



**stats sa**

Department:  
Statistics South Africa  
**REPUBLIC OF SOUTH AFRICA**

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

## **STATISTICAL RELEASE**

### **P0277**

# Quarterly employment statistics (QES)

December 2025

Embargoed until:  
31 March 2026  
11:30

**ENQUIRIES:**  
Matlapane Masupye  
Tel:(012) 337 6427  
(082) 317 5340

**FORTHCOMING ISSUE:**  
March 2026

**EXPECTED RELEASE DATE:**  
30 June 2026

Dipalopalo tsa Aforikaborwa • Dipalopalo tsa Aforika Borwa • Ezazibalo zaseNingizimu Afrika • Tshitatistika Afrika Tshipembe • Tinhlayo Afrika-Dzonga

Statistieke Suid-Afrika • Dipalopalo tsa Aforika Borwa • Telubalo zaseNingizimu Afrika • EzeeNkcukacha maNani zoMzantsi Afrika • Iimbalobalo zeSewula Afrika

**IMPROVING LIVES THROUGH DATA ECOSYSTEMS**



**Contents**

Key findings: Employment and earnings for the quarter ending December 2025 .....3  
 Average monthly earnings .....8  
 Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment statistics survey (QES) .....8  
 Detailed employment changes by industry .....10  
 Detailed changes in gross earnings paid to employees .....11  
 PART 1 – Estimation of number of employees and their earnings .....12  
 PART 2 – Estimation of average monthly earnings .....46  
 Explanatory notes .....61  
 Technical notes .....64  
 Glossary .....65  
 Technical enquiries .....68  
 General information .....69

**DETAILED RESULTS**

**Tables**

Table A – Employment by industry .....4  
 Table B – Full-time employees .....4  
 Table C – Part-time employees .....5  
 Table D – Gross earnings by industry .....6  
 Table E – Basic salary/wages payments by industry .....6  
 Table F – Bonus payments by industry .....7  
 Table G – Overtime payments by industry .....7  
 Table H – Average monthly earnings paid to employees in the formal non-agricultural sector .....8  
 Table 1 - All formal non-agricultural industries .....12  
 Table 2 - Mining and quarrying industry\*\* .....16  
 Table 3 - Manufacturing industry .....17  
 Table 4 - Electricity, gas and water supply industry .....21  
 Table 5 - Construction industry .....25  
 Table 6 - Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; hotels and restaurants industry .....29  
 Table 7 - Transport, storage and communication industry .....33  
 Table 8 - Financial intermediation, insurance, real estate and business services industry .....37  
 Table 9 - Community, social and personal services industry .....41  
 Table 10 - Average monthly earnings at current prices by industry .....46  
 Table 11 - Average monthly earnings at constant prices (Dec24=100) by industry .....51  
**AME figures from Nov 2024 onwards are based on the Dec 2024 CPI headline index numbers .....51**  
 Table 12 - Estimates of total employees by industry within 95% confidence limits .....56  
 Table 13 - Estimates of full-time employees by industry within 95% confidence limits .....56  
 Table 14 - Estimates of part-time employees by industry within 95% confidence limits .....57  
 Table 15 - Estimates of gross earnings by industry within 95% confidence limits .....58  
 Table 16 - Estimates of basic salaries/wages by industry within 95% confidence limit .....58

Table 17 - Estimates of bonus payments by industry within 95% confidence limits .....59

Table 18 - Estimates of overtime payments by industry within 95% confidence limits .....59

Table 19 - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits .....60

Table 20 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits .....60

**Figures**

Figure A – Employment in the non-agricultural formal sector, June 2018 – December 2025.....3

Figure B – Gross earnings of employees in the formal non-agricultural sector, June 2018 – December 2025...5

**Introduction**

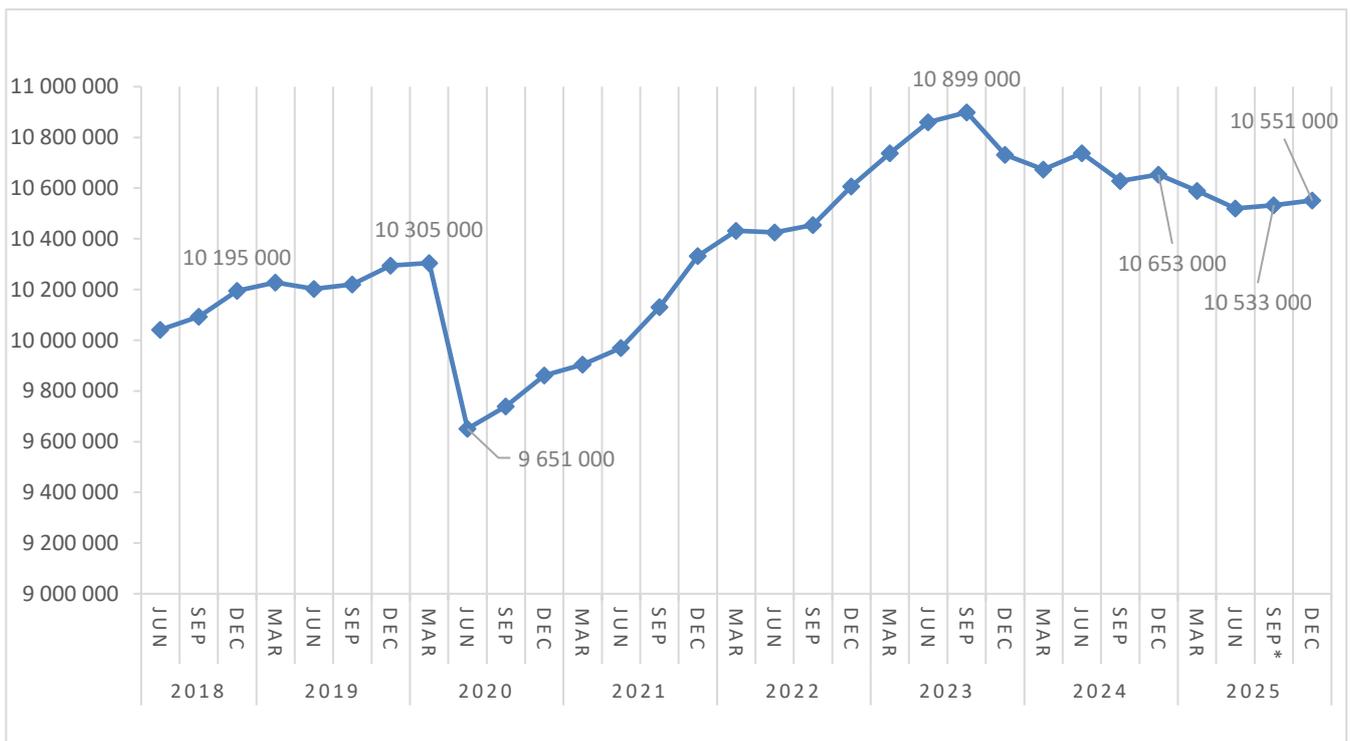
The *Quarterly employment statistics (QES)* is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices and stores, as well as from national, provincial and local government entities. 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 2025**

**Figure A – Employment in the non-agricultural formal sector, June 2018 – December 2025**



\*Revised estimates.

**Table A – Employment by industry**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand				%	Thousand	%
Mining	469	475	472	-3	-0,6	3	0,6
Manufacturing	1 284	1 270	1 259	-11	-0,9	-25	-1,9
Electricity	64	65	65	0	0,0	1	1,6
Construction	599	592	579	-13	-2,2	-20	-3,3
Trade	2 387	2 338	2 375	37	1,6	-12	-0,5
Transport	479	474	470	-4	-0,8	-9	-1,9
Business services	2 505	2 467	2 484	17	0,7	-21	-0,8
Community services	2 866	2 852	2 847	-5	-0,2	-19	-0,7
<b>Total</b>	<b>10 653</b>	<b>10 533</b>	<b>10 551</b>	<b>18</b>	<b>0,2</b>	<b>-102</b>	<b>-1,0</b>

\*Revised estimates.

Table A shows that total employment increased by 18 000 or 0,2% quarter-on-quarter, from 10 533 000 in September 2025 to 10 551 000 in December 2025. This was due to increases in trade (37 000 or 1,6%) and business services (17 000 or 0,7%), while electricity remained unchanged.

However, there were decreases reported by the following industries: construction (-13 000 or -2,2%), manufacturing (-11 000 or -0,9%), community services (-5 000 or -0,2%), transport (-4 000 or -0,8%), and mining (-3 000 or -0,6%).

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

**Table B – Full-time employees**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand				%	Thousand	%
Mining	469	475	472	-3	-0,6	3	0,6
Manufacturing	1 200	1 187	1 183	-4	-0,3	-17	-1,4
Electricity	63	63	63	0	0,0	0	0,0
Construction	527	529	521	-8	-1,5	-6	-1,1
Trade	2 126	2 088	2 111	23	1,1	-15	-0,7
Transport	463	458	453	-5	-1,1	-10	-2,2
Business services	2 277	2 256	2 263	7	0,3	-14	-0,6
Community services	2 378	2 364	2 368	4	0,2	-10	-0,4
<b>Total</b>	<b>9 503</b>	<b>9 420</b>	<b>9 434</b>	<b>14</b>	<b>0,1</b>	<b>-69</b>	<b>-0,7</b>

\*Revised estimates.

Table B shows that full-time employment increased by 14 000 or 0,1% quarter-on-quarter, from 9 420 000 in September 2025 to 9 434 000 in December 2025. This was due to increases in the following industries: trade (23 000 or 1,1%), business services (7 000 or 0,3%), community services (4 000 or 0,2%), while electricity remained unchanged.

However, there were decreases reported by the following industries: construction (-8 000 or -1,5%), transport (-5 000 or -1,1%), manufacturing (-4 000 or -0,3%), and mining (-3 000 or -0,6%).

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

**Table C – Part-time employees**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	
Mining							
Manufacturing	84	83	76	-7	-8,4	-8	-9,5
Electricity	1	2	2	0	0,0	1	100,0
Construction	72	63	58	-5	-7,9	-14	-19,4
Trade	261	250	264	14	5,6	3	1,1
Transport	16	16	17	1	6,3	1	6,3
Business services	228	211	221	10	4,7	-7	-3,1
Community services	488	488	479	-9	-1,8	-9	-1,8
<b>Total</b>	<b>1 150</b>	<b>1 113</b>	<b>1 117</b>	<b>4</b>	<b>0,4</b>	<b>-33</b>	<b>-2,9</b>

\*Revised estimates.

