

Labour Statistics
Survey of Average Monthly Earnings in selected industries
P0272

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Average monthly salaries and wages paid to employees for selected industries	November 1999 (Rand)	August 2000 (Rand)	November 2000 (Rand)	% change between August 2000 and November 2000	% change between November 1999 and November 2000

At current prices	4 867	4 959	5 290	+6,7	+8,7
At constant 1995 prices	3 690	3 550	3 746	+5,5	+1,5

Key findings for the month ended November 2000

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), showed an annual increase of 8,7% at November 2000 compared with November 1999.

According to the Survey of Average Monthly Earnings (AME) in selected industries, conducted in November 2000, the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), were R5 290 at November 2000. This reflected an annual increase of 8,7% or R423 compared with November 1999.

At November 2000, the highest average monthly salaries and wages (including bonuses and overtime payment), at current prices, were paid by the electricity, gas and water supply industry (R15 301), followed by the measured component of the financial institutions industry (R9 426) and the measured component of the community, social and personal services industry (R6 601) (cf. table A, page 3).

The highest annual increase in average monthly salaries and wages (including bonuses and overtime payment), at current prices, at November 2000 compared with November 1999 was reflected by both the mining and quarrying industry and the measured component of the transport, storage and communication industry (+16,3%), followed by the measured component of the community, social and personal services industry (+10,3%) and the measured component of the financial institutions industry (+8,8%) (cf. table A, page 3).

Average monthly salaries and wages (including bonuses and overtime payment), at

constant 1995 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey) showed an annual increase of 1,5% at November 2000 compared with November 1999.

The average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), were R3 746 at November 2000. This reflected an annual real increase of 1,5% compared with November 1999.

At November 2000, the highest average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, were paid by the electricity, gas and water supply industry (R10 836), followed by the measured component of the financial institutions industry (R6 676) and the measured component of the community, social and personal services industry (R4 675) (cf. table B, page 14).

Table A – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, according to industry

Industry	November 2000 (Rand)	% change between August 2000 and November 2000	% change between November 1999 and November 2000
Mining and quarrying	4 420	+1,4	+16,3
Manufacturing	4 582	+6,1	+7,9
Electricity, gas and water supply	15 301	+50,2	+7,1
Construction	2 966	+2,6	+1,9
Wholesale trade, retail trade, motor trade and hotels	3 843	+5,9	+4,1

Transport, storage and communication			
Governmental institutions	6 329	-6,4	+17,4
Non-governmental institutions	3 684	+1,7	+11,5
Total transport, storage and communication	5 530	-5,4	+16,3
Financial institutions	9 426	+5,7	+8,8
Community, social and personal services			
National departments	6 680	+6,6	+9,1
Provinces	6 474	+7,1	+7,9
Local governments	6 475	+27,4	+16,2
Other government institutions	8 268	+6,2	+21,1
Total government sector	6 628	+9,5	+10,2
Laundries and dry- cleaning services	1 549	-1,0	+13,1
Total community, social and personal services	6 601	+9,5	+10,3
Total all industries	5 290	+6,7	+8,7

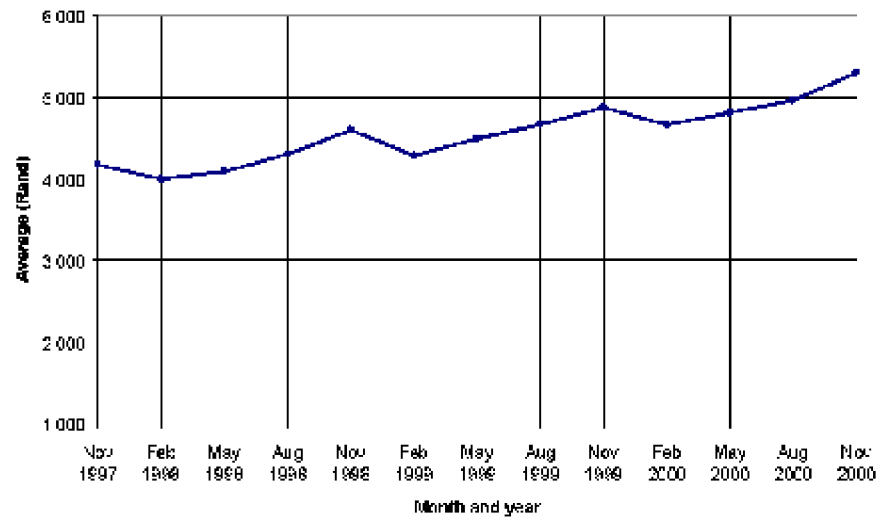
Average monthly salaries and wages (including bonuses and overtime payment), at

current prices: November 2000

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), reflected an annual increase of 8,7% or R423 from R4 867 to R5 290 between November 1999 and November 2000 (cf. table A, page 3 and figure 1).

The average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), for November 2000, reflected a quarterly increase of 6,7% compared with August 2000. This quarterly increase was mainly due to salary increases, bonuses and leave payments paid to employees in November 2000 and more hours worked by employees in November 2000 than in August 2000 (cf. table A, page 3 and figure 1).

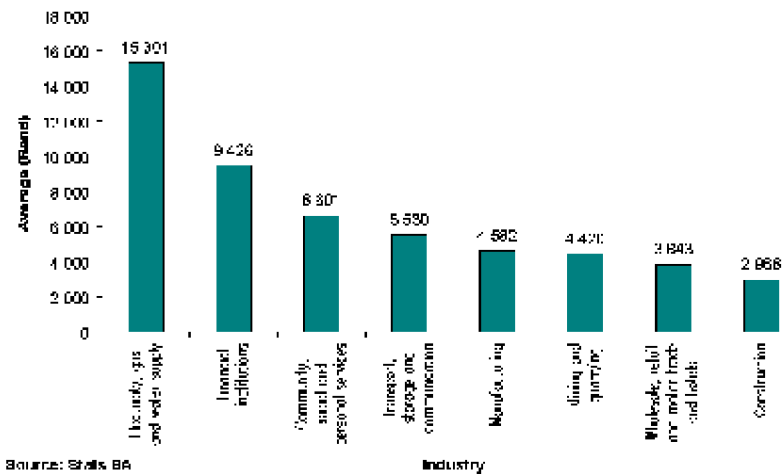
Figure 1 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the formal non-agricultural business sector: November 1997 to November 2000



Source: Stats SA

The highest average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), for the month ended November 2000, were paid by the electricity, gas and water supply industry (R15 301), followed by the measured component of the financial institutions industry (R9 426) and the measured component of the community, social and personal services industry (R6 601). The lowest average monthly salaries and wages (including bonuses and overtime payment), at current prices, were paid by the construction industry (R2 966) (cf. table A, page 3 and figure 2).

Figure 2 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees according to selected industries: November 2000



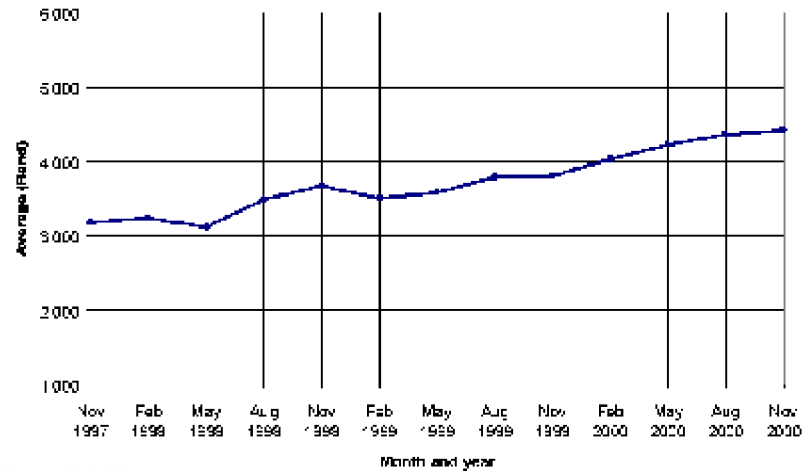
Source: Stats SA

Mining and quarrying industry

Between November 1999 and November 2000, average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the mining and quarrying industry, increased from R3 802 to R4 420 reflecting an annual increase of 16,3% (cf. table A, page 3 and figure 3). This annual increase was mainly due to annual salary increases in July 2000 across all mining industries.

The average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the mining and quarrying industry for November 2000, reflected a quarterly increase of 1,4% compared with August 2000. Stats SA receives information regarding this industry from the Minerals Bureau, Department of Minerals and Energy. The information for the latest month is preliminary and will be revised by the Minerals Bureau as soon as they receive updated information from the different mines.

Figure 3 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the mining and quarrying industry: November 1997 to November 2000



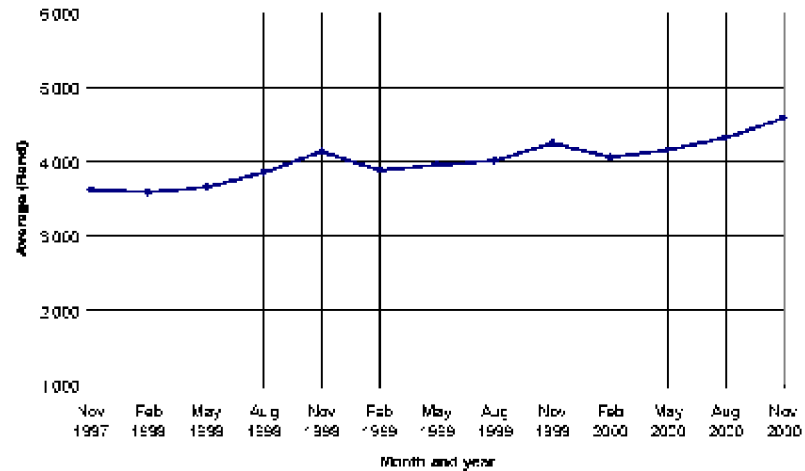
Source: Stats SA

Manufacturing industry

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the manufacturing industry, between November 1999 and November 2000, increased from R4 246 to R4 582 reflecting an annual increase of 7,9% (cf. table A, page 3 and figure 4).

