



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

Private Bag X44, Pretoria, 0001, South Africa, ISibalo House, Koch Street, Salvokop, Pretoria, 0002
www.statssa.gov.za, info@statssa.gov.za, Tel +27 12 310 8911

STATISTICAL RELEASE

P0277

Quarterly Employment Statistics

December 2019

Embargoed until:
31 March 2020
11:30

Statistics South Africa has pledged to provide updated and quality statistics from the Quarterly Employment Statistics survey to correctly inform users and policy makers.

Since 2015, Statistics South Africa has drawn QES samples on an annual basis with the latest QES 2019 sample drawn in April 2019.

The results published today are based on 2019 sample. This is an annual procedure which typically affects the level of employment and gross earnings. To avoid breaks in time series and to minimise revisions to historical growth rates, historical employment and gross earnings levels were revised (i.e. they were linked to the estimates based on the new sample).

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
March 2020

EXPECTED RELEASE DATE
30 June 2020



Dipalopalo tsa Aforikaborwa • Dipalopalo tsa Afrika Borwa • Ezezibalo zaseNingizimu Afrika • Tshitatistika Afrika Tshipembe • Tinhlayohlayo Afrika-Dzonga
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The South Africa I know, the home I understand



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INTRODUCTION

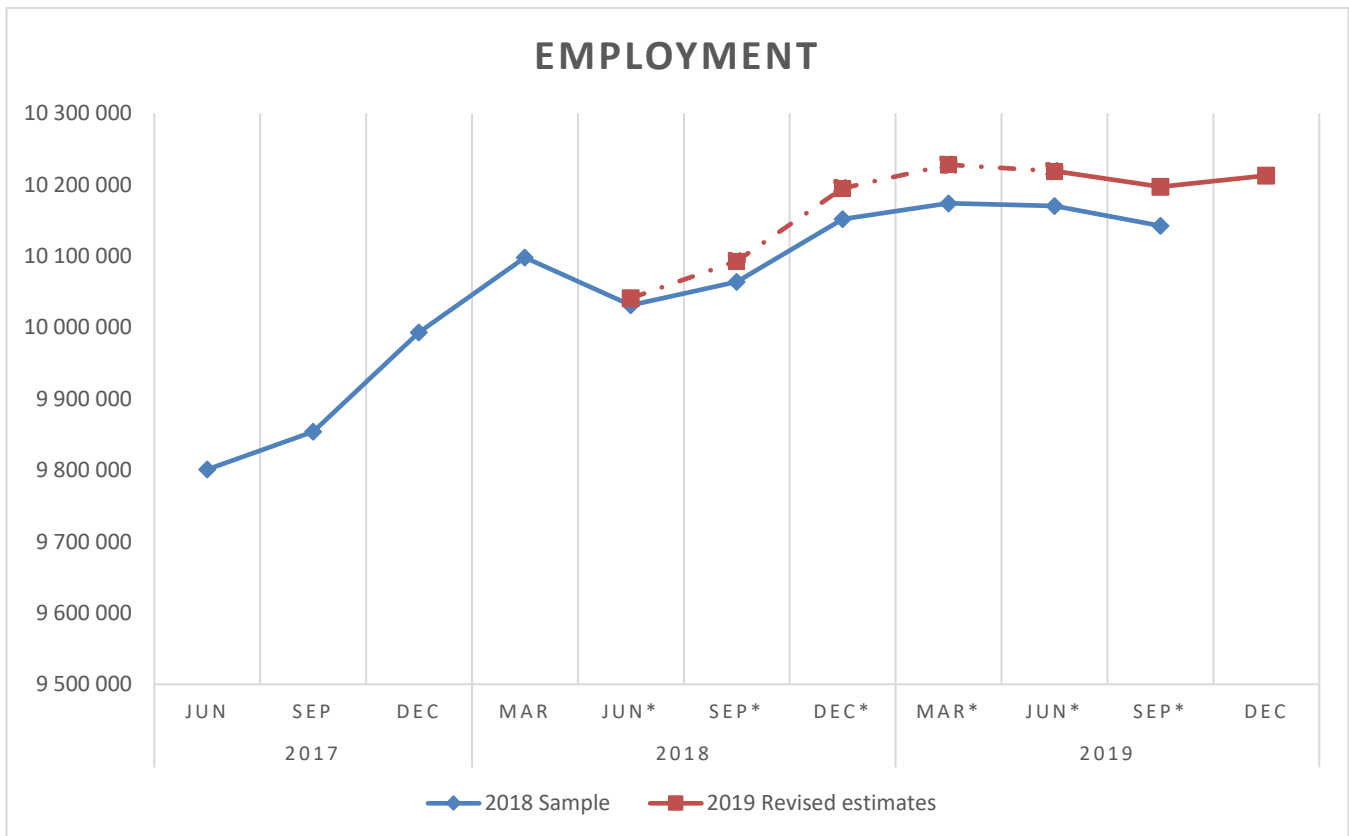
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. 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 December 2019

Figure A: Employment in the non-agricultural formal sector, June 2017 – December 2019.



*Revised estimates.

Table A : Employment by industry

Industry	Dec 2018	Sep* 2019	Dec 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	453	463	448	-15	-3,2	-5	-1,1
Manufacturing	1 233	1 213	1 209	-4	-0,3	-24	-1,9
Electricity	62	61	61	0	0,0	-1	-1,6
Construction	611	592	575	-17	-2,9	-36	-5,9
Trade	2 280	2 267	2 306	39	1,7	26	1,1
Transport	498	497	495	-2	-0,4	-3	-0,6
Business services	2 347	2 336	2 348	12	0,5	1	0,0
Community services	2 711	2 768	2 771	3	0,1	60	2,2
Total	10 195	10 197	10 213	16	0,2	18	0,2

*Revised estimates.

