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Quarterly employment statistics (QES)

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Introduction

The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. The definition of industries is based on the *System of National Accounts* (SNA) and is in line with *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, Report No. 09-09-02 of January 1993.

This survey covers employment statistics of the following industries:

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

Impact on data collection in the QES survey

The QES data is generally collected by email and telephone. The officers would usually make follow-ups, when necessary, by contacting respondents by telephone from the office. However, due to the national lockdown data collectors worked from home. Collection was adversely impacted by the national lockdown as reaching some respondents was not possible. Although the response rate was adversely affected by pandemic-related issues, QES was still able to obtain estimates that met standards for accuracy and reliability.

Impact on estimation in the QES survey

In anticipation of issues due to COVID-19, QES carefully reviewed estimation and methodological procedures, which included the review of collected data and estimation processes.

Should any changes to the QES methodology be necessary in the future, they will be made clear to stakeholders upon release of the data.

Impact on the QES March 2022 employment and earnings estimates

In the QES survey, persons who are paid by their employer for all or any part of the pay period are counted as employed, even if they were not actually at their jobs.

Persons who are temporarily or permanently absent from their jobs and who are not being paid (i.e. do not receive salary/wages) are not counted as employed.

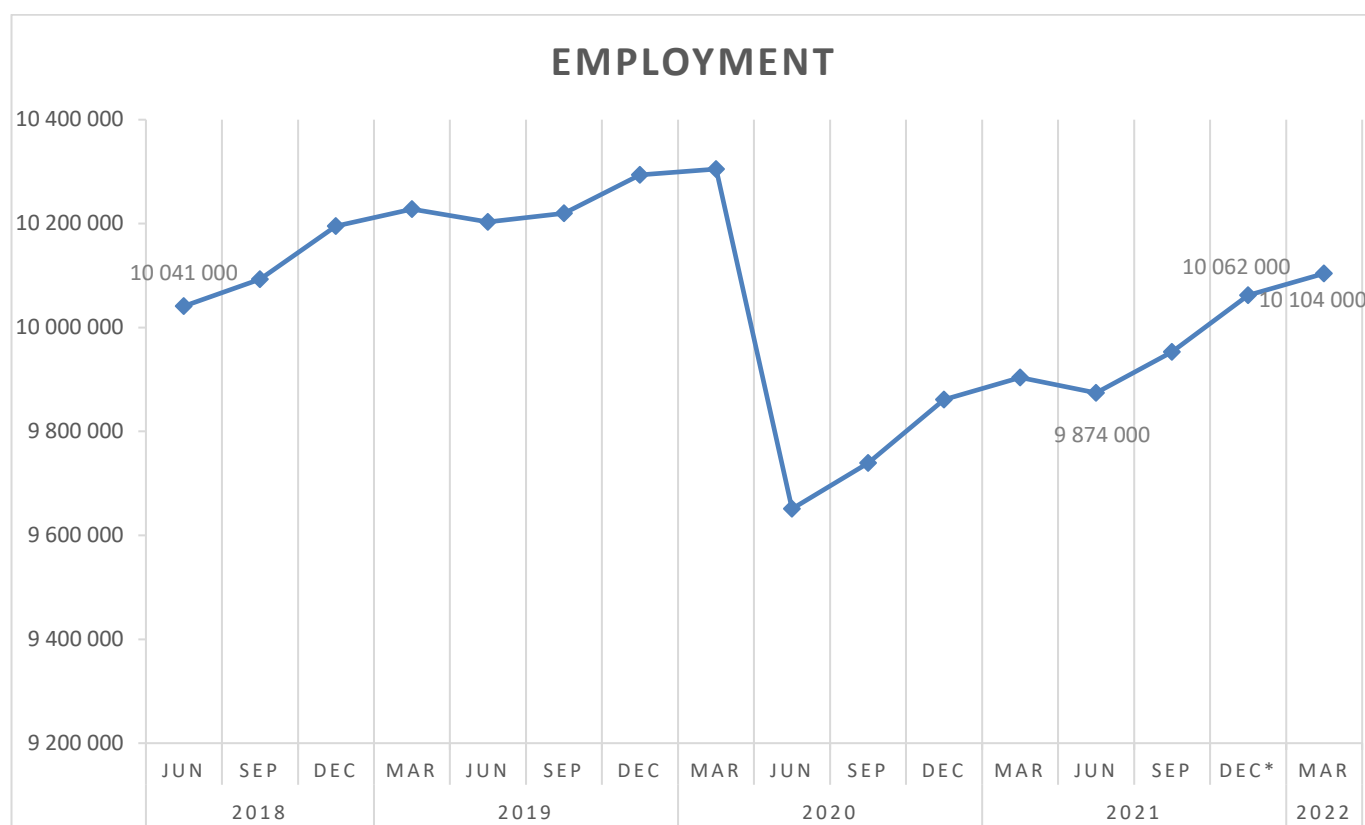
According to International Labour Organisation (ILO) guidelines, '**employed**' persons include those who, in their present job, were 'not at work' for a short duration but maintained a job attachment during their absence (ILO, 2013 and 2020). Job attachment is determined on the basis of the continued receipt of remuneration, and/or the total duration of the absence.

In practice, formal or continued job attachment is established when:

workers continue to receive remuneration from their employer, including partial pay, even if they also receive support from other sources, including government schemes.

In turn persons are classified as '**not employed**' if:

people in this condition do not receive any part of their remuneration from their employer.

KEY FINDINGS: Employment and earnings for the quarter ending March 2022**Figure A—: Employment in the non-agricultural formal sector, June 2018 – March 2022**

*Revised estimates.

Table A – Employment by industry

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	459	458	460	2	0,4	1	0,2
Manufacturing	1 107	1 177	1 185	8	0,7	78	7,0
Electricity	59	59	59	0	0,0	0	0,0
Construction	563	545	536	-9	-1,7	-27	-4,8
Trade	2 103	2 143	2 125	-18	-0,8	22	1,0
Transport	425	419	417	-2	-0,5	-8	-1,9
Business services	2 332	2 351	2 343	-8	-0,3	11	0,5
Community services	2 856	2 910	2 979	69	2,4	123	4,3
Total	9 904	10 062	10 104	42	0,4	200	2,0

*Revised estimates.

Table A shows that total employment increased by 42 000 or 0,4% quarter-on-quarter, from 10 062 000 in December 2021 to 10 104 000 in March 2022. This was largely due to increases in the following industries: community services (69 000 or 2,4%), manufacturing (8 000 or 0,7%) and mining (2 000 or 0,4%).

The electricity industry reported no quarterly change.

However, there were decreases in the following industries: trade (-18 000 or -0,8%), construction (-9 000 or -1,7%), business services (-8 000 or -0,3%) and transport (-2 000 or -0,5%).

Total employment increased by 200 000 or 2,0% year-on-year between March 2021 and March 2022.

Table B – Full-time employees

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	459	458	460	2	0,4	1	0,2
Manufacturing	1 045	1 100	1 096	-4	-0,4	51	4,9
Electricity	58	58	58	0	0,0	0	0,0
Construction	501	475	474	-1	-0,2	-27	-5,4
Trade	1 902	1 908	1 902	-6	-0,3	0	0,0
Transport	409	404	401	-3	-0,7	-8	-2,0
Business services	2 141	2 124	2 138	14	0,7	-3	-0,1
Community services	2 358	2 353	2 352	-1	0,0	-6	-0,3
Total	8 873	8 880	8 881	1	0,0	8	0,1

*Revised estimates.

Table B shows that full-time employment increased by 1 000 or 0,0% quarter-on-quarter, from 8 880 000 in December 2021 to 8 881 000 in March 2022. This was largely due to increases in the following industries: business services (14 000 or 0,7%) and mining (2 000 or 0,4%).

The electricity industry reported no quarterly change.

However, there were decreases in the following industry: trade (-6 000 or -0,3%), manufacturing (-4 000 or -0,4%), transport (-3 000 or -0,7%), construction (-1 000 or -0,2%) and community services (-1 000 or -0,0%).

Full-time employment increased by 8 000 or 0,1% year-on-year between March 2021 and March 2022.

Table C – Part-time employees**

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	62	77	89	12	15,6	27	43,5
Electricity	1	1	1	0	0,0	0	0,0
Construction	62	70	62	-8	-11,4	0	0,0
Trade	201	235	223	-12	-5,1	22	10,9
Transport	16	15	16	1	6,7	0	0,0
Business services	191	227	205	-22	-9,7	14	7,3
Community services	498	557	627	70	12,6	129	25,9
Total	1 031	1 182	1 223	41	3,5	192	18,6

*Revised estimates.

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

Table C shows that part-time employment increased by 41 000 or 3,5% quarter-on-quarter, from 1 182 000 in December 2021 to 1 223 000 in March 2022. This was largely due to increases in the following industries: community services (70 000 or 12,6%), manufacturing (12 000 or 15,6%) and transport (1 000 or 6,7%).

The electricity industry reported no quarterly change.

However, there were decreases in the following industries: business services (-22 000 or -9,7%), trade (-12 000 or -5,1%) and construction (-8 000 or -11,4%).

Part-time employment increased by 192 000 or 18,6% year-on-year between March 2021 and March 2022.

Figure B—: Gross earnings of employees in the formal non-agricultural sector, June 2018 – March 2022

*Revised estimates.

Table D – Total gross earnings by industry

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	39 646	41 659	41 765	106	0,3	2 119	5,3
Manufacturing	68 232	84 498	78 949	-5 549	-6,6	10 717	15,7
Electricity	8 542	9 630	8 281	-1 349	-14,0	-261	-3,1
Construction	31 192	35 395	32 376	-3 019	-8,5	1 184	3,8
Trade	103 859	116 687	112 845	-3 842	-3,3	8 986	8,7
Transport	33 546	39 726	35 826	-3 900	-9,8	2 280	6,8
Business services	206 323	218 283	223 363	5 080	2,3	17 040	8,3
Community services	251 145	281 455	265 729	-15 726	-5,6	14 584	5,8
Total	742 485	827 333	799 134	-28 199	-3,4	56 649	7,6

*Revised estimates.

Table D shows that total gross earnings paid to employees decreased by R28,2 billion or -3,4% from R827,3 billion in December 2021 to R799,1 billion in March 2022. This was largely due to decreases in the following industries: community services, manufacturing, transport, trade, construction and electricity.

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

The year-on-year, total gross earnings increased by R56,6 billion or 7,6% between March 2021 and March 2022.

Table E – Basic salary/wages payments by industry

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	39 646	41 659	41 765	106	0,3	2 119	5,3
Manufacturing	60 267	68 491	69 321	830	1,2	9 054	15,0
Electricity	7 864	8 019	7 896	-123	-1,5	32	0,4
Construction	29 207	30 570	29 954	-616	-2,0	747	2,6
Trade	94 735	99 949	101 642	1 693	1,7	6 907	7,3
Transport	30 637	33 204	32 278	-926	-2,8	1 641	5,4
Business services	177 403	184 986	185 989	1 003	0,5	8 586	4,8
Community services	232 868	253 347	246 851	-6 496	-2,6	13 983	6,0
Total	672 627	720 225	715 696	-4 529	-0,6	43 069	6,4

*Revised estimates.

Table E shows that basic salary/wages paid to employees decreased by R4,5 billion or -0,6% from R720,2 billion in December 2021 to R715,7 billion in March 2022. This was largely due to decreases in the following industries: community services, transport, construction and electricity.

However, there were increases in the following industries: trade, business services, manufacturing and mining.

The year-on-year, basic salary/wages increased by R43,1 billion or 6,4% between March 2021 and March 2022.

Table F – Bonus payments by industry**

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	3 977	11 209	5 379	-5 830	-52,0	1 402	35,3
Electricity	197	1 436	225	-1 211	-84,3	28	14,2
Construction	844	3 501	1 281	-2 220	-63,4	437	51,8
Trade	6 813	14 087	8 451	-5 636	-40,0	1 638	24,0
Transport	1 224	4 524	1 685	-2 839	-62,8	461	37,7
Business services	25 743	29 806	34 162	4 356	14,6	8 419	32,7
Community services	11 446	20 111	11 810	-8 301	-41,3	364	3,2
Total	50 244	84 674	62 993	-21 681	-25,6	12 749	25,4

*Revised estimates.

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

Table F shows that bonus paid to employees decreased by R21,7 billion or -25,6% from R84,7 billion in December 2021 to R63,0 billion in March 2022. This was largely due to decreases in the following industries: community services, manufacturing, trade, transport, construction and electricity.

However, the business services industry reported a quarterly increase.

The year-on-year, bonus payments increased by R12,7 billion or 25,4% between March 2021 and March 2022.

Table G – Overtime payments by industry**

Industry	Mar 2021	Dec* 2021	Mar 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	3 988	4 798	4 249	-549	-11,4	261	6,5
Electricity	481	175	160	-15	-8,6	-321	-66,7
Construction	1 141	1 324	1 141	-183	-13,8	0	0,0
Trade	2 311	2 651	2 752	101	3,8	441	19,1
Transport	1 685	1 998	1 863	-135	-6,8	178	10,6
Business services	3 177	3 491	3 212	-279	-8,0	35	1,1
Community services	6 831	7 997	7 068	-929	-11,6	237	3,5
Total	19 614	22 434	20 445	-1 989	-8,9	831	4,2

*Revised estimates.

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

Table G shows that overtime paid to employees decreased by R2,0 billion or -8,9% from R22,4 billion in December 2021 to R20,4 billion in March 2022. This was largely due to decreases in the following industries: community services, manufacturing, business services, construction, transport and electricity.

However, the trade industry reported a quarterly increase.

The year-on-year overtime payments increased by R0,8 billion or 4,2% between March 2021 and March 2022.

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)	Feb 2021	Nov* 2021	Feb 2022	Q/Q Change	Y/Y Change
	Rands			%	
	23 087	23 828	23 502	-1,4	1,8

*Revised estimates.

Table H shows a quarter-on-quarter decrease of 1,4% in average monthly earnings paid to employees in the formal non-agricultural sector from R23 828 in November 2021 to R23 502 in February 2022.

