



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

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

STATISTICAL RELEASE

P0277

Quarterly employment statistics (QES)

December 2022

Embargoed until:
28 March 2023
11:30

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
March 2023

EXPECTED RELEASE DATE:
27 June 2023

CONTENTS

| | |
|---|-----------|
| KEY FINDINGS: Employment and earnings for the quarter ending December 2022 | 3 |
| Average monthly earnings | 8 |
| Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment statistics survey (QES) | 8 |
| Detailed employment changes by industry | 10 |
| Detailed changes in gross earnings paid to employees | 11 |
| PART 1 – Estimation of number of employees and their earnings | 12 |
| PART 2 – Estimation of average monthly earnings | 45 |
| Explanatory notes | 60 |
| Technical notes | 63 |
| Glossary | 64 |
| Technical enquiries | 67 |
| General information | 68 |

DETAILED RESULTS

Tables

| | |
|---|-----------|
| Table A – Employment by industry | 4 |
| Table B – Full-time employees | 4 |
| Table C – Part-time employees** | 5 |
| Table D – Total gross earnings by industry | 6 |
| Table E – Basic salary/wages payments by industry | 6 |
| Table F – Bonus payments by industry** | 7 |
| Table G – Overtime payments by industry** | 7 |
| Table H – Average monthly earnings paid to employees in the formal non-agricultural sector | 8 |
| Table 1 - All formal non-agricultural industries | 12 |
| Table 2 - Mining and quarrying industry** | 16 |
| Table 3 - Manufacturing industry | 17 |
| Table 4 - Electricity, gas and water supply industry | 21 |
| Table 5 - Construction industry..... | 25 |
| Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry..... | 29 |
| Table 7 - Transport, storage and communication industry | 33 |
| Table 8 - Financial intermediation, insurance, real estate and business services industry | 37 |
| Table 9 - Community, social and personal services industry | 41 |
| Table 10 - Average monthly earnings at current prices, by industry | 45 |
| Table 11 - Average monthly earnings at constant prices (Dec21=100), by industry | 50 |
| AME figures from Nov 2021 onwards are based on the Dec 2021 CPI headline index numbers. | 50 |
| Table 12 - Estimates of total employees by industry within 95% confidence limits | 55 |
| Table 13 - Estimates of full-time employees by industry within 95% confidence limits..... | 55 |
| Table 14 - Estimates of part-time employees by industry within 95% confidence limits | 56 |
| Table 15 - Estimates of gross earnings by industry within 95% confidence limits | 57 |

Table 16 - Estimates of basic salaries/wages by industry within 95% confidence limit57

Table 17 - Estimates of bonus payments by industry within 95% confidence limits58

Table 18 - Estimates of overtime payments by industry within 95% confidence limits58

Table 19 - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....59

Table 20 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....59

Figures

Figure A–: Employment in the non-agricultural formal sector, June 2018 – December 2022.....3

Figure B–: Gross earnings of employees in the formal non-agricultural sector, June 2018 – December 2022...5

Introduction

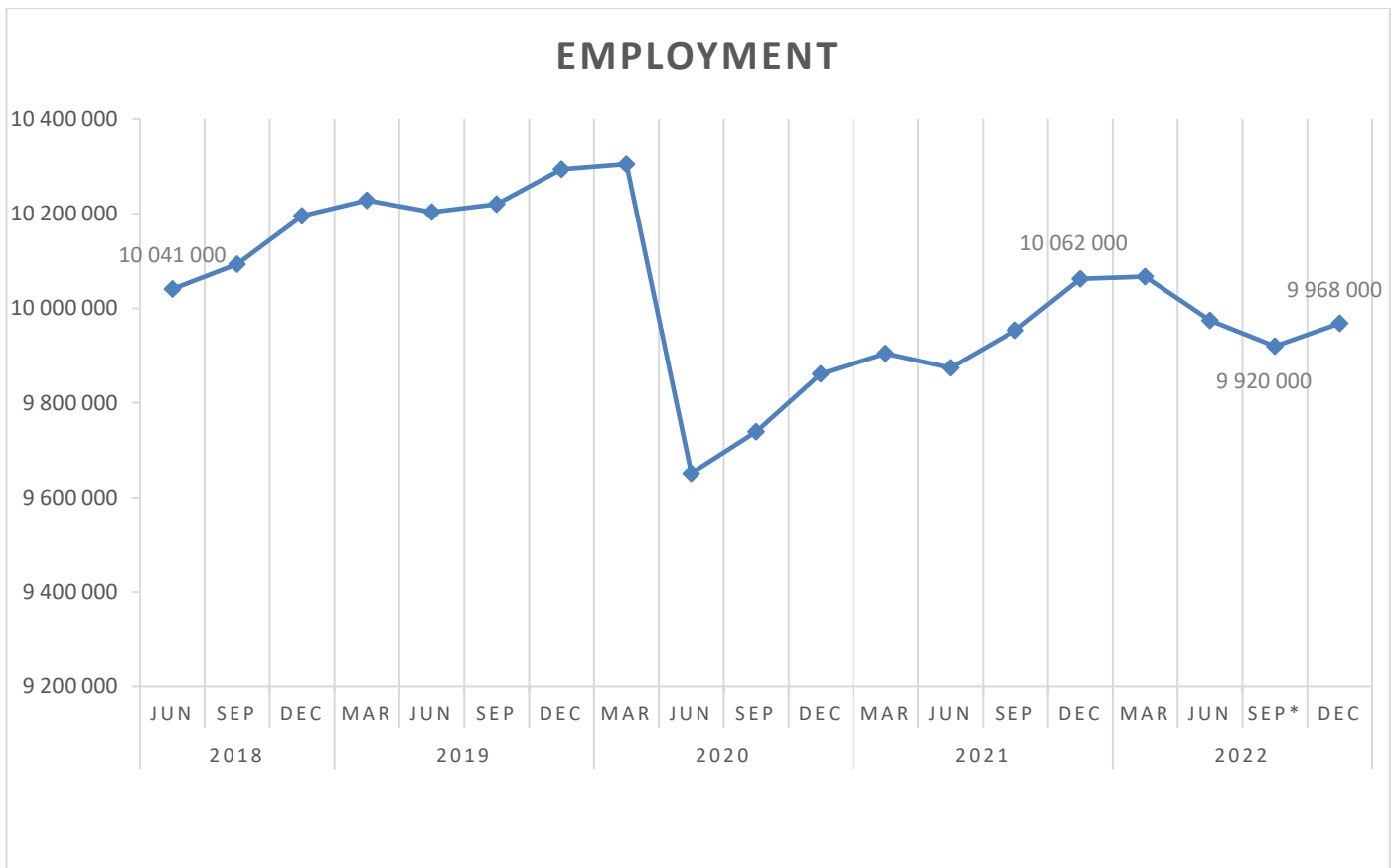
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities.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

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



*Revised estimates.

Table A – Employment by industry

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|---------------|--------------|--------------|------------|------------|------------|-------------|
| | Thousand | | | % | | % | |
| Mining | 458 | 469 | 471 | 2 | 0,4 | 13 | 2,8 |
| Manufacturing | 1 177 | 1 177 | 1 176 | -1 | -0,1 | -1 | -0,1 |
| Electricity | 59 | 59 | 58 | -1 | -1,7 | -1 | -1,7 |
| Construction | 545 | 521 | 511 | -10 | -1,9 | -34 | -6,2 |
| Trade | 2 143 | 2 136 | 2 185 | 49 | 2,3 | 42 | 2,0 |
| Transport | 419 | 414 | 414 | 0 | 0,0 | -5 | -1,2 |
| Business services | 2 351 | 2 336 | 2 345 | 9 | 0,4 | -6 | -0,3 |
| Community services | 2 910 | 2 808 | 2 808 | 0 | 0,0 | -102 | -3,5 |
| Total | 10 062 | 9 920 | 9 968 | 48 | 0,5 | -94 | -0,9 |

*Revised estimates.

Table A shows that total employment increased by 48 000 or 0,5% quarter-on-quarter, from 9 920 000 in September 2022 to 9 968 000 in December 2022. This was largely due to increases in the following industries: trade (49 000 or 2,3%), business services (9 000 or 0,4%) and mining (2 000 or 0,4%).

The transport and community services industries reported no quarterly change.

However, there were decreases in the following industries: construction (-10 000 or -1,9%), manufacturing (-1 000 or -0,1%) and electricity (-1 000 or -1,7%).

Total employment decreased by 94 000 or -0,9% year-on-year between December 2021 and December 2022.

Table B – Full-time employees

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|--------------|--------------|--------------|------------|------------|------------|-------------|
| | Thousand | | | % | | % | |
| Mining | 458 | 469 | 471 | 2 | 0,4 | 13 | 2,8 |
| Manufacturing | 1 100 | 1 098 | 1 098 | 0 | 0,0 | -2 | -0,2 |
| Electricity | 58 | 57 | 56 | -1 | -1,8 | -2 | -3,4 |
| Construction | 475 | 453 | 437 | -16 | -3,5 | -38 | -8,0 |
| Trade | 1 908 | 1 913 | 1 939 | 26 | 1,4 | 31 | 1,6 |
| Transport | 404 | 397 | 398 | 1 | 0,3 | -6 | -1,5 |
| Business services | 2 124 | 2 137 | 2 138 | 1 | 0,0 | 14 | 0,7 |
| Community services | 2 353 | 2 341 | 2 334 | -7 | -0,3 | -19 | -0,8 |
| Total | 8 880 | 8 865 | 8 871 | 6 | 0,1 | -9 | -0,1 |

*Revised estimates.

Table B shows that full-time employment increased by 6 000 or 0,1% quarter-on-quarter, from 8 865 000 in September 2022 to 8 871 000 in December 2022. This was largely due to increases in the following industries: trade (26 000 or 1,4%), mining (2 000 or 0,4%), transport (1 000 or 0,3%) and business services (1 000 or 0,0%).

The manufacturing industry reported no quarterly change.

However, there were decreases in the following industries: construction (-16 000 or -3,5%), community services (-7 000 or -0,3%) and electricity (-1 000 or -1,8%).

Full-time employment decreased by 9 000 or -0,1% year-on-year between December 2021 and December 2022.

Table C – Part-time employees**

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|--------------|--------------|--------------|------------|------------|------------|-------------|
| | Thousand | | | % | | Thousand | % |
| Mining | | | | | | | |
| Manufacturing | 77 | 79 | 78 | -1 | -1,3 | 1 | 1,3 |
| Electricity | 1 | 2 | 2 | 0 | 0,0 | 1 | 100,0 |
| Construction | 70 | 68 | 74 | 6 | 8,8 | 4 | 5,7 |
| Trade | 235 | 223 | 246 | 23 | 10,3 | 11 | 4,7 |
| Transport | 15 | 17 | 16 | -1 | -5,9 | 1 | 6,7 |
| Business services | 227 | 199 | 207 | 8 | 4,0 | -20 | -8,8 |
| Community services | 557 | 467 | 474 | 7 | 1,5 | -83 | -14,9 |
| Total | 1 182 | 1 055 | 1 097 | 42 | 4,0 | -85 | -7,2 |

*Revised estimates.

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

Table C shows that part-time employment increased by 42 000 or 4,0% quarter-on-quarter, from 1 055 000 in September 2022 to 1 097 000 in December 2022. This was largely due to increases in the following industries: trade (23 000 or 10,3%), business services (8 000 or 4,0%), community services (7 000 or 1,5%) and construction (6 000 or 8,8%).

The electricity industry reported no quarterly change.

However, there were decreases in the following industries: transport (-1 000 or -5,9%) and manufacturing (-1 000 or -1,3%).

Part-time employment decreased by 85 000 or -7,2% year-on-year between December 2021 and December 2022.

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



*Revised estimates.

Table D – Total gross earnings by industry

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|----------------|----------------|----------------|---------------|------------|---------------|------------|
| | R million | | | % | % | R million | % |
| Mining | 41 659 | 44 553 | 45 241 | 688 | 1,5 | 3 582 | 8,6 |
| Manufacturing | 84 498 | 79 936 | 91 945 | 12 009 | 15,0 | 7 447 | 8,8 |
| Electricity | 9 630 | 8 649 | 10 395 | 1 746 | 20,2 | 765 | 7,9 |
| Construction | 35 395 | 32 802 | 36 648 | 3 846 | 11,7 | 1 253 | 3,5 |
| Trade | 116 687 | 114 079 | 128 249 | 14 170 | 12,4 | 11 562 | 9,9 |
| Transport | 39 726 | 36 056 | 39 557 | 3 501 | 9,7 | -169 | -0,4 |
| Business services | 218 283 | 217 210 | 226 867 | 9 657 | 4,4 | 8 584 | 3,9 |
| Community services | 281 455 | 265 440 | 287 649 | 22 209 | 8,4 | 6 194 | 2,2 |
| Total | 827 333 | 798 725 | 866 551 | 67 826 | 8,5 | 39 218 | 4,7 |

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R67,8 billion or 8,5% from R798,7 billion in September 2022 to R866,6 billion in December 2022. This was largely due to increases in the following industries: community services, trade, manufacturing, business services, construction, transport, electricity and mining.

The year-on-year total gross earnings increased by R39,2 billion or 4,7% between December 2021 and December 2022.

Table E – Basic salary/wages payments by industry

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|----------------|----------------|----------------|---------------|------------|---------------|------------|
| | R million | | | % | % | R million | % |
| Mining | 41 659 | 44 553 | 45 241 | 688 | 1,5 | 3 582 | 8,6 |
| Manufacturing | 68 491 | 71 804 | 73 746 | 1 942 | 2,7 | 5 255 | 7,7 |
| Electricity | 8 019 | 8 043 | 8 298 | 255 | 3,2 | 279 | 3,5 |
| Construction | 30 570 | 30 813 | 30 494 | -319 | -1,0 | -76 | -0,2 |
| Trade | 99 949 | 105 052 | 109 646 | 4 594 | 4,4 | 9 697 | 9,7 |
| Transport | 33 204 | 32 785 | 33 229 | 444 | 1,4 | 25 | 0,1 |
| Business services | 184 986 | 190 280 | 192 775 | 2 495 | 1,3 | 7 789 | 4,2 |
| Community services | 253 347 | 246 015 | 258 701 | 12 686 | 5,2 | 5 354 | 2,1 |
| Total | 720 225 | 729 345 | 752 130 | 22 785 | 3,1 | 31 905 | 4,4 |

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R22,8 billion or 3,1% from R729,3 billion in September 2022 to R752,1 billion in December 2022. This was largely due to increases in the following industries: community services, trade, business services, manufacturing, mining, transport and electricity.

However, the construction industry reported a quarterly decrease.

The year-on-year basic salary/wages increased by R31,9 billion or 4,4% between December 2021 and December 2022.

Table F – Bonus payments by industry**

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|---------------|---------------|---------------|---------------|-------------|--------------|------------|
| | R million | | | % | | R million | |
| Mining | | | | | | | |
| Manufacturing | 11 209 | 3 170 | 13 056 | 9 886 | 311,9 | 1 847 | 16,5 |
| Electricity | 1 436 | 107 | 1 599 | 1 492 | 1394,4 | 163 | 11,4 |
| Construction | 3 501 | 609 | 4 775 | 4 166 | 684,1 | 1 274 | 36,4 |
| Trade | 14 087 | 6 425 | 15 261 | 8 836 | 137,5 | 1 174 | 8,3 |
| Transport | 4 524 | 1 260 | 4 296 | 3 036 | 241,0 | -228 | -5,0 |
| Business services | 29 806 | 22 730 | 30 121 | 7 391 | 32,5 | 315 | 1,1 |
| Community services | 20 111 | 12 296 | 21 676 | 9 380 | 76,3 | 1 565 | 7,8 |
| Total | 84 674 | 46 597 | 90 784 | 44 187 | 94,8 | 6 110 | 7,2 |

*Revised estimates.

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

Table F shows that bonus paid to employees increased by R44,2 billion or 94,8% from R46,6 billion in September 2022 to R90,8 billion in December 2022. This was largely due to increases in the following industries: manufacturing, community services, trade, business services, construction, transport and electricity.

The year-on-year bonus payments increased by R6,1 billion or 7,2% between December 2021 and December 2022.

Table G – Overtime payments by industry**

| Industry | Dec 2021 | Sep* 2022 | Dec 2022 | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|---------------|---------------|---------------|------------|------------|--------------|------------|
| | R million | | | % | | R million | |
| Mining | | | | | | | |
| Manufacturing | 4 798 | 4 962 | 5 143 | 181 | 3,6 | 345 | 7,2 |
| Electricity | 175 | 499 | 498 | -1 | -0,2 | 323 | 184,6 |
| Construction | 1 324 | 1 380 | 1 379 | -1 | -0,1 | 55 | 4,2 |
| Trade | 2 651 | 2 602 | 3 342 | 740 | 28,4 | 691 | 26,1 |
| Transport | 1 998 | 2 011 | 2 032 | 21 | 1,0 | 34 | 1,7 |
| Business services | 3 491 | 4 200 | 3 971 | -229 | -5,5 | 480 | 13,7 |
| Community services | 7 997 | 7 129 | 7 272 | 143 | 2,0 | -725 | -9,1 |
| Total | 22 434 | 22 783 | 23 637 | 854 | 3,7 | 1 203 | 5,4 |

*Revised estimates.

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

Table G shows that overtime paid to employees increased by R0,9 billion or 3,7% from R22,8 billion in September 2022 to R23,6 billion in December 2022. This was largely due to increases in the following industries: trade, manufacturing, community services and transport.

However, there were decreases in the following industries: business services, electricity and construction.

The year-on-year overtime payments increased by R1,2 billion or 5,4% between December 2021 and December 2022.

Average monthly earnings

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

| Average monthly earnings (including bonuses and overtime payments) | Nov 2021 | Aug* 2022 | Nov 2022 | Q/Q Change | Y/Y Change |
|--|----------|-----------|----------|------------|------------|
| | Rands | | | % | |
| | 23 828 | 24 916 | 26 032 | 4,5 | 9,2 |

*Revised estimates.

Table H shows a quarter-on-quarter increase of 4,5% in average monthly earnings paid to employees in the formal non-agricultural sector from R24 916 in August 2022 to R26 032 in November 2022.

The year-on-year average monthly earnings paid to employees in the formal non-agricultural sector increased by 9,2%.

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

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

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

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

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

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

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

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The mining industry reported an annual increase of 13 000 employees or 2,8% in December 2022 compared with December 2021. There was a quarterly increase of 2 000 employees or 0,4% in December 2022 compared to September 2022. This was mainly due to increases in PGMs and diamonds mining.

See explanatory note on page 61.

The manufacturing industry reported an annual decrease of 1 000 employees or -0,1% in December 2022 compared with December 2021. There was a quarterly decrease of 1 000 employees or -0,1% in December 2022 compared with September 2022. This was mainly due to decreases in employment in the textiles, clothing and leather and furniture, manufacturing n.e.c. recycling.

The electricity, gas and water supply industry reported an annual decrease of 1 000 employees or -1,7% in December 2022 compared with December 2021. There was a quarterly decrease of 1 000 employees or -1,7% in December 2022 compared with September 2022. This was mainly due to decreases in employment in the collection, purification and distribution of water.

The construction industry reported an annual decrease of 34 000 employees or -6,2% in December 2022 compared with December 2021. There was a quarterly decrease of 10 000 employees or -1,9% in December 2022 compared with September 2022. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering, building completion and building installation.

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual increase of 42 000 employees or 2,0% in December 2022 compared with December 2021. There was a quarterly increase of 49 000 employees or 2,3% in December 2022 compared with September 2022. This was mainly due to increases in employment in the retail trade, hotels and restaurants.

The transport, storage and communication industry reported an annual decrease of 5 000 employees or -1,2% in December 2022 compared with December 2021. There was no quarterly change.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 6 000 employees or -0,3% in December 2022 compared with December 2021. There was a quarterly increase of 9 000 employees or 0,4% in December 2022 compared with September 2022. This was mainly due to increases in employment in the business activities n.e.c, financial intermediation (i.e. banks) except insurance and pension funding, insurance and pension funding.

The community, social and personal services industry reported an annual decrease of 102 000 employees or -3,5% in December 2022 compared with December 2021. There was no quarterly change.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R3,6 billion or 8,6% in December 2022 compared with December 2021. There was a quarterly increase of R0,7 billion or 1,5% in December 2022 compared with September 2022. This was mainly due to increases in gross earnings in PGMs and coal mining.

See explanatory note on page 61.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R7,4 billion or 8,8% in December 2022 compared with December 2021. There was a quarterly increase of R12,0 billion or 15,0% in December 2022 compared with September 2022. This was mainly due to increases in gross earnings paid in basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery, food, beverages and tobacco.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual increase of R0,7 billion or 7,9% in December 2022 compared with December 2021. There was a quarterly increase of R1,7 billion or 20,2% in December 2022 compared with September 2022. This was mainly due to increases in gross earnings in electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R1,3 billion or 3,5% in December 2022 compared with December 2021. There was a quarterly increase of R3,8 billion or 11,7% in December 2022 compared with September 2022. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering and building installation.

