



WAVE 5

National Income Dynamics
Study (NIDS) – Coronavirus
Rapid Mobile Survey (CRAM)

Labour market dynamics in the era of COVID-19: What we've learnt from NIDS- CRAM & the Quarterly Labour Force Surveys (QLFS)

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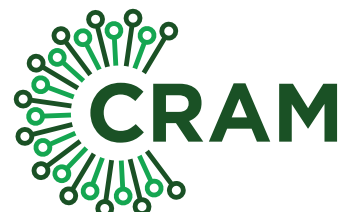
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CORONAVIRUS RAPID MOBILE SURVEY 2020

Labour market dynamics in the era of COVID-19: What we've learnt from NIDS-CRAM & the Quarterly Labour Force Surveys (QLFS)

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Abstract

This paper conducts an analysis of labour market dynamics in South Africa using all five waves of NIDS-CRAM, as well as five waves of Statistics South Africa's Quarterly Labour Force Survey (QLFS) 2020-Q1 to 2021-Q1. We find that much of the differences in estimates of labour force states including employment, unemployment and not economically active, are due to different reference periods between the two surveys. NIDS-CRAM asks about labour force activity during a reference month, whereas the QLFS utilises a reference week at the time of interview. This leads to higher estimates of employment in NIDS-CRAM compared to the QLFS for both a pre-pandemic baseline and over the entire period investigated (February 2020 to March 2021). The reference month allows NIDS-CRAM to very accurately identify labour force states during particular Lockdown levels. The QLFS, on the other hand, is not able to identify labour force states in Lockdown levels because no Lockdown level has been in effect for an entire quarter of the year. Instead, the QLFS is better suited to estimating the cross-sectional labour force states over each quarter and annually. This implies that the instruments are complementary, not contradictory, improving our understanding of the impact of Covid-19 on the labour force when taken together. Results using NIDS-CRAM show that the labour market in South Africa is very responsive to Lockdown regulations, fluctuating dramatically when bans or restrictions on trading hours and curfews are put in place, while recovering relatively quickly when they are relaxed. The QLFS shows that employment rates in South Africa have still not recovered to their pre-pandemic levels, remaining at approximately 10 percent below pre-pandemic levels for the population as a whole. This points to the fact that lockdown restrictions can have tremendously negative economic impacts that are difficult to recover from over the course of a year, and that wherever possible, all efforts should be made to geographically differentiate Lockdown levels to minimize their national impact, while maximizing the potential for localized economic recoveries.

Keywords: Labour market statistics, labour force status determination, Covid-19 lockdowns

Executive Summary

- This paper conducts an analysis of labour force states in South Africa (SA) during the first year of Covid-19, including those in employment (at work, not at work, or temporarily furloughed), and those who are not employed (unemployed – narrow (searching) and broad (discouraged), plus not economically active), using both NIDS-CRAM and the QLFS.
- Because of the different reference periods for labour force participation questions (one month for NIDS-CRAM compared to one week for the QLFS), the two instruments *are not directly comparable*. Instead, they tell us different things about the labour force that can be used in combination to better understand the impact of Covid-19. NIDS-CRAM is the superior instrument when attempting to understand the immediate short-term impact of lockdown regulations on the labour force in a particular month. On the other hand, the QLFS is the superior instrument when attempting to understand employment and unemployment rates over the course of the entire year. Both surveys capture labour force states in nominal terms, i.e. before seasonal adjustment.
- Key findings for the cross-sectional dimension of the two surveys include the following:
 - Because NIDS-CRAM has a longer reference period for a respondent to have worked, the employment to population ratio (EPOP) pre-pandemic is higher compared to the QLFS: 56.6% in February 2020 for NIDS-CRAM compared to 45.8% for QLFS 2020-Q1.
 - The biggest fall in the EPOP in NIDS-CRAM occurs in April 2020 during Stage 5 of Lockdown, where employment falls approximately 15% compared to its February level; for the QLFS this is also the case for QLFS 2020-Q2, where employment falls about 14% compared to QLFS 2020-Q1.
 - NIDS-CRAM shows substantial recoveries in the EPOP when Lockdown levels are relaxed to Level 1, returning to approximately 98% of pre-pandemic February levels in October 2020, and 99.8% of February levels in March 2021.
 - However, the QLFS does not show the same recovery in either 2020-Q4 or 2021-Q1, instead showing that the EPOP is still down by about 10% by 2021-Q1.
- Key findings for the longitudinal dimension of the two surveys include the following:
 - As of the time of writing, it is not yet possible to utilise the QLFS 2020-Q1 to 2021-Q1 as a longitudinal panel dataset because Statistics South Africa (SSA) have not yet released the link files to enable appropriate merging. Therefore, transitions between labour force states during the pandemic can only be estimated using NIDS-CRAM.
 - For NIDS-CRAM, if we separate the employed into those who are working and those who are furloughed, we see that all employment levels fluctuate proportionally to lockdown restrictions, and that when they become stricter, more workers are furloughed or transition into unemployment.
 - The EPOP for the balanced panel returned to its pre-pandemic (February 2020) levels by Wave 5 of NIDS-CRAM (March, 2021), when lockdown restrictions were back to Level 1.
 - The average number of waves that members of the panel were employed in from April 2020 to March 2021 (5 waves of data), was 3.8 out of 5 for those who were employed in February 2020, compared to 1.2 out of 5 for those who were not employed in February.
- Because of the different reference periods between NIDS-CRAM and the QLFS, results for the two surveys should be seen as complementary rather than contradictory, shining different lights on

the labour market during this unique period in SA's history. NIDS-CRAM shows that labour supply is very responsive to lockdown regulations, fluctuating dramatically when bans or restrictions on trading hours and curfews are at their strictest, and recovering when they are relaxed. The QLFS shows that employment rates in SA have not yet recovered to their pre-pandemic levels, remaining at approximately 10% lower than the pre-pandemic 2020 baseline.

- This points to the fact that lockdowns can have tremendously negative economic impacts, and that wherever possible, efforts should be made to geographically differentiate them to minimize their national impact, while maximizing the potential for localized economic recoveries.

Introduction

This paper conducts an analysis of labour force states in South Africa (SA) during the first year of Covid-19, including those in employment (at work and not at work), and those who are not employed (unemployed – narrow (searching) and broad (discouraged), plus not economically active), using both NIDS-CRAM and the QLFS. Due to the impact of Government imposed lockdowns, which have included regulations that sometimes prohibit or restrict the normal operation of selected legal industries, the labour market has become precarious for many occupations. When such uncertainty exists, the measurement of labour force states can become complicated by changes to regulations that directly affect labour force participation and non-participation. The objective of this paper is to critically assess how well we can understand what happened in the labour market in SA using NIDS-CRAM and the QLFS during the first year of Covid-19.

Labour force states frequently undergo scrutiny in terms of their definitions, an effort led by the International Conference of Labour Statisticians (ICLS) and the International Labour Organisation (ILO). The definitions are consequential because they have a direct bearing on how employment and unemployment are defined and calculated, which guide crucial policy decisions. Labour statistics are not just released by National Statistical Offices, but also by national Reserve Banks. As Brandolini and Viviano (2019: 1) point out: “permanent, full-time work is increasingly replaced by multiple job spells, often intertwined with periods of non-employment and engagement in non-market activities...” The onset of Covid-19 has made the measurement of labour force states all the more complex as governments the world over have massively increased their regulation of the economy in an attempt to curb the spread of the pandemic.

Measuring labour force states using household surveys has a long tradition with excellent scholarship devoted to understanding the strengths, weaknesses and possible biases that are unavoidable in such endeavours (see Desiere and Costa, 2019). No survey instrument is without limitations, and it is the duty of both survey organisations and the research community to interrogate these in order to understand how the statistics may be reliably used. During lockdowns, survey efforts became complicated because of lockdown restrictions prohibiting data collection organisations from face-to-face contact, forcing transitions to telephonic and internet-based modes of data collection in a very short space of time. Acknowledging these constraints, the International Labour Organisation (ILO) published several guidelines for labour statistics data collection in the second quarter of 2020 (ILO, 2020a, 2020b, 2020c, 2020d), and we utilize those recommendations to guide our analysis of NIDS-CRAM and the QLFS.

To allow for comparisons to before the pandemic, the ILO (2020b) advised National Statistical Offices and labour force survey collectors *not to change* any definitions and methods of measurement of central headline indicators of the labour market. Rather, clarifications of questions were encouraged in order to consistently treat special cases and to allow for uncertainty about when or to what extent government imposed restrictions would be eased or removed. The QLFS dealt with this by adding a new section at the end of the questionnaire asking about Covid-19 specific outcomes. NIDS-CRAM, on the other hand, was designed from the ground up to identify the impact of lockdowns associated with Covid-19 on the labour market, household welfare, early childhood development, education, health and selected other topics (see Spaull et al, 2020 for the Wave 1 NIDS-CRAM questionnaire).

A key difference between the questionnaires of NIDS-CRAM and the QLFS is the reference period for labour force states to be determined. NIDS-CRAM asks about labour market states in a particular month, which is different to the QLFS, which asks about the previous week. Another important difference is that NIDS-CRAM asks about returning to employment in the next four weeks, whereas the QLFS asks about returning in the next three months (though a special Covid-19 module of the QLFS asks about returning after lockdown). The QLFS questionnaire aligns more closely with the ILO (2013 and 2020b) than NIDS-CRAM. However, NIDS-CRAM's reference month gives it more power than the QLFS when trying to understand the impact of different lockdown levels on the labour market. It is therefore possible to glean sufficient information to determine broad aggregates like “employment” and “unemployment” rates with considerable precision in both surveys, though the estimates will tell different stories about the labour market as a consequence of the different

reference period. NIDS-CRAM identifies labour force outcomes in a particular month that can be closely associated with specific lockdown levels: February 2020 (pre-Covid-19), April 2020 (Level-5 lockdown), June 2020 (L3 lockdown) October 2020 (L1 lockdown), January 2021 (adjusted L3 lockdown) and March 2021 (adjusted L1 lockdown). The QLFS identifies labour force outcomes in the previous week that the respondent was interviewed, across each month of a three month period. The employment rates therefore reflect the levels of the quarter, as opposed to NIDS-CRAM where it is the level for a specific month.

The rest of the document proceeds as follows. We discuss the measurement of labour force states and the complexities associated with measuring them using household survey questionnaires. Here we identify different approaches that can be taken and the consequences of those approaches. We then discuss the NIDS-CRAM and QLFS samples, before turning to results for estimates of employment, unemployment and not economically active labour force states in both instruments. The conclusion summarizes.

Measuring labour force states in the era of Covid-19

This section discusses how the measurement of labour force states has changed during Covid-19 due to the ILO’s recommendations to national statistical agencies about data production methods, given that many nations entered various forms of lockdown regulations which altered the world of work profoundly. We begin by tracing recent developments in employment statistics recommendations, because important changes were made to official definitions of employment, depending on hours worked and whether workers were paid or not. These two issues turn out to be instrumental to understanding the labour market during Covid-19.

Measuring employment, unemployment, and not economically active (NEA)

Labour market statistics firstly have to distinguish between various forms of work – whether paid or voluntary – and how that translates back to the System of National Accounts (SNA), which also provide estimates of employment (non-agricultural employment in the case of the SA Reserve Bank). *Figure 1* provides an illustration of forms of work and their relationship to the SNA.

Figure 1: Forms of work and the System of National Accounts 2008

Intended destination of production	for own final use		for use by others				
	Forms of work	Own-use production work		Employment (work for pay or profit)	Unpaid trainee work	Other work activities	Volunteer work
of services		of goods	in market and non-market units				in households producing
						goods	services
Relation to 2008 SNA	Activities within the SNA production boundary						
	Activities inside the SNA General production boundary						

Source: ILO, 2013

In this diagram, the form of work identified as “employment” sets the reference scope of activities for labour force statistics, while the concept labour force refers to the current supply of labour for the production of goods and services in exchange for pay or profit (ILO, 2013: 3). Given this definition of employment, labour market statistics must also capture those defined as

unemployed (both narrow and broad), as well as those outside the labour force. Persons outside the labour force are those of working age who were neither in employment nor in unemployment in the reference period (ILO, 2013: 4). The three categories of labour force status are mutually exclusive and exhaustive, but the “working age” population is allowed to be flexibly determined by countries to be sensitive to local context. In South Africa (and much of the rest of the world), the convention is to define those of working age, also known as the economically active population (EAP), as 15-64.

