

Pan African Statistics Programme

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PILOT EXERCISE ON IMPLEMENTING THE REVISED “GUIDELINES FOR PRODUCING LABOUR MARKET INDICATORS FROM EXISTING DATA SOURCES IN AFRICA”

Egypt, South Africa and Tanzania
April-May 2019

A consortium led by



with



THE AFRICA-EU PARTNERSHIP
LE PARTENARIAT AFRIQUE-UE



Acronyms and Abbreviations

ACBF	African Capacity Building Foundation
AfDB	African Development Bank
AUC	African Union Commission
CAPMAS	Central Agency for Public Mobilisation and Statistics
GDP	Gross Domestic Product
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organisation
LFS	Labour Force Survey
LMI	Labour Market Indicators
	Labour Market Information Systems Harmonisation and Coordination
LMIS-HCF	Framework
LMS	Labour Market Statistics
PAS	Pan African Statistics
SHaSA	Strategy for the Harmonisation of Statistics in Africa
SNKE	Senior Non Key Expert
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa

1 Background of the activity

In January 2015, the African Union adopted Africa's Agenda 2063, which aims to mobilize all segments of African society to build a prosperous and united Africa based on shared values and a common destiny. A few months later, in September 2015, the United Nations adopted Agenda 2030, which defined new universal, transformative, integrated development goals with a broad and people-centred scope.

To enable effective planning and monitoring of the objectives contained in these two agendas and other continental and international development programs, such as *The Ouagadougou plus 10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development* or *The ILO's Decent Work Agenda*, the use of comparable, timely and quality statistics is imperative. In order to have such statistics, the African Union Commission, in collaboration with the African Development Bank (AfDB) and the United Nations Economic Commission for Africa (UNECA) has developed a Strategy for the Harmonization of Statistics in Africa (SHaSA). The main purpose of the SHaSA is to enable the African Statistical System to generate timely, reliable, and harmonized statistical information, covering all aspects of political, economic, social, environmental and cultural integration for Africa and the Agenda 2063 and Agenda 2030.

Many initiatives and actions have been developed with the aim of contributing to the achievement of the SHaSA objectives. Especially in the field of Labour Statistics, the most important initiative is the adoption of a Labour Market Information Systems Harmonization and Coordination Framework (LMIS-HCF) including its 5-year action plan (2012-2016). The LMIS-HCF was prepared by the African Union Commission (AUC), in collaboration with the Economic and Statistical Observatory of Sub-Saharan Africa (AFRISTAT), the United Nations Development Programme (UNDP), the African Capacity Building Foundation (ACBF), the United Nations Economic Commission for Africa (UNECA) and the International Labour Office (ILO).

The four strategic themes of the LMIS-HCF action plan are to: (i) Produce high quality statistics on the labour and vocational training in Africa; (ii) Coordinate the production of quality statistics on the labour and vocational training in Africa; (iii) Strengthen the institutional capacities on the labour market information systems and (iv) Promote a culture of decision making based on labour statistics on employment promotion and poverty alleviation.

The present activity is within this framework and aims at enabling the production of harmonised Labour Market Statistics (LMS) from existing data while respecting as far as possible the new concepts concerning statistics of work, employment and labour underutilization adopted in 2013 by the 19th International Conference of Labour Statisticians (ICLS). The PAS previously attempted to collect data on labour market indicators. Challenges were faced and mitigated through the design of an improved pilot exercise, which salient features are as follows:

- While 15 countries were previously invited, only 5 are now part of it (Cameroon, Egypt, Senegal, South Africa, Tanzania)

- In-situ technical assistance is provided to help compile the 35 indicators
- Remote assistance will be provided upon completion of the field mission

The current report covers 3 of the 5 countries: Egypt, South Africa and Tanzania.

2 Objectives of the activity

The results of the pilot exercise will serve to ascertain whether it is possible or not to derive all 35 indicators based on existing source data and to provide recommendations for adjusting the scope and the content of the minimum list of indicators, if necessary. The indicators are listed in table 1 below.

Table 1: list of 35 labour market indicators

Category	#	Indicator identifier	Indicator
Headcounts	01	HEAD-1	Persons in labour force
	02	HEAD-2	Persons outside the labour force
	03	HEAD-3	Persons in employment
	04	HEAD-4	Persons in time-related underemployment
	05	HEAD-5	Persons in unemployment
	06	HEAD-6	Potential labour force
	07	RATE-1	Working age population to total population ratio
Rates	08	RATE-2	Employment-to-population ratio
	09	RATE-3	Labour force participation rate
	10	RATE-4	Distribution of employment by sector (agriculture, industry, services)
	11	RATE-5	Self-employment rate
Child Labor	12	CHL-1	Proportion of children aged 5-17 in employment
	13	CHL-2	Proportion of girls (5-17 years) among children in employment
	14	CHL-3	Proportion of children involved in so-called hazardous work
Labour underutilization	15	LU-1	Unemployment rate
	16	LU-2	Combined rate of time-related underemployment and unemployment
	17	LU-3	Combined rate of unemployment and potential labour force
	18	LU-4	Composite measure of labour underutilization
	19	LTUR	Long-term unemployment rate
	20	NEET	Proportion of youth aged 15-24 years (or 15-35 years) not in education, employment or training
Informal economy	21	INFORM-1	Rate of employment in informal sector
	22	INFORM-2	Rate of informal employment
	23	INFORM-3	Proportion of self-employed and unpaid family workers in the informal sector
Poverty	24	POV-1	Poverty rate
	25	POV-2	Rate of low pay in employment

Category	#	Indicator identifier	Indicator
	26	POV-3	Rate of working poor
Gender	27	GEN-1	Ratio - Average hours of work for women / Men
	28	GEN-2	Average hourly earnings of female and male employees
	29	GEN-3	Proportion of women employed in the non-agricultural sector (Total employment and salaried employment)
Social protection	30	SP-1	Number of labour inspectors per 10,000 employees
	31	SP-2	Proportion of workers covered by the national social protection programme
	32	SP-3	Percentage of working population contributing to a social security scheme
	33	SP-4	Percentage of persons with disabilities receiving compensation
Productivity	34	PROD-1	Labour productivity
	35	PROD-2	Elasticity-Employment / GDP

The objectives of the mission were:

- To review the various statistical sources that can provide inputs to calculate labour market indicators,
- To update and complete the overview of labour market indicators,
- To train staff in the above and prepare syntaxes, models for further use,
- To review country draft reports and provide comments for their finalization,
- To recommend how the surveys can be adjusted to facilitate the calculation of indicators in future,
- To discuss possible assistance needed.

3 Unfolding of the activity

3.1 Egypt

The mission took place from April 13 to 18. The consultant, accompanied by an Egyptian national staff from Expertise France, was introduced to the member of the Central Agency for Public Mobilization and Statistics (CAPMAS) that he was going to work with. They are listed below.

Table 2: people met in Egypt

Name	Position
Mr. Abdelhamid Sharaf El din	Head of Population Statistics and Censuses Sector
Mr. Abdel-Fattah Mohamed Ali Khallaf	General Director of Labour Statistics
Ms. Mayam Mohamed Abdel Aziz	Department of International Cooperation
Amany Hasan Kallin	Head of the Department of the Labour Force

The consultant thanked CAPMAS for their willingness to participate in this project and explained what they plan to achieve within this week in Cairo and later from home, namely: In order to be able to see

whether the calculation of the 35 indicators that have been agreed upon for the labour market under the Pan African Statistics (PAS) programme:

- To assess whether the calculation of the 35 labour market indicators is possible given the present set up of the Labour Force Survey (LFS), whether adjustments would be necessary or other sources should be collected
- To show how they should be calculated

The latest labour force survey was undertaken in 2016. The consultant requested an English copy of the questionnaire along with access to the data collected so as to assess it. The chairman agreed to provide half of the cases of the 2016 LFS and the questionnaire and said that he would like to meet again within two days where a presentation should be given of the results. The consultant worked with the team the rest of the week to make the calculations and to document them. A final presentation was given on the last day of the mission.

3.2 South Africa

While Tanzania and Egypt were allocated 5 days each, it was agreed to spend less time in South Africa given that the country had already participated in the previous exercise, in a satisfactory way. The mission in Pretoria lasted 3 days, from April 24 to 26, where the consultant spent most of his time with the Labour Force Survey Department headed by Ms. Malerato Mosiane who also assisted in engaging other departments like the Income and Expenditure Survey to contribute.

The consultant encountered full cooperation from the staff and was provided with his own workplace within the office.

3.3 Tanzania

In Tanzania, the mission took place from May 27 to 31. The consultant met with the following people:

Table 3: people met in Tanzania

Name	Position
Dr. Albina Chuwa	Statistician General
Ms. Ruth Minja	Labour Force Surveys Coordinator
Mr. James Mbongo	Senior Statistician
Mr. Paskas Ambros	Statistician
Mr. Philbert Mrema	Statistician
Mr. David Mwaipopo	Statistician
Mr. Hashim Njowe	Statistician
Mr. Novat Buberwa	Information and Technology

4 Main outputs and results of the activity

4.1 Egypt

The general observations were that the methodology and questionnaire followed reasonably close the ILO recommendations. Major exceptions were that person older than 65 years were classified as either working or outside the labour force but not as unemployed. The objective of the LFS was not to document child labour but persons from 6 years and older were included under the respondents. The half of the sample was selected in a random way without bias.

The English version of the questionnaire that the consultant received was not the final one. Other questions had been added, deleted or adjusted at a later stage. The file with the micro data contained not all questions from the questionnaire and had some extra variables that were added later. As the variables in the file did not have the same code as the questionnaire and no complete label, it took some time to match questionnaire and data file. Besides, the values for the variables were not labelled¹ which and the questionnaire had to be used except for those values that were coded later as Industrial Sector. These codes and labels were obtained from the IT Department.

By the time of the final presentation 28 indicators were prepared. Missing indicators were the following:

- 2 indicators relating to informal sector or informal labour due to insufficient discriminating variables on this topic
- 5 indicators that needed inputs from other departments like the Household Income and Expenditure Survey (HIES) to calculate the poverty indicators or the Ministry of Labour for the number of Labour Inspectors. It was not possible to get in contact with these departments and the consultant was advised to check the publications on the internet of CAPMAS and if nothing could be found to write back to CAPMAS.

Although the calculations have been documented it has been done on an indicator by indicator basis. The consultant designed a script with all calculations so CAPMAS can run it on the full file. Eventually, for the calculations of other years the questionnaires will be requested to make adjustments in the script where necessary.

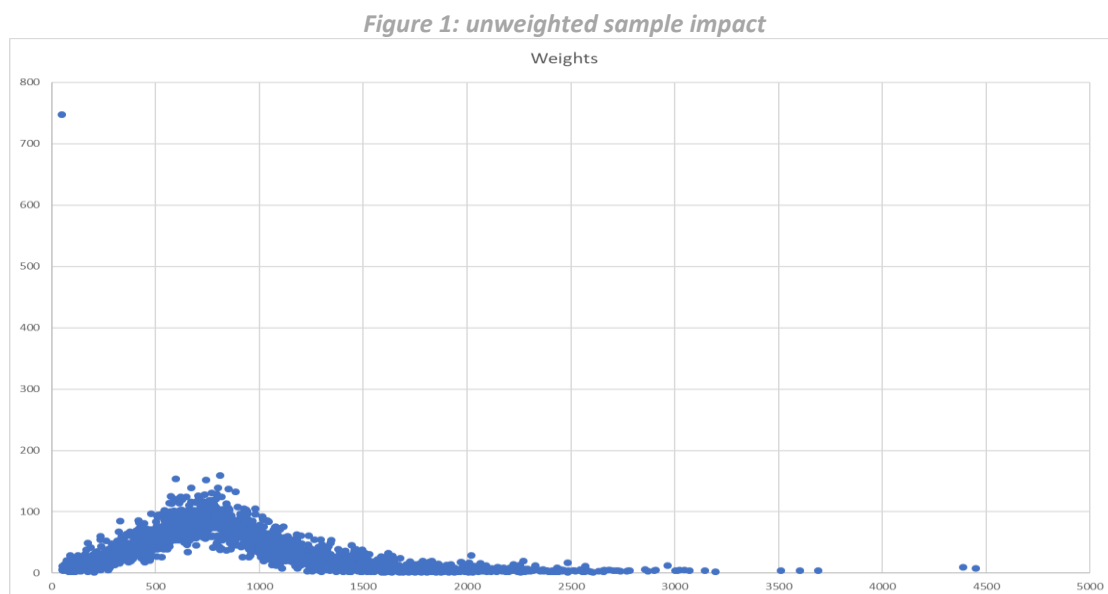
Overall, cooperation was limited. After a short introduction on Sunday, two days followed working with the staff while on Wednesday the final presentation was planned. Micro data were provided for only half the cases of one year. This gave insight in the structure and quality of the data collected and enabled calculating the indicators. However, although the sub sample was representative the results of the calculations were slightly different from the publications. This made it impossible to know for sure whether the correct methodology had been followed. No access was given to other departments to check for missing/additional information. We were advised to check their websites and send emails for further queries.

¹Except for some variables where the value Other was broken down. This was however in Arabic.

4.2 South Africa

Most problematic was the treatment of the informal sector and informal worker. The necessary information was not standard collected but only once a year those respondents of the QLFS who operated/possessed an enterprise were asked to complete the questionnaire Survey of Employers & the Self-Employed regardless whether they were classified as employee or other. Therefore, no information is available for the employees and other paid or unpaid helpers on the formality of the enterprise. As this is also a key variable in the determination of the formality of the labour relation, no accurate classification could be made.

An extended and updated country report was prepared, and it was discussed how in the future questions could be added to the QLFS to capture formality. Discussions were also started on the sample weights: the averages are as much determined by the 747 persons of the lowest weight 50 as by the one person with weight 4,449. This is not a desired situation. It might correct for an important variable as age, gender, education but distort others like income. To avoid that this person dominates the subsample in which s/he is found it would be better to combine him/her with other people of the same key characteristics that way reducing the weight.



As mentioned earlier, Statistics South Africa is well staffed and provides fine labour market analyses. They updated the country report elaborated in 2017 using more recent data. However, the consultant spotted some inconsistencies and commented on the document (see Annex). His comments were communicated to Statistics South Africa but the latter failed to address them. The PAS team and the African Union solicited SSA management on many occurrences; to no avail. The country report can therefore not be considered final and there is still room for improvement.

4.3 Tanzania

Tanzania took part in the previous exercise which was completed in November 2017. The data used then came from the 2014 Labour Force Survey (LFS). No new labour market surveys have been conducted since 2017 except for 2017 Employment and Earnings Survey which is at data processing stage. Although it was planned to have a Labour Force Survey every 5 years and the 2018 Employment and Earnings Survey funding was lacking. However, several other surveys were being prepared by the National Bureau of Statistics (NBS) by the time of the mission:

- **Household Budget Survey:** it was actually conducted in 2018 and the data was being prepared. It is now out² but was not used for the mission
- **Survey on the informal sector:** it will provide some updates on the labour market in the informal sector and its contribution to Gross Domestic Product.

As the surveys cannot be conducted at a higher frequency, they have chosen to include in the 2014 questionnaire questions outside the labour market such as demographic and housing conditions as these were also outdated by that time. A comprehensive survey like this however strains the interviewer and interviewee which is not optimal for the quality of the responses. The data processing and analysis becomes more tedious. It is therefore recommended to have a scaled down survey soon concentrating on the key variables for the labour market. Financial assistance would be welcomed.

The survey followed the general recommendations from the ILO which are very strict and could not depict the situation in developing countries where the concern is not employment but the quality of employment. Especially, the number of unemployed was considered as being too low when compared with other more developed countries. Therefore, a new national definition of unemployment was prepared that could do more justice to the Tanzanian reality. The National definition adds to the relaxed International definition of unemployment³ those persons with marginal attachment (Annex 3) to employment into the unemployment pool rather than classifying them as employed. This definition provided more relevant numbers for unemployed persons in the country. As a result, the unemployment rate comes out higher but other indicators come out better like the average income of employed and unemployed is higher while the rate of long term unemployed becomes lower.

² <https://www.nbs.go.tz/index.php/en/census-surveys/poverty-indicators-statistics/household-budget-survey-hbs/413-the-2017-18-household-budget-survey-key-indicators-report>

³ According to ILO: unemployment as defined according to the international standards requires that a person meet three criteria for inclusion: they (a) did not work in the reference period; (b) were available to take up a job had one been offered in the week prior to the reference period; and (c) actively sought work within the past 30 days (for example, by registering at an employment centre or answering a job advertisement). The difference between the “relaxed” definition of unemployment (also known as “broad unemployment”) and the “strict” definition is in the relaxation of the “seeking work” criterion (c), so that “relaxed” unemployment is defined as the number of people who did not work in the reference week but are available to work. According to the international standards, the seeking work criterion may be relaxed “in situations where the conventional means of seeking work are of limited relevance, where the labour market is largely unorganized or of limited scope, where labour absorption is, at the time, inadequate or where the labour force is largely self-employed”.

Since the NBS still wants to be able to calculate the results following the international classification, the flow of the questions follows the standard ILO format. Persons originally classified as employed and later as unemployed followed the routing of the employed and not those of the unemployed resulting in information on their “marginal” employment but not on their unemployment. This together with the above-mentioned larger size of the questionnaire made the analysis of LMI more complex.

This being said, the staff was able to calculate most of the requested indicators. Taking into account a country specific approach and the need for international comparison it has been decided to include both in the presentation. Most important have been the sessions with the staff discussing and establishing means to calculate or estimate the indicators. The results of these efforts are presented in the Annexes.

5 Conclusions and recommendations

5.1 Comments on the design of the mission

Three countries were covered in three different missions. Less than half of the working days were in the field and the rest at home. This turned out not to be the most efficient or effective. In hindsight, a better way would have been connecting visits: home to Cairo, stay 5 days, Cairo to Dodoma, stay 5 days, Dodoma to Pretoria, stay 7 working days. Then back to Cairo for 2 days and to Dodoma for 2 days to finalise matters. This followed by a week rest and a week to write the mission reports and solve the remaining issues. Time in the field is more productive than time at home, as one is dependent on the contributions from the beneficiaries and that is easier when close and because one can focus completely on the assignment. A single mission would be more effective and preparation should ensure that the staff outside the labour department are invited to calculate poverty from the income and expenditure surveys, macro data on GDP to calculate productivity, etc.

5.2 Comments on countries’ competencies and involvement

The project, through its country visits, assists the local offices in preparing the harmonised data and sometimes in solving other problems the offices have, but at the same time interrupts the normal flow of work. For the visits to run smoothly, it is important that the staff at decision-making level are sold the benefits of these visits. Without their support there is no guarantee that the mission will be successful no matter how enthusiastic the staff at technical/operational level. The mission to Egypt had all the characteristics that the person in charge was not addressed as he would have wanted (official letter instead of email and sent by the right authority, etc.). Providing only half the micro-data (making it impossible to reconstruct exactly the published information or because he wanted to hide something or just to make life difficult), saying there was no script available that I could use, limiting the number of days for the consultant to work on the data (First meeting in the afternoon of the first day, data available next day afternoon and final meeting at an undetermined time on day four) and

not participating in the final meeting can be seen as obstructive. This continued after the consultant had left Egypt and the final script was sent and tried out accepted by the local expert. However, consent was never given to share the results with the consultant confirming the suspicion there was something they like to hide or they don't like to cooperate. Hierarchy in the country is that important that doing every effort to please the man below (Programme in Excel for multidimensional weighting of data, dozens of books on statistics, etc.) has no effect. In Egypt problems were anticipated. Therefore, the consultant was accompanied by a native Egyptian from Expertise France and they stayed in a hotel around the corner from the national statistical office (CAPMAS) in order never to be late for an appointment due to traffic in busy Cairo.

