



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

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

STATISTICAL RELEASE

P0277

Quarterly employment statistics (QES)

March 2021

Embargoed until:
29 June 2021
11:30

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
June 2021

EXPECTED RELEASE DATE
29 September 2021

Dipalopalo tsa Aforikaborwa • Dipalopalo tsa Aforika Borwa • Ezazibalo zaseNingizimu Afrika • Tshitatistika Afrika Tshipembe • Tinhlayo Afrika-Dzonga

Statistieke Suid-Afrika • Dipalopalo tša Aforika Borwa • Telubalo zaseNingizimu Afrika • EzeeNkcukacha maNani zoMzantsi Afrika • limbalobalo zeSewula Afrika

IMPROVING LIVES THROUGH DATA ECOSYSTEMS



CONTENTS

KEY FINDINGS: Employment and earnings for the quarter ending March 20214
 Average monthly earnings8
 Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment statistics survey (QES)8
 Detailed employment changes by industry10
 Detailed changes in gross earnings paid to employees11
PART 1 – Estimation of number of employees and their earnings12
PART 2 – Estimation of average monthly earnings37
Explanatory notes52
Technical notes55
Glossary56
Technical enquiries59
General information60

DETAILED RESULTS

Tables

Table A : Employment by industry4
 Table B : Full-time employees5
 Table C : Part-time employees5
 Table D : Total gross earnings by industry6
 Table E : Basic salary/wages payments by industry7
 Table F : Bonus and overtime payments by industry7
 Table G : Average monthly earnings paid to employees in the formal non-agricultural sector8
 Table 1 - All formal non-agricultural industries12
 Table 2 - Mining and quarrying industry**15
 Table 3 - Manufacturing industry16
 Table 4 - Electricity, gas and water supply industry19
 Table 5 - Construction industry22
 Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry25
 Table 7 - Transport, storage and communication industry28
 Table 8 - Financial intermediation, insurance, real estate and business services industry31
 Table 9 - Community, social and personal services industry34
 Table 10 - Average monthly earnings at current prices, by industry37
 Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry42
 Table 12 - Estimates of total employees by industry within 95% confidence limits47
 Table 13 - Estimates of full-time employees by industry within 95% confidence limits47
 Table 14 - Estimates of part-time employees by industry within 95% confidence limits48
 Table 15 - Estimates of gross earnings by industry within 95% confidence limits49
 Table 16 - Estimates of basic salaries/wages by industry within 95% confidence limit49
 Table 17 - Estimates of overtime payments by industry within 95% confidence limits50

Table 18 - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits51

Table 19 - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits51

Figures

Figure A: Employment in the non-agricultural formal sector, June 2017 – March 2021.4

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2017 – March 20216

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.

Impact on data collection in the QES survey

The QES data is generally collected by email and telephone. The officers would usually make follow-ups, when necessary, by contacting respondents by telephone from the office. However, due to the national lockdown data collectors worked from home. Collection was adversely impacted by the national lockdown as reaching some respondents was not possible. Although the response rate was adversely affected by pandemic-related issues, QES was still able to obtain estimates that met standards for accuracy and reliability.

Impact on estimation in the QES survey

In anticipation of issues due to COVID-19, QES carefully reviewed estimation and methodological procedures, which included the review of collected data and estimation processes.

Should any changes to the QES methodology be necessary in the future, they will be made clear to stakeholders upon release of the data.

Impact on the QES March 2021 employment and earnings estimates

In the QES survey, persons who are paid by their employer for all or any part of the pay period are counted as employed, even if they were not actually at their jobs.

Persons who are temporarily or permanently absent from their jobs and who are not being paid (i.e. do not receive salary/wages) are not counted as employed.

According to ILO guidelines, '**employed**' persons include those who, in their present job, were 'not at work' for a short duration but maintained a job attachment during their absence (ILO, 2013 and 2020).

Job attachment is determined on the basis of the continued receipt of remuneration, and/or the total duration of the absence.

In practice, formal or continued job attachment is established when:

workers continue to receive remuneration from their employer, including partial pay, even if they also receive support from other sources, including government schemes.

In turn persons are classified as '**not employed**' if:

People in this condition do not receive any part of their remuneration from their employer.

KEY FINDINGS: Employment and earnings for the quarter ending March 2021

Figure A: Employment in the non-agricultural formal sector, June 2017 – March 2021.



*Revised estimates.

Table A : Employment by industry

Industry	Mar 2020	Dec* 2020	Mar 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	
Mining	456	454	459	5	1,1	3	0,7
Manufacturing	1 204	1 105	1 109	4	0,4	-95	-7,9
Electricity	61	58	57	-1	-1,7	-4	-6,6
Construction	562	489	484	-5	-1,0	-78	-13,9
Trade	2 276	2 154	2 114	-40	-1,9	-162	-7,1
Transport	500	450	450	0	0,0	-50	-10,0
Business services	2 350	2 177	2 158	-19	-0,9	-192	-8,2
Community services	2 787	2 766	2 813	47	1,7	26	0,9
Total	10 196	9 653	9 644	-9	-0,1	-552	-5,4

*Revised estimates.

Table A shows that total employment decreased by 9 000 or (-0,1%) quarter-on-quarter, from 9 653 000 in December 2020 to 9 644 000 in March 2021. This was largely due to decreases in the following industries: trade (-40 000 or -1,9%), business services (-19 000 or -0,9%), construction (-5 000 or -1,0%) and electricity (-1 000 or -1,7%).

The transport industry reported no quarterly change.

However, there were increases in the following industries: community services (47 000 or 1,7%), mining (5 000 or 1,1%) and manufacturing (4 000 or 0,4%).

Total employment decreased by 552 000 or (-5,4%) year-on-year between March 2020 and March 2021.

Table B : Full-time employees

Industry	Mar 2020	Dec* 2020	Mar 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	456	454	459	5	1,1	3	0,7
Manufacturing	1 132	1 033	1 035	2	0,2	-97	-8,6
Electricity	59	57	56	-1	-1,8	-3	-5,1
Construction	498	424	420	-4	-0,9	-78	-15,7
Trade	2 055	1 939	1 911	-28	-1,4	-144	-7,0
Transport	481	431	431	0	0,0	-50	-10,4
Business services	2 115	1 953	1 938	-15	-0,8	-177	-8,4
Community services	2 369	2 338	2 316	-22	-0,9	-53	-2,2
Total	9 165	8 629	8 566	-63	-0,7	-599	-6,5

*Revised estimates.

Table B shows that full-time employment decreased by 63 000 or (-0,7%) quarter-on-quarter, from 8 629 000 in December 2020 to 8 566 000 in March 2021. This was largely due to decreases in the following industries: trade (-28 000 or -1,4%), community services (-22 000 or -0,9%), business services (-15 000 or -0,8%), construction (-4 000 or -0,9%), and electricity (-1 000 or -1,8%).

The transport industry reported no quarterly change.

However, there were increases in the following industries: mining (5 000 or 1,1%) and manufacturing (2 000 or 0,2%).

Full-time employment decreased by 599 000 or (-6,5%) year-on-year between March 2020 and March 2021.

Table C : Part-time employees

Industry	Mar 2020	Dec* 2020	Mar 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	72	72	74	2	2,8	2	2,8
Electricity	2	1	1	0	0,0	-1	-50,0
Construction	64	65	64	-1	-1,5	0	0,0
Trade	221	215	203	-12	-5,6	-18	-8,1
Transport	19	19	19	0	0,0	0	0,0
Business services	235	224	220	-4	-1,8	-15	-6,4
Community services	418	428	497	69	16,1	79	18,9
Total	1 031	1 024	1 078	54	5,3	47	4,6

*Revised estimates.

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

Table C shows that part-time employment increased by 54 000 or (5,3%) quarter-on-quarter, from 1 024 000 in December 2020 to 1 078 000 in March 2021. This was largely due to increases in the following industries: community services (69 000 or 16,1%) and manufacturing (2 000 or 2,8%).

The electricity and transport industries reported no change.

However, there were decreases in the following industries: trade (-12 000 or -5,6%), business services (-4 000 or -1,8%) and construction (-1 000 or -1,5%).

Part-time employment increased by 47 000 or (4,6%) year-on-year between March 2020 and March 2021.

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2017 – March 2021



*Revised estimates.

Table D : Total gross earnings by industry

	Mar 2020	Dec* 2020	Mar 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	37 903	39 355	39 863	508	1,3	1 960	5,2
Manufacturing	71 796	75 225	69 060	-6 165	-8,2	-2 736	-3,8
Electricity	8 178	9 742	8 425	-1 317	-13,5	247	3,0
Construction	32 001	29 879	27 429	-2 450	-8,2	-4 572	-14,3
Trade	103 769	104 869	100 077	-4 792	-4,6	-3 692	-3,6
Transport	39 790	39 858	36 279	-3 579	-9,0	-3 511	-8,8
Business services	195 044	193 463	190 194	-3 269	-1,7	-4 850	-2,5
Community services	240 906	249 734	243 992	-5 742	-2,3	3 086	1,3
Total	729 387	742 125	715 319	-26 806	-3,6	-14 068	-1,9

*Revised estimates.

Table D shows that total gross earnings paid to employees decreased by R26,8 billion or (-3,6%) from R742,1 billion in December 2020 to R715,3 billion in March 2021. This was largely due to decreases in the following industries: manufacturing, community services, trade, transport, business services, construction and electricity.

However, the mining industry reported a quarterly increase.

Year-on-year, total gross earnings decreased by R14,1 billion or (-1,9%) between March 2020 and March 2021.

Table E : Basic salary/wages payments by industry

Industry	Mar 2020	Dec* 2020	Mar 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining	37 903	39 355	39 863	508	1,3	1 960	5,2
Manufacturing	64 855	62 702	61 134	-1 568	-2,5	-3 721	-5,7
Electricity	7 595	7 852	7 725	-127	-1,6	130	1,7
Construction	30 218	26 465	25 650	-815	-3,1	-4 568	-15,1
Trade	95 976	90 323	91 044	721	0,8	-4 932	-5,1
Transport	36 644	33 249	33 112	-137	-0,4	-3 532	-9,6
Business services	169 661	165 184	162 121	-3 063	-1,9	-7 540	-4,4
Community services	223 937	226 115	226 528	413	0,2	2 591	1,2
Total	666 789	651 245	647 177	-4 068	-0,6	-19 612	-2,9

*Revised estimates.

Table E shows that basic salary/wages paid to employees decreased by R4,1 billion or (-0,6%) from R651,2 billion in December 2020 to R647,2 billion in March 2021. This was largely due to decreases in the following industries: business services, manufacturing, construction, transport and electricity.

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

Year-on-year, basic salary/wages decreased by R19,6 billion or (-2,9%) between March 2020 and March 2021.

Table F : Bonus and overtime payments by industry

Industry	Mar 2020	Dec* 2020	Mar 2021	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million				%	R million	%
Mining							
Manufacturing	6 941	12 523	7 926	-4 597	-36,7	985	14,2
Electricity	583	1 890	700	-1 190	-63,0	117	20,1
Construction	1 783	3 414	1 779	-1 635	-47,9	-4	-0,2
Trade	7 793	14 546	9 033	-5 513	-37,9	1 240	15,9
Transport	3 146	6 609	3 167	-3 442	-52,1	21	0,7
Business services	25 383	28 279	28 073	-206	-0,7	2 690	10,6
Community services	16 969	23 619	17 464	-6 155	-26,1	495	2,9
Total	62 598	90 880	68 142	-22 738	-25,0	5 544	8,9

*Revised estimates.

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

Table F shows that bonus and overtime paid to employees decreased by R22,7 billion or (-25,0%) from R90,9 billion in December 2020 to R68,1 billion in March 2021. This was largely due to decreases in the following industries: community services, trade, manufacturing, transport, construction, electricity and business services.

Year-on-year, bonus and overtime payments increased by R5,5 billion or (8,9%) between March 2020 and March 2021.

