

List of Decent Work Indicators – South Africa

Economic and social context for decent work – Economic indicators
Children not in school, in %
Male
Female
5-9
10-14
15-17
Estimated % of working-age population who are HIV positive (Male/Female – Urban/Rural areas)
Labour productivity, in 2000 constant Rands
Labour productivity growth rate, in %
Income/Earnings inequality (income or consumption), P90/P10
Gini index
Inflation rate (CPI), in %
Employment by major branch of economic activity, in % to the total
Agriculture
Industry
Services
Education of adult population
Adult literacy rate, in % (Male/Female – Urban/Rural areas)
Adult secondary school graduation rate, in % (Male/Female – Urban/Rural areas)
GDP, in million US\$
GDP growth (annual), in %
GDP per capita, in PPP\$
GDP per capita growth (annual), in %
Wage/Labour share in GDP, in %
References: Godfrey, Maree, Theron, 2006; National Treasury, 2011

Employment opportunities
Employment-to-population ratio (15-64 years), in % (Male/Female – Urban/Rural areas)
Unemployment rate, in % (Male/Female – Urban/Rural areas)
Expanded unemployment rate, in % (Male/Female – Urban/Rural areas)
Male
Female
Urban areas
Rural areas
Youth not in education and not in employment (15-24 years), in % (Male/Female – Urban/Rural areas)
Youth not in education and not in employment (25-34 years), in % (Male/Female – Urban/Rural areas)
Youth not in education and not in employment (15-34 years), in % (Male/Female – Urban/Rural areas)
Informal employment (proxy), in % (Male/Female – Urban/Rural areas)
Youth unemployment rate (15-24 years), in % (Male/Female – Urban/Rural areas)
Youth unemployment rate (25-34 years), in % (Male/Female – Urban/Rural areas)
Youth unemployment rate (15-34 years), in % (Male/Female – Urban/Rural areas)
Youth expanded unemployment rate (15-24 years), in % (Male/Female – Urban/Rural areas)
Youth expanded unemployment rate (25-34 years), in % (Male/Female – Urban/Rural areas)
Youth expanded unemployment rate (15-34 years), in % (Male/Female – Urban/Rural areas)
Unemployment rate by level of education, in %
None
Less than primary completed
Primary completed
Secondary not completed
Secondary completed
Tertiary
Other
Employment by status in employment, in %
Employees
Employers
Self employed
Unpaid family worker
Other workers not classified
Proportion of own-account workers and contributing family workers in total employment, in % (Male/Female – Urban/Rural areas)

Adequate earnings and productive work – Low pay rate (below 2/3 of median monthly and hourly earnings)

Low pay rate (proportion of workers with monthly earnings below 2/3 of median monthly earnings, excl. agriculture), in %

All workers (Male/Female – Urban/Rural areas)

Workers predominantly in paid employment (Male/Female – Urban/Rural areas)

Workers predominantly in self-employment (Male/Female – Urban/Rural areas)

Low pay rate (proportion of workers with hourly earnings below 2/3 of median hourly earnings, excl. agriculture), in %

All workers (Male/Female – Urban/Rural areas)

Workers predominantly in paid employment (Male/Female – Urban/Rural areas)

Workers predominantly in self-employment (Male/Female – Urban/Rural areas)

Reference: Statistics South Africa, 2011.

Adequate earnings and productive work – Median nominal wages/earnings, by sector

Average real wages/earnings

All wages/earnings

Agriculture

Mining

Industry

Services

Male

Female

Male/Female ratio

Urban areas

Rural areas

Urban/Rural ratio

Wages/earnings from paid employment

Agriculture

Mining

Industry

Services

Male

Female

Male/Female ratio

Urban areas

Rural areas

Urban/Rural ratio

Wages/earnings from self-employment

Agriculture

Mining¹

Industry

Services

Male

Female

Male/Female ratio

Urban areas

Rural areas

Urban/Rural ratio

Minimum hourly wages in sectoral determination as at September 2011

Civil engineering
Contract cleaning
Domestic work Area A
Domestic work Area B
Farm workers
Forestry
Hospitality <11 workers
Hospitality 11+ workers
Private security Area 1
Private security Area 2
Private security Area 3
Taxi
Wholesale/retail Area A
Wholesale/retail Area B

