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STATISTICAL RELEASE

P0277

Quarterly employment statistics (QES)

September 2022

Embargoed until:
15 December 2022
10:30

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
December 2022

EXPECTED RELEASE DATE:
28 March 2023

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Introduction

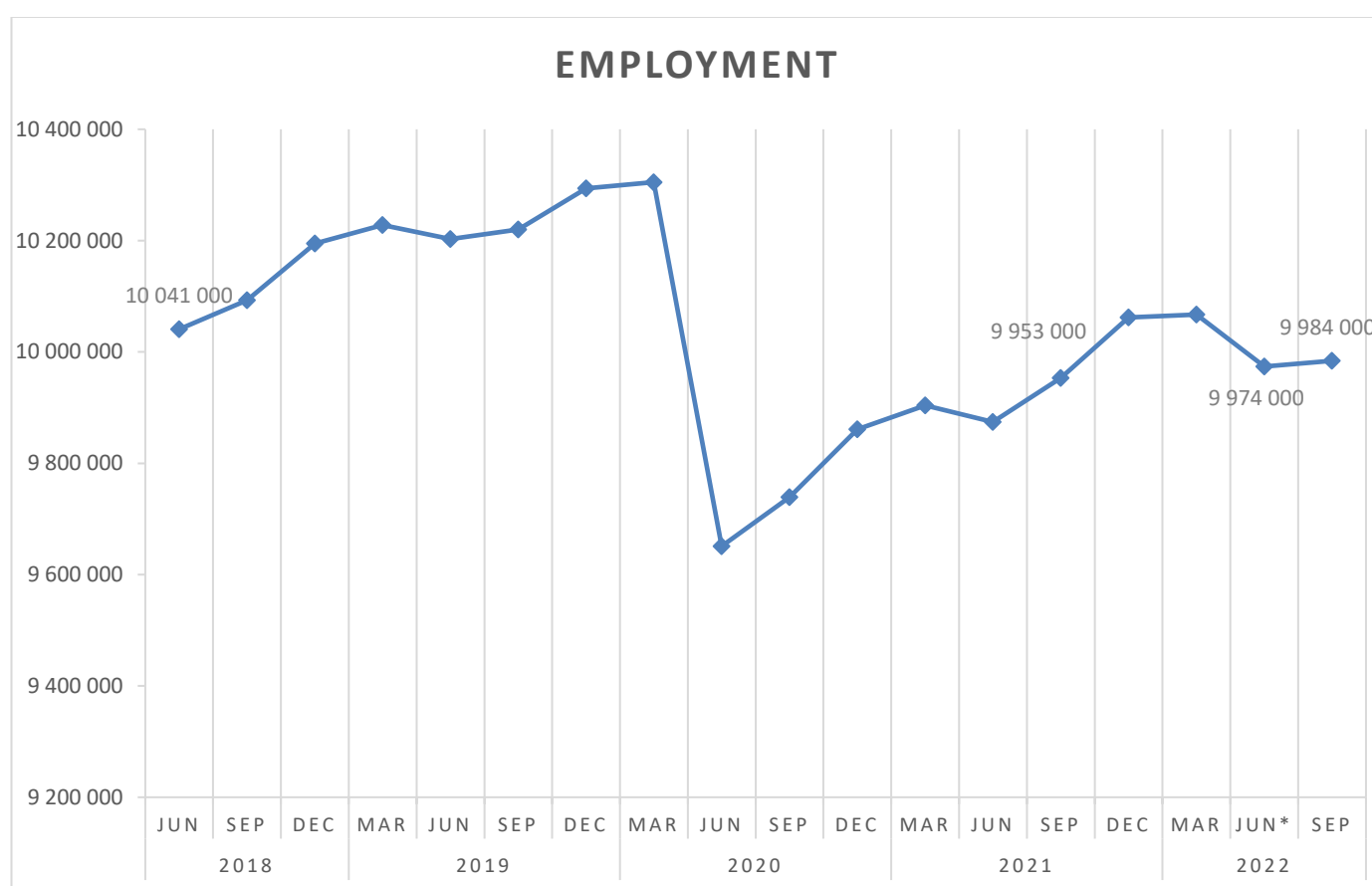
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. 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 September 2022

Figure A–: Employment in the non-agricultural formal sector, June 2018 – September 2022



*Revised estimates.

Table A – Employment by industry

Industry	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	465	478	483	5	1,0	18	3,9
Manufacturing	1 162	1 174	1 175	1	0,1	13	1,1
Electricity	59	59	59	0	0,0	0	0,0
Construction	563	522	530	8	1,5	-33	-5,9
Trade	2 085	2 134	2 144	10	0,5	59	2,8
Transport	421	411	415	4	1,0	-6	-1,4
Business services	2 345	2 320	2 351	31	1,3	6	0,3
Community services	2 853	2 876	2 827	-49	-1,7	-26	-0,9
Total	9 953	9 974	9 984	10	0,1	31	0,3

*Revised estimates.

Table A shows that total employment increased by 10 000 or 0,1% quarter-on-quarter, from 9 974 000 in June 2022 to 9 984 000 in September 2022. This was largely due to increases in the following industries: business services (31 000 or 1,3%), trade (10 000 or 0,5%), construction (8 000 or 1,5%), mining (5 000 or 1,0%), transport (4 000 or 1,0%) and manufacturing (1 000 or 0,1%).

The electricity industry reported no quarterly change.

However, the community services industry reported a quarterly decrease of 49 000 employees or -1,7%.

Total employment increased by 31 000 or 0,3% year-on-year between September 2021 and September 2022.

Table B – Full-time employees

Industry	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	465	478	483	5	1,0	18	3,9
Manufacturing	1 095	1 098	1 097	-1	-0,1	2	0,2
Electricity	58	57	57	0	0,0	-1	-1,7
Construction	496	458	459	1	0,2	-37	-7,5
Trade	1 882	1 914	1 926	12	0,6	44	2,3
Transport	404	395	397	2	0,5	-7	-1,7
Business services	2 133	2 098	2 113	15	0,7	-20	-0,9
Community services	2 356	2 339	2 341	2	0,1	-15	-0,6
Total	8 889	8 837	8 873	36	0,4	-16	-0,2

*Revised estimates.

Table B shows that full-time employment increased by 36 000 or 0,4% quarter-on-quarter, from 8 837 000 in June 2022 to 8 873 000 in September 2022. This was largely due to increases in the following industries: business services (15 000 or 0,7%), trade (12 000 or 0,6%), mining (5 000 or 1,0%), transport (2 000 or 0,5%), community services (2 000 or 0,1%), and construction (1 000 or 0,2%).

The electricity industry reported no quarterly change.

However, the manufacturing industry reported a quarterly decrease of 1 000 employees or -0,1%.

Full-time employment decreased by 16 000 or -0,2% year-on-year between September 2021 and September 2022.

Table C – Part-time employees**

Industry	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	67	76	78	2	2,6	11	16,4
Electricity	1	2	2	0	0,0	1	100,0
Construction	67	64	71	7	10,9	4	6,0
Trade	203	220	218	-2	-0,9	15	7,4
Transport	17	16	18	2	12,5	1	5,9
Business services	212	222	238	16	7,2	26	12,3
Community services	497	537	486	-51	-9,5	-11	-2,2
Total	1 064	1 137	1 111	-26	-2,3	47	4,4

*Revised estimates.

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

Table C shows that part-time employment decreased by 26 000 or -2,3% quarter-on-quarter, from 1 137 000 in June 2022 to 1 111 000 in September 2022. This was largely due to decreases in the following industries: community services (-51 000 or -9,5%) and trade (-2 000 or -0,9%).

The electricity industry reported no quarterly change.

However, there were increases in the following industries: business services (16 000 or 7,2%), construction (7 000 or 10,9%), transport (2 000 or 12,5%) and manufacturing (2 000 or 2,6%).

Part-time employment increased by 47 000 or 4,4% year-on-year between September 2021 and September 2022.

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

*Revised estimates.

Table D – Total gross earnings by industry

Industry	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	43 583	42 537	45 869	3 332	7,8	2 286	5,2
Manufacturing	75 233	78 083	79 290	1 207	1,5	4 057	5,4
Electricity	8 240	8 534	8 661	127	1,5	421	5,1
Construction	34 209	33 820	32 673	-1 147	-3,4	-1 536	-4,5
Trade	105 117	113 403	114 471	1 068	0,9	9 354	8,9
Transport	35 490	38 737	36 153	-2 584	-6,7	663	1,9
Business services	210 709	208 941	218 608	9 667	4,6	7 899	3,7
Community services	270 449	265 378	264 795	-583	-0,2	-5 654	-2,1
Total	783 030	789 433	800 520	11 087	1,4	17 490	2,2

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R11,1 billion or 1,4% from R789,4 billion in June 2022 to R800,5 billion in September 2022. This was largely due to increases in the following industries: business services, mining, trade, manufacturing and electricity.

However, there were decreases in the following industries: transport, construction and community services.

The year-on-year total gross earnings increased by R17,5 billion or 2,2% between September 2021 and September 2022.

Table E – Basic salary/wages payments by industry

Industry	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	43 583	42 537	45 869	3 332	7,8	2 286	5,2
Manufacturing	67 618	69 966	71 204	1 238	1,8	3 586	5,3
Electricity	7 856	7 849	8 055	206	2,6	199	2,5
Construction	32 468	31 332	30 666	-666	-2,1	-1 802	-5,6
Trade	96 154	102 750	105 409	2 659	2,6	9 255	9,6
Transport	32 184	32 410	32 873	463	1,4	689	2,1
Business services	181 733	188 459	190 997	2 538	1,3	9 264	5,1
Community services	251 847	243 916	246 148	2 232	0,9	-5 699	-2,3
Total	713 443	719 219	731 221	12 002	1,7	17 778	2,5

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R12,0 billion or 1,7% from R719,2 billion in June 2022 to R731,2 billion in September 2022. This was largely due to increases in the following industries: mining, trade, business services, community service, manufacturing, transport and electricity.

However, the construction industry reported a quarterly decrease.

The year-on-year basic salary/wages increased by R17,8 billion or 2,5% between September 2021 and September 2022.

Table F – Bonus payments by industry**

	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
Industry	R million			%		R million	%
Mining							
Manufacturing	3 345	3 520	3 221	-299	-8,5	-124	-3,7
Electricity	79	116	107	-9	-7,8	28	35,4
Construction	530	884	619	-265	-30,0	89	16,8
Trade	6 644	7 738	6 470	-1 268	-16,4	-174	-2,6
Transport	1 391	4 312	1 297	-3 015	-69,9	-94	-6,8
Business services	25 282	16 564	23 298	6 734	40,7	-1 984	-7,8
Community services	11 567	14 055	11 555	-2 500	-17,8	-12	-0,1
Total	48 838	47 189	46 567	-622	-1,3	-2 271	-4,7

*Revised estimates.

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

Table F shows that bonus paid to employees decreased by R0,6 billion or -1,3% from R47,2 billion in June 2022 to R46,6 billion in September 2022. This was largely due to decreases in the following industries: transport, community services, trade, manufacturing, construction and electricity.

However, the business services industry reported a quarterly increase.

The year-on-year bonus payments decreased by R2,3 billion or -4,7% between September 2021 and September 2022.

Table G – Overtime payments by industry**

	Sep 2021	June* 2022	Sep 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
Industry	R million			%		R million	%
Mining							
Manufacturing	4 270	4 597	4 865	268	5,8	595	13,9
Electricity	305	569	499	-70	-12,3	194	63,6
Construction	1 211	1 604	1 388	-216	-13,5	177	14,6
Trade	2 319	2 915	2 592	-323	-11,1	273	11,8
Transport	1 915	2 015	1 983	-32	-1,6	68	3,6
Business services	3 694	3 918	4 313	395	10,1	619	16,8
Community services	7 035	7 407	7 092	-315	-4,3	57	0,8
Total	20 749	23 025	22 732	-293	-1,3	1 983	9,6

*Revised estimates.

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

Table G shows that overtime paid to employees decreased by R0,3 billion or -1,3% from R23,0 billion in June 2022 to R22,7 billion in September 2022. This was largely due to decreases in the following industries: community services, trade, construction, electricity and transport.

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

The year-on-year overtime payments increased by R2,0 billion or 9,6% between September 2021 and September 2022.

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	Aug 2021	May* 2022	Aug 2022	Q/Q Change	Y/Y Change
	Rands			%	
	23 908	24 668	24 813	0,6	3,8

*Revised estimates.

Table H shows a quarter-on-quarter increase of 0,6% in average monthly earnings paid to employees in the formal non-agricultural sector from R24 668 in May 2022 to R24 813 in August 2022.

The year-on-year average monthly earnings paid to employees in the formal non-agricultural sector increased by 3,8%.

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

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

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

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

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

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

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

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The mining industry reported an annual increase of 18 000 employees or 3,9% in September 2022 compared with September 2021. There was a quarterly increase of 5 000 employees or 1,0% in September 2022 compared to June 2022. This was mainly due to increases in PGM and coal mining.

See explanatory note on page 61.

The manufacturing industry reported an annual increase of 13 000 employees or 1,1% in September 2022 compared with September 2021. There was a quarterly increase of 1 000 employees or 0,1% in September 2022 compared with June 2022. This was mainly due to increases in employment in the electrical machinery and apparatus n.e.c, furniture, manufacturing n.e.c.; recycling and transport equipment.

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

The construction industry reported an annual decrease of 33 000 employees or -5,9% in September 2022 compared with September 2021. There was a quarterly increase of 8 000 employees or 1,5% in September 2022 compared with June 2022. This was mainly due to increases in employment in the building completion and building of complete constructions or parts thereof, civil engineering.

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 59 000 employees or 2,8% in September 2022 compared with September 2021. There was a quarterly increase of 10 000 employees or 0,5% in September 2022 compared with June 2022. This was mainly due to increases in employment in the hotel and restaurants, wholesale trade and retail trade.

The transport, storage and communication industry reported an annual decrease of 6 000 employees or -1,4% in September 2022 compared with September 2021. There was a quarterly increase of 4 000 employees or 1,0% in September 2022 compared with June 2022. This was mainly due to increases in employment in the supporting and auxiliary transport activities, land transport and transport via pipelines.

The financial intermediation, insurance, real estate and business services industry reported an annual increase of 6 000 employees or 0,3% in September 2022 compared with September 2021. There was a quarterly increase of 31 000 employees or 1,3% in September 2022 compared with June 2022. This was mainly due to increases in employment in the business activities n.e.c, financial intermediation (i.e. Banks) except insurance and pension funding, and real estate activities.

The community, social and personal services industry reported an annual decrease of 26 000 employees or -0,9% in September 2022 compared with September 2021. There was a quarterly decrease of 49 000 employees or -1,7% in September 2022 compared with June 2022. This was mainly due to decreases in employment in the provincial departments and local government.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R2,3 billion or 5,2% in September 2022 compared with September 2021. There was a quarterly increase of R3,3 billion or 7,8% in September 2022 compared with June 2022. This was mainly due to increases in gross earnings in PGM and gold mining.

