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Quarterly employment statistics (QES)

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Introduction

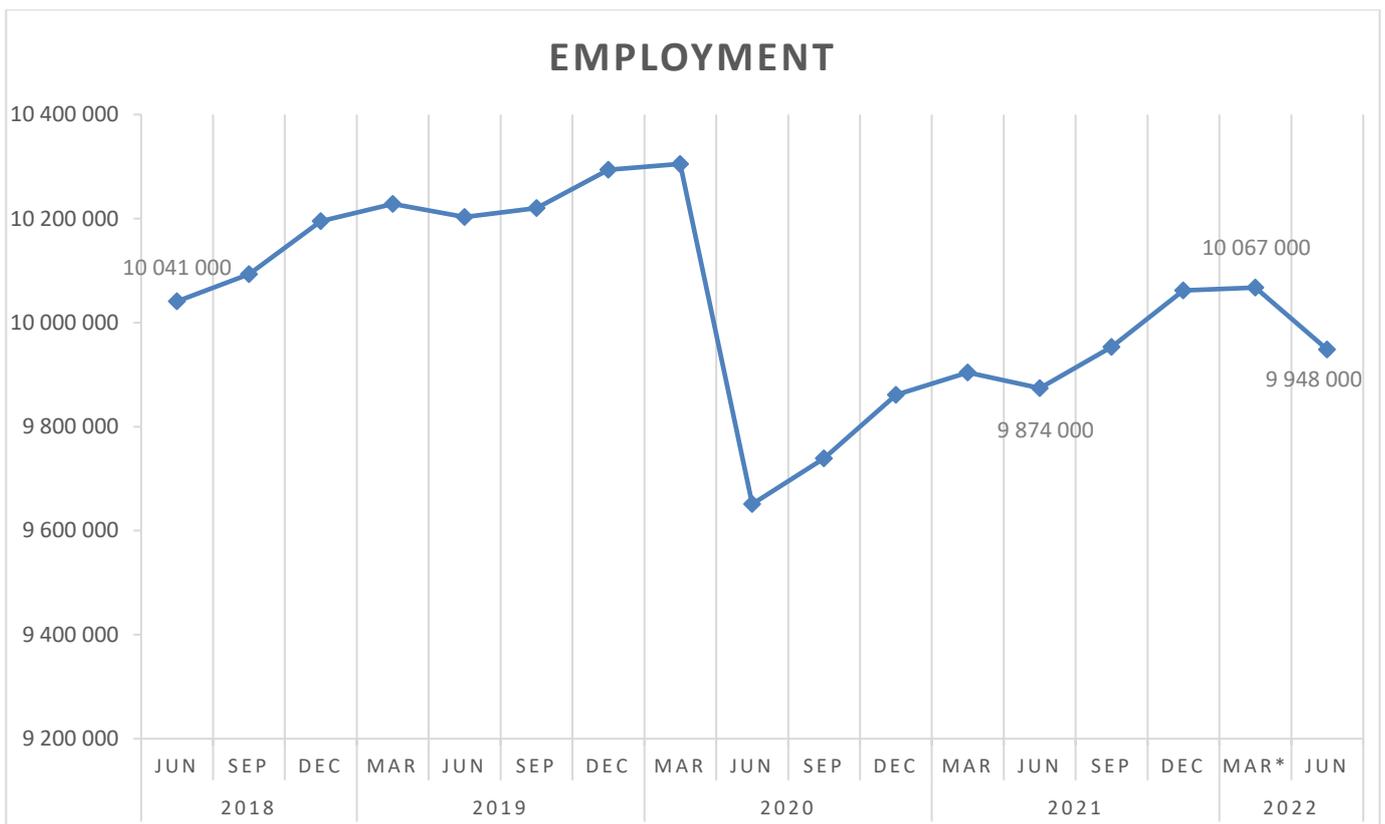
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. The definition of industries is based on the *System of National Accounts* (SNA) and is in line with *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, Report No. 09-09-02 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 June 2022

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



*Revised estimates.

