



Labour statistics Survey of average monthly earnings

November 2001

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**Embargo: 13:00
Date: 19 March 2002**

Key figures for the month ended November 2001

Average monthly salaries and wages paid to employees for selected industries	November 2000 (Rand)	August 2001 (Rand)	November 2001 (Rand)	% change between August 2001 and November 2001	% change between November 2000 and November 2001
At current prices	5 404	5 470	5 980	+9,3	+10,7
At constant 2000 prices	5 288	5 165	5 610	+8,6	+6,1

Key findings for the month ended November 2001

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 17 for the list of industries and subgroups which are excluded from this survey), showed an annual increase of 10,7% at November 2001 compared with November 2000.

According to the Survey of Average Monthly Earnings (AME) in selected industries, conducted in November 2001, 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 17 for the list of industries and subgroups which are excluded from this survey), were R5 980 at November 2001. This reflected an annual increase of 10,7% or R576 compared with November 2000.

At November 2001, 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 (R17 288), followed by the measured component of the financial institutions industry (R11 153) and the measured component of the community, social and personal services industry (R7 146) (cf. table A, page 2).

The highest annual increase in average monthly salaries and wages (including bonuses and overtime payment), at current prices, at November 2001 compared with November 2000 was reflected by the mining and quarrying industry (+30,5%), followed by the measured component of the transport, storage and communication industry (+18,3%), the measured component of the financial institutions industry (+15,7%), the construction industry (+14,9%), the electricity, gas and water supply industry (+13,0%), the manufacturing industry (+9,0%), the measured component of the

community, social and personal services industry (+6,6%) and the wholesale trade, retail trade, motor trade and hotels industry (+6,4%) (cf. table A, page 2).

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

Industry	November 2001 (Rand)	% change between August 2001 and November 2001	% change between November 2000 and November 2001
Mining and quarrying	6 111	+22,0	+30,5
Manufacturing	5 072	+7,7	+9,0
Electricity, gas and water supply	17 288	+55,2	+13,0
Construction	3 555	+13,2	+14,9
Wholesale trade, retail trade, motor trade and hotels	4 212	+4,1	+6,4
Transport, storage and communication	6 655	+6,2	+18,3
Governmental institutions	7 743	+7,0	+20,7
Non-governmental institutions	4 282	+4,6	+12,4
Financial institutions	11 153	+9,5	+15,7
Community, social and personal services	7 146	+7,9	+6,6
National departments	7 315	+5,6	+9,2
Provincial administrations	6 995	+6,1	+8,0
Local governments	6 967	+20,4	-1,9
Other government institutions	8 803	+4,1	+5,7
Total government sector	7 173	+7,9	+6,6
Laundries and dry-cleaning services	1 652	-1,2	+2,4
Total all industries	5 980	+9,3	+10,7

Average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 17 for the list of industries and subgroups which are excluded from this survey), showed an annual increase of 6,1% at November 2001 compared with November 2000.

The average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 17 for the list of industries and subgroups which are excluded from this survey), were R5 610 at November 2001. This reflected an annual real increase of 6,1% compared with November 2000.

At November 2001, the highest average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, were paid by the electricity, gas and water supply industry (R16 218), followed by the measured component of the financial institutions industry (R10 462) and the measured component of the community, social and personal services industry (R6 704) (cf. table B, page 4).

Table B – Average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, according to selected industries

Industry	November 2001 (Rand)	% change between August 2001 and November 2001	% change between November 2000 and November 2001
Mining and quarrying	5 733	+21,3	+25,1
Manufacturing	4 758	+7,0	+4,5
Electricity, gas and water supply	16 218	+54,2	+8,3
Construction	3 335	+12,4	+10,2
Wholesale trade, retail trade, motor trade and hotels	3 951	+3,4	+2,0
Transport, storage and communication	6 243	+5,5	+13,4
Governmental institutions	7 264	+6,3	+15,8
Non-governmental institutions	4 017	+3,9	+7,7
Financial institutions	10 462	+8,8	+10,9
Community, social and personal services	6 704	+7,2	+2,2
National departments	6 862	+4,9	+4,7
Provincial administrations	6 562	+5,4	+3,6
Local governments	6 536	+19,6	-5,9
Other government institutions	8 258	+3,4	+1,3
Total government sector	6 729	+7,2	+2,2
Laundries and dry-cleaning services	1 550	-1,8	-1,8
Total all industries	5 610	+8,6	+6,1

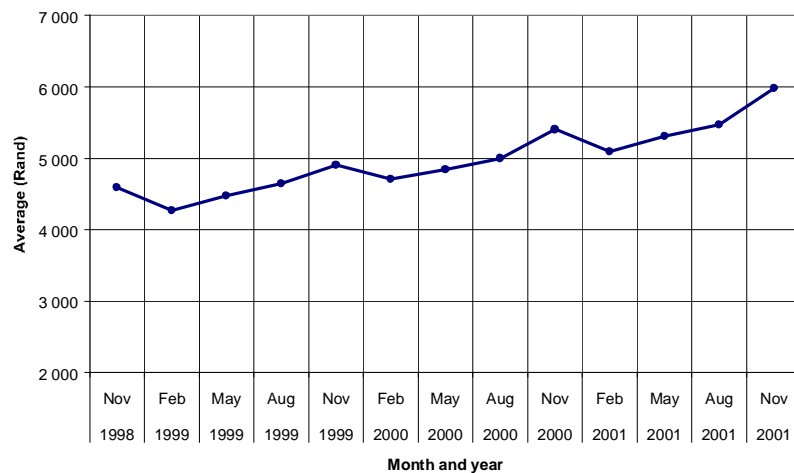
Average monthly salaries and wages (including bonuses and overtime payment), at current prices: November 2001

The measured component of the formal non-agricultural business sector

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 17 for the list of industries and subgroups which are excluded from this survey), reflected an annual increase of 10,7% or R576 from R5 404 to R5 980 between November 2000 and November 2001 (cf. table A, page 2 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 17 for the list of industries and subgroups which are excluded from this survey), for November 2001, reflected a quarterly increase of 9,3% compared with August 2001. This quarterly increase was mainly due to annual salary increases, annual bonuses paid, more commission paid, the appointment of higher paid employees, the retrenchment of lower paid employees (especially seasonal workers in the manufacturing industry) and more hours worked by employees in November 2001 than in August 2001 (cf. table A, page 2 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 1998 to November 2001

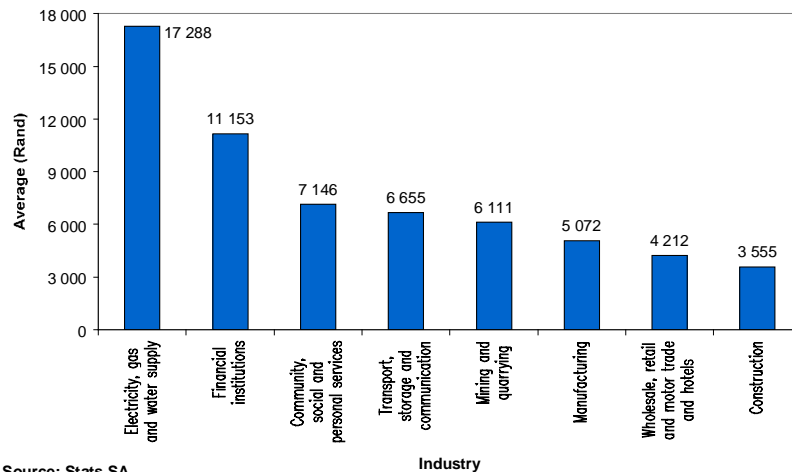


Source: Stats SA

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 17 for the list of industries and subgroups which are excluded from this survey), for the month ended November 2001, were paid by the electricity, gas and water supply industry (R17 288), followed by the measured component of the financial institutions industry (R11 153) and the measured component of the community, social and

personal services industry (R7 146). The lowest average monthly salaries and wages (including bonuses and overtime payment), at current prices, were paid by the construction industry (R3 555) (cf. table A, page 2 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 2001



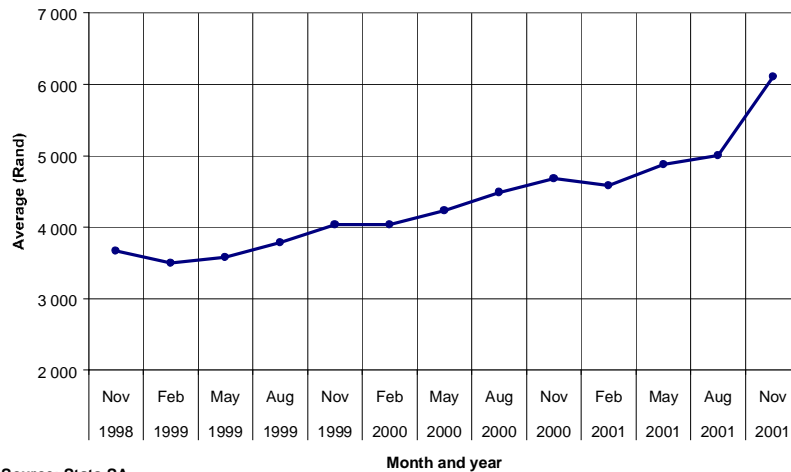
Source: Stats SA

Mining and quarrying industry

Between November 2000 and November 2001, average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the mining and quarrying industry, increased from R4 683 to R6 111 reflecting an annual increase of 30,5% (cf. table A, page 2 and figure 3).

