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Department:
Statistics South Africa
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For Immediate Release

Quarterly Employment Statistics (QES) – Q4:2025

Total employment increased by 18 000 or 0,2% quarter-on-quarter, from 10 533 000 in September 2025 to 10 551 000 in December 2025. This was due to increases in trade (37 000 or 1,6%) and business services (17 000 or 0,7%), while electricity remained unchanged. However, there were decreases reported by the following industries: construction (-13 000 or -2,2%), manufacturing (-11 000 or -0,9%), community services (-5 000 or -0,2%), transport (-4 000 or -0,8%), and mining (-3 000 or -0,6%).

Total employment decreased by 102 000 or -1,0% year-on-year between December 2024 and December 2025.

Full-time employment increased by 14 000 or 0,1% quarter-on-quarter, from 9 420 000 in September 2025 to 9 434 000 in December 2025. This was due to increases in the following industries: trade (23 000 or 1,1%), business services (7 000 or 0,3%), community services (4 000 or 0,2%), while electricity remained unchanged. However, there were decreases reported by the following industries: construction (8 000 or -1,5%), transport (5 000 or -1,1%), manufacturing (-4 000 or -0,3%), and mining (3 000 or 0,6%).

Full-time employment decreased by 69 000 or -0,7% year-on-year between December 2024 and December 2025.

Part-time employment increased by 4 000 or 0,4% quarter-on-quarter, from 1 113 000 in September 2025 to 1 117 000 in December 2025. This was due to increases in the following industries: trade (14 000 or 5,6%), business services (10 000 or 4,7%), transport (1 000 or 6,3%), while electricity remained unchanged. However, there were decreases reported by the following industries: community services (-9 000 or -1,8%), manufacturing (-7 000 or -8,4%), construction (-5 000 or -7,9%),

Part-time employment decreased by 33 000 or -2,9% year-on-year between December 2024 and December 2025.

Gross earnings paid to employees increased by R74,7 billion or 7,4% from R1,01 trillion in September 2025 to R1,08 trillion in December 2025. This was due to increases in the following industries: community services, business services, trade, manufacturing, construction, transport, electricity and mining.

Year-on-year gross earnings increased by R49,6 billion or 4,8% between December 2024 and December 2025.

Basic salary/wages paid to employees increased by R16,6 billion or 1,8% from R914,3 billion in September 2025 to R930,8 billion in December 2025. This was due to increases in the following industries: community services, business services, trade, manufacturing, construction, transport, mining, and electricity.

Year-on-year basic salary/wages increased by R40,4 billion or 4,5% between December 2024 and December 2025.

Bonuses paid to employees increased by R58,1 billion or 92,5% from R62,8 billion in September 2025 to R120,9 billion in December 2025. This was due to increases in the following industries: business services, trade, community services, manufacturing, construction, transport, electricity.

Year-on-year bonus payments increased by R8,6 billion or 7,6% between December 2024 and December 2025.

Overtime paid to employees increased by R41 billion or 0,1% from R28,3 billion in September 2025 to R28,4 billion in December 2025. This was due to increases in the following industries: community services, construction, manufacturing and trade. However, there were decreases reported by the following industries: business services, transport and electricity.

Year-on-year overtime payments increased by R700 million or 2,5% between December 2024 and December 2025.

Average monthly earnings paid to employees increased by 0,1% from R29 650 in August 2025 to R29 690 in November 2025. Year-on-year average monthly earnings paid to employees increased by 4,9% between November 2024 and November 2025.

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