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 R11,6 billion or 9,9% in December 2022 compared with December 2021. There was a quarterly increase of R14,2 billion or 12,4% in December 2022 compared with September 2022. This was mainly due to the increases in gross earnings in wholesale trade, hotels and restaurants and retail trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual decrease of R0,2 billion or -0,4% in December 2022 compared with December 2021. There was a quarterly increase of R3,5 billion or 9,7% in December 2022 compared with September 2022. This was mainly due to increases in gross earnings in land transport and transport via pipelines, Supporting and auxiliary transport activities.

Gross earnings paid to employees in the financial intermediation, insurance, real estate and business services industry reflected an annual increase of R8,6 billion or 3,9% in December 2022 compared with December 2021. There was a quarterly increase of R9,7 billion or 4,4% in December 2022 compared with September 2022. This was mainly due to the increases in gross earnings in legal, accounting, bookkeeping and auditing activities, real estate activities, architectural, engineering and other technical activities.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R6,2 billion or 2,2% in December 2022 compared with December 2021. There was a quarterly increase of R22,2 billion or 8,4% in December 2022 compared with September 2022. This was mainly due to the increases in gross earnings in provincial departments, national departments, local government and extra Budgetary institutions.

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 10 041 000 | - | - | - | - |
| | Sep | 10 093 000 | 52 000 | 0,5 | - | - |
| | Dec | 10 195 000 | 102 000 | 1,0 | - | - |
| 2019 | Mar | 10 228 000 | 33 000 | 0,3 | - | - |
| | Jun | 10 203 000 | -25 000 | -0,2 | 162 000 | 1,6 |
| | Sep | 10 220 000 | 17 000 | 0,2 | 127 000 | 1,3 |
| 2020 | Dec | 10 294 000 | 74 000 | 0,7 | 99 000 | 1,0 |
| | Mar | 10 305 000 | 11 000 | 0,1 | 77 000 | 0,8 |
| | Jun | 9 651 000 | -654 000 | -6,3 | -552 000 | -5,4 |
| 2021 | Sep | 9 739 000 | 88 000 | 0,9 | -481 000 | -4,7 |
| | Dec | 9 861 000 | 122 000 | 1,3 | -433 000 | -4,2 |
| | Mar | 9 904 000 | 43 000 | 0,4 | -401 000 | -3,9 |
| 2022 | Jun | 9 874 000 | -30 000 | -0,3 | 223 000 | 2,3 |
| | Sep | 9 953 000 | 79 000 | 0,8 | 214 000 | 2,2 |
| | Dec | 10 062 000 | 109 000 | 1,1 | 201 000 | 2,0 |
| 2022 | Mar | 10 067 000 | 5 000 | 0,0 | 163 000 | 1,6 |
| | Jun | 9 974 000 | -93 000 | -0,9 | 100 000 | 1,0 |
| | Sep* | 9 920 000 | -54 000 | -0,5 | -33 000 | -0,3 |
| | Dec | 9 968 000 | 48 000 | 0,5 | -94 000 | -0,9 |

*Revised estimates.

1.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 9 034 000 | - | - | - | - |
| | Sep | 9 083 000 | 49 000 | 0,5 | - | - |
| | Dec | 9 176 000 | 93 000 | 1,0 | - | - |
| 2019 | Mar | 9 230 000 | 54 000 | 0,6 | - | - |
| | Jun | 9 179 000 | -51 000 | -0,6 | 145 000 | 1,6 |
| | Sep | 9 196 000 | 17 000 | 0,2 | 113 000 | 1,2 |
| 2020 | Dec | 9 251 000 | 55 000 | 0,6 | 75 000 | 0,8 |
| | Mar | 9 287 000 | 36 000 | 0,4 | 57 000 | 0,6 |
| | Jun | 8 745 000 | -542 000 | -5,8 | -434 000 | -4,7 |
| 2021 | Sep | 8 812 000 | 67 000 | 0,8 | -384 000 | -4,2 |
| | Dec | 8 857 000 | 45 000 | 0,5 | -394 000 | -4,3 |
| | Mar | 8 873 000 | 16 000 | 0,2 | -414 000 | -4,5 |
| 2022 | Jun | 8 906 000 | 33 000 | 0,4 | 161 000 | 1,8 |
| | Sep | 8 889 000 | -17 000 | -0,2 | 77 000 | 0,9 |
| | Dec | 8 880 000 | -9 000 | -0,1 | 23 000 | 0,3 |
| 2022 | Mar | 8 842 000 | -38 000 | -0,4 | -31 000 | -0,3 |
| | Jun | 8 837 000 | -5 000 | -0,1 | -69 000 | -0,8 |
| | Sep* | 8 865 000 | 28 000 | 0,3 | -24 000 | -0,3 |
| | Dec | 8 871 000 | 6 000 | 0,1 | -9 000 | -0,1 |

*Revised estimates.

1.3 Part-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Part-time | Quarterly | | Annual | |
| 2018 | Jun | 1 007 000 | - | - | - | - |
| | Sep | 1 010 000 | 3 000 | 0,3 | - | - |
| | Dec | 1 019 000 | 9 000 | 0,9 | - | - |
| 2019 | Mar | 998 000 | -21 000 | -2,1 | - | - |
| | Jun | 1 024 000 | 26 000 | 2,6 | 17 000 | 1,7 |
| | Sep | 1 024 000 | 0 | 0,0 | 14 000 | 1,4 |
| 2020 | Dec | 1 043 000 | 19 000 | 1,9 | 24 000 | 2,4 |
| | Mar | 1 018 000 | -25 000 | -2,4 | 20 000 | 2,0 |
| | Jun | 906 000 | -112 000 | -11,0 | -118 000 | -11,5 |
| 2021 | Sep | 927 000 | 21 000 | 2,3 | -97 000 | -9,5 |
| | Dec | 1 004 000 | 77 000 | 8,3 | -39 000 | -3,7 |
| | Mar | 1 031 000 | 27 000 | 2,7 | 13 000 | 1,3 |
| 2022 | Jun | 968 000 | -63 000 | -6,1 | 62 000 | 6,8 |
| | Sep | 1 064 000 | 96 000 | 9,9 | 137 000 | 14,8 |
| | Dec | 1 182 000 | 118 000 | 11,1 | 178 000 | 17,7 |
| 2022 | Mar | 1 225 000 | 43 000 | 3,6 | 194 000 | 18,8 |
| | Jun | 1 137 000 | -88 000 | -7,2 | 169 000 | 17,5 |
| | Sep* | 1 055 000 | -82 000 | -7,2 | -9 000 | -0,8 |
| | Dec | 1 097 000 | 42 000 | 4,0 | -85 000 | -7,2 |

*Revised estimates.

1.4 Total gross earnings (R thousand)

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 657 451 000 | - | - | - | - |
| | Sep | 690 882 000 | 33 431 000 | 5,1 | - | - |
| | Dec | 738 526 000 | 47 644 000 | 6,9 | - | - |
| 2019 | Mar | 700 039 000 | -38 487 000 | -5,2 | - | - |
| | Jun | 711 042 000 | 11 003 000 | 1,6 | 53 591 000 | 8,2 |
| | Sep | 729 087 000 | 18 045 000 | 2,5 | 38 205 000 | 5,5 |
| 2020 | Dec | 790 986 000 | 61 899 000 | 8,5 | 52 460 000 | 7,1 |
| | Mar | 741 954 000 | -49 032 000 | -6,2 | 41 915 000 | 6,0 |
| | Jun | 657 604 000 | -84 350 000 | -11,4 | -53 438 000 | -7,5 |
| 2021 | Sep | 699 863 000 | 42 259 000 | 6,4 | -29 224 000 | -4,0 |
| | Dec | 775 613 000 | 75 750 000 | 10,8 | -15 373 000 | -1,9 |
| | Mar | 742 485 000 | -33 128 000 | -4,3 | 531 000 | 0,1 |
| 2022 | Jun | 753 666 000 | 11 181 000 | 1,5 | 96 062 000 | 14,6 |
| | Sep | 783 030 000 | 29 364 000 | 3,9 | 83 167 000 | 11,9 |
| | Dec | 827 333 000 | 44 303 000 | 5,7 | 51 720 000 | 6,7 |
| 2022 | Mar | 786 830 000 | -40 503 000 | -4,9 | 44 345 000 | 6,0 |
| | Jun | 789 433 000 | 2 603 000 | 0,3 | 35 767 000 | 4,7 |
| | Sep* | 798 725 000 | 9 292 000 | 1,2 | 15 695 000 | 2,0 |
| | Dec | 866 551 000 | 67 826 000 | 8,5 | 39 218 000 | 4,7 |

*Revised estimates.

1.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 604 509 000 | - | - | - | - |
| | Sep | 631 736 000 | 27 227 000 | 4,5 | - | - |
| | Dec | 642 635 000 | 10 899 000 | 1,7 | - | - |
| 2019 | Mar | 639 467 000 | -3 168 000 | -0,5 | - | - |
| | Jun | 653 653 000 | 14 186 000 | 2,2 | 49 144 000 | 8,1 |
| | Sep | 667 165 000 | 13 512 000 | 2,1 | 35 429 000 | 5,6 |
| 2020 | Dec | 681 382 000 | 14 217 000 | 2,1 | 38 747 000 | 6,0 |
| | Mar | 678 972 000 | -2 410 000 | -0,4 | 39 505 000 | 6,2 |
| | Jun | 610 853 000 | -68 119 000 | -10,0 | -42 800 000 | -6,5 |
| 2021 | Sep | 649 086 000 | 38 233 000 | 6,3 | -18 079 000 | -2,7 |
| | Dec | 673 254 000 | 24 168 000 | 3,7 | -8 128 000 | -1,2 |
| | Mar | 672 627 000 | -627 000 | -0,1 | -6 345 000 | -0,9 |
| 2022 | Jun | 690 862 000 | 18 235 000 | 2,7 | 80 009 000 | 13,1 |
| | Sep | 713 443 000 | 22 581 000 | 3,3 | 64 357 000 | 9,9 |
| | Dec | 720 225 000 | 6 782 000 | 1,0 | 46 971 000 | 7,0 |
| 2022 | Mar | 706 708 000 | -13 517 000 | -1,9 | 34 081 000 | 5,1 |
| | Jun | 719 219 000 | 12 511 000 | 1,8 | 28 357 000 | 4,1 |
| | Sep* | 729 345 000 | 10 126 000 | 1,4 | 15 902 000 | 2,2 |
| | Dec | 752 130 000 | 22 785 000 | 3,1 | 31 905 000 | 4,4 |

*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 | |
| 2018 | Jun | 35 923 000 | - | - | - | - |
| | Sep | 42 618 000 | 6 695 000 | 18,6 | - | - |
| | Dec | 77 069 000 | 34 451 000 | 80,8 | - | - |
| 2019 | Mar | 42 007 000 | -35 062 000 | -45,5 | - | - |
| | Jun | 36 889 000 | -5 118 000 | -12,2 | 966 000 | 2,7 |
| | Sep | 42 115 000 | 5 226 000 | 14,2 | -503 000 | -1,2 |
| 2020 | Dec | 89 548 000 | 47 433 000 | 112,6 | 12 479 000 | 16,2 |
| | Mar | 43 084 000 | -46 464 000 | -51,9 | 1 077 000 | 2,6 |
| | Jun | 32 017 000 | -11 067 000 | -25,7 | -4 872 000 | -13,2 |
| 2021 | Sep | 33 971 000 | 1 954 000 | 6,1 | -8 144 000 | -19,3 |
| | Dec | 82 890 000 | 48 919 000 | 144,0 | -6 658 000 | -7,4 |
| | Mar | 50 244 000 | -32 646 000 | -39,4 | 7 160 000 | 16,6 |
| 2022 | Jun | 41 433 000 | -8 811 000 | -17,5 | 9 416 000 | 29,4 |
| | Sep | 48 838 000 | 7 405 000 | 17,9 | 14 867 000 | 43,8 |
| | Dec | 84 674 000 | 35 836 000 | 73,4 | 1 784 000 | 2,2 |
| 2022 | Mar | 59 222 000 | -25 452 000 | -30,1 | 8 978 000 | 17,9 |
| | Jun | 47 189 000 | -12 033 000 | -20,3 | 5 756 000 | 13,9 |
| | Sep* | 46 597 000 | -592 000 | -1,3 | -2 241 000 | -4,6 |
| | Dec | 90 784 000 | 44 187 000 | 94,8 | 6 110 000 | 7,2 |

*Revised estimates.

1.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 17 019 000 | - | - | - | - |
| | Sep | 16 528 000 | -491 000 | -2,9 | - | - |
| | Dec | 18 822 000 | 2 294 000 | 13,9 | - | - |
| 2019 | Mar | 18 565 000 | -257 000 | -1,4 | - | - |
| | Jun | 20 500 000 | 1 935 000 | 10,4 | 3 481 000 | 20,5 |
| | Sep | 19 807 000 | -693 000 | -3,4 | 3 279 000 | 19,8 |
| 2020 | Dec | 20 056 000 | 249 000 | 1,3 | 1 234 000 | 6,6 |
| | Mar | 19 898 000 | -158 000 | -0,8 | 1 333 000 | 7,2 |
| | Jun | 14 734 000 | -5 164 000 | -26,0 | -5 766 000 | -28,1 |
| 2021 | Sep | 16 806 000 | 2 072 000 | 14,1 | -3 001 000 | -15,2 |
| | Dec | 19 469 000 | 2 663 000 | 15,8 | -587 000 | -2,9 |
| | Mar | 19 614 000 | 145 000 | 0,7 | -284 000 | -1,4 |
| 2022 | Jun | 21 371 000 | 1 757 000 | 9,0 | 6 637 000 | 45,0 |
| | Sep | 20 749 000 | -622 000 | -2,9 | 3 943 000 | 23,5 |
| | Dec | 22 434 000 | 1 685 000 | 8,1 | 2 965 000 | 15,2 |
| 2022 | Mar | 20 900 000 | -1 534 000 | -6,8 | 1 286 000 | 6,6 |
| | Jun | 23 025 000 | 2 125 000 | 10,2 | 1 654 000 | 7,7 |
| | Sep* | 22 783 000 | -242 000 | -1,1 | 2 034 000 | 9,8 |
| | Dec | 23 637 000 | 854 000 | 3,7 | 1 203 000 | 5,4 |

*Revised estimates.

Table 2 - Mining and quarrying industry**

2.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 459 000 | - | - | - | - |
| | Sep | 456 000 | -3 000 | -0,7 | - | - |
| | Dec | 453 000 | -3 000 | -0,7 | - | - |
| 2019 | Mar | 455 000 | 2 000 | 0,4 | - | - |
| | Jun | 462 000 | 7 000 | 1,5 | 3 000 | 0,7 |
| | Sep | 463 000 | 1 000 | 0,2 | 7 000 | 1,5 |
| 2020 | Dec | 452 000 | -11 000 | -2,4 | -1 000 | -0,2 |
| | Mar | 456 000 | 4 000 | 0,9 | 1 000 | 0,2 |
| | Jun | 452 000 | -4 000 | -0,9 | -10 000 | -2,2 |
| 2021 | Sep | 453 000 | 1 000 | 0,2 | -10 000 | -2,2 |
| | Dec | 454 000 | 1 000 | 0,2 | 2 000 | 0,4 |
| | Mar | 459 000 | 5 000 | 1,1 | 3 000 | 0,7 |
| 2022 | Jun | 457 000 | -2 000 | -0,4 | 5 000 | 1,1 |
| | Sep | 465 000 | 8 000 | 1,8 | 12 000 | 2,6 |
| | Dec | 458 000 | -7 000 | -1,5 | 4 000 | 0,9 |
| 2022 | Mar | 458 000 | 0 | 0,0 | -1 000 | -0,2 |
| | Jun | 478 000 | 20 000 | 4,4 | 21 000 | 4,6 |
| | Sep* | 469 000 | -9 000 | -1,9 | 4 000 | 0,9 |
| | Dec | 471 000 | 2 000 | 0,4 | 13 000 | 2,8 |

*Revised estimates.

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

2.2 Total gross earnings (R thousand)

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 31 902 000 | - | - | - | - |
| | Sep | 33 754 000 | 1 852 000 | 5,8 | - | - |
| | Dec | 34 427 000 | 673 000 | 2,0 | - | - |
| 2019 | Mar | 33 570 000 | -857 000 | -2,5 | - | - |
| | Jun | 34 640 000 | 1 070 000 | 3,2 | 2 738 000 | 8,6 |
| | Sep | 37 020 000 | 2 380 000 | 6,9 | 3 266 000 | 9,7 |
| 2020 | Dec | 37 891 000 | 871 000 | 2,4 | 3 464 000 | 10,1 |
| | Mar | 37 903 000 | 12 000 | 0,0 | 4 333 000 | 12,9 |
| | Jun | 33 899 000 | -4 004 000 | -10,6 | -741 000 | -2,1 |
| 2021 | Sep | 38 484 000 | 4 585 000 | 13,5 | 1 464 000 | 4,0 |
| | Dec | 39 355 000 | 871 000 | 2,3 | 1 464 000 | 3,9 |
| | Mar | 39 646 000 | 291 000 | 0,7 | 1 743 000 | 4,6 |
| 2022 | Jun | 40 076 000 | 430 000 | 1,1 | 6 177 000 | 18,2 |
| | Sep | 43 583 000 | 3 507 000 | 8,8 | 5 099 000 | 13,2 |
| | Dec | 41 659 000 | -1 924 000 | -4,4 | 2 304 000 | 5,9 |
| 2022 | Mar | 41 475 000 | -184 000 | -0,4 | 1 829 000 | 4,6 |
| | Jun | 42 537 000 | 1 062 000 | 2,6 | 2 461 000 | 6,1 |
| | Sep* | 44 553 000 | 2 016 000 | 4,7 | 970 000 | 2,2 |
| | Dec | 45 241 000 | 688 000 | 1,5 | 3 582 000 | 8,6 |

*Revised estimates.

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

Table 3 - Manufacturing industry

3.1 Total Number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 1 212 000 | - | - | - | - |
| | Sep | 1 223 000 | 11 000 | 0,9 | - | - |
| | Dec | 1 233 000 | 10 000 | 0,8 | - | - |
| 2019 | Mar | 1 237 000 | 4 000 | 0,3 | - | - |
| | Jun | 1 165 000 | -72 000 | -5,8 | -47 000 | -3,9 |
| | Sep | 1 165 000 | 0 | 0,0 | -58 000 | -4,7 |
| 2020 | Dec | 1 171 000 | 6 000 | 0,5 | -62 000 | -5,0 |
| | Mar | 1 171 000 | 0 | 0,0 | -66 000 | -5,3 |
| | Jun | 1 093 000 | -78 000 | -6,7 | -72 000 | -6,2 |
| 2021 | Sep | 1 101 000 | 8 000 | 0,7 | -64 000 | -5,5 |
| | Dec | 1 101 000 | 0 | 0,0 | -70 000 | -6,0 |
| | Mar | 1 107 000 | 6 000 | 0,5 | -64 000 | -5,5 |
| 2022 | Jun | 1 160 000 | 53 000 | 4,8 | 67 000 | 6,1 |
| | Sep | 1 162 000 | 2 000 | 0,2 | 61 000 | 5,5 |
| | Dec | 1 177 000 | 15 000 | 1,3 | 76 000 | 6,9 |
| 2022 | Mar | 1 182 000 | 5 000 | 0,4 | 75 000 | 6,8 |
| | Jun | 1 174 000 | -8 000 | -0,7 | 14 000 | 1,2 |
| | Sep* | 1 177 000 | 3 000 | 0,3 | 15 000 | 1,3 |
| | Dec | 1 176 000 | -1 000 | -0,1 | -1 000 | -0,1 |

*Revised estimates.

3.2 Full-time employees

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

*Revised estimates.

