

# Personal services

This sector includes four industries: health, education, media and marketing, and security. This is a labour-intensive sector that involves supplying services to consumers. Producers of equipment and suppliers of services intended solely for use by the industries mentioned have also been included.



<b>Priorities for the sector</b>	<b>Health:</b> Absenteeism and presenteeism Incapacity Longevity Strikes Unhealthy finances	<b>Media and marketing:</b> High employee turnover Longevity Young workers Unhealthy finances
	<b>Education:</b> Absenteeism and presenteeism Bricks and books and beyond Longevity Strikes Unhealthy finances	<b>Security:</b> High employee turnover Low-income earners and incentives Temporary workers Informal workers Unhealthy finances
<b>Number of members</b>	151 873	
<b>Number of funds</b>	335	
<b>Average age</b>	41.4	
<b>Gender profile</b>	63.0% female, 37.0% male	
<b>Average pensionable salary</b>	R253 046.1	
<b>Average fund credit</b>	R368 598.7	
<b>Average normal retirement age</b>	64.3 years	
<b>Average actual retirement age</b>	62.2 years	
<b>Average exit percentage</b>	17.2%	
<b>Average preservation rate by number of members</b>	8.1%	
<b>Average replacement ratio</b>	38.5%	
<b>Average total gross contributions (member and employer)</b>	14.0%	
<b>Average expenses</b>	Administration fee:	0.8%
	Group life premium:	1.2%
	Disability premium:	1.1%
<b>Distribution of replacement ratio achieved by retirees in the sector</b>	80%+	3.0%
	60%–80%	7.2%
	40%–60%	12.8%
	20%–40%	31.0%
	0%–20%	48.3%
<b>Average insured group life benefit</b>	1.8 times annual pensionable salary	

Percentage of employers offering each type of benefit