Average monthly earnings

Table G : Average monthly earnings paid to employees in the formal non-agricultural sector

Average monthly earnings (including bonuses and overtime payments)	Feb 2020	Nov* 2020	Feb 2021	Q/Q Change	Y/Y Change
	Rands			%	
	22 395	23 119	23 122	0,0	3,2

*Revised estimates.

Table G shows a quarter-on-quarter increase of R3 or (0,0%) in average monthly earnings paid to employees in the formal non-agricultural sector from R23 119 in November 2020 to R23 122 in February 2021.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 3,2%.

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

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

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

The *Quarterly labour force survey* (QLFS) is a survey of households which collects information from approximately 30 000 dwelling units and collects data on the labour market activities of individuals; whereas *Quarterly employment statistics* (QES) is an enterprise based survey that collects information from non-agricultural businesses and organisations from approximately 20 000 units. The numerous conceptual and methodological differences between the household and enterprise based surveys result in 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; and
- 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 can 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 3 000 employees or (0,7%) in March 2021 compared with March 2020. There was a quarterly increase of 5 000 employees or (1,1%) in March 2021 compared to December 2020. This was mainly due to increases in PGMs and gold mining.

See explanatory note on page 54.

The *manufacturing industry* reported an annual decrease of 95 000 employees or (-7,9%) in March 2021 compared with March 2020. There was a quarterly increase of 4 000 employees or (0,4%) in March 2021 compared with December 2020. This was mainly due to increases in employment in the food, beverages and tobacco; transport equipment; textiles, clothing and leather.

The *electricity, gas and water supply industry* reported annual decrease of 4 000 employees or (-6,6%) in March 2021 compared to March 2020. There was a quarterly decrease of 1 000 employees or (-1,7%) in March 2021 compared with December 2020. This was mainly due to decreases in employment in the electricity, gas, steam and water supply.

The *construction industry* reported an annual decrease of 78 000 employees or (-13,9%) in March 2021 compared with March 2020. There was a quarterly decrease of 5 000 employees or (-1,0%) in March 2021 compared with December 2020. 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 decrease of 162 000 employees or (-7,1%) in March 2021 compared with March 2020. There was a quarterly decrease of 40 000 employees or (-1,9%) in March 2021 compared with December 2020. This was mainly due to decreases in employment in the retail trade; hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 50 000 employees or (-10,0%) in March 2021 compared with March 2020. There was a no quarterly change.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 192 000 employees or (-8,2%) in March 2021 compared with March 2020. There was a quarterly decrease of 19 000 employees or (-0,9%) in March 2021 compared with December 2020. This was mainly due to decreases in employment in the financial intermediation (i.e. Banks) except insurance and pension funding; business activities n.e.c; and real estate activities.

The *community, social and personal services industry* reported an annual increase of 26 000 employees or (0,9%) in March 2021 compared with March 2020. There was a quarterly increase of 47 000 employees or (1,7%) in March 2021 compared with December 2020. This was mainly due to increases in employment in the provincial departments; health and social work and other educational institutions.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining industry* reflected an annual increase of R2,0 billion or (5,2%) in March 2021 compared with March 2020. There was a quarterly increase of R0,5 billion or (1,3%) in March 2021 compared with December 2020. This was mainly due to increases in gross earnings in iron, other minerals and PGM mining.

See explanatory note on page 54.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual decrease of R2,7 billion or (-3,8%) in March 2021 compared with March 2020. There was a quarterly decrease of R6,2 billion or (-8,2%) in March 2021 compared with December 2020. This was mainly due to decreases in gross earnings paid in basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R0,2 billion or (3,0%) in March 2021 compared with March 2020. There was a quarterly decrease of R1,3 billion or (-13,5%) in March 2021 compared with December 2020. This was mainly due to decreases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R4,6 billion or (-14,3%) in March 2021 compared with March 2020. There was a quarterly decrease of R2,5 billion or (-8,2%) in March 2021 compared with December 2020. This was mainly due to decreases 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 decrease of R3,7 billion or (-3,6%) in March 2021 compared with March 2020. There was a quarterly decrease of R4,8 billion or (-4,6%) in March 2021 compared with December 2020. This was mainly due to the decreases in gross earnings in wholesale trade and retail trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual decrease of R3,5 billion or (-8,8%) in March 2021 compared with March 2020. There was a quarterly decrease of R3,6 billion or (-9,0%) in March 2021 compared with December 2020. This was mainly due to decreases in gross earnings in land transport and transport via pipelines; supporting and auxiliary transport activities.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of R4,9 billion or (-2,5%) in March 2021 compared with March 2020. There was a quarterly decrease of R3,3 billion or (-1,7%) in March 2021 compared with December 2020. This was mainly due to the decreases in gross earnings in business activities n.e.c; real estate activities; architectural, engineering and other technical activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R3,1 billion or (1,3%) in March 2021 compared with March 2020. There was a quarterly decrease of R5,7 billion or (-2,3%) in March 2021 compared with December 2020. This was mainly due to the decreases 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	
2017	Jun	9 801 000				
	Sep	9 854 000	53 000	0,5		
	Dec	9 993 000	139 000	1,4		
2018	Mar	10 098 000	105 000	1,1		
	Jun	10 041 000	-57 000	-0,6	240 000	2,4
	Sep	10 093 000	52 000	0,5	239 000	2,4
2019	Dec	10 195 000	102 000	1,0	202 000	2,0
	Mar	10 228 000	33 000	0,3	130 000	1,3
	Jun	10 219 000	-9 000	-0,1	178 000	1,8
2020	Sep	10 197 000	-22 000	-0,2	104 000	1,0
	Dec	10 234 000	37 000	0,4	39 000	0,4
	Mar	10 196 000	-38 000	-0,4	-32 000	-0,3
2021	Jun	9 506 000	-690 000	-6,8	-713 000	-7,0
	Sep	9 564 000	58 000	0,6	-633 000	-6,2
	Dec*	9 653 000	89 000	0,9	-581 000	-5,7
2021	Mar	9 644 000	-9 000	-0,1	-552 000	-5,4

*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	
2017	Jun	8 786 000				
	Sep	8 842 000	56 000	0,6		
	Dec	8 952 000	110 000	1,2		
2018	Mar	9 003 000	51 000	0,6		
	Jun	9 034 000	31 000	0,3	248 000	2,8
	Sep	9 083 000	49 000	0,5	241 000	2,7
2019	Dec	9 176 000	93 000	1,0	224 000	2,5
	Mar	9 230 000	54 000	0,6	227 000	2,5
	Jun	9 192 000	-38 000	-0,4	158 000	1,7
2020	Sep	9 164 000	-28 000	-0,3	81 000	0,9
	Dec	9 175 000	11 000	0,1	-1 000	0,0
	Mar	9 165 000	-10 000	-0,1	-65 000	-0,7
2021	Jun	8 592 000	-573 000	-6,3	-600 000	-6,5
	Sep	8 621 000	29 000	0,3	-543 000	-5,9
	Dec*	8 629 000	8 000	0,1	-546 000	-6,0
2021	Mar	8 566 000	-63 000	-0,7	-599 000	-6,5

*Revised estimates.

1.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	1 015 000				
	Sep	1 012 000	-3 000	-0,3		
	Dec	1 041 000	29 000	2,9		
2018	Mar	1 095 000	54 000	5,2		
	Jun	1 007 000	-88 000	-8,0	-8 000	-0,8
	Sep	1 010 000	3 000	0,3	-2 000	-0,2
2019	Dec	1 019 000	9 000	0,9	-22 000	-2,1
	Mar	998 000	-21 000	-2,1	-97 000	-8,9
	Jun	1 027 000	29 000	2,9	20 000	2,0
2020	Sep	1 033 000	6 000	0,6	23 000	2,3
	Dec	1 059 000	26 000	2,5	40 000	3,9
	Mar	1 031 000	-28 000	-2,6	33 000	3,3
2021	Jun	914 000	-117 000	-11,3	-113 000	-11,0
	Sep	943 000	29 000	3,2	-90 000	-8,7
	Dec*	1 024 000	81 000	8,6	-35 000	-3,3
2021	Mar	1 078 000	54 000	5,3	47 000	4,6

*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	
2017	Jun	606 186 000				
	Sep	630 909 000	24 723 000	4,1		
	Dec	678 572 000	47 663 000	7,6		
2018	Mar	663 269 000	-15 303 000	-2,3		
	Jun	657 452 000	-5 817 000	-0,9	51 266 000	8,5
	Sep	690 882 000	33 430 000	5,1	59 973 000	9,5
2019	Dec	738 526 000	47 644 000	6,9	59 954 000	8,8
	Mar	700 039 000	-38 487 000	-5,2	36 770 000	5,5
	Jun	711 331 000	11 292 000	1,6	53 879 000	8,2
2020	Sep	724 080 000	12 749 000	1,8	33 198 000	4,8
	Dec	776 979 000	52 899 000	7,3	38 453 000	5,2
	Mar	729 387 000	-47 592 000	-6,1	29 348 000	4,2
2021	Jun	644 720 000	-84 667 000	-11,6	-66 611 000	-9,4
	Sep	680 570 000	35 850 000	5,6	-43 510 000	-6,0
	Dec*	742 125 000	61 555 000	9,0	-34 854 000	-4,5
2021	Mar	715 319 000	-26 806 000	-3,6	-14 068 000	-1,9

*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	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	604 509 000	12 562 000	2,1	44 989 000	8,0
	Sep	631 736 000	27 227 000	4,5	56 460 000	9,8
2019	Dec	642 635 000	10 899 000	1,7	48 797 000	8,2
	Mar	639 467 000	-3 168 000	-0,5	47 520 000	8,0
	Jun	653 876 000	14 409 000	2,3	49 367 000	8,2
2020	Sep	663 252 000	9 376 000	1,4	31 516 000	5,0
	Dec	673 320 000	10 068 000	1,5	30 685 000	4,8
	Mar	666 789 000	-6 531 000	-1,0	27 322 000	4,3
2021	Jun	598 703 000	-68 086 000	-10,2	-55 173 000	-8,4
	Sep	631 780 000	33 077 000	5,5	-31 472 000	-4,7
	Dec*	651 245 000	19 465 000	3,1	-22 075 000	-3,3
2021	Mar	647 177 000	-4 068 000	-0,6	-19 612 000	-2,9

*Revised estimates.

1.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	52 943 000	-18 379 000	-25,8	6 277 000	13,5
	Sep	59 146 000	6 203 000	11,7	3 513 000	6,3
2019	Dec	95 891 000	36 745 000	62,1	11 157 000	13,2
	Mar	60 572 000	-35 319 000	-36,8	-10 750 000	-15,1
	Jun	57 455 000	-3 117 000	-5,1	4 512 000	8,5
2020	Sep	60 828 000	3 373 000	5,9	1 682 000	2,8
	Dec	103 659 000	42 831 000	70,4	7 768 000	8,1
	Mar	62 598 000	-41 061 000	-39,6	2 026 000	3,3
2021	Jun	46 017 000	-16 581 000	-26,5	-11 438 000	-19,9
	Sep	48 790 000	2 773 000	6,0	-12 038 000	-19,8
	Dec*	90 880 000	42 090 000	86,3	-12 779 000	-12,3
2021	Mar	68 142 000	-22 738 000	-25,0	5 544 000	8,9

*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	
2017	Jun	472 000				
	Sep	460 000	-12 000	-2,5		
	Dec	457 000	-3 000	-0,7		
2018	Mar	454 000	-3 000	-0,7		
	Jun	459 000	5 000	1,1	-13 000	-2,8
	Sep	456 000	-3 000	-0,7	-4 000	-0,9
2019	Dec	453 000	-3 000	-0,7	-4 000	-0,9
	Mar	455 000	2 000	0,4	1 000	0,2
	Jun	462 000	7 000	1,5	3 000	0,7
2020	Sep	463 000	1 000	0,2	7 000	1,5
	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

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources 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	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep	33 754 000	1 852 000	5,8	1 782 000	5,6
2019	Dec	34 427 000	673 000	2,0	1 990 000	6,1
	Mar	33 570 000	-857 000	-2,5	1 372 000	4,3
	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
	Sep	38 484 000	4 585 000	13,5	1 464 000	4,0
2021	Dec*	39 355 000	871 000	2,3	1 464 000	3,9
	Mar	39 863 000	508 000	1,3	1 960 000	5,2