3.3 Part-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Part-time | Quarterly | | Annual | |
| 2018 | Jun | 78 000 | - | - | - | - |
| | Sep | 82 000 | 4 000 | 5,1 | - | - |
| | Dec | 81 000 | -1 000 | -1,2 | - | - |
| 2019 | Mar | 78 000 | -3 000 | -3,7 | - | - |
| | Jun | 72 000 | -6 000 | -7,7 | -6 000 | -7,7 |
| | Sep | 68 000 | -4 000 | -5,6 | -14 000 | -17,1 |
| 2020 | Dec | 67 000 | -1 000 | -1,5 | -14 000 | -17,3 |
| | Mar | 62 000 | -5 000 | -7,5 | -16 000 | -20,5 |
| | Jun | 57 000 | -5 000 | -8,1 | -15 000 | -20,8 |
| 2021 | Sep | 62 000 | 5 000 | 8,8 | -6 000 | -8,8 |
| | Dec | 64 000 | 2 000 | 3,2 | -3 000 | -4,5 |
| | Mar | 62 000 | -2 000 | -3,1 | 0 | 0,0 |
| 2022 | Jun | 67 000 | 5 000 | 8,1 | 10 000 | 17,5 |
| | Sep | 67 000 | 0 | 0,0 | 5 000 | 8,1 |
| | Dec | 77 000 | 10 000 | 14,9 | 13 000 | 20,3 |
| 2022 | Mar | 89 000 | 12 000 | 15,6 | 27 000 | 43,5 |
| | Jun | 76 000 | -13 000 | -14,6 | 9 000 | 13,4 |
| | Sep* | 79 000 | 3 000 | 3,9 | 12 000 | 17,9 |
| | Dec | 78 000 | -1 000 | -1,3 | 1 000 | 1,3 |

*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 | |
| 2018 | Jun | 67 770 000 | - | - | - | - |
| | Sep | 69 229 000 | 1 459 000 | 2,2 | - | - |
| | Dec | 78 511 000 | 9 282 000 | 13,4 | - | - |
| 2019 | Mar | 70 875 000 | -7 636 000 | -9,7 | - | - |
| | Jun | 67 338 000 | -3 537 000 | -5,0 | -432 000 | -0,6 |
| | Sep | 68 463 000 | 1 125 000 | 1,7 | -766 000 | -1,1 |
| 2020 | Dec | 76 432 000 | 7 969 000 | 11,6 | -2 079 000 | -2,6 |
| | Mar | 69 064 000 | -7 368 000 | -9,6 | -1 811 000 | -2,6 |
| | Jun | 57 282 000 | -11 782 000 | -17,1 | -10 056 000 | -14,9 |
| 2021 | Sep | 63 468 000 | 6 186 000 | 10,8 | -4 995 000 | -7,3 |
| | Dec | 73 490 000 | 10 022 000 | 15,8 | -2 942 000 | -3,8 |
| | Mar | 68 232 000 | -5 258 000 | -7,2 | -832 000 | -1,2 |
| 2022 | Jun | 74 478 000 | 6 246 000 | 9,2 | 17 196 000 | 30,0 |
| | Sep | 75 233 000 | 755 000 | 1,0 | 11 765 000 | 18,5 |
| | Dec | 84 498 000 | 9 265 000 | 12,3 | 11 008 000 | 15,0 |
| 2022 | Mar | 78 055 000 | -6 443 000 | -7,6 | 9 823 000 | 14,4 |
| | Jun | 78 083 000 | 28 000 | 0,0 | 3 605 000 | 4,8 |
| | Sep* | 79 936 000 | 1 853 000 | 2,4 | 4 703 000 | 6,3 |
| | Dec | 91 945 000 | 12 009 000 | 15,0 | 7 447 000 | 8,8 |

*Revised estimates.

3.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 61 176 000 | - | - | - | - |
| | Sep | 63 042 000 | 1 866 000 | 3,1 | - | - |
| | Dec | 64 760 000 | 1 718 000 | 2,7 | - | - |
| 2019 | Mar | 63 734 000 | -1 026 000 | -1,6 | - | - |
| | Jun | 60 679 000 | -3 055 000 | -4,8 | -497 000 | -0,8 |
| | Sep | 62 299 000 | 1 620 000 | 2,7 | -743 000 | -1,2 |
| 2020 | Dec | 63 526 000 | 1 227 000 | 2,0 | -1 234 000 | -1,9 |
| | Mar | 62 356 000 | -1 170 000 | -1,8 | -1 378 000 | -2,2 |
| | Jun | 52 955 000 | -9 401 000 | -15,1 | -7 724 000 | -12,7 |
| 2021 | Sep | 59 093 000 | 6 138 000 | 11,6 | -3 206 000 | -5,1 |
| | Dec | 61 404 000 | 2 311 000 | 3,9 | -2 122 000 | -3,3 |
| | Mar | 60 267 000 | -1 137 000 | -1,9 | -2 089 000 | -3,4 |
| 2022 | Jun | 67 455 000 | 7 188 000 | 11,9 | 14 500 000 | 27,4 |
| | Sep | 67 618 000 | 163 000 | 0,2 | 8 525 000 | 14,4 |
| | Dec | 68 491 000 | 873 000 | 1,3 | 7 087 000 | 11,5 |
| 2022 | Mar | 68 469 000 | -22 000 | 0,0 | 8 202 000 | 13,6 |
| | Jun | 69 966 000 | 1 497 000 | 2,2 | 2 511 000 | 3,7 |
| | Sep* | 71 804 000 | 1 838 000 | 2,6 | 4 186 000 | 6,2 |
| | Dec | 73 746 000 | 1 942 000 | 2,7 | 5 255 000 | 7,7 |

*Revised estimates.

3.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 2 845 000 | - | - | - | - |
| | Sep | 2 360 000 | -485 000 | -17,0 | - | - |
| | Dec | 9 798 000 | 7 438 000 | 315,2 | - | - |
| 2019 | Mar | 3 289 000 | -6 509 000 | -66,4 | - | - |
| | Jun | 2 671 000 | -618 000 | -18,8 | -174 000 | -6,1 |
| | Sep | 2 144 000 | -527 000 | -19,7 | -216 000 | -9,2 |
| 2020 | Dec | 9 161 000 | 7 017 000 | 327,3 | -637 000 | -6,5 |
| | Mar | 2 895 000 | -6 266 000 | -68,4 | -394 000 | -12,0 |
| | Jun | 2 116 000 | -779 000 | -26,9 | -555 000 | -20,8 |
| 2021 | Sep | 1 459 000 | -657 000 | -31,0 | -685 000 | -31,9 |
| | Dec | 8 008 000 | 6 549 000 | 448,9 | -1 153 000 | -12,6 |
| | Mar | 3 977 000 | -4 031 000 | -50,3 | 1 082 000 | 37,4 |
| 2022 | Jun | 2 659 000 | -1 318 000 | -33,1 | 543 000 | 25,7 |
| | Sep | 3 345 000 | 686 000 | 25,8 | 1 886 000 | 129,3 |
| | Dec | 11 209 000 | 7 864 000 | 235,1 | 3 201 000 | 40,0 |
| 2022 | Mar | 5 329 000 | -5 880 000 | -52,5 | 1 352 000 | 34,0 |
| | Jun | 3 520 000 | -1 809 000 | -33,9 | 861 000 | 32,4 |
| | Sep* | 3 170 000 | -350 000 | -9,9 | -175 000 | -5,2 |
| | Dec | 13 056 000 | 9 886 000 | 311,9 | 1 847 000 | 16,5 |

*Revised estimates.

3.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 3 749 000 | - | - | - | - |
| | Sep | 3 827 000 | 78 000 | 2,1 | - | - |
| | Dec | 3 953 000 | 126 000 | 3,3 | - | - |
| 2019 | Mar | 3 852 000 | -101 000 | -2,6 | - | - |
| | Jun | 3 988 000 | 136 000 | 3,5 | 239 000 | 6,4 |
| | Sep | 4 020 000 | 32 000 | 0,8 | 193 000 | 5,0 |
| 2020 | Dec | 3 745 000 | -275 000 | -6,8 | -208 000 | -5,3 |
| | Mar | 3 813 000 | 68 000 | 1,8 | -39 000 | -1,0 |
| | Jun | 2 211 000 | -1 602 000 | -42,0 | -1 777 000 | -44,6 |
| 2021 | Sep | 2 916 000 | 705 000 | 31,9 | -1 104 000 | -27,5 |
| | Dec | 4 078 000 | 1 162 000 | 39,8 | 333 000 | 8,9 |
| | Mar | 3 988 000 | -90 000 | -2,2 | 175 000 | 4,6 |
| 2022 | Jun | 4 364 000 | 376 000 | 9,4 | 2 153 000 | 97,4 |
| | Sep | 4 270 000 | -94 000 | -2,2 | 1 354 000 | 46,4 |
| | Dec | 4 798 000 | 528 000 | 12,4 | 720 000 | 17,7 |
| 2022 | Mar | 4 257 000 | -541 000 | -11,3 | 269 000 | 6,7 |
| | Jun | 4 597 000 | 340 000 | 8,0 | 233 000 | 5,3 |
| | Sep* | 4 962 000 | 365 000 | 7,9 | 692 000 | 16,2 |
| | Dec | 5 143 000 | 181 000 | 3,6 | 345 000 | 7,2 |

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 62 000 | - | - | - | - |
| | Sep | 62 000 | 0 | 0,0 | - | - |
| | Dec | 62 000 | 0 | 0,0 | - | - |
| 2019 | Mar | 61 000 | -1 000 | -1,6 | - | - |
| | Jun | 61 000 | 0 | 0,0 | -1 000 | -1,6 |
| | Sep | 61 000 | 0 | 0,0 | -1 000 | -1,6 |
| 2020 | Dec | 60 000 | -1 000 | -1,6 | -2 000 | -3,2 |
| | Mar | 60 000 | 0 | 0,0 | -1 000 | -1,6 |
| | Jun | 59 000 | -1 000 | -1,7 | -2 000 | -3,3 |
| 2021 | Sep | 59 000 | 0 | 0,0 | -2 000 | -3,3 |
| | Dec | 59 000 | 0 | 0,0 | -1 000 | -1,7 |
| | Mar | 59 000 | 0 | 0,0 | -1 000 | -1,7 |
| 2022 | Jun | 59 000 | 0 | 0,0 | 0 | 0,0 |
| | Sep | 59 000 | 0 | 0,0 | 0 | 0,0 |
| | Dec | 59 000 | 0 | 0,0 | 0 | 0,0 |
| 2022 | Mar | 60 000 | 1 000 | 1,7 | 1 000 | 1,7 |
| | Jun | 59 000 | -1 000 | -1,7 | 0 | 0,0 |
| | Sep* | 59 000 | 0 | 0,0 | 0 | 0,0 |
| | Dec | 58 000 | -1 000 | -1,7 | -1 000 | -1,7 |

4.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 61 000 | - | - | - | - |
| | Sep | 61 000 | 0 | 0,0 | - | - |
| | Dec | 61 000 | 0 | 0,0 | - | - |
| 2019 | Mar | 60 000 | -1 000 | -1,6 | - | - |
| | Jun | 60 000 | 0 | 0,0 | -1 000 | -1,6 |
| | Sep | 60 000 | 0 | 0,0 | -1 000 | -1,6 |
| 2020 | Dec | 59 000 | -1 000 | -1,7 | -2 000 | -3,3 |
| | Mar | 59 000 | 0 | 0,0 | -1 000 | -1,7 |
| | Jun | 58 000 | -1 000 | -1,7 | -2 000 | -3,3 |
| 2021 | Sep | 58 000 | 0 | 0,0 | -2 000 | -3,3 |
| | Dec | 58 000 | 0 | 0,0 | -1 000 | -1,7 |
| | Mar | 58 000 | 0 | 0,0 | -1 000 | -1,7 |
| 2022 | Jun | 57 000 | -1 000 | -1,7 | -1 000 | -1,7 |
| | Sep | 58 000 | 1 000 | 1,8 | 0 | 0,0 |
| | Dec | 58 000 | 0 | 0,0 | 0 | 0,0 |
| 2022 | Mar | 58 000 | 0 | 0,0 | 0 | 0,0 |
| | Jun | 57 000 | -1 000 | -1,7 | 0 | 0,0 |
| | Sep* | 57 000 | 0 | 0,0 | -1 000 | -1,7 |
| | Dec | 56 000 | -1 000 | -1,8 | -2 000 | -3,4 |

4.3 Part-time employees

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

4.4 Total gross earnings (R thousand)

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 7 931 000 | - | - | - | - |
| | Sep | 8 143 000 | 212 000 | 2,7 | - | - |
| | Dec | 9 731 000 | 1 588 000 | 19,5 | - | - |
| 2019 | Mar | 8 115 000 | -1 616 000 | -16,6 | - | - |
| | Jun | 8 073 000 | -42 000 | -0,5 | 142 000 | 1,8 |
| | Sep | 8 228 000 | 155 000 | 1,9 | 85 000 | 1,0 |
| 2020 | Dec | 9 770 000 | 1 542 000 | 18,7 | 39 000 | 0,4 |
| | Mar | 8 240 000 | -1 530 000 | -15,7 | 125 000 | 1,5 |
| | Jun | 8 018 000 | -222 000 | -2,7 | -55 000 | -0,7 |
| 2021 | Sep | 8 405 000 | 387 000 | 4,8 | 177 000 | 2,2 |
| | Dec | 9 687 000 | 1 282 000 | 15,3 | -83 000 | -0,8 |
| | Mar | 8 542 000 | -1 145 000 | -11,8 | 302 000 | 3,7 |
| 2022 | Jun | 8 647 000 | 105 000 | 1,2 | 629 000 | 7,8 |
| | Sep | 8 240 000 | -407 000 | -4,7 | -165 000 | -2,0 |
| | Dec | 9 630 000 | 1 390 000 | 16,9 | -57 000 | -0,6 |
| 2022 | Mar | 8 602 000 | -1 028 000 | -10,7 | 60 000 | 0,7 |
| | Jun | 8 534 000 | -68 000 | -0,8 | -113 000 | -1,3 |
| | Sep* | 8 649 000 | 115 000 | 1,3 | 409 000 | 5,0 |
| | Dec | 10 395 000 | 1 746 000 | 20,2 | 765 000 | 7,9 |

*Revised estimates.

4.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 7 323 000 | - | - | - | - |
| | Sep | 7 597 000 | 274 000 | 3,7 | - | - |
| | Dec | 7 738 000 | 141 000 | 1,9 | - | - |
| 2019 | Mar | 7 528 000 | -210 000 | -2,7 | - | - |
| | Jun | 7 426 000 | -102 000 | -1,4 | 103 000 | 1,4 |
| | Sep | 7 721 000 | 295 000 | 4,0 | 124 000 | 1,6 |
| 2020 | Dec | 7 877 000 | 156 000 | 2,0 | 139 000 | 1,8 |
| | Mar | 7 660 000 | -217 000 | -2,8 | 132 000 | 1,8 |
| | Jun | 7 492 000 | -168 000 | -2,2 | 66 000 | 0,9 |
| 2021 | Sep | 7 931 000 | 439 000 | 5,9 | 210 000 | 2,7 |
| | Dec | 7 974 000 | 43 000 | 0,5 | 97 000 | 1,2 |
| | Mar | 7 864 000 | -110 000 | -1,4 | 204 000 | 2,7 |
| 2022 | Jun | 7 889 000 | 25 000 | 0,3 | 397 000 | 5,3 |
| | Sep | 7 856 000 | -33 000 | -0,4 | -75 000 | -0,9 |
| | Dec | 8 019 000 | 163 000 | 2,1 | 45 000 | 0,6 |
| 2022 | Mar | 7 865 000 | -154 000 | -1,9 | 1 000 | 0,0 |
| | Jun | 7 849 000 | -16 000 | -0,2 | -40 000 | -0,5 |
| | Sep* | 8 043 000 | 194 000 | 2,5 | 187 000 | 2,4 |
| | Dec | 8 298 000 | 255 000 | 3,2 | 279 000 | 3,5 |

*Revised estimates.

4.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 37 000 | - | - | - | - |
| | Sep | 94 000 | 57 000 | 154,1 | - | - |
| | Dec | 1 528 000 | 1 434 000 | 1525,5 | - | - |
| 2019 | Mar | 92 000 | -1 436 000 | -94,0 | - | - |
| | Jun | 111 000 | 19 000 | 20,7 | 74 000 | 200,0 |
| | Sep | 41 000 | -70 000 | -63,1 | -53 000 | -56,4 |
| 2020 | Dec | 1 422 000 | 1 381 000 | 3368,3 | -106 000 | -6,9 |
| | Mar | 95 000 | -1 327 000 | -93,3 | 3 000 | 3,3 |
| | Jun | 57 000 | -38 000 | -40,0 | -54 000 | -48,6 |
| 2021 | Sep | 44 000 | -13 000 | -22,8 | 3 000 | 7,3 |
| | Dec | 1 272 000 | 1 228 000 | 2790,9 | -150 000 | -10,5 |
| | Mar | 197 000 | -1 075 000 | -84,5 | 102 000 | 107,4 |
| 2022 | Jun | 152 000 | -45 000 | -22,8 | 95 000 | 166,7 |
| | Sep | 79 000 | -73 000 | -48,0 | 35 000 | 79,5 |
| | Dec | 1 436 000 | 1 357 000 | 1717,7 | 164 000 | 12,9 |
| 2022 | Mar | 225 000 | -1 211 000 | -84,3 | 28 000 | 14,2 |
| | Jun | 116 000 | -109 000 | -48,4 | -36 000 | -23,7 |
| | Sep* | 107 000 | -9 000 | -7,8 | 28 000 | 35,4 |
| | Dec | 1 599 000 | 1 492 000 | 1394,4 | 163 000 | 11,4 |

4.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 571 000 | - | - | - | - |
| | Sep | 452 000 | -119 000 | -20,8 | - | - |
| | Dec | 465 000 | 13 000 | 2,9 | - | - |
| 2019 | Mar | 495 000 | 30 000 | 6,5 | - | - |
| | Jun | 536 000 | 41 000 | 8,3 | -35 000 | -6,1 |
| | Sep | 466 000 | -70 000 | -13,1 | 14 000 | 3,1 |
| 2020 | Dec | 471 000 | 5 000 | 1,1 | 6 000 | 1,3 |
| | Mar | 485 000 | 14 000 | 3,0 | -10 000 | -2,0 |
| | Jun | 469 000 | -16 000 | -3,3 | -67 000 | -12,5 |
| 2021 | Sep | 430 000 | -39 000 | -8,3 | -36 000 | -7,7 |
| | Dec | 441 000 | 11 000 | 2,6 | -30 000 | -6,4 |
| | Mar | 481 000 | 40 000 | 9,1 | -4 000 | -0,8 |
| 2022 | Jun | 606 000 | 125 000 | 26,0 | 137 000 | 29,2 |
| | Sep | 305 000 | -301 000 | -49,7 | -125 000 | -29,1 |
| | Dec | 175 000 | -130 000 | -42,6 | -266 000 | -60,3 |
| 2022 | Mar | 512 000 | 337 000 | 192,6 | 31 000 | 6,4 |
| | Jun | 569 000 | 57 000 | 11,1 | -37 000 | -6,1 |
| | Sep* | 499 000 | -70 000 | -12,3 | 194 000 | 63,6 |
| | Dec | 498 000 | -1 000 | -0,2 | 323 000 | 184,6 |

Table 5 - Construction industry

5.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 637 000 | - | - | - | - |
| | Sep | 631 000 | -6 000 | -0,9 | - | - |
| | Dec | 611 000 | -20 000 | -3,2 | - | - |
| 2019 | Mar | 611 000 | 0 | 0,0 | - | - |
| | Jun | 611 000 | 0 | 0,0 | -26 000 | -4,1 |
| | Sep | 616 000 | 5 000 | 0,8 | -15 000 | -2,4 |
| 2020 | Dec | 615 000 | -1 000 | -0,2 | 4 000 | 0,7 |
| | Mar | 607 000 | -8 000 | -1,3 | -4 000 | -0,7 |
| | Jun | 539 000 | -68 000 | -11,2 | -72 000 | -11,8 |
| 2021 | Sep | 572 000 | 33 000 | 6,1 | -44 000 | -7,1 |
| | Dec | 557 000 | -15 000 | -2,6 | -58 000 | -9,4 |
| | Mar | 563 000 | 6 000 | 1,1 | -44 000 | -7,2 |
| 2022 | Jun | 554 000 | -9 000 | -1,6 | 15 000 | 2,8 |
| | Sep | 563 000 | 9 000 | 1,6 | -9 000 | -1,6 |
| | Dec | 545 000 | -18 000 | -3,2 | -12 000 | -2,2 |
| 2022 | Mar | 534 000 | -11 000 | -2,0 | -29 000 | -5,2 |
| | Jun | 522 000 | -12 000 | -2,2 | -32 000 | -5,8 |
| | Sep* | 521 000 | -1 000 | -0,2 | -42 000 | -7,5 |
| | Dec | 511 000 | -10 000 | -1,9 | -34 000 | -6,2 |

*Revised estimates.

5.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 546 000 | - | - | - | - |
| | Sep | 549 000 | 3 000 | 0,5 | - | - |
| | Dec | 538 000 | -11 000 | -2,0 | - | - |
| 2019 | Mar | 547 000 | 9 000 | 1,7 | - | - |
| | Jun | 542 000 | -5 000 | -0,9 | -4 000 | -0,7 |
| | Sep | 544 000 | 2 000 | 0,4 | -5 000 | -0,9 |
| 2020 | Dec | 545 000 | 1 000 | 0,2 | 7 000 | 1,3 |
| | Mar | 543 000 | -2 000 | -0,4 | -4 000 | -0,7 |
| | Jun | 477 000 | -66 000 | -12,2 | -65 000 | -12,0 |
| 2021 | Sep | 504 000 | 27 000 | 5,7 | -40 000 | -7,4 |
| | Dec | 492 000 | -12 000 | -2,4 | -53 000 | -9,7 |
| | Mar | 501 000 | 9 000 | 1,8 | -42 000 | -7,7 |
| 2022 | Jun | 491 000 | -10 000 | -2,0 | 14 000 | 2,9 |
| | Sep | 496 000 | 5 000 | 1,0 | -8 000 | -1,6 |
| | Dec | 475 000 | -21 000 | -4,2 | -17 000 | -3,5 |
| 2022 | Mar | 473 000 | -2 000 | -0,4 | -28 000 | -5,6 |
| | Jun | 458 000 | -15 000 | -3,2 | -33 000 | -6,7 |
| | Sep* | 453 000 | -5 000 | -1,1 | -43 000 | -8,7 |
| | Dec | 437 000 | -16 000 | -3,5 | -38 000 | -8,0 |

*Revised estimates.

