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

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

## **STATISTICAL RELEASE**

### **P0277**

# Quarterly employment statistics (QES)

September 2024

Embargoed until:  
12 December 2024  
11:30

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

**FORTHCOMING ISSUE:**  
December 2024

**EXPECTED RELEASE DATE:**  
25 March 2025

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**Introduction**

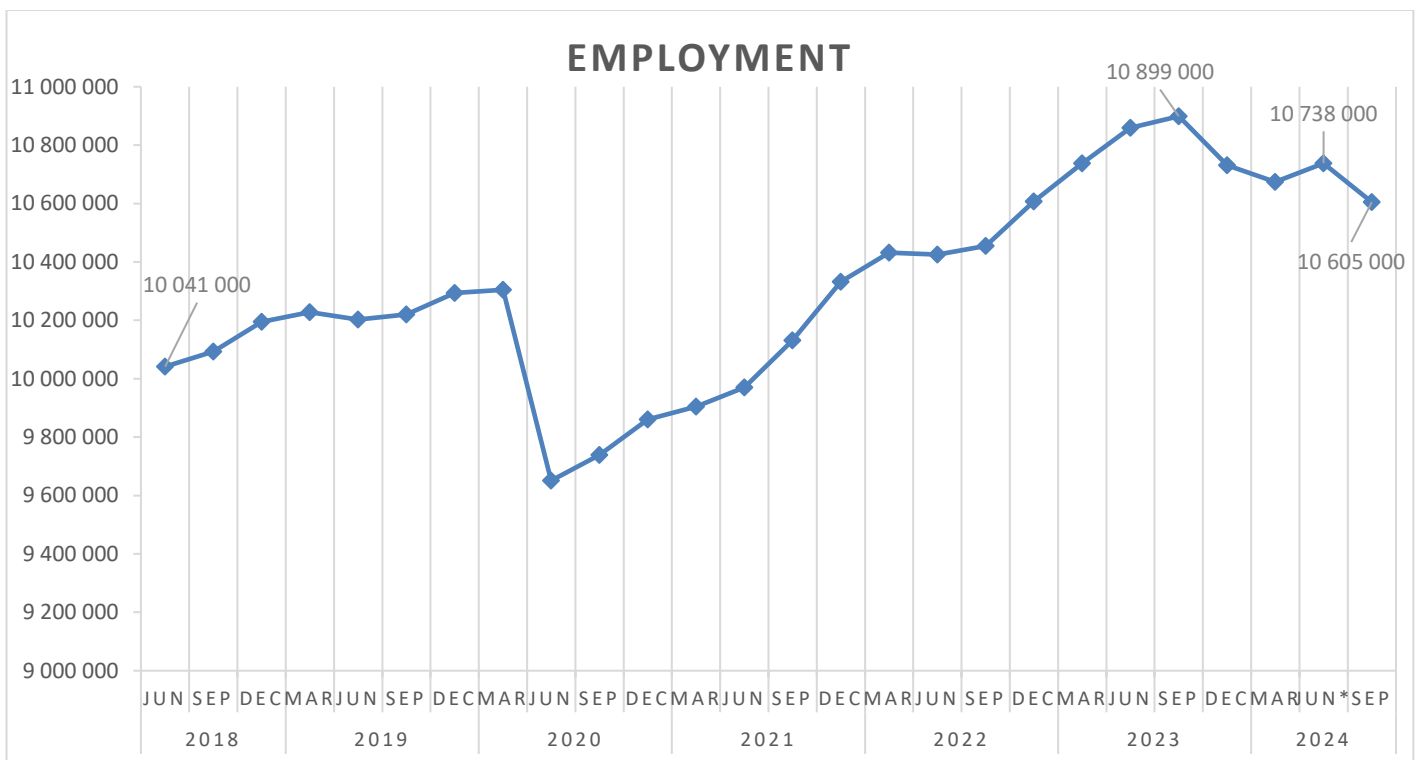
The *Quarterly employment statistics (QES)* is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices and stores, as well as from national, provincial and local government entities. 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 2024**

**Figure A – Employment in the non-agricultural formal sector, June 2018 – September 2024**



\*Revised estimates

**Table A – Employment by industry**

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	482	474	472	-2	-0,4	-10	-2,1
Manufacturing	1 297	1 295	1 291	-4	-0,3	-6	-0,5
Electricity	62	64	63	-1	-1,6	1	1,6
Construction	611	591	595	4	0,7	-16	-2,6
Trade	2 318	2 325	2 344	19	0,8	26	1,1
Transport	477	480	477	-3	-0,6	0	0,0
Business services	2 492	2 483	2 468	-15	-0,6	-24	-1,0
Community services	3 160	3 026	2 895	-131	-4,3	-265	-8,4
<b>Total</b>	<b>10 899</b>	<b>10 738</b>	<b>10 605</b>	<b>-133</b>	<b>-1,2</b>	<b>-294</b>	<b>-2,7</b>

\*Revised estimates

Table A shows that total employment decreased by 133 000 or -1,2% quarter-on-quarter, from 10 738 000 in June 2024 to 10 605 000 in September 2024. This was due to decreases in the following industries: community services (-131 000 or -4,3%), business services (-15 000 or -0,6%), manufacturing (-4 000 or -0,3%), transport (-3 000 or -0,6%), mining (-2 000 or -0,4%), and electricity (-1 000 or -1,6%). However, trade and construction reported an increase of (19 000 or 0,8%) and (4 000 or 0,7%) respectively.

Total employment decreased by 294 000 or -2,7% year-on-year between September 2023 and September 2024.

**Table B – Full-time employees**

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	482	474	472	-2	-0,4	-10	-2,1
Manufacturing	1 213	1 210	1 205	-5	-0,4	-8	-0,7
Electricity	61	62	62	0	0,0	1	1,6
Construction	534	524	527	3	0,6	-7	-1,3
Trade	2 078	2 079	2 096	17	0,8	18	0,9
Transport	458	460	458	-2	-0,4	0	0,0
Business services	2 257	2 264	2 242	-22	-1,0	-15	-0,7
Community services	2 415	2 395	2 392	-3	-0,1	-23	-1,0
<b>Total</b>	<b>9 498</b>	<b>9 468</b>	<b>9 454</b>	<b>-14</b>	<b>-0,1</b>	<b>-44</b>	<b>-0,5</b>

\*Revised estimates

Table B shows that full-time employment decreased by 14 000 or -0,1% quarter-on-quarter, from 9 468 000 in June 2024 to 9 454 000 in September 2024. This was due to decreases in the following industries: business services (-22 000 or -1,0%), manufacturing (-5 000 or -0,4%), community services (-3 000 or -0,1%), mining (-2 000 or -0,4%), and transport (-2 000 or -0,4%). The electricity industry showed no change. However trade and construction reported an increase of (17 000 or 0,8%) and (3 000 or 0,6%) respectively.

Full-time employment decreased by 44 000 or -0,5% year-on-year between September 2023 and September 2024.

**Table C – Part-time employees**

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	84	85	86	1	1,2	2	2,4
Electricity	1	2	1	-1	-50,0	0	0,0
Construction	77	67	68	1	1,5	-9	-11,7
Trade	240	246	248	2	0,8	8	3,3
Transport	19	20	19	-1	-5,0	0	0,0
Business services	235	219	226	7	3,2	-9	-3,8
Community services	745	631	503	-128	-20,3	-242	-32,5
<b>Total</b>	<b>1 401</b>	<b>1 270</b>	<b>1 151</b>	<b>-119</b>	<b>-9,4</b>	<b>-250</b>	<b>-17,8</b>

\*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 decreased by 119 000 or -9,4% quarter-on-quarter, from 1 270 000 in June 2024 to 1 151 000 in September 2024. This was due to decreases in the following industries: community services (-128 000 or -20,3%), electricity (-1 000 or -50%) and transport (-1 000 or -5%). However, increases were reported by the following industries: business services (7 000 or 3,2%), trade (2 000 or 0,8%), construction (1 000 or 1,5%) and manufacturing (1 000 or 1,2%).

Part-time employment decreased by 250 000 or -17,8% year-on-year between September 2023 and September 2024.

**Figure B – Gross earnings of employees in the formal non-agricultural sector, June 2018 – September 2024**



\*Revised estimates

**Table D – Gross earnings by industry**

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	48 564	48 389	49 857	1 468	3,0	1 293	2,7
Manufacturing	92 730	95 379	94 471	-908	-1,0	1 741	1,9
Electricity	9 615	10 155	10 457	302	3,0	842	8,8
Construction	42 759	43 273	42 939	-334	-0,8	180	0,4
Trade	127 565	135 465	134 220	-1 245	-0,9	6 655	5,2
Transport	45 660	48 528	47 644	-884	-1,8	1 984	4,3
Business services	269 378	263 087	275 246	12 159	4,6	5 868	2,2
Community services	305 197	309 814	311 504	1 690	0,5	6 307	2,1
<b>Total</b>	<b>941 468</b>	<b>954 090</b>	<b>966 338</b>	<b>12 248</b>	<b>1,3</b>	<b>24 870</b>	<b>2,6</b>

\*Revised estimates

Table D shows that gross earnings paid to employees increased by R12,2 billion or 1,3% from R954,1 billion in June 2024 to R966,3 billion in September 2024. This was due to increases in the following industries: business services, community services, mining and electricity. However, decreases were reported by the following: trade, manufacturing, transport and construction.

Year-on-year gross earnings increased by R24,9 billion or 2,6% between September 2023 and September 2024.

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

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	48 564	48 389	49 857	1 468	3,0	1 293	2,7
Manufacturing	83 278	84 949	86 288	1 339	1,6	3 010	3,6
Electricity	8 918	9 292	9 657	365	3,9	739	8,3
Construction	40 041	39 149	39 993	844	2,2	-48	-0,1
Trade	117 240	121 687	123 561	1 874	1,5	6 321	5,4
Transport	41 037	43 125	43 377	252	0,6	2 340	5,7
Business services	230 215	238 148	239 023	875	0,4	8 808	3,8
Community services	280 225	286 824	286 489	-335	-0,1	6 264	2,2
<b>Total</b>	<b>849 518</b>	<b>871 563</b>	<b>878 245</b>	<b>6 682</b>	<b>0,8</b>	<b>28 727</b>	<b>3,4</b>

\*Revised estimates

Table E shows that basic salary/wages paid to employees increased by R6,7 billion or 0,8% from R871,6 billion in June 2024 to R878,2 billion in September 2024. This was due to increases in the following industries: trade, mining, manufacturing, business services, construction, electricity and transport. However, community services reported a decrease.

Year-on-year basic salary/wages increased by R28,7 billion or 3,4% between September 2023 and September 2024.

**Table F – Bonus payments by industry**

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining							
Manufacturing	3 684	4 590	2 865	-1 725	-37,6	-819	-22,2
Electricity	97	135	120	-15	-11,1	23	23,7
Construction	1 016	2 328	1 092	-1 236	-53,1	76	7,5
Trade	7 159	10 058	7 424	-2 634	-26,2	265	3,7
Transport	2 146	3 291	2 214	-1 077	-32,7	68	3,2
Business services	34 108	19 412	31 147	11 735	60,5	-2 961	-8,7
Community services	17 008	13 996	15 885	1 889	13,5	-1 123	-6,6
<b>Total</b>	<b>65 218</b>	<b>53 810</b>	<b>60 747</b>	<b>6 937</b>	<b>12,9</b>	<b>-4 471</b>	<b>-6,9</b>

\*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 bonuses paid to employees increased by R6,9 billion or 12,9% from R53,8 billion in June 2024 to R60,7 billion in September 2024. This was due to increases in the following industries: business services, and community services. However the following industries reported decreases: trade, manufacturing, construction, transport and electricity.

Year-on-year bonus payments decreased by R4,5 billion or -6,9% between September 2023 and September 2024.

