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Labour market dynamics in South Africa, 2022

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Labour Market Dynamics in South Africa 2022

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Foreword

Overall, key labour market indicators in all regions – Africa, the Americas, the Arab States, Asia and the Pacific, and Europe and Central Asia – have yet to return to pre-pandemic levels.[1] South Africa is no different, with employment levels recorded below pre-pandemic levels and the unemployment rate as high as 33,5% in 2022. Young people remain the most affected by high unemployment rates compared to other age groups.

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. Individuals with past work experience have a higher chance of finding a job than those without it, and experience is especially crucial for those looking for work. 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.

Due to its limited publication schedule, the Quarterly Labour Force Survey (QLFS) is unable to release the majority of the data that are collected every quarter. More attention is paid to labour market dynamics – particularly the panel data analysis – through the Labour Market Dynamics of South Africa (LMDSA) reports. The year 2022 marks the 15th 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 2017–2022. 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 2017–2022, 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. During the third and fourth quarters of 2021, 91,2% of those in employment kept their jobs between the third and fourth quarters of 2021, while 4,2% lost their jobs and 4,5% stopped being employed. Of those without a job, 71,5% kept their status whereas 9,9% found employment and 18,6% stopped being active.

Data pertaining to retention and transition rates were examined between 2017 and 2022. The panel data results show that the population that was employed and the population that was not employed had a higher likelihood of staying in the same status. During the third and fourth quarters of 2022, 91,2% of those in employment remained employed, whereas 4,2% lost their jobs and 4,5% became inactive. Of the unemployed, 71,5% remained unemployed, 9,9% found employment, and 18,6% stopped being economically active.

The youth's overall transition rate into employment was 4,7 percentage points, unchanged from the previous year. In the same period, adult rates fell by 1,0 percentage point, from 7,7% to 6,7%. A person's chances of landing and keeping a job are greatly influenced by their level of education. Compared to those without matric, those with tertiary education have a greater chance of transitioning from unemployment or inactivity into employment.

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 toward 2030 and the goal of leaving no one behind.

Risenga Maluleke

Statistician-General

[1] https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_834081.pdf

Highlights

Working-age population

- The working-age population comprises everyone aged 15–64 years who fall into one of the three labour market components (employed, unemployed, not economically active). With an estimated total population of 60,6 million in 2022, the share of the working-age population in the total population increased from 66,0% in 2017 to 66,4% in 2022. The share of the working-age population among black Africans increased from 80,1% in 2017 to 81,5% in 2022. However, the share declined for other population groups during the same period. Between 2017 and 2022 the population aged between 15–34 years declined from 53,9% to 51,4% which is a 2,5 percentage points decrease. In contrast, the working-age population for persons above the age of 34 years increased by the same 2,5 percentage points. Persons who are aged between 25–34 years contributed the highest percentage of the working-age population in 2022 followed by 15–24 years of age, however, in 2017 this was the opposite.

Labour force

- The labour force is the sum of the working-age population that is either employed or unemployed. In 2022, the labour force increased by 1,1 million from 22,3 million in 2017 to 23,4 million in 2022. During 2022, growth in the labour force was significantly stronger than growth in the working-age population. After a series of lockdown regulations due to the COVID-19 pandemic, that were imposed on the movement of persons across the world and more specifically in South Africa, the impact is recorded in the labour force which drastically declined by 1,6 million from 22,9 million in 2019 to 21,3 million in 2020. With the relaxation of lockdown regulations in 2021, it is notable that the labour force started to improve from a low of 22,3 million in 2021 to a high of 23,4 million in 2022.

- The improvement in the labour force participation in 2022 led to an increase in the labour force participation rate by 1,8 percentage points to 58,1% in 2022 compared to 2021. Although men have the highest participation rates, which are even higher than the national rates, their labour force participation rate indicated a downward movement during the same period. Gauteng (67,1%) had the highest participation rate in the labour force and the rate decreased in six provinces between 2017 and 2022 except in Limpopo (up by 3,1%), Eastern Cape (up by 1,4%) and KwaZulu-Natal (up by 0,2%).

Employment

- Between 2017and 2018, employment levels displayed some improvement in South Africa. However, from 2019 to 2021, total employment started to decline. Of particular importance is a decline of 1,3 million from 16,4 million in 2019 to 15,1 million in 2020, which was mainly affected by the impact of COVID-19. Employment increased by 853 000 between 2021 and 2022. Community and social services, Trade and Finance remain the largest contributors to the total employment, which accounted for 60% of total employment in 2022.

- Between 2017 and 2022, employment decreased in seven of the ten occupational categories. The largest decrease was observed in craft workers (307 000), Domestic worker (188 000) and Clerks (174 000). Employment gains were only observed among Professionals (158 000), Sale and services (53 000) and Skilled Agriculture (6 000) over the same period.

  Men accounted for large shares of employment as Managers over the period 2017–2022. The share of women employed as Managers ranged from 30,4% in 2019 to 33,2% in 2022. 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 54,0% in 2017 to 56,2% in 2022.

- The share of formal sector employment decreased from 69,8% in 2017 to 68,5% in 2022. During the same period, employment share in the informal sector increased by 1,9 percentage points from 16,9% in 2017 to 18,8% in 2022. Between 2021 and 2022, employment increased in all the sectors, with the largest job increase of 604 000 recorded in the formal sector.
- The number of time-related underemployed persons increased by 21 000 from 737 000 in 2017 to 758 000 in 2022. The underemployment rate increased by 0,3 of a percentage point from 4,6% in 2017

to 4,9% in 2022. The underemployment rate increased by 0,7 of a percentage point among men and decreased by 0,2 of a percentage point among women over the same period.

- 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 2017 and 2022, the proportion of employees who were entitled to paid sick leave increased by 0,8 percentage points from 71,1% to 71,9%. A higher proportion of employees who were entitled to paid sick leave was observed among men compared to women.
  - Although both men and women experienced a decline in the proportions of employees who worked excessive hours between 2017 and 2022, higher proportions of male employees worked excessive hours compared to female employees.
  - There has been a slight change in the proportion of employees whose employer contributes to any pension/retirement fund on their behalf between 2017 and 2022. The proportion of men whose employer contributed to any pension/retirement fund on their behalf decreased by 3,4 percentage points from 50,6% in 2017 to 47,2% in 2022.
  - The proportion of employees who were entitled to medical aid benefits remained unchanged at 30% between 2017 and 2022.
  - More than half (55,4%) of employees indicated that their annual salary increment was determined by the employer only in 2017, while there was a decrease of 1,3 percentage points to 54,1% in 2022. Employees whose salary increment was negotiated by the union and the employer recorded the second highest proportions of 22,2% in 2017, which increased by 0,5 of a percentage point to 22,7% in 2022.

- A large proportion of women participated in the Expanded Public Works Programme (EPWP) and other government job creation programmes. Over the period 2017–2022, the proportion of men who participated in the EPWP and other government job creation programmes increased 0,4 of a percentage point from 31,2% to 31,6%, while women's participation decreased by the same amount from 68,8% to 68,4%. The majority of those who participated in EPWP and other government job creation programmes did not have matric (78,2% in 2017 and 72,9% in 2022). Irrespective of sex, black Africans were more likely to participate in these programmes.

- Measuring employment from the formal non-agricultural businesses indicated an upward trend over the period 2017 to 2022. The highest level of employment was observed in 2019 at 10 million jobs and the lowest level in 2020 at 9,5 million jobs. Over the period 2017 to 2021, there was an increase in full-time employment. Services and Finance industries were the main contributors to the observed employment increase in 2022.
  - 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 2017 to 2019, while there was a significant decline in average earnings in 2020. Notably, while the impact of COVID-19 is reflected in the decline in average earnings in 2020, the average earnings started to increase again in 2021 when the pandemic restrictions were lower.

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 2017 to 7,8 million in 2022.

- The black African population group remains vulnerable in the South African labour market with unemployment level at 7,0 million, more than 89% of the total number of unemployed persons in 2022. Out of the 7,8 million persons who were unemployed in 2022, 4,1 million were men and 3,8 were women. Gauteng province recorded the highest number of unemployed persons while Northern Cape recorded the lowest for the period 2017 and 2022. The level of unemployment is higher among persons without matric.

- Of the 7,8 million unemployed persons, approximately 6,1 million were unemployed for a year or more and 1,7 million for less than a year. The incidence of long-term unemployment increased by 11,0 percentage points from 67,2% in 2017 to 78,2% in 2022. Women and persons without previous work experience are more likely to be in long-term unemployment. In 2021, unemployed persons in age group 25–34 years had the highest incidence of long-term unemployment followed by those aged between 35 to 44 years.

Labour market rates

- The COVID-19 pandemic hit South Africa's labour market hard, resulting from the stringency of containment measures. The absorption rate (i.e. proportion of the working-age population that is employed) fell by four percentage points to 38,5% between 2019 and 2020, and a further 1,6 percentage points between 2021 and 2022 to reach 38,6%. Additionally as people dropped out of the labour force—the labour force participation rate fell by 4,9 percentage points between 2019 and 2020, while there was a slight improvement in 2022 compared to 2021, of 1,8 percentage points.

- The expanded unemployment rate decreased by 1,3 percentage points and the official unemployment rate by 0,8 of a percentage point between 2021 and 2022. The official unemployment rate was 33,5% in 2022, which was 6,0 percentage points higher than the 2017 unemployment rate. Unemployment rate among men increased by 6,1 percentage points to 31,8% and increased among females by 6,0 percentage points to 35,6% during the same period. 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 35,7% and women 39,6% in 2022. 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 15–34 years in the working-age population increased consecutively over the six year period. The number increased from 20,1 million in 2017 to 20,7 million in 2022 (an increase of 579 thousand). The number of employed youth decreased by 753 000 between 2017 and 2022, while those who were unemployed increased by 779 000, and those who were discouraged increased by 493 000.

- The youth continue to be more vulnerable in the labour market when compared to the adults. Between 2017 and 2022 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 2017–2022, the unemployment rate for youth was more than double the rate of adults.

- The youth was more likely to be employed in Trade, Community and Services and Finance industries between 2017 and 2022. 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 2017 and 2022, 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 2022, the share of employed youth with tertiary qualifications increased from 19,2% in 2017 to 20,4% in 2022, while the share of those looking and available for work with tertiary qualification increased from 8,8% to 10,3% during the same period. In 2022, about 44,5% of unemployed youth did not finish matric while, 44,7% completed matric and only 10,3% had a tertiary qualification.

- In 2022, about one third (35,2%) of youth in South Africa were not in employment, education or training (NEET) and the rate increased by 4,0 percentage points from 31,2% in 2017. The NEET rate differs by population group. Between 2017 and 2022 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 statuses 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 2022, 91,2% of employed persons retained their jobs while 4,2% became unemployed and 4,5% became not economically active. Among those who were unemployed, 71,5 % retained their status while 9,9% found work and 18,6% 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 declined among those with less than matric and those with matric. It increased by 0,5 of a percentage point among those with tertiary education.

- The industry retention rates in 2017 and 2022 were highest among those employed in tertiary industries (90,6% and 88,4%, respectively) when compared to secondary and primary industries.

- About 88,4% of persons who were employed on a permanent contract in the third quarter of 2022 retained the same employment contract in the fourth quarter of the same year. Approximately 6,5% moved to different contract type and 3,9% were out of employment. The retention rates for those with limited duration and unspecified contracts were 58,2% and 64,8% respectively and their transition rates to different contract type was above 16,0% each.

- Over the period 2017 to 2022, the retention rate among persons in short-term and those in long-term unemployment increased. Persons in short-term unemployment were more likely to transit into employment than those in long-term unemployment. In 2022, about 66,4% of those in short-term unemployment remained unemployed compared to 63,0% in 2017, while among those in the long-term unemployment, 73,1% remained unemployed in 2022 compared to 71,0% in 2017.

Migration

- In 2022 about 94,6% of the working-age population were born in South Africa (RSA-born) and 5,4% were born outside of South Africa. Between 2017 and 2022, the foreign-born population in the working age increased by 198 000 from 2,0 million to 2,2 million in 2022. Foreign-born persons in the country were more likely to be men than women and between the ages 35-64 years.

- Irrespective of the place of birth, the majority of the population aged 15–64 had an education level below matric. However, in both 2017 and 2022, the proportions were higher among the foreign-born graduates than for RSA-born graduates by 2,8 and 4,1 percentage points, respectively.

- Among the foreign-born population who were in the working age, 64,0% were employed compared to 37,7% among RSA-born individuals. International migrant workers, i.e. foreign-born population that is in the labour force increased by 174 000 to 1,7 million in 2022, compared to 2017. This resulted in labour force participation rate of foreign-born population of 78,3% in 2022, compared to 57,1% for RSA-born population.

- Majority of foreign-born population moved to South Africa for family obligations or employment. In both 2017 and 2022, Trade, Construction, Private households and Agriculture industries provided most employment opportunities for the foreign-born population compared to other industries. The share of those employed in Trade industry increased by 6,3 percentage points, from 25,2% in 2017 to 31,6% in 2022.

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List of acronyms

AME	Average Monthly Earnings
CAPI	Computer Assisted Telephonic Interview
CATI	Computer Assisted Personal Interview
Dus	Dwelling unit
EPWP	Expanded Public Works Programme
GDS	Growth and Development Summit
ICLS	International Conference of Labour Statisticians
ILO	International Labour 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.

Notes to data users

Impact of Covid-19 pandemic

In March 2020, Stats SA suspended face-to-face data collection for all its surveys as a result of the COVID-19 pandemic and restricted movement of people. This was to ensure that the field staff and respondents were not exposed to the risk of contracting the coronavirus and to contain its spread. It is, however, imperative that Stats SA continues 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) for the QLFS data collection for Q2: 2020 to Q4: 2021. Over this period, the use of Computer-assisted Telephone Interviewing (CATI) saw the response rates of the survey decline over time to levels of concern to the organisation, reaching 44,6% in the 4th quarter of 2021. With the further easing of the lockdown restrictions in 2022, the organisation took a decision to revert to face-to-face data collection using the Computer-assisted Personal Interviewing (CAPI). In that regard Q1: 2022 data collection was mainly conducted using face-to-face interviewing with CAPI and there was improvement in the response rate going forward. Data collection methodology was completely reverted back to CAPI from Q2:2022. Details of how the adjustment was done are contained in the Appendix 1 technical notes.

Benchmarking

The household survey program at Statistics South Africa (Stats SA) uses the Master Sample frame, which has been developed as a general-purpose household survey frame that can be used by all other Stats SA household-based surveys based on information collected during the 2011 housing and population Census. This includes the Quarterly Labour Survey (QLFS) which was used to compile the Labour Market Dynamics in South Africa report.

In addition, all the household-based surveys at Stats SA are benchmarked to population estimates series preceding the 2022 Census and hence do not reflect the demographics of Census 2022. Future surveys from Stats SA will be reflective of the Census as soon as these estimates are availed from the second quarter of 2024 onwards.

Data on earnings

This report does not include analysis of the monthly earnings from the Quarterly Labour Force Survey. Data on earnings will be provided as a separate report before the end of the financial year in a report called “Monthly earnings in South Africa”.

Objective

The objective of this report is to analyse the patterns and trends of annual labour market results over the period 2017–2022.

Data sources

Quarterly Labour Force Survey – 2017 to 2022 (average of the results for Quarters 1 to 4 of each year). Quarterly Employment Statistics – 2017 to 2022 (average of the results for Quarters 1 to 4 of each year and sum of earnings for the year).

Layout of the report

Chapter 2: Labour market dynamics

The Quarterly Labour Force Survey (QLFS) conducted every quarter since 2008, which through its design tracks individuals from one quarter to the next makes it possible to create and analyse panel data. 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 2017–2022, focusing on the Q3–Q4 QLFS panel for each of these years.

Chapter 3: The South African labour market

This chapter first analyses the working-age population in context of the overall population and then focuses on dependency ratios over the period 2017–2022. Composition of the working-age population by socio-demographic characteristics such as age, population group, gender and level of education is then analysed. Summary labour market measures, including the unemployment rate, labour absorption rate and labour force participation rate, shed light on the impact that the recent pandemic has had on various groups. When disaggregated by gender, population group, age, level of education and province, these measures underscore the vulnerability of several groups in the South African labour market.

Chapter 4: Employment and other forms of work

The objective of this chapter is to analyse employment outcomes in the South African labour market. The analysis focuses on trends in employment over the period 2017–2022 with respect to the socio-demographic characteristics of individuals (age, sex, population group and education), as well as the distribution by province, industry and occupation. Employment patterns and trends in the formal and informal sectors are analysed for various groups. A subsequent section of the chapter focuses on aspects of decent work indicators, government job creation programmes and other forms of work. This chapter concludes with results based on employment and earnings from the 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 2017–2022. 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 2017–2022 are analysed. The chapter then discusses 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 consumption. Household residents falling within the age group of 15-64 were surveyed about their involvement in activities for own-use.

Chapter 8: Migration

In this chapter, the principal aim is to conduct a comparative analysis between individuals born in South Africa and those born in other countries. The chapter explores their demographic attributes and how these relate to their performance in the labour market. Additionally, for those who relocated within the five years leading up to the survey interview, this chapter analyses the motivations behind their move to their current province of residence, as well as the factors influencing their departure from their prior place of residence.

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 or quarters constitutes a panel.

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

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

Transition matrices: Transition matrices are tables that help us to understand the labour market movements of matched individuals in a panel. In addition to looking at changes in the labour market status, movements between different sectors and industries can also be analysed. These movements are expressed in percentages. If 2,0% of employed persons in Q3: 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 dataset that allows for the tracking of individuals in the sample across quarters, making it possible to analyse labour market flows. 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[2]. The labour market transitions occur at different levels such as between employment, unemployment and inactivity and persons who moved from informality to formality as well as between occupations and industries.

Introduction

This section of the report analyses labour market flows between quarter 3 and quarter 4 of 2017 and 2022. The chapter provides descriptive analysis of trends and patterns of the transition and retention rates within the labour market, with great emphasis on different socio-economic characteristics. The panel data looked at the labour market statuses (employed, unemployed and inactive) of the same individuals from one quarter to another over the period 2017–2022. The movement into and out of the three labour market status is regarded as a transition, while a person can also remain in the same labour market status (retention) between the quarters. The focus is predominantly on national and provincial retention and transition rates between the third and fourth quarters of 2022.

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

Selected retention and transition rates

Table 2.1a: Retention and transition rates by labour market status, 2017

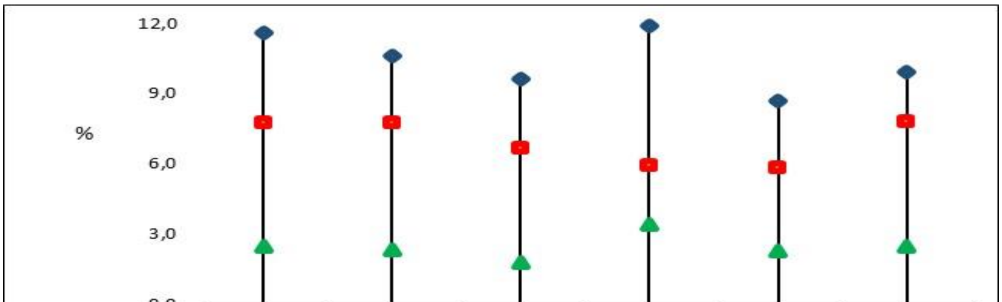
	Labour market status in Q4:2017			
	Employed	Unemployed	Not economically active (NEA)	**Total**
Labour market status in Q3:2017	**Thousand**			
Employed	15 081	572	538	**16 192**
Unemployed	721	4 248	1 241	**6 210**
Not economically active (NEA)	494	955	13 522	**14 971**
Total	**16 297**	**5 775**	**15 301**	**37 373**
	Retention and transition rates by labour market status Q3:2017 and Q4: 2017			
Employed	93,1	3,5	3,3	100,0
Unemployed	11,6	68,4	20,0	100,0
Not economically active (NEA)	3,3	6,4	90,3	100,0

Table 2.1b: Retention and transition rates by labour market status, 2022

	Labour market status in Q4:2022			
	Employed	Unemployed	Not economically active (NEA)	**Total**
Labour market status in Q3:2022	**Thousand**			
Employed	14 384	668	714	**15 765**
Unemployed	767	5 525	1 433	**7 725**
Not economically active (NEA)	578	1 407	14 846	**16 831**
Total	**15 728**	**7 600**	**16 993**	**40 322**
	Retention and transition rates by labour market status Q3:2022 and Q4: 2022			
Employed	91,2	4,2	4,5	**100,0**
Unemployed	9,9	71,5	18,6	**100,0**
Not economically active (NEA)	3,4	8,4	88,2	**100,0**

Evident from Tables 2.1a and 2.1b is that the highest shares are among those who retained their labour market status between quarters 3 and 4 of both years. Retention rates among the employed and the not economically active population decreased by 1,9 and 2,1 percentage points, respectively, while for those who were unemployed increased by 3,1 percentage points between 2017 and 2022. The proportion of persons who transitioned from unemployment to employment has decreased from 11,6% in 2017 to 9,9% in 2022. The share of persons who were not economically active and became employed slightly increased by 0,1 of a percentage point between 2017 and 2022. There was an increase of persons who were not economically active and who became available for employment and actively looked for work (2,0 percentage points from 6,4% in 2017 to 8,4% in 2022.

Figure 2.1: Transition rates into employment for the unemployed, discouraged and other not economically active population, 2017–2022

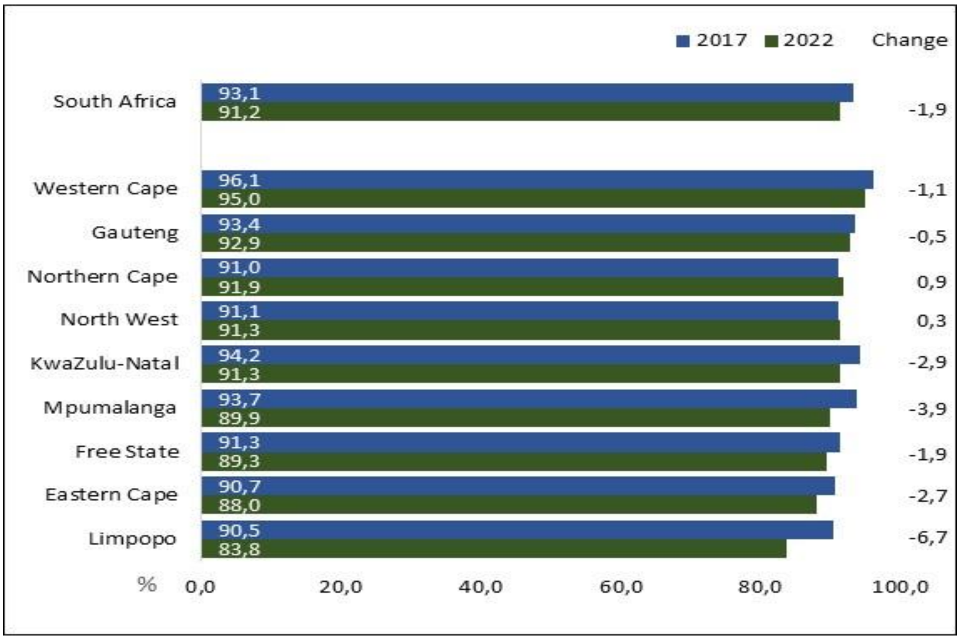


	2017	2018	2019	2020	2021	2022
Unemployed	11,6	10,6	9,7	11,9	8,7	9,9
Discouraged	7,8	7,8	6,7	5,9	5,8	7,8
Other NEA	2,5	2,4	1,8	3,4	2,3	2,5

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

Figure 2.1 shows that the transition rate into employment is more likely for those who were unemployed compared to the discouraged work-seekers and other inactive population, irrespective of the year. The second highest labour market status to transit into employment was the discouraged work-seekers. On the other hand, the highest transition rate into employment among the not economically active population was recorded in 2020 at 3,4% while the lowest was recorded in 2019 at 1,8%.

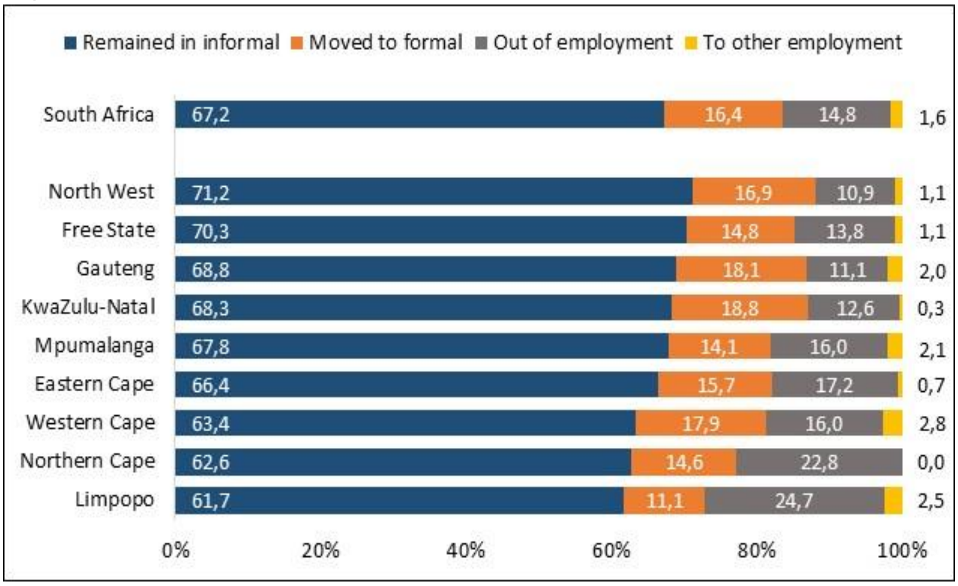
Figure 2.2: Provincial employment retention rates, 2017 and 2022



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

Although the Western Cape recorded a decline of 1,1 percentage points between 2017 and 2022, the highest retention rates were observed in this province for both 2017 and 2022. Western Cape (95,0%), Gauteng (92,9%), Northern Cape (91,9%), North West (91,3%) and KwaZulu-Natal (91,3%) recorded retention rates higher than the national average. Eastern Cape and Limpopo recorded the least retention rates in 2022. Decreases were observed in seven of the nine provinces with the highest decrease recorded in Limpopo (6,7 percentage points) and the least in Gauteng (0,5 of a percentage point). Northern Cape and North West were the only provinces that recorded increases in the employment retention rates between 2017 and 2022 (0,9 and 0,3 of a percentage point, respectively).

Figure 2.3: Provincial retention and transition rates in the informal sector, Q3: 2022–Q4: 2022



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

More than three out of five persons who were employed in the informal sector in quarter 3 of 2022 remained in this sector in quarter 4 of the same year. Five of the nine provinces had higher informal sector retention rates than the national average. KwaZulu-Natal (18,8%), Gauteng (18,1%) and Western Cape (17,9%) had the highest transition rates into the formal sector while Limpopo (11,1%) had the lowest transition rate into the formal sector. Persons who were employed in the informal sector in Limpopo and Northern Cape were more likely to be out of employment than other provinces (24,7% and 22,8%, respectively). The transition rate from the informal sector employment to other sectors (either agriculture or private households) was high in Western Cape (2,8%), Limpopo (2,5%), Mpumalanga (2,1%) and Gauteng (2,0%).

Factors affecting transition into employment

Various socio-economic characteristics hinder the process of finding a decent job in the South African labour market. Young women remain vulnerable in the labour market with higher unemployment rate, high incidence of long-term unemployment and take even longer to transition into employment. Factors such as higher education level and prior work experience have been associated with higher transition rates into employment compared to lower education level and without prior work experience.

Figure 2.4: Transition into employment by work experience, age and sex, 2017 and 2022

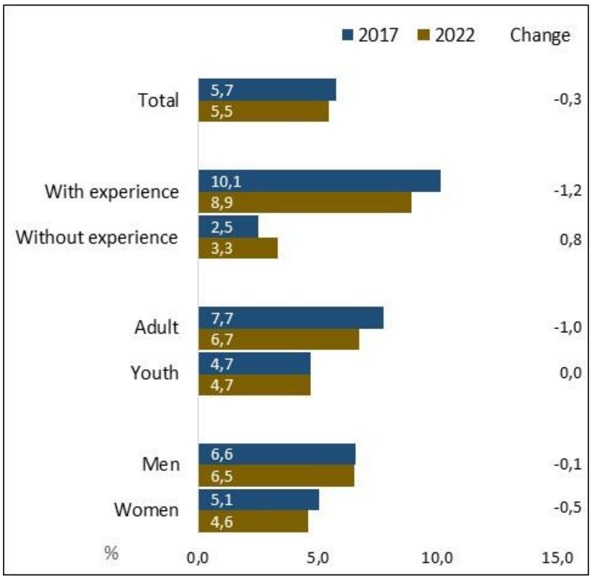
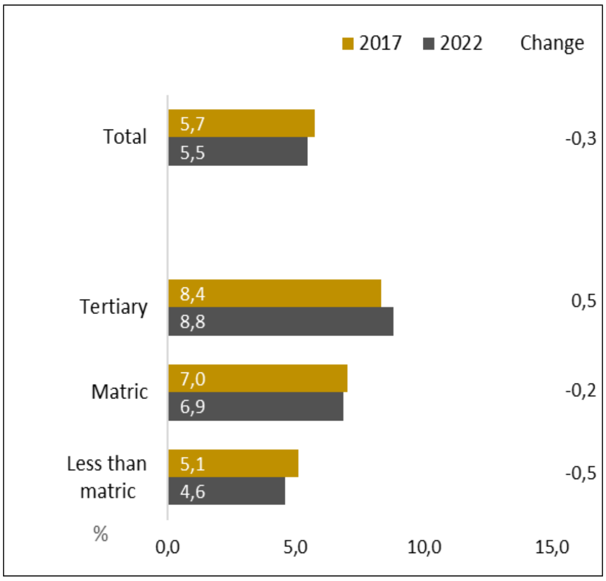


Figure 2.5: Transition into employment by level of education, 2017 and 2022



Note: Q3–Q4 for each year is analysed.

Figure 2.4 illustrates the transition rate into employment with emphasis on previous work experience, age and sex between 2017 and 2022. Evident from the figures above is that the transition rate into employment is the highest among persons with prior work experience, adults, men and those with tertiary education level. In 2022, those with prior work experience recorded 8,9% of transition rate into employment. This was 5,6 percentage points higher than the transition rate among those without prior work experience. The transition rate among adults (6,7 %) was 2,0 percentage points higher than the youth (4,7%) in 2022. Men were also more likely to transition into employment than their female counterparts (6,5% and 4,6% respectively).

Figure 2.5 shows that all education levels recorded decreases in transition rate into employment except among those with tertiary education level which recorded an increase of 0,5 of a percentage point and had the highest transition rate between 2017 and 2022. The second highest transition rate into employment was observed among persons with matric education level followed by those without matric qualifications.

Retention and transition rates by occupation and industry, sector and type of employment contract

This section analyses the retention and transition rates by occupation, industry, sector and type of employment contract over the period between 2017 and 2022.

Figure 2.6: Retention and transition rates by broad occupation groups and skills, 2017 and 2022

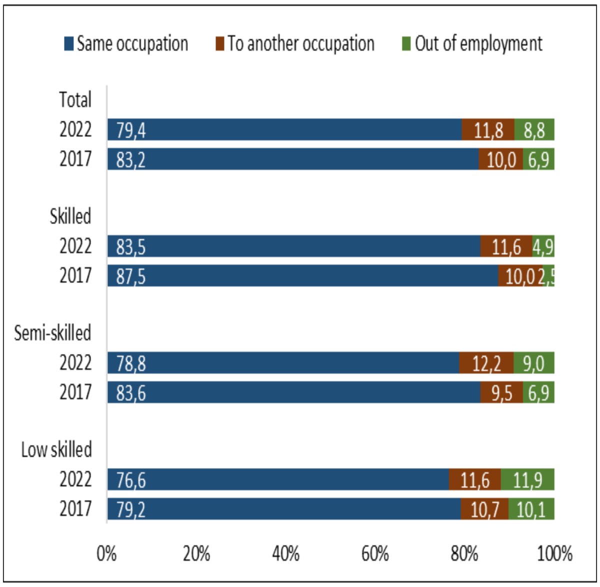
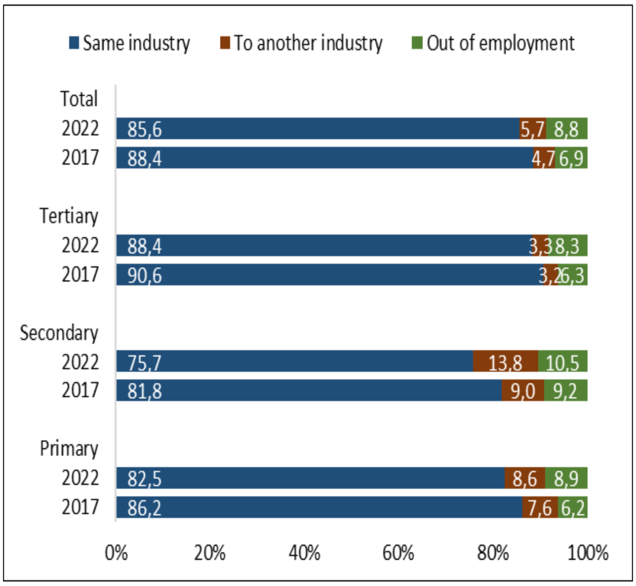


Figure 2.7: Retention and transition rates by broad industry groups, 2017 and 2022



Note: Q3–Q4 for each year is analysed.

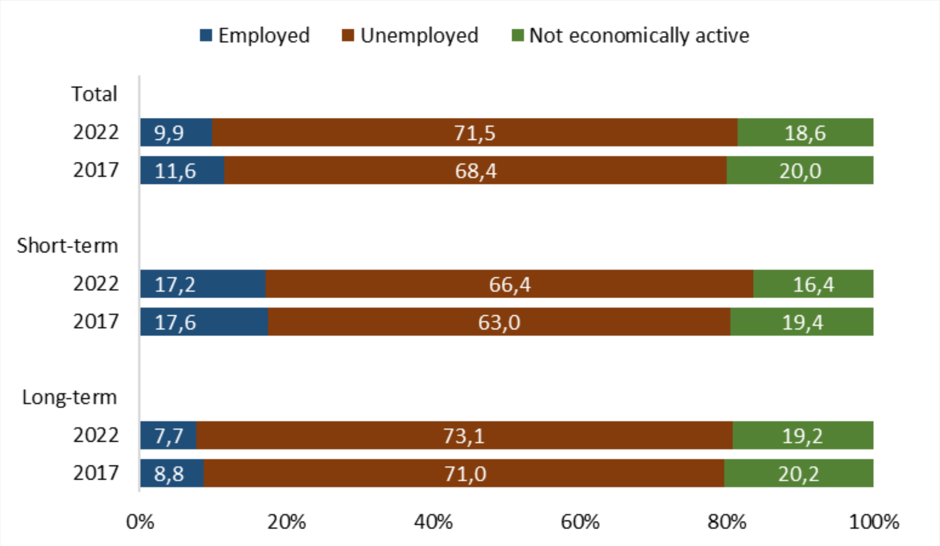
Findings from Figure 2.6 show that for both 2017 and 2022 more than eight out of ten persons employed in skilled occupation retained their occupation. In 2022, persons who were more likely to move to other occupations were those employed in semi-skilled occupations (12,2%) followed by skilled (11,6%) and low-skilled (11,6%) occupations. Persons who were employed in low-skilled occupations were more likely to move out of employment (10,1% in 2017 and 11,9 in 2022). All the retention rates decreased irrespective of the occupations while all the transition rates increased, between 2017 and 2022. It means that employed people either gravitate towards other occupations or move out of employment as opposed to retaining their occupations.

The retention and transition rates by industry paint a similar picture to occupation. Retention rates decreased across all industries and transition rates increased in all industries between 2017 and 2022. In 2022, the tertiary sector at 88,4% had the highest retention rate across all industries and above the national average. The secondary sector had the highest transition rates to other industries (13,8%) and out of employment (10,5%) followed by the primary sector at 8,6% to other industries and 8,9% moved out of employment (Figure 2.7).

Unemployment duration

The following descriptive analysis focuses on the transition into various labour market statuses in relation to unemployment duration over the period 2017 and 2022, 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, 2017 and 2022



Various factors hinder certain individuals in the South African labour market to secure decent or merely jobs. Among others are low levels of education, no prior working experience and the time one takes before they can find their next employment. Evident from Figure 2.8 above is that those who have been unemployed for a year or more had lower transition rates into employment in both 2017 (8,8%) and 2022 (7,7%) compared to those in short-term unemployment.

Approximately 66,4% of those in short-term unemployment in 2022 remained unemployed (up from 63,0% in 2017). Although the transition rate into employment for short-term unemployment has decreased by 0,4 of a percentage point, the rate was more than double the transition rate for those in long-term unemployment between 2017 and 2022. The long-term unemployment had the highest share of persons who transitioned into the not economically active population compared to the short-term unemployment. Those who take less time in finding their next employment were more likely to find employment than those who take more time, usually a year and more to secure jobs.

Employment contract types

The type of contract of employment plays a vital role in the labour market since it determines the employment mobility. In this regard, employees holding permanent contract types are more likely to remain on these contracts compared to those having limited or unspecified contracts of employment. This section provides the retention and transition rates of employees by contract type over the period 2017–2022.

Figure 2.9: Retention and transition rates of employees by contract duration, Q3: 2022–Q4: 2022

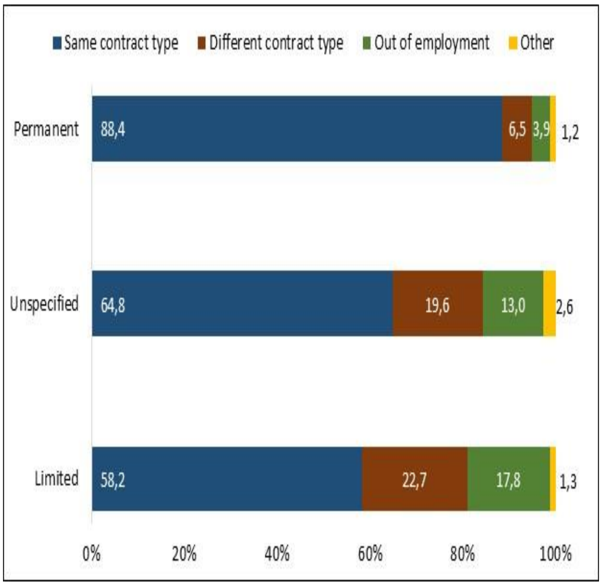
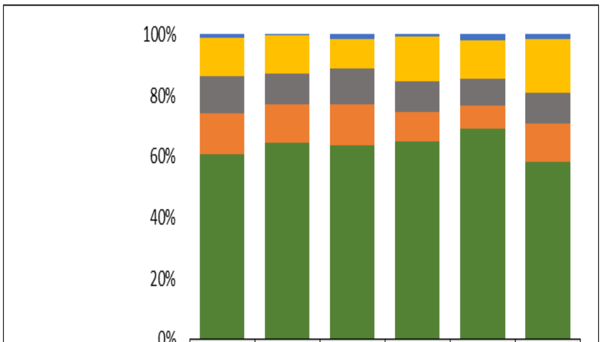


Figure 2.10: Retention and transition rates of employees with limited duration contracts, 2017–2022



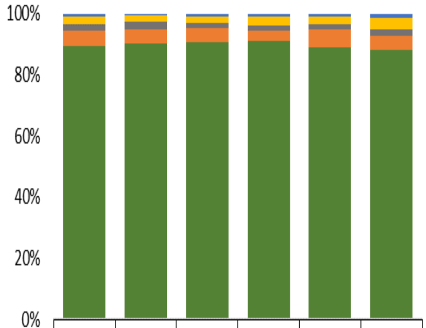
	2017	2018	2019	2020	2021	2022
Other	0,9	0,4	1,4	0,7	1,8	1,3
Out of employment	12,9	12,6	9,7	14,6	12,8	17,8
Moved to unspecified	12,0	9,8	11,7	10,2	8,9	10,2
Moved to permanent	13,4	12,9	13,5	9,7	7,3	12,5
Remained with limited	60,8	64,4	63,7	64,8	69,2	58,2

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

Figure 2.9 above shows that employees who had permanent employment contract types were more likely to remain in the same contract type (88,4%) compared to contracts of unspecified duration (64,8%) and limited duration (58,2%) in 2022. Employees with limited duration contract type were more likely to gravitate towards different contract type (22,7%) and out of employment (17,8%) compared to other types of contracts. Employees with unspecified duration employment contract were more likely to become either employers or own-account workers (2,6%) followed by those with limited duration contracts of employment (1,3%).

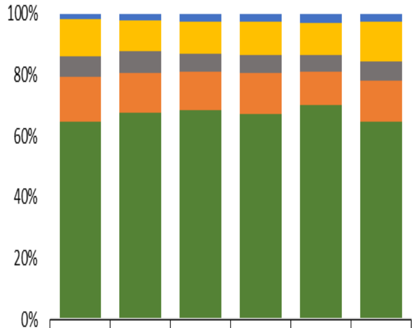
Findings from Figure 2.10 suggest that employees with limited duration contracts were more likely to remain in limited duration contracts (58,2% in 2022). Comparisons between 2017 and 2022 show that transition rates of those with limted contracts who moved to other employment and those who were out of employment increased by 0,4 of a percentage point and 4,9 percentage points, respectively. Decreases were observed among those who remained in the same contract (2,6 percentage points), those who moved to unspecified duration contracts (1,8 percentage points) and those who moved to permanent contract of employment (0,9 of a percentage point).

Figure 2.11: Retention and transition rates of employees with permanent contracts, 2017–2022



	2017	2018	2019	2020	2021	2022
Other	0,7	0,7	0,7	0,8	0,8	1,2
Out of employment	2,7	2,0	2,2	3,1	2,7	3,9
Moved to limited	2,0	2,3	1,9	1,6	1,7	2,3
Moved to unspecified	5,2	4,8	4,4	3,2	5,6	4,2
Remained with permanent	89,3	90,3	90,7	91,3	89,2	88,4

Figure 2.12: Retention and transition rates of those with unspecified duration contracts, 2017–2022



	2017	2018	2019	2020	2021	2022
Other	1,6	2,1	2,4	2,4	3,1	2,6
Out of employment	12,2	10,0	10,7	11,0	10,3	13,0
Moved to limited	6,9	7,2	5,7	5,8	5,4	6,4
Moved to permanent	14,4	13,0	12,9	13,5	10,9	13,2
Remained with unspecified	64,9	67,8	68,4	67,2	70,3	64,8

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

More than eight out of ten employees with permanent contract of employment were more likely to retain their permanent contract of employment and it is true for 2017 through 2022. In 2022, 88,4% of employees with contracts of permanent nature in the third quarter remained in these contract types in the fourth quarter as opposed to only 64,8% among those with unspecified duration contract. There was roughly 4,2% of permanently employed persons who became employed under the basis of unspecified duration contract , 3,9% who moved out of employment and 2,3% who moved to limited duration contracts in Q4 of 2022. Only 1,2% (the highest since 2017) became either employers or own-account workers.

Figure 2.12 looks into employees with unspecified duration contracts over the period 2017-2022. This group was more likely to remain with the unspecified duration contract but at a lower magnitude compared to the employees with contract of permanent nature between Q3 and Q4 of each year. They were also more likely to move to permanent contract of employment (13,2% in 2022) and to move out of employment (13,0% in 2022). In 2021, which was immediately after the Covid-19 lockdown, 3,1% of employees with unspecified duration contracts became either employers or own-account workers.

Provincial transition rates

The analysis in this section highlights the provincial variations in transition and retention rates over the period 2017–2022. The first part looks at the retention and transition rates within each labour market category, while the second part focuses on all persons who were without jobs, irrespective of whether or not they looked for employment. 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, 2022

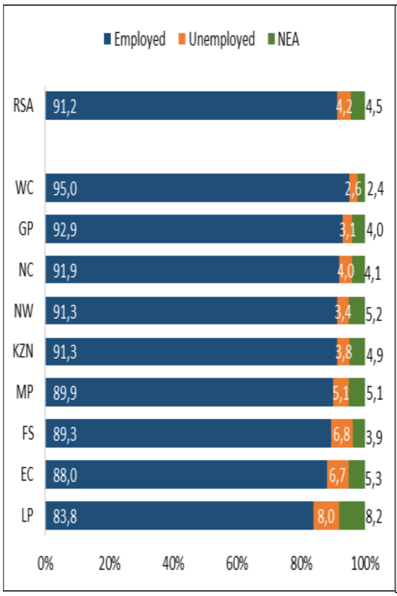


Figure 2.14: Unemployment retention and transition rates by province, 2022

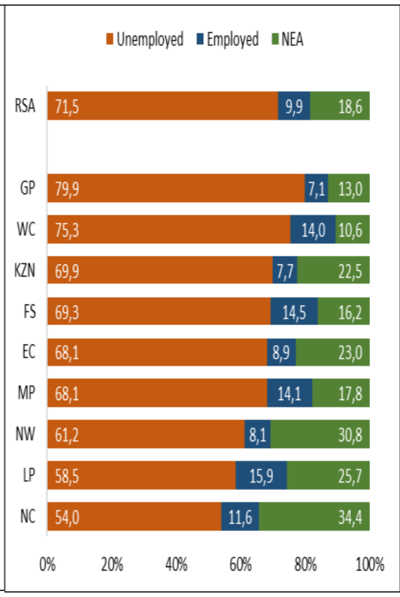
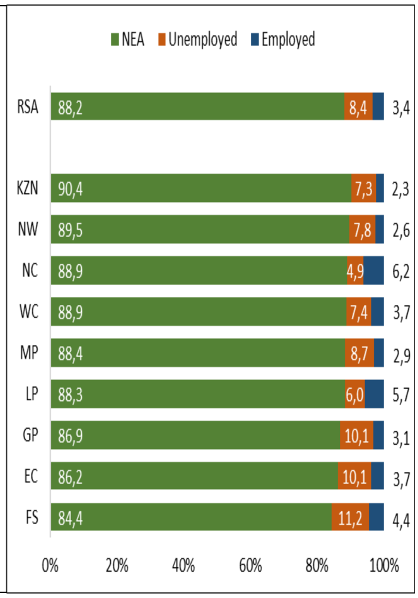


Figure 2.15: NEA retention and transition rates by province, 2022



Note: Data analysed over period Q3: 2022 and Q4: 2022.

Figures 2.13, 2.14 and 2.15 suggest that employment (91,2%) had the highest retention rate compared to unemployment (71,5%) and not economically active population (88,2%). The transition rate into unemployment was highest among those who are economically inactive (8,4%) compared to those who are employed (4,2%). More persons who were unemployed (9,9%) in Q3:2022 transitioned into employment in Q4:2022 than persons who were inactive (3,4%). Persons who transitioned into not economically active population in Q4:2022 were more likely to be unemployed (18,6%) in Q3:2022 compared to those who were employed (4,5%) in Q3:2022 and became economically inactive in Q4:2022. Western Cape had the highest employment retention rate compared to other province at 95,0% and Limpopo recorded the lowest employment retention rate of 83,8% (Figure 2.13). Limpopo recorded the highest transition rates into unemployment (8,0%) and not economically active population (8,2%).

Figure 2.14 shows that Gauteng recorded the highest unemployment retention rate (79,9%) compared to other provinces. Limpopo (15,9%), Free State (14,5%), Mpumalanga (14,1%) and Western Cape (14,0%) recorded the highest transition rates into employment from unemployment. The not economically active population in Northern Cape was more likely to transition into employment than other provinces (6,2%). The not economically active population in Free State, Eastern Cape and Gauteng gravitate towards unemployment (11,2%, 10,1% and 10,1%, respectively) (Figure 2.15).

Figure 2.16: Provincial transition rates into employment among youth (15–34 years), 2017 and 2022

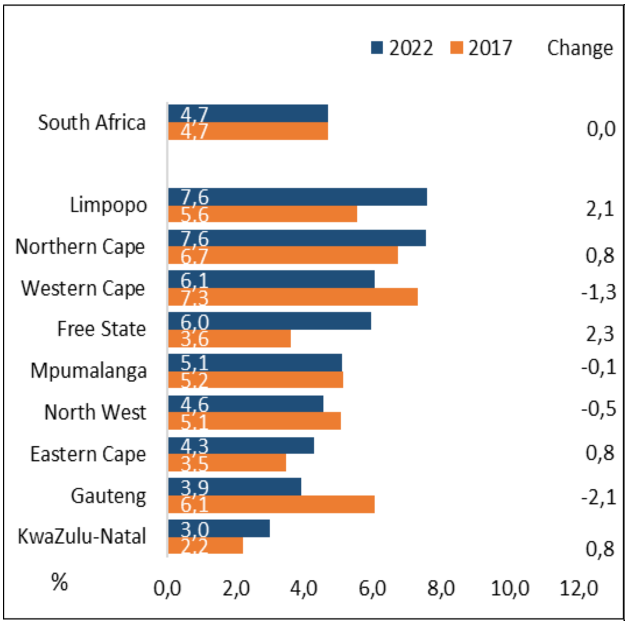
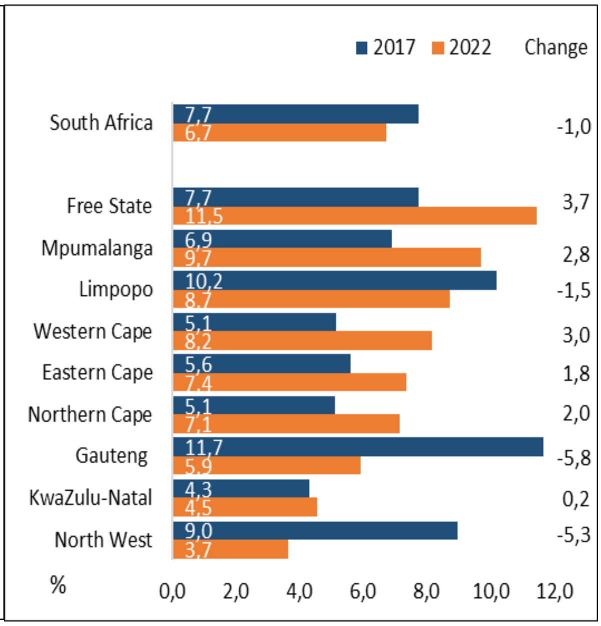


Figure 2.17: Provincial transition rates into employment among adults (35–64 years), 2017 and 2022



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

South African youth remain vulnerable in the labour market with a high unemployment rate, low absorption and labour force participation rates. Figures 2.16 and 2.17 illustrate that the transition rate into employment among youth was 2,0 percentage points lower than the transition rate for adults in 2022. Youth in Limpopo had the highest transition rate into employment and it increased by 2,1 percentage points from 5,6% in 2017 to 7,6% in 2022. The youth in KwaZulu-Natal had the least transition rate into employment at 3,0% in 2022. The youth transition rates into employment increased in five of the nine provinces with the highest increase observed in Free State (2,3 percentage points). The highest decreases were recorded in Gauteng (down by 2,1 percentage points) and Western Cape (down by 1,3 of a percentage).

In 2022, the transition rates into employment for adults painted a completely different picture with Free State being the highest at 11,5% followed by Mpumalanga (9,7%) – while North West recorded the least transition rate into employment at 3,7%. Gauteng (down by 5,8 percentage points), North West (down by 5,3 percentage points) and Limpopo (down by 1,5 of a percentage point) were the only provinces that contributed to the national decline of 1,0 percentage point in the transition rate into employment for adults between 2017 and 2022. Six provinces recorded increases in transition rate into employment with the highest increase observed in Free State (3,7 percentage points) followed by Western Cape (3,0 percentage points) and Mpumalanga (2,8 percentage points).

Figure 2.18: Provincial transition rates into employment among those with work experience, 2017 and 2022

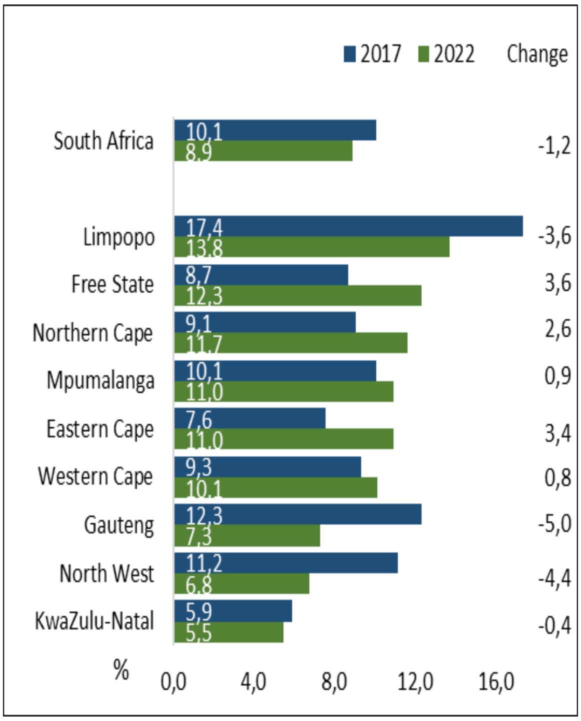
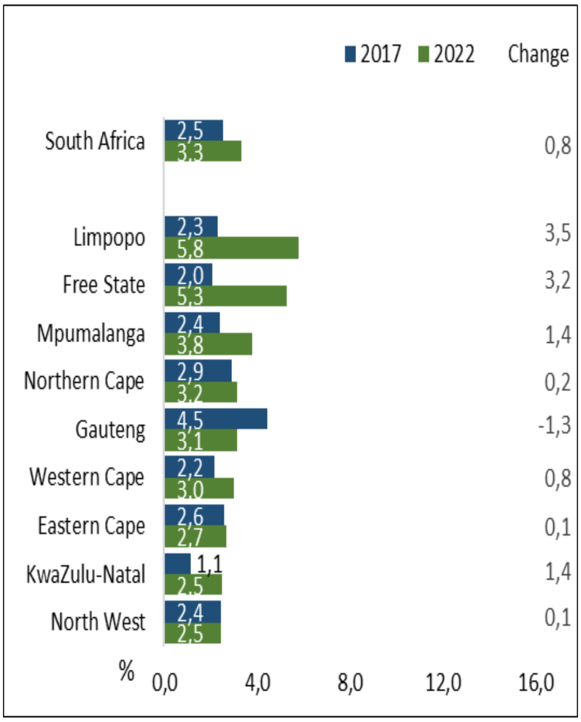


Figure 2.19: Provincial transition rates into employment among those without work experience, 2017 and 2022



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

Apart from the highest education level, prior work experience plays a vital role in employment prospects in the labour market. People with prior work experience are more likely to transition faster into employment than those who do not have any prior work experience. In this regard, the national transition rate among those with work experience was four times the rate for those without prior work experience in 2017 and more than twice in 2022 (Figures 2.18 and 2.19). Comparisons between 2017 and 2022 show that Gauteng (down by 5,0 percentage points), North West (down by 4,4 percentage points), Limpopo (down by 3,6 percentage points) and KwaZulu-Natal (down by 0,4 of a percentage point) were the only provinces that contributed to the national decline of 1,2 percentage points in the transition rate into employment among those with work experience. Five of the nine provinces recorded increases in the transition rate into employment for those with work experience with the highest increase observed in Free State (up by 3,6 percentage points).

Figure 2.19 portrays a completely different picture with the transition rates into employment among those without work experience at below 6% across all provinces in both 2017 and 2022. The largest transition rate among those without work experience was recorded in Limpopo at 5,8% in 2022 and this has increased by 3,5 percentage points from 2,3% in 2017. Gauteng (down by 1,3 percentage points) was the only province that experienced a decline in the transition rate into employment for those without prior work experience.

Summary and conclusion

- The panel data is indispensable for policy development in a sense that it vividly outlines areas in which the government can immediately intervene to increase chances of high transition into employment especially by investing in better education for those who struggle to reach tertiary level of education.
- In addition, it should provide some work-based programme to empower people with some necessary experience and skills to be competitive in the South African labour market and enable them to transition into employment much faster.
- Evidence has shown that persons with prior work experience (8,9%) and tertiary level of education (8,8%) were more likely to transition into employment than those without work experience (3,3%) and without matric level of education (4,6%) in 2022.
- In 2022, the youth (4,7%) and women (4,6%) were less likely to transition into employment than adults (6,7%) and men (6,5%).
- In both 2017 and 2022, Western Cape (96,1% and 95,0%, respectively) recorded the highest retention rates in employment compared to other provinces while Limpopo recorded the least employment retention rates.
- 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. Those employed with unspecified duration contract mostly became either employers or own-account workers (2,6%) compared to 1,3% of limited duration and 1,2% of permanent contract in 2022.
- Persons employed in low-skilled (11,9% in 2022) and semi-skilled occupations (9,0% in 2022) were more likely to move out of employment than those in skilled occupations (4,9% in 2022).
- Similarly, persons employed in the secondary sector (10,5% in 2022) were more likely to move out of employment than other industry sectors.
- Persons in short-term unemployment (17,2% in 2022) were more likely to move into employment than those in long-term unemployment (7,7% in 2022).
- In 2022, unemployed persons in KwaZulu-Natal (7,7%) and Gauteng (7,1%) were less likely to transition into employment compared to Limpopo (15,9%), Free State (14,5%) and Mpumalanga (14,1%).

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 number of unemployed persons globally in 2017 was predicted to be 201 million and according to the ILO's World Employment and Social Outlook- Trend 2022 global unemployment is currently projected to be standing at 207 million in 2022, an increase of 6 million unemployed persons. As a result, the worldwide job and social outlook remain unpredictable and unstable as the COVID-19 pandemic approaches its third calendar year. The picture of employment and social conditions around the world is still unpredictable and unstable. In the case of South Africa, the number of unemployed persons stand at 7,8 million in 2022.

Introduction

This chapter aims at illustrating two vital aspects of the South African population, the structure of the whole population and the working-age population. The chapter paints a picture of the South African Labour Market trends of persons aged between 15 to 64 years between 2017 and 2022. It further examines the labour market rates by certain socio-demographic characteristics such as population group, sex, age, geographic area and highest education levels.

The components of the South African working-age population

Figure 3.1: Working-age population by population group, 2017 and 2022

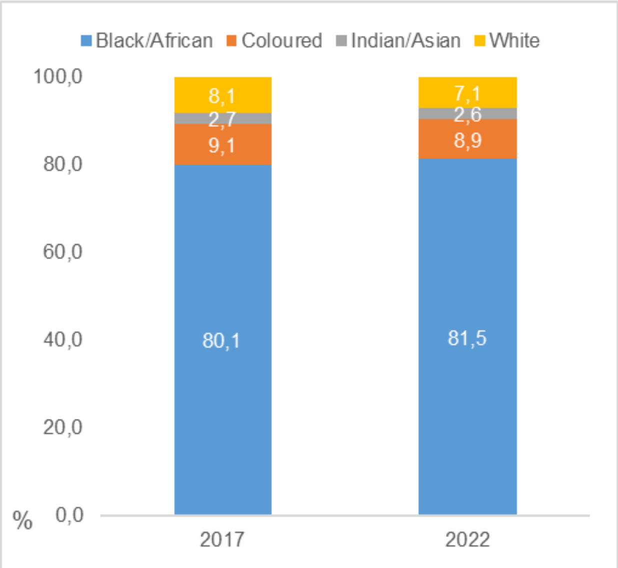


Figure 3.2: Working-age population by age group, 2017 and 2022

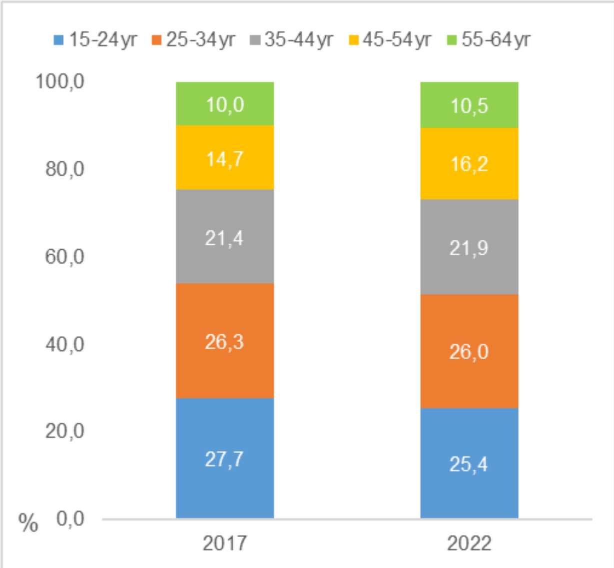


Figure 3.1 indicates the total number of working-age population in South Africa by population group. The figure indicates that more than 80,0% of the working-age population was black/African in both 2017 and 2022, while other population groups collectively accounted for less than 20,0 %. Those aged 15-34 years accounted for more than 50,0% of the working-age population. The proportion of those aged 35 years and above in the working-age population increased by 2,5 percentage points, while those aged 15-34 years decreased by 2,6 percentage points between 2017 and 2022.

Table 3.1: Labour market status of the working-age population, 2017-2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	6 120	6 103	6 579	6 283	7 658	7 834
Discouraged	2 403	2 806	2 848	2 754	3 529	3 549
Other not economically active	12 602	12 604	12 729	14 996	13 794	13 321
Working-age-Population	37 294	37 907	38 506	39 093	39 672	40 248
	Annual changes (Thousand)					Change 2017-2022
	2018	2019	2020	2021	2022	
Employed	225	-44	-1 289	-371	853	-625
Unemployed	-17	476	-296	1 376	175	1 713
Discouraged	403	42	-95	775	20	1 146
Other not economically active	2	125	2 267	-1 202	-472	719
Working-age-Population	613	599	587	579	577	2 954

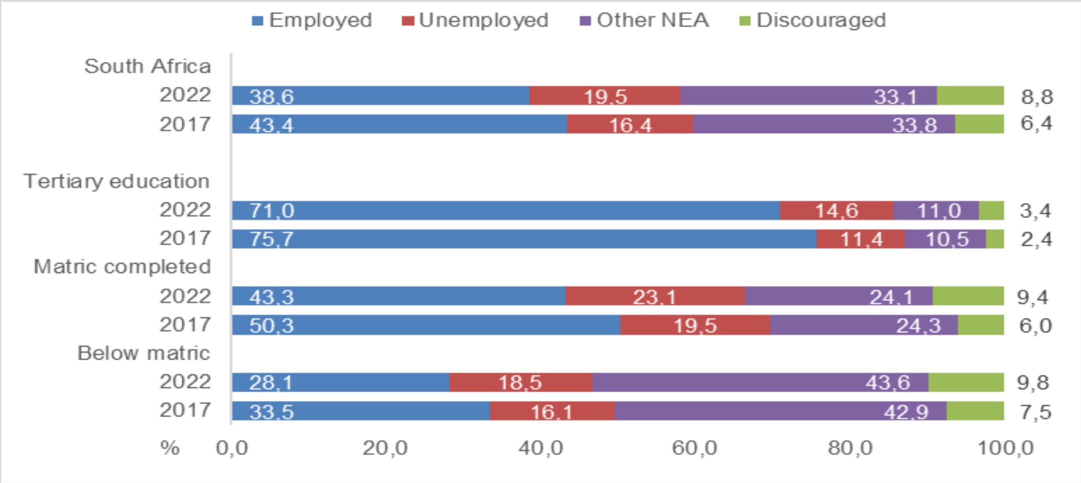
Table 3.1 indicates that the working-age population increased to 40,2 million in 2022. Of the 40,2 million working-age population in 2022 about 15,5 million persons were employed while 7,8 million persons were unemployed. In 2020, the labour market status of the working-age population was disrupted by the impact of the COVID-19 pandemic, and the number of people employed decreased by 1,3 million. During the same year, the labour market recorded an annual decrease of (296 000) unemployed people and (95 000) discouraged work-seekers. The number of persons employed decreased by 625 000, while other labour market statuses increased in 2022 compared to 2017.

