



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

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

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Quarterly employment statistics (QES)

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Introduction

The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices and stores, as well as from national, provincial and local government entities. The definition of industries is based on the *System of National Accounts* (SNA) and is in line with *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, Report No. 09-90-02 of January 1993.

This survey covers employment statistics of the following industries:

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

Key findings: Employment and earnings for the quarter ending September 2023

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



*Revised estimates.

Table A – Employment by industry

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	469	479	481	2	0,4	12	2,6
Manufacturing	1 177	1 187	1 180	-7	-0,6	3	0,3
Electricity	59	59	59	0	0,0	0	0,0
Construction	521	499	494	-5	-1,0	-27	-5,2
Trade	2 136	2 138	2 142	4	0,2	6	0,3
Transport	414	407	409	2	0,5	-5	-1,2
Business services	2 336	2 340	2 333	-7	-0,3	-3	-0,1
Community services	2 808	3 036	3 078	42	1,4	270	9,6
Total	9 920	10 145	10 176	31	0,3	256	2,6

*Revised estimates.

Table A shows that total employment increased by 31 000 or 0,3% quarter-on-quarter, from 10 145 000 in June 2023 to 10 176 000 in September 2023. This was largely due to increases in the following industries: community services (42 000 or 1,4%), trade (4 000 or 0,2%), transport (2 000 or 0,5%) and mining (2 000 or 0,4%).

The electricity industry reported no change

However, there were decreases in the following industries: business services (-7 000 or -0,3%), manufacturing (-7 000 or -0,6%), and construction (-5 000 or -1,0%).

Total employment increased by 256 000 or 2,6% year-on-year between September 2022 and September 2023.

Table B – Full-time employees

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	469	479	481	2	0,4	12	2,6
Manufacturing	1 098	1 110	1 106	-4	-0,4	8	0,7
Electricity	57	57	58	1	1,8	1	1,8
Construction	453	431	428	-3	-0,7	-25	-5,5
Trade	1 913	1 906	1 908	2	0,1	-5	-0,3
Transport	397	392	392	0	0,0	-5	-1,3
Business services	2 137	2 095	2 078	-17	-0,8	-59	-2,8
Community services	2 341	2 322	2 338	16	0,7	-3	-0,1
Total	8 865	8 792	8 789	-3	0,0	-76	-0,9

*Revised estimates.

Table B shows that full-time employment decreased by 3 000 quarter-on-quarter, from 8 792 000 in June 2023 to 8 789 000 in September 2023. This was largely due to decreases in the following industries: business services (-17 000 or -0,8%), manufacturing (-4 000 or -0,4%), and construction (-3 000 or -0,7%).

The transport industry reported no change.

However, there were increases in the following industries: community services (16 000 or 0,7%), mining (2 000 or 0,4%), trade (2 000 or 0,1%), and electricity (1 000 or 1,8%).

Full-time employment decreased by 76 000 or -0,9% year-on-year between September 2022 and September 2023.

Table C – Part-time employees**

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		%	
Mining							
Manufacturing	79	77	74	-3	-3,9	-5	-6,3
Electricity	2	2	1	-1	-50,0	-1	-50,0
Construction	68	68	66	-2	-2,9	-2	-2,9
Trade	223	232	234	2	0,9	11	4,9
Transport	17	15	17	2	13,3	0	0,0
Business services	199	245	255	10	4,1	56	28,1
Community services	467	714	740	26	3,6	273	58,5
Total	1 055	1 353	1 387	34	2,5	332	31,5

*Revised estimates.

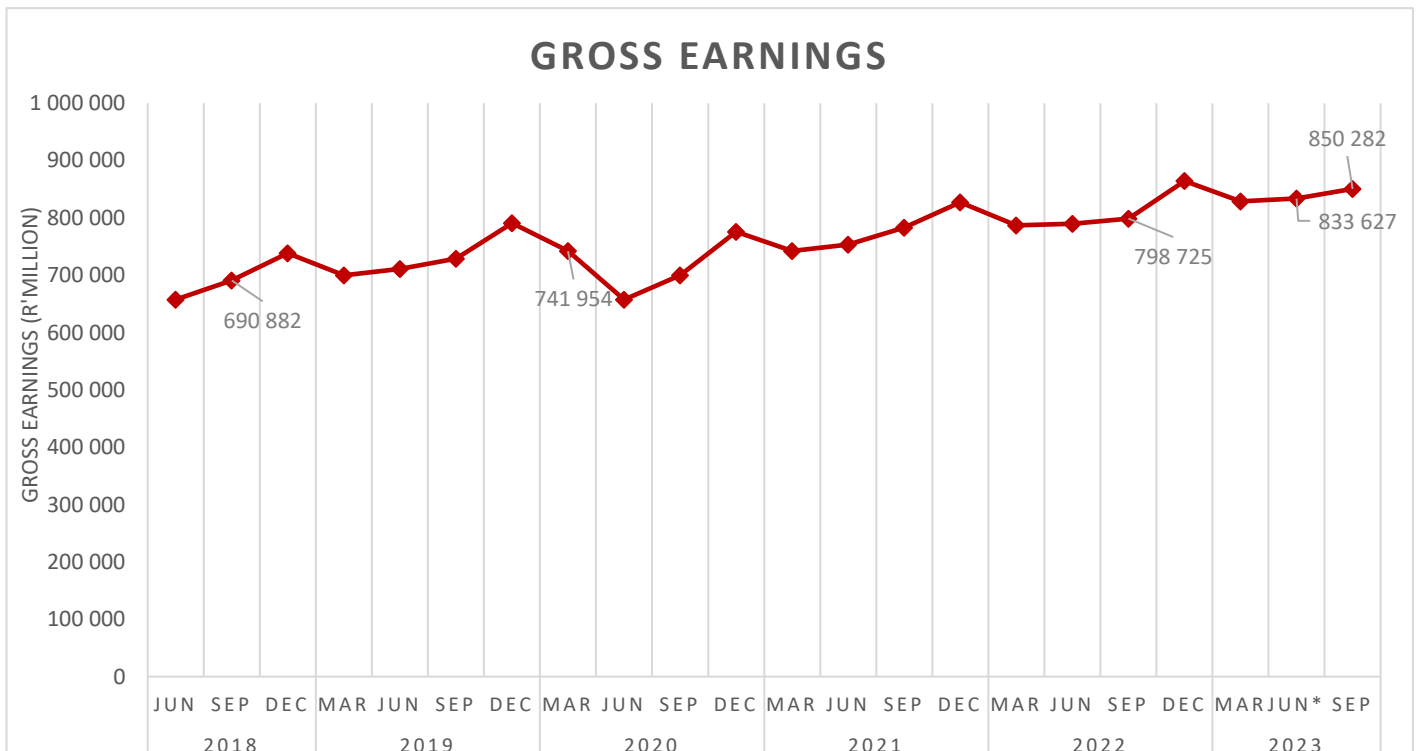
**Data for mining industry is obtained from the Department of Mineral Resources and Energy (see explanatory notes). At this stage, the Department is unable to provide data items with regard to part time employees.

Table C shows that part-time employment increased by 34 000 or 2,5% quarter-on-quarter, from 1 353 000 in June 2023 to 1 387 000 in September 2023. This was largely due to increases in the following industries: community services (26 000 or 3,6%), business services (10 000 or 4,1%), transport (2 000 or 13,3%), and trade (2 000 or 0,9%)

However, there were decreases in the following industries: manufacturing (-3 000 or -3,9%), construction (-2 000 or -2,9%) and electricity (-1 000 or -50,0%).

Part-time employment increased by 332 000 or 31,5% year-on-year between September 2022 and September 2023.

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



*Revised estimates.

Table D – Gross earnings by industry

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	44 553	46 369	48 414	2 045	4,4	3 861	8,7
Manufacturing	79 936	85 385	85 980	595	0,7	6 044	7,6
Electricity	8 649	9 038	9 397	359	4,0	748	8,6
Construction	32 802	33 040	33 106	66	0,2	304	0,9
Trade	114 079	116 143	115 432	-711	-0,6	1 353	1,2
Transport	36 056	41 159	39 518	-1 641	-4,0	3 462	9,6
Business services	217 210	221 257	230 346	9 089	4,1	13 136	6,0
Community services	265 440	281 236	288 089	6 853	2,4	22 649	8,5
Total	798 725	833 627	850 282	16 655	2,0	51 557	6,5

*Revised estimates.

Table D shows that gross earnings paid to employees increased by R16,7 billion or 2,0% from R833,6 billion in June 2023 to R850,3 billion in September 2023. This was largely due to increases in the following industries: business services, community services, mining, manufacturing, electricity, and construction.

However, there were decreases in the following industries: transport and trade.

The year-on-year total gross earnings increased by R51,6 billion or 6,5% between September 2022 and September 2023.

Table E – Basic salary/wages payments by industry

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining	44 553	46 369	48 414	2 045	4,4	3 861	8,7
Manufacturing	71 804	75 402	77 021	1 619	2,1	5 217	7,3
Electricity	8 043	8 266	8 714	448	5,4	671	8,3
Construction	30 813	30 396	31 039	643	2,1	226	0,7
Trade	105 052	104 714	105 520	806	0,8	468	0,4
Transport	32 785	34 669	35 493	824	2,4	2 708	8,3
Business services	190 280	198 544	202 722	4 178	2,1	12 442	6,5
Community services	246 015	260 666	265 344	4 678	1,8	19 329	7,9
Total	729 345	759 026	774 267	15 241	2,0	44 922	6,2

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R15,2 billion or 2,0% from R759 billion in June 2023 to R774,3 billion in September 2023. This was largely due to increases in the following industries: community services, business services, mining, manufacturing, transport, trade, construction and electricity

The year-on-year basic salary/wages increased by R44,9 billion or 6,2% between September 2022 and September 2023.

Table F – Bonus payments by industry**

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	3 170	4 522	3 748	-774	-17,1	578	18,2
Electricity	107	112	92	-20	-17,9	-15	-14,0
Construction	609	1 290	705	-585	-45,3	96	15,8
Trade	6 425	8 185	6 997	-1 188	-14,5	572	8,9
Transport	1 260	4 230	1 774	-2 456	-58,1	514	40,8
Business services	22 730	18 157	22 592	4 435	24,4	-138	-0,6
Community services	12 296	12 705	15 115	2 410	19,0	2 819	22,9
Total	46 597	49 201	51 023	1 822	3,7	4 426	9,5

*Revised estimates.

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

Table F shows that bonus paid to employees increased by R1,8 billion or 3,7% from R49,2 billion in June 2023 to R51 billion in September 2023. This was largely due to increases in the following industries: business services, and community services.

However, there were decreases in the following industries: transport, trade, manufacturing, construction and electricity.

The year-on-year bonus payments increased by R4,4 billion or 9,5% between September 2022 and September 2023.

Table G – Overtime payments by industry**

Industry	Sep 2022	Jun* 2023	Sep 2023	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	4 962	5 461	5 211	-250	-4,6	249	5,0
Electricity	499	660	591	-69	-10,5	92	18,4
Construction	1 380	1 354	1 362	8	0,6	-18	-1,3
Trade	2 602	3 244	2 915	-329	-10,1	313	12,0
Transport	2 011	2 260	2 251	-9	-0,4	240	11,9
Business services	4 200	4 556	5 032	476	10,4	832	19,8
Community services	7 129	7 865	7 630	-235	-3,0	501	7,0
Total	22 783	25 400	24 992	-408	-1,6	2 209	9,7

*Revised estimates.

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

Table G shows that overtime paid to employees decreased by R408 million or -1,6% from R25,4 billion in June 2023 to R25 billion in September 2023. This was largely due to decreases in the following industries: trade, manufacturing, community services, electricity and transport.

However, business services and construction reported a quarterly increase.

The year-on-year overtime payments increased by R2,2 billion or 9,7% between September 2022 and September 2023.

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	Aug 2022	May* 2023	Aug 2023	Q/Q Change	Y/Y Change
	Rands			%	
	24 916	25 866	26 086	0,9	4,7

*Revised estimates.

Table H shows a quarter-on-quarter increase of 0,9% in average monthly earnings paid to employees in the formal non-agricultural sector from R25 866 in May 2023 to R26 086 in August 2023.