**Table G – Overtime payments by industry**

Industry	Sep 2023	Jun* 2024	Sep 2024	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%	%	R million	%
Mining							
Manufacturing	5 768	5 840	5 318	-522	-8,9	-450	-7,8
Electricity	600	728	680	-48	-6,6	80	13,3
Construction	1 702	1 796	1 854	58	3,2	152	8,9
Trade	3 166	3 720	3 235	-485	-13,0	69	2,2
Transport	2 477	2 112	2 053	-59	-2,8	-424	-17,1
Business services	5 055	5 527	5 076	-451	-8,2	21	0,4
Community services	7 964	8 994	9 130	136	1,5	1 166	14,6
<b>Total</b>	<b>26 732</b>	<b>28 717</b>	<b>27 346</b>	<b>-1 371</b>	<b>-4,8</b>	<b>614</b>	<b>2,3</b>

\*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 R1,4 billion or -4,8% from R28,7 billion in June 2024 to R27,3 billion in September 2024. This was due to decreases in the following industries: manufacturing, trade, business services, transport and electricity. However, the community services and construction industries showed an increase.

Year-on-year overtime payments increased by R614 million or 2,3% between September 2023 and September 2024.



**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 2023	May* 2024	Aug 2024	Q/Q Change	Y/Y Change
	Rands			%	
	26 471	27 511	28 220	2,6	6,6

\*Revised estimates

Table H shows that average monthly earnings paid to employees increased by 2,6% from R27 511 in May 2024 to R28 220 in August 2024.

Year-on-year average monthly earnings paid to employees increased by 6,6% between August 2023 and August 2024.

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

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

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

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

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

	QLFS	QES
Coverage	Private households and workers' hostels.	Payroll of VAT registered businesses.
	Non-institutional population (15 years and older).	Employees only.
	Employment (including the informal sector; private households; agriculture and small businesses).	Formal sector (excluding agriculture).
Sample size	30 000 dwelling units in which households reside.	±20 000 VAT registered businesses.
Reference period	One week prior to the interview.	Payroll at the end of the reference quarter.
Formal sector definition (excluding Agriculture & 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 decrease of 10 000 employees or -2,1% in September 2024 compared with September 2023. There was a quarterly decrease of 2 000 employees or -0,4% in September 2024 compared to June 2024. This was mainly due to decreases in gold and PGM mining.

**See explanatory note on page 61.**

The manufacturing industry reported an annual decrease of 6 000 employees or -0,5% in September 2024 compared with September 2023. There was a quarterly decrease of 4 000 employees or -0,3% in September 2024 compared to June 2024. This was mainly due to decreases in employment in the manufacturing of food, beverages and tobacco and Non-metallic mineral products.

The electricity, gas and water supply industry reported an annual increase of 1 000 employees or 1,6% in September 2024 compared with September 2023. There was a quarterly decrease of 1 000 employees or -1,6% in September 2024 compared to June 2024. This was mainly due to decreases in employment in the collection, purification and distribution of water.

The construction industry reported an annual decrease of 16 000 employees or -2,6% in September 2024 compared with September 2023. There was a quarterly increase of 4 000 employees or 0,7% in September 2024 compared to June 2024. This was mainly due to increases in employment in building installation, building completion and renting of construction/demolition equipment with operators.

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 26 000 employees or 1,1% in September 2024 compared with September 2023. There was a quarterly increase of 19 000 employees or 0,8% in September 2024 compared to June 2024. This was mainly due to increases in employment in the retail trade, motor trade, and hotels & restaurants.

The transport, storage and communication industry reported no annual change. There was a quarterly decrease of 3 000 employees or -0,6% in September 2024 compared to June 2024. This was mainly due to decreases in employment in supporting and auxiliary transport activities and post & telecommunications.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 24 000 employees or -1,0% in September 2024 compared with September 2023. There was a quarterly decrease of 15 000 employees or -0,6% in September 2024 compared to June 2024. This was mainly due to decreases in employment in the business activities n.e.c, legal, accounting, bookkeeping and auditing activities, advertising, activities auxiliary to financial intermediation and computer and related activities.

The community, social and personal services industry reported an annual decrease of 265 000 employees or -8,4% in September 2024 compared with September 2023. There was a quarterly decrease of 131 000 employees or -4,3% in September 2024 compared to June 2024. This was mainly due to decreases in employment in the extra budgetary institutions, provincial departments, local government and national departments.

## Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R1,3 billion or 2,7% in September 2024 compared with September 2023. There was a quarterly increase of R1,5 billion or 3,0% in September 2024 compared to June 2024. This was mainly due to increases in gross earnings in PGM mining.

**See explanatory note on page 61.**

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R1,7 billion or 1,9% in September 2024 compared with September 2023. There was a quarterly decrease of R908 million or -1,0% in September 2024 compared to June 2024. This was mainly due to decreases in gross earnings paid in manufacturing of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco; wood and products of wood and cork, except furniture, articles of straw and planting materials, paper and paper products, publishing, printing and reproduction of recorded media; and transport equipment.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R842 million or 8,8% in September 2024 compared with September 2023. There was a quarterly increase of R302 million or 3,0% in September 2024 compared to June 2024. This was mainly due to increases in gross earnings in the collection, purification and distribution of water; and electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R180 million or 0,4% in September 2024 compared with September 2023. There was a quarterly decrease of R334 million or -0,8% in September 2024 compared to June 2024. This was mainly due to decreases in gross earnings in building of complete constructions or parts thereof, and site preparations.

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 R6,7 billion or 5,2% in September 2024 compared with September 2023. There was a quarterly decrease of R1,2 billion or -0,9% in September 2024 compared to June 2024. This was mainly due to the decreases in gross earnings in the wholesale trade, motor trade and hotels and restaurants.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R2 billion or 4,3% in September 2024 compared with September 2023. There was a quarterly decrease of R884 million or -1,8% in September 2024 compared to June 2024. This was mainly due to decreases in gross earnings in post and telecommunications.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R5,9 billion or 2,2% in September 2024 compared with September 2023. There was a quarterly increase of R12,2 billion or 4,6% in September 2024 compared to June 2024. This was mainly due to increases in gross earnings in activities auxiliary to financial intermediation, real estate activities, legal, accounting, bookkeeping and auditing activities, financial intermediation (i.e. banks) except insurance, and pension funding, and business activities n.e.c.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R6,3 billion or 2,1% in September 2024 compared with September 2023. There was a quarterly increase of R1,7 billion or 0,5% in September 2024 compared to June 2024. This was mainly due to increases in gross earnings in provincial departments, extra budgetary institutions, health and social work, and 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	
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	9 970 000	66 000	0,7	319 000	3,3
	Sep	10 131 000	161 000	1,6	392 000	4,0
	Dec	10 332 000	201 000	2,0	471 000	4,8
2022	Mar	10 432 000	100 000	1,0	528 000	5,3
	Jun	10 425 000	-7 000	-0,1	455 000	4,6
	Sep	10 455 000	30 000	0,3	324 000	3,2
	Dec	10 607 000	152 000	1,5	275 000	2,7
2023	Mar	10 738 000	131 000	1,2	306 000	2,9
	Jun	10 860 000	122 000	1,1	435 000	4,2
	Sep	10 899 000	39 000	0,4	444 000	4,2
	Dec	10 731 000	-168 000	-1,5	124 000	1,2
2024	Mar	10 674 000	-57 000	-0,5	-64 000	-0,6
	Jun*	10 738 000	64 000	0,6	-122 000	-1,1
	Sep	10 605 000	-133 000	-1,2	-294 000	-2,7

\*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	
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	8 997 000	124 000	1,4	252 000	2,9
	Sep	9 066 000	69 000	0,8	254 000	2,9
	Dec	9 147 000	81 000	0,9	290 000	3,3
2022	Mar	9 196 000	49 000	0,5	323 000	3,6
	Jun	9 277 000	81 000	0,9	280 000	3,1
	Sep	9 387 000	110 000	1,2	321 000	3,5
	Dec	9 481 000	94 000	1,0	334 000	3,7
2023	Mar	9 500 000	19 000	0,2	304 000	3,3
	Jun	9 489 000	-11 000	-0,1	212 000	2,3
	Sep	9 498 000	9 000	0,1	111 000	1,2
	Dec	9 513 000	15 000	0,2	32 000	0,3
2024	Mar	9 488 000	-25 000	-0,3	-12 000	-0,1
	Jun*	9 468 000	-20 000	-0,2	-21 000	-0,2
	Sep	9 454 000	-14 000	-0,1	-44 000	-0,5

\*Revised estimates.

**1.3 Part-time employees**

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

\*Revised estimates.

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

Year	Quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	763 422 000	20 937 000	2,8	105 818 000	16,1
	Sep	805 831 000	42 409 000	5,6	105 968 000	15,1
	Dec	867 343 000	61 512 000	7,6	91 730 000	11,8
2022	Mar	827 907 000	-39 436 000	-4,5	85 422 000	11,5
	Jun	840 299 000	12 392 000	1,5	76 877 000	10,1
	Sep	866 288 000	25 989 000	3,1	60 457 000	7,5
	Dec	954 001 000	87 713 000	10,1	86 658 000	10,0
2023	Mar	914 464 000	-39 537 000	-4,1	86 557 000	10,5
	Jun	917 068 000	2 604 000	0,3	76 769 000	9,1
	Sep	941 468 000	24 400 000	2,7	75 180 000	8,7
	Dec	993 012 000	51 544 000	5,5	39 011 000	4,1
2024	Mar	956 997 000	-36 015 000	-3,6	42 533 000	4,7
	Jun*	954 090 000	-2 907 000	-0,3	37 022 000	4,0
	Sep	966 338 000	12 248 000	1,3	24 870 000	2,6

\*Revised estimates.

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

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	699 398 000	26 771 000	4,0	88 545 000	14,5
	Sep	730 835 000	31 437 000	4,5	81 749 000	12,6
	Dec	746 562 000	15 727 000	2,2	73 308 000	10,9
2022	Mar	741 364 000	-5 198 000	-0,7	68 737 000	10,2
	Jun	763 491 000	22 127 000	3,0	64 093 000	9,2
	Sep	783 012 000	19 521 000	2,6	52 177 000	7,1
	Dec	813 776 000	30 764 000	3,9	67 214 000	9,0
2023	Mar	808 832 000	-4 944 000	-0,6	67 468 000	9,1
	Jun	832 961 000	24 129 000	3,0	69 470 000	9,1
	Sep	849 518 000	16 557 000	2,0	66 506 000	8,5
	Dec	855 609 000	6 091 000	0,7	41 833 000	5,1
2024	Mar	847 983 000	-7 626 000	-0,9	39 151 000	4,8
	Jun*	871 563 000	23 580 000	2,8	38 602 000	4,6
	Sep	878 245 000	6 682 000	0,8	28 727 000	3,4

\*Revised estimates.

**1.6 Bonus payments (R thousand)**

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
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	42 490 000	-7 754 000	-15,4	10 473 000	32,7
	Sep	53 948 000	11 458 000	27,0	19 977 000	58,8
	Dec	97 839 000	43 891 000	81,4	14 949 000	18,0
2022	Mar	65 042 000	-32 797 000	-33,5	14 798 000	29,5
	Jun	52 870 000	-12 172 000	-18,7	10 380 000	24,4
	Sep	59 466 000	6 596 000	12,5	5 518 000	10,2
	Dec	115 464 000	55 998 000	94,2	17 625 000	18,0
2023	Mar	80 996 000	-34 468 000	-29,9	15 954 000	24,5
	Jun	57 248 000	-23 748 000	-29,3	4 378 000	8,3
	Sep	65 218 000	7 970 000	13,9	5 752 000	9,7
	Dec	109 020 000	43 802 000	67,2	-6 444 000	-5,6
2024	Mar	81 467 000	-27 553 000	-25,3	471 000	0,6
	Jun*	53 810 000	-27 657 000	-33,9	-3 438 000	-6,0
	Sep	60 747 000	6 937 000	12,9	-4 471 000	-6,9

\*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	
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	21 534 000	1 920 000	9,8	6 800 000	46,2
	Sep	21 048 000	-486 000	-2,3	4 242 000	25,2
	Dec	22 942 000	1 894 000	9,0	3 473 000	17,8
2022	Mar	21 501 000	-1 441 000	-6,3	1 887 000	9,6
	Jun	23 938 000	2 437 000	11,3	2 404 000	11,2
	Sep	23 810 000	-128 000	-0,5	2 762 000	13,1
	Dec	24 761 000	951 000	4,0	1 819 000	7,9
2023	Mar	24 636 000	-125 000	-0,5	3 135 000	14,6
	Jun	26 859 000	2 223 000	9,0	2 921 000	12,2
	Sep	26 732 000	-127 000	-0,5	2 922 000	12,3
	Dec	28 383 000	1 651 000	6,2	3 622 000	14,6
2024	Mar	27 547 000	-836 000	-2,9	2 911 000	11,8
	Jun*	28 717 000	1 170 000	4,2	1 858 000	6,9
	Sep	27 346 000	-1 371 000	-4,8	614 000	2,3

\*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	
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	482 000	3 000	0,6	13 000	2,8
	Dec	482 000	0	0,0	10 000	2,1
2024	Mar	479 000	-3 000	-0,6	3 000	0,6
	Jun*	474 000	-5 000	-1,0	-5 000	-1,0
	Sep	472 000	-2 000	-0,4	-10 000	-2,1

\*Revised estimates.

