



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 2021

**Embargoed until:
31 March 2022
10:30**

Statistics South Africa (Stats SA) has pledged to provide updated and quality statistics from the Quarterly employment statistics (QES) survey to correctly inform users and policy makers.

Since 2015, Statistics South Africa has drawn QES samples on an annual basis except in 2020 due to hard lockdown. The latest QES 2021 sample was drawn in April 2021.

The results published today are based on 2021 sample. This is an annual procedure which typically affects the level of employment and gross earnings. To avoid breaks in time series and to minimise revisions to historical growth rates, historical employment and gross earnings levels were revised (i.e. they were linked to the estimates based on the new sample).

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
March 2022

EXPECTED RELEASE DATE:
28 June 2022

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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 2021 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.

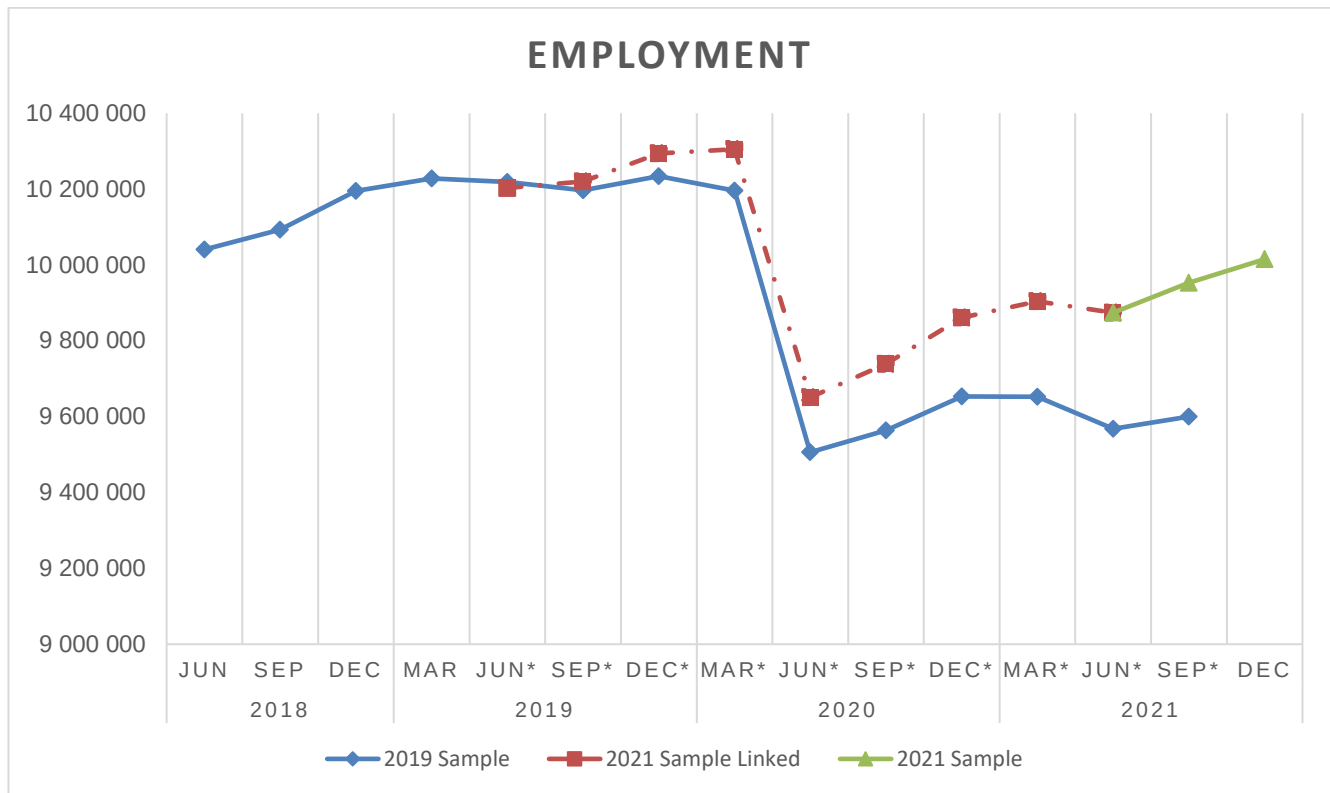
According to International Labour Organisation (ILO) guidelines, '**employed**' persons include those who, in their present job, were 'not at work' for a short duration but maintained a job attachment during their absence (ILO, 2013 and 2020). Job attachment is determined on the basis of the continued 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 2021**Figure A—: Employment in the non-agricultural formal sector, June 2017 – December 2021.**

*Revised estimates.

Table A – Employment by industry

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	454	465	464	-1	-0,2	10	2,2
Manufacturing	1 101	1 162	1 163	1	0,1	62	5,6
Electricity	59	59	58	-1	-1,7	-1	-1,7
Construction	557	563	543	-20	-3,6	-14	-2,5
Trade	2 141	2 085	2 133	48	2,3	-8	-0,4
Transport	425	421	416	-5	-1,2	-9	-2,1
Business services	2 318	2 345	2 340	-5	-0,2	22	0,9
Community services	2 806	2 853	2 898	45	1,6	92	3,3
Total	9 861	9 953	10 015	62	0,6	154	1,6

*Revised estimates.

Table A shows that total employment increased by 62 000 or (0,6%) quarter-on-quarter, from 9 953 000 in September 2021 to 10 015 000 in December 2021. This was largely due to increases in the following industries: trade (48 000 or 2,3%), community services (45 000 or 1,6%) and manufacturing (1 000 or 0,1%).

However, there were decreases in the following industries: construction (-20 000 or -3,6%), transport (-5 000 or -1,2%), business services (-5 000 or -0,2%), mining (-1 000 or -0,2%) and electricity (-1 000 or -1,7%).

Total employment increased by 154 000 or (1,6%) year-on-year between December 2020 and December 2021.

Table B – Full-time employees

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	454	465	464	-1	-0,2	10	2,2
Manufacturing	1 037	1 095	1 088	-7	-0,6	51	4,9
Electricity	58	58	57	-1	-1,7	-1	-1,7
Construction	492	496	473	-23	-4,6	-19	-3,9
Trade	1 924	1 882	1 901	19	1,0	-23	-1,2
Transport	408	404	401	-3	-0,7	-7	-1,7
Business services	2 108	2 133	2 114	-19	-0,9	6	0,3
Community services	2 376	2 356	2 347	-9	-0,4	-29	-1,2
Total	8 857	8 889	8 845	-44	-0,5	-12	-0,1

*Revised estimates.

Table B shows that full-time employment decreased by 44 000 or (-0,5%) quarter-on-quarter, from 8 889 000 in September 2021 to 8 845 000 in December 2021. This was largely due to decreases in the following industries: construction (-23 000 or -4,6%), business services (-19 000 or -0,9%), community services (-9 000 or -0,4%), manufacturing (-7 000 or -0,6%), transport (-3 000 or -0,7%), mining (-1 000 or -0,2%) and electricity (-1 000 or -1,7%).

However, the trade industry reported an increase of 19 000 employees or 1,0%.

Full-time employment decreased by 12 000 or (-0,1%) year-on-year between December 2020 and December 2021.

Table C – Part-time employees**

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	64	67	75	8	11,9	11	17,2
Electricity	1	1	1	0	0,0	0	0,0
Construction	65	67	70	3	4,5	5	7,7
Trade	217	203	232	29	14,3	15	6,9
Transport	17	17	15	-2	-11,8	-2	-11,8
Business services	210	212	226	14	6,6	16	7,6
Community services	430	497	551	54	10,9	121	28,1
Total	1 004	1 064	1 170	106	10,0	166	16,5

*Revised estimates.

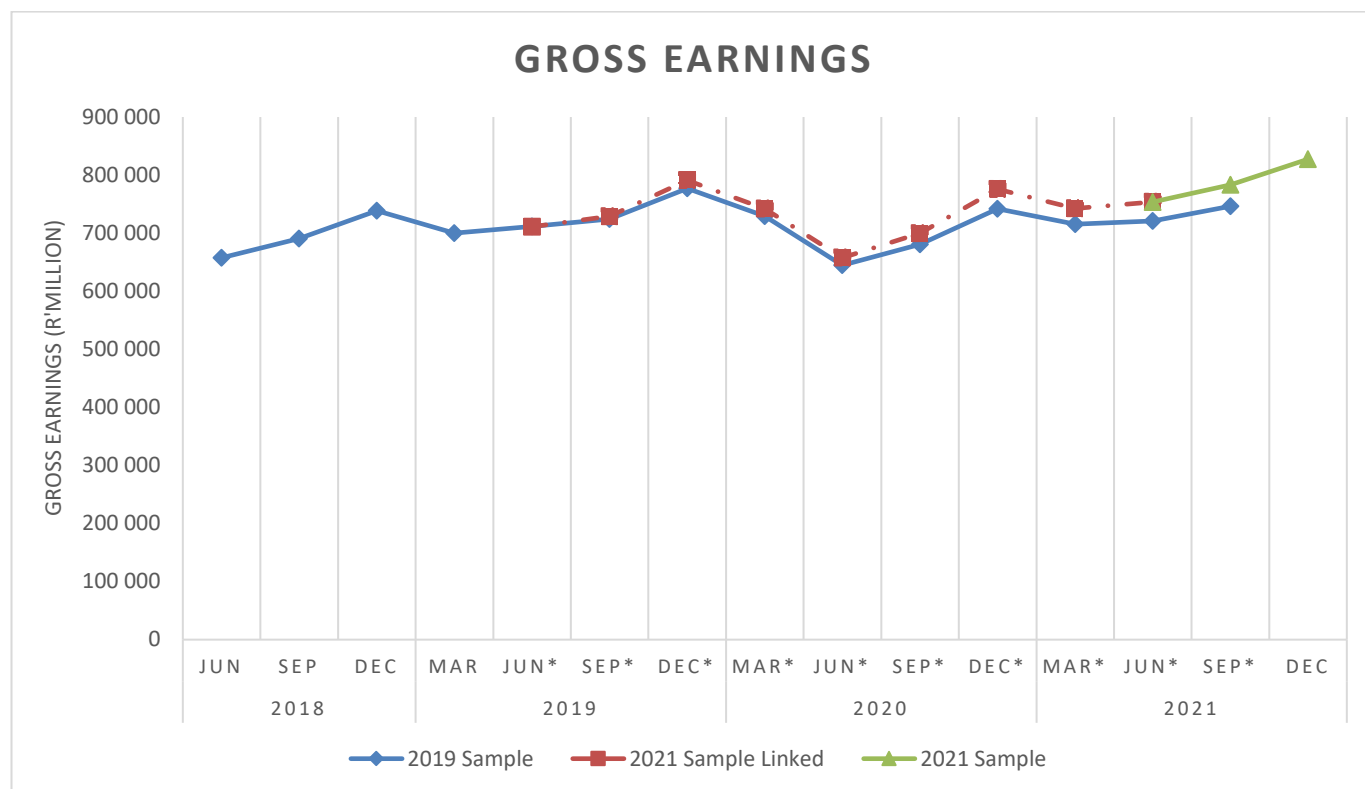
**Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to part time employees.

Table C shows that part-time employment increased by 106 000 or (10,0%) quarter-on-quarter, from 1 064 000 in September 2021 to 1 170 000 in December 2021. This was largely due to increases in the following industries: community services (54 000 or 10,9%), trade (29 000 or 14,3%), business services (14 000 or 6,6%), manufacturing (8 000 or 11,9%) and construction (3 000 or 4,5%).

The electricity industry reported no quarterly change.

However, the transport industry reported a decrease of 2 000 employees or (-11,8%).

Part-time employment increased by 166 000 or (16,5%) year-on-year between December 2020 and December 2021.

Figure B—: Gross earnings of employees in the formal non-agricultural sector, June 2017 – December 2021

*Revised estimates.

Table D – Total gross earnings by industry

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	39 355	43 583	42 721	-862	-2,0	3 366	8,6
Manufacturing	73 490	75 233	84 326	9 093	12,1	10 836	14,7
Electricity	9 687	8 240	9 635	1 395	16,9	-52	-0,5
Construction	33 399	34 209	35 623	1 414	4,1	2 224	6,7
Trade	108 352	105 117	116 573	11 456	10,9	8 221	7,6
Transport	36 854	35 490	39 820	4 330	12,2	2 966	8,0
Business services	218 661	210 709	218 946	8 237	3,9	285	0,1
Community services	255 815	270 449	279 698	9 249	3,4	23 883	9,3
Total	775 613	783 030	827 342	44 312	5,7	51 729	6,7

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R44,3 billion or (5,7%) from R783,0 billion in September 2021 to R827,3 billion in December 2021. This was largely due to increases in the following industries: trade, community services, manufacturing, business services, transport, construction and electricity.

However, the mining industry reported a quarterly decrease.

The year-on-year, total gross earnings increased by R51,7 billion or (6,7%) between December 2020 and December 2021.

Table E – Basic salary/wages payments by industry

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	39 355	43 583	42 721	-862	-2,0	3 366	8,6
Manufacturing	61 404	67 618	68 222	604	0,9	6 818	11,1
Electricity	7 974	7 856	8 018	162	2,1	44	0,6
Construction	29 834	32 468	30 756	-1 712	-5,3	922	3,1
Trade	93 579	96 154	99 637	3 483	3,6	6 058	6,5
Transport	30 936	32 184	33 235	1 051	3,3	2 299	7,4
Business services	178 148	181 733	185 158	3 425	1,9	7 010	3,9
Community services	232 024	251 847	251 881	34	0,0	19 857	8,6
Total	673 254	713 443	719 628	6 185	0,9	46 374	6,9

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R6,2 billion or (0,9%) from R713,4 billion in September 2021 to R719,6 billion in December 2021. This was largely due to increases in the following industries: trade, business services, transport, manufacturing, electricity and community services.

