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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.

KEY FINDINGS: Employment and earnings for the quarter ending March 2020

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



*Revised estimates.

Table A : Employment by industry

Industry	Mar 2019	Dec* 2019	Mar 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	455	452	455	3	0,7	0	0,0
Manufacturing	1 237	1 211	1 209	-2	-0,2	-28	-2,3
Electricity	61	61	61	0	0,0	0	0,0
Construction	611	580	566	-14	-2,4	-45	-7,4
Trade	2 279	2 308	2 291	-17	-0,7	12	0,5
Transport	500	500	502	2	0,4	2	0,4
Business services	2 349	2 349	2 357	8	0,3	8	0,3
Community services	2 736	2 773	2 790	17	0,6	54	2,0
Total	10 228	10 234	10 231	-3	0,0	3	0,0

*Revised estimates.

Table A shows that total employment decreased by 3 000 or 0,0% quarter-on-quarter, from 10 234 000 in December 2019 to 10 231 000 in March 2020. This was largely due to decreases in the following industries: trade (-17 000 or -0,7%), construction (-14 000 or -2,4%) and manufacturing (-2 000 or -0,2%).

The electricity industry remained unchanged.

However, there were increases in the following industries: community services (17 000 or 0,6%); business services (8 000 or 0,3%), mining (3 000 or 0,7%) and transport (2 000 or 0,4%).

Total employment increased by 3 000 or 0,0% year-on-year between March 2019 and March 2020. This was largely due to increases in the following industries: community services (54 000 or 2,0%), trade (12 000 or 0,5%); business services (8 000 or 0,3%) and transport (2 000 or 0,4%).

The electricity and mining industries remained unchanged.

However, the following industries reported annual decreases: construction (-45 000 or -7,4%) and manufacturing (-28 000 or -2,3%).

Table B : Full-time employees

Industry	Mar 2019	Dec* 2019	Mar 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	455	452	455	3	0,7	0	0,0
Manufacturing	1 159	1 135	1 136	1	0,1	-23	-2,0
Electricity	60	59	59	0	0,0	-1	-1,7
Construction	547	510	501	-9	-1,8	-46	-8,4
Trade	2 060	2 067	2 066	-1	0,0	6	0,3
Transport	482	479	482	3	0,6	0	0,0
Business services	2 123	2 107	2 123	16	0,8	0	0,0
Community services	2 344	2 366	2 371	5	0,2	27	1,2
Total	9 230	9 175	9 193	18	0,2	-37	-0,4

*Revised estimates.

Table B shows that full-time employment increased by 18 000 or 0,2% quarter-on-quarter, from 9 175 000 in December 2019 to 9 193 000 in March 2020. This was largely due to increases in the following industries: business services (16 000 or 0,8%); community services (5 000 or 0,2%); transport (3 000 or 0,6%); mining (3 000 or 0,7%) and manufacturing (1 000 or 0,1%).

The electricity industry remained unchanged.

However, there were decreases in the following industries: construction (-9 000 or -1,8%) and trade (-1 000 or 0,0%).

Full-time employment decreased by 37 000 or -0,4% year-on-year between March 2019 and March 2020. This was largely due to decreases in the following industries: construction (-46 000 or -8,4%); manufacturing (-23 000 or -2,0%) and electricity (-1 000 or -1,7%).

The mining; transport and business services industries remained unchanged.

However, there were increases in the following industries: community services (27 000 or 1,2%) and trade (6 000 or 0,3%).

Table C : Part-time employees

Industry	Mar 2019	Dec* 2019	Mar 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%	%	Thousand	%
Mining	-	-	-	-	-	-	-
Manufacturing	78	76	73	-3	-3,9	-5	-6,4
Electricity	1	2	2	0	0,0	1	100,0
Construction	64	70	65	-5	-7,1	1	1,6
Trade	219	241	225	-16	-6,6	6	2,7
Transport	18	21	20	-1	-4,8	2	11,1
Business services	226	242	234	-8	-3,3	8	3,5
Community services	392	407	419	12	2,9	27	6,9
Total	998	1 059	1 038	-21	-2,0	40	4,0

*Revised estimates.

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

Table C shows that part-time employment decreased by 21 000 or -2,0% quarter-on-quarter, from 1 059 000 in December 2019 to 1 038 000 in March 2020. This was largely due to decreases in the following industries: trade (-16 000 or -6,6%), business services (-8 000 or -3,3%), construction (-5 000 or -7,1%); manufacturing (-3 000 or -3,9%) and transport (-1 000 or -4,8%).