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

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	48 564 000	2 195 000	4,7	4 011 000	9,0
	Dec	48 985 000	421 000	0,9	3 380 000	7,4
2024	Mar	48 196 000	-789 000	-1,6	2 107 000	4,6
	Jun*	48 389 000	193 000	0,4	2 020 000	4,4
	Sep	49 857 000	1 468 000	3,0	1 293 000	2,7

\*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	
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	1 174 000	67 000	6,1	81 000	7,4
	Sep	1 189 000	15 000	1,3	88 000	8,0
	Dec	1 218 000	29 000	2,4	117 000	10,6
2022	Mar	1 237 000	19 000	1,6	130 000	11,7
	Jun	1 242 000	5 000	0,4	68 000	5,8
	Sep	1 258 000	16 000	1,3	69 000	5,8
	Dec	1 281 000	23 000	1,8	63 000	5,2
2023	Mar	1 298 000	17 000	1,3	61 000	4,9
	Jun	1 288 000	-10 000	-0,8	46 000	3,7
	Sep	1 297 000	9 000	0,7	39 000	3,1
	Dec	1 301 000	4 000	0,3	20 000	1,6
2024	Mar	1 309 000	8 000	0,6	11 000	0,8
	Jun*	1 295 000	-14 000	-1,1	7 000	0,5
	Sep	1 291 000	-4 000	-0,3	-6 000	-0,5

\*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	
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	1 105 000	60 000	5,7	69 000	6,7
	Sep	1 120 000	15 000	1,4	81 000	7,8
	Dec	1 138 000	18 000	1,6	101 000	9,7
2022	Mar	1 143 000	5 000	0,4	98 000	9,4
	Jun	1 160 000	17 000	1,5	55 000	5,0
	Sep	1 172 000	12 000	1,0	52 000	4,6
	Dec	1 195 000	23 000	2,0	57 000	5,0
2023	Mar	1 213 000	18 000	1,5	70 000	6,1
	Jun	1 202 000	-11 000	-0,9	42 000	3,6
	Sep	1 213 000	11 000	0,9	41 000	3,5
	Dec	1 211 000	-2 000	-0,2	16 000	1,3
2024	Mar	1 226 000	15 000	1,2	13 000	1,1
	Jun*	1 210 000	-16 000	-1,3	8 000	0,7
	Sep	1 205 000	-5 000	-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	
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	69 000	7 000	11,3	12 000	21,1
	Sep	69 000	0	0,0	7 000	11,3
	Dec	80 000	11 000	15,9	16 000	25,0
2022	Mar	94 000	14 000	17,5	32 000	51,6
	Jun	82 000	-12 000	-12,8	13 000	18,8
	Sep	86 000	4 000	4,9	17 000	24,6
	Dec	86 000	0	0,0	6 000	7,5
2023	Mar	85 000	-1 000	-1,2	-9 000	-9,6
	Jun	86 000	1 000	1,2	4 000	4,9
	Sep	84 000	-2 000	-2,3	-2 000	-2,3
	Dec	90 000	6 000	7,1	4 000	4,7
2024	Mar	83 000	-7 000	-7,8	-2 000	-2,4
	Jun*	85 000	2 000	2,4	-1 000	-1,2
	Sep	86 000	1 000	1,2	2 000	2,4

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	75 286 000	7 054 000	10,3	18 004 000	31,4
	Sep	76 922 000	1 636 000	2,2	13 454 000	21,2
	Dec	87 426 000	10 504 000	13,7	13 936 000	19,0
2022	Mar	81 461 000	-5 965 000	-6,8	13 229 000	19,4
	Jun	82 273 000	812 000	1,0	6 987 000	9,3
	Sep	85 208 000	2 935 000	3,6	8 286 000	10,8
	Dec	100 429 000	15 221 000	17,9	13 003 000	14,9
2023	Mar	90 621 000	-9 808 000	-9,8	9 160 000	11,2
	Jun	91 969 000	1 348 000	1,5	9 696 000	11,8
	Sep	92 730 000	761 000	0,8	7 522 000	8,8
	Dec	105 519 000	12 789 000	13,8	5 090 000	5,1
2024	Mar	94 608 000	-10 911 000	-10,3	3 987 000	4,4
	Jun*	95 379 000	771 000	0,8	3 410 000	3,7
	Sep	94 471 000	-908 000	-1,0	1 741 000	1,9

\*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	
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	68 199 000	7 932 000	13,2	15 244 000	28,8
	Sep	69 091 000	892 000	1,3	9 998 000	16,9
	Dec	70 752 000	1 661 000	2,4	9 348 000	15,2
2022	Mar	71 454 000	702 000	1,0	11 187 000	18,6
	Jun	73 742 000	2 288 000	3,2	5 543 000	8,1
	Sep	76 432 000	2 690 000	3,6	7 341 000	10,6
	Dec	80 637 000	4 205 000	5,5	9 885 000	14,0
2023	Mar	79 531 000	-1 106 000	-1,4	8 077 000	11,3
	Jun	81 338 000	1 807 000	2,3	7 596 000	10,3
	Sep	83 278 000	1 940 000	2,4	6 846 000	9,0
	Dec	85 463 000	2 185 000	2,6	4 826 000	6,0
2024	Mar	82 875 000	-2 588 000	-3,0	3 344 000	4,2
	Jun*	84 949 000	2 074 000	2,5	3 611 000	4,4
	Sep	86 288 000	1 339 000	1,6	3 010 000	3,6

\*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	
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	2 680 000	-1 297 000	-32,6	564 000	26,7
	Sep	3 467 000	787 000	29,4	2 008 000	137,6
	Dec	11 717 000	8 250 000	238,0	3 709 000	46,3
2022	Mar	5 583 000	-6 134 000	-52,4	1 606 000	40,4
	Jun	3 695 000	-1 888 000	-33,8	1 015 000	37,9
	Sep	3 512 000	-183 000	-5,0	45 000	1,3
	Dec	14 298 000	10 786 000	307,1	2 581 000	22,0
2023	Mar	6 130 000	-8 168 000	-57,1	547 000	9,8
	Jun	4 769 000	-1 361 000	-22,2	1 074 000	29,1
	Sep	3 684 000	-1 085 000	-22,8	172 000	4,9
	Dec	13 856 000	10 172 000	276,1	-442 000	-3,1
2024	Mar	6 062 000	-7 794 000	-56,3	-68 000	-1,1
	Jun*	4 590 000	-1 472 000	-24,3	-179 000	-3,8
	Sep	2 865 000	-1 725 000	-37,6	-819 000	-22,2

\*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	
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	4 407 000	419 000	10,5	2 196 000	99,3
	Sep	4 364 000	-43 000	-1,0	1 448 000	49,7
	Dec	4 957 000	593 000	13,6	879 000	21,6
2022	Mar	4 424 000	-533 000	-10,8	436 000	10,9
	Jun	4 836 000	412 000	9,3	429 000	9,7
	Sep	5 264 000	428 000	8,9	900 000	20,6
	Dec	5 494 000	230 000	4,4	537 000	10,8
2023	Mar	4 960 000	-534 000	-9,7	536 000	12,1
	Jun	5 862 000	902 000	18,2	1 026 000	21,2
	Sep	5 768 000	-94 000	-1,6	504 000	9,6
	Dec	6 200 000	432 000	7,5	706 000	12,9
2024	Mar	5 671 000	-529 000	-8,5	711 000	14,3
	Jun*	5 840 000	169 000	3,0	-22 000	-0,4
	Sep	5 318 000	-522 000	-8,9	-450 000	-7,8

\*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	
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	60 000	1 000	1,7	1 000	1,7
	Sep	59 000	-1 000	-1,7	0	0,0
	Dec	60 000	1 000	1,7	1 000	1,7
2022	Mar	61 000	1 000	1,7	2 000	3,4
	Jun	62 000	1 000	1,6	2 000	3,3
	Sep	61 000	-1 000	-1,6	2 000	3,4
	Dec	61 000	0	0,0	1 000	1,7
2023	Mar	62 000	1 000	1,6	1 000	1,6
	Jun	63 000	1 000	1,6	1 000	1,6
	Sep	62 000	-1 000	-1,6	1 000	1,6
	Dec	63 000	1 000	1,6	2 000	3,3
2024	Mar	64 000	1 000	1,6	2 000	3,2
	Jun*	64 000	0	0,0	1 000	1,6
	Sep	63 000	-1 000	-1,6	1 000	1,6

\*Revised estimates.

**4.2 Full-time employees**

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

\*Revised estimates.

**4.3 Part-time employees**

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

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	8 672 000	130 000	1,5	654 000	8,2
	Sep	8 286 000	-386 000	-4,5	-119 000	-1,4
	Dec	9 864 000	1 578 000	19,0	177 000	1,8
2022	Mar	8 706 000	-1 158 000	-11,7	164 000	1,9
	Jun	8 649 000	-57 000	-0,7	-23 000	-0,3
	Sep	8 784 000	135 000	1,6	498 000	6,0
	Dec	10 957 000	2 173 000	24,7	1 093 000	11,1
2023	Mar	9 675 000	-1 282 000	-11,7	969 000	11,1
	Jun	9 238 000	-437 000	-4,5	589 000	6,8
	Sep	9 615 000	377 000	4,1	831 000	9,5
	Dec	11 338 000	1 723 000	17,9	381 000	3,5
2024	Mar	10 234 000	-1 104 000	-9,7	559 000	5,8
	Jun*	10 155 000	-79 000	-0,8	917 000	9,9
	Sep	10 457 000	302 000	3,0	842 000	8,8

\*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	
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	7 910 000	46 000	0,6	418 000	5,6
	Sep	7 899 000	-11 000	-0,1	-32 000	-0,4
	Dec	8 082 000	183 000	2,3	108 000	1,4
2022	Mar	7 948 000	-134 000	-1,7	84 000	1,1
	Jun	7 952 000	4 000	0,1	42 000	0,5
	Sep	8 171 000	219 000	2,8	272 000	3,4
	Dec	8 455 000	284 000	3,5	373 000	4,6
2023	Mar	8 479 000	24 000	0,3	531 000	6,7
	Jun	8 442 000	-37 000	-0,4	490 000	6,2
	Sep	8 918 000	476 000	5,6	747 000	9,1
	Dec	9 027 000	109 000	1,2	572 000	6,8
2024	Mar	9 338 000	311 000	3,4	859 000	10,1
	Jun*	9 292 000	-46 000	-0,5	850 000	10,1
	Sep	9 657 000	365 000	3,9	739 000	8,3

\*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	
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	154 000	-43 000	-21,8	97 000	170,2
	Sep	81 000	-73 000	-47,4	37 000	84,1
	Dec	1 606 000	1 525 000	1882,7	334 000	26,3
2022	Mar	243 000	-1 363 000	-84,9	46 000	23,4
	Jun	124 000	-119 000	-49,0	-30 000	-19,5
	Sep	109 000	-15 000	-12,1	28 000	34,6
	Dec	1 999 000	1 890 000	1733,9	393 000	24,5
2023	Mar	557 000	-1 442 000	-72,1	314 000	129,2
	Jun	126 000	-431 000	-77,4	2 000	1,6
	Sep	97 000	-29 000	-23,0	-12 000	-11,0
	Dec	1 709 000	1 612 000	1661,9	-290 000	-14,5
2024	Mar	173 000	-1 536 000	-89,9	-384 000	-68,9
	Jun*	135 000	-38 000	-22,0	9 000	7,1
	Sep	120 000	-15 000	-11,1	23 000	23,7

Revised estimates.