Sub-Sahara Africa was much more accommodating. The consultant was provided with a room at the office to work, transport was organised to the office and back to the hotel, and in general the atmosphere was pleasant and constructive. The SNKE was given the scripts they had used to calculate and tabulate the results and once when one script gave problems, they arranged a meeting with the author and it was sorted out. Here talks took place with the Director General and the pros and cons of the national and harmonised statistics were discussed in all openness. The missions there were successful in the way that harmonised results have been prepared and they were provided with the tools and training to continue doing this the coming years but the follow-up was missing. Some things were discussed but we have not seen them in practise later on. This might have to wait until the following round of surveys. Maybe they got stuck, maybe they were forgotten. Most problematic was that when apart, the talks stopped. It would be good to maintain a commitment like a second visit.

All countries showed a high level of competence in preparing the information. They are familiar/trained with the guidelines of the ILO, produce reports regularly and in sufficient detail. Staff is qualified and well versed in Excel, DBase, Word and SPSS or Stata. Especially RSA prepares a wealth of data on a quarterly basis with a separate questionnaire for the informal sector.

5.3 Comments on the methodology

Some of the indicators in the harmonised list were outside the scope of the labour statisticians and combining data from different sources always creates problems as definitions, classifications, timing, coverage, etc. might differ. These indicators are as follows:

- 12-14: child labour
- 21-23: informal sector is sometimes included and other times in a separate survey
- 24-26: poverty. Poverty is defined in dozens of different ways in the respective countries. Labour statisticians would not be the best to prepare comparable information.
- 30-33: social protection. Best sources are government administration.
- 34-35: productivity. These are macro data with definitions mostly unfamiliar to labour statisticians like domestic/national, current/constant prices, net/gross, etc.

This raises the question of the labour distribution for the compilation of these indicators. On poverty issues, data are needed on income and expenditure which are not covered in labour force surveys. They are best calculated by the income and expenditure surveys but they might not have

representative data on unemployment or employment sector wise. These indicators call for inter-departmental coordination with all bureaucratic difficulties. The labour department often is not the party with sufficient authority to orchestrate these efforts. Besides, there are many definitions of poverty and several ways of measuring it. These range from sophisticated poverty baskets for the family with equivalence rates for the members based on gender and age to one or two dollar a day. Even with full documentation it will be difficult to make clear comparisons between the countries. If included in the standard list there should also be a standard way of calculating poverty. Social protection and productivity are not easily measurable though labour force survey and administrative of macro-economic data should be used. Although all 35 indicators per se are interesting, if they cannot be calculated in a same consistent way by all countries they lose much of their value. This especially applies to poverty data.

Then, the objective of the PAS programme on Labour statistics relies on the Action Plan of the African Union Labour Market Information System-Harmonization and Coordination Framework (LMIS-HCF). The main purpose of this sub-program is to equip the African Union with a mass of harmonized data within a relatively short space of time. The local statistical offices in principle agree with this as they understand the importance of statistics from different countries to be comparable but at the same time they feel that those harmonised data do not give the most suitable picture of their country. In Egypt for instance, standards definitions show a too high unemployment rate and the government makes adjustments to reduce this. Tanzania feels like their employment rate is higher than calculated according to the standard ILO definition and makes adjustments to show the dire straits of the country. At the same time, they like to collect and publish their own data within a relatively short period of time first and the harmonised data has to come later. It was therefore decided that they should produce both the country specific and the harmonised version. To reduce the workload for the local offices a script in SPSS⁴ was prepared that would calculate the harmonised results based on the existing micro-data and that adjustments would be made in their questionnaires to make other harmonised results possible at a later stage.

In many cases, countries give the data a personal twist based on their feeling that the standard ILO/harmonised indicators do no justice to the situation in the country. Like Egypt does not count the unemployed above 65 but counts the employed. Tanzania restricts employment to decent employment. Given the importance of decent employment, also by the ILO, they have a point that would be applicable to other African countries as well. For comparison reasons however, it would be better to publish also the harmonised data and explain how the country specific data are calculated.

⁴ SPSS was used by all three countries.

Annex 1 – Labour indicators - Egypt

Category	N°	Indicator identifier	Indicators	2016	
Headcounts	00	HEAD-0	Working age population	28 986 067	
	01	HEAD-1	Persons in labour force (*1,000)	33 042 574	
	02	HEAD-2	Persons outside the labour force (*1,000)	25 337 752	
	03	HEAD-3	Persons in employment (*1,000)	739 183	
	04	HEAD-4	Persons in time-related underemployment (*1,000)	3 648 315	
	05	HEAD-5	Persons in unemployment (*1,000)	1 852 793	
	06	HEAD-6	Potential labour force (*1,000)	28 986 067	
Rates	07	RATE-1	Working age population to total population ratio (%)	68,2%	
	08	RATE-2	Employment-to-population ratio (%)	40,8%	
	09	RATE-3	Labour force participation rate (%)	46,7%	
	10	RATE-4	<i>Distribution of employment by sector</i>	<i>Number</i>	<i>%</i>
			Agriculture	6 515 882	25,7
			Mining	37 710	0,1
			Manufacturing	2 832 642	11,2
			Electricity and gas	208 191	0,8
			Water supply, sewerage and water management	293 658	1,2
			Construction	2 983 921	11,8
			Trade	3 030 967	12,0
			Transport	1 887 633	7,4
			Restaurants and hotels	668 307	2,6
			Information and communication	189 673	0,7
			Insurance and banking	181 520	0,7
			Real estate and lease	32 737	0,1
			Specialised scientific and technical activities	386 821	1,5
			Administrative activities and support services	214 742	0,8
			Public administration and social security	1 736 701	6,9
			Education	2 274 609	9,0

Category	N°	Indicator identifier	Indicators	2016	
			Health and social services	795 342	3,1
			Arts, creativity and entertainment	117 483	0,5
			Other services and activities	621 235	2,5
			Household activities	322 837	1,3
			International organisations and embassies	3 522	0,0
			Incomplete information	1 621	0,0
	11	RATE-5	Self-employment rate (%)	22,6%	
Child labour	12	CHL-1	Proportion of children aged 5 -17 in employment (%)	3,7%	
	13	CHL-2	Proportion of girls (5-17 years) among children in employment (%)	48,9%	
	14	CHL-3	Proportion of children involved in so-called hazardous work (%)	NA	
Labour under-utilization	15	LU-1	Unemployment rate (%)	12,6%	
	16	LU-2	Combined rate of time-related underemployment and unemployment (%)	15,1%	
	17	LU-3	Combined rate of unemployment and potential labour force (%)	17,8%	
	18	LU-4	Composite measure of labour underutilization (%)	20,2%	
	19	LTUR	Long-term unemployment rate (%)	83,2%	
	20	NEET	Proportion of youth aged 15-24 years not in education, employment or training (%)	3,7%	
Informal economy	21	INFORM-1	Rate of employment in informal sector (%)	50,6%	
	22	INFORM-2	Rate of informal employment (%)	NA	
	23	INFORM-3	Proportion of self-employed and unpaid family workers in the informal sector (%)	33,9%	
Poverty	24	POV-1	Poverty rate (%) from Household Budget Survey	27,8%	
	25	POV-2	Rate of low pay in employment (%), including 0	73,6%	
			Rate of low pay in employment (%), excluding 0	5,7%	
	26	POV-3	Rate of working poor (%)	NA	
Gender	27	GEN-1	Ratio - Average hours of work for women / Men	83,4%	

Category	N°	Indicator identifier	Indicators	2016
	28	GEN-2	Average hourly earnings of female and male employees (TZS) Female Male	67,2%
	29	GEN-3	Proportion of women employed in the non-agricultural sector (Total employment and salaried employment) Total employment (%)	17,7%
			Proportion of women employed in the non-agricultural sector (Total employment and salaried employment) Salaried employment (%)	18,7%
Social protection	30	SP-1	Number of labour inspectors per 10,000 employees	Not Found
	31	SP-2	Proportion of workers covered by the national social protection programme (%)	47,0%
	32	SP-3	Percentage of working population contributing to a social security scheme (%)	38,1%
	33	SP-4	Percentage of persons with disabilities receiving compensation (%)	Not Found
Productivity	34	PROD-1	Labour productivity TZS	75
	35	PROD-2	Elasticity-Employment / GDP	98,7%

Annex 2 – Labour Indicators - Tanzania

Annex 2.1: Indicators based on the National and International definitions, 2006 and 2014

Category	N°	Indicator identifier	Indicators	2006			2014		
				National	Relaxed	Strict	National	Relaxed	Strict
Headcounts	00	HEAD-0	Working age population	21,003,960			25,750,116		
	01	HEAD-1	Persons in labour force (*1,000)	18,821,525	18,821,526	17,944,558	22,321,924	22,321,924	21,619,866
	02	HEAD-2	Persons outside the labour force (*1,000)	2,182,434	2,182,434	2,494,321	3,428,192	3,428,192	4,130,250
	03	HEAD-3	Persons in employment (*1,000)	16,627,133	17,944,558		20,030,139	21,160,465	
	04	HEAD-4	Persons in time-related underemployment (*1,000)	1,696,387	2,346,521		2,367,177	2,411,436	
	05	HEAD-5	Persons in unemployment (*1,000)	2,194,392	876,968	565,081	2,291,785	1,161,459	459,401
	06	HEAD-6	Potential labour force (*1,000)	Included in the national definition of unemployed ⁵		311,887			702,057
Rates	07	RATE-1	Working age population to total population ratio (%)	56.10	56.10		56.85	56.85	
	08	RATE-2	Employment-to-population ratio (%)	79.16	85.43		77.80	82.18	
	09	RATE-3	Labour force participation rate (%)	89.61	89.61	85.43	86.69	86.69	83.96
	10	RATE-4	Distribution of employment by sector	(%)	(%)		(%)	(%)	
			Agriculture, forestry and fishing	76.46	74.64		66.89	68.05	
			Mining and quarrying	0.51	0.58		1.09	1.06	
			Manufacturing	2.61	3.15		3.09	2.96	

⁵ Those available but not looking for work are included but those not available were not asked whether they were looking.

Category	N°	Indicator identifier	Indicators	2006			2014		
				National	Relaxed	Strict	National	Relaxed	Strict
			Electricity, gas, steam and air conditioning supply	0.10	0.09		0.10	0.09	
			Water supply; sewage, waste management and remediation activities		0.00		0.07	0.07	
			Construction	1.07	1.18		2.11	2.07	
			Wholesale and retail trade; repair of motor vehicles and mot	7.63	8.76		12.65	12.21	
			Transportation and storage	1.47	1.44		2.60	2.51	
			Accommodation and food service activities	1.97	2.10		3.94	3.81	
			Information and communication	0.00	0.00		0.15	0.15	
			Financial and insurance activities	0.11	0.10		0.30	0.29	
			Real estate activities	0.47	0.46		0.03	0.03	
			Professional, scientific and technical activities	0.00	0.00		0.17	0.16	
			Administrative and support service activities	0.00	0.00		0.65	0.62	
			Public administration and defence; compulsory social security	1.11	1.03		0.96	0.91	
			Education	1.35	1.26		2.07	1.98	
			Human Health and social work activities	0.60	0.59		0.83	0.79	
			Arts, entertainment and recreation	0.00	0.00		0.10	0.10	
			Other service activities	0.69	0.71		1.04	1.00	
			Activities of households as employers; undifferentiated good	3.84	3.91		1.14	1.12	
			Activities of extraterritorial organizations and bodies	0.00	0.00		0.01	0.01	

Category	N°	Indicator identifier	Indicators	2006			2014		
				National	Relaxed	Strict	National	Relaxed	Strict
	11	RATE-5	Self-employment rate (%)	11.40 ⁶	9.1		47.04	51.10	
Child labour	12	CHL-1	Proportion of children aged 5 -17 in employment (%)	31.1	31.10		33.25	34.55	
	13	CHL-2	Proportion of girls (5-17 years) among children in employment (%)	43.5	43.4		47.38	47.46	
	14	CHL-3	Proportion of children involved in so-called hazardous work (%)	9.07	21.55		21.55	NA	
Labour under-utilization	15	LU-1	Unemployment rate (%)	11.66	4.66	3.05	10.27	5.20	2.12
	16	LU-2	Combined rate of time-related underemployment and unemployment (%)	17.40	17.13	16.23	20.87	16.01	13.28
	17	LU-3	Combined rate of unemployment and potential labour force (%)	See Headcount 6		4.89	10.60	5.20	5.37
	18	LU-4	Composite measure of labour underutilization (%)	20.67	17.13	15.35	20.87	16.01	13.88
	19	LTUR	Long-term unemployment rate (%)	44.8	44.8	38.4	41.20	59.32	69.85
	20	NEET	Proportion of youth aged 15-24 years not in education, employment or training (%)	16.0	16.0		17.88	14.93	
Informal economy	21	INFORM-1	Rate of employment in informal sector (%)	22.3	80.0		31.23	30.70	
	22	INFORM-2	Rate of informal employment (%)	96.1	96.4		78.0	78.85	
	23	INFORM-3	Proportion of self-employed and unpaid family workers in the informal sector (%)	98.74	99.48		84.0	83.95	
Poverty	24	POV-1	Poverty rate (%) from Household Budget Survey	2007			2007		
				33.6			33.6		
	25	POV-2	Rate of low pay in employment (%)	27.6	24.7		27.5	29.2	

⁶ Excluding Agriculture

Category	N°	Indicator identifier	Indicators	2006			2014		
				National	Relaxed	Strict	National	Relaxed	Strict
	26	POV-3	Rate of working poor (%) ⁸	47.80	48.0		48.3	48.9	
Gender	27	GEN-1	Ratio - Average hours of work for women / Men	0.9	0.81		0.8	0.85	
	28	GEN-2	Average hourly earnings of female and male employees (TZS) Female Male	493 589	591.0 647.9		576 1,177	584 1,193	
	29	GEN-3	Proportion of women employed in the non-agricultural sector (Total employment and salaried employment) Total employment (%) Salaried employment (%)	42.5 29.5	43.6 30.5		43.5 34.3	43.80 35.50	
Social protection	30	SP-1	Number of labour inspectors per 10,000 employees	0.40	0.37		0.4	0.28	
	31	SP-2	Proportion of workers covered by the national social protection programme (%)	4.1			5.6	5.6	
	32	SP-3	Percentage of working population contributing to a social security scheme (%)	4.5	3.00		6.0	8.60 8.60	
	33	SP-4	Percentage of persons with disabilities receiving compensation (%)	-	NA		NA	NA	
Productivity	34	PROD-1	Labour productivity TZS	1,484,400	1,375,420		2,058,139	1,948,200	
	35	PROD-2	Elasticity-Employment / GDP	0.95	0.95		0.95	0.95	

⁸ The employed person was considered poor when the total family income per head was less than the poverty line. Since income was as in categories, it was not possible to classify each household as poor or not poor. There remained 9% unclear in 2014. We applied the following chance of them being poor: (Higher boundary - Poverty line)/(Higher boundary – Lower boundary).

Highlights

- Although the working age population increased by 22.6% from 2006 to 2014, the labour force increased by only 18.6% in the same period. The proportion of young people (15-24 years old) not in employment, education or training increased from 16.0 to 17.9% which might point to despair finding a job.
- The agricultural sector is still the largest employment provider but its share went from 76.5% to 66.9%.

Annex 2.2: Syntax

* Encoding: UTF-8.

*Tanzania National Definition must meet the following conditions

Employed

1. Performed economic activities (Q.7 = 1 or Q.8A = 1) AND their work was expected to continue Q.19A <=3

AND excluding temporary absent employees (Q.8A = 1) AND self-employed in agriculture (Q.20 >=8)
AND underemployed due to economic reasons (Q.54C >=6)

*Unemployed

2. Did not Perform economic activities (Q.7 = 2 or Q.8A = 2) AND were available for work (Q.9 = 1)
AND their work was not expected to continue Q.19A =4 AND including temporary absent employees (Q.8A = 1)

AND self-employed in agriculture (Q.20 >=8) AND underemployed due to economic reasons (Q.54C >=6)

*Inactive

3. Did not Perform economic activities (Q.7 = 2 or Q.8A = 2) AND were not available for work (Q.9 = 2)

IF (L2Q07_CURRACT = 1 OR (L2Q08A_TEMPABS = 1 AND L2Q20_MSTATUS >=8 AND L2Q54C_CLESS40 <= 6) AND (L2Q19A_MWREL <= 3)) CECSTAT2 = 1.

IF (L2Q07_CURRACT = 1 OR (L2Q08A_TEMPABS = 1 AND L2Q20_MSTATUS >=8 AND L2Q54A_CHRSCHK >= 2) AND (L2Q19A_MWREL <= 3)) CECSTAT2 = 1.

IF (L2Q08A_TEMPABS = 1 AND L2Q19A_MWREL <= 3 AND L2Q20_MSTATUS <=7) CECSTAT2 = 1.

IF (L2Q09_AVAILWORK = 1 OR L2Q19A_MWREL = 4) CECSTAT2 = 2.

IF (L2Q19A_MWREL <= 3 AND L2Q08A_TEMPABS = 1 AND L2Q20_MSTATUS >=8 AND L2Q54C_CLESS40 >= 7) CECSTAT2 = 2.

IF (L2Q09_AVAILWORK = 2) CECSTAT2 = 3.

VARIABLE LABEL CECSTAT2 'Current economic activity status by national definition'

VALUE LABEL CECSTAT2

'1' Employed

'2' Unemployed

'3' Inactive.

EXECUTE.

*****Standard Definition*****.

IF (L2Q07_CURRACT = 1 OR L2Q08A_TEMPABS = 1) CECSTAT1 = 1.

IF (L2Q09_AVAILWORK = 1) CECSTAT1 = 2.

IF (L2Q09_AVAILWORK = 2) CECSTAT1 = 3.

VARIABLE LABEL CECSTAT1 'Current economic activity status - Standard Definition'.

```

EXECUTE.
*.
VALUE LABEL CECSTAT1
'1' Employed
'2' Unemployed
'3' Inactive.
*.
*****National Definition (Retested and OKayed on May 19, 2015)*****.
*.
IF (L2Q07_CURRACT = 1 OR (L2Q08A_TEMPABS = 1 AND L2Q20_MSTATUS >=8 AND
L2Q54C_CLESS40 <= 6) AND (L2Q19A_MWREL <= 3)) CECSTAT2 = 1.
IF (L2Q07_CURRACT = 1 OR (L2Q08A_TEMPABS = 1 AND L2Q20_MSTATUS >=8 AND
L2Q54A_CHRSCHK >= 2) AND (L2Q19A_MWREL <= 3)) CECSTAT2 = 1.
IF (L2Q08A_TEMPABS = 1 AND L2Q19A_MWREL <= 3 AND L2Q20_MSTATUS <=7) CECSTAT2 =
1.

IF (L2Q09_AVAILWORK = 1 OR L2Q19A_MWREL = 4) CECSTAT2 = 2 .
IF (L2Q19A_MWREL <= 3 AND L2Q08A_TEMPABS = 1 AND
L2Q20_MSTATUS >=8 AND L2Q54C_CLESS40 >= 7) CECSTAT2 = 2 .

IF (L2Q09_AVAILWORK = 2) CECSTAT2 = 3 .
VARIABLE LABEL CECSTAT2 ' Current economic activity status - National Definition'.
EXECUTE .
*.
VALUE LABEL CECSTAT2
'1' Employed
'2' Unemployed
'3' Inactive.