Table A – Employment by industry

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	457	458	462	4	0,9	5	1,1
Manufacturing	1 160	1 182	1 170	-12	-1,0	10	0,9
Electricity	59	60	59	-1	-1,7	0	0,0
Construction	554	534	521	-13	-2,4	-33	-6,0
Trade	2 104	2 123	2 140	17	0,8	36	1,7
Transport	425	411	412	1	0,2	-13	-3,1
Business services	2 325	2 326	2 311	-15	-0,6	-14	-0,6
Community services	2 790	2 973	2 873	-100	-3,4	83	3,0
Total	9 874	10 067	9 948	-119	-1,2	74	0,7

*Revised estimates.

Table A shows that total employment decreased by 119 000 or -1,2% quarter-on-quarter, from 10 067 000 in March 2022 to 9 948 000 in June 2022. This was largely due to decreases in the following industries: community services (-100 000 or -3,4%), business services (-15 000 or -0,6%), construction (-13 000 or -2,4%), manufacturing (-12 000 or -1,0%) and electricity (-1 000 or -1,7%).

However, there were increases in the following industries: trade (17 000 or 0,8%), mining (4 000 or 0,9%) and transport (1 000 or 0,2%).

Total employment increased by 74 000 or 0,7% year-on-year between June 2021 and June 2022.

Table B – Full-time employees

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	457	458	462	4	0,9	5	1,1
Manufacturing	1 093	1 093	1 094	1	0,1	1	0,1
Electricity	57	58	57	-1	-1,7	0	0,0
Construction	491	473	460	-13	-2,7	-31	-6,3
Trade	1 898	1 899	1 918	19	1,0	20	1,1
Transport	408	395	396	1	0,3	-12	-2,9
Business services	2 122	2 119	2 100	-19	-0,9	-22	-1,0
Community services	2 380	2 347	2 339	-8	-0,3	-41	-1,7
Total	8 906	8 842	8 826	-16	-0,2	-80	-0,9

*Revised estimates.

Table B shows that full-time employment decreased by 16 000 or -0,2% quarter-on-quarter, from 8 842 000 in March 2022 to 8 826 000 in June 2022. This was largely due to decreases in the following industries: business services (-19 000 or -0,9%), construction (-13 000 or -2,7%), community services (-8 000 or -0,3%) and electricity (-1 000 or -1,7%).

However, there were increases in the following industry: trade (19 000 or 1,0%), mining (4 000 or 0,9%), manufacturing (1 000 or 0,1%) and transport (1 000 or 0,3%).

Full-time employment decreased by 80 000 or -0,9% year-on-year between June 2021 and June 2022.

Table C – Part-time employees**

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	67	89	76	-13	-14,6	9	13,4
Electricity	2	2	2	0	0,0	0	0,0
Construction	63	61	61	0	0,0	-2	-3,2
Trade	206	224	222	-2	-0,9	16	7,8
Transport	17	16	16	0	0,0	-1	-5,9
Business services	203	207	211	4	1,9	8	3,9
Community services	410	626	534	-92	-14,7	124	30,2
Total	968	1 225	1 122	-103	-8,4	154	15,9

*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 part time employees.

Table C shows that part-time employment decreased by 103 000 or -8,4% quarter-on-quarter, from 1 225 000 in March 2022 to 1 122 000 in June 2022. This was largely due to decreases in the following industries: community services (-92 000 or -14,7%), manufacturing (-13 000 or -14,6%) and trade (-2 000 or -0,9%).

The electricity, construction and transport industries reported no quarterly change.

However, the business services industry reported quarterly increase of 4 000 employees or 1,9%.

Part-time employment increased by 154 000 or 15,9% year-on-year between June 2021 and June 2022.

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



*Revised estimates.

Table D – Total gross earnings by industry

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	
Mining	40 076	41 475	42 134	659	1,6	2 058	5,1
Manufacturing	74 478	78 055	77 765	-290	-0,4	3 287	4,4
Electricity	8 647	8 602	8 542	-60	-0,7	-105	-1,2
Construction	32 155	31 947	33 623	1 676	5,2	1 468	4,6
Trade	105 506	111 864	113 559	1 695	1,5	8 053	7,6
Transport	38 229	35 166	38 462	3 296	9,4	233	0,6
Business services	198 818	217 201	208 012	-9 189	-4,2	9 194	4,6
Community services	255 757	262 520	265 207	2 687	1,0	9 450	3,7
Total	753 666	786 830	787 304	474	0,1	33 638	4,5

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R0,5 billion or 0,1% from R786,8 billion in March 2022 to R787,3 billion in June 2022. This was largely due to increases in the following industries: transport, community services, trade, construction and mining.

