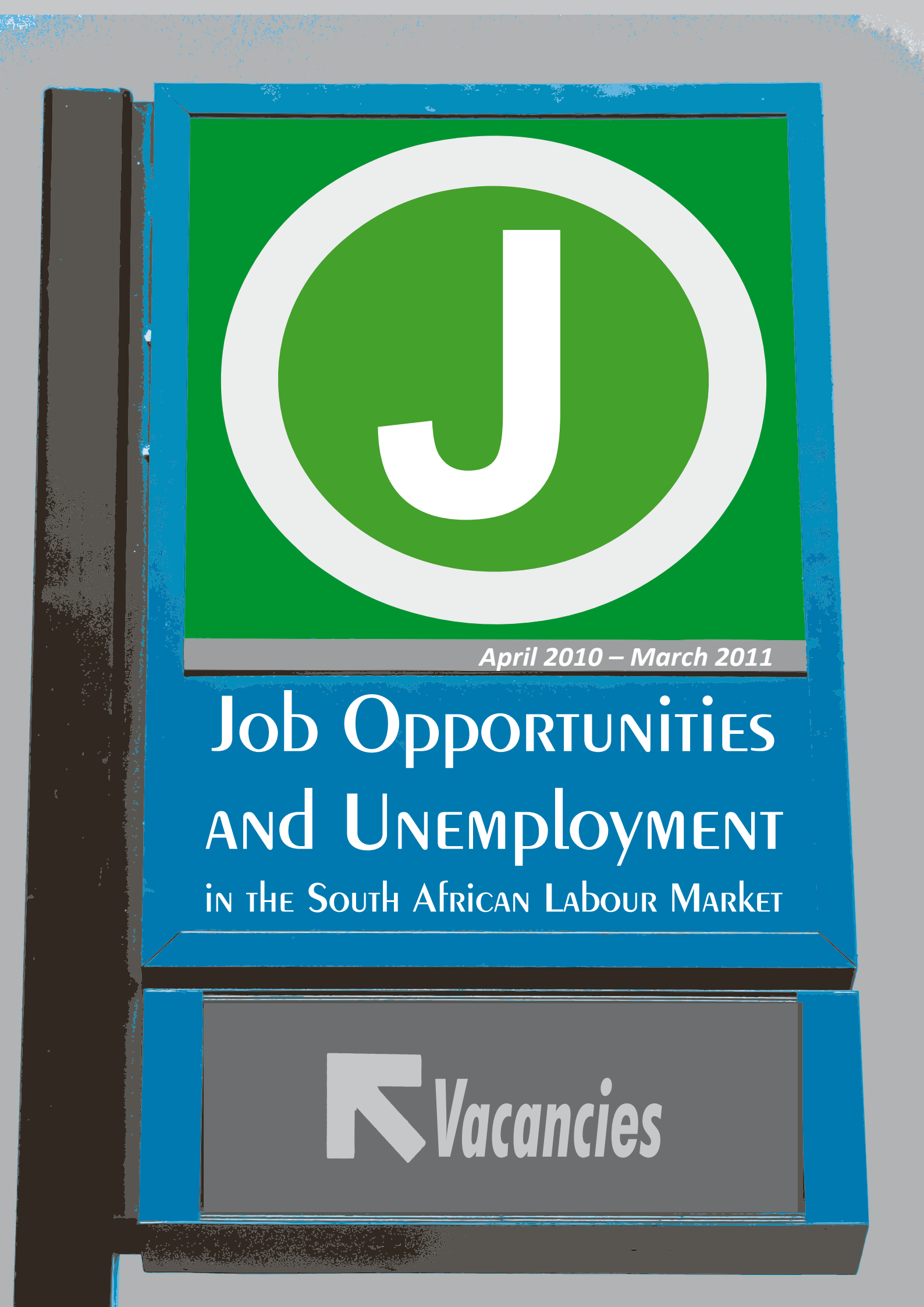
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Job Opportunities and Unemployment
in the South African Labour Market
Vacancies

labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Job Opportunities and Unemployment in the South African Labour Market

April 2010 – March 2011

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Introduction

The dilemma in the South African labour market is to find the right balance between high levels of unemployment and the shortage of certain skills as demanded in the economy. Several researchers have reported that the South African labour market needs skills ranging from managers and professionals to artisans. This has also been identified in Accelerated and Shared Growth Initiatives for South Africa[1] (Asgi - SA) as one of the binding constraints to improve the South African economy to 6% growth per annum between 2010 and 2014. Then the question is what should be an acceptable level of the state intervention to attract workers into the South African labour market? In other words, if the economy is considered as a whole, one can argue that a higher real wage can encourage a higher participation rate.

Recently, many South Africans had high expectations with regard to the labour market outcomes in the country. With the 2010 FIFA Soccer World Cup being hosted on South African soil, many people expected the World Cup to produce a positive economic impact and other associated benefits in terms of employment and business opportunities especially the Small Medium Enterprises (SME's). For South Africa as a country, the 2010 FIFA Soccer World Cup was to act as a catalyst for economic growth and the achievement of development goals. This was inline with the perceptions of South Africans according to a survey conducted by the Human Sciences Research Council (HSRC) in 2007. About 50% of the people perceived economic growth and job creation to be the two main benefits of hosting an event of such magnitude.

Sports economist Preuss[2], stresses a number of objectives that host countries gain when hosting events of this nature. These include: putting the country 'on the map', showcasing the region, promoting the political system, creating new trading partners, attracting investment, boosting tourism, creating jobs and business opportunities, urban renewal (including housing and infrastructure) and building a legacy of sports infrastructure.

To track the benefits of the 2010 FIFA World Cup on economic growth and employment, one has to look at the Gross Domestic Product (GDP) and the Quarterly Labour Force Survey (QLFS) figures both produced and published by Statistics South Africa. The data shows that although there was positive economic growth, it was not accompanied by a large number of people being employed. The quarter two GDP figures shows that growth slowed to 3.2% from 4.6% in quarter one of 2010. This was accompanied by a decline of 61 000 in employment. Growth further slowed down to 2.6% in quarter three of 2010, with employment declining by 86 000 in the same quarter. In quarter four of 2010, the GDP strengthened sharply to 4.4% and this was accompanied by massive job gains (157 000). In quarter one of 2011, the economy strengthened further by 4.8% but employment decreased by 14 000 in the same quarter.

From this, one might have expected employment to start increasing in quarter two due to the activities of the World Cup, in particular in construction industry but that was not the case as the jobs were relatively realised in quarter three (July) of 2010. Although there were some employment opportunities in some industries like trade (restaurants, hotels, etc), tourism, finance (travel services and short-term insurance) and community and personal services especially for security measures these jobs were not sustainable jobs as these jobs were shed after the World Cup. In terms of business opportunities, the informal sector was the most beneficial sector although it does not contribute much in the overall GDP.

[1] This intervention aimed to raise the level of skills in areas needed by the economy through a range of programmes in both education and skills development.

[2] Preuss, H. (2000), Economics of the Olympic Games - Hosting the Games 1972-2000, Walla Walla Press in conjunction with the Centre for Olympic Studies.

Economic theory that states that employment lags changes in GDP. This phenomenon is evident in the South African labour market. The 2010 FIFA World Cup as an example happened when the country was recovering from a global recession and even if the economy grew after a period of contraction, gains in employment will only occur when an employer experiences an increase in consumer spending for the goods and services produced; if the employer is confident that the demand is sustainable and lastly if the current employees have reached their capacity for output.

In this report the supply and demand of labour for the financial year 2010/11 (April 2010 to March 2011) will be analysed looking at both the survey and administrative data. The job vacancies data collected from various local newspapers by the Labour Market Information Statistics (LMIS) directorate in the Department of Labour form part of the administrative data. On the supply side of labour, the report focuses on the employment and unemployment trends with a special emphasis on the characteristics of the labour force. In this regard, **section one** provides the summary of the South African labour supply as published in the QLFS. **Section two** explores the trends in the number ordinary unemployment claims which are registered at the Unemployment Insurance Fund (UIF). On the contrary, the demand side of labour gives special attention to the job vacancies advertised, the occupational groups, the industries that are creating employment as well as the requirements for these job vacancies. This is discussed in **section three** of the report. Then the report concludes with some policies recommendations.

1. Overview of the labour force trends in South Africa

The unemployment rate remained very high in South Africa despite the 2010 FIFA World Cup being hosted in the country. The first quarter 2011 QLFS data showed that the unemployment rate stood at 25.0% which showed a 0.2 percentage points decrease compared to quarter one of 2010. The labour absorption rate and the labour force participation rate decreased by 0.5 and 0.8 percentage points respectively. This means that the percentage of new entrants to the labour force that find employment in the formal sector has decreased or rather the chances that new entrants will find employment in the formal sector have decreased. Most of these people end up joining the not economically active (discouraged work-seekers) and hence a decrease in the labour force participation rate.

The year-on-year comparison between quarter one 2010 and quarter one 2011 shows that the number of the discouraged work-seekers increased by 486 000. An increase in the number of discouraged work-seekers registers a loss in the economy in terms of the human capital. Another disadvantage is that when the economy starts creating jobs, the previously discouraged work-seekers may actively begin to seek work. As a result, it will then move this people back into the labour force which might explain that in spite of the number of jobs being created in the country, unemployment is also increasing.

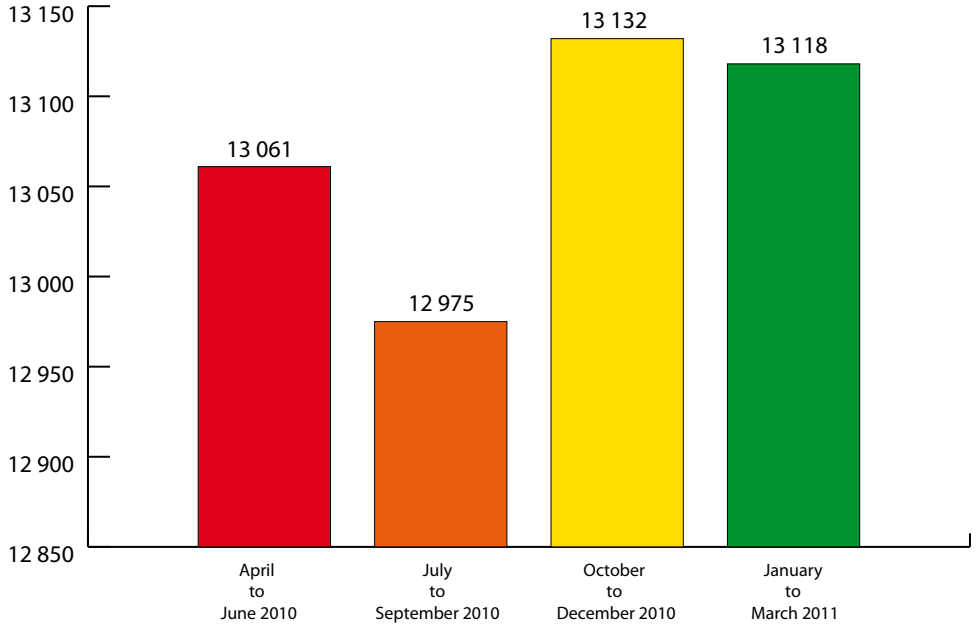
Globally, the same trends have been observed. The global unemployment rate stood at 6.2% in 2010 compared to 6.3% in 2009, this is still well above the 5.6% recorded in 2007. It is evident that global unemployment stands stark despite the recovery that has been seen in several microeconomic indicators: real global GDP, private consumption, gross fixed investment and world trade that have all recovered by 2010 surpassing pre-crisis levels. There has been an uneven recovery in the labour markets, with a continued rise in joblessness in the developed economies and the European Union region[3]. As explained above, South Africa is no stranger to these conditions.

