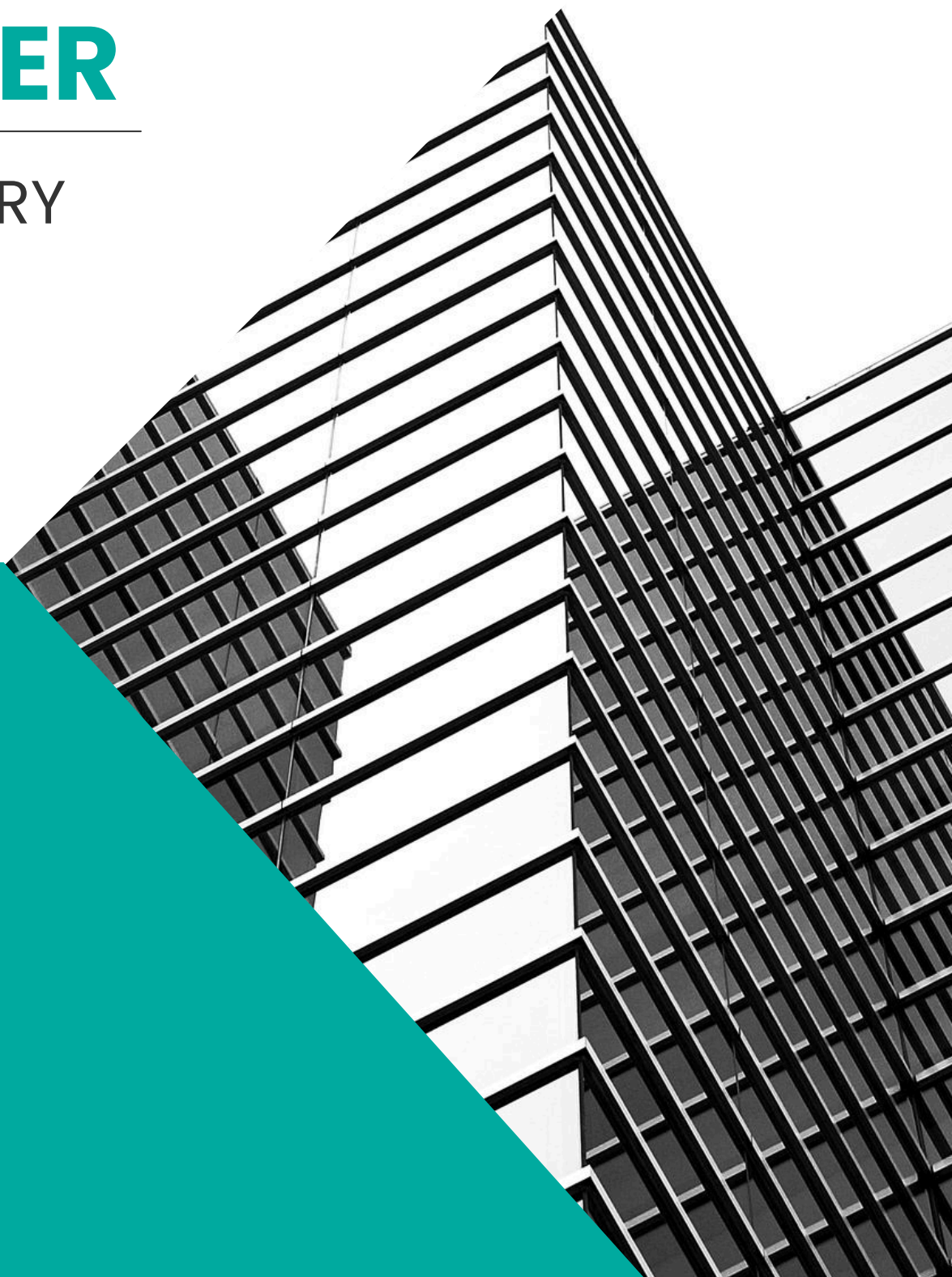




NEWS LETTER

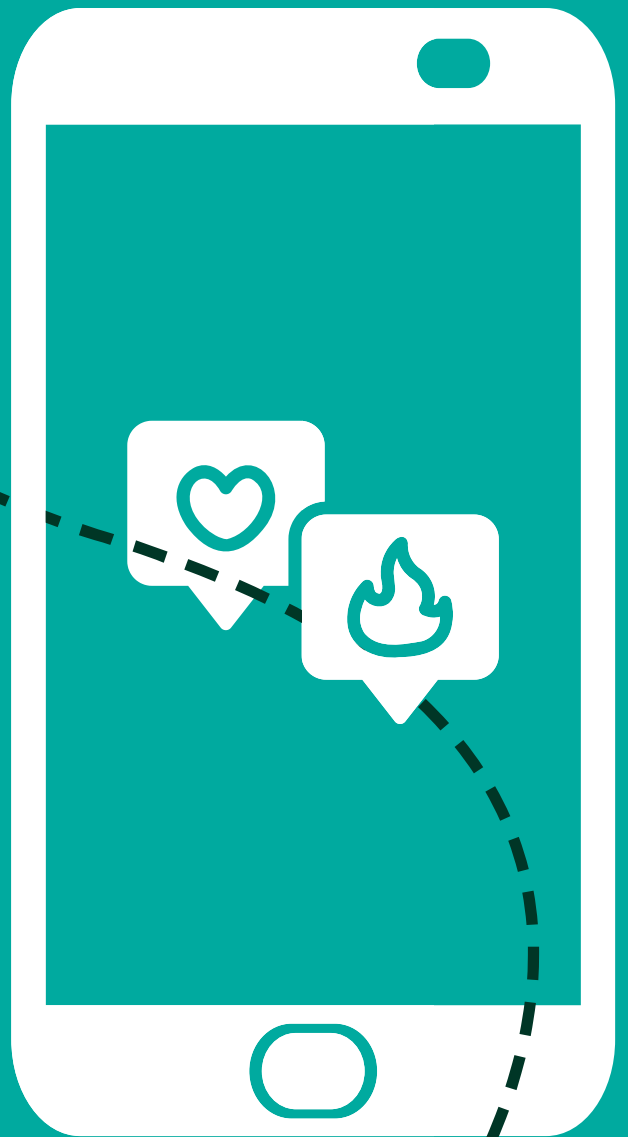
FEBRUARY
2025



**Which local municipality in South Africa
surpasses Johannesburg, Cape Town, and
Durban in average taxpayer income?**

Turn to p.19

What's trending?



Let's find out!

South African Employment Highlights:

-10% Hiring activity increased by **-10%**, from Oct. to Nov. 2024.

-10% Recruitment activity decreased by **-10%** when compared to Nov. 2023.

PNET -

TOP 5 Trending Jobs that Showed an Increase in Demand for Workers and Professionals:

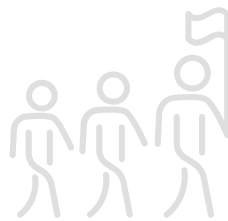
1. Secretary
(Admin, Office & Support)



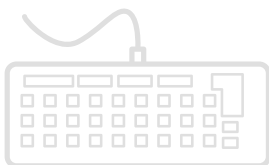
2. Graphic / Print / Packaging Design
(Design, Media & Arts)



3. Team Leader & Supervisor
(Business & Management)



4. IT Project Administration / Management
(Information Technology)