However, there were decreases in the construction and mining industries.

The year-on-year, basic salary/wages increased by R46,4 billion or (6,9%) between December 2020 and December 2021.

Table F – Bonus payments by industry**

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	8 008	3 345	11 317	7 972	238,3	3 309	41,3
Electricity	1 272	79	1 442	1 363	1725,3	170	13,4
Construction	2 411	530	3 533	3 003	566,6	1 122	46,5
Trade	12 425	6 644	14 276	7 632	114,9	1 851	14,9
Transport	4 067	1 391	4 572	3 181	228,7	505	12,4
Business services	37 044	25 282	30 313	5 031	19,9	-6 731	-18,2
Community services	17 663	11 567	20 243	8 676	75,0	2 580	14,6
Total	82 890	48 838	85 696	36 858	75,5	2 806	3,4

*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 paid to employees increased by R36,9 billion or (75,5%) from R48,8 billion in September 2021 to R85,7 billion in December 2021. This was largely due to increases in the following industries: community services, manufacturing, trade, business services, transport, construction and electricity.

The year-on-year, bonus payments increased by R2,8 billion or (3,4%) between December 2020 and December 2021.

Table G – Overtime payments by industry**

Industry	Dec* 2020	Sep* 2021	Dec 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	4 078	4 270	4 787	517	12,1	709	17,4
Electricity	441	305	175	-130	-42,6	-266	-60,3
Construction	1 154	1 211	1 334	123	10,2	180	15,6
Trade	2 348	2 319	2 660	341	14,7	312	13,3
Transport	1 851	1 915	2 013	98	5,1	162	8,8
Business services	3 469	3 694	3 475	-219	-5,9	6	0,2
Community services	6 128	7 035	7 574	539	7,7	1 446	23,6
Total	19 469	20 749	22 018	1 269	6,1	2 549	13,1

*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 G shows that overtime paid to employees increased by R1,3 billion or (6,1%) from R20,7 billion in September 2021 to R22,0 billion in December 2021. This was largely due to increases in the following industries: community services, manufacturing, trade, construction and transport.

However, there were decreases in the following industries: business services and electricity.

The year-on-year, overtime payments increased by R2,5 billion or (13,1%) between December 2020 and December 2021.

Average monthly earnings

Table H – Average monthly earnings paid to employees in the formal non-agricultural sector

Average monthly earnings (including bonuses and overtime payments)	Nov* 2020	Aug* 2021	Nov 2021	Q/Q Change	Y/Y Change
	Rands			%	
	23 084	23 908	23 982	0,3	3,9

*Revised estimates.

Table H shows a quarter-on-quarter increase of 0,3% in average monthly earnings paid to employees in the formal non-agricultural sector from R23 908 in August 2021 to R23 982 in November 2021.

The year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 3,9%.

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.
- 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 may 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 an annual increase of 10 000 employees or (2,2%) in December 2021 compared with December 2020. There was a quarterly decrease of 1 000 employees or (-0,2%) in December 2021 compared to September 2021. This was mainly due to decreases in coal and gold mining.

See explanatory note on page 62.

The manufacturing industry reported an annual increase of 62 000 employees or (5,6%) in December 2021 compared with December 2020. There was a quarterly increase of 1 000 employees or (0,1%) in December 2021 compared with September 2021. This was mainly due to increases in employment in the coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery.

The electricity, gas and water supply industry reported annual decrease of 1 000 employees or (-1,7%) in December 2021 compared with December 2020. There was a quarterly decrease of 1 000 employees or (-1,7%) in December 2021 compared with September 2021. This was mainly due to decreases in employment in the electricity, gas, steam and water supply.

The construction industry reported an annual decrease of 14 000 employees or (-2,5%) in December 2021 compared with December 2020. There was a quarterly decrease of 20 000 employees or (-3,6%) in December 2021 compared with September 2021. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and building installation.

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 8 000 employees or (-0,4%) in December 2021 compared with December 2020. There was a quarterly increase of 48 000 employees or (2,3%) in December 2021 compared with September 2021. This was mainly due to increases in employment in the retail trade, hotels and restaurants.

The transport, storage and communication industry reported an annual decrease of 9 000 employees or (-2,1%) in December 2021 compared with December 2020. There was a quarterly decrease of 5 000 employees or (-1,2%) in December 2021 compared with September 2021. This was mainly due to decreases in employment in the land transport and transport via pipelines, air transport, post and telecommunications.

The financial intermediation, insurance, real estate and business services industry reported an annual increase of 22 000 employees or (0,9%) in December 2021 compared with December 2020. There was a quarterly decrease of 5 000 employees or (-0,2%) in December 2021 compared with September 2021. This was mainly due to decreases in employment in the architectural, engineering and other technical activities, legal, accounting, bookkeeping and auditing activities, computer and related activities.

The community, social and personal services industry reported an annual increase of 92 000 employees or (3,3%) in December 2021 compared with December 2020. There was a quarterly increase of 45 000 employees or (1,6%) in December 2021 compared with September 2021. This was mainly due to increases in employment in the provincial departments; local government, 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 R3,4 billion or (8,6%) in December 2021 compared with December 2020. There was a quarterly decrease of R0,9 billion or (-2,0%) in December 2021 compared with September 2021. This was mainly due to decreases in gross earnings in Platinum Group Metals (PGMs), Iron and manganese mining.

See explanatory note on page 62.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R10,8 billion or (14,7%) in December 2021 compared with December 2020. There was a quarterly increase of R9,1 billion or (12,1%) in December 2021 compared with September 2021. 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, Food, beverages and tobacco and transport equipment.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual decrease of R0,05 billion or (-0,5%) in December 2021 compared with December 2020. There was a quarterly increase of R1,4 billion or (16,9%) in December 2021 compared with September 2021. This was mainly due to increases in gross earnings in electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R2,2 billion or (6,7%) in December 2021 compared with December 2020. There was a quarterly increase of R1,4 billion or (4,1%) in December 2021 compared with September 2021. This was mainly due to increases in gross earnings of building installation, building completion and renting of construction/demolition equipment with operators.

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 increase of R8,2 billion or (7,6%) in December 2021 compared with December 2020. There was a quarterly increase of R11,5 billion or (10,9%) in December 2021 compared with September 2021. This was mainly due to the increases in gross earnings in wholesale trade, retail trade and motor trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R3,0 billion or (8,0%) in December 2021 compared with December 2020. There was a quarterly increase of R4,3 billion or (12,2%) in December 2021 compared with September 2021. This was mainly due to increases in gross earnings in land transport and transport via pipelines, supporting and auxiliary transport activities, post and telecommunications.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R0,3 billion or (0,1%) in December 2021 compared with December 2020. There was a quarterly increase of R8,2 billion or (3,9%) in December 2021 compared with September 2021. This was mainly due to the increases in gross earnings in business activities n.e.c, real estate activities, architectural, engineering and other technical activities.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R23,9 billion or (9,3%) in December 2021 compared with December 2020. There was a quarterly increase of R9,2 billion or (3,4%) in December 2021 compared with September 2021. This was mainly due to the increases in gross earnings in health and social work, national departments 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	
2018	Jun	10 041 000	-	-	-	-
	Sep	10 093 000	52 000	0,5	-	-
	Dec	10 195 000	102 000	1,0	-	-
2019	Mar	10 228 000	33 000	0,3	-	-
	Jun*	10 203 000	-25 000	-0,2	162 000	1,6
	Sep*	10 220 000	17 000	0,2	127 000	1,3
2020	Dec*	10 294 000	74 000	0,7	99 000	1,0
	Mar*	10 305 000	11 000	0,1	77 000	0,8
	Jun*	9 651 000	-654 000	-6,3	-552 000	-5,4
2021	Sep*	9 739 000	88 000	0,9	-481 000	-4,7
	Dec*	9 861 000	122 000	1,3	-433 000	-4,2
	Mar*	9 904 000	43 000	0,4	-401 000	-3,9
2021	Jun*	9 874 000	-30 000	-0,3	223 000	2,3
	Sep*	9 953 000	79 000	0,8	214 000	2,2
	Dec	10 015 000	62 000	0,6	154 000	1,6

*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	
2018	Jun	9 034 000	-	-	-	-
	Sep	9 083 000	49 000	0,5	-	-
	Dec	9 176 000	93 000	1,0	-	-
2019	Mar	9 230 000	54 000	0,6	-	-
	Jun*	9 179 000	-51 000	-0,6	145 000	1,6
	Sep*	9 196 000	17 000	0,2	113 000	1,2
2020	Dec*	9 251 000	55 000	0,6	75 000	0,8
	Mar*	9 287 000	36 000	0,4	57 000	0,6
	Jun*	8 745 000	-542 000	-5,8	-434 000	-4,7
2021	Sep*	8 812 000	67 000	0,8	-384 000	-4,2
	Dec*	8 857 000	45 000	0,5	-394 000	-4,3
	Mar*	8 873 000	16 000	0,2	-414 000	-4,5
2021	Jun*	8 906 000	33 000	0,4	161 000	1,8
	Sep*	8 889 000	-17 000	-0,2	77 000	0,9
	Dec	8 845 000	-44 000	-0,5	-12 000	-0,1

*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	
2018	Jun	1 007 000	-	-	-	-
	Sep	1 010 000	3 000	0,3	-	-
	Dec	1 019 000	9 000	0,9	-	-
2019	Mar	998 000	-21 000	-2,1	-	-
	Jun*	1 024 000	26 000	2,6	17 000	1,7
	Sep*	1 024 000	0	0,0	14 000	1,4
2020	Dec*	1 043 000	19 000	1,9	24 000	2,4
	Mar*	1 018 000	-25 000	-2,4	20 000	2,0
	Jun*	906 000	-112 000	-11,0	-118 000	-11,5
2021	Sep*	927 000	21 000	2,3	-97 000	-9,5
	Dec*	1 004 000	77 000	8,3	-39 000	-3,7
	Mar*	1 031 000	27 000	2,7	13 000	1,3
2021	Jun*	968 000	-63 000	-6,1	62 000	6,8
	Sep*	1 064 000	96 000	9,9	137 000	14,8
	Dec	1 170 000	106 000	10,0	166 000	16,5

*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	
2018	Jun	657 451 000	-	-	-	-
	Sep	690 882 000	33 431 000	5,1	-	-
	Dec	738 526 000	47 644 000	6,9	-	-
2019	Mar	700 039 000	-38 487 000	-5,2	-	-
	Jun*	711 042 000	11 003 000	1,6	53 591 000	8,2
	Sep*	729 087 000	18 045 000	2,5	38 205 000	5,5
2020	Dec*	790 986 000	61 899 000	8,5	52 460 000	7,1
	Mar*	741 954 000	-49 032 000	-6,2	41 915 000	6,0
	Jun*	657 604 000	-84 350 000	-11,4	-53 438 000	-7,5
2021	Sep*	699 863 000	42 259 000	6,4	-29 224 000	-4,0
	Dec*	775 613 000	75 750 000	10,8	-15 373 000	-1,9
	Mar*	742 485 000	-33 128 000	-4,3	531 000	0,1
2021	Jun*	753 666 000	11 181 000	1,5	96 062 000	14,6
	Sep*	783 030 000	29 364 000	3,9	83 167 000	11,9
	Dec	827 342 000	44 312 000	5,7	51 729 000	6,7

*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	
2018	Jun	604 509 000	-	-	-	-
	Sep	631 736 000	27 227 000	4,5	-	-
	Dec	642 635 000	10 899 000	1,7	-	-
2019	Mar	639 467 000	-3 168 000	-0,5	-	-
	Jun*	653 653 000	14 186 000	2,2	49 144 000	8,1
	Sep*	667 165 000	13 512 000	2,1	35 429 000	5,6
2020	Dec*	681 382 000	14 217 000	2,1	38 747 000	6,0
	Mar*	678 972 000	-2 410 000	-0,4	39 505 000	6,2
	Jun*	610 853 000	-68 119 000	-10,0	-42 800 000	-6,5
2021	Sep*	649 086 000	38 233 000	6,3	-18 079 000	-2,7
	Dec*	673 254 000	24 168 000	3,7	-8 128 000	-1,2
	Mar*	672 627 000	-627 000	-0,1	-6 345 000	-0,9
2021	Jun*	690 862 000	18 235 000	2,7	80 009 000	13,1
	Sep*	713 443 000	22 581 000	3,3	64 357 000	9,9
	Dec	719 628 000	6 185 000	0,9	46 374 000	6,9

*Revised estimates.

1.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	35 923 000	-	-	-	-
	Sep	42 618 000	6 695 000	18,6	-	-
	Dec	77 069 000	34 451 000	80,8	-	-
2019	Mar	42 007 000	-35 062 000	-45,5	-	-
	Jun*	36 889 000	-5 118 000	-12,2	966 000	2,7
	Sep*	42 115 000	5 226 000	14,2	-503 000	-1,2
2020	Dec*	89 548 000	47 433 000	112,6	12 479 000	16,2
	Mar*	43 084 000	-46 464 000	-51,9	1 077 000	2,6
	Jun*	32 017 000	-11 067 000	-25,7	-4 872 000	-13,2
2021	Sep*	33 971 000	1 954 000	6,1	-8 144 000	-19,3
	Dec*	82 890 000	48 919 000	144,0	-6 658 000	-7,4
	Mar*	50 244 000	-32 646 000	-39,4	7 160 000	16,6
2021	Jun*	41 433 000	-8 811 000	-17,5	9 416 000	29,4
	Sep*	48 838 000	7 405 000	17,9	14 867 000	43,8
	Dec	85 696 000	36 858 000	75,5	2 806 000	3,4

*Revised estimates.