Table A shows that total employment increased by 16 000 or 0,2% quarter-on-quarter, from 10 197 000 in September 2019 to 10 213 000 in December 2019. This was largely due to increases in the following industries: trade (39 000 or 1,7%), business services (12 000 or 0,5%) and community services (3 000 or 0,1%).

The electricity industry remained unchanged.

However there were decreases in the following industries: construction (-17 000 or -2,9%), mining and quarrying (-15 000 or -3,2%), manufacturing (-4 000 or -0,3%) and transport (-2 000 or -0,4%).

Total employment increased by 18 000 or 0,2% year-on-year between December 2018 and December 2019. This was largely due to increases in the following industries: community services (60 000 or 2,2%), trade (26 000 or 1,1%) and business services (1 000 or 0,0%).

However the following industries reported annual decreases: construction (-36 000 or -5,9%), manufacturing (-24 000 or -1,9%), mining and quarrying (-5 000 or -1,1%), transport (-3 000 or -0,6%) and electricity (-1 000 or -1,6%).

Table B : Full-time employees

Industry	Dec 2018	Sep* 2019	Dec 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	453	463	448	-15	-3,2	-5	-1,1
Manufacturing	1 152	1 138	1 133	-5	-0,4	-19	-1,6
Electricity	61	60	59	-1	-1,7	-2	-3,3
Construction	538	520	507	-13	-2,5	-31	-5,8
Trade	2 043	2 036	2 065	29	1,4	22	1,1
Transport	477	478	476	-2	-0,4	-1	-0,2
Business services	2 115	2 107	2 109	2	0,1	-6	-0,3
Community services	2 337	2 362	2 365	3	0,1	28	1,2
Total	9 176	9 164	9 162	-2	0,0	-14	-0,2

*Revised estimates.

Table B shows that full-time employment decreased by 2 000 or 0,0% quarter-on-quarter, from 9 164 000 in September 2019 to 9 162 000 in December 2019. This was largely due to decreases in the following industries: mining and quarrying (-15 000 or -3,2%), construction (-13 000 or -2,5%), manufacturing (-5 000 or -0,4%), transport (-2 000 or -0,4%) and electricity (-1 000 or -1,7%).

However there were increases in the following industries: trade (29 000 or 1,4%), community services (3 000 or 0,1%), and business services (2 000 or 0,1%).

Full-time employment decreased by 14 000 or -0,2% year-on-year between December 2018 and December 2019. This was largely due to decreases in the following industries: construction (-31 000 or -5,8%), manufacturing (-19 000 or -1,6%), business services (-6 000 or -0,3%), mining and quarrying (-5 000 or -1,1%), electricity (-2 000 or -3,3%) and transport (-1 000 or -0,2%).

However the following industries reported annual increases: community services (28 000 or 1,2%) and trade (22 000 or 1,1%).

Table C : Part-time employees

Industry	Dec 2018	Sep* 2019	Dec 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	81	75	76	1	1,3	-5	-6,2
Electricity	1	1	2	1	100,0	1	100,0
Construction	73	72	68	-4	-5,6	-5	-6,8
Trade	237	231	241	10	4,3	4	1,7
Transport	21	19	19	0	0,0	-2	-9,5
Business services	232	229	239	10	4,4	7	3,0
Community services	374	406	406	0	0,0	32	8,6
Total	1 019	1 033	1 051	18	1,7	32	3,1

*Revised estimates.

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

Table C shows that part-time employment increased by 18 000 or 1,7% quarter-on-quarter, from 1 033 000 in September 2019 to 1 051 000 in December 2019. This was largely due to increases in the following industries: trade (10 000 or 4,3%), business services (10 000 or 4,4%), manufacturing (1 000 or 1,3%) and electricity (1 000 or 100%).

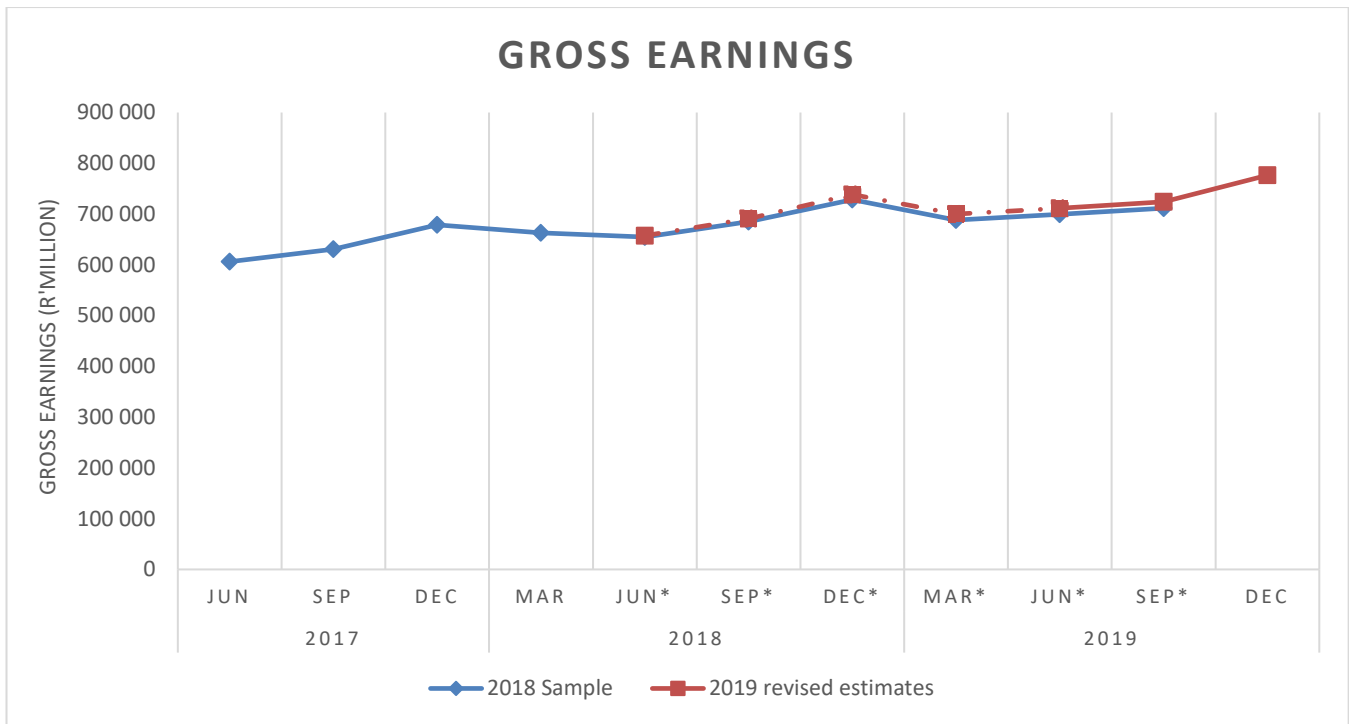
The transport and community services industries remained unchanged.