Table 3.2: Working-age population by sex, 2017–2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Men	18 429	18 749	19 060	19 362	19 660	19 957
Women	18 865	19 158	19 447	19 731	20 012	20 292
Working-age-Population	37 294	37 907	38 506	39 093	39 672	40 248
	Per cent					
Share of women in the working-age	50,6	50,5	50,5	50,5	50,4	50,4

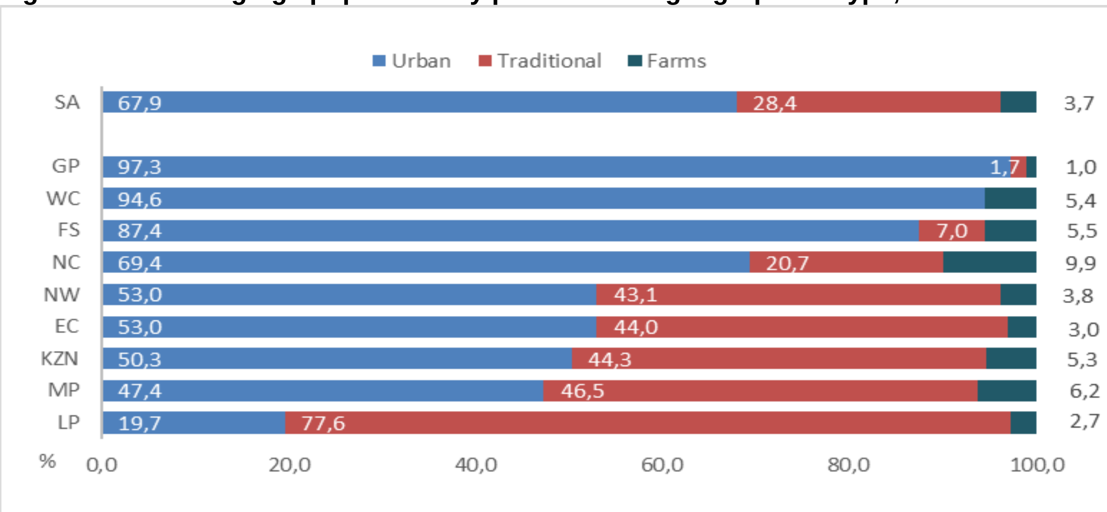
The number of men and women in the working-age population increased between 2017 and 2022. However, the share of women in the working-age population was higher than that of men in all years. There were 20,3 million women compared to 20,0 million men in the working-age population in 2022.

Figure 3.3: Components of the working-age population by education level, 2017 and 2022



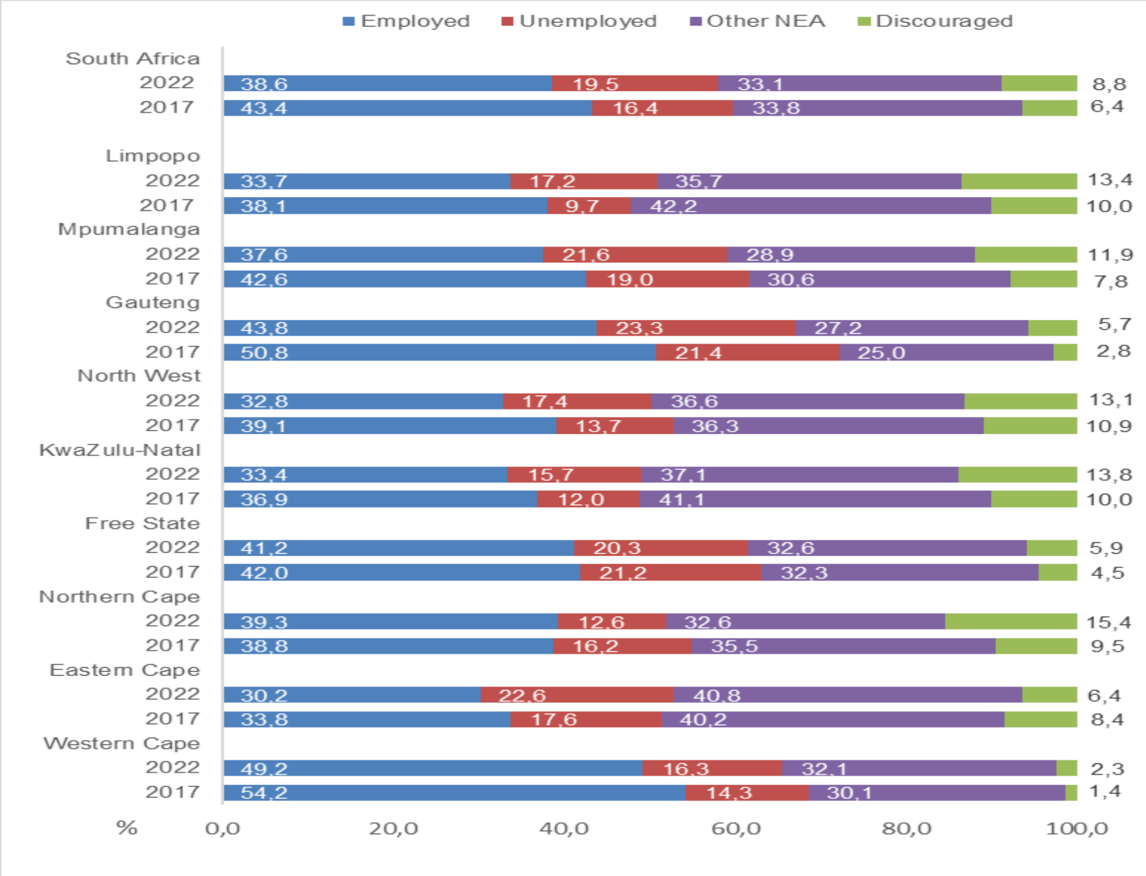
More than 70,0 % of the working-age population who were employed had tertiary education in both 2017 and 2022. The results reflect that people with higher level of education stand a higher chance of finding employment than those with matric or below matric. Moreover, it is evident that finding a job in South Africa depends heavily on education. Majority of the discouraged work seekers in 2022 were those without matric (9,8%).

Figure 3.4: Working-age population by province and geographical type, 2022



In 2022 approximately 68 % of the working-age population lived in urban areas, while traditional areas (28,4%) held the second highest proportion of the working-age population. Gauteng (97,3%) had the highest proportion of the working-age population living in urban areas, followed by Western Cape and Free State at 94,6% and 87,4% respectively. Limpopo has the highest proportion of working-age people living in traditional areas (77.6%), followed by Mpumalanga and KwaZulu-Natal at 46,5% and 44,3% respectively.

Figure 3.5: Components of the working-age population by province, 2017 and 2022



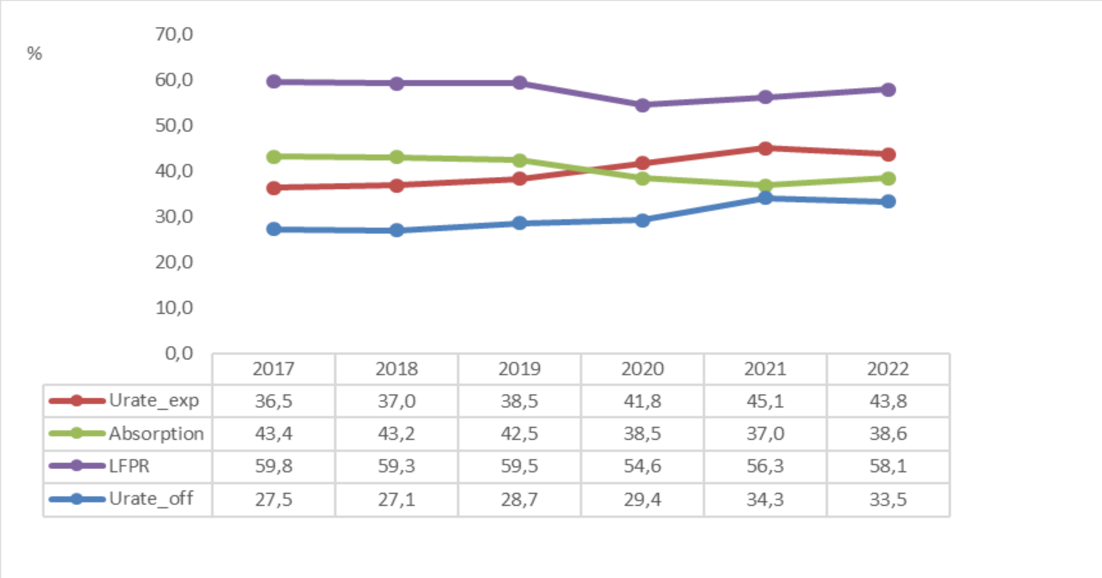
In 2022, the Western Cape, Gauteng, Free State and Northern Cape were the only provinces where the share of the employed in the working-age population was above the national average of 38,6%. Between 2017 and 2022, provincial disparities in each component of the working-age population were noticeable. Figure 3.5 further indicates that Western Cape recorded the highest share of employed persons (49,2%) in the working-age population, followed by Gauteng (43,8%), while Eastern Cape recorded the lowest share of employed persons (30,2%) compared to other provinces in 2022.

The share of unemployed in the working-age population increased in all provinces except in the Northern Cape (from 16,2% in 2017 to 12,6% in 2022) and Free State (from 21,2% in 2017 to 20,3% in 2022). The share of other not economically active population decreased in Northern Cape, KwaZulu-Natal, Mpumalanga, and Limpopo. In 2022, Northern Cape (15,4%) recorded the highest share of discouraged work-seekers, followed by KwaZulu-Natal and Limpopo at 13,8% and 13,4%, 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 working-age population that is employed, while the labour force participation rate refers to the proportion of working-age population that is either employed or unemployed (or in the labour force).

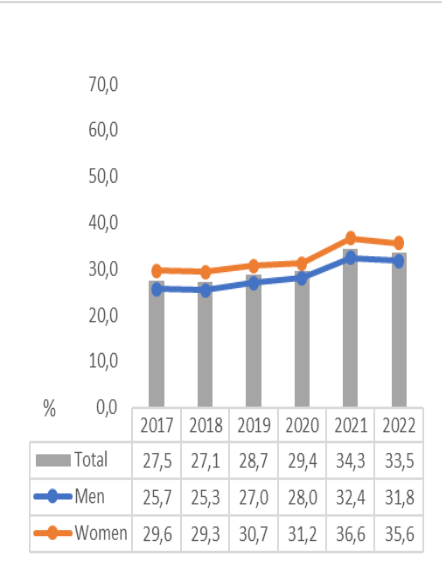
Figure 3.6: Labour market rates, 2017-2022



%	2017	2018	2019	2020	2021	2022
Urate_exp	36,5	37,0	38,5	41,8	45,1	43,8
Absorption	43,4	43,2	42,5	38,5	37,0	38,6
LFPR	59,8	59,3	59,5	54,6	56,3	58,1
Urate_off	27,5	27,1	28,7	29,4	34,3	33,5

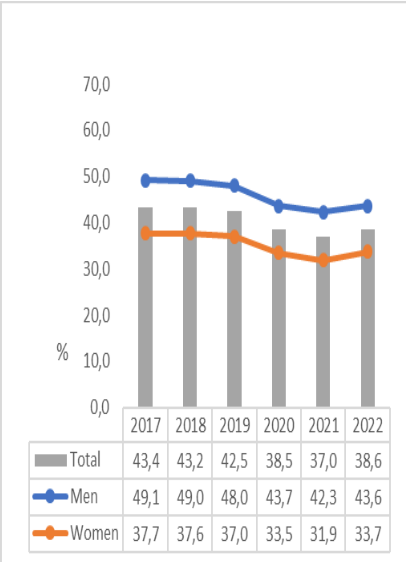
Between 2017 and 2022, both official (33,5%) and expanded (43,8%) unemployment rates increased by 6,0 and 7,3 percentage points, respectively. Additionally, the absorption rate decreased from 43,4% to 38,6% and the labour force participation rate from 59,8% in 2017 to 58,1% in 2022.

Figure 3.7: Unemployment rate by sex, 2017-2022



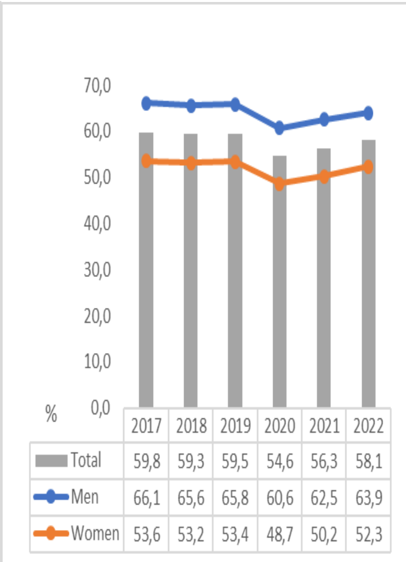
%	2017	2018	2019	2020	2021	2022
Total	27,5	27,1	28,7	29,4	34,3	33,5
Men	25,7	25,3	27,0	28,0	32,4	31,8
Women	29,6	29,3	30,7	31,2	36,6	35,6

Figure 3.8: Absorption rate by sex, 2017-2022



%	2017	2018	2019	2020	2021	2022
Total	43,4	43,2	42,5	38,5	37,0	38,6
Men	49,1	49,0	48,0	43,7	42,3	43,6
Women	37,7	37,6	37,0	33,5	31,9	33,7

Figure 3.9: Participation rate by sex, 2017-2022



%	2017	2018	2019	2020	2021	2022
Total	59,8	59,3	59,5	54,6	56,3	58,1
Men	66,1	65,6	65,8	60,6	62,5	63,9
Women	53,6	53,2	53,4	48,7	50,2	52,3

Women consistently recorded an unemployment rate that is higher than their male counterparts, and higher than the national average official unemployment rate from 2017 to 2022. While men recorded a higher absorption and participation rate as compared to women over the same period.

Figure 3.10: Male labour market rates by population group, 2017 and 2022

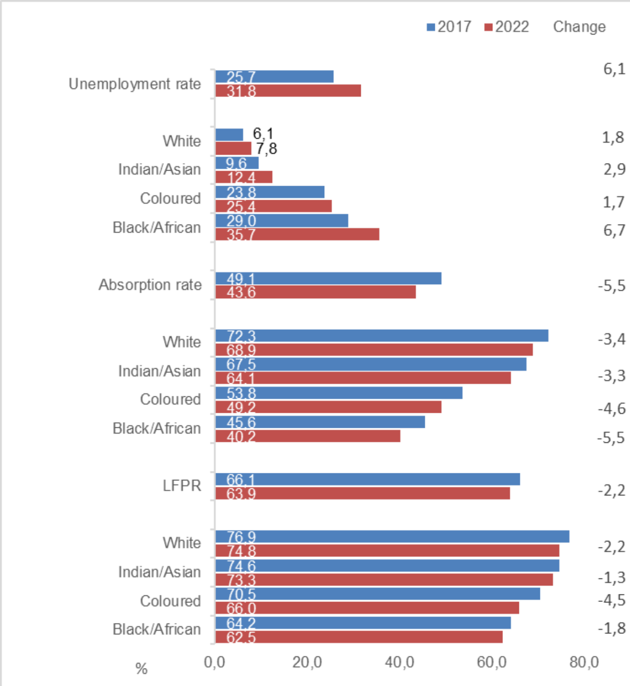
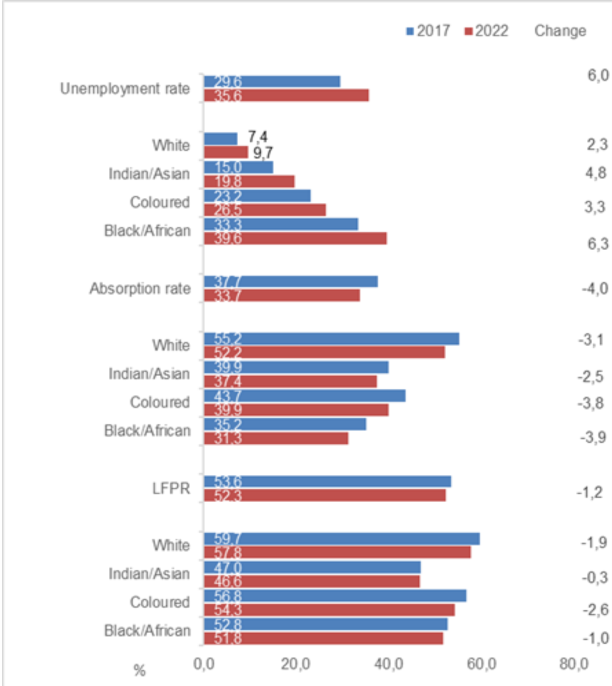


Figure 3.11: Female labour market rates by population group, 2017 and 2022



The unemployment rate of men and women increased by 6,1 and 6,0 percentage points respectively between 2017 and 2022. Irrespective of the population group, there is still a gender imbalance in the labour market. In comparison to men, women have higher rates of unemployment, lower absorption rates, and lower rates of labour force participation for both 2017 and 2022. Moreover, irrespective of gender, the unemployment rate was higher among black Africans between 2017 and 2022. In comparison to other population groups, white males and females had the lowest unemployment rate, the highest absorption rate, and the highest labour force participation rate. Regardless of sex, the absorption rate and labour force participation rates declined for all population groups.

Figure 3.12: Unemployment rate by province, 2017 and 2022

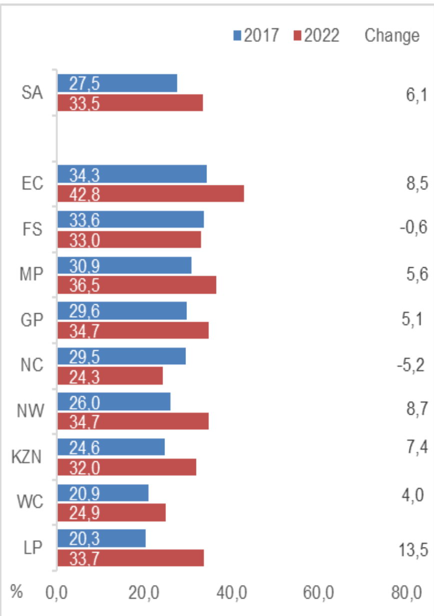


Figure 3.13: Absorption rate by province, 2017 and 2022

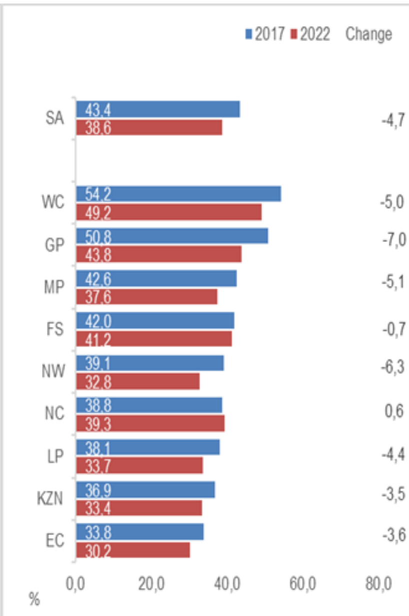
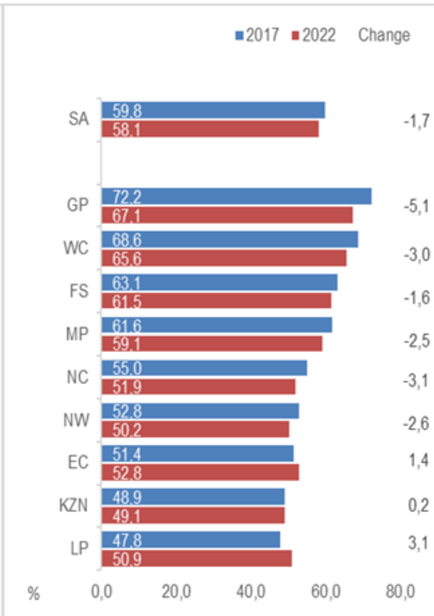


Figure 3.14: Participation rate by province, 2017 and 2022



The results above indicate that South Africa's unemployment rate was estimated to be 33,5% in 2022, an increase of 6,1 percentage points compared to 2017, while absorption and labour force participation rates decreased by 4,7 and 1,7 percentage points, respectively. According to provincial estimates, between 2017 and 2022 South Africa experienced a significant increase in the unemployment rate across seven provinces, excluding Northern Cape and Free State (down by 5,2 and 0,6 percentage points respectively). Eastern Cape recorded the highest unemployment rate in both 2017 and 2022 at 34,3% and 42,8% respectively, while the Northern Cape (24,3%) recorded the lowest unemployment rate in 2022. During the same period, absorption rate decreased in eight provinces except in Northern Cape where it increased by 0,6 of a percentage point. Western Cape recorded the highest absorption rate in 2017 and 2022 at 54,2% and 49,2% respectively.

Figure 3.15: Unemployment rate by age group, 2017 and 2022

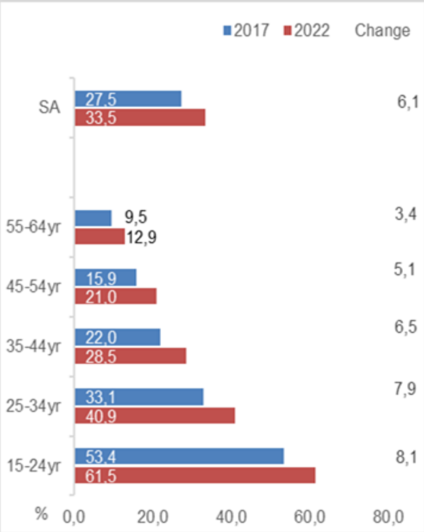


Figure 3.16: Absorption rate by age group, 2017 and 2022

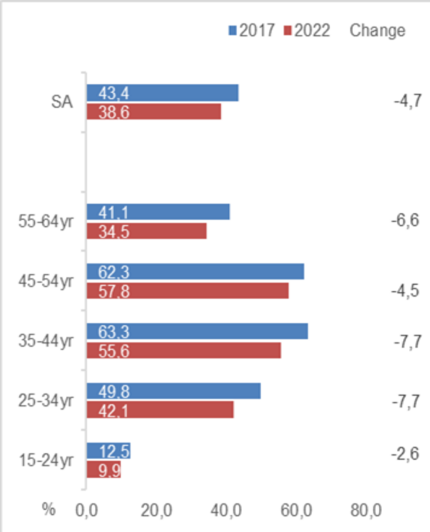
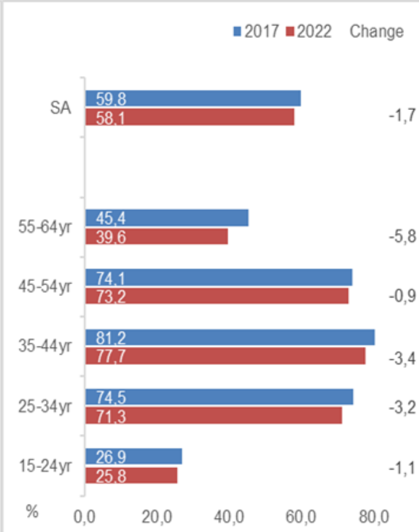
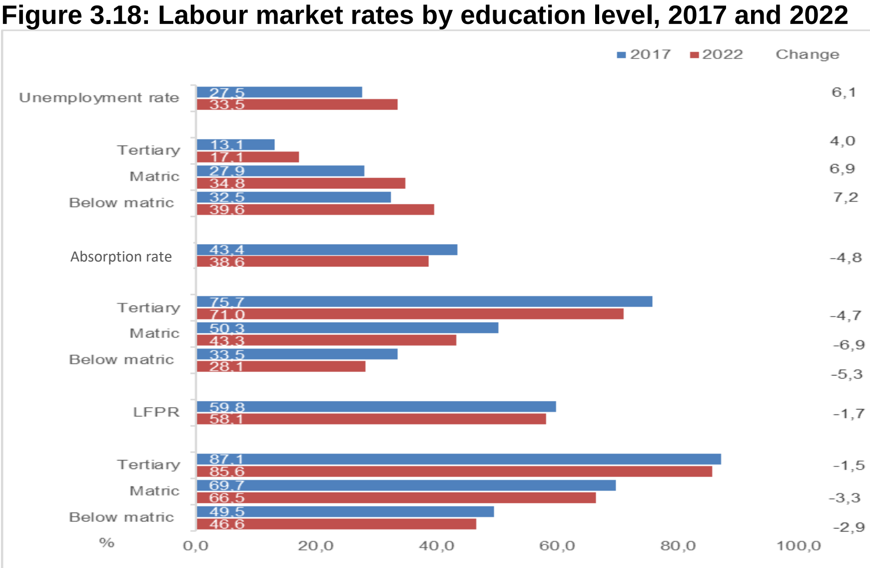


Figure 3.17: Participation rate by age group, 2017 and 2022



Between 2017 and 2022, 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 years. In addition, the high unemployment rate amongst the age group 15-34 (youth) indicates that youth unemployment is one of the most serious socio-economic challenges in South Africa. The lowest unemployment rates were among those between the ages of 55-64 and contributed to the second lowest participation rate in both 2017 and 2022. The absorption and labour force participation rates across all age groups decreased during the same period.

Figure 3.18: Labour market rates by education level, 2017 and 2022



The unemployment rate increased by 6,1 percentage points from 27,5% in 2017 to 33,5% in 2022. Figure 3.22 also indicates that unemployment rate among those with teritiary qualification recorded the lowest unemployment rate in both years (13,1% in 2017 and 17,1% in 2022). All educational levels saw a rise in the unemployment rate between 2017 and 2022, with the highest recorded among those without matric by 7,2 percentage points. Over the period of 2017–2022, absorption and labour force participation rates declined in all levels of education. A high absorption, labour force participation rate and low unemployment rate amongst those with tertiary qualifications is an indication that a higher level of education increases the likelihood of one being employed.

Summary and Conclusion

- Between 2017 and 2022, the number of employed persons decreased by 625 000, while the number of unemployed persons, discouraged work seekers and other not economically active populations increased.
- The highest proportion of working-age populations were recorded in urban areas (67,9%). In addition, more employed and unemployed were recorded in the Western Cape (49,2%) and Gauteng (23,3%) compared to other provinces.
- The official unemployment rate increased by 6,1 percentage points to 33,5% in 2022 compared to 2017.
- Irrespective of gender, black Africans have high unemployment rate compared to other population groups. Women and young people remain vulnerable in the labour market, recording high unemployment rates, low absorption and low participation rates.
- In 2022, Eastern Cape recorded the highest unemployment rate at 42,8%, Western Cape and Gauteng recorded the highest absorption and labour force participation rate at 49,2% and 67,1% respectively.
- People with higher levels of education (tertiary at 71,0%) are more likely to be employed compared to persons with matric (43,3%) and below matric (28,1%) education levels, while the unemployment rate is higher among persons with low education levels.

Chapter 4: Employment and other forms of work

Key labour market concepts

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

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

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

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
Domestic workers are classified separately.

Industry classification is as follows:

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

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

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

Background

The importance of employment as a pathway to economic development, social inclusion and well-being has long been recognised. 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 just quantify work and people in employment but also provide meaningful information on the types of jobs people do.[5]

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

Introduction

This chapter includes five sections. The first section provides a profile of the employed in South Africa; the analysis focuses on employment by industry, occupation, hours worked, and time-related underemployment. The second section provides an analysis of formal and informal sector employment; the third section analyses the provision of decent work in terms of the standards and workers' rights at work, social protection and social dialogue. Section four focuses on participation in government job creation programmes and the Expanded Public Works Programme (EPWP) as well as the characteristics of those who participated in these programmes. Section five focuses on the quarterly employment statistics, i.e. employment from the establishments' perspectives.

4.1 A profile of the employed

Employment by industry and occupation

This section analyses employment by industry and occupation over the period 2017–2022 by demographic characteristics.

Table 4.1: Employment by Industry, 2017–2022

Industry	2017	2018	2019	2020	2021	2022
	Thousand					
Agriculture	843	845	861	820	838	863
Mining	434	419	412	403	377	414
Manufacturing	1 782	1 769	1 762	1 528	1 408	1 593
Utilities	149	148	139	104	103	112
Construction	1 414	1 472	1 348	1 164	1 148	1 171
Trade	3 250	3 280	3 358	3 084	2 935	3 175
Transport	977	984	998	925	946	947
Finance	2 402	2 479	2 518	2 374	2 391	2 414
Services	3 609	3 694	3 667	3 484	3 356	3 736
Private households	1 303	1 292	1 281	1 160	1 177	1 106
Total	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**

Note: Total includes 'Other industry'

Table 4.2: Changes in employment by Industry, 2017–2022

Industry	2018	2019	2020	2021	2022	Change 2017-2022
	Thousand					
Agriculture	3	16	-41	17	25	20
Mining	-15	-7	-9	-26	37	-20
Manufacturing	-13	-7	-234	-120	186	-189
Utilities	-1	-10	-34	-2	9	-37
Construction	58	-125	-184	-16	23	-243
Trade	30	78	-273	-150	240	-75
Transport	7	14	-73	21	0	-30
Finance	76	39	-143	17	23	12
Services	85	-27	-183	-128	380	127
Private households	-11	-11	-121	18	-71	-197
Total	**225**	**-44**	**-1 289**	**-371**	**853**	**-625**

Note: Total includes 'Other industry'

Employment increased by 853 000 to 15,5 million in 2022 compared to 2021 after three consecutive declines. However, when compared to five years ago (2017 and 2022), employment declined by 625 000. During the same period, Community and social services, Trade and Finance have been consistently the biggest contributors to total employment.

Three out of ten industries; namely, Community and social services (up by 127 000), Agriculture (up by 20 000) and Finance (up by 12 000) recorded increases in employment. On the other hand, the main contributors to the decrease in total employment in 2022 were Construction (down by 243 000), Private households (down by

197 000) and Manufacturing (down by 189 000). Employment in all industries with the exception of Private households increased in 2022 compared to 2021. The largest employment gains were observed in Community and social services (up by 380 000), Trade (up by 240 000) and Manufacturing (up by 186 000).

Figure 4.1: Employment shares by industry, 2017–2022

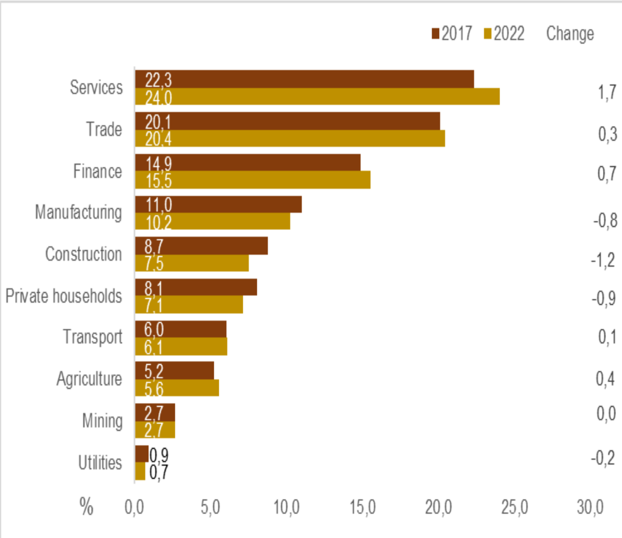


Figure 4.2: Employment shares by industry and sex, 2022

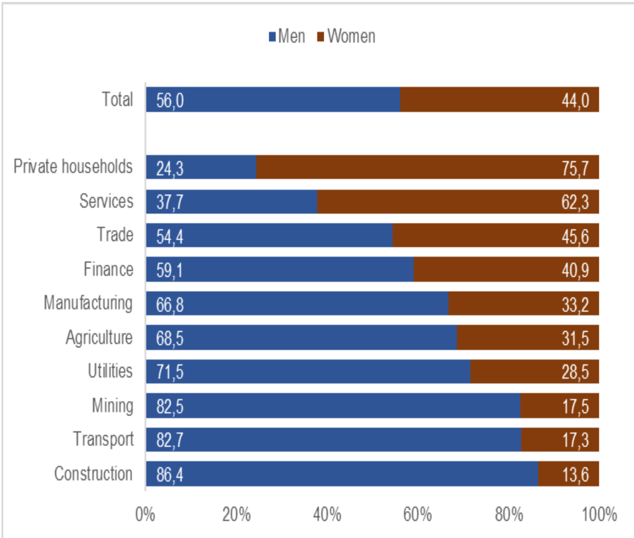


Figure 4.1 indicates that employment shares increased in five of the ten industries between 2017 and 2022. The largest increase was observed in Community and social services (1,7 percentage points) and Finance (0,7 of a percentage point) while Mining remained unchanged with a share of 2,7%. The largest declines were recorded in Construction (1,2 percentage points), Private households (0,9 of a percentage point) and Manufacturing (0,8 of a percentage point).

In 2022, men had a higher share of employment in all industries except for Community and social services and Private households compared to women as shown in Figure 4.2. Men accounted for more than 80% of the employment in Construction, Transport and Mining, while women accounted for 75,7% of employment in Private households and 62,3% in Community and social services.

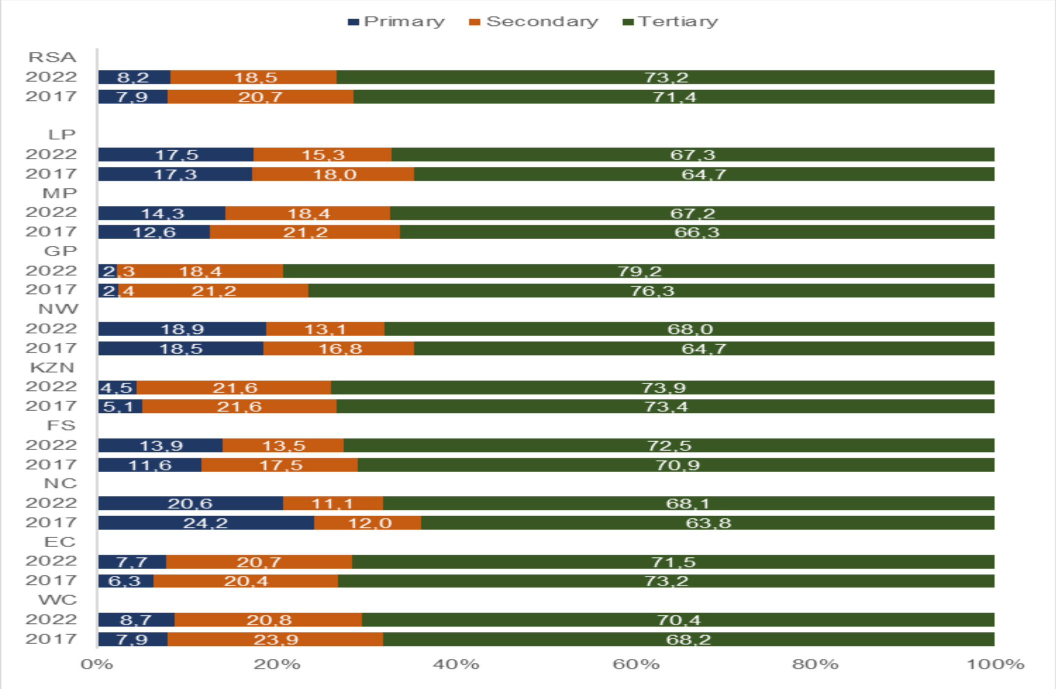
Table 4.3: Employment shares by industry and province, 2022

Industry	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
	Per cent									
Agriculture	8,4	7,6	13,2	11,1	4,3	5,1	0,7	8,3	10,8	5,6
Mining	0,2	0,1	7,5	2,8	0,2	13,8	1,6	6,0	6,7	2,7
Manufacturing	13,5	11,4	3,9	7,1	11,9	5,6	11,2	8,2	4,9	10,2
Utilities	0,4	0,4	0,9	0,8	0,6	0,5	0,5	2,9	1,0	0,7
Construction	6,9	9,0	6,3	5,7	9,1	7,0	6,6	7,3	9,3	7,5
Trade	19,3	19,2	16,2	21,8	19,7	21,9	21,1	20,4	21,7	20,4
Transport	5,6	5,3	4,6	5,1	7,4	3,1	7,4	5,7	4,2	6,1
Finance	19,5	10,3	7,8	8,1	12,9	10,1	22,3	10,5	8,6	15,5
Services	20,8	28,9	32,6	28,4	25,4	25,4	21,8	23,2	25,7	24,0
Private households	5,3	7,8	6,9	9,1	8,5	7,5	6,7	7,5	7,0	7,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Note: Total includes 'Other'

The results in Table 4.3 highlight that Community and social services and Trade were the main contributors to employment in all provinces. In North West, Mining (13,8%) was the third contributor to employment after Community and social services (25,4%) and Trade (21,9%). Most of the provinces with exceptions of Western Cape, Eastern Cape and KwaZulu Natal had Utilities recording the lowest shares of employment. In Western Cape and Eastern Cape the lowest share of employment was observed in Mining.

Figure 4.3: Employment in primary, secondary and tertiary industries, 2017 and 2022



Most persons worked in tertiary industries in all provinces as highlighted in Figure 4.3 above. Tertiary industries accounted for more than 70% in South Africa in both 2017 and 2022. Gauteng, KwaZulu-Natal, Free State and Eastern Cape recorded more than 70% of the employment shares in tertiary industries in both 2017 and 2022. On the other hand, Gauteng, KwaZulu-Natal, Eastern Cape and Western Cape recorded the lowest shares below 10% of employment in primary industries. In both 2017 and 2022, Western Cape, Eastern Cape and KwaZulu Natal recorded employment shares above 20% in secondary industries.

Table 4.4: Employment by occupation, 2017–2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Manager	1 426	1 428	1 467	1 342	1 337	1 377
Professional	914	894	914	998	966	1 072
Technician	1 455	1 434	1 420	1 310	1 305	1 452
Clerk	1 734	1 711	1 704	1 562	1 463	1 560
Sales	2 523	2 667	2 717	2 483	2 317	2 577
Skilled agriculture	70	63	61	71	60	76
Craft	1 961	2 023	1 937	1 674	1 568	1 653
Operator	1 313	1 375	1 371	1 269	1 245	1 301
Elementary	3 740	3 798	3 744	3 444	3 522	3 634
Domestic worker	1 027	1 000	1 012	877	886	839
Total	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**

Note: Total includes 'Other'

Table 4.5: Changes in employment by occupation, 2017–2022

	2018	2019	2020	2021	2022	Change 2017-2022
	Thousand					
Manager	2	39	-125	-6	41	-49
Professional	-20	19	84	-32	107	158
Technician	-21	-14	-110	-5	147	-3
Clerk	-24	-7	-141	-100	98	-174
Sales	143	51	-235	-165	260	53
Skilled agriculture	-7	-1	9	-11	16	6
Craft	62	-86	-263	-106	85	-307
Operator	62	-4	-102	-23	56	-12
Elementary	58	-54	-301	78	112	-107
Domestic worker	-27	12	-135	9	-47	-188
Total	**225**	**-44**	**-1 289**	**-371**	**853**	**-625**

Note: Total includes 'Other'

Between 2017 and 2022, employment decreased in all occupational categories with the exception of Professionals which recorded an increase of 158 000 more jobs followed by Sales (53 000) and Skilled agriculture (6 000). In total, about 625 000 jobs were lost between 2017 and 2022. The largest decrease was observed in Craft workers (307 000), Domestic workers (188 000), Clerks (174 000) and Elementary occupations (107 000).

Figure 4.4: Employment shares by occupation, 2017 and 2022

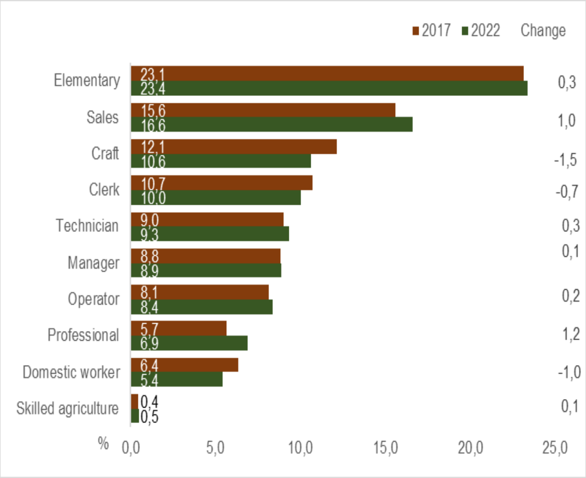
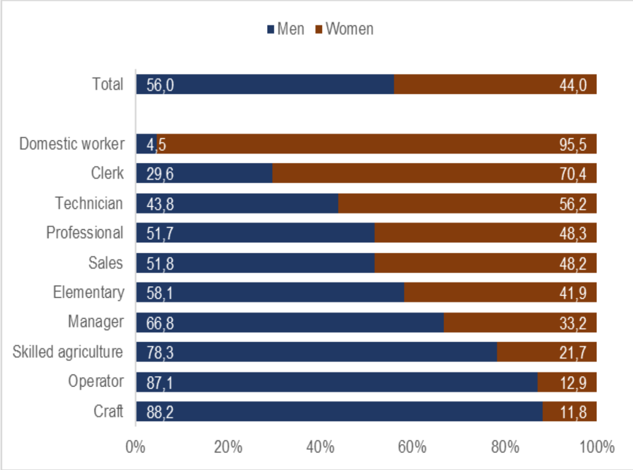


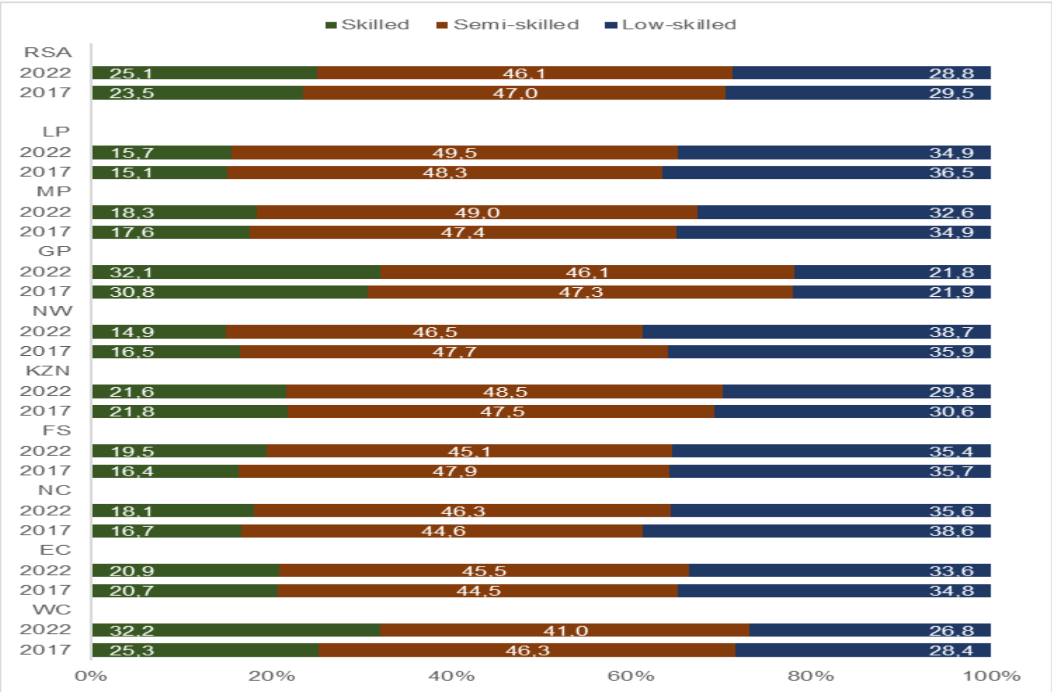
Figure 4.5: Employment shares by occupation and sex, 2022



Elementary, Sales and Craft and related trade occupations were the top three contributors to total employment in 2017 and 2022. Employment in Craft and related trade occupation recorded the largest decline of 1,5 percentage points followed by Domestic workers and Clerks with a decrease of 1,0 and 0,7 of a percentage point respectively.

Women were more likely to work as Domestic workers (95,5%), Clerks (70,4%) and Technicians (56,2%) relative to men. About 66,8% of men were employed in Managerial occupations compared to 33,2% women. Both Craft and related trades and Machine operators occupations recorded the largest shares above 80% for men.

Figure 4.6: Employment in skilled, semi- and low-skilled occupations, 2017 and 2022



Employment in semi-skilled occupations accounted for the largest share across all the provinces. Results for 2022 show that the highest shares of employment in semi-skilled occupations were in Limpopo (49,5%), Mpumalanga (49,0%) and KwaZulu-Natal (48,5%). North West (38,7%), Northern Cape (35,6%) and Free State (35,4%) recorded the highest shares of employment in low-skilled occupations in 2022 compared to other provinces. Both Western Cape (32,2%) and Gauteng (32,1%) recorded the largest share of employment in skilled occupations in 2022.

Table 4.6: Number of persons employed as managers, professionals and technicians by sex, 2017–2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Men						
Manager	966	989	1 021	918	909	920
Professional	462	435	428	488	528	555
Technician	669	657	663	604	549	636
Women						
Manager	460	440	446	424	427	457
Professional	452	459	486	509	438	518
Technician	786	777	757	706	756	816
Both sexes						
Manager	1 426	1 428	1 467	1 342	1 337	1 377
Professional	914	894	914	998	966	1 072
Technician	1 455	1 434	1 420	1 310	1 305	1 452
	% share of women					
Manager	32,2	30,8	30,4	31,6	32,0	33,2
Professional	49,5	51,4	53,2	51,1	45,3	48,3
Technician	54,0	54,2	53,3	53,9	57,9	56,2

Table 4.6 indicates that men accounted for larger shares of employment as Managers over the period 2017–2022. The share of women employed as Managers ranged from 30,4% in 2019 to 33,2% in 2022. 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 54,0% in 2017 to 56,2% in 2022.

Figure 4.7: Employment by occupation and population group, 2017 and 2022

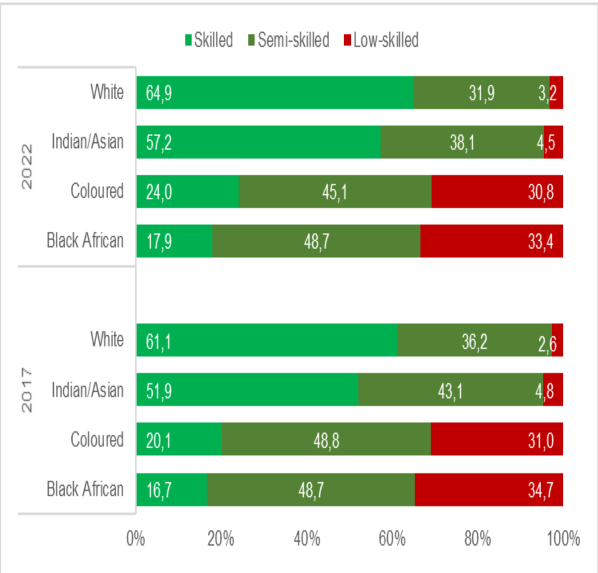
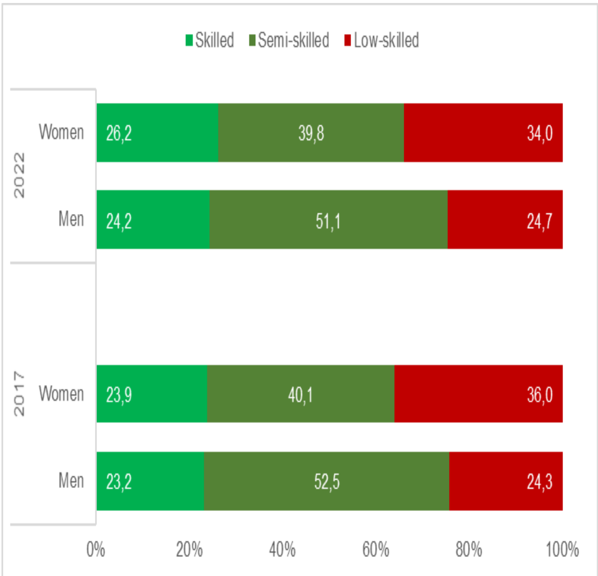


Figure 4.8: Employment by occupation and sex, 2017 and 2022



In both 2017 and 2022, black African and coloured population groups recorded the largest share of persons in the semi-skilled occupations, while the white and Indian/Asian population groups were more likely to be employed in skilled occupations. The share of white population group employed in skilled occupations accounted for 61,1% in 2017 and increased to 64,9% in 2022. Black Africans had the lowest share of persons employed in skilled occupations compared to other population groups (16,7% in 2017 and 17,9% in 2022).

The coloured population employed in skilled occupations accounted for 20,1% in 2017 and increased to 24,0% in 2022. Figure 4.8 reveals that in 2017 and 2022, 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 2017 and 2022.

Working time

This section analyses working hours as well as the average weekly hours worked. The ILO standard on working hours (see Art. 2, Hours of Work [Industry] Convention, 1919 [No. 1]) sets a maximum of eight hours per day and 48 hours per week, with a few exceptions under special circumstances. Working hours and the organisation of work can have a profound influence on the physical and mental health and well-being of workers, their safety at work and during the transit to and from their homes, and their earnings.[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, 2017–2022

	2017	2018	2019	2020	2021	2022
	Volume of hours worked (Thousand hours)					
Men	401 200	406 042	407 037	355 862	362 419	382 743
Women	281 965	284 840	286 863	244 164	246 209	270 228
Both sexes	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**
	Annual changes(Thousand hours)					
	2018	**2019**	**2020**	**2021**	**2022**	**Change 2017 - 2022**
Men	4 843	994	-51 175	6 558	20 324	-18 457
Women	2 876	2 023	-42 699	2 045	24 020	-11 736
Both sexes	**7 718**	**3 017**	**-93 874**	**8 602**	**44 343**	**-30 193**

Over the period 2017–2022, the volume of hours worked was higher among men compared to their women counterparts. The volume of hours worked decreased by 18,5 million hours for men and 11,7 million hours for women between 2017 and 2022.

Figure 4.9: Average weekly hours worked by sex, 2017–2022

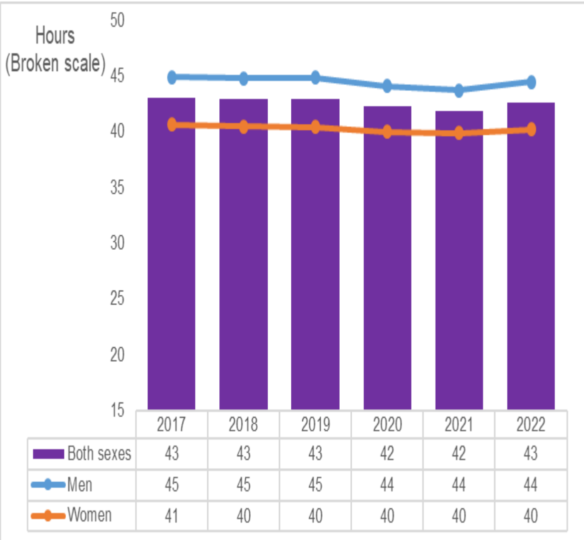


Figure 4.10: Average weekly hours worked by population group, 2017 and 2022

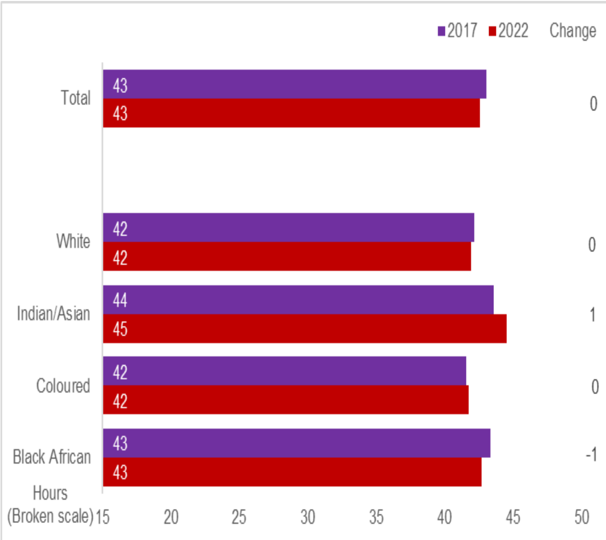


Figure 4.9 shows that over the period 2017–2022, men worked longer hours than women. From 2017 to 2019, men worked 45 hours per week which declined to 44 hours from 2020 to 2022. On the other hand, women worked 40 hours per week since 2018 which decreased from 41 hours in 2017. On average, weekly hours worked by women decreased by one hour between 2017 and 2022. In 2022, 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.

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

Figure 4.11: Average weekly hours worked by industry, 2017 and 2022

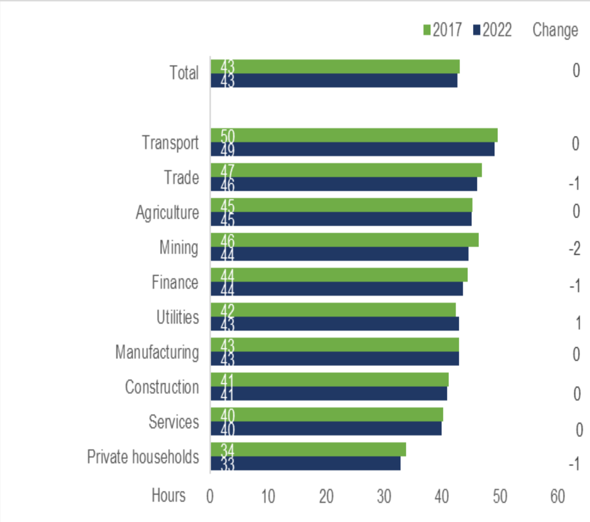


Figure 4.12: Average weekly hours worked by occupation, 2017 and 2022

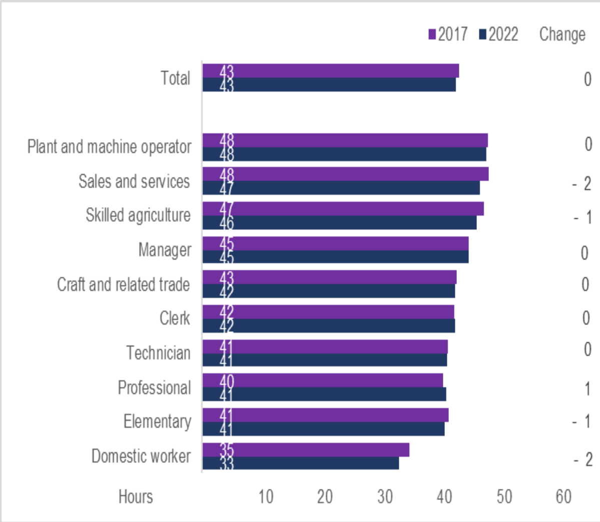
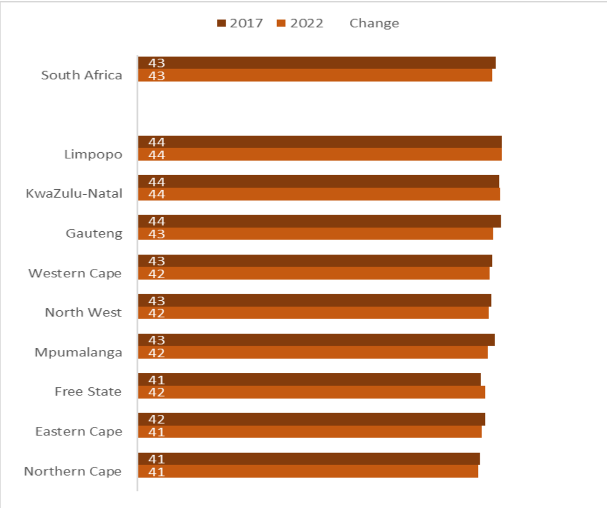


Figure 4.11 indicates that persons employed in Transport followed by those in Trade worked longer hours compared to those in other industries. In both 2017 and 2022, Private households was the only industry that recorded average weekly hours below 40 (34 in 2017 and 33 in 2022). The average weekly hours declined by two hours from 46 in 2017 to 44 in 2022 for those in Mining industry. As highlighted in Figure 4.12, the average weekly hours for five out of ten occupational categories remained unchanged between 2017 and 2022. Sales and services and Domestic workers recorded a decline of two hours each while the Professionals occupation was the only category that highlighted an increase of one hour per week.

Figure 4.13: Average weekly hours worked by sector, 2017–2022

Figure 4.14: Average weekly hours worked by province, 2017 and 2022



The average hours worked in the formal sector decreased from 45 in 2017 to 43 in 2022 while in the informal sector, the average weekly hours decreased by one hour to 44 hours in 2022 compared to 2017. The average weekly hours worked in the country remained unchanged at 43 hours between 2017 and 2022. Six provinces highlighted that the average hours worked remained unchanged over the period 2017 to 2022 while Free State saw an increase of one hour. On the other hand, Mpumalanga and Gauteng recorded a decline of one hour between 2017 and 2022.

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. It is a component of the employed who worked fewer hours than a specified time threshold during the reference period and want to work more hours. 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]

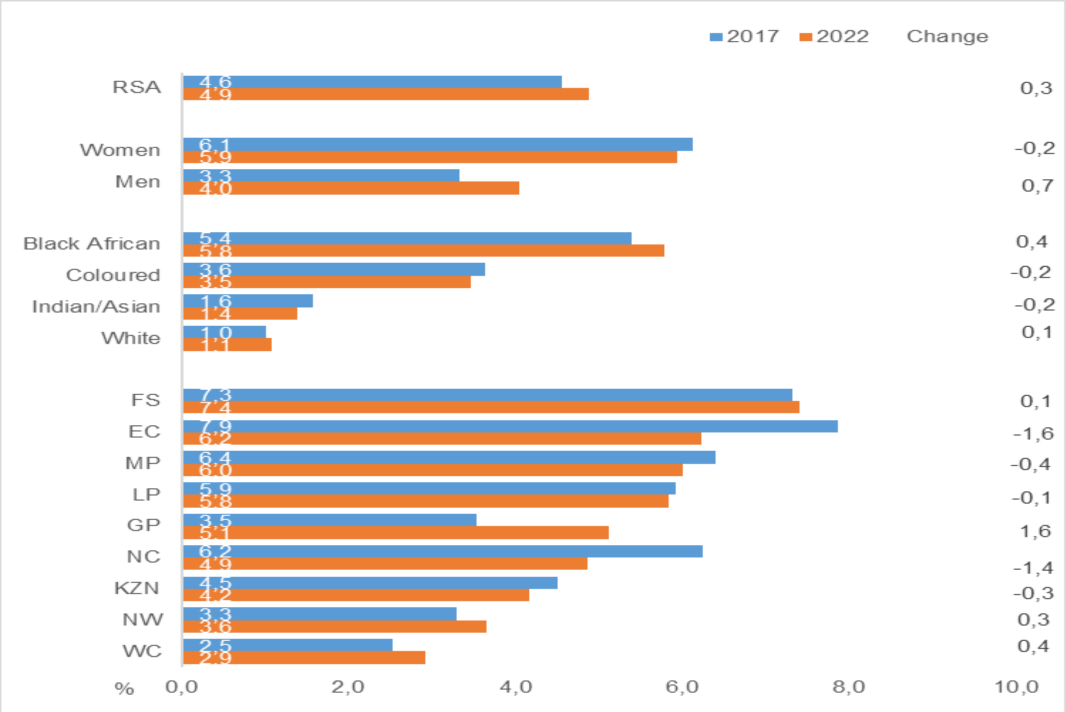
According to Statistics South Africa (2008), time-related underemployment refers to those persons who worked less than 35 hours in the reference week and were available to work additional hours.

Table 4.8: Trends in underemployment

	Underemployed	Other employed	Total employed	Underemployed rate
	Thousand			Per cent
2017	737	15 431	16 169	4,6
2018	742	15 651	16 394	4,5
2019	763	15 587	16 350	4,7
2020	803	14 258	15 061	5,3
2021	858	13 833	14 691	5,8
2022	758	14 786	15 544	4,9

The number of underemployed persons increased by 21 000 from 737 000 in 2017 to 758 000 in 2022. The highest number of underemployed persons was recorded in 2021 (858 000) and in 2020 (803 000). The underemployment rate increased by 0,3 of a percentage point from 4,6% in 2017 to 4,9% in 2022.

Figure 4.15: Underemployment by sex, population group and province, 2017 and 2022



The underemployment rate increased by 0,7 of a percentage points for men and declined by 0,2 of a percentage point for women over the period 2017 and 2022. In terms of the population group, coloured and Indian population group recorded a decrease in the rate of underemployment by 0,2 of a percentage point each between 2017 and 2022. An increase in the underemployment rate was observed among the black African population (0,4 of a percentage point) and white population (0,1 of a percentage point).

In terms of provincial comparisons, Gauteng (up by 1,6 percentage points) recorded the largest increase in the underemployment rate between 2017 and 2022 while Free State, North West and Western Cape recorded

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

increases below a percentage point. Eastern Cape (down by 1,6 percentage points) and Northern Cape (down by 1,4 percentage points) recorded the largest decline in the underemployment rate between 2017 and 2022.