5. Mechanical Engineering
(Architecture & Engineering)





MEDICAL & HEALTH

- This sector saw a **+18%** increase in hiring activity when compared to November 2023.
- Hiring activity increased by **+16%** when compared to the previous month.



ARCHITECTURE & ENGINEERING

- This sector saw a **+15%** increase in hiring activity when compared to November 2023.
- Hiring activity increased by **+3%** when compared to the previous month.

Job Sectors That Experienced **Increased** Hiring Activity

A consistent rise in hiring activity is a sign of trust in the local economy and an indication of business expansion.

Sector Statistics - Design, Media & Arts

EE Candidates



Candidates in Gauteng



Willing to Relocate



Tertiary Qualification



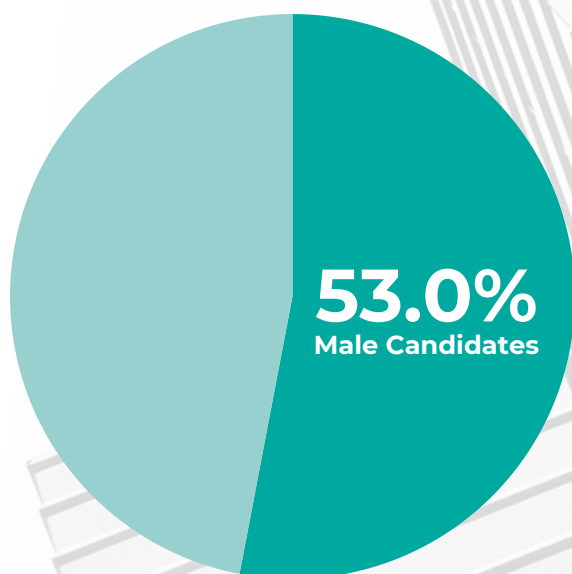
Market-related monthly salaries (CTC) for TOP 3 in demand roles