```

Current economic activity status - standard definition

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	21,160,465	82.2	82.2	82.2
	Unemployed	1,161,459	4.5	4.5	86.7
	Inactive	3,428,192	13.3	13.3	100.0
	Total	25,750.116	100.0	100.0	

Current economic activity status - national definition

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	20,030,139	77.8	77.8	77.8
	Unemployed	2,291,785	8.9	8.9	86.7
	Inactive	3,428,192	13.3	13.3	100.0
	Total	25,750,116	100.0	100.0	

Annex 2.3: Determining the informal sector and labour relations

*INFORMAL SECTOR Local Definition

<i>If(L2Q18a_MSTATUS>4 Sector = 9.</i>	<i>This excludes 12,485,516 Unpaid family helpers in agriculture and those that work on their own farm or shamba.</i>
<i>If(L2Q22_MSECTOR>=1 and L2Q22_MSECTOR<=3) Sector = 1.</i>	<i>Central Government, Local Government & Parastatal is Government = Formal (505,661)</i>
<i>If(L2Q22_MSECTOR>=4 and L2Q22_MSECTOR<=9) Sector = 2.</i>	<i>Political party, Partnership registered, NGO, Religious organisation, Cooperative Registered & International organisation are Private other = Formal (565,889)</i>
<i>If(L2Q22_MSECTOR=10) Sector = 3.</i>	<i>Household-fetching water & collection of firewood for home use is Private household (521,202)</i>
<i>If(L2Q23_MNUME=3) Sector = 2.</i>	<i>Other sectors are also Private other if 10 or more employed = Formal (416,165)</i>
<i>If(L2Q24_MRECORD=1) Sector = 2. If(L2Q24_MRECORD=2) Sector = 4.</i>	<i>If the others do not know if they keep records than Private other = Formal (720,989) and if No records Private informal (1,399,255)</i>
<i>If(L2Q25_MBALANCE=1) Sector = 2. If(L2Q25_MBALANCE=2) Sector = 4. If(L2Q25_MBALANCE=3) Sector = 2.</i>	<i>For the rest If the accounts show all of the following Balance sheets of assets and liabilities, Investment/ withdraw of capital by the Business Owner(s), withdrawals of income by the Business Owner(s), earnings Retained within the Business as saving then Private other = Formal (147,995) if not then Private informal (277,804) or If unknown also Private other (16,858)</i>

VALUE LABEL Sector

- '1' Government
- '2' Private Other
- '3' Private Household
- '4' Private Informal
- '9' Agriculture workers except employees.

* Encoding: UTF-8.

*FORMALITY OF EMPLOYMENT Local Definition

<i>IF(mdmstatus=1 & (L2Q17C_MTASK=1)) Informality=1.</i>	<i>If Paid employee and covered by social security then Formal</i>
<i>IF(mdmstatus=1 & (L2Q17C_MTASK=2)) Informality=2.</i>	<i>If Paid employee and not covered by social security then Informal</i>
<i>IF(mdmstatus=2 & (mdmsector=1 or mdmsector=2 or mdmsector=4)) Informality=1.</i>	<i>If self-employed and working in Central/Local Government, parastatal or informal private then Formal</i>
<i>IF(mdmstatus=2 & (mdmsector=3 or mdmsector=5 or mdmsector=6)) Informality=2.</i>	<i>If self-employed and working in agriculture, other private or household then Informal</i>

* Encoding: UTF-8.

In/formal sector International Definition 2014

```

COMPUTE In_formal=0.
EXECUTE.
IF (L2Q23_MSECTOR < 10) In_formal=1.
EXECUTE.
IF (L2Q23_MSECTOR >= 10 & L2Q22B_PRODUCT = 4) In_formal=2.
EXECUTE.
IF (in_formal = 0 & (L2Q24_MREGIST < 4 OR L2Q26_MRECORD >2)) In_formal=1.
EXECUTE.
IF (in_formal = 0 & L2Q21D_SECURITY = 1) In_formal=1.
EXECUTE.
IF ((L2Q30_ISMLOC <6 OR L2Q30_ISMLOC =7) & L2Q25_MNUME >1) In_formal=1.
IF (IN_FORMAL = 0) IN_FORMAL =2.
EXECUTE.

```

Formal/informal labour relations International Definition

```

COMPUTE InformalR=0.
IF (L2Q20_MSTATUS = 1 & L2Q21D_SECURITY = 1) InformalR = 1.
IF (L2Q20_MSTATUS = 2) InformalR = IN_FORMAL.
IF (L2Q20_MSTATUS = 3 & L2Q22B_PRODUCT < 4) InformalR = 1.
If (InformalR = 0) InformalR = 2.
EXECUTE.

```




THE AFRICA-EU PARTNERSHIP
LE PARTENARIAT AFRIQUE-UE



Annex 3 – Labour Indicators – South Africa

COUNTRY-REPORT ON LABOUR MARKET INDICATORS FROM EXISTING DATA SOURCES

SOUTH AFRICA

June 2019



THE AFRICA-EU PARTNERSHIP
LE PARTENARIAT AFRIQUE-UE



Foreword

This report presents the labour market indicators for South Africa based on the 19th ICLS resolution. The results of this report were presented only for the purpose of the pilot exercise for producing labour market indicators from existing data sources in Africa. The main source of data used in this report is the Quarterly Labour Force Survey (QLFS). The Quarterly Labour Force Survey is a household-based sample survey conducted by Statistics South Africa. The survey collects data on the labour market activities of individuals aged 15 years and above who live in South Africa. However, this report only covers labour market activities of the working age population (persons aged 15-64 years) according to South African Definition.

All proposed indicators were computed using QLFS except indicators on Child labour which used the Survey of Activities of young people (SAYP). The report provides information on labour market trends over the period 2010–2018 focusing on area of residence, age, sex, level of education and province of residence. However, data on Child labour was only presented for two data points (2010 and 2015) and the data on the youth aged 15-24 years not in employment, education or training (NEET) rate was from 2013-2018.

The first section of this report provides the headcounts which includes: persons in labour force, persons outside labour force, persons in employment, persons in time-related underemployment, persons in unemployment and persons in potential labour force. While the second part focuses on the labour market rates which are employment-to-population ratio, labour force participation rate and proportion of children aged 7-17 years engaged in child labour.

The third section provides information on the labour underutilization. The analysis on labour underutilization focuses on the unemployment rate, combined rate of time-related underemployment and unemployment, combined rate of unemployment and potential labour force, composite measure of labour underutilization, long-term unemployment rate and proportion of youth aged 15-24 years not in employment, education and training.

Section four provides analysis of the informal economy which focuses on the rate of employment in informal sector and rate of informal employment. The fifth section analyses poverty based on the rate of low pay in employment while the last section provides details on gender focusing on average hourly earnings of female and male employees.

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List of acronyms

ICLS:	International Conference of Labour Statisticians
NEET:	Not in Education. Employment or Training
QLFS:	Quarterly Labour Force Survey
SAYP:	Survey of Activities of Young People

Summary table of indicators

Category	N°	Indicator identifier	Indicator	2010	2011	2012	2013	2014	2015	2016	2017	2018
Headcounts	01	HEAD-1	Persons in labour force (in thousands)	18,352	18,706	19,200	19,752	20,216	21,085	21,533	22,289	22,496
	02	HEAD-2	Persons outside the labour force (in thousands)	14,606	14,857	14,975	15,038	15,194	14,950	15,136	15,005	15,411
	03	HEAD-3	Persons in employment (in thousands)	13,788	14,070	14,425	14,866	15,146	15,741	15,780	16,169	16,394
	04	HEAD-4	Persons in time-related underemployment (in thousands)	576	540	585	615	608	705	721	737	742
	05	HEAD-5	Persons in unemployment (in thousands)	4,564	4,636	4,775	4,886	5,070	5,344	5,753	6,120	6,103
	06	HEAD-6	Potential labour force (in thousands)	3,019	3,175	3,223	3,239	3,207	3,079	3,208	3,219	3,583
Rates	07	RATE-1	Working age population to total population ratio (%)	64.8	65.1	65.4	65.7	65.9	66.2	66.5	66.7	66.9
	08	RATE-2	Employment-to-population ratio (%)	41.8	41.9	42.2	42.7	42.8	43.7	43.0	43.4	43.2
	09	RATE-3	Labour force participation rate (%)	55.7	55.7	56.2	56.8	57.1	58.5	58.7	59.8	59.3
	10	RATE-4	Distribution of employment by sector (%)									
			Agriculture	4.8	4.6	4.8	5.0	4.6	5.6	5.5	5.2	5.2
			Mining	2.4	2.4	2.6	2.8	2.8	2.9	2.8	2.7	2.6
			Manufacturing	13.3	13.3	12.6	12.2	11.6	11.2	10.7	11.0	10.8
			Utilities	0.7	0.6	0.7	0.9	0.8	0.8	0.7	0.9	0.9
			Construction	8.0	7.9	7.6	7.7	8.2	8.9	9.1	8.7	9.0
			Trade	22.3	22.4	21.8	21.1	21.1	20.1	20.1	20.1	20.0
			Transport	5.9	5.8	6.0	6.1	6.2	5.7	5.8	6.0	6.0
			Finance	12.7	12.9	13.2	13.4	13.4	14.0	14.4	14.9	15.1
			Community and social services	20.9	21.5	22.2	22.5	23.1	22.6	22.6	22.3	22.5
			Private households	9.0	8.6	8.5	8.3	8.1	8.2	8.1	8.1	7.9
	11	RATE-5	Self-employment rate (%)	9.3	9.3	9.3	8.7	8.1	8.7	8.9	9.0	9.6

Category	N°	Indicator identifier	Indicator	2010	2011	2012	2013	2014	2015	2016	2017	2018
Child labour	1 2	CHL-1	Proportion of children aged 5-17 in employment (%)	0.8					1.0			
	1 3	CHL-2	Proportion of girls (5-17 years) among children in employment (%)	0.4					0.3			
	1 4	CHL-3	Proportion of children involved in so-called hazardous work (%)	7.0					5.2			
Labour underutilization	1 5	LU-1	Unemployment rate (%)	24.9	24.8	24.9	24.7	25.1	25.3	26.7	27.5	27.1
	1 6	LU-2	Combined rate of time-related underemployment and unemployment (%)	28.0	27.7	27.9	27.8	28.1	28.7	30.1	30.8	30.4
	1 7	LU-3	Combined rate of unemployment and potential labour force (%)	35.5	35.8	35.7	35.4	35.4	34.9	36.3	36.7	37.2
	1 8	LU-4	Composite measure of labour underutilization (%)	38.2	38.2	38.3	38.1	38.0	37.8	39.2	39.6	40.0
	1 9	LTUR	Long-term unemployment rate (%)	16.3	17.0	16.9	16.3	16.5	16.5	17.8	18.4	18.8
	2 0	NEET	Proportion of youth aged 15-24 years not in education, employment or training (%)				32.0	31.3	30.5	31.2	31.2	31.6
Informal economy	2 1	INFORM-1	Rate of employment in informal sector (%)	16.4	16.1	15.8	15.9	15.8	16.8	16.5	16.9	17.9
	2 2	INFORM-2	Rate of informal employment (%)	30.9	29.8	28.9	28.7	27.9	29.9	29.4	29.2	30.1
	2 3	INFORM-3	Proportion of self-employed and unpaid family workers in the informal sector (%)									
Poverty	2 4	POV-1	Poverty rate (%)									
	2 5	POV-2	Rate of low pay in employment (%)	56.0	53.7	52.6	53.1	52.4	52.4	50.1	47.9	
	2 6	POV-3	Rate of working poor (%)									
G en de r	2 7	GEN-1	Ratio - Average hours of work for women / Men									

Category	N°	Indicator identifier	Indicator	2010	2011	2012	2013	2014	2015	2016	2017	2018
	28	GEN-2	Average hourly earnings of female and male employees - Female - Male	25 29	27 31	31 33	38 42	36 40	45 54	42 48	42 50	
	29	GEN-3	Proportion of women employed in the non-agricultural sector (Total employment and salaried employment) - Total employment (%) - Salaried employment (%)	41.5	41.9	41.9	42.4	42.4	41.9	41.9	42.4	42.2
Social protection	30	SP-1	Number of labour inspectors per 10,000 employees									
	31	SP-2	Proportion of workers covered by the national social protection programme (%)									
	32	SP-3	Percentage of working population contributing to a social security scheme (%)									
	33	SP-4	Percentage of persons with disabilities receiving compensation (%)									
Productivity ⁹	34	PROD-1	Labour productivity (X1000)	199.3	201.7	201.1	200.0	200.0	194.7	195.0		
	35	PROD-2	Elasticity-Employment / GDP		0.988	1.003	1.006	1.000	1.027	0.998		

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	2010	2011	2012	2013	2014	2015	2016
Employed (X1000)	13.788	14.070	14.425	14.866	15.146	15.741	15.780
GDP (x Millions)	2.748.008	2.838.257	2.901.078	2.973.175	3.028.090	3.064.237	3.076.466
Labour productivity	199.304	201.724	201.115	199.998	199.927	194.666	194.960
Elasticity Employment/GDP		0.988005	1.00303	1.005581	1.000358	1.027024	0.998493

1. Headcounts

1.1. Persons in labour force

Indicator	Persons in labour force
Category	Headcounts
Code	HEAD-1
Unit	Thousands of persons
Definition	The sum of persons in employment and persons in unemployment
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(i) Data refer only to persons aged 15 to 64 years. (ii) Some variables and / or items are missing (migration status. disability) (iii) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	18,352	18,706	19,200	19,752	20,216	21,085	21,533	22,289	22,496
Area of residence									
Non-urban	4,131	4,070	4,286	4,452	4,566	4,977	5,110	5,349	5,492
Urban	14,221	14,637	14,914	15,300	15,650	16,107	16,423	16,940	17,004
Sex									
Female	8,171	8,404	8,601	8,920	9,115	9,522	9,701	10,104	10,193
Male	10,181	10,303	10,599	10,832	11,101	11,563	11,832	12,185	12,303
Age range (years)									
15-24	2,597	2,558	2,571	2,629	2,593	2,741	2,724	2,772	2,621
25-34	6,322	6,419	6,568	6,674	6,805	7,083	7,176	7,295	7,364
35-44	5,035	5,202	5,413	5,622	5,790	6,041	6,213	6,462	6,546
45-54	3,184	3,268	3,338	3,442	3,545	3,691	3,856	4,069	4,227
55-64	1,214	1,260	1,310	1,385	1,483	1,528	1,564	1,692	1,738
Level of educational attainment									
No schooling	502	447	449	450	449	468	413	412	365
Primary	2,426	2,335	2,318	2,279	2,233	2,427	2,366	2,269	2,172
Secondary not completed	6,633	6,857	7,124	7,294	7,425	7,712	8,048	8,253	8,372
Secondary completed	5,676	5,752	5,988	6,180	6,464	6,696	6,925	7,217	7,417
Tertiary	2,880	3,107	3,137	3,374	3,445	3,565	3,574	3,916	3,951
Province									
Western Cape	2,575	2,636	2,730	2,768	2,842	2,904	2,962	3,066	3,133
Eastern Cape	1,729	1,755	1,759	1,838	1,918	1,935	1,959	2,158	2,153
Northern Cape	381	393	413	430	438	448	431	432	443
Free State	1,063	1,069	1,075	1,111	1,136	1,163	1,179	1,193	1,208
KwaZulu Natal	2,913	2,984	3,046	3,144	3,201	3,239	3,269	3,378	3,424
North West	1,101	1,063	1,091	1,157	1,229	1,260	1,285	1,329	1,337
Gauteng	6,004	6,163	6,245	6,369	6,423	6,923	7,082	7,210	7,196
Mpumalanga	1,355	1,402	1,477	1,559	1,593	1,611	1,665	1,762	1,810
Limpopo	1,230	1,242	1,365	1,375	1,435	1,602	1,701	1,761	1,793

Highlights :

- A Rapid growth of the labour force;
- Persons in urban areas were above three times more likely to be economically active compared to those in non-urban areas over the period 2010-2018;
- A steady distribution of labour force by sex.

General comments:

Over the period 2010 to 2018. the labour force in the country increased by 4.1 million to 22.5 million in 2018. More men than women were economically active. The number of men in labour force increased from 10.2 million in 2010 to 12.3 million in 2018 while for women. the number increased from 8.2 million to 10.2 million. The highest number of persons in the labour force was recorded among the young aged 25-34 while those aged 55-64 and 15-24 recorded the lowest number of persons in the labour force.

The largest share of persons in labour force were among those residing in urban areas compared to those in non-urban areas. The results highlight the largest gap among persons in labour force between those in urban areas and those in non-urban areas. In all years, those in labour force and residing in urban areas were over 14.0 million more than those in non-urban areas. Gauteng province recorded the largest shares of persons in labour force compared to other provinces; the number range from about 6.0 million in 2010 to 7.2 million in 2018. KwaZulu Natal recorded second highest number of persons in labour force followed by Western Cape and Eastern Cape.

In terms of educational level. majority of persons in labour force were those who did not complete secondary education range from 6.6 million in 2010 to 8.3 million in 2018 and followed by those who completed secondary education range from 5.7 million in 2010 to 7.4 million in 2018. On the other hand. the number of persons in labour force holding tertiary education was 4.0 million in 2018 which increased by 1.1 million compared to 2010 results. The lowest number of persons in labour force were recorded for those with no education; the highest number of 502,000 was observed in 2010.