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 2001, reflected a quarterly increase of 22,0% compared with August 2001. This quarterly increase was mainly due to bonuses paid to employees in the gold mining industry. 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 1998 to November 2001



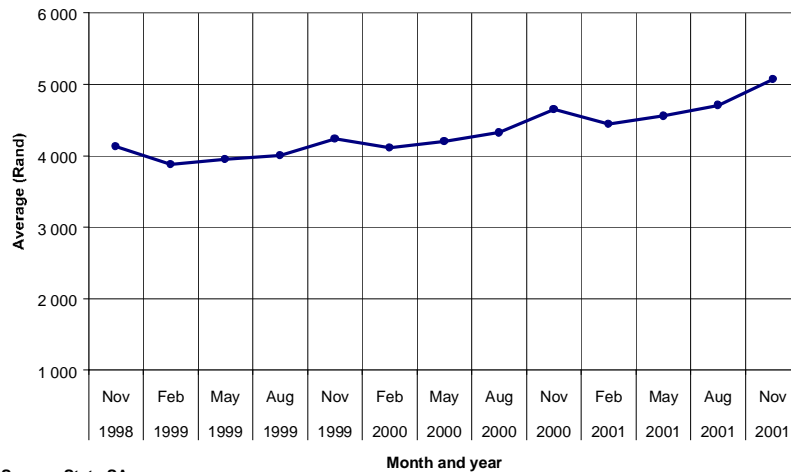
Source: Stats SA

Manufacturing industry

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the manufacturing industry, between November 2000 and November 2001, increased from R4 652 to R5 072 reflecting an annual increase of 9,0% (cf. table A, page 2 and figure 4).

The manufacturing industry reflected a quarterly increase of 7,7% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2001 and November 2001. This quarterly increase was mainly due to annual salary increases, annual bonuses paid to employees, the appointment of higher paid employees, the retrenchment of lower paid seasonal employees and more hours worked by employees in November 2001 than in August 2001.

Figure 4 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the manufacturing industry: November 1998 to November 2001



Source: Stats SA

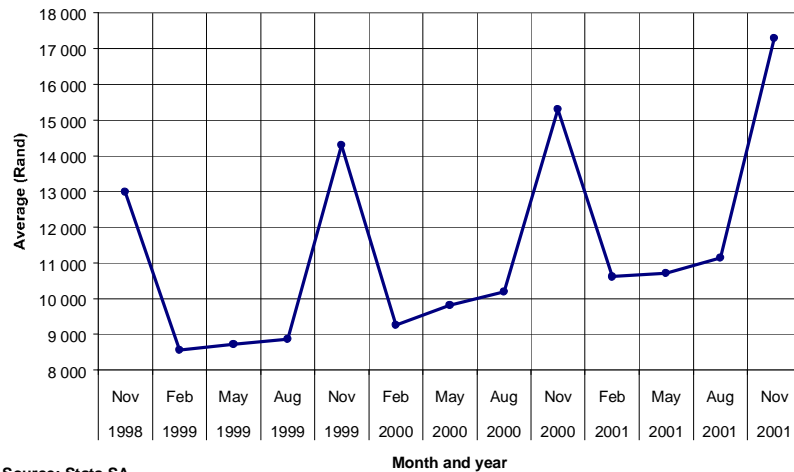
Electricity, gas and water supply industry

Between November 2000 and November 2001, 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 R15 301 to R17 288 reflecting an annual increase of 13,0% (cf. table A, page 2 and figure 5).

The electricity, gas and water supply industry reflected a quarterly increase of 55,2% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2001 and November 2001. This quarterly increase was mainly due to annual bonuses paid to employees in the electricity component of this industry in November of each year.

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 22 and page 24).

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 1998 to November 2001



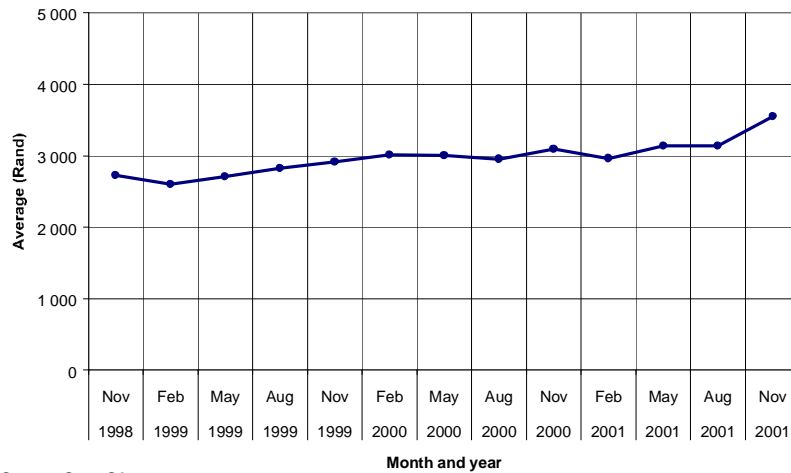
Source: Stats SA

Construction industry

Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the construction industry between November 2000 and November 2001, increased from R3 093 to R3 555 reflecting an annual increase of 14,9% (cf. table A, page 2 and figure 6).

The construction industry reflected a quarterly increase of 13,2% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2001 and November 2001. This quarterly increase was mainly due to the appointment of higher paid employees, the termination of the contracts of lower paid employees and more hours worked by employees in the construction industry in November 2001 than in August 2001.

Figure 6 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the construction industry: November 1998 to November 2001



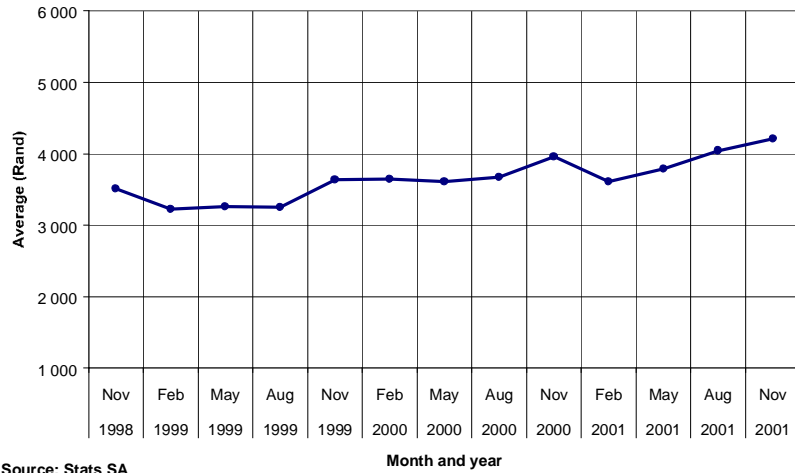
Source: Stats SA

Wholesale trade, retail trade, motor trade and hotels industry

Between November 2000 and November 2001, 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 959 to R4 212 reflecting an annual increase of 6,4% (cf. table A, page 2 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 2001, reflected a quarterly increase of 4,1% compared with August 2001. This quarterly increase was mainly due to the appointment of more employees and more hours worked by employees in November 2001 compared with August 2001.

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 1998 to November 2001

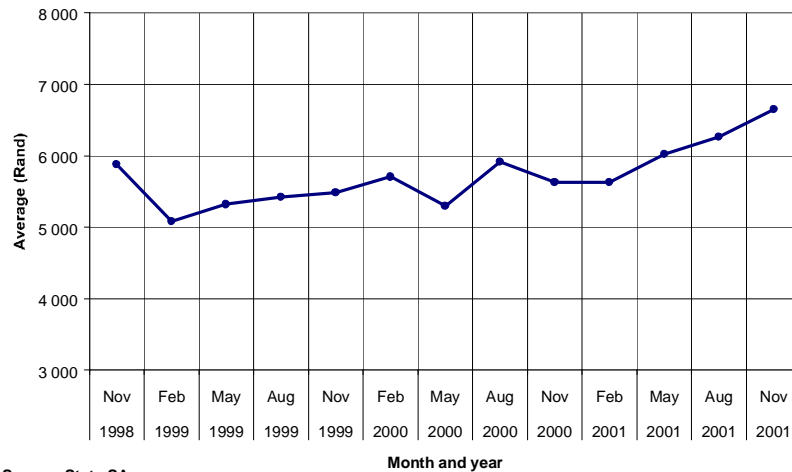


Measured component of the transport, storage and communication industry

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 2000 and November 2001 increased from R5 627 to R6 655 reflecting an annual increase of 18,3% (cf. table A, page 2 and figure 8).

The measured component of the transport, storage and communication industry reported a quarterly increase of 6,2% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2001 and November 2001. This quarterly increase was mainly due to annual bonuses and performance bonuses paid to employees in some governmental institutions in November 2001 and more hours worked by employees in November 2001 than in August 2001.

