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Quarterly employment statistics (QES)

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The South Africa I know, the home I understand



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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. The response rate for the survey was 84,2%, which about 1 percentage points lower than average. 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 CORVID-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 September 2020 employment and earnings estimates

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

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

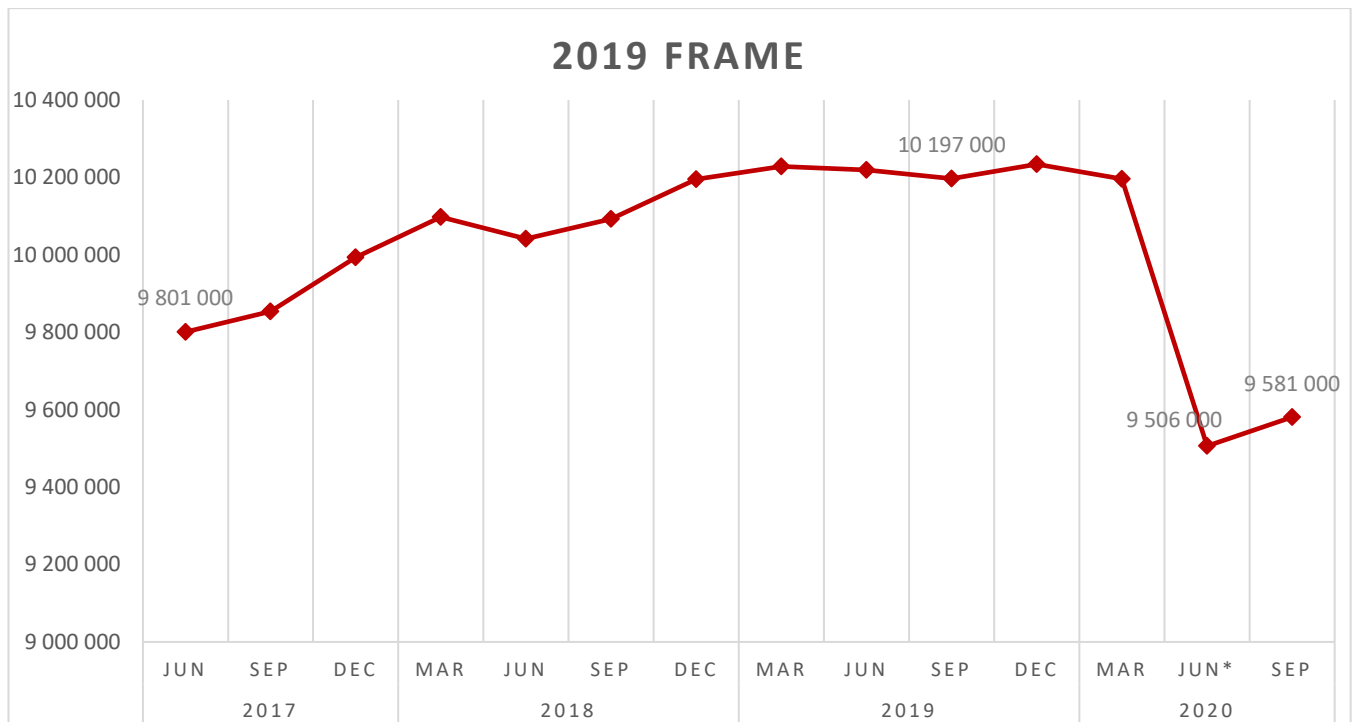
According to ILO guidelines, '**employed**' persons include those who, in their present job, were 'not at work' for a short duration but maintained a job attachment during their absence (ILO, 2013 and 2020). Job attachment is determined on the basis of the continued receipt of remuneration, and/or the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

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

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

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

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

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

*Revised estimates.

Table A : Employment by industry

Industry	Sep 2019	Jun* 2020	Sep 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	463	452	450	-2	-0,4	-13	-2,8
Manufacturing	1 213	1 113	1 121	8	0,7	-92	-7,6
Electricity	61	58	58	0	0,0	-3	-4,9
Construction	592	488	512	24	4,9	-80	-13,5
Trade	2 267	2 074	2 105	31	1,5	-162	-7,1
Transport	497	460	455	-5	-1,1	-42	-8,5
Business services	2 336	2 180	2 173	-7	-0,3	-163	-7,0
Community services	2 768	2 681	2 707	26	1,0	-61	-2,2
Total	10 197	9 506	9 581	75	0,8	-616	-6,0

*Revised estimates.

Table A shows that total employment increased by 75 000 or (0,8%) quarter-on-quarter, from 9 506 000 in June 2020 to 9 581 000 in September 2020. This was largely due to increases in the following industries: trade (31 000 or 1,5%), community services (26 000 or 1,0%), construction (24 000 or 4,9%), and manufacturing (8 000 or 0,7%).

The electricity industry showed no change, however the following industries showed a decreased, business services (-7 000 or -0,3%), transport (-5 000 or -1,1%), and mining (-2 000 or -0,4%).

Total employment decreased by 616 000 or (-6,0%) year-on-year between September 2019 and September 2020.

Table B : Full-time employees

Industry	Sep 2019	Jun* 2020	Sep 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	463	452	450	-2	-0,4	-13	-2,8
Manufacturing	1 138	1 049	1 050	1	0,1	-88	-7,7
Electricity	60	57	57	0	0,0	-3	-5,0
Construction	520	428	445	17	4,0	-75	-14,4
Trade	2 036	1 882	1 913	31	1,6	-123	-6,0
Transport	478	444	437	-7	-1,6	-41	-8,6
Business services	2 107	1 972	1 967	-5	-0,3	-140	-6,6
Community services	2 362	2 308	2 320	12	0,5	-42	-1,8
Total	9 164	8 592	8 639	47	0,5	-525	-5,7

*Revised estimates.

Table B shows that full-time employment increased by 47 000 or (0,5%) quarter-on-quarter, from 8 592 000 in June 2020 to 8 639 000 in September 2020. This was largely due to increases in the following industries: trade (31 000 or 1,6%), construction (17 000 or 4,0%), community services (12 000 or 0,5%), and manufacturing (1 000 or 0,1%).

The electricity industry showed no change, however the following industries showed a decreased, transport (-7 000 or -1,6%), business services (-5 000 or -0,3%), and mining (-2 000 or -0,4%).

Full-time employment decreased by 525 000 or (-5,7%) year-on-year between September 2019 and September 2020.

Table C : Part-time employees

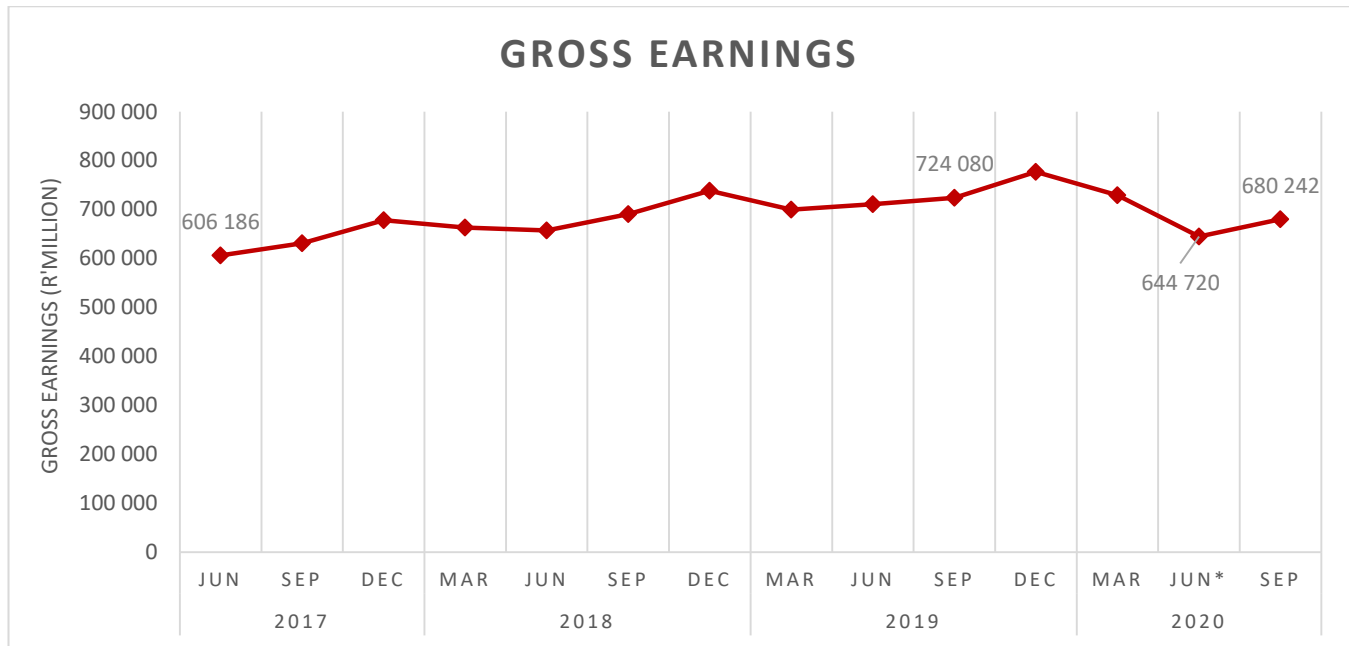
Industry	Sep 2019	Jun* 2020	Sep 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	-	-	-	-	-	-	-
Manufacturing	75	64	71	7	10,9	-4	-5,3
Electricity	1	1	1	0	0,0	0	0,0
Construction	72	60	67	7	11,7	-5	-6,9
Trade	231	192	192	0	0,0	-39	-16,9
Transport	19	16	18	2	12,5	-1	-5,3
Business services	229	208	206	-2	-1,0	-23	-10,0
Community services	406	373	387	14	3,8	-19	-4,7
Total	1 033	914	942	28	3,1	-91	-8,8

*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 28 000 or (3,1%) quarter-on-quarter, from 914 000 in June 2020 to 942 000 in September 2020. This was largely due to increases in the following industries: community services (14 000 or 3,8%), manufacturing (7 000 or 10,9%), construction (7 000 or 11,7%), and transport (2 000 or -12,5%).

Part-time employment decreased by 91 000 or (-8,8%) year-on-year between September 2019 and September 2020.

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

*Revised estimates.

