



# Quarterly Employment Statistics

## Results for Q4:2025

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# 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

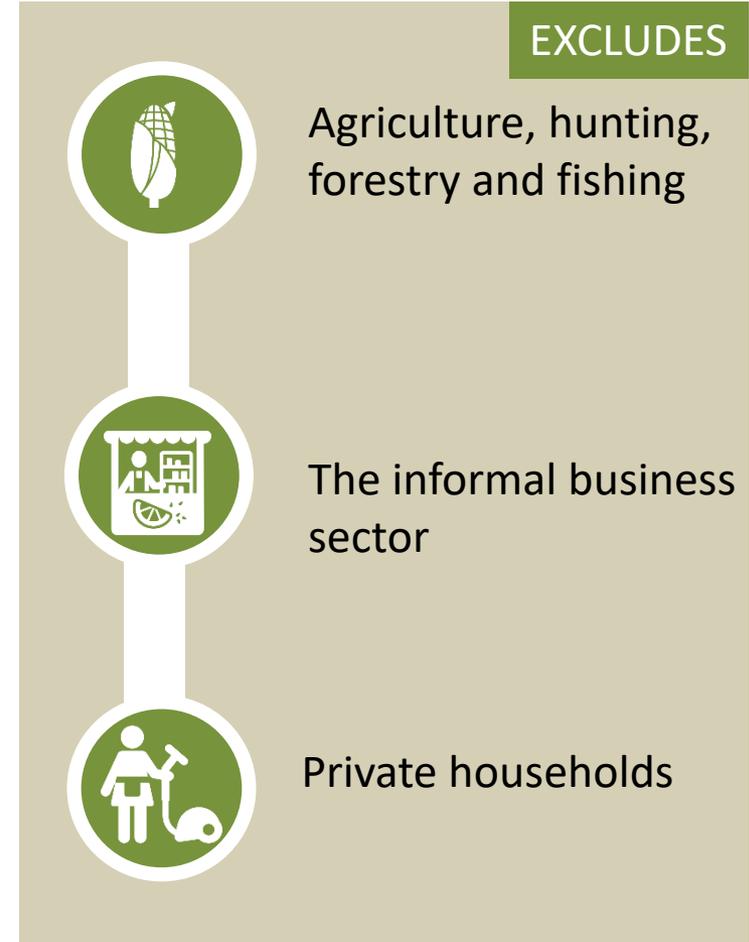
Samples are drawn from private non-agricultural businesses e.g. factories, offices, stores.  
National, provincial and local government entities are enumerated

04

Sample size of approximately 20 000 was selected



# QES Coverage



\* Administrative data from DMRE

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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 Q4:2025

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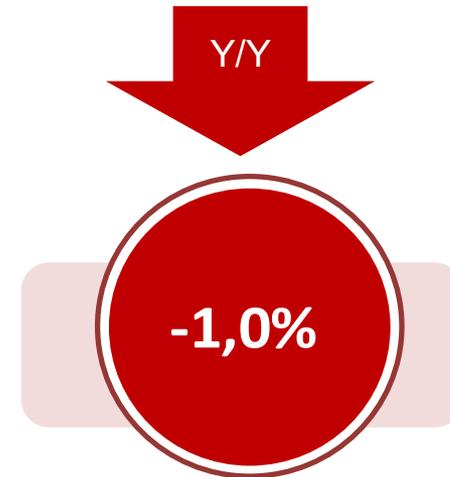
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# EMPLOYMENT RESULTS

The number of employed persons **increased** by **18 000** from **10 533 000** in Q3:2025 to **10 551 000** in Q4:2025.

There was an **increase** of **18 000** jobs (or **0,2%**) in Q4:2025 compared to the previous quarter.



Year-on-year there was an annual **decrease** of **102 000** jobs (or **-1,0%**) in Q4:2025 compared with the corresponding quarter of the previous year.

# EMPLOYMENT RESULTS

Full-time employment **increased** from 9 420 000 in Q3:2025 to 9 434 000 in Q4:2025.

Part-time employment **increased** from 1 113 000 in Q3:2025 to 1 117 000 in Q4:2025.



There was a quarter-on-quarter **increase** of 14 000 full-time jobs. Year-on-year full-time jobs **decreased** by 69 000.

Part-time jobs **increased** by 4 000 quarter-on-quarter and year-on-year there was a **decrease** of 33 000 jobs.

## Quarter-on-quarter changes in employment by industry

Trade industry reported the most **increase**, with **37 000** jobs added, followed by business services, which gained **17 000** jobs. A number of sectors saw a decrease in the quarter. Construction reported a loss of **13 000** jobs, closely followed by manufacturing which lost **11 000** jobs. Community saw a decline of **5 000** jobs. Transport and mining lost **4 000** and **3 000** jobs, respectively. Electricity remain unchanged for the quarter.

Quarter-on-quarter Industry	Number of employees		
	Full-time	Part-time	All employees
Trade	23 000	14 000	37 000
Business services	7 000	10 000	17 000
Electricity	0	0	0
Mining*	-3 000		-3 000
Transport	-5 000	1 000	-4 000
Community services	4 000	-9 000	-5 000
Manufacturing	-4 000	-7 000	-11 000
Construction	-8 000	-5 000	-13 000
<b>Total</b>	<b>14 000</b>	<b>4 000</b>	<b>18 000</b>

\*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 **102 000**, which was driven primarily by manufacturing, business services, construction, community services, trade, and transport industries. Gains were reported in the mining and electricity industries.

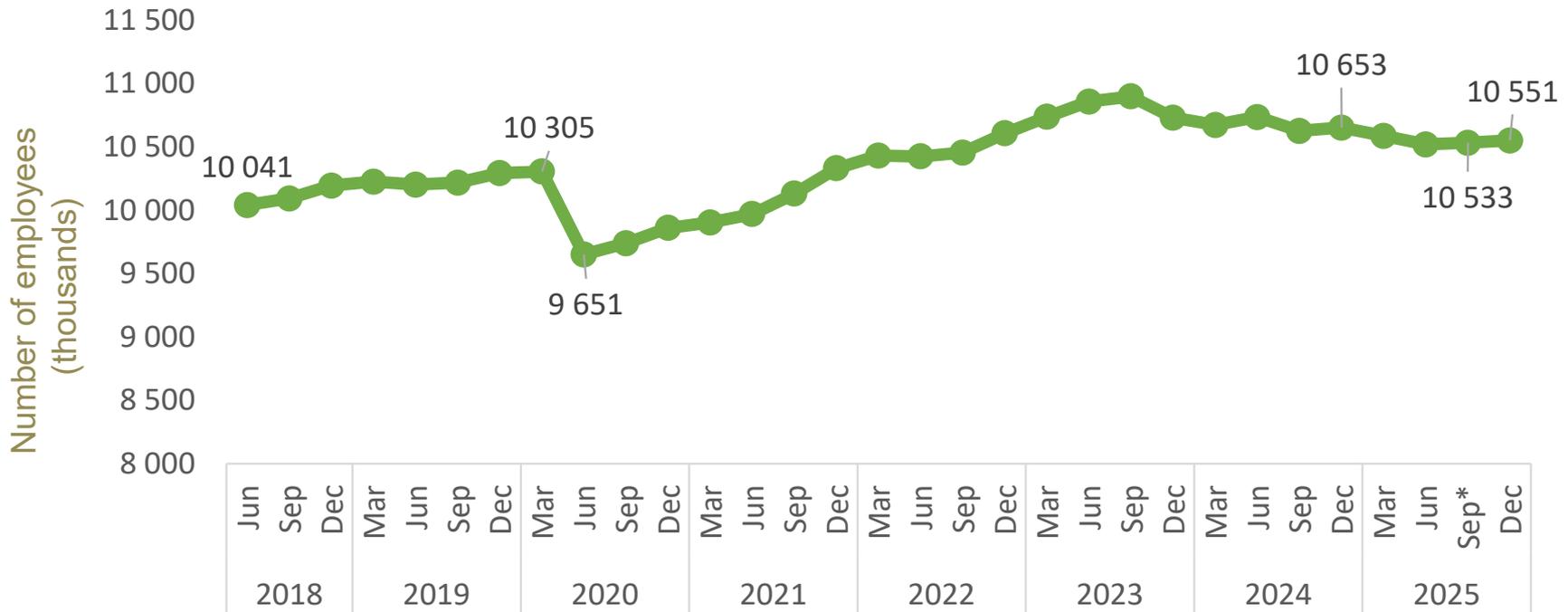
Year-on-year Industry	Number of employees		
	Full-time	Part-time	All employees
Manufacturing	-17 000	-8 000	-25 000
Business services	-14 000	-7 000	-21 000
Construction	-6 000	-14 000	-20 000
Community services	-10 000	-9 000	-19 000
Trade	-15 000	3 000	-12 000
Transport	-10 000	1 000	-9 000
Electricity	0	1 000	1 000
Mining*	3 000		3 000
<b>Total</b>	<b>-69 000</b>	<b>-33 000</b>	<b>-102 000</b>

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

# All industries (Total)

The total number of employees **increased** by **18 000** in Q4:2025 compared with Q3:2025. Year-on-year total employment for all industries **decreased** by **102 000** compared with same quarter of the previous year.

All industries



\* Revised estimates



# Mining

In Q4:2025, mining industry lost 3 000 jobs. Year-on-year the industry added 3 000 jobs compared to the same quarter of the previous year.