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 1998 to November 2001



Source: Stats SA

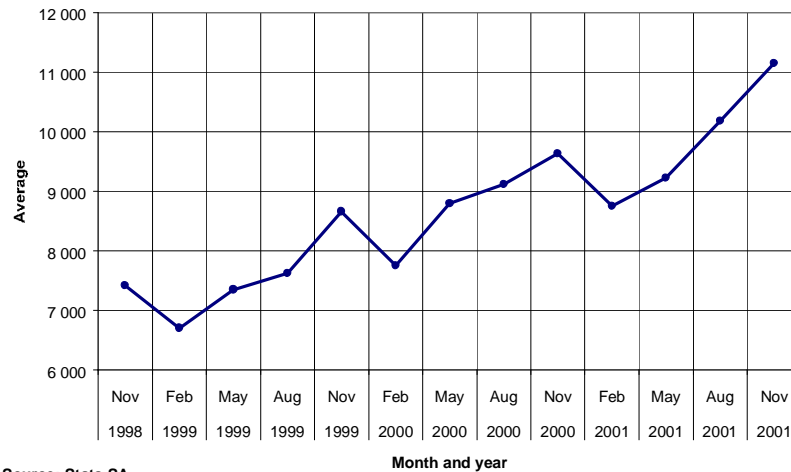
Measured component of the financial institutions industry

Between November 2000 and November 2001, 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 R9 640 to R11 153 reflecting an annual increase of 15,7% (cf. table A, page 2 and figure 9).

The measured component of the financial institutions industry reported a quarterly increase of 9,5% in the average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees between August 2001 and November 2001. This quarterly increase was mainly due to annual bonuses and more commission paid to employees, the appointment of higher paid employees and the retrenchment of lower paid employees and more hours worked in November 2001 than in August 2001.

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 1998 to November 2001



Source: Stats SA

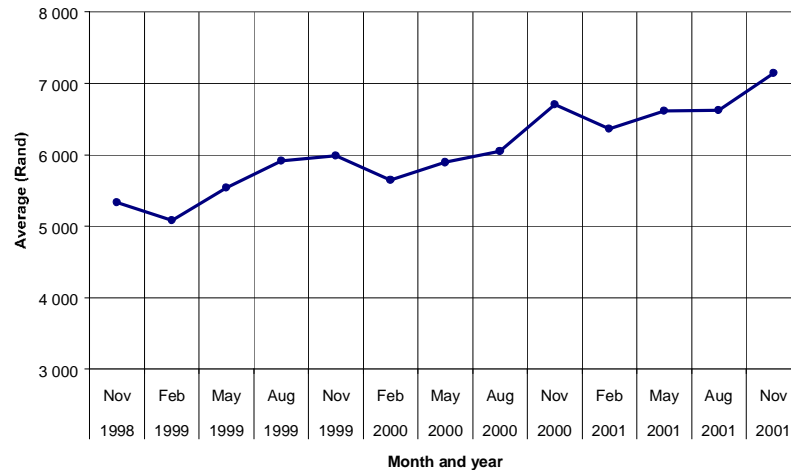
Measured component of the community, social and personal services industry

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 2000 and November 2001, increased from R6 704 to R7 146 reflecting an annual increase of 6,6% (cf. table A, page 2 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 2001 reflected a quarterly increase of 7,9% compared with August 2001. This quarterly increase was mainly due to annual bonuses paid to employees in local government departments and more hours worked in November 2001 than in August 2001 by employees in all the components of this industry.

The pattern in the average monthly 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 was that these payments were 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 excluded the thirteenth cheque payments for that month, whereas they were included in the average figure for the May, August and November reference months. **As from January 2001, this practice has been discontinued. Thirteenth cheques are now paid out to employees in national and provincial government departments in every month of the year.**

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 1998 to November 2001



Source: Stats SA

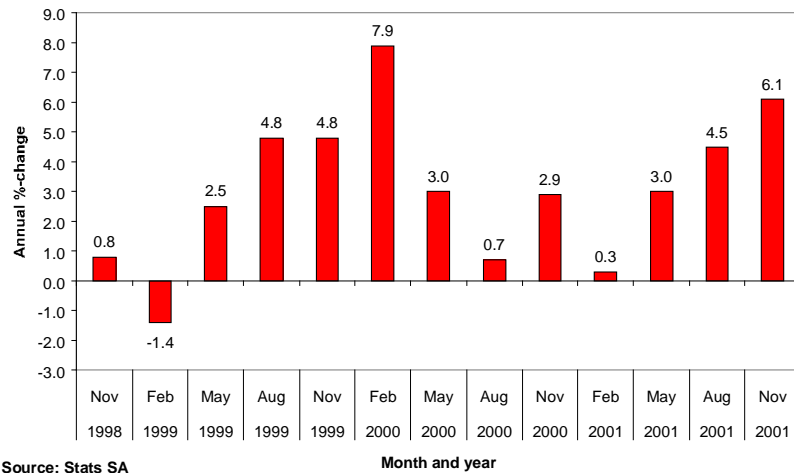
Average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices: November 2001

The measured component of the formal non-agricultural business sector

Between November 2000 and November 2001 average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 17 for the list of industries and subgroups which are excluded from this survey), increased from R5 288 to R5 610 reflecting a real annual increase of 6,1% (cf. figure 11).

Average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, paid to employees by industries in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 17 for the list of industries and subgroups which are excluded from this survey), between August 2001 and November 2001, reflected a quarterly increase of 8,6% (cf. table B, page 4).

Figure 11 – Annual percentage change in the average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, in the measured component of the formal non-agricultural business sector: November 1998 to November 2001

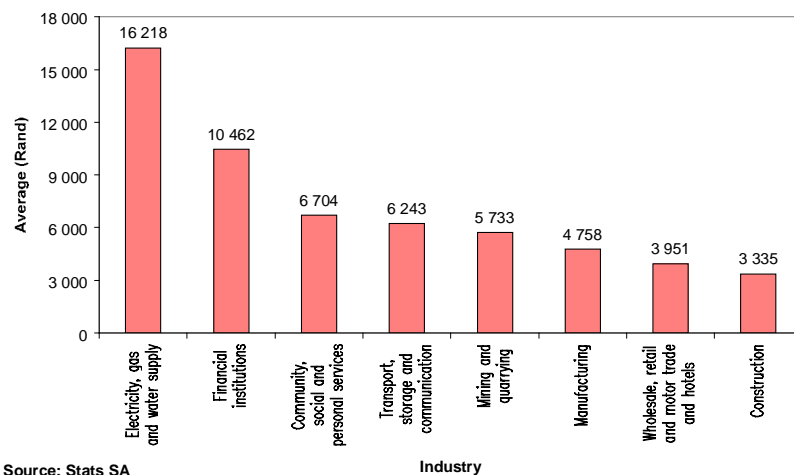


Source: Stats SA

Month and year

The highest average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, paid to employees in the measured component of the formal non-agricultural business sector, excluding specific industries and subgroups (cf. page 17 for the list of industries and subgroups which are excluded from this survey), for the month ended November 2001, were paid by the electricity, gas and water supply industry (R16 218), followed by the measured component of the financial institutions industry (R10 462), and the measured component of the community, social and personal services industry (R6 704). The lowest average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, were paid by the construction industry (R3 335) (cf. table B, page 4 and figure 12).

Figure 12 – Average monthly salaries and wages (including bonuses and overtime payment), at constant 2000 prices, paid to employees according to selected industries: November 2001



Source: Stats SA

Industry

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 2001, was reported by the wholesale trade, retail trade, motor trade and hotels industry for full-time employees (183,7 hours per employee) and by the construction industry for part-time employees (117,1 hours per employee) (cf. table 5, page 37).

The highest average monthly overtime hours paid for per employee for the month November 2001, was reported by the measured component of the transport, storage and communication industry for full-time employees (15,5 hours per employee) and by the construction industry for part-time employees (12,9 hours per employee) (cf. table 6, page 39).

Vacancies

At the end of November 2001, the number of funded vacancies reported by the measured component of the formal non-agricultural business sector, increased by 22 252 (+6,4%) compared with August 2001. The government sector, a component of the measured component of the community, social and personal services industry, posted the largest increase (+19 736) in the number of funded vacancies between August 2001 and November 2001 (cf. table 7, page 41).

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 extend 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 average monthly salaries and wages were approximately 20% to 30% lower than the average monthly salaries and wages as derived from the AME in selected industries survey in the 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 average monthly salaries and wages will be lower than the average monthly 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 contained in the statistical release P0271 – Survey of Employment and Earnings in selected industries. Information collected through the AME in selected industries 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 a break in 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 finalised, Stats SA will implement 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.

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Contents

	Page
Methodological	notes 21
Notes	24
Tables	
Table 1 Average monthly salaries and wages per employee (including bonuses and overtime payment), at current prices, according to industry	27
Table 2	29
Table 3 Average monthly salaries and wages per employee (including bonuses and overtime payment), at constant 1995 prices, according to industry	31
Table 4	
Table 5 Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at current prices, according to industry and type of employee ..	34
Table 6 Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 1995 prices, according to industry and type of employee	37
Table 7	39
Table 7 Average monthly ordinary-time hours paid for per employee according to industry and type of employee	41
.....	
Average monthly overtime hours paid for per employee according to industry and type of employee	
.....	
Total number of vacancies as on the last day of the month according to industry	
..	
Additional information	
Explanatory notes	42
.....	46
Technical notes	47
Glossary	50
For more information	

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 May 2001 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 24 to 26.

