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Quarterly employment statistics (QES)

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Introduction

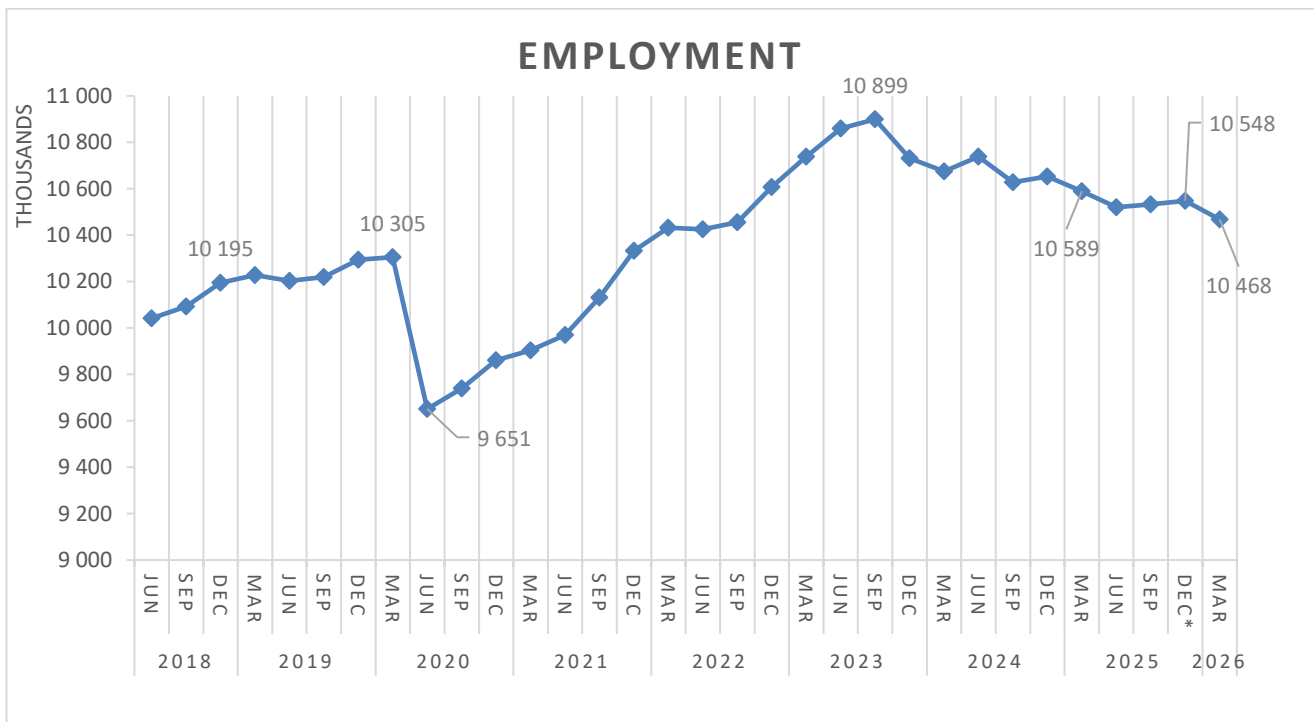
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices and stores, as well as from national, provincial and local government entities. 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. 09-90-02 of January 1993.

This survey covers employment statistics of the following industries:

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

Key findings: Employment and earnings for the quarter ending March 2026

Figure A – Employment in the non-agricultural formal sector, June 2018 – March 2026



*Revised estimates.

Table A – Employment by industry

Industry	Mar 2025	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand				%	Thousand	%
Mining	466	472	474	2	0,4	8	1,7
Manufacturing	1 286	1 256	1 263	7	0,6	-23	-1,8
Electricity	64	66	65	-1	-1,5	1	1,6
Construction	598	579	580	1	0,2	-18	-3,0
Trade	2 334	2 381	2 341	-40	-1,7	7	0,3
Transport	479	472	469	-3	-0,6	-10	-2,1
Business services	2 508	2 469	2 476	7	0,3	-32	-1,3
Community services	2 854	2 853	2 800	-53	-1,9	-54	-1,9
Total	10 589	10 548	10 468	-80	-0,8	-121	-1,1

*Revised estimates.

Table A shows that total employment decreased by 80 000 or -0,8% quarter-on-quarter, from 10 548 000 in December 2025 to 10 468 000 in March 2026. This was due to decreases in community services (-53 000 or -1,9%), trade (-40 000 or -1,7%), transport (-3 000 or -0,6%), and electricity(-1 000 or -1,5%).

However, there were increases reported by the following industries: manufacturing (7 000 or 0,6%), business services (7 000 or 0,3%), mining (2 000 or 0,4%) and construction (1 000 or 0,2%).

Total employment decreased by 121 000 or -1,1% year-on-year between March 2025 and March 2026.

Table B – Full-time employees

Industry	Mar 2025	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand				%	Thousand	%
Mining	466	472	474	2	0,4	8	1,7
Manufacturing	1 200	1 180	1 179	-1	-0,1	-21	-1,8
Electricity	63	64	64	0	0,0	1	1,6
Construction	531	520	519	-1	-0,2	-12	-2,3
Trade	2 090	2 112	2 085	-27	-1,3	-5	-0,2
Transport	463	455	453	-2	-0,4	-10	-2,2
Business services	2 270	2 255	2 263	8	0,4	-7	-0,3
Community services	2 374	2 375	2 372	-3	-0,1	-2	-0,1
Total	9 457	9 433	9 409	-24	-0,3	-48	-0,5

*Revised estimates.

Table B shows that full-time employment decreased by 24 000 or -0,3% quarter-on-quarter, from 9 433 000 in December 2025 to 9 409 000 in March 2026. This was due to decreases in the following industries: trade (-27 000 or -1,3%), community services (-3 000 or -0,1%), transport (-2 000 or -0,4%), and construction (-1 000 or -0,2%), manufacturing (-1 000 or -0,1%), while electricity remained unchanged.

However, there were increases reported by the following industries: business services (8 000 or 0,4%), and mining (2 000 or 0,4%).

Full-time employment decreased by 48 000 or -0,5% year-on-year between March 2025 and March 2026.

Table C – Part-time employees

Industry	Mar 2025	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	86	76	84	8	10,5	-2	-2,3
Electricity	1	2	1	-1	-50,0	0	0,0
Construction	67	59	61	2	3,4	-6	-9,0
Trade	244	269	256	-13	-4,8	12	4,9
Transport	16	17	16	-1	-5,9	0	0,0
Business services	238	214	213	-1	-0,5	-25	-10,5
Community services	480	478	428	-50	-10,5	-52	-10,8
Total	1 132	1 115	1 059	-56	-5,0	-73	-6,4

*Revised estimates.

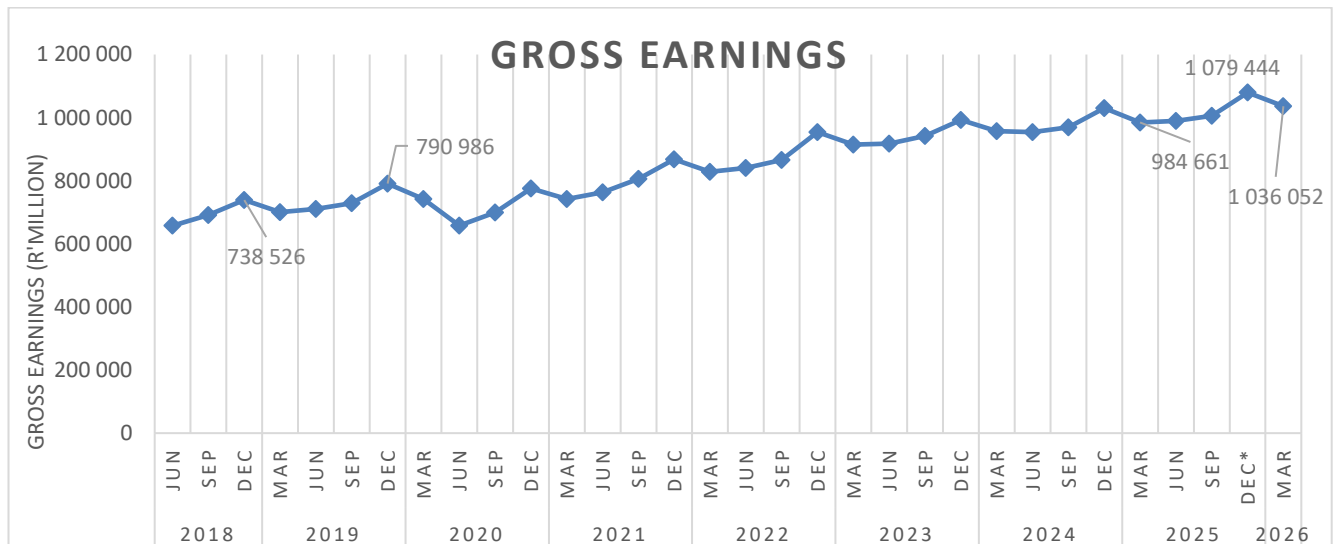
**Data for mining industry is obtained from the Department of Mineral and Petroleum Resources (see explanatory notes). At this stage, the Department is unable to provide data items with regard to part-time employees.

Table C shows that part-time employment decreased by 56 000 or -5,0% quarter-on-quarter, from 1 115 000 in December 2025 to 1 059 000 in March 2026. This was due to decreases in the following industries: community services (-50 000 or -10,5%), trade (-13 000 or -4,8%), business services (-1 000 or -0,5%), transport (-1 000 or -5,9%), electricity (-1 000 or -50,0%).

However, there were increases reported by the following industries: manufacturing (8 000 or 10,5%), and construction (2 000 or 3,4%).

Part-time employment decreased by 73 000 or -6,4% year-on-year between March 2025 and March 2026.

Figure B – Gross earnings of employees in the formal non-agricultural sector, June 2018 – March 2026



*Revised estimates.

Table D – Gross earnings by industry

Industry	Mar 2025	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	48 718	52 567	53 302	735	1,4	4 584	9,4
Manufacturing	97 310	111 247	98 507	-12 740	-11,5	1 197	1,2
Electricity	10 861	14 267	12 281	-1 986	-13,9	1 420	13,1
Construction	43 522	51 668	44 825	-6 843	-13,2	1 303	3,0
Trade	137 542	155 401	145 440	-9 961	-6,4	7 898	5,7
Transport	48 057	53 453	52 094	-1 359	-2,5	4 037	8,4
Business services	286 459	297 934	298 507	573	0,2	12 048	4,2
Community services	312 192	342 907	331 096	-11 811	-3,4	18 904	6,1
Total	984 661	1 079 444	1 036 052	-43 392	-4,0	51 391	5,2

Revised estimates.

Table D shows that gross earnings paid to employees decreased by R43,4 billion or -4,0% from R1,08 trillion in December 2025 to R1,04 trillion in March 2026. This was due to decreases in the following industries: manufacturing, community services, trade, construction, electricity, and transport.

However, business services and mining reported increases.

Year-on-year gross earnings increased by R51,4 billion or 5,2% between March 2025 and March 2026.

Table E – Basic salary/wages payments by industry

Industry	Mar 2025	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	48 718	52 567	53 302	735	1,4	4 584	9,4
Manufacturing	86 087	90 126	87 779	-2 347	-2,6	1 692	2,0
Electricity	10 049	11 327	11 376	49	0,4	1 327	13,2
Construction	40 741	43 212	41 055	-2 157	-5,0	314	0,8
Trade	124 217	132 268	132 068	-200	-0,2	7 851	6,3
Transport	43 853	45 670	45 407	-263	-0,6	1 554	3,5
Business services	240 170	248 210	246 681	-1 529	-0,6	6 511	2,7
Community services	287 284	305 102	303 875	-1 227	-0,4	16 591	5,8
Total	881 119	928 482	921 543	-6 939	-0,7	40 424	4,6

*Revised estimates.

Table E shows that basic salary/wages paid to employees decreased by R6,9 billion or -0,7% from R928,4 billion in December 2025 to R921,5 billion in March 2026. This was due to decreases in the following industries: manufacturing, construction, business services, community services, transport, and trade.

However, mining and electricity showed an increase.

Year-on-year basic salary/wages increased by R40,4 billion or 4,6% between March 2025 and March 2026.

Table F – Bonus payments by industry

	Mar 2024	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
Industry	R million			%	%	R million	%
Mining							
Manufacturing	5 653	14 834	5 027	-9 807	-66,1	-626	-11,1
Electricity	134	2 274	291	-1 983	-87,2	157	117,2
Construction	1 213	6 457	2 251	-4 206	-65,1	1 038	85,6
Trade	9 942	19 539	9 597	-9 942	-50,9	-345	-3,5
Transport	2 146	5 372	3 940	-1 432	-26,7	1 794	83,6
Business services	41 133	44 441	46 557	2 116	4,8	5 424	13,2
Community services	15 622	28 114	17 615	-10 499	-37,3	1 993	12,8
Total	75 843	121 031	85 278	-35 753	-29,5	9 435	12,4

*Revised estimates.

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

Table F shows that bonuses paid to employees decreased by R35,8 billion or -29,5% from R121,0 billion in December 2025 to R85,3 billion in March 2026. This was due to decreases in the following industries: community services, trade, manufacturing, construction, electricity, and transport.

However, business services reported an increase.

Year-on-year bonus payments increased by R9,4 billion or 12,4% between March 2025 and March 2026.

Table G – Overtime payments by industry

	Mar 2024	Dec* 2025	Mar 2026	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
Industry	R million			%	%	R million	%
Mining							
Manufacturing	5 570	6 287	5 701	-586	-9,3	131	2,4
Electricity	678	666	614	-52	-7,8	-64	-9,4
Construction	1 568	1 999	1 519	-480	-24,0	-49	-3,1
Trade	3 383	3 594	3 775	181	5,0	392	11,6
Transport	2 058	2 411	2 747	336	13,9	689	33,5
Business services	5 156	5 283	5 269	-14	-0,3	113	2,2
Community services	9 286	9 691	9 606	-85	-0,9	320	3,4
Total	27 699	29 931	29 231	-700	-2,3	1 532	5,5

*Revised estimates.

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

Table G shows that overtime paid to employees decreased by R700 million or -2,3% from R29,9 billion in December 2025 to R29,2 billion in March 2026. This was due to decreases in the following industries: manufacturing, construction, community services, electricity and business services.

However, there were increases reported by transport and trade industries.

Year-on-year overtime payments increased by R1,5 billion or 5,6% between March 2025 and March 2026.

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 2025	Nov* 2025	Feb 2026	Q/Q Change	Y/Y Change
	Rands			%	
	28 322	29 738	29 997	0,9	5,9

*Revised estimates.

Table H shows that average monthly earnings paid to employees increased by 0,9% from R29 738 in November 2025 to R29 997 in February 2026.

Year-on-year average monthly earnings paid to employees increased by 5,9% between February 2025 and February 2026.

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

There are two official sources of employment statistics, the Quarterly employment statistics (QES) which is establishment-based and the Quarterly labour force survey (QLFS) which is household-based. Each survey has its strengths and limitations. For example, the QES cannot provide information on the following:

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

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

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

	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 and Private households)	Employers and own-account workers registered for VAT or income tax.	Excludes agriculture and private households.
	Employees paying income tax and those not paying tax but working for firms with five or more workers.	Employees on the payroll of VAT registered businesses.

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

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The mining industry reported an annual increase of 8 000 employees or 1,7% in March 2026 compared with March 2025. There was a quarterly increase of 2 000 employees or 0,4% in March 2026 compared to December 2025. This was mainly due to increases in coal mining and other minerals.

See explanatory note on page 61.

The manufacturing industry reported an annual decrease of 23 000 employees or -1,8% in March 2026 compared with March 2025. There was a quarterly increase of 7 000 employees or 0,6% in March 2026 compared to December 2025. This was mainly due to increases in employment in the manufacturing of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery, transport equipment, furniture, manufacturing n.e.c.; recycling, coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, wood and products of wood and cork, except furniture, articles of straw and plaiting materials, paper and paper products, publishing, printing and reproduction of recorded media.

The electricity, gas and water supply industry reported an annual increase of 1 000 employees or 1,6% in March 2026 compared with March 2025. There was a quarterly decrease of 1 000 employees or -1,5% in March 2026 compared to December 2025. This was mainly due to decreases in electricity, gas, steam and water supply.

The construction industry reported an annual decrease of 18 000 employees or -3,0% in March 2026 compared with March 2025. There was a quarterly increase of 1 000 employees or 0,2% in March 2026 compared to December 2025. This was mainly due to increases in employment in the building of complete constructions or parts thereof, civil engineering, building installation, and building completion.

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual increase of 7 000 employees or 0,3% in March 2026 compared with March 2025. There was a quarterly decrease of 40 000 employees or -1,7% in March 2026 compared to December 2025. This was mainly due to decreases in employment in retail trade, and hotels and restaurants.

The transport, storage and communication industry reported an annual decrease of 10 000 employees or -2,1% in March 2026 compared with March 2025. There was a quarterly decrease of 3 000 employees or -0,6% in March 2026 compared to December 2025. This was mainly due to decreases in employment in land transport and transport via pipelines, post and telecommunications, and supporting and auxiliary transport activities.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 32 000 employees or -1,3% in March 2026 compared with March 2025. There was a quarterly increase of 7 000 employees or 0,3% in March 2026 compared to December 2025. This was mainly due to increases in employment in business activities n.e.c, activities auxiliary to financial intermediation, and financial intermediation (i.e. banks) except insurance and pension funding.

The community, social and personal services industry reported an annual decrease of 54 000 employees or -1,9% in March 2026 compared with March 2025. There was a quarterly decrease of 53 000 employees or -1,9% in March 2026 compared to December 2025. This was mainly due to decreases in employment in universities and technikons, health and social work, other educational institutions, extra budgetary institutions and provincial departments.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R4,6 billion or 9,4% in March 2026 compared with March 2025. There was a quarterly increase of R735 million or 1,4% in March 2026 compared to December 2025. This was mainly due to increases in gross earnings in iron, PGM, gold, and chrome mining.