Table D : Total gross earnings by industry

	Sep 2019	Jun* 2020	Sep 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	37 020	33 899	37 941	4 042	11,9	921	2,5
Manufacturing	72 109	59 776	66 080	6 304	10,5	-6 029	-8,4
Electricity	8 195	7 940	8 309	369	4,6	114	1,4
Construction	33 064	22 118	27 011	4 893	22,1	-6 053	-18,3
Trade	102 653	84 162	92 536	8 374	9,9	-10 117	-9,9
Transport	40 448	36 991	35 634	-1 357	-3,7	-4 814	-11,9
Business services	191 207	168 372	176 835	8 463	5,0	-14 372	-7,5
Community services	239 384	231 462	235 896	4 434	1,9	-3 488	-1,5
Total	724 080	644 720	680 242	35 522	5,5	-43 838	-6,1

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R35,5 billion or (5,5%) from R644,7 billion in June 2020 to R680,2 billion in September 2020. This was largely due to increases in the following industries: business services, trade, manufacturing, construction, community services, mining and electricity.

The transport industry reported a decrease.

Year-on-year, total gross earnings decreased by R43,8 billion or (-6,1%) between September 2019 and September 2020.

Table E : Basic salary/wages payments by industry

Industry	Sep 2019	Jun* 2020	Sep 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	37 020	33 899	37 941	4 042	11,9	921	2,5
Manufacturing	65 734	55 208	61 155	5 947	10,8	-4 579	-7,0
Electricity	7 688	7 411	7 838	427	5,8	150	2,0
Construction	31 237	21 022	25 577	4 555	21,7	-5 660	-18,1
Trade	95 137	78 500	86 252	7 752	9,9	-8 885	-9,3
Transport	35 985	31 717	32 734	1 017	3,2	-3 251	-9,0
Business services	168 259	155 474	160 379	4 905	3,2	-7 880	-4,7
Community services	222 192	215 472	219 703	4 231	2,0	-2 489	-1,1
Total	663 252	598 703	631 579	32 876	5,5	-31 673	-4,8

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R32,9 billion or (5,5%) from R598,7 billion in June 2020 to R631,6 billion in September 2020. This was largely due to increases in the following industries: trade, manufacturing, business services, construction, community services, mining, transport, and electricity.

Year-on-year, basic salary/wages decreased by R31,7 billion or (-4,8%) between September 2019 and September 2020.

Table F : Bonus and overtime payments by industry

Industry	Sep 2019	Jun* 2020	Sep 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	6 375	4 568	4 925	357	7,8	-1 450	-22,7
Electricity	507	529	471	-58	-11,0	-36	-7,1
Construction	1 827	1 096	1 434	338	30,8	-393	-21,5
Trade	7 516	5 662	6 284	622	11,0	-1 232	-16,4
Transport	4 463	5 274	2 900	-2 374	-45,0	-1 563	-35,0
Business services	22 948	12 898	16 456	3 558	27,6	-6 492	-28,3
Community services	17 192	15 990	16 193	203	1,3	-999	-5,8
Total	60 828	46 017	48 663	2 646	5,8	-12 165	-20,0

*Revised estimates.

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

Table F shows that bonus and overtime paid to employees increased by R2,6 billion (5,8%) from R46 billion in June 2020 to R48,7 billion in September 2020. This was largely due to increases in the following industries: business services, trade, manufacturing, construction and community services.

However transport and electricity industries decreased.

Year-on-year, bonus and overtime payments decreased by R12,2 billion or (-20,0%) between September 2019 and September 2020.

Average Monthly Earnings

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

Average monthly earnings (including bonuses and overtime payments)	Aug 2019	May* 2020	Aug 2020	Q/Q Change	Y/Y Change
	Rands			%	
	22 375	21 448	22 579	5,3	0,9

*Revised estimates.

Table G shows a quarter-on-quarter increase of 5,3% in average monthly earnings paid to employees in the formal non-agricultural sector from R21 448 in May 2020 to R22 579 in August 2020.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 0,9%.

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; and
- QLFS allows proxy respondents, this can introduce misclassification of items e.g. formal/informal classification.

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

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

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining industry* reported an annual decrease of 13 000 employees (-2,8%) in September 2020 compared with September 2019. There was a quarterly decrease of 2 000 employees (-0,4%) in September 2020 compared to June 2020. This was mainly due to decreases in chrome mining

See explanatory note on page 52.

The *manufacturing industry* reported an annual decrease of 92 000 employees (-7,6%) in September 2020 compared with September 2019. There was a quarterly increase of 8 000 employees (0,7%) in September 2020 compared with June 2020. This was mainly due to increases in employment in the manufacture of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; non-metallic mineral products; manufacture of textiles, clothing and leather; and coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

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

The *construction industry* reported an annual decrease of 80 000 employees (-13,5%) in September 2020 compared with September 2019. There was a quarterly increase of 24 000 employees (4,9%) in September 2020 compared with June 2020. This was mainly due to increases in employment in the building installation; building completion; building of complete constructions or parts thereof; and renting of construction/demolition equipment with operators.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual decrease of 162 000 employees (-7,1%) in September 2020 compared with September 2019. There was a quarterly increase of 31 000 employees (1,5%) in September 2020 compared with June 2020. This was mainly due to increases in employment in the hotels and restaurants, wholesale trade and retail trade.

The *transport, storage and communication industry* reported an annual decrease of 42 000 employees (-8,5%) in September 2020 compared with September 2019. There was a quarterly decrease of 5 000 employees (-1,1%) in September 2020 compared with June 2020. This was mainly due to decreases in employment in supporting and auxiliary transport activities; and post & telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 163 000 employees (-7,0%) in September 2020 compared with September 2019. There was a quarterly decrease of 7 000 employees (-0,3%) in September 2020 compared with June 2020. This was mainly due to decreases in employment in the legal, accounting, bookkeeping and auditing activities; real estate activities; financial intermediation (i.e. Banks) except insurance and pension funding; computer and related activities; and renting of machinery and equipment, without operator and of personal and household goods.

The *community, social and personal services industry* reported an annual decrease of 61 000 employees (-2,2%) in September 2020 compared with September 2019. There was a quarterly increase of 26 000 employees (1,0%) in June 2020 compared with March 2020. This was mainly due to increases in employment in the provincial departments; recreational, cultural and sporting activities; other educational institutions; and other service activities

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining industry* reflected an annual increase of R0,9 billion (2,5%) in September 2020 compared with September 2019. There was a quarterly increase of R4,0 billion (11,9%) in September 2020 compared with June 2020. This was mainly due to increases in gross earnings in Platinum Group Metals and gold mining.

See explanatory note on page 52.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual decrease of R6,0 billion (-8,4%) in September 2020 compared with September 2019. There was a quarterly increase of R6,3 billion (-10,5%) in September 2020 compared with June 2020. This was mainly due to increases in gross earnings paid in basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; coke, refined petroleum products and nuclear fuel; transport equipment and chemicals and chemical products; electrical machinery and apparatus n.e.c.; and non-metallic mineral products.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R0,1 billion(1,4%) in September 2020 compared with September 2019. There was a quarterly increase of R0,4 billion (4,6%) in September 2020 compared with June 2020. This was mainly due to increases in gross earnings of electricity, gas, steam and water supply; and collection, purification and distribution of water.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R6,1 billion (-18,3%) in September 2020 compared with September 2019. There was a quarterly increase of R4,9 billion (22,1%) in September 2020 compared with June 2020. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering; 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 decrease of R10,1 billion (-9,9%) in September 2020 compared with September 2019. There was a quarterly increase of R8,4 billion (9,9%) in September 2020 compared with June 2020. This was mainly due to the increases in gross earnings in motor trade; wholesale trade and retail trade

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual decrease of R4,8 billion (-11,9%) in September 2020 compared with September 2019. There was a quarterly decrease of R1,4 billion (-3,7%) in September 2020 compared with June 2020. This was mainly due to decreases in gross earnings in post and telecommunications.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of R14,3 billion (-7,5%) in September 2020 compared with September 2019. There was a quarterly increase of R8,4 billion (5,0%) in September 2020 compared with June 2020. This was mainly due to the increases in gross earnings in business activities n.e.c; financial intermediation (i.e. Banks) except insurance and pension funding; real estate activities; activities auxiliary to financial intermediation and Architectural, engineering and other technical activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual decrease of R3,5 billion (-1,5%) in September 2020 compared with September 2019. There was a quarterly increase of R4,4 billion (1,9%) in September 2020 compared with June 2020. This was mainly due to the increases in gross earnings in provincial departments; health and social work; recreational, cultural and sporting activities; and extra Budgetary institutions

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	9 801 000				
	Sep	9 854 000	53 000	0,5		
	Dec	9 993 000	139 000	1,4		
2018	Mar	10 098 000	105 000	1,1		
	Jun	10 041 000	-57 000	-0,6	240 000	2,4
	Sep	10 093 000	52 000	0,5	239 000	2,4
2019	Dec	10 195 000	102 000	1,0	202 000	2,0
	Mar	10 228 000	33 000	0,3	130 000	1,3
	Jun	10 219 000	-9 000	-0,1	178 000	1,8
2020	Sep	10 197 000	-22 000	-0,2	104 000	1,0
	Dec	10 234 000	37 000	0,4	39 000	0,4
	Mar	10 196 000	-38 000	-0,4	-32 000	-0,3
	Jun*	9 506 000	-690 000	-6,8	-713 000	-7,0
	Sep	9 581 000	75 000	0,8	-616 000	-6,0

*Revised estimates.

1.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	8 786 000				
	Sep	8 842 000	56 000	0,6		
	Dec	8 952 000	110 000	1,2		
2018	Mar	9 003 000	51 000	0,6		
	Jun	9 034 000	31 000	0,3	248 000	2,8
	Sep	9 083 000	49 000	0,5	241 000	2,7
2019	Dec	9 176 000	93 000	1,0	224 000	2,5
	Mar	9 230 000	54 000	0,6	227 000	2,5
	Jun	9 192 000	-38 000	-0,4	158 000	1,7
2020	Sep	9 164 000	-28 000	-0,3	81 000	0,9
	Dec	9 175 000	11 000	0,1	-1 000	0,0
	Mar	9 165 000	-10 000	-0,1	-65 000	-0,7
	Jun*	8 592 000	-573 000	-6,3	-600 000	-6,5
	Sep	8 639 000	47 000	0,5	-525 000	-5,7

*Revised estimates.