The year-on-year average monthly earnings paid to employees in the formal non-agricultural sector increased by 4,7%.

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

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

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

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

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

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

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

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The mining industry reported an annual increase of 12 000 employees or 2,6% in September 2023 compared with September 2022. There was a quarterly increase of 2 000 employees or 0,4% in September 2023 compared to June 2023. This was mainly due to increases in gold and chrome mining.

See explanatory note on page 61.

The manufacturing industry reported an annual increase of 3 000 employees or 0,3% in September 2023 compared with September 2022. There was a quarterly decrease of 7 000 employees or -0,6% in September 2023 compared with June 2023. This was mainly due to decreases in employment in the food, beverages and tobacco; basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; furniture, manufacturing n.e.c.; recycling; and Non-metallic mineral products

The electricity, gas and water supply industry remain unchanged in both year on year and quarter on quarter.

The construction industry reported an annual decrease of 27 000 employees or -5,2% in September 2023 compared with September 2022. There was a quarterly decrease of 5 000 employees or -1,0% in September 2023 compared with June 2023. This was mainly due to decreases in employment in the building completion; building of complete constructions or parts thereof, civil engineering and building installation

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual increase of 6 000 employees or 0,3% in September 2023 compared with September 2022. There was a quarterly increase of 4 000 employees or 0,2% in September 2023 compared with June 2023. This was mainly due to increases in employment in the hotels and restaurants.

The transport, storage and communication industry reported an annual decrease of 5 000 employees or -1,2% in September 2023 compared with September 2022. There was a quarterly increase of 2 000 employees or 0,5% in September 2023 compared with June 2023. This was mainly due to increases in employment in the post and telecommunications.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 3 000 employees or -0,1% in September 2023 compared with September 2022. There was a quarterly decrease of 7 000 employees or -0,3% in September 2023 compared with June 2023. This was mainly due to decreases in employment in the business activities n.e.c.; computer and related activities; and activities auxiliary to financial intermediation.

The community, social and personal services industry reported an annual increase of 270 000 employees or 9,6% in September 2023 compared with September 2022. There was a quarterly increase of 42 000 employees or 1,4% in September 2023 compared with June 2023. This was mainly due to increases in employment in the provincial departments; universities and technikons; extra budgetary institutions; and recreational, cultural and sporting activities

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R3,9 billion or 8,7% in September 2023 compared with September 2022. There was a quarterly increase of R2 billion or 4,4% in September 2023 compared with June 2023. This was mainly due to increases in gross earnings in platinum group metals (PGM's) and iron mining.

See explanatory note on page 61.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R6 billion or 7,6% in September 2023 compared with September 2022. There was a quarterly increase of R595 million or 0,7% in September 2023 compared with June 2023. 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; non-metallic mineral products; electrical machinery and apparatus n.e.c.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R748 million or 8,6% in September 2023 compared with September 2022. There was a quarterly increase of R359 million or 4,0% in September 2023 compared with June 2023. This was mainly due to increases in gross earnings in electricity, gas, steam and water supply; and collection, purification and distribution of water.

Gross earnings paid to employees in the construction industry reflected an annual increase of R304 million or 0,9% in September 2023 compared with September 2022. There was a quarterly increase of R66 million or 0,2% in September 2023 compared with June 2023. This was mainly due to increases in gross earnings in - building of complete constructions or parts thereof, civil engineering; renting of construction/demolition equipment with operators; site preparation.

Gross earnings paid to employees in the wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reflected an annual increase of R1,4 billion or 1,2% in September 2023 compared with September 2022. There was a quarterly decrease of R711 million or -0,6% in September 2023 compared with June 2023. This was mainly due to the decreases in gross earnings in hotels and restaurants, whole sale trade and motor trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R3,5 billion or 9,6% in September 2023 compared with September 2022. There was a quarterly decrease of R1,6 billion or -4,0% in September 2023 compared with June 2023. This was mainly due to decreases in gross earnings in post and telecommunications sub industry.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R13,1 billion or 6,0% in September 2023 compared with September 2022. There was a quarterly increase of R9,1 billion or 4,1% in September 2023 compared with June 2023. This was mainly due to the increases in gross earnings in financial intermediation (i.e. banks) except insurance and pension funding; legal, accounting, bookkeeping and auditing activities; business activities n.e.c.; activities auxiliary to financial intermediation

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R22,7 billion or 8,5% in September 2023 compared with September 2022. There was a quarterly increase of R6,9 billion or 2,4% in September 2023 compared with June 2023. This was mainly due to the increases in gross earnings in provincial departments; extra budgetary institutions; national departments; local government

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2019	Mar	10 228 000	33 000	0,3	-	-
	Jun	10 203 000	-25 000	-0,2	162 000	1,6
	Sep	10 220 000	17 000	0,2	127 000	1,3
	Dec	10 294 000	74 000	0,7	99 000	1,0
2020	Mar	10 305 000	11 000	0,1	77 000	0,8
	Jun	9 651 000	-654 000	-6,3	-552 000	-5,4
	Sep	9 739 000	88 000	0,9	-481 000	-4,7
	Dec	9 861 000	122 000	1,3	-433 000	-4,2
2021	Mar	9 904 000	43 000	0,4	-401 000	-3,9
	Jun	9 874 000	-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	9 920 000	-54 000	-0,5	-33 000	-0,3
	Dec	9 991 000	71 000	0,7	-71 000	-0,7
2023	Mar	10 039 000	48 000	0,5	-28 000	-0,3
	Jun*	10 145 000	106 000	1,1	171 000	1,7
	Sep	10 176 000	31 000	0,3	256 000	2,6

*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	
2019	Mar	9 230 000	54 000	0,6	-	-
	Jun	9 179 000	-51 000	-0,6	145 000	1,6
	Sep	9 196 000	17 000	0,2	113 000	1,2
	Dec	9 251 000	55 000	0,6	75 000	0,8
2020	Mar	9 287 000	36 000	0,4	57 000	0,6
	Jun	8 745 000	-542 000	-5,8	-434 000	-4,7
	Sep	8 812 000	67 000	0,8	-384 000	-4,2
	Dec	8 857 000	45 000	0,5	-394 000	-4,3
2021	Mar	8 873 000	16 000	0,2	-414 000	-4,5
	Jun	8 906 000	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	8 865 000	28 000	0,3	-24 000	-0,3
	Dec	8 881 000	16 000	0,2	1 000	0,0
2023	Mar	8 816 000	-65 000	-0,7	-26 000	-0,3
	Jun*	8 792 000	-24 000	-0,3	-45 000	-0,5
	Sep	8 789 000	-3 000	0,0	-76 000	-0,9

*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	
2019	Mar	998 000	-21 000	-2,1	-	-
	Jun	1 024 000	26 000	2,6	17 000	1,7
	Sep	1 024 000	0	0,0	14 000	1,4
	Dec	1 043 000	19 000	1,9	24 000	2,4
2020	Mar	1 018 000	-25 000	-2,4	20 000	2,0
	Jun	906 000	-112 000	-11,0	-118 000	-11,5
	Sep	927 000	21 000	2,3	-97 000	-9,5
	Dec	1 004 000	77 000	8,3	-39 000	-3,7
2021	Mar	1 031 000	27 000	2,7	13 000	1,3
	Jun	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	1 055 000	-82 000	-7,2	-9 000	-0,8
	Dec	1 110 000	55 000	5,2	-72 000	-6,1
2023	Mar	1 223 000	113 000	10,2	-2 000	-0,2
	Jun*	1 353 000	130 000	10,6	216 000	19,0
	Sep	1 387 000	34 000	2,5	332 000	31,5

*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	
2019	Mar	700 039 000	-38 487 000	-5,2	-	-
	Jun	711 042 000	11 003 000	1,6	53 591 000	8,2
	Sep	729 087 000	18 045 000	2,5	38 205 000	5,5
	Dec	790 986 000	61 899 000	8,5	52 460 000	7,1
2020	Mar	741 954 000	-49 032 000	-6,2	41 915 000	6,0
	Jun	657 604 000	-84 350 000	-11,4	-53 438 000	-7,5
	Sep	699 863 000	42 259 000	6,4	-29 224 000	-4,0
	Dec	775 613 000	75 750 000	10,8	-15 373 000	-1,9
2021	Mar	742 485 000	-33 128 000	-4,3	531 000	0,1
	Jun	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	798 725 000	9 292 000	1,2	15 695 000	2,0
	Dec	864 196 000	65 471 000	8,2	36 863 000	4,5
2023	Mar	828 731 000	-35 465 000	-4,1	41 901 000	5,3
	Jun*	833 627 000	4 896 000	0,6	44 194 000	5,6
	Sep	850 282 000	16 655 000	2,0	51 557 000	6,5

*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	
2019	Mar	639 467 000	-3 168 000	-0,5	-	-
	Jun	653 653 000	14 186 000	2,2	49 144 000	8,1
	Sep	667 165 000	13 512 000	2,1	35 429 000	5,6
	Dec	681 382 000	14 217 000	2,1	38 747 000	6,0
2020	Mar	678 972 000	-2 410 000	-0,4	39 505 000	6,2
	Jun	610 853 000	-68 119 000	-10,0	-42 800 000	-6,5
	Sep	649 086 000	38 233 000	6,3	-18 079 000	-2,7
	Dec	673 254 000	24 168 000	3,7	-8 128 000	-1,2
2021	Mar	672 627 000	-627 000	-0,1	-6 345 000	-0,9
	Jun	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	729 345 000	10 126 000	1,4	15 902 000	2,2
	Dec	751 198 000	21 853 000	3,0	30 973 000	4,3
2023	Mar	738 476 000	-12 722 000	-1,7	31 768 000	4,5
	Jun*	759 026 000	20 550 000	2,8	39 807 000	5,5
	Sep	774 267 000	15 241 000	2,0	44 922 000	6,2

*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	
2019	Mar	42 007 000	-35 062 000	-45,5	-	-
	Jun	36 889 000	-5 118 000	-12,2	966 000	2,7
	Sep	42 115 000	5 226 000	14,2	-503 000	-1,2
	Dec	89 548 000	47 433 000	112,6	12 479 000	16,2
2020	Mar	43 084 000	-46 464 000	-51,9	1 077 000	2,6
	Jun	32 017 000	-11 067 000	-25,7	-4 872 000	-13,2
	Sep	33 971 000	1 954 000	6,1	-8 144 000	-19,3
	Dec	82 890 000	48 919 000	144,0	-6 658 000	-7,4
2021	Mar	50 244 000	-32 646 000	-39,4	7 160 000	16,6
	Jun	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	46 597 000	-592 000	-1,3	-2 241 000	-4,6
	Dec	89 454 000	42 857 000	92,0	4 780 000	5,6
2023	Mar	66 924 000	-22 530 000	-25,2	7 702 000	13,0
	Jun*	49 201 000	-17 723 000	-26,5	2 012 000	4,3
	Sep	51 023 000	1 822 000	3,7	4 426 000	9,5

*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	
2019	Mar	18 565 000	-257 000	-1,4	-	-
	Jun	20 500 000	1 935 000	10,4	3 481 000	20,5
	Sep	19 807 000	-693 000	-3,4	3 279 000	19,8
	Dec	20 056 000	249 000	1,3	1 234 000	6,6
2020	Mar	19 898 000	-158 000	-0,8	1 333 000	7,2
	Jun	14 734 000	-5 164 000	-26,0	-5 766 000	-28,1
	Sep	16 806 000	2 072 000	14,1	-3 001 000	-15,2
	Dec	19 469 000	2 663 000	15,8	-587 000	-2,9
2021	Mar	19 614 000	145 000	0,7	-284 000	-1,4
	Jun	21 371 000	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	22 783 000	-242 000	-1,1	2 034 000	9,8
	Dec	23 544 000	761 000	3,3	1 110 000	4,9
2023	Mar	23 331 000	-213 000	-0,9	2 431 000	11,6
	Jun*	25 400 000	2 069 000	8,9	2 375 000	10,3
	Sep	24 992 000	-408 000	-1,6	2 209 000	9,7

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

*Revised estimates.

