	132
Other	1 371	1 434	1 742	1 696	1 578	1 430
Rates (%)						
Unemployment rate	20,0	20,6	20,5	26,0	24,9	20,7
Employed / population ratio (Absorption)	54,9	53,9	48,7	46,9	49,2	54,4
Labour force participation rate	68,7	67,9	61,3	63,3	65,6	68,7
Western Cape - Non metro						
Population 15-64 yrs	**1 657**	**1 692**	**1 728**	**1 759**	**1 783**	**1 810**
Labour Force	**1 096**	**1 114**	**1 016**	**1 050**	**1 115**	**1 154**
Employed	907	912	848	815	885	966
Unemployed	189	203	168	235	231	188
Not economically active	561	578	712	709	668	656
Discouraged work-seekers	44	42	63	50	89	99
Other	518	536	649	660	579	558
Rates (%)						
Unemployment rate	17,3	18,2	16,5	22,4	20,7	16,3
Employed / population ratio (Absorption)	54,7	53,9	49,1	46,3	49,6	53,3
Labour force participation rate	66,1	65,9	58,8	59,7	62,5	63,7
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 905**	**2 961**	**3 012**	**3 068**	**3 126**	**3 177**
Labour Force	**2 037**	**2 043**	**1 890**	**2 008**	**2 103**	**2 271**
Employed	1 599	1 595	1 460	1 448	1 532	1 749
Unemployed	438	447	429	559	571	522
Not economically active	868	918	1 122	1 061	1 023	906
Discouraged work-seekers	16	20	29	25	25	34
Other	853	898	1 093	1 036	999	873
Rates (%)						
Unemployment rate	21,5	21,9	22,7	27,9	27,2	23,0
Employed / population ratio (Absorption)	55,0	53,9	48,5	47,2	49,0	55,1
Labour force participation rate	70,1	69,0	62,7	65,4	67,3	71,5

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 (continued)

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Eastern Cape						
Population 15-64 yrs	**4 246**	**4 295**	**4 345**	**4 390**	**4 447**	**4 504**
Labour Force	**2 153**	**2 183**	**2 196**	**2 307**	**2 350**	**2 366**
Employed	1 391	1 370	1 250	1 250	1 344	1 418
Unemployed	762	813	947	1 058	1 006	948
Not economically active	2 094	2 112	2 148	2 082	2 097	2 138
Discouraged work-seekers	376	353	242	260	285	143
Other	1 718	1 759	1 906	1 823	1 813	1 995
Rates (%)						
Unemployment rate	35,4	37,2	43,1	45,8	42,8	40,1
Employed / population ratio (Absorption)	32,8	31,9	28,8	28,5	30,2	31,5
Labour force participation rate	50,7	50,8	50,6	52,6	52,8	52,5
Eastern Cape - Non Metro						
Population 15-64 yrs	**2 919**	**2 950**	**2 982**	**3 008**	**3 041**	**3 074**
Labour Force	**1 262**	**1 299**	**1 341**	**1 440**	**1 437**	**1 460**
Employed	794	781	703	712	737	802
Unemployed	468	518	638	728	701	657
Not economically active	1 658	1 650	1 640	1 569	1 603	1 615
Discouraged work-seekers	351	326	229	223	228	132
Other	1 307	1 324	1 411	1 345	1 376	1 483
Rates (%)						
Unemployment rate	37,1	39,9	47,6	50,6	48,7	45,0
Employed / population ratio (Absorption)	27,2	26,5	23,6	23,7	24,2	26,1
Labour force participation rate	43,2	44,0	45,0	47,9	47,3	47,5
Eastern Cape - Buffalo City						
Population 15-64 yrs	**513**	**519**	**525**	**531**	**543**	**552**
Labour Force	**336**	**340**	**330**	**314**	**329**	**378**
Employed	241	241	230	207	226	261
Unemployed	95	99	101	106	102	117
Not economically active	177	179	194	218	214	174
Discouraged work-seekers	24	22	10	31	44	1
Other	153	157	184	187	170	173
Rates (%)						
Unemployment rate	28,1	29,2	30,4	33,9	31,2	30,9
Employed / population ratio (Absorption)	47,1	46,4	43,8	39,0	41,7	47,3
Labour force participation rate	65,5	65,5	63,0	59,0	60,5	68,5
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**814**	**826**	**838**	**850**	**864**	**878**
Labour Force	**555**	**544**	**525**	**554**	**584**	**529**
Employed	356	349	316	331	381	354
Unemployed	199	195	208	223	203	174
Not economically active	259	282	314	296	280	349
Discouraged work-seekers	1	5	3	5	13	10
Other	258	278	310	291	267	339
Rates (%)						
Unemployment rate	35,9	35,9	39,7	40,3	34,8	33,0
Employed / population ratio (Absorption)	43,7	42,2	37,7	38,9	44,1	40,4
Labour force participation rate	68,2	65,8	62,6	65,2	67,6	60,2

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

Table 2.5: Labour force characteristics by province (continued)						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Northern cape						
Population 15-64 yrs	**795**	**803**	**811**	**818**	**826**	**834**
Labour Force	**443**	**444**	**401**	**371**	**429**	**449**
Employed	321	320	296	277	325	329
Unemployed	122	124	105	94	104	120
Not economically active	352	359	410	447	397	385
Discouraged work-seekers	62	76	71	124	127	99
Other	290	283	340	323	270	285
Rates (%)						
Unemployment rate	27,6	28,0	26,1	25,3	24,3	26,7
Employed / population ratio (Absorption)	40,3	39,8	36,5	33,9	39,3	39,5
Labour force participation rate	55,8	55,3	49,4	45,3	51,9	53,9
Free State						
Population 15-64 yrs	**1 899**	**1 907**	**1 914**	**1 921**	**1 928**	**1 935**
Labour Force	**1 208**	**1 222**	**1 080**	**1 135**	**1 186**	**1 179**
Employed	796	798	715	718	795	747
Unemployed	412	424	365	417	391	432
Not economically active	691	685	834	786	742	755
Discouraged work-seekers	77	110	84	124	114	107
Other	614	575	750	662	628	648
Rates (%)						
Unemployment rate	34,1	34,7	33,8	36,7	33,0	36,6
Employed / population ratio (Absorption)	41,9	41,8	37,4	37,4	41,2	38,6
Labour force participation rate	63,6	64,1	56,4	59,1	61,5	61,0
Free State - Non Metro						
Population 15-64 yrs	**1 353**	**1 350**	**1 347**	**1 347**	**1 371**	**1 378**
Labour Force	**831**	**840**	**751**	**811**	**849**	**842**
Employed	535	533	486	475	543	521
Unemployed	296	307	265	336	306	320
Not economically active	522	510	596	536	522	537
Discouraged work-seekers	68	81	49	55	58	66
Other	453	429	547	481	464	471
Rates (%)						
Unemployment rate	35,7	36,5	35,3	41,4	36,0	38,1
Employed / population ratio (Absorption)	39,5	39,5	36,1	35,3	39,6	37,8
Labour force participation rate	61,4	62,2	55,7	60,2	61,9	61,1
Free State - Mangaung						
Population 15-64 yrs	**546**	**556**	**567**	**574**	**557**	**556**
Labour Force	**376**	**381**	**330**	**324**	**337**	**337**
Employed	261	264	229	243	252	226
Unemployed	115	117	100	81	85	112
Not economically active	169	175	238	249	220	219
Discouraged work-seekers	9	29	35	69	56	41
Other	160	146	203	181	164	177
Rates (%)						
Unemployment rate	30,7	30,6	30,4	25,0	25,3	33,1
Employed / population ratio (Absorption)	47,8	47,5	40,5	42,4	45,2	40,6
Labour force participation rate	69,0	68,5	58,1	56,5	60,5	60,7

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 (continued)						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
KwaZulu-Natal						
Population 15-64 yrs	**7 015**	**7 122**	**7 227**	**7 330**	**7 437**	**7 542**
Labour Force	**3 424**	**3 549**	**3 305**	**3 472**	**3 649**	**3 899**
Employed	2 630	2 643	2 453	2 393	2 483	2 722
Unemployed	795	906	852	1 079	1 166	1 178
Not economically active	3 591	3 573	3 922	3 858	3 788	3 643
Discouraged work-seekers	829	793	743	884	1 026	902
Other	2 761	2 780	3 179	2 975	2 762	2 741
Rates (%)						
Unemployment rate	23,2	25,5	25,8	31,1	32,0	30,2
Employed / population ratio (Absorption)	37,5	37,1	33,9	32,6	33,4	36,1
Labour force participation rate	48,8	49,8	45,7	47,4	49,1	51,7
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 586**	**4 665**	**4 746**	**4 815**	**4 847**	**4 905**
Labour Force	**1 921**	**2 048**	**1 997**	**2 043**	**2 088**	**2 334**
Employed	1 425	1 469	1 366	1 311	1 275	1 488
Unemployed	496	579	630	732	813	846
Not economically active	2 665	2 617	2 750	2 772	2 759	2 571
Discouraged work-seekers	698	653	567	669	750	616
Other	1 967	1 964	2 183	2 103	2 010	1 955
Rates (%)						
Unemployment rate	25,8	28,3	31,6	35,8	38,9	36,2
Employed / population ratio (Absorption)	31,1	31,5	28,8	27,2	26,3	30,3
Labour force participation rate	41,9	43,9	42,1	42,4	43,1	47,6
KwaZulu-Natal - eThekwini						
Population 15-64 yrs	**2 429**	**2 457**	**2 481**	**2 515**	**2 590**	**2 638**
Labour Force	**1 504**	**1 501**	**1 308**	**1 429**	**1 561**	**1 565**
Employed	1 204	1 173	1 087	1 082	1 207	1 233
Unemployed	299	327	222	347	354	332
Not economically active	926	956	1 172	1 087	1 029	1 072
Discouraged work-seekers	131	140	176	215	277	286
Other	794	816	996	872	752	786
Rates (%)						
Unemployment rate	19,9	21,8	17,0	24,3	22,7	21,2
Employed / population ratio (Absorption)	49,6	47,8	43,8	43,0	46,6	46,8
Labour force participation rate	61,9	61,1	52,7	56,8	60,3	59,3
North West						
Population 15-64 yrs	**2 561**	**2 604**	**2 646**	**2 687**	**2 727**	**2 766**
Labour Force	**1 337**	**1 365**	**1 320**	**1 377**	**1 370**	**1 459**
Employed	980	960	929	905	895	903
Unemployed	356	405	390	472	475	556
Not economically active	1 225	1 239	1 326	1 310	1 357	1 307
Discouraged work-seekers	308	286	237	309	358	359
Other	917	953	1 089	1 000	999	948
Rates (%)						
Unemployment rate	26,7	29,7	29,6	34,2	34,7	38,1
Employed / population ratio (Absorption)	38,3	36,9	35,1	33,7	32,8	32,6
Labour force participation rate	52,2	52,4	49,9	51,2	50,2	52,7

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 (continued)						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng						
Population 15-64 yrs	**10 185**	**10 384**	**10 577**	**10 775**	**10 952**	**11 125**
Labour Force	**7 196**	**7 330**	**6 825**	**7 110**	**7 348**	**7 592**
Employed	5 091	5 097	4 671	4 562	4 800	5 007
Unemployed	2 105	2 234	2 154	2 548	2 548	2 586
Not economically active	2 989	3 054	3 751	3 665	3 603	3 533
Discouraged work-seekers	427	396	519	800	629	556
Other	2 561	2 658	3 233	2 864	2 974	2 978
Rates (%)						
Unemployment rate	29,3	30,5	31,6	35,8	34,7	34,1
Employed / population ratio (Absorption)	50,0	49,1	44,2	42,3	43,8	45,0
Labour force participation rate	70,7	70,6	64,5	66,0	67,1	68,2
Gauteng - Non Metro						
Population 15-64 yrs	**1 343**	**1 353**	**1 364**	**1 380**	**1 441**	**1 471**
Labour Force	**838**	**842**	**765**	**690**	**860**	**1 004**
Employed	603	583	562	482	532	603
Unemployed	234	259	203	208	327	401
Not economically active	505	512	599	690	581	468
Discouraged work-seekers	126	110	158	281	147	94
Other	379	402	441	409	434	374
Rates (%)						
Unemployment rate	28,0	30,7	26,6	30,1	38,1	39,9
Employed / population ratio (Absorption)	44,9	43,1	41,2	35,0	37,0	41,0
Labour force participation rate	62,4	62,2	56,1	50,0	59,7	68,2
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 555**	**2 591**	**2 623**	**2 666**	**2 744**	**2 794**
Labour Force	**1 820**	**1 892**	**1 699**	**1 743**	**1 678**	**1 765**
Employed	1 245	1 302	1 174	1 159	1 149	1 209
Unemployed	575	590	525	585	529	555
Not economically active	735	699	925	923	1 066	1 029
Discouraged work-seekers	100	110	134	205	262	235
Other	635	589	791	719	804	794
Rates (%)						
Unemployment rate	31,6	31,2	30,9	33,5	31,5	31,5
Employed / population ratio (Absorption)	48,7	50,2	44,8	43,5	41,9	43,3
Labour force participation rate	71,2	73,0	64,8	65,4	61,1	63,2
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 784**	**3 880**	**3 974**	**4 058**	**4 073**	**4 128**
Labour Force	**2 828**	**2 848**	**2 623**	**2 765**	**2 897**	**2 880**
Employed	2 012	1 954	1 765	1 705	1 883	1 930
Unemployed	816	894	858	1 060	1 014	950
Not economically active	956	1 032	1 352	1 294	1 177	1 248
Discouraged work-seekers	84	81	136	250	148	152
Other	872	950	1 215	1 043	1 028	1 096
Rates (%)						
Unemployment rate	28,9	31,4	32,7	38,3	35,0	33,0
Employed / population ratio (Absorption)	53,2	50,4	44,4	42,0	46,2	46,8
Labour force participation rate	74,7	73,4	66,0	68,1	71,1	69,8
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 503**	**2 560**	**2 615**	**2 669**	**2 694**	**2 733**
Labour Force	**1 711**	**1 749**	**1 739**	**1 911**	**1 914**	**1 944**
Employed	1 231	1 258	1 170	1 216	1 236	1 264
Unemployed	480	490	569	696	678	680
Not economically active	792	811	876	758	779	789
Discouraged work-seekers	117	95	91	65	71	75
Other	675	717	785	693	708	714
Rates (%)						
Unemployment rate	28,0	28,1	32,7	36,4	35,4	35,0
Employed / population ratio (Absorption)	49,2	49,1	44,7	45,5	45,9	46,3
Labour force participation rate	68,4	68,3	66,5	71,6	71,1	71,1

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 2.5: Labour force characteristics by province (concluded)						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Mpumalanga						
Population 15-64 yrs	**2 907**	**2 952**	**2 997**	**3 040**	**3 085**	**3 130**
Labour Force	**1 810**	**1 880**	**1 618**	**1 754**	**1 824**	**1 880**
Employed	1 221	1 233	1 167	1 114	1 159	1 188
Unemployed	589	647	451	640	665	692
Not economically active	1 097	1 072	1 379	1 286	1 262	1 250
Discouraged work-seekers	216	214	268	345	369	335
Other	881	858	1 111	941	893	915
Rates (%)						
Unemployment rate	32,5	34,4	27,9	36,5	36,5	36,8
Employed / population ratio (Absorption)	42,0	41,8	38,9	36,6	37,6	38,0
Labour force participation rate	62,3	63,7	54,0	57,7	59,1	60,1
Limpopo						
Population 15-64 yrs	**3 737**	**3 786**	**3 837**	**3 884**	**3 938**	**3 991**
Labour Force	**1 793**	**1 798**	**1 693**	**1 765**	**2 004**	**2 152**
Employed	1 458	1 423	1 271	1 209	1 328	1 473
Unemployed	335	375	421	557	676	678
Not economically active	1 944	1 988	2 145	2 119	1 934	1 839
Discouraged work-seekers	452	558	499	609	529	532
Other	1 492	1 430	1 646	1 509	1 405	1 307
Rates (%)						
Unemployment rate	18,7	20,9	24,9	31,5	33,7	31,5
Employed / population ratio (Absorption)	39,0	37,6	33,1	31,1	33,7	36,9
Labour force participation rate	48,0	47,5	44,1	45,5	50,9	53,9

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

,

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

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Formal sector (Non-agricultural)	11 319	11 234	10 537	10 043	10 648	11 405
Informal sector (Non-agricultural)	2 937	2 973	2 545	2 632	2 927	3 083
Agriculture	845	861	820	838	863	914
Private households	1 292	1 281	1 160	1 177	1 106	1 100
Unemployed	9 645	10 218	10 839	12 080	12 127	11 802
Not economically active	11 869	11 938	13 193	12 901	12 578	12 511
Rates (%)						
Unemployment rate	37,0	38,5	41,8	45,1	43,8	41,7
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	68,7	69,0	66,3	67,5	68,7	69,3
Women						
Population 15-64 yrs	**19 158**	**19 447**	**19 731**	**20 012**	**20 292**	**20 565**
Labour Force	**12 222**	**12 413**	**12 113**	**12 575**	**12 995**	**13 360**
Employed	7 207	7 197	6 601	6 374	6 835	7 300
Formal sector (Non-agricultural)	4 827	4 808	4 544	4 332	4 713	5 057
Informal sector (Non-agricultural)	1 098	1 131	926	926	1 013	1 114
Agriculture	281	272	259	238	272	293
Private households	1 001	986	872	878	837	836
Unemployed	5 015	5 216	5 512	6 200	6 160	6 060
Not economically active	6 936	7 034	7 618	7 437	7 296	7 204
Rates (%)						
Unemployment rate	41,0	42,0	45,5	49,3	47,4	45,4
Employed / population ratio (Absorption)	37,6	37,0	33,5	31,9	33,7	35,5
Labour force participation rate	63,8	63,8	61,4	62,8	64,0	65,0
Men						
Population 15-64 yrs	**18 749**	**19 060**	**19 362**	**19 660**	**19 957**	**20 250**
Labour Force	**13 816**	**14 155**	**13 787**	**14 196**	**14 676**	**14 943**
Employed	9 186	9 153	8 460	8 316	8 709	9 202
Formal sector (Non-agricultural)	6 492	6 426	5 993	5 711	5 935	6 348
Informal sector (Non-agricultural)	1 839	1 843	1 618	1 706	1 914	1 969
Agriculture	564	589	561	600	591	621
Private households	291	295	288	299	269	263
Unemployed	4 630	5 002	5 327	5 880	5 967	5 742
Not economically active	4 933	4 904	5 575	5 464	5 281	5 306
Rates (%)						
Unemployment rate	33,5	35,3	38,6	41,4	40,7	38,4
Employed / population ratio (Absorption)	49,0	48,0	43,7	42,3	43,6	45,4
Labour force participation rate	73,7	74,3	71,2	72,2	73,5	73,8

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

Table 2.7: Labour force characteristics by population group - Expanded definition of unemployment						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
South Africa						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	9 645	10 218	10 839	12 080	12 127	11 802
Not economically active	11 869	11 938	13 193	12 901	12 578	12 511
Rates (%)						
Unemployment rate	37,0	38,5	41,8	45,1	43,8	41,7
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	68,7	69,0	66,3	67,5	68,7	69,3
Black/African						
Population 15-64 yrs	**30 474**	**31 065**	**31 647**	**32 225**	**32 806**	**33 379**
Labour Force	**20 940**	**21 480**	**20 981**	**21 854**	**22 661**	**23 225**
Employed	12 280	12 269	11 279	11 010	11 710	12 485
Unemployed	8 660	9 211	9 702	10 844	10 951	10 740
Not economically active	9 534	9 584	10 667	10 371	10 145	10 154
Rates (%)						
Unemployment rate	41,4	42,9	46,2	49,6	48,3	46,2
Employed / population ratio (Absorption)	40,3	39,5	35,6	34,2	35,7	37,4
Labour force participation rate	68,7	69,1	66,3	67,8	69,1	69,6
Coloured						
Population 15-64 yrs	**3 447**	**3 481**	**3 512**	**3 540**	**3 565**	**3 588**
Labour Force	**2 368**	**2 398**	**2 263**	**2 287**	**2 397**	**2 466**
Employed	1 711	1 699	1 514	1 444	1 583	1 728
Unemployed	657	699	749	844	815	739
Not economically active	1 079	1 083	1 250	1 253	1 168	1 122
Rates (%)						
Unemployment rate	27,8	29,2	33,1	36,9	34,0	29,9
Employed / population ratio (Absorption)	49,6	48,8	43,1	40,8	44,4	48,1
Labour force participation rate	68,7	68,9	64,4	64,6	67,2	68,7
Indian/Asian						
Population 15-64 yrs	**1 004**	**1 012**	**1 021**	**1 030**	**1 038**	**1 046**
Labour Force	**647**	**640**	**648**	**638**	**691**	**677**
Employed	534	528	503	463	533	539
Unemployed	113	112	144	175	158	138
Not economically active	357	373	373	392	347	369
Rates (%)						
Unemployment rate	17,5	17,4	22,3	27,4	22,9	20,3
Employed / population ratio (Absorption)	53,2	52,2	49,3	45,0	51,4	51,6
Labour force participation rate	64,4	63,2	63,4	61,9	66,6	64,7
White						
Population 15-64 yrs	**2 983**	**2 948**	**2 913**	**2 877**	**2 839**	**2 801**
Labour Force	**2 084**	**2 050**	**2 010**	**1 992**	**1 921**	**1 936**
Employed	1 869	1 853	1 766	1 774	1 718	1 750
Unemployed	215	197	244	218	203	186
Not economically active	899	899	903	885	918	866
Rates (%)						
Unemployment rate	10,3	9,6	12,2	10,9	10,6	9,6
Employed / population ratio (Absorption)	62,7	62,8	60,6	61,7	60,5	62,5
Labour force participation rate	69,9	69,5	69,0	69,2	67,7	69,1

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 2.8: Labour force characteristics by age group

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
15-64 years						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	9 645	10 218	10 839	12 080	12 127	11 802
Not economically active	11 869	11 938	13 193	12 901	12 578	12 511
Rates (%)						
Unemployment rate	37,0	38,5	41,8	45,1	43,8	41,7
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	68,7	69,0	66,3	67,5	68,7	69,3
15-24 years						
Population 15-24 yrs	**10 309**	**10 289**	**10 263**	**10 239**	**10 228**	**10 238**
Labour Force	**3 661**	**3 689**	**3 186**	**3 264**	**3 646**	**3 623**
Employed	1 222	1 135	871	783	1 015	1 103
Unemployed	2 439	2 554	2 315	2 481	2 630	2 520
Not economically active	6 647	6 600	7 077	6 975	6 582	6 615
Rates (%)						
Unemployment rate	66,6	69,2	72,7	76,0	72,1	69,6
Employed / population ratio (Absorption)	11,9	11,0	8,5	7,6	9,9	10,8
Labour force participation rate	35,5	35,8	31,0	31,9	35,6	35,4
25-34 years						
Population 25-34 yrs	**9 945**	**10 087**	**10 224**	**10 352**	**10 463**	**10 548**
Labour Force	**8 609**	**8 746**	**8 543**	**8 806**	**8 970**	**9 111**
Employed	4 903	4 823	4 356	4 115	4 406	4 689
Unemployed	3 705	3 923	4 187	4 692	4 564	4 422
Not economically active	1 336	1 342	1 681	1 545	1 493	1 437
Rates (%)						
Unemployment rate	43,0	44,9	49,0	53,3	50,9	48,5
Employed / population ratio (Absorption)	49,3	47,8	42,6	39,8	42,1	44,5
Labour force participation rate	86,6	86,7	83,6	85,1	85,7	86,4
35-44 years						
Population 35-44 yrs	**8 118**	**8 275**	**8 439**	**8 614**	**8 799**	**8 985**
Labour Force	**7 216**	**7 316**	**7 310**	**7 610**	**7 791**	**7 970**
Employed	5 137	5 124	4 757	4 718	4 893	5 104
Unemployed	2 079	2 192	2 554	2 892	2 898	2 866
Not economically active	902	958	1 129	1 005	1 008	1 015
Rates (%)						
Unemployment rate	28,8	30,0	34,9	38,0	37,2	36,0
Employed / population ratio (Absorption)	63,3	61,9	56,4	54,8	55,6	56,8
Labour force participation rate	88,9	88,4	86,6	88,3	88,5	88,7
45-54 years						
Population 45-54 yrs	**5 690**	**5 897**	**6 104**	**6 310**	**6 516**	**6 716**
Labour Force	**4 664**	**4 892**	**4 936**	**5 167**	**5 388**	**5 562**
Employed	3 560	3 681	3 564	3 597	3 766	3 978
Unemployed	1 104	1 211	1 372	1 570	1 622	1 583
Not economically active	1 026	1 004	1 168	1 143	1 127	1 154
Rates (%)						
Unemployment rate	23,7	24,8	27,8	30,4	30,1	28,5
Employed / population ratio (Absorption)	62,6	62,4	58,4	57,0	57,8	59,2
Labour force participation rate	82,0	83,0	80,9	81,9	82,7	82,8
55-64 years						
Population 55-64 yrs	**3 846**	**3 959**	**4 063**	**4 157**	**4 242**	**4 328**
Labour Force	**1 889**	**1 925**	**1 926**	**1 924**	**1 876**	**2 038**
Employed	1 571	1 587	1 513	1 479	1 462	1 628
Unemployed	317	338	412	445	413	411
Not economically active	1 957	2 034	2 138	2 233	2 366	2 290
Rates (%)						
Unemployment rate	16,8	17,5	21,4	23,1	22,0	20,1
Employed / population ratio (Absorption)	40,9	40,1	37,2	35,6	34,5	37,6
Labour force participation rate	49,1	48,6	47,4	46,3	44,2	47,1