1.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	17 019 000	-	-	-	-
	Sep	16 528 000	-491 000	-2,9	-	-
	Dec	18 822 000	2 294 000	13,9	-	-
2019	Mar	18 565 000	-257 000	-1,4	-	-
	Jun*	20 500 000	1 935 000	10,4	3 481 000	20,5
	Sep*	19 807 000	-693 000	-3,4	3 279 000	19,8
2020	Dec*	20 056 000	249 000	1,3	1 234 000	6,6
	Mar*	19 898 000	-158 000	-0,8	1 333 000	7,2
	Jun*	14 734 000	-5 164 000	-26,0	-5 766 000	-28,1
2021	Sep*	16 806 000	2 072 000	14,1	-3 001 000	-15,2
	Dec*	19 469 000	2 663 000	15,8	-587 000	-2,9
	Mar*	19 614 000	145 000	0,7	-284 000	-1,4
2021	Jun*	21 371 000	1 757 000	9,0	6 637 000	45,0
	Sep*	20 749 000	-622 000	-2,9	3 943 000	23,5
	Dec	22 018 000	1 269 000	6,1	2 549 000	13,1

*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	
2018	Jun	459 000	-	-	-	-
	Sep	456 000	-3 000	-0,7	-	-
	Dec	453 000	-3 000	-0,7	-	-
2019	Mar	455 000	2 000	0,4	-	-
	Jun	462 000	7 000	1,5	3 000	0,7
	Sep	463 000	1 000	0,2	7 000	1,5
2020	Dec	452 000	-11 000	-2,4	-1 000	-0,2
	Mar	456 000	4 000	0,9	1 000	0,2
	Jun	452 000	-4 000	-0,9	-10 000	-2,2
2021	Sep	453 000	1 000	0,2	-10 000	-2,2
	Dec	454 000	1 000	0,2	2 000	0,4
	Mar	459 000	5 000	1,1	3 000	0,7
2021	Jun	457 000	-2 000	-0,4	5 000	1,1
	Sep*	465 000	8 000	1,8	12 000	2,6
	Dec	464 000	-1 000	-0,2	10 000	2,2

*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	
2018	Jun	31 902 000	-	-	-	-
	Sep	33 754 000	1 852 000	5,8	-	-
	Dec	34 427 000	673 000	2,0	-	-
2019	Mar	33 570 000	-857 000	-2,5	-	-
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
2020	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
	Jun	33 899 000	-4 004 000	-10,6	-741 000	-2,1
2021	Sep	38 484 000	4 585 000	13,5	1 464 000	4,0
	Dec	39 355 000	871 000	2,3	1 464 000	3,9
	Mar	39 646 000	291 000	0,7	1 743 000	4,6
2021	Jun	40 076 000	430 000	1,1	6 177 000	18,2
	Sep*	43 583 000	3 507 000	8,8	5 099 000	13,2
	Dec	42 721 000	-862 000	-2,0	3 366 000	8,6

*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	
2018	Jun	1 212 000	-	-	-	-
	Sep	1 223 000	11 000	0,9	-	-
	Dec	1 233 000	10 000	0,8	-	-
2019	Mar	1 237 000	4 000	0,3	-	-
	Jun*	1 165 000	-72 000	-5,8	-47 000	-3,9
	Sep*	1 165 000	0	0,0	-58 000	-4,7
2020	Dec*	1 171 000	6 000	0,5	-62 000	-5,0
	Mar*	1 171 000	0	0,0	-66 000	-5,3
	Jun*	1 093 000	-78 000	-6,7	-72 000	-6,2
2021	Sep*	1 101 000	8 000	0,7	-64 000	-5,5
	Dec*	1 101 000	0	0,0	-70 000	-6,0
	Mar*	1 107 000	6 000	0,5	-64 000	-5,5
2021	Jun*	1 160 000	53 000	4,8	67 000	6,1
	Sep*	1 162 000	2 000	0,2	61 000	5,5
	Dec	1 163 000	1 000	0,1	62 000	5,6

*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	
2018	Jun	1 134 000	-	-	-	-
	Sep	1 141 000	7 000	0,6	-	-
	Dec	1 152 000	11 000	1,0	-	-
2019	Mar	1 159 000	7 000	0,6	-	-
	Jun*	1 093 000	-66 000	-5,7	-41 000	-3,6
	Sep*	1 097 000	4 000	0,4	-44 000	-3,9
2020	Dec*	1 104 000	7 000	0,6	-48 000	-4,2
	Mar*	1 109 000	5 000	0,5	-50 000	-4,3
	Jun*	1 036 000	-73 000	-6,6	-57 000	-5,2
2021	Sep*	1 039 000	3 000	0,3	-58 000	-5,3
	Dec*	1 037 000	-2 000	-0,2	-67 000	-6,1
	Mar*	1 045 000	8 000	0,8	-64 000	-5,8
2021	Jun*	1 093 000	48 000	4,6	57 000	5,5
	Sep*	1 095 000	2 000	0,2	56 000	5,4
	Dec	1 088 000	-7 000	-0,6	51 000	4,9

*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	
2018	Jun	78 000	-	-	-	-
	Sep	82 000	4 000	5,1	-	-
	Dec	81 000	-1 000	-1,2	-	-
2019	Mar	78 000	-3 000	-3,7	-	-
	Jun*	72 000	-6 000	-7,7	-6 000	-7,7
	Sep*	68 000	-4 000	-5,6	-14 000	-17,1
2020	Dec*	67 000	-1 000	-1,5	-14 000	-17,3
	Mar*	62 000	-5 000	-7,5	-16 000	-20,5
	Jun*	57 000	-5 000	-8,1	-15 000	-20,8
2021	Sep*	62 000	5 000	8,8	-6 000	-8,8
	Dec*	64 000	2 000	3,2	-3 000	-4,5
	Mar*	62 000	-2 000	-3,1	0	0,0
2021	Jun*	67 000	5 000	8,1	10 000	17,5
	Sep*	67 000	0	0,0	5 000	8,1
	Dec	75 000	8 000	11,9	11 000	17,2

*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	
2018	Jun	67 770 000	-	-	-	-
	Sep	69 229 000	1 459 000	2,2	-	-
	Dec	78 511 000	9 282 000	13,4	-	-
2019	Mar	70 875 000	-7 636 000	-9,7	-	-
	Jun*	67 338 000	-3 537 000	-5,0	-432 000	-0,6
	Sep*	68 463 000	1 125 000	1,7	-766 000	-1,1
2020	Dec*	76 432 000	7 969 000	11,6	-2 079 000	-2,6
	Mar*	69 064 000	-7 368 000	-9,6	-1 811 000	-2,6
	Jun*	57 282 000	-11 782 000	-17,1	-10 056 000	-14,9
2021	Sep*	63 468 000	6 186 000	10,8	-4 995 000	-7,3
	Dec*	73 490 000	10 022 000	15,8	-2 942 000	-3,8
	Mar*	68 232 000	-5 258 000	-7,2	-832 000	-1,2
2021	Jun*	74 478 000	6 246 000	9,2	17 196 000	30,0
	Sep*	75 233 000	755 000	1,0	11 765 000	18,5
	Dec	84 326 000	9 093 000	12,1	10 836 000	14,7

*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	
2018	Jun	61 176 000	-	-	-	-
	Sep	63 042 000	1 866 000	3,1	-	-
	Dec	64 760 000	1 718 000	2,7	-	-
2019	Mar	63 734 000	-1 026 000	-1,6	-	-
	Jun*	60 679 000	-3 055 000	-4,8	-497 000	-0,8
	Sep*	62 299 000	1 620 000	2,7	-743 000	-1,2
2020	Dec*	63 526 000	1 227 000	2,0	-1 234 000	-1,9
	Mar*	62 356 000	-1 170 000	-1,8	-1 378 000	-2,2
	Jun*	52 955 000	-9 401 000	-15,1	-7 724 000	-12,7
2021	Sep*	59 093 000	6 138 000	11,6	-3 206 000	-5,1
	Dec*	61 404 000	2 311 000	3,9	-2 122 000	-3,3
	Mar*	60 267 000	-1 137 000	-1,9	-2 089 000	-3,4
2021	Jun*	67 455 000	7 188 000	11,9	14 500 000	27,4
	Sep*	67 618 000	163 000	0,2	8 525 000	14,4
	Dec	68 222 000	604 000	0,9	6 818 000	11,1

*Revised estimates.

3.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	2 845 000	-	-	-	-
	Sep	2 360 000	-485 000	-17,0	-	-
	Dec	9 798 000	7 438 000	315,2	-	-
2019	Mar	3 289 000	-6 509 000	-66,4	-	-
	Jun*	2 671 000	-618 000	-18,8	-174 000	-6,1
	Sep*	2 144 000	-527 000	-19,7	-216 000	-9,2
2020	Dec*	9 161 000	7 017 000	327,3	-637 000	-6,5
	Mar*	2 895 000	-6 266 000	-68,4	-394 000	-12,0
	Jun*	2 116 000	-779 000	-26,9	-555 000	-20,8
2021	Sep*	1 459 000	-657 000	-31,0	-685 000	-31,9
	Dec*	8 008 000	6 549 000	448,9	-1 153 000	-12,6
	Mar*	3 977 000	-4 031 000	-50,3	1 082 000	37,4
2021	Jun*	2 659 000	-1 318 000	-33,1	543 000	25,7
	Sep*	3 345 000	686 000	25,8	1 886 000	129,3
	Dec	11 317 000	7 972 000	238,3	3 309 000	41,3

*Revised estimates.

3.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	3 749 000	-	-	-	-
	Sep	3 827 000	78 000	2,1	-	-
	Dec	3 953 000	126 000	3,3	-	-
2019	Mar	3 852 000	-101 000	-2,6	-	-
	Jun*	3 988 000	136 000	3,5	239 000	6,4
	Sep*	4 020 000	32 000	0,8	193 000	5,0
2020	Dec*	3 745 000	-275 000	-6,8	-208 000	-5,3
	Mar*	3 813 000	68 000	1,8	-39 000	-1,0
	Jun*	2 211 000	-1 602 000	-42,0	-1 777 000	-44,6
2021	Sep*	2 916 000	705 000	31,9	-1 104 000	-27,5
	Dec*	4 078 000	1 162 000	39,8	333 000	8,9
	Mar*	3 988 000	-90 000	-2,2	175 000	4,6
2021	Jun*	4 364 000	376 000	9,4	2 153 000	97,4
	Sep*	4 270 000	-94 000	-2,2	1 354 000	46,4
	Dec	4 787 000	517 000	12,1	709 000	17,4

*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	
2018	Jun	62 000	-	-	-	-
	Sep	62 000	0	0,0	-	-
	Dec	62 000	0	0,0	-	-
2019	Mar	61 000	-1 000	-1,6	-	-
	Jun*	61 000	0	0,0	-1 000	-1,6
	Sep*	61 000	0	0,0	-1 000	-1,6
2020	Dec*	60 000	-1 000	-1,6	-2 000	-3,2
	Mar*	60 000	0	0,0	-1 000	-1,6
	Jun*	59 000	-1 000	-1,7	-2 000	-3,3
2021	Sep*	59 000	0	0,0	-2 000	-3,3
	Dec*	59 000	0	0,0	-1 000	-1,7
	Mar*	59 000	0	0,0	-1 000	-1,7
2021	Jun*	59 000	0	0,0	0	0,0
	Sep*	59 000	0	0,0	0	0,0
	Dec	58 000	-1 000	-1,7	-1 000	-1,7

*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	
2018	Jun	61 000	-	-	-	-
	Sep	61 000	0	0,0	-	-
	Dec	61 000	0	0,0	-	-
2019	Mar	60 000	-1 000	-1,6	-	-
	Jun*	60 000	0	0,0	-1 000	-1,6
	Sep*	60 000	0	0,0	-1 000	-1,6
2020	Dec*	59 000	-1 000	-1,7	-2 000	-3,3
	Mar*	59 000	0	0,0	-1 000	-1,7
	Jun*	58 000	-1 000	-1,7	-2 000	-3,3
2021	Sep*	58 000	0	0,0	-2 000	-3,3
	Dec*	58 000	0	0,0	-1 000	-1,7
	Mar*	58 000	0	0,0	-1 000	-1,7
2021	Jun*	57 000	-1 000	-1,7	-1 000	-1,7
	Sep*	58 000	1 000	1,8	0	0,0
	Dec	57 000	-1 000	-1,7	-1 000	-1,7

*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	
2018	Jun	1 000	-	-	-	-
	Sep	1 000	0	0,0	-	-
	Dec	1 000	0	0,0	-	-
2019	Mar	1 000	0	0,0	-	-
	Jun*	1 000	0	0,0	0	0,0
	Sep*	1 000	0	0,0	0	0,0
2020	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
2021	Sep*	1 000	0	0,0	0	0,0
	Dec*	1 000	0	0,0	0	0,0
	Mar*	1 000	0	0,0	0	0,0
2021	Jun*	2 000	1 000	100,0	1 000	100,0
	Sep*	1 000	-1 000	-50,0	0	0,0
	Dec	1 000	0	0,0	0	0,0

*Revised estimates.