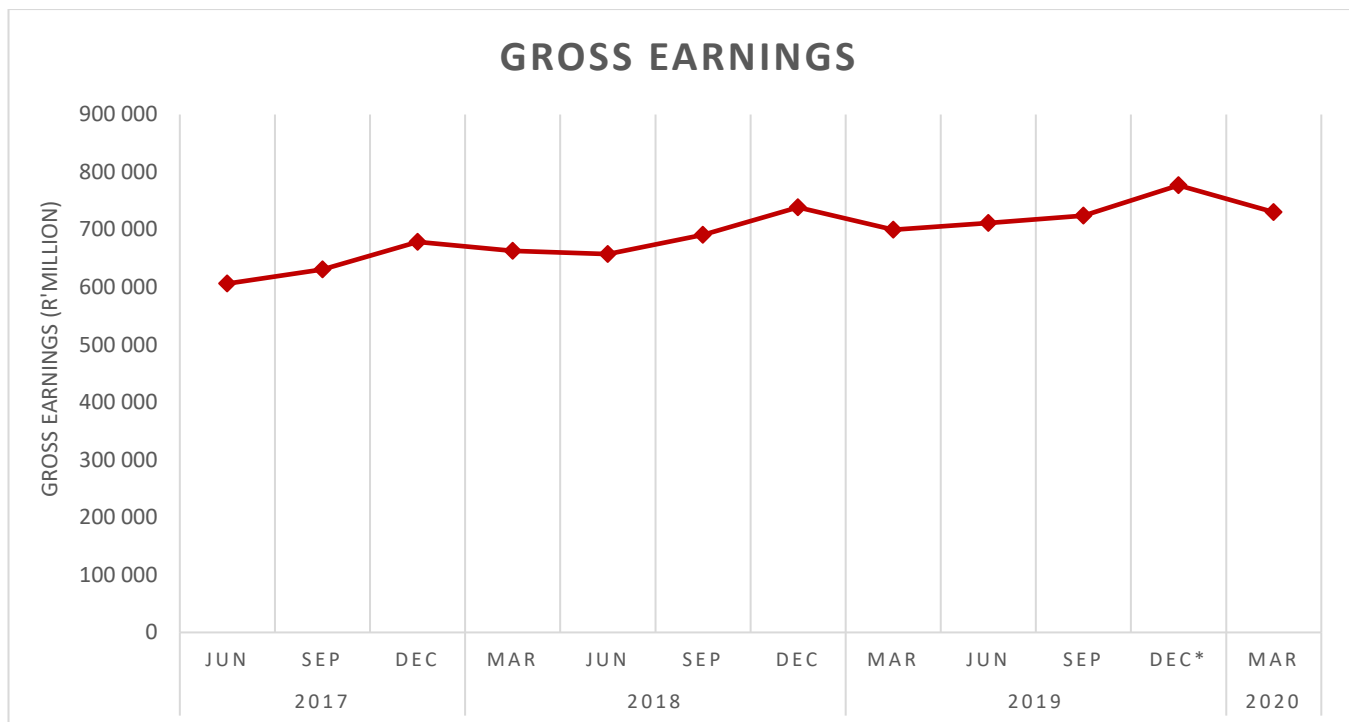
The electricity industry remained unchanged.

However, the community services industry reported a quarterly increase of 12 000 or 2,9%.

Part-time employment increased by 40 000 or 4,0% year-on-year between March 2019 and March 2020. This was largely due to increases in the following industries: community services (27 000 or 6,9%), business services (8 000 or 3,5%), trade (6 000 or 2,7%); transport (2 000 or 11,1%); electricity (1 000 or 100%) and construction (1 000 or 1,6%).

However, the manufacturing industry reported annual decrease of 5 000 or -6,4%.

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



*Revised estimates.

Table D : Total gross earnings by industry

	Mar 2019	Dec* 2019	Mar 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	
Mining	33 570	37 891	37 913	22	0,1	4 343	12,9
Manufacturing	70 875	80 158	71 976	-8 182	-10,2	1 101	1,6
Electricity	8 115	9 794	8 178	-1 616	-16,5	63	0,8
Construction	33 419	36 627	32 169	-4 458	-12,2	-1 250	-3,7
Trade	99 934	112 176	104 010	-8 166	-7,3	4 076	4,1
Transport	38 627	45 101	39 605	-5 496	-12,2	978	2,5
Business services	189 128	203 632	195 605	-8 027	-3,9	6 477	3,4
Community services	226 371	251 600	240 837	-10 763	-4,3	14 466	6,4
Total	700 039	776 979	730 293	-46 686	-6,0	30 254	4,3

*Revised estimates.

Table D shows that total gross earnings paid to employees decreased by R46,7 billion or (-6,0%) from R777,0 billion in December 2019 to R730,3 billion in March 2020. This was largely due to decreases in the following industries: community services, manufacturing, trade, business services, transport, construction and electricity.

However, the mining industry reported quarterly increase.

Year-on-year, total gross earnings increased by R30,3 billion or (4,3%).

However, the construction industry reported an annual decrease.

Table E : Basic salary/wages payments by industry

Industry	Mar 2019	Dec* 2019	Mar 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	
Mining	33 570	37 891	37 913	22	0,1	4 343	12,9
Manufacturing	63 734	66 523	65 096	-1 427	-2,1	1 362	2,1
Electricity	7 528	7 825	7 595	-230	-2,9	67	0,9
Construction	31 185	31 591	30 508	-1 083	-3,4	-677	-2,2
Trade	92 236	96 696	96 429	-267	-0,3	4 193	4,5
Transport	34 698	37 061	36 656	-405	-1,1	1 958	5,6
Business services	166 346	171 148	169 980	-1 168	-0,7	3 634	2,2
Community services	210 170	224 585	224 819	234	0,1	14 649	7,0
Total	639 467	673 320	668 996	-4 324	-0,6	29 529	4,6

*Revised estimates.

Table E shows that basic salary/wages paid to employees decreased by R4,3 billion (-0,6%) from R673,3 billion in December 2019 to R669,0 billion in March 2020. This was largely due to decreases in the following industries: manufacturing, business services, construction, transport, trade and electricity.