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.

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

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

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

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.

Notes

Forthcoming issues

Issue	Expected release date
February 2002	June 2002

Purpose of the survey

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.

New questionnaire

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.

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 -

- 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 31 to 41, 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 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Mining and quarrying All employees.....	4 683	5 007	6 111	+22,0	+30,5
Manufacturing:					
- Food products, beverages and tobacco products All employees.....	4 325	4 330	4 831	+11,6	+11,7
- Textiles, clothing and leather goods All employees.....	2 304	2 480	2 490	+0,4	+8,1
- 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.....	4 465	4 438	4 678	+5,4	+4,8
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products. All employees.....	6 028	6 751	7 400	+9,6	+22,8
- Other non-metallic mineral products All employees.....	4 492	4 704	5 069	+7,8	+12,8
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery All employees.....	5 980	5 817	6 168	+6,0	+3,1
- Electrical machinery and apparatus n.e.c. All employees.....	5 146	5 032	5 228	+3,9	+1,6
- Radio, television and communica- tion equipment and apparatus and medical, precision and optical instruments, watches and clocks All employees.....	5 197	5 875	6 078	+3,5	+17,0
- Transport equipment All employees.....	6 096	4 925	5 767	+17,1	-5,4
- Furniture, manufacturing n.e.c. and recycling All employees.....	2 926	3 057	3 274	+7,1	+11,9
- Total manufacturing All employees.....	4 652	4 708	5 072	+7,7	+9,0
Electricity, gas and water supply All employees.....	15 301	11 136	17 288	+55,2	+13,0
Construction All employees.....	3 093	3 141	3 555	+13,2	+14,9
Wholesale, retail and motor trade and hotels All employees.....	3 959	4 045	4 212	+4,1	+6,4

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

Industry	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Transport, storage and communication:					
- Governmental institutions All employees.....	6 413	7 236	7 743	+7,0	+20,7
- Non-governmental institutions All employees.....	3 811	4 095	4 282	+4,6	+12,4
- Total transport, storage and communication All employees.....	5 627	6 265	6 655	+6,2	+18,3
Financial institutions All employees.....	9 640	10 187	11 153	+9,5	+15,7
Community, social and personal services:					
- National departments All employees.....	6 696	6 926	7 315	+5,6	+9,2
- Provincial administrations All employees.....	6 474	6 593	6 995	+6,1	+8,0
- Local governments All employees.....	7 099	5 786	6 967	+20,4	-1,9
- Other government institutions All employees.....	8 330	8 455	8 803	+4,1	+5,7
- Total government sector All employees.....	6 731	6 649	7 173	+7,9	+6,6
- Laundries and dry-cleaning services All employees.....	1 613	1 672	1 652	-1,2	+2,4
- Total community, social and personal services All employees.....	6 704	6 625	7 146	+7,9	+6,6
Total (all industries) All employees.....	5 404	5 470	5 980	+9,3	+10,7

Note: All figures are subject to change.

Table 2 - Average monthly salaries and wages per employee (including bonuses and overtime payment), at constant 2000 prices, according to industry

Industry	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Mining and quarrying All employees.....	4 582	4 728	5 733	+21,3	+25,1
Manufacturing:					
- Food products, beverages and tobacco products All employees.....	4 232	4 089	4 532	+10,8	+7,1
- Textiles, clothing and leather goods All employees.....	2 254	2 342	2 336	-0,3	+3,6
- 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.....	4 369	4 191	4 388	+4,7	+0,4
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products. All employees.....	5 898	6 375	6 942	+8,9	+17,7
- Other non-metallic mineral products All employees.....	4 395	4 442	4 755	+7,0	+8,2
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery All employees.....	5 851	5 493	5 786	+5,3	-1,1
- Electrical machinery and apparatus n.e.c. All employees.....	5 035	4 752	4 904	+3,2	-2,6
- Radio, television and communica- tion equipment and apparatus and medical, precision and optical instruments, watches and clocks All employees.....	5 085	5 548	5 702	+2,8	+12,1
- Transport equipment All employees.....	5 965	4 651	5 410	+16,3	-9,3
- Furniture, manufacturing n.e.c. and recycling All employees.....	2 863	2 887	3 071	+6,4	+7,3
- Total manufacturing All employees.....	4 552	4 446	4 758	+7,0	+4,5
Electricity, gas and water supply All employees.....	14 972	10 516	16 218	+54,2	+8,3
Construction All employees.....	3 026	2 966	3 335	+12,4	+10,2
Wholesale, retail and motor trade and hotels All employees.....	3 874	3 820	3 951	+3,4	+2,0

Table 2 - Average monthly salaries and wages per employee (including bonuses and overtime payment), at constant 2000 prices, according to industry

Industry	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Transport, storage and communication:					
- Governmental institutions All employees.....	6 275	6 833	7 264	+6,3	+15,8
- Non-governmental institutions All employees.....	3 729	3 867	4 017	+3,9	+7,7
- Total transport, storage and communication All employees.....	5 506	5 916	6 243	+5,5	+13,4
Financial institutions All employees.....	9 432	9 619	10 462	+8,8	+10,9
Community, social and personal services:					
- National departments All employees.....	6 552	6 540	6 862	+4,9	+4,7
- Provincial administrations All employees.....	6 335	6 226	6 562	+5,4	+3,6
- Local governments All employees.....	6 946	5 464	6 536	+19,6	-5,9
- Other government institutions All employees.....	8 151	7 984	8 258	+3,4	+1,3
- Total government sector All employees.....	6 586	6 279	6 729	+7,2	+2,2
- Laundries and dry-cleaning services All employees.....	1 578	1 579	1 550	-1,8	-1,8
- Total community, social and personal services All employees.....	6 560	6 256	6 704	+7,2	+2,2
Total (all industries) All employees.....	5 288	5 165	5 610	+8,6	+6,1

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 type of employee	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
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.....	3 889	3 995	4 064	+1,7	+4,5
Part-time employees.....	946	1 307	1 794	+37,3	+89,6
All employees.....	3 828	3 922	3 983	+1,6	+4,0
Full-time equivalent employees....	3 855	3 957	4 024	+1,7	+4,4
- Textiles, clothing and leather goods					
Full-time employees.....	2 125	2 260	2 244	-0,7	+5,6
Part-time employees.....	1 334	1 785	1 677	-6,1	+25,7
All employees.....	2 120	2 258	2 242	-0,7	+5,8
Full-time equivalent employees....	2 124	2 260	2 245	-0,7	+5,7
- 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.....	3 909	4 142	4 201	+1,4	+7,5
Part-time employees.....	1 239	2 066	1 445	-30,1	+16,6
All employees.....	3 896	4 136	4 192	+1,4	+7,6
Full-time equivalent employees....	3 900	4 140	4 198	+1,4	+7,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	5 571	6 199	6 363	+2,6	+14,2
Part-time employees.....	1 209	1 442	1 359	-5,8	+12,4
All employees.....	5 539	6 167	6 312	+2,4	+14,0
Full-time equivalent employees....	5 560	6 185	6 334	+2,4	+13,9
- Other non-metallic mineral products					
Full-time employees.....	3 982	4 218	4 216	-0,0	+5,9
Part-time employees.....	1 119	1 153	979	-15,1	-12,5
All employees.....	3 971	4 204	4 192	-0,3	+5,6
Full-time equivalent employees....	3 981	4 213	4 201	-0,3	+5,5
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	4 937	5 303	5 231	-1,4	+6,0
Part-time employees.....	1 854	2 130	2 152	+1,0	+16,1
All employees.....	4 923	5 286	5 207	-1,5	+5,8
Full-time equivalent employees....	4 932	5 297	5 222	-1,4	+5,9
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	4 727	4 625	4 611	-0,3	-2,5
Part-time employees.....	3 150	3 602	6 203	+72,2	+96,9
All employees.....	4 724	4 621	4 636	+0,3	-1,9
Full-time equivalent employees....	4 727	4 625	4 657	+0,7	-1,5
- Radio, television and communication 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	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
medical, precision and optical instruments, watches and clocks					
Full-time employees.....	5 095	5 817	5 668	-2,6	+11,2
Part-time employees.....	1 282	1 534	2 416	+57,5	+88,5
All employees.....	5 084	5 808	5 658	-2,6	+11,3
Full-time equivalent employees....	5 089	5 815	5 666	-2,6	+11,3
- Transport equipment					
Full-time employees.....	5 098	4 676	5 238	+12,0	+2,7
Part-time employees.....	314	485	691	+42,5	+120,1
All employees.....	4 915	4 569	5 043	+10,4	+2,6
Full-time equivalent employees....	5 076	4 664	5 201	+11,5	+2,5
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	2 612	2 977	3 077	+3,4	+17,8
Part-time employees.....	1 285	1 760	1 815	+3,1	+41,2
All employees.....	2 600	2 955	3 042	+2,9	+17,0
Full-time equivalent employees....	2 612	2 975	3 063	+3,0	+17,3
- Total manufacturing					
Full-time employees.....	4 109	4 348	4 418	+1,6	+7,5
Part-time employees.....	1 001	1 408	1 843	+30,9	+84,1
All employees.....	4 079	4 319	4 380	+1,4	+7,4
Full-time equivalent employees....	4 098	4 338	4 405	+1,5	+7,5
Electricity, gas and water supply					
Full-time employees.....	9 595	10 072	10 237	+1,6	+6,7
Part-time employees.....	10 113	14 079	14 063	-0,1	+39,1
All employees.....	9 595	10 076	10 240	+1,6	+6,7
Full-time equivalent employees....	9 599	10 078	10 243	+1,6	+6,7
Construction					
Full-time employees.....	2 771	2 905	2 995	+3,1	+8,1
Part-time employees.....	1 336	1 577	1 982	+25,7	+48,4
All employees.....	2 757	2 889	2 982	+3,2	+8,2
Full-time equivalent employees....	2 767	2 904	2 997	+3,2	+8,3
Wholesale, retail and motor trade and hotels					
Full-time employees.....	3 833	4 214	4 213	-0,0	+9,9
Part-time employees.....	880	892	875	-1,9	-0,6
All employees.....	3 540	3 814	3 825	+0,3	+8,1
Full-time equivalent employees....	3 728	4 071	4 074	+0,1	+9,3
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	6 276	6 702	6 759	+0,9	+7,7
Part-time employees.....	1 946	577	583	+1,0	-70,0
All employees.....	6 163	6 611	6 667	+0,8	+8,2
Full-time equivalent employees....	6 196	6 631	6 687	+0,8	+7,9
- Non-governmental institutions					
Full-time employees.....	3 545	3 971	3 900	-1,8	+10,0
Part-time employees.....	513	879	810	-7,8	+57,9
All employees.....	3 238	3 685	3 562	-3,3	+10,0
Full-time equivalent employees....	3 493	3 943	3 845	-2,5	+10,1
- Total transport, storage and communication					
Full-time employees.....	5 496	5 905	5 921	+0,3	+7,7
Part-time employees.....	1 045	799	758	-5,1	-27,5
All employees.....	5 279	5 706	5 690	-0,3	+7,8
Full-time equivalent employees....	5 419	5 836	5 837	-0,0	+7,7