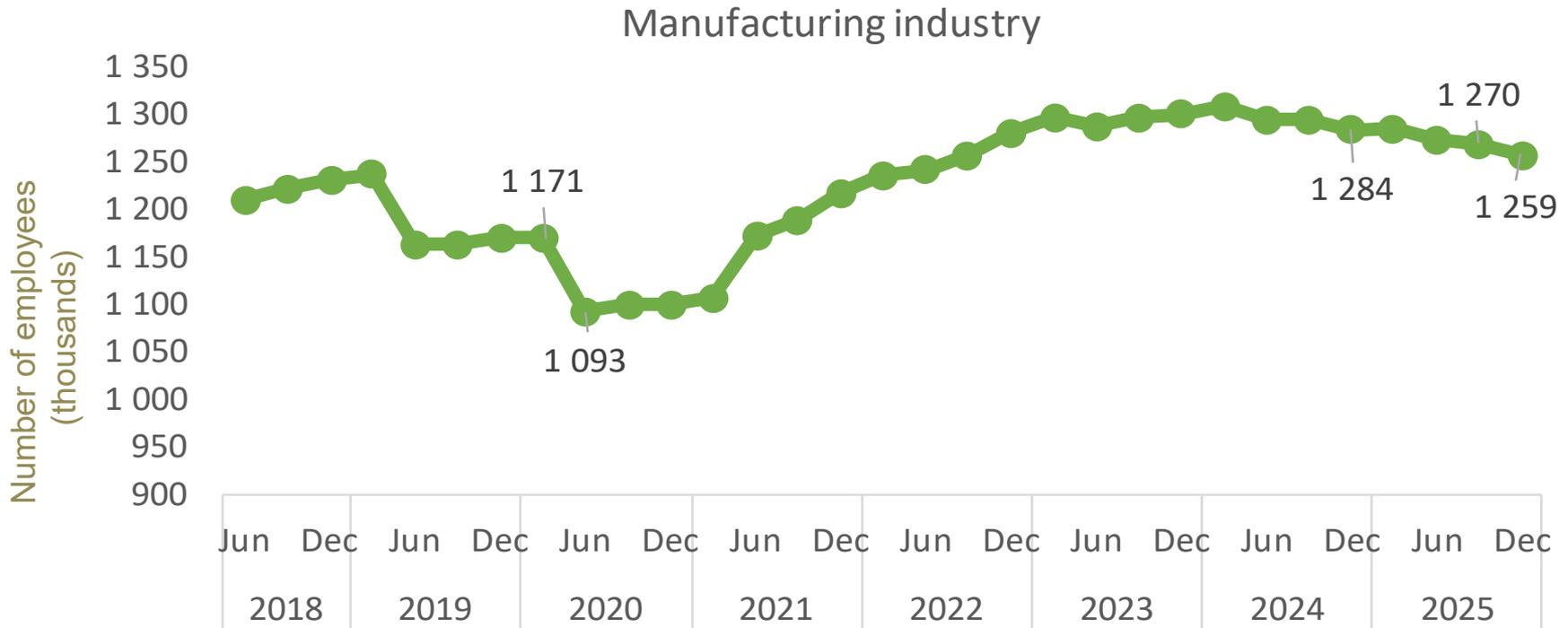
\* Revised estimates



# Manufacturing

Manufacturing industry **decreased** by **11 000** jobs in Q4:2025.

Year-on-year, the industry saw an annual decrease of **25 000** jobs compared to same quarter of 2024.



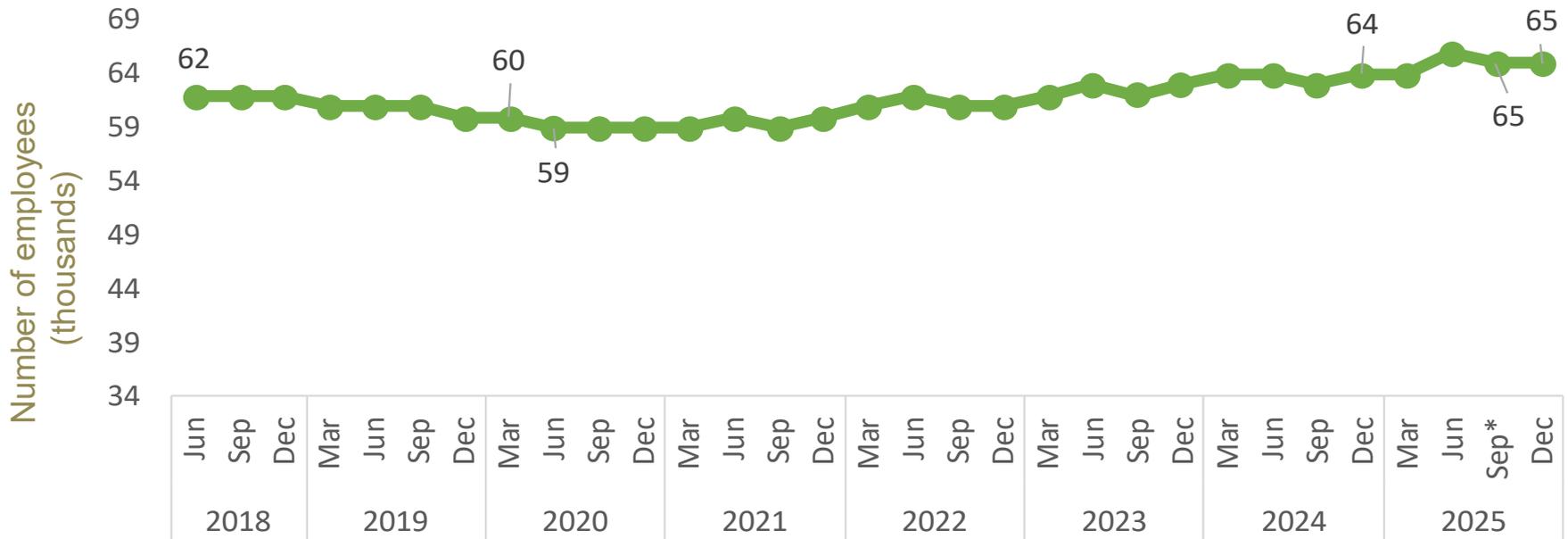
\* Revised estimates



# Electricity

The electricity industry reported no change in the Q4:2025 compared to Q3:2025. Year-on-year the industry increased by 1 000 jobs when comparing Q4:2025 with the quarter of the previous year.

Electricity industry

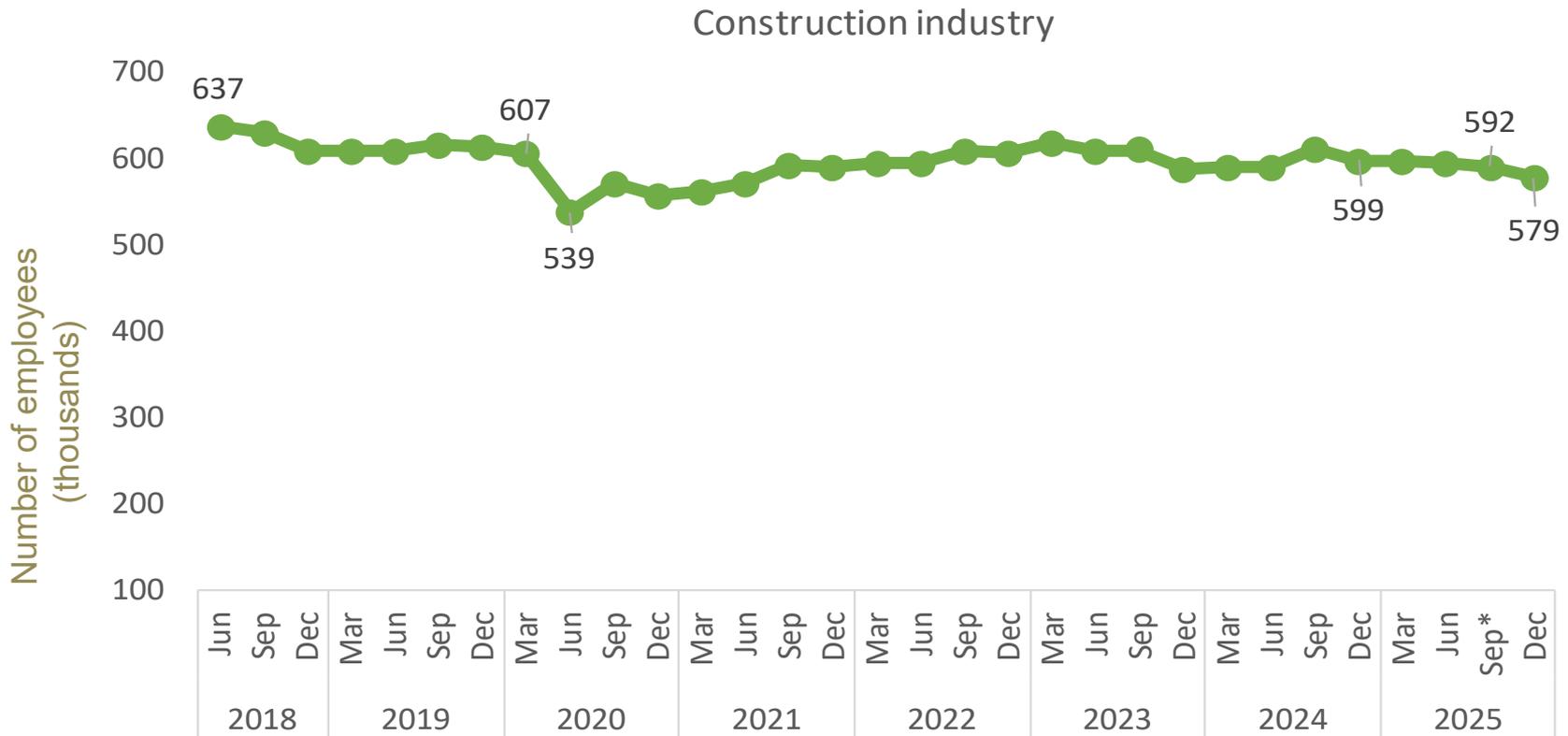


\* Revised estimates



# Construction

The construction industry **decreased** by 13 000 jobs in the Q4:2025.  
 The industry **lost 20 000** jobs when compared with same quarter of the previous year.