However, there were increases in the following industries: community services and mining.

Year-on-year, basic salary/wages increased by R29,5 billion or (4,6%).

However, the construction industry reported an annual decrease.

Table F : Bonus and overtime payments by industry

Industry	Mar 2019	Dec* 2019	Mar 2020	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	
Mining	-	-	-	-	-	-	-
Manufacturing	7 141	13 635	6 880	-6 755	-49,5	-261	-3,7
Electricity	587	1 969	583	-1 386	-70,4	-4	-0,7
Construction	2 234	5 036	1 661	-3 375	-67,0	-573	-25,6
Trade	7 698	15 480	7 581	-7 899	-51,0	-117	-1,5
Transport	3 929	8 040	2 949	-5 091	-63,3	-980	-24,9
Business services	22 782	32 484	25 625	-6 859	-21,1	2 843	12,5
Community services	16 201	27 015	16 018	-10 997	-40,7	-183	-1,1
Total	60 572	103 659	61 297	-42 362	-40,9	725	1,2

*Revised estimates.

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

Table F shows that bonus and overtime paid to employees decreased by R42,4 billion (-40,9%) from R103,7 billion in December 2019 to R61,3 billion in March 2020. This was largely due to decreases in the following industries: community services, trade, business services, manufacturing, transport, construction and electricity.

Year-on-year, bonus and overtime payments increased by R0,7 billion or (1,2%).

However, the business services industry reported an annual increase.

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)	Feb 2019	Nov* 2019	Feb 2020	Q/Q Change	Y/Y Change
	Rands			%	
		21 231	22 429	22 387	-0,2

*Revised estimates.

Table G shows a quarter-on-quarter decrease of 0,2% in average monthly earnings paid to employees in the formal non-agricultural sector from R22 429 in November 2019 to R22 387 in February 2020.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 5,4%.

Key differences between the Quarterly Labour Force Survey (QLFS) and the Quarterly Employment 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.



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Statistician-General

Detailed employment changes by industry

The *mining industry* reported no annual change March 2020 compared with March 2019. There was a quarterly increase of 3 000 employees (0,7%) in March 2020 compared to December 2019. This was mainly due to increases in coal and other minerals mining.

See explanatory note on page 52.

The *manufacturing industry* reported an annual decrease of 28 000 employees (-2,3%) in March 2020 compared with March 2019. There was a quarterly decrease of 2 000 employees (-0,2%) in March 2020 compared with December 2019. This was mainly due to decreases in employment in the wood and products of wood and cork, except furniture, articles of straw and planting materials, paper and paper products, publishing, printing and reproduction of recorded media and transport equipment.

The *electricity, gas and water supply industry* reported no annual change between March 2020 compared to March 2019. There was no quarterly change between March 2020 compared to December 2019.

The *construction industry* reported an annual decrease of 45 000 employees (-7,4%) in March 2020 compared with March 2019. There was a quarterly decrease of 14 000 employees (-2,4%) in March 2020 compared with December 2019. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; building completion and building installation.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 12 000 employees (0,5%) in March 2020 compared with March 2019. There was a quarterly decrease of 17 000 employees (-0,7%) in March 2020 compared with December 2019. This was mainly due to decreases in employment in retail trade; wholesale trade and motor trade.

The *transport, storage and communication industry* reported an annual increase of 2 000 employees (0,4%) in March 2020 compared with March 2019. There was a quarterly increase of 2 000 employees (0,4%) in March 2020 compared with December 2019. This was mainly due to increases in employment in land transport and transport via pipelines

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 8 000 employees (0,3%) in March 2020 compared with March 2019. There was a quarterly increase of 8 000 employees (0,3%) in March 2020 compared with December 2019. This was mainly due to increases in employment in business activities n.e.c and real estate activities.

The *community, social and personal services industry* reported an annual increase of 54 000 employees (2,0%) in March 2020 compared with March 2019. There was a quarterly increase of 17 000 employees (0,6%) in March 2020 compared with December 2019. This was mainly due to increases in employment in provincial departments; local government; national departments; health and social work and universities and technikons.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining industry* reflected an annual increase of R4,3 billion (12,9%) in March 2020 compared with March 2019. There was a quarterly increase of R0,02 billion (0,1%) in March 2020 compared with December 2019. This was mainly due to increases in gross earnings of other minerals, iron and gold mining.

See explanatory note on page 52.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1,1 billion (1,6%) in March 2020 compared with March 2019. There was a quarterly decrease of R8,2 billion (-10,2%) in March 2020 compared with December 2019. This was mainly due to decreases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; transport equipment and coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R0,06 billion (0,8%) in March 2020 compared with March 2019. There was a quarterly decrease of R1,6 billion (-16,5%) in March 2020 compared with December 2019. This was mainly due to decreases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R1,3 billion (-3,7%) in March 2020 compared with March 2019. There was a quarterly decrease of R4,5 billion (-12,2%) in March 2020 compared with December 2019. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering and building installation.