**4.7 Overtime payments (R thousand)**

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
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	608 000	127 000	26,4	139 000	29,6
	Sep	306 000	-302 000	-49,7	-124 000	-28,8
	Dec	176 000	-130 000	-42,5	-265 000	-60,1
2022	Mar	515 000	339 000	192,6	34 000	7,1
	Jun	573 000	58 000	11,3	-35 000	-5,8
	Sep	504 000	-69 000	-12,0	198 000	64,7
	Dec	503 000	-1 000	-0,2	327 000	185,8
2023	Mar	639 000	136 000	27,0	124 000	24,1
	Jun	670 000	31 000	4,9	97 000	16,9
	Sep	600 000	-70 000	-10,4	96 000	19,0
	Dec	602 000	2 000	0,3	99 000	19,7
2024	Mar	723 000	121 000	20,1	84 000	13,1
	Jun*	728 000	5 000	0,7	58 000	8,7
	Sep	680 000	-48 000	-6,6	80 000	13,3

\*Revised estimates.

**Table 5 - Construction industry**

**5.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
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	571 000	8 000	1,4	32 000	5,9
	Sep	594 000	23 000	4,0	22 000	3,8
	Dec	592 000	-2 000	-0,3	35 000	6,3
2022	Mar	596 000	4 000	0,7	33 000	5,9
	Jun	596 000	0	0,0	25 000	4,4
	Sep	610 000	14 000	2,3	16 000	2,7
	Dec	608 000	-2 000	-0,3	16 000	2,7
2023	Mar	619 000	11 000	1,8	23 000	3,9
	Jun	611 000	-8 000	-1,3	15 000	2,5
	Sep	611 000	0	0,0	1 000	0,2
	Dec	588 000	-23 000	-3,8	-20 000	-3,3
2024	Mar	592 000	4 000	0,7	-27 000	-4,4
	Jun*	591 000	-1 000	-0,2	-20 000	-3,3
	Sep	595 000	4 000	0,7	-16 000	-2,6

\*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	
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	506 000	5 000	1,0	29 000	6,1
	Sep	525 000	19 000	3,8	21 000	4,2
	Dec	517 000	-8 000	-1,5	25 000	5,1
2022	Mar	529 000	12 000	2,3	28 000	5,6
	Jun	526 000	-3 000	-0,6	20 000	4,0
	Sep	534 000	8 000	1,5	9 000	1,7
	Dec	522 000	-12 000	-2,2	5 000	1,0
2023	Mar	539 000	17 000	3,3	10 000	1,9
	Jun	533 000	-6 000	-1,1	7 000	1,3
	Sep	534 000	1 000	0,2	0	0,0
	Dec	517 000	-17 000	-3,2	-5 000	-1,0
2024	Mar	520 000	3 000	0,6	-19 000	-3,5
	Jun*	524 000	4 000	0,8	-9 000	-1,7
	Sep	527 000	3 000	0,6	-7 000	-1,3

\*Revised estimates.

**5.3 Part-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	65 000	3 000	4,8	3 000	4,8
	Sep	69 000	4 000	6,2	1 000	1,5
	Dec	75 000	6 000	8,7	10 000	15,4
2022	Mar	67 000	-8 000	-10,7	5 000	8,1
	Jun	70 000	3 000	4,5	5 000	7,7
	Sep	76 000	6 000	8,6	7 000	10,1
	Dec	86 000	10 000	13,2	11 000	14,7
2023	Mar	80 000	-6 000	-7,0	13 000	19,4
	Jun	78 000	-2 000	-2,5	8 000	11,4
	Sep	77 000	-1 000	-1,3	1 000	1,3
	Dec	71 000	-6 000	-7,8	-15 000	-17,4
2024	Mar	72 000	1 000	1,4	-8 000	-10,0
	Jun*	67 000	-5 000	-6,9	-11 000	-14,1
	Sep	68 000	1 000	1,5	-9 000	-11,7

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	33 382 000	2 190 000	7,0	9 329 000	38,8
	Sep	36 799 000	3 417 000	10,2	6 991 000	23,5
	Dec	39 644 000	2 845 000	7,7	6 245 000	18,7
2022	Mar	36 801 000	-2 843 000	-7,2	5 609 000	18,0
	Jun	40 262 000	3 461 000	9,4	6 880 000	20,6
	Sep	40 192 000	-70 000	-0,2	3 393 000	9,2
	Dec	46 194 000	6 002 000	14,9	6 550 000	16,5
2023	Mar	40 525 000	-5 669 000	-12,3	3 724 000	10,1
	Jun	43 138 000	2 613 000	6,4	2 876 000	7,1
	Sep	42 759 000	-379 000	-0,9	2 567 000	6,4
	Dec	47 579 000	4 820 000	11,3	1 385 000	3,0
2024	Mar	41 808 000	-5 771 000	-12,1	1 283 000	3,2
	Jun*	43 273 000	1 465 000	3,5	135 000	0,3
	Sep	42 939 000	-334 000	-0,8	180 000	0,4

\*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	
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	31 286 000	2 079 000	7,1	8 383 000	36,6
	Sep	34 909 000	3 623 000	11,6	6 657 000	23,6
	Dec	33 976 000	-933 000	-2,7	4 142 000	13,9
2022	Mar	33 963 000	-13 000	0,0	4 756 000	16,3
	Jun	37 196 000	3 233 000	9,5	5 910 000	18,9
	Sep	37 700 000	504 000	1,4	2 791 000	8,0
	Dec	37 515 000	-185 000	-0,5	3 539 000	10,4
2023	Mar	37 144 000	-371 000	-1,0	3 181 000	9,4
	Jun	39 452 000	2 308 000	6,2	2 256 000	6,1
	Sep	40 041 000	589 000	1,5	2 341 000	6,2
	Dec	39 326 000	-715 000	-1,8	1 811 000	4,8
2024	Mar	38 344 000	-982 000	-2,5	1 200 000	3,2
	Jun*	39 149 000	805 000	2,1	-303 000	-0,8
	Sep	39 993 000	844 000	2,2	-48 000	-0,1

\*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	
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	793 000	-51 000	-6,0	349 000	78,6
	Sep	592 000	-201 000	-25,3	124 000	26,5
	Dec	4 207 000	3 615 000	610,6	1 796 000	74,5
2022	Mar	1 554 000	-2 653 000	-63,1	710 000	84,1
	Jun	1 168 000	-386 000	-24,8	375 000	47,3
	Sep	818 000	-350 000	-30,0	226 000	38,2
	Dec	7 023 000	6 205 000	758,6	2 816 000	66,9
2023	Mar	1 852 000	-5 171 000	-73,6	298 000	19,2
	Jun	1 956 000	104 000	5,6	788 000	67,5
	Sep	1 016 000	-940 000	-48,1	198 000	24,2
	Dec	6 481 000	5 465 000	537,9	-542 000	-7,7
2024	Mar	1 860 000	-4 621 000	-71,3	8 000	0,4
	Jun*	2 328 000	468 000	25,2	372 000	19,0
	Sep	1 092 000	-1 236 000	-53,1	76 000	7,5

\*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	
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	1 303 000	162 000	14,2	597 000	84,6
	Sep	1 298 000	-5 000	-0,4	210 000	19,3
	Dec	1 461 000	163 000	12,6	307 000	26,6
2022	Mar	1 284 000	-177 000	-12,1	143 000	12,5
	Jun	1 898 000	614 000	47,8	595 000	45,7
	Sep	1 674 000	-224 000	-11,8	376 000	29,0
	Dec	1 656 000	-18 000	-1,1	195 000	13,3
2023	Mar	1 529 000	-127 000	-7,7	245 000	19,1
	Jun	1 730 000	201 000	13,1	-168 000	-8,9
	Sep	1 702 000	-28 000	-1,6	28 000	1,7
	Dec	1 772 000	70 000	4,1	116 000	7,0
2024	Mar	1 604 000	-168 000	-9,5	75 000	4,9
	Jun*	1 796 000	192 000	12,0	66 000	3,8
	Sep	1 854 000	58 000	3,2	152 000	8,9

\*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	
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	2 127 000	24 000	1,1	61 000	3,0
	Sep	2 129 000	2 000	0,1	39 000	1,9
	Dec	2 210 000	81 000	3,8	69 000	3,2
2022	Mar	2 213 000	3 000	0,1	110 000	5,2
	Jun	2 246 000	33 000	1,5	119 000	5,6
	Sep	2 269 000	23 000	1,0	140 000	6,6
	Dec	2 335 000	66 000	2,9	125 000	5,7
2023	Mar	2 316 000	-19 000	-0,8	103 000	4,7
	Jun	2 313 000	-3 000	-0,1	67 000	3,0
	Sep	2 318 000	5 000	0,2	49 000	2,2
	Dec	2 380 000	62 000	2,7	45 000	1,9
2024	Mar	2 327 000	-53 000	-2,2	11 000	0,5
	Jun*	2 325 000	-2 000	-0,1	12 000	0,5
	Sep	2 344 000	19 000	0,8	26 000	1,1

\*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	
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	1 920 000	18 000	0,9	47 000	2,5
	Sep	1 924 000	4 000	0,2	27 000	1,4
	Dec	1 973 000	49 000	2,5	49 000	2,5
2022	Mar	1 986 000	13 000	0,7	84 000	4,4
	Jun	2 023 000	37 000	1,9	103 000	5,4
	Sep	2 042 000	19 000	0,9	118 000	6,1
	Dec	2 074 000	32 000	1,6	101 000	5,1
2023	Mar	2 076 000	2 000	0,1	90 000	4,5
	Jun	2 076 000	0	0,0	53 000	2,6
	Sep	2 078 000	2 000	0,1	36 000	1,8
	Dec	2 116 000	38 000	1,8	42 000	2,0
2024	Mar	2 081 000	-35 000	-1,7	5 000	0,2
	Jun*	2 079 000	-2 000	-0,1	3 000	0,1
	Sep	2 096 000	17 000	0,8	18 000	0,9

\*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	
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	207 000	6 000	3,0	14 000	7,3
	Sep	205 000	-2 000	-1,0	12 000	6,2
	Dec	237 000	32 000	15,6	20 000	9,2
2022	Mar	227 000	-10 000	-4,2	26 000	12,9
	Jun	223 000	-4 000	-1,8	16 000	7,7
	Sep	227 000	4 000	1,8	22 000	10,7
	Dec	261 000	34 000	15,0	24 000	10,1
2023	Mar	240 000	-21 000	-8,0	13 000	5,7
	Jun	237 000	-3 000	-1,3	14 000	6,3
	Sep	240 000	3 000	1,3	13 000	5,7
	Dec	264 000	24 000	10,0	3 000	1,1
2024	Mar	246 000	-18 000	-6,8	6 000	2,5
	Jun*	246 000	0	0,0	9 000	3,8
	Sep	248 000	2 000	0,8	8 000	3,3

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	107 174 000	3 315 000	3,2	21 125 000	24,5
	Sep	108 452 000	1 278 000	1,2	13 324 000	14,0
	Dec	122 843 000	14 391 000	13,3	14 491 000	13,4
2022	Mar	119 151 000	-3 692 000	-3,0	15 292 000	14,7
	Jun	122 484 000	3 333 000	2,8	15 310 000	14,3
	Sep	124 803 000	2 319 000	1,9	16 351 000	15,1
	Dec	141 778 000	16 975 000	13,6	18 935 000	15,4
2023	Mar	126 038 000	-15 740 000	-11,1	6 887 000	5,8
	Jun	130 466 000	4 428 000	3,5	7 982 000	6,5
	Sep	127 565 000	-2 901 000	-2,2	2 762 000	2,2
	Dec	142 985 000	15 420 000	12,1	1 207 000	0,9
2024	Mar	131 167 000	-11 818 000	-8,3	5 129 000	4,1
	Jun*	135 465 000	4 298 000	3,3	4 999 000	3,8
	Sep	134 220 000	-1 245 000	-0,9	6 655 000	5,2