However the construction industry reported a quarterly decrease of 4 000 or -5,6%.

Part-time employment increased by 32 000 or 3,1% year-on-year between December 2018 and December 2019. This was largely due to increases in the following industries: community services (32 000 or 8,6%), business services (7 000 or 3,0%), trade (4 000 or 1,7%) and electricity (1 000 or 100%).

However there were decreases in the following industries: manufacturing (-5 000 or -6,2%), construction (-5 000 or -6,8%) and transport (-2 000 or -9,5%).

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2017 – December 2019



*Revised estimates.

Table D : Total gross earnings by industry

Industry	Dec 2018	Sep* 2019	Dec 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	
Mining	34 427	37 020	37 907	887	2,4	3 480	10,1
Manufacturing	78 511	72 109	80 233	8 124	11,3	1 722	2,2
Electricity	9 731	8 195	9 886	1 691	20,6	155	1,6
Construction	38 198	33 064	36 273	3 209	9,7	-1 925	-5,0
Trade	107 521	102 653	112 099	9 446	9,2	4 578	4,3
Transport	41 629	40 448	44 984	4 536	11,2	3 355	8,1
Business services	193 394	191 207	203 587	12 380	6,5	10 193	5,3
Community services	235 115	239 384	251 433	12 049	5,0	16 318	6,9
Total	738 526	724 080	776 402	52 322	7,2	37 876	5,1

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R52,3 billion (7,2%) from R724,1 billion in September 2019 to R776,4 billion in December 2019. This was largely due to increases in the following industries: business services, community services, trade, manufacturing, transport, construction, electricity, mining, and quarrying.

Year-on-year, total gross earnings increased by R37,9 billion or (5,1%).

However, the construction industry reported an annual decrease.

Table E : Basic salary/wages payments by industry

Industry	Dec 2018	Sep* 2019	Dec 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	34 427	37 020	37 907	887	2,4	3 480	10,1
Manufacturing	64 760	65 734	66 588	854	1,3	1 828	2,8
Electricity	7 738	7 688	7 833	145	1,9	95	1,2
Construction	32 252	31 237	31 260	23	0,1	-992	-3,1
Trade	92 064	95 137	96 606	1 469	1,5	4 542	4,9
Transport	34 548	35 985	36 949	964	2,7	2 401	6,9
Business services	165 836	168 259	171 172	2 913	1,7	5 336	3,2
Community services	211 010	222 192	224 413	2 221	1,0	13 403	6,4
Total	642 635	663 252	672 728	9 476	1,4	30 093	4,7

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R9,5 billion (1,4%) from R663,3 billion in September 2019 to R672,7 billion in December 2019. This was largely due to increases in the following industries: business services, community services, trade, transport, mining and quarrying, manufacturing, electricity and construction.

Year-on-year, basic salary/wages increased by R30,1 billion or (4,7%).

However, the construction industry reported an annual decrease.

Table F : Bonus and overtime payments by industry

Industry	Dec 2018	Sep* 2019	Dec 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining							
Manufacturing	13 751	6 375	13 645	7 270	114,0	-106	-0,8
Electricity	1 993	507	2 053	1 546	304,9	60	3,0
Construction	5 946	1 827	5 013	3 186	174,4	-933	-15,7
Trade	15 457	7 516	15 493	7 977	106,1	36	0,2
Transport	7 081	4 463	8 035	3 572	80,0	954	13,5
Business services	27 558	22 948	32 415	9 467	41,3	4 857	17,6
Community services	24 105	17 192	27 020	9 828	57,2	2 915	12,1
Total	95 891	60 828	103 674	42 846	70,4	7 783	8,1

*Revised estimates.

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

Table F shows that bonus and overtime paid to employees increased by R42,8 billion (70,4%) from R60,8 billion in September 2019 to R103,7 billion in December 2019. This was largely due to increases in the following industries: community services, business services, trade, manufacturing, transport, construction and electricity.

Year-on-year, bonus and overtime payments increased by R7,8 billion or (8,1%).

However, there were decreases in the following industries: manufacturing and construction.

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)	Nov 2018	Aug* 2019	Nov 2019	Q/Q Change	Y/Y Change
	Rands			%	
		21 540	22 375	22 500	0,6

*Revised estimates.

Table G shows a quarter-on-quarter increase of 0,6% in average monthly earnings paid to employees in the formal non-agricultural sector from R22 375 in August 2019 to R22 500 in November 2019.