See explanatory note on page 61.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R4,1 billion or 5,4% in September 2022 compared with September 2021. There was a quarterly increase of R1,2 billion or 1,5% in September 2022 compared with June 2022. This was mainly due to increases in gross earnings paid in coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R0,4 billion or 5,1% in September 2022 compared with September 2021. There was a quarterly increase of R0,1 billion or 1,5% in September 2022 compared with June 2022. This was mainly due to increases in gross earnings in electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual decrease of R1,5 billion or -4,5% in September 2022 compared with September 2021. There was a quarterly decrease of R1,1 billion or -3,4% in September 2022 compared with June 2022. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering and building completion.

Gross earnings paid to employees in the wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reflected an annual increase of R9,4 billion or 8,9% in September 2022 compared with September 2021. There was a quarterly increase of R1,1 billion or 0,9% in September 2022 compared with June 2022. This was mainly due to the increases in gross earnings in wholesale trade and retail trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R0,7 billion or 1,9% in September 2022 compared with September 2021. There was a quarterly decrease of R2,6 billion or -6,7% in September 2022 compared with June 2022. This was mainly due to decreases in gross earnings in post and telecommunications.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R7,9 billion or 3,7% in September 2022 compared with September 2021. There was a quarterly increase of R9,7 billion or 4,6% in September 2022 compared with June 2022. This was mainly due to the increases in gross earnings in business activities n.e.c, financial intermediation (i.e. Banks) except insurance and pension funding and activities auxiliary to financial intermediation.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual decrease of R5,7 billion or -2,1% in September 2022 compared with September 2021. There was a quarterly decrease of R0,6 billion or -0,2% in September 2022 compared with June 2022. This was mainly due to the decreases in gross earnings in health and social work, extra Budgetary institutions and provincial 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	
2018	Jun	10 041 000	-	-	-	-
	Sep	10 093 000	52 000	0,5	-	-
	Dec	10 195 000	102 000	1,0	-	-
2019	Mar	10 228 000	33 000	0,3	-	-
	Jun	10 203 000	-25 000	-0,2	162 000	1,6
	Sep	10 220 000	17 000	0,2	127 000	1,3
2020	Dec	10 294 000	74 000	0,7	99 000	1,0
	Mar	10 305 000	11 000	0,1	77 000	0,8
	Jun	9 651 000	-654 000	-6,3	-552 000	-5,4
2021	Sep	9 739 000	88 000	0,9	-481 000	-4,7
	Dec	9 861 000	122 000	1,3	-433 000	-4,2
	Mar	9 904 000	43 000	0,4	-401 000	-3,9
2022	Jun	9 874 000	-30 000	-0,3	223 000	2,3
	Sep	9 953 000	79 000	0,8	214 000	2,2
	Dec	10 062 000	109 000	1,1	201 000	2,0
2022	Mar	10 067 000	5 000	0,0	163 000	1,6
	Jun*	9 974 000	-93 000	-0,9	100 000	1,0
	Sep	9 984 000	10 000	0,1	31 000	0,3

*Revised estimates.

1.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2018	Jun	9 034 000	-	-	-	-
	Sep	9 083 000	49 000	0,5	-	-
	Dec	9 176 000	93 000	1,0	-	-
2019	Mar	9 230 000	54 000	0,6	-	-
	Jun	9 179 000	-51 000	-0,6	145 000	1,6
	Sep	9 196 000	17 000	0,2	113 000	1,2
2020	Dec	9 251 000	55 000	0,6	75 000	0,8
	Mar	9 287 000	36 000	0,4	57 000	0,6
	Jun	8 745 000	-542 000	-5,8	-434 000	-4,7
2021	Sep	8 812 000	67 000	0,8	-384 000	-4,2
	Dec	8 857 000	45 000	0,5	-394 000	-4,3
	Mar	8 873 000	16 000	0,2	-414 000	-4,5
2022	Jun	8 906 000	33 000	0,4	161 000	1,8
	Sep	8 889 000	-17 000	-0,2	77 000	0,9
	Dec	8 880 000	-9 000	-0,1	23 000	0,3
2022	Mar	8 842 000	-38 000	-0,4	-31 000	-0,3
	Jun*	8 837 000	-5 000	-0,1	-69 000	-0,8
	Sep	8 873 000	36 000	0,4	-16 000	-0,2

*Revised estimates.

1.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	1 007 000	-	-	-	-
	Sep	1 010 000	3 000	0,3	-	-
	Dec	1 019 000	9 000	0,9	-	-
2019	Mar	998 000	-21 000	-2,1	-	-
	Jun	1 024 000	26 000	2,6	17 000	1,7
	Sep	1 024 000	0	0,0	14 000	1,4
2020	Dec	1 043 000	19 000	1,9	24 000	2,4
	Mar	1 018 000	-25 000	-2,4	20 000	2,0
	Jun	906 000	-112 000	-11,0	-118 000	-11,5
2021	Sep	927 000	21 000	2,3	-97 000	-9,5
	Dec	1 004 000	77 000	8,3	-39 000	-3,7
	Mar	1 031 000	27 000	2,7	13 000	1,3
2022	Jun	968 000	-63 000	-6,1	62 000	6,8
	Sep	1 064 000	96 000	9,9	137 000	14,8
	Dec	1 182 000	118 000	11,1	178 000	17,7
2022	Mar	1 225 000	43 000	3,6	194 000	18,8
	Jun*	1 137 000	-88 000	-7,2	169 000	17,5
	Sep	1 111 000	-26 000	-2,3	47 000	4,4

*Revised estimates.

1.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	657 451 000	-	-	-	-
	Sep	690 882 000	33 431 000	5,1	-	-
	Dec	738 526 000	47 644 000	6,9	-	-
2019	Mar	700 039 000	-38 487 000	-5,2	-	-
	Jun	711 042 000	11 003 000	1,6	53 591 000	8,2
	Sep	729 087 000	18 045 000	2,5	38 205 000	5,5
2020	Dec	790 986 000	61 899 000	8,5	52 460 000	7,1
	Mar	741 954 000	-49 032 000	-6,2	41 915 000	6,0
	Jun	657 604 000	-84 350 000	-11,4	-53 438 000	-7,5
2021	Sep	699 863 000	42 259 000	6,4	-29 224 000	-4,0
	Dec	775 613 000	75 750 000	10,8	-15 373 000	-1,9
	Mar	742 485 000	-33 128 000	-4,3	531 000	0,1
2022	Jun	753 666 000	11 181 000	1,5	96 062 000	14,6
	Sep	783 030 000	29 364 000	3,9	83 167 000	11,9
	Dec	827 333 000	44 303 000	5,7	51 720 000	6,7
2022	Mar	786 830 000	-40 503 000	-4,9	44 345 000	6,0
	Jun*	789 433 000	2 603 000	0,3	35 767 000	4,7
	Sep	800 520 000	11 087 000	1,4	17 490 000	2,2

*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	
2018	Jun	604 509 000	-	-	-	-
	Sep	631 736 000	27 227 000	4,5	-	-
	Dec	642 635 000	10 899 000	1,7	-	-
2019	Mar	639 467 000	-3 168 000	-0,5	-	-
	Jun	653 653 000	14 186 000	2,2	49 144 000	8,1
	Sep	667 165 000	13 512 000	2,1	35 429 000	5,6
2020	Dec	681 382 000	14 217 000	2,1	38 747 000	6,0
	Mar	678 972 000	-2 410 000	-0,4	39 505 000	6,2
	Jun	610 853 000	-68 119 000	-10,0	-42 800 000	-6,5
2021	Sep	649 086 000	38 233 000	6,3	-18 079 000	-2,7
	Dec	673 254 000	24 168 000	3,7	-8 128 000	-1,2
	Mar	672 627 000	-627 000	-0,1	-6 345 000	-0,9
2022	Jun	690 862 000	18 235 000	2,7	80 009 000	13,1
	Sep	713 443 000	22 581 000	3,3	64 357 000	9,9
	Dec	720 225 000	6 782 000	1,0	46 971 000	7,0
2022	Mar	706 708 000	-13 517 000	-1,9	34 081 000	5,1
	Jun*	719 219 000	12 511 000	1,8	28 357 000	4,1
	Sep	731 221 000	12 002 000	1,7	17 778 000	2,5

*Revised estimates.

1.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	35 923 000	-	-	-	-
	Sep	42 618 000	6 695 000	18,6	-	-
	Dec	77 069 000	34 451 000	80,8	-	-
2019	Mar	42 007 000	-35 062 000	-45,5	-	-
	Jun	36 889 000	-5 118 000	-12,2	966 000	2,7
	Sep	42 115 000	5 226 000	14,2	-503 000	-1,2
2020	Dec	89 548 000	47 433 000	112,6	12 479 000	16,2
	Mar	43 084 000	-46 464 000	-51,9	1 077 000	2,6
	Jun	32 017 000	-11 067 000	-25,7	-4 872 000	-13,2
2021	Sep	33 971 000	1 954 000	6,1	-8 144 000	-19,3
	Dec	82 890 000	48 919 000	144,0	-6 658 000	-7,4
	Mar	50 244 000	-32 646 000	-39,4	7 160 000	16,6
2022	Jun	41 433 000	-8 811 000	-17,5	9 416 000	29,4
	Sep	48 838 000	7 405 000	17,9	14 867 000	43,8
	Dec	84 674 000	35 836 000	73,4	1 784 000	2,2
2022	Mar	59 222 000	-25 452 000	-30,1	8 978 000	17,9
	Jun*	47 189 000	-12 033 000	-20,3	5 756 000	13,9
	Sep	46 567 000	-622 000	-1,3	-2 271 000	-4,7

*Revised estimates.

1.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	17 019 000	-	-	-	-
	Sep	16 528 000	-491 000	-2,9	-	-
	Dec	18 822 000	2 294 000	13,9	-	-
2019	Mar	18 565 000	-257 000	-1,4	-	-
	Jun	20 500 000	1 935 000	10,4	3 481 000	20,5
	Sep	19 807 000	-693 000	-3,4	3 279 000	19,8
2020	Dec	20 056 000	249 000	1,3	1 234 000	6,6
	Mar	19 898 000	-158 000	-0,8	1 333 000	7,2
	Jun	14 734 000	-5 164 000	-26,0	-5 766 000	-28,1
2021	Sep	16 806 000	2 072 000	14,1	-3 001 000	-15,2
	Dec	19 469 000	2 663 000	15,8	-587 000	-2,9
	Mar	19 614 000	145 000	0,7	-284 000	-1,4
2022	Jun	21 371 000	1 757 000	9,0	6 637 000	45,0
	Sep	20 749 000	-622 000	-2,9	3 943 000	23,5
	Dec	22 434 000	1 685 000	8,1	2 965 000	15,2
2022	Mar	20 900 000	-1 534 000	-6,8	1 286 000	6,6
	Jun*	23 025 000	2 125 000	10,2	1 654 000	7,7
	Sep	22 732 000	-293 000	-1,3	1 983 000	9,6

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	459 000	-	-	-	-
	Sep	456 000	-3 000	-0,7	-	-
	Dec	453 000	-3 000	-0,7	-	-
2019	Mar	455 000	2 000	0,4	-	-
	Jun	462 000	7 000	1,5	3 000	0,7
	Sep	463 000	1 000	0,2	7 000	1,5
2020	Dec	452 000	-11 000	-2,4	-1 000	-0,2
	Mar	456 000	4 000	0,9	1 000	0,2
	Jun	452 000	-4 000	-0,9	-10 000	-2,2
2021	Sep	453 000	1 000	0,2	-10 000	-2,2
	Dec	454 000	1 000	0,2	2 000	0,4
	Mar	459 000	5 000	1,1	3 000	0,7
2022	Jun	457 000	-2 000	-0,4	5 000	1,1
	Sep	465 000	8 000	1,8	12 000	2,6
	Dec	458 000	-7 000	-1,5	4 000	0,9
2022	Mar	458 000	0	0,0	-1 000	-0,2
	Jun*	478 000	20 000	4,4	21 000	4,6
	Sep	483 000	5 000	1,0	18 000	3,9

*Revised estimates.

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

2.2 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	31 902 000	-	-	-	-
	Sep	33 754 000	1 852 000	5,8	-	-
	Dec	34 427 000	673 000	2,0	-	-
2019	Mar	33 570 000	-857 000	-2,5	-	-
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
2020	Dec	37 891 000	871 000	2,4	3 464 000	10,1
	Mar	37 903 000	12 000	0,0	4 333 000	12,9
	Jun	33 899 000	-4 004 000	-10,6	-741 000	-2,1
2021	Sep	38 484 000	4 585 000	13,5	1 464 000	4,0
	Dec	39 355 000	871 000	2,3	1 464 000	3,9
	Mar	39 646 000	291 000	0,7	1 743 000	4,6
2022	Jun	40 076 000	430 000	1,1	6 177 000	18,2
	Sep	43 583 000	3 507 000	8,8	5 099 000	13,2
	Dec	41 659 000	-1 924 000	-4,4	2 304 000	5,9
2022	Mar	41 475 000	-184 000	-0,4	1 829 000	4,6
	Jun*	42 537 000	1 062 000	2,6	2 461 000	6,1
	Sep	45 869 000	3 332 000	7,8	2 286 000	5,2

*Revised estimates.

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

Table 3 - Manufacturing industry

3.1 Total Number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	1 212 000	-	-	-	-
	Sep	1 223 000	11 000	0,9	-	-
	Dec	1 233 000	10 000	0,8	-	-
2019	Mar	1 237 000	4 000	0,3	-	-
	Jun	1 165 000	-72 000	-5,8	-47 000	-3,9
	Sep	1 165 000	0	0,0	-58 000	-4,7
2020	Dec	1 171 000	6 000	0,5	-62 000	-5,0
	Mar	1 171 000	0	0,0	-66 000	-5,3
	Jun	1 093 000	-78 000	-6,7	-72 000	-6,2
2021	Sep	1 101 000	8 000	0,7	-64 000	-5,5
	Dec	1 101 000	0	0,0	-70 000	-6,0
	Mar	1 107 000	6 000	0,5	-64 000	-5,5
2022	Jun	1 160 000	53 000	4,8	67 000	6,1
	Sep	1 162 000	2 000	0,2	61 000	5,5
	Dec	1 177 000	15 000	1,3	76 000	6,9
2022	Mar	1 182 000	5 000	0,4	75 000	6,8
	Jun*	1 174 000	-8 000	-0,7	14 000	1,2
	Sep	1 175 000	1 000	0,1	13 000	1,1

*Revised estimates.