Web Designer R20 550 - R30 063

Graphic Designer R16 892 - R23 055

Copywriter R10 941 - R14 260

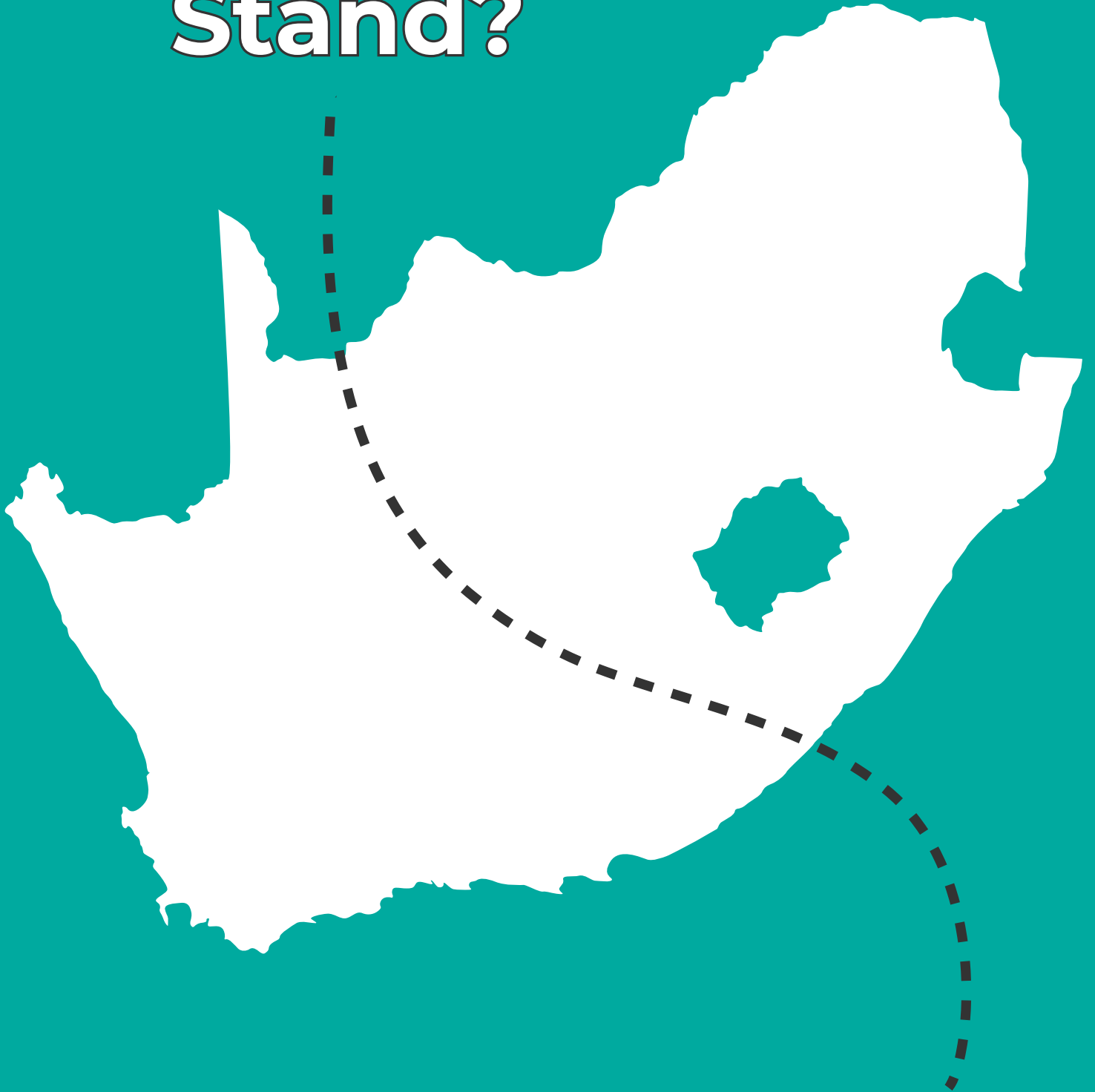
Female Admin, Office & Support Candidates



2 Years 8 Months

The Average Stay of Design,
Media & Arts Candidates
in Their Roles

South Africa: Where Do We Stand?



Let's find out!

Inflation Insights for Dec. 2024:

CPI and PPI Analysis

Consumer Price Index (CPI)

The Consumer Price Index (CPI) is a statistical measure that tracks the changes in the prices of a collection of goods and services that typical consumers purchase. By observing how these prices fluctuate over time, the CPI helps to gauge the overall cost of living and inflation rate within an economy.

+3% In December 2024, the prices of goods and services were **3.0%** higher than they were a year ago. This was an increase from **2.9%** in November 2024.