Minimum wages specified in bargaining councils, September 2011

	Hourly	Weekly	Monthly
Unskilled			
Semi-skilled			
Skilled			

Median earnings of employees by gender and population group

All employees
Male
Female
African
Coloured
Indian
White

Decent hours

Excessive hours (workers with more than 48 hours per week), in % (Male/Female – Urban/Rural areas)
Time-related underemployment rate, in % (Male/Female – Urban/Rural areas)
Rate of workers with decent hours, in % (Male/Female – Urban/Rural areas)

Combining work and family life

Proportion of employees entitled to maternity/Paternity leave (Male/Female – Urban/Rural areas)

Stability and security of work

Proportion of paid employees in precarious types of work (temporary, part-time, and seasonal workers), in % of all paid employees (Male/Female – Urban/Rural areas)

Reference: Godfrey, Maree, Theron, 2006.

Equal opportunity and treatment in employment – Occupational segregation by gender

Occupational segregation by gender (distribution of employment within ISCO-88 major groups), in %

Total employment

- 1 Legislators, administrators and managers
 - 2 Professionals
 - 3 Technicians and associate professionals
 - 4 Clerks
 - 5 Service workers and shop sales workers
 - 6 Skilled agricultural and fishery workers
 - 7 Craft and related workers
 - 8 Plant and machine operators and assemblers
 - 9 Elementary occupations
 - 10 Domestic worker
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Equal opportunity and treatment in employment – Gender differences

Female share of employment in high-status occupations (ISCO-88 groups 11 and 12), in %

Female share of employment, total

Agriculture
Industry
Services
Urban areas
Rural areas

Gender wage gap (Total monthly earnings from paid employment and non-agricultural self-employment), in %

Gender wage gap, total

Monthly wages/earnings from paid employment
Monthly wages/earnings from non-agricultural self-employment
Urban areas
Rural areas

Share of women in wage employment in the non-agricultural sector, in %

Share of women in wage employment, total

Urban areas
Rural areas

Female share of employment by major occupational groups, in %

Female share of employment/occupations, total

Legislators, administrators and managers
Professionals
Technicians and associate professionals
Clerks
Service workers and shop sales workers
Skilled agricultural and fishery workers
Craft and related workers
Plant and machine operators and assemblers
Elementary occupations
Domestic worker

Reference: Statistics South Africa, 2007, p.3.

Safe work environment – Reported occupational injuries and labour inspectors

Decent Work Indicator

Reported occupational injuries

(fatal and non-fatal), total number

Industry

Services

Commerce

Reported occupational injuries

(non-fatal), total number

Industry

Services

Commerce

Reported occupational injuries (fatal), total number

Industry

Services

Commerce

Number of labour inspectors

per 10,000 paid employees

per 10,000 employed persons

Number of labour inspections

per 10,000 paid employees

per 10,000 employed persons

Social Security

Share of population aged 55 years and above benefiting from a pension, in %

Direct government pensions

Male

Female

Old-age pensions from contributory social security schemes

Share of economically active population contributing to a pension scheme, in %

Male

Female

Urban areas

Rural areas

Total public and private social security expenditure, in % of GDP

Public health-care expenditure, in % of GDP

Other public social security expenditure, in % of GDP

Private social security expenditure, all, in % of GDP

Trade union and employer organization membership

Trade union members, total

Male

Female

Urban areas

Rural areas

Trade union density rate, in % of employees

Male

Female

Urban areas

Rural areas

Enterprises that are members of all employers' federations

Number of employees in member enterprises

Density rate (weighted), in %

Collective bargaining coverage rate

Male

Female

Urban areas

Rural areas