3.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2018	Jun	1 134 000	-	-	-	-
	Sep	1 141 000	7 000	0,6	-	-
	Dec	1 152 000	11 000	1,0	-	-
2019	Mar	1 159 000	7 000	0,6	-	-
	Jun	1 093 000	-66 000	-5,7	-41 000	-3,6
	Sep	1 097 000	4 000	0,4	-44 000	-3,9
2020	Dec	1 104 000	7 000	0,6	-48 000	-4,2
	Mar	1 109 000	5 000	0,5	-50 000	-4,3
	Jun	1 036 000	-73 000	-6,6	-57 000	-5,2
2021	Sep	1 039 000	3 000	0,3	-58 000	-5,3
	Dec	1 037 000	-2 000	-0,2	-67 000	-6,1
	Mar	1 045 000	8 000	0,8	-64 000	-5,8
2022	Jun	1 093 000	48 000	4,6	57 000	5,5
	Sep	1 095 000	2 000	0,2	56 000	5,4
	Dec	1 100 000	5 000	0,5	63 000	6,1
2022	Mar	1 093 000	-7 000	-0,6	48 000	4,6
	Jun*	1 098 000	5 000	0,5	5 000	0,5
	Sep	1 097 000	-1 000	-0,1	2 000	0,2

*Revised estimates.

3.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	78 000	-	-	-	-
	Sep	82 000	4 000	5,1	-	-
	Dec	81 000	-1 000	-1,2	-	-
2019	Mar	78 000	-3 000	-3,7	-	-
	Jun	72 000	-6 000	-7,7	-6 000	-7,7
	Sep	68 000	-4 000	-5,6	-14 000	-17,1
2020	Dec	67 000	-1 000	-1,5	-14 000	-17,3
	Mar	62 000	-5 000	-7,5	-16 000	-20,5
	Jun	57 000	-5 000	-8,1	-15 000	-20,8
2021	Sep	62 000	5 000	8,8	-6 000	-8,8
	Dec	64 000	2 000	3,2	-3 000	-4,5
	Mar	62 000	-2 000	-3,1	0	0,0
2022	Jun	67 000	5 000	8,1	10 000	17,5
	Sep	67 000	0	0,0	5 000	8,1
	Dec	77 000	10 000	14,9	13 000	20,3
2022	Mar	89 000	12 000	15,6	27 000	43,5
	Jun	76 000	-13 000	-14,6	9 000	13,4
	Sep	78 000	2 000	2,6	11 000	16,4

3.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	67 770 000	-	-	-	-
	Sep	69 229 000	1 459 000	2,2	-	-
	Dec	78 511 000	9 282 000	13,4	-	-
2019	Mar	70 875 000	-7 636 000	-9,7	-	-
	Jun	67 338 000	-3 537 000	-5,0	-432 000	-0,6
	Sep	68 463 000	1 125 000	1,7	-766 000	-1,1
2020	Dec	76 432 000	7 969 000	11,6	-2 079 000	-2,6
	Mar	69 064 000	-7 368 000	-9,6	-1 811 000	-2,6
	Jun	57 282 000	-11 782 000	-17,1	-10 056 000	-14,9
2021	Sep	63 468 000	6 186 000	10,8	-4 995 000	-7,3
	Dec	73 490 000	10 022 000	15,8	-2 942 000	-3,8
	Mar	68 232 000	-5 258 000	-7,2	-832 000	-1,2
2022	Jun	74 478 000	6 246 000	9,2	17 196 000	30,0
	Sep	75 233 000	755 000	1,0	11 765 000	18,5
	Dec	84 498 000	9 265 000	12,3	11 008 000	15,0
2022	Mar	78 055 000	-6 443 000	-7,6	9 823 000	14,4
	Jun*	78 083 000	28 000	0,0	3 605 000	4,8
	Sep	79 290 000	1 207 000	1,5	4 057 000	5,4

*Revised estimates.

3.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	61 176 000	-	-	-	-
	Sep	63 042 000	1 866 000	3,1	-	-
	Dec	64 760 000	1 718 000	2,7	-	-
2019	Mar	63 734 000	-1 026 000	-1,6	-	-
	Jun	60 679 000	-3 055 000	-4,8	-497 000	-0,8
	Sep	62 299 000	1 620 000	2,7	-743 000	-1,2
2020	Dec	63 526 000	1 227 000	2,0	-1 234 000	-1,9
	Mar	62 356 000	-1 170 000	-1,8	-1 378 000	-2,2
	Jun	52 955 000	-9 401 000	-15,1	-7 724 000	-12,7
2021	Sep	59 093 000	6 138 000	11,6	-3 206 000	-5,1
	Dec	61 404 000	2 311 000	3,9	-2 122 000	-3,3
	Mar	60 267 000	-1 137 000	-1,9	-2 089 000	-3,4
2022	Jun	67 455 000	7 188 000	11,9	14 500 000	27,4
	Sep	67 618 000	163 000	0,2	8 525 000	14,4
	Dec	68 491 000	873 000	1,3	7 087 000	11,5
2022	Mar	68 469 000	-22 000	0,0	8 202 000	13,6
	Jun*	69 966 000	1 497 000	2,2	2 511 000	3,7
	Sep	71 204 000	1 238 000	1,8	3 586 000	5,3

*Revised estimates.

3.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	2 845 000	-	-	-	-
	Sep	2 360 000	-485 000	-17,0	-	-
	Dec	9 798 000	7 438 000	315,2	-	-
2019	Mar	3 289 000	-6 509 000	-66,4	-	-
	Jun	2 671 000	-618 000	-18,8	-174 000	-6,1
	Sep	2 144 000	-527 000	-19,7	-216 000	-9,2
2020	Dec	9 161 000	7 017 000	327,3	-637 000	-6,5
	Mar	2 895 000	-6 266 000	-68,4	-394 000	-12,0
	Jun	2 116 000	-779 000	-26,9	-555 000	-20,8
2021	Sep	1 459 000	-657 000	-31,0	-685 000	-31,9
	Dec	8 008 000	6 549 000	448,9	-1 153 000	-12,6
	Mar	3 977 000	-4 031 000	-50,3	1 082 000	37,4
2022	Jun	2 659 000	-1 318 000	-33,1	543 000	25,7
	Sep	3 345 000	686 000	25,8	1 886 000	129,3
	Dec	11 209 000	7 864 000	235,1	3 201 000	40,0
2022	Mar	5 329 000	-5 880 000	-52,5	1 352 000	34,0
	Jun*	3 520 000	-1 809 000	-33,9	861 000	32,4
	Sep	3 221 000	-299 000	-8,5	-124 000	-3,7

*Revised estimates.

3.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	3 749 000	-	-	-	-
	Sep	3 827 000	78 000	2,1	-	-
	Dec	3 953 000	126 000	3,3	-	-
2019	Mar	3 852 000	-101 000	-2,6	-	-
	Jun	3 988 000	136 000	3,5	239 000	6,4
	Sep	4 020 000	32 000	0,8	193 000	5,0
2020	Dec	3 745 000	-275 000	-6,8	-208 000	-5,3
	Mar	3 813 000	68 000	1,8	-39 000	-1,0
	Jun	2 211 000	-1 602 000	-42,0	-1 777 000	-44,6
2021	Sep	2 916 000	705 000	31,9	-1 104 000	-27,5
	Dec	4 078 000	1 162 000	39,8	333 000	8,9
	Mar	3 988 000	-90 000	-2,2	175 000	4,6
2022	Jun	4 364 000	376 000	9,4	2 153 000	97,4
	Sep	4 270 000	-94 000	-2,2	1 354 000	46,4
	Dec	4 798 000	528 000	12,4	720 000	17,7
2022	Mar	4 257 000	-541 000	-11,3	269 000	6,7
	Jun*	4 597 000	340 000	8,0	233 000	5,3
	Sep	4 865 000	268 000	5,8	595 000	13,9

*Revised estimates.

Table 4 - Electricity, gas and water supply industry**4.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	62 000	-	-	-	-
	Sep	62 000	0	0,0	-	-
	Dec	62 000	0	0,0	-	-
2019	Mar	61 000	-1 000	-1,6	-	-
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
2020	Dec	60 000	-1 000	-1,6	-2 000	-3,2
	Mar	60 000	0	0,0	-1 000	-1,6
	Jun	59 000	-1 000	-1,7	-2 000	-3,3
2021	Sep	59 000	0	0,0	-2 000	-3,3
	Dec	59 000	0	0,0	-1 000	-1,7
	Mar	59 000	0	0,0	-1 000	-1,7
2022	Jun	59 000	0	0,0	0	0,0
	Sep	59 000	0	0,0	0	0,0
	Dec	59 000	0	0,0	0	0,0
2022	Mar	60 000	1 000	1,7	1 000	1,7
	Jun	59 000	-1 000	-1,7	0	0,0
	Sep	59 000	0	0,0	0	0,0

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2018	Jun	61 000	-	-	-	-
	Sep	61 000	0	0,0	-	-
	Dec	61 000	0	0,0	-	-
2019	Mar	60 000	-1 000	-1,6	-	-
	Jun	60 000	0	0,0	-1 000	-1,6
	Sep	60 000	0	0,0	-1 000	-1,6
2020	Dec	59 000	-1 000	-1,7	-2 000	-3,3
	Mar	59 000	0	0,0	-1 000	-1,7
	Jun	58 000	-1 000	-1,7	-2 000	-3,3
2021	Sep	58 000	0	0,0	-2 000	-3,3
	Dec	58 000	0	0,0	-1 000	-1,7
	Mar	58 000	0	0,0	-1 000	-1,7
2022	Jun	57 000	-1 000	-1,7	-1 000	-1,7
	Sep	58 000	1 000	1,8	0	0,0
	Dec	58 000	0	0,0	0	0,0
2022	Mar	58 000	0	0,0	0	0,0
	Jun	57 000	-1 000	-1,7	0	0,0
	Sep	57 000	0	0,0	-1 000	-1,7

4.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	1 000	-	-	-	-
	Sep	1 000	0	0,0	-	-
	Dec	1 000	0	0,0	-	-
2019	Mar	1 000	0	0,0	-	-
	Jun	1 000	0	0,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
2020	Dec	1 000	0	0,0	0	0,0
	Mar	1 000	0	0,0	0	0,0
	Jun	1 000	0	0,0	0	0,0
2021	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
	Mar	1 000	0	0,0	0	0,0
2022	Jun	2 000	1 000	100,0	1 000	100,0
	Sep	1 000	-1 000	-50,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2022	Mar	2 000	1 000	100,0	1 000	100,0
	Jun	2 000	0	0,0	0	0,0
	Sep	2 000	0	0,0	1 000	100,0

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	7 931 000	-	-	-	-
	Sep	8 143 000	212 000	2,7	-	-
	Dec	9 731 000	1 588 000	19,5	-	-
2019	Mar	8 115 000	-1 616 000	-16,6	-	-
	Jun	8 073 000	-42 000	-0,5	142 000	1,8
	Sep	8 228 000	155 000	1,9	85 000	1,0
2020	Dec	9 770 000	1 542 000	18,7	39 000	0,4
	Mar	8 240 000	-1 530 000	-15,7	125 000	1,5
	Jun	8 018 000	-222 000	-2,7	-55 000	-0,7
2021	Sep	8 405 000	387 000	4,8	177 000	2,2
	Dec	9 687 000	1 282 000	15,3	-83 000	-0,8
	Mar	8 542 000	-1 145 000	-11,8	302 000	3,7
2022	Jun	8 647 000	105 000	1,2	629 000	7,8
	Sep	8 240 000	-407 000	-4,7	-165 000	-2,0
	Dec	9 630 000	1 390 000	16,9	-57 000	-0,6
2022	Mar	8 602 000	-1 028 000	-10,7	60 000	0,7
	Jun*	8 534 000	-68 000	-0,8	-113 000	-1,3
	Sep	8 661 000	127 000	1,5	421 000	5,1

*Revised estimates.

4.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	7 323 000	-	-	-	-
	Sep	7 597 000	274 000	3,7	-	-
	Dec	7 738 000	141 000	1,9	-	-
2019	Mar	7 528 000	-210 000	-2,7	-	-
	Jun	7 426 000	-102 000	-1,4	103 000	1,4
	Sep	7 721 000	295 000	4,0	124 000	1,6
2020	Dec	7 877 000	156 000	2,0	139 000	1,8
	Mar	7 660 000	-217 000	-2,8	132 000	1,8
	Jun	7 492 000	-168 000	-2,2	66 000	0,9
2021	Sep	7 931 000	439 000	5,9	210 000	2,7
	Dec	7 974 000	43 000	0,5	97 000	1,2
	Mar	7 864 000	-110 000	-1,4	204 000	2,7
2022	Jun	7 889 000	25 000	0,3	397 000	5,3
	Sep	7 856 000	-33 000	-0,4	-75 000	-0,9
	Dec	8 019 000	163 000	2,1	45 000	0,6
2022	Mar	7 865 000	-154 000	-1,9	1 000	0,0
	Jun*	7 849 000	-16 000	-0,2	-40 000	-0,5
	Sep	8 055 000	206 000	2,6	199 000	2,5

*Revised estimates.

4.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	37 000	-	-	-	-
	Sep	94 000	57 000	154,1	-	-
	Dec	1 528 000	1 434 000	1525,5	-	-
2019	Mar	92 000	-1 436 000	-94,0	-	-
	Jun	111 000	19 000	20,7	74 000	200,0
	Sep	41 000	-70 000	-63,1	-53 000	-56,4
2020	Dec	1 422 000	1 381 000	3368,3	-106 000	-6,9
	Mar	95 000	-1 327 000	-93,3	3 000	3,3
	Jun	57 000	-38 000	-40,0	-54 000	-48,6
2021	Sep	44 000	-13 000	-22,8	3 000	7,3
	Dec	1 272 000	1 228 000	2790,9	-150 000	-10,5
	Mar	197 000	-1 075 000	-84,5	102 000	107,4
2022	Jun	152 000	-45 000	-22,8	95 000	166,7
	Sep	79 000	-73 000	-48,0	35 000	79,5
	Dec	1 436 000	1 357 000	1717,7	164 000	12,9
2022	Mar	225 000	-1 211 000	-84,3	28 000	14,2
	Jun	116 000	-109 000	-48,4	-36 000	-23,7
	Sep	107 000	-9 000	-7,8	28 000	35,4

4.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	571 000	-	-	-	-
	Sep	452 000	-119 000	-20,8	-	-
	Dec	465 000	13 000	2,9	-	-
2019	Mar	495 000	30 000	6,5	-	-
	Jun	536 000	41 000	8,3	-35 000	-6,1
	Sep	466 000	-70 000	-13,1	14 000	3,1
2020	Dec	471 000	5 000	1,1	6 000	1,3
	Mar	485 000	14 000	3,0	-10 000	-2,0
	Jun	469 000	-16 000	-3,3	-67 000	-12,5
2021	Sep	430 000	-39 000	-8,3	-36 000	-7,7
	Dec	441 000	11 000	2,6	-30 000	-6,4
	Mar	481 000	40 000	9,1	-4 000	-0,8
2022	Jun	606 000	125 000	26,0	137 000	29,2
	Sep	305 000	-301 000	-49,7	-125 000	-29,1
	Dec	175 000	-130 000	-42,6	-266 000	-60,3
2022	Mar	512 000	337 000	192,6	31 000	6,4
	Jun	569 000	57 000	11,1	-37 000	-6,1
	Sep	499 000	-70 000	-12,3	194 000	63,6

Table 5 - Construction industry**5.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	637 000	-	-	-	-
	Sep	631 000	-6 000	-0,9	-	-
	Dec	611 000	-20 000	-3,2	-	-
2019	Mar	611 000	0	0,0	-	-
	Jun	611 000	0	0,0	-26 000	-4,1
	Sep	616 000	5 000	0,8	-15 000	-2,4
2020	Dec	615 000	-1 000	-0,2	4 000	0,7
	Mar	607 000	-8 000	-1,3	-4 000	-0,7
	Jun	539 000	-68 000	-11,2	-72 000	-11,8
2021	Sep	572 000	33 000	6,1	-44 000	-7,1
	Dec	557 000	-15 000	-2,6	-58 000	-9,4
	Mar	563 000	6 000	1,1	-44 000	-7,2
2022	Jun	554 000	-9 000	-1,6	15 000	2,8
	Sep	563 000	9 000	1,6	-9 000	-1,6
	Dec	545 000	-18 000	-3,2	-12 000	-2,2
2022	Mar	534 000	-11 000	-2,0	-29 000	-5,2
	Jun*	522 000	-12 000	-2,2	-32 000	-5,8
	Sep	530 000	8 000	1,5	-33 000	-5,9

*Revised estimates.

