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# Monthly earnings in South Africa

## 2017 - 2022

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## 1. Introduction

Data collected for this report is from the Quarterly Labour Force Survey (QLFS), which is a household-based sample survey conducted by Statistics South Africa (Stats SA). It collects data on the labour market activities of individuals aged 15 years and above who live in South Africa. However, this report only covers labour market activities of persons aged 15 to 64 years.

Stats SA introduced earnings questions to the QLFS questionnaire from the third quarter of 2009 with the aim of producing relative earnings data and earnings distributions. Relative earnings relate to the comparisons of the earnings of one socio-demographic group with the earnings of other groups, for example, female to male earnings ratios, population group ratios, and so forth, while earnings distributions measure inequality in the earnings distribution of any socio-demographic group, for example, are the earnings of men more unequally distributed than the earnings of women, or how does earnings inequality vary by province?

Medians are widely used measures that best describe the distribution of earnings, as they are more stable over time. The median earnings more accurately represent actual earnings in an occupation. The analysis of earnings highlights that a gender gap exists in earnings, and notes that the white population group continues to earn more than four times the earnings of black Africans. For the purpose of this report, analysis will be done over the period 2017 to 2022.

Because of their superiority when describing the distribution of earnings, and because of their much greater stability through time, Stats SA will use only medians and other quantiles in published data. The relationships and degrees of inequality change relatively slowly over time when measured in medians. In order to increase the precision of the earnings data, Stats SA will publish only annual estimates.

In 2023, Stats SA undertook an assessment of the earnings data collected through the QLFS from 2009 in order to standardise the imputation methodology for all the years. The revision of earnings is a fundamental process driven by the pursuit for improved quality, accuracy and relevance.

Users are advised to make use of the revised earnings data that will be published on Stats SA website, [www.statssa.gov.za](http://www.statssa.gov.za). This report will therefore focus on relative earnings and earnings distributions from 2017 to 2022 in line with the purpose for which earnings data were collected. Included in the Appendix are earnings data from 2010 to 2022.

## 2. Key concepts

### ***Distinguishing between earnings and income:***

What the QLFS measures are the gross earnings of employees and the net earnings of employers and own-account workers. It is essential to distinguish this concept of earnings from the concept of income.

- Income is inclusive; it covers all sources of household revenue and includes not only earnings but also grants, other sources of revenue from government such as UIF, as well as investment income.
- Income is generally measured at household level (household income)
- Earnings include (a) remuneration in cash or in kind to an employee for the work done, together with remuneration for time not worked; (b) net earnings from self-employment; or (c) total earnings from both employment and self-employment.
- Earnings are usually measured for individual employed persons.

The degree of inequality observed in earnings distributions is almost certain to be less than the degree of inequality observed in income distributions. There are two reasons for this:

- The entire population aged 15 years and older is included in the income statistics, not just the employed population. The not employed portion of the population will generally have much lower incomes because they have no earnings.
- People at the high end of the earnings distribution are more likely to also have additional sources of income such as investment income.

It is appropriate to compare the degree of inequality between income and earnings distributions if the objective is to measure that difference. However, it is inappropriate to judge the validity of income data or earnings data by comparing the two.

### ***Distributions:***

**Top 5 percentage (or 10% or 25%):** The earnings level at which 5% (or 10% or 25%) of all of the records have higher earnings.

**Bottom 5 percentage (or 10% or 25%):** The earnings level at which 5% (or 10% or 25%) of all the records have lower earnings.

**Median:** When the QLFS records are arranged from the one with the lowest earnings to the one with the highest, the median is the record where half the records have lower earnings than the median and half the records have higher earnings.

**Occupation** has been grouped by hierarchy from the way they appear in QLFS statistical release publications. A classification of skills categories are drawn from Borat, H and Oosthuizen, M in 'Employment shifts and the "jobless growth" debate' Chapter in 'Human Resource Development Review 2008; Education, Employment and Skills in South Africa,' editors A. Kraak and K. Press, HSRC Press.

Skilled occupations classification comprises managers, professionals and technicians.  
Semi-skilled occupations classification: comprises clerks, sales and services, skilled Agriculture, crafts and related trade, plant and machine operators.

### 3. Highlights of the results

**Table 1.1: Median monthly earnings by status in employment, 2017 and 2022**

	Number of employed	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
Employees	13 774	800	1 300	2 500	4 500	12 000	22 000	31 666
Employer	848	1 000	2 000	4 000	10 000	26 000	50 000	75 000
Own-account worker	1 463	433	650	1 300	2 600	6 000	15 000	25 000
<b>Both Sexes (2017)</b>	<b>16 085</b>	<b>700</b>	<b>1 200</b>	<b>2 500</b>	<b>4 400</b>	<b>12 000</b>	<b>23 000</b>	<b>34 000</b>
Employees	12 973	1 000	1 733	3 467	5 417	15 000	26 500	35 000
Employer	846	1 400	2 000	4 333	10 000	25 000	50 000	80 000
Own-account worker	1 623	520	867	1 800	3 500	7 583	17 000	30 000
<b>Both Sexes (2022)</b>	<b>15 442</b>	<b>900</b>	<b>1 500</b>	<b>3 100</b>	<b>5 200</b>	<b>15 000</b>	<b>27 000</b>	<b>36 833</b>

NB: Totals exclude those 'helping without pay in family business'

In 2017, there were approximately 16,1 million employed persons for pay or profit. The number declined by 642 000 in 2022 to 15,4 million, with 13,0 million being employees (or 84,0%), while 1,6 million (or 10,5%) were own-account workers and 846 thousand (or 5,5%) were employers. The median monthly earnings were highest among employers at R10 000, followed by employees with their median at R5 417, and the lowest median monthly earnings were observed among the own-account workers at R3 500 in 2022.

Between 2017 and 2022, the total median monthly earnings increased by R800 from R4 400 to R5 200. Over the same period, the largest increase in the median monthly earnings was observed among employees (R917), followed by own-account workers (R900). It remained unchanged among employers at R10 000. The median monthly earnings for employers was higher across all years compared to that of employees and own-account workers.

The distributions of employers' and own-account workers' are significantly different from employees, according to the analysis based on Table 1.1. Moreover, the distribution of employers and own-account workers also differs substantially from each other.

Since these relationships vary depending on an individual's status in employment, an analysis that considers all employed would consequently produce less meaningful data regarding the relationship between socio-demographic variables and earnings. It is therefore important to note that the analysis that follows will be based on employees only.