The year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 1,8%.

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 QES which is establishment-based and the QLFS which is household-based. Each survey has its strengths and limitations. For example, the QES cannot provide information on the following:

- description of the employed e.g. their demographic profile, education level, hours of work etc.; and
- unemployment and descriptors of the unemployed.

The *Quarterly labour force survey* (QLFS) is a survey of households which collects information from approximately 30 000 dwelling units and collects data on the labour market activities of individuals; whereas *Quarterly employment statistics* (QES) is an enterprise based survey that collects information from non-agricultural businesses and organisations from approximately 20 000 units. The numerous conceptual and methodological differences between the household and enterprise based surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the enterprise based survey.
- The household survey is limited to workers 15 years of age and older. The enterprise based survey is not limited by age.
- The household survey has no duplication of individuals because individuals are counted only once, even if they hold more than one job. In the enterprise based survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.
- QLFS includes income tax, Value added tax (VAT) and number of employees in determining the formal sector while QES use only VAT with annual turnover greater than 300 000.
- QLFS allows proxy respondents, this can introduce misclassification of items e.g. formal/informal classification.

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

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

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The mining industry reported an annual increase of 1 000 employees or 0,2% in March 2022 compared with March 2021. There was a quarterly increase of 2 000 employees or 0,4% in March 2022 compared to December 2021. This was mainly due to increases in gold and coal mining.

See explanatory note on page 62.

The manufacturing industry reported an annual increase of 78 000 employees or 7,0% in March 2022 compared with March 2021. There was a quarterly increase of 8 000 employees or 0,7% in March 2022 compared with December 2021. This was mainly due to increases in employment in the food, beverages and tobacco, basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery.

The electricity, gas and water supply industry reported no yearly change in March 2022 compared with March 2021. There was no quarterly change.

The construction industry reported an annual decrease of 27 000 employees or -4,8% in March 2022 compared with March 2021. There was a quarterly decrease of 9 000 employees or -1,7% in March 2022 compared with December 2021. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering, building completion and building installation.

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual increase of 22 000 employees or 1,0% in March 2022 compared with March 2021. There was a quarterly decrease of 18 000 employees or -0,8% in March 2022 compared with December 2021. This was mainly due to decreases in employment in the retail trade.

The transport, storage and communication industry reported an annual decrease of 8 000 employees or -1,9% in March 2022 compared with March 2021. There was a quarterly decrease of 2 000 employees or -0,5% in March 2022 compared with December 2021. This was mainly due to decreases in employment in the land transport and transport via pipelines.

The financial intermediation, insurance, real estate and business services industry reported an annual increase of 11 000 employees or 0,5% in March 2022 compared with March 2021. There was a quarterly decrease of 8 000 employees or -0,3% in March 2022 compared with December 2021. This was mainly due to decreases in employment in the business activities n.e.c. and real estate activities.

The community, social and personal services industry reported an annual increase of 123 000 employees or 4,3% in March 2022 compared with March 2021. There was a quarterly increase of 69 000 employees or 2,4% in March 2022 compared with December 2021. This was mainly due to increases in employment in the national departments, recreational, cultural and sporting activities.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R2,1 billion or 5,3% in March 2022 compared with March 2021. There was a quarterly increase of R0,1 billion or 0,3% in March 2022 compared with December 2021. This was mainly due to increases in gross earnings in other minerals and copper. **See explanatory note on page 62.**

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R10,7 billion or 15,7% in March 2022 compared with March 2021. There was a quarterly decrease of R5,5 billion or -6,6% in March 2022 compared with December 2021. This was mainly due to decreases in gross earnings paid in basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery, coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual decrease of R0,3 billion or -3,1% in March 2022 compared with March 2021. There was a quarterly decrease of R1,3 billion or -14,0% in March 2022 compared with December 2021. This was mainly due to decreases in gross earnings in electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R1,2 billion or 3,8% in March 2022 compared with March 2021. There was a quarterly decrease of R3,0 billion or -8,5% in March 2022 compared with December 2021. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering, 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 R9,0 billion or 8,7% in March 2022 compared with March 2021. There was a quarterly decrease of R3,8 billion or -3,3% in March 2022 compared with December 2021. This was mainly due to the decreases in gross earnings in wholesale trade and retail trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R2,3 billion or 6,8% in March 2022 compared with March 2021. There was a quarterly decrease of R3,9 billion or -9,8% in March 2022 compared with December 2021. This was mainly due to decreases in gross earnings in land transport and transport via pipelines, post and telecommunications.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R17,0 billion or 8,3% in March 2022 compared with March 2021. There was a quarterly increase of R5,1 billion or 2,3% in March 2022 compared with December 2021. This was mainly due to the increases in gross earnings in activities auxiliary to financial intermediation, financial intermediation (i.e. Banks) except insurance and pension funding.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R14,6 billion or 5,8% in March 2022 compared with March 2021. There was a quarterly decrease of R15,7 billion or -5,6% in March 2022 compared with December 2021. This was mainly due to the decreases in gross earnings in local government, provincial departments, health and social work and extra Budgetary institutions.

PART 1 – Estimation of number of employees and their earnings**Table 1 - All formal non-agricultural industries****1.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	10 041 000	-	-	-	-
	Sep	10 093 000	52 000	0,5	-	-
	Dec	10 195 000	102 000	1,0	-	-
2019	Mar	10 228 000	33 000	0,3	-	-
	Jun	10 203 000	-25 000	-0,2	162 000	1,6
	Sep	10 220 000	17 000	0,2	127 000	1,3
2020	Dec	10 294 000	74 000	0,7	99 000	1,0
	Mar	10 305 000	11 000	0,1	77 000	0,8
	Jun	9 651 000	-654 000	-6,3	-552 000	-5,4
2021	Sep	9 739 000	88 000	0,9	-481 000	-4,7
	Dec	9 861 000	122 000	1,3	-433 000	-4,2
	Mar	9 904 000	43 000	0,4	-401 000	-3,9
2022	Jun	9 874 000	-30 000	-0,3	223 000	2,3
	Sep	9 953 000	79 000	0,8	214 000	2,2
	Dec*	10 062 000	109 000	1,1	201 000	2,0
2022	Mar	10 104 000	42 000	0,4	200 000	2,0

*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	
2018	Jun	9 034 000	-	-	-	-
	Sep	9 083 000	49 000	0,5	-	-
	Dec	9 176 000	93 000	1,0	-	-
2019	Mar	9 230 000	54 000	0,6	-	-
	Jun	9 179 000	-51 000	-0,6	145 000	1,6
	Sep	9 196 000	17 000	0,2	113 000	1,2
2020	Dec	9 251 000	55 000	0,6	75 000	0,8
	Mar	9 287 000	36 000	0,4	57 000	0,6
	Jun	8 745 000	-542 000	-5,8	-434 000	-4,7
2021	Sep	8 812 000	67 000	0,8	-384 000	-4,2
	Dec	8 857 000	45 000	0,5	-394 000	-4,3
	Mar	8 873 000	16 000	0,2	-414 000	-4,5
2022	Jun	8 906 000	33 000	0,4	161 000	1,8
	Sep	8 889 000	-17 000	-0,2	77 000	0,9
	Dec*	8 880 000	-9 000	-0,1	23 000	0,3
2022	Mar	8 881 000	1 000	0,0	8 000	0,1

*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	
2018	Jun	1 007 000	-	-	-	-
	Sep	1 010 000	3 000	0,3	-	-
	Dec	1 019 000	9 000	0,9	-	-
2019	Mar	998 000	-21 000	-2,1	-	-
	Jun	1 024 000	26 000	2,6	17 000	1,7
	Sep	1 024 000	0	0,0	14 000	1,4
2020	Dec	1 043 000	19 000	1,9	24 000	2,4
	Mar	1 018 000	-25 000	-2,4	20 000	2,0
	Jun	906 000	-112 000	-11,0	-118 000	-11,5
2021	Sep	927 000	21 000	2,3	-97 000	-9,5
	Dec	1 004 000	77 000	8,3	-39 000	-3,7
	Mar	1 031 000	27 000	2,7	13 000	1,3
2022	Jun	968 000	-63 000	-6,1	62 000	6,8
	Sep	1 064 000	96 000	9,9	137 000	14,8
	Dec*	1 182 000	118 000	11,1	178 000	17,7
2022	Mar	1 223 000	41 000	3,5	192 000	18,6

*Revised estimates.

1.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	657 451 000	-	-	-	-
	Sep	690 882 000	33 431 000	5,1	-	-
	Dec	738 526 000	47 644 000	6,9	-	-
2019	Mar	700 039 000	-38 487 000	-5,2	-	-
	Jun	711 042 000	11 003 000	1,6	53 591 000	8,2
	Sep	729 087 000	18 045 000	2,5	38 205 000	5,5
2020	Dec	790 986 000	61 899 000	8,5	52 460 000	7,1
	Mar	741 954 000	-49 032 000	-6,2	41 915 000	6,0
	Jun	657 604 000	-84 350 000	-11,4	-53 438 000	-7,5
2021	Sep	699 863 000	42 259 000	6,4	-29 224 000	-4,0
	Dec	775 613 000	75 750 000	10,8	-15 373 000	-1,9
	Mar	742 485 000	-33 128 000	-4,3	531 000	0,1
2022	Jun	753 666 000	11 181 000	1,5	96 062 000	14,6
	Sep	783 030 000	29 364 000	3,9	83 167 000	11,9
	Dec*	827 333 000	44 303 000	5,7	51 720 000	6,7
2022	Mar	799 134 000	-28 199 000	-3,4	56 649 000	7,6

*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	
2018	Jun	604 509 000	-	-	-	-
	Sep	631 736 000	27 227 000	4,5	-	-
	Dec	642 635 000	10 899 000	1,7	-	-
2019	Mar	639 467 000	-3 168 000	-0,5	-	-
	Jun	653 653 000	14 186 000	2,2	49 144 000	8,1
	Sep	667 165 000	13 512 000	2,1	35 429 000	5,6
2020	Dec	681 382 000	14 217 000	2,1	38 747 000	6,0
	Mar	678 972 000	-2 410 000	-0,4	39 505 000	6,2
	Jun	610 853 000	-68 119 000	-10,0	-42 800 000	-6,5
2021	Sep	649 086 000	38 233 000	6,3	-18 079 000	-2,7
	Dec	673 254 000	24 168 000	3,7	-8 128 000	-1,2
	Mar	672 627 000	-627 000	-0,1	-6 345 000	-0,9
2022	Jun	690 862 000	18 235 000	2,7	80 009 000	13,1
	Sep	713 443 000	22 581 000	3,3	64 357 000	9,9
	Dec*	720 225 000	6 782 000	1,0	46 971 000	7,0
2022	Mar	715 696 000	-4 529 000	-0,6	43 069 000	6,4

*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	
2018	Jun	35 923 000	-	-	-	-
	Sep	42 618 000	6 695 000	18,6	-	-
	Dec	77 069 000	34 451 000	80,8	-	-
2019	Mar	42 007 000	-35 062 000	-45,5	-	-
	Jun	36 889 000	-5 118 000	-12,2	966 000	2,7
	Sep	42 115 000	5 226 000	14,2	-503 000	-1,2
2020	Dec	89 548 000	47 433 000	112,6	12 479 000	16,2
	Mar	43 084 000	-46 464 000	-51,9	1 077 000	2,6
	Jun	32 017 000	-11 067 000	-25,7	-4 872 000	-13,2
2021	Sep	33 971 000	1 954 000	6,1	-8 144 000	-19,3
	Dec	82 890 000	48 919 000	144,0	-6 658 000	-7,4
	Mar	50 244 000	-32 646 000	-39,4	7 160 000	16,6
2022	Jun	41 433 000	-8 811 000	-17,5	9 416 000	29,4
	Sep	48 838 000	7 405 000	17,9	14 867 000	43,8
	Dec*	84 674 000	35 836 000	73,4	1 784 000	2,2
2022	Mar	62 993 000	-21 681 000	-25,6	12 749 000	25,4

*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	
2018	Jun	17 019 000	-	-	-	-
	Sep	16 528 000	-491 000	-2,9	-	-
	Dec	18 822 000	2 294 000	13,9	-	-
2019	Mar	18 565 000	-257 000	-1,4	-	-
	Jun	20 500 000	1 935 000	10,4	3 481 000	20,5
	Sep	19 807 000	-693 000	-3,4	3 279 000	19,8
2020	Dec	20 056 000	249 000	1,3	1 234 000	6,6
	Mar	19 898 000	-158 000	-0,8	1 333 000	7,2
	Jun	14 734 000	-5 164 000	-26,0	-5 766 000	-28,1
2021	Sep	16 806 000	2 072 000	14,1	-3 001 000	-15,2
	Dec	19 469 000	2 663 000	15,8	-587 000	-2,9
	Mar	19 614 000	145 000	0,7	-284 000	-1,4
2022	Jun	21 371 000	1 757 000	9,0	6 637 000	45,0
	Sep	20 749 000	-622 000	-2,9	3 943 000	23,5
	Dec*	22 434 000	1 685 000	8,1	2 965 000	15,2
2022	Mar	20 445 000	-1 989 000	-8,9	831 000	4,2

*Revised estimates.

Table 2 - Mining and quarrying industry****2.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	459 000	-	-	-	-
	Sep	456 000	-3 000	-0,7	-	-
	Dec	453 000	-3 000	-0,7	-	-
2019	Mar	455 000	2 000	0,4	-	-
	Jun	462 000	7 000	1,5	3 000	0,7
	Sep	463 000	1 000	0,2	7 000	1,5
2020	Dec	452 000	-11 000	-2,4	-1 000	-0,2
	Mar	456 000	4 000	0,9	1 000	0,2
	Jun	452 000	-4 000	-0,9	-10 000	-2,2
2021	Sep	453 000	1 000	0,2	-10 000	-2,2
	Dec	454 000	1 000	0,2	2 000	0,4
	Mar	459 000	5 000	1,1	3 000	0,7
2022	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	460 000	2 000	0,4	1 000	0,2

*Revised estimates.