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

1.2. Persons outside the labour force

Indicator	Persons outside the labour force
Category	Headcounts
Code	HEAD-2
Unit	Thousands of persons
Definition	Persons of working age (15 years or above) who were neither in employment nor in unemployment in a short reference period (last 7 days).
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(iv) Data refer only to persons aged 15 to 64 years. (v) Some variables and / or items are missing (migration status. disability) (vi) The 13th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
	Thousand								
National	14,606	14,857	14,975	15,038	15,194	14,950	15,136	15,005	15,411
Area of residence									
Non-urban	6,819	6,946	6,902	6,751	6,787	6,834	6,862	6,689	6,760
Urban	7,786	7,911	8,073	8,287	8,406	8,116	8,274	8,316	8,651
Sex									
Female	8,700	8,741	8,821	8,782	8,871	8,751	8,866	8,761	8,965
Male	5,906	6,116	6,154	6,256	6,323	6,199	6,270	6,245	6,446
Age range (years)									
15-24	7,341	7,480	7,557	7,572	7,664	7,550	7,586	7,543	7,688
25-34	2,427	2,452	2,444	2,492	2,521	2,402	2,470	2,503	2,581
35-44	1,610	1,641	1,628	1,614	1,639	1,577	1,585	1,501	1,571
45-54	1,486	1,492	1,502	1,482	1,480	1,461	1,454	1,423	1,463
55-64	1,743	1,792	1,844	1,877	1,890	1,959	2,041	2,035	2,107
Level of educational attainment									
No schooling	840	825	792	763	741	703	675	636	605
Primary	3,146	3,017	2,887	2,731	2,612	2,647	2,608	2,455	2,416
Secondary not completed	7,570	7,852	7,993	8,171	8,183	8,017	8,148	8,050	8,206
Secondary completed	2,509	2,595	2,739	2,779	3,028	2,905	2,987	3,130	3,428
Tertiary	412	441	449	485	507	548	558	579	601
Province									
Western Cape	1,258	1,282	1,277	1,328	1,346	1,377	1,415	1,405	1,430
Eastern Cape	2,189	2,209	2,248	2,205	2,159	2,176	2,190	2,039	2,094
Northern Cape	337	335	324	317	319	319	345	354	352
Free State	743	749	756	732	720	707	703	696	691
KwaZulu Natal	3,312	3,340	3,375	3,371	3,406	3,463	3,533	3,530	3,591
North West	1,115	1,192	1,206	1,183	1,155	1,168	1,188	1,188	1,225
Gauteng	2,504	2,540	2,659	2,745	2,908	2,629	2,692	2,773	2,989
Mpumalanga	1,138	1,142	1,118	1,090	1,110	1,146	1,144	1,097	1,097

Limpopo	2,009	2,067	2,013	2,067	2,070	1,964	1,926	1,923	1,944
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Highlights:

- Persons outside labour force increased by more than half a million (805,000) between 2010 and 2018;
- Compared to men, women were more likely to be outside labour force but catching up slowly;
- KwaZulu-Natal province recorded the largest share of persons outside labour force.

General comment:

The number of persons outside labour force have been increasing over the period except between the years 2014 and 2015 where the decline of 239,000 was observed and between the year 2016 and 2017 a further decline of 186,000 was observed. The level of those outside labour force was about 15.4 million; an increase of 406,000 from 2017. More women than men were outside the labour force. The number of females outside the labour force increased 300 thousand from 8.7 million in 2010 to reach 9.0 million in 2018 while males outside labour force increased 500 thousand from 5.9 million in 2010 to 6.4 million in 2018. The youth (15-34 years) recorded the largest number of those outside the labour force compared to other age groups.

KwaZulu-Natal recorded the highest number of persons outside labour force, followed by Gauteng and Eastern Cape, while Northern Cape and Free State reflected the numbers below 800 000. In 2018, KwaZulu-Natal recorded 3.6 million of persons outside labour force while Gauteng and Eastern Cape recorded 3.0 million and 2.1 million respectively. Approximately 8.7 million persons in the urban areas were outside the labour force in 2018 which is an increase of 865,000 compared to 2017. Persons with secondary education not completed recorded the highest number of those outside the labour force which increased from 7.6 million in 2010 to 8.2 million in 2018. Those with tertiary education were less likely to be outside labour force compared to those in other educational categories.

Methodological notes:

Data are from the Quarterly Labour Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It is only limited to persons aged 15 or above, but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

1.3. Persons in employment

Indicator	Persons in employment
Category	Headcounts
Code	HEAD-3
Unit	Thousands of persons
Definition	Persons of working age (15 years or above) who, during a short reference period (last 7 days), were engaged in any activity to produce goods or provide services for pay or profit.
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(vii) Data refer only to persons aged 15 to 64 years. (viii) Some variables and / or items are missing (migration status, disability) (ix) The 13th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	13,788	14,070	14,425	14,866	15,146	15,741	15,780	16,169	16,394
Area of residence									
Non-urban	2,996	2,971	3,114	3,312	3,390	3,671	3,680	3,718	3,824
Urban	10,792	11,099	11,311	11,554	11,756	12,070	12,101	12,450	12,569
Sex									
Female	5,950	6,106	6,264	6,539	6,634	6,882	6,874	7,114	7,207
Male	7,838	7,964	8,161	8,327	8,513	8,859	8,906	9,055	9,186
Age range (years)									
15-24	1,267	1,272	1,242	1,277	1,263	1,367	1,271	1,292	1,222
25-34	4,472	4,500	4,626	4,731	4,758	4,945	4,903	4,884	4,903
35-44	4,144	4,261	4,428	4,577	4,685	4,862	4,899	5,041	5,137
45-54	2,783	2,856	2,911	3,003	3,071	3,171	3,284	3,421	3,560
55-64	1,122	1,182	1,218	1,278	1,369	1,395	1,423	1,531	1,571
Level of educational attainment									
No schooling	418	369	374	375	373	388	335	339	297
Primary	1,839	1,794	1,770	1,782	1,691	1,844	1,787	1,661	1,610
Secondary not completed	4,556	4,696	4,865	4,965	5,043	5,239	5,323	5,385	5,547
Secondary completed	4,163	4,197	4,416	4,555	4,796	4,934	5,037	5,201	5,305
Tertiary	2,617	2,835	2,842	3,041	3,072	3,146	3,130	3,402	3,455
Province									
Western Cape	2,025	2,061	2,091	2,141	2,195	2,304	2,331	2,425	2,506
Eastern Cape	1,262	1,278	1,254	1,295	1,350	1,377	1,402	1,417	1,391
Northern Cape	281	281	296	310	307	305	305	305	321
Free State	768	775	728	748	749	805	781	793	796
KwaZulu Natal	2,340	2,406	2,423	2,490	2,487	2,551	2,508	2,547	2,630
North West	810	784	817	848	904	936	924	984	980
Gauteng	4,377	4,494	4,687	4,782	4,824	4,995	5,004	5,075	5,091
Mpumalanga	973	992	1,042	1,123	1,132	1,177	1,165	1,219	1,221
Limpopo	953	999	1,085	1,128	1,198	1,291	1,360	1,404	1,458

Highlights:

- Employment has been increasing by above 220,000 jobs over the period 2010 to 2018 except between 2015 and 2016 where the employment increased by only 39,000;
- Gauteng province recorded the highest level of employment of about 5.1 million in 2018 followed by the level of 2.6 million in KwaZulu-Natal;
- More than seven in every ten employed persons reside in urban areas.

General comment:

The number of employed persons was 16.4 million in 2018 which increased by about 2.6 million from 13.8 million in 2010. The largest increase was observed between 2014 and 2015 where the number of persons employed increased by 595,000. Between 2017 and 2018, the number of employed persons increased by 225,000. Majority of the employed were men compared to women and those residing in urban area were more likely to be employed compared to those in non-urban areas. The results show that persons employed in urban areas ranged from 10.8 million in 2010 to 12.1 million in 2016, an increase of 1.3 million. Employed women increased from about 6.0 million in 2010 to 7.2 million in 2018. Employed persons residing in urban areas were more than three times the number of those in non-urban areas in all years. Between 2010 and 2018, the number of the employed in urban areas increased by 1.8 million and those in non-urban areas increased by 828,000.

The number of employed persons increased across all the provinces over the period 2010 to 2018. The largest increase in employment was observed in Gauteng (714,000) followed by Limpopo (504,000) and Western Cape (481,000). The decline in employment was observed among persons with no form of education and those with primary education while those with other educational categories recorded an increase of more than half a million.

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It is only limited to persons aged 15 or above, but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

1.4. Persons in time-related underemployment

Indicator	Persons in time-related underemployment
Category	Headcounts
Code	HEAD-4
Unit	Thousands of persons
Definition	Persons in employment (see HEAD 3) who, during a short reference period (last 7 days), wanted to work additional hours, whose working time in the main job was less than a specified hours threshold (35 hours in the week), and who were available to work additional hours given an opportunity for more work.
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(x) Data refer only to persons aged 15 to 64 years. (xi) Some variables and / or items are missing (migration status, disability) (xii) The 13th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	576	540	585	615	608	705	721	737	742
Area of residence									
Non-urban	169	167	185	203	192	247	266	244	243
Urban	407	373	399	411	416	458	455	493	499
Sex									
Female	352	323	351	377	359	424	425	436	435
Male	224	217	233	237	249	281	295	301	307
Age range (years)									
15-24	62	55	64	59	55	64	64	61	54
25-34	183	163	178	180	177	213	210	212	212
35-44	174	169	177	191	174	210	225	220	236
45-54	119	114	123	136	153	167	162	184	183
55-64	37	38	43	48	48	52	60	61	57
Level of educational attainment									
No schooling	31	26	29	33	30	33	35	32	24
Primary	142	134	137	139	133	161	167	166	154
Secondary not completed	247	244	265	292	292	331	341	351	373
Secondary completed	115	101	113	107	117	130	132	138	145
Tertiary	32	28	32	39	30	43	41	45	41
Province									
Western Cape	69	57	72	69	75	81	73	61	62
Eastern Cape	69	75	81	83	91	91	118	112	100
Northern Cape	11	12	15	17	19	17	20	19	21
Free State	40	37	42	43	40	48	57	58	54
KwaZulu Natal	114	97	121	124	111	118	113	115	125
North West	24	18	17	25	30	32	32	33	38
Gauteng	168	155	148	151	154	176	155	179	193
Mpumalanga	43	44	53	61	51	54	66	78	69

Limpopo	39	44	37	42	38	86	88	83	81
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Highlights:

- Persons who did not complete secondary education were more likely to be in time-related underemployment relative to other educational categories;
- About 30% of those in time-related underemployment were young persons aged 25-34 across all years since 2010;
- Persons holding tertiary qualifications were less likely to be in time-related underemployment.

General comment:

The number of persons in time-related underemployment ranged from 608,000 in 2014 to 742,000 in 2018. The number of persons who wanted to work more hours decreased by 36,000 from 576,000 in 2010 to 540,000 in 2011. The largest increase in the number of persons in time-related underemployment was observed between 2014 and 2015 with an increase of almost 100,000. Persons residing in non-urban areas who wanted to work more hours were 169,000 in 2010 and 243,000 in 2018. While the number for those in urban areas who were in time-related underemployment increased from 407,000 in 2010 to 499,000 in 2018. More females than males were in time-related underemployment in all years from 2010 to 2018. The number of females in time-related underemployment increased by 83,000 over the period 2010 to 2018, same as for males. Persons aged 15-24 and those aged 55-64 were less likely to be in time-related underemployment.

Larger shares of persons in time-related underemployment were recorded in Gauteng and KwaZulu Natal while Northern Cape and North West recorded the lowest number of persons. The number of persons in time-related underemployment declined in Western Cape from 69,000 to 62,000 between 2010 and 2018. Persons who did not complete secondary education were more likely to be in time-related underemployment relative to other educational categories.

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

1.5. Persons in unemployment

Indicator	Persons in unemployment
Category	Headcounts
Code	HEAD-5
Unit	Thousands of persons
Definition	Persons of working age (15 years or above): 1. who were not in employment during a short reference period (last 7 days). 2. who carried out activities to seek employment during a recent period (in the last 4 weeks) 3. and who were available (immediately or in a maximum of 15 days) to take up employment given a job opportunity.
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xiii) Data refer only to persons aged 15 to 64 years. (xiv) Some variables and / or items are missing (migration status. disability) (xv) The 13th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	4,564	4,636	4,775	4,886	5,070	5,344	5,753	6,120	6,103
Area of residence									
Non-urban	1,135	1,098	1,172	1,140	1,176	1,306	1,430	1,631	1,668
Urban	3,429	3,538	3,603	3,746	3,894	4,038	4,323	4,489	4,435
Sex									
Female	2,221	2,298	2,337	2,381	2,482	2,640	2,827	2,990	2,986
Male	2,343	2,338	2,438	2,505	2,589	2,704	2,926	3,130	3,117
Age range (years)									
15-24	1,330	1,286	1,329	1,352	1,330	1,374	1,453	1,480	1,399
25-34	1,850	1,919	1,942	1,943	2,047	2,138	2,272	2,411	2,461
35-44	891	941	984	1,045	1,106	1,179	1,313	1,421	1,409
45-54	401	412	428	440	474	520	572	648	667
55-64	92	78	92	107	113	133	141	161	167
Level of educational attainment									
No schooling	83	78	75	76	76	80	78	73	69
Primary	587	541	548	497	542	583	578	608	562
Secondary not completed	2,077	2,161	2,258	2,329	2,382	2,473	2,725	2,868	2,825
Secondary completed	1,513	1,555	1,572	1,625	1,668	1,762	1,887	2,016	2,112
Tertiary	264	272	295	333	373	418	445	514	496
Province									
Western Cape	550	575	639	627	646	600	631	641	627
Eastern Cape	467	477	505	543	568	558	557	740	762
Northern Cape	101	112	117	120	131	143	126	128	122
Free State	296	294	346	363	388	358	398	400	412
KwaZulu Natal	573	577	622	654	715	688	762	831	795
North West	291	279	274	309	325	324	361	345	356
Gauteng	1,627	1,669	1,557	1,587	1,599	1,928	2,078	2,134	2,105
Mpumalanga	382	410	435	436	461	433	499	544	589

Limpopo	277	244	279	247	237	311	341	357	335
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Highlights :

- Levels of unemployment have been increasing faster over the period 2010-2017 than population growth;
- Unemployment increased in age group (25-34) and (45-54) between 2010 and 2018;
- Youth aged 25-34 were more likely to be unemployed compared to adults.

General comment:

The level of unemployment has been increasing over the period 2010 to 2017. Unemployment in the country increased from 4.6 million in 2010 to 6.1 million in 2018. The results indicate that the level of unemployment in the urban areas was more than three times that in non-urban areas over the period 2010 to 2018. Persons in unemployment who were residing in urban areas increased by more than 1 million over the period 2010 to 2018 while the unemployed in non-urban areas increased by 533,000 over the same period. In all years, the number of the unemployed males were higher than for females. Gender gap among the unemployed was 100,000 in all years except for 2011 where it was 40,000.

The results highlight that unemployment decreases with age. Youth age groups experienced higher level of unemployment compared to adult age groups. Between 2010 and 2018, unemployment increased across all age groups with the largest increase among those aged 25-34 (611,000) followed by those aged 35-44 (518,000). Higher levels of unemployment were recorded among persons who did not complete secondary education followed by those who completed matric. For those with tertiary education, unemployment increased from 264,000 in 2010 to 496,000 in 2018.

Gauteng reflected the highest levels of unemployment, followed by KwaZulu-Natal and Eastern Cape over the period 2010 to 2018. Unemployment in Gauteng ranged from 1.6 million in 2010 to 2.1 million in 2018 while the unemployed in KwaZulu-Natal and range between 500,000 and 800,000 across all years.

Methodological notes:

Data are from the Quarterly Labour Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It is only limited to persons aged 15 or above, but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

1.6. Potential labour force

Indicator	Potential labour force
Category	Headcounts
Code	HEAD-6
Unit	Thousands of persons
Definition	<p>Persons of working age (15 years or above) who. the short reference period (last 7 days). were neither in employment nor in unemployment and:</p> <ol style="list-style-type: none"> 1. Carried out activities to “seek employment”, were not “currently available” but would become available within short subsequent period established in light of national circumstances (i.e. unavailable jobseeker); or 2. Did not carry out activities to “seek employment”. but wanted employment and were “currently available” (i.e. available potential jobseeker)
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	<p>(xvi) Data refer only to persons aged 15 to 64 years.</p> <p>(xvii) Some variables and / or items are missing (migration status. disability)</p> <p>(xviii) The 13th ICLS's definitions are applied</p>

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	3,019	3,175	3,223	3,239	3,207	3,079	3,208	3,219	3,583
Area of residence									
Non-urban	1,735	1,887	1,915	1,909	1,899	1,771	1,861	1831	1972
Urban	1,266	1,275	1,306	1,332	1,312	1,315	1,341	1387	1611
Sex									
Female	1,772	1,826	1,859	1,828	1,767	1,771	1,820	1,841	2,054
Male	1,246	1,348	1,363	1,411	1,440	1,308	1,387	1,378	1,529
Age range (years)									
	1,035	1,088	1,084	1,077	1,023	941	994	968	1,050
25-34	1,022	1,091	1,092	1,114	1,099	1,080	1,107	1,130	1,255
35-44	550	588	597	595	598	599	598	594	676
45-54	308	308	332	342	356	335	368	382	447
55-64	104	99	117	112	131	124	141	144	155
Level of educational attainment									
No schooling	127	115	126	105	108	92	95	86	103
Primary	662	632	613	616	557	535	567	539	537
Secondary not completed	1,459	1,573	1,622	1,635	1,629	1,563	1,628	1,627	1,787
Secondary completed	661	728	739	754	777	735	776	810	995
Tertiary	89	106	102	111	120	129	120	137	138
Province									
Western Cape	94	78	68	81	71	95	110	147	136
Eastern Cape	417	425	464	493	467	448	494	405	436
Northern Cape	59	52	47	52	73	72	87	105	97
Free State	142	140	126	137	130	135	118	127	117
KwaZulu Natal	823	855	892	856	876	797	907	930	1,036

North West	276	359	351	325	322	322	335	362	387
Gauteng	418	389	415	436	426	366	373	371	528
Mpumalanga	353	351	384	358	347	339	328	306	286
Limpopo	438	526	476	501	494	505	455	467	560

Highlights:

- The potential labour force grew by about 564,000 between 2010 and 2018;
- Majority of persons in potential labour force were women over the period;
- KwaZulu-Natal accounted for the largest share of persons in the potential labour force.

General comment:

Persons in potential labour force have been increasing over the period. The number of persons in potential labour force increased from 3.0 million in 2010 to 3.6 million in 2018. An increase of 567,000 persons in potential labour force was observed over the period 2010 to 2018. The number of persons in potential labour force residing in non-urban areas increased from 1.8 million in 2010 to 2.0 million in 2018 while for those in urban areas. the number increased by 237,000 over the period 2010 to 2016. Majority of those in potential labour force were females. The number of females in potential labour force increased from 1.8 million in 2010 to 2.1 million in 2018. On the other hand. males in potential labour force increased from 1.2 million in 2010 to 1.5 million in 2018.

Potential labour force increased across all age groups between 2010 and 2018. The largest increase (233,000) in the potential labour force was observed among youth aged 25-34. Higher levels of potential labour force were recorded among persons who did not complete secondary education followed by those who completed matric. For those with tertiary education. potential labour force increased from 89,000 in 2010 to 138,000 in 2018. KwaZulu-Natal followed by Limpopo and Gauteng reflected the highest levels of persons in potential labour force over the period 2010 to 2018. The level of potential labour force in KwaZulu-Natal ranged from 823,000 in 2010 to 1 million in 2018 while in Western Cape. persons in potential labour force decreased from 94,000 in 2010 to the lowest of 68,000 in 2012 and decreased by 11,000 between 2017 and 2018.