Figure 4.16: Underemployment by industry, 2017 and 2022

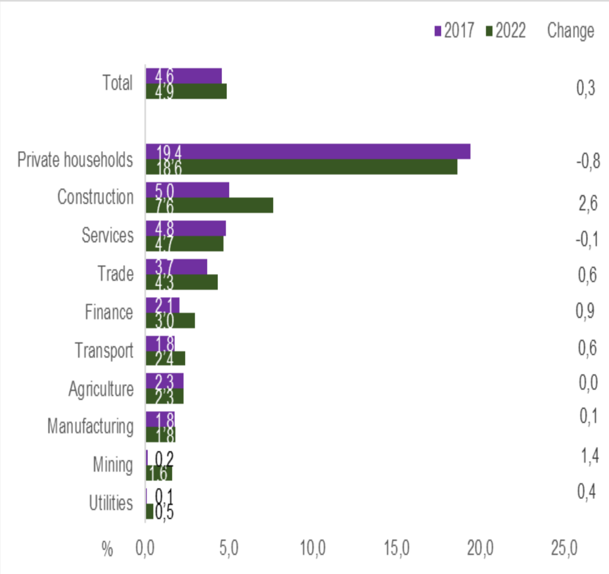
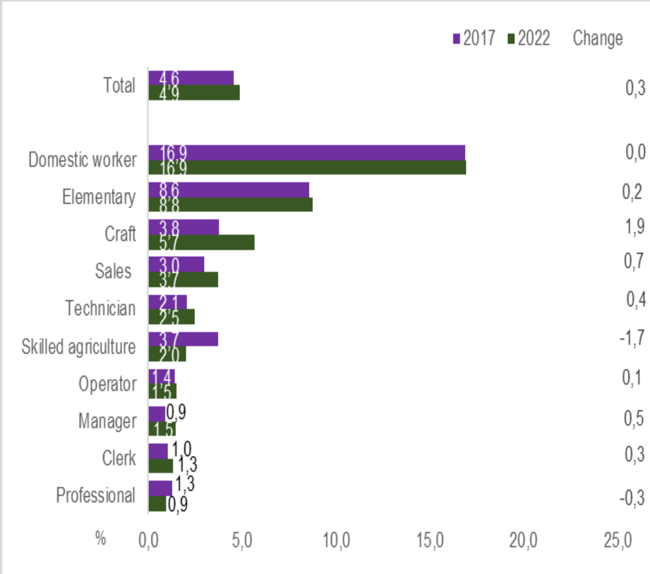


Figure 4.17: Underemployment by occupation, 2017 and 2022



Persons employed in Utilities, Mining and Manufacturing were less likely to be underemployed compared to other industries; these industries recorded an underemployment rate below 2,0% in both 2017 and 2022. Private households recorded the highest underemployment rate of 18,6% in 2022 and this declined by 0,8 of a percentage point from 19,4% in 2017. The Construction industry recorded the second highest underemployment rate at 5,0% in 2017 and 7,6% in 2022.

In terms of occupation, domestic workers were more likely to be underemployed, with the highest underemployment rate of 16,9% in both 2017 and 2022. The underemployment rate increased in all occupational categories except for those in Professional (0,3 of a percentage point), skilled agriculture (1,7 percentage points).

Summary and conclusion

- Community and social services, Trade and Finance industries were the main contributors to the total employment of the country.
- Gauteng recorded the highest shares of employment in the tertiary industries at 76,3% in 2017 and 79,2% in 2022. 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 (56,2%), semi-skilled occupations such as Clerks (70,4%) and Domestic workers (95,5%). Men who were employed as Managers accounted for more than double the share of women in the same occupation.
- White and Indian/Asian population groups were more likely to work in skilled occupations compared to semi-skilled and low-skilled occupations.
- The average weekly hours worked remained unchanged at 43 hours between 2017 and 2022 with men working more hours than women.
- The underemployment rate was higher in Free State at 7,4%, followed by Eastern Cape at 6,2% in 2022.
- 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 the unpaid in their household businesses who are not registered for either income tax or value-added tax.

Background

The formal and informal sector in South Africa account for over 90% of total employment, of which the formal sector contributes over 70% of that. Although 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 % of employed persons worked in the informal sector in 2022.

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 2017 to 2022.

Table 4.9: Employment by sector, 2017–2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Formal sector	11 288	11 319	11 234	10 537	10 043	10 648
Informal sector	2 735	2 937	2 973	2 545	2 632	2 927
Other*	2 146	2 138	2 142	1 980	2 015	1 969
Total	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
	Shares (Per cent)					
Formal sector	69,8	69	68,7	70	68,4	68,5
Informal sector	16,9	17,9	18,2	16,9	17,9	18,8
Other*	13,3	13	13,1	13,1	13,7	12,7
Total	**100**	**100**	**100**	**100**	**100**	**100**
	Annual changes (Thousand)					
Formal sector		31	-85	-698	-493	604
Informal sector		202	37	-429	88	295
Other*		-8	4	-162	35	-46
Total		**225**	**-44**	**-1 289**	**-371**	**853**

Note: 'Other' comprises Agriculture and Private households.

The formal sector employment share reached the highest of 70,0% in 2020 from 69,8% in 2017 and started to decline to 68,5% in 2022. Results show three consecutive declines in employment in the formal sector since 2019 with the highest recorded in 2020 (698 000). In 2022, the formal sector recorded the largest increase in jobs of 604 000 compared to 2021. The informal sector gained about 295 000 jobs between 2021 and 2022. The share of employment in the informal sector increased from 16,9% in 2017 to 18,8% in 2022.

Figure 4.18: Formal sector share of employment by sex, 2017–2022

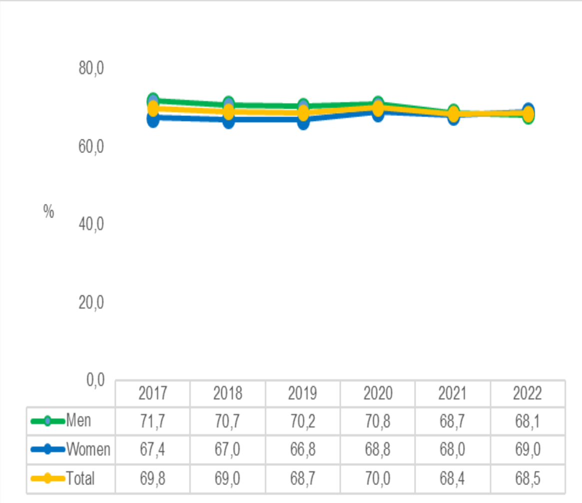


Figure 4.19: Informal sector share of employment by sex, 2017–2022

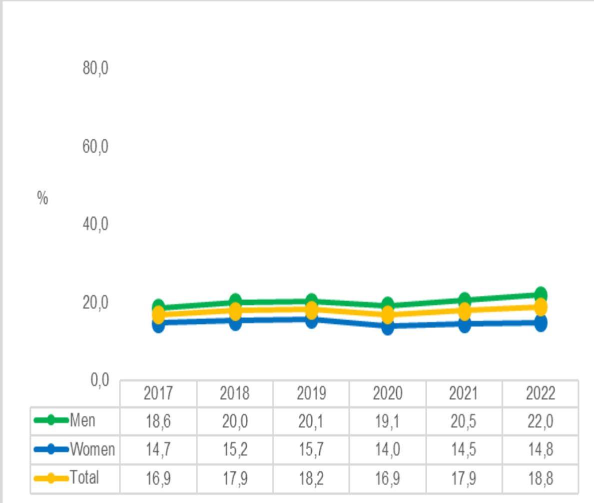


Figure 4.18 highlights that, over the period 2017–2021, the formal sector accounted for a larger share of employment among men relative to women. In 2022, the share of women (69,0%) employed in the formal sector was higher than that of men (68,1%). The share of men employed in the formal sector declined from 71,7% in 2017 to 68,1% in 2022, while for women the share increased from 67,4% in 2017 to 69,0% in 2022. On the other hand, the share of men employed in the informal sector increased from 18,6% in 2017 to 22,0% in 2022 while for women, the share increased from 14,7% in 2017 to 14,8% in 2022.

Figure 4.20: Employment by sector and population group, 2017 and 2022

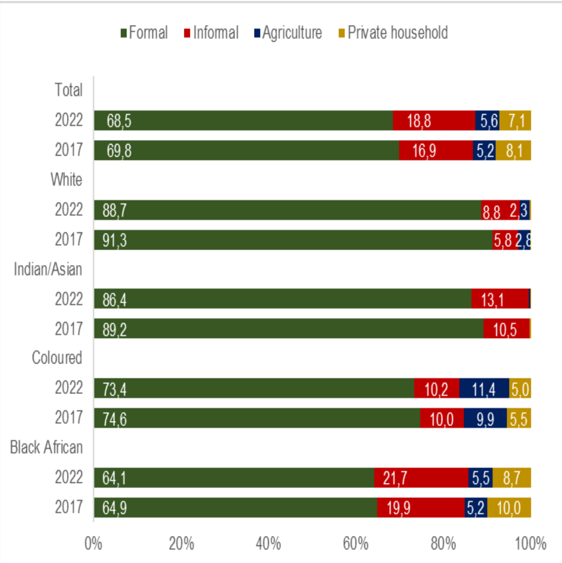
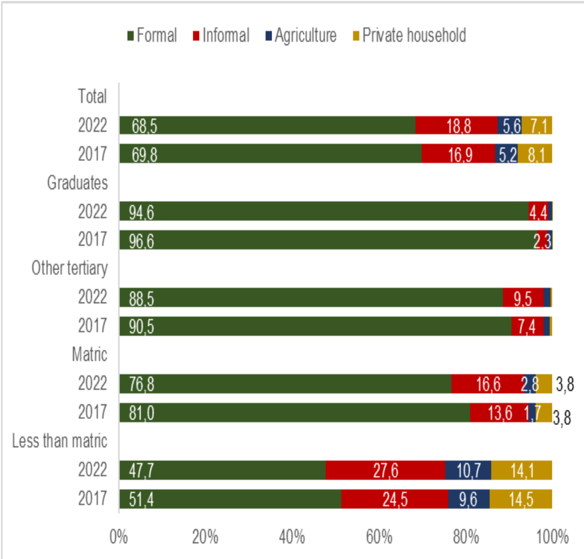


Figure 4.21: Employment by sector and education level, 2017 and 2022



The formal sector accounts for over 68% of employed persons in the country in 2022. Between 2017 and 2022 black Africans accounted for the lowest proportion of those employed in the formal sector and the share has decreased from 64,9% down to 64,1% in 2022. On the other hand, 88,7% of the white population group were employed in the formal sector. The highest proportion of persons employed in the informal sector was observed among the black African population group, where they accounted for 19,9% of employment in 2017 and 21,7% in 2022. The coloured population group has the highest employment share in Agriculture relative to other population groups – accounting for 9,9% in 2017 and 11,4% in 2022.

A proportion of those employed in the formal sector was highest amongst persons who are graduates (above 96,6% in 2017 and 94,6% in 2022), followed by those who have other tertiary qualifications (90,5% in 2017 and 88,5% in 2022). The highest proportion of persons employed in the informal sector was among those with educational attainment less than matric, accounting for 24,5% in 2017 and 27,6% in 2022.

Figure 4.22: Formal sector employment share by province, 2017–2022

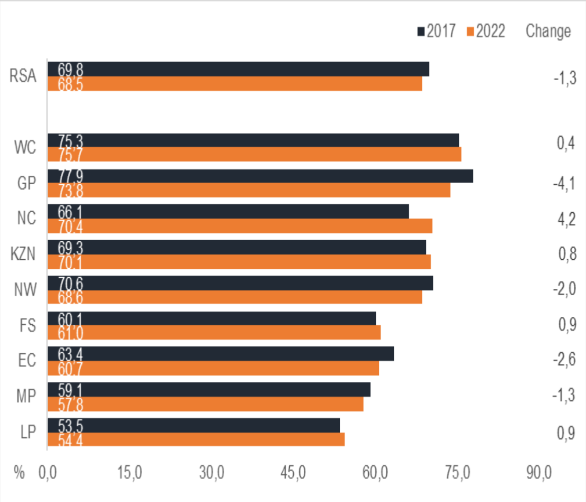
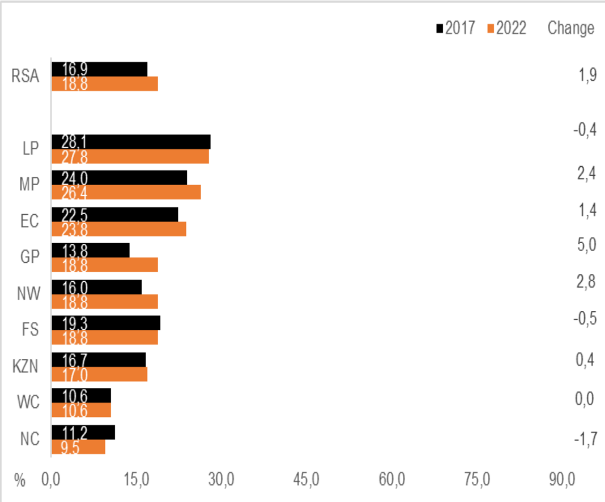


Figure 4.23: Informal sector employment share by province, 2017–2022



Between 2017 and 2022, the formal sector share of total employment declined by 1,3 percentage points from 69,8% to 68,5%. Four out of nine provinces recorded declines in the formal sector shares of employment with the highest in Gauteng (4,1 percentage points) followed by Eastern Cape (2,6 percentage points), North West (2,0 percentage points) and Mpumalanga (1,3 percentage points). Western Cape (75,7%) recorded the largest share of the formal sector employment in 2022 followed by Gauteng (73,8%) and Northern Cape (70,4%) in 2022. The largest increases were recorded in Northern Cape (4,2 percentage points), Limpopo and Free State with 0,9 of a percentage point each.

Figure 4.23 indicates the share of informal sector employment by province where Western Cape remained unchanged between 2017 and 2022 while five provinces recorded increases. The largest increase was observed in Gauteng (5,0 percentage points) followed by North West (2,8 percentage points), Mpumalanga (2,4 percentage points) and Eastern Cape (1,4 percentage points). Northern Cape (1,7 percentage points), Free State (0,5 of a percentage point) and Limpopo (0,4 of a percentage point) recorded the informal sector employment decreases.

Figure 4.24: Formal sector employment share by industry, 2017–2022

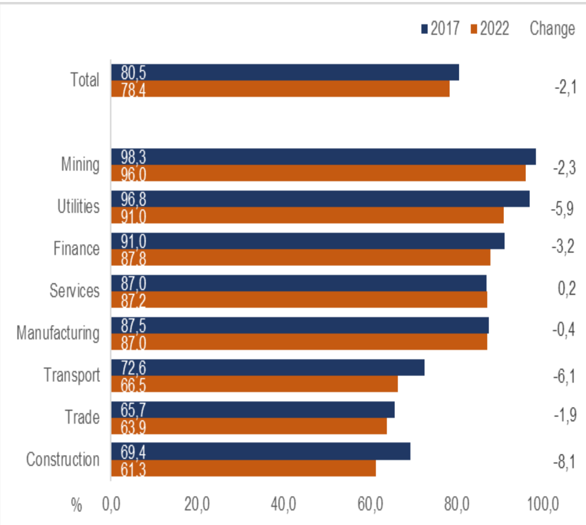
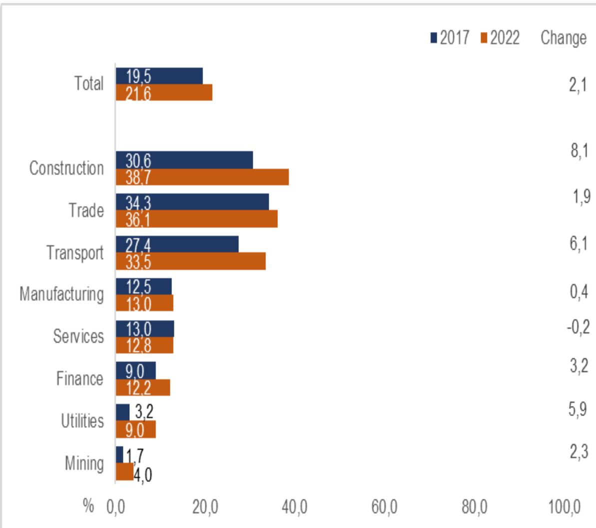


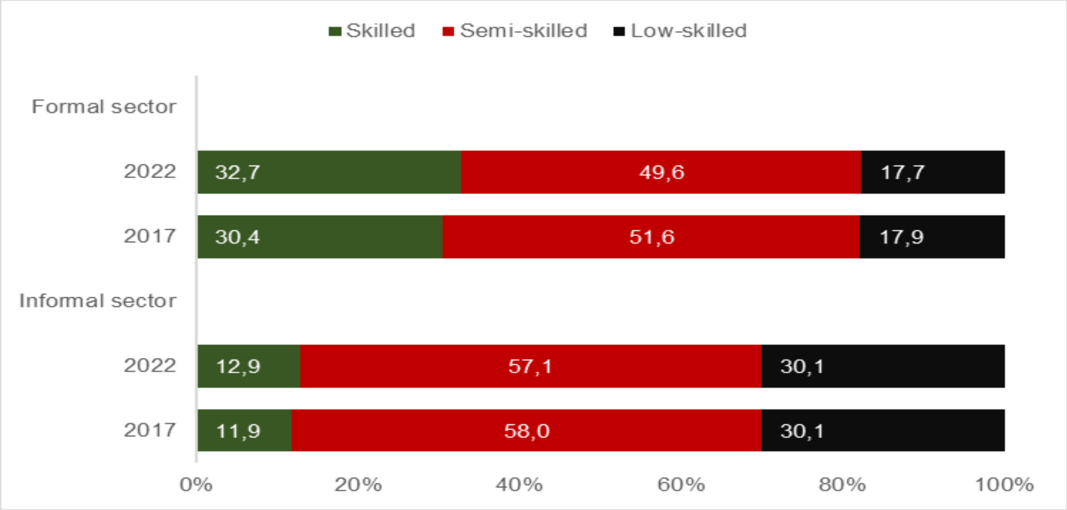
Figure 4.25: Informal sector employment share by industry, 2017–2022



Over the period 2017 and 2022, the share of formal sector employment declined in all industries with the exception of Community and social services which increased by 0,2 of a percentage point. Mining and Utilities recorded the highest shares above 90% of the formal sector employment in both 2017 and 2022 while Construction (61,3%), Trade (63,9%) and Transport (66,5%) recorded the lowest in 2022. The largest decreases in the share of formal sector employment were recorded in Construction (8,1 percentage points), Transport (6,1 percentage points) and Utilities (5,9 percentage points).

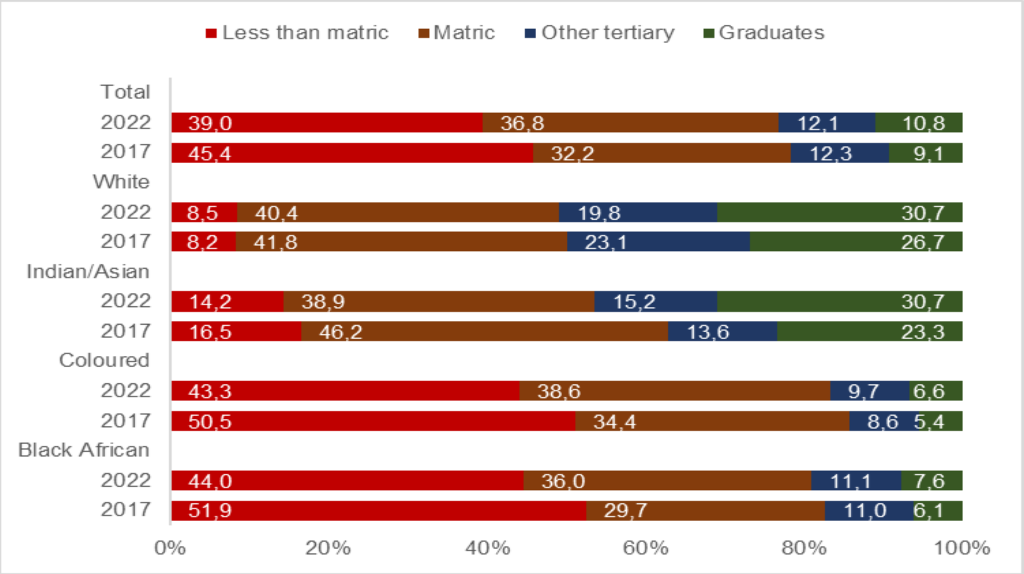
The share of informal sector employment increased across all sectors except in Community and social services (0,2 of a percentage point). The largest increase in the informal sector share of employment was recorded in Construction (8,1 percentage points), Transport (6,1 percentage points) and Utilities (5,9 percentage points) between 2017 and 2022. Construction, Trade and Transport recorded the largest shares of employment in the informal sector (38,7%, 36,1% and 33,5% respectively in 2022).

Figure 4.26: Formal sector employment by skill level , 2017–2022



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 2,0 percentage points from 51,6% in 2017 to 49,6% in 2022, while the share of the low-skilled occupations decreased from 17,9% to 17,7% over the same period. The share of skilled occupations in the formal sector increased by 2,3 percentage points from 30,4% to 32,7. Skilled occupations accounted for 11,9% in 2017 and 12,9% in 2022 of informal sector employment.

Figure 4.27: Education profile of the employed by population group, 2017 and 2022



More than half of employed black Africans and coloureds had education levels which were less than matric in 2017 which declined to 44,0% and 43,3% respectively in 2022. The white population group had the lowest proportion of the employed with less than matric qualifications. In 2022, both whites and Indians recorded the highest proportion of 30,7% each for the employed who were graduates.

Summary and conclusion

- For the first time since 2017, women employed in the formal sector recorded the largest share of 69,0% compared to men with 68,1%.
- The formal sector accounts 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.
- Western Cape province leads in terms of formal sector employment in 2022, while Limpopo has the highest proportion of informal sector employment compared to other provinces.
- Almost all of the total Mining industry employment is in the formal sector, while more than 30% employment in Construction is in the informal sector.
- Majority of employed persons are employed in semi-skilled occupations for both formal and informal sectors.

4.3 Decent work

Key labour market concepts

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

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

According to the International Labour 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 the sex of the employees.

Figure 4.28: Entitlement of employees to paid sick leave, 2017 and 2022

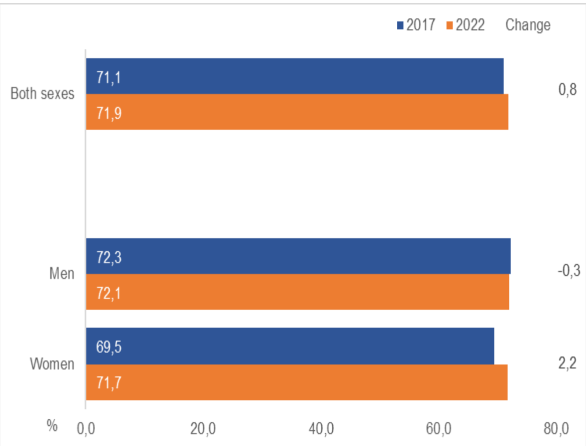
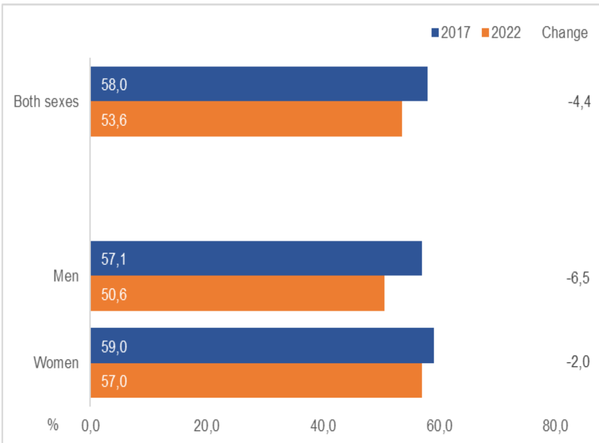


Figure 4.29: Entitlement of employees to maternity/paternity leave, 2017 and 2022



The proportion of employees who were entitled to paid sick leave increased by 0,8 of a percentage point from 71,1% in 2017 to 71,9% in 2022 as highlighted in Figure 4.28. A higher proportion of employees who were entitled to paid sick leave was observed among men compared to women. Figure 4.29 shows that more women than men were entitled to maternity/paternity leave in both 2017 and 2022. Both men and women experienced a decrease in entitled maternity/paternity leave between 2017 and 2022; the proportion of men decreased by 6,5 percentage points and 2,0 percentage points for women.

Figure 4.30: Excessive hours worked (workers working more than 48 hours per week), 2017 and 2022

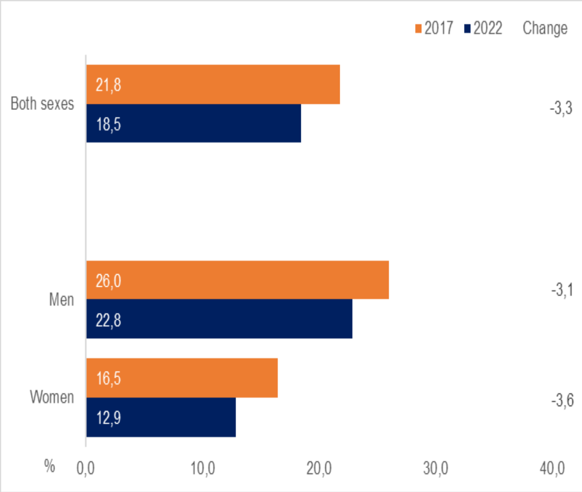
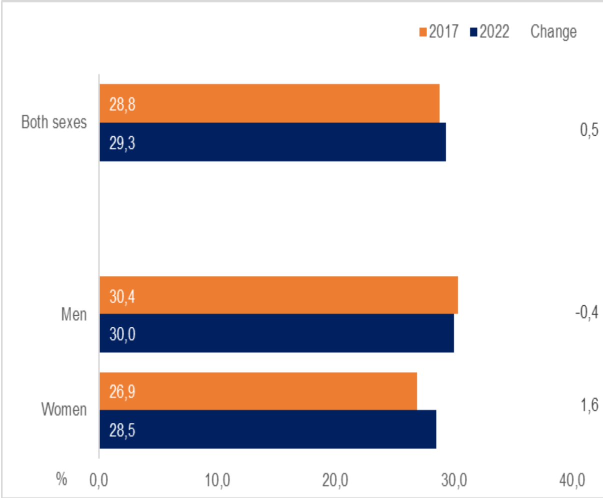
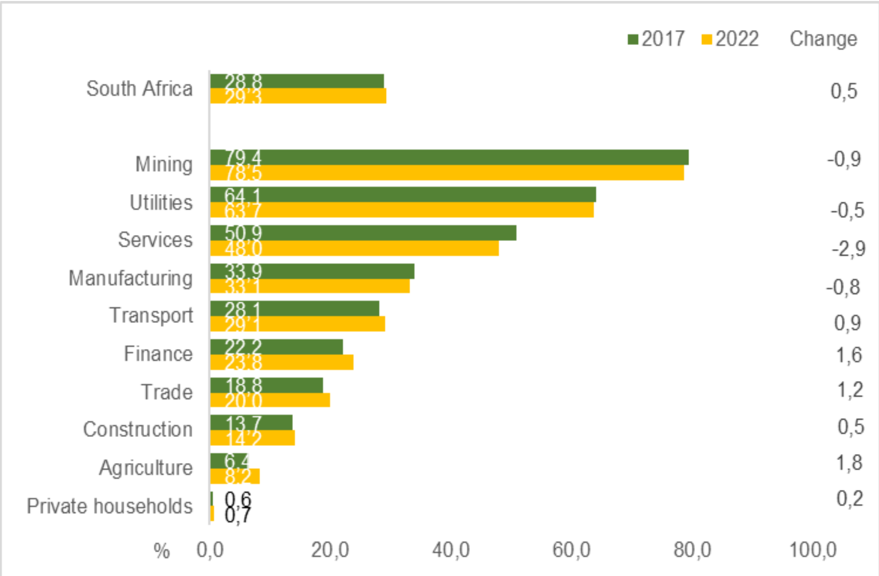


Figure 4.31: Proportion of employees who are members of a trade union, 2017 and 2022



The results in Figure 4.30 indicate that proportion of employees who worked excessive hours (more than 48 hours per week) declined by 3,3 percentage points between 2017 and 2022. 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 2017 and 2022. Male employees were more likely to be members of a trade union relative to their female counterparts. The proportion of female employees who were members of a trade union increased by 1,6 percentage points while it declined by 0,4 of a percentage point among men between 2017 and 2022.

Figure 4.32: Proportion of employees who are members of a trade union within each industry, 2017 and 2022



The proportion of employees who were members of a trade union increased by 0,5 of a percentage point from 28,8% in 2017 to 29,3% in 2022. 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 2017 to 2022. The largest decline of 2,9 percentage points was observed among those who were in Community and social services while the rest decreased by less than a percentage point. Amongst the industries that recorded increases in the proportions of employees who were members of trade union, the largest was observed in Agriculture (1,8 percentage points), Finance (1,6 percentage points) and Trade (1,2 percentage points).

Social protection

Access to social protection is recognised by 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 ativities 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 2017 and 2022. The results also compare access to these benefits between men and women.

Figure 4.33: Pension/retirement fund contribution by employer, 2017 and 2022

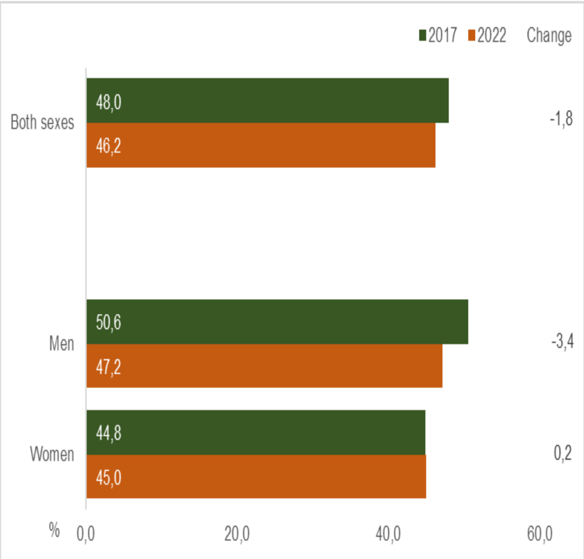


Figure 4.34: Entitlement to medical aid benefit from the employer, 2017 and 2022

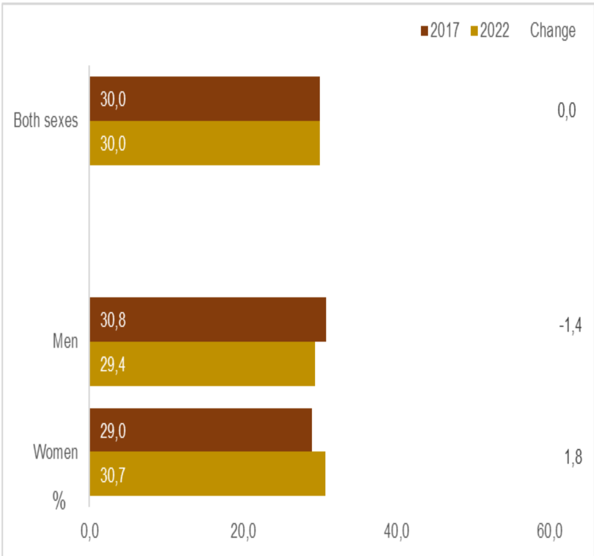
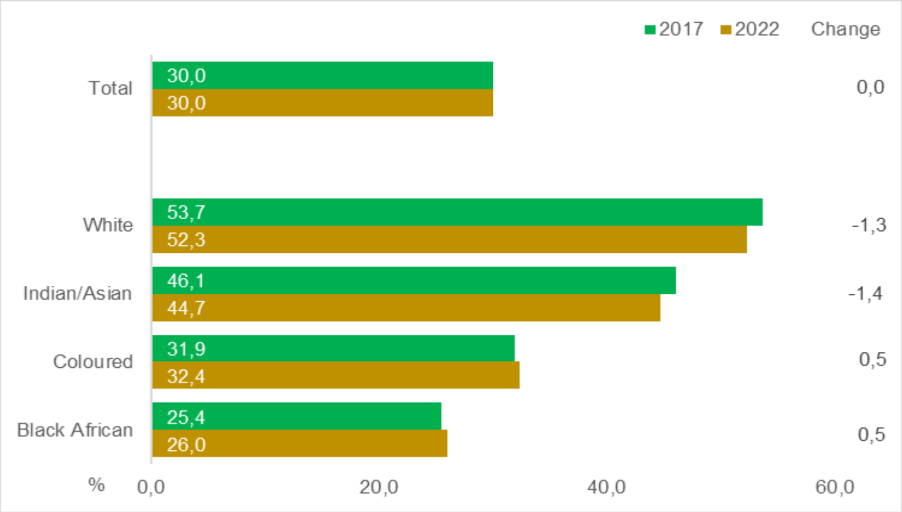


Figure 4.33 shows that the proportion of employees whose employer contributed to pension/retirement fund on their behalf between 2017 and 2022 declined by 1,8 percentage points from 48,0% to 46,2%. The proportion of men whose employer contributed to pension/retirement fund on their behalf decreased by 3,4 percentage points from 50,6% in 2017 to 47,2% in 2022 while an increase of 0,2 of a percentage point from 44,8% in 2017 to 45,0% in 2022 was observed among women. Between 2017 and 2022, the proportion of employees who were entitled to medical aid benefits remained unchanged at 30,0%. The proportion of men as employees who were entitled to medical aid benefits from the employer declined by 1,4 percentage points from 30,8% in 2017 to 29,4% in 2022. For women, there was an increase observed of 1,8 percentage points from 29,0% in 2017 to 30,7% in 2022.

Figure 4.35: Entitlement to medical aid by population group, 2017 and 2022

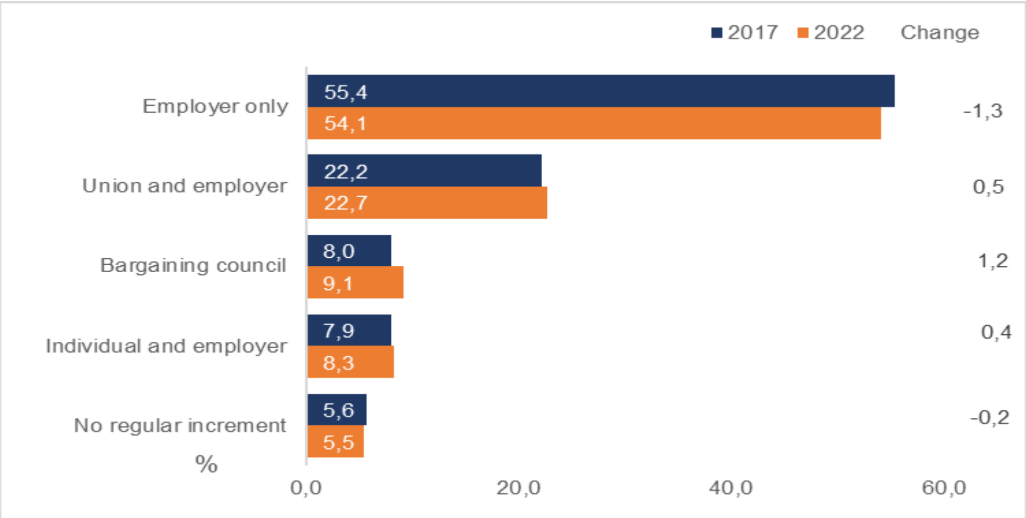


Indian/Asian (1,4 percentage points) and white (1,3 percentage points) population groups recorded declines in the proportion of employees receiving medical aid over the period 2017 to 2022. Both coloured and black Africans recorded an increase of 0,5 of a percentage point each. The white population group recorded the highest proportion of employees entitled to medical aid; this was 53,7% in 2017 and 52,3% in 2022. The black African population group recorded the lowest proportion over the same period (from 25,4% in 2017 to 26,0% in 2022).

Social dialogue

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

Figure 4.36: Annual salary increment by type of negotiation, 2017 and 2022



About 54,1% of employees in 2022 which decreased from 55,4% in 2017 indicated that their salary increase was determined by the employer only. This group of employees highlighted the largest decline of 1,3 percentage points between 2017 and 2022. Employees whose salary increment was negotiated by a union and the employer recorded the second highest proportion of 22,2% in 2017 and 22,7% in 2022. For the employees whose salary increment was negotiated between an individual and employer an increase of 0,4 of a percentage point was recorded between 2017 (7,9%) and 2022 (8,3%).

Employees who reported that they do not have regular increments recorded the lowest proportions (5,6% in 2017 and 5,5% in 2022) compared to those in other methods of negotiation.

Summary and conclusion

- The proportion of employees who were entitled to paid sick leave increased by 0,8 of a percentage point from 71,1% in 2017 to 71,9% in 2022.
- The proportion of employees who worked excessive hours (more than 48 hours per week) declined for both men (3,1 percentage points) and women (3,6 percentage points) between 2017 and 2022.
- Male employees were more likely to be members of a trade union relative to their female counterparts.
- The largest increase in the proportion of employees who were members of a trade union was observed among the employees in Agriculture (1,8 percentage points), followed by those in Finance (1,6 percentage points) and those in Trade (1,2 percentage points).
- More than half (55,4% in 2017 and 54,1% in 2022) of the employees indicated that their annual salary increment was determined by the employer.

4.4 Government job creation programmes

Background

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.’ GDS agreed that public works programmes ‘can provide poverty and income relief through temporary work for the unemployed to carry out socially useful activities.’

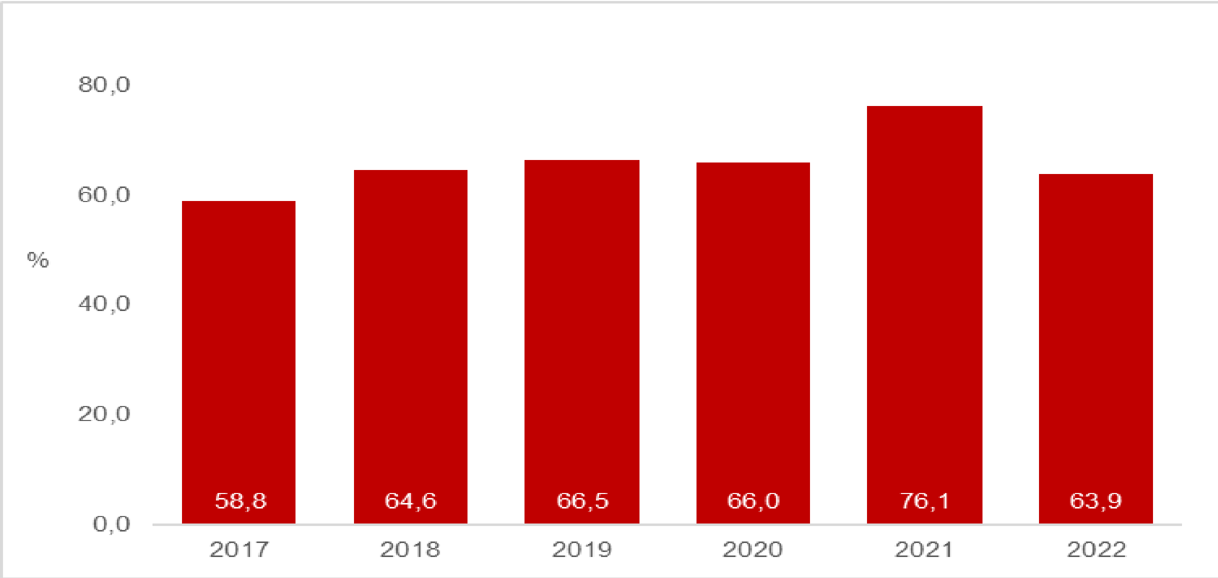
The Programme is a key government initiative, which contributes to Government’s Policy Priorities in terms of decent work and sustainable livelihoods, education, health; rural development; food security and land reform and the fight against crime and corruption. EPWP subscribes to outcome 4 which states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

Introduction

This section focuses on the analyses of people aged 15–64 years (the working-age population) participating in EPWP and other government job creation programmes over the period 2017–2022. The section first identifies the proportion of people who were aware of EPWP and government job creation programmes over the period and then presents the distribution of those who participated in various attributes. Among those who participated in such programmes and were employed, a profile by industry, occupation and sector is also shown. The reference period for EPWP and other government job creation programmes was 12 months prior to the survey interview.

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

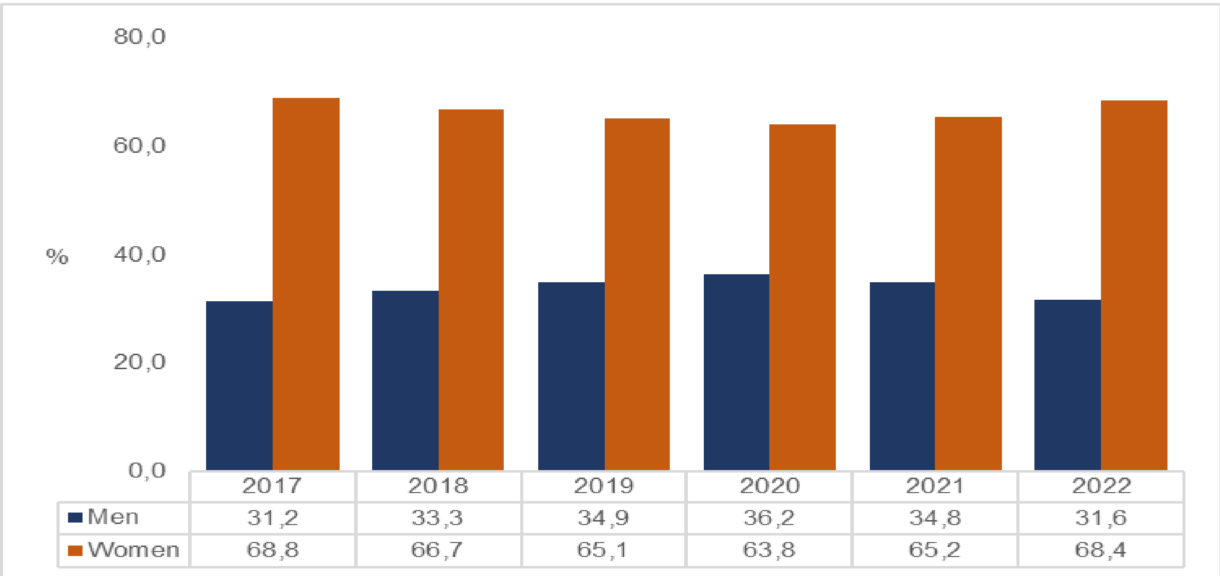
Figure 4.37: Awareness about EPWP, the proportion of the working-age population (WAP) who have heard of the EPWP, 2017–2022



The proportion of the working-age population (15–64 years) who have heard about the EPWP increased from 58,8% in 2017 to 76,1% in 2021 and declined to 63,9% in 2022. The proportion declined by 12,2 percentage points between 2021 and 2022 while over the period 2017 to 2022, it increased by 5,1 percentage points.

Characteristics of those who participated in government job creation programmes

Figure 4.38: Proportion of those who participated in government job creation programmes by sex, 2017–2022



	2017	2018	2019	2020	2021	2022
Men	31,2	33,3	34,9	36,2	34,8	31,6
Women	68,8	66,7	65,1	63,8	65,2	68,4

Figure 4.38 shows that majority of those who participated in EPWP and other government job creation programmes were women compared to men. Over the period 2017–2022, the proportion of men who participated in EPWP and other government job creation programmes increased 0,4 of a percentage point from 31,2% to 31,6%, while women's participation decreased by the same amount from 68,8% to 68,4%.

Figure 4.39: Share of those who participated in government job creation programmes by age, 2017–2022

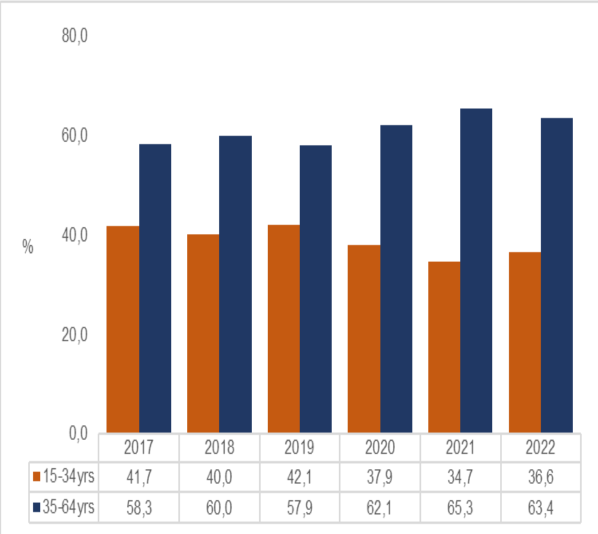
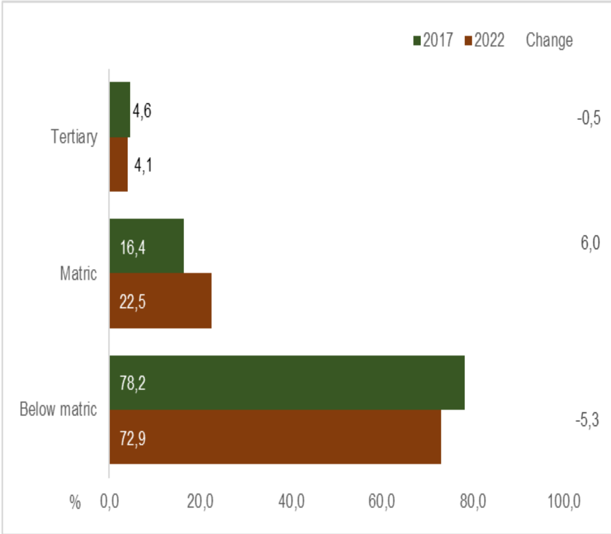
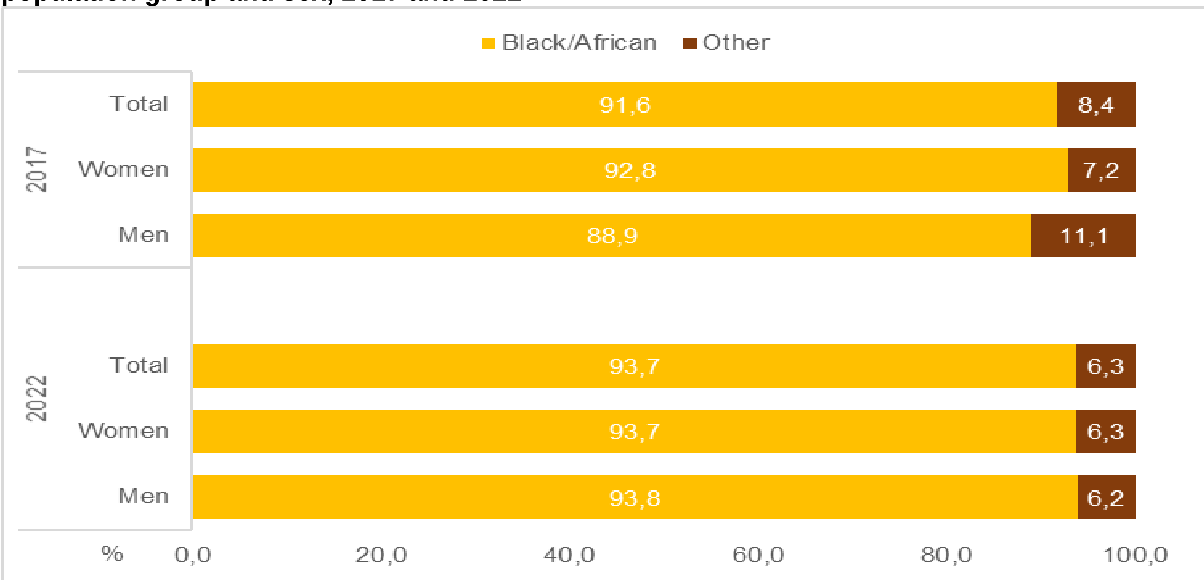


Figure 4.40: Share of those who participated in government job creation programmes by the level of education, 2017 and 2022



Adults accounted for the largest proportion in terms of participation in EPWP and other programmes compared to youth over the period 2017–2022. With regard to the level of educational attainment, majority of those who participated in EPWP and other government job creation programmes did not have matric. However, the proportion declined by 5,3 percentage points from 78,2% in 2017 to 72,9% in 2022. The share of those who participated in government job creation programmes for persons with matric recorded an increase of 6,0 percentage points from 16,4% in 2017 to 22,5% in 2022 while those with tertiary qualifications accounted for the smallest proportion (4,6% in 2017 and 4,1% in 2022).

Figure 4.41: Proportion of those who participated in government job creation programmes by population group and sex, 2017 and 2022



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

Majority of those who participated in EPWP and other government job creation programmes were black Africans, irrespective of sex. In 2022, the share of black African men who participated in these government programmes was higher than that of women by 0,1 of a percentage point. The share of black African men increased from 88,9% in 2017 to 93,8% in 2022, and women in the same population group recorded 92,8% in 2017 and 93,7 in 2022.

Figure 4.42: Proportion of those who participated in government job creation programmes by province, 2017 and 2022

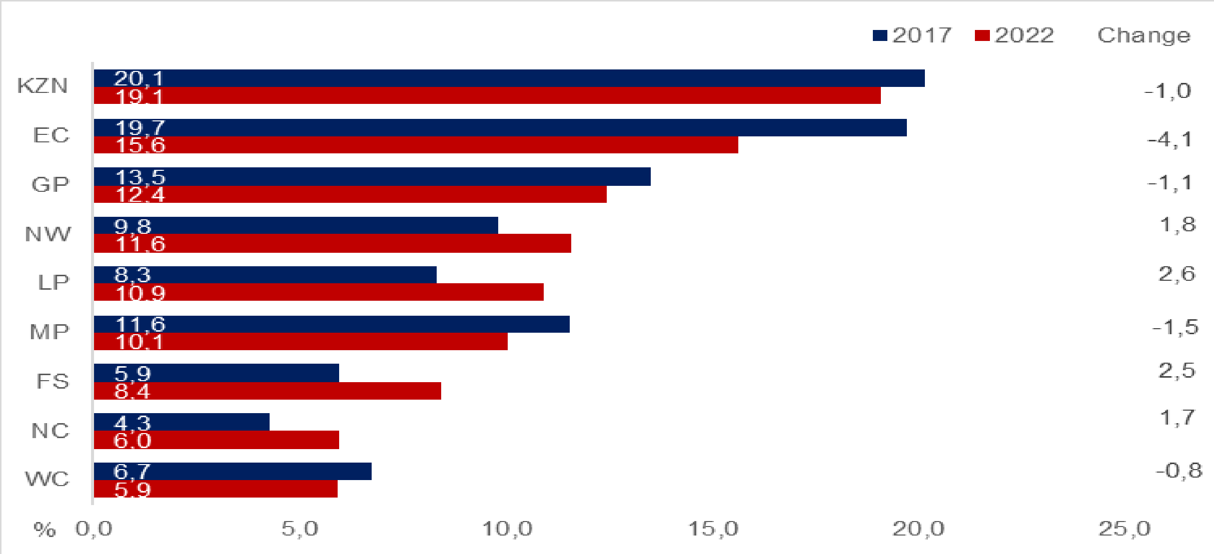
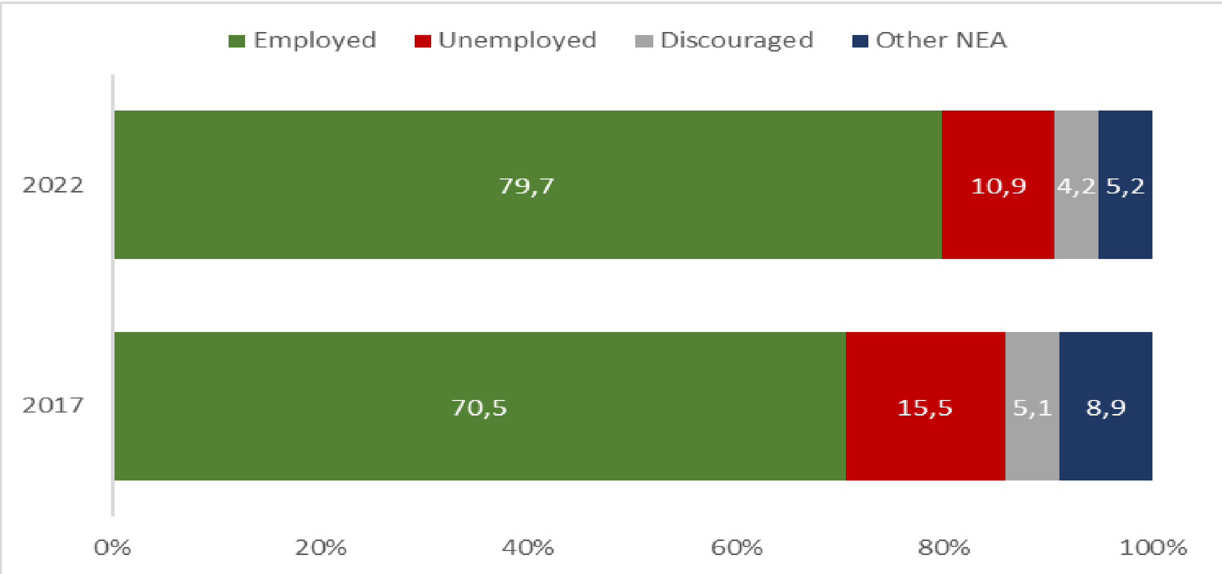


Figure 4.42 shows that the majority of those who participated in EPWP and other government job creation programmes were residing in KwaZulu Natal, Eastern Cape and Gauteng, while Western Cape and Northern Cape had the lowest participation rate. Between 2017 and 2022, participation increased in four of the nine provinces with the highest in Limpopo (2,6 percentage points) followed by Free State (2,5 percentage points). Eastern Cape recorded the largest decline of 4,1 percentage points of those who participated in government job creation programmes from 19,7% in 2017 to 15,6% in 2022.

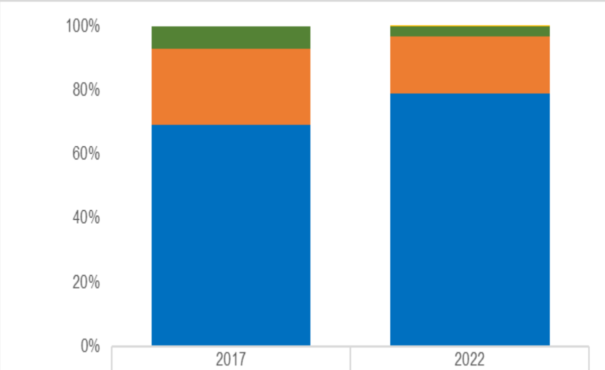
Figure 4.43: Proportion of those who participated in government job creation programmes by labour market status, 2017 and 2022



Between 2017 and 2022, those who were employed (70,5% in 2017 and 79,7 in 2022) accounted for the largest share in terms of participation in EPWP and other government programmes, while those who were discouraged work-seekers (5,1% in 2017 and 4,2% in 2022) accounted for the lowest share. Of those who were unemployed, 15,5% participated in the programme in 2017 and the share decreased to 10,9% in 2022.

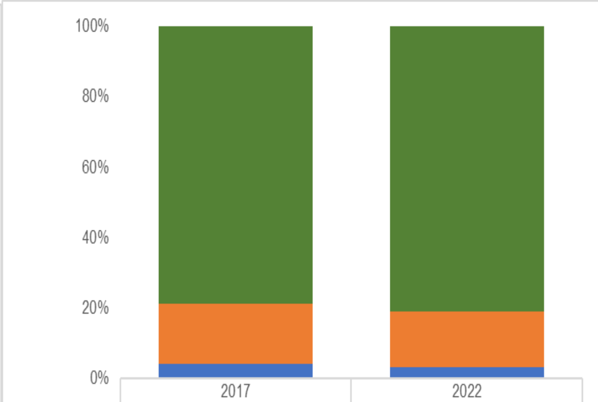
Employment by industry and occupation

Figure 4.44: Proportion of those who participated in government job creation programmes by industry, 2017 and 2022



	2017	2022
Other	0,0	0,2
Primary	7,0	2,9
Secondary	23,9	18,0
Tertiary	69,1	78,9

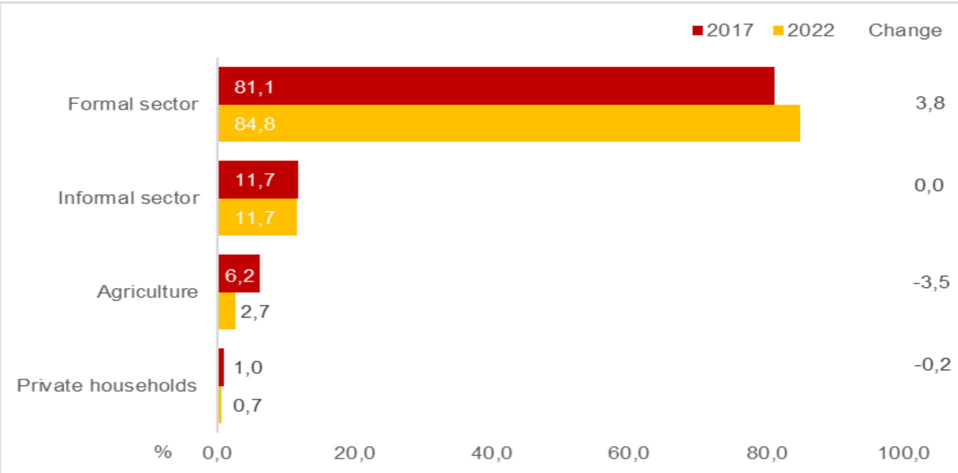
Figure 4.45: Proportion of those who participated in government job creation programmes by occupation, 2017 and 2022



	2017	2022
Low skilled	78,6	81,0
Semi-skilled	17,2	15,8
High-skilled	4,2	3,2

Those who were employed in tertiary industries were more likely to participate in EPWP and other government job creation programmes when compared to other industries in 2017 and 2022. The participation rate increased to 78,9% in 2022 from 69,1% in 2017 for the tertiary industries; an increase of 9,8 percentage points. A decline over the same period was recorded among those in secondary and primary industries with participation rates of 18,0% and 2,9% respectively in 2022. 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 78,6% in 2017 to 81,0% in 2022 while those in high-skilled occupations declined from 4,2% to 3,2% during the same period.

Figure 4.46: Employment by sector, 2017 and 2022



Over 82% of those who participated in EPWP or other government job creation programmes were employed in the formal sector in both 2017 and 2022. Agriculture and Private households recorded the lowest share of those who participated in EPWP and other government job creation programmes. Agriculture recorded the largest decline of 3,5 percentage points over the period 2017 to 2022.

Summary and conclusion

- The proportion of the working-age population who have heard about EPWP decreased by 12,2 percentage points between 2021 and 2022.
- 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 (78,2% in 2017 and 72,9% in 2022).
- 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 (19,1%) and Eastern Cape (15,6%) compared to all other provinces in 2022.
- Those who were employed in tertiary industries were more likely to participate in EPWP and other government job creation programmes compared to other industries.

4.5 Quarterly Employment Statistics

Key concepts

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

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

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

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

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

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

Background

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

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

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

Introduction

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

Impact of COVID on data collection in the QES survey

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

Employment by industry

This section analyses the distribution of employment by industry over the period of 2017 to 2022.

Table 4.10: Employment by industry, 2017-2022

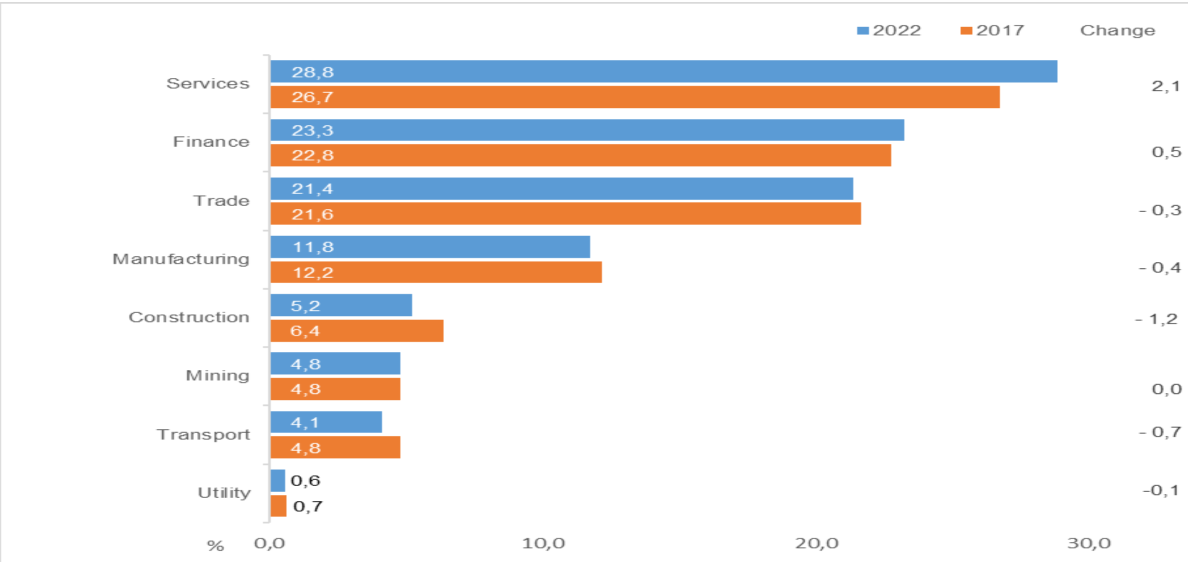
Industry	2017	2018	2019	2020	2021	2022
	Thousand					
Mining	472	459	462	452	457	478
Manufacturing	1 193	1 212	1 219	1 113	1 160	1 174
Utility	64	63	61	59	59	59
Construction	627	638	599	489	554	522
Trade	2 122	2 199	2 264	2 074	2 105	2 134
Transport	470	483	497	460	425	412
Finance	2 233	2 301	2 343	2 180	2 325	2 320
Services	2 621	2 687	2 774	2 680	2 790	2 876
Total	**9 802**	**10 042**	**10 219**	**9 507**	**9 876**	**9 975**

Table 4.11: Year-on-year change in employment by industry, 2017-2022

Industry	2018	2019	2020	2021	2022	Change 2017-2022
	Thousand					
Mining	-13	3	-10	5	21	6
Manufacturing	19	7	-106	47	14	-19
Utility	-1	-2	-2	0	0	-5
Construction	11	-39	-110	65	-32	-105
Trade	77	65	-190	31	29	12
Transport	13	14	-37	-35	-13	-58
Finance	68	42	-163	145	-5	87
Services	66	87	-94	110	86	255
Total	**240**	**177**	**-712**	**369**	**99**	**173**

The highest level of employment was observed in 2019 at 10 million jobs and lowest level in 2020 at 9,5 million jobs. Table 4.11 shows that the net increase amounted to 173 000 jobs over the 5 year period. The highest net change was observed in the Services and Finance industry with 255 000 and 87 000 jobs respectively. Most job losses were reported in Construction (105 000), Transport (58 000) and Manufacturing (19 000) industries. In 2022 employment increased by 99 000 jobs and most of these job gains were reported in Service (86 000), Trade (29 000) and Mining (21 000) industries.