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 2.9: Labour force characteristics by province - Expanded definition of unemployment	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**	**40 814**
Labour Force	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**	**28 304**
Employed	16 394	16 350	15 061	14 691	15 544	16 502
Unemployed	9 645	10 218	10 839	12 080	12 127	11 802
Not economically active	11 869	11 938	13 193	12 901	12 578	12 511
Rates (%)						
Unemployment rate	37,0	38,5	41,8	45,1	43,8	41,7
Employed / population ratio (Absorption)	43,2	42,5	38,5	37,0	38,6	40,4
Labour force participation rate	68,7	69,0	66,3	67,5	68,7	69,3
Western Cape						
Population 15-64 yrs	**4 563**	**4 653**	**4 739**	**4 828**	**4 909**	**4 988**
Labour Force	**3 259**	**3 290**	**3 161**	**3 206**	**3 410**	**3 650**
Employed	2 506	2 507	2 309	2 263	2 416	2 715
Unemployed	753	783	852	942	993	935
Not economically active	1 303	1 363	1 579	1 622	1 499	1 338
Rates (%)						
Unemployment rate	23,1	23,8	27,0	29,4	29,1	25,6
Employed / population ratio (Absorption)	54,9	53,9	48,7	46,9	49,2	54,4
Labour force participation rate	71,4	70,7	66,7	66,4	69,5	73,2
Western Cape - Non Metro						
Population 15-64 yrs	**1 657**	**1 692**	**1 728**	**1 759**	**1 783**	**1 810**
Labour Force	**1 179**	**1 188**	**1 132**	**1 130**	**1 241**	**1 311**
Employed	907	912	848	815	885	966
Unemployed	272	276	284	315	356	346
Not economically active	478	505	595	629	542	499
Rates (%)						
Unemployment rate	23,1	23,2	25,1	27,9	28,7	26,4
Employed / population ratio (Absorption)	54,7	53,9	49,1	46,3	49,6	53,3
Labour force participation rate	71,1	70,2	65,5	64,2	69,6	72,4
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 905**	**2 961**	**3 012**	**3 068**	**3 126**	**3 177**
Labour Force	**2 080**	**2 102**	**2 028**	**2 076**	**2 169**	**2 338**
Employed	1 599	1 595	1 460	1 448	1 532	1 749
Unemployed	481	507	568	627	637	589
Not economically active	825	858	984	993	957	839
Rates (%)						
Unemployment rate	23,1	24,1	28,0	30,2	29,4	25,2
Employed / population ratio (Absorption)	55,0	53,9	48,5	47,2	49,0	55,1
Labour force participation rate	71,6	71,0	67,3	67,6	69,4	73,6

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

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (continued)						
	QLFS 2023 Thousand	QLFS 2022 Thousand	QLFS 2021 Thousand	QLFS 2020 Thousand	QLFS 2019 Thousand	QLFS 2018 Thousand
Eastern Cape						
Population 15-64 yrs	**2 252**	**4 447**	**4 390**	**4 345**	**4 295**	**4 246**
Labour Force	**1 287**	**2 718**	**2 638**	**2 566**	**2 598**	**2 583**
Employed	709	1 344	1 250	1 250	1 370	1 391
Unemployed	578	1 374	1 388	1 316	1 228	1 192
Not economically active	966	1 729	1 752	1 779	1 697	1 663
Rates (%)						
Unemployment rate	44,9	50,6	52,6	51,3	47,3	46,1
Employed / population ratio (Absorption)	31,5	30,2	28,5	28,8	31,9	32,8
Labour force participation rate	57,1	61,1	60,1	59,1	60,5	60,8
Eastern Cape - Non Metro						
Population 15-64 yrs	**1 537**	**3 041**	**3 008**	**2 982**	**2 950**	**2 919**
Labour Force	**823**	**1 737**	**1 723**	**1 674**	**1 670**	**1 656**
Employed	401	737	712	703	781	794
Unemployed	422	1 000	1 011	971	889	862
Not economically active	714	1 304	1 285	1 307	1 280	1 263
Rates (%)						
Unemployment rate	51,3	57,6	58,7	58,0	53,2	52,1
Employed / population ratio (Absorption)	26,1	24,2	23,7	23,6	26,5	27,2
Labour force participation rate	53,5	57,1	57,3	56,1	56,6	56,7
Eastern Cape - Buffalo City						
Population 15-64 yrs	**276**	**543**	**531**	**525**	**519**	**513**
Labour Force	**191**	**380**	**352**	**358**	**378**	**371**
Employed	131	226	207	230	241	241
Unemployed	60	153	145	128	137	129
Not economically active	85	163	179	167	141	142
Rates (%)						
Unemployment rate	31,5	40,4	41,1	35,7	36,2	34,9
Employed / population ratio (Absorption)	47,3	41,7	39,0	43,8	46,4	47,1
Labour force participation rate	69,1	69,9	66,2	68,2	72,7	72,3
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**439**	**864**	**850**	**838**	**826**	**814**
Labour Force	**273**	**601**	**563**	**534**	**550**	**556**
Employed	177	381	331	316	349	356
Unemployed	96	221	232	218	202	201
Not economically active	166	262	287	304	276	258
Rates (%)						
Unemployment rate	35,1	36,7	41,2	40,8	36,7	36,1
Employed / population ratio (Absorption)	40,4	44,1	38,9	37,7	42,2	43,7
Labour force participation rate	62,2	69,6	66,2	63,7	66,6	68,4
Northern Cape						
Population 15-64 yrs	**417**	**826**	**818**	**811**	**803**	**795**
Labour Force	**287**	**592**	**532**	**516**	**553**	**540**
Employed	165	325	277	296	320	321
Unemployed	123	267	255	220	233	219
Not economically active	129	234	286	295	251	256
Rates (%)						
Unemployment rate	42,7	45,1	47,9	42,6	42,1	40,5
Employed / population ratio (Absorption)	39,5	39,3	33,9	36,5	39,8	40,3
Labour force participation rate	68,9	71,7	65,0	63,6	68,8	67,9

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

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (continued)						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Free State						
Population 15-64 yrs	**1 899**	**1 907**	**1 914**	**1 921**	**1 928**	**1 935**
Labour Force	**1 323**	**1 367**	**1 237**	**1 298**	**1 331**	**1 313**
Employed	796	798	715	718	795	747
Unemployed	527	569	521	580	536	566
Not economically active	576	540	677	623	597	622
Rates (%)						
Unemployment rate	39,8	41,6	42,2	44,7	40,3	43,1
Employed / population ratio (Absorption)	41,9	41,8	37,4	37,4	41,2	38,6
Labour force participation rate	69,7	71,7	64,6	67,6	69,1	67,9
Free State - Non Metro						
Population 15-64 yrs	**1 353**	**1 350**	**1 347**	**1 347**	**1 371**	**1 378**
Labour Force	**924**	**945**	**847**	**893**	**930**	**926**
Employed	535	533	486	475	543	521
Unemployed	389	412	361	418	387	404
Not economically active	429	405	500	454	441	453
Rates (%)						
Unemployment rate	42,1	43,6	42,6	46,8	41,6	43,7
Employed / population ratio (Absorption)	39,5	39,5	36,1	35,3	39,6	37,8
Labour force participation rate	68,3	70,0	62,9	66,3	67,9	67,2
Free State - Mangaung						
Population 15-64 yrs	**546**	**556**	**567**	**574**	**557**	**556**
Labour Force	**399**	**422**	**390**	**405**	**401**	**387**
Employed	261	264	229	243	252	226
Unemployed	138	158	160	161	150	161
Not economically active	147	134	177	169	156	169
Rates (%)						
Unemployment rate	34,6	37,4	41,1	39,9	37,3	41,7
Employed / population ratio (Absorption)	47,8	47,5	40,5	42,4	45,2	40,6
Labour force participation rate	73,1	75,9	68,7	70,5	72,0	69,6
KwaZulu-Natal						
Population 15-64 yrs	**7 015**	**7 122**	**7 227**	**7 330**	**7 437**	**7 542**
Labour Force	**4 458**	**4 553**	**4 513**	**4 575**	**4 824**	**4 992**
Employed	2 630	2 643	2 453	2 393	2 483	2 722
Unemployed	1 828	1 910	2 060	2 183	2 341	2 270
Not economically active	2 557	2 569	2 714	2 755	2 613	2 551
Rates (%)						
Unemployment rate	41,0	42,0	45,6	47,7	48,5	45,5
Employed / population ratio (Absorption)	37,5	37,1	33,9	32,6	33,4	36,1
Labour force participation rate	63,5	63,9	62,4	62,4	64,9	66,2
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 586**	**4 665**	**4 746**	**4 815**	**4 847**	**4 905**
Labour Force	**2 786**	**2 873**	**2 847**	**2 862**	**2 942**	**3 074**
Employed	1 425	1 469	1 366	1 311	1 275	1 488
Unemployed	1 361	1 403	1 481	1 551	1 666	1 586
Not economically active	1 799	1 792	1 899	1 953	1 906	1 831
Rates (%)						
Unemployment rate	48,8	48,9	52,0	54,2	56,6	51,6
Employed / population ratio (Absorption)	31,1	31,5	28,8	27,2	26,3	30,3
Labour force participation rate	60,8	61,6	60,0	59,4	60,7	62,7

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

Table 2.9: Labour force characteristics by province - Expanded definition of unemployment (continued)						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
KwaZulu-Natal - eThekhwini						
Population 15-64 yrs	**2 429**	**2 457**	**2 481**	**2 515**	**2 590**	**2 638**
Labour Force	**1 671**	**1 680**	**1 666**	**1 713**	**1 882**	**1 917**
Employed	1 204	1 173	1 087	1 082	1 207	1 233
Unemployed	467	507	579	632	675	684
Not economically active	758	776	815	802	708	720
Rates (%)						
Unemployment rate	27,9	30,2	34,8	36,9	35,8	35,7
Employed / population ratio (Absorption)	49,6	47,8	43,8	43,0	46,6	46,8
Labour force participation rate	68,8	68,4	67,2	68,1	72,7	72,7
North West						
Population 15-64 yrs	**2 561**	**2 604**	**2 646**	**2 687**	**2 727**	**2 766**
Labour Force	**1 720**	**1 738**	**1 720**	**1 776**	**1 827**	**1 908**
Employed	980	960	929	905	895	903
Unemployed	740	778	790	870	932	1 006
Not economically active	841	866	926	911	899	857
Rates (%)						
Unemployment rate	43,0	44,8	46,0	49,0	51,0	52,7
Employed / population ratio (Absorption)	38,3	36,9	35,1	33,7	32,8	32,6
Labour force participation rate	67,2	66,8	65,0	66,1	67,0	69,0
Gauteng						
Population 15-64 yrs	**10 185**	**10 384**	**10 577**	**10 775**	**10 952**	**11 125**
Labour Force	**7 712**	**7 810**	**7 688**	**8 059**	**8 089**	**8 228**
Employed	5 091	5 097	4 671	4 562	4 800	5 007
Unemployed	2 621	2 713	3 017	3 498	3 289	3 221
Not economically active	2 473	2 574	2 889	2 715	2 862	2 898
Rates (%)						
Unemployment rate	34,0	34,7	39,2	43,4	40,7	39,2
Employed / population ratio (Absorption)	50,0	49,1	44,2	42,3	43,8	45,0
Labour force participation rate	75,7	75,2	72,7	74,8	73,9	74,0
Gauteng - Non Metro						
Population 15-64 yrs	**1 343**	**1 353**	**1 364**	**1 380**	**1 441**	**1 471**
Labour Force	**984**	**978**	**980**	**1 010**	**1 031**	**1 104**
Employed	603	583	562	482	532	603
Unemployed	380	395	419	527	499	501
Not economically active	359	375	383	371	410	368
Rates (%)						
Unemployment rate	38,7	40,4	42,7	52,2	48,4	45,4
Employed / population ratio (Absorption)	44,9	43,1	41,2	35,0	37,0	41,0
Labour force participation rate	73,3	72,3	71,9	73,1	71,6	75,0
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 555**	**2 591**	**2 623**	**2 666**	**2 744**	**2 794**
Labour Force	**1 940**	**2 018**	**1 912**	**1 976**	**1 969**	**2 026**
Employed	1 245	1 302	1 174	1 159	1 149	1 209
Unemployed	696	717	738	818	820	816
Not economically active	615	573	711	690	775	768
Rates (%)						
Unemployment rate	35,8	35,5	38,6	41,4	41,7	40,3
Employed / population ratio (Absorption)	48,7	50,2	44,8	43,5	41,9	43,3
Labour force participation rate	75,9	77,9	72,9	74,1	71,8	72,5

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 2.9: Labour force characteristics by province - Expanded definition of unemployment (concluded)						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 784**	**3 880**	**3 974**	**4 058**	**4 073**	**4 128**
Labour Force	**2 925**	**2 946**	**2 901**	**3 062**	**3 070**	**3 047**
Employed	2 012	1 954	1 765	1 705	1 883	1 930
Unemployed	913	992	1 136	1 357	1 187	1 117
Not economically active	859	934	1 073	997	1 003	1 081
Rates (%)						
Unemployment rate	31,2	33,7	39,2	44,3	38,7	36,7
Employed / population ratio (Absorption)	53,2	50,4	44,4	42,0	46,2	46,8
Labour force participation rate	77,3	75,9	73,0	75,4	75,4	73,8
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 503**	**2 560**	**2 615**	**2 669**	**2 694**	**2 733**
Labour Force	**1 862**	**1 868**	**1 894**	**2 012**	**2 019**	**2 051**
Employed	1 231	1 258	1 170	1 216	1 236	1 264
Unemployed	631	610	724	796	783	787
Not economically active	640	692	722	658	675	681
Rates (%)						
Unemployment rate	33,9	32,6	38,2	39,6	38,8	38,4
Employed / population ratio (Absorption)	49,2	49,1	44,7	45,5	45,9	46,3
Labour force participation rate	74,4	73,0	72,4	75,4	75,0	75,1
Mpumalanga						
Population 15-64 yrs	**2 907**	**2 952**	**2 997**	**3 040**	**3 085**	**3 130**
Labour Force	**2 093**	**2 183**	**2 133**	**2 186**	**2 253**	**2 281**
Employed	1 221	1 233	1 167	1 114	1 159	1 188
Unemployed	872	951	967	1 072	1 095	1 093
Not economically active	814	769	863	854	832	849
Rates (%)						
Unemployment rate	41,6	43,5	45,3	49,0	48,6	47,9
Employed / population ratio (Absorption)	42,0	41,8	38,9	36,6	37,6	38,0
Labour force participation rate	72,0	74,0	71,2	71,9	73,0	72,9
Limpopo						
Population 15-64 yrs	**3 737**	**3 786**	**3 837**	**3 884**	**3 938**	**3 991**
Labour Force	**2 351**	**2 476**	**2 367**	**2 502**	**2 626**	**2 784**
Employed	1 458	1 423	1 271	1 209	1 328	1 473
Unemployed	893	1 053	1 096	1 293	1 298	1 311
Not economically active	1 386	1 310	1 470	1 382	1 312	1 207
Rates (%)						
Unemployment rate	38,0	42,5	46,3	51,7	49,4	47,1
Employed / population ratio (Absorption)	39,0	37,6	33,1	31,1	33,7	36,9
Labour force participation rate	62,9	65,4	61,7	64,4	66,7	69,8

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

Table 3.1: Employed by industry and sex - South Africa						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both sexes	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Agriculture	845	861	820	838	863	914
Mining	419	412	403	377	414	428
Manufacturing	1 769	1 762	1 528	1 408	1 593	1 557
Utilities	148	139	104	103	112	125
Construction	1 472	1 348	1 164	1 148	1 171	1 296
Trade	3 280	3 358	3 084	2 935	3 175	3 346
Transport	984	998	925	946	947	992
Finance	2 479	2 518	2 374	2 391	2 414	2 767
Community and social services	3 694	3 667	3 484	3 356	3 736	3 966
Private households	1 292	1 281	1 160	1 177	1 106	1 100
Other	10	7	15	12	13	12
Women	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**
Agriculture	281	272	259	238	272	293
Mining	55	62	67	60	72	72
Manufacturing	593	609	545	485	529	521
Utilities	38	41	33	30	32	34
Construction	152	149	131	148	159	160
Trade	1 548	1 553	1 412	1 309	1 447	1 549
Transport	195	189	170	159	164	196
Finance	1 066	1 046	987	991	987	1 200
Community and social services	2 273	2 285	2 116	2 069	2 327	2 433
Private households	1 001	986	872	878	837	836
Other	6	4	9	7	8	6
Men	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**
Agriculture	564	589	561	600	591	621
Mining	364	349	336	317	342	355
Manufacturing	1 176	1 153	983	922	1 064	1 036
Utilities	111	97	71	72	80	91
Construction	1 320	1 199	1 033	999	1 012	1 136
Trade	1 732	1 805	1 672	1 626	1 728	1 797
Transport	789	809	755	787	783	795
Finance	1 413	1 472	1 388	1 400	1 427	1 567
Community and social services	1 422	1 382	1 367	1 287	1 409	1 533
Private households	291	295	288	299	269	263
Other	4	2	5	5	5	6

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

Table 3.2: Employed by industry and province						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**845**	**861**	**820**	**838**	**863**	**914**
Western Cape	196	215	192	174	204	231
Eastern Cape	88	88	86	100	103	111
Northern Cape	44	36	30	36	43	47
Free State	73	60	55	67	88	73
KwaZulu Natal	123	143	133	128	106	149
North West	53	57	50	58	46	47
Gauteng	32	34	34	37	34	34
Mpumalanga	92	91	103	102	96	89
Limpopo	143	136	136	136	143	135
Mining	**419**	**412**	**403**	**377**	**414**	**428**
Western Cape	4	4	5	6	6	4
Eastern Cape	1	1	2	2	1	1
Northern Cape	24	29	32	19	24	25
Free State	22	17	17	19	22	19
KwaZulu Natal	7	6	4	4	4	8
North West	134	130	127	128	123	118
Gauteng	68	60	64	55	75	72
Mpumalanga	69	74	66	56	69	66
Limpopo	91	90	87	89	89	114
Manufacturing	**1 769**	**1 762**	**1 528**	**1 408**	**1 593**	**1 557**
Western Cape	328	335	299	291	325	336
Eastern Cape	128	123	113	116	153	126
Northern Cape	14	16	11	12	13	14
Free State	63	64	51	39	57	53
KwaZulu Natal	351	343	279	257	296	327
North West	58	73	55	54	50	41
Gauteng	632	625	545	482	539	502
Mpumalanga	111	101	96	91	95	90
Limpopo	85	83	80	65	65	68
Utilities	**148**	**139**	**104**	**103**	**112**	**125**
Western Cape	9	13	6	4	9	17
Eastern Cape	3	7	6	6	5	5
Northern Cape	6	2	1	2	3	1
Free State	10	10	7	5	6	5
KwaZulu Natal	15	11	11	5	14	13
North West	8	6	5	6	4	5
Gauteng	44	45	33	35	24	35
Mpumalanga	41	33	24	30	33	30
Limpopo	11	11	12	9	14	13
Construction	**1 472**	**1 348**	**1 164**	**1 148**	**1 171**	**1 296**
Western Cape	226	206	175	185	167	227
Eastern Cape	163	150	128	121	121	132
Northern Cape	25	19	18	13	21	29
Free State	58	57	49	32	45	41
KwaZulu Natal	231	234	201	213	227	234
North West	89	63	56	65	63	61
Gauteng	420	377	340	313	319	328
Mpumalanga	109	105	79	79	85	94
Limpopo	151	137	119	127	124	150

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 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Trade	**3 280**	**3 358**	**3 084**	**2 935**	**3 175**	**3 346**
Western Cape	502	498	462	421	467	510
Eastern Cape	294	283	247	231	258	294
Northern Cape	49	50	53	41	53	42
Free State	155	166	149	167	173	162
KwaZulu Natal	491	552	548	517	488	555
North West	191	177	178	169	196	178
Gauteng	1 000	1 042	936	922	1 014	1 048
Mpumalanga	259	259	254	231	236	258
Limpopo	338	332	259	236	289	299
Transport	**984**	**998**	**925**	**946**	**947**	**992**
Western Cape	154	144	137	135	135	155
Eastern Cape	69	73	71	78	71	82
Northern Cape	12	11	7	6	15	12
Free State	38	38	39	46	41	35
KwaZulu Natal	182	182	175	167	183	195
North West	33	39	32	29	28	39
Gauteng	384	377	351	370	353	358
Mpumalanga	59	67	66	61	66	56
Limpopo	54	66	48	55	55	59
Finance	**2 479**	**2 518**	**2 374**	**2 391**	**2 414**	**2 767**
Western Cape	446	451	409	469	471	491
Eastern Cape	138	137	133	139	139	170
Northern Cape	23	23	27	22	25	34
Free State	84	82	69	74	64	79
KwaZulu Natal	341	340	316	332	320	402
North West	102	100	102	93	90	122
Gauteng	1 083	1 127	1 065	1 032	1 069	1 186
Mpumalanga	136	150	144	132	122	138
Limpopo	125	108	110	99	114	145
Community and social services	**3 694**	**3 667**	**3 484**	**3 356**	**3 736**	**3 966**
Western Cape	485	499	500	449	502	582
Eastern Cape	396	386	358	360	389	403
Northern Cape	101	108	101	106	106	100
Free State	204	204	197	183	226	218
KwaZulu Natal	662	607	594	555	630	636
North West	234	238	262	243	228	230
Gauteng	1 039	1 032	915	916	1 045	1 134
Mpumalanga	237	246	243	238	269	270
Limpopo	335	347	315	305	342	394
Private households	**1 292**	**1 281**	**1 160**	**1 177**	**1 106**	**1 100**
Western Cape	155	141	123	129	127	162
Eastern Cape	110	122	105	98	105	95
Northern Cape	24	26	17	19	22	24
Free State	87	101	82	85	72	63
KwaZulu Natal	226	225	192	215	212	201
North West	77	75	64	58	67	61
Gauteng	381	372	377	391	320	301
Mpumalanga	108	105	93	95	87	97
Limpopo	123	113	106	87	93	97

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 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Total employed	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Formal and informal sector (Non-agricultural)	**14 256**	**14 208**	**13 081**	**12 676**	**13 575**	**14 487**
Mining	419	412	403	377	414	428
Manufacturing	1 769	1 762	1 528	1 408	1 593	1 557
Utilities	148	139	104	103	112	125
Construction	1 472	1 348	1 164	1 148	1 171	1 296
Trade	3 280	3 358	3 084	2 935	3 175	3 346
Transport	984	998	925	946	947	992
Finance	2 479	2 518	2 374	2 391	2 414	2 767
Community and social services	3 694	3 667	3 484	3 356	3 736	3 966
Other	10	7	15	12	13	12
Formal sector (Non-agricultural)	**11 319**	**11 234**	**10 537**	**10 043**	**10 648**	**11 405**
Mining	413	405	398	368	397	420
Manufacturing	1 544	1 530	1 341	1 223	1 387	1 351
Utilities	145	133	101	98	102	117
Construction	955	875	747	729	718	827
Trade	2 150	2 155	2 048	1 879	2 028	2 173
Transport	708	686	636	638	630	647
Finance	2 201	2 253	2 130	2 140	2 120	2 443
Community and social services	3 194	3 191	3 122	2 956	3 256	3 417
Other	10	6	14	12	10	11
Informal sector (Non-agricultural)	**2 937**	**2 973**	**2 545**	**2 632**	**2 927**	**3 083**
Mining	6	6	4	9	17	8
Manufacturing	226	233	187	184	206	206
Utilities	4	6	4	4	10	8
Construction	518	472	416	419	453	469
Trade	1 130	1 203	1 037	1 056	1 147	1 173
Transport	276	312	289	308	317	345
Finance	277	265	244	251	294	323
Community and social services	500	476	362	400	480	549
Other		0	0	0	3	1
Agriculture	**845**	**861**	**820**	**838**	**863**	**914**
Private households	**1 292**	**1 281**	**1 160**	**1 177**	**1 106**	**1 100**