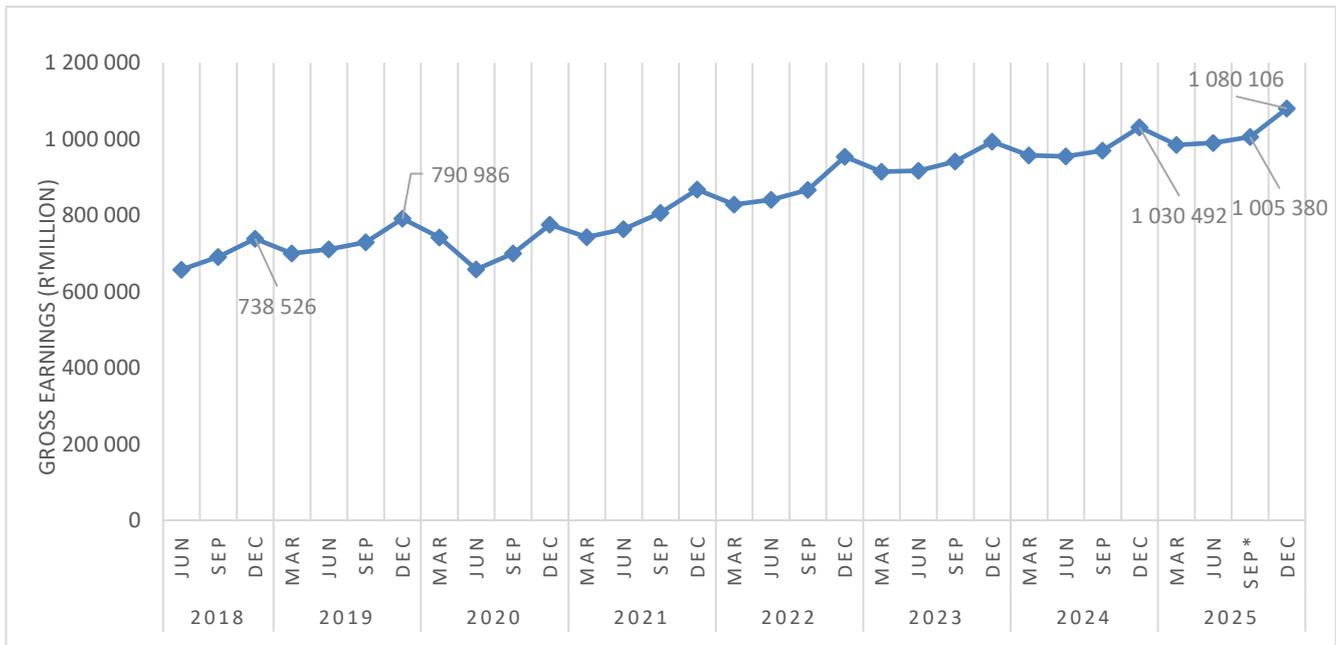
\*\*Data for mining industry is obtained from the Department of Mineral and Petroleum Resources (see explanatory notes). At this stage, the Department is unable to provide data items with regard to part-time employees.

Table C shows that part-time employment increased by 4 000 or 0,4% quarter-on-quarter, from 1 113 000 in September 2025 to 1 117 000 in December 2025. This was due to increases in the following industries: trade (14 000 or 5,6%), business services (10 000 or 4,7%), transport (1 000 or 6,3%), while electricity remained unchanged.

However, there were decreases reported by the following industries: community services (-9 000 or -1,8%), manufacturing (-7 000 or -8,4%), and construction (-5 000 or -7,9%).

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

**Figure B – Gross earnings of employees in the formal non-agricultural sector, June 2018 – December 2025**



\*Revised estimates.

**Table D – Gross earnings by industry**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	48 848	52 326	52 492	166	0,3	3 644	7,5
Manufacturing	108 232	99 012	111 188	12 176	12,3	2 956	2,7
Electricity	12 990	11 677	13 923	2 246	19,2	933	7,2
Construction	50 619	46 102	52 040	5 938	12,9	1 421	2,8
Trade	148 480	140 792	155 488	14 696	10,4	7 008	4,7
Transport	52 355	48 992	53 076	4 084	8,3	721	1,4
Business services	284 600	281 764	298 901	17 137	6,1	14 301	5,0
Community services	324 368	324 715	342 998	18 283	5,6	18 630	5,7
<b>Total</b>	<b>1 030 492</b>	<b>1 005 380</b>	<b>1 080 106</b>	<b>74 726</b>	<b>7,4</b>	<b>49 614</b>	<b>4,8</b>

Revised estimates.

Table D shows that gross earnings paid to employees increased by R74,7 billion or 7,4% from R1 005,4 billion in September 2025 to R1 080,1 billion in December 2025. This was due to increases in the following industries: community services, business services, trade, manufacturing, construction, transport, electricity and mining.

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

**Table E – Basic salary/wages payments by industry**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	48 848	52 326	52 492	166	0,3	3 644	7,5
Manufacturing	87 882	89 354	90 340	986	1,1	2 458	2,8
Electricity	10 027	10 849	10 986	137	1,3	959	9,6
Construction	42 020	42 883	43 652	769	1,8	1 632	3,9
Trade	126 548	130 038	132 524	2 486	1,9	5 976	4,7
Transport	44 531	44 786	45 513	727	1,6	982	2,2
Business services	240 618	244 866	250 111	5 245	2,1	9 493	3,9
Community services	290 018	299 169	305 231	6 062	2,0	15 213	5,2
<b>Total</b>	<b>890 492</b>	<b>914 271</b>	<b>930 849</b>	<b>16 578</b>	<b>1,8</b>	<b>40 357</b>	<b>4,5</b>

\*Revised estimates.

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

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

**Table F – Bonus payments by industry**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining							
Manufacturing	14 535	3 680	14 848	11 168	303,5	313	2,2
Electricity	2 306	110	2 274	2 164	1 967,3	-32	-1,4
Construction	6 607	1 308	6 435	5 127	392,0	-172	-2,6
Trade	18 508	7 330	19 538	12 208	166,5	1 030	5,6
Transport	5 730	1 982	5 347	3 365	169,8	-383	-6,7
Business services	38 876	31 766	44 304	12 538	39,5	5 428	14,0
Community services	25 774	16 610	28 147	11 537	69,5	2 373	9,2
<b>Total</b>	<b>112 336</b>	<b>62 786</b>	<b>120 893</b>	<b>58 107</b>	<b>92,5</b>	<b>8 557</b>	<b>7,6</b>

\*Revised estimates.

\*\*Data for mining industry is obtained from the Department of Mineral and Petroleum Resources (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 bonuses paid to employees increased by R58,1 billion or 92,5% from R62,8 billion in September 2025 to R120,9 billion in December 2025. This was due to increases in the following industries: business services, trade, community services, manufacturing, construction, transport, and electricity.

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

**Table G – Overtime payments by industry**

Industry	Dec 2024	Sep* 2025	Dec 2025	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining							
Manufacturing	5 815	5 978	6 000	22	0,4	185	3,2
Electricity	657	718	663	-55	-7,7	6	0,9
Construction	1 992	1 911	1 953	42	2,2	-39	-2,0
Trade	3 424	3 424	3 426	2	0,1	2	0,1
Transport	2 094	2 224	2 216	-8	-0,4	122	5,8
Business services	5 106	5 132	4 486	-646	-12,6	-620	-12,1
Community services	8 576	8 936	9 620	684	7,7	1 044	12,2
<b>Total</b>	<b>27 664</b>	<b>28 323</b>	<b>28 364</b>	<b>41</b>	<b>0,1</b>	<b>700</b>	<b>2,5</b>

\*Revised estimates.

\*\*Data for mining industry is obtained from the Department of Mineral and Petroleum Resources (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 R41 billion or 0,1% from R28,3 billion in September 2025 to R28,4 billion in December 2025. This was due to increases in the following industries: community services, construction, manufacturing and trade.

However, there were decreases reported by the following industries: business services, transport and electricity.

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

**Average monthly earnings**

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

Average monthly earnings (including bonuses and overtime payments)	Nov 2024	Aug* 2025	Nov 2025	Q/Q Change	Y/Y Change
	Rands			%	
	28 316	29 650	29 690	0,1	4,9

\*Revised estimates.

Table H shows that average monthly earnings paid to employees increased by 0,1% from R29 650 in August 2025 to R29 690 in November 2025.

Year-on-year average monthly earnings paid to employees increased by 4,9% between November 2024 and November 2025.

**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 that collects information from approximately 30 000 dwelling units and collects data on the labour market activities of individuals; whereas (QES) is an establishment-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 establishment-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 establishment-based survey.
- The household survey is limited to workers who are 15 years and older. The establishment-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 establishment-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 the 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.

	<b>QLFS</b>	<b>QES</b>
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 and 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 3 000 employees or 0,6% in December 2025 compared with December 2024. There was a quarterly decrease of 3 000 employees or -0,6% in December 2025 compared to September 2025. This was mainly due to decreases in coal mining and other minerals.

**See explanatory note on page 61.**

The manufacturing industry reported an annual decrease of 25 000 employees or -1,9% in December 2025 compared with December 2024. There was a quarterly decrease of 11 000 employees or -0,9% in December 2025 compared to September 2025. This was mainly due to decreases in employment in the manufacturing of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery, transport equipment, furniture, manufacturing n.e.c.; recycling, coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, wood and products of wood and cork, except furniture, articles of straw and plaiting materials, paper and paper products, publishing, printing and reproduction of recorded media.

The electricity, gas and water supply industry reported an annual increase of 1 000 employees or 1,6% in December 2025 compared with December 2024. Quarterly the industry remained unchanged.

The construction industry reported an annual decrease of 20 000 employees or -3,3% in December 2025 compared with December 2024. There was a quarterly decrease of 13 000 employees or -2,2% in December 2025 compared to September 2025. This was mainly due to decreases in employment in building of complete constructions or parts thereof, civil engineering, building installation, and building completion.

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual decrease of 12 000 employees or -0,5% in December 2025 compared with December 2024. There was a quarterly increase of 37 000 employees or 1,6% in December 2025 compared to September 2025. This was mainly due to increases in employment in retail trade, and hotels and restaurants.

The transport, storage and communication industry reported an annual decrease of 9 000 employees or -1,9% in December 2025 compared with December 2024. There was a quarterly decrease of 4 000 employees or -0,8% in December 2025 compared to September 2025. This was mainly due to decreases in employment in land transport and transport via pipelines, post and telecommunications, and supporting and auxiliary transport activities.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 21 000 employees or -0,8% in December 2025 compared with December 2024. There was a quarterly increase of 17 000 employees or 0,7% in December 2025 compared to September 2025. This was mainly due to increases in employment in business activities n.e.c, activities auxiliary to financial intermediation, and financial intermediation (i.e. Banks) except insurance and pension funding.

The community, social and personal services industry reported an annual decrease of 19 000 employees or -0,7% in December 2025 compared with December 2024. There was a quarterly decrease of 5 000 employees or -0,2% in December 2025 compared to September 2025. This was mainly due to decreases in employment in universities and technikons, health and social work, other educational institutions, extra budgetary institutions and provincial departments.

## Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R3,6 billion or 7,5% in December 2025 compared with December 2024. There was a quarterly increase of R166 million or 0,3% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in iron, PGM, gold, and chrome mining.

**See explanatory note on page 61.**

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R2,9 billion or 2,7% in December 2025 compared with December 2024. There was a quarterly increase of R12,2 billion or 12,3% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings paid in manufacturing of coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, electrical machinery and apparatus n.e.c, and basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R933 million or 7,2% in December 2025 compared with December 2024. There was a quarterly increase of R2,2 billion or 19,2% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in the electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R1,4 billion or 2,8% in December 2025 compared with December 2024. There was a quarterly increase of R5,9 billion or 12,9% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in building of complete constructions or parts thereof, building installation and building completion.