Methodological notes:

Data are from the Quarterly Labour Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

2. Rates

2.1. Working age population to total population ratio

Indicator	Working age population to total population ratio
Category	Rates
Code	RATE-1
Unit	Per cent
Definition	[Working age population / Total population] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xix) Working age population refer to persons aged 15 to 64 years. (xx) Total population refer to persons aged 0 year and above. (xxi) Some variables and / or items are missing (migration status. disability) (xxii) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	64.8	65.1	65.4	65.7	65.9	66.2	66.5	66.7	66.9
Area of residence									
Non-urban	58.0	58.4	59.1	59.2	59.5	60.6	60.7	61.1	61.5
Urban	68.7	68.9	68.9	69.2	69.5	69.3	69.7	69.7	69.9
Sex									
Female	64.5	64.7	65.0	65.2	65.4	65.6	65.8	66.0	66.2
Male	65.0	65.4	65.8	66.2	66.5	66.8	67.1	67.4	67.7
Level of educational attainment									
No schooling	13.3	12.7	12.6	12.5	12.3	12.2	11.6	11.3	10.6
Primary	41.7	41.0	40.1	39.1	38.0	38.6	37.8	36.4	35.6
Secondary not completed	93.7	93.5	92.8	92.3	92.4	92.9	92.7	92.6	92.4
Secondary completed	97.2	97.0	96.7	96.5	96.6	96.3	96.3	96.2	96.4
Tertiary	94.8	94.8	94.8	94.8	94.6	94.1	93.9	94.1	93.9
Province									
Western Cape	67.5	67.6	67.9	68.1	68.3	68.5	68.8	69.0	69.2
Eastern Cape	60.1	60.5	60.8	61.1	61.3	61.4	61.6	62.0	62.3
Northern Cape	63.4	63.6	64.0	64.3	64.6	64.9	65.1	65.4	65.6
Free State	65.9	66.3	66.6	66.9	67.3	67.7	68.0	68.3	68.5
KwaZulu Natal	61.5	61.8	62.1	62.3	62.5	62.7	62.9	63.2	63.5
North West	64.3	64.5	64.8	65.0	65.3	65.6	65.8	66.1	66.4
Gauteng	71.2	71.3	71.4	71.6	71.8	72.0	72.2	72.2	72.3
Mpumalanga	62.8	63.2	63.7	64.2	64.6	65.1	65.5	65.8	66.1
Limpopo	60.8	61.4	61.9	62.4	62.8	63.1	63.4	63.6	63.9

Highlights:

- Working age population to total population ratio was increasing slowly over the period 2010-2018;
- Only three provinces (Western Cape. Free State and Gauteng) highlighted the working age population to total population ratio above the national average;

- Gender gap range from 0.5 of a percentage point in 2010 to 1.5 percentage points in 2018.

General comment:

More than 65% of the total population in South Africa were part of the working age population. Among persons with no education, the working age population out of the total population declined from 13.3% in 2010 to 10.6% in 2018. The working age population among those with higher levels of education highlighted the highest ratios above 90.0%. In Gauteng, more than 70.0% out of the total population of that province were the working age population. Gauteng followed by Western Cape recorded the highest working age population to total employment ratio compared to other provinces. The rest of the provinces reflected the ratios between 60.0% and 70.0%. Over the period 2010-2018, Eastern Cape recorded the lowest working age population to total population ratio compared to other provinces; and the ratios were below the national average.

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It is only limited to persons aged 15 or above, but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

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2.2. Employment-to-population ratio

Indicator	Employment-to-population ratio
Category	Headcounts
Code	RATE-2
Unit	Per cent
Definition	[Persons in employment / Working age population] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xxiii) Data refer only to persons aged 15 to 64 years. (xxiv) Some variables and / or items are missing (migration status. disability) (xxv) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	41.8	41.9	42.2	42.7	42.8	43.7	43.0	43.4	43.2
Area of residence									
Non-urban	27.4	27.0	27.8	29.6	29.9	31.1	30.7	30.9	31.2
Urban	49.0	49.2	49.2	49.0	48.9	49.8	49.0	49.3	49.0
Sex									
Female	35.3	35.6	36.0	36.9	36.9	37.7	37.0	37.7	37.6
Male	48.7	48.5	48.7	48.7	48.9	49.9	49.2	49.1	49.0
Age range (years)									
15-24	12.8	12.7	12.3	12.5	12.3	13.3	12.3	12.5	11.9
25-34	51.1	50.7	51.3	51.6	51.0	52.1	50.8	49.8	49.3
35-44	62.4	62.3	62.9	63.2	63.1	63.8	62.8	63.3	63.3
45-54	59.6	60.0	60.1	61.0	61.1	61.6	61.8	62.3	62.6
55-64	37.9	38.7	38.6	39.2	40.6	40.0	39.5	41.1	40.9
Level of educational attainment									
No schooling	31.2	29.0	30.2	30.9	31.3	33.2	30.8	32.3	30.6
Primary	33.0	33.5	34.0	35.6	34.9	36.3	35.9	35.2	35.1
Secondary not completed	32.1	31.9	32.2	32.1	32.3	33.3	32.9	33.0	33.5
Secondary completed	50.9	50.3	50.6	50.8	50.5	51.4	50.8	50.3	48.9
Tertiary	79.5	79.9	79.3	78.8	77.7	76.5	75.7	75.7	75.9
Province									
Western Cape	52.8	52.6	52.2	52.3	52.4	53.8	53.3	54.2	54.9
Eastern Cape	32.2	32.2	31.3	32.0	33.1	33.5	33.8	33.8	32.8
Northern Cape	39.1	38.6	40.2	41.5	40.5	39.7	39.3	38.8	40.3
Free State	42.5	42.6	39.8	40.6	40.3	43.0	41.5	42.0	41.9
KwaZulu Natal	37.6	38.1	37.7	38.2	37.6	38.1	36.9	36.9	37.5
North West	36.5	34.8	35.6	36.3	37.9	38.5	37.4	39.1	38.3
Gauteng	51.4	51.6	52.6	52.5	51.7	52.3	51.2	50.8	50.0
Mpumalanga	39.0	39.0	40.1	42.4	41.9	42.7	41.5	42.6	42.0
Limpopo	29.4	30.2	32.1	32.8	34.2	36.2	37.5	38.1	39.0

Highlights:

- Employment rate increases with age; youth aged 15-24 had lowest absorption rate below 15.0% across all years;
- Only two provinces (Gauteng and Western Cape) recorded the absorption rate above 50.0% over the period 2010-2018;
- Absorption rate for persons with tertiary education declined by 3.6% between 2010 and 2018.

General comment:

Employment-to-population ratio (absorption rate) has been increasing since 2010 and reached a peak of 43.7% in 2015. In 2018, the absorption rate was 43.2%; a decrease of 0.2 of a percentage point compared to 2017. Males were more likely to be employed relative to their females' counterparts. Over the period 2010 to 2018, the absorption rate for males was above the national average. The absorption rate for males ranged from 48.5% in 2011 to 49.9% in 2015. On the other hand, the absorption rate for females ranged from 35.3 in 2010 to 37.7% in 2015. Persons in urban areas were more likely to be employed compared to those in non-urban areas.

All the age groups for adults experienced an increase in the absorption rate between 2017 and 2018 while both youth age groups (15-24 and 25-34) reflected a decline of less than a percentage point each. The highest rates were observed among persons aged 35-44 followed by those aged 45-54 and 25-34 while the youth aged 15-24 recorded the rate of 11.9% in 2018. Education plays important role in terms of employment. Higher absorption rates of above 75.0% across all years were recorded among persons with tertiary education. The rate for persons with tertiary education increased by 0.2 of a percentage point from 75.7% in 2010 to 75.9% in 2018. For those with less than matric, the rates across all years were below 40.0% while for those who completed secondary education, the absorption rate ranged from 50.3% in 2011 and 50.9% in 2010 and 48.9% in 2018. The provincial comparison highlight that Western Cape and Gauteng had highest employment-to-population ratio over the period 2010 to 2018. Since 2010, four provinces (Limpopo, Eastern Cape, KwaZulu-Natal and North West) have recorded the rate below 40.0%. Over the period 2010 to 2018, all provinces except for Eastern Cape, Free State, Gauteng and Mpumalanga recorded an increase in the employment-to-population ratios in 2018. In 2010, Limpopo recorded the lowest rate of 29.4% which increased by 9.6 percentage points to 39.0% in 2018.

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

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2.3. Labour force participation rate

Indicator	Labour force participation rate
Category	Rates
Code	RATE-3
Unit	Per cent
Definition	[Persons in labour force / Working age population] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xxvi) Data refer only to persons aged 15 to 64 years. (xxvii) Some variables and / or items are missing (migration status. disability) (xxviii) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	55.7	55.7	56.2	56.8	57.1	58.5	58.7	59.8	59.3
Area of residence									
Non-urban	37.7	36.9	38.3	39.7	40.2	42.1	42.7	44.4	44.8
Urban	64.6	64.9	64.9	64.9	65.1	66.5	66.5	67.1	66.3
Gender									
Female	48.4	49.0	49.4	50.4	50.7	52.1	52.3	53.6	53.2
Male	63.3	62.8	63.3	63.4	63.7	65.1	65.4	66.1	65.6
Age range (years)									
15-24	26.1	25.5	25.4	25.8	25.3	26.6	26.4	26.9	25.4
25-34	72.3	72.4	72.9	72.8	73.0	74.7	74.4	74.5	74.0
35-44	75.8	76.0	76.9	77.7	77.9	79.3	79.7	81.2	80.6
45-54	68.2	68.7	69.0	69.9	70.6	71.6	72.6	74.1	74.3
55-64	41.1	41.3	41.5	42.5	44.0	43.8	43.4	45.4	45.2
Level of educational attainment									
No schooling	37.4	35.1	36.2	37.1	37.7	40.0	37.9	39.3	37.7
Primary	43.5	43.6	44.5	45.5	46.1	47.8	47.6	48.0	47.3
Secondary not completed	46.7	46.6	47.1	47.2	47.6	49.0	49.7	50.6	50.5
Secondary completed	69.3	68.9	68.6	69.0	68.1	69.7	69.9	69.7	68.4
Tertiary	87.5	87.6	87.5	87.4	87.2	86.7	86.5	87.1	86.8
Province									
Western Cape	67.2	67.3	68.1	67.6	67.8	67.8	67.7	68.6	68.7
Eastern Cape	44.1	44.3	43.9	45.5	47.0	47.1	47.2	51.4	50.7
Northern Cape	53.1	54.0	56.0	57.6	57.8	58.4	55.6	55.0	55.8
Free State	58.9	58.8	58.7	60.3	61.2	62.2	62.6	63.1	63.6
KwaZulu Natal	46.8	47.2	47.4	48.3	48.4	48.3	48.1	48.9	48.8
North West	49.7	47.1	47.5	49.4	51.6	51.9	52.0	52.8	52.2
Gauteng	70.6	70.8	70.1	69.9	68.8	72.5	72.5	72.2	70.7
Mpumalanga	54.4	55.1	56.9	58.9	58.9	58.4	59.3	61.6	62.3
Limpopo	38.0	37.5	40.4	39.9	40.9	44.9	46.9	47.8	48.0

Highlights:

- Labour force participation rate for persons with tertiary qualification was almost 90.0% across all years;
- Person aged 15-24 and those age 55-64 were less likely to be economically active compared to those in other age groups;
- Limpopo province recorded the lowest labour force participation rate compared to other provinces since 2010.

General comment:

The labour force participation rate in South Africa was 59.3% in 2018, with males and females recording the rate of 66.3% and 53.2% respectively. In general, the rate has been increasing over the period. The rate for males increased by 2.3 percentage points while for females, the increase of 4.8 percentage points was observed between 2010 and 2018. Persons aged 35-44 years recorded the highest participation rates ranging from 75.8% in 2010 to 80.6% in 2018 while the second highest was observed among those aged 25-34 years (range between 72.0% to 75.0%). The lowest labour force participation rates ranging between 25.0% and 27.0% were recorded among persons aged 15-24 years.

Higher levels of education are associated with higher levels of labour force participation. The labour force participation rates for persons with tertiary education were almost 90.0% across all years; the rates ranged from 87.5% in 2010 to 86.8% in 2018. While those who completed matric recorded the participation rates close to 70.0% ranging from 69.3% in 2010 to 68.4% in 2018. The labour force participation rate of 40% and below were observed for persons with no education.

All provinces experience an increase in the labour force participation rates between 2010 and 2018 with the largest increase in Limpopo (10.0 percentage points) followed by Mpumalanga (7.9 percentage points) and Eastern Cape (6.6 percentage points). However, Limpopo recorded the lowest participation rates across all the years compared to other provinces; the rate ranged between 38.0% and 48.0%. On the other hand, Gauteng highlighted the highest labour force participation rates of 70.0% or more in all year except in 2013 and 2014 which recorded the rates of 69.9% and 68.8% respectively. Western Cape recorded the second highest labour force participation rates of 67.2% in 2010 which increase to reach a peak of 68.7% in 2018.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

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2.4. Distribution of employment by sector

Indicator	Distribution of employment by sector
Category	Rates
Code	RATE-4
Unit	Per cent
Definition	[Persons in employment in each of the sectors of activity / Persons in employment] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xxix) Data refer only to persons aged 15 to 64 years. (xxx) Some variables and / or items are missing (migration status. disability) (xxxi) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Agriculture	4.8	4.6	4.8	5.0	4.6	5.6	5.5	5.2	5.2
Mining	2.4	2.4	2.6	2.8	2.8	2.9	2.8	2.7	2.6
Manufacturing	13.3	13.3	12.6	12.2	11.6	11.2	10.7	11.0	10.8
Utilities	0.7	0.6	0.7	0.9	0.8	0.8	0.7	0.9	0.9
Construction	8.0	7.9	7.6	7.7	8.2	8.9	9.1	8.7	9.0
Trade	22.3	22.4	21.8	21.1	21.1	20.1	20.1	20.1	20.0
Transport	5.9	5.8	6.0	6.1	6.2	5.7	5.8	6.0	6.0
Finance	12.7	12.9	13.2	13.4	13.4	14.0	14.4	14.9	15.1
Community and social services	20.9	21.5	22.2	22.5	23.1	22.6	22.6	22.3	22.5
Private households	9.0	8.6	8.5	8.3	8.1	8.2	8.1	8.1	7.9

Highlights :

- Trade and Community and social services are the main contributor to the total employment;
- In 2018, four out of ten industries recorded employment shares above 10.0%;
- Steady employment growth was observed in Utilities from 2010 to 2016 and remained unchanged between 2017 and 2018.

General comment:

Community and social services and Trade were the main contributor to the total employment over the period 2010 to 2018. Both industries contributed the largest shares of employment above 20.0% since 2010. Utilities recorded the share below 1.0% in all years and was the lowest followed by Mining and Agriculture. The industry employment shares declined in five of the ten industries between 2010 and 2018. The largest decline was observed in Manufacturing (2.6 percentage points) and Trade (2.2 percentage points). while Private households and Transport employment decreased by less than a percentage point each.

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

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2.5. Self-employment rate

Indicator	Self-employment rate
Category	Rates
Code	RATE-5
Unit	Per cent
Definition	[Persons in self-employment / Persons in employment] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xxxii) Data refer only to persons aged 15 to 64 years. (xxxiii) Some variables and / or items are missing (migration status, disability) (xxxiv) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	9.3	9.3	9.3	8.7	8.1	8.7	8.9	9.0	9.6
Area of residence									
Non-urban	14.9	14.3	14.0	12.8	12.5	11.4	11.9	12.7	12.2
Urban	7.7	7.9	8.0	7.5	6.8	7.9	8.0	8.0	8.8
Sex									
Female	10.4	10.0	9.5	9.1	8.2	8.8	8.8	9.2	9.1
Male	8.5	8.7	9.1	8.3	8.0	8.7	9.0	8.9	9.9
Age range (years)									
15-24	6.1	5.6	6.0	5.2	4.9	4.9	5.5	4.9	5.8
25-34	7.9	7.6	8.1	7.1	6.4	7.3	7.5	7.4	7.6
35-44	9.5	10.1	9.3	8.9	8.8	9.0	9.3	9.4	10.0
45-54	11.7	11.1	10.9	10.6	9.8	10.9	10.8	11.0	11.5
55-64	12.0	12.4	12.9	12.6	10.8	11.6	11.3	12.5	12.7
Level of educational attainment									
No schooling	20.3	19.1	20.4	18.3	18.6	15.0	17.3	21.6	19.1
Primary	16.0	14.9	15.4	13.6	13.9	14.3	13.6	14.7	14.9
Secondary not completed	11.4	12.2	11.3	11.0	9.9	10.5	11.0	11.3	12.0
Secondary completed	6.1	6.0	6.8	6.3	5.9	6.2	6.6	6.5	7.1
Tertiary	4.0	4.4	4.3	4.2	4.0	5.5	5.3	5.3	6.1
Province									
Western Cape	5.4	5.1	5.4	5.1	5.2	5.7	5.8	6.0	5.7
Eastern Cape	11.1	9.5	10.5	10.2	9.4	9.6	10.4	10.2	9.6
Northern Cape	2.7	3.3	2.2	3.3	3.9	3.1	3.5	2.6	3.3
Free State	8.8	8.3	8.4	7.8	8.8	8.2	9.2	9.3	9.1
KwaZulu Natal	10.2	10.9	9.7	8.6	9.0	9.2	9.6	9.1	9.3
North West	7.2	8.0	9.1	6.8	6.5	7.4	7.5	9.0	9.1
Gauteng	8.8	9.3	9.1	8.7	7.1	9.0	8.8	8.6	10.1
Mpumalanga	11.4	11.5	11.2	11.6	10.2	10.2	10.0	11.4	12.7
Limpopo	17.7	14.9	15.7	14.2	13.9	12.5	13.0	14.0	14.0

Highlights:

- Persons in non-urban areas were more likely to be in self-employment;

- Higher education decreases the chance of being in self-employment;
- Older persons were more likely to be in self-employment compared to younger persons.

General comment :

The self-employment rate was 9.3% in 2010 which increased by 0.3 of a percentage point to 9.6% in 2018. The rate for women remained unchanged at 8.8% between 2015 and 2016. Persons in non-urban area were more likely to be self-employed compare to those in urban areas. The highest self-employment rate of 14.9% in 2010 which declined to 12.2% in 2018 was recorded for persons in non-urban areas.

The self-employment rate increases with age. Young people aged 15-24 and 25-34 recorded the self-employment rate of 5.8% and 7.6% respectively in 2018. while the adults aged 35-44. 45-54 and 55-64 reflected the rate of 10.0%. 11.5% and 12.7% respectively. In terms of educational attainment. the self-employment rate decreases as the level of education increases. Persons with tertiary education recorded the rate ranging from 4.0% in 2010 to the highest of 6.1% in 2018.

Provincial results show that persons in Limpopo were more likely to be in self-employment compared to those in other provinces. In 2010. the self-employment rate in Limpopo was 17.7% and it declined to 14.0% in 2018. The lowest self-employment rate was recorded in Northern Cape followed by Western Cape. Between 2010 and 2018.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

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3. Child labour

3.1. Proportion of children aged 7-17 years in employment

Indicator	Proportion of children aged 7-17 years in employment
Category	Child labour
Code	CHL-1
Unit	Per cent
Definition	[Children aged 7-17 years in employment/Children aged 7-17] x 100
Data source	Survey of Activities of Young People (SAYP)
Remarks	(xxxv) Data refer only to children aged 7 to 17 years. (xxxvi) Some variables and / or items are missing (migration status, disability, and level of education) (xxxvii) The 19th ICLS's definitions are applied

	2010	2015
National	1.0	0.8
Sex		
Female	0.9	0.5
Male	1.2	1.0
Age range (years)		
7-9	0.4	0.1
10-15	1.1	0.8
16-17	1.9	1.5
Province		
Western Cape	1.3	1.1
Eastern Cape	2.0	0.7
Northern Cape	1.8	0.6
Free State	0.5	0.5
KwaZulu Natal	1.3	0.8
North West	0.8	0.5
Gauteng	0.2	0.4
Mpumalanga	0.6	1.0
Limpopo	0.8	0.9

Highlights :

- The proportion of children in employment declined;
- The highest proportion of children in employment was recorded in Western Cape in 2015 ;
- Decline in the proportion of children in employment for both men and women.

