



Quarterly Employment Statistics

Results for Q4:2024

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REPUBLIC OF SOUTH AFRICA



QES Background

01

QES is an enterprise-based sample survey

02

QES collects information on employing businesses registered for VAT with annual turnover greater than R300 000

03

Samples are drawn from private non-agricultural businesses e.g. factories, offices, stores as well as national, provincial and local government entities

04

Sample size of approximately 20 000 was selected

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QES Coverage

INCLUDES



* Administrative data from DMRE

EXCLUDES



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QES Variables

Estimates are published on a quarter lag (SDDS)

Number of employees

as at the **last month** of the
reference quarter



*Average monthly
earnings*

for **the middle month** of the
reference quarter

Gross earnings

for the **three months** of the
reference quarter

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Employment Results Q4:2024

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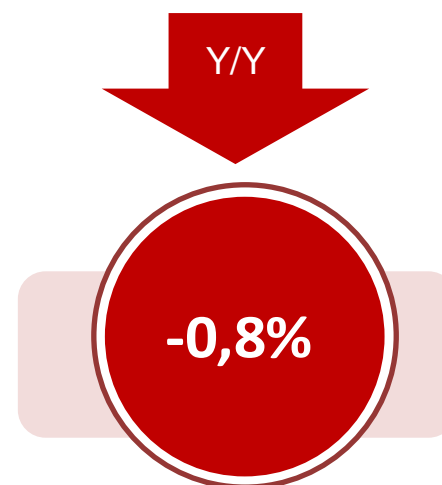
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EMPLOYMENT RESULTS

The number of employed persons **increased** by **12 000** from **10 628 000** in Q3:2024 to **10 640 000** in Q4:2024.

There was an **increase** of **12 000** jobs in fourth quarter 2024. This figure represents an **increase** of **0,1%** when compared to the previous quarter.



Year-on-year there was an annual **decrease** of **91 000** jobs (or **-0,8%**) in Q4:2024 compared with the corresponding quarter of the previous year.

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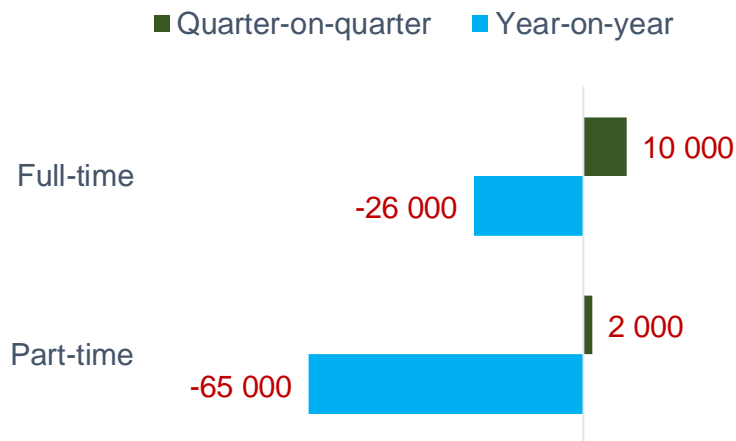
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EMPLOYMENT RESULTS

Full-time employment **increased** from 9 477 000 in Q3:2024 to 9 487 000 in Q4:2024.

Part-time employment **increased** from 1 151 000 in Q3:2024 to 1 153 000 in Q4:2024.



There was a quarter-on-quarter **increase** of 10 000 full-time jobs. Year-on-year full-time jobs **decreased** by 26 000.

Part-time jobs **increased** by 2 000 quarter-on-quarter and year-on-year there was a **decrease** of 65 000 jobs.

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Quarter-on-quarter changes in employment by industry

Trade industry reported the most increase with 42 000 jobs, driven both by full-time and part-time. Business services followed with 22 000 where most contribution is coming from full-time jobs. There were also job losses reported by four of the eight industries. Community services industry decreased by 26 000, followed by construction and manufacturing both losing 13 000 jobs.

Quarter-on-quarter Industry	Number of employees		
	Full-time	Part-time	All employees
Trade	24 000	18 000	42 000
Business services	21 000	1 000	22 000
Transport	3 000	-1 000	2 000
Electricity	1 000	0	1 000
Mining*	-3 000		-3 000
Manufacturing	-10 000	-3 000	-13 000
Construction	-14 000	1 000	-13 000
Community services	-12 000	-14 000	-26 000
Total	10 000	2 000	12 000

**Data for mining industry is not available separately for part-time*

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Year-on-year changes in employment by industry

Year-on-year employment **decreased** by **91 000**, which was driven primarily by community services, manufacturing, mining and transport industries.

Despite the reported losses, there were **gains** in the construction, business services, trade and electricity industries.

Year-on-year Industry	Number of employees		
	Full-time	Part-time	All employees
Community services	-26 000	-51 000	-77 000
Manufacturing	-13 000	-6 000	-19 000
Mining*	-13 000		-13 000
Transport	-3 000	-2 000	-5 000
Electricity	1 000	0	1 000
Trade	4 000	-2 000	2 000
Business services	14 000	-5 000	9 000
Construction	10 000	1 000	11 000
Total	-26 000	-65 000	-91 000

**Data for mining industry is not available separately for part-time*

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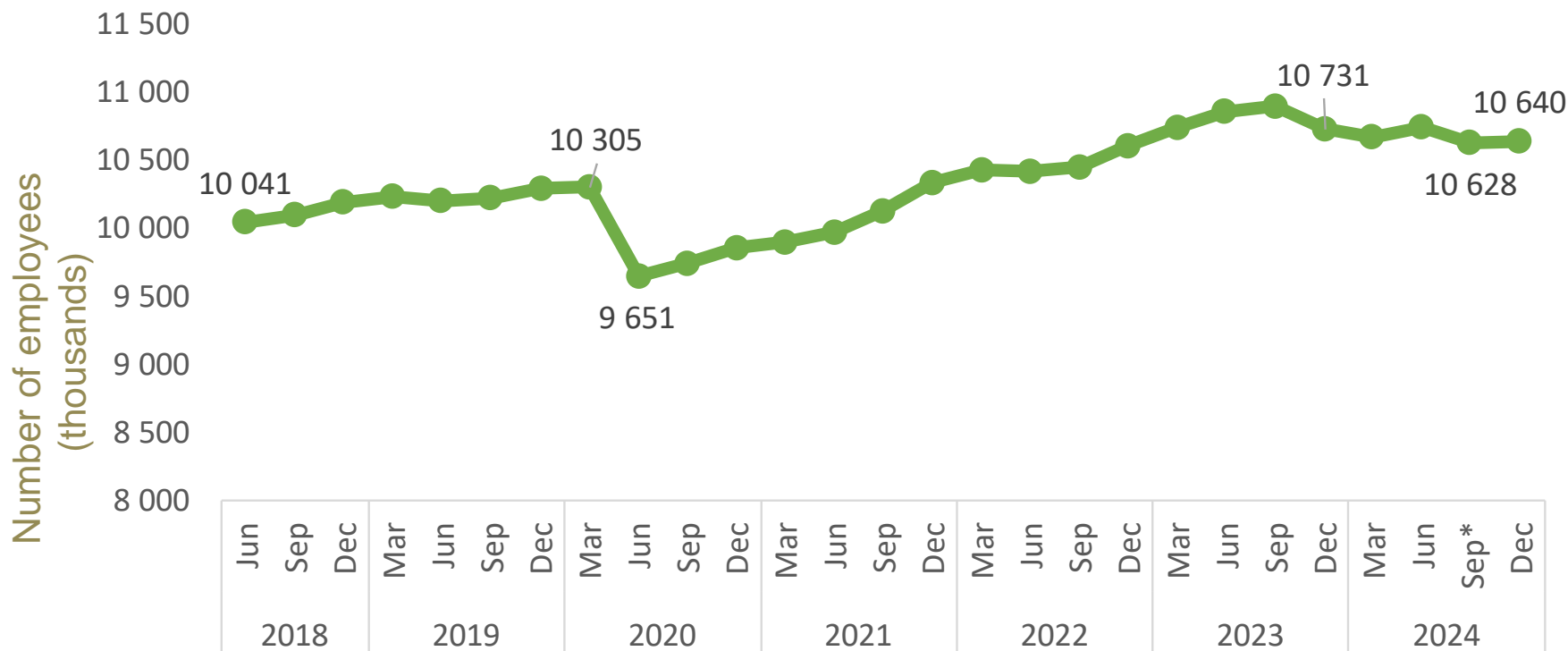
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All industries (Total)

The total number of employees **increased** by **12 000** in Q4:2024 compared with Q3:2024. Year-on-year total employment for all industries **decreased** by **91 000** compared with same quarter of the previous year.

All industries

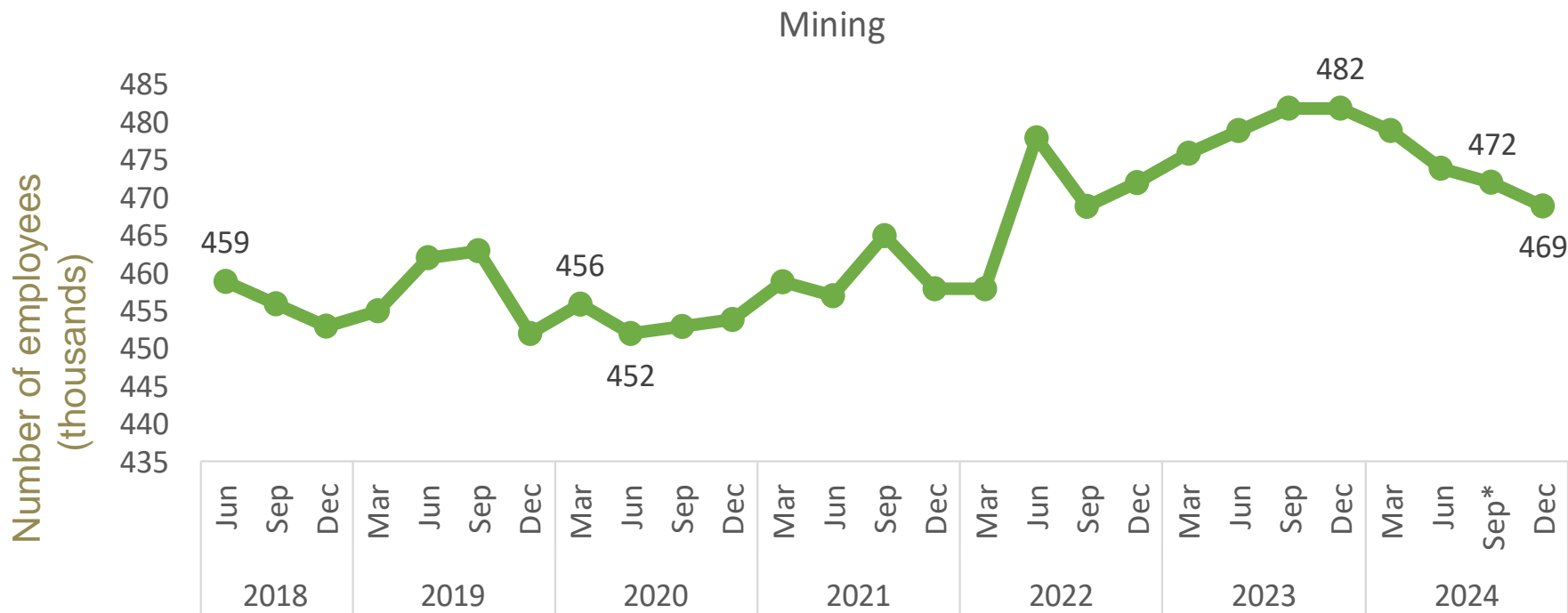


* Revised estimates

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Mining

In Q4:2024, mining industry lost **3 000** jobs. Year-on-year the industry lost **13 000** jobs compared to the same quarter of the previous year.