See explanatory note on page 61.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R1,2 billion or 1,2% in March 2026 compared with March 2025. There was a quarterly decrease of R12,7 billion or -11,5% in March 2026 compared to December 2025. This was mainly due to decreases in gross earnings paid in manufacturing of coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, electrical machinery and apparatus n.e.c, and basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R1,4 billion or 13,1% in March 2026 compared with March 2025. There was a quarterly decrease of R2,0 billion or -13,9% in March 2026 compared to December 2025. This was mainly due to decreases in gross earnings in the electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R1,3 billion or 3,0% in March 2026 compared with March 2025. There was a quarterly decrease of R6,8 billion or -13,2% in March 2026 compared to December 2025. This was mainly due to decreases in gross earnings in building of complete constructions or parts thereof, and building completion.

Gross earnings paid to employees in the wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reflected an annual increase of R7,9 billion or 5,7% in March 2026 compared with March 2025. There was a quarterly decrease of R10,0 billion or -6,4% in March 2026 compared to December 2025. This was mainly due to decreases in gross earnings in the wholesale trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R4,0 billion or 8,4% in March 2026 compared with March 2025. There was a quarterly decrease of R1,4 billion or -2,5% in March 2026 compared to December 2025. This was mainly due to decreases in gross earnings in post and telecommunications; supporting and auxiliary transport activities.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R12,0 billion or 4,2% in March 2026 compared with March 2025. There was a quarterly increase of R573 million or 0,2% in March 2026 compared to December 2025. This was mainly due to increases in gross earnings in 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 R18,9 billion or 6,1% in March 2026 compared with March 2025. There was a quarterly decrease of R11,8 billion or -3,4% in March 2026 compared to December 2025. This was mainly due to decreases in gross earnings in extra budgetary institutions, provincial departments, and national departments.

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	9 904 000	43 000	0,4	-401 000	-3,9
	Jun	9 970 000	66 000	0,7	319 000	3,3
	Sep	10 131 000	161 000	1,6	392 000	4,0
	Dec	10 332 000	201 000	2,0	471 000	4,8
2022	Mar	10 432 000	100 000	1,0	528 000	5,3
	Jun	10 425 000	-7 000	-0,1	455 000	4,6
	Sep	10 455 000	30 000	0,3	324 000	3,2
	Dec	10 607 000	152 000	1,5	275 000	2,7
2023	Mar	10 738 000	131 000	1,2	306 000	2,9
	Jun	10 860 000	122 000	1,1	435 000	4,2
	Sep	10 899 000	39 000	0,4	444 000	4,2
	Dec	10 731 000	-168 000	-1,5	124 000	1,2
2024	Mar	10 674 000	-57 000	-0,5	-64 000	-0,6
	Jun	10 738 000	64 000	0,6	-122 000	-1,1
	Sep	10 628 000	-110 000	-1,0	-271 000	-2,5
	Dec	10 653 000	25 000	0,2	-78 000	-0,7
2025	Mar	10 589 000	-64 000	-0,6	-85 000	-0,8
	Jun	10 520 000	-69 000	-0,7	-218 000	-2,0
	Sep	10 533 000	13 000	0,1	-95 000	-0,9
	Dec*	10 548 000	15 000	0,1	-105 000	-1,0
2026	Mar	10 468 000	-80 000	-0,8	-121 000	-1,1

*Revised estimates.

1.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	8 873 000	16 000	0,2	-414 000	-4,5
	Jun	8 997 000	124 000	1,4	252 000	2,9
	Sep	9 066 000	69 000	0,8	254 000	2,9
	Dec	9 147 000	81 000	0,9	290 000	3,3
2022	Mar	9 196 000	49 000	0,5	323 000	3,6
	Jun	9 277 000	81 000	0,9	280 000	3,1
	Sep	9 387 000	110 000	1,2	321 000	3,5
	Dec	9 481 000	94 000	1,0	334 000	3,7
2023	Mar	9 500 000	19 000	0,2	304 000	3,3
	Jun	9 489 000	-11 000	-0,1	212 000	2,3
	Sep	9 498 000	9 000	0,1	111 000	1,2
	Dec	9 513 000	15 000	0,2	32 000	0,3
2024	Mar	9 488 000	-25 000	-0,3	-12 000	-0,1
	Jun	9 468 000	-20 000	-0,2	-21 000	-0,2
	Sep	9 477 000	9 000	0,1	-21 000	-0,2
	Dec	9 503 000	26 000	0,3	-10 000	-0,1
2025	Mar	9 457 000	-46 000	-0,5	-31 000	-0,3
	Jun	9 426 000	-31 000	-0,3	-42 000	-0,4
	Sep	9 420 000	-6 000	-0,1	-57 000	-0,6
	Dec*	9 433 000	13 000	0,1	-70 000	-0,7
2026	Mar	9 409 000	-24 000	-0,3	-48 000	-0,5

*Revised estimates.

1.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	1 031 000	27 000	2,7	13 000	1,3
	Jun	973 000	-58 000	-5,6	67 000	7,4
	Sep	1 065 000	92 000	9,5	138 000	14,9
	Dec	1 185 000	120 000	11,3	181 000	18,0
2022	Mar	1 236 000	51 000	4,3	205 000	19,9
	Jun	1 148 000	-88 000	-7,1	175 000	18,0
	Sep	1 068 000	-80 000	-7,0	3 000	0,3
	Dec	1 126 000	58 000	5,4	-59 000	-5,0
2023	Mar	1 238 000	112 000	9,9	2 000	0,2
	Jun	1 371 000	133 000	10,7	223 000	19,4
	Sep	1 401 000	30 000	2,2	333 000	31,2
	Dec	1 218 000	-183 000	-13,1	92 000	8,2
2024	Mar	1 186 000	-32 000	-2,6	-52 000	-4,2
	Jun	1 270 000	84 000	7,1	-101 000	-7,4
	Sep	1 151 000	-119 000	-9,4	-250 000	-17,8
	Dec	1 150 000	-1 000	-0,1	-68 000	-5,6
2025	Mar	1 132 000	-18 000	-1,6	-54 000	-4,6
	Jun	1 094 000	-38 000	-3,4	-176 000	-13,9
	Sep	1 113 000	19 000	1,7	-38 000	-3,3
	Dec*	1 115 000	2 000	0,2	-35 000	-3,0
2026	Mar	1 059 000	-56 000	-5,0	-73 000	-6,4

*Revised estimates.

1.4 Total gross earnings (R thousand)

Year	Quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	742 485 000	-33 128 000	-4,3	531 000	0,1
	Jun	763 422 000	20 937 000	2,8	105 818 000	16,1
	Sep	805 831 000	42 409 000	5,6	105 968 000	15,1
	Dec	867 343 000	61 512 000	7,6	91 730 000	11,8
2022	Mar	827 907 000	-39 436 000	-4,5	85 422 000	11,5
	Jun	840 299 000	12 392 000	1,5	76 877 000	10,1
	Sep	866 288 000	25 989 000	3,1	60 457 000	7,5
	Dec	954 001 000	87 713 000	10,1	86 658 000	10,0
2023	Mar	914 464 000	-39 537 000	-4,1	86 557 000	10,5
	Jun	917 068 000	2 604 000	0,3	76 769 000	9,1
	Sep	941 468 000	24 400 000	2,7	75 180 000	8,7
	Dec	993 012 000	51 544 000	5,5	39 011 000	4,1
2024	Mar	956 997 000	-36 015 000	-3,6	42 533 000	4,7
	Jun	954 090 000	-2 907 000	-0,3	37 022 000	4,0
	Sep	969 420 000	15 330 000	1,6	27 952 000	3,0
	Dec	1 030 492 000	61 072 000	6,3	37 480 000	3,8
2025	Mar	984 661 000	-45 831 000	-4,4	27 664 000	2,9
	Jun	989 956 000	5 295 000	0,5	35 866 000	3,8
	Sep	1 005 380 000	15 424 000	1,6	35 960 000	3,7
	Dec*	1 079 444 000	74 064 000	7,4	48 952 000	4,8
2026	Mar	1 036 052 000	-43 392 000	-4,0	51 391 000	5,2

*Revised estimates.

1.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	672 627 000	-627 000	-0,1	-6 345 000	-0,9
	Jun	699 398 000	26 771 000	4,0	88 545 000	14,5
	Sep	730 835 000	31 437 000	4,5	81 749 000	12,6
	Dec	746 562 000	15 727 000	2,2	73 308 000	10,9
2022	Mar	741 364 000	-5 198 000	-0,7	68 737 000	10,2
	Jun	763 491 000	22 127 000	3,0	64 093 000	9,2
	Sep	783 012 000	19 521 000	2,6	52 177 000	7,1
	Dec	813 776 000	30 764 000	3,9	67 214 000	9,0
2023	Mar	808 832 000	-4 944 000	-0,6	67 468 000	9,1
	Jun	832 961 000	24 129 000	3,0	69 470 000	9,1
	Sep	849 518 000	16 557 000	2,0	66 506 000	8,5
	Dec	855 609 000	6 091 000	0,7	41 833 000	5,1
2024	Mar	847 983 000	-7 626 000	-0,9	39 151 000	4,8
	Jun	871 563 000	23 580 000	2,8	38 602 000	4,6
	Sep	880 219 000	8 656 000	1,0	30 701 000	3,6
	Dec	890 492 000	10 273 000	1,2	34 883 000	4,1
2025	Mar	881 119 000	-9 373 000	-1,1	33 136 000	3,9
	Jun	903 391 000	22 272 000	2,5	31 828 000	3,7
	Sep	914 271 000	10 880 000	1,2	34 052 000	3,9
	Dec*	928 482 000	14 211 000	1,6	37 990 000	4,3
2026	Mar	921 543 000	-6 939 000	-0,7	40 424 000	4,6

*Revised estimates.

1.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2021	Mar	50 244 000	-32 646 000	-39,4	7 160 000	16,6
	Jun	42 490 000	-7 754 000	-15,4	10 473 000	32,7
	Sep	53 948 000	11 458 000	27,0	19 977 000	58,8
	Dec	97 839 000	43 891 000	81,4	14 949 000	18,0
2022	Mar	65 042 000	-32 797 000	-33,5	14 798 000	29,5
	Jun	52 870 000	-12 172 000	-18,7	10 380 000	24,4
	Sep	59 466 000	6 596 000	12,5	5 518 000	10,2
	Dec	115 464 000	55 998 000	94,2	17 625 000	18,0
2023	Mar	80 996 000	-34 468 000	-29,9	15 954 000	24,5
	Jun	57 248 000	-23 748 000	-29,3	4 378 000	8,3
	Sep	65 218 000	7 970 000	13,9	5 752 000	9,7
	Dec	109 020 000	43 802 000	67,2	-6 444 000	-5,6
2024	Mar	81 467 000	-27 553 000	-25,3	471 000	0,6
	Jun	53 810 000	-27 657 000	-33,9	-3 438 000	-6,0
	Sep	60 651 000	6 841 000	12,7	-4 567 000	-7,0
	Dec	112 336 000	51 685 000	85,2	3 316 000	3,0
2025	Mar	75 843 000	-36 493 000	-32,5	-5 624 000	-6,9
	Jun	56 673 000	-19 170 000	-25,3	2 863 000	5,3
	Sep	62 786 000	6 113 000	10,8	2 135 000	3,5
	Dec*	121 031 000	58 245 000	92,8	8 695 000	7,7
2026	Mar	85 278 000	-35 753 000	-29,5	9 435 000	12,4

*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	
2021	Mar	19 614 000	145 000	0,7	-284 000	-1,4
	Jun	21 534 000	1 920 000	9,8	6 800 000	46,2
	Sep	21 048 000	-486 000	-2,3	4 242 000	25,2
	Dec	22 942 000	1 894 000	9,0	3 473 000	17,8
2022	Mar	21 501 000	-1 441 000	-6,3	1 887 000	9,6
	Jun	23 938 000	2 437 000	11,3	2 404 000	11,2
	Sep	23 810 000	-128 000	-0,5	2 762 000	13,1
	Dec	24 761 000	951 000	4,0	1 819 000	7,9
2023	Mar	24 636 000	-125 000	-0,5	3 135 000	14,6
	Jun	26 859 000	2 223 000	9,0	2 921 000	12,2
	Sep	26 732 000	-127 000	-0,5	2 922 000	12,3
	Dec	28 383 000	1 651 000	6,2	3 622 000	14,6
2024	Mar	27 547 000	-836 000	-2,9	2 911 000	11,8
	Jun	28 717 000	1 170 000	4,2	1 858 000	6,9
	Sep	28 550 000	-167 000	-0,6	1 818 000	6,8
	Dec	27 664 000	-886 000	-3,1	-719 000	-2,5
2025	Mar	27 699 000	35 000	0,1	152 000	0,6
	Jun	29 892 000	2 193 000	7,9	1 175 000	4,1
	Sep	28 323 000	-1 569 000	-5,2	-227 000	-0,8
	Dec*	29 931 000	1 608 000	5,7	2 267 000	8,2
2026	Mar	29 231 000	-700 000	-2,3	1 532 000	5,5

*Revised estimates..

Table 2 - Mining and quarrying industry**

2.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	459 000	5 000	1,1	3 000	0,7
	Jun	457 000	-2 000	-0,4	5 000	1,1
	Sep	465 000	8 000	1,8	12 000	2,6
	Dec	458 000	-7 000	-1,5	4 000	0,9
2022	Mar	458 000	0	0,0	-1 000	-0,2
	Jun	478 000	20 000	4,4	21 000	4,6
	Sep	469 000	-9 000	-1,9	4 000	0,9
	Dec	472 000	3 000	0,6	14 000	3,1
2023	Mar	476 000	4 000	0,8	18 000	3,9
	Jun	479 000	3 000	0,6	1 000	0,2
	Sep	482 000	3 000	0,6	13 000	2,8
	Dec	482 000	0	0,0	10 000	2,1
2024	Mar	479 000	-3 000	-0,6	3 000	0,6
	Jun	474 000	-5 000	-1,0	-5 000	-1,0
	Sep	472 000	-2 000	-0,4	-10 000	-2,1
	Dec	469 000	-3 000	-0,6	-13 000	-2,7
2025	Mar	466 000	-3 000	-0,6	-13 000	-2,7
	Jun	469 000	3 000	0,6	-5 000	-1,1
	Sep	475 000	6 000	1,3	3 000	0,6
	Dec*	472 000	-3 000	-0,6	3 000	0,6
2026	Mar	474 000	2 000	0,4	8 000	1,7

*Revised estimates.

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

2.2 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	39 646 000	291 000	0,7	1 743 000	4,6
	Jun	40 076 000	430 000	1,1	6 177 000	18,2
	Sep	43 583 000	3 507 000	8,8	5 099 000	13,2
	Dec	41 659 000	-1 924 000	-4,4	2 304 000	5,9
2022	Mar	41 475 000	-184 000	-0,4	1 829 000	4,6
	Jun	42 537 000	1 062 000	2,6	2 461 000	6,1
	Sep	44 553 000	2 016 000	4,7	970 000	2,2
	Dec	45 605 000	1 052 000	2,4	3 946 000	9,5
2023	Mar	46 089 000	484 000	1,1	4 614 000	11,1
	Jun	46 369 000	280 000	0,6	3 832 000	9,0
	Sep	48 564 000	2 195 000	4,7	4 011 000	9,0
	Dec	48 985 000	421 000	0,9	3 380 000	7,4
2024	Mar	48 196 000	-789 000	-1,6	2 107 000	4,6
	Jun	48 389 000	193 000	0,4	2 020 000	4,4
	Sep	49 853 000	1 464 000	3,0	1 289 000	2,7
	Dec	48 848 000	-1 005 000	-2,0	-137 000	-0,3
2025	Mar	48 718 000	-130 000	-0,3	522 000	1,1
	Jun	49 816 000	1 098 000	2,3	1 427 000	2,9
	Sep	52 326 000	2 510 000	5,0	2 473 000	5,0
	Dec*	52 567 000	241 000	0,5	3 719 000	7,6
2026	Mar	53 302 000	735 000	1,4	4 584 000	9,4

*Revised estimates.

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

Table 3 - Manufacturing industry

3.1 Total Number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	1 107 000	6 000	0,5	-64 000	-5,5
	Jun	1 174 000	67 000	6,1	81 000	7,4
	Sep	1 189 000	15 000	1,3	88 000	8,0
	Dec	1 218 000	29 000	2,4	117 000	10,6
2022	Mar	1 237 000	19 000	1,6	130 000	11,7
	Jun	1 242 000	5 000	0,4	68 000	5,8
	Sep	1 258 000	16 000	1,3	69 000	5,8
	Dec	1 281 000	23 000	1,8	63 000	5,2
2023	Mar	1 298 000	17 000	1,3	61 000	4,9
	Jun	1 288 000	-10 000	-0,8	46 000	3,7
	Sep	1 297 000	9 000	0,7	39 000	3,1
	Dec	1 301 000	4 000	0,3	20 000	1,6
2024	Mar	1 309 000	8 000	0,6	11 000	0,8
	Jun	1 295 000	-14 000	-1,1	7 000	0,5
	Sep	1 295 000	0	0,0	-2 000	-0,2
	Dec	1 284 000	-11 000	-0,8	-17 000	-1,3
2025	Mar	1 286 000	2 000	0,2	-23 000	-1,8
	Jun	1 274 000	-12 000	-0,9	-21 000	-1,6
	Sep	1 270 000	-4 000	-0,3	-25 000	-1,9
	Dec*	1 256 000	-14 000	-1,1	-28 000	-2,2
2026	Mar	1 263 000	7 000	0,6	-23 000	-1,8

*Revised estimates.