**Data obtained from the Department of Mineral Resources and Energy (See explanatory notes). At this stage, the Department of Mineral Resources and Energy is unable to provide data items with regard to 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	
2018	Jun	31 902 000	-	-	-	-
	Sep	33 754 000	1 852 000	5,8	-	-
	Dec	34 427 000	673 000	2,0	-	-
2019	Mar	33 570 000	-857 000	-2,5	-	-
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
2020	Dec	37 891 000	871 000	2,4	3 464 000	10,1
	Mar	37 903 000	12 000	0,0	4 333 000	12,9
	Jun	33 899 000	-4 004 000	-10,6	-741 000	-2,1
2021	Sep	38 484 000	4 585 000	13,5	1 464 000	4,0
	Dec	39 355 000	871 000	2,3	1 464 000	3,9
	Mar	39 646 000	291 000	0,7	1 743 000	4,6
2022	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	41 765 000	106 000	0,3	2 119 000	5,3

*Revised estimates.

**Data obtained from the Department of Mineral Resources and Energy (See explanatory notes). At this stage, the Department of Mineral Resources and Energy is unable to provide data items with regard to 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	
2018	Jun	1 212 000	-	-	-	-
	Sep	1 223 000	11 000	0,9	-	-
	Dec	1 233 000	10 000	0,8	-	-
2019	Mar	1 237 000	4 000	0,3	-	-
	Jun	1 165 000	-72 000	-5,8	-47 000	-3,9
	Sep	1 165 000	0	0,0	-58 000	-4,7
2020	Dec	1 171 000	6 000	0,5	-62 000	-5,0
	Mar	1 171 000	0	0,0	-66 000	-5,3
	Jun	1 093 000	-78 000	-6,7	-72 000	-6,2
2021	Sep	1 101 000	8 000	0,7	-64 000	-5,5
	Dec	1 101 000	0	0,0	-70 000	-6,0
	Mar	1 107 000	6 000	0,5	-64 000	-5,5
2022	Jun	1 160 000	53 000	4,8	67 000	6,1
	Sep	1 162 000	2 000	0,2	61 000	5,5
	Dec*	1 177 000	15 000	1,3	76 000	6,9
2022	Mar	1 185 000	8 000	0,7	78 000	7,0

*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	
2018	Jun	1 134 000	-	-	-	-
	Sep	1 141 000	7 000	0,6	-	-
	Dec	1 152 000	11 000	1,0	-	-
2019	Mar	1 159 000	7 000	0,6	-	-
	Jun	1 093 000	-66 000	-5,7	-41 000	-3,6
	Sep	1 097 000	4 000	0,4	-44 000	-3,9
2020	Dec	1 104 000	7 000	0,6	-48 000	-4,2
	Mar	1 109 000	5 000	0,5	-50 000	-4,3
	Jun	1 036 000	-73 000	-6,6	-57 000	-5,2
2021	Sep	1 039 000	3 000	0,3	-58 000	-5,3
	Dec	1 037 000	-2 000	-0,2	-67 000	-6,1
	Mar	1 045 000	8 000	0,8	-64 000	-5,8
2022	Jun	1 093 000	48 000	4,6	57 000	5,5
	Sep	1 095 000	2 000	0,2	56 000	5,4
	Dec*	1 100 000	5 000	0,5	63 000	6,1
2022	Mar	1 096 000	-4 000	-0,4	51 000	4,9

*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	
2018	Jun	78 000	-	-	-	-
	Sep	82 000	4 000	5,1	-	-
	Dec	81 000	-1 000	-1,2	-	-
2019	Mar	78 000	-3 000	-3,7	-	-
	Jun	72 000	-6 000	-7,7	-6 000	-7,7
	Sep	68 000	-4 000	-5,6	-14 000	-17,1
2020	Dec	67 000	-1 000	-1,5	-14 000	-17,3
	Mar	62 000	-5 000	-7,5	-16 000	-20,5
	Jun	57 000	-5 000	-8,1	-15 000	-20,8
2021	Sep	62 000	5 000	8,8	-6 000	-8,8
	Dec	64 000	2 000	3,2	-3 000	-4,5
	Mar	62 000	-2 000	-3,1	0	0,0
2022	Jun	67 000	5 000	8,1	10 000	17,5
	Sep	67 000	0	0,0	5 000	8,1
	Dec*	77 000	10 000	14,9	13 000	20,3
	Mar	89 000	12 000	15,6	27 000	43,5

*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	
2018	Jun	67 770 000	-	-	-	-
	Sep	69 229 000	1 459 000	2,2	-	-
	Dec	78 511 000	9 282 000	13,4	-	-
2019	Mar	70 875 000	-7 636 000	-9,7	-	-
	Jun	67 338 000	-3 537 000	-5,0	-432 000	-0,6
	Sep	68 463 000	1 125 000	1,7	-766 000	-1,1
2020	Dec	76 432 000	7 969 000	11,6	-2 079 000	-2,6
	Mar	69 064 000	-7 368 000	-9,6	-1 811 000	-2,6
	Jun	57 282 000	-11 782 000	-17,1	-10 056 000	-14,9
2021	Sep	63 468 000	6 186 000	10,8	-4 995 000	-7,3
	Dec	73 490 000	10 022 000	15,8	-2 942 000	-3,8
	Mar	68 232 000	-5 258 000	-7,2	-832 000	-1,2
2022	Jun	74 478 000	6 246 000	9,2	17 196 000	30,0
	Sep	75 233 000	755 000	1,0	11 765 000	18,5
	Dec*	84 498 000	9 265 000	12,3	11 008 000	15,0
	Mar	78 949 000	-5 549 000	-6,6	10 717 000	15,7

*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	
2018	Jun	61 176 000	-	-	-	-
	Sep	63 042 000	1 866 000	3,1	-	-
	Dec	64 760 000	1 718 000	2,7	-	-
2019	Mar	63 734 000	-1 026 000	-1,6	-	-
	Jun	60 679 000	-3 055 000	-4,8	-497 000	-0,8
	Sep	62 299 000	1 620 000	2,7	-743 000	-1,2
2020	Dec	63 526 000	1 227 000	2,0	-1 234 000	-1,9
	Mar	62 356 000	-1 170 000	-1,8	-1 378 000	-2,2
	Jun	52 955 000	-9 401 000	-15,1	-7 724 000	-12,7
2021	Sep	59 093 000	6 138 000	11,6	-3 206 000	-5,1
	Dec	61 404 000	2 311 000	3,9	-2 122 000	-3,3
	Mar	60 267 000	-1 137 000	-1,9	-2 089 000	-3,4
2022	Jun	67 455 000	7 188 000	11,9	14 500 000	27,4
	Sep	67 618 000	163 000	0,2	8 525 000	14,4
	Dec*	68 491 000	873 000	1,3	7 087 000	11,5
	Mar	69 321 000	830 000	1,2	9 054 000	15,0

*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	
2018	Jun	2 845 000	-	-	-	-
	Sep	2 360 000	-485 000	-17,0	-	-
	Dec	9 798 000	7 438 000	315,2	-	-
2019	Mar	3 289 000	-6 509 000	-66,4	-	-
	Jun	2 671 000	-618 000	-18,8	-174 000	-6,1
	Sep	2 144 000	-527 000	-19,7	-216 000	-9,2
2020	Dec	9 161 000	7 017 000	327,3	-637 000	-6,5
	Mar	2 895 000	-6 266 000	-68,4	-394 000	-12,0
	Jun	2 116 000	-779 000	-26,9	-555 000	-20,8
2021	Sep	1 459 000	-657 000	-31,0	-685 000	-31,9
	Dec	8 008 000	6 549 000	448,9	-1 153 000	-12,6
	Mar	3 977 000	-4 031 000	-50,3	1 082 000	37,4
2022	Jun	2 659 000	-1 318 000	-33,1	543 000	25,7
	Sep	3 345 000	686 000	25,8	1 886 000	129,3
	Dec*	11 209 000	7 864 000	235,1	3 201 000	40,0
	Mar	5 379 000	-5 830 000	-52,0	1 402 000	35,3

*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	
2018	Jun	3 749 000	-	-	-	-
	Sep	3 827 000	78 000	2,1	-	-
	Dec	3 953 000	126 000	3,3	-	-
2019	Mar	3 852 000	-101 000	-2,6	-	-
	Jun	3 988 000	136 000	3,5	239 000	6,4
	Sep	4 020 000	32 000	0,8	193 000	5,0
2020	Dec	3 745 000	-275 000	-6,8	-208 000	-5,3
	Mar	3 813 000	68 000	1,8	-39 000	-1,0
	Jun	2 211 000	-1 602 000	-42,0	-1 777 000	-44,6
2021	Sep	2 916 000	705 000	31,9	-1 104 000	-27,5
	Dec	4 078 000	1 162 000	39,8	333 000	8,9
	Mar	3 988 000	-90 000	-2,2	175 000	4,6
2022	Jun	4 364 000	376 000	9,4	2 153 000	97,4
	Sep	4 270 000	-94 000	-2,2	1 354 000	46,4
	Dec*	4 798 000	528 000	12,4	720 000	17,7
2022	Mar	4 249 000	-549 000	-11,4	261 000	6,5

*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	
2018	Jun	62 000	-	-	-	-
	Sep	62 000	0	0,0	-	-
	Dec	62 000	0	0,0	-	-
2019	Mar	61 000	-1 000	-1,6	-	-
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
2020	Dec	60 000	-1 000	-1,6	-2 000	-3,2
	Mar	60 000	0	0,0	-1 000	-1,6
	Jun	59 000	-1 000	-1,7	-2 000	-3,3
2021	Sep	59 000	0	0,0	-2 000	-3,3
	Dec	59 000	0	0,0	-1 000	-1,7
	Mar	59 000	0	0,0	-1 000	-1,7
2022	Jun	59 000	0	0,0	0	0,0
	Sep	59 000	0	0,0	0	0,0
	Dec*	59 000	0	0,0	0	0,0
2022	Mar	59 000	0	0,0	0	0,0

*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	
2018	Jun	61 000	-	-	-	-
	Sep	61 000	0	0,0	-	-
	Dec	61 000	0	0,0	-	-
2019	Mar	60 000	-1 000	-1,6	-	-
	Jun	60 000	0	0,0	-1 000	-1,6
	Sep	60 000	0	0,0	-1 000	-1,6
2020	Dec	59 000	-1 000	-1,7	-2 000	-3,3
	Mar	59 000	0	0,0	-1 000	-1,7
	Jun	58 000	-1 000	-1,7	-2 000	-3,3
2021	Sep	58 000	0	0,0	-2 000	-3,3
	Dec	58 000	0	0,0	-1 000	-1,7
	Mar	58 000	0	0,0	-1 000	-1,7
2022	Jun	57 000	-1 000	-1,7	-1 000	-1,7
	Sep	58 000	1 000	1,8	0	0,0
	Dec*	58 000	0	0,0	0	0,0
2022	Mar	58 000	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	
2018	Jun	1 000	-	-	-	-
	Sep	1 000	0	0,0	-	-
	Dec	1 000	0	0,0	-	-
2019	Mar	1 000	0	0,0	-	-
	Jun	1 000	0	0,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
2020	Dec	1 000	0	0,0	0	0,0
	Mar	1 000	0	0,0	0	0,0
	Jun	1 000	0	0,0	0	0,0
2021	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
	Mar	1 000	0	0,0	0	0,0
2022	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	1 000	0	0,0	0	0,0

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	7 931 000	-	-	-	-
	Sep	8 143 000	212 000	2,7	-	-
	Dec	9 731 000	1 588 000	19,5	-	-
2019	Mar	8 115 000	-1 616 000	-16,6	-	-
	Jun	8 073 000	-42 000	-0,5	142 000	1,8
	Sep	8 228 000	155 000	1,9	85 000	1,0
2020	Dec	9 770 000	1 542 000	18,7	39 000	0,4
	Mar	8 240 000	-1 530 000	-15,7	125 000	1,5
	Jun	8 018 000	-222 000	-2,7	-55 000	-0,7
2021	Sep	8 405 000	387 000	4,8	177 000	2,2
	Dec	9 687 000	1 282 000	15,3	-83 000	-0,8
	Mar	8 542 000	-1 145 000	-11,8	302 000	3,7
2022	Jun	8 647 000	105 000	1,2	629 000	7,8
	Sep	8 240 000	-407 000	-4,7	-165 000	-2,0
	Dec*	9 630 000	1 390 000	16,9	-57 000	-0,6
2022	Mar	8 281 000	-1 349 000	-14,0	-261 000	-3,1

*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	
2018	Jun	7 323 000	-	-	-	-
	Sep	7 597 000	274 000	3,7	-	-
	Dec	7 738 000	141 000	1,9	-	-
2019	Mar	7 528 000	-210 000	-2,7	-	-
	Jun	7 426 000	-102 000	-1,4	103 000	1,4
	Sep	7 721 000	295 000	4,0	124 000	1,6
2020	Dec	7 877 000	156 000	2,0	139 000	1,8
	Mar	7 660 000	-217 000	-2,8	132 000	1,8
	Jun	7 492 000	-168 000	-2,2	66 000	0,9
2021	Sep	7 931 000	439 000	5,9	210 000	2,7
	Dec	7 974 000	43 000	0,5	97 000	1,2
	Mar	7 864 000	-110 000	-1,4	204 000	2,7
2022	Jun	7 889 000	25 000	0,3	397 000	5,3
	Sep	7 856 000	-33 000	-0,4	-75 000	-0,9
	Dec*	8 019 000	163 000	2,1	45 000	0,6
2022	Mar	7 896 000	-123 000	-1,5	32 000	0,4