[3] Global employment trends, 2011

1.1. Labour Market Information based on survey data

In this section the supply of labour is analysed looking at the characteristics of the employed and the unemployed according to the QLFS data published by Stats SA. However, it is interesting to consider these trends in the light of the current debates regarding the shift of the South African economy from primary to services industry. Considering the country's skills shortage, it is argued that better opportunities might exist in the services industry which has been growing faster than manufacturing in international trade.

Figure 1: Total number of employed people, 2010/2011

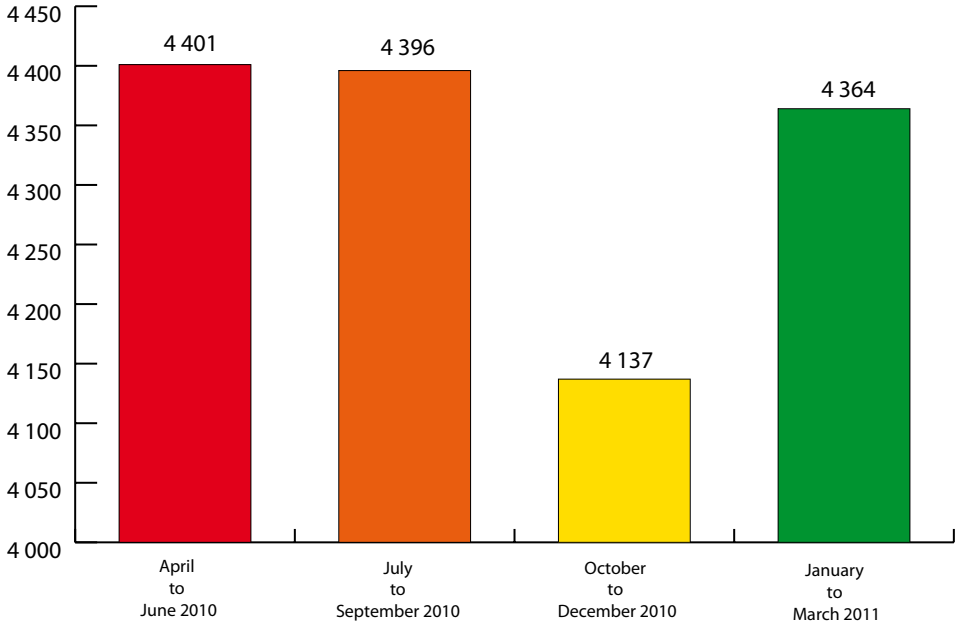


Source: Stats S.A, Quarterly Labour Force Survey (QLFS), own calculations

Figure 1 above shows that the number of the employed has been fluctuating in 2010/2011. The number of the employed decreased by 86 000 between quarter two and quarter three of 2010, then it increased from 12 795 000 in quarter three to 13 132 000 in quarter four of 2010. Between quarter three of 2010 and quarter one of 2011, employment decreased by 14 000. This is exacerbated by the loss of 46 000 jobs in the informal sector and 24 000 jobs in the agriculture industry over the same period. Slow growth in employment will bring constraint to human development and economic progress. If it is the case, it is not a healthy movement in the labour market where employment trends are not sustainable in the short or medium terms. Thus, it should be a concern for the South African government regarding the capacity of job seekers, in particular new entrants to effectively participate in the economy.

Looking at the distribution by industry, the QLFS data shows that job gains were mostly in the finance sector (37 000) and manufacturing (20 000) between quarter four of 2010 and quarter one of 2011. Job losses were predominantly in the transport (34 000), construction (25 000), agriculture (24 000) and trade (13 000) sectors over the same period.

Figure 2: Total number of unemployed people, 2010/2011



Source: Stats S.A, Quarterly Labour Force Survey (QLFS), own calculations

The QLFS results also show that there are too few South Africans that are working. Of the total working age group (15-64 years - 32 314 000 people), about 13 118 000 or 40.6% people who reported to be employed by March 2011 as compared to international standards between 60-70%. This limits the potential of economic expansion since inclusive growth requires a large number of working age people to participate in the economy.

Figure 2 above illustrates that the number of the unemployed decreased drastically by 259 000 from 4.3 million in quarter three of 2010 to 4.1 million in quarter four of 2010 as a result of seasonal employment in the last quarter of the year. The number of the unemployed returned to 4.3 million in quarter one of 2011. Another contributing factor is the increased in the labour force due to a high number of students (new entrants) that join the labour force after completing their studies. In most cases, this group of new entrants is constituted by youth (15-34 years) even though they are regarded as poorly prepared to work.

The main concern here is that more and more people remain unemployed for periods longer than one year. Long-term unemployment may create problems for the individuals themselves and the overall economy. People who take a long time to find employment lose an opportunity to earn an income or to gain work experience and new skills that employers require. As reported, high rates of unemployment anchor widespread poverty. Poor households tend to have high dependency ratios with few earners supporting multiple dependants[4]. It rests on the shoulders of the Government to provide training to these people in line with the shift of the South African economy from primary to services industry which skills are mostly required by employers. Rodrik[5] argued that this structural change away from the most low skills intensive parts and resultant skills supply and demand mismatches is key to understanding the concentration of unemployment among the young unskilled and black population.

[4] Diagnostic overview, National Planning Commission, 2011, p.11
[5] Rodrick, D (2006) Understanding South Africa's economic puzzles, Working Paper 130, CID, Harvard University

Table 1: Employment by occupation ('000)

Main Occupations	April-June 2010	July -September 2010	October-December 2010	January-March 2011
Managers	1 009	1 069	1 124	1 136
Professionals	756	705	762	750
Technicians	1 433	1 418	1 469	1 461
Clerks	1 467	1 411	1 434	1 341
Sales and services	1 883	1 858	1 882	1 904
Skilled agriculture	115	76	73	75
Craft and related trade workers	1 590	1 607	1 566	1 621
Plant and machine operators	1 087	1 162	1 125	1 134
Elementary occupations	2 828	2 782	2 829	2 821
Domestic workers	892	887	869	877
Total	**13 061**	**12 975**	**13 132**	**13 118**

Source: Stats S.A, Quarterly Labour Force Survey (QLFS), own calculations

Looking at the employment by occupation, the data as pointed out in **Table 1** shows that the changes in the number of the employed in all occupations except the managers has been sporadic. The managers are the only occupational group that recorded an increase throughout all the four quarters. The number of people employed in the managers occupational group increased by 136 000 from 1 000 000 in quarter one of 2010 to 1 136 000 in quarter one of 2011. Between quarter four of 2010 and quarter one of 2011, jobs were largely created in the craft and related trade (55 000), sales and services (22 000) and manager (12 000) occupational categories. On the other hand, the clerks, skilled agriculture and professional recorded a decrease of 93 000 and 12 000 respectively.

The year-on-year picture between quarter one (January-March) 2010 and quarter one (January-March) 2011 shows that the number of women employed decreased by 22 000 whereas the men increased by 63 000. The decrease in the number of women employed was brought about by a huge drop in the number of women employed in the clerical occupational group (96 000) and the sales and services occupational group (30 000). The data further shows that there were twice as many women employed in the clerical occupational group as compared to men. The reverse was true for the managerial occupational group. This confirms that the distribution of the employed in the different occupations by sex is more uneven. Women are the most affected by the job losses and it decreases their chances of getting better jobs as it takes more time to get another job once one is laid off.

On a positive note the number of women employed in the managerial occupational group has increased by 75 000 over the year. This might indicate that more women are being empowered although it is at a slow rate when compared to men.

Table 2: Educational level of the unemployed ('000)

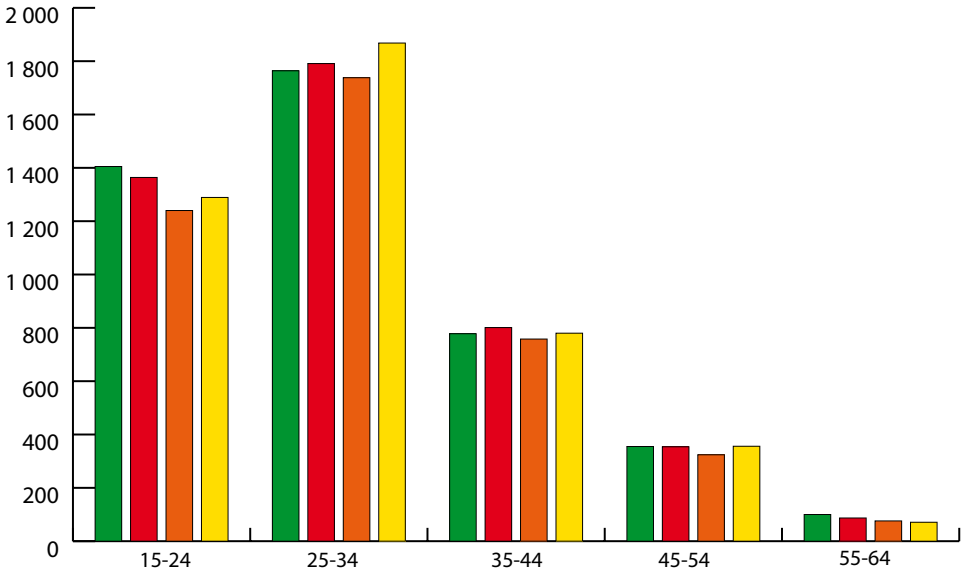
Highest level of education	April-June 2010	July-September 2010	October-December 2010	January-March 2011
No Schooling	67	79	83	68
Less than primary completed	347	370	342	306
Primary completed	192	213	174	200
Secondary not completed	2 001	2 028	1 872	2 023
Secondary completed	1 496	1 424	1 403	1 504
Tertiary	258	248	234	241
Other	40	35	30	22
Total	**4 401**	**4 396**	**4 137**	**4 364**

Source: Stats S.A, Quarterly Labour Force Survey (QLFS), own calculations

While the South African education system has undergone several reforms to include a large number of citizens, the benefits are not directly observed in the labour market. As it was expected, **Table 2**, above shows that unemployment is high among people with no tertiary qualification and low among people with tertiary qualification. A worrying factor is that in South Africa, unemployment among the educated is increasingly becoming a phenomenon. According to Strydom[6], people with higher educational qualifications become frustrated more easily if they do not find a job and this increases the risk of crime and civil unrest.

