



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

Private Bag X44, Pretoria, 0001, South Africa, ISibalo House, Koch Street, Salvokop, Pretoria, 0002
www.statssa.gov.za, info@statssa.gov.za, Tel +27 12 310 8911

STATISTICAL RELEASE

P0277

Quarterly employment statistics (QES)

December 2020

Embargoed until:
30 March 2021
11:30

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
March 2021

EXPECTED RELEASE DATE
29 June 2021



Dipalopalo tsa Aforikaborwa • Dipalopalo tsa Afrika Borwa • Ezezibalo zaseNingizimu Afrika • Tshitatistika Afrika Tshipembe • Tinhlayohlayo Afrika-Dzonga
Statistieke Suid-Afrika • Dipalopalo tša Afrika Borwa • Telubalo taseNingizimu Afrika • EzeeNkcukacha maNani zoMzantsi Afrika • Iimbalobalo zeSewula Afrika

The South Africa I know, the home I understand



CONTENTS

KEY FINDINGS: Employment and earnings for the quarter ending December 2020	5
Average Monthly Earnings.....	9
Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment statistics survey (QES)	9
Detailed employment changes by industry	11
Detailed changes in gross earnings paid to employees	12
PART 1 – Estimation of number of employees and their earnings	13
PART 2 – Estimation of average monthly earnings	38
Explanatory notes.....	53
Technical notes.....	56
Glossary	57
Technical enquiries	60
General information.....	61

DETAILED RESULTS

Tables

Table A : Employment by industry	5
Table B : Full-time employees	6
Table C : Part-time employees	6
Table D : Total gross earnings by industry	7
Table E : Basic salary/wages payments by industry	8
Table F : Bonus and overtime payments by industry	8
Table G : Average monthly earnings paid to employees in the formal non-agricultural sector	9
Table 1 - All formal non-agricultural industries	13
Table 2 - Mining and quarrying industry**	16
Table 3 - Manufacturing industry	17
Table 4 - Electricity, gas and water supply industry	20
Table 5 - Construction industry.....	23
Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry	26
Table 7 - Transport, storage and communication industry	29
Table 8 - Financial intermediation, insurance, real estate and business services industry	32
Table 9 - Community, social and personal services industry	35
Table 10 - Average monthly earnings at current prices, by industry	38
Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry	43
Table 12 - Estimates of total employees by industry within 95% confidence limits	48
Table 13 - Estimates of full-time employees by industry within 95% confidence limits.....	48
Table 14 - Estimates of part-time employees by industry within 95% confidence limits	49
Table 15 - Estimates of gross earnings by industry within 95% confidence limits	50
Table 16 - Estimates of basic salaries/wages by industry within 95% confidence limit	50
Table 17 - Estimates of overtime payments by industry within 95% confidence limits	51

Table 18 - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits	52
Table 19 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits	52

Figures

Figure A: Employment in the non-agricultural formal sector, June 2017 – December 2020.....	5
--	---

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2017 – December 2020....	7
--	---

INTRODUCTION

The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. The definition of industries is based on the *System of National Accounts* (SNA) and is in line with *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, Report No. 09-09-02 of January 1993.

This survey covers employment statistics of the following industries:

- mining and quarrying;
- manufacturing;
- electricity, gas and water supply;
- construction;
- wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods, and hotels and restaurants;
- transport, storage and communication;
- financial intermediation, insurance, real estate and business services; and
- community, social and personal services.

Impact on data collection in the QES survey

The QES data is generally collected by email and telephone. The officers would usually make follow-ups, when necessary, by contacting respondents by telephone from the office. However, due to the national lockdown data collectors worked from home. Collection was adversely impacted by the national lockdown as reaching some respondents was not possible. Although the response rate was adversely affected by pandemic-related issues, QES was still able to obtain estimates that met standards for accuracy and reliability.

Impact on estimation in the QES survey

In anticipation of issues due to COVID-19, QES carefully reviewed estimation and methodological procedures, which included the review of collected data and estimation processes.

Should any changes to the QES methodology be necessary in the future, they will be made clear to stakeholders upon release of the data.

Impact on the QES December 2020 employment and earnings estimates

In the QES survey, persons who are paid by their employer for all or any part of the pay period are counted as employed, even if they were not actually at their jobs.

Persons who are temporarily or permanently absent from their jobs and who are not being paid (i.e. do not receive salary/wages) are not counted as employed.

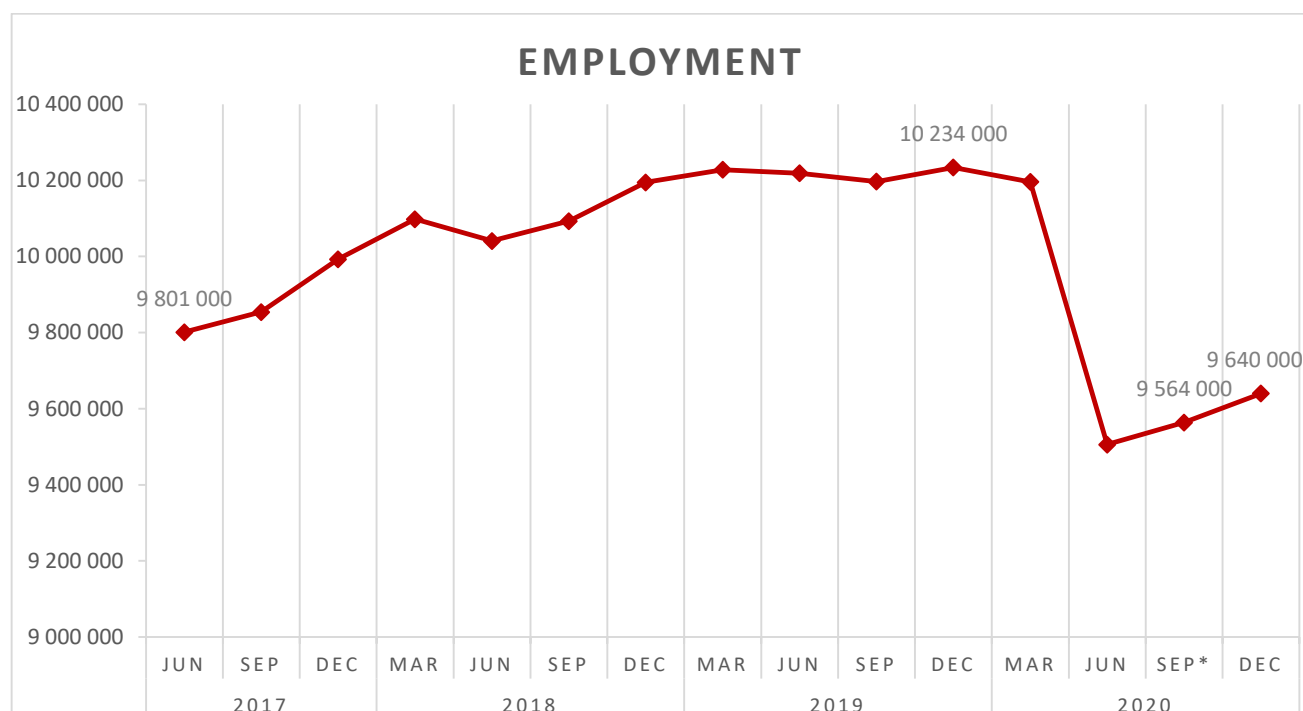
According to ILO guidelines, '**employed**' persons include those who, in their present job, were 'not at work' for a short duration but maintained a job attachment during their absence (ILO, 2013 and 2020). Job attachment is determined on the basis of the continued receipt of remuneration, and/or the total duration of the absence.

In practice, formal or continued job attachment is established when :

workers continue to receive remuneration from their employer, including partial pay, even if they also receive support from other sources, including government schemes.

In turn persons are classified as '**not employed**' if:

People in this condition do not receive any part of their remuneration from their employer.

KEY FINDINGS: Employment and earnings for the quarter ending December 2020**Figure A: Employment in the non-agricultural formal sector, June 2017 – December 2020.**

*Revised estimates.

Table A : Employment by industry

Industry	Dec 2019	Sep* 2020	Dec 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand				%	Thousand	%
Mining	452	453	452	-1	-0,2	0	0,0
Manufacturing	1 211	1 118	1 105	-13	-1,2	-106	-8,8
Electricity	61	58	58	0	0,0	-3	-4,9
Construction	580	510	492	-18	-3,5	-88	-15,2
Trade	2 308	2 101	2 155	54	2,6	-153	-6,6
Transport	500	452	451	-1	-0,2	-49	-9,8
Business services	2 349	2 167	2 171	4	0,2	-178	-7,6
Community services	2 773	2 705	2 756	51	1,9	-17	-0,6
Total	10 234	9 564	9 640	76	0,8	-594	-5,8

*Revised estimates.

Table A shows that total employment increased by 76 000 or (0,8%) quarter-on-quarter, from 9 564 000 in September 2020 to 9 640 000 in December 2020. This was largely due to increases in the following industries: trade (54 000 or 2,6%), community services (51 000 or 1,9%) and business services (4 000 or 0,2%).

The electricity industry reported no quarterly change.

However, there were decreases in the following industries: construction (-18 000 or -3,5%), manufacturing (-13 000 or -1,2%), transport (-1 000 or -0,2%) and mining (-1 000 or -0,2%).

Total employment decreased by 594 000 or (-5,8%) year-on-year between December 2019 and December 2020.

Table B : Full-time employees

Industry	Dec 2019	Sep* 2020	Dec 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	452	453	452	-1	-0,2	0	0,0
Manufacturing	1 135	1 047	1 032	-15	-1,4	-103	-9,1
Electricity	59	57	57	0	0,0	-2	-3,4
Construction	510	443	426	-17	-3,8	-84	-16,5
Trade	2 067	1 909	1 937	28	1,5	-130	-6,3
Transport	479	434	431	-3	-0,7	-48	-10,0
Business services	2 107	1 960	1 946	-14	-0,7	-161	-7,6
Community services	2 366	2 318	2 329	11	0,5	-37	-1,6
Total	9 175	8 621	8 610	-11	-0,1	-565	-6,2

*Revised estimates.

Table B shows that full-time employment decreased by 11 000 or (-0,1%) quarter-on-quarter, from 8 621 000 in September 2020 to 8 610 000 in December 2020. This was largely due to decreases in the following industries: construction (-17 000 or -3,8%), manufacturing (-15 000 or -1,4%), business services (-14 000 or -0,7%), transport (-3 000 or -0,7%), mining and quarrying (-1 000 or -0,2%).

The electricity industry reported no quarterly change.

However, there were increases in the following industries: trade (28 000 or 1,5%) and community services (11 000 or 0,5%).

Full-time employment decreased by 565 000 or (-6,2%) year-on-year between December 2019 and December 2020.

Table C : Part-time employees

Industry	Dec 2019	Sep* 2020	Dec 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	-	-	-	-	-	-	-
Manufacturing	76	71	73	2	2,8	-3	-3,9
Electricity	2	1	1	0	0,0	-1	-50,0
Construction	70	67	66	-1	-1,5	-4	-5,7
Trade	241	192	218	26	13,5	-23	-9,5
Transport	21	18	20	2	11,1	-1	-4,8
Business services	242	207	225	18	8,7	-17	-7,0
Community services	407	387	427	40	10,3	20	4,9
Total	1 059	943	1 030	87	9,2	-29	-2,7

*Revised estimates.

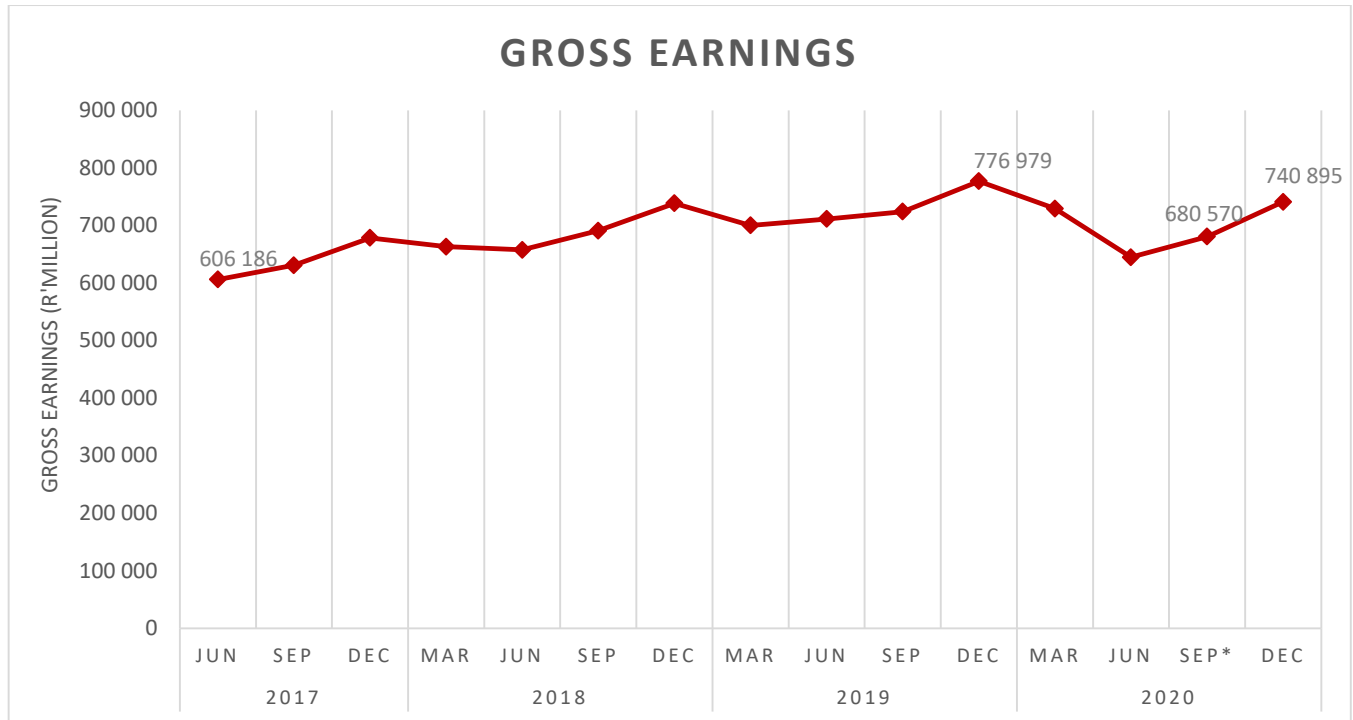
**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to part time employees

Table C shows that part-time employment increased by 87 000 or (9,2%) quarter-on-quarter, from 943 000 in September 2020 to 1 030 000 in December 2020. This was largely due to increases in the following industries: community services (40 000 or 10,3%), trade (26 000 or 13,5%), business services (18 000 or 8,7%), manufacturing (2 000 or 2,8%) and transport (2 000 or 11,1%).