\*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	
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	98 140 000	3 405 000	3,6	17 759 000	22,1
	Sep	98 837 000	697 000	0,7	10 109 000	11,4
	Dec	104 142 000	5 305 000	5,4	10 563 000	11,3
2022	Mar	106 431 000	2 289 000	2,2	11 696 000	12,3
	Jun	109 967 000	3 536 000	3,3	11 827 000	12,1
	Sep	113 855 000	3 888 000	3,5	15 018 000	15,2
	Dec	118 551 000	4 696 000	4,1	14 409 000	13,8
2023	Mar	112 457 000	-6 094 000	-5,1	6 026 000	5,7
	Jun	116 153 000	3 696 000	3,3	6 186 000	5,6
	Sep	117 240 000	1 087 000	0,9	3 385 000	3,0
	Dec	121 345 000	4 105 000	3,5	2 794 000	2,4
2024	Mar	118 875 000	-2 470 000	-2,0	6 418 000	5,7
	Jun*	121 687 000	2 812 000	2,4	5 534 000	4,8
	Sep	123 561 000	1 874 000	1,5	6 321 000	5,4

\*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	
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	6 426 000	-387 000	-5,7	2 512 000	64,2
	Sep	7 246 000	820 000	12,8	2 788 000	62,5
	Dec	15 962 000	8 716 000	120,3	3 537 000	28,5
2022	Mar	9 835 000	-6 127 000	-38,4	3 022 000	44,4
	Jun	9 439 000	-396 000	-4,0	3 013 000	46,9
	Sep	8 172 000	-1 267 000	-13,4	926 000	12,8
	Dec	19 628 000	11 456 000	140,2	3 666 000	23,0
2023	Mar	10 252 000	-9 376 000	-47,8	417 000	4,2
	Jun	10 780 000	528 000	5,2	1 341 000	14,2
	Sep	7 159 000	-3 621 000	-33,6	-1 013 000	-12,4
	Dec	18 257 000	11 098 000	155,0	-1 371 000	-7,0
2024	Mar	8 730 000	-9 527 000	-52,2	-1 522 000	-14,8
	Jun*	10 058 000	1 328 000	15,2	-722 000	-6,7
	Sep	7 424 000	-2 634 000	-26,2	265 000	3,7

\*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	
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	2 608 000	297 000	12,9	854 000	48,7
	Sep	2 369 000	-239 000	-9,2	427 000	22,0
	Dec	2 739 000	370 000	15,6	391 000	16,7
2022	Mar	2 885 000	146 000	5,3	574 000	24,8
	Jun	3 078 000	193 000	6,7	470 000	18,0
	Sep	2 776 000	-302 000	-9,8	407 000	17,2
	Dec	3 599 000	823 000	29,6	860 000	31,4
2023	Mar	3 329 000	-270 000	-7,5	444 000	15,4
	Jun	3 533 000	204 000	6,1	455 000	14,8
	Sep	3 166 000	-367 000	-10,4	390 000	14,0
	Dec	3 383 000	217 000	6,9	-216 000	-6,0
2024	Mar	3 562 000	179 000	5,3	233 000	7,0
	Jun*	3 720 000	158 000	4,4	187 000	5,3
	Sep	3 235 000	-485 000	-13,0	69 000	2,2

\*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	
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	435 000	10 000	2,4	-8 000	-1,8
	Sep	439 000	4 000	0,9	7 000	1,6
	Dec	446 000	7 000	1,6	21 000	4,9
2022	Mar	447 000	1 000	0,2	22 000	5,2
	Jun	456 000	9 000	2,0	21 000	4,8
	Sep	468 000	12 000	2,6	29 000	6,6
	Dec	476 000	8 000	1,7	30 000	6,7
2023	Mar	481 000	5 000	1,1	34 000	7,6
	Jun	478 000	-3 000	-0,6	22 000	4,8
	Sep	477 000	-1 000	-0,2	9 000	1,9
	Dec	484 000	7 000	1,5	8 000	1,7
2024	Mar	487 000	3 000	0,6	6 000	1,2
	Jun*	480 000	-7 000	-1,4	2 000	0,4
	Sep	477 000	-3 000	-0,6	0	0,0

\*Revised estimates.

**7.2 Full-time employees**

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

\*Revised estimates.

**7.3 Part-time employees**

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

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	38 661 000	5 115 000	15,2	3 389 000	9,6
	Sep	36 747 000	-1 914 000	-5,0	3 320 000	9,9
	Dec	41 657 000	4 910 000	13,4	4 803 000	13,0
2022	Mar	37 686 000	-3 971 000	-9,5	4 140 000	12,3
	Jun	41 135 000	3 449 000	9,2	2 474 000	6,4
	Sep	40 130 000	-1 005 000	-2,4	3 383 000	9,2
	Dec	44 679 000	4 549 000	11,3	3 022 000	7,3
2023	Mar	43 258 000	-1 421 000	-3,2	5 572 000	14,8
	Jun	45 578 000	2 320 000	5,4	4 443 000	10,8
	Sep	45 660 000	82 000	0,2	5 530 000	13,8
	Dec	50 519 000	4 859 000	10,6	5 840 000	13,1
2024	Mar	47 109 000	-3 410 000	-6,7	3 851 000	8,9
	Jun*	48 528 000	1 419 000	3,0	2 950 000	6,5
	Sep	47 644 000	-884 000	-1,8	1 984 000	4,3

\*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	
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	32 633 000	1 996 000	6,5	2 513 000	8,3
	Sep	33 401 000	768 000	2,4	2 910 000	9,5
	Dec	35 077 000	1 676 000	5,0	4 141 000	13,4
2022	Mar	33 811 000	-1 266 000	-3,6	3 174 000	10,4
	Jun	35 564 000	1 753 000	5,2	2 931 000	9,0
	Sep	36 612 000	1 048 000	2,9	3 211 000	9,6
	Dec	37 993 000	1 381 000	3,8	2 916 000	8,3
2023	Mar	38 991 000	998 000	2,6	5 180 000	15,3
	Jun	40 018 000	1 027 000	2,6	4 454 000	12,5
	Sep	41 037 000	1 019 000	2,5	4 425 000	12,1
	Dec	41 883 000	846 000	2,1	3 890 000	10,2
2024	Mar	42 279 000	396 000	0,9	3 288 000	8,4
	Jun*	43 125 000	846 000	2,0	3 107 000	7,8
	Sep	43 377 000	252 000	0,6	2 340 000	5,7

\*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	
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	4 041 000	2 817 000	230,1	103 000	2,6
	Sep	1 374 000	-2 667 000	-66,0	167 000	13,8
	Dec	4 493 000	3 119 000	227,0	426 000	10,5
2022	Mar	1 910 000	-2 583 000	-57,5	686 000	56,0
	Jun	3 408 000	1 498 000	78,4	-633 000	-15,7
	Sep	1 330 000	-2 078 000	-61,0	-44 000	-3,2
	Dec	4 447 000	3 117 000	234,4	-46 000	-1,0
2023	Mar	2 069 000	-2 378 000	-53,5	159 000	8,3
	Jun	3 038 000	969 000	46,8	-370 000	-10,9
	Sep	2 146 000	-892 000	-29,4	816 000	61,4
	Dec	6 086 000	3 940 000	183,6	1 639 000	36,9
2024	Mar	2 389 000	-3 697 000	-60,7	320 000	15,5
	Jun*	3 291 000	902 000	37,8	253 000	8,3
	Sep	2 214 000	-1 077 000	-32,7	68 000	3,2

\*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	
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	1 987 000	302 000	17,9	773 000	63,7
	Sep	1 972 000	-15 000	-0,8	243 000	14,1
	Dec	2 087 000	115 000	5,8	236 000	12,7
2022	Mar	1 965 000	-122 000	-5,8	280 000	16,6
	Jun	2 163 000	198 000	10,1	176 000	8,9
	Sep	2 188 000	25 000	1,2	216 000	11,0
	Dec	2 239 000	51 000	2,3	152 000	7,3
2023	Mar	2 198 000	-41 000	-1,8	233 000	11,9
	Jun	2 522 000	324 000	14,7	359 000	16,6
	Sep	2 477 000	-45 000	-1,8	289 000	13,2
	Dec	2 550 000	73 000	2,9	311 000	13,9
2024	Mar	2 441 000	-109 000	-4,3	243 000	11,1
	Jun*	2 112 000	-329 000	-13,5	-410 000	-16,3
	Sep	2 053 000	-59 000	-2,8	-424 000	-17,1

\*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	
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	2 348 000	16 000	0,7	63 000	2,8
	Sep	2 390 000	42 000	1,8	99 000	4,3
	Dec	2 417 000	27 000	1,1	99 000	4,3
2022	Mar	2 414 000	-3 000	-0,1	82 000	3,5
	Jun	2 429 000	15 000	0,6	81 000	3,4
	Sep	2 463 000	34 000	1,4	73 000	3,1
	Dec	2 508 000	45 000	1,8	91 000	3,8
2023	Mar	2 497 000	-11 000	-0,4	83 000	3,4
	Jun	2 509 000	12 000	0,5	80 000	3,3
	Sep	2 492 000	-17 000	-0,7	29 000	1,2
	Dec	2 487 000	-5 000	-0,2	-21 000	-0,8
2024	Mar	2 487 000	0	0,0	-10 000	-0,4
	Jun*	2 483 000	-4 000	-0,2	-26 000	-1,0
	Sep	2 468 000	-15 000	-0,6	-24 000	-1,0

\*Revised estimates.

**8.2 Full-time employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	2 146 000	5 000	0,2	61 000	2,9
	Sep	2 181 000	35 000	1,6	86 000	4,1
	Dec	2 195 000	14 000	0,6	87 000	4,1
2022	Mar	2 213 000	18 000	0,8	72 000	3,4
	Jun	2 215 000	2 000	0,1	69 000	3,2
	Sep	2 275 000	60 000	2,7	94 000	4,3
	Dec	2 314 000	39 000	1,7	119 000	5,4
2023	Mar	2 278 000	-36 000	-1,6	65 000	2,9
	Jun	2 279 000	1 000	0,0	64 000	2,9
	Sep	2 257 000	-22 000	-1,0	-18 000	-0,8
	Dec	2 255 000	-2 000	-0,1	-59 000	-2,5
2024	Mar	2 262 000	7 000	0,3	-16 000	-0,7
	Jun*	2 264 000	2 000	0,1	-15 000	-0,7
	Sep	2 242 000	-22 000	-1,0	-15 000	-0,7

\*Revised estimates.

**8.3 Part-time employees**

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

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	203 013 000	-3 310 000	-1,6	25 025 000	14,1
	Sep	221 726 000	18 713 000	9,2	32 142 000	17,0
	Dec	238 151 000	16 425 000	7,4	19 490 000	8,9
2022	Mar	234 306 000	-3 845 000	-1,6	27 983 000	13,6
	Jun	230 001 000	-4 305 000	-1,8	26 988 000	13,3
	Sep	248 116 000	18 115 000	7,9	26 390 000	11,9
	Dec	267 518 000	19 402 000	7,8	29 367 000	12,3
2023	Mar	271 995 000	4 477 000	1,7	37 689 000	16,1
	Jun	255 126 000	-16 869 000	-6,2	25 125 000	10,9
	Sep	269 378 000	14 252 000	5,6	21 262 000	8,6
	Dec	275 244 000	5 866 000	2,2	7 726 000	2,9
2024	Mar	284 736 000	9 492 000	3,4	12 741 000	4,7
	Jun*	263 087 000	-21 649 000	-7,6	7 961 000	3,1
	Sep	275 246 000	12 159 000	4,6	5 868 000	2,2

\*Revised estimates.

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

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	182 986 000	5 583 000	3,1	18 918 000	11,5
	Sep	188 506 000	5 520 000	3,0	17 740 000	10,4
	Dec	195 405 000	6 899 000	3,7	17 257 000	9,7
2022	Mar	197 099 000	1 694 000	0,9	19 696 000	11,1
	Jun	205 579 000	8 480 000	4,3	22 593 000	12,3
	Sep	211 009 000	5 430 000	2,6	22 503 000	11,9
	Dec	217 908 000	6 899 000	3,3	22 503 000	11,5
2023	Mar	221 986 000	4 078 000	1,9	24 887 000	12,6
	Jun	227 302 000	5 316 000	2,4	21 723 000	10,6
	Sep	230 215 000	2 913 000	1,3	19 206 000	9,1
	Dec	232 218 000	2 003 000	0,9	14 310 000	6,6
2024	Mar	231 970 000	-248 000	-0,1	9 984 000	4,5
	Jun*	238 148 000	6 178 000	2,7	10 846 000	4,8
	Sep	239 023 000	875 000	0,4	8 808 000	3,8

\*Revised estimates.