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 R4,1 billion (-4,1%) in March 2020 compared with March 2019. There was a quarterly decrease of R8,2 billion (-7,3%) in March 2020 compared with December 2019. This was mainly due to the decreases in gross earnings of wholesale trade; retail trade and motor trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R0,9 billion (2,5%) in March 2020 compared with March 2019. There was a quarterly decrease of R5,5 billion (-12,2%) in March 2020 compared with December 2019. This was mainly due to decreases in gross earnings of land transport and transport via pipelines; post and telecommunications and supporting and auxiliary transport activities.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R6,5 billion (3,4%) in March 2020 compared with March 2019. There was a quarterly decrease of R8,0 billion (-3,9%) in March 2020 compared with December 2019. This was mainly due to the decreases in gross earnings of Real estate activities; business activities n.e.c; legal, accounting, bookkeeping and auditing activities; computer and related activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R14,5 billion (6,4%) in March 2020 compared with March 2019. There was a quarterly decrease of R10,8 billion (-4,3%) in March 2020 compared with December 2019. This was mainly due to the decreases in gross earnings of health and social work; provincial departments; local government and extra Budgetary institutions.

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	9 801 000				
	Sep	9 854 000	53 000	0,5		
	Dec	9 993 000	139 000	1,4		
2018	Mar	10 098 000	105 000	1,1		
	Jun	10 041 000	-57 000	-0,6	240 000	2,4
	Sep	10 093 000	52 000	0,5	239 000	2,4
2019	Dec	10 195 000	102 000	1,0	202 000	2,0
	Mar	10 228 000	33 000	0,3	130 000	1,3
	Jun	10 219 000	-9 000	-0,1	178 000	1,8
2020	Sep	10 197 000	-22 000	-0,2	104 000	1,0
	Dec*	10 234 000	37 000	0,4	39 000	0,4
	Mar	10 231 000	-3 000	0,0	3 000	0,0

*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	9 193 000	18 000	0,2	-37 000	-0,4

*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	1 038 000	-21 000	-2,0	40 000	4,0

*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	730 293 000	-46 686 000	-6,0	30 254 000	4,3

*Revised estimates.

1.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	604 509 000	12 562 000	2,1	44 989 000	8,0
	Sep	631 736 000	27 227 000	4,5	56 460 000	9,8
2019	Dec	642 635 000	10 899 000	1,7	48 797 000	8,2
	Mar	639 467 000	-3 168 000	-0,5	47 520 000	8,0
	Jun	653 876 000	14 409 000	2,3	49 367 000	8,2
2020	Sep	663 252 000	9 376 000	1,4	31 516 000	5,0
	Dec*	673 320 000	10 068 000	1,5	30 685 000	4,8
	Mar	668 996 000	-4 324 000	-0,6	29 529 000	4,6

*Revised estimates.

1.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	52 943 000	-18 379 000	-25,8	6 277 000	13,5
	Sep	59 146 000	6 203 000	11,7	3 513 000	6,3
2019	Dec	95 891 000	36 745 000	62,1	11 157 000	13,2
	Mar	60 572 000	-35 319 000	-36,8	-10 750 000	-15,1
	Jun	57 455 000	-3 117 000	-5,1	4 512 000	8,5
2020	Sep	60 828 000	3 373 000	5,9	1 682 000	2,8
	Dec*	103 659 000	42 831 000	70,4	7 768 000	8,1
	Mar	61 297 000	-42 362 000	-40,9	725 000	1,2

*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	455 000	3 000	0,7	0	0,0

*Revised estimates.

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

2.2 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep	33 754 000	1 852 000	5,8	1 782 000	5,6
2019	Dec	34 427 000	673 000	2,0	1 990 000	6,1
	Mar	33 570 000	-857 000	-2,5	1 372 000	4,3
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
2020	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
	Dec*	37 891 000	871 000	2,4	3 464 000	10,1
	Mar	37 913 000	22 000	0,1	4 343 000	12,9

*Revised estimates.

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

Table 3 - Manufacturing industry

3.1 Total Number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	1 193 000				
	Sep	1 197 000	4 000	0,3		
	Dec	1 208 000	11 000	0,9		
2018	Mar	1 218 000	10 000	0,8		
	Jun	1 212 000	-6 000	-0,5	19 000	1,6
	Sep	1 223 000	11 000	0,9	26 000	2,2
2019	Dec	1 233 000	10 000	0,8	25 000	2,1
	Mar	1 237 000	4 000	0,3	19 000	1,6
	Jun	1 219 000	-18 000	-1,5	7 000	0,6
2020	Sep	1 213 000	-6 000	-0,5	-10 000	-0,8
	Dec*	1 211 000	-2 000	-0,2	-22 000	-1,8
	Mar	1 209 000	-2 000	-0,2	-28 000	-2,3

*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	1 136 000	1 000	0,1	-23 000	-2,0

*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	73 000	-3 000	-3,9	-5 000	-6,4

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	71 976 000	-8 182 000	-10,2	1 101 000	1,6

*Revised estimates.