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

2.2 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	33 570 000	-857 000	-2,5	-	-
	Jun	34 640 000	1 070 000	3,2	2 738 000	8,6
	Sep	37 020 000	2 380 000	6,9	3 266 000	9,7
	Dec	37 891 000	871 000	2,4	3 464 000	10,1
2020	Mar	37 903 000	12 000	0,0	4 333 000	12,9
	Jun	33 899 000	-4 004 000	-10,6	-741 000	-2,1
	Sep	38 484 000	4 585 000	13,5	1 464 000	4,0
	Dec	39 355 000	871 000	2,3	1 464 000	3,9
2021	Mar	39 646 000	291 000	0,7	1 743 000	4,6
	Jun	40 076 000	430 000	1,1	6 177 000	18,2
	Sep	43 583 000	3 507 000	8,8	5 099 000	13,2
	Dec	41 659 000	-1 924 000	-4,4	2 304 000	5,9
2022	Mar	41 475 000	-184 000	-0,4	1 829 000	4,6
	Jun	42 537 000	1 062 000	2,6	2 461 000	6,1
	Sep	44 553 000	2 016 000	4,7	970 000	2,2
	Dec	45 605 000	1 052 000	2,4	3 946 000	9,5
2023	Mar	46 089 000	484 000	1,1	4 614 000	11,1
	Jun*	46 369 000	280 000	0,6	3 832 000	9,0
	Sep	48 414 000	2 045 000	4,4	3 861 000	8,7

*Revised estimates.

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

Table 3 - Manufacturing industry

3.1 Total Number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2019	Mar	1 237 000	4 000	0,3	-	-
	Jun	1 165 000	-72 000	-5,8	-47 000	-3,9
	Sep	1 165 000	0	0,0	-58 000	-4,7
	Dec	1 171 000	6 000	0,5	-62 000	-5,0
2020	Mar	1 171 000	0	0,0	-66 000	-5,3
	Jun	1 093 000	-78 000	-6,7	-72 000	-6,2
	Sep	1 101 000	8 000	0,7	-64 000	-5,5
	Dec	1 101 000	0	0,0	-70 000	-6,0
2021	Mar	1 107 000	6 000	0,5	-64 000	-5,5
	Jun	1 160 000	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	1 177 000	3 000	0,3	15 000	1,3
	Dec	1 190 000	13 000	1,1	13 000	1,1
2023	Mar	1 196 000	6 000	0,5	14 000	1,2
	Jun*	1 187 000	-9 000	-0,8	13 000	1,1
	Sep	1 180 000	-7 000	-0,6	3 000	0,3

*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	
2019	Mar	1 159 000	7 000	0,6	-	-
	Jun	1 093 000	-66 000	-5,7	-41 000	-3,6
	Sep	1 097 000	4 000	0,4	-44 000	-3,9
	Dec	1 104 000	7 000	0,6	-48 000	-4,2
2020	Mar	1 109 000	5 000	0,5	-50 000	-4,3
	Jun	1 036 000	-73 000	-6,6	-57 000	-5,2
	Sep	1 039 000	3 000	0,3	-58 000	-5,3
	Dec	1 037 000	-2 000	-0,2	-67 000	-6,1
2021	Mar	1 045 000	8 000	0,8	-64 000	-5,8
	Jun	1 093 000	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	1 098 000	0	0,0	3 000	0,3
	Dec	1 112 000	14 000	1,3	12 000	1,1
2023	Mar	1 119 000	7 000	0,6	26 000	2,4
	Jun*	1 110 000	-9 000	-0,8	12 000	1,1
	Sep	1 106 000	-4 000	-0,4	8 000	0,7

*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	
2019	Mar	78 000	-3 000	-3,7	-	-
	Jun	72 000	-6 000	-7,7	-6 000	-7,7
	Sep	68 000	-4 000	-5,6	-14 000	-17,1
	Dec	67 000	-1 000	-1,5	-14 000	-17,3
2020	Mar	62 000	-5 000	-7,5	-16 000	-20,5
	Jun	57 000	-5 000	-8,1	-15 000	-20,8
	Sep	62 000	5 000	8,8	-6 000	-8,8
	Dec	64 000	2 000	3,2	-3 000	-4,5
2021	Mar	62 000	-2 000	-3,1	0	0,0
	Jun	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	79 000	3 000	3,9	12 000	17,9
	Dec	78 000	-1 000	-1,3	1 000	1,3
2023	Mar	77 000	-1 000	-1,3	-12 000	-13,5
	Jun	77 000	0	0,0	1 000	1,3
	Sep	74 000	-3 000	-3,9	-5 000	-6,3

3.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	70 875 000	-7 636 000	-9,7	-	-
	Jun	67 338 000	-3 537 000	-5,0	-432 000	-0,6
	Sep	68 463 000	1 125 000	1,7	-766 000	-1,1
	Dec	76 432 000	7 969 000	11,6	-2 079 000	-2,6
2020	Mar	69 064 000	-7 368 000	-9,6	-1 811 000	-2,6
	Jun	57 282 000	-11 782 000	-17,1	-10 056 000	-14,9
	Sep	63 468 000	6 186 000	10,8	-4 995 000	-7,3
	Dec	73 490 000	10 022 000	15,8	-2 942 000	-3,8
2021	Mar	68 232 000	-5 258 000	-7,2	-832 000	-1,2
	Jun	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	79 936 000	1 853 000	2,4	4 703 000	6,3
	Dec	93 543 000	13 607 000	17,0	9 045 000	10,7
2023	Mar	84 100 000	-9 443 000	-10,1	6 045 000	7,7
	Jun*	85 385 000	1 285 000	1,5	7 302 000	9,4
	Sep	85 980 000	595 000	0,7	6 044 000	7,6

*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	
2019	Mar	63 734 000	-1 026 000	-1,6	-	-
	Jun	60 679 000	-3 055 000	-4,8	-497 000	-0,8
	Sep	62 299 000	1 620 000	2,7	-743 000	-1,2
	Dec	63 526 000	1 227 000	2,0	-1 234 000	-1,9
2020	Mar	62 356 000	-1 170 000	-1,8	-1 378 000	-2,2
	Jun	52 955 000	-9 401 000	-15,1	-7 724 000	-12,7
	Sep	59 093 000	6 138 000	11,6	-3 206 000	-5,1
	Dec	61 404 000	2 311 000	3,9	-2 122 000	-3,3
2021	Mar	60 267 000	-1 137 000	-1,9	-2 089 000	-3,4
	Jun	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	71 804 000	1 838 000	2,6	4 186 000	6,2
	Dec	75 314 000	3 510 000	4,9	6 823 000	10,0
2023	Mar	73 865 000	-1 449 000	-1,9	5 396 000	7,9
	Jun*	75 402 000	1 537 000	2,1	5 436 000	7,8
	Sep	77 021 000	1 619 000	2,1	5 217 000	7,3

*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	
2019	Mar	3 289 000	-6 509 000	-66,4	-	-
	Jun	2 671 000	-618 000	-18,8	-174 000	-6,1
	Sep	2 144 000	-527 000	-19,7	-216 000	-9,2
	Dec	9 161 000	7 017 000	327,3	-637 000	-6,5
2020	Mar	2 895 000	-6 266 000	-68,4	-394 000	-12,0
	Jun	2 116 000	-779 000	-26,9	-555 000	-20,8
	Sep	1 459 000	-657 000	-31,0	-685 000	-31,9
	Dec	8 008 000	6 549 000	448,9	-1 153 000	-12,6
2021	Mar	3 977 000	-4 031 000	-50,3	1 082 000	37,4
	Jun	2 659 000	-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	3 170 000	-350 000	-9,9	-175 000	-5,2
	Dec	13 094 000	9 924 000	313,1	1 885 000	16,8
2023	Mar	5 624 000	-7 470 000	-57,0	295 000	5,5
	Jun*	4 522 000	-1 102 000	-19,6	1 002 000	28,5
	Sep	3 748 000	-774 000	-17,1	578 000	18,2

*Revised estimates.

3.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	3 852 000	-101 000	-2,6	-	-
	Jun	3 988 000	136 000	3,5	239 000	6,4
	Sep	4 020 000	32 000	0,8	193 000	5,0
	Dec	3 745 000	-275 000	-6,8	-208 000	-5,3
2020	Mar	3 813 000	68 000	1,8	-39 000	-1,0
	Jun	2 211 000	-1 602 000	-42,0	-1 777 000	-44,6
	Sep	2 916 000	705 000	31,9	-1 104 000	-27,5
	Dec	4 078 000	1 162 000	39,8	333 000	8,9
2021	Mar	3 988 000	-90 000	-2,2	175 000	4,6
	Jun	4 364 000	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	4 962 000	365 000	7,9	692 000	16,2
	Dec	5 135 000	173 000	3,5	337 000	7,0
2023	Mar	4 611 000	-524 000	-10,2	354 000	8,3
	Jun*	5 461 000	850 000	18,4	864 000	18,8
	Sep	5 211 000	-250 000	-4,6	249 000	5,0

*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	
2019	Mar	61 000	-1 000	-1,6	-	-
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
	Dec	60 000	-1 000	-1,6	-2 000	-3,2
2020	Mar	60 000	0	0,0	-1 000	-1,6
	Jun	59 000	-1 000	-1,7	-2 000	-3,3
	Sep	59 000	0	0,0	-2 000	-3,3
	Dec	59 000	0	0,0	-1 000	-1,7
2021	Mar	59 000	0	0,0	-1 000	-1,7
	Jun	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
	Dec	57 000	-2 000	-3,4	-2 000	-3,4
2023	Mar	58 000	1 000	1,8	-2 000	-3,3
	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	
2019	Mar	60 000	-1 000	-1,6	-	-
	Jun	60 000	0	0,0	-1 000	-1,6
	Sep	60 000	0	0,0	-1 000	-1,6
	Dec	59 000	-1 000	-1,7	-2 000	-3,3
2020	Mar	59 000	0	0,0	-1 000	-1,7
	Jun	58 000	-1 000	-1,7	-2 000	-3,3
	Sep	58 000	0	0,0	-2 000	-3,3
	Dec	58 000	0	0,0	-1 000	-1,7
2021	Mar	58 000	0	0,0	-1 000	-1,7
	Jun	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
	Dec	56 000	-1 000	-1,8	-2 000	-3,4
2023	Mar	57 000	1 000	1,8	-1 000	-1,7
	Jun	57 000	0	0,0	0	0,0
	Sep	58 000	1 000	1,8	1 000	1,8

4.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2019	Mar	1 000	0	0,0	-	-
	Jun	1 000	0	0,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2020	Mar	1 000	0	0,0	0	0,0
	Jun	1 000	0	0,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2021	Mar	1 000	0	0,0	0	0,0
	Jun	2 000	1 000	100,0	1 000	100,0
	Sep	1 000	-1 000	-50,0	0	0,0
	Dec	1 000	0	0,0	0	0,0
2022	Mar	2 000	1 000	100,0	1 000	100,0
	Jun	2 000	0	0,0	0	0,0
	Sep	2 000	0	0,0	1 000	100,0
	Dec	1 000	-1 000	-50,0	0	0,0
2023	Mar	1 000	0	0,0	-1 000	-50,0
	Jun	2 000	1 000	100,0	0	0,0
	Sep	1 000	-1 000	-50,0	-1 000	-50,0

4.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	8 115 000	-1 616 000	-16,6	-	-
	Jun	8 073 000	-42 000	-0,5	142 000	1,8
	Sep	8 228 000	155 000	1,9	85 000	1,0
	Dec	9 770 000	1 542 000	18,7	39 000	0,4
2020	Mar	8 240 000	-1 530 000	-15,7	125 000	1,5
	Jun	8 018 000	-222 000	-2,7	-55 000	-0,7
	Sep	8 405 000	387 000	4,8	177 000	2,2
	Dec	9 687 000	1 282 000	15,3	-83 000	-0,8
2021	Mar	8 542 000	-1 145 000	-11,8	302 000	3,7
	Jun	8 647 000	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	8 649 000	115 000	1,3	409 000	5,0
	Dec	10 395 000	1 746 000	20,2	765 000	7,9
2023	Mar	9 441 000	-954 000	-9,2	839 000	9,8
	Jun*	9 038 000	-403 000	-4,3	504 000	5,9
	Sep	9 397 000	359 000	4,0	748 000	8,6