The manufacturing industry reflected a quarterly increase of 6,1% in the average salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2000 and November 2000. This quarterly increase was mainly due to the appointment of higher paid employees, the retrenchment of lower paid temporary employees and more ordinary-time hours worked in November 2000 compared with August 2000.

Figure 4 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the manufacturing industry: November 1997 to November 2000



Source: Stats SA

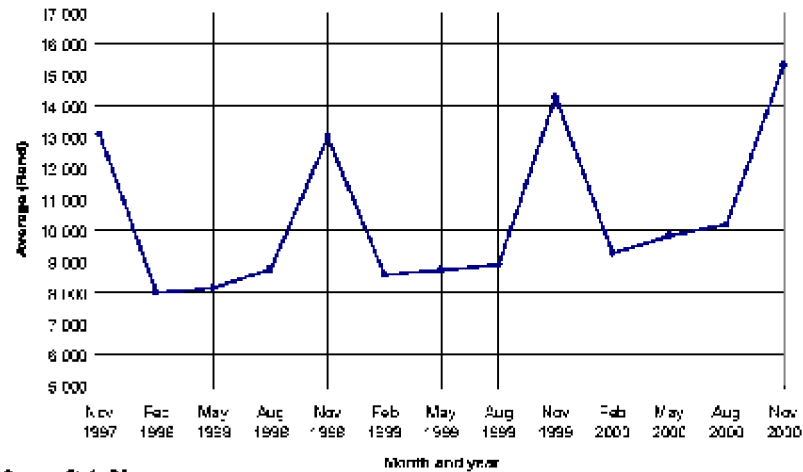
Electricity, gas and water supply industry

Between November 1999 and November 2000, average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the electricity, gas and water supply industry increased from R14 289 to R15 301 reflecting an annual increase of 7,1% (cf. table A, page 3 and figure 5).

The electricity, gas and water supply industry reflected a quarterly increase of 50,2% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2000 and November 2000. This quarterly increase was mainly due to annual bonuses paid to employees in the electricity industry in November.

The annual "spike" in the pattern of the average monthly salaries and wages (including bonuses and overtime payment) paid to employees in the electricity, gas and water supply industry (cf. figure 5) is mainly due to annual bonuses paid to employees in November of each year by the electricity component of this industry. November is one of the four months in the year for which information is collected by the AME (cf. notes on page 20 and page 22).

Figure 5 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the electricity, gas and water supply industry: November 1997 to November 2000



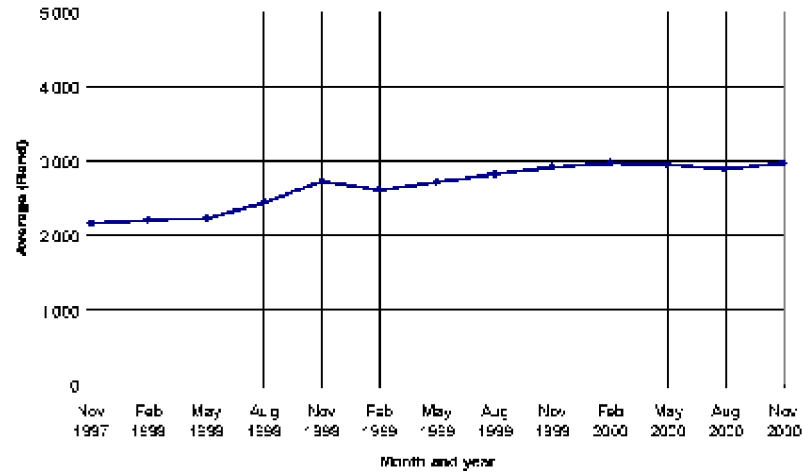
Construction industry

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the construction industry between November 1999 and November 2000, increased from R2 911 to R2 966 reflecting an annual increase of 1,9% (cf. table A, page 3 and figure 6).

The construction industry reflected a quarterly increase of 2,6% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2000 and November 2000. This quarterly increase was mainly due to the appointment of higher paid employees and the retrenchment of lower paid employees between August 2000 and November 2000 and more hours worked by employees in the construction industry in November 2000 than in August 2000.

Figure 6 – Average monthly salaries and wages (including bonuses and overtime

payment), at current prices, paid to employees in the construction industry: November 1997 to November 2000



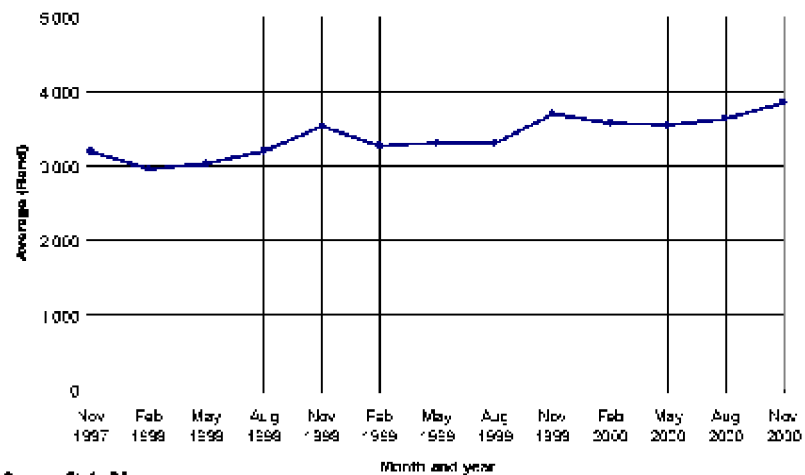
Source: Stats SA

Wholesale trade, retail trade, motor trade and hotels industry

Between November 1999 and November 2000, average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the wholesale trade, retail trade, motor trade and hotels industry increased from R3 690 to R3 843 reflecting an annual increase of 4,1% (cf. table A, page 3 and figure 7).

The average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the wholesale trade, retail trade, motor trade and hotels industry for November 2000, reflected a quarterly increase of 5,9% compared with August 2000. This quarterly increase was mainly due to annual salary increases, commission and more hours worked by employees in November 2000 compared with August 2000.

Figure 7 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the wholesale trade, retail trade, motor trade and hotels industry: November 1997 to November 2000



Source: Stats SA

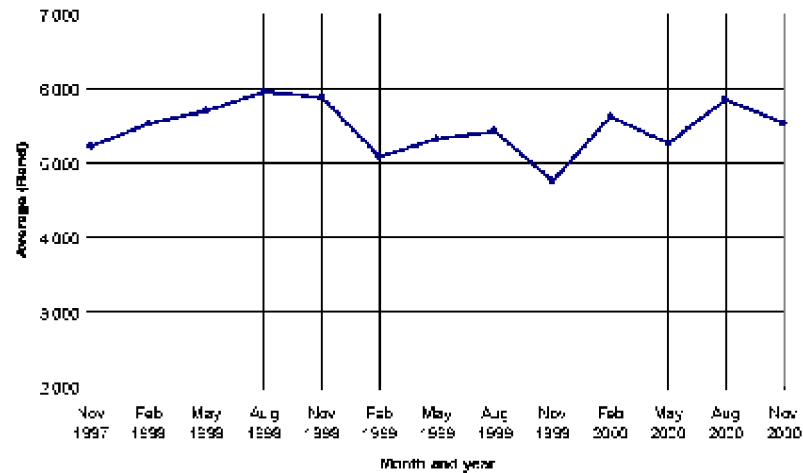
Measured component of the transport, storage and communication industry

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the transport, storage and communication industry between November 1999 and November 2000 increased from R4 756 to R5 530 reflecting an annual increase of 16,3% (cf. table A, page 3 and figure 8). This annual increase was mainly due to annual increases of 17,4% and 11,5% reflected in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees by governmental institutions and non-governmental institutions in this industry respectively. The annual increase reflected by the governmental institutions component of this industry was mainly due to the retrenchment of highly paid employees during the last part of 1999. The annual increase of 11,5% reflected by the non-governmental component of this industry was mainly due to the appointment of more employees due to increased activities.

The measured component of the transport, storage and communication industry reported a quarterly decrease of 5,4% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2000 and November 2000. This quarterly decrease was mainly due to back dated annual salary increases and annual bonuses paid to employees in

governmental institutions in August 2000.