5.3 Part-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Part-time | Quarterly | | Annual | |
| 2018 | Jun | 91 000 | - | - | - | - |
| | Sep | 82 000 | -9 000 | -9,9 | - | - |
| | Dec | 73 000 | -9 000 | -11,0 | - | - |
| 2019 | Mar | 64 000 | -9 000 | -12,3 | - | - |
| | Jun | 69 000 | 5 000 | 7,8 | -22 000 | -24,2 |
| | Sep | 72 000 | 3 000 | 4,3 | -10 000 | -12,2 |
| 2020 | Dec | 70 000 | -2 000 | -2,8 | -3 000 | -4,1 |
| | Mar | 64 000 | -6 000 | -8,6 | 0 | 0,0 |
| | Jun | 62 000 | -2 000 | -3,1 | -7 000 | -10,1 |
| 2021 | Sep | 68 000 | 6 000 | 9,7 | -4 000 | -5,6 |
| | Dec | 65 000 | -3 000 | -4,4 | -5 000 | -7,1 |
| | Mar | 62 000 | -3 000 | -4,6 | -2 000 | -3,1 |
| 2022 | Jun | 63 000 | 1 000 | 1,6 | 1 000 | 1,6 |
| | Sep | 67 000 | 4 000 | 6,3 | -1 000 | -1,5 |
| | Dec | 70 000 | 3 000 | 4,5 | 5 000 | 7,7 |
| 2022 | Mar | 61 000 | -9 000 | -12,9 | -1 000 | -1,6 |
| | Jun | 64 000 | 3 000 | 4,9 | 1 000 | 1,6 |
| | Sep* | 68 000 | 4 000 | 6,3 | 1 000 | 1,5 |
| | Dec | 74 000 | 6 000 | 8,8 | 4 000 | 5,7 |

*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 | |
| 2018 | Jun | 33 534 000 | - | - | - | - |
| | Sep | 33 422 000 | -112 000 | -0,3 | - | - |
| | Dec | 38 197 000 | 4 775 000 | 14,3 | - | - |
| 2019 | Mar | 33 419 000 | -4 778 000 | -12,5 | - | - |
| | Jun | 34 393 000 | 974 000 | 2,9 | 859 000 | 2,6 |
| | Sep | 34 260 000 | -133 000 | -0,4 | 838 000 | 2,5 |
| 2020 | Dec | 38 443 000 | 4 183 000 | 12,2 | 246 000 | 0,6 |
| | Mar | 34 320 000 | -4 123 000 | -10,7 | 901 000 | 2,7 |
| | Jun | 24 053 000 | -10 267 000 | -29,9 | -10 340 000 | -30,1 |
| 2021 | Sep | 29 808 000 | 5 755 000 | 23,9 | -4 452 000 | -13,0 |
| | Dec | 33 399 000 | 3 591 000 | 12,0 | -5 044 000 | -13,1 |
| | Mar | 31 192 000 | -2 207 000 | -6,6 | -3 128 000 | -9,1 |
| 2022 | Jun | 32 155 000 | 963 000 | 3,1 | 8 102 000 | 33,7 |
| | Sep | 34 209 000 | 2 054 000 | 6,4 | 4 401 000 | 14,8 |
| | Dec | 35 395 000 | 1 186 000 | 3,5 | 1 996 000 | 6,0 |
| 2022 | Mar | 31 947 000 | -3 448 000 | -9,7 | 755 000 | 2,4 |
| | Jun | 33 820 000 | 1 873 000 | 5,9 | 1 665 000 | 5,2 |
| | Sep* | 32 802 000 | -1 018 000 | -3,0 | -1 407 000 | -4,1 |
| | Dec | 36 648 000 | 3 846 000 | 11,7 | 1 253 000 | 3,5 |

*Revised estimates.

5.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 31 074 000 | - | - | - | - |
| | Sep | 31 464 000 | 390 000 | 1,3 | - | - |
| | Dec | 32 252 000 | 788 000 | 2,5 | - | - |
| 2019 | Mar | 31 185 000 | -1 067 000 | -3,3 | - | - |
| | Jun | 32 272 000 | 1 087 000 | 3,5 | 1 198 000 | 3,9 |
| | Sep | 32 368 000 | 96 000 | 0,3 | 904 000 | 2,9 |
| 2020 | Dec | 33 304 000 | 936 000 | 2,9 | 1 052 000 | 3,3 |
| | Mar | 32 400 000 | -904 000 | -2,7 | 1 215 000 | 3,9 |
| | Jun | 22 903 000 | -9 497 000 | -29,3 | -9 369 000 | -29,0 |
| 2021 | Sep | 28 252 000 | 5 349 000 | 23,4 | -4 116 000 | -12,7 |
| | Dec | 29 834 000 | 1 582 000 | 5,6 | -3 470 000 | -10,4 |
| | Mar | 29 207 000 | -627 000 | -2,1 | -3 193 000 | -9,9 |
| 2022 | Jun | 30 157 000 | 950 000 | 3,3 | 7 254 000 | 31,7 |
| | Sep | 32 468 000 | 2 311 000 | 7,7 | 4 216 000 | 14,9 |
| | Dec | 30 570 000 | -1 898 000 | -5,8 | 736 000 | 2,5 |
| 2022 | Mar | 29 553 000 | -1 017 000 | -3,3 | 346 000 | 1,2 |
| | Jun | 31 332 000 | 1 779 000 | 6,0 | 1 175 000 | 3,9 |
| | Sep* | 30 813 000 | -519 000 | -1,7 | -1 655 000 | -5,1 |
| | Dec | 30 494 000 | -319 000 | -1,0 | -76 000 | -0,2 |

*Revised estimates.

5.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 998 000 | - | - | - | - |
| | Sep | 587 000 | -411 000 | -41,2 | - | - |
| | Dec | 4 590 000 | 4 003 000 | 681,9 | - | - |
| 2019 | Mar | 1 025 000 | -3 565 000 | -77,7 | - | - |
| | Jun | 796 000 | -229 000 | -22,3 | -202 000 | -20,2 |
| | Sep | 505 000 | -291 000 | -36,6 | -82 000 | -14,0 |
| 2020 | Dec | 3 813 000 | 3 308 000 | 655,0 | -777 000 | -16,9 |
| | Mar | 767 000 | -3 046 000 | -79,9 | -258 000 | -25,2 |
| | Jun | 444 000 | -323 000 | -42,1 | -352 000 | -44,2 |
| 2021 | Sep | 468 000 | 24 000 | 5,4 | -37 000 | -7,3 |
| | Dec | 2 411 000 | 1 943 000 | 415,2 | -1 402 000 | -36,8 |
| | Mar | 844 000 | -1 567 000 | -65,0 | 77 000 | 10,0 |
| 2022 | Jun | 739 000 | -105 000 | -12,4 | 295 000 | 66,4 |
| | Sep | 530 000 | -209 000 | -28,3 | 62 000 | 13,2 |
| | Dec | 3 501 000 | 2 971 000 | 560,6 | 1 090 000 | 45,2 |
| 2022 | Mar | 1 266 000 | -2 235 000 | -63,8 | 422 000 | 50,0 |
| | Jun | 884 000 | -382 000 | -30,2 | 145 000 | 19,6 |
| | Sep* | 609 000 | -275 000 | -31,1 | 79 000 | 14,9 |
| | Dec | 4 775 000 | 4 166 000 | 684,1 | 1 274 000 | 36,4 |

*Revised estimates.

5.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 1 462 000 | - | - | - | - |
| | Sep | 1 371 000 | -91 000 | -6,2 | - | - |
| | Dec | 1 355 000 | -16 000 | -1,2 | - | - |
| 2019 | Mar | 1 209 000 | -146 000 | -10,8 | - | - |
| | Jun | 1 325 000 | 116 000 | 9,6 | -137 000 | -9,4 |
| | Sep | 1 387 000 | 62 000 | 4,7 | 16 000 | 1,2 |
| 2020 | Dec | 1 326 000 | -61 000 | -4,4 | -29 000 | -2,1 |
| | Mar | 1 153 000 | -173 000 | -13,0 | -56 000 | -4,6 |
| | Jun | 706 000 | -447 000 | -38,8 | -619 000 | -46,7 |
| 2021 | Sep | 1 088 000 | 382 000 | 54,1 | -299 000 | -21,6 |
| | Dec | 1 154 000 | 66 000 | 6,1 | -172 000 | -13,0 |
| | Mar | 1 141 000 | -13 000 | -1,1 | -12 000 | -1,0 |
| 2022 | Jun | 1 259 000 | 118 000 | 10,3 | 553 000 | 78,3 |
| | Sep | 1 211 000 | -48 000 | -3,8 | 123 000 | 11,3 |
| | Dec | 1 324 000 | 113 000 | 9,3 | 170 000 | 14,7 |
| 2022 | Mar | 1 128 000 | -196 000 | -14,8 | -13 000 | -1,1 |
| | Jun | 1 604 000 | 476 000 | 42,2 | 345 000 | 27,4 |
| | Sep* | 1 380 000 | -224 000 | -14,0 | 169 000 | 14,0 |
| | Dec | 1 379 000 | -1 000 | -0,1 | 55 000 | 4,2 |

*Revised estimates.

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

6.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 2 199 000 | - | - | - | - |
| | Sep | 2 223 000 | 24 000 | 1,1 | - | - |
| | Dec | 2 280 000 | 57 000 | 2,6 | - | - |
| 2019 | Mar | 2 279 000 | -1 000 | 0,0 | - | - |
| | Jun | 2 263 000 | -16 000 | -0,7 | 64 000 | 2,9 |
| | Sep | 2 263 000 | 0 | 0,0 | 40 000 | 1,8 |
| 2020 | Dec | 2 301 000 | 38 000 | 1,7 | 21 000 | 0,9 |
| | Mar | 2 268 000 | -33 000 | -1,4 | -11 000 | -0,5 |
| | Jun | 2 066 000 | -202 000 | -8,9 | -197 000 | -8,7 |
| 2021 | Sep | 2 090 000 | 24 000 | 1,2 | -173 000 | -7,6 |
| | Dec | 2 141 000 | 51 000 | 2,4 | -160 000 | -7,0 |
| | Mar | 2 103 000 | -38 000 | -1,8 | -165 000 | -7,3 |
| 2022 | Jun | 2 104 000 | 1 000 | 0,0 | 38 000 | 1,8 |
| | Sep | 2 085 000 | -19 000 | -0,9 | -5 000 | -0,2 |
| | Dec | 2 143 000 | 58 000 | 2,8 | 2 000 | 0,1 |
| 2022 | Mar | 2 123 000 | -20 000 | -0,9 | 20 000 | 1,0 |
| | Jun | 2 134 000 | 11 000 | 0,5 | 30 000 | 1,4 |
| | Sep* | 2 136 000 | 2 000 | 0,1 | 51 000 | 2,4 |
| | Dec | 2 185 000 | 49 000 | 2,3 | 42 000 | 2,0 |

*Revised estimates.

6.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 1 989 000 | - | - | - | - |
| | Sep | 2 010 000 | 21 000 | 1,1 | - | - |
| | Dec | 2 043 000 | 33 000 | 1,6 | - | - |
| 2019 | Mar | 2 060 000 | 17 000 | 0,8 | - | - |
| | Jun | 2 039 000 | -21 000 | -1,0 | 50 000 | 2,5 |
| | Sep | 2 031 000 | -8 000 | -0,4 | 21 000 | 1,0 |
| 2020 | Dec | 2 060 000 | 29 000 | 1,4 | 17 000 | 0,8 |
| | Mar | 2 046 000 | -14 000 | -0,7 | -14 000 | -0,7 |
| | Jun | 1 873 000 | -173 000 | -8,5 | -166 000 | -8,1 |
| 2021 | Sep | 1 897 000 | 24 000 | 1,3 | -134 000 | -6,6 |
| | Dec | 1 924 000 | 27 000 | 1,4 | -136 000 | -6,6 |
| | Mar | 1 902 000 | -22 000 | -1,1 | -144 000 | -7,0 |
| 2022 | Jun | 1 898 000 | -4 000 | -0,2 | 25 000 | 1,3 |
| | Sep | 1 882 000 | -16 000 | -0,8 | -15 000 | -0,8 |
| | Dec | 1 908 000 | 26 000 | 1,4 | -16 000 | -0,8 |
| 2022 | Mar | 1 899 000 | -9 000 | -0,5 | -3 000 | -0,2 |
| | Jun | 1 914 000 | 15 000 | 0,8 | 16 000 | 0,8 |
| | Sep* | 1 913 000 | -1 000 | -0,1 | 31 000 | 1,6 |
| | Dec | 1 939 000 | 26 000 | 1,4 | 31 000 | 1,6 |

*Revised estimates.

6.3 Part-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Part-time | Quarterly | | Annual | |
| 2018 | Jun | 210 000 | - | - | - | - |
| | Sep | 213 000 | 3 000 | 1,4 | - | - |
| | Dec | 237 000 | 24 000 | 11,3 | - | - |
| 2019 | Mar | 219 000 | -18 000 | -7,6 | - | - |
| | Jun | 224 000 | 5 000 | 2,3 | 14 000 | 6,7 |
| | Sep | 232 000 | 8 000 | 3,6 | 19 000 | 8,9 |
| 2020 | Dec | 241 000 | 9 000 | 3,9 | 4 000 | 1,7 |
| | Mar | 222 000 | -19 000 | -7,9 | 3 000 | 1,4 |
| | Jun | 193 000 | -29 000 | -13,1 | -31 000 | -13,8 |
| 2021 | Sep | 193 000 | 0 | 0,0 | -39 000 | -16,8 |
| | Dec | 217 000 | 24 000 | 12,4 | -24 000 | -10,0 |
| | Mar | 201 000 | -16 000 | -7,4 | -21 000 | -9,5 |
| 2022 | Jun | 206 000 | 5 000 | 2,5 | 13 000 | 6,7 |
| | Sep | 203 000 | -3 000 | -1,5 | 10 000 | 5,2 |
| | Dec | 235 000 | 32 000 | 15,8 | 18 000 | 8,3 |
| 2022 | Mar | 224 000 | -11 000 | -4,7 | 23 000 | 11,4 |
| | Jun | 220 000 | -4 000 | -1,8 | 14 000 | 6,8 |
| | Sep* | 223 000 | 3 000 | 1,4 | 20 000 | 9,9 |
| | Dec | 246 000 | 23 000 | 10,3 | 11 000 | 4,7 |

*Revised estimates.

6.4 Total gross earnings (R thousand)

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 94 840 000 | - | - | - | - |
| | Sep | 96 514 000 | 1 674 000 | 1,8 | - | - |
| | Dec | 107 521 000 | 11 007 000 | 11,4 | - | - |
| 2019 | Mar | 99 934 000 | -7 587 000 | -7,1 | - | - |
| | Jun | 102 090 000 | 2 156 000 | 2,2 | 7 250 000 | 7,6 |
| | Sep | 103 750 000 | 1 660 000 | 1,6 | 7 236 000 | 7,5 |
| 2020 | Dec | 113 814 000 | 10 064 000 | 9,7 | 6 293 000 | 5,9 |
| | Mar | 105 915 000 | -7 899 000 | -6,9 | 5 981 000 | 6,0 |
| | Jun | 86 049 000 | -19 866 000 | -18,8 | -16 041 000 | -15,7 |
| 2021 | Sep | 95 128 000 | 9 079 000 | 10,6 | -8 622 000 | -8,3 |
| | Dec | 108 352 000 | 13 224 000 | 13,9 | -5 462 000 | -4,8 |
| | Mar | 103 859 000 | -4 493 000 | -4,1 | -2 056 000 | -1,9 |
| 2022 | Jun | 105 506 000 | 1 647 000 | 1,6 | 19 457 000 | 22,6 |
| | Sep | 105 117 000 | -389 000 | -0,4 | 9 989 000 | 10,5 |
| | Dec | 116 687 000 | 11 570 000 | 11,0 | 8 335 000 | 7,7 |
| 2022 | Mar | 111 864 000 | -4 823 000 | -4,1 | 8 005 000 | 7,7 |
| | Jun | 113 403 000 | 1 539 000 | 1,4 | 7 897 000 | 7,5 |
| | Sep* | 114 079 000 | 676 000 | 0,6 | 8 962 000 | 8,5 |
| | Dec | 128 249 000 | 14 170 000 | 12,4 | 11 562 000 | 9,9 |

*Revised estimates.

6.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 87 875 000 | - | - | - | - |
| | Sep | 89 680 000 | 1 805 000 | 2,1 | - | - |
| | Dec | 92 064 000 | 2 384 000 | 2,7 | - | - |
| 2019 | Mar | 92 236 000 | 172 000 | 0,2 | - | - |
| | Jun | 94 467 000 | 2 231 000 | 2,4 | 6 592 000 | 7,5 |
| | Sep | 96 212 000 | 1 745 000 | 1,8 | 6 532 000 | 7,3 |
| 2020 | Dec | 98 337 000 | 2 125 000 | 2,2 | 6 273 000 | 6,8 |
| | Mar | 98 155 000 | -182 000 | -0,2 | 5 919 000 | 6,4 |
| | Jun | 80 381 000 | -17 774 000 | -18,1 | -14 086 000 | -14,9 |
| 2021 | Sep | 88 728 000 | 8 347 000 | 10,4 | -7 484 000 | -7,8 |
| | Dec | 93 579 000 | 4 851 000 | 5,5 | -4 758 000 | -4,8 |
| | Mar | 94 735 000 | 1 156 000 | 1,2 | -3 420 000 | -3,5 |
| 2022 | Jun | 96 780 000 | 2 045 000 | 2,2 | 16 399 000 | 20,4 |
| | Sep | 96 154 000 | -626 000 | -0,6 | 7 426 000 | 8,4 |
| | Dec | 99 949 000 | 3 795 000 | 3,9 | 6 370 000 | 6,8 |
| 2022 | Mar | 100 740 000 | 791 000 | 0,8 | 6 005 000 | 6,3 |
| | Jun | 102 750 000 | 2 010 000 | 2,0 | 5 970 000 | 6,2 |
| | Sep* | 105 052 000 | 2 302 000 | 2,2 | 8 898 000 | 9,3 |
| | Dec | 109 646 000 | 4 594 000 | 4,4 | 9 697 000 | 9,7 |

*Revised estimates.

6.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 4 540 000 | - | - | - | - |
| | Sep | 4 516 000 | -24 000 | -0,5 | - | - |
| | Dec | 12 916 000 | 8 400 000 | 186,0 | - | - |
| 2019 | Mar | 5 274 000 | -7 642 000 | -59,2 | - | - |
| | Jun | 4 858 000 | -416 000 | -7,9 | 318 000 | 7,0 |
| | Sep | 5 026 000 | 168 000 | 3,5 | 510 000 | 11,3 |
| 2020 | Dec | 12 867 000 | 7 841 000 | 156,0 | -49 000 | -0,4 |
| | Mar | 5 093 000 | -7 774 000 | -60,4 | -181 000 | -3,4 |
| | Jun | 3 914 000 | -1 179 000 | -23,1 | -944 000 | -19,4 |
| 2021 | Sep | 4 458 000 | 544 000 | 13,9 | -568 000 | -11,3 |
| | Dec | 12 425 000 | 7 967 000 | 178,7 | -442 000 | -3,4 |
| | Mar | 6 813 000 | -5 612 000 | -45,2 | 1 720 000 | 33,8 |
| 2022 | Jun | 6 147 000 | -666 000 | -9,8 | 2 233 000 | 57,1 |
| | Sep | 6 644 000 | 497 000 | 8,1 | 2 186 000 | 49,0 |
| | Dec | 14 087 000 | 7 443 000 | 112,0 | 1 662 000 | 13,4 |
| 2022 | Mar | 8 362 000 | -5 725 000 | -40,6 | 1 549 000 | 22,7 |
| | Jun | 7 738 000 | -624 000 | -7,5 | 1 591 000 | 25,9 |
| | Sep* | 6 425 000 | -1 313 000 | -17,0 | -219 000 | -3,3 |
| | Dec | 15 261 000 | 8 836 000 | 137,5 | 1 174 000 | 8,3 |

*Revised estimates.