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

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, VAT and number of employees in determining the formal sector while QES use only VAT with annual turnover greater than 300 000; and
- QLFS allows proxy respondents, this can introduce misclassification of items e.g. formal/informal classification.

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

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



Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 5 000 employees (-1,1%) in December 2019 compared with December 2018. There was a quarterly decrease of 15 000 employees (-3,2%) in December 2019 compared to September 2019. This was mainly due to decreases in platinum group metals, coal and other minerals mining.

See explanatory note on page 42.

The *manufacturing industry* reported an annual decrease of 24 000 employees (-1,9%) in December 2019 compared with December 2018. There was a quarterly decrease of 4 000 employees (-0,3%) in December 2019 compared with September 2019. This was mainly due to decreases in employment in the basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; transport equipment; wood and products of wood and cork, except furniture, articles of straw and painting materials, paper and paper products, publishing, printing and reproduction of recorded media and electrical machinery and apparatus n.e.c.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,6%) in December 2019 compared to December 2018. There was no quarterly change between December 2019 compared to September 2019.

The *construction industry* reported an annual decrease of 36 000 employees (-5,9%) in December 2019 compared with December 2018. There was a quarterly decrease of 17 000 employees (-2,9%) in December 2019 compared with September 2019. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and building completion.

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 26 000 employees (1,1%) in December 2019 compared with December 2018. There was a quarterly increase of 39 000 employees (1,7%) in December 2019 compared with September 2019. This was mainly due to increases in employment in retail trade; hotels and restaurants and wholesale trade.

The *transport, storage and communication industry* reported an annual decrease of 3 000 employees (-0,6%) in December 2019 compared with December 2018. There was a quarterly decrease of 2 000 employees (-0,4%) in December 2019 compared with September 2019. This was mainly due to decreases in employment in land transport and transport via pipelines

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 1 000 employees (0,0%) in December 2019 compared with December 2018. There was a quarterly increase of 12 000 employees (0,5%) in December 2019 compared with September 2019. This was mainly due to increases in employment in business activities n.e.c.

The *community, social and personal services industry* reported an annual increase of 60 000 employees (2,2%) in December 2019 compared with December 2018. There was a quarterly increase of 3 000 employees (0,1%) in December 2019 compared with September 2019. This was mainly due to increases in employment in local government; recreational, cultural and sporting activities; other service activities and other educational institutions.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R3,5 billion (10,1%) in December 2019 compared with December 2018. There was a quarterly increase of R0,9 billion (2,4%) in December 2019 compared with September 2019. This was mainly due to increases in gross earnings of coal, platinum group metals and copper mining.

See explanatory note on page 42.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1,7 billion (2,2%) in December 2019 compared with December 2018. There was a quarterly increase of R8,1 billion (11,3%) in December 2019 compared with September 2019. This was mainly due to increases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco 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 R0,2 billion (1,6%) in December 2019 compared with December 2018. There was a quarterly increase of R1,7 billion (20,6%) in December 2019 compared with September 2019. This was mainly due to increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R1,9 billion (-5,0%) in December 2019 compared with December 2018. There was a quarterly increase of R3,2 billion (9,7%) in December 2019 compared with September 2019. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4,6 billion (4,3%) in December 2019 compared with December 2018. There was a quarterly increase of R9,4 billion (9,2%) in December 2019 compared with September 2019. This was mainly due to the increases 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 R3,4 billion (8,1%) in December 2019 compared with December 2018. There was a quarterly increase of R4,5 billion (11,2%) in December 2019 compared with September 2019. This was mainly due to increases in gross earnings of land transport and transport via pipelines 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 R10,2 billion (5,3%) in December 2019 compared with December 2018. There was a quarterly increase of R12,4 billion (6,5%) in December 2019 compared with September 2019. This was mainly due to the increases in gross earnings of business activities n.e.c; real estate activities and legal, accounting, bookkeeping and auditing activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R16,3 billion (6,9%) in December 2019 compared with December 2018. There was a quarterly increase of R12,0 billion (5,0%) in December 2019 compared with September 2019. This was mainly due to the increases in gross earnings of provincial departments; health and social work; local government and national departments.

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
	Sep*	10 197 000	-22 000	-0,2	104 000	1,0
	Dec	10 213 000	16 000	0,2	18 000	0,2

*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
	Sep*	9 164 000	-28 000	-0,3	81 000	0,9
	Dec	9 162 000	-2 000	0,0	-14 000	-0,2

*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
	Sep*	1 033 000	6 000	0,6	23 000	2,3
	Dec	1 051 000	18 000	1,7	32 000	3,1

*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
	Sep*	724 080 000	12 749 000	1,8	33 198 000	4,8
	Dec	776 402 000	52 322 000	7,2	37 876 000	5,1

*Revised estimates.

1.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun*	604 509 000	12 562 000	2,1	44 989 000	8,0
	Sep*	631 736 000	27 227 000	4,5	56 460 000	9,8
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
	Sep*	663 252 000	9 376 000	1,4	31 516 000	5,0
	Dec	672 728 000	9 476 000	1,4	30 093 000	4,7

*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
	Sep*	60 828 000	3 373 000	5,9	1 682 000	2,8
	Dec	103 674 000	42 846 000	70,4	7 783 000	8,1

*Revised estimates.

Table 2 - Mining and quarrying industry**

2.1 Total number of employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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
	Sep*	463 000	1 000	0,2	7 000	1,5
	Dec	448 000	-15 000	-3,2	-5 000	-1,1

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to 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
	Sep*	37 020 000	2 380 000	6,9	3 266 000	9,7
	Dec	37 907 000	887 000	2,4	3 480 000	10,1

*Revised estimates.