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

The year-on-year total gross earnings increased by R33,6 billion or 4,5% between June 2021 and June 2022.

Table E – Basic salary/wages payments by industry

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	
Mining	40 076	41 475	42 134	659	1,6	2 058	5,1
Manufacturing	67 455	68 469	69 650	1 181	1,7	2 195	3,3
Electricity	7 889	7 865	7 856	-9	-0,1	-33	-0,4
Construction	30 157	29 553	31 173	1 620	5,5	1 016	3,4
Trade	96 780	100 740	102 815	2 075	2,1	6 035	6,2
Transport	32 029	31 408	32 134	726	2,3	105	0,3
Business services	179 640	183 521	187 537	4 016	2,2	7 897	4,4
Community services	236 836	243 677	243 738	61	0,0	6 902	2,9
Total	690 862	706 708	717 037	10 329	1,5	26 175	3,8

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R10,3 billion or 1,5% from R706,7 billion in March 2022 to R717,0 billion in June 2022. This was largely due to increases in the following industries: business services, trade, construction, manufacturing, transport, mining and community services.

However, the electricity industry reported a quarterly decrease.

The year-on-year basic salary/wages increased by R26,2 billion or 3,8% between June 2021 and June 2022.

Table F – Bonus payments by industry**

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	2 659	5 329	3 528	-1 801	-33,8	869	32,7
Electricity	152	225	117	-108	-48,0	-35	-23,0
Construction	739	1 266	865	-401	-31,7	126	17,1
Trade	6 147	8 362	7 796	-566	-6,8	1 649	26,8
Transport	4 242	1 901	4 321	2 420	127,3	79	1,9
Business services	15 602	30 338	16 641	-13 697	-45,1	1 039	6,7
Community services	11 892	11 801	14 103	2 302	19,5	2 211	18,6
Total	41 433	59 222	47 371	-11 851	-20,0	5 938	14,3

*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.

Table F shows that bonus paid to employees decreased by R11,9 billion or -20,0% from R59,2 billion in March 2022 to R47,4 billion in June 2022. This was largely due to decreases in the following industries: business services, manufacturing, trade, construction and electricity.

However, there were increases in the following industry: transport and community services.

The year-on-year bonus payments increased by R5,9 billion or 14,3% between June 2021 and June 2022.

Table G – Overtime payments by industry**

Industry	June 2021	Mar* 2022	June 2022	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	4 364	4 257	4 587	330	7,8	223	5,1
Electricity	606	512	569	57	11,1	-37	-6,1
Construction	1 259	1 128	1 585	457	40,5	326	25,9
Trade	2 579	2 762	2 948	186	6,7	369	14,3
Transport	1 958	1 857	2 007	150	8,1	49	2,5
Business services	3 576	3 342	3 834	492	14,7	258	7,2
Community services	7 029	7 042	7 366	324	4,6	337	4,8
Total	21 371	20 900	22 896	1 996	9,6	1 525	7,1

*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 R2,0 billion or 9,6% from R20,9 billion in March 2022 to R22,9 billion in June 2022. This was largely due to increases in the following industries: business services, construction, manufacturing, community services, trade, transport and electricity.

The year-on-year overtime payments increased by R1,5 billion or 7,1% between June 2021 and June 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)	May 2021	Feb* 2022	May 2022	Q/Q Change	Y/Y Change
	Rands			%	
	23 640	23 697	24 578	3,7	4,0

*Revised estimates.

Table H shows a quarter-on-quarter increase of 3,7% in average monthly earnings paid to employees in the formal non-agricultural sector from R23 697 in February 2022 to R24 578 in May 2022.

The year-on-year average monthly earnings paid to employees in the formal non-agricultural sector increased by 4,0%.

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 important distinctions 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 15 years of 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 5 000 employees or 1,1% in June 2022 compared with June 2021. There was a quarterly increase of 4 000 employees or 0,9% in June 2022 compared to March 2022. This was mainly due to increases in PGM mining.