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources 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	
2017	Jun	1 193 000				
	Sep	1 197 000	4 000	0,3		
	Dec	1 208 000	11 000	0,9		
2018	Mar	1 218 000	10 000	0,8		
	Jun	1 212 000	-6 000	-0,5	19 000	1,6
	Sep	1 223 000	11 000	0,9	26 000	2,2
2019	Dec	1 233 000	10 000	0,8	25 000	2,1
	Mar	1 237 000	4 000	0,3	19 000	1,6
	Jun	1 219 000	-18 000	-1,5	7 000	0,6
2020	Sep	1 213 000	-6 000	-0,5	-10 000	-0,8
	Dec	1 211 000	-2 000	-0,2	-22 000	-1,8
	Mar	1 204 000	-7 000	-0,6	-33 000	-2,7
2021	Jun	1 113 000	-91 000	-7,6	-106 000	-8,7
	Sep	1 118 000	5 000	0,4	-95 000	-7,8
	Dec	1 105 000	-13 000	-1,2	-106 000	-8,8
2021	Mar	1 109 000	4 000	0,4	-95 000	-7,9

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	
2017	Jun	1 111 000				
	Sep	1 116 000	5 000	0,5		
	Dec	1 125 000	9 000	0,8		
2018	Mar	1 134 000	9 000	0,8		
	Jun	1 134 000	0	0,0	23 000	2,1
	Sep	1 141 000	7 000	0,6	25 000	2,2
2019	Dec	1 152 000	11 000	1,0	27 000	2,4
	Mar	1 159 000	7 000	0,6	25 000	2,2
	Jun	1 143 000	-16 000	-1,4	9 000	0,8
2020	Sep	1 138 000	-5 000	-0,4	-3 000	-0,3
	Dec	1 135 000	-3 000	-0,3	-17 000	-1,5
	Mar	1 132 000	-3 000	-0,3	-27 000	-2,3
2021	Jun	1 049 000	-83 000	-7,3	-94 000	-8,2
	Sep	1 047 000	-2 000	-0,2	-91 000	-8,0
	Dec*	1 033 000	-14 000	-1,3	-102 000	-9,0
2021	Mar	1 035 000	2 000	0,2	-97 000	-8,6

*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	
2017	Jun	82 000				
	Sep	81 000	-1 000	-1,2		
	Dec	83 000	2 000	2,5		
2018	Mar	84 000	1 000	1,2		
	Jun	78 000	-6 000	-7,1	-4 000	-4,9
	Sep	82 000	4 000	5,1	1 000	1,2
2019	Dec	81 000	-1 000	-1,2	-2 000	-2,4
	Mar	78 000	-3 000	-3,7	-6 000	-7,1
	Jun	76 000	-2 000	-2,6	-2 000	-2,6
2020	Sep	75 000	-1 000	-1,3	-7 000	-8,5
	Dec	76 000	1 000	1,3	-5 000	-6,2
	Mar	72 000	-4 000	-5,3	-6 000	-7,7
2021	Jun	64 000	-8 000	-11,1	-12 000	-15,8
	Sep	71 000	7 000	10,9	-4 000	-5,3
	Dec*	72 000	1 000	1,4	-4 000	-5,3
2021	Mar	74 000	2 000	2,8	2 000	2,8

*Revised estimates.

3.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	62 974 000				
	Sep	64 498 000	1 524 000	2,4		
	Dec	73 067 000	8 569 000	13,3		
2018	Mar	66 427 000	-6 640 000	-9,1		
	Jun	67 770 000	1 343 000	2,0	4 796 000	7,6
	Sep	69 229 000	1 459 000	2,2	4 731 000	7,3
2019	Dec	78 511 000	9 282 000	13,4	5 444 000	7,5
	Mar	70 875 000	-7 636 000	-9,7	4 448 000	6,7
	Jun	71 549 000	674 000	1,0	3 779 000	5,6
2020	Sep	72 109 000	560 000	0,8	2 880 000	4,2
	Dec	80 158 000	8 049 000	11,2	1 647 000	2,1
	Mar	71 796 000	-8 362 000	-10,4	921 000	1,3
2021	Jun	59 776 000	-12 020 000	-16,7	-11 773 000	-16,5
	Sep	65 797 000	6 021 000	10,1	-6 312 000	-8,8
	Dec*	75 225 000	9 428 000	14,3	-4 933 000	-6,2
2021	Mar	69 060 000	-6 165 000	-8,2	-2 736 000	-3,8

*Revised estimates.

3.5 Basic salary/wages (R thousand)

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	61 176 000	1 980 000	3,3	4 404 000	7,8
	Sep	63 042 000	1 866 000	3,1	4 740 000	8,1
2019	Dec	64 760 000	1 718 000	2,7	4 411 000	7,3
	Mar	63 734 000	-1 026 000	-1,6	4 538 000	7,7
	Jun	64 541 000	807 000	1,3	3 365 000	5,5
2020	Sep	65 734 000	1 193 000	1,8	2 692 000	4,3
	Dec	66 523 000	789 000	1,2	1 763 000	2,7
	Mar	64 855 000	-1 668 000	-2,5	1 121 000	1,8
2021	Jun	55 208 000	-9 647 000	-14,9	-9 333 000	-14,5
	Sep	60 952 000	5 744 000	10,4	-4 782 000	-7,3
	Dec*	62 702 000	1 750 000	2,9	-3 821 000	-5,7
2021	Mar	61 134 000	-1 568 000	-2,5	-3 721 000	-5,7

*Revised estimates.

3.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 202 000				
	Sep	6 196 000	-6 000	-0,1		
	Dec	12 718 000	6 522 000	105,3		
2018	Mar	7 231 000	-5 487 000	-43,1		
	Jun	6 594 000	-637 000	-8,8	392 000	6,3
	Sep	6 187 000	-407 000	-6,2	-9 000	-0,1
2019	Dec	13 751 000	7 564 000	122,3	1 033 000	8,1
	Mar	7 141 000	-6 610 000	-48,1	-90 000	-1,2
	Jun	7 008 000	-133 000	-1,9	414 000	6,3
2020	Sep	6 375 000	-633 000	-9,0	188 000	3,0
	Dec	13 635 000	7 260 000	113,9	-116 000	-0,8
	Mar	6 941 000	-6 694 000	-49,1	-200 000	-2,8
2021	Jun	4 568 000	-2 373 000	-34,2	-2 440 000	-34,8
	Sep	4 845 000	277 000	6,1	-1 530 000	-24,0
	Dec*	12 523 000	7 678 000	158,5	-1 112 000	-8,2
2021	Mar	7 926 000	-4 597 000	-36,7	985 000	14,2

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	64 000				
	Sep	63 000	-1 000	-1,6		
	Dec	62 000	-1 000	-1,6		
2018	Mar	62 000	0	0,0		
	Jun	62 000	0	0,0	-2 000	-3,1
	Sep	62 000	0	0,0	-1 000	-1,6
2019	Dec	62 000	0	0,0	0	0,0
	Mar	61 000	-1 000	-1,6	-1 000	-1,6
	Jun	61 000	0	0,0	-1 000	-1,6
2020	Sep	61 000	0	0,0	-1 000	-1,6
	Dec	61 000	0	0,0	-1 000	-1,6
	Mar	61 000	0	0,0	0	0,0
2021	Jun	58 000	-3 000	-4,9	-3 000	-4,9
	Sep	58 000	0	0,0	-3 000	-4,9
	Dec	58 000	0	0,0	-3 000	-4,9
2021	Mar	57 000	-1 000	-1,7	-4 000	-6,6

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	
2017	Jun	62 000				
	Sep	62 000	0	0,0		
	Dec	61 000	-1 000	-1,6		
2018	Mar	61 000	0	0,0		
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
2019	Dec	61 000	0	0,0	0	0,0
	Mar	60 000	-1 000	-1,6	-1 000	-1,6
	Jun	60 000	0	0,0	-1 000	-1,6
2020	Sep	60 000	0	0,0	-1 000	-1,6
	Dec	59 000	-1 000	-1,7	-2 000	-3,3
	Mar	59 000	0	0,0	-1 000	-1,7
2021	Jun	57 000	-2 000	-3,4	-3 000	-5,0
	Sep	57 000	0	0,0	-3 000	-5,0
	Dec	57 000	0	0,0	-2 000	-3,4
2021	Mar	56 000	-1 000	-1,8	-3 000	-5,1

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	
2017	Jun	2 000				
	Sep	1 000	-1 000	-50,0		
	Dec	1 000	0	0,0		
2018	Mar	1 000	0	0,0		
	Jun	1 000	0	0,0	-1 000	-50,0
	Sep	1 000	0	0,0	0	0,0
2019	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
2020	Sep	1 000	0	0,0	0	0,0
	Dec	2 000	1 000	100,0	1 000	100,0
	Mar	2 000	0	0,0	1 000	100,0
2021	Jun	1 000	-1 000	-50,0	0	0,0
	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	-1 000	-50,0
2021	Mar	1 000	0	0,0	-1 000	-50,0

4.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	7 488 000				
	Sep	9 255 000	1 767 000	23,6		
	Dec	8 792 000	-463 000	-5,0		
2018	Mar	7 807 000	-985 000	-11,2		
	Jun	7 931 000	124 000	1,6	443 000	5,9
	Sep	8 143 000	212 000	2,7	-1 112 000	-12,0
2019	Dec	9 731 000	1 588 000	19,5	939 000	10,7
	Mar	8 115 000	-1 616 000	-16,6	308 000	3,9
	Jun	8 058 000	-57 000	-0,7	127 000	1,6
2020	Sep	8 195 000	137 000	1,7	52 000	0,6
	Dec	9 794 000	1 599 000	19,5	63 000	0,6
	Mar	8 178 000	-1 616 000	-16,5	63 000	0,8
2021	Jun	7 940 000	-238 000	-2,9	-118 000	-1,5
	Sep	8 303 000	363 000	4,6	108 000	1,3
	Dec	9 742 000	1 439 000	17,3	-52 000	-0,5
2021	Mar	8 425 000	-1 317 000	-13,5	247 000	3,0

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	
2017	Jun	6 820 000				
	Sep	7 353 000	533 000	7,8		
	Dec	7 270 000	-83 000	-1,1		
2018	Mar	7 253 000	-17 000	-0,2		
	Jun	7 323 000	70 000	1,0	503 000	7,4
	Sep	7 597 000	274 000	3,7	244 000	3,3
2019	Dec	7 738 000	141 000	1,9	468 000	6,4
	Mar	7 528 000	-210 000	-2,7	275 000	3,8
	Jun	7 410 000	-118 000	-1,6	87 000	1,2
2020	Sep	7 688 000	278 000	3,8	91 000	1,2
	Dec	7 825 000	137 000	1,8	87 000	1,1
	Mar	7 595 000	-230 000	-2,9	67 000	0,9
2021	Jun	7 411 000	-184 000	-2,4	1 000	0,0
	Sep	7 829 000	418 000	5,6	141 000	1,8
	Dec	7 852 000	23 000	0,3	27 000	0,3
2021	Mar	7 725 000	-127 000	-1,6	130 000	1,7

4.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	668 000				
	Sep	1 902 000	1 234 000	184,7		
	Dec	1 522 000	-380 000	-20,0		
2018	Mar	554 000	-968 000	-63,6		
	Jun	608 000	54 000	9,7	-60 000	-9,0
	Sep	546 000	-62 000	-10,2	-1 356 000	-71,3
2019	Dec	1 993 000	1 447 000	265,0	471 000	30,9
	Mar	587 000	-1 406 000	-70,5	33 000	6,0
	Jun	648 000	61 000	10,4	40 000	6,6
2020	Sep	507 000	-141 000	-21,8	-39 000	-7,1
	Dec	1 969 000	1 462 000	288,4	-24 000	-1,2
	Mar	583 000	-1 386 000	-70,4	-4 000	-0,7
2021	Jun	529 000	-54 000	-9,3	-119 000	-18,4
	Sep	474 000	-55 000	-10,4	-33 000	-6,5
	Dec	1 890 000	1 416 000	298,7	-79 000	-4,0
2021	Mar	700 000	-1 190 000	-63,0	117 000	20,1