**8.6 Bonus payments (R thousand)**

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
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	16 458 000	-9 285 000	-36,1	5 229 000	46,6
	Sep	29 544 000	13 086 000	79,5	13 664 000	86,0
	Dec	39 276 000	9 732 000	32,9	2 232 000	6,0
2022	Mar	33 892 000	-5 384 000	-13,7	8 149 000	31,7
	Jun	20 540 000	-13 352 000	-39,4	4 082 000	24,8
	Sep	32 943 000	12 403 000	60,4	3 399 000	11,5
	Dec	45 712 000	12 769 000	38,8	6 436 000	16,4
2023	Mar	46 095 000	383 000	0,8	12 203 000	36,0
	Jun	23 330 000	-22 765 000	-49,4	2 790 000	13,6
	Sep	34 108 000	10 778 000	46,2	1 165 000	3,5
	Dec	37 383 000	3 275 000	9,6	-8 329 000	-18,2
2024	Mar	47 472 000	10 089 000	27,0	1 377 000	3,0
	Jun*	19 412 000	-28 060 000	-59,1	-3 918 000	-16,8
	Sep	31 147 000	11 735 000	60,5	-2 961 000	-8,7

\*Revised estimates.



**8.7 Overtime payments (R thousand)**

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
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	3 569 000	392 000	12,3	878 000	32,6
	Sep	3 676 000	107 000	3,0	738 000	25,1
	Dec	3 470 000	-206 000	-5,6	1 000	0,0
2022	Mar	3 315 000	-155 000	-4,5	138 000	4,3
	Jun	3 882 000	567 000	17,1	313 000	8,8
	Sep	4 164 000	282 000	7,3	488 000	13,3
	Dec	3 898 000	-266 000	-6,4	428 000	12,3
2023	Mar	3 914 000	16 000	0,4	599 000	18,1
	Jun	4 494 000	580 000	14,8	612 000	15,8
	Sep	5 055 000	561 000	12,5	891 000	21,4
	Dec	5 643 000	588 000	11,6	1 745 000	44,8
2024	Mar	5 294 000	-349 000	-6,2	1 380 000	35,3
	Jun*	5 527 000	233 000	4,4	1 033 000	23,0
	Sep	5 076 000	-451 000	-8,2	21 000	0,4

\*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	
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	2 798 000	-58 000	-2,0	84 000	3,1
	Sep	2 866 000	68 000	2,4	125 000	4,6
	Dec	2 931 000	65 000	2,3	125 000	4,5
2022	Mar	3 006 000	75 000	2,6	150 000	5,3
	Jun	2 916 000	-90 000	-3,0	118 000	4,2
	Sep	2 857 000	-59 000	-2,0	-9 000	-0,3
	Dec	2 866 000	9 000	0,3	-65 000	-2,2
2023	Mar	2 989 000	123 000	4,3	-17 000	-0,6
	Jun	3 119 000	130 000	4,3	203 000	7,0
	Sep	3 160 000	41 000	1,3	303 000	10,6
	Dec	2 946 000	-214 000	-6,8	80 000	2,8
2024	Mar	2 929 000	-17 000	-0,6	-60 000	-2,0
	Jun*	3 026 000	97 000	3,3	-93 000	-3,0
	Sep	2 895 000	-131 000	-4,3	-265 000	-8,4

\*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	
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	2 388 000	30 000	1,3	52 000	2,2
	Sep	2 371 000	-17 000	-0,7	20 000	0,9
	Dec	2 376 000	5 000	0,2	0	0,0
2022	Mar	2 378 000	2 000	0,1	20 000	0,8
	Jun	2 378 000	0	0,0	-10 000	-0,4
	Sep	2 387 000	9 000	0,4	16 000	0,7
	Dec	2 388 000	1 000	0,0	12 000	0,5
2023	Mar	2 396 000	8 000	0,3	18 000	0,8
	Jun	2 398 000	2 000	0,1	20 000	0,8
	Sep	2 415 000	17 000	0,7	28 000	1,2
	Dec	2 404 000	-11 000	-0,5	16 000	0,7
2024	Mar	2 391 000	-13 000	-0,5	-5 000	-0,2
	Jun*	2 395 000	4 000	0,2	-3 000	-0,1
	Sep	2 392 000	-3 000	-0,1	-23 000	-1,0

\*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	
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	495 000	85 000	20,7	105 000	26,9
	Dec	555 000	60 000	12,1	125 000	29,1
2022	Mar	628 000	73 000	13,2	130 000	26,1
	Jun	538 000	-90 000	-14,3	128 000	31,2
	Sep	470 000	-68 000	-12,6	-25 000	-5,1
	Dec	478 000	8 000	1,7	-77 000	-13,9
2023	Mar	593 000	115 000	24,1	-35 000	-5,6
	Jun	721 000	128 000	21,6	183 000	34,0
	Sep	745 000	24 000	3,3	275 000	58,5
	Dec	542 000	-203 000	-27,2	64 000	13,4
2024	Mar	538 000	-4 000	-0,7	-55 000	-9,3
	Jun*	631 000	93 000	17,3	-90 000	-12,5
	Sep	503 000	-128 000	-20,3	-242 000	-32,5

\*Revised estimates.

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

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	257 158 000	6 013 000	2,4	22 115 000	9,4
	Sep	273 316 000	16 158 000	6,3	31 757 000	13,1
	Dec	286 099 000	12 783 000	4,7	30 284 000	11,8
2022	Mar	268 321 000	-17 778 000	-6,2	17 176 000	6,8
	Jun	272 958 000	4 637 000	1,7	15 800 000	6,1
	Sep	274 502 000	1 544 000	0,6	1 186 000	0,4
	Dec	296 841 000	22 339 000	8,1	10 742 000	3,8
2023	Mar	286 263 000	-10 578 000	-3,6	17 942 000	6,7
	Jun	295 184 000	8 921 000	3,1	22 226 000	8,1
	Sep	305 197 000	10 013 000	3,4	30 695 000	11,2
	Dec	310 843 000	5 646 000	1,8	14 002 000	4,7
2024	Mar	299 139 000	-11 704 000	-3,8	12 876 000	4,5
	Jun*	309 814 000	10 675 000	3,6	14 630 000	5,0
	Sep	311 504 000	1 690 000	0,5	6 307 000	2,1

\*Revised estimates.

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

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	238 168 000	5 300 000	2,3	19 133 000	8,7
	Sep	254 609 000	16 441 000	6,9	29 268 000	13,0
	Dec	257 469 000	2 860 000	1,1	25 445 000	11,0
2022	Mar	249 183 000	-8 286 000	-3,2	16 315 000	7,0
	Jun	250 954 000	1 771 000	0,7	12 786 000	5,4
	Sep	254 680 000	3 726 000	1,5	71 000	0,0
	Dec	267 112 000	12 432 000	4,9	9 643 000	3,7
2023	Mar	264 155 000	-2 957 000	-1,1	14 972 000	6,0
	Jun	273 887 000	9 732 000	3,7	22 933 000	9,1
	Sep	280 225 000	6 338 000	2,3	25 545 000	10,0
	Dec	277 362 000	-2 863 000	-1,0	10 250 000	3,8
2024	Mar	276 106 000	-1 256 000	-0,5	11 951 000	4,5
	Jun*	286 824 000	10 718 000	3,9	12 937 000	4,7
	Sep	286 489 000	-335 000	-0,1	6 264 000	2,2

\*Revised estimates.

**9.6 Bonus payments (R thousand)**

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
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	11 938 000	492 000	4,3	1 619 000	15,7
	Sep	11 644 000	-294 000	-2,5	1 189 000	11,4
	Dec	20 578 000	8 934 000	76,7	2 915 000	16,5
2022	Mar	12 025 000	-8 553 000	-41,6	579 000	5,1
	Jun	14 496 000	2 471 000	20,5	2 558 000	21,4
	Sep	12 582 000	-1 914 000	-13,2	938 000	8,1
	Dec	22 357 000	9 775 000	77,7	1 779 000	8,6
2023	Mar	14 041 000	-8 316 000	-37,2	2 016 000	16,8
	Jun	13 249 000	-792 000	-5,6	-1 247 000	-8,6
	Sep	17 008 000	3 759 000	28,4	4 426 000	35,2
	Dec	25 248 000	8 240 000	48,4	2 891 000	12,9
2024	Mar	14 781 000	-10 467 000	-41,5	740 000	5,3
	Jun*	13 996 000	-785 000	-5,3	747 000	5,6
	Sep	15 885 000	1 889 000	13,5	-1 123 000	-6,6

\*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	
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	7 052 000	221 000	3,2	1 363 000	24,0
	Sep	7 063 000	11 000	0,2	1 300 000	22,6
	Dec	8 052 000	989 000	14,0	1 924 000	31,4
2022	Mar	7 113 000	-939 000	-11,7	282 000	4,1
	Jun	7 508 000	395 000	5,6	456 000	6,5
	Sep	7 240 000	-268 000	-3,6	177 000	2,5
	Dec	7 372 000	132 000	1,8	-680 000	-8,4
2023	Mar	8 067 000	695 000	9,4	954 000	13,4
	Jun	8 048 000	-19 000	-0,2	540 000	7,2
	Sep	7 964 000	-84 000	-1,0	724 000	10,0
	Dec	8 233 000	269 000	3,4	861 000	11,7
2024	Mar	8 252 000	19 000	0,2	185 000	2,3
	Jun*	8 994 000	742 000	9,0	946 000	11,8
	Sep	9 130 000	136 000	1,5	1 166 000	14,6

\*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
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	23 678	2,6	10,5
Aug	23 986	1,3	6,3
Nov	23 944	-0,2	3,7
2022 Feb	23 851	-0,4	3,3
May	24 868	4,3	5,0
Aug	25 159	1,2	4,9
Nov	26 298	4,5	9,8
2023 Feb	25 602	-2,6	7,3
May	26 202	2,3	5,4
Aug	26 471	1,0	5,2
Nov	26 822	1,3	2,0
2024 Feb	26 783	-0,1	4,6
May*	27 511	2,7	5,0
Aug	28 220	2,6	6,6

\*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
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	33 985	4,3	4,7
Nov	33 650	-1,0	6,9
2024 Feb	32 566	-3,2	4,3
May*	33 915	4,1	4,1
Aug	36 219	6,8	6,6

\*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 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
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	20 867	3,3	20,3	19 555	3,1	17,6
Aug	21 181	1,5	9,9	19 874	1,6	8,3
Nov	21 045	-0,6	3,3	19 579	-1,5	2,5
2022 Feb	20 991	-0,3	4,0	19 687	0,6	3,8
May	21 629	3,0	3,7	20 207	2,6	3,3
Aug	22 066	2,0	4,2	20 598	1,9	3,6
Nov	22 716	2,9	7,9	21 026	2,1	7,4
2023 Feb	22 403	-1,4	6,7	20 976	-0,2	6,5
May	22 964	2,5	6,2	21 333	1,7	5,6
Aug	23 199	1,0	5,1	21 605	1,3	4,9
Nov	23 480	1,2	3,4	21 747	0,7	3,4
2024 Feb	23 102	-1,6	3,1	21 400	-1,6	2,0
May*	23 649	2,4	3,0	22 082	3,2	3,5
Aug	23 752	0,4	2,4	22 382	1,4	3,6