Figure 8 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the transport, storage and communication industry: November 1997 to November 2000



Source: Stats SA

Measured component of the financial institutions industry

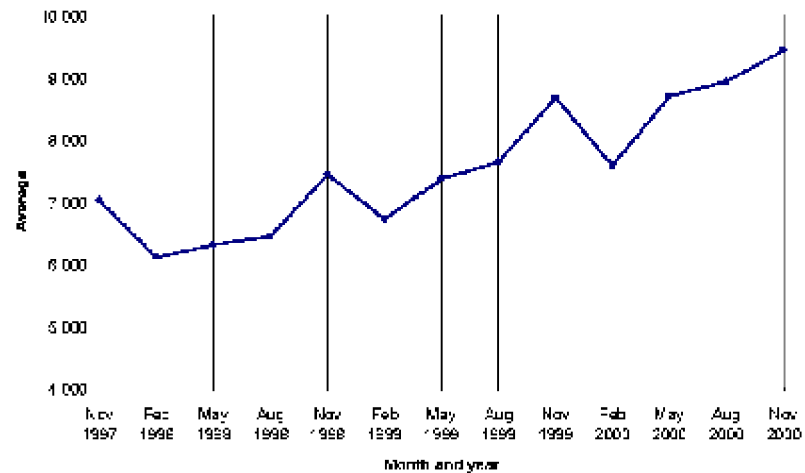
Between November 1999 and November 2000, average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the financial institutions industry increased from R8 663 to R9 426 reflecting an annual increase of 8,8% (cf. table A, page 3 and figure 9).

The measured component of the financial institutions industry reported a quarterly increase of 5,7% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2000 and November 2000. This quarterly increase was mainly due to annual salary increases, annual bonuses and higher commissions paid to employees in November 2000.

As in the case of the electricity, gas and water supply industry, but less prominently,

there is an annual "spike" in the pattern of average monthly salaries and wages paid to employees in the measured component of the financial institutions industry (cf. figure 9), which is mainly due to annual bonuses being paid to employees in November of each year by this industry, November being one of the reference months of the AME.

Figure 9 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the financial institutions industry: November 1997 to November 2000



Source: Stats SA

Measured component of the community, social and personal services industry

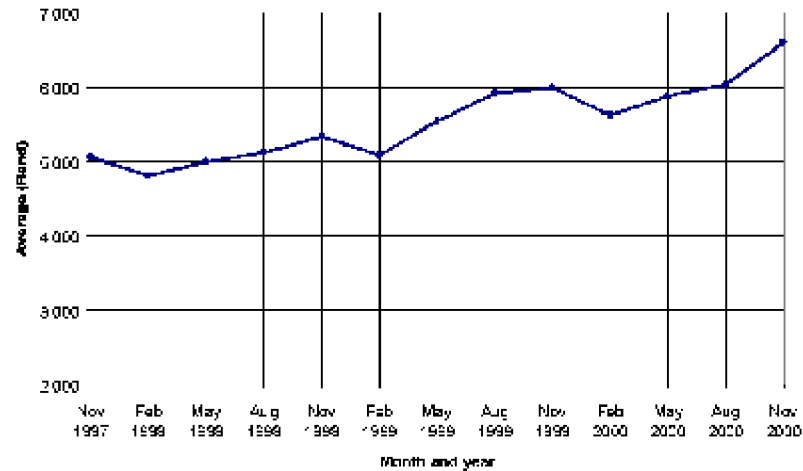
Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the community, social and personal services industry (covering the government sector and laundries and dry-cleaning services) between November 1999 and November 2000, increased from R5 987 to R6 601 reflecting an annual increase of 10,3% (cf. table A, page 3 and figure 10).

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the community,

social and personal services industry for November 2000 reflected a quarterly increase of 9,5% compared with August 2000. This quarterly increase was mainly due to annual salary increases, annual bonuses and leave payments paid to full-time employees in November 2000 and more hours worked by part-time employees in November 2000 compared with August 2000. Due to Union disputes, the Government sector did not reflect the annual increase in salaries and wages, effective from July 2000, in August 2000, but the annual increase is reflected in November 2000 as the annual increase in salaries and wages, back dated to July 2000, was paid to employees in government institutions in October 2000.

The pattern in the average salaries and wages (including bonuses and overtime payment) paid to employees in the measured component of the community, social and personal services industry shows a slight "dip" in the first quarter of each year (cf. figure 10). The reason for this is as follows: Employees in national and provincial government departments receive their thirteenth cheque in their birthday month. However, the practice is that these payments are held over for the first three months of the year, and made during April. As a result, the reported average figure for the February reference month excludes the thirteenth cheque payments for that month, whereas they are included in the average figure for the May, August and November reference months.

Figure 10 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the measured component of the community, social and personal services industry: November 1997 to November 2000



Source: Stats SA

Average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices: November 2000

Between November 1999 and November 2000 average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), increased from R3 690 to R3 746 reflecting a real annual increase of 1,5%. Average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, paid to employees by industries in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), between August 2000 and November 2000, reflected a quarterly increase of 5,5% (cf. table B, page 14).

The highest average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 15 for the list of industries and subgroups which are excluded from this survey), for the month ended November 2000, were paid by the electricity,

gas and water supply industry (R10 836), followed by the measured component of the financial institutions industry (R6 676), and the measured component of the community, social and personal services industry (R4 675). The lowest average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, were paid by the construction industry (R2 101) (cf. table B, page 14).

Table B – Average monthly salaries and wages (including bonuses and overtime payment), at constant 1995 prices, according to industry

Industry	November 2000 (Rand)	% change between August 2000 and November 2000	% change between November 1999 and November 2000
Mining and quarrying	3 130	+0,3	+8,6
Manufacturing	3 245	+5,0	+0,8
Electricity, gas and water supply	10 836	+48,6	+0,0
Construction	2 101	+1,5	-4,8
Wholesale trade, retail trade, motor trade and hotels	2 722	+4,8	-2,7
Transport, storage and communication			
Governmental institutions	4 482	-7,5	+9,6
Non-governmental institutions	2 609	+0,7	+4,2
Total transport, storage and communication	3 916	-6,4	+8,6

Financial institutions	6 676	+4,5	+1,6
Community, social and personal services			
National departments	4 731	+5,4	+1,9
Provinces	4 585	+6,0	+0,8
Local governments	4 586	+26,1	+8,6
Other government institutions	5 856	+5,1	+13,2
Total government sector	4 694	+8,3	+2,9
Laundries and dry- cleaning services	1 097	-2,1	+5,6
Total community, social and personal services	4 675	+8,3	+3,0
Total all industries	3 746	+5,5	+1,5

Average monthly ordinary-time hours and overtime hours paid for per employee

The highest average monthly ordinary-time hours paid for per employee for the month November 2000, was reported by the wholesale trade, retail trade, motor trade and hotels industry for full-time employees (182,7 hours per employee) and by the construction industry for part-time employees (122,3 hours per employee) (cf. table 5, page 35).

The highest average monthly overtime hours paid for per employee for the month November 2000, was reported by the measured component of the transport, storage and communication industry for full-time employees (11,7 hours per employee) and by the manufacturing industry for part-time employees (6,2 hours per employee) (cf. table 6, page 37).

Vacancies

At the end of November 2000, the number of funded vacancies reported by the measured component of the formal non-agricultural business sector, increased by 81 606 (+28,8%). Provincial administrations and local government institutions (both components of the measured component of the community, social and personal services industry) posted the largest increase (+90 401) and the largest decrease (-2 548) respectively in the number of funded vacancies between August 2000 and November 2000 (cf. table 7, page 39).

Comparability of average monthly earnings as derived from the quarterly AME in selected industries survey with the results of the annual October Household Survey (OHS)

In addition to the AME in selected industries survey, the annual October Household Survey (OHS) also collected information on monthly employment and salaries and wages in South Africa. The latest results for the 1999 OHS were published on 31 July 2000 in the statistical release P0317.

Care should be taken when comparing the results of the quarterly AME in selected industries survey with the results of the annual OHS as different sample designs and survey methodologies are used.

The quarterly AME in selected industries survey collects information from a sample of businesses from the formal non-agricultural business sector. The main purpose of the AME in selected industries survey is to serve as a vehicle for monitoring current indicators of the South African economy that are important for economists as well as policy-makers. Currently the AME in selected industries survey does not collect information from the following industries and subgroups –

- agriculture, hunting, forestry and fishing;
- restaurants and other eating and drinking places, boarding houses, caravan parks and guest farms;
- water and air transport;
- financial institutions other than banking institutions and insurance companies;
- real estate and business services;
- educational services;
- medical, dental and other health services;
- welfare organisations;
- religious organisations; and
- recreational and culture services.

The AME in selected industries survey also excludes domestic services and the informal sector.

It is planned to extent the coverage through the current re-engineering of the Business Register, and improved data-sharing among government departments.

The main purpose of the OHS was to obtain indicators on the size of the economically active population in South Africa, with special reference to the number of unemployed persons. Employees from both the formal and informal business sectors were covered by the OHS, since they were reached by interviews in households, not businesses.

Stats SA did a comparison of formal sector industries in the AME in selected industries survey and in the OHS. For example, the formal sector mining, manufacturing and construction industries were examined. The OHS's monthly average salaries and wages were approximately 20% to 30% lower than the monthly average salaries and wages as derived from the AME in selected industries survey in these comparable formal industries. This is probably explained by the fact that the AME in selected industries survey reflects not only basic salaries and wages, but also various benefits. The OHS by contrast, received information from respondents at home, in many instances reporting on other adults in the household.

In more detail, the basic salaries and wages as collected through the quarterly AME in selected industries survey, include –

- basic salaries and wages paid for all permanent, temporary and casual employees;
- salaries and fees paid to directors;
- salary payments made to directors, executives and managers;
- payments for all types of leave;
- commissions paid;
- employer's contribution to pension, provident, medical aid, sick pay and other funds;
- payments for piece work, incentive or profit sharing schemes;
- fringe benefits paid in cash;
- allowances and penalty payments relating to ordinary-time hours;
- value of any salary sacrificed;
- amounts paid to employees based abroad but paid from South Africa;
- performance and other bonuses paid; and
- overtime paid.