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	
2018	Jun	7 931 000	-	-	-	-
	Sep	8 143 000	212 000	2,7	-	-
	Dec	9 731 000	1 588 000	19,5	-	-
2019	Mar	8 115 000	-1 616 000	-16,6	-	-
	Jun*	8 073 000	-42 000	-0,5	142 000	1,8
	Sep*	8 228 000	155 000	1,9	85 000	1,0
2020	Dec*	9 770 000	1 542 000	18,7	39 000	0,4
	Mar*	8 240 000	-1 530 000	-15,7	125 000	1,5
	Jun*	8 018 000	-222 000	-2,7	-55 000	-0,7
2021	Sep*	8 405 000	387 000	4,8	177 000	2,2
	Dec*	9 687 000	1 282 000	15,3	-83 000	-0,8
	Mar*	8 542 000	-1 145 000	-11,8	302 000	3,7
2021	Jun*	8 647 000	105 000	1,2	629 000	7,8
	Sep*	8 240 000	-407 000	-4,7	-165 000	-2,0
	Dec	9 635 000	1 395 000	16,9	-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	
2018	Jun	7 323 000	-	-	-	-
	Sep	7 597 000	274 000	3,7	-	-
	Dec	7 738 000	141 000	1,9	-	-
2019	Mar	7 528 000	-210 000	-2,7	-	-
	Jun*	7 426 000	-102 000	-1,4	103 000	1,4
	Sep*	7 721 000	295 000	4,0	124 000	1,6
2020	Dec*	7 877 000	156 000	2,0	139 000	1,8
	Mar*	7 660 000	-217 000	-2,8	132 000	1,8
	Jun*	7 492 000	-168 000	-2,2	66 000	0,9
2021	Sep*	7 931 000	439 000	5,9	210 000	2,7
	Dec*	7 974 000	43 000	0,5	97 000	1,2
	Mar*	7 864 000	-110 000	-1,4	204 000	2,7
2021	Jun*	7 889 000	25 000	0,3	397 000	5,3
	Sep*	7 856 000	-33 000	-0,4	-75 000	-0,9
	Dec	8 018 000	162 000	2,1	44 000	0,6

*Revised estimates.

4.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	37 000	-	-	-	-
	Sep	94 000	57 000	154,1	-	-
	Dec	1 528 000	1 434 000	1525,5	-	-
2019	Mar	92 000	-1 436 000	-94,0	-	-
	Jun*	111 000	19 000	20,7	74 000	200,0
	Sep*	41 000	-70 000	-63,1	-53 000	-56,4
2020	Dec*	1 422 000	1 381 000	3368,3	-106 000	-6,9
	Mar*	95 000	-1 327 000	-93,3	3 000	3,3
	Jun*	57 000	-38 000	-40,0	-54 000	-48,6
2021	Sep*	44 000	-13 000	-22,8	3 000	7,3
	Dec*	1 272 000	1 228 000	2790,9	-150 000	-10,5
	Mar*	197 000	-1 075 000	-84,5	102 000	107,4
2021	Jun*	152 000	-45 000	-22,8	95 000	166,7
	Sep*	79 000	-73 000	-48,0	35 000	79,5
	Dec	1 442 000	1 363 000	1725,3	170 000	13,4

*Revised estimates.

4.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	571 000	-	-	-	-
	Sep	452 000	-119 000	-20,8	-	-
	Dec	465 000	13 000	2,9	-	-
2019	Mar	495 000	30 000	6,5	-	-
	Jun*	536 000	41 000	8,3	-35 000	-6,1
	Sep*	466 000	-70 000	-13,1	14 000	3,1
2020	Dec*	471 000	5 000	1,1	6 000	1,3
	Mar*	485 000	14 000	3,0	-10 000	-2,0
	Jun*	469 000	-16 000	-3,3	-67 000	-12,5
2021	Sep*	430 000	-39 000	-8,3	-36 000	-7,7
	Dec*	441 000	11 000	2,6	-30 000	-6,4
	Mar*	481 000	40 000	9,1	-4 000	-0,8
2021	Jun*	606 000	125 000	26,0	137 000	29,2
	Sep*	305 000	-301 000	-49,7	-125 000	-29,1
	Dec	175 000	-130 000	-42,6	-266 000	-60,3

*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	
2018	Jun	637 000	-	-	-	-
	Sep	631 000	-6 000	-0,9	-	-
	Dec	611 000	-20 000	-3,2	-	-
2019	Mar	611 000	0	0,0	-	-
	Jun*	611 000	0	0,0	-26 000	-4,1
	Sep*	616 000	5 000	0,8	-15 000	-2,4
2020	Dec*	615 000	-1 000	-0,2	4 000	0,7
	Mar*	607 000	-8 000	-1,3	-4 000	-0,7
	Jun*	539 000	-68 000	-11,2	-72 000	-11,8
2021	Sep*	572 000	33 000	6,1	-44 000	-7,1
	Dec*	557 000	-15 000	-2,6	-58 000	-9,4
	Mar*	563 000	6 000	1,1	-44 000	-7,2
2021	Jun*	554 000	-9 000	-1,6	15 000	2,8
	Sep*	563 000	9 000	1,6	-9 000	-1,6
	Dec	543 000	-20 000	-3,6	-14 000	-2,5

*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	
2018	Jun	546 000	-	-	-	-
	Sep	549 000	3 000	0,5	-	-
	Dec	538 000	-11 000	-2,0	-	-
2019	Mar	547 000	9 000	1,7	-	-
	Jun*	542 000	-5 000	-0,9	-4 000	-0,7
	Sep*	544 000	2 000	0,4	-5 000	-0,9
2020	Dec*	545 000	1 000	0,2	7 000	1,3
	Mar*	543 000	-2 000	-0,4	-4 000	-0,7
	Jun*	477 000	-66 000	-12,2	-65 000	-12,0
2021	Sep*	504 000	27 000	5,7	-40 000	-7,4
	Dec*	492 000	-12 000	-2,4	-53 000	-9,7
	Mar*	501 000	9 000	1,8	-42 000	-7,7
2021	Jun*	491 000	-10 000	-2,0	14 000	2,9
	Sep*	496 000	5 000	1,0	-8 000	-1,6
	Dec	473 000	-23 000	-4,6	-19 000	-3,9

*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	
2018	Jun	91 000	-	-	-	-
	Sep	82 000	-9 000	-9,9	-	-
	Dec	73 000	-9 000	-11,0	-	-
2019	Mar	64 000	-9 000	-12,3	-	-
	Jun*	69 000	5 000	7,8	-22 000	-24,2
	Sep*	72 000	3 000	4,3	-10 000	-12,2
2020	Dec*	70 000	-2 000	-2,8	-3 000	-4,1
	Mar*	64 000	-6 000	-8,6	0	0,0
	Jun*	62 000	-2 000	-3,1	-7 000	-10,1
2021	Sep*	68 000	6 000	9,7	-4 000	-5,6
	Dec*	65 000	-3 000	-4,4	-5 000	-7,1
	Mar*	62 000	-3 000	-4,6	-2 000	-3,1
2021	Jun*	63 000	1 000	1,6	1 000	1,6
	Sep*	67 000	4 000	6,3	-1 000	-1,5
	Dec	70 000	3 000	4,5	5 000	7,7

*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	
2018	Jun	33 534 000	-	-	-	-
	Sep	33 422 000	-112 000	-0,3	-	-
	Dec	38 197 000	4 775 000	14,3	-	-
2019	Mar	33 419 000	-4 778 000	-12,5	-	-
	Jun*	34 393 000	974 000	2,9	859 000	2,6
	Sep*	34 260 000	-133 000	-0,4	838 000	2,5
2020	Dec*	38 443 000	4 183 000	12,2	246 000	0,6
	Mar*	34 320 000	-4 123 000	-10,7	901 000	2,7
	Jun*	24 053 000	-10 267 000	-29,9	-10 340 000	-30,1
2021	Sep*	29 808 000	5 755 000	23,9	-4 452 000	-13,0
	Dec*	33 399 000	3 591 000	12,0	-5 044 000	-13,1
	Mar*	31 192 000	-2 207 000	-6,6	-3 128 000	-9,1
2021	Jun*	32 155 000	963 000	3,1	8 102 000	33,7
	Sep*	34 209 000	2 054 000	6,4	4 401 000	14,8
	Dec	35 623 000	1 414 000	4,1	2 224 000	6,7

*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	
2018	Jun	31 074 000	-	-	-	-
	Sep	31 464 000	390 000	1,3	-	-
	Dec	32 252 000	788 000	2,5	-	-
2019	Mar	31 185 000	-1 067 000	-3,3	-	-
	Jun*	32 272 000	1 087 000	3,5	1 198 000	3,9
	Sep*	32 368 000	96 000	0,3	904 000	2,9
2020	Dec*	33 304 000	936 000	2,9	1 052 000	3,3
	Mar*	32 400 000	-904 000	-2,7	1 215 000	3,9
	Jun*	22 903 000	-9 497 000	-29,3	-9 369 000	-29,0
2021	Sep*	28 252 000	5 349 000	23,4	-4 116 000	-12,7
	Dec*	29 834 000	1 582 000	5,6	-3 470 000	-10,4
	Mar*	29 207 000	-627 000	-2,1	-3 193 000	-9,9
2021	Jun*	30 157 000	950 000	3,3	7 254 000	31,7
	Sep*	32 468 000	2 311 000	7,7	4 216 000	14,9
	Dec	30 756 000	-1 712 000	-5,3	922 000	3,1

*Revised estimates.

5.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	998 000	-	-	-	-
	Sep	587 000	-411 000	-41,2	-	-
	Dec	4 590 000	4 003 000	681,9	-	-
2019	Mar	1 025 000	-3 565 000	-77,7	-	-
	Jun*	796 000	-229 000	-22,3	-202 000	-20,2
	Sep*	505 000	-291 000	-36,6	-82 000	-14,0
2020	Dec*	3 813 000	3 308 000	655,0	-777 000	-16,9
	Mar*	767 000	-3 046 000	-79,9	-258 000	-25,2
	Jun*	444 000	-323 000	-42,1	-352 000	-44,2
2021	Sep*	468 000	24 000	5,4	-37 000	-7,3
	Dec*	2 411 000	1 943 000	415,2	-1 402 000	-36,8
	Mar*	844 000	-1 567 000	-65,0	77 000	10,0
2021	Jun*	739 000	-105 000	-12,4	295 000	66,4
	Sep*	530 000	-209 000	-28,3	62 000	13,2
	Dec	3 533 000	3 003 000	566,6	1 122 000	46,5

*Revised estimates.

5.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	1 462 000	-	-	-	-
	Sep	1 371 000	-91 000	-6,2	-	-
	Dec	1 355 000	-16 000	-1,2	-	-
2019	Mar	1 209 000	-146 000	-10,8	-	-
	Jun*	1 325 000	116 000	9,6	-137 000	-9,4
	Sep*	1 387 000	62 000	4,7	16 000	1,2
2020	Dec*	1 326 000	-61 000	-4,4	-29 000	-2,1
	Mar*	1 153 000	-173 000	-13,0	-56 000	-4,6
	Jun*	706 000	-447 000	-38,8	-619 000	-46,7
2021	Sep*	1 088 000	382 000	54,1	-299 000	-21,6
	Dec*	1 154 000	66 000	6,1	-172 000	-13,0
	Mar*	1 141 000	-13 000	-1,1	-12 000	-1,0
2021	Jun*	1 259 000	118 000	10,3	553 000	78,3
	Sep*	1 211 000	-48 000	-3,8	123 000	11,3
	Dec	1 334 000	123 000	10,2	180 000	15,6

*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	
2018	Jun	2 199 000	-	-	-	-
	Sep	2 223 000	24 000	1,1	-	-
	Dec	2 280 000	57 000	2,6	-	-
2019	Mar	2 279 000	-1 000	0,0	-	-
	Jun*	2 263 000	-16 000	-0,7	64 000	2,9
	Sep*	2 263 000	0	0,0	40 000	1,8
	Dec*	2 301 000	38 000	1,7	21 000	0,9
2020	Mar*	2 268 000	-33 000	-1,4	-11 000	-0,5
	Jun*	2 066 000	-202 000	-8,9	-197 000	-8,7
	Sep*	2 090 000	24 000	1,2	-173 000	-7,6
	Dec*	2 141 000	51 000	2,4	-160 000	-7,0
2021	Mar*	2 103 000	-38 000	-1,8	-165 000	-7,3
	Jun*	2 104 000	1 000	0,0	38 000	1,8
	Sep*	2 085 000	-19 000	-0,9	-5 000	-0,2
	Dec	2 133 000	48 000	2,3	-8 000	-0,4

*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	
2018	Jun	1 989 000	-	-	-	-
	Sep	2 010 000	21 000	1,1	-	-
	Dec	2 043 000	33 000	1,6	-	-
2019	Mar	2 060 000	17 000	0,8	-	-
	Jun*	2 039 000	-21 000	-1,0	50 000	2,5
	Sep*	2 031 000	-8 000	-0,4	21 000	1,0
	Dec*	2 060 000	29 000	1,4	17 000	0,8
2020	Mar*	2 046 000	-14 000	-0,7	-14 000	-0,7
	Jun*	1 873 000	-173 000	-8,5	-166 000	-8,1
	Sep*	1 897 000	24 000	1,3	-134 000	-6,6
	Dec*	1 924 000	27 000	1,4	-136 000	-6,6
2021	Mar*	1 902 000	-22 000	-1,1	-144 000	-7,0
	Jun*	1 898 000	-4 000	-0,2	25 000	1,3
	Sep*	1 882 000	-16 000	-0,8	-15 000	-0,8
	Dec	1 901 000	19 000	1,0	-23 000	-1,2

*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	
2018	Jun	210 000	-	-	-	-
	Sep	213 000	3 000	1,4	-	-
	Dec	237 000	24 000	11,3	-	-
2019	Mar	219 000	-18 000	-7,6	-	-
	Jun*	224 000	5 000	2,3	14 000	6,7
	Sep*	232 000	8 000	3,6	19 000	8,9
2020	Dec*	241 000	9 000	3,9	4 000	1,7
	Mar*	222 000	-19 000	-7,9	3 000	1,4
	Jun*	193 000	-29 000	-13,1	-31 000	-13,8
2021	Sep*	193 000	0	0,0	-39 000	-16,8
	Dec*	217 000	24 000	12,4	-24 000	-10,0
	Mar*	201 000	-16 000	-7,4	-21 000	-9,5
2021	Jun*	206 000	5 000	2,5	13 000	6,7
	Sep*	203 000	-3 000	-1,5	10 000	5,2
	Dec	232 000	29 000	14,3	15 000	6,9