General comment :

The proportion of children in employment declined by 0.2 of a percentage point from 1.0% in 2010 to 0.8% in 2015. In both 2010 and 2015, the proportions were higher among young males and among those aged 16-17 years. Eastern Cape reflected the highest proportion of children

in employment at 2.0% in 2010. However, the proportion declined by 1.2 percentage points to 0.8% in 2015. All provinces except for Mpumalanga and Limpopo have shown decline in the proportion of children in employment between 2010 and 2015.

Methodological notes :

The Survey of Activities of Young People (SAYP) reports on activities of young people aged 7–17 years. The survey covers involvement of children in market production activities, production for own final consumption, household chores as well as activities that children engaged in at school. Statistics South Africa collects SAYP information as part of the module of the Quarterly Labour Force Survey (QLFS) every four years.

The data presented in this report is for SAYP 2010 and 2015.

3.2. Proportion of girls aged 7-17 years among children in employment

Indicator	Proportion of children aged 7-17 years in employment
Category	Child labour
Code	CHL-2
Unit	Per cent
Definition	$[\text{Girls aged 7-17 years in employment} / \text{Children aged 7-17}] \times 100$
Data source	Survey of Activities of Young People (SAYP)
Remarks	(xxxviii) Data refer only to children aged 7 to 17 years. (xxxix) Some variables and / or items are missing (migration status, disability, and level of education) (xl) The 19th ICLS's definitions are applied

	2010	2015
National	0.4	0.3
Age range (years)		
7-9	0.1	0.1
10-15	0.5	0.3
16-17	0.8	0.4
Province		
Western Cape	0.6	0.2
Eastern Cape	0.8	0.3
Northern Cape	0.5	0.1
Free State	0.1	0.4
KwaZulu Natal	0.6	0.3
North West	0.4	0.1
Gauteng	0.1	0.1
Mpumalanga	0.2	0.2
Limpopo	0.3	0.6

Highlights :

- The proportion of girls in employment remained low at less than 1.0% even with the provincial and age comparison.

General comment:

The proportion of girls in employment decline slightly by 0.1 of a percentage point from 0.4% in 2010 to 0.3% in 2015. All provinces recorded the proportions below 1.0% in both years; the highest was in Eastern Cape at 0.8% in 2010 and 0.6% in 2015 for Limpopo. In terms of age groups, the proportion for those aged 7-9 remained unchanged at 0.1% while a decline was observed for those aged 10-15 (0.2 of a percentage point) and those aged 16-17 (0.4 of a percentage point).

Methodological notes :

The Survey of Activities of Young People (SAYP) reports on activities of young people aged 7–17 years. The survey covers involvement of children in market production activities, production for own final consumption, household chores as well as activities that children engaged in at school. Statistics South Africa collects SAYP information as part of the module of the Quarterly Labour Force Survey (QLFS) every four years.

The data presented in this report is for SAYP 2010 and 2015.

3.3. Proportion of children involved in so-called hazardous work

Indicator	Proportion of children involved in so-called hazardous work
Category	Child labour
Code	CHL-3
Unit	Per cent
Definition	[Children aged 7-17 years involved in hazardous work/Children aged 7-17] x 100
Data source	Survey of Activities of Young People (SAYP)
Remarks	(xli) Data refer only to children aged 7 to 17 years. (xlii) Some variables and / or items are missing (migration status, disability, and level of education) (xliii) The 19th ICLS's definitions are applied

	2010	2015
National	7.0	5.2
Sex		
Female	7.4	5.0
Male	6.7	5.3
Age range (years)		
7-9	4.4	2.7
10-15	7.4	5.2
16-17	9.8	8.8
Province		
Western Cape	2.6	1.5
Eastern Cape	15.2	4.8
Northern Cape	2.6	1.2
Free State	3.0	1.4
KwaZulu Natal	12.9	10.0
North West	2.9	1.5
Gauteng	1.7	1.5
Mpumalanga	4.5	7.4

Limpopo	2.8	7.1
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Highlights :

- Child labour decreased from 7.0% in 2010 to 5.2% in 2015;
- The proportion of children involved in hazardous work declined across all age groups between 2010 and 2016
- Largest decline of more than 10.0% in Eastern Cape.

General comment :

The proportion of children engaged in child labour decreased by 2.0 percentage points from 7.0% in 2010 to 5.2% in 2015. In 2010, females recorded the highest proportion of children engaged in child labour compared to their male counterparts while the opposite was observed in 2016. The proportion of females engaged in child labour decreased 2.4 percentage points from 7.4% in 2010 to 5.0% in 2015 while for males, the proportion decreased from 6.7% in 2010 to 5.3% in 2015 by 1.4 percentage points. Children aged 16-17 recorded the highest proportion of those engaged in child labour in both 2010 (9.8%) and 2015 (8.8%). About 4.4% of children aged 7-9 years were involved in child labour in 2010 while the proportion decreased to 2.7% in 2015. The proportion for children aged 10-14 years who were engaged in child labour declined from 7.4% in 2010 to 5.2% in 2016.

The results show that the proportion of child labour declined across all provinces except for Mpumalanga and Limpopo between 2010 and 2015. The largest decline of 10.4 percentage points was observed in Eastern Cape where the proportion was 15.2% in 2010 and 4.8% in 2015. In 2010, Eastern Cape and KwaZulu-Natal recorded the highest proportions of child labour above 10.0% (15.2% and 12.9% respectively) while other provinces recorded the proportions below 5.0%. KwaZulu-Natal, Mpumalanga and Limpopo recorded the highest proportions of children engaged in child labour in 2016 (10.0%, 7.4% and 7.1% respectively). The lowest proportion of child labour in 2016 was recorded in Northern Cape (1.2%) and Free State (1.4%).

Methodological notes :

The Survey of Activities of Young People (SAYP) reports on activities of young people aged 7–17 years. The survey covers involvement of children in market production activities, production for own final consumption, household chores as well as activities that children engaged in at school. Statistics South Africa collects SAYP information as part of the module of the Quarterly Labour Force Survey (QLFS) every four years.

The data presented in this report is for SAYP 2010 and 2015.

4. Labour underutilization

4.1. Unemployment rate

Indicator	Unemployment rate
Category	Labour underutilization
Code	LU-1
Unit	Per cent
Definition	[Persons in unemployment / Persons in labour force] x100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xiv) Data refer only to persons aged 15 to 64 years. (xlv) Some variables and / or items are missing (migration status. disability) (xlv) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	24.9	24.8	24.9	24.7	25.1	25.3	26.7	27.5	27.1
Area of residence									
Non-urban	27.5	27.0	27.3	25.6	25.8	26.2	28.0	30.5	30.4
Urban	24.1	24.2	24.2	24.5	24.9	25.1	26.3	26.5	26.1
Sex									
Female	27.2	27.3	27.2	26.7	27.2	27.7	29.1	29.6	29.3
Male	23.0	22.7	23.0	23.1	23.3	23.4	24.7	25.7	25.3
Age range (years)									
15-24	51.2	50.3	51.7	51.4	51.3	50.1	53.3	53.4	53.4
25-34	29.3	29.9	29.6	29.1	30.1	30.2	31.7	33.1	33.4
35-44	17.7	18.1	18.2	18.6	19.1	19.5	21.1	22.0	21.5
45-54	12.6	12.6	12.8	12.8	13.4	14.1	14.8	15.9	15.8
55-64	7.6	6.2	7.0	7.7	7.7	8.7	9.0	9.5	9.6
Level of educational attainment									
No schooling	16.6	17.4	16.7	16.8	16.9	17.1	18.9	17.7	18.8
Primary	24.2	23.2	23.6	21.8	24.3	24.0	24.4	26.8	25.9
Secondary not completed	31.3	31.5	31.7	31.9	32.1	32.1	33.9	34.8	33.7
Secondary completed	26.7	27.0	26.3	26.3	25.8	26.3	27.3	27.9	28.5
Tertiary	9.1	8.7	9.4	9.9	10.8	11.7	12.4	13.1	12.5
Province									
Western Cape	21.4	21.8	23.4	22.7	22.7	20.7	21.3	20.9	20.0
Eastern Cape	27.0	27.2	28.7	29.6	29.6	28.8	28.4	34.3	35.4
Northern Cape	26.4	28.4	28.3	27.9	29.9	32.0	29.2	29.5	27.6
Free State	27.8	27.5	32.2	32.7	34.1	30.8	33.7	33.6	34.1
KwaZulu Natal	19.7	19.3	20.4	20.8	22.3	21.3	23.3	24.6	23.2
North West	26.5	26.2	25.1	26.7	26.4	25.7	28.1	26.0	26.7
Gauteng	27.1	27.1	24.9	24.9	24.9	27.8	29.3	29.6	29.3
Mpumalanga	28.2	29.2	29.5	28.0	29.0	26.9	30.0	30.9	32.5
Limpopo	22.5	19.6	20.5	18.0	16.5	19.4	20.0	20.3	18.7

Highlights :

- Youth remain disadvantaged in the labour market; the unemployment rate for young people aged 15-24 was over 50.0% across all the years and was around 30.0% for those aged 25-34 years;
- Women are also faced with high unemployment rates compared to men;
- Tertiary education continues to be an important factor for improving labour market outcomes.

General comment:

The results show that unemployment rate increased from 24.9% in 2010 to 27.1% in 2018 (2.2 percentage points higher) which is the second highest rate since 2010. Females face high unemployment rates compared to their male counterparts; the rate for this group reached a peak of 29.6% in 2017 from the lowest rate of 26.7% in 2013. The gender gap in terms of unemployment rate across all years range between 3.0 percentage points and 5.0 percentage points. The highest gender gap of 4.6 percentage points was observed in 2011 where females and males recorded the rates of 27.3% and 22.7% respectively. Unemployment rate decreases with age; persons in younger age groups experiences higher unemployment rates compared to those in older age groups. The results indicates the unemployment rates below 10.0% for persons aged 55-64; these rates were more than five times the rates for persons aged 15-24. In 2017 and 2018 persons aged 15-24 recorded the highest unemployment rate of 53.4% each and followed by those aged 25-34 (33.4%) and those aged 35-44 (21.5%) while those aged 45-54 and 55-64 had the rate of 15.8% and 9.6% respectively.

Over the period 2010 to 2018. unemployment rate for persons with tertiary education increased from the lowest of 8.7% in 2011 to the highest of 13.1% in 2017. The rate for this group of persons increased by 3.4 percentage point between 2010 and 2018. The highest unemployment rates were recorded among those who did not complete secondary education followed by those who completed matric. The results for 2018 show the highest unemployment rate of 33.7% for persons who did not complete secondary education followed by 28.5% (for those who completed secondary education) and 25.9 (for those with primary education). The rate for those who did not have any educational attainment ranged from 16.6% in 2010 to the 18.8% in 2018.

Between 2010 and 2018. the unemployment rates increased across all province except for Western Cape and Limpopo (declined by (1.5 and 3.8) percentage points respectively). The largest increase in the unemployment rate was in Eastern Cape (8.4 percentage points) followed by Free State (6.3 percentage points) and Mpumalanga (4.3 percentage points). Unemployment rate for persons residing in urban areas increased from 24.1% in 2010 to 26.1% in 2018. while for those in non-urban areas. the rate increased from 27.5% in 2010 to 30.4% in 2018'

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

4.2. Combined rate of time-related underemployment and unemployment

Indicator	Combined rate of time-related underemployment and unemployment
Category	Labour underutilization
Code	LU-2
Unit	Per cent
Definition	$[(\text{Persons in time-related underemployment} + \text{Persons in unemployment}) / \text{Persons in labour force}] \times 100$
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(xlvii) Data refer only to persons aged 15 to 64 years. (xlviii) Some variables and / or items are missing (migration status, disability) (xlix) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	28.0	27.7	27.9	27.8	28.1	28.7	30.1	30.8	30.4
Area of residence									
Non-urban	31.6	31.1	31.7	30.2	29.9	31.2	33.2	35.1	34.8
Urban	27.0	26.7	26.8	27.2	27.5	27.9	29.1	29.4	29.0
Sex									
Female	31.5	31.2	31.3	30.9	31.2	32.2	33.5	33.9	33.6
Male	25.2	24.8	25.2	25.3	25.6	25.8	27.2	28.2	27.8
Age range (years)									
15-24	53.6	52.4	54.2	53.7	53.4	52.4	55.7	55.6	55.5
25-34	32.2	32.4	32.3	31.8	32.7	33.2	34.6	36.0	36.3
35-44	21.1	21.3	21.5	22.0	22.1	23.0	24.8	25.4	25.1
45-54	16.3	16.1	16.5	16.7	17.7	18.6	19.0	20.4	20.1
55-64	10.7	9.2	10.3	11.2	10.9	12.1	12.9	13.1	12.9
Level of educational attainment									
No schooling	22.8	23.2	23.2	24.2	23.5	24.0	27.2	25.4	25.4
Primary	30.1	28.9	29.6	27.9	30.2	30.7	31.5	34.1	33.0
Secondary not completed	35.0	35.1	35.4	35.9	36.0	36.4	38.1	39.0	38.2
Secondary completed	28.7	28.8	28.1	28.0	27.6	28.3	29.2	29.8	30.4
Tertiary	10.3	9.7	10.4	11.0	11.7	12.9	13.6	14.3	13.6
Province									
Western Cape	24.0	24.0	26.0	25.1	25.4	23.5	23.8	22.9	22.0
Eastern Cape	31.0	31.5	33.3	34.1	34.4	33.6	34.5	39.5	40.0
Northern Cape	29.4	31.6	31.9	31.8	34.2	35.8	33.8	33.9	32.3
Free State	31.5	31.0	36.1	36.6	37.6	34.9	38.5	38.4	38.6
KwaZulu Natal	23.6	22.6	24.4	24.7	25.8	24.9	26.8	28.0	26.9
North West	28.6	28.0	26.6	28.8	28.9	28.2	30.6	28.4	29.5
Gauteng	29.9	29.6	27.3	27.3	27.3	30.4	31.5	32.1	31.9
Mpumalanga	31.4	32.4	33.0	31.9	32.1	30.3	34.0	35.3	36.4
Limpopo	25.7	23.1	23.2	21.0	19.2	24.8	25.2	25.0	23.2

Highlights :

- The combined rate of time-related underemployment and unemployment remained around 28% between 2010 and 2015 and to around 30% between 2016 and 2018.
- Persons residing in non-urban areas were more likely to have higher rate compared to those in urban areas;
- Three out of nine provinces (Western Cape, Limpopo and KwaZulu-Natal) recorded the combined rate of time-related underemployment below 30.0% in all years since 2010.

General comment :

The combined rate of time-related underemployment and unemployment increased from 28.0% in 2010 to 30.4% in 2018. The lowest rate of 27.7% was recorded in 2011. Females recorded the highest combined rate of time-related underemployment and unemployment in all years compared to their male counterparts. The rate for females ranged between 30.0% and 34.0% while males recorded the rate from the lowest of 24.8% in 2011 to the highest of 27.8% in 2018. The results indicate that the combined rate of time-related underemployment and unemployment decreases with age. More than five persons aged in every ten who were in time-related underemployment and unemployment were those aged 15-24. The rates above 50.0% were recorded across all years for persons aged 15-24. The rates for those aged 15-24 were about 20.0% or more higher than the rates for those aged 25-34 which ranged from 31.8% in 2013 to 36.3% in 2018. The lowest rates ranging from 9.2% in 2011 to 13.1% in 2017 were recorded for persons aged 55-64 while the rates for those aged 45-54 increased from 16.3% in 2010 to 20.1% in 2018.

Persons who did not complete secondary education recorded the highest combined rates of time-related underemployment and unemployment compared to those in other educational categories. The rate for those who did not complete secondary education increased by 3.2 percentage points from 35.0% in 2010 to 38.2% in 2018. The second highest rate were observed among those who completed primary education followed by those who completed secondary education. The lowest rates ranging from 9.7% in 2011 to 13.6% in 2018 were recorded for persons with tertiary educational attainment. Three out of nine provinces (Eastern Cape, Free State and Mpumalanga) have recorded the combined rates of time-related underemployment and unemployment above 30.0% in all years and the same was observed for Northern Cape except in 2010 where the rate of 29.4% was recorded. All province except for Limpopo and Western Cape highlighted increase in the combined rate of time-related underemployment and unemployment between 2010 and 2018.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

4.3. Combined rate of unemployment and potential labour force

Indicator	Combined rate of unemployment and labour force
Category	Labour underutilization
Code	LU-3
Unit	Per cent
Definition	$[(\text{Persons in unemployment} + \text{Potential labour force}) / (\text{Persons in extended labour force})] \times 100$
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(i) Data refer only to persons aged 15 to 64 years. (ii) Some variables and / or items are missing (migration status, disability) (iii) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	35.5	35.8	35.7	35.4	35.4	34.9	36.3	36.7	37.2
Area of residence									
Non-urban	48.9	50.1	49.7	47.9	47.5	45.6	47.2	48.3	48.8
Urban	30.3	30.2	30.2	30.5	30.6	30.6	31.8	32.1	32.5
Sex									
Female	40.3	40.4	40.2	39.2	39.1	39.1	40.4	40.5	41.2
Male	31.4	31.7	31.8	32.0	32.1	31.2	32.7	33.3	33.6
Age range (years)									
15-24	65.4	65.3	66.2	65.7	65.2	63.0	66.0	65.6	66.9
25-34	39.2	40.1	39.7	39.3	39.8	39.5	40.8	42.1	43.2
35-44	25.8	26.4	26.3	26.4	26.7	26.8	28.1	28.6	28.9
45-54	20.3	20.2	20.7	20.7	21.3	21.3	22.3	23.2	23.9
55-64	14.9	13.1	14.7	14.6	15.1	15.6	16.6	16.6	17.0
Level of educational attainment									
No schooling	33.6	34.4	34.9	32.5	33.1	30.8	34.2	32.0	36.9
Primary	40.6	39.6	39.7	38.5	39.4	37.8	39.1	40.9	40.7
Secondary not completed	43.8	44.4	44.5	44.4	44.4	43.6	45.1	45.6	45.5
Secondary completed	34.4	35.3	34.4	34.3	33.8	33.6	34.6	35.2	37.0
Tertiary	11.9	11.8	12.3	12.8	13.8	14.8	15.3	16.1	15.5
Province									
Western Cape	24.2	24.2	25.3	24.9	24.7	23.2	24.2	24.6	23.4
Eastern Cape	41.2	41.4	43.6	44.5	43.4	42.2	42.9	44.8	46.4
Northern Cape	36.3	36.9	35.6	35.7	40.0	41.5	41.2	43.3	40.7
Free State	36.4	35.9	39.5	40.1	41.0	38.1	39.8	40.0	40.0
KwaZulu Natal	37.4	37.3	38.5	37.8	39.0	36.8	40.0	40.9	41.1
North West	41.3	44.9	43.4	42.9	41.7	40.9	43.1	41.9	43.2
Gauteng	31.9	31.5	29.7	29.7	29.6	31.5	32.9	33.1	34.1
Mpumalanga	43.2	43.5	44.0	41.5	41.7	39.7	41.6	41.2	41.8
Limpopo	42.9	43.6	41.0	39.9	37.9	38.7	36.9	37.0	38.1

Highlights :

- The combined rate of unemployment and potential labour force was high at 66.9% in 2018 for youth aged 15-24;
- The gender gap for the rate remain high;
- Western Cape recorded the lowest combined rate of unemployment and potential labour force compared to other provinces.