*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	
2019	Mar	7 528 000	-210 000	-2,7	-	-
	Jun	7 426 000	-102 000	-1,4	103 000	1,4
	Sep	7 721 000	295 000	4,0	124 000	1,6
	Dec	7 877 000	156 000	2,0	139 000	1,8
2020	Mar	7 660 000	-217 000	-2,8	132 000	1,8
	Jun	7 492 000	-168 000	-2,2	66 000	0,9
	Sep	7 931 000	439 000	5,9	210 000	2,7
	Dec	7 974 000	43 000	0,5	97 000	1,2
2021	Mar	7 864 000	-110 000	-1,4	204 000	2,7
	Jun	7 889 000	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	8 043 000	194 000	2,5	187 000	2,4
	Dec	8 303 000	260 000	3,2	284 000	3,5
2023	Mar	8 302 000	-1 000	0,0	437 000	5,6
	Jun*	8 266 000	-36 000	-0,4	417 000	5,3
	Sep	8 714 000	448 000	5,4	671 000	8,3

*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	
2019	Mar	92 000	-1 436 000	-94,0	-	-
	Jun	111 000	19 000	20,7	74 000	200,0
	Sep	41 000	-70 000	-63,1	-53 000	-56,4
	Dec	1 422 000	1 381 000	3368,3	-106 000	-6,9
2020	Mar	95 000	-1 327 000	-93,3	3 000	3,3
	Jun	57 000	-38 000	-40,0	-54 000	-48,6
	Sep	44 000	-13 000	-22,8	3 000	7,3
	Dec	1 272 000	1 228 000	2790,9	-150 000	-10,5
2021	Mar	197 000	-1 075 000	-84,5	102 000	107,4
	Jun	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
	Dec	1 595 000	1 488 000	1390,7	159 000	11,1
2023	Mar	508 000	-1 087 000	-68,2	283 000	125,8
	Jun	112 000	-396 000	-78,0	-4 000	-3,4
	Sep	92 000	-20 000	-17,9	-15 000	-14,0

4.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	495 000	30 000	6,5	-	-
	Jun	536 000	41 000	8,3	-35 000	-6,1
	Sep	466 000	-70 000	-13,1	14 000	3,1
	Dec	471 000	5 000	1,1	6 000	1,3
2020	Mar	485 000	14 000	3,0	-10 000	-2,0
	Jun	469 000	-16 000	-3,3	-67 000	-12,5
	Sep	430 000	-39 000	-8,3	-36 000	-7,7
	Dec	441 000	11 000	2,6	-30 000	-6,4
2021	Mar	481 000	40 000	9,1	-4 000	-0,8
	Jun	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
	Dec	497 000	-2 000	-0,4	322 000	184,0
2023	Mar	631 000	134 000	27,0	119 000	23,2
	Jun	660 000	29 000	4,6	91 000	16,0
	Sep	591 000	-69 000	-10,5	92 000	18,4

Table 5 - Construction industry

5.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2019	Mar	611 000	0	0,0	-	-
	Jun	611 000	0	0,0	-26 000	-4,1
	Sep	616 000	5 000	0,8	-15 000	-2,4
	Dec	615 000	-1 000	-0,2	4 000	0,7
2020	Mar	607 000	-8 000	-1,3	-4 000	-0,7
	Jun	539 000	-68 000	-11,2	-72 000	-11,8
	Sep	572 000	33 000	6,1	-44 000	-7,1
	Dec	557 000	-15 000	-2,6	-58 000	-9,4
2021	Mar	563 000	6 000	1,1	-44 000	-7,2
	Jun	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	521 000	-1 000	-0,2	-42 000	-7,5
	Dec	509 000	-12 000	-2,3	-36 000	-6,6
2023	Mar	506 000	-3 000	-0,6	-28 000	-5,2
	Jun*	499 000	-7 000	-1,4	-23 000	-4,4
	Sep	494 000	-5 000	-1,0	-27 000	-5,2

*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	
2019	Mar	547 000	9 000	1,7	-	-
	Jun	542 000	-5 000	-0,9	-4 000	-0,7
	Sep	544 000	2 000	0,4	-5 000	-0,9
	Dec	545 000	1 000	0,2	7 000	1,3
2020	Mar	543 000	-2 000	-0,4	-4 000	-0,7
	Jun	477 000	-66 000	-12,2	-65 000	-12,0
	Sep	504 000	27 000	5,7	-40 000	-7,4
	Dec	492 000	-12 000	-2,4	-53 000	-9,7
2021	Mar	501 000	9 000	1,8	-42 000	-7,7
	Jun	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	453 000	-5 000	-1,1	-43 000	-8,7
	Dec	433 000	-20 000	-4,4	-42 000	-8,8
2023	Mar	436 000	3 000	0,7	-37 000	-7,8
	Jun*	431 000	-5 000	-1,1	-27 000	-5,9
	Sep	428 000	-3 000	-0,7	-25 000	-5,5

*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	
2019	Mar	64 000	-9 000	-12,3	-	-
	Jun	69 000	5 000	7,8	-22 000	-24,2
	Sep	72 000	3 000	4,3	-10 000	-12,2
	Dec	70 000	-2 000	-2,8	-3 000	-4,1
2020	Mar	64 000	-6 000	-8,6	0	0,0
	Jun	62 000	-2 000	-3,1	-7 000	-10,1
	Sep	68 000	6 000	9,7	-4 000	-5,6
	Dec	65 000	-3 000	-4,4	-5 000	-7,1
2021	Mar	62 000	-3 000	-4,6	-2 000	-3,1
	Jun	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	68 000	4 000	6,3	1 000	1,5
	Dec	76 000	8 000	11,8	6 000	8,6
2023	Mar	70 000	-6 000	-7,9	9 000	14,8
	Jun*	68 000	-2 000	-2,9	4 000	6,3
	Sep	66 000	-2 000	-2,9	-2 000	-2,9

*Revised estimates.

5.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	33 419 000	-4 778 000	-12,5	-	-
	Jun	34 393 000	974 000	2,9	859 000	2,6
	Sep	34 260 000	-133 000	-0,4	838 000	2,5
	Dec	38 443 000	4 183 000	12,2	246 000	0,6
2020	Mar	34 320 000	-4 123 000	-10,7	901 000	2,7
	Jun	24 053 000	-10 267 000	-29,9	-10 340 000	-30,1
	Sep	29 808 000	5 755 000	23,9	-4 452 000	-13,0
	Dec	33 399 000	3 591 000	12,0	-5 044 000	-13,1
2021	Mar	31 192 000	-2 207 000	-6,6	-3 128 000	-9,1
	Jun	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	32 802 000	-1 018 000	-3,0	-1 407 000	-4,1
	Dec	35 788 000	2 986 000	9,1	393 000	1,1
2023	Mar	31 092 000	-4 696 000	-13,1	-855 000	-2,7
	Jun*	33 040 000	1 948 000	6,3	-780 000	-2,3
	Sep	33 106 000	66 000	0,2	304 000	0,9

*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	
2019	Mar	31 185 000	-1 067 000	-3,3	-	-
	Jun	32 272 000	1 087 000	3,5	1 198 000	3,9
	Sep	32 368 000	96 000	0,3	904 000	2,9
	Dec	33 304 000	936 000	2,9	1 052 000	3,3
2020	Mar	32 400 000	-904 000	-2,7	1 215 000	3,9
	Jun	22 903 000	-9 497 000	-29,3	-9 369 000	-29,0
	Sep	28 252 000	5 349 000	23,4	-4 116 000	-12,7
	Dec	29 834 000	1 582 000	5,6	-3 470 000	-10,4
2021	Mar	29 207 000	-627 000	-2,1	-3 193 000	-9,9
	Jun	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	30 813 000	-519 000	-1,7	-1 655 000	-5,1
	Dec	29 778 000	-1 035 000	-3,4	-792 000	-2,6
2023	Mar	28 652 000	-1 126 000	-3,8	-901 000	-3,0
	Jun*	30 396 000	1 744 000	6,1	-936 000	-3,0
	Sep	31 039 000	643 000	2,1	226 000	0,7

*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	
2019	Mar	1 025 000	-3 565 000	-77,7	-	-
	Jun	796 000	-229 000	-22,3	-202 000	-20,2
	Sep	505 000	-291 000	-36,6	-82 000	-14,0
	Dec	3 813 000	3 308 000	655,0	-777 000	-16,9
2020	Mar	767 000	-3 046 000	-79,9	-258 000	-25,2
	Jun	444 000	-323 000	-42,1	-352 000	-44,2
	Sep	468 000	24 000	5,4	-37 000	-7,3
	Dec	2 411 000	1 943 000	415,2	-1 402 000	-36,8
2021	Mar	844 000	-1 567 000	-65,0	77 000	10,0
	Jun	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	609 000	-275 000	-31,1	79 000	14,9
	Dec	4 686 000	4 077 000	669,5	1 185 000	33,8
2023	Mar	1 243 000	-3 443 000	-73,5	-23 000	-1,8
	Jun*	1 290 000	47 000	3,8	406 000	45,9
	Sep	705 000	-585 000	-45,3	96 000	15,8

*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	
2019	Mar	1 209 000	-146 000	-10,8	-	-
	Jun	1 325 000	116 000	9,6	-137 000	-9,4
	Sep	1 387 000	62 000	4,7	16 000	1,2
	Dec	1 326 000	-61 000	-4,4	-29 000	-2,1
2020	Mar	1 153 000	-173 000	-13,0	-56 000	-4,6
	Jun	706 000	-447 000	-38,8	-619 000	-46,7
	Sep	1 088 000	382 000	54,1	-299 000	-21,6
	Dec	1 154 000	66 000	6,1	-172 000	-13,0
2021	Mar	1 141 000	-13 000	-1,1	-12 000	-1,0
	Jun	1 259 000	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	1 380 000	-224 000	-14,0	169 000	14,0
	Dec	1 324 000	-56 000	-4,1	0	0,0
2023	Mar	1 197 000	-127 000	-9,6	69 000	6,1
	Jun*	1 354 000	157 000	13,1	-250 000	-15,6
	Sep	1 362 000	8 000	0,6	-18 000	-1,3

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2019	Mar	2 279 000	-1 000	0,0	-	-
	Jun	2 263 000	-16 000	-0,7	64 000	2,9
	Sep	2 263 000	0	0,0	40 000	1,8
	Dec	2 301 000	38 000	1,7	21 000	0,9
2020	Mar	2 268 000	-33 000	-1,4	-11 000	-0,5
	Jun	2 066 000	-202 000	-8,9	-197 000	-8,7
	Sep	2 090 000	24 000	1,2	-173 000	-7,6
	Dec	2 141 000	51 000	2,4	-160 000	-7,0
2021	Mar	2 103 000	-38 000	-1,8	-165 000	-7,3
	Jun	2 104 000	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	2 136 000	2 000	0,1	51 000	2,4
	Dec	2 182 000	46 000	2,2	39 000	1,8
2023	Mar	2 141 000	-41 000	-1,9	18 000	0,8
	Jun*	2 138 000	-3 000	-0,1	4 000	0,2
	Sep	2 142 000	4 000	0,2	6 000	0,3

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2019	Mar	2 060 000	17 000	0,8	-	-
	Jun	2 039 000	-21 000	-1,0	50 000	2,5
	Sep	2 031 000	-8 000	-0,4	21 000	1,0
	Dec	2 060 000	29 000	1,4	17 000	0,8
2020	Mar	2 046 000	-14 000	-0,7	-14 000	-0,7
	Jun	1 873 000	-173 000	-8,5	-166 000	-8,1
	Sep	1 897 000	24 000	1,3	-134 000	-6,6
	Dec	1 924 000	27 000	1,4	-136 000	-6,6
2021	Mar	1 902 000	-22 000	-1,1	-144 000	-7,0
	Jun	1 898 000	-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	1 913 000	-1 000	-0,1	31 000	1,6
	Dec	1 925 000	12 000	0,6	17 000	0,9
2023	Mar	1 906 000	-19 000	-1,0	7 000	0,4
	Jun*	1 906 000	0	0,0	-8 000	-0,4
	Sep	1 908 000	2 000	0,1	-5 000	-0,3