\* Revised estimates

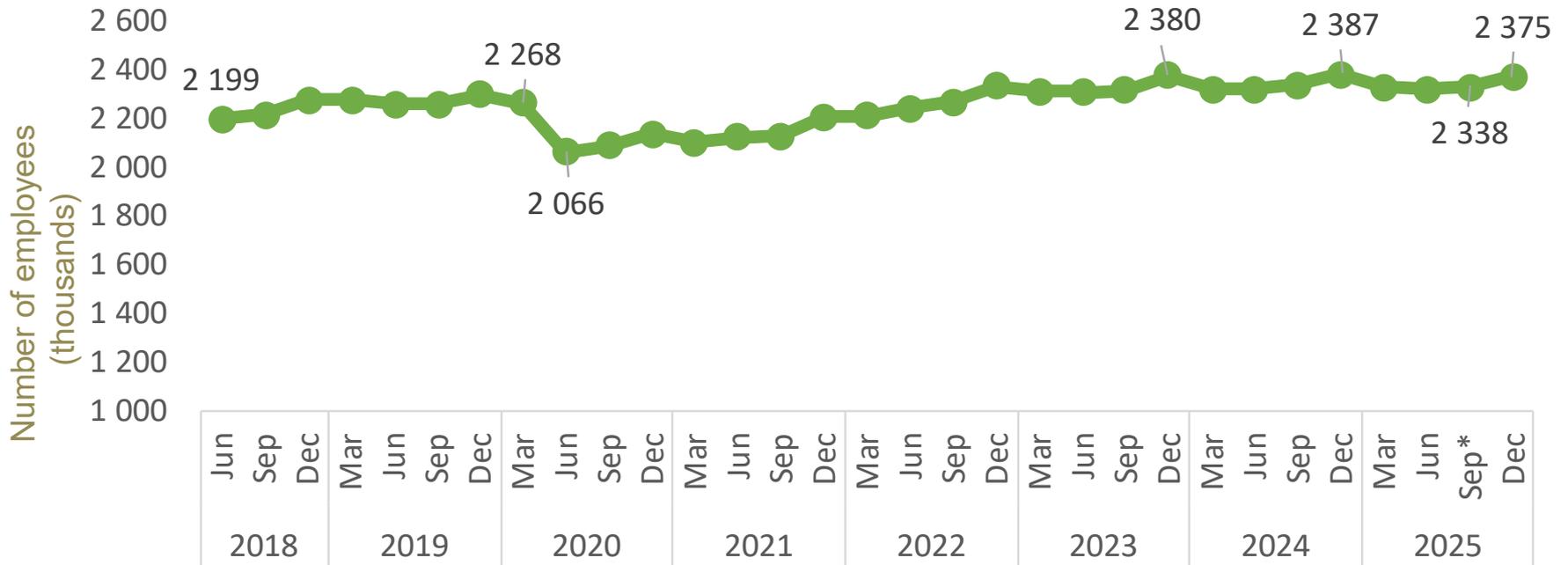


# Trade

The trade industry added 37 000 jobs in Q4:2025.

Year-on-year, the industry lost 12 000 jobs compared to the same quarter of the previous year.

Trade industry



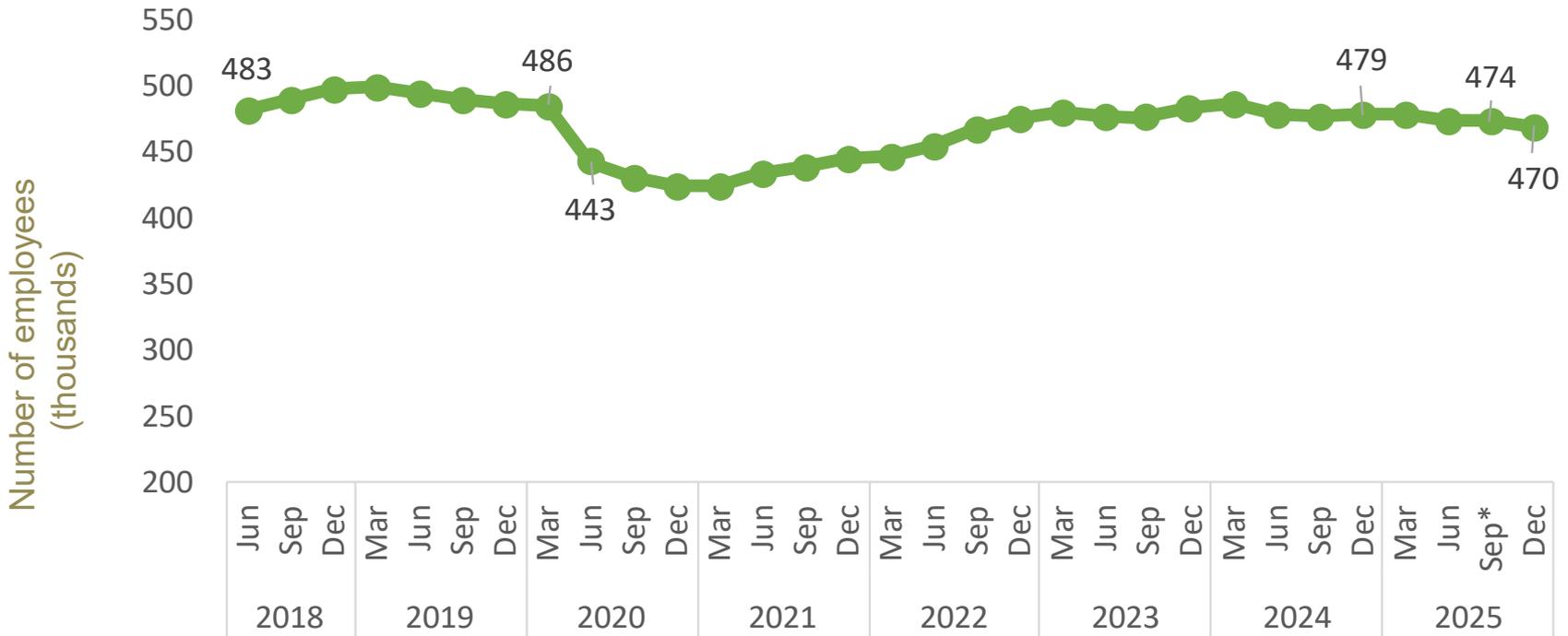
\* Revised estimates



# Transport

The transport industry lost 4 000 jobs in Q4:2025, compared to the previous quarter. The industry lost 9 000 jobs compared with the same quarter of the previous year.

Transport industry



\* Revised estimates

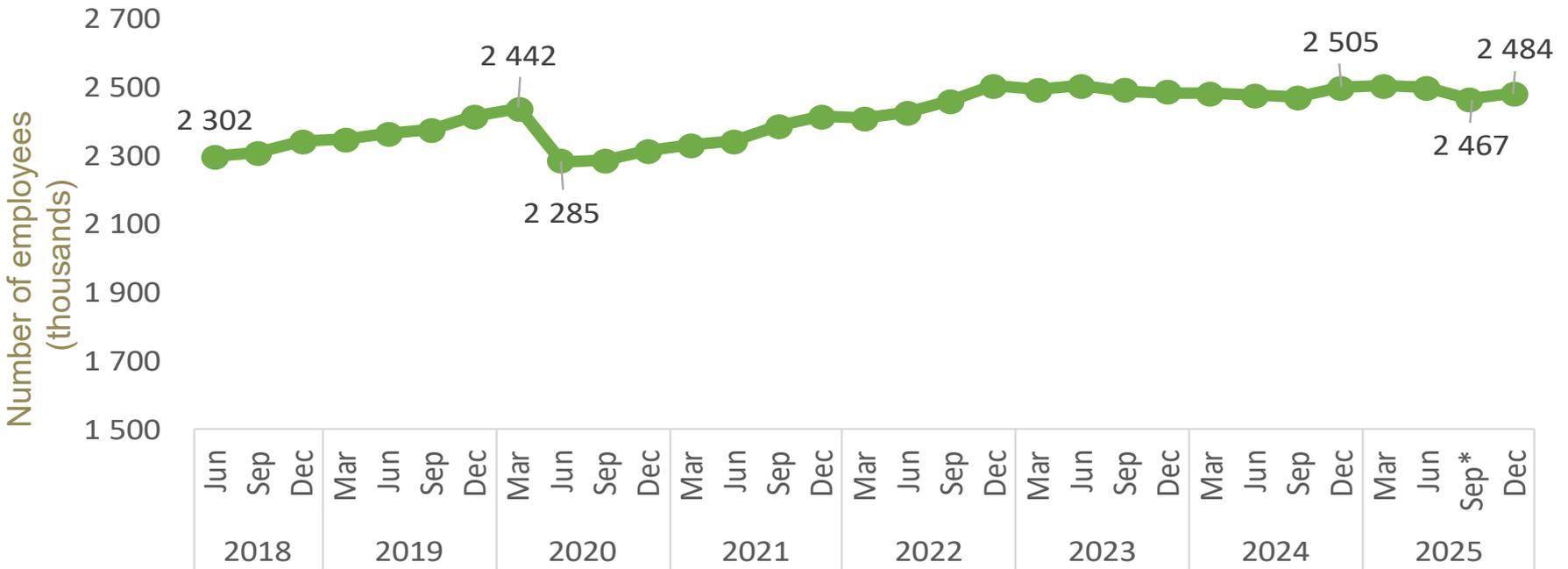


# Business services

The business services industry saw an **increase** of **17 000** jobs in Q4:2025, compared to the previous quarter.

Year-on-year the industry **lost 21 000** jobs compared to same quarter of the previous year.