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

Table 3.4: Employed by province and sector						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
South Africa	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Formal sector (Non-agricultural)	11 319	11 234	10 537	10 043	10 648	11 405
Informal sector (Non-agricultural)	2 937	2 973	2 545	2 632	2 927	3 083
Agriculture	845	861	820	838	863	914
Private households	1 292	1 281	1 160	1 177	1 106	1 100
Western Cape	**2 506**	**2 507**	**2 309**	**2 263**	**2 416**	**2 715**
Formal sector (Non-agricultural)	1 867	1 846	1 755	1 740	1 829	1 989
Informal sector (Non-agricultural)	287	305	238	221	256	333
Agriculture	196	215	192	174	204	231
Private households	155	141	123	129	127	162
Western Cape - Non Metro	**907**	**912**	**848**	**815**	**885**	**966**
Formal sector (Non-agricultural)	561	550	541	522	545	592
Informal sector (Non-agricultural)	106	108	86	75	90	101
Agriculture	176	197	176	160	193	217
Private households	64	57	45	57	57	56
Western Cape - City of Cape Town	**1 599**	**1 595**	**1 460**	**1 448**	**1 532**	**1 749**
Formal sector (Non-agricultural)	1 306	1 296	1 215	1 218	1 285	1 397
nformal sector (Non-agricultural)	181	198	152	146	166	232
Agriculture	20	17	16	14	11	14
Private households	91	85	77	71	70	106
Eastern Cape	**1 391**	**1 370**	**1 250**	**1 250**	**1 344**	**1 418**
Formal sector (Non-agricultural)	877	828	757	736	816	879
Informal sector (Non-agricultural)	315	332	301	316	321	334
Agriculture	88	88	86	100	103	111
Private households	110	122	105	98	105	95
Eastern Cape - Non Metro	**794**	**781**	**703**	**712**	**737**	**802**
Formal sector (Non-agricultural)	435	417	371	367	369	442
Informal sector (Non-agricultural)	211	220	202	204	206	205
Agriculture	82	76	76	90	96	98
Private households	66	68	54	51	66	57
Eastern Cape - Buffalo City	**241**	**241**	**230**	**207**	**226**	**261**
Formal sector (Non-agricultural)	174	160	150	146	167	175
Informal sector (Non-agricultural)	48	52	52	42	41	65
Agriculture	4	7	7	4	3	7
Private households	15	23	21	15	15	15
Eastern Cape - Nelson mandela bay	**356**	**349**	**316**	**331**	**381**	**354**
Formal sector (Non-agricultural)	268	251	236	223	280	262
Informal sector (Non-agricultural)	56	61	47	70	73	64
Agriculture	3	6	4	5	4	6
Private households	29	31	29	33	24	22
Northern Cape	**321**	**320**	**296**	**277**	**325**	**329**
Formal sector (Non-agricultural)	224	220	228	201	229	229
Informal sector (Non-agricultural)	30	38	21	21	31	29
Agriculture	44	36	30	36	43	47
Private households	24	26	17	19	22	24
Free State	**796**	**798**	**715**	**718**	**795**	**747**
Formal sector (Non-agricultural)	494	500	450	448	485	461
Informal sector (Non-agricultural)	141	137	128	118	149	151
Agriculture	73	60	55	67	88	73
Private households	87	101	82	85	72	63
Free State - Non Metro	**535**	**533**	**486**	**475**	**543**	**521**
Formal sector (Non-agricultural)	310	308	286	276	301	296
Informal sector (Non-agricultural)	94	96	88	75	101	110
Agriculture	72	57	54	66	87	70
Private households	59	72	59	58	54	46
Free State - Mangaung	**261**	**264**	**229**	**243**	**252**	**226**
Formal sector (Non-agricultural)	184	192	164	172	184	165
Informal sector (Non-agricultural)	47	42	39	44	48	41
Agriculture	2	3	2	1	2	3
Private households	28	28	24	26	18	17

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

Table 3.4: Employed by province and sector (concluded)

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
KwaZulu Natal	**2 630**	**2 643**	**2 453**	**2 393**	**2 483**	**2 722**
Formal sector (Non-agricultural)	1 806	1 792	1 659	1 592	1 741	1 861
Informal sector (Non-agricultural)	474	482	468	458	423	511
Agriculture	123	143	133	128	106	149
Private households	226	225	192	215	212	201
KwaZulu Natal - Non Metro	**1 425**	**1 469**	**1 366**	**1 311**	**1 275**	**1 488**
Formal sector (Non-agricultural)	882	917	835	796	826	918
Informal sector (Non-agricultural)	312	303	298	279	249	316
Agriculture	119	135	127	122	103	140
Private households	112	114	107	114	98	115
KwaZulu Natal - eThekwini	**1 204**	**1 173**	**1 087**	**1 082**	**1 207**	**1 233**
Formal sector (Non-agricultural)	924	876	824	796	915	942
Informal sector (Non-agricultural)	162	179	171	179	175	195
Agriculture	4	8	6	6	3	9
Private households	115	111	86	101	114	87
North West	**980**	**960**	**929**	**905**	**895**	**903**
Formal sector (Non-agricultural)	695	680	699	654	614	640
Informal sector (Non-agricultural)	155	147	116	136	168	155
Agriculture	53	57	50	58	46	47
Private households	77	75	64	58	67	61
Gauteng	**5 091**	**5 097**	**4 671**	**4 562**	**4 800**	**5 007**
Formal sector (Non-agricultural)	3 868	3 866	3 591	3 373	3 542	3 847
Informal sector (Non-agricultural)	810	825	669	760	904	824
Agriculture	32	34	34	37	34	34
Private households	381	372	377	391	320	301
Gauteng - Non Metro	**603**	**583**	**562**	**482**	**532**	**603**
Formal sector (Non-agricultural)	412	408	385	288	374	439
Informal sector (Non-agricultural)	114	108	85	99	107	105
Agriculture	16	13	18	16	14	16
Private households	62	54	73	79	37	44
Gauteng - Ekurhuleni	**1 245**	**1 302**	**1 174**	**1 159**	**1 149**	**1 209**
Formal sector (Non-agricultural)	996	1 033	939	923	862	926
Informal sector (Non-agricultural)	170	191	159	171	217	215
Agriculture	4	7	4	8	6	7
Private households	75	71	71	57	64	62
Gauteng - City of Johannesburg	**2 012**	**1 954**	**1 765**	**1 705**	**1 883**	**1 930**
Formal sector (Non-agricultural)	1 464	1 379	1 301	1 205	1 338	1 454
Informal sector (Non-agricultural)	383	391	300	316	405	356
Agriculture	3	5	4	6	2	2
Private households	162	180	160	179	138	118
Gauteng - City of Tshwane	**1 231**	**1 258**	**1 170**	**1 216**	**1 236**	**1 264**
Formal sector (Non-agricultural)	996	1 047	966	957	967	1 029
Informal sector (Non-agricultural)	143	134	125	174	175	149
Agriculture	10	9	7	8	12	9
Private households	82	68	72	76	81	77
Mpumalanga	**1 221**	**1 233**	**1 167**	**1 114**	**1 159**	**1 188**
Formal sector (Non-agricultural)	725	732	696	634	670	679
Informal sector (Non-agricultural)	296	304	275	283	306	323
Agriculture	92	91	103	102	96	89
Private households	108	105	93	95	87	97
Limpopo	**1 458**	**1 423**	**1 271**	**1 209**	**1 328**	**1 473**
Formal sector (Non-agricultural)	762	770	700	666	722	819
Informal sector (Non-agricultural)	429	404	328	319	369	423
Agriculture	143	136	136	136	143	135
Private households	123	113	106	87	93	97

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

Table 3.5: Employed by sex and occupation - South Africa						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Manager	1 428	1 467	1 342	1 337	1 377	1 274
Professional	894	914	998	966	1 072	1 293
Technician	1 434	1 420	1 310	1 305	1 452	1 458
Clerk	1 711	1 704	1 562	1 463	1 560	1 805
Sales and services	2 667	2 717	2 483	2 317	2 577	2 836
Skilled agriculture	63	61	71	60	76	65
Craft and related trade	2 023	1 937	1 674	1 568	1 653	1 692
Plant and machine operator	1 375	1 371	1 269	1 245	1 301	1 317
Elementary	3 798	3 744	3 444	3 522	3 634	3 913
Domestic worker	1 000	1 012	877	886	839	844
Other	1	2	32	23	3	4
Women	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**
Manager	440	446	424	427	457	427
Professional	459	486	509	438	518	642
Technician	777	757	706	756	816	803
Clerk	1 242	1 231	1 135	1 097	1 099	1 261
Sales and services	1 324	1 309	1 136	1 020	1 242	1 380
Skilled agriculture	14	13	17	12	16	14
Craft and related trade	210	228	192	169	196	207
Plant and machine operator	178	174	158	143	168	151
Elementary	1 598	1 588	1 476	1 461	1 522	1 615
Domestic worker	966	963	838	845	801	798
Other		1	9	6	1	2
Men	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**
Manager	989	1 021	918	909	920	847
Professional	435	428	488	528	555	651
Technician	657	663	604	549	636	655
Clerk	468	473	427	365	462	544
Sales and services	1 343	1 408	1 347	1 297	1 335	1 457
Skilled agriculture	49	49	54	48	59	50
Craft and related trade	1 813	1 709	1 482	1 400	1 458	1 485
Plant and machine operator	1 197	1 197	1 111	1 102	1 133	1 166
Elementary	2 200	2 157	1 968	2 061	2 112	2 298
Domestic worker	34	48	39	41	38	46
Other	1	1	22	16	1	2

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

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

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Employee	13 914	13 749	12 612	12 259	12 973	13 879
Employer	828	893	877	832	846	859
Own-account worker	1 567	1 618	1 471	1 489	1 623	1 668
Unpaid household member	85	90	102	111	101	96
Women	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**
Employee	6 333	6 263	5 751	5 547	5 955	6 333
Employer	159	188	196	185	190	212
Own-account worker	659	683	604	600	637	704
Unpaid household member	57	63	51	43	53	51
Men	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**
Employee	7 581	7 486	6 861	6 712	7 018	7 546
Employer	669	706	681	647	656	647
Own-account worker	908	935	867	889	986	964
Unpaid household member	28	27	51	69	48	45

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

Table 3.7: Employed by sex and usual hours of work - South Africa	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Working less than 15 hours per week	356	365	491	403	601	513
Working 15-29 hours per week	1 134	1 169	1 055	1 098	1 044	1 155
Working 30-39 hours per week	1 125	1 097	1 068	1 076	1 070	1 177
Working 40-45 hours per week	9 084	8 930	8 302	8 237	8 603	9 166
Working more than 45 hours per week	4 694	4 788	4 141	3 877	4 226	4 490
Women	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**	**7 300**
Working less than 15 hours per week	209	209	250	223	302	270
Working 15-29 hours per week	726	740	662	665	641	715
Working 30-39 hours per week	676	675	635	636	625	670
Working 40-45 hours per week	3 992	3 967	3 683	3 642	3 903	4 167
Working more than 45 hours per week	1 604	1 606	1 371	1 207	1 365	1 477
Men	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**	**9 202**
Working less than 15 hours per week	147	156	241	180	300	243
Working 15-29 hours per week	409	430	393	433	403	440
Working 30-39 hours per week	448	422	433	439	446	506
Working 40-45 hours per week	5 091	4 964	4 619	4 595	4 700	4 999
Working more than 45 hours per week	3 091	3 182	2 770	2 670	2 861	3 014

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

Table 3.8: Conditions of employment - South Africa						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Pension/retirement fund contribution						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	6 584	6 627	6 422	5 887	5 991	6 197
No	7 076	6 850	5 986	6 153	6 598	7 263
Don't know	254	272	204	219	384	420
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	2 807	2 858	2 772	2 506	2 681	2 750
No	3 417	3 293	2 885	2 948	3 120	3 408
Don't know	109	113	94	93	154	175
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	3 777	3 769	3 651	3 381	3 310	3 447
No	3 659	3 557	3 101	3 205	3 478	3 855
Don't know	145	159	110	126	230	245
Entitled to any paid leave						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	9 207	9 121	8 835	8 506	8 518	9 161
No	4 576	4 507	3 693	3 666	4 249	4 516
Don't know	131	121	83	87	207	203
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	4 085	4 060	3 967	3 788	3 911	4 197
No	2 192	2 154	1 750	1 725	1 963	2 054
Don't know	57	49	34	34	82	83
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	5 122	5 060	4 868	4 718	4 607	4 964
No	2 384	2 353	1 943	1 941	2 286	2 462
Don't know	74	72	50	52	125	120
Entitled to paid sick leave						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	9 761	9 785	9 515	9 188	9 327	9 930
No	4 153	3 964	3 036	2 975	3 462	3 747
Don't know			60	95	185	202
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	4 344	4 363	4 260	4 091	4 270	4 561
No	1 989	1 900	1 463	1 418	1 613	1 690
Don't know			28	38	72	82
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	5 416	5 422	5 255	5 097	5 056	5 369
No	2 164	2 064	1 574	1 558	1 848	2 057
Don't know			32	57	113	120
Entitled to maternity/paternity leave						
Both sexes	**13 914**	**13 749**	**12 612**	**12 258**	**12 973**	**13 879**
Yes	7 958	7 930	9 699	8 491	6 948	7 557
No	5 956	5 819	2 913	3 644	5 638	5 932
Don't know				123	386	390
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	3 706	3 726	4 171	3 729	3 396	3 670
No	2 627	2 537	1 580	1 779	2 425	2 522
Don't know				39	134	141
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	4 251	4 204	5 528	4 763	3 552	3 887
No	3 329	3 281	1 333	1 865	3 213	3 411
Don't know				84	253	248

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 3.8b: Conditions of employment - South Africa						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
UIF contribution						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	8 369	8 389	7 989	7 753	7 962	8 558
No	5 319	5 104	4 438	4 325	4 685	4 975
Don't know	225	256	185	180	326	345
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	3 545	3 550	3 421	3 267	3 439	3 770
No	2 689	2 595	2 242	2 205	2 371	2 408
Don't know	99	119	88	75	145	155
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	4 824	4 839	4 568	4 486	4 523	4 789
No	2 631	2 509	2 195	2 120	2 313	2 567
Don't know	126	137	98	106	181	190
Medical aid benefits						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	4 095	4 056	4 016	3 768	3 893	4 071
No	9 694	9 549	8 487	8 402	8 875	9 574
Don't know	125	144	108	88	205	233
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	1 790	1 811	1 837	1 705	1 830	1 894
No	4 491	4 393	3 870	3 801	4 037	4 346
Don't know	52	59	44	41	88	93
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	2 305	2 245	2 179	2 063	2 063	2 178
No	5 203	5 156	4 617	4 602	4 838	5 228
Don't know	73	84	64	47	117	140
Income tax (PAYE/ SITE) deduction						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	7 567	7 484	7 363	6 919	7 120	7 681
No	6 069	5 913	4 971	5 067	5 431	5 791
Don't know	278	351	278	273	422	407
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	3 223	3 220	3 178	2 971	3 192	3 432
No	2 996	2 900	2 449	2 463	2 593	2 737
Don't know	114	144	124	113	171	165
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	4 343	4 264	4 184	3 948	3 928	4 249
No	3 073	3 013	2 522	2 604	2 838	3 055
Don't know	165	208	154	160	252	242
Condition of employment						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Written contract	11 159	11 042	10 571	10 245	10 701	11 428
Verbal agreement	2 755	2 707	2 040	2 013	2 272	2 451
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Written contract	5 088	5 041	4 818	4 633	4 970	5 322
Verbal agreement	1 246	1 222	933	913	986	1 011
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Written contract	6 071	6 001	5 753	5 612	5 732	6 105
Verbal agreement	1 509	1 484	1 107	1 100	1 286	1 441

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 3.8c: Conditions of employment - South Africa

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Limited duration	1 896	1 825	1 634	1 675	1 918	2 154
Permanent nature	8 458	8 451	8 194	7 680	7 928	8 264
Unspecified duration	3 561	3 473	2 784	2 903	3 127	3 461
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Limited duration	972	935	827	883	1 001	1 102
Permanent nature	3 734	3 745	3 645	3 373	3 568	3 715
Unspecified duration	1 627	1 583	1 279	1 291	1 386	1 516
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Limited duration	923	889	806	792	917	1 052
Permanent nature	4 724	4 706	4 549	4 308	4 359	4 549
Unspecified duration	1 933	1 890	1 505	1 612	1 741	1 945
Trade union membership (Both sexes)						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Yes	4 100	4 014	4 202	4 005	3 803	3 838
No	9 437	9 291	8 090	7 951	8 696	9 504
Don't know	378	444	319	302	475	538
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Yes	1 737	1 749	1 826	1 743	1 699	1 723
No	4 451	4 338	3 792	3 688	4 075	4 394
Don't know	146	176	133	116	181	217
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Yes	2 363	2 266	2 376	2 262	2 103	2 115
No	4 986	4 953	4 298	4 264	4 621	5 110
Don't know	232	267	187	186	294	321
How annual salary increment is negotiated						
Both sexes	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**	**13 879**
Individual and employer	1 103	1 257	1 158	948	1 080	1 107
Union and employer	3 118	3 061	3 243	3 056	2 945	2 842
Bargaining council	1 089	1 102	1 105	1 135	1 182	1 360
Employer only	7 642	7 384	6 443	6 382	7 019	7 755
No regular increment	886	854	627	713	712	752
Other	77	92	37	26	36	64
Women	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**	**6 333**
Individual and employer	473	545	496	419	474	473
Union and employer	1 263	1 272	1 319	1 262	1 256	1 229
Bargaining council	549	578	595	590	605	687
Employer only	3 592	3 440	3 022	2 902	3 275	3 567
No regular increment	425	395	304	363	328	348
Other	31	34	16	11	17	28
Men	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**	**7 546**
Individual and employer	630	712	662	529	605	634
Union and employer	1 855	1 789	1 924	1 794	1 689	1 613
Bargaining council	540	524	509	545	577	673
Employer only	4 049	3 944	3 420	3 480	3 744	4 188
No regular increment	461	459	323	350	384	403
Other	46	58	21	15	19	35

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

Table 3.9: Time-related underemployment - South Africa

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes	**742**	**763**	**803**	**858**	**758**	**732**
Women	435	444	444	462	406	403
Men	307	319	359	396	352	329
As percentage of the labour force (Both sexes)	**3,3**	**3,3**	**3,8**	**3,8**	**3,2**	**3,0**
Women	4,3	4,3	4,6	4,6	3,8	3,6
Men	2,5	2,5	3,1	3,2	2,8	2,5
As percentage of total employment (Both sexes)	**4,5**	**4,7**	**5,3**	**5,8**	**4,9**	**4,4**
Women	6,0	6,2	6,7	7,3	5,9	5,5
Men	3,3	3,5	4,2	4,8	4,0	3,6
Industry	**742**	**763**	**803**	**858**	**758**	**732**
Agriculture	22	25	20	22	20	24
Mining	0	1	1	8	7	1
Manufacturing	35	35	39	32	29	30
Utilities	1		1	1	1	1
Construction	80	84	88	119	90	93
Trade	112	128	155	156	137	116
Transport	18	20	21	25	23	17
Finance	53	60	70	70	71	79
Community and social services	182	178	154	150	175	178
Private households	238	233	252	276	206	194
Other			0		0	0
Occupation	**742**	**763**	**803**	**858**	**758**	**732**
Manager	15	17	17	25	20	12
Professional	6	9	8	12	10	12
Technician	29	33	31	31	36	35
Clerk	22	21	23	23	21	19
Sales and services	77	89	90	78	96	94
Skilled agriculture	2	2	4	1	2	4
Craft and related trade	78	85	108	92	94	84
Plant and machine operator	20	23	25	28	19	19
Elementary	332	320	318	379	319	316
Domestic worker	162	165	178	187	142	138
Other			1	1		

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

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

Market production activities	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours	QLFS 2023 Hours
Both sexes	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**
Agriculture	37 688	38 303	35 559	37 212	38 388	39 879
Mining	18 618	18 278	17 043	16 637	17 965	18 755
Manufacturing	74 719	74 601	60 819	57 930	67 664	65 639
Utilities	6 210	5 839	4 339	4 362	4 785	5 306
Construction	59 187	54 269	43 724	44 683	47 104	51 760
Trade	150 937	155 517	132 928	132 422	144 776	153 473
Transport	48 188	49 273	43 527	46 393	46 159	48 513
Finance	108 336	110 740	98 922	103 624	104 078	119 392
Community and social services	142 536	143 111	125 453	126 057	145 277	153 211
Private households	44 069	43 703	37 283	38 844	36 255	35 843
Other	396	265	430	464	520	430
Women	**284 840**	**286 863**	**244 164**	**246 209**	**270 228**	**288 110**
Agriculture	11 720	11 275	10 260	9 659	11 226	11 935
Mining	2 305	2 676	2 792	2 621	3 033	3 107
Manufacturing	24 471	24 876	20 801	19 277	21 985	21 162
Utilities	1 535	1 677	1 320	1 250	1 325	1 404
Construction	4 778	4 878	4 063	4 676	5 577	5 537
Trade	68 253	68 687	58 401	57 378	63 490	68 289
Transport	8 079	7 968	6 536	6 349	6 639	8 088
Finance	43 868	43 233	38 656	40 436	40 379	49 113
Community and social services	84 601	86 956	73 051	74 928	88 188	91 236
Private households	34 985	34 467	27 958	29 388	28 056	28 062
Other	244	170	327	245	328	178
Men	**406 042**	**407 037**	**355 862**	**362 419**	**382 743**	**404 092**
Agriculture	25 968	27 028	25 299	27 553	27 162	27 944
Mining	16 313	15 602	14 251	14 016	14 931	15 648
Manufacturing	50 248	49 725	40 018	38 653	45 679	44 477
Utilities	4 675	4 163	3 019	3 112	3 460	3 902
Construction	54 409	49 390	39 661	40 006	41 527	46 223
Trade	82 684	86 831	74 527	75 044	81 286	85 184
Transport	40 109	41 305	36 991	40 044	39 520	40 425
Finance	64 468	67 507	60 266	63 188	63 699	70 280
Community and social services	57 935	56 155	52 402	51 129	57 089	61 975
Private households	9 083	9 236	9 325	9 456	8 199	7 781
Other	151	95	103	219	192	252

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 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours	QLFS 2023 Hours
Both sexes	**43**	**43**	**42**	**42**	**43**	**43**
Agriculture	45	45	45	45	45	44
Mining	45	45	45	45	44	45
Manufacturing	43	43	42	42	43	43
Utilities	42	43	43	43	43	43
Construction	41	41	41	40	41	41
Trade	47	47	45	46	46	46
Transport	50	50	49	50	49	50
Finance	44	44	43	44	44	43
Community and social services	40	40	40	40	40	40
Private households	34	34	34	33	33	33
Other	41	40	30	39	40	37
Women	**40**	**40**	**40**	**40**	**40**	**40**
Agriculture	42	42	42	42	42	42
Mining	43	44	43	43	43	44
Manufacturing	42	41	41	41	42	41
Utilities	41	41	42	43	42	42
Construction	32	33	36	34	35	35
Trade	45	45	44	45	44	45
Transport	42	43	42	41	41	42
Finance	42	42	41	41	41	41
Community and social services	39	39	39	38	39	39
Private households	35	35	34	34	34	34
Other	40	40	36	37	39	32
Men	**45**	**45**	**44**	**44**	**44**	**44**
Agriculture	47	46	46	46	46	45
Mining	45	45	45	45	45	45
Manufacturing	43	43	42	43	43	43
Utilities	43	43	43	44	43	44
Construction	42	42	41	41	42	41
Trade	48	48	46	47	47	48
Transport	51	51	51	51	51	52
Finance	46	46	45	45	45	45
Community and social services	42	41	41	41	41	41
Private households	31	31	33	32	31	30
Other	43	40	20	40	42	41

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

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

	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**
Manager	63 356	65 350	56 276	57 487	61 053	56 292
Professional	35 244	36 031	36 899	38 022	43 195	51 521
Technician	56 344	57 279	48 928	50 148	58 154	58 956
Clerk	70 899	71 139	61 219	59 517	65 427	75 829
Sales and services	124 544	128 136	109 687	107 207	117 818	129 346
Skilled agriculture	2 778	2 747	3 087	2 696	3 376	2 666
Craft and related trade	83 823	80 965	65 807	64 486	69 156	69 974
Plant and machine operator	65 343	64 911	57 539	59 076	61 443	62 618
Elementary	153 811	152 147	131 216	139 477	145 648	157 023
Domestic worker	34 689	35 105	28 242	29 575	27 610	27 851
Other	53	89	1 127	937	91	127
Women	**284 840**	**286 863**	**244 164**	**246 209**	**270 228**	**288 110**
Manager	18 111	18 622	16 527	17 245	19 177	17 894
Professional	17 434	18 730	18 299	16 793	20 629	25 170
Technician	29 856	29 859	25 925	28 365	32 019	31 863
Clerk	51 009	50 968	43 957	44 210	45 670	52 582
Sales and services	57 012	56 841	45 407	43 229	52 209	57 721
Skilled agriculture	449	473	646	491	564	523
Craft and related trade	8 340	9 138	7 352	6 690	8 148	8 340
Plant and machine operator	7 690	7 336	6 152	5 896	7 129	6 364
Elementary	61 352	61 314	52 627	54 745	58 133	61 075
Domestic worker	33 586	33 532	26 914	28 319	26 510	26 543
Other		50	358	226	41	37
Men	**406 042**	**407 037**	**355 862**	**362 419**	**382 743**	**404 092**
Manager	45 245	46 728	39 748	40 242	41 876	38 398
Professional	17 810	17 301	18 600	21 230	22 566	26 351
Technician	26 487	27 420	23 003	21 783	26 135	27 093
Clerk	19 890	20 171	17 262	15 307	19 757	23 247
Sales and services	67 532	71 296	64 280	63 977	65 609	71 625
Skilled agriculture	2 329	2 274	2 441	2 205	2 812	2 143
Craft and related trade	75 482	71 827	58 456	57 796	61 008	61 634
Plant and machine operator	57 652	57 575	51 387	53 180	54 313	56 254
Elementary	92 460	90 833	78 589	84 733	87 515	95 948
Domestic worker	1 102	1 573	1 328	1 256	1 100	1 309
Other	53	39	769	710	50	89