3.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	1 045 000	8 000	0,8	-64 000	-5,8
	Jun	1 105 000	60 000	5,7	69 000	6,7
	Sep	1 120 000	15 000	1,4	81 000	7,8
	Dec	1 138 000	18 000	1,6	101 000	9,7
2022	Mar	1 143 000	5 000	0,4	98 000	9,4
	Jun	1 160 000	17 000	1,5	55 000	5,0
	Sep	1 172 000	12 000	1,0	52 000	4,6
	Dec	1 195 000	23 000	2,0	57 000	5,0
2023	Mar	1 213 000	18 000	1,5	70 000	6,1
	Jun	1 202 000	-11 000	-0,9	42 000	3,6
	Sep	1 213 000	11 000	0,9	41 000	3,5
	Dec	1 211 000	-2 000	-0,2	16 000	1,3
2024	Mar	1 226 000	15 000	1,2	13 000	1,1
	Jun	1 210 000	-16 000	-1,3	8 000	0,7
	Sep	1 208 000	-2 000	-0,2	-5 000	-0,4
	Dec	1 200 000	-8 000	-0,7	-11 000	-0,9
2025	Mar	1 200 000	0	0,0	-26 000	-2,1
	Jun	1 190 000	-10 000	-0,8	-20 000	-1,7
	Sep	1 187 000	-3 000	-0,3	-21 000	-1,7
	Dec*	1 180 000	-7 000	-0,6	-20 000	-1,7
2026	Mar	1 179 000	-1 000	-0,1	-21 000	-1,8

*Revised estimates.

3.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	62 000	-2 000	-3,1	0	0,0
	Jun	69 000	7 000	11,3	12 000	21,1
	Sep	69 000	0	0,0	7 000	11,3
	Dec	80 000	11 000	15,9	16 000	25,0
2022	Mar	94 000	14 000	17,5	32 000	51,6
	Jun	82 000	-12 000	-12,8	13 000	18,8
	Sep	86 000	4 000	4,9	17 000	24,6
	Dec	86 000	0	0,0	6 000	7,5
2023	Mar	85 000	-1 000	-1,2	-9 000	-9,6
	Jun	86 000	1 000	1,2	4 000	4,9
	Sep	84 000	-2 000	-2,3	-2 000	-2,3
	Dec	90 000	6 000	7,1	4 000	4,7
2024	Mar	83 000	-7 000	-7,8	-2 000	-2,4
	Jun	85 000	2 000	2,4	-1 000	-1,2
	Sep	87 000	2 000	2,4	3 000	3,6
	Dec	84 000	-3 000	-3,4	-6 000	-6,7
2025	Mar	86 000	2 000	2,4	3 000	3,6
	Jun	84 000	-2 000	-2,3	-1 000	-1,2
	Sep	83 000	-1 000	-1,2	-4 000	-4,6
	Dec*	76 000	-7 000	-8,4	-8 000	-9,5
2026	Mar	84 000	8 000	10,5	-2 000	-2,3

*Revised estimates.

3.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	68 232 000	-5 258 000	-7,2	-832 000	-1,2
	Jun	75 286 000	7 054 000	10,3	18 004 000	31,4
	Sep	76 922 000	1 636 000	2,2	13 454 000	21,2
	Dec	87 426 000	10 504 000	13,7	13 936 000	19,0
2022	Mar	81 461 000	-5 965 000	-6,8	13 229 000	19,4
	Jun	82 273 000	812 000	1,0	6 987 000	9,3
	Sep	85 208 000	2 935 000	3,6	8 286 000	10,8
	Dec	100 429 000	15 221 000	17,9	13 003 000	14,9
2023	Mar	90 621 000	-9 808 000	-9,8	9 160 000	11,2
	Jun	91 969 000	1 348 000	1,5	9 696 000	11,8
	Sep	92 730 000	761 000	0,8	7 522 000	8,8
	Dec	105 519 000	12 789 000	13,8	5 090 000	5,1
2024	Mar	94 608 000	-10 911 000	-10,3	3 987 000	4,4
	Jun	95 379 000	771 000	0,8	3 410 000	3,7
	Sep	94 640 000	-739 000	-0,8	1 910 000	2,1
	Dec	108 232 000	13 592 000	14,4	2 713 000	2,6
2025	Mar	97 310 000	-10 922 000	-10,1	2 702 000	2,9
	Jun	97 867 000	557 000	0,6	2 488 000	2,6
	Sep	99 012 000	1 145 000	1,2	4 372 000	4,6
	Dec*	111 247 000	12 235 000	12,4	3 015 000	2,8
2026	Mar	98 507 000	-12 740 000	-11,5	1 197 000	1,2

*Revised estimates.

3.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	60 267 000	-1 137 000	-1,9	-2 089 000	-3,4
	Jun	68 199 000	7 932 000	13,2	15 244 000	28,8
	Sep	69 091 000	892 000	1,3	9 998 000	16,9
	Dec	70 752 000	1 661 000	2,4	9 348 000	15,2
2022	Mar	71 454 000	702 000	1,0	11 187 000	18,6
	Jun	73 742 000	2 288 000	3,2	5 543 000	8,1
	Sep	76 432 000	2 690 000	3,6	7 341 000	10,6
	Dec	80 637 000	4 205 000	5,5	9 885 000	14,0
2023	Mar	79 531 000	-1 106 000	-1,4	8 077 000	11,3
	Jun	81 338 000	1 807 000	2,3	7 596 000	10,3
	Sep	83 278 000	1 940 000	2,4	6 846 000	9,0
	Dec	85 463 000	2 185 000	2,6	4 826 000	6,0
2024	Mar	82 875 000	-2 588 000	-3,0	3 344 000	4,2
	Jun	84 949 000	2 074 000	2,5	3 611 000	4,4
	Sep	86 286 000	1 337 000	1,6	3 008 000	3,6
	Dec	87 882 000	1 596 000	1,8	2 419 000	2,8
2025	Mar	86 087 000	-1 795 000	-2,0	3 212 000	3,9
	Jun	87 498 000	1 411 000	1,6	2 549 000	3,0
	Sep	89 354 000	1 856 000	2,1	3 068 000	3,6
	Dec*	90 126 000	772 000	0,9	2 244 000	2,6
2026	Mar	87 779 000	-2 347 000	-2,6	1 692 000	2,0

*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	
2021	Mar	3 977 000	-4 031 000	-50,3	1 082 000	37,4
	Jun	2 680 000	-1 297 000	-32,6	564 000	26,7
	Sep	3 467 000	787 000	29,4	2 008 000	137,6
	Dec	11 717 000	8 250 000	238,0	3 709 000	46,3
2022	Mar	5 583 000	-6 134 000	-52,4	1 606 000	40,4
	Jun	3 695 000	-1 888 000	-33,8	1 015 000	37,9
	Sep	3 512 000	-183 000	-5,0	45 000	1,3
	Dec	14 298 000	10 786 000	307,1	2 581 000	22,0
2023	Mar	6 130 000	-8 168 000	-57,1	547 000	9,8
	Jun	4 769 000	-1 361 000	-22,2	1 074 000	29,1
	Sep	3 684 000	-1 085 000	-22,8	172 000	4,9
	Dec	13 856 000	10 172 000	276,1	-442 000	-3,1
2024	Mar	6 062 000	-7 794 000	-56,3	-68 000	-1,1
	Jun	4 590 000	-1 472 000	-24,3	-179 000	-3,8
	Sep	2 866 000	-1 724 000	-37,6	-818 000	-22,2
	Dec	14 535 000	11 669 000	407,2	679 000	4,9
2025	Mar	5 653 000	-8 882 000	-61,1	-409 000	-6,7
	Jun	4 472 000	-1 181 000	-20,9	-118 000	-2,6
	Sep	3 680 000	-792 000	-17,7	814 000	28,4
	Dec*	14 834 000	11 154 000	303,1	299 000	2,1
2026	Mar	5 027 000	-9 807 000	-66,1	-626 000	-11,1

*Revised estimates.

3.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2021	Mar	3 988 000	-90 000	-2,2	175 000	4,6
	Jun	4 407 000	419 000	10,5	2 196 000	99,3
	Sep	4 364 000	-43 000	-1,0	1 448 000	49,7
	Dec	4 957 000	593 000	13,6	879 000	21,6
2022	Mar	4 424 000	-533 000	-10,8	436 000	10,9
	Jun	4 836 000	412 000	9,3	429 000	9,7
	Sep	5 264 000	428 000	8,9	900 000	20,6
	Dec	5 494 000	230 000	4,4	537 000	10,8
2023	Mar	4 960 000	-534 000	-9,7	536 000	12,1
	Jun	5 862 000	902 000	18,2	1 026 000	21,2
	Sep	5 768 000	-94 000	-1,6	504 000	9,6
	Dec	6 200 000	432 000	7,5	706 000	12,9
2024	Mar	5 671 000	-529 000	-8,5	711 000	14,3
	Jun	5 840 000	169 000	3,0	-22 000	-0,4
	Sep	5 488 000	-352 000	-6,0	-280 000	-4,9
	Dec	5 815 000	327 000	6,0	-385 000	-6,2
2025	Mar	5 570 000	-245 000	-4,2	-101 000	-1,8
	Jun	5 897 000	327 000	5,9	57 000	1,0
	Sep	5 978 000	81 000	1,4	490 000	8,9
	Dec*	6 287 000	309 000	5,2	472 000	8,1
2026	Mar	5 701 000	-586 000	-9,3	131 000	2,4

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	59 000	0	0,0	-1 000	-1,7
	Jun	60 000	1 000	1,7	1 000	1,7
	Sep	59 000	-1 000	-1,7	0	0,0
	Dec	60 000	1 000	1,7	1 000	1,7
2022	Mar	61 000	1 000	1,7	2 000	3,4
	Jun	62 000	1 000	1,6	2 000	3,3
	Sep	61 000	-1 000	-1,6	2 000	3,4
	Dec	61 000	0	0,0	1 000	1,7
2023	Mar	62 000	1 000	1,6	1 000	1,6
	Jun	63 000	1 000	1,6	1 000	1,6
	Sep	62 000	-1 000	-1,6	1 000	1,6
	Dec	63 000	1 000	1,6	2 000	3,3
2024	Mar	64 000	1 000	1,6	2 000	3,2
	Jun	64 000	0	0,0	1 000	1,6
	Sep	63 000	-1 000	-1,6	1 000	1,6
	Dec	64 000	1 000	1,6	1 000	1,6
2025	Mar	64 000	0	0,0	0	0,0
	Jun	66 000	2 000	3,1	2 000	3,1
	Sep	65 000	-1 000	-1,5	2 000	3,2
	Dec*	66 000	1 000	1,5	2 000	3,1
2026	Mar	65 000	-1 000	-1,5	1 000	1,6

*Revised estimates.

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	58 000	0	0,0	-1 000	-1,7
	Jun	58 000	0	0,0	0	0,0
	Sep	58 000	0	0,0	0	0,0
	Dec	59 000	1 000	1,7	1 000	1,7
2022	Mar	59 000	0	0,0	1 000	1,7
	Jun	59 000	0	0,0	1 000	1,7
	Sep	59 000	0	0,0	1 000	1,7
	Dec	59 000	0	0,0	0	0,0
2023	Mar	60 000	1 000	1,7	1 000	1,7
	Jun	61 000	1 000	1,7	2 000	3,4
	Sep	61 000	0	0,0	2 000	3,4
	Dec	62 000	1 000	1,6	3 000	5,1
2024	Mar	62 000	0	0,0	2 000	3,3
	Jun	62 000	0	0,0	1 000	1,6
	Sep	62 000	0	0,0	1 000	1,6
	Dec	63 000	1 000	1,6	1 000	1,6
2025	Mar	63 000	0	0,0	1 000	1,6
	Jun	64 000	1 000	1,6	2 000	3,2
	Sep	63 000	-1 000	-1,6	1 000	1,6
	Dec*	64 000	1 000	1,6	1 000	1,6
2026	Mar	64 000	0	0,0	1 000	1,6

*Revised estimates.

4.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	1 000	0	0,0	0	0,0
	Jun	2 000	1 000	100,0	1 000	100,0
	Sep	1 000	-1 000	-50,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2022	Mar	2 000	1 000	100,0	1 000	100,0
	Jun	3 000	1 000	50,0	1 000	50,0
	Sep	2 000	-1 000	-33,3	1 000	100,0
	Dec	2 000	0	0,0	1 000	100,0
2023	Mar	2 000	0	0,0	0	0,0
	Jun	2 000	0	0,0	-1 000	-33,3
	Sep	1 000	-1 000	-50,0	-1 000	-50,0
	Dec	1 000	0	0,0	-1 000	-50,0
2024	Mar	2 000	1 000	100,0	0	0,0
	Jun	2 000	0	0,0	0	0,0
	Sep	1 000	-1 000	-50,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2025	Mar	1 000	0	0,0	-1 000	-50,0
	Jun	2 000	1 000	100,0	0	0,0
	Sep	2 000	0	0,0	1 000	100,0
	Dec*	2 000	0	0,0	1 000	100,0
2026	Mar	1 000	-1 000	-50,0	0	0,0

*Revised estimates.

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	8 542 000	-1 145 000	-11,8	302 000	3,7
	Jun	8 672 000	130 000	1,5	654 000	8,2
	Sep	8 286 000	-386 000	-4,5	-119 000	-1,4
	Dec	9 864 000	1 578 000	19,0	177 000	1,8
2022	Mar	8 706 000	-1 158 000	-11,7	164 000	1,9
	Jun	8 649 000	-57 000	-0,7	-23 000	-0,3
	Sep	8 784 000	135 000	1,6	498 000	6,0
	Dec	10 957 000	2 173 000	24,7	1 093 000	11,1
2023	Mar	9 675 000	-1 282 000	-11,7	969 000	11,1
	Jun	9 238 000	-437 000	-4,5	589 000	6,8
	Sep	9 615 000	377 000	4,1	831 000	9,5
	Dec	11 338 000	1 723 000	17,9	381 000	3,5
2024	Mar	10 234 000	-1 104 000	-9,7	559 000	5,8
	Jun	10 155 000	-79 000	-0,8	917 000	9,9
	Sep	10 466 000	311 000	3,1	851 000	8,9
	Dec	12 990 000	2 524 000	24,1	1 652 000	14,6
2025	Mar	10 861 000	-2 129 000	-16,4	627 000	6,1
	Jun	11 464 000	603 000	5,6	1 309 000	12,9
	Sep	11 677 000	213 000	1,9	1 211 000	11,6
	Dec*	14 267 000	2 590 000	22,2	1 277 000	9,8
2026	Mar	12 281 000	-1 986 000	-13,9	1 420 000	13,1

*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	
2021	Mar	7 864 000	-110 000	-1,4	204 000	2,7
	Jun	7 910 000	46 000	0,6	418 000	5,6
	Sep	7 899 000	-11 000	-0,1	-32 000	-0,4
	Dec	8 082 000	183 000	2,3	108 000	1,4
2022	Mar	7 948 000	-134 000	-1,7	84 000	1,1
	Jun	7 952 000	4 000	0,1	42 000	0,5
	Sep	8 171 000	219 000	2,8	272 000	3,4
	Dec	8 455 000	284 000	3,5	373 000	4,6
2023	Mar	8 479 000	24 000	0,3	531 000	6,7
	Jun	8 442 000	-37 000	-0,4	490 000	6,2
	Sep	8 918 000	476 000	5,6	747 000	9,1
	Dec	9 027 000	109 000	1,2	572 000	6,8
2024	Mar	9 338 000	311 000	3,4	859 000	10,1
	Jun	9 292 000	-46 000	-0,5	850 000	10,1
	Sep	9 657 000	365 000	3,9	739 000	8,3
	Dec	10 027 000	370 000	3,8	1 000 000	11,1
2025	Mar	10 049 000	22 000	0,2	711 000	7,6
	Jun	10 425 000	376 000	3,7	1 133 000	12,2
	Sep	10 849 000	424 000	4,1	1 192 000	12,3
	Dec*	11 327 000	478 000	4,4	1 300 000	13,0
2026	Mar	11 376 000	49 000	0,4	1 327 000	13,2

*Revised estimates.

4.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2021	Mar	197 000	-1 075 000	-84,5	102 000	107,4
	Jun	154 000	-43 000	-21,8	97 000	170,2
	Sep	81 000	-73 000	-47,4	37 000	84,1
	Dec	1 606 000	1 525 000	1882,7	334 000	26,3
2022	Mar	243 000	-1 363 000	-84,9	46 000	23,4
	Jun	124 000	-119 000	-49,0	-30 000	-19,5
	Sep	109 000	-15 000	-12,1	28 000	34,6
	Dec	1 999 000	1 890 000	1733,9	393 000	24,5
2023	Mar	557 000	-1 442 000	-72,1	314 000	129,2
	Jun	126 000	-431 000	-77,4	2 000	1,6
	Sep	97 000	-29 000	-23,0	-12 000	-11,0
	Dec	1 709 000	1 612 000	1661,9	-290 000	-14,5
2024	Mar	173 000	-1 536 000	-89,9	-384 000	-68,9
	Jun	135 000	-38 000	-22,0	9 000	7,1
	Sep	120 000	-15 000	-11,1	23 000	23,7
	Dec	2 306 000	2 186 000	1821,7	597 000	34,9
2025	Mar	134 000	-2 172 000	-94,2	-39 000	-22,5
	Jun	167 000	33 000	24,6	32 000	23,7
	Sep	110 000	-57 000	-34,1	-10 000	-8,3
	Dec*	2 274 000	2 164 000	1967,3	-32 000	-1,4
2026	Mar	291 000	-1 983 000	-87,2	157 000	117,2

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	
2021	Mar	481 000	40 000	9,1	-4 000	-0,8
	Jun	608 000	127 000	26,4	139 000	29,6
	Sep	306 000	-302 000	-49,7	-124 000	-28,8
	Dec	176 000	-130 000	-42,5	-265 000	-60,1
2022	Mar	515 000	339 000	192,6	34 000	7,1
	Jun	573 000	58 000	11,3	-35 000	-5,8
	Sep	504 000	-69 000	-12,0	198 000	64,7
	Dec	503 000	-1 000	-0,2	327 000	185,8
2023	Mar	639 000	136 000	27,0	124 000	24,1
	Jun	670 000	31 000	4,9	97 000	16,9
	Sep	600 000	-70 000	-10,4	96 000	19,0
	Dec	602 000	2 000	0,3	99 000	19,7
2024	Mar	723 000	121 000	20,1	84 000	13,1
	Jun	728 000	5 000	0,7	58 000	8,7
	Sep	689 000	-39 000	-5,4	89 000	14,8
	Dec	657 000	-32 000	-4,6	55 000	9,1
2025	Mar	678 000	21 000	3,2	-45 000	-6,2
	Jun	872 000	194 000	28,6	144 000	19,8
	Sep	718 000	-154 000	-17,7	29 000	4,2
	Dec*	666 000	-52 000	-7,2	9 000	1,4
2026	Mar	614 000	-52 000	-7,8	-64 000	-9,4

*Revised estimates.