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	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Financial institutions					
Full-time employees.....	8 425	8 859	9 105	+2,8	+8,1
Part-time employees.....	1 192	1 382	703	-49,1	-41,0
All employees.....	8 245	8 683	8 922	+2,8	+8,2
Full-time equivalent employees....	8 338	8 765	8 994	+2,6	+7,9
Community, social and personal services:					
- National departments					
Full-time employees.....	6 227	6 370	6 708	+5,3	+7,7
Part-time employees.....	1 395	2 703	2 591	-4,1	+85,7
All employees.....	6 109	6 249	6 570	+5,1	+7,5
Full-time equivalent employees....	6 244	6 421	6 788	+5,7	+8,7
- Provincial administrations					
Full-time employees.....	6 401	6 518	6 869	+5,4	+7,3
Part-time employees.....	1 849	1 750	1 721	-1,7	-6,9
All employees.....	6 140	6 240	6 557	+5,1	+6,8
Full-time equivalent employees....	6 434	6 597	6 952	+5,4	+8,1
- Local governments					
Full-time employees.....	5 141	5 455	5 366	-1,6	+4,4
Part-time employees.....	2 298	2 538	2 252	-11,3	-2,0
All employees.....	5 115	5 435	5 338	-1,8	+4,4
Full-time equivalent employees....	5 141	5 456	5 365	-1,7	+4,4
- Other government institutions					
Full-time employees.....	8 748	8 869	8 878	+0,1	+1,5
Part-time employees.....	3 115	2 331	2 857	+22,6	-8,3
All employees.....	8 106	8 158	8 244	+1,1	+1,7
Full-time equivalent employees....	8 628	8 633	8 706	+0,8	+0,9
- Total government sector					
Full-time employees.....	6 291	6 437	6 697	+4,0	+6,5
Part-time employees.....	1 996	1 997	2 020	+1,2	+1,2
All employees.....	6 094	6 227	6 468	+3,9	+6,1
Full-time equivalent employees....	6 314	6 486	6 757	+4,2	+7,0
- Laundries and dry-cleaning services					
Full-time employees.....	1 613	1 595	1 588	-0,4	-1,5
Part-time employees.....	628	579	492	-15,0	-21,7
All employees.....	1 613	1 584	1 577	-0,4	-2,2
Full-time equivalent employees....	1 613	1 585	1 577	-0,5	-2,2
- Total community, social and personal services					
Full-time employees.....	6 265	6 414	6 672	+4,0	+6,5
Part-time employees.....	1 996	1 996	2 018	+1,1	+1,1
All employees.....	6 071	6 205	6 445	+3,9	+6,2
Full-time equivalent employees....	6 289	6 462	6 731	+4,2	+7,0
Total (all industries)					
Full-time employees.....	5 006	5 271	5 395	+2,4	+7,8
Part-time employees.....	1 319	1 327	1 366	+2,9	+3,6
All employees.....	4 852	5 089	5 202	+2,2	+7,2
Full-time equivalent employees....	4 976	5 240	5 364	+2,4	+7,8

Note: All figures are subject to change.

Table 4 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 2000 prices, according to industry and type of employee

Industry and type of employee	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
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.....	3 805	3 772	3 812	+1,1	+0,2
Part-time employees.....	926	1 234	1 683	+36,4	+81,7
All employees.....	3 746	3 703	3 736	+0,9	-0,3
Full-time equivalent employees....	3 772	3 737	3 775	+1,0	+0,1
- Textiles, clothing and leather goods					
Full-time employees.....	2 079	2 134	2 105	-1,4	+1,3
Part-time employees.....	1 305	1 686	1 573	-6,7	+20,5
All employees.....	2 074	2 132	2 103	-1,4	+1,4
Full-time equivalent employees....	2 078	2 134	2 106	-1,3	+1,3
- 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.....	3 825	3 911	3 941	+0,8	+3,0
Part-time employees.....	1 212	1 951	1 356	-30,5	+11,9
All employees.....	3 812	3 906	3 932	+0,7	+3,1
Full-time equivalent employees....	3 816	3 909	3 938	+0,7	+3,2
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	5 451	5 854	5 969	+2,0	+9,5
Part-time employees.....	1 183	1 362	1 275	-6,4	+7,8
All employees.....	5 420	5 823	5 921	+1,7	+9,2
Full-time equivalent employees....	5 440	5 840	5 942	+1,7	+9,2
- Other non-metallic mineral products					
Full-time employees.....	3 896	3 983	3 955	-0,7	+1,5
Part-time employees.....	1 095	1 089	918	-15,7	-16,2
All employees.....	3 886	3 970	3 932	-1,0	+1,2
Full-time equivalent employees....	3 895	3 978	3 941	-0,9	+1,2
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	4 831	5 008	4 907	-2,0	+1,6
Part-time employees.....	1 814	2 011	2 019	+0,4	+11,3
All employees.....	4 817	4 992	4 885	-2,1	+1,4
Full-time equivalent employees....	4 826	5 002	4 899	-2,1	+1,5
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	4 625	4 367	4 326	-0,9	-6,5
Part-time employees.....	3 082	3 401	5 819	+71,1	+88,8
All employees.....	4 622	4 364	4 349	-0,3	-5,9
Full-time equivalent employees....	4 625	4 367	4 369	-0,0	-5,5
- Radio, television and communication equipment and apparatus and					

Table 4 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 2000 prices, according to industry and type of employee

Industry and type of employee	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
medical, precision and optical instruments, watches and clocks					
Full-time employees.....	4 985	5 493	5 317	-3,2	+6,7
Part-time employees.....	1 254	1 449	2 266	+56,4	+80,7
All employees.....	4 975	5 484	5 308	-3,2	+6,7
Full-time equivalent employees....	4 979	5 491	5 315	-3,2	+6,7
- Transport equipment					
Full-time employees.....	4 988	4 415	4 914	+11,3	-1,5
Part-time employees.....	307	458	648	+41,5	+111,1
All employees.....	4 809	4 314	4 731	+9,7	-1,6
Full-time equivalent employees....	4 967	4 404	4 879	+10,8	-1,8
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	2 556	2 811	2 886	+2,7	+12,9
Part-time employees.....	1 257	1 662	1 703	+2,5	+35,5
All employees.....	2 544	2 790	2 854	+2,3	+12,2
Full-time equivalent employees....	2 556	2 809	2 873	+2,3	+12,4
- Total manufacturing					
Full-time employees.....	4 021	4 106	4 144	+0,9	+3,1
Part-time employees.....	979	1 330	1 729	+30,0	+76,6
All employees.....	3 991	4 078	4 109	+0,8	+3,0
Full-time equivalent employees....	4 010	4 096	4 132	+0,9	+3,0
Electricity, gas and water supply					
Full-time employees.....	9 388	9 511	9 603	+1,0	+2,3
Part-time employees.....	9 895	13 295	13 192	-0,8	+33,3
All employees.....	9 388	9 515	9 606	+1,0	+2,3
Full-time equivalent employees....	9 392	9 517	9 609	+1,0	+2,3
Construction					
Full-time employees.....	2 711	2 743	2 810	+2,4	+3,7
Part-time employees.....	1 307	1 489	1 859	+24,8	+42,2
All employees.....	2 698	2 728	2 797	+2,5	+3,7
Full-time equivalent employees....	2 707	2 742	2 811	+2,5	+3,8
Wholesale, retail and motor trade and hotels					
Full-time employees.....	3 750	3 979	3 952	-0,7	+5,4
Part-time employees.....	861	842	821	-2,5	-4,6
All employees.....	3 464	3 602	3 588	-0,4	+3,6
Full-time equivalent employees....	3 648	3 844	3 822	-0,6	+4,8
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	6 141	6 329	6 341	+0,2	+3,3
Part-time employees.....	1 904	545	547	+0,4	-71,3
All employees.....	6 030	6 243	6 254	+0,2	+3,7
Full-time equivalent employees....	6 063	6 262	6 273	+0,2	+3,5
- Non-governmental institutions					
Full-time employees.....	3 469	3 750	3 659	-2,4	+5,5
Part-time employees.....	502	830	760	-8,4	+51,4
All employees.....	3 168	3 480	3 341	-4,0	+5,5
Full-time equivalent employees....	3 418	3 723	3 607	-3,1	+5,5
- Total transport, storage and communication					
Full-time employees.....	5 378	5 576	5 554	-0,4	+3,3
Part-time employees.....	1 023	754	711	-5,7	-30,5
All employees.....	5 165	5 388	5 338	-0,9	+3,3
Full-time equivalent employees....	5 302	5 511	5 476	-0,6	+3,3