5.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2018	Jun	546 000	-	-	-	-
	Sep	549 000	3 000	0,5	-	-
	Dec	538 000	-11 000	-2,0	-	-
2019	Mar	547 000	9 000	1,7	-	-
	Jun	542 000	-5 000	-0,9	-4 000	-0,7
	Sep	544 000	2 000	0,4	-5 000	-0,9
2020	Dec	545 000	1 000	0,2	7 000	1,3
	Mar	543 000	-2 000	-0,4	-4 000	-0,7
	Jun	477 000	-66 000	-12,2	-65 000	-12,0
2021	Sep	504 000	27 000	5,7	-40 000	-7,4
	Dec	492 000	-12 000	-2,4	-53 000	-9,7
	Mar	501 000	9 000	1,8	-42 000	-7,7
2022	Jun	491 000	-10 000	-2,0	14 000	2,9
	Sep	496 000	5 000	1,0	-8 000	-1,6
	Dec	475 000	-21 000	-4,2	-17 000	-3,5
2022	Mar	473 000	-2 000	-0,4	-28 000	-5,6
	Jun*	458 000	-15 000	-3,2	-33 000	-6,7
	Sep	459 000	1 000	0,2	-37 000	-7,5

*Revised estimates.

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	91 000	-	-	-	-
	Sep	82 000	-9 000	-9,9	-	-
	Dec	73 000	-9 000	-11,0	-	-
2019	Mar	64 000	-9 000	-12,3	-	-
	Jun	69 000	5 000	7,8	-22 000	-24,2
	Sep	72 000	3 000	4,3	-10 000	-12,2
2020	Dec	70 000	-2 000	-2,8	-3 000	-4,1
	Mar	64 000	-6 000	-8,6	0	0,0
	Jun	62 000	-2 000	-3,1	-7 000	-10,1
2021	Sep	68 000	6 000	9,7	-4 000	-5,6
	Dec	65 000	-3 000	-4,4	-5 000	-7,1
	Mar	62 000	-3 000	-4,6	-2 000	-3,1
2022	Jun	63 000	1 000	1,6	1 000	1,6
	Sep	67 000	4 000	6,3	-1 000	-1,5
	Dec	70 000	3 000	4,5	5 000	7,7
2022	Mar	61 000	-9 000	-12,9	-1 000	-1,6
	Jun*	64 000	3 000	4,9	1 000	1,6
	Sep	71 000	7 000	10,9	4 000	6,0

*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	
2018	Jun	33 534 000	-	-	-	-
	Sep	33 422 000	-112 000	-0,3	-	-
	Dec	38 197 000	4 775 000	14,3	-	-
2019	Mar	33 419 000	-4 778 000	-12,5	-	-
	Jun	34 393 000	974 000	2,9	859 000	2,6
	Sep	34 260 000	-133 000	-0,4	838 000	2,5
2020	Dec	38 443 000	4 183 000	12,2	246 000	0,6
	Mar	34 320 000	-4 123 000	-10,7	901 000	2,7
	Jun	24 053 000	-10 267 000	-29,9	-10 340 000	-30,1
2021	Sep	29 808 000	5 755 000	23,9	-4 452 000	-13,0
	Dec	33 399 000	3 591 000	12,0	-5 044 000	-13,1
	Mar	31 192 000	-2 207 000	-6,6	-3 128 000	-9,1
2022	Jun	32 155 000	963 000	3,1	8 102 000	33,7
	Sep	34 209 000	2 054 000	6,4	4 401 000	14,8
	Dec	35 395 000	1 186 000	3,5	1 996 000	6,0
2022	Mar	31 947 000	-3 448 000	-9,7	755 000	2,4
	Jun*	33 820 000	1 873 000	5,9	1 665 000	5,2
	Sep	32 673 000	-1 147 000	-3,4	-1 536 000	-4,5

*Revised estimates.

5.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	31 074 000	-	-	-	-
	Sep	31 464 000	390 000	1,3	-	-
	Dec	32 252 000	788 000	2,5	-	-
2019	Mar	31 185 000	-1 067 000	-3,3	-	-
	Jun	32 272 000	1 087 000	3,5	1 198 000	3,9
	Sep	32 368 000	96 000	0,3	904 000	2,9
2020	Dec	33 304 000	936 000	2,9	1 052 000	3,3
	Mar	32 400 000	-904 000	-2,7	1 215 000	3,9
	Jun	22 903 000	-9 497 000	-29,3	-9 369 000	-29,0
2021	Sep	28 252 000	5 349 000	23,4	-4 116 000	-12,7
	Dec	29 834 000	1 582 000	5,6	-3 470 000	-10,4
	Mar	29 207 000	-627 000	-2,1	-3 193 000	-9,9
2022	Jun	30 157 000	950 000	3,3	7 254 000	31,7
	Sep	32 468 000	2 311 000	7,7	4 216 000	14,9
	Dec	30 570 000	-1 898 000	-5,8	736 000	2,5
2022	Mar	29 553 000	-1 017 000	-3,3	346 000	1,2
	Jun*	31 332 000	1 779 000	6,0	1 175 000	3,9
	Sep	30 666 000	-666 000	-2,1	-1 802 000	-5,6

*Revised estimates.

5.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	998 000	-	-	-	-
	Sep	587 000	-411 000	-41,2	-	-
	Dec	4 590 000	4 003 000	681,9	-	-
2019	Mar	1 025 000	-3 565 000	-77,7	-	-
	Jun	796 000	-229 000	-22,3	-202 000	-20,2
	Sep	505 000	-291 000	-36,6	-82 000	-14,0
2020	Dec	3 813 000	3 308 000	655,0	-777 000	-16,9
	Mar	767 000	-3 046 000	-79,9	-258 000	-25,2
	Jun	444 000	-323 000	-42,1	-352 000	-44,2
2021	Sep	468 000	24 000	5,4	-37 000	-7,3
	Dec	2 411 000	1 943 000	415,2	-1 402 000	-36,8
	Mar	844 000	-1 567 000	-65,0	77 000	10,0
2022	Jun	739 000	-105 000	-12,4	295 000	66,4
	Sep	530 000	-209 000	-28,3	62 000	13,2
	Dec	3 501 000	2 971 000	560,6	1 090 000	45,2
2022	Mar	1 266 000	-2 235 000	-63,8	422 000	50,0
	Jun*	884 000	-382 000	-30,2	145 000	19,6
	Sep	619 000	-265 000	-30,0	89 000	16,8

*Revised estimates.

5.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	1 462 000	-	-	-	-
	Sep	1 371 000	-91 000	-6,2	-	-
	Dec	1 355 000	-16 000	-1,2	-	-
2019	Mar	1 209 000	-146 000	-10,8	-	-
	Jun	1 325 000	116 000	9,6	-137 000	-9,4
	Sep	1 387 000	62 000	4,7	16 000	1,2
2020	Dec	1 326 000	-61 000	-4,4	-29 000	-2,1
	Mar	1 153 000	-173 000	-13,0	-56 000	-4,6
	Jun	706 000	-447 000	-38,8	-619 000	-46,7
2021	Sep	1 088 000	382 000	54,1	-299 000	-21,6
	Dec	1 154 000	66 000	6,1	-172 000	-13,0
	Mar	1 141 000	-13 000	-1,1	-12 000	-1,0
2022	Jun	1 259 000	118 000	10,3	553 000	78,3
	Sep	1 211 000	-48 000	-3,8	123 000	11,3
	Dec	1 324 000	113 000	9,3	170 000	14,7
2022	Mar	1 128 000	-196 000	-14,8	-13 000	-1,1
	Jun*	1 604 000	476 000	42,2	345 000	27,4
	Sep	1 388 000	-216 000	-13,5	177 000	14,6

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	2 199 000	-	-	-	-
	Sep	2 223 000	24 000	1,1	-	-
	Dec	2 280 000	57 000	2,6	-	-
2019	Mar	2 279 000	-1 000	0,0	-	-
	Jun	2 263 000	-16 000	-0,7	64 000	2,9
	Sep	2 263 000	0	0,0	40 000	1,8
2020	Dec	2 301 000	38 000	1,7	21 000	0,9
	Mar	2 268 000	-33 000	-1,4	-11 000	-0,5
	Jun	2 066 000	-202 000	-8,9	-197 000	-8,7
2021	Sep	2 090 000	24 000	1,2	-173 000	-7,6
	Dec	2 141 000	51 000	2,4	-160 000	-7,0
	Mar	2 103 000	-38 000	-1,8	-165 000	-7,3
2022	Jun	2 104 000	1 000	0,0	38 000	1,8
	Sep	2 085 000	-19 000	-0,9	-5 000	-0,2
	Dec	2 143 000	58 000	2,8	2 000	0,1
2022	Mar	2 123 000	-20 000	-0,9	20 000	1,0
	Jun*	2 134 000	11 000	0,5	30 000	1,4
	Sep	2 144 000	10 000	0,5	59 000	2,8

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2018	Jun	1 989 000	-	-	-	-
	Sep	2 010 000	21 000	1,1	-	-
	Dec	2 043 000	33 000	1,6	-	-
2019	Mar	2 060 000	17 000	0,8	-	-
	Jun	2 039 000	-21 000	-1,0	50 000	2,5
	Sep	2 031 000	-8 000	-0,4	21 000	1,0
2020	Dec	2 060 000	29 000	1,4	17 000	0,8
	Mar	2 046 000	-14 000	-0,7	-14 000	-0,7
	Jun	1 873 000	-173 000	-8,5	-166 000	-8,1
2021	Sep	1 897 000	24 000	1,3	-134 000	-6,6
	Dec	1 924 000	27 000	1,4	-136 000	-6,6
	Mar	1 902 000	-22 000	-1,1	-144 000	-7,0
2022	Jun	1 898 000	-4 000	-0,2	25 000	1,3
	Sep	1 882 000	-16 000	-0,8	-15 000	-0,8
	Dec	1 908 000	26 000	1,4	-16 000	-0,8
2022	Mar	1 899 000	-9 000	-0,5	-3 000	-0,2
	Jun*	1 914 000	15 000	0,8	16 000	0,8
	Sep	1 926 000	12 000	0,6	44 000	2,3

*Revised estimates.

6.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	210 000	-	-	-	-
	Sep	213 000	3 000	1,4	-	-
	Dec	237 000	24 000	11,3	-	-
2019	Mar	219 000	-18 000	-7,6	-	-
	Jun	224 000	5 000	2,3	14 000	6,7
	Sep	232 000	8 000	3,6	19 000	8,9
2020	Dec	241 000	9 000	3,9	4 000	1,7
	Mar	222 000	-19 000	-7,9	3 000	1,4
	Jun	193 000	-29 000	-13,1	-31 000	-13,8
2021	Sep	193 000	0	0,0	-39 000	-16,8
	Dec	217 000	24 000	12,4	-24 000	-10,0
	Mar	201 000	-16 000	-7,4	-21 000	-9,5
2022	Jun	206 000	5 000	2,5	13 000	6,7
	Sep	203 000	-3 000	-1,5	10 000	5,2
	Dec	235 000	32 000	15,8	18 000	8,3
2022	Mar	224 000	-11 000	-4,7	23 000	11,4
	Jun*	220 000	-4 000	-1,8	14 000	6,8
	Sep	218 000	-2 000	-0,9	15 000	7,4

*Revised estimates.

6.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	94 840 000	-	-	-	-
	Sep	96 514 000	1 674 000	1,8	-	-
	Dec	107 521 000	11 007 000	11,4	-	-
2019	Mar	99 934 000	-7 587 000	-7,1	-	-
	Jun	102 090 000	2 156 000	2,2	7 250 000	7,6
	Sep	103 750 000	1 660 000	1,6	7 236 000	7,5
2020	Dec	113 814 000	10 064 000	9,7	6 293 000	5,9
	Mar	105 915 000	-7 899 000	-6,9	5 981 000	6,0
	Jun	86 049 000	-19 866 000	-18,8	-16 041 000	-15,7
2021	Sep	95 128 000	9 079 000	10,6	-8 622 000	-8,3
	Dec	108 352 000	13 224 000	13,9	-5 462 000	-4,8
	Mar	103 859 000	-4 493 000	-4,1	-2 056 000	-1,9
2022	Jun	105 506 000	1 647 000	1,6	19 457 000	22,6
	Sep	105 117 000	-389 000	-0,4	9 989 000	10,5
	Dec	116 687 000	11 570 000	11,0	8 335 000	7,7
2022	Mar	111 864 000	-4 823 000	-4,1	8 005 000	7,7
	Jun*	113 403 000	1 539 000	1,4	7 897 000	7,5
	Sep	114 471 000	1 068 000	0,9	9 354 000	8,9

*Revised estimates.

6.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	87 875 000	-	-	-	-
	Sep	89 680 000	1 805 000	2,1	-	-
	Dec	92 064 000	2 384 000	2,7	-	-
2019	Mar	92 236 000	172 000	0,2	-	-
	Jun	94 467 000	2 231 000	2,4	6 592 000	7,5
	Sep	96 212 000	1 745 000	1,8	6 532 000	7,3
2020	Dec	98 337 000	2 125 000	2,2	6 273 000	6,8
	Mar	98 155 000	-182 000	-0,2	5 919 000	6,4
	Jun	80 381 000	-17 774 000	-18,1	-14 086 000	-14,9
2021	Sep	88 728 000	8 347 000	10,4	-7 484 000	-7,8
	Dec	93 579 000	4 851 000	5,5	-4 758 000	-4,8
	Mar	94 735 000	1 156 000	1,2	-3 420 000	-3,5
2022	Jun	96 780 000	2 045 000	2,2	16 399 000	20,4
	Sep	96 154 000	-626 000	-0,6	7 426 000	8,4
	Dec	99 949 000	3 795 000	3,9	6 370 000	6,8
2022	Mar	100 740 000	791 000	0,8	6 005 000	6,3
	Jun*	102 750 000	2 010 000	2,0	5 970 000	6,2
	Sep	105 409 000	2 659 000	2,6	9 255 000	9,6

*Revised estimates.