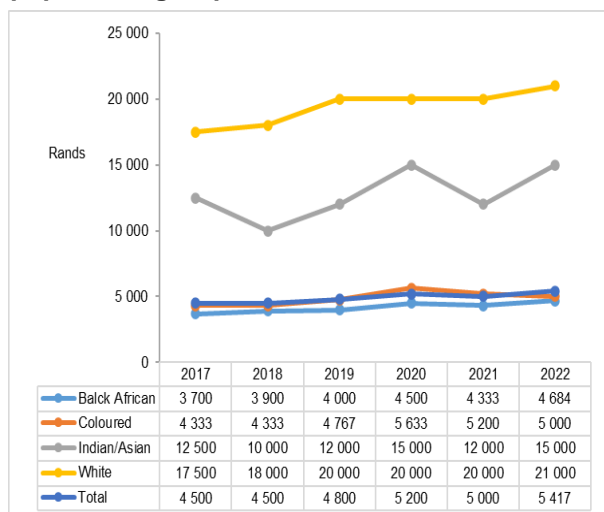
### 4. Median monthly earnings of employees

**Table 1.2: Median monthly earnings of employees by sex, 2017 and 2022**

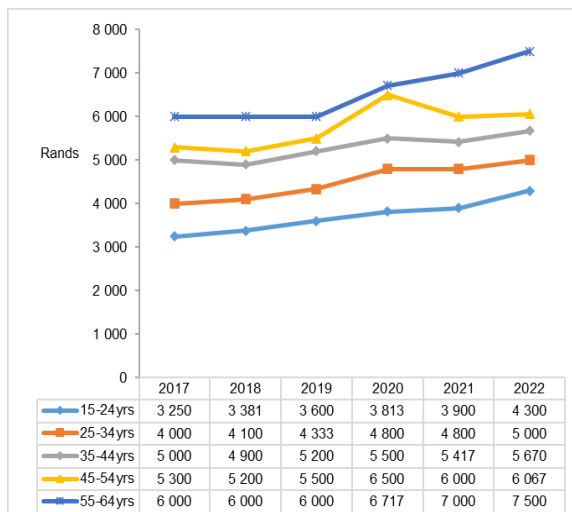
	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Rand							
Men	7 547	1 083	1 733	3 000	5 000	12 500	25 000	35 000
Women	6 227	680	1 000	2 000	3 800	11 000	20 000	27 000
<b>Both Sexes 2017</b>	<b>13 774</b>	<b>800</b>	<b>1 300</b>	<b>2 500</b>	<b>4 500</b>	<b>12 000</b>	<b>22 000</b>	<b>31 666</b>
Men	7 018	1 300	2 167	3 700	6 000	15 000	30 000	40 000
Women	5 955	840	1 500	3 000	4 800	14 000	25 000	32 000
<b>Both Sexes 2022</b>	<b>12 973</b>	<b>1 000</b>	<b>1 733</b>	<b>3 467</b>	<b>5 417</b>	<b>15 000</b>	<b>26 500</b>	<b>35 000</b>

Monthly earnings for employees at the bottom 5% increased from R800 in 2017 to R1 000 in 2022. A gender earnings gap of R8 000 amongst the top 5% of earners was observed in 2017 and 2022. The median monthly earnings increased from R4 500 in 2017 to R5 417 in 2022. In both years, the median monthly earnings for men (R5 000 in 2017 and R6 000 in 2022) was higher than those for women (R3 800 in 2017 and R4 800 in 2022). In 2022, women in paid employment earned 20,0% less than men.

**Figure 1.1: Median monthly earnings by population group, 2017–2022**



**Figure 1.2: Median monthly earnings by age, 2017–2022**



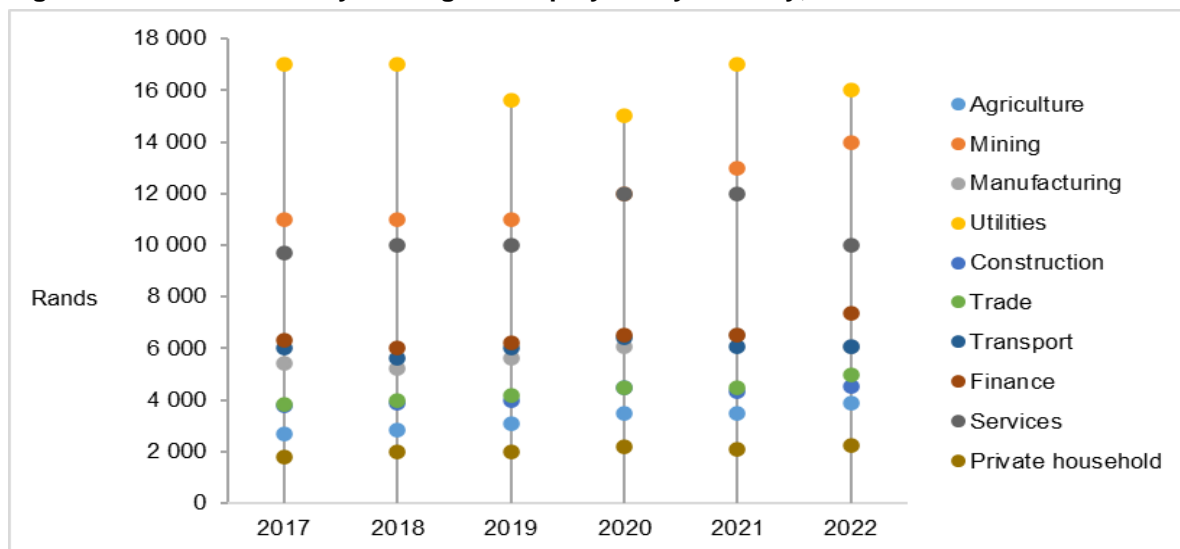
In 2022, the white population group had the highest median monthly earnings, followed by the Indian/Asian population group. The median monthly earnings for the white population group was R21 000, while it was R15 000 for Indians/Asians, R5 000 for coloureds, and R4 684 for black Africans (Figure 1.1). Moreover, in 2022, employees in the age brackets of 45-54 years and 55-64 years had higher median monthly earnings compared to younger age groups (refer to Figure 1.2).

**Table 1.3: Median monthly earnings of employees by age and sex 2017–2022**

	2017	2018	2019	2020	2021	2022	Change 2022-2017
	<b>Rand</b>						
<b>Both Sexes</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>	<b>917</b>
15-24yrs	3 250	3 381	3 600	3 813	3 900	4 300	1 050
25-34yrs	4 000	4 100	4 333	4 800	4 800	5 000	1 000
35-44yrs	5 000	4 900	5 200	5 500	5 417	5 670	670
45-54yrs	5 300	5 200	5 500	6 500	6 000	6 067	767
55-64yrs	6 000	6 000	6 000	6 717	7 000	7 500	1 500
<b>Women</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>1 000</b>
15-24yrs	3 250	3 207	3 500	3 600	3 683	4 060	810
25-34yrs	3 800	3 800	4 000	4 333	4 045	4 600	800
35-44yrs	4 000	4 000	4 300	4 700	4 500	5 000	1 000
45-54yrs	3 600	3 900	4 000	5 000	4 500	4 900	1 300
55-64yrs	4 000	4 444	4 700	5 417	5 500	5 500	1 500
<b>Men</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>	<b>1 000</b>
15-24yrs	3 250	3 467	3 683	3 900	3 900	4 333	1 083
25-34yrs	4 355	4 463	4 500	5 000	5 000	5 000	645
35-44yrs	5 633	5 500	6 000	6 000	6 000	6 400	767
45-54yrs	7 000	7 000	7 000	8 000	7 500	7 500	500
55-64yrs	7 400	7 300	7 583	8 000	8 000	9 000	1 600

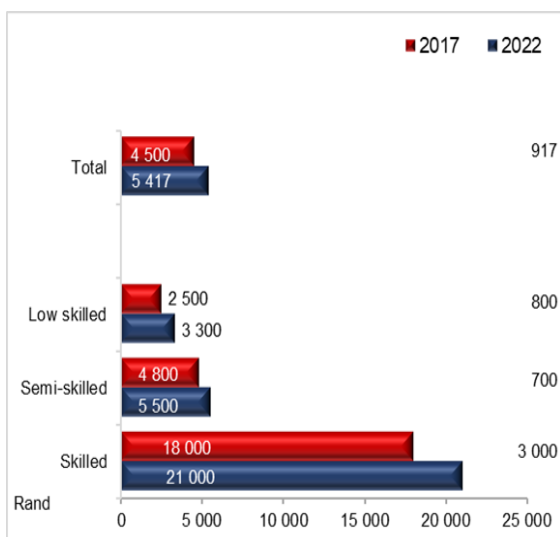
Men have consistently had higher median monthly earnings compared to women. Over the period from 2017 to 2022, the median monthly earnings for women in the working-age population increased by R1 000, a similar increase for men. Furthermore, median monthly earnings saw an increase across all age groups.