Table 4 - Average monthly salaries and wages per employee (excluding bonuses and overtime payment), at constant 2000 prices, according to industry and type of employee

Industry and type of employee	Nov 2000 (Rand)	Aug 2001 (Rand)	Nov 2001 (Rand)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Financial institutions					
Full-time employees.....	8 244	8 365	8 541	+2,1	+3,6
Part-time employees.....	1 166	1 305	659	-49,5	-43,5
All employees.....	8 068	8 199	8 370	+2,1	+3,7
Full-time equivalent employees....	8 159	8 277	8 437	+1,9	+3,4
Community, social and personal services:					
- National departments					
Full-time employees.....	6 093	6 015	6 293	+4,6	+3,3
Part-time employees.....	1 365	2 552	2 431	-4,7	+78,1
All employees.....	5 977	5 901	6 163	+4,4	+3,1
Full-time equivalent employees....	6 110	6 063	6 368	+5,0	+4,2
- Provincial administrations					
Full-time employees.....	6 263	6 155	6 444	+4,7	+2,9
Part-time employees.....	1 809	1 653	1 614	-2,4	-10,8
All employees.....	6 008	5 892	6 151	+4,4	+2,4
Full-time equivalent employees....	6 295	6 229	6 522	+4,7	+3,6
- Local governments					
Full-time employees.....	5 030	5 151	5 034	-2,3	+0,1
Part-time employees.....	2 249	2 397	2 113	-11,8	-6,0
All employees.....	5 005	5 132	5 008	-2,4	+0,1
Full-time equivalent employees....	5 030	5 152	5 033	-2,3	+0,1
- Other government institutions					
Full-time employees.....	8 560	8 375	8 328	-0,6	-2,7
Part-time employees.....	3 048	2 201	2 680	+21,8	-12,1
All employees.....	7 932	7 703	7 734	+0,4	-2,5
Full-time equivalent employees....	8 442	8 152	8 167	+0,2	-3,3
- Total government sector					
Full-time employees.....	6 156	6 078	6 282	+3,4	+2,0
Part-time employees.....	1 953	1 886	1 895	+0,5	-3,0
All employees.....	5 963	5 880	6 068	+3,2	+1,8
Full-time equivalent employees....	6 178	6 125	6 339	+3,5	+2,6
- Laundries and dry-cleaning services					
Full-time employees.....	1 578	1 506	1 490	-1,1	-5,6
Part-time employees.....	614	547	462	-15,5	-24,8
All employees.....	1 578	1 496	1 479	-1,1	-6,3
Full-time equivalent employees....	1 578	1 497	1 479	-1,2	-6,3
- Total community, social and personal services					
Full-time employees.....	6 130	6 057	6 259	+3,3	+2,1
Part-time employees.....	1 953	1 885	1 893	+0,4	-3,1
All employees.....	5 940	5 859	6 046	+3,2	+1,8
Full-time equivalent employees....	6 154	6 102	6 314	+3,5	+2,6
Total (all industries)					
Full-time employees.....	4 898	4 977	5 061	+1,7	+3,3
Part-time employees.....	1 291	1 253	1 281	+2,2	-0,8
All employees.....	4 748	4 805	4 880	+1,6	+2,8
Full-time equivalent employees....	4 869	4 948	5 032	+1,7	+3,3

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	Nov 2000 (Number)	Aug 2001 (Number)	Nov 2001 (Number)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Mining and quarrying					
Full-time employees.....	173,6	172,9	173,0	+0,1	-0,3
Part-time employees.....	..	..	..	..	..
Manufacturing:					
- Food products, beverages and tobacco products					
Full-time employees.....	179,6	182,5	180,8	-0,9	+0,7
Part-time employees.....	109,6	116,1	126,6	+9,0	+15,5
- Textiles, clothing and leather goods					
Full-time employees.....	171,6	179,6	178,6	-0,6	+4,1
Part-time employees.....	110,8	135,7	120,2	-11,4	+8,5
- 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.....	171,4	174,5	174,9	+0,2	+2,0
Part-time employees.....	130,1	97,6	99,4	+1,8	-23,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	171,5	174,4	172,4	-1,1	+0,5
Part-time employees.....	77,5	97,7	115,9	+18,6	+49,5
- Other non-metallic mineral products					
Full-time employees.....	178,1	177,4	184,5	+4,0	+3,6
Part-time employees.....	75,1	75,1	122,4	+63,0	+63,0
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	179,4	178,0	174,2	-2,1	-2,9
Part-time employees.....	108,1	107,3	109,4	+2,0	+1,2
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	176,4	177,5	174,1	-1,9	-1,3
Part-time employees.....	127,2	139,7	125,0	-10,5	-1,7
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks					
Full-time employees.....	174,2	175,8	176,2	+0,2	+1,1
Part-time employees.....	106,6	84,7	107,8	+27,3	+1,1
- Transport equipment					
Full-time employees.....	178,6	173,7	176,3	+1,5	-1,3
Part-time employees.....	32,1	35,4	52,6	+48,6	+63,9
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	177,3	179,5	180,2	+0,4	+1,6
Part-time employees.....	92,6	122,3	138,9	+13,6	+50,0
- Total manufacturing					
Full-time employees.....	175,3	177,6	176,5	-0,6	+0,7
Part-time employees.....	86,6	99,7	109,1	+9,4	+26,0

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

Industry and type of employee	Nov 2000 (Number)	Aug 2001 (Number)	Nov 2001 (Number)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Electricity, gas and water supply					
Full-time employees.....	165,7	163,2	167,5	+2,6	+1,1
Part-time employees.....	110,5	107,3	104,4	-2,7	-5,5
Construction					
Full-time employees.....	180,1	180,1	181,0	+0,5	+0,5
Part-time employees.....	124,4	108,5	117,1	+7,9	-5,9
Wholesale, retail and motor trade and hotels					
Full-time employees.....	182,9	183,7	183,7	-0,0	+0,4
Part-time employees.....	84,8	83,4	85,6	+2,6	+0,9
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	171,7	172,4	172,6	+0,1	+0,5
Part-time employees.....	134,5	138,0	137,4	-0,4	+2,2
- Non-governmental institutions					
Full-time employees.....	187,2	185,3	187,1	+1,0	-0,1
Part-time employees.....	54,8	61,0	66,5	+9,0	+21,4
- Total transport, storage and communication					
Full-time employees.....	176,1	176,2	176,9	+0,4	+0,5
Part-time employees.....	84,4	81,3	82,8	+1,8	-1,9
Financial institutions					
Full-time employees.....	166,2	169,4	168,6	-0,5	+1,4
Part-time employees.....	90,9	99,8	104,5	+4,7	+15,0
Community, social and personal services:					
- National departments					
Full-time employees.....	160,2	160,5	160,4	-0,1	+0,1
Part-time employees.....	18,3	29,9	6,4	-78,6	-65,0
- Provincial administrations					
Full-time employees.....	149,8	150,0	150,4	+0,3	+0,4
Part-time employees.....	30,1	10,9	9,4	-13,8	-68,8
- Local governments					
Full-time employees.....	178,3	174,0	170,2	-2,2	-4,5
Part-time employees.....	90,3	89,2	82,0	-8,1	-9,2
- Other government institutions					
Full-time employees.....	170,6	172,7	170,5	-1,3	-0,1
Part-time employees.....	80,7	93,9	91,5	-2,6	+13,4
- Total government sector					
Full-time employees.....	157,9	157,7	157,1	-0,4	-0,5
Part-time employees.....	38,0	27,3	21,8	-20,1	-42,6
- Laundries and dry-cleaning services					
Full-time employees.....	183,6	184,9	185,0	+0,1	+0,8
Part-time employees.....	44,5	133,6	134,6	+0,7	+202,5
- Total community, social and personal services					
Full-time employees.....	158,0	157,9	157,2	-0,4	-0,5
Part-time employees.....	38,0	27,4	22,0	-19,7	-42,1
Total (all industries)					
Full-time employees.....	171,1	171,7	171,4	-0,2	+0,2
Part-time employees.....	68,6	65,8	66,7	+1,4	-2,8