\*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
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	47 844	2,5	7,1	44 168	0,4	5,8
Aug	45 237	-5,4	-2,3	43 813	-0,8	-1,3
Nov	47 122	4,2	-3,0	46 119	5,3	-0,2
2022 Feb	46 351	-1,6	-0,7	43 388	-5,9	-1,4
May	46 705	0,8	-2,4	43 375	0,0	-1,8
Aug	47 508	1,7	5,0	44 907	3,5	2,5
Nov	50 611	6,5	7,4	47 745	6,3	3,5
2023 Feb	48 832	-3,5	5,4	45 450	-4,8	4,8
May	49 862	2,1	6,8	45 759	0,7	5,5
Aug	50 448	1,2	6,2	47 521	3,9	5,8
Nov	51 375	1,8	1,5	48 344	1,7	1,3
2024 Feb	52 486	2,2	7,5	48 859	1,1	7,5
May*	52 249	-0,5	4,8	48 652	-0,4	6,3
Aug	53 980	3,3	7,0	50 869	4,6	7,0

\*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
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	18 637	2,1	25,4	17 884	2,0	24,2
Aug	19 383	4,0	14,0	18 657	4,3	14,1
Nov	19 444	0,3	9,2	18 571	-0,5	8,6
2022 Feb	19 729	1,5	8,1	18 960	2,1	8,1
May	21 890	11,0	17,5	20 658	9,0	15,5
Aug	21 192	-3,2	9,3	20 276	-1,8	8,7
Nov	21 190	0,0	9,0	20 088	-0,9	8,2
2023 Feb	21 123	-0,3	7,1	20 249	0,8	6,8
May	22 236	5,3	1,6	21 231	4,8	2,8
Aug	22 550	1,4	6,4	21 570	1,6	6,4
Nov	22 449	-0,4	5,9	21 351	-1,0	6,3
2024 Feb	22 541	0,4	6,7	21 546	0,9	6,4
May*	23 408	3,8	5,3	22 344	3,7	5,2
Aug	23 610	0,9	4,7	22 536	0,9	4,5

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	15 773	3,1	21,2	15 342	2,6	20,5
Aug	15 555	-1,4	7,3	15 176	-1,1	6,9
Nov	15 410	-0,9	3,3	14 992	-1,2	2,9
2022 Feb	15 981	3,7	4,4	15 528	3,6	3,9
May	16 474	3,1	4,4	15 956	2,8	4,0
Aug	16 679	1,2	7,2	16 243	1,8	7,0
Nov	16 537	-0,9	7,3	15 984	-1,6	6,6
2023 Feb	16 390	-0,9	2,6	15 855	-0,8	2,1
May	16 903	3,1	2,6	16 337	3,0	2,4
Aug	16 971	0,4	1,8	16 498	1,0	1,6
Nov	17 055	0,5	3,1	16 562	0,4	3,6
2024 Feb	17 171	0,7	4,8	16 711	0,9	5,4
May*	17 855	4,0	5,6	17 300	3,5	5,9
Aug	17 852	0,0	5,2	17 416	0,7	5,6

\*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
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	26 116	4,9	13,3	24 595	4,3	11,3
Aug	26 743	2,4	8,8	25 325	3,0	8,3
Nov	27 109	1,4	5,5	25 554	0,9	5,3
2022 Feb	26 430	-2,5	6,2	24 991	-2,2	6,0
May	27 435	3,8	5,1	25 785	3,2	4,8
Aug	27 596	0,6	3,2	25 992	0,8	2,6
Nov	28 465	3,1	5,0	26 834	3,2	5,0
2023 Feb	28 060	-1,4	6,2	26 521	-1,2	6,1
May	29 646	5,7	8,1	27 787	4,8	7,8
Aug	30 442	2,7	10,3	28 683	3,2	10,4
Nov	30 043	-1,3	5,5	28 179	-1,8	5,0
2024 Feb	30 758	2,4	9,6	29 004	2,9	9,4
May*	31 319	1,8	5,6	29 831	2,9	7,4
Aug	31 655	1,1	4,0	30 221	1,3	5,4

\*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
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	25 291	1,6	5,9	24 736	1,3	5,3
Aug	25 523	0,9	3,5	25 020	1,1	3,5
Nov	26 021	2,0	3,1	25 467	1,8	3,0
2022 Feb	26 452	1,7	6,3	25 959	1,9	6,4
May	27 420	3,7	8,4	26 799	3,2	8,3
Aug	28 089	2,4	10,1	27 471	2,5	9,8
Nov	28 583	1,8	9,8	27 976	1,8	9,8
2023 Feb	29 200	2,2	10,4	28 629	2,3	10,3
May	29 716	1,8	8,4	29 058	1,5	8,4
Aug	30 799	3,6	9,6	30 074	3,5	9,5
Nov	31 160	1,2	9,0	30 400	1,1	8,7
2024 Feb	30 853	-1,0	5,7	30 155	-0,8	5,3
May*	31 997	3,7	7,7	31 235	3,6	7,5
Aug	32 341	1,1	5,0	31 681	1,4	5,3

\*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
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	29 425	4,0	6,7	28 556	3,9	6,4
Aug	29 615	0,6	5,5	28 713	0,6	4,9
Nov	29 405	-0,7	3,5	28 525	-0,7	3,2
2022 Feb	28 365	-3,5	0,2	27 563	-3,4	0,3
May	30 073	6,0	2,2	29 087	5,5	1,9
Aug	29 790	-0,9	0,6	28 881	-0,7	0,6
Nov	33 569	12,7	14,2	32 560	12,7	14,1
2023 Feb	30 819	-8,2	8,7	29 919	-8,1	8,5
May	31 046	0,7	3,2	29 995	0,3	3,1
Aug	30 306	-2,4	1,7	29 357	-2,1	1,6
Nov	31 429	3,7	-6,4	30 384	3,5	-6,7
2024 Feb	31 520	0,3	2,3	30 567	0,6	2,2
May*	31 758	0,8	2,3	30 773	0,7	2,6
Aug	33 957	6,9	12,0	32 857	6,8	11,9

\*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
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	19 699	1,1	5,1
Aug	19 613	-0,4	1,4
Nov	24 089	22,8	22,2
2022 Feb	23 662	-1,8	21,5
May	24 121	1,9	22,4
Aug	23 735	-1,6	21,0
Nov	24 623	3,7	2,2
2023 Feb	23 729	-3,6	0,3
May	23 907	0,8	-0,9
Aug	23 826	-0,3	0,4
Nov	23 799	-0,1	-3,3
2024 Feb	23 514	-1,2	-0,9
May*	23 860	1,5	-0,2
Aug	24 328	2,0	2,1

\*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
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	30 590	2,9	-0,1
Nov	29 858	-2,4	1,3
2024 Feb	28 592	-4,2	-1,2
May*	29 415	2,9	-1,0
Aug	31 223	6,1	2,1

\*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
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
2021	Nov	17 393	5,2	1,7	16 320	3,7	1,3
	Feb	17 039	-2,0	1,0	16 003	-1,9	0,7
	May	17 360	1,9	14,4	16 268	1,7	11,9
2022	Aug	17 319	-0,2	4,8	16 251	-0,1	3,2
	Nov	21 173	22,3	21,7	19 697	21,2	20,7
	Feb	20 824	-1,6	22,2	19 530	-0,8	22,0
2023	May	20 979	0,7	20,8	19 600	0,4	20,5
	Aug	20 817	-0,8	20,2	19 432	-0,9	19,6
	Nov	21 270	2,2	0,5	19 687	1,3	0,0
2024	Feb	20 762	-2,4	-0,3	19 440	-1,3	-0,5
	May*	20 511	1,1	-2,1	19 152	1,9	-1,6
	Aug	20 476	-0,2	-1,9	19 295	0,7	-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
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
2021	Nov	41 489	4,5	2,4	39 465	3,6	2,9
	Feb	39 380	-5,1	2,8	37 118	-5,9	2,8
	May	39 804	1,1	1,9	36 745	-1,0	0,6
2022	Aug	36 988	-7,1	-6,9	35 824	-2,5	-5,9
	Nov	47 406	28,2	14,3	46 397	29,5	17,6
	Feb	45 983	-3,0	16,8	43 044	-7,2	16,0
2023	May	45 300	-1,5	13,8	42 070	-2,3	14,5
	Aug	44 819	-1,1	21,2	42 365	0,7	18,3
	Nov	47 389	5,7	0,0	44 704	5,5	-3,6
2024	Feb	45 256	-4,5	-1,6	42 122	-5,8	-2,1
	May*	45 316	-1,7	-0,4	42 196	-1,6	1,1
	Aug	46 534	2,7	2,5	43 853	3,9	2,5

\*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
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	15 505	0,7	19,2	14 878	0,5	18,1
Aug	15 849	2,2	8,7	15 255	2,5	8,8
Nov	19 562	23,4	28,7	18 682	22,5	27,9
2022 Feb	19 572	0,1	27,1	18 809	0,7	27,1
May	21 232	8,5	36,9	20 036	6,5	34,7
Aug	19 992	-5,8	26,1	19 128	-4,5	25,4
Nov	19 841	-0,8	1,4	18 808	-1,7	0,7
2023 Feb	19 576	-1,3	0,0	18 765	-0,2	-0,2
May	20 288	3,6	-4,4	19 371	3,2	-3,3
Aug	20 297	0,0	1,5	19 415	0,2	1,5
Nov	19 919	-1,9	0,4	18 945	-2,4	0,7
2024 Feb	19 790	-0,6	1,1	18 917	-0,1	0,8
May*	20 302	2,6	0,1	19 379	2,4	0,0
Aug	20 353	0,3	0,3	19 428	0,3	0,1

\*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
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	13 122	1,6	15,2	12 764	1,2	14,5
Aug	12 718	-3,1	2,3	12 409	-2,8	2,0
Nov	15 503	21,9	21,6	15 082	21,5	21,2
2022 Feb	15 853	2,3	22,8	15 405	2,1	22,1
May	15 978	0,8	21,8	15 476	0,5	21,2
Aug	15 734	-1,5	23,7	15 323	-1,0	23,5
Nov	15 483	-1,6	-0,1	14 967	-2,3	-0,8
2023 Feb	15 189	-1,9	-4,2	14 694	-1,8	-4,6
May	15 422	1,5	-3,5	14 906	1,4	-3,7
Aug	15 275	-1,0	-2,9	14 850	-0,4	-3,1
Nov	15 133	-0,9	-2,3	14 696	-1,0	-1,8
2024 Feb	15 076	-0,4	-0,7	14 672	-0,2	-0,1
May*	15 486	2,7	0,4	15 004	2,3	0,7
Aug	15 390	-0,6	0,8	15 014	0,1	1,1

\*Revised estimates.

**11.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	21 726	3,5	7,7	20 462	2,8	5,9
Aug	21 866	0,6	3,7	20 707	1,2	3,3
Nov	27 272	24,7	24,3	25 707	24,2	24,1
2022 Feb	26 220	-3,9	24,8	24 793	-3,6	24,6
May	26 610	1,5	22,5	25 009	0,9	22,2
Aug	26 034	-2,2	19,1	24 520	-2,0	18,4
Nov	26 652	2,4	-2,3	25 125	2,5	-2,3
2023 Feb	26 005	-2,4	-0,8	24 578	-2,2	-0,9
May	27 049	4,0	1,7	25 353	3,2	1,4
Aug	27 401	1,3	5,3	25 817	1,8	5,3
Nov	26 657	-2,7	0,0	25 004	-3,1	-0,5
2024 Feb	27 004	1,3	3,8	25 464	1,8	3,6
May*	27 163	0,6	0,4	25 873	1,6	2,1
Aug	27 289	0,5	-0,4	26 053	0,7	0,9

\*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
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	21 042	0,2	0,7	20 579	-0,1	0,2
Aug	20 869	-0,8	-1,3	20 458	-0,6	-1,3
Nov	26 178	25,4	21,4	25 621	25,2	21,3
2022 Feb	26 242	0,2	25,0	25 753	0,5	25,0
May	26 596	1,3	26,4	25 994	0,9	26,3
Aug	26 499	-0,4	27,0	25 915	-0,3	26,7
Nov	26 763	1,0	2,2	26 194	1,1	2,2
2023 Feb	27 062	1,1	3,1	26 533	1,3	3,0
May	27 113	0,2	1,9	26 513	-0,1	2,0
Aug	27 722	2,2	4,6	27 069	2,1	4,5
Nov	27 649	-0,3	3,3	26 974	-0,4	3,0
2024 Feb	27 088	-2,0	0,1	26 475	-1,8	-0,2
May*	27 751	2,4	2,4	27 090	2,3	2,2
Aug	27 880	0,5	0,6	27 311	0,8	0,9

\*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
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	24 480	2,5	1,4	23 758	2,5	1,2
Aug	24 216	-1,1	0,6	23 478	-1,2	0,0
Nov	29 582	22,2	21,9	28 698	22,2	21,6
2022 Feb	28 140	-4,9	17,8	27 344	-4,7	17,9
May	29 169	3,7	19,2	28 213	3,2	18,8
Aug	28 105	-3,7	16,1	27 246	-3,4	16,0
Nov	31 431	11,8	6,2	30 487	11,9	6,2
2023 Feb	28 563	-9,1	1,5	27 729	-9,0	1,4
May	28 327	-0,8	-2,9	27 368	-1,3	-3,0
Aug	27 278	-3,7	-2,9	26 424	-3,4	-3,0
Nov	27 887	2,2	-11,3	26 960	2,0	-11,6
2024 Feb	27 673	-0,8	-3,1	26 837	-0,5	-3,2
May*	27 544	-0,5	-2,8	26 690	-0,5	-2,5
Aug	29 273	6,3	7,3	28 325	6,1	7,2

\*Revised estimates..