Business services industry



\* Revised estimates

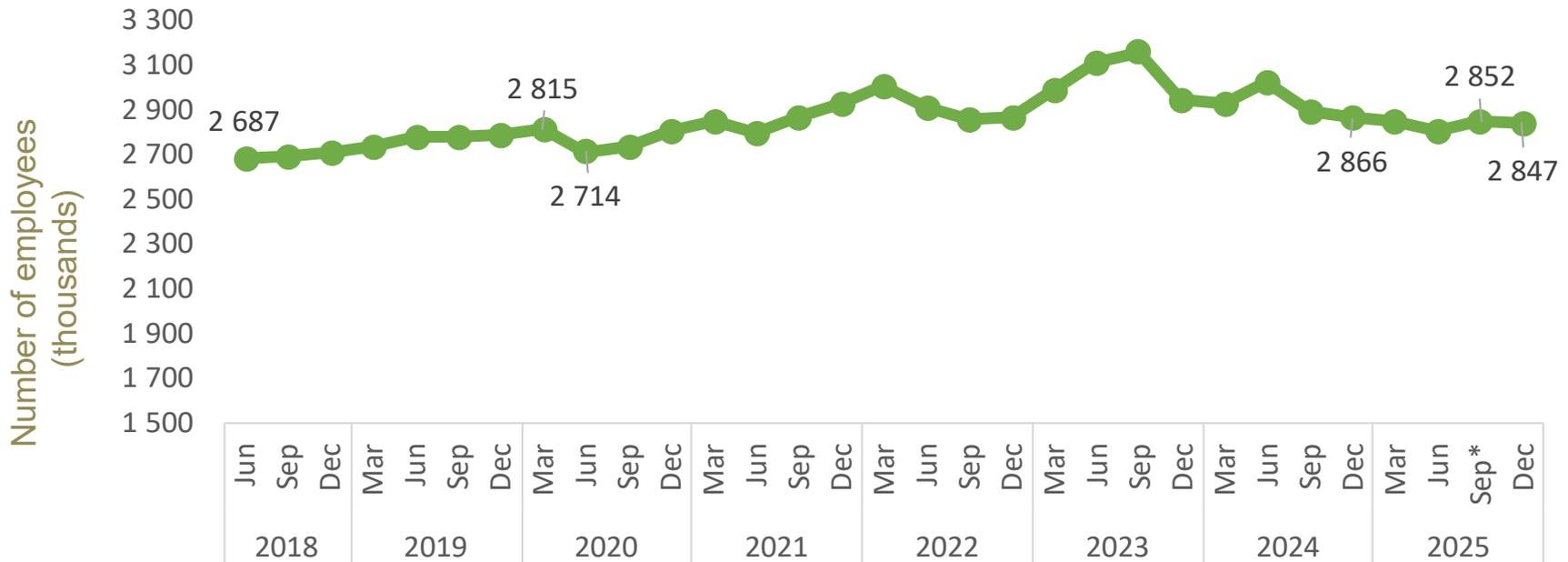


# Community services

The community services industry **decreased** by 5 000 jobs in Q4:2025, compared to the previous quarter.

Year-on-year the industry saw an annual **decline** of 19 000 jobs compared to the same quarter of the previous year.

Community services industry



\* Revised estimates





# Gross Earnings Results Q4:2025

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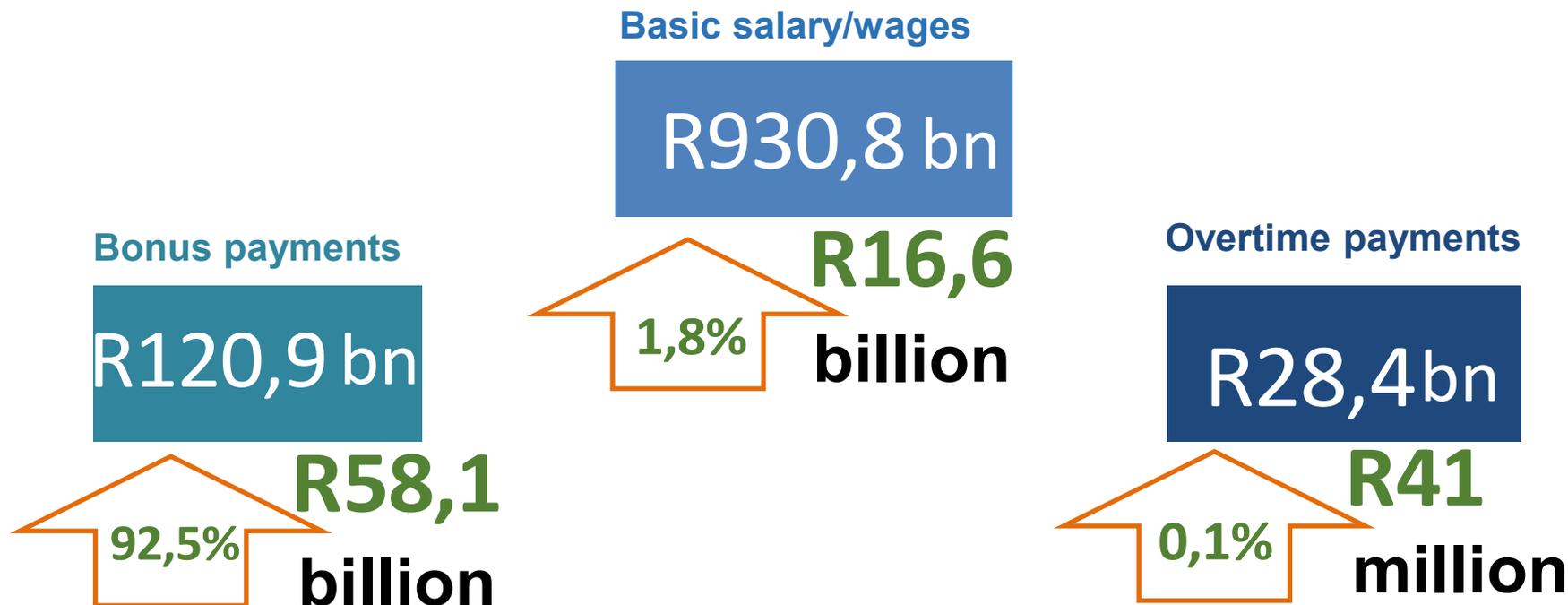
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## Changes in gross earnings

Gross earnings increased by **R74,7 billion** (or **7,4%**) reaching **R1,1 trillion** compared to Q3:2025 ( **R1,0 trillion**). Basic salaries rose by **R16,6 billion** (or **1,8%**), and bonus payments increased by **R58,1 billion** (or **92,5%**) and overtime payments rose by **R41 million** (or **0,1%**).



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## Quarter-on-quarter changes in gross earnings by industry

Increases in gross earnings for the quarter were due to bonus payments by **R58,1** billion, salary payment made by **R16,6** billion as well as overtime payments by **R41** million.

Quarter-on-quarter Industry	Gross earnings (R' 000)			
	Basic Salary/Wages	Bonus Payments	Overtime Payments	Total Gross Earnings
Community services	6 062 000	11 537 000	684 000	18 283 000
Business services	5 245 000	12 538 000	-646 000	17 137 000
Trade	2 486 000	12 208 000	2 000	14 696 000
Manufacturing	986 000	11 168 000	22 000	12 176 000
Construction	769 000	5 127 000	42 000	5 938 000
Transport	727 000	3 365 000	-8 000	4 084 000
Electricity	137 000	2 164 000	-55 000	2 246 000
Mining*	166 000			166 000
<b>Total</b>	<b>16 578 000</b>	<b>58 107 000</b>	<b>41 000</b>	<b>74 726 000</b>

\*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 **R49,6** billion (or **4,8%**). **Increases** were due to basic salary payments made by **R40,4** billion. Bonus payments rose by **R8,6** billion and overtime payments reported an **increase** of **R700** million.

Year-on-year Industry	Gross earnings (R' 000)			
	Basic Salary/Wages	Bonus Payments	Overtime Payments	Total Gross Earnings
Community services	15 213 000	2 373 000	1 044 000	18 630 000
Business services	9 493 000	5 428 000	-620 000	14 301 000
Trade	5 976 000	1 030 000	2 000	7 008 000
Mining*	3 644 000			3 644 000
Manufacturing	2 458 000	313 000	185 000	2 956 000
Construction	1 632 000	-172 000	-39 000	1 421 000
Electricity	959 000	-32 000	6 000	933 000
Transport	982 000	-383 000	122 000	721 000
<b>Total</b>	<b>40 357 000</b>	<b>8 557 000</b>	<b>700 000</b>	<b>49 614 000</b>