An important change to employment statistics was recommended by the International Conference of Labour Statisticians (ICLS) in 2013, where Resolution 1 concerning statistics of work, employment and labour underutilization, narrowed the definition of employment to “work for pay or profit”. The narrower definition aimed to meet the demand for more targeted indicators to monitor access to employment opportunities that generate an income, and to inform the design and evaluation of policies aimed at job creation, promoting entrepreneurship, and reducing gaps in labour market participation between population groups (ILO, 2013).

As Benes & Walsh (2018) point out, in contrast with the previous standards, work activities that contribute to production but are not done in exchange for remuneration, such as own-use production work, volunteer work and unpaid trainee work, were no longer included within the concept of employment. This led to the need to revise survey questionnaire sequences to establish a boundary with work activities that are not done in exchange for remuneration. In the case of own-use production of goods in *Figure 1* above, the new standards recommended using the “main intended destination of the output” as a key criterion, where an activity is considered as “employment” if done for pay or if the main intended destination of the output is for sale or barter (i.e. market-oriented production); by contrast, the activity is considered as “own-use production work” (and thus excluded from employment), if the main intended destination of the output is for final use by the producer or by family members (ibid: 9).

It is interesting to note that after this ICLS 2013 recommendation, the ILO embarked upon a multi-year, multi-country pilot study in 2015 to test how different sequences of questions could be framed to identify persons employed, including using cognitive interviewing tests as well as different question combinations and sequences¹. This led to several reports with suggestions for questionnaire design to national statistical agencies undertaking labour force surveys. Statistics South Africa (SSA) have over the course of the Labour Force Survey and QLFS adjusted their questionnaires to take these recommendations into account. However, during Covid-19 a new set of recommendations were published by the ILO to guide data collection labour force surveys.

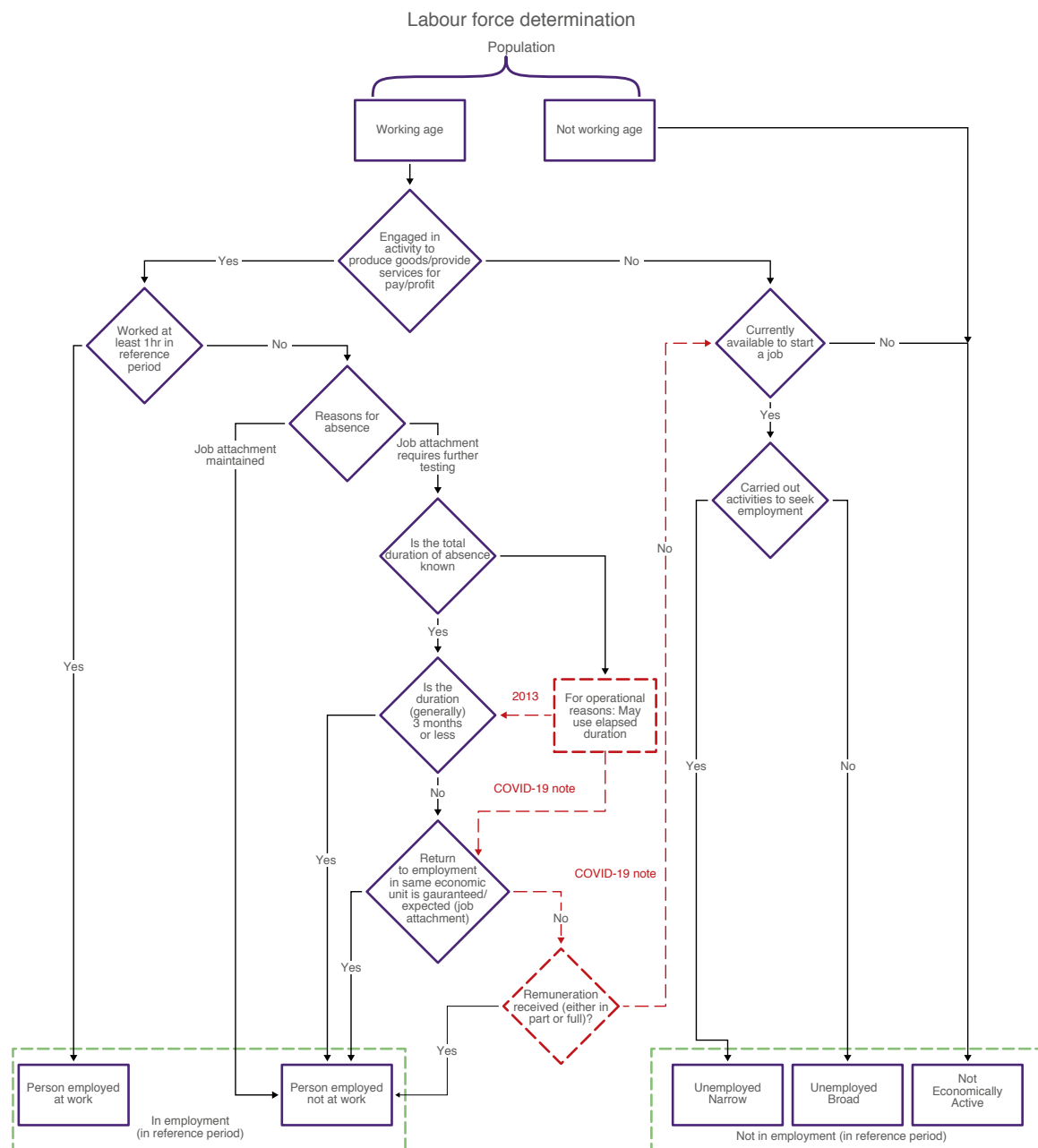
ILO Recommendations for Data Collection during Covid-19

During 2020, the ILO published four guidelines for data collection and questionnaire design for labour market statistics (ILO 2020a, 2020b, 2020c, 2020d). This was due to the impact of lockdown regulations across most of the world in an effort to curb the spread of Covid-19 (for South Africa’s lockdown regulations during NIDS-CRAM survey months, see Appendix 1), which inhibited data collection agencies from going into field to conduct face-to-face surveys – the most common survey mode for most Labour Force Surveys across the world. Recommendations for questionnaire design were made to better capture new labour market states like “working from home” and temporary business closures, with or without pay.

Figure 2 provides a schematic representation of the process that data production agencies could use to accurately identify labour force states using carefully created questionnaires (created from a combination ILO 2013 & 2020b).

¹ See: <http://ilo.org/stat/Areasofwork/Standards/lfs/lang--en/index.htm> for details.

Figure 2: Determining labour market states



Source: Adapted from ILO, 2013 & ILO, 2020b

In order to understand the impact of lockdowns on employment, a key part of the determination of employment status is understanding the “reason for absence” in the diagram. Examples of “job attachment is maintained” include sick leave (due to own illness/injury); public holidays; vacation/annual leave; maternity/paternity leave (as specified by legislation); not working due to working time arrangements or because it is the typical nature of the work. Examples where “job attachment requires further testing” include parental leave; educational leave; care for others; other personal absences/leave; strikes/lockouts; reduction in economic activity (e.g. temporary lay-off, slack work); disorganization /suspension of work; mandatory leaves; furlough; layoff; lack of client, capital or materials; government lockdown; quarantine; disaster; and insecurity (ILO, 2013 & ILO, 2020b).

If job attachment is not maintained, the dashed lines in the diagram denote a pathway that the authors identify as pointing to uncertainty in the determination of “Person employed, not at work”, which potentially leads to respondents being filtered into the unemployment / not economically

active (NEA) section of the questionnaire. This happens if respondents say they have zero hours worked *and* zero remuneration, which would not capture all furloughed workers if it was due to Lockdown regulations that prohibited or restricted an industry from operating for a limited amount of time, but that intended to reopen after restrictions were lifted. The differences in the questionnaire structures of NIDS-CRAM and QLFS is included in Appendix 2. Important to note is that in NIDS-CRAM, it is not possible to calculate narrow (searching) or broad (discouraged) unemployment rates for February, because of space constraints in the questionnaire and the fact that February was used only as a reference month for the pre-pandemic employment baseline.

Compared to the QLFS, the labour market section of the NIDS-CRAM questionnaire is much shorter by design. This is because it is not just designed to only capture labour market information, but also household welfare and grants, education, mental and physical health, as well as public opinion on various aspects of Covid-19. When it comes to labour market statistics then, the key constructs of employment, unemployment and not economically active are the main foci, with no emphasis devoted to measuring time-related under-employment in NIDS-CRAM (something that is possible to do in the QLFS).

Various authors in the NIDS-CRAM labour team dealt with defining “job attachment” differently when estimating labour force outcomes (see Ranchhod and Daniels, 2020, 2021; Casale and Posel, 2020; Casale and Shepherd, 2020, 2021a, 2021b; Jain et al, 2020a, 2020b; Bassier et al, 2020; Espi et al, 2020, 2021a, 2021b). The approach that we recommend here is actually to deviate from the ILO’s flow of questions when using NIDS-CRAM. This is because when looking at the default definition of employment used in NIDS-CRAM, the people who are returning are included in the employed, regardless of whether they worked zero hours or had zero pay. Similarly, for the definition of furloughed, those who are returning to a job in the next four weeks are included in furloughed, regardless of whether they worked zero hours or had zero pay. The rest of those who are defined as furloughed, are those who both worked zero hours and had zero pay, *which is in contrast to Figure 1 above*.

The reason we recommend this approach is because the zero hours and zero pay criterion was manifestly important during South Africa’s experience with lockdown regulations, which at times were highly restrictive – banning certain industries involved in international travel, inter-provincial travel, alcohol & tobacco sales and trading, while restricting hours of operation (see Appendix 1 for details of lockdown restrictions in each level for the reference employment months). This is a similar approach taken in Ranchhod and Daniels (2020, 2021), which is also similar to Casale and Posel (2020), Casale and Shepherd (2020, 2021a, 2021b, 2021c), and Espi et al (2020, 2021a 2021b). The QLFS, however, filters out those returning to a job in over 3 months, and those who are unsure about when they will return, and those who receive zero pay from the “employed” category if job attachment is not maintained.

However, the QLFS also has a specific section in the questionnaire devoted to understanding the impact of Covid-19 on the labour market (in section 5.10-5.19). The ILO (2020b: 4-6) has a special section on “Essential LFS statistics and data items during the Covid-19 pandemic”. The QLFS questionnaires cover everything that is recommended by the ILO, plus have additional questions specific to lockdowns, such as whether the respondent is not able to work due to lockdown regulations, whether they are working from home, whether the respondent has continued to earn a salary, whether the respondent will be returning to the same job or business after lockdown, and whether the respondent thinks they might lose their jobs / businesses in the next four weeks due to Covid-19 (see Appendix 2 for a comparison with NIDS-CRAM questions). These questions are only asked from respondents that have previously been identified as “employed” in prior sections of the QLFS questionnaire. The outcomes of this set of questions need to be combined with the previous “employed” category in order to integrate the questions specific to the Covid-19 module with the usual questions for labour force status determination.

Changes to the Survey Mode

It is important to note that data collection efforts changed to telephonic interviews during Covid-19, which imposed new constraints on national statistical agencies – many of whom were ill-equipped to make the transition and had to contract in third party service providers to undertake data collection using Computer Assisted Telephonic Interview (CATI) surveys. This was a situation that SSA confronted too at the beginning of lockdown level 5 at the end of March 2020, which imposed severe limitations on the movement of people. In Statistics South Africa's documentation it is apparent that they made the transition to CATI (possibly also utilizing a third party service provider) on 19 March 2020, and have continued to use CATI (at least for the QLFS) into the latest QLFS 2021-Q1 (SSA, 2021).