The changes from quarter one of 2010 and quarter one 2011 portrays that the number of the unemployed decreased by 31 000 and that the decrease was mostly recorded in the category "less than primary school completed" and "primary completed" with 66 000, followed by the "tertiary" with 19 000. The data further shows that the category "secondary completed" recorded an increase of 65 000 in the number of the unemployed. This is the most important educational school category to monitor where it is always reported with a large number of drop-out in search for employment.

Figure 3: Unemployment level by age group, 2010/2011



	15-24	25-34	35-44	45-54	55-64
April to June 2010	1 405	1 764	778	355	100
July to September 2010	1 364	1 791	801	354	87
October to December 2010	1 240	1 738	758	324	76
January to March 2011	1 289	1 868	780	356	71

Source: Stats S.A, Quarterly Labour Force Survey (QLFS), own calculations

Figure 3, above demonstrates the number of the unemployed by age group. The data has continued to expose the fragility of the youth in the labour market as highlighted in the previous reports and the global employment trends for the youth reports[7]. As it is expected, unemployment is high in the youth (age group 15 to 34 years) and lower among the adults (above 35 years).

The number of unemployed people decreased dramatically by 59 000 in the age group 15 to 24 years between quarter one of 2010 and quarter one of 2011, however it increased in the same age group between quarter four of 2010 and quarter one of 2011 by 49 000. On the other hand, the number of the unemployed in the age group 25 to 34 years has shown an irregular trend. The number of the unemployed in the age group 25 to 34 increased by 59 000 between quarter one of 2010 and quarter one of 2011 and then it increased dramatically by 130 000 between quarter four of 2010 and quarter one of 2011. All the job losses in 2010/11 were mostly experienced by this age group category, with less education level as shown in **Table 2** above.

[6] Strydom, P.D.F (2003), Work and employment in the information economy. South African Journal of Economics. Vol 71:1, March.
[7] Global employment trends for the youth, August 2010

Following this, Begum[8] argues that the youth workforce is mostly demanded in the sales and customer services and elementary occupations and adults are mostly absorbed in the plant and machine operators, managers and senior officials occupational categories.

[8] Begum, N., (2004) Employment by occupation and industry Labour Market Division, Office for National Statistics, June 2004

1.2. Labour Market Information based on administrative data

The skills shortage as explored in Section One of this report is also analysed in this section in attempt to supplement the survey data trends with the administrative records. This is an important aspect to consider in order to have a "full picture" regarding the changes within the South African labour market. Thus, this second part of the report looks at the Unemployment Insurance Fund (UIF) data mainly the ordinary unemployment claims. The reason why only the ordinary unemployment claims are considered is because the claim comes as a result of employment opportunity terminations due to reasons stipulated in the UI Act[9].

The UIF has been a short-term financial relief for people who find themselves laid-off for various reasons. Since it is regarded as a temporary relief, the prevalence of long-term unemployment should be worrying factor in the country. This is because of high level of poverty and dependency ratios as explained earlier. In most cases, ordinary claimants have no other form of income once their benefits are exhausted before signing a new job contract.

Table 3: Number of ordinary claims created by province 2008/09 to 2010/11

Province	2008/09	2009/10	2010/11
Eastern Cape	45 078	58 485	51 443
Free State	25 487	29 408	29 110
Gauteng	120 812	175 127	154 153
KwaZulu-Natal	95 150	115 782	111 314
Limpopo	31 794	39 864	39 516
Mpumalanga	40 011	51 717	51 217
North West	23 484	30 658	22 463
Northern Cape	14 498	17 212	17 021
Western Cape	70 174	107 913	105 190
Total	**4174.11**	**626 166**	**581 427**

Source: Department of Labour, UIF, own calculations

The trends in the number of ordinary unemployment claims created by province from the financial year 2008/9 to 2010/2011 are presented in **Table 3** above. The total number of ordinary unemployment claims increased by 159 678 from 466 488 in the financial 2008/09 to 626 166 in 2009/10. This was due to the effect of the of the economic downturn that had a major impact in the South African labour market where a lot of South Africans lost their jobs during these unpleasant conditions.

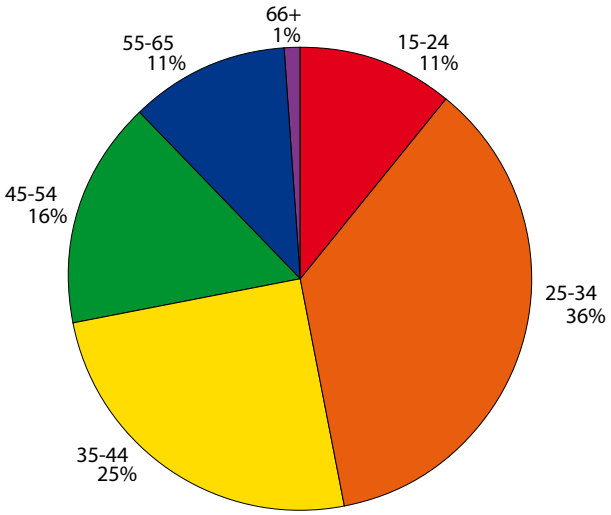
On the recovery path, data shows that the number of ordinary unemployment claims decreased by 44 739 from 626 166 in 2009/10 to 581 427 in 2010/11. Although the decrease in the number of claims was minimal, this shows that there are some improvements in the South African labour market.

Gauteng recorded the highest proportion of claims created in each financial year. The data further shows that these claimants were in the trade industry which includes personal services, hotels and flats. Most of the people employed in the trade industries are employed on atypical forms of employment. In the construction industry, more terminations can be associated due to the completion of infrastructural projects for the 2010 FIFA World Cup.

[9] Some of the reasons that qualify UI applicants for benefits include, among others employees, who had been dismissed, end of contract, businesses closed and retrenchments.

The year-on-year comparison between 2009/10 and 2010/11 shows that the number of ordinary unemployment claims decreased in all the provinces. North West recorded the highest percentage decrease (26.7%), followed by Eastern Cape and Gauteng both with a percentage decrease of 12.0%.

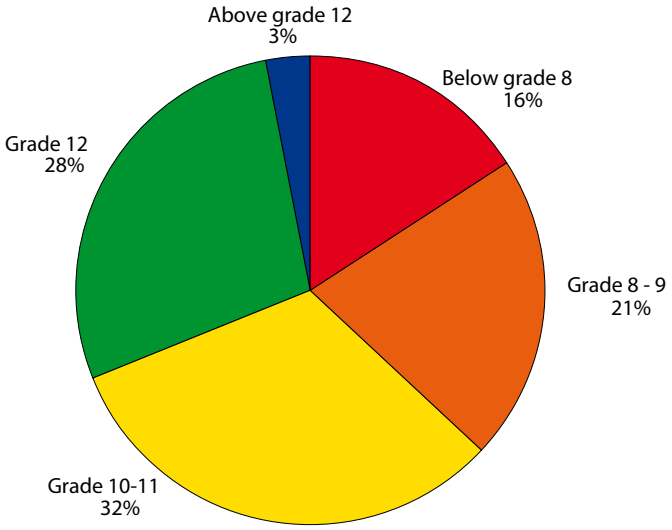
Figure 4: Ordinary unemployment claimants by age group, 2010/ 2011



Source: Department of Labour, UIF, own calculations

The distribution of the ordinary unemployment claimants by age is demonstrated in **Figure 4** above. The age group 25 to 34 years recorded the highest percentage of claimants (36%), followed by the age 35 to 44 years with 25% and the age group 45 to 54 years with 16%. The youth age group (15 to 34 years) contributed 47% of the total number of claimants. Most of these claims came from the hotels and restaurants, banking, finance and insurance industries. This trend appears to be the same as in the QLFS findings. While the youth unemployment problem appears to be very challenging in the country, it is also important to emphasise on the importance of promoting effective integral policies. There is a need of a coherent system that might link educational system to labour market outcomes. As far as a large number of youth will be skilled in the fields that are not in demand in the economy, the youth unemployment situation will persist.

Figure 5: Educational level of ordinary unemployment claimants: 2010/2011



Source: Department of Labour, UIF data, own calculations, excluding unspecified

Although lack of schooling is not necessarily the reason for unemployment, employers often use educational level as a selection device, and if the average level of education increases, the selection criteria may also be raised.[10] The same argument can be used when it comes to laying-off employees when companies are in economic or financial crisis where people with less education and little experience are normally the first ones to be laid-off as opposed to people with higher levels of education.

Figure 5 above gives a picture of the distribution of ordinary unemployment claimants by educational level[11]. Noting the limitations of this kind of data, of the total claimants that have provided or have their educational level being captured, about 32% were in the educational category grade 10 to 11, this was followed by grade 12 with 28% and grade 8 to 10 with about 21%. Those claimants with an educational level above grade 12 were only 3%. In other words, there are few of those with higher education levels that contribute to the Fund as a result of being above the income band as required in UIF Act. In this respect, one can therefore conclude that lack of education and training contributes to low job security. This can also increase the number of the long-term unemployed which remains a worrying factor because the UI benefits only pays over six months[12].

Table 4: Number of terminated workers by industry, 2008/09 to 2010/11

Industry	2008/09		2009/10		2010/11	
	Commercial	Domestic	Commercial	Domestic	Commercial	Domestic
Agriculture	40 984	-	40 629	-	31 203	-
Mining	8 555	-	7 591	-	6 744	-
Manufacturing	55 282	-	44 460	-	45 469	-
Construction	24 031	-	23 751	-	23 207	-
Trade	105 123	-	90 363	-	111 893	-
Transport	14 314	-	12 434	-	12 818	-
Finance	35 815	-	28 264	-	30 741	-
Community	73 760	-	70 211	-	41 475	-
Private Household	-	4 384	-	6 371	-	4 770
Total	**359 968**	**4 384**	**317 703**	**6 371**	**303 550**	**4 770**

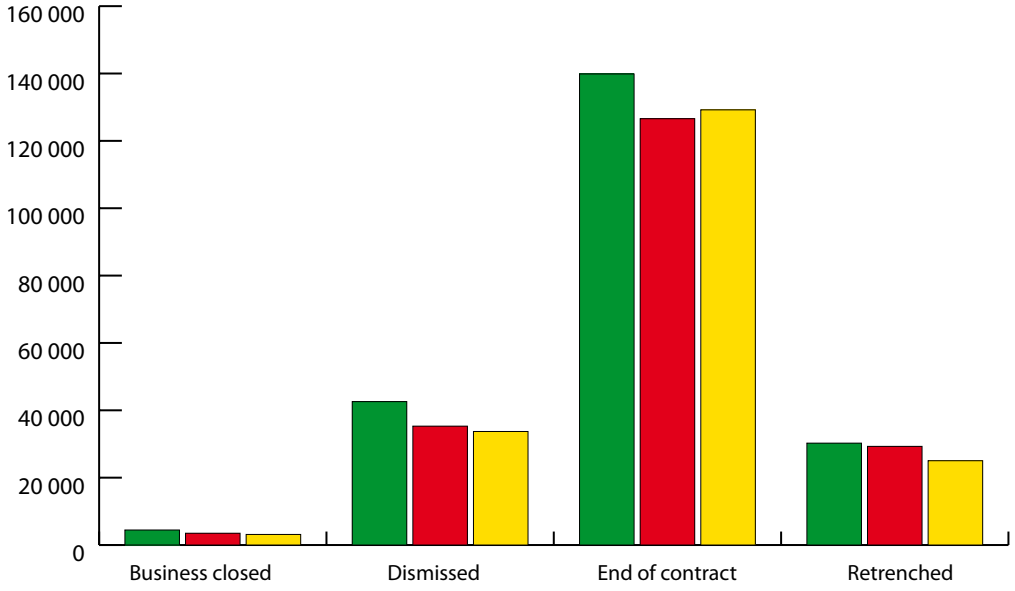
Source: Department of Labour, UIF data, own calculations.