6.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 2 425 000 | - | - | - | - |
| | Sep | 2 318 000 | -107 000 | -4,4 | - | - |
| | Dec | 2 541 000 | 223 000 | 9,6 | - | - |
| 2019 | Mar | 2 424 000 | -117 000 | -4,6 | - | - |
| | Jun | 2 765 000 | 341 000 | 14,1 | 340 000 | 14,0 |
| | Sep | 2 512 000 | -253 000 | -9,2 | 194 000 | 8,4 |
| 2020 | Dec | 2 610 000 | 98 000 | 3,9 | 69 000 | 2,7 |
| | Mar | 2 667 000 | 57 000 | 2,2 | 243 000 | 10,0 |
| | Jun | 1 754 000 | -913 000 | -34,2 | -1 011 000 | -36,6 |
| 2021 | Sep | 1 942 000 | 188 000 | 10,7 | -570 000 | -22,7 |
| | Dec | 2 348 000 | 406 000 | 20,9 | -262 000 | -10,0 |
| | Mar | 2 311 000 | -37 000 | -1,6 | -356 000 | -13,3 |
| 2022 | Jun | 2 579 000 | 268 000 | 11,6 | 825 000 | 47,0 |
| | Sep | 2 319 000 | -260 000 | -10,1 | 377 000 | 19,4 |
| | Dec | 2 651 000 | 332 000 | 14,3 | 303 000 | 12,9 |
| 2022 | Mar | 2 762 000 | 111 000 | 4,2 | 451 000 | 19,5 |
| | Jun | 2 915 000 | 153 000 | 5,5 | 336 000 | 13,0 |
| | Sep* | 2 602 000 | -313 000 | -10,7 | 283 000 | 12,2 |
| | Dec | 3 342 000 | 740 000 | 28,4 | 691 000 | 26,1 |

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 483 000 | - | - | - | - |
| | Sep | 491 000 | 8 000 | 1,7 | - | - |
| | Dec | 498 000 | 7 000 | 1,4 | - | - |
| 2019 | Mar | 500 000 | 2 000 | 0,4 | - | - |
| | Jun | 495 000 | -5 000 | -1,0 | 12 000 | 2,5 |
| | Sep | 490 000 | -5 000 | -1,0 | -1 000 | -0,2 |
| 2020 | Dec | 488 000 | -2 000 | -0,4 | -10 000 | -2,0 |
| | Mar | 486 000 | -2 000 | -0,4 | -14 000 | -2,8 |
| | Jun | 443 000 | -43 000 | -8,8 | -52 000 | -10,5 |
| 2021 | Sep | 432 000 | -11 000 | -2,5 | -58 000 | -11,8 |
| | Dec | 425 000 | -7 000 | -1,6 | -63 000 | -12,9 |
| | Mar | 425 000 | 0 | 0,0 | -61 000 | -12,6 |
| 2022 | Jun | 425 000 | 0 | 0,0 | -18 000 | -4,1 |
| | Sep | 421 000 | -4 000 | -0,9 | -11 000 | -2,5 |
| | Dec | 419 000 | -2 000 | -0,5 | -6 000 | -1,4 |
| 2022 | Mar | 411 000 | -8 000 | -1,9 | -14 000 | -3,3 |
| | Jun | 411 000 | 0 | 0,0 | -14 000 | -3,3 |
| | Sep* | 414 000 | 3 000 | 0,7 | -7 000 | -1,7 |
| | Dec | 414 000 | 0 | 0,0 | -5 000 | -1,2 |

*Revised estimates.

7.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 466 000 | - | - | - | - |
| | Sep | 472 000 | 6 000 | 1,3 | - | - |
| | Dec | 477 000 | 5 000 | 1,1 | - | - |
| 2019 | Mar | 482 000 | 5 000 | 1,0 | - | - |
| | Jun | 478 000 | -4 000 | -0,8 | 12 000 | 2,6 |
| | Sep | 471 000 | -7 000 | -1,5 | -1 000 | -0,2 |
| 2020 | Dec | 468 000 | -3 000 | -0,6 | -9 000 | -1,9 |
| | Mar | 467 000 | -1 000 | -0,2 | -15 000 | -3,1 |
| | Jun | 428 000 | -39 000 | -8,4 | -50 000 | -10,5 |
| 2021 | Sep | 415 000 | -13 000 | -3,0 | -56 000 | -11,9 |
| | Dec | 408 000 | -7 000 | -1,7 | -60 000 | -12,8 |
| | Mar | 409 000 | 1 000 | 0,2 | -58 000 | -12,4 |
| 2022 | Jun | 408 000 | -1 000 | -0,2 | -20 000 | -4,7 |
| | Sep | 404 000 | -4 000 | -1,0 | -11 000 | -2,7 |
| | Dec | 404 000 | 0 | 0,0 | -4 000 | -1,0 |
| 2022 | Mar | 395 000 | -9 000 | -2,2 | -14 000 | -3,4 |
| | Jun | 395 000 | 0 | 0,0 | -13 000 | -3,2 |
| | Sep* | 397 000 | 2 000 | 0,5 | -7 000 | -1,7 |
| | Dec | 398 000 | 1 000 | 0,3 | -6 000 | -1,5 |

7.3 Part-time employees

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

*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 | |
| 2018 | Jun | 37 871 000 | - | - | - | - |
| | Sep | 38 571 000 | 700 000 | 1,8 | - | - |
| | Dec | 41 629 000 | 3 058 000 | 7,9 | - | - |
| 2019 | Mar | 38 627 000 | -3 002 000 | -7,2 | - | - |
| | Jun | 41 961 000 | 3 334 000 | 8,6 | 4 090 000 | 10,8 |
| | Sep | 39 650 000 | -2 311 000 | -5,5 | 1 079 000 | 2,8 |
| 2020 | Dec | 43 703 000 | 4 053 000 | 10,2 | 2 074 000 | 5,0 |
| | Mar | 38 241 000 | -5 462 000 | -12,5 | -386 000 | -1,0 |
| | Jun | 35 272 000 | -2 969 000 | -7,8 | -6 689 000 | -15,9 |
| 2021 | Sep | 33 427 000 | -1 845 000 | -5,2 | -6 223 000 | -15,7 |
| | Dec | 36 854 000 | 3 427 000 | 10,3 | -6 849 000 | -15,7 |
| | Mar | 33 546 000 | -3 308 000 | -9,0 | -4 695 000 | -12,3 |
| 2022 | Jun | 38 229 000 | 4 683 000 | 14,0 | 2 957 000 | 8,4 |
| | Sep | 35 490 000 | -2 739 000 | -7,2 | 2 063 000 | 6,2 |
| | Dec | 39 726 000 | 4 236 000 | 11,9 | 2 872 000 | 7,8 |
| 2022 | Mar | 35 166 000 | -4 560 000 | -11,5 | 1 620 000 | 4,8 |
| | Jun | 38 737 000 | 3 571 000 | 10,2 | 508 000 | 1,3 |
| | Sep* | 36 056 000 | -2 681 000 | -6,9 | 566 000 | 1,6 |
| | Dec | 39 557 000 | 3 501 000 | 9,7 | -169 000 | -0,4 |

*Revised estimates.

7.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 32 903 000 | - | - | - | - |
| | Sep | 33 833 000 | 930 000 | 2,8 | - | - |
| | Dec | 34 548 000 | 715 000 | 2,1 | - | - |
| 2019 | Mar | 34 698 000 | 150 000 | 0,4 | - | - |
| | Jun | 35 531 000 | 833 000 | 2,4 | 2 628 000 | 8,0 |
| | Sep | 35 290 000 | -241 000 | -0,7 | 1 457 000 | 4,3 |
| 2020 | Dec | 35 995 000 | 705 000 | 2,0 | 1 447 000 | 4,2 |
| | Mar | 35 217 000 | -778 000 | -2,2 | 519 000 | 1,5 |
| | Jun | 30 120 000 | -5 097 000 | -14,5 | -5 411 000 | -15,2 |
| 2021 | Sep | 30 491 000 | 371 000 | 1,2 | -4 799 000 | -13,6 |
| | Dec | 30 936 000 | 445 000 | 1,5 | -5 059 000 | -14,1 |
| | Mar | 30 637 000 | -299 000 | -1,0 | -4 580 000 | -13,0 |
| 2022 | Jun | 32 029 000 | 1 392 000 | 4,5 | 1 909 000 | 6,3 |
| | Sep | 32 184 000 | 155 000 | 0,5 | 1 693 000 | 5,6 |
| | Dec | 33 204 000 | 1 020 000 | 3,2 | 2 268 000 | 7,3 |
| 2022 | Mar | 31 408 000 | -1 796 000 | -5,4 | 771 000 | 2,5 |
| | Jun | 32 410 000 | 1 002 000 | 3,2 | 381 000 | 1,2 |
| | Sep* | 32 785 000 | 375 000 | 1,2 | 601 000 | 1,9 |
| | Dec | 33 229 000 | 444 000 | 1,4 | 25 000 | 0,1 |

*Revised estimates.

7.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 2 837 000 | - | - | - | - |
| | Sep | 2 832 000 | -5 000 | -0,2 | - | - |
| | Dec | 5 107 000 | 2 275 000 | 80,3 | - | - |
| 2019 | Mar | 2 058 000 | -3 049 000 | -59,7 | - | - |
| | Jun | 4 288 000 | 2 230 000 | 108,4 | 1 451 000 | 51,1 |
| | Sep | 2 359 000 | -1 929 000 | -45,0 | -473 000 | -16,7 |
| 2020 | Dec | 5 581 000 | 3 222 000 | 136,6 | 474 000 | 9,3 |
| | Mar | 1 080 000 | -4 501 000 | -80,6 | -978 000 | -47,5 |
| | Jun | 3 938 000 | 2 858 000 | 264,6 | -350 000 | -8,2 |
| 2021 | Sep | 1 207 000 | -2 731 000 | -69,3 | -1 152 000 | -48,8 |
| | Dec | 4 067 000 | 2 860 000 | 237,0 | -1 514 000 | -27,1 |
| | Mar | 1 224 000 | -2 843 000 | -69,9 | 144 000 | 13,3 |
| 2022 | Jun | 4 242 000 | 3 018 000 | 246,6 | 304 000 | 7,7 |
| | Sep | 1 391 000 | -2 851 000 | -67,2 | 184 000 | 15,2 |
| | Dec | 4 524 000 | 3 133 000 | 225,2 | 457 000 | 11,2 |
| 2022 | Mar | 1 901 000 | -2 623 000 | -58,0 | 677 000 | 55,3 |
| | Jun | 4 312 000 | 2 411 000 | 126,8 | 70 000 | 1,7 |
| | Sep* | 1 260 000 | -3 052 000 | -70,8 | -131 000 | -9,4 |
| | Dec | 4 296 000 | 3 036 000 | 241,0 | -228 000 | -5,0 |

*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 | |
| 2018 | Jun | 2 131 000 | - | - | - | - |
| | Sep | 1 906 000 | -225 000 | -10,6 | - | - |
| | Dec | 1 974 000 | 68 000 | 3,6 | - | - |
| 2019 | Mar | 1 871 000 | -103 000 | -5,2 | - | - |
| | Jun | 2 142 000 | 271 000 | 14,5 | 11 000 | 0,5 |
| | Sep | 2 001 000 | -141 000 | -6,6 | 95 000 | 5,0 |
| 2020 | Dec | 2 127 000 | 126 000 | 6,3 | 153 000 | 7,8 |
| | Mar | 1 944 000 | -183 000 | -8,6 | 73 000 | 3,9 |
| | Jun | 1 214 000 | -730 000 | -37,6 | -928 000 | -43,3 |
| 2021 | Sep | 1 729 000 | 515 000 | 42,4 | -272 000 | -13,6 |
| | Dec | 1 851 000 | 122 000 | 7,1 | -276 000 | -13,0 |
| | Mar | 1 685 000 | -166 000 | -9,0 | -259 000 | -13,3 |
| 2022 | Jun | 1 958 000 | 273 000 | 16,2 | 744 000 | 61,3 |
| | Sep | 1 915 000 | -43 000 | -2,2 | 186 000 | 10,8 |
| | Dec | 1 998 000 | 83 000 | 4,3 | 147 000 | 7,9 |
| 2022 | Mar | 1 857 000 | -141 000 | -7,1 | 172 000 | 10,2 |
| | Jun | 2 015 000 | 158 000 | 8,5 | 57 000 | 2,9 |
| | Sep* | 2 011 000 | -4 000 | -0,2 | 96 000 | 5,0 |
| | Dec | 2 032 000 | 21 000 | 1,0 | 34 000 | 1,7 |

*Revised estimates.

Table 8 - Financial intermediation, insurance, real estate and business services industry

8.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 2 302 000 | - | - | - | - |
| | Sep | 2 310 000 | 8 000 | 0,3 | - | - |
| | Dec | 2 347 000 | 37 000 | 1,6 | - | - |
| 2019 | Mar | 2 349 000 | 2 000 | 0,1 | - | - |
| | Jun | 2 366 000 | 17 000 | 0,7 | 64 000 | 2,8 |
| | Sep | 2 381 000 | 15 000 | 0,6 | 71 000 | 3,1 |
| 2020 | Dec | 2 416 000 | 35 000 | 1,5 | 69 000 | 2,9 |
| | Mar | 2 442 000 | 26 000 | 1,1 | 93 000 | 4,0 |
| | Jun | 2 285 000 | -157 000 | -6,4 | -81 000 | -3,4 |
| 2021 | Sep | 2 291 000 | 6 000 | 0,3 | -90 000 | -3,8 |
| | Dec | 2 318 000 | 27 000 | 1,2 | -98 000 | -4,1 |
| | Mar | 2 332 000 | 14 000 | 0,6 | -110 000 | -4,5 |
| 2022 | Jun | 2 325 000 | -7 000 | -0,3 | 40 000 | 1,8 |
| | Sep | 2 345 000 | 20 000 | 0,9 | 54 000 | 2,4 |
| | Dec | 2 351 000 | 6 000 | 0,3 | 33 000 | 1,4 |
| 2022 | Mar | 2 326 000 | -25 000 | -1,1 | -6 000 | -0,3 |
| | Jun | 2 320 000 | -6 000 | -0,3 | -5 000 | -0,2 |
| | Sep* | 2 336 000 | 16 000 | 0,7 | -9 000 | -0,4 |
| | Dec | 2 345 000 | 9 000 | 0,4 | -6 000 | -0,3 |

*Revised estimates.

8.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 2 062 000 | - | - | - | - |
| | Sep | 2 068 000 | 6 000 | 0,3 | - | - |
| | Dec | 2 115 000 | 47 000 | 2,3 | - | - |
| 2019 | Mar | 2 123 000 | 8 000 | 0,4 | - | - |
| | Jun | 2 147 000 | 24 000 | 1,1 | 85 000 | 4,1 |
| | Sep | 2 156 000 | 9 000 | 0,4 | 88 000 | 4,3 |
| 2020 | Dec | 2 181 000 | 25 000 | 1,2 | 66 000 | 3,1 |
| | Mar | 2 214 000 | 33 000 | 1,5 | 91 000 | 4,3 |
| | Jun | 2 085 000 | -129 000 | -5,8 | -62 000 | -2,9 |
| 2021 | Sep | 2 095 000 | 10 000 | 0,5 | -61 000 | -2,8 |
| | Dec | 2 108 000 | 13 000 | 0,6 | -73 000 | -3,3 |
| | Mar | 2 141 000 | 33 000 | 1,6 | -73 000 | -3,3 |
| 2022 | Jun | 2 122 000 | -19 000 | -0,9 | 37 000 | 1,8 |
| | Sep | 2 133 000 | 11 000 | 0,5 | 38 000 | 1,8 |
| | Dec | 2 124 000 | -9 000 | -0,4 | 16 000 | 0,8 |
| 2022 | Mar | 2 119 000 | -5 000 | -0,2 | -22 000 | -1,0 |
| | Jun | 2 098 000 | -21 000 | -1,0 | -24 000 | -1,1 |
| | Sep* | 2 137 000 | 39 000 | 1,9 | 4 000 | 0,2 |
| | Dec | 2 138 000 | 1 000 | 0,0 | 14 000 | 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 | |
| 2018 | Jun | 240 000 | - | - | - | - |
| | Sep | 242 000 | 2 000 | 0,8 | - | - |
| | Dec | 232 000 | -10 000 | -4,1 | - | - |
| 2019 | Mar | 226 000 | -6 000 | -2,6 | - | - |
| | Jun | 219 000 | -7 000 | -3,1 | -21 000 | -8,8 |
| | Sep | 225 000 | 6 000 | 2,7 | -17 000 | -7,0 |
| 2020 | Dec | 235 000 | 10 000 | 4,4 | 3 000 | 1,3 |
| | Mar | 228 000 | -7 000 | -3,0 | 2 000 | 0,9 |
| | Jun | 200 000 | -28 000 | -12,3 | -19 000 | -8,7 |
| 2021 | Sep | 196 000 | -4 000 | -2,0 | -29 000 | -12,9 |
| | Dec | 210 000 | 14 000 | 7,1 | -25 000 | -10,6 |
| | Mar | 191 000 | -19 000 | -9,0 | -37 000 | -16,2 |
| 2022 | Jun | 203 000 | 12 000 | 6,3 | 3 000 | 1,5 |
| | Sep | 212 000 | 9 000 | 4,4 | 16 000 | 8,2 |
| | Dec | 227 000 | 15 000 | 7,1 | 17 000 | 8,1 |
| 2022 | Mar | 207 000 | -20 000 | -8,8 | 16 000 | 8,4 |
| | Jun | 222 000 | 15 000 | 7,2 | 19 000 | 9,4 |
| | Sep* | 199 000 | -23 000 | -10,4 | -13 000 | -6,1 |
| | Dec | 207 000 | 8 000 | 4,0 | -20 000 | -8,8 |

*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 | |
| 2018 | Jun | 173 673 000 | - | - | - | - |
| | Sep | 183 294 000 | 9 621 000 | 5,5 | - | - |
| | Dec | 193 395 000 | 10 101 000 | 5,5 | - | - |
| 2019 | Mar | 189 128 000 | -4 267 000 | -2,2 | - | - |
| | Jun | 185 836 000 | -3 292 000 | -1,7 | 12 163 000 | 7,0 |
| | Sep | 196 497 000 | 10 661 000 | 5,7 | 13 203 000 | 7,2 |
| 2020 | Dec | 216 593 000 | 20 096 000 | 10,2 | 23 198 000 | 12,0 |
| | Mar | 203 810 000 | -12 783 000 | -5,9 | 14 682 000 | 7,8 |
| | Jun | 177 988 000 | -25 822 000 | -12,7 | -7 848 000 | -4,2 |
| 2021 | Sep | 189 584 000 | 11 596 000 | 6,5 | -6 913 000 | -3,5 |
| | Dec | 218 661 000 | 29 077 000 | 15,3 | 2 068 000 | 1,0 |
| | Mar | 206 323 000 | -12 338 000 | -5,6 | 2 513 000 | 1,2 |
| 2022 | Jun | 198 818 000 | -7 505 000 | -3,6 | 20 830 000 | 11,7 |
| | Sep | 210 709 000 | 11 891 000 | 6,0 | 21 125 000 | 11,1 |
| | Dec | 218 283 000 | 7 574 000 | 3,6 | -378 000 | -0,2 |
| 2022 | Mar | 217 201 000 | -1 082 000 | -0,5 | 10 878 000 | 5,3 |
| | Jun | 208 941 000 | -8 260 000 | -3,8 | 10 123 000 | 5,1 |
| | Sep* | 217 210 000 | 8 269 000 | 4,0 | 6 501 000 | 3,1 |
| | Dec | 226 867 000 | 9 657 000 | 4,4 | 8 584 000 | 3,9 |

*Revised estimates.

8.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 156 308 000 | - | - | - | - |
| | Sep | 159 764 000 | 3 456 000 | 2,2 | - | - |
| | Dec | 165 836 000 | 6 072 000 | 3,8 | - | - |
| 2019 | Mar | 166 346 000 | 510 000 | 0,3 | - | - |
| | Jun | 168 677 000 | 2 331 000 | 1,4 | 12 369 000 | 7,9 |
| | Sep | 172 277 000 | 3 600 000 | 2,1 | 12 513 000 | 7,8 |
| 2020 | Dec | 177 216 000 | 4 939 000 | 2,9 | 11 380 000 | 6,9 |
| | Mar | 177 860 000 | 644 000 | 0,4 | 11 514 000 | 6,9 |
| | Jun | 164 068 000 | -13 792 000 | -7,8 | -4 609 000 | -2,7 |
| 2021 | Sep | 170 766 000 | 6 698 000 | 4,1 | -1 511 000 | -0,9 |
| | Dec | 178 148 000 | 7 382 000 | 4,3 | 932 000 | 0,5 |
| | Mar | 177 403 000 | -745 000 | -0,4 | -457 000 | -0,3 |
| 2022 | Jun | 179 640 000 | 2 237 000 | 1,3 | 15 572 000 | 9,5 |
| | Sep | 181 733 000 | 2 093 000 | 1,2 | 10 967 000 | 6,4 |
| | Dec | 184 986 000 | 3 253 000 | 1,8 | 6 838 000 | 3,8 |
| 2022 | Mar | 183 521 000 | -1 465 000 | -0,8 | 6 118 000 | 3,4 |
| | Jun | 188 459 000 | 4 938 000 | 2,7 | 8 819 000 | 4,9 |
| | Sep* | 190 280 000 | 1 821 000 | 1,0 | 8 547 000 | 4,7 |
| | Dec | 192 775 000 | 2 495 000 | 1,3 | 7 789 000 | 4,2 |

*Revised estimates.

