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STATISTICAL RELEASE

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Quarterly employment statistics (QES)

December 2023

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Statistics South Africa has committed to providing up-to-date and reliable statistics derived from the Quarterly Employment Statistics (QES) survey to ensure accurate information for users and policymakers. The results of the QES, Q4:2023 are derived from the 2023 sample, which was drawn in April 2023. This annual process typically impacts employment and gross earnings levels. To maintain continuity in time series and minimise revisions to historical growth rates, historical employment and gross earnings levels were adjusted, linking them to estimates based on the new 2023 sample.

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Introduction

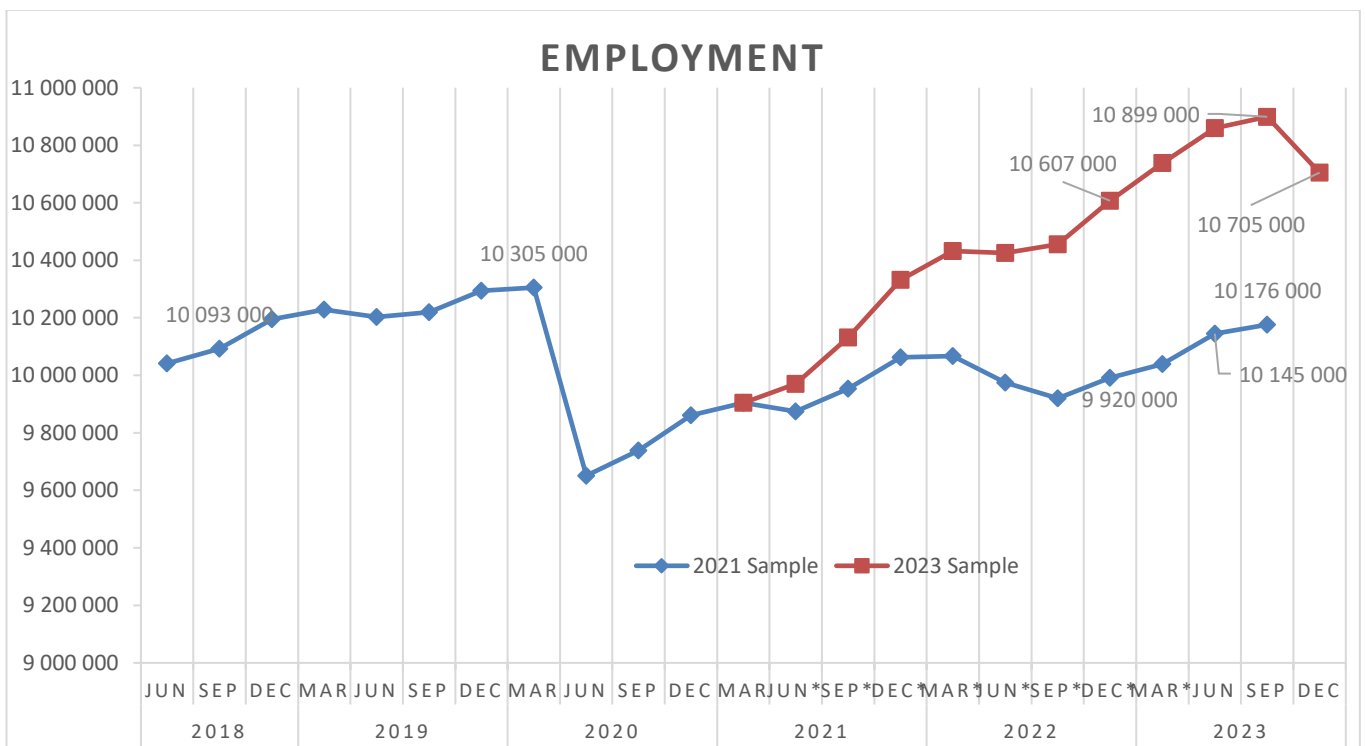
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices and stores, as well as from national, provincial and local government entities. 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. 09-90-02 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 2023

Figure A – Employment in the non-agricultural formal sector, June 2018 – December 2023



*Linked series.

Table A – Employment by industry

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	472	482	481	-1	-0,2	9	1,9
Manufacturing	1 281	1 297	1290	-7	-0,5	9	0,7
Electricity	61	62	63	1	1,6	2	3,3
Construction	608	611	592	-19	-3,1	-16	-2,6
Trade	2 335	2 318	2374	56	2,4	39	1,7
Transport	476	477	479	2	0,4	3	0,6
Business services	2 508	2 492	2480	-12	-0,5	-28	-1,1
Community services	2 866	3 160	2946	-214	-6,8	80	2,8
Total	10 607	10 899	10 705	-194	-1,8	98	0,9

Table A shows that total employment decreased by 194 000 or -1,8% quarter-on-quarter, from 10 899 000 in September 2023 to 10 705 000 in December 2023. This was due to decreases in the following industries: community services (-214 000 or -6,8%), construction (-19 000 or -3,1%), business services (-12 000 or -0,5%), manufacturing (-7 000 or -0,5%), and mining (-1 000 or -0,2%).

However, there were increases in the following industries: trade (56 000 or 2,4%), transport (2 000 or 0,4%) and electricity (1 000 or 1,6%).

Compared to December 2022, total employment increased by 98 000 or 0,9% in December 2023.

Table B – Full-time employees

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	472	482	481	-1	-0,2	9	1,9
Manufacturing	1 195	1 213	1 201	-12	-1,0	6	0,5
Electricity	59	61	62	1	1,6	3	5,1
Construction	522	534	521	-13	-2,4	-1	-0,2
Trade	2 074	2 078	2 109	31	1,5	35	1,7
Transport	457	458	461	3	0,7	4	0,9
Business services	2 314	2 257	2 254	-3	-0,1	-60	-2,6
Community services	2 388	2 415	2 404	-11	-0,5	16	0,7
Total	9 481	9 498	9 493	-5	-0,1	12	0,1

Table B shows that full-time employment decreased by 5 000 or -0,1% quarter-on-quarter, from 9 498 000 in September 2023 to 9 493 000 in December 2023. This was due to decreases in the following industries: construction (-13 000 or -2,4%), manufacturing (-12 000 or -1,0%), community services (-11 000 or -0,5%), business services (-3 000 or -0,1%), and mining (-1 000 or -0,2%).

However, there were increases in the following industries: trade (31 000 or 1,5%), transport (3 000 or 0,7%), and electricity (1 000 or 1,6%).

Compared to December 2022, full-time employment increased by 12 000 or 0,1% in December 2023.

Table C – Part-time employees**

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		%	
Mining**							
Manufacturing	86	84	89	5	6,0	3	3,5
Electricity	2	1	1	0	0,0	-1	-50,0
Construction	86	77	71	-6	-7,8	-15	-17,4
Trade	261	240	265	25	10,4	4	1,5
Transport	19	19	18	-1	-5,3	-1	-5,3
Business services	194	235	226	-9	-3,8	32	16,5
Community services	478	745	542	-203	-27,2	64	13,4
Total	1 126	1 401	1 212	-189	-13,5	86	7,6

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

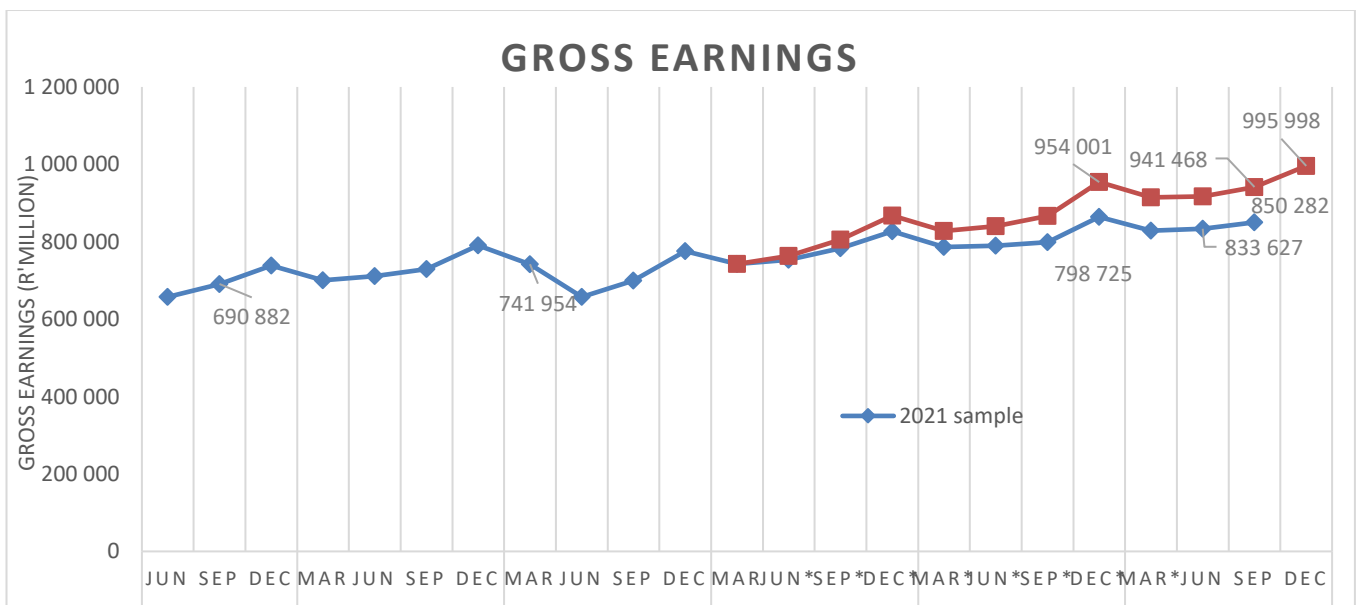
Table C shows that part-time employment decreased by 189 000 or -13,5% quarter-on-quarter, from 1 401 000 in September 2023 to 1 212 000 in December 2023. This was due to decreases in the following industries: community services (-203 000 or -27,2%), business services (-9 000 or -3,8%), construction (-6 000 or -7,8%) transport (-1 000 or -5,3%)

Electricity industry reported no change.

However, there were increases in the following industries: trade (25 000 or 10,4%), and manufacturing (5 000 or 6%).

Compared to December 2022, part-time employment increased by 86 000 or 7,6% in December 2023.

Figure B – Gross earnings of employees in the formal non-agricultural sector, June 2018 – December 2023



*Linked series.

Table D – Gross earnings by industry

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	45 605	48 564	48 780	216	0,4	3 175	7,0
Manufacturing	100 429	92 730	105 331	12 601	13,6	4 902	4,9
Electricity	10 957	9 615	11 350	1 735	18,0	393	3,6
Construction	46 194	42 759	50 080	7 321	17,1	3 886	8,4
Trade	141 778	127 565	142 620	15 055	11,8	842	0,6
Transport	44 679	45 660	50 409	4 749	10,4	5 730	12,8
Business services	267 518	269 378	276 433	7 055	2,6	8 915	3,3
Community services	296 841	305 197	310 995	5 798	1,9	14 154	4,8
Total	954 001	941 468	995 998	54 530	5,8	41 997	4,4

Table D shows that gross earnings paid to employees increased by R54,5 billion or 5,8% from R941,5 billion in September 2023 to R996 billion in December 2023. This was due to increases in all the industries.

Compared to December 2022, gross earnings increased by R42 billion or 4,4% in December 2023.

Table E – Basic salary/wages payments by industry

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	45 605	48 564	48 780	216	0,4	3 175	7,0
Manufacturing	80 637	83 278	85 139	1 861	2,2	4 502	5,6
Electricity	8 455	8 918	9 038	120	1,3	583	6,9
Construction	37 515	40 041	41 758	1 717	4,3	4 243	11,3
Trade	118 551	117 240	120 767	3 527	3,0	2 216	1,9
Transport	37 993	41 037	41 607	570	1,4	3 614	9,5
Business services	217 908	230 215	232 834	2 619	1,1	14 926	6,8
Community services	267 112	280 225	277 475	-2 750	-1,0	10 363	3,9
Total	813 776	849 518	857 398	7 880	0,9	43 622	5,4

Table E shows that basic salary/wages paid to employees increased by R7,9 billion or 0,9% from R849,5 billion in September 2023 to R857,4 billion in December 2023. This was due to increases in the following industries: trade, business services, manufacturing, construction, transport, mining and electricity.

However, the community services industry reported a decrease.

Compared to December 2022, basic salary/wages increased by R44 billion or 5,4% in December 2023.

Table F – Bonus payments by industry**

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	-	-	-	-	-	-	-
Manufacturing	14 298	3 684	14 004	10 320	280,1	-294	-2,1
Electricity	1 999	97	1 710	1 613	1662,9	-289	-14,5
Construction	7 023	1 016	6 519	5 503	541,6	-504	-7,2
Trade	19 628	7 159	18 481	11 322	158,2	-1 147	-5,8
Transport	4 447	2 146	6 269	4 123	192,1	1 822	41,0
Business services	45 712	34 108	37 976	3 868	11,3	-7 736	-16,9
Community services	22 357	17 008	25 288	8 280	48,7	2 931	13,1
Total	115 464	65 218	110 247	45 029	69,0	-5 217	-4,5

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

Table F shows that bonus paid to employees increased by R45 billion or 69% from R65,2 billion in September 2023 to R110,2 billion in December 2023. This was due to increases in the following industries: trade, manufacturing, community services, construction, transport, business services and electricity.

Compared to December 2022, bonus payments decreased by R5,2 billion or -4,5% in December 2023.

Table G – Overtime payments by industry**

Industry	Dec 2022	Sep 2023	Dec 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	-	-	-	-	-	-	-
Manufacturing	5 494	5 768	6 188	420	7,3	694	12,6
Electricity	503	600	602	2	0,3	99	19,7
Construction	1 656	1 702	1 803	101	5,9	147	8,9
Trade	3 599	3 166	3 372	206	6,5	-227	-6,3
Transport	2 239	2 477	2 533	56	2,3	294	13,1
Business services	3 898	5 055	5 623	568	11,2	1 725	44,3
Community services	7 372	7 964	8 232	268	3,4	860	11,7
Total	24 761	26 732	28 353	1 621	6,1	3 592	14,5

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

Table G shows that overtime paid to employees increased by R1,6 billion or 6,1% from R26,7 billion in September 2023 to R28,4 billion in December 2023. This was due to increases in the following industries: business services, manufacturing, community services, trade, construction, transport and electricity.

Compared to December 2022, overtime payments increased by R3,6 billion or 14,5% in December 2023.

Average monthly earnings

Table H – Average monthly earnings paid to employees in the formal non-agricultural sector

Average monthly earnings (including bonuses and overtime payments)	Nov 2022	Aug 2023	Nov 2023	Q/Q Change	Y/Y Change
	Rands			%	
	26 298	26 471	26 894	1,6	2,3

Table H shows that average monthly earnings paid to employees increased by 1,6% from R26 471 in August 2023 to R26 894 in November 2023.

Compared to December 2022, average monthly earnings paid to employees increased by 2,3% in December 2023.

Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment statistics survey (QES)

There are two official sources of employment statistics, the Quarterly employment statistics (QES) which is establishment-based and the Quarterly labour force survey (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 (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 (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 an important distinction 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 who are 15 years and older. The enterprise based survey is not limited by age.
- The household survey has no duplication of individuals because individuals are counted only once, even if they hold more than one job. In the enterprise based survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.
- QLFS includes income tax, value added tax (VAT) and number of employees in determining the formal sector while QES use only VAT with annual turnover greater than 300 000.
- 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 may occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents and errors made in the collection or processing of the data.

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The mining industry reported an annual increase of 9 000 employees or 1,9% in December 2023 compared with December 2022. There was a quarterly decrease of 1 000 employees or -0,2% in December 2023 compared to September 2023. This was mainly due to decreases in gold, iron and diamond mining.

See explanatory note on page 61.

The manufacturing industry reported an annual increase of 9 000 employees or 0,7% in December 2023 compared with December 2022. There was a quarterly decrease of 7 000 employees or -0,5% in December 2023 compared with September 2023. This was mainly due to decreases in employment in transport equipment; coke , refine petroleum products and nuclear , chemical and chemical products, rubber and plastic; electrical machinery and apparatus; and basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery.

The electricity, gas and water supply industry reported an annual increase of 2 000 employees or 3,3% in December 2023 compared with December 2022. There was a quarterly increase of 1 000 employees or 1,6% in December 2023 compared with September 2023. This was mainly due to employment in electricity, gas, steam and water supply sub industry.

The construction industry reported an annual decrease of 16 000 employees or -2,6% in December 2023 compared with December 2022. There was a quarterly decrease of 19 000 employees or -3,1% in December 2023 compared with September 2023. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; building completion; and building installation

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual increase of 39 000 employees or 1,7% in December 2023 compared with December 2022. There was a quarterly increase of 56 000 employees or 2,4% in December 2023 compared with September 2023. This was mainly due to increases in employment in the retail trade, hotels and restaurants.

The transport, storage and communication industry reported an annual increase of 3 000 employees or 0,6% in December 2023 compared with December 2022. There was a quarterly increase of 2 000 employees or 0,4% in December 2023 compared with September 2023. This was mainly due to increases in employment in the supporting and auxiliary transport activities.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 28 000 employees or -1,1% in December 2023 compared with December 2022. There was a quarterly decrease of 12 000 employees or -0,5% in December 2023 compared with September 2023. This was mainly due to decreases in employment in the business activities n.e.c.; real state activities; computer and related activities; and activities auxiliary to financial intermediation.