Producer Price Index (PPI)

The Producer Price Index (PPI) measures the average change over time in the selling prices received by domestic producers for their goods and services. In other words, it tracks the price changes from the perspective of the seller rather than the buyer. This index helps to gauge inflation at the wholesale level before it reaches consumers.

Final manufactured goods

+0.7% In December 2024, the PPI for final manufactured goods were **0.7%** higher than they were a year ago. This was an increase from **0.1%** in November 2024. From November to December 2024, the PPI went up by **0.2%**.

Intermediate manufactured goods

+5.8% In December 2024, the PPI for intermediate manufactured goods were **5.8%** higher than they were a year ago. This was a slight increase from **5.7%** in November 2024. From November to December 2024, the PPI went up by **0.6%**.

So what? Why should I care?

You should care about and understand both the Consumer Price Index (CPI) and the Producer Price Index (PPI) because they provide important insights into the economy.

The CPI reflects the cost of living, which impacts your employees' wages and consumer spending. The PPI shows changes in production costs, which affect your business expenses and pricing strategies.

Together, it'll help you make informed decisions about pricing, wages, and budgeting.

Market Stability: Analyzing Liquidation Trends in 2024

Liquidations occur when a company or individual sells off their assets to pay off debts. This process typically happens when a business is unable to meet its financial obligations and decides to close down. The proceeds from selling assets are used to settle outstanding liabilities, with any remaining funds distributed to the shareholders or owners.

1551
Total Liquidations
for 2024

2024 vs. 2023

-6.4%

When comparing 2024 with 2023, the total number of liquidations decreased by **6.4%**. Liquidations of *companies* dropped by **7.6%** (from 921 to 851) and liquidations of *close corporations* decreased by **4.9%** (from 736 to 700) during this time.

Q4 2024 vs. Q4 2023

-0.7%

When comparing Q4 of 2024 with Q4 of 2023, the total number of liquidations decreased by **0.7%** (from 417 to 414)

December 2024 vs. December 2023

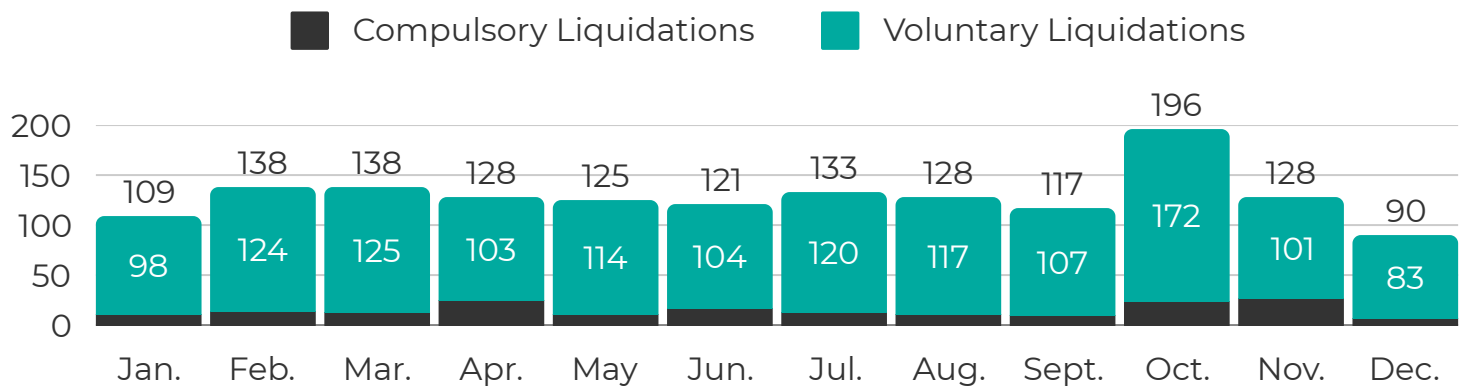
-34.3%

When comparing December 2024 with December 2023, the total number of liquidations decreased by **34.3%** (from 137 to 90). Liquidations of *companies* dropped by **41** cases and liquidations of *close corporations* decreased by **6** cases during this time.