* Revised estimates

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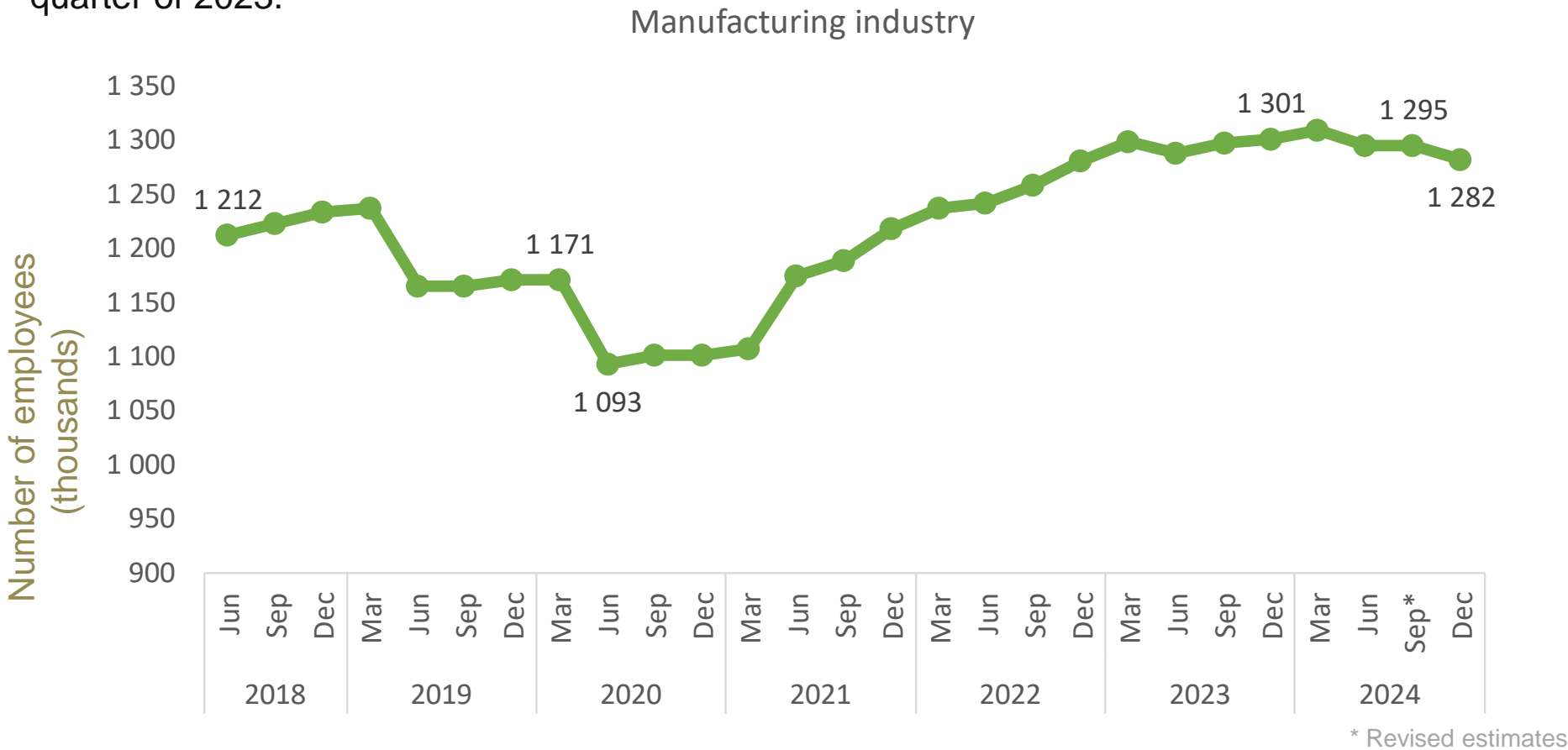


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Manufacturing

Manufacturing industry decreased by **13 000** jobs in Q4:2024.
Year-on-year, the industry saw an annual decrease of **19 000** jobs compared to same quarter of 2023.

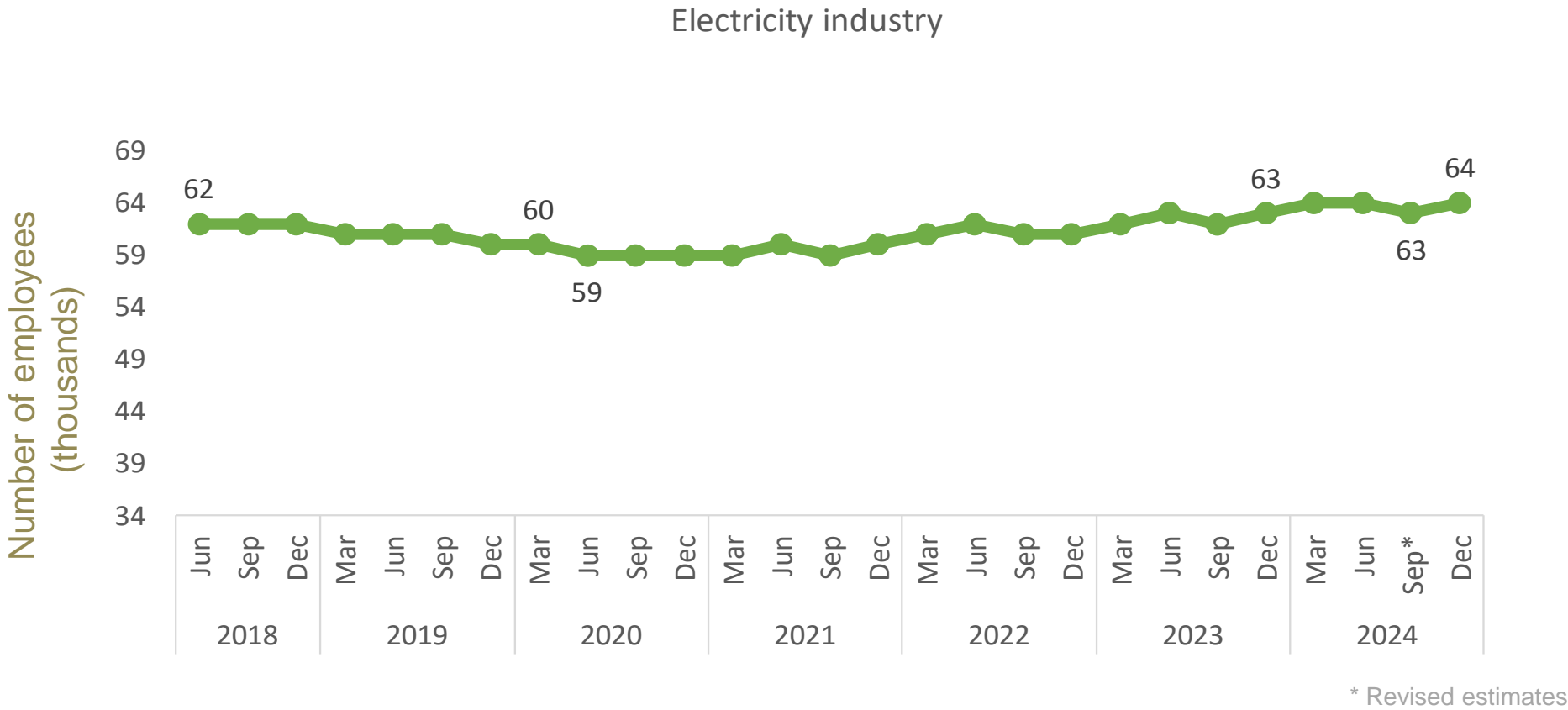


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Electricity

The electricity industry **increased** by **1 000** jobs in the fourth quarter of 2024 compared to Q3:2024.