6.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	4 540 000	-	-	-	-
	Sep	4 516 000	-24 000	-0,5	-	-
	Dec	12 916 000	8 400 000	186,0	-	-
2019	Mar	5 274 000	-7 642 000	-59,2	-	-
	Jun	4 858 000	-416 000	-7,9	318 000	7,0
	Sep	5 026 000	168 000	3,5	510 000	11,3
2020	Dec	12 867 000	7 841 000	156,0	-49 000	-0,4
	Mar	5 093 000	-7 774 000	-60,4	-181 000	-3,4
	Jun	3 914 000	-1 179 000	-23,1	-944 000	-19,4
2021	Sep	4 458 000	544 000	13,9	-568 000	-11,3
	Dec	12 425 000	7 967 000	178,7	-442 000	-3,4
	Mar	6 813 000	-5 612 000	-45,2	1 720 000	33,8
2022	Jun	6 147 000	-666 000	-9,8	2 233 000	57,1
	Sep	6 644 000	497 000	8,1	2 186 000	49,0
	Dec	14 087 000	7 443 000	112,0	1 662 000	13,4
2022	Mar	8 362 000	-5 725 000	-40,6	1 549 000	22,7
	Jun*	7 738 000	-624 000	-7,5	1 591 000	25,9
	Sep	6 470 000	-1 268 000	-16,4	-174 000	-2,6

*Revised estimates.

6.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	2 425 000	-	-	-	-
	Sep	2 318 000	-107 000	-4,4	-	-
	Dec	2 541 000	223 000	9,6	-	-
2019	Mar	2 424 000	-117 000	-4,6	-	-
	Jun	2 765 000	341 000	14,1	340 000	14,0
	Sep	2 512 000	-253 000	-9,2	194 000	8,4
2020	Dec	2 610 000	98 000	3,9	69 000	2,7
	Mar	2 667 000	57 000	2,2	243 000	10,0
	Jun	1 754 000	-913 000	-34,2	-1 011 000	-36,6
2021	Sep	1 942 000	188 000	10,7	-570 000	-22,7
	Dec	2 348 000	406 000	20,9	-262 000	-10,0
	Mar	2 311 000	-37 000	-1,6	-356 000	-13,3
2022	Jun	2 579 000	268 000	11,6	825 000	47,0
	Sep	2 319 000	-260 000	-10,1	377 000	19,4
	Dec	2 651 000	332 000	14,3	303 000	12,9
2022	Mar	2 762 000	111 000	4,2	451 000	19,5
	Jun*	2 915 000	153 000	5,5	336 000	13,0
	Sep	2 592 000	-323 000	-11,1	273 000	11,8

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	483 000	-	-	-	-
	Sep	491 000	8 000	1,7	-	-
	Dec	498 000	7 000	1,4	-	-
2019	Mar	500 000	2 000	0,4	-	-
	Jun	495 000	-5 000	-1,0	12 000	2,5
	Sep	490 000	-5 000	-1,0	-1 000	-0,2
2020	Dec	488 000	-2 000	-0,4	-10 000	-2,0
	Mar	486 000	-2 000	-0,4	-14 000	-2,8
	Jun	443 000	-43 000	-8,8	-52 000	-10,5
2021	Sep	432 000	-11 000	-2,5	-58 000	-11,8
	Dec	425 000	-7 000	-1,6	-63 000	-12,9
	Mar	425 000	0	0,0	-61 000	-12,6
2022	Jun	425 000	0	0,0	-18 000	-4,1
	Sep	421 000	-4 000	-0,9	-11 000	-2,5
	Dec	419 000	-2 000	-0,5	-6 000	-1,4
2022	Mar	411 000	-8 000	-1,9	-14 000	-3,3
	Jun*	411 000	0	0,0	-14 000	-3,3
	Sep	415 000	4 000	1,0	-6 000	-1,4

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2018	Jun	466 000	-	-	-	-
	Sep	472 000	6 000	1,3	-	-
	Dec	477 000	5 000	1,1	-	-
2019	Mar	482 000	5 000	1,0	-	-
	Jun	478 000	-4 000	-0,8	12 000	2,6
	Sep	471 000	-7 000	-1,5	-1 000	-0,2
2020	Dec	468 000	-3 000	-0,6	-9 000	-1,9
	Mar	467 000	-1 000	-0,2	-15 000	-3,1
	Jun	428 000	-39 000	-8,4	-50 000	-10,5
2021	Sep	415 000	-13 000	-3,0	-56 000	-11,9
	Dec	408 000	-7 000	-1,7	-60 000	-12,8
	Mar	409 000	1 000	0,2	-58 000	-12,4
2022	Jun	408 000	-1 000	-0,2	-20 000	-4,7
	Sep	404 000	-4 000	-1,0	-11 000	-2,7
	Dec	404 000	0	0,0	-4 000	-1,0
2022	Mar	395 000	-9 000	-2,2	-14 000	-3,4
	Jun*	395 000	0	0,0	-13 000	-3,2
	Sep	397 000	2 000	0,5	-7 000	-1,7

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	17 000	-	-	-	-
	Sep	19 000	2 000	11,8	-	-
	Dec	21 000	2 000	10,5	-	-
2019	Mar	18 000	-3 000	-14,3	-	-
	Jun	17 000	-1 000	-5,6	0	0,0
	Sep	19 000	2 000	11,8	0	0,0
2020	Dec	20 000	1 000	5,3	-1 000	-4,8
	Mar	19 000	-1 000	-5,0	1 000	5,6
	Jun	15 000	-4 000	-21,1	-2 000	-11,8
2021	Sep	17 000	2 000	13,3	-2 000	-10,5
	Dec	17 000	0	0,0	-3 000	-15,0
	Mar	16 000	-1 000	-5,9	-3 000	-15,8
2022	Jun	17 000	1 000	6,3	2 000	13,3
	Sep	17 000	0	0,0	0	0,0
	Dec	15 000	-2 000	-11,8	-2 000	-11,8
2022	Mar	16 000	1 000	6,7	0	0,0
	Jun	16 000	0	0,0	-1 000	-5,9
	Sep	18 000	2 000	12,5	1 000	5,9

7.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	37 871 000	-	-	-	-
	Sep	38 571 000	700 000	1,8	-	-
	Dec	41 629 000	3 058 000	7,9	-	-
2019	Mar	38 627 000	-3 002 000	-7,2	-	-
	Jun	41 961 000	3 334 000	8,6	4 090 000	10,8
	Sep	39 650 000	-2 311 000	-5,5	1 079 000	2,8
2020	Dec	43 703 000	4 053 000	10,2	2 074 000	5,0
	Mar	38 241 000	-5 462 000	-12,5	-386 000	-1,0
	Jun	35 272 000	-2 969 000	-7,8	-6 689 000	-15,9
2021	Sep	33 427 000	-1 845 000	-5,2	-6 223 000	-15,7
	Dec	36 854 000	3 427 000	10,3	-6 849 000	-15,7
	Mar	33 546 000	-3 308 000	-9,0	-4 695 000	-12,3
2022	Jun	38 229 000	4 683 000	14,0	2 957 000	8,4
	Sep	35 490 000	-2 739 000	-7,2	2 063 000	6,2
	Dec	39 726 000	4 236 000	11,9	2 872 000	7,8
2022	Mar	35 166 000	-4 560 000	-11,5	1 620 000	4,8
	Jun*	38 737 000	3 571 000	10,2	508 000	1,3
	Sep	36 153 000	-2 584 000	-6,7	663 000	1,9

*Revised estimates.

7.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	32 903 000	-	-	-	-
	Sep	33 833 000	930 000	2,8	-	-
	Dec	34 548 000	715 000	2,1	-	-
2019	Mar	34 698 000	150 000	0,4	-	-
	Jun	35 531 000	833 000	2,4	2 628 000	8,0
	Sep	35 290 000	-241 000	-0,7	1 457 000	4,3
2020	Dec	35 995 000	705 000	2,0	1 447 000	4,2
	Mar	35 217 000	-778 000	-2,2	519 000	1,5
	Jun	30 120 000	-5 097 000	-14,5	-5 411 000	-15,2
2021	Sep	30 491 000	371 000	1,2	-4 799 000	-13,6
	Dec	30 936 000	445 000	1,5	-5 059 000	-14,1
	Mar	30 637 000	-299 000	-1,0	-4 580 000	-13,0
2022	Jun	32 029 000	1 392 000	4,5	1 909 000	6,3
	Sep	32 184 000	155 000	0,5	1 693 000	5,6
	Dec	33 204 000	1 020 000	3,2	2 268 000	7,3
2022	Mar	31 408 000	-1 796 000	-5,4	771 000	2,5
	Jun*	32 410 000	1 002 000	3,2	381 000	1,2
	Sep	32 873 000	463 000	1,4	689 000	2,1

*Revised estimates.

7.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	2 837 000	-	-	-	-
	Sep	2 832 000	-5 000	-0,2	-	-
	Dec	5 107 000	2 275 000	80,3	-	-
2019	Mar	2 058 000	-3 049 000	-59,7	-	-
	Jun	4 288 000	2 230 000	108,4	1 451 000	51,1
	Sep	2 359 000	-1 929 000	-45,0	-473 000	-16,7
2020	Dec	5 581 000	3 222 000	136,6	474 000	9,3
	Mar	1 080 000	-4 501 000	-80,6	-978 000	-47,5
	Jun	3 938 000	2 858 000	264,6	-350 000	-8,2
2021	Sep	1 207 000	-2 731 000	-69,3	-1 152 000	-48,8
	Dec	4 067 000	2 860 000	237,0	-1 514 000	-27,1
	Mar	1 224 000	-2 843 000	-69,9	144 000	13,3
2022	Jun	4 242 000	3 018 000	246,6	304 000	7,7
	Sep	1 391 000	-2 851 000	-67,2	184 000	15,2
	Dec	4 524 000	3 133 000	225,2	457 000	11,2
2022	Mar	1 901 000	-2 623 000	-58,0	677 000	55,3
	Jun	4 312 000	2 411 000	126,8	70 000	1,7
	Sep	1 297 000	-3 015 000	-69,9	-94 000	-6,8

7.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	2 131 000	-	-	-	-
	Sep	1 906 000	-225 000	-10,6	-	-
	Dec	1 974 000	68 000	3,6	-	-
2019	Mar	1 871 000	-103 000	-5,2	-	-
	Jun	2 142 000	271 000	14,5	11 000	0,5
	Sep	2 001 000	-141 000	-6,6	95 000	5,0
2020	Dec	2 127 000	126 000	6,3	153 000	7,8
	Mar	1 944 000	-183 000	-8,6	73 000	3,9
	Jun	1 214 000	-730 000	-37,6	-928 000	-43,3
2021	Sep	1 729 000	515 000	42,4	-272 000	-13,6
	Dec	1 851 000	122 000	7,1	-276 000	-13,0
	Mar	1 685 000	-166 000	-9,0	-259 000	-13,3
2022	Jun	1 958 000	273 000	16,2	744 000	61,3
	Sep	1 915 000	-43 000	-2,2	186 000	10,8
	Dec	1 998 000	83 000	4,3	147 000	7,9
2022	Mar	1 857 000	-141 000	-7,1	172 000	10,2
	Jun*	2 015 000	158 000	8,5	57 000	2,9
	Sep	1 983 000	-32 000	-1,6	68 000	3,6

*Revised estimates.

Table 8 - Financial intermediation, insurance, real estate and business services industry**8.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	2 302 000	-	-	-	-
	Sep	2 310 000	8 000	0,3	-	-
	Dec	2 347 000	37 000	1,6	-	-
2019	Mar	2 349 000	2 000	0,1	-	-
	Jun	2 366 000	17 000	0,7	64 000	2,8
	Sep	2 381 000	15 000	0,6	71 000	3,1
2020	Dec	2 416 000	35 000	1,5	69 000	2,9
	Mar	2 442 000	26 000	1,1	93 000	4,0
	Jun	2 285 000	-157 000	-6,4	-81 000	-3,4
2021	Sep	2 291 000	6 000	0,3	-90 000	-3,8
	Dec	2 318 000	27 000	1,2	-98 000	-4,1
	Mar	2 332 000	14 000	0,6	-110 000	-4,5
2022	Jun	2 325 000	-7 000	-0,3	40 000	1,8
	Sep	2 345 000	20 000	0,9	54 000	2,4
	Dec	2 351 000	6 000	0,3	33 000	1,4
2022	Mar	2 326 000	-25 000	-1,1	-6 000	-0,3
	Jun*	2 320 000	-6 000	-0,3	-5 000	-0,2
	Sep	2 351 000	31 000	1,3	6 000	0,3

*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	
2018	Jun	2 062 000	-	-	-	-
	Sep	2 068 000	6 000	0,3	-	-
	Dec	2 115 000	47 000	2,3	-	-
2019	Mar	2 123 000	8 000	0,4	-	-
	Jun	2 147 000	24 000	1,1	85 000	4,1
	Sep	2 156 000	9 000	0,4	88 000	4,3
2020	Dec	2 181 000	25 000	1,2	66 000	3,1
	Mar	2 214 000	33 000	1,5	91 000	4,3
	Jun	2 085 000	-129 000	-5,8	-62 000	-2,9
2021	Sep	2 095 000	10 000	0,5	-61 000	-2,8
	Dec	2 108 000	13 000	0,6	-73 000	-3,3
	Mar	2 141 000	33 000	1,6	-73 000	-3,3
2022	Jun	2 122 000	-19 000	-0,9	37 000	1,8
	Sep	2 133 000	11 000	0,5	38 000	1,8
	Dec	2 124 000	-9 000	-0,4	16 000	0,8
2022	Mar	2 119 000	-5 000	-0,2	-22 000	-1,0
	Jun*	2 098 000	-21 000	-1,0	-24 000	-1,1
	Sep	2 113 000	15 000	0,7	-20 000	-0,9

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	240 000	-	-	-	-
	Sep	242 000	2 000	0,8	-	-
	Dec	232 000	-10 000	-4,1	-	-
2019	Mar	226 000	-6 000	-2,6	-	-
	Jun	219 000	-7 000	-3,1	-21 000	-8,8
	Sep	225 000	6 000	2,7	-17 000	-7,0
2020	Dec	235 000	10 000	4,4	3 000	1,3
	Mar	228 000	-7 000	-3,0	2 000	0,9
	Jun	200 000	-28 000	-12,3	-19 000	-8,7
2021	Sep	196 000	-4 000	-2,0	-29 000	-12,9
	Dec	210 000	14 000	7,1	-25 000	-10,6
	Mar	191 000	-19 000	-9,0	-37 000	-16,2
2022	Jun	203 000	12 000	6,3	3 000	1,5
	Sep	212 000	9 000	4,4	16 000	8,2
	Dec	227 000	15 000	7,1	17 000	8,1
2022	Mar	207 000	-20 000	-8,8	16 000	8,4
	Jun*	222 000	15 000	7,2	19 000	9,4
	Sep	238 000	16 000	7,2	26 000	12,3

*Revised estimates.