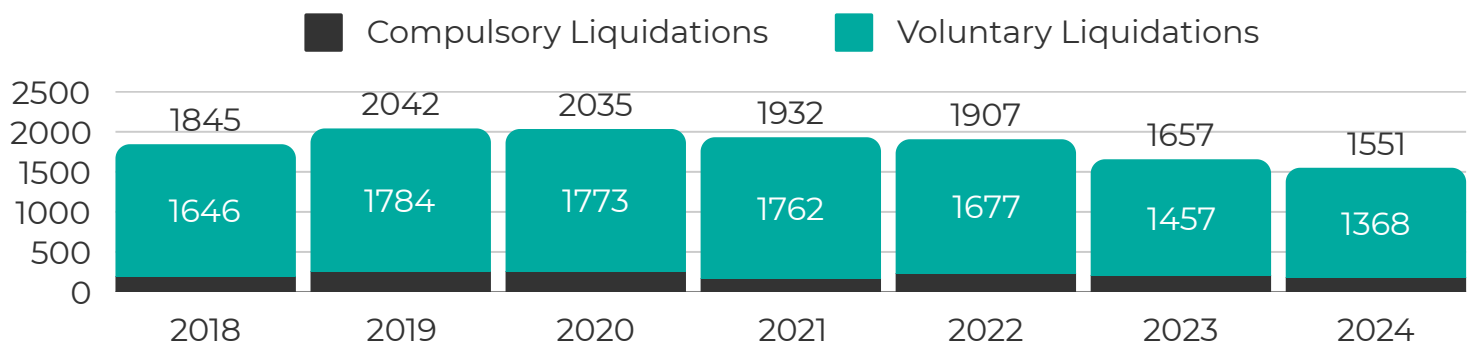
2024 Liquidations According to Type & Industry;

Industry	C	V	Total
Agriculture, hunting, forestry and fishing	3	17	20
Mining and quarrying	2	5	7
Manufacturing	6	49	55
Electricity, gas and water	1	4	5
Construction	10	55	65
Trade, catering and accommodation	32	256	288
Transport, storage, communication	3	24	27
Financing, insurance, real estate, business services	59	414	473
Community, social, personal services	10	103	113
Unclassified	57	441	498
Total number of liquidations	1551	1551	1551

Total Number of Liquidations by Type & Month for 2024:



Total Liquidations by Type Since 2018:



So what? Why should I care?

The total amount of liquidations help to gauge economic health and market stability.

Tracking liquidations yearly, monthly, and by industry offers insights into trends, potential risks, and opportunities. For instance, a high number of liquidations in your industry could signal market challenges or competition, while a low number might indicate a more stable or less saturated market.

Knowing the difference between compulsory and voluntary liquidations adds another layer of insight. Compulsory liquidations, often forced by creditors, can indicate financial distress or failures in the market. Voluntary liquidations, on the other hand, might reflect strategic business decisions, such as closing a business after achieving its goals or restructuring. Understanding these nuances helps you to better assess the underlying causes of liquidations and tailor your strategies accordingly.

Such knowledge helps you in making informed strategic decisions, risk management, and staying ahead of industry changes.

Production & Sales Nov. 2024:

Manufacturing

Production Results for Nov. 2024

-2.6% Year-on-year, manufacturing production dropped by **2.6%**.

The divisions with the largest negative contributions were:

- Motor vehicles, parts and accessories and other transport equipment **(-11.5%)**
- Basic iron and steel, non-ferrous metal products, metal products and machinery **(-2.8%)**
- Wood and wood products, paper, publishing and printing **(-4.4%)**
- Textiles, clothing, leather and footwear **(-7.5%)**

The division with the largest positive contribution:

- Petroleum, chemical products, rubber and plastic products division **(1.3%)**

Seasonally Adjusted Production Results for Nov. 2024

-1.1% When compared to the previous month, *seasonally adjusted manufacturing production* decreased by **-1.1%** in November 2024. This followed month-on-month changes of **0.8%** in October and **-0.3%** in September. When comparing Oct.-Nov. with Jun.-Aug, production declined by **0.2%**.

The divisions with the largest negative contributions were:

- Food and beverages **(-3,4%)**

The division with the largest positive contribution:

- Basic iron and steel, non-ferrous metal products, metal products and machinery **(1.5%)**
- Furniture and other manufacturing **(5.3)**

Sales Results for Nov. 2024

-2.9% When compared to the previous month, *seasonally adjusted manufacturing sales* decreased by **-2.9%** in November 2024. This followed month-on-month changes of **2.6%** in October and **-1.3%** in September. When comparing Oct.-Nov. with Jun.-Aug, sales declined by **1.7%**.

The divisions with the largest negative contributions were:

- Petroleum, chemical products, rubber and plastic products division **(-4,6%)**
- Motor vehicles, parts and accessories and other transport equipment division **(-4,4%)**

Production & Sales Nov. 2024:

Mining

Production Results for Nov. 2024

-0.9% Year-on-year, mining production dropped by **0.9%**.