**Figure 1.3: Median monthly earnings of employees by industry, 2017–2022**



Between 2017 and 2022, the Utilities, Mining and Services industries consistently reported the highest median monthly earnings. Median monthly earnings increased across most industries during this period except Utilities. The largest increases in median monthly earnings occurred in Mining (R3 000), Agriculture (R 1 200) and Trade (R1 150) industries.

**Figure 1.4: Median monthly earnings of employees by occupation, 2017 and 2022**



**Table 1.4: Median monthly earnings of employees by occupation, 2017–2022**

	2017	2018	2019	2020	2021	2022
	Rand					
Manager	20 000	20 000	21 000	22 000	22 000	22 000
Professional	22 000	22 600	25 000	24 000	25 000	24 000
Technician	15 000	15 700	16 500	17 500	17 000	18 000
Skilled	18 000	18 500	20 000	20 000	20 000	21 000
Clerk	7 000	6 300	7 500	8 000	8 000	7 000
Sales	3 833	4 000	4 333	4 500	4 767	4 900
Skilled Agriculture	2 500	2 167	3 033	3 250	3 900	4 000
Craft	4 600	4 767	5 000	5 633	5 500	6 000
Operators	4 800	5 000	5 200	5 500	5 500	5 800
Semi skilled	4 800	4 767	5 000	5 500	5 500	5 500
Elementary	2 773	2 817	3 033	3 250	3 400	3 543
Domestic worker	1 800	2 000	2 000	2 200	2 167	2 350
Low skilled	2 500	2 600	2 800	3 000	3 000	3 300

Skilled occupations reported the highest earnings. Over the period from 2017 to 2022, skilled workers saw median monthly earnings increase of R3 000, while the increases for semi-skilled and low-skilled workers were R700 and R800, respectively. In 2022, skilled workers earned median monthly earnings of R21 000, compared to R5 500 for semi-skilled workers and R3 300 for low-skilled workers. Among Professionals, Managers, and Technicians, median monthly earnings were R24 000, R22 000, and R18



000, respectively. Conversely, the lowest median monthly earnings (R3 300) was found within low-skilled occupations.

**Table 1.5: Monthly earnings for employees by occupation and sex, 2022**

	Number of employees (Thousand)		Median monthly earnings (Rand)		Women to men ratio earnings
	Men	Women	Men	Women	
<b>Total</b>	<b>7 018</b>	<b>5 955</b>	<b>6 000</b>	<b>4 800</b>	<b>0,80</b>
Manager	533	335	25 000	18 000	0,72
Professional	474	484	26 000	21 000	0,81
Technician	527	729	17 000	18 000	1,06
Cleark	450	1 077	8 000	6 800	0,85
Sales and services	1 164	1 030	5 500	4 000	0,73
Skilled agriculture	28	6	4 000	4 000	1,00
Craft and related trade	979	144	6 006	4 900	0,82
Plant and machine operator	1 029	153	6 000	5 000	0,83
Elementary	1 795	1 202	3 792	3 500	0,92
Domestic worker	37	794	2 000	2 400	1,20

The difference in earnings between men and women is apparent across all professions except in skilled agriculture. Overall, women's median monthly earnings was R4 800, which is approximately 80% of the R6 000 median monthly earnings by men.

**Table 1.6: Median monthly earnings of employees by province, 2017–2022**

	2017	2018	2019	2020	2021	2022
	<b>Rand</b>					
<b>South Africa</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
Western Cape	4 333	4 333	4 767	5 500	5 417	5 500
Eastern Cape	3 250	3 500	3 600	3 700	3 800	4 333
Northern Cape	3 500	3 800	3 900	4 800	4 400	4 507
Free state	3 500	3 500	3 700	4 200	4 160	4 500
KwaZulu-Natal	3 792	3 900	4 000	4 333	4 500	4 550
North West	4 333	4 333	4 500	6 000	6 500	5 000
Gauteng	6 500	6 300	6 750	7 500	7 072	7 500
Mpumalanga	4 000	4 333	4 600	4 800	4 550	4 950
Limpopo	3 300	3 400	3 600	4 000	4 000	4 200

Gauteng is the only province to consistently record median monthly earnings above the national average over the period 2017 to 2022. In 2022, the Western Cape (R5 500) and North West (R5 000) had the second and third highest median monthly earnings, respectively, while Limpopo reported the lowest median monthly earnings at R4 200.

**Table 1.7: Distribution of monthly earnings for employees by usual hours worked and sex, 2022**

	Number of employees	Bottom 5%	Bottom 10%	Bottom 25%	Median	Top 25%	Top 10%	Top 5%
	Thousand	Rand						
<b>Both Sexes</b>	<b>12 973</b>	<b>1 000</b>	<b>1 733</b>	<b>3 467</b>	<b>5 417</b>	<b>15 000</b>	<b>26 500</b>	<b>35 000</b>
Less than 35 hours	1 430	650	750	880	1 950	3 800	8 600	17 500
35 hours and above	11 543	1 600	2 400	3 700	6 000	15 000	28 000	37 000
<b>Women</b>	<b>5 955</b>	<b>840</b>	<b>1 500</b>	<b>3 000</b>	<b>4 800</b>	<b>14 000</b>	<b>25 000</b>	<b>32 000</b>
Less than 35 hours	871	650	738	848	1 600	3 467	6 500	14 000
35 hours and above	5 084	1 500	2 000	3 500	5 500	15 000	25 000	35 000
<b>Men</b>	<b>7 018</b>	<b>1 300</b>	<b>2 167</b>	<b>3 700</b>	<b>6 000</b>	<b>15 000</b>	<b>30 000</b>	<b>40 000</b>
Less than 35 hours	559	607	750	1 083	2 600	4 550	12 000	24 000
35 hours and above	6 459	1 800	2 500	4 000	6 500	15 167	30 000	40 000

Individuals who work more hours per week tend to typically have higher median monthly earnings. In 2022, those working 35 hours or more had median monthly earnings of R6 000, compared to their counterparts who worked fewer than 35 hours. Furthermore, men generally had higher median monthly earnings than women, irrespective of hours worked.