8.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	173 673 000	-	-	-	-
	Sep	183 294 000	9 621 000	5,5	-	-
	Dec	193 395 000	10 101 000	5,5	-	-
2019	Mar	189 128 000	-4 267 000	-2,2	-	-
	Jun	185 836 000	-3 292 000	-1,7	12 163 000	7,0
	Sep	196 497 000	10 661 000	5,7	13 203 000	7,2
2020	Dec	216 593 000	20 096 000	10,2	23 198 000	12,0
	Mar	203 810 000	-12 783 000	-5,9	14 682 000	7,8
	Jun	177 988 000	-25 822 000	-12,7	-7 848 000	-4,2
2021	Sep	189 584 000	11 596 000	6,5	-6 913 000	-3,5
	Dec	218 661 000	29 077 000	15,3	2 068 000	1,0
	Mar	206 323 000	-12 338 000	-5,6	2 513 000	1,2
2022	Jun	198 818 000	-7 505 000	-3,6	20 830 000	11,7
	Sep	210 709 000	11 891 000	6,0	21 125 000	11,1
	Dec	218 283 000	7 574 000	3,6	-378 000	-0,2
2022	Mar	217 201 000	-1 082 000	-0,5	10 878 000	5,3
	Jun*	208 941 000	-8 260 000	-3,8	10 123 000	5,1
	Sep	218 608 000	9 667 000	4,6	7 899 000	3,7

*Revised estimates.

8.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2018	Jun	156 308 000	-	-	-	-
	Sep	159 764 000	3 456 000	2,2	-	-
	Dec	165 836 000	6 072 000	3,8	-	-
2019	Mar	166 346 000	510 000	0,3	-	-
	Jun	168 677 000	2 331 000	1,4	12 369 000	7,9
	Sep	172 277 000	3 600 000	2,1	12 513 000	7,8
2020	Dec	177 216 000	4 939 000	2,9	11 380 000	6,9
	Mar	177 860 000	644 000	0,4	11 514 000	6,9
	Jun	164 068 000	-13 792 000	-7,8	-4 609 000	-2,7
2021	Sep	170 766 000	6 698 000	4,1	-1 511 000	-0,9
	Dec	178 148 000	7 382 000	4,3	932 000	0,5
	Mar	177 403 000	-745 000	-0,4	-457 000	-0,3
2022	Jun	179 640 000	2 237 000	1,3	15 572 000	9,5
	Sep	181 733 000	2 093 000	1,2	10 967 000	6,4
	Dec	184 986 000	3 253 000	1,8	6 838 000	3,8
2022	Mar	183 521 000	-1 465 000	-0,8	6 118 000	3,4
	Jun*	188 459 000	4 938 000	2,7	8 819 000	4,9
	Sep	190 997 000	2 538 000	1,3	9 264 000	5,1

*Revised estimates.

8.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	14 684 000	-	-	-	-
	Sep	20 807 000	6 123 000	41,7	-	-
	Dec	24 661 000	3 854 000	18,5	-	-
2019	Mar	20 070 000	-4 591 000	-18,6	-	-
	Jun	13 914 000	-6 156 000	-30,7	-770 000	-5,2
	Sep	20 981 000	7 067 000	50,8	174 000	0,8
2020	Dec	35 815 000	14 834 000	70,7	11 154 000	45,2
	Mar	22 577 000	-13 238 000	-37,0	2 507 000	12,5
	Jun	11 229 000	-11 348 000	-50,3	-2 685 000	-19,3
2021	Sep	15 880 000	4 651 000	41,4	-5 101 000	-24,3
	Dec	37 044 000	21 164 000	133,3	1 229 000	3,4
	Mar	25 743 000	-11 301 000	-30,5	3 166 000	14,0
2022	Jun	15 602 000	-10 141 000	-39,4	4 373 000	38,9
	Sep	25 282 000	9 680 000	62,0	9 402 000	59,2
	Dec	29 806 000	4 524 000	17,9	-7 238 000	-19,5
2022	Mar	30 338 000	532 000	1,8	4 595 000	17,8
	Jun*	16 564 000	-13 774 000	-45,4	962 000	6,2
	Sep	23 298 000	6 734 000	40,7	-1 984 000	-7,8

*Revised estimates.

8.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	2 681 000	-	-	-	-
	Sep	2 723 000	42 000	1,6	-	-
	Dec	2 898 000	175 000	6,4	-	-
2019	Mar	2 712 000	-186 000	-6,4	-	-
	Jun	3 245 000	533 000	19,7	564 000	21,0
	Sep	3 239 000	-6 000	-0,2	516 000	18,9
2020	Dec	3 562 000	323 000	10,0	664 000	22,9
	Mar	3 373 000	-189 000	-5,3	661 000	24,4
	Jun	2 691 000	-682 000	-20,2	-554 000	-17,1
2021	Sep	2 938 000	247 000	9,2	-301 000	-9,3
	Dec	3 469 000	531 000	18,1	-93 000	-2,6
	Mar	3 177 000	-292 000	-8,4	-196 000	-5,8
2022	Jun	3 576 000	399 000	12,6	885 000	32,9
	Sep	3 694 000	118 000	3,3	756 000	25,7
	Dec	3 491 000	-203 000	-5,5	22 000	0,6
2022	Mar	3 342 000	-149 000	-4,3	165 000	5,2
	Jun*	3 918 000	576 000	17,2	342 000	9,6
	Sep	4 313 000	395 000	10,1	619 000	16,8

*Revised estimates.

Table 9 - Community, social and personal services industry**9.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2018	Jun	2 687 000	-	-	-	-
	Sep	2 697 000	10 000	0,4	-	-
	Dec	2 711 000	14 000	0,5	-	-
2019	Mar	2 736 000	25 000	0,9	-	-
	Jun	2 780 000	44 000	1,6	93 000	3,5
	Sep	2 781 000	1 000	0,0	84 000	3,1
2020	Dec	2 791 000	10 000	0,4	80 000	3,0
	Mar	2 815 000	24 000	0,9	79 000	2,9
	Jun	2 714 000	-101 000	-3,6	-66 000	-2,4
2021	Sep	2 741 000	27 000	1,0	-40 000	-1,4
	Dec	2 806 000	65 000	2,4	15 000	0,5
	Mar	2 856 000	50 000	1,8	41 000	1,5
2022	Jun	2 790 000	-66 000	-2,3	76 000	2,8
	Sep	2 853 000	63 000	2,3	112 000	4,1
	Dec	2 910 000	57 000	2,0	104 000	3,7
2022	Mar	2 973 000	63 000	2,2	117 000	4,1
	Jun*	2 876 000	-97 000	-3,3	86 000	3,1
	Sep	2 827 000	-49 000	-1,7	-26 000	-0,9

*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	
2018	Jun	2 317 000	-	-	-	-
	Sep	2 326 000	9 000	0,4	-	-
	Dec	2 337 000	11 000	0,5	-	-
2019	Mar	2 344 000	7 000	0,3	-	-
	Jun	2 358 000	14 000	0,6	41 000	1,8
	Sep	2 374 000	16 000	0,7	48 000	2,1
2020	Dec	2 382 000	8 000	0,3	45 000	1,9
	Mar	2 393 000	11 000	0,5	49 000	2,1
	Jun	2 336 000	-57 000	-2,4	-22 000	-0,9
2021	Sep	2 351 000	15 000	0,6	-23 000	-1,0
	Dec	2 376 000	25 000	1,1	-6 000	-0,3
	Mar	2 358 000	-18 000	-0,8	-35 000	-1,5
2022	Jun	2 380 000	22 000	0,9	44 000	1,9
	Sep	2 356 000	-24 000	-1,0	5 000	0,2
	Dec	2 353 000	-3 000	-0,1	-23 000	-1,0
2022	Mar	2 347 000	-6 000	-0,3	-11 000	-0,5
	Jun	2 339 000	-8 000	-0,3	-41 000	-1,7
	Sep	2 341 000	2 000	0,1	-15 000	-0,6

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2018	Jun	370 000	-	-	-	-
	Sep	371 000	1 000	0,3	-	-
	Dec	374 000	3 000	0,8	-	-
2019	Mar	392 000	18 000	4,8	-	-
	Jun	422 000	30 000	7,7	52 000	14,1
	Sep	407 000	-15 000	-3,6	36 000	9,7
2020	Dec	409 000	2 000	0,5	35 000	9,4
	Mar	422 000	13 000	3,2	30 000	7,7
	Jun	378 000	-44 000	-10,4	-44 000	-10,4
2021	Sep	390 000	12 000	3,2	-17 000	-4,2
	Dec	430 000	40 000	10,3	21 000	5,1
	Mar	498 000	68 000	15,8	76 000	18,0
2022	Jun	410 000	-88 000	-17,7	32 000	8,5
	Sep	497 000	87 000	21,2	107 000	27,4
	Dec	557 000	60 000	12,1	127 000	29,5
2022	Mar	626 000	69 000	12,4	128 000	25,7
	Jun*	537 000	-89 000	-14,2	127 000	31,0
	Sep	486 000	-51 000	-9,5	-11 000	-2,2

*Revised estimates.

9.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2018	Jun	209 930 000	-	-	-	-
	Sep	227 955 000	18 025 000	8,6	-	-
	Dec	235 115 000	7 160 000	3,1	-	-
2019	Mar	226 371 000	-8 744 000	-3,7	-	-
	Jun	236 711 000	10 340 000	4,6	26 781 000	12,8
	Sep	241 219 000	4 508 000	1,9	13 264 000	5,8
2020	Dec	254 340 000	13 121 000	5,4	19 225 000	8,2
	Mar	244 461 000	-9 879 000	-3,9	18 090 000	8,0
	Jun	235 043 000	-9 418 000	-3,9	-1 668 000	-0,7
2021	Sep	241 559 000	6 516 000	2,8	340 000	0,1
	Dec	255 815 000	14 256 000	5,9	1 475 000	0,6
	Mar	251 145 000	-4 670 000	-1,8	6 684 000	2,7
2022	Jun	255 757 000	4 612 000	1,8	20 714 000	8,8
	Sep	270 449 000	14 692 000	5,7	28 890 000	12,0
	Dec	281 455 000	11 006 000	4,1	25 640 000	10,0
2022	Mar	262 520 000	-18 935 000	-6,7	11 375 000	4,5
	Jun*	265 378 000	2 858 000	1,1	9 621 000	3,8
	Sep	264 795 000	-583 000	-0,2	-5 654 000	-2,1

*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	
2018	Jun	195 948 000	-	-	-	-
	Sep	212 602 000	16 654 000	8,5	-	-
	Dec	211 010 000	-1 592 000	-0,7	-	-
2019	Mar	210 170 000	-840 000	-0,4	-	-
	Jun	219 961 000	9 791 000	4,7	24 013 000	12,3
	Sep	223 978 000	4 017 000	1,8	11 376 000	5,4
2020	Dec	227 236 000	3 258 000	1,5	16 226 000	7,7
	Mar	227 421 000	185 000	0,1	17 251 000	8,2
	Jun	219 035 000	-8 386 000	-3,7	-926 000	-0,4
2021	Sep	225 341 000	6 306 000	2,9	1 363 000	0,6
	Dec	232 024 000	6 683 000	3,0	4 788 000	2,1
	Mar	232 868 000	844 000	0,4	5 447 000	2,4
2022	Jun	236 836 000	3 968 000	1,7	17 801 000	8,1
	Sep	251 847 000	15 011 000	6,3	26 506 000	11,8
	Dec	253 347 000	1 500 000	0,6	21 323 000	9,2
2022	Mar	243 677 000	-9 670 000	-3,8	10 809 000	4,6
	Jun*	243 916 000	239 000	0,1	7 080 000	3,0
	Sep	246 148 000	2 232 000	0,9	-5 699 000	-2,3

*Revised estimates.

9.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
2018	Jun	9 982 000	-	-	-	-
	Sep	11 422 000	1 440 000	14,4	-	-
	Dec	18 469 000	7 047 000	61,7	-	-
2019	Mar	10 199 000	-8 270 000	-44,8	-	-
	Jun	10 251 000	52 000	0,5	269 000	2,7
	Sep	11 059 000	808 000	7,9	-363 000	-3,2
2020	Dec	20 889 000	9 830 000	88,9	2 420 000	13,1
	Mar	10 577 000	-10 312 000	-49,4	378 000	3,7
	Jun	10 319 000	-258 000	-2,4	68 000	0,7
2021	Sep	10 455 000	136 000	1,3	-604 000	-5,5
	Dec	17 663 000	7 208 000	68,9	-3 226 000	-15,4
	Mar	11 446 000	-6 217 000	-35,2	869 000	8,2
2022	Jun	11 892 000	446 000	3,9	1 573 000	15,2
	Sep	11 567 000	-325 000	-2,7	1 112 000	10,6
	Dec	20 111 000	8 544 000	73,9	2 448 000	13,9
2022	Mar	11 801 000	-8 310 000	-41,3	355 000	3,1
	Jun*	14 055 000	2 254 000	19,1	2 163 000	18,2
	Sep	11 555 000	-2 500 000	-17,8	-12 000	-0,1

*Revised estimates.

9.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2018	Jun	4 000 000	-	-	-	-
	Sep	3 931 000	-69 000	-1,7	-	-
	Dec	5 636 000	1 705 000	43,4	-	-
2019	Mar	6 002 000	366 000	6,5	-	-
	Jun	6 499 000	497 000	8,3	2 499 000	62,5
	Sep	6 182 000	-317 000	-4,9	2 251 000	57,3
2020	Dec	6 215 000	33 000	0,5	579 000	10,3
	Mar	6 463 000	248 000	4,0	461 000	7,7
	Jun	5 689 000	-774 000	-12,0	-810 000	-12,5
2021	Sep	5 763 000	74 000	1,3	-419 000	-6,8
	Dec	6 128 000	365 000	6,3	-87 000	-1,4
	Mar	6 831 000	703 000	11,5	368 000	5,7
2022	Jun	7 029 000	198 000	2,9	1 340 000	23,6
	Sep	7 035 000	6 000	0,1	1 272 000	22,1
	Dec	7 997 000	962 000	13,7	1 869 000	30,5
2022	Mar	7 042 000	-955 000	-11,9	211 000	3,1
	Jun*	7 407 000	365 000	5,2	378 000	5,4
	Sep	7 092 000	-315 000	-4,3	57 000	0,8

*Revised estimates.

PART 2 – Estimation of average monthly earnings**Table 10 - Average monthly earnings at current prices, by industry****10.1 Total (all formal non-agricultural industries)**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	20 524	-	-
	Aug	21 381	4,2	-
	Nov	21 540	0,7	-
2019	Feb	21 231	-1,4	-
	May	21 791	2,6	6,2
	Aug	22 365	2,6	4,6
2020	Nov	22 414	0,2	4,1
	Feb	22 376	-0,2	5,4
	May	21 425	-4,2	-1,7
2021	Aug	22 559	5,3	0,9
	Nov	23 084	2,3	3,0
	Feb	23 087	0,0	3,2
2022	May	23 640	2,4	10,3
	Aug	23 908	1,1	6,0
	Nov	23 828	-0,3	3,2
2022	Feb	23 697	-0,5	2,6
	May*	24 668	4,1	4,3
	Aug	24 813	0,6	3,8

*Revised estimates.