1.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	1 015 000				
	Sep	1 012 000	-3 000	-0,3		
	Dec	1 041 000	29 000	2,9		
2018	Mar	1 095 000	54 000	5,2		
	Jun	1 007 000	-88 000	-8,0	-8 000	-0,8
	Sep	1 010 000	3 000	0,3	-2 000	-0,2
2019	Dec	1 019 000	9 000	0,9	-22 000	-2,1
	Mar	998 000	-21 000	-2,1	-97 000	-8,9
	Jun	1 027 000	29 000	2,9	20 000	2,0
2020	Sep	1 033 000	6 000	0,6	23 000	2,3
	Dec	1 059 000	26 000	2,5	40 000	3,9
	Mar	1 031 000	-28 000	-2,6	33 000	3,3
	Jun*	914 000	-117 000	-11,3	-113 000	-11,0
	Sep	942 000	28 000	3,1	-91 000	-8,8

*Revised estimates.

1.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	606 186 000				
	Sep	630 909 000	24 723 000	4,1		
	Dec	678 572 000	47 663 000	7,6		
2018	Mar	663 269 000	-15 303 000	-2,3		
	Jun	657 452 000	-5 817 000	-0,9	51 266 000	8,5
	Sep	690 882 000	33 430 000	5,1	59 973 000	9,5
2019	Dec	738 526 000	47 644 000	6,9	59 954 000	8,8
	Mar	700 039 000	-38 487 000	-5,2	36 770 000	5,5
	Jun	711 331 000	11 292 000	1,6	53 879 000	8,2
2020	Sep	724 080 000	12 749 000	1,8	33 198 000	4,8
	Dec	776 979 000	52 899 000	7,3	38 453 000	5,2
	Mar	729 387 000	-47 592 000	-6,1	29 348 000	4,2
	Jun*	644 720 000	-84 667 000	-11,6	-66 611 000	-9,4
	Sep	680 242 000	35 522 000	5,5	-43 838 000	-6,1

*Revised estimates.

1.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	604 509 000	12 562 000	2,1	44 989 000	8,0
	Sep	631 736 000	27 227 000	4,5	56 460 000	9,8
	Dec	642 635 000	10 899 000	1,7	48 797 000	8,2
2019	Mar	639 467 000	-3 168 000	-0,5	47 520 000	8,0
	Jun	653 876 000	14 409 000	2,3	49 367 000	8,2
	Sep	663 252 000	9 376 000	1,4	31 516 000	5,0
	Dec	673 320 000	10 068 000	1,5	30 685 000	4,8
2020	Mar	666 789 000	-6 531 000	-1,0	27 322 000	4,3
	Jun*	598 703 000	-68 086 000	-10,2	-55 173 000	-8,4
	Sep	631 579 000	32 876 000	5,5	-31 673 000	-4,8

*Revised estimates.

1.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	52 943 000	-18 379 000	-25,8	6 277 000	13,5
	Sep	59 146 000	6 203 000	11,7	3 513 000	6,3
	Dec	95 891 000	36 745 000	62,1	11 157 000	13,2
2019	Mar	60 572 000	-35 319 000	-36,8	-10 750 000	-15,1
	Jun	57 455 000	-3 117 000	-5,1	4 512 000	8,5
	Sep	60 828 000	3 373 000	5,9	1 682 000	2,8
	Dec	103 659 000	42 831 000	70,4	7 768 000	8,1
2020	Mar	62 598 000	-41 061 000	-39,6	2 026 000	3,3
	Jun*	46 017 000	-16 581 000	-26,5	-11 438 000	-19,9
	Sep	48 663 000	2 646 000	5,8	-12 165 000	-20,0

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	472 000				
	Sep	460 000	-12 000	-2,5		
	Dec	457 000	-3 000	-0,7		
2018	Mar	454 000	-3 000	-0,7		
	Jun	459 000	5 000	1,1	-13 000	-2,8
	Sep	456 000	-3 000	-0,7	-4 000	-0,9
2019	Dec	453 000	-3 000	-0,7	-4 000	-0,9
	Mar	455 000	2 000	0,4	1 000	0,2
	Jun	462 000	7 000	1,5	3 000	0,7
2020	Sep	463 000	1 000	0,2	7 000	1,5
	Dec	452 000	-11 000	-2,4	-1 000	-0,2
	Mar	456 000	4 000	0,9	1 000	0,2
	Jun*	452 000	-4 000	-0,9	-10 000	-2,2
	Sep	450 000	-2 000	-0,4	-13 000	-2,8

*Revised estimates.

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

2.2 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep	33 754 000	1 852 000	5,8	1 782 000	5,6
2019	Dec	34 427 000	673 000	2,0	1 990 000	6,1
	Mar	33 570 000	-857 000	-2,5	1 372 000	4,3
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
2020	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
	Dec	37 891 000	871 000	2,4	3 464 000	10,1
	Mar	37 903 000	12 000	0,0	4 333 000	12,9
	Jun*	33 899 000	-4 004 000	-10,6	-741 000	-2,1
	Sep	37 941 000	4 042 000	11,9	921 000	2,5

*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 bonuses and overtime payments separately.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	1 193 000				
	Sep	1 197 000	4 000	0,3		
	Dec	1 208 000	11 000	0,9		
2018	Mar	1 218 000	10 000	0,8		
	Jun	1 212 000	-6 000	-0,5	19 000	1,6
	Sep	1 223 000	11 000	0,9	26 000	2,2
2019	Dec	1 233 000	10 000	0,8	25 000	2,1
	Mar	1 237 000	4 000	0,3	19 000	1,6
	Jun	1 219 000	-18 000	-1,5	7 000	0,6
2020	Sep	1 213 000	-6 000	-0,5	-10 000	-0,8
	Dec	1 211 000	-2 000	-0,2	-22 000	-1,8
	Mar	1 204 000	-7 000	-0,6	-33 000	-2,7
2020	Jun*	1 113 000	-91 000	-7,6	-106 000	-8,7
	Sep	1 121 000	8 000	0,7	-92 000	-7,6

*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	
2017	Jun	1 111 000				
	Sep	1 116 000	5 000	0,5		
	Dec	1 125 000	9 000	0,8		
2018	Mar	1 134 000	9 000	0,8		
	Jun	1 134 000	0	0,0	23 000	2,1
	Sep	1 141 000	7 000	0,6	25 000	2,2
2019	Dec	1 152 000	11 000	1,0	27 000	2,4
	Mar	1 159 000	7 000	0,6	25 000	2,2
	Jun	1 143 000	-16 000	-1,4	9 000	0,8
2020	Sep	1 138 000	-5 000	-0,4	-3 000	-0,3
	Dec	1 135 000	-3 000	-0,3	-17 000	-1,5
	Mar	1 132 000	-3 000	-0,3	-27 000	-2,3
2020	Jun*	1 049 000	-83 000	-7,3	-94 000	-8,2
	Sep	1 050 000	1 000	0,1	-88 000	-7,7

*Revised estimates.

3.3 Part-time employees

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

*Revised estimates.

3.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	62 974 000				
	Sep	64 498 000	1 524 000	2,4		
	Dec	73 067 000	8 569 000	13,3		
2018	Mar	66 427 000	-6 640 000	-9,1		
	Jun	67 770 000	1 343 000	2,0	4 796 000	7,6
	Sep	69 229 000	1 459 000	2,2	4 731 000	7,3
2019	Dec	78 511 000	9 282 000	13,4	5 444 000	7,5
	Mar	70 875 000	-7 636 000	-9,7	4 448 000	6,7
	Jun	71 549 000	674 000	1,0	3 779 000	5,6
2020	Sep	72 109 000	560 000	0,8	2 880 000	4,2
	Dec	80 158 000	8 049 000	11,2	1 647 000	2,1
	Mar	71 796 000	-8 362 000	-10,4	921 000	1,3
2020	Jun*	59 776 000	-12 020 000	-16,7	-11 773 000	-16,5
	Sep	66 080 000	6 304 000	10,5	-6 029 000	-8,4

*Revised estimates.

3.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	61 176 000	1 980 000	3,3	4 404 000	7,8
	Sep	63 042 000	1 866 000	3,1	4 740 000	8,1
2019	Dec	64 760 000	1 718 000	2,7	4 411 000	7,3
	Mar	63 734 000	-1 026 000	-1,6	4 538 000	7,7
	Jun	64 541 000	807 000	1,3	3 365 000	5,5
2020	Sep	65 734 000	1 193 000	1,8	2 692 000	4,3
	Dec	66 523 000	789 000	1,2	1 763 000	2,7
	Mar	64 855 000	-1 668 000	-2,5	1 121 000	1,8
	Jun*	55 208 000	-9 647 000	-14,9	-9 333 000	-14,5
	Sep	61 155 000	5 947 000	10,8	-4 579 000	-7,0

*Revised estimates.

3.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 202 000				
	Sep	6 196 000	-6 000	-0,1		
	Dec	12 718 000	6 522 000	105,3		
2018	Mar	7 231 000	-5 487 000	-43,1		
	Jun	6 594 000	-637 000	-8,8	392 000	6,3
	Sep	6 187 000	-407 000	-6,2	-9 000	-0,1
2019	Dec	13 751 000	7 564 000	122,3	1 033 000	8,1
	Mar	7 141 000	-6 610 000	-48,1	-90 000	-1,2
	Jun	7 008 000	-133 000	-1,9	414 000	6,3
2020	Sep	6 375 000	-633 000	-9,0	188 000	3,0
	Dec	13 635 000	7 260 000	113,9	-116 000	-0,8
	Mar	6 941 000	-6 694 000	-49,1	-200 000	-2,8
	Jun*	4 568 000	-2 373 000	-34,2	-2 440 000	-34,8
	Sep	4 925 000	357 000	7,8	-1 450 000	-22,7

*Revised estimates.