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	
2017	Jun	626 000				
	Sep	641 000	15 000	2,4		
	Dec	627 000	-14 000	-2,2		
2018	Mar	641 000	14 000	2,2		
	Jun	637 000	-4 000	-0,6	11 000	1,8
	Sep	631 000	-6 000	-0,9	-10 000	-1,6
2019	Dec	611 000	-20 000	-3,2	-16 000	-2,6
	Mar	611 000	0	0,0	-30 000	-4,7
	Jun	599 000	-12 000	-2,0	-38 000	-6,0
2020	Sep	592 000	-7 000	-1,2	-39 000	-6,2
	Dec	580 000	-12 000	-2,0	-31 000	-5,1
	Mar	562 000	-18 000	-3,1	-49 000	-8,0
2021	Jun	488 000	-74 000	-13,2	-111 000	-18,5
	Sep	510 000	22 000	4,5	-82 000	-13,9
	Dec*	489 000	-21 000	-4,1	-91 000	-15,7
2021	Mar	484 000	-5 000	-1,0	-78 000	-13,9

*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	
2017	Jun	538 000				
	Sep	546 000	8 000	1,5		
	Dec	539 000	-7 000	-1,3		
2018	Mar	550 000	11 000	2,0		
	Jun	546 000	-4 000	-0,7	8 000	1,5
	Sep	549 000	3 000	0,5	3 000	0,5
2019	Dec	538 000	-11 000	-2,0	-1 000	-0,2
	Mar	547 000	9 000	1,7	-3 000	-0,5
	Jun	530 000	-17 000	-3,1	-16 000	-2,9
2020	Sep	520 000	-10 000	-1,9	-29 000	-5,3
	Dec	510 000	-10 000	-1,9	-28 000	-5,2
	Mar	498 000	-12 000	-2,4	-49 000	-9,0
2021	Jun	428 000	-70 000	-14,1	-102 000	-19,2
	Sep	443 000	15 000	3,5	-77 000	-14,8
	Dec*	424 000	-19 000	-4,3	-86 000	-16,9
2021	Mar	420 000	-4 000	-0,9	-78 000	-15,7

*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	
2017	Jun	88 000				
	Sep	95 000	7 000	8,0		
	Dec	88 000	-7 000	-7,4		
2018	Mar	91 000	3 000	3,4		
	Jun	91 000	0	0,0	3 000	3,4
	Sep	82 000	-9 000	-9,9	-13 000	-13,7
2019	Dec	73 000	-9 000	-11,0	-15 000	-17,0
	Mar	64 000	-9 000	-12,3	-27 000	-29,7
	Jun	69 000	5 000	7,8	-22 000	-24,2
2020	Sep	72 000	3 000	4,3	-10 000	-12,2
	Dec	70 000	-2 000	-2,8	-3 000	-4,1
	Mar	64 000	-6 000	-8,6	0	0,0
2021	Jun	60 000	-4 000	-6,3	-9 000	-13,0
	Sep	67 000	7 000	11,7	-5 000	-6,9
	Dec*	65 000	-2 000	-3,0	-5 000	-7,1
2021	Mar	64 000	-1 000	-1,5	0	0,0

*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		
2017	Jun	29 548 000				
	Sep	30 645 000	1 097 000	3,7		
	Dec	36 241 000	5 596 000	18,3		
2018	Mar	31 517 000	-4 724 000	-13,0		
	Jun	33 534 000	2 017 000	6,4	3 986 000	13,5
	Sep	33 423 000	-111 000	-0,3	2 778 000	9,1
2019	Dec	38 198 000	4 775 000	14,3	1 957 000	5,4
	Mar	33 419 000	-4 779 000	-12,5	1 902 000	6,0
	Jun	33 797 000	378 000	1,1	263 000	0,8
2020	Sep	33 064 000	-733 000	-2,2	-359 000	-1,1
	Dec	36 627 000	3 563 000	10,8	-1 571 000	-4,1
	Mar	32 001 000	-4 626 000	-12,6	-1 418 000	-4,2
2021	Jun	22 118 000	-9 883 000	-30,9	-11 679 000	-34,6
	Sep	26 926 000	4 808 000	21,7	-6 138 000	-18,6
	Dec*	29 879 000	2 953 000	11,0	-6 748 000	-18,4
2021	Mar	27 429 000	-2 450 000	-8,2	-4 572 000	-14,3

*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	
2017	Jun	27 284 000				
	Sep	28 271 000	987 000	3,6		
	Dec	29 756 000	1 485 000	5,3		
2018	Mar	29 358 000	-398 000	-1,3		
	Jun	31 074 000	1 716 000	5,8	3 790 000	13,9
	Sep	31 464 000	390 000	1,3	3 193 000	11,3
2019	Dec	32 252 000	788 000	2,5	2 496 000	8,4
	Mar	31 185 000	-1 067 000	-3,3	1 827 000	6,2
	Jun	31 700 000	515 000	1,7	626 000	2,0
2020	Sep	31 237 000	-463 000	-1,5	-227 000	-0,7
	Dec	31 591 000	354 000	1,1	-661 000	-2,0
	Mar	30 218 000	-1 373 000	-4,3	-967 000	-3,1
2021	Jun	21 022 000	-9 196 000	-30,4	-10 678 000	-33,7
	Sep	25 490 000	4 468 000	21,3	-5 747 000	-18,4
	Dec*	26 465 000	975 000	3,8	-5 126 000	-16,2
2021	Mar	25 650 000	-815 000	-3,1	-4 568 000	-15,1

*Revised estimates.

5.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun	2 460 000	301 000	13,9	196 000	8,7
	Sep	1 959 000	-501 000	-20,4	-415 000	-17,5
2019	Dec	5 946 000	3 987 000	203,5	-539 000	-8,3
	Mar	2 234 000	-3 712 000	-62,4	75 000	3,5
	Jun	2 097 000	-137 000	-6,1	-363 000	-14,8
2020	Sep	1 827 000	-270 000	-12,9	-132 000	-6,7
	Dec	5 036 000	3 209 000	175,6	-910 000	-15,3
	Mar	1 783 000	-3 253 000	-64,6	-451 000	-20,2
2021	Jun	1 096 000	-687 000	-38,5	-1 001 000	-47,7
	Sep	1 436 000	340 000	31,0	-391 000	-21,4
	Dec*	3 414 000	1 978 000	137,7	-1 622 000	-32,2
2021	Mar	1 779 000	-1 635 000	-47,9	-4 000	-0,2

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 123 000				
	Sep	2 132 000	9 000	0,4		
	Dec	2 206 000	74 000	3,5		
2018	Mar	2 191 000	-15 000	-0,7		
	Jun	2 199 000	8 000	0,4	76 000	3,6
	Sep	2 223 000	24 000	1,1	91 000	4,3
2019	Dec	2 280 000	57 000	2,6	74 000	3,4
	Mar	2 279 000	-1 000	0,0	88 000	4,0
	Jun	2 264 000	-15 000	-0,7	65 000	3,0
2020	Sep	2 267 000	3 000	0,1	44 000	2,0
	Dec	2 308 000	41 000	1,8	28 000	1,2
	Mar	2 276 000	-32 000	-1,4	-3 000	-0,1
2021	Jun	2 074 000	-202 000	-8,9	-190 000	-8,4
	Sep	2 101 000	27 000	1,3	-166 000	-7,3
	Dec*	2 154 000	53 000	2,5	-154 000	-6,7
2021	Mar	2 114 000	-40 000	-1,9	-162 000	-7,1

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun	1 989 000	7 000	0,4	80 000	4,2
	Sep	2 010 000	21 000	1,1	86 000	4,5
2019	Dec	2 043 000	33 000	1,6	62 000	3,1
	Mar	2 060 000	17 000	0,8	78 000	3,9
	Jun	2 041 000	-19 000	-0,9	52 000	2,6
2020	Sep	2 036 000	-5 000	-0,2	26 000	1,3
	Dec	2 067 000	31 000	1,5	24 000	1,2
	Mar	2 055 000	-12 000	-0,6	-5 000	-0,2
2021	Jun	1 882 000	-173 000	-8,4	-159 000	-7,8
	Sep	1 909 000	27 000	1,4	-127 000	-6,2
	Dec*	1 939 000	30 000	1,6	-128 000	-6,2
2021	Mar	1 911 000	-28 000	-1,4	-144 000	-7,0

*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	
2017	Jun	214 000				
	Sep	208 000	-6 000	-2,8		
	Dec	225 000	17 000	8,2		
2018	Mar	209 000	-16 000	-7,1		
	Jun	210 000	1 000	0,5	-4 000	-1,9
	Sep	213 000	3 000	1,4	5 000	2,4
2019	Dec	237 000	24 000	11,3	12 000	5,3
	Mar	219 000	-18 000	-7,6	10 000	4,8
	Jun	223 000	4 000	1,8	13 000	6,2
2020	Sep	231 000	8 000	3,6	18 000	8,5
	Dec	241 000	10 000	4,3	4 000	1,7
	Mar	221 000	-20 000	-8,3	2 000	0,9
2021	Jun	192 000	-29 000	-13,1	-31 000	-13,9
	Sep	192 000	0	0,0	-39 000	-16,9
	Dec*	215 000	23 000	12,0	-26 000	-10,8
2021	Mar	203 000	-12 000	-5,6	-18 000	-8,1

*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	
2017	Jun	88 392 000				
	Sep	89 567 000	1 175 000	1,3		
	Dec	100 994 000	11 427 000	12,8		
2018	Mar	94 864 000	-6 130 000	-6,1		
	Jun	94 841 000	-23 000	0,0	6 449 000	7,3
	Sep	96 514 000	1 673 000	1,8	6 947 000	7,8
2019	Dec	107 521 000	11 007 000	11,4	6 527 000	6,5
	Mar	99 934 000	-7 587 000	-7,1	5 070 000	5,3
	Jun	101 558 000	1 624 000	1,6	6 717 000	7,1
2020	Sep	102 653 000	1 095 000	1,1	6 139 000	6,4
	Dec	112 176 000	9 523 000	9,3	4 655 000	4,3
	Mar	103 769 000	-8 407 000	-7,5	3 835 000	3,8
2021	Jun	84 162 000	-19 607 000	-18,9	-17 396 000	-17,1
	Sep	92 460 000	8 298 000	9,9	-10 193 000	-9,9
	Dec*	104 869 000	12 409 000	13,4	-7 307 000	-6,5
2021	Mar	100 077 000	-4 792 000	-4,6	-3 692 000	-3,6

*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	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	87 875 000	832 000	1,0	5 907 000	7,2
	Sep	89 680 000	1 805 000	2,1	6 134 000	7,3
2019	Dec	92 064 000	2 384 000	2,7	5 486 000	6,3
	Mar	92 236 000	172 000	0,2	5 193 000	6,0
	Jun	93 937 000	1 701 000	1,8	6 062 000	6,9
2020	Sep	95 137 000	1 200 000	1,3	5 457 000	6,1
	Dec	96 696 000	1 559 000	1,6	4 632 000	5,0
	Mar	95 976 000	-720 000	-0,7	3 740 000	4,1
2021	Jun	78 500 000	-17 476 000	-18,2	-15 437 000	-16,4
	Sep	86 105 000	7 605 000	9,7	-9 032 000	-9,5
	Dec*	90 323 000	4 218 000	4,9	-6 373 000	-6,6
2021	Mar	91 044 000	721 000	0,8	-4 932 000	-5,1

*Revised estimates.