The largest negative contributors were:

- Gold **(-11,5%)**
- Iron ore **(-3,8%)**
- Coal **(-1,6%)**
- Diamonds **(-11,4%)**

The largest positive contributors were:

- PGMs **(4,0%)**
- Chromium ore **(15.6)**

Seasonally Adjusted Production Results for Nov. 2024

-0.2% When compared to the previous month, *seasonally adjusted mining production* decreased by **0.2%** in November 2024. This followed month-on-month changes of **-2.8%** in October and **4.2%** in September. When comparing Oct.-Nov. with Jun.-Aug, production declined by **4.0%**.

The largest positive contributors were:

- PGMs **(7,2%)**
- Iron ore **(9,4%)**
- Coal **(2,7%)**

Mineral Sales Results for Nov. 2024

+8.1% At current prices, the year-on-year sales for minerals increased by **8.1%** in November 2024

The largest negative contributors were:

- Iron Ore **(-28,2%)**

The largest positive contributors were:

- Gold **(93,4%)**
- Coal **(8,5%)**
- PGMs **(4,3%)**

Retail Trade:

Sales for Nov. 2024:

Sales Results for Nov. 2024

+7.7%

Year-on-year, retail trade sales increased by 7.7% when measured at constant 2019 prices.

The largest negative contributors were:

- Hardware, paint and glass **(-4,3%)**

The largest positive contributors were:

- General dealers **(11,9%)**
- Retailers in textiles, clothing, footwear and leather goods **(9,5%)**
- Retailers in household furniture, appliances and equipment **(9,4%)**

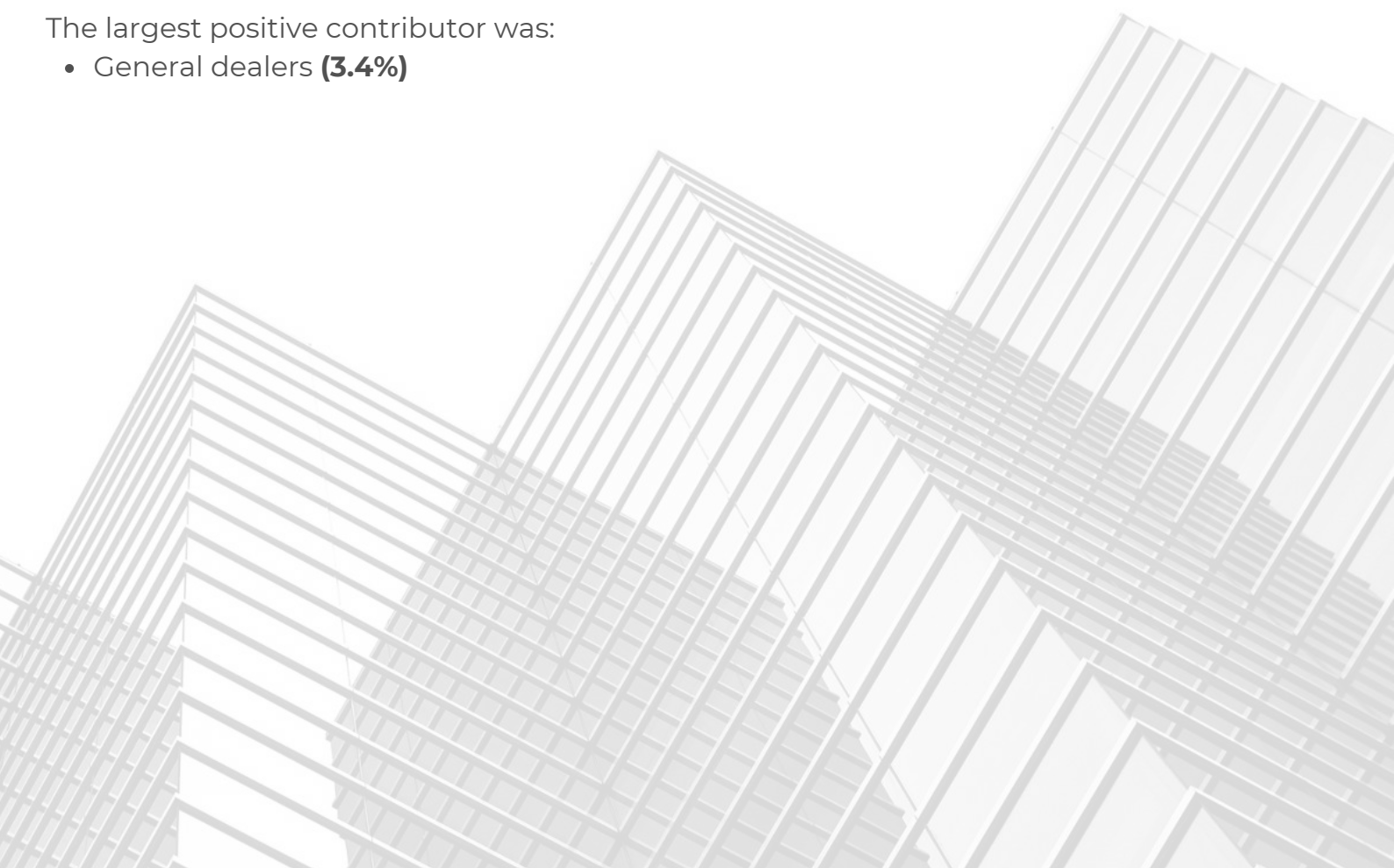
Seasonally Adjusted Sales Results for Nov. 2024