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

Table 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
	Sep*	1 213 000	-6 000	-0,5	-10 000	-0,8
	Dec	1 209 000	-4 000	-0,3	-24 000	-1,9

*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
	Sep*	1 138 000	-5 000	-0,4	-3 000	-0,3
	Dec	1 133 000	-5 000	-0,4	-19 000	-1,6

*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
	Sep*	75 000	-1 000	-1,3	-7 000	-8,5
	Dec	76 000	1 000	1,3	-5 000	-6,2

*Revised estimates.

3.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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
	Sep*	72 109 000	560 000	0,8	2 880 000	4,2
	Dec	80 233 000	8 124 000	11,3	1 722 000	2,2

*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
	Sep*	65 734 000	1 193 000	1,8	2 692 000	4,3
	Dec	66 588 000	854 000	1,3	1 828 000	2,8

*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
	Sep*	6 375 000	-633 000	-9,0	188 000	3,0
	Dec	13 645 000	7 270 000	114,0	-106 000	-0,8

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Total number of employees

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

*Revised estimates.

4.2 Full-time employees

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

*Revised estimates.

4.3 Part-time employees

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

*Revised estimates.

4.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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
	Sep*	8 195 000	137 000	1,7	52 000	0,6
	Dec	9 886 000	1 691 000	20,6	155 000	1,6

*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
	Sep*	7 688 000	278 000	3,8	91 000	1,2
	Dec	7 833 000	145 000	1,9	95 000	1,2

*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
	Sep*	507 000	-141 000	-21,8	-39 000	-7,1
	Dec	2 053 000	1 546 000	304,9	60 000	3,0

*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
	Sep*	592 000	-7 000	-1,2	-39 000	-6,2
	Dec	575 000	-17 000	-2,9	-36 000	-5,9

*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
	Sep*	520 000	-10 000	-1,9	-29 000	-5,3
	Dec	507 000	-13 000	-2,5	-31 000	-5,8

*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
	Sep*	72 000	3 000	4,3	-10 000	-12,2
	Dec	68 000	-4 000	-5,6	-5 000	-6,8

*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
	Sep*	33 064 000	-733 000	-2,2	-359 000	-1,1
	Dec	36 273 000	3 209 000	9,7	-1 925 000	-5,0

*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
	Sep*	31 237 000	-463 000	-1,5	-227 000	-0,7
	Dec	31 260 000	23 000	0,1	-992 000	-3,1

*Revised estimates.

5.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun*	2 460 000	301 000	13,9	196 000	8,7
	Sep*	1 959 000	-501 000	-20,4	-415 000	-17,5
2019	Dec*	5 946 000	3 987 000	203,5	-539 000	-8,3
	Mar*	2 234 000	-3 712 000	-62,4	75 000	3,5
	Jun*	2 097 000	-137 000	-6,1	-363 000	-14,8
	Sep*	1 827 000	-270 000	-12,9	-132 000	-6,7
	Dec	5 013 000	3 186 000	174,4	-933 000	-15,7

*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
	Sep*	2 267 000	3 000	0,1	44 000	2,0
	Dec	2 306 000	39 000	1,7	26 000	1,1

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun*	1 989 000	7 000	0,4	80 000	4,2
	Sep*	2 010 000	21 000	1,1	86 000	4,5
2019	Dec*	2 043 000	33 000	1,6	62 000	3,1
	Mar*	2 060 000	17 000	0,8	78 000	3,9
	Jun*	2 041 000	-19 000	-0,9	52 000	2,6
	Sep*	2 036 000	-5 000	-0,2	26 000	1,3
	Dec	2 065 000	29 000	1,4	22 000	1,1

*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
	Sep*	231 000	8 000	3,6	18 000	8,5
	Dec	241 000	10 000	4,3	4 000	1,7

*Revised estimates.

6.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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
	Sep*	102 653 000	1 095 000	1,1	6 139 000	6,4
	Dec	112 099 000	9 446 000	9,2	4 578 000	4,3

*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
	Sep*	95 137 000	1 200 000	1,3	5 457 000	6,1
	Dec	96 606 000	1 469 000	1,5	4 542 000	4,9

*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
	Sep*	7 516 000	-105 000	-1,4	682 000	10,0
	Dec	15 493 000	7 977 000	106,1	36 000	0,2

*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
	Dec	495 000	-2 000	-0,4	-3 000	-0,6

*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
	Dec	476 000	-2 000	-0,4	-1 000	-0,2

*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
	Sep*	19 000	3 000	18,8	0	0,0
	Dec	19 000	0	0,0	-2 000	-9,5

*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
	Sep*	40 448 000	-1 895 000	-4,5	1 877 000	4,9
	Dec	44 984 000	4 536 000	11,2	3 355 000	8,1

*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
	Sep*	35 985 000	104 000	0,3	2 152 000	6,4
	Dec	36 949 000	964 000	2,7	2 401 000	6,9

*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
	Sep*	4 463 000	-1 999 000	-30,9	-275 000	-5,8
	Dec	8 035 000	3 572 000	80,0	954 000	13,5

*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
	Sep*	2 336 000	-7 000	-0,3	26 000	1,1
	Dec	2 348 000	12 000	0,5	1 000	0,0

*Revised estimates.

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun*	2 062 000	9 000	0,4	91 000	4,6
	Sep*	2 068 000	6 000	0,3	76 000	3,8
2019	Dec*	2 115 000	47 000	2,3	84 000	4,1
	Mar*	2 123 000	8 000	0,4	70 000	3,4
	Jun*	2 122 000	-1 000	0,0	60 000	2,9
	Sep*	2 107 000	-15 000	-0,7	39 000	1,9
	Dec	2 109 000	2 000	0,1	-6 000	-0,3

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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
	Sep*	229 000	8 000	3,6	-13 000	-5,4
	Dec	239 000	10 000	4,4	7 000	3,0

*Revised estimates.