The annual OHS on the other hand included –

- total salaries/pay before any tax or deductions;
- allowances;
- bonuses; and
- overtime.

Therefore, it is likely that the OHS's monthly average salaries and wages will be lower than the

monthly average salaries and wages as derived from the AME in selected industries survey.

Comparability of average monthly earnings results as derived from the quarterly AME in selected industries survey with the results of the quarterly Survey of Employment and Earnings in selected industries

Information in this statistical release is not comparable with information of the statistical release P0271 – Survey of Employment and Earnings in selected industries. Information collected through the AME in selected industries survey reflects information for a specific reference month only, e.g. February, May, August and November, while the Survey of Employment and Earnings in selected industries reflects employment information as at the end of the reference quarter, e.g. March, June, September and December, and gross salaries and wages for the total quarter. Thus, the Survey of Employment and Earnings in selected industries information regarding gross salaries and wages for the first quarter of a relevant year will include information for January plus February plus March of the relevant year.

New sample

In accordance with international best practice, and in order to train the respondents in using the new questionnaire, validate the information received and avoid the time series published in this statistical release, Stats SA decided to introduce the new questionnaire as the first step in the re-engineering process. Stats SA will in due course, as the second step, introduce a new sample.

Currently Stats SA is busy re-engineering the register of businesses which serves as the sampling frame, in collaboration with the South African Revenue Service and the Departments of Trade and Industry and Labour. The process will take some time, since there are hundreds of thousands of businesses, many of whom in any given period are changing ownership, closing, or being registered. As soon as this improvement in the listing and classification of businesses has been implemented, Stats SA will draw a new sample. Stats SA will endeavour to include new economic activities such as cellular telephone networks, internet service providers and satellite TV as soon as these additional sources of information become available.

Methodological notes

Background

Information regarding the average monthly salaries and wages paid to employees for the period February 1992 to November 1997 was derived from the monthly and quarterly labour surveys which Stats SA conducted prior to the re-engineering process of the labour surveys which started in 1998. The monthly labour surveys were previously conducted regarding the mining and quarrying, manufacturing, electricity, gas and water supply, construction and non-governmental transport industries, while quarterly labour surveys were conducted regarding the wholesale trade, retail trade, motor trade and hotels industries, financial institutions, governmental transport institutions, government sector and laundries and dry-cleaning industry. Until December 1997, information regarding these industries was published in the statistical release P0200 – Summary: Employment, salaries and wages.

Information regarding the average monthly salaries and wages paid to employees for the period February 1998 to November 2000 was derived from the new Survey of Average Monthly Earnings (AME) in selected industries which Stats SA piloted in 1998 and implemented as from February 1999.

The differences between the old and the new questionnaires are described in detail in the Notes, pages 22 to 24.

The new Survey of Average Monthly Earnings in selected industries does not require the respondents to separate severance, termination and redundancy payments from gross salaries and wages. In order to publish a continuous time series, information regarding severance, termination and redundancy payments is collected through the Survey of Employment and Earnings in selected industries. The information collected through the Survey of Employment and Earnings in selected industries is used to subtract severance, termination and redundancy payments from the performance and other bonuses information which is collected through the AME in selected industries in order to provide users with a continuous gross salaries and wages and other relevant time series.

Prior to 1998, information collected through the monthly and quarterly labour surveys regarding gross salaries and wages included –

- bonuses (*excluding* severance, termination and redundancy payments); and
- overtime payments to employees.

As from February 1998, the gross salaries and wages collected through the AME in selected industries include –

- performance and other bonuses (*including* severance, termination and redundancy payments); and
- overtime payments to employees.

Furthermore, prior to 1998, the quarterly labour surveys collected employment information as at the end of the quarter (e.g. as at the end of March, June, September and December), while the gross salaries and wages information were collected for the total quarter (e.g. the information for the first quarter of each year included the gross salaries and wages paid for January plus February plus March). Average monthly salaries and wages were calculated by dividing the gross salaries and wages for the quarter by three and then divided by the total number of employees as at the end of the quarter.

For the monthly labour surveys, prior to 1998, the average monthly salaries and wages were calculated by dividing the gross salaries and wages for the month by the number of employees as at the end of the month.

As from 1998, information on employment as well as gross salaries and wages is collected through AME in selected industries with different reference months, namely, February, May, August and November of each year. The average monthly salaries and wages are calculated by dividing gross salaries and wages for the reference month by the number of employees as at the end of that month.

Before adjusting the historical information to accord with the new reference months as used in the AME in selected industries, the historical average monthly salaries and wages data, i.e. the data between December 1991 and December 1997, were analysed to determine seasonal patterns, irregular patterns and trend and cyclical movements by using the X-11 Seasonal Adjustment Program, developed by US Bureau of the Census Economic Research and Analysis Division, 1968.

The deviation in the "irregular component" was analysed to determine whether the historical series could be adjusted to the new reference months through interpolation without disturbing the data. According to international best practice, index values for the "irregular component" should be within the range of 90 to 110 to indicate a normal data set which

can be adjusted to new reference months. According to the analysis done by Stats SA, none of the reported index values of the "irregular component" regarding the historical average monthly salaries and wages information fell outside the specified range of 90 to 110.

In order to interpolate the historical employment data to the new AME in selected industries reference months, a method of fitting a linear curve between the employment data collected for two consecutive historical quarters was applied. A linear curve is described by:

$$y = c + mx$$

where

c = the starting point which is the last monthly value of the previous quarter;

m = the slope; and

x = 0; 1; 2; or 3

where

0 refers to the last month of the previous quarter;

1 refers to the first month of the relevant quarter;

2 refers to the second month of the relevant quarter; and

3 refer to the third month of the relevant quarter.

To illustrate how the historical quarterly information was adjusted to the new February 1992 reference month, assume the employment for the local government industry from December 1991 to March 1992 reflects a linear curve.

Therefore,

- **y** = employment for February 1992;

- **c = employment for December 1991;**
- **d = employment for March 1992;**
- **m = (d - c) / 3; and**
- **x = 2 (since February 1992 is the second month of the quarter).**

Therefore, using historical quarterly employment figures for the local government industry:

$$\begin{aligned}
 y &= \text{employment for February 1992} \\
 &= 232\,396 + ((232\,048 - 232\,396) / 3) \times 2 \\
 &= 232\,164.
 \end{aligned}$$

Recall that historical average monthly salaries and wages are calculated by dividing the gross salaries and wages for the quarter by three (so that the gross salaries and wages per month will be taken to be the same for each month of the quarter), divided by the employment as at the end of the reference quarter. Therefore, the average monthly salaries and wages paid to employees in the local government industry for February 1992

$$\begin{aligned}
 &= ((\text{gross salaries and wages for the quarter ending March 1992}) / 3) / (\text{employment for February 1992}) \\
 &= ((1\,561\,536\,000 / 3) / (232\,164)) \\
 &= 2\,242.
 \end{aligned}$$

Historical series from February 1992 to November 1999 were compiled as described above and published on 8 August 2000 in the statistical release P0272 – Survey of Average Monthly Earnings.

Method used to adjust historical information to the same reference months as those used in the AME in selected industries in order to publish a continuous time series

Notes

Forthcoming issues	<p>Issue Expected release date</p> <p>February 2001 June 2001</p>
Purpose of the survey	<p>The Survey of Average Monthly Earnings (AME) in selected industries is a countrywide survey covering a sample of private and public businesses/organisations in the measured component of the formal non-agricultural business sector of the South African economy. The information received is used to estimate key economic statistics on average salaries and wages, overtime pay, hours worked and paid for and vacancies mainly used for monitoring current economic indicators of the South African economy.</p>
New questionnaire	<p>Prior to 1998 Stats SA conducted 17 discrete monthly or quarterly business surveys. In order to improve coverage and reliability, lessen the respondent burden and fulfil the International Monetary Fund's (IMF) Special Data Dissemination Standards (SDDS) regarding timeliness and data quality, to which South Africa subscribes, Stats SA has overhauled and redesigned its suite of 17 Labour surveys, with the assistance of the Australian Bureau of Statistics (ABS). These surveys have been replaced with two new complementary countrywide surveys, the Survey of Average Monthly Earnings (AME) in selected industries and the Survey of Employment and Earnings in selected industries.</p> <p>The Survey of Average Monthly Earnings (AME) in selected industries is a quarterly sample survey and collects information in February, May, August and November of each year. This survey serves as a vehicle for monitoring current indicators of the South African economy. The output from this collection will be important for economists as well as policy-makers. The AME, piloted in 1998 and in operation from February 1999, collects the following information -</p> <ul style="list-style-type: none"> • total full-time and part-time employees who received pay for any part of the last pay period ending on or before the last day of the reference month; • total ordinary-time hours worked and paid for by full-time and part-time employees during the reference month; • total overtime hours worked and paid for by full-time and part-time employees during the reference month; • basic salaries and wages paid to full-time and part-time employees for the reference month; • performance and other bonuses paid to full-time and part-time

- employees for the reference month;
- overtime paid to full-time and part-time employees for the reference month; and
- number of vacancies as at the end of the reference month.