## 5. Summary and conclusion

- Between 2017 and 2022, the total median monthly earnings increased by R800 from R4 400 to R5 200. The median monthly earnings for men has generally been higher than women.
- The median monthly earnings for the white population group was R21 000, while it was R15 000 for Indians/Asians, R5 000 for coloureds, and R4 684 for black Africans. Mining and Utilities recorded the highest median monthly earnings across all years.
- Professionals, Managers, and Technicians' median monthly earnings was the highest at R24 000, R22 000, and R18 000, respectively.
- Gauteng is the only province that recorded median monthly earnings above the national average over the period 2017 to 2022.
- In 2022, those working more than 35 hours had median monthly earnings of R6 000, compared to their counterparts who worked fewer than 35 hours.
- Overall, women's median monthly earnings was R4 800, which is approximately 80% of the R6,000 median monthly earnings by men.

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**Risenga Maluleke**

**Statistician-General**



### 6.3 Distinguishing properties of medians and means

- The two most frequently used statistics for summarising distribution data are the median and the mean.
- The **median** is the earnings level that divides the population in half. The median says that half the population earns less than the median and half earns more.
- The **mean** (or average) is the sum of all the earnings in the population divided by the number of people receiving those earnings.
- To better appreciate the distinction between the median and the mean take the two hypothetical and extremely simplistic distributions of monthly earnings shown in Figures A and B below.

**Figure A: Individual monthly earnings (Rand)**

106	220	376	412	566	670	752	867	978	1113	1693	1289	1360	1551	1692
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

**Mean = R 910**

**Median = R 867**

**Figure B: Individual monthly earnings (Rand)**

106	220	376	412	566	670	752	867	978	1113	1693	1289	1360	2296	3289
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

**Mean = R 1 066**

**Median = R 867**

- The earnings in Figure B are the same as in Figure A, except that the last two records have substantially higher earnings.
- The presence of additional earnings in these two records changes the mean from R910 to R1 066 while leaving the median unchanged.
- The mean suggests that something significant has happened in the earnings distribution, but the median implies that most earners are not better off – a more appropriate representation of reality.
- The vulnerability of the mean to being substantially affected by just a few extremely high earnings records is why the mean is so unstable from quarter to quarter. With the QLFS, one quarter of the sample is replaced each quarter and so the entrance or departure of high earning respondents moves the mean back and forth but not the median.

### 6.4 Earnings Imputations

Overtime Stats SA noted an increase in the number of refusals and don't know responses in the earnings data. Missing information on earnings may result in a decrease in the number of records available for analysis and could possibly lead to invalid inferences as a result of information that is missing.

In 2023, an assessment was undertaken in relation to the imputation programs used to impute the earnings data from the QLFS. During the review, a decision was taken to standardise editing and imputation rules on the refusals and don't know responses. Additionally, the review addressed some of the inconsistencies which were observed on imputed data over time.

The Editing and imputation(E&I) of QLFS is a process which involves checking for consistency, missing information, editing and imputation of missing information with the aim of creating good quality datasets.

The historical data imputation and hot deck imputation were used. Historical data imputation involves the use of earning data from the previous quarter to impute for missing information for the current quarter. The hot deck imputation involves the handling of missing data by replacing missing values with

an observed response from a unit with similar characteristics. The hot deck imputation is designed to randomly select data from a respondent that has similar variables responses as those of the respondent with missing information (recipient) and retrieve a value for a variable with a missing value.

## **6.5 Unedited and unimputed data**

Stats SA produces a variety of statistical releases and reports in addition to microdata sets and time series data related to those reports/releases on a monthly, quarterly, annual and periodic basis. The quality of statistical outputs produced depends on the quality of data collected. In order for data providers to provide high-quality information, it is important to have trust and confidence in the organisation that is collecting their information.

The collection, production and dissemination of statistical data and information within Stats SA are governed by the standards and policies used to enable the organisation to adhere to the fundamental principles of official statistics, the African Charter on Statistics, as well as to the Statistics Act. The Statistics Act (Act No. 6 of 1999), the African Charter on Statistics, and the UN Fundamental principles of official statistics both stipulate that individual data collected by statistical organisations should be kept confidential and be used only for intended purposes of statistical production.

According to the Stats SA data access policy and standard, access to the data and information already published or in the public domain shall not be restricted in any way or form. There is no permission required from the Statistician- General to access the said data or information. Additionally, according to Stats SA standard on data confidentiality, the data or information made available shall be published in aggregate form such that individual information cannot be identified. Where it is possible to identify or deduce figures reported by specific enterprise(s) and/or individuals from estimates to be published, special aggregation/anonymisation rules shall be developed to deal with such situations.

Furthermore, it is in accordance with international best practice, to avoid inconsistencies due to key entry errors, programming, interviewer mistakes or errors due to respondent reporting, that statistical data editing and imputation should be undertaken to ensure that the information provided is complete and consistent. It is against this background that Stats SA cannot make available unedited or unimputed data to the users from Stats SA repositories.

## **7. Survey requirements and design**

QLFS uses the Master Sample (MS) frame that has been developed as a general-purpose household survey frame that can be used by all other Stats SA household-based surveys having design requirements that are reasonably compatible with the QLFS. The 2013 Master Sample is based on information collected during the 2011 Census conducted by Stats SA. In preparation for Census 2011, the country was divided into 103 576 enumeration areas (EAs). Census EAs, together with auxiliary information for the EAs, were used as frame units or building blocks for the formation of primary sampling units (PSUs) for the Master Sample. They covered the entire country and had other information that is crucial for stratification and creation of PSUs. There are 3 324 primary sampling units (PSUs) in the Master Sample, with an expected sample of approximately 33 000 dwelling units (DUs). The number of PSUs in the current Master Sample (3 324) reflects an 8,0% increase in the size of the Master Sample compared to the previous Master Sample in 2008 (which had 3 080 PSUs). The larger Master Sample of PSUs was selected to improve precision (smaller coefficients of variation, known as CVs) of the QLFS estimates.

The Master Sample is designed to be representative at provincial level and at metro/non-metro levels. Within metros, the sample is further distributed by geographical type. Three geography types used are Urban, Traditional and Farms. This implies, for example, that within a metropolitan area the sample is representative of different geography types that may exist within that metro. It is divided equally into four subgroups or panels called rotation groups. Rotation groups are designed in such a way that each of these groups has the same distribution pattern as that which is observed in the whole sample. They are numbered from one (1) to four (4), and these numbers also correspond to the quarters of the year in which the sample will be rotated for the particular group.

A sample for the QLFS is based on a stratified two-stage design with probability proportional to size (PPS) sampling of PSUs in the first stage, and sampling of dwelling units (DUs) with systematic sampling in the second stage.

### **7.1 Sample rotation**

From each quarter, a  $\frac{1}{4}$  of the sampled dwellings rotate out of the sample and are replaced by new dwellings from the same PSU or the next PSU on the list. Thus, sampled dwellings will remain in the sample for four consecutive quarters. It should be noted that the sampling unit is the dwelling, and the unit of observation is the household. Therefore, if a household moves out of a dwelling after being in the sample for, say two quarters, and a new household moves in, the new household will be enumerated for the next two quarters. If no household moves into the sampled dwelling, the dwelling will be classified as vacant (unoccupied).