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 R7 billion or 4,7% in December 2025 compared with December 2024. There was a quarterly increase of R14,7 billion or 10,4% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in the wholesale trade, retail trade and motor trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R721 million or 1,4% in December 2025 compared with December 2024. There was a quarterly increase of R4,1 billion or 8,3% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in supporting and auxiliary transport activities, land transport and transport via pipelines, post and telecommunications, and air transport.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R14,3 billion or 5,0% in December 2025 compared with December 2024. There was a quarterly increase of R17,1 billion or 6,1% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in business activities n.e.c., computer and related activities, activities auxiliary to financial intermediation, and architectural, engineering and other technical activities.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R18,6 billion or 5,7% in December 2025 compared with December 2024. There was a quarterly increase of R18,3 billion or 5,6% in December 2025 compared to September 2025. This was mainly due to increases in gross earnings in local government, health and social work, provincial departments, recreational, cultural and sporting activities, universities and technikons, 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	
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	10 731 000	-168 000	-1,5	124 000	1,2
2024	Mar	10 674 000	-57 000	-0,5	-64 000	-0,6
	Jun	10 738 000	64 000	0,6	-122 000	-1,1
	Sep	10 628 000	-110 000	-1,0	-271 000	-2,5
	Dec	10 653 000	25 000	0,2	-78 000	-0,7
2025	Mar	10 589 000	-64 000	-0,6	-85 000	-0,8
	Jun	10 520 000	-69 000	-0,7	-218 000	-2,0
	Sep*	10 533 000	13 000	0,1	-95 000	-0,9
	Dec	10 551 000	18 000	0,2	-102 000	-1,0

\*Revised estimates.

**1.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	9 513 000	15 000	0,2	32 000	0,3
2024	Mar	9 488 000	-25 000	-0,3	-12 000	-0,1
	Jun	9 468 000	-20 000	-0,2	-21 000	-0,2
	Sep	9 477 000	9 000	0,1	-21 000	-0,2
	Dec	9 503 000	26 000	0,3	-10 000	-0,1
2025	Mar	9 457 000	-46 000	-0,5	-31 000	-0,3
	Jun	9 426 000	-31 000	-0,3	-42 000	-0,4
	Sep*	9 420 000	-6 000	-0,1	-57 000	-0,6
	Dec	9 434 000	14 000	0,1	-69 000	-0,7

\*Revised estimates.

**1.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	1 218 000	-183 000	-13,1	92 000	8,2
2024	Mar	1 186 000	-32 000	-2,6	-52 000	-4,2
	Jun	1 270 000	84 000	7,1	-101 000	-7,4
	Sep	1 151 000	-119 000	-9,4	-250 000	-17,8
	Dec	1 150 000	-1 000	-0,1	-68 000	-5,6
2025	Mar	1 132 000	-18 000	-1,6	-54 000	-4,6
	Jun	1 094 000	-38 000	-3,4	-176 000	-13,9
	Sep*	1 113 000	19 000	1,7	-38 000	-3,3
	Dec	1 117 000	4 000	0,4	-33 000	-2,9

\*Revised estimates.

**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	
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	993 012 000	51 544 000	5,5	39 011 000	4,1
2024	Mar	956 997 000	-36 015 000	-3,6	42 533 000	4,7
	Jun	954 090 000	-2 907 000	-0,3	37 022 000	4,0
	Sep	969 420 000	15 330 000	1,6	27 952 000	3,0
	Dec	1 030 492 000	61 072 000	6,3	37 480 000	3,8
2025	Mar	984 661 000	-45 831 000	-4,4	27 664 000	2,9
	Jun	989 956 000	5 295 000	0,5	35 866 000	3,8
	Sep*	1 005 380 000	15 424 000	1,6	35 960 000	3,7
	Dec	1 080 106 000	74 726 000	7,4	49 614 000	4,8

\*Revised estimates.

**1.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	855 609 000	6 091 000	0,7	41 833 000	5,1
2024	Mar	847 983 000	-7 626 000	-0,9	39 151 000	4,8
	Jun	871 563 000	23 580 000	2,8	38 602 000	4,6
	Sep	880 219 000	8 656 000	1,0	30 701 000	3,6
	Dec	890 492 000	10 273 000	1,2	34 883 000	4,1
2025	Mar	881 119 000	-9 373 000	-1,1	33 136 000	3,9
	Jun	903 391 000	22 272 000	2,5	31 828 000	3,7
	Sep*	914 271 000	10 880 000	1,2	34 052 000	3,9
	Dec	930 849 000	16 578 000	1,8	40 357 000	4,5

\*Revised estimates.

**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	
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	109 020 000	43 802 000	67,2	-6 444 000	-5,6
2024	Mar	81 467 000	-27 553 000	-25,3	471 000	0,6
	Jun	53 810 000	-27 657 000	-33,9	-3 438 000	-6,0
	Sep	60 651 000	6 841 000	12,7	-4 567 000	-7,0
	Dec	112 336 000	51 685 000	85,2	3 316 000	3,0
2025	Mar	75 843 000	-36 493 000	-32,5	-5 624 000	-6,9
	Jun	56 673 000	-19 170 000	-25,3	2 863 000	5,3
	Sep*	62 786 000	6 113 000	10,8	2 135 000	3,5
	Dec	120 893 000	58 107 000	92,5	8 557 000	7,6

\*Revised estimates.

**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	
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	28 383 000	1 651 000	6,2	3 622 000	14,6
2024	Mar	27 547 000	-836 000	-2,9	2 911 000	11,8
	Jun	28 717 000	1 170 000	4,2	1 858 000	6,9
	Sep	28 550 000	-167 000	-0,6	1 818 000	6,8
	Dec	27 664 000	-886 000	-3,1	-719 000	-2,5
2025	Mar	27 699 000	35 000	0,1	152 000	0,6
	Jun	29 892 000	2 193 000	7,9	1 175 000	4,1
	Sep*	28 323 000	-1 569 000	-5,2	-227 000	-0,8
	Dec	28 364 000	41 000	0,1	700 000	2,5

\*Revised estimates..

**Table 2 - Mining and quarrying industry\*\***

**2.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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	482 000	0	0,0	10 000	2,1
2024	Mar	479 000	-3 000	-0,6	3 000	0,6
	Jun	474 000	-5 000	-1,0	-5 000	-1,0
	Sep	472 000	-2 000	-0,4	-10 000	-2,1
	Dec	469 000	-3 000	-0,6	-13 000	-2,7
2025	Mar	466 000	-3 000	-0,6	-13 000	-2,7
	Jun	469 000	3 000	0,6	-5 000	-1,1
	Sep*	475 000	6 000	1,3	3 000	0,6
	Dec	472 000	-3 000	-0,6	3 000	0,6

\*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	
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	48 985 000	421 000	0,9	3 380 000	7,4
2024	Mar	48 196 000	-789 000	-1,6	2 107 000	4,6
	Jun	48 389 000	193 000	0,4	2 020 000	4,4
	Sep	49 853 000	1 464 000	3,0	1 289 000	2,7
	Dec	48 848 000	-1 005 000	-2,0	-137 000	-0,3
2025	Mar	48 718 000	-130 000	-0,3	522 000	1,1
	Jun	49 816 000	1 098 000	2,3	1 427 000	2,9
	Sep*	52 326 000	2 510 000	5,0	2 473 000	5,0
	Dec	52 492 000	166 000	0,3	3 644 000	7,5

\*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	
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	1 301 000	4 000	0,3	20 000	1,6
2024	Mar	1 309 000	8 000	0,6	11 000	0,8
	Jun	1 295 000	-14 000	-1,1	7 000	0,5
	Sep	1 295 000	0	0,0	-2 000	-0,2
	Dec	1 284 000	-11 000	-0,8	-17 000	-1,3
2025	Mar	1 286 000	2 000	0,2	-23 000	-1,8
	Jun	1 274 000	-12 000	-0,9	-21 000	-1,6
	Sep*	1 270 000	-4 000	-0,3	-25 000	-1,9
	Dec	1 259 000	-11 000	-0,9	-25 000	-1,9

\*Revised estimates.

**3.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	1 211 000	-2 000	-0,2	16 000	1,3
2024	Mar	1 226 000	15 000	1,2	13 000	1,1
	Jun	1 210 000	-16 000	-1,3	8 000	0,7
	Sep	1 208 000	-2 000	-0,2	-5 000	-0,4
	Dec	1 200 000	-8 000	-0,7	-11 000	-0,9
2025	Mar	1 200 000	0	0,0	-26 000	-2,1
	Jun	1 190 000	-10 000	-0,8	-20 000	-1,7
	Sep*	1 187 000	-3 000	-0,3	-21 000	-1,7
	Dec	1 183 000	-4 000	-0,3	-17 000	-1,4

\*Revised estimates.

**3.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	90 000	6 000	7,1	4 000	4,7
2024	Mar	83 000	-7 000	-7,8	-2 000	-2,4
	Jun	85 000	2 000	2,4	-1 000	-1,2
	Sep	87 000	2 000	2,4	3 000	3,6
	Dec	84 000	-3 000	-3,4	-6 000	-6,7
2025	Mar	86 000	2 000	2,4	3 000	3,6
	Jun	84 000	-2 000	-2,3	-1 000	-1,2
	Sep*	83 000	-1 000	-1,2	-4 000	-4,6
	Dec	76 000	-7 000	-8,4	-8 000	-9,5

\*Revised estimates.

**3.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	105 519 000	12 789 000	13,8	5 090 000	5,1
2024	Mar	94 608 000	-10 911 000	-10,3	3 987 000	4,4
	Jun	95 379 000	771 000	0,8	3 410 000	3,7
	Sep	94 640 000	-739 000	-0,8	1 910 000	2,1
	Dec	108 232 000	13 592 000	14,4	2 713 000	2,6
2025	Mar	97 310 000	-10 922 000	-10,1	2 702 000	2,9
	Jun	97 867 000	557 000	0,6	2 488 000	2,6
	Sep*	99 012 000	1 145 000	1,2	4 372 000	4,6
	Dec	111 188 000	12 176 000	12,3	2 956 000	2,7

\*Revised estimates.

**3.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	85 463 000	2 185 000	2,6	4 826 000	6,0
2024	Mar	82 875 000	-2 588 000	-3,0	3 344 000	4,2
	Jun	84 949 000	2 074 000	2,5	3 611 000	4,4
	Sep	86 286 000	1 337 000	1,6	3 008 000	3,6
	Dec	87 882 000	1 596 000	1,8	2 419 000	2,8
2025	Mar	86 087 000	-1 795 000	-2,0	3 212 000	3,9
	Jun	87 498 000	1 411 000	1,6	2 549 000	3,0
	Sep*	89 354 000	1 856 000	2,1	3 068 000	3,6
	Dec	90 340 000	986 000	1,1	2 458 000	2,8

\*Revised estimates.

**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	
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	13 856 000	10 172 000	276,1	-442 000	-3,1
2024	Mar	6 062 000	-7 794 000	-56,3	-68 000	-1,1
	Jun	4 590 000	-1 472 000	-24,3	-179 000	-3,8
	Sep	2 866 000	-1 724 000	-37,6	-818 000	-22,2
	Dec	14 535 000	11 669 000	407,2	679 000	4,9
2025	Mar	5 653 000	-8 882 000	-61,1	-409 000	-6,7
	Jun	4 472 000	-1 181 000	-20,9	-118 000	-2,6
	Sep*	3 680 000	-792 000	-17,7	814 000	28,4
	Dec	14 848 000	11 168 000	303,5	313 000	2,2

\*Revised estimates.