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

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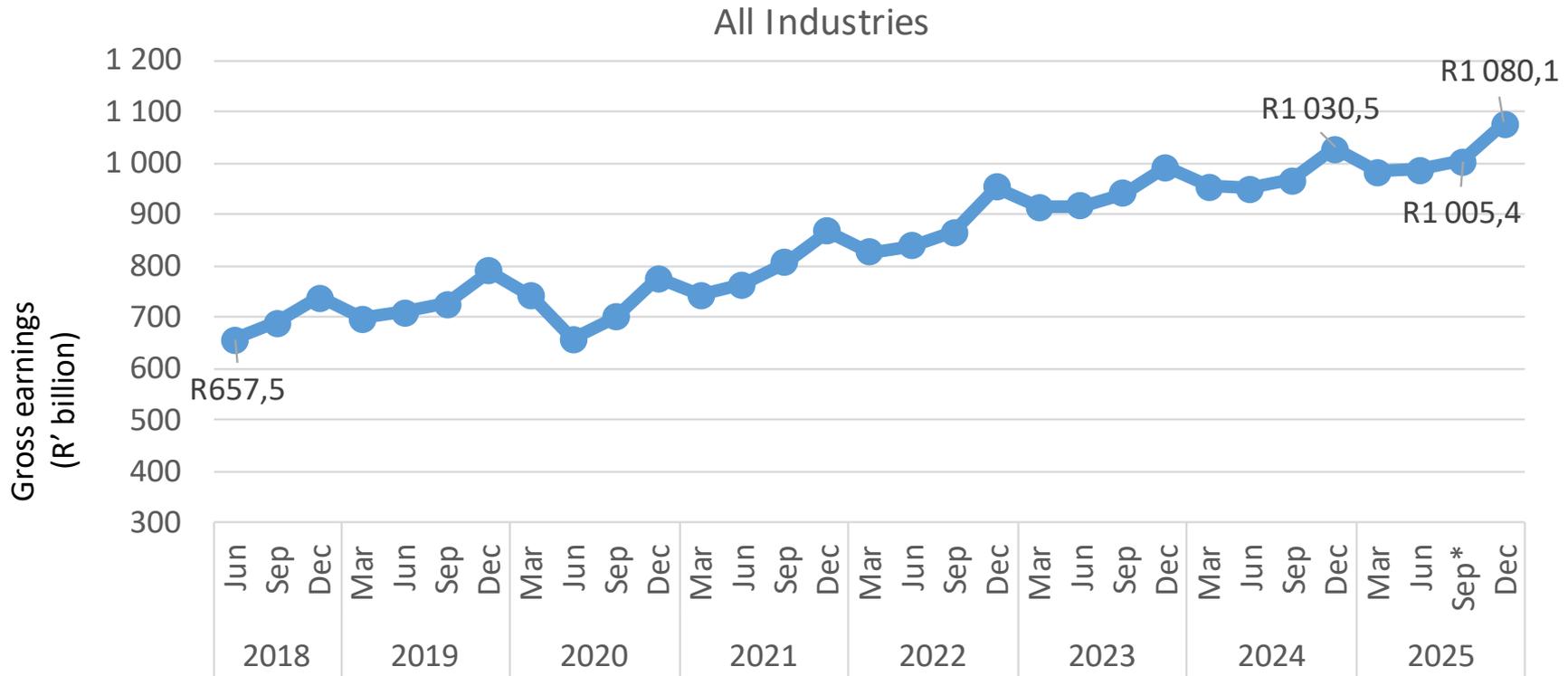
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# All industries (Total)

Gross earnings for all industries **increased** by **R74,7** billion in the Q4:2025.

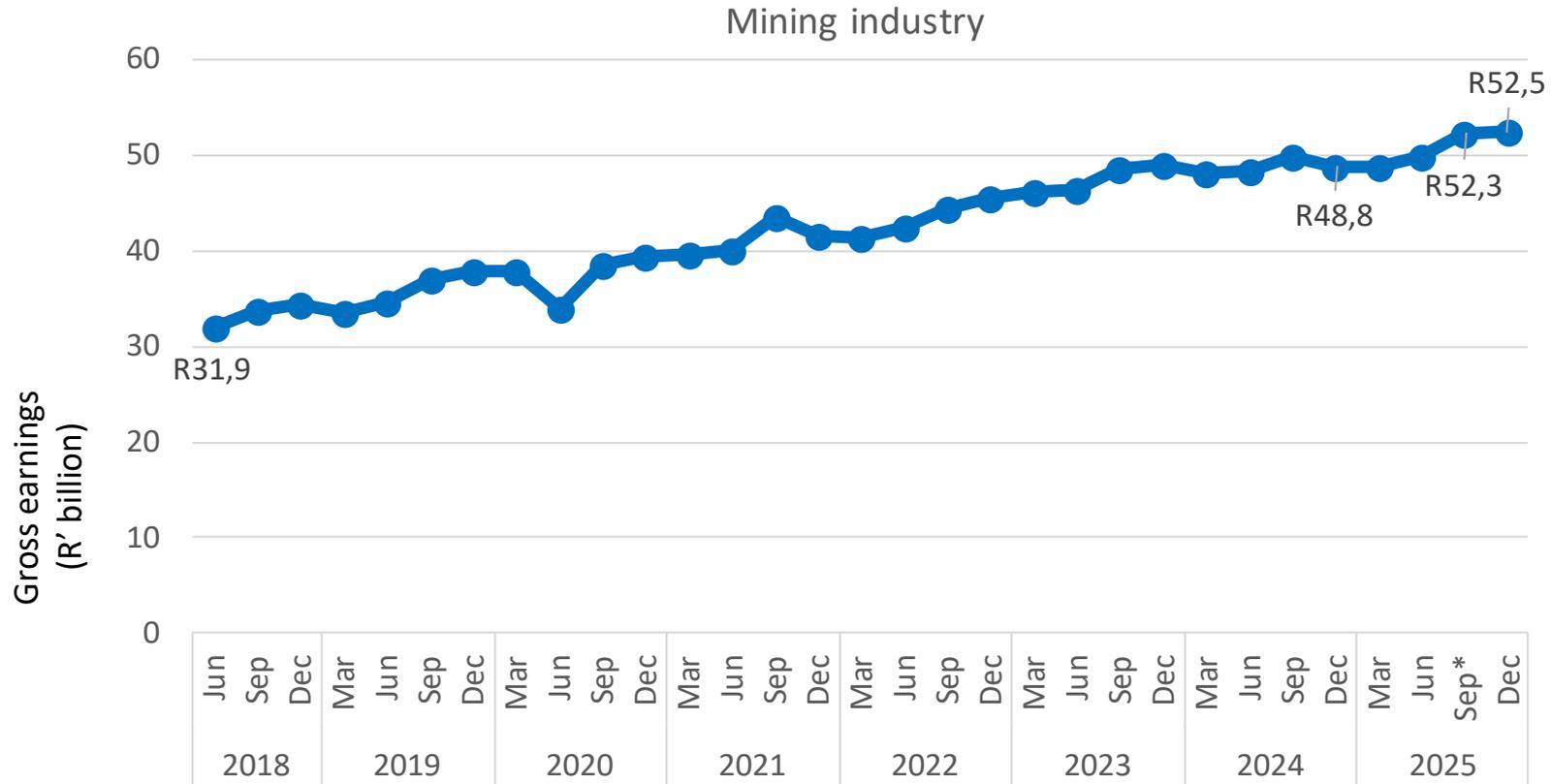


\* Revised estimates



# Mining

Gross earnings paid in the mining industry **increased** by **R166** million in Q4:2025.

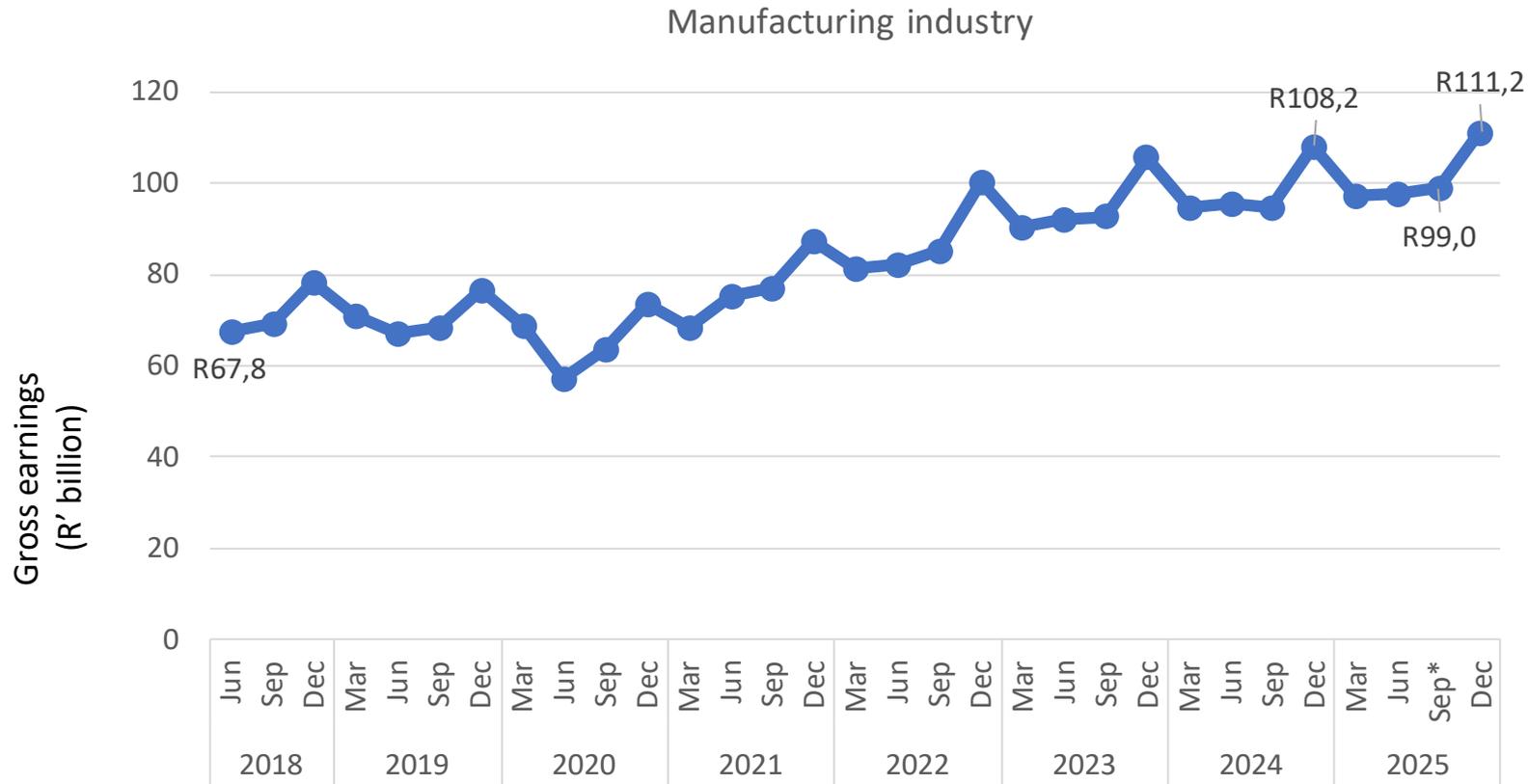


\* Revised estimates



# Manufacturing

Gross earnings paid in the manufacturing industry **increased** by R12,2 billion in Q4:2025.