8.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	153 009 000				
	Sep	165 444 000	12 435 000	8,1		
	Dec	176 133 000	10 689 000	6,5		
2018	Mar	189 734 000	13 601 000	7,7		
	Jun*	173 672 000	-16 062 000	-8,5	20 663 000	13,5
	Sep*	183 294 000	9 622 000	5,5	17 850 000	10,8
2019	Dec*	193 394 000	10 100 000	5,5	17 261 000	9,8
	Mar*	189 128 000	-4 266 000	-2,2	-606 000	-0,3
	Jun*	183 587 000	-5 541 000	-2,9	9 915 000	5,7
	Sep*	191 207 000	7 620 000	4,2	7 913 000	4,3
	Dec	203 587 000	12 380 000	6,5	10 193 000	5,3

*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
	Sep*	168 259 000	1 565 000	0,9	8 495 000	5,3
	Dec	171 172 000	2 913 000	1,7	5 336 000	3,2

*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
	Sep*	22 948 000	6 055 000	35,8	-582 000	-2,5
	Dec	32 415 000	9 467 000	41,3	4 857 000	17,6

*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
	Sep*	2 768 000	-6 000	-0,2	71 000	2,6
	Dec	2 771 000	3 000	0,1	60 000	2,2

*Revised estimates.

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun*	2 317 000	13 000	0,6	47 000	2,1
	Sep*	2 326 000	9 000	0,4	45 000	2,0
2019	Dec*	2 337 000	11 000	0,5	42 000	1,8
	Mar*	2 344 000	7 000	0,3	40 000	1,7
	Jun*	2 353 000	9 000	0,4	36 000	1,6
	Sep*	2 362 000	9 000	0,4	36 000	1,5
	Dec	2 365 000	3 000	0,1	28 000	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
	Sep*	406 000	-15 000	-3,6	35 000	9,4
	Dec	406 000	0	0,0	32 000	8,6

*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
	Sep*	239 384 000	3 585 000	1,5	11 430 000	5,0
	Dec	251 433 000	12 049 000	5,0	16 318 000	6,9

*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
	Sep*	222 192 000	3 119 000	1,4	9 590 000	4,5
	Dec	224 413 000	2 221 000	1,0	13 403 000	6,4

*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
	Sep*	17 192 000	466 000	2,8	1 840 000	12,0
	Dec	27 020 000	9 828 000	57,2	2 915 000	12,1

*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	22 500	0,6	4,5

*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	26 403	-2,4	3,5

*Revised estimates.

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

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	19 377	0,0	3,1	18 259	0,0	3,7

*Revised estimates.

10.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	38 715	-	-	35 280	-	-
Aug	38 950	0,6	-	36 527	3,5	-
Nov	40 071	2,9	-	37 684	3,2	-
2018 Feb	38 934	-2,8	-	36 494	-3,2	-
May*	39 862	2,4	3,0	36 938	1,2	4,7
Aug*	41 681	4,6	7,0	39 717	7,5	8,7
Nov*	43 722	4,9	9,1	41 411	4,3	9,9
2019 Feb*	42 380	-3,1	8,9	39 950	-3,5	9,5
May*	42 641	0,6	7,0	39 633	-0,8	7,3
Aug*	42 797	0,4	2,7	40 721	2,7	2,5
Nov	44 952	5,0	2,8	42 526	4,4	2,7

*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	18 315	-0,1	3,0	17 544	0,0	3,2

*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	14 338	0,0	4,6	13 983	0,0	4,8

*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	26 457	5,0	6,7	25 078	4,8	7,1

*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	25 253	1,6	4,9	24 796	1,7	4,9

*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	27 354	-0,3	4,0	26 633	-0,4	3,9

*Revised estimates.

Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry

11.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	18 986	-	-
Aug	19 358	2,0	-
Nov	19 379	0,1	-
2018 Feb	18 991	-2,0	-
May*	19 146	0,8	0,8
Aug*	19 724	3,0	1,9
Nov*	19 653	-0,4	1,4
2019 Feb*	19 284	-1,9	1,5
May*	19 461	0,9	1,6
Aug*	19 783	1,7	0,3
Nov	19 824	0,2	0,9

*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	23 263	-2,8	-0,1

*Revised estimates.

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

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	17 072	-0,4	-0,4	16 087	-0,3	0,1

*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	39 605	4,7	-0,7	37 468	4,1	-0,8

*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	16 137	-0,4	-0,5	15 457	-0,4	-0,4

*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	12 633	-0,4	1,0	12 320	-0,3	1,2

*Revised estimates.

11.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	23 310	4,6	3,0	22 095	4,4	3,4

*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	22 249	1,2	1,3	21 847	1,3	1,3

*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	24 100	-0,7	0,4	23 465	-0,8	0,3

*Revised estimates.

Table H : Estimates of total employees by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	463 441	463 441	463 441	0,0	448 492	448 492	448 492
Manufacturing	0,5	1 201 201	1 212 706	1 224 210	0,5	1 196 820	1 209 340	1 221 859
Electricity, gas and water supply	0,7	60 170	60 969	61 767	0,7	60 388	61 225	62 062
Construction	1,6	572 241	591 224	610 207	1,7	556 138	575 424	594 710
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,7	2 233 874	2 267 164	2 300 454	0,8	2 270 854	2 305 822	2 340 790
Transport, storage and communication	1,0	486 894	496 843	506 793	1,1	485 171	495 487	505 803
Financial intermediation, insurance, real estate and business services	1,4	2 270 280	2 336 380	2 402 479	1,5	2 280 184	2 348 273	2 416 361
Community, social and personal services	0,4	2 746 668	2 768 818	2 790 969	0,4	2 748 343	2 771 182	2 794 021
Total	0,4	10 117 642	10 197 545	10 277 448	0,4	10 132 224	10 215 245	10 298 266

*Revised estimates.