See explanatory note on page 61.

The manufacturing industry reported an annual increase of 10 000 employees or 0,9% in June 2022 compared with June 2021. There was a quarterly decrease of 12 000 employees or -1,0% in June 2022 compared with March 2022. This was mainly due to decreases in employment in the food, beverages and tobacco, textiles, clothing and leather, basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery.

The electricity, gas and water supply industry reported no yearly change in June 2022 compared with June 2021. There was a quarterly decrease of 1 000 employees or -1,7% in June 2022 compared with March 2022. This was mainly due to decreases in employment in the electricity, gas, steam and water supply.

The construction industry reported an annual decrease of 33 000 employees or -6,0% in June 2022 compared with June 2021. There was a quarterly decrease of 13 000 employees or -2,4% in June 2022 compared with March 2022. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and building installation.

The wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry reported an annual increase of 36 000 employees or 1,7% in June 2022 compared with June 2021. There was a quarterly increase of 17 000 employees or 0,8% in June 2022 compared with March 2022. This was mainly due to increases in employment in the hotel and restaurants, retail trade and wholesale trade.

The transport, storage and communication industry reported an annual decrease of 13 000 employees or -3,1% in June 2022 compared with June 2021. There was a quarterly increase of 1 000 employees or 0,2% in June 2022 compared with March 2022. This was mainly due to increases in employment in the supporting and auxiliary transport activities.

The financial intermediation, insurance, real estate and business services industry reported an annual decrease of 14 000 employees or -0,6% in June 2022 compared with June 2021. There was a quarterly decrease of 15 000 employees or -0,6% in June 2022 compared with March 2022. This was mainly due to decreases in employment in the business activities n.e.c, legal, accounting, bookkeeping and auditing activities and activities auxiliary to financial intermediation.

The community, social and personal services industry reported an annual increase of 83 000 employees or 3,0% in June 2022 compared with June 2021. There was a quarterly decrease of 100 000 employees or -3,4% in June 2022 compared with March 2022. This was mainly due to decreases in employment in the national departments, local government, health and social work and provincial departments.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the mining industry reflected an annual increase of R2,1 billion or 5,1% in June 2022 compared with June 2021. There was a quarterly increase of R0,7 billion or 1,6% in June 2022 compared with March 2022. This was mainly due to increases in gross earnings in PGM and copper mining.

See explanatory note on page 61.

Gross earnings paid to employees in the manufacturing industry reflected an annual increase of R3,3 billion or 4,4% in June 2022 compared with June 2021. There was a quarterly decrease of R0,3 billion or -0,4% in June 2022 compared with March 2022. This was mainly due to decreases in gross earnings paid in food, beverages and tobacco, coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, electrical machinery and apparatus n.e.c.

Gross earnings paid to employees in the electricity, gas and water supply industry reflected an annual decrease of R0,1 billion or -1,2% in June 2022 compared with June 2021. There was a quarterly decrease of R0,06 billion or -0,7% in June 2022 compared with March 2022. This was mainly due to decreases in gross earnings in electricity, gas, steam and water supply.

Gross earnings paid to employees in the construction industry reflected an annual increase of R1,5 billion or 4,6% in June 2022 compared with June 2021. There was a quarterly increase of R1,7 billion or 5,2% in June 2022 compared with March 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 R8,1 billion or 7,6% in June 2022 compared with June 2021. There was a quarterly increase of R1,7 billion or 1,5% in June 2022 compared with March 2022. This was mainly due to the increases in gross earnings in retail trade and motor trade.

Gross earnings paid to employees in the transport, storage and communication industry reflected an annual increase of R0,2 billion or 0,6% in June 2022 compared with June 2021. There was a quarterly increase of R3,3 billion or 9,4% in June 2022 compared with March 2022. This was mainly due to increases in gross earnings in post and telecommunications, 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 R9,2 billion or 4,6% in June 2022 compared with June 2021. There was a quarterly decrease of R9,2 billion or -4,2% in June 2022 compared with March 2022. This was mainly due to the decreases in gross earnings in activities auxiliary to financial intermediation, insurance and pension funding, financial intermediation (i.e. Banks) except insurance and pension funding.