The number of the terminated workers in the commercial sector reveals a decreasing trend from 2008/09 financial year to 2010/11 financial year as shown in **Table 4** above. The number of terminated domestic workers however has been fluctuating. It increased by 1 987 from 4 384 in 2008/09 to 6 371 in 2009/10 and then decreased by 1 601 to 4 770 in 2010/11.

Although there has been a decrease in the number of terminated commercial sector workers, the trade, manufacturing, finance and transport industries recorded an increase in the number terminated workers. The highest increase was recorded in the trade industry (21 530), followed by the finance sector which increased by 2 477 and manufacturing with 1 009. On the contrary, the community industry recorded the highest decline (28 736), followed by agriculture with 9 426.

[10] Barker, F., The South African Labour Market, Theory and practice, Fifth Edition.
[11] One of the shortcomings of the UIF data is that most of the claimants do not disclose their level of education or either the level of education is not captured when the forms are processed at the labour centres.
[12] It is also noted that the Department is intending to increase the period from six to twelve in order to respond to this challenge.

Figure 6: Reasons for termination in commercial employment: 2008/09 to 2010/11



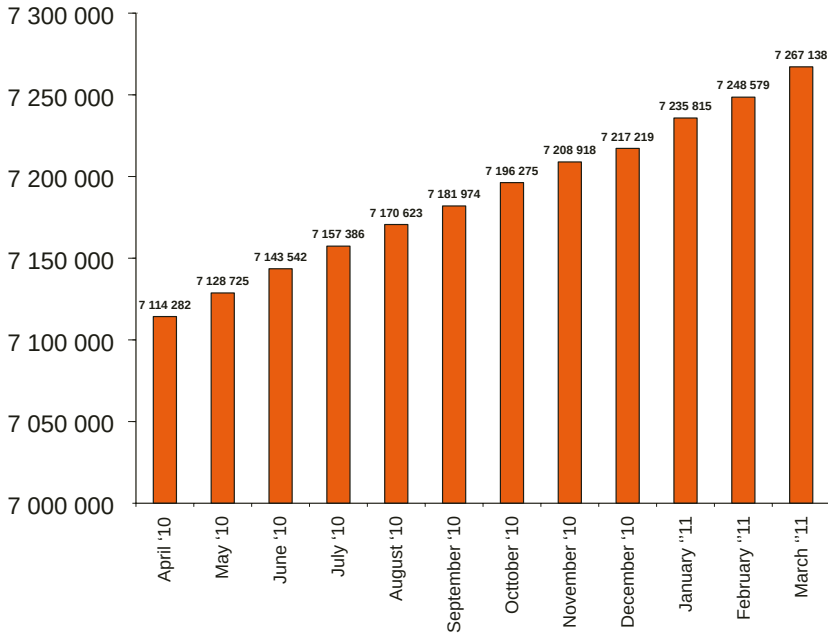
	Business closed	Dismissed	End of contract	Retrenched
2008/09	4 462	42 581	139 867	30 252
2009/10	3 502	35 298	126 582	29 292
2010/11	3 141	33 712	129 211	25 033

Source: Department of Labour, UIF data, own calculations

Most of the claimants report the end of their contract as a reason for employment termination in the commercial sector as shown in **Figure 6** above. The figure shows that the number of terminations due to end of contract increased from 126 582 in 2009/10 to 129 211 in 2010/11 whereas the number of terminations due to business closure, dismissals and retrenchments have decreased. Again as previously stressed, this trend means that the casual employment is still prevalent in the South African labour market. Most of these people were employed in the trade and the agriculture industries. This comes as no surprise due to the fact that most of the employment opportunities that were created during the World Cup were temporary opportunities and the opportunities in agriculture are seasonal jobs in their nature. What is needed is Government interventions that can produce sustainable jobs to promote economic growth. Another intervention entailed institutional reform to address weaknesses that constrained the country's growth potential, such as the way Government is organised; the capacity of Government to deliver and leadership in policy development and implementation[13].

[13] Accelerated and Shared Growth Initiative –SA (Asgi SA), www.info.gov.za/asgisa/asgisa.htm

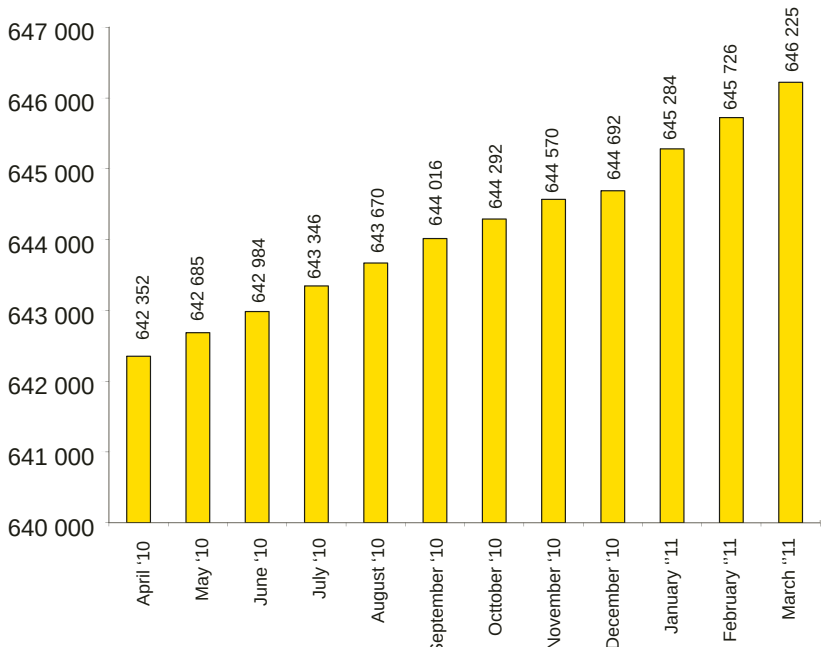
Figure 7: Growth in the number of commercial employees: April 2010 to March 2011



Source: Department of Labour, UIF data 2007/08, own calculations.

According to the Quarterly Employment Survey (QES), there were about 8.2 million employees employed in the formal sector in March 2011. **Figure 7** above shows that the number of registered commercial employees was 7.2 million (excluding more than 1 million workers in the Public sector) at the end of March 2011. This shows that over 80% of the total workforce has been registered with the UIF. The number of registered commercial employees has shown an upward trend from April 2010 to March 2011, which shows that more and more employers are complying with the UI Act.

Figure 8: Growth in the number of domestic employees: April 2010 to March 2011



Source: Department of Labour, UIF data, own calculations

Figure 8, above illustrates the growth in the number of domestic employees from April 2010 to March 2011. Like the commercial employees, the number of domestic employees reveals an upward trend. When compared with the number of people employed in the private households according to the QLFS, the 646 225 figure is disappointing as there are over 1 million people employed in the private households in March 2011. This means that there is still a lot of work to be done to convince employers to register their domestic employees, as they are being regarded as the most vulnerable workers.

2. Trend analysis of job vacancies

2.1. Job vacancies by Organising Framework of Occupation (OFO)

In this section, the demand of labour is discussed. This is also in line with the current period of economic adjustment from the global financial crisis and the shift of the South African economy as noted above. Several research results have shown that the South African economy is in transition towards demand for more skilled than unskilled labour. Bhorat and Hodge (1999)[14] show how changes in production methods have led to positive effects for skilled workers and negative effects for unskilled workers over a long period from 1970 to 1995.

The nature and the characteristics of the labour supply have also been studied extensively in South Africa. As a result, a vast amount of information is available regarding the characteristics of the labour force, its different components, and particularly the unemployed. This information has helped to substantially increase our knowledge of trends and of changes in the labour supply and of problems associated with unemployment. For example, Klassen and Woolard (2005)[15] identify poor initial education as a factor that impedes labour market access. In other words, unemployment rates in the South African labour market might be associated with the level of education achieved by individuals.

For the Department of Labour, the job vacancies advertised in various local newspapers is used to explore the labour demand. Various newspapers from the nine provinces[16] in South Africa were used to identify and analyse the job vacancies trends and the skills required. Caution should be taken since this data is not exhaustive as it only covers data collected from selected regional newspapers and the data from the newspapers is biased towards certain occupations and industries and it does not give the true reflection of the overall trends in the demand of labour. However, it is one step to understand what is mostly in demand by employers in the current economy.

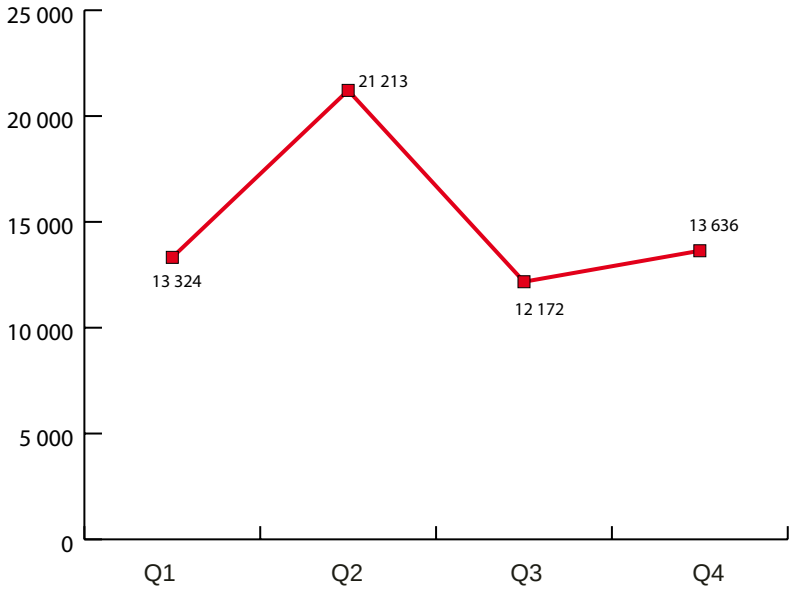
[14] Bhorat, H. and Hodge, J. (1999), Decomposing shifts in labour demand in South Africa, South African Journal of Economics, 67(3), p. 348-380.