*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	
2018	Jun	94 840 000	-	-	-	-
	Sep	96 514 000	1 674 000	1,8	-	-
	Dec	107 521 000	11 007 000	11,4	-	-
2019	Mar	99 934 000	-7 587 000	-7,1	-	-
	Jun*	102 090 000	2 156 000	2,2	7 250 000	7,6
	Sep*	103 750 000	1 660 000	1,6	7 236 000	7,5
2020	Dec*	113 814 000	10 064 000	9,7	6 293 000	5,9
	Mar*	105 915 000	-7 899 000	-6,9	5 981 000	6,0
	Jun*	86 049 000	-19 866 000	-18,8	-16 041 000	-15,7
2021	Sep*	95 128 000	9 079 000	10,6	-8 622 000	-8,3
	Dec*	108 352 000	13 224 000	13,9	-5 462 000	-4,8
	Mar*	103 859 000	-4 493 000	-4,1	-2 056 000	-1,9
2021	Jun*	105 506 000	1 647 000	1,6	19 457 000	22,6
	Sep*	105 117 000	-389 000	-0,4	9 989 000	10,5
	Dec	116 573 000	11 456 000	10,9	8 221 000	7,6

*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	
2018	Jun	87 875 000	-	-	-	-
	Sep	89 680 000	1 805 000	2,1	-	-
	Dec	92 064 000	2 384 000	2,7	-	-
2019	Mar	92 236 000	172 000	0,2	-	-
	Jun*	94 467 000	2 231 000	2,4	6 592 000	7,5
	Sep*	96 212 000	1 745 000	1,8	6 532 000	7,3
2020	Dec*	98 337 000	2 125 000	2,2	6 273 000	6,8
	Mar*	98 155 000	-182 000	-0,2	5 919 000	6,4
	Jun*	80 381 000	-17 774 000	-18,1	-14 086 000	-14,9
2021	Sep*	88 728 000	8 347 000	10,4	-7 484 000	-7,8
	Dec*	93 579 000	4 851 000	5,5	-4 758 000	-4,8
	Mar*	94 735 000	1 156 000	1,2	-3 420 000	-3,5
2021	Jun*	96 780 000	2 045 000	2,2	16 399 000	20,4
	Sep*	96 154 000	-626 000	-0,6	7 426 000	8,4
	Dec	99 637 000	3 483 000	3,6	6 058 000	6,5

*Revised estimates.

6.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	4 540 000	-	-	-	-
	Sep	4 516 000	-24 000	-0,5	-	-
	Dec	12 916 000	8 400 000	186,0	-	-
2019	Mar	5 274 000	-7 642 000	-59,2	-	-
	Jun*	4 858 000	-416 000	-7,9	318 000	7,0
	Sep*	5 026 000	168 000	3,5	510 000	11,3
2020	Dec*	12 867 000	7 841 000	156,0	-49 000	-0,4
	Mar*	5 093 000	-7 774 000	-60,4	-181 000	-3,4
	Jun*	3 914 000	-1 179 000	-23,1	-944 000	-19,4
2021	Sep*	4 458 000	544 000	13,9	-568 000	-11,3
	Dec*	12 425 000	7 967 000	178,7	-442 000	-3,4
	Mar*	6 813 000	-5 612 000	-45,2	1 720 000	33,8
2021	Jun*	6 147 000	-666 000	-9,8	2 233 000	57,1
	Sep*	6 644 000	497 000	8,1	2 186 000	49,0
	Dec	14 276 000	7 632 000	114,9	1 851 000	14,9

*Revised estimates.

6.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	2 425 000	-	-	-	-
	Sep	2 318 000	-107 000	-4,4	-	-
	Dec	2 541 000	223 000	9,6	-	-
2019	Mar	2 424 000	-117 000	-4,6	-	-
	Jun*	2 765 000	341 000	14,1	340 000	14,0
	Sep*	2 512 000	-253 000	-9,2	194 000	8,4
2020	Dec*	2 610 000	98 000	3,9	69 000	2,7
	Mar*	2 667 000	57 000	2,2	243 000	10,0
	Jun*	1 754 000	-913 000	-34,2	-1 011 000	-36,6
2021	Sep*	1 942 000	188 000	10,7	-570 000	-22,7
	Dec*	2 348 000	406 000	20,9	-262 000	-10,0
	Mar*	2 311 000	-37 000	-1,6	-356 000	-13,3
2021	Jun*	2 579 000	268 000	11,6	825 000	47,0
	Sep*	2 319 000	-260 000	-10,1	377 000	19,4
	Dec	2 660 000	341 000	14,7	312 000	13,3

*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	
2018	Jun	483 000	-	-	-	-
	Sep	491 000	8 000	1,7	-	-
	Dec	498 000	7 000	1,4	-	-
2019	Mar	500 000	2 000	0,4	-	-
	Jun*	495 000	-5 000	-1,0	12 000	2,5
	Sep*	490 000	-5 000	-1,0	-1 000	-0,2
2020	Dec*	488 000	-2 000	-0,4	-10 000	-2,0
	Mar*	486 000	-2 000	-0,4	-14 000	-2,8
	Jun*	443 000	-43 000	-8,8	-52 000	-10,5
2021	Sep*	432 000	-11 000	-2,5	-58 000	-11,8
	Dec*	425 000	-7 000	-1,6	-63 000	-12,9
	Mar*	425 000	0	0,0	-61 000	-12,6
2021	Jun*	425 000	0	0,0	-18 000	-4,1
	Sep*	421 000	-4 000	-0,9	-11 000	-2,5
	Dec	416 000	-5 000	-1,2	-9 000	-2,1

*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	
2018	Jun	466 000	-	-	-	-
	Sep	472 000	6 000	1,3	-	-
	Dec	477 000	5 000	1,1	-	-
2019	Mar	482 000	5 000	1,0	-	-
	Jun*	478 000	-4 000	-0,8	12 000	2,6
	Sep*	471 000	-7 000	-1,5	-1 000	-0,2
2020	Dec*	468 000	-3 000	-0,6	-9 000	-1,9
	Mar*	467 000	-1 000	-0,2	-15 000	-3,1
	Jun*	428 000	-39 000	-8,4	-50 000	-10,5
2021	Sep*	415 000	-13 000	-3,0	-56 000	-11,9
	Dec*	408 000	-7 000	-1,7	-60 000	-12,8
	Mar*	409 000	1 000	0,2	-58 000	-12,4
2021	Jun*	408 000	-1 000	-0,2	-20 000	-4,7
	Sep*	404 000	-4 000	-1,0	-11 000	-2,7
	Dec	401 000	-3 000	-0,7	-7 000	-1,7

*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	
2018	Jun	17 000	-	-	-	-
	Sep	19 000	2 000	11,8	-	-
	Dec	21 000	2 000	10,5	-	-
2019	Mar	18 000	-3 000	-14,3	-	-
	Jun*	17 000	-1 000	-5,6	0	0,0
	Sep*	19 000	2 000	11,8	0	0,0
2020	Dec*	20 000	1 000	5,3	-1 000	-4,8
	Mar*	19 000	-1 000	-5,0	1 000	5,6
	Jun*	15 000	-4 000	-21,1	-2 000	-11,8
2021	Sep*	17 000	2 000	13,3	-2 000	-10,5
	Dec*	17 000	0	0,0	-3 000	-15,0
	Mar*	16 000	-1 000	-5,9	-3 000	-15,8
2021	Jun*	17 000	1 000	6,3	2 000	13,3
	Sep*	17 000	0	0,0	0	0,0
	Dec	15 000	-2 000	-11,8	-2 000	-11,8

*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	
2018	Jun	37 871 000	-	-	-	-
	Sep	38 571 000	700 000	1,8	-	-
	Dec	41 629 000	3 058 000	7,9	-	-
2019	Mar	38 627 000	-3 002 000	-7,2	-	-
	Jun*	41 961 000	3 334 000	8,6	4 090 000	10,8
	Sep*	39 650 000	-2 311 000	-5,5	1 079 000	2,8
2020	Dec*	43 703 000	4 053 000	10,2	2 074 000	5,0
	Mar*	38 241 000	-5 462 000	-12,5	-386 000	-1,0
	Jun*	35 272 000	-2 969 000	-7,8	-6 689 000	-15,9
2021	Sep*	33 427 000	-1 845 000	-5,2	-6 223 000	-15,7
	Dec*	36 854 000	3 427 000	10,3	-6 849 000	-15,7
	Mar*	33 546 000	-3 308 000	-9,0	-4 695 000	-12,3
2021	Jun*	38 229 000	4 683 000	14,0	2 957 000	8,4
	Sep*	35 490 000	-2 739 000	-7,2	2 063 000	6,2
	Dec	39 820 000	4 330 000	12,2	2 966 000	8,0

*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	
2018	Jun	32 903 000	-	-	-	-
	Sep	33 833 000	930 000	2,8	-	-
	Dec	34 548 000	715 000	2,1	-	-
2019	Mar	34 698 000	150 000	0,4	-	-
	Jun*	35 531 000	833 000	2,4	2 628 000	8,0
	Sep*	35 290 000	-241 000	-0,7	1 457 000	4,3
2020	Dec*	35 995 000	705 000	2,0	1 447 000	4,2
	Mar*	35 217 000	-778 000	-2,2	519 000	1,5
	Jun*	30 120 000	-5 097 000	-14,5	-5 411 000	-15,2
2021	Sep*	30 491 000	371 000	1,2	-4 799 000	-13,6
	Dec*	30 936 000	445 000	1,5	-5 059 000	-14,1
	Mar*	30 637 000	-299 000	-1,0	-4 580 000	-13,0
2021	Jun*	32 029 000	1 392 000	4,5	1 909 000	6,3
	Sep*	32 184 000	155 000	0,5	1 693 000	5,6
	Dec	33 235 000	1 051 000	3,3	2 299 000	7,4

*Revised estimates.

7.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	2 837 000	-	-	-	-
	Sep	2 832 000	-5 000	-0,2	-	-
	Dec	5 107 000	2 275 000	80,3	-	-
2019	Mar	2 058 000	-3 049 000	-59,7	-	-
	Jun*	4 288 000	2 230 000	108,4	1 451 000	51,1
	Sep*	2 359 000	-1 929 000	-45,0	-473 000	-16,7
2020	Dec*	5 581 000	3 222 000	136,6	474 000	9,3
	Mar*	1 080 000	-4 501 000	-80,6	-978 000	-47,5
	Jun*	3 938 000	2 858 000	264,6	-350 000	-8,2
2021	Sep*	1 207 000	-2 731 000	-69,3	-1 152 000	-48,8
	Dec*	4 067 000	2 860 000	237,0	-1 514 000	-27,1
	Mar*	1 224 000	-2 843 000	-69,9	144 000	13,3
2021	Jun*	4 242 000	3 018 000	246,6	304 000	7,7
	Sep*	1 391 000	-2 851 000	-67,2	184 000	15,2
	Dec	4 572 000	3 181 000	228,7	505 000	12,4

*Revised estimates.

7.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	2 131 000	-	-	-	-
	Sep	1 906 000	-225 000	-10,6	-	-
	Dec	1 974 000	68 000	3,6	-	-
2019	Mar	1 871 000	-103 000	-5,2	-	-
	Jun*	2 142 000	271 000	14,5	11 000	0,5
	Sep*	2 001 000	-141 000	-6,6	95 000	5,0
2020	Dec*	2 127 000	126 000	6,3	153 000	7,8
	Mar*	1 944 000	-183 000	-8,6	73 000	3,9
	Jun*	1 214 000	-730 000	-37,6	-928 000	-43,3
2021	Sep*	1 729 000	515 000	42,4	-272 000	-13,6
	Dec*	1 851 000	122 000	7,1	-276 000	-13,0
	Mar*	1 685 000	-166 000	-9,0	-259 000	-13,3
2021	Jun*	1 958 000	273 000	16,2	744 000	61,3
	Sep*	1 915 000	-43 000	-2,2	186 000	10,8
	Dec	2 013 000	98 000	5,1	162 000	8,8

*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	
2018	Jun	2 302 000	-	-	-	-
	Sep	2 310 000	8 000	0,3	-	-
	Dec	2 347 000	37 000	1,6	-	-
2019	Mar	2 349 000	2 000	0,1	-	-
	Jun*	2 366 000	17 000	0,7	64 000	2,8
	Sep*	2 381 000	15 000	0,6	71 000	3,1
2020	Dec*	2 416 000	35 000	1,5	69 000	2,9
	Mar*	2 442 000	26 000	1,1	93 000	4,0
	Jun*	2 285 000	-157 000	-6,4	-81 000	-3,4
2021	Sep*	2 291 000	6 000	0,3	-90 000	-3,8
	Dec*	2 318 000	27 000	1,2	-98 000	-4,1
	Mar*	2 332 000	14 000	0,6	-110 000	-4,5
2021	Jun*	2 325 000	-7 000	-0,3	40 000	1,8
	Sep*	2 345 000	20 000	0,9	54 000	2,4
	Dec	2 340 000	-5 000	-0,2	22 000	0,9