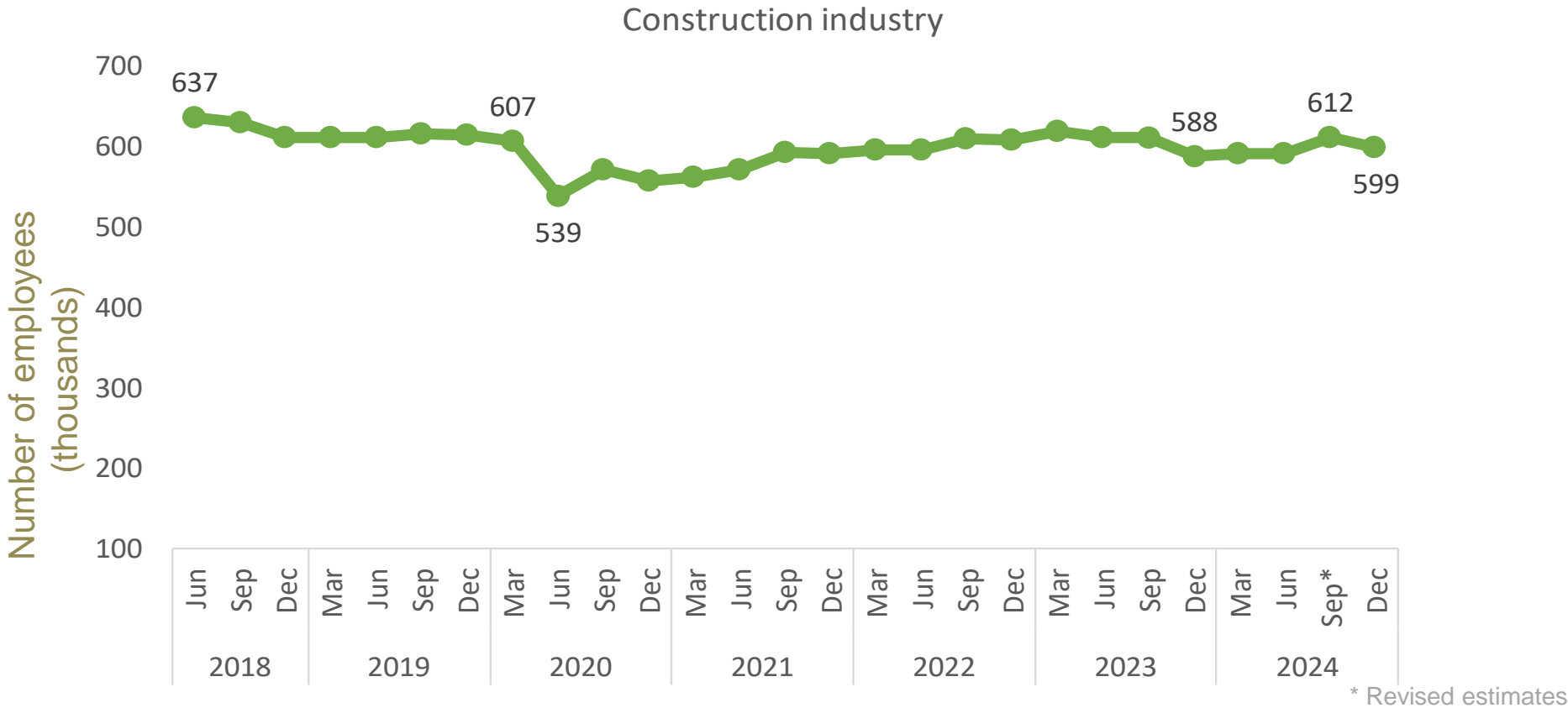
Year-on-year the industry added **1 000** jobs when comparing Q4:2024 with Q4:2023.



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Construction

The construction industry **decreased** by **13 000** jobs in the fourth quarter of 2024. The industry saw an **increase** of **11 000** jobs compared with same quarter of the previous year.

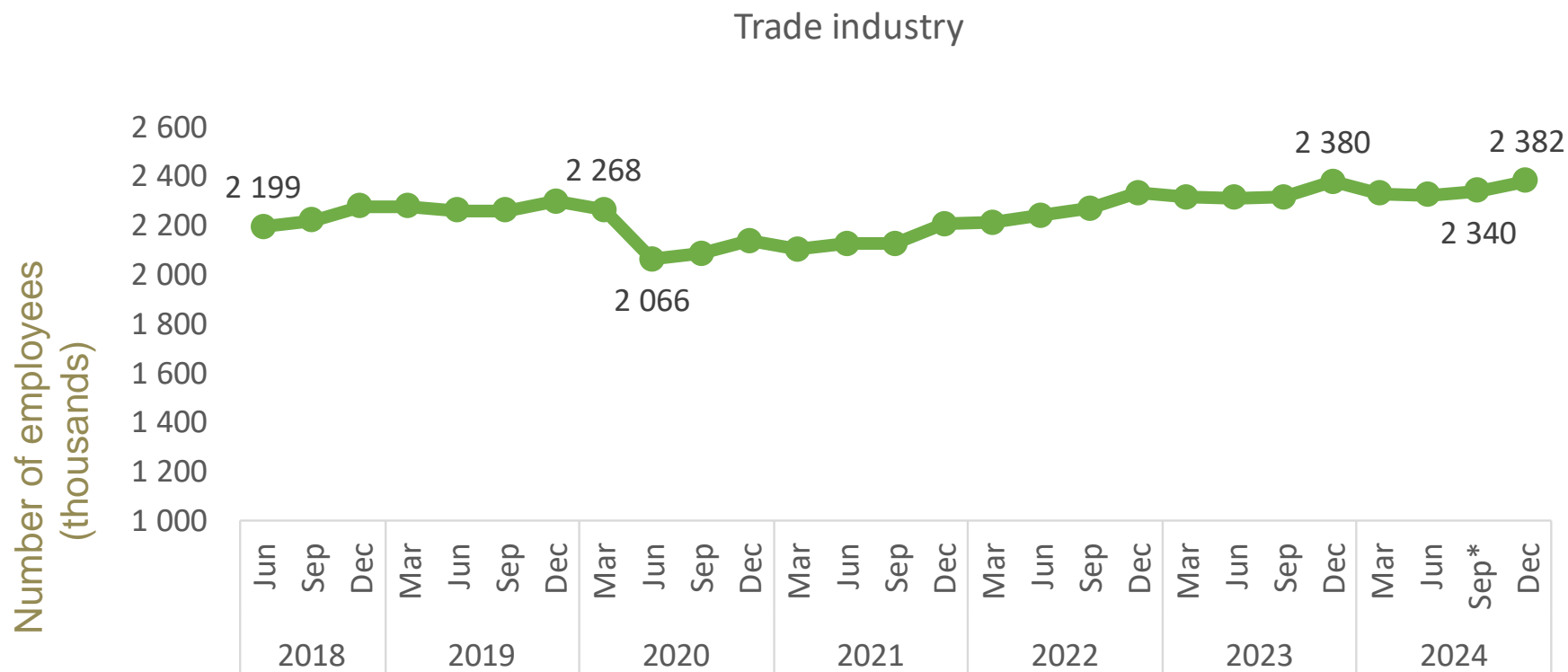


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Trade

Trade industry gained 42 000 jobs in Q4:2024.

Year-on-year the industry gained 2 000 jobs compared to the same quarter of 2023.



* Revised estimates

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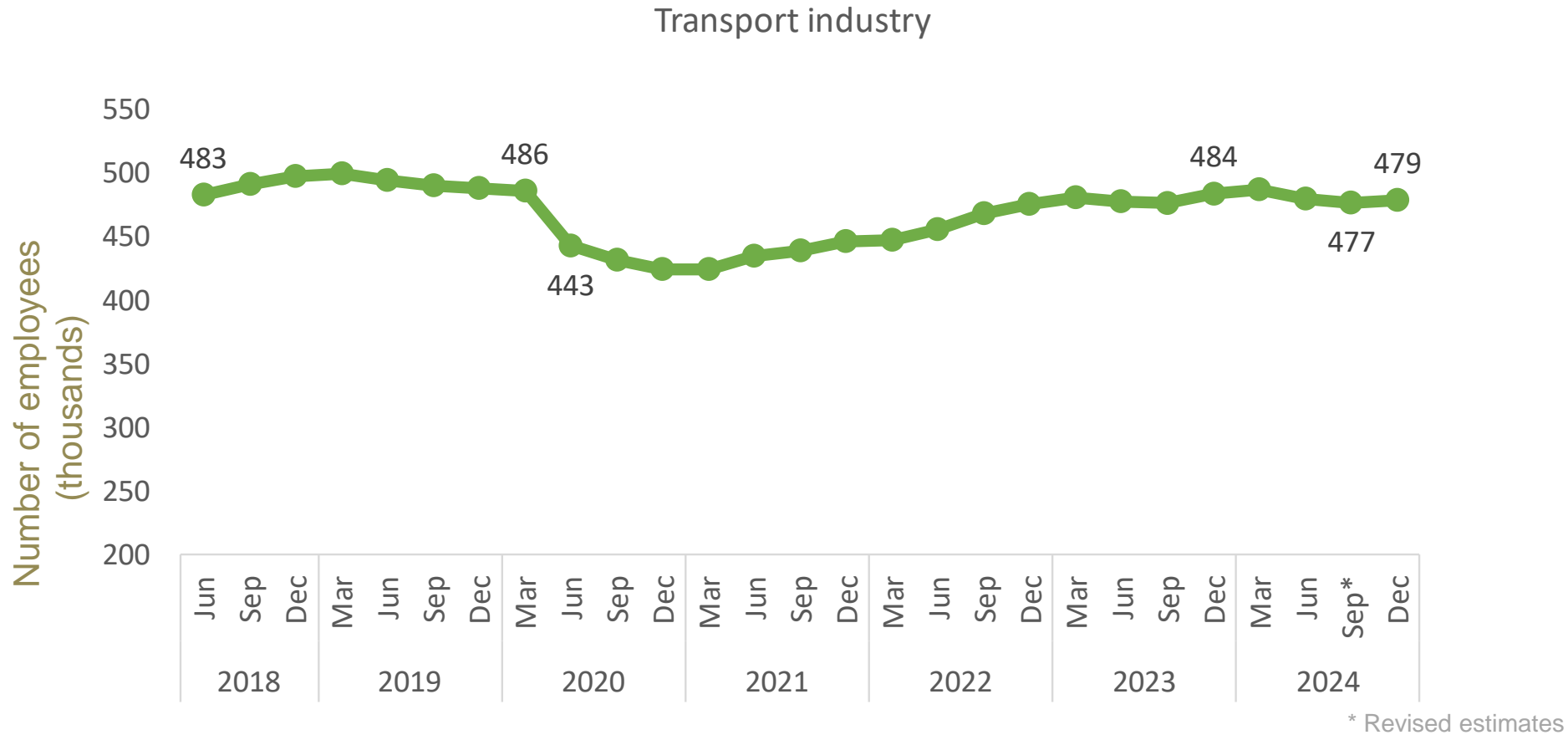


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Transport

Transport industry **gained 2 000** jobs in the fourth quarter of 2024, compared to the previous quarter. The industry **lost 5 000** jobs compared with the same quarter of 2023.