10.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	23 265	-	-
	Aug	25 021	7,5	-
	Nov	25 510	2,0	-
2019	Feb	24 118	-5,5	-
	May	25 042	3,8	7,6
	Aug	27 063	8,1	8,2
2020	Nov	26 172	-3,3	2,6
	Feb	27 616	5,5	14,5
	May	24 333	-11,9	-2,8
2021	Aug	28 669	17,8	5,9
	Nov	28 415	-0,9	8,6
	Feb	28 972	2,0	4,9
2022	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	32 365	7,1	1,7

*Revised estimates.

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

10.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	17 894	-	-	16 841	-	-
Aug	18 526	3,5	-	17 469	3,7	-
Nov	18 795	1,5	-	17 615	0,8	-
2019 Feb	18 423	-2,0	-	17 365	-1,4	-
May	19 125	3,8	6,9	17 963	3,4	6,7
Aug	19 532	2,1	5,4	18 397	2,4	5,3
Nov	19 420	-0,6	3,3	18 287	-0,6	3,8
2020 Feb	19 433	0,1	5,5	18 312	0,1	5,5
May	17 340	-10,8	-9,3	16 622	-9,2	-7,5
Aug	19 278	11,2	-1,3	18 355	10,4	-0,2
Nov	20 367	5,6	4,9	19 110	4,1	4,5
2021 Feb	20 192	-0,9	3,9	18 964	-0,8	3,6
May	20 842	3,2	20,2	19 534	3,0	17,5
Aug	21 130	1,4	9,6	19 832	1,5	8,0
Nov	20 969	-0,8	3,0	19 516	-1,6	2,1
2022 Feb	20 890	-0,4	3,5	19 603	0,4	3,4
May*	21 499	2,9	3,2	20 100	2,5	2,9
Aug	21 839	1,6	3,4	20 414	1,6	2,9

*Revised estimates.

10.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	39 862	-	-	36 938	-	-
Aug	41 681	4,6	-	39 717	7,5	-
Nov	43 722	4,9	-	41 411	4,3	-
2019 Feb	42 380	-3,1	-	39 950	-3,5	-
May	42 587	0,5	6,8	39 583	-0,9	7,2
Aug	42 689	0,2	2,4	40 619	2,6	2,3
Nov	46 003	7,8	5,2	43 523	7,1	5,1
2020 Feb	44 112	-4,1	4,1	41 611	-4,4	4,2
May	44 658	1,2	4,9	41 746	0,3	5,5
Aug	46 303	3,7	8,5	44 399	6,4	9,3
Nov	48 584	4,9	5,6	46 213	4,1	6,2
2021 Feb	46 665	-3,9	5,8	43 985	-4,8	5,7
May	48 067	3,0	7,6	44 370	0,9	6,3
Aug	45 660	-5,0	-1,4	44 215	-0,3	-0,4
Nov	47 786	4,7	-1,6	46 757	5,7	1,2
2022 Feb	47 226	-1,2	1,2	44 192	-5,5	0,5
May*	47 812	1,2	-0,5	44 384	0,4	0,0
Aug	48 528	1,5	6,3	45 854	3,3	3,7

*Revised estimates.

10.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	16 968	-	-	16 163	-	-
Aug	17 611	3,8	-	16 822	4,1	-
Nov	17 784	1,0	-	17 002	1,1	-
2019 Feb	17 442	-1,9	-	16 805	-1,2	-
May	18 434	5,7	8,6	17 664	5,1	9,3
Aug	18 302	-0,7	3,9	17 515	-0,8	4,1
Nov	18 313	0,1	3,0	17 530	0,1	3,1
2020 Feb	18 646	1,8	6,9	17 971	2,5	6,9
May	14 865	-20,3	-19,4	14 396	-19,9	-18,5
Aug	17 005	14,4	-7,1	16 346	13,5	-6,7
Nov	17 803	4,7	-2,8	17 103	4,6	-2,4
2021 Feb	18 246	2,5	-2,1	17 536	2,5	-2,4
May	18 484	1,3	24,3	17 737	1,1	23,2
Aug	19 068	3,2	12,1	18 354	3,5	12,3
Nov	18 973	-0,5	6,6	18 122	-1,3	6,0
2022 Feb	19 097	0,7	4,7	18 354	1,3	4,7
May*	21 021	10,1	13,7	19 839	8,1	11,9
Aug	19 752	-6,0	3,6	18 881	-4,8	2,9

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	13 479	-	-	13 094	-	-
Aug	13 862	2,8	-	13 493	3,1	-
Nov	13 705	-1,1	-	13 345	-1,1	-
2019 Feb	13 696	-0,1	-	13 371	0,2	-
May	14 360	4,8	6,5	13 909	4,0	6,2
Aug	14 518	1,1	4,7	14 149	1,7	4,9
Nov	14 629	0,8	6,7	14 268	0,8	6,9
2020 Feb	14 705	0,5	7,4	14 362	0,7	7,4
May	13 015	-11,5	-9,4	12 737	-11,3	-8,4
Aug	14 502	11,4	-0,1	14 191	11,4	0,3
Nov	14 924	2,9	2,0	14 572	2,7	2,1
2021 Feb	15 301	2,5	4,1	14 949	2,6	4,1
May	15 744	2,9	21,0	15 315	2,4	20,2
Aug	15 498	-1,6	6,9	15 122	-1,3	6,6
Nov	15 325	-1,1	2,7	14 912	-1,4	2,3
2022 Feb	15 864	3,5	3,7	15 418	3,4	3,1
May*	16 324	2,9	3,7	15 815	2,6	3,3
Aug	16 441	0,7	6,1	16 016	1,3	5,9

*Revised estimates.

10.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	24 270	-	-	22 860	-	-
Aug	24 939	2,8	-	23 669	3,5	-
Nov	24 798	-0,6	-	23 426	-1,0	-
2019 Feb	24 050	-3,0	-	22 954	-2,0	-
May	25 643	6,6	5,7	24 231	5,6	6,0
Aug	25 043	-2,3	0,4	23 762	-1,9	0,4
Nov	26 046	4,0	5,0	24 619	3,6	5,1
2020 Feb	25 271	-3,0	5,1	23 995	-2,5	4,5
May	23 052	-8,8	-10,1	22 091	-7,9	-8,8
Aug	24 588	6,7	-1,8	23 378	5,8	-1,6
Nov	25 691	4,5	-1,4	24 263	3,8	-1,4
2021 Feb	24 887	-3,1	-1,5	23 583	-2,8	-1,7
May	26 186	5,2	13,6	24 654	4,5	11,6
Aug	26 887	2,7	9,3	25 446	3,2	8,8
Nov	27 329	1,6	6,4	25 738	1,1	6,1
2022 Feb	26 717	-2,2	7,4	25 232	-2,0	7,0
May*	27 808	4,1	6,2	26 096	3,4	5,8
Aug	28 064	0,9	4,4	26 426	1,3	3,9

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	22 987	-	-	22 595	-	-
Aug	23 825	3,6	-	23 445	3,8	-
Nov	24 067	1,0	-	23 633	0,8	-
2019 Feb	24 255	0,8	-	23 899	1,1	-
May	24 410	0,6	6,2	23 913	0,1	5,8
Aug	24 723	1,3	3,8	24 236	1,3	3,4
Nov	24 625	-0,4	2,3	24 151	-0,4	2,2
2020 Feb	23 893	-3,0	-1,5	23 440	-2,9	-1,9
May	23 880	-0,1	-2,2	23 481	0,2	-1,8
Aug	24 654	3,2	-0,3	24 179	3,0	-0,2
Nov	25 246	2,4	2,5	24 731	2,3	2,4
2021 Feb	24 885	-1,4	4,2	24 407	-1,3	4,1
May	25 179	1,2	5,4	24 621	0,9	4,9
Aug	25 297	0,5	2,6	24 788	0,7	2,5
Nov	25 677	1,5	1,7	25 115	1,3	1,6
2022 Feb	25 988	1,2	4,4	25 482	1,5	4,4
May*	26 187	0,8	4,0	26 821	5,3	8,9
Aug	26 474	1,1	4,7	27 126	1,1	9,4

*Revised estimates.

10.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	24 702	-	-	24 195	-	-
	Aug	26 031	5,4	-	25 537	5,5	-
	Nov	26 305	1,1	-	25 643	0,4	-
2019	Feb	25 420	-3,4	-	24 738	-3,5	-
	May	25 732	1,2	4,2	24 958	0,9	3,2
	Aug	27 476	6,8	5,6	26 774	7,3	4,8
	Nov	27 536	0,2	4,7	26 798	0,1	4,5
2020	Feb	27 784	0,9	9,3	27 010	0,8	9,2
	May	27 587	-0,7	7,2	26 842	-0,6	7,5
	Aug	28 064	1,7	2,1	27 380	2,0	2,3
	Nov	28 406	1,2	3,2	27 635	0,9	3,1
2021	Feb	28 301	-0,4	1,9	27 474	-0,6	1,7
	May	29 352	3,7	6,4	28 482	3,7	6,1
	Aug	29 468	0,4	5,0	28 565	0,3	4,3
	Nov	29 186	-1,0	2,7	28 305	-0,9	2,4
2022	Feb	28 084	-3,8	-0,8	27 280	-3,6	-0,7
	May*	28 714	2,2	-2,2	29 702	8,9	4,3
	Aug	28 530	-0,6	-3,2	29 439	-0,9	3,1

*Revised estimates.

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

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

11.1 Total (all formal non-agricultural industries)

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	19 146	-	-
	Aug	19 724	3,0	-
	Nov	19 653	-0,4	-
2019	Feb	19 284	-1,9	-
	May	19 457	0,9	1,6
	Aug	19 774	1,6	0,3
	Nov	19 748	-0,1	0,5
2020	Feb	19 423	-1,6	0,7
	May	18 745	-3,5	-3,7
	Aug	19 347	3,2	-2,2
	Nov	19 713	1,9	-0,2
2021	Feb	19 482	-1,2	0,3
	May	19 667	0,9	4,9
	Aug	19 549	-0,6	1,0
	Nov	23 972	22,6	21,6
2022	Feb	23 509	-1,9	20,7
	May*	23 926	1,8	21,7
	Aug	23 408	-2,2	19,7

*Revised estimates.

11.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	21 702	-	-
	Aug	23 082	6,4	-
	Nov	23 276	0,8	-
2019	Feb	21 906	-5,9	-
	May	22 359	2,1	3,0
	Aug	23 928	7,0	3,7
	Nov	23 059	-3,6	-0,9
2020	Feb	23 972	4,0	9,4
	May	21 289	-11,2	-4,8
	Aug	24 587	15,5	2,8
	Nov	24 266	-1,3	5,2
2021	Feb	24 449	0,8	2,0
	May	23 849	-2,5	12,0
	Aug	26 020	9,1	5,8
	Nov	30 296	16,4	24,8
2022	Feb	29 457	-2,8	20,5
	May*	29 317	-0,5	22,9
	Aug	30 533	4,1	17,3

*Revised estimates.

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

11.3 Manufacturing industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	16 692	-	-	15 710	-	-
	Aug	17 090	2,4	-	16 115	2,6	-
	Nov	17 149	0,3	-	16 072	-0,3	-
2019	Feb	16 733	-2,4	-	15 771	-1,9	-
	May	17 076	2,1	2,3	16 039	1,7	2,1
	Aug	17 270	1,1	1,1	16 267	1,4	0,9
2020	Nov	17 110	-0,9	-0,2	16 112	-1,0	0,2
	Feb	16 869	-1,4	0,8	15 896	-1,3	0,8
	May	15 170	-10,1	-11,2	14 542	-8,5	-9,3
2021	Aug	16 533	9,0	-4,3	15 741	8,2	-3,2
	Nov	17 393	5,2	1,7	16 320	3,7	1,3
	Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
2022	May	17 339	1,8	14,3	16 251	1,5	11,8
	Aug	17 277	-0,4	4,5	16 216	-0,2	3,0
	Nov	21 096	22,1	21,3	19 634	21,1	20,3
2022	Feb	20 724	-1,8	21,6	19 447	-1,0	21,5
	May*	20 853	0,6	20,3	19 496	0,3	20,0
	Aug	20 603	-1,2	19,3	19 258	-1,2	18,8

*Revised estimates.

11.4 Electricity, gas and water supply industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	37 185	-	-	34 457	-	-
	Aug	38 451	3,4	-	36 640	6,3	-
	Nov	39 893	3,8	-	37 784	3,1	-
2019	Feb	38 492	-3,5	-	36 286	-4,0	-
	May	38 024	-1,2	2,3	35 343	-2,6	2,6
	Aug	37 745	-0,7	-1,8	35 913	1,6	-2,0
2020	Nov	40 531	7,4	1,6	38 346	6,8	1,5
	Feb	38 291	-5,5	-0,5	36 120	-5,8	-0,5
	May	39 070	2,0	2,8	36 523	1,1	3,3
2021	Aug	39 711	1,6	5,2	38 078	4,3	6,0
	Nov	41 489	4,5	2,4	39 465	3,6	2,9
	Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
2022	May	39 989	1,5	2,4	36 913	-0,6	1,1
	Aug	37 334	-6,6	-6,0	36 153	-2,1	-5,1
	Nov	48 074	28,8	15,9	47 039	30,1	19,2
2022	Feb	46 851	-2,5	19,0	43 841	-6,8	18,1
	May*	46 374	-1,0	16,0	43 049	-1,8	16,6
	Aug	45 781	-1,3	22,6	43 258	0,5	19,7

*Revised estimates.

11.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	15 828	-	-	15 077	-	-
Aug	16 247	2,6	-	15 519	2,9	-
Nov	16 226	-0,1	-	15 514	0,0	-
2019 Feb	15 842	-2,4	-	15 263	-1,6	-
May	16 460	3,9	4,0	15 772	3,3	4,6
Aug	16 182	-1,7	-0,4	15 486	-1,8	-0,2
Nov	16 135	-0,3	-0,6	15 445	-0,3	-0,4
2020 Feb	16 186	0,3	2,2	15 600	1,0	2,2
May	13 005	-19,7	-21,0	12 595	-19,3	-20,1
Aug	14 585	12,1	-9,9	14 018	11,3	-9,5
Nov	15 204	4,2	-5,8	14 605	4,2	-5,4
2021 Feb	15 398	1,3	-4,9	14 798	1,3	-5,1
May	15 378	-0,1	18,2	14 756	-0,3	17,2
Aug	15 591	1,4	6,9	15 007	1,7	7,1
Nov	19 088	22,4	25,5	18 231	21,5	24,8
2022 Feb	18 945	-0,7	23,0	18 208	-0,1	23,0
May*	20 389	7,6	32,6	19 242	5,7	30,4
Aug	18 634	-8,6	19,5	17 812	-7,4	18,7

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018 May	12 574	-	-	12 214	-	-
Aug	12 788	1,7	-	12 448	1,9	-
Nov	12 505	-2,2	-	12 176	-2,2	-
2019 Feb	12 440	-0,5	-	12 144	-0,3	-
May	12 822	3,1	2,0	12 419	2,3	1,7
Aug	12 837	0,1	0,4	12 511	0,7	0,5
Nov	12 889	0,4	3,1	12 571	0,5	3,2
2020 Feb	12 765	-1,0	2,6	12 467	-0,8	2,7
May	11 387	-10,8	-11,2	11 143	-10,6	-10,3
Aug	12 438	9,2	-3,1	12 170	9,2	-2,7
Nov	12 744	2,5	-1,1	12 444	2,2	-1,0
2021 Feb	12 912	1,3	1,2	12 615	1,4	1,2
May	13 098	1,4	15,0	12 741	1,0	14,3
Aug	12 672	-3,3	1,9	12 365	-3,0	1,6
Nov	15 418	21,7	21,0	15 002	21,3	20,6
2022 Feb	15 738	2,1	21,9	15 296	2,0	21,3
May*	15 833	0,6	20,9	15 339	0,3	20,4
Aug	15 510	-2,0	22,4	15 109	-1,5	22,2

*Revised estimates.