*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	
2018	Jun	2 062 000	-	-	-	-
	Sep	2 068 000	6 000	0,3	-	-
	Dec	2 115 000	47 000	2,3	-	-
2019	Mar	2 123 000	8 000	0,4	-	-
	Jun*	2 147 000	24 000	1,1	85 000	4,1
	Sep*	2 156 000	9 000	0,4	88 000	4,3
2020	Dec*	2 181 000	25 000	1,2	66 000	3,1
	Mar*	2 214 000	33 000	1,5	91 000	4,3
	Jun*	2 085 000	-129 000	-5,8	-62 000	-2,9
2021	Sep*	2 095 000	10 000	0,5	-61 000	-2,8
	Dec*	2 108 000	13 000	0,6	-73 000	-3,3
	Mar*	2 141 000	33 000	1,6	-73 000	-3,3
2021	Jun*	2 122 000	-19 000	-0,9	37 000	1,8
	Sep*	2 133 000	11 000	0,5	38 000	1,8
	Dec	2 114 000	-19 000	-0,9	6 000	0,3

*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	
2018	Jun	240 000	-	-	-	-
	Sep	242 000	2 000	0,8	-	-
	Dec	232 000	-10 000	-4,1	-	-
2019	Mar	226 000	-6 000	-2,6	-	-
	Jun*	219 000	-7 000	-3,1	-21 000	-8,8
	Sep*	225 000	6 000	2,7	-17 000	-7,0
2020	Dec*	235 000	10 000	4,4	3 000	1,3
	Mar*	228 000	-7 000	-3,0	2 000	0,9
	Jun*	200 000	-28 000	-12,3	-19 000	-8,7
2021	Sep*	196 000	-4 000	-2,0	-29 000	-12,9
	Dec*	210 000	14 000	7,1	-25 000	-10,6
	Mar*	191 000	-19 000	-9,0	-37 000	-16,2
2021	Jun*	203 000	12 000	6,3	3 000	1,5
	Sep*	212 000	9 000	4,4	16 000	8,2
	Dec	226 000	14 000	6,6	16 000	7,6

*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	
2018	Jun	173 673 000	-	-	-	-
	Sep	183 294 000	9 621 000	5,5	-	-
	Dec	193 395 000	10 101 000	5,5	-	-
2019	Mar	189 128 000	-4 267 000	-2,2	-	-
	Jun*	185 836 000	-3 292 000	-1,7	12 163 000	7,0
	Sep*	196 497 000	10 661 000	5,7	13 203 000	7,2
2020	Dec*	216 593 000	20 096 000	10,2	23 198 000	12,0
	Mar*	203 810 000	-12 783 000	-5,9	14 682 000	7,8
	Jun*	177 988 000	-25 822 000	-12,7	-7 848 000	-4,2
2021	Sep*	189 584 000	11 596 000	6,5	-6 913 000	-3,5
	Dec*	218 661 000	29 077 000	15,3	2 068 000	1,0
	Mar*	206 323 000	-12 338 000	-5,6	2 513 000	1,2
2021	Jun*	198 818 000	-7 505 000	-3,6	20 830 000	11,7
	Sep*	210 709 000	11 891 000	6,0	21 125 000	11,1
	Dec	218 946 000	8 237 000	3,9	285 000	0,1

*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	
2018	Jun	156 308 000	-	-	-	-
	Sep	159 764 000	3 456 000	2,2	-	-
	Dec	165 836 000	6 072 000	3,8	-	-
2019	Mar	166 346 000	510 000	0,3	-	-
	Jun*	168 677 000	2 331 000	1,4	12 369 000	7,9
	Sep*	172 277 000	3 600 000	2,1	12 513 000	7,8
2020	Dec*	177 216 000	4 939 000	2,9	11 380 000	6,9
	Mar*	177 860 000	644 000	0,4	11 514 000	6,9
	Jun*	164 068 000	-13 792 000	-7,8	-4 609 000	-2,7
2021	Sep*	170 766 000	6 698 000	4,1	-1 511 000	-0,9
	Dec*	178 148 000	7 382 000	4,3	932 000	0,5
	Mar*	177 403 000	-745 000	-0,4	-457 000	-0,3
2021	Jun*	179 640 000	2 237 000	1,3	15 572 000	9,5
	Sep*	181 733 000	2 093 000	1,2	10 967 000	6,4
	Dec	185 158 000	3 425 000	1,9	7 010 000	3,9

*Revised estimates.

8.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	14 684 000	-	-	-	-
	Sep	20 807 000	6 123 000	41,7	-	-
	Dec	24 661 000	3 854 000	18,5	-	-
2019	Mar	20 070 000	-4 591 000	-18,6	-	-
	Jun*	13 914 000	-6 156 000	-30,7	-770 000	-5,2
	Sep*	20 981 000	7 067 000	50,8	174 000	0,8
2020	Dec*	35 815 000	14 834 000	70,7	11 154 000	45,2
	Mar*	22 577 000	-13 238 000	-37,0	2 507 000	12,5
	Jun*	11 229 000	-11 348 000	-50,3	-2 685 000	-19,3
2021	Sep*	15 880 000	4 651 000	41,4	-5 101 000	-24,3
	Dec*	37 044 000	21 164 000	133,3	1 229 000	3,4
	Mar*	25 743 000	-11 301 000	-30,5	3 166 000	14,0
2021	Jun*	15 602 000	-10 141 000	-39,4	4 373 000	38,9
	Sep*	25 282 000	9 680 000	62,0	9 402 000	59,2
	Dec	30 313 000	5 031 000	19,9	-6 731 000	-18,2

*Revised estimates.

8.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	2 681 000	-	-	-	-
	Sep	2 723 000	42 000	1,6	-	-
	Dec	2 898 000	175 000	6,4	-	-
2019	Mar	2 712 000	-186 000	-6,4	-	-
	Jun*	3 245 000	533 000	19,7	564 000	21,0
	Sep*	3 239 000	-6 000	-0,2	516 000	18,9
2020	Dec*	3 562 000	323 000	10,0	664 000	22,9
	Mar*	3 373 000	-189 000	-5,3	661 000	24,4
	Jun*	2 691 000	-682 000	-20,2	-554 000	-17,1
2021	Sep*	2 938 000	247 000	9,2	-301 000	-9,3
	Dec*	3 469 000	531 000	18,1	-93 000	-2,6
	Mar*	3 177 000	-292 000	-8,4	-196 000	-5,8
2021	Jun*	3 576 000	399 000	12,6	885 000	32,9
	Sep*	3 694 000	118 000	3,3	756 000	25,7
	Dec	3 475 000	-219 000	-5,9	6 000	0,2

*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	
2018	Jun	2 687 000	-	-	-	-
	Sep	2 697 000	10 000	0,4	-	-
	Dec	2 711 000	14 000	0,5	-	-
2019	Mar	2 736 000	25 000	0,9	-	-
	Jun*	2 780 000	44 000	1,6	93 000	3,5
	Sep*	2 781 000	1 000	0,0	84 000	3,1
2020	Dec*	2 791 000	10 000	0,4	80 000	3,0
	Mar*	2 815 000	24 000	0,9	79 000	2,9
	Jun*	2 714 000	-101 000	-3,6	-66 000	-2,4
2021	Sep*	2 741 000	27 000	1,0	-40 000	-1,4
	Dec*	2 806 000	65 000	2,4	15 000	0,5
	Mar*	2 856 000	50 000	1,8	41 000	1,5
2021	Jun*	2 790 000	-66 000	-2,3	76 000	2,8
	Sep*	2 853 000	63 000	2,3	112 000	4,1
	Dec	2 898 000	45 000	1,6	92 000	3,3

*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	
2018	Jun	2 317 000	-	-	-	-
	Sep	2 326 000	9 000	0,4	-	-
	Dec	2 337 000	11 000	0,5	-	-
2019	Mar	2 344 000	7 000	0,3	-	-
	Jun*	2 358 000	14 000	0,6	41 000	1,8
	Sep*	2 374 000	16 000	0,7	48 000	2,1
2020	Dec*	2 382 000	8 000	0,3	45 000	1,9
	Mar*	2 393 000	11 000	0,5	49 000	2,1
	Jun*	2 336 000	-57 000	-2,4	-22 000	-0,9
2021	Sep*	2 351 000	15 000	0,6	-23 000	-1,0
	Dec*	2 376 000	25 000	1,1	-6 000	-0,3
	Mar*	2 358 000	-18 000	-0,8	-35 000	-1,5
2021	Jun*	2 380 000	22 000	0,9	44 000	1,9
	Sep*	2 356 000	-24 000	-1,0	5 000	0,2
	Dec	2 347 000	-9 000	-0,4	-29 000	-1,2

*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	
2018	Jun	370 000	-	-	-	-
	Sep	371 000	1 000	0,3	-	-
	Dec	374 000	3 000	0,8	-	-
2019	Mar	392 000	18 000	4,8	-	-
	Jun*	422 000	30 000	7,7	52 000	14,1
	Sep*	407 000	-15 000	-3,6	36 000	9,7
2020	Dec*	409 000	2 000	0,5	35 000	9,4
	Mar*	422 000	13 000	3,2	30 000	7,7
	Jun*	378 000	-44 000	-10,4	-44 000	-10,4
2021	Sep*	390 000	12 000	3,2	-17 000	-4,2
	Dec*	430 000	40 000	10,3	21 000	5,1
	Mar*	498 000	68 000	15,8	76 000	18,0
2021	Jun*	410 000	-88 000	-17,7	32 000	8,5
	Sep*	497 000	87 000	21,2	107 000	27,4
	Dec	551 000	54 000	10,9	121 000	28,1

*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	
2018	Jun	209 930 000	-	-	-	-
	Sep	227 955 000	18 025 000	8,6	-	-
	Dec	235 115 000	7 160 000	3,1	-	-
2019	Mar	226 371 000	-8 744 000	-3,7	-	-
	Jun*	236 711 000	10 340 000	4,6	26 781 000	12,8
	Sep*	241 219 000	4 508 000	1,9	13 264 000	5,8
2020	Dec*	254 340 000	13 121 000	5,4	19 225 000	8,2
	Mar*	244 461 000	-9 879 000	-3,9	18 090 000	8,0
	Jun*	235 043 000	-9 418 000	-3,9	-1 668 000	-0,7
2021	Sep*	241 559 000	6 516 000	2,8	340 000	0,1
	Dec*	255 815 000	14 256 000	5,9	1 475 000	0,6
	Mar*	251 145 000	-4 670 000	-1,8	6 684 000	2,7
2021	Jun*	255 757 000	4 612 000	1,8	20 714 000	8,8
	Sep*	270 449 000	14 692 000	5,7	28 890 000	12,0
	Dec	279 698 000	9 249 000	3,4	23 883 000	9,3

*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	
2018	Jun	195 948 000	-	-	-	-
	Sep	212 602 000	16 654 000	8,5	-	-
	Dec	211 010 000	-1 592 000	-0,7	-	-
2019	Mar	210 170 000	-840 000	-0,4	-	-
	Jun*	219 961 000	9 791 000	4,7	24 013 000	12,3
	Sep*	223 978 000	4 017 000	1,8	11 376 000	5,4
2020	Dec*	227 236 000	3 258 000	1,5	16 226 000	7,7
	Mar*	227 421 000	185 000	0,1	17 251 000	8,2
	Jun*	219 035 000	-8 386 000	-3,7	-926 000	-0,4
2021	Sep*	225 341 000	6 306 000	2,9	1 363 000	0,6
	Dec*	232 024 000	6 683 000	3,0	4 788 000	2,1
	Mar*	232 868 000	844 000	0,4	5 447 000	2,4
2021	Jun*	236 836 000	3 968 000	1,7	17 801 000	8,1
	Sep*	251 847 000	15 011 000	6,3	26 506 000	11,8
	Dec	251 881 000	34 000	0,0	19 857 000	8,6

*Revised estimates.

9.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	9 982 000	-	-	-	-
	Sep	11 422 000	1 440 000	14,4	-	-
	Dec	18 469 000	7 047 000	61,7	-	-
2019	Mar	10 199 000	-8 270 000	-44,8	-	-
	Jun*	10 251 000	52 000	0,5	269 000	2,7
	Sep*	11 059 000	808 000	7,9	-363 000	-3,2
2020	Dec*	20 889 000	9 830 000	88,9	2 420 000	13,1
	Mar*	10 577 000	-10 312 000	-49,4	378 000	3,7
	Jun*	10 319 000	-258 000	-2,4	68 000	0,7
2021	Sep*	10 455 000	136 000	1,3	-604 000	-5,5
	Dec*	17 663 000	7 208 000	68,9	-3 226 000	-15,4
	Mar*	11 446 000	-6 217 000	-35,2	869 000	8,2
2021	Jun*	11 892 000	446 000	3,9	1 573 000	15,2
	Sep*	11 567 000	-325 000	-2,7	1 112 000	10,6
	Dec	20 243 000	8 676 000	75,0	2 580 000	14,6

*Revised estimates.

9.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	4 000 000	-	-	-	-
	Sep	3 931 000	-69 000	-1,7	-	-
	Dec	5 636 000	1 705 000	43,4	-	-
2019	Mar	6 002 000	366 000	6,5	-	-
	Jun*	6 499 000	497 000	8,3	2 499 000	62,5
	Sep*	6 182 000	-317 000	-4,9	2 251 000	57,3
2020	Dec*	6 215 000	33 000	0,5	579 000	10,3
	Mar*	6 463 000	248 000	4,0	461 000	7,7
	Jun*	5 689 000	-774 000	-12,0	-810 000	-12,5
2021	Sep*	5 763 000	74 000	1,3	-419 000	-6,8
	Dec*	6 128 000	365 000	6,3	-87 000	-1,4
	Mar*	6 831 000	703 000	11,5	368 000	5,7
2021	Jun*	7 029 000	198 000	2,9	1 340 000	23,6
	Sep*	7 035 000	6 000	0,1	1 272 000	22,1
	Dec	7 574 000	539 000	7,7	1 446 000	23,6

*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
2018	May	20 524	-	-
	Aug	21 381	4,2	-
	Nov	21 540	0,7	-
2019	Feb	21 231	-1,4	-
	May*	21 791	2,6	6,2
	Aug*	22 365	2,6	4,6
	Nov*	22 414	0,2	4,1
2020	Feb*	22 376	-0,2	5,4
	May*	21 425	-4,2	-1,7
	Aug*	22 559	5,3	0,9
	Nov*	23 084	2,3	3,0
2021	Feb*	23 087	0,0	3,2
	May*	23 640	2,4	10,3
	Aug*	23 908	1,1	6,0
	Nov	23 982	0,3	3,9

*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
2018	May	23 265	-	-
	Aug	25 021	7,5	-
	Nov	25 510	2,0	-
2019	Feb	24 118	-5,5	-
	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	28 415	-0,9	8,6
2021	Feb	28 972	2,0	4,9
	May	28 666	-1,1	17,8
	Aug*	31 822	11,0	11,0
	Nov	30 374	-4,6	6,9

*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.