**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	
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	6 200 000	432 000	7,5	706 000	12,9
2024	Mar	5 671 000	-529 000	-8,5	711 000	14,3
	Jun	5 840 000	169 000	3,0	-22 000	-0,4
	Sep	5 488 000	-352 000	-6,0	-280 000	-4,9
	Dec	5 815 000	327 000	6,0	-385 000	-6,2
2025	Mar	5 570 000	-245 000	-4,2	-101 000	-1,8
	Jun	5 897 000	327 000	5,9	57 000	1,0
	Sep*	5 978 000	81 000	1,4	490 000	8,9
	Dec	6 000 000	22 000	0,4	185 000	3,2

\*Revised estimates.

**Table 4 - Electricity, gas and water supply industry**

**4.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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
2024	Mar	64 000	1 000	1,6	2 000	3,2
	Jun	64 000	0	0,0	1 000	1,6
	Sep	63 000	-1 000	-1,6	1 000	1,6
	Dec	64 000	1 000	1,6	1 000	1,6
2025	Mar	64 000	0	0,0	0	0,0
	Jun	66 000	2 000	3,1	2 000	3,1
	Sep*	65 000	-1 000	-1,5	2 000	3,2
	Dec	65 000	0	0,0	1 000	1,6

\*Revised estimates.

**4.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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
2024	Mar	62 000	0	0,0	2 000	3,3
	Jun	62 000	0	0,0	1 000	1,6
	Sep	62 000	0	0,0	1 000	1,6
	Dec	63 000	1 000	1,6	1 000	1,6
2025	Mar	63 000	0	0,0	1 000	1,6
	Jun	64 000	1 000	1,6	2 000	3,2
	Sep*	63 000	-1 000	-1,6	1 000	1,6
	Dec	63 000	0	0,0	0	0,0

\*Revised estimates.

**4.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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
2024	Mar	2 000	1 000	100,0	0	0,0
	Jun	2 000	0	0,0	0	0,0
	Sep	1 000	-1 000	-50,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2025	Mar	1 000	0	0,0	-1 000	-50,0
	Jun	2 000	1 000	100,0	0	0,0
	Sep*	2 000	0	0,0	1 000	100,0
	Dec	2 000	0	0,0	1 000	100,0

\*Revised estimates.

**4.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	11 338 000	1 723 000	17,9	381 000	3,5
2024	Mar	10 234 000	-1 104 000	-9,7	559 000	5,8
	Jun	10 155 000	-79 000	-0,8	917 000	9,9
	Sep	10 466 000	311 000	3,1	851 000	8,9
	Dec	12 990 000	2 524 000	24,1	1 652 000	14,6
2025	Mar	10 861 000	-2 129 000	-16,4	627 000	6,1
	Jun	11 464 000	603 000	5,6	1 309 000	12,9
	Sep*	11 677 000	213 000	1,9	1 211 000	11,6
	Dec	13 923 000	2 246 000	19,2	933 000	7,2

\*Revised estimates.

**4.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	9 027 000	109 000	1,2	572 000	6,8
2024	Mar	9 338 000	311 000	3,4	859 000	10,1
	Jun	9 292 000	-46 000	-0,5	850 000	10,1
	Sep	9 657 000	365 000	3,9	739 000	8,3
	Dec	10 027 000	370 000	3,8	1 000 000	11,1
2025	Mar	10 049 000	22 000	0,2	711 000	7,6
	Jun	10 425 000	376 000	3,7	1 133 000	12,2
	Sep*	10 849 000	424 000	4,1	1 192 000	12,3
	Dec	10 986 000	137 000	1,3	959 000	9,6

\*Revised estimates.

**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	
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	1 709 000	1 612 000	1661,9	-290 000	-14,5
2024	Mar	173 000	-1 536 000	-89,9	-384 000	-68,9
	Jun	135 000	-38 000	-22,0	9 000	7,1
	Sep	120 000	-15 000	-11,1	23 000	23,7
	Dec	2 306 000	2 186 000	1821,7	597 000	34,9
2025	Mar	134 000	-2 172 000	-94,2	-39 000	-22,5
	Jun	167 000	33 000	24,6	32 000	23,7
	Sep*	110 000	-57 000	-34,1	-10 000	-8,3
	Dec	2 274 000	2 164 000	1967,3	-32 000	-1,4

Revised estimates.

**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	
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
2024	Mar	723 000	121 000	20,1	84 000	13,1
	Jun	728 000	5 000	0,7	58 000	8,7
	Sep	689 000	-39 000	-5,4	89 000	14,8
	Dec	657 000	-32 000	-4,6	55 000	9,1
2025	Mar	678 000	21 000	3,2	-45 000	-6,2
	Jun	872 000	194 000	28,6	144 000	19,8
	Sep*	718 000	-154 000	-17,7	29 000	4,2
	Dec	663 000	-55 000	-7,7	6 000	0,9

\*Revised estimates.

**Table 5 - Construction industry**

**5.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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	588 000	-23 000	-3,8	-20 000	-3,3
2024	Mar	592 000	4 000	0,7	-27 000	-4,4
	Jun	591 000	-1 000	-0,2	-20 000	-3,3
	Sep	612 000	21 000	3,6	1 000	0,2
	Dec	599 000	-13 000	-2,1	11 000	1,9
2025	Mar	598 000	-1 000	-0,2	6 000	1,0
	Jun	596 000	-2 000	-0,3	5 000	0,8
	Sep*	592 000	-4 000	-0,7	-20 000	-3,3
	Dec	579 000	-13 000	-2,2	-20 000	-3,3

\*Revised estimates.

**5.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	517 000	-17 000	-3,2	-5 000	-1,0
2024	Mar	520 000	3 000	0,6	-19 000	-3,5
	Jun	524 000	4 000	0,8	-9 000	-1,7
	Sep	541 000	17 000	3,2	7 000	1,3
	Dec	527 000	-14 000	-2,6	10 000	1,9
2025	Mar	531 000	4 000	0,8	11 000	2,1
	Jun	527 000	-4 000	-0,8	3 000	0,6
	Sep*	529 000	2 000	0,4	-12 000	-2,2
	Dec	521 000	-8 000	-1,5	-6 000	-1,1

\*Revised estimates.

**5.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	517 000	-17 000	-3,2	-5 000	-1,0
2024	Mar	520 000	3 000	0,6	-19 000	-3,5
	Jun	524 000	4 000	0,8	-9 000	-1,7
	Sep	541 000	17 000	3,2	7 000	1,3
	Dec	527 000	-14 000	-2,6	10 000	1,9
2025	Mar	531 000	4 000	0,8	11 000	2,1
	Jun	527 000	-4 000	-0,8	3 000	0,6
	Sep*	529 000	2 000	0,4	-12 000	-2,2
	Dec	521 000	-8 000	-1,5	-6 000	-1,1

\*Revised estimates.

**5.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	47 579 000	4 820 000	11,3	1 385 000	3,0
2024	Mar	41 808 000	-5 771 000	-12,1	1 283 000	3,2
	Jun	43 273 000	1 465 000	3,5	135 000	0,3
	Sep	44 214 000	941 000	2,2	1 455 000	3,4
	Dec	50 619 000	6 405 000	14,5	3 040 000	6,4
2025	Mar	43 522 000	-7 097 000	-14,0	1 714 000	4,1
	Jun	46 031 000	2 509 000	5,8	2 758 000	6,4
	Sep*	46 102 000	71 000	0,2	1 888 000	4,3
	Dec	52 040 000	5 938 000	12,9	1 421 000	2,8

\*Revised estimates.

**5.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	39 326 000	-715 000	-1,8	1 811 000	4,8
2024	Mar	38 344 000	-982 000	-2,5	1 200 000	3,2
	Jun	39 149 000	805 000	2,1	-303 000	-0,8
	Sep	41 206 000	2 057 000	5,3	1 165 000	2,9
	Dec	42 020 000	814 000	2,0	2 694 000	6,9
2025	Mar	40 741 000	-1 279 000	-3,0	2 397 000	6,3
	Jun	42 058 000	1 317 000	3,2	2 909 000	7,4
	Sep*	42 883 000	825 000	2,0	1 677 000	4,1
	Dec	43 652 000	769 000	1,8	1 632 000	3,9

\*Revised estimates.

**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	
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	6 481 000	5 465 000	537,9	-542 000	-7,7
2024	Mar	1 860 000	-4 621 000	-71,3	8 000	0,4
	Jun	2 328 000	468 000	25,2	372 000	19,0
	Sep	1 088 000	-1 240 000	-53,3	72 000	7,1
	Dec	6 607 000	5 519 000	507,3	126 000	1,9
2025	Mar	1 213 000	-5 394 000	-81,6	-647 000	-34,8
	Jun	1 963 000	750 000	61,8	-365 000	-15,7
	Sep*	1 308 000	-655 000	-33,4	220 000	20,2
	Dec	6 435 000	5 127 000	392,0	-172 000	-2,6

\*Revised estimates.

**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	
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	1 772 000	70 000	4,1	116 000	7,0
2024	Mar	1 604 000	-168 000	-9,5	75 000	4,9
	Jun	1 796 000	192 000	12,0	66 000	3,8
	Sep	1 920 000	124 000	6,9	218 000	12,8
	Dec	1 992 000	72 000	3,8	220 000	12,4
2025	Mar	1 568 000	-424 000	-21,3	-36 000	-2,2
	Jun	2 010 000	442 000	28,2	214 000	11,9
	Sep*	1 911 000	-99 000	-4,9	-9 000	-0,5
	Dec	1 953 000	42 000	2,2	-39 000	-2,0

\*Revised estimates.

**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	
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	2 380 000	62 000	2,7	45 000	1,9
2024	Mar	2 327 000	-53 000	-2,2	11 000	0,5
	Jun	2 325 000	-2 000	-0,1	12 000	0,5
	Sep	2 340 000	15 000	0,6	22 000	0,9
	Dec	2 387 000	47 000	2,0	7 000	0,3
2025	Mar	2 334 000	-53 000	-2,2	7 000	0,3
	Jun	2 327 000	-7 000	-0,3	2 000	0,1
	Sep*	2 338 000	11 000	0,5	-2 000	-0,1
	Dec	2 375 000	37 000	1,6	-12 000	-0,5

\*Revised estimates.

**6.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	2 116 000	38 000	1,8	42 000	2,0
2024	Mar	2 081 000	-35 000	-1,7	5 000	0,2
	Jun	2 079 000	-2 000	-0,1	3 000	0,1
	Sep	2 096 000	17 000	0,8	18 000	0,9
	Dec	2 126 000	30 000	1,4	10 000	0,5
2025	Mar	2 090 000	-36 000	-1,7	9 000	0,4
	Jun	2 087 000	-3 000	-0,1	8 000	0,4
	Sep*	2 088 000	1 000	0,0	-8 000	-0,4
	Dec	2 111 000	23 000	1,1	-15 000	-0,7

\*Revised estimates.

**6.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	264 000	24 000	10,0	3 000	1,1
2024	Mar	246 000	-18 000	-6,8	6 000	2,5
	Jun	246 000	0	0,0	9 000	3,8
	Sep	244 000	-2 000	-0,8	4 000	1,7
	Dec	261 000	17 000	7,0	-3 000	-1,1
2025	Mar	244 000	-17 000	-6,5	-2 000	-0,8
	Jun	240 000	-4 000	-1,6	-6 000	-2,4
	Sep*	250 000	10 000	4,2	6 000	2,5
	Dec	264 000	14 000	5,6	3 000	1,1

\*Revised estimates.