### **7.2 Weighting**

The sampling weights for data collected from the sampled households are constructed in such a manner that the responses could be properly expanded to represent the entire civilian population of South Africa. The weights are the result of calculations involving several factors, including original selection probabilities, adjustment for non-response, and benchmarking to known population estimates from the Demographic Analysis division of Stats SA.

### **7.3 Non-response adjustment**

In general, imputation is used for non-response items (i.e. blanks within the questionnaire) and edit failure (i.e. invalid or inconsistent responses). The eligible households in the sampled dwellings can be divided into two response categories namely: respondents and non-respondents; and weight adjustment is applied to account for the non-respondent households (e.g. refusal, no contact, etc.).

### **7.4 Final survey weights**

The final survey weights are constructed using regression estimation to calibrate to the known population counts at the national level population estimates (which are supplied by the Demography division) cross classified by 5-year age groups, gender and race, and provincial population estimates by broad age groups. The 5-year age groups are: 0–4, 5–9, 10–14, etc., and 65 and over. The provincial level age groups are: 0–14, 15–34, 35–64, and 65 years and over. The calibrated weights are constructed such that all persons in a household would have the same final weight.

For this report, since four quarters have been pooled together, the original final weights were divided by 4 to get the annual average.

### **7.5 Estimation**

The final survey weights are used to obtain the estimates for various domains of interest, e.g. number of persons employed in agriculture in the province of Western Cape, number of females employed in manufacturing, etc.

### **7.6 Reliability of the survey estimates**

Because estimates are based on sample data, they differ from figures that would have been obtained from complete enumeration of the population using the same instrument. Results are subject to both sampling and non-sampling errors. Non-sampling errors include biases from inaccurate reporting, processing, and tabulation, etc., as well as errors from non-response and incomplete reporting. These types of errors cannot be measured readily. However, non-sampling errors can be minimised through the procedures used for data collection, editing, quality control, and non-response adjustment. The variances of the survey estimates are used to measure sampling errors. The variance estimation methodology is discussed below.

### (i) Variance estimation

The most commonly used methods for estimating variances of survey estimates from complex surveys such as the QLFS, are the Taylor-series Linearization, Jackknife Replication, Balanced Repeated Replication (BRR), and Bootstrap methods (Wolter, 2007)<sup>1</sup>. The Fay's BRR method has been used for variance estimation in the QLFS because of its simplicity.

### (ii) Coefficient of variation

It is more useful in many situations to assess the size of the standard error relative to the magnitude of the characteristic being measured (the standard error is defined as the square root of the variance). The **coefficient of variation** ( $cv$ ) provides such a measure. It is the **ratio of the standard error of the survey estimate to the value of the estimate itself expressed as a percentage**. It is very useful in comparing the precision of several different survey estimates, where their sizes or scale differ from one another.

### (iii) P-value of an estimate of change

The p-value corresponding to an estimate of change is the probability of observing a value larger than the particular observed value under the hypothesis that there is no real change. If p-value < 0,01, the difference is highly significant; if p-value is between 0,01 and 0,05, the difference is significant; and if p-value > 0,05, the difference is not significant.

## 8. Definitions

**Earnings** include (a) remuneration in cash or in kind to an employee for the work done, together with remuneration for time not worked; (b) net earnings from self-employment; or (c) total earnings from both employment and self-employment.

**Employed** persons are those aged 15–64 years who, during the reference week: did any work for at least one hour; or had a job or business but were not at work (temporarily absent).

**Informal sector:** The informal sector has the following two components:

- i) Employees working in establishments that employ less than five employees, who do not deduct income tax from their salaries/wages; and
- ii) Employers, own-account workers and persons helping unpaid in their household business who are not registered for either income tax or value-added tax.

**Status in employment** -there are four statuses in employment which, when added together, are equal to the employed.

**Employee:** A person who works for a public sector or private sector employer and receives remuneration in wages, salary, commission, tips, piece-rates or pay in kind.

**Employer:** (employing one or more employees): a person who operates his/her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.

**Own-account worker:** (not employing any employees): a person who operates his/her own economic enterprise or engages independently in a profession or trade, and hires no employees.

**Unpaid in a household business:** Because these workers are not paid, they are excluded from the earnings questions.

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<sup>1</sup> Wolter KM, 2007. *Introduction to Variance Estimation, 2<sup>nd</sup> Edition*. New York: Springer-Verlag.

## 9. Appendix Tables

Table 1: Distribution of monthly earnings for employees by population group and sex													
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand
<b>Both sexes</b>	<b>3 033</b>	<b>3 480</b>	<b>3 660</b>	<b>3 813</b>	<b>4 000</b>	<b>4 000</b>	<b>4 200</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
Black African	2 427	2 600	2 817	3 000	3 207	3 250	3 500	3 700	3 900	4 000	4 500	4 333	4 684
Coloured	3 200	3 500	3 800	3 683	4 000	3 900	4 000	4 333	4 333	4 767	5 633	5 200	5 000
Indian/Asian	7 500	8 000	8 000	9 000	9 000	11 500	11 400	12 500	10 000	12 000	15 000	12 000	15 000
White	10 150	11 000	12 000	15 000	15 000	15 200	16 667	17 500	18 000	20 000	20 000	20 000	21 000
<b>Female</b>	<b>2 500</b>	<b>2 900</b>	<b>3 000</b>	<b>3 033</b>	<b>3 250</b>	<b>3 400</b>	<b>3 510</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>
Black African	1 800	2 000	2 200	2 500	2 600	2 800	3 000	3 033	3 250	3 500	3 900	3 800	4 000
Coloured	2 600	3 000	3 200	3 384	3 600	3 467	3 800	3 900	3 900	4 200	4 940	4 500	4 600
Indian/Asian	7 000	7 833	8 000	7 900	8 100	12 000	12 000	12 000	9 750	11 000	15 000	15 000	15 000
White	9 000	9 500	10 000	12 000	12 500	13 000	15 000	15 900	15 500	16 000	20 000	16 000	18 000
<b>Male</b>	<b>3 500</b>	<b>3 900</b>	<b>4 000</b>	<b>4 333</b>	<b>4 500</b>	<b>4 333</b>	<b>4 700</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>
Black African	2 800	1 800	3 300	3 500	3 800	3 683	4 000	4 333	4 333	4 500	5 000	5 000	5 000
Coloured	3 600	2 600	4 300	4 247	4 333	4 200	4 333	5 000	5 000	5 200	6 200	6 000	5 525
Indian/Asian	8 000	7 000	8 000	9 850	9 000	10 500	11 000	13 000	10 000	12 500	15 000	10 000	15 000
White	12 500	9 000	15 000	17 000	17 500	20 000	19 000	20 000	20 000	23 000	24 000	25 000	25 000