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

Table I : Estimates of full-time employees by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	463 441	463 441	463 441	0,0	448 492	448 492	448 492
Manufacturing	0,5	1 126 687	1 137 946	1 149 205	0,6	1 121 038	1 133 275	1 145 512
Electricity, gas and water supply	0,6	59 076	59 826	60 577	0,7	58 601	59 399	60 197
Construction	1,8	500 933	519 671	538 409	1,9	488 712	507 427	526 141
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 003 745	2 036 095	2 068 445	0,8	2 031 503	2 064 972	2 098 441
Transport, storage and communication	1,0	468 148	477 888	487 628	1,1	465 910	475 991	486 071
Financial intermediation, insurance, real estate and business services	1,6	2 042 063	2 107 469	2 172 875	1,6	2 042 693	2 108 891	2 175 089
Community, social and personal services	0,5	2 341 033	2 362 420	2 383 808	0,5	2 342 928	2 364 757	2 386 586
Total	0,4	9 086 196	9 164 757	9 243 318	0,4	9 082 906	9 163 203	9 243 501

*Revised estimates.

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

Table J : Estimates of part-time employees by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,8	72 060	74 759	77 459	1,9	73 167	76 065	78 963
Electricity, gas and water supply	8,9	942	1 143	1 343	6,1	1 608	1 826	2 045
Construction	5,4	63 963	71 553	79 143	5,8	60 299	67 998	75 696
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,4	220 233	231 069	241 905	2,3	229 872	240 850	251 829
Transport, storage and communication	4,6	17 229	18 955	20 682	4,7	17 681	19 496	21 311
Financial intermediation, insurance, real estate and business services	2,6	217 322	228 911	240 499	3,1	224 612	239 382	254 152
Community, social and personal services	0,7	400 882	406 398	411 914	0,7	400 629	406 425	412 221
Total	0,9	1 014 233	1 032 788	1 051 344	1,0	1 031 030	1 052 041	1 073 053

*Revised estimates.

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

Table K : Estimates of gross earnings by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	37 020 235 301	37 020 235 301	37 020 235 301	0,0	37 906 515 944	37 906 515 944	37 906 515 944
Manufacturing	0,7	71 110 761 604	72 109 264 570	73 107 767 536	0,8	79 027 226 704	80 232 912 372	81 438 598 039
Electricity, gas and water supply	0,5	8 121 601 010	8 195 861 301	8 270 121 592	0,9	9 714 395 395	9 886 002 538	10 057 609 682
Construction	3,1	31 025 272 536	33 064 695 431	35 104 118 328	3,4	33 877 574 955	36 272 937 760	38 668 300 565
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	99 720 436 855	102 652 269 312	105 584 101 769	1,4	109 007 090 650	112 099 715 799	115 192 340 947
Transport, storage and communication	1,3	39 379 890 756	40 447 604 787	41 515 318 819	1,4	43 724 501 115	44 983 684 892	46 242 868 670
Financial intermediation, insurance, real estate and business services	2,4	182 281 139 880	191 206 598 159	200 132 056 439	3,2	190 994 821 667	203 587 340 812	216 179 859 957
Community, social and personal services	1,7	231 389 876 816	239 384 349 988	247 378 823 161	1,8	242 723 087 394	251 432 275 650	260 141 463 905
Total	0,9	711 516 658 358	724 080 878 851	736 645 099 343	1,0	760 516 780 493	776 401 385 767	792 285 991 041

*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 L : Estimates of basic salaries/wages by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	37 020 235 301	37 020 235 301	37 020 235 301	0,0	37 906 515 944	37 906 515 944	37 906 515 944
Manufacturing	0,7	64 789 827 622	65 734 466 596	66 679 105 570	0,8	65 588 744 860	66 588 405 719	67 588 066 578
Electricity, gas and water supply	0,5	7 614 478 439	7 688 417 698	7 762 356 957	0,5	7 762 481 683	7 833 327 830	7 904 173 976
Construction	3,3	29 235 875 206	31 237 408 087	33 238 940 969	3,4	29 197 858 401	31 259 948 618	33 322 038 836
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	92 517 078 098	95 136 732 135	97 756 386 171	1,4	93 996 769 649	96 606 300 811	99 215 831 973
Transport, storage and communication	1,3	35 099 081 689	35 984 507 448	36 869 933 207	1,3	35 976 191 518	36 948 773 765	37 921 356 013
Financial intermediation, insurance, real estate and business services	2,2	161 085 700 199	168 258 892 123	175 432 084 047	2,2	163 876 160 351	171 171 862 061	178 467 563 771
Community, social and personal services	1,8	214 317 434 871	222 192 377 846	230 067 320 821	1,8	216 479 193 986	224 412 581 608	232 345 969 230
Total	0,9	652 025 821 010	663 253 037 234	674 480 253 458	0,9	661 342 603 185	672 727 716 355	684 112 829 525

*Revised estimates.