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

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

	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**43**	**42**	**42**	**43**	**43**
Manager	45	45	44	44	45	45
Professional	41	40	40	41	41	41
Technician	41	41	40	40	41	41
Clerk	42	42	41	41	42	42
Sales and services	48	48	46	47	47	47
Skilled agriculture	46	46	44	46	46	42
Craft and related trade	42	42	42	42	42	42
Plant and machine operator	48	48	48	48	48	48
Elementary	41	41	41	41	41	41
Domestic worker	35	35	34	34	33	33
Other	41	41	38	41	36	31
Women	**40**	**40**	**40**	**40**	**40**	**40**
Manager	42	42	41	41	42	43
Professional	40	39	39	40	41	40
Technician	40	40	40	40	41	41
Clerk	42	42	41	41	42	42
Sales and services	44	44	43	44	43	43
Skilled agriculture	36	38	39	41	38	37
Craft and related trade	41	41	41	41	42	41
Plant and machine operator	44	43	42	42	43	43
Elementary	39	39	40	39	39	38
Domestic worker	35	35	34	34	33	33
Other		40	40	37	35	19
Men	**45**	**45**	**44**	**44**	**44**	**44**
Manager	46	46	45	45	46	46
Professional	42	41	40	41	41	41
Technician	41	42	41	41	42	42
Clerk	43	43	43	43	43	43
Sales and services	51	51	49	50	50	50
Skilled agriculture	48	48	46	47	48	43
Craft and related trade	42	43	42	42	42	42
Plant and machine operator	49	48	48	49	48	49
Elementary	43	42	42	42	42	42
Domestic worker	32	33	35	31	29	28
Other	41	43	37	43	37	43

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

Table 3.14: Employed by sector, volume of hours worked per week and sex						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
Market production activities	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**	**Hours**
Both Sexes	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**	**692 202**
Formal sector (Non-agricultural)	480 773	481 247	423 263	418 427	452 176	483 624
Informal sector (Non-agricultural)	128 353	130 646	103 921	114 144	126 152	132 856
Agriculture	37 688	38 303	35 559	37 212	38 388	39 879
Private households	44 069	43 703	37 283	38 844	36 255	35 843
Women	**284 840**	**286 863**	**244 164**	**246 209**	**270 228**	**288 110**
Formal sector (Non-agricultural)	193 733	195 305	171 632	170 104	190 538	203 800
Informal sector (Non-agricultural)	44 402	45 816	34 315	37 058	40 407	44 314
Agriculture	11 720	11 275	10 260	9 659	11 226	11 935
Private households	34 985	34 467	27 958	29 388	28 056	28 062
Men	**406 042**	**407 037**	**355 862**	**362 419**	**382 743**	**404 092**
Formal sector (Non-agricultural)	287 041	285 942	251 631	248 323	261 638	279 824
Informal sector (Non-agricultural)	83 951	84 831	69 606	77 086	85 745	88 542
Agriculture	25 968	27 028	25 299	27 553	27 162	27 944
Private households	9 083	9 236	9 325	9 456	8 199	7 781

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

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

Market production activities	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours	QLFS 2023 Hours
Both Sexes	**43**	**43**	**42**	**42**	**43**	**43**
Formal sector (Non-agricultural)	43	43	43	43	43	43
Informal sector (Non-agricultural)	45	45	43	45	44	44
Agriculture	45	45	45	45	45	44
Private households	34	34	34	33	33	33
Women	**40**	**40**	**40**	**40**	**40**	**40**
Formal sector (Non-agricultural)	41	41	41	41	41	41
Informal sector (Non-agricultural)	42	41	40	42	41	41
Agriculture	42	42	42	42	42	42
Private households	35	35	34	34	34	34
Men	**45**	**45**	**44**	**44**	**44**	**44**
Formal sector (Non-agricultural)	45	45	44	44	45	45
Informal sector (Non-agricultural)	46	46	45	46	45	46
Agriculture	47	46	46	46	46	45
Private households	31	31	33	32	31	30

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

Table 3.16: Employment by sex and province

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes	**16 394**	**16 350**	**15 253**	**14 691**	**15 544**	**16 502**
Western Cape	2 506	2 507	2 334	2 263	2 416	2 715
Eastern Cape	1 391	1 370	1 263	1 250	1 344	1 418
Northern Cape	321	320	302	277	325	329
Free State	796	798	724	718	795	747
KwaZulu Natal	2 630	2 643	2 487	2 393	2 483	2 722
North West	980	960	933	905	895	903
Gauteng	5 091	5 097	4 743	4 562	4 800	5 007
Mpumalanga	1 221	1 233	1 180	1 114	1 159	1 188
Limpopo	1 458	1 423	1 287	1 209	1 328	1 473
Women	**7 207**	**7 197**	**6 685**	**6 374**	**6 835**	**7 300**
Western Cape	1 113	1 118	1 070	1 010	1 121	1 236
Eastern Cape	699	675	611	565	632	676
Northern Cape	142	137	112	120	145	145
Free State	348	355	340	313	322	312
KwaZulu Natal	1 246	1 258	1 135	1 088	1 205	1 259
North West	381	384	373	361	347	323
Gauteng	2 152	2 151	1 980	1 945	1 992	2 183
Mpumalanga	514	509	510	475	500	524
Limpopo	613	609	552	497	570	643
Men	**9 186**	**9 153**	**8 569**	**8 316**	**8 709**	**9 202**
Western Cape	1 393	1 389	1 264	1 253	1 295	1 479
Eastern Cape	692	695	652	685	712	742
Northern Cape	179	183	190	157	180	184
Free State	447	443	384	405	473	435
KwaZulu Natal	1 383	1 385	1 352	1 304	1 277	1 463
North West	600	576	559	544	548	580
Gauteng	2 939	2 945	2 763	2 617	2 808	2 824
Mpumalanga	707	723	670	639	658	664
Limpopo	845	814	735	712	757	831

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

Table 3.17: Distribution of monthly earnings for employees by population group and sex						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
Black African	3 900	4 000	4 500	4 333	4 684	5 000
Coloured	4 333	4 767	5 633	5 200	5 000	5 200
Indian/Asian	10 000	12 000	15 000	12 000	15 000	15 000
White	18 000	20 000	20 000	20 000	21 000	24 000
Female	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**
Black African	3 250	3 500	3 900	3 800	4 000	4 500
Coloured	3 900	4 200	4 940	4 500	4 600	5 000
Indian/Asian	9 750	11 000	15 000	15 000	15 000	15 000
White	15 500	16 000	20 000	16 000	18 000	20 000
Male	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**
Black African	4 333	4 500	5 000	5 000	5 000	5 417
Coloured	5 000	5 200	6 200	6 000	5 525	5 873
Indian/Asian	10 000	12 500	15 000	10 000	15 000	15 000
White	20 000	23 000	24 000	25 000	25 000	28 000

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

Table 3.18: Distribution of monthly earnings for employees by age group and sex						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
15-24 years	3 381	3 600	3 813	3 900	4 300	4 500
25-34 years	4 100	4 333	4 800	4 800	5 000	5 000
35-44 years	4 900	5 200	5 500	5 417	5 670	6 000
45-54 years	5 200	5 500	6 500	6 000	6 067	6 500
55-64 years	6 000	6 000	6 717	7 000	7 500	8 500
Female	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**
15-24 years	3 207	3 500	3 600	3 683	4 060	4 333
25-34 years	3 800	4 000	4 333	4 045	4 600	5 000
35-44 years	4 000	4 300	4 700	4 500	5 000	5 000
45-54 years	3 900	4 000	5 000	4 500	4 900	5 000
55-64 years	4 444	4 700	5 417	5 500	5 500	6 000
Male	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**
15-24 years	3 467	3 683	3 900	3 900	4 333	4 500
25-34 years	4 463	4 500	5 000	5 000	5 000	5 400
35-44 years	5 500	6 000	6 000	6 000	6 400	6 500
45-54 years	7 000	7 000	8 000	7 500	7 500	7 800
55-64 years	7 300	7 583	8 000	8 000	9 000	10 000

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

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

	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
Western Cape	4 333	4 767	5 500	5 417	5 500	5 700
Eastern Cape	3 500	3 600	3 700	3 800	4 333	4 500
Northern Cape	3 800	3 900	4 800	4 400	4 507	4 875
Free State	3 500	3 700	4 200	4 160	4 500	5 000
KwaZulu-Natal	3 900	4 000	4 333	4 500	4 550	4 800
North West	4 333	4 500	6 000	6 500	5 000	5 500
Gauteng	6 300	6 750	7 500	7 072	7 500	8 000
Mpumalanga	4 333	4 600	4 800	4 550	4 950	5 200
Limpopo	3 400	3 600	4 000	4 000	4 200	4 500
Women	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**
Western Cape	4 000	4 333	5 000	5 000	5 000	5 000
Eastern Cape	3 250	3 467	3 500	3 700	4 000	4 500
Northern Cape	3 000	3 500	3 500	3 500	4 000	4 333
Free State	3 000	3 100	3 900	3 700	3 800	4 058
KwaZulu-Natal	3 033	3 467	3 700	3 800	4 200	4 117
North West	3 500	3 878	4 507	5 400	4 000	4 500
Gauteng	6 000	6 002	7 000	6 000	7 000	7 900
Mpumalanga	3 500	3 800	3 600	3 500	4 000	4 100
Limpopo	2 600	3 200	3 510	3 500	3 700	4 000
Men	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**
Western Cape	4 847	5 111	6 000	6 000	6 067	6 067
Eastern Cape	3 800	4 000	4 000	4 000	4 500	4 767
Northern Cape	5 000	4 500	6 000	5 400	5 437	5 000
Free State	3 900	4 160	4 500	4 550	5 000	5 450
KwaZulu-Natal	4 500	4 500	4 900	5 000	5 000	5 200
North West	5 300	5 330	7 000	7 000	5 600	6 327
Gauteng	6 500	7 000	7 500	8 000	7 600	8 500
Mpumalanga	5 200	5 600	6 000	6 067	6 000	6 500
Limpopo	3 943	4 160	4 500	4 500	4 800	5 000

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

Table 3.20: Distribution of monthly earnings for employees by occupation and sex						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
Manager	20 000	21 000	22 000	22 000	22 000	24 000
Professional	22 600	25 000	24 000	25 000	24 000	25 000
Technician	15 700	16 500	17 500	17 000	18 000	19 500
Clerk	6 300	7 500	8 000	8 000	7 000	8 000
Sales	4 000	4 333	4 500	4 767	4 900	5 000
Skilled agriculture	2 167	3 033	3 250	3 900	4 000	4 000
Craft	4 767	5 000	5 633	5 500	6 000	6 000
Operator	5 000	5 200	5 500	5 500	5 800	6 000
Elementary	2 817	3 033	3 250	3 400	3 543	4 000
Domestic worker	2 000	2 000	2 200	2 167	2 350	2 500
Other	1 083	9 000	5 736	6 000	3 900	4 900
Women	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**
Manager	18 000	20 000	21 000	20 000	18 000	21 000
Professional	21 000	23 000	23 000	23 000	21 000	24 000
Technician	15 000	16 000	18 000	17 000	18 000	19 500
Clerk	6 000	7 000	7 500	7 500	6 800	7 300
Sales	3 500	3 500	3 900	3 800	4 000	4 500
Skilled agriculture	1 800	2 500	2 200	3 200	4 000	4 000
Craft	3 800	3 800	4 117	4 100	4 900	4 500
Operator	3 900	4 000	4 333	4 333	5 000	5 300
Elementary	2 535	2 817	3 000	3 033	3 500	3 500
Domestic worker	2 000	2 000	2 200	2 167	2 400	2 500
Other		9 000	6 000	3 500	2 600	3 813
Men	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**
Manager	20 000	24 000	22 000	25 000	25 000	25 000
Professional	25 000	27 000	25 000	25 000	26 000	27 000
Technician	17 000	17 000	16 800	16 500	17 000	19 500
Clerk	7 000	8 000	8 667	8 500	8 000	10 000
Sales	4 500	5 000	5 200	5 500	5 500	6 000
Skilled agriculture	2 500	3 100	3 500	4 333	4 000	4 000
Craft	4 950	5 200	6 000	5 850	6 006	6 400
Operator	5 200	5 500	5 633	5 633	6 000	6 390
Elementary	3 000	3 250	3 467	3 500	3 792	4 100
Domestic worker	1 500	2 000	2 340	3 000	2 000	1 950
Other	1 083	10 000	5 417	7 000	17 000	4 900

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

Table 3.21: Distribution of monthly earnings for employees by industry and sex						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
Agriculture	2 817	3 100	3 467	3 500	3 900	4 333
Mining	11 000	11 000	12 000	13 000	14 000	15 000
Manufacturing	5 200	5 633	6 067	6 500	6 067	6 500
Utilities	17 000	15 600	15 000	17 000	16 000	20 000
Construction	3 900	4 000	4 500	4 333	4 550	5 000
Trade	4 000	4 166	4 500	4 500	5 000	5 000
Transport	5 600	6 000	6 400	6 067	6 067	6 500
Finance	6 000	6 200	6 500	6 500	7 367	7 367
Services	10 000	10 000	12 000	12 000	10 000	11 000
Private hholds	2 000	2 000	2 167	2 100	2 220	2 500
Other	12 000	12 000	15 000	25 000	8 000	8 200
Women	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**
Agriculture	2 600	2 817	3 250	3 467	3 640	4 000
Mining	11 000	10 000	12 000	13 000	13 000	15 000
Manufacturing	4 300	4 333	5 000	4 900	5 000	5 200
Utilities	13 800	15 000	16 000	15 000	16 000	22 000
Construction	2 200	2 500	4 000	3 000	4 500	4 000
Trade	3 700	3 900	4 000	4 000	4 500	4 800
Transport	8 000	8 900	9 000	10 500	8 000	10 000
Finance	6 381	6 379	6 067	6 000	7 500	7 000
Services	8 000	9 500	11 000	10 000	8 500	9 800
Private hholds	2 000	2 000	2 200	2 167	2 400	2 500
Other	12 000	13 000	16 000	23 000	5 500	6 200
Men	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**
Agriculture	3 000	3 200	3 500	3 600	4 000	4 333
Mining	11 000	11 000	12 000	13 000	14 000	15 000
Manufacturing	6 000	6 500	6 933	7 000	6 500	7 000
Utilities	17 500	16 000	15 000	18 000	16 000	19 500
Construction	4 000	4 333	4 500	4 333	4 650	5 000
Trade	4 333	4 500	5 000	5 000	5 000	5 500
Transport	5 200	5 500	6 000	5 500	5 961	5 961
Finance	5 500	6 100	6 500	6 500	7 000	7 500
Services	12 000	12 000	14 000	14 000	12 000	13 800
Private hholds	1 800	1 950	2 000	2 000	2 000	2 167
Other	16 000	12 000	6 000	45 000	8 000	10 000

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

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

	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Rand	Rand	Rand	Rand	Rand	Rand
Both sexes	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
No schooling	2 167	2 200	2 773	2 500	2 600	3 000
Less than primary completed	2 500	2 600	2 773	2 600	3 000	3 200
Primary completed	2 600	2 860	3 000	2 900	3 337	3 500
Secondary not completed	3 168	3 467	3 500	3 500	3 900	4 000
Secondary completed	5 408	5 600	6 000	5 650	5 700	6 000
Tertiary	18 400	20 000	20 000	20 000	21 000	22 000
Other	3 250	3 600	3 900	4 008	4 000	4 507
Women	**3 900**	**4 000**	**4 500**	**4 500**	**4 800**	**5 000**
No schooling	1 500	1 500	1 500	1 500	1 600	1 950
Less than primary completed	1 733	1 900	1 950	2 000	2 000	2 167
Primary completed	2 000	2 000	2 167	2 300	2 200	2 500
Secondary not completed	2 600	2 800	3 000	3 000	3 400	3 467
Secondary completed	4 500	4 500	5 000	4 800	4 992	5 000
Tertiary	17 000	18 000	20 000	20 000	20 000	20 000
Other	2 500	3 000	3 467	3 200	3 500	4 200
Men	**5 000**	**5 400**	**6 000**	**6 000**	**6 000**	**6 300**
No schooling	2 800	3 000	3 500	3 600	3 250	3 500
Less than primary completed	3 000	3 163	3 467	3 500	3 792	3 900
Primary completed	3 000	3 300	3 467	3 467	3 800	4 000
Secondary not completed	3 597	3 900	4 000	4 160	4 342	4 767
Secondary completed	6 500	6 500	7 000	6 500	6 500	6 500
Tertiary	20 000	22 000	22 000	22 700	25 000	25 000
Other	4 000	4 000	4 200	4 333	5 000	5 000

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

Table 3.23: Adequate earnings and productive work - Low pay rate (below 2/3 of median monthly earning)						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
Decent Work Indicator	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**	**Rand**
Median	**4 500**	**4 800**	**5 200**	**5 000**	**5 417**	**5 600**
2/3	3 000	3 200	3 467	3 333	3 611	3 733
Both sexes (%)	**29,1**	**29,9**	**28,3**	**27,7**	**29,6**	
Men	22,8	24,2	23,2	22,4	24,6	
Women	36,6	36,8	34,3	34,2	35,6	

Table 3.24: Proportion of employees who are entitled to paid sick leave						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
Decent Work Indicators	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**
Both sexes	**70,1**	**71,2**	**75,4**	**75,0**	**71,9**	**71,5**
Men	71,4	72,4	76,6	75,9	72,1	71,2
Women	68,6	69,7	74,1	73,8	71,7	72,0

Table 3.25: Proportion of employees who are entitled to martenity/partenity leave						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
Decent Work Indicators	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**	**Percent**
Both sexes	**57,2**	**57,7**	**76,9**	**69,3**	**53,6**	**54,4**
Men	56,1	56,2	80,6	71,0	50,6	51,5
Women	58,5	59,5	72,5	67,2	57,0	58,0

Table 3.26: Decent hours						
	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
Decent hours	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**	**Per cent**
Excessive hours (workers with more than 48 hours per week)	**21,3**	**21,2**	**19,0**	**18,0**	**18,5**	**16,1**
Men	25,4	25,7	23,3	22,4	22,8	20,4
Women	16,0	15,5	13,5	12,2	12,9	10,9
Time-related underemployment rate	**4,5**	**4,7**	**5,3**	**5,8**	**4,9**	**3,7**
Men	3,3	3,5	4,2	4,8	4,0	2,7
Women	6,0	6,2	6,7	7,3	5,9	5,0
Rate of workers with decent hours	**74,2**	**74,1**	**75,7**	**76,2**	**76,7**	**80,2**
Men	71,2	70,8	72,4	72,8	73,1	76,9
Women	77,9	78,4	79,8	80,5	81,2	84,1

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

Social protection

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

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

Social dialogue

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

Table 4: Characteristics of the unemployed - South Africa						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Unemployed	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Job losers	1 917	2 023	1 888	2 231	2 089	2 146
Job leavers	298	307	379	313	212	244
New entrants	2 435	2 554	2 469	3 153	3 568	3 457
Re-entrants	264	316	331	333	251	304
Other	1 189	1 379	1 215	1 628	1 714	1 749
Unemployed	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Long-term unemployment (1 year and more)	4 229	4 685	4 421	5 944	6 127	6 061
Short-term unemployment (less than 1 year)	1 874	1 894	1 862	1 715	1 707	1 839
Long-term unemployment(%)						
Proportion of the labour force	18,8	20,4	20,7	26,6	26,2	24,8
Proportion of the unemployed	69,3	71,2	70,4	77,6	78,2	76,7
Those who have worked in the past 5 years						
Previous occupation	**2 479**	**2 646**	**2 599**	**2 877**	**2 552**	**2 694**
Manager	63	57	79	73	62	65
Professional	47	49	55	58	54	65
Technician	126	143	149	160	141	141
Clerk	269	292	294	341	314	296
Sales and services	429	450	443	520	489	566
Skilled agriculture	6	8	6	5	8	7
Craft and related trade	414	446	414	424	360	385
Plant and machine operator	185	203	229	228	163	176
Elementary	765	826	765	852	798	835
Domestic worker	173	172	160	196	162	156
Other	2	0	5	20	1	2
Previous industry	**2 479**	**2 646**	**2 599**	**2 877**	**2 552**	**2 694**
Agriculture	135	142	125	148	139	156
Mining	49	43	39	44	50	49
Manufacturing	252	295	276	289	230	251
Utilities	18	17	16	19	23	14
Construction	426	445	423	449	378	398
Trade	572	589	560	548	515	547
Transport	115	134	157	176	129	148
Finance	354	375	391	446	352	353
Community and social services	331	371	379	461	480	545
Private households	226	233	229	296	256	228
Other	1	0	5	2	1	6

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

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

Table 4.1: Characteristics of the unemployed by province

	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022	QLFS 2023
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**4 229**	**4 685**	**4 421**	**5 944**	**6 127**	**6 061**
Western cape	363	409	375	557	575	464
Eastern Cape	540	570	694	836	752	703
Northern Cape	77	73	65	55	62	72
Free State	294	305	245	321	303	340
KwaZulu-Natal	563	652	584	798	911	874
North West	225	285	288	356	340	416
Gauteng	1 603	1 732	1 633	2 172	2 218	2 201
Mpumalanga	390	441	300	472	469	506
Limpopo	176	217	237	377	496	484
Long-term unemployment (%)	**69,3**	**71,2**	**70,4**	**77,6**	**78,2**	**76,7**
Western cape	57,9	63,0	62,9	70,1	71,8	65,4
Eastern Cape	70,8	70,1	73,3	79,0	74,8	74,1
Northern Cape	62,5	58,9	62,1	59,0	59,1	60,4
Free State	71,3	71,9	67,3	77,0	77,3	78,8
KwaZulu-Natal	70,8	71,9	68,5	74,0	78,1	74,3
North West	63,2	70,4	73,7	75,5	71,7	74,9
Gauteng	76,1	77,5	75,8	85,2	87,1	85,1
Mpumalanga	66,2	68,2	66,4	73,7	70,5	73,1
Limpopo	52,4	57,9	56,3	67,7	73,4	71,3
Short-term unemployment	**1 874**	**1 894**	**1 862**	**1 715**	**1 707**	**1 839**
Western cape	264	241	222	238	226	246
Eastern Cape	222	243	253	222	254	246
Northern Cape	46	51	40	38	43	47
Free State	118	119	119	96	89	92
KwaZulu-Natal	232	254	268	280	255	303
North West	131	120	103	115	134	140
Gauteng	502	502	522	377	330	384
Mpumalanga	199	206	151	169	196	186
Limpopo	159	158	184	180	180	195
Short-term unemployment (%)	**30,7**	**28,8**	**29,6**	**22,4**	**21,8**	**23,3**
Western cape	42,1	37,0	37,1	29,9	28,2	34,6
Eastern Cape	29,2	29,9	26,7	21,0	25,2	25,9
Northern Cape	37,5	41,1	37,9	41,0	40,9	39,6
Free State	28,7	28,1	32,7	23,0	22,7	21,2
KwaZulu-Natal	29,2	28,1	31,5	26,0	21,9	25,7
North West	36,8	29,6	26,3	24,5	28,3	25,1
Gauteng	23,9	22,5	24,2	14,8	12,9	14,9
Mpumalanga	33,8	31,8	33,6	26,3	29,5	26,9
Limpopo	47,6	42,1	43,7	32,3	26,6	28,7

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: The duration of unemployment						
	QLFS 2018	**QLFS 2019**	**QLFS 2020**	**QLFS 2021**	**QLFS 2022**	**QLFS 2023**
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both Sexes	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Less than 3 moths	732	747	572	646	727	800
3 months less than 6 months	406	422	478	374	372	394
6 months less than 1 year	728	718	773	688	598	630
1 year less than 3 years	1 423	1 452	1 351	1 932	1 795	1 655
3 years and over	2 814	3 241	3 109	4 019	4 342	4 420
Women	**2 986**	**3 192**	**2 999**	**3 678**	**3 782**	**3 911**
Less than 3 moths	289	278	215	245	270	309
3 months less than 6 months	174	185	201	155	162	176
6 months less than 1 year	333	324	334	315	279	310
1 year less than 3 years	725	731	690	970	877	834
3 years and over	1 464	1 674	1 559	1 993	2 194	2 282
Men	**3 117**	**3 387**	**3 283**	**3 980**	**4 052**	**3 989**
Less than 3 moths	443	468	356	401	457	491
3 months less than 6 months	232	237	276	219	210	218
6 months less than 1 year	395	394	439	372	319	320
1 year less than 3 years	697	721	661	962	918	821
3 years and over	1 350	1 567	1 551	2 026	2 147	2 138
For all values of 10 000 or lower the sample size is too small for reliable estimates						
Due to rounding, numbers do not necessarily add up to totals						