Gross earnings paid to employees in the community, social and personal services industry reflected an annual increase of R9,5 billion or 3,7% in June 2022 compared with June 2021. There was a quarterly increase of R2,7 billion or 1,0% in June 2022 compared with March 2022. This was mainly due to the increases in gross earnings in health and social work, extra budgetary institutions, universities and technikons.

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	9 948 000	-119 000	-1,2	74 000	0,7

*Revised estimates.

1.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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	8 826 000	-16 000	-0,2	-80 000	-0,9

*Revised estimates.

1.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	1 122 000	-103 000	-8,4	154 000	15,9

*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	787 304 000	474 000	0,1	33 638 000	4,5

*Revised estimates.

1.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	717 037 000	10 329 000	1,5	26 175 000	3,8

*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	47 371 000	-11 851 000	-20,0	5 938 000	14,3

*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	22 896 000	1 996 000	9,6	1 525 000	7,1

*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	462 000	4 000	0,9	5 000	1,1

*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	42 134 000	659 000	1,6	2 058 000	5,1

*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	1 170 000	-12 000	-1,0	10 000	0,9

*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	1 094 000	1 000	0,1	1 000	0,1

*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

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	77 765 000	-290 000	-0,4	3 287 000	4,4

*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	69 650 000	1 181 000	1,7	2 195 000	3,3

*Revised estimates.

3.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
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	3 528 000	-1 801 000	-33,8	869 000	32,7

*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	4 587 000	330 000	7,8	223 000	5,1

*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

*Revised estimates.

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
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

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

*Revised estimates.

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
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	8 542 000	-60 000	-0,7	-105 000	-1,2

*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	7 856 000	-9 000	-0,1	-33 000	-0,4

*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	117 000	-108 000	-48,0	-35 000	-23,0

4.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
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

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	521 000	-13 000	-2,4	-33 000	-6,0

*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	460 000	-13 000	-2,7	-31 000	-6,3

*Revised estimates.

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	61 000	0	0,0	-2 000	-3,2

*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	33 623 000	1 676 000	5,2	1 468 000	4,6

*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	31 173 000	1 620 000	5,5	1 016 000	3,4

*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	865 000	-401 000	-31,7	126 000	17,1

*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	1 585 000	457 000	40,5	326 000	25,9

*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	2 140 000	17 000	0,8	36 000	1,7

*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	1 918 000	19 000	1,0	20 000	1,1

*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	222 000	-2 000	-0,9	16 000	7,8

*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	113 559 000	1 695 000	1,5	8 053 000	7,6

*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	102 815 000	2 075 000	2,1	6 035 000	6,2

*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	7 796 000	-566 000	-6,8	1 649 000	26,8

*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	2 948 000	186 000	6,7	369 000	14,3

*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	412 000	1 000	0,2	-13 000	-3,1

*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	396 000	1 000	0,3	-12 000	-2,9

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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

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	38 462 000	3 296 000	9,4	233 000	0,6

*Revised estimates.

7.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
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	32 134 000	726 000	2,3	105 000	0,3

*Revised estimates.

7.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
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	4 321 000	2 420 000	127,3	79 000	1,9

*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	2 007 000	150 000	8,1	49 000	2,5

*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	2 311 000	-15 000	-0,6	-14 000	-0,6

*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	2 100 000	-19 000	-0,9	-22 000	-1,0

*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	211 000	4 000	1,9	8 000	3,9

*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	208 012 000	-9 189 000	-4,2	9 194 000	4,6

*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	187 537 000	4 016 000	2,2	7 897 000	4,4

*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	16 641 000	-13 697 000	-45,1	1 039 000	6,7

*Revised estimates.

8.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
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	3 834 000	492 000	14,7	258 000	7,2

*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	2 873 000	-100 000	-3,4	83 000	3,0

*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

*Revised estimates.

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
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	534 000	-92 000	-14,7	124 000	30,2

*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	265 207 000	2 687 000	1,0	9 450 000	3,7

*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	243 738 000	61 000	0,0	6 902 000	2,9

*Revised estimates.

9.6 Bonus payments (R thousand)

Year	Quarter	Bonus payments	Change in bonus payments	% change in bonus payments	Change in bonus payments	% change in bonus payments
			Quarterly		Annual	
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	14 103 000	2 302 000	19,5	2 211 000	18,6

*Revised estimates.