Table 5 - Construction industry

5.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	563 000	6 000	1,1	-44 000	-7,2
	Jun	571 000	8 000	1,4	32 000	5,9
	Sep	594 000	23 000	4,0	22 000	3,8
	Dec	592 000	-2 000	-0,3	35 000	6,3
2022	Mar	596 000	4 000	0,7	33 000	5,9
	Jun	596 000	0	0,0	25 000	4,4
	Sep	610 000	14 000	2,3	16 000	2,7
	Dec	608 000	-2 000	-0,3	16 000	2,7
2023	Mar	619 000	11 000	1,8	23 000	3,9
	Jun	611 000	-8 000	-1,3	15 000	2,5
	Sep	611 000	0	0,0	1 000	0,2
	Dec	588 000	-23 000	-3,8	-20 000	-3,3
2024	Mar	592 000	4 000	0,7	-27 000	-4,4
	Jun	591 000	-1 000	-0,2	-20 000	-3,3
	Sep	612 000	21 000	3,6	1 000	0,2
	Dec	599 000	-13 000	-2,1	11 000	1,9
2025	Mar	598 000	-1 000	-0,2	6 000	1,0
	Jun	596 000	-2 000	-0,3	5 000	0,8
	Sep	592 000	-4 000	-0,7	-20 000	-3,3
	Dec*	579 000	-13 000	-2,2	-20 000	-3,3
2026	Mar	580 000	1 000	0,2	-18 000	-3,0

*Revised estimates.

5.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	501 000	9 000	1,8	-42 000	-7,7
	Jun	506 000	5 000	1,0	29 000	6,1
	Sep	525 000	19 000	3,8	21 000	4,2
	Dec	517 000	-8 000	-1,5	25 000	5,1
2022	Mar	529 000	12 000	2,3	28 000	5,6
	Jun	526 000	-3 000	-0,6	20 000	4,0
	Sep	534 000	8 000	1,5	9 000	1,7
	Dec	522 000	-12 000	-2,2	5 000	1,0
2023	Mar	539 000	17 000	3,3	10 000	1,9
	Jun	533 000	-6 000	-1,1	7 000	1,3
	Sep	534 000	1 000	0,2	0	0,0
	Dec	517 000	-17 000	-3,2	-5 000	-1,0
2024	Mar	520 000	3 000	0,6	-19 000	-3,5
	Jun	524 000	4 000	0,8	-9 000	-1,7
	Sep	541 000	17 000	3,2	7 000	1,3
	Dec	527 000	-14 000	-2,6	10 000	1,9
2025	Mar	531 000	4 000	0,8	11 000	2,1
	Jun	527 000	-4 000	-0,8	3 000	0,6
	Sep	529 000	2 000	0,4	-12 000	-2,2
	Dec*	520 000	-9 000	-1,7	-7 000	-1,3
2026	Mar	519 000	-1 000	-0,2	-12 000	-2,3

*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	
2021	Mar	62 000	-3 000	-4,6	-2 000	-3,1
	Jun	65 000	3 000	4,8	3 000	4,8
	Sep	69 000	4 000	6,2	1 000	1,5
	Dec	75 000	6 000	8,7	10 000	15,4
2022	Mar	67 000	-8 000	-10,7	5 000	8,1
	Jun	70 000	3 000	4,5	5 000	7,7
	Sep	76 000	6 000	8,6	7 000	10,1
	Dec	86 000	10 000	13,2	11 000	14,7
2023	Mar	80 000	-6 000	-7,0	13 000	19,4
	Jun	78 000	-2 000	-2,5	8 000	11,4
	Sep	77 000	-1 000	-1,3	1 000	1,3
	Dec	71 000	-6 000	-7,8	-15 000	-17,4
2024	Mar	72 000	1 000	1,4	-8 000	-10,0
	Jun	67 000	-5 000	-6,9	-11 000	-14,1
	Sep	71 000	4 000	6,0	-6 000	-7,8
	Dec	72 000	1 000	1,4	1 000	1,4
2025	Mar	67 000	-5 000	-6,9	-5 000	-6,9
	Jun	69 000	2 000	3,0	2 000	3,0
	Sep	63 000	-6 000	-8,7	-8 000	-11,3
	Dec*	59 000	-4 000	-6,3	-13 000	-18,1
2026	Mar	61 000	2 000	3,4	-6 000	-9,0

*Revised estimates.

5.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	31 192 000	-2 207 000	-6,6	-3 128 000	-9,1
	Jun	33 382 000	2 190 000	7,0	9 329 000	38,8
	Sep	36 799 000	3 417 000	10,2	6 991 000	23,5
	Dec	39 644 000	2 845 000	7,7	6 245 000	18,7
2022	Mar	36 801 000	-2 843 000	-7,2	5 609 000	18,0
	Jun	40 262 000	3 461 000	9,4	6 880 000	20,6
	Sep	40 192 000	-70 000	-0,2	3 393 000	9,2
	Dec	46 194 000	6 002 000	14,9	6 550 000	16,5
2023	Mar	40 525 000	-5 669 000	-12,3	3 724 000	10,1
	Jun	43 138 000	2 613 000	6,4	2 876 000	7,1
	Sep	42 759 000	-379 000	-0,9	2 567 000	6,4
	Dec	47 579 000	4 820 000	11,3	1 385 000	3,0
2024	Mar	41 808 000	-5 771 000	-12,1	1 283 000	3,2
	Jun	43 273 000	1 465 000	3,5	135 000	0,3
	Sep	44 214 000	941 000	2,2	1 455 000	3,4
	Dec	50 619 000	6 405 000	14,5	3 040 000	6,4
2025	Mar	43 522 000	-7 097 000	-14,0	1 714 000	4,1
	Jun	46 031 000	2 509 000	5,8	2 758 000	6,4
	Sep	46 102 000	71 000	0,2	1 888 000	4,3
	Dec*	51 668 000	5 566 000	12,1	1 049 000	2,1
2026	Mar	44 825 000	-6 843 000	-13,2	1 303 000	3,0

*Revised estimates.

5.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	29 207 000	-627 000	-2,1	-3 193 000	-9,9
	Jun	31 286 000	2 079 000	7,1	8 383 000	36,6
	Sep	34 909 000	3 623 000	11,6	6 657 000	23,6
	Dec	33 976 000	-933 000	-2,7	4 142 000	13,9
2022	Mar	33 963 000	-13 000	0,0	4 756 000	16,3
	Jun	37 196 000	3 233 000	9,5	5 910 000	18,9
	Sep	37 700 000	504 000	1,4	2 791 000	8,0
	Dec	37 515 000	-185 000	-0,5	3 539 000	10,4
2023	Mar	37 144 000	-371 000	-1,0	3 181 000	9,4
	Jun	39 452 000	2 308 000	6,2	2 256 000	6,1
	Sep	40 041 000	589 000	1,5	2 341 000	6,2
	Dec	39 326 000	-715 000	-1,8	1 811 000	4,8
2024	Mar	38 344 000	-982 000	-2,5	1 200 000	3,2
	Jun	39 149 000	805 000	2,1	-303 000	-0,8
	Sep	41 206 000	2 057 000	5,3	1 165 000	2,9
	Dec	42 020 000	814 000	2,0	2 694 000	6,9
2025	Mar	40 741 000	-1 279 000	-3,0	2 397 000	6,3
	Jun	42 058 000	1 317 000	3,2	2 909 000	7,4
	Sep	42 883 000	825 000	2,0	1 677 000	4,1
	Dec*	43 212 000	329 000	0,8	1 192 000	2,8
2026	Mar	41 055 000	-2 157 000	-5,0	314 000	0,8

*Revised estimates.

5.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2021	Mar	844 000	-1 567 000	-65,0	77 000	10,0
	Jun	793 000	-51 000	-6,0	349 000	78,6
	Sep	592 000	-201 000	-25,3	124 000	26,5
	Dec	4 207 000	3 615 000	610,6	1 796 000	74,5
2022	Mar	1 554 000	-2 653 000	-63,1	710 000	84,1
	Jun	1 168 000	-386 000	-24,8	375 000	47,3
	Sep	818 000	-350 000	-30,0	226 000	38,2
	Dec	7 023 000	6 205 000	758,6	2 816 000	66,9
2023	Mar	1 852 000	-5 171 000	-73,6	298 000	19,2
	Jun	1 956 000	104 000	5,6	788 000	67,5
	Sep	1 016 000	-940 000	-48,1	198 000	24,2
	Dec	6 481 000	5 465 000	537,9	-542 000	-7,7
2024	Mar	1 860 000	-4 621 000	-71,3	8 000	0,4
	Jun	2 328 000	468 000	25,2	372 000	19,0
	Sep	1 088 000	-1 240 000	-53,3	72 000	7,1
	Dec	6 607 000	5 519 000	507,3	126 000	1,9
2025	Mar	1 213 000	-5 394 000	-81,6	-647 000	-34,8
	Jun	1 963 000	750 000	61,8	-365 000	-15,7
	Sep	1 308 000	-655 000	-33,4	220 000	20,2
	Dec*	6 457 000	5 149 000	393,7	-150 000	-2,3
2026	Mar	2 251 000	-4 206 000	-65,1	1 038 000	85,6

*Revised estimates.

5.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2021	Mar	1 141 000	-13 000	-1,1	-12 000	-1,0
	Jun	1 303 000	162 000	14,2	597 000	84,6
	Sep	1 298 000	-5 000	-0,4	210 000	19,3
	Dec	1 461 000	163 000	12,6	307 000	26,6
2022	Mar	1 284 000	-177 000	-12,1	143 000	12,5
	Jun	1 898 000	614 000	47,8	595 000	45,7
	Sep	1 674 000	-224 000	-11,8	376 000	29,0
	Dec	1 656 000	-18 000	-1,1	195 000	13,3
2023	Mar	1 529 000	-127 000	-7,7	245 000	19,1
	Jun	1 730 000	201 000	13,1	-168 000	-8,9
	Sep	1 702 000	-28 000	-1,6	28 000	1,7
	Dec	1 772 000	70 000	4,1	116 000	7,0
2024	Mar	1 604 000	-168 000	-9,5	75 000	4,9
	Jun	1 796 000	192 000	12,0	66 000	3,8
	Sep	1 920 000	124 000	6,9	218 000	12,8
	Dec	1 992 000	72 000	3,8	220 000	12,4
2025	Mar	1 568 000	-424 000	-21,3	-36 000	-2,2
	Jun	2 010 000	442 000	28,2	214 000	11,9
	Sep	1 911 000	-99 000	-4,9	-9 000	-0,5
	Dec*	1 999 000	88 000	4,6	7 000	0,4
2026	Mar	1 519 000	-480 000	-24,0	-49 000	-3,1

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	2 103 000	-38 000	-1,8	-165 000	-7,3
	Jun	2 127 000	24 000	1,1	61 000	3,0
	Sep	2 129 000	2 000	0,1	39 000	1,9
	Dec	2 210 000	81 000	3,8	69 000	3,2
2022	Mar	2 213 000	3 000	0,1	110 000	5,2
	Jun	2 246 000	33 000	1,5	119 000	5,6
	Sep	2 269 000	23 000	1,0	140 000	6,6
	Dec	2 335 000	66 000	2,9	125 000	5,7
2023	Mar	2 316 000	-19 000	-0,8	103 000	4,7
	Jun	2 313 000	-3 000	-0,1	67 000	3,0
	Sep	2 318 000	5 000	0,2	49 000	2,2
	Dec	2 380 000	62 000	2,7	45 000	1,9
2024	Mar	2 327 000	-53 000	-2,2	11 000	0,5
	Jun	2 325 000	-2 000	-0,1	12 000	0,5
	Sep	2 340 000	15 000	0,6	22 000	0,9
	Dec	2 387 000	47 000	2,0	7 000	0,3
2025	Mar	2 334 000	-53 000	-2,2	7 000	0,3
	Jun	2 327 000	-7 000	-0,3	2 000	0,1
	Sep	2 338 000	11 000	0,5	-2 000	-0,1
	Dec*	2 381 000	43 000	1,8	-6 000	-0,3
2026	Mar	2 341 000	-40 000	-1,7	7 000	0,3

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	1 902 000	-22 000	-1,1	-144 000	-7,0
	Jun	1 920 000	18 000	0,9	47 000	2,5
	Sep	1 924 000	4 000	0,2	27 000	1,4
	Dec	1 973 000	49 000	2,5	49 000	2,5
2022	Mar	1 986 000	13 000	0,7	84 000	4,4
	Jun	2 023 000	37 000	1,9	103 000	5,4
	Sep	2 042 000	19 000	0,9	118 000	6,1
	Dec	2 074 000	32 000	1,6	101 000	5,1
2023	Mar	2 076 000	2 000	0,1	90 000	4,5
	Jun	2 076 000	0	0,0	53 000	2,6
	Sep	2 078 000	2 000	0,1	36 000	1,8
	Dec	2 116 000	38 000	1,8	42 000	2,0
2024	Mar	2 081 000	-35 000	-1,7	5 000	0,2
	Jun	2 079 000	-2 000	-0,1	3 000	0,1
	Sep	2 096 000	17 000	0,8	18 000	0,9
	Dec	2 126 000	30 000	1,4	10 000	0,5
2025	Mar	2 090 000	-36 000	-1,7	9 000	0,4
	Jun	2 087 000	-3 000	-0,1	8 000	0,4
	Sep	2 088 000	1 000	0,0	-8 000	-0,4
	Dec*	2 112 000	24 000	1,1	-14 000	-0,7
2026	Mar	2 085 000	-27 000	-1,3	-5 000	-0,2

*Revised estimates.

6.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	201 000	-16 000	-7,4	-21 000	-9,5
	Jun	207 000	6 000	3,0	14 000	7,3
	Sep	205 000	-2 000	-1,0	12 000	6,2
	Dec	237 000	32 000	15,6	20 000	9,2
2022	Mar	227 000	-10 000	-4,2	26 000	12,9
	Jun	223 000	-4 000	-1,8	16 000	7,7
	Sep	227 000	4 000	1,8	22 000	10,7
	Dec	261 000	34 000	15,0	24 000	10,1
2023	Mar	240 000	-21 000	-8,0	13 000	5,7
	Jun	237 000	-3 000	-1,3	14 000	6,3
	Sep	240 000	3 000	1,3	13 000	5,7
	Dec	264 000	24 000	10,0	3 000	1,1
2024	Mar	246 000	-18 000	-6,8	6 000	2,5
	Jun	246 000	0	0,0	9 000	3,8
	Sep	244 000	-2 000	-0,8	4 000	1,7
	Dec	261 000	17 000	7,0	-3 000	-1,1
2025	Mar	244 000	-17 000	-6,5	-2 000	-0,8
	Jun	240 000	-4 000	-1,6	-6 000	-2,4
	Sep	250 000	10 000	4,2	6 000	2,5
	Dec*	269 000	19 000	7,6	8 000	3,1
2026	Mar	256 000	-13 000	-4,8	12 000	4,9

*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	
2021	Mar	103 859 000	-4 493 000	-4,1	-2 056 000	-1,9
	Jun	107 174 000	3 315 000	3,2	21 125 000	24,5
	Sep	108 452 000	1 278 000	1,2	13 324 000	14,0
	Dec	122 843 000	14 391 000	13,3	14 491 000	13,4
2022	Mar	119 151 000	-3 692 000	-3,0	15 292 000	14,7
	Jun	122 484 000	3 333 000	2,8	15 310 000	14,3
	Sep	124 803 000	2 319 000	1,9	16 351 000	15,1
	Dec	141 778 000	16 975 000	13,6	18 935 000	15,4
2023	Mar	126 038 000	-15 740 000	-11,1	6 887 000	5,8
	Jun	130 466 000	4 428 000	3,5	7 982 000	6,5
	Sep	127 565 000	-2 901 000	-2,2	2 762 000	2,2
	Dec	142 985 000	15 420 000	12,1	1 207 000	0,9
2024	Mar	131 167 000	-11 818 000	-8,3	5 129 000	4,1
	Jun	135 465 000	4 298 000	3,3	4 999 000	3,8
	Sep	134 555 000	-910 000	-0,7	6 990 000	5,5
	Dec	148 480 000	13 925 000	10,3	5 495 000	3,8
2025	Mar	137 542 000	-10 938 000	-7,4	6 375 000	4,9
	Jun	140 863 000	3 321 000	2,4	5 398 000	4,0
	Sep	140 792 000	-71 000	-0,1	6 237 000	4,6
	Dec*	155 401 000	14 609 000	10,4	6 921 000	4,7
2026	Mar	145 440 000	-9 961 000	-6,4	7 898 000	5,7

*Revised estimates.