3.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	61 176 000	1 980 000	3,3	4 404 000	7,8
	Sep	63 042 000	1 866 000	3,1	4 740 000	8,1
2019	Dec	64 760 000	1 718 000	2,7	4 411 000	7,3
	Mar	63 734 000	-1 026 000	-1,6	4 538 000	7,7
	Jun	64 541 000	807 000	1,3	3 365 000	5,5
2020	Sep	65 734 000	1 193 000	1,8	2 692 000	4,3
	Dec*	66 523 000	789 000	1,2	1 763 000	2,7
	Mar	65 096 000	-1 427 000	-2,1	1 362 000	2,1

*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	6 880 000	-6 755 000	-49,5	-261 000	-3,7

*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
2019	Dec	62 000	0	0,0	0	0,0
	Mar	61 000	-1 000	-1,6	-1 000	-1,6
	Jun	61 000	0	0,0	-1 000	-1,6
2020	Sep	61 000	0	0,0	-1 000	-1,6
	Dec	61 000	0	0,0	-1 000	-1,6
	Mar	61 000	0	0,0	0	0,0

4.2 Full-time employees

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

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

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

*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

*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

*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	566 000	-14 000	-2,4	-45 000	-7,4

*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	501 000	-9 000	-1,8	-46 000	-8,4

*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
2019	Dec	73 000	-9 000	-11,0	-15 000	-17,0
	Mar	64 000	-9 000	-12,3	-27 000	-29,7
	Jun	69 000	5 000	7,8	-22 000	-24,2
2020	Sep	72 000	3 000	4,3	-10 000	-12,2
	Dec*	70 000	-2 000	-2,8	-3 000	-4,1
	Mar	65 000	-5 000	-7,1	1 000	1,6

*Revised estimates.

5.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	29 548 000				
	Sep	30 645 000	1 097 000	3,7		
	Dec	36 241 000	5 596 000	18,3		
2018	Mar	31 517 000	-4 724 000	-13,0		
	Jun	33 534 000	2 017 000	6,4	3 986 000	13,5
	Sep	33 423 000	-111 000	-0,3	2 778 000	9,1
2019	Dec	38 198 000	4 775 000	14,3	1 957 000	5,4
	Mar	33 419 000	-4 779 000	-12,5	1 902 000	6,0
	Jun	33 797 000	378 000	1,1	263 000	0,8
2020	Sep	33 064 000	-733 000	-2,2	-359 000	-1,1
	Dec*	36 627 000	3 563 000	10,8	-1 571 000	-4,1
	Mar	32 169 000	-4 458 000	-12,2	-1 250 000	-3,7

*Revised estimates.

5.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	30 508 000	-1 083 000	-3,4	-677 000	-2,2

*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	1 661 000	-3 375 000	-67,0	-573 000	-25,6

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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	2 291 000	-17 000	-0,7	12 000	0,5

*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	2 066 000	-1 000	0,0	6 000	0,3

*Revised estimates.

6.3 Part-time employees

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

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	104 010 000	-8 166 000	-7,3	4 076 000	4,1

*Revised estimates.

6.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	87 875 000	832 000	1,0	5 907 000	7,2
	Sep	89 680 000	1 805 000	2,1	6 134 000	7,3
2019	Dec	92 064 000	2 384 000	2,7	5 486 000	6,3
	Mar	92 236 000	172 000	0,2	5 193 000	6,0
	Jun	93 937 000	1 701 000	1,8	6 062 000	6,9
2020	Sep	95 137 000	1 200 000	1,3	5 457 000	6,1
	Dec*	96 696 000	1 559 000	1,6	4 632 000	5,0
	Mar	96 429 000	-267 000	-0,3	4 193 000	4,5

*Revised estimates.

6.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	6 966 000	-855 000	-10,9	542 000	8,4
	Sep	6 834 000	-132 000	-1,9	813 000	13,5
2019	Dec	15 457 000	8 623 000	126,2	1 041 000	7,2
	Mar	7 698 000	-7 759 000	-50,2	-123 000	-1,6
	Jun	7 621 000	-77 000	-1,0	655 000	9,4
2020	Sep	7 516 000	-105 000	-1,4	682 000	10,0
	Dec*	15 480 000	7 964 000	106,0	23 000	0,1
	Mar	7 581 000	-7 899 000	-51,0	-117 000	-1,5

*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
	Sep	497 000	0	0,0	6 000	1,2
2020	Dec*	500 000	3 000	0,6	2 000	0,4
	Mar	502 000	2 000	0,4	2 000	0,4

*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
	Sep	478 000	-3 000	-0,6	6 000	1,3
2020	Dec*	479 000	1 000	0,2	2 000	0,4
	Mar	482 000	3 000	0,6	0	0,0

*Revised estimates.

7.3 Part-time employees

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

*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	39 605 000	-5 496 000	-12,2	978 000	2,5

*Revised estimates.

7.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 903 000	1 266 000	4,0	1 787 000	5,7
	Sep	33 833 000	930 000	2,8	1 994 000	6,3
2019	Dec	34 548 000	715 000	2,1	2 627 000	8,2
	Mar	34 698 000	150 000	0,4	3 061 000	9,7
	Jun	35 881 000	1 183 000	3,4	2 978 000	9,1
2020	Sep	35 985 000	104 000	0,3	2 152 000	6,4
	Dec*	37 061 000	1 076 000	3,0	2 513 000	7,3
	Mar	36 656 000	-405 000	-1,1	1 958 000	5,6

*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	2 949 000	-5 091 000	-63,3	-980 000	-24,9

*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	2 357 000	8 000	0,3	8 000	0,3

*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	2 123 000	16 000	0,8	0	0,0

*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	234 000	-8 000	-3,3	8 000	3,5

*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	195 605 000	-8 027 000	-3,9	6 477 000	3,4

*Revised estimates.