The Survey of Employment and Earnings in selected industries is a quarterly sample survey. Information is collected in March, June, September and December of each year. The survey collects and provides information on current indicators of employment and the contribution of salaries and wages to the Gross Domestic Product (GDP) needed for compiling the National Accounts for South Africa and is required to meet the international reporting obligations, particularly regarding the IMF's SDDS. The Survey of Employment and Earnings in selected industries was piloted in the third quarter of 1997 and has been in operation as from the first quarter of 1998. This survey collects 24 data items which include -

- number of employees who received pay for any part of the last pay period ending on or before the end of the reference quarter (total, full-time and part-time employees);
- number of employees who commenced working for the business/organisation during the reference quarter;
- number of employees who left the business/organisation during the reference quarter;
- total gross salaries and wages paid for all payrolls for the reference quarter; and
- total severance, termination and redundancy payments paid during the reference quarter.

Prior to 1998, the monthly manufacturing, construction and electricity, gas and water supply surveys collected and provided current indicators on employment and the contribution of salaries and wages for compiling the National Accounts of South Africa. Information on hours worked and labour turnover was also collected. Each of these surveys had 132 data items. A stratified systematic sample design was used to collect the necessary information. All large businesses were completely enumerated and systematic samples were drawn from medium and small businesses. The basis for the selection of the sample was the number of employees. Data items collected through the questionnaire included -

- number of employees on the last pay day of the month (weekly and monthly paid employees by population group);

- number of discharges during the month;
- number of resignations during the month;
- number of employees appointed during the month (weekly and monthly paid employees by population group);
- total gross salaries and wages for the month;
- overtime wages;
- bonuses paid for the month;
- total actual hours worked; and
- staff shortages.

Information regarding wholesale trade, retail trade, motor trade, hotels, banking institutions, insurance companies, national departments, provincial administrations, local governments, universities and technikons, agricultural marketing boards, parastatal institutions and public corporations were collected through quarterly surveys. Each of these surveys collected 43 data items, except local governments, on which information regarding 118 data items were collected.

Wholesale trade, retail trade, motor trade, hotels and local government surveys were sample surveys. All other quarterly surveys were completely enumerated surveys. A stratified systematic sample design was used for the selection of the samples. The basis for the selection of the sample was turnover for wholesale trade, retail trade and motor trade, number of rooms for hotels and number of employees for local governments. Information collected through the questionnaire included -

- number of full-time and part-time employees as on the last pay day of the quarter;
- total gross salaries and wages paid to full-time and part-time for the quarter;
- overtime wages;
- bonuses paid for the quarter;
- total actual hours worked; and

- total number of vacancies.

New information

As from February 2000, Stats SA collects separate information through the quarterly AME in selected industries survey on –

- performance and other bonuses (full-time and part-time employees);
- total number of ordinary-time hours worked and paid for (full-time and part-time employees);
- total number of overtime hours worked and paid for (full-time and part-time employees); and
- number of vacancies.

Therefore, tables 3, 4, 5, 6 and 7, pages 29 to 39, have been added to reflect the above-mentioned information to this publication as from the February 2000 release which was published on 6 December 2000.

Table 1 - Average monthly salaries and wages per employee (including bonuses and overtime payment), at current prices, according to industry

Industry	Nov 1999 (Rand)	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000	% change between Nov 1999 and Nov 2000
Mining and quarrying All employees.....	3 802	4 359	4 420	+1,4	+16,3
Manufacturing:					
- Food products, beverages and tobacco products All employees.....	4 102	4 079	4 322	+6,0	+5,4
- Textiles, clothing and leather goods All employees.....	2 322	2 281	2 346	+2,8	+1,0
- Wood and products of wood and cork, except furniture. Articles of straw and plaiting materials. Paper and paper products. Publishing, printing and reproduc- tion of recorded media. All employees.....	4 094	4 378	4 677	+6,8	+14,2

- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products. All employees.....	5 767	5 813	5 996	+3,1	+4,0
- Other non-metallic mineral products All employees.....	4 219	4 167	4 300	+3,2	+1,9
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery All employees.....	5 459	5 383	5 916	+9,9	+8,4
- Electrical machinery and apparatus n.e.c. All employees.....	4 855	4 854	5 187	+6,9	+6,8
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks All employees.....	4 998	4 859	4 601	-5,3	-7,9
- Transport equipment All employees.....	5 129	5 590	6 076	+8,7	+18,5
- Furniture, manufacturing n.e.c. and recycling All employees.....	2 646	2 644	2 826	+6,9	+6,8
- Total manufacturing All employees.....	4 246	4 317	4 582	+6,1	+7,9
Electricity, gas and water supply All employees.....	14 289	10 186	15 301	+50,2	+7,1
Construction All employees.....	2 911	2 890	2 966	+2,6	+1,9
Wholesale, retail and motor trade and hotels All employees.....	3 690	3 629	3 843	+5,9	+4,1

Table 1 - Average monthly salaries and wages per employee (including bonuses and overtime payment), at current

prices, according to industry

Industry	Nov 1999 (Rand)	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000	% change between Nov 1999 and Nov 2000
Transport, storage and communication:					
- Governmental institutions All employees.....	5 392	6 765	6 329	-6,4	+17,4
- Non-governmental institutions All employees.....	3 303	3 621	3 684	+1,7	+11,5
- Total transport, storage and communication All employees.....	4 756	5 847	5 530	-5,4	+16,3
Financial institutions All employees.....	8 663	8 921	9 426	+5,7	+8,8
Community, social and personal services:					
- National departments All employees.....	6 122	6 269	6 680	+6,6	+9,1
- Provincial administrations All employees.....	5 998	6 042	6 474	+7,1	+7,9
- Local governments All employees.....	5 571	5 082	6 475	+27,4	+16,2
- Other government institutions All employees.....	6 826	7 782	8 268	+6,2	+21,1
- Total government sector All employees.....	6 015	6 054	6 628	+9,5	+10,2
- Laundries and dry-cleaning services All employees.....	1 370	1 564	1 549	-1,0	+13,1
- Total community, social and personal services All employees.....	5 987	6 031	6 601	+9,5	+10,3
Total (all industries)					

All employees.....	4 867	4 959	5 290	+6,7	+8,7
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Note: All figures are subject to change.

Table 2 - Average monthly salaries and wages per employee (including bonuses and overtime payment), at constant 1995 prices, according to industry

Industry	Nov 1999 (Rand)	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000	% change between Nov 1999 and Nov 2000
Mining and quarrying All employees.....	2 882	3 120	3 130	+0,3	+8,6
Manufacturing:					
- Food products, beverages and tobacco products All employees.....	3 110	2 920	3 061	+4,8	-1,6
- Textiles, clothing and leather goods All employees.....	1 760	1 633	1 661	+1,7	-5,6
- Wood and products of wood and cork, except furniture. Articles of straw and plaiting materials. Paper and paper products. Publishing, printing and reproduc- tion of recorded media. All employees.....	3 104	3 134	3 312	+5,7	+6,7
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products. All employees.....	4 372	4 161	4 246	+2,0	-2,9
- Other non-metallic mineral products All employees.....	3 199	2 983	3 045	+2,1	-4,8
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					

All employees.....	4 139	3 853	4 190	+8,7	+1,2
- Electrical machinery and apparatus n.e.c. All employees.....	3 681	3 475	3 674	+5,7	-0,2
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks All employees.....	3 789	3 478	3 258	-6,3	-14,0
- Transport equipment All employees.....	3 889	4 001	4 303	+7,5	+10,6
- Furniture, manufacturing n.e.c. and recycling All employees.....	2 006	1 893	2 001	+5,7	-0,2
- Total manufacturing All employees.....	3 219	3 090	3 245	+5,0	+0,8
Electricity, gas and water supply All employees.....	10 833	7 291	10 836	+48,6	-0,0
Construction All employees.....	2 207	2 069	2 101	+1,5	-4,8
Wholesale, retail and motor trade and hotels All employees.....	2 798	2 598	2 722	+4,8	-2,7

Table 2 - Average monthly salaries and wages per employee (including bonuses and overtime payment), at constant 1995 prices, according to industry

Industry	Nov 1999 (Rand)	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000	% change between Nov 1999 and Nov 2000
Transport, storage and communication: - Governmental institutions All employees.....	4 088	4 843	4 482	-7,5	+9,6

- Non-governmental institutions All employees.....	2 504	2 592	2 609	+0,7	+4,2
- Total transport, storage and communication All employees.....	3 606	4 185	3 916	-6,4	+8,6
Financial institutions All employees.....	6 568	6 386	6 676	+4,5	+1,6
Community, social and personal services:					
- National departments All employees.....	4 641	4 487	4 731	+5,4	+1,9
- Provincial administrations All employees.....	4 547	4 325	4 585	+6,0	+0,8
- Local governments All employees.....	4 224	3 638	4 586	+26,1	+8,6
- Other government institutions All employees.....	5 175	5 571	5 856	+5,1	+13,2
- Total government sector All employees.....	4 560	4 334	4 694	+8,3	+2,9
- Laundries and dry-cleaning services All employees.....	1 039	1 120	1 097	-2,1	+5,6
- Total community, social and personal services All employees.....	4 539	4 317	4 675	+8,3	+3,0
Total (all industries) All employees.....	3 690	3 550	3 746	+5,5	+1,5

Note: All figures are subject to change.