6.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	94 735 000	1 156 000	1,2	-3 420 000	-3,5
	Jun	98 140 000	3 405 000	3,6	17 759 000	22,1
	Sep	98 837 000	697 000	0,7	10 109 000	11,4
	Dec	104 142 000	5 305 000	5,4	10 563 000	11,3
2022	Mar	106 431 000	2 289 000	2,2	11 696 000	12,3
	Jun	109 967 000	3 536 000	3,3	11 827 000	12,1
	Sep	113 855 000	3 888 000	3,5	15 018 000	15,2
	Dec	118 551 000	4 696 000	4,1	14 409 000	13,8
2023	Mar	112 457 000	-6 094 000	-5,1	6 026 000	5,7
	Jun	116 153 000	3 696 000	3,3	6 186 000	5,6
	Sep	117 240 000	1 087 000	0,9	3 385 000	3,0
	Dec	121 345 000	4 105 000	3,5	2 794 000	2,4
2024	Mar	118 875 000	-2 470 000	-2,0	6 418 000	5,7
	Jun	121 687 000	2 812 000	2,4	5 534 000	4,8
	Sep	123 784 000	2 097 000	1,7	6 544 000	5,6
	Dec	126 548 000	2 764 000	2,2	5 203 000	4,3
2025	Mar	124 217 000	-2 331 000	-1,8	5 342 000	4,5
	Jun	128 025 000	3 808 000	3,1	6 338 000	5,2
	Sep	130 038 000	2 013 000	1,6	6 254 000	5,1
	Dec*	132 268 000	2 230 000	1,7	5 720 000	4,5
2026	Mar	132 068 000	-200 000	-0,2	7 851 000	6,3

*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	
2021	Mar	6 813 000	-5 612 000	-45,2	1 720 000	33,8
	Jun	6 426 000	-387 000	-5,7	2 512 000	64,2
	Sep	7 246 000	820 000	12,8	2 788 000	62,5
	Dec	15 962 000	8 716 000	120,3	3 537 000	28,5
2022	Mar	9 835 000	-6 127 000	-38,4	3 022 000	44,4
	Jun	9 439 000	-396 000	-4,0	3 013 000	46,9
	Sep	8 172 000	-1 267 000	-13,4	926 000	12,8
	Dec	19 628 000	11 456 000	140,2	3 666 000	23,0
2023	Mar	10 252 000	-9 376 000	-47,8	417 000	4,2
	Jun	10 780 000	528 000	5,2	1 341 000	14,2
	Sep	7 159 000	-3 621 000	-33,6	-1 013 000	-12,4
	Dec	18 257 000	11 098 000	155,0	-1 371 000	-7,0
2024	Mar	8 730 000	-9 527 000	-52,2	-1 522 000	-14,8
	Jun	10 058 000	1 328 000	15,2	-722 000	-6,7
	Sep	7 409 000	-2 649 000	-26,3	250 000	3,5
	Dec	18 508 000	11 099 000	149,8	251 000	1,4
2025	Mar	9 942 000	-8 566 000	-46,3	1 212 000	13,9
	Jun	9 072 000	-870 000	-8,8	-986 000	-9,8
	Sep	7 330 000	-1 742 000	-19,2	-79 000	-1,1
	Dec*	19 539 000	12 209 000	166,6	1 031 000	5,6
2026	Mar	9 597 000	-9 942 000	-50,9	-345 000	-3,5

*Revised estimates.

6.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2021	Mar	2 311 000	-37 000	-1,6	-356 000	-13,3
	Jun	2 608 000	297 000	12,9	854 000	48,7
	Sep	2 369 000	-239 000	-9,2	427 000	22,0
	Dec	2 739 000	370 000	15,6	391 000	16,7
2022	Mar	2 885 000	146 000	5,3	574 000	24,8
	Jun	3 078 000	193 000	6,7	470 000	18,0
	Sep	2 776 000	-302 000	-9,8	407 000	17,2
	Dec	3 599 000	823 000	29,6	860 000	31,4
2023	Mar	3 329 000	-270 000	-7,5	444 000	15,4
	Jun	3 533 000	204 000	6,1	455 000	14,8
	Sep	3 166 000	-367 000	-10,4	390 000	14,0
	Dec	3 383 000	217 000	6,9	-216 000	-6,0
2024	Mar	3 562 000	179 000	5,3	233 000	7,0
	Jun	3 720 000	158 000	4,4	187 000	5,3
	Sep	3 362 000	-358 000	-9,6	196 000	6,2
	Dec	3 424 000	62 000	1,8	41 000	1,2
2025	Mar	3 383 000	-41 000	-1,2	-179 000	-5,0
	Jun	3 766 000	383 000	11,3	46 000	1,2
	Sep	3 424 000	-342 000	-9,1	62 000	1,8
	Dec*	3 594 000	170 000	5,0	170 000	5,0
2026	Mar	3 775 000	181 000	5,0	392 000	11,6

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	425 000	0	0,0	-61 000	-12,6
	Jun	435 000	10 000	2,4	-8 000	-1,8
	Sep	439 000	4 000	0,9	7 000	1,6
	Dec	446 000	7 000	1,6	21 000	4,9
2022	Mar	447 000	1 000	0,2	22 000	5,2
	Jun	456 000	9 000	2,0	21 000	4,8
	Sep	468 000	12 000	2,6	29 000	6,6
	Dec	476 000	8 000	1,7	30 000	6,7
2023	Mar	481 000	5 000	1,1	34 000	7,6
	Jun	478 000	-3 000	-0,6	22 000	4,8
	Sep	477 000	-1 000	-0,2	9 000	1,9
	Dec	484 000	7 000	1,5	8 000	1,7
2024	Mar	487 000	3 000	0,6	6 000	1,2
	Jun	480 000	-7 000	-1,4	2 000	0,4
	Sep	477 000	-3 000	-0,6	0	0,0
	Dec	479 000	2 000	0,4	-5 000	-1,0
2025	Mar	479 000	0	0,0	-8 000	-1,6
	Jun	475 000	-4 000	-0,8	-5 000	-1,0
	Sep	474 000	-1 000	-0,2	-3 000	-0,6
	Dec*	472 000	-2 000	-0,4	-7 000	-1,5
2026	Mar	469 000	-3 000	-0,6	-10 000	-2,1

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	409 000	1 000	0,2	-58 000	-12,4
	Jun	417 000	8 000	2,0	-11 000	-2,6
	Sep	422 000	5 000	1,2	7 000	1,7
	Dec	431 000	9 000	2,1	23 000	5,6
2022	Mar	430 000	-1 000	-0,2	21 000	5,1
	Jun	438 000	8 000	1,9	21 000	5,0
	Sep	449 000	11 000	2,5	27 000	6,4
	Dec	457 000	8 000	1,8	26 000	6,0
2023	Mar	462 000	5 000	1,1	32 000	7,4
	Jun	461 000	-1 000	-0,2	23 000	5,3
	Sep	458 000	-3 000	-0,7	9 000	2,0
	Dec	466 000	8 000	1,7	9 000	2,0
2024	Mar	467 000	1 000	0,2	5 000	1,1
	Jun	460 000	-7 000	-1,5	-1 000	-0,2
	Sep	460 000	0	0,0	2 000	0,4
	Dec	463 000	3 000	0,7	-3 000	-0,6
2025	Mar	463 000	0	0,0	-4 000	-0,9
	Jun	459 000	-4 000	-0,9	-1 000	-0,2
	Sep	458 000	-1 000	-0,2	-2 000	-0,4
	Dec*	455 000	-3 000	-0,7	-8 000	-1,7
2026	Mar	453 000	-2 000	-0,4	-10 000	-2,2

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	16 000	-1 000	-5,9	-3 000	-15,8
	Jun	18 000	2 000	12,5	3 000	20,0
	Sep	17 000	-1 000	-5,6	0	0,0
	Dec	15 000	-2 000	-11,8	-2 000	-11,8
2022	Mar	17 000	2 000	13,3	1 000	6,3
	Jun	18 000	1 000	5,9	0	0,0
	Sep	19 000	1 000	5,6	2 000	11,8
	Dec	19 000	0	0,0	4 000	26,7
2023	Mar	19 000	0	0,0	2 000	11,8
	Jun	17 000	-2 000	-10,5	-1 000	-5,6
	Sep	19 000	2 000	11,8	0	0,0
	Dec	18 000	-1 000	-5,3	-1 000	-5,3
2024	Mar	20 000	2 000	11,1	1 000	5,3
	Jun	20 000	0	0,0	3 000	17,6
	Sep	17 000	-3 000	-15,0	-2 000	-10,5
	Dec	16 000	-1 000	-5,9	-2 000	-11,1
2025	Mar	16 000	0	0,0	-4 000	-20,0
	Jun	16 000	0	0,0	-4 000	-20,0
	Sep	16 000	0	0,0	-1 000	-5,9
	Dec*	17 000	1 000	6,3	1 000	6,3
2026	Mar	16 000	-1 000	-5,9	0	0,0

*Revised estimates.

7.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	33 546 000	-3 308 000	-9,0	-4 695 000	-12,3
	Jun	38 661 000	5 115 000	15,2	3 389 000	9,6
	Sep	36 747 000	-1 914 000	-5,0	3 320 000	9,9
	Dec	41 657 000	4 910 000	13,4	4 803 000	13,0
2022	Mar	37 686 000	-3 971 000	-9,5	4 140 000	12,3
	Jun	41 135 000	3 449 000	9,2	2 474 000	6,4
	Sep	40 130 000	-1 005 000	-2,4	3 383 000	9,2
	Dec	44 679 000	4 549 000	11,3	3 022 000	7,3
2023	Mar	43 258 000	-1 421 000	-3,2	5 572 000	14,8
	Jun	45 578 000	2 320 000	5,4	4 443 000	10,8
	Sep	45 660 000	82 000	0,2	5 530 000	13,8
	Dec	50 519 000	4 859 000	10,6	5 840 000	13,1
2024	Mar	47 109 000	-3 410 000	-6,7	3 851 000	8,9
	Jun	48 528 000	1 419 000	3,0	2 950 000	6,5
	Sep	47 799 000	-729 000	-1,5	2 139 000	4,7
	Dec	52 355 000	4 556 000	9,5	1 836 000	3,6
2025	Mar	48 057 000	-4 298 000	-8,2	948 000	2,0
	Jun	49 758 000	1 701 000	3,5	1 230 000	2,5
	Sep	48 992 000	-766 000	-1,5	1 193 000	2,5
	Dec*	53 453 000	4 461 000	9,1	1 098 000	2,1
2026	Mar	52 094 000	-1 359 000	-2,5	4 037 000	8,4

*Revised estimates.

7.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	30 637 000	-299 000	-1,0	-4 580 000	-13,0
	Jun	32 633 000	1 996 000	6,5	2 513 000	8,3
	Sep	33 401 000	768 000	2,4	2 910 000	9,5
	Dec	35 077 000	1 676 000	5,0	4 141 000	13,4
2022	Mar	33 811 000	-1 266 000	-3,6	3 174 000	10,4
	Jun	35 564 000	1 753 000	5,2	2 931 000	9,0
	Sep	36 612 000	1 048 000	2,9	3 211 000	9,6
	Dec	37 993 000	1 381 000	3,8	2 916 000	8,3
2023	Mar	38 991 000	998 000	2,6	5 180 000	15,3
	Jun	40 018 000	1 027 000	2,6	4 454 000	12,5
	Sep	41 037 000	1 019 000	2,5	4 425 000	12,1
	Dec	41 883 000	846 000	2,1	3 890 000	10,2
2024	Mar	42 279 000	396 000	0,9	3 288 000	8,4
	Jun	43 125 000	846 000	2,0	3 107 000	7,8
	Sep	43 482 000	357 000	0,8	2 445 000	6,0
	Dec	44 531 000	1 049 000	2,4	2 648 000	6,3
2025	Mar	43 853 000	-678 000	-1,5	1 574 000	3,7
	Jun	44 467 000	614 000	1,4	1 342 000	3,1
	Sep	44 786 000	319 000	0,7	1 304 000	3,0
	Dec*	45 670 000	884 000	2,0	1 139 000	2,6
2026	Mar	45 407 000	-263 000	-0,6	1 554 000	3,5

*Revised estimates.

7.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2021	Mar	1 224 000	-2 843 000	-69,9	144 000	13,3
	Jun	4 041 000	2 817 000	230,1	103 000	2,6
	Sep	1 374 000	-2 667 000	-66,0	167 000	13,8
	Dec	4 493 000	3 119 000	227,0	426 000	10,5
2022	Mar	1 910 000	-2 583 000	-57,5	686 000	56,0
	Jun	3 408 000	1 498 000	78,4	-633 000	-15,7
	Sep	1 330 000	-2 078 000	-61,0	-44 000	-3,2
	Dec	4 447 000	3 117 000	234,4	-46 000	-1,0
2023	Mar	2 069 000	-2 378 000	-53,5	159 000	8,3
	Jun	3 038 000	969 000	46,8	-370 000	-10,9
	Sep	2 146 000	-892 000	-29,4	816 000	61,4
	Dec	6 086 000	3 940 000	183,6	1 639 000	36,9
2024	Mar	2 389 000	-3 697 000	-60,7	320 000	15,5
	Jun	3 291 000	902 000	37,8	253 000	8,3
	Sep	2 217 000	-1 074 000	-32,6	71 000	3,3
	Dec	5 730 000	3 513 000	158,5	-356 000	-5,8
2025	Mar	2 146 000	-3 584 000	-62,5	-243 000	-10,2
	Jun	3 045 000	899 000	41,9	-246 000	-7,5
	Sep	1 982 000	-1 063 000	-34,9	-235 000	-10,6
	Dec*	5 372 000	3 390 000	171,0	-358 000	-6,2
2026	Mar	3 940 000	-1 432 000	-26,7	1 794 000	83,6

*Revised estimates.

7.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2021	Mar	1 685 000	-166 000	-9,0	-259 000	-13,3
	Jun	1 987 000	302 000	17,9	773 000	63,7
	Sep	1 972 000	-15 000	-0,8	243 000	14,1
	Dec	2 087 000	115 000	5,8	236 000	12,7
2022	Mar	1 965 000	-122 000	-5,8	280 000	16,6
	Jun	2 163 000	198 000	10,1	176 000	8,9
	Sep	2 188 000	25 000	1,2	216 000	11,0
	Dec	2 239 000	51 000	2,3	152 000	7,3
2023	Mar	2 198 000	-41 000	-1,8	233 000	11,9
	Jun	2 522 000	324 000	14,7	359 000	16,6
	Sep	2 477 000	-45 000	-1,8	289 000	13,2
	Dec	2 550 000	73 000	2,9	311 000	13,9
2024	Mar	2 441 000	-109 000	-4,3	243 000	11,1
	Jun	2 112 000	-329 000	-13,5	-410 000	-16,3
	Sep	2 100 000	-12 000	-0,6	-377 000	-15,2
	Dec	2 094 000	-6 000	-0,3	-456 000	-17,9
2025	Mar	2 058 000	-36 000	-1,7	-383 000	-15,7
	Jun	2 246 000	188 000	9,1	134 000	6,3
	Sep	2 224 000	-22 000	-1,0	124 000	5,9
	Dec*	2 411 000	187 000	8,4	317 000	15,1
2026	Mar	2 747 000	336 000	13,9	689 000	33,5

*Revised estimates.

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

8.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	2 332 000	14 000	0,6	-110 000	-4,5
	Jun	2 348 000	16 000	0,7	63 000	2,8
	Sep	2 390 000	42 000	1,8	99 000	4,3
	Dec	2 417 000	27 000	1,1	99 000	4,3
2022	Mar	2 414 000	-3 000	-0,1	82 000	3,5
	Jun	2 429 000	15 000	0,6	81 000	3,4
	Sep	2 463 000	34 000	1,4	73 000	3,1
	Dec	2 508 000	45 000	1,8	91 000	3,8
2023	Mar	2 497 000	-11 000	-0,4	83 000	3,4
	Jun	2 509 000	12 000	0,5	80 000	3,3
	Sep	2 492 000	-17 000	-0,7	29 000	1,2
	Dec	2 487 000	-5 000	-0,2	-21 000	-0,8
2024	Mar	2 487 000	0	0,0	-10 000	-0,4
	Jun	2 483 000	-4 000	-0,2	-26 000	-1,0
	Sep	2 474 000	-9 000	-0,4	-18 000	-0,7
	Dec	2 505 000	31 000	1,3	18 000	0,7
2025	Mar	2 508 000	3 000	0,1	21 000	0,8
	Jun	2 502 000	-6 000	-0,2	19 000	0,8
	Sep	2 467 000	-35 000	-1,4	-7 000	-0,3
	Dec*	2 469 000	2 000	0,1	-36 000	-1,4
2026	Mar	2 476 000	7 000	0,3	-32 000	-1,3

*Revised estimates.

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	2 141 000	33 000	1,6	-73 000	-3,3
	Jun	2 146 000	5 000	0,2	61 000	2,9
	Sep	2 181 000	35 000	1,6	86 000	4,1
	Dec	2 195 000	14 000	0,6	87 000	4,1
2022	Mar	2 213 000	18 000	0,8	72 000	3,4
	Jun	2 215 000	2 000	0,1	69 000	3,2
	Sep	2 275 000	60 000	2,7	94 000	4,3
	Dec	2 314 000	39 000	1,7	119 000	5,4
2023	Mar	2 278 000	-36 000	-1,6	65 000	2,9
	Jun	2 279 000	1 000	0,0	64 000	2,9
	Sep	2 257 000	-22 000	-1,0	-18 000	-0,8
	Dec	2 255 000	-2 000	-0,1	-59 000	-2,5
2024	Mar	2 262 000	7 000	0,3	-16 000	-0,7
	Jun	2 264 000	2 000	0,1	-15 000	-0,7
	Sep	2 248 000	-16 000	-0,7	-9 000	-0,4
	Dec	2 277 000	29 000	1,3	22 000	1,0
2025	Mar	2 270 000	-7 000	-0,3	8 000	0,4
	Jun	2 261 000	-9 000	-0,4	-3 000	-0,1
	Sep	2 256 000	-5 000	-0,2	8 000	0,4
	Dec*	2 255 000	-1 000	0,0	-22 000	-1,0
2026	Mar	2 263 000	8 000	0,4	-7 000	-0,3

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	191 000	-19 000	-9,0	-37 000	-16,2
	Jun	202 000	11 000	5,8	2 000	1,0
	Sep	209 000	7 000	3,5	13 000	6,6
	Dec	222 000	13 000	6,2	12 000	5,7
2022	Mar	201 000	-21 000	-9,5	10 000	5,2
	Jun	214 000	13 000	6,5	12 000	5,9
	Sep	188 000	-26 000	-12,1	-21 000	-10,0
	Dec	194 000	6 000	3,2	-28 000	-12,6
2023	Mar	219 000	25 000	12,9	18 000	9,0
	Jun	230 000	11 000	5,0	16 000	7,5
	Sep	235 000	5 000	2,2	47 000	25,0
	Dec	232 000	-3 000	-1,3	38 000	19,6
2024	Mar	225 000	-7 000	-3,0	6 000	2,7
	Jun	219 000	-6 000	-2,7	-11 000	-4,8
	Sep	226 000	7 000	3,2	-9 000	-3,8
	Dec	228 000	2 000	0,9	-4 000	-1,7
2025	Mar	238 000	10 000	4,4	13 000	5,8
	Jun	241 000	3 000	1,3	22 000	10,0
	Sep	211 000	-30 000	-12,4	-15 000	-6,6
	Dec*	214 000	3 000	1,4	-14 000	-6,1
2026	Mar	213 000	-1 000	-0,5	-25 000	-10,5

*Revised estimates.