*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	
2018	Jun	37 000	-	-	-	-
	Sep	94 000	57 000	154,1	-	-
	Dec	1 528 000	1 434 000	1525,5	-	-
2019	Mar	92 000	-1 436 000	-94,0	-	-
	Jun	111 000	19 000	20,7	74 000	200,0
	Sep	41 000	-70 000	-63,1	-53 000	-56,4
2020	Dec	1 422 000	1 381 000	3368,3	-106 000	-6,9
	Mar	95 000	-1 327 000	-93,3	3 000	3,3
	Jun	57 000	-38 000	-40,0	-54 000	-48,6
2021	Sep	44 000	-13 000	-22,8	3 000	7,3
	Dec	1 272 000	1 228 000	2790,9	-150 000	-10,5
	Mar	197 000	-1 075 000	-84,5	102 000	107,4
2022	Jun	152 000	-45 000	-22,8	95 000	166,7
	Sep	79 000	-73 000	-48,0	35 000	79,5
	Dec*	1 436 000	1 357 000	1717,7	164 000	12,9
2022	Mar	225 000	-1 211 000	-84,3	28 000	14,2

*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	
2018	Jun	571 000	-	-	-	-
	Sep	452 000	-119 000	-20,8	-	-
	Dec	465 000	13 000	2,9	-	-
2019	Mar	495 000	30 000	6,5	-	-
	Jun	536 000	41 000	8,3	-35 000	-6,1
	Sep	466 000	-70 000	-13,1	14 000	3,1
2020	Dec	471 000	5 000	1,1	6 000	1,3
	Mar	485 000	14 000	3,0	-10 000	-2,0
	Jun	469 000	-16 000	-3,3	-67 000	-12,5
2021	Sep	430 000	-39 000	-8,3	-36 000	-7,7
	Dec	441 000	11 000	2,6	-30 000	-6,4
	Mar	481 000	40 000	9,1	-4 000	-0,8
2022	Jun	606 000	125 000	26,0	137 000	29,2
	Sep	305 000	-301 000	-49,7	-125 000	-29,1
	Dec	175 000	-130 000	-42,6	-266 000	-60,3
2022	Mar	160 000	-15 000	-8,6	-321 000	-66,7

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	
2018	Jun	637 000	-	-	-	-
	Sep	631 000	-6 000	-0,9	-	-
	Dec	611 000	-20 000	-3,2	-	-
2019	Mar	611 000	0	0,0	-	-
	Jun	611 000	0	0,0	-26 000	-4,1
	Sep	616 000	5 000	0,8	-15 000	-2,4
2020	Dec	615 000	-1 000	-0,2	4 000	0,7
	Mar	607 000	-8 000	-1,3	-4 000	-0,7
	Jun	539 000	-68 000	-11,2	-72 000	-11,8
2021	Sep	572 000	33 000	6,1	-44 000	-7,1
	Dec	557 000	-15 000	-2,6	-58 000	-9,4
	Mar	563 000	6 000	1,1	-44 000	-7,2
2022	Jun	554 000	-9 000	-1,6	15 000	2,8
	Sep	563 000	9 000	1,6	-9 000	-1,6
	Dec*	545 000	-18 000	-3,2	-12 000	-2,2
2022	Mar	536 000	-9 000	-1,7	-27 000	-4,8

*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	
2018	Jun	546 000	-	-	-	-
	Sep	549 000	3 000	0,5	-	-
	Dec	538 000	-11 000	-2,0	-	-
2019	Mar	547 000	9 000	1,7	-	-
	Jun	542 000	-5 000	-0,9	-4 000	-0,7
	Sep	544 000	2 000	0,4	-5 000	-0,9
2020	Dec	545 000	1 000	0,2	7 000	1,3
	Mar	543 000	-2 000	-0,4	-4 000	-0,7
	Jun	477 000	-66 000	-12,2	-65 000	-12,0
2021	Sep	504 000	27 000	5,7	-40 000	-7,4
	Dec	492 000	-12 000	-2,4	-53 000	-9,7
	Mar	501 000	9 000	1,8	-42 000	-7,7
2022	Jun	491 000	-10 000	-2,0	14 000	2,9
	Sep	496 000	5 000	1,0	-8 000	-1,6
	Dec*	475 000	-21 000	-4,2	-17 000	-3,5
2022	Mar	474 000	-1 000	-0,2	-27 000	-5,4

*Revised estimates.

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	91 000	-	-	-	-
	Sep	82 000	-9 000	-9,9	-	-
	Dec	73 000	-9 000	-11,0	-	-
2019	Mar	64 000	-9 000	-12,3	-	-
	Jun	69 000	5 000	7,8	-22 000	-24,2
	Sep	72 000	3 000	4,3	-10 000	-12,2
2020	Dec	70 000	-2 000	-2,8	-3 000	-4,1
	Mar	64 000	-6 000	-8,6	0	0,0
	Jun	62 000	-2 000	-3,1	-7 000	-10,1
2021	Sep	68 000	6 000	9,7	-4 000	-5,6
	Dec	65 000	-3 000	-4,4	-5 000	-7,1
	Mar	62 000	-3 000	-4,6	-2 000	-3,1
2022	Jun	63 000	1 000	1,6	1 000	1,6
	Sep	67 000	4 000	6,3	-1 000	-1,5
	Dec	70 000	3 000	4,5	5 000	7,7
2022	Mar	62 000	-8 000	-11,4	0	0,0

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	
2018	Jun	33 534 000	-	-	-	-
	Sep	33 422 000	-112 000	-0,3	-	-
	Dec	38 197 000	4 775 000	14,3	-	-
2019	Mar	33 419 000	-4 778 000	-12,5	-	-
	Jun	34 393 000	974 000	2,9	859 000	2,6
	Sep	34 260 000	-133 000	-0,4	838 000	2,5
2020	Dec	38 443 000	4 183 000	12,2	246 000	0,6
	Mar	34 320 000	-4 123 000	-10,7	901 000	2,7
	Jun	24 053 000	-10 267 000	-29,9	-10 340 000	-30,1
2021	Sep	29 808 000	5 755 000	23,9	-4 452 000	-13,0
	Dec	33 399 000	3 591 000	12,0	-5 044 000	-13,1
	Mar	31 192 000	-2 207 000	-6,6	-3 128 000	-9,1
2022	Jun	32 155 000	963 000	3,1	8 102 000	33,7
	Sep	34 209 000	2 054 000	6,4	4 401 000	14,8
	Dec*	35 395 000	1 186 000	3,5	1 996 000	6,0
2022	Mar	32 376 000	-3 019 000	-8,5	1 184 000	3,8

*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	
2018	Jun	31 074 000	-	-	-	-
	Sep	31 464 000	390 000	1,3	-	-
	Dec	32 252 000	788 000	2,5	-	-
2019	Mar	31 185 000	-1 067 000	-3,3	-	-
	Jun	32 272 000	1 087 000	3,5	1 198 000	3,9
	Sep	32 368 000	96 000	0,3	904 000	2,9
2020	Dec	33 304 000	936 000	2,9	1 052 000	3,3
	Mar	32 400 000	-904 000	-2,7	1 215 000	3,9
	Jun	22 903 000	-9 497 000	-29,3	-9 369 000	-29,0
2021	Sep	28 252 000	5 349 000	23,4	-4 116 000	-12,7
	Dec	29 834 000	1 582 000	5,6	-3 470 000	-10,4
	Mar	29 207 000	-627 000	-2,1	-3 193 000	-9,9
2022	Jun	30 157 000	950 000	3,3	7 254 000	31,7
	Sep	32 468 000	2 311 000	7,7	4 216 000	14,9
	Dec*	30 570 000	-1 898 000	-5,8	736 000	2,5
2022	Mar	29 954 000	-616 000	-2,0	747 000	2,6

*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	
2018	Jun	998 000	-	-	-	-
	Sep	587 000	-411 000	-41,2	-	-
	Dec	4 590 000	4 003 000	681,9	-	-
2019	Mar	1 025 000	-3 565 000	-77,7	-	-
	Jun	796 000	-229 000	-22,3	-202 000	-20,2
	Sep	505 000	-291 000	-36,6	-82 000	-14,0
2020	Dec	3 813 000	3 308 000	655,0	-777 000	-16,9
	Mar	767 000	-3 046 000	-79,9	-258 000	-25,2
	Jun	444 000	-323 000	-42,1	-352 000	-44,2
2021	Sep	468 000	24 000	5,4	-37 000	-7,3
	Dec	2 411 000	1 943 000	415,2	-1 402 000	-36,8
	Mar	844 000	-1 567 000	-65,0	77 000	10,0
2022	Jun	739 000	-105 000	-12,4	295 000	66,4
	Sep	530 000	-209 000	-28,3	62 000	13,2
	Dec*	3 501 000	2 971 000	560,6	1 090 000	45,2
2022	Mar	1 281 000	-2 220 000	-63,4	437 000	51,8

*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	
2018	Jun	1 462 000	-	-	-	-
	Sep	1 371 000	-91 000	-6,2	-	-
	Dec	1 355 000	-16 000	-1,2	-	-
2019	Mar	1 209 000	-146 000	-10,8	-	-
	Jun	1 325 000	116 000	9,6	-137 000	-9,4
	Sep	1 387 000	62 000	4,7	16 000	1,2
2020	Dec	1 326 000	-61 000	-4,4	-29 000	-2,1
	Mar	1 153 000	-173 000	-13,0	-56 000	-4,6
	Jun	706 000	-447 000	-38,8	-619 000	-46,7
2021	Sep	1 088 000	382 000	54,1	-299 000	-21,6
	Dec	1 154 000	66 000	6,1	-172 000	-13,0
	Mar	1 141 000	-13 000	-1,1	-12 000	-1,0
2022	Jun	1 259 000	118 000	10,3	553 000	78,3
	Sep	1 211 000	-48 000	-3,8	123 000	11,3
	Dec*	1 324 000	113 000	9,3	170 000	14,7
2022	Mar	1 141 000	-183 000	-13,8	0	0,0

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	2 199 000	-	-	-	-
	Sep	2 223 000	24 000	1,1	-	-
	Dec	2 280 000	57 000	2,6	-	-
2019	Mar	2 279 000	-1 000	0,0	-	-
	Jun	2 263 000	-16 000	-0,7	64 000	2,9
	Sep	2 263 000	0	0,0	40 000	1,8
2020	Dec	2 301 000	38 000	1,7	21 000	0,9
	Mar	2 268 000	-33 000	-1,4	-11 000	-0,5
	Jun	2 066 000	-202 000	-8,9	-197 000	-8,7
2021	Sep	2 090 000	24 000	1,2	-173 000	-7,6
	Dec	2 141 000	51 000	2,4	-160 000	-7,0
	Mar	2 103 000	-38 000	-1,8	-165 000	-7,3
2022	Jun	2 104 000	1 000	0,0	38 000	1,8
	Sep	2 085 000	-19 000	-0,9	-5 000	-0,2
	Dec*	2 143 000	58 000	2,8	2 000	0,1
	Mar	2 125 000	-18 000	-0,8	22 000	1,0

*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	
2018	Jun	1 989 000	-	-	-	-
	Sep	2 010 000	21 000	1,1	-	-
	Dec	2 043 000	33 000	1,6	-	-
2019	Mar	2 060 000	17 000	0,8	-	-
	Jun	2 039 000	-21 000	-1,0	50 000	2,5
	Sep	2 031 000	-8 000	-0,4	21 000	1,0
2020	Dec	2 060 000	29 000	1,4	17 000	0,8
	Mar	2 046 000	-14 000	-0,7	-14 000	-0,7
	Jun	1 873 000	-173 000	-8,5	-166 000	-8,1
2021	Sep	1 897 000	24 000	1,3	-134 000	-6,6
	Dec	1 924 000	27 000	1,4	-136 000	-6,6
	Mar	1 902 000	-22 000	-1,1	-144 000	-7,0
2022	Jun	1 898 000	-4 000	-0,2	25 000	1,3
	Sep	1 882 000	-16 000	-0,8	-15 000	-0,8
	Dec*	1 908 000	26 000	1,4	-16 000	-0,8
	Mar	1 902 000	-6 000	-0,3	0	0,0

*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	
2018	Jun	210 000	-	-	-	-
	Sep	213 000	3 000	1,4	-	-
	Dec	237 000	24 000	11,3	-	-
2019	Mar	219 000	-18 000	-7,6	-	-
	Jun	224 000	5 000	2,3	14 000	6,7
	Sep	232 000	8 000	3,6	19 000	8,9
2020	Dec	241 000	9 000	3,9	4 000	1,7
	Mar	222 000	-19 000	-7,9	3 000	1,4
	Jun	193 000	-29 000	-13,1	-31 000	-13,8
2021	Sep	193 000	0	0,0	-39 000	-16,8
	Dec	217 000	24 000	12,4	-24 000	-10,0
	Mar	201 000	-16 000	-7,4	-21 000	-9,5
2022	Jun	206 000	5 000	2,5	13 000	6,7
	Sep	203 000	-3 000	-1,5	10 000	5,2
	Dec*	235 000	32 000	15,8	18 000	8,3
	Mar	223 000	-12 000	-5,1	22 000	10,9

*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	
2018	Jun	94 840 000	-	-	-	-
	Sep	96 514 000	1 674 000	1,8	-	-
	Dec	107 521 000	11 007 000	11,4	-	-
2019	Mar	99 934 000	-7 587 000	-7,1	-	-
	Jun	102 090 000	2 156 000	2,2	7 250 000	7,6
	Sep	103 750 000	1 660 000	1,6	7 236 000	7,5
2020	Dec	113 814 000	10 064 000	9,7	6 293 000	5,9
	Mar	105 915 000	-7 899 000	-6,9	5 981 000	6,0
	Jun	86 049 000	-19 866 000	-18,8	-16 041 000	-15,7
2021	Sep	95 128 000	9 079 000	10,6	-8 622 000	-8,3
	Dec	108 352 000	13 224 000	13,9	-5 462 000	-4,8
	Mar	103 859 000	-4 493 000	-4,1	-2 056 000	-1,9
2022	Jun	105 506 000	1 647 000	1,6	19 457 000	22,6
	Sep	105 117 000	-389 000	-0,4	9 989 000	10,5
	Dec*	116 687 000	11 570 000	11,0	8 335 000	7,7
	Mar	112 845 000	-3 842 000	-3,3	8 986 000	8,7