Table M : Estimates of bonus payments by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	2,6	2 106 873 594	2 218 437 877	2 330 002 159	1,5	9 450 533 236	9 730 423 442	10 010 313 648
Electricity, gas and water supply	1,2	40 497 067	41 442 635	42 388 203	4,8	1 433 554 123	1 582 725 407	1 731 896 692
Construction	11,9	382 476 258	499 427 215	616 378 173	9,7	3 057 025 547	3 770 882 440	4 484 739 333
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10,7	3 957 888 854	5 008 281 787	6 058 674 720	3,4	12 029 395 867	12 891 362 240	13 753 328 612
Transport, storage and communication	9,5	1 992 629 919	2 447 878 513	2 903 127 107	4,4	5 378 943 131	5 890 309 711	6 401 676 290
Financial intermediation, insurance, real estate and business services	8,7	16 463 612 247	19 829 360 895	23 195 109 543	12,4	22 056 466 833	29 103 680 289	36 150 893 746
Community, social and personal services	1,0	10 848 016 190	11 055 116 868	11 262 217 546	4,9	18 843 114 085	20 863 595 270	22 884 076 455
Total	4,4	37 535 128 541	41 099 945 790	44 664 763 038	4,5	76 392 533 531	83 832 978 799	91 273 424 068

*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 N : Estimates of overtime payments by industry within 95% confidence limits

Industry	Quarter ended September* 2019				Quarter ended December 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,0	4 077 702 571	4 156 360 097	4 235 017 623	1,3	3 813 287 911	3 914 083 211	4 014 878 510
Electricity, gas and water supply	0,2	464 351 681	466 000 968	467 650 255	0,2	468 270 477	469 949 301	471 628 126
Construction	4,4	1 214 449 782	1 327 860 129	1 441 270 477	4,2	1 139 902 665	1 242 106 702	1 344 310 740
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	2 402 991 865	2 507 255 390	2 611 518 915	2,6	2 469 698 983	2 602 052 748	2 734 406 513
Transport, storage and communication	1,8	1 945 390 271	2 015 218 826	2 085 047 382	1,9	2 062 828 910	2 144 601 416	2 226 373 922
Financial intermediation, insurance, real estate and business services	1,6	3 019 012 752	3 118 345 141	3 217 677 530	1,6	3 208 373 395	3 311 798 462	3 415 223 529
Community, social and personal services	5,2	5 514 806 893	6 136 855 274	6 758 903 655	5,4	5 506 930 127	6 156 098 772	6 805 267 417
Total	1,7	19 063 523 354	19 727 895 827	20 392 268 299	1,8	19 144 907 368	19 840 690 613	20 536 473 857

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

Industry	August* 2019				November 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	27 063	27 063	27 063	0,0	26 403	26 403	26 403
Manufacturing	0,8	19 067	19 379	19 691	0,9	19 036	19 377	19 718
Electricity, gas and water supply	1,1	41 897	42 797	43 697	1,1	43 993	44 952	45 911
Construction	3,2	17 165	18 325	19 485	3,4	17 093	18 315	19 537
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 926	14 343	14 760	1,5	13 930	14 338	14 746
Transport, storage and communication	1,6	24 426	25 198	25 970	1,5	25 660	26 457	27 254
Financial intermediation, insurance, real estate and business services	2,4	23 688	24 861	26 034	2,5	24 022	25 253	26 484
Community, social and personal services	2,0	26 382	27 444	28 506	2,0	26 263	27 354	28 445
Total	0,9	21 964	22 375	22 786	1,0	22 074	22 500	22 926

*Revised estimates.

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

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

Industry	August* 2019				November 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,8	17 954	18 254	18 554	0,9	17 930	18 259	18 588
Electricity, gas and water supply	1,1	39 846	40 721	41 596	1,1	41 600	42 526	43 452
Construction	3,3	16 409	17 549	18 689	3,5	16 344	17 544	18 744
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 565	13 979	14 393	1,5	13 578	13 983	14 388
Transport, storage and communication	1,6	23 169	23 926	24 683	1,6	24 299	25 078	25 857
Financial intermediation, insurance, real estate and business services	2,4	23 220	24 388	25 556	2,5	23 571	24 796	26 021
Community, social and personal services	2,0	25 693	26 744	27 795	2,1	25 554	26 633	27 712

*Revised estimates.

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

Explanatory notes

Introduction

This publication contains the results of the *Quarterly employment statistics* (QES) survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the organisation; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.

Part 1 deals with the estimation of the number of employees and their earnings.

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993:

- mining and quarrying industry;
- manufacturing industry;
- electricity, gas and water supply industry;
- construction industry;
- wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
- transport, storage and communication industry;
- financial intermediation, insurance, real estate and business services industry; and
- community, social and personal services industry.

Classification

2. The *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1989 *International Standard Industrial Classification of all Economic Activities* (ISIC), with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**

Statistical unit

3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.

Purpose of the survey

4. The *Quarterly employment statistics* survey is a quarterly survey covering a sample of approximately 20 000 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the gross domestic product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimates or statistics.
- Effects of rounding** 9. (a) Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add up to the total.
- (b) Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications** 11. Users may also wish to refer to the following publications which are available from Stats SA:
- *Stats in Brief*
 - *Quarterly Labour Force Survey*

Abbreviations and symbols

BSF	Business Sampling Frame
DMR	Department of Mineral Resources
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
QLFS	Quarterly Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Service
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value added-Tax
n.e.c	Not elsewhere classified
-	Not available

Technical notes**1. Response rate**

The collection rate for the quarter ended **December 2019 was 84,9%**.

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.

Technical enquiries

Telephone number: (012) 310 8600 (user information services)
(012) 336 6427 (survey areas)
(012) 336 6427 (technical enquiries)
(012) 310 8161 (orders)
(012) 310 4883 /4885 / 8018 (library)

Fax number: (012) 310 8648 (technical enquiries)

Email: labourquestions@statssa.gov.za (technical enquiries)
info@statssa.gov.za (user information services)

Postal address: Private Bag X44, Pretoria, 0001

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Enquiries

User information services	Telephone number: (012) 310 8600 Email address: info@statssa.gov.za
Orders/subscription services	Telephone number: (012) 310 8619 Email address: millies@statssa.gov.za
Technical enquiries:	labourquestions@statssa.gov.za
Postal address	Private Bag X44, Pretoria, 0001

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