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

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

4.2 Full-time employees

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

4.3 Part-time employees

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

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	7 488 000				
	Sep	9 255 000	1 767 000	23,6		
	Dec	8 792 000	-463 000	-5,0		
2018	Mar	7 807 000	-985 000	-11,2		
	Jun	7 931 000	124 000	1,6	443 000	5,9
	Sep	8 143 000	212 000	2,7	-1 112 000	-12,0
2019	Dec	9 731 000	1 588 000	19,5	939 000	10,7
	Mar	8 115 000	-1 616 000	-16,6	308 000	3,9
	Jun	8 058 000	-57 000	-0,7	127 000	1,6
2020	Sep	8 195 000	137 000	1,7	52 000	0,6
	Dec	9 794 000	1 599 000	19,5	63 000	0,6
	Mar	8 178 000	-1 616 000	-16,5	63 000	0,8
2020	Jun*	7 940 000	-238 000	-2,9	-118 000	-1,5
	Sep	8 309 000	369 000	4,6	114 000	1,4

*Revised estimates.

4.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	6 820 000				
	Sep	7 353 000	533 000	7,8		
	Dec	7 270 000	-83 000	-1,1		
2018	Mar	7 253 000	-17 000	-0,2		
	Jun	7 323 000	70 000	1,0	503 000	7,4
	Sep	7 597 000	274 000	3,7	244 000	3,3
2019	Dec	7 738 000	141 000	1,9	468 000	6,4
	Mar	7 528 000	-210 000	-2,7	275 000	3,8
	Jun	7 410 000	-118 000	-1,6	87 000	1,2
2020	Sep	7 688 000	278 000	3,8	91 000	1,2
	Dec	7 825 000	137 000	1,8	87 000	1,1
	Mar	7 595 000	-230 000	-2,9	67 000	0,9
	Jun*	7 411 000	-184 000	-2,4	1 000	0,0
	Sep	7 838 000	427 000	5,8	150 000	2,0

*Revised estimates.

4.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	668 000				
	Sep	1 902 000	1 234 000	184,7		
	Dec	1 522 000	-380 000	-20,0		
2018	Mar	554 000	-968 000	-63,6		
	Jun	608 000	54 000	9,7	-60 000	-9,0
	Sep	546 000	-62 000	-10,2	-1 356 000	-71,3
2019	Dec	1 993 000	1 447 000	265,0	471 000	30,9
	Mar	587 000	-1 406 000	-70,5	33 000	6,0
	Jun	648 000	61 000	10,4	40 000	6,6
2020	Sep	507 000	-141 000	-21,8	-39 000	-7,1
	Dec	1 969 000	1 462 000	288,4	-24 000	-1,2
	Mar	583 000	-1 386 000	-70,4	-4 000	-0,7
	Jun*	529 000	-54 000	-9,3	-119 000	-18,4
	Sep	471 000	-58 000	-11,0	-36 000	-7,1

*Revised estimates.

Table 5 - Construction industry

5.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	626 000				
	Sep	641 000	15 000	2,4		
	Dec	627 000	-14 000	-2,2		
2018	Mar	641 000	14 000	2,2		
	Jun	637 000	-4 000	-0,6	11 000	1,8
	Sep	631 000	-6 000	-0,9	-10 000	-1,6
2019	Dec	611 000	-20 000	-3,2	-16 000	-2,6
	Mar	611 000	0	0,0	-30 000	-4,7
	Jun	599 000	-12 000	-2,0	-38 000	-6,0
2020	Sep	592 000	-7 000	-1,2	-39 000	-6,2
	Dec	580 000	-12 000	-2,0	-31 000	-5,1
	Mar	562 000	-18 000	-3,1	-49 000	-8,0
	Jun*	488 000	-74 000	-13,2	-111 000	-18,5
	Sep	512 000	24 000	4,9	-80 000	-13,5

*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	
2017	Jun	538 000				
	Sep	546 000	8 000	1,5		
	Dec	539 000	-7 000	-1,3		
2018	Mar	550 000	11 000	2,0		
	Jun	546 000	-4 000	-0,7	8 000	1,5
	Sep	549 000	3 000	0,5	3 000	0,5
2019	Dec	538 000	-11 000	-2,0	-1 000	-0,2
	Mar	547 000	9 000	1,7	-3 000	-0,5
	Jun	530 000	-17 000	-3,1	-16 000	-2,9
2020	Sep	520 000	-10 000	-1,9	-29 000	-5,3
	Dec	510 000	-10 000	-1,9	-28 000	-5,2
	Mar	498 000	-12 000	-2,4	-49 000	-9,0
	Jun*	428 000	-70 000	-14,1	-102 000	-19,2
	Sep	445 000	17 000	4,0	-75 000	-14,4

*Revised estimates.

5.3 Part-time employees

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

*Revised estimates.

5.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	29 548 000				
	Sep	30 645 000	1 097 000	3,7		
	Dec	36 241 000	5 596 000	18,3		
2018	Mar	31 517 000	-4 724 000	-13,0		
	Jun	33 534 000	2 017 000	6,4	3 986 000	13,5
	Sep	33 423 000	-111 000	-0,3	2 778 000	9,1
	Dec	38 198 000	4 775 000	14,3	1 957 000	5,4
2019	Mar	33 419 000	-4 779 000	-12,5	1 902 000	6,0
	Jun	33 797 000	378 000	1,1	263 000	0,8
	Sep	33 064 000	-733 000	-2,2	-359 000	-1,1
	Dec	36 627 000	3 563 000	10,8	-1 571 000	-4,1
2020	Mar	32 001 000	-4 626 000	-12,6	-1 418 000	-4,2
	Jun*	22 118 000	-9 883 000	-30,9	-11 679 000	-34,6
	Sep	27 011 000	4 893 000	22,1	-6 053 000	-18,3

*Revised estimates.

5.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	27 284 000				
	Sep	28 271 000	987 000	3,6		
	Dec	29 756 000	1 485 000	5,3		
2018	Mar	29 358 000	-398 000	-1,3		
	Jun	31 074 000	1 716 000	5,8	3 790 000	13,9
	Sep	31 464 000	390 000	1,3	3 193 000	11,3
2019	Dec	32 252 000	788 000	2,5	2 496 000	8,4
	Mar	31 185 000	-1 067 000	-3,3	1 827 000	6,2
	Jun	31 700 000	515 000	1,7	626 000	2,0
2020	Sep	31 237 000	-463 000	-1,5	-227 000	-0,7
	Dec	31 591 000	354 000	1,1	-661 000	-2,0
	Mar	30 218 000	-1 373 000	-4,3	-967 000	-3,1
	Jun*	21 022 000	-9 196 000	-30,4	-10 678 000	-33,7
	Sep	25 577 000	4 555 000	21,7	-5 660 000	-18,1

*Revised estimates.

5.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun	2 460 000	301 000	13,9	196 000	8,7
	Sep	1 959 000	-501 000	-20,4	-415 000	-17,5
2019	Dec	5 946 000	3 987 000	203,5	-539 000	-8,3
	Mar	2 234 000	-3 712 000	-62,4	75 000	3,5
	Jun	2 097 000	-137 000	-6,1	-363 000	-14,8
2020	Sep	1 827 000	-270 000	-12,9	-132 000	-6,7
	Dec	5 036 000	3 209 000	175,6	-910 000	-15,3
	Mar	1 783 000	-3 253 000	-64,6	-451 000	-20,2
	Jun*	1 096 000	-687 000	-38,5	-1 001 000	-47,7
	Sep	1 434 000	338 000	30,8	-393 000	-21,5

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 123 000				
	Sep	2 132 000	9 000	0,4		
	Dec	2 206 000	74 000	3,5		
2018	Mar	2 191 000	-15 000	-0,7		
	Jun	2 199 000	8 000	0,4	76 000	3,6
	Sep	2 223 000	24 000	1,1	91 000	4,3
2019	Dec	2 280 000	57 000	2,6	74 000	3,4
	Mar	2 279 000	-1 000	0,0	88 000	4,0
	Jun	2 264 000	-15 000	-0,7	65 000	3,0
2020	Sep	2 267 000	3 000	0,1	44 000	2,0
	Dec	2 308 000	41 000	1,8	28 000	1,2
	Mar	2 276 000	-32 000	-1,4	-3 000	-0,1
	Jun*	2 074 000	-202 000	-8,9	-190 000	-8,4
	Sep	2 105 000	31 000	1,5	-162 000	-7,1

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun	1 989 000	7 000	0,4	80 000	4,2
	Sep	2 010 000	21 000	1,1	86 000	4,5
2019	Dec	2 043 000	33 000	1,6	62 000	3,1
	Mar	2 060 000	17 000	0,8	78 000	3,9
	Jun	2 041 000	-19 000	-0,9	52 000	2,6
2020	Sep	2 036 000	-5 000	-0,2	26 000	1,3
	Dec	2 067 000	31 000	1,5	24 000	1,2
	Mar	2 055 000	-12 000	-0,6	-5 000	-0,2
	Jun*	1 882 000	-173 000	-8,4	-159 000	-7,8
	Sep	1 913 000	31 000	1,6	-123 000	-6,0

*Revised estimates.

6.3 Part-time employees

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

6.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	88 392 000				
	Sep	89 567 000	1 175 000	1,3		
	Dec	100 994 000	11 427 000	12,8		
2018	Mar	94 864 000	-6 130 000	-6,1		
	Jun	94 841 000	-23 000	0,0	6 449 000	7,3
	Sep	96 514 000	1 673 000	1,8	6 947 000	7,8
2019	Dec	107 521 000	11 007 000	11,4	6 527 000	6,5
	Mar	99 934 000	-7 587 000	-7,1	5 070 000	5,3
	Jun	101 558 000	1 624 000	1,6	6 717 000	7,1
2020	Sep	102 653 000	1 095 000	1,1	6 139 000	6,4
	Dec	112 176 000	9 523 000	9,3	4 655 000	4,3
	Mar	103 769 000	-8 407 000	-7,5	3 835 000	3,8
2020	Jun*	84 162 000	-19 607 000	-18,9	-17 396 000	-17,1
	Sep	92 536 000	8 374 000	9,9	-10 117 000	-9,9

*Revised estimates.

6.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	87 875 000	832 000	1,0	5 907 000	7,2
	Sep	89 680 000	1 805 000	2,1	6 134 000	7,3
	Dec	92 064 000	2 384 000	2,7	5 486 000	6,3
2019	Mar	92 236 000	172 000	0,2	5 193 000	6,0
	Jun	93 937 000	1 701 000	1,8	6 062 000	6,9
	Sep	95 137 000	1 200 000	1,3	5 457 000	6,1
	Dec	96 696 000	1 559 000	1,6	4 632 000	5,0
2020	Mar	95 976 000	-720 000	-0,7	3 740 000	4,1
	Jun*	78 500 000	-17 476 000	-18,2	-15 437 000	-16,4
	Sep	86 252 000	7 752 000	9,9	-8 885 000	-9,3

*Revised estimates.