The shift to a CATI-based survey also meant that the design of labour force surveys had to evolve. For SSA, they could no longer rotate 25% of the sample out of the survey, which they had done since the QLFS began. They also could not interview those in the sample without phone numbers, and had to change the final weights in the survey to account for the bias induced by this (SSA, 2021). Since the QLFS changed to a fully longitudinal survey, it remains unclear how they adjusted the weights to newer population totals though their sample remains representative of South Africa in 2020. Furthermore, since the QLFS is a survey of dwelling units, it remains unclear from existing survey documentation how SSA dealt with individuals and entire households moving out of dwelling units during 2020-2021, and the new people moving into them.

The NIDS-CRAM and QLFS Samples

In this section we discuss the samples utilized to estimate labour force states for both NIDS-CRAM and the QLFS. The NIDS-CRAM sample is much smaller because it is a sub-sample of the National Income Dynamics Study (NIDS) Wave 5. The Wave 1 sample size is 7073, which was deemed sufficient in size to provide statistical power for nationally representative employment rates. In Wave 3 of NIDS-CRAM, the sample is also topped up due to the impact of attrition. This kept the cross-sectional sample size above 5,000 in every wave of the survey. For the longitudinal sample, however, this dropped below 5,000 observations, implying that findings for the longitudinal sample cannot be generalised to the population of SA, but remains valid as a panel sample. *Tables 1 & 2* below present the sample size for key demographic subgroups.

An important point to note in the sample for NIDS-CRAM is that the cell sizes become very small when disaggregated by key demographics like population group and age category. For Indian / Asian people in particular, the sample sizes are too small to be nationally representative for that population group as a whole. This was also found to be the case in NIDS, where survey participation for this population group was always the lowest and often led to researchers omitting that group from analysis.

One of the most important points to take home from an analysis of the sample of NIDS-CRAM is that due to the relatively smaller sample size, it is *not fit for purpose* when it comes to providing representative employment rates at any level other than national.

For the QLFS we see that the sample drops from 38,276 in 2020-Q1 to 26,766 by 2020-Q2, a reduction in sample size of about 33%. This was partly due to the effect of shifting survey modes to CATI, because many of the respondents didn't have phone numbers and SSA had to compensate for this with new survey weights (SSA, 2021). By 2021-Q1, the sample had further reduced to 25,764, which is about a 3.75% drop.

Table 1: Sample characteristics: NIDS-CRAM Balanced panel; Waves 1 & 2 cross-sections

	Balanced panel			Wave 1			Wave 2					
	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se
Total	3120			6378	5104			5104				
NIDS-CRAM sample:												
Original NIDS-CRAM Sample	3120	100.0	100.0	0.0	6378	100.0	100.0	0.0	5104	100	100.0	0.0
Top-Up Sample (n/a in W1&2)												
Gender:												
Male	1180	37.8	50.0	1.6	2530	39.7	47.9	1.0	2013	39.4	47.9	1.2
Female	1940	62.2	50.0	1.6	3848	60.3	52.2	1.0	3091	60.6	52.1	1.2
Population group:												
African/Black	2785	89.3	80.9	2.5	5511	86.4	80.4	2.4	4453	87.2	80.7	2.5
Coloured	238	7.6	9.7	2.1	569	8.9	9.5	2.3	434	8.5	9.4	2.4
Asian/Indian	18	0.6	2.1	0.7	65	1.0	2.2	0.7	41	0.8	2.1	0.7
White	79	2.5	7.4	1.4	233	3.7	7.8	1.0	176	3.4	7.8	1.1
Age category in wave:												
Youth (18-29)	797	25.5	30.8	1.5	1797	28.2	33.0	1.0	1434	28.1	32.9	1.0
Prime aged (30-49)	1735	55.6	49.1	1.5	3563	55.9	48.3	1.1	2805	55.0	46.9	1.2
Older (50-64)	588	18.8	20.2	1.2	1018	16.0	18.7	0.8	865	16.9	20.2	0.9

Notes: 1. For the cross-sections, the sample includes only people aged 18-64 in that wave. For the balanced panel the sample includes only people ages 18-64 in Wave 5. 2. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 3. All statistics are weighted with survey weights.

[Continued overleaf]

Table 1 (Continued): Sample characteristics: NIDS-CRAM Waves 3, 4 and 5 cross-sections

	Wave 3			Wave 4			Wave 5					
	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se
Total	5511			5051	5259							
NIDS-CRAM sample:												
Original NIDS-CRAM Sample	4577	83.1	86.4	0.7	4330	85.7	86.5	0.8	4515	85.9	86.6	0.8
Top-Up Sample	934	16.9	13.6	0.7	721	14.3	13.5	0.8	744	14.1	13.4	0.8
Gender:												
Male	2187	39.7	48.2	1.1	1965	38.9	49.1	1.2	2047	38.9	48.5	1.1
Female	3324	60.3	51.8	1.1	3086	61.1	50.9	1.2	3212	61.1	51.5	1.1
Population group:												
African/Black	4873	88.4	81.0	2.5	4468	88.5	81.4	2.6	4620	87.8	81.8	2.2
Coloured	429	7.8	10.1	2.4	394	7.8	9.9	2.5	440	8.4	9.1	2.0
Asian/Indian	41	0.7	2.2	0.7	36	0.7	2.2	0.7	39	0.7	2.2	0.7
White	168	3.0	6.6	1.0	153	3.0	6.6	1.0	160	3.0	6.9	1.0
Age category in wave:												
Youth (18-29)	1713	31.1	31.1	1.0	1499	29.7	30.4	1.1	1540	29.3	30.1	1.1
Prime (30-49)	2792	50.7	48.1	1.2	2620	51.9	48.2	1.2	2730	51.9	48.1	1.2
Older (50-64)	1006	18.3	20.8	0.9	932	18.5	21.4	0.9	989	18.8	21.8	0.9

Notes: 1. For the cross-sections, the sample includes only people aged 18-64 in that wave. 2. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 3. All statistics are weighted with survey weights.

Table 2: Sample characteristics: QLFS 2020 Q1 and QLFS 2020 Q2

	2020 Q1 (%)				2020 Q2 (%)			
	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se
Total	38276				26766			
Gender:								
Male	17891	50.9	49.6	0.3	12191	49.5	49.6	0.4
Female	20385	58.0	50.4	0.3	14575	59.2	50.5	0.4
Population group:								
African/Black	31438	82.1	80.5	0.2	22547	84.2	80.6	0.2
Coloured	3683	9.6	9.0	0.1	2074	7.7	9.0	0.1
Asian/Indian	806	2.1	2.7	0.1	539	2.0	2.7	0.1
White	2349	6.1	7.8	0.1	1606	6.0	7.7	0.2
Age category:								
Youth(18-29)	12696	33.2	34.6	0.3	9028	33.7	34.4	0.3
Prime aged (30-49)	17225	45.0	46.8	0.3	11816	44.1	47.0	0.3
Older(50-64)	8355	21.8	18.5	0.2	5922	22.1	18.6	0.3
Highest level of education:								
< Matric	2117	55.7	53.0	0.3	14342	54.1	51.6	0.3
Matric	11987	31.6	33.2	0.3	8624	32.5	34.2	0.3
> Matric	4808	12.7	13.8	0.2	3544	13.4	14.3	0.2
Location:								
Traditional	11156	29.1	27.6	0.1	8778	32.8	27.5	0.1
Urban	25793	67.4	68.8	0.1	17172	64.2	68.4	0.1
Farms	1327	3.5	3.6	0.1	816	3.0	4.2	0.1

Notes: 1. For each cross-section, the sample includes only people aged 18-64 years. 2. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 3. All statistics are weighted with survey weights.

[Continued overleaf]

Table 2 (Continued): Sample characteristics: QLFS 2020 Q3 to QLFS 2021 Q1

		2020 Q3 (%)			2020 Q4 (%)			2021 Q1 (%)				
	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se	# of obs.	Unweighted %	Weighted %	se
Total	26717				27584				25764			
Gender:												
Male	12167	49.4	49.6	0.4	12488	49.1	49.6	0.3	11611	48.8	49.6	0.4
Female	14550	59.1	50.4	0.4	15096	59.4	50.4	0.3	14153	59.5	50.4	0.4
Population group:												
African/Black	22544	84.4	80.7	0.2	23418	84.9	80.8	0.2	21969	85.3	80.8	0.2
Coloured	2062	7.7	9.0	0.1	2009	7.3	9.0	0.1	1806	7.0	9.0	0.2
Asian/Indian	546	2.0	2.7	0.1	562	2.0	2.7	0.1	540	2.1	2.7	0.1
White	1565	5.9	7.6	0.2	1595	5.8	7.6	0.2	1449	5.6	7.5	0.2
Age category:												
Youth(18-29)	8867	33.2	34.2	0.3	9065	32.9	34.1	0.3	8335	32.4	34.0	0.4
Prime aged (30-49)	11901	44.5	47.1	0.3	12257	44.4	47.1	0.3	11467	44.5	47.2	0.4
Older(50-64)	5949	22.3	18.7	0.3	6262	22.7	18.8	0.3	5962	23.1	18.9	0.3
Highest level of education:												
< Matric	14434	54.4	51.8	0.3	14991	54.7	52.1	0.3	13800	53.9	51.0	0.3
Matric	8733	32.9	34.9	0.3	8950	32.7	34.6	0.3	8542	33.4	35.6	0.4
> Matric	3353	12.6	13.4	0.2	3445	12.6	13.3	0.2	3252	12.7	13.4	0.2
Location:												
Traditional	8552	32.0	27.5	0.1	9095	33.0	27.6	0.1	8527	33.1	27.3	0.2
Urban	17368	65.0	68.5	0.2	17684	64.1	68.6	0.2	16517	64.1	68.8	0.2
Farms	797	3.0	4.0	0.1	805	2.9	3.8	0.1	720	2.8	3.9	0.1

Notes: 1. For each cross-section, the sample includes only people aged 18-64 years. 2. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 3. All statistics are weighted with survey weights.

Results for labour force status determination

In this section we present the main results for labour force states at both the cross-sectional and longitudinal levels. Note that the QLFS cannot be merged into a longitudinal panel at the time of writing this report (July 2021), because there is insufficient information in the public-use datasets to merge on unique identifiers (though it may be possible to combine the dwelling unit number and person numbers to create a combined unique identifier. No such guidance is provided in the Stats SA user documentation though (see for example, SSA, 2021)).

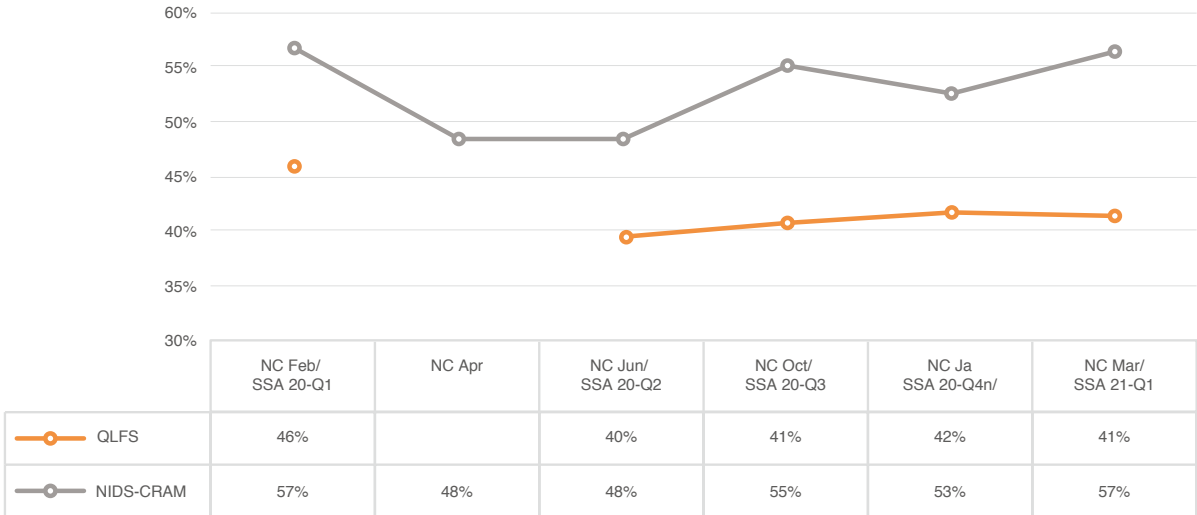
All figures in this section are derived from Appendix *Tables 1-7*, which also presents the standard errors for each series of data.