9.7 Overtime payments (R thousand)

Year	Quarter	Overtime payments	Change in overtime payments	% change in overtime payments	Change in overtime payments	% change in overtime payments
			Quarterly		Annual	
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	7 366 000	324 000	4,6	337 000	4,8

*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	24 578	3,7	4,0

*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	30 384	2,3	6,0

*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	21 401	2,4	2,7	19 994	2,0	2,4

*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	47 711	1,0	-0,7	44 279	0,2	-0,2

*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	20 947	9,7	13,3	19 775	7,7	11,5

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	16 262	2,5	3,3	15 747	2,1	2,8

*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	27 616	3,4	5,5	25 915	2,7	5,1

*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	26 701	2,7	6,0	26 071	2,3	5,9

*Revised estimates.

10.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	29 671	5,7	1,1	28 688	5,2	0,7

*Revised estimates.

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

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

11.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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
Nov	19 748	-0,1	0,5
2020 Feb	19 423	-1,6	0,7
May	18 745	-3,5	-3,7
Aug	19 347	3,2	-2,2
Nov	19 713	1,9	-0,2
2021 Feb	19 482	-1,2	0,3
May	19 667	0,9	4,9
Aug	19 549	-0,6	1,0
Nov	23 972	22,6	21,6
2022 Feb*	23 509	-1,9	20,7
May	23 839	1,4	21,2

*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
Nov	23 059	-3,6	-0,9
2020 Feb	23 972	4,0	9,4
May	21 289	-11,2	-4,8
Aug	24 587	15,5	2,8
Nov	24 266	-1,3	5,2
2021 Feb	24 449	0,8	2,0
May	23 849	-2,5	12,0
Aug	26 020	9,1	5,8
Nov	30 296	16,4	24,8
2022 Feb*	29 457	-2,8	20,5
May	29 470	0,0	23,6

*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.

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	20 758	0,2	19,7	19 393	-0,3	19,3

*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	46 276	-1,2	15,7	42 948	-2,0	16,3

*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	20 317	7,2	32,1	19 180	5,3	30,0

*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	15 773	0,2	20,4	15 274	-0,1	19,9

*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	26 786	1,1	23,0	25 136	0,4	22,5

*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	25 898	0,4	23,6	25 287	0,0	23,5

*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	28 779	3,3	17,9	27 825	2,8	17,4

*Revised estimates.

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

Industry	Quarter ended March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	458 124	458 124	458 124	0,0	462 231	462 231	462 231
Manufacturing	0,7	1 166 117	1 182 339	1 198 561	0,7	1 154 305	1 170 362	1 186 419
Electricity, gas and water supply	3,3	55 308	59 133	62 958	1,4	57 971	59 606	61 242
Construction	2,3	510 016	534 093	558 170	2,5	495 853	521 402	546 951
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	2 073 342	2 123 282	2 173 222	1,3	2 085 641	2 140 172	2 194 704
Transport, storage and communication	1,0	402 757	410 809	418 861	1,0	403 846	411 919	419 993
Financial intermediation, insurance, real estate and business services	1,7	2 247 919	2 325 402	2 402 884	1,8	2 230 117	2 311 673	2 393 229
Community, social and personal services	0,5	2 943 806	2 972 941	3 002 076	0,6	2 839 231	2 873 017	2 906 804
Total	0,5	9 967 475	10 066 123	10 164 771	0,5	9 852 870	9 950 384	10 047 898

*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 March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	458 124	458 124	458 124	0,0	462 231	462 231	462 231
Manufacturing	0,7	1 078 288	1 093 288	1 108 288	0,7	1 079 285	1 094 298	1 109 312
Electricity, gas and water supply	3,1	54 048	57 545	61 041	1,3	55 731	57 189	58 646
Construction	2,5	449 656	472 824	495 992	2,7	435 609	459 949	484 290
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	1 851 067	1 899 466	1 947 864	1,3	1 869 508	1 918 388	1 967 269
Transport, storage and communication	1,0	387 242	394 983	402 725	1,0	387 879	395 634	403 388
Financial intermediation, insurance, real estate and business services	1,9	2 039 778	2 118 677	2 197 577	1,9	2 022 048	2 100 262	2 178 475
Community, social and personal services	0,7	2 314 312	2 346 507	2 378 701	0,7	2 306 435	2 338 519	2 370 604
Total	0,6	8 737 439	8 841 414	8 945 389	0,6	8 722 671	8 826 470	8 930 269