Figure 4.47: Employment shares by industry, 2017 and 2022



Services and Finance recorded the largest share of employment for the period 2017 and 2022, recording an increase of 2.1 percentage point and 0.5 of a percentage point respectively. The share of employment declined in Construction (down by 1,2 percentage point), Transport (down by 0,7 of a percentage point), Manufacturing (down by 0,4 of a percentage point), Trade (down by 0,3 of a percentage point) and Utility (down by 0.1 of a percentage point) industries. Mining recorded no change between 2017 and 2022.

Full time employment by industry

This section analyses the distribution of full-time and part-time employment by industry over the period of 2017 to 2022.

Table 4.12: Full-time employment by industry, 2017-2022

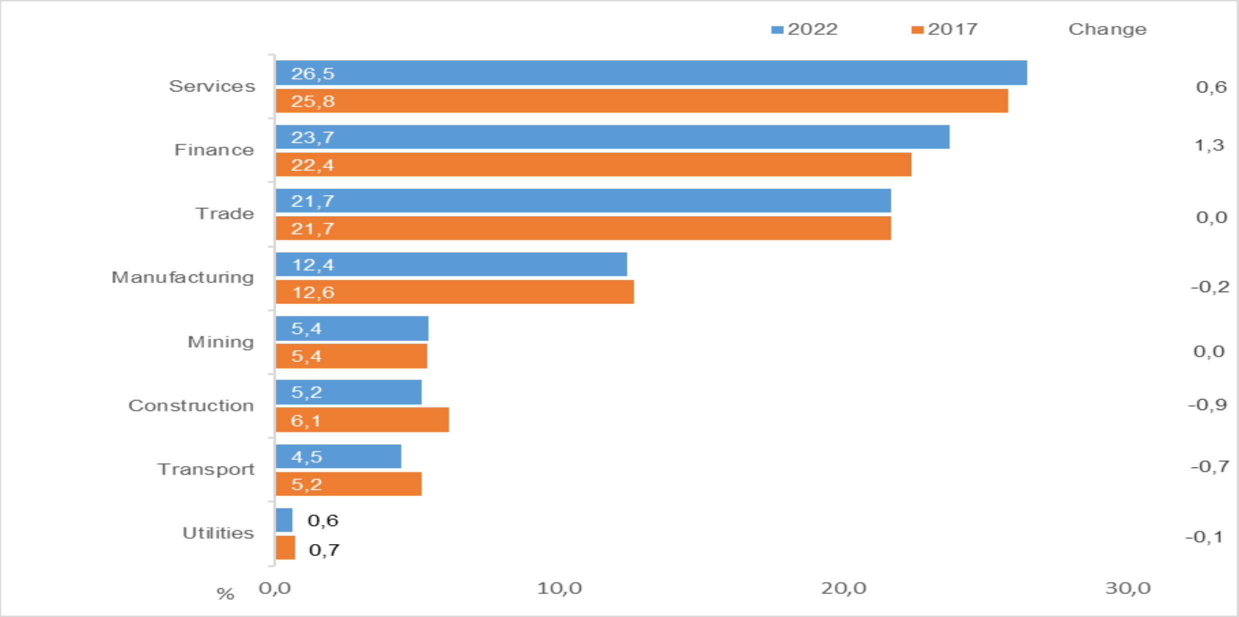
Industry	2017	2018	2019	2020	2021	2022
	Thousand					
Mining	472	459	462	452	457	478
Manufacturing	1 111	1 134	1 093	1 036	1 093	1 098
Utilities	62	61	60	58	57	57
Construction	538	546	542	477	491	458
Trade	1 909	1 989	2 039	1 873	1 898	1 914
Transport	453	466	478	428	408	395
Finance	1 971	2 062	2 147	2 085	2 122	2 098
Services	2 270	2 317	2 358	2 336	2 380	2 339
Total	**8 786**	**9 034**	**9 179**	**8 745**	**8 906**	**8 837**

Table 4.13: Full-time employment change by industry, 2017 – 2022

Industry	2018	2019	2020	2021	2022	Change 2017-2022
	Thousand					
Mining	-13	3	-10	5	21	6
Manufacturing	23	-41	-57	57	5	-13
Utilities	-1	-1	-2	-1	0	-5
Construction	8	-4	-65	14	-33	-80
Trade	80	50	-166	25	16	5
Transport	13	12	-50	-20	-13	-58
Finance	91	85	-62	37	-24	127
Services	47	41	-22	44	-41	69
Total	**248**	**145**	**-434**	**161**	**-69**	**51**

Over the period 2017 to 2022, there was an increase in full-time employment by 51 000 jobs. Finance and Services industries were the main contributors to the observed employment increase in 2022. The largest increase in full-time employment were observed in Finance industry with 127 000 jobs followed by Services (69 000) industry over the same period. However, job losses in full-time employment were observed in Construction (80 000), Transport (58 000), Manufacturing (13 000) and Utilities (5 000) industries.

Figure 4.48: Full-time employment shares by industry, 2017 and 2022



Between 2017 and 2022, the largest contributors to full-time employment were Services and Finance industries. Finance recorded the highest increase in the share of full-time employment by 1,3 percentage point, followed by Services which increased by by 0,6 of a percentage point. There was a decline in the share of full-time employment in Construction (down by 0,9 of a percentage point), Transport (down by 0,7 of a percentage point), Manufacturing (and Utility by 0,9 of a percentage point, 0,7 of a percentage point, 0,2 of a percentage point, 0,1 of a percentage point respectively. Mining and Trade recorded no change between 2017 and 2022.

Part time employment by industry

Table 4.14: Part-time employment by industry, 2017-2022

Industry	2017	2018	2019	2020	2021	2022
	Thousand					
Mining	-	-	-	-	-	-
Manufacturing	82	78	72	57	67	76
Utilities	2	1	1	1	2	2
Construction	88	91	69	62	63	64
Trade	214	210	224	193	206	220
Transport	17	17	17	15	17	16
Finance	262	240	219	200	203	222
Services	350	370	422	378	410	537
Total	**1 015**	**1 007**	**1 024**	**906**	**968**	**1 137**

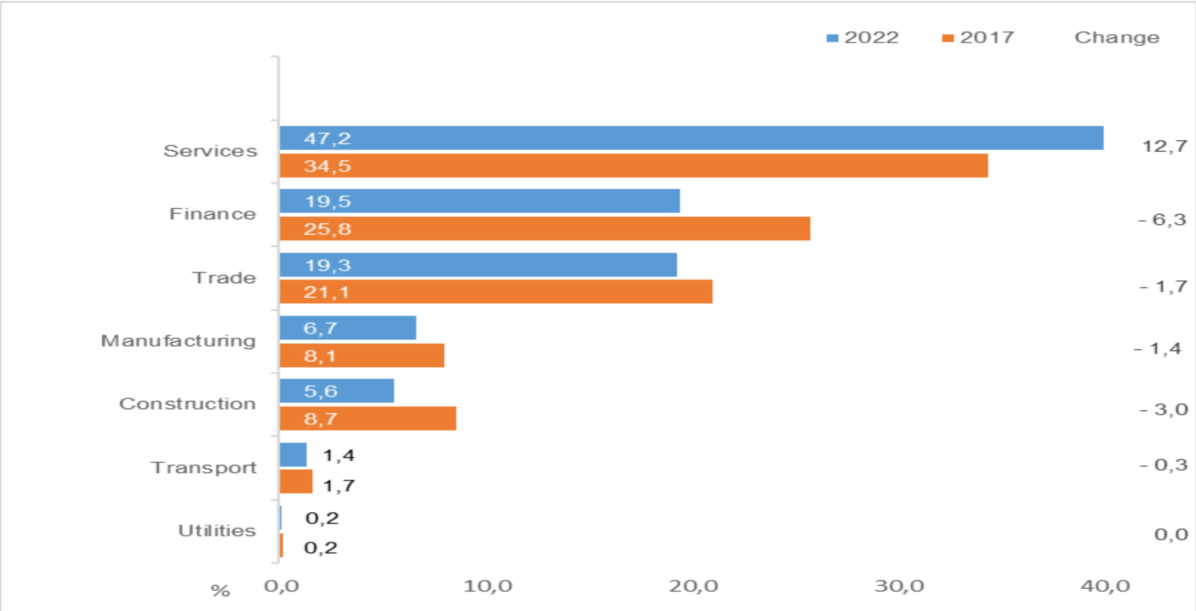
Table 4.15: Part-time employment change by industry, 2017-2022

Industry	2018	2019	2020	2021	2022	Change 2017-2022
	Thousand					
Mining	-	-	-	-	-	-
Manufacturing	-4	-6	-15	10	9	-6
Utilities	-1	0	0	1	0	0
Construction	3	-22	-7	1	1	-24
Trade	-4	14	-31	13	14	6
Transport	0	0	-2	2	-1	-1
Finance	-22	-21	-19	3	19	-40
Services	20	52	-44	32	127	187
Total	**-8**	**17**	**-118**	**62**	**169**	**122**

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

Over the period 2017 to 2022, there was an increase in part-time employment. Table 4.15 shows that approximately 122 000 part-time jobs were created during the same period. The largest increase in part-time employment were observed in the Services industry with 187 000, followed by Trade industry (6 000). However, decreases in part-time employment was observed in Finance industry with 40 000, followed by Construction (24 000), Manufacturing (6 000) and Transport (1 000) industries. Utilities reported no change in part time employment over the same period.

Figure 4.49: Part-time employment shares by industry, 2017 and 2022



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

Services was the main contributor to part-time employment during 2017 to 2022. Services reported the highest increase of 12,7 percentage points in part-time employment between 2017 and 2022, while Utilities recorded no change in the share of part-time employment. There was a decline in part-time employment in Finance (down by 6,3 percentage points), Construction (down by 3,0 percentage points), Trade (down by 1,7 percentage points), Manufacturing (down by 1,4 percentage points) and Transport (down by 0,3 of a percentage point).

Basic salary/wages by industry

This section analyses the distribution of earnings by industry over the period 2017 to 2022.

Table 4.16: Earnings by industry, 2017-2022

Industry	2017	2018	2019	2020	2021	2022
	R'million					
Utility	33 016	33 612	34 163	34 162	35 062	37 005
Construction	124 422	136 672	136 909	110 924	132 951	133 498
Mining	126 572	132 281	143 121	149 641	164 964	178 850
Transport	144 270	153 588	166 518	152 173	146 993	152 120
Manufacturing	263 376	281 939	294 690	272 594	302 437	335 986
Trade	365 725	393 740	416 322	385 259	431 168	466 867
Finance	657 069	740 095	767 554	733 186	834 132	887 920
Services	801 646	878 203	953 155	958 864	1 058 807	1 090 159
Total	**2 516 096**	**2 750 130**	**2 912 432**	**2 796 803**	**3 106 512**	**3 282 405**

Table 4.17: Year-on-year change in earnings by industry, 2017-2022

Industry	2018	2019	2020	2021	2022	Change 2017-2022
	R'million					
Utility	596	551	-1	900	1 943	3 989
Construction	12 250	237	-25 985	22 027	547	9 076
Mining	5 709	10 840	6 520	15 323	13 886	52 278
Transport	9 318	12 930	-14 345	-5 180	5 127	7 850
Manufacturing	18 563	12 751	-22 096	29 843	33 549	72 610
Trade	28 015	22 582	-31 063	45 909	35 699	101 142
Finance	83 026	27 459	-34 368	100 946	53 788	230 851
Services	76 557	74 952	5 709	99 943	31 352	288 513
Total	**234 034**	**162 302**	**-115 629**	**309 709**	**175 893**	**766 309**

All industries reported an increase in earnings between 2017 and 2022 except in 2020. Table 4.17 shows that total earnings increased by R766,3 billion between 2017 and 2022. The largest increases in earnings were observed in Services (R288,5 billion), Finance (R230,9 billion), Trade (R101,1 billion) and Manufacturing (R72,6 billion).

Bonuses by industry and overtime payments

Add note about bonuses and overtime payment

Table 4.18: Bonus by industry, 2018-2022

Industry	2018	2019	2020	2021	2022
	R' thousand				
Mining	-	-	-	-	-
Manufacturing	18 796	17 265	14 478	21 190	25 113
Utilities	1 746	1 666	1 468	1 864	2 043
Construction	7 056	6 139	4 090	5 614	7 445
Trade	27 666	28 025	25 890	33 691	37 580
Transport	12 797	14 286	10 292	11 381	11 689
Finance	94 099	90 780	86 730	96 433	99 149
Services	49 171	52 398	49 014	55 016	59 443
Total	**211 330**	**210 559**	**191 962**	**225 189**	**242 462**

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

Table 4.19: bonus change by industry, 2018-2022

Industry	2019	2020	2021	2022	Change 2018-2022
	R'thousand				
Mining	-	-	-	-	-
Manufacturing	-1 531	-2 787	6 712	2 394	6 317
Utilities	-80	-198	396	118	297
Construction	-917	-2 049	1 524	-1 442	389
Trade	359	-2 135	7 801	6 025	9 914
Transport	1 489	-3 994	1 089	-1 416	-1 108
Finance	-3 319	-4 050	9 703	2 334	5 050
Services	3 227	-3 384	6 002	5 845	10 272
Total	**-771**	**-18 597**	**33 227**	**13 859**	**31 132**

Bonuses paid in 2022 were higher compared to those of previous years. Table 4.19 shows that between 2018 and 2022, bonuses increased by R31 132 000, the largest increase was observed in Services (R10 272 000), Trade (R9 914 000) and Manufacturing (R6 317 000). The decline in bonus payments were reported in Transport industry by R1 108 000.

Table 4.20: Overtime payments by industry, 2018-2022

Industry	2018	2019	2020	2021	2022
	R'thousand				
Mining	-	-	-	-	-
Manufacturing	14 967	15 605	13 018	17 420	18 951
Utilities	1 956	1 968	1 825	1 567	2 077
Construction	5 466	5 247	4 101	4 935	5 436
Trade	9 411	10 311	8 711	9 860	11 629
Transport	7 870	8 141	6 738	7 556	7 913
Finance	10 870	12 758	12 471	13 938	15 398
Services	17 431	24 898	24 043	28 892	28 848
Total	**67 971**	**78 928**	**70 907**	**84 168**	**90 252**

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

Table 4.21: Year-on-year change in overtime payments by industry, 2018-2022

Industry	2019	2020	2021	2022	Change 2018-2022
	R'thousand				
Mining	-	-	-	-	-
Manufacturing	638	-2 587	4 402	1 531	3 984
Utilities	12	-143	-258	510	121
Construction	-219	-1 146	834	501	-30
Trade	900	-1 600	1 149	1 769	2 218
Transport	271	-1 403	818	357	43
Finance	1 888	-287	1 467	1 460	4 528
Services	7 467	-855	4 849	-44	11 417
Total	**10 957**	**-8 021**	**13 261**	**6 084**	**22 281**

Recorded overtime payments were highest in 2022, while 2018 reported the lowest overtime payments. Table 4.21 shows that between 2018 and 2022, overtime payments increased by R22 281 000, with the largest increase observed in Services (R11 417 000), Finance (R4 528 000) and Manufacturing (R3 984 000). Only Construction industry reported a decline in overtime payments during the same period.

Average Monthly Earnings (AME) by industry

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

Table 4.22: AME by industry, 2017-2022

Industry	2017	2018	2019	2020	2021	2022
	R					
Mining	22 223	23 265	25 042	24 333	28 666	30 226
Manufacturing	16 873	17 894	19 125	17 340	20 842	21 499
Utility	38 715	39 862	42 587	44 658	48 067	47 812
Construction	15 245	16 968	18 434	14 865	18 484	21 021
Trade	13 006	13 479	14 360	13 015	15 744	16 324
Transport	23 638	24 270	25 643	23 052	26 186	27 808
Finance	21 385	22 987	24 410	23 880	25 179	26 187
Services	23 676	24 702	25 732	27 587	29 352	28 714
Total	**19 499**	**20 524**	**21 791**	**21 425**	**23 640**	**24 668**

Table 4.23: Year-on-year percentage change in AME by industry, 2017-2022

Industry	2018	2019	2020	2021	2022	Change 2017-2022
Mining	4,7	7,6	-2,8	17,8	5,4	36,0
Manufacturing	6,1	6,9	-9,3	20,2	3,2	27,4
Utility	3,0	6,8	4,9	7,6	-0,5	23,5
Construction	11,3	8,6	-19,4	24,3	13,7	37,9
Trade	3,6	6,5	-9,4	21,0	3,7	25,5
Transport	2,7	5,7	-10,1	13,6	6,2	17,6
Finance	7,5	6,2	-2,2	5,4	4,0	22,5
Services	4,3	4,2	7,2	6,4	-2,2	21,3
Total	**5,3**	**6,2**	**-1,7**	**10,3**	**4,3**	**26,5**

Average monthly earnings reported an increase for the period 2017 to 2022. Table 4.23 shows that all industries recorded an increase in average monthly earnings in 2022. Comparing 2017 and 2022, average monthly earnings increased by 26,5 % with the largest increase observed in Construction (up by 37,9 %), Mining (up by 36,0 %), Manufacturing (up by 27,4 %), Trade (up by 25,5 %) and Utilities (up by 23,5 %).

Summary and conclusion

- From 2017 to 2019, employment increased; however, a decline was noted in 2020, which was followed by an employment increase from 2021 to 2022.

- The highest part-time employment for the period was recorded in 2019.
- Over the period 2017 to 2021, there has been a moderate increase in part-time employment in 2022.
- All industries reported an increase in earnings from 2017 to 2022 except in 2020.
- More bonuses were paid in 2022 compared to other years.
- The highest overtime payments were made in 2022, 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.

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

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

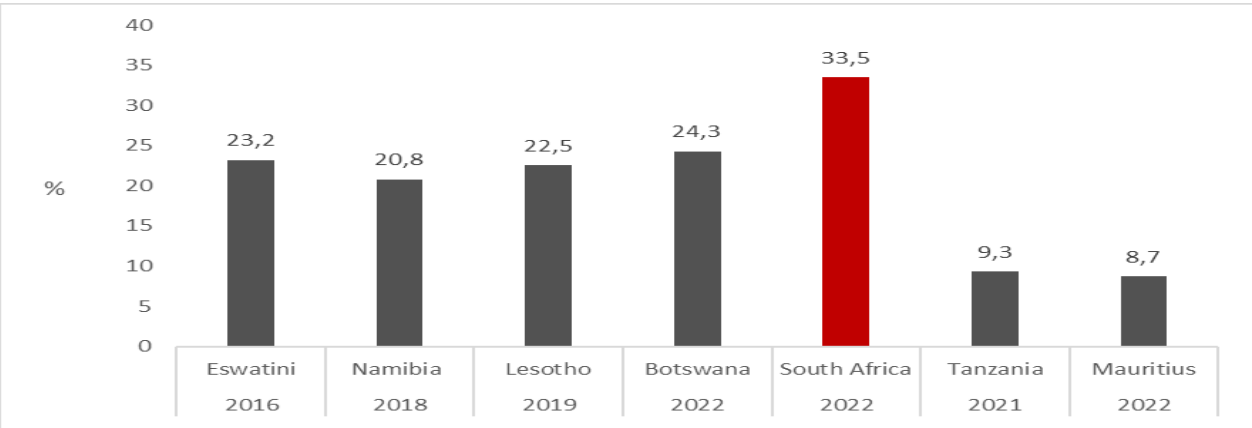
Background

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[9]. There are 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 African for the period 2017-2022. It covers unemployment levels, 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 assist 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 the challenges faced in comparing South African labour market indicators to other countries in the SADC region.

Figure 5.0: Unemployment rate by SADC countries



[9] 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*

The figure above shows the unemployment rate for selected SADC countries based on the latest available data from 2016 to 2022. Due to differences in coverage, methodology and survey period, caution must be taken as the data is not directly comparable. Findings show that South Africa recorded the highest unemployment rate (33,5% in 2022) followed by Botswana (24,3% in 2022) and Eswatini (23,2% in 2016). The lowest unemployment rates were observed in Mauritius (8,7% in 2022) and Tanzania (9,3% in 2021).

The Unemployment

Table 5.1: Unemployment levels by sex, population group and province, 2017-2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Men	3 130	3 117	3 387	3 283	3 980	4 052
Women	2 990	2 986	3 192	2 999	3 678	3 782
Total	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Black African	5 405	5 394	5 843	5 588	6 793	7 022
Coloured	508	492	516	458	575	554
Indian/Asian	71	67	75	85	123	95
White	137	150	145	152	168	163
Total	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Western Cape	641	627	650	597	794	802
Eastern Cape	740	762	813	947	1 058	1 006
Northern Cape	128	122	124	105	94	104
Free State	400	412	424	365	417	391
KwaZulu-Natal	831	795	906	852	1 079	1 166
North West	345	356	405	390	472	475
Gauteng	2 134	2 105	2 234	2 154	2 548	2 548
Mpumalanga	544	589	647	451	640	665
Limpopo	357	335	375	421	557	676
Total	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**

The levels of unemployment increased in 2022 across all provinces except for the Eastern Cape and Free State that recorded a slight decreases in levels of unemployment. At the national level, the number of unemployed persons increased from 6,1 million in 2017 to 7,8 million in 2022. Gauteng province recorded the highest number of unemployed persons while the Northern Cape recorded the lowest for the period 2017-2022. The black African population group remain vulnerable in the South African labour market with the unemployment level at 7,0 million, more than 90% of the total number of unemployed persons in 2022. Out of the 7,8 million persons who were unemployed in 2022, approximately 4,1 million were men and 3,8 million were women.

Table 5.2: Distribution of the unemployed by level of education, 2017-2022

	2017	2018	2019	2020	2021	2022
No schooling	73	69	71	52	52	68
Primary incomplete	355	340	349	292	305	319
Primary completed	252	222	256	227	247	243
Secondary incomplete	2 868	2 825	3 035	2 791	3 374	3 364
Secondary completed	2 016	2 112	2 250	2 295	2 913	3 057
Tertiary	514	496	582	588	734	730
Other	42	40	36	38	33	51
Total unemployed	6 120	6 103	6 579	6 283	7 658	7 834

Figure 5.1: Proportion of the unemployed by level of education, 2017 and 2022

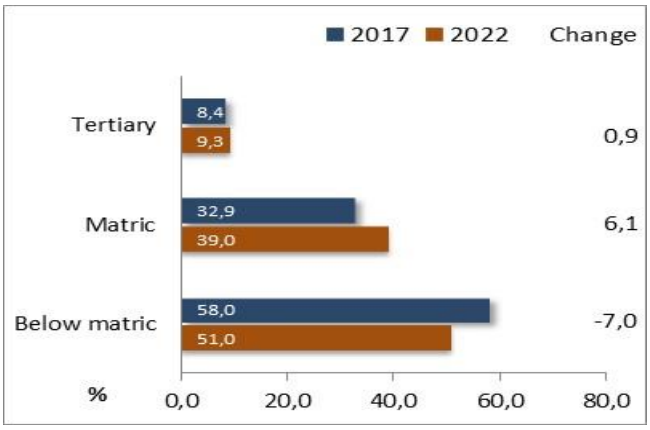
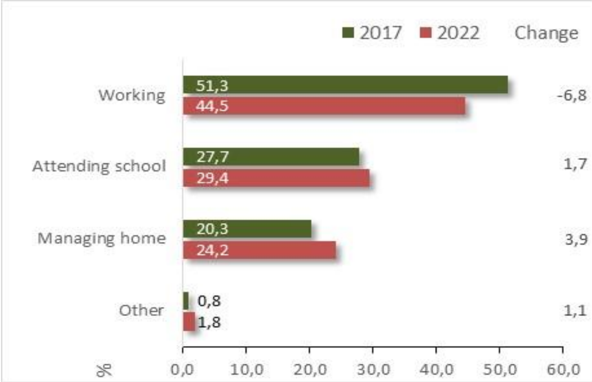


Table 5.2 and Figure 5.1 indicates that 90% of the 7,8 million unemployed persons had either matric (3,1 million) or did not complete secondary education (4,0 million) in 2022. Approximately 9,3% of the unemployed had tertiary qualifications in 2022. Comparisons between 2017 and 2022 show a decrease of 7,0 percentage points among the unemployed with below matric education and increases among unemployed persons with matric and tertiary qualifications (6,1 and 0,9 of a percentage point, respectively).

Table 5.3: Unemployment level by main activity before becoming unemployed, 2017-2022

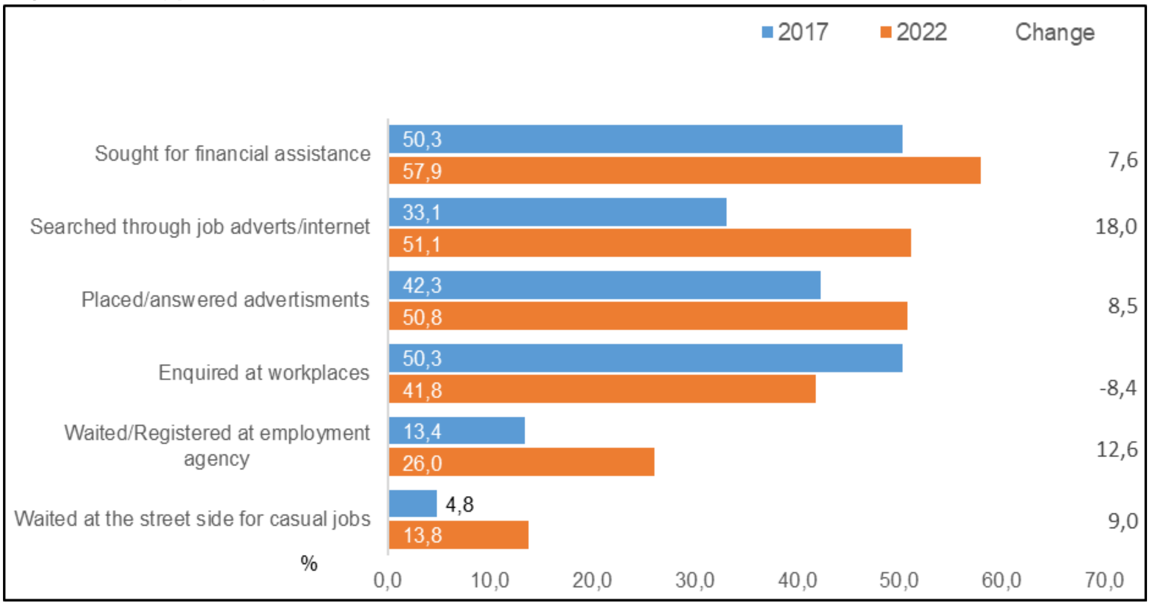
	Working	Managing a home	Attending school	Other	Total unemployed
	Thousand				
2017	3 139	1 241	1 694	46	**6 120**
2018	3 065	1 299	1 674	57	**6 103**
2019	3 313	1 441	1 757	61	**6 579**
2020	3 025	1 576	1 587	55	**6 283**
2021	3 546	1 969	2 091	45	**7 658**
2022	3 483	1 895	2 301	145	**7 834**

Figure 5.2: Proportion of the unemployed by main activity before becoming unemployed, 2017 and 2022



Between 2017 and 2022, majority of unemployed persons were working before they became unemployed. In 2022, 3,5 million persons who were unemployed were working before while 1,9 million were managing a home and 2,3 million were attending school (Table 5.3). Evident from Figure 5.2 is that all activities recorded an increase except working which decreased by 6, 8 percentage points between 2017 and 2022.

Figure 5.3: Types of job search activities, 2017 and 2022



In 2022, over half of unemployed persons sought for financial assistance (57,9%) or searched through job adevertisement/internet (51,1%). The least methods used during job search in 2017 and 2022 was to waited at the street side for casual jobs at 4,8% and 13,8%, respectively.

Between 2017 and 2022, the largest increases in job search methods was recorded among those who searched through job adverts/internet (up by 18,0 percentage points) and those who waited or registered at an employment agency (12,6 percentage points). There was a recorded decline of 8,4 percentage points among those who enquired at workplaces.

The duration of unemployment

Figure 5.4 : Trends in the duration of unemployment, 2017-2022

Mths means months.

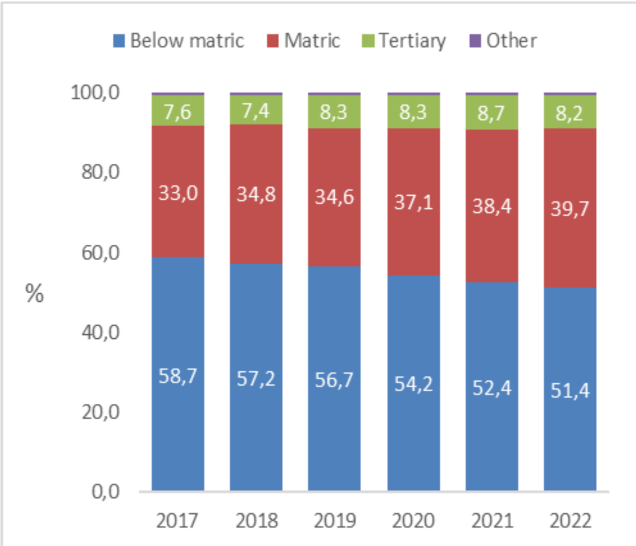
Long-term unemployment excludes "Do not know"

Figure 5.4 show that those who have been unemployed for more than 5 years increased from 1,9 million in 2017 to 3,1 million in 2022. Persons who were unemployed for less than a year recorded decreases in the same period.

Table 5.4: Unemployment duration by level of education, 2017-2022

	Below matric	Matric	Tertiary	Other	Total
		Long-term (Thousand)			
2017	2 414	1 357	313	27	**4 111**
2018	2 421	1 470	312	26	**4 229**
2019	2 655	1 622	387	21	**4 685**
2020	2 396	1 638	366	22	**4 421**
2021	3 116	2 283	519	26	**5 944**
2022	3 147	2 435	504	41	**6 127**
		Short-term (Thousand)			
2017	1 135	659	200	15	**2 009**
2018	1 035	642	183	14	**1 874**
2019	1 056	628	195	15	**1 894**
2020	967	657	222	16	**1 862**
2021	863	630	215	7	**1 715**
2022	848	623	226	10	**1 707**

Figure 5.5: Proportion of long-term unemployment by level of education, 2017 and 2022



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 the period 2017-2022, more than 51% of persons in long-term unemployment did not have matric, while less than 9% had tertiary educational qualification.

Table 5.5: Incidence of long-term unemployment by age group, 2017-2022

	15-24yrs	25-34yrs	35-44yrs	45-54yrs	55-64yrs	15-64yrs
			Per cent			
2017	61,1	68,3	69,4	71,2	69,4	67,2
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	72,0	72,1	78,2
Change (2017-2022)	**13,5**	**9,3**	**10,9**	**0,8**	**2,7**	**11,0**

Unemployment remains high in the South African labour market with young people being affected the most compared to other age groups. In 2022, persons aged 35-44 years had the highest incidence of long-term unemployment followed by those aged 25 to 34 years. Persons aged 15 to 24 years showed the highest increase in long-term unemployment (13,5 percentage points) followed by those 35 to 44 years (10,9 percentage points) and 25 to 34 years (9,3 percentage points) between 2017 and 2022.

Figure 5.6: Incidence of long-term unemployment by sex, 2017-2022

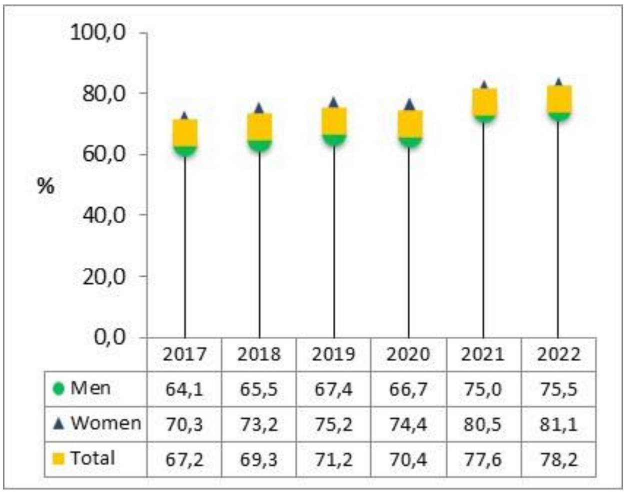
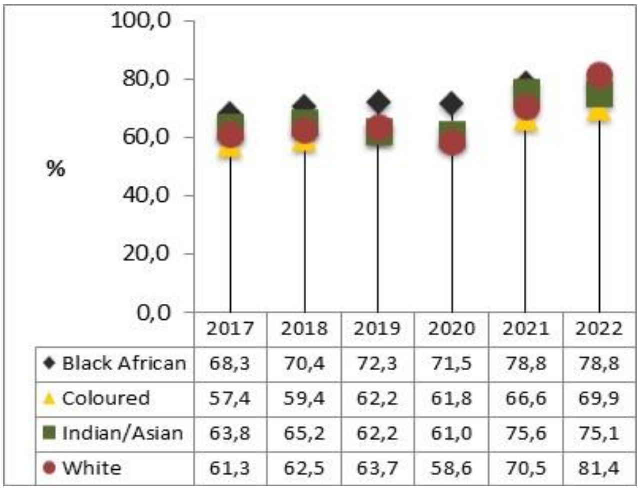


Figure 5.7: Incidence of long-term unemployment by population group, 2017-2022



Findings in Figure 5.6 show that women are mostly affected by long-term unemployment compared to their male counterparts, throughout the period 2017-2022. The results suggests that, in 2022, a higher proportion of women (81,1%) were unemployed for a year or more compared to men (75,5%). Since 2017, the incidence of long-term unemployment has generally been on an upward trend for all population groups.

Figure 5.8: Incidence of long-term unemployment by province, 2017 and 2022

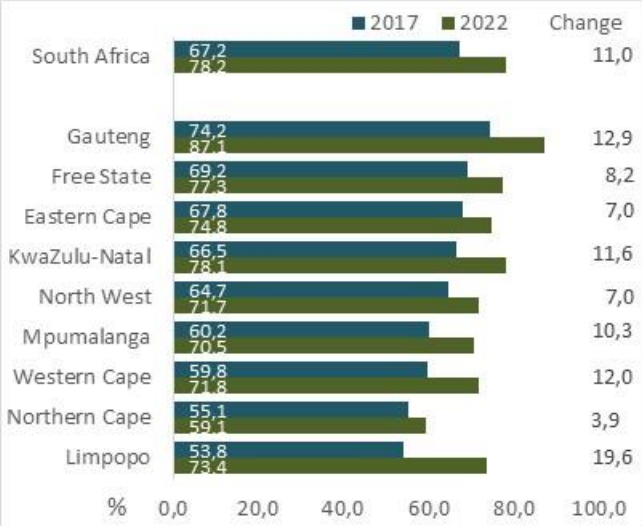
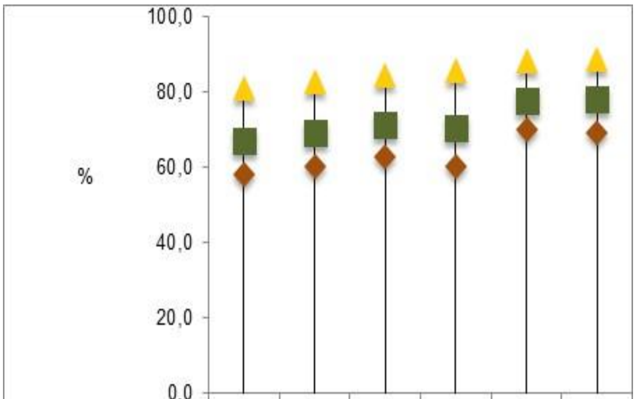


Figure 5.9: Incidence of long-term unemployment by work experience, 2017-2022



	2017	2018	2019	2020	2021	2022
With experience	58,3	60,2	62,8	60,4	70,1	69,3
Without experience	81,3	83,0	84,5	85,8	88,4	88,9
Total	67,2	69,3	71,2	70,4	77,6	78,2

At national level, the incidence of long-term unemployment increased by 11,0 percentage points from 67,2% in 2017 to 78,2% in 2022. Gauteng province had the highest incidence of long-term unemployment in both 2017 and 2022 (74,2% and 87,1%, respectively). The Northern Cape province had the least incidence of long-term unemployment in 2022 (59,1%). The highest increase in long-term unemployment was observed in the Limpopo province by 19,6 percentage points between 2017 and 2022.

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 2022, approximately 89% of unemployed persons without work experience were in long-term unemployment.

Summary and conclusion

- South Africa (33,5%; 2022) had the highest unemployment rate compared to selected SADC countries.
- The level of unemployment increased by 1,7 million persons, from 6,1 million in 2017 to 7,8 million in 2022.
- Although the proportion of unemployed persons with below matric education decreased between 2017 and 2022 (7,0 percentage points), it was highest in both 2017 (58,0%) and 2022 (51,0%) compared to other highest education levels. Tertiary education level recorded the lowest proportion of unemployed persons in both 2017 (8,4%) and 2022 (9,3%).
- 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 2017-2022. It increased from 1,9 million in 2017 to 3,1 million in 2022.
- Number of persons in long-term unemployment increased by approximately 2,0 million from 4,1 million in 2017 to 6,1 million in 2022.
- For the period 2017-2022, 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.[10]

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

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

Background

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

According to United Nations, Africa has the youngest population compared to the rest of the world, however, the youth account for 60% of the unemployed in Africa[14]. South African youth are no exception. While the 2022 South African National Budget includes R5,2 billion in tax relief to help support the economic recovery, including incentives for youth employment, issues of youth unemployment remain.

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 2022, over 60% 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.

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 2017–2022. 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 years and adults refers to those 35-64 years.

[10] https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm
[11] https://www.un.org/en/global-issues/youth
[12] https://www.youthpolicy.org/factsheets/country/south-africa/
[13] https://www.oecd-ilibrary.org/education/youth-and-the-labour-market/indicator-group/english_7b765a3b-en
[14] https://www.un.org/africarenewal/magazine/special-edition-youth-2017/africas-jobless-youth-cast-shadow-over-economic-growth

Distribution of the working-age population among youth and adults

Table 6.1: Trends in key labour market indicators among youth, 2017–2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Employed	6 175	6 125	5 958	5 228	4 898	5 422
Unemployed	3 891	3 860	4 147	3 797	4 554	4 670
Discouraged job-seekers	1 567	1 801	1 810	1 680	2 091	2 060
Other not economically active	8 479	8 467	8 462	9 781	9 048	8 539
Working-age population	**20 113**	**20 253**	**20 376**	**20 487**	**20 590**	**20 692**
	Annual changes(Thousand)					
	2018	**2019**	**2020**	**2021**	**2022**	**Change 2017-2022**
Employed	-50	-168	-730	-330	524	-753
Unemployed	-32	288	-350	756	116	779
Discouraged job-seekers	234	8	-130	410	-31	493
Other not economically active	-12	-5	1 320	-733	-509	60
Working-age population	**141**	**123**	**110**	**104**	**102**	**579**

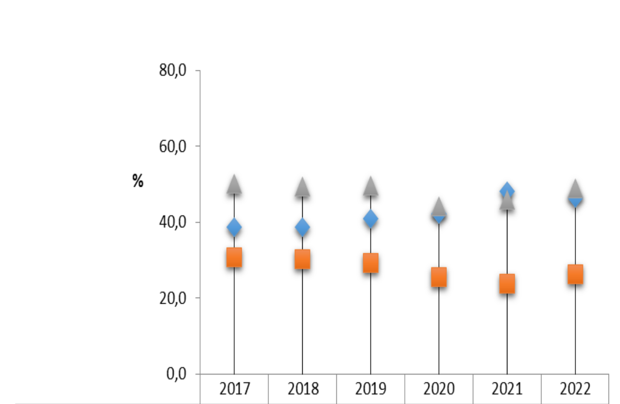
The number of young people aged 15–34 years in the working-age population increased consecutively over the six year period. This number increased from 20,1 million in 2017 to 20,7 million in 2022 (an increase of 579 000). Between 2017 and 2022, the number of youth who were employed decreased by 753 000, while those who were unemployed increased by 779 000, and those who were discouraged increased by 493 000.

Table 6.2: Employment among youth and adults by sector, 2017 and 2022

	2017			2022		
	Youth	**Adults**	**Total**	**Youth**	**Adults**	**Total**
	Thousand					
Formal sector	4 389	6 900	11 288	3 694	6 954	10 648
Informal sector	1 103	1 632	2 735	1 119	1 808	2 927
Agriculture	376	466	843	361	502	863
Private household	307	996	1 303	248	859	1 106
Total	**6 175**	**9 993**	**16 169**	**5 422**	**10 122**	**15 544**
	Percent					
Formal sector	71,1	69,0	69,8	68,1	68,7	68,5
Informal sector	17,9	16,3	16,9	20,6	17,9	18,8
Agriculture	6,1	4,7	5,2	6,7	5,0	5,6
Private household	5,0	10,0	8,1	4,6	8,5	7,1
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

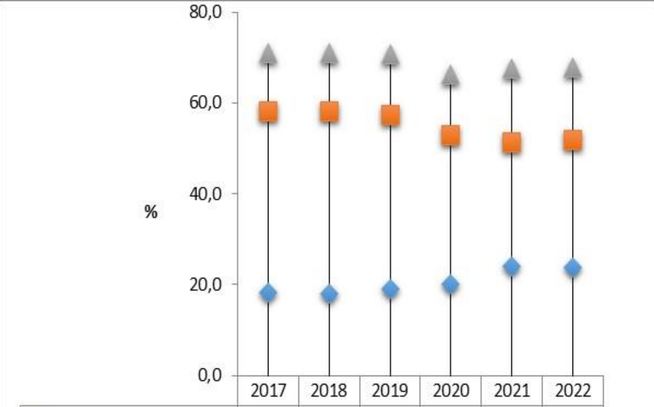
In South Africa, approximately seven in every ten of those who are employed are in the formal sector employment. A higher proportion of youth and adults were working in the formal sector when compared to other sectors. The share of adults who were employed in the formal sector was higher than that of youth in 2022.

Figure 6.1: Labour market rates among the youth (15-34 years), 2017–2022



	2017	2018	2019	2020	2021	2022
Unemployment rate	38,7	38,7	41,0	42,1	48,2	46,3
Absorption rate	30,7	30,2	29,2	25,5	23,8	26,2
Labour force participation rate	50,1	49,3	49,6	44,1	45,9	48,8

Figure 6.2: Labour market rates among adults (35-64 years), 2017–2022



	2017	2018	2019	2020	2021	2022
Unemployment rate	18,2	17,9	19,0	20,2	24,1	23,8
Absorption rate	58,2	58,2	57,3	52,9	51,3	51,8
Labour force participation rate	71,1	70,9	70,7	66,2	67,6	67,9

Young people continue to be more vulnerable in the labour market when compared to adults. Between 2017 and 2022 the unemployment rate among youth was consistently higher than that of adults, while the absorption and labour force participation rates among the youth were lower. During 2017–2022, the unemployment rate for youth was more than double the rate of adults. Moreover, the unemployment rate for youth and adults increased between 2017 and 2021 and recorded a decline between 2021 and 2022 . Youth unemployment rate increased by 7,6 percentage points, from 38,7% to 46,3%, while the unemployment rate for adults increased by 5,6 percentage points from 18,2% to 23,8% in 2022 compared to 2017 . During the same period, the absorption rate among youth decreased by 4,5 percentage points to 26,2% from 30,7% compared to 51,8% from 58,2% among adults (6,4 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 2017 and 2022, 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, 2017 and 2022

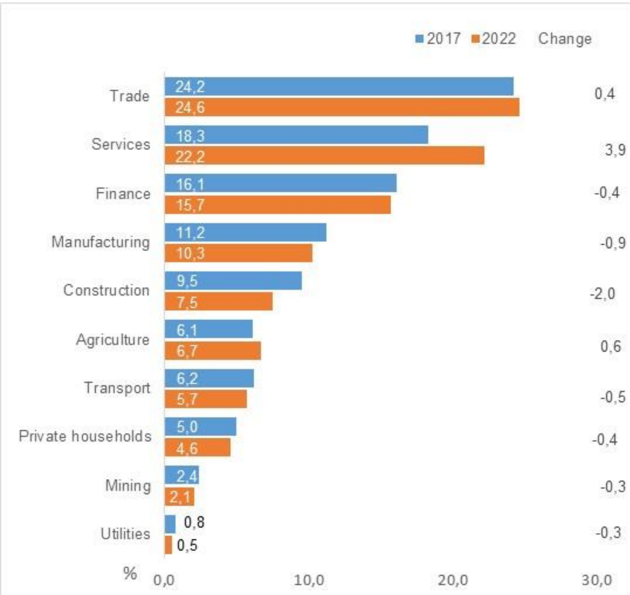


Figure 6.4: Employed youth by occupation, 2017 and 2022

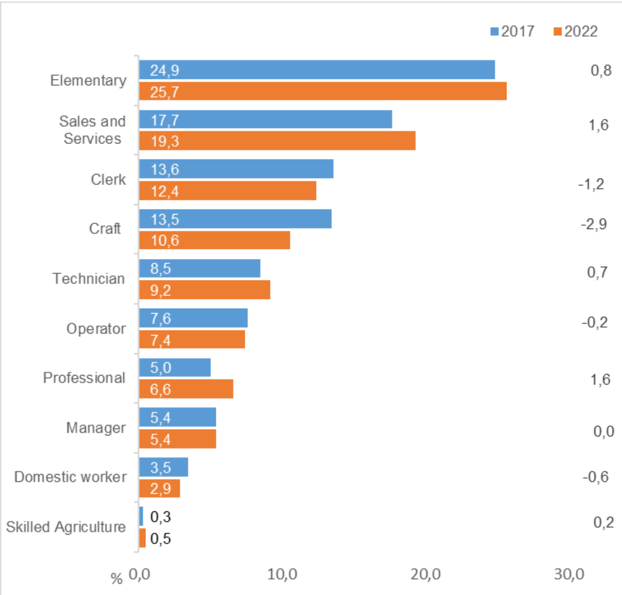
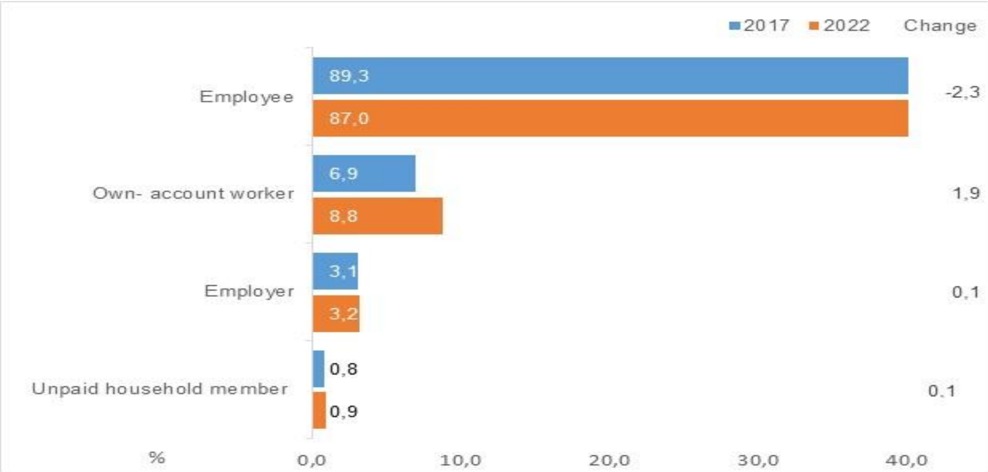


Figure 6.3 indicates that six in every ten employed youth were working in either Trade, Community and social services or Finance industries. Community and social services, Agriculture and Trade industries realised employment gains between 2017 and 2022, while other industries showed a decline in employment. 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 2017 and 2022, Elementary and Sales occupations contributed the highest shares to youth employment. Sales and Services and Professional recorded increases in the proportion of youth employed by 1,6 percentage points. The largest decline was recorded in Craft (2,9 percentage points) and Clerk (1,2 percentage points) during the same period. The Skilled Agriculture and Domestic worker occupations had the lowest share of youth employment.

Figure 6.5 Youth employment by status



Over 89% of employed youth in 2017 were employees, and the rate declined by 2,3 percentage points to 87,0% in 2022. Employed youth who were own-account workers increased by 1,9 percentage points to 8,8% in 2022 while a mere 3,2% were working as employers.

Figure 6.6a: Rate of vulnerable employment for men by province, 2017 and 2022

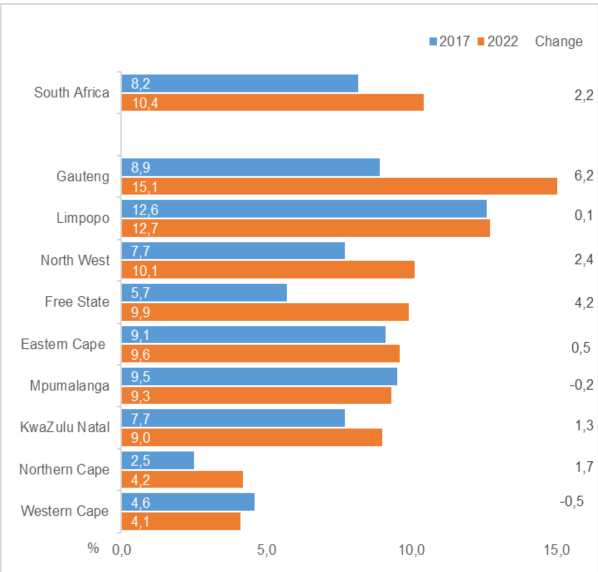
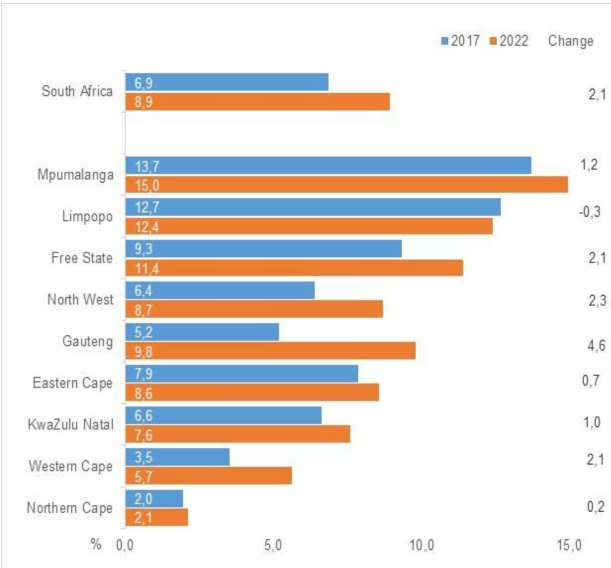


Figure 6.6b: Rate of vulnerable employment for women by province, 2017 and 2022



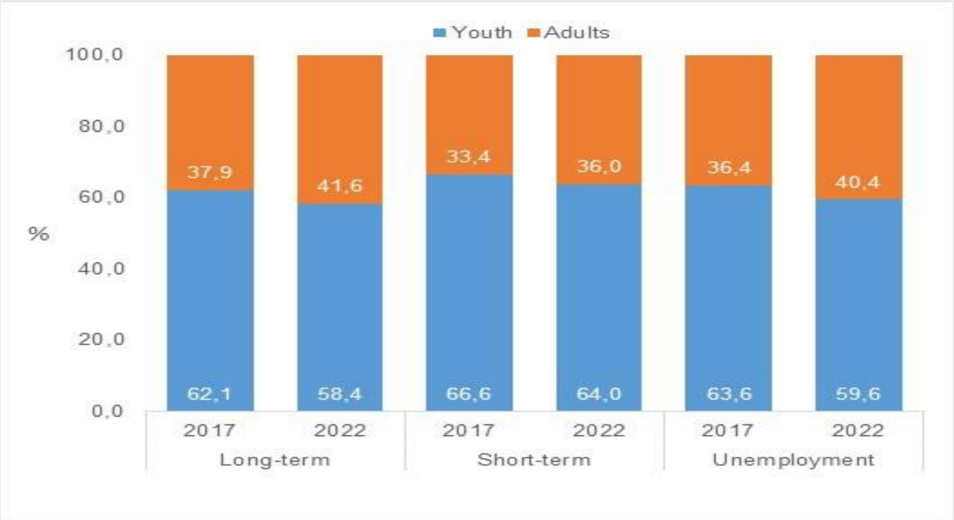
Workers in vulnerable employment as the sum of own-account workers and contributing family workers. They are less likely to have formal work arrangements, and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organisations. Vulnerable employment is often characterised by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights[15]

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 highest in Gauteng (15,1%), Limpopo (12,7%) and North West (10,1%) in 2022. The highest percentage of women in vulnerable employment was recorded in Mpumalanga (15,0%), Limpopo (12,4%) and Free State (11,4 %) 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 Gauteng (6,2 percentage points) between 2017 and 2022. The prevalence of vulnerable employment for women increased in all the provinces except in Limpopo which recorded a decline of 0,3 of a percentage point in 2022. 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 Western Cape, Free State and Mpumalanga in 2022.

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, 2017 and 2022



Long-term unemployment refers to people who have been unemployed for 12 months or more.[16] In the labour market, young people aged 15–34 years accounted for the largest share of unemployed persons, which was also the case when looking at the share of those in long-term and short-term unemployment. In 2017, youth accounted for 62,1% of the long-term unemployed, however, the rate declined to 58,4% in 2022. Over the period, the share of youth in both long-term and short-term unemployment declined while the share for adults increased in long-term unemployment. The share of youth in short-term unemployment decreased by 2,6 percentage points, from 66,6% in 2017 to 64,0% in 2022, while the share of adults in short-term unemployment increased over the same period by 2,6 percentage points from 33,4% to 36,0%.

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

[15] http://www.ilo.org/global/about-the-ilo/mission-and-objectives/features/WCMS_120470
[16] https://data.oecd.org/unemp/long-term-unemployment-rate.htm

characteristics in that labour force surveys show that higher levels of education are generally associated with employment opportunities.[17]

Figure 6.8: Education level of youth in the labour force, 2017 and 2022

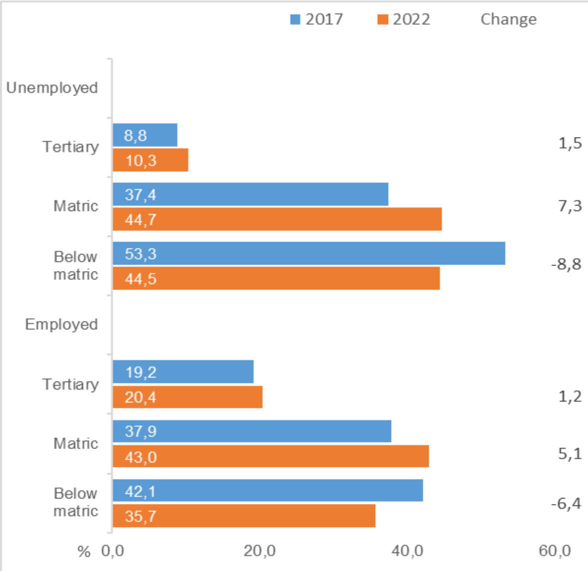


Figure 6.9: Education level of youth in the labour force by sex, 2022

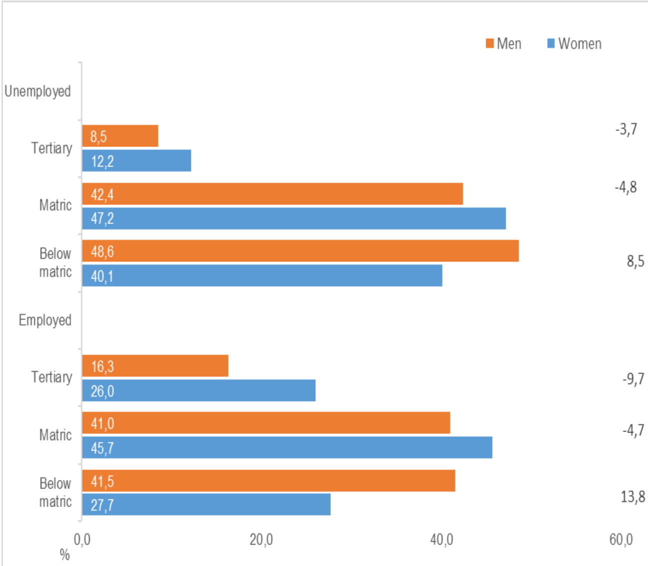


Figure 6.8 indicates that the level of education has an effect on employability. The higher the education level one possesses, the more likely it is that they are to be employed. In 2022, of those that were unemployed, 44,5% did not finish their matric, 44,7% had completed their matric and only 10,3% had a tertiary education. Compared to 2017, there has been an increase in the number of those who are unemployed who completed their matric by 7,3 percentage points and a decline among the unemployed who did not complete their matric by 8,8 percentage points. Among the employed, persons with matric recorded the largest share (43,0%) in 2022, followed by those without matric (35,7%) and those with a tertiary qualification (20,4). Figure 6.9 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, 26,0% of women had a tertiary qualification and 45,7% had a matric qualification compared to 16,3% and 41% respectively among men.

Figure 6.10: Youth unemployment rate by level of education, 2017 and 2022

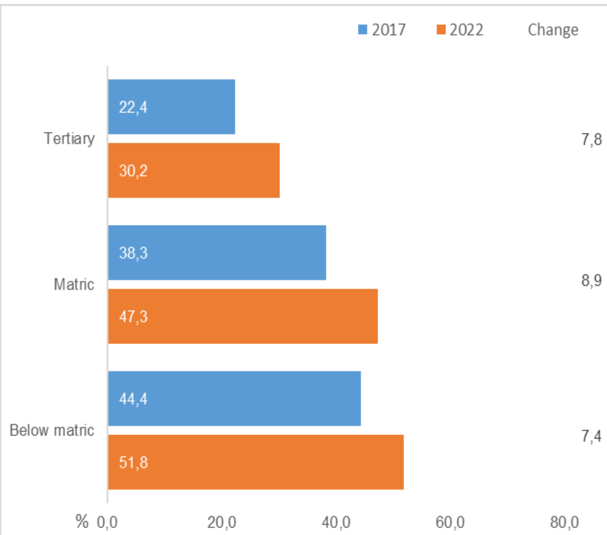
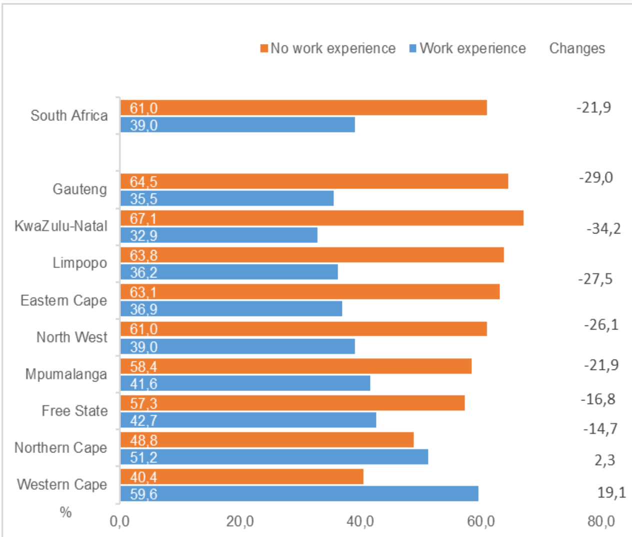


Figure 6.11: Unemployed youth by work experience and Province, 2022



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

Figure 6.10 shows that young people with a higher level of education experience a lower unemployment rate. Between 2017 and 2022, the youth unemployment rate increased across all education levels with the highest increase recorded for young people with a matric qualification by 8,9 percentage points, followed by those with a tertiary qualification by 7,8 percentage points and young people without a matric qualification increasing by 7,4 percentage points.

Figure 6.11 shows chances of finding employment are more likely to increase with previous work experience. In 2022, 61,0% 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 (67,1%), Gauteng (64,5%), Limpopo (63,8%), Eastern Cape (63,1%), North West (61,0%), Mpumalanga (58,4%) and Free State (57,3%) recorded the highest percentage of unemployed youth with no previous work experience. Western Cape (59,6%) and Northern Cape (1,2%) 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 is those that have become disengaged from the labour market as discouraged work seekers and those that are not in employment, education or training (NEET). The latest global estimates for NEET is reported as a rise in this group by 1.5 percentage points to 23,3 percent in 2020, noted as a 15 year high. This group of young people are at a risk of experiencing deteriorating labour market outcomes, followed by 'scarring effects'.[18]

Figure 6.12: Distribution of the discouraged youth by the level of education, 2017 and 2022

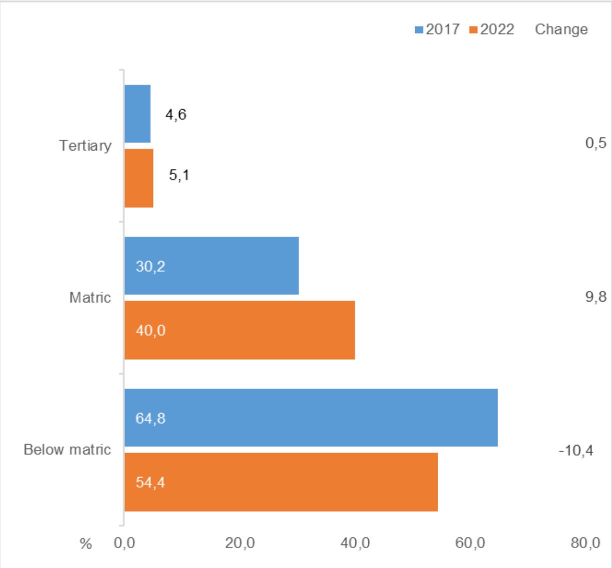
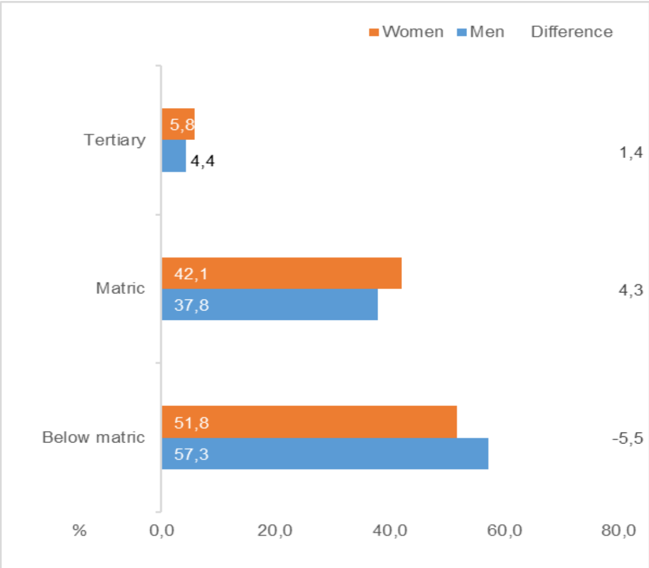


Figure 6.13: Distribution of the discouraged youth by sex, 2022



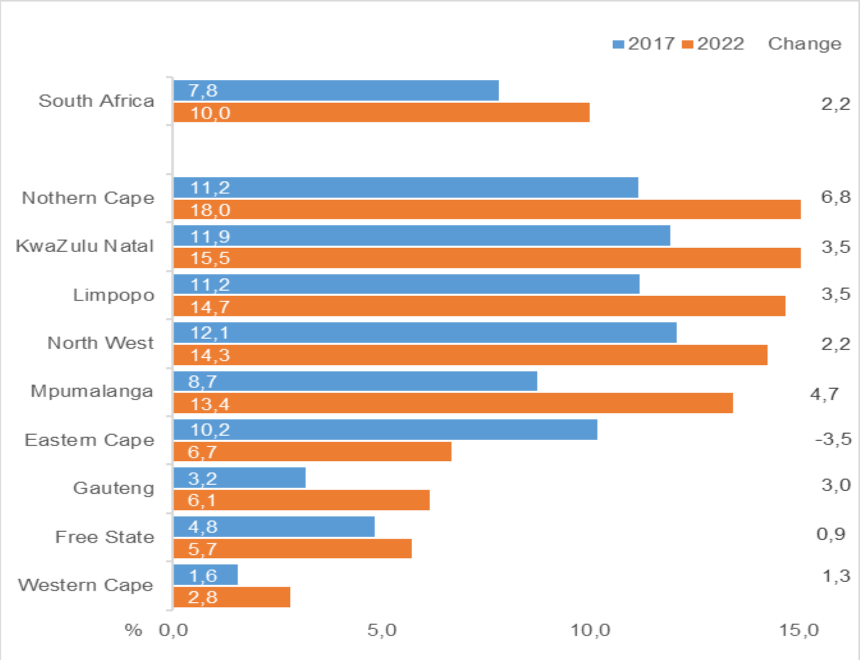
Discouraged work-seekers are persons who, while willing and able to engage in a job, are not seeking work or have ceased to seek work because they have lost hope of finding a job and they believe that there are no suitable available jobs.[19] Figure 6.12 indicates that in 2022, youth with a tertiary 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 (54,4%). However, this was the only group to reflect a decline in its share relative to other education categories over the period.