[15] Klassen, S. and Woolard, I (2005), Determinants of income mobility and household poverty dynamics in South Africa, Journal of Development Studies, 41(5); 865-97.

[16] The newspapers used to collect vacancies from this report are: Careers supplement of the Sunday Times (Head Office), Pretoria News (Gauteng), The Star (Gauteng), Mafikeng Mail (North West), Klerksdorp (North West), Cape Times (Western Cape), Witbank News (Mpumalanga), DFA (Northern Cape), Volksblad (Free State), Daily Dispatch (Eastern Cape), Northern Review (Limpopo), Sunday Tribune (KwaZulu-Natal).

This information will assist policy makers in determining which policies they need to formulate and implement to address the unemployment problem. On the other hand, job seekers and students can use this data to make informed decisions about their future education, training and career changes.

Figure 9: Total number of job vacancies in the financial year 2010/11

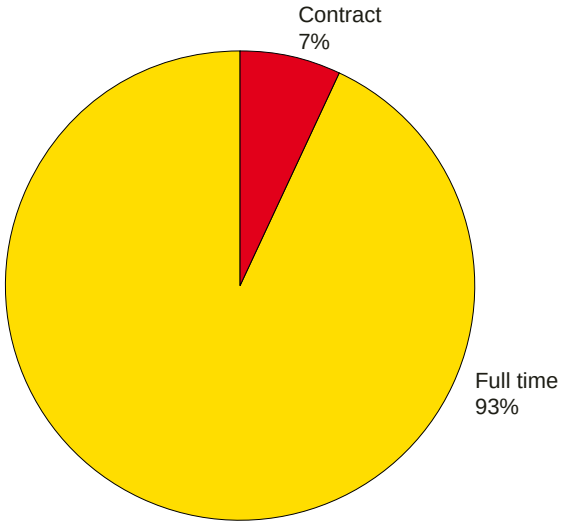


Source: Department of Labour, Job Opportunity Index database 2010/11

Of the total number of vacancies recorded by the Department of Labour (60 345), about 35% of vacancies were processed in quarter two of the financial year 2010/11. This is explained by the massive number of vacancies for the South African Police Services in August 2010. However, vacancies recorded per quarter stood on average at about 13 000 as shown in **Figure 9**.

Although not all employers use newspapers to advertise vacancies, the 60 345 vacancies are just a drop in the ocean compared to the 4.3 million unemployed people according to the QLFS. The data further indicates that most of these vacancies advertised in the financial year 2010/11, about 93% were full-time/ permanent jobs. Only 7% of the vacancies advertised were contract/ temporary jobs. This is illustrated in **Figure 10 below**.

Figure 10: Employment type of vacancies advertised in the financial year 2010/11

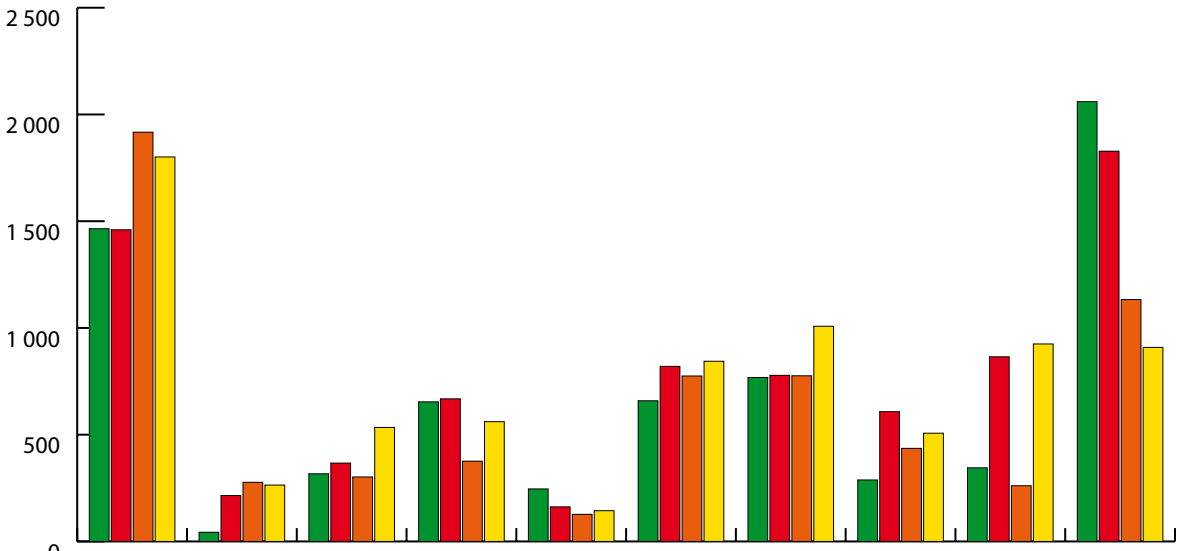


Source: Department of Labour, Job Opportunity Index database 2010/11

The high percentage of full-time jobs is a good sign in a country like South Africa where casualisation has increased as reflected in the UIF data where most of the claimants mentioned end of contract as the main reason for termination of their employment. However, it is also true that most of vacancies were biased to skills labour as shown in the rest of the report.

Another point to note is that the increase in the number of vacancies does not necessarily mean that the economy is creating new jobs. Although there is no proof from the data, most of these openings are replacement openings due to the fact that people have probably advanced to better jobs.

Figure 11: Distribution of vacancies per provincial office, 2010/11



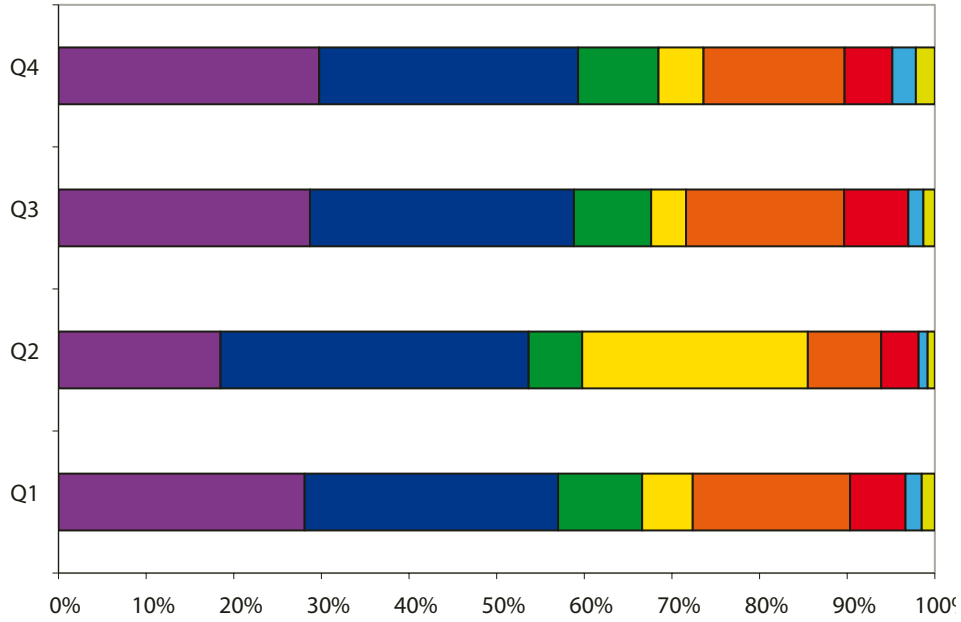
	Eastern Cape	Free State	Gauteng North	Gauteng South	KwaZulu -Natal	Limpopo	Mpumalanga	North West	Northern Cape	Western Cape
Q1	1 465	43	317	654	246	659	768	288	345	2 060
Q2	1 460	215	367	668	162	820	778	608	865	1 828
Q3	1 917	277	302	376	127	775	776	436	261	1 133
Q4	1 801	264	534	561	144	844	1 008	507	925	909

Source: Department of Labour, Job Opportunity Index database 2009/10

The distribution of vacancies per provincial office is illustrated in **Figure 11** above. Gauteng has been divided into two provincial offices (North and South) because of two different newspapers (Pretoria News and The Star) that have been used to capture the vacancies. The distribution of vacancies helps in identifying where most jobs are advertised and also assess the impact of including data from the provincial newspapers in terms of coverage.

Eastern Cape (6 643) and Western Cape (5 930) processed a high number of job vacancies, whereas KwaZulu-Natal (679) and Free State (7 99) recorded relatively a small number of job vacancies in the financial year 2010/11. The number of job vacancies processed in the Western Cape showed a downward trend from quarter one until quarter four. Eastern Cape, on the other hand, was dissimilar as the number of job vacancies processed were constant between quarter one and quarter two. This implies that there was an "insignificant" increase in the number of vacancies advertised. The overall picture shows that the number of vacancies in the provinces have been either sporadic or increasing except Western Cape and KwaZulu-Natal that displayed a decreasing trend from quarter one to quarter four in the financial year 2010/11.

Figure 12: Quarterly number of vacancies by occupational group, 2010/11



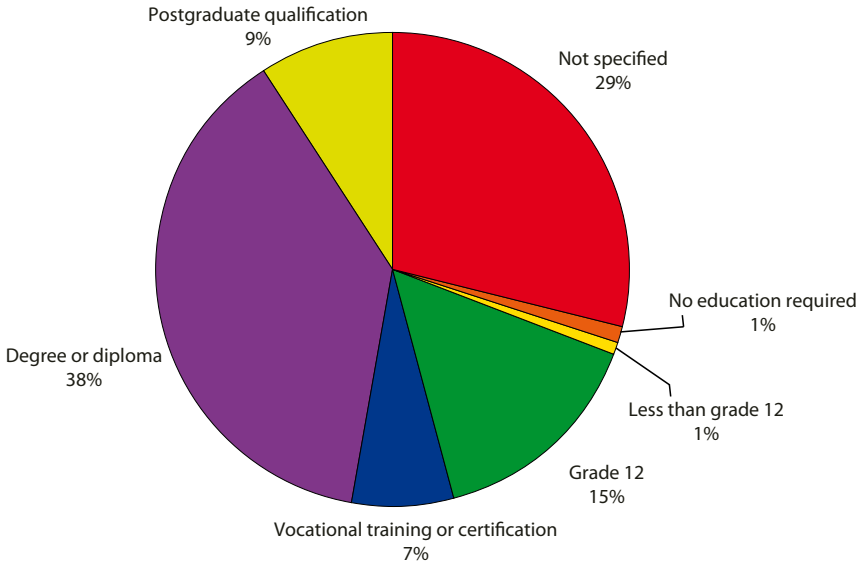
	Q1	Q2	Q3	Q4
Managers	3 743	3 922	3 493	4 056
Professionals	3 853	7 459	3 666	4 029
Technicians and trade workers	1 278	1 296	1 073	1 251
Community and personal service workers	769	5 462	484	701
Clerical and administrative workers	2 392	1 776	2 196	2 195
Sales workers	843	906	892	743
Machinery operators and drivers	247	218	209	366
Elementary workers	199	174	159	295

Source: Department of Labour, Job Opportunity Index database 2010/11

As it is expected springing from the sources used to collect the job vacancies, the vacancies are skewed towards the high-skilled occupational groups (managers and professionals). This is illustrated in **Figure 12** above. The educational requirements for these job openings are post-grade-12-qualifications and some experiences. This might imply that better educated individuals stand a high probability to actively engage or search for job in the labour market. The educational requirements and the experience needed for these job vacancies is discussed below.