6.6 Bonus and overtime payments (R thousand)

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	6 966 000	-855 000	-10,9	542 000	8,4
	Sep	6 834 000	-132 000	-1,9	813 000	13,5
2019	Dec	15 457 000	8 623 000	126,2	1 041 000	7,2
	Mar	7 698 000	-7 759 000	-50,2	-123 000	-1,6
	Jun	7 621 000	-77 000	-1,0	655 000	9,4
2020	Sep	7 516 000	-105 000	-1,4	682 000	10,0
	Dec	15 480 000	7 964 000	106,0	23 000	0,1
	Mar	7 793 000	-7 687 000	-49,7	95 000	1,2
2021	Jun	5 662 000	-2 131 000	-27,3	-1 959 000	-25,7
	Sep	6 355 000	693 000	12,2	-1 161 000	-15,4
	Dec*	14 546 000	8 191 000	128,9	-934 000	-6,0
2021	Mar	9 033 000	-5 513 000	-37,9	1 240 000	15,9

*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	
2017	Jun	470 000				
	Sep	479 000	9 000	1,9		
	Dec	481 000	2 000	0,4		
2018	Mar	481 000	0	0,0		
	Jun	483 000	2 000	0,4	13 000	2,8
	Sep	491 000	8 000	1,7	12 000	2,5
2019	Dec	498 000	7 000	1,4	17 000	3,5
	Mar	500 000	2 000	0,4	19 000	4,0
	Jun	497 000	-3 000	-0,6	14 000	2,9
2020	Sep	497 000	0	0,0	6 000	1,2
	Dec	500 000	3 000	0,6	2 000	0,4
	Mar	500 000	0	0,0	0	0,0
2021	Jun	460 000	-40 000	-8,0	-37 000	-7,4
	Sep	452 000	-8 000	-1,7	-45 000	-9,1
	Dec*	450 000	-2 000	-0,4	-50 000	-10,0
2021	Mar	450 000	0	0,0	-50 000	-10,0

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	453 000				
	Sep	461 000	8 000	1,8		
	Dec	463 000	2 000	0,4		
2018	Mar	465 000	2 000	0,4		
	Jun	466 000	1 000	0,2	13 000	2,9
	Sep	472 000	6 000	1,3	11 000	2,4
2019	Dec	477 000	5 000	1,1	14 000	3,0
	Mar	482 000	5 000	1,0	17 000	3,7
	Jun	481 000	-1 000	-0,2	15 000	3,2
2020	Sep	478 000	-3 000	-0,6	6 000	1,3
	Dec	479 000	1 000	0,2	2 000	0,4
	Mar	481 000	2 000	0,4	-1 000	-0,2
2021	Jun	444 000	-37 000	-7,7	-37 000	-7,7
	Sep	434 000	-10 000	-2,3	-44 000	-9,2
	Dec	431 000	-3 000	-0,7	-48 000	-10,0
2021	Mar	431 000	0	0,0	-50 000	-10,4

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	
2017	Jun	17 000				
	Sep	18 000	1 000	5,9		
	Dec	18 000	0	0,0		
2018	Mar	16 000	-2 000	-11,1		
	Jun	17 000	1 000	6,3	0	0,0
	Sep	19 000	2 000	11,8	1 000	5,6
2019	Dec	21 000	2 000	10,5	3 000	16,7
	Mar	18 000	-3 000	-14,3	2 000	12,5
	Jun	16 000	-2 000	-11,1	-1 000	-5,9
2020	Sep	19 000	3 000	18,8	0	0,0
	Dec	21 000	2 000	10,5	0	0,0
	Mar	19 000	-2 000	-9,5	1 000	5,6
2021	Jun	16 000	-3 000	-15,8	0	0,0
	Sep	18 000	2 000	12,5	-1 000	-5,3
	Dec*	19 000	1 000	5,6	-2 000	-9,5
2021	Mar	19 000	0	0,0	0	0,0

*Revised estimates.

7.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	35 852 000				
	Sep	36 083 000	231 000	0,6		
	Dec	39 001 000	2 918 000	8,1		
2018	Mar	35 518 000	-3 483 000	-8,9		
	Jun	37 872 000	2 354 000	6,6	2 020 000	5,6
	Sep	38 571 000	699 000	1,8	2 488 000	6,9
2019	Dec	41 629 000	3 058 000	7,9	2 628 000	6,7
	Mar	38 627 000	-3 002 000	-7,2	3 109 000	8,8
	Jun	42 343 000	3 716 000	9,6	4 471 000	11,8
2020	Sep	40 448 000	-1 895 000	-4,5	1 877 000	4,9
	Dec	45 101 000	4 653 000	11,5	3 472 000	8,3
	Mar	39 790 000	-5 311 000	-11,8	1 163 000	3,0
2021	Jun	36 991 000	-2 799 000	-7,0	-5 352 000	-12,6
	Sep	35 532 000	-1 459 000	-3,9	-4 916 000	-12,2
	Dec*	39 858 000	4 326 000	12,2	-5 243 000	-11,6
2021	Mar	36 279 000	-3 579 000	-9,0	-3 511 000	-8,8

*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	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 903 000	1 266 000	4,0	1 787 000	5,7
	Sep	33 833 000	930 000	2,8	1 994 000	6,3
2019	Dec	34 548 000	715 000	2,1	2 627 000	8,2
	Mar	34 698 000	150 000	0,4	3 061 000	9,7
	Jun	35 881 000	1 183 000	3,4	2 978 000	9,1
2020	Sep	35 985 000	104 000	0,3	2 152 000	6,4
	Dec	37 061 000	1 076 000	3,0	2 513 000	7,3
	Mar	36 644 000	-417 000	-1,1	1 946 000	5,6
2021	Jun	31 717 000	-4 927 000	-13,4	-4 164 000	-11,6
	Sep	32 430 000	713 000	2,2	-3 555 000	-9,9
	Dec*	33 249 000	819 000	2,5	-3 812 000	-10,3
2021	Mar	33 112 000	-137 000	-0,4	-3 532 000	-9,6

*Revised estimates.

7.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	4 736 000				
	Sep	4 244 000	-492 000	-10,4		
	Dec	7 080 000	2 836 000	66,8		
2018	Mar	3 881 000	-3 199 000	-45,2		
	Jun	4 969 000	1 088 000	28,0	233 000	4,9
	Sep	4 738 000	-231 000	-4,6	494 000	11,6
2019	Dec	7 081 000	2 343 000	49,5	1 000	0,0
	Mar	3 929 000	-3 152 000	-44,5	48 000	1,2
	Jun	6 462 000	2 533 000	64,5	1 493 000	30,0
2020	Sep	4 463 000	-1 999 000	-30,9	-275 000	-5,8
	Dec	8 040 000	3 577 000	80,1	959 000	13,5
	Mar	3 146 000	-4 894 000	-60,9	-783 000	-19,9
2021	Jun	5 274 000	2 128 000	67,6	-1 188 000	-18,4
	Sep	3 102 000	-2 172 000	-41,2	-1 361 000	-30,5
	Dec*	6 609 000	3 507 000	113,1	-1 431 000	-17,8
2021	Mar	3 167 000	-3 442 000	-52,1	21 000	0,7

*Revised estimates.

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

8.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 233 000				
	Sep	2 250 000	17 000	0,8		
	Dec	2 291 000	41 000	1,8		
2018	Mar	2 300 000	9 000	0,4		
	Jun	2 302 000	2 000	0,1	69 000	3,1
	Sep	2 310 000	8 000	0,3	60 000	2,7
2019	Dec	2 347 000	37 000	1,6	56 000	2,4
	Mar	2 349 000	2 000	0,1	49 000	2,1
	Jun	2 343 000	-6 000	-0,3	41 000	1,8
2020	Sep	2 336 000	-7 000	-0,3	26 000	1,1
	Dec	2 349 000	13 000	0,6	2 000	0,1
	Mar	2 350 000	1 000	0,0	1 000	0,0
2021	Jun	2 180 000	-170 000	-7,2	-163 000	-7,0
	Sep	2 167 000	-13 000	-0,6	-169 000	-7,2
	Dec*	2 177 000	10 000	0,5	-172 000	-7,3
2021	Mar	2 158 000	-19 000	-0,9	-192 000	-8,2

*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	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun	2 062 000	9 000	0,4	91 000	4,6
	Sep	2 068 000	6 000	0,3	76 000	3,8
2019	Dec	2 115 000	47 000	2,3	84 000	4,1
	Mar	2 123 000	8 000	0,4	70 000	3,4
	Jun	2 122 000	-1 000	0,0	60 000	2,9
2020	Sep	2 107 000	-15 000	-0,7	39 000	1,9
	Dec	2 107 000	0	0,0	-8 000	-0,4
	Mar	2 115 000	8 000	0,4	-8 000	-0,4
2021	Jun	1 972 000	-143 000	-6,8	-150 000	-7,1
	Sep	1 960 000	-12 000	-0,6	-147 000	-7,0
	Dec*	1 953 000	-7 000	-0,4	-154 000	-7,3
2021	Mar	1 938 000	-15 000	-0,8	-177 000	-8,4

*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	
2017	Jun	262 000				
	Sep	258 000	-4 000	-1,5		
	Dec	260 000	2 000	0,8		
2018	Mar	247 000	-13 000	-5,0		
	Jun	240 000	-7 000	-2,8	-22 000	-8,4
	Sep	242 000	2 000	0,8	-16 000	-6,2
2019	Dec	232 000	-10 000	-4,1	-28 000	-10,8
	Mar	226 000	-6 000	-2,6	-21 000	-8,5
	Jun	221 000	-5 000	-2,2	-19 000	-7,9
2020	Sep	229 000	8 000	3,6	-13 000	-5,4
	Dec	242 000	13 000	5,7	10 000	4,3
	Mar	235 000	-7 000	-2,9	9 000	4,0
2021	Jun	208 000	-27 000	-11,5	-13 000	-5,9
	Sep	207 000	-1 000	-0,5	-22 000	-9,6
	Dec*	224 000	17 000	8,2	-18 000	-7,4
2021	Mar	220 000	-4 000	-1,8	-15 000	-6,4

*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	
2017	Jun	153 009 000				
	Sep	165 444 000	12 435 000	8,1		
	Dec	176 133 000	10 689 000	6,5		
2018	Mar	189 734 000	13 601 000	7,7		
	Jun	173 672 000	-16 062 000	-8,5	20 663 000	13,5
	Sep	183 294 000	9 622 000	5,5	17 850 000	10,8
2019	Dec	193 394 000	10 100 000	5,5	17 261 000	9,8
	Mar	189 128 000	-4 266 000	-2,2	-606 000	-0,3
	Jun	183 587 000	-5 541 000	-2,9	9 915 000	5,7
2020	Sep	191 207 000	7 620 000	4,2	7 913 000	4,3
	Dec	203 632 000	12 425 000	6,5	10 238 000	5,3
	Mar	195 044 000	-8 588 000	-4,2	5 916 000	3,1
2021	Jun	168 372 000	-26 672 000	-13,7	-15 215 000	-8,3
	Sep	176 306 000	7 934 000	4,7	-14 901 000	-7,8
	Dec*	193 463 000	17 157 000	9,7	-10 169 000	-5,0
2021	Mar	190 194 000	-3 269 000	-1,7	-4 850 000	-2,5

*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	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	156 308 000	3 089 000	2,0	16 121 000	11,5
	Sep	159 764 000	3 456 000	2,2	15 395 000	10,7
2019	Dec	165 836 000	6 072 000	3,8	12 547 000	8,2
	Mar	166 346 000	510 000	0,3	13 127 000	8,6
	Jun	166 694 000	348 000	0,2	10 386 000	6,6
2020	Sep	168 259 000	1 565 000	0,9	8 495 000	5,3
	Dec	171 148 000	2 889 000	1,7	5 312 000	3,2
	Mar	169 661 000	-1 487 000	-0,9	3 315 000	2,0
2021	Jun	155 474 000	-14 187 000	-8,4	-11 220 000	-6,7
	Sep	159 893 000	4 419 000	2,8	-8 366 000	-5,0
	Dec*	165 184 000	5 291 000	3,3	-5 964 000	-3,5
2021	Mar	162 121 000	-3 063 000	-1,9	-7 540 000	-4,4

*Revised estimates.