*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	
2019	Mar	219 000	-18 000	-7,6	-	-
	Jun	224 000	5 000	2,3	14 000	6,7
	Sep	232 000	8 000	3,6	19 000	8,9
	Dec	241 000	9 000	3,9	4 000	1,7
2020	Mar	222 000	-19 000	-7,9	3 000	1,4
	Jun	193 000	-29 000	-13,1	-31 000	-13,8
	Sep	193 000	0	0,0	-39 000	-16,8
	Dec	217 000	24 000	12,4	-24 000	-10,0
2021	Mar	201 000	-16 000	-7,4	-21 000	-9,5
	Jun	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	223 000	3 000	1,4	20 000	9,9
	Dec	257 000	34 000	15,2	22 000	9,4
2023	Mar	235 000	-22 000	-8,6	11 000	4,9
	Jun	232 000	-3 000	-1,3	12 000	5,5
	Sep	234 000	2 000	0,9	11 000	4,9

6.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	99 934 000	-7 587 000	-7,1	-	-
	Jun	102 090 000	2 156 000	2,2	7 250 000	7,6
	Sep	103 750 000	1 660 000	1,6	7 236 000	7,5
	Dec	113 814 000	10 064 000	9,7	6 293 000	5,9
2020	Mar	105 915 000	-7 899 000	-6,9	5 981 000	6,0
	Jun	86 049 000	-19 866 000	-18,8	-16 041 000	-15,7
	Sep	95 128 000	9 079 000	10,6	-8 622 000	-8,3
	Dec	108 352 000	13 224 000	13,9	-5 462 000	-4,8
2021	Mar	103 859 000	-4 493 000	-4,1	-2 056 000	-1,9
	Jun	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	114 079 000	676 000	0,6	8 962 000	8,5
	Dec	126 440 000	12 361 000	10,8	9 753 000	8,4
2023	Mar	112 068 000	-14 372 000	-11,4	204 000	0,2
	Jun*	116 143 000	4 075 000	3,6	2 740 000	2,4
	Sep	115 432 000	-711 000	-0,6	1 353 000	1,2

*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	
2019	Mar	92 236 000	172 000	0,2	-	-
	Jun	94 467 000	2 231 000	2,4	6 592 000	7,5
	Sep	96 212 000	1 745 000	1,8	6 532 000	7,3
	Dec	98 337 000	2 125 000	2,2	6 273 000	6,8
2020	Mar	98 155 000	-182 000	-0,2	5 919 000	6,4
	Jun	80 381 000	-17 774 000	-18,1	-14 086 000	-14,9
	Sep	88 728 000	8 347 000	10,4	-7 484 000	-7,8
	Dec	93 579 000	4 851 000	5,5	-4 758 000	-4,8
2021	Mar	94 735 000	1 156 000	1,2	-3 420 000	-3,5
	Jun	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	105 052 000	2 302 000	2,2	8 898 000	9,3
	Dec	108 035 000	2 983 000	2,8	8 086 000	8,1
2023	Mar	101 365 000	-6 670 000	-6,2	625 000	0,6
	Jun*	104 714 000	3 349 000	3,3	1 964 000	1,9
	Sep	105 520 000	806 000	0,8	468 000	0,4

*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	
2019	Mar	5 274 000	-7 642 000	-59,2	-	-
	Jun	4 858 000	-416 000	-7,9	318 000	7,0
	Sep	5 026 000	168 000	3,5	510 000	11,3
	Dec	12 867 000	7 841 000	156,0	-49 000	-0,4
2020	Mar	5 093 000	-7 774 000	-60,4	-181 000	-3,4
	Jun	3 914 000	-1 179 000	-23,1	-944 000	-19,4
	Sep	4 458 000	544 000	13,9	-568 000	-11,3
	Dec	12 425 000	7 967 000	178,7	-442 000	-3,4
2021	Mar	6 813 000	-5 612 000	-45,2	1 720 000	33,8
	Jun	6 147 000	-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	6 425 000	-1 313 000	-17,0	-219 000	-3,3
	Dec	15 055 000	8 630 000	134,3	968 000	6,9
2023	Mar	7 647 000	-7 408 000	-49,2	-715 000	-8,6
	Jun*	8 185 000	538 000	7,0	447 000	5,8
	Sep	6 997 000	-1 188 000	-14,5	572 000	8,9

*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	
2019	Mar	2 424 000	-117 000	-4,6	-	-
	Jun	2 765 000	341 000	14,1	340 000	14,0
	Sep	2 512 000	-253 000	-9,2	194 000	8,4
	Dec	2 610 000	98 000	3,9	69 000	2,7
2020	Mar	2 667 000	57 000	2,2	243 000	10,0
	Jun	1 754 000	-913 000	-34,2	-1 011 000	-36,6
	Sep	1 942 000	188 000	10,7	-570 000	-22,7
	Dec	2 348 000	406 000	20,9	-262 000	-10,0
2021	Mar	2 311 000	-37 000	-1,6	-356 000	-13,3
	Jun	2 579 000	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	2 602 000	-313 000	-10,7	283 000	12,2
	Dec	3 350 000	748 000	28,7	699 000	26,4
2023	Mar	3 056 000	-294 000	-8,8	294 000	10,6
	Jun*	3 244 000	188 000	6,2	329 000	11,3
	Sep	2 915 000	-329 000	-10,1	313 000	12,0

*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	
2019	Mar	500 000	2 000	0,4	-	-
	Jun	495 000	-5 000	-1,0	12 000	2,5
	Sep	490 000	-5 000	-1,0	-1 000	-0,2
	Dec	488 000	-2 000	-0,4	-10 000	-2,0
2020	Mar	486 000	-2 000	-0,4	-14 000	-2,8
	Jun	443 000	-43 000	-8,8	-52 000	-10,5
	Sep	432 000	-11 000	-2,5	-58 000	-11,8
	Dec	425 000	-7 000	-1,6	-63 000	-12,9
2021	Mar	425 000	0	0,0	-61 000	-12,6
	Jun	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	414 000	3 000	0,7	-7 000	-1,7
	Dec	412 000	-2 000	-0,5	-7 000	-1,7
2023	Mar	410 000	-2 000	-0,5	-1 000	-0,2
	Jun	407 000	-3 000	-0,7	-4 000	-1,0
	Sep	409 000	2 000	0,5	-5 000	-1,2

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2019	Mar	482 000	5 000	1,0	-	-
	Jun	478 000	-4 000	-0,8	12 000	2,6
	Sep	471 000	-7 000	-1,5	-1 000	-0,2
	Dec	468 000	-3 000	-0,6	-9 000	-1,9
2020	Mar	467 000	-1 000	-0,2	-15 000	-3,1
	Jun	428 000	-39 000	-8,4	-50 000	-10,5
	Sep	415 000	-13 000	-3,0	-56 000	-11,9
	Dec	408 000	-7 000	-1,7	-60 000	-12,8
2021	Mar	409 000	1 000	0,2	-58 000	-12,4
	Jun	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
	Dec	396 000	-1 000	-0,3	-8 000	-2,0
2023	Mar	393 000	-3 000	-0,8	-2 000	-0,5
	Jun	392 000	-1 000	-0,3	-3 000	-0,8
	Sep	392 000	0	0,0	-5 000	-1,3

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2019	Mar	18 000	-3 000	-14,3	-	-
	Jun	17 000	-1 000	-5,6	0	0,0
	Sep	19 000	2 000	11,8	0	0,0
	Dec	20 000	1 000	5,3	-1 000	-4,8
2020	Mar	19 000	-1 000	-5,0	1 000	5,6
	Jun	15 000	-4 000	-21,1	-2 000	-11,8
	Sep	17 000	2 000	13,3	-2 000	-10,5
	Dec	17 000	0	0,0	-3 000	-15,0
2021	Mar	16 000	-1 000	-5,9	-3 000	-15,8
	Jun	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	17 000	1 000	6,3	0	0,0
	Dec	16 000	-1 000	-5,9	1 000	6,7
2023	Mar	17 000	1 000	6,3	1 000	6,3
	Jun	15 000	-2 000	-11,8	-1 000	-6,3
	Sep	17 000	2 000	13,3	0	0,0

7.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	38 627 000	-3 002 000	-7,2	-	-
	Jun	41 961 000	3 334 000	8,6	4 090 000	10,8
	Sep	39 650 000	-2 311 000	-5,5	1 079 000	2,8
	Dec	43 703 000	4 053 000	10,2	2 074 000	5,0
2020	Mar	38 241 000	-5 462 000	-12,5	-386 000	-1,0
	Jun	35 272 000	-2 969 000	-7,8	-6 689 000	-15,9
	Sep	33 427 000	-1 845 000	-5,2	-6 223 000	-15,7
	Dec	36 854 000	3 427 000	10,3	-6 849 000	-15,7
2021	Mar	33 546 000	-3 308 000	-9,0	-4 695 000	-12,3
	Jun	38 229 000	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	36 056 000	-2 681 000	-6,9	566 000	1,6
	Dec	39 704 000	3 648 000	10,1	-22 000	-0,1
2023	Mar	37 671 000	-2 033 000	-5,1	2 505 000	7,1
	Jun*	41 159 000	3 488 000	9,3	2 422 000	6,3
	Sep	39 518 000	-1 641 000	-4,0	3 462 000	9,6

*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	
2019	Mar	34 698 000	150 000	0,4	-	-
	Jun	35 531 000	833 000	2,4	2 628 000	8,0
	Sep	35 290 000	-241 000	-0,7	1 457 000	4,3
	Dec	35 995 000	705 000	2,0	1 447 000	4,2
2020	Mar	35 217 000	-778 000	-2,2	519 000	1,5
	Jun	30 120 000	-5 097 000	-14,5	-5 411 000	-15,2
	Sep	30 491 000	371 000	1,2	-4 799 000	-13,6
	Dec	30 936 000	445 000	1,5	-5 059 000	-14,1
2021	Mar	30 637 000	-299 000	-1,0	-4 580 000	-13,0
	Jun	32 029 000	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	32 785 000	375 000	1,2	601 000	1,9
	Dec	33 458 000	673 000	2,1	254 000	0,8
2023	Mar	33 746 000	288 000	0,9	2 338 000	7,4
	Jun*	34 669 000	923 000	2,7	2 259 000	7,0
	Sep	35 493 000	824 000	2,4	2 708 000	8,3

*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	
2019	Mar	2 058 000	-3 049 000	-59,7	-	-
	Jun	4 288 000	2 230 000	108,4	1 451 000	51,1
	Sep	2 359 000	-1 929 000	-45,0	-473 000	-16,7
	Dec	5 581 000	3 222 000	136,6	474 000	9,3
2020	Mar	1 080 000	-4 501 000	-80,6	-978 000	-47,5
	Jun	3 938 000	2 858 000	264,6	-350 000	-8,2
	Sep	1 207 000	-2 731 000	-69,3	-1 152 000	-48,8
	Dec	4 067 000	2 860 000	237,0	-1 514 000	-27,1
2021	Mar	1 224 000	-2 843 000	-69,9	144 000	13,3
	Jun	4 242 000	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	1 260 000	-3 052 000	-70,8	-131 000	-9,4
	Dec	4 216 000	2 956 000	234,6	-308 000	-6,8
2023	Mar	1 958 000	-2 258 000	-53,6	57 000	3,0
	Jun*	4 230 000	2 272 000	116,0	-82 000	-1,9
	Sep	1 774 000	-2 456 000	-58,1	514 000	40,8

*Revised estimates.