8.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	206 323 000	-12 338 000	-5,6	2 513 000	1,2
	Jun	203 013 000	-3 310 000	-1,6	25 025 000	14,1
	Sep	221 726 000	18 713 000	9,2	32 142 000	17,0
	Dec	238 151 000	16 425 000	7,4	19 490 000	8,9
2022	Mar	234 306 000	-3 845 000	-1,6	27 983 000	13,6
	Jun	230 001 000	-4 305 000	-1,8	26 988 000	13,3
	Sep	248 116 000	18 115 000	7,9	26 390 000	11,9
	Dec	267 518 000	19 402 000	7,8	29 367 000	12,3
2023	Mar	271 995 000	4 477 000	1,7	37 689 000	16,1
	Jun	255 126 000	-16 869 000	-6,2	25 125 000	10,9
	Sep	269 378 000	14 252 000	5,6	21 262 000	8,6
	Dec	275 244 000	5 866 000	2,2	7 726 000	2,9
2024	Mar	284 736 000	9 492 000	3,4	12 741 000	4,7
	Jun	263 087 000	-21 649 000	-7,6	7 961 000	3,1
	Sep	275 827 000	12 740 000	4,8	6 449 000	2,4
	Dec	284 600 000	8 773 000	3,2	9 356 000	3,4
2025	Mar	286 459 000	1 859 000	0,7	1 723 000	0,6
	Jun	273 823 000	-12 636 000	-4,4	10 736 000	4,1
	Sep	281 764 000	7 941 000	2,9	5 937 000	2,2
	Dec*	297 934 000	16 170 000	5,7	13 334 000	4,7
2026	Mar	298 507 000	573 000	0,2	12 048 000	4,2

*Revised estimates.

8.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	177 403 000	-745 000	-0,4	-457 000	-0,3
	Jun	182 986 000	5 583 000	3,1	18 918 000	11,5
	Sep	188 506 000	5 520 000	3,0	17 740 000	10,4
	Dec	195 405 000	6 899 000	3,7	17 257 000	9,7
2022	Mar	197 099 000	1 694 000	0,9	19 696 000	11,1
	Jun	205 579 000	8 480 000	4,3	22 593 000	12,3
	Sep	211 009 000	5 430 000	2,6	22 503 000	11,9
	Dec	217 908 000	6 899 000	3,3	22 503 000	11,5
2023	Mar	221 986 000	4 078 000	1,9	24 887 000	12,6
	Jun	227 302 000	5 316 000	2,4	21 723 000	10,6
	Sep	230 215 000	2 913 000	1,3	19 206 000	9,1
	Dec	232 218 000	2 003 000	0,9	14 310 000	6,6
2024	Mar	231 970 000	-248 000	-0,1	9 984 000	4,5
	Jun	238 148 000	6 178 000	2,7	10 846 000	4,8
	Sep	238 944 000	796 000	0,3	8 729 000	3,8
	Dec	240 618 000	1 674 000	0,7	8 400 000	3,6
2025	Mar	240 170 000	-448 000	-0,2	8 200 000	3,5
	Jun	244 824 000	4 654 000	1,9	6 676 000	2,8
	Sep	244 866 000	42 000	0,0	5 922 000	2,5
	Dec*	248 210 000	3 344 000	1,4	7 592 000	3,2
2026	Mar	246 681 000	-1 529 000	-0,6	6 511 000	2,7

*Revised estimates.

8.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2021	Mar	25 743 000	-11 301 000	-30,5	3 166 000	14,0
	Jun	16 458 000	-9 285 000	-36,1	5 229 000	46,6
	Sep	29 544 000	13 086 000	79,5	13 664 000	86,0
	Dec	39 276 000	9 732 000	32,9	2 232 000	6,0
2022	Mar	33 892 000	-5 384 000	-13,7	8 149 000	31,7
	Jun	20 540 000	-13 352 000	-39,4	4 082 000	24,8
	Sep	32 943 000	12 403 000	60,4	3 399 000	11,5
	Dec	45 712 000	12 769 000	38,8	6 436 000	16,4
2023	Mar	46 095 000	383 000	0,8	12 203 000	36,0
	Jun	23 330 000	-22 765 000	-49,4	2 790 000	13,6
	Sep	34 108 000	10 778 000	46,2	1 165 000	3,5
	Dec	37 383 000	3 275 000	9,6	-8 329 000	-18,2
2024	Mar	47 472 000	10 089 000	27,0	1 377 000	3,0
	Jun	19 412 000	-28 060 000	-59,1	-3 918 000	-16,8
	Sep	31 069 000	11 657 000	60,1	-3 039 000	-8,9
	Dec	38 876 000	7 807 000	25,1	1 493 000	4,0
2025	Mar	41 133 000	2 257 000	5,8	-6 339 000	-13,4
	Jun	22 936 000	-18 197 000	-44,2	3 524 000	18,2
	Sep	31 766 000	8 830 000	38,5	697 000	2,2
	Dec*	44 441 000	12 675 000	39,9	5 565 000	14,3
2026	Mar	46 557 000	2 116 000	4,8	5 424 000	13,2

*Revised estimates.

8.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2021	Mar	3 177 000	-292 000	-8,4	-196 000	-5,8
	Jun	3 569 000	392 000	12,3	878 000	32,6
	Sep	3 676 000	107 000	3,0	738 000	25,1
	Dec	3 470 000	-206 000	-5,6	1 000	0,0
2022	Mar	3 315 000	-155 000	-4,5	138 000	4,3
	Jun	3 882 000	567 000	17,1	313 000	8,8
	Sep	4 164 000	282 000	7,3	488 000	13,3
	Dec	3 898 000	-266 000	-6,4	428 000	12,3
2023	Mar	3 914 000	16 000	0,4	599 000	18,1
	Jun	4 494 000	580 000	14,8	612 000	15,8
	Sep	5 055 000	561 000	12,5	891 000	21,4
	Dec	5 643 000	588 000	11,6	1 745 000	44,8
2024	Mar	5 294 000	-349 000	-6,2	1 380 000	35,3
	Jun	5 527 000	233 000	4,4	1 033 000	23,0
	Sep	5 814 000	287 000	5,2	759 000	15,0
	Dec	5 106 000	-708 000	-12,2	-537 000	-9,5
2025	Mar	5 156 000	50 000	1,0	-138 000	-2,6
	Jun	6 063 000	907 000	17,6	536 000	9,7
	Sep	5 132 000	-931 000	-15,4	-682 000	-11,7
	Dec*	5 283 000	151 000	2,9	177 000	3,5
2026	Mar	5 269 000	-14 000	-0,3	113 000	2,2

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2021	Mar	2 856 000	50 000	1,8	41 000	1,5
	Jun	2 798 000	-58 000	-2,0	84 000	3,1
	Sep	2 866 000	68 000	2,4	125 000	4,6
	Dec	2 931 000	65 000	2,3	125 000	4,5
2022	Mar	3 006 000	75 000	2,6	150 000	5,3
	Jun	2 916 000	-90 000	-3,0	118 000	4,2
	Sep	2 857 000	-59 000	-2,0	-9 000	-0,3
	Dec	2 866 000	9 000	0,3	-65 000	-2,2
2023	Mar	2 989 000	123 000	4,3	-17 000	-0,6
	Jun	3 119 000	130 000	4,3	203 000	7,0
	Sep	3 160 000	41 000	1,3	303 000	10,6
	Dec	2 946 000	-214 000	-6,8	80 000	2,8
2024	Mar	2 929 000	-17 000	-0,6	-60 000	-2,0
	Jun	3 026 000	97 000	3,3	-93 000	-3,0
	Sep	2 895 000	-131 000	-4,3	-265 000	-8,4
	Dec	2 866 000	-29 000	-1,0	-80 000	-2,7
2025	Mar	2 854 000	-12 000	-0,4	-75 000	-2,6
	Jun	2 811 000	-43 000	-1,5	-215 000	-7,1
	Sep	2 852 000	41 000	1,5	-43 000	-1,5
	Dec*	2 853 000	1 000	0,0	-13 000	-0,5
2026	Mar	2 800 000	-53 000	-1,9	-54 000	-1,9

*Revised estimates.

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2021	Mar	2 358 000	-18 000	-0,8	-35 000	-1,5
	Jun	2 388 000	30 000	1,3	52 000	2,2
	Sep	2 371 000	-17 000	-0,7	20 000	0,9
	Dec	2 376 000	5 000	0,2	0	0,0
2022	Mar	2 378 000	2 000	0,1	20 000	0,8
	Jun	2 378 000	0	0,0	-10 000	-0,4
	Sep	2 387 000	9 000	0,4	16 000	0,7
	Dec	2 388 000	1 000	0,0	12 000	0,5
2023	Mar	2 396 000	8 000	0,3	18 000	0,8
	Jun	2 398 000	2 000	0,1	20 000	0,8
	Sep	2 415 000	17 000	0,7	28 000	1,2
	Dec	2 404 000	-11 000	-0,5	16 000	0,7
2024	Mar	2 391 000	-13 000	-0,5	-5 000	-0,2
	Jun	2 395 000	4 000	0,2	-3 000	-0,1
	Sep	2 390 000	-5 000	-0,2	-25 000	-1,0
	Dec	2 378 000	-12 000	-0,5	-26 000	-1,1
2025	Mar	2 374 000	-4 000	-0,2	-17 000	-0,7
	Jun	2 369 000	-5 000	-0,2	-26 000	-1,1
	Sep	2 364 000	-5 000	-0,2	-26 000	-1,1
	Dec*	2 375 000	11 000	0,5	-3 000	-0,1
2026	Mar	2 372 000	-3 000	-0,1	-2 000	-0,1

*Revised estimates.

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2021	Mar	498 000	68 000	15,8	76 000	18,0
	Jun	410 000	-88 000	-17,7	32 000	8,5
	Sep	495 000	85 000	20,7	105 000	26,9
	Dec	555 000	60 000	12,1	125 000	29,1
2022	Mar	628 000	73 000	13,2	130 000	26,1
	Jun	538 000	-90 000	-14,3	128 000	31,2
	Sep	470 000	-68 000	-12,6	-25 000	-5,1
	Dec	478 000	8 000	1,7	-77 000	-13,9
2023	Mar	593 000	115 000	24,1	-35 000	-5,6
	Jun	721 000	128 000	21,6	183 000	34,0
	Sep	745 000	24 000	3,3	275 000	58,5
	Dec	542 000	-203 000	-27,2	64 000	13,4
2024	Mar	538 000	-4 000	-0,7	-55 000	-9,3
	Jun	631 000	93 000	17,3	-90 000	-12,5
	Sep	505 000	-126 000	-20,0	-240 000	-32,2
	Dec	488 000	-17 000	-3,4	-54 000	-10,0
2025	Mar	480 000	-8 000	-1,6	-58 000	-10,8
	Jun	442 000	-38 000	-7,9	-189 000	-30,0
	Sep	488 000	46 000	10,4	-17 000	-3,4
	Dec*	478 000	-10 000	-2,0	-10 000	-2,0
2026	Mar	428 000	-50 000	-10,5	-52 000	-10,8

*Revised estimates.

9.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2021	Mar	251 145 000	-4 670 000	-1,8	6 684 000	2,7
	Jun	257 158 000	6 013 000	2,4	22 115 000	9,4
	Sep	273 316 000	16 158 000	6,3	31 757 000	13,1
	Dec	286 099 000	12 783 000	4,7	30 284 000	11,8
2022	Mar	268 321 000	-17 778 000	-6,2	17 176 000	6,8
	Jun	272 958 000	4 637 000	1,7	15 800 000	6,1
	Sep	274 502 000	1 544 000	0,6	1 186 000	0,4
	Dec	296 841 000	22 339 000	8,1	10 742 000	3,8
2023	Mar	286 263 000	-10 578 000	-3,6	17 942 000	6,7
	Jun	295 184 000	8 921 000	3,1	22 226 000	8,1
	Sep	305 197 000	10 013 000	3,4	30 695 000	11,2
	Dec	310 843 000	5 646 000	1,8	14 002 000	4,7
2024	Mar	299 139 000	-11 704 000	-3,8	12 876 000	4,5
	Jun	309 814 000	10 675 000	3,6	14 630 000	5,0
	Sep	312 066 000	2 252 000	0,7	6 869 000	2,3
	Dec	324 368 000	12 302 000	3,9	13 525 000	4,4
2025	Mar	312 192 000	-12 176 000	-3,8	13 053 000	4,4
	Jun	320 334 000	8 142 000	2,6	10 520 000	3,4
	Sep	324 715 000	4 381 000	1,4	12 649 000	4,1
	Dec*	342 907 000	18 192 000	5,6	18 539 000	5,7
2026	Mar	331 096 000	-11 811 000	-3,4	18 904 000	6,1

*Revised estimates.

9.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2021	Mar	232 868 000	844 000	0,4	5 447 000	2,4
	Jun	238 168 000	5 300 000	2,3	19 133 000	8,7
	Sep	254 609 000	16 441 000	6,9	29 268 000	13,0
	Dec	257 469 000	2 860 000	1,1	25 445 000	11,0
2022	Mar	249 183 000	-8 286 000	-3,2	16 315 000	7,0
	Jun	250 954 000	1 771 000	0,7	12 786 000	5,4
	Sep	254 680 000	3 726 000	1,5	71 000	0,0
	Dec	267 112 000	12 432 000	4,9	9 643 000	3,7
2023	Mar	264 155 000	-2 957 000	-1,1	14 972 000	6,0
	Jun	273 887 000	9 732 000	3,7	22 933 000	9,1
	Sep	280 225 000	6 338 000	2,3	25 545 000	10,0
	Dec	277 362 000	-2 863 000	-1,0	10 250 000	3,8
2024	Mar	276 106 000	-1 256 000	-0,5	11 951 000	4,5
	Jun	286 824 000	10 718 000	3,9	12 937 000	4,7
	Sep	287 007 000	183 000	0,1	6 782 000	2,4
	Dec	290 018 000	3 011 000	1,0	12 656 000	4,6
2025	Mar	287 284 000	-2 734 000	-0,9	11 178 000	4,0
	Jun	296 278 000	8 994 000	3,1	9 454 000	3,3
	Sep	299 169 000	2 891 000	1,0	12 162 000	4,2
	Dec*	305 102 000	5 933 000	2,0	15 084 000	5,2
2026	Mar	303 875 000	-1 227 000	-0,4	16 591 000	5,8

*Revised estimates.

9.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2021	Mar	11 446 000	-6 217 000	-35,2	869 000	8,2
	Jun	11 938 000	492 000	4,3	1 619 000	15,7
	Sep	11 644 000	-294 000	-2,5	1 189 000	11,4
	Dec	20 578 000	8 934 000	76,7	2 915 000	16,5
2022	Mar	12 025 000	-8 553 000	-41,6	579 000	5,1
	Jun	14 496 000	2 471 000	20,5	2 558 000	21,4
	Sep	12 582 000	-1 914 000	-13,2	938 000	8,1
	Dec	22 357 000	9 775 000	77,7	1 779 000	8,6
2023	Mar	14 041 000	-8 316 000	-37,2	2 016 000	16,8
	Jun	13 249 000	-792 000	-5,6	-1 247 000	-8,6
	Sep	17 008 000	3 759 000	28,4	4 426 000	35,2
	Dec	25 248 000	8 240 000	48,4	2 891 000	12,9
2024	Mar	14 781 000	-10 467 000	-41,5	740 000	5,3
	Jun	13 996 000	-785 000	-5,3	747 000	5,6
	Sep	15 882 000	1 886 000	13,5	-1 126 000	-6,6
	Dec	25 774 000	9 892 000	62,3	526 000	2,1
2025	Mar	15 622 000	-10 152 000	-39,4	841 000	5,7
	Jun	15 018 000	-604 000	-3,9	1 022 000	7,3
	Sep	16 610 000	1 592 000	10,6	728 000	4,6
	Dec*	28 114 000	11 504 000	69,3	2 340 000	9,1
2026	Mar	17 615 000	-10 499 000	-37,3	1 993 000	12,8

*Revised estimates.

9.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2021	Mar	6 831 000	703 000	11,5	368 000	5,7
	Jun	7 052 000	221 000	3,2	1 363 000	24,0
	Sep	7 063 000	11 000	0,2	1 300 000	22,6
	Dec	8 052 000	989 000	14,0	1 924 000	31,4
2022	Mar	7 113 000	-939 000	-11,7	282 000	4,1
	Jun	7 508 000	395 000	5,6	456 000	6,5
	Sep	7 240 000	-268 000	-3,6	177 000	2,5
	Dec	7 372 000	132 000	1,8	-680 000	-8,4
2023	Mar	8 067 000	695 000	9,4	954 000	13,4
	Jun	8 048 000	-19 000	-0,2	540 000	7,2
	Sep	7 964 000	-84 000	-1,0	724 000	10,0
	Dec	8 233 000	269 000	3,4	861 000	11,7
2024	Mar	8 252 000	19 000	0,2	185 000	2,3
	Jun	8 994 000	742 000	9,0	946 000	11,8
	Sep	9 177 000	183 000	2,0	1 213 000	15,2
	Dec	8 576 000	-601 000	-6,5	343 000	4,2
2025	Mar	9 286 000	710 000	8,3	1 034 000	12,5
	Jun	9 038 000	-248 000	-2,7	44 000	0,5
	Sep	8 936 000	-102 000	-1,1	-241 000	-2,6
	Dec*	9 691 000	755 000	8,4	1 115 000	13,0
2026	Mar	9 606 000	-85 000	-0,9	320 000	3,4

*Revised estimates.