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

Industry	Quarter ended June* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	473 667	473 667	473 667	0,0	471 882	471 882	471 882
Manufacturing	0,7	1 276 864	1 294 626	1 312 388	0,7	1 274 020	1 291 743	1 309 465
Electricity, gas and water supply	2,2	60 889	63 633	66 377	2,2	60 865	63 608	66 350
Construction	2,7	559 795	591 075	622 355	2,7	563 498	594 985	626 472
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,9	2 283 917	2 324 929	2 365 941	1,0	2 297 883	2 343 821	2 389 760
Transport, storage and communication	1,2	468 208	479 485	490 763	1,2	465 689	476 905	488 122
Financial intermediation, insurance, real estate and business services	1,5	2 409 830	2 482 825	2 555 820	1,6	2 391 212	2 468 628	2 546 044
Community, social and personal services	0,6	2 990 325	3 025 910	3 061 495	0,6	2 861 137	2 895 185	2 929 232
<b>Total</b>	<b>0,5</b>	<b>10 630 936</b>	<b>10 736 150</b>	<b>10 841 364</b>	<b>0,5</b>	<b>10 502 811</b>	<b>10 606 757</b>	<b>10 710 703</b>

\*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* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	473 667	473 667	473 667	0,0	471 882	471 882	471 882
Manufacturing	0,7	1 192 914	1 209 508	1 226 102	0,7	1 188 805	1 205 343	1 221 880
Electricity, gas and water supply	2,1	59 221	61 763	64 305	2,2	59 512	62 194	64 876
Construction	3,0	492 981	523 779	554 577	3,0	495 969	526 954	557 939
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,0	2 038 022	2 078 765	2 119 509	1,0	2 054 490	2 095 563	2 136 636
Transport, storage and communication	1,2	448 918	459 730	470 543	1,2	447 462	458 240	469 018
Financial intermediation, insurance, real estate and business services	1,6	2 192 694	2 263 683	2 334 672	1,6	2 171 986	2 242 304	2 312 623
Community, social and personal services	0,7	2 362 067	2 394 926	2 427 784	0,7	2 359 555	2 392 378	2 425 201
<b>Total</b>	<b>0,5</b>	<b>9 373 056</b>	<b>9 465 821</b>	<b>9 558 586</b>	<b>0,5</b>	<b>9 362 200</b>	<b>9 454 858</b>	<b>9 547 515</b>

\*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* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,5	79 279	85 118	90 957	3,6	80 303	86 400	92 496
Electricity, gas and water supply	23,4	1 012	1 870	2 727	15,5	984	1 414	1 843
Construction	7,1	57 931	67 296	76 661	7,2	58 431	68 031	77 632
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,8	232 654	246 164	259 673	3,4	231 714	248 258	264 802
Transport, storage and communication	8,2	16 580	19 755	22 930	8,6	15 519	18 666	21 812
Financial intermediation, insurance, real estate and business services	6,1	192 942	219 143	245 343	7,0	195 272	226 324	257 376
Community, social and personal services	1,0	618 617	630 984	643 352	1,1	491 966	502 807	513 647
<b>Total</b>	<b>1,3</b>	<b>1 237 961</b>	<b>1 270 329</b>	<b>1 302 697</b>	<b>1,6</b>	<b>1 115 776</b>	<b>1 151 899</b>	<b>1 188 023</b>

\*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* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	48 388 892 229	48 388 892 229	48 388 892 229	0,0	49 856 938 803	49 856 938 803	49 856 938 803
Manufacturing	1,0	93 510 419 314	95 379 864 663	97 249 310 008	1,0	92 619 879 123	94 471 520 934	96 323 162 744
Electricity, gas and water supply	1,9	9 775 998 036	10 154 138 141	10 532 278 244	1,9	10 067 393 209	10 456 804 613	10 846 216 017
Construction	4,5	39 455 567 809	43 272 173 513	47 088 779 216	4,1	39 487 312 590	42 937 793 689	46 388 274 792
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,8	130 686 021 177	135 465 234 657	140 244 448 134	1,8	129 484 337 735	134 219 605 414	138 954 873 093
Transport, storage and communication	1,8	46 815 388 239	48 527 436 188	50 239 484 137	1,8	45 963 044 483	47 643 922 053	49 324 799 623
Financial intermediation, insurance, real estate and business services	2,6	249 679 930 415	263 086 835 555	276 493 740 695	3,0	259 061 743 755	275 246 221 584	291 430 699 413
Community, social and personal services	2,3	295 847 660 079	309 814 078 748	323 780 497 419	2,5	296 240 073 984	311 503 758 131	326 767 442 281
<b>Total</b>	<b>1,1</b>	<b>933 518 502 316</b>	<b>954 088 653 692</b>	<b>974 658 805 063</b>	<b>1,2</b>	<b>943 608 329 210</b>	<b>966 336 565 223</b>	<b>989 064 801 238</b>

\*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* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	48 388 892 229	48 388 892 229	48 388 892 229	0,0	49 856 938 803	49 856 938 803	49 856 938 803
Manufacturing	1,0	83 284 303 152	84 949 309 620	86 614 316 089	1,0	84 597 211 476	86 288 465 398	87 979 719 319
Electricity, gas and water supply	2,0	8 927 461 497	9 291 695 980	9 655 930 462	2,0	9 278 337 462	9 656 887 450	10 035 437 438
Construction	4,0	36 079 363 199	39 148 614 582	42 217 865 965	4,1	36 778 787 053	39 992 591 723	43 206 396 394
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,7	117 632 388 014	121 686 998 814	125 741 609 615	1,7	119 443 546 385	123 560 585 080	127 677 623 775
Transport, storage and communication	1,6	41 772 452 165	43 124 847 379	44 477 242 592	1,5	42 101 788 369	43 377 074 355	44 652 360 341
Financial intermediation, insurance, real estate and business services	2,4	226 945 655 969	238 148 144 695	249 350 633 421	2,4	227 779 619 812	239 023 274 652	250 266 929 492
Community, social and personal services	2,4	273 331 673 131	286 823 867 876	300 316 062 621	2,6	271 889 330 841	286 488 800 094	301 088 269 347
<b>Total</b>	<b>1,1</b>	<b>852 771 486 452</b>	<b>871 562 371 174</b>	<b>890 353 255 897</b>	<b>1,1</b>	<b>859 309 663 600</b>	<b>878 244 617 555</b>	<b>897 179 571 509</b>

\*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* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	7,1	3 951 402 848	4 590 171 052	5 228 939 256	3,1	2 691 250 758	2 865 349 387	3 039 448 016
Electricity, gas and water supply	14,3	97 036 871	134 825 864	172 614 857	10,5	95 528 268	120 282 382	145 036 497
Construction	36,0	685 267 358	2 327 674 451	3 970 081 543	21,6	629 490 233	1 091 652 041	1 553 813 850
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	6,5	8 776 851 167	10 058 275 460	11 339 699 754	9,6	6 027 176 619	7 424 094 180	8 821 011 741
Transport, storage and communication	13,8	2 400 738 985	3 290 847 386	4 180 955 787	21,0	1 302 693 075	2 213 958 319	3 125 223 563
Financial intermediation, insurance, real estate and business services	10,1	15 569 156 334	19 411 944 958	23 254 733 581	13,8	22 722 573 846	31 147 293 900	39 572 013 954
Community, social and personal services	3,3	13 091 148 798	13 996 438 436	14 901 728 074	7,4	13 580 826 048	15 884 750 220	18 188 674 392
<b>Total</b>	<b>4,4</b>	<b>49 169 587 890</b>	<b>53 810 177 606</b>	<b>58 450 767 323</b>	<b>7,5</b>	<b>51 817 515 507</b>	<b>60 747 380 430</b>	<b>69 677 245 353</b>

\*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* 2024				Quarter ended September 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,7	5 260 176 619	5 671 471 750	6 082 766 881	1,3	5 686 402 002	5 835 079 837	5 983 757 671
Electricity, gas and water supply	0,5	715 710 747	722 794 130	729 877 512	0,5	720 749 286	727 882 534	735 015 783
Construction	5,8	1 421 814 446	1 604 177 324	1 786 540 202	6,6	1 580 716 182	1 815 579 552	2 050 442 923
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,6	3 310 927 687	3 562 282 328	3 813 636 969	3,1	3 479 722 584	3 704 827 929	3 929 933 274
Transport, storage and communication	2,6	2 317 077 127	2 441 495 750	2 565 914 373	3,7	1 954 547 445	2 107 374 223	2 260 201 002
Financial intermediation, insurance, real estate and business services	16,5	3 582 244 931	5 294 479 649	7 006 714 368	15,2	3 871 657 862	5 514 553 701	7 157 449 540
Community, social and personal services	9,5	6 715 716 984	8 252 294 156	9 788 871 328	9,7	7 284 014 564	8 993 943 008	10 703 871 453
<b>Total</b>	<b>4,3</b>	<b>25 227 165 781</b>	<b>27 548 995 087</b>	<b>29 870 824 393</b>	<b>4,3</b>	<b>26 280 468 772</b>	<b>28 699 240 785</b>	<b>31 118 012 799</b>

\*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* 2024				Aug 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 915	33 915	33 915	0,0	36 219	36 219	36 219
Manufacturing	1,2	23 113	23 649	24 185	1,2	23 197	23 752	24 307
Electricity, gas and water supply	2,9	49 298	52 249	55 200	2,8	51 007	53 980	56 953
Construction	4,5	21 334	23 408	25 482	4,9	21 327	23 610	25 893
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	17 171	17 855	18 539	1,9	17 187	17 852	18 517
Transport, storage and communication	1,9	30 162	31 319	32 476	1,9	30 506	31 655	32 804
Financial intermediation, insurance, real estate and business services	2,8	30 243	31 997	33 751	2,7	30 612	32 341	34 070
Community, social and personal services	2,5	30 212	31 758	33 304	2,6	32 212	33 957	35 702
<b>Total</b>	<b>1,2</b>	<b>26 884</b>	<b>27 511</b>	<b>28 138</b>	<b>1,2</b>	<b>27 566</b>	<b>28 220</b>	<b>28 874</b>

\*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* 2024				Aug 2024			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,2	21 568	22 082	22 596	1,2	21 849	22 382	22 915
Electricity, gas and water supply	3,0	45 821	48 652	51 483	2,9	47 996	50 869	53 742
Construction	4,6	20 329	22 344	24 359	5,0	20 327	22 536	24 745
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	16 625	17 300	17 975	1,9	16 760	17 416	18 072
Transport, storage and communication	1,9	28 715	29 831	30 947	1,9	29 111	30 221	31 331
Financial intermediation, insurance, real estate and business services	2,8	29 521	31 235	32 949	2,8	29 969	31 681	33 393
Community, social and personal services	2,5	29 258	30 773	32 288	2,6	31 169	32 857	34 545

\*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 2024 was 87,2%.**

**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)

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

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



## Glossary

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

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

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

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

**Technical enquiries**

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

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

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

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

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### Enquiries

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

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

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

Postal address      Private Bag X44, Pretoria, 0001

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