The electricity industry reported no change.

However, the construction industry reported a quarterly decrease of 1 000 or -1,5%.

Part-time employment decreased by 29 000 or (-2,7%) year-on-year between December 2019 and December 2020.

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2017 – December 2020

*Revised estimates.

Table D : Total gross earnings by industry

	Dec 2019	Sep* 2020	Dec 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	37 891	38 484	39 353	869	2,3	1 462	3,9
Manufacturing	80 158	65 797	74 893	9 096	13,8	-5 265	-6,6
Electricity	9 794	8 303	9 742	1 439	17,3	-52	-0,5
Construction	36 627	26 926	30 268	3 342	12,4	-6 359	-17,4
Trade	112 176	92 460	105 203	12 743	13,8	-6 973	-6,2
Transport	45 101	35 532	39 922	4 390	12,4	-5 179	-11,5
Business services	203 632	176 306	192 635	16 329	9,3	-10 997	-5,4
Community services	251 600	236 762	248 879	12 117	5,1	-2 721	-1,1
Total	776 979	680 570	740 895	60 325	8,9	-36 084	-4,6

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R60,3 billion or (8,9%) from R680,6 billion in September 2020 to R740,9 billion in December 2020. This was largely due to increases in the following industries: business services, trade, community services, manufacturing, transport, construction, electricity, mining and quarrying.

Year-on-year, total gross earnings decreased by R36,1 billion or (-4,6%) between December 2019 and December 2020.

Table E : Basic salary/wages payments by industry

Industry	Dec 2019	Sep* 2020	Dec 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	37 891	38 484	39 353	869	2,3	1 462	3,9
Manufacturing	66 523	60 952	62 700	1 748	2,9	-3 823	-5,7
Electricity	7 825	7 829	7 852	23	0,3	27	0,3
Construction	31 591	25 490	26 492	1 002	3,9	-5 099	-16,1
Trade	96 696	86 105	90 239	4 134	4,8	-6 457	-6,7
Transport	37 061	32 430	33 328	898	2,8	-3 733	-10,1
Business services	171 148	159 893	164 476	4 583	2,9	-6 672	-3,9
Community services	224 585	220 597	225 982	5 385	2,4	1 397	0,6
Total	673 320	631 780	650 422	18 642	3,0	-22 898	-3,4

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R18,6 billion or (3,0%) from R631,8 billion in September 2020 to R650,4 billion in December 2020. This was largely due to increases in the following industries: community services, business services, trade, manufacturing, construction, transport, mining and electricity.

Year-on-year, basic salary/wages decreased by R22,9 billion or (-3,4%) between December 2019 and December 2020.

Table F : Bonus and overtime payments by industry

Industry	Dec 2019	Sep* 2020	Dec 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	-	-	-	-	-	-	-
Manufacturing	13 635	4 845	12 193	7 348	151,7	-1 442	-10,6
Electricity	1 969	474	1 890	1 416	298,7	-79	-4,0
Construction	5 036	1 436	3 776	2 340	163,0	-1 260	-25,0
Trade	15 480	6 355	14 964	8 609	135,5	-516	-3,3
Transport	8 040	3 102	6 594	3 492	112,6	-1 446	-18,0
Business services	32 484	16 413	28 159	11 746	71,6	-4 325	-13,3
Community services	27 015	16 165	22 897	6 732	41,6	-4 118	-15,2
Total	103 659	48 790	90 473	41 683	85,4	-13 186	-12,7

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Table F shows that bonus and overtime paid to employees increased by R41,7 billion (85,4%) from R48,8 billion in September 2020 to R90,5 billion in December 2020. This was largely due to increases in the following industries: business services, trade, manufacturing, community services, transport, construction and electricity.

Year-on-year, bonus and overtime payments decreased by R13,2 billion or (-12,7%) between December 2019 and December 2020.

Average Monthly Earnings

Table G : Average monthly earnings paid to employees in the formal non-agricultural sector

Average monthly earnings (including bonuses and overtime payments)	Nov 2019	Aug* 2020	Nov 2020	Q/Q Change	Y/Y Change
	Rands			%	
	22 429	22 588	23 133	2,4	3,1

*Revised estimates.

Table G shows a quarter-on-quarter increase of 2,4% in average monthly earnings paid to employees in the formal non-agricultural sector from R22 588 in August 2020 to R23 133 in November 2020.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 3,1%.

Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment statistics survey (QES)

There are two official sources of employment statistics, the QES which is establishment based and the QLFS which is household-based. Each survey has its strengths and limitations. For example, the QES cannot provide information on the following:

- Description of the employed e.g. their demographic profile, education level, hours of work etc.; and
- Unemployment and descriptors of the unemployed.

The *Quarterly labour force survey* (QLFS) is a survey of households which collects information from approximately 30 000 dwelling units and collects data on the labour market activities of individuals; whereas *Quarterly employment statistics* (QES) is an enterprise based survey that collects information from non-agricultural businesses and organisations from approximately 20 000 units. The numerous conceptual and methodological differences between the household and enterprise based surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the enterprise based survey;
- The household survey is limited to workers 15 years of age and older. The enterprise based survey is not limited by age;
- The household survey has no duplication of individuals because individuals are counted only once, even if they hold more than one job. In the enterprise based survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance;
- QLFS includes income tax, Value added tax (VAT) and number of employees in determining the formal sector while QES use only VAT with annual turnover greater than 300 000; and
- QLFS allows proxy respondents, this can introduce misclassification of items e.g. formal/informal classification.

	QLFS	QES
Coverage	Private households and workers' hostels	Payroll of VAT registered businesses
	Non-institutional population (15 years and older)	Employees only
	Employment (including the informal sector; private households; agriculture and small businesses)	Formal sector (excluding agriculture)
Sample size	30 000 dwelling units in which households reside	+20 000 VAT registered businesses
Reference period	One week prior to the interview	Payroll at the end of the reference quarter
Formal sector definition (excluding Agriculture & Private households)	Employers and own-account workers registered for VAT or income tax	Excludes agriculture and private households
	Employees paying income tax and those not paying tax but working for firms with five or more workers	Employees on the payroll of VAT registered businesses.

Statistics based on sample surveys are subject to both *sampling* and *non-sampling error*. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. The household and enterprise based surveys are also affected by *non-sampling error*, which can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining industry* reported no annual change in December 2020 compared with December 2019. There was a quarterly decrease of 1 000 employees (-0,2%) in December 2020 compared to September 2020. This was mainly due to decreases in gold mining.

See explanatory note on page 54.

The *manufacturing industry* reported an annual decrease of 106 000 employees (-8,8%) in December 2020 compared with December 2019. There was a quarterly decrease of 13 000 employees (-1,2%) in December 2020 compared with September 2020. This was mainly due to decreases in employment in the basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic; non-metallic mineral products; Textiles, clothing and leather; wood and products of wood and cork, except furniture, articles of straw and painting materials, paper and paper products, publishing, printing and reproduction of recorded media.

The *electricity, gas and water supply industry* reported annual decrease of 3 000 employees (-4,9%) in December 2020 compared to December 2019. There was no quarterly change.

The *construction industry* reported an annual decrease of 88 000 employees (-15,2%) in December 2020 compared with December 2019. There was a quarterly decrease of 18 000 employees (-3,5%) in December 2020 compared with September 2020. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; building installation and renting of construction/demolition equipment with operators.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual decrease of 153 000 employees (-6,6%) in December 2020 compared with December 2019. There was a quarterly increase of 54 000 employees (2,6%) in December 2020 compared with September 2020. This was mainly due to increases in employment in the retail trade; hotels and restaurants and wholesale trade.

The *transport, storage and communication industry* reported an annual decrease of 49 000 employees (-9,8%) in December 2020 compared with December 2019. There was a quarterly decrease of 1 000 employees (-0,2%) in December 2020 compared with September 2020. This was mainly due to decreases in employment in the post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 178 000 employees (-7,6%) in December 2020 compared with December 2019. There was a quarterly increase of 4 000 employees (0,2%) in December 2020 compared with September 2020. This was mainly due to increases in employment in the financial intermediation (i.e. Banks) except insurance and pension funding; real estate activities; activities auxiliary to financial intermediation and advertising.

The *community, social and personal services industry* reported an annual decrease of 17 000 employees (-0,6%) in December 2020 compared with December 2019. There was a quarterly increase of 51 000 employees (1,9%) in December 2020 compared with September 2020. This was mainly due to increases in employment in the provincial departments; local government; extra budgetary institutions; health and social work.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining industry* reflected an annual increase of R1,5 billion (3,9%) in December 2020 compared with December 2019. There was a quarterly increase of R0,9 billion (2,3%) in December 2020 compared with September 2020. This was mainly due to increases in gross earnings in gold and copper mining.

See explanatory note on page 54.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual decrease of R5,3 billion (-6,6%) in December 2020 compared with December 2019. There was a quarterly increase of R9,1 billion (13,8%) in December 2020 compared with September 2020. This was mainly due to increases in gross earnings paid in basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; Transport equipment; Food, beverages and tobacco; coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual decrease of R52,0 million (-0,5%) in December 2020 compared with December 2019. There was a quarterly increase of R1,4 billion (17,3%) in December 2020 compared with September 2020. This was mainly due to increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R6,4 billion (-17,4%) in December 2020 compared with December 2019. There was a quarterly increase of R3,3 billion (12,4%) in December 2020 compared with September 2020. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering; building installation and building completion.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual decrease of R7,0 billion (-6,2%) in December 2020 compared with December 2019. There was a quarterly increase of R12,7 billion (13,8%) in December 2020 compared with September 2020. This was mainly due to the increases in gross earnings in wholesale trade and retail trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual decrease of R5,2 billion (-11,5%) in December 2020 compared with December 2019. There was a quarterly increase of R4,4 billion (12,4%) in December 2020 compared with September 2020. This was mainly due to increases in gross earnings in land transport and transport via pipelines; supporting and auxiliary transport activities.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of R11,0 billion (-5,4%) in December 2020 compared with December 2019. There was a quarterly increase of R16,3 billion (9,3%) in December 2020 compared with September 2020. This was mainly due to the increases in gross earnings in business activities n.e.c; legal, accounting, bookkeeping and auditing activities; real estate activities; insurance and pension funding.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual decrease of R2,7 billion (-1,1%) in December 2020 compared with December 2019. There was a quarterly increase of R12,1 billion (5,1%) in December 2020 compared with September 2020. This was mainly due to the increases in gross earnings in health and social work; national departments; local government and extra Budgetary institutions.

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	9 801 000				
	Sep	9 854 000	53 000	0,5		
	Dec	9 993 000	139 000	1,4		
2018	Mar	10 098 000	105 000	1,1		
	Jun	10 041 000	-57 000	-0,6	240 000	2,4
	Sep	10 093 000	52 000	0,5	239 000	2,4
2019	Dec	10 195 000	102 000	1,0	202 000	2,0
	Mar	10 228 000	33 000	0,3	130 000	1,3
	Jun	10 219 000	-9 000	-0,1	178 000	1,8
2020	Sep	10 197 000	-22 000	-0,2	104 000	1,0
	Dec	10 234 000	37 000	0,4	39 000	0,4
	Mar	10 196 000	-38 000	-0,4	-32 000	-0,3
2020	Jun	9 506 000	-690 000	-6,8	-713 000	-7,0
	Sep*	9 564 000	58 000	0,6	-633 000	-6,2
	Dec	9 640 000	76 000	0,8	-594 000	-5,8

*Revised estimates.