Table 5: Characteristics of the not economically active - South Africa

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Not economically active	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**
Student	6 223	6 239	6 551	6 592	6 130	6 127
Home-maker	2 550	2 574	2 546	2 719	2 582	2 487
Illness/disability	1 552	1 536	1 490	1 537	1 591	1 661
Too old/young to work	1 440	1 522	1 550	1 673	1 812	1 723
Discouraged work seekers	2 806	2 848	2 754	3 529	3 549	3 166
Other	839	858	2 859	1 274	1 207	1 248
Inactivity rate by age (Both sexes)	**40,7**	**40,5**	**45,4**	**43,7**	**41,9**	**40,2**
15-24 yrs	74,6	74,3	79,1	78,0	74,2	73,0
25-54 yrs	23,6	23,6	29,3	27,2	26,0	24,5
55-64 yrs	54,8	55,5	58,1	59,4	60,4	57,8
Inactivity rate by age (Women)	**46,8**	**46,6**	**51,3**	**49,8**	**47,7**	**45,5**
15-24 yrs	77,4	76,8	80,9	79,6	76,8	75,0
25-54 yrs	30,8	30,8	36,5	34,6	32,5	30,6
55-64 yrs	62,4	63,1	65,5	66,5	67,7	63,7
Inactivity rate by age (Men)	**34,4**	**34,2**	**39,4**	**37,5**	**36,1**	**34,9**
15-24 yrs	71,8	71,9	77,3	76,5	71,7	71,1
25-54 yrs	16,5	16,5	22,2	19,7	19,7	18,5
55-64 yrs	45,4	46,0	48,9	50,6	51,4	50,4

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

Table 6: Socio-demographic characteristics - South Africa						
	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Age group of the employed	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
15-24 yrs	1 222	1 135	871	783	1 015	1 103
25-34 yrs	4 903	4 823	4 356	4 115	4 406	4 689
35-44 yrs	5 137	5 124	4 757	4 718	4 893	5 104
45-54 yrs	3 560	3 681	3 564	3 597	3 766	3 978
55-64 yrs	1 571	1 587	1 513	1 479	1 462	1 628
Age group of the unemployed	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
15-24 yrs	1 399	1 505	1 272	1 467	1 619	1 659
25-34 yrs	2 461	2 642	2 526	3 087	3 051	3 055
35-44 yrs	1 409	1 509	1 533	1 915	1 946	2 006
45-54 yrs	667	748	763	980	1 000	978
55-64 yrs	167	175	189	210	217	201
Age group of the not economically active	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**
15-24 yrs	7 688	7 649	8 120	7 989	7 593	7 475
25-34 yrs	2 581	2 623	3 342	3 150	3 006	2 805
35-44 yrs	1 571	1 642	2 150	1 982	1 960	1 875
45-54 yrs	1 463	1 467	1 777	1 734	1 749	1 759
55-64 yrs	2 107	2 196	2 361	2 468	2 563	2 499
Highest level of education of the employed	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
No schooling	297	290	186	191	177	181
Less than primary completed	992	948	770	698	657	684
Primary completed	618	621	505	453	488	499
Secondary not completed	5 547	5 352	4 874	4 807	4 764	5 051
Secondary completed	5 305	5 405	5 209	5 134	5 724	5 969
Tertiary	3 455	3 541	3 386	3 300	3 539	3 890
Other	180	193	132	108	196	228
Highest level of education of the unemployed	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
No schooling	69	71	52	52	68	62
Less than primary completed	340	349	292	305	319	291
Primary completed	222	256	227	247	243	273
Secondary not completed	2 825	3 035	2 791	3 374	3 364	3 352
Secondary completed	2 112	2 250	2 295	2 913	3 057	3 131
Tertiary	496	582	588	734	730	740
Other	40	36	38	33	51	51
Highest level of education of the not economically active	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**
No schooling	605	583	460	480	527	506
Less than primary completed	1 488	1 421	1 376	1 255	1 250	1 190
Primary completed	929	947	1 001	906	935	905
Secondary not completed	8 206	8 221	9 186	9 306	8 837	8 592
Secondary completed	3 428	3 587	4 652	4 509	4 430	4 239
Tertiary	601	663	895	720	717	783
Other	155	156	180	148	175	199

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

Table 6b: Socio-demographic characteristics - South Africa (concluded)						
	QLFS 2018 Thousand	**QLFS 2019 Thousand**	**QLFS 2020 Thousand**	**QLFS 2021 Thousand**	**QLFS 2022 Thousand**	**QLFS 2023 Thousand**
Employed	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Attending educational institution	341	343	255	183	284	307
Not attending educational institution	16 052	16 007	14 806	14 507	15 260	16 195
Unemployed	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Attending educational institution	115	129	103	114	166	143
Not attending educational institution	5 988	6 450	6 180	7 544	7 667	7 756
Not economically active	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**
Attending educational institution	6 135	6 127	6 450	6 435	5 937	5 952
Not attending educational institution	9 276	9 451	11 299	10 888	10 934	10 461
Current marital status of the employed	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**	**16 502**
Married	6 282	6 308	5 890	5 734	5 532	5 896
Living together like husband and wife	2 071	2 034	1 823	1 828	2 000	2 049
Widow/widower	482	466	375	373	367	397
Divorced or separated	503	502	446	421	461	460
Never married	7 055	7 041	6 528	6 335	7 184	7 699
Current marital status of the unemployed	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**	**7 900**
Married	923	1 014	992	1 242	1 091	987
Living together like husband and wife	686	716	626	681	825	804
Widow/widower	80	82	74	74	79	87
Divorced or separated	99	100	113	125	112	116
Never married	4 315	4 667	4 477	5 536	5 728	5 906
Current marital status of the not economically active	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**	**16 413**
Married	2 750	2 744	3 201	2 987	2 807	2 712
Living together like husband and wife	841	838	985	864	940	928
Widow/widower	630	605	615	634	648	592
Divorced or separated	232	248	317	297	274	269
Never married	10 958	11 142	12 633	12 541	12 201	11 911

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

Table 7: Profile of those not in education and not in employment - South Africa

	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand	QLFS 2023 Thousand
Both sexes	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**
Women	8 813	9 068	9 829	10 348	10 331	10 149
Men	6 451	6 834	7 649	8 084	8 270	8 068
Age group	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**
15-24 yrs	3 254	3 340	3 325	3 373	3 599	3 478
25-34 yrs	4 683	4 887	5 445	5 819	5 644	5 478
35-44 yrs	2 933	3 101	3 629	3 859	3 853	3 839
45-54 yrs	2 123	2 204	2 530	2 704	2 731	2 726
55-64 yrs	2 271	2 369	2 549	2 677	2 774	2 696
Population groups	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**
Black/African	12 847	13 442	14 803	15 659	15 916	15 700
Coloured	1 324	1 373	1 535	1 651	1 585	1 456
Indian/Asian	350	365	389	432	378	384
White	743	721	751	690	723	677
South Africa	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**	**18 217**
Western Cape	1 474	1 562	1 750	1 865	1 884	1 695
Eastern Cape	2 054	2 077	2 194	2 258	2 286	2 274
Northern Cape	372	370	402	436	408	398
Free State	762	796	846	871	831	881
KwaZulu Natal	3 083	3 206	3 511	3 641	3 702	3 615
North West	1 164	1 233	1 280	1 376	1 426	1 464
Gauteng	3 710	3 831	4 409	4 670	4 715	4 605
Mpumalanga	1 180	1 231	1 301	1 387	1 449	1 435
Limpopo	1 465	1 594	1 785	1 929	1 900	1 850

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

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

Appendix 3: Panel data tables

Table A.1: Quarterly transition rates between different labour market states						
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q2 2018	**Q3 2018**	93,5	3,6	1,1	1,8	100,0
Q3 2018	**Q4 2018**	94,0	3,1	1,3	1,7	100,0
Q4 2018	**Q1 2019**	93,3	3,4	1,4	1,9	100,0
Q1 2019	**Q2 2019**	93,5	3,6	1,1	1,9	100,0
Q2 2019	**Q3 2019**	93,3	4,0	1,1	1,5	100,0
Q3 2019	**Q4 2019**	94,0	3,1	1,3	1,6	100,0
Q4 2019	**Q1 2020**	93,3	3,7	1,2	1,8	100,0
Q1 2020	**Q2 2020**	79,6	5,6	1,9	12,9	100,0
Q2 2020	**Q3 2020**	90,3	4,6	1,1	4,1	100,0
Q3 2020	**Q4 2020**	93,0	3,8	1,1	2,0	100,0
Q4 2020	**Q1 2021**	92,1	4,1	1,1	2,6	100,0
Q1 2021	**Q2 2021**	92,5	4,2	1,3	2,0	100,0
Q2 2021	**Q3 2021**	91,9	4,2	1,3	2,6	100,0
Q3 2021	**Q4 2021**	93,5	3,5	1,0	2,0	100,0
Q4 2021	**Q1 2022**	91,4	4,1	1,8	2,7	100,0
Q1 2022	**Q2 2022**	91,7	4,6	1,5	2,2	100,0
Q2 2022	**Q3 2022**	90,8	5,3	1,5	2,5	100,0
Q3 2022	**Q4 2022**	91,2	4,2	1,7	2,8	100,0
Q4 2022	**Q1 2023**	92,0	4,6	1,1	2,3	100,0
Q1 2023	**Q2 2023**	91,9	4,4	1,3	2,4	100,0
Q2 2023	**Q3 2023**	92,0	4,3	1,3	2,3	100,0
Q3 2023	**Q4 2023**	91,4	4,3	1,9	2,3	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q2 2018	**Q3 2018**	11,0	71,1	7,7	10,2	100,0
Q3 2018	**Q4 2018**	10,6	71,8	7,9	9,7	100,0
Q4 2018	**Q1 2019**	9,9	70,8	8,0	11,2	100,0
Q1 2019	**Q2 2019**	10,3	72,2	7,4	10,1	100,0
Q2 2019	**Q3 2019**	10,1	72,3	7,6	10,0	100,0
Q3 2019	**Q4 2019**	9,7	74,2	6,6	9,5	100,0
Q4 2019	**Q1 2020**	8,5	74,9	6,5	10,2	100,0
Q1 2020	**Q2 2020**	9,9	34,0	10,4	45,7	100,0
Q2 2020	**Q3 2020**	14,3	64,3	6,3	15,1	100,0
Q3 2020	**Q4 2020**	11,9	70,6	5,5	11,9	100,0
Q4 2020	**Q1 2021**	9,3	71,7	7,4	11,6	100,0
Q1 2021	**Q2 2021**	11,5	70,9	7,9	9,7	100,0
Q2 2021	**Q3 2021**	6,9	70,9	10,5	11,7	100,0
Q3 2021	**Q4 2021**	8,7	73,8	8,6	8,9	100,0
Q4 2021	**Q1 2022**	9,5	73,1	6,9	10,5	100,0
Q1 2022	**Q2 2022**	9,6	71,6	7,8	11,0	100,0
Q2 2022	**Q3 2022**	11,9	67,6	7,7	12,8	100,0
Q3 2022	**Q4 2022**	9,9	71,5	7,3	11,3	100,0
Q4 2022	**Q1 2023**	10,5	70,7	7,4	11,4	100,0
Q1 2023	**Q2 2023**	10,7	73,0	5,3	11,0	100,0
Q2 2023	**Q3 2023**	10,5	72,0	6,4	11,1	100,0
Q3 2023	**Q4 2023**	10,5	73,0	6,4	10,1	100,0

Table A.1: Quarterly transition rates between different labour market states (concluded)						
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouraged		Per cent				
t quarter	t+1					
Q2 2018	Q3 2018	8,0	16,8	58,1	17,2	100,0
Q3 2018	Q4 2018	7,8	15,9	60,0	16,3	100,0
Q4 2018	Q1 2019	7,0	14,8	59,1	19,2	100,0
Q1 2019	Q2 2019	9,0	18,7	55,6	16,7	100,0
Q2 2019	Q3 2019	8,4	15,6	60,0	15,9	100,0
Q3 2019	Q4 2019	6,7	15,7	60,4	17,2	100,0
Q4 2019	Q1 2020	7,0	15,2	62,0	15,8	100,0
Q1 2020	Q2 2020	7,3	13,5	33,8	45,5	100,0
Q2 2020	Q3 2020	9,2	24,3	45,1	21,4	100,0
Q3 2020	Q4 2020	5,9	19,9	59,6	14,6	100,0
Q4 2020	Q1 2021	5,7	13,9	62,1	18,3	100,0
Q1 2021	Q2 2021	7,6	17,0	61,7	13,7	100,0
Q2 2021	Q3 2021	4,8	15,1	65,2	14,9	100,0
Q3 2021	Q4 2021	5,8	18,7	63,0	12,4	100,0
Q4 2021	Q1 2022	5,0	15,1	65,5	14,4	100,0
Q1 2022	Q2 2022	9,0	17,4	58,1	15,5	100,0
Q2 2022	Q3 2022	7,9	18,0	60,2	13,9	100,0
Q3 2022	Q4 2022	7,8	15,0	59,3	17,9	100,0
Q4 2022	Q1 2023	7,4	15,6	62,0	15,0	100,0
Q1 2023	Q2 2023	7,0	11,5	65,8	15,8	100,0
Q2 2023	Q3 2023	9,7	15,5	62,7	12,1	100,0
Q3 2023	Q4 2023	9,4	17,8	58,0	14,9	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA		Per cent				
Q2 2018	Q3 2018	2,4	4,9	4,1	88,6	100,0
Q3 2018	Q4 2018	2,4	4,8	3,7	89,1	100,0
Q4 2018	Q1 2019	2,1	5,5	4,4	87,9	100,0
Q1 2019	Q2 2019	2,4	5,8	3,7	88,1	100,0
Q2 2019	Q3 2019	2,3	4,8	4,1	88,7	100,0
Q3 2019	Q4 2019	1,8	4,9	3,4	89,8	100,0
Q4 2019	Q1 2020	1,9	5,8	4,0	88,3	100,0
Q1 2020	Q2 2020	2,5	3,4	3,0	91,1	100,0
Q2 2020	Q3 2020	6,3	12,6	6,1	74,9	100,0
Q3 2020	Q4 2020	3,4	8,7	4,6	83,3	100,0
Q4 2020	Q1 2021	1,7	6,0	3,5	88,7	100,0
Q1 2021	Q2 2021	2,4	7,7	3,8	86,0	100,0
Q2 2021	Q3 2021	1,6	5,3	3,8	89,3	100,0
Q3 2021	Q4 2021	2,3	5,8	4,1	87,8	100,0
Q4 2021	Q1 2022	2,0	7,3	4,5	86,2	100,0
Q1 2022	Q2 2022	2,6	7,4	4,2	85,8	100,0
Q2 2022	Q3 2022	2,7	7,0	4,0	86,2	100,0
Q3 2022	Q4 2022	2,5	6,9	3,1	87,5	100,0
Q4 2022	Q1 2023	2,7	7,0	3,9	86,3	100,0
Q1 2023	Q2 2023	2,4	6,3	3,1	88,1	100,0
Q2 2023	Q3 2023	2,9	5,7	3,3	88,1	100,0
Q3 2023	Q4 2023	2,7	5,6	3,1	88,6	100,0

Table A2: Quarterly transition rates between different sectors						
		t+1 status				
		Formal	Informal	Agriculture	Private households	Total
t status: Formal		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	95,8	3,8	0,3	0,2	100,0
Q3 2018	Q4 2018	95,7	3,8	0,3	0,3	100,0
Q4 2018	Q1 2019	96,1	3,5	0,2	0,2	100,0
Q1 2019	Q2 2019	95,7	4,0	0,2	0,1	100,0
Q2 2019	Q3 2019	95,9	3,7	0,3	0,2	100,0
Q3 2019	Q4 2019	95,5	3,8	0,3	0,3	100,0
Q4 2019	Q1 2020	96,3	3,2	0,3	0,2	100,0
Q1 2020	Q2 2020	95,5	3,7	0,5	0,3	100,0
Q2 2020	Q3 2020	95,3	3,7	0,7	0,4	100,0
Q3 2020	Q4 2020	96,8	2,6	0,4	0,1	100,0
Q4 2020	Q1 2021	96,3	3,2	0,3	0,2	100,0
Q1 2021	Q2 2021	96,2	3,3	0,3	0,1	100,0
Q2 2021	Q3 2021	94,9	4,4	0,6	0,2	100,0
Q3 2021	Q4 2021	96,3	3,2	0,5	0,1	100,0
Q4 2021	Q1 2022	95,5	3,7	0,4	0,4	100,0
Q1 2022	Q2 2022	95,4	3,9	0,4	0,3	100,0
Q2 2022	Q3 2022	94,6	4,6	0,6	0,2	100,0
Q3 2022	Q4 2022	95,6	3,8	0,4	0,3	100,0
Q4 2022	Q1 2023	94,7	4,4	0,7	0,2	100,0
Q1 2023	Q2 2023	95,1	4,2	0,6	0,2	100,0
Q2 2023	Q3 2023	94,8	4,3	0,7	0,3	100,0
Q3 2023	Q4 2023	94,8	4,5	0,5	0,2	100,0
		Formal	Informal	Agriculture	Private households	Total
t status: Informal		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	16,8	81,9	0,5	0,8	100,0
Q3 2018	Q4 2018	16,7	82,2	0,2	1,0	100,0
Q4 2018	Q1 2019	14,1	83,9	0,6	1,4	100,0
Q1 2019	Q2 2019	14,5	84,4	0,4	0,8	100,0
Q2 2019	Q3 2019	16,8	82,0	0,3	0,9	100,0
Q3 2019	Q4 2019	16,3	81,8	0,7	1,2	100,0
Q4 2019	Q1 2020	14,8	83,1	0,7	1,5	100,0
Q1 2020	Q2 2020	21,2	76,0	1,0	1,7	100,0
Q2 2020	Q3 2020	17,3	80,1	0,7	2,0	100,0
Q3 2020	Q4 2020	14,9	82,7	0,6	1,8	100,0
Q4 2020	Q1 2021	14,8	83,1	0,7	1,5	100,0
Q1 2021	Q2 2021	13,1	85,1	0,7	1,1	100,0
Q2 2021	Q3 2021	13,6	84,6	0,7	1,1	100,0
Q3 2021	Q4 2021	14,1	84,9	0,2	0,8	100,0
Q4 2021	Q1 2022	14,5	84,6	0,4	0,5	100,0
Q1 2022	Q2 2022	14,6	83,9	0,3	1,1	100,0
Q2 2022	Q3 2022	18,8	78,4	0,6	2,3	100,0
Q3 2022	Q4 2022	19,2	78,9	0,5	1,4	100,0
Q4 2022	Q1 2023	16,6	80,9	0,6	1,9	100,0
Q1 2023	Q2 2023	17,0	80,4	0,7	1,9	100,0
Q2 2023	Q3 2023	18,7	79,3	0,9	1,2	100,0
Q3 2023	Q4 2023	17,2	81,0	0,5	1,2	100,0

Table A2: Quarterly transition rates between different sectors (concluded)						
t status: Agriculture		Formal	Informal	Agriculture	Private households	Total
		Per cent				
t quarter	t+1 quarter					
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	88	1,1	100,0
Q4 2020	Q1 2021	5,2	2,4	90,5	1,9	100,0
Q1 2021	Q2 2021	8,5	3,1	86	2,4	100,0
Q2 2021	Q3 2021	5,2	1,1	92,1	1,6	100,0
Q3 2021	Q4 2021	5,9	1,7	91,1	1,2	100,0
Q4 2021	Q1 2022	6,7	1,3	89,6	2,5	100,0
Q1 2022	Q2 2022	8,5	0,8	88,6	2,1	100,0
Q2 2022	Q3 2022	8,7	1,6	88,3	1,4	100,0
Q3 2022	Q4 2022	8,4	1,5	89,6	0,6	100,0
Q4 2022	Q1 2023	6,8	2	89,9	1,3	100,0
Q1 2023	Q2 2023	10	1,9	87,3	0,9	100,0
Q2 2023	Q3 2023	7,7	2,3	88,2	1,8	100,0
Q3 2023	Q4 2023	8,9	2,3	86,8	2	100,0
t status: Private households		Formal	Informal	Agriculture	Private households	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	2,5	2,3	0,8	94,3	100,0
Q3 2018	Q4 2018	2,0	1,1	0,9	96,0	100,0
Q4 2018	Q1 2019	2,2	2,5	0,8	94,5	100,0
Q1 2019	Q2 2019	1,6	2,5	1,1	94,9	100,0
Q2 2019	Q3 2019	1,3	1,8	1,3	95,5	100,0
Q3 2019	Q4 2019	1,6	2,0	0,8	95,5	100,0
Q4 2019	Q1 2020	2,4	2,0	1,1	94,6	100,0
Q1 2020	Q2 2020	5,3	4,4	1,6	88,6	100,0
Q2 2020	Q3 2020	3,4	5,1	4,3	87,3	100,0
Q3 2020	Q4 2020	2,4	3,8	0,8	93,0	100,0
Q4 2020	Q1 2021	2,4	2,0	1,1	94,6	100,0
Q1 2021	Q2 2021	1,6	3,0	0,9	94,5	100,0
Q2 2021	Q3 2021	2,5	2,3	1,6	93,6	100,0
Q3 2021	Q4 2021	0,6	0,8	0,8	97,8	100,0
Q4 2021	Q1 2022	3,2	3,1	1,0	92,7	100,0
Q1 2022	Q2 2022	1,7	3,9	1,1	93,3	100,0
Q2 2022	Q3 2022	3,3	4,0	1,5	91,2	100,0
Q3 2022	Q4 2022	2,3	4,5	0,6	92,6	100,0
Q4 2022	Q1 2023	3,8	7,1	1,2	87,9	100,0
Q1 2023	Q2 2023	3,0	2,7	1,3	93,0	100,0
Q2 2023	Q3 2023	2,9	4,0	0,9	92,2	100,0
Q3 2023	Q4 2023	3,1	2,1	0,8	94,0	100,0