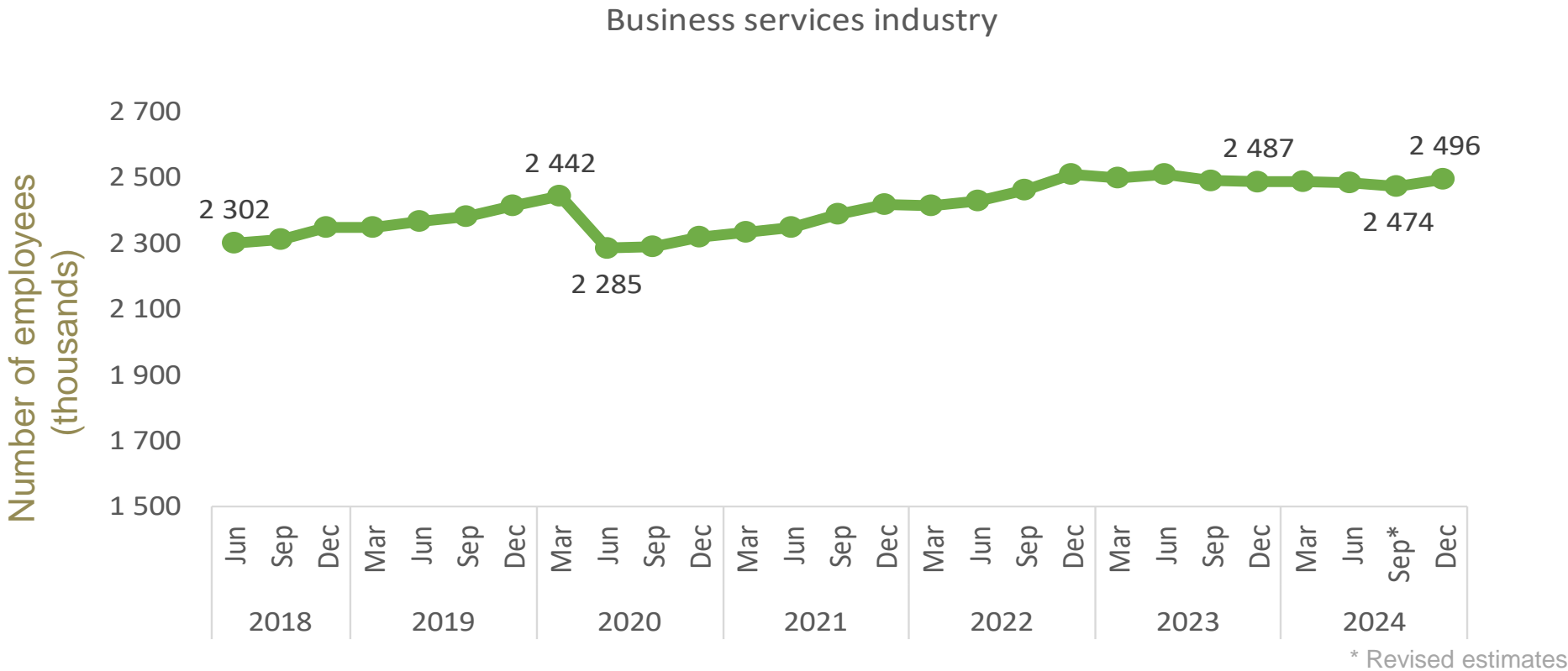


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Business services

Business services industry saw an increase of 22 000 jobs in the fourth quarter of 2024, compared to previous quarter.

Year-on-year the industry gained 9 000 jobs compared to same quarter of 2023.

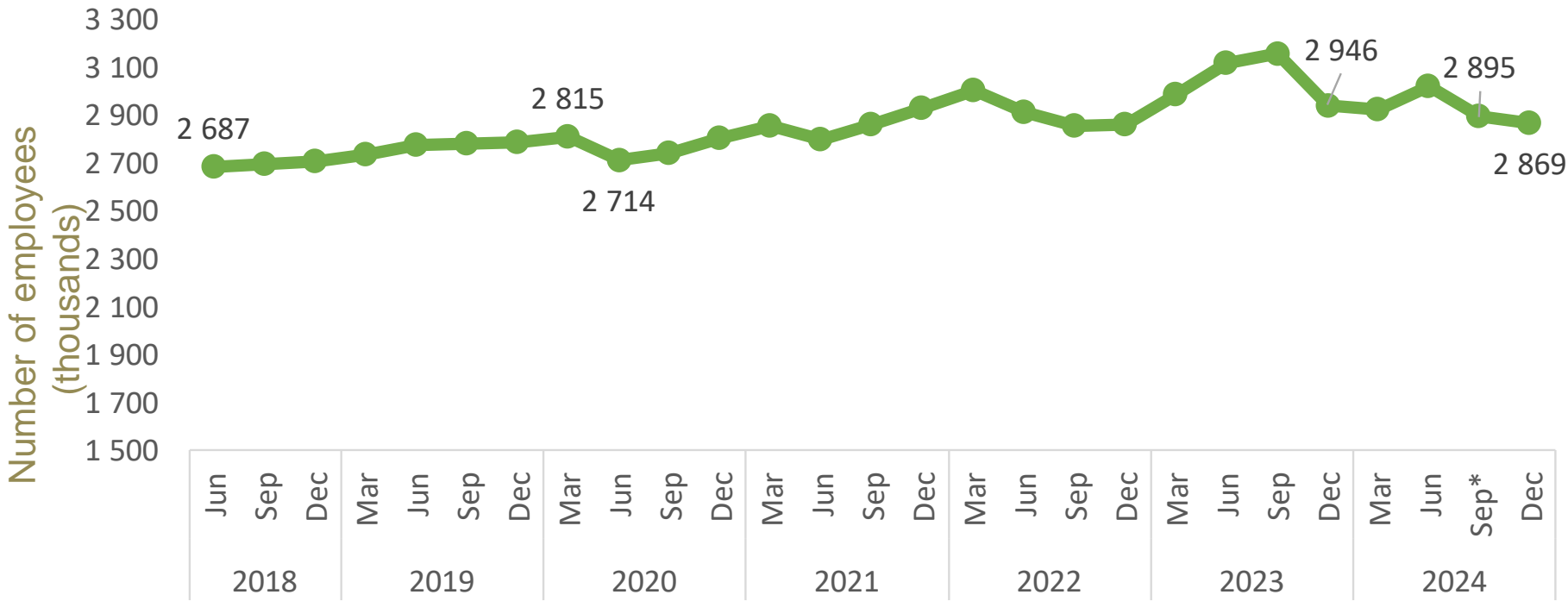


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Community services


The community services industry **lost 26 000** jobs in the fourth quarter of 2024, compared to the previous quarter. The industry also saw an annual **decline** of **77 000** jobs compared to the same quarter of 2023.

Community services industry



* Revised estimates

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Gross Earnings Results Q4:2024

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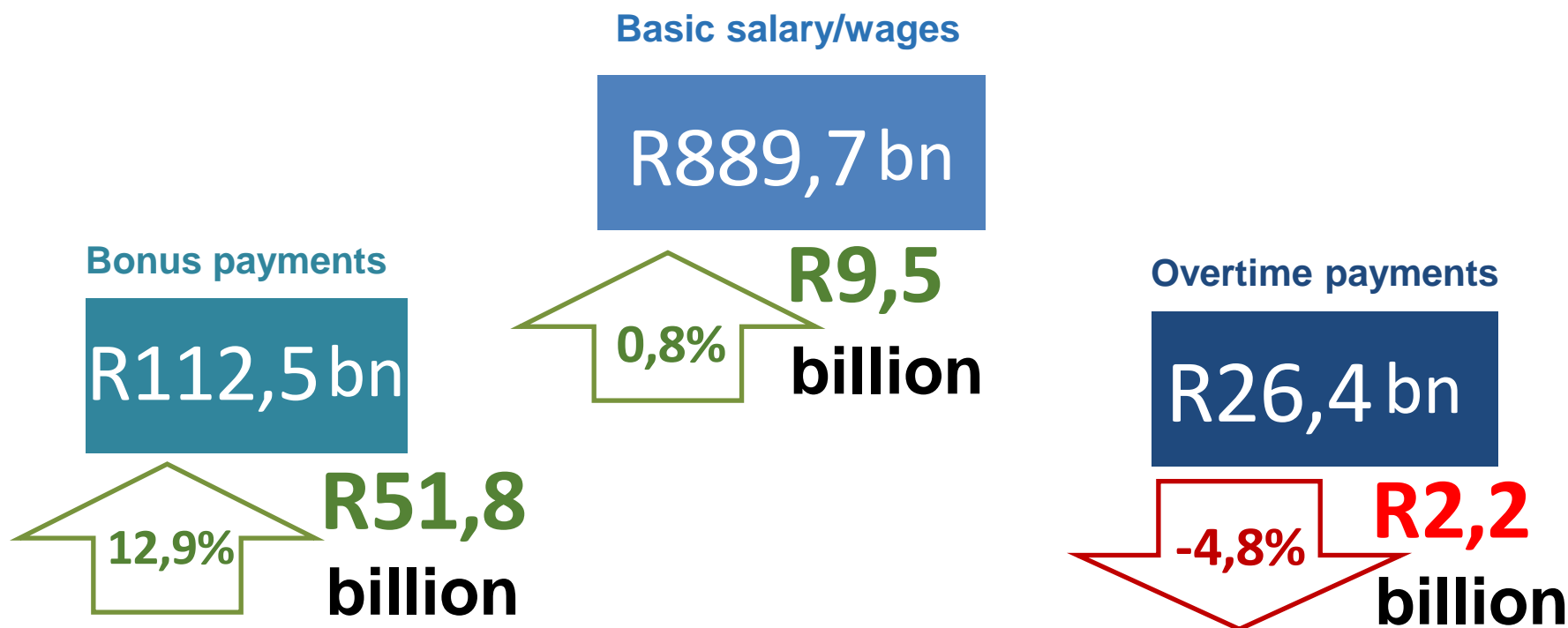
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Changes in gross earnings

Gross earnings increased by **R59,1** billion (or **6,1%**) reaching **R1,03** trillion compared to Q3:2024 (**R969,4** billion). Basic salaries rose by **R9,5** billion, representing **0,8%** increase. Bonus payments increased by **R51,8** billion (or **12,9%**). Overtime payments saw a decline of **R2,2** billion (or **-4,8%**).



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Quarter-on-quarter changes in gross earnings by industry

Gross earnings in Q4:2024 increased due to bonus payments by **R51,8** billion and basic salaries/wages by **R9,5** billion. However, overtime payments **decreased** by **R2,2** billion. Trade, manufacturing and community services contributed the most to the increase.

Quarter-on-quarter Industry	Gross earnings (R' 000)			
	Basic Salary/Wages	Bonus Payments	Overtime Payments	Total Gross Earnings
Trade	2 449 000	11 120 000	39 000	13 608 000
Manufacturing	1 165 000	11 663 000	65 000	12 893 000
Community services	3 371 000	9 853 000	-812 000	12 412 000
Business services	1 124 000	7 889 000	-1 386 000	7 627 000
Construction	819 000	5 552 000	31 000	6 402 000
Transport	1 115 000	3 548 000	-74 000	4 589 000
Electricity	368 000	2 186 000	-54 000	2 500 000
Mining*	-910 000			-910 000
Total	9 501 000	51 811 000	-2 191 000	59 121 000

*Data for mining industry is not available separately for bonuses & overtime payments

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Year-on-year changes in gross earnings by industry

Year-on-year gross earnings **increased** by **R35,5 billion** (or **3,6%**). **Increases** were due to basic salary payments made by **R34,1 billion** and bonus payments by **R3,4 billion**. Overtime payments reported a **decrease** of **R2 billion**.