**6.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	142 985 000	15 420 000	12,1	1 207 000	0,9
2024	Mar	131 167 000	-11 818 000	-8,3	5 129 000	4,1
	Jun	135 465 000	4 298 000	3,3	4 999 000	3,8
	Sep	134 555 000	-910 000	-0,7	6 990 000	5,5
	Dec	148 480 000	13 925 000	10,3	5 495 000	3,8
2025	Mar	137 542 000	-10 938 000	-7,4	6 375 000	4,9
	Jun	140 863 000	3 321 000	2,4	5 398 000	4,0
	Sep*	140 792 000	-71 000	-0,1	6 237 000	4,6
	Dec	155 488 000	14 696 000	10,4	7 008 000	4,7

\*Revised estimates.

**6.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	121 345 000	4 105 000	3,5	2 794 000	2,4
2024	Mar	118 875 000	-2 470 000	-2,0	6 418 000	5,7
	Jun	121 687 000	2 812 000	2,4	5 534 000	4,8
	Sep	123 784 000	2 097 000	1,7	6 544 000	5,6
	Dec	126 548 000	2 764 000	2,2	5 203 000	4,3
2025	Mar	124 217 000	-2 331 000	-1,8	5 342 000	4,5
	Jun	128 025 000	3 808 000	3,1	6 338 000	5,2
	Sep*	130 038 000	2 013 000	1,6	6 254 000	5,1
	Dec	132 524 000	2 486 000	1,9	5 976 000	4,7

\*Revised estimates.

**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	
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	18 257 000	11 098 000	155,0	-1 371 000	-7,0
2024	Mar	8 730 000	-9 527 000	-52,2	-1 522 000	-14,8
	Jun	10 058 000	1 328 000	15,2	-722 000	-6,7
	Sep	7 409 000	-2 649 000	-26,3	250 000	3,5
	Dec	18 508 000	11 099 000	149,8	251 000	1,4
2025	Mar	9 942 000	-8 566 000	-46,3	1 212 000	13,9
	Jun	9 072 000	-870 000	-8,8	-986 000	-9,8
	Sep*	7 330 000	-1 742 000	-19,2	-79 000	-1,1
	Dec	19 538 000	12 208 000	166,5	1 030 000	5,6

\*Revised estimates.

**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	
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	3 383 000	217 000	6,9	-216 000	-6,0
2024	Mar	3 562 000	179 000	5,3	233 000	7,0
	Jun	3 720 000	158 000	4,4	187 000	5,3
	Sep	3 362 000	-358 000	-9,6	196 000	6,2
	Dec	3 424 000	62 000	1,8	41 000	1,2
2025	Mar	3 383 000	-41 000	-1,2	-179 000	-5,0
	Jun	3 766 000	383 000	11,3	46 000	1,2
	Sep*	3 424 000	-342 000	-9,1	62 000	1,8
	Dec	3 426 000	2 000	0,1	2 000	0,1

\*Revised estimates.

**Table 7 - Transport, storage and communication industry**

**7.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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	484 000	7 000	1,5	8 000	1,7
2024	Mar	487 000	3 000	0,6	6 000	1,2
	Jun	480 000	-7 000	-1,4	2 000	0,4
	Sep	477 000	-3 000	-0,6	0	0,0
	Dec	479 000	2 000	0,4	-5 000	-1,0
2025	Mar	479 000	0	0,0	-8 000	-1,6
	Jun	475 000	-4 000	-0,8	-5 000	-1,0
	Sep*	474 000	-1 000	-0,2	-3 000	-0,6
	Dec	470 000	-4 000	-0,8	-9 000	-1,9

\*Revised estimates.

**7.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	466 000	8 000	1,7	9 000	2,0
2024	Mar	467 000	1 000	0,2	5 000	1,1
	Jun	460 000	-7 000	-1,5	-1 000	-0,2
	Sep	460 000	0	0,0	2 000	0,4
	Dec	463 000	3 000	0,7	-3 000	-0,6
2025	Mar	463 000	0	0,0	-4 000	-0,9
	Jun	459 000	-4 000	-0,9	-1 000	-0,2
	Sep*	458 000	-1 000	-0,2	-2 000	-0,4
	Dec	453 000	-5 000	-1,1	-10 000	-2,2

\*Revised estimates.

**7.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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
2024	Mar	20 000	2 000	11,1	1 000	5,3
	Jun	20 000	0	0,0	3 000	17,6
	Sep	17 000	-3 000	-15,0	-2 000	-10,5
	Dec	16 000	-1 000	-5,9	-2 000	-11,1
2025	Mar	16 000	0	0,0	-4 000	-20,0
	Jun	16 000	0	0,0	-4 000	-20,0
	Sep*	16 000	0	0,0	-1 000	-5,9
	Dec	17 000	1 000	6,3	1 000	6,3

\*Revised estimates.

**7.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	50 519 000	4 859 000	10,6	5 840 000	13,1
2024	Mar	47 109 000	-3 410 000	-6,7	3 851 000	8,9
	Jun	48 528 000	1 419 000	3,0	2 950 000	6,5
	Sep	47 799 000	-729 000	-1,5	2 139 000	4,7
	Dec	52 355 000	4 556 000	9,5	1 836 000	3,6
2025	Mar	48 057 000	-4 298 000	-8,2	948 000	2,0
	Jun	49 758 000	1 701 000	3,5	1 230 000	2,5
	Sep*	48 992 000	-766 000	-1,5	1 193 000	2,5
	Dec	53 076 000	4 084 000	8,3	721 000	1,4

\*Revised estimates.

**7.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	41 883 000	846 000	2,1	3 890 000	10,2
2024	Mar	42 279 000	396 000	0,9	3 288 000	8,4
	Jun	43 125 000	846 000	2,0	3 107 000	7,8
	Sep	43 482 000	357 000	0,8	2 445 000	6,0
	Dec	44 531 000	1 049 000	2,4	2 648 000	6,3
2025	Mar	43 853 000	-678 000	-1,5	1 574 000	3,7
	Jun	44 467 000	614 000	1,4	1 342 000	3,1
	Sep*	44 786 000	319 000	0,7	1 304 000	3,0
	Dec	45 513 000	727 000	1,6	982 000	2,2

\*Revised estimates.

**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	
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	6 086 000	3 940 000	183,6	1 639 000	36,9
2024	Mar	2 389 000	-3 697 000	-60,7	320 000	15,5
	Jun	3 291 000	902 000	37,8	253 000	8,3
	Sep	2 217 000	-1 074 000	-32,6	71 000	3,3
	Dec	5 730 000	3 513 000	158,5	-356 000	-5,8
2025	Mar	2 146 000	-3 584 000	-62,5	-243 000	-10,2
	Jun	3 045 000	899 000	41,9	-246 000	-7,5
	Sep*	1 982 000	-1 063 000	-34,9	-235 000	-10,6
	Dec	5 347 000	3 365 000	169,8	-383 000	-6,7

\*Revised estimates.

**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	
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	2 550 000	73 000	2,9	311 000	13,9
2024	Mar	2 441 000	-109 000	-4,3	243 000	11,1
	Jun	2 112 000	-329 000	-13,5	-410 000	-16,3
	Sep	2 100 000	-12 000	-0,6	-377 000	-15,2
	Dec	2 094 000	-6 000	-0,3	-456 000	-17,9
2025	Mar	2 058 000	-36 000	-1,7	-383 000	-15,7
	Jun	2 246 000	188 000	9,1	134 000	6,3
	Sep*	2 224 000	-22 000	-1,0	124 000	5,9
	Dec	2 216 000	-8 000	-0,4	122 000	5,8

\*Revised estimates.

**Table 8 - Financial intermediation, insurance, real estate and business services industry**

**8.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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	2 487 000	-5 000	-0,2	-21 000	-0,8
2024	Mar	2 487 000	0	0,0	-10 000	-0,4
	Jun	2 483 000	-4 000	-0,2	-26 000	-1,0
	Sep	2 474 000	-9 000	-0,4	-18 000	-0,7
	Dec	2 505 000	31 000	1,3	18 000	0,7
2025	Mar	2 508 000	3 000	0,1	21 000	0,8
	Jun	2 502 000	-6 000	-0,2	19 000	0,8
	Sep*	2 467 000	-35 000	-1,4	-7 000	-0,3
	Dec	2 484 000	17 000	0,7	-21 000	-0,8

\*Revised estimates.

**8.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	2 255 000	-2 000	-0,1	-59 000	-2,5
2024	Mar	2 262 000	7 000	0,3	-16 000	-0,7
	Jun	2 264 000	2 000	0,1	-15 000	-0,7
	Sep	2 248 000	-16 000	-0,7	-9 000	-0,4
	Dec	2 277 000	29 000	1,3	22 000	1,0
2025	Mar	2 270 000	-7 000	-0,3	8 000	0,4
	Jun	2 261 000	-9 000	-0,4	-3 000	-0,1
	Sep*	2 256 000	-5 000	-0,2	8 000	0,4
	Dec	2 263 000	7 000	0,3	-14 000	-0,6

\*Revised estimates.

**8.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	232 000	-3 000	-1,3	38 000	19,6
2024	Mar	225 000	-7 000	-3,0	6 000	2,7
	Jun	219 000	-6 000	-2,7	-11 000	-4,8
	Sep	226 000	7 000	3,2	-9 000	-3,8
	Dec	228 000	2 000	0,9	-4 000	-1,7
2025	Mar	238 000	10 000	4,4	13 000	5,8
	Jun	241 000	3 000	1,3	22 000	10,0
	Sep*	211 000	-30 000	-12,4	-15 000	-6,6
	Dec	221 000	10 000	4,7	-7 000	-3,1

\*Revised estimates.

**8.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	275 244 000	5 866 000	2,2	7 726 000	2,9
2024	Mar	284 736 000	9 492 000	3,4	12 741 000	4,7
	Jun	263 087 000	-21 649 000	-7,6	7 961 000	3,1
	Sep	275 827 000	12 740 000	4,8	6 449 000	2,4
	Dec	284 600 000	8 773 000	3,2	9 356 000	3,4
2025	Mar	286 459 000	1 859 000	0,7	1 723 000	0,6
	Jun	273 823 000	-12 636 000	-4,4	10 736 000	4,1
	Sep*	281 764 000	7 941 000	2,9	5 937 000	2,2
	Dec	298 901 000	17 137 000	6,1	14 301 000	5,0

\*Revised estimates.

**8.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	232 218 000	2 003 000	0,9	14 310 000	6,6
2024	Mar	231 970 000	-248 000	-0,1	9 984 000	4,5
	Jun	238 148 000	6 178 000	2,7	10 846 000	4,8
	Sep	238 944 000	796 000	0,3	8 729 000	3,8
	Dec	240 618 000	1 674 000	0,7	8 400 000	3,6
2025	Mar	240 170 000	-448 000	-0,2	8 200 000	3,5
	Jun	244 824 000	4 654 000	1,9	6 676 000	2,8
	Sep*	244 866 000	42 000	0,0	5 922 000	2,5
	Dec	250 111 000	5 245 000	2,1	9 493 000	3,9

\*Revised estimates.