<b>Table 2: Distribution of monthly earnings for employees by age group and sex</b>													
	<b>QLFS 2010</b>	<b>QLFS 2011</b>	<b>QLFS 2012</b>	<b>QLFS 2013</b>	<b>QLFS 2014</b>	<b>QLFS 2015</b>	<b>QLFS 2016</b>	<b>QLFS 2017</b>	<b>QLFS 2018</b>	<b>QLFS 2019</b>	<b>QLFS 2020</b>	<b>QLFS 2021</b>	<b>QLFS 2022</b>
	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>
<b>Both sexes</b>	<b>3 033</b>	<b>3 480</b>	<b>3 660</b>	<b>3 813</b>	<b>4 000</b>	<b>4 000</b>	<b>4 200</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
15-24 years	2 360	2 238	2 500	2 513	2 800	2 817	3 000	3 250	3 381	3 600	3 813	3 900	4 300
25-34 years	2 900	3 033	3 250	3 500	3 662	3 500	3 900	4 000	4 100	4 333	4 800	4 800	5 000
35-44 years	3 500	3 740	4 000	4 200	4 333	4 200	4 500	5 000	4 900	5 200	5 500	5 417	5 670
45-54 years	3 857	4 333	4 500	4 500	4 500	4 800	5 000	5 300	5 200	5 500	6 500	6 000	6 067
55-64 years	4 000	4 767	5 417	5 000	5 200	5 000	6 180	6 000	6 000	6 000	6 717	7 000	7 500
<b>Female</b>	<b>2 500</b>	<b>2 900</b>	<b>3 000</b>	<b>3 033</b>	<b>3 250</b>	<b>3 400</b>	<b>3 510</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>
15-24 years	2 200	2 500	2 600	2 600	2 708	2 800	3 000	3 250	3 207	3 500	3 600	3 683	4 060
25-34 years	2 500	2 800	3 000	3 200	3 400	3 450	3 500	3 800	3 800	4 000	4 333	4 045	4 600
35-44 years	2 500	3 000	3 200	3 200	3 500	3 500	3 800	4 000	4 000	4 300	4 700	4 500	5 000
45-54 years	2 800	3 000	3 000	3 000	3 200	3 467	3 500	3 600	3 900	4 000	5 000	4 500	4 900
55-64 years	3 000	3 600	4 500	3 700	3 900	3 800	4 700	4 000	4 444	4 700	5 417	5 500	5 500
<b>Male</b>	<b>3 500</b>	<b>3 900</b>	<b>4 000</b>	<b>4 333</b>	<b>4 500</b>	<b>4 333</b>	<b>4 700</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>
15-24 years	2 400	2 167	2 500	2 500	2 800	2 817	3 000	3 250	3 467	3 683	3 900	3 900	4 333
25-34 years	3 033	3 337	3 500	3 700	3 990	3 900	4 000	4 355	4 463	4 500	5 000	5 000	5 000
35-44 years	4 000	4 333	4 600	5 000	5 000	5 000	5 000	5 633	5 500	6 000	6 000	6 000	6 400
45-54 years	4 700	5 300	5 900	6 000	5 633	6 000	6 300	7 000	7 000	7 000	8 000	7 500	7 500
55-64 years	4 600	5 500	6 067	6 000	6 500	6 500	7 000	7 400	7 300	7 583	8 000	8 000	9 000

**Table 3: Distribution of monthly earnings of employees by province and sex**

	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand
<b>Both sexes</b>	<b>3 033</b>	<b>3 480</b>	<b>3 660</b>	<b>3 813</b>	<b>4 000</b>	<b>4 000</b>	<b>4 200</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
Western Cape	3 467	3 900	3 900	4 000	4 333	4 000	4 333	4 333	4 333	4 767	5 500	5 417	5 500
Eastern Cape	2 479	2 600	2 800	2 600	3 000	3 000	3 200	3 250	3 500	3 600	3 700	3 800	4 333
Northern Cape	2 195	2 200	2 600	2 800	2 800	3 000	3 250	3 500	3 800	3 900	4 800	4 400	4 507
Free State	2 200	2 400	2 500	2 800	3 250	3 000	3 250	3 500	3 500	3 700	4 200	4 160	4 500
KwaZulu-Natal	2 600	2 968	3 000	3 033	3 033	3 033	3 250	3 792	3 900	4 000	4 333	4 500	4 550
North West	3 000	3 640	4 000	4 000	3 627	3 770	4 000	4 333	4 333	4 500	6 000	6 500	5 000
Gauteng	4 000	4 500	5 000	5 200	5 200	5 500	6 000	6 500	6 300	6 750	7 500	7 072	7 500
Mpumalanga	3 000	2 600	3 000	3 200	3 500	3 600	3 900	4 000	4 333	4 600	4 800	4 550	4 950
Limpopo	2 000	1 950	2 167	2 300	2 520	2 700	3 000	3 300	3 400	3 600	4 000	4 000	4 200
<b>Women</b>	<b>2 500</b>	<b>2 900</b>	<b>3 000</b>	<b>3 033</b>	<b>3 250</b>	<b>3 400</b>	<b>3 510</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>
Western Cape	2 990	3 500	3 467	3 510	3 900	3 683	4 000	4 000	4 000	4 333	5 000	5 000	5 000
Eastern Cape	2 300	2 275	2 500	2 253	2 600	2 700	3 000	3 000	3 250	3 467	3 500	3 700	4 000
Northern Cape	1 900	1 850	2 080	2 427	2 451	2 405	2 600	2 800	3 000	3 500	3 500	3 500	4 000
Free State	1 800	2 000	1 900	2 200	2 600	2 750	2 900	3 000	3 000	3 100	3 900	3 700	3 800
KwaZulu-Natal	1 950	2 200	2 500	2 500	2 500	2 500	2 800	3 000	3 033	3 467	3 700	3 800	4 200
North West	2 167	2 500	2 700	2 600	2 600	2 800	3 000	3 100	3 500	3 878	4 507	5 400	4 000
Gauteng	3 500	4 000	4 500	4 800	5 000	5 000	6 000	6 000	6 000	6 002	7 000	6 000	7 000
Mpumalanga	2 000	2 000	2 000	2 500	2 500	2 800	3 000	3 100	3 500	3 800	3 600	3 500	4 000
Limpopo	1 350	1 365	1 700	1 800	2 106	2 167	2 500	2 500	2 600	3 200	3 510	3 500	3 700
<b>Men</b>	<b>3 500</b>	<b>3 900</b>	<b>4 000</b>	<b>4 333</b>	<b>4 500</b>	<b>4 333</b>	<b>4 700</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>
Western Cape	3 700	4 117	4 160	4 333	4 800	4 333	4 333	4 800	4 847	5 111	6 000	6 000	6 067
Eastern Cape	2 500	2 817	3 000	3 000	3 200	3 033	3 467	3 500	3 800	4 000	4 000	4 000	4 500
Northern Cape	2 500	2 500	3 000	3 250	3 127	3 467	3 900	4 767	5 000	4 500	6 000	5 400	5 437
Free State	2 800	2 600	3 000	3 140	3 792	3 300	3 500	3 850	3 900	4 160	4 500	4 550	5 000
KwaZulu-Natal	3 000	3 300	3 500	3 683	3 800	3 500	3 900	4 333	4 500	4 500	4 900	5 000	5 000
North West	3 400	4 000	4 500	4 900	5 000	4 333	5 000	5 200	5 300	5 330	7 000	7 000	5 600
Gauteng	4 261	4 500	5 200	5 500	5 500	6 000	6 500	7 000	6 500	7 000	7 500	8 000	7 600
Mpumalanga	3 585	3 467	3 500	3 950	4 519	4 200	4 500	4 900	5 200	5 600	6 000	6 067	6 000
Limpopo	2 500	2 500	2 860	2 730	3 000	3 250	3 500	4 000	3 943	4 160	4 500	4 500	4 800