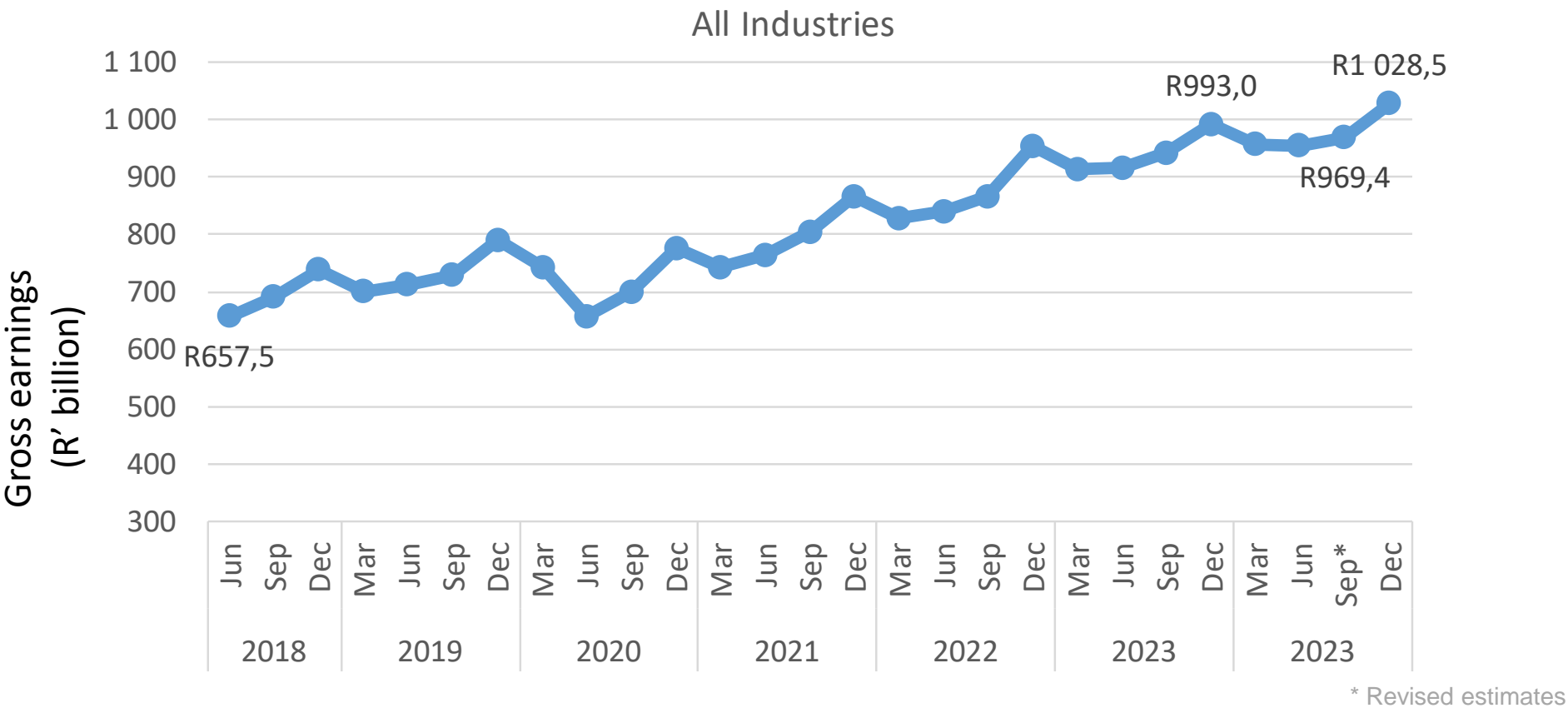
Year-on-year Industry	Gross earnings (R' 000)			
	Basic Salary/Wages	Bonus Payments	Overtime Payments	Total Gross Earnings
Community services	13 016 000	487 000	132 000	13 635 000
Business services	7 850 000	1 575 000	-1 215 000	8 210 000
Trade	4 888 000	272 000	18 000	5 178 000
Construction	2 699 000	159 000	179 000	3 037 000
Manufacturing	1 988 000	673 000	-647 000	2 014 000
Transport	2 714 000	-321 000	-524 000	1 869 000
Electricity	998 000	597 000	33 000	1 628 000
Mining*	-42 000			-42 000
Total	34 111 000	3 442 000	-2 024 000	35 529 000

**Data for mining industry is not available separately for bonuses & overtime payments*

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All industries (Total)

Gross earnings for all industries increased by R59,1 billion in the Q4:2024.

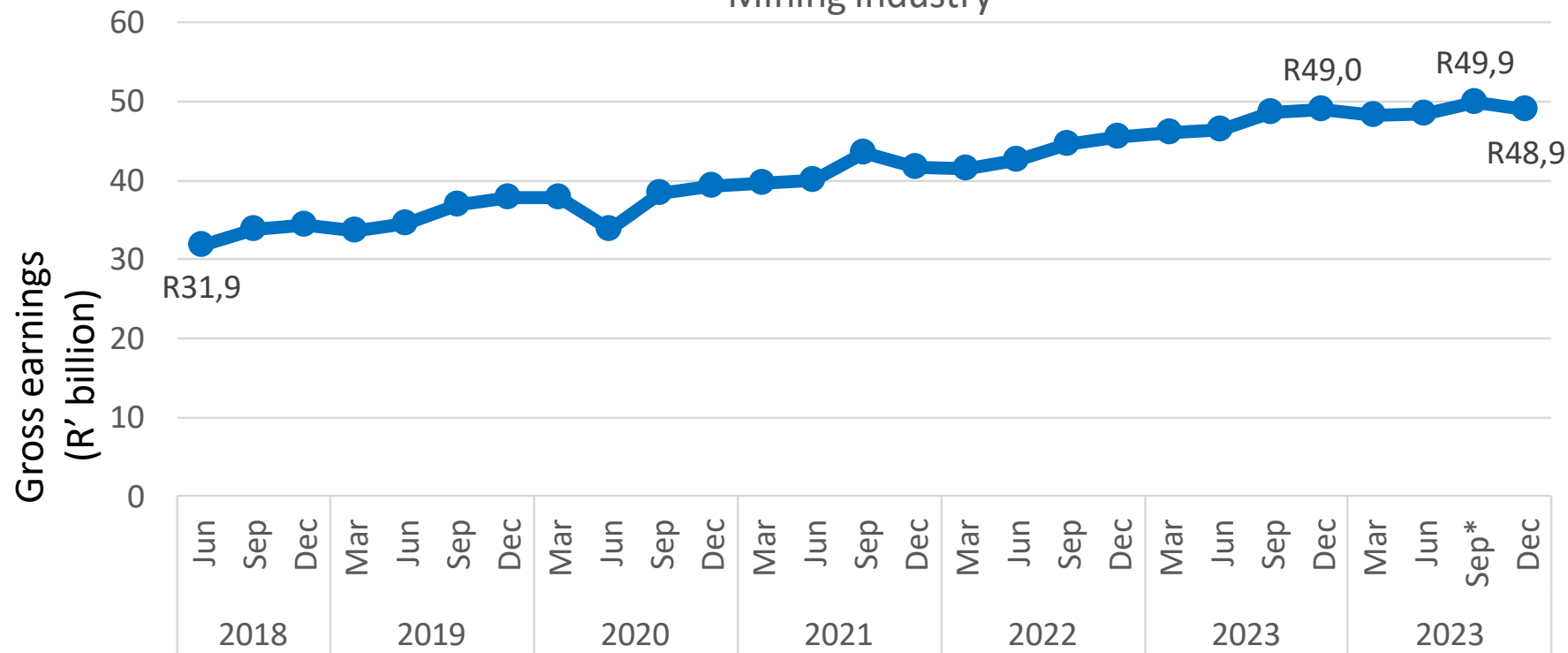


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Mining

Gross earnings paid in the mining industry **decreased** by **R910** million in Q4:2024.

Mining industry



* Revised estimates

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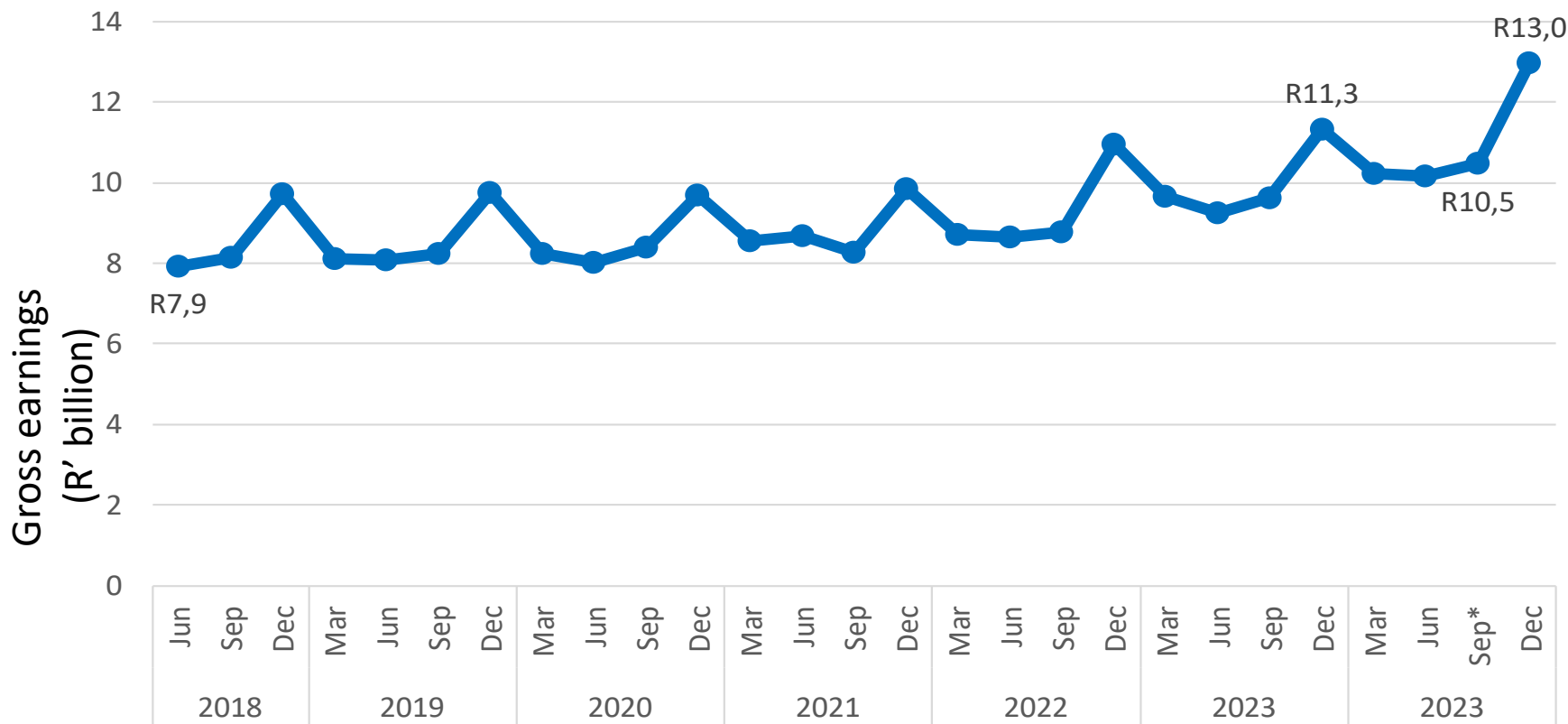
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Manufacturing

Gross earnings paid in the manufacturing industry **increased** by **R12,9** billion in Q4:2024.