*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	
2018	Jun	87 875 000	-	-	-	-
	Sep	89 680 000	1 805 000	2,1	-	-
	Dec	92 064 000	2 384 000	2,7	-	-
2019	Mar	92 236 000	172 000	0,2	-	-
	Jun	94 467 000	2 231 000	2,4	6 592 000	7,5
	Sep	96 212 000	1 745 000	1,8	6 532 000	7,3
2020	Dec	98 337 000	2 125 000	2,2	6 273 000	6,8
	Mar	98 155 000	-182 000	-0,2	5 919 000	6,4
	Jun	80 381 000	-17 774 000	-18,1	-14 086 000	-14,9
2021	Sep	88 728 000	8 347 000	10,4	-7 484 000	-7,8
	Dec	93 579 000	4 851 000	5,5	-4 758 000	-4,8
	Mar	94 735 000	1 156 000	1,2	-3 420 000	-3,5
2022	Jun	96 780 000	2 045 000	2,2	16 399 000	20,4
	Sep	96 154 000	-626 000	-0,6	7 426 000	8,4
	Dec*	99 949 000	3 795 000	3,9	6 370 000	6,8
2022	Mar	101 642 000	1 693 000	1,7	6 907 000	7,3

*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	
2018	Jun	4 540 000	-	-	-	-
	Sep	4 516 000	-24 000	-0,5	-	-
	Dec	12 916 000	8 400 000	186,0	-	-
2019	Mar	5 274 000	-7 642 000	-59,2	-	-
	Jun	4 858 000	-416 000	-7,9	318 000	7,0
	Sep	5 026 000	168 000	3,5	510 000	11,3
2020	Dec	12 867 000	7 841 000	156,0	-49 000	-0,4
	Mar	5 093 000	-7 774 000	-60,4	-181 000	-3,4
	Jun	3 914 000	-1 179 000	-23,1	-944 000	-19,4
2021	Sep	4 458 000	544 000	13,9	-568 000	-11,3
	Dec	12 425 000	7 967 000	178,7	-442 000	-3,4
	Mar	6 813 000	-5 612 000	-45,2	1 720 000	33,8
2022	Jun	6 147 000	-666 000	-9,8	2 233 000	57,1
	Sep	6 644 000	497 000	8,1	2 186 000	49,0
	Dec*	14 087 000	7 443 000	112,0	1 662 000	13,4
2022	Mar	8 451 000	-5 636 000	-40,0	1 638 000	24,0

*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	
2018	Jun	2 425 000	-	-	-	-
	Sep	2 318 000	-107 000	-4,4	-	-
	Dec	2 541 000	223 000	9,6	-	-
2019	Mar	2 424 000	-117 000	-4,6	-	-
	Jun	2 765 000	341 000	14,1	340 000	14,0
	Sep	2 512 000	-253 000	-9,2	194 000	8,4
2020	Dec	2 610 000	98 000	3,9	69 000	2,7
	Mar	2 667 000	57 000	2,2	243 000	10,0
	Jun	1 754 000	-913 000	-34,2	-1 011 000	-36,6
2021	Sep	1 942 000	188 000	10,7	-570 000	-22,7
	Dec	2 348 000	406 000	20,9	-262 000	-10,0
	Mar	2 311 000	-37 000	-1,6	-356 000	-13,3
2022	Jun	2 579 000	268 000	11,6	825 000	47,0
	Sep	2 319 000	-260 000	-10,1	377 000	19,4
	Dec*	2 651 000	332 000	14,3	303 000	12,9
	Mar	2 752 000	101 000	3,8	441 000	19,1

*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	
2018	Jun	483 000	-	-	-	-
	Sep	491 000	8 000	1,7	-	-
	Dec	498 000	7 000	1,4	-	-
2019	Mar	500 000	2 000	0,4	-	-
	Jun	495 000	-5 000	-1,0	12 000	2,5
	Sep	490 000	-5 000	-1,0	-1 000	-0,2
2020	Dec	488 000	-2 000	-0,4	-10 000	-2,0
	Mar	486 000	-2 000	-0,4	-14 000	-2,8
	Jun	443 000	-43 000	-8,8	-52 000	-10,5
2021	Sep	432 000	-11 000	-2,5	-58 000	-11,8
	Dec	425 000	-7 000	-1,6	-63 000	-12,9
	Mar	425 000	0	0,0	-61 000	-12,6
2022	Jun	425 000	0	0,0	-18 000	-4,1
	Sep	421 000	-4 000	-0,9	-11 000	-2,5
	Dec*	419 000	-2 000	-0,5	-6 000	-1,4
2022	Mar	417 000	-2 000	-0,5	-8 000	-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	
2018	Jun	466 000	-	-	-	-
	Sep	472 000	6 000	1,3	-	-
	Dec	477 000	5 000	1,1	-	-
2019	Mar	482 000	5 000	1,0	-	-
	Jun	478 000	-4 000	-0,8	12 000	2,6
	Sep	471 000	-7 000	-1,5	-1 000	-0,2
2020	Dec	468 000	-3 000	-0,6	-9 000	-1,9
	Mar	467 000	-1 000	-0,2	-15 000	-3,1
	Jun	428 000	-39 000	-8,4	-50 000	-10,5
2021	Sep	415 000	-13 000	-3,0	-56 000	-11,9
	Dec	408 000	-7 000	-1,7	-60 000	-12,8
	Mar	409 000	1 000	0,2	-58 000	-12,4
2022	Jun	408 000	-1 000	-0,2	-20 000	-4,7
	Sep	404 000	-4 000	-1,0	-11 000	-2,7
	Dec*	404 000	0	0,0	-4 000	-1,0
2022	Mar	401 000	-3 000	-0,7	-8 000	-2,0

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	17 000	-	-	-	-
	Sep	19 000	2 000	11,8	-	-
	Dec	21 000	2 000	10,5	-	-
2019	Mar	18 000	-3 000	-14,3	-	-
	Jun	17 000	-1 000	-5,6	0	0,0
	Sep	19 000	2 000	11,8	0	0,0
2020	Dec	20 000	1 000	5,3	-1 000	-4,8
	Mar	19 000	-1 000	-5,0	1 000	5,6
	Jun	15 000	-4 000	-21,1	-2 000	-11,8
2021	Sep	17 000	2 000	13,3	-2 000	-10,5
	Dec	17 000	0	0,0	-3 000	-15,0
	Mar	16 000	-1 000	-5,9	-3 000	-15,8
2022	Jun	17 000	1 000	6,3	2 000	13,3
	Sep	17 000	0	0,0	0	0,0
	Dec	15 000	-2 000	-11,8	-2 000	-11,8
2022	Mar	16 000	1 000	6,7	0	0,0

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	
2018	Jun	37 871 000	-	-	-	-
	Sep	38 571 000	700 000	1,8	-	-
	Dec	41 629 000	3 058 000	7,9	-	-
2019	Mar	38 627 000	-3 002 000	-7,2	-	-
	Jun	41 961 000	3 334 000	8,6	4 090 000	10,8
	Sep	39 650 000	-2 311 000	-5,5	1 079 000	2,8
2020	Dec	43 703 000	4 053 000	10,2	2 074 000	5,0
	Mar	38 241 000	-5 462 000	-12,5	-386 000	-1,0
	Jun	35 272 000	-2 969 000	-7,8	-6 689 000	-15,9
2021	Sep	33 427 000	-1 845 000	-5,2	-6 223 000	-15,7
	Dec	36 854 000	3 427 000	10,3	-6 849 000	-15,7
	Mar	33 546 000	-3 308 000	-9,0	-4 695 000	-12,3
2022	Jun	38 229 000	4 683 000	14,0	2 957 000	8,4
	Sep	35 490 000	-2 739 000	-7,2	2 063 000	6,2
	Dec*	39 726 000	4 236 000	11,9	2 872 000	7,8
2022	Mar	35 826 000	-3 900 000	-9,8	2 280 000	6,8

*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	
2018	Jun	32 903 000	-	-	-	-
	Sep	33 833 000	930 000	2,8	-	-
	Dec	34 548 000	715 000	2,1	-	-
2019	Mar	34 698 000	150 000	0,4	-	-
	Jun	35 531 000	833 000	2,4	2 628 000	8,0
	Sep	35 290 000	-241 000	-0,7	1 457 000	4,3
2020	Dec	35 995 000	705 000	2,0	1 447 000	4,2
	Mar	35 217 000	-778 000	-2,2	519 000	1,5
	Jun	30 120 000	-5 097 000	-14,5	-5 411 000	-15,2
2021	Sep	30 491 000	371 000	1,2	-4 799 000	-13,6
	Dec	30 936 000	445 000	1,5	-5 059 000	-14,1
	Mar	30 637 000	-299 000	-1,0	-4 580 000	-13,0
2022	Jun	32 029 000	1 392 000	4,5	1 909 000	6,3
	Sep	32 184 000	155 000	0,5	1 693 000	5,6
	Dec*	33 204 000	1 020 000	3,2	2 268 000	7,3
2022	Mar	32 278 000	-926 000	-2,8	1 641 000	5,4

*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	
2018	Jun	2 837 000	-	-	-	-
	Sep	2 832 000	-5 000	-0,2	-	-
	Dec	5 107 000	2 275 000	80,3	-	-
2019	Mar	2 058 000	-3 049 000	-59,7	-	-
	Jun	4 288 000	2 230 000	108,4	1 451 000	51,1
	Sep	2 359 000	-1 929 000	-45,0	-473 000	-16,7
2020	Dec	5 581 000	3 222 000	136,6	474 000	9,3
	Mar	1 080 000	-4 501 000	-80,6	-978 000	-47,5
	Jun	3 938 000	2 858 000	264,6	-350 000	-8,2
2021	Sep	1 207 000	-2 731 000	-69,3	-1 152 000	-48,8
	Dec	4 067 000	2 860 000	237,0	-1 514 000	-27,1
	Mar	1 224 000	-2 843 000	-69,9	144 000	13,3
2022	Jun	4 242 000	3 018 000	246,6	304 000	7,7
	Sep	1 391 000	-2 851 000	-67,2	184 000	15,2
	Dec*	4 524 000	3 133 000	225,2	457 000	11,2
2022	Mar	1 685 000	-2 839 000	-62,8	461 000	37,7

*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	
2018	Jun	2 131 000	-	-	-	-
	Sep	1 906 000	-225 000	-10,6	-	-
	Dec	1 974 000	68 000	3,6	-	-
2019	Mar	1 871 000	-103 000	-5,2	-	-
	Jun	2 142 000	271 000	14,5	11 000	0,5
	Sep	2 001 000	-141 000	-6,6	95 000	5,0
2020	Dec	2 127 000	126 000	6,3	153 000	7,8
	Mar	1 944 000	-183 000	-8,6	73 000	3,9
	Jun	1 214 000	-730 000	-37,6	-928 000	-43,3
2021	Sep	1 729 000	515 000	42,4	-272 000	-13,6
	Dec	1 851 000	122 000	7,1	-276 000	-13,0
	Mar	1 685 000	-166 000	-9,0	-259 000	-13,3
2022	Jun	1 958 000	273 000	16,2	744 000	61,3
	Sep	1 915 000	-43 000	-2,2	186 000	10,8
	Dec*	1 998 000	83 000	4,3	147 000	7,9
2022	Mar	1 863 000	-135 000	-6,8	178 000	10,6

*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	
2018	Jun	2 302 000	-	-	-	-
	Sep	2 310 000	8 000	0,3	-	-
	Dec	2 347 000	37 000	1,6	-	-
2019	Mar	2 349 000	2 000	0,1	-	-
	Jun	2 366 000	17 000	0,7	64 000	2,8
	Sep	2 381 000	15 000	0,6	71 000	3,1
2020	Dec	2 416 000	35 000	1,5	69 000	2,9
	Mar	2 442 000	26 000	1,1	93 000	4,0
	Jun	2 285 000	-157 000	-6,4	-81 000	-3,4
2021	Sep	2 291 000	6 000	0,3	-90 000	-3,8
	Dec	2 318 000	27 000	1,2	-98 000	-4,1
	Mar	2 332 000	14 000	0,6	-110 000	-4,5
2022	Jun	2 325 000	-7 000	-0,3	40 000	1,8
	Sep	2 345 000	20 000	0,9	54 000	2,4
	Dec*	2 351 000	6 000	0,3	33 000	1,4
2022	Mar	2 343 000	-8 000	-0,3	11 000	0,5

*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	
2018	Jun	2 062 000	-	-	-	-
	Sep	2 068 000	6 000	0,3	-	-
	Dec	2 115 000	47 000	2,3	-	-
2019	Mar	2 123 000	8 000	0,4	-	-
	Jun	2 147 000	24 000	1,1	85 000	4,1
	Sep	2 156 000	9 000	0,4	88 000	4,3
2020	Dec	2 181 000	25 000	1,2	66 000	3,1
	Mar	2 214 000	33 000	1,5	91 000	4,3
	Jun	2 085 000	-129 000	-5,8	-62 000	-2,9
2021	Sep	2 095 000	10 000	0,5	-61 000	-2,8
	Dec	2 108 000	13 000	0,6	-73 000	-3,3
	Mar	2 141 000	33 000	1,6	-73 000	-3,3
2022	Jun	2 122 000	-19 000	-0,9	37 000	1,8
	Sep	2 133 000	11 000	0,5	38 000	1,8
	Dec*	2 124 000	-9 000	-0,4	16 000	0,8
2022	Mar	2 138 000	14 000	0,7	-3 000	-0,1

*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	
2018	Jun	240 000	-	-	-	-
	Sep	242 000	2 000	0,8	-	-
	Dec	232 000	-10 000	-4,1	-	-
2019	Mar	226 000	-6 000	-2,6	-	-
	Jun	219 000	-7 000	-3,1	-21 000	-8,8
	Sep	225 000	6 000	2,7	-17 000	-7,0
2020	Dec	235 000	10 000	4,4	3 000	1,3
	Mar	228 000	-7 000	-3,0	2 000	0,9
	Jun	200 000	-28 000	-12,3	-19 000	-8,7
2021	Sep	196 000	-4 000	-2,0	-29 000	-12,9
	Dec	210 000	14 000	7,1	-25 000	-10,6
	Mar	191 000	-19 000	-9,0	-37 000	-16,2
2022	Jun	203 000	12 000	6,3	3 000	1,5
	Sep	212 000	9 000	4,4	16 000	8,2
	Dec*	227 000	15 000	7,1	17 000	8,1
2022	Mar	205 000	-22 000	-9,7	14 000	7,3

*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	
2018	Jun	173 673 000	-	-	-	-
	Sep	183 294 000	9 621 000	5,5	-	-
	Dec	193 395 000	10 101 000	5,5	-	-
2019	Mar	189 128 000	-4 267 000	-2,2	-	-
	Jun	185 836 000	-3 292 000	-1,7	12 163 000	7,0
	Sep	196 497 000	10 661 000	5,7	13 203 000	7,2
2020	Dec	216 593 000	20 096 000	10,2	23 198 000	12,0
	Mar	203 810 000	-12 783 000	-5,9	14 682 000	7,8
	Jun	177 988 000	-25 822 000	-12,7	-7 848 000	-4,2
2021	Sep	189 584 000	11 596 000	6,5	-6 913 000	-3,5
	Dec	218 661 000	29 077 000	15,3	2 068 000	1,0
	Mar	206 323 000	-12 338 000	-5,6	2 513 000	1,2
2022	Jun	198 818 000	-7 505 000	-3,6	20 830 000	11,7
	Sep	210 709 000	11 891 000	6,0	21 125 000	11,1
	Dec*	218 283 000	7 574 000	3,6	-378 000	-0,2
2022	Mar	223 363 000	5 080 000	2,3	17 040 000	8,3

*Revised estimates.