Figure 12 portrays that the professional occupational group contributed the highest proportion of job vacancies, followed by the managers and the clerical and administrative workers in three quarters of the 2010/11 financial year, namely, quarter one, quarter three and quarter four. However, a different picture is shown in quarter two as the professionals recorded the highest proportion (35%), followed by the community and personal service workers which normally contributes around 5% on average with 26% and the managers with 18%. The proportion of the clerical and administrative workers which is normally around 18% was only 8% in quarter two. The high proportion of community and clerical workers was due to a large number of vacancies in the South African Police Services across the country for police officers.

Figure 13: Proportion of vacancies by educational qualification required



Source: Department of Labour, Job Opportunity Index database 2010/11

People's qualification will have an impact in the type of work they do and therefore the occupation and industry they work in. In **Figure 13** above, the distribution of vacancies by educational qualification required, is presented. About 38% of the total vacancies required a degree or diploma, followed by grade 12 with 15% and postgraduate qualification with 9% and vocational training or certification with 7%. Only 1% of the vacancies required educational qualifications less than grade 12 and the other 1% no education required. This is a worrying factor when this is contrasted with the educational qualification of the unemployed.

As already mentioned before, most of the unemployed have qualifications less than grade 12. Another category that is worth mentioning according to **Figure 13** is the "not specified" which contributes about 29%. This category includes vacancies that are not clearly specified like relevant qualification required which made it difficult to classify according to the set categories[17] . Further analysis indicates that some experience was required for about 91% of the vacancies and experience was not required for only about 9%.

[17] It is noted that some vacancies do not specify the industry where the vacancy has been created. However, some efforts have been made to get additional information from the companies.

2.2. Job vacancies by industry (Standard Industrial Classification - SIC)

Economic industries are considered as important as there generate vacancies on the basis of the future companies' prospects in line with the overall business cycle either at national or international level. It is therefore an attempt to analyse the job vacancies processed by the Department by industry while the limitations of data in this respect are acknowledged.

Table 5: Number of job vacancies by industry, 2010/11

Industry	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Unspecified	48	37	16	34
Agriculture	71	59	45	59
Mining	423	486	386	730
Manufacturing	655	558	540	585
Utilities	319	195	229	251
Construction	169	333	195	147
Trade	1 256	962	1 092	752
Transport	332	246	178	310
Finance	3 210	2 003	2 616	2 903
Community	6 841	16 334	6 875	7 865
Total	**13 324**	**21 213**	**12 172**	**13 636**

Source: Department of Labour, Job Opportunity Index database 2010/11

The data shows that the community and personal services recorded the highest number of vacancies in the four quarters in the financial year 2010/11 as illustrated in **Table 5** above. The analysis further reflects that the vacancies in the community and social services make up about 62.8% of the total vacancies processed (60 345) in 2010/11. The community and social services includes national, local and provincial governments. This is due to the fact that other employers especially in the private sector prefer other modes of advertising like their own websites, private recruitment agencies and other sources like Career Junction (www.careerjuncton.co.za) that captures large volumes of vacancy data in electronic format.

Table 5 further confirms that the huge increase in the number of vacancies in quarter two was due to a large number of vacancies advertised in the community and social services (South African Police Services).

Although there was an overall increase in the total number of vacancies advertised from quarter one to quarter two, there was a decrease in the number of vacancies advertised in all industries except mining that increased slightly from 423 quarter one to 486 in quarter two, construction that almost doubled in quarter two when compared to quarter one and the community that increased by 138.8 percentage points in quarter two when compared to quarter one. The number of vacancies further decreased in quarter three when compared to quarter two in all industries except the utilities, trade and finance industry that increased slightly. Quarter four displayed a totally different picture as the number of vacancies advertised increased in all industries except the trade and construction that recorded a decrease of 31.1 and 24.6 percentage points respectively.

3. Conclusion

High unemployment rate remains SA's major economic challenge and there are no immediate or short-term solutions to the problem[18] except to acknowledge that the New Growth Path (NGP) is targeting about 5 million new jobs by 2020. Employment growth remains slow despite the economy growing for six successive quarters since the recession. Employment opportunities that were created during the 2010 FIFA World Cup were mostly in the informal sector and it was observed that most of these jobs were shed after the event since they were temporary jobs. There were only 14 000 jobs that were lost in quarter one of 2011, whereas there were about 171 000 jobs lost in quarter one of 2010. This shows that the rate of job loss is slowing down although it is still much too low to have an impact on the country's high unemployment rate. Overall, the South African youth (15 to 34 years) remains the most affected as many portray a mismatch of skills against what is required in the labour market.

The UIF data on the other hand displays some signals of recovery as the number of ordinary unemployment claims created has decreased by 44 739 between the financial year 2009/10 and 2010/11. The number of ordinary UI claims is however still high as they are above 500 000 and the most affected are the young people who are low or semi-skilled because of low levels of education. This is a worrying factor since the prospects being re-employed amongst youth are very bleak. Most of these people end-up joining the long-term unemployed and their UI benefits become exhausted and they remain without income to support their families.

On the demand side of labour, the vacancies data shows that there is a high concentration of vacancies in the high-skilled occupational groups (managers and professionals). This was partly explained by the fact that the vacancies advertised in newspapers are skewed towards the high-skilled occupations, besides that, there are signs that the demand for less-skilled occupations is diminishing. Most of these vacancies need applicants who have a post-grade-12-qualification and some experience (especially experience in that occupation). When demand of labour is contrasted with the supply of labour, the data shows evidence that there is a mismatch between the demand and the supply of labour as most of the unemployed have qualifications less than grade 12 and have neither worked or have worked in the less skilled occupational groups that are no longer creating jobs or that have evolved with new technology. Overall, caution should be exercised with the skills associated to the number of job vacancies displayed in the report. This can be regarded as purely indicative of scarcities in the economy rather than accurate reflections of scarcities.

South Africa is moving in the right direction with Government leading the way. This year has been declared a year of job creation through meaningful economic transformation and inclusive growth. This endorsed the NGP released in September 2010 which aims to create five million jobs over the next 10 years through massive investment in fixed and human capital. A jobs fund of R9 billion will be established to finance new job-creation initiatives. In addition, the government has set aside R10 billion over the next five years for investment in economic activities with a high jobs potential.

Six priority areas for job creation have been identified which are infrastructure, agriculture, mining, manufacturing, green economy and tourism[19] . However, it is also important to note that quarter one of 2011 unemployment figures shows that the construction, agriculture, transport and trade which are some of the industries targeted by Government in order to reach their five million job-target over the next 10 years are the ones which are still shedding more jobs.

[18] Kgotso, R.,(2011) Unemployment update: Government led decline in unemployment, 8 February 2011
[19] President Jacob Zuma, State of the Nation Address, February 2011

One of the biggest challenges is that most of these targeted sectors cannot in themselves create sustainable jobs. For example infrastructure will be mostly Government infrastructure through Public Works Programmes like roads, bridges and buildings and these jobs might be lost when these projects are completed and only a few people might remain to maintain the buildings and the roads. For agriculture and tourism most of the jobs are expected to be seasonal. Agriculture is seasonal in nature and this industry is shedding jobs and the quality of the jobs is deteriorating with farmers opting to employ people on part-time basis when there is a need (e.g. during harvesting). In tourism, employment increases in peak seasons, e.g. during holidays, as is observed by most researchers.

3.1. Policy implications to address the challenge of job creation

- There is a need for proper monitoring and evaluation strategy in order to make sure that Government achieves its goals. Measurable targets should be put in place and progress should be reviewed regularly.

- There is a need for the Department of Labour to drive the process of reducing unemployment in South Africa especially among the youth through the Public Employment Services (PES).

- The Department of Labour needs to take a leading role in collecting data on the demand for labour. This data will inform policies and also assess the impact the policies have on the labour market. This data will again play an important role within Government in the skills training and re-training programmes.

- As alluded to in the NPC[20] that "successful countries have what is called a 'future orientation'. Their policy bias is to take decisions that lead to long-term benefits as opposed to short-run solutions that could have negative effects later on…" A clear and predictable policy environment enables businesses to take a longer term perspective on growth and development.

[20] National Planning Commission (2011), Diagnostic overview, p. 29.