**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	
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	37 383 000	3 275 000	9,6	-8 329 000	-18,2
2024	Mar	47 472 000	10 089 000	27,0	1 377 000	3,0
	Jun	19 412 000	-28 060 000	-59,1	-3 918 000	-16,8
	Sep	31 069 000	11 657 000	60,1	-3 039 000	-8,9
	Dec	38 876 000	7 807 000	25,1	1 493 000	4,0
2025	Mar	41 133 000	2 257 000	5,8	-6 339 000	-13,4
	Jun	22 936 000	-18 197 000	-44,2	3 524 000	18,2
	Sep*	31 766 000	8 830 000	38,5	697 000	2,2
	Dec	44 304 000	12 538 000	39,5	5 428 000	14,0

\*Revised estimates.

**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	
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	5 643 000	588 000	11,6	1 745 000	44,8
2024	Mar	5 294 000	-349 000	-6,2	1 380 000	35,3
	Jun	5 527 000	233 000	4,4	1 033 000	23,0
	Sep	5 814 000	287 000	5,2	759 000	15,0
	Dec	5 106 000	-708 000	-12,2	-537 000	-9,5
2025	Mar	5 156 000	50 000	1,0	-138 000	-2,6
	Jun	6 063 000	907 000	17,6	536 000	9,7
	Sep*	5 132 000	-931 000	-15,4	-682 000	-11,7
	Dec	4 486 000	-646 000	-12,6	-620 000	-12,1

\*Revised estimates.

**Table 9 - Community, social and personal services industry**

**9.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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
2024	Mar	2 929 000	-17 000	-0,6	-60 000	-2,0
	Jun	3 026 000	97 000	3,3	-93 000	-3,0
	Sep	2 895 000	-131 000	-4,3	-265 000	-8,4
	Dec	2 866 000	-29 000	-1,0	-80 000	-2,7
2025	Mar	2 854 000	-12 000	-0,4	-75 000	-2,6
	Jun	2 811 000	-43 000	-1,5	-215 000	-7,1
	Sep*	2 852 000	41 000	1,5	-43 000	-1,5
	Dec	2 847 000	-5 000	-0,2	-19 000	-0,7

\*Revised estimates.

**9.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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
2024	Mar	2 391 000	-13 000	-0,5	-5 000	-0,2
	Jun	2 395 000	4 000	0,2	-3 000	-0,1
	Sep	2 390 000	-5 000	-0,2	-25 000	-1,0
	Dec	2 378 000	-12 000	-0,5	-26 000	-1,1
2025	Mar	2 374 000	-4 000	-0,2	-17 000	-0,7
	Jun	2 369 000	-5 000	-0,2	-26 000	-1,1
	Sep*	2 364 000	-5 000	-0,2	-26 000	-1,1
	Dec	2 368 000	4 000	0,2	-10 000	-0,4

\*Revised estimates.

**9.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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
2024	Mar	538 000	-4 000	-0,7	-55 000	-9,3
	Jun	631 000	93 000	17,3	-90 000	-12,5
	Sep	505 000	-126 000	-20,0	-240 000	-32,2
	Dec	488 000	-17 000	-3,4	-54 000	-10,0
2025	Mar	480 000	-8 000	-1,6	-58 000	-10,8
	Jun	442 000	-38 000	-7,9	-189 000	-30,0
	Sep*	488 000	46 000	10,4	-17 000	-3,4
	Dec	479 000	-9 000	-1,8	-9 000	-1,8

\*Revised estimates.

**9.4 Total gross earnings (R thousand)**

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	310 843 000	5 646 000	1,8	14 002 000	4,7
2024	Mar	299 139 000	-11 704 000	-3,8	12 876 000	4,5
	Jun	309 814 000	10 675 000	3,6	14 630 000	5,0
	Sep	312 066 000	2 252 000	0,7	6 869 000	2,3
	Dec	324 368 000	12 302 000	3,9	13 525 000	4,4
2025	Mar	312 192 000	-12 176 000	-3,8	13 053 000	4,4
	Jun	320 334 000	8 142 000	2,6	10 520 000	3,4
	Sep*	324 715 000	4 381 000	1,4	12 649 000	4,1
	Dec	342 998 000	18 283 000	5,6	18 630 000	5,7

\*Revised estimates.

**9.5 Basic salary/wages (R thousand)**

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	277 362 000	-2 863 000	-1,0	10 250 000	3,8
2024	Mar	276 106 000	-1 256 000	-0,5	11 951 000	4,5
	Jun	286 824 000	10 718 000	3,9	12 937 000	4,7
	Sep	287 007 000	183 000	0,1	6 782 000	2,4
	Dec	290 018 000	3 011 000	1,0	12 656 000	4,6
2025	Mar	287 284 000	-2 734 000	-0,9	11 178 000	4,0
	Jun	296 278 000	8 994 000	3,1	9 454 000	3,3
	Sep*	299 169 000	2 891 000	1,0	12 162 000	4,2
	Dec	305 231 000	6 062 000	2,0	15 213 000	5,2

\*Revised estimates.

**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	
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	25 248 000	8 240 000	48,4	2 891 000	12,9
2024	Mar	14 781 000	-10 467 000	-41,5	740 000	5,3
	Jun	13 996 000	-785 000	-5,3	747 000	5,6
	Sep	15 882 000	1 886 000	13,5	-1 126 000	-6,6
	Dec	25 774 000	9 892 000	62,3	526 000	2,1
2025	Mar	15 622 000	-10 152 000	-39,4	841 000	5,7
	Jun	15 018 000	-604 000	-3,9	1 022 000	7,3
	Sep*	16 610 000	1 592 000	10,6	728 000	4,6
	Dec	28 147 000	11 537 000	69,5	2 373 000	9,2

\*Revised estimates.



**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	
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	8 233 000	269 000	3,4	861 000	11,7
2024	Mar	8 252 000	19 000	0,2	185 000	2,3
	Jun	8 994 000	742 000	9,0	946 000	11,8
	Sep	9 177 000	183 000	2,0	1 213 000	15,2
	Dec	8 576 000	-601 000	-6,5	343 000	4,2
2025	Mar	9 286 000	710 000	8,3	1 034 000	12,5
	Jun	9 038 000	-248 000	-2,7	44 000	0,5
	Sep*	8 936 000	-102 000	-1,1	-241 000	-2,6
	Dec	9 620 000	684 000	7,7	1 044 000	12,2

\*Revised estimates.

**PART 2 – Estimation of average monthly earnings**

**Table 10 - Average monthly earnings at current prices by industry**

**10.1 Total (all formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	26 822	1,3	2,0
2024 Feb	26 783	-0,1	4,6
May	27 511	2,7	5,0
Aug	28 274	2,8	6,8
Nov	28 316	0,1	5,6
2025 Feb	28 322	0,0	5,7
May	29 402	3,8	6,9
Aug*	29 650	0,8	4,9
Nov	29 690	0,1	4,9

\*Revised estimates.

**10.2 Mining and quarrying industry\*\***

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	33 650	-1,0	6,9
2024 Feb	32 566	-3,2	4,3
May	33 915	4,1	4,1
Aug	36 175	6,7	6,4
Nov	34 224	-5,4	1,7
2025 Feb	33 795	-1,3	3,8
May	35 800	5,9	5,6
Aug*	35 866	0,2	-0,9
Nov	36 219	1,0	5,8

\*Revised estimates. \*\*Data for mining is obtained from the Department of Mineral and Petroleum Resources (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	
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	23 480	1,2	3,4	21 747	0,7	3,4
2024	Feb	23 102	-1,6	3,1	21 400	-1,6	2,0
	May	23 649	2,4	3,0	22 082	3,2	3,5
	Aug	23 735	0,4	2,3	22 298	1,0	3,2
	Nov	24 290	2,3	3,4	22 609	1,4	4,0
2025	Feb	23 921	-1,5	3,5	22 464	-0,6	5,0
	May	24 464	2,3	3,4	22 875	1,8	3,6
	Aug*	25 184	2,9	6,1	23 587	3,1	5,8
	Nov	25 364	0,7	4,4	23 671	0,4	4,7

\*Revised estimates.

**10.4 Electricity, gas and water supply industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime			
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	
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	51 375	1,8	1,5	48 344	1,7	1,3
2024	Feb	52 486	2,2	7,5	48 859	1,1	7,5
	May	52 249	-0,5	4,8	48 652	-0,4	6,3
	Aug	54 158	3,7	7,4	50 953	4,7	7,2
	Nov	55 566	2,6	8,2	52 268	2,6	8,1
2025	Feb	55 660	0,2	6,0	52 380	0,2	7,2
	May	57 174	2,7	9,4	52 251	-0,2	7,4
	Aug*	58 100	1,6	7,3	54 974	5,2	7,9
	Nov	60 519	4,2	8,9	57 179	4,0	9,4

\*Revised estimates.

**10.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	22 449	-0,4	5,9	21 351	-1,0	6,3
2024 Feb	22 541	0,4	6,7	21 546	0,9	6,4
May	23 408	3,8	5,3	22 344	3,7	5,2
Aug	23 687	1,2	5,0	22 591	1,1	4,7
Nov	23 847	0,7	6,2	22 693	0,5	6,3
2025 Feb	24 036	0,8	6,6	23 088	1,7	7,2
May	24 677	2,7	5,4	23 485	1,7	5,1
Aug*	24 972	1,2	5,4	23 912	1,8	5,8
Nov	25 260	1,2	5,9	24 174	1,1	6,5

\*Revised estimates.

**10.6 Wholesale and retail trade; repair of motor vehicles, motor cycles, and personal and household goods; hotels and restaurants industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	17 055	0,5	3,1	16 562	0,4	3,6
2024 Feb	17 171	0,7	4,8	16 711	0,9	5,4
May	17 855	4,0	5,6	17 300	3,5	5,9
Aug	17 936	0,5	5,7	17 475	1,0	5,9
Nov	17 954	0,1	5,3	17 467	0,0	5,5
2025 Feb	17 977	0,1	4,7	17 514	0,3	4,8
May	18 946	5,4	6,1	18 338	4,7	6,0
Aug*	18 854	-0,5	5,1	18 359	0,1	5,1
Nov	18 777	-0,4	4,6	18 284	-0,4	4,7

\*Revised estimates.

**10.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	30 043	-1,3	5,5	28 179	-1,8	5,0
2024 Feb	30 758	2,4	9,6	29 004	2,9	9,4
May	31 319	1,8	5,6	29 831	2,9	7,4
Aug	31 874	1,8	4,7	30 389	1,9	5,9
Nov	32 569	2,2	8,4	31 021	2,1	10,1
2025 Feb	32 057	-1,6	4,2	30 614	-1,3	5,6
May	32 625	1,8	4,2	30 975	1,2	3,8
Aug*	33 232	1,9	4,3	31 646	2,2	4,1
Nov	34 106	2,6	4,7	32 599	3,0	5,1

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	31 160	1,2	9,0	30 400	1,1	8,7
2024 Feb	30 853	-1,0	5,7	30 155	-0,8	5,3
May	31 997	3,7	7,7	31 235	3,6	7,5
Aug	32 347	1,1	5,0	31 541	1,0	4,9
Nov	32 274	-0,2	3,6	31 568	0,1	3,8
2025 Feb	31 771	-1,6	3,0	31 091	-1,5	3,1
May	32 874	3,5	2,7	32 010	3,0	2,5
Aug*	33 503	1,9	3,6	32 749	2,3	3,8
Nov	33 182	-1,0	2,8	32 576	-0,5	3,2

\*Revised estimates.