1.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	8 786 000				
	Sep	8 842 000	56 000	0,6		
	Dec	8 952 000	110 000	1,2		
2018	Mar	9 003 000	51 000	0,6		
	Jun	9 034 000	31 000	0,3	248 000	2,8
	Sep	9 083 000	49 000	0,5	241 000	2,7
2019	Dec	9 176 000	93 000	1,0	224 000	2,5
	Mar	9 230 000	54 000	0,6	227 000	2,5
	Jun	9 192 000	-38 000	-0,4	158 000	1,7
2020	Sep	9 164 000	-28 000	-0,3	81 000	0,9
	Dec	9 175 000	11 000	0,1	-1 000	0,0
	Mar	9 165 000	-10 000	-0,1	-65 000	-0,7
2020	Jun	8 592 000	-573 000	-6,3	-600 000	-6,5
	Sep*	8 621 000	29 000	0,3	-543 000	-5,9
	Dec	8 610 000	-11 000	-0,1	-565 000	-6,2

*Revised estimates.

1.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	1 015 000				
	Sep	1 012 000	-3 000	-0,3		
	Dec	1 041 000	29 000	2,9		
2018	Mar	1 095 000	54 000	5,2		
	Jun	1 007 000	-88 000	-8,0	-8 000	-0,8
	Sep	1 010 000	3 000	0,3	-2 000	-0,2
2019	Dec	1 019 000	9 000	0,9	-22 000	-2,1
	Mar	998 000	-21 000	-2,1	-97 000	-8,9
	Jun	1 027 000	29 000	2,9	20 000	2,0
2020	Sep	1 033 000	6 000	0,6	23 000	2,3
	Dec	1 059 000	26 000	2,5	40 000	3,9
	Mar	1 031 000	-28 000	-2,6	33 000	3,3
	Jun	914 000	-117 000	-11,3	-113 000	-11,0
	Sep*	943 000	29 000	3,2	-90 000	-8,7
	Dec	1 030 000	87 000	9,2	-29 000	-2,7

*Revised estimates.

1.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	606 186 000				
	Sep	630 909 000	24 723 000	4,1		
	Dec	678 572 000	47 663 000	7,6		
2018	Mar	663 269 000	-15 303 000	-2,3		
	Jun	657 452 000	-5 817 000	-0,9	51 266 000	8,5
	Sep	690 882 000	33 430 000	5,1	59 973 000	9,5
2019	Dec	738 526 000	47 644 000	6,9	59 954 000	8,8
	Mar	700 039 000	-38 487 000	-5,2	36 770 000	5,5
	Jun	711 331 000	11 292 000	1,6	53 879 000	8,2
2020	Sep	724 080 000	12 749 000	1,8	33 198 000	4,8
	Dec	776 979 000	52 899 000	7,3	38 453 000	5,2
	Mar	729 387 000	-47 592 000	-6,1	29 348 000	4,2
	Jun	644 720 000	-84 667 000	-11,6	-66 611 000	-9,4
	Sep*	680 570 000	35 850 000	5,6	-43 510 000	-6,0
	Dec	740 895 000	60 325 000	8,9	-36 084 000	-4,6

*Revised estimates.

1.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	604 509 000	12 562 000	2,1	44 989 000	8,0
	Sep	631 736 000	27 227 000	4,5	56 460 000	9,8
2019	Dec	642 635 000	10 899 000	1,7	48 797 000	8,2
	Mar	639 467 000	-3 168 000	-0,5	47 520 000	8,0
	Jun	653 876 000	14 409 000	2,3	49 367 000	8,2
2020	Sep	663 252 000	9 376 000	1,4	31 516 000	5,0
	Dec	673 320 000	10 068 000	1,5	30 685 000	4,8
	Mar	666 789 000	-6 531 000	-1,0	27 322 000	4,3
2020	Jun	598 703 000	-68 086 000	-10,2	-55 173 000	-8,4
	Sep*	631 780 000	33 077 000	5,5	-31 472 000	-4,7
	Dec	650 422 000	18 642 000	3,0	-22 898 000	-3,4

*Revised estimates.

1.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	52 943 000	-18 379 000	-25,8	6 277 000	13,5
	Sep	59 146 000	6 203 000	11,7	3 513 000	6,3
2019	Dec	95 891 000	36 745 000	62,1	11 157 000	13,2
	Mar	60 572 000	-35 319 000	-36,8	-10 750 000	-15,1
	Jun	57 455 000	-3 117 000	-5,1	4 512 000	8,5
2020	Sep	60 828 000	3 373 000	5,9	1 682 000	2,8
	Dec	103 659 000	42 831 000	70,4	7 768 000	8,1
	Mar	62 598 000	-41 061 000	-39,6	2 026 000	3,3
2020	Jun	46 017 000	-16 581 000	-26,5	-11 438 000	-19,9
	Sep*	48 790 000	2 773 000	6,0	-12 038 000	-19,8
	Dec	90 473 000	41 683 000	85,4	-13 186 000	-12,7

*Revised estimates.

Table 2 - Mining and quarrying industry****2.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	472 000				
	Sep	460 000	-12 000	-2,5		
	Dec	457 000	-3 000	-0,7		
2018	Mar	454 000	-3 000	-0,7		
	Jun	459 000	5 000	1,1	-13 000	-2,8
	Sep	456 000	-3 000	-0,7	-4 000	-0,9
2019	Dec	453 000	-3 000	-0,7	-4 000	-0,9
	Mar	455 000	2 000	0,4	1 000	0,2
	Jun	462 000	7 000	1,5	3 000	0,7
2020	Sep	463 000	1 000	0,2	7 000	1,5
	Dec	452 000	-11 000	-2,4	-1 000	-0,2
	Mar	456 000	4 000	0,9	1 000	0,2
2020	Jun	452 000	-4 000	-0,9	-10 000	-2,2
	Sep*	453 000	1 000	0,2	-10 000	-2,2
	Dec	452 000	-1 000	-0,2	0	0,0

*Revised estimates.

**Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to full-time and part-time employees separately.

2.2 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep	33 754 000	1 852 000	5,8	1 782 000	5,6
2019	Dec	34 427 000	673 000	2,0	1 990 000	6,1
	Mar	33 570 000	-857 000	-2,5	1 372 000	4,3
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
2020	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
	Dec	37 891 000	871 000	2,4	3 464 000	10,1
	Mar	37 903 000	12 000	0,0	4 333 000	12,9
2020	Jun	33 899 000	-4 004 000	-10,6	-741 000	-2,1
	Sep*	38 484 000	4 585 000	13,5	1 464 000	4,0
	Dec	39 353 000	869 000	2,3	1 462 000	3,9

*Revised estimates.

**Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Table 3 - Manufacturing industry**3.1 Total Number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	1 193 000				
	Sep	1 197 000	4 000	0,3		
	Dec	1 208 000	11 000	0,9		
2018	Mar	1 218 000	10 000	0,8		
	Jun	1 212 000	-6 000	-0,5	19 000	1,6
	Sep	1 223 000	11 000	0,9	26 000	2,2
2019	Dec	1 233 000	10 000	0,8	25 000	2,1
	Mar	1 237 000	4 000	0,3	19 000	1,6
	Jun	1 219 000	-18 000	-1,5	7 000	0,6
2020	Sep	1 213 000	-6 000	-0,5	-10 000	-0,8
	Dec	1 211 000	-2 000	-0,2	-22 000	-1,8
	Mar	1 204 000	-7 000	-0,6	-33 000	-2,7
2020	Jun	1 113 000	-91 000	-7,6	-106 000	-8,7
	Sep*	1 118 000	5 000	0,4	-95 000	-7,8
	Dec	1 105 000	-13 000	-1,2	-106 000	-8,8

*Revised estimates.

3.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 111 000				
	Sep	1 116 000	5 000	0,5		
	Dec	1 125 000	9 000	0,8		
2018	Mar	1 134 000	9 000	0,8		
	Jun	1 134 000	0	0,0	23 000	2,1
	Sep	1 141 000	7 000	0,6	25 000	2,2
2019	Dec	1 152 000	11 000	1,0	27 000	2,4
	Mar	1 159 000	7 000	0,6	25 000	2,2
	Jun	1 143 000	-16 000	-1,4	9 000	0,8
2020	Sep	1 138 000	-5 000	-0,4	-3 000	-0,3
	Dec	1 135 000	-3 000	-0,3	-17 000	-1,5
	Mar	1 132 000	-3 000	-0,3	-27 000	-2,3
2020	Jun	1 049 000	-83 000	-7,3	-94 000	-8,2
	Sep*	1 047 000	-2 000	-0,2	-91 000	-8,0
	Dec	1 032 000	-15 000	-1,4	-103 000	-9,1

*Revised estimates.

3.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	82 000				
	Sep	81 000	-1 000	-1,2		
	Dec	83 000	2 000	2,5		
2018	Mar	84 000	1 000	1,2		
	Jun	78 000	-6 000	-7,1	-4 000	-4,9
	Sep	82 000	4 000	5,1	1 000	1,2
2019	Dec	81 000	-1 000	-1,2	-2 000	-2,4
	Mar	78 000	-3 000	-3,7	-6 000	-7,1
	Jun	76 000	-2 000	-2,6	-2 000	-2,6
2020	Sep	75 000	-1 000	-1,3	-7 000	-8,5
	Dec	76 000	1 000	1,3	-5 000	-6,2
	Mar	72 000	-4 000	-5,3	-6 000	-7,7
2020	Jun	64 000	-8 000	-11,1	-12 000	-15,8
	Sep*	71 000	7 000	10,9	-4 000	-5,3
	Dec	73 000	2 000	2,8	-3 000	-3,9

*Revised estimates.

3.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	62 974 000				
	Sep	64 498 000	1 524 000	2,4		
	Dec	73 067 000	8 569 000	13,3		
2018	Mar	66 427 000	-6 640 000	-9,1		
	Jun	67 770 000	1 343 000	2,0	4 796 000	7,6
	Sep	69 229 000	1 459 000	2,2	4 731 000	7,3
2019	Dec	78 511 000	9 282 000	13,4	5 444 000	7,5
	Mar	70 875 000	-7 636 000	-9,7	4 448 000	6,7
	Jun	71 549 000	674 000	1,0	3 779 000	5,6
2020	Sep	72 109 000	560 000	0,8	2 880 000	4,2
	Dec	80 158 000	8 049 000	11,2	1 647 000	2,1
	Mar	71 796 000	-8 362 000	-10,4	921 000	1,3
2020	Jun	59 776 000	-12 020 000	-16,7	-11 773 000	-16,5
	Sep*	65 797 000	6 021 000	10,1	-6 312 000	-8,8
	Dec	74 893 000	9 096 000	13,8	-5 265 000	-6,6

*Revised estimates.

3.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	61 176 000	1 980 000	3,3	4 404 000	7,8
	Sep	63 042 000	1 866 000	3,1	4 740 000	8,1
2019	Dec	64 760 000	1 718 000	2,7	4 411 000	7,3
	Mar	63 734 000	-1 026 000	-1,6	4 538 000	7,7
	Jun	64 541 000	807 000	1,3	3 365 000	5,5
2020	Sep	65 734 000	1 193 000	1,8	2 692 000	4,3
	Dec	66 523 000	789 000	1,2	1 763 000	2,7
	Mar	64 855 000	-1 668 000	-2,5	1 121 000	1,8
2020	Jun	55 208 000	-9 647 000	-14,9	-9 333 000	-14,5
	Sep*	60 952 000	5 744 000	10,4	-4 782 000	-7,3
	Dec	62 700 000	1 748 000	2,9	-3 823 000	-5,7

*Revised estimates.

3.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 202 000				
	Sep	6 196 000	-6 000	-0,1		
	Dec	12 718 000	6 522 000	105,3		
2018	Mar	7 231 000	-5 487 000	-43,1		
	Jun	6 594 000	-637 000	-8,8	392 000	6,3
	Sep	6 187 000	-407 000	-6,2	-9 000	-0,1
2019	Dec	13 751 000	7 564 000	122,3	1 033 000	8,1
	Mar	7 141 000	-6 610 000	-48,1	-90 000	-1,2
	Jun	7 008 000	-133 000	-1,9	414 000	6,3
2020	Sep	6 375 000	-633 000	-9,0	188 000	3,0
	Dec	13 635 000	7 260 000	113,9	-116 000	-0,8
	Mar	6 941 000	-6 694 000	-49,1	-200 000	-2,8
2020	Jun	4 568 000	-2 373 000	-34,2	-2 440 000	-34,8
	Sep*	4 845 000	277 000	6,1	-1 530 000	-24,0
	Dec	12 193 000	7 348 000	151,7	-1 442 000	-10,6

*Revised estimates.

Table 4 - Electricity, gas and water supply industry**4.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	64 000				
	Sep	63 000	-1 000	-1,6		
	Dec	62 000	-1 000	-1,6		
2018	Mar	62 000	0	0,0		
	Jun	62 000	0	0,0	-2 000	-3,1
	Sep	62 000	0	0,0	-1 000	-1,6
2019	Dec	62 000	0	0,0	0	0,0
	Mar	61 000	-1 000	-1,6	-1 000	-1,6
	Jun	61 000	0	0,0	-1 000	-1,6
2020	Sep	61 000	0	0,0	-1 000	-1,6
	Dec	61 000	0	0,0	-1 000	-1,6
	Mar	61 000	0	0,0	0	0,0
2020	Jun	58 000	-3 000	-4,9	-3 000	-4,9
	Sep*	58 000	0	0,0	-3 000	-4,9
	Dec	58 000	0	0,0	-3 000	-4,9

*Revised estimates.