Electricity industry



* Revised estimates

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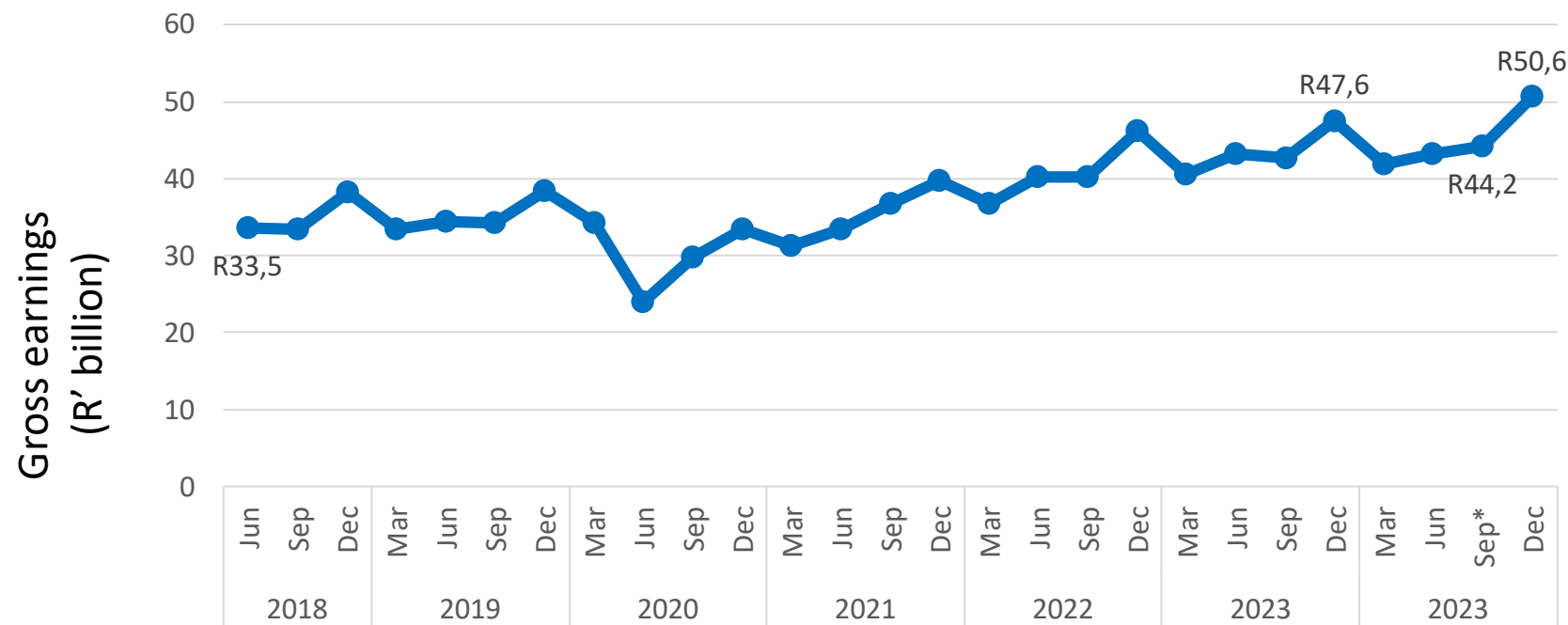
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Electricity

Gross earnings paid in the electricity industry **increased** by **R2,5** billion in Q4:2024.

Construction industry



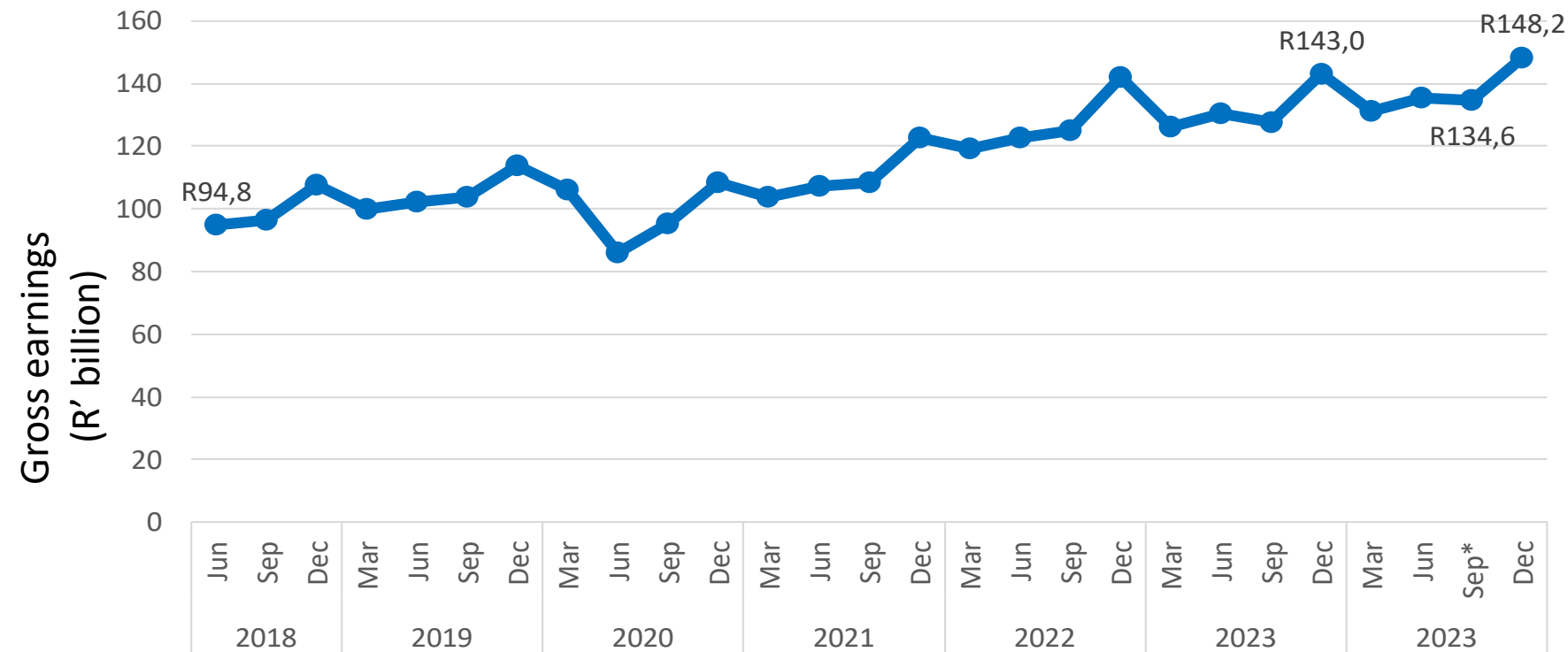
* Revised estimates

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Construction

Gross earnings paid in the construction industry **increased** by **R6,4** billion in Q4:2024.

Trade industry



* Revised estimates

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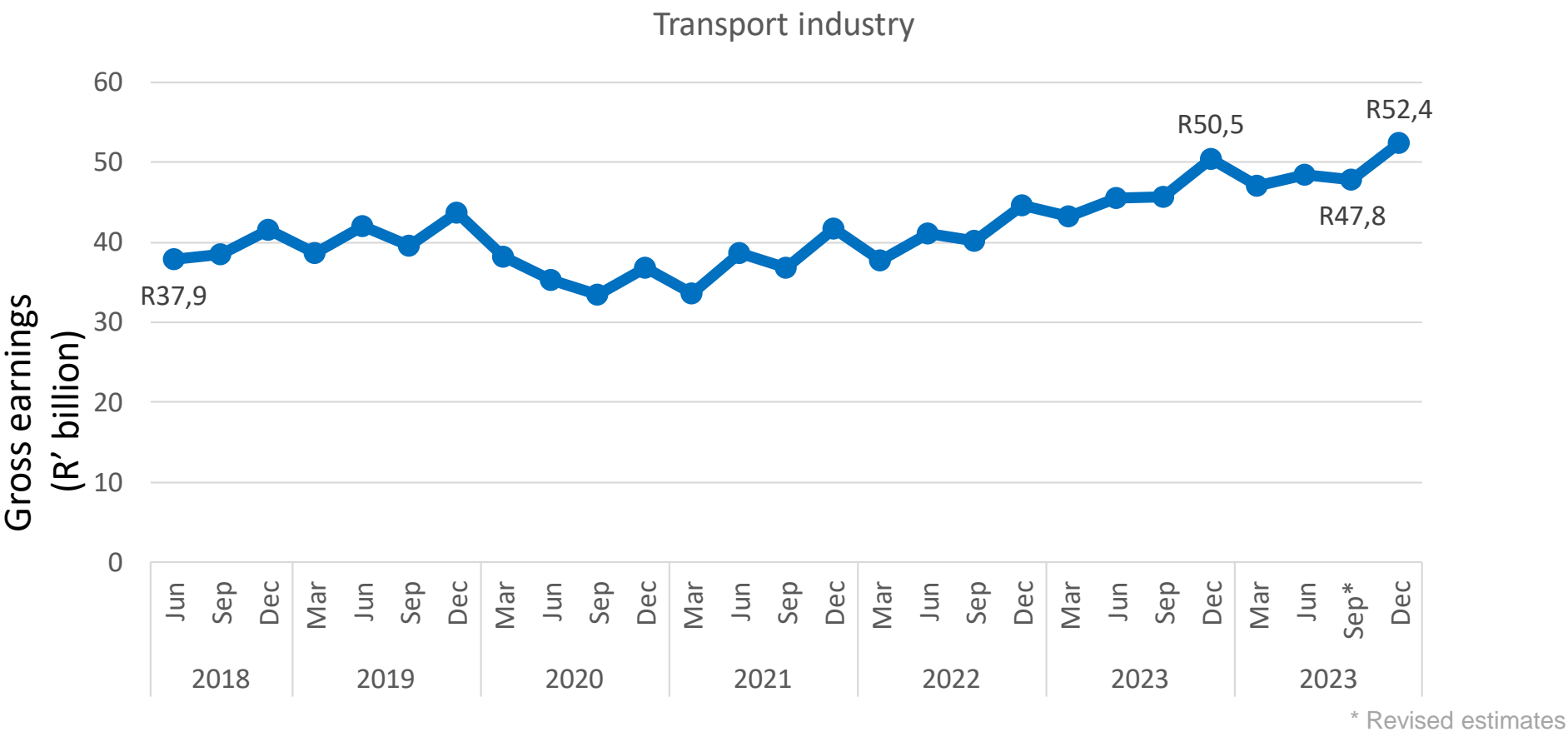


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Trade

Gross earnings paid in the trade industry **increased** by **R13,6** billion in Q4:2024.