The community, social and personal services industry reported an annual increase of 80 000 employees or 2,8% in December 2023 compared with December 2022. There was a quarterly decrease of 214 000 employees or -6,8% in December 2023 compared with September 2023. This was mainly due to decreases in employment in the provincial departments; universities and technikons; and national departments.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R3,2 billion or 7% in December 2023 compared with December 2022. There was a quarterly increase of R216 million or 0,4% in December 2023 compared with September 2023. This was mainly due to increases in gross earnings in coal, diamonds and chrome mining.

See explanatory note on page 61.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R4,9 billion or 4,9% in December 2023 compared with December 2022. There was a quarterly increase of R12,6 billion or 13,6% in December 2023 compared with September 2023. This was mainly due to increases in gross earnings paid in basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; coke, refined petroleum products and nuclear fuel; and chemicals and chemical products; rubber and plastic; food, beverages and tobacco.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R393 million or 3,6% in December 2023 compared with December 2022. There was a quarterly increase of R1,7 billion or 18,0% in December 2023 compared with September 2023. This was mainly due to increases in gross earnings in electricity, gas, steam and water supply; and collection, purification and distribution of water.

Gross earnings paid to employees in the construction industry reflected an annual increase of R3,9 billion or 8,4% in December 2023 compared with December 2022. There was a quarterly increase of R7,3 billion or 17,1% in December 2023 compared with September 2023. This was mainly due to increases in gross earnings in building of complete constructions or parts thereof, civil engineering; renting of construction/demolition equipment with operators; site preparation.

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 R842 million or 0,6% in December 2023 compared with December 2022. There was a quarterly increase of R15,1 billion or 11,8% in December 2023 compared with September 2023. This was mainly due to the increases in gross earnings in the wholesale trade, retail trade, hotels and restaurants, and motor trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R5,7 billion or 12,8% in December 2023 compared with December 2022. There was a quarterly increase of R4,8 billion or 10,4% in December 2023 compared with September 2023. This was mainly due to increases in gross earnings in supporting and auxiliary transport activities, land transport and transport via pipelines.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R8,9 billion or 3,3% in December 2023 compared with December 2022. There was a quarterly increase of R7,1 billion or 2,6% in December 2023 compared with September 2023. This was mainly due to the increases in gross earnings in business activities n.e.c.; insurance and pension funding; computer and related activities.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R14,2 billion or 4,8% in December 2023 compared with December 2022. There was a quarterly increase of R5,8 billion or 1,9% in December 2023 compared with September 2023. This was mainly due to the increases in gross earnings in local government, health and social work, national departments and other educational institutions

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2019	Mar	10 228 000	33 000	0,3	-	-
	Jun	10 203 000	-25 000	-0,2	162 000	1,6
	Sep	10 220 000	17 000	0,2	127 000	1,3
	Dec	10 294 000	74 000	0,7	99 000	1,0
2020	Mar	10 305 000	11 000	0,1	77 000	0,8
	Jun	9 651 000	-654 000	-6,3	-552 000	-5,4
	Sep	9 739 000	88 000	0,9	-481 000	-4,7
	Dec	9 861 000	122 000	1,3	-433 000	-4,2
2021	Mar	9 904 000	43 000	0,4	-401 000	-3,9
	Jun*	9 970 000	66 000	0,7	319 000	3,3
	Sep*	10 131 000	161 000	1,6	392 000	4,0
	Dec*	10 332 000	201 000	2,0	471 000	4,8
2022	Mar*	10 432 000	100 000	1,0	528 000	5,3
	Jun*	10 425 000	-7 000	-0,1	455 000	4,6
	Sep*	10 455 000	30 000	0,3	324 000	3,2
	Dec*	10 607 000	152 000	1,5	275 000	2,7
2023	Mar*	10 738 000	131 000	1,2	306 000	2,9
	Jun	10 860 000	122 000	1,1	435 000	4,2
	Sep	10 899 000	39 000	0,4	444 000	4,2
	Dec	10 705 000	-194 000	-1,8	98 000	0,9

*Linked series.

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	
2019	Mar	9 230 000	54 000	0,6	-	-
	Jun	9 179 000	-51 000	-0,6	145 000	1,6
	Sep	9 196 000	17 000	0,2	113 000	1,2
	Dec	9 251 000	55 000	0,6	75 000	0,8
2020	Mar	9 287 000	36 000	0,4	57 000	0,6
	Jun	8 745 000	-542 000	-5,8	-434 000	-4,7
	Sep	8 812 000	67 000	0,8	-384 000	-4,2
	Dec	8 857 000	45 000	0,5	-394 000	-4,3
2021	Mar	8 873 000	16 000	0,2	-414 000	-4,5
	Jun*	8 997 000	124 000	1,4	252 000	2,9
	Sep*	9 066 000	69 000	0,8	254 000	2,9
	Dec*	9 147 000	81 000	0,9	290 000	3,3
2022	Mar*	9 196 000	49 000	0,5	323 000	3,6
	Jun*	9 277 000	81 000	0,9	280 000	3,1
	Sep*	9 387 000	110 000	1,2	321 000	3,5
	Dec*	9 481 000	94 000	1,0	334 000	3,7
2023	Mar*	9 500 000	19 000	0,2	304 000	3,3
	Jun	9 489 000	-11 000	-0,1	212 000	2,3
	Sep	9 498 000	9 000	0,1	111 000	1,2
	Dec	9 493 000	-5 000	-0,1	12 000	0,1

*Linked series.

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	
2019	Mar	998 000	-21 000	-2,1	-	-
	Jun	1 024 000	26 000	2,6	17 000	1,7
	Sep	1 024 000	0	0,0	14 000	1,4
	Dec	1 043 000	19 000	1,9	24 000	2,4
2020	Mar	1 018 000	-25 000	-2,4	20 000	2,0
	Jun	906 000	-112 000	-11,0	-118 000	-11,5
	Sep	927 000	21 000	2,3	-97 000	-9,5
	Dec	1 004 000	77 000	8,3	-39 000	-3,7
2021	Mar	1 031 000	27 000	2,7	13 000	1,3
	Jun*	973 000	-58 000	-5,6	67 000	7,4
	Sep*	1 065 000	92 000	9,5	138 000	14,9
	Dec*	1 185 000	120 000	11,3	181 000	18,0
2022	Mar*	1 236 000	51 000	4,3	205 000	19,9
	Jun*	1 148 000	-88 000	-7,1	175 000	18,0
	Sep*	1 068 000	-80 000	-7,0	3 000	0,3
	Dec*	1 126 000	58 000	5,4	-59 000	-5,0
2023	Mar*	1 238 000	112 000	9,9	2 000	0,2
	Jun	1 371 000	133 000	10,7	223 000	19,4
	Sep	1 401 000	30 000	2,2	333 000	31,2
	Dec	1 212 000	-189 000	-13,5	86 000	7,6

* Linked series.

1.4 Total gross earnings (R thousand)

Year	Quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	700 039 000	-38 487 000	-5,2	-	-
	Jun	711 042 000	11 003 000	1,6	53 591 000	8,2
	Sep	729 087 000	18 045 000	2,5	38 205 000	5,5
	Dec	790 986 000	61 899 000	8,5	52 460 000	7,1
2020	Mar	741 954 000	-49 032 000	-6,2	41 915 000	6,0
	Jun	657 604 000	-84 350 000	-11,4	-53 438 000	-7,5
	Sep	699 863 000	42 259 000	6,4	-29 224 000	-4,0
	Dec	775 613 000	75 750 000	10,8	-15 373 000	-1,9
2021	Mar	742 485 000	-33 128 000	-4,3	531 000	0,1
	Jun*	763 422 000	20 937 000	2,8	105 818 000	16,1
	Sep*	805 831 000	42 409 000	5,6	105 968 000	15,1
	Dec*	867 343 000	61 512 000	7,6	91 730 000	11,8
2022	Mar*	827 907 000	-39 436 000	-4,5	85 422 000	11,5
	Jun*	840 299 000	12 392 000	1,5	76 877 000	10,1
	Sep*	866 288 000	25 989 000	3,1	60 457 000	7,5
	Dec*	954 001 000	87 713 000	10,1	86 658 000	10,0
2023	Mar*	914 464 000	-39 537 000	-4,1	86 557 000	10,5
	Jun	917 068 000	2 604 000	0,3	76 769 000	9,1
	Sep	941 468 000	24 400 000	2,7	75 180 000	8,7
	Dec	995 998 000	54 530 000	5,8	41 997 000	4,4

* Linked series..

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	
2019	Mar	639 467 000	-3 168 000	-0,5	-	-
	Jun	653 653 000	14 186 000	2,2	49 144 000	8,1
	Sep	667 165 000	13 512 000	2,1	35 429 000	5,6
	Dec	681 382 000	14 217 000	2,1	38 747 000	6,0
2020	Mar	678 972 000	-2 410 000	-0,4	39 505 000	6,2
	Jun	610 853 000	-68 119 000	-10,0	-42 800 000	-6,5
	Sep	649 086 000	38 233 000	6,3	-18 079 000	-2,7
	Dec	673 254 000	24 168 000	3,7	-8 128 000	-1,2
2021	Mar	672 627 000	-627 000	-0,1	-6 345 000	-0,9
	Jun*	699 398 000	26 771 000	4,0	88 545 000	14,5
	Sep*	730 835 000	31 437 000	4,5	81 749 000	12,6
	Dec*	746 562 000	15 727 000	2,2	73 308 000	10,9
2022	Mar*	741 364 000	-5 198 000	-0,7	68 737 000	10,2
	Jun*	763 491 000	22 127 000	3,0	64 093 000	9,2
	Sep*	783 012 000	19 521 000	2,6	52 177 000	7,1
	Dec*	813 776 000	30 764 000	3,9	67 214 000	9,0
2023	Mar*	808 832 000	-4 944 000	-0,6	67 468 000	9,1
	Jun	832 961 000	24 129 000	3,0	69 470 000	9,1
	Sep	849 518 000	16 557 000	2,0	66 506 000	8,5
	Dec	857 398 000	7 880 000	0,9	43 622 000	5,4

* Linked series.

1.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	42 007 000	-35 062 000	-45,5	-	-
	Jun	36 889 000	-5 118 000	-12,2	966 000	2,7
	Sep	42 115 000	5 226 000	14,2	-503 000	-1,2
	Dec	89 548 000	47 433 000	112,6	12 479 000	16,2
2020	Mar	43 084 000	-46 464 000	-51,9	1 077 000	2,6
	Jun	32 017 000	-11 067 000	-25,7	-4 872 000	-13,2
	Sep	33 971 000	1 954 000	6,1	-8 144 000	-19,3
	Dec	82 890 000	48 919 000	144,0	-6 658 000	-7,4
2021	Mar	50 244 000	-32 646 000	-39,4	7 160 000	16,6
	Jun*	42 490 000	-7 754 000	-15,4	10 473 000	32,7
	Sep*	53 948 000	11 458 000	27,0	19 977 000	58,8
	Dec*	97 839 000	43 891 000	81,4	14 949 000	18,0
2022	Mar*	65 042 000	-32 797 000	-33,5	14 798 000	29,5
	Jun*	52 870 000	-12 172 000	-18,7	10 380 000	24,4
	Sep*	59 466 000	6 596 000	12,5	5 518 000	10,2
	Dec*	115 464 000	55 998 000	94,2	17 625 000	18,0
2023	Mar*	80 996 000	-34 468 000	-29,9	15 954 000	24,5
	Jun	57 248 000	-23 748 000	-29,3	4 378 000	8,3
	Sep	65 218 000	7 970 000	13,9	5 752 000	9,7
	Dec	110 247 000	45 029 000	69,0	-5 217 000	-4,5

* Linked series..

1.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	18 565 000	-257 000	-1,4	-	-
	Jun	20 500 000	1 935 000	10,4	3 481 000	20,5
	Sep	19 807 000	-693 000	-3,4	3 279 000	19,8
	Dec	20 056 000	249 000	1,3	1 234 000	6,6
2020	Mar	19 898 000	-158 000	-0,8	1 333 000	7,2
	Jun	14 734 000	-5 164 000	-26,0	-5 766 000	-28,1
	Sep	16 806 000	2 072 000	14,1	-3 001 000	-15,2
	Dec	19 469 000	2 663 000	15,8	-587 000	-2,9
2021	Mar	19 614 000	145 000	0,7	-284 000	-1,4
	Jun*	21 534 000	1 920 000	9,8	6 800 000	46,2
	Sep*	21 048 000	-486 000	-2,3	4 242 000	25,2
	Dec*	22 942 000	1 894 000	9,0	3 473 000	17,8
2022	Mar*	21 501 000	-1 441 000	-6,3	1 887 000	9,6
	Jun*	23 938 000	2 437 000	11,3	2 404 000	11,2
	Sep*	23 810 000	-128 000	-0,5	2 762 000	13,1
	Dec*	24 761 000	951 000	4,0	1 819 000	7,9
2023	Mar*	24 636 000	-125 000	-0,5	3 135 000	14,6
	Jun	26 859 000	2 223 000	9,0	2 921 000	12,2
	Sep	26 732 000	-127 000	-0,5	2 922 000	12,3
	Dec	28 353 000	1 621 000	6,1	3 592 000	14,5

* Linked series.

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	
2019	Mar	455 000	2 000	0,4	-	-
	Jun	462 000	7 000	1,5	3 000	0,7
	Sep	463 000	1 000	0,2	7 000	1,5
	Dec	452 000	-11 000	-2,4	-1 000	-0,2
2020	Mar	456 000	4 000	0,9	1 000	0,2
	Jun	452 000	-4 000	-0,9	-10 000	-2,2
	Sep	453 000	1 000	0,2	-10 000	-2,2
	Dec	454 000	1 000	0,2	2 000	0,4
2021	Mar	459 000	5 000	1,1	3 000	0,7
	Jun	457 000	-2 000	-0,4	5 000	1,1
	Sep	465 000	8 000	1,8	12 000	2,6
	Dec	458 000	-7 000	-1,5	4 000	0,9
2022	Mar	458 000	0	0,0	-1 000	-0,2
	Jun	478 000	20 000	4,4	21 000	4,6
	Sep	469 000	-9 000	-1,9	4 000	0,9
	Dec	472 000	3 000	0,6	14 000	3,1
2023	Mar	476 000	4 000	0,8	18 000	3,9
	Jun	479 000	3 000	0,6	1 000	0,2
	Sep*	482 000	3 000	0,6	13 000	2,8
	Dec	481 000	-1 000	-0,2	9 000	1,9

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes). At this stage, the Department 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	
2019	Mar	33 570 000	-857 000	-2,5	-	-
	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	37 891 000	871 000	2,4	3 464 000	10,1
2020	Mar	37 903 000	12 000	0,0	4 333 000	12,9
	Jun	33 899 000	-4 004 000	-10,6	-741 000	-2,1
	Sep	38 484 000	4 585 000	13,5	1 464 000	4,0
	Dec	39 355 000	871 000	2,3	1 464 000	3,9
2021	Mar	39 646 000	291 000	0,7	1 743 000	4,6
	Jun	40 076 000	430 000	1,1	6 177 000	18,2
	Sep	43 583 000	3 507 000	8,8	5 099 000	13,2
	Dec	41 659 000	-1 924 000	-4,4	2 304 000	5,9
2022	Mar	41 475 000	-184 000	-0,4	1 829 000	4,6
	Jun	42 537 000	1 062 000	2,6	2 461 000	6,1
	Sep	44 553 000	2 016 000	4,7	970 000	2,2
	Dec	45 605 000	1 052 000	2,4	3 946 000	9,5
2023	Mar	46 089 000	484 000	1,1	4 614 000	11,1
	Jun	46 369 000	280 000	0,6	3 832 000	9,0
	Sep*	48 564 000	2 195 000	4,7	4 011 000	9,0
	Dec	48 780 000	216 000	0,4	3 175 000	7,0

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes). At this stage, the Department 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	
2019	Mar	1 237 000	4 000	0,3	-	-
	Jun	1 165 000	-72 000	-5,8	-47 000	-3,9
	Sep	1 165 000	0	0,0	-58 000	-4,7
	Dec	1 171 000	6 000	0,5	-62 000	-5,0
2020	Mar	1 171 000	0	0,0	-66 000	-5,3
	Jun	1 093 000	-78 000	-6,7	-72 000	-6,2
	Sep	1 101 000	8 000	0,7	-64 000	-5,5
	Dec	1 101 000	0	0,0	-70 000	-6,0
2021	Mar	1 107 000	6 000	0,5	-64 000	-5,5
	Jun*	1 174 000	67 000	6,1	81 000	7,4
	Sep*	1 189 000	15 000	1,3	88 000	8,0
	Dec*	1 218 000	29 000	2,4	117 000	10,6
2022	Mar*	1 237 000	19 000	1,6	130 000	11,7
	Jun*	1 242 000	5 000	0,4	68 000	5,8
	Sep*	1 258 000	16 000	1,3	69 000	5,8
	Dec*	1 281 000	23 000	1,8	63 000	5,2
2023	Mar*	1 298 000	17 000	1,3	61 000	4,9
	Jun	1 288 000	-10 000	-0,8	46 000	3,7
	Sep	1 297 000	9 000	0,7	39 000	3,1
	Dec	1 290 000	-7 000	-0,5	9 000	0,7

* Linked series..