*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 March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,1	83 640	89 051	94 461	3,2	71 293	76 064	80 834
Electricity, gas and water supply	16,5	1 075	1 588	2 102	9,6	1 963	2 418	2 873
Construction	7,5	52 262	61 269	70 275	8,8	50 854	61 453	72 052
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,5	208 462	223 816	239 170	3,6	206 135	221 784	237 433
Transport, storage and communication	3,9	14 616	15 826	17 036	3,9	15 041	16 286	17 531
Financial intermediation, insurance, real estate and business services	4,7	187 681	206 724	225 768	4,7	191 936	211 411	230 887
Community, social and personal services	0,7	617 840	626 435	635 029	0,8	526 117	534 498	542 879
Total	1,1	1 198 304	1 224 709	1 251 113	1,3	1 095 276	1 123 914	1 152 551

*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 March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	41 474 611 741	41 474 611 741	41 474 611 741	0,0	42 133 676 805	42 133 676 805	42 133 676 805
Manufacturing	1,1	76 371 690 174	78 054 546 190	79 737 402 205	1,0	76 241 402 729	77 765 608 659	79 289 814 589
Electricity, gas and water supply	2,3	8 214 263 152	8 602 043 262	8 989 823 373	0,8	8 408 063 946	8 542 002 547	8 675 941 146
Construction	4,5	29 129 495 903	31 947 242 710	34 764 989 517	5,5	29 998 380 817	33 622 932 994	37 247 485 171
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,5	106 382 591 924	111 863 924 209	117 345 256 496	2,5	107 994 493 108	113 558 878 136	119 123 263 165
Transport, storage and communication	1,4	34 201 336 441	35 166 299 705	36 131 262 969	1,3	37 481 915 621	38 461 925 482	39 441 935 343
Financial intermediation, insurance, real estate and business services	2,8	205 280 700 219	217 200 673 163	229 120 646 106	2,7	197 004 750 000	208 012 786 671	219 020 823 341
Community, social and personal services	2,1	251 714 417 529	262 519 729 599	273 325 041 669	2,5	252 211 882 469	265 207 026 781	278 202 171 093
Total	1,1	769 865 035 818	786 829 070 581	803 793 105 341	1,2	768 787 428 283	787 304 838 076	805 822 247 866

*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 March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	41 474 611 741	41 474 611 741	41 474 611 741	0,0	42 133 676 805	42 133 676 805	42 133 676 805
Manufacturing	1,2	66 858 501 248	68 468 889 530	70 079 277 812	1,1	68 148 724 446	69 650 386 785	71 152 049 124
Electricity, gas and water supply	2,6	7 464 569 029	7 865 389 266	8 266 209 503	0,8	7 733 272 033	7 856 461 347	7 979 650 661
Construction	4,3	27 062 639 602	29 553 400 168	32 044 160 734	5,3	27 934 888 172	31 173 155 572	34 411 422 973
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,6	95 606 624 436	100 740 352 815	105 874 081 195	2,6	97 575 837 909	102 815 305 898	108 054 773 887
Transport, storage and communication	1,4	30 546 624 361	31 408 472 856	32 270 321 351	1,3	31 315 101 773	32 133 872 853	32 952 643 933
Financial intermediation, insurance, real estate and business services	2,7	173 809 043 959	183 520 973 898	193 232 903 836	2,6	177 980 393 144	187 537 293 628	197 094 194 111
Community, social and personal services	2,2	233 169 747 349	243 677 104 077	254 184 460 804	2,5	231 795 163 998	243 738 342 795	255 681 521 592
Total	1,1	691 472 544 120	706 709 194 350	721 945 844 580	1,2	700 173 750 264	717 038 495 683	733 903 241 101