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	Nov 2000 (Number)	Aug 2001 (Number)	Nov 2001 (Number)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Mining and quarrying					
Full-time employees.....	0,0	0,0	0,0	..	..
Part-time employees.....	..	..	..	..	..
Manufacturing:					
- Food products, beverages and tobacco products					
Full-time employees.....	14,3	14,3	19,5	+36,4	+36,4
Part-time employees.....	5,8	4,8	18,7	+289,6	+222,4
- Textiles, clothing and leather goods					
Full-time employees.....	8,9	11,0	10,4	-5,5	+16,9
Part-time employees.....	1,4	4,0	4,5	+12,5	+221,4
- 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.....	5,0	8,6	11,8	+37,2	+136,0
Part-time employees.....	23,6	5,9	13,9	+135,6	-41,1
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	13,8	7,3	9,7	+32,9	-29,7
Part-time employees.....	8,0	3,9	5,7	+46,2	-28,8
- Other non-metallic mineral products					
Full-time employees.....	11,5	13,7	14,7	+7,3	+27,8
Part-time employees.....	2,3	0,8	2,0	+150,0	-13,0
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	14,5	13,5	15,8	+17,0	+9,0
Part-time employees.....	11,3	11,4	13,4	+17,5	+18,6
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	9,5	9,7	9,5	-2,1	-0,0
Part-time employees.....	37,4	12,9	3,3	-74,4	-91,2
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks					
Full-time employees.....	2,8	1,8	4,1	+127,8	+46,4
Part-time employees.....	1,4	1,5	3,8	+153,3	+171,4
- Transport equipment					
Full-time employees.....	9,4	6,7	11,1	+65,7	+18,1
Part-time employees.....	0,3	1,0	2,1	+110,0	+600,0
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	13,4	4,8	11,6	+141,7	-13,4
Part-time employees.....	8,3	2,6	5,4	+107,7	-34,9
- Total manufacturing					
Full-time employees.....	11,1	10,3	12,8	+24,3	+15,3
Part-time employees.....	6,2	4,5	10,0	+122,2	+61,3

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

Industry and type of employee	Nov 2000 (Number)	Aug 2001 (Number)	Nov 2001 (Number)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Electricity, gas and water supply					
Full-time employees.....	8,6	8,4	9,7	+15,5	+12,8
Part-time employees.....	0,0	0,0	0,0	..	..
Construction					
Full-time employees.....	10,2	9,3	9,5	+2,2	-6,9
Part-time employees.....	4,3	17,3	12,9	-25,4	+200,0
Wholesale, retail and motor trade and hotels					
Full-time employees.....	3,9	4,5	4,3	-4,4	+10,3
Part-time employees.....	6,2	10,3	10,0	-2,9	+61,3
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	9,6	14,9	15,0	+0,7	+56,3
Part-time employees.....	0,0	3,8	3,8	-0,0	..
- Non-governmental institutions					
Full-time employees.....	16,9	15,8	16,9	+7,0	-0,0
Part-time employees.....	1,9	3,1	4,0	+29,0	+110,5
- Total transport, storage and communication					
Full-time employees.....	11,7	15,2	15,5	+2,0	+32,5
Part-time employees.....	1,2	3,3	3,9	+18,2	+225,0
Financial institutions					
Full-time employees.....	3,5	2,5	1,9	-24,0	-45,7
Part-time employees.....	0,2	0,4	0,3	-25,0	+50,0
Community, social and personal services:					
- National departments					
Full-time employees.....	4,9	5,2	5,0	-3,8	+2,0
Part-time employees.....	0,0	0,0	0,0	..	..
- Provincial administrations					
Full-time employees.....	0,8	0,9	0,9	-0,0	+12,5
Part-time employees.....	0,0	0,0	0,0	..	..
- Local governments					
Full-time employees.....	5,7	4,5	4,5	-0,0	-21,1
Part-time employees.....	2,2	2,8	2,3	-17,9	+4,5
- Other government institutions					
Full-time employees.....	1,5	1,5	1,5	-0,0	-0,0
Part-time employees.....	0,1	0,1	0,1	-0,0	-0,0
- Total government sector					
Full-time employees.....	2,6	2,5	2,5	-0,0	-3,8
Part-time employees.....	0,1	0,1	0,1	-0,0	-0,0
- Laundries and dry-cleaning services					
Full-time employees.....	0,5	4,3	4,6	+7,0	+820,0
Part-time employees.....	0,0	0,0	0,0	..	..
- Total community, social and personal services					
Full-time employees.....	2,5	2,5	2,5	-0,0	-0,0
Part-time employees.....	0,1	0,1	0,1	-0,0	-0,0
Total (all industries)					
Full-time employees.....	6,0	5,8	6,5	+12,1	+8,3
Part-time employees.....	3,5	6,0	6,2	+3,3	+77,1

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	Nov 2000 (Number)	Aug 2001 (Number)	Nov 2001 (Number)	% change between Aug 2001 and Nov 2001	% change between Nov 2000 and Nov 2001
Mining and quarrying	..	..	..	..	..
Manufacturing	1 661	767	972	+26,7	-41,5
Electricity, gas and water supply	164	172	72	-58,1	-56,1
Construction	17	31	96	+209,7	+464,7
Wholesale, retail and motor trade and hotels	850	1 096	3 104	+183,2	+265,2
Transport, storage and communication:					
- Governmental institutions	314	66	702	+963,6	+123,6
- Non-governmental institutions	289	312	955	+206,1	+230,4
- Total transport, storage and communication	603	378	1 657	+338,4	+174,8
Financial institutions	3 025	2 433	1 524	-37,4	-49,6
Community, social and personal services:					
- National departments	68 394	36 311	42 982	+18,4	-37,2
- Provincial administrations	269 895	292 019	292 564	+0,2	+8,4
- Local governments	17 958	7 094	20 419	+187,8	+13,7
- Other government institutions	2 849	4 701	3 896	-17,1	+36,7
- Total government sector	359 096	340 125	359 861	+5,8	+0,2
- Laundries and dry-cleaning services	0	40	8	-80,0	..
- Total	359 096	340 165	359 869	+5,8	+0,2
Total (all industries)	365 416	345 042	367 294	+6,4	+0,5

Note: All figures are subject to change.

Additional information

Explanatory notes

- Introduction**
- 1 This publication contains results of the quarterly Survey of Average Monthly Earnings in selected industries (AME) which was conducted in November 2001. The survey is designed to obtain information regarding -
- 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 month; and
 - total number of vacancies as at the end of the reference month.
- 2 This survey together with the Survey of Employment and Earnings in selected industries replaces the previous discrete labour surveys.
- Scope of the survey**
- 3 All employees (wage and salary earners) in the mining and quarrying, manufacturing, construction, electricity, gas and water supply, wholesale trade, retail trade and motor trade, hotels and transport industries, national departments, provincial administrations, local governments, public corporations, parastatal institutions, universities and technikons, banking institutions and insurance companies are included in the survey, except -
- self-employed persons such as subcontractors, owners and consultants;
 - any employees who do not receive pay for the reference period; and
 - employees based in South Africa but paid from abroad (e.g. embassy employees).
- 4 Data on the former Transkei, Boputhatswana, Venda and Ciskei (TBVC states) are included in the major business industries.

Mining and quarrying industry

Since January 1994 information regarding mining and quarrying activities of the former TBVC states are included in this industry. The total employment in the TBVC states for January 1994 amounted to approximately 9,0% of the total South African employment of the mining and quarrying industry.

Manufacturing, construction and electricity, gas and water supply industries

As from January 1996, information regarding the manufacturing, construction and electricity, gas and water supply industries includes particulars of the former TBVC states. According to information at the disposal of Stats SA for March 1996, the contribution of the former TBVC states to total employment by the manufacturing, construction and electricity, gas and water supply industries, amounted to 5,8%, 0,1% and 1,9% respectively.

Wholesale trade, retail trade, motor trade and catering and accommodation services industry

In the case of the wholesale trade, retail trade and motor trade industries, information regarding these activities of the former TBVC states is included as from the first quarter of 1996. Information available to Stats SA indicates that for March 1996 the total employment of the TBVC states regarding these industries amounted to 0,1% of the total South African employment for the wholesale trade industry, 1,0% of the total South African employment for the retail trade industry and 0,7% of the total South African employment for the motor trade industry. For the hotels industry, data on the former TBVC states are included as from the first quarter of 1995. The total employment in the TBVC states for March 1995 amounted to approximately 16,0% of the total South African employment for the hotels industry.

Transport, storage and communication industry

Information regarding these activities of the former TBVC states is not available.

Banking institutions and insurance companies industry

For the banking institutions and insurance companies, information of the former TBVC states is included as from the first quarter of 1995. The total employment among financial institutions in these states for March 1995 amounted to approximately 1,0% of the total employment for the South African financial industry.