In 2022, youth without matric was about 11 times more likely to be discouraged compared to those with a tertiary qualification. Between 2017 and 2022, the largest increase in discouraged youth was among those with a matric

[18] https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_853078/lang--en/index.htm
[19] https://stats.oecd.org/glossary/detail.asp?ID=645

qualification, increasing from 30,2% in 2017 to 40,0% in 2022. A similar picture is evident by sex, where a higher proportion of young women and men (51,8 % and 57,3%, 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.

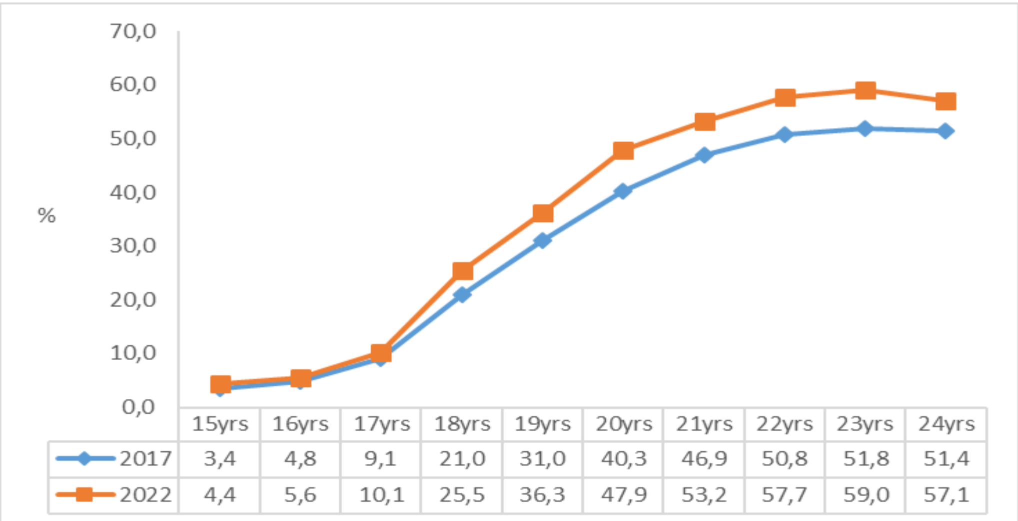
Figure 6.14: Share of discouraged youth by province, 2017 and 2022



Nationally, the proportion of youth who were discouraged increased by 2,2 percentage points from 7,8 % in 2017 to 10,0 % in 2022. In 2022, the highest proportions of discouraged youth were in Northern Cape (18,0%), KwaZulu Natal (15,5%), Limpopo (14,7%), North West (14,3%) and Mpumalanga (13,4%). All the provinces recorded increases in the number of youth who were discouraged between 2017 and 2022 with the Northern Cape having the largest increase by 6,8%. The Western Cape recorded the lowest share of discouraged youth in both 2017 and 2022.

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

Figure 6.15: NEET rate for youth aged 15–24 years in single years, 2017 and 2022



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2017	3,4	4,8	9,1	21,0	31,0	40,3	46,9	50,8	51,8	51,4
2022	4,4	5,6	10,1	25,5	36,3	47,9	53,2	57,7	59,0	57,1

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 2017 and 2022, the problem of young people

who are NEET has increased across all age groups. The highest increase was among youth aged 20 years by 7,6 percentage points, from 40,3% in 2017 to 47,9% in 2022.

Figure 6.16: NEET rate for youth aged 15–24 by population group, 2017 and 2022

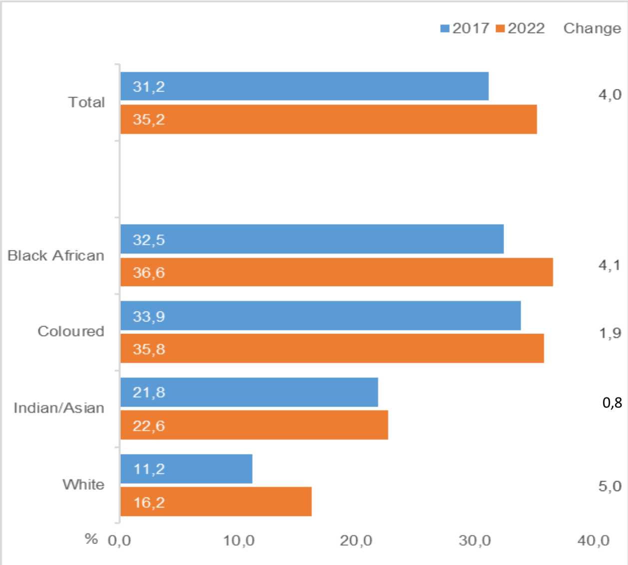
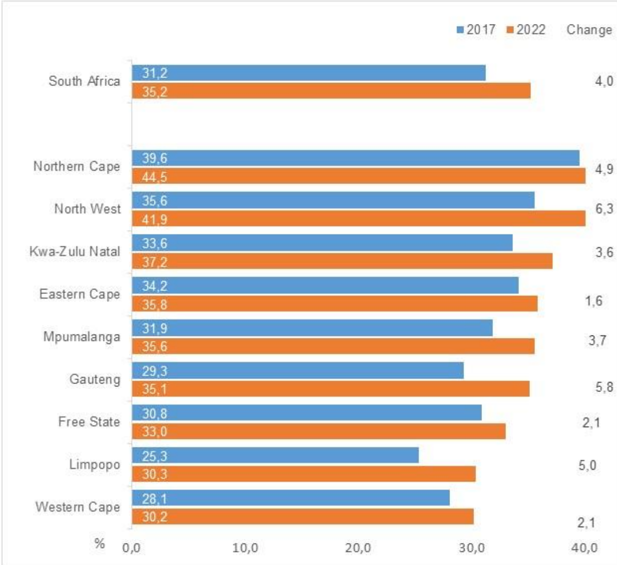


Figure 6.17: NEET rate for youth aged 15–24 by province, 2017 and 2022



In 2022, 35,2% of young people in South Africa were not in employment, education or training, and the rate increased by 4,0 percentage points from 31,2% in 2017. The NEET rate differs among the population groups. Between 2017 and 2022 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 years were neither in employment, education or training. The NEET rate increased for all population groups between 2017 and 2022 with whites recording the highest increase by 5,0 percentage points, however with the lowest NEET rate of the population groups. Provincially, the highest NEET rate was recorded in Northern Cape (44,5%) while the Western Cape had the lowest NEET rate (30,2%) in 2022. North West recorded the largest increase by 6,3 percentage points from 35,6% to 41,9% comparing 2017 and 2022.

Figure 6.18: NEET rate for youth aged 15–24 by sex, 2017 and 2022

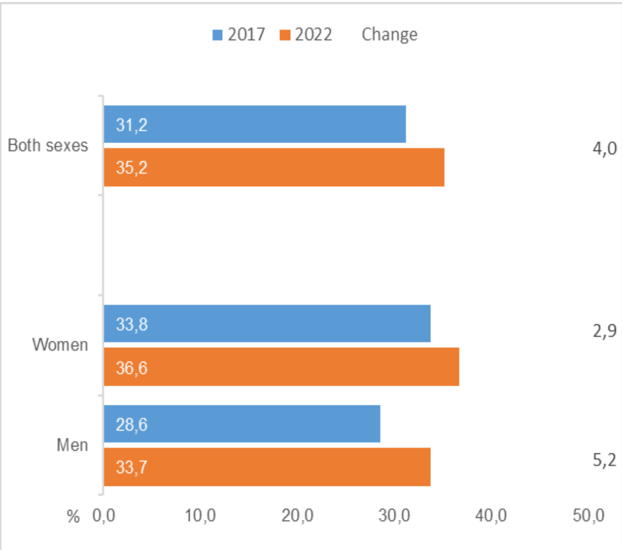
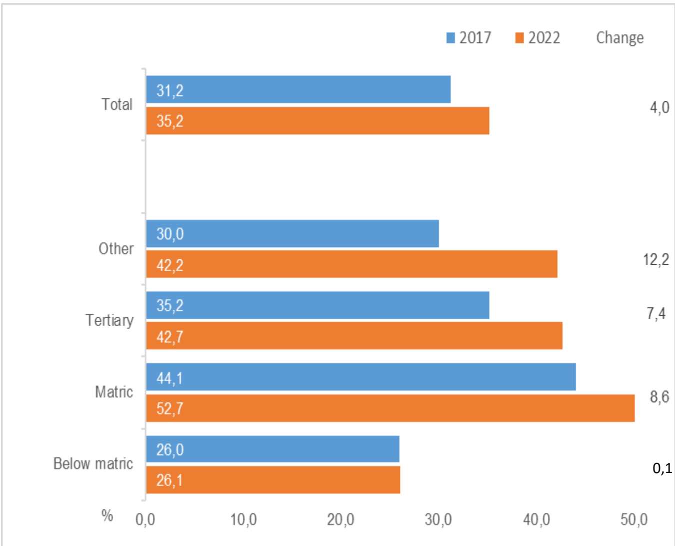


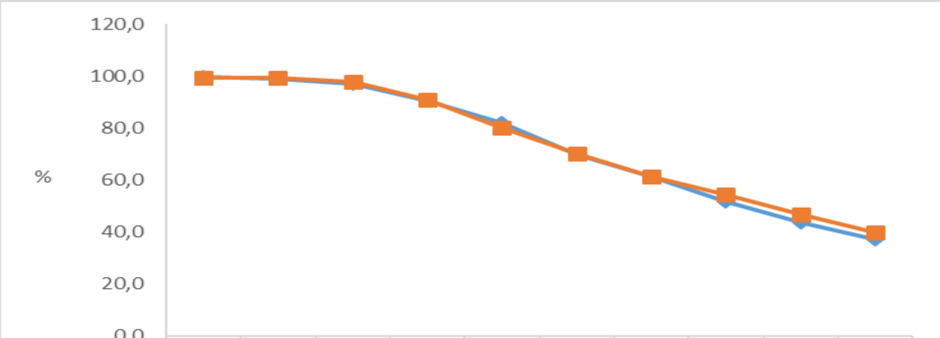
Figure 6.19: NEET rate for youth aged 15–24 by the level of education, 2017 and 2022



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 2022, 36,6% of young women aged 15-24 were NEET, while the rate among young men was 2,9 percentage points lower, at 33,7%. 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 2022.

Figure 6.20: Inactivity rate of youth, 2017 and 2022



	15yrs	16yrs	17yrs	18yrs	19yrs	20yrs	21yrs	22yrs	23yrs	24yrs
2017	99,7	99,1	97,2	90,3	82,1	69,7	61,2	51,9	43,5	37,1
2022	99,4	99,2	97,9	90,8	80,2	70,2	61,3	54,3	46,8	39,9

Figure 6.20 indicates that the inactivity rate declines with age. Between 2017 and 2022 there has been an increase in the number of youth who are not economically active (or out of the labour force). The highest increase in youth that are not economically active was among those aged 24 years, with a rise of 3,3 percentage points in 2022. Young people aged 15 years and 19 years are the only groups that recorded a decline in inactivity rate by 0,3 of a percentage point and 1,9 percentage points respectively.

Summary and conclusion

- The number of young people aged 15–34 years in the working-age population increased consecutively over the six year period, the number increased from 20,1 million in 2017 to 20,7 million in 2022 (an increase of 579 000).
- 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 2017–2022, the unemployment rate for youth was more than double the rate of adults.
- Of the 15,5 million people employed in 2022, youth accounted for 33,9%. Trade, Community and Social Services and Finance industries provided more job opportunities for the youth compared to other industries. Between 2017 and 2022, Elementary and Sales occupations contributed the highest shares to youth employment.
- 87% of employed youth in 2022 were employees, 8,8% were as own-account workers while a mere 3,2% were employers.
- Between 2017 and 2022, young people aged 15–34 years accounted for the largest share of unemployed persons in long-term and short-term unemployment.
- Of the young people that were unemployed, 44,5% did not finish matric, 44,7% had completed matric and only 10,3% had a tertiary education. Young people with a higher level of education experience lower unemployment rates, high partication rates and high absorption rates.
- Chances of finding employment are more likely to increase with previous work experience. In 2022, 61,0% of unemployed youth in the country had no previous work experience.
- Between 2017 and 2022 there has been an increase in the number of youth who are not economically active (or out of the labour force). Youth without matric was about 11 times more likely to be discouraged compared to those with a tertiary qualification.
- Young women are more likely to be NEET than young men.The NEET rate among youth with higher levels of education was higher than that of those with a lower level of education.

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.[20] 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[21].

Production of goods and services for own final consumption by household members is a significant part of total production in many countries[22]. As measured by the Quarterly Labour Force Survey (QLFS) in the South African context, this production of goods and services by household members for own final use includes activities such as subsistence farming, fetching water or collecting wood or dung, production of other goods for household use, construction or major repairs to own or household dwelling or structure, and hunting or fishing for household use. In defining the production boundary, the 1993 System of National Accounts (SNA) recommends that the production of goods or services for own final use consumption should be measured when the amount produced is believed to be quantitatively important in relation to the total supply of the goods in the country.

Introduction

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

Table 7.1: Types of own-use activities, 2017–2022

	2017	2018	2019	2020	2021	2022
	Thousand					
Subsistence farming	1 914	1 835	1 936	2 647	2 517	2 254
Fetching water or collecting wood/dung	4 574	4 454	4 220	4 545	4 587	4 261
Produce other goods for household use	141	163	188	201	260	273
Construction or major repairs to own or household dwelling/structure	587	401	430	459	430	511
Hunting or fishing for household use	31	33	29	45	54	46
Involvement in at least one activity	**6 003**	**5 679**	**5 510**	**6 195**	**6 057**	**5 798**
	% of working-age					
Subsistence farming	5,1	4,8	5,0	6,8	6,3	5,6
Fetching water or collecting wood/dung	12,3	11,8	11,0	11,6	11,6	10,6
Produce other goods for household use	0,4	0,4	0,5	0,5	0,7	0,7
Construction or major repairs to own or household dwelling/structure	1,6	1,1	1,1	1,2	1,1	1,3
Hunting or fishing for household use	0,1	0,1	0,1	0,1	0,1	0,1
Involvement in at least one activity	**16,1**	**15,0**	**14,3**	**15,8**	**15,3**	**14,4**

Table 7.1 shows number and percentage comparisons between types of own-use activities from 2017 and 2022 performed by household members aged 15-64 years. Fetching water or collecting wood was the main

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

type of activity undertaken by household members for own-use over the period 2017– 2022. The proportion of the working-age population engaged in this activity decreased by 1,7 percentage points to 10,6% in 2022 from 12,3% in 2017. 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 fetched or collected wood/dung between 2017 and 2022.

Table 7.2: Engagement in at least one own-use activity, 2017–2022

	2017	2018	2019	2020	2021	2022	Changes 2022-2017
	Thousand						
South Africa	**6 003**	**5 679**	**5 510**	**6 195**	**6 057**	**5 798**	**-205**
Men	2 697	2 547	2 502	2 852	2 809	2 738	41
Women	3 306	3 133	3 008	3 343	3 248	3 060	-246
Age groups							
15-24yr	2 036	1 909	1 707	1 900	1 786	1 611	-425
25-34yr	1 581	1 436	1 450	1 630	1 636	1 526	-54
35-44yr	1 059	1 022	1 007	1 126	1 113	1 140	82
45-54yr	776	759	796	873	879	891	115
55-64yr	552	553	550	666	644	629	78
Population group							
Black/African	5 825	5 489	5 336	5 987	5 789	5 551	-274
Coloured	73	96	91	99	172	156	83
Indian/Asian	36	24	11	14	20	23	-13
White	68	70	72	96	76	68	0
Province							
Western Cape	68	126	88	162	225	252	184
Eastern cape	1 256	1 321	1 324	1 522	1 528	1 339	84
Northern Cape	115	106	127	135	129	109	-6
Free State	157	147	181	271	90	106	-51
KwaZulu-Natal	1 822	1 746	1 733	1 973	1 999	1 959	137
North West	448	517	407	414	483	554	106
Gauteng	440	188	181	178	151	201	-239
Mpumalanga	639	521	553	606	577	536	-104
Limpopo	1 059	1 008	915	934	874	742	-317

There was an increase of 41 000 in the number of men who were engaged in at least one own-use activity and a decrease of 246 000 amongst women between 2017 and 2022. In terms of age group, there has been an increase over the period across all age groups except for those 15–24 and 25-34 years. The largest increase was observed among persons aged 45-54 years (115 000), followed by those aged 35–44 years (82 000).

In terms of a population group, an increase was only observed among coloured population group by 83 000 and decrease in other population groups; 274 000 among black/African; 13 000 Indian/Asian and white remained unchanged. The number of persons who were engaged in at least one own-use activity declined in five of the nine provinces, Limpopo (down by 317 000), Gauteng (down by 239 000), Mpumalanga (down by 104 000), Free State (down by 51 000) and Northern Cape (down by 6 000). Provinces that recorded increases over the period were Western Cape (up by 184 000), KwaZulu-Natal (up by 137 000), North West (up by 106 000) and Eastern Cape (up by 84 000).

Figure 7.3a: Distribution of those engaged in at least one activity for own-use by sex, 2022

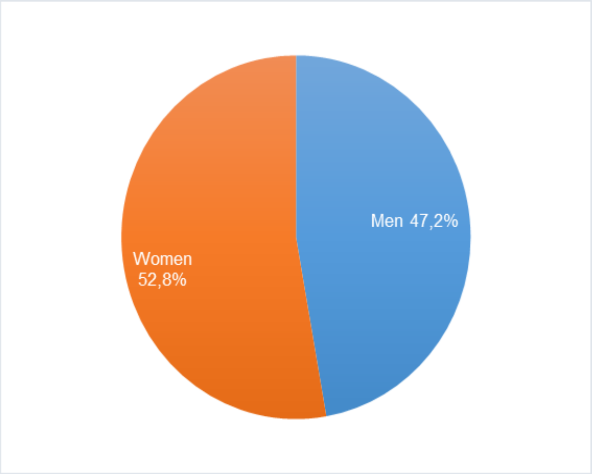
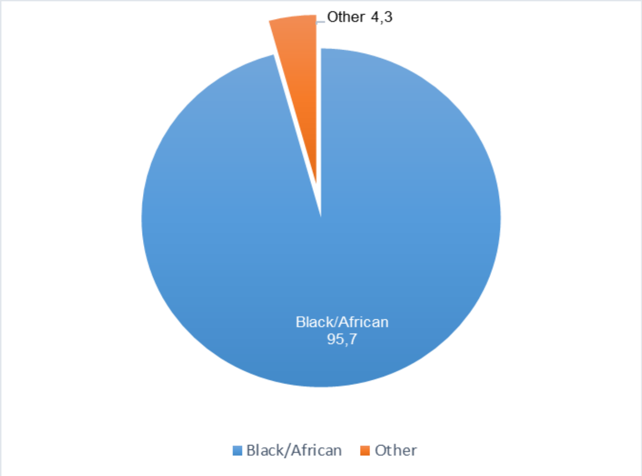


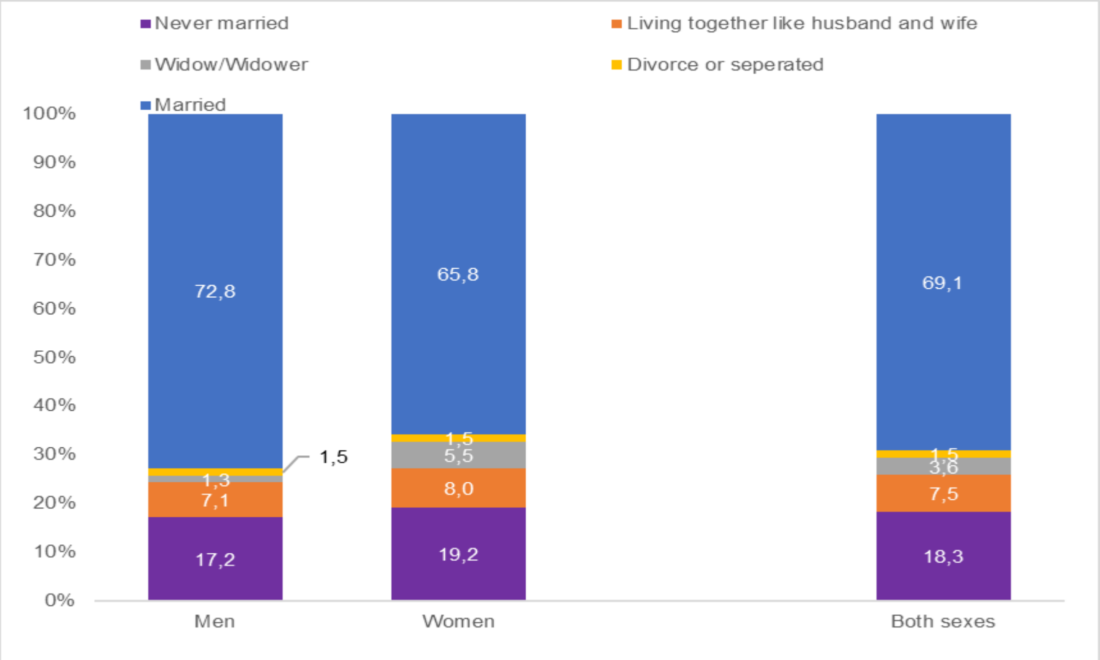
Figure 7.3b: Distribution of those engaged in at least one activity for own-use by population group, 2022



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

Women are more likely to perform activities for own-household consumption than men. In 2022, the distribution of the working-age population engaged in at least one activity for own-use revealed that women accounted for a larger share (52,8%) than men (47,2%). During the same period, black Africans accounted for the largest share (95,7%) of involvement in own-use activities when compared to other population groups.

Figure 7.3c: Distribution of those engaged in at least one activity for own-use by marital status and sex, 2022



The figure above indicates that majority of households that engaged in at least one activity for own-use are married for both men (72,8%) and women (65,8%). Never married women were more likely to be engaged in own-use production activities than never married men (17,2% for men and19,2% for women). Widowed men accounted for the 1,3% share in terms of undertaking at least one own-use activity while among women, those who were divorced or separated accounted for the lowest share in terms of undertaking at least one own-use activity (1,5%).

Figure 7.3d: Distribution of those engaged in at least one activity for own-use activities by age, 2017 and 2022

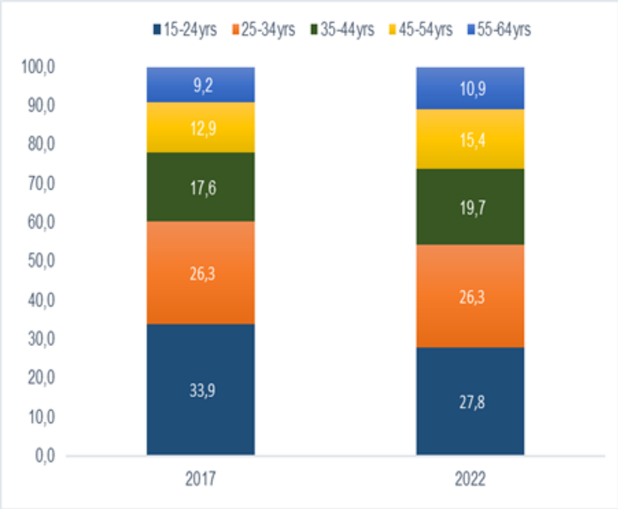


Figure 7.3d: Distribution of those engaged in at least one activity for own-use activities by education, 2017 and 2022

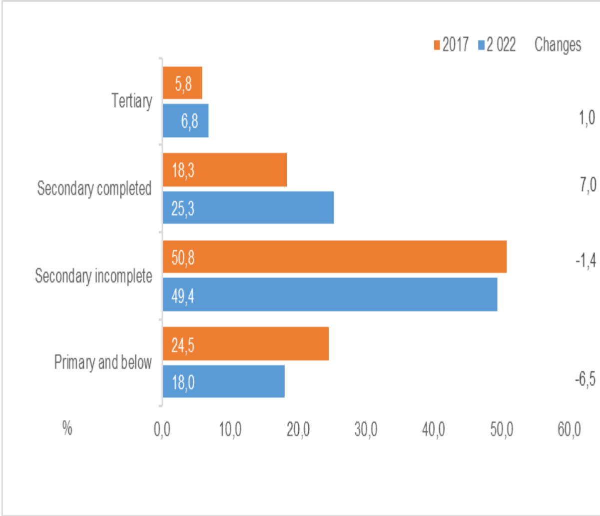
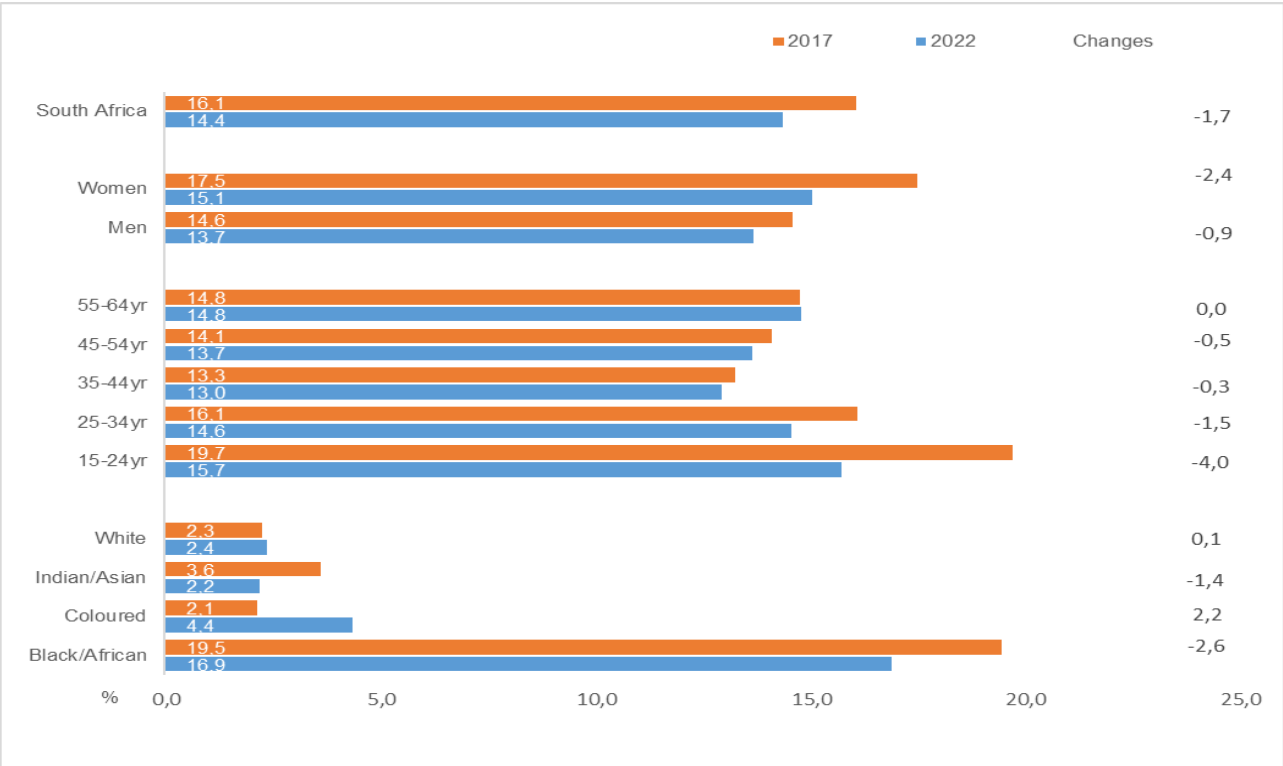


Figure 7.3d illustrates that young people are more likely to participate in at least one activity for own-use than adults. In 2022, young people aged 15–24 years accounted for the largest share of those who were engaged in at least one activity for own-use (27,8%), followed by those aged 25–34 years (26,3%), while adults aged 55–64 years (10,9%) accounted for the lowest share of those who were engaged in such activities. Those who had an incomplete secondary level of education accounted for the largest share of persons who engaged in own-use activities in 2022 (49,4%); a decrease of 1,4 of a percentage point from 50,8% in 2017. Those with a tertiary qualification accounted for the lowest share of 6,8% in 2022, an increase of 1,0 of a percentage point from 2017.

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

Figure 7.4.1: Involvement in at least one own-use activity as a proportion of the working-age population by sex, age group and population group, 2017 and 2022



A proportion of the working-age population which engaged in at least one activity for own-use decreased by 1,7% between 2017 and 2022. The proportion of women who were engaged in activities for own-use only decreased by 2,4 percentage points between 2017 and 2022 and was higher than that of men. The proportion of men decreased from 14,6% in 2017 to 13,7% in 2022. The age group distribution shows that the largest decrease was among those aged 15–24 years by 4,0 percentage points, from 19,7% in 2017 to 15,7% in 2022. A proportion of the working-age population engaged in activities for own-use decreased among black Africans from (19,5% in 2017 to 16,9% in 2022), while other population groups reported proportions below 5,0%.

Figure 7.5: Engagement in at least one own-use activity by province, 2017 and 2022

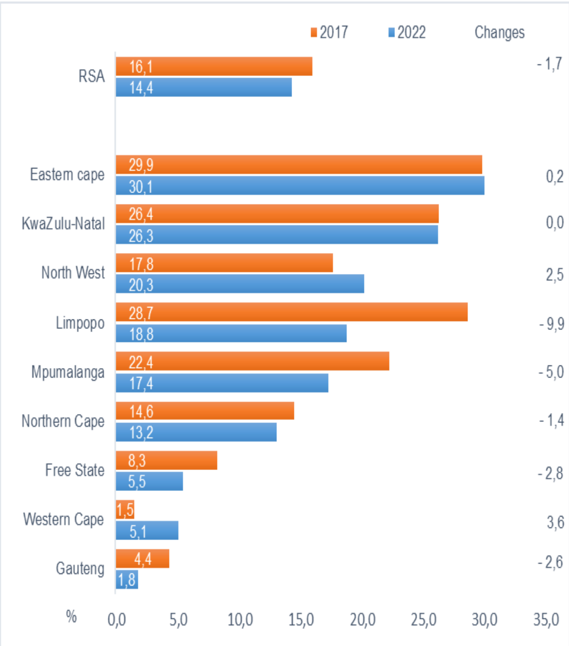
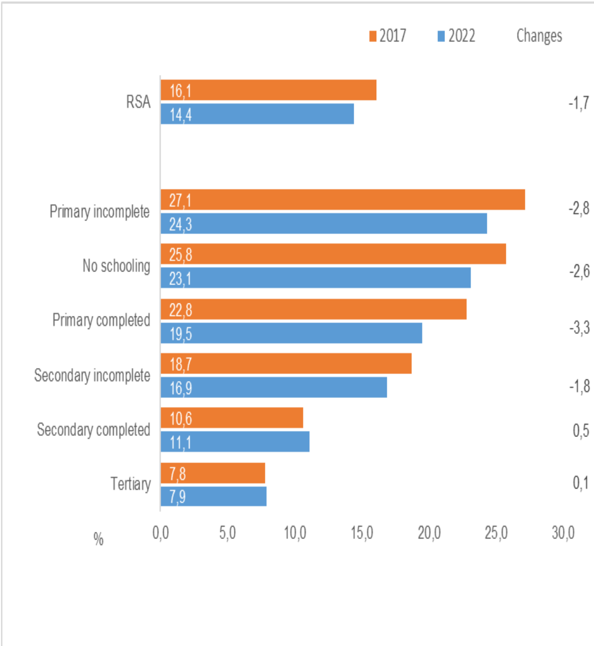


Figure 7.6: Engagement in at least one own-use activity by education, 2017 and 2022



Eastern Cape, KwaZulu-Natal and North West accounted for the highest share of the working-age population engaged in at least one own-use activity. Between 2017 and 2022, the proportion of persons engaged in at least one own-use activity decreased in five of the nine provinces. The largest increase was recorded in Eastern Cape by 0,2 percentage points, from 29,9% in 2017 to 30,1% in 2022. A proportion of the working-age population engaging in at least one own-use activity was the lowest in Free State, Western Cape and Gauteng. Figure 7.6 shows that those with lower levels of education were more likely to be engaged in at least one own-use activity. In 2022, 24,3% of people with primary education incomplete were engaged in these activities compared to 7,9% of those with a tertiary education level. The proportion declined by 2,8 of a percentage point in 2022 among those with primary education incomplete and a slight increase of 0,1% among those with tertiary qualifications.

Summary and conclusion

- Fetching water or collecting wood was the main type of activity undertaken by household members aged 15–64 years for own-use over the period 2017–2022. The proportion of the working-age population engaged in this activity decreased to 10,6% in 2022 from 12,3% in 2017.

- 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 EasternCape; KwaZulu-Natal and North West.

Chapter 8: Migration

Key migration concepts

International migrants is defined as "all persons who are usual residents of that country and who are citizens of another country (*foreign population*) or whose place of birth is located in another country (*foreign-born population*)"

Foreign-born population of a country includes all persons who have that country as the country of their usual residence and whose place of birth is located in another country.

International migrant workers is meant to measure the current labour attachment of international migrants in a country, irrespective of the initial purpose of migration, and of others who are not usual residents of the country but have current labour attachment in the country of measurement.

Background

Migration is about people. It is about those who cross borders, those who stay behind, and those who receive them. When people move to a new country, their decision to move has economic and social consequences for themselves, their communities of origin, and their destinations.

Movement of persons from one geographical area to another is one of the aspects that contribute to population change – like births and deaths, migration also shapes our changing population. Migration patterns are captured between provinces (inter-provincial migration) as well as between South Africa and other countries (international migration). Migration occurs for a range of reasons. People move from rural to urban areas, some move from one province to another, some even move to and from other countries. The reasons for moving include economic, social, studies, housing, career or business opportunities, etc.

Statistics South Africa conducted the first Migration module by including questions on migration in the Quarterly Labour Force Survey for the first time in the third quarter of 2012. The second module was conducted in the third quarter of 2017 and the latest module was collected in the third quarter of 2022. Section 8 of the QLFS questionnaire includes questions to support identification of international migrants residing in private households in South Africa. These migration questions were posed to all persons aged 15 years and older. The information collected would serve to produce statistics on one key component of international labour migration, i.e. international migrant workers living in private households based on the criteria of place of birth (ie foregin born population). The 'Place of birth' criterion is preferred as it avoids double-counting.

Introduction

The analysis in this chapter focuses on comparing South African-born and foreign-born population in terms of their demographic characteristics and their labour market outcomes. For those who migrated in the five years preceding the survey interview, reasons for moving to the current province of residence as well as reasons for moving from the previous place of residence were also established.

Place of birth

Table 8.1: Distribution of working-age population by place of birth, 2017 and 2022

Place of birth	2017	2022	Change
	Thousand		
Foreign-born	1 984	2 182	198
RSA-born	35 387	38 127	2 740
Unspecified	2	12	10
Total	**37 373**	**40 322**	**2 948**
	Per cent		
Foreign-born	5,3	5,4	0,1
RSA-born	94,7	94,6	-0,1
Unspecified	0,0	0,0	0,0
Total	**100,0**	**100,0**	**0,0**

The working-age population increased by 2,9 million from 37,4 million in 2017 to 40,3 million in 2022. In 2022 about 94,6% of the working-age population were born in South Africa and 5,4% were born outside of South Africa. The percentage of the foreign-born working-age population increased by 0,1 of a percentage point, from 5,3% in 2017 to 5,4% in 2022.

Figure 8.1: Place of birth by sex, 2017 and 2022

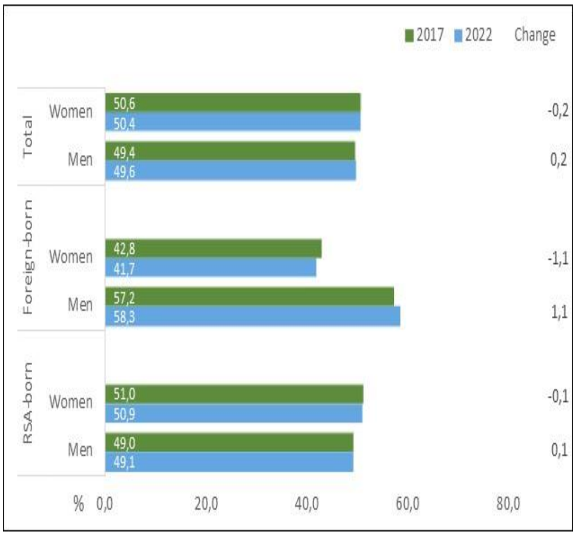
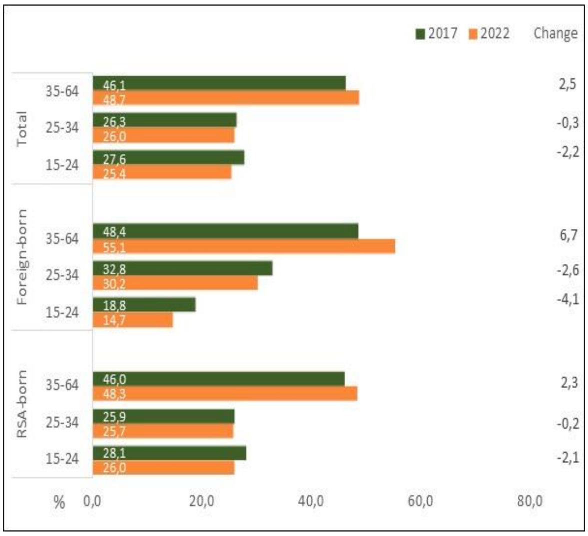
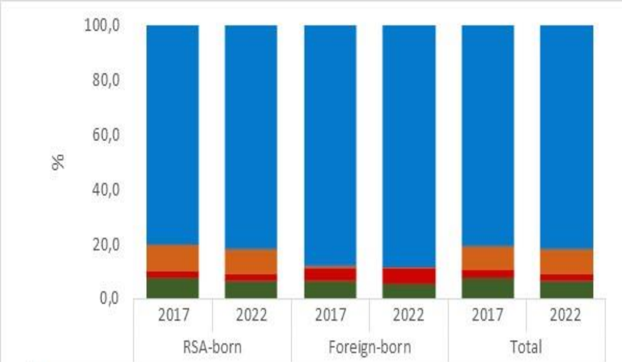


Figure 8.2: Place of birth by age, 2017 and 2022



Foreign-born persons in South Africa were more likely to be men (58,3%) than women (41,7%). Among those who were born in the country, womenaccounted for the largest shares in both years relative to their male counterparts. However, the share of women born in South Africa declined by 0,1 of a percentage point over the period 2017–2022. Among the foreign-born population, persons aged 35–64 accounted for the larger proportions compared to other age groups. Over the period 2017 to 2022, the proportions of the foreign-born aged 35–64 increased by 6,7 percentage points while it declined by 2,6 percentage points for those aged 25–34. Foreign-born populationaged 15–24 accounted for 18,8% in 2017 and 14,7% in 2022. On the other hand, among those who were born in South Africa aged 15–24 accounted for 28,1% in 2017 and 26,0% in 2022.

Figure 8.3: Place of birth by population group, 2017 and 2022



	RSA-born 2017	RSA-born 2022	Foreign-born 2017	Foreign-born 2022	Total 2017	Total 2022
Black African	79,7	81,2	87,5	88,0	80,1	81,5
Coloured	9,6	9,3	1,2	0,4	9,1	8,8
Indian/Asian	2,6	2,4	4,3	5,7	2,7	2,6
White	8,1	7,1	7,0	5,8	8,1	7,0

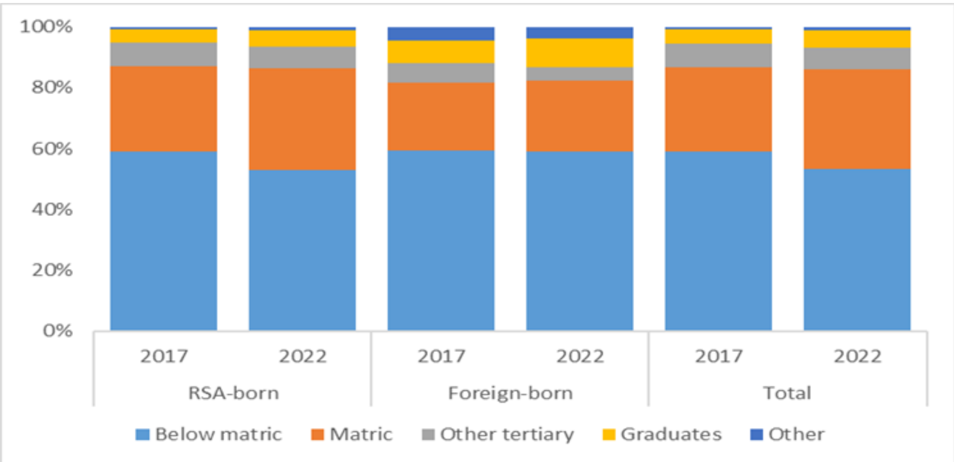
Figure 8.4: Place of birth by marital status, 2017 and 2022

Note: Separated includes divorced and widow/widower.

Irrespective of the place of birth, the majority of the working-age population were black Africans. In both 2017 and 2022, the coloured population was the second-largest population group followed by the white and Indian/Asian population groups among persons born in South Africa with Among the foreign-born, the second-largest population group was white followed by Indian/Asian while the coloured population group accounted for 1,2% in 2017 and decreased to 0,4% in 2022. However, the white population group among the foreign-born declined from 7,0% in 2017 to 5,8% in 2022.

Most persons born outside South Africa were married while among those born in the country, had never been married. The proportion of the foreign-born population who were married increased from 55,1% in 2017 to 60,6% in 2022 compared to 35,0% (2017) and 31,4% (2022) for the South African-born. The share of persons born in South Africa who were never married was 59,5% in 2017 and 63,7% in 2022, while for the foreign-born it was 40,8% in 2017 and 36,5% in 2022.

Figure 8.5: Place of birth by level of education, 2017 and 2022



*Note: Total includes "**Other**".*

Irrespective of place of birth, the majority of the working age population had an education level below matric. In both 2017 and 2022, the proportions of the foreign-born graduates were higher than for the South African-born graduates by 2,8 and 4,1 percentage points, respectively. In 2022, the South African-born population reflected the highest proportions for those with other tertiary and matric compared to those foreign-born.

International migrant workers

This section analyses the labour market status of foreign-born and RSA-born population. International migrant workers, (or immigrant workers), refer to the *foreign-born* (or foreign-national) population of working age who were part of the labour force in South Africa during the reference period.

Table 8.2: Labour market status by place of birth, 2017 and 2022

Status	Foreign-born population			RSA-born population			Total		
	2017	2022	Change 2022-2017	2017	2022	Change 2022-2017	2017	2022	Change 2022-2017
	Thousand			Thousand			Thousand		
Total (Working age population)	**1 984**	**2 182**	**198**	**35 387**	**38 127**	**2 740**	**37 373**	**40 322**	**2 948**
Labour force	**1 533**	**1 708**	**174**	**20 868**	**21 775**	**907**	**22 402**	**23 490**	**1 089**
Employed	1 251	1 397	145	14 939	14 365	-574	16 192	15 765	-426
Unemployed	282	311	29	5 929	7 410	1 481	6 210	7 725	1 515
Not economically active	**451**	**474**	**24**	**14520**	**16353**	**1833**	**14972**	**16831**	**1860**
Discouraged work-seekers	73	104	32	2 363	3 410	1 047	2 436	3 514	1 079
Other NEA*	378	370	-8	12 157	12 943	786	12 536	13 317	781

**NEA refers to Not Economically Active population.*
Note: population refers to those 15-64 years

The foreign-born working-age population increased by 198 000, from 2,0 million in 2017 to 2,2 million in 2022. There was an increase of 174 000 of international migrant workers from 1,5 million in 2017 to 1,7 million in 2022. Both the employed and the unemployed among foreign-born population increased by 145 000 and 29 000, respectively. The discouraged work-seekers among those born in South Africa increased by 1,0 million over the period, while that of foreign-born population 32 000 during the same period.

Figure 8.6: Labour market rates by place of birth, 2017

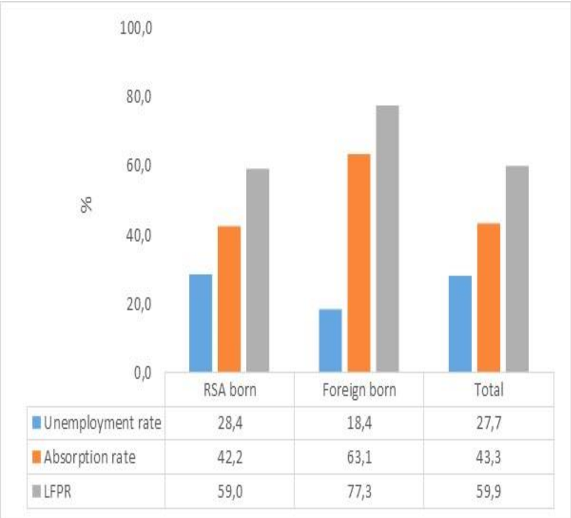
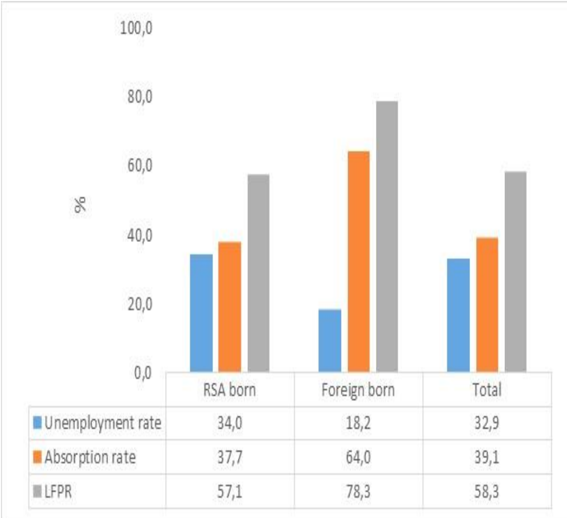
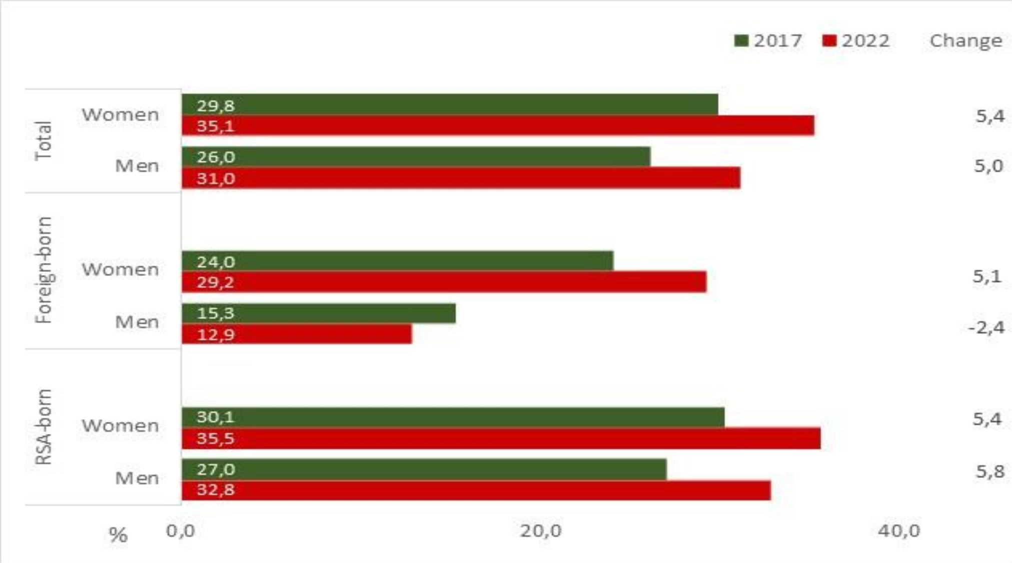


Figure 8.7: Labour market rates by place of birth, 2022



The unemployment rate among South African-born persons continues to be higher. It increased from 28,4% in 2017 to 34,0% in 2022, while for the foreign-born the rate remained below 20,0% (18,4% in 2017 and 18,2% in 2022). The absorption rate among South African born population was recorded at 42,2% in 2017 and 37,7% in 2022, which is below the national average.. The foreign-born population on the other, recorded an absorption rate of 63,1% in 2017 and 64,0% in 2022; higher than the national average. This is an increase of 0,9 of a percentage point in 2022. The labour force participation rate among foreign-born persons increased from 77,3% to 78,3% while for those born in the South Africa, the rate was 59,0% in 2017 and 57,1% in 2022.

Figure 8.8: Unemployment rate by place of birth and sex, 2017 and 2022



Irrespective of the place of birth, women recorded higher unemployment rates compared to men. The unemployment rate for the foreign-born men declined by 2,4 percentage points over the period 2017–2022 while for the South African-born men, the rate increased by 5,8 percentage points. The unemployment rate for the South African-born men was higher than the rate for the foreign-born men by 11,7 percentage points in 2017 and was higher by 19,9 percentage points in 2022. In both 2017 and 2022, the unemployment rate for the South African-born women was higher than the rate for the foreign-born women by more than 6,0 percentage points.

Table 8.3: Employment levels and shares for RSA-born and foreign-born population by industry, 2017 and 2022

	RSA-born				Foreign-born			
	2017		2022		2017		2022	
	Thousand	Per cent	Thousand	Per cent	Thousand	Per cent	Thousand	Per cent
Agriculture	717	4,8	794	5,5	94	7,5	78	5,6
Mining	410	2,7	384	2,7	36	2,9	22	1,6
Manufacturing	1 652	11,1	1 517	10,6	97	7,8	111	7,9
Utilities	147	1,0	113	0,8	6	0,5	4	0,3
Construction	1 201	8,0	1 013	7,1	163	13,0	210	15,0
Trade	2 969	19,9	2 804	19,5	316	25,2	441	31,6
Transport	917	6,1	871	6,1	70	5,6	68	4,9
Finance	2 323	15,6	2 262	15,7	140	11,2	118	8,5
Community and social services	3 442	23,0	3 711	25,8	175	14,0	138	9,9
Private households	1 157	7,7	886	6,2	155	12,4	201	14,4
Other	3	0,0	9	0,1		0,0	6	0,4
Total	**14 939**	**100,0**	**14 365**	**100,0**	**1 251**	**100,0**	**1 397**	**100,0**

While majority of South African-born population worked in Community and social services, the Trade industry provided the most employment opportunities for the foreign-born population compared to other industries. The share of those employed in this industry increased by 6,3 percentage points, from 25,2% in 2017 to 31,6% in 2022. The other industries that accounted for larger proportions among the foreign-born persons than among those born in South Africa include Construction, Private households and Agriculture in both 2017 and 2022. Both the Mining and Utilities industries reflected the lowest share of employment in both years irrespective of the place of birth.

Figure 8.9: Employment shares for RSA-born population by industry and sex, 2017 and 2022

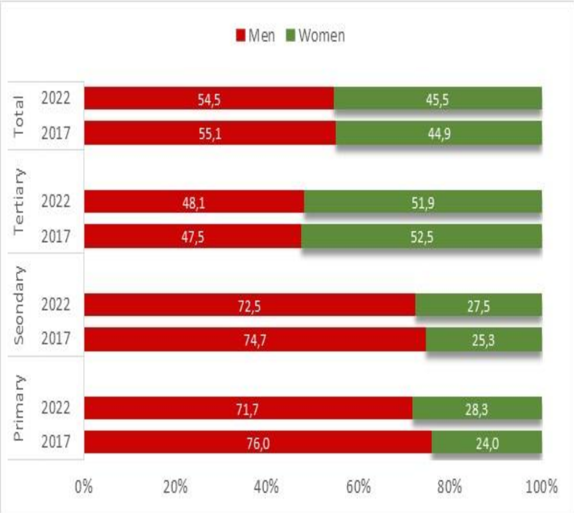
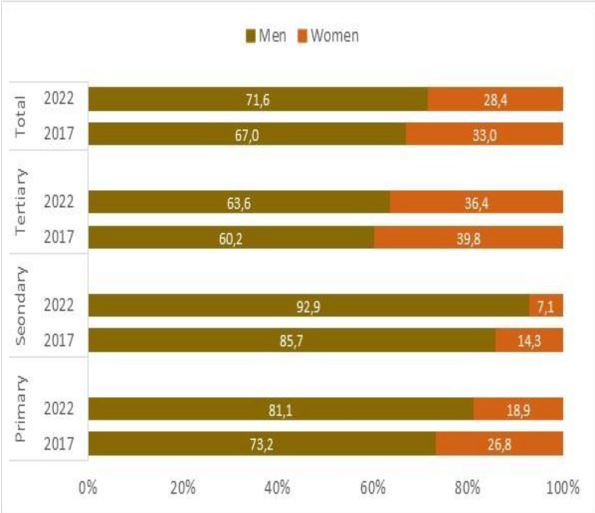


Figure 8.10: Employment shares for foreign-born population by industry and sex, 2017 and 2022



In every ten foreign-born employed persons, more than six were men in both 2017 and 2022. In 2022, foreign- born men accounted for 92,9% in the secondary industries, 81,1% in the primary industries and 63,6% in the tertiary industries compared to 7,1%, 18,9% and 36,4% respectively for women. Among the South African-born population, women (51,9%) were more likely to work in the tertiary industries relative to men (48,1%)in 2022. In both 2017 and 2022, South Africa-born men accounted for the largest share of above 70,0% in the primary and secondary industries.

Table 8.4: Employment levels and shares for RSA-born and foreign-born population by occupation, 2017 and 2022

	RSA-born				Foreign-born			
	2017		2022		2017		2022	
	Thousand	Per cent	Thousand	Per cent	Thousand	Per cent	Thousand	Per cent
Manager	1 264	8,5	1 324	9,2	134	10,7	155	11,1
Professional	895	6,0	985	6,9	65	5,2	64	4,6
Technician	1 385	9,3	1 475	10,3	64	5,1	65	4,6
Clerk	1 712	11,5	1 537	10,7	71	5,7	47	3,4
Sales and services	2 381	15,9	2 409	16,8	191	15,2	208	14,9
Skilled agriculture	63	0,4	64	0,4	6	0,5	10	0,7
Craft and related trade	1 714	11,5	1 399	9,7	206	16,5	264	18,9
Plant and machine operator	1 249	8,4	1 173	8,2	72	5,7	85	6,1
Elementary	3 337	22,3	3 305	23,0	333	26,6	365	26,1
Domestic worker	936	6,3	692	4,8	109	8,7	133	9,5
Other	5	0,0	1	0,0		0,0		0,0
Total	**14 939**	**100,0**	**14 365**	**100,0**	**1 251**	**100,0**	**1 397**	**100,0**

Elementary occupations contributed the largest share to employment for both the South African-born and the foreign-born in 2017 and 2022. The foreign-born who were in Managerial positions accounted for 10,7% in 2017 and 11,1% in 2022, while those who were born in the country holding the same position were about 8,5% in 2017 and 9,2% in 2022. The lowest share of employment was among the Skilled agriculture occupations for both South African-born and the foreign-born.

Figure 8.11: Employment shares for RSA-born population by occupation and sex,2017 and 2022

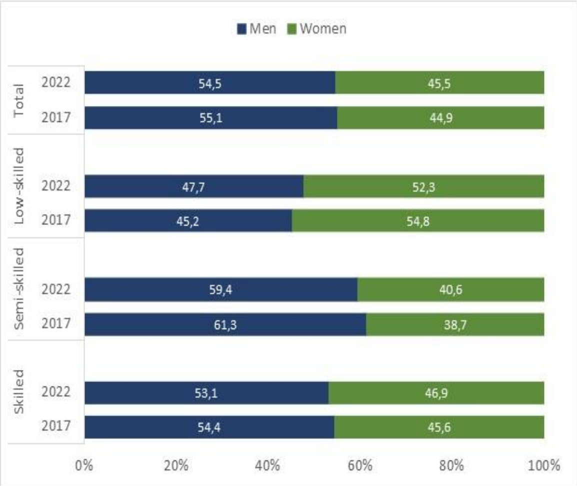
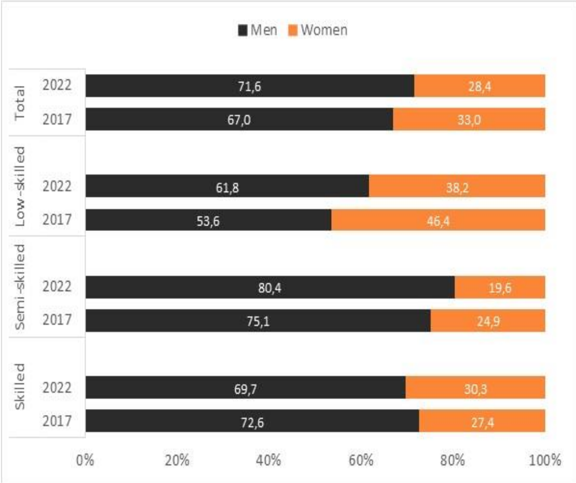
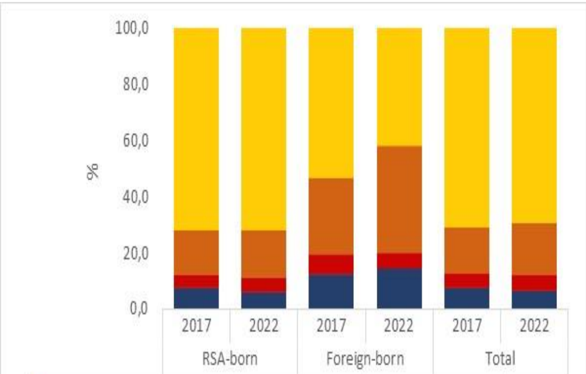


Figure 8.12: Employment shares for foreign-born population by occupation and sex, 2017 and 2022



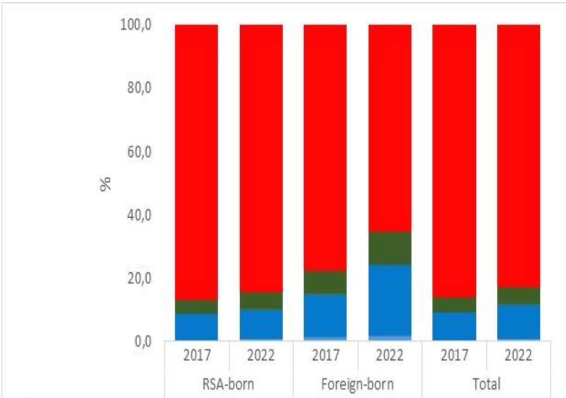
South African women were more likely to work in low-skilled occupations relative to men. The semi-skilled and skilled occupations were dominated by men for those born in South Africa. Among the foreign-born persons, men dominated all occupational categories relative to women. In 2022, foreign men accounted for 69,7% in skilled, 80,4% in semi-skilled and 61,8% in low-skilled occupations. The proportion of foreign women was below that of South African women in all occupational categories.

Figure 8.13: Employment by place of birth and sector, 2017 and 2022



	RSA-born 2017	RSA-born 2022	Foreign-born 2017	Foreign-born 2022	Total 2017	Total 2022
Formal	71,7	71,4	53,0	41,5	70,3	68,7
Informal	15,7	16,9	27,1	38,5	16,6	18,8
Agriculture	4,8	5,5	7,5	5,6	5,0	5,5
Private households	7,7	6,2	12,4	14,4	8,1	6,9

Figure 8.14: Employment by place of birth and status in employment, 2017 and 2022



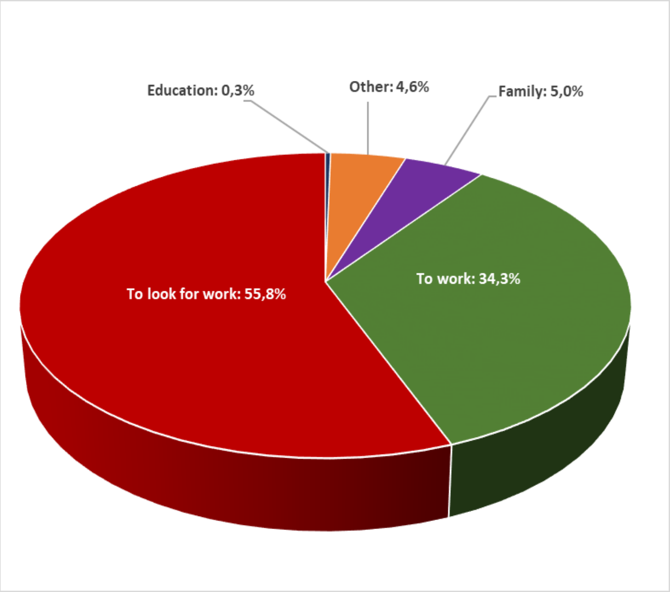
	RSA-born 2017	RSA-born 2022	Foreign-born 2017	Foreign-born 2022	Total 2017	Total 2022
Employee	86,9	84,7	77,6	65,3	86,1	83,0
Employer	4,5	5,2	7,6	10,9	4,7	5,7
Own-account worker	8,2	9,5	13,8	22,4	8,6	10,6
Unpaid hh member	0,5	0,6	0,9	1,4	0,5	0,7

The proportion of foreign-born persons in the formal sector was below the national average by more than 15,0% in both 2017 and 2022, as highlighted in Figure 8.13. The results further show that the proportion of foreign-born persons in the informal sector were more than that of those born in South Africa in both 2017 and 2022. The foreign-born in the informal sector accounted for 27,1% in 2017 and 38,5% in 2022. About seven in every ten employed persons born in South Africa were in the formal sector. The proportions of the foreign- born employed in Agriculture and Private households were higher than for those born in the country.