8.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	156 308 000	-	-	-	-
	Sep	159 764 000	3 456 000	2,2	-	-
	Dec	165 836 000	6 072 000	3,8	-	-
2019	Mar	166 346 000	510 000	0,3	-	-
	Jun	168 677 000	2 331 000	1,4	12 369 000	7,9
	Sep	172 277 000	3 600 000	2,1	12 513 000	7,8
2020	Dec	177 216 000	4 939 000	2,9	11 380 000	6,9
	Mar	177 860 000	644 000	0,4	11 514 000	6,9
	Jun	164 068 000	-13 792 000	-7,8	-4 609 000	-2,7
2021	Sep	170 766 000	6 698 000	4,1	-1 511 000	-0,9
	Dec	178 148 000	7 382 000	4,3	932 000	0,5
	Mar	177 403 000	-745 000	-0,4	-457 000	-0,3
2022	Jun	179 640 000	2 237 000	1,3	15 572 000	9,5
	Sep	181 733 000	2 093 000	1,2	10 967 000	6,4
	Dec*	184 986 000	3 253 000	1,8	6 838 000	3,8
2022	Mar	185 989 000	1 003 000	0,5	8 586 000	4,8

*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	
2018	Jun	14 684 000	-	-	-	-
	Sep	20 807 000	6 123 000	41,7	-	-
	Dec	24 661 000	3 854 000	18,5	-	-
2019	Mar	20 070 000	-4 591 000	-18,6	-	-
	Jun	13 914 000	-6 156 000	-30,7	-770 000	-5,2
	Sep	20 981 000	7 067 000	50,8	174 000	0,8
2020	Dec	35 815 000	14 834 000	70,7	11 154 000	45,2
	Mar	22 577 000	-13 238 000	-37,0	2 507 000	12,5
	Jun	11 229 000	-11 348 000	-50,3	-2 685 000	-19,3
2021	Sep	15 880 000	4 651 000	41,4	-5 101 000	-24,3
	Dec	37 044 000	21 164 000	133,3	1 229 000	3,4
	Mar	25 743 000	-11 301 000	-30,5	3 166 000	14,0
2022	Jun	15 602 000	-10 141 000	-39,4	4 373 000	38,9
	Sep	25 282 000	9 680 000	62,0	9 402 000	59,2
	Dec*	29 806 000	4 524 000	17,9	-7 238 000	-19,5
2022	Mar	34 162 000	4 356 000	14,6	8 419 000	32,7

*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	
2018	Jun	2 681 000	-	-	-	-
	Sep	2 723 000	42 000	1,6	-	-
	Dec	2 898 000	175 000	6,4	-	-
2019	Mar	2 712 000	-186 000	-6,4	-	-
	Jun	3 245 000	533 000	19,7	564 000	21,0
	Sep	3 239 000	-6 000	-0,2	516 000	18,9
2020	Dec	3 562 000	323 000	10,0	664 000	22,9
	Mar	3 373 000	-189 000	-5,3	661 000	24,4
	Jun	2 691 000	-682 000	-20,2	-554 000	-17,1
2021	Sep	2 938 000	247 000	9,2	-301 000	-9,3
	Dec	3 469 000	531 000	18,1	-93 000	-2,6
	Mar	3 177 000	-292 000	-8,4	-196 000	-5,8
2022	Jun	3 576 000	399 000	12,6	885 000	32,9
	Sep	3 694 000	118 000	3,3	756 000	25,7
	Dec*	3 491 000	-203 000	-5,5	22 000	0,6
2022	Mar	3 212 000	-279 000	-8,0	35 000	1,1

*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	
2018	Jun	2 687 000	-	-	-	-
	Sep	2 697 000	10 000	0,4	-	-
	Dec	2 711 000	14 000	0,5	-	-
2019	Mar	2 736 000	25 000	0,9	-	-
	Jun	2 780 000	44 000	1,6	93 000	3,5
	Sep	2 781 000	1 000	0,0	84 000	3,1
2020	Dec	2 791 000	10 000	0,4	80 000	3,0
	Mar	2 815 000	24 000	0,9	79 000	2,9
	Jun	2 714 000	-101 000	-3,6	-66 000	-2,4
2021	Sep	2 741 000	27 000	1,0	-40 000	-1,4
	Dec	2 806 000	65 000	2,4	15 000	0,5
	Mar	2 856 000	50 000	1,8	41 000	1,5
2022	Jun	2 790 000	-66 000	-2,3	76 000	2,8
	Sep	2 853 000	63 000	2,3	112 000	4,1
	Dec*	2 910 000	57 000	2,0	104 000	3,7
2022	Mar	2 979 000	69 000	2,4	123 000	4,3

*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	
2018	Jun	2 317 000	-	-	-	-
	Sep	2 326 000	9 000	0,4	-	-
	Dec	2 337 000	11 000	0,5	-	-
2019	Mar	2 344 000	7 000	0,3	-	-
	Jun	2 358 000	14 000	0,6	41 000	1,8
	Sep	2 374 000	16 000	0,7	48 000	2,1
2020	Dec	2 382 000	8 000	0,3	45 000	1,9
	Mar	2 393 000	11 000	0,5	49 000	2,1
	Jun	2 336 000	-57 000	-2,4	-22 000	-0,9
2021	Sep	2 351 000	15 000	0,6	-23 000	-1,0
	Dec	2 376 000	25 000	1,1	-6 000	-0,3
	Mar	2 358 000	-18 000	-0,8	-35 000	-1,5
2022	Jun	2 380 000	22 000	0,9	44 000	1,9
	Sep	2 356 000	-24 000	-1,0	5 000	0,2
	Dec*	2 353 000	-3 000	-0,1	-23 000	-1,0
2022	Mar	2 352 000	-1 000	0,0	-6 000	-0,3

*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	
2018	Jun	370 000	-	-	-	-
	Sep	371 000	1 000	0,3	-	-
	Dec	374 000	3 000	0,8	-	-
2019	Mar	392 000	18 000	4,8	-	-
	Jun	422 000	30 000	7,7	52 000	14,1
	Sep	407 000	-15 000	-3,6	36 000	9,7
2020	Dec	409 000	2 000	0,5	35 000	9,4
	Mar	422 000	13 000	3,2	30 000	7,7
	Jun	378 000	-44 000	-10,4	-44 000	-10,4
2021	Sep	390 000	12 000	3,2	-17 000	-4,2
	Dec	430 000	40 000	10,3	21 000	5,1
	Mar	498 000	68 000	15,8	76 000	18,0
2022	Jun	410 000	-88 000	-17,7	32 000	8,5
	Sep	497 000	87 000	21,2	107 000	27,4
	Dec*	557 000	60 000	12,1	127 000	29,5
2022	Mar	627 000	70 000	12,6	129 000	25,9

*Revised estimates.

9.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	209 930 000	-	-	-	-
	Sep	227 955 000	18 025 000	8,6	-	-
	Dec	235 115 000	7 160 000	3,1	-	-
2019	Mar	226 371 000	-8 744 000	-3,7	-	-
	Jun	236 711 000	10 340 000	4,6	26 781 000	12,8
	Sep	241 219 000	4 508 000	1,9	13 264 000	5,8
2020	Dec	254 340 000	13 121 000	5,4	19 225 000	8,2
	Mar	244 461 000	-9 879 000	-3,9	18 090 000	8,0
	Jun	235 043 000	-9 418 000	-3,9	-1 668 000	-0,7
2021	Sep	241 559 000	6 516 000	2,8	340 000	0,1
	Dec	255 815 000	14 256 000	5,9	1 475 000	0,6
	Mar	251 145 000	-4 670 000	-1,8	6 684 000	2,7
2022	Jun	255 757 000	4 612 000	1,8	20 714 000	8,8
	Sep	270 449 000	14 692 000	5,7	28 890 000	12,0
	Dec*	281 455 000	11 006 000	4,1	25 640 000	10,0
2022	Mar	265 729 000	-15 726 000	-5,6	14 584 000	5,8

*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	
2018	Jun	195 948 000	-	-	-	-
	Sep	212 602 000	16 654 000	8,5	-	-
	Dec	211 010 000	-1 592 000	-0,7	-	-
2019	Mar	210 170 000	-840 000	-0,4	-	-
	Jun	219 961 000	9 791 000	4,7	24 013 000	12,3
	Sep	223 978 000	4 017 000	1,8	11 376 000	5,4
2020	Dec	227 236 000	3 258 000	1,5	16 226 000	7,7
	Mar	227 421 000	185 000	0,1	17 251 000	8,2
	Jun	219 035 000	-8 386 000	-3,7	-926 000	-0,4
2021	Sep	225 341 000	6 306 000	2,9	1 363 000	0,6
	Dec	232 024 000	6 683 000	3,0	4 788 000	2,1
	Mar	232 868 000	844 000	0,4	5 447 000	2,4
2022	Jun	236 836 000	3 968 000	1,7	17 801 000	8,1
	Sep	251 847 000	15 011 000	6,3	26 506 000	11,8
	Dec*	253 347 000	1 500 000	0,6	21 323 000	9,2
2022	Mar	246 851 000	-6 496 000	-2,6	13 983 000	6,0

*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	
2018	Jun	9 982 000	-	-	-	-
	Sep	11 422 000	1 440 000	14,4	-	-
	Dec	18 469 000	7 047 000	61,7	-	-
2019	Mar	10 199 000	-8 270 000	-44,8	-	-
	Jun	10 251 000	52 000	0,5	269 000	2,7
	Sep	11 059 000	808 000	7,9	-363 000	-3,2
2020	Dec	20 889 000	9 830 000	88,9	2 420 000	13,1
	Mar	10 577 000	-10 312 000	-49,4	378 000	3,7
	Jun	10 319 000	-258 000	-2,4	68 000	0,7
2021	Sep	10 455 000	136 000	1,3	-604 000	-5,5
	Dec	17 663 000	7 208 000	68,9	-3 226 000	-15,4
	Mar	11 446 000	-6 217 000	-35,2	869 000	8,2
2022	Jun	11 892 000	446 000	3,9	1 573 000	15,2
	Sep	11 567 000	-325 000	-2,7	1 112 000	10,6
	Dec*	20 111 000	8 544 000	73,9	2 448 000	13,9
2022	Mar	11 810 000	-8 301 000	-41,3	364 000	3,2

*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	
2018	Jun	4 000 000	-	-	-	-
	Sep	3 931 000	-69 000	-1,7	-	-
	Dec	5 636 000	1 705 000	43,4	-	-
2019	Mar	6 002 000	366 000	6,5	-	-
	Jun	6 499 000	497 000	8,3	2 499 000	62,5
	Sep	6 182 000	-317 000	-4,9	2 251 000	57,3
2020	Dec	6 215 000	33 000	0,5	579 000	10,3
	Mar	6 463 000	248 000	4,0	461 000	7,7
	Jun	5 689 000	-774 000	-12,0	-810 000	-12,5
2021	Sep	5 763 000	74 000	1,3	-419 000	-6,8
	Dec	6 128 000	365 000	6,3	-87 000	-1,4
	Mar	6 831 000	703 000	11,5	368 000	5,7
2022	Jun	7 029 000	198 000	2,9	1 340 000	23,6
	Sep	7 035 000	6 000	0,1	1 272 000	22,1
	Dec*	7 997 000	962 000	13,7	1 869 000	30,5
2022	Mar	7 068 000	-929 000	-11,6	237 000	3,5

*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
2018	May	20 524	-	-
	Aug	21 381	4,2	-
	Nov	21 540	0,7	-
2019	Feb	21 231	-1,4	-
	May	21 791	2,6	6,2
	Aug	22 365	2,6	4,6
	Nov	22 414	0,2	4,1
2020	Feb	22 376	-0,2	5,4
	May	21 425	-4,2	-1,7
	Aug	22 559	5,3	0,9
	Nov	23 084	2,3	3,0
2021	Feb	23 087	0,0	3,2
	May	23 640	2,4	10,3
	Aug	23 908	1,1	6,0
	Nov*	23 828	-0,3	3,2
2022	Feb	23 502	-1,4	1,8

*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
2018	May	23 265	-	-
	Aug	25 021	7,5	-
	Nov	25 510	2,0	-
2019	Feb	24 118	-5,5	-
	May	25 042	3,8	7,6
	Aug	27 063	8,1	8,2
	Nov	26 172	-3,3	2,6
2020	Feb	27 616	5,5	14,5
	May	24 333	-11,9	-2,8
	Aug	28 669	17,8	5,9
	Nov	28 415	-0,9	8,6
2021	Feb	28 972	2,0	4,9
	May	28 666	-1,1	17,8
	Aug	31 822	11,0	11,0
	Nov*	30 114	-5,4	6,0
2022	Feb	29 731	-1,3	2,6

*Revised estimates.