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	
2019	Mar	1 159 000	7 000	0,6	-	-
	Jun	1 093 000	-66 000	-5,7	-41 000	-3,6
	Sep	1 097 000	4 000	0,4	-44 000	-3,9
	Dec	1 104 000	7 000	0,6	-48 000	-4,2
2020	Mar	1 109 000	5 000	0,5	-50 000	-4,3
	Jun	1 036 000	-73 000	-6,6	-57 000	-5,2
	Sep	1 039 000	3 000	0,3	-58 000	-5,3
	Dec	1 037 000	-2 000	-0,2	-67 000	-6,1
2021	Mar	1 045 000	8 000	0,8	-64 000	-5,8
	Jun*	1 105 000	60 000	5,7	69 000	6,7
	Sep*	1 120 000	15 000	1,4	81 000	7,8
	Dec*	1 138 000	18 000	1,6	101 000	9,7
2022	Mar*	1 143 000	5 000	0,4	98 000	9,4
	Jun*	1 160 000	17 000	1,5	55 000	5,0
	Sep*	1 172 000	12 000	1,0	52 000	4,6
	Dec*	1 195 000	23 000	2,0	57 000	5,0
2023	Mar*	1 213 000	18 000	1,5	70 000	6,1
	Jun	1 202 000	-11 000	-0,9	42 000	3,6
	Sep	1 213 000	11 000	0,9	41 000	3,5
	Dec	1 201 000	-12 000	-1,0	6 000	0,5

* Linked series.

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	
2019	Mar	78 000	-3 000	-3,7	-	-
	Jun	72 000	-6 000	-7,7	-6 000	-7,7
	Sep	68 000	-4 000	-5,6	-14 000	-17,1
	Dec	67 000	-1 000	-1,5	-14 000	-17,3
2020	Mar	62 000	-5 000	-7,5	-16 000	-20,5
	Jun	57 000	-5 000	-8,1	-15 000	-20,8
	Sep	62 000	5 000	8,8	-6 000	-8,8
	Dec	64 000	2 000	3,2	-3 000	-4,5
2021	Mar	62 000	-2 000	-3,1	0	0,0
	Jun*	69 000	7 000	11,3	12 000	21,1
	Sep*	69 000	0	0,0	7 000	11,3
	Dec*	80 000	11 000	15,9	16 000	25,0
2022	Mar*	94 000	14 000	17,5	32 000	51,6
	Jun*	82 000	-12 000	-12,8	13 000	18,8
	Sep*	86 000	4 000	4,9	17 000	24,6
	Dec*	86 000	0	0,0	6 000	7,5
2023	Mar*	85 000	-1 000	-1,2	-9 000	-9,6
	Jun	86 000	1 000	1,2	4 000	4,9
	Sep	84 000	-2 000	-2,3	-2 000	-2,3
	Dec	89 000	5 000	6,0	3 000	3,5

* Linked series..

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	
2019	Mar	70 875 000	-7 636 000	-9,7	-	-
	Jun	67 338 000	-3 537 000	-5,0	-432 000	-0,6
	Sep	68 463 000	1 125 000	1,7	-766 000	-1,1
	Dec	76 432 000	7 969 000	11,6	-2 079 000	-2,6
2020	Mar	69 064 000	-7 368 000	-9,6	-1 811 000	-2,6
	Jun	57 282 000	-11 782 000	-17,1	-10 056 000	-14,9
	Sep	63 468 000	6 186 000	10,8	-4 995 000	-7,3
	Dec	73 490 000	10 022 000	15,8	-2 942 000	-3,8
2021	Mar	68 232 000	-5 258 000	-7,2	-832 000	-1,2
	Jun*	75 286 000	7 054 000	10,3	18 004 000	31,4
	Sep*	76 922 000	1 636 000	2,2	13 454 000	21,2
	Dec*	87 426 000	10 504 000	13,7	13 936 000	19,0
2022	Mar*	81 461 000	-5 965 000	-6,8	13 229 000	19,4
	Jun*	82 273 000	812 000	1,0	6 987 000	9,3
	Sep*	85 208 000	2 935 000	3,6	8 286 000	10,8
	Dec*	100 429 000	15 221 000	17,9	13 003 000	14,9
2023	Mar*	90 621 000	-9 808 000	-9,8	9 160 000	11,2
	Jun	91 969 000	1 348 000	1,5	9 696 000	11,8
	Sep	92 730 000	761 000	0,8	7 522 000	8,8
	Dec	105 331 000	12 601 000	13,6	4 902 000	4,9

* Linked series..

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	
2019	Mar	63 734 000	-1 026 000	-1,6	-	-
	Jun	60 679 000	-3 055 000	-4,8	-497 000	-0,8
	Sep	62 299 000	1 620 000	2,7	-743 000	-1,2
	Dec	63 526 000	1 227 000	2,0	-1 234 000	-1,9
2020	Mar	62 356 000	-1 170 000	-1,8	-1 378 000	-2,2
	Jun	52 955 000	-9 401 000	-15,1	-7 724 000	-12,7
	Sep	59 093 000	6 138 000	11,6	-3 206 000	-5,1
	Dec	61 404 000	2 311 000	3,9	-2 122 000	-3,3
2021	Mar	60 267 000	-1 137 000	-1,9	-2 089 000	-3,4
	Jun*	68 199 000	7 932 000	13,2	15 244 000	28,8
	Sep*	69 091 000	892 000	1,3	9 998 000	16,9
	Dec*	70 752 000	1 661 000	2,4	9 348 000	15,2
2022	Mar*	71 454 000	702 000	1,0	11 187 000	18,6
	Jun*	73 742 000	2 288 000	3,2	5 543 000	8,1
	Sep*	76 432 000	2 690 000	3,6	7 341 000	10,6
	Dec*	80 637 000	4 205 000	5,5	9 885 000	14,0
2023	Mar*	79 531 000	-1 106 000	-1,4	8 077 000	11,3
	Jun	81 338 000	1 807 000	2,3	7 596 000	10,3
	Sep	83 278 000	1 940 000	2,4	6 846 000	9,0
	Dec	85 139 000	1 861 000	2,2	4 502 000	5,6

* Linked series.

3.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	3 289 000	-6 509 000	-66,4	-	-
	Jun	2 671 000	-618 000	-18,8	-174 000	-6,1
	Sep	2 144 000	-527 000	-19,7	-216 000	-9,2
	Dec	9 161 000	7 017 000	327,3	-637 000	-6,5
2020	Mar	2 895 000	-6 266 000	-68,4	-394 000	-12,0
	Jun	2 116 000	-779 000	-26,9	-555 000	-20,8
	Sep	1 459 000	-657 000	-31,0	-685 000	-31,9
	Dec	8 008 000	6 549 000	448,9	-1 153 000	-12,6
2021	Mar	3 977 000	-4 031 000	-50,3	1 082 000	37,4
	Jun*	2 680 000	-1 297 000	-32,6	564 000	26,7
	Sep*	3 467 000	787 000	29,4	2 008 000	137,6
	Dec*	11 717 000	8 250 000	238,0	3 709 000	46,3
2022	Mar*	5 583 000	-6 134 000	-52,4	1 606 000	40,4
	Jun*	3 695 000	-1 888 000	-33,8	1 015 000	37,9
	Sep*	3 512 000	-183 000	-5,0	45 000	1,3
	Dec*	14 298 000	10 786 000	307,1	2 581 000	22,0
2023	Mar*	6 130 000	-8 168 000	-57,1	547 000	9,8
	Jun	4 769 000	-1 361 000	-22,2	1 074 000	29,1
	Sep	3 684 000	-1 085 000	-22,8	172 000	4,9
	Dec	14 004 000	10 320 000	280,1	-294 000	-2,1

* Linked series.

3.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	3 852 000	-101 000	-2,6	-	-
	Jun	3 988 000	136 000	3,5	239 000	6,4
	Sep	4 020 000	32 000	0,8	193 000	5,0
	Dec	3 745 000	-275 000	-6,8	-208 000	-5,3
2020	Mar	3 813 000	68 000	1,8	-39 000	-1,0
	Jun	2 211 000	-1 602 000	-42,0	-1 777 000	-44,6
	Sep	2 916 000	705 000	31,9	-1 104 000	-27,5
	Dec	4 078 000	1 162 000	39,8	333 000	8,9
2021	Mar	3 988 000	-90 000	-2,2	175 000	4,6
	Jun*	4 407 000	419 000	10,5	2 196 000	99,3
	Sep*	4 364 000	-43 000	-1,0	1 448 000	49,7
	Dec*	4 957 000	593 000	13,6	879 000	21,6
2022	Mar*	4 424 000	-533 000	-10,8	436 000	10,9
	Jun*	4 836 000	412 000	9,3	429 000	9,7
	Sep*	5 264 000	428 000	8,9	900 000	20,6
	Dec*	5 494 000	230 000	4,4	537 000	10,8
2023	Mar*	4 960 000	-534 000	-9,7	536 000	12,1
	Jun	5 862 000	902 000	18,2	1 026 000	21,2
	Sep	5 768 000	-94 000	-1,6	504 000	9,6
	Dec	6 188 000	420 000	7,3	694 000	12,6

*Linked series.

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	
2019	Mar	61 000	-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	60 000	-1 000	-1,6	-2 000	-3,2
2020	Mar	60 000	0	0,0	-1 000	-1,6
	Jun	59 000	-1 000	-1,7	-2 000	-3,3
	Sep	59 000	0	0,0	-2 000	-3,3
	Dec	59 000	0	0,0	-1 000	-1,7
2021	Mar	59 000	0	0,0	-1 000	-1,7
	Jun*	60 000	1 000	1,7	1 000	1,7
	Sep*	59 000	-1 000	-1,7	0	0,0
	Dec*	60 000	1 000	1,7	1 000	1,7
2022	Mar*	61 000	1 000	1,7	2 000	3,4
	Jun*	62 000	1 000	1,6	2 000	3,3
	Sep*	61 000	-1 000	-1,6	2 000	3,4
	Dec*	61 000	0	0,0	1 000	1,7
2023	Mar*	62 000	1 000	1,6	1 000	1,6
	Jun	63 000	1 000	1,6	1 000	1,6
	Sep	62 000	-1 000	-1,6	1 000	1,6
	Dec	63 000	1 000	1,6	2 000	3,3

*Linked series

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	
2019	Mar	60 000	-1 000	-1,6	-	-
	Jun	60 000	0	0,0	-1 000	-1,6
	Sep	60 000	0	0,0	-1 000	-1,6
	Dec	59 000	-1 000	-1,7	-2 000	-3,3
2020	Mar	59 000	0	0,0	-1 000	-1,7
	Jun	58 000	-1 000	-1,7	-2 000	-3,3
	Sep	58 000	0	0,0	-2 000	-3,3
	Dec	58 000	0	0,0	-1 000	-1,7
2021	Mar	58 000	0	0,0	-1 000	-1,7
	Jun*	58 000	0	0,0	0	0,0
	Sep*	58 000	0	0,0	0	0,0
	Dec*	59 000	1 000	1,7	1 000	1,7
2022	Mar*	59 000	0	0,0	1 000	1,7
	Jun*	59 000	0	0,0	1 000	1,7
	Sep*	59 000	0	0,0	1 000	1,7
	Dec*	59 000	0	0,0	0	0,0
2023	Mar*	60 000	1 000	1,7	1 000	1,7
	Jun	61 000	1 000	1,7	2 000	3,4
	Sep	61 000	0	0,0	2 000	3,4
	Dec	62 000	1 000	1,6	3 000	5,1

*Linked series

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	
2019	Mar	1 000	0	0,0	-	-
	Jun	1 000	0	0,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2020	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	1 000	0	0,0	0	0,0
2021	Mar	1 000	0	0,0	0	0,0
	Jun*	2 000	1 000	100,0	1 000	100,0
	Sep*	1 000	-1 000	-50,0	0	0,0
	Dec*	1 000	0	0,0	0	0,0
2022	Mar*	2 000	1 000	100,0	1 000	100,0
	Jun*	3 000	1 000	50,0	1 000	50,0
	Sep*	2 000	-1 000	-33,3	1 000	100,0
	Dec*	2 000	0	0,0	1 000	100,0
2023	Mar*	2 000	0	0,0	0	0,0
	Jun	2 000	0	0,0	-1 000	-33,3
	Sep	1 000	-1 000	-50,0	-1 000	-50,0
	Dec	1 000	0	0,0	-1 000	-50,0

*Linked series

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	
2019	Mar	8 115 000	-1 616 000	-16,6	-	-
	Jun	8 073 000	-42 000	-0,5	142 000	1,8
	Sep	8 228 000	155 000	1,9	85 000	1,0
	Dec	9 770 000	1 542 000	18,7	39 000	0,4
2020	Mar	8 240 000	-1 530 000	-15,7	125 000	1,5
	Jun	8 018 000	-222 000	-2,7	-55 000	-0,7
	Sep	8 405 000	387 000	4,8	177 000	2,2
	Dec	9 687 000	1 282 000	15,3	-83 000	-0,8
2021	Mar	8 542 000	-1 145 000	-11,8	302 000	3,7
	Jun*	8 672 000	130 000	1,5	654 000	8,2
	Sep*	8 286 000	-386 000	-4,5	-119 000	-1,4
	Dec*	9 864 000	1 578 000	19,0	177 000	1,8
2022	Mar*	8 706 000	-1 158 000	-11,7	164 000	1,9
	Jun*	8 649 000	-57 000	-0,7	-23 000	-0,3
	Sep*	8 784 000	135 000	1,6	498 000	6,0
	Dec*	10 957 000	2 173 000	24,7	1 093 000	11,1
2023	Mar*	9 675 000	-1 282 000	-11,7	969 000	11,1
	Jun	9 238 000	-437 000	-4,5	589 000	6,8
	Sep	9 615 000	377 000	4,1	831 000	9,5
	Dec	11 350 000	1 735 000	18,0	393 000	3,6

*Linked series.

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	
2019	Mar	7 528 000	-210 000	-2,7	-	-
	Jun	7 426 000	-102 000	-1,4	103 000	1,4
	Sep	7 721 000	295 000	4,0	124 000	1,6
	Dec	7 877 000	156 000	2,0	139 000	1,8
2020	Mar	7 660 000	-217 000	-2,8	132 000	1,8
	Jun	7 492 000	-168 000	-2,2	66 000	0,9
	Sep	7 931 000	439 000	5,9	210 000	2,7
	Dec	7 974 000	43 000	0,5	97 000	1,2
2021	Mar	7 864 000	-110 000	-1,4	204 000	2,7
	Jun*	7 910 000	46 000	0,6	418 000	5,6
	Sep*	7 899 000	-11 000	-0,1	-32 000	-0,4
	Dec*	8 082 000	183 000	2,3	108 000	1,4
2022	Mar*	7 948 000	-134 000	-1,7	84 000	1,1
	Jun*	7 952 000	4 000	0,1	42 000	0,5
	Sep*	8 171 000	219 000	2,8	272 000	3,4
	Dec*	8 455 000	284 000	3,5	373 000	4,6
2023	Mar*	8 479 000	24 000	0,3	531 000	6,7
	Jun	8 442 000	-37 000	-0,4	490 000	6,2
	Sep	8 918 000	476 000	5,6	747 000	9,1
	Dec	9 038 000	120 000	1,3	583 000	6,9

*Linked series.