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	62 000				
	Sep	62 000	0	0,0		
	Dec	61 000	-1 000	-1,6		
2018	Mar	61 000	0	0,0		
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
2019	Dec	61 000	0	0,0	0	0,0
	Mar	60 000	-1 000	-1,6	-1 000	-1,6
	Jun	60 000	0	0,0	-1 000	-1,6
2020	Sep	60 000	0	0,0	-1 000	-1,6
	Dec	59 000	-1 000	-1,7	-2 000	-3,3
	Mar	59 000	0	0,0	-1 000	-1,7
2020	Jun	57 000	-2 000	-3,4	-3 000	-5,0
	Sep*	57 000	0	0,0	-3 000	-5,0
	Dec	57 000	0	0,0	-2 000	-3,4

*Revised estimates.

4.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	2 000				
	Sep	1 000	-1 000	-50,0		
	Dec	1 000	0	0,0		
2018	Mar	1 000	0	0,0		
	Jun	1 000	0	0,0	-1 000	-50,0
	Sep	1 000	0	0,0	0	0,0
2019	Dec	1 000	0	0,0	0	0,0
	Mar	1 000	0	0,0	0	0,0
	Jun	1 000	0	0,0	0	0,0
2020	Sep	1 000	0	0,0	0	0,0
	Dec	2 000	1 000	100,0	1 000	100,0
	Mar	2 000	0	0,0	1 000	100,0
	Jun	1 000	-1 000	-50,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	-1 000	-50,0

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	7 488 000				
	Sep	9 255 000	1 767 000	23,6		
	Dec	8 792 000	-463 000	-5,0		
2018	Mar	7 807 000	-985 000	-11,2		
	Jun	7 931 000	124 000	1,6	443 000	5,9
	Sep	8 143 000	212 000	2,7	-1 112 000	-12,0
2019	Dec	9 731 000	1 588 000	19,5	939 000	10,7
	Mar	8 115 000	-1 616 000	-16,6	308 000	3,9
	Jun	8 058 000	-57 000	-0,7	127 000	1,6
2020	Sep	8 195 000	137 000	1,7	52 000	0,6
	Dec	9 794 000	1 599 000	19,5	63 000	0,6
	Mar	8 178 000	-1 616 000	-16,5	63 000	0,8
	Jun	7 940 000	-238 000	-2,9	-118 000	-1,5
	Sep*	8 303 000	363 000	4,6	108 000	1,3
	Dec	9 742 000	1 439 000	17,3	-52 000	-0,5

*Revised estimates.

4.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	6 820 000				
	Sep	7 353 000	533 000	7,8		
	Dec	7 270 000	-83 000	-1,1		
2018	Mar	7 253 000	-17 000	-0,2		
	Jun	7 323 000	70 000	1,0	503 000	7,4
	Sep	7 597 000	274 000	3,7	244 000	3,3
2019	Dec	7 738 000	141 000	1,9	468 000	6,4
	Mar	7 528 000	-210 000	-2,7	275 000	3,8
	Jun	7 410 000	-118 000	-1,6	87 000	1,2
2020	Sep	7 688 000	278 000	3,8	91 000	1,2
	Dec	7 825 000	137 000	1,8	87 000	1,1
	Mar	7 595 000	-230 000	-2,9	67 000	0,9
2020	Jun	7 411 000	-184 000	-2,4	1 000	0,0
	Sep*	7 829 000	418 000	5,6	141 000	1,8
	Dec	7 852 000	23 000	0,3	27 000	0,3

*Revised estimates.

4.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	668 000				
	Sep	1 902 000	1 234 000	184,7		
	Dec	1 522 000	-380 000	-20,0		
2018	Mar	554 000	-968 000	-63,6		
	Jun	608 000	54 000	9,7	-60 000	-9,0
	Sep	546 000	-62 000	-10,2	-1 356 000	-71,3
2019	Dec	1 993 000	1 447 000	265,0	471 000	30,9
	Mar	587 000	-1 406 000	-70,5	33 000	6,0
	Jun	648 000	61 000	10,4	40 000	6,6
2020	Sep	507 000	-141 000	-21,8	-39 000	-7,1
	Dec	1 969 000	1 462 000	288,4	-24 000	-1,2
	Mar	583 000	-1 386 000	-70,4	-4 000	-0,7
2020	Jun	529 000	-54 000	-9,3	-119 000	-18,4
	Sep*	474 000	-55 000	-10,4	-33 000	-6,5
	Dec	1 890 000	1 416 000	298,7	-79 000	-4,0

*Revised estimates.

Table 5 - Construction industry**5.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	626 000				
	Sep	641 000	15 000	2,4		
	Dec	627 000	-14 000	-2,2		
2018	Mar	641 000	14 000	2,2		
	Jun	637 000	-4 000	-0,6	11 000	1,8
	Sep	631 000	-6 000	-0,9	-10 000	-1,6
2019	Dec	611 000	-20 000	-3,2	-16 000	-2,6
	Mar	611 000	0	0,0	-30 000	-4,7
	Jun	599 000	-12 000	-2,0	-38 000	-6,0
2020	Sep	592 000	-7 000	-1,2	-39 000	-6,2
	Dec	580 000	-12 000	-2,0	-31 000	-5,1
	Mar	562 000	-18 000	-3,1	-49 000	-8,0
	Jun	488 000	-74 000	-13,2	-111 000	-18,5
	Sep*	510 000	22 000	4,5	-82 000	-13,9
	Dec	492 000	-18 000	-3,5	-88 000	-15,2

*Revised estimates.

5.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	538 000				
	Sep	546 000	8 000	1,5		
	Dec	539 000	-7 000	-1,3		
2018	Mar	550 000	11 000	2,0		
	Jun	546 000	-4 000	-0,7	8 000	1,5
	Sep	549 000	3 000	0,5	3 000	0,5
2019	Dec	538 000	-11 000	-2,0	-1 000	-0,2
	Mar	547 000	9 000	1,7	-3 000	-0,5
	Jun	530 000	-17 000	-3,1	-16 000	-2,9
2020	Sep	520 000	-10 000	-1,9	-29 000	-5,3
	Dec	510 000	-10 000	-1,9	-28 000	-5,2
	Mar	498 000	-12 000	-2,4	-49 000	-9,0
	Jun	428 000	-70 000	-14,1	-102 000	-19,2
	Sep*	443 000	15 000	3,5	-77 000	-14,8
	Dec	426 000	-17 000	-3,8	-84 000	-16,5

*Revised estimates.

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	88 000				
	Sep	95 000	7 000	8,0		
	Dec	88 000	-7 000	-7,4		
2018	Mar	91 000	3 000	3,4		
	Jun	91 000	0	0,0	3 000	3,4
	Sep	82 000	-9 000	-9,9	-13 000	-13,7
2019	Dec	73 000	-9 000	-11,0	-15 000	-17,0
	Mar	64 000	-9 000	-12,3	-27 000	-29,7
	Jun	69 000	5 000	7,8	-22 000	-24,2
2020	Sep	72 000	3 000	4,3	-10 000	-12,2
	Dec	70 000	-2 000	-2,8	-3 000	-4,1
	Mar	64 000	-6 000	-8,6	0	0,0
2020	Jun	60 000	-4 000	-6,3	-9 000	-13,0
	Sep*	67 000	7 000	11,7	-5 000	-6,9
	Dec	66 000	-1 000	-1,5	-4 000	-5,7

*Revised estimates.

5.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	29 548 000				
	Sep	30 645 000	1 097 000	3,7		
	Dec	36 241 000	5 596 000	18,3		
2018	Mar	31 517 000	-4 724 000	-13,0		
	Jun	33 534 000	2 017 000	6,4	3 986 000	13,5
	Sep	33 423 000	-111 000	-0,3	2 778 000	9,1
2019	Dec	38 198 000	4 775 000	14,3	1 957 000	5,4
	Mar	33 419 000	-4 779 000	-12,5	1 902 000	6,0
	Jun	33 797 000	378 000	1,1	263 000	0,8
2020	Sep	33 064 000	-733 000	-2,2	-359 000	-1,1
	Dec	36 627 000	3 563 000	10,8	-1 571 000	-4,1
	Mar	32 001 000	-4 626 000	-12,6	-1 418 000	-4,2
2020	Jun	22 118 000	-9 883 000	-30,9	-11 679 000	-34,6
	Sep*	26 926 000	4 808 000	21,7	-6 138 000	-18,6
	Dec	30 268 000	3 342 000	12,4	-6 359 000	-17,4

*Revised estimates.

5.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	27 284 000				
	Sep	28 271 000	987 000	3,6		
	Dec	29 756 000	1 485 000	5,3		
2018	Mar	29 358 000	-398 000	-1,3		
	Jun	31 074 000	1 716 000	5,8	3 790 000	13,9
	Sep	31 464 000	390 000	1,3	3 193 000	11,3
2019	Dec	32 252 000	788 000	2,5	2 496 000	8,4
	Mar	31 185 000	-1 067 000	-3,3	1 827 000	6,2
	Jun	31 700 000	515 000	1,7	626 000	2,0
2020	Sep	31 237 000	-463 000	-1,5	-227 000	-0,7
	Dec	31 591 000	354 000	1,1	-661 000	-2,0
	Mar	30 218 000	-1 373 000	-4,3	-967 000	-3,1
2020	Jun	21 022 000	-9 196 000	-30,4	-10 678 000	-33,7
	Sep*	25 490 000	4 468 000	21,3	-5 747 000	-18,4
	Dec	26 492 000	1 002 000	3,9	-5 099 000	-16,1

*Revised estimates.

5.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun	2 460 000	301 000	13,9	196 000	8,7
	Sep	1 959 000	-501 000	-20,4	-415 000	-17,5
2019	Dec	5 946 000	3 987 000	203,5	-539 000	-8,3
	Mar	2 234 000	-3 712 000	-62,4	75 000	3,5
	Jun	2 097 000	-137 000	-6,1	-363 000	-14,8
2020	Sep	1 827 000	-270 000	-12,9	-132 000	-6,7
	Dec	5 036 000	3 209 000	175,6	-910 000	-15,3
	Mar	1 783 000	-3 253 000	-64,6	-451 000	-20,2
2020	Jun	1 096 000	-687 000	-38,5	-1 001 000	-47,7
	Sep*	1 436 000	340 000	31,0	-391 000	-21,4
	Dec	3 776 000	2 340 000	163,0	-1 260 000	-25,0

*Revised estimates.

Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 123 000				
	Sep	2 132 000	9 000	0,4		
	Dec	2 206 000	74 000	3,5		
2018	Mar	2 191 000	-15 000	-0,7		
	Jun	2 199 000	8 000	0,4	76 000	3,6
	Sep	2 223 000	24 000	1,1	91 000	4,3
2019	Dec	2 280 000	57 000	2,6	74 000	3,4
	Mar	2 279 000	-1 000	0,0	88 000	4,0
	Jun	2 264 000	-15 000	-0,7	65 000	3,0
2020	Sep	2 267 000	3 000	0,1	44 000	2,0
	Dec	2 308 000	41 000	1,8	28 000	1,2
	Mar	2 276 000	-32 000	-1,4	-3 000	-0,1
	Jun	2 074 000	-202 000	-8,9	-190 000	-8,4
	Sep*	2 101 000	27 000	1,3	-166 000	-7,3
	Dec	2 155 000	54 000	2,6	-153 000	-6,6

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun	1 989 000	7 000	0,4	80 000	4,2
	Sep	2 010 000	21 000	1,1	86 000	4,5
2019	Dec	2 043 000	33 000	1,6	62 000	3,1
	Mar	2 060 000	17 000	0,8	78 000	3,9
	Jun	2 041 000	-19 000	-0,9	52 000	2,6
2020	Sep	2 036 000	-5 000	-0,2	26 000	1,3
	Dec	2 067 000	31 000	1,5	24 000	1,2
	Mar	2 055 000	-12 000	-0,6	-5 000	-0,2
	Jun	1 882 000	-173 000	-8,4	-159 000	-7,8
	Sep*	1 909 000	27 000	1,4	-127 000	-6,2
	Dec	1 937 000	28 000	1,5	-130 000	-6,3

*Revised estimates.

6.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	214 000				
	Sep	208 000	-6 000	-2,8		
	Dec	225 000	17 000	8,2		
2018	Mar	209 000	-16 000	-7,1		
	Jun	210 000	1 000	0,5	-4 000	-1,9
	Sep	213 000	3 000	1,4	5 000	2,4
2019	Dec	237 000	24 000	11,3	12 000	5,3
	Mar	219 000	-18 000	-7,6	10 000	4,8
	Jun	223 000	4 000	1,8	13 000	6,2
2020	Sep	231 000	8 000	3,6	18 000	8,5
	Dec	241 000	10 000	4,3	4 000	1,7
	Mar	221 000	-20 000	-8,3	2 000	0,9
2020	Jun	192 000	-29 000	-13,1	-31 000	-13,9
	Sep*	192 000	0	0,0	-39 000	-16,9
	Dec	218 000	26 000	13,5	-23 000	-9,5

*Revised estimates.