8.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 14 684 000 | - | - | - | - |
| | Sep | 20 807 000 | 6 123 000 | 41,7 | - | - |
| | Dec | 24 661 000 | 3 854 000 | 18,5 | - | - |
| 2019 | Mar | 20 070 000 | -4 591 000 | -18,6 | - | - |
| | Jun | 13 914 000 | -6 156 000 | -30,7 | -770 000 | -5,2 |
| | Sep | 20 981 000 | 7 067 000 | 50,8 | 174 000 | 0,8 |
| 2020 | Dec | 35 815 000 | 14 834 000 | 70,7 | 11 154 000 | 45,2 |
| | Mar | 22 577 000 | -13 238 000 | -37,0 | 2 507 000 | 12,5 |
| | Jun | 11 229 000 | -11 348 000 | -50,3 | -2 685 000 | -19,3 |
| 2021 | Sep | 15 880 000 | 4 651 000 | 41,4 | -5 101 000 | -24,3 |
| | Dec | 37 044 000 | 21 164 000 | 133,3 | 1 229 000 | 3,4 |
| | Mar | 25 743 000 | -11 301 000 | -30,5 | 3 166 000 | 14,0 |
| 2022 | Jun | 15 602 000 | -10 141 000 | -39,4 | 4 373 000 | 38,9 |
| | Sep | 25 282 000 | 9 680 000 | 62,0 | 9 402 000 | 59,2 |
| | Dec | 29 806 000 | 4 524 000 | 17,9 | -7 238 000 | -19,5 |
| 2022 | Mar | 30 338 000 | 532 000 | 1,8 | 4 595 000 | 17,8 |
| | Jun | 16 564 000 | -13 774 000 | -45,4 | 962 000 | 6,2 |
| | Sep* | 22 730 000 | 6 166 000 | 37,2 | -2 552 000 | -10,1 |
| | Dec | 30 121 000 | 7 391 000 | 32,5 | 315 000 | 1,1 |

*Revised estimates.

8.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 2 681 000 | - | - | - | - |
| | Sep | 2 723 000 | 42 000 | 1,6 | - | - |
| | Dec | 2 898 000 | 175 000 | 6,4 | - | - |
| 2019 | Mar | 2 712 000 | -186 000 | -6,4 | - | - |
| | Jun | 3 245 000 | 533 000 | 19,7 | 564 000 | 21,0 |
| | Sep | 3 239 000 | -6 000 | -0,2 | 516 000 | 18,9 |
| 2020 | Dec | 3 562 000 | 323 000 | 10,0 | 664 000 | 22,9 |
| | Mar | 3 373 000 | -189 000 | -5,3 | 661 000 | 24,4 |
| | Jun | 2 691 000 | -682 000 | -20,2 | -554 000 | -17,1 |
| 2021 | Sep | 2 938 000 | 247 000 | 9,2 | -301 000 | -9,3 |
| | Dec | 3 469 000 | 531 000 | 18,1 | -93 000 | -2,6 |
| | Mar | 3 177 000 | -292 000 | -8,4 | -196 000 | -5,8 |
| 2022 | Jun | 3 576 000 | 399 000 | 12,6 | 885 000 | 32,9 |
| | Sep | 3 694 000 | 118 000 | 3,3 | 756 000 | 25,7 |
| | Dec | 3 491 000 | -203 000 | -5,5 | 22 000 | 0,6 |
| 2022 | Mar | 3 342 000 | -149 000 | -4,3 | 165 000 | 5,2 |
| | Jun | 3 918 000 | 576 000 | 17,2 | 342 000 | 9,6 |
| | Sep* | 4 200 000 | 282 000 | 7,2 | 506 000 | 13,7 |
| | Dec | 3 971 000 | -229 000 | -5,5 | 480 000 | 13,7 |

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Total number of employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Total | Quarterly | | Annual | |
| 2018 | Jun | 2 687 000 | - | - | - | - |
| | Sep | 2 697 000 | 10 000 | 0,4 | - | - |
| | Dec | 2 711 000 | 14 000 | 0,5 | - | - |
| 2019 | Mar | 2 736 000 | 25 000 | 0,9 | - | - |
| | Jun | 2 780 000 | 44 000 | 1,6 | 93 000 | 3,5 |
| | Sep | 2 781 000 | 1 000 | 0,0 | 84 000 | 3,1 |
| 2020 | Dec | 2 791 000 | 10 000 | 0,4 | 80 000 | 3,0 |
| | Mar | 2 815 000 | 24 000 | 0,9 | 79 000 | 2,9 |
| | Jun | 2 714 000 | -101 000 | -3,6 | -66 000 | -2,4 |
| 2021 | Sep | 2 741 000 | 27 000 | 1,0 | -40 000 | -1,4 |
| | Dec | 2 806 000 | 65 000 | 2,4 | 15 000 | 0,5 |
| | Mar | 2 856 000 | 50 000 | 1,8 | 41 000 | 1,5 |
| 2022 | Jun | 2 790 000 | -66 000 | -2,3 | 76 000 | 2,8 |
| | Sep | 2 853 000 | 63 000 | 2,3 | 112 000 | 4,1 |
| | Dec | 2 910 000 | 57 000 | 2,0 | 104 000 | 3,7 |
| 2022 | Mar | 2 973 000 | 63 000 | 2,2 | 117 000 | 4,1 |
| | Jun | 2 876 000 | -97 000 | -3,3 | 86 000 | 3,1 |
| | Sep* | 2 808 000 | -68 000 | -2,4 | -45 000 | -1,6 |
| | Dec | 2 808 000 | 0 | 0,0 | -102 000 | -3,5 |

*Revised estimates.

9.2 Full-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Full-time | Quarterly | | Annual | |
| 2018 | Jun | 2 317 000 | - | - | - | - |
| | Sep | 2 326 000 | 9 000 | 0,4 | - | - |
| | Dec | 2 337 000 | 11 000 | 0,5 | - | - |
| 2019 | Mar | 2 344 000 | 7 000 | 0,3 | - | - |
| | Jun | 2 358 000 | 14 000 | 0,6 | 41 000 | 1,8 |
| | Sep | 2 374 000 | 16 000 | 0,7 | 48 000 | 2,1 |
| 2020 | Dec | 2 382 000 | 8 000 | 0,3 | 45 000 | 1,9 |
| | Mar | 2 393 000 | 11 000 | 0,5 | 49 000 | 2,1 |
| | Jun | 2 336 000 | -57 000 | -2,4 | -22 000 | -0,9 |
| 2021 | Sep | 2 351 000 | 15 000 | 0,6 | -23 000 | -1,0 |
| | Dec | 2 376 000 | 25 000 | 1,1 | -6 000 | -0,3 |
| | Mar | 2 358 000 | -18 000 | -0,8 | -35 000 | -1,5 |
| 2022 | Jun | 2 380 000 | 22 000 | 0,9 | 44 000 | 1,9 |
| | Sep | 2 356 000 | -24 000 | -1,0 | 5 000 | 0,2 |
| | Dec | 2 353 000 | -3 000 | -0,1 | -23 000 | -1,0 |
| 2022 | Mar | 2 347 000 | -6 000 | -0,3 | -11 000 | -0,5 |
| | Jun | 2 339 000 | -8 000 | -0,3 | -41 000 | -1,7 |
| | Sep* | 2 341 000 | 2 000 | 0,1 | -15 000 | -0,6 |
| | Dec | 2 334 000 | -7 000 | -0,3 | -19 000 | -0,8 |

9.3 Part-time employees

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
| | | Part-time | Quarterly | | Annual | |
| 2018 | Jun | 370 000 | - | - | - | - |
| | Sep | 371 000 | 1 000 | 0,3 | - | - |
| | Dec | 374 000 | 3 000 | 0,8 | - | - |
| 2019 | Mar | 392 000 | 18 000 | 4,8 | - | - |
| | Jun | 422 000 | 30 000 | 7,7 | 52 000 | 14,1 |
| | Sep | 407 000 | -15 000 | -3,6 | 36 000 | 9,7 |
| 2020 | Dec | 409 000 | 2 000 | 0,5 | 35 000 | 9,4 |
| | Mar | 422 000 | 13 000 | 3,2 | 30 000 | 7,7 |
| | Jun | 378 000 | -44 000 | -10,4 | -44 000 | -10,4 |
| 2021 | Sep | 390 000 | 12 000 | 3,2 | -17 000 | -4,2 |
| | Dec | 430 000 | 40 000 | 10,3 | 21 000 | 5,1 |
| | Mar | 498 000 | 68 000 | 15,8 | 76 000 | 18,0 |
| 2022 | Jun | 410 000 | -88 000 | -17,7 | 32 000 | 8,5 |
| | Sep | 497 000 | 87 000 | 21,2 | 107 000 | 27,4 |
| | Dec | 557 000 | 60 000 | 12,1 | 127 000 | 29,5 |
| 2022 | Mar | 626 000 | 69 000 | 12,4 | 128 000 | 25,7 |
| | Jun | 537 000 | -89 000 | -14,2 | 127 000 | 31,0 |
| | Sep* | 467 000 | -70 000 | -13,0 | -30 000 | -6,0 |
| | Dec | 474 000 | 7 000 | 1,5 | -83 000 | -14,9 |

*Revised estimates.

9.4 Total gross earnings (R thousand)

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 209 930 000 | - | - | - | - |
| | Sep | 227 955 000 | 18 025 000 | 8,6 | - | - |
| | Dec | 235 115 000 | 7 160 000 | 3,1 | - | - |
| 2019 | Mar | 226 371 000 | -8 744 000 | -3,7 | - | - |
| | Jun | 236 711 000 | 10 340 000 | 4,6 | 26 781 000 | 12,8 |
| | Sep | 241 219 000 | 4 508 000 | 1,9 | 13 264 000 | 5,8 |
| 2020 | Dec | 254 340 000 | 13 121 000 | 5,4 | 19 225 000 | 8,2 |
| | Mar | 244 461 000 | -9 879 000 | -3,9 | 18 090 000 | 8,0 |
| | Jun | 235 043 000 | -9 418 000 | -3,9 | -1 668 000 | -0,7 |
| 2021 | Sep | 241 559 000 | 6 516 000 | 2,8 | 340 000 | 0,1 |
| | Dec | 255 815 000 | 14 256 000 | 5,9 | 1 475 000 | 0,6 |
| | Mar | 251 145 000 | -4 670 000 | -1,8 | 6 684 000 | 2,7 |
| 2022 | Jun | 255 757 000 | 4 612 000 | 1,8 | 20 714 000 | 8,8 |
| | Sep | 270 449 000 | 14 692 000 | 5,7 | 28 890 000 | 12,0 |
| | Dec | 281 455 000 | 11 006 000 | 4,1 | 25 640 000 | 10,0 |
| 2022 | Mar | 262 520 000 | -18 935 000 | -6,7 | 11 375 000 | 4,5 |
| | Jun | 265 378 000 | 2 858 000 | 1,1 | 9 621 000 | 3,8 |
| | Sep* | 265 440 000 | 62 000 | 0,0 | -5 009 000 | -1,9 |
| | Dec | 287 649 000 | 22 209 000 | 8,4 | 6 194 000 | 2,2 |

*Revised estimates.

9.5 Basic salary/wages (R thousand)

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 195 948 000 | - | - | - | - |
| | Sep | 212 602 000 | 16 654 000 | 8,5 | - | - |
| | Dec | 211 010 000 | -1 592 000 | -0,7 | - | - |
| 2019 | Mar | 210 170 000 | -840 000 | -0,4 | - | - |
| | Jun | 219 961 000 | 9 791 000 | 4,7 | 24 013 000 | 12,3 |
| | Sep | 223 978 000 | 4 017 000 | 1,8 | 11 376 000 | 5,4 |
| 2020 | Dec | 227 236 000 | 3 258 000 | 1,5 | 16 226 000 | 7,7 |
| | Mar | 227 421 000 | 185 000 | 0,1 | 17 251 000 | 8,2 |
| | Jun | 219 035 000 | -8 386 000 | -3,7 | -926 000 | -0,4 |
| 2021 | Sep | 225 341 000 | 6 306 000 | 2,9 | 1 363 000 | 0,6 |
| | Dec | 232 024 000 | 6 683 000 | 3,0 | 4 788 000 | 2,1 |
| | Mar | 232 868 000 | 844 000 | 0,4 | 5 447 000 | 2,4 |
| 2022 | Jun | 236 836 000 | 3 968 000 | 1,7 | 17 801 000 | 8,1 |
| | Sep | 251 847 000 | 15 011 000 | 6,3 | 26 506 000 | 11,8 |
| | Dec | 253 347 000 | 1 500 000 | 0,6 | 21 323 000 | 9,2 |
| 2022 | Mar | 243 677 000 | -9 670 000 | -3,8 | 10 809 000 | 4,6 |
| | Jun | 243 916 000 | 239 000 | 0,1 | 7 080 000 | 3,0 |
| | Sep* | 246 015 000 | 2 099 000 | 0,9 | -5 832 000 | -2,3 |
| | Dec | 258 701 000 | 12 686 000 | 5,2 | 5 354 000 | 2,1 |

*Revised estimates.

9.6 Bonus payments (R thousand)

| Year | Quarter | Bonus payments | Change in bonus payments | % change in bonus payments | Change in bonus payments | % change in bonus payments |
|------|---------|----------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 9 982 000 | - | - | - | - |
| | Sep | 11 422 000 | 1 440 000 | 14,4 | - | - |
| | Dec | 18 469 000 | 7 047 000 | 61,7 | - | - |
| 2019 | Mar | 10 199 000 | -8 270 000 | -44,8 | - | - |
| | Jun | 10 251 000 | 52 000 | 0,5 | 269 000 | 2,7 |
| | Sep | 11 059 000 | 808 000 | 7,9 | -363 000 | -3,2 |
| 2020 | Dec | 20 889 000 | 9 830 000 | 88,9 | 2 420 000 | 13,1 |
| | Mar | 10 577 000 | -10 312 000 | -49,4 | 378 000 | 3,7 |
| | Jun | 10 319 000 | -258 000 | -2,4 | 68 000 | 0,7 |
| 2021 | Sep | 10 455 000 | 136 000 | 1,3 | -604 000 | -5,5 |
| | Dec | 17 663 000 | 7 208 000 | 68,9 | -3 226 000 | -15,4 |
| | Mar | 11 446 000 | -6 217 000 | -35,2 | 869 000 | 8,2 |
| 2022 | Jun | 11 892 000 | 446 000 | 3,9 | 1 573 000 | 15,2 |
| | Sep | 11 567 000 | -325 000 | -2,7 | 1 112 000 | 10,6 |
| | Dec | 20 111 000 | 8 544 000 | 73,9 | 2 448 000 | 13,9 |
| 2022 | Mar | 11 801 000 | -8 310 000 | -41,3 | 355 000 | 3,1 |
| | Jun | 14 055 000 | 2 254 000 | 19,1 | 2 163 000 | 18,2 |
| | Sep* | 12 296 000 | -1 759 000 | -12,5 | 729 000 | 6,3 |
| | Dec | 21 676 000 | 9 380 000 | 76,3 | 1 565 000 | 7,8 |

*Revised estimates.

9.7 Overtime payments (R thousand)

| Year | Quarter | Overtime payments | Change in overtime payments | % change in overtime payments | Change in overtime payments | % change in overtime payments |
|------|---------|-------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | | | Quarterly | | Annual | |
| 2018 | Jun | 4 000 000 | - | - | - | - |
| | Sep | 3 931 000 | -69 000 | -1,7 | - | - |
| | Dec | 5 636 000 | 1 705 000 | 43,4 | - | - |
| 2019 | Mar | 6 002 000 | 366 000 | 6,5 | - | - |
| | Jun | 6 499 000 | 497 000 | 8,3 | 2 499 000 | 62,5 |
| | Sep | 6 182 000 | -317 000 | -4,9 | 2 251 000 | 57,3 |
| 2020 | Dec | 6 215 000 | 33 000 | 0,5 | 579 000 | 10,3 |
| | Mar | 6 463 000 | 248 000 | 4,0 | 461 000 | 7,7 |
| | Jun | 5 689 000 | -774 000 | -12,0 | -810 000 | -12,5 |
| 2021 | Sep | 5 763 000 | 74 000 | 1,3 | -419 000 | -6,8 |
| | Dec | 6 128 000 | 365 000 | 6,3 | -87 000 | -1,4 |
| | Mar | 6 831 000 | 703 000 | 11,5 | 368 000 | 5,7 |
| 2022 | Jun | 7 029 000 | 198 000 | 2,9 | 1 340 000 | 23,6 |
| | Sep | 7 035 000 | 6 000 | 0,1 | 1 272 000 | 22,1 |
| | Dec | 7 997 000 | 962 000 | 13,7 | 1 869 000 | 30,5 |
| 2022 | Mar | 7 042 000 | -955 000 | -11,9 | 211 000 | 3,1 |
| | Jun | 7 407 000 | 365 000 | 5,2 | 378 000 | 5,4 |
| | Sep* | 7 129 000 | -278 000 | -3,8 | 94 000 | 1,3 |
| | Dec | 7 272 000 | 143 000 | 2,0 | -725 000 | -9,1 |

*Revised estimates.

PART 2 – Estimation of average monthly earnings

Table 10 - Average monthly earnings at current prices, by industry

10.1 Total (all formal non-agricultural industries)

| Year and month | Including bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 20 524 | - | - |
| Aug | 21 381 | 4,2 | - |
| Nov | 21 540 | 0,7 | - |
| 2019 Feb | 21 231 | -1,4 | - |
| May | 21 791 | 2,6 | 6,2 |
| Aug | 22 365 | 2,6 | 4,6 |
| Nov | 22 414 | 0,2 | 4,1 |
| 2020 Feb | 22 376 | -0,2 | 5,4 |
| May | 21 425 | -4,2 | -1,7 |
| Aug | 22 559 | 5,3 | 0,9 |
| Nov | 23 084 | 2,3 | 3,0 |
| 2021 Feb | 23 087 | 0,0 | 3,2 |
| May | 23 640 | 2,4 | 10,3 |
| Aug | 23 908 | 1,1 | 6,0 |
| Nov | 23 828 | -0,3 | 3,2 |
| 2022 Feb | 23 697 | -0,5 | 2,6 |
| May | 24 668 | 4,1 | 4,3 |
| Aug* | 24 916 | 1,0 | 4,2 |
| Nov | 26 032 | 4,5 | 9,2 |

*Revised estimates.

10.2 Mining and quarrying industry**

| Year and month | Including bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 23 265 | - | - |
| Aug | 25 021 | 7,5 | - |
| Nov | 25 510 | 2,0 | - |
| 2019 Feb | 24 118 | -5,5 | - |
| May | 25 042 | 3,8 | 7,6 |
| Aug | 27 063 | 8,1 | 8,2 |
| Nov | 26 172 | -3,3 | 2,6 |
| 2020 Feb | 27 616 | 5,5 | 14,5 |
| May | 24 333 | -11,9 | -2,8 |
| Aug | 28 669 | 17,8 | 5,9 |
| Nov | 28 415 | -0,9 | 8,6 |
| 2021 Feb | 28 972 | 2,0 | 4,9 |
| May | 28 666 | -1,1 | 17,8 |
| Aug | 31 822 | 11,0 | 11,0 |
| Nov | 30 114 | -5,4 | 6,0 |
| 2022 Feb | 29 693 | -1,4 | 2,5 |
| May | 30 226 | 1,8 | 5,4 |
| Aug* | 32 453 | 7,4 | 2,0 |
| Nov | 31 405 | -3,2 | 4,3 |

*Revised estimates.

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

10.3 Manufacturing industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 17 894 | - | - | 16 841 | - | - |
| Aug | 18 526 | 3,5 | - | 17 469 | 3,7 | - |
| Nov | 18 795 | 1,5 | - | 17 615 | 0,8 | - |
| 2019 Feb | 18 423 | -2,0 | - | 17 365 | -1,4 | - |
| May | 19 125 | 3,8 | 6,9 | 17 963 | 3,4 | 6,7 |
| Aug | 19 532 | 2,1 | 5,4 | 18 397 | 2,4 | 5,3 |
| Nov | 19 420 | -0,6 | 3,3 | 18 287 | -0,6 | 3,8 |
| 2020 Feb | 19 433 | 0,1 | 5,5 | 18 312 | 0,1 | 5,5 |
| May | 17 340 | -10,8 | -9,3 | 16 622 | -9,2 | -7,5 |
| Aug | 19 278 | 11,2 | -1,3 | 18 355 | 10,4 | -0,2 |
| Nov | 20 367 | 5,6 | 4,9 | 19 110 | 4,1 | 4,5 |
| 2021 Feb | 20 192 | -0,9 | 3,9 | 18 964 | -0,8 | 3,6 |
| May | 20 842 | 3,2 | 20,2 | 19 534 | 3,0 | 17,5 |
| Aug | 21 130 | 1,4 | 9,6 | 19 832 | 1,5 | 8,0 |
| Nov | 20 969 | -0,8 | 3,0 | 19 516 | -1,6 | 2,1 |
| 2022 Feb | 20 890 | -0,4 | 3,5 | 19 603 | 0,4 | 3,4 |
| May | 21 499 | 2,9 | 3,2 | 20 100 | 2,5 | 2,9 |
| Aug* | 21 907 | 1,9 | 3,7 | 20 467 | 1,8 | 3,2 |
| Nov | 22 517 | 2,8 | 7,4 | 20 824 | 1,7 | 6,7 |

*Revised estimates.