Cross-sectional estimates of labour force status

The Employment to Population Ratio

Results for the employment to population (EPOP) percentage for 18-64 year olds are presented in *Figure 3*. Note that we restrict the sample in the QLFS to 18-64 to match the age range of the NIDS-CRAM sample.

Figure 3: EPOP Percentages for the QLFS and NIDS-CRAM: Ages 18-64



From the figure it is evident that because NIDS-CRAM has a longer reference period for a respondent to have worked, the employment to population ratio (EPOP) pre-pandemic is higher compared to the QLFS: 56.6% in February 2020 for NIDS-CRAM compared to 45.8% for QLFS 2020-Q1. Furthermore, NIDS-CRAM has one extra data point in the series compared to the QLFS. This means that time periods are not strictly comparable. Consequently, the trend for the QLFS breaks at April in NIDS-CRAM. We therefore treat the QLFS 2020-Q1 and NIDS-CRAM February levels as the pre-pandemic baseline for the respective surveys.

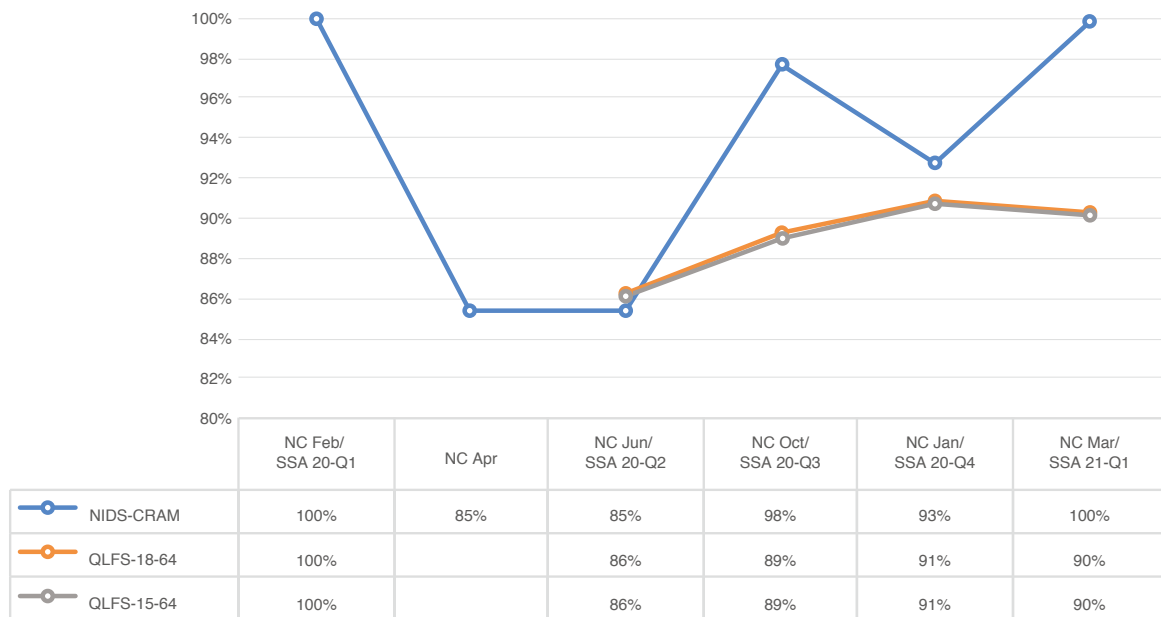
The biggest fall in the EPOP in NIDS-CRAM occurs in April 2020 during Stage 5 of Lockdown, where employment falls from 56.6% to 48.3% - a difference of 8.3 percentage points. This stays the same in June, but then recovers close to pre-pandemic levels in October with Lockdown Level 1 regulations, before falling again in January and then recovering to pre-pandemic levels by March.

The biggest decline in the QLFS is also between baseline and 2020-Q2, where we see employment losses of 6.3 percentage points. Unlike NIDS-CRAM, however, the QLFS trend never recovers to its pre-pandemic level by QLFS 2020-Q1.

We can obtain a better idea of the relative movements between the two surveys by indexing them

to the pre-pandemic baseline.

Figure 4: NIDS-CRAM & QLFS EPOP Indexed: 2020-Q1=100



From the figure, the NIDS-CRAM (NC) employment trend shows the sensitivity of the estimates to differences in Lockdown levels. The most volatile impacts are from lockdown level 5 in April 2020, which extended throughout lockdown level 3 in June. The return to lockdown level 1 in October saw a dramatic return to near pre-pandemic (February 2020) levels, before dropping again with the adjusted level 3 lockdown associated with January 2021. The move back to lockdown level 1 in March 2021 once again saw a substantial recovery to pre-pandemic levels.

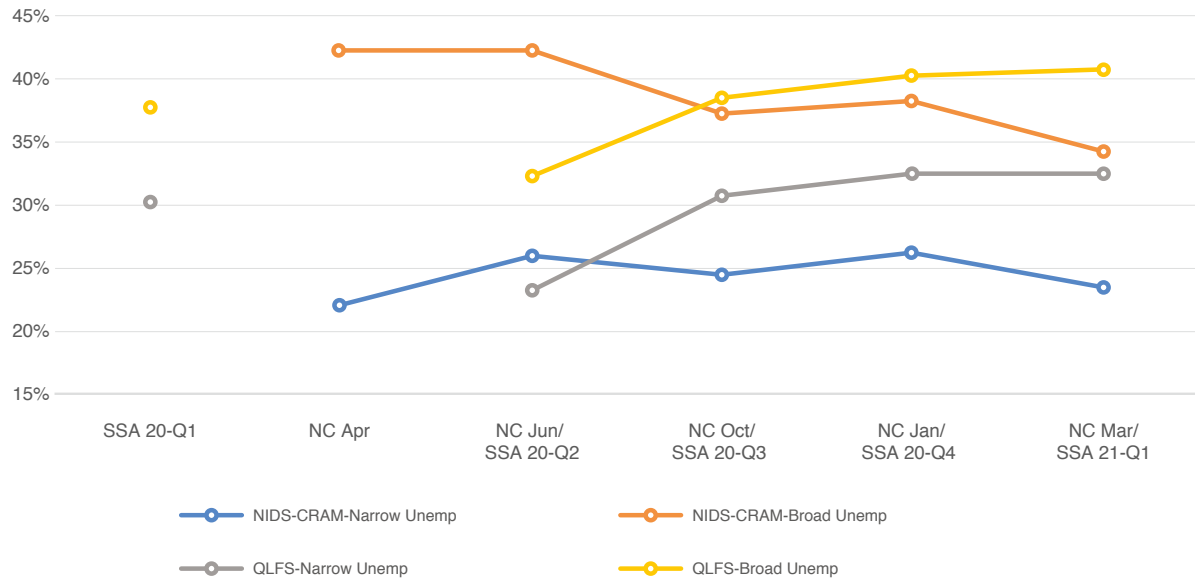
Thus, the NC data shows that lockdown regulations matter greatly for the labour market, and that Government must be very careful when setting the lockdown regulations. They cannot be used as a blunt instrument, but should instead be geographically sensitive to local conditions in order to avoid large-scale redundancies.

The QLFS data in *Figure 4* show that for the SA economy as a whole, nominal employment levels over the course of the entire year have not recovered to their pre-pandemic levels. It is hard to envisage this happening easily without large-scale rollout of a Covid-19 vaccine.

Unemployment Rates

For unemployment rates, it is not possible to calculate a baseline for February using NIDS-CRAM because of insufficient space in the questionnaire to include sufficient questions for its calculation. However in April 2020, and every wave of NIDS-CRAM thereafter, it is possible to calculate unemployment rates. To show the differences in the estimates of unemployment rates, we therefore start the series in April 2020, which corresponds to Lockdown level 5, while the baseline period of 2020-Q1 is used as the starting point for the QLFS series.

Figure 5: Broad (Discouraged) & Narrow (Searching) Unemployment Rates: Ages 18-64

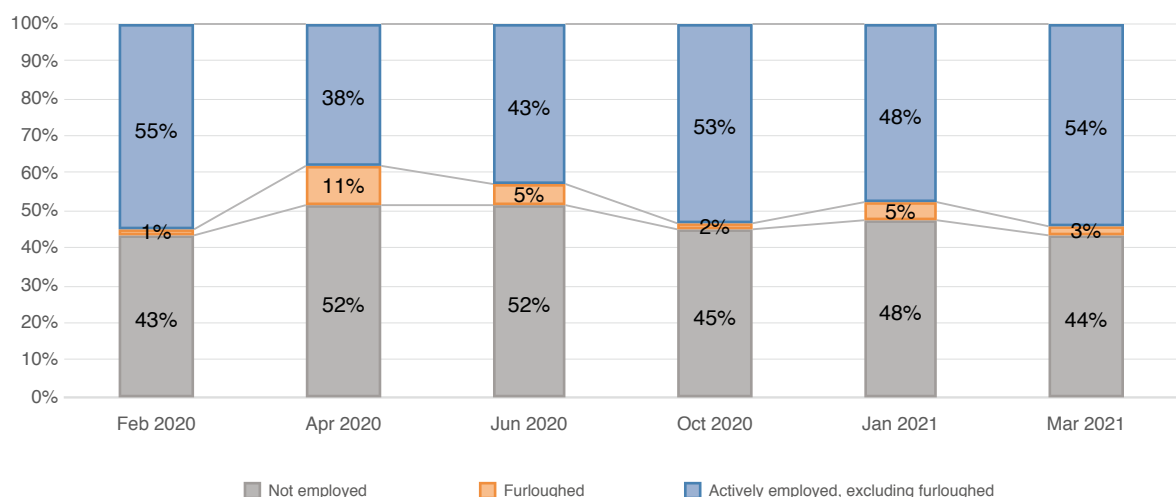


From the figure we see that the starting point for NIDS-CRAM shows a higher broad unemployment rate than the QLFS because it starts in April, while the narrow unemployment rate is below the QLFS. The difficulty with the NIDS-CRAM unemployment trends is that it is not possible to determine unemployment in the February 2020 baseline to questionnaire length restrictions. The two QLFS trends mimic each other in terms of their direction over all five periods, whereas in NIDS-CRAM they diverge at the beginning before trending in a similar direction from October. This is partly because of the complications associated with searching for a job during lockdown, which is a big reason behind the QLFS trends.