**10.9 Community, social and personal services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	31 160	1,2	9,0	30 400	1,1	8,7
2024 Feb	30 853	-1,0	5,7	30 155	-0,8	5,3
May	31 997	3,7	7,7	31 235	3,6	7,5
Aug	32 347	1,1	5,0	31 541	1,0	4,9
Nov	32 274	-0,2	3,6	31 568	0,1	3,8
2025 Feb	31 771	-1,6	3,0	31 091	-1,5	3,1
May	32 874	3,5	2,7	32 010	3,0	2,5
Aug*	33 503	1,9	3,6	32 749	2,3	3,8
Nov	33 182	-1,0	2,8	32 576	-0,5	3,2

\*Revised estimates.

**Table 11 - Average monthly earnings at constant prices (Dec24=100) by industry**

AME figures from Nov 2024 onwards are based on the Dec 2024 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
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	23 799	-0,1	-3,3
2024	Feb	23 514	-1,2	-0,9
	May	23 860	1,5	-0,2
	Aug	24 374	2,2	2,3
	Nov	28 344	16,3	19,1
2025	Feb	27 986	-1,3	19,0
	May	28 797	2,9	20,7
	Aug*	28 731	-0,2	17,9
	Nov	28 714	-0,1	1,3

\*Revised estimates.

**11.2 Mining and quarrying industry\*\***

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	29 858	-2,4	1,3
2024	Feb	28 592	-4,2	-1,2
	May	29 415	2,9	-1,0
	Aug	31 185	6,0	1,9
	Nov	34 258	9,9	14,7
2025	Feb	33 394	-2,5	16,8
	May	35 064	5,0	19,2
	Aug*	34 754	-0,9	11,4
	Nov	35 028	0,8	2,2

\*Revised estimates.\*\*Data for mining is obtained from the Department of Mineral and Petroleum Resources (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
2021 Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
	17 360	1,9	14,4	16 268	1,7	11,9
	17 319	-0,2	4,8	16 251	-0,1	3,2
2021 Nov	21 173	22,3	21,7	19 697	21,2	20,7
	20 824	-1,6	22,2	19 530	-0,8	22,0
	20 979	0,7	20,8	19 600	0,4	20,5
2022 Aug	20 817	-0,8	20,2	19 432	-0,9	19,6
	21 270	2,2	0,5	19 687	1,3	0,0
	20 762	-2,4	-0,3	19 440	-1,3	-0,5
2023 May	20 953	0,9	-0,1	19 464	0,1	-0,7
	20 881	-0,3	0,3	19 446	-0,1	0,1
	20 834	-0,2	-2,0	19 296	-0,8	-2,0
2024 Feb	20 283	-2,6	-2,3	18 788	-2,6	-3,4
	20 511	1,1	-2,1	19 152	1,9	-1,6
	20 461	-0,2	-2,0	19 222	0,4	-1,2
2024 Nov	24 314	18,8	16,7	22 632	17,7	17,3
	23 637	-2,8	16,5	22 198	-1,9	18,1
	23 961	1,4	16,8	22 405	0,9	17,0
2025 Aug*	24 403	1,8	19,3	22 856	2,0	18,9
	24 530	0,5	0,9	22 893	0,2	1,2

\*Revised estimates.

**11.4 Electricity, gas and water supply industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
	39 804	1,1	1,9	36 745	-1,0	0,6
	36 988	-7,1	-6,9	35 824	-2,5	-5,9
2021 Nov	47 406	28,2	14,3	46 397	29,5	17,6
	45 983	-3,0	16,8	43 044	-7,2	16,0
	45 300	-1,5	13,8	42 070	-2,3	14,5
2022 Aug	44 819	-1,1	21,2	42 365	0,7	18,3
	47 389	5,7	0,0	44 704	5,5	-3,6
	45 256	-4,5	-1,6	42 122	-5,8	-2,1
2023 May	45 495	0,5	0,4	41 751	-0,9	-0,8
	45 408	-0,2	1,3	42 773	2,4	1,0
	45 586	0,4	-3,8	42 896	0,3	-4,0
2024 Feb	46 081	1,1	1,8	42 896	0,0	1,8
	45 316	-1,7	-0,4	42 196	-1,6	1,1
	46 688	3,0	2,8	43 925	4,1	2,7
2024 Nov	55 622	19,1	22,0	52 320	19,1	22,0
	55 000	-1,1	19,4	51 759	-1,1	20,7
	55 998	1,8	23,6	51 176	-1,1	21,3
2025 Aug*	56 298	0,5	20,6	53 269	4,1	21,3
	58 529	4,0	5,2	55 299	3,8	5,7

\*Revised estimates.

**11.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	19 919	-1,9	0,4	18 945	-2,4	0,7
2024 Feb	19 790	-0,6	1,1	18 917	-0,1	0,8
May	20 302	2,6	0,1	19 379	2,4	0,0
Aug	20 420	0,6	0,6	19 475	0,5	0,3
Nov	23 871	16,9	19,8	22 716	16,6	19,9
2025 Feb	23 751	-0,5	20,0	22 814	0,4	20,6
May	24 169	1,8	19,0	23 002	0,8	18,7
Aug*	24 198	0,1	18,5	23 171	0,7	19,0
Nov	24 429	1,0	2,3	23 379	0,9	2,9

\*Revised estimates.

**11.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	15 133	-0,9	-2,3	14 696	-1,0	-1,8
2024 Feb	15 076	-0,4	-0,7	14 672	-0,2	-0,1
May	15 486	2,7	0,4	15 004	2,3	0,7
Aug	15 462	-0,2	1,2	15 065	0,4	1,4
Nov	17 972	16,2	18,8	17 484	16,1	19,0
2025 Feb	17 764	-1,2	17,8	17 306	-1,0	18,0
May	18 556	4,5	19,8	17 961	3,8	19,7
Aug*	18 269	-1,5	18,2	17 790	-1,0	18,1
Nov	18 160	-0,6	1,0	17 683	-0,6	1,1

\*Revised estimates.

**11.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	26 657	-2,7	0,0	25 004	-3,1	-0,5
2024 Feb	27 004	1,3	3,8	25 464	1,8	3,6
May	27 163	0,6	0,4	25 873	1,6	2,1
Aug	27 478	1,2	0,3	26 197	1,3	1,5
Nov	32 602	18,6	22,3	31 052	18,5	24,2
2025 Feb	31 677	-2,8	17,3	30 251	-2,6	18,8
May	31 954	0,9	17,6	30 338	0,3	17,3
Aug*	32 202	0,8	17,2	30 665	1,1	17,1
Nov	32 985	2,4	1,2	31 527	2,8	1,5

\*Revised estimates.

**11.8 Financial intermediation, insurance, real estate and business services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	27 649	-0,3	3,3	26 974	-0,4	3,0
2024 Feb	27 088	-2,0	0,1	26 475	-1,8	-0,2
May	27 751	2,4	2,4	27 090	2,3	2,2
Aug	27 885	0,5	0,6	27 191	0,4	0,5
Nov	32 306	15,9	16,8	31 600	16,2	17,1
2025 Feb	31 394	-2,8	15,9	30 722	-2,8	16,0
May	32 198	2,6	16,0	31 352	2,1	15,7
Aug*	32 464	0,8	16,4	31 734	1,2	16,7
Nov	32 091	-1,1	-0,7	31 505	-0,7	-0,3

\*Revised estimates.

**11.9 Community, social and personal services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	27 887	2,2	-11,3	26 960	2,0	-11,6
2024 Feb	27 673	-0,8	-3,1	26 837	-0,5	-3,2
May	27 544	-0,5	-2,8	26 690	-0,5	-2,5
Aug	29 336	6,5	7,5	28 379	6,3	7,4
Nov	34 269	16,8	22,9	33 152	16,8	23,0
2025 Feb	34 415	0,4	24,4	33 153	0,0	23,5
May	35 561	3,3	29,1	34 380	3,7	28,8
Aug*	35 085	-1,3	19,6	33 970	-1,2	19,7
Nov	35 134	0,1	2,5	33 986	0,0	2,5

\*Revised estimates..

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

Industry	Quarter ended September* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	474 858	474 858	474 858	0,0	471 934	471 934	471 934
Manufacturing	0,8	1 250 042	1 269 955	1 289 868	0,8	1 238 907	1 258 643	1 278 378
Electricity, gas and water supply	2,4	61 844	64 896	67 949	2,2	62 212	65 015	67 819
Construction	4,6	538 575	591 945	645 314	4,6	526 418	578 583	630 748
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,0	2 291 738	2 337 554	2 383 370	1,0	2 328 527	2 375 079	2 421 631
Transport, storage and communication	1,2	463 517	474 681	485 846	1,1	459 657	469 785	479 914
Financial intermediation, insurance, real estate and business services	1,9	2 374 710	2 466 565	2 558 420	2,0	2 387 312	2 484 713	2 582 114
Community, social and personal services	0,7	2 813 081	2 852 213	2 891 346	0,7	2 807 653	2 846 710	2 885 767
<b>Total</b>	<b>0,6</b>	<b>10 408 804</b>	<b>10 532 668</b>	<b>10 656 532</b>	<b>0,6</b>	<b>10 426 389</b>	<b>10 550 463</b>	<b>10 674 536</b>

\*Revised estimates.

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

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

Industry	Quarter ended September* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	474 858	474 858	474 858	0,0	471 934	471 934	471 934
Manufacturing	0,8	1 168 317	1 186 928	1 205 539	0,8	1 164 223	1 182 768	1 201 314
Electricity, gas and water supply	2,4	60 117	63 084	66 052	2,3	60 255	63 100	65 944
Construction	5,2	474 981	528 885	582 789	5,1	468 561	520 600	572 639
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,0	2 047 011	2 087 934	2 128 858	1,0	2 069 867	2 111 247	2 152 628
Transport, storage and communication	1,2	447 539	458 319	469 099	1,1	442 751	452 507	462 263
Financial intermediation, insurance, real estate and business services	1,9	2 171 534	2 255 530	2 339 526	2,0	2 174 722	2 263 450	2 352 177
Community, social and personal services	0,8	2 327 139	2 364 210	2 401 281	0,8	2 330 757	2 367 885	2 405 014
<b>Total</b>	<b>0,6</b>	<b>9 308 972</b>	<b>9 419 748</b>	<b>9 530 525</b>	<b>0,6</b>	<b>9 322 553</b>	<b>9 433 491</b>	<b>9 544 428</b>

\*Revised estimates.

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

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

Industry	Quarter ended September* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,6	77 169	83 027	88 885	3,7	70 372	75 874	81 376
Electricity, gas and water supply	10,3	1 446	1 812	2 178	10,1	1 536	1 916	2 295
Construction	8,2	52 925	63 060	73 195	8,2	48 664	57 983	67 302
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,9	235 431	249 620	263 808	2,6	250 387	263 832	277 277
Transport, storage and communication	5,4	14 631	16 362	18 094	8,2	14 502	17 279	20 056
Financial intermediation, insurance, real estate and business services	8,8	174 636	211 035	247 435	7,6	188 304	221 263	254 223
Community, social and personal services	1,1	477 482	488 003	498 524	1,1	468 502	478 825	489 148
<b>Total</b>	<b>1,8</b>	<b>1 073 656</b>	<b>1 112 920</b>	<b>1 152 183</b>	<b>1,6</b>	<b>1 081 944</b>	<b>1 116 972</b>	<b>1 152 000</b>

\*Revised estimates.