6.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	88 392 000				
	Sep	89 567 000	1 175 000	1,3		
	Dec	100 994 000	11 427 000	12,8		
2018	Mar	94 864 000	-6 130 000	-6,1		
	Jun	94 841 000	-23 000	0,0	6 449 000	7,3
	Sep	96 514 000	1 673 000	1,8	6 947 000	7,8
2019	Dec	107 521 000	11 007 000	11,4	6 527 000	6,5
	Mar	99 934 000	-7 587 000	-7,1	5 070 000	5,3
	Jun	101 558 000	1 624 000	1,6	6 717 000	7,1
2020	Sep	102 653 000	1 095 000	1,1	6 139 000	6,4
	Dec	112 176 000	9 523 000	9,3	4 655 000	4,3
	Mar	103 769 000	-8 407 000	-7,5	3 835 000	3,8
2020	Jun	84 162 000	-19 607 000	-18,9	-17 396 000	-17,1
	Sep*	92 460 000	8 298 000	9,9	-10 193 000	-9,9
	Dec	105 203 000	12 743 000	13,8	-6 973 000	-6,2

*Revised estimates.

6.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	87 875 000	832 000	1,0	5 907 000	7,2
	Sep	89 680 000	1 805 000	2,1	6 134 000	7,3
2019	Dec	92 064 000	2 384 000	2,7	5 486 000	6,3
	Mar	92 236 000	172 000	0,2	5 193 000	6,0
	Jun	93 937 000	1 701 000	1,8	6 062 000	6,9
2020	Sep	95 137 000	1 200 000	1,3	5 457 000	6,1
	Dec	96 696 000	1 559 000	1,6	4 632 000	5,0
	Mar	95 976 000	-720 000	-0,7	3 740 000	4,1
2020	Jun	78 500 000	-17 476 000	-18,2	-15 437 000	-16,4
	Sep*	86 105 000	7 605 000	9,7	-9 032 000	-9,5
	Dec	90 239 000	4 134 000	4,8	-6 457 000	-6,7

*Revised estimates.

6.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	6 966 000	-855 000	-10,9	542 000	8,4
	Sep	6 834 000	-132 000	-1,9	813 000	13,5
2019	Dec	15 457 000	8 623 000	126,2	1 041 000	7,2
	Mar	7 698 000	-7 759 000	-50,2	-123 000	-1,6
	Jun	7 621 000	-77 000	-1,0	655 000	9,4
2020	Sep	7 516 000	-105 000	-1,4	682 000	10,0
	Dec	15 480 000	7 964 000	106,0	23 000	0,1
	Mar	7 793 000	-7 687 000	-49,7	95 000	1,2
2020	Jun	5 662 000	-2 131 000	-27,3	-1 959 000	-25,7
	Sep*	6 355 000	693 000	12,2	-1 161 000	-15,4
	Dec	14 964 000	8 609 000	135,5	-516 000	-3,3

*Revised estimates.

Table 7 - Transport, storage and communication industry**7.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	470 000				
	Sep	479 000	9 000	1,9		
	Dec	481 000	2 000	0,4		
2018	Mar	481 000	0	0,0		
	Jun	483 000	2 000	0,4	13 000	2,8
	Sep	491 000	8 000	1,7	12 000	2,5
2019	Dec	498 000	7 000	1,4	17 000	3,5
	Mar	500 000	2 000	0,4	19 000	4,0
	Jun	497 000	-3 000	-0,6	14 000	2,9
2020	Sep	497 000	0	0,0	6 000	1,2
	Dec	500 000	3 000	0,6	2 000	0,4
	Mar	500 000	0	0,0	0	0,0
2020	Jun	460 000	-40 000	-8,0	-37 000	-7,4
	Sep*	452 000	-8 000	-1,7	-45 000	-9,1
	Dec	451 000	-1 000	-0,2	-49 000	-9,8

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	453 000				
	Sep	461 000	8 000	1,8		
	Dec	463 000	2 000	0,4		
2018	Mar	465 000	2 000	0,4		
	Jun	466 000	1 000	0,2	13 000	2,9
	Sep	472 000	6 000	1,3	11 000	2,4
2019	Dec	477 000	5 000	1,1	14 000	3,0
	Mar	482 000	5 000	1,0	17 000	3,7
	Jun	481 000	-1 000	-0,2	15 000	3,2
2020	Sep	478 000	-3 000	-0,6	6 000	1,3
	Dec	479 000	1 000	0,2	2 000	0,4
	Mar	481 000	2 000	0,4	-1 000	-0,2
2020	Jun	444 000	-37 000	-7,7	-37 000	-7,7
	Sep*	434 000	-10 000	-2,3	-44 000	-9,2
	Dec	431 000	-3 000	-0,7	-48 000	-10,0

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	17 000				
	Sep	18 000	1 000	5,9		
	Dec	18 000	0	0,0		
2018	Mar	16 000	-2 000	-11,1		
	Jun	17 000	1 000	6,3	0	0,0
	Sep	19 000	2 000	11,8	1 000	5,6
2019	Dec	21 000	2 000	10,5	3 000	16,7
	Mar	18 000	-3 000	-14,3	2 000	12,5
	Jun	16 000	-2 000	-11,1	-1 000	-5,9
2020	Sep	19 000	3 000	18,8	0	0,0
	Dec	21 000	2 000	10,5	0	0,0
	Mar	19 000	-2 000	-9,5	1 000	5,6
2020	Jun	16 000	-3 000	-15,8	0	0,0
	Sep*	18 000	2 000	12,5	-1 000	-5,3
	Dec	20 000	2 000	11,1	-1 000	-4,8

*Revised estimates.

7.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	35 852 000				
	Sep	36 083 000	231 000	0,6		
	Dec	39 001 000	2 918 000	8,1		
2018	Mar	35 518 000	-3 483 000	-8,9		
	Jun	37 872 000	2 354 000	6,6	2 020 000	5,6
	Sep	38 571 000	699 000	1,8	2 488 000	6,9
2019	Dec	41 629 000	3 058 000	7,9	2 628 000	6,7
	Mar	38 627 000	-3 002 000	-7,2	3 109 000	8,8
	Jun	42 343 000	3 716 000	9,6	4 471 000	11,8
2020	Sep	40 448 000	-1 895 000	-4,5	1 877 000	4,9
	Dec	45 101 000	4 653 000	11,5	3 472 000	8,3
	Mar	39 790 000	-5 311 000	-11,8	1 163 000	3,0
2020	Jun	36 991 000	-2 799 000	-7,0	-5 352 000	-12,6
	Sep*	35 532 000	-1 459 000	-3,9	-4 916 000	-12,2
	Dec	39 922 000	4 390 000	12,4	-5 179 000	-11,5

*Revised estimates.

7.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 903 000	1 266 000	4,0	1 787 000	5,7
	Sep	33 833 000	930 000	2,8	1 994 000	6,3
2019	Dec	34 548 000	715 000	2,1	2 627 000	8,2
	Mar	34 698 000	150 000	0,4	3 061 000	9,7
	Jun	35 881 000	1 183 000	3,4	2 978 000	9,1
2020	Sep	35 985 000	104 000	0,3	2 152 000	6,4
	Dec	37 061 000	1 076 000	3,0	2 513 000	7,3
	Mar	36 644 000	-417 000	-1,1	1 946 000	5,6
2020	Jun	31 717 000	-4 927 000	-13,4	-4 164 000	-11,6
	Sep*	32 430 000	713 000	2,2	-3 555 000	-9,9
	Dec	33 328 000	898 000	2,8	-3 733 000	-10,1

*Revised estimates.

7.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	4 736 000				
	Sep	4 244 000	-492 000	-10,4		
	Dec	7 080 000	2 836 000	66,8		
2018	Mar	3 881 000	-3 199 000	-45,2		
	Jun	4 969 000	1 088 000	28,0	233 000	4,9
	Sep	4 738 000	-231 000	-4,6	494 000	11,6
2019	Dec	7 081 000	2 343 000	49,5	1 000	0,0
	Mar	3 929 000	-3 152 000	-44,5	48 000	1,2
	Jun	6 462 000	2 533 000	64,5	1 493 000	30,0
2020	Sep	4 463 000	-1 999 000	-30,9	-275 000	-5,8
	Dec	8 040 000	3 577 000	80,1	959 000	13,5
	Mar	3 146 000	-4 894 000	-60,9	-783 000	-19,9
2020	Jun	5 274 000	2 128 000	67,6	-1 188 000	-18,4
	Sep*	3 102 000	-2 172 000	-41,2	-1 361 000	-30,5
	Dec	6 594 000	3 492 000	112,6	-1 446 000	-18,0

*Revised estimates.

Table 8 - Financial intermediation, insurance, real estate and business services industry**8.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 233 000				
	Sep	2 250 000	17 000	0,8		
	Dec	2 291 000	41 000	1,8		
2018	Mar	2 300 000	9 000	0,4		
	Jun	2 302 000	2 000	0,1	69 000	3,1
	Sep	2 310 000	8 000	0,3	60 000	2,7
2019	Dec	2 347 000	37 000	1,6	56 000	2,4
	Mar	2 349 000	2 000	0,1	49 000	2,1
	Jun	2 343 000	-6 000	-0,3	41 000	1,8
2020	Sep	2 336 000	-7 000	-0,3	26 000	1,1
	Dec	2 349 000	13 000	0,6	2 000	0,1
	Mar	2 350 000	1 000	0,0	1 000	0,0
2020	Jun	2 180 000	-170 000	-7,2	-163 000	-7,0
	Sep*	2 167 000	-13 000	-0,6	-169 000	-7,2
	Dec	2 171 000	4 000	0,2	-178 000	-7,6

*Revised estimates.

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun	2 062 000	9 000	0,4	91 000	4,6
	Sep	2 068 000	6 000	0,3	76 000	3,8
2019	Dec	2 115 000	47 000	2,3	84 000	4,1
	Mar	2 123 000	8 000	0,4	70 000	3,4
	Jun	2 122 000	-1 000	0,0	60 000	2,9
2020	Sep	2 107 000	-15 000	-0,7	39 000	1,9
	Dec	2 107 000	0	0,0	-8 000	-0,4
	Mar	2 115 000	8 000	0,4	-8 000	-0,4
2020	Jun	1 972 000	-143 000	-6,8	-150 000	-7,1
	Sep*	1 960 000	-12 000	-0,6	-147 000	-7,0
	Dec	1 946 000	-14 000	-0,7	-161 000	-7,6

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	262 000				
	Sep	258 000	-4 000	-1,5		
	Dec	260 000	2 000	0,8		
2018	Mar	247 000	-13 000	-5,0		
	Jun	240 000	-7 000	-2,8	-22 000	-8,4
	Sep	242 000	2 000	0,8	-16 000	-6,2
2019	Dec	232 000	-10 000	-4,1	-28 000	-10,8
	Mar	226 000	-6 000	-2,6	-21 000	-8,5
	Jun	221 000	-5 000	-2,2	-19 000	-7,9
2020	Sep	229 000	8 000	3,6	-13 000	-5,4
	Dec	242 000	13 000	5,7	10 000	4,3
	Mar	235 000	-7 000	-2,9	9 000	4,0
2020	Jun	208 000	-27 000	-11,5	-13 000	-5,9
	Sep*	207 000	-1 000	-0,5	-22 000	-9,6
	Dec	225 000	18 000	8,7	-17 000	-7,0

*Revised estimates.

8.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	153 009 000				
	Sep	165 444 000	12 435 000	8,1		
	Dec	176 133 000	10 689 000	6,5		
2018	Mar	189 734 000	13 601 000	7,7		
	Jun	173 672 000	-16 062 000	-8,5	20 663 000	13,5
	Sep	183 294 000	9 622 000	5,5	17 850 000	10,8
2019	Dec	193 394 000	10 100 000	5,5	17 261 000	9,8
	Mar	189 128 000	-4 266 000	-2,2	-606 000	-0,3
	Jun	183 587 000	-5 541 000	-2,9	9 915 000	5,7
2020	Sep	191 207 000	7 620 000	4,2	7 913 000	4,3
	Dec	203 632 000	12 425 000	6,5	10 238 000	5,3
	Mar	195 044 000	-8 588 000	-4,2	5 916 000	3,1
2020	Jun	168 372 000	-26 672 000	-13,7	-15 215 000	-8,3
	Sep*	176 306 000	7 934 000	4,7	-14 901 000	-7,8
	Dec	192 635 000	16 329 000	9,3	-10 997 000	-5,4

*Revised estimates.

8.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	156 308 000	3 089 000	2,0	16 121 000	11,5
	Sep	159 764 000	3 456 000	2,2	15 395 000	10,7
2019	Dec	165 836 000	6 072 000	3,8	12 547 000	8,2
	Mar	166 346 000	510 000	0,3	13 127 000	8,6
	Jun	166 694 000	348 000	0,2	10 386 000	6,6
2020	Sep	168 259 000	1 565 000	0,9	8 495 000	5,3
	Dec	171 148 000	2 889 000	1,7	5 312 000	3,2
	Mar	169 661 000	-1 487 000	-0,9	3 315 000	2,0
2020	Jun	155 474 000	-14 187 000	-8,4	-11 220 000	-6,7
	Sep*	159 893 000	4 419 000	2,8	-8 366 000	-5,0
	Dec	164 476 000	4 583 000	2,9	-6 672 000	-3,9

*Revised estimates.