7.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
2019	Mar	1 871 000	-103 000	-5,2	-	-
	Jun	2 142 000	271 000	14,5	11 000	0,5
	Sep	2 001 000	-141 000	-6,6	95 000	5,0
	Dec	2 127 000	126 000	6,3	153 000	7,8
2020	Mar	1 944 000	-183 000	-8,6	73 000	3,9
	Jun	1 214 000	-730 000	-37,6	-928 000	-43,3
	Sep	1 729 000	515 000	42,4	-272 000	-13,6
	Dec	1 851 000	122 000	7,1	-276 000	-13,0
2021	Mar	1 685 000	-166 000	-9,0	-259 000	-13,3
	Jun	1 958 000	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	2 011 000	-4 000	-0,2	96 000	5,0
	Dec	2 030 000	19 000	0,9	32 000	1,6
2023	Mar	1 967 000	-63 000	-3,1	110 000	5,9
	Jun*	2 260 000	293 000	14,9	245 000	12,2
	Sep	2 251 000	-9 000	-0,4	240 000	11,9

*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	
2019	Mar	2 349 000	2 000	0,1	-	-
	Jun	2 366 000	17 000	0,7	64 000	2,8
	Sep	2 381 000	15 000	0,6	71 000	3,1
	Dec	2 416 000	35 000	1,5	69 000	2,9
2020	Mar	2 442 000	26 000	1,1	93 000	4,0
	Jun	2 285 000	-157 000	-6,4	-81 000	-3,4
	Sep	2 291 000	6 000	0,3	-90 000	-3,8
	Dec	2 318 000	27 000	1,2	-98 000	-4,1
2021	Mar	2 332 000	14 000	0,6	-110 000	-4,5
	Jun	2 325 000	-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	2 336 000	16 000	0,7	-9 000	-0,4
	Dec	2 359 000	23 000	1,0	8 000	0,3
2023	Mar	2 328 000	-31 000	-1,3	2 000	0,1
	Jun	2 340 000	12 000	0,5	20 000	0,9
	Sep	2 333 000	-7 000	-0,3	-3 000	-0,1

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2019	Mar	2 123 000	8 000	0,4	-	-
	Jun	2 147 000	24 000	1,1	85 000	4,1
	Sep	2 156 000	9 000	0,4	88 000	4,3
	Dec	2 181 000	25 000	1,2	66 000	3,1
2020	Mar	2 214 000	33 000	1,5	91 000	4,3
	Jun	2 085 000	-129 000	-5,8	-62 000	-2,9
	Sep	2 095 000	10 000	0,5	-61 000	-2,8
	Dec	2 108 000	13 000	0,6	-73 000	-3,3
2021	Mar	2 141 000	33 000	1,6	-73 000	-3,3
	Jun	2 122 000	-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	2 137 000	39 000	1,9	4 000	0,2
	Dec	2 152 000	15 000	0,7	28 000	1,3
2023	Mar	2 095 000	-57 000	-2,6	-24 000	-1,1
	Jun	2 095 000	0	0,0	-3 000	-0,1
	Sep	2 078 000	-17 000	-0,8	-59 000	-2,8

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2019	Mar	226 000	-6 000	-2,6	-	-
	Jun	219 000	-7 000	-3,1	-21 000	-8,8
	Sep	225 000	6 000	2,7	-17 000	-7,0
	Dec	235 000	10 000	4,4	3 000	1,3
2020	Mar	228 000	-7 000	-3,0	2 000	0,9
	Jun	200 000	-28 000	-12,3	-19 000	-8,7
	Sep	196 000	-4 000	-2,0	-29 000	-12,9
	Dec	210 000	14 000	7,1	-25 000	-10,6
2021	Mar	191 000	-19 000	-9,0	-37 000	-16,2
	Jun	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	199 000	-23 000	-10,4	-13 000	-6,1
	Dec	207 000	8 000	4,0	-20 000	-8,8
2023	Mar	233 000	26 000	12,6	26 000	12,6
	Jun	245 000	12 000	5,2	23 000	10,4
	Sep	255 000	10 000	4,1	56 000	28,1

8.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	189 128 000	-4 267 000	-2,2	-	-
	Jun	185 836 000	-3 292 000	-1,7	12 163 000	7,0
	Sep	196 497 000	10 661 000	5,7	13 203 000	7,2
	Dec	216 593 000	20 096 000	10,2	23 198 000	12,0
2020	Mar	203 810 000	-12 783 000	-5,9	14 682 000	7,8
	Jun	177 988 000	-25 822 000	-12,7	-7 848 000	-4,2
	Sep	189 584 000	11 596 000	6,5	-6 913 000	-3,5
	Dec	218 661 000	29 077 000	15,3	2 068 000	1,0
2021	Mar	206 323 000	-12 338 000	-5,6	2 513 000	1,2
	Jun	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	217 210 000	8 269 000	4,0	6 501 000	3,1
	Dec	226 829 000	9 619 000	4,4	8 546 000	3,9
2023	Mar	234 190 000	7 361 000	3,2	16 989 000	7,8
	Jun*	221 257 000	-12 933 000	-5,5	12 316 000	5,9
	Sep	230 346 000	9 089 000	4,1	13 136 000	6,0

Revised estimates.

8.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2019	Mar	166 346 000	510 000	0,3	-	-
	Jun	168 677 000	2 331 000	1,4	12 369 000	7,9
	Sep	172 277 000	3 600 000	2,1	12 513 000	7,8
	Dec	177 216 000	4 939 000	2,9	11 380 000	6,9
2020	Mar	177 860 000	644 000	0,4	11 514 000	6,9
	Jun	164 068 000	-13 792 000	-7,8	-4 609 000	-2,7
	Sep	170 766 000	6 698 000	4,1	-1 511 000	-0,9
	Dec	178 148 000	7 382 000	4,3	932 000	0,5
2021	Mar	177 403 000	-745 000	-0,4	-457 000	-0,3
	Jun	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	190 280 000	1 821 000	1,0	8 547 000	4,7
	Dec	193 374 000	3 094 000	1,6	8 388 000	4,5
2023	Mar	193 763 000	389 000	0,2	10 242 000	5,6
	Jun*	198 544 000	4 781 000	2,5	10 085 000	5,4
	Sep	202 722 000	4 178 000	2,1	12 442 000	6,5

*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	
2019	Mar	20 070 000	-4 591 000	-18,6	-	-
	Jun	13 914 000	-6 156 000	-30,7	-770 000	-5,2
	Sep	20 981 000	7 067 000	50,8	174 000	0,8
	Dec	35 815 000	14 834 000	70,7	11 154 000	45,2
2020	Mar	22 577 000	-13 238 000	-37,0	2 507 000	12,5
	Jun	11 229 000	-11 348 000	-50,3	-2 685 000	-19,3
	Sep	15 880 000	4 651 000	41,4	-5 101 000	-24,3
	Dec	37 044 000	21 164 000	133,3	1 229 000	3,4
2021	Mar	25 743 000	-11 301 000	-30,5	3 166 000	14,0
	Jun	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	22 730 000	6 166 000	37,2	-2 552 000	-10,1
	Dec	29 517 000	6 787 000	29,9	-289 000	-1,0
2023	Mar	36 456 000	6 939 000	23,5	6 118 000	20,2
	Jun*	18 157 000	-18 299 000	-50,2	1 593 000	9,6
	Sep	22 592 000	4 435 000	24,4	-138 000	-0,6

*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	
2019	Mar	2 712 000	-186 000	-6,4	-	-
	Jun	3 245 000	533 000	19,7	564 000	21,0
	Sep	3 239 000	-6 000	-0,2	516 000	18,9
	Dec	3 562 000	323 000	10,0	664 000	22,9
2020	Mar	3 373 000	-189 000	-5,3	661 000	24,4
	Jun	2 691 000	-682 000	-20,2	-554 000	-17,1
	Sep	2 938 000	247 000	9,2	-301 000	-9,3
	Dec	3 469 000	531 000	18,1	-93 000	-2,6
2021	Mar	3 177 000	-292 000	-8,4	-196 000	-5,8
	Jun	3 576 000	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	4 200 000	282 000	7,2	506 000	13,7
	Dec	3 938 000	-262 000	-6,2	447 000	12,8
2023	Mar	3 971 000	33 000	0,8	629 000	18,8
	Jun*	4 556 000	585 000	14,7	638 000	16,3
	Sep	5 032 000	476 000	10,4	832 000	19,8

*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	
2019	Mar	2 736 000	25 000	0,9	-	-
	Jun	2 780 000	44 000	1,6	93 000	3,5
	Sep	2 781 000	1 000	0,0	84 000	3,1
	Dec	2 791 000	10 000	0,4	80 000	3,0
2020	Mar	2 815 000	24 000	0,9	79 000	2,9
	Jun	2 714 000	-101 000	-3,6	-66 000	-2,4
	Sep	2 741 000	27 000	1,0	-40 000	-1,4
	Dec	2 806 000	65 000	2,4	15 000	0,5
2021	Mar	2 856 000	50 000	1,8	41 000	1,5
	Jun	2 790 000	-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	2 808 000	-68 000	-2,4	-45 000	-1,6
	Dec	2 810 000	2 000	0,1	-100 000	-3,4
2023	Mar	2 924 000	114 000	4,1	-49 000	-1,6
	Jun*	3 036 000	112 000	3,8	160 000	5,6
	Sep	3 078 000	42 000	1,4	270 000	9,6

*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	
2019	Mar	2 344 000	7 000	0,3	-	-
	Jun	2 358 000	14 000	0,6	41 000	1,8
	Sep	2 374 000	16 000	0,7	48 000	2,1
	Dec	2 382 000	8 000	0,3	45 000	1,9
2020	Mar	2 393 000	11 000	0,5	49 000	2,1
	Jun	2 336 000	-57 000	-2,4	-22 000	-0,9
	Sep	2 351 000	15 000	0,6	-23 000	-1,0
	Dec	2 376 000	25 000	1,1	-6 000	-0,3
2021	Mar	2 358 000	-18 000	-0,8	-35 000	-1,5
	Jun	2 380 000	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
	Dec	2 335 000	-6 000	-0,3	-18 000	-0,8
2023	Mar	2 334 000	-1 000	0,0	-13 000	-0,6
	Jun*	2 322 000	-12 000	-0,5	-17 000	-0,7
	Sep	2 338 000	16 000	0,7	-3 000	-0,1

*Revised estimates.

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2019	Mar	392 000	18 000	4,8	-	-
	Jun	422 000	30 000	7,7	52 000	14,1
	Sep	407 000	-15 000	-3,6	36 000	9,7
	Dec	409 000	2 000	0,5	35 000	9,4
2020	Mar	422 000	13 000	3,2	30 000	7,7
	Jun	378 000	-44 000	-10,4	-44 000	-10,4
	Sep	390 000	12 000	3,2	-17 000	-4,2
	Dec	430 000	40 000	10,3	21 000	5,1
2021	Mar	498 000	68 000	15,8	76 000	18,0
	Jun	410 000	-88 000	-17,7	32 000	8,5
	Sep	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	467 000	-70 000	-13,0	-30 000	-6,0
	Dec	475 000	8 000	1,7	-82 000	-14,7
2023	Mar	590 000	115 000	24,2	-36 000	-5,8
	Jun*	714 000	124 000	21,0	177 000	33,0
	Sep	740 000	26 000	3,6	273 000	58,5

*Revised estimates.

9.4 Gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2019	Mar	226 371 000	-8 744 000	-3,7	-	-
	Jun	236 711 000	10 340 000	4,6	26 781 000	12,8
	Sep	241 219 000	4 508 000	1,9	13 264 000	5,8
	Dec	254 340 000	13 121 000	5,4	19 225 000	8,2
2020	Mar	244 461 000	-9 879 000	-3,9	18 090 000	8,0
	Jun	235 043 000	-9 418 000	-3,9	-1 668 000	-0,7
	Sep	241 559 000	6 516 000	2,8	340 000	0,1
	Dec	255 815 000	14 256 000	5,9	1 475 000	0,6
2021	Mar	251 145 000	-4 670 000	-1,8	6 684 000	2,7
	Jun	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	265 440 000	62 000	0,0	-5 009 000	-1,9
	Dec	285 892 000	20 452 000	7,7	4 437 000	1,6
2023	Mar	274 080 000	-11 812 000	-4,1	11 560 000	4,4
	Jun*	281 236 000	7 156 000	2,6	15 858 000	6,0
	Sep	288 089 000	6 853 000	2,4	22 649 000	8,5

*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	
2019	Mar	210 170 000	-840 000	-0,4	-	-
	Jun	219 961 000	9 791 000	4,7	24 013 000	12,3
	Sep	223 978 000	4 017 000	1,8	11 376 000	5,4
	Dec	227 236 000	3 258 000	1,5	16 226 000	7,7
2020	Mar	227 421 000	185 000	0,1	17 251 000	8,2
	Jun	219 035 000	-8 386 000	-3,7	-926 000	-0,4
	Sep	225 341 000	6 306 000	2,9	1 363 000	0,6
	Dec	232 024 000	6 683 000	3,0	4 788 000	2,1
2021	Mar	232 868 000	844 000	0,4	5 447 000	2,4
	Jun	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	246 015 000	2 099 000	0,9	-5 832 000	-2,3
	Dec	257 331 000	11 316 000	4,6	3 984 000	1,6
2023	Mar	252 694 000	-4 637 000	-1,8	9 017 000	3,7
	Jun*	260 666 000	7 972 000	3,2	16 750 000	6,9
	Sep	265 344 000	4 678 000	1,8	19 329 000	7,9