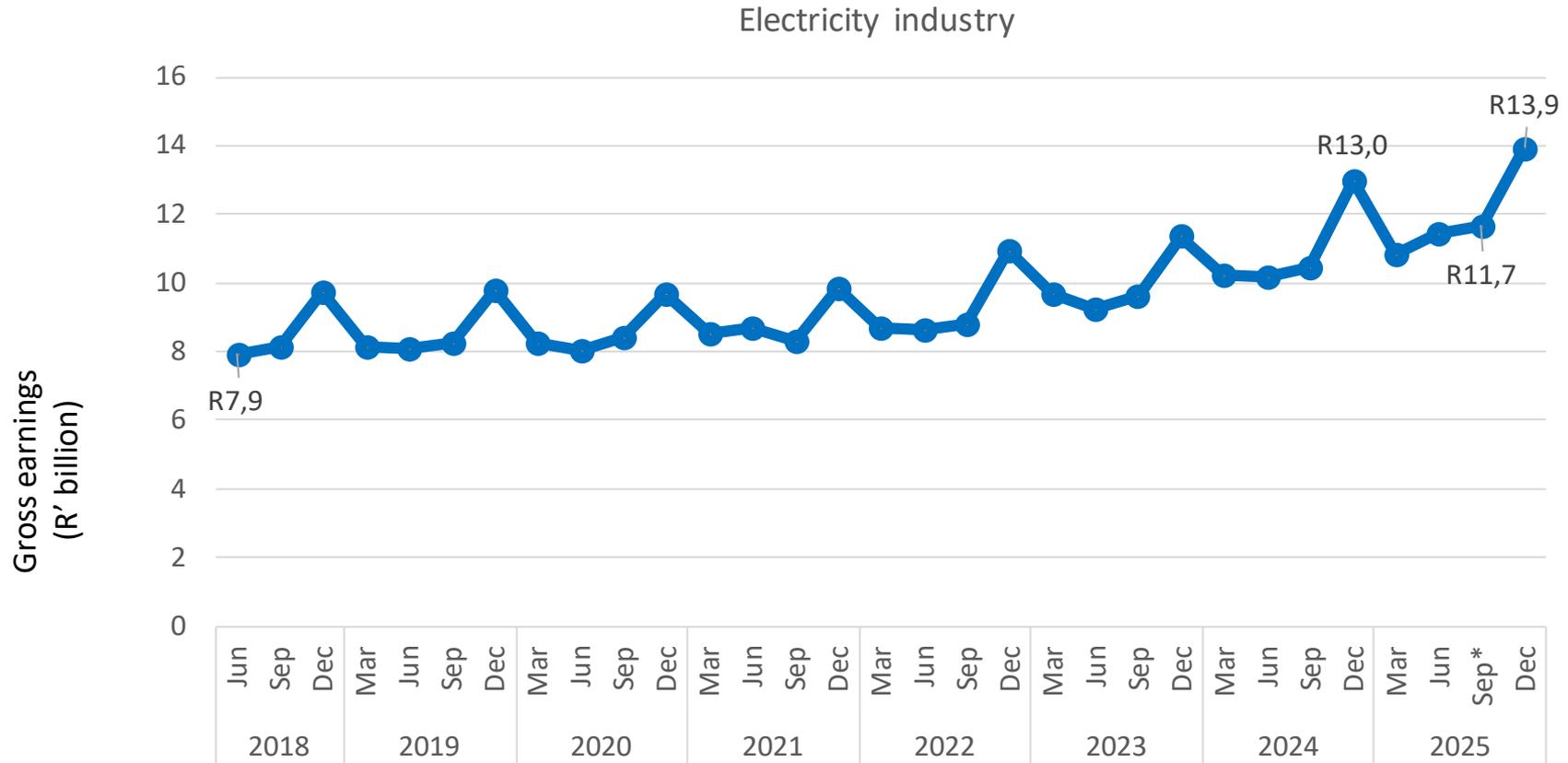


\* Revised estimates



# Electricity

Gross earnings paid in the electricity industry **increased** by R2,3 billion in Q4:2025.

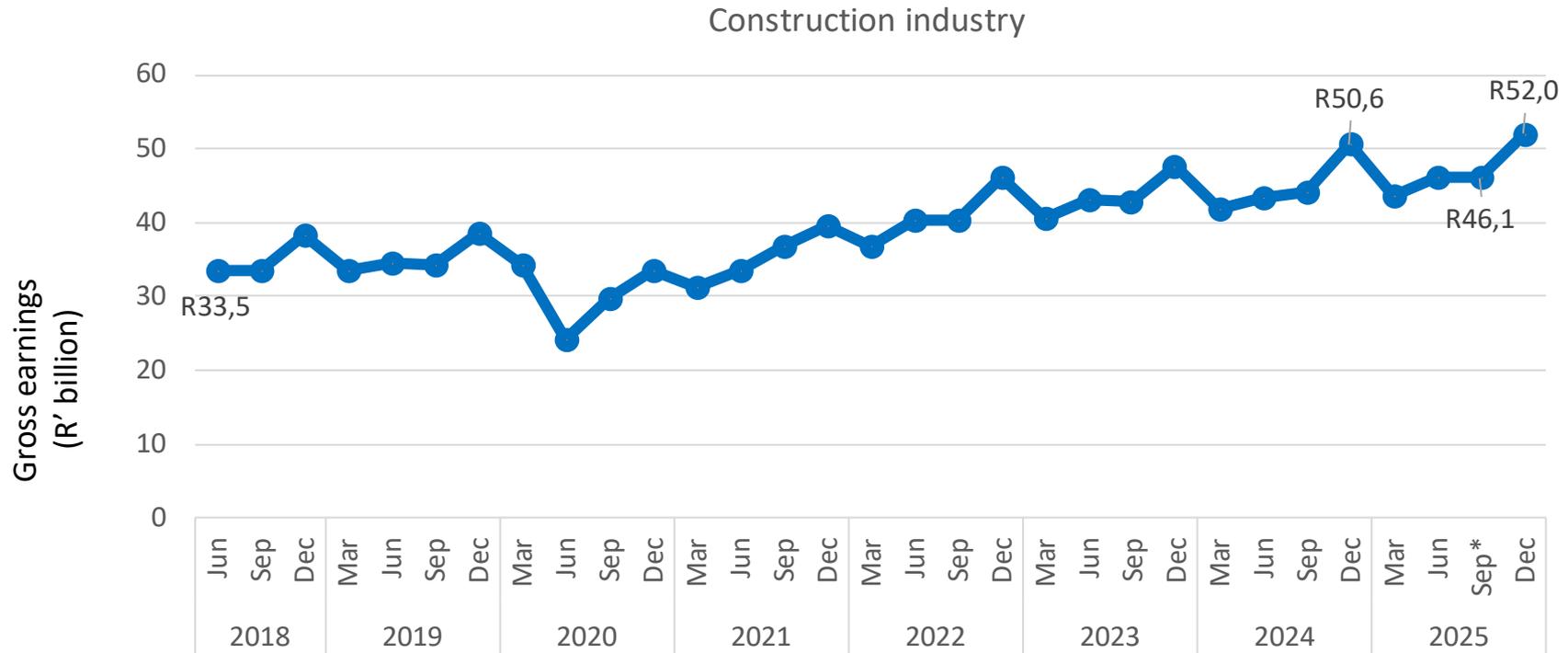


\* Revised estimates



# Construction

Gross earnings paid in the construction industry **increased** by R6 billion in Q4:2025.