Employed, Furloughed and those Not Employed

For NIDS-CRAM, if we split the EPOP for 18-64 year olds to include workers who are furloughed, we obtain the following results:

Figure 6: Cross-Sectional EPOP, including Furloughed: Ages 18-64

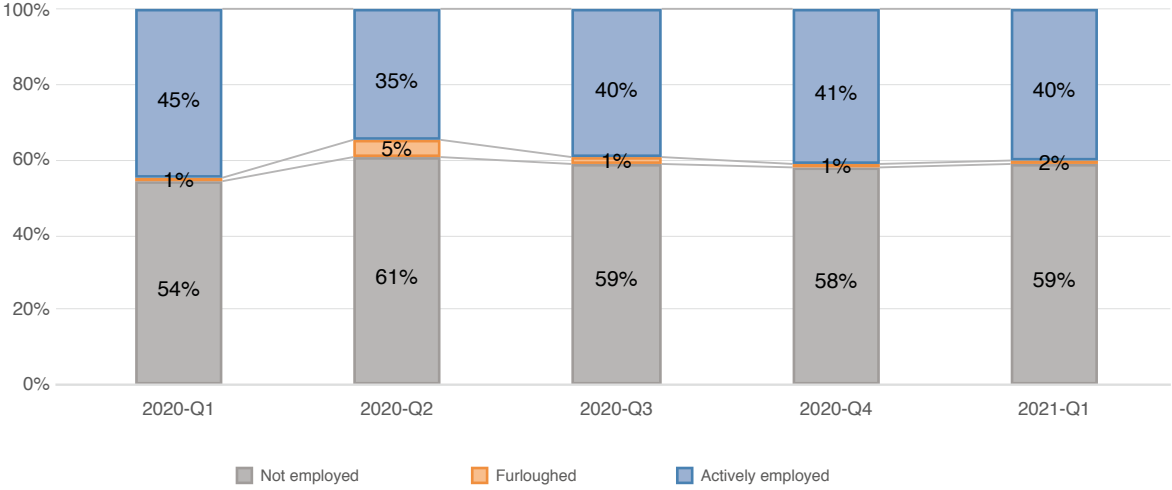


The figure shows that those who are “furloughed” also fluctuate with lockdown levels, and that every time the regulations become stricter, more workers are furloughed, reinforcing the findings in the first figure about the sensitivity of the labour market to the lockdown regulations.

When we do the same for the QLFS, we obtain much smaller estimates of furloughed employment,

due to the questionnaire filters associated with *Figure 1* above, which filter those workers who will only return to a job in 3 months into the employed state, while filtering those individuals with zero pay and no further information about job attachment into the unemployed / not economically active sequence of questions.

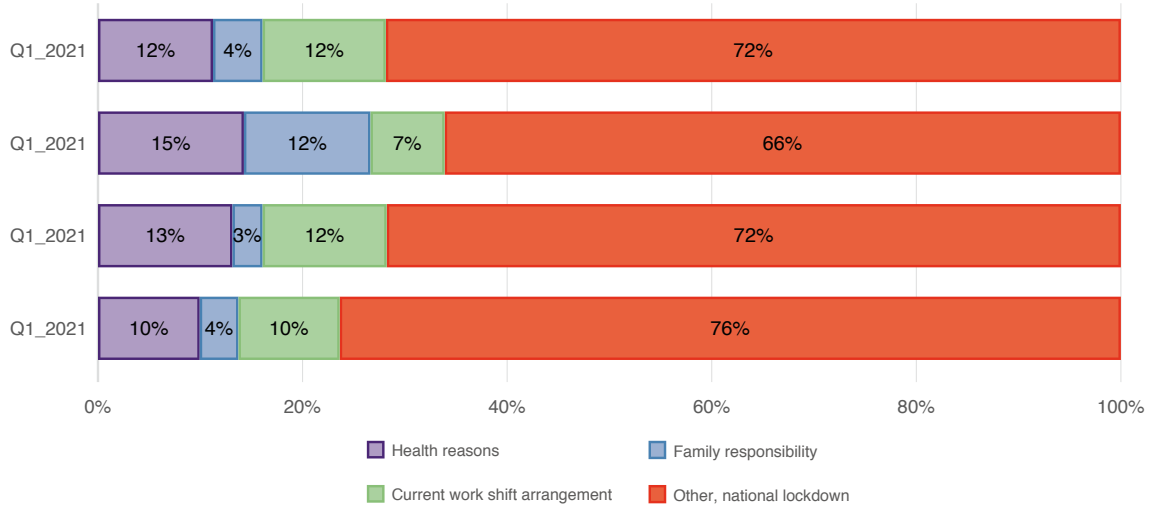
Figure 7: QLFS Cross-Sectional Employment to Population Ratio (EPOP), Ages 18-64



We see from the figure that, as in NIDS-CRAM, furloughed employment is at its maximum in the second quarter of 2020, before reaching pre-pandemic levels by the fourth quarter of 2020, then increasing again in the first quarter of 2021. While the magnitudes are clearly different from NIDS-CRAM, the patterns in furloughed employment are similar.

However, the results for “furloughed” employment in *Figure 7* above do not take into account additional information on Covid-19 that is available in the QLFS questionnaire, but that have to be integrated into the existing “employed” category. Here the researcher is faced with having to overwrite some of the information previously captured on employment with the Covid-19 questions (in section 5.10-5.19 of the QLFS questionnaires). At the time of writing this report, the authors of this paper have not yet resolved how best to do this integration, so we recommend it as a worthwhile future research endeavour. In the mean time, to demonstrate what’s possible with this section we cite SSA’s (2021: 8) figure on the reasons preventing people from working during lockdowns.

Figure 8: Reasons that prevented those expected to work from doing any work, Q2: 2020 – Q1-2021



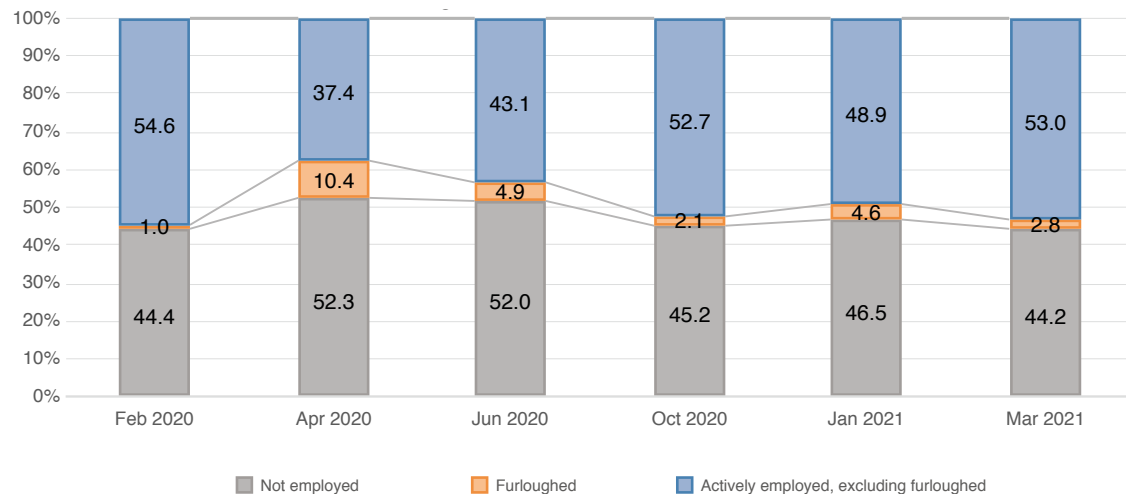
Source: SSA (2021: 8)

We see from *Figure 8* that the impact of the national lockdown has had by far the largest effect on the ability of employed people wanting to work from doing any work. Ideally, this information should be incorporated with the previous estimate of “furloughed” employment in *Figure 7* above, but we leave this effort to future research.

Longitudinal estimates of labour force status

For the balanced panel (BP) of NIDS-CRAM, the EPOP for 18-64 year olds in March 2021, including “furloughed” workers, is displayed in the graph below:

Figure 9: NIDS-CRAM Longitudinal EPOP, including Furloughed: Ages 18-64



The findings for the longitudinal (balanced panel) sample mimic the cross-sectional trends, in that we see exactly the same spike in “furloughed” work in April during level 5 of lockdown, and then a subsequent decrease to level 1, before an increase in the adjusted level 3 in January 2021, before reducing again during adjusted level 1 in March 2021.

Wave-on-wave transitions between these employment states for the balanced panel are displayed in *Appendix Tables 8a-8e*, and reveal quite a degree of labour force state churning between the employment reference months in NIDS-CRAM, especially considering that the reference months were only between 2 and 4 months apart. The highest stability of labour market states from one reference month to the subsequent one is observed among those who are employed or not employed

during the first of the two reference months. This is both positive and negative. The majority of the employed managed to remain employed from one period to the next, even when lockdown levels increased. Conversely however, this also means that those who are not employed appear stuck in non-employment from one period to the next. This is particularly problematic if a large proportion of the not employed are made up of unemployed people who are wanting work.

Churn between reference months among those who are observed as being furloughed is much higher than among the employed and not employed. However, this churn is largely positive, as those who are observed as furloughed are most likely to be employed in the following period. This is encouraging as the furloughed state thus seems largely transitory, and of less duration than the difference between the reference months, at least in this context of changing lockdown levels.

In terms of employment dynamics over the whole period for the balanced panel of NIDS-CRAM, the average number of waves that members of the panel were employed in from April 2020 to March 2021 (5 waves of data), was 3.8 for those who were employed in February 2020, compared to 1.2 for those who were not employed in February. This shows that the increased precariousness of the labour market caused by Covid-19 inspired lockdowns has exacerbated SA's age-old unemployment problem, which has become even more intractable compared to before the lockdowns.

Conclusion

This paper conducted an analysis of labour force states in South Africa (SA) during the first year of Covid-19, including those in employment (at work and not at work), and those who are not employed (unemployed – narrow (searching) and broad (discouraged), plus not economically active), using both NIDS-CRAM and the QLFS. Due to the impact of Government imposed lockdowns, which have included regulations that sometimes prohibit or restrict the normal operation of selected legal industries, the labour market has become precarious for many occupations. NIDS-CRAM and the QLFS are the most representative household surveys in SA to investigate labour force states. Both surveys capture labour force states in nominal terms, i.e. before seasonal adjustment.

However, because of the different reference periods for labour force participation questions (one month for NIDS-CRAM compared to one week for the QLFS), the two instruments *are not directly comparable*. Instead, they tell us different things about the labour force that can be used in combination to better understand the impact of Covid-19 on the labour force. NIDS-CRAM is the superior instrument when attempting to understand the immediate short-term impact of lockdown regulations on the labour market, because it asks about the outcome in a particular month that can very precisely be linked to a lockdown level's specific regulations. On the other hand, the QLFS is the superior instrument when attempting to understand employment and unemployment rates over the course of the entire year.

Results using NIDS-CRAM show that the labour market in SA is very responsive to Lockdown regulations, fluctuating dramatically when bans or restrictions on trading hours and curfews are at their strictest, and recovering relatively quickly when they are relaxed. The QLFS shows that employment rates in South Africa have still not recovered to their pre-pandemic levels, remaining approximately 10% below the first quarter of 2020 estimates. There is also less variation in the EPOP trend compared to the NIDS-CRAM trend, but this is a direct result of the different reference period being the week prior to interview compared to a specific month, which effectively smooths out the QLFS trend lines.

For NIDS-CRAM, if we differentiate among furloughed workers and the rest of the employed, we see that levels of furloughed employment fluctuated directly proportional to lockdown levels, and that every time the regulations became stricter, more workers were furloughed. This result occurred both cross-sectionally and longitudinally for the balanced panel of respondents. It points to the fact that lockdown restrictions can have tremendously negative economic impacts, and that wherever possible, all efforts should be made to geographically differentiate lockdowns to minimize their national impact, while maximizing the capacity of local economies to recover as quickly as possible.

Future research should aim at integrating the information from section 5.10 – 5.17 of the QLFS questionnaires into the employed labour force state, derived earlier in the QLFS questionnaire. This would provide an overall view of the impact of lockdowns on employment over each quarter of the QLFS, and when combined, the aggregate annual impact of the lockdowns on employment. Efforts to create a longitudinal panel with the QLFS also require further research, though it may be difficult for researchers to do this without the assistance of SSA releasing some form of link file to guide the merging of each successive QLFS from 2020-Q1 to 2021-Q1 (and future quarters of the QLFS). As long as the QLFS sample remains the same as 2020-Q1, which has been the case for every QLFS since then, then the longitudinal panel of the QLFS will be an extremely valuable dataset to create in order to further understand transitions between labour force states. At the moment, NIDS-CRAM is the only instrument that allows for a longitudinal view of the labour market during Covid-19.