8.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 364 000	-19 151 000	-52,4	4 542 000	35,4
	Sep	23 530 000	6 166 000	35,5	2 455 000	11,6
2019	Dec	27 558 000	4 028 000	17,1	4 714 000	20,6
	Mar	22 782 000	-4 776 000	-17,3	-13 733 000	-37,6
	Jun	16 893 000	-5 889 000	-25,8	-471 000	-2,7
2020	Sep	22 948 000	6 055 000	35,8	-582 000	-2,5
	Dec	32 484 000	9 536 000	41,6	4 926 000	17,9
	Mar	25 383 000	-7 101 000	-21,9	2 601 000	11,4
2020	Jun	12 898 000	-12 485 000	-49,2	-3 995 000	-23,6
	Sep*	16 413 000	3 515 000	27,3	-6 535 000	-28,5
	Dec	28 159 000	11 746 000	71,6	-4 325 000	-13,3

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 620 000				
	Sep	2 632 000	12 000	0,5		
	Dec	2 661 000	29 000	1,1		
2018	Mar	2 751 000	90 000	3,4		
	Jun	2 687 000	-64 000	-2,3	67 000	2,6
	Sep	2 697 000	10 000	0,4	65 000	2,5
2019	Dec	2 711 000	14 000	0,5	50 000	1,9
	Mar	2 736 000	25 000	0,9	-15 000	-0,5
	Jun	2 774 000	38 000	1,4	87 000	3,2
2020	Sep	2 768 000	-6 000	-0,2	71 000	2,6
	Dec	2 773 000	5 000	0,2	62 000	2,3
	Mar	2 787 000	14 000	0,5	51 000	1,9
	Jun	2 681 000	-106 000	-3,8	-93 000	-3,4
	Sep*	2 705 000	24 000	0,9	-63 000	-2,3
	Dec	2 756 000	51 000	1,9	-17 000	-0,6

*Revised estimates.

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun	2 317 000	13 000	0,6	47 000	2,1
	Sep	2 326 000	9 000	0,4	45 000	2,0
2019	Dec	2 337 000	11 000	0,5	42 000	1,8
	Mar	2 344 000	7 000	0,3	40 000	1,7
	Jun	2 353 000	9 000	0,4	36 000	1,6
2020	Sep	2 362 000	9 000	0,4	36 000	1,5
	Dec	2 366 000	4 000	0,2	29 000	1,2
	Mar	2 369 000	3 000	0,1	25 000	1,1
	Jun	2 308 000	-61 000	-2,6	-45 000	-1,9
	Sep*	2 318 000	10 000	0,4	-44 000	-1,9
	Dec	2 329 000	11 000	0,5	-37 000	-1,6

*Revised estimates.

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	350 000				
	Sep	351 000	1 000	0,3		
	Dec	366 000	15 000	4,3		
2018	Mar	447 000	81 000	22,1		
	Jun	370 000	-77 000	-17,2	20 000	5,7
	Sep	371 000	1 000	0,3	20 000	5,7
2019	Dec	374 000	3 000	0,8	8 000	2,2
	Mar	392 000	18 000	4,8	-55 000	-12,3
	Jun	421 000	29 000	7,4	51 000	13,8
2020	Sep	406 000	-15 000	-3,6	35 000	9,4
	Dec	407 000	1 000	0,2	33 000	8,8
	Mar	418 000	11 000	2,7	26 000	6,6
2020	Jun	373 000	-45 000	-10,8	-48 000	-11,4
	Sep*	387 000	14 000	3,8	-19 000	-4,7
	Dec	427 000	40 000	10,3	20 000	4,9

*Revised estimates.

9.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	197 715 000				
	Sep	203 445 000	5 730 000	2,9		
	Dec	211 907 000	8 462 000	4,2		
2018	Mar	205 204 000	-6 703 000	-3,2		
	Jun	209 930 000	4 726 000	2,3	12 215 000	6,2
	Sep	227 954 000	18 024 000	8,6	24 509 000	12,0
2019	Dec	235 115 000	7 161 000	3,1	23 208 000	11,0
	Mar	226 371 000	-8 744 000	-3,7	21 167 000	10,3
	Jun	235 799 000	9 428 000	4,2	25 869 000	12,3
2020	Sep	239 384 000	3 585 000	1,5	11 430 000	5,0
	Dec	251 600 000	12 216 000	5,1	16 485 000	7,0
	Mar	240 906 000	-10 694 000	-4,3	14 535 000	6,4
2020	Jun	231 462 000	-9 444 000	-3,9	-4 337 000	-1,8
	Sep*	236 762 000	5 300 000	2,3	-2 622 000	-1,1
	Dec	248 879 000	12 117 000	5,1	-2 721 000	-1,1

*Revised estimates.

9.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	184 165 000				
	Sep	189 624 000	5 459 000	3,0		
	Dec	192 238 000	2 614 000	1,4		
2018	Mar	192 043 000	-195 000	-0,1		
	Jun	195 948 000	3 905 000	2,0	11 783 000	6,4
	Sep	212 602 000	16 654 000	8,5	22 978 000	12,1
2019	Dec	211 010 000	-1 592 000	-0,7	18 772 000	9,8
	Mar	210 170 000	-840 000	-0,4	18 127 000	9,4
	Jun	219 073 000	8 903 000	4,2	23 125 000	11,8
2020	Sep	222 192 000	3 119 000	1,4	9 590 000	4,5
	Dec	224 585 000	2 393 000	1,1	13 575 000	6,4
	Mar	223 937 000	-648 000	-0,3	13 767 000	6,6
2020	Jun	215 472 000	-8 465 000	-3,8	-3 601 000	-1,6
	Sep*	220 597 000	5 125 000	2,4	-1 595 000	-0,7
	Dec	225 982 000	5 385 000	2,4	1 397 000	0,6

*Revised estimates.

9.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	13 550 000				
	Sep	13 821 000	271 000	2,0		
	Dec	19 669 000	5 848 000	42,3		
2018	Mar	13 161 000	-6 508 000	-33,1		
	Jun	13 982 000	821 000	6,2	432 000	3,2
	Sep	15 352 000	1 370 000	9,8	1 531 000	11,1
2019	Dec	24 105 000	8 753 000	57,0	4 436 000	22,6
	Mar	16 201 000	-7 904 000	-32,8	3 040 000	23,1
	Jun	16 726 000	525 000	3,2	2 744 000	19,6
2020	Sep	17 192 000	466 000	2,8	1 840 000	12,0
	Dec	27 015 000	9 823 000	57,1	2 910 000	12,1
	Mar	16 969 000	-10 046 000	-37,2	768 000	4,7
2020	Jun	15 990 000	-979 000	-5,8	-736 000	-4,4
	Sep*	16 165 000	175 000	1,1	-1 027 000	-6,0
	Dec	22 897 000	6 732 000	41,6	-4 118 000	-15,2

*Revised estimates.

PART 2 – Estimation of average monthly earnings

Table 10 - Average monthly earnings at current prices, by industry

10.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	19 499	-	-
Aug	19 996	2,6	-
Nov	20 193	1,0	-
2018 Feb	20 092	-0,5	-
May	20 524	2,1	5,3
Aug	21 381	4,2	6,9
Nov	21 540	0,7	6,7
2019 Feb	21 231	-1,4	5,7
May	21 796	2,7	6,2
Aug	22 375	2,7	4,6
Nov	22 429	0,2	4,1
2020 Feb	22 395	-0,2	5,5
May	21 448	-4,2	-1,6
Aug*	22 588	5,3	1,0
Nov	23 133	2,4	3,1

*Revised estimates.

10.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	22 223	-	-
Aug	23 077	3,8	-
Nov	23 572	2,1	-
2018 Feb	22 903	-2,8	-
May	23 265	1,6	4,7
Aug	25 021	7,5	8,4
Nov	25 510	2,0	8,2
2019 Feb	24 118	-5,5	5,3
May	25 042	3,8	7,6
Aug	27 063	8,1	8,2
Nov	26 172	-3,3	2,6
2020 Feb	27 616	5,5	14,5
May	24 333	-11,9	-2,8
Aug*	28 669	17,8	5,9
Nov	28 356	-1,1	8,3

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

10.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	16 873	-	-	15 864	-	-
Aug	17 415	3,2	-	16 375	3,2	-
Nov	17 668	1,5	-	16 541	1,0	-
2018 Feb	17 297	-2,1	-	16 342	-1,2	-
May	17 894	3,5	6,1	16 841	3,1	6,2
Aug	18 526	3,5	6,4	17 469	3,7	6,7
Nov	18 795	1,5	6,4	17 615	0,8	6,5
2019 Feb	18 423	-2,0	6,5	17 365	-1,4	6,3
May	19 050	3,4	6,5	17 893	3,0	6,2
Aug	19 379	1,7	4,6	18 254	2,0	4,5
Nov	19 192	-1,0	2,1	18 074	-1,0	2,6
2020 Feb	19 130	-0,3	3,8	18 029	-0,2	3,8
May	17 003	-11,1	-10,7	16 302	-9,6	-8,9
Aug*	18 831	10,8	-2,8	17 932	10,0	-1,8
Nov	19 788	5,1	3,1	18 593	3,7	2,9

*Revised estimates.

10.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	38 715	-	-	35 280	-	-
Aug	38 950	0,6	-	36 527	3,5	-
Nov	40 071	2,9	-	37 684	3,2	-
2018 Feb	38 934	-2,8	-	36 494	-3,2	-
May	39 862	2,4	3,0	36 938	1,2	4,7
Aug	41 681	4,6	7,0	39 717	7,5	8,7
Nov	43 722	4,9	9,1	41 411	4,3	9,9
2019 Feb	42 380	-3,1	8,9	39 950	-3,5	9,5
May	42 641	0,6	7,0	39 633	-0,8	7,3
Aug	42 797	0,4	2,7	40 721	2,7	2,5
Nov	46 177	7,9	5,6	43 687	7,3	5,5
2020 Feb	44 335	-4,0	4,6	41 821	-4,3	4,7
May	44 941	1,4	5,4	42 010	0,5	6,0
Aug*	46 655	3,8	9,0	44 736	6,5	9,9
Nov	49 021	5,1	6,2	46 626	4,2	6,7

*Revised estimates.

10.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	15 245	-	-	14 462	-	-
Aug	15 683	2,9	-	14 864	2,8	-
Nov	16 463	5,0	-	15 497	4,3	-
2018 Feb	16 165	-1,8	-	15 465	-0,2	-
May	16 968	5,0	11,3	16 163	4,5	11,8
Aug	17 611	3,8	12,3	16 822	4,1	13,2
Nov	17 784	1,0	8,0	17 002	1,1	9,7
2019 Feb	17 442	-1,9	7,9	16 805	-1,2	8,7
May	18 446	5,8	8,7	17 681	5,2	9,4
Aug	18 325	-0,7	4,1	17 549	-0,7	4,3
Nov	18 348	0,1	3,2	17 581	0,2	3,4
2020 Feb	18 693	1,9	7,2	18 041	2,6	7,4
May	14 912	-20,2	-19,2	14 466	-19,8	-18,2
Aug*	17 070	14,5	-6,8	16 441	13,7	-6,3
Nov	17 806	4,3	-3,0	17 145	4,3	-2,5

*Revised estimates.

10.6 Wholesale and retail trade; repair of motor vehicles, motor cycles, and personal and household goods; hotels and restaurants industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	13 006	-	-	12 623	-	-
Aug	13 103	0,7	-	12 782	1,3	-
Nov	13 279	1,3	-	12 943	1,3	-
2018 Feb	13 282	0,0	-	12 981	0,3	-
May	13 479	1,5	3,6	13 094	0,9	3,7
Aug	13 862	2,8	5,8	13 493	3,1	5,6
Nov	13 705	-1,1	3,2	13 345	-1,1	3,1
2019 Feb	13 696	-0,1	3,1	13 371	0,2	3,0
May	14 273	4,2	5,9	13 825	3,4	5,6
Aug	14 343	0,5	3,5	13 979	1,1	3,6
Nov	14 366	0,2	4,8	14 012	0,2	5,0
2020 Feb	14 355	-0,1	4,8	14 020	0,1	4,9
May	12 630	-12,0	-11,5	12 360	-11,8	-10,6
Aug*	13 990	10,8	-2,5	13 690	10,8	-2,1
Nov	14 397	2,9	0,2	13 894	1,5	-0,8

*Revised estimates.

10.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	23 638	-	-	22 240	-	-
Aug	23 787	0,6	-	22 430	0,9	-
Nov	23 600	-0,8	-	22 210	-1,0	-
2018 Feb	23 236	-1,5	-	22 107	-0,5	-
May	24 270	4,5	2,7	22 860	3,4	2,8
Aug	24 939	2,8	4,8	23 669	3,5	5,5
Nov	24 798	-0,6	5,1	23 426	-1,0	5,5
2019 Feb	24 050	-3,0	3,5	22 954	-2,0	3,8
May	25 722	7,0	6,0	24 314	5,9	6,4
Aug	25 198	-2,0	1,0	23 926	-1,6	1,1
Nov	26 288	4,3	6,0	24 875	4,0	6,2
2020 Feb	25 586	-2,7	6,4	24 329	-2,2	6,0
May	23 412	-8,5	-9,0	22 477	-7,6	-7,6
Aug*	25 050	7,0	-0,6	23 870	6,2	-0,2
Nov	26 282	4,9	0,0	24 892	4,3	0,1

*Revised estimates.