*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	
2019	Mar	10 199 000	-8 270 000	-44,8	-	-
	Jun	10 251 000	52 000	0,5	269 000	2,7
	Sep	11 059 000	808 000	7,9	-363 000	-3,2
	Dec	20 889 000	9 830 000	88,9	2 420 000	13,1
2020	Mar	10 577 000	-10 312 000	-49,4	378 000	3,7
	Jun	10 319 000	-258 000	-2,4	68 000	0,7
	Sep	10 455 000	136 000	1,3	-604 000	-5,5
	Dec	17 663 000	7 208 000	68,9	-3 226 000	-15,4
2021	Mar	11 446 000	-6 217 000	-35,2	869 000	8,2
	Jun	11 892 000	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	12 296 000	-1 759 000	-12,5	729 000	6,3
	Dec	21 291 000	8 995 000	73,2	1 180 000	5,9
2023	Mar	13 488 000	-7 803 000	-36,6	1 687 000	14,3
	Jun*	12 705 000	-783 000	-5,8	-1 350 000	-9,6
	Sep	15 115 000	2 410 000	19,0	2 819 000	22,9

*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	
2019	Mar	6 002 000	366 000	6,5	-	-
	Jun	6 499 000	497 000	8,3	2 499 000	62,5
	Sep	6 182 000	-317 000	-4,9	2 251 000	57,3
	Dec	6 215 000	33 000	0,5	579 000	10,3
2020	Mar	6 463 000	248 000	4,0	461 000	7,7
	Jun	5 689 000	-774 000	-12,0	-810 000	-12,5
	Sep	5 763 000	74 000	1,3	-419 000	-6,8
	Dec	6 128 000	365 000	6,3	-87 000	-1,4
2021	Mar	6 831 000	703 000	11,5	368 000	5,7
	Jun	7 029 000	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	7 129 000	-278 000	-3,8	94 000	1,3
	Dec	7 270 000	141 000	2,0	-727 000	-9,1
2023	Mar	7 898 000	628 000	8,6	856 000	12,2
	Jun*	7 865 000	-33 000	-0,4	458 000	6,2
	Sep	7 630 000	-235 000	-3,0	501 000	7,0

*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
2019 Feb	21 231	-1,4	-
May	21 791	2,6	6,2
Aug	22 365	2,6	4,6
Nov	22 414	0,2	4,1
2020 Feb	22 376	-0,2	5,4
May	21 425	-4,2	-1,7
Aug	22 559	5,3	0,9
Nov	23 084	2,3	3,0
2021 Feb	23 087	0,0	3,2
May	23 640	2,4	10,3
Aug	23 908	1,1	6,0
Nov	23 828	-0,3	3,2
2022 Feb	23 697	-0,5	2,6
May	24 668	4,1	4,3
Aug	24 916	1,0	4,2
Nov	26 002	4,4	9,1
2023 Feb	25 274	-2,8	6,7
May*	25 866	2,3	4,9
Aug	26 086	0,9	4,7

*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
2019 Feb	24 118	-5,5	-
May	25 042	3,8	7,6
Aug	27 063	8,1	8,2
Nov	26 172	-3,3	2,6
2020 Feb	27 616	5,5	14,5
May	24 333	-11,9	-2,8
Aug	28 669	17,8	5,9
Nov	28 415	-0,9	8,6
2021 Feb	28 972	2,0	4,9
May	28 666	-1,1	17,8
Aug	31 822	11,0	11,0
Nov	30 114	-5,4	6,0
2022 Feb	29 693	-1,4	2,5
May	30 226	1,8	5,4
Aug	32 453	7,4	2,0
Nov	31 465	-3,0	4,5
2023 Feb	31 228	-0,8	5,2
May*	32 571	4,3	7,8
Aug	33 984	4,3	4,7

*Revised estimates.

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

10.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2019 Feb	18 423	-2,0	-	17 365	-1,4	-
May	19 125	3,8	6,9	17 963	3,4	6,7
Aug	19 532	2,1	5,4	18 397	2,4	5,3
Nov	19 420	-0,6	3,3	18 287	-0,6	3,8
2020 Feb	19 433	0,1	5,5	18 312	0,1	5,5
May	17 340	-10,8	-9,3	16 622	-9,2	-7,5
Aug	19 278	11,2	-1,3	18 355	10,4	-0,2
Nov	20 367	5,6	4,9	19 110	4,1	4,5
2021 Feb	20 192	-0,9	3,9	18 964	-0,8	3,6
May	20 842	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	21 907	1,9	3,7	20 467	1,8	3,2
Nov	22 525	2,8	7,4	20 870	2,0	6,9
2023 Feb	22 188	-1,5	6,2	20 798	-0,3	6,1
May*	22 744	2,5	5,8	21 152	1,7	5,2
Aug	23 153	1,8	5,7	21 632	2,3	5,7

*Revised estimates.

10.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	48 866	2,2	7,0	46 166	4,0	4,4
Nov	52 306	7,0	9,5	49 314	6,8	5,5
2023 Feb	50 710	-3,1	7,4	47 165	-4,4	6,7
May*	51 780	2,1	8,3	47 486	0,7	7,0
Aug	51 937	0,3	6,3	48 901	3,0	5,9

*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
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	20 190	-4,0	5,9	19 319	-2,6	5,3
Nov	20 030	-0,8	5,6	18 990	-1,7	4,8
2023 Feb	19 812	-1,1	3,7	18 994	0,0	3,5
May*	20 856	5,3	-0,8	19 915	4,8	0,4
Aug	21 609	3,6	7,0	20 664	3,8	7,0

*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
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	16 497	1,1	6,4	16 071	1,6	6,3
Nov	16 327	-1,0	6,5	15 787	-1,8	5,9
2023 Feb	16 152	-1,1	1,8	15 632	-1,0	1,4
May*	16 658	3,1	2,0	16 107	3,0	1,8
Aug	16 731	0,4	1,4	16 264	1,0	1,2

*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
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	28 048	0,9	4,3	26 370	1,0	3,6
Nov	29 010	3,4	6,2	27 290	3,5	6,0
2023 Feb	28 676	-1,2	7,3	27 037	-0,9	7,2
May*	30 297	5,7	9,0	28 328	4,8	8,6
Aug	30 946	2,1	10,3	29 081	2,7	10,3

*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
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	27 356	4,5	8,1	26 721	-0,4	7,8
Nov	27 717	1,3	7,9	27 089	1,4	7,9
2023 Feb	28 193	1,7	8,5	27 596	1,9	8,3
May*	28 691	1,8	9,6	28 010	1,5	4,4
Aug	29 569	3,1	8,1	28 837	3,0	7,9

*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
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	29 350	2,2	-0,4	28 438	-4,3	-0,4
Nov	32 991	12,4	13,0	31 979	12,5	13,0
2023 Feb	30 214	-8,4	7,6	29 311	-8,3	7,4
May*	30 437	0,7	6,0	29 385	0,3	-1,1
Aug	29 585	-2,8	0,8	28 640	-2,5	0,7

*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
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	23 506	-1,8	20,2
Nov	24 346	3,6	1,6
2023 Feb	23 424	-3,8	-0,4
May*	23 600	0,8	-1,4
Aug	23 480	-0,5	-0,1

*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
2019 Feb	21 906	-5,9	-
May	22 359	2,1	3,0
Aug	23 928	7,0	3,7
Nov	23 059	-3,6	-0,9
2020 Feb	23 972	4,0	9,4
May	21 289	-11,2	-4,8
Aug	24 587	15,5	2,8
Nov	24 266	-1,3	5,2
2021 Feb	24 449	0,8	2,0
May	23 849	-2,5	12,0
Aug	26 020	9,1	5,8
Nov	30 296	16,4	24,8
2022 Feb	29 457	-2,8	20,5
May	29 317	-0,5	22,9
Aug	30 616	4,4	17,7
Nov	29 462	-3,8	-2,8
2023 Feb	28 942	-1,8	-1,7
May*	29 718	2,7	1,4
Aug	30 589	2,9	-0,1

*Revised estimates.

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

11.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2019 Feb	16 733	-2,4	-	15 771	-1,9	-
May	17 076	2,1	2,3	16 039	1,7	2,1
Aug	17 270	1,1	1,1	16 267	1,4	0,9
Nov	17 110	-0,9	-0,2	16 112	-1,0	0,2
2020 Feb	16 869	-1,4	0,8	15 896	-1,3	0,8
May	15 170	-10,1	-11,2	14 542	-8,5	-9,3
Aug	16 533	9,0	-4,3	15 741	8,2	-3,2
Nov	17 393	5,2	1,7	16 320	3,7	1,3
2021 Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
May	17 339	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	20 667	-0,9	19,6	19 308	-1,0	19,1
Nov	21 091	2,1	0,0	19 541	1,2	-0,5
2023 Feb	20 563	-2,5	-0,8	19 275	-1,4	-0,9
May*	20 752	0,9	-0,5	19 299	0,1	-1,0
Aug	20 840	0,4	0,8	19 471	0,9	0,8

*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
2019 Feb	38 492	-3,5	-	36 286	-4,0	-
May	38 024	-1,2	2,3	35 343	-2,6	2,6
Aug	37 745	-0,7	-1,8	35 913	1,6	-2,0
Nov	40 531	7,4	1,6	38 346	6,8	1,5
2020 Feb	38 291	-5,5	-0,5	36 120	-5,8	-0,5
May	39 070	2,0	2,8	36 523	1,1	3,3
Aug	39 711	1,6	5,2	38 078	4,3	6,0
Nov	41 489	4,5	2,4	39 465	3,6	2,9
2021 Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
May	39 989	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	46 100	-0,6	23,5	43 553	1,2	20,5
Nov	48 976	6,2	1,9	46 174	6,0	-1,8
2023 Feb	46 997	-4,0	0,3	43 712	-5,3	-0,3
May*	47 245	0,5	1,9	43 327	-0,9	0,6
Aug	46 748	-1,1	1,4	44 015	1,6	1,1

*Revised estimates.

11.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	19 047	-6,6	22,2	18 225	-5,3	21,4
Nov	18 755	-1,5	-1,7	17 781	-2,4	-2,5
2023 Feb	18 361	-2,1	-3,1	17 603	-1,0	-3,3
May*	19 029	3,6	-6,7	18 171	3,2	-5,6
Aug	19 450	2,2	2,1	18 599	2,4	2,1

*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
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	15 563	-1,7	22,8	15 161	-1,2	22,6
Nov	15 287	-1,8	-0,8	14 782	-2,5	-1,5
2023 Feb	14 969	-2,1	-4,9	14 487	-2,0	-5,3
May*	15 199	1,5	-4,0	14 696	1,4	-4,2
Aug	15 059	-0,9	-3,2	14 639	-0,4	-3,4

*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
2019 Feb	21 844	-3,5	-	20 849	-2,5	-
May	22 895	4,8	1,1	21 635	3,8	1,5
Aug	22 142	-3,3	-3,8	21 010	-2,9	-3,8
Nov	22 948	3,6	1,4	21 690	3,2	1,5
2020 Feb	21 937	-4,4	0,4	20 829	-4,0	-0,1
May	20 168	-8,1	-11,9	19 328	-7,2	-10,7
Aug	21 088	4,6	-4,8	20 050	3,7	-4,6
Nov	21 940	4,0	-4,4	20 720	3,3	-4,5
2021 Feb	21 002	-4,3	-4,3	19 901	-4,0	-4,5
May	21 785	3,7	8,0	20 511	3,1	6,1
Aug	21 984	0,9	4,2	20 806	1,4	3,8
Nov	27 494	25,1	25,3	25 893	24,4	25,0
2022 Feb	26 505	-3,6	26,2	25 032	-3,3	25,8
May	26 972	1,8	23,8	25 311	1,1	23,4
Aug	26 460	-1,9	20,4	24 877	-1,7	19,6
Nov	27 163	2,7	-1,2	25 552	2,7	-1,3
2023 Feb	26 576	-2,2	0,3	25 057	-1,9	0,1
May*	27 643	4,0	2,5	25 847	3,2	2,1
Aug	27 854	0,8	5,3	26 176	1,3	5,2