PART 2 – Estimation of average monthly earnings

Table 10 - Average monthly earnings at current prices by industry

10.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	23 087	0,0	3,2
May	23 678	2,6	10,5
Aug	23 986	1,3	6,3
Nov	23 944	-0,2	3,7
2022 Feb	23 851	-0,4	3,3
May	24 868	4,3	5,0
Aug	25 159	1,2	4,9
Nov	26 298	4,5	9,8
2023 Feb	25 602	-2,6	7,3
May	26 202	2,3	5,4
Aug	26 471	1,0	5,2
Nov	26 822	1,3	2,0
2024 Feb	26 783	-0,1	4,6
May	27 511	2,7	5,0
Aug	28 274	2,8	6,8
Nov	28 316	0,1	5,6
2025 Feb	28 322	0,0	5,7
May	29 402	3,8	6,9
Aug	29 650	0,8	4,9
Nov*	29 738	0,3	5,0
2026 Feb	29 997	0,9	5,9

*Revised estimates.

10.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	28 972	2,0	4,9
May	28 666	-1,1	17,8
Aug	31 822	11,0	11,0
Nov	30 114	-5,4	6,0
2022 Feb	29 693	-1,4	2,5
May	30 226	1,8	5,4
Aug	32 453	7,4	2,0
Nov	31 465	-3,0	4,5
2023 Feb	31 228	-0,8	5,2
May	32 571	4,3	7,8
Aug	33 985	4,3	4,7
Nov	33 650	-1,0	6,9
2024 Feb	32 566	-3,2	4,3
May	33 915	4,1	4,1
Aug	36 175	6,7	6,4
Nov	34 224	-5,4	1,7
2025 Feb	33 795	-1,3	3,8
May	35 800	5,9	5,6
Aug	35 866	0,2	-0,9
Nov*	36 200	0,9	5,8
2026 Feb	36 405	0,6	7,7

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

10.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	20 192	-0,9	3,9	18 964	-0,8	3,6
May	20 867	3,3	20,3	19 555	3,1	17,6
Aug	21 181	1,5	9,9	19 874	1,6	8,3
Nov	21 045	-0,6	3,3	19 579	-1,5	2,5
2022 Feb	20 991	-0,3	4,0	19 687	0,6	3,8
May	21 629	3,0	3,7	20 207	2,6	3,3
Aug	22 066	2,0	4,2	20 598	1,9	3,6
Nov	22 716	2,9	7,9	21 026	2,1	7,4
2023 Feb	22 403	-1,4	6,7	20 976	-0,2	6,5
May	22 964	2,5	6,2	21 333	1,7	5,6
Aug	23 199	1,0	5,1	21 605	1,3	4,9
Nov	23 480	1,2	3,4	21 747	0,7	3,4
2024 Feb	23 102	-1,6	3,1	21 400	-1,6	2,0
May	23 649	2,4	3,0	22 082	3,2	3,5
Aug	23 735	0,4	2,3	22 298	1,0	3,2
Nov	24 290	2,3	3,4	22 609	1,4	4,0
2025 Feb	23 921	-1,5	3,5	22 464	-0,6	5,0
May	24 464	2,3	3,4	22 875	1,8	3,6
Aug	25 184	2,9	6,1	23 587	3,1	5,8
Nov*	25 538	1,4	5,1	23 721	0,6	4,9
2026 Feb	25 190	-1,4	5,3	23 597	-0,5	5,0

*Revised estimates.

10.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	46 665	-3,9	5,8	43 985	-4,8	5,7
May	47 844	2,5	7,1	44 168	0,4	5,8
Aug	45 237	-5,4	-2,3	43 813	-0,8	-1,3
Nov	47 122	4,2	-3,0	46 119	5,3	-0,2
2022 Feb	46 351	-1,6	-0,7	43 388	-5,9	-1,4
May	46 705	0,8	-2,4	43 375	0,0	-1,8
Aug	47 508	1,7	5,0	44 907	3,5	2,5
Nov	50 611	6,5	7,4	47 745	6,3	3,5
2023 Feb	48 832	-3,5	5,4	45 450	-4,8	4,8
May	49 862	2,1	6,8	45 759	0,7	5,5
Aug	50 448	1,2	6,2	47 521	3,9	5,8
Nov	51 375	1,8	1,5	48 344	1,7	1,3
2024 Feb	52 486	2,2	7,5	48 859	1,1	7,5
May	52 249	-0,5	4,8	48 652	-0,4	6,3
Aug	54 158	3,7	7,4	50 953	4,7	7,2
Nov	55 566	2,6	8,2	52 268	2,6	8,1
2025 Feb	55 660	0,2	6,0	52 380	0,2	7,2
May	57 174	2,7	9,4	52 251	-0,2	7,4
Aug	58 100	1,6	7,3	54 974	5,2	7,9
Nov*	61 346	5,6	10,4	58 031	5,6	11,0
2026 Feb	61 401	0,1	10,3	57 783	-0,4	10,3

*Revised estimates.

10.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime			
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	
2021	Feb	18 246	2,5	-2,1	17 536	2,5	-2,4
	May	18 637	2,1	25,4	17 884	2,0	24,2
	Aug	19 383	4,0	14,0	18 657	4,3	14,1
	Nov	19 444	0,3	9,2	18 571	-0,5	8,6
2022	Feb	19 729	1,5	8,1	18 960	2,1	8,1
	May	21 890	11,0	17,5	20 658	9,0	15,5
	Aug	21 192	-3,2	9,3	20 276	-1,8	8,7
	Nov	21 190	0,0	9,0	20 088	-0,9	8,2
2023	Feb	21 123	-0,3	7,1	20 249	0,8	6,8
	May	22 236	5,3	1,6	21 231	4,8	2,8
	Aug	22 550	1,4	6,4	21 570	1,6	6,4
	Nov	22 449	-0,4	5,9	21 351	-1,0	6,3
2024	Feb	22 541	0,4	6,7	21 546	0,9	6,4
	May	23 408	3,8	5,3	22 344	3,7	5,2
	Aug	23 687	1,2	5,0	22 591	1,1	4,7
	Nov	23 847	0,7	6,2	22 693	0,5	6,3
2025	Feb	24 036	0,8	6,6	23 088	1,7	7,2
	May	24 677	2,7	5,4	23 485	1,7	5,1
	Aug	24 972	1,2	5,4	23 912	1,8	5,8
	Nov*	25 080	0,4	5,2	23 945	0,1	5,5
2026	Feb	24 862	-0,9	3,4	23 907	-0,2	3,5

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime			
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	
2021	Feb	15 301	2,5	4,1	14 949	2,6	4,1
	May	15 773	3,1	21,2	15 342	2,6	20,5
	Aug	15 555	-1,4	7,3	15 176	-1,1	6,9
	Nov	15 410	-0,9	3,3	14 992	-1,2	2,9
2022	Feb	15 981	3,7	4,4	15 528	3,6	3,9
	May	16 474	3,1	4,4	15 956	2,8	4,0
	Aug	16 679	1,2	7,2	16 243	1,8	7,0
	Nov	16 537	-0,9	7,3	15 984	-1,6	6,6
2023	Feb	16 390	-0,9	2,6	15 855	-0,8	2,1
	May	16 903	3,1	2,6	16 337	3,0	2,4
	Aug	16 971	0,4	1,8	16 498	1,0	1,6
	Nov	17 055	0,5	3,1	16 562	0,4	3,6
2024	Feb	17 171	0,7	4,8	16 711	0,9	5,4
	May	17 855	4,0	5,6	17 300	3,5	5,9
	Aug	17 936	0,5	5,7	17 475	1,0	5,9
	Nov	17 954	0,1	5,3	17 467	0,0	5,5
2025	Feb	17 977	0,1	4,7	17 514	0,3	4,8
	May	18 946	5,4	6,1	18 338	4,7	6,0
	Aug	18 854	-0,5	5,1	18 359	0,1	5,1
	Nov*	18 762	-0,5	4,5	18 237	-0,7	4,4
2026	Feb	19 082	1,7	6,1	18 580	1,9	6,1

*Revised estimates.

10.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	24 887	-3,1	-1,5	23 583	-2,8	-1,7
May	26 116	4,9	13,3	24 595	4,3	11,3
Aug	26 743	2,4	8,8	25 325	3,0	8,3
Nov	27 109	1,4	5,5	25 554	0,9	5,3
2022 Feb	26 430	-2,5	6,2	24 991	-2,2	6,0
May	27 435	3,8	5,1	25 785	3,2	4,8
Aug	27 596	0,6	3,2	25 992	0,8	2,6
Nov	28 465	3,1	5,0	26 834	3,2	5,0
2023 Feb	28 060	-1,4	6,2	26 521	-1,2	6,1
May	29 646	5,7	8,1	27 787	4,8	7,8
Aug	30 442	2,7	10,3	28 683	3,2	10,4
Nov	30 043	-1,3	5,5	28 179	-1,8	5,0
2024 Feb	30 758	2,4	9,6	29 004	2,9	9,4
May	31 319	1,8	5,6	29 831	2,9	7,4
Aug	31 874	1,8	4,7	30 389	1,9	5,9
Nov	32 569	2,2	8,4	31 021	2,1	10,1
2025 Feb	32 057	-1,6	4,2	30 614	-1,3	5,6
May	32 625	1,8	4,2	30 975	1,2	3,8
Aug	33 232	1,9	4,3	31 646	2,2	4,1
Nov*	34 300	3,2	5,3	32 597	3,0	5,1
2026 Feb	34 394	0,3	7,3	32 452	-0,4	6,0

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	24 885	-1,4	4,2	24 407	-1,3	4,1
May	25 291	1,6	5,9	24 736	1,3	5,3
Aug	25 523	0,9	3,5	25 020	1,1	3,5
Nov	26 021	2,0	3,1	25 467	1,8	3,0
2022 Feb	26 452	1,7	6,3	25 959	1,9	6,4
May	27 420	3,7	8,4	26 799	3,2	8,3
Aug	28 089	2,4	10,1	27 471	2,5	9,8
Nov	28 583	1,8	9,8	27 976	1,8	9,8
2023 Feb	29 200	2,2	10,4	28 629	2,3	10,3
May	29 716	1,8	8,4	29 058	1,5	8,4
Aug	30 799	3,6	9,6	30 074	3,5	9,5
Nov	31 160	1,2	9,0	30 400	1,1	8,7
2024 Feb	30 853	-1,0	5,7	30 155	-0,8	5,3
May	31 997	3,7	7,7	31 235	3,6	7,5
Aug	32 347	1,1	5,0	31 541	1,0	4,9
Nov	32 274	-0,2	3,6	31 568	0,1	3,8
2025 Feb	31 771	-1,6	3,0	31 091	-1,5	3,1
May	32 874	3,5	2,7	32 010	3,0	2,5
Aug	33 503	1,9	3,6	32 749	2,3	3,8
Nov*	33 400	-0,3	3,5	32 640	-0,3	3,4
2026 Feb	33 634	0,7	5,9	32 896	0,8	5,8

*Revised estimates.

10.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	28 301	-0,4	1,9	27 474	-0,6	1,7
May	29 425	4,0	6,7	28 556	3,9	6,4
Aug	29 615	0,6	5,5	28 713	0,6	4,9
Nov	29 405	-0,7	3,5	28 525	-0,7	3,2
2022 Feb	28 365	-3,5	0,2	27 563	-3,4	0,3
May	30 073	6,0	2,2	29 087	5,5	1,9
Aug	29 790	-0,9	0,6	28 881	-0,7	0,6
Nov	33 569	12,7	14,2	32 560	12,7	14,1
2023 Feb	30 819	-8,2	8,7	29 919	-8,1	8,5
May	31 046	0,7	3,2	29 995	0,3	3,1
Aug	30 306	-2,4	1,7	29 357	-2,1	1,6
Nov	31 429	3,7	-6,4	30 384	3,5	-6,7
2024 Feb	31 520	0,3	2,3	30 567	0,6	2,2
May	31 758	0,8	2,3	30 773	0,7	2,6
Aug	34 030	7,2	12,3	32 920	7,0	12,1
Nov	34 235	0,6	8,9	33 119	0,6	9,0
2025 Feb	34 828	1,7	10,5	33 551	1,3	9,8
May	36 308	4,2	14,3	35 102	4,6	14,1
Aug	36 208	-0,3	6,4	35 057	-0,1	6,5
Nov*	36 249	0,1	5,9	35 051	0,0	5,8
2026 Feb	36 915	1,8	6,0	35 713	1,9	6,4

*Revised estimates.

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

AME figures from Nov 2024 onwards are based on the Dec 2024 CPI headline index numbers

11.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	19 482	-1,2	0,3
May	19 699	1,1	5,1
Aug	19 613	-0,4	1,4
Nov	24 089	22,8	22,2
2022 Feb	23 662	-1,8	21,5
May	24 121	1,9	22,4
Aug	23 735	-1,6	21,0
Nov	24 623	3,7	2,2
2023 Feb	23 729	-3,6	0,3
May	23 907	0,8	-0,9
Aug	23 826	-0,3	0,4
Nov	23 799	-0,1	-3,3
2024 Feb	23 514	-1,2	-0,9
May	23 860	1,5	-0,2
Aug	24 374	2,2	2,3
Nov	28 344	16,3	19,1
2025 Feb	27 986	-1,3	19,0
May	28 797	2,9	20,7
Aug	28 731	-0,2	17,9
Nov*	28 760	0,1	1,5
2026 Feb	28 788	0,1	2,9

*Revised estimates.

11.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	24 449	0,8	2,0
May	23 849	-2,5	12,0
Aug	26 020	9,1	5,8
Nov	30 296	16,4	24,8
2022 Feb	29 457	-2,8	20,5
May	29 317	-0,5	22,9
Aug	30 616	4,4	17,7
Nov	29 462	-3,8	-2,8
2023 Feb	28 942	-1,8	-1,7
May	29 718	2,7	1,4
Aug	30 590	2,9	-0,1
Nov	29 858	-2,4	1,3
2024 Feb	28 592	-4,2	-1,2
May	29 415	2,9	-1,0
Aug	31 185	6,0	1,9
Nov	34 258	9,9	14,7
2025 Feb	33 394	-2,5	16,8
May	35 064	5,0	19,2
Aug	34 754	-0,9	11,4
Nov*	35 010	0,7	2,2
2026 Feb	34 938	-0,2	4,6

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

11.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
May	17 360	1,9	14,4	16 268	1,7	11,9
Aug	17 319	-0,2	4,8	16 251	-0,1	3,2
Nov	21 173	22,3	21,7	19 697	21,2	20,7
2022 Feb	20 824	-1,6	22,2	19 530	-0,8	22,0
May	20 979	0,7	20,8	19 600	0,4	20,5
Aug	20 817	-0,8	20,2	19 432	-0,9	19,6
Nov	21 270	2,2	0,5	19 687	1,3	0,0
2023 Feb	20 762	-2,4	-0,3	19 440	-1,3	-0,5
May	20 953	0,9	-0,1	19 464	0,1	-0,7
Aug	20 881	-0,3	0,3	19 446	-0,1	0,1
Nov	20 834	-0,2	-2,0	19 296	-0,8	-2,0
2024 Feb	20 283	-2,6	-2,3	18 788	-2,6	-3,4
May	20 511	1,1	-2,1	19 152	1,9	-1,6
Aug	20 461	-0,2	-2,0	19 222	0,4	-1,2
Nov	24 314	18,8	16,7	22 632	17,7	17,3
2025 Feb	23 637	-2,8	16,5	22 198	-1,9	18,1
May	23 961	1,4	16,8	22 405	0,9	17,0
Aug	24 403	1,8	19,3	22 856	2,0	18,9
Nov*	24 698	1,2	1,6	22 941	0,4	1,4
2026 Feb	24 175	-2,1	2,3	22 646	-1,3	2,0

*Revised estimates.