8.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 364 000	-19 151 000	-52,4	4 542 000	35,4
	Sep	23 530 000	6 166 000	35,5	2 455 000	11,6
2019	Dec	27 558 000	4 028 000	17,1	4 714 000	20,6
	Mar	22 782 000	-4 776 000	-17,3	-13 733 000	-37,6
	Jun	16 893 000	-5 889 000	-25,8	-471 000	-2,7
2020	Sep	22 948 000	6 055 000	35,8	-582 000	-2,5
	Dec	32 484 000	9 536 000	41,6	4 926 000	17,9
	Mar	25 383 000	-7 101 000	-21,9	2 601 000	11,4
2021	Jun	12 898 000	-12 485 000	-49,2	-3 995 000	-23,6
	Sep	16 413 000	3 515 000	27,3	-6 535 000	-28,5
	Dec*	28 279 000	11 866 000	72,3	-4 205 000	-12,9
2021	Mar	28 073 000	-206 000	-0,7	2 690 000	10,6

*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	
2017	Jun	2 620 000				
	Sep	2 632 000	12 000	0,5		
	Dec	2 661 000	29 000	1,1		
2018	Mar	2 751 000	90 000	3,4		
	Jun	2 687 000	-64 000	-2,3	67 000	2,6
	Sep	2 697 000	10 000	0,4	65 000	2,5
2019	Dec	2 711 000	14 000	0,5	50 000	1,9
	Mar	2 736 000	25 000	0,9	-15 000	-0,5
	Jun	2 774 000	38 000	1,4	87 000	3,2
2020	Sep	2 768 000	-6 000	-0,2	71 000	2,6
	Dec	2 773 000	5 000	0,2	62 000	2,3
	Mar	2 787 000	14 000	0,5	51 000	1,9
2021	Jun	2 681 000	-106 000	-3,8	-93 000	-3,4
	Sep	2 705 000	24 000	0,9	-63 000	-2,3
	Dec*	2 766 000	61 000	2,3	-7 000	-0,3
2021	Mar	2 813 000	47 000	1,7	26 000	0,9

*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	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun	2 317 000	13 000	0,6	47 000	2,1
	Sep	2 326 000	9 000	0,4	45 000	2,0
2019	Dec	2 337 000	11 000	0,5	42 000	1,8
	Mar	2 344 000	7 000	0,3	40 000	1,7
	Jun	2 353 000	9 000	0,4	36 000	1,6
2020	Sep	2 362 000	9 000	0,4	36 000	1,5
	Dec	2 366 000	4 000	0,2	29 000	1,2
	Mar	2 369 000	3 000	0,1	25 000	1,1
2021	Jun	2 308 000	-61 000	-2,6	-45 000	-1,9
	Sep	2 318 000	10 000	0,4	-44 000	-1,9
	Dec*	2 338 000	20 000	0,9	-28 000	-1,2
2021	Mar	2 316 000	-22 000	-0,9	-53 000	-2,2

*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	
2017	Jun	350 000				
	Sep	351 000	1 000	0,3		
	Dec	366 000	15 000	4,3		
2018	Mar	447 000	81 000	22,1		
	Jun	370 000	-77 000	-17,2	20 000	5,7
	Sep	371 000	1 000	0,3	20 000	5,7
2019	Dec	374 000	3 000	0,8	8 000	2,2
	Mar	392 000	18 000	4,8	-55 000	-12,3
	Jun	421 000	29 000	7,4	51 000	13,8
2020	Sep	406 000	-15 000	-3,6	35 000	9,4
	Dec	407 000	1 000	0,2	33 000	8,8
	Mar	418 000	11 000	2,7	26 000	6,6
2021	Jun	373 000	-45 000	-10,8	-48 000	-11,4
	Sep	387 000	14 000	3,8	-19 000	-4,7
	Dec*	428 000	41 000	10,6	21 000	5,2
2021	Mar	497 000	69 000	16,1	79 000	18,9

*Revised estimates.

9.4 Total gross earnings (R thousand)

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	197 715 000				
	Sep	203 445 000	5 730 000	2,9		
	Dec	211 907 000	8 462 000	4,2		
2018	Mar	205 204 000	-6 703 000	-3,2		
	Jun	209 930 000	4 726 000	2,3	12 215 000	6,2
	Sep	227 954 000	18 024 000	8,6	24 509 000	12,0
2019	Dec	235 115 000	7 161 000	3,1	23 208 000	11,0
	Mar	226 371 000	-8 744 000	-3,7	21 167 000	10,3
	Jun	235 799 000	9 428 000	4,2	25 869 000	12,3
2020	Sep	239 384 000	3 585 000	1,5	11 430 000	5,0
	Dec	251 600 000	12 216 000	5,1	16 485 000	7,0
	Mar	240 906 000	-10 694 000	-4,3	14 535 000	6,4
2021	Jun	231 462 000	-9 444 000	-3,9	-4 337 000	-1,8
	Sep	236 762 000	5 300 000	2,3	-2 622 000	-1,1
	Dec*	249 734 000	12 972 000	5,5	-1 866 000	-0,7
2021	Mar	243 992 000	-5 742 000	-2,3	3 086 000	1,3

*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	
2017	Jun	184 165 000				
	Sep	189 624 000	5 459 000	3,0		
	Dec	192 238 000	2 614 000	1,4		
2018	Mar	192 043 000	-195 000	-0,1		
	Jun	195 948 000	3 905 000	2,0	11 783 000	6,4
	Sep	212 602 000	16 654 000	8,5	22 978 000	12,1
2019	Dec	211 010 000	-1 592 000	-0,7	18 772 000	9,8
	Mar	210 170 000	-840 000	-0,4	18 127 000	9,4
	Jun	219 073 000	8 903 000	4,2	23 125 000	11,8
2020	Sep	222 192 000	3 119 000	1,4	9 590 000	4,5
	Dec	224 585 000	2 393 000	1,1	13 575 000	6,4
	Mar	223 937 000	-648 000	-0,3	13 767 000	6,6
2021	Jun	215 472 000	-8 465 000	-3,8	-3 601 000	-1,6
	Sep	220 597 000	5 125 000	2,4	-1 595 000	-0,7
	Dec*	226 115 000	5 518 000	2,5	1 530 000	0,7
2021	Mar	226 528 000	413 000	0,2	2 591 000	1,2

*Revised estimates.

9.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	13 550 000				
	Sep	13 821 000	271 000	2,0		
	Dec	19 669 000	5 848 000	42,3		
2018	Mar	13 161 000	-6 508 000	-33,1		
	Jun	13 982 000	821 000	6,2	432 000	3,2
	Sep	15 352 000	1 370 000	9,8	1 531 000	11,1
2019	Dec	24 105 000	8 753 000	57,0	4 436 000	22,6
	Mar	16 201 000	-7 904 000	-32,8	3 040 000	23,1
	Jun	16 726 000	525 000	3,2	2 744 000	19,6
2020	Sep	17 192 000	466 000	2,8	1 840 000	12,0
	Dec	27 015 000	9 823 000	57,1	2 910 000	12,1
	Mar	16 969 000	-10 046 000	-37,2	768 000	4,7
2021	Jun	15 990 000	-979 000	-5,8	-736 000	-4,4
	Sep	16 165 000	175 000	1,1	-1 027 000	-6,0
	Dec*	23 619 000	7 454 000	46,1	-3 396 000	-12,6
2021	Mar	17 464 000	-6 155 000	-26,1	495 000	2,9

*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
2017 May	19 499	-	-
Aug	19 996	2,6	-
Nov	20 193	1,0	-
2018 Feb	20 092	-0,5	-
May	20 524	2,1	5,3
Aug	21 381	4,2	6,9
Nov	21 540	0,7	6,7
2019 Feb	21 231	-1,4	5,7
May	21 796	2,7	6,2
Aug	22 375	2,7	4,6
Nov	22 429	0,2	4,1
2020 Feb	22 395	-0,2	5,5
May	21 448	-4,2	-1,6
Aug	22 588	5,3	1,0
Nov*	23 119	2,4	3,1
2021 Feb	23 122	0,0	3,2

*Revised estimates.

10.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	22 223	-	-
Aug	23 077	3,8	-
Nov	23 572	2,1	-
2018 Feb	22 903	-2,8	-
May	23 265	1,6	4,7
Aug	25 021	7,5	8,4
Nov	25 510	2,0	8,2
2019 Feb	24 118	-5,5	5,3
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

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources 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
2017 May	16 873	-	-	15 864	-	-
Aug	17 415	3,2	-	16 375	3,2	-
Nov	17 668	1,5	-	16 541	1,0	-
2018 Feb	17 297	-2,1	-	16 342	-1,2	-
May	17 894	3,5	6,1	16 841	3,1	6,2
Aug	18 526	3,5	6,4	17 469	3,7	6,7
Nov	18 795	1,5	6,4	17 615	0,8	6,5
2019 Feb	18 423	-2,0	6,5	17 365	-1,4	6,3
May	19 050	3,4	6,5	17 893	3,0	6,2
Aug	19 379	1,7	4,6	18 254	2,0	4,5
Nov	19 192	-1,0	2,1	18 074	-1,0	2,6
2020 Feb	19 130	-0,3	3,8	18 029	-0,2	3,8
May	17 003	-11,1	-10,7	16 302	-9,6	-8,9
Aug	18 831	10,8	-2,8	17 932	10,0	-1,8
Nov*	19 818	5,2	3,3	18 599	3,7	2,9
2021 Feb	19 552	-1,3	2,2	18 370	-1,2	1,9

*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
2017 May	38 715	-	-	35 280	-	-
Aug	38 950	0,6	-	36 527	3,5	-
Nov	40 071	2,9	-	37 684	3,2	-
2018 Feb	38 934	-2,8	-	36 494	-3,2	-
May	39 862	2,4	3,0	36 938	1,2	4,7
Aug	41 681	4,6	7,0	39 717	7,5	8,7
Nov	43 722	4,9	9,1	41 411	4,3	9,9
2019 Feb	42 380	-3,1	8,9	39 950	-3,5	9,5
May	42 641	0,6	7,0	39 633	-0,8	7,3
Aug	42 797	0,4	2,7	40 721	2,7	2,5
Nov	46 177	7,9	5,6	43 687	7,3	5,5
2020 Feb	44 335	-4,0	4,6	41 821	-4,3	4,7
May	44 941	1,4	5,4	42 010	0,5	6,0
Aug	46 655	3,8	9,0	44 736	6,5	9,9
Nov*	49 016	5,1	6,1	46 623	4,2	6,7
2021 Feb	47 243	-3,6	6,6	44 528	-4,5	6,5

*Revised estimates.

10.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	15 245	-	-	14 462	-	-
Aug	15 683	2,9	-	14 864	2,8	-
Nov	16 463	5,0	-	15 497	4,3	-
2018 Feb	16 165	-1,8	-	15 465	-0,2	-
May	16 968	5,0	11,3	16 163	4,5	11,8
Aug	17 611	3,8	12,3	16 822	4,1	13,2
Nov	17 784	1,0	8,0	17 002	1,1	9,7
2019 Feb	17 442	-1,9	7,9	16 805	-1,2	8,7
May	18 446	5,8	8,7	17 681	5,2	9,4
Aug	18 325	-0,7	4,1	17 549	-0,7	4,3
Nov	18 348	0,1	3,2	17 581	0,2	3,4
2020 Feb	18 693	1,9	7,2	18 041	2,6	7,4
May	14 912	-20,2	-19,2	14 466	-19,8	-18,2
Aug	17 070	14,5	-6,8	16 441	13,7	-6,3
Nov*	17 882	4,8	-2,5	17 219	4,7	-2,1
2021 Feb	18 426	3,0	-1,4	17 768	3,2	-1,5

*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
2017 May	13 006	-	-	12 623	-	-
Aug	13 103	0,7	-	12 782	1,3	-
Nov	13 279	1,3	-	12 943	1,3	-
2018 Feb	13 282	0,0	-	12 981	0,3	-
May	13 479	1,5	3,6	13 094	0,9	3,7
Aug	13 862	2,8	5,8	13 493	3,1	5,6
Nov	13 705	-1,1	3,2	13 345	-1,1	3,1
2019 Feb	13 696	-0,1	3,1	13 371	0,2	3,0
May	14 273	4,2	5,9	13 825	3,4	5,6
Aug	14 343	0,5	3,5	13 979	1,1	3,6
Nov	14 366	0,2	4,8	14 012	0,2	5,0
2020 Feb	14 355	-0,1	4,8	14 020	0,1	4,9
May	12 630	-12,0	-11,5	12 360	-11,8	-10,6
Aug	13 990	10,8	-2,5	13 690	10,8	-2,1
Nov*	14 312	2,3	-0,4	13 976	2,1	-0,3
2021 Feb	14 588	1,9	1,6	14 255	2,0	1,7

*Revised estimates.