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	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	90,2	4,0	2,1	3,7	100,0
Q3 2018	Q4 2018	91,4	2,9	2,1	3,6	100,0
Q4 2018	Q1 2019	90,2	4,8	2,6	2,4	100,0
Q1 2019	Q2 2019	91,2	3,5	2,0	3,3	100,0
Q2 2019	Q3 2019	91,1	4,7	1,9	2,3	100,0
Q3 2019	Q4 2019	89,5	4,8	2,3	3,5	100,0
Q4 2019	Q1 2020	89,9	5,0	1,7	3,4	100,0
Q1 2020	Q2 2020	73,7	6,4	2,5	17,5	100,0
Q2 2020	Q3 2020	85,4	4,6	2,3	7,8	100,0
Q3 2020	Q4 2020	90,7	3,9	1,7	3,7	100,0
Q4 2020	Q1 2021	85,8	7,0	2,4	4,8	100,0
Q1 2021	Q2 2021	91,0	4,3	1,8	2,9	100,0
Q2 2021	Q3 2021	89,6	4,7	1,7	4,1	100,0
Q3 2021	Q4 2021	93,2	3,1	0,9	2,8	100,0
Q4 2021	Q1 2022	90,8	2,5	2,1	4,6	100,0
Q1 2022	Q2 2022	86,6	5,8	2,8	4,8	100,0
Q2 2022	Q3 2022	86,4	5,9	2,6	5,0	100,0
Q3 2022	Q4 2022	86,9	4,9	2,5	5,7	100,0
Q4 2022	Q1 2023	87,5	5,5	1,7	5,2	100,0
Q1 2023	Q2 2023	87,7	6,3	1,7	4,4	100,0
Q2 2023	Q3 2023	86,8	5,8	2,2	5,3	100,0
Q3 2023	Q4 2023	88,7	3,8	2,7	4,8	100,0
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	13,1	60,9	10,3	15,7	100,0
Q3 2018	Q4 2018	14,1	67,7	6,8	11,4	100,0
Q4 2018	Q1 2019	11,6	62,8	10,9	14,7	100,0
Q1 2019	Q2 2019	13,5	68,8	6,9	10,8	100,0
Q2 2019	Q3 2019	10,6	65,3	9,4	14,7	100,0
Q3 2019	Q4 2019	12,0	68,5	7,3	12,2	100,0
Q4 2019	Q1 2020	9,0	69,7	7,5	13,9	100,0
Q1 2020	Q2 2020	10,6	33,4	12,4	43,7	100,0
Q2 2020	Q3 2020	17,4	60,9	6,8	14,9	100,0
Q3 2020	Q4 2020	16,4	62,9	5,1	15,5	100,0
Q4 2020	Q1 2021	11,6	68,1	6,4	14,0	100,0
Q1 2021	Q2 2021	19,5	58,2	8,7	13,6	100,0
Q2 2021	Q3 2021	6,6	66,7	13,0	13,7	100,0
Q3 2021	Q4 2021	5,0	71,8	10,5	12,7	100,0
Q4 2021	Q1 2022	10,0	67,9	7,9	14,2	100,0
Q1 2022	Q2 2022	8,2	67,4	10,4	14,1	100,0
Q2 2022	Q3 2022	13,2	65,6	7,1	14,2	100,0
Q3 2022	Q4 2022	13,3	64,1	8,9	13,7	100,0
Q4 2022	Q1 2023	13,4	64,9	7,4	14,3	100,0
Q1 2023	Q2 2023	13,6	64,0	6,4	16,0	100,0
Q2 2023	Q3 2023	9,4	70,2	5,6	14,8	100,0
Q3 2023	Q4 2023	12,0	68,8	5,6	13,7	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)						
		t+1 status				
t status: Discouraged: Primary and less		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	8,8	12,1	55,6	23,5	100,0
Q3 2018	Q4 2018	9,2	12,1	55,7	23,1	100,0
Q4 2018	Q1 2019	9,2	10,8	56,4	23,6	100,0
Q1 2019	Q2 2019	11,1	13,3	53,4	22,3	100,0
Q2 2019	Q3 2019	7,9	11,3	63,0	17,9	100,0
Q3 2019	Q4 2019	5,7	12,3	60,4	21,5	100,0
Q4 2019	Q1 2020	7,7	11,5	58,6	22,3	100,0
Q1 2020	Q2 2020	8,2	11,6	33,8	46,3	100,0
Q2 2020	Q3 2020	14,7	16,0	45,2	24,1	100,0
Q3 2020	Q4 2020	6,4	13,8	55,5	24,4	100,0
Q4 2020	Q1 2021	3,7	11,6	62,5	22,2	100,0
Q1 2021	Q2 2021	8,5	14,5	60,3	16,8	100,0
Q2 2021	Q3 2021	4,5	8,4	65,2	22,0	100,0
Q3 2021	Q4 2021	4,9	19,4	55,3	20,3	100,0
Q4 2021	Q1 2022	4,7	15,5	59,3	20,5	100,0
Q1 2022	Q2 2022	10,8	10,1	55,6	23,4	100,0
Q2 2022	Q3 2022	7,4	12,0	62,7	17,9	100,0
Q3 2022	Q4 2022	6,4	7,2	58,8	27,6	100,0
Q4 2022	Q1 2023	9,1	8,4	59,6	22,9	100,0
Q1 2023	Q2 2023	9,7	9,6	60,5	20,3	100,0
Q2 2023	Q3 2023	8,2	11,3	62,2	18,4	100,0
Q3 2023	Q4 2023	13,1	11,6	56,9	18,4	100,0
		t+1 status				
t status: Other NEA: primary and less		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	3,3	2,7	4,7	89,4	100,0
Q3 2018	Q4 2018	2,7	3,0	3,8	90,5	100,0
Q4 2018	Q1 2019	2,0	2,1	3,9	92,0	100,0
Q1 2019	Q2 2019	2,8	3,6	3,3	90,3	100,0
Q2 2019	Q3 2019	2,6	2,7	3,9	90,7	100,0
Q3 2019	Q4 2019	1,6	2,8	3,2	92,4	100,0
Q4 2019	Q1 2020	1,7	2,9	3,0	92,4	100,0
Q1 2020	Q2 2020	2,2	2,0	2,5	93,3	100,0
Q2 2020	Q3 2020	5,6	7,7	5,5	81,2	100,0
Q3 2020	Q4 2020	3,5	3,5	3,9	89,1	100,0
Q4 2020	Q1 2021	1,6	2,7	2,5	93,3	100,0
Q1 2021	Q2 2021	2,2	3,5	3,5	90,8	100,0
Q2 2021	Q3 2021	1,8	3,7	3,6	90,9	100,0
Q3 2021	Q4 2021	1,5	3,2	3,5	91,8	100,0
Q4 2021	Q1 2022	1,2	4,0	4,2	90,7	100,0
Q1 2022	Q2 2022	2,2	3,6	3,5	90,7	100,0
Q2 2022	Q3 2022	2,7	3,8	4,8	88,8	100,0
Q3 2022	Q4 2022	2,4	4,1	2,7	90,8	100,0
Q4 2022	Q1 2023	2,2	3,4	3,3	91,1	100,0
Q1 2023	Q2 2023	2,3	3,7	2,7	91,4	100,0
Q2 2023	Q3 2023	2,8	3,5	3,1	90,5	100,0
Q3 2023	Q4 2023	2,5	3,3	3,3	90,9	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)						
		t+1 status				
t status: Employed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	91,2	4,8	1,6	2,3	100,0
Q3 2018	Q4 2018	92,0	4,5	1,8	1,8	100,0
Q4 2018	Q1 2019	90,7	4,7	2,2	2,5	100,0
Q1 2019	Q2 2019	90,7	5,2	1,7	2,4	100,0
Q2 2019	Q3 2019	90,5	5,8	1,7	2,1	100,0
Q3 2019	Q4 2019	92,4	3,9	1,9	1,8	100,0
Q4 2019	Q1 2020	90,7	4,7	2,2	2,5	100,0
Q1 2020	Q2 2020	72,7	7,9	3,0	16,3	100,0
Q2 2020	Q3 2020	86,9	6,6	1,3	5,2	100,0
Q3 2020	Q4 2020	90,7	4,7	1,8	2,8	100,0
Q4 2020	Q1 2021	89,2	5,7	1,7	3,4	100,0
Q1 2021	Q2 2021	89,6	6,1	1,8	2,5	100,0
Q2 2021	Q3 2021	88,3	6,1	2,0	3,6	100,0
Q3 2021	Q4 2021	91,8	4,0	1,6	2,6	100,0
Q4 2021	Q1 2022	88,8	5,7	2,1	3,4	100,0
Q1 2022	Q2 2022	89,6	6,1	2,1	2,2	100,0
Q2 2022	Q3 2022	86,8	8,0	2,3	2,9	100,0
Q3 2022	Q4 2022	89,0	5,2	2,4	3,4	100,0
Q4 2022	Q1 2023	89,4	6,2	1,9	2,5	100,0
Q1 2023	Q2 2023	88,2	6,2	2,1	3,5	100,0
Q2 2023	Q3 2023	89,2	6,2	2,0	2,6	100,0
Q3 2023	Q4 2023	88,3	5,9	2,8	3,0	100,0
		t+1 status				
t status: Unemployed: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	11,5	71,3	7,9	9,3	100,0
Q3 2018	Q4 2018	10,6	71,8	7,7	9,9	100,0
Q4 2018	Q1 2019	9,7	71,0	8,1	11,2	100,0
Q1 2019	Q2 2019	10,8	72,3	7,9	9,0	100,0
Q2 2019	Q3 2019	10,0	72,3	8,1	9,6	100,0
Q3 2019	Q4 2019	9,0	75,1	6,4	9,5	100,0
Q4 2019	Q1 2020	9,7	71,0	8,1	11,2	100,0
Q1 2020	Q2 2020	9,6	33,4	10,4	46,6	100,0
Q2 2020	Q3 2020	14,7	63,8	6,1	15,4	100,0
Q3 2020	Q4 2020	11,4	71,5	5,5	11,7	100,0
Q4 2020	Q1 2021	7,8	73,5	7,4	11,3	100,0
Q1 2021	Q2 2021	11,6	70,9	8,5	9,0	100,0
Q2 2021	Q3 2021	7,1	70,2	10,2	12,5	100,0
Q3 2021	Q4 2021	9,2	73,4	8,3	9,1	100,0
Q4 2021	Q1 2022	8,8	72,3	7,8	11,1	100,0
Q1 2022	Q2 2022	10,3	71,4	7,6	10,7	100,0
Q2 2022	Q3 2022	11,9	67,9	7,5	12,7	100,0
Q3 2022	Q4 2022	8,8	71,6	7,4	12,2	100,0
Q4 2022	Q1 2023	11,6	69,3	7,3	11,8	100,0
Q1 2023	Q2 2023	9,6	74,0	5,5	11,0	100,0
Q2 2023	Q3 2023	9,5	72,6	6,8	11,1	100,0
Q3 2023	Q4 2023	10,7	73,0	6,6	9,8	100,0

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

		t+1 status				
t status: Discouraged: less than Secondary		**Employed**	**Unemployed**	**Discouraged**	**Other**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2018	**Q3 2018**	8,7	16,1	58,6	16,7	100,0
Q3 2018	**Q4 2018**	8,4	15,9	59,3	16,4	100,0
Q4 2018	**Q1 2019**	6,6	13,9	61,2	18,4	100,0
Q1 2019	**Q2 2019**	8,9	18,2	55,3	17,5	100,0
Q2 2019	**Q3 2019**	8,7	14,0	61,2	16,1	100,0
Q3 2019	**Q4 2019**	7,5	14,8	60,5	17,2	100,0
Q4 2019	**Q1 2020**	6,6	13,9	61,2	18,4	100,0
Q1 2020	**Q2 2020**	7,6	13,0	34,2	45,2	100,0
Q2 2020	**Q3 2020**	7,6	23,0	47,8	21,5	100,0
Q3 2020	**Q4 2020**	6,0	19,9	61,6	12,5	100,0
Q4 2020	**Q1 2021**	5,6	14,2	61,4	18,8	100,0
Q1 2021	**Q2 2021**	6,8	14,9	64,6	13,7	100,0
Q2 2021	**Q3 2021**	4,4	14,9	66,1	14,6	100,0
Q3 2021	**Q4 2021**	5,7	17,3	64,3	12,7	100,0
Q4 2021	**Q1 2022**	5,3	13,0	67,2	14,5	100,0
Q1 2022	**Q2 2022**	8,6	17,4	59,6	14,4	100,0
Q2 2022	**Q3 2022**	8,2	18,7	60,1	13,1	100,0
Q3 2022	**Q4 2022**	8,1	14,4	58,8	18,7	100,0
Q4 2022	**Q1 2023**	8,3	15,0	61,7	15,0	100,0
Q1 2023	**Q2 2023**	6,2	11,5	66,5	15,7	100,0
Q2 2023	**Q3 2023**	9,2	14,2	63,8	12,8	100,0
Q3 2023	**Q4 2023**	7,9	16,7	60,4	15,1	100,0
		t+1 status				
t status: Other NEA: less than Secondary		**Employed**	**Unemployed**	**Discouraged**	**Other**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2018	**Q3 2018**	1,8	4,1	3,6	90,6	100,0
Q3 2018	**Q4 2018**	1,9	4,3	3,5	90,2	100,0
Q4 2018	**Q1 2019**	1,8	5,5	4,9	87,8	100,0
Q1 2019	**Q2 2019**	1,8	4,7	3,3	90,2	100,0
Q2 2019	**Q3 2019**	2,0	3,9	3,8	90,4	100,0
Q3 2019	**Q4 2019**	1,3	4,3	3,5	90,9	100,0
Q4 2019	**Q1 2020**	1,8	5,5	4,9	87,8	100,0
Q1 2020	**Q2 2020**	1,6	2,4	2,5	93,5	100,0
Q2 2020	**Q3 2020**	5,1	10,8	5,4	78,6	100,0
Q3 2020	**Q4 2020**	2,1	7,1	4,2	86,5	100,0
Q4 2020	**Q1 2021**	1,2	5,2	3,3	90,3	100,0
Q1 2021	**Q2 2021**	2,1	5,7	3,4	88,8	100,0
Q2 2021	**Q3 2021**	1,1	4,2	3,4	91,4	100,0
Q3 2021	**Q4 2021**	1,8	4,5	3,9	89,8	100,0
Q4 2021	**Q1 2022**	1,2	6,9	4,8	87,1	100,0
Q1 2022	**Q2 2022**	1,9	6,5	3,9	87,7	100,0
Q2 2022	**Q3 2022**	1,7	5,7	3,3	89,3	100,0
Q3 2022	**Q4 2022**	1,9	5,7	2,7	89,7	100,0
Q4 2022	**Q1 2023**	1,9	6,4	4,1	87,5	100,0
Q1 2023	**Q2 2023**	1,6	5,3	3,0	90,1	100,0
Q2 2023	**Q3 2023**	2,3	4,8	2,8	90,1	100,0
Q3 2023	**Q4 2023**	1,8	4,6	2,9	90,7	100,0

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

		t+1 status				
t status: Employed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	93,9	3,8	0,9	1,4	100,0
Q3 2018	Q4 2018	94,6	3,0	1,0	1,4	100,0
Q4 2018	Q1 2019	94,3	3,1	1,0	1,6	100,0
Q1 2019	Q2 2019	94,5	3,6	0,7	1,3	100,0
Q2 2019	Q3 2019	94,4	3,6	0,7	1,3	100,0
Q3 2019	Q4 2019	94,9	3,1	1,0	1,0	100,0
Q4 2019	Q1 2020	94,7	3,2	0,9	1,3	100,0
Q1 2020	Q2 2020	80,8	5,3	1,5	12,4	100,0
Q2 2020	Q3 2020	91,0	4,1	1,1	3,8	100,0
Q3 2020	Q4 2020	92,9	4,4	1,0	1,7	100,0
Q4 2020	Q1 2021	93,2	3,8	0,8	2,2	100,0
Q1 2021	Q2 2021	93,0	3,9	1,3	1,7	100,0
Q2 2021	Q3 2021	92,6	3,7	1,3	2,4	100,0
Q3 2021	Q4 2021	93,5	4,2	0,9	1,4	100,0
Q4 2021	Q1 2022	92,0	4,5	1,4	2,1	100,0
Q1 2022	Q2 2022	92,3	4,7	1,2	1,7	100,0
Q2 2022	Q3 2022	92,2	4,5	1,3	2,0	100,0
Q3 2022	Q4 2022	91,4	4,4	1,9	2,3	100,0
Q4 2022	Q1 2023	92,4	4,7	0,8	2,1	100,0
Q1 2023	Q2 2023	92,7	4,4	1,3	1,7	100,0
Q2 2023	Q3 2023	93,0	4,0	1,2	1,9	100,0
Q3 2023	Q4 2023	91,6	4,6	1,8	2,0	100,0
		t+1 status				
t status: Unemployed: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	10,0	72,5	7,1	10,4	100,0
Q3 2018	Q4 2018	9,6	73,0	7,9	9,6	100,0
Q4 2018	Q1 2019	9,5	73,1	6,9	10,6	100,0
Q1 2019	Q2 2019	8,1	73,0	7,0	11,8	100,0
Q2 2019	Q3 2019	10,1	73,8	6,7	9,4	100,0
Q3 2019	Q4 2019	9,6	74,6	6,6	9,2	100,0
Q4 2019	Q1 2020	5,8	77,8	5,6	10,7	100,0
Q1 2020	Q2 2020	9,4	34,7	10,6	45,3	100,0
Q2 2020	Q3 2020	13,3	65,5	6,4	14,8	100,0
Q3 2020	Q4 2020	10,9	71,6	5,5	12,0	100,0
Q4 2020	Q1 2021	9,5	70,8	7,3	12,3	100,0
Q1 2021	Q2 2021	9,8	72,5	7,7	10,0	100,0
Q2 2021	Q3 2021	6,2	72,2	10,0	11,6	100,0
Q3 2021	Q4 2021	8,1	75,1	9,0	7,7	100,0
Q4 2021	Q1 2022	8,9	76,2	6,3	8,6	100,0
Q1 2022	Q2 2022	8,3	72,3	7,8	11,6	100,0
Q2 2022	Q3 2022	11,0	68,1	7,4	13,6	100,0
Q3 2022	Q4 2022	9,9	73,3	6,7	10,1	100,0
Q4 2022	Q1 2023	9,0	72,4	7,9	10,7	100,0
Q1 2023	Q2 2023	10,3	74,0	5,2	10,4	100,0
Q2 2023	Q3 2023	10,9	71,8	6,4	10,9	100,0
Q3 2023	Q4 2023	9,8	74,2	6,8	9,3	100,0

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

		t+1 status				
t status: Discouraged: Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2018	**Q3 2018**	6,2	18,3	61,6	13,9	100,0
Q3 2018	**Q4 2018**	6,3	17,3	65,4	11,0	100,0
Q4 2018	**Q1 2019**	5,7	17,0	58,1	19,2	100,0
Q1 2019	**Q2 2019**	8,2	20,1	58,1	13,7	100,0
Q2 2019	**Q3 2019**	7,9	18,8	59,1	14,2	100,0
Q3 2019	**Q4 2019**	5,8	17,6	62,9	13,8	100,0
Q4 2019	**Q1 2020**	6,8	15,2	64,5	13,4	100,0
Q1 2020	**Q2 2020**	6,7	13,1	34,7	45,5	100,0
Q2 2020	**Q3 2020**	7,8	28,2	43,2	20,7	100,0
Q3 2020	**Q4 2020**	5,6	20,9	58,9	14,6	100,0
Q4 2020	**Q1 2021**	6,5	13,9	63,8	15,8	100,0
Q1 2021	**Q2 2021**	9,1	18,9	58,4	13,7	100,0
Q2 2021	**Q3 2021**	5,7	18,0	63,7	12,6	100,0
Q3 2021	**Q4 2021**	6,0	19,5	66,0	8,5	100,0
Q4 2021	**Q1 2022**	4,2	17,9	65,3	12,7	100,0
Q1 2022	**Q2 2022**	8,3	19,5	58,3	13,8	100,0
Q2 2022	**Q3 2022**	6,6	19,0	61,0	13,4	100,0
Q3 2022	**Q4 2022**	8,3	18,3	59,9	13,6	100,0
Q4 2022	**Q1 2023**	6,1	17,3	63,0	13,6	100,0
Q1 2023	**Q2 2023**	7,3	11,5	66,1	15,1	100,0
Q2 2023	**Q3 2023**	10,9	17,9	61,7	9,5	100,0
Q3 2023	**Q4 2023**	8,4	20,1	57,8	13,7	100,0
		t+1 status				
t status: Other NEA: Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2018	**Q3 2018**	3,2	9,3	5,0	82,6	100,0
Q3 2018	**Q4 2018**	3,0	8,5	4,6	83,9	100,0
Q4 2018	**Q1 2019**	3,0	9,4	3,9	83,7	100,0
Q1 2019	**Q2 2019**	3,1	10,0	5,3	81,6	100,0
Q2 2019	**Q3 2019**	2,6	8,6	5,6	83,2	100,0
Q3 2019	**Q4 2019**	2,9	8,4	4,0	84,7	100,0
Q4 2019	**Q1 2020**	2,4	8,6	4,1	84,8	100,0
Q1 2020	**Q2 2020**	4,1	6,1	4,5	85,2	100,0
Q2 2020	**Q3 2020**	7,7	17,4	8,1	66,8	100,0
Q3 2020	**Q4 2020**	5,5	14,8	5,9	73,8	100,0
Q4 2020	**Q1 2021**	3,0	10,4	5,2	81,4	100,0
Q1 2021	**Q2 2021**	3,2	14,1	5,1	77,6	100,0
Q2 2021	**Q3 2021**	1,9	8,7	4,9	84,5	100,0
Q3 2021	**Q4 2021**	4,2	11,5	5,2	79,0	100,0
Q4 2021	**Q1 2022**	4,6	11,2	4,3	79,8	100,0
Q1 2022	**Q2 2022**	3,5	12,2	5,6	78,7	100,0
Q2 2022	**Q3 2022**	4,9	12,1	5,3	77,6	100,0
Q3 2022	**Q4 2022**	3,4	12,2	4,7	79,7	100,0
Q4 2022	**Q1 2023**	4,5	11,0	4,3	80,2	100,0
Q1 2023	**Q2 2023**	3,6	10,6	4,1	81,7	100,0
Q2 2023	**Q3 2023**	3,6	9,2	4,6	82,6	100,0
Q3 2023	**Q4 2023**	4,5	9,5	3,4	82,6	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Con						
		t+1 status				
t status: Discouraged: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	6,3	38,8	41,8	13,2	100,0
Q3 2018	Q4 2018	5,3	26,9	56,3	11,5	100,0
Q4 2018	Q1 2019	9,5	27,2	52,5	10,8	100,0
Q1 2019	Q2 2019	8,0	33,3	49,7	9,0	100,0
Q2 2019	Q3 2019	9,7	27,3	46,6	16,4	100,0
Q3 2019	Q4 2019	6,4	27,1	47,3	19,2	100,0
Q4 2019	Q1 2020	3,2	32,5	50,6	13,8	100,0
Q1 2020	Q2 2020	3,8	26,1	22,4	47,7	100,0
Q2 2020	Q3 2020	18,0	31,6	33,2	17,3	100,0
Q3 2020	Q4 2020	7,2	27,3	55,4	10,1	100,0
Q4 2020	Q1 2021	6,5	13,9	63,8	15,8	100,0
Q1 2021	Q2 2021	5,1	30,9	54,7	9,3	100,0
Q2 2021	Q3 2021	4,5	14,5	66,9	14,0	100,0
Q3 2021	Q4 2021	7,4	27,6	51,2	13,8	100,0
Q4 2021	Q1 2022	6,2	21,0	68,1	4,7	100,0
Q1 2022	Q2 2022	12,2	21,4	48,0	18,4	100,0
Q2 2022	Q3 2022	15,2	22,2	50,1	12,6	100,0
Q3 2022	Q4 2022	6,7	19,2	63,2	10,8	100,0
Q4 2022	Q1 2023	1,7	27,8	63,8	6,7	100,0
Q1 2023	Q2 2023	6,0	16,1	68,6	9,3	100,0
Q2 2023	Q3 2023	8,9	17,7	63,4	10,0	100,0
Q3 2023	Q4 2023	13,8	26,6	46,0	13,5	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	2,9	7,2	4,3	85,6	100,0
Q3 2018	Q4 2018	3,3	4,5	2,2	89,9	100,0
Q4 2018	Q1 2019	2,8	8,5	2,7	86,0	100,0
Q1 2019	Q2 2019	5,2	9,4	2,8	82,7	100,0
Q2 2019	Q3 2019	4,5	7,5	2,2	85,8	100,0
Q3 2019	Q4 2019	4,0	8,2	2,7	85,1	100,0
Q4 2019	Q1 2020	2,9	7,8	3,4	86,0	100,0
Q1 2020	Q2 2020	5,6	7,3	3,6	83,5	100,0
Q2 2020	Q3 2020	12,2	22,6	5,4	59,8	100,0
Q3 2020	Q4 2020	7,6	16,9	5,4	70,1	100,0
Q4 2020	Q1 2021	3,0	10,4	5,2	81,4	100,0
Q1 2021	Q2 2021	4,2	14,0	4,8	76,9	100,0
Q2 2021	Q3 2021	6,5	8,0	3,7	81,8	100,0
Q3 2021	Q4 2021	3,0	7,9	2,2	86,9	100,0
Q4 2021	Q1 2022	5,4	10,2	2,6	81,8	100,0
Q1 2022	Q2 2022	8,2	11,2	1,4	79,1	100,0
Q2 2022	Q3 2022	6,7	12,2	4,0	77,2	100,0
Q3 2022	Q4 2022	5,4	9,1	3,3	82,2	100,0
Q4 2022	Q1 2023	6,6	13,1	1,7	78,6	100,0
Q1 2023	Q2 2023	7,6	9,1	1,7	81,6	100,0
Q2 2023	Q3 2023	7,2	10,1	3,2	79,5	100,0
Q3 2023	Q4 2023	5,1	9,3	4,0	81,6	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Conti						
		t+1 status				
t status: Discouraged: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	6,3	38,8	41,8	13,2	100,0
Q3 2018	Q4 2018	5,3	26,9	56,3	11,5	100,0
Q4 2018	Q1 2019	9,5	27,2	52,5	10,8	100,0
Q1 2019	Q2 2019	8,0	33,3	49,7	9,0	100,0
Q2 2019	Q3 2019	9,7	27,3	46,6	16,4	100,0
Q3 2019	Q4 2019	6,4	27,1	47,3	19,2	100,0
Q4 2019	Q1 2020	3,2	32,5	50,6	13,8	100,0
Q1 2020	Q2 2020	3,8	26,1	22,4	47,7	100,0
Q2 2020	Q3 2020	18,0	31,6	33,2	17,3	100,0
Q3 2020	Q4 2020	7,2	27,3	55,4	10,1	100,0
Q4 2020	Q1 2021	6,5	13,9	63,8	15,8	100,0
Q1 2021	Q2 2021	5,1	30,9	54,7	9,3	100,0
Q2 2021	Q3 2021	4,5	14,5	66,9	14,0	100,0
Q3 2021	Q4 2021	7,4	27,6	51,2	13,8	100,0
Q4 2021	Q1 2022	6,2	21,0	68,1	4,7	100,0
Q1 2022	Q2 2022	12,2	21,4	48,0	18,4	100,0
Q2 2022	Q3 2022	15,2	22,2	50,1	12,6	100,0
Q3 2022	Q4 2022	6,7	19,2	63,2	10,8	100,0
Q4 2022	Q1 2023	1,7	27,8	63,8	6,7	100,0
Q1 2023	Q2 2023	6,0	16,1	68,6	9,3	100,0
Q2 2023	Q3 2023	8,9	17,7	63,4	10,0	100,0
Q3 2023	Q4 2023	13,8	26,6	46,0	13,5	100,0
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	2,9	7,2	4,3	85,6	100,0
Q3 2018	Q4 2018	3,3	4,5	2,2	89,9	100,0
Q4 2018	Q1 2019	2,8	8,5	2,7	86,0	100,0
Q1 2019	Q2 2019	5,2	9,4	2,8	82,7	100,0
Q2 2019	Q3 2019	4,5	7,5	2,2	85,8	100,0
Q3 2019	Q4 2019	4,0	8,2	2,7	85,1	100,0
Q4 2019	Q1 2020	2,9	7,8	3,4	86,0	100,0
Q1 2020	Q2 2020	5,6	7,3	3,6	83,5	100,0
Q2 2020	Q3 2020	12,2	22,6	5,4	59,8	100,0
Q3 2020	Q4 2020	7,6	16,9	5,4	70,1	100,0
Q4 2020	Q1 2021	3,0	10,4	5,2	81,4	100,0
Q1 2021	Q2 2021	4,2	14,0	4,8	76,9	100,0
Q2 2021	Q3 2021	6,5	8,0	3,7	81,8	100,0
Q3 2021	Q4 2021	3,0	7,9	2,2	86,9	100,0
Q4 2021	Q1 2022	5,4	10,2	2,6	81,8	100,0
Q1 2022	Q2 2022	8,2	11,2	1,4	79,1	100,0
Q2 2022	Q3 2022	6,7	12,2	4,0	77,2	100,0
Q3 2022	Q4 2022	5,4	9,1	3,3	82,2	100,0
Q4 2022	Q1 2023	6,6	13,1	1,7	78,6	100,0
Q1 2023	Q2 2023	7,6	9,1	1,7	81,6	100,0
Q2 2023	Q3 2023	7,2	10,1	3,2	79,5	100,0
Q3 2023	Q4 2023	5,1	9,3	4,0	81,6	100,0