*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
2019 Feb	22 030	0,3	-	21 707	0,7	-
May	21 794	-1,1	1,6	21 351	-1,6	1,3
Aug	21 859	0,3	-0,5	21 428	0,4	-0,9
Nov	21 696	-0,7	-1,2	21 278	-0,7	-1,3
2020 Feb	20 740	-4,4	-5,9	20 348	-4,4	-6,3
May	20 892	0,7	-4,1	20 544	1,0	-3,8
Aug	21 145	1,2	-3,3	20 737	0,9	-3,2
Nov	21 559	2,0	-0,6	21 120	1,8	-0,7
2021 Feb	21 001	-2,6	1,3	20 597	-2,5	1,2
May	20 948	-0,3	0,3	20 483	-0,6	-0,3
Aug	20 684	-1,3	-2,2	20 268	-1,0	-2,3
Nov	25 832	24,9	19,8	25 267	24,7	19,6
2022 Feb	25 782	-0,2	22,8	25 280	0,1	22,7
May	26 015	0,9	24,2	25 400	0,5	24,0
Aug	25 808	-0,8	24,8	25 208	-0,8	24,4
Nov	25 952	0,6	0,5	25 364	0,6	0,4
2023 Feb	26 129	0,7	1,3	25 576	0,8	1,2
May*	26 178	0,2	0,6	25 557	-0,1	0,6
Aug	26 615	1,7	3,1	25 956	1,6	3,0

*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
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	27 689	-3,9	14,9	26 828	-3,7	14,9
Nov	30 890	11,6	5,2	29 943	11,6	5,2
2023 Feb	28 002	-9,3	0,5	27 165	-9,3	0,4
May*	27 771	-0,8	-3,6	26 811	-1,3	-3,7
Aug	26 629	-4,1	-3,8	25 779	-3,8	-3,9

*Revised estimates.

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

Industry	Quarter ended June* 2022				Quarter ended September 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	478 815	478 815	478 815	0,0	480 893	480 893	480 893
Manufacturing	0,8	1 167 681	1 186 282	1 204 883	0,8	1 161 357	1 179 857	1 198 357
Electricity, gas and water supply	1,3	57 369	58 869	60 369	1,3	57 806	59 318	60 829
Construction	2,9	470 363	498 710	527 057	3,0	464 456	493 472	522 488
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	2 079 144	2 137 806	2 196 467	1,4	2 082 604	2 141 363	2 200 122
Transport, storage and communication	1,0	399 361	407 345	415 329	1,1	399 623	408 428	417 234
Financial intermediation, insurance, real estate and business services	2,3	2 234 680	2 340 175	2 445 670	2,5	2 218 991	2 333 324	2 447 657
Community, social and personal services	0,6	2 999 909	3 035 607	3 071 306	0,6	3 041 213	3 077 404	3 113 594
Total	0,6	10 024 320	10 143 609	10 262 898	0,7	10 034 472	10 174 060	10 313 648

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	478 815	478 815	478 815	0,0	480 893	480 893	480 893
Manufacturing	0,8	1 092 266	1 109 665	1 127 065	0,8	1 088 959	1 106 305	1 123 652
Electricity, gas and water supply	1,2	55 943	57 290	58 638	1,2	56 493	57 854	59 214
Construction	2,9	406 113	430 588	455 063	3,0	402 534	427 682	452 830
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	1 853 651	1 905 950	1 958 250	1,5	1 851 553	1 907 638	1 963 722
Transport, storage and communication	1,1	383 997	392 458	400 920	1,1	383 242	391 687	400 132
Financial intermediation, insurance, real estate and business services	1,9	2 017 044	2 095 064	2 173 085	2,0	1 996 908	2 078 380	2 159 853
Community, social and personal services	0,7	2 289 673	2 321 525	2 353 376	0,8	2 300 897	2 337 550	2 374 203
Total	0,6	8 687 970	8 791 356	8 894 742	0,6	8 684 642	8 787 989	8 891 336

*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 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,7	72 562	76 617	80 672	2,7	69 659	73 552	77 444
Electricity, gas and water supply	16,4	1 071	1 579	2 086	20,0	890	1 464	2 038
Construction	9,5	55 438	68 122	80 806	8,9	54 314	65 790	77 266
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,1	217 768	231 855	245 943	3,1	219 525	233 726	247 927
Transport, storage and communication	4,2	13 661	14 886	16 112	4,4	15 297	16 741	18 185
Financial intermediation, insurance, real estate and business services	13,9	178 333	245 111	311 889	16,5	172 495	254 944	337 393
Community, social and personal services	0,7	704 286	714 083	723 880	0,7	729 703	739 854	750 005
Total	2,6	1 283 342	1 352 253	1 421 164	3,1	1 301 853	1 386 071	1 470 288

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	46 369 234 234	46 369 234 234	46 369 234 234	0,0	48 414 400 244	48 414 400 244	48 414 400 244
Manufacturing	1,0	83 710 936 251	85 384 471 902	87 058 007 550	1,0	84 294 490 090	85 979 692 056	87 664 894 019
Electricity, gas and water supply	0,7	8 914 231 115	9 038 235 709	9 162 240 303	0,7	9 268 307 936	9 397 238 042	9 526 168 148
Construction	4,8	29 931 989 873	33 040 433 895	36 148 877 915	6,2	29 083 695 288	33 106 838 276	37 129 981 263
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	111 589 073 238	116 141 833 096	120 694 592 953	1,9	111 133 350 503	115 432 039 657	119 730 728 816
Transport, storage and communication	1,5	39 948 899 898	41 158 973 724	42 369 047 553	1,6	38 278 718 428	39 518 003 001	40 757 287 577
Financial intermediation, insurance, real estate and business services	2,7	209 547 299 478	221 256 176 331	232 965 053 181	3,1	216 349 971 047	230 345 780 681	244 341 590 316
Community, social and personal services	2,2	269 109 041 934	281 235 935 472	293 362 829 009	2,2	275 666 369 247	288 088 756 425	300 511 143 601
Total	1,1	815 652 333 014	833 625 294 363	851 598 255 707	1,2	830 284 098 142	850 282 748 382	870 281 398 626

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	46 369 234 234	46 369 234 234	46 369 234 234	0,0	48 414 400 244	48 414 400 244	48 414 400 244
Manufacturing	1,0	73 924 082 220	75 401 960 649	76 879 839 077	1,0	75 511 502 236	77 021 116 112	78 530 729 988
Electricity, gas and water supply	0,7	8 152 439 807	8 265 847 231	8 379 254 655	0,7	8 594 790 207	8 714 351 105	8 833 912 002
Construction	4,9	27 476 600 294	30 395 814 299	33 315 028 304	6,5	27 085 065 618	31 039 497 614	34 993 929 610
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,8	101 019 312 879	104 713 609 004	108 407 905 130	1,8	101 797 726 621	105 520 489 490	109 243 252 359
Transport, storage and communication	1,6	33 581 891 910	34 669 115 368	35 756 338 826	1,7	34 310 739 847	35 493 379 243	36 676 018 640
Financial intermediation, insurance, real estate and business services	2,7	188 036 988 203	198 543 933 145	209 050 878 087	2,8	191 596 838 661	202 722 234 913	213 847 631 165
Community, social and personal services	2,3	248 914 974 255	260 665 787 977	272 416 601 699	2,4	252 861 805 236	265 343 566 610	277 825 327 983
Total	1,1	742 660 716 398	759 025 301 907	775 389 887 416	1,2	756 058 227 620	774 269 035 331	792 479 843 042

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,5	4 211 472 966	4 521 658 757	4 831 844 548	2,8	3 542 219 979	3 747 905 006	3 953 590 033
Electricity, gas and water supply	4,3	102 662 334	112 111 053	121 559 773	2,7	86 859 863	91 713 332	96 566 802
Construction	17,2	855 261 079	1 290 220 069	1 725 179 059	15,6	489 759 899	705 461 943	921 163 987
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	9,4	6 676 690 252	8 184 625 689	9 692 561 126	10,4	5 570 701 730	6 996 962 582	8 423 223 435
Transport, storage and communication	3,8	3 915 278 020	4 230 354 849	4 545 431 678	10,1	1 422 816 078	1 773 996 407	2 125 176 735
Financial intermediation, insurance, real estate and business services	9,9	14 633 459 657	18 156 558 212	21 679 656 767	11,2	17 632 393 912	22 591 730 617	27 551 067 322
Community, social and personal services	2,2	12 157 297 341	12 705 143 112	13 252 988 883	1,2	14 759 273 058	15 114 772 508	15 470 271 957
Total	4,1	45 246 905 760	49 200 671 741	53 154 437 723	5,2	45 822 324 874	51 022 542 395	56 222 759 916

*Revised estimates.

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

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

Industry	Quarter ended June* 2022				Quarter ended September 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,7	5 278 896 891	5 460 852 496	5 642 808 101	1,6	5 047 264 297	5 210 670 938	5 374 077 579
Electricity, gas and water supply	0,2	657 689 137	660 277 425	662 865 712	0,2	588 856 204	591 173 605	593 491 005
Construction	6,0	1 195 122 142	1 354 399 527	1 513 676 911	6,2	1 196 383 217	1 361 878 719	1 527 374 220
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,6	3 078 304 629	3 243 598 403	3 408 892 178	4,2	2 674 658 735	2 914 587 585	3 154 516 435
Transport, storage and communication	2,8	2 135 501 955	2 259 503 507	2 383 505 060	3,0	2 118 290 463	2 250 627 351	2 382 964 240
Financial intermediation, insurance, real estate and business services	5,3	4 082 440 419	4 555 684 974	5 028 929 529	14,9	3 562 323 854	5 031 815 151	6 501 306 448
Community, social and personal services	7,8	6 662 602 513	7 865 004 383	9 067 406 253	7,7	6 478 834 727	7 630 417 307	8 781 999 887
Total	2,7	24 055 188 662	25 399 320 715	26 743 452 767	3,9	23 080 845 571	24 991 170 656	26 901 495 741

*Revised estimates.

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

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

Industry	May* 2023				Aug 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	32 571	32 571	32 571	0,0	33 984	33 984	33 984
Manufacturing	1,2	22 198	22 744	23 290	1,2	22 601	23 153	23 705
Electricity, gas and water supply	1,5	50 281	51 780	53 279	1,5	50 401	51 937	53 473
Construction	5,3	18 681	20 856	23 031	6,9	18 684	21 609	24 534
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	15 939	16 658	17 377	2,3	15 989	16 731	17 473
Transport, storage and communication	1,9	29 185	30 297	31 409	1,9	29 796	30 946	32 096
Financial intermediation, insurance, real estate and business services	3,5	26 743	28 691	30 639	3,7	27 424	29 569	31 714
Community, social and personal services	2,4	29 029	30 437	31 845	2,4	28 166	29 585	31 004
Total	1,3	25 224	25 866	26 508	1,3	25 404	26 086	26 768

*Revised estimates.

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

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

Industry	May* 2023				Aug 2023			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,2	20 636	21 152	21 668	1,2	21 110	21 632	22 154
Electricity, gas and water supply	1,5	46 089	47 486	48 883	1,5	47 436	48 901	50 366
Construction	5,5	17 784	19 915	22 046	7,1	17 775	20 664	23 553
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	15 401	16 107	16 813	2,3	15 533	16 264	16 995
Transport, storage and communication	1,9	27 251	28 328	29 405	2,0	27 967	29 081	30 195
Financial intermediation, insurance, real estate and business services	3,5	26 090	28 010	29 930	3,7	26 754	28 837	30 920
Community, social and personal services	2,4	28 009	29 385	30 761	2,5	27 244	28 640	30 036

*Revised estimates.

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

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

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

Abbreviations and symbols

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

Technical notes**1. Response rate**

The response rate for the quarter ended **September 2023 was 89,5%**.

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

Annual 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 prices		Average monthly earnings at constant prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2021=100).
Average 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	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to

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

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

Technical enquiries

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

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

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

Postal address: Private Bag X44, Pretoria, 0001

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Enquiries

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

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

Technical enquiries: labourquestions@statssa.gov.za

Postal address Private Bag X44, Pretoria, 0001

Produced by Stats SA