**Data obtained from the Department of Mineral Resources and Energy (See explanatory notes). At this stage, the Department of Mineral Resources and Energy is unable to provide data items with regard to 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
2018	May	17 894	-	-	16 841	-	-
	Aug	18 526	3,5	-	17 469	3,7	-
	Nov	18 795	1,5	-	17 615	0,8	-
2019	Feb	18 423	-2,0	-	17 365	-1,4	-
	May	19 125	3,8	6,9	17 963	3,4	6,7
	Aug	19 532	2,1	5,4	18 397	2,4	5,3
	Nov	19 420	-0,6	3,3	18 287	-0,6	3,8
2020	Feb	19 433	0,1	5,5	18 312	0,1	5,5
	May	17 340	-10,8	-9,3	16 622	-9,2	-7,5
	Aug	19 278	11,2	-1,3	18 355	10,4	-0,2
	Nov	20 367	5,6	4,9	19 110	4,1	4,5
2021	Feb	20 192	-0,9	3,9	18 964	-0,8	3,6
	May	20 842	3,2	20,2	19 534	3,0	17,5
	Aug	21 130	1,4	9,6	19 832	1,5	8,0
	Nov*	20 969	-0,8	3,0	19 516	-1,6	2,1
2022	Feb	20 901	-0,3	3,5	19 620	0,5	3,5

*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
2018	May	39 862	-	-	36 938	-	-
	Aug	41 681	4,6	-	39 717	7,5	-
	Nov	43 722	4,9	-	41 411	4,3	-
2019	Feb	42 380	-3,1	-	39 950	-3,5	-
	May	42 587	0,5	6,8	39 583	-0,9	7,2
	Aug	42 689	0,2	2,4	40 619	2,6	2,3
	Nov	46 003	7,8	5,2	43 523	7,1	5,1
2020	Feb	44 112	-4,1	4,1	41 611	-4,4	4,2
	May	44 658	1,2	4,9	41 746	0,3	5,5
	Aug	46 303	3,7	8,5	44 399	6,4	9,3
	Nov	48 584	4,9	5,6	46 213	4,1	6,2
2021	Feb	46 665	-3,9	5,8	43 985	-4,8	5,7
	May	48 067	3,0	7,6	44 370	0,9	6,3
	Aug	45 660	-5,0	-1,4	44 215	-0,3	-0,4
	Nov*	47 786	4,7	-1,6	46 757	5,7	1,2
2022	Feb	45 227	-5,4	-3,1	44 170	-5,5	0,4

*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
2018 May	16 968	-	-	16 163	-	-
Aug	17 611	3,8	-	16 822	4,1	-
Nov	17 784	1,0	-	17 002	1,1	-
2019 Feb	17 442	-1,9	-	16 805	-1,2	-
May	18 434	5,7	8,6	17 664	5,1	9,3
Aug	18 302	-0,7	3,9	17 515	-0,8	4,1
Nov	18 313	0,1	3,0	17 530	0,1	3,1
2020 Feb	18 646	1,8	6,9	17 971	2,5	6,9
May	14 865	-20,3	-19,4	14 396	-19,9	-18,5
Aug	17 005	14,4	-7,1	16 346	13,5	-6,7
Nov	17 803	4,7	-2,8	17 103	4,6	-2,4
2021 Feb	18 246	2,5	-2,1	17 536	2,5	-2,4
May	18 484	1,3	24,3	17 737	1,1	23,2
Aug	19 068	3,2	12,1	18 354	3,5	12,3
Nov*	18 973	-0,5	6,6	18 122	-1,3	6,0
2022 Feb	19 037	0,3	4,3	18 279	0,9	4,2

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	13 479	-	-	13 094	-	-
Aug	13 862	2,8	-	13 493	3,1	-
Nov	13 705	-1,1	-	13 345	-1,1	-
2019 Feb	13 696	-0,1	-	13 371	0,2	-
May	14 360	4,8	6,5	13 909	4,0	6,2
Aug	14 518	1,1	4,7	14 149	1,7	4,9
Nov	14 629	0,8	6,7	14 268	0,8	6,9
2020 Feb	14 705	0,5	7,4	14 362	0,7	7,4
May	13 015	-11,5	-9,4	12 737	-11,3	-8,4
Aug	14 502	11,4	-0,1	14 191	11,4	0,3
Nov	14 924	2,9	2,0	14 572	2,7	2,1
2021 Feb	15 301	2,5	4,1	14 949	2,6	4,1
May	15 744	2,9	21,0	15 315	2,4	20,2
Aug	15 498	-1,6	6,9	15 122	-1,3	6,6
Nov*	15 325	-1,1	2,7	14 912	-1,4	2,3
2022 Feb	15 658	2,2	2,3	15 221	2,1	1,8

*Revised estimates.

10.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	24 270	-	-	22 860	-	-
Aug	24 939	2,8	-	23 669	3,5	-
Nov	24 798	-0,6	-	23 426	-1,0	-
2019 Feb	24 050	-3,0	-	22 954	-2,0	-
May	25 643	6,6	5,7	24 231	5,6	6,0
Aug	25 043	-2,3	0,4	23 762	-1,9	0,4
Nov	26 046	4,0	5,0	24 619	3,6	5,1
2020 Feb	25 271	-3,0	5,1	23 995	-2,5	4,5
May	23 052	-8,8	-10,1	22 091	-7,9	-8,8
Aug	24 588	6,7	-1,8	23 378	5,8	-1,6
Nov	25 691	4,5	-1,4	24 263	3,8	-1,4
2021 Feb	24 887	-3,1	-1,5	23 583	-2,8	-1,7
May	26 186	5,2	13,6	24 654	4,5	11,6
Aug	26 887	2,7	9,3	25 446	3,2	8,8
Nov*	27 329	1,6	6,4	25 738	1,1	6,1
2022 Feb	26 240	-4,0	5,4	24 779	-3,7	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
2018 May	22 987	-	-	22 595	-	-
Aug	23 825	3,6	-	23 445	3,8	-
Nov	24 067	1,0	-	23 633	0,8	-
2019 Feb	24 255	0,8	-	23 899	1,1	-
May	24 410	0,6	6,2	23 913	0,1	5,8
Aug	24 723	1,3	3,8	24 236	1,3	3,4
Nov	24 625	-0,4	2,3	24 151	-0,4	2,2
2020 Feb	23 893	-3,0	-1,5	23 440	-2,9	-1,9
May	23 880	-0,1	-2,2	23 481	0,2	-1,8
Aug	24 654	3,2	-0,3	24 179	3,0	-0,2
Nov	25 246	2,4	2,5	24 731	2,3	2,4
2021 Feb	24 885	-1,4	4,2	24 407	-1,3	4,1
May	25 179	1,2	5,4	24 621	0,9	4,9
Aug	25 297	0,5	2,6	24 788	0,7	2,5
Nov*	25 677	1,5	1,7	25 115	1,3	1,6
2022 Feb	25 547	-0,5	2,7	25 058	-0,2	2,7

*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
2018	May	24 702	-	-	24 195	-	-
	Aug	26 031	5,4	-	25 537	5,5	-
	Nov	26 305	1,1	-	25 643	0,4	-
2019	Feb	25 420	-3,4	-	24 738	-3,5	-
	May	25 732	1,2	4,2	24 958	0,9	3,2
	Aug	27 476	6,8	5,6	26 774	7,3	4,8
	Nov	27 536	0,2	4,7	26 798	0,1	4,5
2020	Feb	27 784	0,9	9,3	27 010	0,8	9,2
	May	27 587	-0,7	7,2	26 842	-0,6	7,5
	Aug	28 064	1,7	2,1	27 380	2,0	2,3
	Nov	28 406	1,2	3,2	27 635	0,9	3,1
2021	Feb	28 301	-0,4	1,9	27 474	-0,6	1,7
	May	29 352	3,7	6,4	28 482	3,7	6,1
	Aug	29 468	0,4	5,0	28 565	0,3	4,3
	Nov*	29 186	-1,0	2,7	28 305	-0,9	2,4
2022	Feb	28 269	-3,1	-0,1	27 465	-3,0	0,0

*Revised estimates.

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

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

11.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	19 146	-	-
Aug	19 724	3,0	-
Nov	19 653	-0,4	-
2019 Feb	19 284	-1,9	-
May	19 457	0,9	1,6
Aug	19 774	1,6	0,3
Nov	19 748	-0,1	0,5
2020 Feb	19 423	-1,6	0,7
May	18 745	-3,5	-3,7
Aug	19 347	3,2	-2,2
Nov	19 713	1,9	-0,2
2021 Feb	19 482	-1,2	0,3
May	19 667	0,9	4,9
Aug	19 549	-0,6	1,0
Nov*	23 972	22,6	21,6
2022 Feb	23 315	-2,7	19,7

*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
2018 May	21 702	-	-
Aug	23 082	6,4	-
Nov	23 276	0,8	-
2019 Feb	21 906	-5,9	-
May	22 359	2,1	3,0
Aug	23 928	7,0	3,7
Nov	23 059	-3,6	-0,9
2020 Feb	23 972	4,0	9,4
May	21 289	-11,2	-4,8
Aug	24 587	15,5	2,8
Nov	24 266	-1,3	5,2
2021 Feb	24 449	0,8	2,0
May	23 849	-2,5	12,0
Aug	26 020	9,1	5,8
Nov*	30 296	16,4	24,8
2022 Feb	29 495	-2,6	20,6

*Revised estimates.

**Data obtained from the Department of Mineral Resources and Energy (See explanatory notes). At this stage, the Department of Mineral Resources and Energy is unable to provide data items with regard to 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
2018	May	16 692	-	-	15 710	-	-
	Aug	17 090	2,4	-	16 115	2,6	-
	Nov	17 149	0,3	-	16 072	-0,3	-
2019	Feb	16 733	-2,4	-	15 771	-1,9	-
	May	17 076	2,1	2,3	16 039	1,7	2,1
	Aug	17 270	1,1	1,1	16 267	1,4	0,9
2020	Nov	17 110	-0,9	-0,2	16 112	-1,0	0,2
	Feb	16 869	-1,4	0,8	15 896	-1,3	0,8
	May	15 170	-10,1	-11,2	14 542	-8,5	-9,3
2021	Aug	16 533	9,0	-4,3	15 741	8,2	-3,2
	Nov	17 393	5,2	1,7	16 320	3,7	1,3
	Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
2022	May	17 339	1,8	14,3	16 251	1,5	11,8
	Aug	17 277	-0,4	4,5	16 216	-0,2	3,0
	Nov*	21 096	22,1	21,3	19 634	21,1	20,3
2022	Feb	20 735	-1,7	21,7	19 464	-0,9	21,6

*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
2018	May	37 185	-	-	34 457	-	-
	Aug	38 451	3,4	-	36 640	6,3	-
	Nov	39 893	3,8	-	37 784	3,1	-
2019	Feb	38 492	-3,5	-	36 286	-4,0	-
	May	38 024	-1,2	2,3	35 343	-2,6	2,6
	Aug	37 745	-0,7	-1,8	35 913	1,6	-2,0
2020	Nov	40 531	7,4	1,6	38 346	6,8	1,5
	Feb	38 291	-5,5	-0,5	36 120	-5,8	-0,5
	May	39 070	2,0	2,8	36 523	1,1	3,3
2021	Aug	39 711	1,6	5,2	38 078	4,3	6,0
	Nov	41 489	4,5	2,4	39 465	3,6	2,9
	Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
2022	May	39 989	1,5	2,4	36 913	-0,6	1,1
	Aug	37 334	-6,6	-6,0	36 153	-2,1	-5,1
	Nov*	48 074	28,8	15,9	47 039	30,1	19,2
2022	Feb	44 868	-6,7	13,9	43 819	-6,8	18,1

*Revised estimates.