6.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	6 966 000	-855 000	-10,9	542 000	8,4
	Sep	6 834 000	-132 000	-1,9	813 000	13,5
	Dec	15 457 000	8 623 000	126,2	1 041 000	7,2
2019	Mar	7 698 000	-7 759 000	-50,2	-123 000	-1,6
	Jun	7 621 000	-77 000	-1,0	655 000	9,4
	Sep	7 516 000	-105 000	-1,4	682 000	10,0
	Dec	15 480 000	7 964 000	106,0	23 000	0,1
2020	Mar	7 793 000	-7 687 000	-49,7	95 000	1,2
	Jun*	5 662 000	-2 131 000	-27,3	-1 959 000	-25,7
	Sep	6 284 000	622 000	11,0	-1 232 000	-16,4

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	470 000				
	Sep	479 000	9 000	1,9		
	Dec	481 000	2 000	0,4		
2018	Mar	481 000	0	0,0		
	Jun	483 000	2 000	0,4	13 000	2,8
	Sep	491 000	8 000	1,7	12 000	2,5
2019	Dec	498 000	7 000	1,4	17 000	3,5
	Mar	500 000	2 000	0,4	19 000	4,0
	Jun	497 000	-3 000	-0,6	14 000	2,9
2020	Sep	497 000	0	0,0	6 000	1,2
	Dec	500 000	3 000	0,6	2 000	0,4
	Mar	500 000	0	0,0	0	0,0
	Jun*	460 000	-40 000	-8,0	-37 000	-7,4
	Sep	455 000	-5 000	-1,1	-42 000	-8,5

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	453 000				
	Sep	461 000	8 000	1,8		
	Dec	463 000	2 000	0,4		
2018	Mar	465 000	2 000	0,4		
	Jun	466 000	1 000	0,2	13 000	2,9
	Sep	472 000	6 000	1,3	11 000	2,4
2019	Dec	477 000	5 000	1,1	14 000	3,0
	Mar	482 000	5 000	1,0	17 000	3,7
	Jun	481 000	-1 000	-0,2	15 000	3,2
2020	Sep	478 000	-3 000	-0,6	6 000	1,3
	Dec	479 000	1 000	0,2	2 000	0,4
	Mar	481 000	2 000	0,4	-1 000	-0,2
	Jun*	444 000	-37 000	-7,7	-37 000	-7,7
	Sep	437 000	-7 000	-1,6	-41 000	-8,6

*Revised estimates.

7.3 Part-time employees

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

*Revised estimates.

7.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	35 852 000				
	Sep	36 083 000	231 000	0,6		
	Dec	39 001 000	2 918 000	8,1		
2018	Mar	35 518 000	-3 483 000	-8,9		
	Jun	37 872 000	2 354 000	6,6	2 020 000	5,6
	Sep	38 571 000	699 000	1,8	2 488 000	6,9
2019	Dec	41 629 000	3 058 000	7,9	2 628 000	6,7
	Mar	38 627 000	-3 002 000	-7,2	3 109 000	8,8
	Jun	42 343 000	3 716 000	9,6	4 471 000	11,8
2020	Sep	40 448 000	-1 895 000	-4,5	1 877 000	4,9
	Dec	45 101 000	4 653 000	11,5	3 472 000	8,3
	Mar	39 790 000	-5 311 000	-11,8	1 163 000	3,0
	Jun*	36 991 000	-2 799 000	-7,0	-5 352 000	-12,6
	Sep	35 634 000	-1 357 000	-3,7	-4 814 000	-11,9

*Revised estimates.

7.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 903 000	1 266 000	4,0	1 787 000	5,7
	Sep	33 833 000	930 000	2,8	1 994 000	6,3
2019	Dec	34 548 000	715 000	2,1	2 627 000	8,2
	Mar	34 698 000	150 000	0,4	3 061 000	9,7
	Jun	35 881 000	1 183 000	3,4	2 978 000	9,1
2020	Sep	35 985 000	104 000	0,3	2 152 000	6,4
	Dec	37 061 000	1 076 000	3,0	2 513 000	7,3
	Mar	36 644 000	-417 000	-1,1	1 946 000	5,6
	Jun*	31 717 000	-4 927 000	-13,4	-4 164 000	-11,6
	Sep	32 734 000	1 017 000	3,2	-3 251 000	-9,0

*Revised estimates.

7.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	4 736 000				
	Sep	4 244 000	-492 000	-10,4		
	Dec	7 080 000	2 836 000	66,8		
2018	Mar	3 881 000	-3 199 000	-45,2		
	Jun	4 969 000	1 088 000	28,0	233 000	4,9
	Sep	4 738 000	-231 000	-4,6	494 000	11,6
2019	Dec	7 081 000	2 343 000	49,5	1 000	0,0
	Mar	3 929 000	-3 152 000	-44,5	48 000	1,2
	Jun	6 462 000	2 533 000	64,5	1 493 000	30,0
2020	Sep	4 463 000	-1 999 000	-30,9	-275 000	-5,8
	Dec	8 040 000	3 577 000	80,1	959 000	13,5
	Mar	3 146 000	-4 894 000	-60,9	-783 000	-19,9
	Jun*	5 274 000	2 128 000	67,6	-1 188 000	-18,4
	Sep	2 900 000	-2 374 000	-45,0	-1 563 000	-35,0

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 233 000				
	Sep	2 250 000	17 000	0,8		
	Dec	2 291 000	41 000	1,8		
2018	Mar	2 300 000	9 000	0,4		
	Jun	2 302 000	2 000	0,1	69 000	3,1
	Sep	2 310 000	8 000	0,3	60 000	2,7
2019	Dec	2 347 000	37 000	1,6	56 000	2,4
	Mar	2 349 000	2 000	0,1	49 000	2,1
	Jun	2 343 000	-6 000	-0,3	41 000	1,8
2020	Sep	2 336 000	-7 000	-0,3	26 000	1,1
	Dec	2 349 000	13 000	0,6	2 000	0,1
	Mar	2 350 000	1 000	0,0	1 000	0,0
	Jun*	2 180 000	-170 000	-7,2	-163 000	-7,0
	Sep	2 173 000	-7 000	-0,3	-163 000	-7,0

*Revised estimates.

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun	2 062 000	9 000	0,4	91 000	4,6
	Sep	2 068 000	6 000	0,3	76 000	3,8
2019	Dec	2 115 000	47 000	2,3	84 000	4,1
	Mar	2 123 000	8 000	0,4	70 000	3,4
	Jun	2 122 000	-1 000	0,0	60 000	2,9
2020	Sep	2 107 000	-15 000	-0,7	39 000	1,9
	Dec	2 107 000	0	0,0	-8 000	-0,4
	Mar	2 115 000	8 000	0,4	-8 000	-0,4
	Jun*	1 972 000	-143 000	-6,8	-150 000	-7,1
	Sep	1 967 000	-5 000	-0,3	-140 000	-6,6

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	262 000				
	Sep	258 000	-4 000	-1,5		
	Dec	260 000	2 000	0,8		
2018	Mar	247 000	-13 000	-5,0		
	Jun	240 000	-7 000	-2,8	-22 000	-8,4
	Sep	242 000	2 000	0,8	-16 000	-6,2
2019	Dec	232 000	-10 000	-4,1	-28 000	-10,8
	Mar	226 000	-6 000	-2,6	-21 000	-8,5
	Jun	221 000	-5 000	-2,2	-19 000	-7,9
2020	Sep	229 000	8 000	3,6	-13 000	-5,4
	Dec	242 000	13 000	5,7	10 000	4,3
	Mar	235 000	-7 000	-2,9	9 000	4,0
	Jun*	208 000	-27 000	-11,5	-13 000	-5,9
	Sep	206 000	-2 000	-1,0	-23 000	-10,0

*Revised estimates.

8.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	153 009 000				
	Sep	165 444 000	12 435 000	8,1		
	Dec	176 133 000	10 689 000	6,5		
2018	Mar	189 734 000	13 601 000	7,7		
	Jun	173 672 000	-16 062 000	-8,5	20 663 000	13,5
	Sep	183 294 000	9 622 000	5,5	17 850 000	10,8
2019	Dec	193 394 000	10 100 000	5,5	17 261 000	9,8
	Mar	189 128 000	-4 266 000	-2,2	-606 000	-0,3
	Jun	183 587 000	-5 541 000	-2,9	9 915 000	5,7
2020	Sep	191 207 000	7 620 000	4,2	7 913 000	4,3
	Dec	203 632 000	12 425 000	6,5	10 238 000	5,3
	Mar	195 044 000	-8 588 000	-4,2	5 916 000	3,1
	Jun*	168 372 000	-26 672 000	-13,7	-15 215 000	-8,3
	Sep	176 835 000	8 463 000	5,0	-14 372 000	-7,5

*Revised estimates.

8.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	156 308 000	3 089 000	2,0	16 121 000	11,5
	Sep	159 764 000	3 456 000	2,2	15 395 000	10,7
	Dec	165 836 000	6 072 000	3,8	12 547 000	8,2
2019	Mar	166 346 000	510 000	0,3	13 127 000	8,6
	Jun	166 694 000	348 000	0,2	10 386 000	6,6
	Sep	168 259 000	1 565 000	0,9	8 495 000	5,3
	Dec	171 148 000	2 889 000	1,7	5 312 000	3,2
2020	Mar	169 661 000	-1 487 000	-0,9	3 315 000	2,0
	Jun*	155 474 000	-14 187 000	-8,4	-11 220 000	-6,7
	Sep	160 379 000	4 905 000	3,2	-7 880 000	-4,7

*Revised estimates.

8.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 364 000	-19 151 000	-52,4	4 542 000	35,4
	Sep	23 530 000	6 166 000	35,5	2 455 000	11,6
	Dec	27 558 000	4 028 000	17,1	4 714 000	20,6
2019	Mar	22 782 000	-4 776 000	-17,3	-13 733 000	-37,6
	Jun	16 893 000	-5 889 000	-25,8	-471 000	-2,7
	Sep	22 948 000	6 055 000	35,8	-582 000	-2,5
	Dec	32 484 000	9 536 000	41,6	4 926 000	17,9
2020	Mar	25 383 000	-7 101 000	-21,9	2 601 000	11,4
	Jun*	12 898 000	-12 485 000	-49,2	-3 995 000	-23,6
	Sep	16 456 000	3 558 000	27,6	-6 492 000	-28,3

*Revised estimates.