Table 3 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at current prices, according to industry and type of employee

Industry and	Aug 2000	Nov 2000	% change between Aug 2000
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type of employee	(Rand)	(Rand)	and Nov 2000
Mining and quarrying			
Full-time employees.....
Part-time employees.....	..	..	..
All employees.....	..	..	..
Full-time equivalent employees.....	..	..	..
Manufacturing:			
- Food products, beverages and tobacco products			
Full-time employees.....	3 861	3 939	+2,0
Part-time employees.....	1 062	950	-10,5
All employees.....	3 817	3 879	+1,6
Full-time equivalent employees.....	3 838	3 905	+1,7
- Textiles, clothing and leather goods			
Full-time employees.....	2 146	2 162	+0,7
Part-time employees.....	1 604	1 344	-16,2
All employees.....	2 145	2 156	+0,5
Full-time equivalent employees.....	2 148	2 161	+0,6
- Wood and products of wood and cork, except furniture. Articles of straw and plaiting materials. Paper and paper products. Publishing, printing and reproduction of recorded media.			
Full-time employees.....	4 117	4 098	-0,5
Part-time employees.....	1 483	1 375	-7,3
All employees.....	4 104	4 084	-0,5
Full-time equivalent employees.....	4 111	4 088	-0,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.			
Full-time employees.....	5 585	5 624	+0,7
Part-time employees.....	1 241	1 367	+10,2
All employees.....	5 563	5 594	+0,6
Full-time equivalent employees.....	5 583	5 615	+0,6
- Other non-metallic mineral products			
Full-time employees.....	3 897	3 980	+2,1
Part-time employees.....	1 834	1 119	-39,0
All employees.....	3 895	3 969	+1,9
Full-time equivalent employees.....	3 897	3 978	+2,1
- Basic metals, fabricated metal			

products, machinery and equipment and office, accounting and computing machinery			
Full-time employees.....	4 966	4 938	-0,6
Part-time employees.....	1 835	1 854	+1,0
All employees.....	4 949	4 924	-0,5
Full-time equivalent employees.....	4 961	4 932	-0,6
- Electrical machinery and apparatus n.e.c.			
Full-time employees.....	4 646	4 706	+1,3
Part-time employees.....	2 520	3 150	+25,0
All employees.....	4 634	4 702	+1,5
Full-time equivalent employees.....	4 643	4 705	+1,3
- Radio, television and communica- tion equipment and apparatus and			

Table 3 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at current prices, according to industry and type of employee

Industry and type of employee	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000
medical, precision and optical instruments, watches and clocks			
Full-time employees.....	4 804	4 498	-6,4
Part-time employees.....	2 322	1 282	-44,8
All employees.....	4 791	4 488	-6,3
Full-time equivalent employees.....	4 800	4 493	-6,4
- Transport equipment			
Full-time employees.....	5 269	5 419	+2,8
Part-time employees.....	426	321	-24,6
All employees.....	5 113	5 224	+2,2
Full-time equivalent employees.....	5 188	5 395	+4,0
- Furniture, manufacturing n.e.c. and recycling			
Full-time employees.....	2 539	2 600	+2,4
Part-time employees.....	1 558	1 288	-17,3
All employees.....	2 533	2 588	+2,2
Full-time equivalent employees.....	2 541	2 600	+2,3

- Total manufacturing			
Full-time employees.....	4 128	4 166	+0,9
Part-time employees.....	1 171	1 033	-11,8
All employees.....	4 104	4 135	+0,8
Full-time equivalent employees.....	4 118	4 154	+0,9
Electricity, gas and water supply			
Full-time employees.....	9 617	9 595	-0,2
Part-time employees.....	9 290	10 113	+8,9
All employees.....	9 617	9 595	-0,2
Full-time equivalent employees.....	9 621	9 599	-0,2
Construction			
Full-time employees.....	2 720	2 759	+1,4
Part-time employees.....	1 563	1 319	-15,6
All employees.....	2 699	2 745	+1,7
Full-time equivalent employees.....	2 731	2 755	+0,9
Wholesale, retail and motor trade and hotels			
Full-time employees.....	3 805	3 831	+0,7
Part-time employees.....	855	828	-3,2
All employees.....	3 520	3 514	-0,2
Full-time equivalent employees.....	3 684	3 711	+0,7
Transport, storage and communication:			
- Governmental institutions			
Full-time employees.....	6 758	6 205	-8,2
Part-time employees.....	2 000	1 928	-3,6
All employees.....	6 634	6 094	-8,1
Full-time equivalent employees.....	6 669	6 126	-8,1
- Non-governmental institutions			
Full-time employees.....	3 569	3 532	-1,0
Part-time employees.....	551	510	-7,4
All employees.....	3 296	3 227	-2,1
Full-time equivalent employees.....	3 512	3 482	-0,9
- Total transport, storage and communication			
Full-time employees.....	5 871	5 442	-7,3
Part-time employees.....	1 147	1 040	-9,3
All employees.....	5 659	5 228	-7,6
Full-time equivalent employees.....	5 785	5 366	-7,2

Table 3 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at current

prices, according to industry and type of employee

Industry and type of employee	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000
Financial institutions			
Full-time employees.....	8 479	8 649	+2,0
Part-time employees.....	1 134	1 192	+5,1
All employees.....	8 297	8 463	+2,0
Full-time equivalent employees.....	8 388	8 559	+2,0
Community, social and personal services:			
- National departments			
Full-time employees.....	5 862	6 227	+6,2
Part-time employees.....	1 122	1 395	+24,3
All employees.....	5 723	6 109	+6,7
Full-time equivalent employees.....	5 873	6 244	+6,3
- Provincial administrations			
Full-time employees.....	6 078	6 401	+5,3
Part-time employees.....	1 510	1 849	+22,5
All employees.....	5 791	6 140	+6,0
Full-time equivalent employees.....	6 125	6 434	+5,0
- Local governments			
Full-time employees.....	4 964	5 133	+3,4
Part-time employees.....	1 995	2 298	+15,2
All employees.....	4 929	5 108	+3,6
Full-time equivalent employees.....	4 955	5 133	+3,6
- Other government institutions			
Full-time employees.....	8 467	8 735	+3,2
Part-time employees.....	2 556	3 123	+22,2
All employees.....	7 720	8 097	+4,9
Full-time equivalent employees.....	8 242	8 622	+4,6
- Total government sector			
Full-time employees.....	5 987	6 288	+5,0
Part-time employees.....	1 634	1 996	+22,2
All employees.....	5 763	6 092	+5,7
Full-time equivalent employees.....	6 010	6 312	+5,0
- Laundries and dry-cleaning services			
Full-time employees.....	1 576	1 577	+0,1
Part-time employees.....	652	628	-3,7

All employees.....	1 576	1 577	+0,1
Full-time equivalent employees.....	1 576	1 578	+0,1
- Total community, social and personal services			
Full-time employees.....	5 963	6 263	+5,0
Part-time employees.....	1 634	1 996	+22,2
All employees.....	5 741	6 068	+5,7
Full-time equivalent employees.....	5 986	6 287	+5,0
Total (all industries)			
Full-time employees.....	4 937	5 029	+1,9
Part-time employees.....	1 227	1 283	+4,6
All employees.....	4 779	4 868	+1,9
Full-time equivalent employees.....	4 904	4 995	+1,9

Note: All figures are subject to change.

Table 4 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 1995 prices, according to industry and type of employee

Industry and type of employee	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000
Mining and quarrying			
Full-time employees.....	..	..	..
Part-time employees.....	..	..	..
All employees.....	..	..	..
Full-time equivalent employees.....	..	..	..
Manufacturing:			
- Food products, beverages and tobacco products			
Full-time employees.....	2 764	2 790	+0,9
Part-time employees.....	760	673	-11,4
All employees.....	2 732	2 747	+0,5
Full-time equivalent employees.....	2 747	2 766	+0,7
- Textiles, clothing and leather goods			
Full-time employees.....	1 536	1 531	-0,3
Part-time employees.....	1 148	952	-17,1
All employees.....	1 535	1 527	-0,5
Full-time equivalent employees.....	1 538	1 530	-0,5

- Wood and products of wood and cork, except furniture. Articles of straw and plaiting materials. Paper and paper products. Publishing, printing and reproduction of recorded media.			
Full-time employees.....	2 947	2 902	-1,5
Part-time employees.....	1 062	974	-8,3
All employees.....	2 938	2 892	-1,6
Full-time equivalent employees.....	2 943	2 895	-1,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.			
Full-time employees.....	3 998	3 983	-0,4
Part-time employees.....	888	968	+9,0
All employees.....	3 982	3 962	-0,5
Full-time equivalent employees.....	3 996	3 977	-0,5
- Other non-metallic mineral products			
Full-time employees.....	2 790	2 819	+1,0
Part-time employees.....	1 313	792	-39,7
All employees.....	2 788	2 811	+0,8
Full-time equivalent employees.....	2 790	2 817	+1,0
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery			
Full-time employees.....	3 555	3 497	-1,6
Part-time employees.....	1 314	1 313	-0,1
All employees.....	3 543	3 487	-1,6
Full-time equivalent employees.....	3 551	3 493	-1,6
- Electrical machinery and apparatus n.e.c.			
Full-time employees.....	3 326	3 333	+0,2
Part-time employees.....	1 804	2 231	+23,7
All employees.....	3 317	3 330	+0,4
Full-time equivalent employees.....	3 324	3 332	+0,2
- Radio, television and communication equipment and apparatus and			

Table 4 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 1995 prices, according to industry and type of employee