11.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
May	39 804	1,1	1,9	36 745	-1,0	0,6
Aug	36 988	-7,1	-6,9	35 824	-2,5	-5,9
Nov	47 406	28,2	14,3	46 397	29,5	17,6
2022 Feb	45 983	-3,0	16,8	43 044	-7,2	16,0
May	45 300	-1,5	13,8	42 070	-2,3	14,5
Aug	44 819	-1,1	21,2	42 365	0,7	18,3
Nov	47 389	5,7	0,0	44 704	5,5	-3,6
2023 Feb	45 256	-4,5	-1,6	42 122	-5,8	-2,1
May	45 495	0,5	0,4	41 751	-0,9	-0,8
Aug	45 408	-0,2	1,3	42 773	2,4	1,0
Nov	45 586	0,4	-3,8	42 896	0,3	-4,0
2024 Feb	46 081	1,1	1,8	42 896	0,0	1,8
May	45 316	-1,7	-0,4	42 196	-1,6	1,1
Aug	46 688	3,0	2,8	43 925	4,1	2,7
Nov	55 622	19,1	22,0	52 320	19,1	22,0
2025 Feb	55 000	-1,1	19,4	51 759	-1,1	20,7
May	55 998	1,8	23,6	51 176	-1,1	21,3
Aug	56 298	0,5	20,6	53 269	4,1	21,3
Nov*	59 329	5,4	6,7	56 123	5,4	7,3
2026 Feb	58 926	-0,7	7,1	55 454	-1,2	7,1

*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
2021 Feb	15 398	1,3	-4,9	14 798	1,3	-5,1
May	15 505	0,7	19,2	14 878	0,5	18,1
Aug	15 849	2,2	8,7	15 255	2,5	8,8
Nov	19 562	23,4	28,7	18 682	22,5	27,9
2022 Feb	19 572	0,1	27,1	18 809	0,7	27,1
May	21 232	8,5	36,9	20 036	6,5	34,7
Aug	19 992	-5,8	26,1	19 128	-4,5	25,4
Nov	19 841	-0,8	1,4	18 808	-1,7	0,7
2023 Feb	19 576	-1,3	0,0	18 765	-0,2	-0,2
May	20 288	3,6	-4,4	19 371	3,2	-3,3
Aug	20 297	0,0	1,5	19 415	0,2	1,5
Nov	19 919	-1,9	0,4	18 945	-2,4	0,7
2024 Feb	19 790	-0,6	1,1	18 917	-0,1	0,8
May	20 302	2,6	0,1	19 379	2,4	0,0
Aug	20 420	0,6	0,6	19 475	0,5	0,3
Nov	23 871	16,9	19,8	22 716	16,6	19,9
2025 Feb	23 751	-0,5	20,0	22 814	0,4	20,6
May	24 169	1,8	19,0	23 002	0,8	18,7
Aug	24 198	0,1	18,5	23 171	0,7	19,0
Nov*	24 255	0,2	1,6	23 158	-0,1	1,9
2026 Feb	23 860	-1,6	0,5	22 943	-0,9	0,6

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	12 912	1,3	1,2	12 615	1,4	1,2
May	13 122	1,6	15,2	12 764	1,2	14,5
Aug	12 718	-3,1	2,3	12 409	-2,8	2,0
Nov	15 503	21,9	21,6	15 082	21,5	21,2
2022 Feb	15 853	2,3	22,8	15 405	2,1	22,1
May	15 978	0,8	21,8	15 476	0,5	21,2
Aug	15 734	-1,5	23,7	15 323	-1,0	23,5
Nov	15 483	-1,6	-0,1	14 967	-2,3	-0,8
2023 Feb	15 189	-1,9	-4,2	14 694	-1,8	-4,6
May	15 422	1,5	-3,5	14 906	1,4	-3,7
Aug	15 275	-1,0	-2,9	14 850	-0,4	-3,1
Nov	15 133	-0,9	-2,3	14 696	-1,0	-1,8
2024 Feb	15 076	-0,4	-0,7	14 672	-0,2	-0,1
May	15 486	2,7	0,4	15 004	2,3	0,7
Aug	15 462	-0,2	1,2	15 065	0,4	1,4
Nov	17 972	16,2	18,8	17 484	16,1	19,0
2025 Feb	17 764	-1,2	17,8	17 306	-1,0	18,0
May	18 556	4,5	19,8	17 961	3,8	19,7
Aug	18 269	-1,5	18,2	17 790	-1,0	18,1
Nov*	18 145	-0,7	1,0	17 637	-0,9	0,9
2026 Feb	18 313	0,9	3,1	17 831	1,1	3,0

*Revised estimates.

11.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	21 002	-4,3	-4,3	19 901	-4,0	-4,5
May	21 726	3,5	7,7	20 462	2,8	5,9
Aug	21 866	0,6	3,7	20 707	1,2	3,3
Nov	27 272	24,7	24,3	25 707	24,2	24,1
2022 Feb	26 220	-3,9	24,8	24 793	-3,6	24,6
May	26 610	1,5	22,5	25 009	0,9	22,2
Aug	26 034	-2,2	19,1	24 520	-2,0	18,4
Nov	26 652	2,4	-2,3	25 125	2,5	-2,3
2023 Feb	26 005	-2,4	-0,8	24 578	-2,2	-0,9
May	27 049	4,0	1,7	25 353	3,2	1,4
Aug	27 401	1,3	5,3	25 817	1,8	5,3
Nov	26 657	-2,7	0,0	25 004	-3,1	-0,5
2024 Feb	27 004	1,3	3,8	25 464	1,8	3,6
May	27 163	0,6	0,4	25 873	1,6	2,1
Aug	27 478	1,2	0,3	26 197	1,3	1,5
Nov	32 602	18,6	22,3	31 052	18,5	24,2
2025 Feb	31 677	-2,8	17,3	30 251	-2,6	18,8
May	31 954	0,9	17,6	30 338	0,3	17,3
Aug	32 202	0,8	17,2	30 665	1,1	17,1
Nov*	33 172	3,0	1,7	31 525	2,8	1,5
2026 Feb	33 008	-0,5	4,2	31 144	-1,2	3,0

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021 Feb	21 001	-2,6	1,3	20 597	-2,5	1,2
May	21 042	0,2	0,7	20 579	-0,1	0,2
Aug	20 869	-0,8	-1,3	20 458	-0,6	-1,3
Nov	26 178	25,4	21,4	25 621	25,2	21,3
2022 Feb	26 242	0,2	25,0	25 753	0,5	25,0
May	26 596	1,3	26,4	25 994	0,9	26,3
Aug	26 499	-0,4	27,0	25 915	-0,3	26,7
Nov	26 763	1,0	2,2	26 194	1,1	2,2
2023 Feb	27 062	1,1	3,1	26 533	1,3	3,0
May	27 113	0,2	1,9	26 513	-0,1	2,0
Aug	27 722	2,2	4,6	27 069	2,1	4,5
Nov	27 649	-0,3	3,3	26 974	-0,4	3,0
2024 Feb	27 088	-2,0	0,1	26 475	-1,8	-0,2
May	27 751	2,4	2,4	27 090	2,3	2,2
Aug	27 885	0,5	0,6	27 191	0,4	0,5
Nov	32 306	15,9	16,8	31 600	16,2	17,1
2025 Feb	31 394	-2,8	15,9	30 722	-2,8	16,0
May	32 198	2,6	16,0	31 352	2,1	15,7
Aug	32 464	0,8	16,4	31 734	1,2	16,7
Nov*	32 302	-0,5	0,0	31 567	-0,5	-0,1
2026 Feb	32 278	-0,1	2,8	31 570	0,0	2,8

*Revised estimates.

11.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2021	Feb	23 882	-1,5	-1,0	23 186	-1,8	-1,1
	May	24 480	2,5	1,4	23 758	2,5	1,2
	Aug	24 216	-1,1	0,6	23 478	-1,2	0,0
	Nov	29 582	22,2	21,9	28 698	22,2	21,6
2022	Feb	28 140	-4,9	17,8	27 344	-4,7	17,9
	May	29 169	3,7	19,2	28 213	3,2	18,8
	Aug	28 105	-3,7	16,1	27 246	-3,4	16,0
	Nov	31 431	11,8	6,2	30 487	11,9	6,2
2023	Feb	28 563	-9,1	1,5	27 729	-9,0	1,4
	May	28 327	-0,8	-2,9	27 368	-1,3	-3,0
	Aug	27 278	-3,7	-2,9	26 424	-3,4	-3,0
	Nov	27 887	2,2	-11,3	26 960	2,0	-11,6
2024	Feb	27 673	-0,8	-3,1	26 837	-0,5	-3,2
	May	27 544	-0,5	-2,8	26 690	-0,5	-2,5
	Aug	29 336	6,5	7,5	28 379	6,3	7,4
	Nov	34 269	16,8	22,9	33 152	16,8	23,0
2025	Feb	34 415	0,4	24,4	33 153	0,0	23,5
	May	35 561	3,3	29,1	34 380	3,7	28,8
	Aug	35 085	-1,3	19,6	33 970	-1,2	19,7
	Nov*	35 057	-0,1	2,3	33 898	-0,2	2,3
2026	Feb	35 427	1,1	2,9	34 274	1,1	3,4

*Revised estimates..

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	472 372	472 372	472 372	0,0	474 162	474 162	474 162
Manufacturing	0,8	1 236 207	1 255 899	1 275 592	0,8	1 243 468	1 263 276	1 283 084
Electricity, gas and water supply	2,6	62 666	66 031	69 396	2,2	62 652	65 475	68 299
Construction	4,6	526 467	578 637	630 807	4,2	531 895	579 608	627 322
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,0	2 333 611	2 380 264	2 426 917	1,0	2 295 005	2 340 886	2 386 768
Transport, storage and communication	1,2	460 669	471 765	482 861	1,3	456 398	468 331	480 264
Financial intermediation, insurance, real estate and business services	1,9	2 376 927	2 468 867	2 560 808	1,9	2 383 459	2 475 652	2 567 846
Community, social and personal services	0,7	2 814 262	2 853 410	2 892 559	0,7	2 761 270	2 799 682	2 838 093
Total	0,6	10 423 210	10 547 246	10 671 282	0,6	10 343 980	10 467 073	10 590 166

*Revised estimates.

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

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	472 372	472 372	472 372	0,0	474 162	474 162	474 162
Manufacturing	0,8	1 161 267	1 179 766	1 198 264	0,8	1 160 842	1 179 334	1 197 826
Electricity, gas and water supply	2,6	60 848	64 115	67 383	2,3	61 144	64 030	66 917
Construction	5,1	468 086	520 072	572 059	4,7	470 817	518 589	566 361
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,0	2 070 147	2 111 533	2 152 919	1,1	2 040 041	2 084 993	2 129 946
Transport, storage and communication	1,3	443 365	454 958	466 550	1,3	441 128	452 662	464 196
Financial intermediation, insurance, real estate and business services	2,0	2 166 712	2 255 113	2 343 513	2,0	2 173 994	2 262 691	2 351 389
Community, social and personal services	0,8	2 337 815	2 375 056	2 412 297	0,8	2 334 574	2 371 764	2 408 953
Total	0,6	9 322 052	9 432 984	9 543 916	0,6	9 297 585	9 408 226	9 518 867

*Revised estimates.

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

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,6	70 761	76 133	81 505	4,0	77 361	83 942	90 523
Electricity, gas and water supply	10,1	1 536	1 916	2 295	12,5	1 091	1 445	1 799
Construction	8,2	49 152	58 565	67 977	9,5	49 658	61 019	72 381
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,7	254 510	268 732	282 953	2,9	241 348	255 893	270 438
Transport, storage and communication	8,5	14 007	16 807	19 607	5,7	13 918	15 669	17 419
Financial intermediation, insurance, real estate and business services	6,2	187 779	213 755	239 730	6,7	184 995	212 961	240 927
Community, social and personal services	1,1	468 041	478 355	488 668	1,2	417 853	427 918	437 983
Total	1,4	1 083 687	1 114 262	1 144 837	1,6	1 025 641	1 058 847	1 092 052

*Revised estimates.

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

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	52 566 791 672	52 566 791 672	52 566 791 672	0,0	53 302 166 537	53 302 166 537	53 302 166 537
Manufacturing	1,1	108 849 478 596	111 247 985 156	113 646 491 716	1,1	96 383 464 689	98 507 281 683	100 631 098 675
Electricity, gas and water supply	2,3	13 623 809 455	14 266 964 201	14 910 118 948	2,7	11 631 117 118	12 281 029 183	12 930 941 247
Construction	6,6	44 984 301 804	51 668 085 322	58 351 868 839	6,3	39 290 188 887	44 825 205 229	50 360 221 571
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,9	149 614 012 140	155 401 151 001	161 188 289 866	2,2	139 168 930 887	145 440 317 372	151 711 703 857
Transport, storage and communication	1,7	51 672 276 225	53 453 341 565	55 234 406 907	1,6	50 460 223 795	52 093 888 127	53 727 552 458
Financial intermediation, insurance, real estate and business services	3,7	276 327 538 031	297 933 689 172	319 539 840 308	3,1	280 369 537 431	298 506 811 283	316 644 085 139
Community, social and personal services	2,5	326 104 749 058	342 907 201 953	359 709 654 850	2,4	315 521 347 862	331 096 108 822	346 670 869 780
Total	1,4	1 049 825 233 479	1 079 445 210 042	1 109 065 186 606	1,3	1 009 654 182 680	1 036 052 808 236	1 062 451 433 788

*Revised estimates.

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

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	52 566 791 672	52 566 791 672	52 566 791 672	0,0	53 302 166 537	53 302 166 537	53 302 166 537
Manufacturing	1,1	88 183 293 500	90 126 419 096	92 069 544 691	1,1	85 886 940 306	87 779 465 584	89 671 990 862
Electricity, gas and water supply	2,9	10 682 804 832	11 326 609 305	11 970 413 778	2,9	10 729 297 169	11 375 903 525	12 022 509 881
Construction	6,7	37 537 595 171	43 212 224 491	48 886 853 811	6,4	35 905 474 687	41 055 473 251	46 205 471 816
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,8	127 601 786 043	132 268 208 437	136 934 630 830	1,8	127 408 636 636	132 067 995 518	136 727 354 400
Transport, storage and communication	1,7	44 148 131 715	45 669 851 155	47 191 570 595	1,7	43 893 951 765	45 406 910 006	46 919 868 247
Financial intermediation, insurance, real estate and business services	2,7	235 074 528 131	248 209 790 230	261 345 052 329	2,8	233 143 228 817	246 681 086 865	260 218 944 912
Community, social and personal services	2,4	290 749 548 630	305 101 524 335	319 453 500 039	2,3	290 176 479 294	303 875 172 050	317 573 864 806
Total	1,2	906 643 535 752	928 481 418 720	950 319 301 689	1,1	901 675 680 959	921 544 173 336	941 412 665 713

*Revised estimates.

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

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,9	14 281 702 538	14 834 125 366	15 386 548 195	3,7	4 662 177 217	5 026 714 557	5 391 251 896
Electricity, gas and water supply	0,7	2 242 946 517	2 274 147 825	2 305 349 133	8,2	244 443 784	291 254 151	338 064 518
Construction	9,2	5 292 422 977	6 456 694 048	7 620 965 119	28,4	998 073 904	2 251 159 111	3 504 244 319
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5,0	17 624 472 904	19 539 326 945	21 454 180 986	15,9	6 606 120 334	9 596 897 458	12 587 674 582
Transport, storage and communication	4,1	4 940 743 867	5 372 476 041	5 804 208 216	4,1	3 623 113 650	3 939 708 636	4 256 303 622
Financial intermediation, insurance, real estate and business services	14,1	32 159 044 245	44 440 666 969	56 722 289 692	9,2	38 161 722 809	46 556 854 881	54 951 986 953
Community, social and personal services	9,0	23 155 074 097	28 114 465 878	33 073 857 659	12,2	13 403 222 689	17 615 422 523	21 827 622 357
Total	5,7	107 510 218 861	121 031 903 072	134 553 587 283	6,0	75 249 317 186	85 278 011 317	95 306 705 447

*Revised estimates.

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

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

Industry	Quarter ended December* 2025				Quarter ended March 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,9	5 930 062 565	6 287 440 694	6 644 818 823	1,6	5 522 314 998	5 701 101 542	5 879 888 086
Electricity, gas and water supply	0,5	659 678 242	666 207 071	672 735 901	2,6	582 588 615	613 871 507	645 154 399
Construction	11,6	1 544 636 223	1 999 166 783	2 453 697 343	8,9	1 253 673 016	1 518 572 867	1 783 472 717
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,4	3 354 137 075	3 593 615 619	3 833 094 164	4,0	3 479 431 123	3 775 424 396	4 071 417 668
Transport, storage and communication	3,4	2 250 344 372	2 411 014 369	2 571 684 367	3,1	2 580 345 391	2 747 269 485	2 914 193 579
Financial intermediation, insurance, real estate and business services	15,1	3 719 606 639	5 283 231 973	6 846 857 308	15,4	3 678 513 956	5 268 869 537	6 859 225 118
Community, social and personal services	10,8	7 639 776 039	9 691 211 740	11 742 647 442	11,8	7 383 950 913	9 605 514 249	11 827 077 584
Total	4,6	27 233 229 206	29 931 888 250	32 630 547 295	4,9	26 423 314 494	29 230 623 583	32 037 932 672

*Revised estimates

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

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

Industry	Nov* 2025				Feb 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	36 200	36 200	36 200	0,0	36 405	36 405	36 405
Manufacturing	1,3	24 909	25 538	26 167	1,4	24 497	25 190	25 883
Electricity, gas and water supply	3,7	56 882	61 346	65 810	3,5	57 139	61 401	65 663
Construction	7,8	21 247	25 080	28 913	7,3	21 311	24 862	28 413
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	18 030	18 762	19 494	2,1	18 313	19 082	19 851
Transport, storage and communication	2,1	32 863	34 300	35 737	2,3	32 851	34 394	35 937
Financial intermediation, insurance, real estate and business services	3,2	31 287	33 400	35 513	3,4	31 408	33 634	35 860
Community, social and personal services	2,7	34 307	36 249	38 191	2,2	35 321	36 915	38 509
Total	1,3	28 966	29 738	30 510	1,2	29 267	29 997	30 727

*Revised estimates.

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

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

Industry	Nov* 2025				Feb 2026			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,3	23 129	23 721	24 313	1,4	22 932	23 597	24 262
Electricity, gas and water supply	3,8	53 686	58 031	62 376	3,7	53 625	57 783	61 941
Construction	7,8	20 290	23 945	27 600	7,4	20 447	23 907	27 367
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	17 514	18 237	18 960	2,1	17 821	18 580	19 339
Transport, storage and communication	2,2	31 201	32 597	33 993	2,4	30 952	32 452	33 952
Financial intermediation, insurance, real estate and business services	3,2	30 568	32 640	34 712	3,4	30 711	32 896	35 081
Community, social and personal services	2,8	33 154	35 051	36 948	2,2	34 199	35 713	37 227

*Revised estimates.

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

Related publications . Users may also wish to refer to the following publications which are available from Stats SA:

- *Stats in Brief*
- *Quarterly Labour Force Survey*

Abbreviations and symbols

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

Technical notes

1. Response rate

The response rate for the quarter ended **March 2026 was 85,5%.**

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant prices	Average monthly earnings at constant prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2024=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below).
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter

ended September is the sum of total earnings of July, August and September).

Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, Report No. 09-90-02 of January 1993.
Informal sector	The informal sector consists of those organisations that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
Number of employees	The number of employees is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period (see Reference quarter/month/period below).
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime payments	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>

Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.
Quarterly percentage change	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, termination and redundancy payments	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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