10.4 Electricity, gas and water supply industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 39 862 | - | - | 36 938 | - | - |
| Aug | 41 681 | 4,6 | - | 39 717 | 7,5 | - |
| Nov | 43 722 | 4,9 | - | 41 411 | 4,3 | - |
| 2019 Feb | 42 380 | -3,1 | - | 39 950 | -3,5 | - |
| May | 42 587 | 0,5 | 6,8 | 39 583 | -0,9 | 7,2 |
| Aug | 42 689 | 0,2 | 2,4 | 40 619 | 2,6 | 2,3 |
| Nov | 46 003 | 7,8 | 5,2 | 43 523 | 7,1 | 5,1 |
| 2020 Feb | 44 112 | -4,1 | 4,1 | 41 611 | -4,4 | 4,2 |
| May | 44 658 | 1,2 | 4,9 | 41 746 | 0,3 | 5,5 |
| Aug | 46 303 | 3,7 | 8,5 | 44 399 | 6,4 | 9,3 |
| Nov | 48 584 | 4,9 | 5,6 | 46 213 | 4,1 | 6,2 |
| 2021 Feb | 46 665 | -3,9 | 5,8 | 43 985 | -4,8 | 5,7 |
| May | 48 067 | 3,0 | 7,6 | 44 370 | 0,9 | 6,3 |
| Aug | 45 660 | -5,0 | -1,4 | 44 215 | -0,3 | -0,4 |
| Nov | 47 786 | 4,7 | -1,6 | 46 757 | 5,7 | 1,2 |
| 2022 Feb | 47 226 | -1,2 | 1,2 | 44 192 | -5,5 | 0,5 |
| May | 47 812 | 1,2 | -0,5 | 44 384 | 0,4 | 0,0 |
| Aug* | 48 866 | 2,2 | 7,0 | 46 166 | 4,0 | 4,4 |
| Nov | 52 345 | 7,1 | 9,5 | 49 347 | 6,9 | 5,5 |

*Revised estimates.

10.5 Construction industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 16 968 | - | - | 16 163 | - | - |
| Aug | 17 611 | 3,8 | - | 16 822 | 4,1 | - |
| Nov | 17 784 | 1,0 | - | 17 002 | 1,1 | - |
| 2019 Feb | 17 442 | -1,9 | - | 16 805 | -1,2 | - |
| May | 18 434 | 5,7 | 8,6 | 17 664 | 5,1 | 9,3 |
| Aug | 18 302 | -0,7 | 3,9 | 17 515 | -0,8 | 4,1 |
| Nov | 18 313 | 0,1 | 3,0 | 17 530 | 0,1 | 3,1 |
| 2020 Feb | 18 646 | 1,8 | 6,9 | 17 971 | 2,5 | 6,9 |
| May | 14 865 | -20,3 | -19,4 | 14 396 | -19,9 | -18,5 |
| Aug | 17 005 | 14,4 | -7,1 | 16 346 | 13,5 | -6,7 |
| Nov | 17 803 | 4,7 | -2,8 | 17 103 | 4,6 | -2,4 |
| 2021 Feb | 18 246 | 2,5 | -2,1 | 17 536 | 2,5 | -2,4 |
| May | 18 484 | 1,3 | 24,3 | 17 737 | 1,1 | 23,2 |
| Aug | 19 068 | 3,2 | 12,1 | 18 354 | 3,5 | 12,3 |
| Nov | 18 973 | -0,5 | 6,6 | 18 122 | -1,3 | 6,0 |
| 2022 Feb | 19 097 | 0,7 | 4,7 | 18 354 | 1,3 | 4,7 |
| May | 21 021 | 10,1 | 13,7 | 19 839 | 8,1 | 11,9 |
| Aug* | 20 190 | -4,0 | 5,9 | 19 319 | -2,6 | 5,3 |
| Nov | 20 397 | 1,0 | 7,5 | 19 313 | 0,0 | 6,6 |

*Revised estimates.

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

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 13 479 | - | - | 13 094 | - | - |
| Aug | 13 862 | 2,8 | - | 13 493 | 3,1 | - |
| Nov | 13 705 | -1,1 | - | 13 345 | -1,1 | - |
| 2019 Feb | 13 696 | -0,1 | - | 13 371 | 0,2 | - |
| May | 14 360 | 4,8 | 6,5 | 13 909 | 4,0 | 6,2 |
| Aug | 14 518 | 1,1 | 4,7 | 14 149 | 1,7 | 4,9 |
| Nov | 14 629 | 0,8 | 6,7 | 14 268 | 0,8 | 6,9 |
| 2020 Feb | 14 705 | 0,5 | 7,4 | 14 362 | 0,7 | 7,4 |
| May | 13 015 | -11,5 | -9,4 | 12 737 | -11,3 | -8,4 |
| Aug | 14 502 | 11,4 | -0,1 | 14 191 | 11,4 | 0,3 |
| Nov | 14 924 | 2,9 | 2,0 | 14 572 | 2,7 | 2,1 |
| 2021 Feb | 15 301 | 2,5 | 4,1 | 14 949 | 2,6 | 4,1 |
| May | 15 744 | 2,9 | 21,0 | 15 315 | 2,4 | 20,2 |
| Aug | 15 498 | -1,6 | 6,9 | 15 122 | -1,3 | 6,6 |
| Nov | 15 325 | -1,1 | 2,7 | 14 912 | -1,4 | 2,3 |
| 2022 Feb | 15 864 | 3,5 | 3,7 | 15 418 | 3,4 | 3,1 |
| May | 16 324 | 2,9 | 3,7 | 15 815 | 2,6 | 3,3 |
| Aug* | 16 497 | 1,1 | 6,4 | 16 071 | 1,6 | 6,3 |
| Nov | 16 446 | -0,3 | 7,3 | 15 909 | -1,0 | 6,7 |

*Revised estimates.

10.7 Transport, storage and communication industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 24 270 | - | - | 22 860 | - | - |
| Aug | 24 939 | 2,8 | - | 23 669 | 3,5 | - |
| Nov | 24 798 | -0,6 | - | 23 426 | -1,0 | - |
| 2019 Feb | 24 050 | -3,0 | - | 22 954 | -2,0 | - |
| May | 25 643 | 6,6 | 5,7 | 24 231 | 5,6 | 6,0 |
| Aug | 25 043 | -2,3 | 0,4 | 23 762 | -1,9 | 0,4 |
| Nov | 26 046 | 4,0 | 5,0 | 24 619 | 3,6 | 5,1 |
| 2020 Feb | 25 271 | -3,0 | 5,1 | 23 995 | -2,5 | 4,5 |
| May | 23 052 | -8,8 | -10,1 | 22 091 | -7,9 | -8,8 |
| Aug | 24 588 | 6,7 | -1,8 | 23 378 | 5,8 | -1,6 |
| Nov | 25 691 | 4,5 | -1,4 | 24 263 | 3,8 | -1,4 |
| 2021 Feb | 24 887 | -3,1 | -1,5 | 23 583 | -2,8 | -1,7 |
| May | 26 186 | 5,2 | 13,6 | 24 654 | 4,5 | 11,6 |
| Aug | 26 887 | 2,7 | 9,3 | 25 446 | 3,2 | 8,8 |
| Nov | 27 329 | 1,6 | 6,4 | 25 738 | 1,1 | 6,1 |
| 2022 Feb | 26 717 | -2,2 | 7,4 | 25 232 | -2,0 | 7,0 |
| May | 27 808 | 4,1 | 6,2 | 26 096 | 3,4 | 5,8 |
| Aug* | 28 048 | 0,9 | 4,3 | 26 370 | 1,0 | 3,6 |
| Nov | 28 603 | 2,0 | 4,7 | 26 888 | 2,0 | 4,5 |

*Revised estimates.

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

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 22 987 | - | - | 22 595 | - | - |
| Aug | 23 825 | 3,6 | - | 23 445 | 3,8 | - |
| Nov | 24 067 | 1,0 | - | 23 633 | 0,8 | - |
| 2019 Feb | 24 255 | 0,8 | - | 23 899 | 1,1 | - |
| May | 24 410 | 0,6 | 6,2 | 23 913 | 0,1 | 5,8 |
| Aug | 24 723 | 1,3 | 3,8 | 24 236 | 1,3 | 3,4 |
| Nov | 24 625 | -0,4 | 2,3 | 24 151 | -0,4 | 2,2 |
| 2020 Feb | 23 893 | -3,0 | -1,5 | 23 440 | -2,9 | -1,9 |
| May | 23 880 | -0,1 | -2,2 | 23 481 | 0,2 | -1,8 |
| Aug | 24 654 | 3,2 | -0,3 | 24 179 | 3,0 | -0,2 |
| Nov | 25 246 | 2,4 | 2,5 | 24 731 | 2,3 | 2,4 |
| 2021 Feb | 24 885 | -1,4 | 4,2 | 24 407 | -1,3 | 4,1 |
| May | 25 179 | 1,2 | 5,4 | 24 621 | 0,9 | 4,9 |
| Aug | 25 297 | 0,5 | 2,6 | 24 788 | 0,7 | 2,5 |
| Nov | 25 677 | 1,5 | 1,7 | 25 115 | 1,3 | 1,6 |
| 2022 Feb | 25 988 | 1,2 | 4,4 | 25 482 | 1,5 | 4,4 |
| May | 26 187 | 0,8 | 4,0 | 26 821 | 5,3 | 8,9 |
| Aug* | 27 356 | 4,5 | 8,1 | 26 721 | -0,4 | 7,8 |
| Nov | 27 645 | 1,1 | 7,7 | 26 999 | 1,0 | 7,5 |

*Revised estimates.

10.9 Community, social and personal services industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 24 702 | - | - | 24 195 | - | - |
| Aug | 26 031 | 5,4 | - | 25 537 | 5,5 | - |
| Nov | 26 305 | 1,1 | - | 25 643 | 0,4 | - |
| 2019 Feb | 25 420 | -3,4 | - | 24 738 | -3,5 | - |
| May | 25 732 | 1,2 | 4,2 | 24 958 | 0,9 | 3,2 |
| Aug | 27 476 | 6,8 | 5,6 | 26 774 | 7,3 | 4,8 |
| Nov | 27 536 | 0,2 | 4,7 | 26 798 | 0,1 | 4,5 |
| 2020 Feb | 27 784 | 0,9 | 9,3 | 27 010 | 0,8 | 9,2 |
| May | 27 587 | -0,7 | 7,2 | 26 842 | -0,6 | 7,5 |
| Aug | 28 064 | 1,7 | 2,1 | 27 380 | 2,0 | 2,3 |
| Nov | 28 406 | 1,2 | 3,2 | 27 635 | 0,9 | 3,1 |
| 2021 Feb | 28 301 | -0,4 | 1,9 | 27 474 | -0,6 | 1,7 |
| May | 29 352 | 3,7 | 6,4 | 28 482 | 3,7 | 6,1 |
| Aug | 29 468 | 0,4 | 5,0 | 28 565 | 0,3 | 4,3 |
| Nov | 29 186 | -1,0 | 2,7 | 28 305 | -0,9 | 2,4 |
| 2022 Feb | 28 084 | -3,8 | -0,8 | 27 280 | -3,6 | -0,7 |
| May | 28 714 | 2,2 | -2,2 | 29 702 | 8,9 | 4,3 |
| Aug* | 29 350 | 2,2 | -0,4 | 28 438 | -4,3 | -0,4 |
| Nov | 33 213 | 13,2 | 13,8 | 32 214 | 13,3 | 13,8 |

*Revised estimates.

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

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

11.1 Total (all formal non-agricultural industries)

| Year and month | | Including bonuses and overtime | | |
|----------------|------|---------------------------------|---------------------------|------------------------|
| | | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 | May | 19 146 | - | - |
| | Aug | 19 724 | 3,0 | - |
| | Nov | 19 653 | -0,4 | - |
| 2019 | Feb | 19 284 | -1,9 | - |
| | May | 19 457 | 0,9 | 1,6 |
| | Aug | 19 774 | 1,6 | 0,3 |
| 2020 | Nov | 19 748 | -0,1 | 0,5 |
| | Feb | 19 423 | -1,6 | 0,7 |
| | May | 18 745 | -3,5 | -3,7 |
| 2021 | Aug | 19 347 | 3,2 | -2,2 |
| | Nov | 19 713 | 1,9 | -0,2 |
| | Feb | 19 482 | -1,2 | 0,3 |
| 2022 | May | 19 667 | 0,9 | 4,9 |
| | Aug | 19 549 | -0,6 | 1,0 |
| | Nov | 23 972 | 22,6 | 21,6 |
| 2022 | Feb | 23 509 | -1,9 | 20,7 |
| | May | 23 926 | 1,8 | 21,7 |
| | Aug* | 23 506 | -1,8 | 20,2 |
| | Nov | 24 375 | 3,7 | 1,7 |

*Revised estimates.

11.2 Mining and quarrying industry**

| Year and month | | Including bonuses and overtime | | |
|----------------|------|---------------------------------|---------------------------|------------------------|
| | | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 | May | 21 702 | - | - |
| | Aug | 23 082 | 6,4 | - |
| | Nov | 23 276 | 0,8 | - |
| 2019 | Feb | 21 906 | -5,9 | - |
| | May | 22 359 | 2,1 | 3,0 |
| | Aug | 23 928 | 7,0 | 3,7 |
| 2020 | Nov | 23 059 | -3,6 | -0,9 |
| | Feb | 23 972 | 4,0 | 9,4 |
| | May | 21 289 | -11,2 | -4,8 |
| 2021 | Aug | 24 587 | 15,5 | 2,8 |
| | Nov | 24 266 | -1,3 | 5,2 |
| | Feb | 24 449 | 0,8 | 2,0 |
| 2022 | 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 | 29 405 | -4,0 | -2,9 |

*Revised estimates.

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

11.3 Manufacturing industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 16 692 | - | - | 15 710 | - | - |
| Aug | 17 090 | 2,4 | - | 16 115 | 2,6 | - |
| Nov | 17 149 | 0,3 | - | 16 072 | -0,3 | - |
| 2019 Feb | 16 733 | -2,4 | - | 15 771 | -1,9 | - |
| May | 17 076 | 2,1 | 2,3 | 16 039 | 1,7 | 2,1 |
| Aug | 17 270 | 1,1 | 1,1 | 16 267 | 1,4 | 0,9 |
| Nov | 17 110 | -0,9 | -0,2 | 16 112 | -1,0 | 0,2 |
| 2020 Feb | 16 869 | -1,4 | 0,8 | 15 896 | -1,3 | 0,8 |
| May | 15 170 | -10,1 | -11,2 | 14 542 | -8,5 | -9,3 |
| Aug | 16 533 | 9,0 | -4,3 | 15 741 | 8,2 | -3,2 |
| Nov | 17 393 | 5,2 | 1,7 | 16 320 | 3,7 | 1,3 |
| 2021 Feb | 17 039 | -2,0 | 1,0 | 16 003 | -1,9 | 0,7 |
| May | 17 339 | 1,8 | 14,3 | 16 251 | 1,5 | 11,8 |
| Aug | 17 277 | -0,4 | 4,5 | 16 216 | -0,2 | 3,0 |
| Nov | 21 096 | 22,1 | 21,3 | 19 634 | 21,1 | 20,3 |
| 2022 Feb | 20 724 | -1,8 | 21,6 | 19 447 | -1,0 | 21,5 |
| May | 20 853 | 0,6 | 20,3 | 19 496 | 0,3 | 20,0 |
| Aug* | 20 667 | -0,9 | 19,6 | 19 308 | -1,0 | 19,1 |
| Nov | 21 083 | 2,0 | -0,1 | 19 498 | 1,0 | -0,7 |

*Revised estimates.

11.4 Electricity, gas and water supply industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 37 185 | - | - | 34 457 | - | - |
| Aug | 38 451 | 3,4 | - | 36 640 | 6,3 | - |
| Nov | 39 893 | 3,8 | - | 37 784 | 3,1 | - |
| 2019 Feb | 38 492 | -3,5 | - | 36 286 | -4,0 | - |
| May | 38 024 | -1,2 | 2,3 | 35 343 | -2,6 | 2,6 |
| Aug | 37 745 | -0,7 | -1,8 | 35 913 | 1,6 | -2,0 |
| Nov | 40 531 | 7,4 | 1,6 | 38 346 | 6,8 | 1,5 |
| 2020 Feb | 38 291 | -5,5 | -0,5 | 36 120 | -5,8 | -0,5 |
| May | 39 070 | 2,0 | 2,8 | 36 523 | 1,1 | 3,3 |
| Aug | 39 711 | 1,6 | 5,2 | 38 078 | 4,3 | 6,0 |
| Nov | 41 489 | 4,5 | 2,4 | 39 465 | 3,6 | 2,9 |
| 2021 Feb | 39 380 | -5,1 | 2,8 | 37 118 | -5,9 | 2,8 |
| May | 39 989 | 1,5 | 2,4 | 36 913 | -0,6 | 1,1 |
| Aug | 37 334 | -6,6 | -6,0 | 36 153 | -2,1 | -5,1 |
| Nov | 48 074 | 28,8 | 15,9 | 47 039 | 30,1 | 19,2 |
| 2022 Feb | 46 851 | -2,5 | 19,0 | 43 841 | -6,8 | 18,1 |
| May | 46 374 | -1,0 | 16,0 | 43 049 | -1,8 | 16,6 |
| Aug* | 46 100 | -0,6 | 23,5 | 43 553 | 1,2 | 20,5 |
| Nov | 49 012 | 6,3 | 2,0 | 46 205 | 6,1 | -1,8 |

*Revised estimates.

11.5 Construction industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 15 828 | - | - | 15 077 | - | - |
| Aug | 16 247 | 2,6 | - | 15 519 | 2,9 | - |
| Nov | 16 226 | -0,1 | - | 15 514 | 0,0 | - |
| 2019 Feb | 15 842 | -2,4 | - | 15 263 | -1,6 | - |
| May | 16 460 | 3,9 | 4,0 | 15 772 | 3,3 | 4,6 |
| Aug | 16 182 | -1,7 | -0,4 | 15 486 | -1,8 | -0,2 |
| Nov | 16 135 | -0,3 | -0,6 | 15 445 | -0,3 | -0,4 |
| 2020 Feb | 16 186 | 0,3 | 2,2 | 15 600 | 1,0 | 2,2 |
| May | 13 005 | -19,7 | -21,0 | 12 595 | -19,3 | -20,1 |
| Aug | 14 585 | 12,1 | -9,9 | 14 018 | 11,3 | -9,5 |
| Nov | 15 204 | 4,2 | -5,8 | 14 605 | 4,2 | -5,4 |
| 2021 Feb | 15 398 | 1,3 | -4,9 | 14 798 | 1,3 | -5,1 |
| May | 15 378 | -0,1 | 18,2 | 14 756 | -0,3 | 17,2 |
| Aug | 15 591 | 1,4 | 6,9 | 15 007 | 1,7 | 7,1 |
| Nov | 19 088 | 22,4 | 25,5 | 18 231 | 21,5 | 24,8 |
| 2022 Feb | 18 945 | -0,7 | 23,0 | 18 208 | -0,1 | 23,0 |
| May | 20 389 | 7,6 | 32,6 | 19 242 | 5,7 | 30,4 |
| Aug* | 19 047 | -6,6 | 22,2 | 18 225 | -5,3 | 21,4 |
| Nov | 19 098 | 0,3 | 0,1 | 18 083 | -0,8 | -0,8 |

*Revised estimates.

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

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 12 574 | - | - | 12 214 | - | - |
| Aug | 12 788 | 1,7 | - | 12 448 | 1,9 | - |
| Nov | 12 505 | -2,2 | - | 12 176 | -2,2 | - |
| 2019 Feb | 12 440 | -0,5 | - | 12 144 | -0,3 | - |
| May | 12 822 | 3,1 | 2,0 | 12 419 | 2,3 | 1,7 |
| Aug | 12 837 | 0,1 | 0,4 | 12 511 | 0,7 | 0,5 |
| Nov | 12 889 | 0,4 | 3,1 | 12 571 | 0,5 | 3,2 |
| 2020 Feb | 12 765 | -1,0 | 2,6 | 12 467 | -0,8 | 2,7 |
| May | 11 387 | -10,8 | -11,2 | 11 143 | -10,6 | -10,3 |
| Aug | 12 438 | 9,2 | -3,1 | 12 170 | 9,2 | -2,7 |
| Nov | 12 744 | 2,5 | -1,1 | 12 444 | 2,2 | -1,0 |
| 2021 Feb | 12 912 | 1,3 | 1,2 | 12 615 | 1,4 | 1,2 |
| May | 13 098 | 1,4 | 15,0 | 12 741 | 1,0 | 14,3 |
| Aug | 12 672 | -3,3 | 1,9 | 12 365 | -3,0 | 1,6 |
| Nov | 15 418 | 21,7 | 21,0 | 15 002 | 21,3 | 20,6 |
| 2022 Feb | 15 738 | 2,1 | 21,9 | 15 296 | 2,0 | 21,3 |
| May | 15 833 | 0,6 | 20,9 | 15 339 | 0,3 | 20,4 |
| Aug* | 15 563 | -1,7 | 22,8 | 15 161 | -1,2 | 22,6 |
| Nov | 15 399 | -1,1 | -0,1 | 14 896 | -1,7 | -0,7 |

*Revised estimates.