8.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	156 308 000	3 089 000	2,0	16 121 000	11,5
	Sep	159 764 000	3 456 000	2,2	15 395 000	10,7
2019	Dec	165 836 000	6 072 000	3,8	12 547 000	8,2
	Mar	166 346 000	510 000	0,3	13 127 000	8,6
	Jun	166 694 000	348 000	0,2	10 386 000	6,6
2020	Sep	168 259 000	1 565 000	0,9	8 495 000	5,3
	Dec*	171 148 000	2 889 000	1,7	5 312 000	3,2
	Mar	169 980 000	-1 168 000	-0,7	3 634 000	2,2

*Revised estimates.

8.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 364 000	-19 151 000	-52,4	4 542 000	35,4
	Sep	23 530 000	6 166 000	35,5	2 455 000	11,6
2019	Dec	27 558 000	4 028 000	17,1	4 714 000	20,6
	Mar	22 782 000	-4 776 000	-17,3	-13 733 000	-37,6
	Jun	16 893 000	-5 889 000	-25,8	-471 000	-2,7
2020	Sep	22 948 000	6 055 000	35,8	-582 000	-2,5
	Dec*	32 484 000	9 536 000	41,6	4 926 000	17,9
	Mar	25 625 000	-6 859 000	-21,1	2 843 000	12,5

*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	2 790 000	17 000	0,6	54 000	2,0

*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	2 371 000	5 000	0,2	27 000	1,2

*Revised estimates.

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	350 000				
	Sep	351 000	1 000	0,3		
	Dec	366 000	15 000	4,3		
2018	Mar	447 000	81 000	22,1		
	Jun	370 000	-77 000	-17,2	20 000	5,7
	Sep	371 000	1 000	0,3	20 000	5,7
2019	Dec	374 000	3 000	0,8	8 000	2,2
	Mar	392 000	18 000	4,8	-55 000	-12,3
	Jun	421 000	29 000	7,4	51 000	13,8
2019	Sep	406 000	-15 000	-3,6	35 000	9,4
	Dec*	407 000	1 000	0,2	33 000	8,8
2020	Mar	419 000	12 000	2,9	27 000	6,9

*Revised estimates.

9.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	197 715 000				
	Sep	203 445 000	5 730 000	2,9		
	Dec	211 907 000	8 462 000	4,2		
2018	Mar	205 204 000	-6 703 000	-3,2		
	Jun	209 930 000	4 726 000	2,3	12 215 000	6,2
	Sep	227 954 000	18 024 000	8,6	24 509 000	12,0
2019	Dec	235 115 000	7 161 000	3,1	23 208 000	11,0
	Mar	226 371 000	-8 744 000	-3,7	21 167 000	10,3
	Jun	235 799 000	9 428 000	4,2	25 869 000	12,3
2019	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	240 837 000	-10 763 000	-4,3	14 466 000	6,4

*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
2020	Mar	224 819 000	234 000	0,1	14 649 000	7,0

*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
2020	Mar	16 018 000	-10 997 000	-40,7	-183 000	-1,1

*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	22 387	-0,2	5,4

*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	27 573	5,4	14,3

*Revised estimates.

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

10.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	16 873	-	-	15 864	-	-
Aug	17 415	3,2	-	16 375	3,2	-
Nov	17 668	1,5	-	16 541	1,0	-
2018 Feb	17 297	-2,1	-	16 342	-1,2	-
May	17 894	3,5	6,1	16 841	3,1	6,2
Aug	18 526	3,5	6,4	17 469	3,7	6,7
Nov	18 795	1,5	6,4	17 615	0,8	6,5
2019 Feb	18 423	-2,0	6,5	17 365	-1,4	6,3
May	19 050	3,4	6,5	17 893	3,0	6,2
Aug	19 379	1,7	4,6	18 254	2,0	4,5
Nov*	19 192	-1,0	2,1	18 074	-1,0	2,6
2020 Feb	19 114	-0,4	3,7	18 031	-0,2	3,8

*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	44 336	-4,0	4,6	41 822	-4,3	4,7

*Revised estimates.

10.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	15 245	-	-	14 462	-	-
Aug	15 683	2,9	-	14 864	2,8	-
Nov	16 463	5,0	-	15 497	4,3	-
2018 Feb	16 165	-1,8	-	15 465	-0,2	-
May	16 968	5,0	11,3	16 163	4,5	11,8
Aug	17 611	3,8	12,3	16 822	4,1	13,2
Nov	17 784	1,0	8,0	17 002	1,1	9,7
2019 Feb	17 442	-1,9	7,9	16 805	-1,2	8,7
May	18 446	5,8	8,7	17 681	5,2	9,4
Aug	18 325	-0,7	4,1	17 549	-0,7	4,3
Nov*	18 348	0,1	3,2	17 581	0,2	3,4
2020 Feb	18 693	1,9	7,2	18 055	2,7	7,4

*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	14 281	-0,6	4,3	13 946	-0,5	4,3

*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	25 557	-2,8	6,3	24 288	-2,4	5,8

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	24 191	-2,6	-0,3	23 715	-2,7	-0,8

*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	27 797	1,1	9,4	27 031	1,0	9,3

*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	19 433	-1,7	0,8

*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	23 935	3,8	9,3

*Revised estimates.