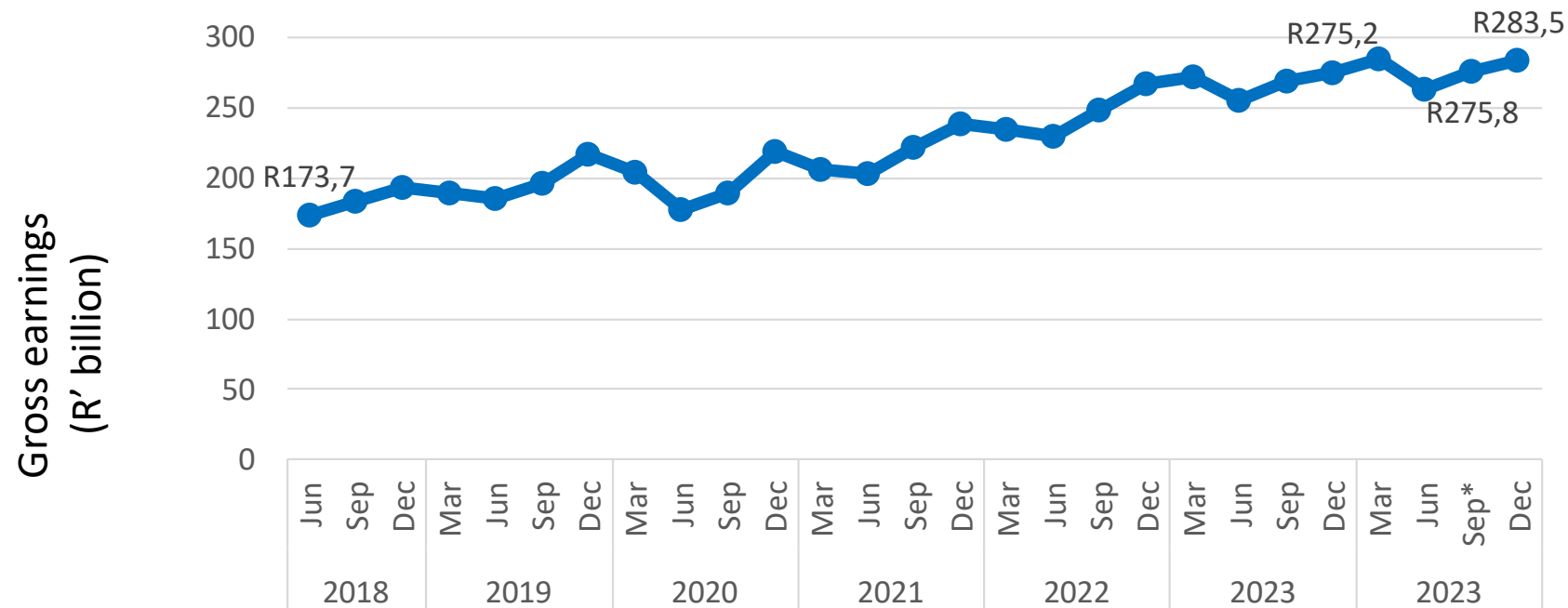


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Transport

Gross earnings paid in the transport industry **increased** by **R4,6** billion in Q4:2024.

Business services industry



* Revised estimates

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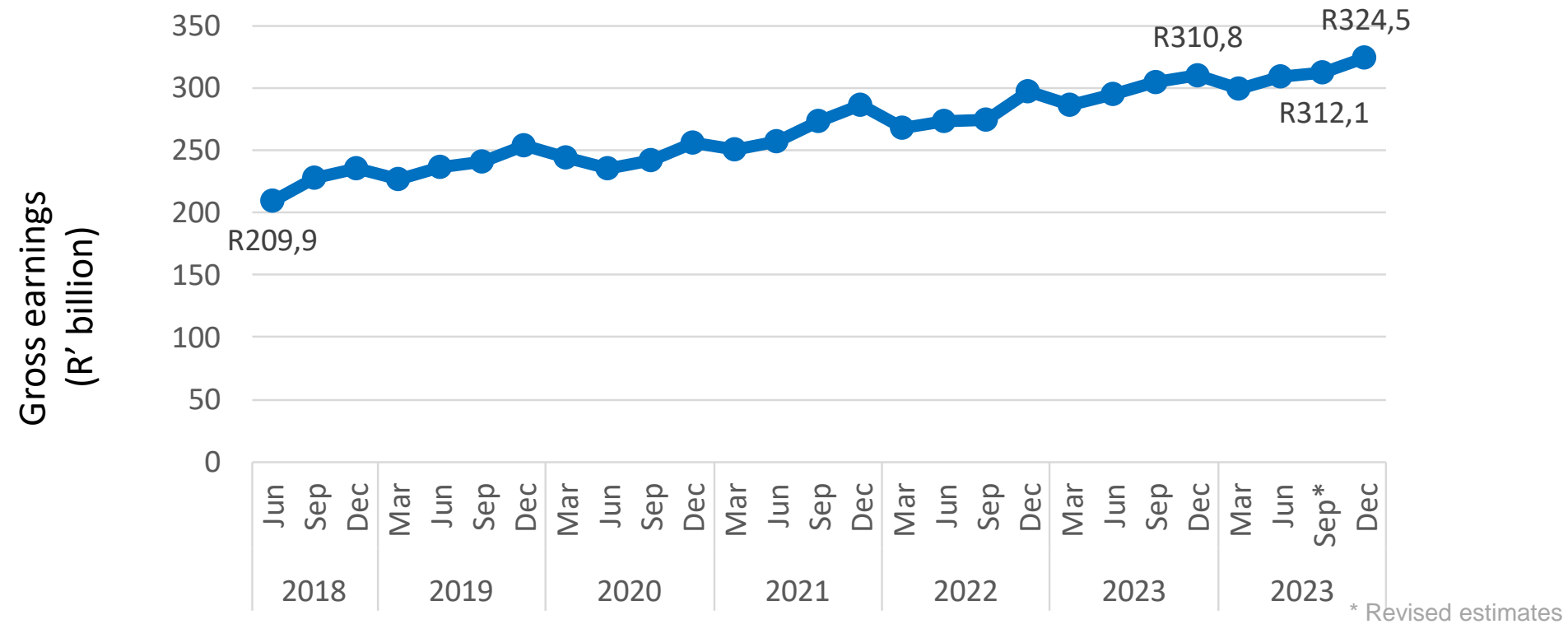
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Business services

Gross earnings paid in the business services industry **increased** by **R7,6** billion in Q4:2024.

Community services industry

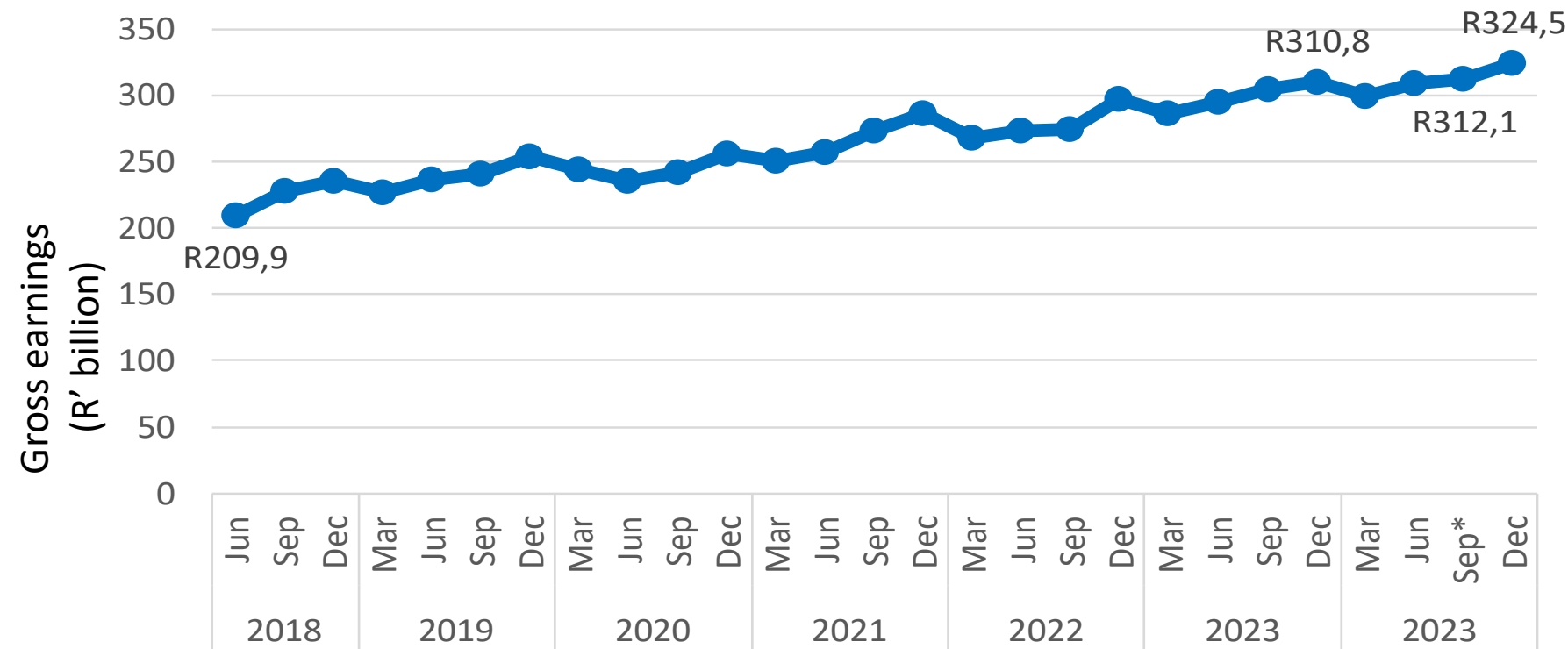


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Community services

Gross earnings paid in the community services industry **increased** by **R12,4 billion** in Q4:2024.