Industry and type of employee	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000
medical, precision and optical instruments, watches and clocks			
Full-time employees.....	3 439	3 186	-7,4
Part-time employees.....	1 662	908	-45,4
All employees.....	3 429	3 178	-7,3
Full-time equivalent employees.....	3 436	3 182	-7,4
- Transport equipment			
Full-time employees.....	3 772	3 838	+1,7
Part-time employees.....	305	227	-25,6
All employees.....	3 660	3 700	+1,1
Full-time equivalent employees.....	3 714	3 821	+2,9
- Furniture, manufacturing n.e.c. and recycling			
Full-time employees.....	1 817	1 841	+1,3
Part-time employees.....	1 115	912	-18,2
All employees.....	1 813	1 833	+1,1
Full-time equivalent employees.....	1 819	1 841	+1,2
- Total manufacturing			
Full-time employees.....	2 955	2 950	-0,2
Part-time employees.....	838	732	-12,6
All employees.....	2 938	2 928	-0,3
Full-time equivalent employees.....	2 948	2 942	-0,2
Electricity, gas and water supply			
Full-time employees.....	6 884	6 795	-1,3
Part-time employees.....	6 650	7 162	+7,7
All employees.....	6 884	6 795	-1,3
Full-time equivalent employees.....	6 887	6 798	-1,3
Construction			
Full-time employees.....	1 947	1 954	+0,4
Part-time employees.....	1 119	934	-16,5
All employees.....	1 932	1 944	+0,6
Full-time equivalent employees.....	1 955	1 951	-0,2
Wholesale, retail and motor trade and hotels			
Full-time employees.....	2 724	2 713	-0,4
Part-time employees.....	612	586	-4,2
All employees.....	2 520	2 489	-1,2
Full-time equivalent employees.....	2 637	2 628	-0,3

Transport, storage and communication:			
- Governmental institutions			
Full-time employees.....	4 838	4 394	-9,2
Part-time employees.....	1 432	1 365	-4,7
All employees.....	4 749	4 316	-9,1
Full-time equivalent employees.....	4 774	4 339	-9,1
- Non-governmental institutions			
Full-time employees.....	2 555	2 501	-2,1
Part-time employees.....	394	361	-8,4
All employees.....	2 359	2 285	-3,1
Full-time equivalent employees.....	2 514	2 466	-1,9
- Total transport, storage and communication			
Full-time employees.....	4 203	3 854	-8,3
Part-time employees.....	821	737	-10,2
All employees.....	4 051	3 703	-8,6
Full-time equivalent employees.....	4 141	3 800	-8,2

Table 4 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 1995 prices, according to industry and type of employee

Industry and type of employee	Aug 2000 (Rand)	Nov 2000 (Rand)	% change between Aug 2000 and Nov 2000
Financial institutions			
Full-time employees.....	6 069	6 125	+0,9
Part-time employees.....	812	844	+3,9
All employees.....	5 939	5 994	+0,9
Full-time equivalent employees.....	6 004	6 062	+1,0
Community, social and personal services:			
- National departments			
Full-time employees.....	4 196	4 410	+5,1
Part-time employees.....	803	988	+23,0
All employees.....	4 097	4 326	+5,6
Full-time equivalent employees.....	4 204	4 422	+5,2

- Provincial administrations			
Full-time employees.....	4 351	4 533	+4,2
Part-time employees.....	1 081	1 309	+21,1
All employees.....	4 145	4 348	+4,9
Full-time equivalent employees.....	4 384	4 557	+3,9
- Local governments			
Full-time employees.....	3 553	3 635	+2,3
Part-time employees.....	1 428	1 627	+13,9
All employees.....	3 528	3 618	+2,6
Full-time equivalent employees.....	3 547	3 635	+2,5
- Other government institutions			
Full-time employees.....	6 061	6 186	+2,1
Part-time employees.....	1 830	2 212	+20,9
All employees.....	5 526	5 734	+3,8
Full-time equivalent employees.....	5 900	6 106	+3,5
- Total government sector			
Full-time employees.....	4 286	4 453	+3,9
Part-time employees.....	1 170	1 414	+20,9
All employees.....	4 125	4 314	+4,6
Full-time equivalent employees.....	4 302	4 470	+3,9
- Laundries and dry-cleaning services			
Full-time employees.....	1 128	1 117	-1,0
Part-time employees.....	467	445	-4,7
All employees.....	1 128	1 117	-1,0
Full-time equivalent employees.....	1 128	1 118	-0,9
- Total community, social and personal services			
Full-time employees.....	4 268	4 436	+3,9
Part-time employees.....	1 170	1 414	+20,9
All employees.....	4 110	4 297	+4,5
Full-time equivalent employees.....	4 285	4 453	+3,9
Total (all industries)			
Full-time employees.....	3 534	3 562	+0,8
Part-time employees.....	878	909	+3,5
All employees.....	3 421	3 448	+0,8
Full-time equivalent employees.....	3 510	3 538	+0,8

Note: All figures are subject to change.

Table 5 - Average monthly ordinary-time hours paid for per employee according to industry and type of employee

Industry and type of employee	Aug 2000 (Number)	Nov 2000 (Number)	% change between Aug 2000 and Nov 2000
Mining and quarrying			
Full-time employees.....	173,0	173,0	-0,0
Part-time employees.....	..	..	..
Manufacturing:			
- Food products, beverages and tobacco products			
Full-time employees.....	179,7	179,5	-0,1
Part-time employees.....	109,9	110,9	+0,9
- Textiles, clothing and leather goods			
Full-time employees.....	175,2	171,7	-2,0
Part-time employees.....	107,2	110,8	+3,4
- Wood and products of wood and cork, except furniture. Articles of straw and plaiting materials. Paper and paper products. Publishing, printing and reproduc- tion of recorded media.			
Full-time employees.....	172,0	171,4	-0,3
Part-time employees.....	113,3	131,0	+15,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.			
Full-time employees.....	173,4	171,5	-1,1
Part-time employees.....	61,0	77,8	+27,5
- Other non-metallic mineral products			
Full-time employees.....	175,8	178,1	+1,3
Part-time employees.....	93,6	75,1	-19,8
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery			
Full-time employees.....	190,1	189,5	-0,3
Part-time employees.....	104,5	108,1	+3,4
- Electrical machinery and apparatus n.e.c.			

Full-time employees.....	177,8	175,0	-1,6
Part-time employees.....	122,8	127,2	+3,6
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks			
Full-time employees.....	174,1	174,3	+0,1
Part-time employees.....	95,9	106,6	+11,2
- Transport equipment			
Full-time employees.....	176,2	178,6	+1,4
Part-time employees.....	106,4	32,1	-69,8
- Furniture, manufacturing n.e.c. and recycling			
Full-time employees.....	176,8	177,3	+0,3
Part-time employees.....	120,7	92,4	-23,4
- Total manufacturing			
Full-time employees.....	178,0	177,0	-0,6
Part-time employees.....	104,8	87,3	-16,7

Table 5 - Average monthly ordinary-time hours paid for per employee according to industry and type of employee

Industry and type of employee	Aug 2000 (Number)	Nov 2000 (Number)	% change between Aug 2000 and Nov 2000
Electricity, gas and water supply			
Full-time employees.....	165,2	165,7	+0,3
Part-time employees.....	96,4	110,5	+14,6
Construction			
Full-time employees.....	180,2	180,1	-0,1
Part-time employees.....	118,0	122,3	+3,6
Wholesale, retail and motor trade and hotels			
Full-time employees.....	183,9	182,7	-0,7
Part-time employees.....	91,8	85,7	-6,6

Transport, storage and communication:			
- Governmental institutions			
Full-time employees.....	172,4	171,8	-0,3
Part-time employees.....	133,8	134,7	+0,7
- Non-governmental institutions			
Full-time employees.....	186,5	187,2	+0,4
Part-time employees.....	63,1	54,2	-14,1
- Total transport, storage and communication			
Full-time employees.....	176,3	176,2	-0,1
Part-time employees.....	92,2	84,3	-8,6
Financial institutions			
Full-time employees.....	167,7	166,2	-0,9
Part-time employees.....	92,0	90,9	-1,2
Community, social and personal services:			
- National departments			
Full-time employees.....	160,3	160,2	-0,1
Part-time employees.....	20,7	18,3	-11,6
- Provincial administrations			
Full-time employees.....	150,4	149,8	-0,4
Part-time employees.....	20,0	30,1	+50,5
- Local governments			
Full-time employees.....	173,3	178,3	+2,9
Part-time employees.....	106,9	90,3	-15,5
- Other government institutions			
Full-time employees.....	169,1	171,7	+1,5
Part-time employees.....	85,2	80,8	-5,2
- Total government sector			
Full-time employees.....	157,3	158,0	+0,4
Part-time employees.....	32,8	38,0	+15,9
- Laundries and dry-cleaning services			
Full-time employees.....	183,3	183,6	+0,2
Part-time employees.....	83,3	44,5	-46,6
- Total community, social and personal services			
Full-time employees.....	157,5	158,1	+0,4
Part-time employees.....	32,8	38,0	+15,9
Total (all industries)			

Full-time employees.....	171,8	171,5	-0,2
Part-time employees.....	69,4	69,5	+0,1

Note: All figures are subject to change.