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

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	16 592	-1,9	-0,8	15 652	-1,7	-0,8

*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	38 486	-5,4	0,0	36 304	-5,7	0,1

*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	15 673	1,2	2,7

*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	12 397	-2,1	-0,3	12 106	-1,9	-0,3

*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	22 185	-4,2	1,6	21 083	-3,8	1,1

*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	20 999	-4,0	-4,7	20 586	-4,2	-5,2

*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	24 129	-0,4	4,5	23 464	-0,5	4,4

*Revised estimates.

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

Industry	Quarter ended December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	452 477	452 477	452 477	0,0	454 921	454 921	454 921
Manufacturing	0,5	1 198 725	1 211 406	1 224 087	0,5	1 196 500	1 208 897	1 221 294
Electricity, gas and water supply	0,7	60 350	61 177	62 003	0,7	59 593	60 435	61 277
Construction	1,7	560 186	579 737	599 289	1,9	545 523	566 376	587 230
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 272 674	2 307 492	2 342 310	0,9	2 251 603	2 290 522	2 329 442
Transport, storage and communication	1,1	489 491	499 804	510 118	1,1	490 926	501 383	511 840
Financial intermediation, insurance, real estate and business services	1,5	2 281 159	2 348 373	2 415 586	1,5	2 288 793	2 357 590	2 426 386
Community, social and personal services	0,4	2 749 718	2 772 641	2 795 564	0,4	2 765 771	2 789 349	2 812 927
Total	0,4	10 150 744	10 233 107	10 315 470	0,4	10 143 531	10 229 474	10 315 416

*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 December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	452 477	452 477	452 477	0,0	454 921	454 921	454 921
Manufacturing	0,6	1 122 653	1 135 045	1 147 437	0,5	1 123 988	1 136 116	1 148 244
Electricity, gas and water supply	0,7	58 561	59 348	60 135	0,7	57 837	58 617	59 396
Construction	1,9	490 815	509 899	528 983	2,0	481 052	501 151	521 249
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 033 342	2 066 669	2 099 996	0,9	2 028 270	2 065 914	2 103 558
Transport, storage and communication	1,1	469 201	479 280	489 358	1,1	471 412	481 625	491 838
Financial intermediation, insurance, real estate and business services	1,6	2 041 406	2 106 544	2 171 683	1,6	2 057 876	2 123 185	2 188 495
Community, social and personal services	0,5	2 343 709	2 365 606	2 387 504	0,5	2 347 834	2 370 623	2 393 411
Total	0,4	9 095 356	9 174 868	9 254 381	0,5	9 109 459	9 192 151	9 274 844

*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 December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,9	73 447	76 361	79 276	1,9	70 022	72 782	75 541
Electricity, gas and water supply	6,1	1 610	1 829	2 048	8,2	1 527	1 818	2 109
Construction	5,7	62 043	69 838	77 633	5,6	58 122	65 225	72 329
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,3	229 966	240 823	251 680	2,8	212 289	224 608	236 927
Transport, storage and communication	4,5	18 712	20 525	22 338	4,4	18 047	19 758	21 469
Financial intermediation, insurance, real estate and business services	3,3	226 423	241 828	257 233	3,9	216 624	234 405	252 185
Community, social and personal services	0,7	401 206	407 034	412 863	0,6	413 489	418 727	423 964
Total	1,0	1 036 780	1 058 239	1 079 698	1,1	1 015 244	1 037 322	1 059 401

*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 December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	37 890 912 405	37 890 912 405	37 890 912 405	0,0	37 912 927 013	37 912 927 013	37 912 927 013
Manufacturing	0,8	78 968 755 457	80 158 238 742	81 347 722 027	0,7	70 932 809 855	71 975 851 803	73 018 893 749
Electricity, gas and water supply	0,4	9 709 190 865	9 794 195 299	9 879 199 735	0,5	8 104 870 560	8 177 828 261	8 250 785 962
Construction	3,4	34 213 476 606	36 627 591 403	39 041 706 198	3,6	29 873 144 266	32 168 604 946	34 464 065 626
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	109 088 259 252	112 175 564 596	115 262 869 940	1,5	100 969 003 148	104 009 644 904	107 050 286 660
Transport, storage and communication	1,4	43 839 738 650	45 100 483 505	46 361 228 362	1,5	38 477 375 070	39 604 968 123	40 732 561 175
Financial intermediation, insurance, real estate and business services	3,1	191 096 209 338	203 632 209 224	216 168 209 110	2,2	187 247 699 939	195 605 017 050	203 962 334 159
Community, social and personal services	1,8	242 888 000 714	251 599 940 487	260 311 880 261	1,4	234 223 370 389	240 836 828 160	247 450 285 932
Total	1,0	761 138 282 100	776 979 135 661	792 819 989 224	0,8	718 874 021 014	730 291 670 259	741 709 319 503