Community, social and personal services industry

As from the second quarter of 1994, information regarding the public sector includes information of the governments and the local governments of the former TBVC states. The total public sector employment in these states for June 1994 amounted to approximately 12,0% of the total employment for the South African public sector. As from the first quarter of 1996 the information regarding the universities of the former TBVC states are included in the public sector. The total employment for universities in these states for March 1996 amounted to approximately 11,0% of the total employment for all South African universities.

- | | |
|-------------------------|--|
| Classification | <p>5 This publication presents information classified by industry. Each statistical unit is classified to an industry that reflects the predominant activity of the enterprise or establishment. In a small number of cases where an enterprise has a significant number of employees in more than one industry, a separate statistical unit is created for each industry. Periodically, a review is undertaken to determine whether existing enterprises that are split into separate statistical units should continue to report on this basis.</p> <p>6 The 1993 edition of the Standard Industrial Classification of all Economic Activities (SIC), Fifth Edition, Report No. 09-90-02, was used to classify the statistical units in the survey. The SIC is based on the 1990 International Standard Industrial Classification of all Economic Activities (ISIC) with suitable adaptations for local conditions. Statistics in this publication are presented at SIC division level only.</p> |
| Statistical unit | <p>7 The survey covers all activities of an employer. In the construction, wholesale trade, retail trade, motor trade, transport and financial institutions industries, information is obtained from enterprises. Therefore, the enterprise is the statistical unit in these cases. In all other industries information is obtained</p> |

from establishments. Therefore, the establishment is the statistical unit in these cases.

- 8** An enterprise is a legal entity consisting of one or more establishments including the head office, excluding holding or subsidiary companies. An establishment is the smallest economic unit that functions as a separate entity. Each statistical unit is classified to an industry: see paragraphs 5 and 6 for more information regarding classification by industry.
- Survey methodology and design**
- 9** This survey is collected by mail from a sample of approximately 8 500 employer units. Information regarding Government departments and Provincial administrations is collected electronically from PERSAL.
- 10** Statistical units in the population are stratified by type of industry (at the 5-digit SIC level) and by size. Businesses in each industrial group/subgroup are divided into three size groups according to the size of their employment or turnover. Size group 1 consists of those businesses that employ a large number of employees, size group 2 consists of medium-sized businesses and size group 3 consists of those businesses that employ a small number of employees. The size groups differ from industry to industry. The hotels industry is divided into five size groups according to star grading
- 11** The measure of size for the manufacturing, construction, electricity, gas and water supply, transport, storage and communications, laundry and dry-cleaning services and local government industries is the number of employees. For the wholesale trade, retail trade and motor trade industries turnover is used as the measure of size. For the hotels industry, star grading is used as the measure of size.
- 12** Large size units and units in the government sector (excluding local governments), and in the financial institutions industry are completely enumerated. The sample is selected independently for each stratum using systematic sampling.
- 13** The optimal Neyman method is used in the allocation of the sample size. Additional factors considered when sample size is determined are budget allocations, the availability of human resources, etc. The sample size of the AME is 8 500.
- Reliability of estimates**
- 14** Data presented in this publication are based on information obtained from samples of enterprises and establishments and are, therefore, subject to sampling variability; that is, they may differ from the figures that would have been produced if the data had been obtained from all enterprises and establishments in South Africa.
- 15** Non-sampling errors in the form of inaccuracies due to imperfections in reporting by enterprises and establishments and errors made in collection and processing of the data may occur. However, every effort is made to reduce these types of error to a minimum by careful designing of the questionnaire, pilot studies, editing of data and efficient operating procedures.

- Historical series**
- 16** Data were previously published in the following statistical releases:
- P0200 Labour statistics – Employment, salaries and wages (Summary).
P0242.1 Labour statistics – Employment, salaries and wages: Mining and Quarrying, Manufacturing, Construction and Electricity.
P0244 Labour statistics – Employment, salaries and wages: Wholesale trade, Retail trade, Motor trade and Hotels.
P0251 Labour statistics – Employment, salaries and wages: Public sector.
P0262 Labour statistics – Employment, salaries and wages: Banking institutions, Building societies and Insurance companies.
- Related publications**
- 17** Users may also wish to refer to the following publications which are available from Stats SA:
- P0271 – Survey of Employment and Earnings.
 - Bulletin of Statistics.
 - SA Labour Statistics.
 - SA Statistics.
- Unpublished statistics**
- 18** In some cases Stats SA can also make available statistics which are not published. The statistics can be made available in one or more of the following ways: computer printout, diskette or CD. Generally a charge is made for providing unpublished statistics.
- Symbols and abbreviations**
- | | |
|-------------|--|
| AME | Survey of Average Monthly Earnings |
| CD | Compact Disk |
| ISIC | International Standard Classification of all Economic Activities |
| OHS | October Household Survey |
| SIC | Standard Industrial Classification of all Economic Activities |
| SNA | System of National Accounts |
| Stats SA | Statistics South Africa |
| TBVC states | Relates to the former Transkei, Boputhatswana, Venda and Ciskei states |
| .. | Figures not available |
| - | Nil or not applicable |
| * | Revised figures |

Technical notes

Response rates The response rates for November 2001 are provided in table A.

Table A – Response rates

Industry	% response
Manufacturing	72,8
Electricity, gas and water supply	84,2
Construction	69,7
Wholesale trade, retail trade, motor trade and hotels	71,3
Measured component of transport, storage and communication	71,9
Measured component of financial institutions	74,8
Measured component of community, social and personal services	71,0
Total response rate of all selected industries	71,9

Glossary

Annual percentage change	An annual percentage change is the change in the average monthly salaries and wages of the given quarter compared with the average monthly salaries and wages of the same quarter of the previous year expressed as a percentage.
Average monthly ordinary-time hours paid for full-time and part-time employees	Average monthly ordinary-time hours paid for full-time or part-time employees are calculated by dividing the total ordinary-time hours paid for by the number of full-time or part-time employees.
Average monthly overtime hours paid for full-time or part-time employees	Average monthly overtime hours paid for full-time or part-time employees are calculated by dividing the total overtime hours paid for by the number of full-time or part-time employees.
Average monthly salaries and wages at constant 2000 prices	Average monthly salaries and wages at constant 2000 prices measure change in average salaries and wages after the direct effects of inflation has been eliminated. The deflator used to devalue the current average salaries and wages is the consumer price index (2000=100).
Average monthly salaries and wages at current prices	Average monthly salaries and wages at current prices are calculated by dividing the total gross salaries and wages (including performance and other bonuses and overtime payments and excluding severance, termination and redundancy payments) for the reference month by the number of employees as at the end of the reference month.
Basic salaries and wages	Basic salaries and wages are monthly salaries and wages paid to all permanent, temporary and casual employees before taxation and other deductions during the reference month.
Benchmarking	Benchmarking is the adjustment of the level of a variable e.g. employment as measured by a sample survey to the level of the same variable as reflected by the relevant sectoral economic census for a certain year.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically paid daily or hourly. Employers can dispense with their services at very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers.
Enterprises (firms)	Enterprises (firms) are legal entities consisting of one or more establishments (branches) including head offices, but excluding holding or subsidiary companies.
Establishments (branches)	Establishments (branches) are defined as enterprises, or part of

enterprises, that are situated at a single location and in which only single (non-ancillary) productive activities are carried out or in which principle productive activities account for most of the value added.

Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours for a full-time employee in their particular occupation or, if the agreed number of hours does not apply, who normally work 35 hours or more per week.
Full-time equivalent employees	Full-time equivalent employees are calculated by converting the part-time employees of each respondent to full-time equivalent employees. The number of part-time employees of each respondent is multiplied by the ordinary-time hours paid for per month per person to part-time employees, divided by the number of ordinary-time hours paid for per month per person to full-time employees. The number of full-time equivalent employees is then added to the full-time employees of each respondent.
Gross salaries and wages	Gross salaries and wages refers to salaries and wages paid for ordinary-time, standard or agreed hours and overtime hours worked during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions.
Industries	Industries consist of groups of establishments engaged in the same or similar kinds of activity. The definition of industries is based on the System of National Accounts (SNA) and is in line with that contained in the Standard Industrial Classification of all Economic Activities, Fifth Edition, Report No. 09-90-02 of January 1993 (SIC).
Number of employees	The number of employees is the number of people, employed by the business, who received payment (in salaries, wages, commission, piece rates or payments in kind) for any part of the reference period (excluding independent contractors).
Ordinary-time hours paid for	Ordinary-time hours paid for are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work which were paid for in the reference period.

Overtime payment	Overtime payment refers to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or work less than 35 hours per week.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal pay.</p> <p>Performance and other bonuses include profit sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid in the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheque, severance, termination, redundancy and leave gratuity payments. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employees.
Quarterly percentage change	A quarterly percentage change is the change in the average monthly salaries and wages of the given quarter compared with the average monthly salaries and wages of the previous quarter expressed as a percentage.
Reference month/period	Reference month/period for the survey refers to the months/periods during which information is gathered. For this survey the reference months/periods are February, May, August or November.
Temporary employees	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contract would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee.
Vacancies	Vacancies are available funded positions/jobs for immediate filling on the survey reference date and for which recruitment action had been taken.

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