+0.8%

When compared to the previous month, *seasonally adjusted retail trade sales* increased by **0.8%** in November 2024. This followed month-on-month changes of **1.6%** in October and **-0.4%** in September. When comparing Oct.-Nov. with Jun.-Aug, production increased by **1.4%**.

The largest positive contributor was:

- General dealers **(3.4%)**



Wholesale Trade: Sales for Nov. 2024:

Sales Results for Nov. 2024

-7.3%

Year-on-year, wholesale trade sales decreased by **-7.3%** when measured at constant 2019 prices.

Seasonally Adjusted Sales Results for Nov. 2024

-3.1%

When compared to the previous month, *seasonally adjusted wholesale trade sales* decreased by **-3.1%** in November 2024. This followed month-on-month changes of **3.5%** in October and **0.9%** in September. When comparing Oct.-Nov. with Jun.-Aug, production increased by **0.2%**.

Sales Results at Current Prices for Nov. 2024

-9.6%

Year-on-year, wholesale trade sales decreased by **-9.6%** when measured at current prices.

The largest negative contributor was:

- Dealers in solid, liquid and gaseous fuels and related products (**-36.5%**)

The largest positive contributor was:

- Dealers in food, beverages and tobacco (**2,9%**)

Motor Trade: Sales for Nov. 2024:

Sales Results for Nov. 2024

-2.2%

Year-on-year, motor trade sales decreased by **-2.2%** when measured at constant 2019 prices.

The largest negative contributors were:

- Fuel sales **(-6,5%)**
- Sales of accessories **(-5,6%)**
- Workshop income **(-8,1%)**

The largest positive contributor was:

- New vehicle sales **(4,4%)**

Seasonally Adjusted Sales Results for Nov. 2024

-0.8%

When compared to the previous month, *seasonally adjusted motor trade sales* decreased by **-0.8%** in November 2024. This followed month-on-month changes of **2.6%** in October and **-1.8%** in September. When comparing Oct.-Nov. with Jun.-Aug, production decreased by **-1.0%**.

The largest negative contributor was:

- Fuel sales **(-3,1%)**

South Africa's TOP Employers in 2025

In 2025, South Africa's top employers have been recognized by the Top Employers Institute, a global authority on HR strategies and best practices.

This prestigious institute evaluates companies based on their HR policies and practices through a comprehensive survey covering areas such as work environment, talent acquisition, learning, diversity, and employee well-being.

The top employers are those who demonstrate excellence in creating a positive and supportive workplace for their employees.

- Absa Bank
- Accenture SA
- ACCIONA
- Acino Healthcare Group
- AECL Limited
- African Bank
- African Rainbow Minerals
- AfroCentric Group
- Agricultural Research Council
- Airbus
- Airports Company SA
- Alexforbes
- Altron
- AstraZeneca
- ATNS
- Auditor-General SA
- AVBOB
- BASF SA
- BAT
- Bayer
- BCX
- Becton Dickinson
- Biovac
- BMW Group SA
- Bp SA
- Bridgestone SA
- Bureau Veritas SA
- CEF Group
- Cell C
- CHEP SA
- Clicks Group Limited
- Clover SA
- Coca-Cola Africa
- Coca-Cola Beverages SA
- Cocoa-Cola Peninsula Beverages
- Colgate Palmolive SA
- Continental Tyre SA
- Daimler Truck SA
- Dana SA
- Dark Fibre Africa
- DHL Global Forwarding SA
- DHL International / DHL Express
- Discovery
- Diversey SA
- Dr Reddys Laboratories
- ENGIE Southern Africa
- EPPF
- Eskom Holdings
- Evolution Credit Limited
- Exxaro
- Financial Service Conduct Authority
- First National Bank SA
- Ford Motor Company of SA
- Forvia Faurecia
- Gautrain Management Agency
- Genpact