4.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	92 000	-1 436 000	-94,0	-	-
	Jun	111 000	19 000	20,7	74 000	200,0
	Sep	41 000	-70 000	-63,1	-53 000	-56,4
	Dec	1 422 000	1 381 000	3368,3	-106 000	-6,9
2020	Mar	95 000	-1 327 000	-93,3	3 000	3,3
	Jun	57 000	-38 000	-40,0	-54 000	-48,6
	Sep	44 000	-13 000	-22,8	3 000	7,3
	Dec	1 272 000	1 228 000	2790,9	-150 000	-10,5
2021	Mar	197 000	-1 075 000	-84,5	102 000	107,4
	Jun*	154 000	-43 000	-21,8	97 000	170,2
	Sep*	81 000	-73 000	-47,4	37 000	84,1
	Dec*	1 606 000	1 525 000	1882,7	334 000	26,3
2022	Mar*	243 000	-1 363 000	-84,9	46 000	23,4
	Jun*	124 000	-119 000	-49,0	-30 000	-19,5
	Sep*	109 000	-15 000	-12,1	28 000	34,6
	Dec*	1 999 000	1 890 000	1733,9	393 000	24,5
2023	Mar*	557 000	-1 442 000	-72,1	314 000	129,2
	Jun	126 000	-431 000	-77,4	2 000	1,6
	Sep	97 000	-29 000	-23,0	-12 000	-11,0
	Dec	1 710 000	1 613 000	1662,9	-289 000	-14,5

*Linked series

4.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	495 000	30 000	6,5	-	-
	Jun	536 000	41 000	8,3	-35 000	-6,1
	Sep	466 000	-70 000	-13,1	14 000	3,1
	Dec	471 000	5 000	1,1	6 000	1,3
2020	Mar	485 000	14 000	3,0	-10 000	-2,0
	Jun	469 000	-16 000	-3,3	-67 000	-12,5
	Sep	430 000	-39 000	-8,3	-36 000	-7,7
	Dec	441 000	11 000	2,6	-30 000	-6,4
2021	Mar	481 000	40 000	9,1	-4 000	-0,8
	Jun*	608 000	127 000	26,4	139 000	29,6
	Sep*	306 000	-302 000	-49,7	-124 000	-28,8
	Dec*	176 000	-130 000	-42,5	-265 000	-60,1
2022	Mar*	515 000	339 000	192,6	34 000	7,1
	Jun*	573 000	58 000	11,3	-35 000	-5,8
	Sep*	504 000	-69 000	-12,0	198 000	64,7
	Dec*	503 000	-1 000	-0,2	327 000	185,8
2023	Mar*	639 000	136 000	27,0	124 000	24,1
	Jun	670 000	31 000	4,9	97 000	16,9
	Sep	600 000	-70 000	-10,4	96 000	19,0
	Dec	602 000	2 000	0,3	99 000	19,7

*Linked series

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	
2019	Mar	611 000	0	0,0	-	-
	Jun	611 000	0	0,0	-26 000	-4,1
	Sep	616 000	5 000	0,8	-15 000	-2,4
	Dec	615 000	-1 000	-0,2	4 000	0,7
2020	Mar	607 000	-8 000	-1,3	-4 000	-0,7
	Jun	539 000	-68 000	-11,2	-72 000	-11,8
	Sep	572 000	33 000	6,1	-44 000	-7,1
	Dec	557 000	-15 000	-2,6	-58 000	-9,4
2021	Mar	563 000	6 000	1,1	-44 000	-7,2
	Jun*	571 000	8 000	1,4	32 000	5,9
	Sep*	594 000	23 000	4,0	22 000	3,8
	Dec*	592 000	-2 000	-0,3	35 000	6,3
2022	Mar*	596 000	4 000	0,7	33 000	5,9
	Jun*	596 000	0	0,0	25 000	4,4
	Sep*	610 000	14 000	2,3	16 000	2,7
	Dec*	608 000	-2 000	-0,3	16 000	2,7
2023	Mar*	619 000	11 000	1,8	23 000	3,9
	Jun	611 000	-8 000	-1,3	15 000	2,5
	Sep	611 000	0	0,0	1 000	0,2
	Dec	592 000	-19 000	-3,1	-16 000	-2,6

*Linked series

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	
2019	Mar	547 000	9 000	1,7	-	-
	Jun	542 000	-5 000	-0,9	-4 000	-0,7
	Sep	544 000	2 000	0,4	-5 000	-0,9
	Dec	545 000	1 000	0,2	7 000	1,3
2020	Mar	543 000	-2 000	-0,4	-4 000	-0,7
	Jun	477 000	-66 000	-12,2	-65 000	-12,0
	Sep	504 000	27 000	5,7	-40 000	-7,4
	Dec	492 000	-12 000	-2,4	-53 000	-9,7
2021	Mar	501 000	9 000	1,8	-42 000	-7,7
	Jun*	506 000	5 000	1,0	29 000	6,1
	Sep*	525 000	19 000	3,8	21 000	4,2
	Dec*	517 000	-8 000	-1,5	25 000	5,1
2022	Mar*	529 000	12 000	2,3	28 000	5,6
	Jun*	526 000	-3 000	-0,6	20 000	4,0
	Sep*	534 000	8 000	1,5	9 000	1,7
	Dec*	522 000	-12 000	-2,2	5 000	1,0
2023	Mar*	539 000	17 000	3,3	10 000	1,9
	Jun	533 000	-6 000	-1,1	7 000	1,3
	Sep	534 000	1 000	0,2	0	0,0
	Dec	521 000	-13 000	-2,4	-1 000	-0,2

*Linked series

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	
2019	Mar	64 000	-9 000	-12,3	-	-
	Jun	69 000	5 000	7,8	-22 000	-24,2
	Sep	72 000	3 000	4,3	-10 000	-12,2
	Dec	70 000	-2 000	-2,8	-3 000	-4,1
2020	Mar	64 000	-6 000	-8,6	0	0,0
	Jun	62 000	-2 000	-3,1	-7 000	-10,1
	Sep	68 000	6 000	9,7	-4 000	-5,6
	Dec	65 000	-3 000	-4,4	-5 000	-7,1
2021	Mar	62 000	-3 000	-4,6	-2 000	-3,1
	Jun*	65 000	3 000	4,8	3 000	4,8
	Sep*	69 000	4 000	6,2	1 000	1,5
	Dec*	75 000	6 000	8,7	10 000	15,4
2022	Mar*	67 000	-8 000	-10,7	5 000	8,1
	Jun*	70 000	3 000	4,5	5 000	7,7
	Sep*	76 000	6 000	8,6	7 000	10,1
	Dec*	86 000	10 000	13,2	11 000	14,7
2023	Mar*	80 000	-6 000	-7,0	13 000	19,4
	Jun	78 000	-2 000	-2,5	8 000	11,4
	Sep	77 000	-1 000	-1,3	1 000	1,3
	Dec	71 000	-6 000	-7,8	-15 000	-17,4

*Linked series.

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	
2019	Mar	33 419 000	-4 778 000	-12,5	-	-
	Jun	34 393 000	974 000	2,9	859 000	2,6
	Sep	34 260 000	-133 000	-0,4	838 000	2,5
	Dec	38 443 000	4 183 000	12,2	246 000	0,6
2020	Mar	34 320 000	-4 123 000	-10,7	901 000	2,7
	Jun	24 053 000	-10 267 000	-29,9	-10 340 000	-30,1
	Sep	29 808 000	5 755 000	23,9	-4 452 000	-13,0
	Dec	33 399 000	3 591 000	12,0	-5 044 000	-13,1
2021	Mar	31 192 000	-2 207 000	-6,6	-3 128 000	-9,1
	Jun*	33 382 000	2 190 000	7,0	9 329 000	38,8
	Sep*	36 799 000	3 417 000	10,2	6 991 000	23,5
	Dec*	39 644 000	2 845 000	7,7	6 245 000	18,7
2022	Mar*	36 801 000	-2 843 000	-7,2	5 609 000	18,0
	Jun*	40 262 000	3 461 000	9,4	6 880 000	20,6
	Sep*	40 192 000	-70 000	-0,2	3 393 000	9,2
	Dec*	46 194 000	6 002 000	14,9	6 550 000	16,5
2023	Mar*	40 525 000	-5 669 000	-12,3	3 724 000	10,1
	Jun	43 138 000	2 613 000	6,4	2 876 000	7,1
	Sep	42 759 000	-379 000	-0,9	2 567 000	6,4
	Dec	50 080 000	7 321 000	17,1	3 886 000	8,4

*Linked series

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	
2019	Mar	31 185 000	-1 067 000	-3,3	-	-
	Jun	32 272 000	1 087 000	3,5	1 198 000	3,9
	Sep	32 368 000	96 000	0,3	904 000	2,9
	Dec	33 304 000	936 000	2,9	1 052 000	3,3
2020	Mar	32 400 000	-904 000	-2,7	1 215 000	3,9
	Jun	22 903 000	-9 497 000	-29,3	-9 369 000	-29,0
	Sep	28 252 000	5 349 000	23,4	-4 116 000	-12,7
	Dec	29 834 000	1 582 000	5,6	-3 470 000	-10,4
2021	Mar	29 207 000	-627 000	-2,1	-3 193 000	-9,9
	Jun*	31 286 000	2 079 000	7,1	8 383 000	36,6
	Sep*	34 909 000	3 623 000	11,6	6 657 000	23,6
	Dec*	33 976 000	-933 000	-2,7	4 142 000	13,9
2022	Mar*	33 963 000	-13 000	0,0	4 756 000	16,3
	Jun*	37 196 000	3 233 000	9,5	5 910 000	18,9
	Sep*	37 700 000	504 000	1,4	2 791 000	8,0
	Dec*	37 515 000	-185 000	-0,5	3 539 000	10,4
2023	Mar*	37 144 000	-371 000	-1,0	3 181 000	9,4
	Jun	39 452 000	2 308 000	6,2	2 256 000	6,1
	Sep	40 041 000	589 000	1,5	2 341 000	6,2
	Dec	41 758 000	1 717 000	4,3	4 243 000	11,3

*Linked series

5.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	1 025 000	-3 565 000	-77,7	-	-
	Jun	796 000	-229 000	-22,3	-202 000	-20,2
	Sep	505 000	-291 000	-36,6	-82 000	-14,0
	Dec	3 813 000	3 308 000	655,0	-777 000	-16,9
2020	Mar	767 000	-3 046 000	-79,9	-258 000	-25,2
	Jun	444 000	-323 000	-42,1	-352 000	-44,2
	Sep	468 000	24 000	5,4	-37 000	-7,3
	Dec	2 411 000	1 943 000	415,2	-1 402 000	-36,8
2021	Mar	844 000	-1 567 000	-65,0	77 000	10,0
	Jun*	793 000	-51 000	-6,0	349 000	78,6
	Sep*	592 000	-201 000	-25,3	124 000	26,5
	Dec*	4 207 000	3 615 000	610,6	1 796 000	74,5
2022	Mar*	1 554 000	-2 653 000	-63,1	710 000	84,1
	Jun*	1 168 000	-386 000	-24,8	375 000	47,3
	Sep*	818 000	-350 000	-30,0	226 000	38,2
	Dec*	7 023 000	6 205 000	758,6	2 816 000	66,9
2023	Mar*	1 852 000	-5 171 000	-73,6	298 000	19,2
	Jun	1 956 000	104 000	5,6	788 000	67,5
	Sep	1 016 000	-940 000	-48,1	198 000	24,2
	Dec	6 519 000	5 503 000	541,6	-504 000	-7,2

*Linked series

5.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	1 209 000	-146 000	-10,8	-	-
	Jun	1 325 000	116 000	9,6	-137 000	-9,4
	Sep	1 387 000	62 000	4,7	16 000	1,2
	Dec	1 326 000	-61 000	-4,4	-29 000	-2,1
2020	Mar	1 153 000	-173 000	-13,0	-56 000	-4,6
	Jun	706 000	-447 000	-38,8	-619 000	-46,7
	Sep	1 088 000	382 000	54,1	-299 000	-21,6
	Dec	1 154 000	66 000	6,1	-172 000	-13,0
2021	Mar	1 141 000	-13 000	-1,1	-12 000	-1,0
	Jun*	1 303 000	162 000	14,2	597 000	84,6
	Sep*	1 298 000	-5 000	-0,4	210 000	19,3
	Dec*	1 461 000	163 000	12,6	307 000	26,6
2022	Mar*	1 284 000	-177 000	-12,1	143 000	12,5
	Jun*	1 898 000	614 000	47,8	595 000	45,7
	Sep*	1 674 000	-224 000	-11,8	376 000	29,0
	Dec*	1 656 000	-18 000	-1,1	195 000	13,3
2023	Mar*	1 529 000	-127 000	-7,7	245 000	19,1
	Jun	1 730 000	201 000	13,1	-168 000	-8,9
	Sep	1 702 000	-28 000	-1,6	28 000	1,7
	Dec	1 803 000	101 000	5,9	147 000	8,9

*Linked series.

Table 6 - Wholesale and retail trade; repair of motor vehicles, motorcycles 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	
2019	Mar	2 279 000	-1 000	0,0	-	-
	Jun	2 263 000	-16 000	-0,7	64 000	2,9
	Sep	2 263 000	0	0,0	40 000	1,8
	Dec	2 301 000	38 000	1,7	21 000	0,9
2020	Mar	2 268 000	-33 000	-1,4	-11 000	-0,5
	Jun	2 066 000	-202 000	-8,9	-197 000	-8,7
	Sep	2 090 000	24 000	1,2	-173 000	-7,6
	Dec	2 141 000	51 000	2,4	-160 000	-7,0
2021	Mar	2 103 000	-38 000	-1,8	-165 000	-7,3
	Jun*	2 127 000	24 000	1,1	61 000	3,0
	Sep*	2 129 000	2 000	0,1	39 000	1,9
	Dec*	2 210 000	81 000	3,8	69 000	3,2
2022	Mar*	2 213 000	3 000	0,1	110 000	5,2
	Jun*	2 246 000	33 000	1,5	119 000	5,6
	Sep*	2 269 000	23 000	1,0	140 000	6,6
	Dec*	2 335 000	66 000	2,9	125 000	5,7
2023	Mar*	2 316 000	-19 000	-0,8	103 000	4,7
	Jun	2 313 000	-3 000	-0,1	67 000	3,0
	Sep	2 318 000	5 000	0,2	49 000	2,2
	Dec	2 374 000	56 000	2,4	39 000	1,7

*Linked series.

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	
2019	Mar	2 060 000	17 000	0,8	-	-
	Jun	2 039 000	-21 000	-1,0	50 000	2,5
	Sep	2 031 000	-8 000	-0,4	21 000	1,0
	Dec	2 060 000	29 000	1,4	17 000	0,8
2020	Mar	2 046 000	-14 000	-0,7	-14 000	-0,7
	Jun	1 873 000	-173 000	-8,5	-166 000	-8,1
	Sep	1 897 000	24 000	1,3	-134 000	-6,6
	Dec	1 924 000	27 000	1,4	-136 000	-6,6
2021	Mar	1 902 000	-22 000	-1,1	-144 000	-7,0
	Jun*	1 920 000	18 000	0,9	47 000	2,5
	Sep*	1 924 000	4 000	0,2	27 000	1,4
	Dec*	1 973 000	49 000	2,5	49 000	2,5
2022	Mar*	1 986 000	13 000	0,7	84 000	4,4
	Jun*	2 023 000	37 000	1,9	103 000	5,4
	Sep*	2 042 000	19 000	0,9	118 000	6,1
	Dec*	2 074 000	32 000	1,6	101 000	5,1
2023	Mar*	2 076 000	2 000	0,1	90 000	4,5
	Jun	2 076 000	0	0,0	53 000	2,6
	Sep	2 078 000	2 000	0,1	36 000	1,8
	Dec	2 109 000	31 000	1,5	35 000	1,7

*Linked series.

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	
2019	Mar	219 000	-18 000	-7,6	-	-
	Jun	224 000	5 000	2,3	14 000	6,7
	Sep	232 000	8 000	3,6	19 000	8,9
	Dec	241 000	9 000	3,9	4 000	1,7
2020	Mar	222 000	-19 000	-7,9	3 000	1,4
	Jun	193 000	-29 000	-13,1	-31 000	-13,8
	Sep	193 000	0	0,0	-39 000	-16,8
	Dec	217 000	24 000	12,4	-24 000	-10,0
2021	Mar	201 000	-16 000	-7,4	-21 000	-9,5
	Jun*	207 000	6 000	3,0	14 000	7,3
	Sep*	205 000	-2 000	-1,0	12 000	6,2
	Dec*	237 000	32 000	15,6	20 000	9,2
2022	Mar*	227 000	-10 000	-4,2	26 000	12,9
	Jun*	223 000	-4 000	-1,8	16 000	7,7
	Sep*	227 000	4 000	1,8	22 000	10,7
	Dec*	261 000	34 000	15,0	24 000	10,1
2023	Mar*	240 000	-21 000	-8,0	13 000	5,7
	Jun	237 000	-3 000	-1,3	14 000	6,3
	Sep	240 000	3 000	1,3	13 000	5,7
	Dec	265 000	25 000	10,4	4 000	1,5

*Linked series

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	
2019	Mar	99 934 000	-7 587 000	-7,1	-	-
	Jun	102 090 000	2 156 000	2,2	7 250 000	7,6
	Sep	103 750 000	1 660 000	1,6	7 236 000	7,5
	Dec	113 814 000	10 064 000	9,7	6 293 000	5,9
2020	Mar	105 915 000	-7 899 000	-6,9	5 981 000	6,0
	Jun	86 049 000	-19 866 000	-18,8	-16 041 000	-15,7
	Sep	95 128 000	9 079 000	10,6	-8 622 000	-8,3
	Dec	108 352 000	13 224 000	13,9	-5 462 000	-4,8
2021	Mar	103 859 000	-4 493 000	-4,1	-2 056 000	-1,9
	Jun*	107 174 000	3 315 000	3,2	21 125 000	24,5
	Sep*	108 452 000	1 278 000	1,2	13 324 000	14,0
	Dec*	122 843 000	14 391 000	13,3	14 491 000	13,4
2022	Mar*	119 151 000	-3 692 000	-3,0	15 292 000	14,7
	Jun*	122 484 000	3 333 000	2,8	15 310 000	14,3
	Sep*	124 803 000	2 319 000	1,9	16 351 000	15,1
	Dec*	141 778 000	16 975 000	13,6	18 935 000	15,4
2023	Mar*	126 038 000	-15 740 000	-11,1	6 887 000	5,8
	Jun	130 466 000	4 428 000	3,5	7 982 000	6,5
	Sep	127 565 000	-2 901 000	-2,2	2 762 000	2,2
	Dec	142 620 000	15 055 000	11,8	842 000	0,6

*Linked series

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	
2019	Mar	92 236 000	172 000	0,2	-	-
	Jun	94 467 000	2 231 000	2,4	6 592 000	7,5
	Sep	96 212 000	1 745 000	1,8	6 532 000	7,3
	Dec	98 337 000	2 125 000	2,2	6 273 000	6,8
2020	Mar	98 155 000	-182 000	-0,2	5 919 000	6,4
	Jun	80 381 000	-17 774 000	-18,1	-14 086 000	-14,9
	Sep	88 728 000	8 347 000	10,4	-7 484 000	-7,8
	Dec	93 579 000	4 851 000	5,5	-4 758 000	-4,8
2021	Mar	94 735 000	1 156 000	1,2	-3 420 000	-3,5
	Jun*	98 140 000	3 405 000	3,6	17 759 000	22,1
	Sep*	98 837 000	697 000	0,7	10 109 000	11,4
	Dec*	104 142 000	5 305 000	5,4	10 563 000	11,3
2022	Mar*	106 431 000	2 289 000	2,2	11 696 000	12,3
	Jun*	109 967 000	3 536 000	3,3	11 827 000	12,1
	Sep*	113 855 000	3 888 000	3,5	15 018 000	15,2
	Dec*	118 551 000	4 696 000	4,1	14 409 000	13,8
2023	Mar*	112 457 000	-6 094 000	-5,1	6 026 000	5,7
	Jun	116 153 000	3 696 000	3,3	6 186 000	5,6
	Sep	117 240 000	1 087 000	0,9	3 385 000	3,0
	Dec	120 767 000	3 527 000	3,0	2 216 000	1,9