Community services industry



* Revised estimates

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Average monthly earnings (AME) November 2024

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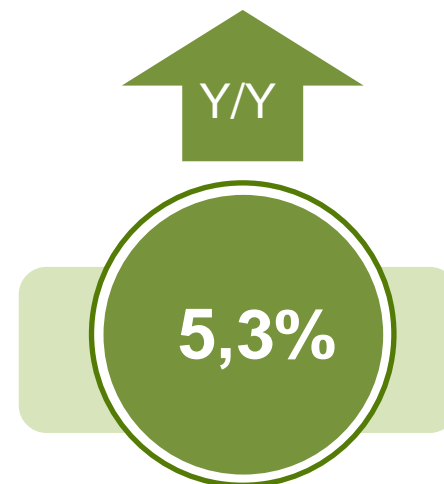
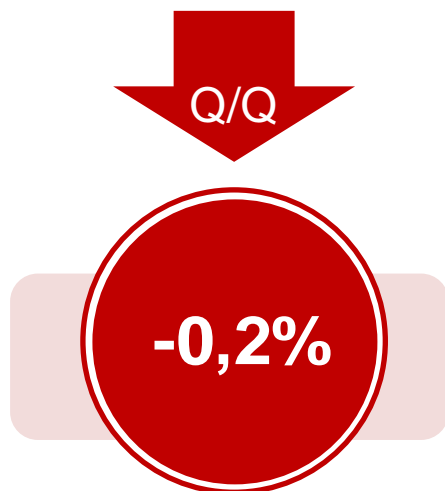
AME RESULTS

AME including bonuses and overtime payments **decreased** by **0,2%** from **R28 274** in August 2024 to **R28 231** in November 2024.

Year-on-year AME **increased** by **5,3%**.

Average monthly earnings (AME)

R28 231

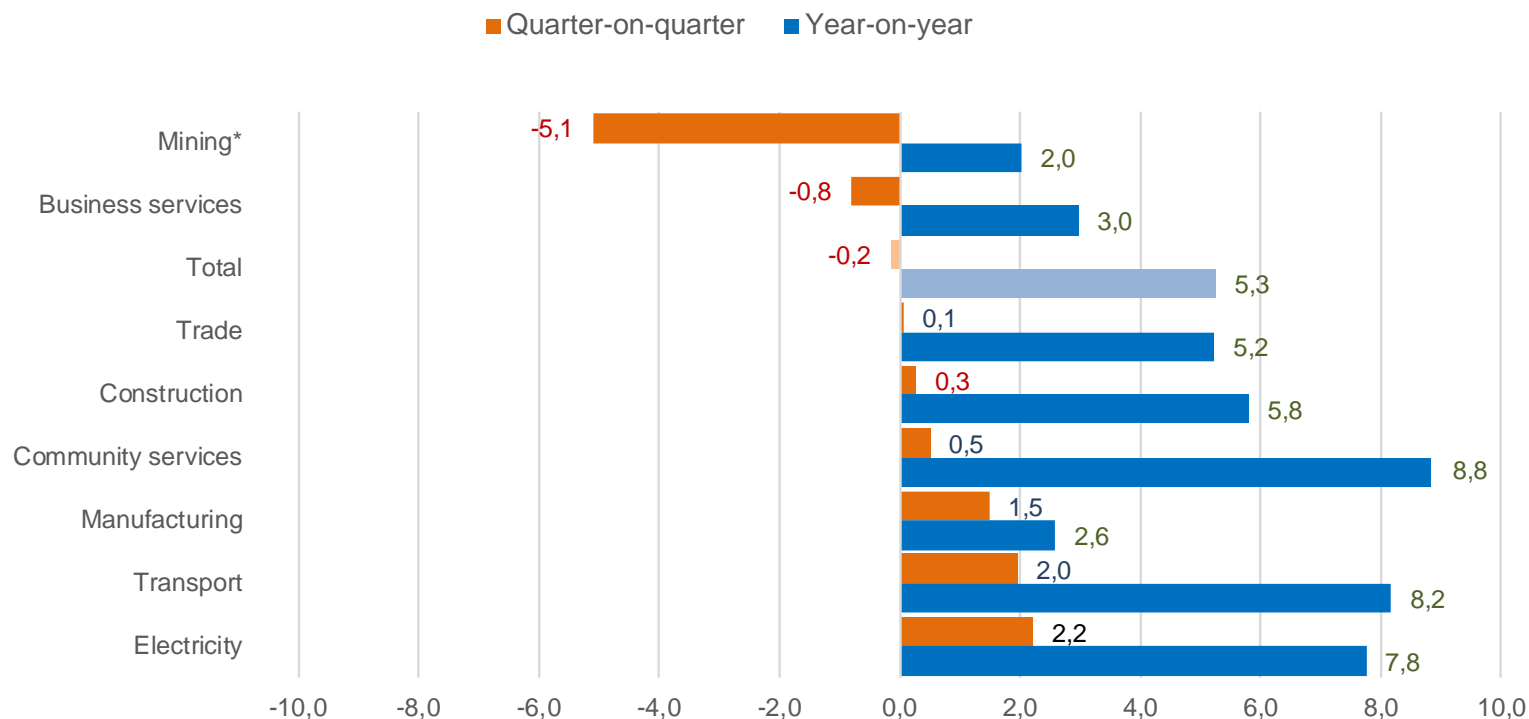


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AME by industry

Six out of the eight industries increased in AME in November 2024. Even though there was an overall increase in AME, there were decreases in mining and business services industries.

Year-on-year community services industry reported the largest annual increase of 8,8%, whilst mining industry reported the lowest increase of 2,0%.



* Administrative data from DMRE

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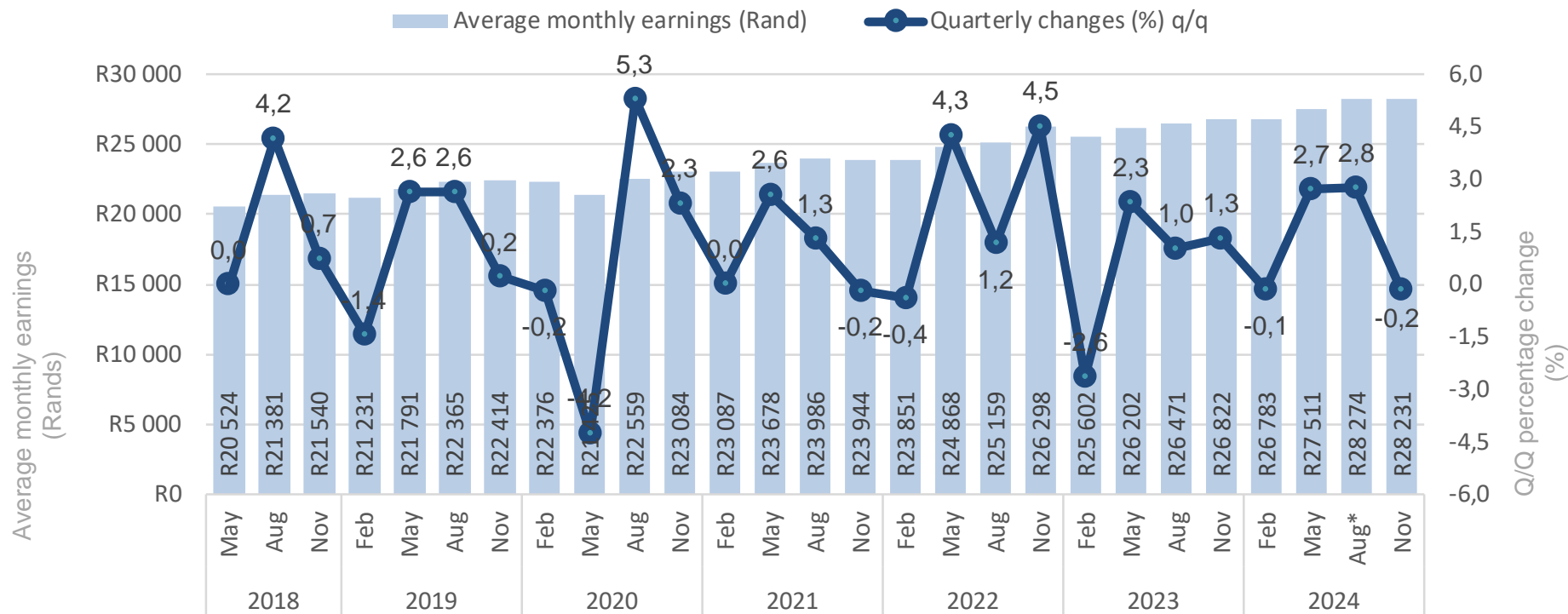


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AME quarter-on-quarter change

The average monthly earnings (AME) amounted to **R28 231** in November 2024, down from **R28 274** reported in August 2024. This is a decrease of **0,2%**.



* Revised estimates

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Recap

QES
Q4:2024



Number of employees **increased** by 12 000 Q/Q & **decreased** by 91 000 Y/Y.



Full-time jobs **increased** by 10 000 Q/Q & **decreased** by 26 000 Y/Y.



*Part-time jobs **increased** by 2 000 Q/Q and **decreased** by 65 000 Y/Y.



Average monthly earnings **decreased** by 0,2% Q/Q & **increased** by 5,3% Y/Y.



Gross earnings **increased** by R59,1 billion Q/Q & **increased** by R35,5 billion Y/Y.



Basic salaries/wages **increased** by R9,5 billion Q/Q & **increased** by R34,1 billion Y/Y.



*Bonus payments **increased** by R51,8 billion Q/Q & **increased** by R3,4 billion Y/Y.



*Overtime payments **decreased** by R2,2 billion Q/Q & **decreased** by R2 billion Y/Y.

*Excluding mining

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