- Government Employees Medical Scheme
- GZ Industries SA
- HCLTech
- Heineken Beverages
- Hewlett-Packard SA
- Hilti SA
- Howden Africa
- Huawei Technologies Africa
- IG Markets SA
- Impala Member of the Implats Group
- Investec Limited
- iqbusiness
- Isanti Glass
- Isuzu Motors SA
- JTI SA
- Kerry Ingredients SA
- Kimberly-Clark SA
- Lactalis SA
- LAW FOR ALL
- Legal Aid SA
- LexisNexis SA
- Mainstream Renewable Power SA
- Makosi SA
- MAN Automotive SA
- Massmart
- McCain Foods
- McCormick SA
- McDonald's SA
- Mediclinic SA
- Medtronic Africa
- Mercedes-Benz SA
- Merchants SA
- Momentum Group Limited
- Mondelez International
- Mondi SA
- Monocle
- Mr Price Group
- MTN SA
- Mukuru
- MultiChoice Group
- Nashua
- National Lotteries Commission
- Network International
- Novartis SA
- NTT DATA SA
- Nutun
- Olam Agri SA
- OUTsurance
- Palabora Mining Company
- PepsiCo SA
- Pernod Ricard SA
- Philip Morris
- Plennegy
- PnS Group
- PUMA SA
- Rand Merchant Bank
- RCL Foods
- RCS Cards
- Reckitt Benckiser Pharmaceuticals
- Redefine Properties
- SA Civil Aviation Authority
- Saint-Gobain Construction Products SA
- Samsung Electronics SA
- Sanlam
- Sanofi SA
- Santam
- SAVINO DEL BENE SA
- Schaunburg Systems
- Shell Downstream SA
- Shoprite Group of Companies
- Smollan
- STMicroelectronics SA
- Stryker SA
- Sulzer SA
- Tata Consultancy Services SA
- Telkom SA
- The South African Breweries
- Thermo Fisher Scientific
- Thungela Resources
- Tiger Brands
- TotalEnergies Marketing SA
- Toyota SA
- TransUnion Africa
- Tsebo Solutions Group
- Twizza
- Two-a-Day Group
- Unilever SA
- Unitrans Supply Chain Solutions
- Vedanta Zinc International
- Vodacom
- Volkswagen Group SA
- Weir Minerals SA
- Western Cape Government
- Woolworths
- Workforce Staffing
- Zensar SA

South Africa's New Guidelines for Retrenchments & Dismissals

On January 21, 2025, South Africa's Department of Labour and Employment released a new Draft Code of Good Practice on Dismissals. This draft includes guidelines for both retrenchments and dismissals due to operational needs.

What's in the draft code?

- **Fair Procedure:** The draft highlights the importance of fair procedures, giving employees the chance to respond to misconduct allegations.
- **Operational Requirements:** The draft provides guidelines for dismissals based on the employer's operational needs, which can be economic, technological, or structural.
- **Informal Investigations:** The draft allows for informal investigations into misconduct. These investigations can be adjusted based on the employer's size and the frequency and severity of the misconduct.

What does this mean for employers and employees?

- Employers must demonstrate that there is a genuine operational need for retrenchment.
- Employers must follow a fair pre-dismissal procedure, including considering alternatives to dismissal.
- Employees have the right to respond to any allegations of misconduct.

Impact and Recommendations:

These new guidelines emphasize fair treatment and transparency, aiming to balance the interests of both employers and employees. Employers should review their current practices to ensure compliance with the draft code and consider implementing training sessions for their HR teams. Employees should be aware of their rights and seek advice if they face dismissal or retrenchment.

Next Steps:

The draft code is open for public comments before finalization. Stakeholders are encouraged to provide feedback to ensure the guidelines are practical and effective for all parties involved.

Did you know...

Gamagara Local Municipality, is the only area in South Africa where the average taxpayer has a taxable income of over R500,000 annually.

This is primarily due to the economic impact of the Sishen mine operated by Kumba Iron Ore. The mine, being the world's largest single-pit, open-cast iron ore mine, attracts high-skilled, high-paying jobs that significantly boost the local economy.

Effective local governance and financial independence also contribute to its success.

Additionally, Gamagara also has only 9,703 taxpayers compared to Johannesburg's 855,274, making the average income notably higher.

GIGElement Featuring Philip Haarhoff



Who's that?

Philip Haarhoff

Strategic Financial & Operations Manager | Helping Companies Drive Efficiency and Growth

I have consistently driven operational excellence and financial growth. By strategically implementing the ISO 9001 Quality Management System, I ensured compliance and operational excellence, directly contributing to business growth.


My strength lies in enhancing operational efficiency and financial management through Microsoft Office, Pastel, and Sage accounting systems.

Experience: 31+ years experience

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Thank you for your continued support
and engagement.

We look forward to hearing from you!

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