*Linked series

6.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	5 274 000	-7 642 000	-59,2	-	-
	Jun	4 858 000	-416 000	-7,9	318 000	7,0
	Sep	5 026 000	168 000	3,5	510 000	11,3
	Dec	12 867 000	7 841 000	156,0	-49 000	-0,4
2020	Mar	5 093 000	-7 774 000	-60,4	-181 000	-3,4
	Jun	3 914 000	-1 179 000	-23,1	-944 000	-19,4
	Sep	4 458 000	544 000	13,9	-568 000	-11,3
	Dec	12 425 000	7 967 000	178,7	-442 000	-3,4
2021	Mar	6 813 000	-5 612 000	-45,2	1 720 000	33,8
	Jun*	6 426 000	-387 000	-5,7	2 512 000	64,2
	Sep*	7 246 000	820 000	12,8	2 788 000	62,5
	Dec*	15 962 000	8 716 000	120,3	3 537 000	28,5
2022	Mar*	9 835 000	-6 127 000	-38,4	3 022 000	44,4
	Jun*	9 439 000	-396 000	-4,0	3 013 000	46,9
	Sep*	8 172 000	-1 267 000	-13,4	926 000	12,8
	Dec*	19 628 000	11 456 000	140,2	3 666 000	23,0
2023	Mar*	10 252 000	-9 376 000	-47,8	417 000	4,2
	Jun	10 780 000	528 000	5,2	1 341 000	14,2
	Sep	7 159 000	-3 621 000	-33,6	-1 013 000	-12,4
	Dec	18 481 000	11 322 000	158,2	-1 147 000	-5,8

*Linked series

6.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	2 424 000	-117 000	-4,6	-	-
	Jun	2 765 000	341 000	14,1	340 000	14,0
	Sep	2 512 000	-253 000	-9,2	194 000	8,4
	Dec	2 610 000	98 000	3,9	69 000	2,7
2020	Mar	2 667 000	57 000	2,2	243 000	10,0
	Jun	1 754 000	-913 000	-34,2	-1 011 000	-36,6
	Sep	1 942 000	188 000	10,7	-570 000	-22,7
	Dec	2 348 000	406 000	20,9	-262 000	-10,0
2021	Mar	2 311 000	-37 000	-1,6	-356 000	-13,3
	Jun*	2 608 000	297 000	12,9	854 000	48,7
	Sep*	2 369 000	-239 000	-9,2	427 000	22,0
	Dec*	2 739 000	370 000	15,6	391 000	16,7
2022	Mar*	2 885 000	146 000	5,3	574 000	24,8
	Jun*	3 078 000	193 000	6,7	470 000	18,0
	Sep*	2 776 000	-302 000	-9,8	407 000	17,2
	Dec*	3 599 000	823 000	29,6	860 000	31,4
2023	Mar*	3 329 000	-270 000	-7,5	444 000	15,4
	Jun	3 533 000	204 000	6,1	455 000	14,8
	Sep	3 166 000	-367 000	-10,4	390 000	14,0
	Dec	3 372 000	206 000	6,5	-227 000	-6,3

*Linked series

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	
2019	Mar	500 000	2 000	0,4	-	-
	Jun	495 000	-5 000	-1,0	12 000	2,5
	Sep	490 000	-5 000	-1,0	-1 000	-0,2
	Dec	488 000	-2 000	-0,4	-10 000	-2,0
2020	Mar	486 000	-2 000	-0,4	-14 000	-2,8
	Jun	443 000	-43 000	-8,8	-52 000	-10,5
	Sep	432 000	-11 000	-2,5	-58 000	-11,8
	Dec	425 000	-7 000	-1,6	-63 000	-12,9
2021	Mar	425 000	0	0,0	-61 000	-12,6
	Jun*	435 000	10 000	2,4	-8 000	-1,8
	Sep*	439 000	4 000	0,9	7 000	1,6
	Dec*	446 000	7 000	1,6	21 000	4,9
2022	Mar*	447 000	1 000	0,2	22 000	5,2
	Jun*	456 000	9 000	2,0	21 000	4,8
	Sep*	468 000	12 000	2,6	29 000	6,6
	Dec*	476 000	8 000	1,7	30 000	6,7
2023	Mar*	481 000	5 000	1,1	34 000	7,6
	Jun	478 000	-3 000	-0,6	22 000	4,8
	Sep	477 000	-1 000	-0,2	9 000	1,9
	Dec	479 000	2 000	0,4	3 000	0,6

*Linked series

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	
2019	Mar	482 000	5 000	1,0	-	-
	Jun	478 000	-4 000	-0,8	12 000	2,6
	Sep	471 000	-7 000	-1,5	-1 000	-0,2
	Dec	468 000	-3 000	-0,6	-9 000	-1,9
2020	Mar	467 000	-1 000	-0,2	-15 000	-3,1
	Jun	428 000	-39 000	-8,4	-50 000	-10,5
	Sep	415 000	-13 000	-3,0	-56 000	-11,9
	Dec	408 000	-7 000	-1,7	-60 000	-12,8
2021	Mar	409 000	1 000	0,2	-58 000	-12,4
	Jun*	417 000	8 000	2,0	-11 000	-2,6
	Sep*	422 000	5 000	1,2	7 000	1,7
	Dec*	431 000	9 000	2,1	23 000	5,6
2022	Mar*	430 000	-1 000	-0,2	21 000	5,1
	Jun*	438 000	8 000	1,9	21 000	5,0
	Sep*	449 000	11 000	2,5	27 000	6,4
	Dec*	457 000	8 000	1,8	26 000	6,0
2023	Mar*	462 000	5 000	1,1	32 000	7,4
	Jun	461 000	-1 000	-0,2	23 000	5,3
	Sep	458 000	-3 000	-0,7	9 000	2,0
	Dec	461 000	3 000	0,7	4 000	0,9

*Linked series

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	
2019	Mar	18 000	-3 000	-14,3	-	-
	Jun	17 000	-1 000	-5,6	0	0,0
	Sep	19 000	2 000	11,8	0	0,0
	Dec	20 000	1 000	5,3	-1 000	-4,8
2020	Mar	19 000	-1 000	-5,0	1 000	5,6
	Jun	15 000	-4 000	-21,1	-2 000	-11,8
	Sep	17 000	2 000	13,3	-2 000	-10,5
	Dec	17 000	0	0,0	-3 000	-15,0
2021	Mar	16 000	-1 000	-5,9	-3 000	-15,8
	Jun*	18 000	2 000	12,5	3 000	20,0
	Sep*	17 000	-1 000	-5,6	0	0,0
	Dec*	15 000	-2 000	-11,8	-2 000	-11,8
2022	Mar*	17 000	2 000	13,3	1 000	6,3
	Jun*	18 000	1 000	5,9	0	0,0
	Sep*	19 000	1 000	5,6	2 000	11,8
	Dec*	19 000	0	0,0	4 000	26,7
2023	Mar*	19 000	0	0,0	2 000	11,8
	Jun	17 000	-2 000	-10,5	-1 000	-5,6
	Sep	19 000	2 000	11,8	0	0,0
	Dec	18 000	-1 000	-5,3	-1 000	-5,3

*Linked series

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	
2019	Mar	38 627 000	-3 002 000	-7,2	-	-
	Jun	41 961 000	3 334 000	8,6	4 090 000	10,8
	Sep	39 650 000	-2 311 000	-5,5	1 079 000	2,8
	Dec	43 703 000	4 053 000	10,2	2 074 000	5,0
2020	Mar	38 241 000	-5 462 000	-12,5	-386 000	-1,0
	Jun	35 272 000	-2 969 000	-7,8	-6 689 000	-15,9
	Sep	33 427 000	-1 845 000	-5,2	-6 223 000	-15,7
	Dec	36 854 000	3 427 000	10,3	-6 849 000	-15,7
2021	Mar	33 546 000	-3 308 000	-9,0	-4 695 000	-12,3
	Jun*	38 661 000	5 115 000	15,2	3 389 000	9,6
	Sep*	36 747 000	-1 914 000	-5,0	3 320 000	9,9
	Dec*	41 657 000	4 910 000	13,4	4 803 000	13,0
2022	Mar*	37 686 000	-3 971 000	-9,5	4 140 000	12,3
	Jun*	41 135 000	3 449 000	9,2	2 474 000	6,4
	Sep*	40 130 000	-1 005 000	-2,4	3 383 000	9,2
	Dec*	44 679 000	4 549 000	11,3	3 022 000	7,3
2023	Mar*	43 258 000	-1 421 000	-3,2	5 572 000	14,8
	Jun	45 578 000	2 320 000	5,4	4 443 000	10,8
	Sep	45 660 000	82 000	0,2	5 530 000	13,8
	Dec	50 409 000	4 749 000	10,4	5 730 000	12,8

*Linked series.

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	
2019	Mar	34 698 000	150 000	0,4	-	-
	Jun	35 531 000	833 000	2,4	2 628 000	8,0
	Sep	35 290 000	-241 000	-0,7	1 457 000	4,3
	Dec	35 995 000	705 000	2,0	1 447 000	4,2
2020	Mar	35 217 000	-778 000	-2,2	519 000	1,5
	Jun	30 120 000	-5 097 000	-14,5	-5 411 000	-15,2
	Sep	30 491 000	371 000	1,2	-4 799 000	-13,6
	Dec	30 936 000	445 000	1,5	-5 059 000	-14,1
2021	Mar	30 637 000	-299 000	-1,0	-4 580 000	-13,0
	Jun*	32 633 000	1 996 000	6,5	2 513 000	8,3
	Sep*	33 401 000	768 000	2,4	2 910 000	9,5
	Dec*	35 077 000	1 676 000	5,0	4 141 000	13,4
2022	Mar*	33 811 000	-1 266 000	-3,6	3 174 000	10,4
	Jun*	35 564 000	1 753 000	5,2	2 931 000	9,0
	Sep*	36 612 000	1 048 000	2,9	3 211 000	9,6
	Dec*	37 993 000	1 381 000	3,8	2 916 000	8,3
2023	Mar*	38 991 000	998 000	2,6	5 180 000	15,3
	Jun	40 018 000	1 027 000	2,6	4 454 000	12,5
	Sep	41 037 000	1 019 000	2,5	4 425 000	12,1
	Dec	41 607 000	570 000	1,4	3 614 000	9,5

*Linked series

7.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	2 058 000	-3 049 000	-59,7	-	-
	Jun	4 288 000	2 230 000	108,4	1 451 000	51,1
	Sep	2 359 000	-1 929 000	-45,0	-473 000	-16,7
	Dec	5 581 000	3 222 000	136,6	474 000	9,3
2020	Mar	1 080 000	-4 501 000	-80,6	-978 000	-47,5
	Jun	3 938 000	2 858 000	264,6	-350 000	-8,2
	Sep	1 207 000	-2 731 000	-69,3	-1 152 000	-48,8
	Dec	4 067 000	2 860 000	237,0	-1 514 000	-27,1
2021	Mar	1 224 000	-2 843 000	-69,9	144 000	13,3
	Jun*	4 041 000	2 817 000	230,1	103 000	2,6
	Sep*	1 374 000	-2 667 000	-66,0	167 000	13,8
	Dec*	4 493 000	3 119 000	227,0	426 000	10,5
2022	Mar*	1 910 000	-2 583 000	-57,5	686 000	56,0
	Jun*	3 408 000	1 498 000	78,4	-633 000	-15,7
	Sep*	1 330 000	-2 078 000	-61,0	-44 000	-3,2
	Dec*	4 447 000	3 117 000	234,4	-46 000	-1,0
2023	Mar*	2 069 000	-2 378 000	-53,5	159 000	8,3
	Jun	3 038 000	969 000	46,8	-370 000	-10,9
	Sep	2 146 000	-892 000	-29,4	816 000	61,4
	Dec	6 269 000	4 123 000	192,1	1 822 000	41,0

*Linked series

7.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	1 871 000	-103 000	-5,2	-	-
	Jun	2 142 000	271 000	14,5	11 000	0,5
	Sep	2 001 000	-141 000	-6,6	95 000	5,0
	Dec	2 127 000	126 000	6,3	153 000	7,8
2020	Mar	1 944 000	-183 000	-8,6	73 000	3,9
	Jun	1 214 000	-730 000	-37,6	-928 000	-43,3
	Sep	1 729 000	515 000	42,4	-272 000	-13,6
	Dec	1 851 000	122 000	7,1	-276 000	-13,0
2021	Mar	1 685 000	-166 000	-9,0	-259 000	-13,3
	Jun*	1 987 000	302 000	17,9	773 000	63,7
	Sep*	1 972 000	-15 000	-0,8	243 000	14,1
	Dec*	2 087 000	115 000	5,8	236 000	12,7
2022	Mar*	1 965 000	-122 000	-5,8	280 000	16,6
	Jun*	2 163 000	198 000	10,1	176 000	8,9
	Sep*	2 188 000	25 000	1,2	216 000	11,0
	Dec*	2 239 000	51 000	2,3	152 000	7,3
2023	Mar*	2 198 000	-41 000	-1,8	233 000	11,9
	Jun	2 522 000	324 000	14,7	359 000	16,6
	Sep	2 477 000	-45 000	-1,8	289 000	13,2
	Dec	2 533 000	56 000	2,3	294 000	13,1

*Linked series.

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	
2019	Mar	2 349 000	2 000	0,1	-	-
	Jun	2 366 000	17 000	0,7	64 000	2,8
	Sep	2 381 000	15 000	0,6	71 000	3,1
	Dec	2 416 000	35 000	1,5	69 000	2,9
2020	Mar	2 442 000	26 000	1,1	93 000	4,0
	Jun	2 285 000	-157 000	-6,4	-81 000	-3,4
	Sep	2 291 000	6 000	0,3	-90 000	-3,8
	Dec	2 318 000	27 000	1,2	-98 000	-4,1
2021	Mar	2 332 000	14 000	0,6	-110 000	-4,5
	Jun*	2 348 000	16 000	0,7	63 000	2,8
	Sep*	2 390 000	42 000	1,8	99 000	4,3
	Dec*	2 417 000	27 000	1,1	99 000	4,3
2022	Mar*	2 414 000	-3 000	-0,1	82 000	3,5
	Jun*	2 429 000	15 000	0,6	81 000	3,4
	Sep*	2 463 000	34 000	1,4	73 000	3,1
	Dec*	2 508 000	45 000	1,8	91 000	3,8
2023	Mar*	2 497 000	-11 000	-0,4	83 000	3,4
	Jun	2 509 000	12 000	0,5	80 000	3,3
	Sep	2 492 000	-17 000	-0,7	29 000	1,2
	Dec	2 480 000	-12 000	-0,5	-28 000	-1,1

*Linked series

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	
2019	Mar	2 123 000	8 000	0,4	-	-
	Jun	2 147 000	24 000	1,1	85 000	4,1
	Sep	2 156 000	9 000	0,4	88 000	4,3
	Dec	2 181 000	25 000	1,2	66 000	3,1
2020	Mar	2 214 000	33 000	1,5	91 000	4,3
	Jun	2 085 000	-129 000	-5,8	-62 000	-2,9
	Sep	2 095 000	10 000	0,5	-61 000	-2,8
	Dec	2 108 000	13 000	0,6	-73 000	-3,3
2021	Mar	2 141 000	33 000	1,6	-73 000	-3,3
	Jun*	2 146 000	5 000	0,2	61 000	2,9
	Sep*	2 181 000	35 000	1,6	86 000	4,1
	Dec*	2 195 000	14 000	0,6	87 000	4,1
2022	Mar*	2 213 000	18 000	0,8	72 000	3,4
	Jun*	2 215 000	2 000	0,1	69 000	3,2
	Sep*	2 275 000	60 000	2,7	94 000	4,3
	Dec*	2 314 000	39 000	1,7	119 000	5,4
2023	Mar*	2 278 000	-36 000	-1,6	65 000	2,9
	Jun	2 279 000	1 000	0,0	64 000	2,9
	Sep	2 257 000	-22 000	-1,0	-18 000	-0,8
	Dec	2 254 000	-3 000	-0,1	-60 000	-2,6