<b>Table 4: Distribution of monthly earnings for employees by occupation and sex</b>													
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand
<b>Both sexes</b>	<b>3 033</b>	<b>3 480</b>	<b>3 660</b>	<b>3 813</b>	<b>4 000</b>	<b>4 000</b>	<b>4 200</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
Manager	12 000	14 000	15 000	15 000	18 000	18 000	20 000	20 000	20 000	21 000	22 000	22 000	22 000
Professional	11 350	14 000	15 000	15 000	16 800	20 000	20 000	22 000	22 600	25 000	24 000	25 000	24 000
Technician	9 500	10 000	11 000	12 000	12 000	13 000	14 500	15 000	15 700	16 500	17 500	17 000	18 000
Clerk	5 000	5 000	5 500	6 000	6 000	6 000	6 500	7 000	6 300	7 500	8 000	8 000	7 000
Sales	2 500	2 800	3 000	3 033	3 300	3 500	3 700	3 833	4 000	4 333	4 500	4 767	4 900
Skilled agriculture	2 500	1 200	1 500	1 920	2 275	2 167	2 500	2 500	2 167	3 033	3 250	3 900	4 000
Craft	3 033	3 250	3 800	3 900	4 000	4 000	4 200	4 600	4 767	5 000	5 633	5 500	6 000
Operator	3 250	3 575	3 800	4 000	4 117	4 300	4 550	4 800	5 000	5 200	5 500	5 500	5 800
Elementary	1 517	1 653	1 800	2 000	2 210	2 400	2 600	2 773	2 817	3 033	3 250	3 400	3 543
Domestic worker	1 000	1 200	1 200	1 300	1 500	1 500	1 517	1 800	2 000	2 000	2 200	2 167	2 350
<b>Women</b>	<b>2 500</b>	<b>2 900</b>	<b>3 000</b>	<b>3 033</b>	<b>3 250</b>	<b>3 400</b>	<b>3 510</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>
Manager	10 000	12 000	13 450	14 000	16 000	15 000	18 000	17 000	18 000	20 000	21 000	20 000	18 000
Professional	10 000	12 000	12 500	15 000	15 000	18 000	19 000	20 000	21 000	23 000	23 000	23 000	21 000
Technician	9 000	10 000	10 400	11 500	12 000	12 001	14 000	14 000	15 000	16 000	18 000	17 000	18 000
Clerk	4 500	5 000	5 000	5 900	6 000	6 000	6 100	6 800	6 000	7 000	7 500	7 500	6 800
Sales	2 000	2 167	2 500	2 500	2 606	3 000	3 077	3 120	3 500	3 500	3 900	3 800	4 000
Skilled agriculture	1 733	1 000	1 400	1 200	2 154	1 500	2 000	1 200	1 800	2 500	2 200	3 200	4 000
Craft	2 080	2 400	2 500	2 600	2 938	3 000	3 315	3 500	3 800	3 800	4 117	4 100	4 900
Operator	2 167	2 600	3 033	3 200	3 033	3 250	3 500	3 900	3 900	4 000	4 333	4 333	5 000
Elementary	1 500	1 530	1 733	1 900	2 100	2 200	2 400	2 500	2 535	2 817	3 000	3 033	3 500
Domestic worker	1 000	1 200	1 200	1 300	1 500	1 500	1 560	1 800	2 000	2 000	2 200	2 167	2 400
<b>Men</b>	<b>3 500</b>	<b>3 900</b>	<b>4 000</b>	<b>4 333</b>	<b>4 500</b>	<b>4 333</b>	<b>4 700</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>
Manager	13 000	15 000	16 000	17 000	18 200	20 000	20 000	22 000	20 000	24 000	22 000	25 000	25 000
Professional	13 000	16 000	16 000	16 800	19 000	22 000	22 000	25 000	25 000	27 000	25 000	25 000	26 000
Technician	10 000	10 000	12 000	12 000	12 000	15 000	15 000	16 000	17 000	17 000	16 800	16 500	17 000
Clerk	5 400	5 700	6 000	6 000	7 000	6 500	7 000	8 000	7 000	8 000	8 667	8 500	8 000
Sales	3 000	3 200	3 467	3 600	3 900	4 000	4 000	4 500	4 500	5 000	5 200	5 500	5 500
Skilled agriculture	3 000	1 300	1 610	2 167	2 600	2 600	2 600	2 520	2 500	3 100	3 500	4 333	4 000
Craft	3 250	3 467	3 900	4 000	4 117	4 333	4 333	5 000	4 950	5 200	6 000	5 850	6 006
Operator	3 467	3 900	3 900	4 100	4 333	4 333	5 000	5 000	5 200	5 500	5 633	5 633	6 000
Elementary	1 600	1 733	1 950	2 167	2 340	2 500	2 700	2 947	3 000	3 250	3 467	3 500	3 792
Domestic worker	1 000	1 050	1 083	1 200	1 200	1 517	1 500	1 733	1 500	2 000	2 340	3 000	2 000