Table 9 - Community, social and personal services industry**9.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 620 000				
	Sep	2 632 000	12 000	0,5		
	Dec	2 661 000	29 000	1,1		
2018	Mar	2 751 000	90 000	3,4		
	Jun	2 687 000	-64 000	-2,3	67 000	2,6
	Sep	2 697 000	10 000	0,4	65 000	2,5
2019	Dec	2 711 000	14 000	0,5	50 000	1,9
	Mar	2 736 000	25 000	0,9	-15 000	-0,5
	Jun	2 774 000	38 000	1,4	87 000	3,2
2020	Sep	2 768 000	-6 000	-0,2	71 000	2,6
	Dec	2 773 000	5 000	0,2	62 000	2,3
	Mar	2 787 000	14 000	0,5	51 000	1,9
	Jun*	2 681 000	-106 000	-3,8	-93 000	-3,4
	Sep	2 707 000	26 000	1,0	-61 000	-2,2

*Revised estimates.

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun	2 317 000	13 000	0,6	47 000	2,1
	Sep	2 326 000	9 000	0,4	45 000	2,0
2019	Dec	2 337 000	11 000	0,5	42 000	1,8
	Mar	2 344 000	7 000	0,3	40 000	1,7
	Jun	2 353 000	9 000	0,4	36 000	1,6
2020	Sep	2 362 000	9 000	0,4	36 000	1,5
	Dec	2 366 000	4 000	0,2	29 000	1,2
	Mar	2 369 000	3 000	0,1	25 000	1,1
	Jun*	2 308 000	-61 000	-2,6	-45 000	-1,9
	Sep	2 320 000	12 000	0,5	-42 000	-1,8

*Revised estimates.

9.3 Part-time employees

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

*Revised estimates.

9.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	197 715 000				
	Sep	203 445 000	5 730 000	2,9		
	Dec	211 907 000	8 462 000	4,2		
2018	Mar	205 204 000	-6 703 000	-3,2		
	Jun	209 930 000	4 726 000	2,3	12 215 000	6,2
	Sep	227 954 000	18 024 000	8,6	24 509 000	12,0
	Dec	235 115 000	7 161 000	3,1	23 208 000	11,0
2019	Mar	226 371 000	-8 744 000	-3,7	21 167 000	10,3
	Jun	235 799 000	9 428 000	4,2	25 869 000	12,3
	Sep	239 384 000	3 585 000	1,5	11 430 000	5,0
	Dec	251 600 000	12 216 000	5,1	16 485 000	7,0
2020	Mar	240 906 000	-10 694 000	-4,3	14 535 000	6,4
	Jun*	231 462 000	-9 444 000	-3,9	-4 337 000	-1,8
	Sep	235 896 000	4 434 000	1,9	-3 488 000	-1,5

*Revised estimates.

9.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	184 165 000				
	Sep	189 624 000	5 459 000	3,0		
	Dec	192 238 000	2 614 000	1,4		
2018	Mar	192 043 000	-195 000	-0,1		
	Jun	195 948 000	3 905 000	2,0	11 783 000	6,4
	Sep	212 602 000	16 654 000	8,5	22 978 000	12,1
2019	Dec	211 010 000	-1 592 000	-0,7	18 772 000	9,8
	Mar	210 170 000	-840 000	-0,4	18 127 000	9,4
	Jun	219 073 000	8 903 000	4,2	23 125 000	11,8
2020	Sep	222 192 000	3 119 000	1,4	9 590 000	4,5
	Dec	224 585 000	2 393 000	1,1	13 575 000	6,4
	Mar	223 937 000	-648 000	-0,3	13 767 000	6,6
	Jun*	215 472 000	-8 465 000	-3,8	-3 601 000	-1,6
	Sep	219 703 000	4 231 000	2,0	-2 489 000	-1,1

*Revised estimates.

9.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	13 550 000				
	Sep	13 821 000	271 000	2,0		
	Dec	19 669 000	5 848 000	42,3		
2018	Mar	13 161 000	-6 508 000	-33,1		
	Jun	13 982 000	821 000	6,2	432 000	3,2
	Sep	15 352 000	1 370 000	9,8	1 531 000	11,1
2019	Dec	24 105 000	8 753 000	57,0	4 436 000	22,6
	Mar	16 201 000	-7 904 000	-32,8	3 040 000	23,1
	Jun	16 726 000	525 000	3,2	2 744 000	19,6
2020	Sep	17 192 000	466 000	2,8	1 840 000	12,0
	Dec	27 015 000	9 823 000	57,1	2 910 000	12,1
	Mar	16 969 000	-10 046 000	-37,2	768 000	4,7
	Jun*	15 990 000	-979 000	-5,8	-736 000	-4,4
	Sep	16 193 000	203 000	1,3	-999 000	-5,8

*Revised estimates.

PART 2 – Estimation of average monthly earnings**Table 10 - Average monthly earnings at current prices, by industry****10.1 Total (all formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	19 499	-	-
Aug	19 996	2,6	-
Nov	20 193	1,0	-
2018 Feb	20 092	-0,5	-
May	20 524	2,1	5,3
Aug	21 381	4,2	6,9
Nov	21 540	0,7	6,7
2019 Feb	21 231	-1,4	5,7
May	21 796	2,7	6,2
Aug	22 375	2,7	4,6
Nov	22 429	0,2	4,1
2020 Feb	22 395	-0,2	5,5
May*	21 448	-4,2	-1,6
Aug	22 579	5,3	0,9

*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
2017 May	22 223	-	-
Aug	23 077	3,8	-
Nov	23 572	2,1	-
2018 Feb	22 903	-2,8	-
May	23 265	1,6	4,7
Aug	25 021	7,5	8,4
Nov	25 510	2,0	8,2
2019 Feb	24 118	-5,5	5,3
May	25 042	3,8	7,6
Aug	27 063	8,1	8,2
Nov	26 172	-3,3	2,6
2020 Feb	27 616	5,5	14,5
May*	24 333	-11,9	-2,8
Aug	28 149	15,7	4,0

*Revised estimates.

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

10.3 Manufacturing industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	16 873	-	-	15 864	-	-
	Aug	17 415	3,2	-	16 375	3,2	-
	Nov	17 668	1,5	-	16 541	1,0	-
2018	Feb	17 297	-2,1	-	16 342	-1,2	-
	May	17 894	3,5	6,1	16 841	3,1	6,2
	Aug	18 526	3,5	6,4	17 469	3,7	6,7
	Nov	18 795	1,5	6,4	17 615	0,8	6,5
2019	Feb	18 423	-2,0	6,5	17 365	-1,4	6,3
	May	19 050	3,4	6,5	17 893	3,0	6,2
	Aug	19 379	1,7	4,6	18 254	2,0	4,5
	Nov	19 192	-1,0	2,1	18 074	-1,0	2,6
2020	Feb	19 130	-0,3	3,8	18 029	-0,2	3,8
	May*	17 003	-11,1	-10,7	16 302	-9,6	-8,9
	Aug	18 857	10,9	-2,7	17 938	10,0	-1,7

*Revised estimates.

10.4 Electricity, gas and water supply industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	38 715	-	-	35 280	-	-
	Aug	38 950	0,6	-	36 527	3,5	-
	Nov	40 071	2,9	-	37 684	3,2	-
2018	Feb	38 934	-2,8	-	36 494	-3,2	-
	May	39 862	2,4	3,0	36 938	1,2	4,7
	Aug	41 681	4,6	7,0	39 717	7,5	8,7
	Nov	43 722	4,9	9,1	41 411	4,3	9,9
2019	Feb	42 380	-3,1	8,9	39 950	-3,5	9,5
	May	42 641	0,6	7,0	39 633	-0,8	7,3
	Aug	42 797	0,4	2,7	40 721	2,7	2,5
	Nov	46 177	7,9	5,6	43 687	7,3	5,5
2020	Feb	44 335	-4,0	4,6	41 821	-4,3	4,7
	May*	44 941	1,4	5,4	42 010	0,5	6,0
	Aug	46 637	3,8	9,0	44 718	6,4	9,8

*Revised estimates.

10.5 Construction industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	15 245	-	-	14 462	-	-
	Aug	15 683	2,9	-	14 864	2,8	-
	Nov	16 463	5,0	-	15 497	4,3	-
2018	Feb	16 165	-1,8	-	15 465	-0,2	-
	May	16 968	5,0	11,3	16 163	4,5	11,8
	Aug	17 611	3,8	12,3	16 822	4,1	13,2
	Nov	17 784	1,0	8,0	17 002	1,1	9,7
2019	Feb	17 442	-1,9	7,9	16 805	-1,2	8,7
	May	18 446	5,8	8,7	17 681	5,2	9,4
	Aug	18 325	-0,7	4,1	17 549	-0,7	4,3
	Nov	18 348	0,1	3,2	17 581	0,2	3,4
2020	Feb	18 693	1,9	7,2	18 041	2,6	7,4
	May*	14 912	-20,2	-19,2	14 466	-19,8	-18,2
	Aug	17 068	14,5	-6,9	16 443	13,7	-6,3

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	13 006	-	-	12 623	-	-
Aug	13 103	0,7	-	12 782	1,3	-
Nov	13 279	1,3	-	12 943	1,3	-
2018 Feb	13 282	0,0	-	12 981	0,3	-
May	13 479	1,5	3,6	13 094	0,9	3,7
Aug	13 862	2,8	5,8	13 493	3,1	5,6
Nov	13 705	-1,1	3,2	13 345	-1,1	3,1
2019 Feb	13 696	-0,1	3,1	13 371	0,2	3,0
May	14 273	4,2	5,9	13 825	3,4	5,6
Aug	14 343	0,5	3,5	13 979	1,1	3,6
Nov	14 366	0,2	4,8	14 012	0,2	5,0
2020 Feb	14 355	-0,1	4,8	14 020	0,1	4,9
May*	12 630	-12,0	-11,5	12 360	-11,8	-10,6
Aug	14 042	11,2	-2,1	13 743	11,2	-1,7

*Revised estimates.