*Linked series

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	
2019	Mar	226 000	-6 000	-2,6	-	-
	Jun	219 000	-7 000	-3,1	-21 000	-8,8
	Sep	225 000	6 000	2,7	-17 000	-7,0
	Dec	235 000	10 000	4,4	3 000	1,3
2020	Mar	228 000	-7 000	-3,0	2 000	0,9
	Jun	200 000	-28 000	-12,3	-19 000	-8,7
	Sep	196 000	-4 000	-2,0	-29 000	-12,9
	Dec	210 000	14 000	7,1	-25 000	-10,6
2021	Mar	191 000	-19 000	-9,0	-37 000	-16,2
	Jun*	202 000	11 000	5,8	2 000	1,0
	Sep*	209 000	7 000	3,5	13 000	6,6
	Dec*	222 000	13 000	6,2	12 000	5,7
2022	Mar*	201 000	-21 000	-9,5	10 000	5,2
	Jun*	214 000	13 000	6,5	12 000	5,9
	Sep*	188 000	-26 000	-12,1	-21 000	-10,0
	Dec*	194 000	6 000	3,2	-28 000	-12,6
2023	Mar*	219 000	25 000	12,9	18 000	9,0
	Jun	230 000	11 000	5,0	16 000	7,5
	Sep	235 000	5 000	2,2	47 000	25,0
	Dec	226 000	-9 000	-3,8	32 000	16,5

*Linked series

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	
2019	Mar	189 128 000	-4 267 000	-2,2	-	-
	Jun	185 836 000	-3 292 000	-1,7	12 163 000	7,0
	Sep	196 497 000	10 661 000	5,7	13 203 000	7,2
	Dec	216 593 000	20 096 000	10,2	23 198 000	12,0
2020	Mar	203 810 000	-12 783 000	-5,9	14 682 000	7,8
	Jun	177 988 000	-25 822 000	-12,7	-7 848 000	-4,2
	Sep	189 584 000	11 596 000	6,5	-6 913 000	-3,5
	Dec	218 661 000	29 077 000	15,3	2 068 000	1,0
2021	Mar	206 323 000	-12 338 000	-5,6	2 513 000	1,2
	Jun*	203 013 000	-3 310 000	-1,6	25 025 000	14,1
	Sep*	221 726 000	18 713 000	9,2	32 142 000	17,0
	Dec*	238 151 000	16 425 000	7,4	19 490 000	8,9
2022	Mar*	234 306 000	-3 845 000	-1,6	27 983 000	13,6
	Jun*	230 001 000	-4 305 000	-1,8	26 988 000	13,3
	Sep*	248 116 000	18 115 000	7,9	26 390 000	11,9
	Dec*	267 518 000	19 402 000	7,8	29 367 000	12,3
2023	Mar*	271 995 000	4 477 000	1,7	37 689 000	16,1
	Jun	255 126 000	-16 869 000	-6,2	25 125 000	10,9
	Sep	269 378 000	14 252 000	5,6	21 262 000	8,6
	Dec	276 433 000	7 055 000	2,6	8 915 000	3,3

*Linked series

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	
2019	Mar	166 346 000	510 000	0,3	-	-
	Jun	168 677 000	2 331 000	1,4	12 369 000	7,9
	Sep	172 277 000	3 600 000	2,1	12 513 000	7,8
	Dec	177 216 000	4 939 000	2,9	11 380 000	6,9
2020	Mar	177 860 000	644 000	0,4	11 514 000	6,9
	Jun	164 068 000	-13 792 000	-7,8	-4 609 000	-2,7
	Sep	170 766 000	6 698 000	4,1	-1 511 000	-0,9
	Dec	178 148 000	7 382 000	4,3	932 000	0,5
2021	Mar	177 403 000	-745 000	-0,4	-457 000	-0,3
	Jun*	182 986 000	5 583 000	3,1	18 918 000	11,5
	Sep*	188 506 000	5 520 000	3,0	17 740 000	10,4
	Dec*	195 405 000	6 899 000	3,7	17 257 000	9,7
2022	Mar*	197 099 000	1 694 000	0,9	19 696 000	11,1
	Jun*	205 579 000	8 480 000	4,3	22 593 000	12,3
	Sep*	211 009 000	5 430 000	2,6	22 503 000	11,9
	Dec*	217 908 000	6 899 000	3,3	22 503 000	11,5
2023	Mar*	221 986 000	4 078 000	1,9	24 887 000	12,6
	Jun	227 302 000	5 316 000	2,4	21 723 000	10,6
	Sep	230 215 000	2 913 000	1,3	19 206 000	9,1
	Dec	232 834 000	2 619 000	1,1	14 926 000	6,8

*Linked series

8.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	20 070 000	-4 591 000	-18,6	-	-
	Jun	13 914 000	-6 156 000	-30,7	-770 000	-5,2
	Sep	20 981 000	7 067 000	50,8	174 000	0,8
	Dec	35 815 000	14 834 000	70,7	11 154 000	45,2
2020	Mar	22 577 000	-13 238 000	-37,0	2 507 000	12,5
	Jun	11 229 000	-11 348 000	-50,3	-2 685 000	-19,3
	Sep	15 880 000	4 651 000	41,4	-5 101 000	-24,3
	Dec	37 044 000	21 164 000	133,3	1 229 000	3,4
2021	Mar	25 743 000	-11 301 000	-30,5	3 166 000	14,0
	Jun*	16 458 000	-9 285 000	-36,1	5 229 000	46,6
	Sep*	29 544 000	13 086 000	79,5	13 664 000	86,0
	Dec*	39 276 000	9 732 000	32,9	2 232 000	6,0
2022	Mar*	33 892 000	-5 384 000	-13,7	8 149 000	31,7
	Jun*	20 540 000	-13 352 000	-39,4	4 082 000	24,8
	Sep*	32 943 000	12 403 000	60,4	3 399 000	11,5
	Dec*	45 712 000	12 769 000	38,8	6 436 000	16,4
2023	Mar*	46 095 000	383 000	0,8	12 203 000	36,0
	Jun	23 330 000	-22 765 000	-49,4	2 790 000	13,6
	Sep	34 108 000	10 778 000	46,2	1 165 000	3,5
	Dec	37 976 000	3 868 000	11,3	-7 736 000	-16,9

*Linked series

8.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	2 712 000	-186 000	-6,4	-	-
	Jun	3 245 000	533 000	19,7	564 000	21,0
	Sep	3 239 000	-6 000	-0,2	516 000	18,9
	Dec	3 562 000	323 000	10,0	664 000	22,9
2020	Mar	3 373 000	-189 000	-5,3	661 000	24,4
	Jun	2 691 000	-682 000	-20,2	-554 000	-17,1
	Sep	2 938 000	247 000	9,2	-301 000	-9,3
	Dec	3 469 000	531 000	18,1	-93 000	-2,6
2021	Mar	3 177 000	-292 000	-8,4	-196 000	-5,8
	Jun*	3 569 000	392 000	12,3	878 000	32,6
	Sep*	3 676 000	107 000	3,0	738 000	25,1
	Dec*	3 470 000	-206 000	-5,6	1 000	0,0
2022	Mar*	3 315 000	-155 000	-4,5	138 000	4,3
	Jun*	3 882 000	567 000	17,1	313 000	8,8
	Sep*	4 164 000	282 000	7,3	488 000	13,3
	Dec*	3 898 000	-266 000	-6,4	428 000	12,3
2023	Mar*	3 914 000	16 000	0,4	599 000	18,1
	Jun	4 494 000	580 000	14,8	612 000	15,8
	Sep	5 055 000	561 000	12,5	891 000	21,4
	Dec	5 623 000	568 000	11,2	1 725 000	44,3

*Linked series

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	
2019	Mar	2 736 000	25 000	0,9	-	-
	Jun	2 780 000	44 000	1,6	93 000	3,5
	Sep	2 781 000	1 000	0,0	84 000	3,1
	Dec	2 791 000	10 000	0,4	80 000	3,0
2020	Mar	2 815 000	24 000	0,9	79 000	2,9
	Jun	2 714 000	-101 000	-3,6	-66 000	-2,4
	Sep	2 741 000	27 000	1,0	-40 000	-1,4
	Dec	2 806 000	65 000	2,4	15 000	0,5
2021	Mar	2 856 000	50 000	1,8	41 000	1,5
	Jun*	2 798 000	-58 000	-2,0	84 000	3,1
	Sep*	2 866 000	68 000	2,4	125 000	4,6
	Dec*	2 931 000	65 000	2,3	125 000	4,5
2022	Mar*	3 006 000	75 000	2,6	150 000	5,3
	Jun*	2 916 000	-90 000	-3,0	118 000	4,2
	Sep*	2 857 000	-59 000	-2,0	-9 000	-0,3
	Dec*	2 866 000	9 000	0,3	-65 000	-2,2
2023	Mar*	2 989 000	123 000	4,3	-17 000	-0,6
	Jun	3 119 000	130 000	4,3	203 000	7,0
	Sep	3 160 000	41 000	1,3	303 000	10,6
	Dec	2 946 000	-214 000	-6,8	80 000	2,8

*Linked series

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	
2019	Mar	2 344 000	7 000	0,3	-	-
	Jun	2 358 000	14 000	0,6	41 000	1,8
	Sep	2 374 000	16 000	0,7	48 000	2,1
	Dec	2 382 000	8 000	0,3	45 000	1,9
2020	Mar	2 393 000	11 000	0,5	49 000	2,1
	Jun	2 336 000	-57 000	-2,4	-22 000	-0,9
	Sep	2 351 000	15 000	0,6	-23 000	-1,0
	Dec	2 376 000	25 000	1,1	-6 000	-0,3
2021	Mar	2 358 000	-18 000	-0,8	-35 000	-1,5
	Jun*	2 388 000	30 000	1,3	52 000	2,2
	Sep*	2 371 000	-17 000	-0,7	20 000	0,9
	Dec*	2 376 000	5 000	0,2	0	0,0
2022	Mar*	2 378 000	2 000	0,1	20 000	0,8
	Jun*	2 378 000	0	0,0	-10 000	-0,4
	Sep*	2 387 000	9 000	0,4	16 000	0,7
	Dec*	2 388 000	1 000	0,0	12 000	0,5
2023	Mar*	2 396 000	8 000	0,3	18 000	0,8
	Jun	2 398 000	2 000	0,1	20 000	0,8
	Sep	2 415 000	17 000	0,7	28 000	1,2
	Dec	2 404 000	-11 000	-0,5	16 000	0,7

*Linked series

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	
2019	Mar	392 000	18 000	4,8	-	-
	Jun	422 000	30 000	7,7	52 000	14,1
	Sep	407 000	-15 000	-3,6	36 000	9,7
	Dec	409 000	2 000	0,5	35 000	9,4
2020	Mar	422 000	13 000	3,2	30 000	7,7
	Jun	378 000	-44 000	-10,4	-44 000	-10,4
	Sep	390 000	12 000	3,2	-17 000	-4,2
	Dec	430 000	40 000	10,3	21 000	5,1
2021	Mar	498 000	68 000	15,8	76 000	18,0
	Jun*	410 000	-88 000	-17,7	32 000	8,5
	Sep*	495 000	85 000	20,7	105 000	26,9
	Dec*	555 000	60 000	12,1	125 000	29,1
2022	Mar*	628 000	73 000	13,2	130 000	26,1
	Jun*	538 000	-90 000	-14,3	128 000	31,2
	Sep*	470 000	-68 000	-12,6	-25 000	-5,1
	Dec*	478 000	8 000	1,7	-77 000	-13,9
2023	Mar*	593 000	115 000	24,1	-35 000	-5,6
	Jun	721 000	128 000	21,6	183 000	34,0
	Sep	745 000	24 000	3,3	275 000	58,5
	Dec	542 000	-203 000	-27,2	64 000	13,4

*Linked series

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	
2019	Mar	226 371 000	-8 744 000	-3,7	-	-
	Jun	236 711 000	10 340 000	4,6	26 781 000	12,8
	Sep	241 219 000	4 508 000	1,9	13 264 000	5,8
	Dec	254 340 000	13 121 000	5,4	19 225 000	8,2
2020	Mar	244 461 000	-9 879 000	-3,9	18 090 000	8,0
	Jun	235 043 000	-9 418 000	-3,9	-1 668 000	-0,7
	Sep	241 559 000	6 516 000	2,8	340 000	0,1
	Dec	255 815 000	14 256 000	5,9	1 475 000	0,6
2021	Mar	251 145 000	-4 670 000	-1,8	6 684 000	2,7
	Jun*	257 158 000	6 013 000	2,4	22 115 000	9,4
	Sep*	273 316 000	16 158 000	6,3	31 757 000	13,1
	Dec*	286 099 000	12 783 000	4,7	30 284 000	11,8
2022	Mar*	268 321 000	-17 778 000	-6,2	17 176 000	6,8
	Jun*	272 958 000	4 637 000	1,7	15 800 000	6,1
	Sep*	274 502 000	1 544 000	0,6	1 186 000	0,4
	Dec*	296 841 000	22 339 000	8,1	10 742 000	3,8
2023	Mar*	286 263 000	-10 578 000	-3,6	17 942 000	6,7
	Jun	295 184 000	8 921 000	3,1	22 226 000	8,1
	Sep	305 197 000	10 013 000	3,4	30 695 000	11,2
	Dec	310 995 000	5 798 000	1,9	14 154 000	4,8

*Linked series

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	
2019	Mar	210 170 000	-840 000	-0,4	-	-
	Jun	219 961 000	9 791 000	4,7	24 013 000	12,3
	Sep	223 978 000	4 017 000	1,8	11 376 000	5,4
	Dec	227 236 000	3 258 000	1,5	16 226 000	7,7
2020	Mar	227 421 000	185 000	0,1	17 251 000	8,2
	Jun	219 035 000	-8 386 000	-3,7	-926 000	-0,4
	Sep	225 341 000	6 306 000	2,9	1 363 000	0,6
	Dec	232 024 000	6 683 000	3,0	4 788 000	2,1
2021	Mar	232 868 000	844 000	0,4	5 447 000	2,4
	Jun*	238 168 000	5 300 000	2,3	19 133 000	8,7
	Sep*	254 609 000	16 441 000	6,9	29 268 000	13,0
	Dec*	257 469 000	2 860 000	1,1	25 445 000	11,0
2022	Mar*	249 183 000	-8 286 000	-3,2	16 315 000	7,0
	Jun*	250 954 000	1 771 000	0,7	12 786 000	5,4
	Sep*	254 680 000	3 726 000	1,5	71 000	0,0
	Dec*	267 112 000	12 432 000	4,9	9 643 000	3,7
2023	Mar*	264 155 000	-2 957 000	-1,1	14 972 000	6,0
	Jun	273 887 000	9 732 000	3,7	22 933 000	9,1
	Sep	280 225 000	6 338 000	2,3	25 545 000	10,0
	Dec	277 475 000	-2 750 000	-1,0	10 363 000	3,9

*Linked series

9.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2019	Mar	10 199 000	-8 270 000	-44,8	-	-
	Jun	10 251 000	52 000	0,5	269 000	2,7
	Sep	11 059 000	808 000	7,9	-363 000	-3,2
	Dec	20 889 000	9 830 000	88,9	2 420 000	13,1
2020	Mar	10 577 000	-10 312 000	-49,4	378 000	3,7
	Jun	10 319 000	-258 000	-2,4	68 000	0,7
	Sep	10 455 000	136 000	1,3	-604 000	-5,5
	Dec	17 663 000	7 208 000	68,9	-3 226 000	-15,4
2021	Mar	11 446 000	-6 217 000	-35,2	869 000	8,2
	Jun*	11 938 000	492 000	4,3	1 619 000	15,7
	Sep*	11 644 000	-294 000	-2,5	1 189 000	11,4
	Dec*	20 578 000	8 934 000	76,7	2 915 000	16,5
2022	Mar*	12 025 000	-8 553 000	-41,6	579 000	5,1
	Jun*	14 496 000	2 471 000	20,5	2 558 000	21,4
	Sep*	12 582 000	-1 914 000	-13,2	938 000	8,1
	Dec*	22 357 000	9 775 000	77,7	1 779 000	8,6
2023	Mar*	14 041 000	-8 316 000	-37,2	2 016 000	16,8
	Jun	13 249 000	-792 000	-5,6	-1 247 000	-8,6
	Sep	17 008 000	3 759 000	28,4	4 426 000	35,2
	Dec	25 288 000	8 280 000	48,7	2 931 000	13,1

*Linked series

9.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	6 002 000	366 000	6,5	-	-
	Jun	6 499 000	497 000	8,3	2 499 000	62,5
	Sep	6 182 000	-317 000	-4,9	2 251 000	57,3
	Dec	6 215 000	33 000	0,5	579 000	10,3
2020	Mar	6 463 000	248 000	4,0	461 000	7,7
	Jun	5 689 000	-774 000	-12,0	-810 000	-12,5
	Sep	5 763 000	74 000	1,3	-419 000	-6,8
	Dec	6 128 000	365 000	6,3	-87 000	-1,4
2021	Mar	6 831 000	703 000	11,5	368 000	5,7
	Jun*	7 052 000	221 000	3,2	1 363 000	24,0
	Sep*	7 063 000	11 000	0,2	1 300 000	22,6
	Dec*	8 052 000	989 000	14,0	1 924 000	31,4
2022	Mar*	7 113 000	-939 000	-11,7	282 000	4,1
	Jun*	7 508 000	395 000	5,6	456 000	6,5
	Sep*	7 240 000	-268 000	-3,6	177 000	2,5
	Dec*	7 372 000	132 000	1,8	-680 000	-8,4
2023	Mar*	8 067 000	695 000	9,4	954 000	13,4
	Jun	8 048 000	-19 000	-0,2	540 000	7,2
	Sep	7 964 000	-84 000	-1,0	724 000	10,0
	Dec	8 232 000	268 000	3,4	860 000	11,7