4. Annexure

Table 1: Number of terminations by sector

Sector	Reasons for termination	Commercial	Domestic
Agriculture	Agriculture	30 837	0
	Fishing	366	0
Total		31 203	0
Mining		6 744	0
Total		**6 744**	**0**
Manufacturing	Food	12 369	0
	Glass	1 710	0
	Iron	11 969	0
	Jewellers	542	0
	Leather industry	501	0
	Printing and paper industry	3 210	0
	Rubber	3 896	0
	Textile	4 756	0
	Wood industry	6 516	0
Total		**45 469**	**0**
Construction	Building	23 207	0
Total		23 207	0
Trade	Personal services	40 282	0
	Trade	71 611	0
Total		**111 893**	**0**
Transport	Air	12 795	0
	Taxi industry	23	0
Total		**12 818**	**0**
Finance	Banking	12 776	0
	Professional Service	17 965	0
Total		**30 741**	**0**
Community service	Charitable	5 775	0
	Education Services	24 315	0
	Entertainment	1 418	0
	Local Authorities	3 144	0
	Medical Services	6 823	0
Total		**41 475**	**0**
Private Household		0	4 770
Total		**303 550**	**4 770**

Table 2: Number of vacancies in managerial occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
1111	Chief Executives and Managing Directors	34	87	55	75
1112	General Managers	186	222	119	148
1113	Legislators and Elected Leaders	1	4	1	1
1114	Senior Government and Local Government Officials	1 618	1 707	1 857	1 991
1211	Aquaculture / Mariculture Farmers and Farm Managers	1	0	1	2
1212	Crop Farmers and Farm Managers	2	3	1	3
1213	Livestock Farmers and Farm Managers	4	4	3	8
1214	Mixed Crop and Livestock Farmers / Farm Managers	6	0	1	4
1221	Aquaculture / Mariculture Farm Production Managers / Foremen	0	0	0	1
1222	Crop Farm Production Managers / Foremen	0	2	0	0
1223	Livestock Farm Production Managers / Foremen	0	2	0	0
1311	Advertising, Marketing and Sales Managers	202	206	181	221
1321	Corporate (Administration & Business) Services Managers	116	92	91	173
1322	Finance Managers	270	264	204	237
1323	Human Resource Managers	118	121	68	119
1324	Policy and Planning Managers	27	16	15	24
1325	Research and Development Managers	19	23	23	26
1326	Contract, Programme and Project Managers	117	85	76	120
1331	Construction Managers	67	62	88	60
1332	Engineering Managers	135	69	56	110
1333	Importers, Exporters and Wholesalers	3	1	2	1
1334	Manufacturers	1	5	3	6
1335	Production / Operations Managers	214	129	111	163
1336	Supply and Distribution Managers	63	69	47	85
1337	Production / Operations Supervisors	2	69	59	52
1341	Child Care Centre Managers	0	3	0	3
1342	Health and Social Services Managers	77	157	78	44
1343	Principals	12	25	14	13
1344	Other Education Managers	144	204	78	82
1351	Information and Communication Technology (ICT) Managers	55	75	49	58
1391	Safety and Security Managers	9	8	6	5
1399	Miscellaneous Specialist Managers	87	46	56	62
1411	Café (Licensed) and Restaurant Managers	24	13	25	31
1412	Caravan Park and Camping Ground Managers	0	7	0	0
1413	Hotel and Motel Managers	8	8	4	11
1414	Licensed Club Managers	0	0	1	1
1419	Other Accommodation and Hospitality Managers	8	5	13	5
1421	Retail Managers	68	86	82	69
1491	Amusement, Fitness and Sports Centre Managers	3	2	1	2
1492	Call or Contact Centre and Customer Service Managers	11	9	11	10
1493	Event and Conference Managers	6	3	3	7
1494	Transport Services Managers	12	11	7	15
1495	Financial Services Managers	6	4	0	1
1499	Miscellaneous Hospitality, Retail and Service Managers	7	14	3	7
Total		**3 743**	**3 922**	**3 493**	**4 056**

Table 3: Number of vacancies in professional occupational group from April 2010 to March 2010

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
2111	Actors, Dancers and Other Entertainers	0	1	1	0
2112	Music Professionals	0	10	0	23
2113	Photographers	1	1	4	5
2114	Visual Arts and Crafts Professionals	1	0	1	1
2121	Artistic Directors, and Media Producers and Presenters	4	4	2	3
2122	Authors, and Book and Script Editors	0	3	1	2
2123	Film, Television, Radio and Stage Directors	1	2	2	2
2124	Journalists, Other Writers and Editors	37	41	15	42
2129	Miscelaneous Media Professionals	1	3	0	0
2211	Accountants	259	236	316	287
2212	Auditors, Company Secretaries and Corporate Treasurers	71	114	59	154
2221	Financial Brokers	3	6	6	5
2222	Financial Dealers	9	8	6	2
2223	Financial Investment Advisors and Managers	45	44	19	33
2231	Human Resource Professionals	132	98	75	95
2232	ICT Trainers	1	2	3	3
2233	Training and Development Professionals	88	96	106	111
2241	Actuaries, Mathematicians and Statisticians	28	75	21	68
2242	Archivists, Curators and Records Managers	10	9	11	10
2243	Economists	36	36	53	32
2244	Intelligence and Policy Analysts	1	9	1	4
2245	Land, Property and Assets Economists and Valuers	7	6	5	8
2246	Librarians	33	25	51	37
2247	Management and Organisation Analysts	102	56	119	109
2249	Miscellaneous Information and Organisation Professionals	4	4	6	84
2251	Advertising and Marketing Professionals	85	58	69	67
2252	ICT Sales Professionals	13	4	3	11
2253	Public Relations / Communication Management Professionals	59	43	33	35
2254	Technical Sales Representatives	49	39	74	49
2311	Air Transport Professionals	7	5	4	9
2312	Marine Transport Professionals	0	3	9	1
2319	Miscellaneous Air and Marine Transport Professionals	0	1	0	0
2321	Architects and Landscape Architects	12	12	13	16
2322	Cartographers and Surveyors	16	9	19	23
2323	Fashion, Industrial and Jewellery Designers	2	5	1	1
2324	Graphic and Web Designers, and Illustrators	9	17	23	28
2325	Interior Designers	2	0	1	0
2326	Urban and Regional Planners	12	41	28	24
2331	Chemical, Materials and Metallurgical Engineers and Technologists	42	20	150	56
2332	Civil Engineers and Technologists and Quantity Surveyors	188	151	107	143
2333	Electrical Engineers and Technologists	99	91	82	47
2334	Electronics and Telecommunications Engineers and Technologists	21	26	8	23

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
2335	Industrial and Mechanical Engineers and Technologists	118	112	160	143
2336	Mining Engineers and Technologists	14	25	25	32
2339	Miscellaneous Engineering Professionals	3	2	6	5
2341	Agricultural and Forestry Scientists	75	23	26	36
2342	Chemists and Food and Wine Scientists	18	17	20	10
2343	Environmental Scientists	123	70	105	83
2344	Geologists, Geophysicists and Earth Science Technologists	14	50	25	36
2345	Life Scientists	21	20	53	24
2346	Medical Laboratory Scientists and Technologists	34	58	22	21
2347	Veterinarians	26	6	10	3
2349	Miscellaneous Natural and Physical Science Professionals	2	10	9	4
2411	Early Childhood Development Practitioners	7	31	12	9
2412	Foundational Phase School Teachers	10	33	17	22
2413	Intermediate and Senior Phase Teachers	42	77	38	30
2414	Further Education and Training Teachers and Lecturers	35	135	81	31
2415	Special Education Teachers	2	1	0	4
2421	Higher Education Lecturers	388	3 890	582	597
2491	Education and Training Advisors and Reviewers	71	44	28	80
2492	Private Tutors and Teachers	2	0	3	1
2493	Teachers of English to Speakers of Other Languages	7	0	3	6
2511	Dieticians	22	4	0	1
2512	Medical Imaging Professionals	80	47	2	22
2513	Occupational and Environmental Health Professionals	30	66	34	69
2514	Optometrists and Orthoptists	27	1	2	0
2515	Pharmacists	77	73	56	54
2519	Miscellaneous Health Diagnostic and Promotion Professionals	11	51	3	9
2521	Chiropractors and Osteopaths	0	4	0	0
2522	Complementary Health Therapists	0	0	2	1
2523	Dental Practitioners	6	7	4	2
2524	Occupational Therapists	66	9	5	21
2525	Physiotherapists	60	4	4	7
2526	Podiatrists	2	2	1	0
2527	Speech Professionals and Audiologists	55	9	3	19
2529	Miscellaneous Health Therapy Professionals	0	1	0	2
2531	Generalist Medical Practitioners	141	205	43	25
2532	Anaesthetists	8	16	3	0
2533	Internal Medicine Specialists	41	100	35	6
2534	Psychiatrists	7	11	1	1
2535	Surgeons	26	32	12	1
2539	Miscellaneous Medical Practitioners	16	39	24	0
2541	Midwives	1	0	1	0
2542	Nurse Educators and Researchers	1	1	4	4
2543	Nurse Managers	22	105	24	27
2544	Registered Nurses	225	243	198	211
2611	ICT Business and Systems Analysts	42	40	29	26
2612	Multimedia Specialists and Web Developers	13	14	15	14

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
2613	Software and Applications Programmers	60	37	49	50
2621	Database and Systems Administrators, and ICT Security Specialists	44	41	66	53
2631	Computer Network Professionals	10	15	13	15
2632	ICT Support and Test Engineers	8	2	4	8
2633	Telecommunications Engineering Professionals	1	0	4	5
2711	Advocates or Barristers	10	5	8	278
2712	Judicial and Other Legal Professionals	22	32	76	56
2713	Solicitors	112	79	77	94
2714	Conveyancers and Legal Executives	0	3	1	0
2721	Counsellors	4	7	7	0
2722	Ministers of Religion	10	0	1	1
2723	Psychologists	21	43	45	29
2724	Social Professionals	25	31	19	57
2725	Social Services Professionals	43	51	54	20
2726	Recreation and Community Arts Workers	2	9	5	10
2729	Miscellaneous Social Science Professionals	0	2	0	1
Total		**3 853**	**7 459**	**3 666**	**4 029**

Table 4: Number of vacancies in technician's occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
3111	Agricultural and Forestry Technicians	27	11	8	9
3112	Medical Technicians	50	16	1	4
3113	Agricultural, Forestry and Primary Products Inspectors	1	2	0	0
3114	Chemistry, Food and Beverage Technicians	7	7	11	10
3119	Other Miscellaneous Science Technicians	4	6	16	12
3121	Architectural, Building and Surveying Technicians	16	39	19	22
3122	Civil Engineering Draftspersons and Technicians	59	106	41	95
3123	Electrical Engineering Draftspersons and Technicians	117	56	32	45
3124	Electronic Engineering Draftspersons and Technicians	14	17	10	7
3125	Mechanical Engineering Draftspersons and Technicians	67	37	41	35
3126	Safety Inspectors	26	75	35	67
3129	Miscellaneous Building and Engineering Draftspersons and Technicians	23	69	59	41
3131	ICT Support Technicians	60	67	89	90
3132	Telecommunications Technical Specialists	1	17	1	4
3141	Manufacturing Technicians	7	3	5	1
3142	Power Plant Process Technicians	10	0	0	10
3211	Automotive Electricians	47	68	48	28
3212	Motor Mechanics	191	115	167	157
3221	Metal Casting, Forging and Finishing Trades Workers	4	0	1	2
3222	Sheet Metal Trades Workers	1	1	1	1
3223	Structural Steel and Welding Trades Workers	52	76	108	69
3231	Aircraft Maintenance Technicians	7	1	1	2
3232	Metal Fitters and Machinists	133	105	76	128
3233	Precision Metal Trades Workers	1	1	4	6
3234	Toolmakers and Engineering Patternmakers	12	10	7	9
3235	Millwrights and Mechatronics Trades Workers	33	21	20	43
3241	Panel Beaters	8	6	5	12
3242	Vehicle Body Builders and Trimmers	3	1	5	8
3243	Vehicle Painters	3	4	1	2
3311	Bricklayers and Stonemasons	3	0	1	3
3312	Carpenters and Joiners	5	17	10	4
3321	Floor Finishers	0	0	2	1
3322	Painting Trades Workers	2	23	4	11
3331	Glaziers	0	0	1	3
3332	Plasterers	0	11	1	0
3341	Plumbers	17	21	15	14
3411	Electricians	108	136	76	119
3421	Air-conditioning and Refrigeration Mechanics	8	8	4	4
3422	Electrical Distribution Trades Workers	2	1	1	1
3423	Electronics Trades Workers	20	20	11	19
3424	Telecommunications Trades Workers	1	1	1	1
3511	Bakers and Pastry Cooks	1	14	18	19
3512	Butchers and Fresh Meat Processors	3	16	26	15
3513	Chefs	5	16	20	18
3514	Cooks	3	6	7	6
3611	Animal Attendants and Trainers	2	1	0	0