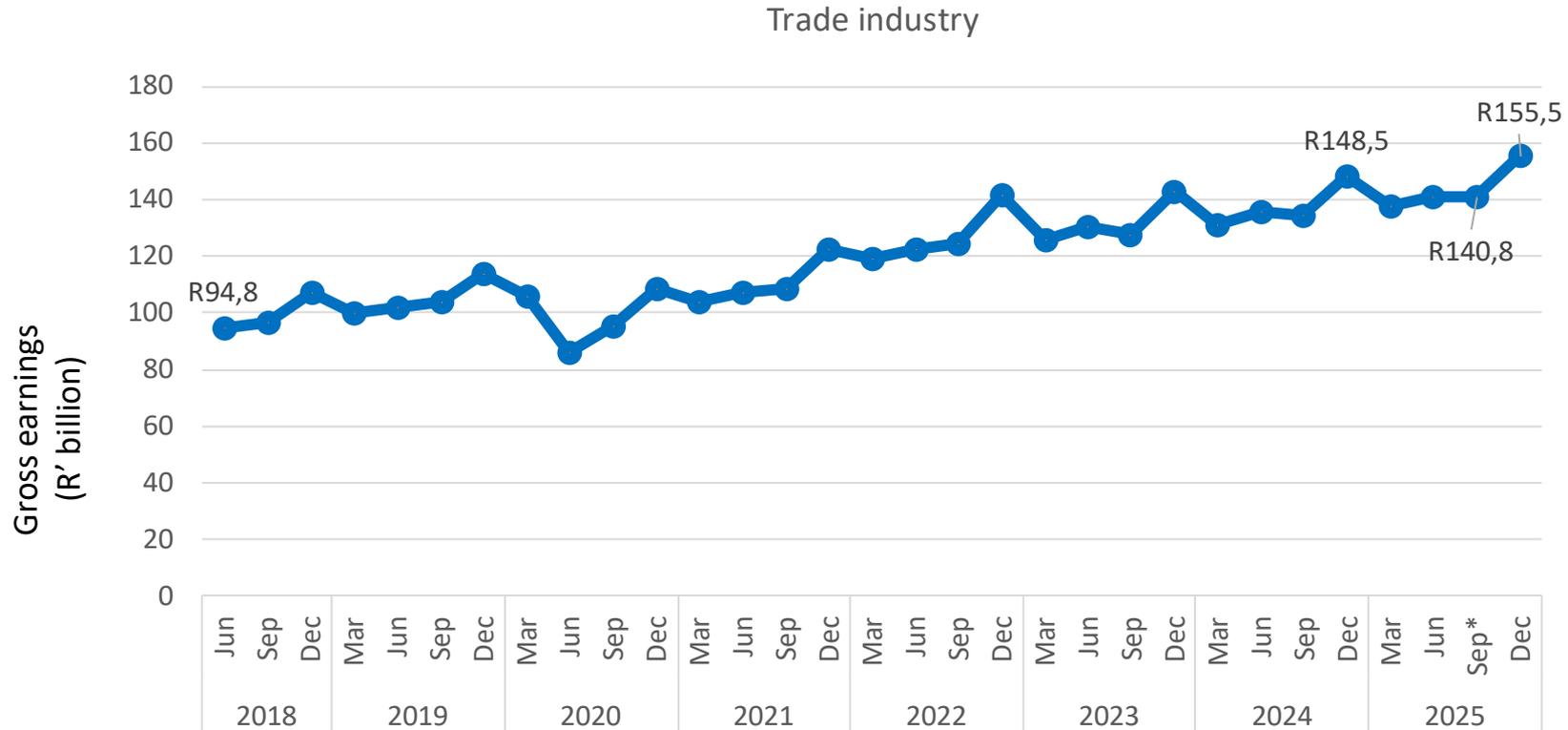


\* Revised estimates



# Trade

Gross earnings paid in the trade industry **increased** by R14,7 billion in Q4:2025.

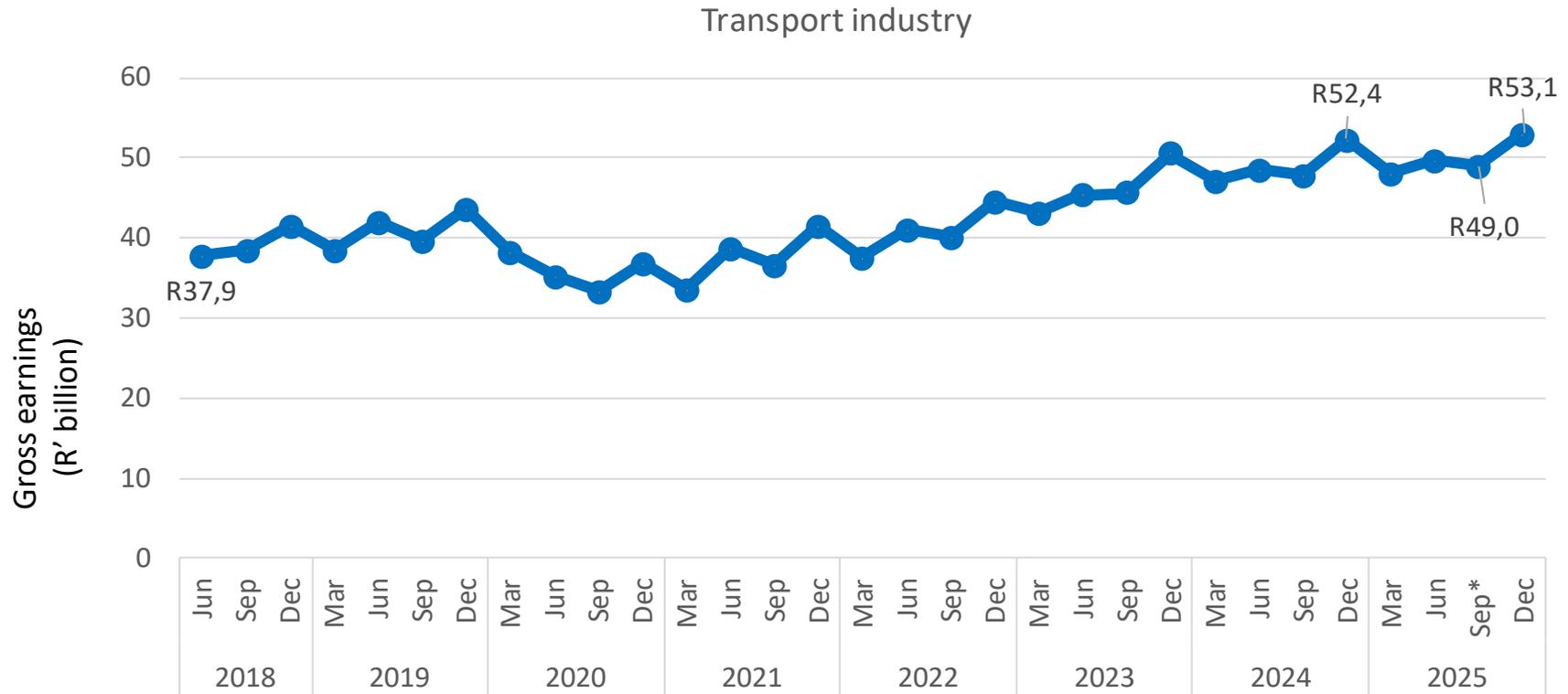


\* Revised estimates



# Transport

Gross earnings paid in the transport industry **increased** by **R4,1** billion in Q4:2025.

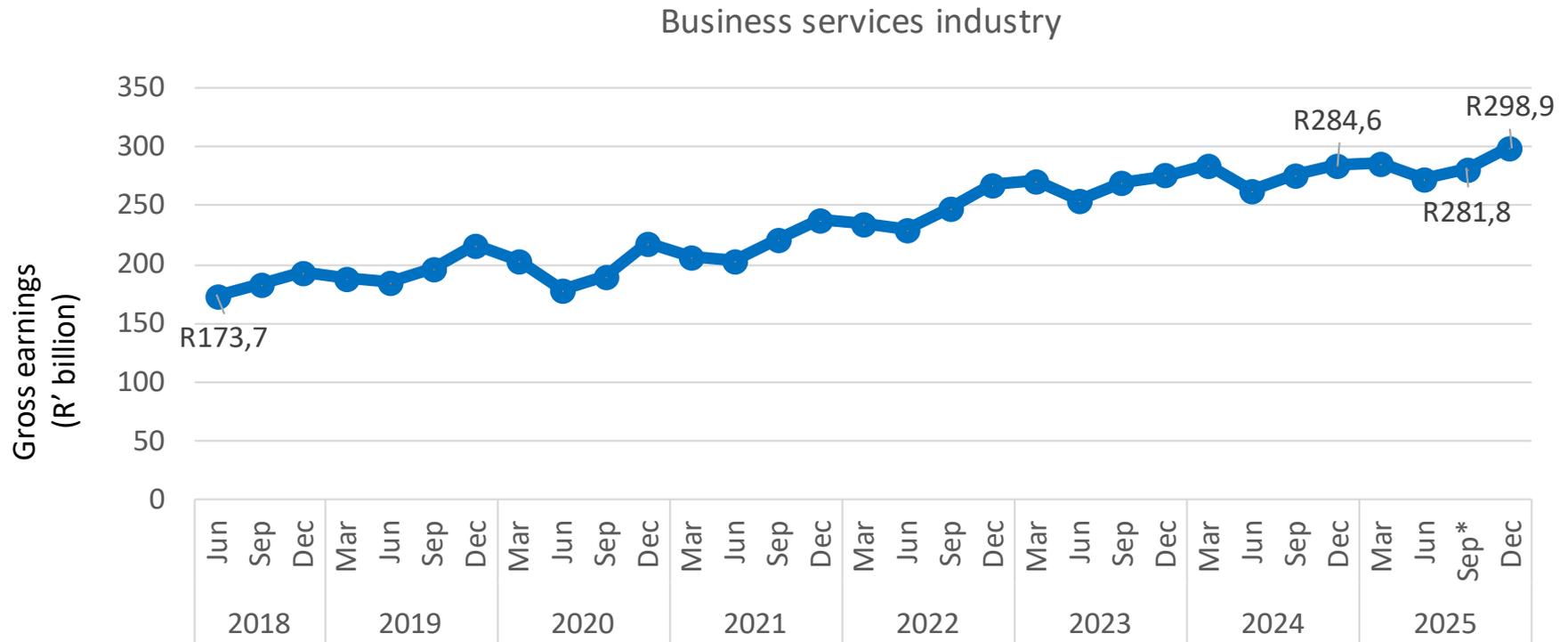


\* Revised estimates



# Business services

Gross earnings paid in the business services industry rose by **R17,1** billion in Q4:2025.