Figure 8.14 shows that a larger proportion of employed persons were employees, irrespective of place of birth. In 2022, 84,7% among the South African-born were employees while the proportion of 65,3% was for foreign-born persons. The proportion of foreign-born employers, own-account workers and unpaid household members were higher compared to the same statuses for the South African-born persons. The results highlighted that the proportion of foreign-born persons who were employers was 10,9% in 2022 compared to

5,2% for those born in South Africa; on the other hand, the foreign-born who were own-account workers accounted for 13,8% in 2017 and 22,4% in 2022.

Figure 8.15: Foreign-born by main reason for moving from country of birth to South Africa, 2017 and 2022



The results in 2022 show that the main reasons why people moved to South Africa was to look for work (55,8%) and to work (34,3%). Approximately 5,0% moved from their country of birth for family obligations and only 0,3% was for educational purposes.

Movers

The migration module asked whether individuals had moved from one province or country to another in the past five years. A total of 1,3 million people of working age reported to have moved one province to the other in the past five years.

Figure 8.16: Movers by age and sex, 2017 and 2022

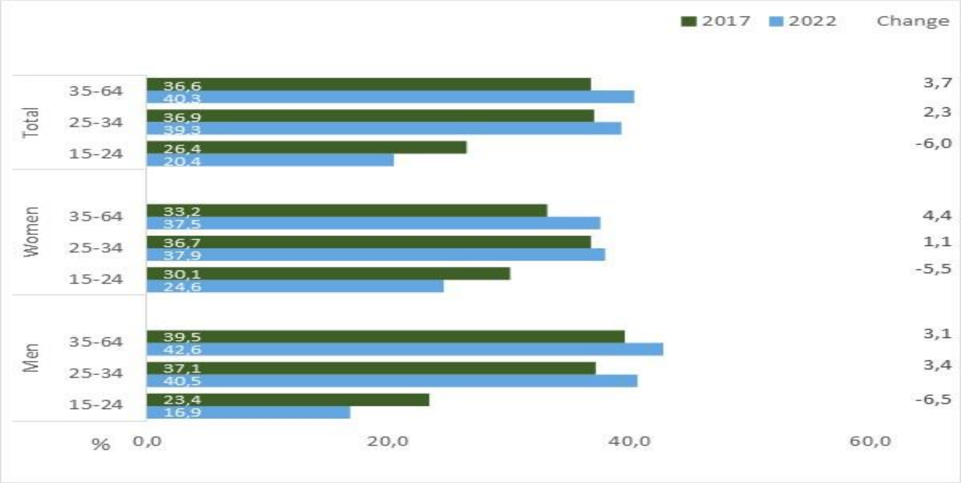


Figure 8.16 shows that men in age groups 25–34 and 35–64 years were more likely to change their province of residence relative to women in the same age groups. Among those 15-24 years who moved from one province to the other, 24,6% per cent were women as against 16,9% of men.

The proportion among women who moved decreased only for those aged 15–24 years by 5,5 percentage points; for men in the same age group, it decreased by 6,5 percentage points.

Figure 8.17: Movers by main reason for moving, 2017 and 2022

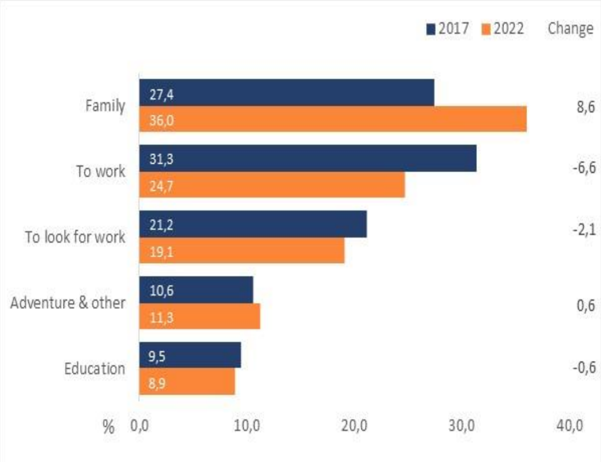
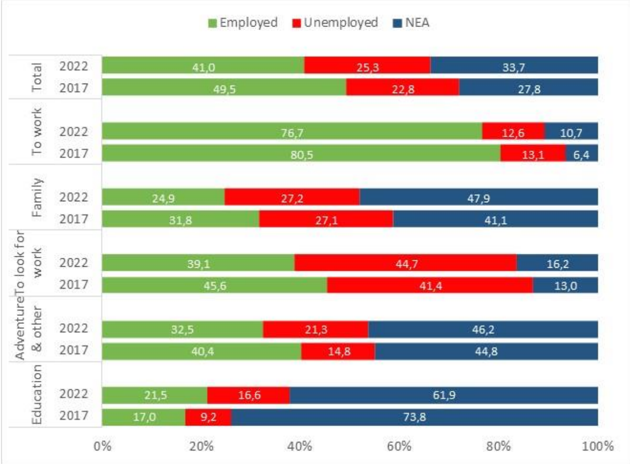
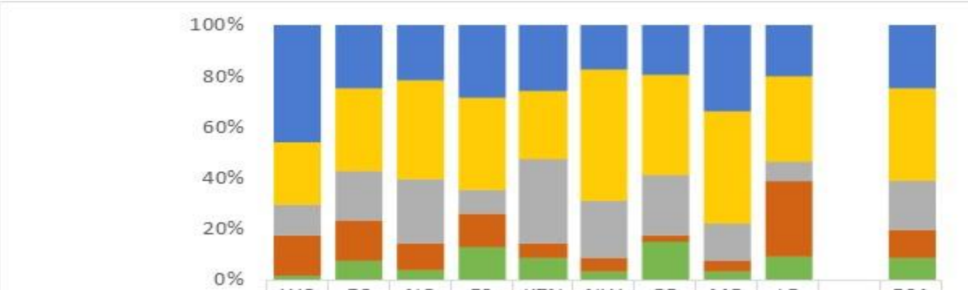


Figure 8.18: Movers by main reason for moving and labour market status, 2017 and 2022



The results show that the main reasons for the majority of persons who moved were for family obligations or to work. However, those who moved for work declined by 6,6 percentage points from 31,3% in 2017 to 24,7% in 2022. An increase of 8,6 percentage points was observed among those who moved due to family reasons (27,4% in 2017 and 36,0% in 2022). About 25,3% of persons who moved were unemployed in 2022. More than 15 in every 20 persons who moved to work or start a business were employed in both 2017 and 2022. Among those who moved to search for work, 45,6% in 2017 and 39,1% in 2022 were employed while those who were still looking for work accounted for 41,4% (2017) and 44,7% (2022). More than six out of ten persons who indicated that they moved because of education purposes were not economically active in both years.

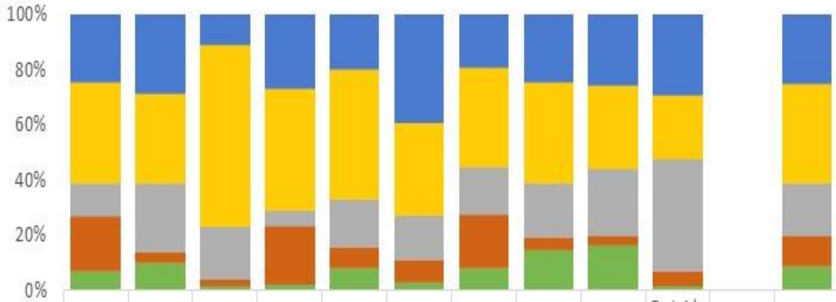
Figure 8.19: Main reason for moving to province of residence, 2022



	WC	EC	NC	FS	KZN	NW	GP	MP	LP	RSA
To work	45,3	24,3	21,5	27,9	25,4	17,3	19,0	33,2	20,0	24,7
Family	25,0	32,6	38,8	36,4	27,1	51,3	39,3	44,2	33,5	36,0
To look for work	11,8	19,4	25,2	9,6	32,8	22,4	23,8	14,7	7,6	19,1
Adventure & other	15,9	15,9	10,4	12,8	5,9	5,3	2,6	4,1	29,5	11,3
Education	2,0	7,8	4,2	13,3	8,9	3,7	15,3	3,7	9,4	8,9

Over 40,0% of the persons who moved to Western Cape did so for work reasons. The majority of persons who moved to their current provinces – except in Western Cape and KwaZulu-Natal – highlighted that the main reason for moving was for family obligations. The largest proportion of those who moved due to family reasons were found in North West (51,3%), Mpumalanga (44,2%) and Gauteng (39,3%). The largest proportion of persons who moved to their provinces of residence due to educational reasons were found in Gauteng (15,3%), Free State (13,3%) and Limpopo (9,4%), while KwaZulu-Natal had the highest proportion of those who moved to look for work (32,8%). Limpopo (29,5%), Western Cape and Eastern Cape (15,9% each), and Free State (12,8%) recorded the largest proportions of those who moved for adventure and other reasons.

Figure 8.20: Main reason for moving from previous province of residence, 2022



	WC	EC	NC	FS	KZN	NW	GP	MP	LP	Outside RSA		RSA
To work	24,3	28,5	10,8	26,4	19,6	39,0	19,2	24,1	25,3	29,1		24,7
Family	36,5	32,2	65,9	44,5	46,7	33,6	36,1	36,6	30,0	23,1		36,0
To look for work	12,2	25,1	19,0	5,8	17,8	16,2	17,0	19,8	24,7	40,7		19,1
Adventure & other	19,9	4,2	2,3	20,4	7,3	8,2	19,5	4,7	3,4	5,4		11,3
Education	7,1	10,1	2,0	2,9	8,5	3,0	8,2	14,8	16,6	1,7		8,9

The majority of persons in the country who moved from their previous province of residence indicated that the main reason was for family, followed by to work and looking for work. Of those who moved from other countries to South Africa, about 40,7% moved to South Africa mainly to search for work, 29,1% moved to work while 23,1% moved for reasons related to family. The largest proportion of those who moved from their previous residence due to work reasons were observed in North West (39,0 %), followed by Eastern Cape (28,5%) and Free State (26,4%). Northern Cape (65,9%) recorded the largest proportion of those who moved out of the province due to family reasons, followed by KwaZulu-Natal (46,7%) and Free State (44,5%). Limpopo (16,6%), Mpumalanga (14,8%) and Eastern Cape (10,1%) were the only three provinces that recorded the highest proportions of persons who moved due to educational reasons, followed by KwaZulu-Natal (8,5%) and Gauteng (8,2%).

Summary and conclusion

- The foreign-born population of working age increased by 198 000, from 2,0 million in 2017 to 2,2 million in 2022.
- International migrant workers, i.e. foreign-born population that is in the labour force increased by 174 000 to 1,7 million in 2022, compared to 2017. This resulted in labour force participation rate of foreign-born population to 78,3% in 2022, compared to 57,1% for RSA-born population.
- Foreign-born persons in the country were more likely to be men than women
- The unemployment rate for South African-born persons continues to be higher. It increased from 28,4% in 2017 to 34,0% in 2022, while for the foreign-born the rate remained below 20,0% (18,4% in 2017 and 18,2% in 2022).
- The Trade industry provided the most employment opportunities for the foreign-born population compared to other industries.
- Elementary occupations contributed the largest share to employment for both the South African-born and the foreign-born in 2017 and 2022.
- The results show that the main reasons the majority of foreign-born persons moved from their country of birth was to look for work or to work.

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 2017–2022 are averages of the results obtained for the four quarters each year over the period 2017 to 2022.

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 Primary Sampling Unit (PSU). 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 that particular group.

The sample for 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 Q2: 2020, Q3: 2020 and Q4: 2020 data collection because of COVID-19. Thus, the sample consisting of telephone-only households was a biased sample of the entire SA population due to differences in the characteristics of the telephone and non-telephone households, e.g. significantly higher unemployment rate for the non-telephone households as compared to the telephone households. The "Calibrated survey weights" defined in 8.4.2 would have been the final survey weights if both the telephone and non-telephone households sampled for all quarters of 2020 were enumerated. Since only the telephone households were enumerated, we applied bias-adjustment to the 2020 samples (Q2, Q3 and Q4) calibrated weights using the Q1: 2020 QLFS data. We computed the bias-adjustment factors for various labour market dimensions (i.e. status, sector, industry and occupation) and demographic (i.e. age, race and gender groups) characteristics at national level and individual metropolitan and non-metropolitan area levels within provinces.

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 Q1: 2020 data were then used to compute the combined telephone and non-telephone estimates from Q2: 2020, Q3: 2020 and Q4: 2020 estimates that were based on the telephone sample only. 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, 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 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 Statistical Analytical Software (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

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

The person’s 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:

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

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

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. Non-respondent panel records were therefore excluded after applying the adjustment factor.

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

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 base weight for these cases was set equal to the 99th percentile. The trimmed panel adjusted base weight (W_t^p) is defined as:

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

Calibration

In the final step of constructing the sample weights; the panel adjusted base weights were calibrated such that the aggregate totals matched with the estimated Labour Force population for various age, gender groups and Labour Force Status.

This was done at national level and individual metropolitan and non-metropolitan area levels within provinces. 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

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

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

Limitations

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

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

Key differences between the QLFS and the QES

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

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

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Women	18 865	19 158	19 447	19 731	20 012	20 292
Men	18 429	18 749	19 060	19 362	19 660	19 957
Population groups	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Black/African	29 873	30 474	31 065	31 647	32 225	32 806
Coloured	3 410	3 447	3 481	3 512	3 540	3 565
Indian/Asian	995	1 004	1 012	1 021	1 030	1 038
White	3 016	2 983	2 948	2 913	2 877	2 839
South Africa	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Western Cape	4 471	4 563	4 653	4 739	4 828	4 909
Eastern Cape	4 197	4 246	4 295	4 345	4 390	4 447
Northern Cape	786	795	803	811	818	826
Free State	1 889	1 899	1 907	1 914	1 921	1 928
KwaZulu Natal	6 908	7 015	7 122	7 227	7 330	7 437
North West	2 518	2 561	2 604	2 646	2 687	2 727
Gauteng	9 983	10 185	10 384	10 577	10 775	10 952
Mpumalanga	2 859	2 907	2 952	2 997	3 040	3 085
Limpopo	3 684	3 737	3 786	3 837	3 884	3 938

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 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Formal sector (Non-agricultural)	11 288	11 319	11 234	10 537	10 043	10 648
Informal sector (Non-agricultural)	2 735	2 937	2 973	2 545	2 632	2 927
Agriculture	843	845	861	820	838	863
Private households	1 303	1 292	1 281	1 160	1 177	1 106
Unemployed	6 120	6 103	6 579	6 283	7 658	7 834
Not economically active	15 005	15 411	15 578	17 749	17 323	16 871
Discouraged work-seekers	2 403	2 806	2 848	2 754	3 529	3 549
Other(not economically active)	12 602	12 604	12 729	14 996	13 794	13 321
Rates (%)						
Unemployment rate	27,5	27,1	28,7	29,4	34,3	33,5
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	59,8	59,3	59,5	54,6	56,3	58,1
Women						
Population 15-64 yrs	**18 865**	**19 158**	**19 447**	**19 731**	**20 012**	**20 292**
Labour Force	**10 104**	**10 193**	**10 389**	**9 601**	**10 053**	**10 617**
Employed	7 114	7 207	7 197	6 601	6 374	6 835
Formal sector (Non-agricultural)	4 797	4 827	4 808	4 544	4 332	4 713
Informal sector (Non-agricultural)	1 047	1 098	1 131	926	926	1 013
Agriculture	265	281	272	259	238	272
Private households	1 004	1 001	986	872	878	837
Unemployed	2 990	2 986	3 192	2 999	3 678	3 782
Not economically active	8 761	8 965	9 058	10 130	9 959	9 674
Discouraged work-seekers	1 323	1 564	1 526	1 474	1 932	1 900
Other(not economically active)	7 438	7 401	7 532	8 657	8 027	7 774
Rates (%)						
Unemployment rate	29,6	29,3	30,7	31,2	36,6	35,6
Employed / population ratio (Absorption)	37,7	37,6	37,0	33,5	31,9	33,7
Labour force participation rate	53,6	53,2	53,4	48,7	50,2	52,3
Men						
Population 15-64 yrs	**18 429**	**18 749**	**19 060**	**19 362**	**19 660**	**19 957**
Labour Force	**12 185**	**12 303**	**12 540**	**11 743**	**12 296**	**12 761**
Employed	9 055	9 186	9 153	8 460	8 316	8 709
Formal sector (Non-agricultural)	6 491	6 492	6 426	5 993	5 711	5 935
Informal sector (Non-agricultural)	1 688	1 839	1 843	1 618	1 706	1 914
Agriculture	577	564	589	561	600	591
Private households	299	291	295	288	299	269
Unemployed	3 130	3 117	3 387	3 283	3 980	4 052
Not economically active	6 245	6 446	6 520	7 619	7 364	7 196
Discouraged work-seekers	1 080	1 242	1 322	1 280	1 597	1 649
Other(not economically active)	5 165	5 204	5 197	6 339	5 766	5 547
Rates (%)						
Unemployment rate	25,7	25,3	27,0	28,0	32,4	31,8
Employed / population ratio (Absorption)	49,1	49,0	48,0	43,7	42,3	43,6
Labour force participation rate	66,1	65,6	65,8	60,6	62,5	63,9

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Table 2.3: Labour force characteristics by population group

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
South Africa						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	6 120	6 103	6 579	6 283	7 658	7 834
Not economically active	15 005	15 411	15 578	17 749	17 323	16 871
Rates (%)						
Unemployment rate	27,5	27,1	28,7	29,4	34,3	33,5
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	59,8	59,3	59,5	54,6	56,3	58,1
Black/African						
Population 15-64 yrs	**29 873**	**30 474**	**31 065**	**31 647**	**32 225**	**32 806**
Labour Force	**17 458**	**17 674**	**18 113**	**16 867**	**17 803**	**18 732**
Employed	12 053	12 280	12 269	11 279	11 010	11 710
Unemployed	5 405	5 394	5 843	5 588	6 793	7 022
Not economically active	12 415	12 800	12 952	14 780	14 422	14 075
Rates (%)						
Unemployment rate	31,0	30,5	32,3	33,1	38,2	37,5
Employed / population ratio (Absorption)	40,3	40,3	39,5	35,6	34,2	35,7
Labour force participation rate	58,4	58,0	58,3	53,3	55,2	57,1
Coloured						
Population 15-64 yrs	**3 410**	**3 447**	**3 481**	**3 512**	**3 540**	**3 565**
Labour Force	**2 163**	**2 203**	**2 215**	**1 971**	**2 018**	**2 137**
Employed	1 655	1 711	1 699	1 514	1 444	1 583
Unemployed	508	492	516	458	575	554
Not economically active	1 247	1 244	1 266	1 541	1 522	1 428
Rates (%)						
Unemployment rate	23,5	22,3	23,3	23,2	28,5	25,9
Employed / population ratio (Absorption)	48,5	49,6	48,8	43,1	40,8	44,4
Labour force participation rate	63,4	63,9	63,6	56,1	57,0	59,9
Indian/Asian						
Population 15-64 yrs	**995**	**1 004**	**1 012**	**1 021**	**1 030**	**1 038**
Labour Force	**609**	**601**	**604**	**588**	**586**	**628**
Employed	539	534	528	503	463	533
Unemployed	71	67	75	85	123	95
Not economically active	386	403	409	433	444	410
Rates (%)						
Unemployment rate	11,6	11,2	12,5	14,4	21,0	15,1
Employed / population ratio (Absorption)	54,1	53,2	52,2	49,3	45,0	51,4
Labour force participation rate	61,2	59,9	59,6	57,6	56,9	60,5
White						
Population 15-64 yrs	**3 016**	**2 983**	**2 948**	**2 913**	**2 877**	**2 839**
Labour Force	**2 058**	**2 019**	**1 998**	**1 918**	**1 942**	**1 881**
Employed	1 922	1 869	1 853	1 766	1 774	1 718
Unemployed	137	150	145	152	168	163
Not economically active	957	964	951	995	935	958
Rates (%)						
Unemployment rate	6,7	7,4	7,2	7,9	8,7	8,6
Employed / population ratio (Absorption)	63,7	62,7	62,8	60,6	61,7	60,5
Labour force participation rate	68,3	67,7	67,8	65,8	67,5	66,2

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Table 2.4: Labour force characteristics by age group

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
15-64 years						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	6 120	6 103	6 579	6 283	7 658	7 834
Not economically active	15 005	15 411	15 578	17 749	17 323	16 871
Rates (%)						
Unemployment rate	27,5	27,1	28,7	29,4	34,3	33,5
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	59,8	59,3	59,5	54,6	56,3	58,1
15-24 years						
Population 15-24 yrs	**10 315**	**10 309**	**10 289**	**10 263**	**10 239**	**10 228**
Labour Force	**2 772**	**2 621**	**2 640**	**2 143**	**2 249**	**2 635**
Employed	1 292	1 222	1 135	871	783	1 015
Unemployed	1 480	1 399	1 505	1 272	1 467	1 619
Not economically active	7 543	7 688	7 649	8 120	7 989	7 593
Rates (%)						
Unemployment rate	53,4	53,4	57,0	59,3	65,2	61,5
Employed / population ratio (Absorption)	12,5	11,9	11,0	8,5	7,6	9,9
Labour force participation rate	26,9	25,4	25,7	20,9	22,0	25,8
25-34 years						
Population 25-34 yrs	**9 798**	**9 945**	**10 087**	**10 224**	**10 352**	**10 463**
Labour Force	**7 295**	**7 364**	**7 465**	**6 882**	**7 202**	**7 457**
Employed	4 884	4 903	4 823	4 356	4 115	4 406
Unemployed	2 411	2 461	2 642	2 526	3 087	3 051
Not economically active	2 503	2 581	2 623	3 342	3 150	3 006
Rates (%)						
Unemployment rate	33,1	33,4	35,4	36,7	42,9	40,9
Employed / population ratio (Absorption)	49,8	49,3	47,8	42,6	39,8	42,1
Labour force participation rate	74,5	74,0	74,0	67,3	69,6	71,3
35-44 years						
Population 35-44 yrs	**7 962**	**8 118**	**8 275**	**8 439**	**8 614**	**8 799**
Labour Force	**6 462**	**6 546**	**6 632**	**6 290**	**6 632**	**6 840**
Employed	5 041	5 137	5 124	4 757	4 718	4 893
Unemployed	1 421	1 409	1 509	1 533	1 915	1 946
Not economically active	1 501	1 571	1 642	2 150	1 982	1 960
Rates (%)						
Unemployment rate	22,0	21,5	22,7	24,4	28,9	28,5
Employed / population ratio (Absorption)	63,3	63,3	61,9	56,4	54,8	55,6
Labour force participation rate	81,2	80,6	80,2	74,5	77,0	77,7
45-54 years						
Population 45-54 yrs	**5 492**	**5 690**	**5 897**	**6 104**	**6 310**	**6 516**
Labour Force	**4 069**	**4 227**	**4 429**	**4 327**	**4 577**	**4 767**
Employed	3 421	3 560	3 681	3 564	3 597	3 766
Unemployed	648	667	748	763	980	1 000
Not economically active	1 423	1 463	1 467	1 777	1 734	1 749
Rates (%)						
Unemployment rate	15,9	15,8	16,9	17,6	21,4	21,0
Employed / population ratio (Absorption)	62,3	62,6	62,4	58,4	57,0	57,8
Labour force participation rate	74,1	74,3	75,1	70,9	72,5	73,2
55-64 years						
Population 55-64 yrs	**3 727**	**3 846**	**3 959**	**4 063**	**4 157**	**4 242**
Labour Force	**1 692**	**1 738**	**1 762**	**1 702**	**1 689**	**1 679**
Employed	1 531	1 571	1 587	1 513	1 479	1 462
Unemployed	161	167	175	189	210	217
Not economically active	2 035	2 107	2 196	2 361	2 468	2 563
Rates (%)						
Unemployment rate	9,5	9,6	9,9	11,1	12,4	12,9
Employed / population ratio (Absorption)	41,1	40,9	40,1	37,2	35,6	34,5
Labour force participation rate	45,4	45,2	44,5	41,9	40,6	39,6

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Table 2.5: Labour force characteristics by province and metro

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
South Africa						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**22 289**	**22 496**	**22 929**	**21 344**	**22 349**	**23 378**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	6 120	6 103	6 579	6 283	7 658	7 834
Not economically active	15 005	15 411	15 578	17 749	17 323	16 871
Discouraged work-seekers	2 403	2 806	2 848	2 754	3 529	3 549
Other	12 602	12 604	12 729	14 996	13 794	13 321
Rates (%)						
Unemployment rate	27,5	27,1	28,7	29,4	34,3	33,5
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	59,8	59,3	59,5	54,6	56,3	58,1
Western Cape						
Population 15-64 yrs	**4 471**	**4 563**	**4 653**	**4 739**	**4 828**	**4 909**
Labour Force	**3 066**	**3 133**	**3 157**	**2 905**	**3 058**	**3 218**
Employed	2 425	2 506	2 507	2 309	2 263	2 416
Unemployed	641	627	650	597	794	802
Not economically active	1 405	1 430	1 496	1 834	1 770	1 691
Discouraged work-seekers	61	59	62	92	74	113
Other	1 345	1 371	1 434	1 742	1 696	1 578
Rates (%)						
Unemployment rate	20,9	20,0	20,6	20,5	26,0	24,9
Employed / population ratio (Absorption)	54,2	54,9	53,9	48,7	46,9	49,2
Labour force participation rate	68,6	68,7	67,9	61,3	63,3	65,6
Western Cape - Non metro						
Population 15-64 yrs	**1 621**	**1 657**	**1 692**	**1 728**	**1 759**	**1 783**
Labour Force	**1 075**	**1 096**	**1 114**	**1 016**	**1 050**	**1 115**
Employed	886	907	912	848	815	885
Unemployed	190	189	203	168	235	231
Not economically active	546	561	578	712	709	668
Discouraged work-seekers	44	44	42	63	50	89
Other	502	518	536	649	660	579
Rates (%)						
Unemployment rate	17,6	17,3	18,2	16,5	22,4	20,7
Employed / population ratio (Absorption)	54,6	54,7	53,9	49,1	46,3	49,6
Labour force participation rate	66,3	66,1	65,9	58,8	59,7	62,5
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 850**	**2 905**	**2 961**	**3 012**	**3 068**	**3 126**
Labour Force	**1 990**	**2 037**	**2 043**	**1 890**	**2 008**	**2 103**
Employed	1 539	1 599	1 595	1 460	1 448	1 532
Unemployed	451	438	447	429	559	571
Not economically active	859	868	918	1 122	1 061	1 023
Discouraged work-seekers	16	16	20	29	25	25
Other	843	853	898	1 093	1 036	999
Rates (%)						
Unemployment rate	22,7	21,5	21,9	22,7	27,9	27,2
Employed / population ratio (Absorption)	54,0	55,0	53,9	48,5	47,2	49,0
Labour force participation rate	69,8	70,1	69,0	62,7	65,4	67,3

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Table 2.5: Labour force characteristics by province (continued)

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 197**	**4 246**	**4 295**	**4 345**	**4 390**	**4 447**
Labour Force	**2 158**	**2 153**	**2 183**	**2 196**	**2 307**	**2 350**
Employed	1 417	1 391	1 370	1 250	1 250	1 344
Unemployed	740	762	813	947	1 058	1 006
Not economically active	2 039	2 094	2 112	2 148	2 082	2 097
Discouraged work-seekers	352	376	353	242	260	285
Other	1 686	1 718	1 759	1 906	1 823	1 813
Rates (%)						
Unemployment rate	34,3	35,4	37,2	43,1	45,8	42,8
Employed / population ratio (Absorption)	33,8	32,8	31,9	28,8	28,5	30,2
Labour force participation rate	51,4	50,7	50,8	50,6	52,6	52,8
Eastern Cape - Non Metro						
Population 15-64 yrs	**2 887**	**2 919**	**2 950**	**2 982**	**3 008**	**3 041**
Labour Force	**1 266**	**1 262**	**1 299**	**1 341**	**1 440**	**1 437**
Employed	818	794	781	703	712	737
Unemployed	448	468	518	638	728	701
Not economically active	1 621	1 658	1 650	1 640	1 569	1 603
Discouraged work-seekers	340	351	326	229	223	228
Other	1 281	1 307	1 324	1 411	1 345	1 376
Rates (%)						
Unemployment rate	35,4	37,1	39,9	47,6	50,6	48,7
Employed / population ratio (Absorption)	28,3	27,2	26,5	23,6	23,7	24,2
Labour force participation rate	43,8	43,2	44,0	45,0	47,9	47,3
Eastern Cape - Buffalo City						
Population 15-64 yrs	**508**	**513**	**519**	**525**	**531**	**543**
Labour Force	**360**	**336**	**340**	**330**	**314**	**329**
Employed	250	241	241	230	207	226
Unemployed	110	95	99	101	106	102
Not economically active	148	177	179	194	218	214
Discouraged work-seekers	10	24	22	10	31	44
Other	137	153	157	184	187	170
Rates (%)						
Unemployment rate	30,5	28,1	29,2	30,4	33,9	31,2
Employed / population ratio (Absorption)	49,3	47,1	46,4	43,8	39,0	41,7
Labour force participation rate	70,9	65,5	65,5	63,0	59,0	60,5
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**802**	**814**	**826**	**838**	**850**	**864**
Labour Force	**532**	**555**	**544**	**525**	**554**	**584**
Employed	349	356	349	316	331	381
Unemployed	183	199	195	208	223	203
Not economically active	270	259	282	314	296	280
Discouraged work-seekers	2	1	5	3	5	13
Other	268	258	278	310	291	267
Rates (%)						
Unemployment rate	34,4	35,9	35,9	39,7	40,3	34,8
Employed / population ratio (Absorption)	43,5	43,7	42,2	37,7	38,9	44,1
Labour force participation rate	66,3	68,2	65,8	62,6	65,2	67,6

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Table 2.5: Labour force characteristics by province (continued)

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Northern cape						
Population 15-64 yrs	**786**	**795**	**803**	**811**	**818**	**826**
Labour Force	**432**	**443**	**444**	**401**	**371**	**429**
Employed	305	321	320	296	277	325
Unemployed	128	122	124	105	94	104
Not economically active	354	352	359	410	447	397
Discouraged work-seekers	75	62	76	71	124	127
Other	279	290	283	340	323	270
Rates (%)						
Unemployment rate	29,5	27,6	28,0	26,1	25,3	24,3
Employed / population ratio (Absorption)	38,8	40,3	39,8	36,5	33,9	39,3
Labour force participation rate	55,0	55,8	55,3	49,4	45,3	51,9
Free State						
Population 15-64 yrs	**1 889**	**1 899**	**1 907**	**1 914**	**1 921**	**1 928**
Labour Force	**1 193**	**1 208**	**1 222**	**1 080**	**1 135**	**1 186**
Employed	793	796	798	715	718	795
Unemployed	400	412	424	365	417	391
Not economically active	696	691	685	834	786	742
Discouraged work-seekers	85	77	110	84	124	114
Other	611	614	575	750	662	628
Rates (%)						
Unemployment rate	33,6	34,1	34,7	33,8	36,7	33,0
Employed / population ratio (Absorption)	42,0	41,9	41,8	37,4	37,4	41,2
Labour force participation rate	63,1	63,6	64,1	56,4	59,1	61,5
Free State - Non Metro						
Population 15-64 yrs	**1 354**	**1 353**	**1 350**	**1 347**	**1 347**	**1 371**
Labour Force	**819**	**831**	**840**	**751**	**811**	**849**
Employed	538	535	533	486	475	543
Unemployed	280	296	307	265	336	306
Not economically active	535	522	510	596	536	522
Discouraged work-seekers	67	68	81	49	55	58
Other	468	453	429	547	481	464
Rates (%)						
Unemployment rate	34,2	35,7	36,5	35,3	41,4	36,0
Employed / population ratio (Absorption)	39,8	39,5	39,5	36,1	35,3	39,6
Labour force participation rate	60,5	61,4	62,2	55,7	60,2	61,9
Free State - Mangaung						
Population 15-64 yrs	**536**	**546**	**556**	**567**	**574**	**557**
Labour Force	**374**	**376**	**381**	**330**	**324**	**337**
Employed	254	261	264	229	243	252
Unemployed	120	115	117	100	81	85
Not economically active	161	169	175	238	249	220
Discouraged work-seekers	18	9	29	35	69	56
Other	143	160	146	203	181	164
Rates (%)						
Unemployment rate	32,1	30,7	30,6	30,4	25,0	25,3
Employed / population ratio (Absorption)	47,4	47,8	47,5	40,5	42,4	45,2
Labour force participation rate	69,9	69,0	68,5	58,1	56,5	60,5

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

Table 2.5: Labour force characteristics by province (continued)

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
KwaZulu-Natal						
Population 15-64 yrs	**6 908**	**7 015**	**7 122**	**7 227**	**7 330**	**7 437**
Labour Force	**3 378**	**3 424**	**3 549**	**3 305**	**3 472**	**3 649**
Employed	2 547	2 630	2 643	2 453	2 393	2 483
Unemployed	831	795	906	852	1 079	1 166
Not economically active	3 530	3 591	3 573	3 922	3 858	3 788
Discouraged work-seekers	689	829	793	743	884	1 026
Other	2 841	2 761	2 780	3 179	2 975	2 762
Rates (%)						
Unemployment rate	24,6	23,2	25,5	25,8	31,1	32,0
Employed / population ratio (Absorption)	36,9	37,5	37,1	33,9	32,6	33,4
Labour force participation rate	48,9	48,8	49,8	45,7	47,4	49,1
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 506**	**4 586**	**4 665**	**4 746**	**4 815**	**4 847**
Labour Force	**1 872**	**1 921**	**2 048**	**1 997**	**2 043**	**2 088**
Employed	1 376	1 425	1 469	1 366	1 311	1 275
Unemployed	497	496	579	630	732	813
Not economically active	2 634	2 665	2 617	2 750	2 772	2 759
Discouraged work-seekers	584	698	653	567	669	750
Other	2 050	1 967	1 964	2 183	2 103	2 010
Rates (%)						
Unemployment rate	26,5	25,8	28,3	31,6	35,8	38,9
Employed / population ratio (Absorption)	30,5	31,1	31,5	28,8	27,2	26,3
Labour force participation rate	41,6	41,9	43,9	42,1	42,4	43,1
KwaZulu-Natal - eThekwini						
Population 15-64 yrs	**2 402**	**2 429**	**2 457**	**2 481**	**2 515**	**2 590**
Labour Force	**1 506**	**1 504**	**1 501**	**1 308**	**1 429**	**1 561**
Employed	1 171	1 204	1 173	1 087	1 082	1 207
Unemployed	334	299	327	222	347	354
Not economically active	896	926	956	1 172	1 087	1 029
Discouraged work-seekers	105	131	140	176	215	277
Other	791	794	816	996	872	752
Rates (%)						
Unemployment rate	22,2	19,9	21,8	17,0	24,3	22,7
Employed / population ratio (Absorption)	48,8	49,6	47,8	43,8	43,0	46,6
Labour force participation rate	62,7	61,9	61,1	52,7	56,8	60,3
North West						
Population 15-64 yrs	**2 518**	**2 561**	**2 604**	**2 646**	**2 687**	**2 727**
Labour Force	**1 329**	**1 337**	**1 365**	**1 320**	**1 377**	**1 370**
Employed	984	980	960	929	905	895
Unemployed	345	356	405	390	472	475
Not economically active	1 188	1 225	1 239	1 326	1 310	1 357
Discouraged work-seekers	275	308	286	237	309	358
Other	913	917	953	1 089	1 000	999
Rates (%)						
Unemployment rate	26,0	26,7	29,7	29,6	34,2	34,7
Employed / population ratio (Absorption)	39,1	38,3	36,9	35,1	33,7	32,8
Labour force participation rate	52,8	52,2	52,4	49,9	51,2	50,2

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Table 2.5: Labour force characteristics by province (continued)

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Gauteng						
Population 15-64 yrs	**9 983**	**10 185**	**10 384**	**10 577**	**10 775**	**10 952**
Labour Force	**7 210**	**7 196**	**7 330**	**6 825**	**7 110**	**7 348**
Employed	5 075	5 091	5 097	4 671	4 562	4 800
Unemployed	2 134	2 105	2 234	2 154	2 548	2 548
Not economically active	2 773	2 989	3 054	3 751	3 665	3 603
Discouraged work-seekers	276	427	396	519	800	629
Other	2 496	2 561	2 658	3 233	2 864	2 974
Rates (%)						
Unemployment rate	29,6	29,3	30,5	31,6	35,8	34,7
Employed / population ratio (Absorption)	50,8	50,0	49,1	44,2	42,3	43,8
Labour force participation rate	72,2	70,7	70,6	64,5	66,0	67,1
Gauteng - Non Metro						
Population 15-64 yrs	**1 331**	**1 343**	**1 353**	**1 364**	**1 380**	**1 441**
Labour Force	**880**	**838**	**842**	**765**	**690**	**860**
Employed	612	603	583	562	482	532
Unemployed	268	234	259	203	208	327
Not economically active	451	505	512	599	690	581
Discouraged work-seekers	66	126	110	158	281	147
Other	385	379	402	441	409	434
Rates (%)						
Unemployment rate	30,5	28,0	30,7	26,6	30,1	38,1
Employed / population ratio (Absorption)	46,0	44,9	43,1	41,2	35,0	37,0
Labour force participation rate	66,1	62,4	62,2	56,1	50,0	59,7
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 518**	**2 555**	**2 591**	**2 623**	**2 666**	**2 744**
Labour Force	**1 855**	**1 820**	**1 892**	**1 699**	**1 743**	**1 678**
Employed	1 263	1 245	1 302	1 174	1 159	1 149
Unemployed	593	575	590	525	585	529
Not economically active	662	735	699	925	923	1 066
Discouraged work-seekers	70	100	110	134	205	262
Other	592	635	589	791	719	804
Rates (%)						
Unemployment rate	31,9	31,6	31,2	30,9	33,5	31,5
Employed / population ratio (Absorption)	50,2	48,7	50,2	44,8	43,5	41,9
Labour force participation rate	73,7	71,2	73,0	64,8	65,4	61,1
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 688**	**3 784**	**3 880**	**3 974**	**4 058**	**4 073**
Labour Force	**2 742**	**2 828**	**2 848**	**2 623**	**2 765**	**2 897**
Employed	1 947	2 012	1 954	1 765	1 705	1 883
Unemployed	796	816	894	858	1 060	1 014
Not economically active	946	956	1 032	1 352	1 294	1 177
Discouraged work-seekers	74	84	81	136	250	148
Other	872	872	950	1 215	1 043	1 028
Rates (%)						
Unemployment rate	29,0	28,9	31,4	32,7	38,3	35,0
Employed / population ratio (Absorption)	52,8	53,2	50,4	44,4	42,0	46,2
Labour force participation rate	74,4	74,7	73,4	66,0	68,1	71,1
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 446**	**2 503**	**2 560**	**2 615**	**2 669**	**2 694**
Labour Force	**1 732**	**1 711**	**1 749**	**1 739**	**1 911**	**1 914**
Employed	1 254	1 231	1 258	1 170	1 216	1 236
Unemployed	478	480	490	569	696	678
Not economically active	714	792	811	876	758	779
Discouraged work-seekers	65	117	95	91	65	71
Other	648	675	717	785	693	708
Rates (%)						
Unemployment rate	27,6	28,0	28,1	32,7	36,4	35,4
Employed / population ratio (Absorption)	51,3	49,2	49,1	44,7	45,5	45,9
Labour force participation rate	70,8	68,4	68,3	66,5	71,6	71,1

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Table 2.5: Labour force characteristics by province (concluded)

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Mpumalanga						
Population 15-64 yrs	**2 859**	**2 907**	**2 952**	**2 997**	**3 040**	**3 085**
Labour Force	**1 762**	**1 810**	**1 880**	**1 618**	**1 754**	**1 824**
Employed	1 219	1 221	1 233	1 167	1 114	1 159
Unemployed	544	589	647	451	640	665
Not economically active	1 097	1 097	1 072	1 379	1 286	1 262
Discouraged work-seekers	223	216	214	268	345	369
Other	874	881	858	1 111	941	893
Rates (%)						
Unemployment rate	30,9	32,5	34,4	27,9	36,5	36,5
Employed / population ratio (Absorption)	42,6	42,0	41,8	38,9	36,6	37,6
Labour force participation rate	61,6	62,3	63,7	54,0	57,7	59,1
Limpopo						
Population 15-64 yrs	**3 684**	**3 737**	**3 786**	**3 837**	**3 884**	**3 938**
Labour Force	**1 761**	**1 793**	**1 798**	**1 693**	**1 765**	**2 004**
Employed	1 404	1 458	1 423	1 271	1 209	1 328
Unemployed	357	335	375	421	557	676
Not economically active	1 923	1 944	1 988	2 145	2 119	1 934
Discouraged work-seekers	367	452	558	499	609	529
Other	1 556	1 492	1 430	1 646	1 509	1 405
Rates (%)						
Unemployment rate	20,3	18,7	20,9	24,9	31,5	33,7
Employed / population ratio (Absorption)	38,1	39,0	37,6	33,1	31,1	33,7
Labour force participation rate	47,8	48,0	47,5	44,1	45,5	50,9

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

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Formal sector (Non-agricultural)	11 288	11 319	11 234	10 537	10 043	10 648
Informal sector (Non-agricultural)	2 735	2 937	2 973	2 545	2 632	2 927
Agriculture	843	845	861	820	838	863
Private households	1 303	1 292	1 281	1 160	1 177	1 106
Unemployed	9 308	9 645	10 218	10 839	12 080	12 127
Not economically active	11 817	11 869	11 938	13 193	12 901	12 578
Rates (%)						
Unemployment rate	36,5	37,0	38,5	41,8	45,1	43,8
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	68,3	68,7	69,0	66,3	67,5	68,7
Women						
Population 15-64 yrs	**18 865**	**19 158**	**19 447**	**19 731**	**20 012**	**20 292**
Labour Force	**11 925**	**12 222**	**12 413**	**12 113**	**12 575**	**12 995**
Employed	7 114	7 207	7 197	6 601	6 374	6 835
Formal sector (Non-agricultural)	4 797	4 827	4 808	4 544	4 332	4 713
Informal sector (Non-agricultural)	1 047	1 098	1 131	926	926	1 013
Agriculture	265	281	272	259	238	272
Private households	1 004	1 001	986	872	878	837
Unemployed	4 811	5 015	5 216	5 512	6 200	6 160
Not economically active	6 940	6 936	7 034	7 618	7 437	7 296
Rates (%)						
Unemployment rate	40,3	41,0	42,0	45,5	49,3	47,4
Employed / population ratio (Absorption)	37,7	37,6	37,0	33,5	31,9	33,7
Labour force participation rate	63,2	63,8	63,8	61,4	62,8	64,0
Men						
Population 15-64 yrs	**18 429**	**18 749**	**19 060**	**19 362**	**19 660**	**19 957**
Labour Force	**13 552**	**13 816**	**14 155**	**13 787**	**14 196**	**14 676**
Employed	9 055	9 186	9 153	8 460	8 316	8 709
Formal sector (Non-agricultural)	6 491	6 492	6 426	5 993	5 711	5 935
Informal sector (Non-agricultural)	1 688	1 839	1 843	1 618	1 706	1 914
Agriculture	577	564	589	561	600	591
Private households	299	291	295	288	299	269
Unemployed	4 498	4 630	5 002	5 327	5 880	5 967
Not economically active	4 877	4 933	4 904	5 575	5 464	5 281
Rates (%)						
Unemployment rate	33,2	33,5	35,3	38,6	41,4	40,7
Employed / population ratio (Absorption)	49,1	49,0	48,0	43,7	42,3	43,6
Labour force participation rate	73,5	73,7	74,3	71,2	72,2	73,5

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

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	9 308	9 645	10 218	10 839	12 080	12 127
Not economically active	11 817	11 869	11 938	13 193	12 901	12 578
Rates (%)						
Unemployment rate	36,5	37,0	38,5	41,8	45,1	43,8
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	68,3	68,7	69,0	66,3	67,5	68,7
Black/African						
Population 15-64 yrs	**29 873**	**30 474**	**31 065**	**31 647**	**32 225**	**32 806**
Labour Force	**20 379**	**20 940**	**21 480**	**20 981**	**21 854**	**22 661**
Employed	12 053	12 280	12 269	11 279	11 010	11 710
Unemployed	8 326	8 660	9 211	9 702	10 844	10 951
Not economically active	9 494	9 534	9 584	10 667	10 371	10 145
Rates (%)						
Unemployment rate	40,9	41,4	42,9	46,2	49,6	48,3
Employed / population ratio (Absorption)	40,3	40,3	39,5	35,6	34,2	35,7
Labour force participation rate	68,2	68,7	69,1	66,3	67,8	69,1
Coloured						
Population 15-64 yrs	**3 410**	**3 447**	**3 481**	**3 512**	**3 540**	**3 565**
Labour Force	**2 347**	**2 368**	**2 398**	**2 263**	**2 287**	**2 397**
Employed	1 655	1 711	1 699	1 514	1 444	1 583
Unemployed	691	657	699	749	844	815
Not economically active	1 064	1 079	1 083	1 250	1 253	1 168
Rates (%)						
Unemployment rate	29,5	27,8	29,2	33,1	36,9	34,0
Employed / population ratio (Absorption)	48,5	49,6	48,8	43,1	40,8	44,4
Labour force participation rate	68,8	68,7	68,9	64,4	64,6	67,2
Indian/Asian						
Population 15-64 yrs	**995**	**1 004**	**1 012**	**1 021**	**1 030**	**1 038**
Labour Force	**645**	**647**	**640**	**648**	**638**	**691**
Employed	539	534	528	503	463	533
Unemployed	107	113	112	144	175	158
Not economically active	350	357	373	373	392	347
Rates (%)						
Unemployment rate	16,5	17,5	17,4	22,3	27,4	22,9
Employed / population ratio (Absorption)	54,1	53,2	52,2	49,3	45,0	51,4
Labour force participation rate	64,9	64,4	63,2	63,4	61,9	66,6
White						
Population 15-64 yrs	**3 016**	**2 983**	**2 948**	**2 913**	**2 877**	**2 839**
Labour Force	**2 106**	**2 084**	**2 050**	**2 010**	**1 992**	**1 921**
Employed	1 922	1 869	1 853	1 766	1 774	1 718
Unemployed	185	215	197	244	218	203
Not economically active	910	899	899	903	885	918
Rates (%)						
Unemployment rate	8,8	10,3	9,6	12,2	10,9	10,6
Employed / population ratio (Absorption)	63,7	62,7	62,8	60,6	61,7	60,5
Labour force participation rate	69,8	69,9	69,5	69,0	69,2	67,7

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Table 2.8: Labour force characteristics by age group

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
15-64 years						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	9 308	9 645	10 218	10 839	12 080	12 127
Not economically active	11 817	11 869	11 938	13 193	12 901	12 578
Rates (%)						
Unemployment rate	36,5	37,0	38,5	41,8	45,1	43,8
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	68,3	68,7	69,0	66,3	67,5	68,7
15-24 years						
Population 15-24 yrs	**10 315**	**10 309**	**10 289**	**10 263**	**10 239**	**10 228**
Labour Force	**3 732**	**3 661**	**3 689**	**3 186**	**3 264**	**3 646**
Employed	1 292	1 222	1 135	871	783	1 015
Unemployed	2 440	2 439	2 554	2 315	2 481	2 630
Not economically active	6 583	6 647	6 600	7 077	6 975	6 582
Rates (%)						
Unemployment rate	65,4	66,6	69,2	72,7	76,0	72,1
Employed / population ratio (Absorption)	12,5	11,9	11,0	8,5	7,6	9,9
Labour force participation rate	36,2	35,5	35,8	31,0	31,9	35,6
25-34 years						
Population 25-34 yrs	**9 798**	**9 945**	**10 087**	**10 224**	**10 352**	**10 463**
Labour Force	**8 416**	**8 609**	**8 746**	**8 543**	**8 806**	**8 970**
Employed	4 884	4 903	4 823	4 356	4 115	4 406
Unemployed	3 532	3 705	3 923	4 187	4 692	4 564
Not economically active	1 383	1 336	1 342	1 681	1 545	1 493
Rates (%)						
Unemployment rate	42,0	43,0	44,9	49,0	53,3	50,9
Employed / population ratio (Absorption)	49,8	49,3	47,8	42,6	39,8	42,1
Labour force participation rate	85,9	86,6	86,7	83,6	85,1	85,7
35-44 years						
Population 35-44 yrs	**7 962**	**8 118**	**8 275**	**8 439**	**8 614**	**8 799**
Labour Force	**7 051**	**7 216**	**7 316**	**7 310**	**7 610**	**7 791**
Employed	5 041	5 137	5 124	4 757	4 718	4 893
Unemployed	2 010	2 079	2 192	2 554	2 892	2 898
Not economically active	912	902	958	1 129	1 005	1 008
Rates (%)						
Unemployment rate	28,5	28,8	30,0	34,9	38,0	37,2
Employed / population ratio (Absorption)	63,3	63,3	61,9	56,4	54,8	55,6
Labour force participation rate	88,5	88,9	88,4	86,6	88,3	88,5
45-54 years						
Population 45-54 yrs	**5 492**	**5 690**	**5 897**	**6 104**	**6 310**	**6 516**
Labour Force	**4 446**	**4 664**	**4 892**	**4 936**	**5 167**	**5 388**
Employed	3 421	3 560	3 681	3 564	3 597	3 766
Unemployed	1 025	1 104	1 211	1 372	1 570	1 622
Not economically active	1 046	1 026	1 004	1 168	1 143	1 127
Rates (%)						
Unemployment rate	23,1	23,7	24,8	27,8	30,4	30,1
Employed / population ratio (Absorption)	62,3	62,6	62,4	58,4	57,0	57,8
Labour force participation rate	81,0	82,0	83,0	80,9	81,9	82,7
55-64 years						
Population 55-64 yrs	**3 727**	**3 846**	**3 959**	**4 063**	**4 157**	**4 242**
Labour Force	**1 833**	**1 889**	**1 925**	**1 926**	**1 924**	**1 876**
Employed	1 531	1 571	1 587	1 513	1 479	1 462
Unemployed	302	317	338	412	445	413
Not economically active	1 894	1 957	2 034	2 138	2 233	2 366
Rates (%)						
Unemployment rate	16,5	16,8	17,5	21,4	23,1	22,0
Employed / population ratio (Absorption)	41,1	40,9	40,1	37,2	35,6	34,5
Labour force participation rate	49,2	49,1	48,6	47,4	46,3	44,2

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

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
South Africa						
Population 15-64 yrs	**37 294**	**37 907**	**38 506**	**39 093**	**39 672**	**40 248**
Labour Force	**25 477**	**26 039**	**26 568**	**25 900**	**26 771**	**27 671**
Employed	16 169	16 394	16 350	15 061	14 691	15 544
Unemployed	9 308	9 645	10 218	10 839	12 080	12 127
Not economically active	11 817	11 869	11 938	13 193	12 901	12 578
Rates (%)						
Unemployment rate	36,5	37,0	38,5	41,8	45,1	43,8
Employed / population ratio (Absorption)	43,4	43,2	42,5	38,5	37,0	38,6
Labour force participation rate	68,3	68,7	69,0	66,3	67,5	68,7
Western Cape						
Population 15-64 yrs	**4 471**	**4 563**	**4 653**	**4 739**	**4 828**	**4 909**
Labour Force	**3 207**	**3 259**	**3 290**	**3 161**	**3 206**	**3 410**
Employed	2 425	2 506	2 507	2 309	2 263	2 416
Unemployed	782	753	783	852	942	993
Not economically active	1 264	1 303	1 363	1 579	1 622	1 499
Rates (%)						
Unemployment rate	24,4	23,1	23,8	27,0	29,4	29,1
Employed / population ratio (Absorption)	54,2	54,9	53,9	48,7	46,9	49,2
Labour force participation rate	71,7	71,4	70,7	66,7	66,4	69,5
Western Cape - Non Metro						
Population 15-64 yrs	**1 621**	**1 657**	**1 692**	**1 728**	**1 759**	**1 783**
Labour Force	**1 170**	**1 179**	**1 188**	**1 132**	**1 130**	**1 241**
Employed	886	907	912	848	815	885
Unemployed	284	272	276	284	315	356
Not economically active	452	478	505	595	629	542
Rates (%)						
Unemployment rate	24,3	23,1	23,2	25,1	27,9	28,7
Employed / population ratio (Absorption)	54,6	54,7	53,9	49,1	46,3	49,6
Labour force participation rate	72,1	71,1	70,2	65,5	64,2	69,6
Western Cape - City of Cape Town						
Population 15-64 yrs	**2 850**	**2 905**	**2 961**	**3 012**	**3 068**	**3 126**
Labour Force	**2 038**	**2 080**	**2 102**	**2 028**	**2 076**	**2 169**
Employed	1 539	1 599	1 595	1 460	1 448	1 532
Unemployed	498	481	507	568	627	637
Not economically active	812	825	858	984	993	957
Rates (%)						
Unemployment rate	24,4	23,1	24,1	28,0	30,2	29,4
Employed / population ratio (Absorption)	54,0	55,0	53,9	48,5	47,2	49,0
Labour force participation rate	71,5	71,6	71,0	67,3	67,6	69,4

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

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

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Eastern Cape						
Population 15-64 yrs	**4 197**	**4 246**	**4 295**	**4 345**	**4 390**	**4 447**
Labour Force	**2 556**	**2 583**	**2 598**	**2 566**	**2 638**	**2 718**
Employed	1 417	1 391	1 370	1 250	1 250	1 344
Unemployed	1 139	1 192	1 228	1 316	1 388	1 374
Not economically active	1 640	1 663	1 697	1 779	1 752	1 729
Rates (%)						
Unemployment rate	44,6	46,1	47,3	51,3	52,6	50,6
Employed / population ratio (Absorption)	33,8	32,8	31,9	28,8	28,5	30,2
Labour force participation rate	60,9	60,8	60,5	59,1	60,1	61,1
Eastern Cape - Non Metro						
Population 15-64 yrs	**2 887**	**2 919**	**2 950**	**2 982**	**3 008**	**3 041**
Labour Force	**1 640**	**1 656**	**1 670**	**1 674**	**1 723**	**1 737**
Employed	818	794	781	703	712	737
Unemployed	821	862	889	971	1 011	1 000
Not economically active	1 248	1 263	1 280	1 307	1 285	1 304
Rates (%)						
Unemployment rate	50,1	52,1	53,2	58,0	58,7	57,6
Employed / population ratio (Absorption)	28,3	27,2	26,5	23,6	23,7	24,2
Labour force participation rate	56,8	56,7	56,6	56,1	57,3	57,1
Eastern Cape - Buffalo City						
Population 15-64 yrs	**508**	**513**	**519**	**525**	**531**	**543**
Labour Force	**382**	**371**	**378**	**358**	**352**	**380**
Employed	250	241	241	230	207	226
Unemployed	131	129	137	128	145	153
Not economically active	126	142	141	167	179	163
Rates (%)						
Unemployment rate	34,4	34,9	36,2	35,7	41,1	40,4
Employed / population ratio (Absorption)	49,3	47,1	46,4	43,8	39,0	41,7
Labour force participation rate	75,2	72,3	72,7	68,2	66,2	69,9
Eastern Cape - Nelson Mandela Bay						
Population 15-64 yrs	**802**	**814**	**826**	**838**	**850**	**864**
Labour Force	**535**	**556**	**550**	**534**	**563**	**601**
Employed	349	356	349	316	331	381
Unemployed	186	201	202	218	232	221
Not economically active	267	258	276	304	287	262
Rates (%)						
Unemployment rate	34,8	36,1	36,7	40,8	41,2	36,7
Employed / population ratio (Absorption)	43,5	43,7	42,2	37,7	38,9	44,1
Labour force participation rate	66,7	68,4	66,6	63,7	66,2	69,6
Northern Cape						
Population 15-64 yrs	**786**	**795**	**803**	**811**	**818**	**826**
Labour Force	**536**	**540**	**553**	**516**	**532**	**592**
Employed	305	321	320	296	277	325
Unemployed	232	219	233	220	255	267
Not economically active	250	256	251	295	286	234
Rates (%)						
Unemployment rate	43,2	40,5	42,1	42,6	47,9	45,1
Employed / population ratio (Absorption)	38,8	40,3	39,8	36,5	33,9	39,3
Labour force participation rate	68,2	67,9	68,8	63,6	65,0	71,7

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

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

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Free State						
Population 15-64 yrs	**1 889**	**1 899**	**1 907**	**1 914**	**1 921**	**1 928**
Labour Force	**1 320**	**1 323**	**1 367**	**1 237**	**1 298**	**1 331**
Employed	793	796	798	715	718	795
Unemployed	527	527	569	521	580	536
Not economically active	570	576	540	677	623	597
Rates (%)						
Unemployment rate	39,9	39,8	41,6	42,2	44,7	40,3
Employed / population ratio (Absorption)	42,0	41,9	41,8	37,4	37,4	41,2
Labour force participation rate	69,8	69,7	71,7	64,6	67,6	69,1
Free State - Non Metro						
Population 15-64 yrs	**1 354**	**1 353**	**1 350**	**1 347**	**1 347**	**1 371**
Labour Force	**919**	**924**	**945**	**847**	**893**	**930**
Employed	538	535	533	486	475	543
Unemployed	380	389	412	361	418	387
Not economically active	435	429	405	500	454	441
Rates (%)						
Unemployment rate	41,4	42,1	43,6	42,6	46,8	41,6
Employed / population ratio (Absorption)	39,8	39,5	39,5	36,1	35,3	39,6
Labour force participation rate	67,9	68,3	70,0	62,9	66,3	67,9
Free State - Mangaung						
Population 15-64 yrs	**536**	**546**	**556**	**567**	**574**	**557**
Labour Force	**401**	**399**	**422**	**390**	**405**	**401**
Employed	254	261	264	229	243	252
Unemployed	147	138	158	160	161	150
Not economically active	135	147	134	177	169	156
Rates (%)						
Unemployment rate	36,6	34,6	37,4	41,1	39,9	37,3
Employed / population ratio (Absorption)	47,4	47,8	47,5	40,5	42,4	45,2
Labour force participation rate	74,9	73,1	75,9	68,7	70,5	72,0
KwaZulu-Natal						
Population 15-64 yrs	**6 908**	**7 015**	**7 122**	**7 227**	**7 330**	**7 437**
Labour Force	**4 304**	**4 458**	**4 553**	**4 513**	**4 575**	**4 824**
Employed	2 547	2 630	2 643	2 453	2 393	2 483
Unemployed	1 758	1 828	1 910	2 060	2 183	2 341
Not economically active	2 603	2 557	2 569	2 714	2 755	2 613
Rates (%)						
Unemployment rate	40,8	41,0	42,0	45,6	47,7	48,5
Employed / population ratio (Absorption)	36,9	37,5	37,1	33,9	32,6	33,4
Labour force participation rate	62,3	63,5	63,9	62,4	62,4	64,9
KwaZulu-Natal - Non Metro						
Population 15-64 yrs	**4 506**	**4 586**	**4 665**	**4 746**	**4 815**	**4 847**
Labour Force	**2 651**	**2 786**	**2 873**	**2 847**	**2 862**	**2 942**
Employed	1 376	1 425	1 469	1 366	1 311	1 275
Unemployed	1 275	1 361	1 403	1 481	1 551	1 666
Not economically active	1 855	1 799	1 792	1 899	1 953	1 906
Rates (%)						
Unemployment rate	48,1	48,8	48,9	52,0	54,2	56,6
Employed / population ratio (Absorption)	30,5	31,1	31,5	28,8	27,2	26,3
Labour force participation rate	58,8	60,8	61,6	60,0	59,4	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 2.9: Labour force characteristics by province and metro - Expanded definition of unemployment (continued)	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
KwaZulu-Natal - eThekhwini						
Population 15-64 yrs	**2 402**	**2 429**	**2 457**	**2 481**	**2 515**	**2 590**
Labour Force	**1 654**	**1 671**	**1 680**	**1 666**	**1 713**	**1 882**
Employed	1 171	1 204	1 173	1 087	1 082	1 207
Unemployed	482	467	507	579	632	675
Not economically active	748	758	776	815	802	708
Rates (%)						
Unemployment rate	29,2	27,9	30,2	34,8	36,9	35,8
Employed / population ratio (Absorption)	48,8	49,6	47,8	43,8	43,0	46,6
Labour force participation rate	68,9	68,8	68,4	67,2	68,1	72,7
North West						
Population 15-64 yrs	**2 518**	**2 561**	**2 604**	**2 646**	**2 687**	**2 727**
Labour Force	**1 688**	**1 720**	**1 738**	**1 720**	**1 776**	**1 827**
Employed	984	980	960	929	905	895
Unemployed	704	740	778	790	870	932
Not economically active	830	841	866	926	911	899
Rates (%)						
Unemployment rate	41,7	43,0	44,8	46,0	49,0	51,0
Employed / population ratio (Absorption)	39,1	38,3	36,9	35,1	33,7	32,8
Labour force participation rate	67,0	67,2	66,8	65,0	66,1	67,0
Gauteng						
Population 15-64 yrs	**9 983**	**10 185**	**10 384**	**10 577**	**10 775**	**10 952**
Labour Force	**7 574**	**7 712**	**7 810**	**7 688**	**8 059**	**8 089**
Employed	5 075	5 091	5 097	4 671	4 562	4 800
Unemployed	2 498	2 621	2 713	3 017	3 498	3 289
Not economically active	2 409	2 473	2 574	2 889	2 715	2 862
Rates (%)						
Unemployment rate	33,0	34,0	34,7	39,2	43,4	40,7
Employed / population ratio (Absorption)	50,8	50,0	49,1	44,2	42,3	43,8
Labour force participation rate	75,9	75,7	75,2	72,7	74,8	73,9
Gauteng - Non Metro						
Population 15-64 yrs	**1 331**	**1 343**	**1 353**	**1 364**	**1 380**	**1 441**
Labour Force	**975**	**984**	**978**	**980**	**1 010**	**1 031**
Employed	612	603	583	562	482	532
Unemployed	364	380	395	419	527	499
Not economically active	356	359	375	383	371	410
Rates (%)						
Unemployment rate	37,3	38,7	40,4	42,7	52,2	48,4
Employed / population ratio (Absorption)	46,0	44,9	43,1	41,2	35,0	37,0
Labour force participation rate	73,3	73,3	72,3	71,9	73,1	71,6
Gauteng - Ekurhuleni						
Population 15-64 yrs	**2 518**	**2 555**	**2 591**	**2 623**	**2 666**	**2 744**
Labour Force	**1 943**	**1 940**	**2 018**	**1 912**	**1 976**	**1 969**
Employed	1 263	1 245	1 302	1 174	1 159	1 149
Unemployed	680	696	717	738	818	820
Not economically active	574	615	573	711	690	775
Rates (%)						
Unemployment rate	35,0	35,8	35,5	38,6	41,4	41,7
Employed / population ratio (Absorption)	50,2	48,7	50,2	44,8	43,5	41,9
Labour force participation rate	77,2	75,9	77,9	72,9	74,1	71,8