10.8 Financial intermediation, insurance, real estate and business services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	21 385	-	-	21 025	-	-
Aug	22 199	3,8	-	21 826	3,8	-
Nov	22 620	1,9	-	22 260	2,0	-
2018 Feb	22 765	0,6	-	22 379	0,5	-
May	22 987	1,0	7,5	22 595	1,0	7,5
Aug	23 825	3,6	7,3	23 445	3,8	7,4
Nov	24 067	1,0	6,4	23 633	0,8	6,2
2019 Feb	24 255	0,8	6,5	23 899	1,1	6,8
May	24 478	0,9	6,5	23 988	0,4	6,2
Aug	24 861	1,6	4,3	24 388	1,7	4,0
Nov	24 832	-0,1	3,2	24 379	0,0	3,2
2020 Feb	24 161	-2,7	-0,4	23 737	-2,6	-0,7
May	24 216	0,2	-1,1	23 854	0,5	-0,6
Aug*	25 072	3,5	0,8	24 641	3,3	1,0
Nov	25 696	2,5	3,5	25 240	2,4	3,5

*Revised estimates.

10.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	23 676	-	-	23 151	-	-
	Aug	24 195	2,2	-	23 732	2,5	-
	Nov	24 133	-0,3	-	23 675	-0,2	-
2018	Feb	24 078	-0,2	-	23 658	-0,1	-
	May	24 702	2,6	4,3	24 195	2,3	4,5
	Aug	26 031	5,4	7,6	25 537	5,5	7,6
	Nov	26 305	1,1	9,0	25 643	0,4	8,3
2019	Feb	25 420	-3,4	5,6	24 738	-3,5	4,6
	May	25 717	1,2	4,1	24 944	0,8	3,1
	Aug	27 444	6,7	5,4	26 744	7,2	4,7
	Nov	27 488	0,2	4,5	26 753	0,0	4,3
2020	Feb	27 719	0,8	9,0	26 949	0,7	8,9
	May	27 506	-0,8	7,0	26 766	-0,7	7,3
	Aug*	27 966	1,7	1,9	27 288	2,0	2,0
	Nov	28 374	1,5	3,2	27 587	1,1	3,1

*Revised estimates.

Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry**11.1 Total (all formal non-agricultural industries)**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	18 986	-	-
	Aug	19 358	2,0	-
	Nov	19 379	0,1	-
2018	Feb	18 991	-2,0	-
	May	19 146	0,8	0,8
	Aug	19 724	3,0	1,9
2019	Nov	19 653	-0,4	1,4
	Feb	19 284	-1,9	1,5
	May	19 461	0,9	1,6
2020	Aug	19 783	1,7	0,3
	Nov	19 761	-0,1	0,5
	Feb	19 440	-1,6	0,8
2020	May	18 765	-3,5	-3,6
	Aug*	19 372	3,2	-2,1
	Nov	19 755	2,0	0,0

*Revised estimates.

11.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	21 639	-	-
	Aug	22 340	3,2	-
	Nov	22 622	1,3	-
2018	Feb	21 647	-4,3	-
	May	21 702	0,3	0,3
	Aug	23 082	6,4	3,3
2019	Nov	23 276	0,8	2,9
	Feb	21 906	-5,9	1,2
	May	22 359	2,1	3,0
2020	Aug	23 928	7,0	3,7
	Nov	23 059	-3,6	-0,9
	Feb	23 972	4,0	9,4
2020	May	21 289	-11,2	-4,8
	Aug*	24 587	15,5	2,8
	Nov	24 215	-1,5	5,0

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

11.3 Manufacturing industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	16 429	-	-	15 447	-	-
	Aug	16 858	2,6	-	15 852	2,6	-
	Nov	16 956	0,6	-	15 875	0,1	-
2018	Feb	16 348	-3,6	-	15 446	-2,7	-
	May	16 692	2,1	1,6	15 710	1,7	1,7
	Aug	17 090	2,4	1,4	16 115	2,6	1,7
	Nov	17 149	0,3	1,1	16 072	-0,3	1,2
2019	Feb	16 733	-2,4	2,4	15 771	-1,9	2,1
	May	17 009	1,6	1,9	15 976	1,3	1,7
	Aug	17 134	0,7	0,3	16 140	1,0	0,2
	Nov	16 909	-1,3	-1,4	15 924	-1,3	-0,9
2020	Feb	16 606	-1,8	-0,8	15 650	-1,7	-0,8
	May	14 876	-10,4	-12,5	14 262	-8,9	-10,7
	Aug*	16 150	8,6	-5,7	15 379	7,8	-4,7
	Nov	16 898	4,6	-0,1	15 878	3,2	-0,3

*Revised estimates.

11.4 Electricity, gas and water supply industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	37 698	-	-	34 352	-	-
	Aug	37 705	0,0	-	35 360	2,9	-
	Nov	38 456	2,0	-	36 166	2,3	-
2018	Feb	36 800	-4,3	-	34 493	-4,6	-
	May	37 185	1,0	-1,4	34 457	-0,1	0,3
	Aug	38 451	3,4	2,0	36 640	6,3	3,6
	Nov	39 893	3,8	3,7	37 784	3,1	4,5
2019	Feb	38 492	-3,5	4,6	36 286	-4,0	5,2
	May	38 072	-1,1	2,4	35 387	-2,5	2,7
	Aug	37 840	-0,6	-1,6	36 004	1,7	-1,7
	Nov	40 685	7,5	2,0	38 491	6,9	1,9
2020	Feb	38 485	-5,4	0,0	36 303	-5,7	0,0
	May	39 318	2,2	3,3	36 754	1,2	3,9
	Aug*	40 013	1,8	5,7	38 367	4,4	6,6
	Nov	41 863	4,6	2,9	39 817	3,8	3,4

*Revised estimates.

11.5 Construction industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	14 844	-	-	14 082	-	-
	Aug	15 182	2,3	-	14 389	2,2	-
	Nov	15 799	4,1	-	14 872	3,4	-
2018	Feb	15 279	-3,3	-	14 617	-1,7	-
	May	15 828	3,6	6,6	15 077	3,2	7,1
	Aug	16 247	2,6	7,0	15 519	2,9	7,9
	Nov	16 226	-0,1	2,7	15 514	0,0	4,3
2019	Feb	15 842	-2,4	3,7	15 263	-1,6	4,4
	May	16 470	4,0	4,1	15 787	3,4	4,7
	Aug	16 202	-1,6	-0,3	15 516	-1,7	0,0
	Nov	16 166	-0,2	-0,4	15 490	-0,2	-0,2
2020	Feb	16 227	0,4	2,4	15 661	1,1	2,6
	May	13 046	-19,6	-20,8	12 656	-19,2	-19,8
	Aug*	14 640	12,2	-9,6	14 100	11,4	-9,1
	Nov	15 206	3,9	-5,9	14 641	3,8	-5,5

*Revised estimates.

11.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	12 664	-	-	12 291	-	-
	Aug	12 683	0,2	-	12 374	0,7	-
	Nov	12 744	0,5	-	12 421	0,4	-
2018	Feb	12 554	-1,5	-	12 269	-1,2	-
	May	12 574	0,2	-0,7	12 214	-0,4	-0,6
	Aug	12 788	1,7	0,8	12 448	1,9	0,6
	Nov	12 505	-2,2	-1,9	12 176	-2,2	-2,0
2019	Feb	12 440	-0,5	-0,9	12 144	-0,3	-1,0
	May	12 744	2,4	1,4	12 344	1,6	1,1
	Aug	12 682	-0,5	-0,8	12 360	0,1	-0,7
	Nov	12 657	-0,2	1,2	12 345	-0,1	1,4
2020	Feb	12 461	-1,5	0,2	12 170	-1,4	0,2
	May	11 050	-11,3	-13,3	10 814	-11,1	-12,4
	Aug*	11 998	8,6	-5,4	11 741	8,6	-5,0
	Nov	12 295	2,5	-2,9	11 865	1,1	-3,9

*Revised estimates.

11.7 Transport, storage and communication industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	23 017	-	-	21 655	-	-
	Aug	23 028	0,0	-	21 713	0,3	-
	Nov	22 649	-1,6	-	21 315	-1,8	-
2018	Feb	21 962	-3,0	-	20 896	-2,0	-
	May	22 640	3,1	-1,6	21 325	2,1	-1,5
	Aug	23 007	1,6	-0,1	21 835	2,4	0,6
2019	Nov	22 625	-1,7	-0,1	21 374	-2,1	0,3
	Feb	21 844	-3,5	-0,5	20 849	-2,5	-0,2
	May	22 966	5,1	1,4	21 709	4,1	1,8
2020	Aug	22 279	-3,0	-3,2	21 155	-2,6	-3,1
	Nov	23 161	4,0	2,4	21 916	3,6	2,5
	Feb	22 210	-4,1	1,7	21 119	-3,6	1,3
2020	May	20 483	-7,8	-10,8	19 665	-6,9	-9,4
	Aug*	21 484	4,9	-3,6	20 472	4,1	-3,2
	Nov	22 444	4,5	-3,1	21 257	3,8	-3,0

*Revised estimates.

11.8 Financial intermediation, insurance, real estate and business services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	20 822	-	-	20 473	-	-
	Aug	21 490	3,2	-	21 129	3,2	-
	Nov	21 709	1,0	-	21 363	1,1	-
2018	Feb	21 517	-0,9	-	21 152	-1,0	-
	May	21 442	-0,3	3,0	21 077	-0,4	3,0
	Aug	21 979	2,5	2,3	21 627	2,6	2,4
2019	Nov	21 959	-0,1	1,2	21 563	-0,3	0,9
	Feb	22 030	0,3	2,4	21 707	0,7	2,6
	May	21 855	-0,8	1,9	21 418	-1,3	1,6
2020	Aug	21 981	0,6	0,0	21 563	0,7	-0,3
	Nov	21 878	-0,5	-0,4	21 479	-0,4	-0,4
	Feb	20 973	-4,1	-4,8	20 605	-4,1	-5,1
2020	May	21 186	1,0	-3,1	20 870	1,3	-2,6
	Aug*	21 503	1,5	-2,2	21 133	1,3	-2,0
	Nov	21 944	2,1	0,3	21 554	2,0	0,3

*Revised estimates.

11.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	23 054	-	-	22 542	-	-
	Aug	23 423	1,6	-	22 974	1,9	-
	Nov	23 160	-1,1	-	22 721	-1,1	-
2018	Feb	22 757	-1,7	-	22 361	-1,6	-
	May	23 043	1,3	0,0	22 569	0,9	0,1
	Aug	24 014	4,2	2,5	23 558	4,4	2,5
	Nov	24 001	-0,1	3,6	23 397	-0,7	3,0
2019	Feb	23 088	-3,8	1,5	22 469	-4,0	0,5
	May	22 962	-0,5	-0,4	22 271	-0,9	-1,3
	Aug	24 265	5,7	1,0	23 646	6,2	0,4
	Nov	24 219	-0,2	0,9	23 571	-0,3	0,7
2020	Feb	24 062	-0,6	4,2	23 393	-0,8	4,1
	May	24 065	0,0	4,8	23 417	0,1	5,1
	Aug*	23 985	-0,3	-1,2	23 403	-0,1	-1,0
	Nov	24 231	1,0	0,0	23 558	0,7	-0,1

*Revised estimates.

Table 12 - Estimates of total employees by industry within 95% confidence limits

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	452 718	452 718	452 718	0,0	451 953	451 953	451 953
Manufacturing	0,7	1 101 958	1 117 287	1 132 616	0,6	1 091 883	1 104 876	1 117 870
Electricity, gas and water supply	0,9	56 988	58 011	59 035	0,9	56 622	57 639	58 656
Construction	2,5	485 145	510 142	535 139	2,5	468 124	492 244	516 364
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	2 051 441	2 100 853	2 150 266	1,2	2 104 680	2 155 374	2 206 068
Transport, storage and communication	1,3	440 291	451 803	463 315	1,4	438 157	450 519	462 882
Financial intermediation, insurance, real estate and business services	1,8	2 090 469	2 166 918	2 243 367	1,8	2 095 307	2 171 933	2 248 558
Community, social and personal services	0,5	2 679 225	2 705 741	2 732 258	0,4	2 734 314	2 755 920	2 777 527
Total	0,5	9 469 752	9 563 474	9 657 196	0,5	9 545 982	9 640 459	9 734 935

* Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes).