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
3612	Veterinary Nurses	2	1	0	1
3621	Florists	2	3	0	0
3622	Gardeners, Green Keepers and Nurserypersons	42	0	2	6
3911	Hairdressers	29	14	18	15
3921	Binders and Finishers	3	0	3	0
3922	Graphic Pre-press Trades Workers	2	1	0	1
3923	Printers	3	1	5	5
3931	Canvas and Leather Goods Makers	0	1	0	0
3932	Clothing Trades Workers	15	10	2	4
3933	Upholsterers	7	3	2	0
3941	Cabinetmakers	0	6	4	4
3942	Wood Machinists and Other Wood Trades Workers	0	2	1	3
3991	Boat Builders and Shipwrights	1	2	4	6
3992	Chemical, Gas, Petroleum and Power Generation Plant Controllers	0	10	4	17
3993	Gallery, Library and Museum Technicians	0	0	0	1
3994	Jewellers	2	1	2	2
3995	Performing Arts Technicians	1	2	2	1
3996	Sign Writers	0	1	0	2
3998	Operational Process Controllers	0	1	4	1
3999	Other Miscellaneous Technicians and Trades Workers	5	9	10	25
Total		**1 278**	**1 296**	**1 073**	**1 251**

Table 4: Number of vacancies in community and personal services occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
4111	Ambulance Officers and Paramedics	0	0	1	1
4112	Dental Hygienists, Technicians and Therapists	174	2	3	0
4114	Enrolled and Mother Craft Nurses	18	14	14	16
4115	Indigenous and Other Health Workers	0	19	0	6
4116	Massage Therapists	1	4	1	0
4117	Social Services Support Workers	37	15	14	140
4211	Child Carers	10	4	11	3
4221	Education Aides	2	1	17	8
4231	Aged and Disabled Carers	0	7	1	1
4232	Dental Assistants	2	3	2	1
4233	Nursing Support and Personal Care Workers	2	1	2	4
4234	Special Care Workers	1	4	1	0
4311	Bar Attendants and Baristas	5	4	9	6
4312	Cafe Workers	4	0	2	0
4313	Gaming Workers	0	5	0	8
4314	Hotel, Hospitality and Service Managers	3	3	1	6
4315	Waiters and Bartenders	15	16	73	29
4319	Miscellaneous Hospitality Workers	19	0	1	7
4412	Fire and Rescue Officers	12	8	22	4
4413	Police, Detectives and Traffic Officers	20	5 248	78	119
4421	Prison Officers	0	0	0	0
4422	Security Officers	417	42	56	291
4511	Beauty Therapists	11	12	10	15
4512	Driving Instructors	0	4	5	1
4514	Gallery, Museum and Tour Guides	1	0	0	0
4515	Personal Care Consultants	3	3	1	0
4516	Tourism and Travel Advisors	7	5	11	6
4517	Travel Attendants	0	6	130	19
4519	Miscellaneous Personal Service Workers	1	3	4	0
4521	Fitness Instructors	1	6	3	1
4522	Outdoor Adventure Guides	1	3	0	0
4523	Sports Coaches, Instructors and Officials	2	19	11	9
4524	Sportspersons	0	1	0	0
Total		**769**	**5 462**	**484**	**701**

Table 5: Number of vacancies in clerical and administrative workers occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
5111	Contract, Program and Project Administrators	129	189	141	179
5112	Office Administrators	239	213	249	327
5211	Personal Assistants	104	96	75	121
5212	Secretaries	94	123	130	132
5311	General Clerks	288	158	283	287
5321	Keyboard Operators	118	95	208	105
5411	Call or Contact Centre Consultants	111	85	208	52
5412	Inquiry Clerks	21	41	10	27
5413	Contact Centre Support Specialists	1	3	0	1
5414	Call or Contact Centre Agents	1	4	4	11
5421	Receptionists	51	48	96	77
5511	Accounting Clerks	190	215	178	296
5512	Bookkeepers	75	57	67	94
5513	Payroll Clerks	27	14	24	12
5521	Bank Workers	88	5	43	20
5522	Credit and Loans Officers	22	40	34	38
5523	Insurance, Money Market and Statistical Clerks	19	3	5	8
5611	Betting Clerks	0	1	0	2
5612	Couriers and Postal Deliverers	5	11	10	5
5613	Filing and Registry Clerks	23	13	20	17
5614	Mail Sorters	3	2	1	3
5615	Survey Interviewers	570	3	2	6
5616	Switchboard Operators	8	13	10	5
5619	Miscellaneous Clerical and Office Support Workers	9	2	8	5
5911	Purchasing and Supply Logistics Administrators	96	174	230	175
5912	Transport and Despatch Administrators	5	26	34	31
5991	Library Assistants	6	9	5	12
5992	Court and Legal Clerks	11	5	2	4
5993	Debt Collectors	5	22	4	22
5994	Human Resource Clerks	53	64	67	73
5995	Inspectors and Regulatory Officers	12	11	19	36
5996	Insurance Investigators, Loss Adjusters and Risk Surveyors	1	4	1	3
5997	Compliance Inspectors	4	4	4	2
5999	Other Miscellaneous Clerical and Administrative Workers	3	23	24	7
Total		**2 392**	**1 776**	**2 196**	**2 195**

Table 6: Number of vacancies in sales workers occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
6111	Auctioneers, and Stock and Station Agents	2	0	0	0
6112	Insurance Agents	23	37	19	18
6113	Sales Representatives	405	608	497	343
6121	Real Estate Sales Agents	8	14	11	18
6122	Real Estate Agency Principals	0	1	0	1
6211	Sales Assistants (General)	204	89	194	211
6212	ICT Sales Assistants	2	2	1	3
6213	Motor Vehicle and Vehicle Parts Salespersons	18	15	14	29
6214	Pharmacy Sales Assistants	6	6	19	11
6215	Retail Supervisors	26	12	7	14
6216	Service Station Attendants	1	2	0	0
6217	Street Vendors and Related Salespersons	0	2	0	0
6219	Miscellaneous Sales Assistants and Salespersons	7	1	2	0
6311	Checkout Operators and Office Cashiers	27	25	56	28
6391	Models and Sales Demonstrators	4	4	2	6
6392	Retail Buyers	19	18	18	24
6393	Telemarketers	84	49	46	33
6394	Ticket Salespersons	7	6	5	4
6395	Visual Merchandisers	0	0	1	0
6399	Other Miscellaneous Sales Support Workers	0	15	0	0
Total		**843**	**906**	**892**	**743**

Table 7: Number of vacancies in machinery operators and drivers occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
7111	Clay, Concrete, Glass and Stone Processing Machine Operators	5	3	0	4
7112	Industrial Spray Painters	2	1	0	0
7113	Paper and Wood Processing Machine Operators	1	3	0	3
7114	Photographic Developers and Printers	1	0	2	2
7115	Plastics and Rubber Production Machine Operators	3	5	3	3
7116	Cloathing , Textiles, Footwear and Leather Production Operators	0	0	2	1
7119	Miscellaneous Machine Operators	21	13	6	20
7121	Crane, Hoist and Lift Operators	5	7	4	9
7122	Drillers and Mining Operators	13	21	6	44
7123	Engineering Production Systems Workers	5	7	1	0
7129	Miscellaneous Stationary Plant Operators	11	8	1	3
7211	Agricultural and Forestry Plant Operators	1	1	0	4
7212	Earthmoving Plant Operators	8	8	14	17
7213	Forklift Drivers	7	0	4	7
7219	Other Mobile Plant Operators	7	5	5	2
7311	Automobile Drivers	14	15	16	75
7312	Bus and Coach Drivers	6	2	3	10
7313	Train and Tram Drivers	1	1	0	5
7321	Delivery Drivers	72	50	52	51
7331	Truck Drivers	41	54	75	88
7411	Store Persons	23	14	15	18
Total		**247**	**218**	**209**	**366**

Table 8: Number of vacancies in elementary occupational group from April 2010 to March 2011

OFO CODE	OCCUPATION	April - June 2010	July - September 2010	October - December 2010	January - March 2011
8111	Car and Other Transport Detailers	9	1	3	3
8112	Commercial Cleaners	42	15	15	19
8113	Domestic Cleaners	1	4	4	10
8114	Housekeepers	10	5	10	14
8115	Textile and Laundry Workers	2	0	0	2
8119	Miscellaneous Cleaners	0	1	38	18
8211	Building and Plumbing Workers	3	5	6	16
8214	Insulation and Home Improvement Installers	1	0	1	1
8216	Railway Track Workers	1	1	0	0
8217	Structural Steel Construction Workers	7	7	4	3
8219	Miscellaneous Construction and Mining Workers	6	41	3	25
8311	Food and Beverage Factory Workers	1	10	3	1
8312	Meat Boners and Slicers, and Slaughterers	0	0	0	1
8313	Meat, Poultry and Seafood Process Workers	0	2	0	1
8321	Produce Packers and Handlers	0	0	7	0
8322	Product Assemblers	0	1	2	0
8393	Product Quality Controllers	4	7	6	6
8394	Timber and Wood Process Workers	1	0	0	2
8399	Miscellaneous Factory Process Workers	7	12	3	3
8411	Aquaculture and Mariculture Farm Workers / Assistants	0	2	1	1
8412	Crop Farm Workers / Assistants	0	1	1	2
8413	Forestry and Logging Workers	1	1	0	0
8414	Garden and Nursery Workers	4	0	1	5
8415	Livestock Farm Workers / Assistants	0	0	1	5
8416	Mixed Crop and Livestock Farm Workers / Assistants	0	11	0	0
8419	Miscellaneous Farm, Forestry and Garden Workers	0	3	20	23
8511	Fast Food Cooks	0	1	1	0
8512	Food Trades Assistants	1	4	6	4
8513	Kitchen Hands	0	2	1	1
8911	Freight and Furniture Handlers	2	0	0	2
8912	Shelf Fillers	0	0	0	1
8991	Caretakers	3	3	2	3
8992	Deck and Fishing Hands	0	0	5	0
8993	Handypersons	7	21	7	25
8994	Motor Vehicle Parts and Accessories Fitters	2	2	0	0
8995	Printing Assistants and Table Workers	0	0	0	1
8999	Other Miscellaneous Workers	84	11	8	97
Total		**199**	**174**	**159**	**295**