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

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Gauteng - City of Johannesburg						
Population 15-64 yrs	**3 688**	**3 784**	**3 880**	**3 974**	**4 058**	**4 073**
Labour Force	**2 836**	**2 925**	**2 946**	**2 901**	**3 062**	**3 070**
Employed	1 947	2 012	1 954	1 765	1 705	1 883
Unemployed	889	913	992	1 136	1 357	1 187
Not economically active	852	859	934	1 073	997	1 003
Rates (%)						
Unemployment rate	31,4	31,2	33,7	39,2	44,3	38,7
Employed / population ratio (Absorption)	52,8	53,2	50,4	44,4	42,0	46,2
Labour force participation rate	76,9	77,3	75,9	73,0	75,4	75,4
Gauteng - City of Tshwane						
Population 15-64 yrs	**2 446**	**2 503**	**2 560**	**2 615**	**2 669**	**2 694**
Labour Force	**1 820**	**1 862**	**1 868**	**1 894**	**2 012**	**2 019**
Employed	1 254	1 231	1 258	1 170	1 216	1 236
Unemployed	565	631	610	724	796	783
Not economically active	626	640	692	722	658	675
Rates (%)						
Unemployment rate	31,1	33,9	32,6	38,2	39,6	38,8
Employed / population ratio (Absorption)	51,3	49,2	49,1	44,7	45,5	45,9
Labour force participation rate	74,4	74,4	73,0	72,4	75,4	75,0
Mpumalanga						
Population 15-64 yrs	**2 859**	**2 907**	**2 952**	**2 997**	**3 040**	**3 085**
Labour Force	**2 064**	**2 093**	**2 183**	**2 133**	**2 186**	**2 253**
Employed	1 219	1 221	1 233	1 167	1 114	1 159
Unemployed	846	872	951	967	1 072	1 095
Not economically active	795	814	769	863	854	832
Rates (%)						
Unemployment rate	41,0	41,6	43,5	45,3	49,0	48,6
Employed / population ratio (Absorption)	42,6	42,0	41,8	38,9	36,6	37,6
Labour force participation rate	72,2	72,0	74,0	71,2	71,9	73,0
Limpopo						
Population 15-64 yrs	**3 684**	**3 737**	**3 786**	**3 837**	**3 884**	**3 938**
Labour Force	**2 227**	**2 351**	**2 476**	**2 367**	**2 502**	**2 626**
Employed	1 404	1 458	1 423	1 271	1 209	1 328
Unemployed	823	893	1 053	1 096	1 293	1 298
Not economically active	1 457	1 386	1 310	1 470	1 382	1 312
Rates (%)						
Unemployment rate	37,0	38,0	42,5	46,3	51,7	49,4
Employed / population ratio (Absorption)	38,1	39,0	37,6	33,1	31,1	33,7
Labour force participation rate	60,5	62,9	65,4	61,7	64,4	66,7

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 3.1: Employed by industry and sex - South Africa

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Agriculture	843	845	861	820	838	863
Mining	434	419	412	403	377	414
Manufacturing	1 782	1 769	1 762	1 528	1 408	1 593
Utilities	149	148	139	104	103	112
Construction	1 414	1 472	1 348	1 164	1 148	1 171
Trade	3 250	3 280	3 358	3 084	2 935	3 175
Transport	977	984	998	925	946	947
Finance	2 402	2 479	2 518	2 374	2 391	2 414
Community and social services	3 609	3 694	3 667	3 484	3 356	3 736
Private households	1 303	1 292	1 281	1 160	1 177	1 106
Other	6	10	7	15	12	13
Women	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**
Agriculture	265	281	272	259	238	272
Mining	55	55	62	67	60	72
Manufacturing	603	593	609	545	485	529
Utilities	36	38	41	33	30	32
Construction	176	152	149	131	148	159
Trade	1 563	1 548	1 553	1 412	1 309	1 447
Transport	189	195	189	170	159	164
Finance	999	1 066	1 046	987	991	987
Community and social services	2 219	2 273	2 285	2 116	2 069	2 327
Private households	1 004	1 001	986	872	878	837
Other	4	6	4	9	7	8
Men	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**
Agriculture	577	564	589	561	600	591
Mining	380	364	349	336	317	342
Manufacturing	1 179	1 176	1 153	983	922	1 064
Utilities	113	111	97	71	72	80
Construction	1 238	1 320	1 199	1 033	999	1 012
Trade	1 687	1 732	1 805	1 672	1 626	1 728
Transport	788	789	809	755	787	783
Finance	1 403	1 413	1 472	1 388	1 400	1 427
Community and social services	1 390	1 422	1 382	1 367	1 287	1 409
Private households	299	291	295	288	299	269
Other	1	4	2	5	5	5

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

Table 3.2: Employed by industry and province

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Agriculture	**843**	**845**	**861**	**820**	**838**	**863**
Western Cape	187	196	215	192	174	204
Eastern Cape	89	88	88	86	100	103
Northern Cape	44	44	36	30	36	43
Free State	76	73	60	55	67	88
KwaZulu Natal	123	123	143	133	128	106
North West	50	53	57	50	58	46
Gauteng	37	32	34	34	37	34
Mpumalanga	97	92	91	103	102	96
Limpopo	139	143	136	136	136	143
Mining	**434**	**419**	**412**	**403**	**377**	**414**
Western Cape	4	4	4	5	6	6
Eastern Cape	1	1	1	2	2	1
Northern Cape	30	24	29	32	19	24
Free State	16	22	17	17	19	22
KwaZulu Natal	6	7	6	4	4	4
North West	132	134	130	127	128	123
Gauteng	86	68	60	64	55	75
Mpumalanga	56	69	74	66	56	69
Limpopo	103	91	90	87	89	89
Manufacturing	**1 782**	**1 769**	**1 762**	**1 528**	**1 408**	**1 593**
Western Cape	339	328	335	299	291	325
Eastern Cape	130	128	123	113	116	153
Northern Cape	9	14	16	11	12	13
Free State	62	63	64	51	39	57
KwaZulu Natal	320	351	343	279	257	296
North West	78	58	73	55	54	50
Gauteng	645	632	625	545	482	539
Mpumalanga	109	111	101	96	91	95
Limpopo	91	85	83	80	65	65
Utilities	**149**	**148**	**139**	**104**	**103**	**112**
Western Cape	13	9	13	6	4	9
Eastern Cape	7	3	7	6	6	5
Northern Cape	3	6	2	1	2	3
Free State	11	10	10	7	5	6
KwaZulu Natal	14	15	11	11	5	14
North West	4	8	6	5	6	4
Gauteng	42	44	45	33	35	24
Mpumalanga	39	41	33	24	30	33
Limpopo	15	11	11	12	9	14
Construction	**1 414**	**1 472**	**1 348**	**1 164**	**1 148**	**1 171**
Western Cape	229	226	206	175	185	167
Eastern Cape	152	163	150	128	121	121
Northern Cape	24	25	19	18	13	21
Free State	66	58	57	49	32	45
KwaZulu Natal	215	231	234	201	213	227
North West	83	89	63	56	65	63
Gauteng	387	420	377	340	313	319
Mpumalanga	111	109	105	79	79	85
Limpopo	148	151	137	119	127	124

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Table 3.3: Employed by sector and industry - South Africa

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Total employed	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Formal and informal sector (Non-agricultural)	**14 023**	**14 256**	**14 208**	**13 081**	**12 676**	**13 575**
Mining	434	419	412	403	377	414
Manufacturing	1 782	1 769	1 762	1 528	1 408	1 593
Utilities	149	148	139	104	103	112
Construction	1 414	1 472	1 348	1 164	1 148	1 171
Trade	3 250	3 280	3 358	3 084	2 935	3 175
Transport	977	984	998	925	946	947
Finance	2 402	2 479	2 518	2 374	2 391	2 414
Community and social services	3 609	3 694	3 667	3 484	3 356	3 736
Other	6	10	7	15	12	13
Formal sector (Non-agricultural)	**11 288**	**11 319**	**11 234**	**10 537**	**10 043**	**10 648**
Mining	427	413	405	398	368	397
Manufacturing	1 559	1 544	1 530	1 341	1 223	1 387
Utilities	144	145	133	101	98	102
Construction	981	955	875	747	729	718
Trade	2 136	2 150	2 155	2 048	1 879	2 028
Transport	709	708	686	636	638	630
Finance	2 187	2 201	2 253	2 130	2 140	2 120
Community and social services	3 140	3 194	3 191	3 122	2 956	3 256
Other	6	10	6	14	12	10
Informal sector (Non-agricultural)	**2 735**	**2 937**	**2 973**	**2 545**	**2 632**	**2 927**
Mining	7	6	6	4	9	17
Manufacturing	224	226	233	187	184	206
Utilities	5	4	6	4	4	10
Construction	433	518	472	416	419	453
Trade	1 114	1 130	1 203	1 037	1 056	1 147
Transport	268	276	312	289	308	317
Finance	215	277	265	244	251	294
Community and social services	469	500	476	362	400	480
Other	.	.	0	0	0	3
Agriculture	**843**	**845**	**861**	**820**	**838**	**863**
Private households	**1 303**	**1 292**	**1 281**	**1 160**	**1 177**	**1 106**

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Table 3.4: Employed by province, metro and sector

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
South Africa	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Formal sector (Non-agricultural)	11 288	11 319	11 234	10 537	10 043	10 648
Informal sector (Non-agricultural)	2 735	2 937	2 973	2 545	2 632	2 927
Agriculture	843	845	861	820	838	863
Private households	1 303	1 292	1 281	1 160	1 177	1 106
Western Cape	**2 425**	**2 506**	**2 507**	**2 309**	**2 263**	**2 416**
Formal sector (Non-agricultural)	1 827	1 867	1 846	1 755	1 740	1 829
Informal sector (Non-agricultural)	258	287	305	238	221	256
Agriculture	187	196	215	192	174	204
Private households	154	155	141	123	129	127
Western Cape - Non Metro	**886**	**907**	**912**	**848**	**815**	**885**
Formal sector (Non-agricultural)	571	561	550	541	522	545
Informal sector (Non-agricultural)	83	106	108	86	75	90
Agriculture	170	176	197	176	160	193
Private households	62	64	57	45	57	57
Western Cape - City of Cape Town	**1 539**	**1 599**	**1 595**	**1 460**	**1 448**	**1 532**
Formal sector (Non-agricultural)	1 256	1 306	1 296	1 215	1 218	1 285
nformal sector (Non-agricultural)	175	181	198	152	146	166
Agriculture	17	20	17	16	14	11
Private households	91	91	85	77	71	70
Eastern Cape	**1 417**	**1 391**	**1 370**	**1 250**	**1 250**	**1 344**
Formal sector (Non-agricultural)	898	877	828	757	736	816
Informal sector (Non-agricultural)	318	315	332	301	316	321
Agriculture	89	88	88	86	100	103
Private households	112	110	122	105	98	105
Eastern Cape - Non Metro	**818**	**794**	**781**	**703**	**712**	**737**
Formal sector (Non-agricultural)	462	435	417	371	367	369
Informal sector (Non-agricultural)	215	211	220	202	204	206
Agriculture	80	82	76	76	90	96
Private households	61	66	68	54	51	66
Eastern Cape - Buffalo City	**250**	**241**	**241**	**230**	**207**	**226**
Formal sector (Non-agricultural)	171	174	160	150	146	167
Informal sector (Non-agricultural)	57	48	52	52	42	41
Agriculture	6	4	7	7	4	3
Private households	16	15	23	21	15	15
Eastern Cape - Nelson mandela bay	**349**	**356**	**349**	**316**	**331**	**381**
Formal sector (Non-agricultural)	265	268	251	236	223	280
Informal sector (Non-agricultural)	46	56	61	47	70	73
Agriculture	3	3	6	4	5	4
Private households	35	29	31	29	33	24
Northern Cape	**305**	**321**	**320**	**296**	**277**	**325**
Formal sector (Non-agricultural)	202	224	220	228	201	229
Informal sector (Non-agricultural)	34	30	38	21	21	31
Agriculture	44	44	36	30	36	43
Private households	25	24	26	17	19	22
Free State	**793**	**796**	**798**	**715**	**718**	**795**
Formal sector (Non-agricultural)	476	494	500	450	448	485
Informal sector (Non-agricultural)	153	141	137	128	118	149
Agriculture	76	73	60	55	67	88
Private households	88	87	101	82	85	72
Free State - Non Metro	**538**	**535**	**533**	**486**	**475**	**543**
Formal sector (Non-agricultural)	302	310	308	286	276	301
Informal sector (Non-agricultural)	104	94	96	88	75	101
Agriculture	74	72	57	54	66	87
Private households	59	59	72	59	58	54
Free State - Mangaung	**254**	**261**	**264**	**229**	**243**	**252**
Formal sector (Non-agricultural)	174	184	192	164	172	184
Informal sector (Non-agricultural)	49	47	42	39	44	48
Agriculture	2	2	3	2	1	2
Private households	29	28	28	24	26	18

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Table 3.4: Employed by province, metro and sector (concluded)

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
KwaZulu Natal	**2 547**	**2 630**	**2 643**	**2 453**	**2 393**	**2 483**
Formal sector (Non-agricultural)	1 765	1 806	1 792	1 659	1 592	1 741
Informal sector (Non-agricultural)	424	474	482	468	458	423
Agriculture	123	123	143	133	128	106
Private households	234	226	225	192	215	212
KwaZulu Natal - Non Metro	**1 376**	**1 425**	**1 469**	**1 366**	**1 311**	**1 275**
Formal sector (Non-agricultural)	865	882	917	835	796	826
Informal sector (Non-agricultural)	271	312	303	298	279	249
Agriculture	119	119	135	127	122	103
Private households	120	112	114	107	114	98
KwaZulu Natal - eThekwini	**1 171**	**1 204**	**1 173**	**1 087**	**1 082**	**1 207**
Formal sector (Non-agricultural)	900	924	876	824	796	915
Informal sector (Non-agricultural)	153	162	179	171	179	175
Agriculture	4	4	8	6	6	3
Private households	114	115	111	86	101	114
North West	**984**	**980**	**960**	**929**	**905**	**895**
Formal sector (Non-agricultural)	695	695	680	699	654	614
Informal sector (Non-agricultural)	158	155	147	116	136	168
Agriculture	50	53	57	50	58	46
Private households	81	77	75	64	58	67
Gauteng	**5 075**	**5 091**	**5 097**	**4 671**	**4 562**	**4 800**
Formal sector (Non-agricultural)	3 953	3 868	3 866	3 591	3 373	3 542
Informal sector (Non-agricultural)	702	810	825	669	760	904
Agriculture	37	32	34	34	37	34
Private households	383	381	372	377	391	320
Gauteng - Non Metro	**612**	**603**	**583**	**562**	**482**	**532**
Formal sector (Non-agricultural)	445	412	408	385	288	374
Informal sector (Non-agricultural)	96	114	108	85	99	107
Agriculture	15	16	13	18	16	14
Private households	55	62	54	73	79	37
Gauteng - Ekurhuleni	**1 263**	**1 245**	**1 302**	**1 174**	**1 159**	**1 149**
Formal sector (Non-agricultural)	992	996	1 033	939	923	862
Informal sector (Non-agricultural)	175	170	191	159	171	217
Agriculture	9	4	7	4	8	6
Private households	86	75	71	71	57	64
Gauteng - City of Johannesburg	**1 947**	**2 012**	**1 954**	**1 765**	**1 705**	**1 883**
Formal sector (Non-agricultural)	1 502	1 464	1 379	1 301	1 205	1 338
Informal sector (Non-agricultural)	297	383	391	300	316	405
Agriculture	6	3	5	4	6	2
Private households	141	162	180	160	179	138
Gauteng - City of Tshwane	**1 254**	**1 231**	**1 258**	**1 170**	**1 216**	**1 236**
Formal sector (Non-agricultural)	1 014	996	1 047	966	957	967
Informal sector (Non-agricultural)	133	143	134	125	174	175
Agriculture	7	10	9	7	8	12
Private households	100	82	68	72	76	81
Mpumalanga	**1 219**	**1 221**	**1 233**	**1 167**	**1 114**	**1 159**
Formal sector (Non-agricultural)	720	725	732	696	634	670
Informal sector (Non-agricultural)	293	296	304	275	283	306
Agriculture	97	92	91	103	102	96
Private households	109	108	105	93	95	87
Limpopo	**1 404**	**1 458**	**1 423**	**1 271**	**1 209**	**1 328**
Formal sector (Non-agricultural)	751	762	770	700	666	722
Informal sector (Non-agricultural)	395	429	404	328	319	369
Agriculture	139	143	136	136	136	143
Private households	118	123	113	106	87	93

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Table 3.5: Employed by sex and occupation - South Africa

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Manager	1 426	1 428	1 467	1 342	1 337	1 377
Professional	914	894	914	998	966	1 072
Technician	1 455	1 434	1 420	1 310	1 305	1 452
Clerk	1 734	1 711	1 704	1 562	1 463	1 560
Sales and services	2 523	2 667	2 717	2 483	2 317	2 577
Skilled agriculture	70	63	61	71	60	76
Craft and related trade	1 961	2 023	1 937	1 674	1 568	1 653
Plant and machine operator	1 313	1 375	1 371	1 269	1 245	1 301
Elementary	3 740	3 798	3 744	3 444	3 522	3 634
Domestic worker	1 027	1 000	1 012	877	886	839
Other	4	1	2	32	23	3
Women	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**
Manager	460	440	446	424	427	457
Professional	452	459	486	509	438	518
Technician	786	777	757	706	756	816
Clerk	1 247	1 242	1 231	1 135	1 097	1 099
Sales and services	1 222	1 324	1 309	1 136	1 020	1 242
Skilled agriculture	13	14	13	17	12	16
Craft and related trade	207	210	228	192	169	196
Plant and machine operator	164	178	174	158	143	168
Elementary	1 582	1 598	1 588	1 476	1 461	1 522
Domestic worker	981	966	963	838	845	801
Other	1	.	1	9	6	1
Men	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**
Manager	966	989	1 021	918	909	920
Professional	462	435	428	488	528	555
Technician	669	657	663	604	549	636
Clerk	488	468	473	427	365	462
Sales and services	1 302	1 343	1 408	1 347	1 297	1 335
Skilled agriculture	57	49	49	54	48	59
Craft and related trade	1 754	1 813	1 709	1 482	1 400	1 458
Plant and machine operator	1 149	1 197	1 197	1 111	1 102	1 133
Elementary	2 159	2 200	2 157	1 968	2 061	2 112
Domestic worker	45	34	48	39	41	38
Other	3	1	1	22	16	1

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

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Employee	13 774	13 914	13 749	12 612	12 259	12 973
Employer	848	828	893	877	832	846
Own-account worker	1 463	1 567	1 618	1 471	1 489	1 623
Unpaid household member	84	85	90	102	111	101
Women	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**
Employee	6 227	6 333	6 263	5 751	5 547	5 955
Employer	181	159	188	196	185	190
Own-account worker	654	659	683	604	600	637
Unpaid household member	52	57	63	51	43	53
Men	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**
Employee	7 547	7 581	7 486	6 861	6 712	7 018
Employer	667	669	706	681	647	656
Own-account worker	809	908	935	867	889	986
Unpaid household member	32	28	27	51	69	48

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 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**15 780**	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Working less than 15 hours per week	328	331	356	365	491	403	601
Working 15-29 hours per week	1 058	1 115	1 134	1 169	1 055	1 098	1 044
Working 30-39 hours per week	1 115	1 099	1 125	1 097	1 068	1 076	1 070
Working 40-45 hours per week	8 497	8 883	9 084	8 930	8 302	8 237	8 603
Working more than 45 hours per week	4 781	4 741	4 694	4 788	4 141	3 877	4 226
Women	**6 874**	**7 114**	**7 207**	**7 197**	**6 601**	**6 374**	**6 835**
Working less than 15 hours per week	201	188	209	209	250	223	302
Working 15-29 hours per week	702	726	726	740	662	665	641
Working 30-39 hours per week	676	675	676	675	635	636	625
Working 40-45 hours per week	3 706	3 900	3 992	3 967	3 683	3 642	3 903
Working more than 45 hours per week	1 589	1 625	1 604	1 606	1 371	1 207	1 365
Men	**8 906**	**9 055**	**9 186**	**9 153**	**8 460**	**8 316**	**8 709**
Working less than 15 hours per week	127	143	147	156	241	180	300
Working 15-29 hours per week	356	390	409	430	393	433	403
Working 30-39 hours per week	439	423	448	422	433	439	446
Working 40-45 hours per week	4 791	4 983	5 091	4 964	4 619	4 595	4 700
Working more than 45 hours per week	3 193	3 116	3 091	3 182	2 770	2 670	2 861

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Table 3.8a: Conditions of employment - South Africa

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Pension/retirement fund contribution						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	6 609	6 584	6 627	6 422	5 887	5 991
No	6 896	7 076	6 850	5 986	6 153	6 598
Don't know	270	254	272	204	219	384
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	2 793	2 807	2 858	2 772	2 506	2 681
No	3 327	3 417	3 293	2 885	2 948	3 120
Don't know	108	109	113	94	93	154
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	3 816	3 777	3 769	3 651	3 381	3 310
No	3 569	3 659	3 557	3 101	3 205	3 478
Don't know	162	145	159	110	126	230
Entitled to any paid leave						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	9 174	9 207	9 121	8 835	8 506	8 518
No	4 442	4 576	4 507	3 693	3 666	4 249
Don't know	158	131	121	83	87	207
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	4 039	4 085	4 060	3 967	3 788	3 911
No	2 124	2 192	2 154	1 750	1 725	1 963
Don't know	65	57	49	34	34	82
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	5 136	5 122	5 060	4 868	4 718	4 607
No	2 318	2 384	2 353	1 943	1 941	2 286
Don't know	93	74	72	50	52	125
Entitled to paid sick leave						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	9 787	9 761	9 785	9 515	9 188	9 327
No	3 987	4 153	3 964	3 036	2 975	3 462
Don't know				60	95	185
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	4 330	4 344	4 363	4 260	4 091	4 270
No	1 897	1 989	1 900	1 463	1 418	1 613
Don't know				28	38	72
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	5 457	5 416	5 422	5 255	5 097	5 056
No	2 090	2 164	2 064	1 574	1 558	1 848
Don't know				32	57	113
Entitled to maternity/paternity leave						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 258**	**12 973**
Yes	7 983	7 958	7 930	9 699	8 491	6 948
No	5 792	5 956	5 819	2 913	3 644	5 638
Don't know					123	386
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	3 676	3 706	3 726	4 171	3 729	3 396
No	2 552	2 627	2 537	1 580	1 779	2 425
Don't know					39	134
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	4 307	4 251	4 204	5 528	4 763	3 552
No	3 240	3 329	3 281	1 333	1 865	3 213
Don't know					84	253

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Table 3.8b: Conditions of employment - South Africa

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
UIF contribution						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	8 278	8 369	8 389	7 989	7 753	7 962
No	5 241	5 319	5 104	4 438	4 325	4 685
Don't know	255	225	256	185	180	326
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	3 453	3 545	3 550	3 421	3 267	3 439
No	2 661	2 689	2 595	2 242	2 205	2 371
Don't know	114	99	119	88	75	145
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	4 825	4 824	4 839	4 568	4 486	4 523
No	2 580	2 631	2 509	2 195	2 120	2 313
Don't know	142	126	137	98	106	181
Medical aid benefits						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	4 130	4 095	4 056	4 016	3 768	3 893
No	9 479	9 694	9 549	8 487	8 402	8 875
Don't know	165	125	144	108	88	205
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	1 804	1 790	1 811	1 837	1 705	1 830
No	4 361	4 491	4 393	3 870	3 801	4 037
Don't know	63	52	59	44	41	88
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	2 327	2 305	2 245	2 179	2 063	2 063
No	5 119	5 203	5 156	4 617	4 602	4 838
Don't know	102	73	84	64	47	117
Income tax (PAYE/ SITE) deduction						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	7 564	7 567	7 484	7 363	6 919	7 120
No	5 928	6 069	5 913	4 971	5 067	5 431
Don't know	282	278	351	278	273	422
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	3 216	3 223	3 220	3 178	2 971	3 192
No	2 905	2 996	2 900	2 449	2 463	2 593
Don't know	106	114	144	124	113	171
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	4 348	4 343	4 264	4 184	3 948	3 928
No	3 023	3 073	3 013	2 522	2 604	2 838
Don't know	176	165	208	154	160	252
Condition of employment						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Written contract	11 071	11 159	11 042	10 571	10 245	10 701
Verbal agreement	2 704	2 755	2 707	2 040	2 013	2 272
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Written contract	5 021	5 088	5 041	4 818	4 633	4 970
Verbal agreement	1 207	1 246	1 222	933	913	986
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Written contract	6 050	6 071	6 001	5 753	5 612	5 732
Verbal agreement	1 497	1 509	1 484	1 107	1 100	1 286

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 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Nature of contract/agreement (Both sexes)						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Limited duration	1 849	1 896	1 825	1 634	1 675	1 918
Permanent nature	8 482	8 458	8 451	8 194	7 680	7 928
Unspecified duration	3 443	3 561	3 473	2 784	2 903	3 127
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Limited duration	934	972	935	827	883	1 001
Permanent nature	3 707	3 734	3 745	3 645	3 373	3 568
Unspecified duration	1 586	1 627	1 583	1 279	1 291	1 386
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Limited duration	915	923	889	806	792	917
Permanent nature	4 775	4 724	4 706	4 549	4 308	4 359
Unspecified duration	1 857	1 933	1 890	1 505	1 612	1 741
Trade union membership (Both sexes)						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Yes	3 966	4 100	4 014	4 202	4 005	3 803
No	9 377	9 437	9 291	8 090	7 951	8 696
Don't know	432	378	444	319	302	475
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Yes	1 675	1 737	1 749	1 826	1 743	1 699
No	4 390	4 451	4 338	3 792	3 688	4 075
Don't know	163	146	176	133	116	181
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Yes	2 291	2 363	2 266	2 376	2 262	2 103
No	4 987	4 986	4 953	4 298	4 264	4 621
Don't know	269	232	267	187	186	294
How annual salary increment is negotiated						
Both sexes	**13 774**	**13 914**	**13 749**	**12 612**	**12 259**	**12 973**
Individual and employer	1 095	1 103	1 257	1 158	948	1 080
Union and employer	3 058	3 118	3 061	3 243	3 056	2 945
Bargaining council	1 096	1 089	1 102	1 105	1 135	1 182
Employer only	7 637	7 642	7 384	6 443	6 382	7 019
No regular increment	777	886	854	627	713	712
Other	112	77	92	37	26	36
Women	**6 227**	**6 333**	**6 263**	**5 751**	**5 547**	**5 955**
Individual and employer	484	473	545	496	419	474
Union and employer	1 254	1 263	1 272	1 319	1 262	1 256
Bargaining council	532	549	578	595	590	605
Employer only	3 554	3 592	3 440	3 022	2 902	3 275
No regular increment	363	425	395	304	363	328
Other	42	31	34	16	11	17
Men	**7 547**	**7 581**	**7 486**	**6 861**	**6 712**	**7 018**
Individual and employer	611	630	712	662	529	605
Union and employer	1 804	1 855	1 789	1 924	1 794	1 689
Bargaining council	564	540	524	509	545	577
Employer only	4 083	4 049	3 944	3 420	3 480	3 744
No regular increment	415	461	459	323	350	384
Other	70	46	58	21	15	19

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Table 3.9: Time-related underemployment - South Africa

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**737**	**742**	**763**	**803**	**858**	**758**
Women	436	435	444	444	462	406
Men	301	307	319	359	396	352
As percentage of the labour force (Both sexes)	**3,3**	**3,3**	**3,3**	**3,8**	**3,8**	**3,2**
Women	4,3	4,3	4,3	4,6	4,6	3,8
Men	2,5	2,5	2,5	3,1	3,2	2,8
As percentage of total employment (Both sexes)	**4,6**	**4,5**	**4,7**	**5,3**	**5,8**	**4,9**
Women	6,1	6,0	6,2	6,7	7,3	5,9
Men	3,3	3,3	3,5	4,2	4,8	4,0
Industry	**737**	**742**	**763**	**803**	**858**	**758**
Agriculture	19	22	25	20	22	20
Mining	1	0	1	1	8	7
Manufacturing	32	35	35	39	32	29
Utilities	0	1	.	1	1	1
Construction	71	80	84	88	119	90
Trade	120	112	128	155	156	137
Transport	17	18	20	21	25	23
Finance	50	53	60	70	70	71
Community and social services	174	182	178	154	150	175
Private households	253	238	233	252	276	206
Other	.	.	.	0	.	0
Occupation	**737**	**742**	**763**	**803**	**858**	**758**
Manager	13	15	17	17	25	20
Professional	12	6	9	8	12	10
Technician	30	29	33	31	31	36
Clerk	18	22	21	23	23	21
Sales and services	76	77	89	90	78	96
Skilled agriculture	3	2	2	4	1	2
Craft and related trade	74	78	85	108	92	94
Plant and machine operator	18	20	23	25	28	19
Elementary	320	332	320	318	379	319
Domestic worker	173	162	165	178	187	142
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 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours
Both sexes	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**
Agriculture	37 579	37 688	38 303	35 559	37 212	38 388
Mining	19 756	18 618	18 278	17 043	16 637	17 965
Manufacturing	75 529	74 719	74 601	60 819	57 930	67 664
Utilities	6 246	6 210	5 839	4 339	4 362	4 785
Construction	57 175	59 187	54 269	43 724	44 683	47 104
Trade	150 295	150 937	155 517	132 928	132 422	144 776
Transport	47 811	48 188	49 273	43 527	46 393	46 159
Finance	105 465	108 336	110 740	98 922	103 624	104 078
Community and social services	139 443	142 536	143 111	125 453	126 057	145 277
Private households	43 633	44 069	43 703	37 283	38 844	36 255
Other	232	396	265	430	464	520
Women	**281 965**	**284 840**	**286 863**	**244 164**	**246 209**	**270 228**
Agriculture	10 987	11 720	11 275	10 260	9 659	11 226
Mining	2 312	2 305	2 676	2 792	2 621	3 033
Manufacturing	24 556	24 471	24 876	20 801	19 277	21 985
Utilities	1 422	1 535	1 677	1 320	1 250	1 325
Construction	5 896	4 778	4 878	4 063	4 676	5 577
Trade	69 991	68 253	68 687	58 401	57 378	63 490
Transport	8 005	8 079	7 968	6 536	6 349	6 639
Finance	41 149	43 868	43 233	38 656	40 436	40 379
Community and social services	82 766	84 601	86 956	73 051	74 928	88 188
Private households	34 710	34 985	34 467	27 958	29 388	28 056
Other	171	244	170	327	245	328
Men	**401 200**	**406 042**	**407 037**	**355 862**	**362 419**	**382 743**
Agriculture	26 592	25 968	27 028	25 299	27 553	27 162
Mining	17 444	16 313	15 602	14 251	14 016	14 931
Manufacturing	50 973	50 248	49 725	40 018	38 653	45 679
Utilities	4 824	4 675	4 163	3 019	3 112	3 460
Construction	51 279	54 409	49 390	39 661	40 006	41 527
Trade	80 304	82 684	86 831	74 527	75 044	81 286
Transport	39 807	40 109	41 305	36 991	40 044	39 520
Finance	64 316	64 468	67 507	60 266	63 188	63 699
Community and social services	56 677	57 935	56 155	52 402	51 129	57 089
Private households	8 923	9 083	9 236	9 325	9 456	8 199
Other	61	151	95	103	219	192

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 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours
Both sexes	**43**	**43**	**43**	**42**	**42**	**43**
Agriculture	45	45	45	45	44	45
Mining	46	45	45	45	44	44
Manufacturing	43	43	43	42	41	43
Utilities	42	42	43	43	43	43
Construction	41	41	41	41	40	41
Trade	47	47	47	45	45	46
Transport	50	50	50	49	49	49
Finance	44	44	44	43	43	44
Community and social services	40	40	40	40	39	40
Private households	34	34	34	34	33	33
Other	41	41	40	30	39	40
Women	**41**	**40**	**40**	**40**	**39**	**40**
Agriculture	42	42	42	42	42	42
Mining	43	43	44	43	43	43
Manufacturing	42	42	41	41	40	42
Utilities	41	41	41	42	43	42
Construction	34	32	33	36	33	35
Trade	46	45	45	44	44	44
Transport	43	42	43	42	41	41
Finance	42	42	42	41	41	41
Community and social services	39	39	39	39	38	39
Private households	35	35	35	34	33	34
Other	42	40	40	36	37	39
Men	**45**	**45**	**45**	**44**	**44**	**44**
Agriculture	47	47	46	46	45	46
Mining	47	45	45	45	44	45
Manufacturing	44	43	43	42	42	43
Utilities	43	43	43	43	44	43
Construction	42	42	42	41	40	42
Trade	48	48	48	46	46	47
Transport	51	51	51	51	51	51
Finance	46	46	46	45	45	45
Community and social services	42	42	41	41	41	41
Private households	30	31	31	33	31	31
Other	41	43	40	20	40	42

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 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**
Manager	62 927	63 356	65 350	56 276	57 487	61 053
Professional	35 751	35 244	36 031	36 899	38 022	43 195
Technician	57 856	56 344	57 279	48 928	50 148	58 154
Clerk	72 475	70 899	71 139	61 219	59 517	65 427
Sales and services	119 063	124 544	128 136	109 687	107 207	117 818
Skilled agriculture	3 229	2 778	2 747	3 087	2 696	3 376
Craft and related trade	82 235	83 823	80 965	65 807	64 486	69 156
Plant and machine operator	62 067	65 343	64 911	57 539	59 076	61 443
Elementary	151 966	153 811	152 147	131 216	139 477	145 648
Domestic worker	35 406	34 689	35 105	28 242	29 575	27 610
Other	190	53	89	1 127	937	91
Women	**281 965**	**284 840**	**286 863**	**244 164**	**246 209**	**270 228**
Manager	18 822	18 111	18 622	16 527	17 245	19 177
Professional	16 997	17 434	18 730	18 299	16 793	20 629
Technician	30 270	29 856	29 859	25 925	28 365	32 019
Clerk	51 744	51 009	50 968	43 957	44 210	45 670
Sales and services	53 614	57 012	56 841	45 407	43 229	52 209
Skilled agriculture	458	449	473	646	491	564
Craft and related trade	8 292	8 340	9 138	7 352	6 690	8 148
Plant and machine operator	6 910	7 690	7 336	6 152	5 896	7 129
Elementary	60 929	61 352	61 314	52 627	54 745	58 133
Domestic worker	33 877	33 586	33 532	26 914	28 319	26 510
Other	53		50	358	226	41
Men	**401 200**	**406 042**	**407 037**	**355 862**	**362 419**	**382 743**
Manager	44 105	45 245	46 728	39 748	40 242	41 876
Professional	18 754	17 810	17 301	18 600	21 230	22 566
Technician	27 586	26 487	27 420	23 003	21 783	26 135
Clerk	20 731	19 890	20 171	17 262	15 307	19 757
Sales and services	65 449	67 532	71 296	64 280	63 977	65 609
Skilled agriculture	2 771	2 329	2 274	2 441	2 205	2 812
Craft and related trade	73 943	75 482	71 827	58 456	57 796	61 008
Plant and machine operator	55 158	57 652	57 575	51 387	53 180	54 313
Elementary	91 037	92 460	90 833	78 589	84 733	87 515
Domestic worker	1 528	1 102	1 573	1 328	1 256	1 100
Other	137	53	39	769	710	50

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 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Hours	Hours	Hours	Hours	Hours	Hours
Both sexes	**43**	**43**	**43**	**42**	**42**	**43**
Manager	45	45	45	44	42	45
Professional	40	41	40	40	40	41
Technician	41	41	41	40	40	41
Clerk	42	42	42	41	41	42
Sales and services	48	48	48	46	47	47
Skilled agriculture	47	46	46	44	42	46
Craft and related trade	43	42	42	42	41	42
Plant and machine operator	48	48	48	48	48	48
Elementary	41	41	41	41	40	41
Domestic worker	35	35	35	34	33	33
Other	42	41	41	38	41	36
Women	**41**	**40**	**40**	**40**	**39**	**40**
Manager	42	42	42	41	40	42
Professional	39	40	39	39	39	41
Technician	41	40	40	40	39	41
Clerk	42	42	42	41	41	42
Sales and services	45	44	44	43	43	43
Skilled agriculture	37	36	38	39	40	38
Craft and related trade	41	41	41	41	40	42
Plant and machine operator	43	44	43	42	42	43
Elementary	39	39	39	40	39	39
Domestic worker	35	35	35	34	33	33
Other	43		40	40	37	35
Men	**45**	**45**	**45**	**44**	**44**	**44**
Manager	46	46	46	45	43	46
Professional	41	42	41	40	40	41
Technician	42	41	42	41	41	42
Clerk	43	43	43	43	42	43
Sales and services	51	51	51	49	50	50
Skilled agriculture	49	48	48	46	42	48
Craft and related trade	43	42	43	42	42	42
Plant and machine operator	49	49	48	48	48	48
Elementary	43	43	42	42	41	42
Domestic worker	34	32	33	35	31	29
Other	42	41	43	37	43	37

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

Market production activities	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours
Both Sexes	**683 164**	**690 883**	**693 900**	**600 025**	**608 628**	**652 971**
Formal sector (Non-agricultural)	481 047	480 773	481 247	423 263	418 427	452 176
Informal sector (Non-agricultural)	120 904	128 353	130 646	103 921	114 144	126 152
Agriculture	37 579	37 688	38 303	35 559	37 212	38 388
Private households	43 633	44 069	43 703	37 283	38 844	36 255
Women	**281 965**	**284 840**	**286 863**	**244 164**	**246 209**	**270 228**
Formal sector (Non-agricultural)	192 942	193 733	195 305	171 632	170 104	190 538
Informal sector (Non-agricultural)	43 326	44 402	45 816	34 315	37 058	40 407
Agriculture	10 987	11 720	11 275	10 260	9 659	11 226
Private households	34 710	34 985	34 467	27 958	29 388	28 056
Men	**401 200**	**406 042**	**407 037**	**355 862**	**362 419**	**382 743**
Formal sector (Non-agricultural)	288 105	287 041	285 942	251 631	248 323	261 638
Informal sector (Non-agricultural)	77 579	83 951	84 831	69 606	77 086	85 745
Agriculture	26 592	25 968	27 028	25 299	27 553	27 162
Private households	8 923	9 083	9 236	9 325	9 456	8 199

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

Market production activities	QLFS 2017 Hours	QLFS 2018 Hours	QLFS 2019 Hours	QLFS 2020 Hours	QLFS 2021 Hours	QLFS 2022 Hours
Both Sexes	**43**	**43**	**43**	**42**	**42**	**43**
Formal sector (Non-agricultural)	45	43	43	43	42	43
Informal sector (Non-agricultural)	45	45	45	43	44	44
Agriculture	34	45	45	45	44	45
Private households	43	34	34	34	33	33
Women	**41**	**40**	**40**	**40**	**39**	**40**
Formal sector (Non-agricultural)	43	41	41	41	40	41
Informal sector (Non-agricultural)	42	42	41	40	41	41
Agriculture	35	42	42	42	42	42
Private households	41	35	35	34	33	34
Men	**45**	**45**	**45**	**44**	**44**	**44**
Formal sector (Non-agricultural)	47	45	45	44	44	45
Informal sector (Non-agricultural)	47	46	46	45	46	45
Agriculture	30	47	46	46	45	46
Private households	45	31	31	33	31	31

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

Table 3.16: Employment by sex and province

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Both sexes	**16 169**	**16 394**	**16 350**	**15 253**	**14 691**	**15 544**
Western Cape	2 425	2 506	2 507	2 334	2 263	2 416
Eastern Cape	1 417	1 391	1 370	1 263	1 250	1 344
Northern Cape	305	321	320	302	277	325
Free State	793	796	798	724	718	795
KwaZulu Natal	2 547	2 630	2 643	2 487	2 393	2 483
North West	984	980	960	933	905	895
Gauteng	5 075	5 091	5 097	4 743	4 562	4 800
Mpumalanga	1 219	1 221	1 233	1 180	1 114	1 159
Limpopo	1 404	1 458	1 423	1 287	1 209	1 328
Women	**7 114**	**7 207**	**7 197**	**6 685**	**6 374**	**6 835**
Western Cape	1 065	1 113	1 118	1 070	1 010	1 121
Eastern Cape	689	699	675	611	565	632
Northern Cape	133	142	137	112	120	145
Free State	324	348	355	340	313	322
KwaZulu Natal	1 223	1 246	1 258	1 135	1 088	1 205
North West	388	381	384	373	361	347
Gauteng	2 183	2 152	2 151	1 980	1 945	1 992
Mpumalanga	511	514	509	510	475	500
Limpopo	598	613	609	552	497	570
Men	**9 055**	**9 186**	**9 153**	**8 569**	**8 316**	**8 709**
Western Cape	1 360	1 393	1 389	1 264	1 253	1 295
Eastern Cape	728	692	695	652	685	712
Northern Cape	172	179	183	190	157	180
Free State	468	447	443	384	405	473
KwaZulu Natal	1 324	1 383	1 385	1 352	1 304	1 277
North West	596	600	576	559	544	548
Gauteng	2 893	2 939	2 945	2 763	2 617	2 808
Mpumalanga	707	707	723	670	639	658
Limpopo	806	845	814	735	712	757

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: Proportion of employees who are entitled to paid sick leave

Decent Work Indicators	QLFS 2017 Percent	QLFS 2018 Percent	QLFS 2019 Percent	QLFS 2020 Percent	QLFS 2021 Percent	QLFS 2022 Percent
Both sexes	**71,1**	**70,1**	**71,2**	**75,4**	**75,0**	**71,9**
Male	72,3	71,4	72,4	76,6	75,9	72,1
Female	69,5	68,6	69,7	74,1	73,8	71,7

Table 3.18: Proportion of employees who are entitled to martenity/partenity leave

Decent Work Indicators	QLFS 2017 Percent	QLFS 2018 Percent	QLFS 2019 Percent	QLFS 2020 Percent	QLFS 2021 Percent	QLFS 2022 Percent
Both sexes	**58,0**	**57,2**	**57,7**	**76,9**	**69,3**	**53,6**
Male	57,1	56,1	56,2	80,6	71,0	50,6
Female	59,0	58,5	59,5	72,5	67,2	57,0

Table 3.19: Decent hours

Decent hours	QLFS 2017 Per cent	QLFS 2018 Per cent	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent
Excessive hours (workers with more than 48 hours per week)	**21,8**	**21,3**	**21,2**	**19,0**	**18,0**	**18,5**
Men	26,0	25,4	25,7	23,3	22,4	22,8
Women	16,5	16,0	15,5	13,5	12,2	12,9
Time-related underemployment rate	**4,6**	**4,5**	**4,7**	**5,3**	**5,8**	**4,9**
Men	3,3	3,3	3,5	4,2	4,8	4,0
Women	6,1	6,0	6,2	6,7	7,3	5,9
Rate of workers with decent hours	**73,6**	**74,2**	**74,1**	**75,7**	**76,2**	**76,7**
Men	70,7	71,2	70,8	72,4	72,8	73,1
Women	77,4	77,9	78,4	79,8	80,5	81,2

Table 3.20: Rights at work and social dialogue

Decent work Indicators	QLFS 2017 Per cent	QLFS 2018 Per cent	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent
Trade union members	**3 966**	**4 100**	**4 014**	**4 202**	**4 005**	**3 803**
Men	2 291	2 363	2 266	2 376	2 262	2 103
Women	1 675	1 737	1 749	1 826	1 743	1 699
Trade union density rate	**28,8**	**29,5**	**29,2**	**33,3**	**32,7**	**29,3**
Men	30,4	31,2	30,3	34,6	33,7	30,0
Women	26,9	27,4	27,9	31,8	31,4	28,5

Social protection

Table 3.21: Proportion of employees whose employer contribute to a pension/retirement fund for them

	QLFS 2017 Per cent	QLFS 2018 Per cent	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent
Both sexes	**48,0**	**47,3**	**48,2**	**50,9**	**48,0**	**46,2**
Men	50,6	49,8	50,4	53,2	50,4	47,2
Women	44,8	44,3	45,6	48,2	45,2	45,0

Table 3.22: Proportion of employees who are entitled to medical aid benefit from the employer by sex

	QLFS 2017 Per cent	QLFS 2018 Per cent	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent
Both sexes	**30,0**	**29,4**	**29,5**	**31,8**	**30,7**	**30,0**
Men	30,8	30,4	30,0	31,8	30,7	29,4
Women	29,0	28,3	28,9	31,9	30,7	30,7

Social dialogue

Table 3.23: Proportions of employees by how annual salary increment is negotiated

	QLFS 2017 Per cent	QLFS 2018 Per cent	QLFS 2019 Per cent	QLFS 2020 Per cent	QLFS 2021 Per cent	QLFS 2022 Per cent
Individual and employer	7,9	7,9	9,1	9,2	7,7	8,3
Collective bargaining	30,2	30,2	30,3	34,5	34,2	31,8
Employer only	55,4	54,9	53,7	51,1	52,1	54,1
No regular increment	5,6	6,4	6,2	5,0	5,8	5,5
Other	0,8	0,6	0,7	0,3	0,2	0,3

Table 4.1: Characteristics of the unemployed - South Africa

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Unemployed	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Job losers	1 975	1 917	2 023	1 888	2 231	2 089
Job leavers	346	298	307	379	313	212
New entrants	2 355	2 435	2 554	2 469	3 153	3 568
Re-entrants	301	264	316	331	333	251
Other	1 143	1 189	1 379	1 215	1 628	1 714
Unemployed	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Long-term unemployment (1 year and more)	4 111	4 229	4 685	4 421	5 944	6 127
Short-term unemployment (less than 1 year)	2 009	1 874	1 894	1 862	1 715	1 707
Long-term unemployment(%)						
Proportion of the labour force	18,4	18,8	20,4	20,7	26,6	26,2
Proportion of the unemployed	67,2	69,3	71,2	70,4	77,6	78,2
Those who have worked in the past 5 years						
Previous occupation	**2 622**	**2 479**	**2 646**	**2 599**	**2 877**	**2 552**
Manager	64	63	57	79	73	62
Professional	55	47	49	55	58	54
Technician	149	126	143	149	160	141
Clerk	286	269	292	294	341	314
Sales and services	410	429	450	443	520	489
Skilled agriculture	6	6	8	6	5	8
Craft and related trade	445	414	446	414	424	360
Plant and machine operator	187	185	203	229	228	163
Elementary	829	765	826	765	852	798
Domestic worker	191	173	172	160	196	162
Other	1	2	0	5	20	1
Previous industry	**2 622**	**2 479**	**2 646**	**2 599**	**2 877**	**2 552**
Agriculture	148	135	142	125	148	139
Mining	50	49	43	39	44	50
Manufacturing	284	252	295	276	289	230
Utilities	16	18	17	16	19	23
Construction	440	426	445	423	449	378
Trade	576	572	589	560	548	515
Transport	132	115	134	157	176	129
Finance	356	354	375	391	446	352
Community and social services	365	331	371	379	461	480
Private households	254	226	233	229	296	256
Other	0	1	0	5	2	1

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

Table 4.2: Characteristics of the unemployed by province

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Long-term unemployment	**4 111**	**4 229**	**4 685**	**4 421**	**5 944**	**6 127**
Western cape	383	363	409	375	557	575
Eastern Cape	502	540	570	694	836	752
Northern Cape	70	77	73	65	55	62
Free State	277	294	305	245	321	303
KwaZulu-Natal	553	563	652	584	798	911
North West	223	225	285	288	356	340
Gauteng	1 583	1 603	1 732	1 633	2 172	2 218
Mpumalanga	327	390	441	300	472	469
Limpopo	192	176	217	237	377	496
Long-term unemployment (%)	**67,2**	**69,3**	**71,2**	**70,4**	**77,6**	**78,2**
Western cape	59,8	57,9	63,0	62,9	70,1	71,8
Eastern Cape	67,8	70,8	70,1	73,3	79,0	74,8
Northern Cape	55,1	62,5	58,9	62,1	59,0	59,1
Free State	69,2	71,3	71,9	67,3	77,0	77,3
KwaZulu-Natal	66,5	70,8	71,9	68,5	74,0	78,1
North West	64,7	63,2	70,4	73,7	75,5	71,7
Gauteng	74,2	76,1	77,5	75,8	85,2	87,1
Mpumalanga	60,2	66,2	68,2	66,4	73,7	70,5
Limpopo	53,8	52,4	57,9	56,3	67,7	73,4
Short-term unemployment	**2 009**	**1 874**	**1 894**	**1 862**	**1 715**	**1 707**
Western cape	258	264	241	222	238	226
Eastern Cape	238	222	243	253	222	254
Northern Cape	57	46	51	40	38	43
Free State	123	118	119	119	96	89
KwaZulu-Natal	278	232	254	268	280	255
North West	122	131	120	103	115	134
Gauteng	551	502	502	522	377	330
Mpumalanga	217	199	206	151	169	196
Limpopo	165	159	158	184	180	180
Short-term unemployment (%)	**32,8**	**30,7**	**28,8**	**29,6**	**22,4**	**21,8**
Western cape	40,2	42,1	37,0	37,1	29,9	28,2
Eastern Cape	32,2	29,2	29,9	26,7	21,0	25,2
Northern Cape	44,9	37,5	41,1	37,9	41,0	40,9
Free State	30,8	28,7	28,1	32,7	23,0	22,7
KwaZulu-Natal	33,5	29,2	28,1	31,5	26,0	21,9
North West	35,3	36,8	29,6	26,3	24,5	28,3
Gauteng	25,8	23,9	22,5	24,2	14,8	12,9
Mpumalanga	39,8	33,8	31,8	33,6	26,3	29,5
Limpopo	46,2	47,6	42,1	43,7	32,3	26,6

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 4.3: The duration of unemployment

	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	**Thousand**	**Thousand**	**Thousand**	**Thousand**	**Thousand**
Both Sexes	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Less than 3 moths	785	732	747	572	646	727
3 months less than 6 months	453	406	422	478	374	372
6 months less than 1 year	771	728	718	773	688	598
1 year less than 3 years	1 345	1 423	1 452	1 351	1 932	1 795
3 years and over	2 766	2 814	3 241	3 109	4 019	4 342
Women	**2 990**	**2 986**	**3 192**	**2 999**	**3 678**	**3 782**
Less than 3 moths	317	289	278	215	245	270
3 months less than 6 months	205	174	185	201	155	162
6 months less than 1 year	364	333	324	334	315	279
1 year less than 3 years	694	725	731	690	970	877
3 years and over	1 409	1 464	1 674	1 559	1 993	2 194
Men	**3 130**	**3 117**	**3 387**	**3 283**	**3 980**	**4 052**
Less than 3 moths	467	443	468	356	401	457
3 months less than 6 months	248	232	237	276	219	210
6 months less than 1 year	407	395	394	439	372	319
1 year less than 3 years	651	697	721	661	962	918
3 years and over	1 357	1 350	1 567	1 551	2 026	2 147

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 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Not economically active	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**
Student	6 189	6 223	6 239	6 551	6 592	6 130
Home-maker	2 605	2 550	2 574	2 546	2 719	2 582
Illness/disability	1 588	1 552	1 536	1 490	1 537	1 591
Too old/young to work	1 390	1 440	1 522	1 550	1 673	1 812
Discouraged work seekers	2 403	2 806	2 848	2 754	3 529	3 549
Other	830	839	858	2 859	1 274	1 207
Inactivity rate by age (Both sexes)	**40,2**	**40,7**	**40,5**	**45,4**	**43,7**	**41,9**
15-24 yrs	73,1	74,6	74,3	79,1	78,0	74,2
25-54 yrs	23,3	23,6	23,6	29,3	27,2	26,0
55-64 yrs	54,6	54,8	55,5	58,1	59,4	60,4
Inactivity rate by age (Women)	**46,4**	**46,8**	**46,6**	**51,3**	**49,8**	**47,7**
15-24 yrs	75,6	77,4	76,8	80,9	79,6	76,8
25-54 yrs	30,7	30,8	30,8	36,5	34,6	32,5
55-64 yrs	62,9	62,4	63,1	65,5	66,5	67,7
Inactivity rate by age (Men)	**33,9**	**34,4**	**34,2**	**39,4**	**37,5**	**36,1**
15-24 yrs	70,6	71,8	71,9	77,3	76,5	71,7
25-54 yrs	15,9	16,5	16,5	22,2	19,7	19,7
55-64 yrs	44,5	45,4	46,0	48,9	50,6	51,4

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 6a: Socio-demographic characteristics - South Africa

	QLFS 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Age group of the employed	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
15-24 yrs	1 292	1 222	1 135	871	783	1 015
25-34 yrs	4 884	4 903	4 823	4 356	4 115	4 406
35-44 yrs	5 041	5 137	5 124	4 757	4 718	4 893
45-54 yrs	3 421	3 560	3 681	3 564	3 597	3 766
55-64 yrs	1 531	1 571	1 587	1 513	1 479	1 462
Age group of the unemployed	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
15-24 yrs	1 480	1 399	1 505	1 272	1 467	1 619
25-34 yrs	2 411	2 461	2 642	2 526	3 087	3 051
35-44 yrs	1 421	1 409	1 509	1 533	1 915	1 946
45-54 yrs	648	667	748	763	980	1 000
55-64 yrs	161	167	175	189	210	217
Age group of the not economically active	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**
15-24 yrs	7 543	7 688	7 649	8 120	7 989	7 593
25-34 yrs	2 503	2 581	2 623	3 342	3 150	3 006
35-44 yrs	1 501	1 571	1 642	2 150	1 982	1 960
45-54 yrs	1 423	1 463	1 467	1 777	1 734	1 749
55-64 yrs	2 035	2 107	2 196	2 361	2 468	2 563
Highest level of education of the employed	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
No schooling	339	297	290	186	191	177
Less than primary completed	1 070	992	948	770	698	657
Primary completed	591	618	621	505	453	488
Secondary not completed	5 385	5 547	5 352	4 874	4 807	4 764
Secondary completed	5 201	5 305	5 405	5 209	5 134	5 724
Tertiary	3 402	3 455	3 541	3 386	3 300	3 539
Other	180	180	193	132	108	196
Highest level of education of the unemployed	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
No schooling	73	69	71	52	52	68
Less than primary completed	355	340	349	292	305	319
Primary completed	252	222	256	227	247	243
Secondary not completed	2 868	2 825	3 035	2 791	3 374	3 364
Secondary completed	2 016	2 112	2 250	2 295	2 913	3 057
Tertiary	514	496	582	588	734	730
Other	42	40	36	38	33	51
Highest level of education of the not economically active	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**
No schooling	636	605	583	460	480	527
Less than primary completed	1 494	1 488	1 421	1 376	1 255	1 250
Primary completed	961	929	947	1 001	906	935
Secondary not completed	8 050	8 206	8 221	9 186	9 306	8 837
Secondary completed	3 130	3 428	3 587	4 652	4 509	4 430
Tertiary	579	601	663	895	720	717
Other	154	155	156	180	148	175

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 2017 Thousand	QLFS 2018 Thousand	QLFS 2019 Thousand	QLFS 2020 Thousand	QLFS 2021 Thousand	QLFS 2022 Thousand
Employed	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Attending educational institution	363	341	343	255	183	284
Not attending educational institution	15 806	16 052	16 007	14 806	14 507	15 260
Unemployed	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Attending educational institution	114	115	129	103	114	166
Not attending educational institution	6 006	5 988	6 450	6 180	7 544	7 667
Not economically active	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**
Attending educational institution	6 120	6 135	6 127	6 450	6 435	5 937
Not attending educational institution	8 885	9 276	9 451	11 299	10 888	10 934
Current marital status of the employed	**16 169**	**16 394**	**16 350**	**15 061**	**14 691**	**15 544**
Married	6 329	6 282	6 308	5 890	5 734	5 532
Living together like husband and wife	1 985	2 071	2 034	1 823	1 828	2 000
Widow/widower	500	482	466	375	373	367
Divorced or separated	515	503	502	446	421	461
Never married	6 839	7 055	7 041	6 528	6 335	7 184
Current marital status of the unemployed	**6 120**	**6 103**	**6 579**	**6 283**	**7 658**	**7 834**
Married	1 001	923	1 014	992	1 242	1 091
Living together like husband and wife	666	686	716	626	681	825
Widow/widower	74	80	82	74	74	79
Divorced or separated	102	99	100	113	125	112
Never married	4 277	4 315	4 667	4 477	5 536	5 728
Current marital status of the not economically active	**15 005**	**15 411**	**15 578**	**17 749**	**17 323**	**16 871**
Married	2 711	2 750	2 744	3 201	2 987	2 807
Living together like husband and wife	775	841	838	985	864	940
Widow/widower	591	630	605	615	634	648
Divorced or separated	240	232	248	317	297	274
Never married	10 689	10 958	11 142	12 633	12 541	12 201

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 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Thousand	Thousand	Thousand	Thousand	Thousand	Thousand
Both sexes	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**
Women	8 606	8 813	9 068	9 829	10 348	10 331
Men	6 285	6 451	6 834	7 649	8 084	8 270
Age group	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**
15-24 yrs	3 213	3 254	3 340	3 325	3 373	3 599
25-34 yrs	4 551	4 683	4 887	5 445	5 819	5 644
35-44 yrs	2 873	2 933	3 101	3 629	3 859	3 853
45-54 yrs	2 058	2 123	2 204	2 530	2 704	2 731
55-64 yrs	2 195	2 271	2 369	2 549	2 677	2 774
Population groups	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**
Black/African	12 511	12 847	13 442	14 803	15 659	15 916
Coloured	1 350	1 324	1 373	1 535	1 651	1 585
Indian/Asian	334	350	365	389	432	378
White	695	743	721	751	690	723
South Africa	**14 891**	**15 264**	**15 901**	**17 478**	**18 432**	**18 601**
Western Cape	1 486	1 474	1 562	1 750	1 865	1 884
Eastern Cape	1 960	2 054	2 077	2 194	2 258	2 286
Northern Cape	377	372	370	402	436	408
Free State	769	762	796	846	871	831
KwaZulu Natal	3 029	3 083	3 206	3 511	3 641	3 702
North West	1 131	1 164	1 233	1 280	1 376	1 426
Gauteng	3 552	3 710	3 831	4 409	4 670	4 715
Mpumalanga	1 145	1 180	1 231	1 301	1 387	1 449
Limpopo	1 443	1 465	1 594	1 785	1 929	1 900

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 2017	Q3 2017	93,1	3,6	1,2	2,1	100,0
Q3 2017	Q4 2017	93,1	3,5	1,3	2,0	100,0
Q4 2017	Q1 2018	92,6	4,0	1,5	1,9	100,0
Q1 2018	Q2 2018	93,7	3,1	1,1	2,1	100,0
Q2 2018	Q3 2018	93,5	3,6	1,1	1,8	100,0
Q3 2018	Q4 2018	94,0	3,1	1,3	1,7	100,0
Q4 2018	Q1 2019	93,3	3,4	1,4	1,9	100,0
Q1 2019	Q2 2019	93,5	3,6	1,1	1,9	100,0
Q2 2019	Q3 2019	93,3	4,0	1,1	1,5	100,0
Q3 2019	Q4 2019	94,0	3,1	1,3	1,6	100,0
Q4 2019	Q1 2020	93,3	3,7	1,2	1,8	100,0
Q1 2020	Q2 2020	79,6	5,6	1,9	12,9	100,0
Q2 2020	Q3 2020	90,3	4,6	1,1	4,1	100,0
Q3 2020	Q4 2020	93,0	3,8	1,1	2,0	100,0
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
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	11,6	72,3	6,8	9,2	100,0
Q3 2017	Q4 2017	11,6	68,4	7,4	12,6	100,0
Q4 2017	Q1 2018	11,6	69,1	8,4	10,8	100,0
Q1 2018	Q2 2018	9,5	72,5	7,7	10,3	100,0
Q2 2018	Q3 2018	11,0	71,1	7,7	10,2	100,0
Q3 2018	Q4 2018	10,6	71,8	7,9	9,7	100,0
Q4 2018	Q1 2019	9,9	70,8	8,0	11,2	100,0
Q1 2019	Q2 2019	10,3	72,2	7,4	10,1	100,0
Q2 2019	Q3 2019	10,1	72,3	7,6	10,0	100,0
Q3 2019	Q4 2019	9,7	74,2	6,6	9,5	100,0
Q4 2019	Q1 2020	8,5	74,9	6,5	10,2	100,0
Q1 2020	Q2 2020	9,9	34,0	10,4	45,7	100,0
Q2 2020	Q3 2020	14,3	64,3	6,3	15,1	100,0
Q3 2020	Q4 2020	11,9	70,6	5,5	11,9	100,0
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