General comment :

The combined rate of unemployment and potential labour force increased from 35.5% in 2010 to 37.2% in 2018. The highest rates were observed among persons residing in non-urban areas compared to those in urban areas. Those in non-urban areas recorded the rates above 40.0% in all years while the rates for those in urban areas range from 30.3% in 2010 to 32.5% in 2018. Females recorded the combined rates of unemployment and potential labour force of about 40.0% in all years while the rates for males ranged between 31.0% and 34.0%. Persons aged 15-24 years highlighted the highest rates above 62.0% over the period. The second highest rates were recorded among persons aged 25-34 ranging from 39.2% in 2010 to 43.2% in 2018 while those aged 35-44 recorded the third highest rates ranging from 25.8% in 2010 to 28.9% in 2018.

The rates for persons having tertiary qualifications were more three times the rates for those who did not complete secondary education. Persons who did not complete secondary education recorded the highest rates ranging from 43.8% in 2010 to 45.5% in 2018; an increase of 1.7 percentage points over the period. The largest increase of 3.6 percentage points was observed among those with tertiary education. In 2018, Eastern Cape (46.4%) North West (43.2%) and Mpumalanga (41.8%) recorded the highest combined rate of unemployment and potential labour force. In the same year, all provinces except Western Cape recorded the rates above 30.0%. Between 2010 and 2018, the rate declined only in Western Cape. Mpumalanga and Limpopo.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

4.4. Composite measure of labour underutilization

Indicator	Composite measure of labour underutilization
Category	Labour underutilization
Code	LU-4
Unit	Per cent
Definition	$[(\text{Persons in time-related underemployment} + \text{Persons in unemployment} + \text{Potential labour force}) / (\text{Extended labour force})] \times 100$
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(liii) Data refer only to persons aged 15 to 64 years. (liv) Some variables and / or items are missing (migration status, disability) (lv) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	38.2	38.2	38.3	38.1	38.0	37.8	39.2	39.6	40.0
Area of residence									
Non-urban	51.8	52.9	52.7	51.1	50.5	49.2	51.0	51.7	52.1
Urban	32.9	32.5	32.6	32.9	33.1	33.3	34.4	34.8	35.2
Sex									
Female	43.8	43.6	43.6	42.7	42.4	42.9	44.1	44.2	44.8
Male	33.4	33.5	33.8	34.0	34.1	33.4	34.9	35.5	35.8
Age range (years)									
15-24	67.1	66.9	68.0	67.3	66.7	64.7	67.7	67.2	68.4
25-34	41.7	42.3	42.0	41.6	42.1	42.1	43.4	44.6	45.6
35-44	28.9	29.4	29.3	29.5	29.4	29.9	31.4	31.7	32.2
45-54	23.8	23.4	24.1	24.3	25.2	25.4	26.1	27.3	27.8
55-64	17.8	15.9	17.7	17.8	18.1	18.7	20.1	20.0	20.0
Level of educational attainment									
No schooling	38.6	39.0	40.0	38.5	38.4	36.6	41.0	38.4	42.1
Primary	45.2	44.2	44.4	43.3	44.2	43.2	44.8	46.8	46.4
Secondary not completed	46.8	47.3	47.5	47.7	47.6	47.1	48.6	49.1	49.1
Secondary completed	36.2	36.8	36.1	35.9	35.4	35.4	36.3	37.0	38.7
Tertiary	13.0	12.6	13.2	13.9	14.7	16.0	16.4	17.2	16.5
Province									
Western Cape	26.8	26.2	27.9	27.3	27.2	25.9	26.5	26.5	25.3
Eastern Cape	44.4	44.9	47.3	48.0	47.3	46.1	47.8	49.2	50.2
Northern Cape	38.8	39.7	38.9	39.2	43.7	44.8	45.0	46.9	44.6
Free State	39.7	39.0	42.9	43.6	44.1	41.8	44.2	44.3	44.1
KwaZulu Natal	40.4	39.9	41.6	40.9	41.8	39.8	42.7	43.6	43.9
North West	43.0	46.2	44.6	44.6	43.6	42.9	45.0	43.8	45.4
Gauteng	34.5	33.8	31.9	32.0	31.8	33.9	35.0	35.4	36.6
Mpumalanga	45.7	46.0	46.9	44.7	44.3	42.5	44.9	44.9	45.1
Limpopo	45.2	46.0	43.1	42.2	39.9	42.8	41.0	40.7	41.5

Highlights :

- Persons who did not complete secondary education reflected the highest composite measure of labour underutilization compared to other educational categories.
- Huge gap in composite measure of labour underutilization observed between persons in non-urban areas and those in urban areas;
- Provinces like Eastern Cape, North West and Mpumalanga continue to have high composite measure of labour underutilization over the period.

General comment :

The results above show that the composite measure of labour underutilization declined from 38.2% in 2010 to the lowest of 37.8% in 2015 and increased by 2.2 percentage points to 40.0% between 2015 and 2018. The rates of labour underutilization were higher among females compared to their males' counterparts. The composite measure of labour underutilization for females were above 40.0% in all years since 2010 while for males, the rates ranged from 33.4% in 2010 to 35.8% in 2018. Persons in non-urban areas were more likely to be in labour underutilization compared to those in urban areas; the rate for those residing in non-urban areas was above 50.0% in all years except in 2015 where the rate was 49.2%. While those residing in urban areas recorded the composite measure of labour underutilization between 33.0% and 36.0% over the period 2010 to 2018.

In terms of educational attainment, the composite measure of labour underutilization were higher among those who did not complete secondary education followed by those who completed primary education. Both groups recorded the rates above 40.0% in all years since 2010. Persons with tertiary education highlighted the composite measure of labour underutilization from 13.0% in 2010 to 16.5% in 2018; an increase of 3.5 percentage points. All educational categories recorded increase in the composite measure of labour underutilization.

Provincial comparison highlights that Mpumalanga, North West and Eastern Cape recorded the composite measure of labour underutilization above 40.0% in all years. The lowest composite measures of labour underutilization were recorded in Western Cape ranging between 25.0% and 28.0%; the highest rate of 27.7% was recorded in 2012. In 2018, the highest measure of labour underutilization was recorded in Eastern Cape (50.2%) followed by North West (45.4%) and Mpumalanga (45.1%).

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

4.5. Long-term unemployment rate

Indicator	Long-term unemployment rate
Category	Labour underutilization
Code	LTUR
Unit	Per cent
Definition	[Persons in unemployment since at least 12 months / Persons in labour force] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(Ivi) Data refer only to persons aged 15 to 64 years. (Ivii) Some variables and / or items are missing (migration status. disability) (Iviii) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	16.3	17.0	16.9	16.3	16.5	16.5	17.8	18.4	18.8
Area of residence									
Non-urban	20.0	19.8	20.3	18.0	18.4	16.6	17.6	19.6	20.3
Urban	16.0	16.8	16.5	16.3	16.5	16.5	17.9	18.1	18.3
Sex									
Female	19.0	19.7	19.4	18.6	18.9	19.1	20.7	20.8	21.5
Male	14.2	14.8	14.8	14.5	14.6	14.3	15.4	16.5	16.6
Age range (years)									
15-24	30.4	31.6	32.5	31.4	31.4	30.4	32.5	32.6	34.1
25-34	20.1	21.2	20.5	19.8	20.5	19.9	21.6	22.6	23.9
35-44	12.3	12.6	12.8	12.8	12.8	13.0	14.5	15.3	15.2
45-54	8.3	9.0	9.1	8.6	8.9	9.6	10.4	11.3	10.8
55-64	4.7	4.4	4.5	4.8	5.1	6.1	6.4	6.6	7.1
Level of educational attainment									
No schooling	10.1	11.7	10.9	10.1	10.7	11.3	13.1	11.2	12.6
Primary	15.1	15.1	16.1	13.7	15.4	14.9	15.1	17.6	17.4
Secondary not completed	21.0	22.2	21.8	21.5	21.4	21.3	23.1	23.8	23.8
Secondary completed	17.9	18.6	17.9	17.7	17.4	17.4	18.6	18.8	19.8
Tertiary	5.2	5.3	5.7	5.6	6.3	6.9	6.8	8.0	7.9
Province									
Western Cape	11.5	13.2	14.1	13.8	14.2	11.6	12.4	12.5	11.6
Eastern Cape	16.5	16.7	18.7	19.5	18.0	18.1	17.7	23.3	25.1
Northern Cape	15.3	16.5	16.9	15.0	15.7	17.1	14.0	16.3	17.3
Free State	16.3	16.9	22.3	22.1	23.5	20.4	22.4	23.2	24.3
KwaZulu Natal	12.6	12.3	13.3	13.4	14.3	13.3	15.5	16.4	16.4
North West	17.8	18.6	16.6	15.8	17.5	16.6	17.7	16.8	16.8
Gauteng	20.0	20.8	18.4	17.8	17.4	19.9	22.1	22.0	22.3
Mpumalanga	19.3	21.2	21.5	19.2	20.5	18.1	19.2	18.6	21.5
Limpopo	13.1	12.3	11.9	10.4	9.7	10.5	10.4	10.9	9.8

Highlights :

- Long-term unemployment decreases with age; young people have higher long-term unemployment rate compared to older people.
- Limpopo and Western Cape were the only provinces that recorded the rates below 15.0% across all the years since 2010;
- The long-term unemployment rate for those holding tertiary education was lower in all years ranging from 5.2% in 2010 to a high of 8.0% in 2017.

General comment :

Females were more likely to be in long-term unemployment compared to their males' counterparts. The long-term unemployment rates were higher among female across all years while males recorded the rate below the national average. Both males and females highlighted an increase in the long-term unemployment rates between 2010 and 2016. The rate for males increased from 14.2% in 2010 to 16.6% in 2018 while female recorded an increase of 2.5 percentage points from 19.0% to 21.5%. The gender gap of more than 4.0 percentage points were observed in all years with the largest gap of 5.3 percentage points recorded in 2016. The results also show that persons residing in non-urban areas were more likely to be in long-term unemployment compared to those in urban areas.

Young people aged 15-24 and 25-34 recorded the highest long-term unemployment rates compared to those in older age groups. The long-term unemployment rates above 30.0% were recorded for persons aged 15-24 across all years since 2010. Those aged 25-34 highlighted the rates of about 19.0% and more over the period 2010 to 2018. The lowest long-term unemployment rates ranging between 4.5% and 7.2% were recorded for persons aged 55-64 followed by those aged 45-54 (ranged from 8.3% in 2010 to 10.3% in 2018). The highest long-term unemployment rates above 20.0% were recorded for persons who did not complete secondary education over the period 2010 to 2018. The second highest was observed for those who completed secondary education followed by those who completed primary education. Persons with tertiary education were less likely to be in long-term unemployment; the rates ranging between 5.0% and 8.0% were recorded over the period. Two out of nine provinces recorded decline in the long-term unemployment rate between 2010 and 2016; these provinces include Limpopo and North West and Free State. Limpopo recorded the largest decline of 3.3 percentage points. In 2018, the highest long-term unemployment was recorded in Eastern Cape (25.1%). Free State (24.3%). Gauteng (22.3%) and Mpumalanga (21.5%).

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

4.6. Proportion of youth aged 15-24 not in education. employment or training

Indicator	Proportion of youth aged 15-24 not in education. employment or training
Category	Labour underutilization
Code	NEET
Unit	Per cent
Definition	[Youth aged 15-24 years (resp. 15 à 35 years) – (Youth aged 15-24 years (resp. 15 à 35 years) in Employment + Youth aged 15-24 years (resp. 15 à 35 years) not in Employment but in Education or Training)] / [Youth aged 15-24 years (resp. 15 à 35 years)] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(lix) Data refer only to persons aged 15 to 64 years. (lx) Some variables and / or items are missing (migration status. disability) (lxi) The 19th ICLS's definitions are applied

	2013	2014	2015	2016	2017	2018
National	32.0	31.3	30.5	31.2	31.2	31.6
Area of residence						
Non-urban	33.4	32.5	30.5	32.1	32.4	33.9
Urban	31.0	30.5	30.5	30.6	30.3	30.0
Sex						
Female	34.7	33.9	33.1	33.9	33.8	34.2
Male	29.3	28.8	27.9	28.6	28.6	29.0
Level of educational attainment						
No schooling	55.3	63.4	61.1	64.4	59.7	67.3
Primary	34.7	33.9	32.5	34.6	33.6	33.6
Secondary not completed	25.8	25.2	24.1	24.6	24.4	24.5
Secondary completed	44.6	43.1	42.9	43.6	44.1	44.4
Tertiary	38.7	35.8	35.7	39.0	35.2	37.0
Province						
Western Cape	30.8	32.5	28.4	28.0	28.1	27.1
Eastern Cape	32.9	33.5	31.7	31.6	34.2	35.1
Northern Cape	33.1	36.4	36.5	35.4	39.6	36.7
Free State	31.4	31.2	31.8	32.5	30.8	28.7
KwaZulu Natal	31.4	31.9	30.4	32.4	33.6	34.4
North West	37.7	35.1	32.7	36.8	35.6	35.7
Gauteng	31.4	28.5	30.3	30.9	29.3	29.4
Mpumalanga	33.8	33.5	32.6	32.7	31.9	33.6
Limpopo	29.4	27.4	27.3	26.9	25.3	27.0

Highlights :

- NEET rate was higher among young women compared to young men ;
- Limpopo province recorded the lowest NEET rate below 30% over the the period 2013 to 2018.

- In 2015, persons in non-urban area recorded the same NEET rate with those in urban areas.

General comment :

The NEET rate declined from the highest of 32.0% in 2013 to the lowest of 30.5% in 2015 and started to increase to 31.6% in 2018. The decrease in the NEET rate was observed for both males and females between 2013 and 2015; the rates increased by less than a percentage point each over the same period. The results indicate the highest NEET rates of above 55.0% among persons with no schooling over the period 2013 to 2018 while the second highest were observed among those who completed secondary education. In 2013, persons who completed secondary education recorded the NEET rate of 44.6% which declined to 44.4% in 2018. Those who did not complete secondary education had lowest NEET rates compared to other educational categories; the rate was 25.8% in 2010 which declined to 24.5% in 2018.

Between 2013 and 2018, the NEET rate increased in three out of nine provinces. These provinces were Eastern Cape, Northern Cape and KwaZulu-Natal which increased by 2.2 percentage points, 3.6 percentage points and 3.0 percentage points respectively. The highest decrease was observed in Western Cape (2.8 percentage points) followed by Limpopo (2.5 percentage points) and Eastern Cape (1.3 percentage points). Limpopo recorded the lowest rates across all years compared to other provinces while the highest were in North West and Northern Cape. The NEET rate for persons in non-urban areas declined by 1.8 percentage points from 33.4% in 2013 to 31.6% in 2018 while the rate for those in urban areas decreased by 1.0 of a percentage point from 31.0% in 2013 to 30.0% in 2018.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It is only limited to persons aged 15 or above, but data are published for the working age population (15-64 years).

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NEET rate focuses on only persons aged 15-24.

The data for this indicator was presented from the year 2013 – 2016 since the variables to derive the indicator were first collected from the third quarter of 2012.

5. Informal economy

5.1. Rate of employment in informal sector

Indicator	Rate of employment in informal sector
Category	Informal economy
Code	INFORM-1
Unit	Per cent
Definition	$[(\text{Persons working in the informal sector}) / \text{Persons in employment}] \times 100$
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(Ixii) Data refer only to persons aged 15 to 64 years. (Ixiii) Some variables and / or items are missing (migration status, disability) (Ixiv) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	16.4	16.1	15.8	15.9	15.8	16.8	16.5	16.9	17.9
Area of residence									
Non-urban	26.4	25.4	25.7	25.2	24.8	23.7	24.7	25.1	25.4
Urban	13.6	13.7	13.0	13.2	13.2	14.7	14.0	14.5	15.6
Sex									
Female	15.8	15.2	14.5	14.6	14.1	14.6	14.1	14.7	15.2
Male	16.8	16.9	16.7	17.0	17.1	18.4	18.3	18.6	20.0
Age range (years)									
15-24	19.0	19.5	18.4	18.3	19.1	18.6	18.6	19.7	21.6
25-34	17.1	16.5	16.2	16.3	16.5	17.6	17.2	17.4	18.1
35-44	15.2	15.5	15.0	14.9	15.3	16.2	16.5	16.3	17.6
45-54	15.9	15.4	15.1	15.5	14.4	16.1	15.3	16.2	17.5
55-64	16.2	15.1	16.0	16.8	15.3	15.2	14.9	16.8	16.7
Level of educational attainment									
No schooling	27.2	26.3	27.3	29.3	26.3	23.1	25.1	29.8	30.8
Primary	26.2	24.4	24.6	24.8	25.1	25.7	24.6	26.2	26.8
Secondary not completed	21.6	22.6	21.4	22.2	21.6	22.5	22.1	23.6	25.2
Secondary completed	12.3	12.0	12.2	12.1	12.5	13.6	13.5	13.6	14.3
Tertiary	4.6	4.6	4.1	4.1	4.7	5.6	5.7	5.1	6.1
Province									
Western Cape	10.7	9.9	9.3	9.8	9.8	10.5	10.1	10.6	11.5
Eastern Cape	22.4	20.1	21.5	22.0	21.9	22.2	22.2	22.5	22.7
Northern Cape	10.6	11.2	10.3	9.1	10.5	12.4	12.4	11.2	9.2
Free State	16.0	16.7	14.5	14.2	15.8	16.6	17.6	19.3	17.7
KwaZulu Natal	17.6	19.8	17.1	16.7	18.7	19.1	17.9	16.7	18.0
North West	13.1	12.5	14.1	13.9	12.3	13.6	14.3	16.0	15.8
Gauteng	13.4	12.9	12.6	13.2	12.0	14.0	13.8	13.8	15.9
Mpumalanga	21.3	21.5	22.2	22.2	22.1	21.0	21.1	24.0	24.2
Limpopo	31.0	28.0	29.7	28.4	27.3	27.8	26.7	28.1	29.4

Highlights :

- Nationally, the rate of employment in informal sector ranged between 15.0% and 18.0% over the period 2010 to 2018;
- The rate of employment in informal sector in Limpopo was more than 10% higher than the national average across all years;
- Persons with lower education are more likely to work in the informal sector.