Table 5: Distribution of monthly earnings for employees by industry and sex													
	QLFS 2010	QLFS 2011	QLFS 2012	QLFS 2013	QLFS 2014	QLFS 2015	QLFS 2016	QLFS 2017	QLFS 2018	QLFS 2019	QLFS 2020	QLFS 2021	QLFS 2022
	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand	Rand
<b>Both sexes</b>	<b>3 033</b>	<b>3 480</b>	<b>3 660</b>	<b>3 813</b>	<b>4 000</b>	<b>4 000</b>	<b>4 200</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
Agriculture	1 300	1 300	1 473	1 800	2 167	2 300	2 500	2 700	2 817	3 100	3 467	3 500	3 900
Mining	5 233	6 700	7 000	7 200	8 000	8 600	9 800	11 000	11 000	11 000	12 000	13 000	14 000
Manufacturing	3 670	4 000	4 200	4 400	4 500	4 500	5 000	5 417	5 200	5 633	6 067	6 500	6 067
Utilities	8 000	7 500	9 000	9 500	9 000	11 000	11 000	17 000	17 000	15 600	15 000	17 000	16 000
Construction	2 600	2 800	2 817	3 000	3 250	3 250	3 467	3 800	3 900	4 000	4 500	4 333	4 550
Trade	2 784	2 860	3 000	3 200	3 467	3 500	3 700	3 850	4 000	4 166	4 500	4 500	5 000
Transport	4 000	4 000	4 680	4 800	4 900	5 000	5 200	6 000	5 600	6 000	6 400	6 067	6 067
Finance	4 333	4 767	4 500	5 000	5 300	5 200	5 700	6 300	6 000	6 200	6 500	6 500	7 367
Services	7 000	7 500	8 000	8 000	8 000	8 366	9 460	9 700	10 000	10 000	12 000	12 000	10 000
Private hholds	1 000	1 192	1 200	1 300	1 500	1 500	1 517	1 800	2 000	2 000	2 167	2 100	2 220
<b>Women</b>	<b>2 500</b>	<b>2 900</b>	<b>3 000</b>	<b>3 033</b>	<b>3 250</b>	<b>3 400</b>	<b>3 510</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>
Agriculture	1 200	1 213	1 372	1 600	2 000	2 167	2 383	2 500	2 600	2 817	3 250	3 467	3 640
Mining	6 000	7 800	7 500	8 100	8 300	8 000	10 000	12 000	11 000	10 000	12 000	13 000	13 000
Manufacturing	2 800	3 000	3 400	3 500	3 500	3 467	4 000	4 200	4 300	4 333	5 000	4 900	5 000
Utilities	9 000	12 000	9 000	10 000	11 000	13 000	15 000	17 000	13 800	15 000	16 000	15 000	16 000
Construction	1 700	1 900	1 517	2 000	2 400	1 700	2 500	2 600	2 200	2 500	4 000	3 000	4 500
Trade	2 400	2 500	2 700	3 000	3 000	3 033	3 467	3 500	3 700	3 900	4 000	4 000	4 500
Transport	6 000	6 000	6 000	8 000	6 000	8 000	7 500	8 000	8 000	8 900	9 000	10 500	8 000
Finance	5 000	5 400	5 000	5 200	6 000	6 000	6 933	6 800	6 381	6 379	6 067	6 000	7 500
Services	6 500	7 000	7 500	7 800	7 000	7 500	8 000	8 000	8 000	9 500	11 000	10 000	8 500
Private hholds	1 000	1 200	1 200	1 300	1 500	1 500	1 560	1 800	2 000	2 000	2 200	2 167	2 400
<b>Men</b>	<b>3 500</b>	<b>3 900</b>	<b>4 000</b>	<b>4 333</b>	<b>4 500</b>	<b>4 333</b>	<b>4 700</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>
Agriculture	1 300	1 400	1 500	1 865	2 200	2 400	2 600	2 817	3 000	3 200	3 500	3 600	4 000
Mining	5 198	6 500	7 000	7 000	8 000	8 667	9 600	11 000	11 000	11 000	12 000	13 000	14 000
Manufacturing	4 000	4 333	4 515	5 000	5 200	5 000	5 500	6 000	6 000	6 500	6 933	7 000	6 500
Utilities	7 000	6 500	8 946	9 000	9 000	10 000	10 000	18 000	17 500	16 000	15 000	18 000	16 000
Construction	2 600	2 817	3 000	3 033	3 250	3 467	3 500	3 900	4 000	4 333	4 500	4 333	4 650
Trade	3 000	3 100	3 400	3 500	3 800	3 800	4 000	4 333	4 333	4 500	5 000	5 000	5 000
Transport	3 750	3 900	4 333	4 333	4 500	4 500	5 000	5 200	5 200	5 500	6 000	5 500	5 961
Finance	3 600	4 000	4 333	5 000	5 000	5 000	5 200	6 000	5 500	6 100	6 500	6 500	7 000
Services	7 800	8 200	9 121	9 000	9 600	9 600	10 833	12 000	12 000	12 000	14 000	14 000	12 000
Private hholds	1 083	1 083	1 200	1 300	1 300	1 500	1 500	1 600	1 800	1 950	2 000	2 000	2 000

<b>Table 6: Distribution of monthly earnings for employees by education and sex</b>													
	<b>QLFS 2010</b>	<b>QLFS 2011</b>	<b>QLFS 2012</b>	<b>QLFS 2013</b>	<b>QLFS 2014</b>	<b>QLFS 2015</b>	<b>QLFS 2016</b>	<b>QLFS 2017</b>	<b>QLFS 2018</b>	<b>QLFS 2019</b>	<b>QLFS 2020</b>	<b>QLFS 2021</b>	<b>QLFS 2022</b>
	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>	<b>Rand</b>
<b>Both sexes</b>	<b>3 033</b>	<b>3 480</b>	<b>3 660</b>	<b>3 813</b>	<b>4 000</b>	<b>4 000</b>	<b>4 200</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>	<b>5 200</b>	<b>5 000</b>	<b>5 417</b>
No schooling	1 200	1 300	1 300	1 500	1 500	1 800	1 900	2 000	2 167	2 200	2 773	2 500	2 600
Less than primary completed	1 300	1 450	1 517	1 733	2 000	2 000	2 100	2 171	2 500	2 600	2 773	2 600	3 000
Primary completed	1 500	1 582	1 733	1 900	2 167	2 167	2 400	2 600	2 600	2 860	3 000	2 900	3 337
Secondary not completed	2 080	2 167	2 498	2 500	2 600	2 700	3 000	3 000	3 168	3 467	3 500	3 500	3 900
Secondary completed	4 000	4 333	4 500	4 700	4 800	5 000	5 100	5 800	5 408	5 600	6 000	5 650	5 700
Tertiary	11 000	12 000	13 000	15 000	15 000	16 000	18 000	18 000	18 400	20 000	20 000	20 000	21 000
<b>Women</b>	<b>2 500</b>	<b>2 900</b>	<b>3 000</b>	<b>3 033</b>	<b>3 250</b>	<b>3 400</b>	<b>3 510</b>	<b>3 800</b>	<b>3 900</b>	<b>4 000</b>	<b>4 500</b>	<b>4 500</b>	<b>4 800</b>
No schooling	975	1 100	1 136	1 100	1 000	1 300	1 400	1 500	1 500	1 500	1 500	1 500	1 600
Less than primary completed	1 000	1 192	1 200	1 300	1 387	1 400	1 500	1 600	1 733	1 900	1 950	2 000	2 000
Primary completed	1 200	1 200	1 300	1 400	1 560	1 600	1 603	1 800	2 000	2 000	2 167	2 300	2 200
Secondary not completed	1 560	1 733	1 800	2 000	2 167	2 167	2 500	2 500	2 600	2 800	3 000	3 000	3 400
Secondary completed	3 500	3 600	4 000	4 000	4 000	4 117	4 500	4 500	4 500	4 500	5 000	4 800	4 992
Tertiary	10 000	11 000	12 000	13 000	14 000	14 500	16 000	16 100	17 000	18 000	20 000	20 000	20 000
<b>Men</b>	<b>3 500</b>	<b>3 900</b>	<b>4 000</b>	<b>4 333</b>	<b>4 500</b>	<b>4 333</b>	<b>4 700</b>	<b>5 000</b>	<b>5 000</b>	<b>5 400</b>	<b>6 000</b>	<b>6 000</b>	<b>6 000</b>
No schooling	1 300	1 500	1 500	1 800	2 081	2 300	1 300	2 600	2 800	3 000	3 500	3 600	3 250
Less than primary completed	1 625	1 733	2 000	2 167	2 400	2 500	1 400	2 800	3 000	3 163	3 467	3 500	3 792
Primary completed	1 807	2 167	2 058	2 275	2 600	2 600	1 600	3 000	3 000	3 300	3 467	3 467	3 800
Secondary not completed	2 600	2 600	2 903	3 000	3 200	3 120	2 167	3 500	3 597	3 900	4 000	4 160	4 342
Secondary completed	4 500	4 782	5 000	5 200	5 200	5 633	4 117	6 900	6 500	6 500	7 000	6 500	6 500
Tertiary	12 000	14 000	15 000	16 000	17 000	18 000	14 500	20 000	20 000	22 000	22 000	22 700	25 000