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Appendix 1: Lockdown regulations in SA

This section is taken from Casale and Shepherd (2021c).

WAVE 1: Wave 1 focused on measuring employment outcomes for February 2020 (or pre-Covid) and April 2020. April was the first full month of South Africa's strictest lockdown phase – Level 5 (L5). During this lockdown level, which was in place from 27 March to 30 April 2020, almost all activity was suspended except for the production of essential goods and services (mainly in the food, medical, and security sectors), and workers were encouraged to work from home if feasible.

All schools, ECD centres and childcare facilities were closed, and domestic workers/childminders were not allowed to go to work (although some living with their employers may have continued to work).

WAVE 2: Wave 2 focused on measuring employment outcomes for June 2020, when South Africa was in a less restrictive lockdown phase - Level 3 (which ran from 1 June to 17 August 2020). While there was very little difference in the level of economic activity allowed under L5 and L4, the move to L3 meant that many businesses were allowed to reopen for the first time since 27 March 2020. Instead of specifying which sectors could operate, as had previously been the case, the government transitioned to listing which sectors could not reopen under L3. These restrictions included personal care services (if social distancing was not possible); all on-site consumption of food and alcohol in restaurants and bars (until alcohol was banned for the second time from 13 July, after which it was not available for purchase at all); hotels/accommodation for leisure; international and domestic air travel except for essential work; conferences, events and gatherings; entertainment venues; and fitness centres.

On the childcare side, in addition to domestic workers/childminders being allowed to return to work, Grades 7 and 12 were allowed back to school at the beginning of June. Childcare work in households with children may have lessened somewhat, however ECD centres and most school grades remained closed in June.

WAVE 3: Wave 3 measured employment outcomes for the month of October 2020, when South Africa was in Level 1 lockdown (in operation from 21 September to 28 December 2020). By this stage almost all economic activity was once again allowed, although Covid-related health guidelines still needed to be followed. Certain recreational business such as gyms, restaurants, bars and cinemas were not allowed to exceed 50% of their usual capacity, with restrictions on the maximum numbers of people allowed at indoor and outdoor gatherings. A limited curfew was in place from midnight to 4am, alcohol was once again available for on-site consumption in licensed establishments, and the sale of alcohol at retail outlets was allowed from 9am to 5pm, Monday to Friday. Another important change was the reintroduction of international travel for business and leisure in October.

During July and August the government had planned for a phased reopening of the remaining school grades. However, given the rising number of infections recorded during the winter months in South Africa, a decision was made to close schools for four weeks from 27 July - 24 August 2020 for all grades except 7 and 12 (which were to have only a one-week and two-week break respectively). Most grades returned on 24 August, with the remaining ones phased in on 31 August. A one-week holiday was scheduled for 23 October - 2 November to break the third and fourth terms, with the school year ending on 15 December 2020. Therefore, during the October reference period captured in Wave 3 of NIDS-CRAM, all school-going children would have been allowed back to school. The government was much slower to announce plans for the reopening of ECD centres and other daycare facilities. Eventually after a High Court Judgement on 6 July 2020, they were allowed to reopen, but subject to the regulations set out by the Department of Social Development. There is great concern, however, that given the substantial financial and administrative costs associated with reopening, many such centres will remain closed (see Wills et al 2020, 2021 for an extensive treatment).

WAVE 4: Wave 4 measured employment outcomes for January 2021, when South Africa was placed

on an 'adjusted Level 3 lockdown', in operation from 29 December 2020 to 28 February 2021. Rates of infection had already started to increase by the beginning of December 2020 as South Africa headed into the second wave of the pandemic (a more severe wave than the first, fuelled by the emergence of a faster-spreading variant). The government introduced various ad hoc restrictions, mostly on crowd size and operational capacity, during the course of December (with additional region-specific restrictions imposed in hotspot areas such as the closure of beaches and an earlier curfew). But on the 29 December 2020, the whole country moved to the adjusted L3 lockdown. The curfew was extended from 9am to 6pm, with all restaurants and entertainment areas closing at 8pm; bars, clubs, public parks and swimming pools were closed to the public; the sale of alcohol for both off-site and on-site consumption was banned; social, faith-based, and political gatherings were prohibited; more stringent regulations around funerals were reintroduced; maximum capacity restrictions for restaurants and other entertainment venues were implemented (with a maximum of 50 indoors and 100 outdoors if health protocols could be adhered to), and businesses were expected to use only 50% of their floor space to maintain social distancing.

The reopening of schools for the year was meant to take place on 27 January 2021. However, due to the second wave, it was delayed to 15 February 2021 for public schools, with private schools allowed to reopen on 1 February 2021.

WAVE 5: Wave 5 measured employment outcomes for March 2021, when South Africa moved to the less restrictive 'adjusted Level 1 lockdown' following the end of the second wave of the pandemic. Adjusted Level 1 lockdown was in place from 1 March 2021 to 30 May 2021. Except for nightclubs, all businesses could operate; a less restrictive curfew was in place again from midnight to 4am, with establishments closing at 11pm; normal trading hours for alcohol (both on- and off-site) resumed, and maximum capacity restrictions for gatherings and establishments were relaxed (with a maximum of 100 people indoors and 250 people outdoors if health protocols can be adhered to).

Public schools reopened for all grades on 15 February 2021, with the first term ending on 23 April 2021. However, evidence suggests that platooning remains a common practice in some schools, where grades attend on alternate days or weeks to accommodate social distancing in the classroom.

Appendix 2: Questionnaire Design of the Labour Market Section in NIDS-CRAM and the QLFS

ILO Variables for employed		NIDS-CRAM W1: February 2020	NIDS-CRAM W1-5: April 2020 – March 2021	QLFS 2020 Q1
1	Employed, at work	Yes (Ca1 & Ca2 & Ca3)	Yes (Cb1 & Cb2 & Cb3)	Yes (2.4a & 2.4b & 2.4c)
2	• Small jobs recovery	• Yes (Ca2 & Ca3)	• Yes (Cb2 & Cb3)	• Yes (2.4a & 2.4b & 2.4c)
3	• Family helper recovery	• No	• No	• 2.4c
4	Employed, not at work	No	Partly (Cb4)	Yes (2.5a & 2.5b & 2.5c)
5	• Reason for absence	• No	• Yes (Cb5)	• Yes (2.7)
6	• Duration of absence	• No	• No	• Yes (2.7a)
7	• Pay during absence (source of pay)	• No	• For some (those routed to work pay in April questions).	• Yes (2.7b)
8	Main destination of production	No	No	Some (although 5.9 will capture some production for home use)
9	Main job characteristics	Some	Some	Most
10	• Occupation	• No	• Yes (Cd1; Cf1)	• Yes (4.2a; 4.2b)
11	• Industry	• No	• No	• Yes (4.3a; 4.3b)
12	• Status in employment	• Not fully (Cf7 - own a/c workers vs. employers)	• Yes (Cb6; Cf8 (own a/c workers vs. employers))	• Yes (4.5)
13	• Institutional sector (public/private/ household)	• No	• No	• Yes (4.15)
14	• Type of place of work	• No	• No	• No
15	• Job tenure	• No	• No	• Yes (4.4)
16	• Social protection coverage	• No	• Not really – some questions on receipt at individual and household level.	• Yes (4.6, 4.7, 4.7b, 4.8, 4.9)
17	• Informal nature of job	• No	• Partly (Cf4 for self-employed; Ce8 for employees).	• Yes (4.7, 4.8, 4.10, 4.11, 4.12, 4.13, 4.14)
18	Hours usually worked per week	Not exactly (Ca4 & Ca5 combined mixes actual and normal worked).	Not exactly (Cd2; Cd3 & Cf2; Cf3 (mix with hours actually worked)).	Yes (Single job: 4.18, Multiple jobs: 4.20)
19	Hours actually worked	Cannot distinguish between “usual” and “actual”.	Cannot distinguish between “usual” and “actual”.	Yes (Single job: 4.19, Multiple jobs: 4.21)
20	Reasons for more/less hours worked	No	Partly (Cb5 asks reason for no work, only for those asked if they have a job to return to and answered yes to this).	No
21	Desire to work more hours	No	Partly (Cc1 asked only of those who do not answer any of the employment filter questions, including return, with the affirmative. Those that say they worked 0 hours in the reference month are thus not asked this question).	Yes (4.22; Also 4.24 for whether current rate of pay is acceptable for this)

22	Availability to work more hours	No	Partly (same explanation as above).	Yes (4.23; 4.25)
	ILO Variables for not employed	No	Partial	Yes
23	Job search (4 weeks / 30 days)	No	Yes (Cg1 – about April)	Yes (3.1a & 3.1b)
24	Method of job search	No	No	Yes (3.2)
25	Duration of job search	No	No	Yes (3.6)
26	Reasons for not searching	No	Partial. Cb5 asks “reason not working”, which is different to “reasons not searching” but has options that overlap	Yes (3.8 & 3.3)
27	Desire to work at present	No	Yes, in next 7 days (Cc1)	Yes, in the previous week (3.4)
28	Availability to take up employment	No	Yes, in next 7 days (Cc1)	Yes, in the previous week (3.9, 3.10). Also for those not available then, when they would be (3.11b)
29	Reasons for not being available	No	Yes (Cc3)	Yes (3.11)
30	Last employment in previous X months		Some	Yes
31	• Duration since last stopped work		• Yes (Cc2 & Cg2)	• Yes (Ever worked: 3.12, duration since: 3.13)
32	• Reasons for last job/business ending	No	• No	• Yes (3.14)
33	• Occupation		• Yes (Cg3)	• Yes (3.15a; 3.15b)
34	• Industry		• No in Wave 1, Yes in Waves 2-5	• Yes (3.16a; 3.16b)
35	• Status in employment		• No in Wave 1, Yes in Waves 2-5	• Yes (3.17)
	ILO variables for receipt of government benefits	No	Yes	Yes
36	Unemployment benefits	No	Some (Cg4 asks about UIF reduced time benefit, not other UIF in general)	Yes (3.19e)
37	Others as per national context	No	Yes (Ce9, Da6)	Yes (3.19), but Social Relief of Distress Grant & Temporary Employment Relief Grants cannot be identified. They would be covered by 3.19i – other welfare grants
	ILO additional variables for Covid-specific circumstances	No	Yes	Yes
38	Recommendations in ILO (2020b: 4-6), concerning “Essential LFS statistics and data items during the Covid-19 pandemic”	No	Yes (Cb4, Cb5)	Yes (section 5.10-5.17)

Appendix Table 1: Employment to population ratio including and excluding furloughed workers in NIDS-CRAM (standard errors below estimates)