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

		t+1 status				
t status: Employed		Formal	Informal	Agriculture	Private households	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	70,3	16,5	4,8	7,6	100,0
Q3 2018	Q4 2018	70,3	16,7	5,2	7,7	100,0
Q4 2018	Q1 2019	70,0	17,1	4,9	7,9	100,0
Q1 2019	Q2 2019	70,3	17,2	5,1	7,4	100,0
Q2 2019	Q3 2019	70,7	16,8	4,9	7,5	100,0
Q3 2019	Q4 2019	69,6	16,8	5,5	8,1	100,0
Q4 2019	Q1 2020	70,9	16,2	5,2	7,7	100,0
Q1 2020	Q2 2020	75,6	14,3	4,2	6,0	100,0
Q2 2020	Q3 2020	74,3	14,4	5,2	6,1	100,0
Q3 2020	Q4 2020	73,1	15,2	4,8	6,9	100,0
Q4 2020	Q1 2021	72,8	15,7	4,6	6,9	100,0
Q1 2021	Q2 2021	72,9	15,7	4,8	6,7	100,0
Q2 2021	Q3 2021	69,6	17,9	5,3	7,2	100,0
Q3 2021	Q4 2021	67,9	17,9	5,9	8,3	100,0
Q4 2021	Q1 2022	68,7	17,6	5,7	8,0	100,0
Q1 2022	Q2 2022	69,5	18,5	5,7	6,2	100,0
Q2 2022	Q3 2022	71,3	17,2	5,3	6,2	100,0
Q3 2022	Q4 2022	70,7	17,1	5,3	6,9	100,0
Q4 2022	Q1 2023	71,3	17,7	5,0	6,0	100,0
Q1 2023	Q2 2023	71,7	17,0	5,1	6,3	100,0
Q2 2023	Q3 2023	71,8	16,6	5,4	6,2	100,0
Q3 2023	Q4 2023	70,6	17,4	5,4	6,6	100,0
			t+1 status			
t status: Unemployed		Formal	Informal	Agriculture	Private households	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	58,0	41,7	5,4	12,2	100,0
Q3 2018	Q4 2018	47,6	36,7	5,9	9,8	100,0
Q4 2018	Q1 2019	49,0	35,6	6,0	9,4	100,0
Q1 2019	Q2 2019	42,5	38,6	4,7	14,2	100,0
Q2 2019	Q3 2019	44,8	37,5	5,9	11,8	100,0
Q3 2019	Q4 2019	50,9	32,9	5,6	10,7	100,0
Q4 2019	Q1 2020	48,3	37,8	4,7	9,3	100,0
Q1 2020	Q2 2020	49,3	33,4	5,8	11,4	100,0
Q2 2020	Q3 2020	50,2	36,6	3,0	10,2	100,0
Q3 2020	Q4 2020	52,0	31,4	5,6	11,0	100,0
Q4 2020	Q1 2021	58,9	26,9	6,3	7,9	100,0
Q1 2021	Q2 2021	50,2	35,3	3,6	10,9	100,0
Q2 2021	Q3 2021	47,3	35,2	6,3	11,2	100,0
Q3 2021	Q4 2021	56,1	27,2	4,7	12,0	100,0
Q4 2021	Q1 2022	53,7	26,0	4,8	15,5	100,0
Q1 2022	Q2 2022	48,9	34,3	7,2	9,7	100,0
Q2 2022	Q3 2022	46,6	37,8	6,3	9,3	100,0
Q3 2022	Q4 2022	48,5	34,2	5,8	11,5	100,0
Q4 2022	Q1 2023	49,7	34,3	5,4	10,6	100,0
Q1 2023	Q2 2023	55,2	32,2	5,6	7,0	100,0
Q2 2023	Q3 2023	51,0	36,7	4,9	7,3	100,0
Q3 2023	Q4 2023	48,6	37,0	6,3	8,2	100,0

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

		t+1 status				
		Formal	Informal	Agriculture	Private households	Total
t status: Discouraged		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	34,4	55,0	12,8	11,9	100,0
Q3 2018	Q4 2018	33,4	46,0	7,0	13,6	100,0
Q4 2018	Q1 2019	39,8	40,4	9,9	9,9	100,0
Q1 2019	Q2 2019	36,9	42,3	11,0	9,7	100,0
Q2 2019	Q3 2019	32,9	48,4	7,7	11,1	100,0
Q3 2019	Q4 2019	37,9	45,7	6,0	10,4	100,0
Q4 2019	Q1 2020	34,6	45,3	10,9	9,2	100,0
Q1 2020	Q2 2020	40,3	41,4	6,3	11,9	100,0
Q2 2020	Q3 2020	36,2	43,7	7,6	12,6	100,0
Q3 2020	Q4 2020	40,5	38,7	5,6	15,2	100,0
Q4 2020	Q1 2021	48,8	30,5	7,5	13,2	100,0
Q1 2021	Q2 2021	38,6	38,2	8,4	14,8	100,0
Q2 2021	Q3 2021	45,6	32,7	5,7	16,0	100,0
Q3 2021	Q4 2021	44,4	31,0	4,8	19,8	100,0
Q4 2021	Q1 2022	45,9	34,5	6,8	12,9	100,0
Q1 2022	Q2 2022	33,5	47,9	11,7	6,9	100,0
Q2 2022	Q3 2022	37,2	42,9	6,1	13,8	100,0
Q3 2022	Q4 2022	44,1	36,7	10,3	9,0	100,0
Q4 2022	Q1 2023	33,4	44,4	9,5	12,8	100,0
Q1 2023	Q2 2023	47,6	36,0	5,3	11,1	100,0
Q2 2023	Q3 2023	35,3	48,6	6,4	9,6	100,0
Q3 2023	Q4 2023	35,7	46,3	8,9	9,2	100,0
				t+1 status		
		Formal	Informal	Agriculture	Private households	Total
t status: Other NEA		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	50,4	56,4	9,6	17,5	100,0
Q3 2018	Q4 2018	40,8	35,8	11,0	12,4	100,0
Q4 2018	Q1 2019	41,4	36,4	11,5	10,6	100,0
Q1 2019	Q2 2019	40,8	39,4	7,4	12,4	100,0
Q2 2019	Q3 2019	41,1	34,2	10,4	14,3	100,0
Q3 2019	Q4 2019	47,3	26,5	12,1	14,1	100,0
Q4 2019	Q1 2020	40,9	33,2	8,3	17,5	100,0
Q1 2020	Q2 2020	48,9	37,7	5,6	7,8	100,0
Q2 2020	Q3 2020	49,3	31,9	4,5	14,3	100,0
Q3 2020	Q4 2020	50,8	30,4	5,9	12,8	100,0
Q4 2020	Q1 2021	52,7	29,7	4,9	12,6	100,0
Q1 2021	Q2 2021	49,5	31,9	4,3	14,4	100,0
Q2 2021	Q3 2021	49,4	30,5	10,3	9,8	100,0
Q3 2021	Q4 2021	52,6	24,9	8,9	13,6	100,0
Q4 2021	Q1 2022	48,1	31,4	6,9	13,5	100,0
Q1 2022	Q2 2022	44,8	32,5	7,6	15,0	100,0
Q2 2022	Q3 2022	43,4	38,2	6,8	11,6	100,0
Q3 2022	Q4 2022	44,9	39,5	6,8	8,8	100,0
Q4 2022	Q1 2023	47,3	33,1	8,5	11,0	100,0
Q1 2023	Q2 2023	46,8	31,8	7,1	14,3	100,0
Q2 2023	Q3 2023	42,3	36,7	11,3	9,7	100,0
Q3 2023	Q4 2023	40,1	40,4	9,5	10,0	100,0

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

		t+1 status				
t status: Employed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	91,0	5,3	1,6	2,1	100,0
Q3 2018	Q4 2018	91,6	4,7	1,8	1,9	100,0
Q4 2018	Q1 2019	90,7	5,2	2,1	1,9	100,0
Q1 2019	Q2 2019	91,9	4,9	1,3	1,9	100,0
Q2 2019	Q3 2019	90,9	5,6	1,7	1,8	100,0
Q3 2019	Q4 2019	91,8	4,7	1,8	1,7	100,0
Q4 2019	Q1 2020	90,8	5,8	1,6	1,8	100,0
Q1 2020	Q2 2020	75,3	7,5	2,6	14,6	100,0
Q2 2020	Q3 2020	88,7	6,1	1,5	3,8	100,0
Q3 2020	Q4 2020	91,3	5,2	1,6	2,0	100,0
Q4 2020	Q1 2021	89,6	6,1	1,6	2,7	100,0
Q1 2021	Q2 2021	75,3	7,5	2,6	14,6	100,0
Q2 2021	Q3 2021	87,9	6,5	2,3	3,2	100,0
Q3 2021	Q4 2021	91,5	5,0	1,6	1,9	100,0
Q4 2021	Q1 2022	88,7	6,5	2,6	2,2	100,0
Q1 2022	Q2 2022	88,4	7,1	2,2	2,2	100,0
Q2 2022	Q3 2022	86,6	8,3	2,2	2,8	100,0
Q3 2022	Q4 2022	87,2	6,9	2,9	3,0	100,0
Q4 2022	Q1 2023	88,6	7,6	1,6	2,3	100,0
Q1 2023	Q2 2023	88,7	6,9	2,0	2,4	100,0
Q2 2023	Q3 2023	89,3	6,4	1,8	2,5	100,0
Q3 2023	Q4 2023	87,4	7,4	2,9	2,3	100,0
		t+1 status				
t status: Unemployed Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	10,2	72,0	7,7	10,1	100,0
Q3 2018	Q4 2018	9,6	72,3	8,7	9,5	100,0
Q4 2018	Q1 2019	8,6	71,5	8,4	11,4	100,0
Q1 2019	Q2 2019	9,2	73,0	7,7	10,0	100,0
Q2 2019	Q3 2019	8,9	74,2	7,5	9,4	100,0
Q3 2019	Q4 2019	9,0	75,4	6,5	9,1	100,0
Q4 2019	Q1 2020	8,3	75,3	6,5	9,8	100,0
Q1 2020	Q2 2020	9,1	34,1	10,4	46,5	100,0
Q2 2020	Q3 2020	10,9	67,0	6,4	15,6	100,0
Q3 2020	Q4 2020	9,7	72,9	5,5	11,9	100,0
Q4 2020	Q1 2021	7,9	72,7	6,9	12,4	100,0
Q1 2021	Q2 2021	9,1	34,1	10,4	46,5	100,0
Q2 2021	Q3 2021	6,1	71,8	10,6	11,6	100,0
Q3 2021	Q4 2021	7,4	74,6	8,6	9,4	100,0
Q4 2021	Q1 2022	9,0	71,3	7,3	12,4	100,0
Q1 2022	Q2 2022	8,2	72,4	8,1	11,3	100,0
Q2 2022	Q3 2022	11,2	67,7	7,9	13,2	100,0
Q3 2022	Q4 2022	9,4	71,7	7,5	11,5	100,0
Q4 2022	Q1 2023	9,3	71,4	7,6	11,7	100,0
Q1 2023	Q2 2023	10,4	73,5	4,9	11,1	100,0
Q2 2023	Q3 2023	9,9	72,1	6,5	11,5	100,0
Q3 2023	Q4 2023	9,4	74,8	6,5	9,3	100,0

Table A5: Quarterly transition rates between different labour market states, for youths (15–34 yrs) and adults (35–64 yrs)						
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Discouraged Youth		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	6,9	17,5	59,8	15,8	100,0
Q3 2018	Q4 2018	6,8	16,7	62,3	14,2	100,0
Q4 2018	Q1 2019	5,7	16,6	59,3	18,4	100,0
Q1 2019	Q2 2019	8,1	18,9	57,0	16,0	100,0
Q2 2019	Q3 2019	6,2	15,8	62,2	15,8	100,0
Q3 2019	Q4 2019	5,4	16,1	61,9	16,7	100,0
Q4 2019	Q1 2020	6,4	15,0	64,3	14,3	100,0
Q1 2020	Q2 2020	6,4	13,8	34,5	45,3	100,0
Q2 2020	Q3 2020	6,8	25,0	46,8	21,4	100,0
Q3 2020	Q4 2020	4,8	20,4	61,9	12,9	100,0
Q4 2020	Q1 2021	5,2	14,8	63,5	16,5	100,0
Q1 2021	Q2 2021	6,4	13,8	34,5	45,3	100,0
Q2 2021	Q3 2021	4,5	16,0	66,5	13,1	100,0
Q3 2021	Q4 2021	5,5	19,9	64,2	10,4	100,0
Q4 2021	Q1 2022	4,8	14,8	67,2	13,2	100,0
Q1 2022	Q2 2022	7,6	17,6	60,4	14,4	100,0
Q2 2022	Q3 2022	6,8	19,5	60,2	13,5	100,0
Q3 2022	Q4 2022	7,8	16,2	60,4	15,6	100,0
Q4 2022	Q1 2023	7,8	17,9	61,0	13,4	100,0
Q1 2023	Q2 2023	6,5	11,8	65,8	15,9	100,0
Q2 2023	Q3 2023	9,6	17,1	61,6	11,7	100,0
Q3 2023	Q4 2023	7,7	17,5	59,4	15,4	100,0
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Other NEA Youth		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	1,7	4,9	3,8	89,6	100,0
Q3 2018	Q4 2018	1,4	4,8	3,6	90,2	100,0
Q4 2018	Q1 2019	1,4	5,8	4,6	88,3	100,0
Q1 2019	Q2 2019	1,6	5,9	3,7	88,7	100,0
Q2 2019	Q3 2019	1,8	5,1	4,2	88,9	100,0
Q3 2019	Q4 2019	1,5	5,3	3,4	89,7	100,0
Q4 2019	Q1 2020	1,5	6,4	4,2	87,9	100,0
Q1 2020	Q2 2020	1,7	3,3	2,7	92,3	100,0
Q2 2020	Q3 2020	3,9	12,2	5,9	78,1	100,0
Q3 2020	Q4 2020	1,9	8,4	3,9	85,7	100,0
Q4 2020	Q1 2021	1,0	6,0	3,5	89,5	100,0
Q1 2021	Q2 2021	1,7	3,3	2,7	92,3	100,0
Q2 2021	Q3 2021	0,9	5,2	3,4	90,5	100,0
Q3 2021	Q4 2021	1,2	5,8	3,8	89,2	100,0
Q4 2021	Q1 2022	1,4	7,8	4,9	86,0	100,0
Q1 2022	Q2 2022	1,6	7,6	4,2	86,7	100,0
Q2 2022	Q3 2022	1,8	7,2	3,4	87,6	100,0
Q3 2022	Q4 2022	1,7	7,1	2,9	88,4	100,0
Q4 2022	Q1 2023	2,0	7,8	3,8	86,4	100,0
Q1 2023	Q2 2023	1,6	6,4	3,0	89,0	100,0
Q2 2023	Q3 2023	1,8	5,3	3,2	89,8	100,0
Q3 2023	Q4 2023	1,8	5,4	2,8	90,1	100,0

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	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	94,9	2,6	0,8	1,7	100,0
Q3 2018	Q4 2018	95,4	2,1	0,9	1,6	100,0
Q4 2018	Q1 2019	94,8	2,3	1,0	1,8	100,0
Q1 2019	Q2 2019	94,4	2,9	0,9	1,8	100,0
Q2 2019	Q3 2019	94,7	3,1	0,8	1,4	100,0
Q3 2019	Q4 2019	95,3	2,2	1,0	1,5	100,0
Q4 2019	Q1 2020	94,8	2,5	0,9	1,8	100,0
Q1 2020	Q2 2020	82,0	4,5	1,5	11,9	100,0
Q2 2020	Q3 2020	91,1	3,8	0,8	4,3	100,0
Q3 2020	Q4 2020	93,9	3,1	0,9	2,0	100,0
Q4 2020	Q1 2021	93,4	3,1	0,9	2,6	100,0
Q1 2021	Q2 2021	93,6	3,4	0,9	2,1	100,0
Q2 2021	Q3 2021	93,9	2,9	0,8	2,3	100,0
Q3 2021	Q4 2021	94,5	2,7	0,8	2,1	100,0
Q4 2021	Q1 2022	92,7	3,0	1,4	2,9	100,0
Q1 2022	Q2 2022	93,4	3,3	1,1	2,2	100,0
Q2 2022	Q3 2022	93,0	3,6	1,1	2,3	100,0
Q3 2022	Q4 2022	93,4	2,8	1,1	2,7	100,0
Q4 2022	Q1 2023	93,8	3,0	0,9	2,4	100,0
Q1 2023	Q2 2023	93,5	3,1	1,0	2,3	100,0
Q2 2023	Q3 2023	93,5	3,2	1,0	2,3	100,0
Q3 2023	Q4 2023	93,7	2,6	1,4	2,3	100,0
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	12,4	69,4	7,7	10,5	100,0
Q3 2018	Q4 2018	12,3	70,9	6,7	10,0	100,0
Q4 2018	Q1 2019	12,2	69,5	7,3	11,0	100,0
Q1 2019	Q2 2019	12,2	70,7	6,9	10,2	100,0
Q2 2019	Q3 2019	12,0	69,1	7,8	11,2	100,0
Q3 2019	Q4 2019	10,8	72,1	6,9	10,2	100,0
Q4 2019	Q1 2020	8,7	74,1	6,3	10,9	100,0
Q1 2020	Q2 2020	11,4	33,9	10,3	44,4	100,0
Q2 2020	Q3 2020	19,2	60,5	6,0	14,3	100,0
Q3 2020	Q4 2020	15,1	67,3	5,6	12,0	100,0
Q4 2020	Q1 2021	11,4	70,2	8,1	10,3	100,0
Q1 2021	Q2 2021	14,0	68,4	8,6	9,1	100,0
Q2 2021	Q3 2021	8,1	69,6	10,4	11,9	100,0
Q3 2021	Q4 2021	10,6	72,6	8,7	8,1	100,0
Q4 2021	Q1 2022	10,1	75,8	6,4	7,8	100,0
Q1 2022	Q2 2022	11,5	70,5	7,3	10,6	100,0
Q2 2022	Q3 2022	12,8	67,5	7,4	12,3	100,0
Q3 2022	Q4 2022	10,7	71,3	7,0	11,0	100,0
Q4 2022	Q1 2023	12,2	69,6	7,1	11,0	100,0
Q1 2023	Q2 2023	11,1	72,2	6,0	10,7	100,0
Q2 2023	Q3 2023	11,5	71,8	6,1	10,6	100,0
Q3 2023	Q4 2023	12,0	70,6	6,3	11,2	100,0

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: Discouraged Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	10,0	15,4	55,0	19,6	100,0
Q3 2018	Q4 2018	9,6	14,6	55,8	20,0	100,0
Q4 2018	Q1 2019	9,5	11,1	58,7	20,7	100,0
Q1 2019	Q2 2019	10,6	18,3	53,2	17,8	100,0
Q2 2019	Q3 2019	12,3	15,4	56,0	16,2	100,0
Q3 2019	Q4 2019	9,0	15,1	57,7	18,1	100,0
Q4 2019	Q1 2020	8,1	15,6	58,0	18,4	100,0
Q1 2020	Q2 2020	8,8	13,1	32,4	45,8	100,0
Q2 2020	Q3 2020	12,8	23,3	42,5	21,5	100,0
Q3 2020	Q4 2020	7,7	19,2	56,0	17,1	100,0
Q4 2020	Q1 2021	6,3	12,6	60,3	20,7	100,0
Q1 2021	Q2 2021	8,8	15,1	62,5	13,6	100,0
Q2 2021	Q3 2021	5,3	14,0	63,4	17,4	100,0
Q3 2021	Q4 2021	6,3	17,0	61,5	15,3	100,0
Q4 2021	Q1 2022	5,4	15,6	62,8	16,2	100,0
Q1 2022	Q2 2022	11,3	17,0	54,6	17,1	100,0
Q2 2022	Q3 2022	9,3	15,9	60,3	14,5	100,0
Q3 2022	Q4 2022	7,8	13,4	57,8	20,9	100,0
Q4 2022	Q1 2023	6,8	12,5	63,4	17,3	100,0
Q1 2023	Q2 2023	7,7	11,0	65,7	15,6	100,0
Q2 2023	Q3 2023	9,8	13,4	64,0	12,8	100,0
Q3 2023	Q4 2023	11,5	18,1	56,3	14,1	100,0
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	4,0	4,9	4,5	86,6	100,0
Q3 2018	Q4 2018	4,2	4,8	4,0	87,0	100,0
Q4 2018	Q1 2019	3,6	5,0	4,1	87,4	100,0
Q1 2019	Q2 2019	4,0	5,5	3,7	86,8	100,0
Q2 2019	Q3 2019	3,5	4,2	4,0	88,4	100,0
Q3 2019	Q4 2019	2,4	4,2	3,5	90,0	100,0
Q4 2019	Q1 2020	2,8	4,6	3,5	89,1	100,0
Q1 2020	Q2 2020	4,0	3,6	3,5	88,8	100,0
Q2 2020	Q3 2020	10,7	13,5	6,6	69,2	100,0
Q3 2020	Q4 2020	6,2	9,1	5,9	78,7	100,0
Q4 2020	Q1 2021	3,1	6,2	3,6	87,2	100,0
Q1 2021	Q2 2021	4,0	7,6	4,6	83,8	100,0
Q2 2021	Q3 2021	3,0	5,4	4,5	87,0	100,0
Q3 2021	Q4 2021	4,4	5,8	4,6	85,2	100,0
Q4 2021	Q1 2022	3,3	6,5	3,8	86,5	100,0
Q1 2022	Q2 2022	4,5	7,2	4,2	84,2	100,0
Q2 2022	Q3 2022	4,5	6,7	5,2	83,6	100,0
Q3 2022	Q4 2022	3,9	6,6	3,5	86,0	100,0
Q4 2022	Q1 2023	4,0	5,7	4,1	86,2	100,0
Q1 2023	Q2 2023	3,8	6,2	3,4	86,7	100,0
Q2 2023	Q3 2023	4,9	6,5	3,5	85,1	100,0
Q3 2023	Q4 2023	4,3	6,0	3,8	86,0	100,0