*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 December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	37 890 912 405	37 890 912 405	37 890 912 405	0,0	37 912 927 013	37 912 927 013	37 912 927 013
Manufacturing	0,8	65 537 238 514	66 522 833 663	67 508 428 812	0,8	64 129 950 180	65 095 573 342	66 061 196 503
Electricity, gas and water supply	0,5	7 755 845 573	7 825 135 139	7 894 424 706	0,5	7 523 036 359	7 594 964 711	7 666 893 063
Construction	3,4	29 500 084 433	31 591 152 923	33 682 221 413	3,7	28 288 036 799	30 507 576 039	32 727 115 278
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	94 089 433 275	96 695 722 037	99 302 010 800	1,4	93 756 727 616	96 429 067 976	99 101 408 336
Transport, storage and communication	1,3	36 086 071 707	37 060 800 482	38 035 529 258	1,5	35 580 514 589	36 656 166 066	37 731 817 542
Financial intermediation, insurance, real estate and business services	2,2	163 879 620 515	171 148 017 542	178 416 414 570	2,1	162 828 962 956	169 980 380 549	177 131 798 141
Community, social and personal services	1,8	216 648 446 137	224 585 419 136	232 522 392 135	1,5	218 320 997 224	224 819 065 069	231 317 132 915
Total	0,9	661 946 915 561	673 319 993 328	684 693 071 095	0,8	658 627 025 252	668 995 720 764	679 364 416 276

*Revised estimates.

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

Industry	Quarter ended December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,5	9 441 709 230	9 719 817 445	9 997 925 660	2,4	2 899 356 907	3 039 395 506	3 179 434 104
Electricity, gas and water supply	0,8	1 475 197 190	1 499 110 859	1 523 024 528	4,2	90 712 611	98 918 494	107 124 377
Construction	9,3	3 099 722 863	3 793 877 402	4 488 031 940	20,7	370 178 445	623 115 497	876 052 549
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,4	12 017 525 381	12 876 827 130	13 736 128 879	12,5	3 705 509 547	4 902 720 957	6 099 932 368
Transport, storage and communication	4,4	5 381 269 627	5 892 695 702	6 404 121 778	10,8	761 044 862	965 054 952	1 169 065 043
Financial intermediation, insurance, real estate and business services	12,2	22 145 031 120	29 131 798 904	36 118 566 687	6,1	19 492 424 784	22 116 684 509	24 740 944 234
Community, social and personal services	4,9	18 836 761 382	20 856 688 751	22 876 616 119	1,2	9 420 439 399	9 647 599 870	9 874 760 341
Total	4,5	76 391 401 616	83 770 816 192	91 150 230 769	3,6	38 478 985 337	41 393 489 785	44 307 994 233

*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 December* 2019				Quarter ended March 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,3	3 814 753 191	3 915 587 634	4 016 422 077	2,2	3 674 056 944	3 840 882 955	4 007 708 965
Electricity, gas and water supply	0,2	468 270 477	469 949 301	471 628 126	0,2	482 461 064	483 945 056	485 429 049
Construction	4,2	1 139 981 531	1 242 561 078	1 345 140 624	4,8	940 479 513	1 037 913 410	1 135 347 308
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,6	2 470 872 390	2 603 015 429	2 735 158 468	2,1	2 566 587 126	2 677 855 971	2 789 124 816
Transport, storage and communication	1,9	2 065 152 182	2 146 987 321	2 228 822 460	1,7	1 917 355 634	1 983 747 105	2 050 138 575
Financial intermediation, insurance, real estate and business services	1,8	3 231 759 465	3 352 392 778	3 473 026 091	1,6	3 400 931 223	3 507 951 992	3 614 972 762
Community, social and personal services	5,4	5 508 486 411	6 157 832 600	6 807 178 790	4,5	5 814 402 577	6 370 163 221	6 925 923 864
Total	1,8	19 189 625 651	19 888 326 141	20 587 026 632	1,6	19 286 050 336	19 902 459 710	20 518 869 084

*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	November* 2019				February 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	26 172	26 172	26 172	0,0	27 573	27 573	27 573
Manufacturing	0,9	18 857	19 192	19 527	0,9	18 775	19 114	19 453
Electricity, gas and water supply	0,8	45 450	46 177	46 904	0,9	43 595	44 336	45 077
Construction	3,6	17 047	18 348	19 649	4,0	17 211	18 693	20 175
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 940	14 366	14 792	1,6	13 827	14 281	14 735
Transport, storage and communication	1,6	25 478	26 288	27 098	1,8	24 639	25 557	26 475
Financial intermediation, insurance, real estate and business services	2,5	23 610	24 832	26 054	3,2	22 665	24 191	25 717
Community, social and personal services	1,8	26 493	27 488	28 483	1,6	26 900	27 797	28 694
Total	0,9	22 020	22 429	22 838	1,0	21 940	22 387	22 834

*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	November* 2019				February 2020			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	0,9	17 753	18 074	18 395	0,9	17 707	18 031	18 355
Electricity, gas and water supply	0,8	42 989	43 687	44 385	0,9	41 111	41 822	42 533
Construction	3,7	16 304	17 581	18 858	4,1	16 591	18 055	19 519
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 590	14 012	14 434	1,6	13 496	13 946	14 396
Transport, storage and communication	1,6	24 089	24 875	25 661	1,9	23 390	24 288	25 186
Financial intermediation, insurance, real estate and business services	2,5	23 164	24 379	25 594	3,2	22 206	23 715	25 224
Community, social and personal services	1,9	25 772	26 753	27 734	1,7	26 145	27 031	27 917

*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 **March 2020 was 67,6%**.

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

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

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

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

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

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