*Linked series

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
2019 Feb	21 231	-1,4	-
May	21 791	2,6	6,2
Aug	22 365	2,6	4,6
Nov	22 414	0,2	4,1
2020 Feb	22 376	-0,2	5,4
May	21 425	-4,2	-1,7
Aug	22 559	5,3	0,9
Nov	23 084	2,3	3,0
2021 Feb	23 087	0,0	3,2
May*	23 678	2,6	10,5
Aug*	23 986	1,3	6,3
Nov*	23 944	-0,2	3,7
2022 Feb*	23 851	-0,4	3,3
May*	24 868	4,3	5,0
Aug*	25 159	1,2	4,9
Nov*	26 298	4,5	9,8
2023 Feb*	25 602	-2,6	7,3
May	26 202	2,3	5,4
Aug	26 471	1,0	5,2
Nov	26 894	1,6	2,3

*Linked series

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
2019 Feb	24 118	-5,5	-
May	25 042	3,8	7,6
Aug	27 063	8,1	8,2
Nov	26 172	-3,3	2,6
2020 Feb	27 616	5,5	14,5
May	24 333	-11,9	-2,8
Aug	28 669	17,8	5,9
Nov	28 415	-0,9	8,6
2021 Feb	28 972	2,0	4,9
May*	28 666	-1,1	17,8
Aug*	31 822	11,0	11,0
Nov*	30 114	-5,4	6,0
2022 Feb*	29 693	-1,4	2,5
May*	30 226	1,8	5,4
Aug*	32 453	7,4	2,0
Nov*	31 465	-3,0	4,5
2023 Feb*	31 228	-0,8	5,2
May	32 571	4,3	7,8
Aug	33 985	4,3	4,7
Nov	33 674	-0,9	7,0

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes). At this stage, the Department 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
2019 Feb	18 423	-2,0	-	17 365	-1,4	-
May	19 125	3,8	6,9	17 963	3,4	6,7
Aug	19 532	2,1	5,4	18 397	2,4	5,3
Nov	19 420	-0,6	3,3	18 287	-0,6	3,8
2020 Feb	19 433	0,1	5,5	18 312	0,1	5,5
May	17 340	-10,8	-9,3	16 622	-9,2	-7,5
Aug	19 278	11,2	-1,3	18 355	10,4	-0,2
Nov	20 367	5,6	4,9	19 110	4,1	4,5
2021 Feb	20 192	-0,9	3,9	18 964	-0,8	3,6
May*	20 867	3,3	20,3	19 555	3,1	17,6
Aug*	21 181	1,5	9,9	19 874	1,6	8,3
Nov*	21 045	-0,6	3,3	19 579	-1,5	2,5
2022 Feb*	20 991	-0,3	4,0	19 687	0,6	3,8
May*	21 629	3,0	3,7	20 207	2,6	3,3
Aug*	22 066	2,0	4,2	20 598	1,9	3,6
Nov*	22 716	2,9	7,9	21 026	2,1	7,4
2023 Feb*	22 403	-1,4	6,7	20 976	-0,2	6,5
May	22 964	2,5	6,2	21 333	1,7	5,6
Aug	23 199	1,0	5,1	21 605	1,3	4,9
Nov	23 649	1,9	4,1	21 899	1,4	4,2

*Linked series

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
2019 Feb	42 380	-3,1	-	39 950	-3,5	-
May	42 587	0,5	6,8	39 583	-0,9	7,2
Aug	42 689	0,2	2,4	40 619	2,6	2,3
Nov	46 003	7,8	5,2	43 523	7,1	5,1
2020 Feb	44 112	-4,1	4,1	41 611	-4,4	4,2
May	44 658	1,2	4,9	41 746	0,3	5,5
Aug	46 303	3,7	8,5	44 399	6,4	9,3
Nov	48 584	4,9	5,6	46 213	4,1	6,2
2021 Feb	46 665	-3,9	5,8	43 985	-4,8	5,7
May*	47 844	2,5	7,1	44 168	0,4	5,8
Aug*	45 237	-5,4	-2,3	43 813	-0,8	-1,3
Nov*	47 122	4,2	-3,0	46 119	5,3	-0,2
2022 Feb*	46 351	-1,6	-0,7	43 388	-5,9	-1,4
May*	46 705	0,8	-2,4	43 375	0,0	-1,8
Aug*	47 508	1,7	5,0	44 907	3,5	2,5
Nov*	50 611	6,5	7,4	47 745	6,3	3,5
2023 Feb*	48 832	-3,5	5,4	45 450	-4,8	4,8
May	49 862	2,1	6,8	45 759	0,7	5,5
Aug	50 448	1,2	6,2	47 521	3,9	5,8
Nov	51 063	1,2	0,9	48 053	1,1	0,6

*Linked series

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
2019 Feb	17 442	-1,9	-	16 805	-1,2	-
May	18 434	5,7	8,6	17 664	5,1	9,3
Aug	18 302	-0,7	3,9	17 515	-0,8	4,1
Nov	18 313	0,1	3,0	17 530	0,1	3,1
2020 Feb	18 646	1,8	6,9	17 971	2,5	6,9
May	14 865	-20,3	-19,4	14 396	-19,9	-18,5
Aug	17 005	14,4	-7,1	16 346	13,5	-6,7
Nov	17 803	4,7	-2,8	17 103	4,6	-2,4
2021 Feb	18 246	2,5	-2,1	17 536	2,5	-2,4
May*	18 637	2,1	25,4	17 884	2,0	24,2
Aug*	19 383	4,0	14,0	18 657	4,3	14,1
Nov*	19 444	0,3	9,2	18 571	-0,5	8,6
2022 Feb*	19 729	1,5	8,1	18 960	2,1	8,1
May*	21 890	11,0	17,5	20 658	9,0	15,5
Aug*	21 192	-3,2	9,3	20 276	-1,8	8,7
Nov*	21 190	0,0	9,0	20 088	-0,9	8,2
2023 Feb*	21 123	-0,3	7,1	20 249	0,8	6,8
May	22 236	5,3	1,6	21 231	4,8	2,8
Aug	22 550	1,4	6,4	21 570	1,6	6,4
Nov	24 331	7,9	14,8	23 218	7,6	15,6

*Linked series

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
2019 Feb	13 696	-0,1	-	13 371	0,2	-
May	14 360	4,8	6,5	13 909	4,0	6,2
Aug	14 518	1,1	4,7	14 149	1,7	4,9
Nov	14 629	0,8	6,7	14 268	0,8	6,9
2020 Feb	14 705	0,5	7,4	14 362	0,7	7,4
May	13 015	-11,5	-9,4	12 737	-11,3	-8,4
Aug	14 502	11,4	-0,1	14 191	11,4	0,3
Nov	14 924	2,9	2,0	14 572	2,7	2,1
2021 Feb	15 301	2,5	4,1	14 949	2,6	4,1
May*	15 773	3,1	21,2	15 342	2,6	20,5
Aug*	15 555	-1,4	7,3	15 176	-1,1	6,9
Nov*	15 410	-0,9	3,3	14 992	-1,2	2,9
2022 Feb*	15 981	3,7	4,4	15 528	3,6	3,9
May*	16 474	3,1	4,4	15 956	2,8	4,0
Aug*	16 679	1,2	7,2	16 243	1,8	7,0
Nov*	16 537	-0,9	7,3	15 984	-1,6	6,6
2023 Feb*	16 390	-0,9	2,6	15 855	-0,8	2,1
May	16 903	3,1	2,6	16 337	3,0	2,4
Aug	16 971	0,4	1,8	16 498	1,0	1,6
Nov	16 970	0,0	2,6	16 477	-0,1	3,1

*Linked series

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
2019 Feb	24 050	-3,0	-	22 954	-2,0	-
May	25 643	6,6	5,7	24 231	5,6	6,0
Aug	25 043	-2,3	0,4	23 762	-1,9	0,4
Nov	26 046	4,0	5,0	24 619	3,6	5,1
2020 Feb	25 271	-3,0	5,1	23 995	-2,5	4,5
May	23 052	-8,8	-10,1	22 091	-7,9	-8,8
Aug	24 588	6,7	-1,8	23 378	5,8	-1,6
Nov	25 691	4,5	-1,4	24 263	3,8	-1,4
2021 Feb	24 887	-3,1	-1,5	23 583	-2,8	-1,7
May*	26 116	4,9	13,3	24 595	4,3	11,3
Aug*	26 743	2,4	8,8	25 325	3,0	8,3
Nov*	27 109	1,4	5,5	25 554	0,9	5,3
2022 Feb*	26 430	-2,5	6,2	24 991	-2,2	6,0
May*	27 435	3,8	5,1	25 785	3,2	4,8
Aug*	27 596	0,6	3,2	25 992	0,8	2,6
Nov*	28 465	3,1	5,0	26 834	3,2	5,0
2023 Feb*	28 060	-1,4	6,2	26 521	-1,2	6,1
May	29 646	5,7	8,1	27 787	4,8	7,8
Aug	30 442	2,7	10,3	28 683	3,2	10,4
Nov	30 124	-1,0	5,8	28 249	-1,5	5,3

*Linked series

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
2019 Feb	24 255	0,8	-	23 899	1,1	-
May	24 410	0,6	6,2	23 913	0,1	5,8
Aug	24 723	1,3	3,8	24 236	1,3	3,4
Nov	24 625	-0,4	2,3	24 151	-0,4	2,2
2020 Feb	23 893	-3,0	-1,5	23 440	-2,9	-1,9
May	23 880	-0,1	-2,2	23 481	0,2	-1,8
Aug	24 654	3,2	-0,3	24 179	3,0	-0,2
Nov	25 246	2,4	2,5	24 731	2,3	2,4
2021 Feb	24 885	-1,4	4,2	24 407	-1,3	4,1
May*	25 291	1,6	5,9	24 736	1,3	5,3
Aug*	25 523	0,9	3,5	25 020	1,1	3,5
Nov*	26 021	2,0	3,1	25 467	1,8	3,0
2022 Feb*	26 452	1,7	6,3	25 959	1,9	6,4
May*	27 420	3,7	8,4	26 799	3,2	8,3
Aug*	28 089	2,4	10,1	27 471	2,5	9,8
Nov*	28 583	1,8	9,8	27 976	1,8	9,8
2023 Feb*	29 200	2,2	10,4	28 629	2,3	10,3
May	29 716	1,8	8,4	29 058	1,5	8,4
Aug	30 799	3,6	9,6	30 074	3,5	9,5
Nov	31 109	1,0	8,8	30 355	0,9	8,5

*Linked series.

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
2019 Feb	25 420	-3,4	-	24 738	-3,5	-
May	25 732	1,2	4,2	24 958	0,9	3,2
Aug	27 476	6,8	5,6	26 774	7,3	4,8
Nov	27 536	0,2	4,7	26 798	0,1	4,5
2020 Feb	27 784	0,9	9,3	27 010	0,8	9,2
May	27 587	-0,7	7,2	26 842	-0,6	7,5
Aug	28 064	1,7	2,1	27 380	2,0	2,3
Nov	28 406	1,2	3,2	27 635	0,9	3,1
2021 Feb	28 301	-0,4	1,9	27 474	-0,6	1,7
May*	29 425	4,0	6,7	28 556	3,9	6,4
Aug*	29 615	0,6	5,5	28 713	0,6	4,9
Nov*	29 405	-0,7	3,5	28 525	-0,7	3,2
2022 Feb*	28 365	-3,5	0,2	27 563	-3,4	0,3
May*	30 073	6,0	2,2	29 087	5,5	1,9
Aug*	29 790	-0,9	0,6	28 881	-0,7	0,6
Nov*	33 569	12,7	14,2	32 560	12,7	14,1
2023 Feb*	30 819	-8,2	8,7	29 919	-8,1	8,5
May	31 046	0,7	3,2	29 995	0,3	3,1
Aug	30 306	-2,4	1,7	29 357	-2,1	1,6
Nov	31 421	3,7	-6,4	30 375	3,5	-6,7

*Linked series

Table 11 - Average monthly earnings at constant prices (Dec21=100) by industry

AME figures from Nov 2021 onwards are based on the Dec 2021 CPI headline index numbers

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
2019 Feb	19 284	-1,9	-
May	19 457	0,9	1,6
Aug	19 774	1,6	0,3
Nov	19 748	-0,1	0,5
2020 Feb	19 423	-1,6	0,7
May	18 745	-3,5	-3,7
Aug	19 347	3,2	-2,2
Nov	19 713	1,9	-0,2
2021 Feb	19 482	-1,2	0,3
May*	19 699	1,1	5,1
Aug*	19 613	-0,4	1,4
Nov*	24 089	22,8	22,2
2022 Feb*	23 662	-1,8	21,5
May*	24 121	1,9	22,4
Aug*	23 735	-1,6	21,0
Nov*	24 623	3,7	2,2
2023 Feb*	23 729	-3,6	0,3
May	23 907	0,8	-0,9
Aug	23 826	-0,3	0,4
Nov	23 863	0,2	-3,1

*Linked series.

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
2019 Feb	21 906	-5,9	-
May	22 359	2,1	3,0
Aug	23 928	7,0	3,7
Nov	23 059	-3,6	-0,9
2020 Feb	23 972	4,0	9,4
May	21 289	-11,2	-4,8
Aug	24 587	15,5	2,8
Nov	24 266	-1,3	5,2
2021 Feb	24 449	0,8	2,0
May*	23 849	-2,5	12,0
Aug*	26 020	9,1	5,8
Nov*	30 296	16,4	24,8
2022 Feb*	29 457	-2,8	20,5
May*	29 317	-0,5	22,9
Aug*	30 616	4,4	17,7
Nov*	29 462	-3,8	-2,8
2023 Feb*	28 942	-1,8	-1,7
May	29 718	2,7	1,4
Aug	30 590	2,9	-0,1
Nov	29 879	-2,3	1,4

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes). At this stage, the Department 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
2019 Feb	16 733	-2,4	-	15 771	-1,9	-
May	17 076	2,1	2,3	16 039	1,7	2,1
Aug	17 270	1,1	1,1	16 267	1,4	0,9
Nov	17 110	-0,9	-0,2	16 112	-1,0	0,2
2020 Feb	16 869	-1,4	0,8	15 896	-1,3	0,8
May	15 170	-10,1	-11,2	14 542	-8,5	-9,3
Aug	16 533	9,0	-4,3	15 741	8,2	-3,2
Nov	17 393	5,2	1,7	16 320	3,7	1,3
2021 Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
May*	17 360	1,9	14,4	16 268	1,7	11,9
Aug*	17 319	-0,2	4,8	16 251	-0,1	3,2
Nov*	21 173	22,3	21,7	19 697	21,2	20,7
2022 Feb*	20 824	-1,6	22,2	19 530	-0,8	22,0
May*	20 979	0,7	20,8	19 600	0,4	20,5
Aug*	20 817	-0,8	20,2	19 432	-0,9	19,6
Nov*	21 270	2,2	0,5	19 687	1,3	0,0
2023 Feb*	20 762	-2,4	-0,3	19 440	-1,3	-0,5
May	20 953	0,9	-0,1	19 464	0,1	-0,7
Aug	20 881	-0,3	0,3	19 446	-0,1	0,1
Nov	20 984	0,5	-1,3	19 431	-0,1	-1,3

*Linked series

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
2019 Feb	38 492	-3,5	-	36 286	-4,0	-
May	38 024	-1,2	2,3	35 343	-2,6	2,6
Aug	37 745	-0,7	-1,8	35 913	1,6	-2,0
Nov	40 531	7,4	1,6	38 346	6,8	1,5
2020 Feb	38 291	-5,5	-0,5	36 120	-5,8	-0,5
May	39 070	2,0	2,8	36 523	1,1	3,3
Aug	39 711	1,6	5,2	38 078	4,3	6,0
Nov	41 489	4,5	2,4	39 465	3,6	2,9
2021 Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
May*	39 804	1,1	1,9	36 745	-1,0	0,6
Aug*	36 988	-7,1	-6,9	35 824	-2,5	-5,9
Nov*	47 406	28,2	14,3	46 397	29,5	17,6
2022 Feb*	45 983	-3,0	16,8	43 044	-7,2	16,0
May*	45 300	-1,5	13,8	42 070	-2,3	14,5
Aug*	44 819	-1,1	21,2	42 365	0,7	18,3
Nov*	47 389	5,7	0,0	44 704	5,5	-3,6
2023 Feb*	45 256	-4,5	-1,6	42 122	-5,8	-2,1
May	45 495	0,5	0,4	41 751	-0,9	-0,8
Aug	45 408	-0,2	1,3	42 773	2,4	1,0
Nov	45 309	-0,2	-4,4	42 638	-0,3	-4,6

*Linked series

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
2019 Feb	15 842	-2,4	-	15 263	-1,6	-
May	16 460	3,9	4,0	15 772	3,3	4,6
Aug	16 182	-1,7	-0,4	15 486	-1,8	-0,2
Nov	16 135	-0,3	-0,6	15 445	-0,3	-0,4
2020 Feb	16 186	0,3	2,2	15 600	1,0	2,2
May	13 005	-19,7	-21,0	12 595	-19,3	-20,1
Aug	14 585	12,1	-9,9	14 018	11,3	-9,5
Nov	15 204	4,2	-5,8	14 605	4,2	-5,4
2021 Feb	15 398	1,3	-4,9	14 798	1,3	-5,1
May*	15 505	0,7	19,2	14 878	0,5	18,1
Aug*	15 849	2,2	8,7	15 255	2,5	8,8
Nov*	19 562	23,4	28,7	18 682	22,5	27,9
2022 Feb*	19 572	0,1	27,1	18 809	0,7	27,1
May*	21 232	8,5	36,9	20 036	6,5	34,7
Aug*	19 992	-5,8	26,1	19 128	-4,5	25,4
Nov*	19 841	-0,8	1,4	18 808	-1,7	0,7
2023 Feb*	19 576	-1,3	0,0	18 765	-0,2	-0,2
May	20 288	3,6	-4,4	19 371	3,2	-3,3
Aug	20 297	0,0	1,5	19 415	0,2	1,5
Nov	21 589	6,4	8,8	20 602	6,1	9,5