General comment:

The rate of employment in informal sector declined from 16.4% in 2010 to 15.8% in 2014 and reached a peak of 17.9% in 2018. The rate increased by 1.0 of a percentage point between 2017 and 2018 to reach 17.9%. The highest rates ranging from 16.8% in 2010 to 20.0% in 2018 were observed among men compared 15.8% in 2010 and 15.2% in 2018 for women. In 2018, the largest gender gap of 4.8 percentage points was observed. The results show the highest rates of employment in informal sector for youth aged 15-24 and those aged 25-34 compared to those in adults age groups over the period 2010 to 2018. Persons aged 15-24 recorded the highest rate of 21.5% in 2018. Between 2013 and 2018, the rate of employment in informal sector increased only among persons aged 35-44 (2.7 percentage points).

The more educated persons are less likely to work in the informal sector. The highest rates of employment in informal sector were higher among persons with no schooling followed by those with primary education and secondary not completed. The lowest rates were recorded among those with tertiary education; the rate increased from 4.6% in 2010 to the highest of 6.1% in 2018. The second lowest rates were observed for persons who completed secondary education; the rates ranged from 12.3% in 2010 to 14.3 in 2018. Three out of nine provinces highlighted the rates of employment in informal sector above 20.0% across all years since 2010. These provinces include Limpopo, Mpumalanga and Eastern Cape. However, these provinces including Northern Cape and Limpopo experienced a decline in the rate of employment in informal sector between 2010 and 2018. Western Cape recorded the lowest rates ranging between 10.7% and 11.5%. The largest increase of 1.8 percentage points from 10.6% in 2010 to 12.4% in 2016 was observed in Northern Cape. The rate of employment in informal sector was high among persons staying in non-urban areas compared to the rate for those in urban areas across all years. The rate for those in non-urban areas declined from 26.4% in 2010 to 25.4% in 2018.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

5.2. Rate of informal employment

Indicator	Rate of informal employment
Category	Informal economy
Code	INFORM-2
Unit	Per cent
Definition	[(Persons in informal employment (either in the formal or informal sector) / Persons in employment] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(lxv) Data refer only to persons aged 15 to 64 years. (lxvi) Some variables and / or items are missing (migration status. disability) (lxvii) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	30.9	29.8	28.9	28.7	27.9	29.9	29.4	29.2	30.1
Area of residence									
Non-urban	47.6	45.7	45.3	43.6	42.4	42.1	42.9	42.6	42.7
Urban	26.2	25.6	24.3	24.4	23.7	26.3	25.2	25.2	26.2
Sex									
Female	33.6	31.9	30.6	30.6	29.2	30.2	29.2	29.1	29.9
Male	28.8	28.3	27.5	27.2	26.9	29.7	29.5	29.3	30.2
Age range (years)									
15-24	38.7	38.3	35.5	35.6	34.5	36.7	35.5	35.5	37.1
25-34	31.5	30.3	29.5	28.4	28.4	30.6	29.9	29.2	29.7
35-44	28.9	28.5	27.2	27.1	26.4	28.5	28.5	28.3	29.6
45-54	29.6	28.5	28.1	28.6	27.0	29.2	28.5	28.5	29.5
55-64	29.9	26.9	27.7	29.0	27.3	27.8	26.8	28.5	28.6
Level of educational attainment									

No schooling	62.9	61.0	61.4	62.7	59.3	56.8	61.8	64.8	63.9
Primary	56.0	54.3	52.7	53.3	52.4	54.7	53.9	54.3	55.9
Secondary not completed	41.7	41.8	39.7	40.0	38.7	41.7	40.7	42.0	43.2
Secondary completed	19.7	18.7	19.0	18.9	18.9	19.9	19.8	20.0	20.7
Tertiary	6.2	6.4	5.6	5.7	6.2	7.2	7.2	6.5	7.5
Province									
Western Cape	20.9	18.4	18.0	18.7	18.9	19.8	20.0	19.9	20.8
Eastern Cape	39.4	35.0	34.9	36.0	35.4	36.5	36.4	35.5	34.8
Northern Cape	31.7	31.5	26.9	25.7	27.9	29.2	31.1	26.3	24.5
Free State	33.5	35.3	33.6	31.8	31.5	32.8	34.3	36.6	33.5
KwaZulu Natal	34.1	35.1	32.7	31.7	32.4	35.2	34.0	32.7	33.0
North West	28.7	27.5	28.1	27.6	25.9	29.5	29.2	29.7	30.7
Gauteng	25.7	24.6	23.9	24.0	22.0	24.7	23.4	23.2	25.7
Mpumalanga	35.7	37.8	36.8	35.8	34.3	36.1	36.2	37.2	37.2
Limpopo	51.0	46.9	46.2	45.3	43.8	44.1	42.4	43.3	44.4

Highlights :

- Around 30% of the employed were in the informal employment ;
- In 2016 and 2017 the rate of informal employment for men was almost the same as that of women ;
- Persons with less than matric are more likely to have informal employment relative to those with matric and those with tertiary education.

General comment :

Over the period 2010 to 2016, the rate of informal employment declined from 30.9% in 2010 to 30.1% in 2018. Women recorded the highest rates of informal employment compared to men from 2010 to 2015. The rate for females decreased by 3.7 percentage points from the highest of 33.6% in 2010 to 29.9% in 2018 while for males, the rate increased from 28.8% to 30.2%. Persons aged 55-64 recorded the lowest rates of informal employment in 2018.

The rate of informal employment for persons with tertiary education declined from 6.2% in 2010 to reach the lowest of 5.6% in 2012 and started to increase to reach the highest of 7.5% in 2018. Those with no schooling were more likely to be in the informal employment compared to those with some form of education. The rate for this group declined from 62.9% in 2010 to 56.8% in 2015. Between 2015 and 2018, the rate of informal employment for those with no schooling increased by 7.1 percentage points to 63.9%.

Limpopo recorded the highest rate of informal employment compared to other provinces; the rate was 51.0% in 2010 which declined by 6.6 percentage points to 44.4% in 2018. The lowest rates of informal employment were highlighted in Western Cape and Gauteng; the rate for Western Cape declined by 0.1 of a percentage point from 20.9% in 2010 to 20.8% in 2016 while the rate for Gauteng remained unchanged between 2017 and 2018 at 25.7%.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It is only limited to persons aged 15 or above, but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

The survey is used as the source of official statistics on Labour Market indicators in SA.

6. Poverty

6.1. Rate of low pay in employment

Indicator	Rate of low pay in employment
Category	Poverty
Code	POV-2
Unit	Per cent
Definition	[(Persons in employment earning less than official minimum wage rate) / Persons in employment] x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(lxviii) Data refer only to persons aged 15 to 64 years. (lix) Some variables and / or items are missing (migration status. disability) (lxx) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017
National	56.0	53.7	52.6	53.1	52.4	52.4	50.1	47.9
Area of residence								
Non-urban	75.7	73.7	73.7	73.3	71.3	70.9	69.1	65.8
Urban	50.6	48.3	46.7	47.2	46.7	46.5	43.8	42.1
Sex								
Female	61.8	58.8	58.4	59.6	59.3	59.3	57.1	55.9
Male	51.7	49.7	48.0	47.9	46.9	46.9	44.7	41.7
Age range (years)								
15-24	69.2	65.8	65.3	66.7	66.0	64.2	63.3	60.1
25-34	59.6	56.4	54.9	53.8	53.9	54.4	52.3	49.1
35-44	53.6	51.9	50.2	50.6	50.3	49.8	47.3	45.4
45-54	50.9	49.5	49.7	51.7	50.4	50.2	47.9	46.5
55-64	48.5	46.7	46.3	49.5	46.7	47.4	45.8	46.2
Level of educational attainment								
No schooling	86.4	85.4	85.4	83.2	83.2	79.9	81.4	79.9
Primary	83.8	83.7	81.6	80.6	76.5	75.1	74.9	73.3
Secondary not completed	73.3	73.1	68.9	69.0	65.5	66.0	62.8	61.2
Secondary completed	47.2	44.0	44.1	45.3	45.0	44.5	41.6	39.4
Tertiary	15.3	12.4	13.5	16.0	22.5	21.7	19.1	19.0
Province								
Western Cape	55.4	50.1	49.4	50.2	49.3	50.3	48.7	45.6
Eastern Cape	63.4	59.7	60.2	63.5	63.0	63.6	59.0	58.7
Northern Cape	60.3	61.5	62.3	66.8	67.3	68.0	58.5	56.4
Free State	64.6	61.5	61.8	61.1	58.2	61.4	58.3	56.1
KwaZulu Natal	60.5	58.6	58.1	59.4	62.3	62.7	60.8	55.2
North West	54.7	50.9	49.9	51.0	53.1	54.0	51.3	52.0
Gauteng	46.7	44.6	43.0	42.6	40.9	39.3	37.4	36.5
Mpumalanga	58.5	61.4	61.0	59.5	53.7	55.1	53.9	50.6
Limpopo	69.7	68.3	64.4	65.9	65.1	65.0	60.8	57.3

Highlights :

- The rate of low pay in employment reached the highest of 22.5% in 2014 from 12.4% in 2011 for those with tertiary education; the rate for this group remained high at 19.0% in 2018 and 0.1 of a percentage point lower than 2017.
- Persons with less than matric level of education recorded the highest rate of low pay in employment above 65.0% across all the years.
- Gauteng was the only province out of nine provinces. which recorded the lowest rate of low pay in employment across all years since 2010.

General comment:

The rate of low pay in employment in the country declined by 5.9 percentage points from the highest of 56.0% in 2010 to 47.9% in 2018. About seven people or more in every ten persons earning less than minimum wage were those in non-urban areas. However, the rate of low pay for those in non-urban areas declined from 75.7% in 2010 to 65.8% in 2018 while the rate for those in urban areas decreased by 10.0 percentage points from 51.7 in 2010 to 41.7% in 2018. More females than males were more likely to have jobs paying less than minimum wages. The rate of low pay in employment for females declined by 5.9 percentage points from 61.8% in 2010 to 55.9% in 2018 while for males, the rate decreased by 10.0 percentage points from 51.7% to 41.7%. The results indicate that the rate of low pay in employment increases with age; the rates for persons aged 15-24 were higher across all years compared to those in other age groups. The rate for this age group was highest in 2010 at 69.2% and declined by 9.2 percentage points to 60.1% in 2016. Over the period 2010 to 2018, the rate of low pay in employment for persons aged 55 to 64 ranged between 45.0% and 49.0% .

Persons with tertiary education recorded the lowest rates of low pay in employment ranging from 12.4% in 2011 to the highest of 22.5% in 2014. The highest rates of low pay in employment were observed among those with no schooling; the rates were about 80.0% and more. The second highest rates ranging from 83.8% in 2010 to the lowest of 73.3% in 2018 were recorded among persons with primary education. Gauteng followed by Western Cape and North West recorded the lowest rates of low pay in employment over the period. In 2018, Eastern Cape recorded the highest rate of 58.7% by Limpopo (57.3%). All provinces experienced a decline in the rate of low pay in employment between 2010 and 2018. The largest decline were observed in Limpopo (12.5 percentage points). Gauteng (10.3 percentage points) and Western Cape (9.8 percentage points).

Methodological notes:

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

Annual data are the average of the results of the four quarters of each year.

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7. Gender

7.1. Average hourly earnings of female and male employees

Indicator	Average hourly earnings of female and male employees
Category	Gender
Code	GEN-2
Unit	Rands
Definition	[(Total amount of earnings of employees of a given sex) / (Total number of hours worked by persons of that sex)]
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(lxxi) Data refer only to persons aged 15 to 64 years. (lxxii) Some variables and / or items are missing (migration status. disability) (lxxiii) The 19th ICLS's definitions are applied

	Female								Male							
	2010	2011	2012	2013	2014	2015	2016	2017	2010	2011	2012	2013	2014	2015	2016	2017
National Area of residence	25	27	31	38	36	45	42	42	29	31	33	42	40	54	48	50
Non-urban	13	15	15	18	18	24	24		15	16	17	18	19	30	29	
Urban	28	30	36	43	41	51	48		33	34	38	49	46	62	55	
Age range (years)																
15-24	21	21	26	40	34	36	31	36	21	22	24	40	29	31	29	32
25-34	24	26	29	38	36	45	40	39	25	28	32	38	34	46	42	44
35-44	26	28	34	35	35	41	41	41	31	31	34	42	45	57	48	51
45-54	26	27	28	37	34	51	46	43	33	37	38	48	43	67	60	61
55-64	29	29	38	44	42	52	55	53	33	37	39	46	46	79	71	63
Level of educational attainment																
No schooling	6	7	6	17	8	13	14	12	9	9	9	11	13	21	22	19
Primary	7	8	9	10	12	14	16	15	11	13	13	15	18	23	22	25
Secondary not completed	11	12	16	18	21	21	20	20	16	16	20	24	24	30	28	30
Secondary completed	25	26	29	34	36	42	38	40	28	30	32	39	41	52	49	48
Tertiary	59	62	71	89	72	101	95	90	74	76	82	104	89	143	123	118
Province																
Western Cape	28	31	40	66	54	64	46	34	32	38	42	72	60	54	48	35
Eastern Cape	22	28	27	32	29	37	37	37	28	29	28	30	29	34	37	51
Northern Cape	26	26	25	25	25	25	31	36	24	25	29	26	29	30	38	48
Free State	20	22	23	32	30	29	31	35	23	24	25	28	28	47	40	35
KwaZulu-Natal	22	22	23	25	22	27	27	33	26	26	26	26	24	35	37	37
North West	22	24	26	25	26	30	34	34	26	27	30	30	34	36	43	44
Gauteng	31	32	39	43	45	61	59	57	33	35	40	51	50	81	64	67
Mpumalanga	19	19	25	22	23	29	33	35	29	27	30	29	34	43	38	42
Limpopo	17	19	20	20	22	26	32	29	19	22	22	23	21	31	37	42

Highlights:

- Men in urban areas earn more than women in the same type of residence while for those in non-urban. the difference is minimal.
- The hourly earnings for young women aged 15-24 and 25-34 were almost the same as for their male counterparts;
- Limpopo recorded the lowest average hourly earnings for both men and women ;

General comment:

The average hourly earnings for males were higher than for females in all years. The results show that the hourly earnings for both males and females have been increasing over the period. The hourly average earnings for males increased from R29 in 2010 to the high of R54 in 2015 while for females the increase was from R25 to R45 in 2015. In 2018, the gender gap of R8 was observed where males earned R50 per hour and women earned R42 per hour. The average hourly earnings for both males and females were highest among persons aged 55-64 followed by those aged 45-54 and those aged 35-44. Women aged??? with no schooling and those with primary education received the hourly average earnings below R20 across all years. The average hourly earnings for women with tertiary education Increased from R59 in 2010 to R90 in 2018 while for males with same level of education. the increase was from R74 in 2010 to R118 in 2018. Persons residing in urban areas reflected the highest hourly compared to those in non-urban areas in regardless of sex. The results show that persons residing in Gauteng followed by those in Western Cape earned more than those in other provinces regardless of gender. Males average hourly earnings for those in Gauteng increased from R33 in 2010 to reach a peak of R81 in 2015 and declined to R67 in 2018 while for females in the same province. the average hourly earnings increased from R31 in 2010 to R57 in 2018.

Methodological notes :

Data are from the Quarterly Labor Force Survey (QLFS) that is a household survey covering a sample of about 33,000 dwelling units. It only limited to persons aged 15 or above. but data are published for the working age population (15-64 years).

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7.2. Proportion of women employed in non-agricultural sector

Indicator	Proportion of women employed in non-agricultural sector
Category	Gender
Code	GEN-3
Unit	Per cent
Definition	Number of women employed in the non-agricultural sector / Total number of persons in employment x 100
Data source	Quarterly Labour Force Survey (QLFS)
Remarks	(lxxiv) Data refer only to persons aged 15 to 64 years. (lxxv) Some variables and / or items are missing (migration status, disability) (lxxvi) The 19th ICLS's definitions are applied

	2010	2011	2012	2013	2014	2015	2016	2017	2018
National	41.5	41.9	41.9	42.4	42.4	41.9	41.9	42.4	42.2
Area of residence									
Non-urban	39.1	39.7	39.6	39.3	40.0	38.2	38.1	40.0	39.3
Urban	42.2	42.5	42.5	43.4	43.1	43.0	43.0	43.1	43.1
Age range (years)									
15-24	38.7	39.3	38.4	39.5	39.5	37.2	36.2	37.8	37.0
25-34	39.3	39.5	39.5	40.4	40.3	40.0	39.7	40.4	40.7
35-44	43.0	42.6	43.0	43.0	42.6	42.4	42.4	42.8	41.8
45-54	43.9	45.6	44.8	45.8	46.2	44.8	45.3	45.4	45.5
55-64	41.8	42.3	43.2	43.2	43.1	44.1	45.0	44.2	45.2
Level of educational attainment									
No schooling	41.7	43.5	40.5	39.1	41.4	38.6	39.1	42.7	40.9
Primary	37.6	38.1	37.2	38.1	37.3	35.6	34.5	36.2	35.6
Secondary not completed	39.1	38.4	39.9	40.0	39.0	38.5	38.4	38.9	39.5
Secondary completed	42.1	42.5	42.4	43.5	44.1	42.9	42.8	43.4	42.7
Tertiary	48.5	49.3	48.1	48.1	48.5	50.4	51.1	49.7	49.8
Province									
Western Cape	42.3	43.9	44.2	43.5	42.8	41.6	40.9	41.2	41.4
Eastern Cape	46.2	46.0	45.2	45.3	47.4	46.1	45.7	46.5	48.1
Northern Cape	41.6	37.1	40.3	39.7	39.6	40.2	38.4	40.2	41.0
Free State	41.3	39.6	39.9	42.2	41.8	40.8	40.8	39.4	41.9
KwaZulu Natal	43.5	43.3	43.4	44.7	43.8	44.3	45.0	46.4	45.7
North West	37.2	37.0	38.9	38.3	40.4	36.7	37.4	38.3	37.6
Gauteng	39.7	41.1	41.1	41.9	41.8	42.0	42.2	42.8	42.1
Mpumalanga	41.2	40.0	40.2	38.8	39.8	39.6	39.9	40.1	39.6
Limpopo	41.3	41.3	39.0	41.9	40.3	39.1	38.9	38.4	38.1

Highlights:

- women with tertiary education were less likely to work in agricultural sector;
- North West recorded the proportion of women employed in non-agricultural sector below the national average across all years.

General comment:

The proportion of women employed in non-agricultural sector was around 42% over the period 2010 to 2018. The proportions were higher for those residing in urban areas relative to those in non-urban areas. The proportions for those in urban areas increased from 42.2% in 2010 to 43.1% in 2018. All adults age groups recorded the proportions above 40.0% over the period 2010 to 2018 while those aged 15-24 highlighted the proportions below 40.0%. Moreover, the proportion of women employed in non-agricultural sector declined among persons aged 15-24 and those aged 35-44. The largest increase of 3.4 percentage point was among older women aged 55-64. Among persons without education, the proportion of women employed in non-agricultural sector declined from 41.7% in 2010 to 40.9% in 2018 while those with tertiary education recorded the proportion of 49.8% in 2018. In terms of the provincial proportions, the highest was recorded in Eastern Cape (48.1%) followed by KwaZulu-Natal (45.7%) in 2018.

Methodological notes:

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