Table A6: Quarterly transition rates between different labour market states, by experience						
		t+1 status				
t status: Unemployed: With experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	**Q3 2018**	13,7	69,9	7,9	8,5	100,0
Q3 2018	**Q4 2018**	14,2	69,8	7,8	8,2	100,0
Q4 2018	**Q1 2019**	12,6	69,8	8,3	9,2	100,0
Q1 2019	**Q2 2019**	13,2	71,2	7,2	8,5	100,0
Q2 2019	**Q3 2019**	12,6	71,7	7,0	8,8	100,0
Q3 2019	**Q4 2019**	12,2	72,2	7,1	8,6	100,0
Q4 2019	**Q1 2020**	10,8	74,7	6,3	8,1	100,0
Q1 2020	**Q2 2020**	12,5	33,7	9,0	44,7	100,0
Q2 2020	**Q3 2020**	19,4	62,3	5,3	13,1	100,0
Q3 2020	**Q4 2020**	16,8	67,9	5,5	9,8	100,0
Q4 2020	**Q1 2021**	13,2	73,3	8,3	10,1	100,0
Q1 2021	**Q2 2021**	14,9	67,9	7,4	7,7	100,0
Q2 2021	**Q3 2021**	9,1	70,2	10,6	10,0	100,0
Q3 2021	**Q4 2021**	12,3	72,3	8,5	6,9	100,0
Q4 2021	**Q1 2022**	12,6	73,4	6,5	7,5	100,0
Q1 2022	**Q2 2022**	11,9	72,7	7,3	8,1	100,0
Q2 2022	**Q3 2022**	14,7	66,9	8,5	9,9	100,0
Q3 2022	**Q4 2022**	12,7	71,1	7,0	9,1	100,0
Q4 2022	**Q1 2023**	13,3	69,7	8,1	8,8	100,0
Q1 2023	**Q2 2023**	13,5	72,0	5,6	8,9	100,0
Q2 2023	**Q3 2023**	12,7	71,9	6,6	8,8	100,0
Q3 2023	**Q4 2023**	14,1	70,4	6,6	8,9	100,0
		t+1 status				
t status: Unemployed: Without experience		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
Q2 2018	**Q3 2018**	6,6	73,0	7,3	13,1	100,0
Q3 2018	**Q4 2018**	5,2	74,7	8,2	11,9	100,0
Q4 2018	**Q1 2019**	6,0	72,2	7,5	14,3	100,0
Q1 2019	**Q2 2019**	5,7	73,8	7,8	12,7	100,0
Q2 2019	**Q3 2019**	6,0	73,2	8,7	12,1	100,0
Q3 2019	**Q4 2019**	5,4	77,7	5,9	11,0	100,0
Q4 2019	**Q1 2020**	4,7	75,1	6,7	13,6	100,0
Q1 2020	**Q2 2020**	5,7	34,5	12,5	47,3	100,0
Q2 2020	**Q3 2020**	6,8	67,4	7,7	18,1	100,0
Q3 2020	**Q4 2020**	4,1	75,0	5,5	15,4	100,0
Q4 2020	**Q1 2021**	4,4	78,1	6,8	15,2	100,0
Q1 2021	**Q2 2021**	6,1	77,6	9,0	13,2	100,0
Q2 2021	**Q3 2021**	3,6	71,9	10,3	14,2	100,0
Q3 2021	**Q4 2021**	3,5	75,9	8,8	11,7	100,0
Q4 2021	**Q1 2022**	5,5	72,7	7,4	14,4	100,0
Q1 2022	**Q2 2022**	6,7	70,3	8,4	14,6	100,0
Q2 2022	**Q3 2022**	8,3	68,5	6,8	16,5	100,0
Q3 2022	**Q4 2022**	6,5	72,0	7,6	13,9	100,0
Q4 2022	**Q1 2023**	7,0	71,8	6,6	14,6	100,0
Q1 2023	**Q2 2023**	7,3	74,3	5,0	13,5	100,0
Q2 2023	**Q3 2023**	7,7	72,0	6,1	14,1	100,0
Q3 2023	**Q4 2023**	5,5	76,6	6,2	11,7	100,0

Table A7: Quarterly transition rates between different labour market states, by the length of unemployment						
t status: Long-term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	8,4	73,8	7,8	10,1	100,0
Q3 2018	Q4 2018	6,8	76,1	7,4	9,6	100,0
Q4 2018	Q1 2019	7,8	73,5	7,6	11,1	100,0
Q1 2019	Q2 2019	7,5	75,3	7,2	10,0	100,0
Q2 2019	Q3 2019	8,0	74,0	7,4	10,6	100,0
Q3 2019	Q4 2019	7,0	77,0	6,0	10,0	100,0
Q4 2019	Q1 2020	5,6	77,1	6,5	10,8	100,0
Q1 2020	Q2 2020	8,9	36,0	10,1	45,0	100,0
Q2 2020	Q3 2020	7,0	71,0	6,9	15,1	100,0
Q3 2020	Q4 2020	6,8	74,8	5,4	13,0	100,0
Q4 2020	Q1 2021	6,2	75,5	7,1	11,3	100,0
Q1 2021	Q2 2021	8,9	36,0	10,1	45,0	100,0
Q2 2021	Q3 2021	5,3	73,0	9,9	11,9	100,0
Q3 2021	Q4 2021	6,4	76,0	8,6	9,0	100,0
Q4 2021	Q1 2022	7,3	75,2	6,6	10,8	100,0
Q1 2022	Q2 2022	8,3	72,2	7,9	11,5	100,0
Q2 2022	Q3 2022	10,2	69,0	7,4	13,4	100,0
Q3 2022	Q4 2022	7,7	73,1	7,3	11,9	100,0
Q4 2022	Q1 2023	8,2	72,8	7,1	12,0	100,0
Q1 2023	Q2 2023	8,5	75,5	5,0	11,1	100,0
Q2 2023	Q3 2023	8,6	73,7	6,5	11,2	100,0
Q3 2023	Q4 2023	8,0	75,2	5,9	10,9	100,0
		t+1 status				
t status: Short-term unemployed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2018	Q3 2018	16,8	65,1	7,6	10,6	100,0
Q3 2018	Q4 2018	18,9	62,1	9,2	9,8	100,0
Q4 2018	Q1 2019	15,0	64,4	9,1	11,6	100,0
Q1 2019	Q2 2019	16,7	65,2	7,8	10,3	100,0
Q2 2019	Q3 2019	15,4	67,8	8,2	8,6	100,0
Q3 2019	Q4 2019	16,6	67,0	8,4	8,0	100,0
Q4 2019	Q1 2020	16,7	68,4	6,2	8,7	100,0
Q1 2020	Q2 2020	12,4	29,0	11,1	47,5	100,0
Q2 2020	Q3 2020	29,0	50,9	5,0	15,1	100,0
Q3 2020	Q4 2020	23,4	61,2	5,8	9,5	100,0
Q4 2020	Q1 2021	17,2	62,1	8,2	12,5	100,0
Q1 2021	Q2 2021	22,3	60,7	7,8	9,2	100,0
Q2 2021	Q3 2021	12,0	64,3	12,5	11,2	100,0
Q3 2021	Q4 2021	16,9	65,9	8,6	8,6	100,0
Q4 2021	Q1 2022	17,8	64,8	8,1	9,3	100,0
Q1 2022	Q2 2022	14,0	69,5	7,3	9,3	100,0
Q2 2022	Q3 2022	17,8	62,7	8,7	10,8	100,0
Q3 2022	Q4 2022	17,2	66,4	7,3	9,1	100,0
Q4 2022	Q1 2023	19,0	63,0	8,7	9,4	100,0
Q1 2023	Q2 2023	18,0	64,9	6,5	10,6	100,0
Q2 2023	Q3 2023	17,0	66,2	6,0	10,8	100,0
Q3 2023	Q4 2023	18,0	66,6	7,9	7,5	100,0

Table A8: Quarterly distribution of those who found employment by sector					
	Sector				
Employed	Formal	Informal	Agriculture	Private household	Total
Quarter	Per cent				
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
Q1 2021	45,0	29,1	18,1	7,8	100,0
Q2 2021	54,3	20,2	18,9	6,5	100,0
Q3 2021	50,6	22,5	19,7	7,2	100,0
Q4 2021	52,0	24,1	17,6	6,3	100,0
Q1 2022	51,3	28,5	5,6	14,7	100,0
Q2 2022	44,4	36,8	8,3	10,4	100,0
Q3 2022	44,3	38,7	6,4	10,6	100,0
Q4 2022	46,8	36,0	6,8	10,4	100,0
Q1 2023	46,5	35,6	6,9	11,0	100,0
Q2 2023	52,1	32,7	5,9	9,3	100,0
Q3 2023	44,3	38,7	6,4	10,6	100,0
Q4 2023	44,2	39,4	7,5	8,8	100,0

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 2017	26,9	35,3	37,8	100,0
Q1 2018	19,9	35,5	44,6	100,0
Q2 2018	19,3	38,3	42,4	100,0
Q3 2018	23,4	43,9	32,7	100,0
Q4 2018	20,8	42,7	36,5	100,0
Q1 2019	19,9	35,5	44,6	100,0
Q2 2019	24,0	60,1	39,9	100,0
Q3 2019	19,5	42,2	38,3	100,0
Q4 2019	19,2	26,8	27,1	100,0
Q1 2020	22,8	47,7	29,5	100,0
Q2 2020	18,0	49,6	32,5	100,0
Q3 2020	24,8	44,3	30,9	100,0
Q4 2020	28,0	36,4	35,6	100,0
Q1 2021	24,3	39,3	36,4	100,0
Q2 2021	24,5	33,5	42,0	100,0
Q3 2021	35,7	42,6	21,7	100,0
Q4 2021	18,9	38,1	43,0	100,0
Q1 2022	31,7	33,5	34,8	100,0
Q2 2022	17,4	43,0	39,6	100,0
Q3 2022	20,4	42,6	37,0	100,0
Q4 2022	27,1	36,8	36,1	100,0
Q1 2023	23,4	46,1	30,4	100,0
Q2 2023	34,1	43,0	39,6	100,0
Q3 2023	22,2	52,7	24,7	100,0
Q4 2023	21,6	46,7	31,7	100,0
Employed with Secondary not completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q4 2017	42,3	36,5	21,2	100,0
Q1 2018	38,2	40,4	21,4	100,0
Q2 2018	38,2	41,9	19,9	100,0
Q3 2018	37,9	43,5	18,6	100,0
Q4 2018	38,3	42,3	19,3	100,0
Q1 2019	38,2	40,4	21,4	100,0
Q2 2019	45,0	53,6	33,8	100,0
Q3 2019	36,2	41,2	22,6	100,0
Q4 2019	40,0	35,1	24,9	100,0
Q1 2020	40,0	40,0	20,0	100,0
Q2 2020	38,3	40,6	21,1	100,0
Q3 2020	43,2	36,6	20,2	100,0
Q4 2020	44,0	33,3	22,7	100,0
Q1 2021	46,0	32,1	21,9	100,0
Q2 2021	41,0	43,1	15,9	100,0
Q3 2021	40,8	34,5	24,7	100,0
Q4 2021	46,4	29,3	24,4	100,0
Q1 2022	46,0	32,1	21,9	100,0
Q2 2022	41,0	43,1	15,9	100,0
Q3 2022	35,1	44,1	20,8	100,0
Q4 2022	38,1	41,7	20,2	100,0
Q1 2023	46,0	32,1	21,9	100,0
Q2 2023	41,0	43,1	15,9	100,0
Q3 2023	34,3	44,1	21,6	100,0
Q4 2023	38,8	41,4	19,9	100,0

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				
Q1 2018	57,4	32,9	9,7	100,0
Q2 2018	61,8	27,8	10,4	100,0
Q3 2018	59,4	33,0	7,6	100,0
Q4 2018	62,0	30,0	8,0	100,0
Q1 2019	57,4	32,9	9,7	100,0
Q2 2019	61,8	27,8	6,9	100,0
Q3 2019	56,3	34,3	9,3	100,0
Q4 2019	66,4	28,9	4,6	100,0
Q1 2020	57,4	32,9	10,7	100,0
Q2 2020	61,9	29,4	8,6	100,0
Q3 2020	60,3	29,2	10,5	100,0
Q4 2020	61,3	29,9	8,8	100,0
Q1 2016	70,5	23,0	6,4	100,0
Q1 2021	60,7	27,0	12,2	100,0
Q2 2021	56,8	30,3	12,8	100,0
Q3 2021	67,2	22,5	10,3	100,0
Q4 2021	70,5	23,0	6,4	100,0
Q1 2022	70,5	23,0	6,4	100,0
Q2 2022	60,7	27,0	12,2	100,0
Q3 2022	59,4	33,4	7,2	100,0
Q4 2022	57,0	32,5	10,5	100,0
Q1 2023	70,5	23,0	6,4	100,0
Q2 2023	60,7	27,0	12,2	100,0
Q3 2023	59,6	34,0	9,7	100,0
Q4 2023	54,9	35,2	10,0	100,0
Employed with Tertiary	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2017	61,0	36,2	2,7	100,0
Q1 2018	68,7	31,3	0,0	100,0
Q2 2018	70,2	26,7	3,1	100,0
Q3 2018	68,6	21,5	9,9	100,0
Q4 2018	69,2	30,8	0,0	100,0
Q1 2019	68,7	31,3	0,0	100,0
Q2 2019	70,2	26,7	3,5	100,0
Q3 2019	63,0	32,0	5,0	100,0
Q4 2019	58,2	38,5	3,3	100,0
Q1 2020	33,7	17,3	4,2	100,0
Q2 2020	76,4	20,4	3,2	100,0
Q3 2020	68,4	28,2	3,5	100,0
Q4 2020	72,7	23,2	4,1	100,0
Q1 2021	75,9	19,7	4,4	100,0
Q2 2021	77,2	21,5	1,3	100,0
Q3 2021	66,2	23,6	10,3	100,0
Q4 2021	64,5	28,1	4,5	100,0
Q1 2022	75,9	19,7	1,7	100,0
Q2 2022	77,2	21,5	5,6	100,0
Q3 2022	61,7	32,0	6,3	100,0
Q4 2022	76,1	22,1	0,0	100,0
Q1 2023	75,9	19,7	3,2	100,0
Q2 2023	77,2	21,5	3,8	100,0
Q3 2023	71,5	27,8	0,7	100,0
Q4 2023	61,7	36,5	1,7	100,0

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

Employed Youth	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2017	54,4	28,7	16,9	100,0
Q1 2018	47,4	34,3	18,3	100,0
Q2 2018	51,5	33,8	14,8	100,0
Q3 2018	54,8	38,2	15,0	100,0
Q4 2018	50,1	34,1	15,8	100,0
Q1 2019	47,4	34,3	18,3	100,0
Q2 2019	47,0	37,1	15,9	100,0
Q3 2019	52,1	36,2	16,4	100,0
Q4 2019	53,0	32,2	14,8	100,0
Q1 2020	49,4	35,9	14,7	100,0
Q2 2020	54,1	32,9	12,9	100,0
Q3 2020	73,4	39,8	15,8	100,0
Q4 2020	59,2	26,8	14,0	100,0
Q1 2021	65,9	22,8	11,3	100,0
Q2 2021	54,2	32,0	13,8	100,0
Q3 2021	51,5	32,9	15,7	100,0
Q4 2021	61,6	23,0	15,4	100,0
Q1 2022	57,4	25,7	16,9	100,0
Q2 2022	51,2	34,1	14,8	100,0
Q3 2022	49,6	35,0	15,4	100,0
Q4 2022	52,0	32,0	16,1	100,0
Q1 2023	53,6	32,0	14,4	100,0
Q2 2023	60,4	28,9	10,7	100,0
Q3 2023	54,7	34,6	10,7	100,0
Q4 2023	48,8	37,8	13,4	100,0
Employed Adults	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2017	41,0	38,4	20,6	100,0
Q1 2018	35,4	40,5	24,1	100,0
Q2 2018	36,2	38,2	25,6	100,0
Q3 2018	33,2	44,7	22,1	100,0
Q4 2018	36,0	42,5	21,5	100,0
Q1 2019	35,4	40,5	24,1	100,0
Q2 2019	33,7	42,5	23,8	100,0
Q3 2019	32,5	43,3	24,2	100,0
Q4 2019	41,4	35,4	23,3	100,0
Q1 2020	36,1	41,1	22,8	100,0
Q2 2020	40,3	39,2	20,5	100,0
Q3 2020	42,0	37,3	20,8	100,0
Q4 2020	43,5	35,7	20,8	100,0
Q1 2021	46,6	33,1	20,3	100,0
Q2 2021	46,6	33,1	20,3	100,0
Q3 2021	43,6	34,5	21,9	100,0
Q4 2021	45,7	30,9	23,4	100,0
Q1 2022	44,3	31,6	24,1	100,0
Q2 2022	38,3	39,4	22,3	100,0
Q3 2022	38,9	42,5	18,5	100,0
Q4 2022	41,0	40,5	18,5	100,0
Q1 2023	38,6	39,6	21,8	100,0
Q2 2023	42,3	37,2	20,6	100,0
Q3 2023	36,2	43,6	20,1	100,0
Q4 2023	39,8	41,0	19,2	100,0

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 2017	52,5	20,3	18,8	8,4	100,0
Q1 2018	55,7	17,9	19,4	7,0	100,0
Q2 2018	51,5	19,0	19,9	9,5	100,0
Q3 2018	56,3	19,7	16,3	7,7	100,0
Q4 2018	55,1	18,9	17,7	8,3	100,0
Q1 2019	52,9	21,1	17,9	8,1	100,0
Q2 2019	57,1	16,5	17,4	9,0	100,0
Q3 2019	55,5	18,1	16,4	10,0	100,0
Q4 2019	51,8	22,8	18,3	7,1	100,0
Q1 2020	55,8	18,3	17,4	8,5	100,0
Q2 2020	55,4	20,0	17,6	7,1	100,0
Q3 2020	58,2	20,0	15,7	6,2	100,0
Q4 2020	52,0	24,1	17,6	6,3	100,0
Q1 2021	45,0	29,1	18,1	7,8	100,0
Q2 2021	54,3	20,2	18,9	6,5	100,0
Q3 2021	50,6	22,5	19,7	7,2	100,0
Q4 2021	52,0	24,1	17,6	6,3	100,0
Q1 2022	50,7	26,0	17,5	5,9	100,0
Q2 2022	50,6	20,9	18,2	10,4	100,0
Q3 2022	54,4	20,2	16,4	9,0	100,0
Q4 2022	48,6	21,7	17,7	12,1	100,0
Q1 2023	46,5	35,6	6,9	11,0	100,0
Q2 2023	52,1	32,7	5,9	9,3	100,0
Q3 2023	45,8	39,0	6,8	8,4	100,0
Q4 2023	44,2	39,4	7,5	8,8	100,0

Appendix 4: Statistical tables – Quarterly Employment Statistics

Table 1: Number of employees in the formal non-agricultural sector by industry, 2018–2023

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2018	Jan-Mar	454	1 218	62	641	2 191	481	2 300	2 751	**10 098**
	Apr-Jun	459	1 212	63	638	2 199	483	2 301	2 687	**10 042**
	Jul-Sep	456	1 222	62	631	2 223	490	2 310	2 697	**10 091**
	Oct-Dec	453	1 233	62	611	2 280	498	2 348	2 711	**10 197**
2019	Jan-Mar	455	1 238	61	611	2 279	500	2 349	2 736	**10 230**
	Apr-Jun	462	1 219	61	599	2 264	497	2 343	2 774	**10 220**
	Jul-Sep	463	1 213	61	591	2 267	497	2 336	2 769	**10 198**
	Oct-Dec	452	1 211	61	580	2 307	500	2 348	2 773	**10 233**
2020	Jan-Mar	456	1 204	60	562	2 277	500	2 350	2 787	**10 195**
	Apr-Jun	452	1 113	59	489	2 074	460	2 180	2 680	**9 507**
	Jul-Sep	453	1 117	58	510	2 101	452	2 167	2 706	**9 563**
	Oct-Dec	454	1 105	58	488	2 154	450	2 177	2 765	**9 651**
2021	Jan-Mar	459	1 107	59	563	2 103	425	2 332	2 856	**9 904**
	Apr-Jun	457	1 174	60	571	2 127	435	2 348	2 798	**9 970**
	Jul-Sep	465	1 189	59	594	2 129	439	2 390	2 866	**10 131**
	Oct-Dec	458	1 218	60	592	2 210	446	2 417	2 931	**10 332**
2022	Jan-Mar	458	1 237	61	596	2 213	447	2 414	3 006	**10 432**
	Apr-Jun	478	1 242	62	596	2 246	456	2 429	2 916	**10 425**
	Jul-Sep	469	1 258	61	610	2 269	468	2 463	2 857	**10 455**
	Oct-Dec	472	1 281	61	608	2 335	476	2 508	2 866	**10 607**
2023	Jan-Mar	476	1 298	62	619	2 316	481	2 497	2 989	**10 738**
	Apr-Jun	479	1 288	63	611	2 313	478	2 509	3 119	**10 860**
	Jul-Sep	482	1 297	62	611	2 318	477	2 492	3 160	**10 899**
	Oct-Dec	482	1 301	63	588	2 380	484	2 487	2 946	**10 731**

Table 2: Gross earnings of employees in the formal non-agricultural sector by industry, 2018–2023

Year	Period	Salaries (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2018	Jan-Mar	32 198	66 427	7 807	31 517	94 864	35 517	189 734	205 204	**663 269**
	Apr-Jun	31 902	67 770	7 931	33 534	94 841	37 871	173 672	209 930	**657 452**
	Jul-Sep	33 754	69 229	8 144	33 423	96 514	38 571	183 294	227 955	**690 884**
	Oct-Dec	34 427	78 511	9 730	38 198	107 521	41 629	193 394	235 115	**738 526**
2019	Jan-Mar	33 570	70 874	8 115	33 419	99 935	38 627	189 128	226 372	**700 040**
	Apr-Jun	34 640	71 549	8 058	33 797	101 559	42 343	183 587	235 799	**711 332**
	Jul-Sep	37 020	72 109	8 196	33 065	102 652	40 448	191 207	239 384	**724 081**
	Oct-Dec	37 891	80 158	9 794	36 628	112 176	45 100	203 632	251 600	**776 979**
2020	Jan-Mar	37 903	71 796	8 178	32 001	103 769	39 791	195 044	240 906	**729 388**
	Apr-Jun	33 899	59 776	7 939	22 118	84 162	36 992	168 372	231 461	**644 719**
	Jul-Sep	38 484	65 797	8 303	26 926	92 460	35 532	176 306	236 763	**680 570**
	Oct-Dec	39 355	75 225	9 742	29 879	104 868	39 858	193 464	249 734	**742 126**
2021	Jan-Mar	39 646	68 232	8 542	31 192	103 859	33 546	206 323	251 145	**742 485**
	Apr-Jun	40 076	75 286	8 672	33 382	107 174	38 661	203 013	257 158	**763 422**
	Jul-Sep	43 583	76 922	8 286	36 799	108 452	36 747	221 726	273 316	**805 831**
	Oct-Dec	41 659	87 426	9 864	39 644	122 843	41 657	238 151	286 099	**867 343**
2022	Jan-Mar	41 475	81 461	8 706	36 801	119 151	37 686	234 306	268 321	**827 907**
	Apr-Jun	42 537	82 273	8 649	40 262	122 484	41 135	230 001	272 958	**840 299**
	Jul-Sep	44 553	85 208	8 784	40 192	124 803	40 130	248 116	274 502	**866 288**
	Oct-Dec	45 605	100 429	10 957	46 194	141 778	44 679	267 518	296 841	**954 001**
2023	Jan-Mar	46 089	90 621	9 675	40 525	126 038	43 258	271 995	286 263	**914 464**
	Apr-Jun	46 369	91 969	9 238	43 138	130 466	45 578	255 126	295 184	**917 068**
	Jul-Sep	48 564	92 730	9 615	42 759	127 565	45 660	269 378	305 197	**941 468**
	Oct-Dec	48 985	105 519	11 338	47 579	142 985	50 519	275 244	310 843	**993 012**

Table 3: Average monthly earnings of employees in the formal non-agricultural sector by industry, 2018–2023

Year	Period	Average Monthly Earnings (Rands)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2018	Jan-Mar	22 903	17 297	38 934	16 165	13 282	23 236	22 765	24 078	**20 092**
	Apr-Jun	23 265	17 894	39 862	16 968	13 479	24 270	22 987	24 702	**20 524**
	Jul-Sep	25 021	18 526	41 681	17 611	13 862	24 939	23 825	26 031	**21 381**
	Oct-Dec	25 510	18 795	43 722	17 784	13 705	24 798	24 067	26 305	**21 540**
2019	Jan-Mar	24 118	18 423	42 380	17 442	13 696	24 050	24 255	25 420	**21 231**
	Apr-Jun	25 042	19 125	42 587	18 434	14 360	25 643	24 410	25 732	**21 791**
	Jul-Sep	27 063	19 532	42 689	18 302	14 518	25 043	24 723	27 476	**22 365**
	Oct-Dec	26 172	19 420	46 003	18 313	14 629	26 046	24 625	27 536	**22 414**
2020	Jan-Mar	27 616	19 433	44 112	18 646	14 705	25 271	23 893	27 784	**22 376**
	Apr-Jun	24 333	17 340	44 658	14 865	13 015	23 052	23 880	27 587	**21 425**
	Jul-Sep	28 669	19 278	46 303	17 005	14 502	24 588	24 654	28 064	**22 559**
	Oct-Dec	28 415	20 367	48 584	17 803	14 924	25 691	25 246	28 406	**23 084**
2021	Jan-Mar	28 972	20 192	46 665	18 246	15 301	24 887	24 885	28 301	**23 087**
	Apr-Jun	28 666	20 867	47 844	18 637	15 773	26 116	25 291	29 425	**23 678**
	Jul-Sep	31 822	21 181	45 237	19 383	15 555	26 743	25 523	29 615	**23 986**
	Oct-Dec	30 114	21 045	47 122	19 444	15 410	27 109	26 021	29 405	**23 944**
2022	Jan-Mar	29 693	20 991	46 351	19 729	15 981	26 430	26 452	28 365	**23 851**
	Apr-Jun	30 226	21 629	46 705	21 890	16 474	27 435	27 420	30 073	**24 868**
	Jul-Sep	32 453	22 066	47 508	21 192	16 679	27 596	28 089	29 790	**25 159**
	Oct-Dec	31 465	22 716	50 611	21 190	16 537	28 465	28 583	33 569	**26 298**
2023	Jan-Mar	31 228	22 403	48 832	21 123	16 390	28 060	29 200	30 819	**25 602**
	Apr-Jun	32 571	22 964	49 862	22 236	16 903	29 646	29 716	31 046	**26 202**
	Jul-Sep	33 985	23 199	50 448	22 550	16 971	30 442	30 799	30 306	**26 471**
	Oct-Dec	33 650	23 480	51 375	22 449	17 055	30 043	31 160	31 429	**26 822**

ISBN: 978-1-77997-353-5