10.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	23 638	-	-	22 240	-	-
Aug	23 787	0,6	-	22 430	0,9	-
Nov	23 600	-0,8	-	22 210	-1,0	-
2018 Feb	23 236	-1,5	-	22 107	-0,5	-
May	24 270	4,5	2,7	22 860	3,4	2,8
Aug	24 939	2,8	4,8	23 669	3,5	5,5
Nov	24 798	-0,6	5,1	23 426	-1,0	5,5
2019 Feb	24 050	-3,0	3,5	22 954	-2,0	3,8
May	25 722	7,0	6,0	24 314	5,9	6,4
Aug	25 198	-2,0	1,0	23 926	-1,6	1,1
Nov	26 288	4,3	6,0	24 875	4,0	6,2
2020 Feb	25 586	-2,7	6,4	24 329	-2,2	6,0
May	23 412	-8,5	-9,0	22 477	-7,6	-7,6
Aug	25 050	7,0	-0,6	23 870	6,2	-0,2
Nov*	26 256	4,8	-0,1	24 860	4,1	-0,1
2021 Feb	25 482	-2,9	-0,4	24 231	-2,5	-0,4

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	21 385	-	-	21 025	-	-
Aug	22 199	3,8	-	21 826	3,8	-
Nov	22 620	1,9	-	22 260	2,0	-
2018 Feb	22 765	0,6	-	22 379	0,5	-
May	22 987	1,0	7,5	22 595	1,0	7,5
Aug	23 825	3,6	7,3	23 445	3,8	7,4
Nov	24 067	1,0	6,4	23 633	0,8	6,2
2019 Feb	24 255	0,8	6,5	23 899	1,1	6,8
May	24 478	0,9	6,5	23 988	0,4	6,2
Aug	24 861	1,6	4,3	24 388	1,7	4,0
Nov	24 832	-0,1	3,2	24 379	0,0	3,2
2020 Feb	24 161	-2,7	-0,4	23 737	-2,6	-0,7
May	24 216	0,2	-1,1	23 854	0,5	-0,6
Aug	25 072	3,5	0,8	24 641	3,3	1,0
Nov*	25 746	2,7	3,7	25 284	2,6	3,7
2021 Feb	25 491	-1,0	5,5	25 069	-0,9	5,6

*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
2017	May	23 676	-	-	23 151	-	-
	Aug	24 195	2,2	-	23 732	2,5	-
	Nov	24 133	-0,3	-	23 675	-0,2	-
2018	Feb	24 078	-0,2	-	23 658	-0,1	-
	May	24 702	2,6	4,3	24 195	2,3	4,5
	Aug	26 031	5,4	7,6	25 537	5,5	7,6
	Nov	26 305	1,1	9,0	25 643	0,4	8,3
2019	Feb	25 420	-3,4	5,6	24 738	-3,5	4,6
	May	25 717	1,2	4,1	24 944	0,8	3,1
	Aug	27 444	6,7	5,4	26 744	7,2	4,7
	Nov	27 488	0,2	4,5	26 753	0,0	4,3
2020	Feb	27 719	0,8	9,0	26 949	0,7	8,9
	May	27 506	-0,8	7,0	26 766	-0,7	7,3
	Aug	27 966	1,7	1,9	27 288	2,0	2,0
	Nov*	28 290	1,2	2,9	27 526	0,9	2,9
2021	Feb	28 124	-0,6	1,5	27 331	-0,7	1,4

*Revised estimates.

Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry

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
2017 May	18 986	-	-
Aug	19 358	2,0	-
Nov	19 379	0,1	-
2018 Feb	18 991	-2,0	-
May	19 146	0,8	0,8
Aug	19 724	3,0	1,9
Nov	19 653	-0,4	1,4
2019 Feb	19 284	-1,9	1,5
May	19 461	0,9	1,6
Aug	19 783	1,7	0,3
Nov	19 761	-0,1	0,5
2020 Feb	19 440	-1,6	0,8
May	18 765	-3,5	-3,6
Aug	19 372	3,2	-2,1
Nov*	19 743	1,9	-0,1
2021 Feb	19 512	-1,2	0,4

*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
2017 May	21 639	-	-
Aug	22 340	3,2	-
Nov	22 622	1,3	-
2018 Feb	21 647	-4,3	-
May	21 702	0,3	0,3
Aug	23 082	6,4	3,3
Nov	23 276	0,8	2,9
2019 Feb	21 906	-5,9	1,2
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

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources 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
2017 May	16 429	-	-	15 447	-	-
Aug	16 858	2,6	-	15 852	2,6	-
Nov	16 956	0,6	-	15 875	0,1	-
2018 Feb	16 348	-3,6	-	15 446	-2,7	-
May	16 692	2,1	1,6	15 710	1,7	1,7
Aug	17 090	2,4	1,4	16 115	2,6	1,7
Nov	17 149	0,3	1,1	16 072	-0,3	1,2
2019 Feb	16 733	-2,4	2,4	15 771	-1,9	2,1
May	17 009	1,6	1,9	15 976	1,3	1,7
Aug	17 134	0,7	0,3	16 140	1,0	0,2
Nov	16 909	-1,3	-1,4	15 924	-1,3	-0,9
2020 Feb	16 606	-1,8	-0,8	15 650	-1,7	-0,8
May	14 876	-10,4	-12,5	14 262	-8,9	-10,7
Aug	16 150	8,6	-5,7	15 379	7,8	-4,7
Nov*	16 924	4,8	0,1	15 883	3,3	-0,3
2021 Feb	16 500	-2,5	-0,6	15 502	-2,4	-0,9

*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
2017 May	37 698	-	-	34 352	-	-
Aug	37 705	0,0	-	35 360	2,9	-
Nov	38 456	2,0	-	36 166	2,3	-
2018 Feb	36 800	-4,3	-	34 493	-4,6	-
May	37 185	1,0	-1,4	34 457	-0,1	0,3
Aug	38 451	3,4	2,0	36 640	6,3	3,6
Nov	39 893	3,8	3,7	37 784	3,1	4,5
2019 Feb	38 492	-3,5	4,6	36 286	-4,0	5,2
May	38 072	-1,1	2,4	35 387	-2,5	2,7
Aug	37 840	-0,6	-1,6	36 004	1,7	-1,7
Nov	40 685	7,5	2,0	38 491	6,9	1,9
2020 Feb	38 485	-5,4	0,0	36 303	-5,7	0,0
May	39 318	2,2	3,3	36 754	1,2	3,9
Aug	40 013	1,8	5,7	38 367	4,4	6,6
Nov*	41 858	4,6	2,9	39 815	3,8	3,4
2021 Feb	39 868	-4,8	3,6	37 576	-5,6	3,5

*Revised estimates.

11.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	14 844	-	-	14 082	-	-
Aug	15 182	2,3	-	14 389	2,2	-
Nov	15 799	4,1	-	14 872	3,4	-
2018 Feb	15 279	-3,3	-	14 617	-1,7	-
May	15 828	3,6	6,6	15 077	3,2	7,1
Aug	16 247	2,6	7,0	15 519	2,9	7,9
Nov	16 226	-0,1	2,7	15 514	0,0	4,3
2019 Feb	15 842	-2,4	3,7	15 263	-1,6	4,4
May	16 470	4,0	4,1	15 787	3,4	4,7
Aug	16 202	-1,6	-0,3	15 516	-1,7	0,0
Nov	16 166	-0,2	-0,4	15 490	-0,2	-0,2
2020 Feb	16 227	0,4	2,4	15 661	1,1	2,6
May	13 046	-19,6	-20,8	12 656	-19,2	-19,8
Aug	14 640	12,2	-9,6	14 100	11,4	-9,1
Nov*	15 271	4,3	-5,5	14 705	4,3	-5,1
2021 Feb	15 549	1,8	-4,2	14 994	2,0	-4,3

*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
2017 May	12 664	-	-	12 291	-	-
Aug	12 683	0,2	-	12 374	0,7	-
Nov	12 744	0,5	-	12 421	0,4	-
2018 Feb	12 554	-1,5	-	12 269	-1,2	-
May	12 574	0,2	-0,7	12 214	-0,4	-0,6
Aug	12 788	1,7	0,8	12 448	1,9	0,6
Nov	12 505	-2,2	-1,9	12 176	-2,2	-2,0
2019 Feb	12 440	-0,5	-0,9	12 144	-0,3	-1,0
May	12 744	2,4	1,4	12 344	1,6	1,1
Aug	12 682	-0,5	-0,8	12 360	0,1	-0,7
Nov	12 657	-0,2	1,2	12 345	-0,1	1,4
2020 Feb	12 461	-1,5	0,2	12 170	-1,4	0,2
May	11 050	-11,3	-13,3	10 814	-11,1	-12,4
Aug	11 998	8,6	-5,4	11 741	8,6	-5,0
Nov*	12 222	1,9	-3,4	11 935	1,7	-3,3
2021 Feb	12 311	0,7	-1,2	12 030	0,8	-1,2

*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
2017 May	23 017	-	-	21 655	-	-
Aug	23 028	0,0	-	21 713	0,3	-
Nov	22 649	-1,6	-	21 315	-1,8	-
2018 Feb	21 962	-3,0	-	20 896	-2,0	-
May	22 640	3,1	-1,6	21 325	2,1	-1,5
Aug	23 007	1,6	-0,1	21 835	2,4	0,6
Nov	22 625	-1,7	-0,1	21 374	-2,1	0,3
2019 Feb	21 844	-3,5	-0,5	20 849	-2,5	-0,2
May	22 966	5,1	1,4	21 709	4,1	1,8
Aug	22 279	-3,0	-3,2	21 155	-2,6	-3,1
Nov	23 161	4,0	2,4	21 916	3,6	2,5
2020 Feb	22 210	-4,1	1,7	21 119	-3,6	1,3
May	20 483	-7,8	-10,8	19 665	-6,9	-9,4
Aug	21 484	4,9	-3,6	20 472	4,1	-3,2
Nov*	22 422	4,4	-3,2	21 230	3,7	-3,1
2021 Feb	21 504	-4,1	-3,2	20 448	-3,7	-3,2

*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
2017 May	20 822	-	-	20 473	-	-
Aug	21 490	3,2	-	21 129	3,2	-
Nov	21 709	1,0	-	21 363	1,1	-
2018 Feb	21 517	-0,9	-	21 152	-1,0	-
May	21 442	-0,3	3,0	21 077	-0,4	3,0
Aug	21 979	2,5	2,3	21 627	2,6	2,4
Nov	21 959	-0,1	1,2	21 563	-0,3	0,9
2019 Feb	22 030	0,3	2,4	21 707	0,7	2,6
May	21 855	-0,8	1,9	21 418	-1,3	1,6
Aug	21 981	0,6	0,0	21 563	0,7	-0,3
Nov	21 878	-0,5	-0,4	21 479	-0,4	-0,4
2020 Feb	20 973	-4,1	-4,8	20 605	-4,1	-5,1
May	21 186	1,0	-3,1	20 870	1,3	-2,6
Aug	21 503	1,5	-2,2	21 133	1,3	-2,0
Nov*	21 986	2,2	0,5	21 592	2,2	0,5
2021 Feb	21 511	-2,2	2,6	21 155	-2,0	2,7

*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
2017	May	23 054	-	-	22 542	-	-
	Aug	23 423	1,6	-	22 974	1,9	-
	Nov	23 160	-1,1	-	22 721	-1,1	-
2018	Feb	22 757	-1,7	-	22 361	-1,6	-
	May	23 043	1,3	0,0	22 569	0,9	0,1
	Aug	24 014	4,2	2,5	23 558	4,4	2,5
2019	Nov	24 001	-0,1	3,6	23 397	-0,7	3,0
	Feb	23 088	-3,8	1,5	22 469	-4,0	0,5
	May	22 962	-0,5	-0,4	22 271	-0,9	-1,3
2020	Aug	24 265	5,7	1,0	23 646	6,2	0,4
	Nov	24 219	-0,2	0,9	23 571	-0,3	0,7
	Feb	24 062	-0,6	4,2	23 393	-0,8	4,1
2021	May	24 065	0,0	4,8	23 417	0,1	5,1
	Aug	23 985	-0,3	-1,2	23 403	-0,1	-1,0
	Nov*	24 159	0,7	-0,2	23 506	0,4	-0,3
2021	Feb	23 733	-1,8	-1,4	23 064	-1,9	-1,4

*Revised estimates.