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
2018	May	17 894	-	-	16 841	-	-
	Aug	18 526	3,5	-	17 469	3,7	-
	Nov	18 795	1,5	-	17 615	0,8	-
2019	Feb	18 423	-2,0	-	17 365	-1,4	-
	May*	19 125	3,8	6,9	17 963	3,4	6,7
	Aug*	19 532	2,1	5,4	18 397	2,4	5,3
2020	Nov*	19 420	-0,6	3,3	18 287	-0,6	3,8
	Feb*	19 433	0,1	5,5	18 312	0,1	5,5
	May*	17 340	-10,8	-9,3	16 622	-9,2	-7,5
2021	Aug*	19 278	11,2	-1,3	18 355	10,4	-0,2
	Nov*	20 367	5,6	4,9	19 110	4,1	4,5
	Feb*	20 192	-0,9	3,9	18 964	-0,8	3,6
2021	May*	20 842	3,2	20,2	19 534	3,0	17,5
	Aug*	21 130	1,4	9,6	19 832	1,5	8,0
	Nov	21 234	0,5	4,3	19 752	-0,4	3,4

*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
2018	May	39 862	-	-	36 938	-	-
	Aug	41 681	4,6	-	39 717	7,5	-
	Nov	43 722	4,9	-	41 411	4,3	-
2019	Feb	42 380	-3,1	-	39 950	-3,5	-
	May*	42 587	0,5	6,8	39 583	-0,9	7,2
	Aug*	42 689	0,2	2,4	40 619	2,6	2,3
2020	Nov*	46 003	7,8	5,2	43 523	7,1	5,1
	Feb*	44 112	-4,1	4,1	41 611	-4,4	4,2
	May*	44 658	1,2	4,9	41 746	0,3	5,5
2021	Aug*	46 303	3,7	8,5	44 399	6,4	9,3
	Nov*	48 584	4,9	5,6	46 213	4,1	6,2
	Feb*	46 665	-3,9	5,8	43 985	-4,8	5,7
2021	May*	48 067	3,0	7,6	44 370	0,9	6,3
	Aug*	45 660	-5,0	-1,4	44 215	-0,3	-0,4
	Nov	48 195	5,6	-0,8	47 122	6,6	2,0

*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
2018	May	16 968	-	-	16 163	-	-
	Aug	17 611	3,8	-	16 822	4,1	-
	Nov	17 784	1,0	-	17 002	1,1	-
2019	Feb	17 442	-1,9	-	16 805	-1,2	-
	May*	18 434	5,7	8,6	17 664	5,1	9,3
	Aug*	18 302	-0,7	3,9	17 515	-0,8	4,1
	Nov*	18 313	0,1	3,0	17 530	0,1	3,1
2020	Feb*	18 646	1,8	6,9	17 971	2,5	6,9
	May*	14 865	-20,3	-19,4	14 396	-19,9	-18,5
	Aug*	17 005	14,4	-7,1	16 346	13,5	-6,7
	Nov*	17 803	4,7	-2,8	17 103	4,6	-2,4
2021	Feb*	18 246	2,5	-2,1	17 536	2,5	-2,4
	May*	18 484	1,3	24,3	17 737	1,1	23,2
	Aug*	19 068	3,2	12,1	18 354	3,5	12,3
	Nov	19 292	1,2	8,4	18 395	0,2	7,6

*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
2018	May	13 479	-	-	13 094	-	-
	Aug	13 862	2,8	-	13 493	3,1	-
	Nov	13 705	-1,1	-	13 345	-1,1	-
2019	Feb	13 696	-0,1	-	13 371	0,2	-
	May*	14 360	4,8	6,5	13 909	4,0	6,2
	Aug*	14 518	1,1	4,7	14 149	1,7	4,9
	Nov*	14 629	0,8	6,7	14 268	0,8	6,9
2020	Feb*	14 705	0,5	7,4	14 362	0,7	7,4
	May*	13 015	-11,5	-9,4	12 737	-11,3	-8,4
	Aug*	14 502	11,4	-0,1	14 191	11,4	0,3
	Nov*	14 924	2,9	2,0	14 572	2,7	2,1
2021	Feb*	15 301	2,5	4,1	14 949	2,6	4,1
	May*	15 744	2,9	21,0	15 315	2,4	20,2
	Aug*	15 498	-1,6	6,9	15 122	-1,3	6,6
	Nov	15 612	0,7	4,6	15 182	0,4	4,2

*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
2018 May	24 270	-	-	22 860	-	-
Aug	24 939	2,8	-	23 669	3,5	-
Nov	24 798	-0,6	-	23 426	-1,0	-
2019 Feb	24 050	-3,0	-	22 954	-2,0	-
May*	25 643	6,6	5,7	24 231	5,6	6,0
Aug*	25 043	-2,3	0,4	23 762	-1,9	0,4
Nov*	26 046	4,0	5,0	24 619	3,6	5,1
2020 Feb*	25 271	-3,0	5,1	23 995	-2,5	4,5
May*	23 052	-8,8	-10,1	22 091	-7,9	-8,8
Aug*	24 588	6,7	-1,8	23 378	5,8	-1,6
Nov*	25 691	4,5	-1,4	24 263	3,8	-1,4
2021 Feb*	24 887	-3,1	-1,5	23 583	-2,8	-1,7
May*	26 186	5,2	13,6	24 654	4,5	11,6
Aug*	26 887	2,7	9,3	25 446	3,2	8,8
Nov	27 790	3,4	8,2	26 162	2,8	7,8

*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
2018 May	22 987	-	-	22 595	-	-
Aug	23 825	3,6	-	23 445	3,8	-
Nov	24 067	1,0	-	23 633	0,8	-
2019 Feb	24 255	0,8	-	23 899	1,1	-
May*	24 410	0,6	6,2	23 913	0,1	5,8
Aug*	24 723	1,3	3,8	24 236	1,3	3,4
Nov*	24 625	-0,4	2,3	24 151	-0,4	2,2
2020 Feb*	23 893	-3,0	-1,5	23 440	-2,9	-1,9
May*	23 880	-0,1	-2,2	23 481	0,2	-1,8
Aug*	24 654	3,2	-0,3	24 179	3,0	-0,2
Nov*	25 246	2,4	2,5	24 731	2,3	2,4
2021 Feb*	24 885	-1,4	4,2	24 407	-1,3	4,1
May*	25 179	1,2	5,4	24 621	0,9	4,9
Aug*	25 297	0,5	2,6	24 788	0,7	2,5
Nov	25 645	1,4	1,6	25 079	1,2	1,4

*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
2018	May	24 702	-	-	24 195	-	-
	Aug	26 031	5,4	-	25 537	5,5	-
	Nov	26 305	1,1	-	25 643	0,4	-
2019	Feb	25 420	-3,4	-	24 738	-3,5	-
	May*	25 732	1,2	4,2	24 958	0,9	3,2
	Aug*	27 476	6,8	5,6	26 774	7,3	4,8
	Nov*	27 536	0,2	4,7	26 798	0,1	4,5
2020	Feb*	27 784	0,9	9,3	27 010	0,8	9,2
	May*	27 587	-0,7	7,2	26 842	-0,6	7,5
	Aug*	28 064	1,7	2,1	27 380	2,0	2,3
	Nov*	28 406	1,2	3,2	27 635	0,9	3,1
2021	Feb*	28 301	-0,4	1,9	27 474	-0,6	1,7
	May*	29 352	3,7	6,4	28 482	3,7	6,1
	Aug*	29 468	0,4	5,0	28 565	0,3	4,3
	Nov	29 083	-1,3	2,4	28 246	-1,1	2,2

*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
2018 May	19 146	-	-
Aug	19 724	3,0	-
Nov	19 653	-0,4	-
2019 Feb	19 284	-1,9	-
May*	19 457	0,9	1,6
Aug*	19 774	1,6	0,3
Nov*	19 748	-0,1	0,5
2020 Feb*	19 423	-1,6	0,7
May*	18 745	-3,5	-3,7
Aug*	19 347	3,2	-2,2
Nov*	19 713	1,9	-0,2
2021 Feb*	19 482	-1,2	0,3
May*	19 667	0,9	4,9
Aug*	19 549	-0,6	1,0
Nov	19 419	-0,7	-1,5

*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
2018 May	21 702	-	-
Aug	23 082	6,4	-
Nov	23 276	0,8	-
2019 Feb	21 906	-5,9	-
May	22 359	2,1	3,0
Aug	23 928	7,0	3,7
Nov	23 059	-3,6	-0,9
2020 Feb	23 972	4,0	9,4
May	21 289	-11,2	-4,8
Aug	24 587	15,5	2,8
Nov	24 266	-1,3	5,2
2021 Feb	24 449	0,8	2,0
May	23 849	-2,5	12,0
Aug*	26 020	9,1	5,8
Nov	24 594	-5,5	1,4

*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
2018	May	16 692	-	-	15 710	-	-
	Aug	17 090	2,4	-	16 115	2,6	-
	Nov	17 149	0,3	-	16 072	-0,3	-
2019	Feb	16 733	-2,4	-	15 771	-1,9	-
	May*	17 076	2,1	2,3	16 039	1,7	2,1
	Aug*	17 270	1,1	1,1	16 267	1,4	0,9
	Nov*	17 110	-0,9	-0,2	16 112	-1,0	0,2
2020	Feb*	16 869	-1,4	0,8	15 896	-1,3	0,8
	May*	15 170	-10,1	-11,2	14 542	-8,5	-9,3
	Aug*	16 533	9,0	-4,3	15 741	8,2	-3,2
	Nov*	17 393	5,2	1,7	16 320	3,7	1,3
2021	Feb*	17 039	-2,0	1,0	16 003	-1,9	0,7
	May*	17 339	1,8	14,3	16 251	1,5	11,8
	Aug*	17 277	-0,4	4,5	16 216	-0,2	3,0
	Nov	17 194	-0,5	-1,1	15 994	-1,4	-2,0

*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
2018	May	37 185	-	-	34 457	-	-
	Aug	38 451	3,4	-	36 640	6,3	-
	Nov	39 893	3,8	-	37 784	3,1	-
2019	Feb	38 492	-3,5	-	36 286	-4,0	-
	May*	38 024	-1,2	2,3	35 343	-2,6	2,6
	Aug*	37 745	-0,7	-1,8	35 913	1,6	-2,0
	Nov*	40 531	7,4	1,6	38 346	6,8	1,5
2020	Feb*	38 291	-5,5	-0,5	36 120	-5,8	-0,5
	May*	39 070	2,0	2,8	36 523	1,1	3,3
	Aug*	39 711	1,6	5,2	38 078	4,3	6,0
	Nov*	41 489	4,5	2,4	39 465	3,6	2,9
2021	Feb*	39 380	-5,1	2,8	37 118	-5,9	2,8
	May*	39 989	1,5	2,4	36 913	-0,6	1,1
	Aug*	37 334	-6,6	-6,0	36 153	-2,1	-5,1
	Nov	39 024	4,5	-5,9	38 155	5,5	-3,3

*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
2018	May	15 828	-	-	15 077	-	-
	Aug	16 247	2,6	-	15 519	2,9	-
	Nov	16 226	-0,1	-	15 514	0,0	-
2019	Feb	15 842	-2,4	-	15 263	-1,6	-
	May*	16 460	3,9	4,0	15 772	3,3	4,6
	Aug*	16 182	-1,7	-0,4	15 486	-1,8	-0,2
2020	Nov*	16 135	-0,3	-0,6	15 445	-0,3	-0,4
	Feb*	16 186	0,3	2,2	15 600	1,0	2,2
	May*	13 005	-19,7	-21,0	12 595	-19,3	-20,1
2021	Aug*	14 585	12,1	-9,9	14 018	11,3	-9,5
	Nov*	15 204	4,2	-5,8	14 605	4,2	-5,4
	Feb*	15 398	1,3	-4,9	14 798	1,3	-5,1
2021	May*	15 378	-0,1	18,2	14 756	-0,3	17,2
	Aug*	15 591	1,4	6,9	15 007	1,7	7,1
	Nov	15 621	0,2	2,7	14 895	-0,7	2,0

*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
2018	May	12 574	-	-	12 214	-	-
	Aug	12 788	1,7	-	12 448	1,9	-
	Nov	12 505	-2,2	-	12 176	-2,2	-
2019	Feb	12 440	-0,5	-	12 144	-0,3	-
	May*	12 822	3,1	2,0	12 419	2,3	1,7
	Aug*	12 837	0,1	0,4	12 511	0,7	0,5
2020	Nov*	12 889	0,4	3,1	12 571	0,5	3,2
	Feb*	12 765	-1,0	2,6	12 467	-0,8	2,7
	May*	11 387	-10,8	-11,2	11 143	-10,6	-10,3
2021	Aug*	12 438	9,2	-3,1	12 170	9,2	-2,7
	Nov*	12 744	2,5	-1,1	12 444	2,2	-1,0
	Feb*	12 912	1,3	1,2	12 615	1,4	1,2
2021	May*	13 098	1,4	15,0	12 741	1,0	14,3
	Aug*	12 672	-3,3	1,9	12 365	-3,0	1,6
	Nov	12 641	-0,2	-0,8	12 293	-0,6	-1,2