11.7 Transport, storage and communication industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 22 640 | - | - | 21 325 | - | - |
| Aug | 23 007 | 1,6 | - | 21 835 | 2,4 | - |
| Nov | 22 625 | -1,7 | - | 21 374 | -2,1 | - |
| 2019 Feb | 21 844 | -3,5 | - | 20 849 | -2,5 | - |
| May | 22 895 | 4,8 | 1,1 | 21 635 | 3,8 | 1,5 |
| Aug | 22 142 | -3,3 | -3,8 | 21 010 | -2,9 | -3,8 |
| Nov | 22 948 | 3,6 | 1,4 | 21 690 | 3,2 | 1,5 |
| 2020 Feb | 21 937 | -4,4 | 0,4 | 20 829 | -4,0 | -0,1 |
| May | 20 168 | -8,1 | -11,9 | 19 328 | -7,2 | -10,7 |
| Aug | 21 088 | 4,6 | -4,8 | 20 050 | 3,7 | -4,6 |
| Nov | 21 940 | 4,0 | -4,4 | 20 720 | 3,3 | -4,5 |
| 2021 Feb | 21 002 | -4,3 | -4,3 | 19 901 | -4,0 | -4,5 |
| May | 21 785 | 3,7 | 8,0 | 20 511 | 3,1 | 6,1 |
| Aug | 21 984 | 0,9 | 4,2 | 20 806 | 1,4 | 3,8 |
| Nov | 27 494 | 25,1 | 25,3 | 25 893 | 24,4 | 25,0 |
| 2022 Feb | 26 505 | -3,6 | 26,2 | 25 032 | -3,3 | 25,8 |
| May | 26 972 | 1,8 | 23,8 | 25 311 | 1,1 | 23,4 |
| Aug* | 26 460 | -1,9 | 20,4 | 24 877 | -1,7 | 19,6 |
| Nov | 26 782 | 1,2 | -2,6 | 25 176 | 1,2 | -2,8 |

*Revised estimates.

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

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 21 442 | - | - | 21 077 | - | - |
| Aug | 21 979 | 2,5 | - | 21 627 | 2,6 | - |
| Nov | 21 959 | -0,1 | - | 21 563 | -0,3 | - |
| 2019 Feb | 22 030 | 0,3 | - | 21 707 | 0,7 | - |
| May | 21 794 | -1,1 | 1,6 | 21 351 | -1,6 | 1,3 |
| Aug | 21 859 | 0,3 | -0,5 | 21 428 | 0,4 | -0,9 |
| Nov | 21 696 | -0,7 | -1,2 | 21 278 | -0,7 | -1,3 |
| 2020 Feb | 20 740 | -4,4 | -5,9 | 20 348 | -4,4 | -6,3 |
| May | 20 892 | 0,7 | -4,1 | 20 544 | 1,0 | -3,8 |
| Aug | 21 145 | 1,2 | -3,3 | 20 737 | 0,9 | -3,2 |
| Nov | 21 559 | 2,0 | -0,6 | 21 120 | 1,8 | -0,7 |
| 2021 Feb | 21 001 | -2,6 | 1,3 | 20 597 | -2,5 | 1,2 |
| May | 20 948 | -0,3 | 0,3 | 20 483 | -0,6 | -0,3 |
| Aug | 20 684 | -1,3 | -2,2 | 20 268 | -1,0 | -2,3 |
| Nov | 25 832 | 24,9 | 19,8 | 25 267 | 24,7 | 19,6 |
| 2022 Feb | 25 782 | -0,2 | 22,8 | 25 280 | 0,1 | 22,7 |
| May | 26 015 | 0,9 | 24,2 | 25 400 | 0,5 | 24,0 |
| Aug* | 25 808 | -0,8 | 24,8 | 25 208 | -0,8 | 24,4 |
| Nov | 25 885 | 0,3 | 0,2 | 25 280 | 0,3 | 0,1 |

*Revised estimates.

11.9 Community, social and personal services industry

| Year and month | Including bonuses and overtime | | | Excluding bonuses and overtime | | |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
| | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2018 May | 23 043 | - | - | 22 569 | - | - |
| Aug | 24 014 | 4,2 | - | 23 558 | 4,4 | - |
| Nov | 24 001 | -0,1 | - | 23 397 | -0,7 | - |
| 2019 Feb | 23 088 | -3,8 | - | 22 469 | -4,0 | - |
| May | 22 975 | -0,5 | -0,3 | 22 284 | -0,8 | -1,3 |
| Aug | 24 293 | 5,7 | 1,2 | 23 673 | 6,2 | 0,5 |
| Nov | 24 262 | -0,1 | 1,1 | 23 611 | -0,3 | 0,9 |
| 2020 Feb | 24 118 | -0,6 | 4,5 | 23 446 | -0,7 | 4,3 |
| May | 24 136 | 0,1 | 5,0 | 23 483 | 0,2 | 5,4 |
| Aug | 24 069 | -0,3 | -0,9 | 23 483 | 0,0 | -0,8 |
| Nov | 24 258 | 0,8 | 0,0 | 23 599 | 0,5 | 0,0 |
| 2021 Feb | 23 882 | -1,5 | -1,0 | 23 186 | -1,8 | -1,1 |
| May | 24 419 | 2,2 | 1,2 | 23 696 | 2,2 | 0,9 |
| Aug | 24 095 | -1,3 | 0,1 | 23 357 | -1,4 | -0,5 |
| Nov | 29 362 | 21,9 | 21,0 | 28 476 | 21,9 | 20,7 |
| 2022 Feb | 27 861 | -5,1 | 16,7 | 27 063 | -5,0 | 16,7 |
| May | 28 809 | 3,4 | 18,0 | 27 851 | 2,9 | 17,5 |
| Aug* | 27 689 | -3,9 | 14,9 | 26 828 | -3,7 | 14,9 |
| Nov | 31 098 | 12,3 | 5,9 | 30 163 | 12,4 | 5,9 |

*Revised estimates.

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

| Industry | Quarter ended September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|------------------|------------------|-------------------|-----------------------------|------------------|------------------|-------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | 0,0 | 469 151 | 469 151 | 469 151 | 0,0 | 471 184 | 471 184 | 471 184 |
| Manufacturing | 0,8 | 1 158 119 | 1 176 568 | 1 195 016 | 0,7 | 1 159 938 | 1 176 074 | 1 192 210 |
| Electricity, gas and water supply | 1,2 | 56 857 | 58 226 | 59 596 | 1,4 | 56 041 | 57 622 | 59 204 |
| Construction | 2,8 | 492 473 | 521 069 | 549 665 | 3,1 | 480 070 | 511 126 | 542 182 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1,3 | 2 081 828 | 2 136 260 | 2 190 692 | 1,3 | 2 129 228 | 2 184 899 | 2 240 570 |
| Transport, storage and communication | 1,2 | 404 397 | 414 138 | 423 878 | 1,1 | 405 016 | 413 940 | 422 865 |
| Financial intermediation, insurance, real estate and business services | 1,9 | 2 249 115 | 2 336 112 | 2 423 108 | 2,0 | 2 253 102 | 2 345 027 | 2 436 952 |
| Community, social and personal services | 0,6 | 2 775 107 | 2 808 131 | 2 841 155 | 0,6 | 2 775 342 | 2 808 368 | 2 841 395 |
| Total | 0,6 | 9 802 999 | 9 919 654 | 10 036 309 | 0,6 | 9 851 015 | 9 968 241 | 10 085 468 |

*Revised estimates.

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

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

| Industry | Quarter ended September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|------------------|------------------|------------------|-----------------------------|------------------|------------------|------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | 0,0 | 469 151 | 469 151 | 469 151 | 0,0 | 471 184 | 471 184 | 471 184 |
| Manufacturing | 0,8 | 1 080 713 | 1 097 929 | 1 115 144 | 0,8 | 1 080 879 | 1 098 097 | 1 115 315 |
| Electricity, gas and water supply | 1,2 | 55 278 | 56 610 | 57 941 | 1,3 | 54 652 | 56 081 | 57 510 |
| Construction | 2,8 | 428 152 | 453 014 | 477 875 | 2,8 | 413 010 | 436 992 | 460 975 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1,4 | 1 860 443 | 1 912 934 | 1 965 425 | 1,4 | 1 885 984 | 1 939 195 | 1 992 407 |
| Transport, storage and communication | 1,2 | 387 675 | 397 012 | 406 350 | 1,1 | 389 072 | 397 645 | 406 218 |
| Financial intermediation, insurance, real estate and business services | 1,9 | 2 057 553 | 2 137 140 | 2 216 727 | 1,9 | 2 058 331 | 2 137 948 | 2 217 565 |
| Community, social and personal services | 0,7 | 2 308 897 | 2 341 015 | 2 373 134 | 0,7 | 2 301 985 | 2 334 008 | 2 366 030 |
| Total | 0,6 | 8 760 554 | 8 864 804 | 8 969 054 | 0,6 | 8 766 826 | 8 871 150 | 8 975 475 |

*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 September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|------------------|------------------|------------------|-----------------------------|------------------|------------------|------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | - | - | - | - | - | - | - | - |
| Manufacturing | 3,0 | 74 015 | 78 639 | 83 263 | 2,6 | 74 003 | 77 977 | 81 951 |
| Electricity, gas and water supply | 11,1 | 1 265 | 1 617 | 1 969 | 17,6 | 1 010 | 1 542 | 2 074 |
| Construction | 9,6 | 55 250 | 68 055 | 80 860 | 12,8 | 55 535 | 74 134 | 92 732 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 3,2 | 209 319 | 223 326 | 237 333 | 3,5 | 228 849 | 245 704 | 262 559 |
| Transport, storage and communication | 4,8 | 15 514 | 17 125 | 18 736 | 3,9 | 15 050 | 16 295 | 17 541 |
| Financial intermediation, insurance, real estate and business services | 7,3 | 170 503 | 198 972 | 227 441 | 10,8 | 163 245 | 207 079 | 250 914 |
| Community, social and personal services | 1,0 | 457 960 | 467 116 | 476 271 | 1,1 | 464 133 | 474 361 | 484 588 |
| Total | 1,7 | 1 019 702 | 1 054 850 | 1 089 997 | 2,4 | 1 045 484 | 1 097 091 | 1 148 698 |

*Revised estimates.

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

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

| Industry | Quarter ended September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|------------------------|------------------------|------------------------|-----------------------------|------------------------|------------------------|------------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | 0,0 | 44 552 708 784 | 44 552 708 784 | 44 552 708 784 | 0,0 | 45 241 041 973 | 45 241 041 973 | 45 241 041 973 |
| Manufacturing | 1,0 | 78 370 229 807 | 79 936 994 907 | 81 503 760 007 | 1,0 | 90 142 535 206 | 91 944 650 352 | 93 746 765 500 |
| Electricity, gas and water supply | 0,6 | 8 547 576 136 | 8 649 291 807 | 8 751 007 479 | 0,6 | 10 273 009 591 | 10 395 257 823 | 10 517 506 055 |
| Construction | 4,4 | 29 973 599 200 | 32 802 485 554 | 35 631 371 908 | 4,6 | 33 344 282 598 | 36 648 512 485 | 39 952 742 370 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 2,8 | 107 818 304 364 | 114 078 957 554 | 120 339 610 745 | 4,5 | 116 937 686 143 | 128 249 271 930 | 139 560 857 711 |
| Transport, storage and communication | 1,5 | 34 995 729 640 | 36 055 769 255 | 37 115 808 872 | 1,6 | 38 316 646 144 | 39 557 158 639 | 40 797 671 134 |
| Financial intermediation, insurance, real estate and business services | 3,5 | 202 309 466 298 | 217 210 077 621 | 232 110 688 948 | 2,8 | 214 416 854 370 | 226 867 333 641 | 239 317 812 910 |
| Community, social and personal services | 2,4 | 252 953 090 442 | 265 439 357 834 | 277 925 625 227 | 2,3 | 274 681 529 526 | 287 648 734 476 | 300 615 939 426 |
| Total | 1,3 | 778 374 113 928 | 798 725 643 317 | 819 077 172 712 | 1,3 | 844 472 217 341 | 866 551 961 317 | 888 631 705 290 |

*Revised estimates.

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

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

| Industry | Quarter ended September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|------------------------|------------------------|------------------------|-----------------------------|------------------------|------------------------|------------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | 0,0 | 44 552 708 784 | 44 552 708 784 | 44 552 708 784 | 0,0 | 45 241 041 973 | 45 241 041 973 | 45 241 041 973 |
| Manufacturing | 1,0 | 70 397 019 365 | 71 804 385 317 | 73 211 751 269 | 1,0 | 72 300 140 374 | 73 745 553 217 | 75 190 966 060 |
| Electricity, gas and water supply | 0,6 | 7 948 689 972 | 8 043 278 932 | 8 137 867 892 | 0,6 | 8 200 651 610 | 8 298 238 899 | 8 395 826 189 |
| Construction | 4,5 | 28 095 286 721 | 30 812 992 675 | 33 530 698 629 | 4,6 | 27 744 999 969 | 30 494 372 603 | 33 243 745 237 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 2,8 | 99 286 769 476 | 105 052 024 585 | 110 817 279 694 | 5,1 | 98 685 875 820 | 109 646 099 973 | 120 606 324 126 |
| Transport, storage and communication | 1,5 | 31 821 050 185 | 32 784 927 040 | 33 748 803 895 | 1,4 | 32 317 405 248 | 33 229 214 905 | 34 141 024 562 |
| Financial intermediation, insurance, real estate and business services | 2,7 | 180 210 686 817 | 190 280 321 427 | 200 349 956 037 | 2,6 | 182 951 223 591 | 192 775 039 610 | 202 598 855 628 |
| Community, social and personal services | 2,5 | 233 959 790 613 | 246 014 501 170 | 258 069 211 728 | 2,5 | 246 024 869 752 | 258 701 230 023 | 271 377 590 294 |
| Total | 1,2 | 712 190 942 240 | 729 345 139 931 | 746 499 337 622 | 1,3 | 732 966 498 643 | 752 130 791 203 | 771 295 083 763 |

*Revised estimates.

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

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

| Industry | Quarter ended September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------------|-----------------------|-----------------------|-----------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | - | - | - | - | - | - | - | - |
| Manufacturing | 1,5 | 3 076 914 499 | 3 170 115 907 | 3 263 317 315 | 1,9 | 12 569 518 226 | 13 055 712 977 | 13 541 907 728 |
| Electricity, gas and water supply | 1,1 | 104 264 055 | 106 561 521 | 108 858 988 | 1,1 | 1 564 867 797 | 1 599 349 778 | 1 633 831 759 |
| Construction | 13,5 | 448 151 604 | 609 398 428 | 770 645 252 | 8,7 | 3 960 848 439 | 4 775 098 181 | 5 589 347 922 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 10,6 | 5 090 112 489 | 6 424 962 749 | 7 759 813 010 | 3,8 | 14 124 099 978 | 15 260 718 276 | 16 397 336 573 |
| Transport, storage and communication | 13,7 | 921 387 333 | 1 259 620 677 | 1 597 854 022 | 6,1 | 3 782 591 199 | 4 296 250 964 | 4 809 910 729 |
| Financial intermediation, insurance, real estate and business services | 16,5 | 15 379 182 016 | 22 730 094 615 | 30 081 007 213 | 6,9 | 26 047 667 228 | 30 121 267 436 | 34 194 867 644 |
| Community, social and personal services | 1,9 | 11 838 244 017 | 12 296 152 745 | 12 754 061 473 | 2,0 | 20 825 904 287 | 21 675 587 310 | 22 525 270 332 |
| Total | 8,3 | 39 016 521 870 | 46 596 906 642 | 54 177 291 415 | 2,5 | 86 335 569 660 | 90 783 984 921 | 95 232 400 182 |

*Revised estimates.

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

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

| Industry | Quarter ended September* 2022 | | | | Quarter ended December 2022 | | | |
|---|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------------|-----------------------|-----------------------|-----------------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | - | - | - | - | - | - | - | - |
| Manufacturing | 2,1 | 4 758 237 443 | 4 962 493 683 | 5 166 749 923 | 1,2 | 5 022 411 763 | 5 143 384 158 | 5 264 356 553 |
| Electricity, gas and water supply | 0,3 | 496 514 580 | 499 451 354 | 502 388 128 | 0,3 | 494 742 851 | 497 669 146 | 500 595 441 |
| Construction | 6,9 | 1 193 450 478 | 1 380 094 451 | 1 566 738 425 | 9,7 | 1 116 858 292 | 1 379 041 701 | 1 641 225 109 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 3,1 | 2 443 874 510 | 2 601 970 220 | 2 760 065 931 | 14,8 | 2 372 874 717 | 3 342 453 681 | 4 312 032 644 |
| Transport, storage and communication | 2,7 | 1 904 787 694 | 2 011 221 538 | 2 117 655 382 | 3,0 | 1 912 229 235 | 2 031 692 770 | 2 151 156 305 |
| Financial intermediation, insurance, real estate and business services | 5,3 | 3 763 400 734 | 4 199 661 579 | 4 635 922 423 | 7,1 | 3 418 418 534 | 3 971 026 595 | 4 523 634 656 |
| Community, social and personal services | 8,2 | 5 982 978 625 | 7 128 703 919 | 8 274 429 213 | 7,1 | 6 259 957 153 | 7 271 917 143 | 8 283 877 133 |
| Total | 2,9 | 21 488 577 105 | 22 783 596 744 | 24 078 616 383 | 3,3 | 22 108 332 055 | 23 637 185 193 | 25 166 038 331 |

*Revised estimates.

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

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

| Industry | August* 2022 | | | | November 2022 | | | |
|---|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | 0,0 | 32 453 | 32 453 | 32 453 | 0,0 | 31 405 | 31 405 | 31 405 |
| Manufacturing | 1,2 | 21 388 | 21 907 | 22 426 | 1,2 | 21 987 | 22 517 | 23 047 |
| Electricity, gas and water supply | 1,4 | 47 572 | 48 866 | 50 160 | 1,4 | 50 859 | 52 345 | 53 831 |
| Construction | 5,2 | 18 117 | 20 190 | 22 263 | 6,0 | 17 980 | 20 397 | 22 814 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 2,9 | 15 573 | 16 497 | 17 421 | 3,0 | 15 491 | 16 446 | 17 401 |
| Transport, storage and communication | 1,6 | 27 146 | 28 048 | 28 950 | 1,6 | 27 702 | 28 603 | 29 504 |
| Financial intermediation, insurance, real estate and business services | 3,0 | 25 725 | 27 356 | 28 987 | 3,0 | 26 013 | 27 645 | 29 277 |
| Community, social and personal services | 2,5 | 27 931 | 29 350 | 30 769 | 2,2 | 31 779 | 33 213 | 34 647 |
| Total | 1,2 | 24 308 | 24 916 | 25 524 | 1,2 | 25 417 | 26 032 | 26 647 |

*Revised estimates.

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

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

| Industry | August* 2022 | | | | November 2022 | | | |
|---|--------------|-------------|----------|-------------|---------------|-------------|----------|-------------|
| | RSE | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit |
| Mining and quarrying** | | | | | | | | |
| Manufacturing | 1,2 | 19 977 | 20 467 | 20 957 | 1,2 | 20 321 | 20 824 | 21 327 |
| Electricity, gas and water supply | 1,4 | 44 935 | 46 166 | 47 397 | 1,5 | 47 935 | 49 347 | 50 759 |
| Construction | 5,3 | 17 298 | 19 319 | 21 340 | 5,8 | 17 124 | 19 313 | 21 502 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 2,9 | 15 154 | 16 071 | 16 988 | 2,9 | 14 992 | 15 909 | 16 826 |
| Transport, storage and communication | 1,7 | 25 504 | 26 370 | 27 236 | 1,6 | 26 022 | 26 888 | 27 754 |
| Financial intermediation, insurance, real estate and business services | 3,1 | 25 110 | 26 721 | 28 332 | 3,0 | 25 396 | 26 999 | 28 602 |
| Community, social and personal services | 2,5 | 27 050 | 28 438 | 29 826 | 2,2 | 30 805 | 32 214 | 33 623 |

*Revised estimates.

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources and Energy. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability 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 **December 2022 was 85,0%**.

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

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

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

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

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

Technical enquiries

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

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

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

Postal address: Private Bag X44, Pretoria, 0001

General information

Stats SA publishes approximately 300 different statistical releases each year. It is not economically viable to produce them in more than one of South Africa's eleven official languages. Since the releases are used extensively, not only locally but also by international economic and social-scientific communities, Stats SA releases are published in English only.

Stats SA has copyright on this publication. Users may apply the information as they wish, provided that they acknowledge Stats SA as the source of the basic data wherever they process, apply, utilise, publish or distribute the data; and also that they specify that the relevant application and analysis (where applicable) result from their own processing of the data.

Advance release calendar

An advance release calendar is disseminated on www.statssa.gov.za

Stats SA products

A complete set of Stats SA publications is available at the Stats SA Library and the following libraries:

National Library of South Africa, Pretoria Division

National Library of South Africa, Cape Town Division

Natal Society Library, Pietermaritzburg

Library of Parliament, Cape Town

Bloemfontein Public Library

Johannesburg Public Library

Eastern Cape Library Services, Qonce

Central Regional Library, Polokwane

Central Reference Library, Mbombela

Central Reference Collection, Kimberley

Central Reference Library, Mmabatho

Stats SA also provides a subscription service.

Electronic services

A large range of data are available via on-line services and computer printouts. For more details about our electronic data services, contact (012) 310 8600.

You can visit us on the internet at: www.statssa.gov.za

Enquiries

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

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

Technical enquiries: labourquestions@statssa.gov.za

Postal address Private Bag X44, Pretoria, 0001

Produced by Stats SA