\*\* Data for mining is obtained from the Department of Mineral and Petroleum Resources (see explanatory notes). At this stage the Department of Mineral and Petroleum Resources 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* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	52 326 087 260	52 326 087 260	52 326 087 260	0,0	52 491 798 688	52 491 798 688	52 491 798 688
Manufacturing	1,0	97 071 398 699	99 012 034 576	100 952 670 455	1,1	108 790 435 436	111 187 640 973	113 584 846 514
Electricity, gas and water supply	0,9	11 472 054 403	11 678 055 299	11 884 056 194	0,8	13 705 314 555	13 923 637 186	14 141 959 817
Construction	6,3	40 409 201 183	46 101 858 695	51 794 516 206	6,6	45 307 979 537	52 039 855 206	58 771 730 875
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,8	135 824 585 779	140 791 717 581	145 758 849 371	1,9	149 697 810 450	155 488 190 666	161 278 570 891
Transport, storage and communication	1,6	47 455 580 389	48 991 968 524	50 528 356 655	1,6	51 411 240 520	53 075 694 292	54 740 148 066
Financial intermediation, insurance, real estate and business services	3,2	264 090 883 367	281 763 062 655	299 435 241 947	3,7	277 225 296 695	298 901 643 911	320 577 991 128
Community, social and personal services	2,8	306 893 602 723	324 713 901 644	342 534 200 568	2,5	326 191 209 465	342 998 117 209	359 805 024 952
<b>Total</b>	<b>1,3</b>	<b>979 761 637 305</b>	<b>1 005 378 686 233</b>	<b>1 030 995 735 155</b>	<b>1,4</b>	<b>1 050 468 453 634</b>	<b>1 080 106 578 130</b>	<b>1 109 744 702 642</b>

\*Revised estimates.

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

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

Industry	Quarter ended September* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	52 326 087 260	52 326 087 260	52 326 087 260	0,0	52 491 798 688	52 491 798 688	52 491 798 688
Manufacturing	1,1	87 427 197 777	89 353 662 746	91 280 127 715	1,1	88 392 538 112	90 340 274 429	92 288 010 745
Electricity, gas and water supply	0,9	10 657 994 150	10 849 377 164	11 040 760 177	0,9	10 792 650 562	10 986 451 568	11 180 252 574
Construction	6,4	37 503 340 171	42 882 523 979	48 261 707 787	6,7	37 919 320 700	43 651 656 190	49 383 991 681
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,7	125 704 962 352	130 037 822 601	134 370 682 850	1,8	127 848 357 041	132 523 796 585	137 199 236 128
Transport, storage and communication	1,6	43 381 553 260	44 786 043 587	46 190 533 914	1,6	44 085 836 897	45 513 128 610	46 940 420 323
Financial intermediation, insurance, real estate and business services	2,7	231 907 462 890	244 865 758 848	257 824 054 806	2,8	236 384 957 241	250 111 051 762	263 837 146 283
Community, social and personal services	2,7	283 336 701 252	299 168 709 350	315 000 717 449	2,4	290 873 033 828	305 231 105 008	319 589 176 187
<b>Total</b>	<b>1,2</b>	<b>892 766 355 475</b>	<b>914 269 985 535</b>	<b>935 773 615 594</b>	<b>1,2</b>	<b>908 955 688 178</b>	<b>930 849 262 840</b>	<b>952 742 837 502</b>

\*Revised estimates.

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

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

Industry	Quarter ended September* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,0	3 463 638 539	3 680 023 947	3 896 409 355	1,9	14 294 796 878	14 847 726 202	15 400 655 526
Electricity, gas and water supply	5,2	99 229 240	110 490 424	121 751 609	0,7	2 242 946 517	2 274 147 825	2 305 349 133
Construction	19,1	818 361 967	1 308 039 714	1 797 717 462	9,2	5 274 772 117	6 435 160 205	7 595 548 293
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10,3	5 850 428 151	7 330 261 303	8 810 094 455	5,0	17 623 609 246	19 538 369 453	21 453 129 659
Transport, storage and communication	5,2	1 779 870 832	1 981 862 231	2 183 853 629	4,1	4 916 966 806	5 346 621 294	5 776 275 781
Financial intermediation, insurance, real estate and business services	14,4	22 800 076 927	31 765 599 820	40 731 122 713	14,1	32 060 320 774	44 304 240 746	56 548 160 719
Community, social and personal services	12,5	12 540 191 295	16 609 524 894	20 678 858 493	9,0	23 181 913 949	28 147 054 334	33 112 194 719
<b>Total</b>	<b>8,1</b>	<b>52 817 928 354</b>	<b>62 785 802 333</b>	<b>72 753 676 311</b>	<b>5,7</b>	<b>107 387 118 341</b>	<b>120 893 320 058</b>	<b>134 399 521 775</b>

\*Revised estimates.

\*\*Data for mining is obtained from the Department of Mineral and Petroleum Resources (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* 2025				Quarter ended December 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,4	5 814 302 017	5 978 347 883	6 142 393 749	2,9	5 658 620 785	5 999 640 342	6 340 659 899
Electricity, gas and water supply	0,5	711 149 471	718 187 711	725 225 950	0,4	657 839 577	663 037 793	668 236 009
Construction	8,4	1 596 619 393	1 911 295 002	2 225 970 611	11,8	1 501 339 994	1 953 038 811	2 404 737 627
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,4	3 195 482 729	3 423 633 677	3 651 784 625	3,4	3 197 714 347	3 426 024 628	3 654 334 909
Transport, storage and communication	4,1	2 045 337 027	2 224 062 706	2 402 788 385	3,0	2 085 646 858	2 215 944 388	2 346 241 919
Financial intermediation, insurance, real estate and business services	15,8	3 542 517 896	5 131 703 987	6 720 890 077	7,1	3 862 030 742	4 486 351 403	5 110 672 064
Community, social and personal services	11,8	6 869 026 244	8 935 667 400	11 002 308 557	11,1	7 527 039 833	9 619 957 867	11 712 875 900
<b>Total</b>	<b>4,8</b>	<b>25 658 280 087</b>	<b>28 322 898 365</b>	<b>30 987 516 644</b>	<b>4,1</b>	<b>26 084 664 575</b>	<b>28 363 995 232</b>	<b>30 643 325 889</b>

\*Revised estimates

\*\*Data for mining is obtained from the Department of Mineral and Petroleum Resources (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	Aug* 2025				Nov 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	35 866	35 866	35 866	0,0	36 219	36 219	36 219
Manufacturing	1,2	24 575	25 184	25 793	1,3	24 736	25 364	25 992
Electricity, gas and water supply	3,4	54 209	58 100	61 991	2,4	57 692	60 519	63 346
Construction	7,7	21 192	24 972	28 752	7,8	21 406	25 260	29 114
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	18 133	18 854	19 575	2,0	18 041	18 777	19 513
Transport, storage and communication	1,9	31 993	33 232	34 471	2,1	32 733	34 106	35 479
Financial intermediation, insurance, real estate and business services	3,1	31 457	33 503	35 549	3,3	31 054	33 182	35 310
Community, social and personal services	2,5	34 454	36 208	37 962	2,7	34 386	36 329	38 272
<b>Total</b>	<b>1,2</b>	<b>28 924</b>	<b>29 650</b>	<b>30 376</b>	<b>1,3</b>	<b>28 914</b>	<b>29 690</b>	<b>30 466</b>

\*Revised estimates.

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

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

Industry	Aug* 2025				Nov 2025			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,3	23 004	23 587	24 170	1,3	23 078	23 671	24 264
Electricity, gas and water supply	3,4	51 285	54 974	58 663	2,4	54 499	57 179	59 859
Construction	7,8	20 271	23 912	27 553	7,8	20 494	24 174	27 854
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	17 647	18 359	19 071	2,0	17 557	18 284	19 011
Transport, storage and communication	1,9	30 453	31 646	32 839	2,1	31 252	32 599	33 946
Financial intermediation, insurance, real estate and business services	3,1	30 743	32 749	34 755	3,3	30 467	32 576	34 685
Community, social and personal services	2,5	33 356	35 057	36 758	2,8	33 244	35 142	37 040

\*Revised estimates.

\*\*Data for mining is obtained from the Department of Mineral and Petroleum Resources (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 and Petroleum Resources(DMPR). The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimates or statistics.
- Effects of rounding** 9. (a) Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add up to the total.
- (b) Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- 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 2025 was 85,4%.**

**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)

$$2.1 \text{ Standard Error (SE)} = \frac{\text{upper limit} - \text{lower limit}}{2 \times 1,96}$$

$$2.2 \text{ Relative Standard Error (RSE)} = \frac{SE(\text{estimate})}{\text{estimate}} \times 100$$

## Glossary

<b>Annual percentage change</b>	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.
<b>Average monthly earnings at constant prices</b>	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 2024=100).
<b>Average monthly earnings at current prices</b>	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.
<b>Casual employees</b>	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.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	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).
<b>Gross earnings</b>	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).

<b>Industries</b>	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.
<b>Informal sector</b>	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.
<b>Number of employees</b>	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 <b>Reference quarter/month/period</b> below).
<b>Ordinary-time hours</b>	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.
<b>Overtime hours paid for</b>	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.
<b>Overtime payments</b>	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.
<b>Part-time employees</b>	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.
<b>Performance and other bonuses</b>	Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.  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.

<b>Permanent employees</b>	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.
<b>Quarterly percentage change</b>	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.
<b>Reference quarter/month/period</b>	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.
<b>Severance, termination and redundancy payments</b>	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.
<b>Temporary employees</b>	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

**Technical enquiries**

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

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

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

**Postal address:** Private Bag X44, Pretoria, 0001

## General information

Stats SA publishes approximately 300 different statistical releases each year. It is not economically viable to produce them in more than one of South Africa's 12 official languages. Since the releases are used extensively, not only locally but also by international economic and social-scientific communities, Stats SA releases are published in English only.

Stats SA has copyright on this publication. Users may apply the information as they wish, provided that they acknowledge Stats SA as the source of the basic data wherever they process, apply, utilise, publish or distribute the data; and also that they specify that the relevant application and analysis (where applicable) result from their own processing of the data.

### Advance release calendar

An advance release calendar is disseminated on [www.statssa.gov.za](http://www.statssa.gov.za).

### Stats SA products

A complete set of Stats SA publications is available at the Stats SA Library and the following libraries:

National Library of South Africa, Pretoria Division

National Library of South Africa, Cape Town Division

Natal Society Library, Pietermaritzburg

Library of Parliament, Cape Town

Bloemfontein Public Library

Johannesburg Public Library

Eastern Cape Library Services, Qonce

Central Regional Library, Polokwane

Central Reference Library, Mbombela

Central Reference Collection, Kimberley

Central Reference Library, Mmabatho

Stats SA also provides a subscription service.

### Electronic services

A large range of data are available via on-line services and computer printouts. For more details about our electronic data services, contact (012) 310 8600.

You can visit us on the internet at: [www.statssa.gov.za](http://www.statssa.gov.za).

### Enquiries

User information services      Telephone number: (012) 310 8600  
Email address: [info@statssa.gov.za](mailto:info@statssa.gov.za)

Orders/subscription services      Telephone number: (012) 310 8619  
Email address: [millies@statssa.gov.za](mailto:millies@statssa.gov.za)

Technical enquiries:      [labourquestions@statssa.gov.za](mailto:labourquestions@statssa.gov.za)

Postal address      Private Bag X44, Pretoria, 0001

*Produced by Stats SA*