*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
2018	May	22 640	-	-	21 325	-	-
	Aug	23 007	1,6	-	21 835	2,4	-
	Nov	22 625	-1,7	-	21 374	-2,1	-
2019	Feb	21 844	-3,5	-	20 849	-2,5	-
	May*	22 895	4,8	1,1	21 635	3,8	1,5
	Aug*	22 142	-3,3	-3,8	21 010	-2,9	-3,8
2020	Nov*	22 948	3,6	1,4	21 690	3,2	1,5
	Feb*	21 937	-4,4	0,4	20 829	-4,0	-0,1
	May*	20 168	-8,1	-11,9	19 328	-7,2	-10,7
2021	Aug*	21 088	4,6	-4,8	20 050	3,7	-4,6
	Nov*	21 940	4,0	-4,4	20 720	3,3	-4,5
	Feb*	21 002	-4,3	-4,3	19 901	-4,0	-4,5
2021	May*	21 785	3,7	8,0	20 511	3,1	6,1
	Aug*	21 984	0,9	4,2	20 806	1,4	3,8
	Nov	22 502	2,4	2,6	21 184	1,8	2,2

*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
2018	May	21 442	-	-	21 077	-	-
	Aug	21 979	2,5	-	21 627	2,6	-
	Nov	21 959	-0,1	-	21 563	-0,3	-
2019	Feb	22 030	0,3	-	21 707	0,7	-
	May*	21 794	-1,1	1,6	21 351	-1,6	1,3
	Aug*	21 859	0,3	-0,5	21 428	0,4	-0,9
2020	Nov*	21 696	-0,7	-1,2	21 278	-0,7	-1,3
	Feb*	20 740	-4,4	-5,9	20 348	-4,4	-6,3
	May*	20 892	0,7	-4,1	20 544	1,0	-3,8
2021	Aug*	21 145	1,2	-3,3	20 737	0,9	-3,2
	Nov*	21 559	2,0	-0,6	21 120	1,8	-0,7
	Feb*	21 001	-2,6	1,3	20 597	-2,5	1,2
2021	May*	20 948	-0,3	0,3	20 483	-0,6	-0,3
	Aug*	20 684	-1,3	-2,2	20 268	-1,0	-2,3
	Nov	20 765	0,4	-3,7	20 307	0,2	-3,8

*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
2018	May	23 043	-	-	22 569	-	-
	Aug	24 014	4,2	-	23 558	4,4	-
	Nov	24 001	-0,1	-	23 397	-0,7	-
2019	Feb	23 088	-3,8	-	22 469	-4,0	-
	May*	22 975	-0,5	-0,3	22 284	-0,8	-1,3
	Aug*	24 293	5,7	1,2	23 673	6,2	0,5
	Nov*	24 262	-0,1	1,1	23 611	-0,3	0,9
2020	Feb*	24 118	-0,6	4,5	23 446	-0,7	4,3
	May*	24 136	0,1	5,0	23 483	0,2	5,4
	Aug*	24 069	-0,3	-0,9	23 483	0,0	-0,8
	Nov*	24 258	0,8	0,0	23 599	0,5	0,0
2021	Feb*	23 882	-1,5	-1,0	23 186	-1,8	-1,1
	May*	24 419	2,2	1,2	23 696	2,2	0,9
	Aug*	24 095	-1,3	0,1	23 357	-1,4	-0,5
	Nov	23 549	-2,3	-2,9	22 871	-2,1	-3,1

*Revised estimates.

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

Industry	Quarter ended September* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	465 469	465 469	465 469	0,0	464 402	464 402	464 402
Manufacturing	0,6	1 148 472	1 162 138	1 175 805	0,6	1 149 176	1 162 851	1 176 527
Electricity, gas and water supply	1,3	57 290	58 788	60 286	1,4	56 917	58 522	60 128
Construction	2,6	533 868	562 535	591 202	2,4	517 075	542 599	568 123
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,1	2 040 076	2 085 029	2 129 983	1,1	2 087 290	2 133 284	2 179 277
Transport, storage and communication	0,9	413 304	420 726	428 148	0,9	408 175	415 505	422 834
Financial intermediation, insurance, real estate and business services	1,7	2 267 074	2 345 217	2 423 359	1,7	2 262 436	2 340 419	2 418 402
Community, social and personal services	0,5	2 824 386	2 852 338	2 880 291	0,6	2 863 899	2 897 979	2 932 060
Total	0,5	9 854 709	9 952 241	10 049 773	0,5	9 917 409	10 015 562	10 113 714

*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* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	465 469	465 469	465 469	0,0	464 402	464 402	464 402
Manufacturing	0,6	1 082 455	1 095 336	1 108 217	0,7	1 073 046	1 087 973	1 102 900
Electricity, gas and water supply	1,3	56 043	57 509	58 974	1,3	55 783	57 242	58 700
Construction	2,7	469 667	495 911	522 154	2,4	450 539	472 778	495 018
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,1	1 840 989	1 881 555	1 922 121	1,1	1 859 873	1 900 855	1 941 838
Transport, storage and communication	0,9	396 833	403 959	411 085	0,9	393 569	400 636	407 703
Financial intermediation, insurance, real estate and business services	1,8	2 057 748	2 133 001	2 208 253	1,8	2 039 807	2 114 403	2 188 999
Community, social and personal services	0,6	2 328 133	2 355 838	2 383 542	0,7	2 314 651	2 346 850	2 379 049
Total	0,6	8 784 048	8 888 577	8 993 107	0,6	8 741 120	8 845 139	8 949 157

*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* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,7	63 267	66 802	70 337	2,7	70 916	74 879	78 841
Electricity, gas and water supply	16,1	876	1 279	1 683	16,4	869	1 281	1 693
Construction	9,2	54 610	66 624	78 637	9,8	56 410	69 821	83 232
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,7	188 718	203 474	218 230	3,5	216 484	232 428	248 373
Transport, storage and communication	4,3	15 354	16 767	18 180	4,8	13 470	14 869	16 268
Financial intermediation, insurance, real estate and business services	4,6	193 083	212 216	231 350	4,7	205 195	226 016	246 836
Community, social and personal services	0,7	489 689	496 501	503 313	0,7	543 568	551 129	558 691
Total	1,4	1 034 476	1 063 663	1 092 850	1,3	1 140 601	1 170 423	1 200 246

*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* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	43 582 659 516	43 582 659 516	43 582 659 516	0,0	42 720 661 345	42 720 661 345	42 720 661 345
Manufacturing	0,9	73 905 309 536	75 232 409 235	76 559 508 934	1,0	82 673 121 265	84 325 909 083	85 978 696 901
Electricity, gas and water supply	0,7	8 127 586 778	8 240 648 475	8 353 710 172	0,7	9 503 126 648	9 635 323 284	9 767 519 919
Construction	6,1	30 118 717 530	34 208 711 020	38 298 704 509	4,0	32 829 911 821	35 622 734 181	38 415 556 540
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,3	100 378 232 359	105 116 902 317	109 855 572 272	2,1	111 775 616 177	116 573 793 519	121 371 970 860
Transport, storage and communication	1,2	34 655 469 314	35 490 198 790	36 324 928 265	1,4	38 728 445 416	39 821 137 427	40 913 829 438
Financial intermediation, insurance, real estate and business services	4,2	193 362 697 196	210 708 195 881	228 053 694 566	4,3	200 492 728 405	218 945 451 016	237 398 173 628
Community, social and personal services	2,1	259 317 342 788	270 449 024 643	281 580 706 497	2,3	267 088 815 660	279 697 582 687	292 306 349 715
Total	1,4	761 542 440 978	783 028 749 874	804 515 058 771	1,4	804 640 311 802	827 342 592 542	850 044 873 280

*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* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	43 582 659 516	43 582 659 516	43 582 659 516	0,0	42 720 661 345	42 720 661 345	42 720 661 345
Manufacturing	1,0	66 292 707 960	67 618 021 175	68 943 334 390	1,0	66 884 784 709	68 221 934 628	69 559 084 547
Electricity, gas and water supply	0,7	7 748 669 247	7 856 459 876	7 964 250 506	0,7	7 907 905 681	8 017 911 426	8 127 917 170
Construction	6,4	28 394 871 690	32 467 608 500	36 540 345 310	4,2	28 224 454 918	30 756 314 748	33 288 174 578
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,3	91 819 310 940	96 153 930 110	100 488 549 279	2,3	95 145 707 890	99 637 360 083	104 129 012 275
Transport, storage and communication	1,1	31 489 847 070	32 183 728 251	32 877 609 432	1,2	32 453 793 376	33 235 492 151	34 017 190 926
Financial intermediation, insurance, real estate and business services	2,6	172 471 624 884	181 732 724 526	190 993 824 168	2,8	174 996 350 307	185 157 810 973	195 319 271 639
Community, social and personal services	2,2	240 987 710 753	251 847 369 318	262 707 027 883	2,4	240 032 792 230	251 881 288 019	263 729 783 807
Total	1,1	698 060 680 943	713 442 501 271	728 824 321 598	1,2	702 703 104 623	719 628 773 372	736 554 442 122

*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 bonus payments by industry within 95% confidence limits

Industry	Quarter ended September* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,9	3 220 074 280	3 344 628 235	3 469 182 190	2,7	10 718 192 585	11 317 093 154	11 915 993 724
Electricity, gas and water supply	1,0	77 775 348	79 330 220	80 885 092	1,6	1 397 225 393	1 442 460 969	1 487 696 545
Construction	13,3	391 586 457	529 657 600	667 728 743	7,5	3 013 344 432	3 532 642 945	4 051 941 458
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10,0	5 342 149 216	6 644 464 199	7 946 779 182	3,8	13 212 922 485	14 276 214 976	15 339 507 467
Transport, storage and communication	7,4	1 189 457 904	1 391 243 922	1 593 029 941	5,4	4 088 416 475	4 572 354 472	5 056 292 469
Financial intermediation, insurance, real estate and business services	21,2	14 776 682 123	25 281 758 355	35 786 834 586	18,7	19 202 665 100	30 312 977 679	41 423 290 258
Community, social and personal services	1,6	11 203 910 057	11 566 639 884	11 929 369 710	2,7	19 171 395 737	20 242 636 036	21 313 876 335
Total	11,1	38 212 587 525	48 837 722 413	59 462 857 302	6,8	74 274 766 675	85 696 380 233	97 117 993 790

*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 overtime payments by industry within 95% confidence limits

Industry	Quarter ended September* 2021				Quarter ended December 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,5	4 144 228 887	4 269 759 825	4 395 290 764	0,9	4 702 440 714	4 786 881 301	4 871 321 887
Electricity, gas and water supply	0,4	302 468 289	304 858 379	307 248 469	0,7	172 550 562	174 950 889	177 351 215
Construction	5,9	1 071 353 429	1 211 444 920	1 351 536 410	6,8	1 156 010 758	1 333 776 488	1 511 542 219
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,9	2 186 724 012	2 318 508 008	2 450 292 003	2,8	2 514 225 671	2 660 218 460	2 806 211 249
Transport, storage and communication	3,0	1 802 611 292	1 915 226 617	2 027 841 942	2,8	1 902 801 405	2 013 290 804	2 123 780 203
Financial intermediation, insurance, real estate and business services	13,2	2 738 075 573	3 693 713 000	4 649 350 428	4,3	3 181 817 820	3 474 662 364	3 767 506 908
Community, social and personal services	5,7	6 249 063 516	7 035 015 441	7 820 967 366	5,9	6 697 840 748	7 573 658 632	8 449 476 516
Total	3,1	19 487 845 739	20 748 526 190	22 009 206 642	2,2	21 068 046 970	22 017 438 937	22 966 830 904

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

Industry	August* 2021				November 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	31 822	31 822	31 822	0,0	30 374	30 374	30 374
Manufacturing	1,1	20 658	21 130	21 602	1,1	20 760	21 234	21 708
Electricity, gas and water supply	1,4	44 384	45 660	46 936	1,5	46 783	48 195	49 607
Construction	4,8	17 270	19 068	20 866	4,7	17 520	19 292	21 064
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,5	14 734	15 498	16 262	2,5	14 844	15 612	16 380
Transport, storage and communication	1,4	26 150	26 887	27 624	1,5	26 973	27 790	28 607
Financial intermediation, insurance, real estate and business services	3,0	23 821	25 297	26 773	3,1	24 096	25 645	27 194
Community, social and personal services	2,3	28 121	29 468	30 815	2,3	27 782	29 083	30 384
Total	1,2	23 351	23 908	24 465	1,2	23 419	23 982	24 545

*Revised estimates.

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

Table 20 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits

Industry	August* 2021				November 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,2	19 384	19 832	20 280	1,2	19 297	19 752	20 207
Electricity, gas and water supply	1,4	42 973	44 215	45 457	1,5	45 737	47 122	48 507
Construction	4,9	16 585	18 354	20 123	4,8	16 667	18 395	20 123
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,6	14 363	15 122	15 881	2,6	14 420	15 182	15 944
Transport, storage and communication	1,4	24 734	25 446	26 158	1,5	25 374	26 162	26 950
Financial intermediation, insurance, real estate and business services	3,0	23 323	24 788	26 253	3,1	23 542	25 079	26 616
Community, social and personal services	2,4	27 235	28 565	29 895	2,3	26 967	28 246	29 525

*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 2021 was 78,1%.**

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	Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments. 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.
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.

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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

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