11.5 Construction industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	15 828	-	-	15 077	-	-
	Aug	16 247	2,6	-	15 519	2,9	-
	Nov	16 226	-0,1	-	15 514	0,0	-
2019	Feb	15 842	-2,4	-	15 263	-1,6	-
	May	16 460	3,9	4,0	15 772	3,3	4,6
	Aug	16 182	-1,7	-0,4	15 486	-1,8	-0,2
2020	Nov	16 135	-0,3	-0,6	15 445	-0,3	-0,4
	Feb	16 186	0,3	2,2	15 600	1,0	2,2
	May	13 005	-19,7	-21,0	12 595	-19,3	-20,1
2021	Aug	14 585	12,1	-9,9	14 018	11,3	-9,5
	Nov	15 204	4,2	-5,8	14 605	4,2	-5,4
	Feb	15 398	1,3	-4,9	14 798	1,3	-5,1
2022	May	15 378	-0,1	18,2	14 756	-0,3	17,2
	Aug	15 591	1,4	6,9	15 007	1,7	7,1
	Nov*	19 088	22,4	25,5	18 231	21,5	24,8
2022	Feb	18 886	-1,1	22,7	18 134	-0,5	22,5

*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
2018	May	12 574	-	-	12 214	-	-
	Aug	12 788	1,7	-	12 448	1,9	-
	Nov	12 505	-2,2	-	12 176	-2,2	-
2019	Feb	12 440	-0,5	-	12 144	-0,3	-
	May	12 822	3,1	2,0	12 419	2,3	1,7
	Aug	12 837	0,1	0,4	12 511	0,7	0,5
2020	Nov	12 889	0,4	3,1	12 571	0,5	3,2
	Feb	12 765	-1,0	2,6	12 467	-0,8	2,7
	May	11 387	-10,8	-11,2	11 143	-10,6	-10,3
2021	Aug	12 438	9,2	-3,1	12 170	9,2	-2,7
	Nov	12 744	2,5	-1,1	12 444	2,2	-1,0
	Feb	12 912	1,3	1,2	12 615	1,4	1,2
2022	May	13 098	1,4	15,0	12 741	1,0	14,3
	Aug	12 672	-3,3	1,9	12 365	-3,0	1,6
	Nov*	15 418	21,7	21,0	15 002	21,3	20,6
2022	Feb	15 534	0,8	20,3	15 100	0,7	19,7

*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
2018	May	22 640	-	-	21 325	-	-
	Aug	23 007	1,6	-	21 835	2,4	-
	Nov	22 625	-1,7	-	21 374	-2,1	-
2019	Feb	21 844	-3,5	-	20 849	-2,5	-
	May	22 895	4,8	1,1	21 635	3,8	1,5
	Aug	22 142	-3,3	-3,8	21 010	-2,9	-3,8
	Nov	22 948	3,6	1,4	21 690	3,2	1,5
2020	Feb	21 937	-4,4	0,4	20 829	-4,0	-0,1
	May	20 168	-8,1	-11,9	19 328	-7,2	-10,7
	Aug	21 088	4,6	-4,8	20 050	3,7	-4,6
	Nov	21 940	4,0	-4,4	20 720	3,3	-4,5
2021	Feb	21 002	-4,3	-4,3	19 901	-4,0	-4,5
	May	21 785	3,7	8,0	20 511	3,1	6,1
	Aug	21 984	0,9	4,2	20 806	1,4	3,8
	Nov*	27 494	25,1	25,3	25 893	24,4	25,0
2022	Feb	26 032	-5,3	24,0	24 582	-5,1	23,5

*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
2018	May	21 442	-	-	21 077	-	-
	Aug	21 979	2,5	-	21 627	2,6	-
	Nov	21 959	-0,1	-	21 563	-0,3	-
2019	Feb	22 030	0,3	-	21 707	0,7	-
	May	21 794	-1,1	1,6	21 351	-1,6	1,3
	Aug	21 859	0,3	-0,5	21 428	0,4	-0,9
	Nov	21 696	-0,7	-1,2	21 278	-0,7	-1,3
2020	Feb	20 740	-4,4	-5,9	20 348	-4,4	-6,3
	May	20 892	0,7	-4,1	20 544	1,0	-3,8
	Aug	21 145	1,2	-3,3	20 737	0,9	-3,2
	Nov	21 559	2,0	-0,6	21 120	1,8	-0,7
2021	Feb	21 001	-2,6	1,3	20 597	-2,5	1,2
	May	20 948	-0,3	0,3	20 483	-0,6	-0,3
	Aug	20 684	-1,3	-2,2	20 268	-1,0	-2,3
	Nov*	25 832	24,9	19,8	25 267	24,7	19,6
2022	Feb	25 344	-1,9	20,7	24 859	-1,6	20,7

*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
2018	May	23 043	-	-	22 569	-	-
	Aug	24 014	4,2	-	23 558	4,4	-
	Nov	24 001	-0,1	-	23 397	-0,7	-
2019	Feb	23 088	-3,8	-	22 469	-4,0	-
	May	22 975	-0,5	-0,3	22 284	-0,8	-1,3
	Aug	24 293	5,7	1,2	23 673	6,2	0,5
	Nov	24 262	-0,1	1,1	23 611	-0,3	0,9
2020	Feb	24 118	-0,6	4,5	23 446	-0,7	4,3
	May	24 136	0,1	5,0	23 483	0,2	5,4
	Aug	24 069	-0,3	-0,9	23 483	0,0	-0,8
	Nov	24 258	0,8	0,0	23 599	0,5	0,0
2021	Feb	23 882	-1,5	-1,0	23 186	-1,8	-1,1
	May	24 419	2,2	1,2	23 696	2,2	0,9
	Aug	24 095	-1,3	0,1	23 357	-1,4	-0,5
	Nov*	29 362	21,9	21,0	28 476	21,9	20,7
2022	Feb	28 045	-4,5	17,4	27 247	-4,3	17,5

*Revised estimates.

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	457 557	457 557	457 557	0,0	460 331	460 331	460 331
Manufacturing	0,7	1 160 941	1 177 090	1 193 240	0,7	1 168 614	1 184 871	1 201 127
Electricity, gas and water supply	1,2	57 655	59 044	60 432	3,0	55 636	59 111	62 587
Construction	2,4	519 484	545 127	570 770	2,3	511 287	535 424	559 561
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,1	2 096 295	2 142 487	2 188 679	1,2	2 075 243	2 125 229	2 175 214
Transport, storage and communication	1,0	410 530	418 737	426 944	1,1	407 457	416 436	425 414
Financial intermediation, insurance, real estate and business services	1,7	2 272 677	2 351 013	2 429 348	1,7	2 264 742	2 342 804	2 420 866
Community, social and personal services	0,6	2 875 559	2 909 778	2 943 997	0,5	2 949 854	2 979 049	3 008 244
Total	0,5	9 962 236	10 060 832	10 159 428	0,5	10 004 242	10 103 254	10 202 266

*Revised estimates.

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

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	457 557	457 557	457 557	0,0	460 331	460 331	460 331
Manufacturing	0,7	1 085 388	1 100 487	1 115 585	0,7	1 080 997	1 096 035	1 111 072
Electricity, gas and water supply	1,2	56 302	57 658	59 015	3,1	54 234	57 743	61 251
Construction	2,4	452 462	474 796	497 131	2,6	449 660	473 805	497 950
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,1	1 866 592	1 907 723	1 948 853	1,2	1 857 628	1 902 372	1 947 115
Transport, storage and communication	1,0	396 246	404 167	412 089	1,1	392 126	400 766	409 407
Financial intermediation, insurance, real estate and business services	1,8	2 048 887	2 123 815	2 198 743	1,8	2 062 242	2 137 658	2 213 075
Community, social and personal services	0,7	2 320 423	2 352 702	2 384 981	0,7	2 319 411	2 351 676	2 383 941
Total	0,6	8 774 489	8 878 905	8 983 321	0,6	8 775 953	8 880 386	8 984 820

*Revised estimates.

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

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,8	72 400	76 604	80 808	2,9	83 786	88 836	93 885
Electricity, gas and water supply	12,2	1 054	1 385	1 716	13,6	1 004	1 369	1 733
Construction	9,9	56 684	70 331	83 978	7,8	52 199	61 619	71 039
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,5	218 659	234 764	250 869	3,5	207 569	222 857	238 145
Transport, storage and communication	4,5	13 284	14 569	15 854	3,9	14 472	15 669	16 867
Financial intermediation, insurance, real estate and business services	4,5	207 159	227 197	247 236	4,4	187 454	205 146	222 837
Community, social and personal services	0,8	548 341	557 076	565 811	0,7	618 765	627 373	635 980
Total	1,3	1 151 811	1 181 926	1 212 042	1,1	1 196 503	1 222 868	1 249 233

*Revised estimates.

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

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	41 659 123 423	41 659 123 423	41 659 123 423	0,0	41 764 698 547	41 764 698 547	41 764 698 547
Manufacturing	1,0	82 841 672 946	84 497 830 423	86 153 987 899	1,1	77 246 737 397	78 948 875 148	80 651 012 894
Electricity, gas and water supply	0,6	9 517 314 697	9 630 570 203	9 743 825 708	2,1	7 940 352 917	8 281 207 413	8 622 061 911
Construction	3,9	32 689 392 925	35 394 985 628	38 100 578 328	4,5	29 520 227 029	32 375 769 936	35 231 312 846
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	111 654 897 965	116 686 416 233	121 717 934 501	2,5	107 315 075 925	112 844 454 180	118 373 832 435
Transport, storage and communication	1,4	38 636 445 684	39 726 541 996	40 816 638 309	1,5	34 772 922 449	35 826 213 115	36 879 503 780
Financial intermediation, insurance, real estate and business services	4,3	199 885 659 105	218 282 508 961	236 679 358 816	2,8	211 105 743 041	223 363 957 001	235 622 170 962
Community, social and personal services	2,1	269 871 128 939	281 455 851 799	293 040 574 659	2,1	254 792 588 913	265 730 037 245	276 667 485 579
Total	1,4	804 631 788 405	827 333 828 666	850 035 868 922	1,1	781 905 857 402	799 135 212 585	816 364 567 769

*Revised estimates.

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

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	41 659 123 423	41 659 123 423	41 659 123 423	0,0	41 764 698 547	41 764 698 547	41 764 698 547
Manufacturing	1,0	67 148 494 530	68 490 916 493	69 833 338 456	1,2	67 690 992 644	69 321 432 742	70 951 872 840
Electricity, gas and water supply	0,6	7 925 058 817	8 019 366 568	8 113 674 318	2,4	7 524 992 430	7 896 441 015	8 267 889 600
Construction	4,1	28 113 524 565	30 570 141 104	33 026 757 643	4,3	27 429 605 870	29 954 140 862	32 478 675 854
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,3	95 442 922 402	99 948 605 540	104 454 288 678	2,6	96 461 874 422	101 641 526 618	106 821 178 815
Transport, storage and communication	1,3	32 358 302 534	33 204 349 356	34 050 396 178	1,5	31 328 951 460	32 277 922 378	33 226 893 296
Financial intermediation, insurance, real estate and business services	2,8	174 833 833 318	184 985 857 159	195 137 881 000	2,7	176 146 698 548	185 989 249 638	195 831 800 729
Community, social and personal services	2,2	242 423 042 885	253 347 381 997	264 271 721 108	2,2	236 206 931 003	246 851 152 707	257 495 374 412
Total	1,1	704 697 674 650	720 225 741 639	735 753 808 629	1,1	700 266 146 577	715 696 564 508	731 126 982 439

*Revised estimates.

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

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,7	10 615 903 959	11 209 088 946	11 802 273 933	2,7	5 094 202 408	5 378 851 215	5 663 500 021
Electricity, gas and water supply	1,4	1 396 674 127	1 436 080 167	1 475 486 206	1,0	220 248 959	224 652 141	229 055 323
Construction	7,5	2 986 639 264	3 501 335 596	4 016 031 929	21,4	743 689 368	1 280 986 235	1 818 283 101
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,8	13 038 035 513	14 087 254 206	15 136 472 899	8,5	7 042 903 402	8 450 808 018	9 858 712 633
Transport, storage and communication	5,4	4 045 049 470	4 523 854 198	5 002 658 927	9,0	1 387 874 865	1 685 132 182	1 982 389 498
Financial intermediation, insurance, real estate and business services	18,4	19 056 817 371	29 806 083 226	40 555 349 081	8,9	28 203 156 753	34 162 455 489	40 121 754 224
Community, social and personal services	2,6	19 086 127 376	20 110 983 073	21 135 838 771	2,6	11 208 537 655	11 810 395 405	12 412 253 155
Total	6,6	73 721 162 884	84 674 679 413	95 628 195 942	5,0	56 819 939 176	62 993 280 683	69 166 622 190

*Revised estimates.

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

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

Industry	Quarter ended December* 2021				Quarter ended March 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	0,9	4 713 191 351	4 797 824 984	4 882 458 617	1,7	4 107 028 132	4 248 591 191	4 390 154 249
Electricity, gas and water supply	0,7	172 720 774	175 123 468	177 526 162	1,3	156 034 546	160 114 257	164 193 969
Construction	6,9	1 144 517 581	1 323 508 928	1 502 500 276	6,8	988 617 961	1 140 642 839	1 292 667 716
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,8	2 505 093 947	2 650 556 487	2 796 019 027	2,8	2 601 083 223	2 752 119 544	2 903 155 864
Transport, storage and communication	2,8	1 888 669 628	1 998 338 442	2 108 007 256	2,8	1 760 908 414	1 863 158 555	1 965 408 697
Financial intermediation, insurance, real estate and business services	4,3	3 196 383 457	3 490 568 576	3 784 753 696	3,7	2 979 299 368	3 212 251 874	3 445 204 380
Community, social and personal services	5,9	7 072 657 364	7 997 486 729	8 922 316 094	7,1	6 084 838 186	7 068 489 133	8 052 140 081
Total	2,2	21 466 079 078	22 433 407 614	23 400 736 151	2,7	19 363 398 551	20 445 367 394	21 527 336 236

*Revised estimates.

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

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

Industry	November* 2021				February 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	30 114	30 114	30 114	0,0	29 731	29 731	29 731
Manufacturing	1,2	20 466	20 969	21 472	1,3	20 384	20 901	21 418
Electricity, gas and water supply	1,3	46 546	47 786	49 026	1,4	44 008	45 227	46 446
Construction	5,5	16 937	18 973	21 009	7,3	16 303	19 037	21 771
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,8	14 471	15 325	16 179	3,1	14 708	15 658	16 608
Transport, storage and communication	1,8	26 350	27 329	28 308	1,9	25 243	26 240	27 237
Financial intermediation, insurance, real estate and business services	3,0	24 168	25 677	27 186	3,2	23 963	25 547	27 131
Community, social and personal services	2,1	27 989	29 186	30 383	2,3	26 991	28 269	29 547
Total	1,2	23 273	23 828	24 383	1,3	22 906	23 502	24 098

*Revised estimates.

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

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

Industry	November* 2021				February 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,3	19 036	19 516	19 996	1,3	19 132	19 620	20 108
Electricity, gas and water supply	1,3	45 541	46 757	47 973	1,4	42 977	44 170	45 363
Construction	5,6	16 143	18 122	20 101	7,3	15 677	18 279	20 881
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,9	14 068	14 912	15 756	3,1	14 282	15 221	16 160
Transport, storage and communication	1,9	24 801	25 738	26 675	2,0	23 818	24 779	25 740
Financial intermediation, insurance, real estate and business services	3,0	23 618	25 115	26 612	3,2	23 486	25 058	26 630
Community, social and personal services	2,1	27 131	28 305	29 479	2,3	26 212	27 465	28 718

*Revised estimates.

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

Abbreviations and symbols

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

Technical notes

1. Response rate

The collection rate for the quarter ended **March 2022 was 78,3%.**

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

Annual change	percentage	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant		Average monthly earnings at constant prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2021=100).
Average earnings at current prices	monthly	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees		Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises		Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector		The formal sector includes all businesses that are registered in any way.
Full-time employees		Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings		Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

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

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

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

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