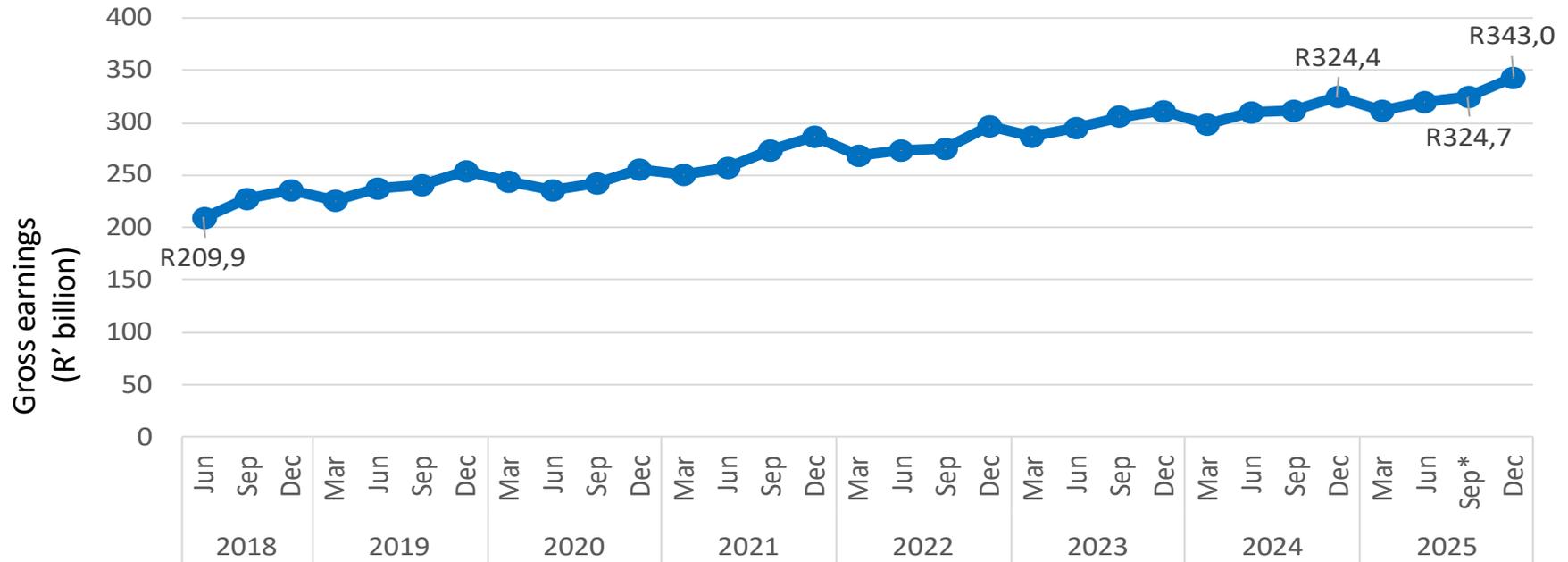


\* Revised estimates

# Community services

Gross earnings paid in the community services industry increased by **R18,3** billion in Q4:2025.

Community services industry



\* Revised estimates





# Average monthly earnings (AME) November 2025

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# AME RESULTS

AME including bonuses and overtime payments **increased** by **0,1%** from **R29 650** in August 2025 to **R29 690** in November 2025.

Year-on-year AME **increased** by **4,9%**.

Average monthly earnings (AME)

**R29 690**



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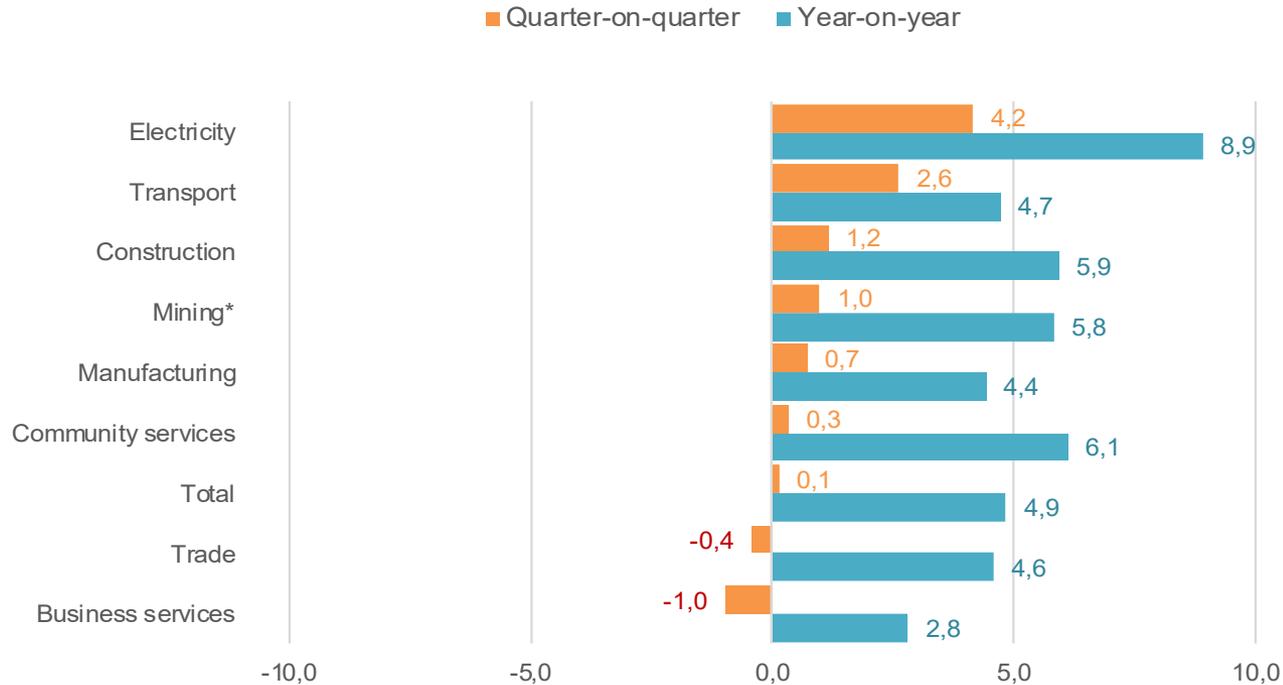
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# AME by industry

In November 2025, the chart indicates that Average Monthly Earnings (AME) increased across most industries. The electricity industry recorded the highest quarterly growth at 4,2%, followed by transport (2,6%), construction (1,2%), mining (1,0%), manufacturing (0,7%), and community services (0,1%). In contrast, business services (-1,0%) and trade (-0,4%) showed declines.

Year-on-year, the electricity industry posted the strongest annual increase at 8,9%, while business services reflected the lowest growth at 2,8%.



\* Administrative data from DMRE

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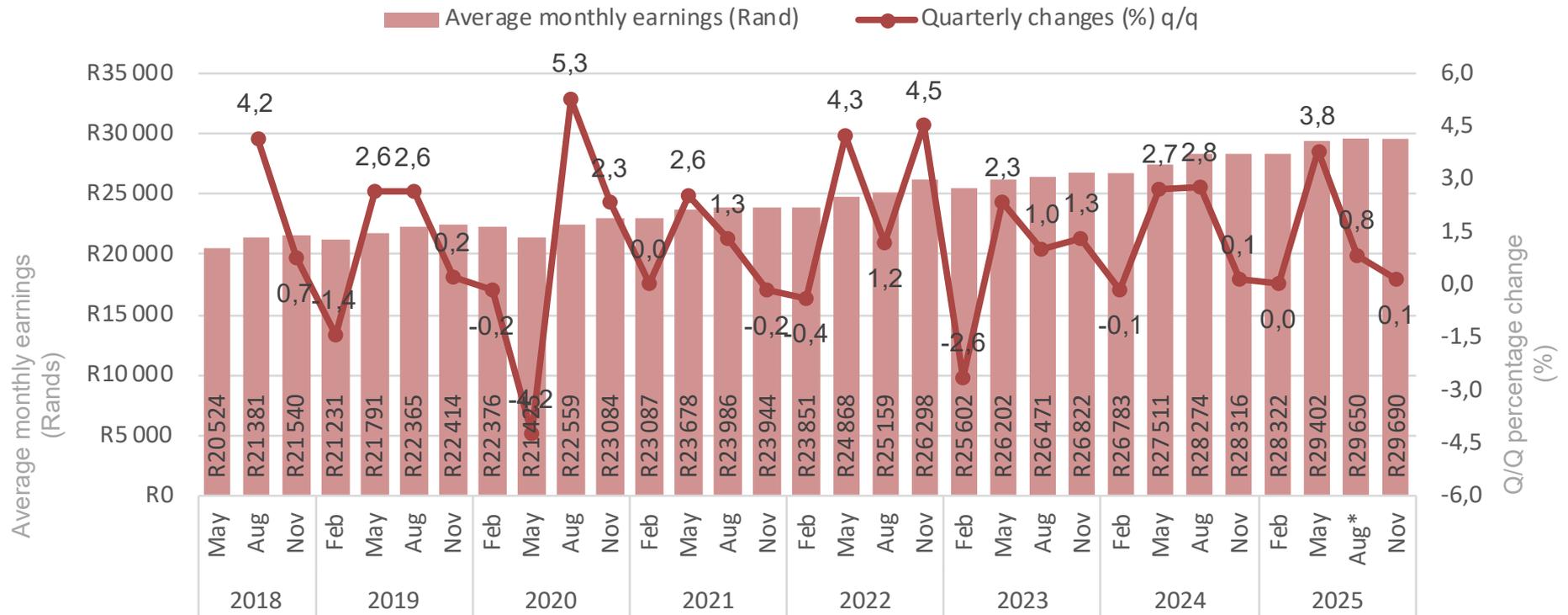
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# AME series

The average monthly earnings (AME) amounted to **R29 690** in November 2025, down from **R29 650** reported in August 2025, which represents an increase of **0,1%**.



\* Revised estimates



# Recap

QES  
Q4:2025



Number of employees increased by 18 000 Q/Q & decreased by 102 000 Y/Y.



Full-time jobs increased by 14 000 Q/Q & decreased by 69 000 Y/Y.



\*Part-time jobs increased by 4 000 Q/Q and decreased by 33 000 Y/Y.



Average monthly earnings increased by 0,1% Q/Q & increased by 4,9% Y/Y.



Gross earnings increased by R74,7 billion Q/Q & increased by R49,6 billion Y/Y.



Basic salaries/wages increased by R16,6 billion Q/Q & increased by R40,4 billion Y/Y.



\*Bonus payments increased by R58,1 billion Q/Q & increased by R8,6 billion Y/Y.



\*Overtime payments increased by R41 million Q/Q & increased by R700 million Y/Y.

Thank  
You



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