Table 13 - Estimates of full-time employees by industry within 95% confidence limits

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	452 718	452 718	452 718	0,0	451 953	451 953	451 953
Manufacturing	0,7	1 032 413	1 046 775	1 061 137	0,7	1 017 504	1 031 658	1 045 813
Electricity, gas and water supply	0,9	55 855	56 858	57 861	0,9	55 620	56 618	57 617
Construction	2,7	420 024	443 494	466 964	2,7	403 725	426 283	448 842
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	1 860 350	1 908 991	1 957 632	1,3	1 887 550	1 936 902	1 986 255
Transport, storage and communication	1,3	423 026	434 087	445 147	1,4	419 075	430 899	442 722
Financial intermediation, insurance, real estate and business services	1,8	1 890 910	1 960 060	2 029 211	1,9	1 873 975	1 946 461	2 018 947
Community, social and personal services	0,5	2 295 649	2 318 370	2 341 090	0,5	2 306 511	2 329 338	2 352 166
Total	0,6	8 519 966	8 621 353	8 722 740	0,6	8 508 858	8 610 113	8 711 368

* Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes).

Table 14 - Estimates of part-time employees by industry within 95% confidence limits

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,6	66 919	70 512	74 105	2,2	70 061	73 218	76 375
Electricity, gas and water supply	8,4	963	1 153	1 343	7,5	870	1 020	1 170
Construction	6,4	58 288	66 648	75 008	6,9	57 040	65 961	74 881
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	183 589	191 862	200 136	2,2	209 051	218 472	227 892
Transport, storage and communication	5,3	15 876	17 716	19 557	3,9	18 121	19 621	21 121
Financial intermediation, insurance, real estate and business services	4,7	187 802	206 858	225 913	6,0	198 956	225 471	251 987
Community, social and personal services	0,8	381 298	387 372	393 446	0,6	421 566	426 582	431 599
Total	1,3	918 116	942 121	966 127	1,5	1 000 053	1 030 345	1 060 638

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes).

Table 15 - Estimates of gross earnings by industry within 95% confidence limits

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	38 484 385 642	38 484 385 642	38 484 385 642	0,0	39 352 850 288	39 352 850 288	39 352 850 288
Manufacturing	0,9	64 636 290 712	65 796 948 890	66 957 607 069	0,9	73 572 346 511	74 893 467 273	76 214 588 037
Electricity, gas and water supply	1,3	8 091 269 469	8 302 825 462	8 514 381 455	0,6	9 627 977 108	9 742 549 490	9 857 121 872
Construction	4,0	24 814 589 102	26 925 552 411	29 036 515 720	4,3	27 717 463 490	30 268 491 996	32 819 520 501
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,7	89 378 825 174	92 459 578 323	95 540 331 474	1,6	101 903 786 477	105 202 951 020	108 502 115 565
Transport, storage and communication	1,6	34 417 876 657	35 532 165 362	36 646 454 068	1,8	38 514 027 608	39 922 493 167	41 330 958 726
Financial intermediation, insurance, real estate and business services	2,9	166 284 843 259	176 306 080 898	186 327 318 536	3,6	179 042 424 639	192 634 731 278	206 227 037 917
Community, social and personal services	1,5	229 801 723 335	236 762 542 072	243 723 360 809	1,6	241 074 175 825	248 879 021 954	256 683 868 082
Total	1,0	667 230 905 512	680 570 079 062	693 909 252 611	1,1	724 922 826 710	740 896 556 467	756 870 286 225

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Table 16 - Estimates of basic salaries/wages by industry within 95% confidence limit

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	38 484 385 642	38 484 385 642	38 484 385 642	0,0	39 352 850 288	39 352 850 288	39 352 850 288
Manufacturing	0,9	59 876 857 803	60 952 052 000	62 027 246 197	0,9	61 594 026 822	62 700 055 806	63 806 084 791
Electricity, gas and water supply	1,4	7 614 154 052	7 828 981 299	8 043 808 546	0,5	7 775 232 942	7 852 184 348	7 929 135 755
Construction	4,1	23 441 629 787	25 490 006 728	27 538 383 668	4,3	24 259 561 795	26 492 335 862	28 725 109 928
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	83 404 428 964	86 104 671 461	88 804 913 958	1,6	87 408 805 475	90 238 690 819	93 068 576 163
Transport, storage and communication	1,6	31 413 245 747	32 430 258 659	33 447 271 570	1,7	32 217 889 907	33 328 391 926	34 438 893 945
Financial intermediation, insurance, real estate and business services	2,6	151 744 849 872	159 892 996 999	168 041 144 126	2,6	156 094 181 015	164 475 871 423	172 857 561 831
Community, social and personal services	1,6	213 679 536 248	220 597 473 001	227 515 409 755	1,6	218 895 286 661	225 982 084 842	233 068 883 022
Total	0,9	620 636 212 022	631 780 825 789	642 925 439 556	0,9	638 949 013 026	650 422 465 314	661 895 917 602

*Revised estimates.

Estimates of bonus payments by industry within 95% confidence limits

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,6	1 701 648 644	1 793 020 994	1 884 393 344	1,7	8 158 333 296	8 439 538 726	8 720 744 157
Electricity, gas and water supply	4,6	41 086 543	45 157 987	49 229 431	1,3	1 414 318 631	1 451 297 696	1 488 276 762
Construction	8,8	395 551 963	477 996 862	560 441 761	14,0	2 016 267 383	2 778 758 797	3 541 250 210
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	12,8	3 315 749 706	4 426 193 007	5 536 636 309	3,3	11 443 942 070	12 235 322 745	13 026 703 420
Transport, storage and communication	9,5	1 086 365 752	1 334 929 653	1 583 493 555	5,9	4 164 778 421	4 709 369 963	5 253 961 506
Financial intermediation, insurance, real estate and business services	13,8	10 062 430 297	13 793 220 607	17 524 010 916	14,3	18 123 813 842	25 181 756 574	32 239 699 307
Community, social and personal services	0,9	10 257 048 041	10 441 231 362	10 625 414 683	4,9	15 103 762 599	16 708 441 301	18 313 120 004
Total	6,2	28 385 226 555	32 311 750 472	36 238 274 390	5,2	64 216 748 610	71 504 485 803	78 792 222 996

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Table 17 - Estimates of overtime payments by industry within 95% confidence limits

Industry	Quarter ended September* 2020				Quarter ended December 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,2	2 980 095 775	3 051 875 896	3 123 656 018	1,3	3 658 224 064	3 753 872 741	3 849 521 419
Electricity, gas and water supply	0,2	427 005 726	428 686 176	430 366 626	0,2	437 346 301	439 067 446	440 788 590
Construction	5,0	863 709 036	957 548 821	1 051 388 605	4,1	917 246 487	997 397 337	1 077 548 187
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,2	1 807 744 922	1 928 713 855	2 049 682 788	14,8	1 937 327 279	2 728 937 456	3 520 547 633
Transport, storage and communication	2,3	1 687 321 725	1 766 977 050	1 846 632 376	2,3	1 799 767 592	1 884 731 278	1 969 694 964
Financial intermediation, insurance, real estate and business services	2,4	2 496 624 923	2 619 863 292	2 743 101 661	4,0	2 743 698 384	2 977 103 281	3 210 508 178
Community, social and personal services	1,3	5 577 994 324	5 723 837 709	5 869 681 094	4,8	5 606 282 125	6 188 495 811	6 770 709 497
Total	0,8	16 219 135 557	16 477 502 801	16 735 870 045	2,7	17 965 733 835	18 969 605 350	19 973 476 865

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Table 18 - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits

Industry	August* 2020				November 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	28 669	28 669	28 669	0,0	28 356	28 356	28 356
Manufacturing	1,1	18 414	18 831	19 248	1,1	19 375	19 788	20 201
Electricity, gas and water supply	1,1	45 629	46 655	47 681	1,1	47 984	49 021	50 058
Construction	4,8	15 459	17 070	18 681	4,8	16 131	17 806	19 481
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	13 404	13 990	14 576	2,3	13 750	14 397	15 044
Transport, storage and communication	2,0	24 065	25 050	26 035	2,0	25 240	26 282	27 324
Financial intermediation, insurance, real estate and business services	3,1	23 573	25 072	26 571	3,1	24 111	25 696	27 281
Community, social and personal services	1,6	27 098	27 966	28 834	1,6	27 458	28 374	29 290
Total	1,0	22 133	22 588	23 043	1,1	22 654	23 133	23 612

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes).

Table 19 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits

Industry	August* 2020				November 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,1	17 529	17 932	18 335	1,1	18 196	18 593	18 990
Electricity, gas and water supply	1,1	43 738	44 736	45 734	1,1	45 629	46 626	47 623
Construction	4,9	14 856	16 441	18 026	4,9	15 495	17 145	18 795
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	13 110	13 690	14 270	2,0	13 344	13 894	14 444
Transport, storage and communication	2,0	22 917	23 870	24 823	2,1	23 886	24 892	25 898
Financial intermediation, insurance, real estate and business services	3,1	23 151	24 641	26 131	3,2	23 666	25 240	26 814
Community, social and personal services	1,6	26 422	27 288	28 154	1,7	26 684	27 587	28 490

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Explanatory notes

Introduction

This publication contains the results of the *Quarterly employment statistics* (QES) survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the organisation; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.

Part 1 deals with the estimation of the number of employees and their earnings.

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993:

- mining and quarrying industry;
- manufacturing industry;
- electricity, gas and water supply industry;
- construction industry;
- wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
- transport, storage and communication industry;
- financial intermediation, insurance, real estate and business services industry; and
- community, social and personal services industry.

Classification

2. The *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1989 *International Standard Industrial Classification of all Economic Activities* (ISIC), with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**

Statistical unit

3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.

Purpose of the survey

4. The *Quarterly employment statistics* survey is a quarterly survey covering a sample of approximately 20 000 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the gross domestic product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimates or statistics.
- Effects of rounding** 9. (a) Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add up to the total.
- (b) Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications** 11. Users may also wish to refer to the following publications which are available from Stats SA:
- *Stats in Brief*
 - *Quarterly Labour Force Survey*

Abbreviations and symbols

BSF	Business Sampling Frame
DMR	Department of Mineral Resources
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
QLFS	Quarterly Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Service
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value added-Tax
n.e.c	Not elsewhere classified
-	Not available

Technical notes

1. Response rate

The collection rate for the quarter ended **December 2020 was 84,7%.**

2. Confidence intervals

The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.

The 95% confidence intervals of a population parameter (gross salaries and wages) are obtained as follows:

Lower limit

= lower 95% confidence limit of a population parameter

= estimate – 1,96*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter

= estimate + 1,96*Standard Error (estimate)

$$1.1 \text{ Standard Error (SE)} = \frac{\text{upper limit} - \text{lower limit}}{2 \times 1,96}$$

$$1.2 \text{ Relative Standard Error (RSE)} = \frac{SE(\text{estimate})}{\text{estimate}} \times 100$$

Glossary

Annual change	percentage	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant		Average monthly earnings at constant prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2016=100).
Average earnings at current prices	monthly	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees		Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises		Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector		The formal sector includes all businesses that are registered in any way.
Full-time employees		Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings		Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, Report No. 09-09-02 of January 1993.
Informal sector	The informal sector consists of those organisations that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
Number of employees	The number of employees is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period (see Reference quarter/month/period below).
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime payments	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to

benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.

Quarterly change	percentage	A quarterly percentage change is a change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period		Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of October, November and December.
Severance, and redundancy payments	termination	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
Temporary employees		Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

Technical enquiries

Telephone number: (012) 310 8600 (user information services)
(012) 336 6427 (survey areas)
(012) 336 6427 (technical enquiries)
(012) 310 8161 (orders)
(012) 310 4883 /4885 / 8018 (library)

Fax number: (012) 310 8648 (technical enquiries)

Email: labourquestions@statssa.gov.za (technical enquiries)
info@statssa.gov.za (user information services)

Postal address: Private Bag X44, Pretoria, 0001

General information

Stats SA publishes approximately 300 different statistical releases each year. It is not economically viable to produce them in more than one of South Africa's eleven official languages. Since the releases are used extensively, not only locally but also by international economic and social-scientific communities, Stats SA releases are published in English only.

Stats SA has copyright on this publication. Users may apply the information as they wish, provided that they acknowledge Stats SA as the source of the basic data wherever they process, apply, utilise, publish or distribute the data; and also that they specify that the relevant application and analysis (where applicable) result from their own processing of the data.

Advance release calendar

An advance release calendar is disseminated on www.statssa.gov.za

Stats SA products

A complete set of Stats SA publications is available at the Stats SA Library and the following libraries:

National Library of South Africa, Pretoria Division
National Library of South Africa, Cape Town Division
Natal Society Library, Pietermaritzburg
Library of Parliament, Cape Town
Bloemfontein Public Library
Johannesburg Public Library
Eastern Cape Library Services, King William's Town
Central Regional Library, Polokwane
Central Reference Library, Mbombela
Central Reference Collection, Kimberley
Central Reference Library, Mmabatho

Stats SA also provides a subscription service.

Electronic services

A large range of data are available via on-line services, diskette and computer printouts. For more details about our electronic data services, contact (012) 310 8600.

You can visit us on the internet at: www.statssa.gov.za

Enquiries

User information services	Telephone number: (012) 310 8600 Email address: info@statssa.gov.za
Orders/subscription services	Telephone number: (012) 310 8619 Email address: millies@statssa.gov.za
Technical enquiries:	labourquestions@statssa.gov.za
Postal address	Private Bag X44, Pretoria, 0001

Produced by Stats SA