*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 March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,6	5 057 544 583	5 329 116 352	5 600 688 121	2,7	3 341 425 913	3 528 134 807	3 714 843 701
Electricity, gas and water supply	1,0	220 122 573	224 523 228	228 923 884	6,1	102 697 241	116 643 089	130 588 937
Construction	21,3	737 649 072	1 266 306 860	1 794 964 648	15,3	605 662 505	865 083 850	1 124 505 195
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8,4	6 984 966 673	8 361 624 536	9 738 282 400	7,9	6 588 446 569	7 795 502 116	9 002 557 664
Transport, storage and communication	7,8	1 610 639 258	1 901 311 807	2 191 984 356	3,5	4 024 783 853	4 321 219 512	4 617 655 170
Financial intermediation, insurance, real estate and business services	9,7	24 570 258 308	30 338 146 773	36 106 035 237	10,1	13 346 886 559	16 641 173 207	19 935 459 855
Community, social and personal services	2,5	11 222 716 010	11 800 963 207	12 379 210 404	12,2	10 730 444 039	14 102 675 900	17 474 907 762
Total	5,1	53 302 162 367	59 221 992 764	65 141 823 160	5,2	42 542 438 002	47 370 432 481	52 198 426 959

*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 March* 2022				Quarter ended June 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,7	4 114 712 385	4 256 540 308	4 398 368 231	1,4	4 461 217 398	4 587 087 067	4 712 956 736
Electricity, gas and water supply	1,3	499 081 676	512 130 768	525 179 860	0,3	565 552 990	568 898 111	572 243 231
Construction	6,8	977 257 726	1 127 535 682	1 277 813 638	18,7	1 003 871 684	1 584 693 572	2 165 515 460
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,7	2 615 784 630	2 761 946 858	2 908 109 086	2,9	2 780 501 817	2 948 070 122	3 115 638 428
Transport, storage and communication	2,6	1 761 907 035	1 856 515 042	1 951 123 048	2,5	1 908 498 294	2 006 833 117	2 105 167 940
Financial intermediation, insurance, real estate and business services	3,7	3 099 223 106	3 341 552 492	3 583 881 879	3,8	3 548 739 695	3 834 319 836	4 119 899 978
Community, social and personal services	7,0	6 075 546 246	7 041 662 315	8 007 778 385	6,5	6 427 578 656	7 366 008 086	8 304 437 516
Total	2,6	19 832 927 325	20 897 883 467	21 962 839 608	2,6	21 729 134 342	22 895 909 912	24 062 685 481

*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	February* 2022				May 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	29 693	29 693	29 693	0,0	30 384	30 384	30 384
Manufacturing	1,2	20 395	20 890	21 385	1,2	20 903	21 401	21 899
Electricity, gas and water supply	1,4	45 930	47 226	48 522	1,5	46 266	47 711	49 156
Construction	4,6	17 361	19 097	20 833	8,7	17 394	20 947	24 500
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,8	15 002	15 864	16 726	2,8	15 379	16 262	17 145
Transport, storage and communication	1,5	25 908	26 717	27 526	1,5	26 798	27 616	28 434
Financial intermediation, insurance, real estate and business services	3,1	24 414	25 988	27 562	3,0	25 112	26 701	28 290
Community, social and personal services	2,3	26 804	28 084	29 364	2,3	28 308	29 671	31 034
Total	1,2	23 132	23 697	24 262	1,3	23 970	24 578	25 186

*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	February* 2022				May 2022			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,2	19 136	19 603	20 070	1,2	19 520	19 994	20 468
Electricity, gas and water supply	1,4	42 963	44 192	45 421	1,6	42 919	44 279	45 639
Construction	4,8	16 645	18 354	20 063	7,8	16 746	19 775	22 804
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,8	14 563	15 418	16 273	2,8	14 872	15 747	16 622
Transport, storage and communication	1,6	24 445	25 232	26 019	1,6	25 125	25 915	26 705
Financial intermediation, insurance, real estate and business services	3,1	23 919	25 482	27 045	3,1	24 497	26 071	27 645
Community, social and personal services	2,3	26 025	27 280	28 535	2,4	27 348	28 688	30 028

*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
	DMR	Department of Mineral Resources
	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 **June 2022 was 79,5%**.

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

Glossary

Annual change	percentage	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant		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. 09-09-02 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.

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