	February 2020		April 2020		June 2020		October 2020		January 2021		March 2021	
	All workers	Excl. 0 hrs & 0 pay	All workers	Excl. furloughed	All workers	Excl. furloughed	All workers	Excl. furloughed	All workers	Excl. furloughed	All workers	Excl. furloughed
Total	56.6	55.3	48.3	37.7	48.3	43.0	55.3	53.0	52.5	47.8	56.5	53.8
[Std. errors]	1.1	1.1	1.0	1.0	1.3	1.3	1.1	1.1	1.2	1.3	1.2	1.3
Population group:												
African/Black	54.1	52.7	45.9	34.4	44.5	38.6	52.6	50.1	49.4	44.6	54.0	51.0
	1.1	1.1	1.1	1.1	1.4	1.4	1.1	1.2	1.2	1.4	1.3	1.3
Coloured	60.7	59.8	51.0	43.0	53.7	52.6	59.9	58.3	56.9	53.9	60.7	59.1
	4.3	4.2	2.6	2.7	3.2	3.2	4.0	4.1	3.9	3.5	4.5	4.5
Asian/Indian	56.4	51.0	36.9	29.2	62.9	56.5	62.8	61.6	61.9	45.9	63.5	61.0
	8.1	8.2	7.0	8.5	7.8	6.7	10.2	10.1	10.1	10.4	10.2	11.8
White	77.2	77.2	72.3	66.8	77.2	72.4	78.4	78.3	79.7	78.3	78.2	78.2
	3.2	3.2	3.6	3.6	3.7	4.0	3.5	3.5	3.4	3.5	3.6	3.6
Age category:												
Youth (18-29)	43.0	41.3	36.4	28.0	36.4	33.0	44.1	41.6	40.9	36.8	44.6	42.4
	1.9	1.9	1.8	1.7	2.1	2.1	1.8	1.8	1.8	1.8	1.8	1.8
Prime (30-49)	67.6	66.6	58.3	46.0	56.7	50.4	64.2	61.7	62.8	58.0	66.2	63.9
	1.4	1.4	1.4	1.5	1.5	1.6	1.4	1.5	1.5	1.7	1.5	1.5
Older (50-64)	52.0	50.7	43.2	32.9	48.0	41.8	51.2	49.9	45.4	40.3	51.4	47.5
	2.5	2.4	2.5	2.3	3.0	2.9	2.6	2.6	2.6	2.6	2.5	2.6
Highest education reported in 2020:												
< Matric	47.6	46.4	40.3	29.1	38.8	32.6	44.3	42.7	41.0	36.4	46.9	43.4
	1.6	1.6	1.6	1.4	1.7	1.7	1.8	1.8	1.9	1.9	1.9	2.0
Matric	56.9	55.4	43.3	34.7	45.7	41.3	55.8	52.3	53.0	47.8	55.6	54.0
	1.9	2.0	1.8	1.9	2.3	2.3	2.5	2.5	2.3	2.5	2.2	2.2
> Matric	67.4	66.2	61.4	49.9	61.6	56.7	68.6	66.4	66.7	62.2	69.1	66.9
	1.8	1.8	1.8	1.9	2.2	2.3	1.8	1.9	1.9	2.0	2.0	2.2

Notes: 1. For each cross-section, the sample includes only people aged 18-64 in that wave. 2. Furlough means "temporarily absent" OR (zero hours & zero earnings). 3. All workers: Employed = 1, Not employed = 0. Excl. furloughed: Employed (excl. those known to be furloughed) = 1, Not employed and those known to be furloughed = 0. 4. All statistics are weighted with cross-sectional weights. 5. People whose labour market status could not be determined are excluded from the calculations.

Appendix Table 2: Employment to population ratio including and excluding furloughed workers, QLFS 2020 Q1 to 2021 Q1 (Std. errors below estimates)

	2020 Q1			2020 Q2			2020 Q3			2020 Q4			2021 Q1		
	All workers	Excl. furloughed	All workers	All workers	Excl. furloughed	All workers	All workers	Excl. furloughed	All workers	All workers	Excl. furloughed	All workers	All workers	Excl. furloughed	All workers
Total	45.8	45.1	39.5	35.0	35.0	40.9	39.6	39.6	41.6	41.1	41.1	41.4	41.4	39.9	39.9
[Std. errors]	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.3	0.3
Population group:															
African/Black	42.8	42.1	36.5	32.3	32.3	38.0	36.7	36.7	38.5	38.0	38.0	38.3	38.3	36.8	36.8
	0.3	0.3	0.4	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Coloured	51.7	50.7	43.9	37.0	37.0	44.8	43.3	43.3	47.0	46.4	46.4	46.4	46.4	44.7	44.7
	0.9	0.9	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.4
Asian/Indian	55.7	55.2	50.7	47.2	47.2	49.5	47.8	47.8	53.1	52.3	52.3	51.3	51.3	50.3	50.3
	1.9	1.9	2.4	2.4	2.4	2.5	2.5	2.5	2.4	2.4	2.4	2.6	2.6	2.6	2.6
White	66.9	66.3	61.2	56.6	56.6	63.7	62.5	62.5	64.3	64.0	64.0	65.4	65.4	64.3	64.3
	1.1	1.1	1.4	1.5	1.5	1.5	1.5	1.5	1.4	1.4	1.4	1.5	1.5	1.5	1.5
Age category:															
Youth (18-29)	26.2	25.8	20.7	18.2	18.2	21.5	20.9	20.9	21.5	21.2	21.2	20.7	20.7	20.0	20.0
	0.4	0.4	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Prime (30-49)	59.4	58.6	52.1	46.3	46.3	53.7	52.1	52.1	54.6	53.9	53.9	55.1	55.1	53.4	53.4
	0.4	0.4	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Older (50-64)	48.1	47.2	42.5	37.3	37.3	43.9	42.2	42.2	45.5	44.9	44.9	44.4	44.4	42.2	42.2
	0.6	0.6	0.8	0.7	0.7	0.8	0.8	0.8	0.7	0.7	0.7	0.8	0.8	0.8	0.8
Highest level of education:															
< Matric	38.1	37.5	31.4	27.7	27.7	32.7	31.6	31.6	33.3	32.8	32.8	33.4	33.4	32.2	32.2
	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.5	0.5
Matric	47.0	46.5	40.3	36.1	36.1	42.3	41.4	41.4	43.3	42.8	42.8	41.8	41.8	41.0	41.0
	0.5	0.5	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
> Matric	72.4	70.9	67.0	59.0	59.0	69.2	66.2	66.2	69.8	68.9	68.9	71.0	71.0	66.5	66.5
	0.7	0.7	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9

Notes: 1. For each cross-section, the sample includes only people aged 18-64 years. 2. Furlough means "temporarily absent" OR zero hours. This differs to the definition used in the NIDS-CRAM furloughed variable: temporarily absent means absent for 3 months or less (including starting a new job and those absent for health or vacation/maternity/paternity leave are treated as temporarily absent), instead of 4 weeks in NIDS-CRAM. The restriction of zero pay is also not added to zero hours. 3. All workers: Employed = 1, Not employed = 0. Excl. furloughed: Employed (excl. those known to be furloughed) = 1, Not employed and those known to be furloughed = 0. 4. All statistics are weighted with survey weights. 5. People whose labour market status could not be determined are excluded from the calculations.

Appendix Table 3: Labour market status by gender, population group and age group between April 2020 and March 2021 in NIDS-CRAM (%)

	April 2020			June 2020			October 2020			January 2021			March 2021							
	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.				
Total	16	22	14	48	16	18	17	48	12	15	18	55	15	14	19	52	14	12	17	57
[Standard errors]	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Gender:																				
Male	12	17	13	58	13	15	16	56	10	10	17	63	12	10	18	60	10	9	16	65
	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	2
Female	20	25	15	40	19	21	18	41	14	19	19	48	18	18	19	45	18	15	18	49
	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	2	1	1	1	1
Population group:																				
African/Black	16	24	14	46	17	20	19	44	11	16	20	53	15	15	20	49	14	13	19	54
	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Coloured	16	13	20	51	13	21	12	54	14	10	16	60	12	15	17	57	14	13	13	61
	2	3	4	3	4	3	4	3	3	2	2	4	2	4	2	4	3	2	3	4
Asian/Indian	33	14	16	37	18	2	18	63	15	14	9	63	21	2	15	62	16	7	14	63
	7	4	6	7	4	1	9	8	6	8	5	10	9	2	7	10	7	7	6	10
White	14	10	4	72	12	6	5	77	15	4	2	78	16	3	1	80	14	4	3	78
	3	2	2	4	3	2	2	4	3	1	1	4	3	1	1	3	3	1	2	4
Age category in wave:																				
Youth (18-29)	19	24	21	36	21	19	24	36	12	20	24	44	15	18	26	41	15	16	25	45
	1	2	2	2	2	2	2	2	1	1	2	2	1	2	2	2	2	1	1	2
Prime (30-49)	8	22	12	58	7	20	17	57	5	13	18	64	6	13	18	63	6	11	17	66
	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	2	1	1	1	1
Older (50-64)	33	18	6	43	31	14	7	48	29	12	7	51	35	11	9	45	32	9	7	51
	2	2	1	2	2	2	1	3	2	2	1	3	2	2	2	3	2	1	1	2

Notes: 1. NEA = Not economically active, DU = Discouraged unemployed, SU = Searching unemployed, Emp = Employed. 2. For each cross-section, the sample includes only people aged 18-64 in that wave. 3. People whose labour market status could not be determined are excluded from the calculations. 4. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 5. All statistics are weighted with cross-sectional weights. 6. Standard errors in grey.

Appendix Table 4: Labour market status by highest level of education and location groups between April 2020 and March 2021 in NIDS-CRAM (%)

	April 2020			June 2020			October 2020			January 2021			March 2021								
	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.					
Highest level of education reported in 2020:																					
< Matric	22	26	12	40	22	22	17	39	18	18	19	44	21	19	19	41	21	15	17	47	
[Std. errors]	1	1	1	2	1	2	1	2	1	1	1	2	1	1	1	2	1	1	1	2	
Matric	14	25	17	43	15	23	17	46	9	17	18	56	11	16	20	53	12	15	18	56	
> Matric	1	2	1	2	2	2	2	2	1	2	2	2	1	2	2	2	2	1	1	2	2
	11	14	13	61	10	12	17	62	6	9	16	69	10	7	16	67	7	7	17	69	
	1	1	1	2	1	1	2	2	1	1	1	2	1	1	2	2	1	1	1	2	2
Location in April 2020 (original sample only):																					
Traditional	20	24	15	40	22	23	18	37	13	20	20	47	18	17	23	42	16	15	21	49	
	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	2	2	2	2	3	
Urban	16	21	13	50	15	17	17	51	11	13	18	58	14	14	17	55	14	12	16	58	
	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Farms	19	21	12	48	17	22	22	39	11	22	21	46	16	14	27	43	13	9	23	56	
	4	4	2	5	5	5	5	6	5	5	5	7	6	4	6	6	5	2	6	6	
Location in wave:																					
Traditional	20	24	15	40	21	23	19	37	15	19	20	46	13	20	22	45	15	15	20	50	
	2	2	2	2	2	2	2	2	1	2	2	2	1	2	2	2	1	1	2	2	
Urban	16	21	13	50	15	17	16	52	11	14	18	57	15	13	18	55	14	12	17	58	
	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	
Farms	19	21	12	48	10	14	32	44	9	16	14	61	15	12	29	44	9	11	14	66	
	4	4	2	5	4	4	10	8	3	4	4	5	4	4	6	7	3	3	4	5	

Notes: 1. NEA = Not economically active, DU = Discouraged unemployed, SU = Searching unemployed, Emp = Employed. 2. For each cross-section, the sample includes only people aged 18-64 in that wave. 3. People whose labour market status could not be determined are excluded from the calculations. 4. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 5. All statistics are weighted with cross-sectional weights. 6. Standard errors in grey.