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

Industry	Quarter ended December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	453 930	453 930	453 930	0,0	459 407	459 407	459 407
Manufacturing	0,7	1 089 648	1 104 806	1 119 964	0,7	1 094 015	1 109 234	1 124 452
Electricity, gas and water supply	0,9	56 638	57 655	58 672	1,0	56 236	57 361	58 485
Construction	2,5	464 542	488 477	512 413	2,6	458 735	483 367	507 999
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	2 103 573	2 154 241	2 204 909	1,2	2 064 780	2 114 514	2 164 247
Transport, storage and communication	1,4	437 677	450 026	462 375	1,4	437 394	449 735	462 076
Financial intermediation, insurance, real estate and business services	1,8	2 100 108	2 176 910	2 253 711	1,9	2 077 608	2 157 970	2 238 333
Community, social and personal services	0,5	2 737 996	2 765 094	2 792 192	0,5	2 785 701	2 813 271	2 840 841
Total	0,5	9 556 557	9 651 138	9 745 720	0,5	9 550 339	9 644 859	9 739 378

*Revised estimates.

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

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

Industry	Quarter ended December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	453 930	453 930	453 930	0,0	459 407	459 407	459 407
Manufacturing	0,7	1 018 361	1 032 527	1 046 694	0,7	1 021 017	1 035 221	1 049 424
Electricity, gas and water supply	0,9	55 642	56 641	57 641	0,9	55 302	56 295	57 288
Construction	2,8	400 330	423 576	446 822	2,9	395 836	419 692	443 547
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	1 889 954	1 939 369	1 988 784	1,3	1 862 671	1 911 372	1 960 074
Transport, storage and communication	1,4	419 022	430 845	442 667	1,4	419 228	431 056	442 884
Financial intermediation, insurance, real estate and business services	1,9	1 880 133	1 952 857	2 025 581	1,9	1 865 745	1 937 913	2 010 081
Community, social and personal services	0,5	2 314 592	2 337 499	2 360 407	0,5	2 293 174	2 315 869	2 338 565
Total	0,6	8 525 789	8 627 245	8 728 701	0,6	8 466 079	8 566 825	8 667 571

*Revised estimates.

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

Table 14 - Estimates of part-time employees by industry within 95% confidence limits

Industry	Quarter ended December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,3	69 020	72 278	75 537	2,8	69 951	74 013	78 075
Electricity, gas and water supply	7,5	865	1 014	1 163	9,1	876	1 066	1 256
Construction	7,0	55 997	64 901	73 806	6,9	55 064	63 675	72 287
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,1	206 028	214 872	223 716	2,3	193 984	203 141	212 299
Transport, storage and communication	3,9	17 715	19 181	20 647	3,8	17 288	18 679	20 070
Financial intermediation, insurance, real estate and business services	6,0	197 704	224 053	250 401	7,4	188 140	220 057	251 974
Community, social and personal services	0,6	422 566	427 594	432 623	0,6	491 552	497 402	503 251
Total	1,5	993 791	1 023 893	1 053 996	1,7	1 042 113	1 078 033	1 113 954

*Revised estimates.

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

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

Industry	Quarter ended December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	39 355 035 458	39 355 035 458	39 355 035 458	0,0	39 862 526 614	39 862 526 614	39 862 526 614
Manufacturing	0,9	73 898 469 445	75 225 446 318	76 552 423 191	0,9	67 841 411 150	69 059 622 897	70 277 834 646
Electricity, gas and water supply	0,6	9 627 415 412	9 741 981 110	9 856 546 808	0,5	8 342 960 925	8 425 531 131	8 508 101 335
Construction	4,1	27 477 923 460	29 878 999 891	32 280 076 322	4,3	25 117 083 095	27 428 780 735	29 740 478 375
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	101 579 534 000	104 868 200 776	108 156 867 553	1,9	96 349 431 956	100 076 272 338	103 803 112 719
Transport, storage and communication	1,9	38 374 057 083	39 858 383 277	41 342 709 470	1,7	35 070 100 393	36 278 913 800	37 487 727 209
Financial intermediation, insurance, real estate and business services	3,6	179 812 761 522	193 463 549 581	207 114 337 639	2,9	179 382 770 453	190 193 361 098	201 003 951 742
Community, social and personal services	1,7	241 413 166 748	249 734 314 094	258 055 461 439	1,5	236 818 967 740	243 992 342 612	251 165 717 486
Total	1,2	724 671 109 088	742 125 910 503	759 580 711 918	1,0	701 297 131 141	715 317 351 226	729 337 571 309

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources 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 December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	39 355 035 458	39 355 035 458	39 355 035 458	0,0	39 862 526 614	39 862 526 614	39 862 526 614
Manufacturing	0,9	61 596 078 474	62 702 144 299	63 808 210 125	0,9	60 055 340 692	61 133 739 863	62 212 139 034
Electricity, gas and water supply	0,5	7 774 886 298	7 851 834 274	7 928 782 250	0,6	7 634 638 609	7 725 490 376	7 816 342 143
Construction	4,3	24 234 684 548	26 465 168 990	28 695 653 433	4,4	23 437 598 477	25 649 621 867	27 861 645 257
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	87 490 166 560	90 322 685 993	93 155 205 426	1,7	88 010 073 113	91 043 647 446	94 077 221 779
Transport, storage and communication	1,7	32 141 291 829	33 249 153 628	34 357 015 427	1,6	32 073 276 030	33 111 657 612	34 150 039 195
Financial intermediation, insurance, real estate and business services	2,6	156 766 456 524	165 184 245 684	173 602 034 844	2,6	153 859 146 391	162 120 823 560	170 382 500 728
Community, social and personal services	1,7	218 581 330 479	226 115 498 903	233 649 667 326	1,6	219 424 355 912	226 528 282 862	233 632 209 813
Total	1,0	638 481 350 191	651 245 767 229	664 010 184 267	0,9	635 759 609 261	647 175 790 200	658 591 971 139

*Revised estimates.

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

Industry	Quarter ended December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,7	8 199 087 821	8 481 697 999	8 764 308 176	6,3	3 509 417 738	4 003 807 942	4 498 198 147
Electricity, gas and water supply	1,3	1 414 318 631	1 451 297 696	1 488 276 762	2,5	210 766 232	221 625 901	232 485 570
Construction	7,7	2 052 566 068	2 417 400 090	2 782 234 111	21,9	473 154 506	828 990 305	1 184 826 103
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,3	11 422 836 831	12 212 758 020	13 002 679 209	9,0	5 565 332 979	6 757 325 133	7 949 317 286
Transport, storage and communication	5,9	4 167 197 875	4 712 105 789	5 257 013 702	11,5	1 132 085 447	1 461 509 743	1 790 934 039
Financial intermediation, insurance, real estate and business services	14,2	18 219 361 353	25 245 761 769	32 272 162 184	8,9	20 751 500 534	25 136 271 784	29 521 043 034
Community, social and personal services	4,9	15 900 434 208	17 589 754 201	19 279 074 195	1,7	10 617 687 817	10 983 663 484	11 349 639 152
Total	5,2	64 761 245 318	72 110 775 563	79 460 305 808	4,8	44 746 282 573	49 393 194 292	54 040 106 011

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources 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 December* 2020				Quarter ended March 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,2	3 946 545 493	4 041 604 020	4 136 662 547	1,0	3 845 202 421	3 922 075 092	3 998 947 764
Electricity, gas and water supply	0,2	437 128 851	438 849 140	440 569 428	0,3	475 601 775	478 414 854	481 227 933
Construction	4,1	916 357 631	996 430 811	1 076 503 991	4,5	866 363 696	950 168 563	1 033 973 430
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	3,4	2 177 301 852	2 332 756 763	2 488 211 674	3,4	2 123 673 783	2 275 299 759	2 426 925 734
Transport, storage and communication	2,4	1 807 883 153	1 897 123 860	1 986 364 566	2,5	1 622 164 869	1 705 746 445	1 789 328 021
Financial intermediation, insurance, real estate and business services	3,9	2 801 658 168	3 033 542 128	3 265 426 088	6,3	2 573 695 659	2 936 265 754	3 298 835 849
Community, social and personal services	5,2	5 414 579 094	6 029 060 990	6 643 542 886	5,1	5 832 615 856	6 480 396 266	7 128 176 677
Total	1,9	18 070 396 458	18 769 367 711	19 468 338 965	2,1	17 976 683 959	18 748 366 734	19 520 049 508

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage the Department of Mineral Resources 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	November* 2020				February 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	28 415	28 415	28 415	0,0	28 972	28 972	28 972
Manufacturing	1,1	19 403	19 818	20 233	1,1	19 142	19 552	19 962
Electricity, gas and water supply	1,1	47 978	49 016	50 054	1,1	46 227	47 243	48 259
Construction	4,8	16 202	17 882	19 562	4,9	16 642	18 426	20 210
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	13 749	14 312	14 875	2,0	14 019	14 588	15 157
Transport, storage and communication	2,0	25 210	26 256	27 302	2,1	24 437	25 482	26 527
Financial intermediation, insurance, real estate and business services	3,2	24 144	25 746	27 348	3,3	23 847	25 491	27 135
Community, social and personal services	1,7	27 375	28 290	29 205	1,6	27 226	28 124	29 022
Total	1,1	22 643	23 119	23 595	1,1	22 640	23 122	23 604

*Revised estimates.

**Data obtained from the Department of Mineral Resources (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	November* 2020				February 2021			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,1	18 200	18 599	18 998	1,1	17 977	18 370	18 763
Electricity, gas and water supply	1,1	45 625	46 623	47 621	1,1	43 557	44 528	45 499
Construction	4,9	15 565	17 219	18 873	5,0	16 011	17 768	19 525
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	13 421	13 976	14 531	2,0	13 694	14 255	14 816
Transport, storage and communication	2,1	23 850	24 860	25 870	2,1	23 221	24 231	25 241
Financial intermediation, insurance, real estate and business services	3,2	23 692	25 284	26 876	3,3	23 436	25 069	26 702
Community, social and personal services	1,7	26 625	27 526	28 427	1,6	26 447	27 331	28 215

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources 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. 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 of estimates** 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.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications** 11. 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 collection rate for the quarter ended **March 2021 was 83,1%**.

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 2016=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.

Technical enquiries

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

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

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

Postal address: Private Bag X44, Pretoria, 0001

General information

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

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

Advance release calendar

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

Stats SA products

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

National Library of South Africa, Pretoria Division

National Library of South Africa, Cape Town Division

Natal Society Library, Pietermaritzburg

Library of Parliament, Cape Town

Bloemfontein Public Library

Johannesburg Public Library

Eastern Cape Library Services, Qonce

Central Regional Library, Polokwane

Central Reference Library, Mbombela

Central Reference Collection, Kimberley

Central Reference Library, Mmabatho

Stats SA also provides a subscription service.

Electronic services

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

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

Enquiries

User information services Telephone number: (012) 310 8600

Email address: info@statssa.gov.za

Orders/subscription services Telephone number: (012) 310 8619

Email address: millies@statssa.gov.za

Technical enquiries: labourquestions@statssa.gov.za

Postal address Private Bag X44, Pretoria, 0001

Produced by Stats SA