10.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	23 638	-	-	22 240	-	-
Aug	23 787	0,6	-	22 430	0,9	-
Nov	23 600	-0,8	-	22 210	-1,0	-
2018 Feb	23 236	-1,5	-	22 107	-0,5	-
May	24 270	4,5	2,7	22 860	3,4	2,8
Aug	24 939	2,8	4,8	23 669	3,5	5,5
Nov	24 798	-0,6	5,1	23 426	-1,0	5,5
2019 Feb	24 050	-3,0	3,5	22 954	-2,0	3,8
May	25 722	7,0	6,0	24 314	5,9	6,4
Aug	25 198	-2,0	1,0	23 926	-1,6	1,1
Nov	26 288	4,3	6,0	24 875	4,0	6,2
2020 Feb	25 586	-2,7	6,4	24 329	-2,2	6,0
May*	23 412	-8,5	-9,0	22 477	-7,6	-7,6
Aug	25 203	7,6	0,0	24 013	6,8	0,4

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	21 385	-	-	21 025	-	-
Aug	22 199	3,8	-	21 826	3,8	-
Nov	22 620	1,9	-	22 260	2,0	-
2018 Feb	22 765	0,6	-	22 379	0,5	-
May	22 987	1,0	7,5	22 595	1,0	7,5
Aug	23 825	3,6	7,3	23 445	3,8	7,4
Nov	24 067	1,0	6,4	23 633	0,8	6,2
2019 Feb	24 255	0,8	6,5	23 899	1,1	6,8
May	24 478	0,9	6,5	23 988	0,4	6,2
Aug	24 861	1,6	4,3	24 388	1,7	4,0
Nov	24 832	-0,1	3,2	24 379	0,0	3,2
2020 Feb	24 161	-2,7	-0,4	23 737	-2,6	-0,7
May*	24 216	0,2	-1,1	23 854	0,5	-0,6
Aug	25 095	3,6	0,9	24 667	3,4	1,1

*Revised estimates.

10.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	23 676	-	-	23 151	-	-
	Aug	24 195	2,2	-	23 732	2,5	-
	Nov	24 133	-0,3	-	23 675	-0,2	-
2018	Feb	24 078	-0,2	-	23 658	-0,1	-
	May	24 702	2,6	4,3	24 195	2,3	4,5
	Aug	26 031	5,4	7,6	25 537	5,5	7,6
	Nov	26 305	1,1	9,0	25 643	0,4	8,3
2019	Feb	25 420	-3,4	5,6	24 738	-3,5	4,6
	May	25 717	1,2	4,1	24 944	0,8	3,1
	Aug	27 444	6,7	5,4	26 744	7,2	4,7
	Nov	27 488	0,2	4,5	26 753	0,0	4,3
2020	Feb	27 719	0,8	9,0	26 949	0,7	8,9
	May*	27 506	-0,8	7,0	26 766	-0,7	7,3
	Aug	27 936	1,6	1,8	27 258	1,8	1,9

*Revised estimates.

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	18 986	-	-
Aug	19 358	2,0	-
Nov	19 379	0,1	-
2018 Feb	18 991	-2,0	-
May	19 146	0,8	0,8
Aug	19 724	3,0	1,9
Nov	19 653	-0,4	1,4
2019 Feb	19 284	-1,9	1,5
May	19 461	0,9	1,6
Aug	19 783	1,7	0,3
Nov	19 761	-0,1	0,5
2020 Feb	19 440	-1,6	0,8
May*	18 765	-3,5	-3,6
Aug	19 364	3,2	-2,1

*Revised estimates.

11.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	21 639	-	-
Aug	22 340	3,2	-
Nov	22 622	1,3	-
2018 Feb	21 647	-4,3	-
May	21 702	0,3	0,3
Aug	23 082	6,4	3,3
Nov	23 276	0,8	2,9
2019 Feb	21 906	-5,9	1,2
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	24 142	13,4	0,9

*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.

11.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	16 429	-	-	15 447	-	-
Aug	16 858	2,6	-	15 852	2,6	-
Nov	16 956	0,6	-	15 875	0,1	-
2018 Feb	16 348	-3,6	-	15 446	-2,7	-
May	16 692	2,1	1,6	15 710	1,7	1,7
Aug	17 090	2,4	1,4	16 115	2,6	1,7
Nov	17 149	0,3	1,1	16 072	-0,3	1,2
2019 Feb	16 733	-2,4	2,4	15 771	-1,9	2,1
May	17 009	1,6	1,9	15 976	1,3	1,7
Aug	17 134	0,7	0,3	16 140	1,0	0,2
Nov	16 909	-1,3	-1,4	15 924	-1,3	-0,9
2020 Feb	16 606	-1,8	-0,8	15 650	-1,7	-0,8
May*	14 876	-10,4	-12,5	14 262	-8,9	-10,7
Aug	16 172	8,7	-5,6	15 384	7,9	-4,7

*Revised estimates.

11.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	37 698	-	-	34 352	-	-
Aug	37 705	0,0	-	35 360	2,9	-
Nov	38 456	2,0	-	36 166	2,3	-
2018 Feb	36 800	-4,3	-	34 493	-4,6	-
May	37 185	1,0	-1,4	34 457	-0,1	0,3
Aug	38 451	3,4	2,0	36 640	6,3	3,6
Nov	39 893	3,8	3,7	37 784	3,1	4,5
2019 Feb	38 492	-3,5	4,6	36 286	-4,0	5,2
May	38 072	-1,1	2,4	35 387	-2,5	2,7
Aug	37 840	-0,6	-1,6	36 004	1,7	-1,7
Nov	40 685	7,5	2,0	38 491	6,9	1,9
2020 Feb	38 485	-5,4	0,0	36 303	-5,7	0,0
May*	39 318	2,2	3,3	36 754	1,2	3,9
Aug	39 997	1,7	5,7	38 352	4,3	6,5

*Revised estimates.

11.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	14 844	-	-	14 082	-	-
Aug	15 182	2,3	-	14 389	2,2	-
Nov	15 799	4,1	-	14 872	3,4	-
2018 Feb	15 279	-3,3	-	14 617	-1,7	-
May	15 828	3,6	6,6	15 077	3,2	7,1
Aug	16 247	2,6	7,0	15 519	2,9	7,9
Nov	16 226	-0,1	2,7	15 514	0,0	4,3
2019 Feb	15 842	-2,4	3,7	15 263	-1,6	4,4
May	16 470	4,0	4,1	15 787	3,4	4,7
Aug	16 202	-1,6	-0,3	15 516	-1,7	0,0
Nov	16 166	-0,2	-0,4	15 490	-0,2	-0,2
2020 Feb	16 227	0,4	2,4	15 661	1,1	2,6
May*	13 046	-19,6	-20,8	12 656	-19,2	-19,8
Aug	14 638	12,2	-9,7	14 102	11,4	-9,1

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	12 664	-	-	12 291	-	-
Aug	12 683	0,2	-	12 374	0,7	-
Nov	12 744	0,5	-	12 421	0,4	-
2018 Feb	12 554	-1,5	-	12 269	-1,2	-
May	12 574	0,2	-0,7	12 214	-0,4	-0,6
Aug	12 788	1,7	0,8	12 448	1,9	0,6
Nov	12 505	-2,2	-1,9	12 176	-2,2	-2,0
2019 Feb	12 440	-0,5	-0,9	12 144	-0,3	-1,0
May	12 744	2,4	1,4	12 344	1,6	1,1
Aug	12 682	-0,5	-0,8	12 360	0,1	-0,7
Nov	12 657	-0,2	1,2	12 345	-0,1	1,4
2020 Feb	12 461	-1,5	0,2	12 170	-1,4	0,2
May*	11 050	-11,3	-13,3	10 814	-11,1	-12,4
Aug	12 043	9,0	-5,0	11 786	9,0	-4,6

*Revised estimates.

11.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	23 017	-	-	21 655	-	-
Aug	23 028	0,0	-	21 713	0,3	-
Nov	22 649	-1,6	-	21 315	-1,8	-
2018 Feb	21 962	-3,0	-	20 896	-2,0	-
May	22 640	3,1	-1,6	21 325	2,1	-1,5
Aug	23 007	1,6	-0,1	21 835	2,4	0,6
Nov	22 625	-1,7	-0,1	21 374	-2,1	0,3
2019 Feb	21 844	-3,5	-0,5	20 849	-2,5	-0,2
May	22 966	5,1	1,4	21 709	4,1	1,8
Aug	22 279	-3,0	-3,2	21 155	-2,6	-3,1
Nov	23 161	4,0	2,4	21 916	3,6	2,5
2020 Feb	22 210	-4,1	1,7	21 119	-3,6	1,3
May*	20 483	-7,8	-10,8	19 665	-6,9	-9,4
Aug	21 615	5,5	-3,0	20 594	4,7	-2,7

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	20 822	-	-	20 473	-	-
Aug	21 490	3,2	-	21 129	3,2	-
Nov	21 709	1,0	-	21 363	1,1	-
2018 Feb	21 517	-0,9	-	21 152	-1,0	-
May	21 442	-0,3	3,0	21 077	-0,4	3,0
Aug	21 979	2,5	2,3	21 627	2,6	2,4
Nov	21 959	-0,1	1,2	21 563	-0,3	0,9
2019 Feb	22 030	0,3	2,4	21 707	0,7	2,6
May	21 855	-0,8	1,9	21 418	-1,3	1,6
Aug	21 981	0,6	0,0	21 563	0,7	-0,3
Nov	21 878	-0,5	-0,4	21 479	-0,4	-0,4
2020 Feb	20 973	-4,1	-4,8	20 605	-4,1	-5,1
May*	21 186	1,0	-3,1	20 870	1,3	-2,6
Aug	21 522	1,6	-2,1	21 155	1,4	-1,9

*Revised estimates.

11.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	23 054	-	-	22 542	-	-
	Aug	23 423	1,6	-	22 974	1,9	-
	Nov	23 160	-1,1	-	22 721	-1,1	-
2018	Feb	22 757	-1,7	-	22 361	-1,6	-
	May	23 043	1,3	0,0	22 569	0,9	0,1
	Aug	24 014	4,2	2,5	23 558	4,4	2,5
	Nov	24 001	-0,1	3,6	23 397	-0,7	3,0
2019	Feb	23 088	-3,8	1,5	22 469	-4,0	0,5
	May	22 962	-0,5	-0,4	22 271	-0,9	-1,3
	Aug	24 265	5,7	1,0	23 646	6,2	0,4
	Nov	24 219	-0,2	0,9	23 571	-0,3	0,7
2020	Feb	24 062	-0,6	4,2	23 393	-0,8	4,1
	May*	24 065	0,0	4,8	23 417	0,1	5,1
	Aug	23 959	-0,4	-1,3	23 377	-0,2	-1,1

*Revised estimates.