*Linked series

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
2019 Feb	12 440	-0,5	-	12 144	-0,3	-
May	12 822	3,1	2,0	12 419	2,3	1,7
Aug	12 837	0,1	0,4	12 511	0,7	0,5
Nov	12 889	0,4	3,1	12 571	0,5	3,2
2020 Feb	12 765	-1,0	2,6	12 467	-0,8	2,7
May	11 387	-10,8	-11,2	11 143	-10,6	-10,3
Aug	12 438	9,2	-3,1	12 170	9,2	-2,7
Nov	12 744	2,5	-1,1	12 444	2,2	-1,0
2021 Feb	12 912	1,3	1,2	12 615	1,4	1,2
May*	13 122	1,6	15,2	12 764	1,2	14,5
Aug*	12 718	-3,1	2,3	12 409	-2,8	2,0
Nov*	15 503	21,9	21,6	15 082	21,5	21,2
2022 Feb*	15 853	2,3	22,8	15 405	2,1	22,1
May*	15 978	0,8	21,8	15 476	0,5	21,2
Aug*	15 734	-1,5	23,7	15 323	-1,0	23,5
Nov*	15 483	-1,6	-0,1	14 967	-2,3	-0,8
2023 Feb*	15 189	-1,9	-4,2	14 694	-1,8	-4,6
May	15 422	1,5	-3,5	14 906	1,4	-3,7
Aug	15 275	-1,0	-2,9	14 850	-0,4	-3,1
Nov	15 058	-1,4	-2,7	14 620	-1,5	-2,3

*Linked series

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
2019 Feb	21 844	-3,5	-	20 849	-2,5	-
May	22 895	4,8	1,1	21 635	3,8	1,5
Aug	22 142	-3,3	-3,8	21 010	-2,9	-3,8
Nov	22 948	3,6	1,4	21 690	3,2	1,5
2020 Feb	21 937	-4,4	0,4	20 829	-4,0	-0,1
May	20 168	-8,1	-11,9	19 328	-7,2	-10,7
Aug	21 088	4,6	-4,8	20 050	3,7	-4,6
Nov	21 940	4,0	-4,4	20 720	3,3	-4,5
2021 Feb	21 002	-4,3	-4,3	19 901	-4,0	-4,5
May*	21 726	3,5	7,7	20 462	2,8	5,9
Aug*	21 866	0,6	3,7	20 707	1,2	3,3
Nov*	27 272	24,7	24,3	25 707	24,2	24,1
2022 Feb*	26 220	-3,9	24,8	24 793	-3,6	24,6
May*	26 610	1,5	22,5	25 009	0,9	22,2
Aug*	26 034	-2,2	19,1	24 520	-2,0	18,4
Nov*	26 652	2,4	-2,3	25 125	2,5	-2,3
2023 Feb*	26 005	-2,4	-0,8	24 578	-2,2	-0,9
May	27 049	4,0	1,7	25 353	3,2	1,4
Aug	27 401	1,3	5,3	25 817	1,8	5,3
Nov	26 729	-2,5	0,3	25 066	-2,9	-0,2

*Linked series

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
2019 Feb	22 030	0,3	-	21 707	0,7	-
May	21 794	-1,1	1,6	21 351	-1,6	1,3
Aug	21 859	0,3	-0,5	21 428	0,4	-0,9
Nov	21 696	-0,7	-1,2	21 278	-0,7	-1,3
2020 Feb	20 740	-4,4	-5,9	20 348	-4,4	-6,3
May	20 892	0,7	-4,1	20 544	1,0	-3,8
Aug	21 145	1,2	-3,3	20 737	0,9	-3,2
Nov	21 559	2,0	-0,6	21 120	1,8	-0,7
2021 Feb	21 001	-2,6	1,3	20 597	-2,5	1,2
May*	21 042	0,2	0,7	20 579	-0,1	0,2
Aug*	20 869	-0,8	-1,3	20 458	-0,6	-1,3
Nov*	26 178	25,4	21,4	25 621	25,2	21,3
2022 Feb*	26 242	0,2	25,0	25 753	0,5	25,0
May*	26 596	1,3	26,4	25 994	0,9	26,3
Aug*	26 499	-0,4	27,0	25 915	-0,3	26,7
Nov*	26 763	1,0	2,2	26 194	1,1	2,2
2023 Feb*	27 062	1,1	3,1	26 533	1,3	3,0
May	27 113	0,2	1,9	26 513	-0,1	2,0
Aug	27 722	2,2	4,6	27 069	2,1	4,5
Nov	27 603	-0,4	3,1	26 934	-0,5	2,8

*Linked series

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
2019 Feb	23 088	-3,8	-	22 469	-4,0	-
May	22 975	-0,5	-0,3	22 284	-0,8	-1,3
Aug	24 293	5,7	1,2	23 673	6,2	0,5
Nov	24 262	-0,1	1,1	23 611	-0,3	0,9
2020 Feb	24 118	-0,6	4,5	23 446	-0,7	4,3
May	24 136	0,1	5,0	23 483	0,2	5,4
Aug	24 069	-0,3	-0,9	23 483	0,0	-0,8
Nov	24 258	0,8	0,0	23 599	0,5	0,0
2021 Feb	23 882	-1,5	-1,0	23 186	-1,8	-1,1
May*	24 480	2,5	1,4	23 758	2,5	1,2
Aug*	24 216	-1,1	0,6	23 478	-1,2	0,0
Nov*	29 582	22,2	21,9	28 698	22,2	21,6
2022 Feb*	28 140	-4,9	17,8	27 344	-4,7	17,9
May*	29 169	3,7	19,2	28 213	3,2	18,8
Aug*	28 105	-3,7	16,1	27 246	-3,4	16,0
Nov*	31 431	11,8	6,2	30 487	11,9	6,2
2023 Feb*	28 563	-9,1	1,5	27 729	-9,0	1,4
May	28 327	-0,8	-2,9	27 368	-1,3	-3,0
Aug	27 278	-3,7	-2,9	26 424	-3,4	-3,0
Nov	27 880	2,2	-11,3	26 952	2,0	-11,6

*Linked series.

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

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	481 650	481 650	481 650	0,0	481 307	481 307	481 307
Manufacturing	0,6	1 281 472	1 296 721	1 311 970	0,6	1 274 962	1 290 134	1 305 306
Electricity, gas and water supply	2,1	60 024	62 601	65 178	2,1	60 825	63 436	66 047
Construction	2,4	581 863	610 584	639 306	2,4	564 244	592 096	619 948
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,9	2 277 111	2 318 001	2 358 890	0,9	2 331 156	2 373 016	2 414 876
Transport, storage and communication	0,9	468 978	477 399	485 820	0,9	470 468	478 916	487 364
Financial intermediation, insurance, real estate and business services	1,5	2 418 496	2 491 753	2 565 011	1,5	2 407 584	2 480 511	2 553 438
Community, social and personal services	0,5	3 128 614	3 159 578	3 190 542	0,5	2 916 802	2 945 670	2 974 537
Total	0,4	10 812 845	10 898 287	10 983 730	0,4	10 621 158	10 705 086	10 789 014

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes).

Table 13 - Estimates of full-time employees by industry within 95% confidence limits

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	481 650	481 650	481 650	0,0	481 307	481 307	481 307
Manufacturing	0,6	1 198 654	1 212 918	1 227 182	0,7	1 184 690	1 201 170	1 217 650
Electricity, gas and water supply	2,1	58 627	61 144	63 660	2,1	59 421	61 972	64 522
Construction	2,6	506 750	533 961	561 172	2,7	493 387	520 956	548 525
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,9	2 040 869	2 077 516	2 114 164	0,9	2 071 320	2 108 514	2 145 708
Transport, storage and communication	0,9	450 267	458 353	466 438	0,9	452 677	460 806	468 934
Financial intermediation, insurance, real estate and business services	1,6	2 185 939	2 256 709	2 327 480	1,6	2 183 700	2 254 398	2 325 096
Community, social and personal services	0,6	2 386 533	2 414 933	2 443 333	0,6	2 375 245	2 403 510	2 431 775
Total	0,5	9 404 112	9 497 184	9 590 257	0,5	9 399 605	9 492 633	9 585 660

*Revised estimates.

**Data obtained from the Department of Mineral Resources and Energy (see explanatory notes).

Table 14 - Estimates of part-time employees by industry within 95% confidence limits

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,4	78 218	83 803	89 387	2,5	84 605	88 964	93 323
Electricity, gas and water supply	10,1	1 169	1 457	1 746	13,6	1 074	1 464	1 855
Construction	8,8	63 407	76 623	89 840	7,1	61 240	71 140	81 040
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,5	228 701	240 485	252 268	2,4	252 060	264 502	276 945
Transport, storage and communication	5,2	17 105	19 046	20 987	5,3	16 229	18 110	19 992
Financial intermediation, insurance, real estate and business services	4,5	214 313	235 044	255 775	5,0	203 954	226 113	248 272
Community, social and personal services	0,8	732 969	744 645	756 321	0,9	532 596	542 160	551 723
Total	1,1	1 370 895	1 401 103	1 431 311	1,2	1 183 937	1 212 454	1 240 971

*Revised estimates.

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

Table 15 - Estimates of gross earnings by industry within 95% confidence limits

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	48 563 999 965	48 563 999 965	48 563 999 965	0,0	48 779 816 861	48 779 816 861	48 779 816 861
Manufacturing	0,9	91 094 872 879	92 730 641 394	94 366 409 907	0,9	103 472 846 000	105 330 882 772	107 188 919 544
Electricity, gas and water supply	1,0	9 426 431 892	9 614 883 611	9 803 335 330	0,9	11 150 098 457	11 350 318 068	11 550 537 678
Construction	5,2	38 400 520 414	42 758 462 959	47 116 405 504	5,3	44 877 514 919	50 079 805 070	55 282 095 221
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,7	123 315 065 704	127 565 549 824	131 816 033 945	1,8	137 588 923 349	142 620 577 318	147 652 231 285
Transport, storage and communication	1,7	44 137 977 831	45 659 347 281	47 180 716 734	1,6	48 827 812 402	50 408 626 943	51 989 441 484
Financial intermediation, insurance, real estate and business services	3,2	252 482 724 492	269 378 120 191	286 273 515 889	3,1	259 637 181 160	276 433 266 430	293 229 351 697
Community, social and personal services	2,5	290 241 906 748	305 196 537 064	320 151 167 380	2,5	295 755 573 114	310 994 293 495	326 233 013 877
Total	1,3	917 478 949 312	941 467 542 290	965 456 135 267	1,2	972 571 723 709	995 997 586 955	1 019 423 450 199

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes).

Table 16 - Estimates of basic salaries/wages by industry within 95% confidence limit

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	48 563 999 965	48 563 999 965	48 563 999 965	0,0	48 779 816 861	48 779 816 861	48 779 816 861
Manufacturing	0,9	81 809 212 322	83 278 240 484	84 747 268 646	0,9	83 636 819 054	85 138 665 107	86 640 511 159
Electricity, gas and water supply	1,0	8 743 677 651	8 918 479 857	9 093 282 062	1,0	8 861 105 499	9 038 255 303	9 215 405 107
Construction	5,4	35 802 923 167	40 040 846 344	44 278 769 521	5,6	37 174 233 432	41 757 541 148	46 340 848 865
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	113 563 644 810	117 240 300 638	120 916 956 466	1,6	116 979 923 445	120 767 182 282	124 554 441 118
Transport, storage and communication	1,5	39 830 325 314	41 036 807 453	42 243 289 593	1,4	40 464 869 634	41 606 553 461	42 748 237 288
Financial intermediation, insurance, real estate and business services	2,4	219 385 927 867	230 215 253 387	241 044 578 906	2,4	221 881 668 018	232 834 188 232	243 786 708 447
Community, social and personal services	2,6	265 944 421 347	280 224 670 559	294 504 919 770	2,6	263 334 438 839	277 474 541 472	291 614 644 106
Total	1,1	831 202 977 700	849 518 598 687	867 834 219 675	1,1	838 911 270 068	857 396 743 866	875 882 217 664

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes).

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

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,7	3 416 897 654	3 684 066 130	3 951 234 606	2,2	13 400 110 904	14 003 961 734	14 607 812 564
Electricity, gas and water supply	3,2	90 609 133	96 672 427	102 735 722	0,9	1 680 156 328	1 710 326 487	1 740 496 646
Construction	18,2	653 346 249	1 015 648 316	1 377 950 383	10,0	5 241 281 313	6 519 006 608	7 796 731 903
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	7,4	6 120 887 928	7 159 268 185	8 197 648 443	4,7	16 778 872 361	18 481 376 791	20 183 881 221
Transport, storage and communication	16,3	1 460 214 980	2 145 734 115	2 831 253 251	6,2	5 506 929 320	6 268 701 985	7 030 474 650
Financial intermediation, insurance, real estate and business services	15,2	23 946 407 522	34 107 804 698	44 269 201 873	10,5	30 160 926 701	37 976 487 914	45 792 049 126
Community, social and personal services	6,8	14 741 296 560	17 008 141 683	19 274 986 807	4,6	23 007 668 461	25 287 598 327	27 567 528 192
Total	8,2	54 735 605 385	65 217 335 555	75 699 065 725	3,9	101 820 144 014	110 247 459 845	118 674 775 675

*Revised estimates.

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

Table 18 - Estimates of overtime payments by industry within 95% confidence limits

Industry	Quarter ended September* 2023				Quarter ended December 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,6	5 587 439 801	5 768 334 780	5 949 229 758	1,1	6 054 837 133	6 188 255 931	6 321 674 729
Electricity, gas and water supply	0,6	592 678 486	599 731 327	606 784 167	0,8	592 301 053	601 736 278	611 171 503
Construction	6,2	1 495 145 111	1 701 968 299	1 908 791 487	6,9	1 559 384 795	1 803 257 314	2 047 129 833
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,7	2 936 384 059	3 165 981 001	3 395 577 943	3,6	3 134 088 637	3 372 018 245	3 609 947 852
Transport, storage and communication	2,7	2 345 733 155	2 476 805 713	2 607 878 272	2,9	2 389 374 661	2 533 371 497	2 677 368 333
Financial intermediation, insurance, real estate and business services	15,9	3 479 702 551	5 055 062 106	6 630 421 661	15,3	3 936 487 909	5 622 590 284	7 308 692 658
Community, social and personal services	9,6	6 465 270 359	7 963 724 822	9 462 179 284	9,9	6 634 786 593	8 232 153 696	9 829 520 800
Total	4,2	24 531 062 073	26 731 608 048	28 932 154 022	4,2	26 019 332 735	28 353 383 244	30 687 433 753

*Revised estimates.

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

Table 19 - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits

Industry	August* 2023				November 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	32 571	32 571	32 571	0,0	33 985	33 985	33 985
Manufacturing	0,0	33 674	33 674	33 674	1,0	22 494	22 964	23 434
Electricity, gas and water supply	1,1	22 705	23 199	23 693	1,1	23 149	23 649	24 149
Construction	2,4	47 529	49 862	52 195	2,3	48 217	50 448	52 679
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	48 951	51 063	53 175	4,8	20 137	22 236	24 335
Transport, storage and communication	5,7	20 033	22 550	25 067	7,3	20 839	24 331	27 823
Financial intermediation, insurance, real estate and business services	1,8	16 313	16 903	17 493	1,9	16 345	16 971	17 597
Community, social and personal services	1,8	16 371	16 970	17 569	1,7	28 662	29 646	30 630
Total	1,6	29 464	30 442	31 420	1,7	29 149	30 124	31 099

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes).

Table 20 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits

Industry	August* 2023				November 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,0	33 674	33 674	33 674	1,1	20 881	21 333	21 785
Electricity, gas and water supply	1,1	21 143	21 605	22 067	1,1	21 420	21 899	22 378
Construction	2,4	43 592	45 759	47 926	2,3	45 402	47 521	49 640
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	46 051	48 053	50 055	4,9	19 176	21 231	23 286
Transport, storage and communication	5,9	19 092	21 570	24 048	7,6	19 764	23 218	26 672
Financial intermediation, insurance, real estate and business services	1,8	15 755	16 337	16 919	1,9	15 880	16 498	17 116
Community, social and personal services	1,8	15 886	16 477	17 068	1,7	26 834	27 787	28 740

*Revised estimates.

**Data for mining is obtained from the Department of Mineral Resources and Energy (see explanatory notes). At this stage, the Department 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 and Energy. 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 estimates** of 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.
- Response rate** 10. Proportion of eligible respondents who completed a questionnaire with usable information to the total number of eligible respondents.
- Revised figures** 11. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

Related publications . 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
DMRE	Department of Mineral Resources and Energy
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 response rate for the quarter ended **December 2023 was 85,5%.**

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 percentage change	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 prices	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 2021=100).
Average monthly earnings at current prices	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. 09-90-02 of January 1993.
Informal sector	The informal sector consists of those organisations that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
Number of employees	The number of employees is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period (see Reference quarter/month/period below).
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime payments	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to

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

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

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