11.7 Transport, storage and communication industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	22 640	-	-	21 325	-	-
	Aug	23 007	1,6	-	21 835	2,4	-
	Nov	22 625	-1,7	-	21 374	-2,1	-
2019	Feb	21 844	-3,5	-	20 849	-2,5	-
	May	22 895	4,8	1,1	21 635	3,8	1,5
	Aug	22 142	-3,3	-3,8	21 010	-2,9	-3,8
2020	Nov	22 948	3,6	1,4	21 690	3,2	1,5
	Feb	21 937	-4,4	0,4	20 829	-4,0	-0,1
	May	20 168	-8,1	-11,9	19 328	-7,2	-10,7
2021	Aug	21 088	4,6	-4,8	20 050	3,7	-4,6
	Nov	21 940	4,0	-4,4	20 720	3,3	-4,5
	Feb	21 002	-4,3	-4,3	19 901	-4,0	-4,5
2022	May	21 785	3,7	8,0	20 511	3,1	6,1
	Aug	21 984	0,9	4,2	20 806	1,4	3,8
	Nov	27 494	25,1	25,3	25 893	24,4	25,0
2022	Feb	26 505	-3,6	26,2	25 032	-3,3	25,8
	May*	26 972	1,8	23,8	25 311	1,1	23,4
	Aug	26 475	-1,8	20,4	24 930	-1,5	19,8

*Revised estimates.

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	21 442	-	-	21 077	-	-
	Aug	21 979	2,5	-	21 627	2,6	-
	Nov	21 959	-0,1	-	21 563	-0,3	-
2019	Feb	22 030	0,3	-	21 707	0,7	-
	May	21 794	-1,1	1,6	21 351	-1,6	1,3
	Aug	21 859	0,3	-0,5	21 428	0,4	-0,9
2020	Nov	21 696	-0,7	-1,2	21 278	-0,7	-1,3
	Feb	20 740	-4,4	-5,9	20 348	-4,4	-6,3
	May	20 892	0,7	-4,1	20 544	1,0	-3,8
2021	Aug	21 145	1,2	-3,3	20 737	0,9	-3,2
	Nov	21 559	2,0	-0,6	21 120	1,8	-0,7
	Feb	21 001	-2,6	1,3	20 597	-2,5	1,2
2022	May	20 948	-0,3	0,3	20 483	-0,6	-0,3
	Aug	20 684	-1,3	-2,2	20 268	-1,0	-2,3
	Nov	25 832	24,9	19,8	25 267	24,7	19,6
2022	Feb	25 782	-0,2	22,8	25 280	0,1	22,7
	May*	26 015	0,9	24,2	25 400	0,5	24,0
	Aug	25 591	-1,6	23,7	24 975	-1,7	23,2

*Revised estimates.

11.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2018	May	23 043	-	-	22 569	-	-
	Aug	24 014	4,2	-	23 558	4,4	-
	Nov	24 001	-0,1	-	23 397	-0,7	-
2019	Feb	23 088	-3,8	-	22 469	-4,0	-
	May	22 975	-0,5	-0,3	22 284	-0,8	-1,3
	Aug	24 293	5,7	1,2	23 673	6,2	0,5
	Nov	24 262	-0,1	1,1	23 611	-0,3	0,9
2020	Feb	24 118	-0,6	4,5	23 446	-0,7	4,3
	May	24 136	0,1	5,0	23 483	0,2	5,4
	Aug	24 069	-0,3	-0,9	23 483	0,0	-0,8
	Nov	24 258	0,8	0,0	23 599	0,5	0,0
2021	Feb	23 882	-1,5	-1,0	23 186	-1,8	-1,1
	May	24 419	2,2	1,2	23 696	2,2	0,9
	Aug	24 095	-1,3	0,1	23 357	-1,4	-0,5
	Nov	29 362	21,9	21,0	28 476	21,9	20,7
2022	Feb	27 861	-5,1	16,7	27 063	-5,0	16,7
	May*	28 809	3,4	18,0	27 851	2,9	17,5
	Aug	27 773	-3,6	15,3	26 915	-3,4	15,2

*Revised estimates.

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	477 749	477 749	477 749	0,0	483 187	483 187	483 187
Manufacturing	0,7	1 157 849	1 173 955	1 190 062	0,8	1 156 194	1 174 612	1 193 030
Electricity, gas and water supply	1,4	57 851	59 483	61 115	1,3	57 234	58 731	60 227
Construction	2,6	495 728	522 347	548 966	2,7	502 191	530 252	558 313
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	2 079 404	2 133 772	2 188 141	1,3	2 088 898	2 143 515	2 198 132
Transport, storage and communication	1,0	403 458	411 524	419 590	1,1	406 312	415 265	424 219
Financial intermediation, insurance, real estate and business services	1,8	2 238 629	2 320 496	2 402 363	1,9	2 263 411	2 350 961	2 438 511
Community, social and personal services	0,6	2 842 077	2 875 897	2 909 718	0,6	2 793 197	2 826 436	2 859 675
Total	0,6	9 857 916	9 975 225	10 092 533	0,6	9 865 559	9 982 959	10 100 359

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	477 749	477 749	477 749	0,0	483 187	483 187	483 187
Manufacturing	0,7	1 082 738	1 097 800	1 112 862	0,8	1 079 757	1 096 957	1 114 158
Electricity, gas and water supply	1,3	55 628	57 082	58 536	1,2	55 644	56 984	58 324
Construction	2,7	434 038	458 291	482 544	2,7	434 671	458 959	483 247
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	1 865 389	1 914 162	1 962 935	1,4	1 873 037	1 925 883	1 978 730
Transport, storage and communication	1,1	386 514	395 031	403 547	1,1	388 919	397 489	406 058
Financial intermediation, insurance, real estate and business services	1,9	2 020 100	2 098 239	2 176 377	1,9	2 033 906	2 112 578	2 191 251
Community, social and personal services	0,7	2 307 078	2 339 171	2 371 265	0,7	2 308 560	2 340 674	2 372 788
Total	0,6	8 733 596	8 837 525	8 941 454	0,6	8 768 368	8 872 712	8 977 055

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,2	71 379	76 155	80 932	3,1	72 936	77 655	82 373
Electricity, gas and water supply	9,4	1 959	2 401	2 844	12,3	1 326	1 747	2 168
Construction	8,7	53 133	64 056	74 979	9,6	57 879	71 293	84 708
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,6	204 114	219 610	235 106	3,4	203 128	217 631	232 134
Transport, storage and communication	3,8	15 265	16 493	17 722	5,2	15 965	17 777	19 589
Financial intermediation, insurance, real estate and business services	7,2	190 893	222 258	253 623	7,6	202 873	238 383	273 892
Community, social and personal services	0,8	528 310	536 726	545 142	1,0	476 240	485 761	495 282
Total	1,6	1 102 021	1 137 700	1 173 378	1,8	1 071 078	1 110 248	1 149 417

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	42 537 084 734	42 537 084 734	42 537 084 734	0,0	45 868 553 008	45 868 553 008	45 868 553 008
Manufacturing	1,0	76 552 156 151	78 082 574 613	79 612 993 076	1,0	77 735 984 391	79 290 069 758	80 844 155 125
Electricity, gas and water supply	0,7	8 417 085 506	8 534 174 379	8 651 263 251	0,6	8 558 318 663	8 660 162 170	8 762 005 677
Construction	5,6	30 108 264 836	33 820 390 946	37 532 517 057	4,4	29 855 652 364	32 673 406 981	35 491 161 600
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,5	107 846 309 445	113 403 059 354	118 959 809 261	2,7	108 412 884 773	114 470 672 774	120 528 460 780
Transport, storage and communication	1,4	37 673 806 100	38 736 742 308	39 799 678 518	1,6	35 018 658 127	36 152 397 307	37 286 136 486
Financial intermediation, insurance, real estate and business services	2,7	197 883 288 497	208 940 415 274	219 997 542 049	3,7	202 754 772 590	218 608 242 323	234 461 712 057
Community, social and personal services	2,5	252 374 189 897	265 377 697 052	278 381 204 208	2,5	251 820 617 847	264 795 602 362	277 770 586 879
Total	1,2	770 864 694 758	789 432 138 662	807 999 582 561	1,4	778 552 862 400	800 519 106 685	822 485 350 975

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	42 537 084 734	42 537 084 734	42 537 084 734	0,0	45 868 553 008	45 868 553 008	45 868 553 008
Manufacturing	1,0	68 594 452 353	69 965 781 674	71 337 110 995	1,0	69 808 157 551	71 203 751 072	72 599 344 593
Electricity, gas and water supply	0,8	7 726 072 221	7 849 146 844	7 972 221 466	0,7	7 944 080 073	8 054 589 034	8 165 097 996
Construction	5,3	28 077 266 490	31 332 038 666	34 586 810 843	4,5	27 961 217 558	30 665 954 768	33 370 691 979
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,5	97 715 406 348	102 750 164 403	107 784 922 459	2,6	100 037 734 866	105 409 397 777	110 781 060 688
Transport, storage and communication	1,5	31 456 921 358	32 409 768 553	33 362 615 749	1,5	31 906 490 928	32 872 955 829	33 839 420 731
Financial intermediation, insurance, real estate and business services	2,7	178 485 703 463	188 458 951 158	198 432 198 853	2,7	180 889 606 034	190 997 176 621	201 104 747 208
Community, social and personal services	2,4	232 442 459 806	243 916 281 697	255 390 103 588	2,6	233 604 550 134	246 148 265 757	258 691 981 380
Total	1,2	702 303 181 728	719 219 217 729	736 135 253 730	1,2	714 022 334 323	731 220 643 867	748 418 953 411

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,7	3 333 506 712	3 519 773 104	3 706 039 497	1,5	3 126 313 670	3 221 011 405	3 315 709 140
Electricity, gas and water supply	6,0	102 497 232	116 157 335	129 817 437	1,2	104 228 838	106 739 347	109 249 857
Construction	14,9	625 884 134	884 067 086	1 142 250 038	13,9	450 500 215	619 193 214	787 886 214
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	7,8	6 554 813 535	7 737 762 696	8 920 711 857	10,7	5 112 761 739	6 469 557 294	7 826 352 850
Transport, storage and communication	3,4	4 024 529 616	4 311 872 821	4 599 216 026	14,9	917 925 902	1 296 578 765	1 675 231 627
Financial intermediation, insurance, real estate and business services	10,1	13 284 805 740	16 563 769 563	19 842 733 386	17,0	15 534 824 538	23 297 577 291	31 060 330 045
Community, social and personal services	11,9	10 776 731 589	14 054 895 389	17 333 059 190	2,1	11 079 474 608	11 555 081 774	12 030 688 940
Total	5,2	42 378 866 664	47 188 297 996	51 997 729 327	8,7	38 625 349 261	46 565 739 091	54 506 128 921

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,3	4 479 887 770	4 597 019 835	4 714 151 901	2,1	4 665 051 233	4 865 307 281	5 065 563 329
Electricity, gas and water supply	0,3	565 525 243	568 870 200	572 215 157	0,3	495 900 646	498 833 789	501 766 931
Construction	18,9	1 009 993 787	1 604 285 194	2 198 576 601	7,1	1 195 068 877	1 388 258 999	1 581 449 122
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,9	2 749 436 138	2 915 132 255	3 080 828 373	3,1	2 434 244 936	2 591 717 703	2 749 190 471
Transport, storage and communication	2,5	1 916 360 988	2 015 100 934	2 113 840 880	2,7	1 877 929 618	1 982 862 713	2 087 795 808
Financial intermediation, insurance, real estate and business services	4,0	3 610 547 300	3 917 694 553	4 224 841 806	5,5	3 848 494 360	4 313 488 411	4 778 482 462
Community, social and personal services	6,5	6 462 929 322	7 406 519 966	8 350 110 610	8,5	5 910 685 176	7 092 254 831	8 273 824 486
Total	2,6	21 851 288 153	23 024 622 937	24 197 957 722	2,9	21 440 595 711	22 732 723 727	24 024 851 744

*Revised estimates.

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

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

Industry	May* 2022				August 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	30 226	30 226	30 226	0,0	32 365	32 365	32 365
Manufacturing	1,2	21 003	21 499	21 995	1,2	21 327	21 839	22 351
Electricity, gas and water supply	1,5	46 376	47 812	49 248	1,4	47 156	48 528	49 900
Construction	8,7	17 426	21 021	24 616	5,2	17 741	19 752	21 763
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,7	15 447	16 324	17 201	2,7	15 559	16 441	17 323
Transport, storage and communication	1,7	26 897	27 808	28 719	1,6	27 181	28 064	28 947
Financial intermediation, insurance, real estate and business services	3,1	25 191	26 821	28 451	3,1	25 472	27 126	28 780
Community, social and personal services	2,3	28 365	29 702	31 039	2,5	28 013	29 439	30 865
Total	1,3	24 059	24 668	25 277	1,3	24 205	24 813	25 421

*Revised estimates.

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

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

Industry	May* 2022				August 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,2	19 627	20 100	20 573	1,2	19 931	20 414	20 897
Electricity, gas and water supply	1,6	43 032	44 384	45 736	1,5	44 548	45 854	47 160
Construction	7,9	16 775	19 839	22 903	5,3	16 923	18 881	20 839
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,8	14 946	15 815	16 684	2,8	15 140	16 016	16 892
Transport, storage and communication	1,7	25 214	26 096	26 978	1,6	25 576	26 426	27 276
Financial intermediation, insurance, real estate and business services	3,1	24 574	26 187	27 800	3,1	24 841	26 474	28 107
Community, social and personal services	2,3	27 400	28 714	30 028	2,5	27 135	28 530	29 925

*Revised estimates.

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

- Mining**
5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources and Energy. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates**
6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates**
7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors**
8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimates or statistics.
- Effects of rounding**
9. (a) Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add up to the total.
- (b) Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- 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 **September 2022 was 78,0%.**

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

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

Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, Report No. 09-90-02 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	Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments. Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to

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

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

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