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

Industry	Quarter ended June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	452 138	452 138	452 138	0,0	449 851	449 851	449 851
Manufacturing	0,6	1 099 861	1 112 949	1 126 037	0,7	1 105 540	1 120 919	1 136 298
Electricity, gas and water supply	1,0	57 665	58 818	59 971	0,9	57 070	58 095	59 120
Construction	2,4	465 715	488 703	511 692	2,5	487 093	512 191	537 288
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,0	2 033 599	2 074 255	2 114 910	1,2	2 055 184	2 104 686	2 154 189
Transport, storage and communication	1,3	448 173	459 891	471 609	1,3	442 856	454 435	466 014
Financial intermediation, insurance, real estate and business services	1,7	2 107 132	2 179 762	2 252 392	1,7	2 100 017	2 172 402	2 244 786
Community, social and personal services	0,5	2 654 122	2 680 390	2 706 658	0,5	2 680 672	2 707 203	2 733 733
Total	0,5	9 413 739	9 506 906	9 600 074	0,5	9 485 899	9 579 781	9 673 663

*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 June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	452 138	452 138	452 138	0,0	449 851	449 851	449 851
Manufacturing	0,7	1 034 873	1 049 269	1 063 665	0,7	1 035 430	1 049 834	1 064 238
Electricity, gas and water supply	0,8	56 477	57 377	58 277	0,9	55 958	56 963	57 968
Construction	2,6	406 388	428 209	450 031	2,7	421 749	445 315	468 881
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,1	1 841 690	1 882 272	1 922 853	1,3	1 863 870	1 912 603	1 961 336
Transport, storage and communication	1,3	432 949	444 269	455 589	1,3	425 481	436 606	447 731
Financial intermediation, insurance, real estate and business services	1,8	1 902 132	1 971 693	2 041 254	1,8	1 897 127	1 966 506	2 035 884
Community, social and personal services	0,5	2 284 892	2 307 506	2 330 119	0,5	2 297 613	2 320 353	2 343 092
Total	0,5	8 508 524	8 592 733	8 676 942	0,6	8 536 447	8 638 030	8 739 613

*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 June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**			0				0	
Manufacturing	2,2	60 934	63 680	66 426	2,6	67 462	71 085	74 707
Electricity, gas and water supply	15,9	992	1 441	1 890	8,7	939	1 132	1 325
Construction	7,2	51 957	60 494	69 031	6,4	58 487	66 876	75 265
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,9	184 834	191 983	199 133	2,2	183 801	192 083	200 366
Transport, storage and communication	5,8	13 847	15 623	17 399	5,4	15 942	17 829	19 716
Financial intermediation, insurance, real estate and business services	2,9	196 242	208 069	219 895	4,7	186 929	205 896	224 863
Community, social and personal services	0,7	367 768	372 884	378 000	0,8	380 785	386 850	392 916
Total	1,0	896 256	914 174	932 091	1,3	917 755	941 751	965 747

*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 June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 899 243 331	33 899 243 331	33 899 243 331	0,0	37 940 794 114	37 940 794 114	37 940 794 114
Manufacturing	0,9	58 721 626 378	59 776 076 366	60 830 526 352	0,9	64 914 625 208	66 080 281 372	67 245 937 535
Electricity, gas and water supply	0,7	7 830 560 713	7 939 490 522	8 048 420 333	1,3	8 098 013 494	8 309 745 817	8 521 478 140
Construction	4,8	20 036 913 567	22 117 751 642	24 198 589 715	4,0	24 893 198 471	27 010 849 035	29 128 499 599
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,8	81 192 747 985	84 161 982 735	87 131 217 486	1,7	89 452 790 307	92 536 092 922	95 619 395 540
Transport, storage and communication	1,6	35 831 565 215	36 991 622 497	38 151 679 778	1,6	34 516 445 800	35 633 925 712	36 751 405 621
Financial intermediation, insurance, real estate and business services	2,6	159 791 555 070	168 371 781 032	176 952 006 993	2,9	166 783 549 927	176 834 842 368	186 886 134 808
Community, social and personal services	1,2	226 017 364 465	231 461 335 066	236 905 305 667	1,5	228 960 822 605	235 896 170 003	242 831 517 401
Total	0,9	633 346 435 035	644 719 283 190	656 092 131 346	1,0	666 909 944 395	680 242 701 342	693 575 458 288

*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 limits

Industry	Quarter ended June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 899 243 331	33 899 243 331	33 899 243 331	0,0	37 940 794 114	37 940 794 114	37 940 794 114
Manufacturing	0,9	54 234 440 339	55 208 315 016	56 182 189 693	0,9	60 076 368 455	61 155 145 217	62 233 921 979
Electricity, gas and water supply	0,6	7 323 633 279	7 410 784 100	7 497 934 921	1,4	7 623 180 137	7 838 262 047	8 053 343 958
Construction	4,8	19 043 983 642	21 021 705 716	22 999 427 789	4,1	23 521 485 575	25 576 840 476	27 632 195 377
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,8	75 730 619 072	78 500 102 695	81 269 586 318	1,6	83 547 285 187	86 252 152 695	88 957 020 204
Transport, storage and communication	1,7	30 660 503 122	31 717 324 370	32 774 145 618	1,6	31 707 667 497	32 734 212 398	33 760 757 298
Financial intermediation, insurance, real estate and business services	2,6	147 550 608 407	155 473 540 006	163 396 471 604	2,6	152 206 124 239	160 379 040 124	168 551 956 009
Community, social and personal services	1,3	209 981 426 917	215 471 644 417	220 961 861 916	1,6	212 813 061 814	219 702 946 207	226 592 830 600
Total	0,9	588 141 544 734	598 702 659 650	609 263 774 566	0,9	620 438 332 781	631 579 393 278	642 720 453 776

*Revised estimates

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

Industry	Quarter ended June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**			0				0	
Manufacturing	4,8	1 983 517 638	2 189 506 401	2 395 495 163	2,6	1 702 695 168	1 794 123 712	1 885 552 256
Electricity, gas and water supply	23,0	33 455 406	60 916 616	88 377 827	4,9	38 136 474	42 188 232	46 239 989
Construction	23,1	252 357 226	461 145 431	669 933 636	8,8	395 333 290	477 732 611	560 131 932
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8,8	3 238 542 723	3 913 552 207	4 588 561 692	13,0	3 247 649 914	4 358 091 672	5 468 533 430
Transport, storage and communication	2,5	3 840 771 008	4 038 665 624	4 236 560 239	11,4	867 969 013	1 117 710 174	1 367 451 335
Financial intermediation, insurance, real estate and business services	10,5	8 315 909 116	10 470 799 693	12 625 690 270	13,7	10 129 320 389	13 847 706 553	17 566 092 716
Community, social and personal services	2,7	9 792 937 558	10 340 137 641	10 887 337 725	0,9	10 256 527 425	10 440 701 398	10 624 875 371
Total	3,8	29 130 486 198	31 474 723 613	33 818 961 028	6,3	28 117 231 504	32 078 254 352	36 039 277 199

*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 June* 2020				Quarter ended September 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**			0				0	
Manufacturing	1,5	2 308 334 254	2 378 254 949	2 448 175 645	1,2	3 057 371 030	3 131 012 443	3 204 653 855
Electricity, gas and water supply	0,2	465 956 070	467 789 806	469 623 542	0,2	427 612 699	429 295 538	430 978 377
Construction	6,1	558 991 792	634 900 495	710 809 198	5,0	862 560 905	956 275 948	1 049 990 991
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,2	1 638 672 712	1 748 327 833	1 857 982 955	3,2	1 805 059 334	1 925 848 555	2 046 637 777
Transport, storage and communication	2,9	1 165 399 152	1 235 632 503	1 305 865 855	2,3	1 701 670 438	1 782 003 140	1 862 335 841
Financial intermediation, insurance, real estate and business services	1,9	2 337 043 417	2 427 441 333	2 517 839 248	2,4	2 485 410 869	2 608 095 691	2 730 780 512
Community, social and personal services	1,3	5 505 602 397	5 649 553 008	5 793 503 619	1,2	5 617 223 071	5 752 522 398	5 887 821 724
Total	0,8	14 313 882 936	14 541 899 927	14 769 916 918	0,8	16 325 000 069	16 585 053 712	16 845 107 354

*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	May* 2020				August 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	24 333	24 333	24 333	0,0	28 149	28 149	28 149
Manufacturing	1,1	16 622	17 003	17 384	1,1	18 441	18 857	19 273
Electricity, gas and water supply	1,1	43 943	44 941	45 939	1,1	45 595	46 637	47 679
Construction	5,7	13 234	14 912	16 590	4,8	15 461	17 068	18 675
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	12 111	12 630	13 149	2,2	13 447	14 042	14 637
Transport, storage and communication	2,1	22 465	23 412	24 359	2,1	24 186	25 203	26 220
Financial intermediation, insurance, real estate and business services	3,2	22 690	24 216	25 742	3,0	23 601	25 095	26 589
Community, social and personal services	1,3	26 809	27 506	28 203	1,6	27 068	27 936	28 804
Total	1,0	21 018	21 448	21 878	1,0	22 125	22 579	23 033

*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	May* 2020				August 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,2	15 932	16 302	16 672	1,1	17 536	17 938	18 340
Electricity, gas and water supply	1,2	41 059	42 010	42 961	1,2	43 706	44 718	45 730
Construction	5,8	12 818	14 466	16 114	4,9	14 861	16 443	18 025
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	11 846	12 360	12 874	2,2	13 155	13 743	14 331
Transport, storage and communication	2,1	21 554	22 477	23 400	2,1	23 026	24 013	25 000
Financial intermediation, insurance, real estate and business services	3,2	22 335	23 854	25 373	3,1	23 183	24 667	26 151
Community, social and personal services	1,3	26 073	26 766	27 459	1,6	26 392	27 258	28 124

*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 **September 2020 was 84,2%.**

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.

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