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

		t+1 status				
t status: Discouragement		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	8,8	14,4	58,0	18,8	100,0
Q3 2017	Q4 2017	7,8	15,8	56,1	20,3	100,0
Q4 2017	Q1 2018	9,1	14,4	59,8	16,8	100,0
Q1 2018	Q2 2018	7,3	15,6	59,4	17,8	100,0
Q2 2018	Q3 2018	8,0	16,8	58,1	17,2	100,0
Q3 2018	Q4 2018	7,8	15,9	60,0	16,3	100,0
Q4 2018	Q1 2019	7,0	14,8	59,1	19,2	100,0
Q1 2019	Q2 2019	9,0	18,7	55,6	16,7	100,0
Q2 2019	Q3 2019	8,4	15,6	60,0	15,9	100,0
Q3 2019	Q4 2019	6,7	15,7	60,4	17,2	100,0
Q4 2019	Q1 2020	7,0	15,2	62,0	15,8	100,0
Q1 2020	Q2 2020	7,3	13,5	33,8	45,5	100,0
Q2 2020	Q3 2020	9,2	24,3	45,1	21,4	100,0
Q3 2020	Q4 2020	5,9	19,9	59,6	14,6	100,0
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
		t+1 status				
t status: Other NEA		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
Q2 2017	Q3 2017	2,5	4,9	3,7	88,9	100,0
Q3 2017	Q4 2017	2,5	4,7	3,2	89,6	100,0
Q4 2017	Q1 2018	2,4	6,2	4,9	86,5	100,0
Q1 2018	Q2 2018	1,8	5,1	4,1	89,0	100,0
Q2 2018	Q3 2018	2,4	4,9	4,1	88,6	100,0
Q3 2018	Q4 2018	2,4	4,8	3,7	89,1	100,0
Q4 2018	Q1 2019	2,1	5,5	4,4	87,9	100,0
Q1 2019	Q2 2019	2,4	5,8	3,7	88,1	100,0
Q2 2019	Q3 2019	2,3	4,8	4,1	88,7	100,0
Q3 2019	Q4 2019	1,8	4,9	3,4	89,8	100,0
Q4 2019	Q1 2020	1,9	5,8	4,0	88,3	100,0
Q1 2020	Q2 2020	2,5	3,4	3,0	91,1	100,0
Q2 2020	Q3 2020	6,3	12,6	6,1	74,9	100,0
Q3 2020	Q4 2020	3,4	8,7	4,6	83,3	100,0
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

Table A2: Quarterly transition rates between different sectors

		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Formal		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	96,0	3,4	0,4	0,2	100,0
Q3 2017	Q4 2017	95,7	3,4	0,5	0,4	100,0
Q4 2017	Q1 2018	95,8	3,7	0,3	0,2	100,0
Q1 2018	Q2 2018	96,0	3,5	0,3	0,3	100,0
Q2 2018	Q3 2018	95,8	3,8	0,3	0,2	100,0
Q3 2018	Q4 2018	95,7	3,8	0,3	0,3	100,0
Q4 2018	Q1 2019	96,1	3,5	0,2	0,2	100,0
Q1 2019	Q2 2019	95,7	4,0	0,2	0,1	100,0
Q2 2019	Q3 2019	95,9	3,7	0,3	0,2	100,0
Q3 2019	Q4 2019	95,5	3,8	0,3	0,3	100,0
Q4 2019	Q1 2020	96,3	3,2	0,3	0,2	100,0
Q1 2020	Q2 2020	95,5	3,7	0,5	0,3	100,0
Q2 2020	Q3 2020	95,3	3,7	0,7	0,4	100,0
Q3 2020	Q4 2020	96,8	2,6	0,4	0,1	100,0
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
		Formal	Informal	Agriculture	Private hh	Total
t status: Informal		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	16,9	81,5	0,4	1,2	100,0
Q3 2017	Q4 2017	15,8	82,2	0,8	1,2	100,0
Q4 2017	Q1 2018	15,4	83,3	0,5	0,8	100,0
Q1 2018	Q2 2018	15,1	83,4	0,5	0,9	100,0
Q2 2018	Q3 2018	16,8	81,9	0,5	0,8	100,0
Q3 2018	Q4 2018	16,7	82,2	0,2	1,0	100,0
Q4 2018	Q1 2019	14,1	83,9	0,6	1,4	100,0
Q1 2019	Q2 2019	14,5	84,4	0,4	0,8	100,0
Q2 2019	Q3 2019	16,8	82,0	0,3	0,9	100,0
Q3 2019	Q4 2019	16,3	81,8	0,7	1,2	100,0
Q4 2019	Q1 2020	14,8	83,1	0,7	1,5	100,0
Q1 2020	Q2 2020	21,2	76,0	1,0	1,7	100,0
Q2 2020	Q3 2020	17,3	80,1	0,7	2,0	100,0
Q3 2020	Q4 2020	14,9	82,7	0,6	1,8	100,0
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

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

t status: Agriculture		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	4,5	2,9	91,4	1,2	100,0
Q3 2017	Q4 2017	6,6	1,3	90,7	1,4	100,0
Q4 2017	Q1 2018	4,4	0,5	94,0	1,2	100,0
Q1 2018	Q2 2018	3,8	0,4	94,7	1,1	100,0
Q2 2018	Q3 2018	4,2	0,9	94,2	0,8	100,0
Q3 2018	Q4 2018	3,8	1,2	92,2	2,8	100,0
Q4 2019	Q1 2020	5,2	2,4	90,5	1,9	100,0
Q1 2020	Q2 2020	9,3	1,9	83,9	4,9	100,0
Q2 2020	Q3 2020	7,7	1,2	88,5	2,6	100,0
Q3 2020	Q4 2020	8,9	2,0	88,0	1,1	100,0
Q4 2020	Q1 2021	5,2	2,4	90,5	1,9	100,0
Q1 2021	Q2 2021	8,5	3,1	86,0	2,4	100,0
Q2 2021	Q3 2021	5,2	1,1	92,1	1,6	100,0
Q3 2021	Q4 2021	5,9	1,7	91,1	1,2	100,0
Q4 2021	Q1 2022	6,7	1,3	89,6	2,5	100,0
Q1 2022	Q2 2022	8,5	0,8	88,6	2,1	100,0
Q2 2022	Q3 2022	8,7	1,6	88,3	1,4	100,0
Q3 2022	Q4 2022	8,4	1,5	89,6	0,6	100,0

t status: Private hh		Formal	Informal	Agriculture	Private hh	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	2,1	2,7	1,1	94,1	100,0
Q3 2017	Q4 2017	3,4	1,9	0,9	93,8	100,0
Q4 2017	Q1 2018	2,0	2,0	0,2	95,8	100,0
Q1 2018	Q2 2018	1,6	1,4	1,8	95,3	100,0
Q2 2018	Q3 2018	2,5	2,3	0,8	94,3	100,0
Q3 2018	Q4 2018	2,0	1,1	0,9	96,0	100,0
Q4 2018	Q1 2019	2,2	2,5	0,8	94,5	100,0
Q1 2019	Q2 2019	1,6	2,5	1,1	94,9	100,0
Q2 2019	Q3 2019	1,3	1,8	1,3	95,5	100,0
Q3 2019	Q4 2019	1,6	2,0	0,8	95,5	100,0
Q4 2019	Q1 2020	2,4	2,0	1,1	94,6	100,0
Q1 2020	Q2 2020	5,3	4,4	1,6	88,6	100,0
Q2 2020	Q3 2020	3,4	5,1	4,3	87,3	100,0
Q3 2020	Q4 2020	2,4	3,8	0,8	93,0	100,0
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

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

		t+1 status				
t status: Employed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	89,3	4,2	2,9	3,6	100,0
Q3 2017	Q4 2017	90,0	3,8	2,6	3,6	100,0
Q4 2017	Q1 2018	88,9	4,7	2,7	3,7	100,0
Q1 2018	Q2 2018	89,7	3,6	2,2	4,5	100,0
Q2 2018	Q3 2018	90,2	4,0	2,1	3,7	100,0
Q3 2018	Q4 2018	91,4	2,9	2,1	3,6	100,0
Q4 2018	Q1 2019	90,2	4,8	2,6	2,4	100,0
Q1 2019	Q2 2019	91,2	3,5	2,0	3,3	100,0
Q2 2019	Q3 2019	91,1	4,7	1,9	2,3	100,0
Q3 2019	Q4 2019	89,5	4,8	2,3	3,5	100,0
Q4 2019	Q1 2020	89,9	5,0	1,7	3,4	100,0
Q1 2020	Q2 2020	73,7	6,4	2,5	17,5	100,0
Q2 2020	Q3 2020	85,4	4,6	2,3	7,8	100,0
Q3 2020	Q4 2020	90,7	3,9	1,7	3,7	100,0
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
		t+1 status				
t status: Unemployed: Primary and less		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	17,6	61,5	9,0	11,9	100,0
Q3 2017	Q4 2017	13,3	61,1	6,1	19,5	100,0
Q4 2017	Q1 2018	15,6	61,9	9,1	13,4	100,0
Q1 2018	Q2 2018	11,8	69,3	8,3	10,7	100,0
Q2 2018	Q3 2018	13,1	60,9	10,3	15,7	100,0
Q3 2018	Q4 2018	14,1	67,7	6,8	11,4	100,0
Q4 2018	Q1 2019	11,6	62,8	10,9	14,7	100,0
Q1 2019	Q2 2019	13,5	68,8	6,9	10,8	100,0
Q2 2019	Q3 2019	10,6	65,3	9,4	14,7	100,0
Q3 2019	Q4 2019	12,0	68,5	7,3	12,2	100,0
Q4 2019	Q1 2020	9,0	69,7	7,5	13,9	100,0
Q1 2020	Q2 2020	10,6	33,4	12,4	43,7	100,0
Q2 2020	Q3 2020	17,4	60,9	6,8	14,9	100,0
Q3 2020	Q4 2020	16,4	62,9	5,1	15,5	100,0
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

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

t status: Discouragement: Primary and less		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	11,0	11,5	56,0	21,5	100,0
Q3 2017	Q4 2017	8,9	12,2	56,0	22,9	100,0
Q4 2017	Q1 2018	10,5	12,3	58,5	18,7	100,0
Q1 2018	Q2 2018	7,4	10,8	59,9	21,9	100,0
Q2 2018	Q3 2018	8,8	12,1	55,6	23,5	100,0
Q3 2018	Q4 2018	9,2	12,1	55,7	23,1	100,0
Q4 2018	Q1 2019	9,2	10,8	56,4	23,6	100,0
Q1 2019	Q2 2019	11,1	13,3	53,4	22,3	100,0
Q2 2019	Q3 2019	7,9	11,3	63,0	17,9	100,0
Q3 2019	Q4 2019	5,7	12,3	60,4	21,5	100,0
Q4 2019	Q1 2020	7,7	11,5	58,6	22,3	100,0
Q1 2020	Q2 2020	8,2	11,6	33,8	46,3	100,0
Q2 2020	Q3 2020	14,7	16,0	45,2	24,1	100,0
Q3 2020	Q4 2020	6,4	13,8	55,5	24,4	100,0
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

t status: Other NEA: primary and less		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	2,9	3,3	3,9	89,9	100,0
Q3 2017	Q4 2017	2,7	2,4	2,9	91,9	100,0
Q4 2017	Q1 2018	2,5	3,9	3,8	89,7	100,0
Q1 2018	Q2 2018	2,4	2,3	4,3	90,9	100,0
Q2 2018	Q3 2018	3,3	2,7	4,7	89,4	100,0
Q3 2018	Q4 2018	2,7	3,0	3,8	90,5	100,0
Q4 2018	Q1 2019	2,0	2,1	3,9	92,0	100,0
Q1 2019	Q2 2019	2,8	3,6	3,3	90,3	100,0
Q2 2019	Q3 2019	2,6	2,7	3,9	90,7	100,0
Q3 2019	Q4 2019	1,6	2,8	3,2	92,4	100,0
Q4 2019	Q1 2020	1,7	2,9	3,0	92,4	100,0
Q1 2020	Q2 2020	2,2	2,0	2,5	93,3	100,0
Q2 2020	Q3 2020	5,6	7,7	5,5	81,2	100,0
Q3 2020	Q4 2020	3,5	3,5	3,9	89,1	100,0
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

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 2017	**Q3 2017**	91,1	4,8	1,6	2,6	100,0
Q3 2017	**Q4 2017**	90,3	5,4	1,8	2,4	100,0
Q4 2017	**Q1 2018**	90,4	5,2	2,3	2,1	100,0
Q1 2018	**Q2 2018**	90,7	5,1	1,9	2,4	100,0
Q2 2018	**Q3 2018**	91,2	4,8	1,6	2,3	100,0
Q3 2018	**Q4 2018**	92,0	4,5	1,8	1,8	100,0
Q4 2018	**Q1 2019**	90,7	4,7	2,2	2,5	100,0
Q1 2019	**Q2 2019**	90,7	5,2	1,7	2,4	100,0
Q2 2019	**Q3 2019**	90,5	5,8	1,7	2,1	100,0
Q3 2019	**Q4 2019**	92,4	3,9	1,9	1,8	100,0
Q4 2019	**Q1 2020**	90,7	4,7	2,2	2,5	100,0
Q1 2020	**Q2 2020**	72,7	7,9	3,0	16,3	100,0
Q2 2020	**Q3 2020**	86,9	6,6	1,3	5,2	100,0
Q3 2020	**Q4 2020**	90,7	4,7	1,8	2,8	100,0
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
		t+1 status				
t status: Unemployed: less than Secondary		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2017	**Q3 2017**	11,8	72,9	7,1	8,2	100,0
Q3 2017	**Q4 2017**	12,0	68,0	8,0	12,0	100,0
Q4 2017	**Q1 2018**	12,2	69,4	8,8	9,6	100,0
Q1 2018	**Q2 2018**	9,0	73,6	7,9	9,4	100,0
Q2 2018	**Q3 2018**	11,5	71,3	7,9	9,3	100,0
Q3 2018	**Q4 2018**	10,6	71,8	7,7	9,9	100,0
Q4 2018	**Q1 2019**	9,7	71,0	8,1	11,2	100,0
Q1 2019	**Q2 2019**	10,8	72,3	7,9	9,0	100,0
Q2 2019	**Q3 2019**	10,0	72,3	8,1	9,6	100,0
Q3 2019	**Q4 2019**	9,0	75,1	6,4	9,5	100,0
Q4 2019	**Q1 2020**	9,7	71,0	8,1	11,2	100,0
Q1 2020	**Q2 2020**	9,6	33,4	10,4	46,6	100,0
Q2 2020	**Q3 2020**	14,7	63,8	6,1	15,4	100,0
Q3 2020	**Q4 2020**	11,4	71,5	5,5	11,7	100,0
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

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

		t+1 status				
t status: Discouragement: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	8,4	14,1	57,8	19,7	100,0
Q3 2017	Q4 2017	7,4	15,2	55,5	21,8	100,0
Q4 2017	Q1 2018	8,6	13,4	61,1	16,9	100,0
Q1 2018	Q2 2018	6,8	15,1	60,3	17,7	100,0
Q2 2018	Q3 2018	8,7	16,1	58,6	16,7	100,0
Q3 2018	Q4 2018	8,4	15,9	59,3	16,4	100,0
Q4 2018	Q1 2019	6,6	13,9	61,2	18,4	100,0
Q1 2019	Q2 2019	8,9	18,2	55,3	17,5	100,0
Q2 2019	Q3 2019	8,7	14,0	61,2	16,1	100,0
Q3 2019	Q4 2019	7,5	14,8	60,5	17,2	100,0
Q4 2019	Q1 2020	6,6	13,9	61,2	18,4	100,0
Q1 2020	Q2 2020	7,6	13,0	34,2	45,2	100,0
Q2 2020	Q3 2020	7,6	23,0	47,8	21,5	100,0
Q3 2020	Q4 2020	6,0	19,9	61,6	12,5	100,0
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
		t+1 status				
t status: Other NEA: less than Secondary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	2,2	4,0	3,2	90,7	100,0
Q3 2017	Q4 2017	1,8	4,1	3,3	90,8	100,0
Q4 2017	Q1 2018	1,9	5,3	5,4	87,4	100,0
Q1 2018	Q2 2018	1,2	4,5	3,7	90,7	100,0
Q2 2018	Q3 2018	1,8	4,1	3,6	90,6	100,0
Q3 2018	Q4 2018	1,9	4,3	3,5	90,2	100,0
Q4 2018	Q1 2019	1,8	5,5	4,9	87,8	100,0
Q1 2019	Q2 2019	1,8	4,7	3,3	90,2	100,0
Q2 2019	Q3 2019	2,0	3,9	3,8	90,4	100,0
Q3 2019	Q4 2019	1,3	4,3	3,5	90,9	100,0
Q4 2019	Q1 2020	1,8	5,5	4,9	87,8	100,0
Q1 2020	Q2 2020	1,6	2,4	2,5	93,5	100,0
Q2 2020	Q3 2020	5,1	10,8	5,4	78,6	100,0
Q3 2020	Q4 2020	2,1	7,1	4,2	86,5	100,0
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

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 2017	**Q3 2017**	94,4	3,4	0,6	1,6	100,0
Q3 2017	**Q4 2017**	94,4	3,0	1,1	1,5	100,0
Q4 2017	**Q1 2018**	93,3	3,9	1,1	1,7	100,0
Q1 2018	**Q2 2018**	95,4	2,3	0,6	1,8	100,0
Q2 2018	**Q3 2018**	93,9	3,8	0,9	1,4	100,0
Q3 2018	**Q4 2018**	94,6	3,0	1,0	1,4	100,0
Q4 2018	**Q1 2019**	94,3	3,1	1,0	1,6	100,0
Q1 2019	**Q2 2019**	94,5	3,6	0,7	1,3	100,0
Q2 2019	**Q3 2019**	94,4	3,6	0,7	1,3	100,0
Q3 2019	**Q4 2019**	94,9	3,1	1,0	1,0	100,0
Q4 2019	**Q1 2020**	94,7	3,2	0,9	1,3	100,0
Q1 2020	**Q2 2020**	80,8	5,3	1,5	12,4	100,0
Q2 2020	**Q3 2020**	91,0	4,1	1,1	3,8	100,0
Q3 2020	**Q4 2020**	92,9	4,4	1,0	1,7	100,0
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
		t+1 status				
t status: Unemployed: Secondary completed		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
t quarter	**t+1 quarter**					
Q2 2017	**Q3 2017**	9,4	75,0	5,9	9,7	100,0
Q3 2017	**Q4 2017**	10,8	69,9	7,5	11,8	100,0
Q4 2017	**Q1 2018**	10,1	70,3	7,5	12,1	100,0
Q1 2018	**Q2 2018**	9,0	72,2	7,4	11,4	100,0
Q2 2018	**Q3 2018**	10,0	72,5	7,1	10,4	100,0
Q3 2018	**Q4 2018**	9,6	73,0	7,9	9,6	100,0
Q4 2018	**Q1 2019**	9,5	73,1	6,9	10,6	100,0
Q1 2019	**Q2 2019**	8,1	73,0	7,0	11,8	100,0
Q2 2019	**Q3 2019**	10,1	73,8	6,7	9,4	100,0
Q3 2019	**Q4 2019**	9,6	74,6	6,6	9,2	100,0
Q4 2019	**Q1 2020**	5,8	77,8	5,6	10,7	100,0
Q1 2020	**Q2 2020**	9,4	34,7	10,6	45,3	100,0
Q2 2020	**Q3 2020**	13,3	65,5	6,4	14,8	100,0
Q3 2020	**Q4 2020**	10,9	71,6	5,5	12,0	100,0
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

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

		t+1 status				
t status: Discouragement: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	7,5	16,6	60,8	15,1	100,0
Q3 2017	Q4 2017	6,9	18,6	56,8	17,7	100,0
Q4 2017	Q1 2018	9,2	14,6	59,5	16,7	100,0
Q1 2018	Q2 2018	7,7	18,9	58,5	14,9	100,0
Q2 2018	Q3 2018	6,2	18,3	61,6	13,9	100,0
Q3 2018	Q4 2018	6,3	17,3	65,4	11,0	100,0
Q4 2018	Q1 2019	5,7	17,0	58,1	19,2	100,0
Q1 2019	Q2 2019	8,2	20,1	58,1	13,7	100,0
Q2 2019	Q3 2019	7,9	18,8	59,1	14,2	100,0
Q3 2019	Q4 2019	5,8	17,6	62,9	13,8	100,0
Q4 2019	Q1 2020	6,8	15,2	64,5	13,4	100,0
Q1 2020	Q2 2020	6,7	13,1	34,7	45,5	100,0
Q2 2020	Q3 2020	7,8	28,2	43,2	20,7	100,0
Q3 2020	Q4 2020	5,6	20,9	58,9	14,6	100,0
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
						t+1 status
t status: Other NEA: Secondary completed		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	2,9	8,8	5,1	83,2	100,0
Q3 2017	Q4 2017	3,7	8,8	3,5	83,9	100,0
Q4 2017	Q1 2018	3,2	11,1	5,3	80,3	100,0
Q1 2018	Q2 2018	2,7	8,5	5,2	83,6	100,0
Q2 2018	Q3 2018	3,2	9,3	5,0	82,6	100,0
Q3 2018	Q4 2018	3,0	8,5	4,6	83,9	100,0
Q4 2018	Q1 2019	3,0	9,4	3,9	83,7	100,0
Q1 2019	Q2 2019	3,1	10,0	5,3	81,6	100,0
Q2 2019	Q3 2019	2,6	8,6	5,6	83,2	100,0
Q3 2019	Q4 2019	2,9	8,4	4,0	84,7	100,0
Q4 2019	Q1 2020	2,4	8,6	4,1	84,8	100,0
Q1 2020	Q2 2020	4,1	6,1	4,5	85,2	100,0
Q2 2020	Q3 2020	7,7	17,4	8,1	66,8	100,0
Q3 2020	Q4 2020	5,5	14,8	5,9	73,8	100,0
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

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

		t+1 status				
		Employed	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
t status: Employed: Tertiary		**Per cent**				
t quarter	**t+1 quarter**					
Q2 2017	**Q3 2017**	96,7	1,7	0,3	1,3	100,0
Q3 2017	**Q4 2017**	97,7	1,3	0,1	0,9	100,0
Q4 2017	**Q1 2018**	97,5	1,5	0,3	0,8	100,0
Q1 2018	**Q2 2018**	98,2	1,0	0,2	0,7	100,0
Q2 2018	**Q3 2018**	98,5	0,8	0,2	0,5	100,0
Q3 2018	**Q4 2018**	97,6	1,1	0,5	0,8	100,0
Q4 2018	**Q1 2019**	97,6	1,2	0,2	0,9	100,0
Q1 2019	**Q2 2019**	97,2	1,3	0,2	1,2	100,0
Q2 2019	**Q3 2019**	97,5	1,5	0,4	0,6	100,0
Q3 2019	**Q4 2019**	97,7	1,0	0,4	1,0	100,0
Q4 2019	**Q1 2020**	96,9	1,5	0,2	1,4	100,0
Q1 2020	**Q2 2020**	90,1	2,5	0,6	6,8	100,0
Q2 2020	**Q3 2020**	95,3	2,6	0,2	1,9	100,0
Q3 2020	**Q4 2020**	97,4	1,7	0,2	0,8	100,0
Q4 2020	**Q1 2021**	93,2	3,8	0,8	2,2	100,0
Q1 2021	**Q2 2021**	96,2	2,0	0,3	1,5	100,0
Q2 2021	**Q3 2021**	96,8	1,9	0,3	1,0	100,0
Q3 2021	**Q4 2021**	97,0	0,9	0,3	1,8	100,0
Q4 2021	**Q1 2022**	94,3	2,0	2,0	1,8	100,0
Q1 2022	**Q2 2022**	96,0	1,8	0,4	1,8	100,0
Q2 2022	**Q3 2022**	95,5	2,6	0,2	1,6	100,0
Q3 2022	**Q4 2022**	95,3	2,4	0,4	2,0	100,0
						t+1 status
		Employed	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
t status: Unemployed: Tertiary		**Per cent**				
t quarter	**t+1 quarter**					
Q2 2017	**Q3 2017**	10,4	75,2	5,7	8,7	100,0
Q3 2017	**Q4 2017**	10,1	74,0	6,0	9,9	100,0
Q4 2017	**Q1 2018**	10,0	71,7	9,2	9,1	100,0
Q1 2018	**Q2 2018**	10,9	72,8	6,8	9,5	100,0
Q2 2018	**Q3 2018**	9,5	77,4	5,8	7,3	100,0
Q3 2018	**Q4 2018**	9,9	71,8	11,5	6,9	100,0
Q4 2018	**Q1 2019**	11,1	70,8	8,7	9,3	100,0
Q1 2019	**Q2 2019**	12,0	73,4	6,9	7,7	100,0
Q2 2019	**Q3 2019**	9,6	75,1	5,7	9,6	100,0
Q3 2019	**Q4 2019**	11,0	76,1	6,9	6,0	100,0
Q4 2019	**Q1 2020**	8,4	76,8	5,9	9,0	100,0
Q1 2020	**Q2 2020**	13,2	35,5	7,8	43,5	100,0
Q2 2020	**Q3 2020**	12,6	67,4	5,7	14,4	100,0
Q3 2020	**Q4 2020**	13,2	71,5	6,7	8,6	100,0
Q4 2020	**Q1 2021**	9,5	70,8	7,3	12,3	100,0
Q1 2021	**Q2 2021**	11,2	74,4	5,5	8,9	100,0
Q2 2021	**Q3 2021**	6,9	75,0	11,1	7,0	100,0
Q3 2021	**Q4 2021**	11,6	71,2	7,5	9,8	100,0
Q4 2021	**Q1 2022**	14,9	69,2	4,8	11,1	100,0
Q1 2022	**Q2 2022**	12,4	73,4	7,0	7,2	100,0
Q2 2022	**Q3 2022**	13,4	67,3	9,8	9,4	100,0
Q3 2022	**Q4 2022**	11,8	72,4	6,8	9,1	100,0

Table A3: Quarterly transition rates between different labour market states, by education (Continued)						
		t+1 status				
t status: Discouragement: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	8,6	19,4	54,9	17,0	100,0
Q3 2017	Q4 2017	10,5	22,5	57,2	9,9	100,0
Q4 2017	Q1 2018	6,7	28,3	55,9	9,2	100,0
Q1 2018	Q2 2018	10,2	19,1	51,0	19,8	100,0
Q2 2018	Q3 2018	6,3	38,8	41,8	13,2	100,0
Q3 2018	Q4 2018	5,3	26,9	56,3	11,5	100,0
Q4 2018	Q1 2019	9,5	27,2	52,5	10,8	100,0
Q1 2019	Q2 2019	8,0	33,3	49,7	9,0	100,0
Q2 2019	Q3 2019	9,7	27,3	46,6	16,4	100,0
Q3 2019	Q4 2019	6,4	27,1	47,3	19,2	100,0
Q4 2019	Q1 2020	3,2	32,5	50,6	13,8	100,0
Q1 2020	Q2 2020	3,8	26,1	22,4	47,7	100,0
Q2 2020	Q3 2020	18,0	31,6	33,2	17,3	100,0
Q3 2020	Q4 2020	7,2	27,3	55,4	10,1	100,0
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
		t+1 status				
t status: Other NEA: Tertiary		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	4,0	8,2	2,3	85,5	100,0
Q3 2017	Q4 2017	5,9	6,9	2,2	85,0	100,0
Q4 2017	Q1 2018	6,0	10,3	1,4	82,4	100,0
Q1 2018	Q2 2018	3,0	11,5	2,5	83,0	100,0
Q2 2018	Q3 2018	2,9	7,2	4,3	85,6	100,0
Q3 2018	Q4 2018	3,3	4,5	2,2	89,9	100,0
Q4 2018	Q1 2019	2,8	8,5	2,7	86,0	100,0
Q1 2019	Q2 2019	5,2	9,4	2,8	82,7	100,0
Q2 2019	Q3 2019	4,5	7,5	2,2	85,8	100,0
Q3 2019	Q4 2019	4,0	8,2	2,7	85,1	100,0
Q4 2019	Q1 2020	2,9	7,8	3,4	86,0	100,0
Q1 2020	Q2 2020	5,6	7,3	3,6	83,5	100,0
Q2 2020	Q3 2020	12,2	22,6	5,4	59,8	100,0
Q3 2020	Q4 2020	7,6	16,9	5,4	70,1	100,0
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

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

		t+1 status				
		Formal	Informal	Agriculture	Private hh	Total
t status: Employed		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	71,9	15,4	4,8	7,9	100,0
Q3 2017	Q4 2017	71,2	15,7	5,3	7,8	100,0
Q4 2017	Q1 2018	70,9	16,4	4,9	7,8	100,0
Q1 2018	Q2 2018	71,0	16,2	5,2	7,6	100,0
Q2 2018	Q3 2018	70,3	16,5	4,8	7,6	100,0
Q3 2018	Q4 2018	70,3	16,7	5,2	7,7	100,0
Q4 2018	Q1 2019	70,0	17,1	4,9	7,9	100,0
Q1 2019	Q2 2019	70,3	17,2	5,1	7,4	100,0
Q2 2019	Q3 2019	70,7	16,8	4,9	7,5	100,0
Q3 2019	Q4 2019	69,6	16,8	5,5	8,1	100,0
Q4 2019	Q1 2020	70,9	16,2	5,2	7,7	100,0
Q1 2020	Q2 2020	75,6	14,3	4,2	6,0	100,0
Q2 2020	Q3 2020	74,3	14,4	5,2	6,1	100,0
Q3 2020	Q4 2020	73,1	15,2	4,8	6,9	100,0
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 2021	Q1 2022		t+1 status			
		Formal	Informal	Agriculture	Private hh	Total
t status: Unemployed		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	48,3	34,2	5,5	12,0	100,0
Q3 2017	Q4 2017	51,0	31,8	5,0	12,2	100,0
Q4 2017	Q1 2018	47,4	34,9	7,4	10,4	100,0
Q1 2018	Q2 2018	47,5	35,4	6,1	11,0	100,0
Q2 2018	Q3 2018	58,0	41,7	5,4	12,2	100,0
Q3 2018	Q4 2018	47,6	36,7	5,9	9,8	100,0
Q4 2018	Q1 2019	49,0	35,6	6,0	9,4	100,0
Q1 2019	Q2 2019	42,5	38,6	4,7	14,2	100,0
Q2 2019	Q3 2019	44,8	37,5	5,9	11,8	100,0
Q3 2019	Q4 2019	50,9	32,9	5,6	10,7	100,0
Q4 2019	Q1 2020	48,3	37,8	4,7	9,3	100,0
Q1 2020	Q2 2020	49,3	33,4	5,8	11,4	100,0
Q2 2020	Q3 2020	50,2	36,6	3,0	10,2	100,0
Q3 2020	Q4 2020	52,0	31,4	5,6	11,0	100,0
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

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

		t+1 status				
t status: Discouragement		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	30,0	47,7	10,2	12,2	100,0
Q3 2017	Q4 2017	39,8	39,4	8,2	12,6	100,0
Q4 2017	Q1 2018	35,0	39,7	10,7	14,6	100,0
Q1 2018	Q2 2018	37,3	39,2	9,0	14,4	100,0
Q2 2018	Q3 2018	34,4	55,0	12,8	11,9	100,0
Q3 2018	Q4 2018	33,4	46,0	7,0	13,6	100,0
Q4 2018	Q1 2019	39,8	40,4	9,9	9,9	100,0
Q1 2019	Q2 2019	36,9	42,3	11,0	9,7	100,0
Q2 2019	Q3 2019	32,9	48,4	7,7	11,1	100,0
Q3 2019	Q4 2019	37,9	45,7	6,0	10,4	100,0
Q4 2019	Q1 2020	34,6	45,3	10,9	9,2	100,0
Q1 2020	Q2 2020	40,3	41,4	6,3	11,9	100,0
Q2 2020	Q3 2020	36,2	43,7	7,6	12,6	100,0
Q3 2020	Q4 2020	40,5	38,7	5,6	15,2	100,0
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
				t+1 status		
t status: Other NEA		Formal	Informal	Agriculture	Private	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	42,5	36,0	8,1	13,5	100,0
Q3 2017	Q4 2017	46,6	32,8	8,5	12,0	100,0
Q4 2017	Q1 2018	35,2	40,2	13,5	11,2	100,0
Q1 2018	Q2 2018	43,9	33,7	7,2	15,2	100,0
Q2 2018	Q3 2018	50,4	56,4	9,6	17,5	100,0
Q3 2018	Q4 2018	40,8	35,8	11,0	12,4	100,0
Q4 2018	Q1 2019	41,4	36,4	11,5	10,6	100,0
Q1 2019	Q2 2019	40,8	39,4	7,4	12,4	100,0
Q2 2019	Q3 2019	41,1	34,2	10,4	14,3	100,0
Q3 2019	Q4 2019	47,3	26,5	12,1	14,1	100,0
Q4 2019	Q1 2020	40,9	33,2	8,3	17,5	100,0
Q1 2020	Q2 2020	48,9	37,7	5,6	7,8	100,0
Q2 2020	Q3 2020	49,3	31,9	4,5	14,3	100,0
Q3 2020	Q4 2020	50,8	30,4	5,9	12,8	100,0
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

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

		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Employed Youth		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	91,5	4,9	1,6	2,0	100,0
Q3 2017	Q4 2017	90,9	5,4	1,6	2,1	100,0
Q4 2017	Q1 2018	89,1	6,3	2,5	2,2	100,0
Q1 2018	Q2 2018	91,5	4,5	1,6	2,4	100,0
Q2 2018	Q3 2018	91,0	5,3	1,6	2,1	100,0
Q3 2018	Q4 2018	91,6	4,7	1,8	1,9	100,0
Q4 2018	Q1 2019	90,7	5,2	2,1	1,9	100,0
Q1 2019	Q2 2019	91,9	4,9	1,3	1,9	100,0
Q2 2019	Q3 2019	90,9	5,6	1,7	1,8	100,0
Q3 2019	Q4 2019	91,8	4,7	1,8	1,7	100,0
Q4 2019	Q1 2020	90,8	5,8	1,6	1,8	100,0
Q1 2020	Q2 2020	75,3	7,5	2,6	14,6	100,0
Q2 2020	Q3 2020	88,7	6,1	1,5	3,8	100,0
Q3 2020	Q4 2020	91,3	5,2	1,6	2,0	100,0
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
		t+1 status				
		Employed	Unemployed	Discouraged	Other NEA	Total
t status: Unemployed Youth		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	10,9	72,9	6,6	9,7	100,0
Q3 2017	Q4 2017	10,1	70,5	7,4	12,1	100,0
Q4 2017	Q1 2018	10,1	70,0	8,5	11,4	100,0
Q1 2018	Q2 2018	8,7	73,5	7,9	9,9	100,0
Q2 2018	Q3 2018	10,2	72,0	7,7	10,1	100,0
Q3 2018	Q4 2018	9,6	72,3	8,7	9,5	100,0
Q4 2018	Q1 2019	8,6	71,5	8,4	11,4	100,0
Q1 2019	Q2 2019	9,2	73,0	7,7	10,0	100,0
Q2 2019	Q3 2019	8,9	74,2	7,5	9,4	100,0
Q3 2019	Q4 2019	9,0	75,4	6,5	9,1	100,0
Q4 2019	Q1 2020	8,3	75,3	6,5	9,8	100,0
Q1 2020	Q2 2020	9,1	34,1	10,4	46,5	100,0
Q2 2020	Q3 2020	10,9	67,0	6,4	15,6	100,0
Q3 2020	Q4 2020	9,7	72,9	5,5	11,9	100,0
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

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

		t+1 status				
t status: Discouragement Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	7,2	14,7	60,1	18,0	100,0
Q3 2017	Q4 2017	7,4	16,7	57,2	18,6	100,0
Q4 2017	Q1 2018	8,4	14,3	60,7	16,6	100,0
Q1 2018	Q2 2018	6,5	17,3	58,7	17,5	100,0
Q2 2018	Q3 2018	6,9	17,5	59,8	15,8	100,0
Q3 2018	Q4 2018	6,8	16,7	62,3	14,2	100,0
Q4 2018	Q1 2019	5,7	16,6	59,3	18,4	100,0
Q1 2019	Q2 2019	8,1	18,9	57,0	16,0	100,0
Q2 2019	Q3 2019	6,2	15,8	62,2	15,8	100,0
Q3 2019	Q4 2019	5,4	16,1	61,9	16,7	100,0
Q4 2019	Q1 2020	6,4	15,0	64,3	14,3	100,0
Q1 2020	Q2 2020	6,4	13,8	34,5	45,3	100,0
Q2 2020	Q3 2020	6,8	25,0	46,8	21,4	100,0
Q3 2020	Q4 2020	4,8	20,4	61,9	12,9	100,0
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
		t+1 status				
t status: Other NEA Youth		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	1,8	4,8	3,7	89,7	100,0
Q3 2017	Q4 2017	1,7	4,7	3,0	90,5	100,0
Q4 2017	Q1 2018	1,8	6,5	5,2	86,5	100,0
Q1 2018	Q2 2018	1,3	5,2	3,9	89,5	100,0
Q2 2018	Q3 2018	1,7	4,9	3,8	89,6	100,0
Q3 2018	Q4 2018	1,4	4,8	3,6	90,2	100,0
Q4 2018	Q1 2019	1,4	5,8	4,6	88,3	100,0
Q1 2019	Q2 2019	1,6	5,9	3,7	88,7	100,0
Q2 2019	Q3 2019	1,8	5,1	4,2	88,9	100,0
Q3 2019	Q4 2019	1,5	5,3	3,4	89,7	100,0
Q4 2019	Q1 2020	1,5	6,4	4,2	87,9	100,0
Q1 2020	Q2 2020	1,7	3,3	2,7	92,3	100,0
Q2 2020	Q3 2020	3,9	12,2	5,9	78,1	100,0
Q3 2020	Q4 2020	1,9	8,4	3,9	85,7	100,0
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

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

		t+1 status				
t status: Employed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	94,1	2,8	0,9	2,2	100,0
Q3 2017	Q4 2017	94,6	2,4	1,2	1,9	100,0
Q4 2017	Q1 2018	94,7	2,6	0,9	1,8	100,0
Q1 2018	Q2 2018	94,9	2,4	0,8	1,9	100,0
Q2 2018	Q3 2018	94,9	2,6	0,8	1,7	100,0
Q3 2018	Q4 2018	95,4	2,1	0,9	1,6	100,0
Q4 2018	Q1 2019	94,8	2,3	1,0	1,8	100,0
Q1 2019	Q2 2019	94,4	2,9	0,9	1,8	100,0
Q2 2019	Q3 2019	94,7	3,1	0,8	1,4	100,0
Q3 2019	Q4 2019	95,3	2,2	1,0	1,5	100,0
Q4 2019	Q1 2020	94,8	2,5	0,9	1,8	100,0
Q1 2020	Q2 2020	82,0	4,5	1,5	11,9	100,0
Q2 2020	Q3 2020	91,1	3,8	0,8	4,3	100,0
Q3 2020	Q4 2020	93,9	3,1	0,9	2,0	100,0
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
		t+1 status				
t status: Unemployed Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	13,0	71,4	7,3	8,3	100,0
Q3 2017	Q4 2017	14,2	64,9	7,5	13,4	100,0
Q4 2017	Q1 2018	14,4	67,5	8,4	9,7	100,0
Q1 2018	Q2 2018	11,0	70,8	7,2	11,0	100,0
Q2 2018	Q3 2018	12,4	69,4	7,7	10,5	100,0
Q3 2018	Q4 2018	12,3	70,9	6,7	10,0	100,0
Q4 2018	Q1 2019	12,2	69,5	7,3	11,0	100,0
Q1 2019	Q2 2019	12,2	70,7	6,9	10,2	100,0
Q2 2019	Q3 2019	12,0	69,1	7,8	11,2	100,0
Q3 2019	Q4 2019	10,8	72,1	6,9	10,2	100,0
Q4 2019	Q1 2020	8,7	74,1	6,3	10,9	100,0
Q1 2020	Q2 2020	11,4	33,9	10,3	44,4	100,0
Q2 2020	Q3 2020	19,2	60,5	6,0	14,3	100,0
Q3 2020	Q4 2020	15,1	67,3	5,6	12,0	100,0
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

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

		t+1 status				
t status: Discouragement Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	11,9	13,9	53,5	20,6	100,0
Q3 2017	Q4 2017	8,4	14,1	53,8	23,7	100,0
Q4 2017	Q1 2018	10,3	14,4	58,0	17,3	100,0
Q1 2018	Q2 2018	8,8	12,5	60,5	18,2	100,0
Q2 2018	Q3 2018	10,0	15,4	55,0	19,6	100,0
Q3 2018	Q4 2018	9,6	14,6	55,8	20,0	100,0
Q4 2018	Q1 2019	9,5	11,1	58,7	20,7	100,0
Q1 2019	Q2 2019	10,6	18,3	53,2	17,8	100,0
Q2 2019	Q3 2019	12,3	15,4	56,0	16,2	100,0
Q3 2019	Q4 2019	9,0	15,1	57,7	18,1	100,0
Q4 2019	Q1 2020	8,1	15,6	58,0	18,4	100,0
Q1 2020	Q2 2020	8,8	13,1	32,4	45,8	100,0
Q2 2020	Q3 2020	12,8	23,3	42,5	21,5	100,0
Q3 2020	Q4 2020	7,7	19,2	56,0	17,1	100,0
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
		t+1 status				
t status: Other NEA Adults		Employed	Unemployed	Discouraged	Other NEA	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	3,9	5,1	3,8	87,2	100,0
Q3 2017	Q4 2017	4,1	4,5	3,6	87,8	100,0
Q4 2017	Q1 2018	3,6	5,5	4,3	86,6	100,0
Q1 2018	Q2 2018	2,8	4,9	4,4	87,9	100,0
Q2 2018	Q3 2018	4,0	4,9	4,5	86,6	100,0
Q3 2018	Q4 2018	4,2	4,8	4,0	87,0	100,0
Q4 2018	Q1 2019	3,6	5,0	4,1	87,4	100,0
Q1 2019	Q2 2019	4,0	5,5	3,7	86,8	100,0
Q2 2019	Q3 2019	3,5	4,2	4,0	88,4	100,0
Q3 2019	Q4 2019	2,4	4,2	3,5	90,0	100,0
Q4 2019	Q1 2020	2,8	4,6	3,5	89,1	100,0
Q1 2020	Q2 2020	4,0	3,6	3,5	88,8	100,0
Q2 2020	Q3 2020	10,7	13,5	6,6	69,2	100,0
Q3 2020	Q4 2020	6,2	9,1	5,9	78,7	100,0
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

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 2017	**Q3 2017**	14,6	70,7	7,0	7,7	100,0
Q3 2017	**Q4 2017**	14,8	65,8	7,7	11,7	100,0
Q4 2017	**Q1 2018**	14,9	68,0	8,8	8,3	100,0
Q1 2018	**Q2 2018**	12,3	71,2	8,0	8,5	100,0
Q2 2018	**Q3 2018**	13,7	69,9	7,9	8,5	100,0
Q3 2018	**Q4 2018**	14,2	69,8	7,8	8,2	100,0
Q4 2018	**Q1 2019**	12,6	69,8	8,3	9,2	100,0
Q1 2019	**Q2 2019**	13,2	71,2	7,2	8,5	100,0
Q2 2019	**Q3 2019**	12,6	71,7	7,0	8,8	100,0
Q3 2019	**Q4 2019**	12,2	72,2	7,1	8,6	100,0
Q4 2019	**Q1 2020**	10,8	74,7	6,3	8,1	100,0
Q1 2020	**Q2 2020**	12,5	33,7	9,0	44,7	100,0
Q2 2020	**Q3 2020**	19,4	62,3	5,3	13,1	100,0
Q3 2020	**Q4 2020**	16,8	67,9	5,5	9,8	100,0
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
		t+1 status				
t status: Unemployed: Without experience		**Employed**	**Unemployed**	**Discouraged**	**Other NEA**	**Total**
		Per cent				
Q2 2017	**Q3 2017**	6,8	75,0	6,6	11,6	100,0
Q3 2017	**Q4 2017**	6,1	72,8	7,0	14,1	100,0
Q4 2017	**Q1 2018**	6,6	70,8	7,8	14,7	100,0
Q1 2018	**Q2 2018**	5,0	74,7	7,0	13,3	100,0
Q2 2018	**Q3 2018**	6,6	73,0	7,3	13,1	100,0
Q3 2018	**Q4 2018**	5,2	74,7	8,2	11,9	100,0
Q4 2018	**Q1 2019**	6,0	72,2	7,5	14,3	100,0
Q1 2019	**Q2 2019**	5,7	73,8	7,8	12,7	100,0
Q2 2019	**Q3 2019**	6,0	73,2	8,7	12,1	100,0
Q3 2019	**Q4 2019**	5,4	77,7	5,9	11,0	100,0
Q4 2019	**Q1 2020**	4,7	75,1	6,7	13,6	100,0
Q1 2020	**Q2 2020**	5,7	34,5	12,5	47,3	100,0
Q2 2020	**Q3 2020**	6,8	67,4	7,7	18,1	100,0
Q3 2020	**Q4 2020**	4,1	75,0	5,5	15,4	100,0
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

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 2017	Q3 2017	8,7	75,7	7,0	8,6	100,0
Q3 2017	Q4 2017	8,8	71,0	7,0	13,2	100,0
Q4 2017	Q1 2018	8,9	72,6	8,1	10,3	100,0
Q1 2018	Q2 2018	6,6	75,9	7,3	10,2	100,0
Q2 2018	Q3 2018	8,4	73,8	7,8	10,1	100,0
Q3 2018	Q4 2018	6,8	76,1	7,4	9,6	100,0
Q4 2018	Q1 2019	7,8	73,5	7,6	11,1	100,0
Q1 2019	Q2 2019	7,5	75,3	7,2	10,0	100,0
Q2 2019	Q3 2019	8,0	74,0	7,4	10,6	100,0
Q3 2019	Q4 2019	7,0	77,0	6,0	10,0	100,0
Q4 2019	Q1 2020	5,6	77,1	6,5	10,8	100,0
Q1 2020	Q2 2020	8,9	36,0	10,1	45,0	100,0
Q2 2020	Q3 2020	7,0	71,0	6,9	15,1	100,0
Q3 2020	Q4 2020	6,8	74,8	5,4	13,0	100,0
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
		t+1 status				
t status: Short-term unemployed		Employed	Unemployed	Discouraged	Other	Total
		Per cent				
t quarter	t+1 quarter					
Q2 2017	Q3 2017	17,7	65,4	6,5	10,4	100,0
Q3 2017	Q4 2017	17,6	63,0	8,2	11,3	100,0
Q4 2017	Q1 2018	17,5	61,7	9,1	11,8	100,0
Q1 2018	Q2 2018	15,9	65,2	8,5	10,4	100,0
Q2 2018	Q3 2018	16,8	65,1	7,6	10,6	100,0
Q3 2018	Q4 2018	18,9	62,1	9,2	9,8	100,0
Q4 2018	Q1 2019	15,0	64,4	9,1	11,6	100,0
Q1 2019	Q2 2019	16,7	65,2	7,8	10,3	100,0
Q2 2019	Q3 2019	15,4	67,8	8,2	8,6	100,0
Q3 2019	Q4 2019	16,6	67,0	8,4	8,0	100,0
Q4 2019	Q1 2020	16,7	68,4	6,2	8,7	100,0
Q1 2020	Q2 2020	12,4	29,0	11,1	47,5	100,0
Q2 2020	Q3 2020	29,0	50,9	5,0	15,1	100,0
Q3 2020	Q4 2020	23,4	61,2	5,8	9,5	100,0
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

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

	Sector				
Employed	**Formal**	**Informal**	**Agriculture**	**Private household**	**Total**
Quarter	**Per cent**				
Q4 2016	47,0	32,6	8,8	11,5	100,0
Q1 2017	45,9	31,4	7,7	15,1	100,0
Q2 2017	47,3	34,4	6,4	11,8	100,0
Q3 2017	43,8	36,8	6,9	12,4	100,0
Q4 2017	48,2	33,2	6,4	12,2	100,0
Q1 2018	42,0	37,1	9,6	11,4	100,0
Q2 2018	44,7	35,7	6,9	12,6	100,0
Q3 2018	43,8	36,8	6,9	12,4	100,0
Q4 2018	43,4	38,1	7,4	11,1	100,0
Q1 2019	45,5	36,6	8,1	9,8	100,0
Q2 2019	40,9	39,6	6,7	12,8	100,0
Q3 2019	41,7	38,7	7,4	12,3	100,0
Q4 2019	48,0	33,6	7,1	11,4	100,0
Q1 2020	43,9	38,1	6,7	11,3	100,0
Q2 2020	47,8	35,8	5,8	10,6	100,0
Q3 2020	48,2	34,6	4,4	12,8	100,0
Q4 2020	50,4	31,8	5,7	12,1	100,0
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

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 2016	22,0	39,0	39,0	100,0
Q1 2017	19,4	40,8	39,8	100,0
Q2 2017	27,8	37,6	34,6	100,0
Q3 2017	21,6	43,4	35,0	100,0
Q4 2017	26,9	35,3	37,8	100,0
Q1 2018	19,9	35,5	44,6	100,0
Q2 2018	19,3	38,3	42,4	100,0
Q3 2018	23,4	43,9	32,7	100,0
Q4 2018	20,8	42,7	36,5	100,0
Q1 2019	19,9	35,5	44,6	100,0
Q2 2019	24,0	60,1	39,9	100,0
Q3 2019	19,5	42,2	38,3	100,0
Q4 2019	19,2	26,8	27,1	100,0
Q1 2020	22,8	47,7	29,5	100,0
Q2 2020	18,0	49,6	32,5	100,0
Q3 2020	24,8	44,3	30,9	100,0
Q4 2020	28,0	36,4	35,6	100,0
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

Employed with Secondary not completed	Sector			
	Formal	Informal	Agriculture& Private household	Total
	Per cent			
Quarter				
Q4 2016	42,3	34,2	23,5	100,0
Q1 2017	45,3	30,5	24,2	100,0
Q2 2017	41,1	37,1	21,8	100,0
Q3 2017	41,7	38,6	19,8	100,0
Q4 2017	42,3	36,5	21,2	100,0
Q1 2018	38,2	40,4	21,4	100,0
Q2 2018	38,2	41,9	19,9	100,0
Q3 2018	37,9	43,5	18,6	100,0
Q4 2018	38,3	42,3	19,3	100,0
Q1 2019	38,2	40,4	21,4	100,0
Q2 2019	45,0	53,6	33,8	100,0
Q3 2019	36,2	41,2	22,6	100,0
Q4 2019	40,0	35,1	24,9	100,0
Q1 2020	40,0	40,0	20,0	100,0
Q2 2020	38,3	40,6	21,1	100,0
Q3 2020	43,2	36,6	20,2	100,0
Q4 2020	44,0	33,3	22,7	100,0
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

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 2017	56,6	29,4	14,0	100,0
Q2 2017	66,1	28,7	5,1	100,0
Q3 2017	61,2	29,5	9,4	100,0
Q4 2017	66,6	25,9	7,5	100,0
Q1 2018	57,4	32,9	9,7	100,0
Q2 2018	61,8	27,8	10,4	100,0
Q3 2018	59,4	33,0	7,6	100,0
Q4 2018	62,0	30,0	8,0	100,0
Q1 2019	57,4	32,9	9,7	100,0
Q2 2019	61,8	27,8	6,9	100,0
Q3 2019	56,3	34,3	9,3	100,0
Q4 2019	66,4	28,9	4,6	100,0
Q1 2020	57,4	32,9	10,7	100,0
Q2 2020	61,9	29,4	8,6	100,0
Q3 2020	60,3	29,2	10,5	100,0
Q4 2020	61,3	29,9	8,8	100,0
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
	Sector			
	Formal	Informal	Agriculture & Private household	Total
Employed with Tertiary	Per cent			
Quarter				
Q4 2016	72,9	26,1	1,0	100,0
Q1 2017	74,1	22,2	3,7	100,0
Q2 2017	75,2	24,8	0,0	100,0
Q3 2017	70,2	26,5	3,3	100,0
Q4 2017	61,0	36,2	2,7	100,0
Q1 2018	68,7	31,3	0,0	100,0
Q2 2018	70,2	26,7	3,1	100,0
Q3 2018	68,6	21,5	9,9	100,0
Q4 2018	69,2	30,8	0,0	100,0
Q1 2019	68,7	31,3	0,0	100,0
Q2 2019	70,2	26,7	3,5	100,0
Q3 2019	63,0	32,0	5,0	100,0
Q4 2019	58,2	38,5	3,3	100,0
Q1 2020	33,7	17,3	4,2	100,0
Q2 2020	76,4	20,4	3,2	100,0
Q3 2020	68,4	28,2	3,5	100,0
Q4 2020	72,7	23,2	4,1	100,0
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

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 2016	53,2	29,0	17,9	100,0
Q1 2017	51,7	27,5	20,8	100,0
Q2 2017	53,7	31,1	15,2	100,0
Q3 2017	50,1	35,2	14,7	100,0
Q4 2017	54,4	28,7	16,9	100,0
Q1 2018	47,4	34,3	18,3	100,0
Q2 2018	51,5	33,8	14,8	100,0
Q3 2018	54,8	38,2	15,0	100,0
Q4 2018	50,1	34,1	15,8	100,0
Q1 2019	47,4	34,3	18,3	100,0
Q2 2019	47,0	37,1	15,9	100,0
Q3 2019	52,1	36,2	16,4	100,0
Q4 2019	53,0	32,2	14,8	100,0
Q1 2020	49,4	35,9	14,7	100,0
Q2 2020	54,1	32,9	12,9	100,0
Q3 2020	73,4	39,8	15,8	100,0
Q4 2020	59,2	26,8	14,0	100,0
Q1 2021	65,9	22,8	11,3	65,9
Q2 2021	54,2	32,0	13,8	54,2
Q3 2021	51,5	32,9	15,7	51,5
Q4 2021	61,6	23,0	15,4	61,6
Q1 2022	57,4	25,7	16,9	57,4
Q2 2022	51,2	34,1	14,8	51,2
Q3 2022	49,6	35,0	15,4	49,6
Q4 2022	52,0	32,0	16,1	52,0

Employed Adults	Sector			
	Formal	Informal	Agriculture & Private household	Total
	Per cent			
Quarter				
Q4 2016	37,3	38,5	24,2	100,0
Q1 2017	38,7	36,1	25,3	100,0
Q2 2017	39,8	38,4	21,8	100,0
Q3 2017	35,7	38,9	25,3	100,0
Q4 2017	41,0	38,4	20,6	100,0
Q1 2018	35,4	40,5	24,1	100,0
Q2 2018	36,2	38,2	25,6	100,0
Q3 2018	33,2	44,7	22,1	100,0
Q4 2018	36,0	42,5	21,5	100,0
Q1 2019	35,4	40,5	24,1	100,0
Q2 2019	33,7	42,5	23,8	100,0
Q3 2019	32,5	43,3	24,2	100,0
Q4 2019	41,4	35,4	23,3	100,0
Q1 2020	36,1	41,1	22,8	100,0
Q2 2020	40,3	39,2	20,5	100,0
Q3 2020	42,0	37,3	20,8	100,0
Q4 2020	43,5	35,7	20,8	100,0
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	44,3
Q2 2022	38,3	39,4	22,3	38,3
Q3 2022	38,9	42,5	18,5	38,9
Q4 2022	41,0	40,5	18,5	41,0

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 2016	51,4	22,4	17,4	8,7	100,0
Q1 2017	53,5	20,8	18,0	7,8	100,0
Q2 2017	51,8	20,3	19,0	7,8	100,0
Q3 2017	56,0	18,0	18,7	7,3	100,0
Q4 2017	52,5	20,3	18,8	8,4	100,0
Q1 2018	55,7	17,9	19,4	7,0	100,0
Q2 2018	51,5	19,0	19,9	9,5	100,0
Q3 2018	56,3	19,7	16,3	7,7	100,0
Q4 2018	55,1	18,9	17,7	8,3	100,0
Q1 2019	52,9	21,1	17,9	8,1	100,0
Q2 2019	57,1	16,5	17,4	9,0	100,0
Q3 2019	55,5	18,1	16,4	10,0	100,0
Q4 2019	51,8	22,8	18,3	7,1	100,0
Q1 2020	55,8	18,3	17,4	8,5	100,0
Q2 2020	55,4	20,0	17,6	7,1	100,0
Q3 2020	58,2	20,0	15,7	6,2	100,0
Q4 2020	52,0	24,1	17,6	6,3	100,0
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

Appendix 4: Statistical tables – Quarterly Employment Statistics

Table 1: Employment series by industry, 2016–2021

Year	Period	Employment (Thousand)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2017	Jan-Mar	464	1 203	63	631	2 103	470	2 220	2 610	**9 765**
	Apr-Jun	472	1 199	64	627	2 122	470	2 233	2 621	**9 807**
	Jul-Sep	460	1 203	63	641	2 132	479	2 250	2 632	**9 861**
	Oct-Dec	457	1 214	63	627	2 206	481	2 291	2 661	**9 999**
2018	Jan-Mar	454	1 218	62	641	2 191	481	2 300	2 751	**10 098**
	Apr-Jun	459	1 212	63	638	2 199	483	2 301	2 687	**10 042**
	Jul-Sep	456	1 222	62	631	2 223	490	2 310	2 697	**10 091**
	Oct-Dec	453	1 233	62	611	2 280	498	2 348	2 711	**10 197**
2019	Jan-Mar	455	1 238	61	611	2 279	500	2 349	2 736	**10 230**
	Apr-Jun	462	1 219	61	599	2 264	497	2 343	2 774	**10 220**
	Jul-Sep	463	1 213	61	591	2 267	497	2 336	2 769	**10 198**
	Oct-Dec	452	1 211	61	580	2 307	500	2 348	2 773	**10 233**
2020	Jan-Mar	456	1 204	60	562	2 277	500	2 350	2 787	**10 195**
	Apr-Jun	452	1 113	59	489	2 074	460	2 180	2 680	**9 507**
	Jul-Sep	453	1 117	58	510	2 101	452	2 167	2 706	**9 563**
	Oct-Dec	454	1 105	58	488	2 154	450	2 177	2 765	**9 651**
2021	Jan-Mar	459	1 112	59	562	2 105	425	2 330	2 856	**9 909**
	Apr-Jun	457	1 160	59	554	2 105	425	2 325	2 790	**9 876**
	Jul-Sep	465	1 162	59	563	2 085	421	2 345	2 852	**9 952**
	Oct-Dec	458	1 177	59	545	2 142	419	2 351	2 910	**10 061**
2022	Jan-Mar	458	1 182	59	534	2 123	411	2 325	2 973	**10 066**
	Apr-Jun	478	1 174	59	522	2 134	412	2 320	2 876	**9 975**
	Jul-Sep	469	1 177	58	521	2 136	414	2 336	2 808	**9 920**
	Oct-Dec	472	1 190	58	508	2 181	412	2 359	2 810	**9 991**

Table 2: Gross earnings by industry, 2016–2021

Year	Period	Salaries (R million)								Total
		Industries								
		Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
2017	Jan-Mar	30 954	62 836	7 481	27 987	86 772	33 335	162 484	188 578	**600 428**
	Apr-Jun	31 208	63 294	7 489	29 548	88 392	35 851	153 009	197 716	**606 507**
	Jul-Sep	31 972	64 813	9 255	30 644	89 567	36 083	165 444	203 445	**631 224**
	Oct-Dec	32 437	73 449	8 791	36 242	100 994	39 000	176 132	211 907	**678 953**
2018	Jan-Mar	32 198	66 427	7 807	31 517	94 864	35 517	189 734	205 204	**663 269**
	Apr-Jun	31 902	67 770	7 931	33 534	94 841	37 871	173 672	209 930	**657 452**
	Jul-Sep	33 754	69 229	8 144	33 423	96 514	38 571	183 294	227 955	**690 884**
	Oct-Dec	34 427	78 511	9 730	38 198	107 521	41 629	193 394	235 115	**738 526**
2019	Jan-Mar	33 570	70 874	8 115	33 419	99 935	38 627	189 128	226 372	**700 040**
	Apr-Jun	34 640	71 549	8 058	33 797	101 559	42 343	183 587	235 799	**711 332**
	Jul-Sep	37 020	72 109	8 196	33 065	102 652	40 448	191 207	239 384	**724 081**
	Oct-Dec	37 891	80 158	9 794	36 628	112 176	45 100	203 632	251 600	**776 979**
2020	Jan-Mar	37 903	71 796	8 178	32 001	103 769	39 791	195 044	240 906	**729 388**
	Apr-Jun	33 899	59 776	7 939	22 118	84 162	36 992	168 372	231 461	**644 719**
	Jul-Sep	38 484	65 797	8 303	26 926	92 460	35 532	176 306	236 763	**680 570**
	Oct-Dec	39 355	75 225	9 742	29 879	104 868	39 858	193 464	249 734	**742 126**
2021	Jan-Mar	39 646	68 230	8 542	31 193	103 859	33 547	206 324	251 145	**742 485**
	Apr-Jun	40 076	74 477	8 648	32 154	105 506	38 229	198 817	255 757	**753 664**
	Jul-Sep	43 583	75 232	8 241	34 209	105 117	35 490	210 708	270 449	**783 029**
	Oct-Dec	41 659	84 498	9 631	35 395	116 686	39 727	218 283	281 456	**827 334**
2022	Jan-Mar	38 484	63 477	8 404	29 808	95 129	33 425	189 582	241 562	**699 872**
	Apr-Jun	39 355	73 459	9 687	33 400	108 353	36 854	218 660	255 814	**775 582**
	Jul-Sep	39 646	68 230	8 542	31 193	103 859	33 547	206 324	251 145	**742 485**
	Oct-Dec	40 076	74 477	8 648	32 154	105 506	38 229	198 817	255 757	**753 664**

Table 3: Average monthly earnings by industry, 2016–2021

Period	Average Monthly Earnings (Rands)								Total
	Industries								
	Mining	Manufacturing	Utilities	Construction	Trade	Transport	Finance	Services	
Jan-Mar	22 193	16 557	38 930	14 812	12 659	22 353	20 756	22 713	**18 913**
Apr-Jun	22 223	16 873	38 715	15 245	13 006	23 638	21 385	23 676	**19 499**
Jul-Sep	23 077	17 415	38 950	15 683	13 103	23 787	22 199	24 195	**19 996**
Oct-Dec	23 572	17 668	40 071	16 463	13 279	23 600	22 620	24 133	**20 193**
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**
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**
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**
Jan-Mar	28 972	20 192	46 665	18 246	15 301	24 887	24 885	28 301	**23 087**
Apr-Jun	28 666	20 842	48 067	18 484	15 744	26 186	25 179	29 352	**23 640**
Jul-Sep	31 822	21 130	45 660	19 068	15 498	26 887	25 297	29 468	**23 908**
Oct-Dec	30 114	20 969	47 786	18 973	15 325	27 329	25 677	29 186	**23 828**
Jan-Mar	29 693	20 890	47 226	19 097	15 864	26 717	25 988	28 084	**23 697**
Apr-Jun	30 226	21 499	47 812	21 021	16 324	27 808	26 187	28 714	**24 668**
Jul-Sep	32 453	21 907	48 866	20 190	16 497	28 048	27 356	29 350	**24 916**
Oct-Dec	31 465	22 525	52 306	20 030	16 327	29 010	27 717	32 991	**26 002**

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