Table 6 - Average monthly overtime hours paid for per employee according to industry and type of employee

Industry and type of employee	Aug 2000 (Number)	Nov 2000 (Number)	% change between Aug 2000 and Nov 2000
Mining and quarrying			
Full-time employees.....	0,0	0,0	..
Part-time employees.....	..	..	..
Manufacturing:			
- Food products, beverages and tobacco products			
Full-time employees.....	12,7	13,7	+7,9
Part-time employees.....	4,8	5,9	+22,9
- Textiles, clothing and leather goods			
Full-time employees.....	9,3	8,9	-4,3
Part-time employees.....	5,8	1,3	-77,6
- Wood and products of wood and cork, except furniture. Articles of straw and plaiting materials. Paper and paper products. Publishing, printing and reproduction of recorded media.			
Full-time employees.....	10,4	5,0	-51,9
Part-time employees.....	5,6	22,4	+300,0
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.			
Full-time employees.....	8,8	13,9	+58,0
Part-time employees.....	4,7	8,0	+70,2
- Other non-metallic mineral products			
Full-time employees.....	11,5	11,5	-0,0

Part-time employees.....	1,1	2,3	+109,1
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery			
Full-time employees.....	14,1	14,5	+2,8
Part-time employees.....	3,4	11,3	+232,4
- Electrical machinery and apparatus n.e.c.			
Full-time employees.....	8,4	9,5	+13,1
Part-time employees.....	5,1	37,4	+633,3
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks			
Full-time employees.....	1,4	3,1	+121,4
Part-time employees.....	0,0	1,4	..
- Transport equipment			
Full-time employees.....	10,4	9,0	-13,5
Part-time employees.....	0,5	0,3	-40,0
- Furniture, manufacturing n.e.c. and recycling			
Full-time employees.....	7,8	13,5	+73,1
Part-time employees.....	9,0	8,4	-6,7
- Total manufacturing			
Full-time employees.....	10,6	11,1	+4,7
Part-time employees.....	3,8	6,2	+63,2

Table 6 - Average monthly overtime hours paid for per employee according to industry and type of employee

Industry and type of employee	Aug 2000 (Number)	Nov 2000 (Number)	% change between Aug 2000 and Nov 2000
Electricity, gas and water supply Full-time employees.....	8,3	8,6	+3,6

Part-time employees.....	0,0	0,0	..
Construction			
Full-time employees.....	10,8	10,2	-5,6
Part-time employees.....	2,1	4,7	+123,8
Wholesale, retail and motor trade and hotels			
Full-time employees.....	5,1	4,4	-13,7
Part-time employees.....	3,8	5,8	+52,6
Transport, storage and communication:			
- Governmental institutions			
Full-time employees.....	13,2	9,6	-27,3
Part-time employees.....	0,0	0,0	..
- Non-governmental institutions			
Full-time employees.....	22,9	16,9	-26,2
Part-time employees.....	12,9	1,9	-85,3
- Total transport, storage and communication			
Full-time employees.....	15,9	11,7	-26,4
Part-time employees.....	7,6	1,2	-84,2
Financial institutions			
Full-time employees.....	3,4	3,5	+2,9
Part-time employees.....	0,1	0,2	+100,0
Community, social and personal services:			
- National departments			
Full-time employees.....	4,9	4,9	-0,0
Part-time employees.....	0,4	0,0	-100,0
- Provincial administrations			
Full-time employees.....	0,7	0,8	+14,3
Part-time employees.....	0,0	0,0	..
- Local governments			
Full-time employees.....	3,5	5,7	+62,9
Part-time employees.....	2,5	2,2	-12,0
- Other government institutions			
Full-time employees.....	1,6	1,5	-6,3
Part-time employees.....	0,2	0,1	-50,0
- Total government sector			
Full-time employees.....	2,2	2,6	+18,2
Part-time employees.....	0,2	0,1	-50,0
- Laundries and dry-cleaning			

services			
Full-time employees.....	0,5	0,5	-0,0
Part-time employees.....	0,0	0,0	..
- Total community, social and personal services			
Full-time employees.....	2,2	2,5	+13,6
Part-time employees.....	0,2	0,1	-50,0
Total (all industries)			
Full-time employees.....	6,1	6,1	-0,0
Part-time employees.....	2,4	3,4	+41,7

Note: All figures are subject to change.

Table 7 - Total number of vacancies as on the last day of the month according to industry

Industry	Aug 2000 (Number)	Nov 2000 (Number)	% change between Aug 2000 and Nov 2000
Mining and quarrying.....	..	..	..
Manufacturing.....	3 519	1 661	-52,8
Electricity, gas and water supply.....	200	164	-18,0
Construction.....	180	17	-90,6
Wholesale, retail and motor trade and hotels.....	746	850	+13,9
Transport, storage and communication:			
- Governmental institutions.....	1 337	315	-76,4
- Non-governmental institutions.....	406	289	-28,8
- Total transport, storage and communication.....	1 743	604	-65,3
Financial institutions.....	3 810	3 025	-20,6
Community, social and personal			

services:			
- National departments.....	70 515	68 394	-3,0
- Provincial administrations.....	179 494	269 895	+50,4
- Local governments.....	20 506	17 958	-12,4
- Other government institutions.....	3 096	2 849	-8,0
- Total government sector.....	273 611	359 096	+31,2
- Laundries and dry-cleaning services.....	2	0	-100,0
- Total.....	273 613	359 096	+31,2
Total (all industries).....	283 811	365 417	+28,8

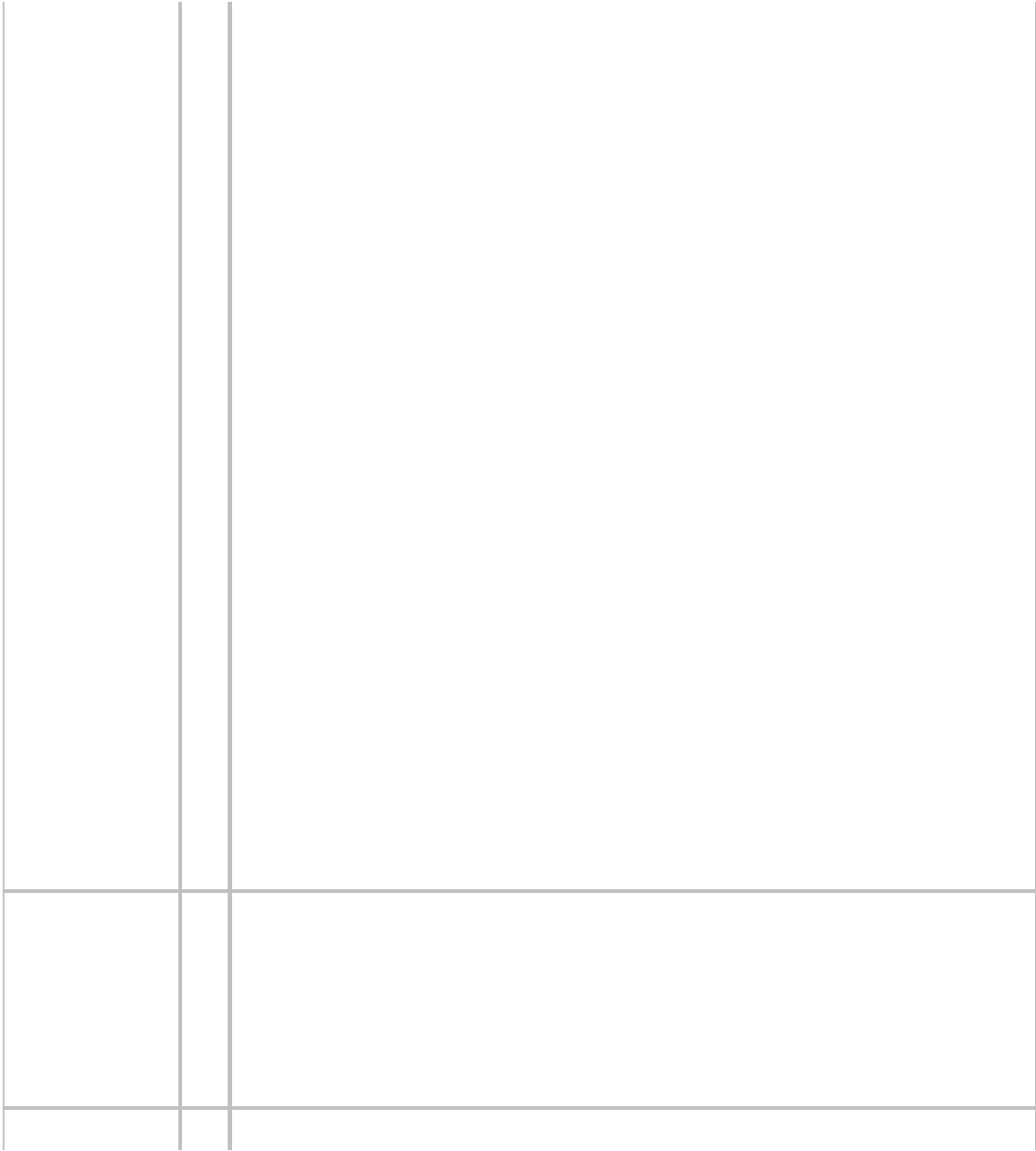
Note: All figures are subject to change.

Additional information

Explanatory notes

Introduction	1	<p>This publication contains results of the quarterly Survey of Average Monthly Earnings in selected industries (AME) which was conducted in November 2000. The survey is designed to obtain information regarding -</p> <ul style="list-style-type: none"> ▪ total full-time and part-time employees who received pay for any part of the last pay period ending on or before the last day of the reference month; ▪ total ordinary-time hours worked and paid for by full-time and part-time employees during the reference month; ▪ total overtime hours worked and paid for by full-time and part-time employees during the reference month; ▪ total basic salaries and wages paid to full-time and part-time employees for the reference month; ▪ total performance and other bonuses paid to full-time and part-time employees for the reference month; ▪ total overtime paid to full-time and part-time employees for the reference
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Glossary