Appendix Table 5: Labour market status by gender, population and age groups between QLFS 2020 Q1 and QLFS 2021 Q1 (%)

	2020 Q1			2020 Q2			2020 Q3			2020 Q4			2021 Q1								
	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.					
Total	26.4	8.1	19.7	45.8	41.7	6.9	11.9	39.5	33.5	7.5	18.2	40.9	30.3	8.1	20.0	41.6	30.1	8.6	20.0	41.4	
[Std. errors]	0.2	0.1	0.2	0.3	0.3	0.2	0.2	0.3	0.3	0.2	0.3	0.3	0.3	0.2	0.3	0.3	0.3	0.3	0.2	0.3	0.4
Gender:																					
Male	20.6	7.5	20.3	51.6	35.7	6.7	12.6	44.9	27.1	7.0	19.5	46.4	24.4	7.4	21.1	47.1	23.9	8.0	21.4	46.8	
	0.3	0.2	0.3	0.4	0.5	0.3	0.3	0.5	0.4	0.3	0.4	0.5	0.4	0.3	0.4	0.5	0.4	0.3	0.4	0.5	
Female	32.1	8.6	19.2	40.1	47.6	7.0	11.2	34.1	39.9	7.9	16.9	35.4	36.1	8.8	18.9	36.3	36.1	9.2	18.6	36.1	
	0.4	0.2	0.3	0.4	0.5	0.2	0.3	0.5	0.5	0.2	0.4	0.5	0.5	0.3	0.4	0.5	0.5	0.3	0.4	0.5	
Population group:																					
African/Black	26.1	9.3	21.8	42.8	42.6	7.9	13.0	36.5	33.6	8.4	20.0	38.0	30.1	9.2	22.2	38.5	29.8	9.8	22.1	38.3	
	0.3	0.2	0.3	0.3	0.4	0.2	0.3	0.4	0.3	0.2	0.3	0.4	0.3	0.2	0.3	0.4	0.3	0.2	0.3	0.4	
Coloured	27.5	4.9	16.0	51.7	42.1	3.9	10.0	43.9	36.1	5.4	13.8	44.8	31.7	5.1	16.2	47.0	31.7	6.4	15.5	46.4	
	0.8	0.4	0.7	0.9	1.3	0.5	0.8	1.3	1.3	0.6	0.9	1.3	1.2	0.6	0.9	1.3	1.4	0.8	1.0	1.5	
Asian/Indian	33.5	2.5	8.4	55.7	38.1	2.7	8.6	50.7	35.7	3.7	11.2	49.5	36.5	3.3	7.1	53.1	36.9	2.8	9.0	51.3	
	1.8	0.6	1.1	1.9	2.3	0.8	1.7	2.4	2.4	0.9	1.9	2.5	2.3	0.8	1.4	2.4	2.5	0.8	1.7	2.6	
White	26.2	1.1	5.9	66.9	33.7	1.1	4.0	61.2	28.9	1.3	6.0	63.7	28.3	1.2	6.2	64.3	28.4	0.6	5.7	65.4	
	1.1	0.2	0.6	1.1	1.4	0.3	0.6	1.4	1.4	0.4	0.8	1.5	1.3	0.3	0.8	1.4	1.4	0.2	0.8	1.5	
Age category:																					
Youth (18-29)	36.8	11.3	25.8	26.2	56.4	8.9	14.0	20.7	47.3	9.5	21.7	21.5	44.0	10.2	24.3	21.5	43.7	11.0	24.7	20.7	
	0.5	0.3	0.4	0.4	0.6	0.3	0.4	0.5	0.6	0.3	0.5	0.5	0.6	0.4	0.5	0.5	0.6	0.4	0.6	0.5	
Prime (30-49)	12.9	7.4	20.3	59.4	28.3	6.6	13.1	52.1	19.3	7.3	19.7	53.7	15.8	8.0	21.6	54.6	15.3	8.4	21.2	55.1	
	0.3	0.2	0.3	0.4	0.5	0.3	0.3	0.5	0.4	0.3	0.4	0.5	0.4	0.3	0.4	0.5	0.4	0.3	0.4	0.5	
Older (50-64)	41.2	3.8	7.0	48.1	48.6	3.7	5.2	42.5	44.3	4.1	7.7	43.9	41.8	4.6	8.1	45.5	42.4	4.8	8.4	44.4	
	0.6	0.2	0.3	0.6	0.8	0.3	0.3	0.8	0.8	0.3	0.4	0.8	0.7	0.3	0.4	0.7	0.8	0.3	0.5	0.8	

Notes: 1. For each cross-section, the sample includes only people aged 18-64 years. 2. People whose labour market status could not be determined are excluded from the calculations. 3. The reference period for the QLFS employment questions is the last week, whereas in NIDS-CRAM it is a reference month. The reference period for having a job to return to is 3 months in the QLFS, whereas it is 4 weeks in NIDS-CRAM. 4. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 5. All statistics are weighted with survey weights. 6. Standard errors in grey.

Appendix Table 6: Labour market status by education and location groups between QLFS 2020 Q1 and QLFS 2021 Q1 (%)

	2020 Q1			2020 Q2			2020 Q3			2020 Q4			2021 Q1				
	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	NEA	DU	SU	Emp.	
Highest level of education:																	
< Matric	31.5	9.9	20.6	38.1	48.1	8.2	12.4	31.4	39.8	8.8	18.8	32.7	36.9	9.5	20.2	33.3	33.4
[Std. errors]	0.3	0.2	0.3	0.4	0.5	0.3	0.3	0.4	0.5	0.3	0.4	0.4	0.4	0.3	0.4	0.4	0.5
Matric	24.2	7.5	21.3	47.0	40.1	6.7	13.0	40.3	31.1	7.4	19.3	42.3	26.8	7.8	22.1	43.3	41.8
	0.4	0.3	0.4	0.5	0.6	0.3	0.4	0.6	0.6	0.3	0.5	0.6	0.5	0.3	0.5	0.6	0.6
> Matric	11.8	2.8	13.0	72.4	21.9	2.9	8.2	67.0	15.0	2.6	13.3	69.2	12.7	3.4	14.1	69.8	71.0
	0.5	0.3	0.5	0.7	0.8	0.3	0.5	0.9	0.7	0.3	0.7	0.9	0.6	0.3	0.7	0.9	0.9
Location:																	
Traditional	35.1	15.0	18.9	31.0	51.4	11.0	11.7	25.9	41.4	12.4	18.7	27.5	37.7	13.4	21.6	27.3	27.5
	0.5	0.4	0.4	0.5	0.6	0.4	0.4	0.5	0.6	0.4	0.5	0.5	0.6	0.4	0.5	0.5	0.5
Urban	23.2	5.4	20.6	50.8	38.5	5.3	12.3	43.9	30.8	5.6	18.2	45.4	27.6	6.1	19.9	46.4	45.7
	0.3	0.2	0.3	0.3	0.4	0.2	0.3	0.4	0.4	0.2	0.3	0.4	0.4	0.2	0.3	0.4	0.4
Farms	20.8	5.6	9.4	64.3	31.0	5.7	6.9	56.4	25.9	5.0	14.0	55.1	23.9	6.2	10.3	59.6	62.3
	1.2	0.6	0.9	1.4	1.9	0.8	1.0	2.0	1.8	0.8	1.3	2.0	1.7	0.9	1.2	1.9	2.0

Notes: 1. For each cross-section, the sample includes only people aged 18-64 years. 2. People whose labour market status could not be determined are excluded from the calculations. 3. The reference period for the QLFS employment questions is the last week, whereas in NIDS-CRAM it is a reference month. The reference period for having a job to return to is 3 months in the QLFS, whereas it is 4 weeks in NIDS-CRAM. 4. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 5. All statistics are weighted with survey weights. 6. Standard errors in grey.

Appendix Table 7: Mean times employed in reference months between April 2020 and March 2021 – NIDS-CRAM 5 wave balanced panel

	Not employed in February 2020				Employed in February 2020					
	# of obs.	Mean times employed	se	95% confidence interval	# of obs.	Mean times employed	se	95% confidence interval		
Total	1440	1.2	0.1	1.0	1.3	1493	3.8	0.1	3.7	4.0
[Std. errors]										
Gender:										
Male	448	1.5	0.1	1.3	1.8	669	4.0	0.1	3.9	4.2
Female	992	0.9	0.1	0.7	1.1	824	3.5	0.1	3.3	3.7
Population group:										
African/Black	1322	1.1	0.1	1.0	1.2	1281	3.7	0.1	3.5	3.8
Coloured	85	1.2	0.3	0.6	1.7	150	4.0	0.3	3.5	4.5
Asian/Indian	10	1.8	0.4	0.9	2.7	8	3.3	1.0	1.3	5.3
White	23	1.7	0.8	0.1	3.2	54	4.7	0.1	4.4	4.9
Age category in Wave 5:										
Youth (18-29)	455	1.1	0.1	0.9	1.4	277	3.2	0.2	2.9	3.5
Prime (30-49)	684	1.4	0.1	1.2	1.6	965	4.0	0.1	3.8	4.1
Older (50-64)	301	0.8	0.1	0.5	1.0	251	4.0	0.2	3.7	4.3
Highest level of education reported in 2020:										
< Matric	758	1.0	0.1	0.8	1.1	610	3.3	0.1	3.1	3.6
Matric	336	1.0	0.1	0.8	1.2	382	3.8	0.1	3.6	4.1
> Matric	332	1.6	0.2	1.3	1.9	487	4.2	0.1	4.0	4.4

Notes: 1. Sample includes only people aged 18-64 in Wave 5. 2. The aggregate number of observations in a demographic group may be less than that of the overall sample due to 'refused' or 'missing' responses. 3. All statistics are weighted with balanced panel weights. 4. People whose labour market status could not be determined in any of the waves, are excluded from the calculations.

Appendix Table 8a: February 2020 - April 2020 labour market status transition - NIDS-CRAM 5 wave balanced panel (standard errors below estimates)

February 2020 labour market status	April 2020 labour market status				
	Not employed	Employed	Known to be furloughed	Total	# of obs.
Not employed	87.8	6.1	6.0	100	1524
[Std. errors]	1.4	1.0	1.1		
Employed	24.0	62.3	13.7	100	1524
	1.7	2.0	1.3		

Notes: 1. Sample includes only people aged 18-64 in Wave 5. 2. All percentages are weighted with balanced panel weights. 3. People whose labour market status could not be determined in either of the two time points under consideration, are excluded from the calculations. 4. Standard errors in grey.

Appendix Table 8b: April 2020 - June 2020 labour market status transition - NIDS-CRAM 5 wave balanced panel (standard errors below estimates)

April 2020 labour market status	June 2020 labour market status				
	Not employed	Employed	Known to be furloughed	Total	# of obs.
Not employed	82.4	14.7	2.9	100	1778
[Std. errors]	1.5	1.4	0.5		
Employed	16.3	77.9	5.9	100	904
	1.9	2.3	1.4		
Known to be furloughed	25.5	63.4	11.1	100	327
	3.7	4.1	2.5		

Notes: 1. Sample includes only people aged 18-64 in Wave 5. 2. All percentages are weighted with balanced panel weights. 3. People whose labour market status could not be determined in either of the two time points under consideration, are excluded from the calculations. 4. Standard errors in grey.

Appendix Table 8c: June 2020 - October 2020 labour market status transition - NIDS-CRAM 5 wave balanced panel (standard errors below estimates)

June 2020 labour market status	October 2020 labour market status				
	Not employed	Employed	Known to be furloughed	Total	# of obs.
Not employed	75.9	22.4	1.7	100	1758
[Std. errors]	1.6	1.5	0.3		
Employed	10.6	87.9	1.6	100	1118
	1.4	1.4	0.5		
Known to be furloughed	20.8	67.8	11.4	100	176
	5.7	6.6	5.4		

Appendix Table 8d: October 2020 - January 2021 labour market status transition - NIDS-CRAM 5 wave balanced panel (standard errors below estimates)

October 2020 labour market status	January 2021 labour market status				
	Not employed	Employed	Known to be furloughed	Total	# of obs.
Not employed	82.3	15.4	2.3	100	1500
[Std. errors]	1.6	1.6	0.5		
Employed	16.5	78.0	5.5	100	1464
	1.4	1.7	1.0		
Known to be furloughed	32.1	44.1	23.8	100	96
	6.7	8.6	10.7		

Appendix Table 8e: January 2021 - March 2021 labour market status transition – NIDS-CRAM 5 wave balanced panel (standard errors below estimates)

January 2021 labour market status	March 2021 labour market status				
	Not employed	Employed	Known to be furloughed	Total	# of obs.
Not employed	81.9	15.5	2.5	100	1554
[Std. errors]	1.5	1.5	0.6		
Employed	9.9	88.4	1.6	100	1344
	1.2	1.3	0.4		
Known to be furloughed	21.0	60.3	18.7	100	161
	6.1	7.3	6.5		

Notes: 1. Sample includes only people aged 18-64 in Wave 5. 2. All percentages are weighted with balanced panel weights. 3. People whose labour market status could not be determined in either of the two time points under consideration, are excluded from the calculations. 4. Standard errors in grey.

For further information please see cramsurvey.org and nids.uct.ac.za